

**JOE BERTOLINO**  
Lyndonville, VT 05851

Robert Hoyler, Ph.D  
Senior Consultant  
AGB Search  
April 28, 2016

Dear Dr. Hoyler:

I am pleased to submit my application in consideration for the position of President of Southern Connecticut State University. Currently, as the President of Lyndon State College, I serve as the Chief Executive Officer, providing all-encompassing administrative and academic leadership to all areas of the college community. These responsibilities and experiences include, but are not limited to community building, public relations, fund raising and enrollment management. In each of these areas, my team and I have had great success.

Lyndon State is a small, rural comprehensive college serving approximately 1500 students in the Northeast Kingdom of Vermont. Part of the Vermont State College System, Lyndon provides support to many first generation college students of modest means.

Having spent the majority of my 25-year career in public higher education, I am cognizant of the issues and challenges currently facing public higher education. In addition to Vermont (VSC), my portfolio includes having served in three other public university systems - Pennsylvania (PASSHE) and New York (SUNY & CUNY). I am committed to and strongly passionate about public higher education as it relates to access and opportunity. Specifically, I work daily to ensure increased access/opportunity to first generation college students, especially those from underrepresented groups, those of modest means, and those from rural, urban and immigrant families.

I find myself drawn to Southern Connecticut State University's underlying institutional philosophy, which places emphasis on a caring community of life-long learners connected through academic excellence, access, social justice and a sense for public good. Throughout my tenure at Lyndon, I have diligently worked to ensure that Lyndon maintains a similar philosophy. Under the banner of "Students First," the faculty, administration, and staff at Lyndon State College have made serving our students their number one priority. Simultaneously, Lyndon employees strive to prepare students to be life-long learners who are connected to the world in the service of others.

Like Southern, I value a strong sense of community, built on an ethic of care and compassionate communication. Southern Connecticut State's position as a quality learning and living environment, shaped through an intentionally diverse community filled with opportunity, are traits I find particularly appealing. Leading Southern in achieving its goals, providing visionary and imaginative leadership, building strong teams, participating in an intellectually exciting environment, and engaging fully in shared governance are institutional qualities I truly value.

During my tenure at Lyndon, my team and I have developed and implemented a strategic plan ("Building Relationships: A Transformative Plan for Lyndon State"), enhanced student success and

retention initiatives, bolstered enrollment management, built public-private partnerships to expand the campus, developed strong relationships with the surrounding community with a focus on regional development (as one local reporter stated to the Chancellor, “The relationship between Lyndon State and the community has never been better.”) and increased revenue and fund raising streams. These are points of pride the leadership team at Lyndon strives to enhance every day.

Relationships and community are at the center of my leadership style. Lyndon has a long history of working within a shared governance model, committed to dialogue and transparency. Further, the College has a reputation for working very closely and positively with multiple collective bargaining units. There is a strong sense of community at Lyndon State.

My commitment to academic excellence and the liberal arts is reflected in both my experience and collaborative relationships with academic affairs and faculty. My experience as a department chair and faculty member, while simultaneously serving as a campus executive at Queens College and as a current instructor at Lyndon State, has provided me with the unique opportunity to work closely with members of the faculty, the Faculty Assembly, and the Academic Deans. In collaboration with the senior team, I have worked to recruit and retain new faculty, raise academic standards, implement a new general education program, increase research dollars, and enhance academic advising. I am particularly proud of the work of the Curriculum Task Force – a group charged with assessing every aspect of the curriculum to ensure the college is meeting the needs of our students. This effort has been entirely faculty driven and fully supported by the administration. These experiences, coupled with my work in the classroom and ongoing research efforts, have kept me both connected to and grounded in my service to students, faculty, and staff.

Linking my presidential experience with my enrollment management/student affairs work and my academic role, I have facilitated the creation and implementation of numerous faculty programs. These programs bring together faculty, administrators, and students within the context of academic advising and leadership development outside of the classroom setting. The collaboration between enrollment management/student affairs and academic affairs has helped to enhance both the college’s recruitment and retention efforts.

I am passionate about providing leadership and supervision that both embraces an institution’s distinctive learning environment and affirms its culture and heritage, while simultaneously transforming it to ensure its long-term success. Building strong, cohesive teams and focusing on the holistic development of students, professionals and the campus community is something I deeply value.

During my tenure at Lyndon State College, my team and I have worked collaboratively with multiple constituents at the College to formulate a vision and mission for community development, evaluate and assess academic and student affairs programs and services, and create strategic and master plans at the institutional level. Furthermore, we created the college’s first Enrollment Management Team charged with analyzing and solving enrollment issues, and led several teams in the renovation and enhancement of campus wide facilities. Additionally, under my leadership the College has created state-of-the-art classrooms, labs, and studios as well as a new Student Services Center, Veterans Center, Peer Services Center, just to name a few.

In order for an institution to achieve its vision and align with its mission, leaders must work to secure the financial future of the institution. Growth in several areas, such as endowments, research dollars, and enrollment, as well as securing new revenue streams is crucial for financial

stability. My experience in this regard has been quite successful. Despite enrollment and financial challenges facing all colleges in Vermont and New England, Lyndon State College has maintained a budget surplus for three consecutive years without tapping into strategic reserves. Furthermore, under my direct leadership, annual giving has increased by almost 200% over the past three years, and the College's endowment has grown by 20%. Alumni giving and the total number of gifts are substantially on the rise. In December 2013, the College received a \$1M gift, one of the largest gifts in the colleges' history.

My career path has provided me with the opportunity to experience institutional and organizational financial development from the ground up. Specifically, both in higher education and in the nonprofit sector, I have had the opportunity to both "make the ask," and acquire the gift. In fact, I have led teams in securing millions of dollars in grants and gifts. Whether it was the successful \$100 million Queens College campaign, the \$10 million Lyndon State College Campaign, the awarding of grant and research funds, or the grass roots financial development of a \$2 million campaign for the YMCA, I have found that my ability to build and cultivate relationships is both conducive and necessary in this area.

In virtually every area of responsibility I have, building and maintaining relationships is the most important thing that I do, and it has become one of my greatest strengths. Given my strong communication skills and ability to foster internal and external relationships and partnerships, I am confident that I would represent and "tell the Southern story," with distinction.

My commitment to and passion for social justice education is unwavering. I have served as a social justice educator to well over 500 institutions nation wide. At Lyndon, I declared the academic year of 2014-15 as the Year of Social Justice and 2015-16 as the Year of Compassion. These efforts have engaged students in the process of creating an inclusive community where members are respected and valued.

Outside of the College, I have had extensive professional higher education experience. I currently serve as a gubernatorial delegate from the state of Vermont to the New England Board of Higher Education (NEBHE) as well as board member of the Association of American State Colleges and Universities (AASCU). Recently, I was appointed Chair-Elect of the American Council of Education (ACE) Council of Fellows. I am also serving my second year as President of the Vermont Higher Education Consortium (VHEC); Furthermore, I have served on numerous non-profit and community boards.

As a present, visible, approachable leader with an amiable demeanor and a good sense of humor, coupled with my experience as a President of a small, rural college and an executive officer at a large metropolitan university allows me to bring a significant amount of unique experiences, enthusiasm, and innovative ideas to the table.

Ultimately I hope to lead and facilitate a team that will improve the lives of students and help build a stronger institution. I would be honored to serve Southern Connecticut State University as its next President.

Thank you very much for your consideration.

Sincerely,

Joe Bertolino

***Dr. Joseph A. Bertolino***  
***Brief Bio***

Joe Bertolino, Ed.D., is in his fourth year as the 15<sup>th</sup> President of Lyndon State College in Lyndonville, Vermont. Prior to his arrival at Lyndon, Bertolino served as Vice President for Enrollment Management and Student Affairs and Associate Professor of Student Personnel at Queens College/City University of New York from 2004-2012. Bertolino also served as the Dean for Community Development at Barnard College of Columbia University, and has worked in the New Jersey and Pennsylvania state higher education systems and the SUNY system.

Since his arrival in July 2012, Bertolino has instituted a plan of “Moving Forward.” He conducted a comprehensive listening tour and visited with some 1,000 individuals throughout the course of his first year. Additionally, he rolled out a new public relations campaign, reintroducing Lyndon State as “the College” of the Northeast Kingdom of Vermont. Opening lines of communication with the community, Bertolino created an active online suggestion box (“Joe Wants to Know”) and implemented a Green and Gold Spirit initiative. His enthusiasm, his focus on an ethic of care, and his sense of humor have helped change the tone and tenor of the campus community. As a proponent of multicultural leadership and diversity studies, Bertolino designated the 2014-2015 academic year as the Year of Social Justice at Lyndon State, and the 2015-16 academic year as the Year of Compassion.

Numerous planning efforts have been completed under Bertolino’s leadership, including a new master plan, a new crisis management plan, an expansion of the College’s Information Technology infrastructure, and a new strategic plan, entitled Building Relationships: A Transformative Plan. Additionally, the Curriculum Task Force is examining Lyndon’s complete degree and course offerings to better and more efficiently serve Lyndon students. In 2015, Lyndon expanded outreach in the Northeast Kingdom with LEAP—the Lyndon Economic opportunity AmeriCorps Program.

Additionally, Bertolino secured a \$1 million gift to the College in January 2014, one of the largest in the College’s history. Over the past two years, annual giving has increased by approximately 200% under Bertolino’s direct supervision. Existing academic programs have expanded with seven new undergraduate and two new master’s programs, along with the concurrent hiring of fifteen new full-time faculty members in three years.

Lyndon State College’s recent achievements include national honors for the Electronic Journalism Arts program, which was named one of the top 10 U.S. journalism programs in 2014 and 2015, and several Atmospheric Science students who were recognized as the top student forecasters in North America. The Atmospheric Science program also received a \$200,000 grant to work on weather forecasting projects with computer hardware innovator IBM. Under Bertolino’s leadership, the College has taken bold steps to cultivate new partnerships with high schools and community colleges in New England, offering advantageous solutions to enrollment deficits. Furthermore, Bertolino has created opportunities for adult learners and non-traditional students by creating a task force geared at establishing new flexible class schedules, including the addition of approximately 100 new online and/or hybrid course options. Bertolino is especially proud of the College’s many programs geared to serve military veterans, resulting in Lyndon’s designation as a “Military Friendly” campus, placing Lyndon in the top 20 percent of colleges nationwide in this regard.

Several recent capital renovations offer students and faculty improved resources for learning, research, and collaboration. Modernizations in the science wing include new chemistry and geology labs, a new classroom, and new, energy efficient windows. Over the summer of 2015, the award-

winning Electronic Journalism Arts studios were renovated with all new state-of-the-art HD equipment and mobile cameras for the classroom and field work. Additionally in recent years, a new music lab and student annex were installed for the popular Music Business and Industry program. And two new student annexes serving Social Sciences and Education and Psychology students offer students space to study, collaborate, and do research.

Administrative leadership in higher education has long been Bertolino's passion. Beyond Lyndon State College, Bertolino is an author, lecturer, and teacher, having presented hundreds of programs to tens of thousands of students at over 600 colleges and conferences nationwide. He has authored numerous articles and book chapters, and is the co-author of *Let The Games Begin, A Guide For Peer Mentors* (2012) with Dr. Ruth Frisz. Bertolino has been recognized with numerous outstanding professional awards from the National Association of Student Personnel Administrators (NASPA), the National Association of Campus Activities (NACA), The Association of Fraternity Advisors (AFA), and the National Orientation Directors Association (NODA). Campus Activities Magazine named Bertolino "Best Diversity Artist" in 2007 and the American College Personnel Association presented him with the prestigious Annuet Coeptis Award. His undergraduate Alma Mater, the University of Scranton, presented him with the 2011 Frank O'Hara Award in Education—the highest award given jointly by the University and the National Alumni Society.

During 2010-2011, Bertolino served as a Fellow with the American Council on Education at the University of Houston System, under the mentorship of Chancellor Renu Khator, and at the University of Texas at Brownsville, under the mentorship of President Juliet Garcia.

Bertolino's research interests include student immigration (with an emphasis on undocumented students and the DREAM Act), campus community development, campus social change, leadership development, service learning, multicultural worldviews, and LGBTQ student issues. He earned his Doctorate in Higher Education Administration and Organizational Leadership from Columbia University, Teachers College in 2003, a Master's in Social Work from Rutgers University in 1990, and a Bachelor of Science in Psychology and Sociology from the University of Scranton in 1986.

He serves as a gubernatorial delegate from the state of Vermont to the New England Board of Higher Education (NEBHE) and was recently appointed to the Board of the Association of American State Colleges and Universities (AASCU), to the American Council on Education (ACE) Commission on Education Attainment and Innovation, and to the ACE Council of Fellows Board as Vice Chair and Chair. Bertolino is serving his second year as President of the Vermont Higher Education Consortium (VHEC); he also serves on the Northeast Kingdom Youth Services (NEKYS) Board of Directors, the Advisory Board of Catamount Arts, and as a Corporator for the Northeastern Vermont Regional Hospital. He has also served on the Alumni Board of Governors of the University of Scranton, as Past President of the Board of Directors for the YMCA of Southern New Jersey, as a National Delegate for the YMCA of the USA, a Board Member for the American Red Cross of Queens County, and a District Commissioner and former National Vice President for Delta Sigma Phi Fraternity.

Bertolino lives with his partner of twenty-three years, Bil Leipold, ED.D., and his three dogs, Livingston (a Corgi), Wanamassa (a Shih Tzu), and Willoughby Vail (a Lhasa Apso mix). His greatest joy is his EIGHT Godchildren—Christian, Evan, Kevin, Nathan, Tara, Teresa, Remick, and Matthew—and his grandson, Roman.

**JOE BERTOLINO**  
President  
Lyndon State College

**EDUCATIONAL BACKGROUND**

- **Columbia University, Teachers College**, New York 2003  
Doctor of Education, Higher Education Administration & Leadership Development (with honors)  
Dissertation: An Examination of the Challenges Facing Service Learning.
- **Rutgers University, Camden**, New Jersey 1990  
M.S.W., Masters of Social Work/Direct Practice
- **University of Scranton**, Pennsylvania 1986  
B.S. Psychology/Sociology (with honors)
- **American Council On Education - Fellow** 2010-11  
University of Houston System/University of Houston, University of Texas at Brownsville. Mentors: Renu Khator, Chancellor, University of Houston; Juliet Garcia, President, University of Texas at Brownsville
- **Harvard University**, Massachusetts 2008  
Institute for Educational Management (IEM)

**PROFESSIONAL INSTITUTES**

- **American Council on Education** 2013-14  
Institute for New Presidents
- **American Association of State Colleges and Universities** 2012  
New Presidents' Academy
- **NASPA Stevens Institute** 2005  
Institute for Chief Student Affairs Officers
- **Aspen Institute** 2002  
Institute in Community Development & Student Citizenship
- **Pace University** 2001  
Certificate in Conflict Resolution and Crisis Management

## KEY CAREER ACCOMPLISHMENTS

- Led multiple college-wide divisions (300 staff) with budgets exceeding \$30M.
- Created the College's first Enrollment Management division and One-Stop Student Success Center.
- Led the implementation of the College's multi-million dollar ERP/People-Soft system.
- Secured some \$10M in institutional gifts and grants.
- Participated in the leadership team that completed a \$100M campaign and increased the College's endowment.
- In collaboration with the Provost and senior team, recruited and retained some 300 new faculty, increased academic standards, and increased research dollars.
- Created and implemented institutional strategic and master plans
- Led the institution in the enhancing Alumni and Board development, government and community relationships, and in the improvement of "town/gown" relationships.
- Led the team in building and financing of the College's first \$80M residence hall, renovated the dining hall, built laboratories, studios and smart classrooms, renovated a fitness centers and student unions.
- Created a new Health and Wellness Center (Counseling/Health Services/Disability Services), a new Veterans services office, and a new Conference Services Office.

## PROFESSIONAL EXPERIENCES

**Lyndon State College, Lyndonville, VT**  
*(Public comprehensive college of 1,300 - 1,500 students)*

**2012-present**

- **PRESIDENT**
- **SPECIAL ASSISTANT TO THE CHANCELLOR FOR SYSTEM INTEGRATION AND RELATED EFFORTS (October 2015-October 2016)**

**MAJOR ACOMPLISHMENTS:** Led the creation of a new Strategic Plan entitled, "Building Relationships" and the creation of the college's first Master Plan, expanded the college's IT infrastructure, secured a \$1M gift and increased giving by nearly 200% in three years, led the creation of the college's Curricular Task Force, created an Enrollment Management Task Force, secured several million dollars in grants including a LEAP (Lyndon Economic opportunity AmeriCorps Program) grant, assisted the Chancellor in securing an increase in the VSC state appropriation, appointed a new communications team and established a new PR campaign, hired new faculty equaling nearly 40% of the full time faculty, enhanced the physical plant through the building and renovation of a new MBI Studio, new Broadcast studio, new chemistry and biology labs, new Veterans and Peer Center, updated fitness and dining facilities and the installation of smart classrooms.

PRIMARY RESPONSIBILITIES:

Chief Executive Officer, supervising all areas of the College: 1,500 students, 20 academic departments, 30 program areas, 300 full- and part-time faculty and staff.

- Fiscal oversight of multiple budgets totaling over \$30 million dollars in tax levy, grant, and auxiliary enterprises monies.
- Supervise the President's Executive Team and the President's Leadership Team.
- Oversee the President's Advisory Council.
- Chair board-level committees, and serve as the senior officer of the College to Vermont State Colleges Board of Trustees.
- Serve on the Vermont State Colleges Council of Presidents and Board of Trustees Committees.
- Serve as a senior member to the Vermont State Colleges Chancellor's Team.

**Queens College/City University of New York, New York**  
*(Public comprehensive college of 20,000 students)*

**2010-2012**

- **VICE PRESIDENT FOR ENROLLMENT MANAGEMENT & STUDENT AFFAIRS/EXECUTIVE ASSISTANT TO THE PRESIDENT (CHAIR DEPARTMENT OF STUDENT PERSONNEL & ASSOCIATE PROFESSOR)**

MAJOR ACCOMPLISHMENTS: Created the College's first formal Enrollment Management Team, created and implemented the College's first enrollment management strategic plan, developed CRM and virtual one-stop shop; began the process for the building and financing of the College's second residence hall, new dining facility, and new recreation center; restructured and expanded the first-year and transfer academic advising operation; created a new Health and Wellness Center (Counseling/Health Services/Disability Services); established a new one card system and service; created a new Conference Services Office; created a new Veterans services office; assisted the President in alumni and board development; assisted the president in donor relations, \$100M capital campaign and special projects.

PRIMARY RESPONSIBILITIES:

Chief Enrollment Management and Student Affairs Officer, supervising the Division of Enrollment Management & Student Affairs consisting of 22 different departments within the College, 250 full- and part-time staff, and 350 graduate and undergraduate student staff. Oversee all areas of supervision, recruitment, hiring, training, and professional development of that staff. These departments include: Academic Advising, Admissions, Athletics, Campus Ministries, Career Services, Child Care, Counseling and Advisement, Dining Services, Disability Services, Financial Aid, Health Services, International Student Services, Judicial Affairs, Multicultural Affairs, Peer Counseling, Registrar, Residential Life/Housing, Student Development, Student Life, Student Union, Upward Bound, and Veterans Affairs.



- Chair the Department of Student Personnel, consisting of five tenured faculty members and three non-tenured faculty members. Supervise other department staff.
- Fiscal oversight of multiple budgets totaling over \$20 million dollars in tax levy, grant, and auxiliary enterprises monies.
- Serve on the President's Campus Senior Team.
- Serve as a senior member to the Queens College Cabinet.
- Chair board-level committees, and serve as a senior officer of the College to various Queens College Boards.
- Chair and serve as a senior officer on various Queens College Committees (i.e., Middle States Committee/Strategic Planning Committee).

**Queens College/City University of New York, New York**

**2004-2010**

**• VICE PRESIDENT FOR STUDENT AFFAIRS/CHAIR DEPARTMENT OF STUDENT PERSONNEL/ASSOCIATE PROFESSOR**

**MAJOR ACCOMPLISHMENTS:** Created the College's first residential life and housing program, and the building and opening of the College's new \$80M residential complex; completed a multimillion dollar renovation of the student center; restructured and expanded the academic advising operation; created a new student orientation, recruitment, and retention program; restructured the College's Counseling and Resource Center; created a new Health and Wellness Center; renovated the College's dining facilities and secured a new multimillion-dollar food service contract; built a new assisted technology lab for students with disabilities; built and secured funding for a new college bookstore; created a new immigration services office; expanded Career Services and built a new Career Resource Center; secured over \$7.5M in grants and donations for the Division of Student Affairs.

**PRIMARY RESPONSIBILITIES:**

Chief Student Affairs Officer, supervising the Division of Student Affairs consisting of 18 different departments within the College, 200 full- and part-time staff, and 300 graduate and undergraduate student staff. Oversee all areas of supervision, recruitment, hiring, training, and professional development of that staff. These departments include: Athletics, Career Services, Child Care, Counseling and Advisement, Dining Services, Disability Services, Financial Aid, Health Services, International Student Services, Judicial Affairs, Multicultural Affairs, Peer Counseling, Registrar, Residential Life/Housing, Student Development, Student Life, Student Union, and Upward Bound.

- Chair the Department of Student Personnel, consisting of five tenured faculty members and three non-tenured faculty members. Supervise other department staff.
- Fiscal oversight of multiple budgets totaling over \$10 million dollars in tax levy, grant, and auxiliary enterprises monies.
- Serve on the President's Campus Senior Team.
- Serve as a senior member to the Queens College Cabinet.
- Chair board-level committees, and serve as a senior officer of the College to various Queens College Boards (i.e., Auxiliary Enterprises Association Board).

- Chair and serve as a senior officer on various Queens College Committees (i.e., Middle States Committee/Strategic Planning Committee).
- Oversee all non-academic areas pertaining to student affairs, student development, student life, and co-curricular initiatives and issues for the College.

**Barnard College of Columbia University, New York** **1996-2004**  
*(Highly selective liberal arts college for women of 2,500 students)*

- **DEAN FOR COMMUNITY DEVELOPMENT**  
2001-2004
- Supervise multiple departments and areas at the College consisting of some 75 full- and part-time professional staff (including department directors) and 200 graduate and undergraduate student staff. Oversee the recruitment, hiring, training, and professional development of these staff.
- Fiscal oversight of multiple budgets totaling approximately \$10 million.
- Supervision of the following areas: Residential Life, Housing, Student Activities, Multicultural Affairs, Dining Services, Commuter Student Services, Audio-Visual/Space Reservations, Student Center, New Student Orientation, and Leadership Development.
- Act as the primary hearing officer for all non-academic discipline cases and oversee the revision and implementation of the Code of Conduct.
- Serve as the senior staff member regarding campus-wide student emergencies and emergency response management.
- Oversee all community development initiatives including: staff trainings, Mellon Grant programs, community development model working groups, establishment of community expectations, supervision of the Social Justice Empowerment Initiative, and serve as the Barnard liaison to the Board of Trustees Committee on the Barnard/Columbia relationship.
- Serve as a senior member of the Task Force on Campus Life, and the Residential Life Master Plan and work in conjunction with the College's Strategic Plan and College Master Plan committees.
- Coordinate the Mellon Grant Leadership in Residence Program and Faculty Residential Advising Program.
- **ACADEMIC ADVISOR**  
2001-2004
- Serve as the primary academic advisor for 30 first-year and sophomore students.
- Work collaboratively with the Provost and the Committee on Instruction in the development of academic programs for students.
- **ASSOCIATE DEAN FOR RESIDENTIAL LIFE**  
1999-2000
- Serve as the Director of Residential Life & Housing, overseeing all residential programs of 11 residence halls and 2,000 residents.
- Supervise 50 full- and part-time professional staff and 150 graduate and undergraduate students: recruit, hire, and train that staff.

- Oversee the College Activities Office, including student center operations, orientation, commuter student services, advisement of 100 clubs and organizations, SGA, student leadership programs, and the campus programming board.
  - Fiscal oversight of budgets totaling approximately \$5 million.
  - Serve as the primary administrator for all student emergencies on campus.
- **DIRECTOR OF RESIDENTIAL LIFE**  
1998-1999
  - Oversee all areas of the College's student residential program consisting of 1,800 residents in 10 residence halls.
  - Supervise 39 full- and part-time professional staff and 100 graduate and undergraduate staff.
  - Fiscal oversight of budgets totaling approximately \$4 million.
  - Oversee the facilities and operations management of the residence halls including housekeeping, maintenance, security, furniture, and equipment.
- **DIRECTOR OF COLLEGE ACTIVITIES**  
1996-1999
  - Direct all areas of the College Activities Office including the supervision of 11 full- and part-time professional staff and 50 graduate and undergraduate staff.
  - Fiscal oversight of budgets totaling approximately \$1 million.
  - Coordinate all areas of the New Student Orientation Program (a one-week program for 600 new students).
  - Oversee the advisement of some 100 clubs and organizations including the radio station, newspaper, and yearbook.
  - Director of the Commuter Student Services program, including specialty programming and the creation of commuter space in the student center.
  - Manage all areas of the student center, including programming, operations and facilities management. Coordinate all areas of the center's renovation project, including the building of a new coffee house and lounge.
  - Advise the Student Government Association and coordinate all areas of the College's Leadership Development program.
  - Coordinate and implement all major programming initiatives through the student programming board, including all cultural month celebrations.

**State University of New York/College at Westbury, New York**      **1994-1996**  
*(Public comprehensive college of 5,000 students)*

- **DIRECTOR OF STUDENT ACTIVITIES**
- Supervise professional and paraprofessional staff.
- Manage a budget of approximately \$1 million.
- Coordinate the management of all commuter student services.
- Oversee all student activities, Greek Life, and leadership development programs.

- **RESIDENT DIRECTOR**  
1990-1994
  - Manage all areas of a residential complex of 350 students.
  - Supervise resident assistants and student desk attendants.
  - Fiscal oversight for budgets totaling approximately \$50,000.
  - Oversee the operational areas, including maintenance and housekeeping of the residence hall complex.
  
- **COORDINATOR OF GREEK LIFE**  
1992-1994
  - Oversee the university's fraternity and sorority system consisting of 600 students over 15 organizations.
  - Coordinate all social, cultural, and education programs for both the residence hall and the Greek system.
  
- **ASSISTANT DIRECTOR OF ORIENTATION**  
1990-1991
  - Assist the Vice President of Student Development in all areas of the University's new student orientation program for 1,000 new students.
  - Recruit and supervise professional staff, graduate interns, and student orientation leaders.
  - Manage all operational areas of the program, including publication development and administrative functions.
  - Administer all areas of the parent orientation program.

## TEACHING AND RESEARCH

- **ADJUNCT FACULTY - BUSINESS ADMINISTRATION & GRADUATE DEPARTMENTS** - Lyndon State College 2013-present
  - Leadership development classes for undergraduate and graduate students.
  
- **CHAIR/ASSOCIATE PROFESSOR - STUDENT PERSONNEL DEPARTMENT** - Queens College, CUNY 2004-2012
  - Served as an associate professor for undergraduate students.
  - Personnel classes and leadership development classes.
  
- **INSTRUCTOR - HIGHER EDUCATION / STUDENT AFFAIRS SEMINAR** - Columbia University, Teacher's College 1999-2000
  - Instructed student affairs graduate students in their internship lab.
  - Facilitated discussions on linking theory to practice based on internship experiences.

- **RESEARCH TEAM - Dr. Rachel Pope / Higher Education** 1996-1998  
Columbia University, Teacher's College
  - Serve as a member of Dr. Pope's research team conducting research on multiculturalism, multicultural worldview, and issues of privilege.

## DEVELOPMENT AND FUNDRAISING

- **PRESIDENT** 2012-present  
Lyndon State College, Lyndonville, VT
  - Oversee all college fund raising initiatives.
  - Supervision of the College's senior team and development operation, overseeing a \$500K annual fund.
  - Oversight of a completed \$10M capital campaign.
  - Securing individual single gifts of \$1M or more.
- **SENIOR TEAM MEMBER** 2004-2012  
Queens College, CUNY
  - Served on the senior team, which launched and successfully implemented a \$100M capital campaign.
  - Launching a \$250M capital campaign in 2012.
- **PRESIDENT/CHIEF VOLUNTEER OFFICER** 2006-2010  
YMCA Camp Ockanickon, Inc., Medford, NJ
  - Led five consecutive annual campaigns raising some \$300K annually for a small/mid-sized nonprofit organization.
  - Served on the senior team, which launched and successfully implemented a \$2.0M capital campaign.
- **NATIONAL FIRST-VICE PRESIDENT** 2001-2005  
Delta Sigma Phi Fraternity
  - Served on the senior team, which launched and successfully implemented a \$5M capital campaign.

## PROFESSIONAL WORKSHOPS AND CONSULTING

- **SPEAKER/CONSULTANT** 1999-present  
THE COLLEGE AGENCY, Minnesota  
CAMPUSPEAK, Inc., Colorado
  - Presented workshops and programs on a variety of topics at over 600 institutions and conferences nationwide. Topics include: Ethics, Substance Abuse, Diversity/Multicultural Awareness, Homophobia/Heterosexism, Greek Affairs, Leadership Skills, Motivation, New Student Orientation, Professional Development, and Residential Life Staff Training.

## PUBLICATIONS, ARTICLES, WHITEPAPERS & CDS

- "The Freeh Report: Managing a Crisis." Paperclip Communications. August, 2012. (White Paper/ Audio CD).
- Let The Games Begin. w/Frisz, R., Eze, U. iUniverse Publications. 2012.
- "The Higher Education Reauthorization Act Revisited." Paperclip Communications. 2011. (White Paper/ Audio CD).
- "Missing Student: Managing a Crisis." Paperclip Communications. April, 2010. (White Paper/ Audio CD).
- "The Future of Greek Life." Paperclip Communications. November, 2009. (White Paper/ Audio CD).
- "The Higher Education Reauthorization Act." Paperclip Communications. October, 2008. (White Paper/ Audio CD).
- "Cyber-Harassment and Hate." Paperclip Communications. July, 2008. (White Paper/ Audio CD).
- "Virginia Tech: One Year Later." Paperclip Communications. May, 2008. (White Paper/ Audio CD).
- "Heeding Virginia Tech's Lessons." Paperclip Communications. January, 2008. (White Paper/ Audio CD).
- "That's So Gay." GLBT Campus Matters. Volume 3, Issue 2. Magna Publications. April, 2007.
- "The Bonds of Brotherhood and Sisterhood: Creating a Welcoming Environment for LGBTQ Members." Perspectives. Association of Fraternity Advisors. Fall, 2005.
- "Creating a Welcoming Environment for GLBTQ Students: What You Need To Know." Magna Publications. May, 2005. (Audio CD).
- "The Bonds of Brotherhood: Diversity Issues in Greek Life." MGCA Connections. Mid-American Greek Council. May, 2005.
- "Creating A Welcoming Environment for GLBTQ Students." GLBT Campus Matters. Volume 1, Issue 1. Magna Publications. April, 2005.
- "Evolution versus Revolution: Facing the Challenge of Diversity in Greek Life." MGCA Connections. Mid-American Greek Council Association. November, 2004.
- "Bridging the Gap: The Barnard College Strategy for Education Out of the Classroom." w/Link, H., Kromm, C., Silverman, M. The Talking Stick. Volume 21, Number 6. Association of College and University Housing Officers International. April, 2004
- "Challenges Facing the Greek Community." Paperclip Communications. June, 2003. (Audio CD).
- "Creating Parent Partnerships." Paperclip Communications. May, 2003. (Audio CD).
- "The Giving Tree: Leadership Revisited." CSPA Newsletter. Spring 1999.
- "The Giving Tree: A View of Leadership." ACPA Interchange. Volume 27. Fall, 1998.
- "Caught Between a Rock and a Straight Place." Out on Fraternity Row. Chapter contribution. Allyson Publications. 1998.

- “President’s Don’t Cook: Being a Role Model on Campus.” ACPA Interchange. Volume 26, Number 2 and Number 4. Spring and Summer, 1997.
- “Combating Homophobia and Heterosexism on Campus.” College Student Personnel Association of New York. Fall, 1996.
- “Mid-Level Managing.” ACPA Interchange. Volume 25, Number 1. Fall, 1995.
- “Being Gay on a Straight Campus: Assisting Gay, Lesbian, and Bisexual Students.” Pennsylvania College Personnel Association News. Volume 18, Number 1. Summer, 1993.
- “Combating Homophobia in the Greek System.” Regional Journal/Newsletter-National Association of Student Personnel Administrators. Spring, 1993.
- “The Struggle of Being an Ally.” Pennsylvania College Personnel Association News. Volume 18, Number 2. Fall, 1992.

## HONORS AND AWARDS

- Alpha Sigma Lambda National Honor Society, Inducted as a Beta Lambda Lifetime Member, 2013.
- Frank O’Hara Distinguished Alumni Award in Education – University of Scranton Board of Trustees and Alumni Board of Governors, 2011.
- Speaker of the Year/Finalist – Association for the Promotion of Campus Activities (APCA), 2011.
- Best Diversity Artists/Speaker – Finalist, Campus Activities Magazine, 2008.
- Best Diversity Artists/Speaker, Campus Activities Magazine, 2007.
- Hall of Fame Inductee, Queens Occupational Training Center, 2007.
- Golden Key Honor Society, Queens College, 2005.
- Outstanding Administrator, Columbia University Greek System, 2002.
- YMCA Volunteer of The Year, 2000.
- National Association of Campus Activities (East Coast), Professional of the Year, 1997.
- Administrator Award of Distinction: Administrator of the Year, Barnard College, 1997.
- Outstanding Man in the Community, SUNY, Old Westbury, December 1995.
- Umoja Award for Commitment to Diversity, SUNY, Old Westbury, May 1995.
- Outstanding New Professional Award, Pennsylvania College Personnel Association, April 1994.
- Annuit Coeptis Award for an Emerging Professional, American College Personnel Association, March 1994.
- Outstanding Service Award, Zeta Beta Tau, December 1993.
- Francis Wacker Interfraternal Award, Delta Sigma Phi, December 1993.
- New Professional Award, Association of Fraternity Advisors, December 1992.
- Omicron Delta Kappa, National Leadership Honor Society, Inducted, December 1992.

- Outstanding Program, Pennsylvania College Personnel Association, April 1992.
- Order of Omega National Fraternity Honor Society, Inducted May 1992.
- Outstanding Program/Presenter, National Orientation Directors Association, Region 13, 1991.

## COMMUNITY LEADERSHIP

### **Community:**

- American Association of State Colleges and Universities (AASCU)
  - AASCU Board of Directors, 2015-2018.
  - AASCU New President's Academy Advisory Committee, 2012-2015.
  - AASCU Council of State Representatives, 2014-2015.
  - AASCU Committee on Economic and Workforce Development, 2013-2014.
- American Council on Education (ACE)
  - ACE Council of Fellows Board, 2016-2019. Vice Chair/Chair, 2016.
  - ACE Commission on Education Attainment and Innovation, 2016-2019.
  - ACE Council of Fellows Executive Board, 2013-2016.
  - ACE Outreach and Engagement Committee and Liaison to ACE Professional Development Committee, 2013-2014.
- American Red Cross - Board Member - Queens County, 2009-2012.
- Catamount Arts Advisory Board, 2012-present.
- Delta Sigma Phi Fraternity - National Vice President, 2001-2005.
  - Future of Higher Education Committee, 2014-present.
- New England Board of Higher Education - Vermont Delegate, 2015-present.
- Northeast Kingdom of Vermont Boys and Girls Club Steering Committee, 2013-2014.
- Northeast Kingdom Youth Services
  - Board of Directors, 2016-present.
  - JUMP Mentoring Program Advisory Board, 2014-2016.
- Northeastern Vermont Regional Hospital Corporator, 2012-present.
- Ocean Township, NJ - Deal Lake Commission, 2009-present.
- Riverside School Community Engagement Board Member, 2014-2015.
- Samara Fund Advisory Board, 2013-2015.
- St. Johnsbury Development Fund Corporator, 2014-present.
- Queens Chamber of Commerce, 2004- 2012.
- Queens Child Development Center - President, 2004-2012.
- University of Scranton - Alumni Board of Governors - 2011-2013.
- University of Scranton - Royal Recruiter/Office of Admissions, 2003-2011.
- University of Scranton - Volunteer - Alumni Association, New York City Chapter, 2007-2011.
- Vermont Campus Compact Board of Directors, Vice Chair, 2013-2015.
- Vermont Higher Education Council - Treasurer, 2013-2014; Vice President, 2014-2015; President, 2015-June 2016.



- YMCA Camp Ockanickon – Board of Directors/President & Member, 1997-2010.
- YMCA – USA – National Assembly, 2006-2010.

### COLLEGEWIDE COMMITTEES (Career)

- |                                                   |                                     |
|---------------------------------------------------|-------------------------------------|
| ◆ Oversight of all College-wide Committees at LSC | ◆ Personnel and Budget Committee    |
| ◆ Academic Senate                                 | ◆ President’s Cabinet               |
| ◆ Campus Affairs Committee                        | ◆ Search Committees (various)       |
| ◆ Committee on Athletic Policy                    | ◆ Senior Leadership Team            |
| ◆ Committee for Disabled Students                 | ◆ Sexual Harassment Committee       |
| ◆ Committee on Workplace Violence                 | ◆ Sports Allocation Board           |
| ◆ Health Service Task Force                       | ◆ Social Science Division Caucus    |
| ◆ Master Plan/Strategic Plan Committee            | ◆ Student Union Personnel Committee |
| ◆ Middle States Committee                         |                                     |

### PROFESSIONAL AFFILIATIONS/LEADERSHIP INVOLVEMENT

- American Association of State Colleges and Universities.
- American Council on Education – Fellow.
- American College Personnel Association (ACPA) – Commission IV Past Vice President.
- Association of Fraternity Advisors (AFA) – Past Committee Chair.
- College Student Personnel Association (CSPA/NY) – Past Vice President.
- Delta Sigma Phi Fraternity – National Vice President.
- LGBTQ President’s Council.
- LGBTQ Presidents in Higher Education Association.
- National Association of Campus Activities (NACA) – Past East Coast Committee Chair.
- National Association of Student Personnel Administrators (NASPA).
- National Education Association (NEA).
- National Orientation Directors Association (NODA).
- Undergraduate Inter-Fraternity Institute (UIFI), Facilitator 1993 and 1995.
- United Nations Children Fund (UNICEF) – University Chair.
- Young Men Christian Association (YMCA) – Board Member/Program Chair.