

R É S U M É

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EDUCATIONAL BACKGROUND

- 4/72 **Ph.D. Degree in Higher Education Administration**, The Florida State University
8/68 **M.S. Degree in Student Personnel Services**, State University of New York at Albany
1/67 **B.A. Degree in Biology**, State University of New York at Albany

PROFESSIONAL EXPERIENCE (34 years as college president)

- 1/09 – Present **President, College of DuPage**, Glen Ellyn, Illinois
2/98 – 12/08 **President, William Rainey Harper College**, Palatine, Illinois
3/81 - 12/97 **President, Pennsylvania College of Technology**, an affiliate of **The Pennsylvania State University**, Williamsport, Pennsylvania (formerly Williamsport Area Community College)
8/73 - 3/81 **District Provost for Institutional Advancement, Brevard Community College**, Cocoa, Florida
4/72 - 6/73 **Assistant Professor of Higher Education and Assistant Director of The Florida State University State and Regional Higher Education Center, The Florida State University**, Tallahassee, Florida
9/68 - 8/70 **Director of College Housing and Counselor, Sullivan County Community College**, South Fallsburg, New York
1/67 - 6/67 **Instructor of Botany, Paul Smith's College**, Paul Smiths, New York

SELECTED OUTCOMES AT COLLEGE OF DuPAGE (January 2009 – December 2014)

Academic Excellence

- Added more than 60 programs of study. Discontinued seven programs.
- More than two dozen programs received either initial or reaffirmation of accreditation
- Obtained *Higher Learning Commission* approval to offer four AAS Degree Programs and six Certificate Programs online.
- Introduced Presidential and Academic Scholars Program to attract academically enriched students.
- Introduced Centers of Excellence initiative to enhance key academic programs. Program designation includes a \$150,000 grant.
- Acquired through gift and installed in customized laboratory the first operational CAT scan machine on a community college campus.
- The Chronicle of Higher Education ranked College of DuPage as a top producer of Fulbright Scholars within its institution's Carnegie Classification.
- Introduced *Strengths Based Learning* in the classroom.
- Received the 2012 Illinois Council of Community College Administrators Innovation Award for the development of twelve 3+1 Baccalaureate Completion programs in partnership with area universities: Lewis, Governor's State, Benedictine, Concordia and Roosevelt.
- Secured the College's standing as the largest provider of online course offerings among Illinois community colleges.
- Received Governor's Award for Excellence in Education.

- Increased participation in Dual Credit courses with area high schools 16.7% between 2009 and 2012, and 44 percent from fall 2012 to fall 2013.
- Achieved a new high water mark with more than 80 percent courses being registered online in fall 2013.
- Improved the integration of Adjunct Faculty with the addition of two Assistant Dean of Adjunct Faculty Support positions with improved services that include a more focused Adjunct Faculty recruitment process, the development of the New Adjunct Faculty Orientation Program and the implementation of Adjunct Faculty evaluations.
- First in the nation to develop new Adjunct Faculty Lecturer positions which provide increased loads and health insurance.
- Increased retention of students by 19 percent (fall-to-spring and 25 percent (fall-to-fall) through the implementation of a reformatted New Student Orientation program that focuses on Student Engagement and Retention.
- Recognized as a military-friendly school for five consecutive years—a designation received by only 15 percent of all colleges and universities nationwide.
- Implemented the Pathways to Engineering program in Fall of 2012, a guaranteed admissions agreement with University of Illinois-Urbana Champagne.

Enrollment Management

- Between Fall 2010 and Fall 2014, grew FTE enrollment by 6% with state average down 13.1%. Headcount enrollment grew 10.3% with state system down 11.1%. Only community college to increase FTE enrollment. Largest headcount growth of all community colleges.
- According to AACC, College's 9.4% increase in headcount enrollment between Fall 2012 and Fall 2013 ranked sixth nationwide. Absent California, first in nation.
- Delivered an Enhanced Student Experience Implementation Plan (ReSET), which focused on student recruitment, student retention and customer service.
- Increased annual credit hour production between 2008 and 2014 by seven percent to over 550,000.
- Established one stop center in new Student Services Center.
- Redesigned the College's website, www.cod.edu, improving navigation for visitors.
- Implemented \$2.3 million internal and external signage and wayfinding project to significantly increase safety, service and convenience for students and community.
- Created new College Tag Line: *The Value of a Lifetime*.
- Designed and maintained Facebook, Flickr, YouTube, Twitter and various web 2.0 accounts to ensure dissemination of information throughout the College and community.
- Refreshed Chaparral (athletic) logo and installed 8 foot bronze statue of College's mascot.
- More than doubled the number of student scholarships awarded by the College of DuPage Foundation between 2009 and 2013 from 300 to more than 600.

Financial Stewardship

- Increased fund balance by more than \$120 million to \$177 million or 97% of the College's operating revenue.
- Secured passage of \$168 million capital referendum in November 2010.
- Retained Moody's and Standard and Poor's highest bond rating, Aaa and AAA, respectively.
- Received clean audit opinion for FY09 and FY13.
- In 2009 refinanced a portion of capital debt, saving taxpayers \$2.14 million.

- Introduced Variable Tuition in high cost Associate Degree health care programs, saving the College approximately \$1 million annually.
- Received \$30 million in grants in FY08 -- FY14.
- Created Business Solutions to serve the corporate community: FY12 profit of \$300,000.
- Awarded \$26.7 million in capital funding from the State of Illinois.
- Negotiated eight employee union contracts.
- COD Foundation generated almost \$15 million in revenue between FY09-FY14.
- Received the Distinguished Budget Presentation Award and Certificate of Achievement for Excellence in Financial Reporting from the Government Finance Officers Association of the United States and Canada (GFOA).
- College awarded Annual Award for Business Excellence from the Daily Herald Business Ledger.
- Implemented Energy Master Plan saving college more than \$1 million annually.
- Generated excess operating revenue over expenses of \$1.9 million in FY13 for five regional centers.
- Between 2009 and 2013 one of only three Illinois community college districts to increase FTE enrollment. COD by wide margin was the leader with 3.3% growth.
- Implemented Resources for Excellence grants through the Foundation – \$100,000 available for innovative projects that address institutional priorities.
- Instituted equal percentage salary increases and tier 1 benefits for all employee groups.

Physical Facilities

- Completed or have underway more than \$550 million in campus improvements involving more than 1 million square feet of enhanced educational space.
- Completed construction of two (2) buildings: Technical Education Center (Silver LEED) and Health and Science Center (Gold LEED): combined \$107 million, 365,000 square-feet.
- Completed construction of 65,000 square-feet \$30 million Culinary and Hospitality Center (Silver LEED).
- Constructed the nationally recognized, \$30 million Homeland Security Education Center and 60,000 square-feet, Homeland Security Education Center to train first responders and to house the College's Criminal Justice and Fire Science programs, the Suburban Law Enforcement Academy and the COD Police Department.
- Completed 480,000 square-feet \$80 million renovation of Berg Instructional Center.
- Completed construction of 60,000 square-feet, \$30 million Student Resource Center.
- Constructed \$5 million athletic field complex.
- Completed more than \$30 million Site Development Plan to beautify campus, improve parking, provide student pathways/outdoor rooms.
- Updated 2002 Facilities Master Plan.
- Constructed 35,000 square feet, \$9 million Campus Maintenance Center.
- Renovated Seaton Computing Center: 18,000 square feet, \$5.5 million.
- Renovated Learning Resource Center: 118,000 square feet, \$24 million.
- Renovated Academic Computing Center: 33,000 square feet, \$7 million.
- Commenced design of the new Homeland Security Training Institute.

Partnership and General Institutional

- Developed and implemented comprehensive Strategic Long-Range Planning process, which includes integrated three-year Strategic Long-Range Plan, Annual Plan, Outcomes Document, Fact Book and Financial Plan.
- Personnel Assessment of the College Environmental (PACE) Survey placed the College's overall score in the high Consultative Leadership System Range.
- Introduced comprehensive Shared Governance System.
- Redrafted and reformatted Board Policy Manual and Procedures.
- Completed implementation of \$6 million Datatel System.
- Instituted President's Leadership Medal.
- Introduced inaugural Graphics Standards manual.
- Established three (3) College-wide offices: Marketing and Enrollment Management, Planning and Institutional Effectiveness and External Relations.
- Generated inaugural COD Experts Guide.
- Introduced *COD This Week*, a weekly e-mail from the President to College employees.
- Instituted Community Nights to enhance exchange of information between community leaders comprising District 502 and the College.
- Developed inaugural magazine, *IMPACT*, for distribution to all District 502 residents.
- Instituted mandatory diversity training program for all search committee participants.
- Awarded the Illinois Performance Excellence Bronze Award for Commitment to Excellence, making the College only the sixth community college recipient of this award since its inception in 1996. The ILPEX award process is part of the College's reaccreditation process through the Higher Learning Commission.
- Ranked second nationally by the Institute for International Education for students enrolled in international programs in the 2010-2011 and 2011-2012 academic years.
- Named seventh safest community college campus in Illinois by StateUniversity.com.
- Ended a 20-year dispute with the Village of Glen Ellyn, regarding jurisdiction over capital construction and established DuPage County as the building codes overseer of all future capital projects on campus.
- Increased the salary pools of all employee groups an average of 3.6 percent per year over four years.
- Created a new user-friendly portal system for College employees and students.
- Introduced Enhance COD to solicit College improvement ideas from all employees.
- Created new College-wide brand positioning.
- Reconstituted the Teaching and Learning Center (TLC), adding new value-added development programs for faculty and staff.
- Developed COD CARES, an institution-wide program to promote charitable activities on and off campus.
- Established Waterleaf Restaurant and Inn at Waters Edge.
- Established the Career and Training Center at the Illinois Department of Employment Security in Lombard to conduct outreach and provide informational presentations to the unemployed and underemployed.
- Hosted the IEEMA joint command center in the Homeland Security Education Center for the 2012 Chicago NATO summit.
- Developed and implemented Basic Service Excellence Training for all employees.
- Revamped and implemented Employee Recognition Program- I Am COD Awards.

- Received the NATYCAA Cup (National Alliance of Two-Year College Athletic Administrators) for recognition of excellence in two-year collegiate athletics based on success in championship competition.
- Named a winner of the 2014 Richard Goodman Strategic Planning Award from the Association for Strategic Planning

SELECTED OUTCOMES AT WILLIAM RAINEY HARPER COLLEGE (February 1998 – December 2008)

Academic Affairs

- Increased FTE fall credit enrollment 31.96% between FY98 and FY08, following a decline of 10.15% between FY92 and FY98.
- Two independent surveys (conducted by Scientific Verdicts and Greystone Group) affirmed Harper is best known in the district for its academic reputation.
- Received accreditation from the Higher Learning Commission, FY06, to offer complete degrees on-line.
- Received accreditation permission from the Higher Learning Commission for students to complete degrees at off-campus sites (Northeast Center and Harper Professional Center) in FY06.
- 5300 student enrollments matriculated through either online, blended learning or telecourses in FY06.
- Increased number of formal transfer partnerships from 33 to 87, including 90/30 degree credit arrangements with universities in Illinois, Indiana and Wisconsin.
- Launched legislative initiative authorizing Harper to offer two baccalaureate degrees, homeland security and technology management, under a pilot program. Passed Illinois House in FY07. Earned editorial endorsement by the Chicago Tribune (5/24/07) and the Daily Herald (5/8/07).
- Added 16 career degree programs, 59 career-based certificate programs and 1 general studies degree program.
- Revised, updated or added 406 courses.
- Deleted 11 degrees and 35 certificates (all career-based).
- 282 students in 15 cohorts enrolled in AA and AAS Fast Track Programs in FY07.
- Five area hospitals sponsor 40 employees annually for participation in a nontraditional nursing program.
- Added world cultures and diversity graduation requirement.
- Graduate and transfer student surveys consistently show 95-99% of students would recommend Harper to their family members or friends.
- Implemented program to evaluate Harper's effectiveness to three key constituencies by conducting a community needs survey, a student engagement survey and an employee climate survey on a rotating three-year basis.
- Funded by National Science Foundation to promote community college students conducting undergraduate research in Chemistry.
- Funded by National Science Foundation to design/implement Associates Degree in Nanotechnology.
- Promoted nationally recognized Learning Communities initiative.
- Increased Dual Credit enrollments with district high schools by 39%.
- Received Illinois Innovation in Teaching Award in FY04.
- Harper Math Team awarded National Championship in Mathematics from the American Mathematics Association of Two-Year Colleges, FY05.

- Harper Speech Team ranked by the Honorary Forensic Association Phi Rho Pi in the top 10 nationally every year for the past 10 years.
- Developed criteria to identify Centers of Excellence. Chemistry Department designated as the first Center in August 2008.

Business and Industry

- Established Harper College for Businesses, which operates as a profit center and served 64 companies, 3,784 participants in FY07.
- Launched TECH Program, which made Harper the third community college in the United States to become a Microsoft Training Center.
- Achieved record client sales in the TECH Program, \$4.3 million, in FY00, representing a client growth of 17%.
- Launched highly successful Network Technology Program (Net Prep), a partnership involving 3Com Corporation and the National Association of Communication Systems Engineers.
- College recognized as a "Top Ten Training Institution in Illinois" by the Chicago Software Association.
- Initiated Motorola-focused "regional" AAS Degree program in Electronics Manufacturing in partnership with three neighboring community colleges. (Illinois Community College Board recognized achievement with a 1999 Award for Excellence in Workforce Preparation.)
- Harper College for Businesses provided customer service training in Information Technology to Motorola Account Managers who serve customers in global business units. (Training provided in England, Singapore, China, Israel and the United States.)
- Received Award for Excellence in Teaching and Learning from the Illinois Community College Board for Networking for Motorola Engineers Program, FY05.
- Partnered with Suburban Law Enforcement Academy to offer inaugural Police Recruit Academy at Harper, FY08.

College-wide

- Guided Harper through highly successful ten-year reaffirmation of accreditation, FY07.
- Provided leadership in restructuring long-standing Shared Governance System. (Faculty Senate recognized President's commitment to shared governance in FY98.)
- Launched many new initiatives, including Deaf Institute, Latino and Black Teen Summit Events, Multicultural Fellows Program, Strengths Based Learning and Summer Bridge Program.
- Created key administrative departments, including: Community Relations, Diversity and Organizational Development, Emergency Operations Center, Environmental Health and Safety, Harper College for Businesses, Instructional Technology, Marketing and Enrollment Services, Media and Governmental Relations, Outcomes Assessment, Professional Advancement and Learning Center and Strategic Planning and Alliances.
- Received Illinois Community College Consortium of Administrators Innovation Award in FY08.
- Received 36 awards for the College's marketing materials from such organizations as the National Council for Marketing and Public Relations, University and College Designers Association, Council for Advancement and Support of Education and through the Admissions Marketing Report.
- Created President's Leadership Medal to recognize exemplary performance by College employees.

Financial Administration

- Grew fund balance from \$17.1 million in FY98 to \$67 million in FY08.
- Received unqualified (clean) audit opinions from KPMG with no material weaknesses for ten years.
- Secured taxpayer approval of two capital referenda: \$154 million in 2008 and \$88.8 million in 2000.
- Implemented investment strategy to grow \$88.8 million bond referendum dollars to \$105 million.
- Received highest bond rating (Aaa) from Moody's Investors Service for 10 years.
- Received Distinguished Budget Award from Government Finance Officers Association for five years.
- Introduced differential tuition resulting in over \$500,000 in additional annual revenue.
- In FY98, reversed planned deficit and unexpected budget shortfall of \$3.6 million to a net increase in fund balance of \$500,000.

Human Resources

- Negotiated thirteen employment contract extensions and three inaugural employee union contracts. The College has six unions. In 2008, obtained two-year contract extension for five unions, two years prior to expiration of existing contracts.
- Solved eight-month impasse in contract negotiations with the IEA/NEA union within ten days of arrival on campus.
- Increased all employee salaries a base-adjusted average of six percent annually since FY99.
- Classified staff rejected formation of union by a two-thirds majority vote, FY01.
- College employees responding to PACE (Personnel Assessment of College Environment) Survey in FY05 defined Harper's climate as consultative.
- Increased percentage of diverse College employees from 8.77% in FY98 to 15.28% in FY07.
- Initiated Performance Based Bonus Compensation for administrative team.

Physical Plant

- Added more than 377,000 gross square feet (GSF) of new facilities, representing a 30% increase in campus facilities.
- Completed more than \$150 million in building and grounds enhancements.
- Constructed Avanté, a \$60 million, 288,500 GSF Center for Science, Emerging Technology and Health Careers.
- Completed design/funding package and constructed \$23 million Conference Center and Performing Arts Center, 89,000 GSF.
- Purchased (\$4.3 million) 40,000 GSF facility in Schaumburg; renovated facility (\$750,000) to house the TECH Program.
- Completed \$100,000 comprehensive College-wide facilities audit in FY08.
- Enhanced campus safety by acquiring electronic emergency communications system, arming campus police, eliminating asbestos, installing new signage and campus lighting and repairing walkways/roads. Total cost: \$7.5 million.

Planning

- Led design/implementation of the College's first comprehensive (three-year) Strategic Long-Range Plan (SLRP).
- Led design/implementation of first Annual Operating Plan (AOP) which is fully integrated with SLRP and drives the preparation of the annual Financial Plan.
- Produced annual Outcomes Document tied to SLRP and AOP.
- Produced annual Fact Book.

- Provided leadership in preparing College's first comprehensive Campus Master Plan (FY00) and subsequent updating (FY08).

Resource Development

- Received donations to Harper College Foundation in excess of \$15.5 million. Successfully completed \$8 million capital campaign.
- Received an average of \$3.5 million in federal/state grants annually.
- Awarded special state appropriation of \$4.25 million in FY06 to enhance campus infrastructure.
- Received \$1.1 million (FY03) in member initiative funds from Senator Kay Wojcik to acquire 40,000 GSF facility in Schaumburg to create Harper Professional Center.

Student Affairs

- Received more than 20 national and regional awards for exemplary Student Affairs programs and services that promote student development, retention and success.
- Student Personnel Program designated by National Association of Student Personnel Administrators (NASPA) as one of six nationally/internationally as "Exemplary." (June 1998)
- Implemented five "Bridge" programs, with proven success and retention rates, designed to transition high risk student populations to Harper and resulting in Illinois State Innovation Award recognition in 2007.
- Achieved 97% semester to semester retention rates for full-time students since 2002, 89% for all student groups. Consistently boosted semester to semester retention since 2001 by 5% for new students, including part-time students, to 70.6%.
- Increased overall graduation rate by 57% since FY05.
- Increased the unduplicated number of students participating in scholarships and financial assistance programs by 194% since FY99.
- Increased the amount of federal, state and institutional scholarship and financial assistance funds by 159%.
- Harper Hawks athletic teams achieved 4 national championships, were ranked nationally 29 times, regionally 37 times and 178 student athletes were awarded All American status.
- Developed a Spanish language version of all scholarship and financial assistance information for the Office of Scholarships and Financial Assistance web site.
- Created the Center for Multicultural Learning to address changing student demographics and to assist faculty in diversifying the curriculum. Center honored with the Illinois Community College Innovation Award (FY04) and the NASPA Regional Diversity Award (FY06).
- Access and Disability Services, nationally recognized for exemplary practice, has increased students served by 100% to over 1,000 annually; semester to semester retention has increased from 75% to 85%; and, the mean GPA has increased from 2.26 to 2.56. Harper now serves more deaf college students than any other institution in the state, and a new Deaf Institute initiative was born through the generosity of the Kimball Hill family.

Technology

- Committed in excess of \$80 million for technology enhancement and support since FY98.
- Added 120 SMART/Media Rich Classrooms (Shared Multi-media Access to Resources for Faculty) at an average cost/room of \$18,000 for a total of \$2.16 million.
- Strategically committed to providing pervasive desktop and laptop computing for instruction and all business services, and annually recycling one-fourth of this investment to ensure these technologies are updated on a scheduled basis.
- Acquired and introduced \$11.5 million Enterprise Resource Planning (ERP) System standardizing on the Oracle database. (Vendors: Oracle and SunGard Banner.)

- Expanded Harper's presence in the community by establishing strategic direction for interaction based on Web-Centric Technologies (i.e. Web Pages, Portal, Self-Service, Learning Management Systems, etc.).
- College recognized in Yahoo's "Top Ten List of Most Wired Community Colleges." Campus is both fully wired and wireless for mobile and remote computing access to installed technology resources.
- Replaced current antiquated telephone system with a state-of-the-art Voice over Internet Protocol (VoIP) - estimated value of \$1 million.
- Supported technology consortium initiatives by engaging entities that leverage Harper's technology investment and services (i.e. CARLI, ICN, MiCTA, etc.).
- Supported the start-up of Green initiatives in technology by approving the consolidation of computer print and copy utilizing a single device and managing volume use.

SELECTED OUTCOMES AT PENN COLLEGE (1981-1997)

Academic Affairs

- Increased FTE student enrollment from Fall 1980 (2,991) to Fall 1997 (4,478) by 50% despite two-year (1985-87) loss of enrollment of 22.8% due to sponsorship crisis.
- Added 22 baccalaureate and 23 associate degree programs.
- Offered initial baccalaureate degrees in Fall 1992. Fall 1997, 22 program majors contained 20% of the College's FTE student enrollment.
- Sustained student placement (employment, military, continuing education) of 92% or better after graduation every year since 1981.
- Acquired more than \$50 million in state-of-the-art instructional equipment.
- Established highly successful Distance Learning Center relying on the Internet and Picture-Tel.
- Established President's Quality Commission to further enhance quality of instruction, professional staff credentials, student success and facilitate recruitment of academically enriched students.

College-Wide

- Conceived of and facilitated the merger between the Williamsport Area Community College and The Pennsylvania State University in 1989, creating the Pennsylvania College of Technology.
- Successfully guided institution through two comprehensive Middle States reaccreditation visits (1984, 1992) and special baccalaureate program visitation (1995) using strategic planning approach.
- Established College-wide governance system through which major institutional decisions were effected. Approved more than 250 recommendations (100%) emanating through shared governance system.
- Established North Campus in Wellsboro in 1983.

Financial Administration

- Increased College unrestricted fund balance from less than \$2 million in FY80 to \$19 million in FY97.
- Received no audit exception from either the State of Pennsylvania or the Federal Government since 1985.
- Coordinated issuance of four municipal bond offerings, providing \$62 million to assist in funding building construction/renovation.

Human Resources

- Successfully negotiated five faculty contracts, (I negotiated more than two dozen employee contracts in all) spanning 18 years, ending long-term divisiveness within the College.
- Increased faculty salaries by a cumulative average of 12.13% per year (staff salaries by an average 7.55% per year) through 1996-97.

Physical Plant

- Completed over \$100 million in new building construction (more than 350,000 sq. ft.) and renovation.
- Raised \$11 million from the local private/public sector (including \$5 million gift from Lycoming County), enabling construction of the Advanced Technology & Health Sciences Center (1987) and Community Arts Center (1993).
- Increased land area of Williamsport Campus (urban environment) from 40 acres to 82.5 acres (106%).

Planning

- Designed and implemented comprehensive strategic planning approach to institutional governance.

Resource Development

- Played leadership role in community to acquire and subsequently renovate, at a cost of \$11.2 million, the 1928 Capitol Theater, thus creating the region's only Community Arts Center.
- Secured largest gift in the College's history: a \$20.1 million Navy A-6 Intruder Aircraft.
- Averaged \$3.8 million in grant income annually since 1992-93, including five-year \$2.3 million Title III grant.

Student Development

- Completed construction of first College owned/operated student apartments (N=320 residents).
- Established comprehensive scholarship program (including Presidential Scholars initiative) and Student Ambassador Program.
- Established intercollegiate archery team which won NCAA Division 1 National Championship, Compound Bow Division, in second year of existence.

PUBLICATIONS**Authored/co-authored forty-three publications (eighteen in refereed journals).**

"Fiscal Fitness: Higher Education Must Be Run Like a Business." Community College Daily (AACC), December 17, 2014. Reprinted in the Huffington Post, December 18, 2014.

"Marketing from the Inside Out" chapter to be published by Council for Advancement and the Support of Education (CASE) in book entitled: "Presidential Perspectives on Community College Advancement," Spring 2015.

Huffington Post Entries

"Community Colleges Continue to Step Up Their Game." November 5, 2014

"Free Tuition Follow Up." October 7, 2014

"Free College Tuition - The Right Way to Pay?" August 25, 2014

"Reauthorizing the Higher Education Act." July 10, 2014

"Free Tuition a Debt Solution for Higher Education? Let's Take Action From the Inside Out" June 4, 2014

- “Enough of the Economic 'Blame Game': Colleges Must Take Responsibility for Enrollment.” May 2, 2014
- “Community Colleges: Four-Year Degrees in Illinois and Beyond.” April 2, 2014
- “States Investigate Extreme Measures to Increase College Accessibility.” March 14, 2014
- “Private Colleges Face Enrollment Challenges.” February 24, 2014
- “Generating First-Generation Students.” January 17, 2014
- “Overrating Graduating?” November 20, 2013
- “Does a College Degree Make Dollars and Sense?” October 23, 2013
- “Future Value of College Educations - ROI (Real or Implied) Credentials.” September 12, 2013
- “Manufacturing: A Pathway to Prosperity.” July 24, 2013
- “Community Colleges at a Crossroads.” *National Council for Marketing & Public Relations Counsel* January 2014, pp. 8-9.
- “Alternative Investment Strategies to Help Mitigate Against Revenue Shortfalls.” *Community College Week*. August 12, 1996, Volume 9, Number 1, pp. 4, 11.
- “Merger: The Opportunities and Challenges of Institutional Partnership.” *Educational Record*. Winter 1996, pp. 46-52.
- “College Mergers - An Emerging Alternative.” *Community, Technical, and Junior College Journal*. August/September 1989, pp. 37-40.
- “Technology Transfer and Training: The Critical Challenge.” *Community, Technical, and Junior College Journal*. October/November 1988, pp. 30-33.
- “Trustees’ Role in Strategic Long-Range Planning.” *ACCT Trustee Quarterly*. Winter 1985-86, pp. 1-9.
- “Shaping A Community’s Future.” (Learning Spaces). *Community, Technical, and Junior College Journal*. October/November 1985, pp. 32-36.
- “Two-Plus-Two: To Market, To Market.” *Community, Technical, and Junior College Journal*. December/January 1985, pp. 32-26.
- “Developing Non-Traditional Programs.” *Community College Review*. Summer 1983, pp. 13-20.
- “The Eighties and Part-Time Faculty.” *Community College Review*. Summer 1982, pp. 58-62.
- “A Faculty Salary System That Works.” *Community and Junior College Journal*. May 1982, pp. 32-35.
- “International Cooperation Through Vocational Education.” *Community College Review*. Summer 1981, pp. 40-45.
- “Formalizing the Taiwan Connection.” *Community College Review*. November 1980, pp. 28-30.
- “Educational Priorities for the 80’s: The Trustee’s Perspective.” *ACCT Trustee Quarterly*. Spring 1980, pp. 1-11.
- “Advancing International Education.” *New Directions for Community Colleges*. (Editor), San Francisco, California: Jossey-Bass Inc., No. 26, Summer 1979, pp. 1-127.
- “A Cooperative in the World Community.” *Community and Junior College Journal*. March 1979, pp. 24-27. Note: Reprinted in *The Education Digest* (September 1979), pp. 51-54.
- Management Principles for the Community College Administrator. (Editor), Cocoa, Florida: Brevard Community College, October 1977, pp. 1-162.
- “The Federal/State Paperwork Menace.” *Community College Review*. Summer 1977, pp. 16-22.
- “Brevard Community College: Instructional Innovation for the Space Age.” *Community and Junior College Journal*. September 1977, pp. 7-8.
- President-Trustee Relationships: Meeting the Challenge of Leadership. Washington, D.C.: Presidents Academy/American Association of Community and Junior Colleges, 1977, pp. 1-53.
- “The Canadian Connection.” *Community and Junior College Journal*. May 1977, pp. 28-29.
- “Institutional Goals in Planning.” *Community and Junior College Journal*. December/January 1976-77, pp. 8-12.
- Contemporary Issues in Post-Secondary Education*. (Editor), Cocoa, Florida: Brevard Community College, June 1976, pp. 1-111.
- “Part-Time Teachers - ‘Step Children’ of the Community College.” *Community College Review*. April 1973, pp. 29-37.
- “An In-Service Training Program for Division/Department Chairmen.” *First Level Management: Legal*

Implications and Responsibilities for Selection and Retention of Faculty. Tallahassee, Florida: The Florida State University State and Regional Higher Education Center, February 1973, pp. 44-56.

“A Study of the Distribution of Financial Aid Awarded by Florida State University to Florida Public Junior College Transfer Students and Incoming Freshmen.” *Journal of Student Financial Aid.* May 1972, pp. 22-31.

A Statewide Study: Identified Problems of International Students Enrolled in Public Community/Junior Colleges in Florida. Tallahassee, Florida: The Florida State University State and Regional Higher Education Center, May 1972, pp. 1-65.

CONSULTANCIES

Professional assistance provided to forty colleges/universities, consortia/associations and/or private sector corporations.

Arkansas Cooperative Education Consortium	Lenoir Community College
Arizona Western College	Marshalltown Community College
Bay De Noc Community College	Middle States Association of Colleges and Schools
Chesterfield-Marlboro Technical College	Mohegan Community College
Citibank	Mt. Hood Community College
Claremore Junior College	Navarro College
Daytona Beach Community College	Paducah Community College
Delaware Technical and Community College	Pasadena City College
Eastern Iowa Community College	Pensacola Junior College
Florence-Darlington Technical College	Post Junior College
Florida State Board of Independent Colleges	Republic of China Ministry of Education
Florida Junior College at Jacksonville	Republic of Surinam Ministry of Education
Gogebic Community College	Santa Fe Community College
Gulf & Western Industries	Seattle Community College District
Harriman College	Southeastern Center for Cooperative Education
Housatonic Community College	Southeastern Community College
Independence Community College	Toyota Motor Corporation
Kenyan Ministry of Education	University of Tennessee/Memphis State University
Kirkwood Community College	Waukesha County Technical College
Lansing Community College	Western Nevada Community College

FORMAL PRESENTATIONS

Formal remarks presented before twenty-nine bodies/organizations/conventions.

League for Innovation in the Community College, 2013

Illinois Board of Higher Education/Illinois Community College Board Baccalaureate Degree Task Force, 2006

Illinois House Higher Education Committee, 2005

Pennsylvania House Sub-Committee on Tax Reform, 1996

Pennsylvania House Committees on Education and Commerce, 1995

Toyota Motor Corporation (in Japan), 1993

Pennsylvania Legislative House Republican Caucus, 1990

Standard and Poor's Ratings Group, 1990

Moody's Investors Service, 1990

IBM Community College Presidents Conference, 1989

United States Congress, House Sub-Committee on Science, Space and Technology, 1988

IBM Higher Education Executive Conference, 1988

Pennsylvania House Committee on Education, 1987 and 1988

Economic Development Commission, City of Pittsfield, MA, 1988

Educational Partners for International Cooperation Annual Institute, 1986 and 1987
American Association of Community and Junior Colleges Convention, 1986
Indiana Council of Vocational Administrators Conference, 1985
The Tennessee Board of Regents Conference on Higher Education, 1985
The New Mexico State Department of Education Workshop, 1985
Association of Community College Trustees Regional Workshops (Charleston and Des Moines), 1985
Pennsylvania Planning Association Annual Conference, 1984
Association of Community College Trustees Convention, 1983 and 1984
American Association of Community and Junior Colleges Convention, 1980
Nova University Summer Institute, 1979
National Council for Resource Development Conference, 1978
Florida Association for Staff and Program Development Conference, 1977
Association of Community College Trustees Convention, 1977
National ACCTion Conference on Resource Development, 1976
American Association of Community/Junior Colleges Convention, 1976
Florida Association of Community Colleges Convention, 1975
Central Florida Needs Assessment Conference, 1975
American Association of Community/Junior Colleges Convention, 1973

PROFESSIONAL AFFILIATIONS

Member of the Minorities Commission of the American Council on Education, 1992-1995
 Secretary and Officer of the Board of Directors, Pennsylvania College of Technology, 1989-1997
 Chairman of the Board of the Community Arts Center, Inc., 1990-1997
 Member of Long Range Planning Committee of the Board of Trustees of the Middle States
 Association of Colleges and Universities, 1988-1997
 Member of Les Amis d'Escoffier Society of New York, 1994-1998
 Member of Board of Directors, AACJC Presidents Academy, 1984-86
 Member of Board of Directors and Executive Committee, Pennsylvania College of Technology
 Foundation, Inc. (formerly The Williamsport Area Community College Foundation, Inc.),
 1982-1997
 Member of Board of Directors, Educational Partners for International Cooperation, Inc.,
 1982-1996 (Founding Chairman, 1982-83)
 Executive Director, The Community College Cooperative for International Development, Inc., 1976-81
 Cluster Coordinator (Brevard County, Florida), Nova University Doctoral Program in Higher Education,
 1978-81
 President (1977-78), Vice President (1975-77), Florida Association for Staff and Program
 Development
 Chairman (1974-75), Vice Chairman (1972-74), Curriculum and Instruction Commission, Florida
 Association of Community Colleges
 Member of Phi Delta Kappa (professional honor society in education)

COMMUNITY SERVICE

Member of U.S. Bank Chicago Advisory Board, 2013 – Present

Member of the Board of Trustees of the Lincoln Foundation, 2010-2013

Licensee of Max McGraw Wildlife Foundation, 2003-Present (Member Finance Committee 2010-
 Present)

Member of Holy Family Church Parish Council, 2006-2007

Member of Williamsport-Lycoming Municipal Airport Authority, 1994-1997

Member of Board of Directors, Commonwealth Bank, A Division of CoreStates, 1984-1997

(Member of Corporate Loan and Long Range Planning Committees)
Member of Board of Directors of Divine Providence Hospital, 1989-94; (Member of Executive Committee, Finance Committee and Chairman of Long Range Planning Committee)
Founding Chairman of the Board of Directors, Divine Providence Hospital Foundation, 1989
Member of the Williamsport/Lycoming Foundation Community Advisory Board, 1989-91
Member of Board of Trustees, Leadership Lycoming, 1987-91 (Chairman of Mentor Program, 1989-90)
Member of Board of Directors, Williamsport/Lycoming Chamber of Commerce, 1983-86
Member of Board of Directors, Susquehanna Boom Festival Foundation, 1983-87 (President of the Board, 1985-86)
Member of Board of Directors, Lycoming Chapter of the American Red Cross, 1983-85

ECONOMIC DEVELOPMENT

Member of Board of Directors, Workforce Board of DuPage County, 2009-Present
Member of Board of Directors, Choose DuPage, 2009-Present
Member of Board of Directors, Workforce Board of Northern Cook County, 2000-2008
Member of Board of Directors, Greater Woodfield Convention and Visitors Bureau, 1999-2008
Member of Board of Directors, Greater O'Hare Association of Industry and Commerce, 1999-2000
Member of Board of Directors, Northwest 2020, 1998-Present (Vice President of Board, 1998-1999)
Member of Barrington Area Chamber of Commerce Executive Breakfast Club, 1998-2001
Member of Board of Directors, Consortium for Advanced Manufacturing Productivity, 1987-94
Member of the Northeast-Midwest Leadership Council (Federal), 1989-1997
Member of Advisory Board for the North East Tier Advanced Technology Center of the Ben Franklin Partnership Program, 1986-1997
Member of Board of Directors, Industrial Properties Corporation, 1987-93
Member of Board of Directors, Central Pennsylvania Industrial Modernization Council, Inc., 1988-94
Member of 17th Congressional District Education Advisory Committee, 1983-92
Member of Williamsport/Lycoming Chamber of Commerce Economic Development Commission, Chairman of Labor Workforce, Management, Education and Training Committee, 1989-93

HONORS

2015 University at Albany Alumni Association Excellence Award
2014 CASE V CEO of the Year Award
2013 Illinois Senate recognition for 32 years of leadership in community colleges
2013 Florida State University College of Education Distinguished Alumni Award
2013 Association of Community College Trustees CEO Award, Central Region
2013 Robert L. Breuder Homeland Security Education Center dedicated at College of DuPage
2013 College of DuPage Police Department Honorary Police Officer
2013 National Council for Marketing and Public Relations (NCMPR) National Pacesetter Award
2012 DuPage County Fire Chiefs Association Honorary Fire Chief,
2009 President Emeritus awarded by Harper College
2000 Inducted into the Confrérie de la Chaîne des Rôtisseurs
1998 Community Arts Center Board of Governors Vision Award
1997 President Emeritus, the Pennsylvania College of Technology
1996 Les Amis d'Escoffier Society of New York membership
1995-97 Pennsylvania Business Central recognition as among the top 100 most influential business leaders in fourteen county region
1993 Williamsport/Lycoming Foundation Excellence in Education Award
1989 Robert L. Breuder Advanced Technology and Health Science Center at The Williamsport Area Community College
1989 National Conference of Christian and Jews Brotherhood Award

INTERNATIONAL EXPERIENCE

- Visited Canterbury Christ Church University College in England and Université de Poitiers in France to Further WACC faculty and student exchanges, 2005.
- Facilitated 21-day educational tour for 20 Williamsport Area Community College faculty and staff to Argentina, Brazil, Chile and Peru during the summer of 1988.
- Led group of 21 Williamsport Area Community College faculty and staff on 18-day educational tour of the British Isles during the summer of 1986. Program financed through contributions from local business and industry.
- Visited Republic of China in January 1980 and February 1984 to sign formal bilateral education agreements on behalf of The Community College Cooperative for International Development and Educational Partners for International Cooperative, respectively.
- Established "sister college" partnership with the National Yuen-Lin Institute of Technology, Yuen-Lin, Taiwan, in November 1981.
- Obtained \$50,000 grant from the Alcoa Foundation (Pittsburgh, PA) in July 1981 to train, in the United States, 20 managers of technical institutes from Surinam beginning August 15, 1981.
- Visited Republic of Surinam in December 1988 and signed formal bilateral education agreement on behalf of The Community College Cooperative for International Development.
- Established off-campus center for community college students at the University of Konstanz, Konstanz, Germany, October 1979.

Participated in educational visits to:

Austria	El Salvador	Jamaica	Republic of China
Barbados	Guatemala	Japan	Spain
Curacao	Hong Kong	Kenya	Switzerland
Dominican Republic	India	Macau	Germany

- Coordinated training program for Ministers of Education from 27 member countries to the Organization of American States at Brevard Community College, September, 1979. Funding obtained through grants received from the Tinker Foundation and Organization of American States.
- Designed, coordinated and participated in Community College European Studies Program for Professional Educators (international professional development program for 100 faculty), July 1978 (countries visited: Austria, Belgium, England, France, Greece, Holland, Italy, Luxembourg, Switzerland and Germany).
- Obtained NDEA Title IV grant to internationalize the college curriculum, May 1979 (one of only six given to community colleges).
- Designed and coordinated faculty, staff and student exchange program between Malaspina College (Nanaimo, British Columbia) and Brevard Community College, July 1977.
- Obtained, through the U.S.O.E., the services of a curriculum consultant from Guatemala (1978-79) and Brazil (1979-80) and two Group Study Abroad grants to send faculty to Brazil (1978) and Taiwan (1979).