

Mathewos Bekele Kassa

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EDUCATION

Ph.D. - Economics - University of Texas at Dallas

M.S. - Economics - University of Texas at Dallas

B.A. - Economics - Addis Ababa University

Diploma - Marketing and Finance, School of Marketing and Finance, Ethiopian Airlines

FACULTY POSITIONS

January 2012 – Now, **Cedar Valley College – Professor and Coordinator of Economics (ECON-1301/1303/2301/2302/2311)**

January 2011 – January 2012, **Grayson County College - Professor of Economics (ECON-2301/2302)**

- Prepare course syllabus, select course material, and teach (online and on campus)
- Facilitate classroom discussions (Asynchronous and Synchronous)
- Prepare assessment tools (quizzes, exams, research papers, discussion boards, and presentations), evaluate student performance regularly, and provide timely feedback
- Design, measure, & report Student Learning Outcomes (SLOs) and Core Objectives
- Prepare course schedule and course assignments (Cedar Valley College)
- Hire, train, and evaluate Adjunct Faculty (Cedar Valley College)
- Participate in curriculum meetings
- Ensure all Economics courses are aligned with the requirements of State regulators, accreditors, and transfer universities
- Participate in program level meetings
- Participate in student service activities, committees, campus/District initiatives
- Participate in commencement ceremonies

January 2006 - December, 2012, **Brookhaven & Richland Colleges - Faculty of Economics (Adjunct)**

- Teach economics courses (face-to-face and online) - **ECON-1303/2301/2302**
- Facilitate classroom discussions
- Assess performance (exams, research papers, and presentations) and provide timely feedback
- Assist in developing/revising exam pools for online courses/Assist in Economics lab
- Taught Learning Frameworks (Adjunct) -**EDUC-1300** - online (Fall 2010 - Spring 2011)

August 2008 - 2016, **University of Phoenix - Faculty of Economics (online) – ECON- 202/212/506/575 (MBA program)**

August 2009 - 2015, **DeVry University - Visiting Professor of Economics (online) -ECON-312/315**

- Teach undergraduate and graduate online economics courses based on clear, complete, and detailed course syllabus
- Manage online classrooms to create a well-organized learning environment
- Lead/Facilitate classroom discussions from a practitioner's perspective to establish link between concepts and their real world applications, post lecture notes, reading materials, address student questions and concerns.
- Guide students on a semester-long individual or team research projects
- Assess students' performance, provide timely feedback, and submit final grade

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PROFESSIONAL/ADMINISTRATIVE/ MANAGERIAL POSITIONS

2014 – 2016, **Dallas County Community College District**, LeCroy Center, **Subject Matter Expert III**

- Responsible for designing an 8-week Principles of macroeconomic course for online delivery
- Selected course material
- Prepared assessments

September 2007 - January 2011, **Dallas County Community College District (ECC & BHC)** - Institutional Effectiveness and Research, **Director, Institutional Effectiveness and Improvement**

- Conduct research on course taking behaviors, and topics pertinent to learning outcomes, retention, graduation, and enrollment
- Develop processes to measure institutional effectiveness goals and outcomes using continuous quality improvement techniques,
- Coordinates planning and evaluation activities related to institutional effectiveness,
- Develop/support a planning database to enhance the planning process and create specific and measurable workgroup plans, which are tied to the college's mission goals
- Prepare regular institutional Effectiveness Indicator Reports, track trends/identify changes; prepare enrollment/room use/schedule analysis reports,
- Participate in national and regional benchmarking and data exchange initiatives
- Monitor and continually update various database and processes located in different divisions.
- Support various grant applications through data analysis (Title III, Achieving the Dream,...)
- participate in the development of the college's strategic plan and Quality Enhancement Plan (SACS Accreditation Requirement)

March 2002 - August 2007, **Dallas County Community College District (ECC & BHC)** - Institutional Effectiveness and Research/Resource and Economic Development, **Research Associate/Data Analyst - Coordinator, Statistical Processes**

- Write advanced queries, retrieve data from database, perform analysis using various spreadsheet and statistical software (including Excel, Access, STATISTICA and SAS) and produce reports
- Design, conduct surveys, scan/input, analyze responses and interpret findings
- Support various divisions and committees (campus/district) through data collection and statistical analysis
- Prepare/present tabular, graphical and narratives, ad hoc/regular reports and other research papers
- Participate in regional/national conferences/workshops (IRG, TAIR, NTCCC, AACC, SACS, AtD)
- Administer and score various tests and update student records in colleague
- Administer the Student Success Information System and related databases at BHC
- Collect Learning Styles information/scan/update the Student Information System and perform analysis
- Participate in data collection and analysis for various groups and initiatives (Title III and Achieving the Dream grants) to track students and assess enrollment, performance, retention
- Serve as a member of the Success College and Achieving the Dream data teams

December 1998 - December 2001, **Ethiopian Airlines- Market Research and Analysis Expert (Planning and Route Management) /Senior Marketing Officer**

- Conduct research - gather data from internal databases & other primary/secondary sources, clean and Conduct trend analyses & forecasts, Statistical analyses and inference, and cost-benefit analyses
- Identify potential markets and assess economic feasibility
- Evaluate existing markets and issue recommendations
- Coordinate local/international offices to submit data/information regarding their area of operation
- Participate in long- and short-run planning processes
- Perform Budget-Actual variance analysis for the department
- Design and Conduct surveys, compile results, analyze and prepare reports
- Issue various ad hoc and regular performance indicator reports

November 1990 - November 1998, **Ethiopian Airlines, Accountant - Supervisor Disbursements**

- Supervise/Manage staff
- Check and authorize journal entries and approve payments
- Follow-up on-time closure of ledgers Prepare financial statements, budget-variance analysis reports
- Organize and lead investigation and reconciliation of discrepancies/ provide information to internal/external auditors and prepare audit report replies
- Participate in the automation/upgrade of the financial system & revision of Standard Operating Procedures as a core team member
- Audit and prepare payment vouchers to vendors' invoices (manual/automated)
- Handle reconciliation, conduct account investigation and clear discrepancies
- Maintain ledgers, (make accruals and reversals, postings, adjustments, closings and balance)
- Communicate with local and foreign vendors and offices at various locations
- Collect data/prepare reports and file Contracts, Purchase Orders, Receiving Memos and Invoices

SKILLS: Proficient in Colleague Queries (Uniquery), Excel, Access, Word, PowerPoint, MapPoint, PaperWise, Crystal Reports, Bubble Publishing survey software, RightNow Metrics Survey Software, Survey Monkey. Statistical software: SAS, SPSS, Stata, R. Internet Research and working knowledge of Visual Basic for Applications (VBA), SQL, and FrontPage Online Course Management Systems - Blackboard (WebCT, eCampus), eCollege Online and face-to-face class management Skill

CERTIFICATES/Trainings/Workshops:

- Excel, Word, SAS, Colleague, PaperWise, Crystal Reports, Basic Requisitions,
- Curriculum Management, Colleague- Communications Module, Testing Center Screens, Data Warehousing,
- Communication and Supervisory Management, Leadership DCCCD training
- University of Phoenix - Faculty Certification
- Blackboard - eCampus

Previous Membership/Participations: DCCCD- Institutional Research Group (IRG), Texas Association for Institutional Research (TAIR), Association of Institutional Research (AIR), North Texas Community Colleges Consortium (NTCCC), American Association of Community Colleges (AACC), BHC Achieving the Dream Data Team,

LANGUAGES: English, Amharic, and French