

DEAN G. MCCURDY, PH.D.

AREAS OF EXPERTISE

Student Enrollment & Retention
Faculty & Staff Development
Community Engagement

Academic & Workforce Programs
Foundation Relations
Higher Education Policy

Campus Operations
Instruction & Academic Quality
Accreditation & Assessment

EDUCATION

Executive Leadership Program, Great Lakes Colleges Association (2010)

Post-doctoral Fellowship, Natural Sciences and Engineering Research Council of Canada (July 2000 – Aug. 2001)

Ph.D., Biology, Carleton University, Ottawa, Ontario (June 2000)

B.Sc. (Honors), Biology, Acadia University, Wolfville, Nova Scotia (May 1995)

WORK EXPERIENCE

Ivy Tech Community College of Indiana

Dec. 2017 – Present

Provost & Senior Vice President for Academic Affairs (statewide) (Jan. 2022 – Present)

Chancellor, Kokomo Service Area (Dec. 2017 – Jan. 2022)

As Provost and Senior Vice President:

- Responsible for academic programs, enrollment services, student affairs, retention strategy, marketing, Ivy Online (online courses and programs), transfer partnerships, credit for prior learning, academic and workforce alignment, K-12 and statewide partnerships, accreditation, assessment, testing services, accelerated programs, honors college, and student records for the largest singly-accredited comprehensive two-year college in the U.S. (197,000 students).
- **ENROLLMENT/RETENTION/COMPLETION**: Increased enrollment across all categories and demographics (total growth = 30,000+ students with accelerated growth each year; exceeded strategic plan end-goals). Increased applications and reduced conversion time. Lifted retention and completion rates to all-time highs.
- **STATEWIDE SUPPORT**: Provide direct support to the 19 Chancellors; Vice Chancellors for Academic Affairs, Enrollment Services, and Student Success; Workforce Leads; Faculty Academic Council; Directors of Advising, Recruitment, Enrollment, Marketing, and K-12 Partnerships. Oversight of development, curriculum, and academic policy for over 5,000 faculty. Responsible for alignment of programs to meet workforce needs. Deliver reports to the State Board of Trustees.
- **STATEWIDE SYSTEMS**: Launched a new strategic plan focused on teaching and learning, workforce development, student success, and operational effectiveness. Launched the college's Artificial Intelligence Task Force. Led a redesign of the statewide operating model, including shared services hubs to improve outcomes. Completed a statewide academic and workforce master plan. Launched the college's first statewide enrollment plan and a new college application. Led the development of a new shared governance model. Leading Provost Office efforts to move from Banner to Workday Student. Implemented new recruitment, enrollment, and student engagement systems.
- **FOUNDATION & PARTNERSHIPS**: Supported college fundraising efforts (\$340M capital campaign). Supported over \$70M in grant-funded projects. Represent Ivy Tech to the Indiana Commission for Higher Education, Indiana Department of Education, USDOE, four-year institutional partners, employers, and K-12 partners. Launched new state- and national-level initiatives (e.g., Lilly Endowment Inc., The College Board, Guild Education, Khan Academy).

As Kokomo Chancellor:

- Responsible for operations of the Kokomo Service Area (3 campuses covering six counties; 5,800 students).
- Led a cabinet comprising Vice Chancellors for Academic Affairs, Student Success, and Enrollment Services; Executive Directors for Administration/Finance, Strategic Outcomes, Foundation Relations, Human Resources/Belonging, and Career Coaching and Employer Connections; Marketing and K-14 Leads; and Faculty Representative.
- *COMPLETION, RETENTION & STUDENT SUCCESS*: Led the Kokomo Campus to a top ranking in metrics, including course success, recruitment, retention, and on-time program completion. Led the development of employee and student engagement plans. Engaged college and community leaders to develop and run a new statewide student summit. Improved student outcomes using data-informed student interventions, structured pathways, and 8-week course schedules.
- *WORKFORCE*: Engaged with local and state leaders to secure new manufacturing plants. Grew three Nursing programs by 50%. Statewide sponsor for the college's Workforce Goal. Served on regional workforce, community, and economic development boards. Increased annualized workforce training and apprentice headcounts. Launched career coaching and employer connections services. Aligned programs to workforce needs and led Kokomo to a top campus ranking for graduate wage outcomes.
- *ENROLLMENT*: Stabilized and then grew enrollment. Launched a University Center. Established tuition assistance partnerships for adults through employers, the Indiana Department of Correction, specialty courts, and community and workforce organizations.
- *FINANCE*: Balanced campus budgets in all years. Eliminated campus debt and grew "days on hand" reserves from 21 days to 210 days. Launched a budget planning process for all employees aligned to a strategic plan. Led campuses in XBE percentage and total spend in most years.
- *FACILITIES*: Managed the "Kokomo Transformation Project" (redesign and renovation of a main campus).
- *FOUNDATION*: Achieved campus records for employee giving, planned gifts, and total gifts; developed, launched, and completed the Kokomo Transformation Project capital campaign; launched a successful grant proposal writing initiative; established endowed scholarships; and regularly led campus engagement metrics.
- *HUMAN RESOURCES*: Improved employee engagement scores by 8 points. Redesigned the employment search process. Developed new compensation packages for hourly employees and faculty.
- *COMMUNITY*: Improved community college engagement metrics each year and exceeded statewide goals in all years. Expanded CBO, FBO, Chamber, and legislator outreach. Developed a community leadership program.

Kalamazoo Valley Community College, Michigan**July 2013 – Dec. 2017**

Associate Vice President for Instruction & Bronson Healthy Living Campus (June 2014 – Dec. 2017)

Dean of Instruction, Math & Sciences (July 2013 – June 2014)

- Founding chief academic and workforce officer for a health-focused campus and programs.
- *ACCREDITATION & ENROLLMENT*: Led successful institutional and new campus accreditation and accreditation for over a dozen new academic programs. Led efforts to recruit and enroll students in academic and customized training programs in healthcare and food systems. Led curriculum development, development of class schedules, program catalogs, marketing plans, and learning outcomes assessment plans. Enrolled over 2,000 new students in academic programs and over 1,000 new students in non-credit workforce programs.
- *COMPLETION, RETENTION & STUDENT SUCCESS*: Led institutional Guided Pathways initiative to redesign academic pathways, career services, developmental education, academic counseling, student recruitment, orientation, testing and course placement, financial aid, and transfer services. As a dean, managed programs in the Math and Sciences and Nursing and Health Professions Divisions.
- *WORKFORCE & COMMUNITY*: Led the development of an economic and workforce plan. Managed campus partnerships with employers, legislators, local/state agencies, colleges and universities, and foundations (e.g., University Center partnerships, corporate training, continuing education programs, community outreach

programs, Early College and dual credit programs, programs for justice-involved citizens). Worked with CBOs and FBOs to develop education, training, and employment resources for an underserved community. Oversaw the launch of a campus plan.

- *HUMAN RESOURCES*: Managed the organizational structure and hired all new campus personnel. Managed relationships with full-time and adjunct faculty bargaining units and performance evaluations.
- *FINANCE & FOUNDATION*: Developed and managed campus budgets and external grants. Worked with the President and Board to raise \$42M for a capital project, program support, and scholarships.

Albion College, Michigan

Aug. 2001 – June 2013

Department Chair of Biology (Dec. 2011 – June 2013)

Director of the Prentiss M. Brown Institute (May 2009 – Dec. 2011)

Associate Director of the Prentiss M. Brown Institute (Mar. 2006 – May 2009)

A. Merton Chickering Professor of Biology (tenured, “full professor” rank) (Aug. 2001 – June 2013)

- Managed budgets, developed class schedules, managed faculty and staff contracts, engaged with donors, developed enrollment plans, and coordinated program development for the two fastest-growing and largest programs at an independent, four-year college.
- Chaired college committees on learning outcomes assessment, accreditation, academic advising, curriculum development, sustainability, position searches, facilities planning, transfer resources, student judicial proceedings, student orientation, and educational technology. Served on committees related to financial modeling, student orientation redesign, tenure/promotion, alumni development, and career services integration. Led a team that developed the college’s strategic enrollment plan.
- Led development of the college’s interdisciplinary honors program: oversaw thesis development for all students; led a college-wide Learning Communities initiative; collaborated with student services on a bridge program as course designer and instructor; led community mentoring initiative for at-risk students; developed experiential programs for students (e.g., public policy internships with the U.S. Department of State).
- Developed and taught 10 different courses in biology, environmental studies, FYE program, and Honors program. Promoted from Associate Professor in 2010; promoted from Assistant Professor (+ tenured) in 2006.
- Managed an externally funded research program. Served as an academic advisor (50-75 students each year).

Bowdoin College, Maine

July 2000 – Aug. 2001

Field Manager of the Coastal Studies Center & Visiting Professor of Biology

- Managed operations for a research station located on Orr’s Island, Maine.
- Taught courses in coastal ecology, sustainability, and economic development.
- Supervised students and organized community development projects.

Carleton University, Ontario

Sept. 1995 – June 2000

Adjunct Faculty in Environmental Studies and Biology

- Supervised undergraduate student thesis projects in environmental science.
- Taught biology courses each year.

PROFESSIONAL ACHIEVEMENTS (SELECTED)

- Lead on successful proposals: e.g., Lilly Endowment, Indiana Economic Development Corporation; ACUE; NSF; USDOE; USDOL; USDA; Indiana FSSA; Indiana Commission for Higher Education; Indiana Departments of Workforce Development, Correction, and Health; and community foundations.
- Community Impact Award, Greater Kokomo Chamber of Commerce (2019 & 2021).
- Founding Chair, Ivy Tech Chancellor Group (2020).

- National Chapter Citation Service Award (mentoring students), Delta Sigma Phi service fraternity (2011).
- A. Merton Chickering Research Professorship (awarded by the Albion College Board of Trustees, 2011).
- “Teacher of the Year” (awarded by the faculty and administration at Albion College, 2009).
- “New Researcher of the Year” (awarded by the faculty and administration at Albion College, 2002).
- William Hoar Award (national winner), Canadian Society of Zoologists (1998).
- Cas Lindsey Prize (national winner), Canadian Society of Zoologists (1998).
- Gold Medal in Biology (top graduating student), Acadia University (1995).

OTHER PROFESSIONAL ACTIVITIES (SELECTED)

- Member of education, economic development, and community boards at national, state, and regional levels. Current roles include the Community College Advisory Panel for The College Board and 4C Health (current Board President). Past roles include the Commission on Structured Pathways, American Association of Community Colleges; Indiana Workforce Board; North Central Indiana Regional Development Partnership; North Central Indiana Regional Planning Council; Greater Kokomo Economic Development Alliance; Osher Lifelong Learning Institute; National Institute for Teaching in Liberal Education; as well as service on many healthcare, scientific, education, and community boards of directors.
- Lead author of 20 peer-reviewed scientific papers; delivered over 40 presentations at national educational and scientific conferences; reviewed over 50 scientific manuscripts. Research and teaching activities featured in college textbooks and on radio and television programs.
- Consultant to a community-based maternal and infant health care company (2010 – 2015).
- Past Chapter President, Sigma Xi Society.
- Completed coursework in Automotive Service Technology at Ivy Tech Community College.
- Taught the Introduction to College Success course at Ivy Tech Community College.