

PROFESSIONAL EXPERIENCE

President

2013 – Present

Trinidad State Junior College in Trinidad and Alamosa, CO

Trinidad State Junior College is one of thirteen community colleges within the Colorado Community College System, with two campuses serving 1,700 students; recognized as a Hispanic Serving Institution by the US Department of Education.

Responsibilities

- Ensure institutional leadership for both campuses, serving over 200 faculty and staff members.
- Enhance communication across entire organization, including campus operations, financial services, instruction, and student affairs.
- Provide a strong community presence for the college throughout its eight-county service area.
- Maintain full regional accreditation through the Higher Learning Commission.
- Manage an institutional budget of nearly \$25 million, consisting of a combination of state funding, student tuition, auxiliary accounts and federal grants.
- Align all aspects of planning, budgeting and assessment to assure efficiency and effectiveness.
- Represent Trinidad State Junior College and the Colorado Community College System at local, regional and national levels and advocate on behalf of each.

Accomplishments

- Stabilized enrollment, increased retention and persistence rates, and improved credential attainment for a primarily first-generation, often under-resourced, student population.
- Aligned institutional revenues and expenses, addressing a significant budget deficit within a two-year timeframe, while focusing on mission and morale.
- Instituted an integrated strategic plan for the College through committee participation, utilizing annual implementation plans to track progress.
- Managed the design and construction of a state-funded expansion project, resulting in additional laboratory and classroom space.
- Attained initial program accreditation through Accreditation Commission for Education in Nursing.
- Founded the Southern Rockies Heritage School to deliver unique educational offerings with a goal of preserving the culture and heritage of the region.
- Led philanthropic efforts to establish endowments to support scholarship initiatives, facility upgrades and key faculty positions, recently securing the largest single gift in institutional history.
- Collaborated with regional and national supporters to promote firearms safety training.
- Introduced additional avenues for shared governance by implementing a tiered Council structure, with elected representation from faculty and staff.
- Maintained institutional accreditation status with successful reaffirmation visit in December 2015.

**Provost and Vice President for Academic Affairs
Lewis-Clark State College in Lewiston, ID**

2011 – 2013

Lewis-Clark State College is a regional college with the unique three-part mission of a traditional baccalaureate institution, a technical college, and a community college for north central Idaho, offering undergraduate instruction in the liberal arts and sciences as well as in professional and applied technical programs in select fields.

Responsibilities

- Lead the instruction, student services and continuing education units, consisting of approximately 170 full-time faculty members, 100 classified and professional staff, and 150 part-time employees.
- Administer baccalaureate and associate degree programs, workforce training, community education offerings, student services, and academic support functions for over 4,000 students.
- Maintain full accreditation through the Northwest Commission on Colleges and Universities.
- Actively participate in the preparation and management of an institutional budget of nearly \$30 million.
- Represent Lewis-Clark State College at local, regional and national levels.

Accomplishments

- Established a recruiting office in southern Idaho to grow enrollment through enhanced partnerships with community colleges in that region and build recognition for Lewis-Clark State College.
- Collaborated with North Idaho College and the University of Idaho to expand opportunities for post-secondary education in the Coeur d'Alene region.
- Enhanced institution-wide communication efforts with weekly updates for faculty and staff, agenda-driven meetings, and greater accessibility and visibility on campus.
- Promoted a significant first-year experience model for incoming freshmen with a goal of increasing student persistence and success through revitalized orientation sessions and integrated advising.
- Developed a comprehensive capital equipment replacement plan for the institution, while significantly reducing student course fees.
- Championed the establishment of a Teaching and Learning Center to promote collaboration.
- Attained the academic rank of tenured, full professor within the Division of Natural Sciences.

**Vice President, Academic Affairs
Casper College in Casper, WY**

2004 – 2011

Casper College is a public, comprehensive community college that provides academic transfer, vocational, continuing, and basic skills education for approximately 5,000 students, while also offering a wide array of scholastic, cultural and athletic events to the region.

Accomplishments

- Served as acting president on multiple occasions.
- Led reaccreditation effort through the Higher Learning Commission in 2009; maintained ten specialized accreditations.

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- Engaged in all aspects of numerous building projects, from initial planning and design through construction and final occupancy.
 - Revitalized the continuing education division, highlighting workforce training and community education, including the establishment of a business incubator.
 - Realigned the academic organizational structure by engaging a diverse faculty committee, with the support of all shared governance organizations on campus.
 - Participated in fund raising efforts; influenced a foundation donor to create an endowment to support female faculty members and administrators pursuing a doctoral degree.
 - Advocated for the development of learning communities and promoted service learning opportunities to better engage students and reinforce relationships with the community.
 - Founded an honors program through collaboration with faculty leadership and facilitated efforts to further internationalize the curriculum and campus.

Faculty Senate Chair
Casper College in Casper, WY

2001 – 2004

Accomplishments

- Coordinated faculty efforts and voiced faculty views during a national presidential search.
- Spearheaded the establishment of a sabbatical program. Collaborated with senate membership and worked with the administration in the successful adoption of the program.
- Advised the administration on matters of institutional and academic policy and facilitated the development of a faculty code of ethics, as called for by the Board of Trustees.

Division Chair for Physical Science
Casper College in Casper, WY

2000 – 2004

- Elected by peers to lead the Division, representing divisional perspectives to senior administration.

EDUCATION

Ph.D. in Chemistry Colorado State University, Fort Collins, CO
*Dissertation – Vanadium and Protein Interactions: Inhibition, Redox Chemistry,
and Conversion of Cofactor Analogs*

B.S. in Chemistry University of North Dakota, Grand Forks, ND
Magna Cum Laude

Selected, American Council on Education
New Presidents Institute
Chicago, IL / Alexandria, VA / San Diego, CA – July 2013 through March 2014

Selected, American Association of Community Colleges
Future Leaders Institute / Advanced, Providence, RI – June 22-26, 2008

TEACHING EXPERIENCE

Chemistry Instructor – Casper College, Casper, WY 1993 – 2004

- Developed and taught a variety of courses, provided service to the institution and community through committee involvement and service projects, and contributed to the professional discipline of chemistry.

Assistant Professor – Colorado State University, Fort Collins, CO 1993 – 2003

- Summer teaching position, offered annually by the CSU Chemistry Department.

PROFESSIONAL and COMMUNITY ACTIVITIES

- Committee Member, Presidents Academy (American Association of Community Colleges, AACC)
 - Elected as Regional Representative, 2017
- Commission Member, AACC Commission on Communications and Marketing, 2017
- Board Member, Alamosa County Economic Development Corporation, 2013 to present
- Board Member, San Luis Valley Area Health Education Center, 2013 to present
- Board Member, Southern Colorado Repertory Theatre, 2016 to present
- Board Member, Southeast and South-Central Colorado Workforce Investment Boards, 2014 to present
- Board Member, Colorado Rural Workforce Consortium Board, 2017 to present
- Board Member, Trinidad Las Animas County Economic Development, 2013 to 2015
- Member, Alamosa and Trinidad Rotary Clubs, 2013 to present
- Member, Trinidad Kiwanis Club, 2013 to 2016
- Member, Lewis-Clark Valley Kiwanis, 2012-2013
- Member, Lewiston Rotary, 2012-2013, with service on Board, 2012-2013
- Member, Casper Five Trails Rotary, 2004-2011, with service on Board, 2006-2009
- Board Member, National Council of Instructional Administrators (NCIA), 2006-2012
 - Served as NCIA President, 2010-2011
- Board Member, Natrona County United Way, 2010-2011
- Member, American Chemical Society, since 1987
 - Member, National Organic Chemistry Examination Committee, 2002 and 2004
- Member, Phi Beta Kappa, since 1987

FOUNDATION AND GRANT ACTIVITIES

- Advocated for renewed philanthropic activity and the establishment of significant investments in higher education, including:

Friends of TSJC Gunsmithing Endowment (established July 2017)

Goal: Support faculty positions with reliable funding stream

Connecting Learning to Life Capital Campaign (established October 2012)

Goal: Build an endowment for Lewis-Clark State College

Barbara Raymond Scifers Professional Development Fund (established December 2007)

Goal: Establish scholarship fund to support doctoral attainment for women of Casper College

- Promoted the establishment of numerous scholarships at Casper College, Lewis-Clark State College, and Trinidad State Junior College through the generosity of various donors
- Successfully supported efforts to seek and maintain competitive grants through federal, state and local agencies, including:

TRiO Student Support Services – Trinidad and Valley campus awards *(\$2,900,000)*

Goal (2015): Support low income and minority student engagement and achievement

Department of Labor *(\$2,000,000)*

Goal (2007): Establish an Electric Power Technology program

Upward Bound, Math Science *(\$1,875,000)*

Goal (2017): Provide campus experiences for middle and high school students

Osher Lifelong Learning Institute *(\$1,000,000)*

Goal (2006): Establish a noncredit program for community members over age 50

Institute of Museum and Library Services *(\$500,000)*

Goal (2008): Create educational exhibits with the support of a new museum coordinator

Board of Cooperative Educational Services *(\$285,000)*

Goal (2004): Produce robust articulation agreements with local school district

Board of Cooperative Educational Services *(\$180,000)*

Goal (2006): Support all aspects of a world languages program

Colorado Opportunity Scholarship Initiative *(\$150,000)*

Goal (2014): Support collaborations with local workforce centers

ACCREDITATION ACTIVITIES

- Selected as a member of the Peer Review Corps of the Higher Learning Commission, September 2014
 - Trained as a Reviewer – October 2014
 - Past Service as a Review Team Member – December 2015, November 2016
- Led reaffirmation efforts for Trinidad State Junior College through the Higher Learning Commission by naming an Assurance System Coordinator and guiding the Assurance Argument, Federal Compliance, and Multi-Campus processes, December 7-9, 2015
- Participated in Year Three Workshop on accreditation for Lewis-Clark State College through the Northwest Commission on Colleges and Universities, March 13, 2012
- Led efforts resulting in ten-year re-accreditation for Casper College through the Higher Learning Commission by selecting a self-study coordinator, assembling a diverse steering committee and guiding the process, March 23-25, 2009

- Attained specialized accreditation for distance delivery of programs through the Higher Learning Commission, May 9-10, 2005
- Sought and maintained specialized accreditations at Trinidad State Junior College, Lewis-Clark State College and Casper College, including:
 - Education (NCATE, NAEYC)
 - Business and Technical (ACBSP, IACBE, ABA, NATEF, ABET)
 - Health Science (ACEN, NLNAC, CCNE, JRCERT, NAACLS, ASHP)
 - Fine Arts (NASM, NASAD, NAST)
- Attended several Higher Learning Commission activities in preparation for accreditation visits, including sessions on assessment, partnering and self-study design.

LEGISLATIVE ACTIVITIES

- Legislative Testimony

Capital Development Committee (Colorado), December 19, 2017

Capital Development Committee (Colorado), January 28, 2015

Joint Finance-Appropriations Committee (Idaho), January 23, 2012 and January 22, 2013

Select Committee on Developmental/Intellectual Programs (Wyoming), May 26, 2010

Joint Education Interim Committee (Wyoming), September 20, 2006

- Legislative Advocacy

Hospital Provider Fee Day at the Capitol (Colorado), March 17, 2016

Legislative Visit and Facilities Tour (Colorado), October 22, 2015

Higher Education Collaboration Meeting (Colorado), September 10, 2013

Annual Phi Theta Kappa Legislative Luncheon (Colorado), March 2014 through March 2017

Higher Education Legislative Luncheon (Idaho), February 4, 2013

North Idaho Legislative Tour (Idaho), November 18-20, 2012

60th Wyoming Legislative Session (Wyoming), January 19-20, 2009 and February 9-11, 2009

Annual Legislative Breakfast (Wyoming), November 2005 through November 2010

PRESENTATIONS AND PUBLICATIONS

- Invited guest speaker at the 2016 Colorado Adult Education Professionals Association Rendezvous: Empowering Learners through Partnerships and Innovation
 - October 14, 2016 in Denver, CO
- “State of the College”, “Trinidad State in Review”, and “Vision for Trinidad State” Presentations
 - January 12-13, 2016; May 23-24, 2016; August 14-15, 2017 (Alamosa, CO and Trinidad, CO)
- Honored as University of North Dakota Homecoming Chemistry Alumna of the Year
 - Presentation, “Education Matters” on October 9, 2015

- Selected presentations at regional, national, and international conferences:

“Community Colleges and Workforce” at the Colorado Rural Consortium Workforce Development Conference, September 28-29, 2017 in Steamboat Springs, CO, with J.C. Norling, Dean, Colorado Mountain College; C. Freed, President, Morgan Community College

“Non Traditional Pathways: Creating Innovative Entrepreneurial Opportunities” at the 2nd Annual GlobalMindED Conference – Opportunity for Collective Impact: Collaborating for Universal Access, Employment and Global Experiences, June 8-10, 2016 in Denver, CO, with K. Benemann, GSV Labs; J. Stout, Colorado Outward Bound School; M. Kuhl, Girlzilla; M. Weise, Sandbox ColLABorative; L. Craig, Blackstone Launchpad, Montana State University

“Promoting Diversity” at the 8th Annual Alliance of Hispanic Serving Institution Educators Best Practices Conference – Building Bridges to Access, Equity and Success at Hispanic Serving Institutions, March 20-23, 2016 in Camarillo, CA, with B. Luskin, Chancellor, Ventura Community College District; G. Hutchinson, Provost and VP for Academic Affairs, CSU Channel Islands; R. Vela, President, San Antonio College; E. Endrijonas, President, Los Angeles Valley College

“Center for Excellence: An Initiative for the Whole Campus” at the 91st Annual Convention of the American Association of Community Colleges – New Day, New Promise, New Orleans, April 9-12, 2011 in New Orleans, LA, with W. Nolte, President; K. Thatcher, Director of Assessment; L. Lye, Center for Excellence Specialist

“College Completion Agenda: Challenges for Academic Leaders” at the 91st Annual Convention of the American Association of Community Colleges – New Day, New Promise, New Orleans, April 9-12, 2011 in New Orleans, LA, with J. Marwick, Provost, Harper College; A. Fugate, VP for Academic Affairs, Mott Community College; C. McDonald, VP for Academic Affairs, South Georgia College

“From Divisions to Schools: Deans as Agents of Change” at the Chair Academy’s 20th Annual International Conference – Strategic Leadership, March 22-25, 2011 in Dallas, TX, with T. Frankland, Dean for Health Science; E. Unruh, Dean for Fine Arts and Humanities; L. Travers, Dean for Business and Industry; M. Connely, Dean for Science

“Innovation, Initiative, and Service: The Ultimate Learning Experience” at the 31st Annual NISOD International Conference on Teaching and Leadership Excellence, May 24-27, 2009 in Austin, TX, with W. Nolte, President; G. Wheeler, Director for the Center for Learning through Service; V. Innella, Art History Instructor; M. Kubichek, Director of Paralegal Program

“Three Decades and Counting: A Unique Community College-University Partnership” at the 88th Annual Convention of the American Association of Community Colleges – Make it Happen, April 5-8, 2008 in Philadelphia, PA, with W. Nolte, President, Casper College; J. Anderson, VP Student Services, Casper College; B. Pickett, Associate Dean, University of Wyoming / Casper College Center

- Numerous professional publications in refereed chemistry and biochemistry journals, including the *Journal of the American Chemical Society* and *Biochemistry*