

DR. JOSHUA D. BAKER

People Focused | Vision Driven

EDUCATION

PhD in Community College Leadership Oregon State University Dissertation - Creation of organizational trust in community colleges	2014
Masters of Science Brigham Young University	2005
Bachelor of Arts Brigham Young University	2003
Community College Transfer Bellevue Community College	1999

PROFESSIONAL EXPERIENCE

President, Mountwest Community and Technical College, *Huntington, WV* | 2021-Current

CEO serving an economically and socially challenged community in transition. 60 full-time faculty, serving 3,000 students annually. \$20 million budget.

- Institutional leadership
 - Developed new strategic plan focused on student success and workforce development.
 - Guided college through challenging accreditation process.
 - 10% RIF required in 1st year.
 - Improved culture by implementing communication and shared governance practices.
 - Led enrollment growth 10%-20% for three consecutive years, after 10 years of decrease.
 - Developed systematic planning and budgeting processes, utilizing data with accountability process.
 - Built new Learning Commons and enhanced study areas to address CCSSE results.
 - Increased course success rates by 13%.
 - Received \$2.5M grant supporting faculty development and addressing basic needs of students.
 - Selected as an Achieving the Dream *Alliance* school. Two year grant funded support.
 - Selected to join HLC Micro Credential Accelerator cohort.
- Government and Community Relations
 - Successfully lobbied for state-wide funding for dual credit. Funding allowed us to offer dual credit for free, increasing access for 1st generation students. Statewide allocation of \$4M.
 - Received two federal earmarks. \$1+ million, Cyber Security, and Skilled Trades pipeline.
 - Led efforts for legislators to build and fund pathway from apprenticeship to AAS degree.

- Effectively changing the perception of community college by meeting with legislators and via presentations, including State Chamber Conference.
- Led college from being “irrelevant”, to being a “preferred partner” with industry.
- Extensive work with the Department of Ed, obtained permission for innovative workforce practices.
- Workforce Development
 - Mountwest emerging as a leader in innovative workforce design.
 - Built many programs that utilize flexible structures to create access for working adults.
 - Secured multiple grants each year, many of which involve key community partners.
 - Enhanced degree portfolio by partnering with Marshall University, high school tech center, industry, and non-profits to offer collaborative degrees.
- Foundation
 - Rebuilt foundation. Inactive for 5 years prior to hire.
 - Scholarship awarded have increased by nearly 4x.
 - Largest scholarship gift - \$500,000.
 - Started Emergency Fund for students.

Vice President of Instruction, Pikes Peak Community College, Colorado Springs, CO | 2016-2021

Chief Academic Officer for large, multi-campus institution in a diverse community. 200+ full-time faculty, 800 adjuncts, and 20,000 for credit student head count. \$45 million budget for academics.

- Executive Leadership
 - Critical role in developing and executing strategic plan.
 - Focus Goal Committee member, increasing faculty diversity.
- Statewide Leadership
 - Served on multiple committees, including Analytics Committee, redesigning state plan and development metrics.
 - Visited China as state delegate to explore student recruitment.
 - One of two community college reps on Academic Council, a statewide collaboration between two-year and four-year schools.
- Academic Leadership
 - Developed annual work plan that aligned with state and college goals.
 - Fostered culture of shared governance and innovation.
 - In bi-annual survey, faculty communicated:
 - 24% increase in belief that college was innovative
 - 24% increase in trust and confidence in leadership
 - 21% in “informed about what is goin on”
 - Used CCSSE results (student engagement) to drive investment in High Impact Processes.
 - Went from below national average to above average in two years.
 - Developed annual program snapshots (program review) to identify opportunities and inform budgeting.
 - Grew OER exponentially across the college.
 - Recipient of three grants from CDHE, led the state in return on OER investment.
 - Regular use of disaggregated data to drive student success initiatives.
- Workforce Development
 - Created new degree programs, including Cyber Security, and multiple healthcare programs, including three bachelor’s degrees.
 - Converted construction program to competency based.
 - Developed apprenticeship programs, including Medical Assisting.

- Accreditation
 - Leadership in two successful visits (BAS and multi-location).
 - Contributor and leadership for successful 2019 virtual visit.
- Budget
 - Developed effective and efficient planning and budgeting process.
- Facilities
 - Acquired 70,000 sq. ft. building for Allied Health and Simulation.
 - Developed Learning Commons (combines library and tutoring).
 - New dance, theater, and art gallery building.
- Foundation
 - Made kick-off pitch to foundation board for \$4 million campaign.

Campus Dean/Academic Dean, Bates Technical College, Tacoma, WA | 2013-2016

Campus dean at new STEM campus. Leadership in General Education, Adult Basic Education, English as a Second Language, Allied Health programs, Business and Office Programs, and the Tutoring Center. Oversaw more than 90 faculty (union), staff, and administrators with responsibility for more than \$5 million budget. Programs spread over three campuses and many other locations in and urban setting. 3,500+ FTE, 8,000 head count.

- Adult Basic Education
 - Launched HS21+ (competency based high school diploma for adults).
 - Obtained Innovation Grant to contextualize ABE curriculum for career clusters, preparing students for workforce programs.
 - Started seven I-BEST programs (academic and life skills support in program), increasing FTE, student success, retention, and achievement points.
- Academic Programs
 - Developed transfer agreement with University of Washington-Tacoma.
 - First ever of this type for the technical college.
 - Dean representative on committees, including curriculum, assessment, tenure, and e-learning compensation.
- Statewide Leadership
 - Representative on Council for Basic Skills, Articulation and Transfer Council, Intercollege Relations Committee, and Allied Health Deans and Directors.

Assistant Academic Dean, Vincennes University, Greenwood, IN | 2012-2013

Head of program/campus located at Center Grove High School that served more than 600 Early College students. Supervised office staff, tutors, and instructors. Obtained Early College Endorsement, achieving the high score for all applicants.

- Transformed floundering program with bad reputation into a well-respected and high performing program. New registrations increased from 90 to 150, with notable increase in quality of students, within one year. The following year enrollment was at capacity, with approximately 200 applicants.
- Partnered with parents, faculty, the high school, and community members to enhance both the experience and the reputation.
- Assistant Director for XMester, a two-week academic camp where rising seniors earned college credit and experienced college. Hired and managed 22 “Fellows” to guide participant experience.

Faculty, Highline Community College, Des Moines, WA | 2005-2012

Started as a full-time instructor, transitioned into a variety of administrative assignments. Highline College (dropped community with addition of bachelor's degrees) is an urban/suburban college near Seattle, and identifies as the most diverse college in Washington.

- Faculty Leadership
 - Weekend College Coordinator
 - Prior Learning Assessment Coordinator
 - Assessment Coach
 - SkillUP Grant Manager
 - Created weekend option for Chemical Dependency and Human Services.
 - Developed full supports, including managing emergency funds.
 - Program Manager
 - Launched and managed new degree program.
- Development and Co-Curricular
 - Institutional Advancement Internship
 - Basketball and Cross-Country Coach

COMMUNITY AND HIGHER ED LEADERSHIP

- Commission on Economic and Workforce Development, AACC
 - Commission Member. 2023-Current
- Community College of Appalachia
 - **Board Member.** 2024-Current
- Community College of Philadelphia Leadership Program
 - Mentor. 2023-2024
- Advantage Valley (Regional Development)
 - **Board Member.** 2023-Current
- Huntington Area Development Council
 - **Board Member.** 2021-Current
- Huntington Chamber of Commerce
 - **Board Member.** 2021-Current
- National Council for Instructional Administrators
 - **Board Member.** 2018-2021
- Red Cross of Southeastern Colorado
 - **Board Member.** 2017-2021
- Pierce County Transitional Services
 - Team Member. 2012-2016
- REACH Tacoma (programming for youth)
 - **Board Member.** 2013-2015
- Centralia College
 - Guided eLearning staff through strategic planning. 2015

SELECTED RECOGNITION AND PROFESSIONAL DEVELOPMENT

- Aspen Presidential Fellow
 - Aspen Institute for Community College Excellence, 2019-2020
- Diversity Award Honorable Mention
 - Pikes Peak Community College, 2019
- Combined Fund Drive Campaign Manager Training
 - April 2011
- Washington State Leadership Training for Workforce Deans
 - "Dean Academy", 2009-2010

SELECTED PRESENTATIONS (AND ARTICLES)

- Strategic Data Use
 - Workforce Development Institute - AACC. 2026
- Academic Leadership and Preparing for the Presidency
 - National Council for Instructional Administrators. 2022-2026
- Increasing Certificate Completion with Embedded Gen Eds
 - National Conference- AACC. 2024
- Addressing Shortages in Workforce Faculty
 - Workforce Development Institute - AACC. 2024
- Future of Higher Ed Panelist
 - WV State Chamber of Commerce Conference. 2023
- Apprenticeship and Work Based Learning Meeting Member.
 - White House. 2023
- Working with Industry to Design Workforce Programs
 - American Association of Community Colleges, 2023
- Planning and Budgeting (article)
 - National Council for Instructional Administrators. 2020
- Change Philosophy
 - American Association for Women in Community Colleges. 2020
- Organizational Trust
 - Chair Academy, Denver. 2018
- Leadership Panelist
 - CCCS Dean's Academy, Denver. 2017
- Wellness, Re-Entry, and Careers
 - Purdy Women's Correctional Institute. 2013-2015
- Dual Credit- A Win-Win for All
 - ACT Conference, Indianapolis, IN
- Prior Learning Assessment
 - Statewide PLA meeting, Washington. 2011
- Implementing a College Wide Assessment Plan
 - White Water Institute. 2011