

**MINNESOTA STATE
BOARD OF TRUSTEES**

BOARD ACTION

APPPOINTMENT OF PRESIDENT OF NORTH HENNEPIN COMMUNITY COLLEGE

1 BACKGROUND

2 Jeffrey Williamson has served as interim president of North Hennepin Community College since
3 July 1, 2019, after the retirement of Barbara McDonald.

4
5 In Fall, 2019, a national search for a permanent president was initiated.
6 The executive search firm ACCT was retained to assist with the recruitment and vetting process
7 for this position. A search advisory committee was appointed consisting of the following
8 members;

- 9
10 Stephen Kent, Vice President of Finance & Facilities (Administrator, NHCC)
11 Nerita Hughes, Dean of Business Technology & Career Programs (Administrator, NHCC)
12 Amy Jo Farnum, College Lab Assistant for Science (NHCC)
13 Andrew Mundt, Institutional Research Analyst (MAPE, NHCC)
14 Melissa Leimbek, Director of Enrollment Services & Registrar (MMA, NHCC)
15 Eugenia Paulus, Instructor of Chemistry, (MSCF, NHCC)
16 Andra Samuels, Instructor Political Science (MSCF, NHCC)
17 Dylan Evans, Student Senate President (NHCC)
18 Jay Strobel, Brooklyn Park City Manager (Community)

19
20 The following individuals provided support to the committee:

- 21 Sharon Pierce, Search Chair (Minneapolis Community and Technical College)
22 Victoria DeFord, Chief Human Resource Officer, (NHCC)
23 Renée Hogoboom, Chief Human Resource Officer and System Office Search Liaison

24
25 The position was advertised nationally in a variety of higher education and diversity
26 publications. At the same time, the search consultant initiated an aggressive recruitment
27 campaign. There were a total of 53 applicants. From this pool, the search advisory committee
28 selected eight individuals for initial interviews and forwarded its assessment of the candidates
29 to Chancellor Malhotra. On the committee's recommendation, Chancellor Malhotra selected
30 three finalists who participated in public interviews at the campus, including sessions with
31 students, faculty, staff and community members. Reference checks were conducted. Interviews
32 were conducted by Chancellor Malhotra, members of the chancellor's cabinet, and Trustees Jay
33 Cowles, Ashlyn Anderson and Cheryl Tefer.

1 After careful consideration of information received from each element of the interview process,
2 the chancellor selected one candidate to recommend to the Board of Trustees for approval.

3
4 At this time Chancellor Malhotra recommends to the board, the appointment of Dr. Rolando
5 Garcia as president of North Hennepin Community College.

6
7 **RECOMMENDED COMMITTEE ACTION**

8 The Human Resources Committee recommends that the Board of Trustees adopt the following
9 motion.

10
11 **RECOMMENDED BOARD MOTION**

12 The Board of Trustees, upon the recommendation of Chancellor Malhotra, appoints Dr. Rolando
13 Garcia as President of North Hennepin Community College effective July 1, 2020, subject to the
14 completion of an employment agreement. The Board authorizes the chancellor, in consultation
15 with the chair of the board and the chair of the human resources committee to negotiate and
16 execute an employment agreement in accordance with the terms and conditions of the
17 Minnesota State Colleges and Universities Personnel Plan for Administrators.

18
19 *Date Presented to the Board of Trustees:* 03/18/20

20 *Date of Implementation:* 07/01/20

Dr. Rolando García



Education

Ed.D. Florida International University Higher Education

Dissertation: The Relationship Between Socioeconomic Status, Course Delivery Method, and Student Success at a State College: A Single Institution Analysis. (Advisor: Dr. Joy Blanchard)

M.S. Florida International University Management Information Systems

B.S. University of Miami Psychobiology

Languages

English (Fluent), Spanish (Fluent)

Professional Experience

January 2014 - Present Judson A. Samuels South Campus President, Broward College

Broward College: Broward College is a large, diverse comprehensive college in Florida. With 3 campuses, 7 centers, 13 international partnership centers and more than 63,000 students from across the world, the College offers over 145 programs of study and several degree options including certificate, associate and baccalaureate degrees. Broward College is an Achieving the Dream Leader College (2009 – Present) and has been an ASPEN Prize Finalist in 2013 and 2019 and ASPEN Prize Finalist with Distinction in 2017.

July 2015 – Current Campus President and Vice Provost of Academic Resources, Judson A. Samuels South Campus and Partnership Centers

Campus President and Vice Provost of Academic Resources: The Campus President is the chief academic and administrative officer for the South Campus and Partnership Centers in fulfilling the college's mission and is responsible for the comprehensive coordination of all campus academic, business, and student affairs activities. The South Campus and Partnership Centers serve over 20,000 students (7700 FTE) with an operating budget of over \$35M dollars and over 250 full and part-time faculty and staff at a 102 acre campus and 5 centers located throughout Broward County.

Responsibilities:

- 8 Direct reports including: Dean of the Business Pathway; Dean of the Industry, Manufacturing, Construction, and Transportation (IMCT) Pathway; Dean of Libraries and Academic Success Centers; Dean of Business Affairs; Associate Vice President for Student Achievement Initiatives;

Dr. Rolando García

Associate Vice President for Institutional Accessibility and ADA Coordinator; District Director of Testing; and Performing and Cultural Arts Theatre Manager

- Oversee 3 Bargaining Units and 3 Labor Management plans
- Develop strategic partnerships with Broward County Public Schools (BCPS) leadership, industry leaders, and university partners to expand college to career pathways, curriculum alignment, and access
- Serve on the board of directors for the Miramar Pembroke Pines Regional Chamber of Commerce (MPPRCC) and Hispanic Unity of Florida (HUF)
- Provide vision and dynamic leadership for the Business and Industry, Manufacturing, Construction, and Transportation Pathway Communities college wide
- Ensure that college wide Academic Resources (Academic Success Centers, Libraries, Testing Centers, Accessibility Resources) are responsive to changing modes of "best practices" used to facilitate student success and college completion
- Develop strategic partnerships with university and public libraries for integrated and innovative library services to enhance and support the curriculum, instruction, student access and success
- Provide leadership for Student Achievement Initiatives (AACC Pathways, Achieving the Dream, First Gen Proud, Minority Male Initiative, BC Pride) Testing Centers, and Accessibility Resources college wide
- Collaborate with industry partners, Broward County Public Schools (BCPS), and other higher education institutions to create pathways and opportunities leading to employment
- Work with the Broward College Foundation to develop and implement fundraising vision and goals
- Analyze programs and services, evaluate existing and future needs, initiate and conduct user surveys to identify needs, and analyze a variety of data as it relates to student success
- Manage an effective and cooperative program for assisting students and faculty with the use of the library facilities and collections, including digital resources and individual instruction support
- Maintain knowledge of the College's general education competencies, quality enhancement plan and related strategic or institutional effectiveness initiatives
- Prepare and submit, as requested, reports on progress made on initiatives, programs, and plans for SACS-COC, Achieving the Dream, American Association of Community Colleges, and ASPEN
- Model inclusive excellence through specific actions that support the College's diversity goals in the recruitment, hiring, and retention of talented and diverse faculty and staff
- Identify training needs, develop, and implement plans for developing staff training
- Work collaboratively with faculty and staff in campus planning, development and policy-making in accordance with the College's Strategic Plan and other college priorities
- Work collaboratively with the college leadership team to guide the enrollment planning and scheduling process
- Facilitate the preparation of, provides oversight for and authorizes management of the campus, partnership centers, and pathways plans and budgets
- Assist with the development of external funds to support campus programs and projects
- Serve on College and statewide committees and task forces, as appropriate

Dr. Rolando García

- Serve as the campus/center incident commander during emergencies
- Serve as a leadership mentor for participants in Broward College President's Academy and President's Executive Practicum (PEP)

Accomplishments:

- Fundraised over \$4,000,000 for Aviation Programs expansion in partnership with the Broward College Foundation
- Led the reorganization and restructure of the Business and Industry, Manufacturing, Construction, and Transportation Pathways as the College transitioned into a Pathway College model (2015 –2018)
- Worked in collaboration with Florida International University to develop baccalaureate 2+2 articulation agreements for AS programs in Criminal Justice, Health Services Administration, New Media Communication, and Hospitality Management
- Successfully implemented a \$24.5 million U.S. DOL TAACCCT grant to develop and deliver a national supply chain management education and certification program
- Successfully implemented a \$3.2 million Title V grant to contextualize the Broward College curriculum to support the College's transition into a Pathway model
- Launched in partnership with Broward County Public Schools the first Technical Dual Enrollment programs at Broward College in Aviation Maintenance, Automotive Service Management, and Marine Engineering
- Opened a LEED Silver STEM Building (51,000 sq. ft.) in 2016, relocated the Automotive/Marine programs to a new building on South Campus in 2017 (22,000 sq. ft.), added an Aviation Annex (13,500) at North Perry Airport 2018, and currently constructing an expansion (12,000 sq. ft.) to our current aviation hangar on the South Campus
- Successfully reaccredited our Automotive Service Management program from the National Automotive Technicians Education Foundation (NATEF) and our Paralegal program from American Bar Association (ABA)
- Successfully maintain Federal Aviation Administration (FAA) certification for all Aviation programs
- Partnered with Indemnity Security to provide training and employment for up to 600 private security agents for various entertainment venues including the Super Bowl
- Increased Fall to Fall student success in gateway courses at South Campus and Partnership Centers by 2% (67% to 69%) between 2015 and 2018
- Increased the unduplicated percentage of enrolled Broward College students that visited the Academic Success Centers college wide from 9% to 47% between 2014 and 2019
- Sustained average student success rate differences in gateway courses for Academic Success Center users vs non-users of at least 7% between 2015 and 2018
- Increased enrollment in the BAS in Supply Chain Management from 153 FTE in Fall 2015 to 205 FTE in Fall 2018 while improving average class size from 20 to 22.3
- Realigned testing centers college wide to support increased offerings of industry certification exams and external revenue generating exams

Dr. Rolando García

- Restructured and reorganized college wide Disability Services into Accessibility Resources to support both students and employees. Currently providing support to 1500+ students. Up 20% from Fall 2016

January 2014 – July 2015

Dean, Academic Resources & Assessment

Dean of Academic Resources & Assessment: This position provides dynamic and strategic leadership for all areas of Academic Resources, including the design, delivery, staffing, planning and budgeting, administrative support, supervision and evaluation of the Academic Success Center, Assessment Services, Creative Media, Office of Student Success, and Library Services which is a partnership between Broward College and the Broward County Library System. This position also provides guidance in outcomes-based assessment and works with a wide range of academic and student affairs units at the campus to support assessment-based projects and initiatives in fulfillment and advance of the College's institutional effectiveness and strategic planning efforts.

Responsibilities:

- Provide vision and dynamic leadership for integrated and innovative library and learning services to enhance and support the curriculum, instruction, and student success
- Provide leadership in the development and meaningful assessment learning outcomes that leads to the improvement of student learning and services
- Analyze programs and services, evaluate existing and future needs, initiate and conduct user surveys to identify needs, and analyze a variety of data as it pertains to Academic Resources
- Manage an effective and cooperative program for assisting students and faculty with the use of the library facilities and collections, including digital resources and individual instruction support
- Maintain knowledge of the College's general education competencies, quality enhancement plan and related strategic or institutional effectiveness initiatives
- Prepare and submit, as requested, reports on progress made on initiatives, programs and plans
- Model inclusive excellence through specific actions that support the College's diversity goals in the recruitment, hiring, and retention of talented and diverse faculty and staff
- Serve on College and statewide committees and task forces, as appropriate.
- Identify training needs, develop, and implement plans for developing staff training as related to Academic Resources
- Ensure that Academic Resources is responsive to changing modes of "best practices" used to facilitate student success and college completion

Accomplishments:

- Increased student tutoring lab usage by 28% in Top 12 courses while maintaining high (4.8 < out of 5) satisfaction results
- Increased information literacy instruction sessions delivered by faculty librarians by 39%

Dr. Rolando García

- Developed mission, vision, and values for the division along with a continuous improvement plan
- Using the 4 Disciplines of Execution Framework developed Wildly Important Goals (WIGs) and created a model scorecard for Academic Resources college wide
- Created a STEM Lab to support faculty instruction and meet student demands
- Collaborated with faculty and staff to develop and implement new initiatives such as content specific workshops, supplemental instruction (SI), and a new client service model for tutoring and academic coaching

November 2011 - January 2014 Dean of Learning & Technology Resources, Northern Virginia Community College

Northern Virginia Community College: NOVA is the largest public educational institution in Virginia and the second-largest comprehensive community college in the United States. It is comprised of more than 75,000 students and 2,600 faculty and staff members across 6 campuses and 1 center offering more than 160 programs of study and several degree options including certificate and associate degrees. NOVA is also one of the most internationally diverse colleges in the United States, with a student body consisting of individuals from more than 180 countries. NOVA is an Achieving the Dream Leader College (2010 – Present)

Dean of Learning & Technology Resources: This position provides dynamic and strategic leadership for all areas of Learning & Technology Resources, including the design, delivery, staffing, planning, budgeting, administrative support, supervision and evaluation of the Tutoring Center, Testing Center, Instructional Support Services, Student Technology Center, Information Technology, and the Library. This position works with a wide range of academic, college operations, and student affair units at the district and campus level to support student and faculty centered projects and initiatives in fulfillment and advancement of the College's institutional effectiveness and strategic planning efforts.

Responsibilities:

- Provided leadership, direction, and oversight of the NVCC Woodbridge campus Learning & Technology Resources (LTR) division which consists of Campus Information Technology Services, Instructional Support Services, Library, Open Computing Lab, Testing Services, and Tutoring Services
- Developed, implemented, and provided oversight for LTR Division annual budget with is comprised of campus management and operations funds (M&O), electronic trust funds (ETF), technology plan funds, and fixtures, furnishings, and equipment funds (FF&E)
- Hired, supervised, and evaluated LTR department supervisors, faculty, and division office manager
- Ensured the effective implementation of the faculty advancement process for LTR division faculty
- Oversaw long-range strategic planning, acquisition strategies, and development of campus learning resources and services

Dr. Rolando García

- Provided leadership in the development and implementation of College policies, procedures, and guidelines
- Provided leadership for implementation of best practices in instructional curriculum development and course delivery
- Provided leadership on community boards, councils, and internal planning committees
- Responsible for developing, authorizing, and oversight of reports and accountability reports for the LTR division
- Was responsible for the professional development of all LTR supervisors, faculty, and staff
- Participated in Southern Association of Colleges and Schools (SACS) and other accreditation processes and activities
- Ensured user compliance with NVCC and Virginia Community College System (VCCS) computing policies
- Provided leadership for the selection of instructional technology and software to the academic divisions
- Served as a spokesperson at college events and public presentations
- Kept abreast of current trends and best practices in instructional and information technology

Accomplishments:

- Increased productivity of tutoring center by 25% while maintaining high satisfaction (88%+) results
- Increased faculty participation in professional development activities by over 20% in just one year
- Increased library information literacy sessions delivered by 30% over two years
- Increased delivery of testing services by 15% over two years
- Established student technology training workshops targeting technology fluency
- Hosted a community town hall on immigration reform
- Increased community participants by over 250% in the NVCC 5K Run benefitting the NVCC Foundation
- Developed accountability measures and action plans that became a model for other divisions

March 2002 – November 2011 Various Positions of Increasing Responsibility, Miami Dade College

Miami Dade College: Miami Dade College is the largest and most diverse comprehensive college in the nation. With 8 campuses, 1 center and more than 165,000 students from across the world, the College offers over 300 programs of study and several degree options, including certificate, associate and baccalaureate degrees. Miami Dade College is an Achieving the Dream Member (2012– Present) and was an ASPEN Prize Finalist with Distinction in 2011 and is the 2019 ASPEN Prize Winner

Dr. Rolando García

July - November 2011 Campus Director of Learning Resources, Miami Dade College, Miami, FL

Campus Director of Learning Resources: This position provides dynamic and strategic leadership for all areas of Learning Resources, including the design, delivery, staffing, planning, budgeting, administrative support, supervision and evaluation of the Computer Courtyard (Tutoring and Open Computing Lab) and the Library. This position works with a wide range of academic, college operations, and student affair units at the district and campus level to support student and faculty centered projects and initiatives in fulfillment and advancement of the College's institutional effectiveness and strategic planning efforts.

Responsibilities:

- Provided leadership, direction, and oversight of the MDC Wolfson campus Learning Resources (LR) division which consisted of Library and Computer Courtyard
- Developed, implemented, and provided oversight for LR Division annual budget which was comprised of campus management and operations funds (M&O), Perkins funds, and course user fees
- Hired, supervised, and evaluated LR Associate Director, faculty librarians, library technicians, instructional support staff, and tutors
- Ensured the effective implementation of the faculty advancement process for LR division library faculty
- Oversaw long-range strategic planning, acquisition strategies, and development of campus learning resources and services
- Provided leadership in the development and implementation of College policies, procedures, and guidelines
- Provided leadership on internal planning committees
- Responsible for development, authorization, and oversight of reports and accountability reports for the LR division
- Responsible for the professional development of all LR supervisors, faculty, and staff
- Participated in Southern Association of Colleges and Schools (SACS) and other accreditation processes and activities
- Ensured user compliance with MDC computing policies
- Served as a spokesperson at college events and public presentations
- Kept abreast of current trends and best practices in instructional and information technology
- Articulated the selection of instructional software titles to campus department chairs, faculty, and other campus academic lab managers
- Ensured the effective implementation of the faculty advancement process and adherence to the collective bargaining agreement
- Developed semester course schedules and faculty assignments
- Served on campus and college wide committees

Accomplishments:

- Successfully transitioned the Computer Courtyard into a Learning Commons

**December 2006 - June 2011
Miami, FL**

Director of the Computer Courtyard, Miami Dade College,

Dr. Rolando García

Director of the Computer Courtyard: This position provided dynamic and strategic leadership that included the design, delivery, staffing, planning, budgeting, administrative support, supervision and evaluation of the Computer Courtyard (Tutoring and Open Computing Lab). This position worked with a wide range of academic, college operations, and student affair units at the district and campus level to support student and faculty centered projects and initiatives in fulfillment and advancement of the College's institutional effectiveness and strategic planning efforts.

Responsibilities:

- Provided leadership, direction, and oversight of the MDC Computer Courtyard
- Developed, implemented, and provided oversight for the Computer Courtyard annual budget which was comprised of campus management and operations funds (M&O), Perkins funds, and course user fees
- Hired, supervised, and evaluated Computer Courtyard manager, instructional support staff, and tutors
- Oversaw long-range strategic planning, acquisition strategies, and development of Computer Courtyard resources and services
- Provided leadership in the development and implementation of College policies, procedures, and guidelines
- Provided leadership on internal planning committees
- Responsible for development, authorization, and oversight of reports and accountability reports for the Computer Courtyard department
- Responsible for the professional development of all Computer Courtyard instructional support staff and tutors
- Participated in Southern Association of Colleges and Schools (SACS) and other accreditation processes and activities
- Ensured user compliance with MDC computing policies
- Served as a spokesperson at college events and public presentations
- Kept abreast of current trends and best practices in instructional and information technology
- Articulated the selection of instructional software titles to campus department chairs and other campus academic lab
- Provided professional development opportunities for employees
- Conducted literature searches and research on academic support and educational technology
- Piloted/tested software titles for supplemental student support
- Created data collection instruments for departmental needs assessment and continuous process improvement
- Promoted the expanded use of instructional and classroom management technology
- Researched the availability of appropriate commercially developed academic software and promoted its use by faculty and students
- Collaborated across departments and campuses in the development of grant proposals for expanded educational technology resources
- Assisted Campus Chief Information Officer in implementing strategic plans for the Learning Resources division
- Assumed responsibility for the Learning Resources division in the absence of the Campus Chief Information Officer

Dr. Rolando García

Accomplishments:

- Increased yearly student visits from 220,000 to over 300,000 while maintaining a student satisfaction rating of over 90%
- Co-authored Title III STARS Project that was funded at a level of \$1.3 million over 5 years
- Developed survey instrument that all MDC Computer Courtyards used to assess student satisfaction and student use of services

January 2004 - December 2006 College Training & Development (CT&D) Instructional Designer/Technology Trainer, Miami Dade College, Miami, FL

Instructional Designer/Technology Trainer: The Instructional Designer/Technology Trainer is responsible for providing leadership and direction for instructional technology and staff and faculty development. This person works with the college wide Director of Technology Training and the College Training & Development Technology Trainer team to develop and implement a faculty/staff development program supporting key academic and instructional technology aligned with the college's goals as outlined in the strategic plan.

Responsibilities:

- Assisted college departments with information processing, learning task classification and analysis, and skill gap analysis
- Assisted faculty in the design and development of instructional content, media, and resources
- Assisted in the design and development of multimedia instructional and training material
- Managed College Training & Development (CT&D) lab activities, equipment, and personnel primarily at the Wolfson and InterAmerican campuses of MDC, but managed operations at other campuses as needed
- Collaborated in the development of grant proposals for expanded educational technology resources
- Conducted data collection utilizing training needs assessment instruments
- Conducted formative and summative evaluations of training programs
- Conducted literature searches and research on new and emerging educational technology
- Conducted workshops and one-on-one consultations with faculty and staff to enable and promote use of technology skills
- Designed and developed modules with learning activities compatible with learner characteristics that match instructional events to the learning process
- Developed and revised curriculum packages at the applications level that conformed to CT&D standards
- Instructed faculty in the use of web technologies and communication tools in the classroom
- Developed criterion-referenced objectives, performance standards and instructional strategies
- Participated in department, campus, and college committees
- Piloted/tested software titles to develop relevant training material
- Promoted the expanded use of instructional and classroom management technology

Dr. Rolando García

- Researched the availability of appropriate commercially developed software and promoted its use by faculty

Accomplishments:

- Increased faculty WebCT certification by 16% over 2 years
- Increased college SharePoint training by 38% over 2 years
- Reduced Professional Development Day workshop evaluation assessment processing time from 3 weeks to 2 days
- Developed a comprehensive college wide scheduling model for faculty/staff technology training workshops that rotated offerings across 7 campuses
- Top Technology Trainer/Instructional Designer in terms of workshops delivered, workshop participants, special request workshops delivered, 1 on 1 faculty/staff appointments, and CT&D Lab users for over 2 years

**March 2002 - January 2004 School of Continuing Education and Professional Development
(CE) Program Coordinator, Miami Dade College, Miami, FL**

CE Program Coordinator: The Continuing Education Program Coordinator is responsible for providing leadership and direction for non-credit programs that support the needs of the community and are aligned with the mission and strategic goals of the college. This person works with other CE Program Coordinators and Academic Department Chairs at the campus level to develop and implement a comprehensive continuing education program supporting key academic programs aligned with the college's goals as outlined in the strategic plan while also serving the needs of employers and residents in the campus' community.

Responsibilities:

- Recruited, advised, and assessed student satisfaction in Adult Education (ABE/GED/VESOL), Business & Industry, Language Center, and Technology Institute programs
- Responsible for course and curriculum development, scheduling, and marketing of Adult Education (ABE/GED/VESOL), Business & Industry, Language Center, and Technology Institute courses and programs
- Responsible for hiring, supervising, and providing direction to full and part-time instructors, program coordinators, lab staff, and support personnel in Adult Education (ABE/GED/VESOL), Business & Industry, Language Center, and Technology Institute programs
- Prepared comprehensive reports and analyses on enrollment, productivity, staffing, and fiscal matters for Adult Education (ABE/GED/VESOL), Business & Industry, Language Center, and Technology Institute programs
- Responsible for instructor agreements, personnel assignments, and payrolls for Adult Education (ABE/GED/VESOL), Business & Industry, Language Center, and Technology Institute programs

Dr. Rolando García

- Conducted market research to determine community needs for new courses and training programs in CE
- Created and developed marketing strategies for CE training courses and programs
- Oversaw front-line customer service, registration, and intake processes for all Community Education students
- Organized, maintained, and updated all departmental on-line and print records pertaining to adult education students for state audit and reporting purposes
- Worked closely with the College wide Director of Adult Education Programs, assisting in decision-making regarding course offerings and enhancing the overall effectiveness and productivity of the program while remaining within budget and meeting Sunshine State requirements and regulations
- Attended local and state meetings regarding adult education related issues
- Responsible for development, implementation, and administration of college wide GED Online curricula
- Established and maintain an organized information system that could be accessed by all program staff for the purpose of disseminating course information to students
- Communicated CE program requirements and schedules to other Campus departments
- Maintained contact with current and past students in an effort to promote retention and education continuity
- Set priorities and managed multiple projects for the School of Community Education at the InterAmerican Campus
- Participated in department, campus, and college committees

Accomplishments:

- Developed a blended course delivery model to accelerate VESOL program completion
- Increased VESOL program completion by 43% in one year
- Increased the number of students enrolled in the VESOL program at the Miami Dade College InterAmerican Campus by 98% in one year
- Increased VESOL program student transition in college vocational and academic programs by 23% in one year
- Developed MDC's first GED Online program model

March 1999 - September 2001 Senior Staff Associate, University of Miami, Coral Gables, FL

University of Miami: The University of Miami is a private research university with more than 17,000 students from around the world. The University of Miami is comprised of 11 schools and colleges serving undergraduate and graduate students in more than 180 majors and programs.

Senior Staff Associate: This position provides leadership and direction for non-credit programs that support the needs of the community and are aligned with the mission and strategic goals of the university. This person works with other Division of Continuing and International Education Program

Dr. Rolando García

Coordinators at the university level to develop and implement a comprehensive continuing education program supporting key academic programs aligned with the college's goals as outlined in the strategic plan while also serving the needs of employers and residents in the campus' community.

Responsibilities:

- Recruited, advised, and assessed student satisfaction in Technology programs
- Responsible for course and curriculum development, scheduling, and marketing Technology courses and programs
- Responsible for hiring, supervising, and providing direction to part-time instructors, program coordinators, lab staff, and support personnel in Technology programs
- Prepared comprehensive reports and analyses on enrollment, productivity, staffing, and fiscal matters for Technology programs
- Responsible for instructor agreements, personnel assignments, and payrolls for Technology programs
- Conducted market research to determine community needs for new courses and training programs in Technology
- Created and implemented marketing strategies for Technology training courses and programs
- Oversaw front-line customer service, registration, and intake processes for Technology program students
- Worked closely with the Director of the Computer Technology Group (CTG), assisting in decision-making regarding course offerings and enhancing the overall effectiveness and productivity of the Technology program
- Communicated Technology program requirements and schedules to other university departments
- Maintained contact with current and past students in an effort to promote retention and education continuity
- Participated in department, division, and university committees

Faculty/Teaching Experience

2014-2017 Broward College Information Technology, Student Life Skills

2003-2012 Miami Dade College Information Technology, Education, Business

Community Activities

Miramar Pembroke Pines Regional Chamber of Commerce (MPPRCC) Workforce Development Committee Chair, 2019 – Present

Hispanic Unity of Florida Advocacy Committee, 2018 - Present

YMCA of South Florida Board of Directors, 2017 – 2019

Dr. Rolando García

Hispanic Unity of Florida Board of Directors, 2016 – Present

Weston YMCA Advisory Board, 2016 - 2018

Miramar Pembroke Pines Regional Chamber of Commerce (MPPRCC) Board of Directors, 2015 – Present

Hispanic Organization for Leadership & Action (HOLA), 2013 – 2014

NVCC Woodbridge Advisory Board, 2011 - 2014

Prince William Chamber of Commerce, 2011 - 2014

Leadership Development

Hispanic Association of College and Universities (HACU) 32nd Annual Conference **2018**

Florida Chancellor's Leadership Seminar **2016**

American Association of Community Colleges (AACC) 96th Annual Conference **2016**

Achieving the Dream (ATD) The Dream 2016 Conference **2016**

Hispanic Association of College and Universities (HACU) 29th Annual Conference **2015**

American Association of Community Colleges (AACC) John E. Roueche Future Leaders Institute **2015**

Council for Adult and Experiential Learning (CAEL) Prior Learning Assessment (PLA) 101 **2014**

Awards/Certificates

2018 Excellence in Diversity and Inclusion Award – Hallandale Beach Chamber of Commerce

2016 Gold Sponsor – Relay for Life

2016 Pinnacle Award for Corporate Stewardship – Miramar Pembroke Pines Regional Chamber of Commerce

2006 College President's Recognition of Excellence Award – Miami Dade College

Grant Writing Accomplishments

2015: Title V Grant – Inaugural Experience Support and Tracking: I-NEST (Co-Author); \$2,200,000 over 5 years

2015: TRIO Grant Proposal – Student Support Services Program (Co-Author); \$320,000 over 5 years

2015: NSF IUSE – Innovative Science Teaching Institute (Co-Principal Investigator); \$430,000 over 2 years

Dr. Rolando García

2009: Title III-Student Transition and Retention System (STARS) Project (Co-Author); \$1,300,000 over 5 years

2006–2011: Perkins Grant Budget Manager for the MDC Wolfson Campus Computer Courtyard; \$120,000+ every year

Selected College Activities

Executive Sponsor, Equity Committee, 2019 - 2020

SACS-COC Fifth Year Interim Report Academic Resources Executive Sponsor, 2018 - 2019

Broward College Administrative Bargaining Team, 2016 - 2018

Chair, Broward College South Campus Learning Innovations Committee, 2014–2016

Member, BC Brothers Achieve Steering Committee, 2014 - 216

Member, Broward College Instructional Technology Planning Committee, 2014–2016

Member, Broward College Academic Resources Deans' Council, 2014 - 2016

Chair, Broward College Queue Management System Implementation Committee, 2014 - 2016

Chair, Broward College Queue Management System Selection Committee, 2014

Co-Chair, Northern Virginia Community College (NVCC) Educational Foundation 5K Race Operations Committee, 2013 - 2014

Chair, Northern Virginia Community College (NVCC) Learning Technology Resources Leadership Council (LTRLIC), 2014

Member, Miami Dade College Test of Adult Basic Education (TABE) Remediation Work Group, 2010 - 2011

Co-Chair, Miami Dade College Corporate Run Miami Work Group, 2010 - 2011

Co-Chair, Miami Book Fair International Community Volunteers Committee, 2007 - 2011

Member, Miami Dade College Learning Management System Selection Committee, 2006

Member, Miami Dade College Collegewide Technology Committee, 2006 - 2007

Member, Miami Dade College Wolfson Campus Commencement Committee, 2004 - 2011

Chair, Miami Dade College Conference Day Evaluation Committee, 2004 - 2006

Member, Miami Dade College Recruitment and Retention Committee, 2002 - 2003

Dr. Rolando García

Selected Workshops/Conference Presentations

Get Your WIG On: A College's Strategic Application of Learning Assistance Indicators, Florida Colleges Learning Centers Association (FCLCA) Conference, March 2015

Technology Expo, Broward College Professional Development Day Conference, February 2015

Web 2.0 in the Classroom, Academic Learning Support Conference, May 2008

Design Your Own Seminar: A Faculty Wish-list Event, League for Innovation: 2004 Conference on Information Technology, March 2004

Publications/Reviews

Garcia, Rolando, "The Relationship Between Socioeconomic Status, Course Delivery Method, and Student Success at a State College: A Single Institution Analysis" (2014). *FIU Electronic Theses and Dissertations*. Paper 1460. <http://digitalcommons.fiu.edu/etd/1460>