



# DR. PAUL LEMON

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## INTRODUCTION

An experienced higher education administrator, Dr. Paul Lemon engages and empowers faculty and staff—through shared vision and objectives—to advance the gospel and fulfill the mission of the college in excellence and a spirit of unity. Through this style of leadership, he crafts biblically grounded, creative, effective solutions in an environment where Christ Jesus is glorified, colleagues are valued, and students thrive.

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## UNIQUELY QUALIFIED TO ADVANCE YOUR MISSION

- Since 2010, Dr. Lemon has led three Christian liberal arts colleges to strengthen academic programs and curriculum, and to expand opportunities and resources for students and faculty. He spearheaded multiple accreditation visits, scheduled classes, evaluated transcripts, advised students, taught courses, recommended hires, managed budgets, reviewed assessment, and coordinated future planning. In addition to his experience, he has earned a doctorate in ministry leadership, and completed degrees in music, business, and education.
- Although driven to accomplish the mission, Dr. Lemon is a thoughtful academic leader with the experience to bring people along as they craft solutions. He is a designer of websites, college-level curriculums, accreditation self-studies, and strategic plans, as well as a builder of campers, sheds, and skoolies. He loves to take long rides on his motorcycle, camping in his skoolie, and traveling across the country to connect with colleagues. Finally, he has lived in rural West Virginia and southern Illinois, the suburbs of Washington DC, Fort Worth, and Nashville, and the urban downtown of Chicago.
- In sum, in a world that is constantly changing, Dr. Lemon bring a wide variety of life experiences to the table—experiences that make him a stronger leader and one who is uniquely qualified to inspire our people and lead them to excel.

## EDUCATION

- **DOCTOR OF MINISTRY (D.MIN.), 2020**  
*Midwestern Baptist Seminary, Kansas City, MO*
- **MASTER OF BUSINESS ADMIN (MBA), 2020**  
*Western Governors University, Salt Lake City, UT*
- **EDUCATIONAL SPECIALIST (ED.S.), 2014**  
*Liberty University, Lynchburg, VA*
- **MASTER OF MUSIC (M.M.), 2007**  
*Southwestern Baptist Seminary, Fort Worth, TX*
- **BACHELOR OF ARTS IN MUSIC (B.A.), 2004**  
*Moody Bible Institute, Chicago, IL*

## MINISTRY

- **WORSHIP PASTOR, 2018–2020**  
*Three Rivers Fellowship, Waverly Tennessee*
- **WORSHIP PASTOR, 2015–2017**  
*First Baptist Church, Jonesboro, Illinois*
- **MINISTER OF WORSHIP & MEDIA, 2008–2014**  
*Third Baptist Church, Marion, Illinois*
- **MINISTER OF MUSIC, 2006–2008**  
*First Baptist Church, Lillian, Texas*

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## ACADEMIC LEADERSHIP

### DEAN OF REGISTRATION SERVICES

*Bluefield College / Bluefield Virginia / 2020–present*

As Dean of Registration Services, Dr. Lemon oversees the registration services of the college, with primary focus on creating an integrated experience that joyfully serves students, and efficiently connects student registration with other vital academic and financial services. In his role, he:

- ✓ oversees student registration, course scheduling, student advising, transcript release, and graduation;
- ✓ coordinates the development of long range and strategic planning within registration services;
- ✓ annually assists in the review and update of institutional academic publications, including the academic calendar and catalog;
- ✓ coordinates with financial aid and student accounts to verify enrollment and provide timely, accurate reporting of census data and changes in student academic standings; and
- ✓ assists in institutional reporting to IPEDS and various other reporting agencies as needed.

### DEAN OF ACADEMICS AND CHIEF ACADEMIC OFFICER

*New College Franklin / Franklin Tennessee/ 2017–2020*

As the Dean of Academics and Chief Academic Officer at New College Franklin, Dr. Lemon oversaw the day-to-day operations of the college, with primary focus on academic administration, institutional advancement, and strategic planning. In his role, he:

- ✓ coordinated the academic program, including course development, course scheduling, student advising, faculty recruitment;
- ✓ led the faculty in regular reviews of student progress and the curriculum;
- ✓ coordinated the accreditation process;
- ✓ coordinated the development of long range and strategic planning;
- ✓ developed and regularly implemented direct and indirect measures of assessment institution-wide;
- ✓ championed initiatives in student services and student government;
- ✓ annually reviewed and updated institutional publications, digital and print;
- ✓ coordinated the library reorganization, relocation, and expansion; and
- ✓ redesigned the budgeting process to better accommodate actual needs.

### ASSESSMENT, STRATEGIC PLANNING, DEAN OF RECORDS

*Morthland College / West Frankfort Illinois / 2010–2016*

For six years at Morthland College, Dr. Lemon was integral to much of the academic, assessment, student life, and policy aspects of the institution. In his roles, he:

- ✓ coordinated the academic programs, including course and program development, scheduling, assessment and evaluation of faculty and programs, faculty recruitment, and taught music courses;
- ✓ developed the online program and oversaw its administration;
- ✓ coordinated academic records, transcript evaluations, and the student management system;
- ✓ supervised academic and student services personnel;
- ✓ chaired the Council of Institutional Research & Strategic Planning and coordinated its initiatives;
- ✓ spearheaded two accreditation self-studies and site visits earning accreditation and the addition of two new degrees;
- ✓ crafted most of the publications, digital and print, and led the annual review of all policies, including those regarding student life and financial aid; and
- ✓ coordinated institutional reporting to IPEDS/Clery Act, IBHE (state), TRACS (accreditors).

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## DISSERTATION & OTHER WORKS

● *Enhancing Ministry Participation and Effectiveness Through Training in Personality Differences.* (2020) The purpose of the project was to enhance ministry participation and effectiveness by training leaders in the value and differences of personalities and equipping them to motivate and engage members through these personality differences.

● *An Analysis of Choral Works of Tschesnokoff, J.S. Bach, Brahms, Saint Saens and others.* (2007) Presented to Southwestern Seminary in partial fulfillment of the M.Mus.

### ACADEMIC PAPERS

Baptism: A Paper (December 2015)

Discerning the Will of God: A Paper (August 2015)

Providing Support for Students with Dyslexia in the Small College Setting (March 2014)

Implied Curriculum: A Paper (February 2013)

Quality of Quality of Education and Motivation: A Research Project (May 2011)

Contemporary Issues Paper (February 2011)

Music Educators and Developmental Psychology: A Paper (July 2010)

● *\*\*All of these works are available at <http://www.paullemon.org/research-documents/>*

## FACULTY

### Graduate Hours

- ✓ Music (Conducting, Philosophy, History, Theory) | 38 Graduate Hours
- ✓ Education (Curriculum and Instruction) | 33 Post Graduate Hours
- ✓ Theology/Ministry (including Leadership) | 24 Graduate/Post Graduate Hours + 12 Dissertation Hours

### Courses Taught

- ✓ Music Appreciation | 3 Semesters in Traditional and Online
- ✓ Introduction to Socratic Logic | 3 semesters in Traditional Classroom

## ADDITIONAL ACADEMIC EXPERIENCE

● **Accreditation** | In addition to coordinating four successful self-studies and site visits for his own institutions, Dr. Lemon also serves as a peer reviewer for the Transnational Association of Christian Colleges and Schools (TRACS) and has reviewed twelve institutions for candidacy or accreditation.

● **Financial Aid Training** | To better understand the policies, procedures, guidelines, and pitfalls of Title IV funding, Dr. Lemon attended and participated in three extensive federal financial aid training conferences.

● **Student and Exchange Visitor Program** | Dr. Lemon has completed the SEVP Training for Designated School Officials and has a basic understanding of requirements for acceptance of international students.

## TECHNOLOGY SKILLS

● MS Office: Word, Powerpoint, Excel; Adobe: InDesign, Photoshop, Audition, PremierePro; Wordpress; HTML/CSS; Apple OS (Mac), iOS (iPad & iPhone); Windows 10; SMS Populi; LMS Moodle and Populi; ProPresenter; OBS; Jenzabar.