

DEBORAH S. ADISHIAN-ASTONE

CAREER HISTORY/HIGHLIGHTS

VICE PRESIDENT FOR ADMINISTRATION & CHIEF FINANCIAL OFFICER

California State University, Fresno

December 2014 - Present

- Reporting directly to the University President, responsible for providing leadership and guidance of the Division of Administrative Services including Facilities Management, Financial Services, Procurement and Support Services, Risk Management, Public Safety, Parking and Transportation, Human Resources/Payroll, Title IX, and Auxiliary Services. Division includes 36 managers and 222 staff and an annual budget of approximately \$19 million (exclusive of Auxiliary Services). Provide oversight and recommendations to the President regarding the University's \$400 million annual budget comprised of general fund and tuition revenues and to ensure allocation decisions align with the highest campus priorities with maximum effectiveness and fiscal responsiveness. Extensive campus budget development experience and for each of the six auxiliary organizations. Experience with internal audits and year-end external CPA audits for all six auxiliary organizations (non-profit, public benefit organizations). Extensive experience and knowledge in contract management including development of project financing plans and working with bond underwriters, rating agencies, and financial consultants.
- Work collaboratively and in partnership with other divisions to provide administrative operations and support services that directly supports students and the entire campus community. Demonstrated commitment and experience with process improvement and change management in order to improve administrative efficiencies and implement process changes.
- Long-standing, demonstrated commitment to shared governance by working closely with student leadership (ASI) to implement initiatives that promote and support student success and engagement. Shared governance extends to a strong partnership with the Academic Senate Chair and Executive Committee as well as the Staff Assembly Council Chair and Joint Labor Council. Commitment to supporting initiatives that promote equity, inclusion and diversity and personally being committed to "allyship".
- Member of the University's Strategic Plan Steering Committee. Co-Chaired two of the four goals for the 2016-2020 Strategic Plan including key objectives for recruitment and retention and professional development for faculty and staff. Co-Chair of the Campus COVID-19 Task Force with the Provost. Serve as a member of the President's Campaign Leadership Committee for a \$250 million Comprehensive Campaign (Quiet Phase).
- Serve as Executive Director for the Fresno State Foundation and work closely with the Board Chair and Committee Chairs. The Foundation has a \$200 million endowment and also manages close to \$40 million of post award activity to support research and sponsored programs.
- Work collaboratively with the Director of Athletics regarding to budget, facility, and other operational

needs to support (18 teams) a Division I Athletic Program (Mountain West Conference) along with serving as the Chair of the California State University, Fresno Athletic Corporation as the President's designee. Provide feedback and recommendations to University President.

- Responsible for ensuring a comprehensive and dynamic campus master plan and space utilization plan that aligns with the goals of the University Strategic Plan and strategic growth initiatives. Provide leadership for a number of large, complex campus construction/development projects including the Central Utility Plant Project (first P3 utility project in the CSU), the Jordan Agricultural Research Center (first privately funded, dedicated research building in the CSU), and Campus Pointe (a 45 acre mixed use P3 project through a long-term ground lease with a local master developer), and the Save Mart Center (a \$103 million privately funded 16,000 seat, on-campus multi-purpose event venue).
- Experience working collaboratively to establish effective external partnerships with other educational sectors (K-12 and Community Colleges) as well as naming rights partners, corporate sponsors, donors, board members. Ability to foster effective town and gown relationships with city, county and state officials/legislators. Key negotiator with multi-million dollar facility naming rights agreements.
- Seasoned high-performing leader who is able to effectively navigate within a large, complex, higher education system. Ability to build effective and collaborative relationships with students, faculty, staff and community leaders in an ever-changing higher education environment. Demonstrated servant leader who "leans in" and is able to anticipate potential opportunities as well as potential unanticipated risks. Energetic leader who thrives in working in a diverse, high-performance environment that strives for excellence and inclusiveness. Effective communicator and problem solver who is strategic, collaborative, innovative and forward-thinking in a transparent and genuine manner that engenders trust and respect in support and advancement of the University's mission and vision. Coach and mentor that fosters both professional development and readiness for career advancement.

**ASSOCIATE VICE PRESIDENT FOR AUXILIARY OPERATIONS &
ENTERPRISE DEVELOPMENT/
EXECUTIVE DIRECTOR**

June 2001 - Present

California State University, Fresno

Reporting directly to the Board of Directors of the California State University, Fresno Association, responsible for providing vision, leadership and strategic direction for various units within Auxiliary Services that include the following operations: Bookstore, Food Services, Housing, Administrative Services (accounting, human resources, legal, and management information systems), and the Save Mart Center. The total annual budget for the Association is approximately \$38 million and includes approximately 100 full-time and 300 part-time staff. Serve as project lead and campus liaison to master developer for Campus Pointe, a 45 acre, \$250+ million public-private mixed use development project. Responsible for working closely with the other university auxiliary boards that receive services from the Association through individual management service agreements. Responsible for overseeing the fiscal management of the California State University, Fresno Association, the California State University, Fresno Foundation, Fresno State Programs for Children, The Agricultural Foundation.

This position is responsible for a breadth of administrative and operational responsibilities including human resources management, financial management, sponsored programs post-award, facilities management, auxiliary capital construction and enterprise development.

ASSISTANT TO THE VICE PRESIDENT FOR ADMINISTRATION August 1998 to June 2001

& SAVE MART CENTER COORDINATOR –
California State University, Fresno

Reporting directly to the University President, responsible for the coordination and development of a \$100+ million multi-purpose, on-campus event center project (known as the “Save Mart Center”). Areas of responsibility include: completion and certification of the final Environmental Impact Report including consultation with various city and state officials; work with the project architect to design a facility within an established budget; coordinate selection of a builder, negotiate a Guaranteed Maximum Price (GMP), and work with legal counsel to develop contract documents; work closely with the bond underwriter, bond counsel, and Chancellor’s Office staff to develop a project financing plan to approval by the CSU Board of Trustees; work with legal counsel to develop and negotiate various corporate sponsorship agreements ranging from \$1 million - \$40 million; coordinate private fundraising and prospect development activities with Campaign Co-Chairs and the Advancement team including provisions for gift agreements; develop and monitor various project budgets including review of all project-related expenditures; ensure on-going consultation and communication with the 26-member Event Center Advisory Committee comprised of students, faculty, staff and the community.

DIRECTOR OF FACILITIES PLANNING

February 1996 to August 1998

California State University, Fresno

Responsible for coordination of overall physical planning and development issues for the campus including planning and construction of all new and remodeled facilities. Manage development of campus physical master plan. Develop and administer University’s Five-Year Capital Outlay and Minor Capital Outlay Programs including both state and non-state funded projects. Duties include evaluation of capital development needs, consultation with various campus committees, and communication of campus priorities to Chancellor’s Office staff. Responsible for the initial planning and coordination of specific capital outlay construction projects including the Smittcamp Alumni House and the Downing Planetarium. Duties include coordination of project architect and building committee to ensure project is within scope, budget, and schedule. Supervise and manage office staff.

INTERIM DIRECTOR OF FACILITIES PLANNING

May 1995 to February 1996

California State University, Fresno

Responsible for coordination of overall physical planning and development issues for the campus including planning and construction of all new and remodeled facilities. Manage development of campus physical master plan. Develop and administer Five-Year Capital Outlay and Minor Capital Outlay Programs. Duties include evaluation of capital development needs and communication of campus priorities to Chancellor’s Office staff. Administer specific capital outlay construction projects.

FACILITIES PLANNER

September 1994 to May 1995

California State University, Fresno

Responsible for developing program justifications for inclusion in the University’s Major Capital Outlay Program. Work with academic schools and departments to develop justifications for new projects in order to meet academic requirements. Responsible for group II equipment budget for capital outlay projects. Responsible for updating and managing University’s space and facilities database (SFDB)

ASSISTANT FACILITIES PLANNER

California State University, Fresno

July 1988 to September 1994

Assist in development of program justifications for new facilities to be included in the University's Capital Outlay Program. Generate various project management and space analysis reports.

EDUCATION

- Management Development Program, June 1998, Harvard Graduate School of Education
 - Master's Degree in Business Administration, May 1994, California State University, Fresno
 - Bachelor of Science, Business Administration (Emphasis: Marketing & Management), May 1988, California State University, Fresno
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PROFESSIONAL & SERVICE ORGANIZATIONS

- National Association of College and University Business Officers (NACUBO)
- National Association of Auxiliary Services (NACAS)
- Auxiliary Organization Association (AOA)
- Phi Kappa Phi Honor Society
- St. Paul Armenian Apostolic Church Parish Council Member
- Fresno State Alumni Association – Lifetime Member
- Fresno Chapter of Delta Gamma Alumnae

AWARDS

- 2002 Top 10 Professional Business Women – Award Recipient
- 2008 NACUBO Rising Star Award
- 2014 Stakeholder Champion – California Small Business Development Corporation (SBDC)
- 2020 Fresno Compact, Dr. Harold Haak Award, for excellent work building partnerships with businesses in the community.
- 2021 Top Dog Alumni Award – Craig School of Business