

January 24, 2019

Search Committee – Regional Presidents  
Connecticut State Colleges and Universities Community College System  
61 Woodland Street  
Hartford, CT 06105

Dear Members of the Search Committee:

It is with pleasure that I submit this letter of application for the position of regional president for the Connecticut State Colleges and Universities (CSCU) Community College System.

During my 26-year career with Delaware Technical Community College, a statewide system, I have had the opportunity to work at three of the four campuses and also in the central administration office. I have spent the last 14 years as an administrator, and since 2011, have served as one of the institution's five vice presidents, providing leadership at a college-wide level. My areas of oversight include strategic planning, accreditation, development, assessment and alumni. From 2011-2016, my responsibilities also included oversight of marketing, public relations and the website.

The competencies and qualifications outlined in the Regional President job summary reflect a strong match with my education, experience and skills, as outlined below:

**Institutional Merger**

In 1996, Delaware Tech inaugurated its fourth president on a platform of a one-college shared governance structure, and I transferred into a new role in the College Relations division to establish a presidential communication plan that would help to achieve his collaborative vision for the institution's four campuses. This role later expanded into providing college-wide leadership for marketing, public relations, strategic planning and accreditation, and in 2014, right before that president completed his 19-year tenure at the helm of the College, I led an effort with the Middle States Commission on Higher Education (MSCHE) to institutionalize the governance model by merging the separate campus accreditations into a single institutional accreditation. This effort required collaboration across all campuses and college-wide divisions, with special attention in the areas of academic programs, financial aid, Title IX and grants, as well as a renewed commitment to shared college-wide goals. The single accreditation request was approved by MSCHE, effective July 1, 2015. Since then, MSCHE has asked me to speak with two other institutions to provide guidance in this area and I am currently serving as a consultant on an MSCHE team, reviewing a merger request for two institutions in New Jersey.

**Strategic Planning and Accreditation**

I have led strategic planning at Delaware Tech for 14 years, initially at a campus level and college-wide since 2010. This leadership includes development and execution of a comprehensive planning structure, integrated with the budget and assessment processes, which includes systematic review and revision of the mission, vision and strategic directions. The strategic directions, along with assessment results, then guide creation of three-year College goals and annual objectives to meet those goals.

In addition, I have had college-wide oversight of accreditation since 2011 and led the 2013 reaccreditation of all four campuses, which at the time were separately accredited. Since then I have served on four Evaluation Teams for the Middle States Commission on Higher Education (MSCHE) and the New England Association of Schools and Colleges, Inc., Commission on Institutions of Higher Education (NEASC), as well as three Small Teams, two of which I chaired. In 2016, I successfully compiled and received approval from MSCHE for a substantive change request that granted Delaware Tech permission to begin offering an RN to BSN program, becoming the first community college in the Middle States region to offer a baccalaureate degree. As noted on my resume, I have been invited to present at MSCHE conferences/institutes several times and remain an active volunteer with the Commission.

## **Budgets and Resource Development**

In my current role, I serve on the senior leadership committee that approves college-wide operational budgets in the areas of instruction, development, marketing, planning, assessment, articulation, international education, workforce development and community education, public safety, center for creative instruction and technology and information and instructional technology. In addition, I work with the president to develop his annual operational and capital budget requests to the state Office of Management and Budget, Legislative Joint Finance Committee and Legislative Bond Bill Committee.

As the vice president with college-wide oversight of fundraising and grants, I have significant experience in the area of resource development. Over the last three years, through enhanced donor communication and stewardship, the College raised \$11.8M in individual, corporate and foundation gifts and grew Delaware Tech's Educational Foundation to an all-time high of \$23.6M. In addition to these private contributions, our fundraising efforts secured \$23.4M in federal and state grants (excluding financial aid funds) to fund student success initiatives, technology and the development of new academic programs and stackable credentials. In 2017, the Board of Trustees approved the alignment of all campus development staff under my direction college-wide, effective January 2018. Since then, I have led a complicated reorganization of this division, which has required the reclassification of virtually every existing position, in order to shift from a campus-based fundraising model to one that promotes a culture of giving at a college-wide level. All of this was done with full transparency and a significant amount of collaboration and communication with the campus directors. We are now preparing to launch a four-year, \$30M comprehensive campaign to transform learning environments, expand academic opportunities and build career pathways.

## **Student Success**

During my long-standing tenure at Delaware Tech, I have led collaborative efforts with every division to develop and implement strategies to increase student success. In 2015, I worked with academic affairs to create a Strategic Enrollment Management Framework that identifies College priorities across four phases of student activity: connection, transition, progression and completion. This five-year plan includes detailed strategies and targets aimed at planning, monitoring, evaluating and improving the student experience at Delaware Tech. This framework included defined enrollment goals, which, under my leadership, were exceeded through an integrated, data-driven marketing and communication plan that utilized new and traditional media to reach target audiences.

I have also worked with academic affairs to administer internal campaigns and initiatives to boost retention and completion for a student population that is 44% minority and of which 70% require at least one developmental course. Since 2012, the College has raised graduation rates from 10.7% to 22%.

## **Teaching Experience**

My career with Delaware Tech has spanned multiple campuses and responsibilities across a broad range of divisions and progressive areas of administrative responsibility. While this path to my current position included only a small amount of teaching, my current oversight of student learning outcomes assessment and my close collaboration with the academic affairs division to advance instructional programs and support services for students has provided me with a solid understanding of the instructional challenges and opportunities that accompany our commitment to student success. Last year, Delaware Tech became an Achieving the Dream (ATD) institution and I am currently overseeing the integration of ATD key performance indicators into our assessment processes, as well as collaborating with the vice president for academic affairs to determine focus areas as we build our plan under the ATD framework.

## **State and Local Governments**

In my current role, I assist the president in communicating College priorities to our state and local elected officials and hosting legislators on campus for special events, tours and meetings to increase their awareness of our institution's important role in the state's education and economic development efforts.

During my tenure at the Owens Campus, I chaired a committee comprised of external constituents to plan and execute the annual Sussex County Today and Tomorrow Conference, an event which promotes economic development, partnership and collaboration in the county. Nearly 400 government, education, business and community leaders attend this conference each year.

### **Workforce Development**

I have collaborated with businesses and educational institutions to conceptualize and implement new short-term training and certificate programs through corporate and federal grants. In 2016, I led a partnership among Delaware Department of Labor, Delaware Department of Education, Delaware Department of Economic Development, Delaware Workforce Development Board, Jobs for the Future and several employers, which resulted in the award of a four-year, \$3.5 million America's Promise Grant from the U.S. Department of Labor to provide free tuition and support services for 600 students enrolled in information technology and advanced manufacturing certificate programs. Delaware Tech was one of only 23 organizations nationwide to receive this grant.

My collaboration with our Workforce Development and Community Education division has increased significantly over the last few years in order to find resources to create and deliver in-demand, short-term training programs with industry-recognized credentials, as well as to develop pathways that connect those programs to associate degrees.

### **Communication Skills**

I have authored speeches, correspondence, articles and presentations for two presidents throughout the course of my career, served as the College spokesperson and delivered presentations across a wide variety of topics at local, regional and national levels. In addition, I developed the College's Crisis Communication Plan and have crafted messages and strategies in response to several campus incidents.

### **Inspiring Teams**

I have successfully led many groups of faculty, administrators and support staff by setting clear expectations, articulating respect for all opinions and viewpoints and celebrating individual contributions that lead to the group's success. This approach has resulted in motivated and engaged team members that often feel great satisfaction from the accomplishments of the group.

Whether leading a committee of 12 as I did in 2013 for the reaccreditation of three campuses, leading a group of 50 as I did in 2017 to develop new strategic directions for the College, or leading my Institutional Effectiveness and Development staff on a daily basis, I have found that the most effective tool to empower and motivate my teams has been my own behavior. By consistently demonstrating integrity, being transparent, establishing candid dialogue, working hard, and confirming my trust in their abilities, I am able to inspire them to not only accomplish the task at hand, but to maximize their own potential. In those instances where we have fallen short of our goal, we dig in to determine what we could have done better and apply those learning moments to enhance the existing project, as well as better manage future initiatives.

In addition to this letter of application, I have submitted a resume with references who may be contacted if I am selected as a finalist.

I welcome the opportunity to meet with the Search Committee to further discuss the position, my qualifications and a potential fit to serve as a Regional President in the CSCU Community College System.

Sincerely,



Judith A. Sciple, Ed.D.

# Judith A. Sciple

• Georgetown, DE 19947 •

---

## Qualifications Summary

- Board of Trustees annual workshop development and facilitation
- Institutional mission, vision and strategic directions development
- Accreditation Evaluation Teams for Middle States Commission on Higher Education and New England Association of Schools & Colleges, Inc. Commission on Institutions of Higher Education (NEASC)
- Internal and external constituent relations
- Marketing and public relations
- Presidential communication (speeches, articles, presentations)
- Strategic planning and assessment
- Institutional self-study and substantive change accreditation processes
- College website redesign
- Special events
- Fundraising
- Grant writing

## Professional Experience

**Vice President for Institutional Effectiveness and Development**  
**Delaware Technical Community College**  
**Office of the President**

**January 2017 - Present**  
**Full-time**

Provide collegewide administrative oversight and leadership for:

- College planning to include mission, vision and strategic direction renewal and the creation of annual planning documents.
- Accreditation process to ensure demonstrated compliance with the Middle States standards and other federal accreditation-related requirements.
- Assessment to include mission goal outcomes, student learning outcomes and educational support outcomes and related connections to the college planning and budgeting processes where appropriate.
- Private giving including capital campaigns, planned giving, endowments, annual appeals, recognition and stewardship.
- Grant identification, development and submission to federal and state agencies, local, state and national foundations and corporate giving programs.
- Alumni relations to include organizational structure, communication and giving opportunities.

**Vice President for Institutional Effectiveness and College Relations**  
**Delaware Technical Community College**  
**Office of the President**

**July 2011 – December 2016**  
**Full-time**

Provide collegewide administrative oversight and leadership for:

- Marketing activities to include brand management, advertising, publications, website and social media.
- Public relations activities to include media relations, communication plans, community relations and presidential communication.
- College planning to include mission, vision and strategic direction renewal and the creation of annual planning documents.

## Professional Experience (continued)

- Accreditation process to ensure demonstrated compliance with the Middle States standards and other federal accreditation-related requirements.
- Assessment to include mission goal outcomes, student learning outcomes and educational support outcomes and related connections to the college planning and budgeting processes where appropriate.
- Private giving including capital campaigns, planned giving, endowments, annual appeals, recognition and stewardship.
- Grant identification, development and submission to federal and state agencies, local, state and national foundations and corporate giving programs.
- Alumni relations to include organizational structure, communication and giving opportunities.

**Administrator, College Relations  
Delaware Technical Community College  
Office of the President**

**January 2010 – June 2011  
Full-time**

Provided collegewide supervision of:

- Marketing and public relations to include brand management, publications, website, social networking, media relations and communication plans.
- Institutional advancement to include private giving, grants and alumni relations.
- Website redesign to include implementation of a content management system, new navigation structure and instructional and brand-relevant recruitment videos, and management of a web consultant.
- College Planning Council and long-range and annual planning activities to include college plans, college agenda and college achievement reports that respond to the College Mission, Vision and Strategic Directions.

**Assistant to the Campus Director  
Delaware Technical Community College  
Jack F. Owens Campus**

**April 2004 – December 2009  
Full-time**

- Provided administrative oversight and leadership of institutional advancement, marketing, public relations, planning, partnership management and alumni at the Owens Campus.
- Developed and implemented strategies to promote the College's programs and services in the community and provided leadership in strategic planning at the campus level, including data gathering, research and analysis
- Chaired the Campus Planning Council and Co-Chaired the Campus Enrollment Management Committee.
- Served as Campus Accreditation Liaison Officer (ALO) for Middle States Commission on Higher Education and ensured compliance with campus accreditation requirements.
- Managed donor relations; created and launched the College's Legacy Society; created and launched the annual Campus Donor Appreciation Event; and launched the annual campus Fashion Show.
- Developed and managed an annual division budget of nearly \$300,000.
- Authored articles and materials, wrote speeches and developed and executed presentations that achieved specific results.
- Supervised the planning, development and implementation of special events.
- Developed and managed division Educational Support Outcomes Assessment (ESOA) to include assessment of four service units in the Planning and Advancement Division.

## Professional Experience (continued)

**Marketing and Public Relations Director**  
**Collegewide Coordinator of Marketing and Public Relations**  
**Delaware Technical Community College**  
**Office of the President**

**July 2001 – March 2004**  
**Full-time**

- Provided administrative oversight and coordination of collegewide marketing and public relations activities, including media, special events, publications, fundraising and “friendraising” for internal and external constituents to promote the College’s image and to enhance student recruitment and retention.
- Provided direction for strategic planning of collegewide initiatives in the area of marketing and public relations.
- Developed and managed collegewide marketing and public relations budget allocation.
- Conceptualized, prepared and finalized presentations, speeches, articles and other communications for the College President.
- Managed media coverage on collegewide programs, events and activities and served as College spokesperson.
- Served as resource person to the Vice President for Human Resources and College Relations.

**College Relations Coordinator**  
**Delaware Technical Community College**  
**Office of the President**

**Jan. 1996 – June 2001**  
**Full-time**

- Managed media relations on collegewide programs and events.
- Conceptualized and wrote speeches, articles and other communications for the College President for internal and external publication.
- Coordinated collegewide special events such as the annual collegewide United Way Campaign, Educational Foundation Golf Tournament, Employee Giving Campaign and Employee Recognition Event.
- Managed and administered Central Office scholarships and served as college liaison for corporate-sponsored scholarships.
- Served as resource person to the Vice President for Human Resources and College Relations.

**Instructor – Business Administration**  
**Delaware Technical Community College**  
**Terry Campus**

**Jan. 2001 – May 2001**  
**Part-time**

- Taught Introduction to Business course.
- Developed lesson plans, assignments and exams consistent with core competencies identified for course.

**Personnel Officer**  
**Delaware Technical Community College**  
**Office of the President**

**Oct. 1994 – Dec. 1995**  
**Full-time**

- Developed, coordinated and conducted collegewide employee training programs.
- Served as collegewide American with Disabilities Act and Affirmative Action Coordinator.
- Managed the Office of the President leave and compensatory time systems.
- Managed collegewide unemployment and workers’ compensation cases.

## Professional Experience (continued)

- Personnel Officer** **Aug. 1993 – Sept. 1994**  
**Delaware Technical Community College** **Full-time**  
**Wilmington Campus**
- Screened applications for full and part-time positions.
  - Arranged and conducted interviews.
  - Tested candidates for part-time positions.
  - Analyzed Affirmative Action data to insure compliance.
  - Conducted reference checks on all candidates for full-time positions.
  - Assisted with personnel training and staff development programs.
  - Assisted in preparing Position Classification Questionnaires.
- Personnel Technician** **March, 1992 – July 1993**  
**Delaware Technical Community College** **Full-time**  
**Wilmington Campus**
- Conceptualized and prepared special projects for the Director of Personnel.
  - Conducted pre-screening interviews of applicants for part-time positions.
  - Authorized supply fund expenditures and monitored budget.
  - Maintained employee vacation and sick leave records.
  - Prepared memos, letters and general correspondence in support of personnel activities.
  - Evaluated full-time job applications according to established criteria.
  - Maintained full-time hiring files and prepared documents necessary during the hiring process.
  - Explained employment application process and job requirements to prospective job applicants.
- Personnel Technician** **Nov. 1991 – Feb. 1992**  
**Delaware Technical Community College** **Temporary Full-time**  
**Office of the President**
- Recorded COBRA payments and changes in flexible benefit coverage for employees.
  - Answered questions from campuses and employees pertaining to the flexible benefits program.
  - Reconciled premiums and payroll deductions for the flexible benefit program.
- Drug Prevention Specialist** **Sept. 1991 – Oct. 1991**  
**Capital School District** **Regular Part-time**  
**Drug Free Schools Program**
- Prepared lesson plans and instructed elementary students, grades K-4, in self-esteem development and how to live a drug-free life.

## Education

- |  |                                    |              |
|--|------------------------------------|--------------|
| <b>Ed.D. Educational Leadership Administration and Policy</b>  | University of Delaware, Newark, DE | August, 2010 |
| EPP Title: Shaping perceptions of Delaware Technical & Community College through a comprehensive brand marketing strategy. |                                    |              |
| <b>M.P.A. Human Resources</b>  | University of Delaware, Newark, DE | August, 1996 |
| <b>B.S. Business Management</b>  | Wesley College, Dover, DE          | May, 1991    |

## Professional/Community Involvement

- Consultant, Institutional Merger, Middle States Commission on Higher Education, November 2018
- Chair, Small Team Visit, Middle States Commission on Higher Education, October 2018
- Member, Reaccreditation Evaluation Team, Middle States Commission on Higher Education, March 2018
- Member, Reaccreditation Evaluation Team, Middle States Commission on Higher Education, March 2017
- Member, Small Team Visit, Middle States Commission on Higher Education, October 2016
- Chair, Small Team Visit, Middle States Commission on Higher Education, March 2015
- Member, Reaccreditation Evaluation Team, New England Association of Schools & Colleges, Inc. Commission on Institutions of Higher Education (NEASC), March 2015
- Member, Reaccreditation Evaluation Team, New England Association of Schools & Colleges, Inc. Commission on Institutions of Higher Education (NEASC), March 2014
- Board Member, National Council for Marketing and Public Relations (NCMPR), 2004-2012
  - President, 2009-2010
    - Conducted research and identified and implemented a brand to include a refreshed logo and color palette.
    - Designed and launched a new website to include discussion boards.
    - Created a social media presence with national and district activity on Facebook and Twitter.
    - Established infrastructure to deliver webinars and launched the initiative which resulted in increased revenue of \$3,000-\$5,000 per webinar.
    - Increased communication with members through new, branded email marketing newsletter.
    - Elevated conference keynotes to include speakers of national prominence.
  - Vice President, 2008-2009
  - Treasurer, 2006-2008
  - Executive Council, 2006-Present
  - District 1 Director 2004-2006
- Chair, NCMPR Medallion Awards 2002-2003
- Member, Association of Fundraising Professionals (AFP), 2018-Present
- Member, Council for the Advancement and Support of Education (CASE), 2014-Present
- Member, Council for Resource Development (CRD), 2004-2016
- Member, Office of Women in Higher Education (OWHE), 2010-Present
- Member, Society for College and University Planning (SCUP), 2010-2011
- Member, Carl M. Freeman Foundation F.A.C.E.S. Board, 2005-2008
- Member, Delaware Division of Arts Grants Review 2005-2006
- United Way of Delaware
  - Cabinet Assistant, 1999-2001
  - Loaned Executive, 1998
  - Employee Campaign Chair 1994-2002

## Collegewide Committees/Task Forces, Delaware Technical Community College

- Co-Chair, Scholarship Award Process Task Force, 2018
- Member, Innovation in Action Grant and Award Selection Committee, 2016-Present
- Co-Chair, 50<sup>th</sup> Anniversary Task Force, 2015-2016
  - Chair, 50<sup>th</sup> Anniversary Commemorative Video Committee
  - Chair, President's Installation Ceremony
- Chair, Collegewide Accreditation Committee, 2013-Present

## Collegewide Committees/Task Forces, Delaware Technical Community College (continued)

- Chair, Collegewide Middle States Self-Study Steering Committee, 2010-2013
- Chair, College Web Redesign Committee, 2010-2013
- Chair, College Strategic Directions Development Task Force, 2010-2011, 2016-17
- Chair, College Planning Council, 2010-2011
- Collegewide HEOA Task Force, 2010
- Community College Infrastructure Fund Task Force, 2006-2007
- Collegewide Development Committee, 2004-Present
- Collegewide Marketing and Public Relations Committee, 1996-2016
- College Planning Council, 2003-Present
- Portal Task Force, 2002
- Chair, President's Five-Year Report Task Force, 2000
- Collegewide Presidential Inauguration Committee, 1995-1996
- Coordinator, Educational Foundation Golf Tournament, 1997-2001
- Employee Recognition Event Committee, 1997-2004, 2010-present
- Collegewide Chair United Way Campaign, 1994-2002, 2010, 2015

## Presentations

- October, 2018, *Assessment, Planning and Goal Setting*, Board of Trustees Annual Retreat, Delaware Technical Community College
- October, 2018, *Development and Comprehensive Campaign Update*, Board of Trustees Annual Retreat, Delaware Technical Community College
- December, 2017, *Commission Actions, Campus Crises, and Anxious Constituents: Keeping Everyone Calm and Informed*, Middle States Commission on Higher Education Annual Conference, Philadelphia, PA
- November, 2017, *Panel Discussion: Perspectives from Peer Evaluators for Collaborative Implementation Project (CIP) Institutions*, Middle States Commission on Higher Education Self Study Institute, Philadelphia, PA
- October, 2017, *Development Update and Comprehensive Campaign Discussion*, Board of Trustees Annual Retreat, Delaware Technical Community College
- June, 2017, *The President and Communicator: Building the Brand, Together*, National Council for Marketing and Public Relations (NCMPR) Summer Institute, Las Vegas, NV
- April 2017, *College Branding Workshop*, St. Charles Community College, Cottleville, MO.
- October 2016, *Strategic Directions Development*, Board of Trustees Annual Retreat, Delaware Technical Community College
- October 2015, *Overview of Institutional Effectiveness and College Relations Division*, Board of Trustees Annual Retreat, Delaware Technical Community College
- September 2014, *Managing Effective Presidential Transitions*, Board of Trustees Annual Retreat, Delaware Technical Community College
- November 2013, *Lessons Learned: Middle States Self Study Process*, Middle States Commission on Higher Education Self Study Institute, Philadelphia, PA
- September 2012, *Middle States Bootcamp*, Board of Trustees Annual Retreat, Delaware Technical Community College
- 2012, *Delaware Tech: Connecting Delawareans with Jobs*, Leadership Delaware.
- September 2011, *Board of Trustees Self Assessment*, Board of Trustees Annual Retreat, Delaware Technical Community College

## Presentations (continued)

- 2011, *Recognizing and Embracing Opportunities for Advancement*, National Council for Marketing and Public Relations (NCMPR) National Conference, Philadelphia, PA
- 2011, *NCMPR Primer*, NCMPR National Conference, Philadelphia, PA
- September 2010, *Strategic Directions – Leveraging Change*, Board of Trustees Annual Retreat, Delaware Technical Community College
- 2010, *Using Social Networking to Meet Collegewide Strategic Goals*, American Association of Community Colleges (AACC) Annual Convention, Seattle, WA
- 2009, *Recognizing and Embracing Opportunities for Advancement*, NCMPR Regional Conference, Atlantic City, NJ
- 2009, *Leveraging Your College’s Brand*, AACC Annual Convention, Phoenix, AZ
- 2009, *NCMPR Has a Brand ... Now What?*, NCMPR National Conference, Kansas City, KS
- 2007, *The Class Schedule Debate: A Pearl or Stone in the Sea of Marketing Communications?* NCMPR District I Conference, Annapolis, MD
- 2006, *Enhancing Institutional Image Through Brand Marketing*, Association for Community College Trustees National Conference, Orlando, FL
- 2006, *Measuring Performance and Implementing Improvement*, NCMPR National Conference, Austin, TX
- 2006, *Harvesting the Fruits of Your Labor – Next Steps on the Career Path*, NCMPR District I Conference, Lancaster, PA
- 2004, *Future Challenges Facing Marketing*, Council for Advancement and Support of Education (CASE) Regional Conference, Philadelphia, PA
- 2004, *You Have a Brand ... Now What? Suggestions from Survivors*, NCMPR National Conference, Baltimore, MD
- 2003, *Real World Techniques for Managing Unruly Web Sites*, NCMPR District I Conference, Boston, MA

## Publications

- February 2, 2012. *Communication and the Completion Challenge*. Community College Daily.
- June 2010. *Shaping Perceptions of Delaware Technical & Community College Through a Comprehensive Brand Marketing Strategy* (Doctoral dissertation).
- January 2010. *2010 – The Year of the Community College*. Counsel.
- October 2009. *Leverage Your NCMPR Connections*. Counsel.
- July 2009. *Shaping Perceptions*. Counsel.
- April 2009. *Getting to the Core*. Counsel.
- October 2008. *Branding NCMPR: Connecting Community College Communicators*. Counsel.
- Summer 2007. *Enhancing Institutional Image Through Brand Marketing*. Trustee Quarterly.

## Honors

- 2017, Richard D. Petrizzo Award for Career Achievement, National Council for Marketing and Public Relations (NCMPR)
- 2016, NCMPR Gold Medallion Award, Marketing Campaign (50<sup>th</sup> anniversary)
- 2013, Presidential Certificate of Appreciation, Delaware Technical Community College
- 2004-2010, 2013-15, Mentor, Delaware Tech Leadership Program
- 2003 NCMPR District I Outstanding Professional Service Award
- 2002 Graduate, Delaware Tech Leadership Development Program
- 2000 Delaware Tech Excellence in Service Award, Co-Recipient