

**TY JULIAN HANDY**



**EDUCATIONAL BACKGROUND**

**Ed.D, Higher Education Administration** (1991) **University of Memphis**, Memphis, TN

Major in Higher Education

Complementary course work in:

Educational Administration

Research and Methodology

Educational Philosophy

Dissertation entitled "The Tennessee Board of Regents Remedial and Developmental Studies Program: An Ex-Post Cost-Effectiveness Analysis".

**MBA, Accounting and Finance** (1986) **Drexel University**, Philadelphia, PA

Specialization in Accounting and Finance

Complementary course work in:

Quantitative Methods

Strategic Planning and Policy

The Gourman Reports rate Drexel as one of the top 50 MBA programs in the U.S.

**BS, Finance** (1984) **Western Kentucky University**, Bowling Green, Kentucky

Major in Finance

Minor in Business Administration

**The Institute for Educational Management – Institutes for Higher Education –  
Harvard University Graduate School of Education** (2007)

Cambridge, MA

Completed an intensive two-week program designed to develop advanced leadership skills for college and university administrators. Key emphasis placed on operating effectively in an environment that values shared governance, visioning, planning and establishing positive relationships.

**The National Community College Chair Academy "Institute for Academic Leadership  
Development"** (1995)

Mesa, Arizona

Completed a year-long intensive program dedicated to providing leadership training to persons serving as academic leaders in two-year colleges. This program is recognized as a leading program for academic leaders at community and technical colleges.

## TEACHING EXPERIENCE

**Adjunct Faculty** (2006-2010)

Vermont Technical College  
Randolph Center, VT 05061

**Adjunct Professor** (2001 – 2005)

Indiana University Southeast – Undergraduate and Graduate School  
New Albany, Indiana 47150

**Adjunct Professor** (1998-2001)

University of Arkansas Community College at Batesville  
Batesville, AR 72501

**Adjunct Graduate Professor** (1995-1998)

Embry-Riddle Aeronautical University - Ft. Knox  
Fort Knox, KY 42706

**Associate Professor with Tenure** (1993-1998)

Elizabethtown Community College  
Elizabethtown, KY 42701

**Associate Professor of Business Technologies and Social Sciences** (1992-1993)

Jefferson Community College,  
Steubenville, OH 43952

**Assistant Professor of Business Technologies** (1991-92)

State Technical Institute at Memphis  
Memphis, TN 38134

**Assistant Professor of Business Administration** (1988-1991)

Williams Baptist College  
Walnut Ridge, AR 72476

**Graduate Instructor in Statistics** (1988)

University of Arkansas  
Fayetteville, AR 72701

**Teaching Assistant in Quantitative Methods** (1984-1986)

Drexel University  
Philadelphia, PA 19104

**Courses Taught:**

Principles of Accounting I & II	Economics for Elementary School Teachers
Advertising and Promotion	Microeconomics
Business Ethics	Macroeconomics
Strategic Planning	Money and Banking
Statistics I & II	Operations Management
Organizational Theory	Principles of Investments
Managerial Accounting	Principles of Financial Management

**ADMINISTRATIVE AND PROFESSIONAL EXPERIENCE**

**Present Position**

**President** (January 2106-Present)  
Jefferson Community and Technical College  
109 East Broadway  
Louisville, KY 40202

Responsibilities include those performed by a Chief Executive Officer of a comprehensive urban institution. JCTC enrolls over 12,000 students each fall and serves as the community college for the 16<sup>th</sup> largest metropolitan area in the US.

**Past Positions**

**President** (June 2010-Present)  
Northwest Florida State College  
Niceville, FL 32578

Responsibilities include those performed by a Chief Executive Officer of a four-year college. NWFSC is one of 28 public colleges in Florida. The College serves Okaloosa and Walton Counties with 7 permanent teaching sites and enrolls over 17,000 students annually. Fall semester college credit headcount is approximately 8,000 students. In addition to over 25 associate degree programs, the College offers bachelor degrees in 10 academic areas through five degrees and five program options. The college is the area’s primary provider of workforce and community education and offers robust cultural, arts, and athletic programs. The College boasts its own professional symphony orchestra.

**Specific College Accomplishments during my Presidency:**

- Led College through the most difficult financial period in its history featuring dramatic cuts in funding. Accomplished this with no layoffs or furloughs through diligent management of financial resources. In the two years prior to my arrival there were no salary increases. During my tenure each year has seen a modest salary increase.

- Revitalized the College Foundation increasing total assets from \$35 million to \$50 million, Revamped the Foundation's spending practices to reflect the new economy and stabilized donor relations during a time of crisis. The Foundation had not previously been managed prudently and, as a result, I tackled severe personal relationship issues and a general lack of faith in the ability of the Foundation to meet its mission. A complete turnaround in this area has occurred.
- Secured a \$1.3 million grant to support new work force training initiatives in welding and related manufacturing skills.
- Successfully completed construction of two new facilities, a 2,500 seat arena and wellness center and a comprehensive student services center totaling over \$60 million in construction costs. Completed one major classroom renovation financed entirely through conservative management of internal maintenance and repair funds.
- Successfully replaced four of five key leadership positions due to retirements planned prior to my arrival. The VP of Academic Affairs, VP of College Advancement, and Dean of Student Affairs positions all underwent successful national searches with highly competent candidates identified and selected. Two of the five positions were filled by internal candidates who demonstrated their preparedness through an open national search process.
- Ranked by the Aspen Institute as one of the top performing community colleges in the country during each of the past three years.
- Successfully completed **Vision 2020**, a strategic planning process for the College that resulted in a new mission, vision, and values statements as well as a set of Key Performance Indicators being used to track the progress of the institution.
- Received approval for two new bachelor's degree program, several new associate's degree programs, and anticipate approval for additional programs at both levels in the near future in spite of severe financial constraints limiting the funding available to start-up new academic offerings.

**President** (January, 2006-June 2010)  
 Vermont Technical College  
 Randolph Center, VT 05061

Responsibilities include those performed by a Chief Executive Officer of a four-year college. Vermont Technical College is one of five colleges in the Vermont State College System. The College is located in the geographic center of Vermont, has a total operating budget in excess of \$45 million, and enrolls over 1,750 degree-seeking students each fall on a residential main campus, and nine satellite campuses around the state. The College places emphasis on associate and bachelor programs with a technical focus in the areas of business, agriculture, engineering, and nursing/allied health, as well as workforce education and training while valuing the role of liberal arts in developing graduates fully prepared for pursuing a quality life. The College is the State's primary provider of workforce education and economic development and, in addition to its traditional higher education mission, manages such operations as the Small Business Development Centers (SBDCs) throughout the State, the Vermont Manufacturing Extension Center, The Technology Extension Division, The Rural Enterprise Incubator, Vermont Interactive Television, and the Center

for Sustainable Practices. The College was recently ranked by US News and World Report as one of the top 10 Public and top 25 Northern US Baccalaureate institutions.

Specific College Accomplishments:

- Implemented seven new academic programs in four year time span, including five at the bachelors level
- Revamped a planning and budgeting process and successfully transitioned college from one that had five years of poor financial performance, including one year (2005) with a 10% reduction in college workforce prior to my arrival, to one with a significant carry-forward balance every year. Improved college financial reserves from \$185,000 to \$1,900,000 in a five year period
- Constructed the first new building in the past decade at the College – the SHAPE Fitness Center and Student Commons – building has received many accolades including LEED – Gold certification as a green facility
- Saw four-year enrollment growth of over 25%, the largest increases in the past two decades
- Reorganized academic affairs by creating one Chief Academic Officer position instead of two co-Deans, thereby integrating Allied Health and Nursing programs with the rest of the college
- Reestablished the Office of Institutional Advancement/Development that had been eliminated by a prior administration. Initiated a comprehensive effort to re-establish contacts with alumni, friends, and past corporate and foundation supporters of the college
- Approved and invested in key campus initiative to develop internet-based courses and programs
- Approved and invested in key campus initiative to undertake green and sustainable practices in conjunction with the development of a new Sustainable Design and Technology program
- Reinvigorated the college athletic and club sports programs adding two new intercollegiate sports, two new club sports, revamping the college intramural program, and moving into a stronger athletic conference.

**Chancellor** (May, 2001- December, 2005)  
Ivy Tech State College – Southern Indiana  
Sellersburg, IN 47172

Responsibilities include those performed by a Chief Executive Officer of a two-year public institution. Ivy Tech State College – Southern Indiana is one of fourteen regional community and technical colleges that make up Indiana’s two-year state-supported Ivy Tech State College System. The College is located in the northern suburbs of Louisville, Kentucky and enrolls over 4,600 degree-seeking students each Fall. Its mission is threefold. The College places emphasis on education leading to employment, transfer education enabling students to complete a bachelors degree at another institution, and corporate and community education.

### Specific College Accomplishments:

- Increased headcount by over 60% and annualized FTE enrollment by over 50% in five years
- Increased Foundation endowment from \$80,000 to \$1.3 million in five years
- Added academic programs in Respiratory Care, Early Childhood Education, Web Design, Apprenticeship Technology, and General Studies
- Restructured organizational hierarchy and created a more efficient and cost-effective operation
- Implemented a comprehensive and integrated planning, assessment, and budgeting process
- Increased expenditures for instructional equipment and began a major classroom environment initiative including new classroom furnishings and instructional technology
- Increased average faculty and staff compensation by over 30% and added six new faculty and four new staff positions in a three-year period. During my tenure the average faculty salary went from 13<sup>th</sup> of 14 two-year colleges in the State to 6<sup>th</sup>
- Grew the institution's financial reserves from \$250,000 upon arrival in 2001 to over \$1,700,000 by December, 2005
- Increased level of Internet-based courses four-fold. In 2005 the college enrolled over 700 students (headcount) in distance-education courses (up from 120 in 2001)

### **Vice Chancellor for Academic Affairs (1998-2001)**

University of Arkansas Community College  
Batesville, AR 72501

#### Reporting to the Chancellor

Responsibilities included those generally performed by a Chief Academic Officer while providing the educational leadership necessary for the College to continuously grow and improve. During my tenure the College implemented seven new academic programs and had increases in enrollment of 15% in Fall 1998 over Fall 1997, 45% in Fall 1999 over Fall 1998 and 18% in Fall 2000 over Fall 1999. Emphasis was placed upon managing the enrollment growth through the hiring of excellent faculty, the development of appropriate academic support resources such as technology, faculty development, instructional equipment and teaching space, remedial and developmental studies, faculty governance improvement, articulation with transfer institutions, and dual/concurrent enrollment opportunities for area high school students. UACCB is located approximately 90 miles north of Little Rock, Arkansas in a rural community of 10,000 residents serving a service area of approximately 60,000 people and enrolls over 1,700 degree-seeking students. I left to become a college CEO.

### **Chief Academic Officer and Dean for Academic Affairs (1993-1998)**

Elizabethtown Community College  
Elizabethtown, KY 42701

## Reporting to the President

Responsibilities included those generally performed by a Chief Academic Officer including providing the educational leadership necessary for the College to continuously improve. Served as the Acting President when the President was away from campus. Emphasis was placed upon the continuous improvement of faculty/staff development, remedial and developmental studies, School-To-Work articulation, four-year college and university articulation, quality of off-campus course offerings, and faculty morale. Involved in budgeting, performance evaluation, and promotion and tenure decisions. Regularly involved in the planning, writing, and managing of federal and state grants. ECC is located 35 miles south of Louisville, Kentucky and enrolls approximately 6,900 degree-seeking students. ECC is a multi-campus College with two campuses and seven teaching sites. I left for the challenge of leading in a community college that was in its infancy, having just become a community college, just become affiliated with a university system, and which was about to undergo its first full accreditation visit.

### **Dean of Business Technologies/Social Sciences (1992-1993)**

Jefferson Community College (formerly Jefferson Technical College)  
Steubenville, OH 43952

## Reporting to Vice President of Instructional Services

Responsibilities include providing the leadership for and ensuring the integrity of ten two-year associate programs, two one-year certificate programs, and numerous social science course offerings. This was accomplished through the planning, acquisition, organization, supervision, and evaluation of faculty, staff, syllabi, students, and related facilities and equipment. Responsibilities also included involvement with grant management, admissions, advising, recruitment, registration, certification and graduation procedures, teaching assignments and personal teaching, faculty development programs, program directors and committee assignments, and faculty/staff grievance and discipline resolutions. JCC is located 40 miles west of Pittsburgh, Pennsylvania and enrolls approximately 1,800 students. The experience provided me the opportunity to develop skills associated with working with an organized (unionized) faculty. I left for the opportunity to become a Chief Academic Officer.

### **Director of Research (1991-1992)**

State Technical Institute of Memphis  
Memphis, TN 38134

## Reporting to President of STIM

Administrative responsibilities included management of internal and external survey design and analysis, enrollment reporting, teacher evaluations, and student tracking. Worked closely with the President, Academic Dean, and Dean of Student Affairs on a variety of special projects including faculty workload analysis, reorganization planning, strategic planning, personnel management policy development and other special projects as assigned.

Appointed to serve on the President's Executive Cabinet. Taught one course per semester. STIM was the largest two-year college in Tennessee (10,000 students) and was rated in 1991 as one of the best two-year colleges in the nation by U.S. News and World Report. I left for a promotion and the opportunity to return to the academic side of higher education.

**Assistant Professor and Division Chair of Business & Education (1988-1991)**

Williams Baptist College  
Walnut Ridge, AR 72476

Reporting to Executive Vice-President for Academic Affairs

Administrative responsibilities include management and supervision of two four-year degree programs (Business Administration and Elementary Education) and six two-year degree programs, supervision of nine faculty members, and accompanying planning, budgeting, and record-keeping activities. During my employment, the Elementary Education program was implemented and received NCA accreditation and preliminary NCATE accreditation, the Business Administration Program was re-accredited by NCA and accepted for membership in the Southern Association of Colleges and Schools of Business (SACSB), the business computing labs tripled in size, and the retention rate of students within the division improved substantially. Academic responsibilities included teaching four courses per term and academic advising of upper-level declared business majors. During the 1989-90 academic year I was selected by a unanimous vote of the faculty to serve as the Faculty Representative on the College Board of Directors. I received a leave-of-absence during 1991 to fulfill the residency requirements for my doctoral degree.

**Internship in Educational Administration (1990-91)**

State Technical Institute of Memphis (STIM)  
Memphis, TN 38134

Reporting to President of STIM

This was a full-time, paid internship. A state-level decision to consolidate STIM (10,000 students) with Shelby State Community College (4,500 students) created the need for consolidation analysis and strategic planning. Reporting to the senior executive in charge of the consolidation, I was charged with the development of alternative consolidation plans. These plans were comprehensive and my work involved economic, administrative, organizational, operational, and political considerations. From this position, I was promoted to Director of Research.

**Graduate Instructor of Statistics (1988)**

The University of Arkansas  
Fayetteville, AR 72701

Reporting to Department Chair of Management Information Systems

**Senior Financial Analyst (1986-1988)**



R. R. Donnelley and Sons Company (A Fortune 150 Company)  
2223 King Drive  
Chicago, IL 60616

Reporting to the Director of Financial Planning

Began career in Budgets and Operations Department. Prepared monthly financial reports, annual and bi-annual operating budgets, and capital budgets for 30 manufacturing divisions located worldwide. Undertook numerous special projects as assigned by the Corporate Controller and/or Chief Financial Officer. Promoted after six months to Expansion Planning Department where duties included development of pro-forma financial statements for potential merger and acquisition candidates, cost/benefit evaluations of division requests for capital expansion funds, and presentations of recommendations to the CEO, Board, and other senior staff members. Left to pursue Doctorate.

**Teaching Assistant in Quantitative Methods (1984-1986)**

Drexel University  
Philadelphia, PA 19104

Reporting to the Department Head of Quantitative Methods

While pursuing the MBA, I held a teaching assistant appointment under Dr. Carl Silver, the Department Head of Quantitative Methods. Due to his widely sought-after consulting services, I not only tutored students taking upper-level statistics courses, but also gave frequent class lectures and prepared, administered, and scored all exams. Dr. Silver employed me in his consulting work as well where I was engaged in a variety of activities involving data collection and statistical analysis.

## **SCHOLARLY PURSUITS**

### **Publications and Presentations**

Handy, T.J. (2014). "Leadership Lessons from an IT Crisis". Presentation at the Waves of Excellence AFC Convention. Miramar Beach, FL.

Handy, T.J. & Williams, P. (2012). "Initiating and Implementing Institutional Change: Process and Pitfalls". Presentation at the 21<sup>st</sup> Annual Chair Academy International Conference. Atlanta, GA.

Handy, T.J. (2010). "Managing Conflict in a Time of Change". Presentation at the 19<sup>th</sup> Annual Chair Academy International Conference. Minneapolis, MN.

Handy, T.J. & Paterson, J. (2010). "Workforce Development and the Green Economy: Lessons from a Small College's Efforts". Presentation at the Annual Conference of the University Continuing Education Association. Scottsdale, AR.

Handy, T.J. (2008). "New England Higher Education and the Impending Demographic Profile Crisis". Article published in The New England Journal of Higher Education. Vol. 22, No. 4. Boston, MA.

Handy, T.J. (2007). "The Role of Public Education as an Economic and Workforce Development Engine". Keynote address at the Franklin County Workforce Investment Board Annual Meeting. St. Albans, VT.

Handy, T.J. (2006). "Implications of the Changing Demographic Profile in Vermont". Keynote address at the Green Mountain Economic Development Council Annual Meeting. White River Junction, VT.

Handy, T.J. (2005). "Presidential Crisis: The Right Response Makes All The Difference". Article published in The Administrator: Practical Wisdom for Higher Education Executives. Vol. 23, No. 6. Magna Publications. Madison, WI.

Handy, T.J. & Smith, C.K. (2004). "Academic Support: Be There and Make a Difference". Presentation at the Alamo Community College District's Annual Development Day. This presentation was by invitation and was supported by a Lumina Foundation Grant. San Antonio, TX.

Handy, T.J. & Smith, C.K. (2004). "Academic Support: It's More than Just Customer Service". Presentation at the Alamo Community College District's Annual Development Day. This presentation was by invitation and was supported by a Lumina Foundation Grant. San Antonio, TX.

Handy, T.J. (2004). "Responding Appropriately to the Unexpected". Article published in The Presidency: The American Council on Education's Magazine for Higher Education Leaders. Winter, 2004. Vol. 7, No. 1. American Council on Higher Education: Washington, D.C.

Handy, T.J. & Butler, L.N. (2004). "But We've Always Done It That Way: Changing College and Departmental Culture". Paper presented at the 13<sup>th</sup> Annual Chair Academy International Conference on Leadership. Reston, VA.

Handy, T.J. (2003). "Higher Education Health Care Exemplary Partnerships". Discussion panel member at the 2003 Indiana Health Care Summit. Indianapolis, IN.

Handy, T.J. (2001). "Building Transfer Partnerships Between Private Colleges and Community Colleges: A Unique Approach That Works". Published by the Education Resources Information Center and catalogued as document number ED455900.

Handy, T.J. (2001). "The College Opportunity Program: An Effective Transfer Arrangement Between A Community College and A Selective Liberal Arts College". Paper

presented at the Conference on Transfer: The Forgotten Function of Community Colleges. Overland Park, KA.

Handy T.J. (2000). "Student Cheating at Community Colleges: Is Faculty Perception Reality". Paper presented at the Annual Teaching and Learning Conference 2000: Innovations for Learning Enhancement. Ashland, KY.

Handy T.J. (2000). "Student and Faculty Perceptions of Cheating: A Comparative Analysis". Paper presented at the 12<sup>th</sup> Annual Fall AATYC Conference: Keeping the Promise. Little Rock, AR.

Handy T.J. & Whitmire, Nancy L. (2000). "Partnering for Success: A Program to Improve the Retention Rate of Developmental Students". Published in The Arkansas Journal of Developmental Education. Fall, 2000. Little Rock, AR.

Handy, T.J. (2000). "Academic Integrity". Keynote presentation made to faculty and staff of the University of Arkansas Community College at Hope during their Fall 2000 kickoff activities. Hope, AR.

Handy, T.J. (2000). "A Rationale for College Attendance". Honors convocation address given to students and families from Midland High School. Midland, AR.

Handy, T.J. & Whitmire, Nancy L. (2000). "Collaborating for Success: A Tutoring Partnership That Works". Paper presented at The Eleventh International Conference on College Teaching and Learning. Jacksonville, FL.

Handy, T.J. (2000). "How to Handle Difficult Students". Paper presented at the Focus on Learning: Teaching and Learning into the New Millennium Conference. Hope, AR.

Handy, T.J. (1997). "Individualism and the Need to Connect". Commencement address given to 1997 graduates of Embry-Riddle Aeronautical University. Fort Knox, KY.

Handy, T.J. "How to Use Exam Results to Teach Study and Test Prep Skills". Published in Teaching For Success. March 1996, Volume 8, No. 3, 1996.

Handy, T. J. (1995). "A Smattering on Mattering: Using Kolb's Experiential Learning Theory to Improve Student Learning". Paper presented at the First Annual Spring Conference on Improving Instruction. Hazard, KY.

Handy, T. J. (1995). "Rationales for the Use of a Student Evaluation of Teaching Instrument Which Offers an Opportunity for National Comparisons". Paper presented at the First Annual Spring Conference on Improving Instruction. Hazard, KY.

Handy, T. J. "The Strategic Planning Imperative: Environmental Scanning". Published in Quality First. Volume 11, No. 12, pp. 1-3, 8, 1994.

Handy, T. J. (1994). "A New Model for Developmental Studies". Presentation made as one of three Keynote presentations at the 11th Annual Conference of the Kentucky Association for Developmental Education. Elizabethtown, KY.

Handy, T. J. (1994). "Dynamics of Diversity in the Business Classroom". Presentation made at the University of Kentucky Community College System Conference on the Dynamics of Diversity Conference. Louisville, KY.

Handy, T. J. (1992). "Teaching Effectiveness in a Nutshell: Making Students Feel They Matter". Paper presented at the Annual Conference of General Educators of Ohio. Nelsonville, OH.

Handy, T. J. "Women's Ways of Knowing: Explanations and Implications for Gender Differences in Substance Abuse". Published in The College Student Affairs Journal. Vol. 11, No. 2, pp. 16-24, 1991.

Handy, T. J. "The Tennessee Board of Regents Remedial and Developmental Studies Program: An Ex-Post Cost Effectiveness Analysis". Doctoral Dissertation from Memphis State University. Memphis, TN, 1991.

Handy, T. J. "The Necessity of Environmental Scanning Prior to Long-Range Planning Activities at Higher Education Institutions". Published in Educational Planning. Vol. 8, No. 3, pp. 23-30, 1990.

Handy, T. J. (1990). "The Necessity of Environmental Scanning Prior to Long-Range Planning Activities at Higher Education Institutions". Paper presented at the Annual Meeting of the Mid-South Educational Research Association (MSERA). New Orleans, LA. Published as ERIC document number ED326156.

### **Representative Examples of Community Presentations/Services and Appointments**

Member – Niceville/Valparaiso Chamber of Commerce Board of Directors (2010-2015)  
Vice-Chair for Community Development (2012-2014), Chair-elect (2014-2015)

Member – Dolittle Institute Board of Directors. The institute is a research and educational institute supporting military initiatives and STEM educational efforts (2013-2015)

Member – International Advisory Board of The Chair Academy – the leading leadership training venue for academic leaders headquartered in Mesa, AZ (2014 – 2015)

Fully Sworn Auxiliary Deputy – Walton County Sheriff's Office (2011-2015)

Member – Florida's Great Northwest Economic and Workforce Development Council Board of Directors (2011-2015)

Member – Council of Presidents, Florida College System (2010-2015)

Member – Economic Development Council of Okaloosa and Walton Counties Board of Directors and Executive Council (2011-2015)

Member-American Heart Association of Okaloosa County Board (2010-2014), Chair (2012), Vice-Chair (2011)

Member-United Way of Okaloosa/Walton Counties Board of Directors (2010-2013)

Member and Vice Chair – Fort Walton Beach Medical Center Board of Directors (2010-2013)

Member and President – Vermont Higher Education Council (2006-2010). This body represents higher education in the State of Vermont and consists of all public and private college presidents in the state.

Member and Vice Chair– Vermont State Chamber of Commerce Board of Directors (2006-2010)

Member – Gifford Hospital Board of Directors (2006-2010)

Member and Officer – Randolph Rotary Club (2006-2010)

Evaluator for New England Association of Schools and Colleges (NEASC) (2006-2010)

Member – Vermont Small Business Development Center Coordinating Council (2006-2010)

Member and Treasurer – Randolph Area Community Development Corporation Board of Directors (2007-2010)

Governor appointed member of the Vermont Environmental Engineering Advisory Council (2007 – 2008)

State appointed member of the Department of Natural Resources Council to create the Center for Environmental Communication & Education (2007-2008)

Coordinator – Youth Philanthropy Councils of Southern Indiana. A non-profit entity that provides high school students an opportunity to develop leadership skills through the development of an understanding of philanthropy and the granting of financial awards to non-profit initiatives. (2004-2005)

Metro Louisville United Way Campaign Chair for Southern Indiana (2005)

Consultant/Evaluator and AQIP Consultant for the North Central Association of Colleges and Schools (2000-2005).

Member – Southern Indiana Small Business Development Center Board of Directors (2003-2005).

Member – Community Foundation of Southern Indiana Advisory Council (2003 – 2005).

Member and Treasurer– Southern Indiana Chamber of Commerce Board of Directors (2002-2005).

Vice President – Southern Indiana Innovations Center (2002-2005).

Member – Charlestown Chamber of Commerce (2001-2005).

Member – New Albany, IN Rotary Club and Chair of Vocational Awareness Committee (2001-2005).

Co-Chair of the Golden Acorn Awards Banquet honoring youth engaged in Southern Indiana community service activities (2004-2005).

Vice Chair – Southern Indiana Chamber of Commerce Workforce Development Division (2002-2004).

Consultant/Evaluator of Occupational and Technical Programs for the Oklahoma Commission on Higher Education (2003)

Consultant/Evaluator for the Arkansas Consolidated School Improvement Plan. In this role, I visited high schools along with a team of other evaluators and a North Central Accreditation Evaluator. The team evaluated and made recommendations regarding high school improvement (1999-2001).

Examiner for the Arkansas Quality Award (1998-2001).

Presenter of several workshops and classes on “Statistical Process Control” (1993-2002).

Presenter of several sessions and mini workshops on "Kolb's Experiential Learning Theory" (1990-2000).

Youth Soccer Coach and Youth/High School/College Soccer Referee (1994 – 2004).

Chair of the Board of Directors of Communicare, Inc., a non-profit counseling, rehabilitation, mental health and substance abuse intervention organization with annual revenues in excess of \$12 million (1996-1998).

Volunteer for Junior Achievement of the Greater Louisville Area (1995-97).

Presenter of several sessions and mini workshops on "The Seven Habits of Highly Effective People" by Stephen Covey (1993-95).

Volunteer for Big Brother/Big Sisters of the Greater Louisville Area (1994-96).

Volunteer for Habitat for Humanity of Hardin County (1994-96).

### **Additional Certifications/Honors**

Recognized by the Emerald Coast Autism Center for 'outstanding support' in their search for establishing a new facility to house all educational components of the school in one central location in the region (2015).

Recipient of an award from the Okaloosa County Chapter of the NAACP for 'outstanding community support' at the 2013 Dr. Martin Luther King, Jr.'s Birthday Celebration.

Named Randolph, Vermont Area Chamber of Commerce "Business Executive of the Year" (2009)

Certified in two courses on NICS (The National Incident Command System) by FEMA. These courses prepare leaders to respond correctly to a major institutional crisis or event and to work cooperatively with federal, state, tribal, and local agencies in the event of an emergency (2007).

Named Floyd County "Professional of the Year" by the New Albany Rotary Club (2005).

Recipient of the 2004 Shirley B. Gordon Award of Distinction at the Phi Theta Kappa 86<sup>th</sup> International Convention, Minneapolis, MN.

Named "Most Outstanding College Administrator, 2002-2003" by the Indiana Region of Phi Theta Kappa, the two-year college student honor society representing over 25 two-year campuses in the state of Indiana.

Received the inaugural Allene Craddock Leadership Award presented by the Elizabethtown Chamber of Commerce and the graduating class of Leadership Elizabethtown (1995).

Successful completion of training in "The Seven Habits of Effective People," an 18 contact hour training program (1994).

Certified by The Ohio State University to instruct financial planning seminars for Ohio high school students (1993).

Successful completion of the "Transformation of American Industry Train-the-Trainer Course," a 40 contact hour quality management course certifying professionals to teach Transformation of American Industry courses in Total Quality Management (1991).

Dissertation nominated by College of Education at The University of Memphis for the Leo and Margaret Goodman-Malamuth Award and the Donald A. Gatzke Award presented by the American Association of University Administrators Foundation (1992).

Elected Alderman of College City, AR (1988-90).

Member of Beta Gamma Sigma National Business Honor Fraternity.

Member of Phi Kappa Phi National Honor Fraternity.

Honorary member of Phi Theta Kappa National Honor Society.



## **REFERENCES**

Ms. Sandy Sims (former Board Chair of NWFSC Board of Trustees)  
Director of Marketing and Public Relations  
Gulf Power Company  
4018 Bond Circle  
Niceville, Florida 32578  
(850) 872-3297 (work)  
(850) 376-8440 (cell)

Dale Rice (former Board member – NWFSC Board of Trustees)  
CEO – 1<sup>st</sup> National Bank of Crestview  
1301 Industrial Drive  
Crestview, Florida 32539  
(850) 423-4060 (work)  
(850) 902-1125 (cell)

Dr. Brian Shonk (former employee and Dean at Northwest Fl State College)  
Vice Chancellor for Academic Affairs  
University of Arkansas – Batesville  
Batesville, AR 72503  
(870) 612-2003 (work)  
(850) 585-3007 (cell)  
[Brian.shonk@uaccb.edu](mailto:Brian.shonk@uaccb.edu)

Mr. Joe Woodin (Community Member)  
CEO – Gifford Medical Center (regional hospital)  
44 South Main Street  
Randolph, VT 05060  
(802) 728-3204 (work)  
[pmaxfield@giffordmed.org](mailto:pmaxfield@giffordmed.org)

Dr. Brent Kay (Community Member)  
Superintendent of Orange Southwest Supervisory Union (k-12 System)  
Randolph, VT 05060  
(802) 728-5052 (work)  
(802) 505-5285 (cell)  
[bkay@orangesw.k12.vt.us](mailto:bkay@orangesw.k12.vt.us)

Dr. Patricia Menchini (Retired Vice President of Academic Affairs)  
Vermont Technical College  
1 Main Street  
Randolph Center, VT 05061  
(802) 433-1394 (Home)  
(802) 375-4670 (Cell)

Dr. Anthony Newberry (former VP of Academics - Kentucky Community College System)  
President of Jefferson Community and Technical College  
109 E. Broadway  
Louisville, KY 40262  
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