

SUMMARY

- ✓ A results-driven, coaching leader with executive oversight of more than 80% of institutional operations, integrating Instruction and Student Affairs to deliver seamless student pathways from access to completion. As Assistant Superintendent and dual Vice President, provides strategic leadership in board governance, fiscal stewardship, and institutional planning to advance mission-driven outcomes and community impact.
- ✓ A proven transformational executive recognized for rebuilding trust across faculty, classified unions, and cabinet teams while modernizing analytics, accreditation systems, and workforce pipelines. Advances equity centered innovation, incarcerated education transformation, and dual-enrollment expansion, increasing access, completion, and financial resilience for rural learners and their families.
- ✓ Through data-informed enrollment optimization and performance-based funding strategies, drives institutional sustainability and regional prosperity, partnering with business and industry to deliver high-wage, high-demand career outcomes that strengthen both local economies and lifelong learning opportunities.

EDUCATION

M.Ed. Agricultural Education, California Polytechnic State University, San Luis Obispo

B.S. Agricultural Systems Management, *Minor: Agricultural Business, Concentration: Water/Irrigation*, California Polytechnic State University, San Luis Obispo

PROFESSIONAL EXPERIENCE

PALO VERDE COMMUNITY COLLEGE, Blythe, California [2024 – Present]

Palo Verde College (PVC): is a small, rural, public Hispanic-Serving Institution serving a uniquely dispersed 6,500-square-mile district along the Lower Colorado River in Southeastern California. Enrolling ~7,000 unduplicated students annually and generating slightly under 3,000 FTES, PVC's student body is majority Hispanic, first-generation, working-adult, and includes significant justice-involved and public-safety learners. The college operates a single-college, multi-site district anchored at its Blythe main campus with a state-recognized education center in Needles, located roughly 100 miles from Blythe with only one gas station between the two communities, underscoring the region's geographic isolation and PVC's access mission.

PVC offers transfer preparation, nursing/allied health, public safety, adult reentry, and short-term CTE via 50+ degree and certificate pathways, supported by flexible modalities and dual enrollment partnerships. The college maintains an athletics program and student support infrastructure appropriate to its rural scale while prioritizing completion, equity, and workforce alignment.

Distinctively, PVC is one of California's most proportionally impacted Rising Scholars institutions, serving justice-involved students at six California Department of Corrections and Rehabilitation (CDCR) facilities and delivering an extensive Instructional Service Agreement (ISA) program with fire agencies statewide. Together, incarcerated learners and firefighter trainees comprise an unusually large share of PVC's overall enrollment and FTES, positioning the college as a statewide provider in correctional education and public-safety workforce training while sustaining strong service to local campus and community learners.

With an operating portfolio of approximately \$50 million and a workforce of 300+ faculty and staff, PVC functions as an economic-mobility engine for the Colorado River Basin, linking education to high-wage, high-

need rural careers. As an HSI, the college leverages Title V resources and data-informed planning to advance access, completion, and labor-market outcomes for geographically isolated, justice-impacted, and frontline students across its tri-county service area.

Assistant Superintendent / Vice President of Instruction & Student Services (Accreditation Liaison Officer): functioning as the institution's Chief Instructional Officer (CIO), Chief Student Services Officer (CSSO), and designated Accreditation Liaison Officer (ALO)—I provide executive oversight for approximately 80% of institutional operations, supervising four instructional and student services deans, ten directors, 44 full-time faculty, 135+ adjunct faculty annually, and 35+ professional and classified staff. I manage and strategically allocate \$42+ million in annual general fund, categorical, Strong Workforce Program (SWP), Perkins, and grant-funded portfolios while preserving fiscal stability above a 42% institutional reserve threshold. Reporting directly to the Superintendent/President and serving as first-line Cabinet advisor for academic, student, workforce, dual enrollment, incarcerated education, and compliance-related decisions, I lead institutional alignment with federal, state, and accreditation mandates while shaping long-range academic and student success strategies in partnership with the Board of Trustees, Academic Senate, labor unions, and statewide and regional agencies.

AREAS OF RESPONSIBILITY INCLUDE:

- As Assistant Superintendent and Chief Instructional Officer (CIO), I serve as the senior academic executive responsible for all instructional divisions, credit and noncredit programming, curriculum development and approval, general education and transfer pathways, online/distance education, dual enrollment and early college initiatives, accreditation of instructional programs, instructional technology alignment, academic calendar and course scheduling strategy, faculty load and assignment compliance, enrollment forecasting, and instructional FTES (Full-Time Equivalent Student) production under state funding models. I oversee curriculum compliance with state Title 5 regulations, negotiate program approvals through shared governance and the Academic Senate, monitor program review and learning outcomes assessment, and ensure alignment with regional university transfer pathways and career and technical education standards.
- As Chief Student Services Officer (CSSO), I lead all student success operations across admissions and records, enrollment services, financial aid administration (including FAFSA and federal Title IV compliance), counseling, disability support (DSPS/ADA), basic needs centers, student equity and retention strategies, student conduct and grievance adjudication processes, academic probation and re-engagement systems, early alert interventions, student life and co-curricular engagement, federal and state compliance under SB 493 (sexual harassment/Title IX in California), behavioral intervention response (BIT), California Community College application (CCCApply) integration, and statewide Student Equity and Achievement (SEA) implementation. I align student services with instructional pathways to improve retention, persistence, degree completion, and labor-market transitions.
- As Accreditation Liaison Officer (ALO), I serve as the institution's designated compliance officer with the Accrediting Commission for Community and Junior Colleges (ACCJC), ensuring continuous alignment with regional accreditation standards, federal requirements, and California Education Code. I direct the preparation of Institutional Self-Evaluation Reports (ISER), Midterm Reports, Follow-Up Reports, and Substantive Change Proposals; manage evidence standards; guide cross-campus preparation for peer review visits; advise governance councils on accreditation policy; and embed accreditation expectations into annual planning, institutional effectiveness systems, program review, and Board evaluation cycles.
- As Assistant Superintendent and Cabinet officer, I provide executive leadership over institutional strategy, fiscal planning, enrollment management, and cross-divisional integration between instruction, student services, institutional effectiveness, finance, and workforce development. I serve as first advisory point to the President/Superintendent for academic and student affairs policy, risk management, legal compliance, and Board-directed initiatives. I collaborate closely with labor unions to negotiate workload, scheduling, and evaluation processes; evaluate all direct reports; recommend hires and promotions; manage legal grievances in partnership with Human Resources; and facilitate resource allocation aligned to strategic plans, accreditation standards, Student-Centered Funding Formula (SCFF) metrics, equity mandates, and long-range enrollment forecasts. I represent the college statewide with the California Community Colleges

Chancellor's Office, regionally through workforce development consortiums, and nationally through policy, accreditation, and executive leadership networks.

KEY ACCOMPLISHMENTS:

- Increased institutional enrollment from approximately 2,014 to more than 3,000 Full-Time Equivalent Students (FTES) by restructuring academic scheduling, expanding high-demand transfer pathways, and aligning program delivery to California's Student-Centered Funding Formula (SCFF), improving revenue stability and degree completion velocity.
- Preserved institutional fiscal health with reserves exceeding 42% while directing \$42+ million in general fund, categorical, Strong Workforce Program (SWP), Perkins, and grant allocations toward instructional expansion, student persistence initiatives, technology modernization, and Title 5 compliance.
- Modernized academic and student success infrastructure by implementing ZogoTech (data analytics), Ad Astra (strategic scheduling), and Modern Campus (catalog and program-mapping platform), resulting in enhanced institutional transparency, enrollment forecasting accuracy, and compliance with California General Education Transfer Curriculum (Cal-GETC) requirements.
- Expanded student access and accelerated degree completion through the creation of 33 guaranteed-access livestream general education sections aligned to Cal-GETC, supporting near-completers and rural students unable to attend in person.
- Led the restructuring of the Rising Scholars incarcerated education program by consolidating delivery from 25 to 6 California Department of Corrections and Rehabilitation (CDCR) institutions and migrating to Canvas, resulting in faculty-reported gains of 10–20% in student persistence, quality of work, and instructional alignment.
- Strengthened accreditation readiness and institutional effectiveness as the designated Accreditation Liaison Officer (ALO) by embedding Accrediting Commission for Community and Junior Colleges (ACCJC) standards into governance, annual planning, institutional review processes, and Board reporting frameworks.
- Improved student onboarding and federal aid completion by achieving 100% compliance in Free Application for Federal Student Aid (FAFSA) and California Community Colleges application (CCCApply) submissions for local high school graduates through expanded dual-enrollment counseling integration.
- Built high-trust relationships with employee associations by leading collaborative bargaining, resolving workload and scheduling challenges, and advancing sustainable instructional models in partnership with the California Teachers Association (CTA) and California School Employees Association (CSEA).
- Unified instructional, counseling, equity, reentry, financial aid, and student success functions into a cross-divisional access-to-completion pipeline, strengthening retention outcomes and improving performance on SCFF student success metrics.
- Served as the primary Cabinet strategist and first advisor to the President/Superintendent on academic policy, statewide mandates, labor relations, enrollment forecasting, legislative trends, and Board-directed initiatives tied to accreditation, compliance, equity, and long-term institutional sustainability.
- Earned statewide recognition through the California Community Colleges Board of Governors Dr. John W. Rice Student Success Award 2024 and the Energy and Sustainability Award Best Overall District Small District 2024, underscoring equity-centered innovation and fiscal stewardship.
- Recognized by the Campaign for College Opportunity for Excellence in Placement Latinx Student Success in English Top 3 CCCs 2025, demonstrating measurable gains in placement accuracy and course success outcomes.

HARTNELL COMMUNITY COLLEGE, Salinas, California [2017 – 2024]

Hartnell College is a midsized, single-college, multi-campus district that serves 17,000+ students annually across Monterey County through its Main Campus in Salinas, Alisal campus in East Salinas and education centers in King City, Soledad, and Castroville. As one of California's leading Hispanic-Serving Institutions, with 80+ % of students identifying as Hispanic/Latinx, Hartnell plays a central role in the economic and workforce development of the Salinas Valley, a 100-mile agricultural corridor often called the "Salad Bowl of the World." The district employs approximately 600 faculty and staff and operates with an annual budget of about \$71 million.

The Alisal Campus, home to the 50,000-square-foot Center for Advanced Technology, houses the Agricultural Business & Technology Institute (ABTI) and leading programs in agriculture, automotive/diesel technology, construction, and computer science. The Castroville Education Center, opened in 2022, extends access to North Monterey County through general education and career-training pathways. Hartnell is regionally distinguished for its excellence in agriculture, allied health, and career technical education, maintaining strong partnerships with agribusinesses, public agencies, and university partners such as CSU Monterey Bay and UC Davis. The college's applied innovation is exemplified by hosting the annual Salinas Valley Ag Tech Summit, which convenes 600+ industry and education leaders to showcase advancements in agricultural technology and workforce development.

Dean of Academic Affairs and Campus Chief Administrative Officer, Alisal Campus and Castroville Education Center 2020 – 2024: I provided executive leadership for Hartnell's Center for Advanced Technology and the Castroville Education Center, overseeing 14 academic programs, a \$10 million annual budget, 140 acres of instructional facilities, and approximately 50 faculty and staff. I managed all academic, operational, fiscal, and community engagement activities for both sites while coordinating closely with the President's Cabinet and Board of Trustees to align programs with institutional and regional workforce priorities. My work during this period centered on expanding college access, strengthening industry partnerships, and deepening Hartnell's presence in North Monterey County. I also served as the Incident Commander for the Alisal and Castroville campuses, overseeing all emergency response operations and coordination with local and regional safety agencies.

KEY ACCOMPLISHMENTS:

- Led the dual-site strategic initiative that expanded Hartnell's reach to two distinct campuses: the Alisal Campus, focused on workforce and CTE pathways, and the Castroville Education Center, emphasizing dual enrollment, ESL, and transfer programs.
- Directed academic and operational planning for the launch of the Castroville Education Center, a \$13.7 million facility expanding access to underserved North Monterey County communities.
- Partnered with CSU Monterey Bay to launch guaranteed acceptance pathways in Plant Science and General Education, establishing cohort-based programs that allowed students to complete associate degrees and transfer within two years.
- Increased dual enrollment participation from 70 % to 100 % of regional public high schools by collaborating with North Monterey County USD, Salinas Union High School District, and the Monterey County Office of Education.
- Collaborated with the Hartnell College Foundation and local industry leaders to secure \$2.2+ million in community and philanthropic funding to open and equip the Castroville Education Center.
- Represented Hartnell College in Washington, D.C. as part of the USDA Minority-Serving Colleges and Universities Task Force, and testified before California legislative committees on technology workforce development, broadband expansion, and agricultural education.
- Secured and managed \$10+ million in annual CTE and USDA-funded initiatives, including programs supporting teacher apprenticeships, ag-technology research, and health workforce training.
- Worked closely with the Vice Presidents of Instruction, Administrative Services, Student Services, and Advancement to align budgets, security, outreach, and facilities operations across all campuses.

Dean of Academic Affairs – Fine Arts, Social Sciences, Early Childhood Education, Curriculum & Scheduling; Campus Chief Administrative Officer, Alisal Campus 2019 – 2020: During this period, I led districtwide academic modernization efforts focused on aligning curriculum, scheduling, and catalog processes with new student success and retention priorities. I collaborated with the Academic Senate, labor unions, and the Chancellor’s Office to successfully transition the college from an 18-week to a 16-week semester calendar—an initiative supported by statewide data linking compressed calendars to improved student outcomes. I also oversaw a \$9 million budget and approximately 40 faculty and staff across multiple divisions, balancing reform implementation with operational stability during a period of transformational change.

KEY ACCOMPLISHMENTS:

- Directed the college’s transition to a 16-week semester calendar, ensuring full compliance with ACCJC and Chancellor’s Office standards and achieving higher persistence and completion rates.
- Led comprehensive curriculum modernization and catalog reform, streamlining approvals and improving data accuracy across multiple campuses and instructional divisions.
- Served as the administrative lead during Hartnell’s transition to remote instruction in March 2020, coordinating with unions, faculty, and ACCJC to maintain academic continuity and accreditation compliance.
- Directed accreditation-related curriculum compliance for all instructional divisions and coordinated collegewide response for the 2020 ACCJC Midterm Report.
- Developed and implemented collegewide professional development for faculty transitioning to online teaching, serving 18,000+ students during the COVID-19 pandemic.
- Maintained oversight of Alisal Campus operations and CTE programming while supporting districtwide academic and scheduling reform.

Dean of Academic Affairs – Career Technical Education and Workforce Development; Campus CEO, Alisal Campus (Center for Advanced Technology) 2017 – 2019: I provided executive leadership for the Center for Advanced Technology (Alisal Campus), overseeing 14 academic programs, a combined budget of \$8+ million, and approximately 35 staff and faculty. I directed workforce and apprenticeship initiatives across the Salinas Valley, aligning Hartnell’s programs with regional industry demand and fostering collaboration with state, local, and federal partners to expand opportunities for students and employers.

KEY ACCOMPLISHMENTS:

- Developed and implemented the first strategic plan for the Agriculture Business Technology Institute (ABTI), establishing clear goals, metrics, and funding priorities to enhance transparency and guide districtwide CTE expansion.
- Expanded ABTI’s regional footprint by developing new programs in Agricultural Mechatronics and Industrial Automation aligned with employer demand.
- Led Hartnell’s participation in a regional Strong Workforce collaboration among Central Coast colleges, creating a unified approach that increased total workforce funding across participating districts.
- Partnered with Forbes to host the Forbes Ag Tech Summit in Salinas, positioning Hartnell College and the Salinas Valley as international leaders in agricultural technology innovation.
- Revitalized the IBEW apprenticeship program, restructuring curriculum and operations, and doubling the number of electricians trained during the period.
- Expanded partnerships with the Monterey County Workforce Development Board, regional employers, and trade associations to build paid internships and work-based learning pathways that integrated classroom theory with industry practice.

WEST HILLS COMMUNITY COLLEGE, Coalinga, California [2014 - 2017]

West Hills Community College District (WHCCD): is widely recognized as the poorest community college district in the nation, serving an expansive 3,800-square-mile rural region across western Fresno and Kings counties in California's San Joaquin Valley. The district encompasses approximately 12 K–12 school districts, the vast majority of which serve student populations where 90+% qualify for free or reduced-price lunch. WHCCD comprises two accredited colleges: West Hills College Coalinga and West Hills College Lemoore, collectively operating with an annual budget of roughly \$50 million and employing 500+ faculty and staff.

West Hills College Coalinga enrolls approximately 4,000 students annually, with more than two-thirds identifying as Hispanic and many being first-generation college students. In addition to its main campus in Coalinga, the college extends access through the North District Center in Firebaugh, a vital educational hub for some of the most economically disadvantaged agricultural communities in the state.

A defining institutional asset is Coalinga's Farm of the Future, an 800-acre agricultural innovation enterprise (including 213 acres of irrigated land donated by the Allen family) that serves as a national model for applied ag-tech workforce development. The college is regionally regarded for advancing high-demand career technical education, integrating precision agriculture, robotics, drone technology, and sustainable farming practices.

Grounded in a mission of equity, economic mobility, and regional resiliency, West Hills College Coalinga plays a pivotal role in transforming opportunity for rural learners and strengthening workforce readiness across California's most underserved agricultural corridor.

Director Farm of the Future: As Director of the Farm of the Future, I provided executive-level leadership over all career technical education instructional programs in agriculture, industrial maintenance technology, commercial driver's license (CDL) training, and related CTE divisions. I oversaw faculty coordination, curriculum development, advisory committee engagement, and full compliance with state and federal grant requirements under Strong Workforce, Perkins, and other funding streams. I led district-wide employer partnerships and industry alignment strategies to ensure workforce relevance and labor market responsiveness.

Simultaneously, I managed the college's 800-acre agricultural enterprise, including almonds, pistachios, garlic, fresh-market vegetable production for direct-to-consumer sales, large-scale pumpkin and 40-acre corn maze seasonal events, and alfalfa and oat hay production supporting the college's rodeo program, integrating these enterprises into instructional delivery and revenue generation. I directed student worker teams through experiential and apprenticeship-style learning models that reinforced industry competencies while contributing to institutional productivity. In this role, I bridged instructional excellence, enterprise management, and rural economic development, positioning the Farm of the Future as both an applied learning engine and a regional workforce catalyst.

KEY ACCOMPLISHMENTS:

- Managed instructional and enterprise operations across 800 acres (including 200 irrigated), overseeing all agricultural commodities, farm budgets, livestock, lab facilities, and equipment procurement tied to workforce return on investment.
- Attracted a statewide and out-of-state student cohort, averaging 200+ miles from campus, reflecting the Farm of the Future's reputation as a premier applied-learning program.
- Expanded dual enrollment to 85+ sections per semester across partner high schools in Mendota, Huron, Avenal, Riverdale, and Lemoore, aligning bell schedules, maintaining Title 5 and ACCJC compliance, and optimizing faculty load using hybrid and compressed formats.
- Built employer advisory networks with major California agricultural producers and commodity boards, securing industry-driven curriculum validation, internship and apprenticeship pipelines, and in-kind equipment and externship support.
- Led the West Hills College Rodeo Team as interim head coach to a statewide top-two ranking and sent five student-athletes to national competition, integrating academic success frameworks with competitive athletics.

- Received an ACCJC commendation (2017) for “innovative instruction and commitment to sustaining a strong collaborative relationship between business, the community, and the College.”
- Directed experiential and apprenticeship-style student labor programs embedded in farm enterprises—including almonds, pistachios, garlic, fresh-market vegetables, alfalfa, and oat hay—ensuring alignment with employer expectations and reinforcing hands-on learning outcomes.
- Coordinated curriculum, staffing, and scheduling across agriculture production/technology, industrial maintenance technology, commercial driver’s license (CDL) training, and related CTE pathways to meet labor market demand.
- Hosted employer showcases, career fairs, student competitions, and recruitment events at the Farm of the Future, strengthening program visibility, donor engagement, and regional workforce credibility.
- Established equipment and livestock partnerships that expanded program capacity, improved instructional quality, and increased the college’s relevance to ag-tech and production agriculture sectors statewide.

FULL-TIME FACULTY EXPERIENCE

WEST HILLS COMMUNITY COLLEGE, Coalinga, California [2004 - 2014]

Faculty, Agriculture & Applied Workforce Programs (2004 – 2014): As Tenured Agriculture and Applied Workforce Faculty, I developed and delivered curriculum across precision agriculture, irrigation, agricultural engineering technology, maintenance mechanic, and pesticide control adviser certificate programs. I taught 9,000+ hours in 100+ sections and 40 courses, including plant science, soil science, irrigation theory and design, surveying, computer-aided drafting, precision agriculture, California water, computer applications, and agricultural sales and communications.

KEY ACCOMPLISHMENTS:

- Taught agriculture, animal science, applied workforce courses using hands-on, competency-based instruction for first-gen, rural, Latino students.
- Designed field-integrated learning and industry-aligned assessments (labs, projects, competitions) for skill mastery and job readiness.
- Launched a California-focused Precision Agriculture program, first outside the Corn Belt, centered on Central Valley commodities; placed graduates in high-wage, high-growth roles.
- Created the state’s first summer AgTech residential camp for rising 8th graders (with Paramount Farms/The Wonderful Company); catalyzed Wonderful dual-enrollment in Ag Production, Ag Business, Ag Mechanics—recognized by Career Ladders Project and WestEd as a rural best-practice.
- Academic Senate, Curriculum Committee, Outcomes Assessment; contributed to 10+1 governance, course development, SLO assessment; supported accreditation evidence and continuous improvement.
- Mentored adjuncts and student workers; standardized labs/materials for consistency and outcomes.
- Integrated rodeo coaching as applied instruction to improve retention, leadership, and academic performance; advanced multiple state-recognized competitors and workforce-ready graduates.
- Coordinated advising and pathway navigation for residential and commuter students; strengthened transitions into CTE degrees/certificates.

BOARD MEMBERSHIP

Strengthened institutional and community impact through service on educational, workforce, and industry boards advancing regional development, veteran support, and equity-driven access to opportunity.

- Colorado Adult Education Consortium (CAPE), Tri-Chair, Colorado River Region [2024 – Present] - A regional consortium jointly led by Palo Verde College, Needles Unified School District, and Palo Verde Unified School District, CAPE coordinates adult-education, workforce-training, and community-learning initiatives that expand access to postsecondary pathways and strengthen cross-district collaboration along the Colorado River corridor.
- Colorado Indian Tribes (Crit) Education Network, Parker, Arizona [2025 – Present] - The CRIT Education Network brings together educational providers, workforce developers, and the Colorado Indian Tribes to better serve the Colorado river basin region through targeted programs for CRIT members.
- Grower-Shipper Association Foundation, Salinas, California [2018 – 2024] - The Grower Shipper Association Foundation is a non-profit organization that provides education and information on the agriculture industry as well as offering innovative programs to our community.
- Veteran’s Transition Center of California, Marina, California [2021 – 2024] - The mission of VTC is “to empower Veterans to transition from crisis to self-sufficiency.” VTC provides homeless Veterans and their families with food, clothing, case management, life skills, substance abuse counseling, benefit enrollment, medical referrals, employment training, and housing.
- Salinas Valley Chamber Of Commerce, Salinas, California [2022 – 2024] - The Salinas Valley Chamber of Commerce is an association of businesses organized to build a strong local economy by promoting sound government and an informed membership and community.
- SEEDS4STEM, Salinas, California [2021 – 2023] - Seeds4STEM provides STEM experiences to 3rd to 8th graders. Local natural resources are utilized to provide hands-on, real-world STEM experiences to groups of children in STEM clubs and are facilitated by college STEM students.
- Ag Tech Roundtable, Sacramento, California [2014 - 2018] - Founding member of the Statewide ag tech roundtable, a pro bono group of agriculturalists and technologists working together to optimize human, infrastructure, and economic capital in the ag tech industry for California.

RECOGNITIONS & AWARDS

Recognized for institutional excellence, innovation, and equity-centered leadership through state, national, and community awards honoring student success, sustainability, and collaborative impact.

- Excellence in Placement – Latinx Student Success in English (Top 3 CCCs), Campaign for College Opportunity (2025)
- Dr. John W. Rice Student Success Award (for Palo Verde College), California Community Colleges Board of Governors & Foundation for California Community Colleges (2024)
- Energy & Sustainability Award – Innovative Project, Best Overall District (Small District), California Community Colleges Board of Governors (2024)
- Educator of the Year, National Steinbeck Center (2024)
- Public-Private Partnership Excellence, Monterey Bay Economic Partnership (2020)
- ACCJC Commendation – Hartnell College Accreditation Visit (2019)
- ACCJC Commendation – West Hills College Accreditation Visit (2017)

- National Teacher of Excellence, National Institute for Staff and Organizational Development (NISOD) (2010)
- Organization of the Year, Lemoore Chamber of Commerce (2006)

EXECUTIVE LEADERSHIP DEVELOPMENT

Advanced executive leadership preparation through national and statewide CEO institutes focused on board governance, fiscal stewardship, and equity-centered transformation.

- Executive Leadership Institute (ELI) – League for Innovation (Presidential Track): Intensive CEO preparation emphasizing board governance, fiscal leadership, and institutional transformation.
- California Community Colleges CEO Leadership Academy – Systemwide program developing executive competencies in governance, strategy, and student success accountability.
- Alliance For Innovation & Transformation (AFIT) Summer Institute – “Leading at the Speed of Change”: Applied leadership design for agility, resilience, and cross-divisional innovation.
- Association of Community College Trustees (ACCT) Leadership Congress – “Community Colleges as Catalysts”: National presidential-level governance and trustee engagement forum.
- Community College League of California – Lead Beyond Limits – Data-driven institutional improvement, operational agility, and innovation in executive practice.
- Accrediting Commission for Community and Junior Colleges (ACCJC) “Partners in Excellence” Conference – Accreditation leadership and institutional effectiveness strategy for CEOs and ALOs.
- Association of California Community College Administrators (ACCCA) Executive Leadership Conference – Statewide executive summit on policy, advocacy, and cabinet-level leadership for aspiring presidents.
- Strong Workforce Leadership Academy – Systemwide executive academy aligning labor-market data, fiscal strategy, and workforce innovation.

FUNDRAISING AND RESOURCE DEVELOPMENT

Advanced institutional growth through strategic fundraising, grant acquisition, and philanthropic partnerships, securing record-level investments that expanded workforce innovation, student opportunity, and regional impact.

- Secured and managed multimillion-dollar grant portfolios exceeding \$3.6 million annually across federal, state, and private sources, with full fiscal compliance and measurable student-success outcomes.
- Directed \$10+ million in USDA funding (2017 – 2024), including the landmark \$9.5 million NEXTGEN “Learning to Lead” award (2023 NIFA Grant No. 2023-70440-40163) the largest in Hartnell’s history; to expand agricultural and STEM workforce pipelines through scholarships, paid internships, and educator development.
- Administered a \$4.5 million NSF-ATE grant advancing Food Safety Tech and Seed Tech programs and representing the college at national workforce summits in Washington, D.C.
- Obtained \$600,000 from the James Irvine Foundation for Ag-Tech Workforce and Racial Equity initiatives and an additional \$300,000 for the Career Hub and Apprenticeship Program, supporting veterans and underrepresented learners.
- Secured a \$260,000 multi-year Bank of America grant to launch the Ag Tech Workforce Initiative, providing free training and paid internships for Salinas Valley agricultural workers to advance into higher-skill, higher-wage careers.

- Obtained a \$494,000 state apprenticeship grant through the California Community Colleges Chancellor's Office to establish Early Childhood Education apprenticeships, expanding regional workforce pathways.
- Led the \$13 million Farm of the Future capital project at West Hills College, serving as district representative and ensuring fiscal accountability and alignment with federal facility-grant objectives.
- Secured a transformational \$20 million land gift (215 acres) from the Matsui Foundation (2017), the largest in Hartnell's history, creating sustainable lease-income scholarships and long-term funding for STEM and workforce programs.
- Generated \$10+ million in private and industry donations and in-kind equipment, cultivating partnerships with John Deere, Granite Construction, Roll Industries, and other regional employers to modernize career-education labs and facilities.
- Co-led the Forbes Ag Tech Summits and Western Food Safety Conferences, securing national sponsorship and investor engagement to advance public-private collaboration in Ag Tech and food-safety innovation.
- Partnered with the Metallica Scholars Initiative to secure philanthropic funding for veteran training and equity-driven workforce programs.
- Advanced foundation and nonprofit engagement through board service with the Grower-Shipper Association Foundation, Veterans Transition Center of California, and Seeds4STEM, strengthening regional philanthropy and community investment.
- Served as Re-Engineering and Design (RED) Team Leader for the \$20 million Central California Community Colleges Committed to Change (C6) U.S. Department of Labor TAACCCT grant, providing cross-functional leadership in program mapping, advising redesign, and enrollment management to align ten community colleges in agriculture, advanced manufacturing, and welding pathways—strengthening regional workforce pipelines and improving student completion outcomes.

PROFESSIONAL ACTIVITIES

Contributed to statewide and national higher education leadership through advisory, accreditation, and policy roles advancing governance excellence, workforce innovation, and equity-centered institutional transformation.

- Partnership Resource Team (PRT) Member, Institutional Effectiveness Partnership Initiative (IEPI) – Provided peer-district consultation on governance alignment, fiscal sustainability, and workforce strategy.
- Inaugural Member, USDA Minority-Serving Institutions Leadership Task Force – Collaborated on federal strategies advancing equity, rural innovation, and institutional capacity building.
- Member, Regional Workforce Development Executive Roundtables (Riverside, Monterey, and Fresno Counties) – Partnered with regional leaders to align college programs with local labor market needs.
- Participant, California Economic Summit – Engaged with state policymakers and industry leaders on rural economic mobility and higher-education collaboration.
- Panel Moderator and Speaker, national and state forums on workforce innovation, AgTech, and equity-centered leadership (Western Growers, CCCAOE, DART Symposium, California Economic Summit).
- Executive Participant, Guided Pathways and Dual Enrollment Statewide Convenings – Advanced equity-focused student momentum and access models.
- Advisor, public-private workforce and philanthropic partnerships supporting high-wage, high-demand regional career pathways.
- Member, California Community Colleges Chancellor's Office Vision 2030 Regional Planning Group – Collaborated with system leaders to align local college initiatives with statewide workforce, access, and equity goals.

- Delegate, Community College League of California (CCLC) Annual Legislative Conference – Advocated for rural college priorities, workforce funding, and policies supporting equitable access across California’s community college system.

COLLEGE ACTIVITIES

Demonstrated long-term institutional leadership through faculty governance, committee service, and student engagement initiatives that advanced academic quality, and campus-wide collaboration.

- Tenured full-time faculty member for over a decade in Agriculture and Applied Workforce Programs, teaching 9,000+ contact hours across 100+ course sections in plant science, irrigation, precision agriculture, and water management.
- Active participant in Academic Senate, Curriculum Committee, and Outcomes & Assessment processes for 10+ years, contributing to 10 + 1 governance, course and development, , and accreditation evidence.
- Served on Budget, Enrollment Management, and Program Review Committees, aligning fiscal and scheduling priorities with institutional mission and student-success metrics.
- Represented faculty and campus needs through continuous service on governance councils, including Academic Senate coordination between instruction, student services, and workforce programs.
- Served on the committee developing the “We Stand With You” undocumented student support and campus-immigration enforcement response plan at Hartnell College, establishing legal-service pathways, confidentiality protocols, and rapid-response resources for UndocuScholars and their families.
- Advised student organizations and led recruitment outreach, including Agriculture Ambassadors, rodeo, and Production Ag clubs—engaging 80+ high schools and 35,000+ student contact hours in college and career exploration.
- Served on Accreditation Teams at both Hartnell and West Hills Colleges, earning ACCJC commendations for leadership in community partnerships and instructional innovation.
- Collaborated on institutional planning and equity initiatives, integrating program review, SLOs, and Perkins/Strong Workforce indicators to inform staffing, budgeting, and curriculum decisions.
- Led faculty and staff recruitment, onboarding, and evaluation consistent with collective-bargaining agreements and Title 5 regulations, ensuring professional growth and accountability.
- Directed student learning, retention, and safety committees, including campus emergency response leadership and safety compliance teams.

PRESENTATIONS & PUBLICATIONS

Shared expertise at state, national, and international forums through keynote presentations, panels, and publications advancing innovation, workforce development, and the future of technology in higher education and agriculture.

- Panelist, ACCT 2025 Leadership Congress, Real World Applications of AI at Community Colleges (2025) – California Community College leaders discussed how they use artificial intelligence to solve real-world issues and improve efficiency at their institutions.
- Moderator, FIRA USA – AgTech Investment “Shark Tank” Session, Western Growers (2023) – Facilitated a high-profile pitch session featuring ag robotics startups and investors; led Q&A and evaluation discussions focused on real-world scalability, labor solutions, and ROI in AgTech innovation.
- Panelist, AgTechX Ed Symposium, Western Growers/CDFR/Hartnell College (2022) – Discussed automation, equity, and talent pipelines in AgTech.

- Speaker, USDA and State AgTech Panels – Workforce Development (2021 – 2023)
- Moderator, Salinas Valley Ag Tech Summit (2021) – Led discussions on ag robotics and workforce innovation.
- Featured Speaker, Monterey Bay DART Symposium (2019, 2021) – Highlighted AgTech talent development strategies in rural California.
- Panelist, CCCAOE Spring Conference – Rapid Internship Models (2021)
- Presenter, California Economic Summit – Public-Private Partnerships for Rural Innovation (2021)
- Panelist, Monterey Bay DART Symposium – AgTech Innovation & Workforce (2021)
- Presenter, Salinas Valley Ag Tech Summit (2019) – Delivered keynote address: “Tomorrow’s Technology You Can Use Today.”
- Contributor, NASA Satellite Data for Precision Irrigation, Global Ag Tech Initiative / World Ag Expo (2013) – Explored new remote sensing applications in agriculture.
- Presenter, Software Education Making a Difference for Farmers, Farm-Equipment.com (2012) – Explained how applied software skills are transforming rural workforce outcomes.
- Co Author & Interviewee, The Changing Skill Sets of Precision Ag Students, ESRI and YouTube (2012) – Addressed how digital skills are reshaping ag education.
- Presenter, Teaching Precision Agriculture at a California Community College, ESRI Education User Conference (2007) – Presented West Hills College’s GIS/GPS integration strategy for precision ag.
- Presenter, Development and Implementation of a Farm Water Conservation Program, USCID Water Management Conference (2004) – Shared results from conservation efforts in partnership with Coachella Valley Water District.

MEDIA INTERVIEWS & FEATURES

Featured as a subject-matter expert in national and regional media highlighting innovation, workforce development, and leadership in advancing technology, education, and agriculture.

- Quoted Expert, USDA Awards \$9.5M to Hartnell College, Western Farm Press (2023) – Commented on workforce impact of federal investment through the NEXTGEN grant.
- Panelist Interview, KSBW-TV Monterey (2021 – 2023) – Represented Hartnell College at AgTechX Ed and CTE events focused on equity, robotics, and innovation.
- Contributor, Coastal Grower Magazine (Winter 2021) – Highlighted regional workforce development efforts as Hartnell CTE Dean and AgTechX committee member.
- Interviewee, Meet a Farmer: Clint Cowden, CA GROWN (2016) – Featured for leadership at West Hills College’s Farm of the Future, blending traditional farming with precision ag.
- Quoted, Valley Student’s Ag Hackathon Project Becomes “LinkedIn for Ag,” Fresno Bee (2016) – Discussed mentorship and student innovation through the USDA Apps for Ag competition.
- Interviewee, NASA Satellite Data Benefits Ag, Global Ag Tech Initiative (2013) – Explained how NASA-based remote sensing supports crop water use and soil health.
- Interviewee, Software Education in AgTech, Farm-Equipment.com (2012) – Described how applied software and data tools enhance student employability.
- Interviewee, GIS in Community College Agriculture, OEM Off-Highway Magazine (2008) – Shared West Hills College’s integration of GIS/GPS into precision farming curriculum.