

# Dr. Stephanie Ryding Zobac

## EDUCATION

### **Ph.D., Educational Studies: Educational Leadership and Higher Education** 2021

University of Nebraska-Lincoln, Lincoln, NE

Dissertation: *"I Always Felt Like I Belonged:" A Case Study on a First-Generation Focused Student Success Program* (Chair: Dr. Elizabeth Niehaus)

Available at: <https://digitalcommons.unl.edu/cehsedaddiss/338>

### **M.B.A. with Concentration in Supply Chain Management** 2023

Western Illinois University, AACSB Accredited

### **M.Ed., College Student Personnel Services** 2012

Marquette University, Milwaukee, WI

Capstone Project: *A Marketing Review of the Marquette University Graduate School*

### **B.A., Management, International Business, and Spanish** 2010

North Central College, Naperville, IL

Honors Thesis: *The Hawthorne Experiments: The Illumination and Relay Assembly Test Room Experiments and Their Modern Managerial Applications* (Advisor: Dr. Jeffery Anstine)

Honors: *Lincoln Laureate, College Scholar, Summa Cum Laude*

Study Abroad: Alicante, Spain, Summer 2008

Short Term Abroad: Athens, Greece, December 2007

## CAREER OVERVIEW

### **TEACHING EXPERIENCE**

August 2024-Present

**Adjunct Associate Professor**, North Central College (NCC)

August 2020- 2023

**Adjunct Assistant Professor**, NCC

August 2018- July 2020

**Visiting Assistant Professor**, NCC

August 2018-Dec. 2018

**Teaching Apprentice**, EDAD 995: Proseminar

University of Nebraska-Lincoln, Lead Faculty: Dr. Christina Yao

Fall 2013, 2014

**Instructor**, Northern Illinois University, First-Year Experience

Fall 2013

**Teaching Assistant**, MLD 614: Admin of Higher Ed. (NCC)

Lead Faculty: Dr. Laurie Hamen

### **PROFESSIONAL EXPERIENCE**

**ALDI**, Batavia, IL

April 2022-Present

**National Projects Coordinator II**, National Projects, (Current)

**Supply Chain Specialist**, National Supply Chain Mgmt (Oct 2023-June 2025)

**Associate Buyer**, National Buying (April, 2022-Sept, 2023)

*North Central College*  
2015-2022

**Associate Director**, Academic Advising, Center for Student Success

**Assistant Director**, Academic Advising

**Academic Advisor**, Academic Advising

**Alumni Engagement Officer**, Alumni Relations/Institutional Advancement

Northern Illinois Univ.  
2011-2015

**Associate Director**, Office of Student Engagement & Experiential Learning

**Assistant Director**

**Graduate Intern**, Department of Athletics & Compliance

Marquette University:  
2010-2012

**Graduate Research Assistant**, College of Education

**Graduate Assistant**, Community Service, Office of Student Development

**Graduate Intern**, Recreational Sports

**TEACHING EXPERIENCE (77 credit hours; \*14 hours in progress)**

**Graduate Courses Taught (45 hours; \*6 hours in progress Fall 2025)**

MORG 500: Leadership & Organizational Theory (NCC)

- Spring, 2022 – 10 students, online, 3 cr hrs
- Fall, 2024 – 8 students, online, 3 cr hrs
- Fall, 2025 – 6 students, online, 3 cr hrs\*

MORG 575: Evidence-Based Decision Making, North Central College (NCC)

- Winter, 2021 – 25 students, online, 3 cr hrs
- Winter 2021 – 24 students, online, 3 cr hrs
- Fall 2023 – 25 students, online, 3 cr hrs
- Fall 2023 – 25 students, online, 3 cr hrs

MORG 600: High Potential Leadership Coaching (NCC)

- Fall, 2022 – 20 students, online, 3 cr hrs
- Fall, 2022 – 10 students, online, 3 cr hrs
- Fall, 2023 – 15 students, online, 3 cr hrs
- Fall, 2025 – 17 students, online, 3 cr hrs\*

MORG 650: Innovative Training and Development (NCC)

- Spring, 2024 – 14 students, online, 3 cr hrs
- Spring, 2025 – 16 students, online, 3 cr hrs

MHED 630: Student Development and Campus Culture (NCC)

- Winter, 2020 - 15 students, online, 3 cr hrs

MLD 624: College Student Development (NCC)

- Fall, 2018 - 23 students, blended, 3 cr hrs

**Undergraduate Courses Taught (32 hours; \*8 hours in progress Fall 2025)**

CARD 250: Cardinal Careers (NCC)

- Spring, 2023 - 21 students, online, 2 cr hrs

LEAD 100: Design Thinking for Social Impact (NCC)

- Fall, 2023 - 25 students, online, 4 cr hrs
- Fall, 2024 – 25 students, online, 4 cr hrs

LEAD 200: Social Innovation (NCC)

- Spring, 2024 - 28 students, online, 4 cr hrs
- Spring, 2025 – 25 students, online, 4 cr hrs

MGMT 335: Logistics and Supply Chain Mgmt

- Fall, 2025 – 21 students, online, 4 cr hrs\*
- Fall 2025 – 12 students, online, 4 cr hrs\*

SBEN 300: Business Internship (NCC)

- Fall, 2024 – 3 students, 2 cr hrs
- Spring, 2025 – 8 students, 2 cr hrs

UNIV 101: University Experience, Northern Illinois University

- Fall 2014 - 22 students, face-to-face (Part of a Themed Learning Community), 1 cr hr
- Fall 2013 - 25 students, face-to-face, 1 cr hr

## **TEACHING ASSISTANT EXPERIENCE (6 total hours)**

### **Teaching Assistant Experience**

EDAD 995: Proseminar (Intro to Doctoral Studies), University of Nebraska-Lincoln

- Fall 2018 - 12 students, online Lead Faculty: Dr. Christina Yao, 3 cr hrs

MLD 614: The Administration of Higher Education, NCC

- Fall 2013 -m22 students face-to-face Lead Faculty: Dr. Laurie Hamen, 3 cr hrs

## **PEER REVIEWED PUBLICATIONS**

Niehaus, E., Williams, L., Person, K., & **Zobac, S.** Student development in a collectivist context: Intrapersonal and interpersonal development in Trinidad and Tobago. (2022). *Journal of College Student Development*.

Abrica, E. J., Lane, T. B., **Zobac, S. R.**, & Collins, E. (2020). Sense of belonging and community building within a STEM intervention program: A focus on Latino male undergraduate experiences. *Journal of Hispanic Higher Education*, 1-15.

Neihaus, E., Williams, L., **Zobac, S.**, Young, M., & Fullerton, A. (2019). Exploring the predictors of sense of belonging in Trinidad & Tobago. *Journal of College Student Development*, 60(5), 577-594.

Spears, J., **Zobac, S.**, Spillane, A., Thomas, S. (2015). Marketing Learning Communities to Generation Z: The importance of face-to-face interaction in a digitally driven world. *Learning Communities Research and Practice*, 3(1), Article 7.

**Zobac, S.**, Spears, J., Barker, G. (2014). Identical Profiles, Different Paths: Addressing Self-selection Bias in Learning Community Cohorts. *Learning Communities Research and Practice*, 2(1), Article 3.

## **CHAPTERS & BOOKS REVIEWS**

Pridgen, R., **Zobac, S.**, & Niehaus, E. (2022). Promoting belonging, growth mindset, and resilience to foster student success [Review of the book]. *Journal of Student Affairs Research and Practice*.

**Zobac, S.**, Smith, K., Spears, J., and Rode, D. (2016). Need a little TLC?: Incorporating first-year seminars in Themed Learning Communities. In Chism Schmidt, L. & Graziano, J. (Eds), *Building Synergy for High-Impact Educational Initiatives: First-Year Seminars and Learning Communities* (151-157). Columbia, S.C.: University of South Carolina. National Resource Center for The First-Year Experience & Students in Transition.

## **PEER REVIEWED CONFERENCE PRESENTATIONS**

- McCall, D., & **Zobac, S.** (June, 2021). Celebration of firsts: The importance of initiatives that celebrate first-generation students. *2021 NASPA Virtual Conferences on Student Success in Higher Education*.
- Niehaus, E., Williams, L., Person, K., **Zobac, S.**, & Young, M. (March, 2019). "Maybe I'm not the way I see myself": Intrapersonal & interpersonal development in Trinidad & Tobago. Paper presented at the annual meeting of the *American Educational Research Association*, Toronto, Ontario.
- Niehaus, E., **Zobac, S.**, Young, M., & Fullerton, A. (March, 2018). "Exploring Predictors of Sense of Belonging in Trinidad and Tobago." Research Paper Presentation, *American College Personnel Association*. Houston, TX.
- Zobac, S.**, Berner, J., Dechene, A., & Donaldson, G. (March, 2017). "The ABCs of moving from a faculty-only to a professional advising model: Lessons learned from our first year in transition." *National Academic Advisor Association Region 5 Conference*. Rosemont, IL.
- Zobac, S.** & Spears, J. (Nov., 2014). "The benefits of peer pressure: Utilizing peer leaders in learning communities." *National Learning Communities Conference*. Bay City, MI.
- Spears, J. & **Zobac, S.**, (Oct., 2014). "From sidewalk chalk to Facebook: Strategies to market your undergraduate research program." *2014 LSMCE Conference*. Chicago, IL.
- Thomas, S., **Zobac, S.** & Spears, J., (Sept., 2014). "The positive impact of peer mentors on first-year students participating in co-curricular programs." *Midwest First-Year Conference*. Waubonsee Community College, Sugar Grove, IL.
- Zobac, S.**, Holman, E., & Boddy, L. (April, 2014). "Incorporating peer leaders into learning communities to increase student success." *2014 Best Practices Symposium, Consortium for Illinois Learning*, Prairie State College, Chicago Heights, IL.
- Barker, G., **Zobac, S.**, and Spears, J. (Nov. 2013). "Identical profiles, different paths: Comparing equivalent TLC and non-TLC participants to measure TLC impact." *National Learning Communities Conference*. Corpus Christi, TX.

## **PEER REVIEWED CONFERENCE PRESENTATIONS, Cont.**

- Zobac, S.** & Spears, J. (Nov. 2013). "From sidewalk chalk to Facebook: Strategies to market your learning community program." *National Learning Communities Conf.* Corpus Christi, TX.
- Zobac, S.**, Tripodi, R., Martinez, L., & Holman, E. (Sept., 2013). "Marketing co-curricular programs to first-year students: Sidewalk chalk, Facebook, and everything in between." *Midwest First-Year Conference*. Elgin, IL.
- Zobac, S.** & Spears, J. (April, 2013). Three courses, one theme: Developing integrative assignments for TLCs. *2013 Best Practices Symposium, Consortium for Illinois Learning*, DeKalb, IL.
- Spears, J. & **Zobac, S.** (April 2013). "Recruiting, training and supporting faculty." *2013 Best Practices Symposium, Consortium for Illinois Learning*, DeKalb, IL.
- Tripodi, R., **Zobac, S.**, & Sikes, L. (Sept., 2012). "Layered mentoring: Utilizing peer mentors in first-year co-curricular programming." *Midwest First-Year Conference*. DeKalb, IL.

## **SELECT PROFESSIONAL EXPERIENCE**

### **National Projects Coordinator II, ALDI, Batavia, IL**

July 2025-Present

- Lead projects according to position's objectives to deliver and facilitate timelines and content
- Develops and executes plans for small to medium-scale projects
- Determines and creates the required project deliverables
- Ensures projects remain on task and follows-up with key stakeholders as necessary
- Holds regular collaboration sessions with business stakeholders to provide updates as well as documents any feedback from the business
- Collaborates with team members and communicates relevant information to leadership
- Delivers and facilitates timelines and project content in a confident and professional way
- Recommends process improvements for area of responsibility, analyzing working procedures with objective to identify best practices and improve efficiencies
- Coordinates involvement of multiple business stakeholders
- Informs leader of status and results of assigned tasks and proactively identifies project issues

### **Supply Chain Specialist, ALDI, Batavia, IL**

Oct 2023-June 2025

- Analyze and interpret data to recommend a proper course of action
- Create and maintain proper Key Performance Indicator (KPI) reporting
- Review supplier delivery performance KPIs and drives root cause analysis of disruptions
- Create forecasts and work with Suppliers to ensure sufficient capacity levels
- Utilize analytical tools for delivery performance and inventory levels to aid in avoiding and/or resolving out of stock situations
- Assists with testing of new procedures and systems, and recommends process improvements
- Coordinate efforts between the Buying Team, Suppliers, and Divisions to ensure optimal product availability and efficiency across the supply chain
- Liaise with internal and external parties, maintaining positive stakeholder relationships
- Leads collaboration meetings with Suppliers and Buying Teams to coordinate continuous improvement efforts and advance the supply chain process
- Collaborates with team members and communicates relevant information to leadership
- Support direct leader with the implementation of the Supply Chain Management strategy

### **Associate Buyer, ALDI, Batavia, IL**

April 2022-Aug 2023

- Utilize project management, data analysis, and critical thinking skills to proactively oversee portfolio of 40+ products
- Engage with suppliers, the buying team, and national offices to ensure high quality products are available at all 26 divisions/2,200+ stores
- Responsible for managing all aspects of product lifecycle including securing new products, facilitating contract process, approving packaging, addressing logistics and billing issues, etc.
- Collaborate with suppliers to explore new products with the purpose of enhancing the special buy offerings, determining test products, or growing the core range
- Act as liaison between suppliers and corporate (e.g., Quality Assurance, Kitchen, Logistics) as well as suppliers and the division Purchasing Assistants
- Monitor and help resolve Out of Stock (OOS) situations for all products in commodity groups
- Utilize data to complete Cost Analyses to determine lowest cost options for contracts awarded
- Utilize Forecasting Tool and analyze market and sales data to provide suppliers with 1-, 3- or 12-month forecasts to help ensure product availability
- Monitor key products in months leading to Q4 to ensure availability during holiday season

## **SELECT PROFESSIONAL EXPERIENCE, Cont.**

### **Associate Director of Academic Advising/Academic Advisor**

*Center for Student Success, North Central College, Naperville, IL*

May 2016-April 2022

- Collaborate with various offices on campus to create a seamless transition process for new students, including admissions, orientation, the registrar, residence life, and Student Affairs
- Oversee incoming student advising process by coordinating new student survey, advisor assignments, scheduling, and recruitment emails
- Provide support and direction for eight Academic Advisors by answering questions, creating resources, and providing information regarding advising calendar and timeline
- Provide support to students experiencing physical and mental health concerns through submitting early alert referral, updating case notes, and attending support meetings
- Continue performing all duties of Academic Advisor (served as advisor May 2016-May 2019), including:
  - Advise 325-500 undergraduate students, assisting with class selection and curricular planning, adhering to college policies, and referring to campus resources
  - Support students in completing degree requirements efficiently and in a manner most appropriate to each individual
  - Participate in Academic Policy and Procedures Committee, General Education Committee, and other campus meetings to advocate for students as policies and curriculum were developed

### **Associate/Assistant Director, Office of Student Engagement, NIU**

May 2012-March 2015

- Coordinate and promote student participation in high impact practices including Themed Learning Communities, undergraduate research, service-learning, and student mentoring
- Assist in implementation the McKearn Fellows Program, facilitating an intensive summer research and internship program with \$100,000 private gift
- Oversee coordination of major events including 400+ student research conference
- Lead promotion of office nationally through scholarly publications and conference presentations
- Assist the Director with NSSE, developing campus-wide reports and presenting the results
- Oversee five full-time staff members, three Graduate Assistants and six students workers including the hiring, training, supervising, and evaluation processes
- Maintain budget of \$80,000 for faculty stipends, peer mentors, and experiential learning
- Work closely with office of first-year experience to promote enrollment in FYE courses
- Facilitate faculty development workshops for learning communities and research programs

## **SERVICE TO THE COLLEGE**

Academic Policy and Procedure Committee

2016-April 2022

- Review curriculum plans and provide feedback from an academic advising perspective
- Offer suggestions and concerns related to new curriculum to best foster student success
- Assist with curriculum redesign as institution transitioned to semesters starting in Fall, 2019

General Education Committee

2016-April 2022

- Review general education curriculum and course proposals, providing feedback as appropriate
- Provide feedback on semester-based general education from an academic advising viewpoint

New Student Transition Committee

2020-Dec 2021

- Selected to assist with review and redesign of new student transition process, starting with first point of contact with student through end of first semester
- Collaborate with various offices on campus to review and reimagine workflow

## **GRADUATE LEVEL STUDENT ADVISING**

Executive Board, Master's Capstone, North Central College (NCC) <i>Mental Health Resources and Employee Benefits</i>	Spring 2023
Executive Board, Master's Capstone, NCC <i>Transfer Student Experience</i>	Spring 2023
First Reader, Master's Capstone, NCC <i>Dual Credit and College Access</i>	Spring 2022
First Reader, Master's Capstone, NCC <i>Intentional Advising of Online Students and Student Success</i>	Spring 2022
First Reader, Master's Capstone, North Central College <i>Life Coaching and Organizational Leadership</i>	Spring 2020
Second Reader, Master's Thesis, North Central College <i>Tribal Colleges and Retention</i>	Spring 2019

## **COMMITTEES & VOLUNTEERISM**

Reviewer, Journal of First-Generation Student Success	2021-Present
<ul style="list-style-type: none"><li>• Review articles exploring experiences and development of first-generation college students, providing feedback on background, theoretical framework, methodology, and findings</li><li>• Provide detailed feedback on 1-3 versions of each article to determine whether article should be accepted, accepted with revisions, or rejected as a result of the peer review process</li></ul>	
Academic Policy and Procedure Committee (APPC), North Central College	2016-2022
<ul style="list-style-type: none"><li>• Represented Academic Advising Unit during curriculum discussions</li><li>• Provided feedback on changes to and proposal of new majors/minors</li><li>• Helped guide transition from 3-credit hour terms to 4-credit semester-based curriculum</li></ul>	
General Education Committee (GEC), NCC	2016-2022
<ul style="list-style-type: none"><li>• Engaged in dialogue surrounding general education updates and execution</li><li>• Provided feedback on effects of semester-based general education curriculum and student success</li><li>• Collaborated with committee and departments to discuss how students engaged with the gen ed</li></ul>	
Graduate Student Association, University of Nebraska Lincoln	2017-2020
<ul style="list-style-type: none"><li>• Vice President (2018-2019)<ul style="list-style-type: none"><li>○ Provide leadership to the organization, coordinating and leading monthly meetings with the goal of developing and improving community for graduate students</li></ul></li><li>• Secretary &amp; Treasurer (2017-2018)<ul style="list-style-type: none"><li>○ Complete administrative tasks required to earn student organization status and secure annual budget, including maintaining accurate and confidential records</li><li>○ Attend and complete training for student organization treasurers to ensure compliance with Student Government Association rules and regulations</li></ul></li></ul>	
Proposal Reviewer, College Student Educators International (ACPA)	2019
Proposal Reviewer, American Educational Research Association	August, 2018
Registration Volunteer & Social Media Monitor, ACPA	March 2018

## **MEMBERSHIPS**

College Student Educators International (ACPA)	2017-Present
Student Affairs Administrators in Higher Education (NASPA)	2021-2022
National Academic Advising Association, Member	2016-2022
Illinois Academic Advising Association, Member	2016-2020