

To: ACCSC Accredited Institutions
From: Michale S. McComis, Ed.D., Executive Director
Date: February 13, 2026
Subject: ACCSC School Commissioner Election

Pursuant to *Section 1.04 (a)* and *Section 2.07 of the ACCSC Bylaws*, ACCSC will conduct an election beginning on **February 18, 2026** and ending on **March 4, 2026** to fill the following upcoming vacancy on the Commission:

- (1) School Commissioner elected for a four-year term beginning July 1, 2026 and ending June 30, 2030.

Upon the recommendation of the ACCSC Nominating Committee and consent of the full Commission, the following individuals have been slated as candidates for the School Commissioner election. Each candidate's name below is hyperlinked to their nomination packet.

- [Megan Clifton](#) – Platt College
- [Kimberly Overlin](#) – Gemological Institute of America
- [Jennifer Paugh-Macomber](#) – Universal Technical Institute

ACCSC encourages all accredited member institutions to take the time to review the candidates for School Commissioner prior to the election. Upon conclusion of the voting period, the candidates receiving the highest number of votes will be considered elected as ACCSC School Commissioners.

Electronic Election Instructions

On **February 18, 2026**, each ACCSC-accredited member institution will receive an e-mail from ACCSC with a website link and login instructions to cast its vote in the School Commissioner Election. The election of Commissioners is an important part of ACCSC's accreditation activities, and the Commission encourages each accredited institution to cast its vote once the election opens. ***Each member shall have one vote, except that a group of affiliated schools – i.e., schools under common ownership – may have no more than five total votes regardless of the number of members in the group.***

Please contact Michelle Ragland at mragland@accsc.org with any questions regarding the electronic balloting process. Additionally, Dr. Michale S. McComis, ACCSC Executive Director, is available to discuss any questions you may have regarding the election process at mccomis@accsc.org.



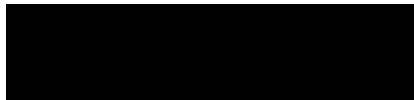
Megan Clifton

I am interested in serving as an ACCSC Commissioner because higher education – and specifically career education – has been my professional home for more than twenty years. I started my career as a Student Advisor working directly with students who were trying to improve their lives through education. That experience shaped how I approach my work every day. I have always believed that policies, standards, and institutional decisions should ultimately serve students, not the other way around.

I have held a variety of roles across student services, academic operations, career services, and regulatory affairs. As my responsibilities grew, so did my understanding of how accreditation impacts institutions at every level. I have seen firsthand how clear standards and thoughtful oversight help schools stay focused, accountable, and honest about student outcomes.

Compliance has become one of my strengths, but it has never been about checking boxes. For me, it is about creating systems that support quality education, transparency, and consistency for students and staff alike. In my current role as Vice President of Academic and Regulatory Affairs, I work closely with campus leadership to apply accreditation standards in practical, student-centered ways.

Serving as an ACCSC Team Lead gave me a deeper appreciation for the responsibility of the Commission and the importance of fair, objective decision-making. I am seeking this role because I want to give back to the field that has shaped my career, contribute my experience, and help ACCSC continue its work of protecting students and strengthening career education.





Accrediting Commission of Career Schools and Colleges

2101 Wilson Boulevard, Suite 302
Arlington, Virginia 22201
703.247.4212
703.247.4533 fax
www.accsc.org

CALL FOR NOMINATIONS
ACCSC COMMISSIONER / BOARD MEMBER
Nomination Form–Part I

Nominee Information

Name Megan Clifton
Title Vice President of Academic and Regulatory Affairs
Institution Platt College
Address [REDACTED]
City, State, Zip Riverside, CA [REDACTED]
Phone [REDACTED]
E-Mail [REDACTED]
Corporation Name Platt College Los Angeles, LLC

I am currently a/an (check all that apply):

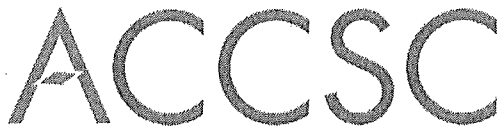
- | | |
|------------------------------------------------------------|-------------------------------------------------------------------------------------|
| <input type="checkbox"/> Appeals Panel member | <input checked="" type="checkbox"/> Manager/Executive of an ACCSC-accredited School |
| <input checked="" type="checkbox"/> Evaluation Team Member | <input type="checkbox"/> Former ACCSC Commissioner |
| <input type="checkbox"/> ACCSC Committee Member | <input type="checkbox"/> Former ACCSC Commissioner Applicant/Nominee |
| <input type="checkbox"/> Other – Please specify _____ | |

I attest that I have no affiliation with any school that will be represented by a sitting ACCSC Commissioner as of July 1, 2025, and that all information submitted with this nomination is true and accurate to the best of my knowledge & belief. I also understand that I will be subject to a criminal background check by ACCSC if selected to move forward to an interview with the ACCSC Nominating Committee.

[REDACTED]
Signature

[REDACTED]
Date

Please return this form along with the completed Nomination Form–Part II and a current résumé **no later than November 15, 2025** to Michelle Ragland via e-mail at mragland@accsc.org



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CALL FOR NOMINATIONS
ACCSC COMMISSIONER / BOARD MEMBER
Nomination Form—Part II

Please provide the following information:

1. Please list all schools with which you are affiliated.¹

ACCSC-Accredited Institutions	Other Institutions
Platt College - Riverside	
Platt College - Ontario	
Platt College - Anaheim	
Platt College - Alhambra	

2. Are any of the above-listed institutions currently affiliated with an individual currently serving as an ACCSC Commissioner? No
3. Since July 1, 2020, have you been affiliated with any ACCSC-accredited institution that has been placed on Probation? No
4. Since July 1, 2024, have you been affiliated with any ACCSC accredited institution that has been placed on Warning? No
5. Are any of the above-listed institutions currently operating under a Warning, Show Cause Order, Probation Order, or any other similar status with any accrediting agency or state or federal regulatory agency? Yes, Platt College Alhambra is on probation with BVNPT.
6. Please list your education, work experience, and background.² For items 6-14 please see attached
7. Please list your management and leadership experience in postsecondary career-oriented institutions.
8. How do you think your education and experience will support and form your role as an ACCSC Commissioner and Board Member?
9. What motivated you to put forth this nomination to be an ACCSC Commissioner and Board Member?
10. What is your general philosophy regarding accreditation?

¹ The Nominating Committee may not process a nomination from a candidate whose school (to include any affiliated school within a group) which would be the source of eligibility to serve as a School Commissioner is, or within the preceding five years has been subject to an ACCSC-issued Probation is or within the preceding 12 months has been subject to and ACCSC-issued Warning (see *Section 1.09.b.iv* of the AACSC Bylaws).

² ACCSC will request a copy of official transcripts should the Nominating Committee advance your nomination for election or appointment.

11. Explain how you believe you will have the time to allocate to the significant amount of reading, thinking, and assessment as well as the time to attend all meetings necessary to serve as an ACCSC Commissioner.
12. Have you discussed serving as a Commissioner with your employer and does your employer recognize the time necessary to honor the commitment and support your nomination?
13. What do you think you can contribute to ACCSC and the membership of schools as an ACCSC Commissioner and Board Member?
14. Please provide any other information that you believe supports your nomination.

Megan Clifton

Platt College Los Angeles, LLC

ACCSC Commissioner Nomination Form-Part II Items 6-14

6. Please list your education, work experience, and background.²

I began my career in higher education in 2003 as a Student Advisor. Over the past 20+ years, I have held progressively responsible roles in student services, academic operations, leadership, and campus administration. My experience includes advising, compliance oversight, faculty support, accreditation readiness, and campus management. Throughout my career, I have been committed to doing what is best for students and cultivating that same student-centered approach within the teams I lead.

In terms of education, I hold a Master's degree in Higher Education from Jones International University and a Bachelor's degree in Liberal Studies with a minor in English from California State University, San Bernardino.

Additional details regarding my professional background, positions held, and accomplishments can be found in my attached résumé.

7. Please list your management and leadership experience in postsecondary career-oriented institutions.

My management and leadership experience in postsecondary career-oriented institutions began in 2004 when I was promoted to Assistant Director of Student Services. I later advanced to Director of Student Services and Director of Career Services, where I managed student-facing teams, oversaw daily campus operations, and supported student success and retention efforts.

In 2012, I transitioned to a corporate leadership role at Platt College as the Manager of Regulatory Affairs. Over the next 13 years, I was promoted to Director of Student and Academic Affairs and now serve as the Vice President of Academic and Regulatory Affairs. In these roles, I have overseen multi-campus academic operations, accreditation and regulatory compliance, student services functions, academic quality assurance, and institution-wide initiatives that support student outcomes and institutional effectiveness.

In both campus-level and corporate roles, I have built a reputation as a dependable, student-centered leader who prioritizes accountability, collaboration, and continuous improvement. My experience spans student services, academic affairs, career services, and compliance, allowing me to guide teams and departments in a holistic, student-first manner.

8. How do you think your education and experience will support and form your role as an ACCSC Commissioner and Board Member?

With more than 20 years of experience in postsecondary career education—from entry-level advising roles to my current position as Vice President—I have developed a comprehensive understanding of academic operations, student services, accreditation, and institutional effectiveness.

My passion and strength lie in compliance. I enjoy interpreting regulations, accreditation standards, and state and federal requirements, and translating them into effective institutional policies. This has equipped me to guide teams, conduct internal audits, prepare accreditation reports, and lead change initiatives with clarity and consistency.

These skills directly align with the role of an ACCSC Commissioner. My background enables me to evaluate institutions objectively, uphold accreditation standards, contribute to policy discussions, and support the Commission's mission of ensuring quality and integrity in career education.

9. What motivated you to put forth this nomination to be an ACCSC Commissioner and Board Member?

Serving as a Team Lead over the past year has deepened my appreciation for the accreditation process and strengthened my commitment to the standards and mission of ACCSC. I am motivated to pursue this nomination because I want to contribute more meaningfully to the quality and integrity of career education on a broader scale.

10. What is your general philosophy regarding accreditation?

I believe accreditation plays a vital role in ensuring that institutions provide high-quality education, operate with integrity, and remain accountable for the outcomes and experiences of their students. It encourages schools to regularly evaluate their programs, policies, and results, and to make data-driven decisions that strengthen student learning and institutional effectiveness.

An accrediting body provides objective oversight, consistency, and transparency, helping institutions stay aligned with regulatory expectations and industry standards.

11. Explain how you believe you will have the time to allocate to the significant amount of reading, thinking, and assessment as well as the time to attend all meetings necessary to serve as an ACCSC Commissioner.

I am confident that I will have the time and capacity to meet all responsibilities associated with serving as an ACCSC Commissioner. In my current role at Platt College, my leadership team fully supports and encourages my involvement with ACCSC, and I am able to structure my schedule to dedicate the necessary time for reading, evaluation, and preparation.

I am experienced in managing large workloads, meeting strict deadlines, and balancing multiple priorities—skills that will allow me to effectively review materials, participate in discussions, and contribute thoughtfully to Commission decisions. Additionally, I have the flexibility in my personal schedule to attend all required meetings and devote the consistent time needed to serve in this role at a high level.

Serving as a Commissioner would be an honor, and I am fully prepared to commit the time, focus, and dedication the position requires.

12. Have you discussed serving as a Commissioner with your employer and does your employer recognize the time necessary to honor the commitment and support your nomination?

Yes, I have discussed this opportunity with our CEO, COO and ownership of the school. They are all supportive of this opportunity.

13. What do you think you can contribute to ACCSC and the membership of schools as an ACCSC Commissioner and Board Member?

I believe I can contribute a strong and balanced combination of regulatory knowledge, institutional experience, and student-centered leadership to ACCSC and its membership of schools. I have a strong understanding of the ACCSC standards and extensive experience applying them across multiple functional areas, including academic operations, student services, career services, compliance, and institutional effectiveness.

My background in reviewing and analyzing student achievement data—such as graduation and employment outcomes—along with my experience in third-party employment verification, G&E chart preparation, and internal audits, allows me to evaluate institutions objectively and accurately. I also bring a commitment to fairness, transparency, and continuous improvement.

I understand the challenges that schools face and can contribute practical, real-world insight to policy discussions, institutional evaluations, and Commission decisions. Overall, I believe my experience, judgment, and dedication to quality career education will allow me to serve ACCSC effectively and support its member schools.

14. Please provide any other information that you believe supports your nomination.

Megan Clifton

Professional Summary

Dependable Higher Education Leader bringing over 20 years of management experience and a willingness to take on added responsibility to meet tight deadlines. Enthusiastic team player with a strong work ethic and advanced complex problem-solving skills.

Skills

- Title IX Officer
- ADA Officer
- Clery Officer
- Develop & Implement Policy & Procedures
- Academic Planning
- SAP Review & Advisement
- Student Crisis Advisement
- Oversee Distance Education
- Student Discipline
- Articulation Agreements
- Collaboration at all Levels
- Manage Student Retention

Education

- 2007 **Master of Arts: Higher Education**
Jones International University – Centennial, CO
- 2003 **Bachelor of Arts: Liberal Studies, minor in English**
California State University San Bernardino – San Bernardino, CA

Work History

- 1/2023 to Current **Vice President of Academic and Regulatory Affairs**
Platt College – Los Angeles, LLC – Riverside, CA
- Work directly with ACCSC and BPPE on all aspects of compliance and accreditation for four campuses and Distance Education division.
 - Oversee Clery, ADA, Title IX, IPEDS for all four campuses
 - Manage all renewal visits, state visits and programmatic visits for all four campuses
 - Develop, update and maintain all Policy & Procedures documents for Admissions, Academics and Career Services to ensure consistency and standardization across all campuses.
 - Resolve all student grievances that are reported through the web-based system for 4 campuses and Distance Education division.
 - Oversee all curriculum including content, textbooks, syllabi and outcomes
 - Supervise direct reports as well as numerous in-direct reports across multiple locations.
- 12/2012 to 1/2023 **Director of Student and Academic Affairs**
Platt College – Los Angeles, LLC – Riverside, CA
- Work directly with ACCSC on all aspects of compliance and accreditation for 4 campuses and Distance Education division.
 - Work directly with BPPE on all aspects of state compliance for 4 campuses and Distance Education division.
 - Work directly with each Campus President, Admissions, Academic, and Career Services departments to ensure full understanding of ACCSC, BPPE and internal policies and procedures by creating and coordinating all trainings.
 - Develop, update and maintain all Policy & Procedures documents for Admissions, Academics and Career Services to ensure consistency and standardization across all campuses.
 - Resolve all student grievances that are reported through the web based system for 4 campuses and Distance Education division.
 - Manage all curriculum including syllabus, and textbooks for all programs.
 - Manage the Clery Act and Title IX responsibilities for the College at all locations.
 - Manage the IPEDS reporting responsibilities for the College at all locations.
 - Update all College documents including the Catalog, Catalog Addendum, Enrollment Agreement, School Performance Fact Sheets, and other required disclosures.
 - Supervise direct reports as well as numerous in-direct reports across multiple locations.

01/2012 to 12/2012	Manager of Regulatory Affairs Platt College – Los Angeles, LLC – Riverside, CA <ul style="list-style-type: none"> • Managed all ACCSC and BPPE processes and reporting. • Worked directly with campus leadership at all 3 locations to ensure compliance with ACCSC, BPPE, and internal standards. • Updated enrollment forms including: Enrollment Agreement, Student Right to Know, College catalog and catalog addendum and program specific handbooks to ensure they were accurate and complete.
03/2011 to 01/2012	Director of Career Services Platt College – Ontario, CA <ul style="list-style-type: none"> • Improved placement percentage to over 67% per program. • Organized the department and implemented systems to maintain organization. • Assisted graduating student with resume building. • Created opportunities for students to participate in mock interviews. • Assisted students in their job search. • Assisted newly enrolled students in finding general employment. • Managed placement requirements for ACCSC, BPPE, and internal standards. • Worked with outside companies and vendors to host job fairs on campus quarterly. • Managed a staff of 2.
08/2005 to 03/2011	Director of Student Services Westwood College – Upland, CA <ul style="list-style-type: none"> • Supervised the Student Services staff of 5 serving over 1350 students; achieving a 4.6 student approval rating on a 5 point scale. • Supervised the Bookstore and Facilities staff of 3 across 2 campus locations approximately 2 miles apart. • Managed bookstore conversion to a virtual bookstore. • Ensured that all enrolling students met the admissions requirements by serving as the designated college official on all enrollment agreements. • Ensured successful first term retention for all new students. • Assist with building new schedules, program changes, drop request, LOA's and re-entry requests. • Designed and launched the first Student Ambassador program to pair new students with successful continuing students to help ease the transition into college life. • As part of a committee designed, trained and launched a system wide Orientation program. • Responsible for the Student Code of Conduct and Discipline, student grievance procedures, ADA requests, and student withdraw requests for the campus. • Created and maintained budgets for all departments under my responsibility. • Developed community relationships that gave students a chance to give back to the community while at the same time allowing the community an opportunity to learn about the college. • Taught PDC111-Success Strategies and Public Speaking to first and second term students.
04/2004 to 08/2005	Assistant Director of Student Services Westwood College – Upland, CA
06/2003 to 04/2004	Student Advisor Westwood College – Upland, CA
Volunteer	
10/2024 to Current	ACCSC Team Lead



Kimberly Overlin
Commissioner Interview Essay

Commitment to Excellence and Student Success

I've spent more than 20 years working in student services and leadership at an ACCSC-accredited school, and during that time, I've developed a deep appreciation for what accreditation really means. To me, it's not just about meeting standards. It's about creating an environment where students can succeed, and institutions can continuously improve.

My career has evolved from direct student engagement to leading cross-functional teams responsible for admissions, career services, and student support. This progression has equipped me with a holistic perspective on strategies that drive enrollment growth, retention, and meaningful employment outcomes. I've seen firsthand how policies and practices impact outcomes, and I believe that thoughtful leadership and collaboration are key to helping schools thrive. I approach leadership with a servant mindset, including listening first, supporting teams, and keeping students at the center of every decision.

I'm excited about the opportunity to serve as a Commissioner because I see it as a way to give back to the community that has shaped my career. I want to contribute to conversations about how we maintain high standards while adapting to the changing needs of students and industries. It's important to me that schools not only meet compliance requirements but also feel supported in their efforts to innovate and grow.

Ultimately, my goal is to help ACCSC continue its mission of promoting quality education and meaningful outcomes. This role represents an opportunity to serve the broader vocational education community and help shape policies that prepare students for meaningful careers. I'm ready to bring my experience, perspective, and commitment to student and school success.



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CALL FOR NOMINATIONS
ACCSC COMMISSIONER / BOARD MEMBER
Nomination Form–Part I

Nominee Information

Name Kimberly Overlin

Title Director, Student Services & Dean of Students

Institution Gemological Institute of America (GIA)

Address [REDACTED]

City, State, Zip Carlsbad, CA [REDACTED]

Phone [REDACTED]

E-Mail [REDACTED]

Corporation Name _____

I am currently a/an (check all that apply):

- | | |
|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
| <input type="checkbox"/> Appeals Panel member | <input checked="" type="checkbox"/> Manager/Executive of an ACCSC-accredited School |
| <input type="checkbox"/> Evaluation Team Member | <input type="checkbox"/> Former ACCSC Commissioner |
| <input type="checkbox"/> ACCSC Committee Member | <input type="checkbox"/> Former ACCSC Commissioner Applicant/Nominee |
| <input checked="" type="checkbox"/> Other – Please specify <u>Team Leader</u> | |

I attest that I have no affiliation with any school that will be represented by a sitting ACCSC Commissioner as of July 1, 2025, and that all information submitted with this nomination is true and accurate to the best of my knowledge & belief. I also understand that I will be subject to a criminal background check by ACCSC if selected to move forward to an interview with the ACCSC Nominating Committee.

[REDACTED]

[REDACTED]
Date

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Gemological Institute of America	

2. Are any of the above-listed institutions currently affiliated with an individual currently serving as an ACCSC Commissioner? [No](#)
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4. Since July 1, 2024, have you been affiliated with any ACCSC accredited institution that has been placed on Warning? [No](#)
5. Are any of the above-listed institutions currently operating under a Warning, Show Cause Order, Probation Order, or any other similar status with any accrediting agency or state or federal regulatory agency? [No](#)
6. Please list your education, work experience, and background.²
[See attached for resume](#)
7. Please list your management and leadership experience in postsecondary career-oriented institutions.
[See attached for resume](#)
8. How do you think your education and experience will support and form your role as an ACCSC Commissioner and Board Member?
[See attached for responses to questions 8-14](#)
9. What motivated you to put forth this nomination to be an ACCSC Commissioner and Board Member?
10. What is your general philosophy regarding accreditation?

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² ACCSC will request a copy of official transcripts should the Nominating Committee advance your nomination for election or appointment.

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13. What do you think you can contribute to ACCSC and the membership of schools as an ACCSC Commissioner and Board Member?
14. Please provide any other information that you believe supports your nomination.

8. How do you think your education and experience will support and form your role as an ACCSC Commissioner and Board Member?

With over 20 years of experience supporting students at an ACCSC-accredited institution, I would bring a deep and multifaceted understanding of the student lifecycle from recruitment to career placement and student services. My career has evolved from direct student engagement to leading the departments and teams that provide these essential services, giving me a comprehensive view of institutional operations and student success strategies.

In my current role, I have been responsible for ensuring that our institution consistently meets ACCSC accreditation standards. This includes oversight of key outcomes such as completion and employment rates, as well as the development and implementation of operating procedures and institutional policies that align with ACCSC's expectations. This work has deepened my appreciation for the rigor and integrity of the accreditation process and the importance of continuous improvement.

My academic background in business leadership has shaped my approach to management and collaboration. I lead with intention, compassion, and commitment to listening, which are core principles of servant leadership. This style has allowed me to foster inclusive, student-centered environments where staff feel empowered and students feel supported.

I believe my experience and leadership philosophy align closely with ACCSC's mission to enhance quality education and student outcomes. I am eager to contribute as a Commissioner, bringing not only my operational expertise but also a sincere desire to serve students and uphold the standards that define ACCSC-accredited institutions.

9. What motivated you to put forth this nomination to be an ACCSC Commissioner and Board Member?

Receiving an email from Michael McComis encouraging me to apply came as a genuine surprise, but ultimately served as a meaningful affirmation of my work and inspired me to submit my nomination.

10. What is your general philosophy regarding accreditation?

I strongly believe that accreditation is a vital force in strengthening institutions and elevating the quality of education across the vocational school community. It provides a framework of best practices that guide schools in delivering exceptional service to students and preparing them for meaningful careers in their chosen industries. Accreditation is not just about compliance. It's about continuous improvement, accountability, and collaboration.

Through my experience overseeing institutional outcomes and policy development, I've seen firsthand how accreditation supports schools in maintaining high standards while also offering valuable resources and guidance. It fosters a shared commitment to excellence and brings together institutions in a way that uplifts the entire sector.

Accreditation ensures that students receive a quality education that aligns with industry needs, and it empowers schools to evolve and grow. I view it as both a safeguard necessary for maintaining standards and essential for driving innovation and student success.

11. Explain how you believe you will have the time to allocate to the significant amount of reading, thinking, and assessment as well as the time to attend all meetings necessary to serve as an ACCSC Commissioner.

I am confident in my ability to dedicate the time required for the significant reading, thoughtful assessment, and active participation in meetings that come with serving as an ACCSC Commissioner. I have the privilege of working with a strong team of managers and staff who are deeply committed to their roles in supporting students. Their reliability and dedication will allow me to shift some of my time and focus toward this important service opportunity.

Additionally, I have the full support of GIA's education leadership, who are prepared to collaborate with me and provide coverage or assistance should I identify areas where support is needed. This collective commitment ensures that I can fully engage in the responsibilities of a Commissioner without compromising the quality of leadership I provide at my institution.

Serving as a Commissioner is a role I would take seriously, and I am prepared to prioritize the time and attention it requires to contribute meaningfully to ACCSC's mission.

12. Have you discussed serving as a Commissioner with your employer and does your employer recognize the time necessary to honor the commitment and support your nomination?

Yes, I have discussed this opportunity with my leadership and have their full support to pursue the nomination. GIA's entire Education leadership team holds a strong appreciation for ACCSC and the guidance it provides to our institution and to all member schools. They recognize the value of this role not only for my personal and professional growth, but also for the benefit it brings to GIA, the broader ACCSC community, and most importantly, to students.

Their encouragement and willingness to support me in balancing this commitment ensures that I would be able to fully engage in the responsibilities of serving as a Commissioner while continuing to lead effectively within my current role.

13. What do you think you can contribute to ACCSC and the membership of schools as an ACCSC Commissioner and Board Member?

In addition to my 20 years of experience serving and supporting students at an ACCSC-accredited institution, I believe I would bring a valuable and fresh perspective as a new Commissioner. My career has spanned student recruitment, career services, and student support, giving me a comprehensive understanding of the student experience and institutional operations.

In today's fast-changing educational and workforce landscape, I am committed to contributing innovative ideas and collaborating with fellow Commissioners to ensure our standards and practices evolve to meet the needs of both students and the industries they are preparing to enter. I understand the importance of balancing compliance with creativity, and I am passionate about helping schools not only meet accreditation benchmarks but also thrive in delivering meaningful outcomes.

My leadership style, rooted in servant leadership, intentional listening, and compassionate coaching, positions me to serve with integrity and empathy. I am eager to contribute to ACCSC's

mission by supporting member schools in their pursuit of excellence and by helping shape policies and practices that reflect the dynamic needs of our students and communities.

14. Please provide any other information that you believe supports your nomination

I do not have anything additional to add.



PROFESSIONAL SUMMARY

Compassionate educational leader with 20+ years of experience creating supportive, structured environments that foster student growth and success. Proven track record in developing and implementing behavioral policies that balance discipline with empathy. Dedicated to staying current with evolving student needs, trends, and technologies. Adept at building strong, inclusive relationships with diverse student populations. Excels at motivating teams and driving engagement through excellent communication. Collaborates with educators, parents, and communities to enhance student experiences across all educational stages. Renowned for visionary leadership, innovation, and consistently positive outcomes in dynamic educational landscapes.

EDUCATION

Bachelor of Arts with focus in Business Leadership Chicago, IL <i>DePaul University</i>	2023
Graduate Jeweler Diploma Carlsbad, CA <i>Gemological Institute of America (GIA)</i>	2000
Graduate Gemologist Diploma Carlsbad, CA <i>Gemological Institute of America (GIA)</i>	1999

EXPERIENCE

Gemological Institute of America (GIA) Carlsbad, CA Director of Student Services and Dean of Students	March 2020 – Present
<ul style="list-style-type: none">• Oversee the strategic planning and implementation of initiatives for the Student Services office, including the Office of the Dean of Students, Career Services and Education Advising.• Play a key role in accreditation, program review and other processes that are important for continuous improvement of the Institute’s activities. Collaborate with Education leaders to ensure continuous improvement consistent with GIA’s overall mission.• Serve as Title IX Coordinator maintaining policies, practices and training for institute in alignment with regulations.• Serve as 504 Coordinator maintaining policies, practices and training for institute in alignment with regulations.• Provide strategic direction, implementation, and communication about all facets of student life programming using research and best practices to inform this work.• Continuously develop the campus culture centered around the core values of the school which incorporates diversity, equity, inclusion, belonging, and social-emotional learning.• Establish and support respectful relationships with faculty and staff.• Work with faculty and administration to create a safe, structured, and nurturing environment for both academic and social development.• Serve as a point person along with Assistant Dean and Education leadership in supporting students facing significant challenges.• Create and oversee student extracurricular programming.• Center diversity, equity, and inclusion in all aspects of student life, with the belief that these ideals are critical to engendering a true sense of belonging.• Identify priorities and allocate resources to support the emotional and mental health of students.• Oversee the student experience and foster a school climate that fosters a caring, positive, and engaging learning environment and student growth.• Support and communicate the school expectations including the code of conduct and other important policies.• Work collaboratively with education leadership to help implement innovative forms of discipline that promote justice, healing, and learning in ways that are guided by empathy, compassion, transparency, and fairness.• Represent the school frequently at school and industry events.• Establish and oversee department budgets.	

Gemological Institute of America (GIA) | Carlsbad, CA

June 2010 – March 2020

Dean of Students

- Responsible for the continuous promotion and enhancement of student success programming, academic progress, student networking activities and career development and planning.
- Oversee and ensure adherence to policy and procedures for the department including but not limited to satisfactory academic progress, attendance, leaves of absence, withdrawals, discipline, ADA, Title IX, and the Clery Act.
- Communicate themes heard from students to Education leadership to improve overall student satisfaction.
- Advocate for a physical environment of the school that reinforces the school culture and facilitates student achievement and experience.
- Play a key role in accreditation, program review and other processes that are important for continuous improvement of the Institute's activities. Collaborate with Education leaders to ensure continuous improvement consistent with GIA's overall mission.
- Partner with Education Leadership to ensure GIA's academic and student policies are globally aligned as appropriate based on local regulation.
- Establish and oversee department budgets.
- Collaborate with the Title IX Coordinator to comply with Federal law.
- Serve as the 504 ADA Coordinator.
- Serve as a liaison and consultant to campus and community constituencies related to student policies, behavior, and Office of the Dean of Students functions.
- Coordinate the development and implementation of policies, programs, and services related to the functions of the Office of the Dean of Students.
- Oversee the creation, maintenance and updates of written protocols and procedures for the office of the Dean of Students.
- Serve as a student advocate and representative of students' interests in campus affairs.
- Support Faculty in communicating academic and behavioral expectations to students and upholding GIA's standards.
- Assist with identifying and establishing student accommodations and modifications under 504 ADA.
- Provide guidance to Assistant Dean of Students during formal and informal student complaints and grievances and manage escalations.
- Oversee investigations, adjudications, and monitor infractions of the student code of conduct in the form of progressive discipline such as verbal warning, probation, or dismissal.

Casting House | Chicago, IL

2008 – June 2010

Customer Service and Production Manager

- Oversaw team responsible for entire jewelry production process, including CAD designs, sourcing materials, finishing and quality control.
- Established standard production process flow and timelines to meet customer expectations.
- Provided strong leadership, training and guidance to production team to assure optimal performance and fostering a positive and productive work environment.
- Conducted regular cross departmental meetings to reinforce priorities, expectations to assure deadlines were met and remove barriers to meeting production goals.
- Lead customer service team responsible for communication between customers and company.
- Implemented and maintained rigorous quality control procedures to ensure all finish jewelry pieces met or exceeded company standards.
- Continually monitored and improved production process to enhance quality and reduce defects and loss.
- Collaborated with the inventory management team to oversee accurate tracking and management of client pieces and stones and ensure proper inventory levels were maintained to support production schedules.
- Created and maintained process for providing customer quotes based on current market pricing.
- Implemented system for monitoring customer satisfaction post sale.
- Guided customer service coordinators through resolving customer complaints and feedback.

Eve Alfille Gallery & Studio | Evanston, IL

2006 - 2008

Production Manager

- Maintained and executed production schedule to ensure prompt and accurate fulfillment of all orders and jobs
- Managed inventory and ordering of equipment, tools, metal, stones and finding working with network of vendors to ensure timely delivery and uninterrupted production
- Assisted as necessary in production duties including fabrication and repairs
- Served as the point of quality control to ensure all jobs leaving the studio met quality standards
- Coordinated with outside vendors to complete jobs when necessary
- Worked with wholesale representatives to negotiate pricing
- Lead training and development efforts for production team
- Reviewed and analyzed production efficiency, lead times, losses and quality control metrics
- Maintained and updated database of manufacturing costs and pricing for designs
- Provided pricing for customer quotes for custom designs

Gemological Institute of America (GIA) | Carlsbad, CA

2003 - 2006

Career Services Manager

- Developed and implemented a strategic plan to enhance career services provided to GIA students and alumni.
- Managed regular communication with Career Services Advisors in Carlsbad and New York to assure adherence to best practices and procedures regarding departmental goals.
- Oversaw policies and procedures for tracking employment data of graduates to meet accreditation benchmarks.
- Initiated and maintained positive relationships with industry employers.
- Managed job placement and career advising services to include, but not limited to, the creation of job search correspondence such as resumes, cover letters, and other employment documentation as well as effective interview tips, tools, and techniques.
- Managed relationships with students and graduates until employment was successfully secured within the field.
- Managed the configuration, deployment, and maintenance of the Career Services job board.
- Oversaw budget planning and performance management for the department.
- Participated in trade shows and industry activities to nurture relationships with employers and promote GIA services and graduates.
- Coordinated employment recruiting area during GIA hosted career fairs.
- Developed, coordinated, and hosted industry specific seminars, guest speaker events, and mentoring activities to enhance student career preparation.
- Identified and actively participated in conferences and professional association meetings and events to enhance knowledge and services.

Gemological Institute of America (GIA) | Carlsbad, CA

2000 - 2006

Education Recruitment Specialist

- Communicated with prospective students, parents and community through appointment, telephone, email and other materials.
- Assisted with the development of enrollment marketing publications and communications including letters, brochures, website postings, electronic mail and other mediums.
- Presented information about the benefits of an education from GIA at onsite locations and to on-campus visitors.
- Fostered and developed relationships with schools, industry organizations and others.
- Compiled recruitment data from outreach efforts.

ASSOCIATIONS AND VOLUTEERING

The Jewelers 24 Karat Club of Southern California

President

2024 – 2025

Board Member

2022 – 2023

Accrediting Commission of Career Schools and Colleges (ACCSC)

Team Leader

2023 – present

Carlsbad Fill-a-Belly
Community Outreach Volunteer

2020 – present

KIMBERLY OVERLIN

Interfaith Community Service
Community Outreach Volunteer

2020 – present

Women’s Jewelry Association San Diego Chapter
Member
Board Member

2000 – 2020

2002 – 2005

GIA Alumni Collective
Member

1999 – present



Jennifer Paugh-Macomber

I would be honored and humbled to serve as a Commissioner for the Accrediting Commission for Career Colleges and Schools.

I have devoted my career to post-secondary education, with twenty-five of those years being dedicated solely to career education in both classrooms and administrative leadership work alike. Through this work, and in coordination with years of volunteering with ACCSC, I am deeply committed to institutional integrity, positive student experience and outcomes, quality education, and integrated, effective campus leadership at every level. I bring a front-line executive

leadership perspective, while also understanding day-to-day campus operations and how accreditation standards can provide necessary guardrails for successful student experience & outcomes.

Throughout my career, I have been in roles that taught me the importance of working collaboratively, ensuring regulatory compliance, leading with intention, and utilizing objective evaluation in decision-making. For the past decade, I have been the campus president of Universal Technical Institute (formerly MIAT College of Technology) in Michigan, as well as a team leader for ACCSC for five of those years, have been on the Ohio-Michigan Career Colleges and Schools board, and continue to work on leadership boards of Michigan workforce development initiatives. I advocate in Michigan legislatively for career education, and I speak at events and conferences across the nation.

As a Commissioner, I would look to continue to positively support and impact this sector about which I am passionate with thoughtful, measured, and experience-based curiosity and with the hope that this work in the commission would not only help today's students in career colleges and schools across the globe, but also create a positive impact on the current and next generation of career school leaders to continue this legacy of effective career education for decades to come.



Accrediting Commission of Career Schools and Colleges

2101 Wilson Boulevard, Suite 302
Arlington, Virginia 22201
703.247.4212
703.247.4533 fax
www.accsc.org

CALL FOR NOMINATIONS
ACCSC COMMISSIONER / BOARD MEMBER
Nomination Form–Part I

Nominee Information

Name Jennifer M. Paugh-Macomber
Title Campus President
Institution Universal Technical Institute
Address [REDACTED]
City, State, Zip Canlon, Michigan [REDACTED]
Phone [REDACTED]
E-Mail [REDACTED]
Corporation Name Universal Technical Institute, Inc

I am currently a/an (check all that apply):

- | | |
|------------------------------------------------------------|-------------------------------------------------------------------------------------|
| <input type="checkbox"/> Appeals Panel member | <input checked="" type="checkbox"/> Manager/Executive of an ACCSC-accredited School |
| <input checked="" type="checkbox"/> Evaluation Team Member | <input type="checkbox"/> Former ACCSC Commissioner |
| <input type="checkbox"/> ACCSC Committee Member | <input type="checkbox"/> Former ACCSC Commissioner Applicant/Nominee |
| <input type="checkbox"/> Other – Please specify _____ | |

I attest that I have no affiliation with any school that will be represented by a sitting ACCSC Commissioner as of July 1, 2025, and that all information submitted with this nomination is true and accurate to the best of my knowledge & belief. I also understand that I will be subject to a criminal background check by ACCSC if selected to move forward to an interview with the ACCSC Nominating Committee.

[REDACTED]
Signature

[REDACTED]
Date

Please return this form along with the completed Nomination Form–Part II and a current résumé **no later than November 15, 2025** to Michelle Ragland via e-mail at mragland@accsc.org

Jennifer M. Paugh-Macomber
ACCSC Commissioner Nomination Form—Part II

1. Schools with which I am affiliated:

ACCSC- Accredited Institutions	Other Institutions
Universal Technical Institute	Herzing University (previous employer)
Concorde Career College	

2. Michael Romano is currently employed with Universal Technical Institute and currently serves as an ACCSC Commissioner. Michael's term is ending which enables me to submit this nomination.
3. I have not been affiliated with any ACCSC-accredited institutions that has been placed on Probation since July 1, 2020.
4. I have not been affiliated with any ACCSC-accredited institutions that have been placed on Warning since July 1, 2024.
5. None of the schools with which I am affiliated are currently operating under a Warning, Show Cause Order, Probation Order, or any other similar status with any accrediting agency or state or federal regulatory agency.
6. I have attached a copy of my resume which captures my education, work experience, and background.
7. I have been a leader within career-oriented post-secondary institutions for approximately 24 years.
- a. Director of Student Services-5 years
 - b. Director of Education-collectively 4 years
 - c. Campus President-collectively 15 years
8. I have spent almost 30 years within the career-education sector with 24 of those years in a leadership role. Career-focused education has formulated my opinion about education. It has influenced my beliefs about what a "new-traditional" student is. The career-focused education sector has driven my purpose and focus. The years invested into the front lines of this work, in coordination with my five years volunteering with ACCSC and my 5 years sitting on the Ohio-

Michigan Association of Career Colleges and Schools, will formulate and prop up any work that I continue to do with ACCSC as a commissioner or otherwise.

There is no perfect school. There is no perfect school administrator. But, honoring the importance of progress while holding the non-negotiable line of focusing on the student experience will continue to guide who I am as a school leader, as a team leader, or as a commissioner. These things are part of the cornerstone of who I am.

9. I have been a volunteer with ACCSC for 5 years. I have visited dozens of schools over those years. I have generally always been interested in increasing my potential sphere of influence based on both my volunteer work and my career. The timing of this nomination is aligned with the timing for my campus and organization that makes it most possible now.

10. Accreditation is a system of guardrails ultimately crafted and articulated to support strong outcomes for those students selecting to attend one of our schools, while also ensuring that those same students are educated consumers on the front end, with a quality educational experience propped up with the appropriate administrative student and graduate support services.

Accreditation, in my opinion, is in no way intended to create a soulless approach to education. Instead, it is intended to create a more disciplined approach to a soulful, vibrant, robust student experience and a peer-review driven quality-control process that supports appropriate use of taxpayer dollars.

11. Given the number of visits I have done over the last five years to schools across the world (even Europe!), I believe that allocating the necessary and appropriate amount of time to this role would be achievable as commission work would replace those visits. I have learned a great deal about my own bandwidth capabilities doing the work I have done while still leading my own campus.

12. Yes, this has been discussed with my employer.

13. I believe I can contribute authenticity, curiosity, ground engagement, and an all-encompassing desire to improve the collective work of this sector to the benefit of our students. However, I am not so naïve as to think that I won't learn a great deal in this process and better be able to serve my own campus with participating in this way with ACCSC.

14. I don't know that I have anything flashy to share that will support my nomination, but I will, however, share that as part of this decision to nominate myself, I consulted with my senior leadership team who have all been with me for many years. I asked their honest opinion as to

the pursuit of this. I asked if they had hesitation or concerns about the possibility of this. I asked if they thought this would help our own student experience or decrease it in any way.

If you are curious about what they said, you should know that the only reason I am submitting this is because they strongly encouraged me to do so. My nomination exists because I have a team of people who are committed to doing this work in the best way possible, regardless of where I might need to be. So, this nomination is in front of you as a representation of an amazing team in Canton, Michigan. And that really means everything to me.

Jennifer M. Paugh-Macomber

EXECUTIVE SUMMARY

Twenty-seven years of increasing responsibility in post-secondary education, including eighteen years of high-level to executive-level management. Twenty-one years of progressive budgeting responsibility, with extensive hiring and training focus and successful high-level administrative, coaching, and team development experience.

Core Competencies and General Management Strengths Include:

- Campus Outcomes & Performance Turnaround
- Management Coaching & Development
- Campus P&L and Budgeting
- State and Accreditation Compliance
- Community Outreach
- Strategic/Operational Planning & Alignment

Bachelor of Science-conferred -Secondary Education	Hyles Anderson College, Crown Point, IN	1999
Bachelor of Science-pursued -Business Management	Western Governors University, Utah	2015

PROFESSIONAL EXPERIENCE

Universal Technical Institute, Canton, MI <i>(formerly MIAT College of Technology)</i> Campus President	March 2016-Present
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Chief managing officer of campus. Full organizational compliance oversight, P&L responsibility, HR and insurance management, and EBITDA management. Operational oversight and staff management.

Ohio-Michigan Association of Career Colleges & Schools Board Member	November 2020-Present
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Accrediting Commission of Career Schools and Colleges Team Leader/Volunteer	October 2020-Present
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Herzing University, Kenosha & Brookfield, Wisconsin Campus President	January 2013-March 2016
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Chief managing officer responsibilities of the Kenosha and Brookfield, Wisconsin campuses of a multi-school proprietary chain. Full campus budget and P&L responsibility with both operational and Admissions management responsibilities. Manage campus compliance focus in placement, retention, state and accrediting guidelines. Operational management of facilities and on-site human resources responsibilities. Strategic planning responsibility for campus marketing, lease expansion, and operational focus.

Anthem College, Brookfield, Wisconsin Anthem Education Group Campus President	March 2010-January 2013
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Chief managing officer responsibilities of the Wisconsin allied health campus of a multi-school proprietary chain. Full campus budget and P&L responsibility with both operational and Admissions management responsibilities. Manage campus compliance focus in placement, retention, state and accrediting guidelines. Operational management of facilities and on-site human resources responsibilities.

Everest College, Chicago, Illinois
Director of Education

March 2008-February 2010

Managed a department of 45+ program managers, instructors, registrars, student services, and educational staff. Hired, trained, and reviewed employees. Conducted in-services, hosted orientations & seminars. Work extensively with accreditation and regulatory affairs to ensure the school is compliant with all required state and accreditation standards.

Banner Institute, Chicago, Illinois
Anthem Education Group
Director of Education

October 2006-March 2008

Managed a department of 22+ program managers, instructors, and educational staff. Hired, trained, and reviewed employees. Conducted in-services, hosted orientations, hosted seminars, and managed campus-wide processes & procedures. Worked extensively with accreditation and regulatory affairs to ensure the school remained compliant with state and accreditation standards. Created, initiated, and managed campus-wide retention initiatives. Managed course scheduling, curriculum revision, space planning, and departmental budgets.

Westwood College, Chicago, Illinois
Director of Student Services
Regional Assistant to Admissions Vice President

September 2001-October 2006

Managed a department of 9+ advisors, student workers, and extended staff. Hire, trained, and reviewed employees. Managed budgets, managed facilities, hosted orientations, managed student re-entry process, managed events and activities for the campus. Managed campus-wide retention initiatives. Ensured student file compliance.

- While in this role, assumed the **Acting Director of Finance** role during turnover in that department. Was responsible for financial aid staff & aid processing, bookstore, and collections department while also managing the student services department for approximately 7 months.
- Additionally, for a different span of approximately 8 months, was the **Acting Director of Career Services** during turnover in that department. Was responsible for career services staff & general placement, as well as graduate placement while also managing the student services department.

Hyles Anderson College, Indiana
English Department Faculty Member

December 1998-September 2001