

# DR. JOSHUA D. BAKER

People Focused | Vision Driven

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<https://www.linkedin.com/in/drjoshbaker/>

## EDUCATION

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

## PROFESSIONAL EXPERIENCE

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

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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 successful accreditation process.
  - Improved culture by implementing communication and shared governance practices.
  - Continuous development of leadership team.
  - Right sized staffing to align with budgets. 10% RIF required in 1st year.
  - Led enrollment growth in 2nd and 3rd year, 10%-20% both years.
  - Developed systematic planning and budgeting processes, utilizing data and college input.
  - Most stable budget in the state, only college to have no tuition increase the past 2 years.
  - Updating campus, including new Learning Commons, and Cyber Center.
- Government and Community Relations
  - Lobbied successfully for state wide funding for dual credit. Funding allowed us to offer dual credit for free, increasing access for 1st generation students. Statewide allocation was \$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.
  - Transformed 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 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 from the ground up. New donors helped us eclipse \$100k of donations, 10x the previous years.
  - Increased scholarships 50%.
  - Started Emergency Fund for students.

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**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, 9,000 FTE, and 20,000 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 two 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.

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**Campus Dean/Academic Dean, Bates Technical College, Tacoma, WV | 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
  - Started online Accounting program.
  - Created data driven process plan course offerings.
  - 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.

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**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

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Started as a full-time instructor, transitioned into a variety of administrative assignments. Highline College (dropped community with addition of bachelor 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
  - SkillUP Grant Manager
    - Created weekend option for Chemical Dependency and Human Services.
    - Developed full supports, including managing emergency funds.
  - Personal Fitness Trainer Program Manager
    - Launched and managed new degree program.
- Development and Co-Curricular
  - Institutional Advancement Internship
  - Basketball and Cross-Country Coach

## 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

## COMMUNITY AND HIGHER ED LEADERSHIP

- Commission on Economic and Workforce Development, AACC
  - Commission Member. 2023-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 South Eastern 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
- Southern Virginia University
  - Consulted for Summer programming. Fall 2012
- Renton School District
  - Allied Health, advisory committee member. 2007-2011
- Brigham Young University
  - Graduate Teaching Assistant. 2003-2005n
- Orem High School/Brigham Young University, Student Teacher
  - History. 2003
- Nevada Las Vegas Mission
  - Missionary. 1997-1999

## SELECTED PRESENTATIONS (AND ARTICLES)

- 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
- Academic Leadership
  - National Council for Instructional Administrators. 2022
- 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 Styles
  - CCCS Student Leadership Conference, Denver. 2017
- 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
- Early College and Dual Credit
  - Greenwood Rotary. 2012
- Prior Learning Assessment
  - Statewide PLA meeting, Washington. 2011
- Implementing a College Wide Assessment Plan
  - White Water Institute. 2011