

GARY C. JOHNSON

EDUCATION

- Master of Science, Adult Education**, Buffalo State College 05/05
- Specialization: **Student Personnel Administration**
- Bachelor of Science, Applied Arts and Sciences**, Rochester Institute of Technology 08/00

EXPERIENCE

Director, Schools & Integrated Pathways, Academic Services 08/18 – Present
Monroe Community College, Rochester, NY

- College lead for guided pathways: American Association of Community Colleges and State University of New York (SUNY) cohorts
- Coordinate the college's cross-divisional Student Success Committees and track action items and committee reports
- Meet with college vice presidents and Student Success Committees' co-chairs quarterly to establish priorities and review progress toward goals
- Collaborate with the Institutional Research and the Associate Vice President, Academic Services to review college data, guided pathways key performance indicators, and scale of adoption assessments
- Collaborate with Deans, faculty, and staff to implement student success strategies
- Manage a team of eight professional staff members: School Specialists; Coordinator, Student Success Systems; and Technical Assistant, Schools/Pathways Office
- Lead success initiatives to encourage continuing student persistence, retention, and graduation
- Oversight for Starfish Retention Solutions, CircleIn, and the faculty advisor assignment process
- Support and develop academic interventions for students not making satisfactory academic progress
- Create and maintain student communication plans to promote student belonging and connection
- Work with the Schools team to develop biannual Schools/Pathways Office data reports and dashboards
- Develop and monitor annual office budget: approve purchase orders, travel requests, and professional development plans
- Partner with Advising & Transfer Services office on advisor (faculty and staff) professional learning and student advisement initiatives
- Provide information and resources to faculty and staff regarding advising model and Schools model
- Member of the Civitas Planning team and Civitas Nudge Planning team

Associate Director, University Advising Office (UAO) 05/14 – 07/18
Rochester Institute of Technology, Rochester, NY

- Led the RIT Advisors' Council, organized and assessed professional development for 75+ academic advisors, facilitated requests for sharing information, and managed advising-related communications
- Assisted University Advising Office director with evaluation and assessment of academic advising
- Supported student success and retention initiatives: Starfish Early Alert, Starfish Connect, non-registered student outreach project, and advising points of contact
- Provided assistance to students and families regarding escalated advisement or academic concerns
- Collaborated with UAO staff, assistant deans, and directors for advising, Student Affairs partner units, and Office of the Registrar to collaborate on strategic planning for academic advising and registration
- Led the successful implementation of the Provost's Award for Excellence in Academic Advising
- Implemented a "weekly updates" e-bulletin to disseminate information to the advising community
- Managed multiple unit-specific projects and programs
- Represented the UAO on university committees and advisor search committees
- Maintained and update the department's website, advisors' handbook, and advisors' toolkit
- Supervised and evaluated UAO academic advisor
- Taught IDTL 101, Career Exploration Seminar

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Advisement Coordinator, Center for Student Success, School of Business
The College at Brockport, SUNY, Brockport, NY

10/10 – 04/14

- Oversaw the student registration processes and faculty advising system
- Provided new and refresher training for 20 faculty advisors
- Assigned students to advisors and maintained equitable advising caseloads
- Assisted department chairs with interpreting academic policies and evaluating transfer credits
- Provided orientation/registration sessions for more than 300 transfer students annually
- Served as School of Business representative for the SUNY Seamless Transfer initiative
- Met with prospective students and families to answer program questions
- Developed positive individual advising relationships with advising caseload
- Utilized prescriptive, developmental, and proactive advising approaches to support student success
- Advised students regarding academic planning, academic progression, and degree requirements
- Evaluated student progress toward established goals and timely degree completion
- Helped students identify barriers to their success and referred them to campus resources
- Worked closely with the associate dean and department chairs to resolve student and family concerns
- Designed School of Business four-year academic advising plans
- Updated student advising materials, marketing materials, and school website
- Developed relationships with recruiters and HR professionals to obtain job leads for students
- Partnered with the director of the Center for Student Success to arrange on-campus employment/internship interviews, alumni presentations, and student welcome events
- Oversaw BUS 498, Business Internship course, and graded student portfolios/assignments
- Taught GEP 100, Academic Planning Seminar
- Partnered with the Office of Academic Advisement, Office of Registration and Records, Office of Student Retention, and campus partners to support student success
- Assisted with the AACSB re-accreditation process

Senior Academic/Transfer Counselor, Academic Advisement Center
Nazareth College, Rochester, NY

08/06 – 10/10

- Advised caseload of 40 undeclared students through the major and career exploration process
- Connected students to engagement opportunities to complement classroom experiences
- Referred students to campus resources to strengthen their ability to be academically successful
- Assisted students in navigating college policies and procedures
- Evaluated transcripts and transfer credits for current and prospective students
- Partnered with department chairs to establish, review, and update transfer credit articulation rules
- Entered external credits in Colleague (SIS): AP, CLEP, IB, NLN, DSST, and college credits
- Led the successful implementation of the Transfer Evaluation System and AP score electronic import
- Collaborated with department chairs and faculty members to develop and update articulation agreements
- Utilized AACRAO, ACE, and College Source resources to research credit recommendations, institutional profiles, and college catalogs
- Coordinated transfer advisement and registration sessions for new transfer students
- Provided advocacy for transfer student-related concerns
- Met with students needing to take courses at other institutions and studying abroad
- Represented college at Monroe Community College's Transfer Advisor in Residence program
- Partnered with the School of Management dean and chair to develop an undeclared business major
- Worked with the chair of the biology department to develop a support course for BIO 103, Biological Systems – to improve course success rates
- Worked closely with the Registrar's Office and Undergraduate Admissions Office to support transfer student initiatives
- Taught FRS 101, Freshman Seminar and CDL 100, Exploring Self, Majors, and Careers

GARY C. JOHNSON

Program Coordinator, Office of K-12 Programs, GEAR UP
Rochester Institute of Technology, Rochester, NY

12/05 – 8/06

- Provided support services to low-income middle and high students in the Rochester City School District (RCSD)
- Met with students to create personalized education and career plans
- Coordinated college tours and family informational sessions
- Served as a communication link between The Center for Youth, RCSD, and RIT
- Worked with Nazareth College student teachers to provide tutoring to RCSD students
- Facilitated presentations about colleges and careers
- Managed summer youth employment program
- Hired and supervised RIT student employees
- Visited employers and student worksites
- Partnered with the program director to collect data for grant reporting and assessment

ADDITIONAL EXPERIENCE

- **Graduate Intern**, Campus Center, Monroe Community College, Rochester, NY 08/04 – 05/05
- **Technical Assistant**, PSTF, Monroe Community College, Rochester, NY 10/02 – 03/05
- **Loan Coordinator**, Wheels for Work, Catholic Family Center, Rochester, NY 01/01 – 10/02

COMMITTEES, ORGANIZATIONS, AND PROFESSIONAL LEARNING

- NACADA: The Global Community for Academic Advising Member 08/06 – Present
- SUNY Community of Practices: Early Alerts and Guided Pathways 06/22 – Present
- Student Success Committees, Monroe Community College 04/19 – Present
- SUNY Guided Pathways Institutes Cohorts I and II 08/18 – 05/22
- ATD/JFF Coaching Academy 03/21 – 04/21
- NYS Student Success Center Coaching Academy 08/19 – 09/20
- NACADA Webinar Advisory Board 08/17 – 07/18
- On-Time Graduation Committee, RIT 09/15 – 01/17
- Rochester Area Advising Conference Planning Committee 10/14 – 07/16
- National Associations of College and Employers 05/13 – 05/14
- Nominated for SUNY Brockport's Advisor of the Year Award 03/14
- Engaged Learning Institute – Internship Taskforce, SUNY Brockport 01/14 – 04/14
- School of Business Curriculum Committee, SUNY Brockport 09/12 – 04/14
- Transfer Student Advisory Committee, SUNY Brockport 01/12 – 04/14
- Advisement and Mentoring Taskforce, SUNY Brockport 09/11 – 03/12
- Advising Council, Nazareth College 08/06 – 10/10
- First Year Experience Council, Nazareth College 05/07 – 10/10
- Multicultural Recruitment Committee, Nazareth College 05/07 – 10/10
- Degree Audit Team, Nazareth College 05/07 – 10/10
- New York State Transfer and Articulation Association 05/07 – 10/10
- Student Behavior Consultation Team, Nazareth College 08/06 – 05/07

SOFTWARE

Banner, Argos Reporting, Civitas, Mongoose, Brightspace, Blackboard, Degree Works, Oracle PeopleSoft SIS, Starfish Early Alert, Starfish Connect, MyCourses, Angel, Datatel Colleague SIS, Microsoft Office, Drupal, Transfer Evaluation System, Adobe Photoshop