

Carmen M. Simone

Address Line
City, State
Phone Number
Email Address

CAREER OBJECTIVE

Experienced leader with strong communication skills, a passion for students, and a commitment to the dual mission concept seeking a new challenge as President at Dickinson State University.

SKILLS SUMMARY

- Written Communication
- Fiscal Management
- Conflict Resolution
- Critical Thinking
- Decision Making
- Relationship Building
- Self-Motivated
- Detail-Oriented
- Goal-Directed

LEADERSHIP EXPERIENCE

Campus Dean and CEO

Dakota College at Bottineau in Bottineau, ND

2022 – present

Dakota College at Bottineau is one of eleven public, higher education institutions in North Dakota governed by the State Board of Higher Education, serving just over 1,000 students as an affiliate campus of Minot State University.

- Advocated for the complete renovation of Old Main, originally established in 1907, into a state-of-the-art facility supporting expanded Nursing and Health Professions programming in Bottineau.
- Partnered with numerous entities in the City of Minot to renovate a downtown building and establish the first Dental Assisting and Dental Hygiene programs in western North Dakota.
- Completed a long overdue strategic planning process focused on core values, mission and vision statements, and the development of institutional priorities.
- Maintained independent accreditation status and separate fiscal operations, while simultaneously collaborating with Minot State University as an affiliate campus.

President

Western Nebraska Community College in Scottsbluff, NE

2020 – 2021

Western Nebraska Community College is one of six independent community colleges in Nebraska, governed by a locally elected, eleven-member Board and comprised of three campuses serving 1,500 students.

- Led institution through the coronavirus (COVID-19) pandemic, assuring student instruction continued while maintaining a safe environment for faculty and staff.
- Completed institutional reaccreditation process, participating in both virtual and verification visits.
- Launched a Diesel, Truck and Heavy Equipment program with support from nine local businesses.
- Managed an institutional budget of nearly \$50 million, consisting of a combination of state and local funding, student tuition, auxiliary accounts and federal grants.

Vice President and Dean**University of South Dakota Community College for Sioux Falls in Sioux Falls, SD**

2019 – 2020

USD Community College for Sioux Falls provides local access to the South Dakota public university system, serving a community college mission within the largest city of South Dakota, with an emphasis on collaboration and career-focused education at the certificate, associate and baccalaureate levels.

- Transformed a struggling university center into an assimilated, fully integrated community college within the University of South Dakota.
- Collaborated with university administrators to purposefully incorporate community college faculty into appropriate academic departments.
- Preserved and strengthened essential relationships among numerous university and college partners, including South Dakota State University, Southeast Technical College, and Dakota State University.
- Established wider credibility with the local business community and the public through a purposeful marketing campaign.

President

2013 – 2019

Trinidad State Junior College in Trinidad, CO and Alamosa, CO

Trinidad State Junior College is one of thirteen community colleges within the Colorado Community College System, with two campuses and six additional locations serving 1,700 students; recognized as a Hispanic Serving Institution by the US Department of Education.

- Stabilized enrollment, increased retention and persistence rates, and improved credential attainment for a primarily first-generation, often under-resourced, student population.
- Aligned institutional revenues and expenses, addressing a significant budget deficit within a two-year timeframe, while focusing on institutional mission and employee morale.
- Managed the design and construction of a state-funded expansion project, resulting in additional laboratory and classroom space.
- Founded the Southern Rockies Heritage School to deliver unique educational offerings with a goal of preserving the culture and heritage of the region.

Provost and Vice President for Academic Affairs

2011 – 2013

Lewis-Clark State College in Lewiston, ID

Lewis-Clark State College is a regional college with the unique three-part mission of a traditional baccalaureate institution, a technical college, and a community college for north central Idaho, offering undergraduate instruction in the liberal arts and professional and technical programs in select fields.

- Established a recruiting office in southern Idaho to increase enrollment through enhanced partnerships with regional community colleges and build recognition for Lewis-Clark State College.
- Collaborated with North Idaho College and the University of Idaho to expand opportunities for post-secondary education in the Coeur d'Alene region.
- Initiated an intentional first-year experience model for incoming freshmen with a goal of increasing student persistence and success through revitalized orientation sessions and integrated advising.

**Vice President, Academic Affairs
Casper College in Casper, WY**

2004 – 2011

Casper College is a public, comprehensive community college that provides academic transfer, vocational, continuing, and basic skills education for approximately 5,000 students, while also offering a wide array of scholastic, cultural and athletic events to the region.

- Revitalized the continuing education division, highlighting workforce training and community education, including advocacy and support for a business incubator.
- Realigned the organizational structure within academic affairs by engaging a comprehensive faculty committee, with the support of numerous shared governance alliances and councils.
- Advocated for the development of learning communities, promoted service-learning opportunities, founded an honors program, and facilitated efforts to internationalize the curriculum and campus.

FACULTY EXPERIENCE**Chemistry Instructor – Casper College, Casper, WY**

1993 – 2004

- Developed and taught a variety of courses, provided service to the institution and community through committee involvement and service projects, and contributed to the professional discipline of chemistry.
- Served three-year term as Faculty Senate Chair, coordinating faculty efforts and voicing faculty views.
- Elected Physical Science Division Chair, representing divisional perspectives to senior administration.

Assistant Professor – Colorado State University, Fort Collins, CO

1993 – 2003

- Summer teaching position, offered annually by the CSU Chemistry Department.

EDUCATION

Ph.D. in Chemistry (1992)

Colorado State University, Fort Collins, CO

Dissertation – Vanadium and Protein Interactions

B.S. in Chemistry (1987)

University of North Dakota, Grand Forks, ND

Magna Cum Laude

Selected, American Council on Education

New Presidents Institute

Chicago, IL / Alexandria, VA / San Diego, CA – July 2013 through March 2014

PROFESSIONAL ACTIVITIES

- President Advisory Board Member, Phi Theta Kappa Honor Society, 2022-present
- Commission Member, American Association of Community Colleges (AACC) Commission on Rural and Small Colleges, 2020-2021; 2023-present

- Committee Member, AACC Presidents Academy Executive Committee
 - Selected as Chair, 2024-present
 - Appointed as Regional Representative, 2022-present
 - Elected as Regional Representative, 2017-2018
- Founding Member, Colorado Community College Council on Diversity, Equity and Inclusion, 2018
- Commission Member, AACC Commission on Public Relations, Advocacy and Advancement, 2018
- Commission Member, AACC Commission on Communications and Marketing, 2017
- Member, Peer Review Corps of the Higher Learning Commission, 2014 to present
- Board Member, National Council of Instructional Administrators (NCIA), 2006-2012
 - Served as NCIA President, 2010-2011

COMMUNITY AND OUTREACH ACTIVITIES

- Member, Bottineau County Economic Development Corporation, 2022-present
- Board Member, International Peace Garden, 2023-present
- Member, Minot Rotary Club, 2023-2024
- Member, Turtle Mountain Kiwanis Club, 2022-2023
- Board Member, Twin Cities and Box Butte County Development Associations, 2020-2021
- Member, Downtown Sioux Falls and Scottsbluff / Gering Rotary Clubs, 2019-2021
- Board Member, Alamosa County Economic Development Corporation, 2013-2018
- Board Member, San Luis Valley Area Health Education Center, 2013-2018
- Board Member, Southeast and South-Central Colorado Workforce Investment Boards, 2014-2018
- Board Member, Colorado Rural Workforce Consortium Board, 2017-2018
- Board Member, Southern Colorado Repertory Theatre, 2016-2018
- Board Member, Trinidad Las Animas County Economic Development, 2013-2015
- Member, Alamosa and Trinidad Rotary Clubs, 2013-2018
- Member, Lewis-Clark Valley and Trinidad Kiwanis Clubs, 2012-2016
- Member, Lewiston Rotary, 2012-2013, with service on Board, 2012-2013
- Member, Casper Five Trails Rotary, 2004-2011, with service on Board, 2006-2009
- Board Member, Natrona County United Way, 2010-2011

FOUNDATION ACTIVITIES

- Successfully completed first-ever capital campaign for Dakota College at Bottineau Foundation, focused on raising over \$1.0 million in matching donations for the renovation of Old Main.
- At Trinidad State Junior College, solicited the largest donation in institutional history
 - Two \$500,000 gifts (\$1,000,000 total) received from the Ralph Outcalt Foundation over two years – December 2016 to December 2017 – to support career and technical education

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- Aggressively grew assets held by the Trinidad State Junior College Educational Foundation
 - increased from \$5.5 million to \$8.5 million over a five-year period
 - Advocated for renewed philanthropic activity and the establishment of significant investments in higher education, including the Friends of TSJC Gunsmithing Endowment (established July 2017)
 - Promoted the establishment of numerous endowed scholarships at Casper College, Lewis-Clark State College, Trinidad State Junior College, University of South Dakota Community College for Sioux Falls, Western Nebraska Community College, and Dakota College at Bottineau through generosity of donors.

GRANT ACTIVITIES

- Successfully supported efforts to seek and maintain competitive grants through numerous federal, state and local funding agencies, including:

National Science Foundation (2022) – Dakota College at Bottineau (*\$350,000*)

TRIO Student Support Services (2020) – Western Nebraska Community College (*\$2,000,000*)

Upward Bound, Math Science (2017) – Trinidad State Junior College (*\$1,875,000*)

TRIO Student Support Services (2015) – Trinidad State Junior College (*\$2,900,000*)

Department of Labor (2007) – Casper College (*\$2,000,000*)

Osher Lifelong Learning Institute (2006) – Casper College (*\$1,000,000*)

ACCREDITATION ACTIVITIES

- Selected as a member of the Peer Review Corps of the Higher Learning Commission, September 2014
 - Trained as a Reviewer – October 2014
 - Service as a Review Team Member
 - December 2015 (assurance review), November 2016 (comprehensive), November 2018 (additional location), December 2018 (comprehensive), November 2022 (focus visit), April 2023 (comprehensive), April 2024 (comprehensive), June 2024 (assurance review), October 2024 (financial panel)
- Led three comprehensive, institutional reaffirmation visits through the Higher Learning Commission.
 - Western Nebraska Community College (April 27-28, 2020)
 - Trinidad State Junior College (December 7-9, 2015)
 - Casper College (March 23-25, 2009)
- Sought and maintained numerous specialized accreditations for programs in education, business, health sciences, and the fine and performing arts at Dakota College at Bottineau, Western Nebraska Community College, Trinidad State Junior College, Lewis-Clark State College, and Casper College.

LEGISLATIVE ACTIVITIES

- Provided requested testimony and advocated in support of issues important to higher education and the communities served, including:

National Legislative Summit, Association of Community College Trustees – 2021, 2020
 Interim Workforce Committee (North Dakota), June 2024
 Interim Higher Education Committee (North Dakota), March 2024
 Interim Legislative Audit and Fiscal Review Committee (North Dakota), December 2023
 Senate Appropriations Committee (North Dakota), February and March 2023, January 2025
 House Appropriations Committee (North Dakota), January 2023
 Appropriations Committee (Nebraska), February 2021
 Community College Legislative Day (Nebraska), February 2020
 Governmental Operations / Audit Interim Committee (South Dakota) – April and August 2019
 Interim Joint Committee on Appropriations (South Dakota) – May, July and August 2019
 Capital Development Committee (Colorado) – 2018, 2017, 2015
 Joint Finance-Appropriations Committee (Idaho) – 2013, 2012
 Select Committee on Developmental/Intellectual Programs (Wyoming) – 2010
 Joint Education Interim Committee (Wyoming) – 2006

PRESENTATIONS

- **Selected community and local presentations:**

“Insight into the Community College for Sioux Falls” Community Presentation
 ○ July 24, 2019 for the Sioux Falls Area Chamber of Commerce Board

“Vision for Trinidad State” Community Presentations
 ○ August 14, 2017 in Trinidad, CO and August 15, 2017 in Alamosa, CO

Invited guest speaker at the 2016 Colorado Adult Education Professionals Association Rendezvous:
 Empowering Learners through Partnerships and Innovation
 ○ October 14, 2016 in Denver, CO

Honored as University of North Dakota Homecoming Chemistry Alumna of the Year, providing
 Keynote Presentation entitled “Education Matters”
 ○ October 9, 2015 in Grand Forks, ND

- **Selected presentations at regional, national, and international conferences:**

“Live Well, Lead Well Panel – Thriving in the Presidency” at the 2024 President’s Academy Summer Institute – Empowering Excellence: Leading Transformative Change, July 15, 2024 in Washington, DC with R. McCall, President Marion Technical College; P. Niehaus, Dale Mabry Campus President Hillsboro Community College

“When Grades Fail Our Students: A Pandemic Response” at the 101st Annual Convention of the American Association of Community Colleges – Rapid Change = Resilience + Resolve, AACC Digital,

May 27, 2021 with B. Elkins, Registrar; P. Fortney, Assessment / Institutional Research Executive Director

“Don’t Waste a Good Crisis: One Community’s Ability to Overcome Workforce Obstacles” at the Association of Community College Trustees Leadership Congress – Reimagined as a Virtual Experience, October 7, 2020 with P. Abbott, Partnerships and Inclusion Executive Director; R.J. Savely, Board of Governors Member; T. Perkins, Board of Governors Member

“Plenary President Panel” at the National Community College Service Learning & Community Engagement Conference – Service Learning for the Public Good, May 18-19, 2018 in Lakewood, CO, with M. Haney, Red Rocks Community College; E. Freeman, Community College of Denver

“Community Colleges and Workforce” at the Colorado Rural Consortium Workforce Development Conference, September 28-29, 2017 in Steamboat Springs, CO, with J.C. Norling, Dean, Colorado Mountain College; C. Freed, President, Morgan Community College

“Promoting Diversity” at the 8th Annual Alliance of Hispanic Serving Institution Educators Conference – Building Bridges to Access, Equity and Success, March 20-23, 2016 in Camarillo, CA, with B. Luskin, Chancellor, Ventura Community College District; G. Hutchinson, Provost, CSU Channel Islands; R. Vela, President, San Antonio College; E. Endrijonas, President, Los Angeles Valley College

“College Completion Agenda: Challenges for Academic Leaders” at the 91st Annual Convention of the American Association of Community Colleges – New Day, New Promise, New Orleans, April 9-12, 2011 in New Orleans, LA, with J. Marwick, Provost, Harper College; A. Fugate, VP for Academic Affairs, Mott Community College; C. McDonald, VP for Academic Affairs, South Georgia College

“From Divisions to Schools: Deans as Agents of Change” at the Chair Academy’s 20th Annual International Conference – Strategic Leadership, March 22-25, 2011 in Dallas, TX, with T. Frankland, Dean for Health Science; E. Unruh, Dean for Fine Arts and Humanities; L. Travers, Dean for Business and Industry; M. Connely, Dean for Science

“Innovation, Initiative, and Service: The Ultimate Learning Experience” at the 31st Annual NISOD International Conference on Teaching and Leadership Excellence, May 24-27, 2009 in Austin, TX, with W. Nolte, President; G. Wheeler, Director for the Center for Learning through Service; V. Innella, Art History Instructor; M. Kubichek, Director of Paralegal Program

“Three Decades and Counting: A Unique Community College-University Partnership” at the 88th Annual Convention of the American Association of Community Colleges – Make it Happen, April 5-8, 2008 in Philadelphia, PA, with W. Nolte, President, Casper College; J. Anderson, VP Student Services, Casper College; B. Pickett, Associate Dean, University of Wyoming / Casper College Center

PUBLICATIONS

- *Lessons in Leadership: Campus Camaraderie Builds Through Sports*, C. M. Simone, Ph.D., President, Trinidad State Junior College, *Community College Journal*, August/September 2018, Volume 89, Issue 1, pages 6-7 (<http://www.ccjournal-digital.com/ccjournal/20180809?pg=8#pg8>)
- Numerous professional publications in refereed chemistry and biochemistry journals, including the *Journal of the American Chemical Society* and *Biochemistry*