

Gregory W. Gray

SUMMARY

Seasoned academic executive with a demonstrated track record of leadership, motivation and accomplishment. Especially adept at working successfully across organizational boundaries with highly diverse constituencies. A high integrity administrator with polished skills in fund raising, facilities management, student recruitment and program development.

PROFESSIONAL EXPERIENCE

Riverside Community College District

Chancellor – July 2009 – present

- Three college community college district
- 2,000+ employees
- \$160M Budget
- \$350M construction bond
- Report to a 5 member, at large, elected board
- Annual credit enrollment tops 100,000
- Service area exceeds 1.3 million residents and 440 square miles

Major Achievements:

- Reorganized RCCD into a 3 college multi-college district
- Negotiated a successful project labor agreement
- Established study abroad program in China
- Developed enrollment management task force to deal with “unfunded” FTES and right-sizing the institution
- Achieved full ACCJC Accreditation status for both Moreno Valley and Norco Colleges
- Established service learning program at all three colleges
- Architect for “100 at a 100” fundraising campaign
- Reduced budget by over \$45M without layoffs or furloughs of full-time personnel
- Created *Chancellor’s Circle for Innovation*
- Established Center for Green Technologies
- Secured largest private gift in the history of the District - \$5M
- \$3M Gates grant to improve high school completion and attending community college
- \$3M NFS grant to establish National Center for Logistics Education

Miami Dade College Kendall Campus

President – September 2006 – July 2009

- Approximately 65,000 annual unduplicated headcount
- 1,700 employees
- \$60M Budget

- 185 acres with 14 buildings, environmental center, landscape and technology center and several recreational fields and facilities
- Programs offered through several academic schools
- School of community education has approximately 150,000 annual enrollments

Major Achievements:

- Speaker at several professional and civic organizations
- Developed Culinary Arts Program included curriculum, funding and facility
- Developed Center for Service Excellence
- Increased Kendall enrollment by semester in 2007-2008, and 9.5% in 2008-2009
- Community education increased revenue to over \$12M
- Interviewed by Washington Post
- Coordinated and presided at 2007 Commencement with President George W. Bush as the speaker.
- Developed new bachelor degree in business
- Responsible for College's Quality Enhancement Program in Mathematics
- Initiated a pod casting teaching environment used by several faculty to enhance student learning
- Developed Visiting Professor Program

Penn State University, Fayette Campus

Chancellor/Campus Executive Officer, 1998 – August 2006

- Approximately 1200 students
- 5000 continuing education students
- Degrees offered: 1 masters, 6 baccalaureate, 9 associate
- 165 employees
- \$60M economic impact
- \$9.2M budget
- \$10M endowment
- \$22M capital campaign
- Over \$5M in grants

Major Achievements:

- Exceeded original capital campaign goal - \$22.6M
- Increased donor participation by 33-1/3%
- Overall enrollment increase of 30% (8 consecutive semesters of record enrollment)
- Secured \$8M to construct Community Center
- Monitored construction of new Community Center
- Established Distributive Engineering Center for Navy's Anti-Torpedo Torpedo Program
- Initiated Distance Learning program delivery throughout Commonwealth
- Established Center for Community and Public Safety
- Established several off-site centers
- Secured \$5.8M to renovate classroom building
- Established National Center for Excellence for non-lethal technology research, development, testing and training
- Introduced intercollegiate athletics to campus
- Improved campus marketing efforts
- Recognized community leader (TV, radio, newspapers)
- Six retention practices included PSU "Best Practices"
- Incorporated service learning component into all curricula
- Developed model collaboration with EMT/Hospital to address workforce demands
- Initiated new Mining Technology Associate Degree

- Established new Student Center
- Created Campus Cultural Center
- Monitored construction of new BioMedical Technology Center
- Raised \$250,000 for new Campus Bell Tower
- Established Cub's Den (child care center)
- Named to several local boards

University Service

- Served on the PS York Campus Executive Officer (CEO) Search and Screen Committee; Director of Marketing and Recruitment Screen and Interview Committee for the Commonwealth College; Director of Development for the Commonwealth College
- Served on Academic Administrator Evaluation Committee for Commonwealth College campuses
- Homeland Security Strategic Planning Council
- Continuing Education Task Force on Credit Programming
- Security and Information Analysis Major Development Committee

Olive-Harvey College, City Colleges of Chicago

Vice President for Academic Affairs, 1996 – 1998

- Maintain and support academic excellence
- Develop new partnerships with business, industry and government
- Provide leadership in strategic planning effort
- Responsible for 19,000 unduplicated annual head count
- Responsible for Deans of Instruction, Careers, Continuing Education, Student Services, Adult Learning Skills, and Assistant Dean for Information Technology
- Chief Executive Officer in absence of President
- Responsible for NCA and other accreditations
- Successfully worked with six labor groups

City College of Chicago District Responsibilities:

- District Strategic Planning Committee, liaison officer
- National Science Foundation Planning Committee for Urban Community College Forum
- Joint Working Conditions Committee

Major Achievements:

- Improvements in enrollment
- New "Bridge" curriculum
- Improvements in academic advisement, student retention
- Improvements to assessment program
- Recognized leader in developing strategic planning initiatives
- Facilitate organizational stability
- Established College Academy

University of Cincinnati, Clermont College

Associate Dean for Academic Services (Chief Academic Officer) 1995 - 1996

- Responsible for all degree and certificate programs
- 150 full/part-time faculty, 2,000 students
- Responsible for campus assessment program
- Responsible for development and implementation of new program offerings
- Responsible for developmental education services, library
- Lead for North Central accreditation
- Responsible for faculty development and review
- Responsible for Tech Prep/School-to-Work programs

- Represent college on various University and Ohio Board of Regents committees
- Responsive to local business to assure appropriate training programs
- Responsible for all distance learning activities

Major Achievements:

- Achieved ten-year North Central reaccreditation for college (first time in history)
- Developed new programs in Nursing, Paramedics, Banking, CAD, Computer Systems Support, Environmental Science
- Developed local School-to-Work consortium
- Initiated Freshman Year Experience Program
- Served as regional CEO for Tech Prep
- Redesigned Campus Assessment Program
- Implemented Clermont General Education Program
- Developed Instructional Strategic Plan
- Worked with Development Officer to secure outside funds for college

Suny College of Agriculture and Technology, Morrisville, NY

Dean, School of Business, Hospitality and Nursing, 1991 – 1995

- Responsible for 6 academic departments and 1 division
- Responsible for 45 faculty and 1000+ majors
- Responsible for 15 associate degree programs
- Responsible for branch campus of 25 adjunct faculty and 500 part-time students
- Coordinate campus Freshman Experience Program

Dean, School of Business Technology, 1986 – 1991

- Developed and coordinated Freshman Experience Program
- Responsible for 5 academic departments, 25 faculty and 650 majors
- Responsible for branch campus of 20 adjunct faculty and 500 part-time students

Major Achievements:

- Achieved initial accreditation with Association of Collegiate Business Schools and Programs (ACBSP)
- Developed new degrees in Banking, Computer Systems Technology, Information Processing, Casino Management, Office Management, Medical Assisting, Nutrition, and International Business
- Initiated an honors program for the academically capable students
- Developed “Tech Prep” Program for campus and several secondary schools
- Developed the Co-op Program
- Coordinated Middle States Accreditation Process
- Represented Morrisville on SUNY-wide committees
- Developed assessment program
- Redesigned summer orientation program

Suny Oswego, Oswego, NY

Adjunct Professor, 1986 – 1995

- Taught graduate courses in vocational education

State University College at Buffalo, Buffalo, NY

Assistant/Associate Professor, Department of Business, 1975 – 1986

Chairperson, Department of Business, 1979 – 1986

- Developed new degrees in Business Education (BS and MS) and Office Administration
- Conducted program review in cooperation with American Association of Collegiate Schools of Business (AACSB)
- National Council for the Accreditation of Teacher Education (NCATE) accreditation

Erie Community College, Buffalo, NY

Adjunct Professor, 1977 – 1986

Penn State University, University Station, PA

Adjunct Professor, 1974

Jeff Tech, Reynoldsville, PA

Coordinator of Vocational Education, 1973 – 1975

Altoona Area Vocational-Technical School, Altoona, PA

Head of Distributive Education Department, 1971 – 1973

Bermudian Springs High School, York Springs, PA

Initiated Distributive Education Program, 1970 - 1971

EDUCATION

Harvard University, Cambridge, MA

Certificate, 1994

Institute for the Management of Lifelong Learning

St. John Fisher, Rochester, NY

Certificate, 1993

Total Quality Management

The Pennsylvania State University, University Park, PA

D.Ed., 1977

Major: Vocational Education

Minor: Speech Communication

Vocational Administrator Certificate

University of Pittsburgh, Pittsburgh, PA

M.Ed., 1973

Major: Distributive Education

Indiana University of Pennsylvania, Indiana, PA

B.S., 1970

Major: Business and Distributive Education

GRANTS

- Mining Curriculum development, Dept. of Labor, \$503,000 (2006)
- Mining Curriculum Articulation, Benedum Foundation, \$145,000 (2006)
- Ford/UAW training project, \$122,058 (1997)
- Bottom-up Development, NIU, \$48,711 (1997)
- Tech Prep – SUNY/BOCES, \$65,000 (1992)
- Career Retail Trades Training Project, Madison County JPTA, \$22,769 (1988)
- Buffalo State In-service Education, NYS Education Department \$443,000 (1985-86)
- SUCB Community Fellowship, SUCB, \$2,500 (1985)
- SUCB Community Fellowship, SUCB, \$2,500 (1984)
- Micro-Computer Workshops for Occupational Teachers, SED, \$93,000 (1983 – 84)
- Applying Micro-Computers for Instructional Purposes, SED, \$23,387 (1982–83)
- Instructional Methods and Materials Workshops, SED, \$10,285 (1980-81)
- Vocational Education Teacher Certification program, USOE, \$11,280 (1979-80)
- Vocational Education Teacher Certification program, USOE, \$8,745 (1978-79)

PUBLICATIONS AND PRESENTATIONS

- *Second Opinion Needed to Survive California's Terminal Triangle*, Press-Enterprise Op-Ed 2011
- When Leaders Don't Lead, California Chief Instructional Officers Keynote, October 2011
- Testified before Little Hoover Commission on Community College Reform, Sacramento, California, April 2011
- *Where Have All the Leaders Gone?* LIFE at University of California, Riverside, California, May 2010
- *C⁴ Forum: Where is the Money, Financing Community Colleges in California?* University of California, Riverside, May 2010
- *Adult Basic Skills and the Bridge to an Associate's Degree*, National Network "Welfare-to-Work" Conference, August 19, 1997, Chicago, IL
- *Strategic Planning, Best Practices*, City Colleges of Chicago Conference on Strategic Planning, June 10, 1997, Chicago, IL
- *Coop for the Home Ec Teacher*, Presentation to CNY Home Economics Teachers, April 26, 1995
- *Leadership Through Vocational Youth Organizations*, Presentation to SUNY Oswego Teacher's Club, May 1, 1995
- *Freshman Experience is More Than a Course*, American Association of Community Colleges, April 17, 1994, Washington, DC
- *Freshman Experience is More Than a Course*, National Freshman Year Experience Conference, February 21, 1994, Columbia, SC
- *Freshman Experience is More Than a Course*, Presentation to Freshman Year Experience: Sixth Annual Conference, October 18, 1993, Chicago, IL
- *Career Pathways/Compact*, SUNY Oneonta, April 22, 1993
- *Teaching is Fun*, Presentation to Bryant & Stratton faculty, May 29, 1992
- *ACBSP Accreditation*, Panelist for SUNY Dean's Conference, October 24, 1991

- *Secretaries are Professionals*, Presentation for Professional Secretaries International, Feb.18, 1991
- *Merit Money – Who? When? Why?* NACTA Journal, September, 1990
- *Merit Money – Who? When? Why?* National Association of Colleges and Teachers of Agriculture Annual Meeting, June 18, 1990
- *Tech Prep*, Madison, Chenango and Oneida County school superintendents, April 3, 1990
- *Entrepreneurial Case Book*, Published by the NYS Council for Economic Education, 1989
- *Making Merit Recommendations – Opportunity, Pitfalls*, Presentation at Sixth Annual National Conference for Academic Chairpersons proceedings, volume 31, September 1989
- *Starting a New Business – WMCR Radio panelist*, January 25, 1989
- *Leaders Among Leaders*, Presentation at Phi Theta Kappa Induction, Morrisville College, April 22, 1988
- *My Friend Sam*, BTA Journal, volume IX, fall 1988
- *What About This Year?* BTA Journal, volume VIII, Fall 1987
- *Entrepreneurship in the Occupational Education Curriculum*, Presentation to the Annual Meeting of WNY Occupational Equation Teachers, Buffalo, NY, May 6, 1986
- *Let's Get Good Teachers into Teaching*, BTA Journal, volume VII, Fall 1986
- *Exchange Programs – Let's Tap the Resource*, Workplace Education, Fall 1982
- *How We Got More Out of Jeffreys*, Marketing and DE Today, Fall 1980
- *Teacher Burnout*, Presentation to the Annual Meeting of Business/Distributive Education Teacher Educators, city directors and state education personnel, Albany, NY, October 2, 1980
- *What Do Business and Distributive Teacher Educators Feel About CBTE?*, Journal of Business Education, October 1978
- *Competency in DE Student Teaching: The Big Four*, Appearing in Council for Distributive Teacher Education Newsletter, 1976
- *Co-op for Co-op Coordinators*, appearing in Writings of Graduate Students: A Montage of the Mid-Seventies, 1975

CONSULTANCIES

- ACCJC Accreditation Review Team, Moorpark College, California 2010/2011/2012
- Ohio Board of Regents-Review Two Year Technical Programs, 1995-96
- National Standards Review, National Business Education Association, 1995
- Curriculum Review, American Express, 1992
- Association of Collegiate Business Schools and Programs, Program Evaluator/Team Chairperson, 1991, 1993, 1994, 1995
- Review banking curriculum for New York State Education Department and Citibank Corp., 1989, Dime Corp., 1992, 1994
- Program Users Committee, SUNY Oswego, 1988-90
- New York State Council on Economic Education, 1986-90
- Review graduate degree program, Lehman, College, 1985
- New York State Public Employees Supervision Workshops, 1985
- Validation Team for the National Standards of Excellence in Business Education, 1984
- Erie-Cattaraugus BOCES Program Review, 1983
- Developed training programs in selling and supervision, Interval International, 1983-1985
- Cheryl Fell's School of Business, Niagara Falls, New York, 1982

- New York State Instructional In-Service Planning Committee for Occupational Education, 1981-1984
- Futuring Committee for marketing and distributive Education, State Education Department, 1981-1984
- Pennsylvania Department of Education special task force to develop diversified occupations curriculum, 1975
- Served on numerous state-wide committees in Pennsylvania for the development of curriculum, 1975

PROFESSIONAL ORGANIZATIONS

- California Community Colleges CEO Region 9 Representative
- California Campus Compact Executive Board
- Executive Board for the New York State Council on Economic Education
- President of the New York State Business Teachers Association
- Executive Board for the New York State Business Teachers Association
- New York State Occupational Education Association Executive Board
- New York State Council for Education Associations Executive Board
- National Business Education Association
- Epsilon Delta Epsilon (Honorary Distributive Education)
- American Vocational Association
- New York State Teacher Education Association
- Phi Delta Kappa
- Phi Theta Kappa

CURRENT COMMUNITY SERVICE

- Chairman, American Diabetes Association, StepOut/Walk 2011
- Board of Directors for Workforce Investment Board *2009-present*
- Monday Morning Group of Riverside *2009-present*
- Inland Empire Economic Partnership, Board of Directors *2010*
- Advisory Committee for Brownsville Area Revitalization Corporation *2001-present*
- Board of Directors of the Central Fayette Chamber of Commerce *1998-present*
Certificate of Special Recognition – Central Fayette Chamber
- Board of Directors of Fay-Penn Economic Development Council *2000-present*
Executive Board *2002-present*
- Board of Directors of Community Health Improvement Partnership (CHIPS) Board 1998 – present
Executive Board *2001 - present*
- Board of Directors of Fayette-Westmoreland Workforce Investment Board *1999-present*
- Board of Directors of Fayette United Way *1991–2002*
Executive Board *2000-2002*
Chair – Fayette County United Way Campaign *2000*
- Executive Committee of the Board of Directors of Fayette-Westmoreland Boy Scouts of America *2000-present*
Chair – annual fundraising dinner *2002, 2003, 2004*
Strategic Planning Committee
- Honorary Chairman of Jr. Achievement *2003*
- Executive Director's Advisory Committee – Fayette County Area Vocational Technical School – *2006*