

## Commission Nominations

<b>Reference #</b>	16297176
<b>Status</b>	Complete
<b>Nominee First Name</b>	Laura
<b>Last Name</b>	Bonitto
<b>Nominee Street Address</b>	10094 W Indiantown Road
<b>City</b>	Jupiter
<b>State/Province/Region</b>	Florida
<b>Zip/Postal Code</b>	33478
<b>Phone Number</b>	+5619327963
<b>Country</b>	United States of America
<b>Nominee Email Address</b>	<a href="mailto:lbonitto@chcollege.org">lbonitto@chcollege.org</a>
<b>Highest Earned Degree</b>	Doctor of Education (Ed.D)
<b>Institution at which the nominee serves (If Not Applicable, Enter N/A)</b>	Care Hope College
<b>Title / Institutional Role</b>	Chief Academic Officer (CAO)
<b>Professional Service: Position, Organization, Years</b>	<p>CAO, Care Hope College, Jupiter, Florida, 01/2020 - present</p> <p>Dean of Academics, Care Hope College, 12/2019 - 01/2020</p> <p>Executive Director, UAC School of Global Management, Miami, FL, 05/2017 - 02/2018</p> <p>Dean of Academics, UAC, 09/2014 - 05/2017</p> <p>Full-Time Professor/Academic Advisor, Strayer University, Fort Lauderdale, FL, 12/2009 - 06/2013</p> <p>Co-owner, SMILES Consulting, Inc., 03/2007 - Present</p>
<b>Type of nomination</b>	Institutional Representative

Verification of qualifications to serve	Yes
Verification of interest to serve	Yes
Your First Name	Hope
Last Name	Doyles
Email Address	<a href="mailto:hope@chcollege.org">hope@chcollege.org</a>
Institution where you serve	Care Hope College
Last Update	2024-03-06 11:32:56
Start Time	2024-03-06 11:17:28
Finish Time	2024-03-06 11:32:56
IP	73.179.88.216
Browser	Chrome
Device	Desktop
Referrer	<a href="https://www-tracs-org.filesusr.com/">https://www-tracs-org.filesusr.com/</a>



## Declaration of Qualification to Serve

*This Declaration concerns individuals who are nominees to serve as members of the TRACS Accreditation Commission and is to be completed as a part of the nomination process.*

Name of Nominee \_\_\_\_\_

### General Qualifications

According to the TRACS Bylaws - Article 6, Section 2:

*A Commissioner shall be a person who is a born-again believer, separated from worldliness, has a reputation and Christian character which is above reproach, is in accord with the philosophy and purpose of TRACS, is qualified by appropriate experience and training, and annually affirms agreement with TRACS' doctrinal statement. Any Commissioner representing an institution which ceases to be a member is no longer qualified to serve as a Commissioner as of the date on which the institution ceases to be a member.*

### Specific Qualifications

#### Institutional Representative

According to the TRACS Bylaws - Article 7, Section 3, Subsection C:

*(Specified) members of the Commission shall be employed full-time by member institutions as executives, administrators, or faculty.*

*TRACS defines full-time employee as, An employee who has a full-time contract or other legal arrangement which indicates to the employee that the term of employment will only be terminated for cause or financial exigency; whose experience and education or training are related to the scope of employment; whose salary is fixed and not contingent; whose job responsibilities are specifically spelled out in a board approved job description; whose primary professional employment is with the institution; who devotes substantially all working time during the contracted period to the specified job responsibilities; and whose outside professional activities do not detract from the specified job responsibilities. The contract or other legal arrangement must include language that specifies the employee has read the institution's purpose, objectives, and philosophy and agrees with and supports them.*

#### Faculty Representative

According to the TRACS Bylaws - Article 7, Section 3, Subsection B:

*Two members of the Commission shall be full-time faculty members of member institutions.*

*TRACS defines full-time faculty as: A faculty member who has a full-time contract with the institution; whose earned degrees from accredited institutions are directly related to courses to*

*be taught; whose salary is fixed and not contingent; whose job responsibilities are specifically spelled out in a board approved job description; whose primary professional employment is with the institution; who devotes substantially all working time during the contracted period to the specified job responsibilities; and whose outside professional activities do not detract from the specified job responsibilities.*

Colleges and universities generally include librarians as members of the faculty and some institutions consider Registrars as faculty. If an institution classifies a librarian as a full-time faculty member, TRACS can accept that as the equivalent of the definition above. Because Registrars are often viewed as administrators, they would more likely be considered Institutional Representatives on the Commission. For a Registrar to be considered the equivalent of a full-time faculty member, the institution would be required to classify the Registrar as a full-time faculty member.

### **Public Representative**

According to the TRACS *Bylaws* - Article 7, Section 3, Subsection A:

*At least three, but not more than one-third of the Commissioners shall be public representatives. A representative of the public must not be (1) An employee, member of the governing board, owner, or shareholder of, or consultant to, an institution or program that either is accredited or preaccredited by the agency or has applied for accreditation or preaccreditation; (2) A member of any trade association or membership organization related to, affiliated with, or associated with the agency; or (3) A spouse, parent, child, or sibling of an individual identified in paragraph (1) or (2) of this definition.*

**Based on the definitions and expectations for serving as either an Institutional Representative, Faculty Representative, or Public Representative, select the appropriate designation for the nominee below.** (check only one)

### **Institutional Representative**

Name of Institution \_\_\_\_\_

Position / Title \_\_\_\_\_

Highest Earned Degree \_\_\_\_\_

Granting Institution \_\_\_\_\_

Does the nominee have any experience in Distance Education?

Yes

No

If yes, explain.

Has the nominee participated on any Evaluation Team or Focus Team Visits for TRACS?

Yes

No

If yes, explain.

**Faculty Representative**

Name of Institution \_\_\_\_\_

Position / Title \_\_\_\_\_

Highest Earned Degree \_\_\_\_\_

Granting Institution \_\_\_\_\_

Does the nominee have any experience in Distance Education?

Yes

No

If yes, explain.

Has the nominee participated on any Evaluation Team or Focus Team Visits for TRACS?

Yes

No

If yes, explain.

**Public Representative**

Current Status      Employed

Self-Employed

Retired

If employed, indicate the name of the company / organization of employment and current position / title:

Highest Earned Degree \_\_\_\_\_

Granting Institution \_\_\_\_\_

Does the nominee have any experience in Distance Education?

Yes

No

If yes, explain.

Has the nominee participated on any Evaluation Team or Focus Team Visits for TRACS?

Yes

No

If yes, explain.

#### Additional Documentation Required

Please include the following with your nominee submissions:

a current résumé or curriculum vitae,

a short biographical sketch, and

a recent color headshot photograph.

*By signing below, the nominee acknowledges that he/she satisfies the general qualifications for service as a Commissioner and meets the specific qualifications for service as specifically designated. The nominee further agrees to notify the President of TRACS and tender his/her resignation from the Commission if he/she no longer meets the general or specific qualifications for serving on the Commission.*

Signature of Nominee Laura Bonitto

Date 3-15-2024



## Declaration of Doctrinal Statement Agreement

*This Declaration concerns individuals who are nominees to serve as members of the TRACS Accreditation Commission and is to be completed as a part of the nomination process.*

Name of Nominee \_\_\_\_\_

According to the TRACS *Bylaws* – Article 6, Section 2: (emphasis added)

*A Commissioner shall be a person who is a born-again believer, separated from worldliness, has a reputation and Christian character which is above reproach, is in accord with the philosophy and purpose of TRACS, is qualified by appropriate experience and training, and annually affirms agreement with TRACS' doctrinal statement. Any Commissioner representing an institution which ceases to be a member is no longer qualified to serve as a Commissioner as of the date on which the institution ceases to be a member.*

According to the TRACS *Bylaws* – Article 5, Sections 1-11:

*TRACS exists to accredit Christian educational institutions that have adopted specific doctrinal positions. In the institution's Biblical Foundation Statement, the TRACS Biblical Foundations Statement is affirmed as a general model, but is not expected to be used verbatim, TRACS offers the following tenets:*

**Section 1: The Bible** - *The unique divine, plenary, verbal inspiration and absolute authority of all sixty-six canonical books of the Old and New Testaments as originally given. The Bible is the only infallible, authoritative Word of God and is free from error of any sort, in all matters with which it deals, scientific, historical, moral, and theological.*

**Section 2: The Trinity** - *The triune Godhead – one eternal, transcendent, omnipotent, personal God existing in three persons: Father, Son, and Holy Spirit.*

**Section 3: The Father** - *God the Father, the first person of the Divine Trinity, is infinite Spirit – sovereign, eternal, unchangeable in all His attributes. He is worthy of honor, adoration, and obedience.*

**Section 4: The Son** - *The perfect, sinless humanity and the absolute, full deity of the Lord Jesus Christ, indissolubly united in one divine-human person since His unique incarnation by miraculous conception and virgin birth.*

**Section 5: Holy Spirit** - *The Holy Spirit is the third person of the Godhead who convicts, regenerates, indwells, seals all believers in Christ, and fills those who yield to Him. The Holy Spirit gives spiritual gifts to all believers; however, the manifestation of any particular gift is not required for salvation.*

**Section 6: Historicity** - The full historicity and perspicuity of the Biblical record of primeval history, including the literal existence of Adam and Eve as the progenitors of all people, the literal fall and resultant divine curse on the creation, the worldwide cataclysmic deluge, and the origin of nations and languages at the tower of Babel.

**Section 7: Redemption** - The substitutionary and redemptive sacrifice of Jesus Christ for the sin of the world, through His literal physical death, burial and resurrection, followed by His bodily ascension into heaven.

**Section 8: Salvation** - Personal salvation from the eternal penalty of sin provided solely by the grace of God on the basis of the atoning death and resurrection of Christ, to be received only through personal faith in His person and work.

**Section 9: Last Things** - The future, personal bodily return of Jesus Christ to the earth to judge and purge sin, to establish His eternal kingdom and to consummate and fulfill all His purposes in the works of creation and redemption with eternal rewards and punishments.

**Section 10: Biblical Creation** - Special creation of the existing space-time universe and all its basic systems and kinds of organisms occurred in the six literal days of the creation week.

**Section 11: Satan** - The existence of a personal, malignant being called Satan who acts as tempter and accuser, for whom the place of eternal punishment was prepared, where all who die outside of Christ shall be confined in conscious torment for eternity.

By signing below, the nominee affirms agreement with the TRACS Doctrinal Statement as presented above:

Signature of Nominee

Laura Bonitto

Date

3-15-2024





## Nominee Conflict of Interest Form

*This Declaration concerns individuals who are nominees to serve as members of the TRACS Accreditation Commission and is to be completed as a part of the nomination process.*

Name of Nominee \_\_\_\_\_

***Definition: A conflict of interest includes, but is not limited to, having served for compensation during the past three years as a consultant for an institution under consideration, being a stockholder or board member of the institution, or any other association or activity, including the appearance of a conflict of interest, that an impartial person might reasonably conclude would compromise a person's capacity for objectively dealing with an issue concerning a particular institution.***

In addition to the general "Conflict of Interest" definition above, the following apply specifically to individuals serving as Accreditation Commission members:

- It is a conflict of interest for a member of the Accreditation Commission to have served as a member of an Evaluation Team, Focus Team or as an Interim Fifth-Year Peer Reviewer for an institution under consideration if the review was within five years of the meeting where the institution will be considered.
- A member of the Accreditation Commission or one of its committees with a conflict of interest related to any institution or action being considered must decline an assignment as a reader, declare the conflict, and recuse himself / herself from the discussion, deliberation, and decision making regarding that institution or action under consideration.
- If it is discovered after an Accreditation Commission action that a situation involving a conflict of interest has significantly affected a Commission action, the Chair of the Accreditation Commission may place the action on the Accreditation Commission agenda for reconsideration. A member of the Accreditation Commission may be removed from the Accreditation Commission by vote of that body if he / she knowingly violates these guidelines.
- Accreditation Commission members may not solicit or accept employment, including compensated consulting, from any institution which has been considered by the Accreditation Commission for any action for one year following the action.
- When an Accreditation Commission member is employed by, an appointee of, or a consultant to a member institution which is in any way involved in litigation with TRACS or the Accreditation Commission or both, it shall be a conflict of interest for that member to attend any meeting of the Accreditation Commission or the committees of the Accreditation Commission until the litigation is concluded, including all appeals.

*By signing below, the Nominee for the Accreditation Commission acknowledges understanding of what constitutes a "Conflict of Interest" and agrees to abide by the TRACS Conflict of Interest Policy in their service on the Accreditation Commission.*

Signature of Nominee Laura Bonitto

Date 3-15-2024



## Institutional / Faculty Representative Financial Responsibility Acknowledgement Form

*This form concerns individuals who are nominees to serve as either an Institutional Representative or Faculty Representative on the TRACS Accreditation Commission and is to be completed by the CEO of the institution where the below named nominee is employed. Once completed, this form should be returned to the nominee for submission to TRACS as a part of the nomination process.*

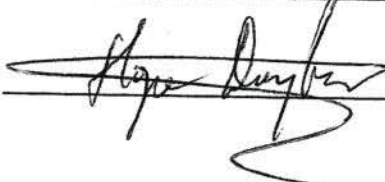
Name of Nominee Laura Bonitto

Designation: (choose one)  Institutional Representative  
 Faculty Representative

Name of Institution Care Hope College

*By signing below, I affirm understanding that if the above-named nominee is selected to serve on the TRACS Accreditations Commission, our institution will be responsible for all expenses incurred by the Commissioner which relate directly to his / her attendance and service at two Accreditation Commission meetings per year for a period of three years. These expenses may include, but may not be limited to, travel, meals, and hotel accommodations.*

Printed Name of Institution's CEO HOPE DOYLES

Signature of Institution's CEO  Date 03-15-2024



## Public Representative Financial Responsibility Acknowledgement Form

*This form concerns individuals who are nominees to serve as Public Representatives on the TRACS Accreditation Commission and is to be completed by the nominee as a part of the nomination process.*

Name of Nominee \_\_\_\_\_

*By signing below, I affirm understanding that if selected to serve as a Public Representative on the TRACS Accreditations Commission, I will be responsible for all expenses incurred which relate directly to my attendance and service at two Accreditation Commission meetings per year for a period of three years. These expenses may include, but may not be limited to, travel, meals, and hotel accommodations. I further affirm understanding that TRACS will provide a reimbursement of up to \$2,500.00 per fiscal year (July 1 to June 30) to cover these expenses.*

Signature of Nominee \_\_\_\_\_ Date \_\_\_\_\_

# Laura Bonitto, ED.D.

10361 NW 18<sup>th</sup> Drive • Plantation, Florida, 33322

Cell: (954) 324-5519 / Email: bonittolaura@yahoo.com

## ***Professional Profile***

Experienced education professional seeking employment in a dynamic and diverse institution where my skills and experience will serve the community in any appropriate position such as VP, Executive Director and/or Campus Dean position that is commensurate with my talents and abilities.

## ***Education, Honors, and Certifications***

Argosy University, Sarasota, FL 1/2008 - 4/2012

**Doctor of Education in Organizational Leadership 3.9 CGPA**

American Intercontinental University (AIU), Ft Lauderdale, FL 10/06 - 10/07

**Master of Business Administration Degree in Management Leadership 4.0 CGPA**

American Intercontinental University (AIU), Ft Lauderdale, FL 10/2003-10/2006

**Bachelor Degree in Human Resources Management Summa Cum Laude, 4.0 CGPA, Graduation Speaker**

- ACCSC Certified Accreditation Professional 2020
- Awarded the Strayer Provost's Circle designation for 2011
- Honorary Member, OLYMPOS Universal Intellectual Centre
- Academician of Social Sciences, International Academy of Social Sciences
- Member, The International Women's Leadership Association
- Mentor, FL Dept. of State, Sunshine State Library Leadership Institute
- Member, Alpha Beta Kappa National Honor Society

## **Key Qualifications**

Accomplished, ambitious, and dedicated with demonstrated success in providing training/development and instruction. Over 30 years management experience in corporate environment, over ten years instructing, teaching and administrative experience, publishing, and a motivational speaker. Self-directed, detail-oriented, Business Co-Owner, Team Player with strong analytical, critical decision-making abilities, the ability to multi-task, and respect workplace diversity. Leads by example and offers enthusiastic goal-oriented management style. Excellent public speaking, oral and written communication, and customer service skills. Proficiency in Microsoft Office Applications: Excel, Word, PowerPoint Presentation, Outlook, Publisher, Access, Windows 10.

- Solid experience in business administration.
- Excellent leadership skills
- Accomplished, ambitious, and dedicated.
- Passionate and committed instructor and student/academic advisor.
- Experience in providing student counseling, conflict mediation, training/development, instruction, and consulting.
- Good knowledge in verbal/written communication skills.
- Expertise in program counseling, problem resolution and curriculum design.
- Motivational Speaker
- Published three articles.

VALUE ADDED:

**Employment**

**Professional Experience**

- Practice discipline, energetic, enthusiastic, goals oriented management skills
- Embrace and respect workplace diversity
- Appreciate working in a team-oriented environments
- Possess excellent oral and written communication skills, organizational and administrative skills as well as management skills and have demonstrated successful management experience.
- Practices ethical responsibilities at all times inside and outside the workplace
- Maintains excellent abilities in organizational behavior

**Care Hope College, Jupiter, FL 1/2020-Present  
Chief Academic Officer**

- Supervise staff-faculty and makes recommendations, policies, decisions regarding candidate selection and ongoing performance management. Coaches and develops all staff supervised.
- Manages and develops all faculty assigned to teach within the Institution. Actively recruits adjunct faculty as needed. Trains all faculty as needed.
- Works with the institution to accomplish area goals and objectives that support Academic Affairs and Institution organizational goals and objectives.
- Provides strategic leadership in local implementation of programs and makes necessary adjustments/recommendations to support goals.
- Helps identify individual program requirements/deficiencies that support educational outcomes objectives and identifies those to Vice/President & Executive Director or designee.
- Builds and maintains relationships with system-wide academics to ensure that all programs remain current and meet student needs. Maintains regular communications of the institution programs with the community. Serves as contact person for the institution and programs within the Institution for all delivery locations.
- Manages and provides support for all programs, the CHC library resources and Student Services within the Institution.
- Provides local leadership in outcomes assessment to ensure that the institution's educational objectives are met in individual courses and responds to and resolves questions and concerns regarding course content brought forward by students, faculty, and staff.
- Shares feedback on course objectives and content, gained from students, faculty, and other staff members, with appropriate faculty for the purpose of raising the level and effectiveness of content coverage throughout the system.
- Communicates curricular changes to faculty, staff, and management, and ensures that curricular standards and expectations are implemented and met.
- Establishes and maintains a mechanism for the sharing of best practices for teaching content in assigned courses.
- Serves on various committees and facilitates the Institutional Assessment and Improvement Planning.
- Performs special projects as assigned.

**Care Hope College, Boynton Beach, FL 12/2019-1/2020  
Dean of Academics**

- Work closely with the Director of Nursing to contribute to and implement the institutional vision of the university and to ensure that the Educational Philosophy is executed.
- Adhere to Department of Education and ensures that corporate policies and procedures work in accordance with the mission, core values, and purposes of the university.
- Oversee retention efforts and ensure they reflect a total university effort.
- Remain in "good standing" with all state, accreditation agencies, and federal regulatory bodies such as the Department of Labor, OSHA, etc.
- Guide and monitor all aspects of academics to ensure that quality educational opportunities are provided to students.
- Oversee graduate placement efforts to ensure that student/graduates are obtaining positions related to their career objectives and field of study.
- Provide on-site university management with direction and professional development designed to increase their management effectiveness, reduce turnover, and decrease liabilities.
- Monitor and participate in all departmental activities to ensure personnel are operating within and following the policies and procedures of the university.
- Guide the overall admission efforts to assure achievement of enrollment goals.

and with motivating individuals

- Participates in continuous improvement programs and business improvement skills

Respects, understands and values organizational change and structure of command

- Appreciates honest, organized, ethical and professional workforce Schools

- Perform other duties that will assist in promoting the university within the community.
- Provide routine/timely operational reports to appropriate university executives.
- Supervise all matters relating to curriculum and instruction in the university, including outreach and extension courses, and scheduling.
- Oversee faculty and academic staff recruitment and development activities.
- Develop active and effective Program Advisory Committee.
- Act as chief liaison between the university and accrediting bodies and regulatory agencies on all academic issues.
- Oversee development and implementation of academic strategic planning.
- Coordinate with the Registrar to develop and implement Academic policies and procedures and ensure compliance with regulatory statutes and accrediting requirements.
- Establish priorities and plan for program development, faculty recruitment and development.
- Provide academic input to institutional enrollment management efforts.
- Provide strategic leadership in local implementation of programs and make necessary adjustments/recommendations to support goals.
- Identify individual program requirements/deficiencies that support educational outcomes and objectives.

***UAC School of Global Management, Miami, FL 05/2017-02/18  
Executive Director***

- Plan, direct and coordinate activities of designated projects (short and long term) ensuring the event/project goals and objectives are accomplished within the prescribed time frame and funding parameters.
- Work with other departments in the execution of these projects and provides periodic status reports and recommendations to the President and Board of Directors.
- Oversee UAC's Finance & Administration, including but not limited to Admissions, Registration, Marketing, and Student Services and Placement.
- Develop, coordinate, and administer the strategic financial planning process for the University, participate in strategic planning in concert with the University's mission that contribute toward maintaining growth and productivity.
- Manage the University's long range strategic financial planning and short-range financial planning process ensuring consistency in the organization's strategic plan.
- Maintain and cultivate contacts with community representatives, business leaders, public interest groups, employees, etc., to further assist with the implementation of the vision of the Office of Engagement. Arrange and conduct activities and follow up to ensure continued contact and a continued relationship between the duties of Community engagement and these groups as appropriate.

***Dean of Academics 09/2014-05/17***

- Work closely with the Campus Director to contribute to and implement the institutional vision of the University and to ensure that the Educational Philosophy is executed.
- Supervise all matters relating to curriculum and instruction in the University, including outreach and extension courses, and scheduling.
- Oversee faculty and academic staff recruitment and development activities.
- Develop active and effective Program Advisory Committee.
- Act as chief liaison between the University and accrediting bodies and regulatory agencies on all academic issues.
- Oversee development and implementation of academic strategic planning.
- Coordinate with the Registrar to develop and implement Academic policies and procedures and ensure compliance with regulatory statutes and accrediting requirements.
- Establish priorities and plans for program development, faculty recruitment and development.
- Provide academic input to institutional enrollment management efforts.
- Coordinate periodic academic program review and work with appropriate faculty in the review, study, and development of curriculum and in the improvement of instruction.
- Provide strategic leadership in local implementation of programs and make necessary adjustments/recommendations to support goals.
- Identify individual program requirements/deficiencies that support educational outcomes and objectives.
- Build and maintain relationships with system-wide academics to ensure that all programs remain current and meet student needs.

- Provide local leadership in outcome assessment to ensure that the university educational objectives are met in individual courses; respond to and resolve questions and concerns regarding course content brought forward by students, faculty, and staff.
- Share feedback on course objectives and content gained from students, faculty, and staff members with appropriate faculty for the purpose of raising the level and effectiveness of content coverage throughout the system.
- Develop relationships and articulation agreements with related industries, businesses, colleges, universities, and high schools.
- Perform administrative tasks such as budget control and processing requests for information regarding the instructional program.
- Develop and implement programs and services that promote student success.
- Ensure compliance with board approved annual budget.
- **As Professor:** Prepare and deliver lectures to graduate students on topics such as principles of business, business ethics, entrepreneurship, human resources administration, organization development, organizational behavior, quality management, and operations management.

***Strayer University, Fort Lauderdale, FL 12/2009-06/13***

***Full-Time Professor/Academic Advisor***

- Assure compliance with university and online academic policies, procedures and standards of the university, regional accrediting body, state regulatory agencies and federal education laws.
- Conduct online course development training for all faculty on Blackboard learning management software.
- Responsible for coordinating operations of campus academic and educational services with the Campus Dean.
- In conjunction with the Campus Dean, establish and maintain a campus culture and morale that ensures the campus meets its goals.
- Ensure timely program completion by collaboratively scheduling classes when students need them, sharing faculty with other campuses and Strayer University Online, and always creating and maintaining annual campus class schedules.
- Serve on University Academic and Curriculum Development Committees as needed and participate in the ongoing assessment of university programs and services.
- Implement the University's faculty development program by, among other things, providing information on the availability of professional growth and development funds, procedures to be followed by faculty in requesting such funds, participation in professional associations, and the development, execution, and evaluation of professional development plans.
- Assure and assess student learning, improve graduation rates, schedule and staff courses every quarter, and resolve faculty and student concerns through the Net Promoter Scores (NPS), Student Intervention Reports (SIR), Student At-Risk Reports (SAR), etc.
- Achieve expected student learning outcomes by, among other things, auditing course syllabi, reviewing course learning assessment tools, ensuring quality instruction, and coordinating, in conjunction with the Campus Dean, the development, review and revision of campus Student Satisfaction Survey Action Plans.
- Mentor faculty consistent with the University's Faculty Hiring Procedures including assuring their successful completion of teaching demonstrations and new faculty orientations.
- Conduct, review and discuss student evaluations (Student Opinion Poll course data), as well as class observation data through Faculty Observation system (FORS), with faculty each quarter to improve teaching and other aspects of performance.
- Build a cohesive professional community at the campus by, among other things, holding monthly meetings of part-time faculty, disseminating information from the University administration to the faculty and staff, and vice versa, communicating resource needs to appropriate authorities, and encouraging the participation of faculty and academic staff in university activities and programs.
- Manage academic advising, student tutoring in basic subjects, developmental Math and English, and other educational support programs and services.
- Conduct effective new student orientations, including introduction to online learning, to familiarize adult learners with University policies, procedures, and services.
- Represent the University at community events as guest speaker and education



ambassador.

- **As Professor:** Conduct on-campus and online classes in principles of business, leadership, eCommerce, business ethics, entrepreneurship, human resources administration, organizational behavior, strategic management, and operations management /Evaluate and grade students' class work, assignments, and papers /Compile, administer, and grade examinations, or assign this work to others /Prepare course materials such as syllabi, homework assignments, and handouts. /Maintain student attendance records, grades, and other required records. /Initiate, facilitate, and moderate classroom discussions /Maintain regularly scheduled office hours to advise and assist students.
- Advise students on academic and vocational curricula and career issues.
- Faculty Advisor for Student Government Association

***SMILES Consulting, Inc., Fort Lauderdale, FL 03/2007-Present  
Co-Owner***

- Assist all organizations, specifically small non-profit or not-for-profit, to obtain financial assistance via full-scale contracts
- Provide services that include grant writing and training workshops
- Assist in connecting organizations with referrals in other areas, such as, accountants, and legal experts, among other services

***PUBLICATIONS:***

Refereed Article

Bonitto, L. & Noriega, P.B. (2012). Leadership and Ethics in the Service Industry. The Historically and Predominantly Black Colleges and Universities (HPBCU) Consortium Journal Volume 17(2).

Refereed Proceedings

Bonitto, L., Lim, E., & Noriega, P.B. (2012). The Ongoing Problems of Unethical Leadership Activities in Business Organizations. Global Business Research Conference in Cancun, Mexico, September, 2012

Bonitto, L. (2013). Unethical Leadership in Business Organizations. 11th Argosy University Business Conference in Sarasota, FL, June 2013

***PAPERS DELIVERED AT CONFERENCE:***

- Global Business Research Conference in Cancun, Mexico, September, 2012
- 11th Argosy University Business Conference in Sarasota, FL, June 2013.

***SKILLS, ABILITIES AND KNOWLEDGE:***

- Possess the knowledge, skills and abilities required to effectively and efficiently develop an Employee Incentive Program: The 'WOW' Awards for on-the-spot recognition
- Team Leader Seminar
- Communications Seminar
- Microsoft Office, Microsoft Word, Excel, PowerPoint and Outlook, Blackboard, Moodle
- Working knowledge of Human Resource Management process, EEOC Compliance Procedures, Rules and Regulations, Workplace Conduct and Responsibilities

## BIO

### DR. LAURA BONITTO

Dr. Laura Bonitto is Chief Academic Officer at Care Hope College (CHC). Dr. Bonitto began her employment with CHC in 2019 as Dean of Academics. Dr. Bonitto oversees the Academics and Nursing Departments' functions that include implementing and managing all programs at the undergraduate and graduate levels at the institution and completing general college and program administrative responsibilities. In addition, Dr. Bonitto manages faculty and student development, the CHC library resources and Registration services within the Institution. She establishes a student culture where diversity is encouraged and where students learn to respect differences and exercise leadership. Prior to CHC, Dr. Bonitto was Executive Director/Dean of Academics at UAC School of Global Management from 2014 until February 2018.

Dr. Bonitto is distinguished by her ability to identify, leverage, and develop talent. Throughout her career, she has helped clients, peers, and subordinates recognize their unique capabilities and position themselves as "A" players by addressing career strategy, leadership development, professional positioning, and visibility. She has a contagious enthusiasm and passionate belief in people that inspires them to become prouder, stronger, and more valuable contributors to their organizations.

Dr. Laura Bonitto earned a Doctor of Education in Organizational Leadership degree from Argosy University in 2012. She has an MBA and BBA from American Intercontinental University. She is a Certified Accreditation Professional and she has over 40 years of management experience in the corporate environment; Dr. Bonitto is also a business co-owner, has over twelve years instructing and teaching experience, publishing, and she is a motivational speaker. As an instructor, Dr. Bonitto teaches business, human resources management, and leadership courses.

Dr. Bonitto's accomplishments include:

- Awarded the UAC Spirit Award, September 2014
- Awarded the Strayer Provost's Circle Designation for 2011
- Voted Professor of Quarter 2011 by Strayer Student Body
- Published article on Leadership and Ethics in the Service Industry, August 2012
- Published article on "The Ongoing Problems of Unethical Leadership Activities in Business Organizations," September 2012
- Presenter at Global Business Research Conference in Cancun, Mexico September 2012
- Presenter at Leadership conferences and conducted workshops at Universidad Autonoma del Caribe in Barranquilla, Colombia, July 2015-October 2017
- Member of The International Women's Leadership Association
- Member of Alpha Beta Kappa National Honor Society
- Honorary Member, OLYMPOS Universal Intellectual Centre
- Academician of Social Sciences, International Academy of Social Sciences
- Member of the Lauderhill Chamber of Commerce