

G. DEVIN STEPHENSON, ED.D.

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QUALIFICATIONS SUMMARY

ACADEMIC LEADERSHIP □ PROGRAM DEVELOPMENT/IMPLEMENTATION □ STRATEGIC PLANNING

Accomplished and incisive academic leader with demonstrated success directing education and management operations at the community college level. Expertise leading the design and implementation of academic programs and providing comprehensive administrative and operational leadership to achieve organizational mission.

Committed to institutional excellence and individual success with the skill to build consensus and support among community members, key stakeholders, and the academic and professional community. Exceptional business, financial, and leadership acumen to produce extraordinary results.

CORE COMPETENCIES

- Grant Acquisition/Management
- Revenue Generation/Cost Reductions
- Regional Accreditation
- Policy Development/Implementation
- Administrative/Operations Oversight
- Relationship Management
- PR/Marketing Communications
- Budget Development/Administration
- Staff Leadership/Development

PROFESSIONAL EXPERIENCE

BIG SANDY COMMUNITY AND TECHNICAL COLLEGE – Prestonsburg, Kentucky

2015 – Present

President/CEO

Responsible for the overall administration of the College, including an annual budget of over \$40 million and the supervision of over 300 full and part-time employees. Responsible for the enforcement of Kentucky Community and Technical College System policies and procedures, a quality instructional and student services/development program, personnel appointments and evaluations, communication to both the college community and external stakeholders, budget development and maintenance of an effective business/financial operation, and for the maintenance and operation of the physical plant. Accountable for integrating the college into regional economic, workforce, and community development initiatives.

KEY CONTRIBUTIONS:

- Captured \$2.3 million in EDA funds, \$500,000 in Appalachian Regional Commission (ARC) funds, and \$500,000 in a Community Development Block Grant for construction of Kentucky's only Broadband Technology Center. Additionally, acquired \$250,000 in Appalachian Regional Commission (ARC) funds for enhancement of the college's Information Technology Program, \$250,000 in Kentucky Appalachian Region Development (SOAR) funds for creation of a technology community, \$30,000 from Big Sandy Rural Electrical Cooperative to onboard a fast-track information technology program, and \$75,000 from Kentucky Power for broadband technology equipment.
- Initiated new degree programs in Electronics Technology, Electrical Technology, Industrial Maintenance Technology, Physical Therapist Assistant, Health Science Technology, Broadband Technology, and new certificate programs in Fiber Optics Technician/Tester and Dental Assisting.
- Selected by the Kentucky Community and Technical College System President to serve as KCTCS Liaison for SOAR (Shaping Our Appalachian Region) and coordinate activities for five KCTCS Appalachian region colleges.
- Led negotiation of agreement between the college and the city of Prestonsburg to assume administrative oversight of the Mountain Arts Center – the premier performing arts center in eastern Kentucky.
- Led college in the development of revised mission and vision statements and 2016-2022 Strategic Plan.
- Led college in the development and implementation of a zero-based budgeting model linking budgeting to planning.
- Selected by SACSCOC as a peer evaluator for both off-site and on-site committee review assignments.
- On-boarded SkillsUSA chapter and National Technical Honor Society for recognition of student success in career education programs. Ten SkillsUSA students represented Kentucky at National SkillsUSA Olympics in our first year.

KEY CONTRIBUTIONS (continued):

- Partnered with the Kentucky Department of Local Governments and Eastern Kentucky Concentrated Employment Program to capture a USDOL TechHire Grant to create an IOS/Android coding academy at the Mayo Campus.
- Led President's Topic Team in research/recommendations of tuition/fee considerations; in proposing professional development programs for mid-level managers; and in developing strategies for improved external relations (advocacy, fundraising, marketing/PR, and economic development) in the Kentucky Community and Technical College System.
- Led successful negotiation of \$500,000 property purchase for expansion of the Pikeville Campus.

THREE RIVERS COLLEGE– Poplar Bluff, Missouri

2009 - 2014

President and Chief Executive Officer, College District

Plan and direct organizational policies, objectives, and initiatives. Direct short- and long-term strategic business planning, encompassing measurable objectives and outcomes to achieve academic vision and goals. Lead financial management functions, including budgeting, funding, and grants.

KEY CONTRIBUTIONS:

- Captured \$22+ million in external grants and secured \$3+ million in funding for workforce development training.
- Spearheaded the development of the Three Rivers Public Safety Academy, becoming the largest in Missouri.
- Led successful negotiations of \$12+ million in property donations–Matthews/Drury-Southwest/Emerson Corp.
- Negotiated a \$2 million college health insurance/related services contract for personnel, securing optimal terms.
- Achieved recognition as one of the fastest growing community colleges in the nation in 2012 and 2013 by the American Association of Community Colleges.
- Led the college to being recognized as one of the 10 safest college campuses three years running.
- Facilitated the Higher Learning Commission focus visit on strategic planning, clearing the college's accreditation status with the Commission; developed the institution's first comprehensive strategic plan and campus master plan.
- Championed a zero-based budgeting initiative and managed the budget development and implementation process; increased contingency fund balance \$2.8 million in 2.5 years.
- Served as a member on a variety of committees, including presidential peer evaluator for the Higher Learning Commission and presidential representative on NJCAA's ad hoc committee to evaluate third-year eligibility.
- Received the 2013 Pacesetter Award for District 5, National Council of Marketing and Public Relations and the 2011 recipient of Governor Jay Nixon's E3 Excellence Award for leadership and innovation in education, employment, and economic development by the Missouri Department of Economic Development.
- Led real property donation negotiations totaling \$600,000, including a site at Poplar Bluff, Missouri thoroughfare, a piece of real property adjacent to the college campus; a \$250,000 real property donation; and \$1.3 million in local funding for the construction of the college's main entrance.
- Negotiated contributions and gifts to the college, including an \$8 million real estate contribution from the Matthews Family, a hospital campus location from Poplar Bluff Regional Medical Center, a \$250,000 office complex donation for the Poplar Bluff License Bureau operated by the college's endowment trust.
- Secured \$700,000 in Training for Tomorrow grant funds, supporting the creation of the Allied Health/Public Safety Institute and a \$200,000 Delta Region Authority Grant to create two mobile skills labs.
- Acquired \$1.9 million in U.S. DOE Title III grant funding to improve student persistence and academic achievement; \$1.1 million in U.S. DOL grant funding, supporting curriculum innovation and student success in nursing and allied health programs; and grant funds to enable continued operations of TRIO programs.
- Drove program expansion, including securing \$2.75 million from the U.S. DOL to create adult learning programs and acquiring a \$136,000 W.I.R.E.D. grant for building of capacity in allied health and nursing education programs.
- Built a high-performing infrastructure by obtaining \$2.6 million in workforce development contracts and establishing the Three Rivers College President's Leadership Academy to identify and develop leaders.
- Enhanced operations and captured cost savings by right-sizing staff and reorganizing administration while leading audit risk management activities to achieve low-risk status by improving internal controls and policy compliance.
- Increased overall student enrollment 50%, high school dual enrollment to 500 students across 35 teaching sites, and credit hour production 52% over five years.
- Captured \$215,000 in Congressional appropriation funds to upgrade the management information system and install a new BlackBoard platform to support the distance learning initiative.

KEY CONTRIBUTIONS (continued):

- Directed a \$2.7 million renovation of the learning resources center with no debt and secured \$9.1 million in federal grant money to enable the construction of five tornado safe rooms.
- Oversaw off-campus center operations expansion to locations in Cape Girardeau, Dexter, and Willow Springs, providing additional educational program options to citizens of Southeast Missouri.
- Initiated and finalized successful legislation, authorizing community colleges to own property outside of taxing districts by working with local state representatives and Missouri General Assembly.

BEVILL STATE COMMUNITY COLLEGE– Sumiton, Alabama

1992 – 2002 and 2006 - 2008

Vice President, External Affairs / SACS Liaison / Senior Athletic Administrator (2006 – 2008)

Held full accountability for enrollment management, development, alumni affairs, marketing, regional accreditation, and communications. Teamed with senior staff, faculty, students, trustees, alumni, and external constituents to align and leverage human and financial resources to advance the mission of the college and strategic objectives. Provided guidance/advice in external relations, contributing to the development of revenue generation best practices.

KEY CONTRIBUTIONS:

- Developed and implemented solutions to complex merger and consolidation challenges as the SACS liaison and reaffirmation of accreditation self-study director.
- Drafted and delivered comprehensive reports, detailing admission trends; partnered with senior administration in hosting and facilitating events and statewide conferences, driving enrollment growth.
- Led performance improvement as the Senior Administrator of Athletics, charged with managing budgeting, planning, and ensuring compliance of 11 NJCAA-affiliated intercollegiate teams.
- Directed risk management and compliance control functions as the Chief Title Compliance Officer; evaluated existing policies, identified shortcomings, and implemented new procedures to prevent and correct failures.
- Worked as an integral member of the Focus Walker County Workforce Development Team and chair of the Education Subcommittee and Director of Leadership Walker County.
- Chaired the All-Alabama Academic Team Foundation Board of Directors, the Alabama Community College Safety and Security Task Force, and the ACCS Accountability and Performance Profile Advisory Committee.
- Increased enrollment 20% and enhanced overall brand recognition by authoring a detailed student recruitment plan and managing recruitment publications, including the viewbook and college catalog.
- Led efforts and successfully secured a \$1.9 million U.S. DOL grant and coordinated implementation.
- Improved student career placement by building strong working relationships with business, industry, and governmental agencies.
- Developed and implemented innovative curricula by teaming with the Chamber of Commerce and managing plan implementation of county leadership programs.
- Secured \$169,000 in funding through the Appalachian Region Commission Grant for IITS classrooms.
- Earned recognition for performance and success, receiving the Jack Kent Cooke Foundation grant as the co-author and team leader and Best Peer Review recognition and an 11-year reaffirmation of accreditation (SACS).

Dean of Students / Federal Programs Director / SACS Liaison / Coordinator, Athletic Programs / Director, Leadership Walker County and Youth Leadership Walker County (1993 – 2002)

Provided senior level leadership across educational and extracurricular programs and services, ensuring alignment with overall organizational mission, vision, and strategy.

KEY CONTRIBUTIONS:

- Served as the Director of the SACSCOC Self-Study, ADA Coordinator, and Title Compliance Officer.
- Built collaborative and supportive relationships with state agencies, the community college, economic development, and partner organizations across the region.
- Oversaw the Upward Bound, Educational Talent Search, Student Support Services, Gender Equity, and Displaced Homemakers programs successfully achieving all program and student success objectives.
- Coordinated college functional areas, including federal programs, student services, and intercollegiate athletics as an integral member of the President's Council and Executive Committee.

Dean of Students / Director, Public Relations (1992 – 1998)

Defined and enforced expectations, policies, and procedures, building a strong and collaborative education environment, driving student and staff success.

KEY CONTRIBUTIONS:

- Directed administrative operations, fostering an environment of academic success and achievement through personalized attention and intervention as warranted.
- Served as the Chief Student Services Offices, a member of the Executive Administrative Council, and college liaison for accreditation to the Southern Association of Colleges and Schools.

SNEAD STATE COMMUNITY COLLEGE– Boaz, Alabama

2002 – 2005

Chief Executive Officer

Partnered with the Chancellor, State Board of Education, and the Department of Postsecondary Education as the Chief Executive Officer and official college ambassador to identify and resolve issues and ensure the programmatic success of the college.

KEY CONTRIBUTIONS:

- Developed and implemented policies and programs while directing all operational and educational activities and programs.
- Drafted and implemented a comprehensive master plan and defined principles to establish a creative academic environment; developed a long-range strategic plan to achieve goals.
- Championed fundraising activities, creating highly successful initiatives; received a \$400,000 FIPSE award for the development of nursing education programs.
- Earned two commendations from the Alabama Legislature in recognition of outstanding service within the community on behalf of the college.
- Obtained a \$1.89 million grant from U.S. DOE/Title III funds for curriculum improvement and \$1.76 million in grant funds to initiate Upward Bound and Student Support Services Federal Trio Grants.
- Secured \$450,000 in funding from private donors for further investment in the foundation endowment.
- Captured revenue growth by creating an off-site workforce development center, generating \$250,000 in year one.
- Acquired a \$1.56 million community-based job training initiative grant from the DOL and \$400,000 in additional annual appropriations from the Alabama Education Trust Fund for college operations.
- Drove process improvement by streamlining the need and merit-based financial aid systems to enhance financial aid award coordination.
- Led program expansion, including implementing an Associate Degree Nursing Program to support the demand for registered nurses in the region.

WALKER STATE TECHNICAL COLLEGE– Sumiton, Alabama

1976 -1992

Dean of Students (1988 – 1992)***Director, Admissions and Student Services (1981 – 1988)******Director, Financial Aid and Director, Public Relations (1976 – 1992)***

Oversaw the plan and implementation of programs across all areas of student service and public relations to achieve organizational mission.

KEY CONTRIBUTIONS:

- Led the development and implementation of programs and services, including federal campus-based aid programs and designed an interactive system of merit and need-based award packaging.
- Championed organizational branding initiatives to build a positive image, grow awareness of programs and offerings, and improve public relations among industry professionals, community, and secondary school systems.
- Enhanced program entry by refining the assessment and admissions processes; implemented a comprehensive student services program, encompassing financial aid, guidance, counseling, admissions and records, testing, student orientation, and recruitment.
- Maintained compliance with the federal and state regulations and directed requirements implementation.
- Streamlined the online registration program, resulting in increased user ease and student enrollment.
- Nominated for the Chancellor's Outstanding Administrator Award for exceptional work performance.

EDUCATION

UNIVERSITY OF ALABAMA – Tuscaloosa, Alabama
Ed.D. in Administration of Higher Education
Master of Arts in Administration of Higher Education
 Honors: Kappa Delta Pi for Academic Performance

BIRMINGHAM-SOUTHERN COLLEGE – Birmingham, Alabama
Bachelor of Arts in Business Administration

WALKER JUNIOR COLLEGE – Jasper, Alabama
Associate of Science

PROFESSIONAL AFFILIATIONS & ENGAGEMENTS

Member: Board of Directors/Highlands Center for Autism (2015-Present); *Commissioner:* Commission on Professional Development & Leadership/AACC (2015-2017); *Member:* Presidents Leadership Team/Kentucky Community and Technical College System (2015-Present); *Member:* Board of Directors/Southeast Kentucky Chamber of Commerce (2015-Present); *Chair-Elect:* Missouri Community College Presidents and Chancellors Council (2013 – 2014) *Chair:* Greater Poplar Bluff Chamber of Commerce Board of Directors (2014); Model College Program (CAPP) Advisory Committee/Alabama College System (2006 – 2008); Focus Walker County Initiative-Workforce Development, Education Task Team (2008); Alabama Community College System’s Safety and Security Task Force, Steering Committee (2007 – 2008); All-Alabama Academic Team Board of Directors (2003 – 2007); and NorthWest-Shoals Community College Presidential Search Committee (2004)

Co-Chair: Community Cares Board of Directors (2012 – 2014); *Board of Directors:* Boys and Girls Club of Poplar Bluff (2010 – 2012); Greater Poplar Bluff Chamber of Commerce (2010 – 2014); Jasper Area Family Services (2006 – 2009); Marshall County Child Advocacy (2004 – 2005); Boaz Business Forum, Coordinating Committee (2005); Boaz Chamber of Commerce (2002 – 2005); Compass Bank (2000 – 2002); Walker County Chamber of Commerce (1998 – 2002)

Member & Co-Chair: Financial Analysis Committee/Walker County Board of Commissioners (2015); Tax Increment Financing Commission, City of Poplar Bluff (2012); Poplar Bluff Community Action Council, Poplar Bluff Police Department (2010 – 2014); Missouri Community College Presidents and Chancellors Council (2009 – 2014); Alabama Community College Leadership Academy Advisory Board, The University of Alabama (2005 -2008); Governor’s Task Force on Keeping Alabama Students Safe (2007 – 2008); Alabama College System President’s Association (2002 – 2005); Arab Economic Development Advisory Board, NABTEC (2002 – 2005); Walker Chamber of Commerce Liaison, School-to-Career Partnership (2000 – 2002); Governor’s Steering Committee for America’s Promise (2001); Alabama Dean of Student’s Association (1990 – 2002); Alabama Association of Student Judicial Affairs (1996 – 2002); Alabama Association of Collegiate Registrars & Admissions Officers (1992 – 2005); Jasper Children’s Theatre Advisory Council (1998 – 2000); Jasper City Schools Career-Technical Advisory Board (1999 – 2002); United Way Executive Cabinet for Walker County (1998 – 1999)

Communications and Marketing Commissioner: American Association of Community Colleges (2011 – 2014)

Board of Governors: Poplar Bluff Regional Medical Center (2010 – 2014)

President/Chair: All-Alabama Academic Team Foundation, Alabama Community College System (2007 – 2008)

Assistant to the Chair: Southern Union State Community College Presidential Search Committee (2006)

Vice President: Walker Chamber of Commerce Executive Committee (2001 – 2002)

Moderator/Facilitator: Leadership Walker County Program (2000 – 2002 and 2008)

College Liaison: Walker College Alumni Association (1998 – 2000)

Coordinator: Walker County Chamber of Commerce Junior Ambassadors (1999 – 2002)

PROFESSIONAL AFFILIATIONS & ENGAGEMENTS (CONTINUED)

President/Vice President: Alabama College System Public Relations Association (1990 – 1992)

Consultant-Evaluator: Higher Learning Commission, John Wood Community College/Quincy, Illinois (2013); Higher Learning Commission, Spoon River College, Canton, Illinois (2012); and Higher Learning Commission, Leech Lake Tribal College, Bemidji, Minnesota (2010)

Peer Evaluator/Mock Team: Southern Association of Colleges and Schools, South University, Cleveland, Ohio (2012) and Southern Association of Colleges and Schools, South University, Austin, Texas (2012)

Substantive Change Review Committee Member: Southern Association of Colleges and Schools, Chattahoochee Technical College, Marietta, Georgia (2009)

Reaffirmation Review Committee Member: Southern Association of Colleges and Schools, Hillsborough Community College (Scheduled 2016), Southern Association of Colleges and Schools, Orangeburg-Calhoun Tech College, Orangeburg, South Carolina (2005); Southern Association of Colleges and Schools, Pitt Community College, Greenville, North Carolina (2003); and Southern Association of Colleges and Schools, Austin Community College, Austin, Texas (2003)

PRESENTATIONS

Panelist (Invited): Entrepreneurial Leadership, 2016, ARC/State of Tennessee Aspire Appalachia Conference; *Panelist: TechHire and the Digital Economy*: 2016, Shaping Our Appalachian Region (SOAR) Innovations Summit; *Keynote Speaker: It's In Your Hands*, 2016, Southeast Kentucky Chamber of Commerce Work Ethics Awards Ceremony; *Session Speaker: Future in Fiber-Building the Workforce of Today and Tomorrow in Central Appalachia*, 2016, American Association of Community Colleges Convention; *Keynote Speaker: Change, Challenge, and Opportunity*, 2015, Title I Regional Educators Conference/Kentucky; *Keynote Speaker: I See Success In Your Future*, 2014, New Madrid Chamber of Commerce Annual Awards Celebration; *The Power of Emotional Intelligence, Attributes of Leaders, Deadly Leadership Mistakes*, 2012, 2014, 2016, Pensacola State College President's Leadership Institute; *Live, Learn, & Lead*, 2011, MCCA, SGA Leadership Convention; *Creating Your Future Success*, 2010, Missouri Community College Student Ambassador Leadership Conference; Missouri Community College Association Conference; *10 Deadly Leadership Mistakes*, 2012 and *Make A Difference: Looking Within for Your Best Serve*, 2009, TRCC Counselors' Conference; *iLEAD-The Technology of Leadership*, 2010, *Focusing On The Right Stuff: Serving Those In Transition*, 2008, Jasper Area Governor's Committee for the Employment of People with Disabilities; Public Relations Association Annual Meeting, *Relaunching Your Personal Vision/I Can See Clearly Now The Rain is Gone*, 2008, The University of Alabama At Birmingham; *Leadership Is...Characteristics of Success*, 2005, The University of Alabama At Birmingham; *Advancing Your Skills As A Team Player & Attitude: Your Success Factor*, 2008, Alabama Nursing Home Quality Initiative (AQAF)

Speaker: The Power of Partnership, 2010, Lincoln University, Each One Teach One Symposium; *10 Deadly Leadership Mistakes*, 2012 & 2013 and *Developing Community College Leaders From Within*, 2009, AE/GED Student Recognition – Poplar Bluff Public Schools/Area ABE Program; *The Making of A Good Leader*, 2009, 2010, 2011, 2012, Greater Poplar Bluff Chamber of Commerce Gateway Leadership Program; Academic Programming Staff, *Repositioning Yourself for Advancement, See It and Launch Out*, 2008, The University of Alabama At Birmingham; System Financial Management Association/Spring Conference, *Becoming an Administrator of Influence; Improving Your Lead*, 2005 and Deans of Students Leadership Institute, *Establishing Your Leadership Position*, 2004, Alabama Community College System