

CT BOARD OF REGENTS FOR HIGHER EDUCATION

RESOLUTION

**CONCERNING THE APPOINTMENT OF AN
INTERIM PRESIDENT AT
TUNXIS COMMUNITY COLLEGE**

March 23, 2017

WHEREAS, there exists a current need to appoint an Interim President of Tunxis Community College; and

WHEREAS, Connecticut State Colleges and Universities President Mark E. Ojakian, after due deliberation, has presented a recommendation on such appointment for the Board's consideration; now, therefore, be it

RESOLVED, that, consistent with the recommendation made by President Ojakian, the Board of Regents for Higher Education hereby appoints James Lombella as Interim President of Tunxis Community College effective from July 1, 2017, and until such time as a permanent appointment is made by the Board; and be it further

RESOLVED, that, with gratitude, the Board hereby accepts Mr. Lombella's offer to perform the duties of Interim President of Tunxis Community College for no additional compensation; and be it further

RESOLVED, that, for the duration of his appointment as Interim President of Tunxis Community College, Mr. Lombella will continue to perform the duties of his position as President of Asnuntuck Community College; and be it further

RESOLVED, that Mr. Lombella will return to his position as President of Asnuntuck Community College upon the conclusion of his interim appointment.

A True Copy

Erin A. Fitzgerald, Secretary of the
CT Board of Regents for Higher Education

JAMES P. LOMBELLA

EXECUTIVE LEADERSHIP IN HIGHER EDUCATION

Executive leader for all areas of college operations and advocate for the college, students, faculty and staff with external partners in the public and private sectors. Proven ability to leverage experience in delivering academic excellence with a solid background as an entrepreneur and driver of business and industrial growth. Excel in teaching, learning and team building. Dedicated to growing and expanding the institution as an economic engine that creates jobs and meets the needs of industry. Uniquely qualified with the perspective of an industry leader and educator that is committed to continuing CSCU's mission of nurturing student learning and success, while transforming students into individuals who contribute to the economic, intellectual, civic, cultural and social well-being of their communities.

CORE EXECUTIVE QUALIFICATIONS

- Focused on Academic Excellence
- Commitment to Diversity
- Strategic Planning/Analysis
- Executive Collaborative Leadership
- Manufacturing Expertise
- Promotion of Social Equity
- Financial Management
- Educational Innovation
- Community Partnerships
- Professional Development
- Talent Acquisition
- External Partnerships

PROFESSIONAL EXPERIENCE

ASNUNTUCK COMMUNITY COLLEGE, ENFIELD, CT

2009 – PRESENT

PRESIDENT / CHIEF EXECUTIVE OFFICER

Committed to the vital role that Asnuntuck plays in preparing students for transfer to four year colleges and universities or enter the workforce. Successfully engage the employer community, positioning the college as a valuable source of future industry leaders and an educated, skilled workforce. Promote an environment of inclusiveness, embracing the diversity of our students, faculty and staff. Reputation for maintaining and expanding the strong history of the college as a vibrant force in the community. Focus the direction of the campus on enrollments and student success, and taking other decisive measures in line with the Governor's directive to increase enrollments in Advanced Manufacturing Technology, and increasing the number of partnerships with key employers and stakeholders.

- Set goals and established standards of accountability for proactive outreach, marketing and recruitment resulting in the largest overall FTE increase of all 17 colleges and universities in the CSCU system for Fall 2016, and Spring 2017.
- Consistently achieve operational budget goals for the college while fostering a culture of growth and continuous improvement.
- Creative sourcing of alternative revenue streams including but not limited to, nearly \$1M in S.N.A.P. funding, and the largest single donation, \$100,000, to the Asnuntuck Foundation.
- Oversee and direct more than \$40M in campus improvements including ACC's new 27,000 square foot Advanced Manufacturing Technology Center.
- Leverage the college's location in the "Knowledge Corridor" by spearheading a strategic pilot plan to build out-of-state enrollments and foster key regional and community partnerships with leading employers/companies across Connecticut and Western Massachusetts.
- College advocate identifying strategic career cluster growth opportunities in finance, business, alternative energy and technology-based fields, achieving up to a 90% placement rate with major employers in the area.
- Collaborate with Deans and Department Directors to achieve consensus on strategies to identify and meet the educational needs of students, employers and residents.
- Help drive fundraising efforts with the Executive Board of the Asnuntuck Community College Foundation.
- Build strategic partnerships with key public and private sector external organizations including area high schools, employers, Department of Corrections, other state agencies, local colleges and universities and peer CSCU institutions.
- Support, promote and embrace multicultural diversity on campus.

CHIEF FINANCIAL OFFICER / DEAN OF ADMINISTRATION

- Managed dual roles as Chief Executive and Financial Officer of the college, including oversight of the Business Office, Information Technology, and Maintenance Departments.
- Developed and managed the budget for campus operations, holding departments accountable for line item budget expenditures.
- Developed budget, procured materials and equipment, implemented budgetary and cost controls, planned the capital and maintenance program, funding and income operations, and campus health and safety.

ASSOCIATE DEAN OF WORKFORCE DEVELOPMENT & CONTINUING EDUCATION

- Led and supervised the operations of Workforce Development, Continuing Education, Business and Industry and the Marketing divisions of the college. Accountable for the performance of the Continuing Education Division, achieving 32% growth in 2009/2010 and sustaining 30% growth through 2010/2011.
- Evaluated labor market requirements and needs to assure that training and curriculum quality aligned with skills and training requirements of employers.
- Developed new programs and courses to address the ongoing academic and training needs of the region with particular focus on employment growth areas in technology, manufacturing and healthcare sectors.
- Performed data analysis to determine the cost benefits and return on investment of current programs.
- Grew the Continuing Education program from three Allied Health Programs to eleven programs. Expanded more than 90% of the Allied Health programs to include externships focusing on employer skills and training requirements, contributing to 80% job placement in the health field within six months following graduation.

ADJUNCT INSTRUCTOR

- Taught three distinct courses on campus: Statistics (three-credit course) and Career Exploration Skills (non-credit course) to Manufacturing Level 2 program students; and Essential Job Skills (non-credit course) to Allied Health students in the Certificate and Licensure Healthcare Career Programs.

ROVING MENTOR, SKILLS FOR MANUFACTURING & RELATED TECHNOLOGIES (SMART).

- Developed and implemented the requirements and policies of the SMART Grant in accordance with grant framework and policies.
- Established innovative combination Internship/On-the-Job Training (OJT) program with Capital Workforce Partners officials for students.
- Developed marketing materials to advance student employment and job retention.
- Implemented post-graduate follow-up systems to gauge success by tracking employment retention.
- Supported job development, placement, and retention by creating a job bank, and by providing support services including counseling, job coaching, internships, OJT and placement assistance.
- Started a Speaker Program to engage students in discussing employment and skills among student peers.

PEPPERIDGE FARM / CAMPBELL SOUP COMPANY, BLOOMFIELD, CT

2007 – 2009

OPERATIONS MANAGER

Directed operations for the company's flagship plant located in Bloomfield, Connecticut. Also served as a member of the Executive Staff Steering Committee and played a key role in SAP Inventory Coordination as lead instructor. Tracked and used key performance indicators to evaluate performance metrics, and directed the production and training operation for a 300+ personnel facility.

- Directed a multi-million dollar operating budget, and functioned as primary plant contact to external vendors and business stakeholders.
- Directed Lean manufacturing principles associated with Kaizen and Six Sigma initiatives for achievement of increased efficiencies, and directed training for SAP Inventory coordination.
- Designed a training program for cycle counting procedures to comply with the Sarbanes-Oxley Act requirements.
- Directed product managers and supervisors for a 24/7 high speed food manufacturing facility.

PLASTIPAK PACKAGING COMPANY, EAST LONGMEADOW, MA

2001 – 2007

OPERATIONS MANAGER / CONVERSION MANAGER

- Played key critical leadership role in the manufacture of rigid containers for the food and beverage industry, managing a multi-million dollar operating budget, and achieving key performance metrics.
- Quality Assurance and Health & Safety Manager, ISO Management Representative, and ISO 9001 Lead Workforce Instructor, implementing and managing, training and ensuring the safety of 150+ personnel working 24/7 shift operations.
- Ensured compliance to ISO 9001 standards, budgetary disciplines, 5s, GMP, HACCP, AIB and OSHA safety.
- Managed profit and loss, steering a strategic course for the company profitably during tenure.
- Directed and accountable for all production, maintenance, engineering, quality personnel and plant operations.
- Trained and mentored associates in environmental health and safety best practices and OSHA, EPA, state and local regulatory compliance.
- Oversaw customer contracts, and provided customer focused services in resolving complaints and issues.
- Managed customer product specifications control, and hosted customers onsite.
- Scheduled and directed all external customer and third party compliance audits.

JEN COAT, INC., WESTFIELD, MA

1995 –2001

QUALITY CONTROL & INTERNAL ISO 9000 LEAD AUDITOR

- Served as resident technical expert for ISO 9000 International Organization for Standardization.
- Experienced in testing performance measurements and testing for materials used in flexible packaging manufacturing processes.
- Contributed to the development and maintenance of an ISO Quality System and Internal Audit System, ensuring the capability of the facility to produce and supply product at consistent quality levels.
- Registered ISO 9000 Lead Auditor, issuing corrective action requests, and designing preventative actions using Statistical Process Control.

RETAIL AND SERVICE ESTABLISHMENT

1989 –1996

OWNER & OPERATOR

- Grew business over seven-year period and then liquidated investment.
- Managed wholesale purchasing and distribution, customer service and customer relations, inventory control, retail sales, marketing and business development, and financial management.

EDUCATION

Doctor of Education, Higher Education Leadership, (Expected to Graduate in May, 2017) GPA 3.93
Nova Southeastern University, Abraham S. Fischler School of Education, Fort-Lauderdale, Florida

Master of Management, Cambridge College, Cambridge, Massachusetts

AS in Business Management, Holyoke Community College, Holyoke, Massachusetts

TECHNICAL TRAINING & CERTIFICATIONS

Certificate, Microcomputer Technology, Holyoke Community College, Holyoke, Massachusetts

OSHA Authorized Trainer, 29-CFT 1910 Regulations

Certified Microcomputer Technician "Software and Hardware"

Certified Lead Auditor and Trainer "ISO 9000 Lead Assessor and Auditing Principles"

Competency in the necessary skills required to plan and conduct

Quality System Audits to the ISO 9000: 1994 Standards.

Re-Certified Lead Auditor and Trainer "ISO 9001 Lead Assessor and Auditing Principles"

Competency in the necessary skills required to plan and conduct

Quality System Audits to the ISO 9000: 2001 Standards.

PROFESSIONAL ACTIVITIES

Committee Co-Chair - *Public Act No. 16-114, An Act Encouraging Middle School and High School Students To Consider Careers in Manufacturing, 2016/2017*

Member, Kappa Delta Pi, International Honor Society in Education

Steering Committee member for New England's Knowledge Corridor

Board Member, Asnuntuck Community College Foundation, Inc.

Board Member, Capital Workforce Partners North Central One-Stop Operating Consortium Board

Panel Member, National Assoc. of Workforce Development Professionals (NAWDP) Regional Conference, 2011

Panel Member, New England's Knowledge Corridor 2015 "State of the Region" Conference, discussing the New England Council and Deloitte Consulting LLP report entitled: *Advanced to Advantageous: The Case for New England's Manufacturing Revolution*

Member / College Representative, North Central Connecticut Chamber of Commerce (NCCC)

Member, Rotary Club of Enfield