

**Dr. James Kemper, SPHR**

*Chief Human Resource Officer*

*Title IX Coordinator*

At Zane State College Dr. Kemper oversees the Office of Human Resources. Prior to joining Zane State, Kemper was the director of human resources for Longaberger Inc. and director of organization and human resource consulting for The Ohio State University. He also was associate vice president and chief human resources officer at Ohio University for over 20 years. Kemper also has worked for the Anchor Hocking Corporation and as an independent consultant. He has held adjunct teaching roles for Ohio University's College of Business Administration and for Hocking College.

Dr. Kemper has bachelor and master degrees in business administration from Ohio University and an SPHR lifetime certification from the Human Resource Certification Institute in Washington D.C. He received his PhD in higher education administration from Ohio University in 2001. His dissertation, which has been replicated twice, was titled "The Role of the Human Resource Office in the Collegiate Environment: Identifying the Components of Being a Strategic Partner."

He has published numerous human resources-related articles in trade journals including The Higher Education Workplace, The Business Officer, and Capacity.

Kemper is a member of The Society for Human Resource Management (SHRM), the College and University Professional Association for Human Resources (CUPA-HR), and the Society of Higher Education Human Resource Executives (SHEHRE).

He and his wife, Jenny, have four married, grown children and ten young grandchildren.

**Dr. Elizabeth Kline**

*Dean of Student Success and Engagement/Chief Student Affairs Officer*

*Deputy Title IX Coordinator*

Elizabeth Kline is the Chief Student Affairs Officer and Dean of Student Success and Engagement. She began working at the College in 2010 as a faculty member in biology and environmental science, safety, and health. Her degrees include a BS in Natural Resources – Environmental Science from The Ohio State University, a MS in Environmental Science from Pace University, and a PhD in Higher Education and Administration from Ohio University. She has a passion for helping students succeed in higher education, specifically in increasing educational attainment among underrepresented student groups and women in the STEM fields.