



Dr. Darrell L. Cain

A Passionate Leader Committed to Student Success

Dr. Darrell L. Cain is a transformative educator and leader who sees education as a catalyst for social change and personal growth. A first-generation college graduate from Gary, Indiana, he understands the barriers many students face. His own academic journey began at Pasadena City College, where early struggles fueled his commitment to helping students overcome challenges and achieve success.

Dr. Cain earned a Bachelor's degree in Sports Marketing and Management from Indiana University, Bloomington, followed by a Master's in College Student Personnel Administration from Ball State University. Determined to deepen his impact, he pursued a Ph.D. in Education Leadership and Policy Studies from Virginia Tech University, with a minor in Instructional Technology. His academic journey came full circle when he returned to Indiana University as a faculty fellow, teaching in the Instructional Systems Technology Department.

With over 25 years of leadership experience, Dr. Cain has held key administrative roles, including Dean of Academic Affairs at Atlanta Technical College, Vice President for Teaching and Learning at Eastfield College in Dallas, TX, and Vice Chancellor for Student Affairs at Ivy Tech Community College in Indiana. His leadership as President of Pierce College, Puyallup, helped the institution earn Aspen Top 10 College recognition, while his tenure as Interim President at Everett Community College positioned the institution as an Achieving the Dream Leader College of Distinction.

Beyond institutional leadership, Dr. Cain has shaped national policy, civic, and workforce development through board service with the Council for Higher Education Accreditation (CHEA), Boys and Girls Club of Indianapolis, the Economic Alliance Snohomish County, and the Puyallup-Sumner Chamber of Commerce. His work has strengthened education-to-career pathways and expanded opportunities for students.

A dedicated educator, mentor, and researcher, Dr. Cain has over 20 years of teaching experience and currently serves as graduate faculty at the University of Maryland Global Campus. His research focuses on technology-enhanced learning, student retention, and learning outcomes assessment. He is passionate about creating inclusive learning environments where students, faculty, and staff can thrive.

Dr. Cain's career is a testament to the belief that anyone can achieve success with perseverance and opportunity. Guided by his personal philosophy of making a meaningful impact, he is dedicated to empowering everyone he encounters to realize their fullest potential while creating lasting change in the communities he serves.

January 17, 2025

Dear Members of the Search Committee,

I am writing to express my enthusiastic interest in the position of President at the College of Southern Nevada (CSN). As a first-generation college graduate, I deeply understand the unique challenges faced by similar students and have dedicated my career to addressing their needs. With over 25 years of leadership experience in higher education, I bring a proven record as a transformational leader dedicated to advancing student success, institutional excellence, and workforce alignment. My passion for empowering diverse communities and fostering equitable outcomes aligns seamlessly with CSN's mission and values.

Commitment to Diversity and Inclusion

Throughout my career, I have championed the values of diversity, equity, and inclusion, particularly at institutions serving historically underrepresented populations. My tenure at Everett Community College, a designated Minority Serving Institution, exemplifies this commitment. Additionally, I have held leadership roles at Hispanic-Serving Institutions (HSIs), such as Eastfield College, where I worked to build workforce and community partnerships to address the needs of students and the surrounding community. These efforts underscore my dedication to creating equitable opportunities for all students, particularly those from underrepresented backgrounds. As Interim President at Everett Community College, I guided the institution in becoming an Achieving the Dream Leader College of Distinction, eliminating equity gaps and fostering pathways for first-generation and underserved students.

Transformational Leadership and Visionary Strategy

As a transformational leader, I have consistently driven change to position institutions for long-term success. At Pierce College, I led the development and implementation of a strategic vision that improved retention and completion rates while strengthening partnerships with local businesses to meet workforce needs. Under my leadership, Pierce College earned recognition as an Aspen Top 10 College twice, in 2019 and 2021, for its excellence in student outcomes and commitment to student success. I also worked collaboratively to establish innovative initiatives, such as a Higher Education Appreciation Week, enhancing community engagement and institutional visibility.

Fiscal Leadership and Stewardship

At Everett Community College, I successfully managed a complex budget to ensure institutional stability and growth. By implementing strategic financial measures and streamlining operations, I increased the college's unrestricted operating reserves from \$5.8 million to \$12 million, providing a robust foundation for future initiatives. My approach to fiscal stewardship prioritizes transparency, sustainability, and aligning resources with institutional priorities to maximize student success and operational efficiency.

Shared Governance and Collaborative Leadership

I have consistently fostered an environment of shared governance, ensuring that faculty, staff, and students have meaningful roles in shaping institutional priorities. By cultivating open communication and transparency, I have strengthened trust and collaboration within the college community. At Everett Community College, I worked closely with internal and external stakeholders, including community leaders, industry partners, and policymakers, to align institutional goals with regional needs. This inclusive approach has led to effective decision-making, enhanced organizational culture, and stronger partnerships that support the success of students and the institution.

Building Business and Community Partnerships

I have consistently prioritized the development of strong, mutually beneficial relationships with business, industry, and community organizations to advance institutional goals. At Everett Community College, I worked closely with regional employers to align academic programs with workforce demands, creating seamless pathways for students into high-demand careers. As President of Pierce College, I collaborated with local governments, chambers of commerce, and civic groups to expand dual enrollment programs and create career pipelines. These efforts not only increased student opportunities but also positioned the college as an indispensable partner in driving regional economic growth and development.

Political Acumen and Advocacy

My experience working with local, state, and federal officials has honed my political acumen and ability to advocate effectively for student needs. As Chair of the Washington Community and Technical Colleges Capital Budget Committee, I secured \$500 million in state appropriations, supporting infrastructure projects that enhanced educational access across Washington's community colleges. I have successfully collaborated with policymakers to develop initiatives and secure funding that address workforce needs, expand financial aid, and improve support services for students. These efforts reflect my deep understanding of the political landscape and my ability to navigate complex systems to advance policies that benefit students, institutions, and communities.

Student-Centered Leadership

My leadership philosophy centers on fostering a culture of excellence and inclusivity that prioritizes student success. As a consultant for Ferrilli, I have collaborated with colleges to address critical challenges in enrollment and retention, implementing strategies that strengthen institutional capacity and enhance the student experience. By launching initiatives such as integrated student support models and targeted interventions for underserved populations, I have consistently improved retention and graduation rates. At Ivy Tech Community College, I spearheaded programs that boosted IPEDS retention by 3% and improved persistence rates among Black and Brown male students.

Why CSN?

CSN's role as Nevada's largest multi-campus institution and its designation as a Hispanic-Serving Institution present unparalleled opportunities for transformational leadership. My experience working in multi-campus systems, such as at Ivy Tech Community College and Dallas College, has prepared me to navigate the complexities of large-scale institutions effectively. I am familiar with managing diverse student populations, collaborating across multiple sites, and driving initiatives that align institutional goals with community and workforce needs. These experiences position me to lead CSN in realizing its full potential as a national model for access, excellence, and economic empowerment.

Thank you for considering my application. I am excited about the opportunity to bring my transformational leadership, vision, and collaborative spirit to the College of Southern Nevada. I welcome the opportunity to discuss how my experiences and strategic approach can advance CSN's mission and impact.

Sincerely,

Darrell Cain

Darrell L. Cain, Ph.D.

DARRELL L. CAIN, Ph.D.

ADMINISTRATIVE EXPERIENCE

Everett Community College, WA: Everett Community College is a state public college that awards certificates, associates, and applied baccalaureate degrees. EvCC is a comprehensive community college with an annual operating budget of \$75 million. The college educates more than 15,000 students annually, and 30 percent of our students are students of color. EvCC has more than 800 employees, which include 134 full-time faculty and 240 part-time faculty.

Interim President, Everett Community College, Everett, WA, February 2021 – July 2023. *Served in an interim role, the contract of which concluded in July 2023. Currently serving as a part-time consultant and providing support for my mother.

Serving as the chief CEO as the on-site operational leader, providing direction for implementing the strategic plan to eliminate opportunity gaps, providing oversight of the budget to build resource capacity, developing plans of action to increase enrollment and student success, and developing innovative academic programs to meet workforce and industry needs.

Accomplishments:

- Named Achieving the Dream (ATD) Leader College of Distinction by eliminating equity gaps, 2022.
- Launch the first in-state degree partnership program with WSU-Everett for seamless transferability, 2022.
- Increased unrestricted operating reserves from \$5.8 million to \$12 million, 2022-23.
- Developed and implemented an express enrollment center to improve efficiency and effectiveness with a very satisfied rating of 75%.

Pierce College, WA: Pierce College is a state public college that awards certificate, associate, and applied baccalaureate degrees. The college is a two-college district serving 21,000 students annually with an operating budget of \$64 million. Pierce College has been recognized as a national student success leader and received the designation as one of the top five colleges in the nation by the Aspen Institute.

President, Pierce College, Puyallup, WA, July 2018 – February 2021.

Served as the chief executive officer for all administrative duties in connection with the operations of the college, including campus strategic planning, implementation of innovative educational programs, community engagement, partnering with the business community to meet workforce needs, growing enrollment, and improving retention and completion to meet regional educational needs.

Accomplishments:

- Recognized in 2019 and 2021 as one of the top ten colleges in the nation by the Aspen Institute.
- Received the National Accolades Award from the Puyallup-Sumner Chamber of Commerce, 2019.
- Developed a partnership with the city to establish a Higher Education Appreciation Week, 2019.
- Recipient of the Leah Meyer Austin award from Achieving the Dream for improving student success and completion.
- Chairman for the Washington Community and Technical Colleges Capital Budget Committee and secured the largest appropriations since 2009 in the amount of \$500 million dollars for FY 2021-23.

Ivy Tech Community College of Indiana: Ivy Tech is the only two-year college in the country that is a statewide system that includes serving 200,000 students annually with an operational budget \$614.6 million.

Darrell L. Cain

Pg. 2

The Central Indiana Region is the largest in the state community system and serves 22,000 students within 8 county radius, including 13 site locations with an operational budget of \$70 million.

Central Region Vice Chancellor, Ivy Tech Community College, Indianapolis, IN, March 2011 – June 2018.

Vice Chancellor for Student Success Sept. 2017 -June 2018: Provide leadership for the Division of Student Success, which includes Academic Learning Communities (Accelerated Degree Programs), Bowen Scholars, Nina Scholars, Trio, Academic Advising, Career Development, Early Resource Connection Center, Disability Support Services, Student Conduct and Title IX Officers, Ombudsman, Student Success and Retention, Transfer Center, Student Life, and Athletics.

Accomplishments:

- Implemented a One-Stop Enrollment Center to cross-train staff in Financial Aid, Registrar, and Bursar services. The satisfaction rating improved from 70% to 82%.
- Initiated a student success coaching model in the regional call center, which improved Integrated Postsecondary Education Data System (IPEDS) retention by 3%.
- Initiated a Black and Brown male initiative to provide support, mentoring, cohort, and project-based learning opportunities, which improved retention by 2%.
- Championed the development of a Center for Work Families Center to support socially and economically underserved student populations.

Dallas College: Dallas College is the largest undergraduate institution in Texas, with over 80,000 students enrolled. The district comprises 7 colleges and 2 service centers with an operating budget of \$444.6 million.

Associate Vice President for Instruction, Dallas Tele-College, Dallas, TX, September 2009 - August 2010.

Assisted with the delivery of online learning programs and services for the district. Worked with k-12 schools to develop partnerships for online concurrent enrollment.

Vice President for Learning, Eastfield College, Mesquite, TX, June 2008 – August 2009.

Served as the Chief Academic Officer for all credit and noncredit programs, serving over 10,000 students and 110 faculty. Supervised Natural Sciences, Social Sciences, Arts & Humanities, College Readiness, Learning Enrichment Programs, Continuing Education, Library, and Media Services.

Accomplishments:

- Championed and secured funding for a Gateway Grant (\$350,000) to improve high school dropout persistence rates.
- Served as the program leader for the district's online dual credit initiative, which generated an estimated \$70,000 during the pilot phase.
- Revised Technical Education Advisory Council meetings to gain better participation. Over 107 council members participated compared to 87 the previous year.
- Developed and conducted a leadership training program for Division Dean and Department Chairs. At least 3 staff members have since been promoted.

Atlanta Technical College: Atlanta Technical College is part of the Georgia Technical College System of Georgia; ATC is a metropolitan college in Atlanta; Atlanta Tech was ranked number one in *Washington Monthly* magazine's inaugural list of "America's 30 Best Two-Year Institutions" in 2008. The college enrolls over 3,000 students, with an operating budget of \$25 million, and a staff of more than 350.

Dean of Academic Affairs, Atlanta Tech, Atlanta, GA, December 2002- May 2008.

Reporting to the Vice President of Academic Affairs, I provided oversight of the Academic and Learning Support Division. The division encompasses 6 departments: General Education, Learning Support Studies, English as a Second Language (ESL), the Learning Support Center, Library and Media Services, Distance Education (working with over 40 interdisciplinary faculties), and Education Technology.

Accomplishments:

- Led and served as a writer, trainer, and implementer of Learning Outcomes for Southern Association of Colleges and Schools (SACS) accreditation. Received 100% compliance for supervised areas.
- Developed a new Academic and Learning Support Department to improve student retention (First-Year Seminar, Learning Communities, Tutoring, and Success Coordinators). Retention efforts improved from 54% to 62% over 3 yrs.
- Assisted with improving the nursing students' passage rate on the NCLEX. Developed a model that provided pre-assessment diagnostics and intervention programs. The student passage rate improved from 78% to 85%, respectively.

Virginia Tech University: Virginia Tech is a public land-grant university serving the Commonwealth of Virginia; it enrolls over 30,000 full-time undergraduate and graduate students and employs over 1,300 faculty; it offers 145 master's and doctoral degree programs; it is ranked 46th in university research in the United States and has an operating budget of \$1 billion.

Special Assistant to the Vice President of Student Affairs (Graduate Assistant), Virginia Tech University, Blacksburg, VA, August 2001 – July 2002.

Advised and referred students, parents, and administrative staff on academic and student affairs concerns. Coordinated the technology operations and presentations for the Board of Visitors meetings.

Accomplishments:

- Managed the minority faculty mentoring program. Averaged a 95% student retention rate among participants.
- Created an online communication program that provided a more efficient way to communicate with parents concerning student issues. Message forwarding became instantaneous and allowed for better data tracking.

Howard Community College: HCCC is a comprehensive Community College in Howard County, Maryland. It enrolls over 11,000 credit students and 17,000 noncredit students. The college has an operating budget of \$86 million.

Admissions Consultant and Counselor, Howard Community College, Columbia, MD, Summer 1999&2000.

Served as an admission counselor for students with learning disabilities. Coordinated college experience field trips, summer orientation, and year-end banquet. Supervised 1 peer leader and 7 peer advisors.

University of Maryland: The University of Maryland is the state's flagship university, with an enrollment of more than 36,000 students. Its operating budget is \$1.5 billion, and the Academic Ranking of World Universities report ranks it as one of the world's top 100 universities.

Resident Director, University of Maryland, College Park, MD, July 1997 – June 1999.

Responsible for the daily operations of four apartment and suite complexes and supervising 8 resident assistants. Developed an upper-classman programming series, managed area student judicial cases, and crisis manager, and assisted with new student orientation programs and diversity training.

Darrell L. Cain
Pg. 4

Youngstown State University: YSU confers Bachelor, Master, and Doctorate degrees, the college enrolls over 13,000 students; employees 427 FT faculty; it has an operating budget of \$140 million, and is primarily known for its 3+3 B.S./M.D. (NEOUCOM) program.

Coordinator of Housing, *Youngstown State University, Youngstown, OH, July 1995-July 1997.*

Responsible for the daily operations of the honors residence hall, supervising and training 7 resident assistants, 14 student employees, and 1 intern. Served as a judicial hearing officer, counselor, and crisis manager.

ENTREPRENEUR/ BUSINESS EXPERIENCE

- *Owner, Logosports, 6/2002 – 7/2008*
 - Founder of a sports apparel and merchandise e-commerce store for licensed professional sports paraphernalia.

SELECTED FACULTY EXPERIENCE

- *Adjunct Professor, University of Maryland Global Campus, Adelphi, MD, April 2010 - present.*
 - *Advocacy, Advancement, and Entrepreneurship* – instruct graduate students on legislative advocacy, advancement, and academic entrepreneurship.
 - *Learning Design Technology* -instruct graduate students on principles of instructional design.
- *Adjunct Asst. Professor, Ivy Tech Community College, Indianapolis, IN, May 2014 -May 2016.*
 - *Technology in Education*– instruct undergraduate preparatory teachers about instructional technology.

SELECTED CONSULTING EXPERIENCE

Higher Education Consultant, Ferrilli, 11/23 – present. Guide to educational institutions in the strategic design and execution of innovative solutions to bolster student success and overall institutional effectiveness.

Curriculum Designer Consultant, UMGC, 7/17- 6/18. Serving as a curriculum developer for the Doctoral of Management in Community College Policy Administration program to incorporate competency-based learning.

Associate Consultant, Noel-Levitz Consulting Firm, 8/02 – 8/04. Managed and delivered retention consulting projects to increase client success through retention planning, data analysis, and strategy development.

EDUCATION

Ph.D., May, 2005, Virginia Tech University, Blacksburg, VA

Major: Education Leadership and Policy Studies

Minor: Instructional Technology

Dissertation: *The Explained Effects of Computer-Mediated Conferencing on Student Learning Outcomes and Engagement*

M.A., July 1995, Ball State University, Muncie, IN

Major: Student Personnel Administration in Higher Education.

B.A., December 1993, Indiana University, Bloomington, IN

Major: Arts and Humanities. Concentration: Business Management

FUNDRAISING AND GRANT ACCOMPLISHMENTS

Jan 2023, Everett Community College, Recipient congressional direct spending for student housing insecurity, award amt. \$300,000.

July 2014 - 2015, Ivy Tech, Alumni Giving Campaign increased alumni giving by 2% and participation by 5%.

August 2011 – 2014, Ivy Tech, Title III, Amt of award \$1.5 million, the grant assisted students needing remediation with additional academic support and provided faculty with teaching in developmental studies with professional development opportunities (Principal Investigator).

August 2012 – 2013, Ivy Tech, National Learning Institute, \$10,000, the grant was in collaboration with the Indiana University School of Dentistry to increase underrepresented groups into dentistry.

June 2008 – 2009, Dallas College, National Science Foundation, Amt of Award \$1.6 million, the grant assists underrepresented students in their field of study in Science, Technology, Engineering, and Mathematics (Principal Investigator).

SELECTED COMMUNITY ASSOCIATIONS

- Snohomish County YMCA, Board of Trustees, 2022- 2023
- Economic Alliance Snohomish County, Board of Trustees, 2022 – 2023
- Regional Idenoius Summit Task Force, 2022 – 2023
- Aerospace Task Force, 2022 - 2023
- Puyallup-Summer Chamber of Commerce, Board member, 2020 – 2022
- Puyallup Rotarian member, 2018 – 2022
- Boys and Girls Club of Indianapolis, Board Member, 2014 - 2018
- Top 10 Healthy Indianapolis 2025, Committee, 2011 - 2018
- 100 Blackmen of Indianapolis, Member, 2011- 2018
- Indianapolis Mid-North Quality of Life Plan, Committee, 2011- 2018
- Fishers Chamber of Commerce, Member, 2011 – 2015
- Indiana Down Syndrome, Board Member, 2011 - 2015
- Phi Theta Kappa, Eta Psi, Honorary Member, 2008- present
- Winona Hospital Redevelopment Committee, 2011 - 2013
- Fulton County Department of Juvenile Detention Transition Board Member, 2003 – 2008
- Kappa Alpha Psi Fraternity, Inc., 1990-present

PROFESSIONAL ASSOCIATIONS

- Council for Higher Education Accreditation, Board of Directors, 2020 - present
- Higher Learning Commission (HLC), Accreditation Peer Reviewer, 2016 – present
- American Association for Community Colleges (AACC), Commissioner, Commission on Structured Pathways 2017 – 2019
- American Association for Community Colleges (AACC), Commissioner, Commission on College Readiness 2014 – 2017

HONORS / AWARDS / EXECUTIVE TRAINING

- Nominated for the Executive Leadership Institute (New and Future College Presidents), AACC/League for Innovation, Dec. 2014
- Participant of Garland Leadership Academy (Garland, TX), 2008 - 2009

- Participant in the Georgia Executive Leadership Training Program, 2007 - 2008
- Nominated for the State of Georgia Outstanding Leadership Award, 2006
- Executive Board of Directors Leadership Training Program, United Way (Atlanta), 2006 - 2007
- Participant of Future Leaders Institute, which prepares prospective leaders for senior management roles, November 2006

SELECTED SPEAKING ENGAGEMENTS

Commencement Speaker, Puyallup Digital Learning, Puyallup, June 2023
Panelist, Understanding the Council for Higher Ed. Accreditation Recognition, Virtual, Sept. 2021
Panelist, Pave the Way, Washington Student Achievement Council, WA, Feb. 2020
Panelist, Black and Brown Male Summit, Highline College, Des Moines, WA, Oct. 2019
Guest Speaker, National Panhellenic Council Scholarship Banquet, Tacoma, WA, April 2019
Panelist, Kappa Alpha Psi Fraternity National Convention, Orlando, FL, July 2017
Panelist, Indiana Student Affairs Association, Ball State University, Muncie, IN, Oct. 2015
Keynote Speaker, 100 Collegiate Chapter Pinning Ceremony, Indianapolis, IN, April 2014
Commencement Speaker, Fall Creek Academy High School, Indianapolis, IN, May 2013

SELECTED COMMITTEE WORK

- Vice Chair, Diversity, Equity, and Inclusion Comm., Washington Association of Community Technical Colleges, 2022 – 2023
- Chair, Capital Budget Comm., Washington Association of Community Technical Colleges, 2020 - 2022
- Vice-Chair, Capital Budget Comm., Washington Association of Community Technical Colleges, 2019 – 2020
- National Science Foundation- Technical Education, Community College Research Institute, University of Washington, Advisory Committee, 2020 – 2021
- Committee Member, Achieving the Dream / Student Success and Retention Council, Ivy Tech, 2012- 2018
- Committee Member, Regional Diversity Council, Ivy Tech, 2014 – 2015
- Co-Chair, Strategy Transfer Completion, Accelerating to Greatness Strategic Plan, 2012 – 2014
- United Negro College Fund Transfer Bridge Committee, Ivy Tech, 2011-2013