

## **GEORGE T. MCNULTY, Ph.D.**

111 Tofty St. Ironwood, Michigan 49938

### **EDUCATION:**

**Ph.D. Educational Leadership**, University of Nevada, Reno, 2011

*Dissertation: The Effects of Initial Placement Enrollment on Community College Student*

*Persistence: A Case Study of Developmental Education Policy and Practice*

**M.A. Counseling and Educational Psychology**, University of Nevada, Reno, 2003

**B.A. Physical Education**, California State University, Chico, 1997

**A.A./A.S.** Feather River College, 1994

### **PROFESSIONAL ACADEMIC EXPERIENCE:**

#### **GOGEBIC COMMUNITY COLLEGE (GCC)**

Serves rural Michigan. The service area is comprised of 3 counties over 6,705 square miles. 1,100 students are served per year. Total budget is \$11,000,000. Of note: the college has over 50 academic program options, an off-site educational center, 4 athletic programs, and has a nationally acclaimed Ski Area Management Program. Governed by a seven-member Board of Trustees.

**President**

2019- Present

Gogebic Community College, MI

**POSITION HIGHLIGHTS AND AREAS OF RESPONSIBILITY:** Reports to the Gogebic Community College Board of Trustees. Provides vision and strategic leadership within an organization that is well connected to the regional environment and communities served. Strives to develop strong relationships and fosters internal and external partnerships. Maintains overall responsibility for all operational functions. Represents the college at local and state levels effectively. Directly oversees area Vice Presidents, Institutional Effectiveness, Human Resources, Executive Administrative Assistant, and the Foundation Office.

### **NOTABLE ACCOMPLISHMENTS:**

- Provided leadership and structural analysis in the development and implementation of the college's 2020-2023 strategic plan. 89% of employees have participated in strategic planning implementation
- Initiated the development of the college's short-term winter intersession program, improving enrollments
- Provided consistent leadership over the COVID-19 pandemic, working with employees on the development and implementation of safety protocols and community and student connections
- Provided leadership in concert with the City of Ironwood Diversity, Equity and Inclusion Team to bring Black History Month speaker, an event that was open to the public and local K-12 schools
- Provided leadership in advancing Esports by becoming a member of the NJCAA, 2019; implemented Cross-Country Ski Program
- Restructured the Vice President of Student Affairs position to include athletic oversight as a primary responsibility of the position, ensuring efficiency, integration among departments, improved collaboration in student success initiatives, and effective utilization of resources; Updated Vice President of Student Services, Vice President of Business Services, Human Resources Director job descriptions, ensuring currency and marketability
- Consistently ensured the development of equity of services offered at the Copper Country Center, GCC's off-site educational center, including physical presence, community involvement, staffing resources and program development
- Spearheaded the bridge restoration project located adjacent to the college, enhancing the trail infrastructure system for the college and surrounding community; this was as a direct result of feedback from the community
- Worked with City of Ironwood, Gogebic Health Foundation and IMBA (International Mountain Biking Association) via a trail accelerator grant to fund the Mt. Zion Park Mountain Bike Trail System Conceptual Plan

- Recruited out of district (Copper Country Center) foundation board member to serve on the college's foundation, which was unique in GCC's history; currently creating planning elements for the college's first major capital campaign in 30 years
- Conducted an analysis of the athletic scholarship program and ensured the improvement of budgeted funding towards increasing allocated amounts for all athletic programs; added part-time coaches
- Collaborated with Northern Michigan University to implement their Educational Access Network utilizing college facilities, improving network signal and providing additional internet options for students and the surrounding community
- Collaborated with state agency and business and industry to create the college's first virtual tour (Matterport Technology) to be accessible via the college website
- Initiated the analysis and purchasing of a planning software to house assessment and strategic planning data and associated activities; successfully negotiated 3-year contract; facilitated the development of a new 5-year custodial services contract
- Collaborated with Ironwood ISD superintendent to contract for the use of campus facilities to house the area alternative high school, ensuring a safe, clean and stable learning environment for program students
- Worked with employees to ensure the effective oversight of CARES/HEERF student and institutional funding expenditure; served as primary administrative oversight of these funds and overall oversight of budget activities as we searched for VP of Business for eight months
- Implemented Great Colleges to Work For Survey, a systematic method to improve employee engagement and satisfaction
- Consistently works with Board of Trustees on special projects, events, conferences/training; Created and implemented new Board of Trustee member orientation/onboarding initiative
- Coordinated with internal and external partners to bring Snocross and snowmobiling cross-country championship series to the college, 2022-2023, bringing hundreds of people to the area
- Worked with business and industry to initiate virtual reality/Metaverse demonstration for faculty and staff for the purpose of curriculum programming implementation

#### **Institutional Successes/Collaborations:**

- In cooperation with Workforce Development and the Allied Health department, GCC implemented the Certified Nursing Assistant Academy at the Copper Country Center
- The Foundation awarded over \$150,000 in scholarship dollars to students attending GCC, 2020-2021 and has raised over \$700,000 through gifts and scholarships since 2019; Received donation of property; 79.4 acres of forestland for educational purposes
- GCC held the first virtual graduation ceremony in GCC's 89-year history.
- GCC was the recipient of a \$1.5 million 2020-2025 TRIO Student Support Services grant
- Gogebic Community College was ranked #4 as best online community colleges in Michigan for 2020
- 560 pounds of plastic film was collected and recycled as part of the Trex Film Recycle Challenge
- The college received Gold-Level Veteran-Friendly School status from the Michigan Veteran Affairs Agency
- The GCC Esports NJCAA Esports National Champions, 2020, 2021; Expansion of the Esports program, with opportunities in both the Ironwood Campus and the Cooper Country Center
- Hired college's first Marketing Strategist, Workforce Development Director and Instructional Designer
- Art on Campus: Foundation worked with Welding Program, the Skilled Trades Program, and the Mechanical Engineer & Design to produce metal sculptures on the Ironwood campus
- GCC Mathematics was awarded the Michigan Partnership for Academic Transitions grant. Areas of focus include college transition for high school seniors, placement testing, and developmental math courses to bridge student success gaps
- STEM faculty developed and participated in student engagement activities aligned with the Xcel Energy Grant first to second year retention scholarship
- Updated fiber-wired backbone on main campus for network optimization and assisting performance of Zoom rooms, remote learning, and the Moodle platform and better speed to advance online educational offerings and implementation of new website platform; Implementation of "Zoom" Rooms (Science and general use)

classrooms); An institution-wide, comprehensive Zoom technology software was implemented to serve the needs of distance education and remote communication

- Grand opening of the Skilled Trades Building, a 2-million-dollar project
- Enrollment increases: Spring 2022, over 2% increase in student enrollment and over 3% in credit hours; Spring 2023, .9% student enrollment increase; Implemented 2 new short-term intercession programs
- Purchased and constructed new electronic sign in collaboration with the City of Ironwood
- The college honored and highlighted Martin Luther King Jr. Day by gathering videos of staff, students, board, and community members reciting Martin Luther King Jr's 'I Have a Dream' speech for social media production
- GCC was recognized by Intelligent.com as one of the best programs, specifically for Most Academic Rigor, for Medical Coding and Billing
- UP Michigan Works awarded a MiLEAP program development of \$49,463 and \$190,000 state workforce development grant for mechatronics programming, which will help to implement 4 courses: Course 1 Basic Operations, Course 2 Advance Operations, Course 3, Robot System Operations, and Course 4 Networking & Data Analytics
- 2022 Nursing Program NCLEX Pass Rates, 97% ADN and 100% LPN
- Creation of GCCs first mascot in the college's history

### **COLBY COMMUNITY COLLEGE (CCC)**

Serves rural Kansas. The service area is comprised of 14 counties and a 53,700-populace distributed over approximately 13,512 square miles. 2,100 students are served per year. Total budget is over \$16,000,000. Of note: the college has 60 academic programs, 14 athletic teams, a 60-acre college farm and student representation from over 30 countries. Governed by an elected six-member Board of Trustees.

**Vice President of Student Affairs**  
2013- 2019

Colby Community College, KS

**POSITION HIGHLIGHTS AND AREAS OF RESPONSIBILITY:** Reported to the president. Provided vision and strategic direction leadership for a diversity of programs to promote student enrollment and success. These programs included: Admissions, Campus Security, Counseling, Dining Services, Financial Aid, Health Services, Residence/Student Life, Student Support Services (TRIO), and served as Title IX/504 coordinator. Participated in planning for the college's \$16 million budget and was responsible for the administration of the \$2.6 million Student Affairs budget. Led and contributed to major college initiatives including strategic planning, facilities development, policy formulation and implementation, technological advancements, accreditation, and community outreach.

### **NOTABLE ACCOMPLISHMENTS:**

- Facilitated a team effort to achieve a successful Department of Education Title IV on-site audit visit, which resulted in minimal findings
- Had advanced leadership roles and responsibilities in 2014 and 2016 Higher Learning Commission site visits; key administrative member in removing college from probationary status, 2017
- Successfully collaborated with and led groups in the sustained work and dedicated commitment to operationalizing the Division of Student Affairs portion of the college's 2012-2017 Strategic Plan
- Led and motivated Institutional Strategic Planning Committee in the development of updated college mission and vision statements as well as formulation of the 2017-2022 Strategic Plan; responsible for oversight of plan implementation and assessment
- Developed and implemented college-wide Enrollment Management Plan; worked with leaders to promote enrollment management as an integrated approach toward enhancing retention, academic programs and increasing enrollment; Administered collective initiatives that resulted in credit hour and student count enrollment increases over 7% from Fall 2013 through Spring 2018
- Reorganized Division of Student Affairs for institutional effectiveness; lobbied for and hired the college's first Executive Director of Student Affairs, Director of Recruitment and Outreach, Assistant Director of Financial Aid, Assistant Director of Residence and Student Life, Assistant Registrar, Recruitment Specialists and Night Security Officer
- Led initiatives resulting in an 80% decrease over a five-year period in campus based incidents and crime reports; Led major updates to policy and training in the areas of: Student Code of Conduct, Title IX, VAWA, Save Act and Clery

- Collaboratively wrote and secured \$300,000 in grant funding for residence hall facility renovations
- Significant contributor in raising funds for the funding of a 1.72 million athletic facility
- Worked with Dane G. Hansen Foundation members to secure \$200,000 in scholarships through the effective oversight and administration of the Allied Health Sciences Scholarship
- Successfully negotiated contracts with third party servicers to include multi-year, multi-million-dollar food service contract
- Worked with Student Life in hosting Numana, Inc. Project and packaged over 10,000 meals for needy children; Maintained strong support and visibility for programs and activities that engaged students
- Worked with faculty and staff to implement the Campus Sexual Violence Elimination Act (SAVE) curriculum in Student Success Seminar courses, which was delivered to over 900 students
- Worked with faculty, staff, Adult Basic Education Office and Athletic Department to develop and deliver ongoing Family Peace Initiative education to over 600 student-athletes and resident assistant students

### **Additional Role**

#### **Part-Time Instructor**

Colby Community College, KS

2017- 2019: Student Success Seminar (traditional/hybrid course)

**NOTABLE ACCOMPLISHMENTS:** Integrated diversity training, which taught students to examine how their own cultural background influences their attitude, values, biases and psychological processes

### **WESTERN NEVADA COLLEGE (WNC)**

Serves urban and rural Nevada. The service area is comprised of five counties and a 185,000-populace distributed over approximately 10,000 square miles. 5,000 students are served per year; 66% part-time students and 34% full-time students. Total budget is over \$20 million. Of note: the college offers baccalaureate degree opportunities and has a specialty crop institute. Operates under the authority of an elected 13-member Board of Regents.

#### **Interim Director of Financial Assistance**

Western Nevada College, NV September 2012- May

2013

**NOTABLE ACCOMPLISHMENT:** Developed and implemented complex new federal financial aid verification process and procedures

#### **Coordinator of Retention/Counselor**

Western Nevada College, NV

2007- 2012, June- July 2013

**NOTABLE ACCOMPLISHMENT:** Significantly enhanced New Student Orientation program in all facets; over 90% of students surveyed found the new orientation helpful in their transition to the college environment

### **Additional Role**

#### **Phi Theta Kappa Co-Advisor**

Western Nevada College, NV

2007- 2012

**NOTABLE ACCOMPLISHMENT:** Increased number of inductees by 30% over a five-year period

### **TRUCKEE MEADOWS COMMUNITY COLLEGE**

Serves suburban and urban Nevada. The service area is comprised of one county and a 450,000-populace distributed over approximately 6,500 square miles. 25,000 students are served per year. The total budget is over \$45 million. Of note: the college offers over 1,000 workforce development and enrichment programs and operates a regional public safety training center. Governed by a state elected 13-member Board of Regents.

#### **Academic Advisor**

Truckee Meadows Community College, NV

2002- 2007

**NOTABLE ACCOMPLISHMENT:** Maintained knowledge of interpersonal and counseling skills, individualizing and humanizing the college experience for every student; 90% satisfaction rate based upon advisor/student interaction survey results

### **Additional Role**

#### **Part-Time Instructor**

Truckee Meadows Community College, NV

2004- 2007: College Student Success Skills (online course)

Social and Personal Adjustment (traditional course)

**NOTABLE ACCOMPLISHMENT:** Developed and taught the first online Student Success Skills course at TMCC

### **MILITARY SERVICE**

**U.S. Army:** 1988- 1991, Operation Desert Storm Veteran

### **PROFESSIONAL AND ACADEMIC RECOGNITION**

- Provided meet and greet tour of facilities for the Lieutenant Governor of Michigan, 2022; Selected to give interview for the Michigan Manufacturers Association Lifetime Achievement Award, 2022; Presented program with MCCA representative at the 2022 RCCA conference on “Leveraging Networks to Support Workforce Programs in Rural Communities”; Presented at the UP Regional Labor Market Meeting. Information included the Sixty by 30 initiative including talent, prosperity, future for front liners and reconnect programs, 2020; Presented to graduate class at the University of Nevada on Transitions in Leadership, 2020; Nursing Pinning Keynote speaker, 2020; Local radio shows and TV6 appearances, 2019, 2020; Guest speaker, NSF/ATE: Presidential Perspectives, 2021
- Colorado & Company 9NEWS, College Sponsored Commercial, 2018
- Co-Presenter, NASPA/KSAC, “Re-Organizing Student Affairs for Organizational Effectiveness”, 2018
- Nursing Pinning Key Note Speaker, 2018; Phi Theta Kappa Induction Ceremony Key Note Speaker, 2018; Commencement Address Speaker, Colby Community College, 2016; Student Veterans Association Advisor, 2016-2019; Local Radio Show Guest, City of Colby, 2016-2017; Academic Advisor of the Year Honoree, Western Nevada College, 2009

### **COMMUNITY ENGAGEMENT**

**2013- Present:** Colby Elementary Afterschool Program volunteer (CCC); Host lunches with area business leaders; Attends dinners at local establishments with GCC foundation board members; Attends economic development summits and regional CEO gatherings (GCC); Hosts employee gatherings during holidays and other special events (GCC); Volunteered Festival Ironwood Knights of Columbus fish fry (GCC); Meets with area K-12 superintendents; attends and presents at Rotary meetings (GCC); Attends and participates in community and college golf tournaments (CCC, GCC); Toured numerous manufacturing sites and grand openings/open houses (GCC); Attends and participates in foundation board socials and various fundraisers (CCC, GCC); Retired Citizens Volunteer Programs event volunteer (CCC); Campus Life Events, Domestic Violence Summits, Lecture Series Presentations, Constitution Day Presentations, AG Olympics Participant, Walk a Mile in Her Shoes; Consistently meets with local legislators and advocates for college priorities (GCC)

### **PROFESSIONAL ORGANIZATION MEMBERSHIP**

- Aspirus UP Regional Board of Directors Member, 2022-Present
- Rural Community College Alliance Board Member, 2021-present
- Local Development Finance Authority Member, Houghton-Hancock, 2019-present
- Kiwanis International Member, 2013-present