

PATRICK TOMPKINS

Education

Ph.D. in Community College Leadership , Old Dominion University	2013
Dissertation: <i>Late Registration and Student Success in On-Campus and Online Classes</i>	
M.F.A. in Creative Writing , Virginia Commonwealth University	1990
M.A. in English , Iowa State University	1988
B.A. in English and Philosophy , Villanova University	1986

Academic Experience

Vice President for Academic, Student & Workforce Education (ASWE) 2019 - Present
Eastern Shore Community College, Melfa, Va.

Selected Accomplishments

Culture & Organization

- Launched YES! (Your Eastern Shore) internal and external brand & culture of hospitality, inclusion, transparency, and accountability (the brand has been widely and deeply embraced internally and is recognized by audiences in the community).
- Stabilized the ASWE unit after three years without a permanent vice president and a layoff of 30% of employees in 2019.
- ESCC became the first Trauma Informed College in the country, 2020.
- Nominated employees for statewide awards, including the 2021 winner of the Virginia Community College System Outstanding Achievement by a Faculty or Staff member.
- Participated in Virginia Business' 2021 Best Places to Work survey. Response rate is 60%; awaiting results.
- Reorganized the Academic, Student & Workforce Education unit to align programs and services and in response to the creation of several new positions at the college.
- Implemented frequent professional development, staff development, and Food & Fellowship events to support and honor overstretched staff during the pandemic.
- Implemented Coastal Virginia Pact, a service agreement with Tidewater Community College (TCC) to share classes and to have back-office operations like human resources provided by TCC.
- Positioned data-informed decision-making at the center of discussions and initiatives.
- Became first Virginia community college to fully integrate academic, workforce, and adult education programs and services in the college catalog.
- Published semi-monthly articles in local newspapers about college programs and services.
- Appeared monthly on Shore Talk on the WESR radio station to promote college programs

and services.

- Encouraged, supported, and participated in a year-long series of Conversations on Race.
- Supported and participated in Racial Diversity workshop.
- Placed Diversity, Equity, and Inclusion at the center of conversations about student and staff recruitment, retention and success.
- Diversified staff and faculty team, which is now as racially and ethnically diverse as the community ESCC serves.
- Member of Racial Equity for Adult Credentials in Higher Education (REACH) Project, focused on “helping thousands more Black, Hispanic, Latino, and Native American adults earn credentials.

Academic Affairs

- Implemented 8-week sessions for all academic programs and courses except nursing and internships.
- Practical Nursing program ranked #6 in Virginia by Practicalnursing.org.
- All ESCC instructors—full-time, adjunct, workforce, adult education, and dual enrollment—completed an extensive professional development program in the summer of 2020 and revised one or more courses as a result.
- Implemented over 100 curriculum changes, including a 30% expansion of stackable credentials, revision of all academic programs to better align with employer needs and transfer institutions, and creation of new programs aligned with employer needs and transfer schools.
- Implemented multiple technology solutions such as an online catalog, syllabus software, and chatbot.
- Increased compliance of the college’s dual enrollment program with VCCS standards from 7 to 14, with only program evaluation remaining to be completed in 2021-2022.
- Revived adjunct and dual enrollment evaluation process.
- Created new dual enrollment programs in Accomack and Northampton counties.
- Aligned dual enrollment transfer course offerings with the Virginia Passport and Virginia Universal Certificate of General Studies programs (in process).
- Collaborated with ESVA Homeschool Network to create dual enrollment and college enrollment opportunities for homeschooled students.
- Maintained the Coastal Virginia pact with Tidewater Community College to provide ESCC students with access to a larger course catalog and class schedule while remaining ESCC students.
- Aligned all programs in our catalog with Tidewater Community College (TCC) and with Old Dominion University, our main transfer partner. Our 2022 catalog will show meta-majors, ESCC career pathways, and then specific pathways to programs at TCC and ODU, such as physical therapy assistant and engineering.

Student Affairs

- Researched, developed, and implemented a minority student recruiting strategy.
- Analyzed data and created recruitment campaigns as a result, such as outreach to students who need fewer than 20 credits to graduate.
- Led the Virginia Community College System (VCCS) with 19% enrollment growth in Fall 2020 (the system average was -4% and no college had more than 7% growth).

- Recorded second highest enrollment growth in the VCCS at 31% in Summer 2020.
- Led the Virginia Community College System (VCCS) with 18% enrollment growth in Spring 2020 (the system average was -3% and no college had more than 7% growth).
- Implemented monthly on-campus Registration Rallies to draw students to campus and provide just-in-time advising, financial aid, and enrollment services.
- Doubled the success coach staff.
- Implemented laptop and hotspot loaner programs.
- Implemented online bookstore and e-learning platforms.
- Increased use of Navigate student support platform from <10% of full-time faculty and staff to 100%, including appointment scheduling, early alert, and notes.
- Standardized procedures for admissions, enrollment, and registrar functions.

Contact to Career

- Launched grant-funded and ESCC Foundation-funded *Contact to Career* program to connect with students from their first contact with the college, support them while they are enrolled, and continue contact until they are employed in their field or transfer to a four-year school.
- Created a One Door unit with 2.5 full-time employees to integrate all education programs and services.
- Implemented program to cross-train all key functions of the college (e.g. financial aid, registrar, purchasing, veterans services, disability services).
- Developed program to provide workplace-based learning experiences for every ESCC student.

Workforce & Adult Education

- Increased workforce enrollment 250%.
- Increased revenues 120% in one year and implemented a standard method of calculating program cost and associated tuition.
- Re-instituted defunct programs and started new programs in healthcare, trades, and technology.
- Collaborated with the local chambers of commerce and the Planning District Commission to assess education and training needs; created multiple academic and workforce programs in response.
- Launched first NCCER Core Construction class taught and tested in Spanish.
- Created Integrated Education & Training programs (IET) in nurse aide and construction.
- Implemented Jail Re-entry Program in collaboration with the local jail, community services board, and faith community.

Grants, Fundraising, and Finance

- Landed and administered the Workforce Innovation Opportunity Act (WIOA) grant program and services for the Eastern Shore of Virginia.
- Administered recurring grants: Perkins, Chancellor's Success Coach Initiative
- Equipment Trust Fund (ETF), Higher Education Equipment Trust fund (HEETF), Adult Education, and Rural Virginia Horseshoe Initiative.
- Managed National Science Foundation grant for Technical Scholars program
- Revised one-time grants to support transition to 8-week sessions (Virginia Community College System, VCCS), One Door initiative (VCCS), Nurse Aide Integrated Education and Training (Plugged in Virginia) RSVP Jail Program TPSID.
- Secured and managed three-year \$250,000 Ratcliffe scholars grant to support career and

technical education students.

- Developed Foundation program to provide last-dollar scholarship and emergency living expenses support to retain students.
- Reduced drops for non-payment by 96%.
- Secured funding from numerous community foundations.
- Hired consulting firm for two-year project to prospect and write five large grant proposals (started October 2021).
- Supported president and Foundation director in pitches to major donors; fundraising increased by 300% over two years.
- Maintained the Coastal Virginia Pact, a shared service agreement with Tidewater Community College to provide back office support in finance, student services, and human resources so that ESCC can earn efficiencies of scale and focus on front line services.

Professional Service

- VCCS Law Enforcement Task Force, member. Charge: Review and revise VCCS law enforcement programs and curricula to enhance safety, diversity, equity, and inclusion.
- SACSCOC reaccreditation review team, 2020.
- SACSCOC five-year interim review team, 2021-22.
- Numerous special assignments to VCCS ad hoc committees.
- Volunteer consultant to Austin Community College's faculty evaluation work group

Community Service

- Rotary member
- NAACP member
- ESVA Coming to the Table (CTTT) conversations on race member
- Supporter of numerous community organizations and activities, such as chambers of commerce, Virginia Organizing, Eastern Shore Community Services Board, and Cape Charles Rosenwald School Restoration Initiative
- Youth soccer coach

Provost, Historic Triangle Campus
Acting Dean of Science, Engineering, and Technology
Thomas Nelson Community College, Williamsburg, Va.

2018 - 2019

Selected Accomplishments

Academic Affairs

- Reviewing, developing, and sustaining academic programs at the Historic Triangle Campus
- Serving as VCCS Academic and Student Affairs Council representative to the Deans Course Review Committee
- Developing dual enrollment programs for Williamsburg James City County in health professions and other career technical fields
- Collaborating with the Vice President of Academic Affairs to lead eCampus online programming with a special focus on increasing enrollments, course and program quality, student readiness, and student success
- Collaborating with the College of William & Mary to double the number of Thomas Nelson

transfer students attending W&M

- Serving as Acting Dean of Science, Engineering, and Technology, with special focus on operations, leading faculty and staff, and aligning curricula for the VCCS G3 initiative in the technologies fields (CAD, DRF, ELE, ETR, MAC, MEC, IND, SAF, and UMS)

Workforce Services

- Collaborating with the Peninsula Workforce Board, Virginia Employment Commission, Department of Aging and Rehabilitation Services, Adult Education, local economic development officers, local elected officials, and others to develop a One Stop Affiliate employment and career services site on the Historic Triangle campus
- Collaborating with James City County Economic Development Authority, Williamsburg-James City County Schools, and 80 industry partners to identify workforce needs in healthcare and develop credit and non-credit programs, starting with CNA, CMA, LPN, and LPN-to-RN
- Collaborating with the Greater Williamsburg Tourism and Chamber Alliance Business Council to create a leadership development program for the hospitality industry to prepare current employees for entry-level management positions
- Serving on the Business Council's Education Committee and Economic Growth Committee
- Serving on the board of the Greater Williamsburg Partnership, which focuses on growing businesses and the local economy

Student Affairs

- Collaborating with the Vice President of Student Affairs to lead the College's pursuit of accreditation for its dual enrollment program through the National Alliance for Concurrent Enrollment Programs
- Collaborating with the Vice President of Student Affairs to lead the college's dual enrollment program, with a focus on increasing program quality and expanding dual enrollment in partnership with public and private high schools and homeschoolers

Community Relations

- Cultivating donors and private grants to the Thomas Nelson Educational Foundation, such as Bank of America, Dominion Energy, Virginia Space Grant Consortium, Kiwanis Club of Colonial Capital, the Rotary Club of the Virginia Peninsula, Sigma Pi Phi, the Williamsburg Arts Council, Kingsmill Resort, and individuals
- Collaborating with the Williamsburg Arts Council to host a Visual and Performing Arts reception
- Partnering with Kingsmill Resort in support of the 2019 LPGA tournament
- Collaborating with Literacy for Life and the Arc of Greater Williamsburg to provide educational pathways and academic support to underserved populations
- Hosting Advanced Robotics camp for middle school students underrepresented in STEM fields

Historic Triangle Campus Administrative Officer

- Partnering with Plant Services on building and grounds, contractor service, and special projects
- Collaborating with Information Technology to upgrade classroom technology, expand the computer lab in the dental hygiene program, and upgrade compressed video technology
- Coordinating with the Learning Resource Center, Student Services, Campus Police, Bookstore, and Dental Hygiene Clinic on daily operations
- Partnering with outside groups to host programming on the campus, including, adult education, Literacy for Life, Osher Institute (formerly Christopher Wren Society), Business Networking International, and others

Dean of Communications, Humanities, & Social Sciences
Thomas Nelson Community College, Hampton, Va.

2013 - 2018

Selected Accomplishments

Personnel

- Recruited, developed, evaluated and retained faculty and staff; the division has almost 40 full-time faculty, about 100 adjunct faculty, and 12 classified staff positions.
- Collaborated with Old Dominion University to develop the Virginia Academic Management Seminar, a training program for new deans.

Curriculum

- Developed Associate of Fine Arts (AFA) degrees at state and college levels.
- Revised all transfer and career & technical education programs to enhance student success.
- Managed a project to develop courses in the A.S. Social Science program with zero textbook costs using Open Education Resources (OER).
- Implemented Morning Advantage program which guarantees enrollees they can complete their two-year degree with classes scheduled the same days and times each semester; Morning Advantage student completion rates are higher than for other students.

Student Success

- Served on the implementation committee for the SAILS early alert system.
- Served on the *Plan Now. Succeed Now.* Quality Enhancement Plan Steering Committee which focused on enhancing the frequency and quality of advising services to students.

Budget

- Right-sized the budget and increased productivity while enhancing quality during both times of greatly increasing and decreasing enrollments.
- Improved adherence to college procurement policies and procedures.

Information Technology

- Served on implementation team for EAB Navigate student success software.
- Upgraded IT equipment in classrooms.

Community Relations

- Served on advisory boards for several Hampton Schools education and career academies.
- Coordinated with education, military, and industry to provide instructional programs at Newport News Shipbuilding and Ft. Eustis.
- Organized regional Career Technical Education Symposium for industry executives, educators, college alumni, and political leaders to identify barriers and solutions for developing the CTE workforce.

Ph.D. & Master's level adjunct faculty, Educational Foundations and Leadership, 2016, 2019, 2021

Old Dominion University, Norfolk, Va.

- Serve as Guest Scholar in CCL 820 Community College Leadership
- Serve as Guest Scholar in CCL 830 Community College Politics, Policy, and Advocacy
- Instruct HIED 668/CCL 868 Internship in Higher Education/Community College Leadership
- Published research on developmental education and on student success

Associate Professor, Department of English

1993 - 2013

John Tyler Community College, Midlothian, Va.

- Instructed courses in developmental and college-level writing and literature
- Served as department chair
- Served as Chair of the Chancellor's Faculty Advisory Committee
- Led VCCS Mid-Central Regional Center for Teaching Excellence
- Served on the VCCS Re-engineering Task Force
- Served on VCCS task forces/committees for developmental education, college composition course content alignment, placement testing, general education assessment, presidential search, and others
- Published 20 scholarly and creative works in professional journals
- Published over 30 essays and reviews in popular press
- Organized or co-organized over 50 academic conferences and seminars
- Received over 30 grants to support research, instruction, special programs, and professional development
- Founded and directed the Academic Support Center (tutoring)

Presentations and Publications

- Author of scholarly publications in peer reviewed journals, including developmental education, college writing courses, academic support, adult education, and late registration.
- Author of the first research study of Directed Self-Placement at a community college, 2003.
- Over 100 conference presentations, seminars, and webinars, including at least two per year since 1993.
- Over 100 popular press articles, including reviews, news stories, and op-eds.