

Selected Accomplishments: Working with a visionary, engaged and pragmatic Board of Trustees, outstanding and dedicated faculty, and a competent and committed team of administrators and staff, I have provided the leadership for Elgin Community College to accomplish the following:

- Designated an *Aspen Institute Top 150 College*, 2018/2019 and 2014/2015 for achieving exceptional student outcomes. Two key measures that placed the College within the nation's *Top 150 Colleges* were: (a) the percentage of ECC students retained after one-year (ECC retention rate), 69.1% vs. the average among all top 150 institutions, 52.7%; and (b) percentage of ECC students graduating within 3 years (ECC graduation rate), 52.5% and the average among all top 150 institutions, 39.6%. [*The Institute utilizes data available publicly through the U.S. Department of Education's Integrated Postsecondary Education Data System (IPEDS) which is standardized, making it a reliable source for comparison*];
- As the College approaches its 70th anniversary of its founding, it has awarded nearly 60 thousand degrees and certificates; over 44% of these have been awarded since summer 2007;
- Participate in the student success initiative, *Achieving the Dream* since 2009, earning and maintaining a *Leader College* designation since 2012;
- Closed the “academic achievement gap” between Hispanic and Caucasian students;
- Recognized by the Gates Foundation “as a college that is relentlessly pursuing the success of low income and first-generation students, particularly students of color”;
- Strengthened the *Alliance for College Readiness* partnership program with area school districts and received national and state recognitions including *The College Future Assembly's* Bellwether and the *College Changes Everything* Champion Awards in 2013;
- Established *Accelerate College*, a campus-based dual credit program for juniors and seniors to simultaneously earn high school diplomas and associate degrees at the end of their two-year programs; seniors can earn up to 32 college credits. Fall 2016 and Fall 2017 cohorts had 38 students with overall GPA of 3.26 and 102 with overall GPA of 3.4 respectively;
- Received the Central Region Equity Award from the Association of Community College Trustees, and the Diversity & Equity Award from the Illinois Community College Trustees Association in 2014;
- Earned and maintained Aaa (highest rating possible) credit rating from Moody's Investor Service since 2009 and AA+ rating (second highest) from Standard & Poor's since 2010;
- Dealt effectively with the challenges posed by the state's two-year budget impasse without impacting student success. The College enjoyed a change in net financial position of \$6.6 million at the end of fiscal year 2015; however, the net position had a loss of \$92,243 at the end of fiscal year 2016 compared to fiscal year 2015. With prudent budgetary reductions, including: freeze in hiring and travel; reduction in workforce; savings from budgeted but unused benefits, utilities, supplies, contractual services, consulting, attorney fees, totaling \$5.5 million, plus partial state funding, the College realized an increase in net position amounting to \$9.7 million at the end of fiscal year 2017 compared to fiscal year 2016;
- Secured District 509 taxpayers' approval for a \$178 million master plan referendum on April 7, 2009. Projects included a LEED silver Health and Life Sciences Building (\$55M); a LEED silver Academic Library and Learning Center, (\$26M); a Center for Emergency Services (\$20M); a Multi-Purpose Classroom building (\$18M), plus substantial renovation of other buildings, expanding the campus from 837,690 to 1,108,073 square feet of space;
- Rebuilt the Student Financial Services Division into a customer-friendly and student-centered unit, offering services, such as, a comprehensive financial literacy program and an

in-person one-on-one budget planning session for all student loan applicants. The division received national recognitions including National Association of Colleges and Universities Business Officers 2013 Innovation Award; and citations in the reports by The White House's *Advisory Council on Financial Capability for Young Americans*, June 2015 and U.S. Department of Treasury's *Opportunities to Improve the Financial Capability and Financial Well-being of Post-Secondary Students*, June 2015;

- Reduced federal direct student loans disbursed from \$6.5 million in 2009/10 to \$2.9 million in 2017/18; awarded over \$800,000 in institutional and private scholarships in 2017/18;
- Received the Excellence in Financial Reporting and Distinguished Budget Awards from the Government Finance Officers Association every year since 2003 and 2010 respectively;
- Collaborated in an unprecedented partnership with Harper College, the Chicago Cook Workforce Partnership, Village of Hanover Park and State of Illinois to address a critical need for educational and training services for area residents;
- Partnered with city of Elgin to build a 0.62-mile road extension which links two major city streets and provides better access to and egress from the campus. The project won several awards as it required carefully relocating a wetland to create a gracefully curving two-lane road and bicycle trail; project had been on the College's master plan since the 1970s;
- Supported the Phi Theta Kappa honor society to establish a student-run Spartan Panty which has succeeded in battling food insecurity for fellow students;
- Transformed a static counseling services department into a vibrant student-centric academic advising and wellness professional services center;
- Doubled the Foundation asset base; increased unrestricted funds from \$15,000 to \$1 million and endowment by 98% to support scholarships and program development in past six years;
- Established a Center for Emergency Services to train current and future first responders;
- Receive annually an average of \$5.2 million competitive external grants for programs including the vibrant and value-added workforce programs such as the *Accelerating Opportunities*, AARP's Plus 50 Training, ESL Welding Training and Talent Search;
- Designated a Hispanic Serving Institution by the U.S. Department of Education since 2009;
- Named a Military Friendly Institution by *G.I. Jobs* magazine, 2012 to 2016 and 2018; and
- Promote collegiality by working closely with union leadership to preempt or resolve issues.

2000-2007

President

NORTH HARRIS COLLEGE

Houston, Texas

North Harris College (*now Lone Star College–North Harris*), a comprehensive community college within the Lone Star College System, offered more than 100 associate degree and certificate programs of study. It enrolled over 11,000 (6,096 FTE) credit students; had an operating budget of \$40 million; 202 full-time and over 450 adjunct faculty, plus more than 320 full-time staff and administrators. Served as the chief administrator of the College.

Selected Accomplishments: Working with a dedicated team of faculty, staff, and administrators, I provided the leadership that:

- Increased enrollment from 2000 to 2005 after declines during the previous four years; credit enrollment rose 19% from 9,614 students in Fall 2000 to 11,466 in Fall 2005, and the number of workforce training students rose 30% with a total of 10,316 students served in

2000/2001 to 13,432 served in 2004/2005;

- Increased fundraising activities resulting in the College's first Title V: Hispanic Serving Institution grant (\$2.4 million/for five years), first Student Support Services Transfer U grant (\$1.1 million/for five years), first Title VI-A: Foreign Language and International Studies grant (\$180,000/for two years) all from the U.S. Department of Education, along with increased private donations to support teaching and learning;
- Reduced cost by over \$500,000 in 2003/2004 by managing personnel attrition and eliminating 14 staff positions without a single layoff;
- Established a strong student-centered learning environment by consistently asking the questions, "how does this decision improve student learning and success" and "how does this decision help the faculty and staff meet the mission of the college;" and
- Coordinated planning, renovation, and expansion of new facilities totaling over \$22 million.

1996-2000

**Dean, Community &
Technical College**

THE UNIVERSITY OF AKRON
Akron, Ohio

The Community and Technical College (*now College of Applied Science and Technology*), an associate and baccalaureate degrees granting college within the University of Akron, offered a broad range of transfer and occupational programs to prepare students for careers in business and industry, information and engineering technology, public service, and allied health care. The College offered several certificates, 30 associate and 7 baccalaureate degree programs; enrolled over 3,000 (2,100 FTE) students; generated over \$15 million annually; and had 75 full-time faculty, 140 adjunct faculty, and 15 direct support staff. Served as the College's chief administrative officer, a position considered equivalent to president of a free-standing community college by AACC.

Selected Accomplishments: Working with all college constituencies, we:

- Developed several new academic and occupation programs including three new baccalaureate degrees. Revised several program curricula that had not been updated in years; enrollment went up after years of decline;
- Introduced in-services and comprehensive professional development activities for faculty;
- Developed strong partnerships with businesses, city, schools, and public agencies, raising the profile of the college within the community and the university;
- Established the first student recognition program in the college's history; and
- Secured and allocated resources to a) upgrade computer labs to support a new computer information technology program, b) establish an office information technology model lab, and c) fund a fire science technology lab.

1993-1996

**Vice President,
Faculty & Instruction**

HARRISBURG AREA COMM COLLEGE
Harrisburg, Pennsylvania

Harrisburg Area Community College, a comprehensive community college with three campuses, a center and more than 25 community-based teaching sites, served 10,500 credit (6,200 FTE) students and over 30,000 continuing education students with a total budget of \$40 million. It had 195 full-time and 400 adjunct faculty and over 300 support staff. Major responsibilities included: 1) Supervision of academic personnel on all campuses and at various extension centers; 2) Overseeing curriculum planning, instructional resource allocation, non-credit programs, extension centers and

branches, international educational programs, and campus-wide computer systems and services; and 3) Management of a \$30 million instructional and branch campuses budget. Concurrently, for a 13-month period from October 5, 1993 to November 1, 1994, served in an acting capacity as the chief business and financial officer.

Selected Accomplishments: Working with all college constituencies, we:

- Introduced *Associate of Applied Science* degree designation for career programs at the college; prior to that, all the career degrees had only *Associate in Arts* designations;
- Developed new curriculum in response to community needs;
- Promoted a greater level of shared governance and collegiality;
- Streamlined the college's financial, budgetary, and accounting practices culminating in the selection of new bankers and auditors for the first time in over 20 years;
- Implemented the installation of a new computer system and the migration from an administrative-focused to instructional-oriented information technology system; and
- Applied for and received a U.S. Department of Education Title VI-B: Business and International Education grant (\$350,000/for two years).

1992-1993 **Acting Vice President** MOTT COMMUNITY COLLEGE
 of Academic Affairs Flint, Michigan

Mott Community College served 10,500 credit (6,200 FTE) students and 7,000 continuing education students with a budget of \$32 million. It had 175 full-time faculty and 300 part-time faculty members. Major responsibilities included: 1) Supervision of instructional and student services areas; 2) Development and management of a \$23 million academic and support services budget; and 3) Initiating, planning, organizing, promoting, evaluating, and executing activities related to academic affairs and student services. As acting chief academic and student services officer, six deans and a branch campus director reported to me.

Selected Accomplishments: Working with all college constituencies, we:

- Developed new general education requirements and revise program curricula;
- Established a new satellite campus;
- Developed articulation agreements for transfer to senior institutions including the first such agreement with GMI Engineering & Management Institute (*now Kettering University*); and
- Established the first faculty rank system in the 70-year history of the college after several previous unsuccessful attempts.

1990-1992 **Dean, School of Natural** MOTT COMMUNITY COLLEGE
 & Social Sciences

Major responsibilities included: 1) Overall organization, administration, and supervision of an instructional division consisting of natural science, mathematics, and social science disciplines and six occupational programs with 60 full-time instructors, over 100 part-time faculty members, and support staff including the Director of the Child Development Center and the Coordinator of the Business and International Education Program; 3) Recruiting and evaluating faculty and staff; and 4) Preparing and managing a budget more than \$5.2 million.

Selected Accomplishments: Working with division faculty and staff, we:

- Bridged the schism between the natural science & math and social sciences areas that constituted the largest academic unit at the college;
- Reduced the structural deficit in the Child Development Center from \$92,000 in 1990 to \$56,000 in 1991, \$11,000 in 1992, and break-even at the end of fiscal year 1993; and
- Increased student enrollments in courses offered by the division.

1988-1990 **Coordinator, International Studies** COLLEGE OF DUPAGE
Glen Ellyn, Illinois

College of DuPage, one of the largest single campus comprehensive community college in the country, had over 34,000 students. Major responsibilities included: 1) Supervising college-wide efforts for international programs and curricular development; 2) Facilitating international staff development opportunities; 3) Developing and implementing study abroad programs; and 4) Developing and coordinating services for international students.

1986-1988 **Associate Director: Business and International Education** HAROLD WASHINGTON COLLEGE
Chicago, Illinois

Harold Washington College, one of the city colleges of Chicago, had over 8,000 students. The Business and International Education Program was a U.S. Department of Education Title VI-B grant designed to promote internationalization through curricular initiatives especially in business. (1) Supervised curricular development to promote internationalization; and 2) Initiated and maintained working relationships with public and private international organizations.

TEACHING EXPERIENCE

COURSES TAUGHT

2002-2004	Adjunct Professor NORTH HARRIS COLLEGE	Principles of Business
1997-2000	Professor, Social Science Professor, Business Management UNIVERSITY OF AKRON	Survey of Economics American Urban Society Introduction to Business
1988-1990	Assistant Professor COLLEGE OF DUPAGE	International Business Principles of Economics American Government and Politics
1982-1984	Graduate Teaching Assistant TUFTS UNIVERSITY	American Government and Politics
1980-1981	Undergraduate Teaching Assistant ILLINOIS STATE UNIVERSITY	International Relations Non-Western Politics Introduction to Global Issues

ADDITIONAL EMPLOYMENT EXPERIENCE

1984-1985 **Financial Planning Assistant** ARTHUR ANDERSEN & CO.
Chicago, Illinois

Assigned to the Financial Planning & Analysis Department for 18 months to: 1) Analyze income statements and reports for annual financial and statistical reporting; 2) Model financial worksheets for special projects; and 3) Calculate monthly foreign exchange and inflation rates.

SELECTED COMMUNITY SERVICE

2018- Member, Board of Directors, United Way of Elgin (*Returned to the Board in January 2018 after being off a year due to term limit. Was 2016 Annual Campaign Co-Chair*)

2017- Member, Centro de Informacion Advisory Committee

2016- Member, AMITA Presence St. Joseph Hospital Community Leadership Board

2015- Member, Board of Directors, Alignment Collaborative for Education

2011-16 Member, River Valley Workforce Innovation and Opportunity Act Board

2008-16 Member, Board of Directors, United Way of Elgin

2008- Commissioner, Streamwood Community & Economic Development Commission

2008- Member, Board of Directors, Golden Corridor Family YMCA

2008- Member, Rotary Club of Elgin

2007- Member, Board of Directors, Elgin Area Chamber of Commerce (chair, 18 months)

2006-07 Member, Board of Directors, Northwest Houston Chamber of Commerce

2005-07 Member, Board of Directors, Greater Greenspoint Redevelopment Authority and
Member, Board of Directors, City of Houston Tax Incremental Reinvestment Zone,
(TIRZ) Number 11

2004-07 Member, Board of Directors, Education Foundation of Harris County

2004-07 Aldine ISD Superintendent's Business Advisory/Focus Group

2003-07 Member, Board of Directors, Spring ISD Educational Foundation

2003-04 Prairie View A&M University's Presidential Advisory Committee

2003-07 Member, Houston Greenspoint Rotary Club (*President, July 2006-Feb. 2007*)

2003-07 Member, Mexican Institute of Greater Houston, Inc. Advisory Board

2003-04 Community Advisory Board, Junior League of North Harris County, Inc.

2002-07 Member, Board of Directors, Aldine-Greenspoint YMCA

2002-07 Member, Board of Directors & Treasurer, Northwest Assistance Ministries

2001-07 Member of Board of Directors, North Houston Greenspoint Chamber of Commerce

2001-07 Member of Board of Directors, Aldine Scholarship Foundation

2001-07 Member of Board of Directors, Leadership North Houston

1999-00 Member, Akron/Summit & Medina Counties Private Industry Council

1998-00 Member, Portage Lakes Career Center Vocational Program Advisory Committee

1997-00 Member, Akron Enterprise Community

1997-00 Member, Akron Regional Development Board-Workforce Development Committee

1997-00 Member, Akron/Summit/Medina One-Stop Career Center Governing Board

1997-00 Member, Rotary Club of Akron

- 1994-96 Board Member, Council on Public Education of Greater Harrisburg. Served on Executive Committee; Chaired, Public Relations Committee
- 1994-96 Member, East Pensboro School District Business Advisory Committee
- 1994-96 Member, Cumberland-Perry Area Voc-Technical School Advisory Committee
- 1992-93 Member of Board of Directors, Flint International Institute.

SELECTED PROFESSIONAL ACTIVITIES AND AFFILIATIONS

- 2018-19 Invited to serve on the Association of Community College Trustees’ Charles Kennedy Equity Award Committee for a two-year appointment (2018-2019). *[Previously served on the Award Committee, 2010-2011]*
- 2017-19 Chair, Eight-Member Illinois Skyway Collegiate Conference (*chair also 2007/2008 and 2014-2015*)
- 2014 Invited Participant, White House Summit on College Opportunity Action Day
- 2009-13 Commissioner, American Council on Education, Commission on Internationalization & Global Engagement
- 2007- Member, Illinois Community College Presidents’ Council
- 2008- Member, Energy Bar Association
- 2007- Member, District of Columbia Bar
- Member, American Bar Association
- 2006-09 Commissioner, AACC Commission on Diversity, Inclusion & Equity
- 2006 Selected as one of 120 University/College Presidents (one of 14 community college presidents) to participate in the U. S. Departments of State and Education’s sponsored “*U.S. University Presidents Summit on International Education*”
- 2005 Participant, Association of Community College Trustees Leadership Academy
- 2002-05 Commissioner, AACC Commission on Global Education
- 2000- Presidents’ Round Table
- 1996-00 Member, Ohio Association of Regional Campuses
- 1994-97 Member of Executive Committee, American Council on International/Intercultural Education -- *an AACC Affiliate*
- 1986-90 Member, Executive Committee, Illinois Consortium for International Studies and Programs.

SELECTED PRESENTATIONS

- 2018 Over the past two decades, I have been a frequent presenter/speaker at local, state, national and international conferences, and at high schools, colleges and universities gatherings. Topics have included: access and completion; leadership; diversity; internationalization of curriculum and college; workforce development; navigating state budget cuts; board governance; serving the needs of the community; and challenges facing higher education.
- 2003 Mid-Year Commencement Speaker, Aldine Independent School District, Houston, Texas.

- 2001 Commencement Speaker, Our Lady of the Lake University, San Antonio, Texas.
- 1995 Conference/Workshops organizer, "International Grants Opportunities: Passports to the World," American Council on International/Intercultural Annual Conference.
- 1994 Conference co-chair, "International Education and Funding Opportunities: Making Sense Inside the Beltway," American Council on International/Intercultural Annual Conference.
- 1993 Keynote speaker, Twenty-Second Anniversary Celebration, Tri-County Foreign Language Association, Flint, Michigan.
- 1992 Panelist, "Diversity on Campus: Three Perspectives from Michigan," at Leadership 2000 Conference.
- 1991 Panelist, "Internationalizing the Curriculum: Changing Community Direction," at the Michigan Trends in Occupational Studies Conference.

GRANT WRITING

- 2013 Provided the vision, template and guidance for successful grant applications at Elgin Community College, North Harris College, Harrisburg Area Community College, and Mott Community College under the USDE's Title VI-A: Foreign Language and International Studies, and Title VI-B: Business & International Education programs.
- 1996 Applied and received a two-year matching grant award (1996-1998) on behalf of HACC from the USDOE to fund curriculum development and international business outreach projects in cooperation with 14 central Pennsylvania businesses, public agencies, professional associations, and educational institutions. (Total budget \$350,000).
- 1988 Applied for and received a one-year grant award on behalf of Harold Washington College under the AACJC/Sears Keep America Working Program.
- 1986 Applied and received a three-year matching grant award (1986-1989) on behalf of Harold Washington College from the USDOE to fund the development of an International Education and Economic Development Outreach Program. (Total budget \$619,500).

PUBLICATIONS

- 2018 Over the past two decades, I have contributed to the dialog on student success, retention, and completion; financial literacy; career-tech programs; and the importance of a college education and degree through scholarly publications, opinion-editorials, and letters to the editor.
- 1990 Co-author, "Community College Export Assistance Program: Joint Efforts to Achieve

Mutually Beneficial Goals," in *Higher Education and Export in the 1990s: Restoring United States Competitiveness in a Global Economy*, pp. 12-19, edited by William M. Craft. Published by Bunker Hill Community College, Boston (1990).

Co-author, International Business Curriculum: The New Impact of Community Colleges," in *Community, Technical, and Junior College Journal* (December 1988-January 1989).

1988 Co-editor, *International Business: Designing Effective Programs for Community Colleges*. Funded by the U.S. Department of Education.

1987 Co-author, "Informational Resources for International Business: A Cooperative Initiative Between Education and Industry," in *The Next Challenge: Balancing International Competition and Cooperation*. Published by AACJC.

SELECTED HONORS

- 2018 Streamwood Community & Economic Development Commission 10 Year Service Award
- 2016 Illinois Community College Trustees Association-Gary W. Davis Ethical Leadership Award
- 2016 Elgin Area Chamber Leadership Award
- 2016 The Elgin Cosmopolitan Club's Distinguished Service Award
- 2015 Centro de Informacion's Annual Gala Honorary Chair Award "In Recognition of his Willingness to Always Lend a Hand FOR THE GOOD OF the Community"
- 2013 Illinois Consortium for International Studies & Programs *Member Emeritus* Award
- 2013 Illinois Community College Trustees Association – Trustee Education Award – 1st Time
- 2012 Rotary Club International's Paul Harris Fellow
- 2011 National Council for Marketing & Public Relations, District 3 Pacesetter of the Year
- 2009 Certificate of Completion, Elgin Area Leadership Academy
- 2007 North Houston Greenspoint Chamber of Commerce Community Service Award
- 2006 North Houston Greenspoint Chamber of Commerce Citizen of the Year Award
- 2004 The Thomas & William Gilbane (Building & Renovations) Projects Achievement Award
- 2004 Texas Phi Theta Kappa Hall of Honor Award for Outstanding College Presidents
- 2002 Phi Theta Kappa, Shirley B. Gordon Award of Distinction for College Presidents
- 2001 Certificate of Completion, Leadership North Houston
- 1995 Invited participant in the League for Innovation's Executive Leadership Institute
- 1994 Certificate of Completion, National Association of College and University Business Officers Professional Development Workshop on Strategic Planning and Budgeting
- 1993 Mott Community College Social Sciences Humanitarian Award
- 1991 Phi Theta Kappa Honorary Member
- 1990 College of DuPage's Office of International Studies and Student Government Awards.