

Nickie Cobb



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Performance-driven organizational development professional with 20+ years of experience with higher education and adult learning. Proven success and experience partnering with all levels of management and employees within an organization. Experience facilitating large and small continuous process improvement projects, change management, and business transformations. Strong communicator with highly developed skills in interpersonal relations with the ability to lead collaborative problem solving teams. Passionate about adult learning and organizational development, dedicated to fostering continuous growth and advancement within diverse work environments. Committed to designing and implementing tailored learning solutions that empower individuals and drive organizational excellence.

## Work Experience

### **Vice President of Academic Affairs/ Jefferson Community & Technical College**

(May 2023-present)

- Manage budgetary allocations and resource distribution for Academic Affairs, including adjunct budget, extended campuses, and Workforce Solutions
- Directed faculty affairs initiatives, including recruitment, development, and retention strategies, fostering a supportive academic environment conducive to faculty success
- Facilitated strategic planning efforts to grow enrollment across multiple divisions and disciplines
- Oversee external partnerships and community engagement
- Lead research and innovation efforts to identify new and emerging content and build programs to support expansion
- Provide leadership development for Academic Affairs team, including Deans, AVP's, and Department Heads
- Facilitate diverse teams, with varying agendas, identify and implement innovation and change

### **Associate Vice President of Workforce Solutions Department/ Jefferson Community and Technical College**

(April 2017-present)

- Provide leadership and oversight of Workforce Solutions team leading to a significant increase in gross revenue from 2016(\$-500,000) to 2024 (\$3,400,000)
- Provide strategic leadership focused on enrollment growth, increases in the number of external partnerships, and departmental profits
- Identify strategies to grow revenue through Workforce Solutions projects including the addition of two academic programs that serve local industry needs
- Manage all instructor resources both faculty and adjunct for Workforce Solutions training programs
- Oversight of department budget including revenue and expense accounts
- Mentor, coach, and lead Workforce Solutions staff resulting in low team turnover and productivity increases
- Monitor and maintain all KCTCS TRAINS grant funded programs
- Conduct comprehensive needs assessment with employer partners to build custom learning and development plans

### **Lean and Six Sigma Director for Workforce Solutions / Jefferson Community and Technical College**

(March 2006- April 2017)

- Partnered with business and industry to identify opportunities for process improvement and develop appropriate interventions
- Created and executed organizational development initiatives focused on continuous improvement, team building, and leadership development including reductions in downtime and setup times, as well as improvements to workplace organization and quality
- Managed strategic transformational initiatives to implement organizational development for companies such as, Linak US, Ford Motor Company, RxCrossroads, Lake Cumberland Regional Hospital, and Zappos.com
- Facilitated diverse teams through data based problem solving to implement improved processes
- Partnered with internal and external business and industry contacts to identify opportunities for improvement and developed creative solutions
- Facilitated implementation of Lean and Six Sigma continuous improvement projects

### **Process Engineer / Six Sigma Black Belt, ACS**

(July 2004-February 2006)

- Coordinated and instructed Black Belt, Green Belt and Champion training for hourly and salary employees
- Created Six Sigma Certification process
- Coached and Mentored Green Belts and Black Belts
- Developed and implemented training for offshore sites
- Completed Six Sigma projects

**Six Sigma Black Belt Consultant, Ford Motor Co. Louisville Assembly Plant**

(August 2003-February 2004)

- Performed Design of Experiments, Process Capability, ANOVA
- Obtained Thorough understanding of SPC
- Gained Proficiency with Minitab and Igraphx
- Member of Squeak & Rattle Team
- Facilitated Green Belt Training for hourly and salary employees

**Instructor, ExecuTrain of Louisville**

(March 2002-August 2003)

- Provided instruction of Standard Desktop Applications (i.e. Word, Excel, PowerPoint, Access, etc.)
- Facilitated soft skills training (i.e. Time Management, Effective Presentation Skills, etc.)
- Created topic specific outlines, practice files and courseware for Instructor Services at Presbyterian Church USA

**Education**

**Western Kentucky University**

Doctor of Education in Educational Leadership

**University of Louisville**

Master of Science in Human Resource Education

**Bellarmino University**

Bachelor of Arts in Business Administration

**American Society for Quality**

Certified Six Sigma Black Belt

**Oriel Incorporated**

Certified in Lean Principles

References available upon request