

Liberty L. Heidmann
605 Ross Avenue
Wausau, WI 54403
(608) 335-0615
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Education

Master of Arts- American Indian Studies
University of Arizona

May 2004
Tucson, AZ

Bachelor of Arts - English; Certificate - American Indian Studies
University of Wisconsin-Madison

August 2001
Madison, WI

Professional Experience

Workforce Services Director

North Central Wisconsin Workforce Development Board

April 2025-present
Stevens Point, WI

- Direct all Workforce Innovation & Opportunity Act (WIOA) Title 1 programs and manage subcontractors to ensure compliance with local, state, and federal standards.
- Oversee One-Stop Operator functions, including contract execution, job center MOU processes, and coordination of partner training and onboarding.
- Develop innovative service designs and training strategies with technical colleges and partners to expand resources and improve workforce outcomes.
- Lead program monitoring and evaluation, including regular meetings with providers, data management, and facilitation of state and internal audits.
- Contribute to grant writing, policy development, and strategic planning to enhance organizational capacity and service delivery.

Advising Supervisor

Student Services-Northcentral Technical College

July 2024-January 2025
Wausau, WI

- Provided leadership and supervision to a team of Student Success Advisors.
- Implemented and assessed delivery of comprehensive academic advising services to students, using data to ensure high quality, accessible, and effective advising.
- Collaborated with faculty, resource staff, and other support staff to ensure effective student referrals to academic and non-academic resources.
- Continued project management of Title III grant, career advising, and academic advising.

Project Manager/Career Advisor

Student Services-Northcentral Technical College

February 2021-July 2024
Wausau, WI

- Applied project management processes to ensure successful implementation of Title III grant award.
- Collaborated with Institutional Research, Student Success Advisors and faculty to plan, implement, and assess promising intervention strategies, including text messages, e-mails, face-to-face, and group interactions.
- Provided career advising to all students including career exploration, assessment of vocational strengths, career interests, and goal setting.
- Provided academic advising to Undeclared program students.
- Maintained career exploration tool *Focus 2 Career*.

Student Success Advisor

Virtual College/Student Services-Northcentral Technical College

April 2018-January 2021
Wausau, WI

- Advised students in face-to-face and virtual Human Services and Substance Use Disorders programs. Also advised other fully online programs through Virtual College.
- Monitored student progress in coursework and their program overall. Conduct outreach to each student to discuss this progress on a regular basis and develop plans for improvement where needed.
- Provided case management to students, focusing on at-risk students. Case management included individual meetings, assisting with required/elective course selection, prerequisites, recommended credit load, monitoring grades, tutoring/resource referrals, and monitoring progress towards graduation.
- Facilitator for fully online New Student Orientation.

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Continued

Career Outreach Coordinator | Employer Relations

October 2015-April 2018

Academic and Career Advising Center-University of Wisconsin-Stevens Point

Stevens Point, WI

- Met with students on an individual basis to provide career counseling, information on internships and career options, and assist with employment/graduate school searches.
- Engaged in one-on-one contact with prospective employers through personal visits, telephone, direct mail correspondence, and electronic communications.
- Primary coordinator for the Central Wisconsin Collegiate Job Fair and other on-campus career events. Tasks included event planning on the University of Wisconsin-Stevens Point campus and coordination of registration system used by employers.
- Conducted presentations and outreach to increase awareness of office services and provide career development information addressing student needs.
- Maintained career and internship database *Handshake*.

Academic Advisor

March 2008-October 2015

Student Affairs-University of Wisconsin-Stevens Point at Wausau

Wausau, WI

- **TRiO Advisor, August 2009-October 2015** -Conducted one-on-one and small group advising and resource sessions.
- **Probation and Intrusive Advising, September 2011-2013**-Created protocol and guidelines to work with students placed on academic probation through intrusive advising techniques.
- **Returning Adult Advisor, March 2008-2013**
- **UW-Platteville College of Engineering-Collaborative Degree Program-November 2008-2013**-Assisted prospective and current UW-Marathon County students with course transfer and selection appropriate to complete a Bachelor of Science degree in either Mechanical Engineering or Electrical Engineering.
- **Scholarship and Awards-November 2008-2013**- Coordinated the scholarship application, selection of scholarships, and contacts with outside donors regarding scholarship selection or slate of candidates.
- **Interim Veterans Certifying Officer, December 2009-February 2011**-Assisted returning armed forces students in the application and certification of their educational benefits including the Post 9/11 GI Bill.
- **UW-Stevens Point College of Business Collaborative Degree Program Advisor, November 2008-August 2009**-Assisted prospective and current UW-Stevens Point at Wausau students with course transfer and selection appropriate to complete a Bachelor in Business Administration degree through a collaborative program with UW-Stevens Point.

Transfer Admissions Advisor

August 2004-March 2008

Undergraduate Admissions- University of Wisconsin-Madison

Madison, WI

- Advised and counseled prospective transfer students, parents, and staff at sending institutions about opportunities at UW-Madison, drawing on in-depth knowledge of university academic programs, research opportunities, student services, housing, financial aid, scholarships, student organizations and other pertinent resources.
- Evaluated transfer credit for new incoming transfer students, newly matriculated freshman, currently enrolled UW-Madison students and re-entry students returning to UW-Madison.
- Evaluated transfer admission applications within the context of undergraduate admission standards, enrollment management policies, specific school/college degree requirements, and academic program selection standards.
- Represented the university in outreach/recruitment activities and college fairs for transfer students (and occasionally for freshmen) along with on-campus recruiting initiatives.

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Teaching Experience

Substitute Teacher
Wausau School District

March 2025-June 2025
Wausau, WI

Course Creator/Adjunct Instructor-Native American History (10-803-114)
Northcentral Technical College

April 2024-December 2024
Wausau, WI

Introductory asynchronous online course focusing on Native American history from the pre-Columbian era to the present. Topics include origins, cultures and spirituality, economics, interactions with Euro-Americans and the US government (including removal and assimilation), alliances and rivalries, military strategies, native leadership, and tribal sovereignty. Explores the connections between native history and current affairs, with emphasis on native voices.

Adjunct Instructor-College 101 (10-890-165)
Northcentral Technical College

August 2021-December 2024
Wausau, WI

First semester asynchronous online course that examines proven strategies designed to help learners achieve greater personal, academic, and professional success. Learners will apply personal responsibility thinking and behaviors; self- management, awareness, and motivation strategies; as well as interdependence skills to develop a proactive life plan.

Adjunct Instructor-First Year Seminar: First Generation College Students (LEC 100)
University of Wisconsin-Stevens Point at Wausau

August 2012-May 2015
Wausau, WI

First semester course that helps students make the transition to college by promoting active learning as well as student involvement and responsibility in the learning process, assisting students in the development of life management skills, and engaging students on campus.

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Professional and Community Activities

North Central Community Services Program Board (2023-present)-North Central Health Care, Wausau, WI

Criminal Justice Coordinating Council member (2021- present)- Marathon County, Wausau, WI

Wisconsin Indian Education Association (WIEA) member (2019-present)- Shawano, WI

Community Conferencing Program volunteer (2012-2020)- Marathon County District Attorney's Office, Wausau, WI

Wausau Area Montessori School Governance Council (2018-2020)- Wausau, WI

Victim Advocate volunteer (2017-2019)- The Women's Community, Wausau, WI

Board of Directors-The Neighbors Place (2013-2019)- Wausau, WI

Presentation: "The Lowdown on LinkedIn" Hype: Promoting Young Professionals in Central Wisconsin. Part of YP (Young Professionals) week, Thursday April 29, 2017, Wausau, WI

Volunteer, Wausau Events, Inc. (2011-2015)- Wausau, WI

Multicultural Resource Center Board member (2009- 2015)- UW-Marathon County, Wausau, WI

Presentation: "Academic Success is our Success: Intrusive Advising and Retention Programs at UW-Marathon County" UW Colleges Colloquium, May 23rd, 2012, UW-Fox Valley, Menasha, WI

EATS (Educational Assistance Through Scholarships) volunteer (2009-2015)- UW-Marathon County, Wausau, WI

Multicultural Awareness Workshop Facilitator for UW Colleges and UW-Extension (2009-2011)- UW-Marathon County, Wausau, WI

UW Colleges/UW-Extension Chancellor Search and Screen Committee (2010)- UW-Marathon County, Wausau, WI

Awards and Certifications

Mental Health First Aid (MHFA) trainer- February 2020

Global Career Development Facilitator (GCDF) Certification-April 2018

Myers-Briggs Type Indicator Certification-August 2016

"20 Under 40" 2015, Daily Herald Media-November 2015

UW Colleges/ UW Extension Chancellor's Award for Excellence, TRIO Success Team - August 2015