

BOARD OF REGENTS BRIEFING PAPER

1. AGENDA ITEM TITLE: Upcoming Vacancies in the Office of President, CSN

MEETING DATE: November 30 – December 1, 2023

2. BACKGROUND & POLICY CONTEXT OF ISSUE:

CSN President Zaragoza has announced his intent not to seek renewal of his contract, which expires on June 30, 2024. In light of this future vacancy in the Office of the CSN President, and in accordance with Title 2, Chapter 1, Section 1.5.5 of the Board of Regents Handbook, on November 8, 16 and 20 2023, Interim Chancellor Charlton and Chair of the Board Brooks met with CSN's "major constituencies, including the representatives of faculty and classified senates or their equivalents, and student government representatives of the institution to receive their suggestions and input for the appointment of an acting or interim President."

Participation by the CSN community included participants from:

100 (approximately) CSN academic and administrative faculty (forum);
7 members of the CSN Faculty Senate Executive Committee;
15 CSN executive team;
10 CSN members academic leadership team;
2 CSN Foundation members;
3 CSN Institutional Advisory Council members;
12 CSN Classified Council attendees;
15 (approximately) CSN student affairs leadership and supervisors;
3 community leaders; and
1 student leader.

Stakeholder participation was consistent with Title 2, Chapter 1, Section 1.5.5 and included representatives of the faculty and classified senates, along with student government representatives. Additional discussions included representatives of the executive leadership team, academic leadership, student affairs leadership and staff, faculty senate executive committee, student government president, institutional advisory council, foundation trustees and community representatives.

Input from internal stakeholders during listening sessions noted the importance of minimizing disruption at CSN during the presidential transition; Dr. James McCoy was identified as a potential candidate. Dr. McCoy has served in progressively increasing positions of responsibility during his twenty (20) year tenure at CSN, serving as a faculty member, department chair and associate vice president. His experience in leading student success initiatives at CSN and in NSHE supports his ability to serve in this capacity. As the current Vice President of Academic Affairs, his experience and knowledge of CSN will support an environment of change to address institutional challenges noted by internal stakeholders. There were internal and external stakeholders that indicated support for a search process to be conducted.

3. SPECIFIC ACTIONS BEING RECOMMENDED OR REQUESTED:

Interim Chancellor Charlton requests approval for Dr. James McCoy to be appointed as CSN Interim President effective July 1, 2024, pursuant to Title 2, Chapter 1, Section 1.5.5 of the Board of Regents Handbook.

An employment contract and terms for such appointment will be presented to the Board of Regents at a future meeting prior to June 30, 2024.

4. IMPETUS (WHY NOW?):

The CSN vacancy will occur in June 2024. On November 8, 16, and 20th, 2023, well in advance of that vacancy, Interim Chancellor Charlton and Board of Regents Chair Brooks interviewed both internal and external stakeholders, in accordance with Board of Regents policies and procedures, in order to ascertain if an Acting President or Interim President should be identified and for the Board to determine if a presidential search would be initiated. These interviews were held in that time frame to allow time for a search, if a search were to be recommended, and to allow for a smooth leadership transition, if an Interim President were to be recommended.

5. CHECK THE NSHE STRATEGIC PLAN GOAL THAT IS SUPPORTED BY THIS REQUEST:

- ☐ Access (Increase access to higher education)
- ☐ Success (Improve student success)
- ☐ Close Institutional Performance Gaps
- ☐ Workforce (Meet workforce needs in Nevada)
- ☐ Research (Increase solutions-focused research)
- ☒ Coordination, Accountability, and Transparency (Ensure system coordination, accountability, and transparency)
- ☐ Not Applicable to NSHE Strategic Plan Goals

6. INDICATE HOW THE PROPOSAL SUPPORTS THE SPECIFIC STRATEGIC PLAN GOAL

N/A

7. BULLET POINTS TO SUPPORT REQUEST/RECOMMENDATION:

N/A

8. POTENTIAL ARGUMENTS AGAINST THE REQUEST/RECOMMENDATION:

None have been advanced.

9. ALTERNATIVE(S) TO WHAT IS BEING REQUESTED/RECOMMENDED:

N/A

10. RECOMMENDATION FROM THE CHANCELLOR'S OFFICE:

The Chancellor's Office supports the appointment of Interim President.

11. COMPLIANCE WITH BOARD POLICY:

- ☒ Consistent With Current Board Policy: Title #2 Chapter #1 Section #1.5.5.
- ☐ Amends Current Board Policy: Title #_____ Chapter #_____ Section #_____
- ☐ Amends Current Procedures & Guidelines Manual: Chapter #_____ Section #_____
- ☐ Other:_____
- ☐ Fiscal Impact: Yes ☒ No ☐
Explain: The cost to hire a search consultant may exceed \$25,000.

James R. McCoy

♦ 6375 West Charleston Blvd. Las Vegas, NV 89146 ♦ E-mail: James.mccoy@csn.edu

Objectives

To further engage my passion for higher education and transformational leadership by serving as interim President for the College of Southern Nevada. To continue to use my knowledge and leadership skills to empower diverse college students, faculty, and staff to achieve their personal and professional goals.

Education & Accomplishments

2017 – 2021 Ferris State University, Grand Rapids, MI

Doctorate in Education, Community College Leadership

- ♦ Grade Point Average: 4.0
- ♦ Dissertation: Perceptions of Community Colleges Held by HS Guidance Counselors
- ♦ Graduate Class Commencement Speaker

2000 – 2002 California State University, Fresno

Master of Arts, Communication

- ♦ Graduate Thesis in Educational Leadership & Communication
- ♦ Grade Point Average: 3.66
- ♦ 2001 & 2002 Graduate Teaching Associate of the Year
- ♦ President's and Dean's List
- ♦ President of the Professional Communication Association (2 years)
- ♦ Revitalized the Professional Communication Association--Increased membership from 8 to 72 students in two years (800% increase)

1998 – 2000 California State University, Fresno

Bachelor of Arts, Speech Communication

- ♦ Grade Point Average: 3.56
- ♦ President's and Dean's List

1996 – 1998 College of the Sequoias, Visalia, CA

Associate of Arts, Speech Communication

- ♦ Grade Point Average: 3.44
- ♦ Alpha Gamma Sigma Honor Society & Dean's List
- ♦ Recipient of the Legionarios del Trabajo in America Scholarship
- ♦ Recipient of the Quilla Family Memorial Scholarship
- ♦ Lions Club Speech Competition Winner for Tulare County
- ♦ First Place Competitor for "The Lydia Poston Armstrong Memorial" Impromptu Speech Competition for Tulare County

Professional Experience

December 2020 – Present College of Southern Nevada, Las Vegas, NV

Vice President, Academic Affairs

- ◆ Chief Academic Officer & Senior Officer in Charge in the Absence of the President
- ◆ Senior Leadership for 6 Academic Schools, 22 Academic Departments & 180 Programs
- ◆ Provide Senior-Level Leadership to Approximately 550 Full Time Faculty & 900 Part Time Faculty Who Provides Instruction to Approximately 30,000 students.
- ◆ Provide Senior Leadership for Academic Support Services (tutoring, libraries, e-Learning, scheduling, curriculum, prison ed, and student learning assessment)
- ◆ Co-Chair of College-Wide Strategic Enrollment Management Council
- ◆ Provide leadership for the Creation & Implementation of the Academic Master Plan
- ◆ Work Closely with Leaders from Business and Industry to Assess Needs and Initiate New Partnerships to Ensure Academic Programming is Aligned to the Needs of the Local Workforce
- ◆ Work to Ensure 2+2 Curricular Alignment Across the Nevada System to Ensure Seamless Transfer for Students
- ◆ Oversee the Academic Program Review Process and Support Faculty in Their Assessment of Student Learning Outcomes. Promote a Culture of Improvement
- ◆ Engage with State Legislators (most recently with legislation around workforce development, prison education and dual enrollment programming)
- ◆ Help to Ensure a Culture of Shared Governance to Include Significant Leadership with the Negotiation and Maintenance of the CSN Faculty Collective Bargaining Agreement
- ◆ Support the Establishment and Maintenance of Hundreds of Clinical Affiliation Agreements for Students in the School of Health Sciences.
- ◆ Support the Establishment and Expansion of CSN International Programs for Student and Faculty Exchanges, Research Collaboration, and Joint Programs
- ◆ Oversee Annual Budgets Totaling Approximately \$70 Million Dollars

2020 – 2021 Nevada System of Higher Education (NSHE), Las Vegas, NV

Assistant Vice Chancellor, Student Success

- ◆ Lead State System-wide Initiatives to Improve Student Success and Retention, with an Emphasis in Closing the Achievement Gap, Particularly Those from Low-income Backgrounds, Students of Color, and First-Generation College Students
- ◆ Support NSHE Policy Implementation and Institutional Accountability in Policy Areas Involving Student Access and Student Success
- ◆ Lead the Implementation of Corequisite Math & English Reform Across the State
- ◆ Serve as the Lead PI for Two Grants (totaling just over 1 million dollars) to Support the State-wide Implementation of Corequisite Math and English
- ◆ Liaison Between the NV System of Higher Education & the NV Dept. of Education
- ◆ Support the Refinement of Data Dashboards with Disaggregated Metrics that Focus on College Readiness and Student Success
- ◆ Serve as the Lead for the Nevada Alliance of *Complete College America*
- ◆ Recommend Policy Revisions for the Nevada System of Higher Education
- ◆ Enhance NSHE Engagement with Local, Regional, National Networks and Philanthropic Organizations who Invest in Student Success Programs and Initiatives

2015 – 2020 College of Southern Nevada, Las Vegas, NV

Associate Vice President, Academic Affairs

- ◆ Lead Office of Curriculum, Scheduling & Articulation
- ◆ Lead Office of Assessment of Student Learning
- ◆ Lead Office of E-Learning (Online Campus)
- ◆ Lead Office of High School Partnerships & Dual Enrollment
- ◆ Lead College Library Services

**Professional
Experience**
(continued)

- ◆ Complete College America Liaison for Nevada & CSN Achieving the Dream Lead
- ◆ Authored Two Major Grant Applications (Lumina Foundation and Complete College America/ECMC Foundation) and Received Both Grants Totaling Nearly \$700,000.
- ◆ Lead Implementation of Nevada Senate Bill 19 (NV Dual Enrollment) and Senate Bill 306 (Prison Education)
- ◆ Advisor to the VPAA & Signature Authority as Needed
- ◆ Oversee Annual Budgets Totaling Over 5 Million Dollars
- ◆ Co-Creator & Executive Producer for National Documentary, *No Greater Odds*

2012 – 2015 College of Southern Nevada, Las Vegas, NV

Associate Vice President, Academic Success

- ◆ Lead the Centers for Academic Success (Tutoring Services)
- ◆ Lead Office of E-Learning (Online Campus)
- ◆ Lead College Library Services
- ◆ Lead College Wide Achieving the Dream Initiative
- ◆ Lead College Wide Complete College America Initiative
- ◆ Co-Lead College's Strategic Enrollment Planning Efforts
- ◆ Oversee Annual Budgets Totaling Over 5 Million Dollars

2007 – 2012 College of Southern Nevada, Las Vegas, NV

Communication Department Chair & Tenured Professor

- ◆ Department Chair (Oversee Department of 20 Full Time and 40 Part Time Faculty)
- ◆ Earned "Excellent" Rating on all Department Chair Annual Evaluations
- ◆ Teach Oral Communication Courses
- ◆ Teach Interpersonal Communication Courses (Traditional & Distance Education)
- ◆ Teach Small Group Communication Courses

2003 – 2007 Community College of Southern Nevada, Las Vegas, NV

Communication Instructor & Lead Faculty (Tenure Track)

- ◆ Lead Faculty (Supervise 30+ Part Time Faculty; Developed Standardized Program)
- ◆ Taught Oral Communication Courses
- ◆ Taught Interpersonal Communication Courses to include Distance Education
- ◆ Taught Small Group Communication Courses
- ◆ Taught Radio Production Communication Courses

2001 – 2003 Reedley College, Reedley, CA

Instructor of Speech Communication (Part Time)

- ◆ Taught Public Speaking Courses (10 separate classes at Reedley College)
- ◆ Taught Public Speaking Courses for 2 High Schools (top 15% of Sr. Class)
- ◆ Taught Interpersonal Communication Courses

2003 College of the Sequoias, Visalia, CA

Instructor of Speech Communication (Part Time)

- ◆ Taught Public Speaking Courses
- ◆ Taught Public Speaking "Listo" Program (Designed for ESL Hispanic Students)

2003 California State University, Fresno

Instructor of Speech Communication (Part Time)

- ◆ Taught Public Speaking Courses & Group Communication Courses
- ◆ Student Teacher Internship Supervisor

Professional Experience (continued)

2001 – 2002 Fresno City College, Fresno, CA

Instructor of Speech Communication (Part Time)

- ◆ Taught Interpersonal Communication Short-Term Course (9 weeks)
- ◆ Taught Public Speaking Courses
- ◆ Taught Group Communication Short-Term Course (9 weeks)

Summer 2002 Clovis Center (extension site of Fresno City College), Clovis CA

Instructor of Speech Communication (Part Time)

- ◆ Taught Public Speaking Courses

2000 – 2002 California State University, Fresno

Teaching Associate, Communication (Part Time)

- ◆ Taught Public Speaking Courses (8 sections at CSUF during this time)
- ◆ Taught Group Communication Courses (2 sections at CSUF during this time)
- ◆ Recruited 10 students to Major in Communication at CSUF

1999 – 2001 KARM Radio (89.7 FM), Visalia, CA

Program Director & Weekday D.J.

- ◆ Responsible for all “On-Air” Material (music, programs, and talent)
- ◆ Maintained Positive Relationships with Record Companies
- ◆ Planned, Promoted and Executed Several Live Concerts
- ◆ Live Afternoon Show Host (M-F, 3:00 pm – 7:00 pm) (6/99 – 8/00)
- ◆ Live Morning Show Host (M-F, 5:30 am – 10:00 am) (8/00 – 8/01)

Internships

Summer 2002 KFSN ABC 30 Action News, Fresno, CA

Intern

- ◆ Worked in Reporting, Producing, Writing, and Editing

Spring 2000 KARM Radio (89.7 FM), Visalia, CA

Intern

- ◆ Hosted Live Show, Worked in Programming, and Sold Advertising

Fall 1999 Senator Diane Feinstein’s Office, Fresno, CA

Intern

- ◆ Liaison Between Senator Feinstein and her Constituents

Spring 1999 KARM Radio (89.7 FM), Visalia, CA

Intern

- ◆ Worked in Programming, Engineering, and “On-Air” Voice Tracking

Awards & Recognition Highlights

- ◆ National *Fellow*, Complete College America
- ◆ Named Lumina Foundation Nevada *Talent Hub Leader*
- ◆ Eagle Scout Award
- ◆ CSN Student Organization Faculty Advisor of the Year
- ◆ Selected Keynote Speaker for Dozens of Colleges and Organizations
- ◆ Nominated for Nevada Regents Teaching Award in 2012
- ◆ Nominated for Distinguished Faculty of the Year Award at CSN in 2012
- ◆ Nominated for CSN El Dorado Award
- ◆ Office of Technology Synergy Award
- ◆ Voted as the NCA “Graduate Teaching Associate of the Year” by CSUF colleagues
- ◆ National Honor Society Member since 1990
- ◆ Nominated to attend The United States Military Academy at WestPoint by Congressman William Thomas

Local Community Service

- ◆ President of the Board, Leukemia & Lymphoma Society (2017 – Present)
- ◆ Leukemia & Lymphoma Society Event Emcee & Auctioneer (2017 – Present)
- ◆ Class Selection Committee, Leadership Las Vegas (2016 – 2018, 2023)
- ◆ Education Committee Member, Leadership Las Vegas (2016 – 2018, 2023)
- ◆ Board Member, Leukemia & Lymphoma Society (2015 – Present)
- ◆ Executive Committee, Leukemia & Lymphoma Society (2014 – Present)
- ◆ LLS—Light the Night Walk Participant & Fundraiser (2014 – Present)
- ◆ Volunteer for CSN's Angel Program (2006 – Present)
- ◆ American Cancer Society—Making Strides Against Breast Cancer Walk Participant (2009 – Present)
- ◆ Judge, UNLV Engineering Senior Design Competition (2022)
- ◆ CSN High School SOT, Member (2016 – 2020)
- ◆ CCSD Backpack and Canned Food Drive Volunteer (2009 – 2015)
- ◆ Volunteer for the Springs Preserve in Las Vegas (2012 – 2015)
- ◆ Cultural Diversity Foundation (Auctioneer & Emcee) (2003 – 2012)
- ◆ Live Auctioneer for CSN Foundation Gala (2012)
- ◆ Coordinator and Volunteer for an Annual Canned Food Drive That Benefited The Las Vegas Rescue Mission (2003- 2012)
- ◆ Volunteer for USO Supply Drive (2011)
- ◆ Henderson Rotary Club Volunteer (2006 – 2007)
- ◆ Judge for the Annual Lions Club Speech Competition (2005)
- ◆ Judge for the CCSD Debate Tournaments (2004 – 2007)
- ◆ Judge for the Annual Peach Blossom Festival (Elementary School Oral Interpretation Festival) (2000 – 2002)
- ◆ Boy Scouts of America Volunteer (1998 – 2003)
- ◆ Community Theater Volunteer (Cast Member in Over 20 Community Theater Productions) (1993 – 2003)
- ◆ Sister Ursula's Kitchen Volunteer (Prepared and Served Food for the Homeless in Visalia, CA) (2000 – 2003)

College Service

- ◆ CSN President's Cabinet & CSN Leadership Council (Present)
- ◆ CSN Strategic Enrollment Task Force Executive Task Force (Present)

College Service

(continued)

- ◆ NSHE Academic Affairs Council (Present)
- ◆ CSN Corequisite Math & English Implementation Task Force (Present)
- ◆ CSN Budget Alignment Task Force (Present)
- ◆ CSN Media Spokesperson for Enrollment Campaigns (2012 – Present)
- ◆ CTE College Credit Dual Enrollment Steering Committee (2018 – Present)
- ◆ Prison Education State Taskforce (2018 – Present)
- ◆ CSN NW Campus Development User Group Co-Chair (2023 - Present)
- ◆ NSHE State-Wide Dual Enrollment Task Force (2019-2021)
- ◆ Nevada Promise Implementation Team (2017 – 2020)
- ◆ CSN Strategic Planning Subcommittee on Student Success (2016- 2020)
- ◆ Gateway Math & English Committee (2015 – 2020)
- ◆ MyCSN (PeopleSoft) Steering Committee (2015 – 2020)
- ◆ Academic Senior Leadership Team (2012 – 2020)
- ◆ CSN Achieving the Dream Committee Chair (2012 – 2020)
- ◆ CSN College Academic Standards Committee (2012 – 2020)
- ◆ Chair, Student Academic Suspension Appeals Committee (2012– 2020)
- ◆ CSN Library Advisory Committee (2012 – 2020)
- ◆ NWCCU Accreditation Steering Committee Member (2011 – 2020)
- ◆ CSN Student Commencement Address Contest Judge (2010 - 2020)
- ◆ Final Selection Committee for Faculty Searches (2008 – 2020)
- ◆ CSN P.T. Faculty Convention Planning Committee Member (2010 – 2019)
- ◆ College Website & Portal Development Committee (2015 – 2018)
- ◆ Co-Chair, Strategic Enrollment Planning Committee (2014 – 2018)
- ◆ CSN Information Technology Planning Committee Member (2010 – 2018)
- ◆ CSN Academic Affairs Shredding Day Co-Coordinator (2010 - 2017)
- ◆ CSN Policy Review Committee (2010 – 2016)
- ◆ Chair, Constituent Relationship Management System Selection (2014)
- ◆ CSN Human Resources Advisory Committee Member (2012)
- ◆ Chair, Council of Chairs (2011 – 2012)
- ◆ CSN Budget Committee Member (2010 – 2013)
- ◆ Dept. Website & Social Media Committee Member (2008 – 2012)
- ◆ Department of Communication, Department Chair (2007 – 2012)
- ◆ CSN Bookstore Advisory Committee Member (2007 – 2012)

College Service
(continued)

- ◆ Distance Education Assessment Committee Member (2007 – 2012)
- ◆ Department Part Time Faculty Committee Member (2007 – 2012)
- ◆ Department Student Advising Committee Member (2007 – 2012)
- ◆ Department Student Recruitment Committee Member (2007 – 2012)
- ◆ Cultural Diversity Scholarship Selection Committee (2004 – 2012)
- ◆ CCSD College Fair Com Dept. Representative (2004 – 2012)
- ◆ Chaperone for Student Fieldtrips to Los Angeles, CA (2004 – 2012)
- ◆ 53 Letters of Rec. Written for Full Time Faculty (2004 – Present)
- ◆ 29 Letters of Rec. Written for Part Time Faculty (2004 – Present)
- ◆ 39 Letters of Rec. Written for Students (2003 – Present)
- ◆ Faculty Advisor for Com and Jour Students (2003 – 2012)
- ◆ CSN Public Speaking Festival Volunteer (2003 – 2012)
- ◆ Communication Lab Committee Member (2003 – 2012)
- ◆ CSN Outstanding Student Awards Host (2012)
- ◆ Authored Perkins Grant Request Proposal to Establish a CSN Radio Station and Laboratory —Funded (2012)
- ◆ CSN “Achieving the Dream” Proposal Committee Member (2011)
- ◆ CSN Curriculum Software Review Committee Member (2011)
- ◆ CSN PTI Job Fair Planning Committee Member (2011)
- ◆ CSN Faculty Welfare Committee Member (2010- 2012)
- ◆ CSN Internal Recognition Committee Member (2008 – 2011)
- ◆ CSN Fall Fun Festival Entertainment Stage Coordinator (2010)
- ◆ Worked with Washington Post Reporter to Facilitate Student Interviews for National Article on “Re-Entry Students at CSN” (2010)
- ◆ Reviewed & Evaluated Nevada State Supervisor Online Training Module Titled, “Evaluating State Employees” (2010)
- ◆ Authored Perkins Grant Request Proposal for Upgraded Radio Production Equipment & Editing Equipment —Funded (2010)
- ◆ Co-Authored \$100,000 Funding Request to Outfit Com Classrooms & Com Labs with Digital Recording Equipment & Server Space (2010)
- ◆ CSN Leadership Development Advisory Committee (2009 – 2010)
- ◆ Com & Jour Program Review Committee Member (2009 – 2010)

College Service
(continued)

- ◆ Authored Proposals for Academic Technology Funding (2009 – 2010)
- ◆ CSN Academic Affairs Records Retention Procedure Co-Author (2009)
- ◆ Created New Department Faculty Mentor Program (2009)
- ◆ Assisted with Development of Cert. of Applied Communication (2009)
- ◆ Emcee for CSN's Budget Cut Rally at Cheyenne Campus (2009)
- ◆ Volunteer for ASCSN "Pie Your Professor" Fundraiser (2009)
- ◆ Expanded Communication Labs to all 3 CSN campuses (2008 – 2010)
- ◆ Henderson Campus Steering Committee Member (2008 – 2009)
- ◆ Assisted with Curriculum Development for COM 101G, COM 115, COM 116, COM 299, and Certificate in Applied Communication (2007 – 2010)
- ◆ Department Part Time Faculty Textbook Selection Committee (Chair) (2006)
- ◆ CSN iPod Pilot Program Committee Member (2006)
- ◆ Philosophy Program Grade Appeal Committee Member (2006)
- ◆ Temp. Full Time Communication Instructor Search Committee (Chair) (2006)
- ◆ CSN Retention Specialist Search Committee Member (2006)
- ◆ Communication Administrative Asst. Search Committee Member (2006)
- ◆ CSN Part Time Faculty Appreciation Night Presenter (2006)
- ◆ CSN Parking Advisory Committee Member (2006)
- ◆ CSN Childcare Facility Planning Committee Member (2006)
- ◆ Outstanding Student Awards Ceremony Presenter (2005 – 2009)
- ◆ Faculty Senate Procedures Committee Member (2005 – 2007)
- ◆ CCSN Part Time Instructor Job Fair Recruiter (2005 – 2007)
- ◆ Arts and Letters Grade Appeal Committee Member (2005 – 2006)
- ◆ English Department Grade Appeal Committee Member (2005)
- ◆ 7th Annual CCSN Scholarship Selection Committee (2005)
- ◆ Nominated Student for Congressional Leadership Program (2005)
- ◆ Volunteer for the Nevada Community College Conference (2005)
- ◆ Volunteer "AA" for the Department of Communication (2005)
- ◆ Student Affairs/ASCCSN Focus Group for Advisors (2005)
- ◆ Volunteer for the 14th Annual Sociological Forum (2005)
- ◆ Nominated Student Who Won the Regent's Scholar Award (2005)
- ◆ Lead Faculty for the Department of Communication (2004 – 2007)

College Service (continued)

- ◆ Faculty Advisor for the Association of Students in Com (2004 – 2007)
- ◆ Department Part Time Faculty Committee (Chair) (2004 – 2007)
- ◆ CCSN Coyote Faculty Mentor (Baseball Team Mentor) (2004 – 2006)
- ◆ CSN “STEP-UP” Planning Committee Member (2004 – 2005)
- ◆ Henderson Campus Steering Committee Member (2004- 2005)
- ◆ CSN Faculty Center for Learning & Teaching Committee Member (2004)
- ◆ Department of Com Assessment Committee Member (2003 – 2007)
- ◆ Department of Communication Social Committee (2003 – 2007)
- ◆ CSN Sociology Club Co-Advisor (2003 – 2004)

Scholarly Activities & Presentations

- ◆ Executive Producer for a New National Documentary on the Important Role that Community Colleges Play in the United States of America (Present)
- ◆ National Organization for Student Success – Annual Conference (2024)
-- Keynote Address and Breakout Session Presenter
- ◆ Complete College America – National Annual Convening (2023)
-- Co-Presenter on *Corequisite Math & English in Nevada – Early Results*
- ◆ North Carolina State University – Doctoral Cohort Presentation (2023)
-- Keynote Address to new Community College Leadership Doctoral Cohort
- ◆ Guildford Technical Community College – Convocation Presentation (2023)
-- Keynote Address and Faculty, Staff and Executive Leadership Professional Development Series
- ◆ North Carolina State University – Doctoral Cohort Presentation (2022)
-- Keynote Address to new Community College Leadership Doctoral Cohort
- ◆ North Carolina State University – Doctoral Cohort Presentation (2021)
-- Keynote Address to new Community College Leadership Doctoral Cohort
- ◆ Complete College America – National Annual Convening (Virtual) (2020)
-- “*Corequisite Math & English: Policy Implementation at the State Level*”
- ◆ Mohave Community College – Institutional Data Summit (2020)
-- Keynote Address: “*Data Informed Transformation*”
- ◆ Arizona Talent Hub Launch – State Conference (2020)
-- “*Leveraging Community Collective Impact to Increase Student Success*”
- ◆ North Carolina State University – Doctoral Cohort Presentation (2020)
-- Keynote Address to new Community College Leadership Doctoral Cohort

Scholarly Activities & Presentations

(continued)

- ◆ Achieving the Dream – National Conference (2020)
-- *“Debilitated by Choice: Engaging Students in Purpose First Strategies”*
- ◆ Wisconsin M7 Regional Academy – Complete College America (2020)
-- *“Debilitated by Choice: Establishing the Areas of Study Approach to Scale”*
- ◆ Victor Valley Community College – Faculty Convocation Presentation (2020)
-- “No Greater Odds” Documentary with Keynote Address
- ◆ Complete College America – National Annual Convening (2019)
-- *“Debilitated by Choice: The Purpose First Gamechanger to Scale”*
- ◆ Complete College America – Inland Empire of California Convening (2019)
-- Presentation on *Guided Pathways and Academic Maps*
- ◆ NCMPR – Annual National Conference (2019)
-- Keynote Address on *Telling the Story of the Community College*
- ◆ American Association of Community Colleges – Annual Conference (2019)
-- Presentation on *Communicating the Community College Story*
- ◆ North Carolina State University – Doctoral Cohort Presentation (2019)
-- Keynote Address to new Community College Leadership Doctoral Cohort
- ◆ Williston State College – Faculty Convocation Presentation (2018)
-- “No Greater Odds” Documentary with Keynote Address
- ◆ North Carolina State University – Graduate Student Presentation (2018)
-- Keynote Address to new Community College Leadership Doctoral Cohort
- ◆ Porterville Community College – Faculty Convocation Presentation (2018)
-- “No Greater Odds” Documentary with Keynote Address
- ◆ Pensacola Community College – Faculty Convocation Presentation (2018)
-- “No Greater Odds” Documentary with Keynote Address
- ◆ Mojave Community College – Faculty Convocation Presentation (2017)
-- “No Greater Odds” Documentary with Keynote Address
- ◆ Metropolitan Community College – Faculty & Staff Presentation (2017)
-- Keynote Address and Delivery of Extensive Professional Development
- ◆ Complete College America – State of Montana Convening (2017)
-- Presentation on Guided Pathways and Structured Schedules
- ◆ Western Financial Aid Administrators Conference – Presentation (2017)
-- “No Greater Odds” Documentary with Keynote Presentation
- ◆ Association of Hispanic Serving Institution Educators Conference –
Presentation (2017) -- “No Greater Odds” Documentary with Presentation

Scholarly Activities & Presentations

(continued)

- ◆ Boys & Girls Club of Southern Nevada – Presentation (2017)
 - “No Greater Odds” Documentary with Keynote Presentation
- ◆ City of Las Vegas – Batteries Included Program Presentation (2017)
 - “No Greater Odds” Documentary with Keynote Presentation
- ◆ Ellucian Live International Conference – Presentation (2017)
- ◆ North Carolina State University – Graduate Student Presentation (2017)
 - “No Greater Odds” Documentary with Keynote Address
- ◆ California Financial Aid Administrators Conference – Presentation (2016)
 - “No Greater Odds” Documentary with Keynote Presentation
- ◆ CCSSE – Staff Presentation (2016)
 - “No Greater Odds” Documentary with Keynote Address
- ◆ Innovative Educators – Webinar Presentation (2016)
 - “No Greater Odds” Documentary with Keynote Address
- ◆ College Transition Publishing – Webinar Presentation (2016)
 - “No Greater Odds” Documentary with Keynote Address
- ◆ United States Library of Congress – Presentation (2016)
 - “No Greater Odds” Documentary with Keynote Presentation
- ◆ Democratic National Convention – Presentation (2016)
 - “No Greater Odds” Documentary with Expert Panel Discussion
- ◆ Aiken Technical College – Faculty Convocation Presentation (2016)
 - “No Greater Odds” Documentary with One Day Training Facilitation
- ◆ Gateway College – Faculty Convocation Presentation (2016)
 - “No Greater Odds” Documentary with Keynote Address
- ◆ Santa Fe College – Faculty Professional Development Presentation (2016)
 - “No Greater Odds” Documentary with Keynote Address
- ◆ The College Board – Accuplacer & CLEP Conference Presentation (2016)
 - Student Success in the Community College (Keynote Panelist)
- ◆ The College Board – Accuplacer & CLEP Conference Presentation (2016)
 - “No Greater Odds” Documentary with Keynote Address
- ◆ North Carolina State University – Graduate Student Presentation (2016)
 - “No Greater Odds” Documentary with Keynote Address
- ◆ Big Bend Community College – Faculty Convocation Presentation (2016)
 - “No Greater Odds” Documentary with Keynote Address

Scholarly Activities & Presentations

(continued)

- ◆ League for Innovations – The Learning Summit Presentation (2016)
 - “No Greater Odds” Documentary with Keynote Address
- ◆ NISOD – Conference Presentation (2016)
 - “No Greater Odds” Documentary with Keynote Address
- ◆ League for Innovation – Innovations Conference Presentation (2016)
 - “Hindsight is 20/20: 5000 Lessons in Large-Scale Implementation”
- ◆ League for Innovation – Innovations Conference Presentation (2016)
 - “Using Student Lingo for Student Success: Incorporating Student Lingo Technology into Teaching”
- ◆ NACADA – Conference Presentation (2016)
 - “No Greater Odds” Documentary with Presentation
- ◆ Achieving the Dream – Dream Conference Presentation (2016)
 - “No Greater Odds” Documentary Debut with Keynote Address
- ◆ Achieving the Dream – Dream Conference Presentation (2016)
 - “To Scale-Up or Not to Scale-Up: That is the Question”
- ◆ NISOD – Conference Presentation (2015)
 - “Strategic Enrollment Planning: Platform for Increasing Student Success”
- ◆ Complete College America – Conference Presentation (2015)
 - “Guided Pathways: A Three- Phase Approach”
- ◆ NISOD – Conference Presentation (2014)
 - “Connecting with Students Early on to Help Ensure Their Success”
- ◆ League for Innovation – Innovations Conference Presentation (2014)
 - “Connecting with Students Early on to Help Ensure Their Success”
- ◆ League for Innovation – Innovations Conference Presentation (2013)
 - “From Start to Finish: Building an Executive Leadership Institute”
- ◆ NISOD – Conference Presentation (2013)
 - “Aspire to Inspire: A Conference Model for Adjunct Professional Development.” (Co-Presented with VP of Academic Affairs from CSN)
- ◆ League for Innovation – Innovations Conference Presentation (2012)
 - “Aspire to Inspire: A Conference Model for Adjunct Professional Development.” (Co-Presented with VP of Academic Affairs from CSN)
- ◆ Textbook Reviewer: “Speak” by Verderber & Verderber (2012)
- ◆ Textbook Reviewer: “The Essential of Public Speaking” by Hamilton (2012)
- ◆ Hawaii International Conference on Education Presentation (2011)

Scholarly Activities & Presentations

(continued)

- "Utilizing the Competent Speaker Form to Evaluate Student Efficacy in Oral Presentations."
- ◆ Organizational Communication Consultant for Physician Group (2011)
- ◆ National Communication Association Conference Presentation (2010)
 - "Building Bridges During Your Graduate Teaching Experience: Teaching at the Community College While Completing Your Graduate Program."
- ◆ Textbook Reviewer: "Guide to Public Speaking" by Lisa Ford- Brown (2010)
- ◆ Participated in Public Speaking Focus Group for Pearson Publishing (2010)
- ◆ Las Vegas Review Journal H.S. Journalism Conference Presentation (2010)
 - "Jumpstart Your Career in Journalism by Attending CSN."
- ◆ Served as "National Lead Teacher" for Cengage Publishing Textbook Titled, "Public Speaking: The Evolving Art" by Coopman & Lull (2010)
- ◆ Co-Author of *Customized Interpersonal Com* Textbook (4th Edition) (2010)
- ◆ Area Health Education Center of Southern Nevada Presentation (2010)
 - "Understanding and Applying Conflict Management Strategies in the Workplace and at Home."
- ◆ Area Health Education Center of Southern Nevada Presentation (2010)
 - "Exercising the Mind with Visual Imagery: A Systematic Memorization Tool."
- ◆ Center for Academic & Professional Excellence (CAPE) Presentation (2010)
 - "Increasing Program Graduation Rates: A Successful Model for Departmental Student Advising."
- ◆ Center for Academic & Professional Excellence (CAPE) Presentation (2010)
 - "Student Affairs Most Innovative Programs and Services Supporting CSN Student Success: Building Awareness for CSN's Communication Labs."
- ◆ Author of OTS Newsletter Article: "Get Connected: Voices from CSN" (2010)
- ◆ National Communication Association Conference Presentation (2009)
 - "First Impressions and the Pursuit of Speaker Credibility: An Active Engagement Exercise for the Public Speaking Classroom."
- ◆ National Communication Association Conference Presentation (2009)
 - "From Start to Finish: Developing Communication Centers in an Unstable Economic Climate."
- ◆ Hawaii International Conference on Social Sciences Presentation (2009)
 - "Getting the Most Out of Your College's Communication Center: How the Resource Can Be Utilized to its Fullest Potential Across the Social Science Disciplines."
- ◆ Co-Author of *Customized Interpersonal Com* Textbook (3rd Edition) (2008)

Scholarly Activities & Presentations

(continued)

- ◆ Moderator & Emcee for CSN's Presidential Debate Watch & Analysis (2008)
- ◆ Wal-Mart Training Manager Western Region Training Presentation (2008)
 - "Developing and Polishing Your Skills in Impromptu Speaking."
- ◆ Participated in National Panel on Communication & Ethnographic Research for McGraw-Hill Publishing Research and Development Division (2008)
- ◆ CSN Retention Services Presentation (2008)
 - "Overcoming Communication Apprehension."
- ◆ Degrees of Communication Seminar Presentations (2007 – 2012)
 - "What You Can Do with A Degree in Communication or Journalism."
- ◆ Hawaii International Conference on Arts and Humanities Presentation (2007)
 - "In Pursuit of Earning Positive First Impressions in the Classroom."
- ◆ CSN Henderson Campus Cultural Series Presentation (2007)
 - "Exercising the Mind with Visual Imagery: A Systematic Memorization Tool."
- ◆ National Communication Association Conference Presentation (2006)
 - "Are Universities & Community Colleges Really Connected?" (Panel Chair)
- ◆ The Falmouth Institute's TRISEC 14 Conference Presentation (2006)
 - Keynote Speaker--Address to over 500 participants
 - Presenter on Leadership Development & Delivering Presentations
- ◆ Presented Workshop for CSN Student Government on "The Procedural Model of Problem Solving" (2006)
- ◆ Co-Author of *Customized* Interpersonal Com Textbook (2nd Edition) (2006)
- ◆ Textbook Reviewer: "Interpersonal Communication: The Whole Story" by Dr. Kory Floyd (2006)
- ◆ National Communication Association Conference Presentation (2005)
 - "Cultural Identities on the Margins: Selecting, Constructing and Maintaining Home Place." (Panel Chair)
- ◆ The Falmouth Institute's TRISEC 13 Conference Presentation (2005)
 - Workshop Presenter on Writing Presentations
- ◆ The Falmouth Institute's Professional Excellence III Presentation (2005)
 - Workshop Presenter on "Microsoft Office Programs"
 - Workshop Presenter on "Expanding Your Memory Limits"
- ◆ Presented Workshop for CSN Student Government Retreat titled, "Understanding Communication" (2005)

Scholarly Activities & Presentations

(continued)

- ◆ Co-Moderated a Panel titled, "Effective Online Design" for The Nevada Collaboration and Cooperation Joint Conference (2004)
- ◆ Interpersonal Communication Focus Group Facilitator with Bellevue Community College --"Teaching Interpersonal Communication Online" (2005)
- ◆ Co-Presented WebCT Training Workshop for the Department of Communication Faculty (2005)
- ◆ Co-Author of *Customized Interpersonal Com Textbook* (1st Edition) (2005)
- ◆ Textbook Proposal Reviewer: "Public Speaking in the Internet Age" by E. Bremen & S. Epstein (2005)
- ◆ Author of Library Newsletter Article: "An Orientation Today, Helps Your Student Earn A's" (2005)
- ◆ Coordinator and Introductory Speaker for CCSN Motivational Presentation called, "Success is a Choice" (2005)
- ◆ Western States Communication Association Conference Presentation (2004)
-- "Negotiating the Third Space of Online Instruction"
- ◆ Presented Workshop for CSN Student Government Retreat titled, "Transformational Leadership" (2004)
- ◆ Co-Author of Public Relations and Advertising Course Proposal, Rationale and Curriculum for CCSN (2004)
- ◆ Research Contributor for Graduate Student Attending California State University, Sacramento (2004)

Professional Development Activities

- ◆ Attended the Complete College America Annual Convening (2022)
- ◆ Attended the Strong Start to Finish Virtual Convening (2021)
- ◆ Attended the Lumina Foundation Talent Hub Learning Lab (2020)
- ◆ Attended the Complete College America Virtual Annual Convening (2020)
- ◆ Attended the Achieving the Dream Annual Conference (2020)
- ◆ Attended the Complete College America Annual Convening (2019)
- ◆ Attended the Lumina Foundation Talent Hub Convening (2019)
- ◆ Attended American Association of Community Colleges Convention (2019)
- ◆ Attended the Achieving the Dream Annual Conference (2019)

**Professional
Development
Activities**
(continued)

- ◆ Attended the Complete College America Annual Convening (2018)
- ◆ Attended the Achieving the Dream Annual Conference (2018)
- ◆ Attended the Complete College America Annual Convening (2017)
- ◆ Attended the Lumina Convening on Student Access & Success (2017)
- ◆ Attended the Complete College America Summer Summit (2017)
- ◆ Attended the Achieving the Dream Conference (2017)
- ◆ Attended the Complete College America Conference (2016)
- ◆ Attended the League for Innovation Conference, "Innovations 2016" (2016)
- ◆ Attended the Achieving the Dream Conference (2016)
- ◆ Attended the NISOD Conference (2016)
- ◆ Attended the AACCC Conference (2015)
- ◆ Attended the Achieving the Dream Conference (2015)
- ◆ Attended the Complete College America Conference (2015)
- ◆ Attended the League for Innovation Conference, "Innovations 2015" (2015)
- ◆ Attended the NISOD Conference (2015)
- ◆ Attended the Achieving the Dream Conference (2014)
- ◆ Attended the League for Innovation Conference, "Innovations 2014" (2014)
- ◆ Attended the NISOD Conference (2014)
- ◆ Attended the Achieving the Dream Conference (2013)
- ◆ Attended the League for Innovation Conference, "Innovations 2013" (2013)
- ◆ Attended the NISOD Conference (2013)
- ◆ CSN Executive Leadership Institute, Graduate (2011 – 2012)
- ◆ Attended the League for Innovation Conference, "Innovations 2012" (2012)
- ◆ Completed Re-certification for "Supervising Classified Employees (2012)
- ◆ Completed the CSN Six Week Training Titled, "Making Staff Matter: A Program for Supervisors" (2010)

**Professional
Development
Activities**
(continued)

- ◆ Attended the Communication Basic Course Directors Conference (2010)
- ◆ Completed the Academic Council on Education (ACE) Department Chair & Academic Dean Training (2007)
- ◆ Attended the Communication Basic Course Directors Conference (2007)
- ◆ Participated in the "Department Chair Institute" Training (2006)
- ◆ Attended 6th Annual Nevada Community College Conference (2006)
- ◆ Participated in the "Noel-Levitz Retention Opportunity Analysis" (2006)
- ◆ Completed the CCSN Accreditation Self Study Report for Faculty (2006)
- ◆ Coordinated and Attended a Toastmasters Demonstration Meeting for CCSN Students (2006)
- ◆ Participated in the "Pronouncing Student Names" Workshop (2005)
- ◆ Attended the 13th Sociological Forum titled, "Understanding Islam" (2005)
- ◆ Coordinated and attended the "Classroom Performance System" workshop with McGraw-Hill Publishing for the Department of Communication (2005)
- ◆ Participated in the "Dealing with Disruptive Students" Workshop (2005)
- ◆ Participated in the "Introduction to Dreamweaver" Workshop (2005)
- ◆ Participated in the "Introduction to Fireworks" Workshop (2005)
- ◆ Participated in the "Continuing Education" Workshop (2005)
- ◆ Participated in the "Learning and Teaching Online" Workshop (2005)
- ◆ Participated in the "Using Excel" Workshop (2005)
- ◆ Participated in the "Using Dreamweaver" Workshop (2005)
- ◆ Participated in the "Intermediate Word" Workshop (2005)
- ◆ Participated in the "Advanced PowerPoint" Workshop (2005)
- ◆ Participated in "Webpage Development" Workshop (2005)
- ◆ Attended the National Association of Broadcasters Conventions (2004 – 2011)
- ◆ CSN Search Committee Member and Chair Certification (2004)

**Professional
Development
Activities**

(continued)

- ◆ Completed a Course Called, "Teaching Online 101" – Received Online Teaching Certification from CCSN (2004)
- ◆ Participant in the Interpersonal Communication Faculty Focus Group for Department of Communication (2004)
- ◆ Participated in the CSN "WebCT Course Development" Workshop (2004)
- ◆ Participated in the CSN "Helping Students Make It," Workshop (2004)
- ◆ Participated in the "How to Use PDF's" Workshop (2004)
- ◆ Completed CSN "Sexual Harassment Prevention Training" Certifications (2003, 2005, 2007, 2009 & 2011, 2013, 2014, 2016, 2018, 2020)

**Established
Community &
State
Relationships**

- ◆ Active Engagement in Leadership Research (2000 – Present)
- ◆ Vegas Chamber of Commerce (Leadership Las Vegas Program)
- ◆ Nevada Department of Education (Executive Leadership)
- ◆ Clark County School District (Executive Leadership and Principals)
- ◆ Nevada Association of School Administrators (Executive Leadership)
- ◆ Nevada Department of Corrections (Executive Leadership)
- ◆ Nevada Workforce Connections (Executive Leadership)
- ◆ Southern Nevada Workforce Development Collaborative
- ◆ Las Vegas Global and Economic Alliance (LVGEA) (Executive Leadership)
- ◆ City of Las Vegas, Youth Services
- ◆ City of Las Vegas, Fire Department (Graduate of Citizen's Fire Academy)
- ◆ City of North Las Vegas, Mayor's Office
- ◆ City of Henderson, Office of Workforce Development
- ◆ Palm Mortuary (Curriculum Alignment for New Degree in Funeral Services)
- ◆ HAAS Automation (Curriculum Alignment for New Degree in Manufacturing)
- ◆ NV Energy (Curriculum Alignment for New Degree in Utilities)
- ◆ SW Gas (Curriculum Alignment for New Degree in Utilities)
- ◆ Nevada Public Radio (NPR)
- ◆ The Leukemia & Lymphoma Society
- ◆ Walgreens Executive Leadership (Curricular Alignment)
- ◆ United Way of Southern Nevada

**Established
Community &
State
Relationships**
(continued)

- ◆ CBS Radio (Provides CSN Student Internships)
- ◆ Clear Channel Radio (Provides CSN Student Internships)
- ◆ Lotus Broadcasting (Provides CSN Student Internships)
- ◆ Las Vegas Review Journal (CSN Journalism Program Supporter)
- ◆ KVBC Channel 3 (Provides CSN Student Internships)
- ◆ KVVU Channel 5 (Provides CSN Student Internships)
- ◆ KLAS Channel 8 (Provides CSN Student Internships)
- ◆ Vegas PBS Channel 10 (Executive Leadership)
- ◆ KTNV Channel 13 (Provides CSN Student Internships)
- ◆ The Vegas WB (Provides CSN Student Internships)
- ◆ Univision KINC Channel 15 (Provides CSN Student Internships)
- ◆ The Washington Post (Provides National News Coverage for CSN)
- ◆ 944 Magazine (Provides CSN Student Internships)
- ◆ Joonbug.com (Provides CSN Student Internships)
- ◆ Bounce Radio (Provides CSN Student Internships)
- ◆ Las Vegas Women in Communication (CSN Supporter & Scholarship Donor)
- ◆ PR Plus (CSN Supporter)
- ◆ The Firm Public Relations & Marketing (Provides CSN Student Internships)
- ◆ Orca Communication (CSN Supporter)
- ◆ Impress Communication (Provides CSN Student Internships)
- ◆ Wirtz Beverage Nevada (Provides CSN Student Internships)

**Professional
Memberships**

- ◆ NISOD (Active with Institutional Membership)
- ◆ Achieving the Dream (Active with Institutional Membership)
- ◆ National Communication Association
- ◆ Western States Communication Association
- ◆ International Communication Association

**National &
Regional
Leadership**

- ◆ NWCCU Regional Accrediting Body, *Peer Evaluator* (2018 – Present)
- ◆ Complete College America, *National Fellow* (2017- Present)
- ◆ Southern Nevada Lumina Talent Hub, *Co-Leader* (2018-2021)

Computer Skills

- ◆ Proficient on PC and Mac
- ◆ Canvas Learning Management System
- ◆ Blackboard Learning Management System
- ◆ MyCSN Student Information System (Peoplesoft/Oracle)
- ◆ WorkDay
- ◆ Angel Learning Management System
- ◆ WebCT Learning Management System
- ◆ I-Clicker Classroom Performance System
- ◆ Microsoft Outlook, Word, Excel, PowerPoint, and Publisher
- ◆ Adobe Acrobat Professional
- ◆ iMovie Video Editing Program

Special Skills

- ◆ Dynamic Practitioner of the Transformational Leadership Style
- ◆ Superb Oral, Written, & Interpersonal Communication Skills
- ◆ Award Winning Professional Public Speaker
- ◆ Accomplished Media Relations Expert
- ◆ Received 3 Years of Spanish Language Instruction
- ◆ Team-Oriented, Listener, Rapid Learner & Critical Thinker
- ◆ Extremely Energetic, Enthusiastic, & Determined

Professional References Available Upon Request