

Barbara A. Copenhaver-Bailey, Ed.D.

Highly effective educational consultant with over 30 years of experience in teaching and learning in higher education, the public-school system, and youth programs.

Proven ability for creating trusting relationships for optimal results.

Expertise in TRIO programs, Student Life in Higher Education, assessment, curriculum and program development, 4-H/youth programming, and **Real Colors®**.

Passionate about education both formal and informal, working and supporting at-risk populations, and helping people see and reach their potential.

Experience

August 2018
to present

Founder and Lead Consultant

Rhododendron Group LLC, Morgantown, WV

Provide technical assistance and programming to private and public institutions and organizations:

- TRIO program compliance review and new grant start-up
- Real Colors® workshops
- office management and organization
- assessment, strategic, and retention planning
- staff professional development
- grant writing and administration
- accreditation preparations in Student Life
- curriculum development
- program review

January 2021
to present

Substitute Teacher

Monongalia County Schools

February 1993
to October 2019

Student Life Professional

West Virginia University, Morgantown, WV

- rose to position of Assistant Vice President
- supervised eighteen different units
- implemented division-wide assessment plan
- managed \$1.5M TRIO grant
- secured over \$5M in grant funding as principal investigator
- oversaw division-wide preparation for institutional re-affirmation

May 2008
to June 2012

Instructor

Dept of College Student Development & Administration
Shepherd University

- taught course in Grant Writing
- wrote curriculum for the course
- hybrid course with face-to-face and online instruction

August 2006
to August 2009

Instructor

Davis College of Agriculture, Natural Resources, and Design
West Virginia University

- taught courses in Organizational Communications, Organization & Management Skills, and Diversity
- wrote curriculum for courses taught
- face-to-face and online instruction

Contact Information

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 304-282-6629

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 <http://rhodygroup.com>

 <https://www.linkedin.com/in/copenhaverbailey/>

Core Strengths and Skills

-  adaptable
-  creativity
-  critical thinker
-  curriculum development
-  decision making
-  diplomacy / tact
-  empathy
-  organizational management
-  problem solving
-  program planning and development
-  relationship building
-  visionary

Certifications and Licensures

NCTI Real Colors® Facilitator

Personality assessment -
utilized to enhance
communication, leadership,
and relationships

Appropriate for Youth and Adult

Certified: April 2022

Professional Teaching Certificate

WV Department of Education
Social Studies (05-12)

Certified: May 1989

Select Technical Assistance/Consulting Roles

Wytheville Community College – Talent Search/TRIO.

- Compliance review, Real Colors®, 2026
- compliance review, 2019

University of Pittsburgh, Bradford - Student Support Services/TRIO.

- Policy & Procedures Manual, 2026

Pennsylvania Western University, California - Upward Bound/TRIO.

- Policy & Procedures Manual, 2025
- Real Colors®, 2024

Fairmont State University - Office of Sponsored Programs.

- grant writing, Student Support Services/TRIO, 2024

West Virginia University - Office of Community and Rural Health.

- strategic planning, 2024

Westminster College - Student Support Services/TRIO.

- Policy & Procedures Manual, 2023

Wetzel County Schools, WV.

- administration, teachers, 6th graders - Real Colors®, 2023

Central Virginia Community College - Student Support Services/TRIO.

- Real Colors®, 2023
- new grant set up, 2022

Salem University - Upward Bound/TRIO.

- Real Colors®, 2023

Concord University –

- **Veterans Upward Bound/TRIO** – review of grant application, 2022
- **Upward Bound/TRIO** – compliance review, 2021
- **Student Support Services/TRIO** - compliance review, 2021
- **Division of Student Affairs** – annual assessment plan, 2018

East Tennessee State University - McNair/TRIO.

- compliance review, 2022

Davis & Elkins College - Upward Bound/TRIO.

- grant writing (2), 2022
- office management & organization, 2022

Select Conferences Attended

Mid-Eastern Association for Equal Opportunity Program Personnel (MEAEOPP) – 2023, 2022 vendor; 2004; 1999; 1998 planning committee.

PA TRIO – 2024, 2023, 2022 presenter & vendor

WV TRIO & West Virginia Association of Student Personnel Administrators. 2022, 2021 presenter & vendor; 2019 presenter; 2018; 2016 presenter; 2015 presenter; 2013; 2012 keynote speaker; 2011 presenter; 2003-09; 2002 presenter; 2000 presenter; 1998; 1997.

Virginia Association for Equal Opportunity Program Personnel (VAEOPP) – 2024 presenter & vendor; 2022 presenter & vendor.

American College Personnel Association (ASPA) – Student Affairs Assessment Institute, 2016.

National Association of Student Personnel Administrators (NASPA) – Annual National Conference, 2014.

American Association of Colleges & Universities (AAC&U) - Annual National Conference - 2011.

Education

Doctor of Education

Curriculum and Instruction
West Virginia University
May 2005

Master of Science

Agricultural and Extension
Education
West Virginia University
August 1991

Bachelor of Science

Secondary Education –
Social Studies 5-12
West Virginia University
December 1988

Select Associations

American Association of Colleges & Universities (AAC&U) 2008 to present

National Association of Student Personnel Administrators (NASPA) 2008 to present

West Virginia 4-H Alumni Association – 2003 to present;
Treasurer 2003-14

Mid-Eastern Association of Education Opportunity Program Personnel (MEAEOPP) – former member; Board 1997-2000

West Virginia TRIO – former member 1995-2019; President-elect, President, Immediate Past President 1997-2000

West Virginia Association of Student Personnel Administrators (WVASPA)
former member 1995-2019;
Treasurer 2004-06