MEMORANDUM

March 20, 2019

TO: Members of the Board of Trustees

FROM: Kristina M. Johnson, Chancellor

SUBJECT: Appointment of Jermaine F. Williams as President of Nassau Community College

Action Requested

The proposed resolution approves the appointment of Jermaine F. Williams as president of Nassau Community College.

Resolution

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

Resolved that the appointment of Jermaine F. Williams as President of Nassau Community College, by the Nassau Community College Board of Trustees, effective July 1, 2019, at a salary to be determined at a later date, be, and hereby is, approved.

Background

Since 2015, Dr. Jermaine F. Williams has served as the Vice President of Student Affairs at North Shore Community College in Danvers, MA, one of the oldest and largest community colleges in the Commonwealth of Massachusetts. In that role, he has managed a $4 million budget and has overseen an array of critical college functions, ranging from admissions and recruitment to student health and accessibility services.

Dr. Williams’ accomplishments at North Shore Community College include an initiative to address food and housing insecurity, partnering with community organizations to provide students with more than 60,000 pounds of...
fresh food, as well as access to emergency food bags and additional student housing options. He has also focused on advancing new initiatives to address barriers to equitable access, retention, and success, leading to improvements in various application, acceptance, admission, and graduation measures for African American and Hispanic/Latino students.

Prior to his tenure at North Shore Community College, Dr. Williams was employed by Northeastern Illinois University in Chicago, serving as the Assistant Vice President for Access, Transition, and Success; the Acting Vice President for Student Affairs; and the Assistant Dean of Academic Development. He also served in various administrative and faculty roles at the Community College of Philadelphia, Temple University, and St. John’s University.

Dr. Williams earned both his doctorate and master’s in Education from Temple University, concentrating on Educational Administration with a Higher Education Specialization. He received a second master’s in Sociology from St. John’s University, and completed his undergraduate studies in Anthropology and Sociology at Lafayette College. He also received a Certificate in the Management Development Program from the Harvard University Graduate School of Education.
Curriculum Vitae

Dr. Jermaine F. Williams

EXECUTIVE SUMMARY

- 14 plus years in higher education
- 12 plus years working at urban institutions
- 10 years progressive leadership experience directing, assessing, and shaping academic student retention programs
- 10 years shaping curriculum and managing institution-wide academic and student success programs
- 8 years college level teaching experience
- 8 years strategic planning experience

EDUCATION

Harvard University Graduate School of Education - Cambridge, MA, 2013
Certificate: Management Development Program

Temple University - Philadelphia, PA, 2010
Doctor of Education: Educational Administration, Higher Education Specialization

Temple University - Philadelphia, PA, 2006
Master of Education: Educational Administration, Higher Education Specialization

St. John’s University - Queens, NY, 2003
Master of Arts: Sociology

Lafayette College - Easton, PA, 2001
Artium Baccalaureus: Anthropology and Sociology

ACADEMIC AND PROFESSIONAL SUMMARY

Visionary strategist committed to the community college mission and able to envision, propose, and implement change. Documented ability to establish innovative approaches that positively, systemically, and systematically impact educational access, transition, and success. Proven record of engaging internal constituents, community based organizations, and other external partners in improving access and success for diverse and minoritized students. Experience enhancing retention and graduation rates, operational infrastructure, and fiscal strength by examining current policies and practices, and creating new policies and practices that ensure effective organizational operation and assist students with attaining their educational goals.

RELEVANT EMPLOYMENT HISTORY

North Shore Community College, Danvers, MA
Established in 1965, North Shore Community College (NSCC) is a public, comprehensive two-year institution of post-secondary education. It is one of the oldest and largest community colleges within the Commonwealth of Massachusetts’ fifteen-member community college system. Located in Essex County, Massachusetts (the state’s third largest county), NSCC provides educational and career development opportunities to nearly 13,000 full-time and part-time credit and non-credit students enrolled in day, evening, weekend, and/or online programs. NSCC is in the top 25 community colleges nationally to advance opportunities for low-income students, according to the U.S. Department of Education. The College is ranked number 16 in two-year colleges for the Adult Learners category of the 2018 Washington Monthly College Rankings. With new facilities at both urban and
suburban campuses, ten and twenty miles north of Boston, the College serves an ethnically and racially diverse population, as well as growing numbers of recent immigrants.

Vice President of Student Affairs 03.15 - present
Selected Responsibilities and Accomplishments
- Responsible for operational oversight of the Division of Student Affairs, which reports directly to the President of the institution and has an operating budget in an excess of $4M.
- Provide leadership for comprehensive portfolio of state, fee, and grant funded academic support programs and initiatives and enrollment functions, which includes: Admissions and Recruitment; Enrollment Services; Orientation; Student Engagement; Student Support and Advising; TRIO Student Support Services; Student Health Services, Accessibility Services; Judicial Affairs; Veterans Services; and commencement.
- Created and implemented a five year program review process for departments in the Division.
- Collaborated with a sub-group of Massachusetts Community College Senior Student Affairs Officers to create, propose, and implement state-wide policies focusing on enhancing a safe, inclusive, and affirming environment for students in the LGBTQIA+ community.
- Lead innovative approaches to identifying and ameliorating systemic challenges to equitable educational access, retention, and success, which have contributed to the following outcomes:
  - 62% to 64.1% fall to fall persistence rate from FY16 to FY18.
  - 10.9% increase in Hispanic/Latino applicants and a 12.2% increase in acceptances/admissions for the Hispanic/Latino student population in FY18.
  - 60,000 pounds of food distributed at mobile food markets implemented in FY18.
  - 2.8% and 5.8% decrease in the graduation gap between Hispanic or Latino students and White students and African American or Black students and White students, respectively, in the past two years.

Northeastern Illinois University, Chicago, IL
During my tenure, Northeastern Illinois University (NEIU) presented the following description: Northeastern Illinois University (NEIU) is a fully accredited public university serving approximately 11,000 full- and part-time undergraduate and graduate students in Chicago. NEIU engages its diverse multi-campus community in a rich environment of teaching, learning, and scholarship. The University offers more than 80 academic programs in the arts, sciences, education, and business. In a 2013 report, Newsweek magazine identified NEIU the sixth best investment among all universities in the nation and number one in Illinois. The institution is also recognized as one of the most diverse universities in the United States and is federally designated as an Hispanic Serving Institution. In fall 2013, the incoming class was 65.3% first-generation and 51.1% identified as Latino.

Assistant Vice President for Access, Transition, and Success 03.12 - 03.15
(assumed several additional roles during my tenure, while fulfilling core responsibilities)
Selected Responsibilities and Accomplishments
- Provided strategic leadership, supervision, and support for first-year and transitioning student programs and services designed to enhance student retention, academic progress, and success.
- Supervised managers leading the following departments and areas that comprised more than 70 full- and part-time employees: Assessment; Project Success and Proyecto Pa’Lante; Learning Support Center; Student Transition Services; and New Student and Family Programs.
- Led the redesign of the summer bridge program, which was subsequently nationally recognized, that had participants with higher first year GPAs and retention rates, when compared to non-participants.
- Developed and monitored a portfolio budget in excess of $1.5M.
- Assisted with strategic planning and developing, balancing, and monitoring the Division budget, which was in excess of $10M.
• Led the Division’s assessment efforts by creating a culture of evidence to enhance instructional support, assess student learning inside and outside of the classroom, and improve programs and services.
• Liaised with leaders from Chicago Public School to identify strategies to enhance educational access, transition, and success.
• Collaborated with faculty and staff union leaders to ensure effective communication and a positive work atmosphere that fostered student achievement.

04.14 - 07.14 (Additional responsibilities during this time)
• Provided leadership for Advising Center, Career Development Center, and three TRIO Student Support Services programs.
• Guided and supported directors with accomplishing current academic year goals.

01.14 - 03.14 - Vice President for Student Affairs (Acting)
• Responsible for operational oversight of the Division of Student Affairs, which reported directly to the President and had an operating budget in excess of $10M.
• Provided leadership for comprehensive portfolio of state, fee, and grant funded academic and academic support programs and initiatives.
• Attended and participated at President’s Council and Board of Trustee meetings, as the Senior Student Affairs Officer.
• Prepared and submitted yearly internal and external audits for the Division.
• Represented the Division during University and community events.

Assistant Dean of Academic Development 01.11 - 03.12
Selected Responsibilities and Accomplishments
• Assisted and supported the Dean and Associate Vice President in ensuring effective operations of a portfolio of academic and academic support areas, which also comprised three developmental education academic departments.
• Directly responsible for supervision and evaluation of area directors and coordinators.
• Reviewed and approved faculty workload assignments submitted by Department Chairs and Coordinators.
• Enhanced early alert mechanism by collaborating with several key areas.
• Directly managed a portfolio with a $900K budget.
• Assisted with the development and monitoring of a unit budget of more than $3.5M.

Community College of Philadelphia, Philadelphia, PA
During my tenure, Community College of Philadelphia presented the following description: Community College of Philadelphia is a fully accredited public institution serving approximately 16,000 full-time equivalent students in Philadelphia County. Approximately 29,000 students are enrolled in credit classes each academic year. The College offers more than 70 degree and certificate programs in art, science, business, technology and liberal arts. The institution is identified as a Minority Serving Institution (MSI), specifically a Predominantly Black Institution (PBI).

Director of Student Success Initiatives 07.08 - 01.11
Selected Responsibilities and Accomplishments
• Provided strategic direction for the institution’s student success agenda in conjunction with College’s executive leadership.
• Led the development and implementation of a systemic and systematic academic early alert and intervention system designed to enhance teaching and foster an environment of student success.
• Implemented strategic retention initiatives by working with faculty and academic support services, including and not limited to: services at tutoring centers, alignment of developmental education curricula
with characteristics of the student body, and professional development opportunities at the faculty Teaching and Learning Center.

- Co-wrote and played a key role in implementing a PBI grant utilized to create a center focused on the success of African-American males, resulting in a 62.4% retention rate for first-time in college African-American males (more than 20% higher than the institutional retention rate) and a summer bridge program converting 91% of admitted students to enrolled students in the subsequent fall.
- Delivered workshop opportunities and individual meetings that provided faculty, who were teaching learning community courses, with tools to support 21st century learners.
- Created zero-sum based budgets, up to $600K, used to propose and guide the execution of new programs.

Temple University, Philadelphia, PA
During my tenure, Temple University presented the following description: Temple University is a comprehensive urban research and academic institution serving approximately 39,000 students and more than 27,000 of these students are undergraduates. The main campus is located in Philadelphia and there are eight additional campuses located nationally and internationally. The University offers 333 academic degree programs including: 2 associate’s, 141 bachelor’s, 123 master’s, 60 doctoral, and 7 first-professional programs. The student body is one of the most diverse in the nation.

Coordinator of First-Year Student Programs
Selected Responsibilities and Accomplishments

- Co-managed the First-Year Programs academic department comprising 4 courses, with more than 50 sections, and an excess of 70 faculty and peer instructors.
- Interviewed, hired, and managed more than 30 University seminar instructors and peer instructors.
- Co-developed and implemented four academic, credit bearing, transition assistance and retention courses (i.e., First-Year Seminar, Career Seminar, Sophomore Experience, and Transfer Seminar) for first-year, sophomore, and transfer students.
- Provided more than 40 University seminar instructors and learning community faculty with appropriate knowledge, resources, and skills to enhance teaching and accomplish the goals of First-Year Programs and the general education curriculum.
- Provided structure for the academic component of new student orientation and implemented student learning outcomes assessment via audience response technology.
- Co-created and managed several STEM Summer Academy programs designed to introduce high achieving rising high school seniors to the process and significance of academic research.
- Co-developed and coordinated dual enrollment programs.
- Planned, tracked, and implemented budgets ranging from $40K to $300K for grant funded and University supported programs.

Academic Advisor
Selected Responsibilities and Accomplishments

- Supported students with identifying career and academic goals and ensuring selection of the appropriate academic program.
- Accurately advised students on academic pre-requisites, transfer credits, degree/graduation requirements, course of study, as well as academic challenges and solutions.
- Worked with students who were placed on academic warning, probation, or conditional status, or dismissal.
- Performed graduation checks to ensure students met all Department, College, and University academic requirements needed to graduate.
- Assisted in program development for an improved academic advising model adopted during new student orientation.
St. John’s University, Queens, NY
During my tenure, St. John’s University presented the following description: St. John’s University is a private doctoral/research institution serving 21,067 full- and part-time undergraduate and graduate students at six national and international locations. There are more than 15,000 undergraduate students and the main campus is located in Queens, New York. As a metropolitan institution, St. John’s University seeks and welcomes opportunities to partner and plan with metropolitan communities (e.g., New York and Rome) where campuses are located.

Assistant to the Director of the University Freshman Center and Assistant Coordinator of Self-Pace Program 08.02 - 07.03
Selected Responsibilities and Accomplishments
- General and academic advisor to first-year students from admission to the culmination of the first year.
- Co-coordinated Self-Pace program, which focused on enhancing access to STEM fields for historically underrepresented and/or marginalized groups.
- Increased student retention by assisting with academic, personal, and financial concerns.

TEACHING EXPERIENCE

07.18 - Present
Northeastern University
Boston, MA
Faculty
- Instruct courses in the Graduate School of Education’s Doctoral and Master’s programs.
- Serve as the Doctoral Dissertation Chair for as many as 20 doctoral students.

09.17 - 06.18
Northeastern University
Boston, MA
Part-Time Lecturer

01.18 - 05.18
Merrimack College
North Andover, MA
Instructional/Course Designer
- Created diversity, equity, and inclusion course for Master of Education in Higher Education (M.Ed.) program.

05.11 - 03.15
Northeastern Illinois University
Chicago, IL
Instructor
- Faculty in the Master of Arts in Education Leadership, Higher Education Leadership concentration, program.

01.09 - 12.10
Community College of Philadelphia
Philadelphia, PA
Adjunct Instructor
- Instructed Introduction to Sociology, Marriage and the Family, and Ethnic and Minority Group Relations courses.
- Liaised as the College’s learning communities’ consultant.

09.08 - 12.10
Temple University
Philadelphia, PA
Guest Lecturer and Final Project Liaison, College of Education, Education Leadership and Policy Studies
- Guest lectured for graduate level course focusing on two-year colleges.
- Liaised as main point of contact, gatekeeper, and advisor for Master and Doctoral level students completing the culminating project for the Two-Year College course.
12.04 - 07.08 Temple University Philadelphia, PA
Academic Advisor, Coordinator of First-Year Student Programs, and Instructor
- Instructed First-Year Seminar stand alone and learning community courses.
- Developed, implemented, and assessed curricula for First-Year Seminar, Career Seminar, Sophomore Experience, and Transfer Seminar courses (seminar series).

PROFESSIONAL AFFILIATIONS

09.12 - Present
Student Affairs Administrators in Higher Education (NASPA)
    Faculty: 2018 NASPA Institute for New Vice Presidents for Student Affairs
    Member: Knowledge Community Task Force (2016)
    Region IV-E Board Member (03.13 - 03.15)
    Member: Assessment, Evaluation, and Research Knowledge Community Leadership Team (03.13 - 03.15)
    Region IV-E Representative: Assessment, Evaluation and Research Knowledge Community (03.13 - 03.15)
    Member: Knowledge Community Think Tank on Creating & Sharing Knowledge (2013)

05.13 - 03.15
Student Affairs Assessment Leaders (SAAL)
    Governance and Membership Committee (1.15 - 03.15) - responsible for developing a set of bylaws that can be used to define the organization and processes of SAAL.
    Advancement Committee (1.14 - 03.15) - responsible for the development, implementation, and evaluation of strategies for SAAL to advance the field of student affairs assessment as a discipline.

10.06 - 10.10
NACADA
The National Academic Advising Association promotes and supports quality academic advising in institutions of higher education to enhance the educational development of students.
    Division Representative (elected), (01.08 - 08.08) - unable to continue due to change in professional position.
    Chair (elected), Membership Committee (2006-2008)

GRANTS

01.11 - Present
Federal TRIO Programs
    Responsible for providing leadership and supervision for several TRIO Student Support Services grants.

06.10 - 01.11
Institutional Excellence for Black Male Student Success
    Participated as team leader for a two-year initiative funded by the Lumina Foundation for Education and charged with creating and implementing a strategic data driven initiative to improve the persistence, engagement, and outcomes of Black undergraduate men.

09.09 - 01.11
Predominantly Black Institutions Undergraduate Program
    A competitive federal, Department of Education, $600K grant awarded for the implementation of the Center for Male Engagement (CME) at the Community College of Philadelphia.

1 “Designed by some of the field’s best VPSAs, the innovative curriculum focuses on: Managing for heightened organizational performance; Entrepreneurial leadership; and Achieving systemic and transformational change. This exclusive professional development program is an institute”. [https://www.naspa.org/events/2017NewVPSA]
2 List of grants, research, awards, presentations, institutional service, etc. is not exhaustive. A comprehensive list can be furnished upon request.
02.07 - 07.08  
The Evergreen State College  
Grant subsidized by the Washington Center for Improving the Quality of Undergraduate Education to assess learning in learning communities.

01.06 - 07.08  
Toyota USA Foundation  
Multi-year $300K grant subsidized by the Toyota USA Foundation to develop summer experiences at Temple University for high achieving rising high school seniors interested in STEM.

PUBLICATIONS, RESEARCH, & AWARDS

2018 – 2019 Aspen Presidential Fellow for Community College Excellence: One of forty leaders selected from across the nation.


Member, AcademicKeys Who's Who in Senior Administration Higher Education (WWSAHE)

Co-Principal Investigator: *Ubering to class in a transportation desert: Understanding the impact of mobility on educational access*, 2016 - Present  
- The goal of this research is to understand how increased mobility impacts access to higher education.

Student Affairs Administrators in Higher Education (NASPA) 2014 Excellence Award, Gold Category, recipient in category of “Enrollment Management, Financial Aid, Orientation, Parents, Persistence, First-year, Other-year, and related” for Northeastern Illinois University’s summer bridge program.

Principal Investigator: *Parent Expectations of College*, 2013 - 2016


ACADEMIC AND PROFESSIONAL SERVICE

2017 - Present
New England Commission of Higher Education
Volunteer, Peer Evaluator - New England Commission of Higher Education (NECHE) is the regional accrediting body. As volunteer, I participate on reaccreditation site visits.

Mentor: 34th Annual Conference on The First-Year Experience
Editorial Board: Journal of Student Affairs Research and Practice (2014 - 2020)

PRESENTATIONS AND KEYNOTE ADDRESSES

09.18 Ride Hailing Partnerships Forum: Best Practices in Coordinated Mobility Invited Speaker Philadelphia, PA

03.18 NASPA 2018 National Conference Presenter – Creating and Implementing State-Wide Policies Designed to Enhance a Safe, Inclusive, and Affirming Environment for Members of the LGBTQIA+ Community Philadelphia, PA

03.18 NASPA 2018 National Conference Presenter – Journey to the Student Affairs Vice Presidency: Five Success Strategies Philadelphia, PA

05.17 Massachusetts Community Transportation Coordination Conference Panelist – “Partnering with Uber and Lyft” Worcester, MA

04.17 New England Transfer Association (NETA) Keynote Speaker – “Using data to coach up: Supporting transfer student success” Portland, ME

11.16 New England Association of Collegiate Registrars and Admissions Officers Keynote Speaker – “Here and beyond: Focusing on students to advance educational opportunities” Manchester, NH

05.16 Reach Higher Upward Bound Ceremony Keynote Speaker – “Utilizing Support Services to Enhance Success” Lynn, MA

03.16 NASPA 2016 National Conference Presenter – “La comprensión de los padres hispanos para promover el éxito del estudiante! (Understanding Hispanic parents to promote student success!” Indianapolis, IN

06.15 2015 ADP/TDC/NASPA Civic Learning and Democratic Engagement Selected to Present – “Engaging Diverse Student Learners in Their Place” New Orleans, LA
2015 NASPA Assessment and Persistence Conference  
Selected to Present – “Enhancing the College Transition Experience and First Year Achievement for Minority Students”

2015 NASPA Assessment and Persistence Conference  
Selected to Present – “Strategically and Holistically Assessing a Summer Bridge Program”

Reach Higher Upward Bound Ceremony  
Keynote Speaker – “Making the Transition to College”

Consortium for Illinois Learning Communities  
Selected to Present – “Supporting Minority Student Transition and Retention Through a Summer Learning Community”

NASPA 2015 National Conference  
Selected to Present – “Minorities, Management, and MSIs (Minority Serving Institutions)”

NASPA 2015 National Conference  
Selected to Present – “NASPA Writes”

Scaling Up Pathways to Results Conference  
Keynote Panelist – “Using High-Impact Practices to Strengthen Student Transitions and Success”

34th Annual Conference on The First-Year Experience  
Presenter – “Developing and Assessing Integrative Summer Experiences to Support the Transition and Success of First-Year Students”

34th Annual Conference on The First-Year Experience  
Presenter – “Supporting First- and Second-Year First-Generation Students by Assessing and Enhancing Initiatives”

**INSTITUTIONAL SERVICE**

**North Shore Community College**

04.18 - Present  
Reaccreditation Team, Chair for Standard Five

04.18 - Present  
Day Collective Bargaining Contract Negotiating Team

06.16 - Present  
Guided Pathways to Success in STEM (GPSTEM) Steering Committee

04.16 - 05.18  
Lynn Area Chamber of Commerce Economic Development Committee

03.15 - Present  
MA Community Colleges Council of SSAOs, Vice Chair

03.15 - Present  
Enrollment Management Team, Chair

03.15 - Present  
Management Association Committee on Employee Relations

03.15 - Present  
College Forum Steering Committee

03.15 - Present  
Compliance Committee

03.15 - Present  
Labor Safety Management Committee

01.16 - 05.16  
Campus Climate Taskforce, Chair

**Northeastern Illinois University**

01.14 - 03.15  
Reaccreditation Report Writing Team

10.14 - 03.15  
University Policy Coordinating Group

10.14 - 03.15  
University Strategic Planning Team
03.14 - 03.15  First-Year Student Goals and Outcomes Task Force, Co-chair
01.14 - 03.15  Chicago Public Schools Latina/Latino College Access Committee
09.13 - 03.15  Enrollment Management Planning Council
03.13 - 03.15  El Centro Campus Taskforce on Student Success
08.12 - 03.15  Student Affairs Assessment Committee, Chair
02.11 - 03.15  Undergraduate Retention Intervention Team

Community College of Philadelphia
05.09 - 01.11  Behavioral Intervention Team
07.09 - 10.09  Orientation Implementation Team, Chair
02.09 - 05.09  Orientation Visionary Team, Chair
01.09 - 01.11  Culture of Evidence Committee
01.09 - 08.10  Technology Coordinating Committee
09.08 - 01.09  Strategic Planning Coordinating Committee
08.08 - 01.11  Achieving the Dream Core Team

Temple University
2007 - 2008  Leadership Challenge Committee
2007 - 2008  Student Learning and Development Committee
2006 & 2008  Code of Conduct Review Committee
2006 - 2008  First-Year Reading Project Committee, Co-Chair
2006 & 2007  Welcome Week Committee

CIVIC ENGAGEMENT AND SERVICE

2017 - Present  Chelsea District Council  Chelsea, MA
Candidate, Fall 2017 Election - The City Council, as a legislative body, sets the policy making agenda for the City through its official votes and resolutions, enactment of ordinances, appropriation orders and loan authorizations.

2016 - Present  Lynn Community Health Center  Lynn, MA
Member, Board of Directors - Lynn Community Health Center, a non-profit, multicultural, community health center whose mission is to provide comprehensive health care to everyone in the community, regardless of ability to pay.

2016 - 2017  Girls Incorporated of Lynn  Lynn, MA
Member, Board of Directors - Girls Incorporated of Lynn is an organization that since 1942 has responded to the changing needs of girls and their families by providing essential resources and challenging programs to disadvantaged, low-income girls.

2014  American Cancer Society  Chicago, IL
Fundraiser - Actively raised funds for the American Cancer Society.

2010  Philadelphia County Election Board  Philadelphia, PA
Judge of Elections - Responsible for overseeing the entire election process and voter activities for a polling location.