

GARY C. JOHNSON

April 29, 2023

Dear Search Committee:

This letter expresses my interest in Monroe Community College's Associate Vice President, Student Success and Strategic Initiatives position. You will find that I possess the experience required to be a successful candidate for this role.

I am passionate about students and their success! Throughout my career, I have worked to develop systems and structures that promote students' progress, retention, graduation, transfer, and career success. My experiences have prepared me to effectively lead teams, develop cross-divisional partnerships, streamline processes, assess programming, implement technology solutions, and manage long-term projects. During my time at Nazareth College, I led the successful implementation of the electronic Advanced Placement score download and the Transfer Evaluation System, which increased efficiency and consistency in processing transfer credit and improved transfer student planning. At SUNY Brockport, I served as the School of Business representative for the SUNY Seamless Transfer initiative to develop transfer pathways to the School of Business programs. I also designed four-year academic advising plans for the five majors within the school and implemented group advising sessions. Additionally, I partnered with local employers to recruit and hire SUNY Brockport business students, which led to a partnership with First Niagara Bank. While at RIT, I utilized NACADA resources, the CAS Standards for Academic Advising, and survey data to develop professional development and programmatic initiatives for the academic advising community. In addition, I led the development and creation of the Provost's Award for Excellence in Academic Advising.

Currently, I serve as Monroe Community College's lead for guided pathways and related student success initiatives. Working with college leadership, faculty, and staff, I implement, track, and evaluate essential guided pathways practices. As part of my role, I oversee the eight professional staff members on the Schools/Pathways team. As a manager, my approach to leadership is simple, I believe in providing individuals with the necessary resources to be successful and recognize that success is accomplished through teamwork.

I am fully committed to the mission, vision, and core values of Monroe Community College. As a champion for equity and opportunity, I have worked toward improving educational inequities for students from diverse backgrounds, including those from underserved communities, those who are deaf, hard-of-hearing, international, first-generation, and veterans/military affiliated.

It would be a pleasure to meet and discuss my commitment to student success and the Associate Vice President, Student Success and Strategic Initiatives role. Your consideration is greatly appreciated.

Regards,

Gary C. Johnson