

Dr. Joe DeHart

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Executive Profile

Energetic, collaborative and performance-driven community college leader known for exceeding expectations and committed to the positive impact community colleges have on the quality of life for their students and communities.

Finance

- Member of finance team responsible for developing \$150 million district operating budget
- Maximized impact of approximately \$5 million campus budget to fulfill college mission.
- Created successful grant applications in conjunction with DMACC Grants Department
- Developed budget metrics to monitor spending to ensure adequate resources and make better decisions
- Part of team raising over \$500,000 annually through DMACC Foundation events

Institutional Performance

- CEO of a college campus able to maintain its unique identity while thriving within a larger college district
- Focused on student learning and success through all credit and non-credit enterprises of the college
- Developed text messaging strategy allowing for effective, secure and flexible communication with students
- Persuasive and engaging speaker who can build support for the college and its mission
- Initiated ESL program and expanded HiSET classes in Newton and Knoxville

Leadership

- Created, implemented and monitored stakeholder-focused strategic plan
- Led multiple successful accreditation cycles utilizing the Higher Learning Commission's AQIP process
- Mitigated enrollment decline from an 18% decline for the 3 years ending in 2016, to a 7% decline since.
- Designed and grew assessment of student learning process to improve teaching and learning
- Experience within Iowa Valley Continuing Education as an instructor/coordinator in Marshalltown, Iowa Falls, Grinnell & Tama-Toledo
- Advocate of all forms of diversity and sees diversity as an important means for building a healthy college
- Expanded Newton Campus's community engagement through social media and increased Facebook followers by 58%

Professional Relationships

- Supported and collaborated with DMACC Board of Directors in various projects including the annual Board evaluation of the President, strategic planning, institutional performance and various studies
- Founded state-wide Iowa Community College Association for Institutional Research (IACCAIR) in 2005
- Currently partnering with seven school districts to operate the Jasper County Career Academy
- Experience working with leaders in key educational organizations including community college Presidents' Group, IACCT, the Iowa Department of Education, and the Board of Regents staff
- Serve on Community Leadership Council to improve local business, housing and educational opportunities
- Support and supervise 23 full-time Liberal Arts, Career/Technical and Corrections faculty, 6 student services staff, 2 Directors and 6 buildings and grounds people along with 69 adjuncts and 15 part-time staff representing all functions of a comprehensive community college
- Successful partnerships with various organizations that advance the mission of the college including Iowa Workforce Development, Newton Development Corporation, City of Newton, Iowa Department of Corrections, DMACC Foundation, Jasper County Substance Abuse Task Force, United Way, and the Annie E. Casey Foundation

Professional Experience

DES MOINES AREA COMMUNITY COLLEGE, Ankeny, IA

Provost, Newton Campus (2017-Present)

Serve as the chief executive officer of the DMACC Newton campus serving over 1,500 students annually. Lead the district's corrections programs at the men's prison in Newton and the women's facility in Mitchellville. Manage Newton Conference Center in conjunction with Legacy Plaza (formerly Maytag Headquarters) to serve community needs and generate additional revenue. Maintain mutually beneficial partnerships with businesses housed within the Newton Campus including the Newton Economic Development Corporation, Goodwill Business Connections, Heartland AEA and the ISU Extension Office for Jasper County. Ensure campus is meeting unique needs of Jasper County while thriving in a larger college district. Serve as a senior member of the DMACC leadership team to develop and implement district-wide services to address the needs of the college. Specific accomplishments pertaining to this position include:

- Serve on Joint Deans Group to provide input and assistance to President
- Assumed leadership of Corrections efforts resulting in expanded programming including evening welding program on the Newton Campus
- Created two short-term certificate programs in Early Childhood and Human Services
- Began offering ESL classes and expanded HiSET offerings in Newton and Knoxville to meet needs of changing community demographics
- Advocated for and secured Accelerated Nursing Program on the Newton Campus resulting in program expansion and drawing new students from the metro area
- Slowed enrollment slide from 18% for the three years ending in 2016, to 7% during the past two years resulting in the 2nd lowest campus enrollment decline in the district
- Addressed security issues across campus through hiring a part-time evening services coordinator, and utilizing an in-office panic button to alert co-workers that assistance is needed
- Partnered with the City of Newton and other DMACC agencies to begin transforming former Maytag Headquarters into mixed-use facility enhancing Newton and the college campus
- Expanded campus profile in the community through leadership in various organizations and committees including Hometown Pride, Newton-fest, Substance Abuse Council, Community Leadership Committee, Rotary, Thunder Nights (bike night), Scouting, Salvation Army, Newton YMCA, Newton Chamber of Commerce and others
- Raised over \$2 million in 10 years for DMACC Foundation as part of team conducting CEO Golf Invitational
- Assists Culinary Arts program in raising over \$100,000 annually at Fleur de Lys Gala and Auction
- Integrated Counselor into first-year student experience to build early connections with students
- Improved faculty self-evaluation process by providing grade distribution comparisons along with course evaluation comparisons for each faculty member at the end of each term
- Improved student life through creation of exercise and fitness facility
- Transitioned to online bookstore and expanded campus store to better meet needs of students and staff
- Automated several key data systems to improve enrollment tracking resulting in earlier course cancellations, less disruptions to students and a more efficient schedule for students
- Used grant funds to create student food and clothing pantry to help students in need
- Implemented flexible, secure texting solution to improve student communication resulting in improved levels of student engagement
- Represents College President at meetings and functions in his absence

Executive Director of Institutional Effectiveness/ Assistant to the President (2002 – 2016)

Senior leader responsible for district-level efforts in institutional effectiveness including institutional research, assessment of student learning, evaluation and assessment of academic programming, strategic planning, accreditation and continuous improvement. Served as Assistant to the President to provide direct assistance to projects initiated by the President and/or the Board of Directors. Supervised seven professional institutional effectiveness staff including two directors and five coordinators with total budgetary responsibilities totaling over one million dollars annually. Served on Joint Deans Leadership Team with Provosts and Academic Deans and was a member of President's Cabinet. Served as Treasurer for the DMACC Board of Directors. Specific accomplishments pertaining to this position include:

- Created an innovative 10-year strategic plan ensuring input from all DMACC stakeholders along with the Board of Directors
- Led college-wide assessment of student learning initiatives resulting in timely, actionable and accurate data for faculty
- Maintained college accreditation with the Higher Learning Commission and the State of Iowa through Academic Quality Improvement Pathway (AQIP) and was primary author of 2 systems portfolios
- Created innovative institutional grant program for faculty and staff to support initiatives related to the college's strategic plan
- Developed continuous quality improvement (CQI) processes including creation of the Continuous Improvement Commission to ensure district-wide participation in CQI
- Implemented Ad Astra scheduling software including district scheduling policies in cooperation with student services resulting in more efficient student schedules and significant energy savings across all campuses
- Served as a key member of Enrollment Management Team and created commonly used enrollment analyses for President, Cabinet, Campus Provosts and Academic and Executive Deans
- Researched, selected and administered course evaluation survey software allowing each student to evaluate their courses each term
- Taught professional development seminars for new institutional research professionals at the request of the Midwest Association for Institutional Research
- Assisted DMACC Foundation staff in fundraising through golf, dinner and auction events
- Served as part of ISU/DMACC Engineering Grant Team focused on increasing services to pre-engineering students attracting diversity to the engineering field and strengthening matriculation from DMACC to Iowa State University
- Served the Board of Directors in ongoing process used since 2006 to establish annual goals for the President and provide subsequent performance data
- Taught SDV 108 course to orient new students to college focusing on social and academic expectations, the value of diversity in an educational setting, and resources available to students
- Ensured compliance and accuracy for all state and federal data reporting requirements of the college
- Created institutional data warehouse maximizing access to data for all employees through the use of the SAS Business Intelligence Platform
- Collaborated with academic support services including academic achievement centers to research factors regarding student success which have led to significant changes in how DMACC serves students (i.e.- SDV 108, placement testing, etc.)
- Mentored over 25 Masters and Doctorate candidates at Iowa State University regarding their research methodologies, data collection and analysis
- Co-chaired the district-wide Meals From the Heartland service day as part of DMACC's 50th Anniversary celebration resulting in over 210,000 meals prepared for those in need locally and globally
- Taught Program Evaluation and Research classes at Iowa State University
- Represented President at meetings and functions in his absence

IOWA DEPARTMENT OF EDUCATION, Des Moines, IA (1998 – 2002)

Consultant- Bureau of Planning, Research and Evaluation

Lead consultant for the Basic Educational Data System (BEDS) for all K-12 public and non-public districts and schools. Transitioned the BEDS process from paper forms to electronic submission of data through secure web site. Used data collected to conduct analyses necessary to assist Department leaders and other state government officials in the decision-making process.

- Developed web-based data submission process that reduced errors by checking data consistency across submissions while maintaining simple, efficient operation for the end user
- Trained and provided phone support for all public and non-public schools in Iowa during the creation and refinement of the web-based data submission system
- Created retirement projections for Iowa's K-12 educators
- Compiled and submitted Common Core Data to the US Department of Education on behalf of Iowa Schools
- Responded to fiscal notes and other legislative information and analysis requests

IOWA VALLEY COMMUNITY COLLEGE DISTRICT, Marshalltown, IA (1991 – 1998)

Associate Director of Alternative Schools (1996-1998)

Worked with educational leaders in Tama, Grinnell, and Iowa Falls to create alternative high school programs to meet the needs of a diverse student population. Hired, trained and supervised six educators and support staff. Guided curriculum development, policies and procedures to maximize educational opportunities for students while maintaining local achievement standards. Served on the Iowa Association of Alternative Educators Board.

Instructor/Coordinator- EXCEL Alternative High School (1991-1998)

Part of original four-person team to create EXCEL Alternative High School in Marshalltown, IA. Taught all levels of high school math and science curriculum. Created "high adventure" program for alternative physical education credit. Developed relational database solution using 4th Dimension software to serve as a student information system. Served as local member of local school district improvement team.

Education

IOWA STATE UNIVERSITY, Ames, IA

Ph.D., Educational Leadership (2007)

Dissertation: *The effects of student input into school organization, operation and governance on dropout rate in Iowa alternative schools and programs*

M.S., Educational Leadership (1996)

Thesis: *Comparison of learning styles of alternative and traditional high school students in three central Iowa communities*

UNIVERSITY OF IOWA, Iowa City, IA

B.S., General Science (1988)

Professional Recognition

Awarded the 2018 Jasper County Council of Business and Industry Service Award in recognition of Newton Campus's 25 years of service to Jasper County

Awarded the 2015 National Excellence in Education Award given to a professional educator in higher education who has made significant contributions to enhancing higher education using data analytics

Awarded the 2013 Julia M. Duckwall Award from the Midwest Association for Institutional Research in recognition of continuous contribution to institutional research and higher education

Phi Kappa Phi (1994)

Professional Service

National Community College Benchmark Project (NCCBP) Advisory Board (2015 to present)

Iowa Assessment Task Force, made recommendation to Iowa Legislature to implement Smarter Balanced Assessments in Iowa (2013-2016)

Iowa Community College Association for Institutional Research, founder and leader (2005-2016)

Midwest Association for Institutional Research, new professionals workshop (2008- present)

Iowa Workforce Development and Department of Education Technical Assistance Team (2008- present)

Child Advocacy Board member for the State of Iowa, (2009-2014)

Robert C. Byrd Scholarship Selection Committee (2008- 2012)

Iowa Community College Performance Indicator Task Force (2007-2012)

Community College Leadership Consortium (2009)

National Council on Community College Research and Planning Board (2007)

Iowa Association for Alternative Education Board (1996-1998)

National and Regional Presentations

National Association for Institutional Research (invited) 2017, Creating a culture of inquiry for faculty and staff through access to analytic tools, Washington, DC

SAS Global Forum (invited) 2016, Improving service to students through predictive modeling and visual analytics, Las Vegas, NV

Indiana Association for Institutional Research (invited) 2016, Improving service to students through predictive modeling and visual analytics, Indianapolis, IN

Midwest Association for Institutional Research (invited) 2015, Displaying complex relationships between students and their institutions through visual analytics, Kansas City, KS

Rocky Mountain Association for Institutional Research (invited) 2015, Displaying complex relationships between students and their institutions through visual analytics, Las Vegas, NV

Ad Astra Scheduling Software User Conference (invited) 2013, Using Astra reports to support capacity, management and efficient scheduling, Kansas City, KS

Mid-AIR Regional Conference, 2012, Predictive modeling at DMACC, Omaha, NE

National Community College Benchmark Conference (invited) 2008-2010, Using benchmarks to measure institutional performance, Kansas City, KS

National Fund for Workforce Solutions Peer Learning Meeting (invited) 2009, Leveraging student information systems to track and measure workforce outcomes, Washington, DC

Community College Enrollment Management and Student Marketing Symposium (invited) 2008, Data and processes necessary for successful enrollment management, Cary, NC

League for Innovation Conference (invited) 2008, Supporting decision making in higher education, Salt Lake City, UT

League for Innovation Conference on Information Technology (invited) 2008, Effective institutional research models and the SAS Business Intelligence platform, Denver, CO

Association for Institutional Research National Forum 2006, Using ArcView GIS software to visualize and track student enrollment patterns, Orlando, FL

Community Service

Current

YMCA Board Vice-President

Salvation Army Advisory Board member

Jasper County Substance Abuse Coalition member

Rotary member

Newton Economic Development Board ex-officio member

Hometown Pride Committee member

Newton-Fest Committee member

Newton Chamber of Commerce member

State Corrections Re-entry Task Force member

Past

Boy scout leader, Troop 354, Woodrow Wilson Elementary

Cub scout den leader, Pack 353, Aurora Heights Elementary

YMCA youth soccer coach

High School church youth group leader

AWANAS game time leader

Volunteer handyman for elderly in Newton through church outreach

Salvation Army volunteer