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**ADMINISTRATIVE EXPERIENCE**

**Dakota College at Bottineau**

Dakota College at Bottineau (DCB) is one of 11 colleges and universities in the North Dakota University System. DCB is a small, residential community college located in the north central part of the state. It enrolls approximately 1000 students per year and has additional locations in Minot, Valley City, and Rugby.

**Position at DCB**

- **Campus Dean (CEO).** September, 2015 – Present

**Responsibilities:**

- Provide vision and leadership in advancing and implementing the strategic objectives for the campus and system.
- Provide campus level leadership and oversight of the college's administrative and academic units:

**Major college initiatives completed or underway:**

- Led efforts to have DCB included in Higher Learning Commission's Persistence and Completion Academy.
- Launch of College's first ever TRiO program.
- New programs developed including Agriculture, Aquaponics, Hemp Production, Human Resources Management, LEAP, and Medical Sonography.
- Worked with DCB Foundation to begin the launch of a new major capital campaign.
- Working with leaders in community of Minot to establish a postsecondary career and technical education center.
- Leading projects to construct new student/dining center as well as major renovation of Old Main.
- Provided oversight for phase one of project to renovate Nelson Science Center.

### **Colorado Community College System**

The Colorado Community College System (CCCS) is the state's largest system of higher education. The System's approximately 160,000 students are served by thirteen colleges with 35 locations across the state. The System is governed by a nine-member State Board for Community Colleges and Occupational Education (SBCCOE).

#### **Position at CCCS**

- **Provost and Vice President for Academic Affairs.** December, 2013 – September, 2015

#### **Responsibilities:**

- Provide vision and leadership in advancing and implementing the strategic academic objectives for the System.
- Provide leadership and oversight of academic programs and services:
  - o Career and Technical Education at both the community college and secondary school levels.
  - o The Colorado Common Course Numbering System.
  - o Grants development, coordination and monitoring for System-wide grants.
  - o Major System initiatives, including the continued implementation of the Developmental Education Redesign project and the development and implementation of Bachelor's in Applied Science degrees.

#### **Accomplishments:**

- **New and Continuing Initiatives**
  - o Led the development of a process for System colleges to use in developing and seeking approval for Bachelor's of Applied Science (BAS) degrees. The System was granted authorization by the state legislature in 2014 to offer BAS degrees.
  - o Coordinated the System's approval of thirteen new Degrees with Designation (DwDs). DwDs provide the guaranteed transfer of 60 prescribed community college credits to Colorado's universities to insure that students can complete their baccalaureate degrees within 120 credits.
  - o In collaboration with a consultant, conducted a study to determine the feasibility of implementing a stand-alone Honors College for the System.
  - o Assisted the Developmental Education Redesign Team in the selection of a new vendor to design a new instrument for assessing a student's readiness for college level coursework. (Colorado was developing its own assessment tool to replace the Accuplacer.)
- **System Representation and Presentations:**
  - o Panel member for presentation on "What the New Economy Needs Now: Innovation Strategies" at GlobalMindED conference in Denver.
  - o Represented CCCS at Rework American Initiative press conference in Denver. Rework America was a partnership of the Markle Foundation, the State of Colorado, the Colorado Advanced Manufacturing Alliance, LinkedIn and edX.

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- Represented CCCS in Washington, DC at an invitation-only event sponsored by the American Association of Community Colleges and the Kellogg Foundation to discuss new programming in the area of Dental Therapists.
- Represented CCCS in Washington, DC at an invitation-only event sponsored by the Aspen Institute to discuss the reauthorization of the federal Perkins legislation with key House and Senate staffers.
- Panel member at “Energize Denver,” which was an event sponsored by Hispanics in Energy and the American Association of Blacks in Energy to promote opportunities in the energy industry.
- Presented to the SBCCOE on the status of the Developmental Education Redesign and BAS degree projects.
- Invited by the American Council of Education to be part of a 10 member subject expert panel that met in Washington, DC to identify high-demand subject areas for consideration as appropriate for alternative credit pathways.
- Provided testimony on behalf of the CCCS regarding support for a number of workforce bills during the 2015 legislative session.
- Moderated a panel presentation titled For the Love of Learning: New Media Environments at the 2015 WICHE Alliance Conference in Rapid City, SD.

**Pima Community College**

Pima Community College (PCC) serves Pima County, AZ and the Tucson metropolitan area. PCC served over 46,000 headcount students in 2012-2013. The community college district consists of six campuses, a Public Safety and Emergency Services Institute, a site on the Davis-Monthan Air Force Base and several adult education learning centers. It provides instruction in over 170 programs. The college also offers workforce training, non-credit personal interest classes and adult basic education.

**Position at PCC**

- **Provost and Executive Vice Chancellor.** July, 2012-December, 2013

**Responsibilities:**

- Provided vision and leadership in advancing and implementing the strategic academic and student services objectives of the college.
- Provided leadership and oversight of academic programs and services including:
  - Faculty standards
  - Curriculum and articulation services (including dual enrollment)
  - Library services
  - Admissions, records and registration
- Provided leadership and oversight of student support services and other related programs including:
  - Enrollment management
  - Financial aid
  - Athletics
  - Disabled Student Resources

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- Provided leadership and oversight of college-wide functions including:
  - o Planning and Institutional Research
  - o Grants One-Stop Center
  - o Accreditation

**Accomplishments:**

- Accreditation:
  - o Led the work group that submitted an institutional change request for a new site location.
  - o Led the organization and initial implementation of a comprehensive institutional self-study to review all criteria related to accreditation and to address specific accreditation issues and sanctions.
  - o Oversight of two successful Monitoring Reports to the Higher Learning Commission.
- New Initiatives
  - o Leadership role in launching the college's new Online Education Standing Committee, Department Chair Task Force and Internship Task Force.
  - o Led efforts to re-design Developmental Education at PCC.
- Presentations:
  - o Co-presented (along with the University of Arizona Provost) a session related to academic advising to student services staff from PCC and the UofA.
  - o Presentations to the Pima Community College Board of Governors regarding enrollment trends, the Deferred Action for Childhood Arrivals program, Accreditation and Developmental Education.
  - o Presentation to all PCC faculty on current trends in higher education.
  - o Presentations to all PCC student services staff on trends that impact student development and success.
  - o Provided remarks on behalf of PCC at the inauguration of the new University of Arizona President.
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**Minnesota State Community and Technical College**

Minnesota State Community and Technical College (M State) is a four-campus, comprehensive community and technical college serving west central Minnesota. The college currently serves approximately 14,000 students in both credit and non-credit education. M State has been identified by the Aspen Institute's College Excellence Program as one of the nation's 150 best community colleges. M State is part of Minnesota State Colleges and Universities, which is a system of 37 public colleges and universities throughout the state of Minnesota.

**Positions at M State**

- **Executive Vice President and Provost.** 2009 – July, 2012
- **Campus Provost (Moorhead Campus).** 2003 - 2009
- **Campus Provost & Interim Campus Provost (Moorhead and Fergus Falls Campuses).** 2006 - 2007

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**Responsibilities:**

- Served as lead administrator for the Moorhead campus.
- Provided leadership and oversight of all campus academic programs and services, student services, finances and facilities.
- Overall supervision for approximately 100 full-time faculty, 55 part-time faculty and 65 staff.
- Worked with community leaders to assess needs that could be served by the college, including new programs and custom training.
- Led development of campus master facility plan and prepare requests to the state for major capital projects.
- Campus spokesperson for media and legislative contacts and relationships.
- Provided leadership for campus fundraising efforts and assisted with grant writing.
- Served as the accreditation liaison between the college and the Higher Learning Commission.
- Led the college's efforts to implement the AQIP pathway of accreditation.
- Supervised the office of Institutional Research for the college. (2010-2012)

**Accomplishments:**

- Provided leadership to help grow the campus enrollment.
- Full-time faculty increased by almost 40 positions.
- Full-time staff increased by 10 positions.
- Led the campus through a major mission change from a technical college to a comprehensive community and technical college.
- Provided leadership for the implementation of the Associate in Arts degree on the Moorhead campus.
- Assisted with the implementation of new programs.
- Developed industry partnerships with Case New Holland, John Deere and Bobcat.
- Developed partnerships with Minnesota State University Moorhead (MSUM) in the areas of developmental coursework, MSUM housing for M State students, and campus security from MSUM for M State.
- Led the process for securing over \$15 million in funding for five major capital projects on the Moorhead campus.
- Working with the campus facilities director, created a facilities "makeover," which resulted in minor to major changes in almost every area of the campus.
- Student diversity and minority enrollment increased from approximately 5% in fall, 2003 to 15% in fall, 2011.
- Led the process for the college's admission into the Higher Learning Commission's AQIP Pathway for institutional accreditation.
- Led the college's institutional change request to the Higher Learning Commission, and consequent site visit, for approval to offer the Associate in Arts degree as an online program.
- Served as the college's primary spokesperson to television and print media in the Fargo Moorhead community.

**North Dakota State College of Science**

The North Dakota State College of Science is the second oldest community college in the United States, having been founded in 1903. The college serves approximately 3200 headcount students and 2300 FTE students in credit based courses. NDSCS is a comprehensive community college with technical and transfer programs along with residential housing and intercollegiate sports.

**Positions at NDSCS**

- **Vice President of College Outreach.** 2001-2003
- **Interim Director of Outreach & Customized Training and Dean of Technologies & Services Division.** 1999-2001
- **Dean of Technologies & Services Division.** 1993-2001
- **Coordinator of Curriculum and Professional Development.** 1991-1993

**Responsibilities:**

- Developed and implemented a new model for Workforce Training for the southeast quadrant of North Dakota. This new model was mandated by state legislation and provided new funding to expand training services and resources to North Dakota employers. It also required extensive consultation with employers, economic development agencies, city officials and state legislators as well as the formation of a regional Workforce Training Advisory Board.
- Leadership and administrative oversight for all college outreach activities including continuing education, related study programs for apprentices, open enrollment courses and contracts for specialized training for John Deere and Bobcat.
- Leadership and administrative oversight for the Departments of College Marketing, Grants Development, Distance Education, and Tech Prep.
- Leadership and administrative oversight for the newly opened Skills and Technology Training Center in Fargo.
- As dean and interim director of outreach, managed approximately 50 faculty members and 25 staff.
- Provided administrative leadership for 27 technical programs in eight instructional departments.
- Developed proposals for new programs.
- Wrote grant proposals.
- Assisted faculty with curriculum development and professional development projects. - Participated in numerous college and state committees.

**Accomplishments:**

- Successfully launched Workforce Training initiative for the college and southeast quadrant of North Dakota. The Southeast Region was generally the leader in the state for numbers of workers trained and revenue generated.
- Developed effective working relationships with area legislators regarding the Workforce Training Initiative.
- Established a strong regional Workforce Training advisory board.
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**NDSCS Accomplishments (continued):**

- Key leadership role in launching the new Skills and Technology Training Center in Fargo.
- Leadership role in new partnership programs with John Deere, Caterpillar, Haas Automation and the North Dakota Automobile Dealers' Association.
- Leadership role in developing and implementing the Building Construction, Caterpillar "Think Big," John Deere Ag Parts, Mental Health Care Associate, and Pharmacy Technician programs.
- Assisted with securing a building donation from a major manufacturer of pre-engineered steel structures, which became the home of the new Building Construction program.
- Working cooperatively with other college academic dean, developed a shared vision for all instructional programs and created a more collegial culture for all faculty.
- One of six faculty and staff members who trained all NDSCS faculty and staff regarding continuous quality improvement in higher education.
- Facilitated training sessions for all two-year college faculty in the state of North Dakota as part of a Bush grant for professional development.
- Assisted with the implementation of a college-wide system for curriculum development.
- Worked with regional technology center to develop the "Governor's School for Technology" on the NDSCS campus.

**HIGHER EDUCATION TEACHING EXPERIENCE**

**Adjunct Faculty Member**

- **Valley City State University, Valley City, ND.** 1994 – 2012
  - o History, Philosophy and Practices of Vocational & Technical Education
  - o Developing and Managing Competency Based Instructional Materials
  - o Student Performance Evaluation in Career and Technical Education
  - o Methods for Teaching Career and Technical Education Subjects
- **North Dakota State University, Fargo, ND.** 1997 & 2006
  - o Institutional Quality Control
  - o Adult Agricultural Education Programs
- **University of Minnesota, St. Paul, MN.** 1989-1992
  - o Advising Vocational Student Organizations
  - o Philosophy and Practice of Vocational Education

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**Riverland Community and Technical College (formerly Austin Technical College and Austin Community College), Austin, MN.** 1984-1986

- **Postsecondary Agriculture Instructor and Department Leader**

Taught technical and transfer courses to students enrolled in Agribusiness, Farm Management and Agricultural Mechanics. Provided administrative leadership for the

program, which was newly implemented at the college. Also served as a member of Marketing and Equity Committees. Assisted in teaching several adult courses. Worked with University of Minnesota on special project to market agriculture programs in the state of Minnesota.

**Dakota College at Bottineau (formerly North Dakota State University – Bottineau, Bottineau, ND.** 1983-1984

- **Postsecondary Agriculture Instructor**

Taught technical and transfer courses to students enrolled in agriculture and agribusiness programs. Also taught several adult courses. Served as advisor to students enrolled in agriculture programs and also as advisor to agriculture student organization.

**EDUCATION**

**Ph.D., Education**, University of Minnesota, Minneapolis/St. Paul, MN.

**Master of Science, Agricultural Education**, North Dakota State University, Fargo, ND.

**Bachelor of Science, Agriculture**, North Dakota State University, Fargo, ND.

**General education and transfer courses**, North Dakota State University/Bottineau, Bottineau, ND (now Dakota College at Bottineau).

**PUBLICATIONS/PRESENTATIONS**

Presentations to DCB, CCCS and PCC faculty and staff regarding trends in higher education, student services and advising. Often interviewed by Tucson television stations for updates on accreditation issues related to the college. Numerous presentations to local organizations regarding Minnesota State Community and Technical College, and community colleges in general, while at M State. Frequently called on by newspaper and television media in the Fargo Moorhead region regarding issues related to community colleges.

Have published articles in professional publications and journals and also made presentations at regional and national conferences. (A number of these publications and presentations were refereed.) Major themes of the articles and presentations were institutional excellence and administrative leadership.



**PROFESSIONAL/COMMUNITY AFFILIATIONS AND/OR ACTIVITIES**

**Member**, Turtle Mountain Kiwanis Club

**Member**, St. Mark's Church Strategic Planning Committee

**Member**, Bottineau Economic Development Corporation

**Member**, Association for Career & Technical Education

**Member**, North Dakota Association for Career and Technical Education

**Member**, Colorado Association of Career & Technical Administrators

**Member**, General Education Council (a committee of the Colorado Department of Higher Education)

**Member**, Academic Council (a committee of the Colorado Department of Higher Education)

**Executive Committee**, Western Alliance of Community College Academic Leaders, Western Interstate Committee for Higher Education (WICHE)

**Member**, Arizona Transfer Steering Committee (State-wide committee that oversees collaboration in the articulation and transfer of courses from community colleges to universities.)

**Member**, Arizona Academic Administrators Association

**Member**, University of Arizona P-20 Council

**Member**, Bioscience Education and Research Work Group (System-wide committee for Minnesota State Colleges and Universities)

**Member**, Nano-Link Partners Committee

**Executive Board Member**, MnOnline Council, Minnesota State Colleges and Universities

**Member**, City of Moorhead Wireless Task Force

**Member**, NDSU Education Doctorate Advisory Committee

**Member**, Minnesota State University Moorhead (MSUM) President's Advisory Committee

**Member**, MSUM Newman Center Council

**Member**, City of Wahpeton Economic Development Commission

**Treasurer**, Friends of Fort Abercrombie Historical Society

**Trustee**, St. Thomas Church, Kent, MN

**Member**, Catalina and Moorhead Rotary Clubs (STRIVE, Travel Fund-Raiser, and Holiday Social Committees)

**Member**, Advisory Committee for Valley City State University CTE 4-Year Degree Program

**Member**, Talent Dividend Committee of the Fargo Moorhead Foundation

**Charter Board Member**, Skills and Technology Training Center

**Member**, National Council of Local Administrators

**Regional Board Member**, American Technical Education Association

**Board Member**, North Dakota Business Education Partnership Program

**Management Team Member**, North Dakota Vocational Curriculum Project

ACCREDITATION EXPERIENCE

**Peer Reviewer**, Higher Learning Commission. 1996-2018

**Liaison**, Colorado Community College System and Higher Learning Commission for Bachelor's of Applied Science degree requests. 2014-2015

**Accreditation Review Council Member**, Higher Learning Commission. 2005-2008

**Peer Review Team Chair**, Minnesota Online. 2004-2009

**Chair**, M State Focused Visit from Higher Learning Commission Regarding Governance Changes and Assessment. 2005

**Chair**, M State Application to Higher Learning Commission for Acceptance into AQIP Pathway. 2009