



## ***Professional Biography***

Dr. George McNulty has gained experience in all aspects of college operations during his 16 years of service in the community college environment. He is currently the Vice President of Student Affairs at Colby Community College in Colby, Kansas. Over the past four years in this position, he has led a wide range of departments, has served a key role in the development and implementation of the college's strategic plan and has enjoyed building community partnerships.

Dr. McNulty has earned an Associate of Arts and an Associate of Science from Feather River College, a Bachelor of Arts in Physical Education from California State University, Chico, and has a Master of Arts in Counseling and Educational Psychology as well as a Ph.D. in Educational Leadership, both from the University of Nevada, Reno.

His academic background has provided him with a solid foundation which he values greatly; it has contributed to success in his career and in life. He and his wife of 15 years have two daughters. He is a veteran of the US Army, an outdoorsman at heart and treasures time with his family.

Dr. McNulty's work with students has allowed him to clearly recognize the power of higher education to transform lives and contribute positively to society. He is committed to ethical leadership that supports this outcome.

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

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 EXPERIENCE:**

**Vice President of Student Affairs** Colby Community College, Colby, KS

August 2013-Present

- ➤ Provide vision, leadership, and supervision to a comprehensive diversity of services and programs including Admissions, Counseling, Dining Services, Financial Aid, Health Services, Outreach, Registrar, Residence and Student Life, retention, scholarships, Security, and Student Support Services (TRIO)
- ➤ Serve as the Title IX/504 Coordinator; report, train, investigate, notify, educate and ensure compliance with federal regulations and mandates, including Clery, VAWA and SAVE
- ➤ Responsible for fiscal accountability and administration of a 2.6 million Student Affairs budget, and involvement in securing external funding
- ➤ Responsible for the creation, development and implementation of strategic planning initiatives through institution wide teamwork
- ➤ Experience in and knowledge of Higher Learning Commission accreditation processes and site team visits
- ➤ Work collaboratively across the college to support student success by promoting a student-centered environment responsive to the interests of all students and facilitate initiatives that engage students and promote learning in and out of the classroom
- ➤ Support programs that engage students, increase cultural awareness, develop future leaders, enhance civic learning and provide equal opportunity for all students to participate in Student Life activities
- ➤ Present to Board of Trustees reports, presentations, policy revisions and additions and action items related to Student Affairs
- ➤ Work with departments such as Financial Aid, Campus Security and Student Support Services to ensure compliance with federal regulations
- ➤ Conduct research on emerging issues, compile and assess data, prepare reports, conduct surveys for continuous improvement and utilize data to make informed decisions
- ➤ Meet regularly with staff to assess effectiveness of departments, provide advocacy and encouragement, maintain accessibility and support professional development opportunities
- ➤ Carry out staff evaluations; experience in hiring practices, recruitment, selection, writing/updating job descriptions and human resource actions
- ➤ Oversee Student Code of Conduct processes and enforce college policy and rules
- ➤ Conduct regular presentations to administrators, faculty, staff, parents, and students on matters pertaining to Student Affairs and the college
- ➤ Establish and maintain relationships with the Board, administration, faculty, staff and community groups and service organizations
- ➤ Work collaboratively with staff to update facilities, conduct safety/security evaluations and damage assessment in on-campus dormitories which house over 300 students
- ➤ Experience working with numerous organizations in contracting third party services
- ➤ Work with departments and the Endowment Foundation to ensure accuracy in awarding scholarships
- ➤ Update publications, marketing materials, and the college website regularly
- ➤ Ensure consistent presence at a diversity of on and off campus events
- ➤ Work with executive leadership in accreditation, faculty negotiations, revenue

projections, special events, personnel management, strategic direction, capital outlay planning, and problem solving college-wide operational challenges

**Teaching Experience** Colby Community College, Colby, KS Spring 2017

*Organizational Leadership (online course)*

**NOTABLE ACCOMPLISHMENTS:**

*Accreditation and Audits:*

- • Facilitated a successful Department of Education Title IV audit
- • Held leadership roles in 2014 and 2016 Higher Learning Commission visits

*Facility Renovation:*

- Led renovations of the Student Union and dormitory areas

*Grants, Foundation and Scholarships:*

- • Took part in writing and securing \$300,000 in grants for facility improvements
- • Worked with friend of CCC to establish \$10,000 Student Affairs Endowment Foundation scholarship
- • Worked with Dane G. Hansen Foundation to secure \$150,000 in scholarships for Health Science programs
- • Developed proposals and secured \$25,000 in Title III funding for Academic Works Scholarship Program and Agent of Change Program

*Planning and Implementation:*

- • Developed and implemented college-wide Enrollment Management Plan
- • Developed and implemented Student Affairs component of the college's strategic plan
- • Developed and implemented assessment in Student Affairs
- • Developed and implemented virtual recruitment initiative

*Student Success:*

- • Implemented The Campus Sexual Violence Elimination Act (SAVE) curriculum in Student Success Seminar courses, which has been delivered to hundreds of students
- • Implemented Family Peace Initiative for student athletes and resident assistants
- • Developed Academic Early Alert Program and made accessible via web technology

*Personnel:*

- Restructured Residence Life, Student Life and Outreach Departments *Security:*
- Lobbied for and hired the college's first night-time security officer

**Interim Director of Financial Assistance** Western Nevada College, Carson City, NV

September 2012-May 2013

- ➤ Interpreted/applied policies pertaining to institutional, state and federal (Title IV) financial aid programs to ensure compliance with guidelines and regulations
- ➤ Led, supervised and evaluated staff in departmental areas including Student Employment and Scholarships, Loans, computer system coordination and Veteran Services
- ➤ Monitored and developed federal, state, institutional and departmental budgets
- ➤ Approved requests for expenditures and transferred financial aid funds
- ➤ Utilized PeopleSoft to award financial aid and worked in multiple federal databases to process and reconcile Pell Grant funds
- ➤ Resolved student complaints and provided quality financial aid advisement to students
- ➤ Worked collaboratively with staff to assess, develop and implement practices to improve office operations that enhance customer service
- ➤ Provided accurate reports and surveys to federal/state agencies and institutional offices
- ➤ Worked effectively with the Counseling Department to coordinate the presentation of financial aid workshops to prospective high school students and their parents
- ➤ Served on department committees such as Scholarship, Appeals, Special Conditions, Separation of Income and Dependency Override Exceptions

- ➤ Collaborated with student service and academic departments on matters pertaining to financial aid and integrating services, policies and procedures

**NOTABLE ACCOMPSIHMENTS:**

*Customer Service:*

- Made student satisfaction a top priority and significantly reduced number of complaints

*Facilities:*

- Improved facilities by securing \$20,000 for office renovation and implementation

*Operations:*

- Developed and implemented new federal verification process *Professional acumen:*
- 100% committed to successfully managing the interim role

**Coordinator of Retention/Counselor** Western Nevada College, Carson City, NV

2007-2012, June-July 2013

*Professional Counselor*

- ➤ Maintained knowledge of interpersonal and counseling skills, individualizing and humanizing the college experience for every student
- ➤ Provided educational, career and personal services for a diverse student population including prospective, new, continuing, transfer, veteran and indigent as well as students of varying academic abilities, socio-economic statuses, ethnicities, and disabilities
- ➤ Assisted students in exploring career options, employment resources, decision-making techniques, goal setting, resume/cover letter construction and interview techniques
- ➤ Interpreted MBTI personality and Strong Interest Inventory aptitude assessments
- ➤ Supported outreach program by traveling to local high schools and providing academic advising for new students
- ➤ Worked with faculty, staff and administrators to resolve student issues and serve on student conduct cases
- ➤ Processed grade appeals, financial aid appeals, approved course overloads and evaluated graduation applications for Admissions & Records

*New Student Orientation Program Coordinator*

- ➤ Participated in the leadership, planning, design, and implementation of the New Student Orientation Program
- ➤ Led and trained teams to implement the orientation program and coordinated campus tours
- ➤ Created and implemented surveys for the purposes of assessing program effectiveness and to advance the development of the program in meeting student transitional needs and knowledge of college processes
- ➤ Worked collaboratively with Student Services and academic departments, Academic Skills Center, Facilities, Library, catering services, and Media and Marketing to implement the orientation program
- ➤ Worked with Webmaster to implement an online orientation information page, online sign-up page and to organize, extract and manage web-based data

*Academic Early Alert Program Coordinator*

- ➤ Provided intervention strategies that assisted students in completing their courses and collaborated with faculty to resolve student complaints
- ➤ Monitored professional counselors in fielding Early Alert referrals and trained staff on how to utilize the Early Alert System
- ➤ Initiated the development of data collection activities to understand the reasons for withdrawal and to measure retention/course completion rates; worked with the college programmer to implement automated data tracking system
- ➤ Conducted an analysis of the performance of Early Alert initiatives to justify the existence of the program and distributed report to superiors
- ➤ Provided updates each semester to academic faculty regarding the purpose of Early Alert and how to access the system from their class rosters

*Student Athlete Advisor*

- ➤ Communicated effectively with coaching staffs regarding class schedules, conduct and supported educational planning processes
- ➤ Monitored progress through direct and consistent contact with student-athletes
- ➤ Assisted in recruitment efforts by providing information related to the college environment to prospective student athletes and their parents
- ➤ Disseminated, reviewed and recorded academic progress reports from instructors
- ➤ Maintained knowledge of NJCAA/NCAA policies, rules and regulations
- ➤ Attended regional athletic directors' meeting in place of the Dean of Student Services as needed

*Phi Theta Kappa Co-Advisor*

- ➤ Provided leadership and direction for chapter activities related to service, leadership, fellowship and scholarship hallmarks
- ➤ Guided the student leadership team regarding officer elections, officer recruitment and responsibilities, fundraising and meeting management and etiquette
- ➤ Worked effectively with Associated Students of Western Nevada regarding adherence to ASWN guidelines, policies and constitution
- ➤ Worked collaboratively with Admissions and Records and Institutional Research regarding the targeting of PTK eligible students as well as recognizing PTK members at college graduation
- ➤ Worked with the student leadership team in planning induction ceremony; directed planning of roles, agenda/script setting, facilities management, campus and community mailing, marketing, invitations, guest speakers and catering

*MY WNC Call Center Supervisor*

- ➤ Supervised call center employees
- ➤ Monitored payroll expenditures and weekly staffing schedules
- ➤ Delegated work duties based upon the strengths of employees
- ➤ Communicated with employees about their job performance and engaged in personnel actions
- ➤ Presided over staff meetings and reported call center data

**NOTABLE ACCOMPLISHMENTS:**

*Integrated Collaboration:*

- Successfully co-advised PTK with English faculty member

*Program Development:*

- Significantly enhanced orientation program; over 90% of students surveyed found the orientation helpful in their transition to the college environment

*Research:*

- Conducted research and presented report to administration on the effectiveness of Academic Early Alert programming

*Student Centeredness:*

- Academic Advisor of the Year Honoree

**Academic Advisor** Truckee Meadows Community College, Reno, NV

2002-2007

- ➤ Assisted a diverse student population in preparing academic plans and defining career options
- ➤ Helped students with registration, transfer procedures, course selection and financial aid processes
- ➤ Referred students to college resources and made referrals to community services as appropriate
- ➤ Supported in the planning and implementation of mandatory enrollment steps including orientation, placement testing and academic advisement
- ➤ Trained new advisors and graduate interns on academic programs, interpretation of college policies/procedures and how to utilize the Student Information System
- ➤ Served on student conduct case hearings as needed
- ➤ Developed and implemented web-based Career Pathways initiative, which aligned degree programs with 16 national career clusters and included a purpose statement, how-to

guide, career assessment and labor market resources

- ➤ Worked with a team of Student Service professionals to develop the College and Career Transitions Initiative for at-risk students and presented program information to the President's Council
- ➤ Created surveys, promotional flyers, reports and other documents as necessary
- ➤ Served as the Public Services Division liaison

**Teaching Experience** Truckee Meadows Community College, Reno, NV 2004-2007

*College Student Success Skills (online course) Social and Personal Adjustment (traditional course)*

- ➤ Demonstrated experience in measuring learning outcomes and developing curriculum, syllabi and course calendars to meet the needs of students
- ➤ Provided a learning environment that placed emphasis upon different learning styles in the classroom, assignments and instruction
- ➤ Integrated diversity training, which taught students to examine how their own cultural background influences their attitude, values, biases and psychological processes
- ➤ Provided instruction in accordance with established curriculum and encouraged discussion of ideas and critical thinking
- ➤ Maintained standards of professional conduct and ethics
- ➤ Maintained accurate records of student attendance, progress, performance and ensured timely reporting of grades as scheduled
- ➤ Ensured availability of supplies and textbooks

**NOTABLE ACCOMPLISHMENTS:**

*Program development:*

- Developed and implemented Career Pathways: a career decision-making and educational planning model that aligned the 16 national career clusters

*Teaching:*

- Developed and taught the first online Student Success Skills course at the college

**PROFESSIONAL AND ACADEMIC RECOGNITION**

- ➤ Commencement Address Speaker, Colby Community College, 2016
- ➤ Award Presenter, Commencement, Colby Community College, 2014-2016
- ➤ Academic Advisor of the Year Honoree, Western Nevada College, 2009
- ➤ Excellent Instructor/Student Evaluations, Truckee Meadows Community College, 2004- 2007
- ➤ National Counselor Certification, 2004-2013

**COMMITTEE EXPERIENCE 2013- Present**

❖ Alumni, Assessment in Student Affairs (Chair), Diversity Committee, Emergency Management Team, Enrollment Management (Co-Chair), Faculty Salary Schedule, Finance, Food Service (Chair), Higher Learning Commission Steering Committee (Executive Team), Institutional Strategic Planning Steering Committee (Co-Chair), Marketing, Policy Committee (Co-Chair), Power Campus User Group (Chair), Student Affairs Strategic Planning (Chair), Trojan Advising Group (Chair)

**2007- 2013**

❖ Administrative Faculty Senate (Vice-Chair), Budget, Curriculum, Financial Aid, MyWNC Technical Work Group, Student Service Leadership Team, Student Success, Sustainability and University Core Board

**COMMUNITY ENGAGEMENT, 2013-Present**

- *Consistently attend public events/functions as a representative of the college*
- Active in the community
  - Walk (children) to School Day
  - Various Fundraisers
  - Rotary
  - Retired Citizens Volunteer Programs

- Colby High School Booster Club Event ▪ Athletics
- Rodeo Volunteer
- Business After 5
- Colby High School Homecoming Parade
- *Member of Kiwanis* ○ Volunteerism
- Headed Thomas County Fair Concession Stand, 2016 ▪ Easter Egg Hunt Preparation
- Christmas Toy Wrapping Preparation
- Renovation of Playground
- Fair Grounds Clean-Up
- Facilitator: Punt, Pass, Kick ▪ Pancake Feed
- Gun and Coin Show

**PROFESSIONAL ORGANIZATION MEMBERSHIP**

- Institutional Member
- Rural Community College Alliance