

## Monty E. Sullivan, Ed.D.



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**Summary: Proven, innovative higher education leader with over a decade of executive level experience in the community college sector.**

### **Education**

Educational Doctorate	Curriculum and Instruction, Louisiana Tech University, Louisiana Educational Consortium (LEC), February 2000 Dissertation entitled <i>Analysis of the Relationship Between Student Course Satisfaction and Student Perception of Interaction in a Compressed Video Setting</i>
Master of Education	English Education, Louisiana Tech University, May 1994
Bachelor of Arts	Political Science, Louisiana Tech University, May 1993

### **Administrative Experience**

#### **President- Louisiana Community and Technical College System February 2014 to Present**

As President, responsible to the Board of Supervisors for state policy and management of board functions for Louisiana's thirteen community and technical colleges. Developed a bold public agenda, *Our Louisiana 2020*, which is a six-year plan to build a better Louisiana by significantly boosting the skills, education and earning power of its citizens, and to meet the diverse workforce needs of industry. Nationally recognized for enrollment growth, record number of graduates, substantial increases in giving to the foundations of Louisiana's community and technical colleges.

#### **Chancellor- Delgado Community College June 2012 to February 2014**

As Chancellor, responsible for all aspects of leadership and operations of the college and college foundation for the comprehensive community college enrolling over 35,000 students annually with an annual budget of over \$90 million. Select accomplishments include:

- Secured nearly \$100 million in bond funding to improve college infrastructure;
- Raised over \$10 million in foundation contributions to support the mission;
- Graduated the largest class in the college's 90 year history;
- Managed through a \$13 million deficit; and
- Reconnected the college with the business community.

**Executive Vice President- Louisiana Community and Technical College System  
August 2009 to June 2012**

As Executive Vice President in a system of sixteen colleges with a combined enrollment of 75,000 credit students and a total annual budget of \$300 million, responsible to the President for academic and student affairs, workforce, institutional research, and administrative functions of regional technical colleges. Select accomplishments include:

- Provided leadership for the development of the Louisiana Transfer Degree;
- Realigned Board staff and technical colleges to a more effective structure;
- Led implementation of GRAD Act for LCTCS colleges resulting in certification and autonomies including tuition flexibility;
- Provided leadership through significant enrollment increases while managing unprecedented budget cuts;
- Focused \$23 million Carl Perkins funds and \$10 million Rapid Response funds to develop new programs and expand existing high need programs;
- Provided leadership for the LCTCS ERP implementation; and
- Led the transition of adult education from the Louisiana Department of Education reconceived as WorkReady U.

**Vice Chancellor, Academics & Research- Virginia Community College System  
June 2005 to August 2009**

**And**

**Interim President- Eastern Shore Community College  
January 2009 to May 2009**

As Vice Chancellor in a system of twenty-three colleges with a combined enrollment of over 250,000 credit students and a total budget of \$600 million annually, directly responsible to the Chancellor for academic and student affairs, institutional research, instructional technology, and faculty development. Selected accomplishments include:

- Met three of four stretch goals of *Dateline 2009* including enrollment, dual enrollment, retention/graduation, and transfer goals;
- Secured over 20 Guaranteed Admissions Agreements for community college transfer students with Virginia public and private four-year institutions;
- Assisted in the development of the Two-Year College Transfer Grant program;
- Led a nationally-recognized faculty professional development effort;
- Completed the initial phase of development of a data warehouse;
- Re-established the Academic and Student Affairs Council as a policy body;
- Improved the quality and productivity of the 20 nursing programs;
- Led *Achieving the Dream* initiative resulting in policy, data system, and performance improvements;
- Improved efficiency of financial aid by automating select functions of financial aid;
- Led upgrades to student information and course management systems; and
- Provided leadership for the system strategic planning process focusing on student success.

As Interim President of a community college serving over 1,200 credit students with an annual budget of about \$8 million, responsible to the System Chancellor for all aspects of the administration of the college. Select accomplishments include:

- Provided leadership for about 90 full-time faculty, administration and staff;
- Completion of a 20,000 square foot Workforce Center construction project;
- Management of budget cuts totaling about 10% in FY09;
- Oversight of SACS accreditation efforts;
- Finalized a successful capital campaign; and
- Established ESCC as the workforce lead with NASA, U.S. Navy, and affiliated employers in the development of the Wallops Island Research Park.

**Vice Chancellor, Academic & Student Affairs- Louisiana Delta Community College  
July 2001 to June 2005**

As Vice Chancellor at an emerging institution serving about 1,000 credit students with an annual budget of \$6 million, responsible to the Chancellor for Academics, Student Services, Workforce, and Institutional Research. Accomplishments include:

- Provided leadership for the development of policies and SACS accreditation;
- Developed a full array of courses and six associate degree programs;
- Member of a leadership team that received three consecutive unqualified audits, renovated and moved to new facilities, and overall built a quality institution;
- Laid the foundation for a Workforce unit including customized training programs;
- Managed enrollment increases of 400% from fall 2001 to fall 2004;
- Provided oversight for the development and continuous review of developmental and general education courses and degree programs;
- Institutional agreements with three universities and one technical college; and
- Gained acceptance of over 50 courses on the Board of Regents Statewide General Education Articulation Matrix ensuring transfer to public institutions.

**Director, Center for Rural Development- Louisiana Tech University  
April 1999 to July 2001**

Responsible to the Vice President for Academic Affairs for carrying out the Center's mission of improving Louisiana's rural communities. Select accomplishments include:

- Coordinated the inaugural Rural Resource Development Conference;
- Established *Occasional Papers on Issues in Rural Development*;
- Authored and/or managed grant projects totaling nearly \$1 million;
- Advocated successfully with federal, state and local elected officials; and
- Worked directly with academic units and individual faculty to provide community development and technical assistance to numerous rural communities.

**Director, Continuing Education- Louisiana State University at Eunice  
January 1997 to January 1999**

Responsible to the Vice Chancellor for evening and off-campus credit course offerings, customized training, and continuing education. Select accomplishments include:

- Increased enrollment of evening and off-campus courses;
- Expanded off-campus sites from one to three;

- Developed a dual enrollment program called Advanced College Program (ACP);
- Expanded electronic learning offerings including a Fire Science degree;
- Developed customized credit and non-credit training programs for industry;
- Coordinated delivery of a doctoral program from University of New Orleans;
- Doubled Continuing Education staff at no cost to the institution; and
- Provided leadership for welfare-to-work training programs.

**Coordinator, Mobile Automated Learning Lab- Grambling State University  
August 1994 to January 1997**

The MALL is a 28-foot computerized classroom on wheels serving a broad array of workforce needs in the region. Select accomplishments include:

- Developed customized training for businesses such as Con Agra, G.E. Railcar, International Paper, Stone Container, and Willamette Industries;
- Generated contracts and grants in excess of annual operating expenses improving program offerings; and
- Developed Ruston's Innovative Sentencing to Education (RISE) Project providing juvenile judges with a sentencing alternative for non-violent juvenile offenders.

***Faculty Experience***

**Visiting Graduate Faculty at Old Dominion University**

Taught community college finance course and served as dissertation committee member in the community college leadership doctoral program (2007-2009)

**Adjunct Graduate Faculty at Virginia Tech**

Served as dissertation committee member (2007-2008)

**Graduate Faculty at Louisiana Tech University**

Taught educational foundations and instructional technology courses (1999-2001)

**Adjunct Faculty at Louisiana State University A & M**

Taught instructional technology course (Fall 1998)

**Guest Lecturer for Louisiana Workforce Development Training Seminar** sponsored by the Governor's Office of Workforce Development and Lifelong Learning (1997)

**Adjunct Faculty at Louisiana State University at Eunice**

Taught instructional technology and educational foundations courses (1997-1999)

**Instructor, Kaplan, Inc.**

Taught all or portions of ACT, GRE, LSAT, and MCAT preparatory courses (1995-2001)

## ***Presentations***

2016- Keynote Speaker “Innovation in the Community College” for National Association of Community College Entrepreneurship (NAACE) Annual Conference, Sacramento, California

2016- Keynote Speaker “Redefining the Student Success Agenda” for National Council for Student Development Annual Conference, New Orleans, Louisiana

2016- Keynote Speaker “Challenging the Traditional Higher Education Mindset” for the Virginia Community College System Annual Planning Retreat, Virginia Beach, Virginia

2011- Panelist “State of Higher Education” for Committee of 100, Lafayette, Louisiana

2009- Keynote Speaker for Virginia Community College’s 2009 New Horizons Conference in Roanoke, Virginia

2008- Co-presented “Virginia’s Community Colleges: An Economic and Workforce Development Engine” Five institutions of higher education in the Republic of China

2008- Panelist “Student Success Across Higher Education in Virginia” State Council for Higher Education in Virginia, Virginia Military Institute, Lexington, Virginia

2007- Co-presented “Impact of *Achieving the Dream* on Virginia’s Policy and Practice” League for Innovation in the Community College, New Orleans, Louisiana

2006- Co-presented “Determining Training Needs Using a Cluster Analysis Approach” American Association of Community Colleges, Long Beach, California

2003- “The Impact of Student Perception of Interaction in an Electronic Learning Environment” 14<sup>th</sup> International Conference on Technology in College Teaching and Learning, Jacksonville, Florida

2001- “The E-government Revolution: What is the Impact for Rural America?” E-Commerce: Impacting the Way We Do Business Conference, Nashville, Tennessee

2000- “Role of Interaction in the Compressed Video Classroom: Theory and Application” Teaching and Learning in Higher Education Forum, Baton Rouge, Louisiana

## ***External Fundraising and Management Experience***

2015-16 Provided leadership as the thirteen colleges and the Board Office combined to raise \$14 million in private contributions toward capital projects and endowments

2011- Received US Department of Labor TAACCT award in the amount of \$2.7 million to support expanded construction trades training and promote technical education

2007- Co-managed two US Small Business Administration (SBA) awards in excess of \$2.0 million to implement the Virginia Education Wizard

2006- Co-managed a United States Department of Education FIPSE award in excess of \$1 million to develop distance learning infrastructure for Virginia's community colleges

2005- Participated in development of the Virginia Foundation for Community College Education and the first capital campaign

2002- Participated in the development of the Louisiana Delta Community College Foundation and the first capital campaign

2001 – Received US Department of Agriculture, Rural America 2001 Fund award of \$545,000 for e-commerce program for small businesses in the Mississippi Delta region

1999-2001 Authored/managed three US Department of Agriculture, Cooperative State Research, Education, and Extension Service awards in the amount of \$256,640 to develop/operate the Center for Rural Development at Louisiana Tech University

1999-2000 - Managed \$300,000 LA LEARN grant for Louisiana Tech University for delivery of alternative teacher certification courses throughout north Louisiana

1997-98 Received awards in the amount of \$231,000 from the Louisiana Department of Labor for training programs at Louisiana State University at Eunice

### ***Research and Publications***

2007- Co-authored "Virginia Community College System" Chapter in *Fifty States Systems of Community Colleges: Mission, Governance, Funding and Accountability*, by Terrence A. Tollefson, et al. (Johnson City, TN: Overmountain Press, 2008)

2001 – Publication of *Occasional Papers on Issues in Rural Development* from the Louisiana Tech University Center for Rural Development

2000 - Published dissertation "Analysis of the Relationship Between Student Course Satisfaction and Student Perception of Interaction in a Compressed Video Course"

2000 - Developed, validated, and published the Compressed Video Student Perception of Interaction (SPI) instrument

1998- Published "Analysis of Student Field Dependent Status, Student Attitude Toward the Technology Medium, and Student Perception of Interaction in a Distance Education Setting." Published as ERIC Document No. 419532

1997- Published "The Impact of Chess Instruction on Field Dependent/Independent Levels of Chess Students." Published ERIC Document No. 415257

### ***Service and Accomplishments***

2016-Present Member of the National Student Clearinghouse Board of Directors

2016-Present Member of the National Student Clearinghouse Research Center Board of Directors

2014-Present Member of the Rebuilding America's Middle Class Board of Directors

2012- Member of GNO, Inc. Board of Directors

2001- Present -- Volunteered for and contributed to a number of community organizations and events including Relay for Life, United Way, Commonwealth of Virginia Campaign, Rotary International, and numerous Chambers of Commerce

2010 – Council on Occupational Education (COE) Accreditation Team Member to Tabuk Community College in Saudi Arabia

2009-10 – Associate with the National Center for Public Policy in Higher Education

2008 – Virginia Community College System Envoy to the Republic of China

2008 –Chair, Old Dominion University, Community College Leadership Advisory Council

2008 – Virginia Community College System Envoy to the Republic of Turkey

2007-08 – Member, Virginia Rural Health Association (VHRA) Board of Directors

2007— Outstanding Contributor, Old Dominion University School of Nursing

2000-2001 –Louisiana Governor's Office of Rural Development Small Towns Community Assessment Team

2000-2001 –US Department of Agriculture, E-commerce Curriculum Taskforce

### ***Leadership Training***

2003 –League for Innovation Executive Leadership Institute

2002 –Mid South Community College Fellowship Program (MCCFP)