

GEORGE T. MCNULTY, Ph.D.

EDUCATION

Ph.D. Educational Leadership, University of Nevada, Reno, 2011

Dissertation: The Effects of Initial Placement Enrollment on Community College Student

Persistence: A Case Study of Developmental Education Policy and Practice

M.A. Counseling and Educational Psychology, University of Nevada, Reno, 2003

B.A. Physical Education, California State University, Chico, 1997

A.A./A.S. Feather River College, 1994

PROFESSIONAL ACADEMIC EXPERIENCE

GOGEBIC COMMUNITY COLLEGE

GCC is a comprehensive community college serving rural Michigan. The college's service area is comprised of a 3-county service area, distributed over 6,705 square miles. Approximately 1,100 students are served per year; 52% part-time students and 48% full-time students including a substantial percentage of dual-enrollment and early college students. There are over 100 employees and a 12:1 student-to-faculty ratio. Total budget is \$11,000,000. Of note: the college has over 50 academic program options, an off-site educational center, 4 athletic programs, a live-in student residential facility and has a nationally acclaimed Ski Area Management Program. The college is governed by an elected seven-member local Board of Trustees.

President

2019- Present

Gogebic Community College, MI

POSITION HIGHLIGHTS AND AREAS OF RESPONSIBILITY:

Reports to the Gogebic Community College Board of Trustees. Provides vision and strategic leadership within an organization that is well connected to the regional environment and communities served. Strives to develop strong relationships and fosters internal and external partnerships for the benefit of institutional and student success. Maintains overall responsibility of the college's operational functions and development of the college. Represents the college at local and state levels effectively. Directly oversees Vice Presidents, Institutional Effectiveness, Human Resources, Executive Administrative Assistant, and the Foundation Office.

NOTABLE ACCOMPLISHMENTS:

- Provided leadership and structural analysis in the development and implementation of the college's 2020-2023 strategic plan. 89% of employees have participated in strategic planning implementation

- Wrote over \$30,000 in grants related to COVID mitigation, academic program, and facility enhancements
- Initiated the development of the college's short-term winter intersession program, improving enrollments
- Provided consistent leadership over the COVID-19 pandemic, working with employees on the development and implementation of safety protocols and community and student connections
- Worked with a faculty member and a staff member to develop MI ACE Women's Leadership Group; provided leadership in concert with the City of Ironwood Diversity, Equity and Inclusion Team to bring Black History Month speaker, an event open to the public and local K-12 schools
- Provided leadership in advancing Esports by becoming a member of the NJCAAE, 2019; implemented Cross-Country Ski Program
- Restructured the Vice President of Student Affairs position to include oversight of Athletics as a primary responsibility of the position, ensuring efficiency, integration among departments, improved collaboration in student success initiatives, and effective utilization of resources; updated Vice President of Student Services, Vice President of Business Services, Human Resources Director job descriptions, ensuring currency and marketability
- Consistently supported the development and equity of services offered at the Copper Country Center, GCC's off-site educational center, including physical presence, community involvement, staffing resources and program development
- Spearheaded the bridge restoration project located adjacent to the college, enhancing the trail infrastructure system for the college and surrounding community; this was as a direct result of feedback from the community
- Worked with City of Ironwood, Gogebic Health Foundation and IMBA (International Mountain Biking Association) via a trail accelerator grant to fund the Mt. Zion Park Mountain Bike Trail System Conceptual Plan
- Recruited out of district (Copper Country Center) foundation board member to serve on the college's foundation, which is unique to GCC's history; currently creating planning elements for the college's first major capital campaign in 30 years
- Conducted an analysis of the athletic scholarship program and increased the budgeted funding for all athletic programs; added part-time coaches
- Collaborated with Northern Michigan University to implement their Educational Access Network, utilizing college facilities, resulting in improved network signal and providing additional internet options for students and the surrounding community
- Collaborated with state agency and business and industry (Matterport Technology) to create the college's first virtual tour, currently on the college website
- Initiated the analysis and purchasing of a planning software to house assessment and strategic planning data and associated activities; successfully negotiated 3-year contract; facilitated the development of a new 5-year custodial services contract
- Collaborated with Ironwood ISD superintendent to contract for the use of campus facilities to house the area alternative high school, ensuring a safe, clean and stable learning environment for the program's students

- Collaborating with GOISD on the current transfer of greenhouse to college property for purposes of programming
- Worked with employees to ensure the effective oversight of CARES/HEERF student and institutional funding expenditure; served as primary administrative overseer of these funds and overall overseer of budget activities during eight month search for VP of Business
- Implemented Great Colleges to Work For Survey, a systematic method to improve employee engagement and satisfaction
- Consistently work with Board of Trustees on special projects, events, conferences/trainings; created and implemented new Board of Trustee member orientation/onboarding initiative
- Coordinated with internal and external partners to bring Snocross and Snowmobiling Cross-country Championship Series to the college in 2022-2023, bringing hundreds of people to the area
- Worked with business and industry to initiate virtual reality/Metaverse demonstration for faculty and staff for the purpose of curriculum programming implementation

INSTITUTIONAL SUCCESSES/ COLLABORATIONS:

- In cooperation with Workforce Development and the Allied Health department, GCC implemented the Certified Nursing Assistant Academy at the Copper Country Center in an effort to train and place front line workers in necessary health care roles
- The Foundation awarded over \$150,000 in scholarship dollars to students attending GCC, 2020-2021, and has raised over \$700,000 through gifts and scholarships since 2019
- An institution-wide, comprehensive Zoom technology software was implemented to serve the needs of distance education and remote communication
- GCC was the recipient of a \$1.5 million 2020-2025 TRIO Student Support Services grant
- Gogebic Community College was ranked #4 as best online community colleges in Michigan for 2020
- 560 pounds of plastic film was collected and recycled as part of the Trex Film Recycle Challenge
- The college received Gold-Level Veteran-Friendly School status from the Michigan Veteran Affairs Agency
- The GCC Esports program produced and participated in the NJCAA Esports National Championships, 2020-2021; National Champions, 2020-2021; Expansion of the Esports program, with opportunities in both the Ironwood Campus and the Cooper Country Center
- Hired college's first Marketing Strategist, Workforce Development Director and Instructional Designer
- Implemented 2 new short-term intercession programs
- Art on Campus: Foundation worked with Welding Program, the Skilled Trades Program, and the Mechanical Engineer & Design to produce metal sculptures on the Ironwood campus
- GCC Mathematics was awarded the Michigan Partnership for Academic Transitions grant; areas of focus include college transition for high school seniors, placement testing, and developmental math courses to bridge student success gaps
- STEM faculty developed and participated in student engagement activities aligned with the Xcel Energy Grant first to second year retention scholarship

- Implementation of “Zoom Rooms” (Chemistry, Biology, and general use classrooms)
- Updated fiber-wired backbone on main campus for network optimization and assisting performance of Zoom Rooms, remote learning, and the Moodle platform; better speed to advance online educational offerings
- Implementation of new website platform
- First virtual graduation ceremony in GCC’s 89-year history
- Grand opening of the Skilled Trades Building, a 2-million-dollar project
- Received donation of 79.4 acres of forestland for educational purposes, primarily for use by the Forestry Technology program and other related disciplines
- Created Welcome Desk and Samson’s Canteen, a college apparel store, utilizing existing facility space to improve student and community engagement
- Enrollment increases: Spring 2022, over 2% increase in student enrollment and over 3% in credit hours; Spring 2023, .9% student enrollment increase
- Purchased and constructed new electronic sign in collaboration with the City of Ironwood
- GCC Giving Tree in President’s Office; two organizations chosen this year: MI Department of Health & Human Services, and HOPE Animal Shelter; 18 children were “adopted” and the animal shelter received donations
- The college honored and highlighted Martin Luther King Jr. Day by gathering videos of staff, students, board, and community members reciting Martin Luther King Jr’s “I Have a Dream” speech for social media production
- Language Arts and Social Science faculty integrated Diversity Matters Community Reading Group topics in their Black Literature and African-American History courses
- Men’s Basketball participated in the NJCAA Division II Region 13 tournament
- Implemented the Presto platform, an all-in-one web solution to the athletics webpage and recreational activities
- Developed the Certified Nursing Assistant Academy at the Copper Country Center
- GCC Medical Coding and Billing was recognized by Intelligent.com as one of the best programs, specifically for Most Academic Rigor
- UP Michigan Works awarded a MiLEAP program development grant to cover \$49,463 for mechatronics programming, which will help to implement 4 courses: Course 1 Basic Operations, Course 2 Advance Operations, Course 3 Robot System Operations, and Course 4 Networking & Data Analytics
- 2022 Nursing Program NCLEX Pass Rates: 97% ADN and 100% LPN
- Creation of GCC’s first mascot in the college’s history

COLBY COMMUNITY COLLEGE

CCC is a comprehensive community college serving rural Kansas. The college’s service area is comprised of 14 counties and a 53,700-populace distributed over approximately 13,512 square miles. 2,100 students are served per year; 53% part-time students and 47% full-time students including over 350 dual-enrollment students at 21 high schools. There are 110 instructional faculty; a 13:1 student-to-faculty ratio with 70 additional staff members. Total budget is over \$16,000,000. Of note: the college has 60 academic programs, 14 athletic teams, three live-in student residential facilities, a 60-acre college farm, and student representation from over 30 countries. The college is governed by an elected six-member local Board of Trustees.

2013- 2019

POSITION HIGHLIGHTS AND AREAS OF RESPONSIBILITY:

Reported directly to the CEO/President. Provided vision, strategic direction, organization, leadership and supervision for a diversity of services and programs to promote success and the holistic experience of students. These services and programs included: Admissions (outreach, recruitment & registrar), Campus Security, Counseling, Dining Services, Financial Aid, Health Services, Residence and Student Life, Retention, Scholarships, Student Support Services (TRIO), and Title IX/504. Participated in planning for the college's over \$16 million budget and was responsible for the development, administration and oversight of the approximately \$2.6 million Student Affairs budget. Led and contributed to major college initiatives including strategic planning, assessment, student success seminar, capital outlay projecting, policy formulation and implementation, technological advancements, enrollment management, college operations and procedures, audits and accreditation. Collaborated and worked effectively with faculty, staff, students, state higher education leaders, K-12, business and industry, community partners and Endowment Foundation in promoting the mission and achieving goals of the college. As an integral part of the executive leadership team, facilitated decision-making college-wide.

NOTABLE ACCOMPLISHMENTS:

- Facilitated a team effort to achieve a successful Department of Education Title IV on-site audit visit, which resulted in minimal findings per the comprehensive evaluation of the program and no institutional monies owed to the Department of Education
- Had advanced leadership roles and responsibilities in 2014 and 2016 Higher Learning Commission site visits; key administrative member in removing college from probationary status, 2017
- Created and implemented training platform for Division of Student Affairs in preparation for the 2014 Higher Learning Commission site visit; 100% of division's faculty and staff participated in the training
- Successfully collaborated with and led groups in the sustained work and dedicated commitment to operationalizing the Division of Student Affairs portion of the college's 2012-2017 Strategic Plan
- Led and motivated Institutional Strategic Planning Committee in the development of updated college mission and vision statements as well as formulation of the 2017-2022 Strategic Plan; responsible for oversight of plan implementation and assessment
- Developed and implemented college-wide Enrollment Management Plan; worked with leaders to promote enrollment management as an integrated approach toward enhancing retention, academic programs and increasing enrollment
- Developed and implemented Assessment Plan and Guide in Student Affairs
- Administered collective initiatives that resulted in credit hour and student count enrollment increases over 7% from Fall 2013 through Spring 2018
- Developed an intensive seven-year enrollment projections report on the state of recruiting and presented results to campus groups and the Board of Trustees
- Reorganized Division of Student Affairs for institutional effectiveness; lobbied for and hired the college's first Executive Director of Student Affairs, Director of Recruitment and Outreach, Assistant Director of Financial Aid, Assistant Director of Residence and Student Life, Assistant Registrar, Recruitment Specialists and Night Security Officer

- Allocated resources to over 200 professional development opportunities within division of Student Affairs, 2013-present, created/enhanced 13 job descriptions, implemented performance evaluation surveys for directors
- Led facilities enhancement projects including a multi-year student union update and residence hall renovations for housing over 300 students
- Instituted contracts and residence hall deposit requirements that resulted in \$60,000 in additional revenue annually
- Successfully lobbied for the allocation of administrative cost allowance revenue sources to improve Financial Aid and Student Support Services departments
- Arranged permanent monthly office space on campus for community partner OPTIONS: Domestic and Sexual Violence Services
- Led initiatives resulting in an 80% decrease over a five-year period in campus based incidents and crime reports
- Led major updates to policy and training in the areas of: Student Code of Conduct, Title IX, VAWA, Save Act and Clery
- Collaboratively wrote and secured \$300,000 in grant funding for residence hall facility renovations
- Worked with donor to establish \$10,000 Student Affairs Endowment Foundation Scholarship and was also a significant contributor in raising funds for the funding of a \$1.72 million athletic facility
- Worked with Dane G. Hansen Foundation members to secure \$200,000 in scholarships through the effective oversight and administration of the Allied Health Sciences Scholarship
- Developed proposals and secured \$25,000 in Title III funding for software updates in student programming
- Successfully negotiated contracts with third party servicers to include multi-year, multi-million-dollar food service contract
- Collaborated with staff and Endowment Foundation to create 21 step scholarship process which resulted in no material findings in awarding scholarships accurately per foundation's audit results, 2015 and 2016
- Worked with Student Life in hosting Numana, Inc. Project and packaged over 10,000 meals for needy children
- Worked with business firm and college leadership to head the creation of a new college logo, which is displayed in various forms including highway billboard signage
- Maintained strong support and visibility for programs and activities that engage students, fostered civic learning, increased cultural awareness and development of future leaders; actively participated in campus life, Diversity Week, campus clubs and organizations, Safe Zone training and Domestic Violence Week
- Collaborated with staff to implement technology including Academic Works scholarship software, Agent of Change software, web-based academic Early Alert referral system, enrollment management access database, Strategic Planning Online, SafeColleges, virtual recruiting, anticipated aid, WiFi advancements in residence hall areas and Division of Student Affairs webpage enhancements
- Worked with faculty and staff to implement the Campus Sexual Violence Elimination Act (SAVE) curriculum in Student Success Seminar courses, which was delivered to over 900 students

- Worked with faculty, staff, Adult Basic Education Office, and Athletic Department to develop and deliver ongoing Family Peace Initiative education to over 600 student-athletes and resident assistant students

Additional Role

**Title IX Coordinator/College
504 Compliance**
2013- 2018

Colby Community College, KS

**Title IX Coordinator/Students
504 Compliance**
2018- 2019

POSITION HIGHLIGHTS AND AREAS OF RESPONSIBILITY:

Provided leadership and served as an educator and spokesperson at the college, and in the community as necessary, regarding issues of Title IX/504. In compliance with federal regulations, developed, implemented, monitored, and adhered to policy guidelines. Accountable for managing the day-to-day responsibilities associated with record-keeping procedures, resolution processes, internal compliance reviews, reports, plans, and training. Supervised investigations and monitored complaints of civil rights violations including discrimination, harassment, and sexual misconduct.

NOTABLE ACCOMPLISHMENTS:

- Proposed, initiated and developed Title IX program reorganization plan to produce more appropriate alignment of unit functions college-wide; managed and oversaw all aspects of the reorganization, implementation, and training for Human Resources Department to assume leadership role in duties associated with employee related Title IX incidents and concerns
- Created comprehensive Title IX Handbook in order to house information and educate personnel from one central and accessible location on all policies, procedures, and processes
- Developed paperless system and transferred all records, files, and related material to the electronic format; created method of accurately coding Title IX violations for improved organization and accurate historical reference; completed advanced training workshops

Additional Role

Part-Time Instructor
2017- 2019

Colby Community College, KS

Student Success Seminar (traditional/hybrid course)

POSITION HIGHLIGHTS AND AREAS OF RESPONSIBILITY:

Demonstrated experience in measuring learning outcomes and developing curriculum, syllabi, and course calendars to meet the needs of students. Provided a learning environment that placed emphasis upon diverse learning styles in the classroom, assignments, and instruction.

Provided instruction in accordance with established curriculum and encouraged discussion of ideas and critical thinking. Preserved highest standards of professional conduct and ethics. Maintained accurate records of student attendance, progress, and performance as well as ensured timely reporting of grades as scheduled. Ensured availability of applicable supplies and textbooks.

NOTABLE ACCOMPLISHMENTS:

- Integrated diversity training, which taught students to examine how their own cultural background influences their attitude, values, biases, and psychological processes
- Excellent student-instructor evaluations

WESTERN NEVADA COLLEGE

WNC is a multi-campus community college serving both urban and rural Nevada. The college's service area is comprised of five counties and a 185,000-populace distributed over approximately 10,000 square miles. 5,000 students are served per year; 66% part-time students and 34% full-time students. There are 270 instructional faculty, a 17:1 student-to-faculty ratio, and 278 additional staff members. WNC's total budget is over \$20 million. Of note: the college offers baccalaureate degree opportunities, has a specialty crop institute, and has advanced accelerated career and technical programs. The college operates under the authority of an elected 13-member Board of Regents.

Interim Director of Financial Assistance

Western Nevada College, NV

September 2012- May 2013

POSITION HIGHLIGHTS AND AREAS OF RESPONSIBILITY:

Responsible for the delivery and administration of student financial aid services. Provided leadership and supervision of the Financial Aid Department to include federal aid programs, student employment, scholarships and Veteran Services. Ensured compliance with Title IV regulations and oversaw the processes of award packaging and disbursements of aid according to institutional, state and federal guidelines. Completed all required reports and managed office operations, budgets, and technological resources. Interpreted/applied policies pertaining to institutional, state, and federal Title IV financial aid programs to ensure compliance with guidelines and regulations. Collaborated with student service, business, and academic departments on matters pertaining to financial aid and integrating services, policies, and procedures for effective operations.

NOTABLE ACCOMPLISHMENTS:

- Worked in partnership with staff to make student satisfaction with services a top priority and significantly reduced number of complaints per administration's feedback on department's effectiveness
- Secured \$20,000 for office redesign and renovation project, thereby significantly improving ability to serve students and adding to employee satisfaction; worked with design team to ensure ADA compliance with facility updates
- Developed and implemented complex new federal financial aid verification process and procedures
- Department accurately awarded and disbursed over \$8 million in federal, state, and institutional aid to students under this leadership
- Worked effectively with various departments and school districts to coordinate the presentation of financial aid workshops to prospective high school students and their parents
- Displayed enthusiasm, motivation, and professional acumen in being 100% committed to successfully managing the interim role and leading the department

Coordinator of Retention/Counselor

Western Nevada College, NV

2007- 2012, June- July 2013

POSITION HIGHLIGHTS AND AREAS OF RESPONSIBILITY (COORDINATOR OF RETENTION):

Participated in the leadership, planning, design, implementation, and assessment of New Student Orientation and Academic Early Alert retention programs. Coordinated college retention activities by monitoring student activities, researching best practices, and recommending strategies to accomplish retention goals. Collected, analyzed, and reported on data to make continuous improvement to retention programs. Collaborated with faculty, staff, and administrators in the leadership and development of special programs and initiatives.

POSITION HIGHLIGHTS AND AREAS OF RESPONSIBILITY (COUNSELOR):

Provided educational, career, and personal services for a diverse student population including prospective, new, continuing, transfer, veteran, and indigent as well as students of varying academic abilities, socio-economic statuses, ethnicities, and disabilities. Assisted students in exploring career options, employment resources, decision-making techniques, goal setting, resume/cover letter construction, and interview techniques. Interpreted MBTI personality and Strong Interest Inventory aptitude assessments. Processed grade appeals, financial aid appeals, approved course overloads, and assisted students with understanding policies and procedures. Assisted other student service areas with functions such as evaluating applications for graduation and high school outreach efforts in the matriculation and recruitment of new college students. Worked with faculty, staff, and administrators to resolve student issues and served on student conduct cases.

NOTABLE ACCOMPLISHMENTS:

- Significantly enhanced New Student Orientation program in all facets; over 90% of students surveyed found the new orientation helpful in their transition to the college environment
- Led and trained teams to effectively implement the orientation program and coordinated large group campus tours
- Created and implemented surveys for the purposes of assessing program effectiveness and to advance the development of programs in meeting student transitional needs and knowledge of college processes
- Worked collaboratively with Student Services, academic departments, Academic Skills Center, Facilities, Library, catering services, and Media and Marketing to implement the orientation program
- Worked with Webmaster to create and implement an online orientation information page, online sign-up page and to organize, extract, and manage web-based data for reporting and improvement purposes
- Researched, analyzed, and provided intervention strategies that assisted students in completing their courses and collaborated with faculty to successfully resolve student complaints
- Monitored professional counselors in fielding and responding to Early Alert referrals and trained staff on how to utilize the Early Alert System
- Initiated the development of data collection activities to understand the reasons for withdrawal and to measure retention/course completion rates of student referrals; worked with the college programmer to implement automated data tracking system, which significantly enhanced understanding of programs' effectiveness

- Conducted an in-depth analysis on the purpose and performance of Early Alert initiatives in aiding student success to justify the existence of the program and distributed and presented report to superiors
- Improved Early Alert program participation rates by providing pertinent updates each semester to faculty regarding the purpose and importance of the program and created a guide on how to report on and access the system from their class rosters
- Academic Advisor of the Year Honoree
- Maintained knowledge of interpersonal and counseling skills, individualizing and humanizing the college experience for every student; 94% satisfaction rate based upon counselor/student interaction survey results

Additional Role

Student-Athlete Advisor

Western Nevada College, NV

2007- 2012, June- July 2013

POSITION HIGHLIGHTS AND AREAS OF RESPONSIBILITY:

Communicated effectively with coaching staff regarding class schedules and conduct. Also supported educational planning processes. Monitored progress through direct and consistent contact with student-athletes. Assisted in recruitment efforts by providing information related to the college environment to prospective student-athletes and their parents. Disseminated, reviewed, and recorded academic progress reports from faculty. Maintained thorough knowledge of NJCAA/NCAA policies, rules, and regulations.

NOTABLE ACCOMPLISHMENTS:

- Created and implemented system with which student-athletes were advised on degree requirements, placement test proctoring, registering for courses, and participating in the New Student Orientation from their individual locations prior to arriving physically on campus

Additional Role

Phi Theta Kappa Co-Advisor

Western Nevada College, NV

2007- 2012

POSITION HIGHLIGHTS AND AREAS OF RESPONSIBILITY:

Provided leadership and direction for chapter activities related to service, leadership, fellowship, and scholarship hallmarks. Guided the student leadership team regarding officer elections, officer recruitment and responsibilities, fundraising, and meeting management and etiquette. Collaborated effectively with Associated Students of Western Nevada regarding adherence to ASWN guidelines, policies, and constitution. Worked with the student leadership team in planning induction ceremony; directed planning of roles, agenda/script setting, facilities management, campus and community mailing, marketing, invitations, guest speakers, and catering services.

NOTABLE ACCOMPLISHMENTS:

- Successfully co-advised PTK with English faculty member
- Increased number of inductees by 30% over a five-year period

- Worked effectively with Admissions and Records and Institutional Research to accurately recognize PTK honorees at commencement ceremonies

Additional Role

MYWNC Call Center Supervisor
2010

Western Nevada College, NV

POSITION HIGHLIGHTS AND AREAS OF RESPONSIBILITY:

Supervised four temporary part-time call center employees. Monitored payroll expenditures and established weekly staffing calendars. Delegated responsibilities and duties based upon the strengths of employees. Communicated with employees about their job performance and engaged in personnel actions as necessary. Presided over staff meetings and reported on call center data and related updates to administration.

NOTABLE ACCOMPLISHMENTS:

- Assisted in a successful transition to new MYWNC technology by guiding call center employees as they communicated to hundreds of students as to how to utilize the new technology for all registration activities
- Ensured that bilingual staff worked alternating schedules in order to better serve the Spanish speaking student population

TRUCKEE MEADOWS COMMUNITY COLLEGE

TMCC is a multi-campus community college serving suburban and urban Nevada. The college's service area is primarily comprised of one county and a 450,000-populace distributed over approximately 6,500 square miles. 25,000 students are served per year; 74% part-time students and 26% full-time students. There are 556 instructional faculty, a 19:1 student-to-faculty-ratio, and 330 additional staff members. The total budget is over \$45 million. Of note: the college offers over 1,000 workforce development and enrichment programs, a regional public safety training center and the students, graduates, employees and infrastructure put more than \$678 million into the region's economy each year. The college operates under the authority of an elected 13-member Board of Regents.

Academic Advisor
2002- 2007

Truckee Meadows Community College, NV

POSITION HIGHLIGHTS AND AREAS OF RESPONSIBILITY:

Responsible for assisting a diverse population of students in the development of educational and career plans through an assortment of sources. Addressed interests, skills, and abilities while providing guidance and mentoring to improve student success. Maintained confidentiality of student records and sensitive information. Evaluated transcripts and delivered detailed information on program requirements, transfer requirements, and career options. Maintained comprehensive knowledge of all programs, services, and interpretation of rules, regulations, policies, and procedures. Ensured that developmental students began all required developmental coursework in order to facilitate their positive transition to the college environment. Served as an advisor liaison to various academic departments. Worked with faculty, staff, and administrators to develop and implement student service projects and initiatives.

NOTABLE ACCOMPLISHMENTS:

- Maintained knowledge of interpersonal and counseling skills, individualizing and humanizing the college experience for every student; 90% satisfaction rate based upon advisor/student interaction survey results
- Trained new professional advisors and university graduate student interns on academic programs, interpretation of policies/procedures, and how to utilize pertinent facets of the Student Information System
- Developed and implemented web-based Career Pathways initiative, which aligns degree and certificate curricula with 16 national career clusters and includes a program purpose statement, how-to-navigate program guide, and links career assessment with labor market resources and opportunities based on skills, interests, and abilities
- Effectively supported administration in the planning and implementation of mandatory enrollment steps including orientation, placement testing, and academic advisement
- Worked with a team of student service professionals to develop the College and Career Transitions Initiative for at-risk students and presented program proposal information to the President's Council

Additional Role

Part-Time Instructor
2004- 2007

Truckee Meadows Community College, NV

College Student Success Skills (online course)
Social and Personal Adjustment (traditional course)

POSITION HIGHLIGHTS AND AREAS OF RESPONSIBILITY:

Demonstrated experience in measuring learning outcomes and developing curriculum, syllabi, and course calendars to meet the needs of students. Provided a learning environment that placed emphasis upon diverse learning styles in the classroom, assignments, and instruction. Provided instruction in accordance with established curriculum and encouraged discussion of ideas and critical thinking. Preserved highest standards of professional conduct and ethics. Maintained accurate records of student attendance, progress, performance, and ensured timely reporting of grades as scheduled. Ensured availability of applicable supplies and textbooks.

NOTABLE ACCOMPLISHMENTS:

- Developed and taught the first online Student Success Skills course at TMCC
- Integrated diversity training, which taught students to examine how their own cultural background influences their attitude, values, biases, and psychological processes
- Excellent student-instructor evaluations

UNIVERSITY OF NEVADA, RENO

A Tier 1 public research university serving over 20,000 students per year; 15% part-time students and 85% full-time students. There are 3,404 instructional and research faculty, a 21:1 student-to-faculty-ratio, and 1,700 additional staff members. The total budget is over \$546 million. The university has a 268-acre main campus and includes over 140 buildings encompassing more than six million square feet of instructional, laboratory, office, library, and residential space. Of note: the university houses The National Judicial College, a School of Medicine, a School of Journalism,

which has produced six Pulitzer Prize winners, and one of the most technologically advanced earthquake engineering labs in the world. The university operates under the authority of an elected 13-member Board of Regents.

Graduate Assistant, Student-Athlete Academic Advisor University of Nevada, Reno
2000-2001

POSITION HIGHLIGHTS AND AREAS OF RESPONSIBILITY:

Assisted the Athletic Advising Center in the day-to-day operation of the center, which included mentoring student-athletes, advisement of selected students, monitoring academic progress, and supervising study hall as needed. Gained understanding of unofficial initial eligibility evaluations of prospective and current student-athletes and, under supervision, educated students of NCAA rules and regulations as it pertained to course load, transfer requirements, and satisfactory academic progression requirements.

NOTABLE ACCOMPLISHMENTS:

- Gained personal hands-on experience serving students in the college environment, which established the foundation for a career in higher education

RITE OF PASSAGE CHARTER HIGH SCHOOL

A live-in high school environment that provides at-risk and adjudicated youth with targeted educational programs, services, and opportunities to assist them in contributing to their communities through transformative experiences created from a comprehensive philosophy. Of note, Rite of Passage works with 3,500 youth and their families annually and reports a 75% success rate.

Coach/Counselor
1998- 2000

Rite of Passage Charter High School, NV

POSITION HIGHLIGHTS AND AREAS OF RESPONSIBILITY:

Provided for the physical, personal, and health needs of students through counseling and educational skill development. Encouraged and supported the students' academic, vocation, athletic, and treatment participation. Facilitated problem solving through active listening, guidance, and conflict mediation with faculty, staff, and students. Monitored and documented student behaviors and activities through accurate records, files, correspondence, and statistics. Collaborated with staff to establish and meet the goals of each of the students' treatment plan. Ensured program rules and policies were followed within program requirements and regulatory guidelines. Acted as a positive role model, facilitating appropriate behavior about daily living skills, self-care, personal interaction, social relationships, and constructive time management. Quarterback football coach.

NOTABLE ACCOMPLISHMENTS:

- Educated troubled youth as to how to be contributing members of society
- All-conference Distinction Award, quarterback

MILITARY SERVICE

U.S. Army

Active Duty Commitment: 1988- 1991

- Operation Desert Storm Veteran
- Inactive Duty Commitment: 1991- 1996

PROFESSIONAL AND ACADEMIC RECOGNITION

- Provided meet and greet tour of facilities for the Lieutenant Governor of Michigan, 2022
- Selected to give interview for the Michigan Manufacturers Association Lifetime Achievement Award, 2022
- Presented program with MCCA representative at the 2022 RCCA conference on “Leveraging Networks to Support Workforce Programs in Rural Communities”
- Presented at the UP Regional Labor Market Meeting. Information included the Sixty by 30 initiative including talent, prosperity, future for front liners and reconnect programs, 2020
- Presented to graduate class at the University of Nevada on Transitions in Leadership, 2020
- Nursing Pinning Keynote speaker, 2020
- Local radio shows and TV6 appearances, 2019, 2020
- Guest speaker, NSF/ATE: Presidential Perspectives, 2021
- Guest speaker, Invest UP Board meeting, 2021
- Colorado & Company 9NEWS, College Sponsored Commercial, 2018
- Co-Presenter, NASPA/KSAC, “Re-Organizing Student Affairs for Organizational Effectiveness”, 2018
- Nursing Pinning Key Note Speaker, 2018
- Phi Theta Kappa Induction Ceremony Key Note Speaker, 2018
- Commencement Address Speaker, Colby Community College, 2016
- Student Veterans Association Advisor, 2016-2019
- Local Radio Show Guest, City of Colby, 2016-2017
- Award Presenter- Commencement, Colby Community College, 2014-2019
- Academic Advisor of the Year Honoree, Western Nevada College, 2009
- Phi Theta Kappa Honor Society Advisor, Western Nevada College, 2007-2012
- Earned Excellent Instructor/Student Evaluations, Truckee Meadows Community College and Colby Community College
- National Counselor Certification, 2004-2013

COMMITTEE EXPERIENCE

2019-Present

- Strategic Fiscal Planning Committee, Enrollment Management Committee (Co-Lead), Emeritus Committee (Lead), Great Colleges Committee (Lead), Emergency Management (Member) and participant as needed on numerous other committees

2013-2019

- Alumni, Assessment in Student Affairs (Chair), Behavioral Intervention Team (Advisory Member), Diversity Committee (Chair), Emergency Management Team, Enrollment Management (Co-Chair), Faculty Negotiations (Advisory Member), Faculty Salary Schedule, Finance, Food Service (Chair), Higher Learning Commission Steering Committee (Executive Team), Institutional Strategic Planning Steering Committee (Co-Chair), Marketing (Co-Chair), Policy Committee (Co-Chair), Power Campus User Group (Co-Chair), Student Affairs Strategic Planning (Chair), Technology Plan Committee, Trojan Advising Group (Chair), Vision Team, Western Experience

2007- 2013

- Administrative Faculty Senate (Vice-Chair), Budget, Curriculum, Financial Aid, MyWNC Technical Work Group, Student Service Leadership Team, Student Success, Sustainability, University Core Board

COMMUNITY ENGAGEMENT

2013- Present:

- Walk Children to School Day volunteer; Colby High School Homecoming Parade volunteer, Colby Elementary Afterschool Program volunteer
- Participated in July 4th parades as college representative (Colby and Ironwood)
- Iron County, WI fair volunteer; NIRA Rodeo volunteer (Colby)
- Host lunches with area business leaders and employees, Coffee with Ironwood City Council members
- Attends dinners at local establishments with GCC foundation board members
- Attends economic development summits and regional CEO gatherings (GCC)
- Consistently donates to charitable causes
- Ironwood Bridges to Bluffs Marathon and Jakefrost Parade volunteer
- Hosts employee gatherings during holidays and other special events (GCC)
- Volunteered Festival Ironwood, Beer and Brats stand and Knights of Columbus fish fry
- Labor Day Grab and Go Pizza with students sponsored by President's Office (GCC)
- Ensure presence at funerals and send condolences when appropriate (CCC, GCC)
- Meets with area K-12 superintendents; attends and presents at Rotary meetings (GCC)
- Attends and participates in community and college golf tournaments (CCC, GCC)
- Toured numerous manufacturing sites and grand openings/open houses (GCC)
- Attends and participates in foundation board socials and various fundraisers (CCC, GCC)
- Retired Citizens Volunteer Programs event volunteer (Colby)
- Colby High School Booster Club Events, Athletics, Musicals, Plays, Art-Walk, PTK Induction Ceremony, Foundation Dinners, Student Leadership Awards Reception,

Campus Life Events, Domestic Violence Summits, Lecture Series Presentations, Constitution Day Presentations, AG Olympics Participant, Walk a Mile in Her Shoes Participant

- Business After 5, Thomas County Economic Development Meetings (Colby)
- Consistently meets with local legislators and advocates for college priorities (GCC)
- Visits class sessions, attends new student orientations and high school graduations, career day attendance and presentations (CCC, GCC)
- Meets with business and community leaders on a consistent basis regarding relationship building, collaborations, requesting and accepting feedback and facility tours (GCC)

Kiwanis International Member

- Coordinator: Thomas County Fair Concession Stand
- Parks Committee member
- Easter Egg Hunt Preparation
- Christmas Toy Wrapping Preparation
- Renovation of Playground
- July 4th Fair Grounds Clean-Up
- Facilitator: Punt, Pass, Kick
- Pancake and Spaghetti Feeds Volunteer
- Gun and Coin Show
- Upper Peninsula Boarder Bash Basketball Event Coordination

PROFESSIONAL ORGANIZATION MEMBERSHIP

- Aspirus UP Regional Board of Director Member, 2022-Present
- Rural Community College Alliance Board Member, 2021-present
- Local Development Finance Authority Member, Houghton-Hancock, 2019-present