



The State University  
of New York

**Office of the Chancellor**

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**MEMORANDUM**

**April 28, 2026**

**TO: Members of the Board of Trustees**

**FROM: Dr. John B. King Jr., Chancellor**

**SUBJECT: Appointment of Dr. Nicole Reaves as President of SUNY  
Schenectady Community College**

**Action Requested**

The proposed resolution approves the appointment of Dr. Nicole Reaves as President of SUNY Schenectady Community College.

**Resolution**

I recommend that the Board of Trustees adopt the following resolution:

**Resolved** that the appointment of Dr. Nicole Reaves as President of SUNY Schenectady Community College, by the SUNY Schenectady Community College Board of Trustees, at a salary of \$230,000, effective July 1, 2026, be, and hereby is, approved.

**Background**

Dr. Nicole Reaves currently serves as Executive Vice President and Chief Programs Officer at Wake Tech Community College, where she leads and supervises the provosts over the seven campuses, academic affairs, student services, workforce and continuing education, and effectiveness and innovation. Her leadership has driven significant institutional advancements including a major reorganization to support a one-college framework, better aligning industry-focused non-credit and credit programs to support student success, and the implementation of the college's strategic plan which has resulted in improved student outcomes.

Previously, Dr. Reaves served in senior leadership roles at Northern Virginia Community College, Wilbur Wright College, and Westmoreland County Community College. As Provost of Northern Virginia Community College's Medical Education Campus, Dr. Reaves completed an allied health and nursing strategic plan, led the development of a health sciences transfer degree, increased overall campus enrollment by 15 percent after multi-year declines, established vital industry and educational partnerships, specifically partnering with Alexandria City Schools and George Washington University to establish the Governor's Health Sciences Academy. She and her team also launched the "MEC Mobile" clinic to serve underserved communities while also providing much needed clinical opportunities for students.

Dr. Reaves' over 30-year long career in higher education has centered on advancing academic excellence, partnering to build strong communities, and championing the life changing mission of open access institutions such as community colleges. Her experience also includes 12 years of teaching experience in Allied Health and College and Career Readiness.

Dr. Reaves earned her doctorate in higher education administration from North Carolina State University. She received both her Master of Arts in education and Bachelor of Science in public health degrees from East Carolina University.

A copy of Dr. Reaves's CV is attached.

## Nicole Reaves, Ed.D.

### PROFESSIONAL EXPERIENCE

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#### **Executive Vice President and Chief Programs Officer**

2021- present                      Wake Technical Community College, Raleigh NC

*Wake Technical Community College is the largest community college in the state of North Carolina, serving approximately 70,000 adults annually, with seven campuses, two training centers, multiple community sites, and a comprehensive array of online learning options.*

#### General Responsibilities

Oversee the largest portfolio at the college including academic affairs, student affairs, institutional effectiveness and innovation, workforce and continuing education, and the provost from seven campuses.

#### *Key Accomplishments*

- Led a major reorganization of the college to support a one-college approach and support the college in accomplishing its strategic vision.
- Created an implementation plan for the new strategic plan to track results, established accountability to ensure that the plan remains a living document and continues to meet the intended needs of the college. This plan includes creating and making available to the college community data dashboards.
- Created career ladders or seamless pathways from our non-degree to degree programs that support completion, and transfer, and that lead to in-demand jobs.
- Administered a Campus Climate Survey to better understand how the students, faculty, and staff experience the institution. The results were used to further inform the strategic plan.
- Established several major partnerships with industry and 4-year partners that support completion, transfer, and economic mobility.
- Received the largest National Science Foundation grant (\$1.4 million) in the history of the college for the undergraduate research program, START (Stem Academic Research and Training).
- Secured a \$15 million equipment investment from Siemens to support the Radiography Program that will be housed in the new \$120 million Health Sciences building.
- Led the formation of and secured about a \$1 million in funding for the High Impact Practices Council including undergraduate research, study abroad, service learning, and honors.
- Established a new Center for Excellence in Teaching and Learning.
- Established a Council involving a of cross section of internal leaders, executive leadership, faculty, and staff for the purpose of tracking data and ensuring that the student success agenda is impactful and moving forward as planned.
- Oversaw advising redesign for the college.

## **Provost (Campus President)**

2018- 2021

Northern Virginia Community College (NOVA)-  
Medical Education Campus, Springfield, VA

*NOVA is the largest public educational institution in Virginia and the second-largest community college in the country, serving approximately 100,000 credit and non-credit students from 160 countries across six campuses. NOVA's Medical Education Campus is the only specialized campus in Virginia dedicated to the education of Nursing and Health Sciences professionals and a commitment to workforce development.*

### General Responsibilities

Oversaw all academic and operational aspects of NOVA's Medical Education Campus which included general supervision of eleven specialized accredited programs, development of new academic programs, supervision of the student services function of the campus, management and planning of campus facilities, budget development and management, workforce and economic development, and building community relations.

### *Key Accomplishments*

- Completed an allied health and nursing strategic plan focused on meeting sector needs via new programming.
- Led the development of a health sciences transfer degree. All students declaring a major in the health sciences are placed in this pathway. Students can continue along the health sciences pathway and transfer to one of the college's 4-year partners, George Mason University, James Madison University and Marymount University if they do not get into one of the selective/competitive MEC programs.
- Increased overall campus enrollment by 15% after multi-year declines.
- Increased dual enrollment agreements with public and private high schools within the service area.
- Partnered with George Washington University and Alexandria County Public Schools to establish the Governor's Health Sciences Academy which offers a Career and Technical Education Pathway for high school students interested in medicine and healthcare.
- Purchased and launched a new mobile clinic, "MEC Mobile," which provides health screenings for the community, specifically targeting underserved populations while also providing clinical opportunities for students.
- Established strong partnerships with the healthcare industry, community foundations, and universities.
- Chaired the Northern Virginia Healthcare Workforce Alliance (NoVa HealthForce), a coalition of private sector, business, healthcare and educational leaders whose overarching goal is to identify and address healthcare workforce challenges in Northern Virginia.

## **Vice President for Academic and Student Affairs**

2014-2018

City Colleges of Chicago—Wilbur Wright College

*Wilbur Wright College one of the seven Colleges in the City of Chicago system. The college served during my tenure approximately 23,000 credit and non-credit students annually and is a Hispanic-Serving Institution with 60% of its student population predominantly first-generation Hispanic. The college is designated as the Information and Engineering Technology Center of Excellence.*

### **General Responsibilities**

Responsible for the largest portfolio at Wright College, including all career, transfer, early college programs, general education curriculum, admissions, advising, counseling, tutoring, disability services, veteran services, student activities, athletics, library services, adult education, and continuing education. Oversaw faculty hiring, credentialing, professional development, tenure, post-tenure, the sabbatical process, and promotion in rank. Led the efforts regarding the accreditation and assessment for all academic programs. Oversaw development and implementation of academic and student services strategic planning.

### *Key Accomplishments*

- Assisted with a pilot that informed the redesign of developmental education and the student experience for Wright College and the City Colleges of Chicago system. The redesign resulted in the following: the redesign of developmental education courses for math, English, and reading which resulted in offering combined reading and writing courses, co-requisite English and math courses, and math emporiums; and embedded tutoring and advising;
- Led and coordinated along with faculty and staff the Association of American Colleges and Universities (AAC&U) Equity project. This resulted in the development and implementation of an Equity Plan with the overarching goal of closing the academic achievement gap for students of color, low-income students, first-generation students, and adult learners.
- Led and coordinated with the Dean of Instruction the development of the college's first academic strategic plan that incorporated feedback from businesses, the community, faculty, staff, and students.
- Oversaw the management of a \$3.2 million Title V grant that resulted in the successful implementation of several initiatives to improve Hispanic student success.
- Collaborated with the Dean of College to Careers and industry partners to develop associate degrees and short-term certificates in Information Technology, including Web Design and Cyber security.
- With over 500 participants, expanded the Adult Education Gateway program to encourage students to transition to credit offerings.

- Collaborated with the District to develop and implement strategies to accomplish the goals of the District and college strategic plan which included increasing completion and transfer rates.
  - The number of degrees awarded annually at Wright more than doubled.
  - Overall graduation increased by 88 percent.
  - Credit enrollment increased by 16 percent.

**Vice President for Academic Affairs and Student Services**

2012-2014

Westmoreland County Community College, Youngwood, PA

*Westmoreland County Community College (WCCC) is a two-year college located in rural western Pennsylvania. WCCC has campus and education centers throughout its service region. The college served during my tenure approximately 5,000 students through credit and non-credit programs.*

General Responsibilities

- Administered the largest portfolio at Westmoreland County Community College which included five education centers, five academic divisions and the division of student services including, admissions, financial aid, counseling, tutoring, advising, student activities, and athletics.
- Supervised all matters related to curriculum and instruction in the college, including outreach, evening and summer courses, scheduling, and overloads.
- Oversaw faculty and academic staff recruitment and development activities.
- Provided advisory recommendations to the President on all academic appointments and promotion matters and ensured that such processes complied with the terms of faculty bargaining agreements.
- Oversaw development and implementation of academic and student services strategic planning.
- Provided academic input to institutional enrollment management efforts.
- Coordinated periodic program review and work with Division Deans in the review, study, and development of curricula and the improvement of instruction.
- Allocated and managed the instructional and student services budgets.
- Chaired and served on a variety of campus and Commission committees and groups such as the Education Foundation, President’s Cabinet, President’s Council, Academic Affairs Governance Committee, Student Services Governance Committee, and the PA Commission of Chief Academic Affairs Officers group. Served as the college’s accreditation liaison for Middle States and co-chair of the Self-Study Steering Committee.

### *Key Accomplishments*

- Oversaw the Achieving the Dream initiative which resulted in a 2.3% increase in overall retention, a 3-12 percent increase in student success in developmental and gateway courses and a 1.7% percent increase in completion.
  - Selected as a Bellwether finalist for AtD work and several of the strategies implemented at WCCC were published as best practices in the *Community College Journal of Research and Practice* and Lumina Foundation's *Focus* magazine.
  - Achieved Leader College status with AtD.
  - Awarded a \$2 million Title III grant to take several AtD strategies to scale.
- Led and coordinated the Middle States Self-Study process which resulted in a successful decennial review and reaffirmation of accreditation.
- With the Deans and faculty, developed several new programs, AAS in Bioscience, AFA in Music and Art Therapy, several new certificates in the Energy, Health and Business sectors, Natural Gas and Oil, Medical Imaging Technology, and Supply Chain Management.
- Partnered with First Energy and Eatn Park, a local restaurant in the area, to develop two new academic programs, AAS in Electric Utility Technology and a certificate in Restaurant Culinary Arts. Both programs included apprenticeships.
- To meet the growing needs of regional healthcare providers, launched several new allied health programs suited specifically for working adults, an evening and weekend Nursing associate degree, a new Phlebotomy certificate credit program and a new non-credit Pharmacy Technician program.
- Facilitated the development of the Education Foundation's strategic plan.
- Assisted the Foundation Board and the college President with largest capital campaign in the history of the college. The goal was \$28.5 million, and the college surpassed the aforementioned goal by raising \$32.1 million.
- Collaborated with select administrators across the fourteen community colleges in the state of Pennsylvania to write a proposal that was funded by the Department of Labor for \$20 million. Funding supported a statewide initiative primarily focused on creating short-term certificates for high priority occupations in the Manufacturing, Health, and Energy sectors.
- Partnered with four other southwestern Pennsylvania community colleges to create articulation agreements with California, Carlow, Clarion, Indiana and Slippery Rock universities, all institutions where a significant number of the southwestern Pennsylvania community college students transfer.
- Collaborated with faculty to expand opportunities for undergraduate research. WCCC was the only community college in the nation, at the time, to hold full membership status with the Council on Undergraduate Research.

### **Associate Vice President for Academic Affairs**

2009- 2012

Westmoreland County Community College, Youngwood, PA

#### *General Responsibilities*

- Oversaw institutional research and effectiveness for the college. Consulted and advised administrators and faculty with design, methodology, and evaluation of college research projects.
- Worked in collaboration with other college personnel to implement the college's strategic plan and co-chaired the Strategic Planning Steering Committee.
- Provided leadership and expertise to facilitate the implementation of the institutional effectiveness plan for administrative services and academic and student services.
- Chaired the Institutional Effectiveness Committee and in collaboration with the deans and faculty, directed the annual and periodic academic program and discipline review process and coordinated the processes for assessment of student learning outcomes at the course, program, and institutional level. Served as the college's accreditation liaison for Middle States and co-chair of the Self-Study Steering Committee.

#### *Key Accomplishments*

- Led the efforts in developing the college's new four-year strategic plan.
- Implemented an annual Strategic Planning Summit which included all major stakeholders (students, faculty, staff, community members) to highlight accomplishments and to assess whether the strategic plan continued to serve the institution in the ways intended.
- Wrote a comprehensive, organized, and sustainable Institutional Effectiveness Plan that was submitted to Middle States Commission on Higher Education which was approved and resulted in removing the college from warning status.
- Designed and developed an institutional effectiveness website which was used to educate and guide faculty and staff regarding the institutional effectiveness process and was also used to communicate results to major stakeholders.
- Developed assessment handbooks for student learning, program, and administrative outcomes for faculty and staff.

### **Executive Director Institutional Research and Effectiveness**

2007- 2009

Virginia Union University, Richmond, Virginia

- Coordinated the university's academic and administrative departments in planning appropriate assessment and evaluation measurement.
- Analyzed and disseminated information about the university in support of institutional decision making, strategic planning, and reporting.

- Assisted in writing the policies and procedures for the Office of Institutional Research and Effectiveness.
- Revised the policies and procedures for the Office of Sponsored Research/Programs.
- Responsible for collecting and uploading data for several state and national reports: IPEDS, PEDS, and Title II.
- Assisted with SACS reaffirmation— chaired the SACS Self-Study Steering committee; chair of the Compliance Certification Committee for Core Requirement 2.5 (Institutional Effectiveness) and Comprehensive Standard 3.3.1 (Assessment of Student Learning).
- Oversaw and provided guidance to the Quality Enhancement Plan (QEP) Committee.
- Wrote a proposal and was funded for \$15,000 through the Southern Education Foundation--the purpose of the grant was to assist Virginia Union in the development of the QEP.
- Assisted in revising the Assessment Handbook for the university.
- Integrated into the institutional effectiveness process TK20 an online software that streamlined the process for submitting institutional effectiveness reports from academic and administrative units.
- Conducted the 2007-2008 Summative Internal Evaluation for the Title III program at Virginia Union University.
- Taught a course as an adjunct professor in the School of Education division.

## TEACHING EXPERIENCE

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### **Assistant Professor/Program Coordinator, Allied Health Professions**

2005- 2007                      Shaw University                      Raleigh, North Carolina

### **Instructor, Allied Health Professions**

1996- 2005                      Shaw University                      Raleigh, North Carolina

### **Instructor, Adult Basic Skills Education**

1997- 2006                      Wake Tech Community College                      Raleigh, North Carolina

### **Public Health Educator**

1996                      Franklin County Health Department                      Louisburg, North Carolina

### **Teaching/Research Assistant**

1994- 1995                      East Carolina University                      Greenville, North Carolina

## **EDUCATION**

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North Carolina State University      Raleigh, North Carolina  
**Doctor of Education in Higher Education Administration, August 2006**

**Dissertation:** African American alumni perceptions of giving to historically Black colleges and universities.

East Carolina University      Greenville, North Carolina  
**Master of Arts in Education, December 1995**

East Carolina University      Greenville, North Carolina  
**Bachelor of Science in Public Health, May 1994**

**Aspen Institute of Aspiring Presidents, Cohort 5 2019- 2020**

## **ACCREDITATION/PROGRAM REVIEW EXPERIENCE**

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*PEER REVIEWER*      Middle States Commission on Higher Education, April 2012—  
Decennial Review  
Middle States Commission on Higher Education, June 2013—  
Periodic Review

*CHAIR/  
PEER REVIEWER*      Middle States Commission on Higher Education, December  
2012—Onsite follow-up visit

*EVALUATOR*      Virginia State University’s Title III Program, 2016  
Virginia State University’s Title III Program, 2014  
Annual Summative External Audit of Virginia Union University’s  
Title III Program, 2013  
Annual Summative External Audit of Virginia Union University’s  
Title III Program, 2012  
Annual Summative External Audit of Virginia State University’s  
Title III Program, 2011  
Impact Study conducted for North Carolina Central University’s  
Title III Program, 2010

*CONSULTANT*      Butler County Community College, Workshop entitled: “All you  
wanted to know about Middle States but were afraid to ask”,  
November 2013, January 2014

## **PUBLISHED DOCUMENTS AND SCHOLARLY PAPERS**

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- Cordero, L.M., Elzy, A., Hart, S., Knapp-Caporale, J., Reaves, N. (2018). *Wilbur Wright College equity gap is a winding process: a report of outcomes. A Vision for Equity. Results from AAC&U's Project.*
- Cordero, L.M., Fitzpatrick, M., Knapp-Caporale, J., Millan, I., and Reaves, N. (2017). *Wright college's equity initiative: moving from implicit to explicit*, Peer Review Journal, American Association of Colleges and Universities.
- Reaves, N. (2006). *African American alumni perceptions of giving to historically Black colleges and universities*, dissertation North Carolina State University.
- Reaves, N. (2004). *Wellness Journal*. Iowa: Kendall/Hunt Publishing.
- Reaves, N. (2002). *The changing face of historically Black colleges and universities: diversification or desecration*. Paper presented at the North Carolina State University Diversity Symposium.
- Reaves, N. (2000). *Feminist pedagogy*, unpublished manuscript.
- Reaves, N. (2000). *African American adult learners in the higher education setting*, unpublished manuscript.
- Reaves, N. (2000). *History and philosophy of historically Black colleges and universities*, unpublished manuscript.
- Reaves, N. (2001). *Fund-raising in historically Black colleges and universities*, unpublished manuscript.
- Reaves, N. (2001). *Developing politically savvy African American students on predominantly White campuses*, unpublished manuscript.

## **PRESENTATIONS**

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- Reaves, Nicole, Goodwin, Jeronica, Hines, Aaron, Walden, Leslie (2024). Raleigh Chamber Community Success panel discussion, February.
- Reaves, Nicole, Cordero, Maritza, Pasquerella, Lynn (AAC&U President) (2017). "Committing to Equity and Inclusive Excellence: Campus-Based Strategies for Student Success." presented at the American Association of Community Colleges annual conference, April.

- Reaves, Nicole (2016). “Reshaping an urban HSI with equity in mind.” presented at the White House Initiative on Minority Serving Community Colleges Conference, November.
- Reaves, Nicole (2016). “Reshaping the college with equity in mind.” presented at the League of Innovations Conference, March.
- Reaves, Nicole (2011). “Achieving the dream and fulfilling accreditation requirements.” presented at the IUPUI Assessment Institute, October.
- Reaves, Nicole and Rush, Carol (2010). “Best practices for success in developmental education.” Presentation/workshop, Innovative Educators, February 25, webinar.
- Reaves, Nicole and Rush, Carol (2010). “Student Success: from planning, to funding, to assessment, to sustainability.” presented at the PA Governor’s Conference, June 11, Lancaster, PA.
- Reaves, Nicole (2010). “Achieving the dream and fulfilling Middle States accreditation requirements.” presented at the annual Middle States conference, December.

## **PROFESSIONAL DEVELOPMENT**

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- 2024 Southern Association of Colleges and Schools Annual Conference, Orlando, FL
- 2023 Raleigh Chamber InterCity Visit and Leadership Conference in Denver, CO
- 2023 Achieving the Dream: DREAM Annual Conference, Chicago, IL
- 2021 Southern Association of Colleges and Schools Annual Conference, Atlanta, GA
- 2018 Achieving the Dream: DREAM Annual Conference, Long Beach, CA
- 2017 American Association of Community Colleges Annual Conference, New Orleans, LA
- 2016 Minority Serving Community Colleges Conference, Washington, D.C.
- 2016 Hispanic Association of Colleges and Universities Annual Conference, San Antonio, TX
- 2016 League of Innovation National Conference, Chicago, IL
- 2015 Higher Learning Commission Annual Conference, Chicago, IL
- 2014 American Association of Community Colleges Annual Conference, Washington D.C.
- 2014 Pennsylvania Commission of Community Colleges Annual Conference, Harrisburg, PA
- 2014 Achieving the Dream: DREAM Annual Conference, Orlando, FL
- 2013 American Association of Community Colleges Annual Conference, San Francisco, CA
- 2013 Pennsylvania Commission of Community Colleges Annual Conference, Harrisburg, PA
- 2013 Achieving the Dream: DREAM Annual Conference, Anaheim, CA
- 2012 Middle States Annual Conference, Philadelphia, PA

- 2012 Achieving the Dream: Community Colleges Count Annual Conference, Dallas, TX
- 2012 National Conference on Race and Ethnicity in American Higher Education, New York City, NY
- 2012 Pennsylvania Commission of Community Colleges Annual Conference, Harrisburg, PA

### **COMMUNITY/PROFESSIONAL SERVICE**

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- Cooperating Raleigh Colleges Board Member 2023- present
- Arise Collective Advisory Council 2023-present
- North Carolina Community College System Developmental Education Advisory Council 2021-present
- Raleigh NC Chamber of Commerce member 2021- present
- Advisory Board Sentara Hospital Alexandria, VA 2020-2021
- Foundation Board Goodwin House Alexandria, VA 2019-2021
- Springfield, VA Chamber of Commerce Board 2018- 2021
- Northern Virginia Area Health Education Center Board 2018- 2021
- TC Williams High School Health Sciences Academy Board 2018- 2020
- Adelphoi Village Board, Latrobe, PA, 2011- 2014
- Greensburg, PA American Heart Association Board, 2010-2014
- Greensburg, PA YWCA Board, 2010-2014

### **PROFESSIONAL AFFILIATIONS AND HONORS**

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Executive Leadership Raleigh, class of 2023  
 Aspen Institute Alumni Network  
 Aspen Institute- Aspiring Presidents Fellow- 2020-2021  
 Achieving the Dream  
 American Association of Community Colleges  
 Association of American Colleges and Universities  
 Excellencia in Education  
 Eta Sigma Gamma- National Health Honor Society, Beta Theta Chapter  
 ROTC Teaching Excellence Award