

# JOHN O'DONNELL, Ph.D.

## EDUCATION

Ph.D., Psychology; Boston College, Chestnut Hill, MA  
M.Ed., Counseling; Boston College, Chestnut Hill, MA  
B.A., History; Queens College of the City University of New York

## PROFESSIONAL EXPERIENCE

**8/2011-  
Present**      **President, Massachusetts Bay Community College**, Wellesley Hills, MA

**2004 – 2011**      **President, Stark State College**, North Canton, Ohio

- Served as President of Stark State College, a comprehensive associate degree college of the University System of Ohio. Stark State's mission is to provide high value, student centered associate degrees, certificates and professional development. The College is dedicated to individual learning, diversity, transferable higher education and career success. Stark State advances quality of life through accessibility and business and community partnerships.
- Provided leadership in serving Stark County, the City of Canton, and the citizens of adjoining counties in Northeast Ohio.
- Collaborated with administration, faculty, staff, students, trustees, foundation board members and community partners in positioning Stark State College as a key resource in workforce development, economic development, and social equity
- Created an organizational environment that embraces shared governance, all-college strategic planning, data-based decision-making, and student success.
- Fostered comprehensive resource development to advance mission.

### ***ACHIEVEMENTS***

- Led the College in a strategic planning initiative involving 700 faculty, staff and community members across 36 groups to develop a strategic plan
- Created an organizational leadership structure focused on shared governance, access, teaching/learning, and student success. Using Fall 2003 as a base, the following outcomes were achieved through Spring 2011:
  - Enrollment by student headcount increased 171% (5,665 to 15,326)
  - Minority student enrollment increased 487% (595 to 3,496)
  - Federal, state, and foundation grants received totaled \$48 million
  - Associate Degrees awarded increased 117% (487 to 1056)
  - Credit certificates awarded increased 112% (132 to 280).
  - The college budget increased 173% (\$ 24.4 million to \$66.7 million)
  - Budget allocation to salaries and benefits increased 152% (\$19.5 million to \$49.2 million).

- Unrestricted reserve fund balance increased 272% (\$5.7 million to \$21.2 million)
- E- learning enrollment increased from 219 students to 4,669, 29.8% of our students taking at least one e-learning course.
- Embarked on a comprehensive facilities master plan and resource development plan to support the College mission and growth
  - Established a strategic grant development model reflecting resource needs of the college
  - Received extensive federal grants and earmarks for satellite campus development, health facilities expansion, workforce training, and fuel cell prototyping center development
  - Initiated with the college Foundation a capital and endowment campaign
- Initiated a strategic staffing and professional development plan to maintain academic quality
  - Invested in significantly increasing number of full-time faculty and staff
  - Initiated a recruitment and integration model for adjunct faculty
  - Increased all-college professional development activities
  - Joined Academic Quality Improvement Program (AQIP) accreditation model of the North Central Association of Schools and Colleges
- Advanced the development of market driven and emerging technology academic programs to increase access, decrease time to degree, build a knowledge economy workforce, attract new industries to Stark County and partner in job creation.
- Received approval from the Ohio Board of Regents to award Associate in Arts Degrees and Associate in Science Degrees, establishing Stark State as a comprehensive associate degree college.
- Established Emerging Technologies as an Academic Affairs component to identify and implement technology initiatives in fuel cells, biotechnology and clean energy
- Negotiated the establishment of Rolls Royce Fuel Cell Global corporate headquarters, including prototyping and research center, on the Stark State College campus
- Partnered with Lockheed Martin and TMI corporations to establish fuel cell testing and development centers on the Stark State campus
- Partnered with the University of Akron in receiving federal earmark funding to establish the Center for Defense Metals Research on the Stark State College campus
- Advanced “Primary through 16” partnerships through new program development and new funding sources to increase high school graduation rate and college-going rate in Stark County
  - Established urban Early College High School funded by Bill and Melinda Gates Foundation
  - Established grant funded Summer Scholars Program and STEM Summer Scholars (Science, Technology, Engineering, and Mathematics focus) for Stark County High School juniors and seniors
  - Received one of three nationally awarded Federal Department of Labor grants to test the efficiency of out of school youth recovery programs
  - Significantly increased the number of high school students in dual credit college programs. Developed new funding model for dual credit programs

#### **MEMBERSHIPS AND BOARDS**

- United Way of Stark County, Board of Directors, Chair
  - Fundraising Campaign Cabinet
  - Compass Data Committee
  - Task Force on Homelessness
  - Committee on Establishing a County On-line Data System, Chair
- Canton Regional Chamber of Commerce Board of Directors (through 2010)

- Stark Education Partnership (An alliance of Foundation, Business, P-16, and Higher Education Leadership to increase high school graduation and college going rates )
  - Executive Committee
  - P-16 Committee, Chair
- University System of Ohio State Funding Formula Committee
- Stark Development Board (economic development leadership alliance to sustain and grow current businesses and to attract new businesses)
  - Strategic Planning Committee
  - Executive Committee
- American Association of Community Colleges, Commission on Diversity, Inclusion and Equity (through Spring 2010)
- American Association of Community Colleges, Faculty for Future Leaders Institute 2010. Presentation: Leading in Turbulent Economic Times
- Association of Community College Trustees, National Conference 2010. Panel presentation: Governance Institute on Student Success. Represented Ohio's Community College presidents. Topic: Involving Trustees in Measuring and Advancing Student Success
- Ohio College Association, Past President (association of presidents of Ohio's public and private colleges and universities)
- Workforce Investment Board
  - Executive Committee
  - Employment Source One-Stop Committee, Chair
- Ohio Super Computing Center, Steering Committee (through 2008)
- One Community, Board of Directors (Mission: To establish North East Ohio as a world class broadband connected community) (through Fall 2010)
- Northeast Ohio Conference on Higher Education (Business/Higher Education partnership to collaborate on economic development in North East Ohio)
  - Executive Committee
  - Strategic Planning Committee
- Ohio Fuel Cell Coalition, Executive Committee (through 2008)
- Ohio Community College All-Academic Team Council, Chair (through 2009)
- Ohio Community College Phi Theta Kappa, Presidential Ambassador (through 2009)
- Ohio Association of Community Colleges, President's Committee, Vice-Chair

**2001-2003**

**Commissioner and Chief Executive Officer, New Hampshire Community Technical College (NHCTC) System**

- Coordinated a system of four colleges, including seven major campuses, an Emerging Technologies campus, four satellite campuses, and Police Standards and Training campus
- Collaborated with 700 full-time faculty and staff and 750 adjunct faculty in delivering 240 credit programs and certificates, non-credit courses, and customized training to 34,000 students annually.
- Managed an annual operating budget of 73 million dollars
- Served as a member of the Cabinet of the Governor of New Hampshire  
Nominated by Governor Jeanne Shaheen and approved unanimously by the Executive Council. First NHCTC President to become Commissioner
- Functioned as the Chief Executive Officer of the Community Technical College System serving a state of 1.2 million people, eighth in per-capita income, and second nationally in per-capita percentage of high technology employment
- Collaborated with the Governor, statewide Board of Trustees and college presidents in planning, developing, organizing, and evaluating resources, programs, and services to meet the educational and workforce development needs of students, communities, and businesses throughout the state

- Created an organizational climate that fostered access, opportunity, diversity, student learning and success
- Provided leadership in ensuring fiscal stability through the expansion of resources and sound fiscal management; established partnerships with private and public sector leaders
- Developed market-driven, accessible, quality academic programs and services
- Fostered professional development for faculty and staff
- Developed and advanced K-16 partnerships.
- Advanced the goals of the NHCTC Foundation

## **ACHIEVEMENTS**

### **Student Enrollment Growth**

- Targeted and achieved 10% FTE student enrollment growth each semester. Developed marketing campaigns for urban, suburban, and rural campuses
- Increased economically disadvantaged student enrollment by double-digits as measured by number of Pell Grant awards and total grant monies awarded.

### **Retention**

- Ranked number one nationally in first-to-second year student persistence for community colleges in Patrick Callan's *Measuring Up 2002: The State –by-State Report Card for Higher Education*.

### **Accreditation**

- Earned new accreditation as comprehensive community colleges from the Commission on Institution of Higher Education, New England Association of Schools and Colleges

### **Academic Program Development**

- Implemented Associate of Arts and Associate of Science degree programs
- Emphasized the growth and development of market driven academic programs across traditional and emerging technologies.
- Addressed statewide workforce shortages in nursing, allied health, and K-12 teacher education.
- Implemented statewide legislation for incumbent worker training.
- Expanded customized training and short-term training for dislocated workers.
- Award: New Hampshire Economy "Business is in our nature" Economic Development Award for Excellence

### **Relationships with High Schools**

- Grew "Running Start Program" to over 1500 high school students across forty high schools earning college credit at a two-thirds tuition reduction in community technical college courses
- Defined Jobs for New Hampshire Graduates (JNHG) program as the legislature endorsed state model for high school student dropout prevention and recovery. Enrolled 650 students in the JNHG program each year. Maintained dropout recovery programs on five community technical college campuses.
- Award: National Award for Leadership – Jobs for America's Graduates

### **Relationship with the University System of New Hampshire**

- Dramatically expanded transfer articulation with the University System of New Hampshire.
- Negotiated a bachelor's degree in Applied Technology allowing any associate's degree to transfer as a unit to the University System of New Hampshire, College for Lifelong Learning.

### **Technology**

- Implemented New Hampshire's first multi-college statewide on-line learning program
- Initiated internet-based video conferencing and 'smart classroom' technology to join major campuses for both academic and administrative communication.
- Established an NHCTC System task force and corresponding resource development activities to advance administrative and academic technology.

### **Fiscal Management and Resource Development**

- Redefined NHCTC System budget structure by successfully implementing an enrollment growth and resource development model thereby increasing revenue.
- Achieved level state operational funding for 04/05-biennium budget in a recessionary economy through successful negotiation with the legislative and executive branches.
- Received 130% increase in capital budget for 04/05 biennium in acknowledgement of enrollment growth and student success.
- Broadened the financial base of the Community Technical College System through federal earmarks to support emerging technologies and distance education.
- Established a federal and foundation five-year grant procurement program.

### **MEMBERSHIPS AND BOARDS**

- Governor's Kids Cabinet: Cabinet Member. Governor Jeanne Shaheen's public policy cabinet of Commissioners to advance the lives of children and families in New Hampshire. Presented at news conferences on early learners, mentoring, after-school program and dropout prevention.
- New Hampshire Forum on Higher Education: A collaboration of business, political and higher education leaders. Member: Board of Governors, Operations Committee, Speaker's Bureau
- Job Training Program for Economic Growth: A Legislative-Executive Branch-Community Technical College partnership to foster worker training in a recessionary economy. Chairperson
- First higher education member of a New Hampshire Economic Development International Trade Delegation (Ireland and Scotland)
- Workforce Opportunity Council: Statewide Workforce Investment Act Board Member
- Jobs for New Hampshire Graduates: Board of Trustees, Statewide Dropout Prevention and Recovery Program. Chairperson
- New Hampshire Higher Education Assistance Foundation: Member, Board of Governors and Investment Committee
- New Hampshire Postsecondary Education Commission: Member and Executive Committee
- Statewide Police Standards and Training Council: Member

**1999-2001**

**President, New Hampshire Regional Community Technical College at Manchester and Stratham**  
(including the Emerging Technologies Center at the Pease International Tradeport in Portsmouth and the Derry Satellite Campus)

- Served as Interim President
- Selected and served as Chief Executive Officer of a regional community technical college serving a population of 600,000 people from Manchester, New Hampshire's largest city, through Southern New Hampshire to the Seacoast Region.
- Offered academic programs to meet the workforce demand of a blended economic base of information technology, bioscience, traditional manufacturing, and small businesses.

- Collaborated with full-time faculty and staff and adjunct faculty in defining the nature of the comprehensive community technical college within the regional and business communities, enhanced the growth of the college in the areas of student enrollment, student and faculty diversity, student services and academic program offerings, and provided customized, cost-effective training in traditional and new technologies to positively impact workforce skills and economic development.

## **ACHIEVEMENTS**

### **Enrollment Growth**

- Achieved consistent double-digit enrollment growth, exceeding NHCTC System goal of 5% campus growth.

### **Curriculum Development and Academic Affairs**

- Revised the Liberal Arts Program to enhance college transfer and to support developmental students.
- Founded a regional Business Academic Program that received accreditation within two years from the National Association of Collegiate Business Schools and Programs
- Focused community outreach on minority, new immigrant, disadvantaged, and first generation to college students.
- Expanded the Information Technology program from a certificate to an Associate's degree.
- Established an e-commerce certificate program integrating networking and business courses.
- Established a Foreign Language Department offering liberal arts language courses and English for Speakers of Other Languages training to business and industry.
- Founded a Center for Teaching and Learning to assist faculty in exploring new pedagogies, in utilizing technology in the classroom, in assessing student learning, and in measuring outcomes as required by New England Association of Schools and Colleges standards.
- Initiated negotiations and brought to fruition an Emerging Technologies Campus committed to training in such areas as biotechnology, bio-informatics, cyber-security, information technology, and electronics/photonics. Campus became a reality through the support, vision and contributions of many partners:
  - state legislative and executive branches and the Pease International Tradeport on the lease agreement
  - Senators Sununu and Gregg federal earmark to support high technology academic infrastructure and distance learning
  - Cabletron Corp. gift of software, hardware and funding of faculty positions
  - National Science Foundation Biotechnology Grant
  - American Association of Community College/Microsoft Corporation Grant

### **Accreditation**

- Earned candidacy status with the Commission on Institutions of Higher Education, New England Association of Schools and Colleges.

### **High School Relationships**

- Initiated 'Manchester Pathways', a college outreach and recruitment effort aimed at minority, undecided, at risk, and economically disadvantaged students, emphasizing the opportunities at "their city community technical college."
- Established English as a Second Language partnership on-site at the College's Manchester Campus for new immigrant high school students.
- Piloted the "Running Start Program" allowing students to earn college credit as part of high school course load.

- Co-Founded 'The Exchange', an ongoing common purpose group between Seacoast Adult-Basic-Education directors and the College.

#### **Resource Development**

- Received the first NHCTC Federal Department of Education TRIO Student Support Program Grant.
- Received the first NHCTC federal earmark for a large-scale biotechnology manufacturing laboratory.
- Received a \$1.2 million gift from Cabletron Corp. in hardware, software and faculty position funding to expand the Information Technology certificate program to associate degree.
- Received a Federal Department of Education, Title III Strategic Planning Grant.
- Award. Full Title III Grant awarded September 2003.

#### **MEMBERSHIPS AND BOARDS**

- Southern New Hampshire Economic Development Council: Chairperson
- Arts Builds Community: Task Force to link the arts and community development in the City of Manchester, Member. Chairperson: Subcommittee on Support and Encouragement of Community Cultural Expression
- Campus Compact for New Hampshire: Member and Executive Committee Member
- New England College Council: Member and Executive Committee Member
- New Hampshire Postsecondary Education Commission: Member, and Evaluation Visiting Team member for Hesser College, Chair, University of Vermont, Chair, and Irriwada University

**1974-1999**      **Executive Assistant to the President, Assistant Dean for Student Development, Director of Counseling, Counselor,** North Shore Community College, Danvers, MA

- Served in administrative and service positions.

**1982-1999**      **Psychologist, Sole Proprietor, Clinical Psychotherapy and Consultation,** Danvers, MA

- Provided comprehensive psychological services and consultation.
- Served as Guardian Ad Litem through Probate and Family Court.
- Consulted with corporate clients on outplacement and organizational development issues.

### **TEACHING EXPERIENCE**

**1986-2003**      **Visiting Professor,** Graduate Division, Master of Science, Counseling and Psychological Services Program, Salem State College, Salem, MA

Award: Graduate School Excellence Award for Distinguished Service to Salem State College (April 2003)

Developed and taught graduate courses and institutes in the following areas:

- Differential Diagnosis
- Developmental Psychopathology
- Counseling Theory
- Case Studies in Psychotherapy
- Psychology of Small Group Leadership
- Psychological Testing

- Advanced Abnormal Psychology
- Group Counseling and Psychotherapy

Developed and taught undergraduate courses in the following areas:

- Social Psychology
- Abnormal Psychology

**1975-1991**     **Adjunct Professor**, North Shore Community College, Division of Continuing Education, Danvers, MA

Taught courses in General Psychology and Developmental Psychology. Also taught the following distance learning courses:

- The Mind
- Child Psychology
- General Psychology