

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 (NCC)
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 (85 credit hours; *14 hours in progress; 8 hours anticipated)

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

MORG 500: Leadership & Organizational Theory (NCC – North Central College)

- 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 (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 (40 hours) (*8 hours in progress Fall '25; **8 hours antic. Spring '26)

BUSN 485: Business Strategy (Capstone) (NCC)

- Spring 2026 – 24 students, 4 credits**
- Spring 2026 – 24 students, 4 credits**

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 (NCC)

- 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 student 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
• Review articles exploring experiences and development of first-generation college students, providing feedback on background, theoretical framework, methodology, and findings • 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	
Academic Policy and Procedure Committee (APPC), North Central College	2016-2022
• Represented Academic Advising Unit during curriculum discussions • Provided feedback on changes to and proposal of new majors/minors • Helped guide transition from 3-credit hour terms to 4-credit semester-based curriculum	
General Education Committee (GEC), NCC	2016-2022
• Engaged in dialogue surrounding general education updates and execution • Provided feedback on effects of semester-based general education curriculum and student success • Collaborated with committee and departments to discuss how students engaged with the gen ed	
Graduate Student Association, University of Nebraska Lincoln	2017-2020
• Vice President (2018-2019) ○ Provide leadership to the organization, coordinating and leading monthly meetings with the goal of developing and improving community for graduate students • Secretary & Treasurer (2017-2018) ○ Complete administrative tasks required to earn student organization status and secure annual budget, including maintaining accurate and confidential records ○ Attend and complete training for student organization treasurers to ensure compliance with Student Government Association rules and regulations	
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