

Community College Leadership

Executive EXPERIENCE

PRESIDENT

**Brandon Campus, Hillsborough Community College
Hillsborough Community College District
Majority/Minority College and Hispanic Serving Institution
Tampa, Florida
January 2015 to present**

Responsibilities for the College district:

- Lead, direct and supervise administrators, faculty and staff of the Brandon Campus
 - \$25M Budget
 - Annual enrollment of 20,000+ students
 - Over 13 thousand unduplicated students
 - 300+ staff, full-time faculty and adjunct faculty
 - 82 acre campus
 - Home of Florida Advanced Technology Education Center (FLATE)
 - Multi-million NSF funded center dedicated to STEM advancement
 - Home of the Manufacturing Alliance for the College
- Provide leadership and complex administrative support to the College President to accomplish the College mission, vision and goals.
 - Member of President's Executive Cabinet
 - Leadership and completion of the Brandon Campus section of the College Strategic Plan
 - Co-Chair Online Education Task Force
 - Co-Chair Academic and Administrative Reorganization Task Force
 - Strategic Enrollment Management Steering Committee

ACTING PRESIDENT

**East Campus, Pima Community College
Pima County Community College District
Hispanic Serving Institution
Tucson, Arizona
March 2012 to July 2012**

Responsibilities for the College district:

- Lead, direct and supervise
 - Administrators, faculty and staff of the East Campus
 - \$12M budget
 - 47 full time faculty, 150 adjunct faculty
 - 60 staff

- Provide complex administrative support to the Chancellor and district wide leadership to accomplish the College mission, vision and goals.
 - Member of Chancellor's Cabinet
 - Leadership and completion of College Plan Action Items
 - Appointed to the Economic and Workforce Development Commission of the American Association of Community Colleges

VICE PRESIDENT, STUDENT DEVELOPMENT
East Campus, Pima Community College
2009-2015

As Vice President of Student Development, responsibilities include those for the district and the campus.

For the District:

- Lead, develop and implement Workforce Development Initiatives (reporting to the Chancellor)
 - College partnership with Grainger™
 - C4 Initiative with Goodwill Industries of Southern Arizona
 - Back To Work (BTW) 50+ grant from AARP and Walmart Foundations in partnership with the American Association of Community Colleges (AACC)
 - Encore Plus 50 grant from AACC
 - Developing regional partnership with National Laboratory for Educational Transformation (NLET), Pima Community College, Pima County Workforce Investment Board, local industry and other educational partners
- Lead develop and implement College Plan Initiatives, Strategies and Actions:
 - Co-Chair Program Review and Redesign of Student Development and Services
 - Developmental Education Redesign Team
 - \$2.5 M approved by Board of Governors for institutional strategic change, May 2014
 - College Strategic Enrollment Management Team
 - 2011-13 College Plan
 - Improve the Overall Success of Student Learning/ Assess Program Effectiveness
 - Outcome Executive Summary and Plan completed on May 31, 2012.
 - Approved by PCC Board of Governors, August 2012
 - Improve the Overall Success of Student Learning/Ensure consistency in instructional support processes college-wide
 - Outcome: Executive Summary and Plan of Benchmark Study completed May 31, 2012
 - Approved by PCC Board of Governors for implementation, August 2012
 - 2008-11 College Plan
 - Redesign of Student Services
 - \$1.2M redesign and remodel of student service areas to comprehensive Student Service Centers at all campus locations.
 - Development and implementation of a teaching and learning model of student self-efficacy

- One College model of services, processes and procedures
- Lead and coordinate:
 - Assessment and Instructional Testing procedures and training for staff across the district (2008 to present)
 - ETS *Proficiency Profile* Research Study (2011), results of national study published October, 2012.
- Lead, direct and supervise ADA administration for students and services provided by Disabled Student Resources Program and staff through August 2010. This area has a \$3M annual budget and approximately 30 professional and hourly staff. Key accomplishments include, increased and standardized the delivery of services across the district, development and implementation of new services in assistive and adaptive technologies, introducing the concept of Universal Design to instructional implementation and planning.
- Member of District administrative/executive implementation teams
 - Pima Community College *Preparation Academy* Executive Implementation Team (2011 to 2013) created a non-credit, sustainable model for students previously placing into the lowest level tier of developmental education courses. The Academy is at six campus locations and integrates Instruction, Instructional Support and Student Services. Served 2300 students in the 2012-13 year and began its implementation in March 2012 with existing College funding
- District Committee Membership
 - Diversity Committee (July 2013 to present, Chair 2014-15)
 - East Campus Developmental Education Committee (July 2014 to January 2015)
 - Enrollment Management Committee (May 2014 to January 2015)
 - Strategic Planning Committee (July 2014 to January 2015)
 - Faculty Hiring Task Force (June 2014 to June 2015)
 - Developmental Education Redesign Initiative (June 2013 to June 2014)
 - HLC Steering Committee (April 2013 to January 2015)
 - Administrative Sponsor of HLC Self-Study Committee (April 2013 to January 2015)
 - Co-Chair College Student Services Review (June 2013 to June 2014)
 - Co-Chair College Student Services Review Implementation (June 2014 to January 2015)
 - College Planning Committee (July 2012 to present)
 - Student Development Administrative Team for 2009-2010 Higher Learning Commission Reaccreditation (10 year accreditation)
 - Academic Calendar Committee (2008 to present)
 - Ad Hoc Team for Veteran's Needs and Services (2010-present)
 - Outcome improved and streamlined procedures for Veterans; improved transfer and integration with the University of Arizona; led to the establishment of a Veteran's Service Center at the Downtown Campus.
 - College Events Committee (2008-09)

For the East Campus (enrollment 7200 students, \$12M annual budget, 47 full-time faculty, 165 adjunct faculty)

- Member of President's Executive Team responsible for campus administration and oversight
 - Capital improvements completed in 2014 included the remodel and relocation of Student Life and Government and Disabled Student Resources; an approved capital project will begin in 2014-15 to improve the Assessment and Instructional Testing Center. This Center delivers over 20,000 instructional tests and 8,000 basic skills assessment per year.
- Administrative leader of the 2014-17 East Campus Strategic Plan
- Lead, direct and supervise Student Services Center (SSC) faculty, staff and budget (\$2M+ annual budget; Staff of 25 comprised of Counseling Faculty, professional and hourly employees)
- Lead, administer and supervise staff, programs and activities of *Project SOAR*, \$1.2 M SSS/Trio grant for students with disabilities (\$225K annual budget, 1 professional and two hourly staff)
- Lead, direct and implement:
 - Student Retention activities
 - *Adelanté*, Hispanic Male Initiative and Research Project, funded by the Helios Foundation
 - Workforce Readiness and training through Health Professions Opportunity Grant and Logistics and Supply Chain Management, Administration of Justice
 - Transfer partnerships with state and out-of state college and universities
 - Community and K-12 outreach and development
 - Developed and implemented a partnership with Santa Rita High School. Outcomes included an on-site College Coach and GED Testing
 - Improved dual enrollment services and opportunities for K-12 students
 - Career awareness presentations in K-12 target schools
 - Vice President and Board Member, Marana Health Community Health Care
 - Community Advisory Board Member, African American Student and Equity Services, Tucson Unified School District
 - Student Code of Conduct policy and procedures
 - Training for full-time and adjunct faculty on classroom management
 - Increased education and awareness of populations with mental health concerns.

VICE PRESIDENT, STUDENT DEVELOPMENT
VICE PRESIDENT, STUDENT LEARNING SUPPORT SERVICES
West Campus, Pima Community College
2008-2009

Responsibilities for the College district:

- Lead, direct and supervise
 - ADA administration for students and services delivered by Disabled Student Resources professional and hourly staff at all College locations
 - International Student Services and professional and hourly staff
 - Professional staff, programs and activities of PROGRESS! (re-entry program for disadvantaged adult populations)

- Chair, Academic Calendar Committee

Responsibilities for the **West Campus** (12,000 credit student enrollment)

- Member of President's Executive Team responsible for campus administration and oversight.
- Lead, direct and supervise
 - Counseling, Counseling Faculty, Student Success Curriculum and Master Schedule; Assessment and Instructional Testing Center and staff; Student Life Coordinator and staff
 - K-12 and Community Outreach programs and services
 - Student Code of Conduct and Discipline
- Lead, direct and administer programs for first generation, low income student populations:
 - GEAR-UP
 - Raytheon Scholars (Engineering degree and Internship program with Raytheon Missile Systems)
 - League of United Latin American Citizen (LULAC) Youth Leadership Conference serving 3500 students grade 6-12
 - Collaborated with African-American community to develop the "Rallying the Village" leadership conference

**DEAN of STUDENT DEVELOPMENT (title change to Vice President in 2008)
West Campus, Pima Community College
2002-2008**

- Provide leadership, direction and administration for campus of as part of the President's Executive Team. Among the outcomes were:
 - Completion of the new Student Services facilities, linking two buildings and floors.
 - Major renovation of the Health Related Professions building that expanded the Nursing and Radiology programs.
 - Renovation of space to expand the bookstore, improve a middle college and to an open community health care clinic

OTHER EXPERIENCE

**DIRECTOR, ENROLLMENT SERVICES AND REGISTRAR and ACTING VICE CHANCELLOR
ENROLLMENT SERVICES AND EXTERNAL RELATIONS (July-Aug 2001)
Pima County Community College District
1996-2002**

INTERIM COLLEGE REGISTRAR
Pima County Community College District
1994-1996

ADJUNCT FACULTY
West Campus, Desert Vista Campus, Pima Community College
1994-1996

DIRECTOR OF ADMISSIONS
West Campus, Pima Community College
1992-1994

ENROLLMENT MANAGER
Indiana Vocational Technical State Community College, Region 07
Terre Haute, Indiana
1991-1992

MANAGER OF SPECIAL PROJECTS, for VICE-PRESIDENT/CHANCELLOR
Indiana Vocational Technical State Community College, Region 07
1989-1991

CONSULTANT, GENDER EQUITY PROJECT
Vigo County School Corporation
Terre Haute, Indiana
1989-1991

CAREER COUNSELOR
Indiana Vocational Technical State Community College, Region 07
1985-1989

ADJUNCT FACULTY, 1984-85
Indiana Vocational Technical State Community College, Region 07

□ EDUCATION AND REALTED TRAINING/SPECIAL SKILLS

- Ed.D. Educational Administration, Community College Leadership Program University of Texas at Austin, December 2010
 - Treatise *A Profile of Minority Male Achievement: A Quantitative Case Study of Data from academic years 2008-09 and 2009-10 at Pima Community College*
 - Awarded Colvert Scholar, Gleazer Scholar, The University of Texas, at Austin
- Master of Science, Agency Counseling, Indiana State University, 1990
- Bachelor of Science, Psychology, Indiana State University, 1983
- Training, Certifications and Skill Sets:
 - 1) Thomas International Certification, 2008
 - 2) Executive Leadership and Management Institute at Stanford, 1999
 - 3) National Leadership Institute, 1991
 - ADA Administration
 - Community Organization and Partnership Development
 - Economic and Workforce Development
 - Enrollment Management
 - Fund Raising
 - Grant Development and Administration
 - Faculty/Staff Development and Evaluation
 - Leadership Development and Training
 - Phi Theta Kappa Leadership and Certification Training
 - Programs Development for Disadvantaged Students
 - Program Review and Evaluation
 - Student Information Enterprise Systems
 - Strategic Planning and development of Accountability Standards
 - Teaching
 - Universal Design and Instructional Technology for Disability Accommodation

COMMUNITY & PROFESSIONAL INVOLVEMENT

SELECTED PRESENTATIONS

- 2019, Workforce Development Institute, American Associations of Community Colleges, San Diego
- 2015, American Association of Community Colleges, Chicago
- 2013, League of Innovation, Dallas, Texas

- 2012, Association of Community College Trustees, Annual Leadership Congress, Boston, October 10-13
- 2012, Corporate Futures Forum, American Association of Community Colleges AACC and Cengage Learning, July 10
- 2011, American Association of Community Colleges (AACC) National Meeting, April 9-12
- 2007 League for Innovation Conference, New Orleans, March 3-6
- 2006 Arizona Association of Academic Affairs, Occupational Administrators and Student Affairs Officers Conference, Tucson, Arizona, Nov 30-12 1
- 2006 Southwest Association for Developmental Education, 12th Annual Conference, Tucson, Arizona, November 3rd
- 2006 AACC National Meeting, Long Beach California, April 23rd
- 2006 Pathways to Education Conference & Awards, Arizona Commission for Postsecondary Education and USA Funds, Phoenix, Arizona, April 20-21st
- 2005 American Council on Education, "Educating All of One Nation" Conference, Phoenix, Arizona, October 6-8

COMMUNITY ORGANIZATIONS, BOARDS and ACTIVITIES

- Greater Brandon Chamber of Commerce, Board of Directors (July 2015 to present)
 - Leadership Brandon, 2016
 - Chair Government and Economic Advisory Council (2016-17, 2017-18)
 - Chair of the Board, January 2019 to January 2020
- Brandon Foundation, Board of Directors, First Vice President (August 2015 to July 2018), Honorary Member, Board of Directors (July 2018 to present)
- Brandon Community Advantage Center, Board of Directors (July 2015 to Present)
- Manufacturing Alliance of Hillsborough County, (January 2015 to Present)
- YMCA Advisory Board, Brandon, FL, (January 2015 to January 2016)
- MHC Health Care, Board of Directors, Tucson, Arizona
 - President 2015
 - President-Elect, 2014-15
 - Vice President and Secretary, 2013-14
 - Board Member, 2010-2013
- Workforce Investment Board Planning Committee (August 2014 to January 2015)
- Rotary International, Brandon, Florida, Tucson, Arizona and Terre Haute, Indiana, (November 2018 to present, 2012 to January 2015 and 1989-1992; 1994-1996)
- Women Leading United (2012 to January 2015)
- University of Arizona Art Partners, Tucson, Arizona (2012 to 2014)
- Community Co-Chair, League of United Latin American Citizens (LULAC) Educator's Banquet, Tucson, Arizona (2009 to present)

- President's Diversity Council, Disability Advisory Board, University of Arizona (2008-2010)
- Co-Chair, Rallying The Village community group, Tucson, Arizona (2008)
- Community Co-Chair LULAC Youth Leadership Conference, Tucson, Arizona (2007 to 2010)
- Metropolitan Education Commission, Tucson, Arizona, (2007-2009)
- League of United Latin American Citizens (LULAC), Tucson, Arizona (2003 to 2014)
- Executive Board Opera League, Arizona Opera, Tucson, Arizona, (1997-2006)

PROFESSIONAL ASSOCIATIONS, PAST AND PRESENT

- AACC - American Association of Community Colleges (2012 to present)
- HERDI South Board (2016 to present)
- Commission on Academic, Student and Community Services, AACC (July 2015 to July 2018)
- Commission on Economic and Workforce Development, AACC (July 2012 to June 2015)
- Higher Learning Commission Peer Evaluator (2012)
- ASAA (Arizona Student Affairs Administrators former CSAO - Chief Student Affairs Administrators in Arizona (2002 to present)
 - Co-Chair Arizona Academic Administrators Association Annual Meeting, 2014
 - Co-Chair Arizona Academic Administrators Association Annual Meeting, 2013
 - Includes Academic, Student Affairs and Occupational Administrators
- AHEAD - Association on Higher Education and Disability (2002 to 2011)
- CCID - Community Colleges for International Development (2002-2005)
- NASPA - Student Affairs Administrators in Higher Education
- NAFSA - National Association of Foreign Student Administrators (2002-2008)
- NCSD - National Council for Student Development (2006-2011)
- AACRAO - American Association of Collegiate Registrars and Admissions Officers (1992-2002)

SELECTED HONORS

- Community Service Award, League of United Latin American Citizens, 2014
- Community Service Award, League of United Latin American Citizens, 2012
- Phi Theta Kappa Distinguished Administrator, Hallmark Award, 2009
- Community Excellence Award, Pima County Community College District Board of Governors, 2009 and 2005