

RESUME

JIMMY L. ADAMS, JR., Ed. D., M.B.A.

SUMMARY OF QUALIFICATIONS

Over 38 years of increasing experience and responsibility in higher education administration and business management: 18 of those years in community college and university administration, facilities management, budget development, emergency management, program development, and instruction with a focus in academic instruction, continuing education, workforce development, adult basic education, workforce student services, and corporate training; over 20 years' experience in advertising, marketing, and sales with an emphasis in managing in-house marketing, advertising and corporate communications functions.

EDUCATION

Ed.D., Educational Leadership

Sam Houston State University, 1806 Avenue J, Huntsville, Texas 77340 12/2008 (75hrs)

M.B.A., Business Administration

Houston Baptist University, 7502 Fondren Rd., Houston, Texas 77074 5/1992 (40 hrs)

RECENT PROFESSIONAL DEVELOPMENT

- ✦ League for Innovation Executive Leadership Institute (ELI), 2017
- ✦ University of California Berkeley Startup Bootcamp for Executives, 2017
- ✦ EdgeMaking for EdgeTeachers: Essentials of Innovation Design Thinking Course, 2017

KEY ACCOMPLISHMENTS

- ✦ Houston Community College: As a member of the Art & Design Council-Provided instructional oversight of the National Association of Schools of Art and Design (NASAD) Accreditation; Designed and implemented the Center for Career Advancement and Student Success (CCASS) Enrollment Management System instrumental in increasing enrollment in MATCOE by 10% over 2-year period Fall 2016 to date;
- ✦ Blinn College: Prepared the BAK division for a successful re-accreditation visit by the SASCOC;
- ✦ Lamar Institute of Technology: Managed and administrated \$330,000 Carl Perkins Grant;
- ✦ Prairie View A&M University: Designed and implemented the successful establishment of PVAMU's Office of Continuing Education;
- ✦ Lone Star College: Developed strong partnerships with businesses and industry; secured in-kind donations in the form of software and capital equipment totaling over \$5 million; Conducted several fundraising events that generated over \$50,000 for student scholarships; Generated over \$3 Million in corporate and contract training

SELECTED AWARDS

- ✦ 2018 Sam Houston State University Distinguish Educator of the Year
- ✦ 2018 Houston Community College Chancellor's Excellence Award
- ✦ 2017 League for Innovation John & Susanne Roueche Excellence Award Recipient
- ✦ 2017 Top Black Professionals and Entrepreneurs Award Recipient

PROFESSIONAL EXPERIENCE: ADMINISTRATION

2019-2022 **College Operations Officer, Northeast College**
Houston Community College, Houston, Texas

Northeast College is one of five comprehensive colleges within the Houston Community College System. NE College comprises five campuses in the Northeast Houston service area including Northeast, Northline, North Forest, Acres Homes, and the Automotive Transportation Training Center. NE College also houses 3 dynamic workforce Centers of Excellence – Public Safety, Global Energy, and Automotive Technology. NE College Enrollments are slightly over 7,000 students annually.

The College Operation Officer (COO) is a member of the College President's Executive Leadership team with dotted line reporting relationships to the VC-Finance and Planning and Chief Facilities Officer. The COO is the budget and forecasting liaison and works collaboratively across the system with the President, Vice Chancellor of Finance and Planning, Executive Director of Finance and Budget Controls, Executive Director of Purchasing, and Human Resources teams. The COO works in partnership with the System's Chief Facilities Officer and team to provide leadership, oversight, and management of the college's various campuses and physical locations. The COO also provides Emergency Management leadership and supervision and is the NE College Incident Commander.

As College Operation Officer, my major responsibilities encompass the following areas of focus: I manage and provide oversight of the college's \$14 million budget; I supervise 9 direct reports and a division of 32 full-time and 60 part-time staff; I manage the operation and physical health of five campus facilities across the Northeast College service - Acres Homes, Northeast Campus, Northline Campus, North Forest Campus, Automotive Transportation Training Center, and Truck Driving Academy; I serve as the College's Incident Commander, providing guidance to the college leadership when incidents occur on our property that requires response to protect life and property; my responsibilities include providing leadership to the development, maintenance, and improvement of instruction in support of the college's three Centers of Excellence – Global Energy, Public Safety, and Automotive/Transportation Programs; developing educational partnerships and alliances with public schools, colleges, and universities, corporations, business and industry, and community entities.

Selected accomplishments: Working with a dedicated team of staff, we:

- ✦ Developed the college's Five-Year Operating Budget Forecast. This planning document assists with fiscal management and accountability and indicates historical and projected revenue and expenses for the college; the five-year forecast provides a comprehensive analysis of future operational revenue and expense projections. The forecast allows management to evaluate potential long-term outcomes when making current financial decisions.
- ✦ Designed and produced a Strategic Outreach Community and Business Engagement Plan using the Sprintbase design thinking platform, which allows for strategic and analytical collaboration
- ✦ Developed the NE College Staffing Plan used to support the college's yearly budget justification process, providing position change recommendations, justifications, position levels, financial impacts, cost savings, etc.
- ✦ Completed a Space Utilization Summary report based on the Shepley Bulfinch Catchment Area Study and Executive Summary Findings to support increasing enrollment growth

- ✦ Compiled and produced comprehensive backlog reports pertaining to Facilities Issues, Incidents, Warranties, Procurement, and Projects for five campuses
- ✦ Led NE College as Incident Commander providing direction to the college as part of the COVID-19 System Incident Management Team

2015-2019 **Dean, Media Arts & Technology Center of Excellence**
Houston Community College, Houston, Texas

As Dean, Media Arts & Technology my major responsibilities include: providing leadership, administration and management of instructional programs for the following four instructional areas: Audio Recording & Production, Filmmaking, Music Business, and Digital Communication which encompasses the following departments - Graphic Design, Digital Photography, Web Design & Publishing, Digital Media, and Animation. I supervise 25 full-time faculty and over 80 part-time faculty and support staff; provide oversight of all instructional programs; preparing and managing an operating budget in excess of \$4 million; provided overall leadership to the development, maintenance, and improvement of instruction and support across the district; develop educational partnerships and alliances with public schools, colleges, and universities, corporations, business and industry, and community entities; Manage all media arts and technology programs across the HCCS.

Selected accomplishments: Working with a dedicated team of faculty, and staff, we:

- ✦ Assist with the National Association of Schools of Art and Design (NASAD) Accreditation
- ✦ Establish dual credit articulations with several local high schools
- ✦ Put in place the Center for Career Advancement and Student Success, an enrollment management system
- ✦ Opened new film facility complete with sound stage, editing booths, Foley stage, film editing lab, and screening theater.
- ✦ Provide leadership over numerous degrees and certificate programs in Audio Recording & Production, Filmmaking, Music Business, and Digital Communication and several Marketable Skill Awards
- ✦ Facilitate articulation agreements with local universities including Texas Southern University, University of Houston, and Sam Houston State University
- ✦ Established scholarship funding for HCC MAT students in partnership with the HCC Foundation
- ✦ Created a student tracking system designed to capture student demographic and performance information for grant reporting and strategic planning

6/2017 **Interim Dean Instructional Technology**, Houston Community College, Houston, Texas

As Dean of Instructional Technology my major responsibilities include: providing leadership, administration and management of instructional technology across the district; supervising 6 DCETS, over 60 part-time support staff; oversight CIC and other innovative learning labs spaces, digital media centers, and collaboratoriums; preparing and managing an operating budget in excess of \$6 million; Oversees and facilitates the operations of the teaching innovation labs

2014-2015 **Dean of Business, Computer Technology, Agriculture, Kinesiology**
Blinn College, Bryan, Texas

Blinn College is a comprehensive, two-year post-secondary institution that serves a 13-county service area with campuses in Brenham, Bryan, Sealy and Schulenburg, Texas. Blinn offers a variety of academic transfer courses, allied health programs, workforce training and continuing education classes for more than 18,500 students. The premier two-year college in Texas, Blinn College has one of the state's highest percentages of students who

transfer to and graduate from top universities. Blinn College provides a curriculum consisting of more than 60 degree and certificate programs covering a wide range of career and technical educational opportunities.

As Dean of Business, Agriculture, Computer Technology, and Kinesiology, my major responsibilities include: providing leadership, administration and management of instructional programs for four instructional departments; supervising 45 full-time instructors, over 80 part-time faculty and support staff; oversight of all credit and non-credit instructional programs; preparing and managing an operating budget in excess of \$6 million; provided overall leadership to the development, maintenance, and improvement of instruction and support across the division; Developing educational partnerships and alliances with public schools, colleges, and universities, corporations, business and industry, and community entities; Manage the college's Agricultural Complex and Kinesiology sites.

Selected accomplishments: Working with a dedicated team of faculty, and staff, we:

- ✦ Prepared the BAK division for a successful re-accrediting visit by the SASCOC in October 2014, this included reviewing faculty credentials, program requirements, syllabi, website alignment, and catalog and course schedules, assisted in the planning and implementation of Blinn's QEP, etc. Due to our efforts, Blinn College only received 2 recommendations out of 99 standards
- ✦ Provide leadership over numerous degrees and certificate programs in Accounting, Business Administration, Information Technology, Small Business Management, Administrative Assistant, Agriculture and several Marketable Skill Awards
- ✦ Developed and manage business programs in partnership with the Bryan Federal Prison Camp
- ✦ Provide academic leadership and support to Blinn College's Agriculture Department Livestock Judging Team who have won numerous awards throughout the country
- ✦ Facilitate Information Technology articulation agreements with local universities including Texas A&M and Sam Houston State University
- ✦ Re-aligned Kinesiology courses to provide better opportunities for student athletes to pursue degree opportunities in their respective fields of choice
- ✦ Provide oversight of the redesign of the Blinn College Academics Website in partnership with VP of Instruction and Marketing Department

2013-2014 **Dean of Workforce Development**
Lamar Institute of Technology, Beaumont, Texas

Lamar Institute of Technology (LIT) is a comprehensive two-year post-secondary institution and a member of the Texas State University System. LIT provides a curriculum consisting of more than 50 degree and certificate programs covering a wide range of career and technical educational opportunities.

As Dean of Workforce Development, my primary responsibilities included providing leadership, administration, and management of all workforce education, corporate training, and continuing education programs and services for Lamar Institute of Technology; supervision of full-time staff, trainers, and instructors; budget oversight and grant management of both restricted and non-restricted funds including Carl D. Perkins Grant; facilitation of state adult education and post-secondary education alignment in accordance with legislative mandates and the workforce investment system; management and oversight of satellite locations.

Selected accomplishments: Working with a dedicated team of faculty, and staff, we:

- ✦ Manage and administrate \$330,000 Carl Perkins Grant
- ✦ Developed and implemented various administrative rules, policies and procedures that govern conducting non-credit continuing and corporate training for LIT

- ✦ Facilitated the development of several new CE programs including the HS 101 Workforce Readiness Program, SHRM Learning System, CMA, Forklift Training, and Pharmacy Technician Program ✦ Setup new TouchNet Market Place online registration and payment system

2012-2013 **Education Consultant/Instructor**

Accelerated Educational Services (AES), Houston/Fort Worth, Texas

Accelerated Educational Services (AES) is an educational training and consulting company created to assist educational organizations (PK-12 and post-secondary) in improving instructional success.

As a consultant, my responsibilities included providing consulting and assistance in the following areas: program development and evaluation, curriculum development review, accreditation support, strategic planning, faculty development and evaluation, enrollment management, department branding and corporate identity, program marketing, articulation support, student assessment, basic skills evaluation, learning plan development, educational planning and advising, and workforce and career readiness. Instruction and teaching disciplines: higher education administration, business management, leadership, curriculum and instruction development, marketing, strategic planning, and entrepreneurship.

2011-2012 **Director, Workforce Services**

Tarrant County College, Fort Worth, Texas

Established in 1965, Tarrant County College (TCC) is the seventh largest college or university in Texas in terms of enrollments. TCC has five campuses throughout Fort Worth, Arlington, and Hurst areas. TCC offers four types of degrees - Associate of Arts, Associate of Science, Associate of Arts in Teaching, and Associate of Applied Science in addition to certificates of completion and several continuing education programs. College programs cover more than 80 technical and transfer areas.

Workforce Services (WS) provides adult basic education and workforce development programs and services for the TCC District. WS operates out of the TCC Opportunity Center and six learning centers throughout the Fort Worth, Arlington, and Hurst counties.

As Director, my primary responsibilities included providing leadership, administration, and management of all adult basic education programs and services for Tarrant County College District including basic skills, GED, and ESL; supervision of full-time staff and ABE instructors; budget oversight and grant management of both restricted and non-restricted funds; facilitation of state adult education and post-secondary education alignment in accordance with legislative mandates and the workforce investment system; management and oversight of seven learning centers and multiple campus and community based and workplace sites.

Selected accomplishments: Working with a dedicated team, we:

- ✦ Assisted in successfully establishing and launching several Learning Opportunity Centers throughout Tarrant County to provide GED, ESL, academic advising, skills enhancement and training, and non-course based remediation in TSI liable areas
- ✦ Assisted in the development of TCC Academic Enrichment Program (AEP) a district wide program designed to help students successfully pass the Accuplacer Exam.
- ✦ Created "Student Tracker" a comprehensive database system designed to capture student demographic and performance information for grant reporting and strategic planning
- ✦ Assisted in the development of several workforce based programs including CNC Machinist, Central Sterile Processing, Ophthalmic Assistant, and Office Career Programs
- ✦ Established several addendum GED Testing sites within TCCD service area

- ✦ Assisted in securing several district-wide, state, federal, and local grants totaling over two million dollars including partnerships with (THECB ABE-IG, United Way of Tarrant County, JP Morgan Chase, FWISD)
- ✦ Created the “Pathways to Careers” bridge program that assist GED students with transitioning in college degree and certificate programs and the workforce

2009-2011 **Assistant Vice President, Continuing Education**
 Prairie View A & M University, Prairie, Texas

Founded in 1876, Prairie View A&M University is the second oldest public institution of higher learning in the state of Texas. With an established reputation for producing engineers, nurses and educators, PVAMU offers baccalaureate degrees in 50 academic majors, 37 Master’s degrees and four doctoral degree programs through nine colleges and schools. A member of the Texas A&M University System, the University is dedicated to fulfilling its land-grant mission of achieving excellence in teaching, research and service.

Prairie View A&M University Office of Continuing Education is the non-credit extension of the University. The OCE is self-sustaining and operates from an enterprise budget and P&L model. As Assistant Vice President, my primary responsibilities included providing leadership, administration, and management of all non-credit programs and activities; supervision of full-time staff, adjunct instructors, sales staff and trainers. Oversight of the following program areas: Professional and Skills Development, Personal Enrichment including The Institute for Lifelong Learning and Discover U-Youth Programs, Conferences, Workshops & Seminars, Test Preparation, Computer Information & Technology, and Corporate Education & Training.

Selected accomplishments: Working with a dedicated team, we:

- ✦ Designed and implemented the successful establishment of PVAMU’s Office of Continuing Education
- ✦ Developed and implemented various administrative rules, policies and procedures that govern conducting non-credit continuing and professional education for the University
- ✦ Facilitated the development of several new CE programs including the Mini MBA, Non-Profit Leadership and Development Certificate, Human Services Workshop Series, HR Management and Certified Management Accountant programs
- ✦ Setup and implemented an integrated P&L system
- ✦ Developed a market responsive enrollment management workforce system

2007-2009 **Dean, Workforce Training and Community Development** Lone
 Star College-North Harris, Houston, Texas

Lone Star College-North Harris (LSC-NH) is one of five colleges within the Lone Star College System. LSC-NH is a comprehensive community college offering over 60 programs of study including academic transfer, occupational programs, workforce training, and continuing education.

Lone Star College-NH Division of Workforce Training and Community Development (WTCD) is a broad-spectrum division encompassing five departments: Continuing Education, Corporate Training, Youth, Leisure, and Business Development. WTCD offer opportunities for academic advancement, workforce training, career development, and lifelong learning. WTCD enrolls over 5,000 continuing education students annually.

As instructional dean, my major responsibilities included: providing leadership, administration, and management of continuing education programs and courses for the Workforce Training Division; supervision of 27 full-time staff, trainers, and over 80 part-time faculty members. Oversight of all non-credit programming including business, health careers, information technology, languages, construction, and public safety; oversight of Lone Star College-North Harris law enforcement and truck driving academies; prepared and managed an operating

budget in excess of \$1.7 million; providing overall leadership to the development, maintenance, and improvement of instruction and support across the division; developed educational partnerships and alliances with public schools, colleges, universities, corporations, business and industry, and other community entities. This includes identifying, developing, and marketing programs that address the needs of the community and student.

Selected accomplishments: Working with a dedicated team of faculty, and staff, we:

- ✦ Facilitated and managed the successful centralization of all continuing education programs and services
- ✦ Developed the Center for Business Development, a joint venture between the college, the Small Business Development Center, and the North Houston-Greenspoint Chamber of Commerce that helped increase economic development in the North Houston area
- ✦ Facilitated the development of several new CE programs including CNA and Diesel Mechanics
- ✦ Developed a divisional advancement model to better align WTCD operations and functions with those of the college resulting in better collaboration and communication at all levels in the institution and division
- ✦ Created a program review process to identify program effectiveness and recommend strategies for improvement
- ✦ Created a career services center to provide assistance to students seeking employment and career assistance

2003-2007 **Dean, Career Technology Division**
Lone Star College-North Harris, Houston, Texas

Lone Star College-North Harris Career Technology Division (CTD) is a large workforce education division offering over 39 certificates, and 14 associated degrees in 11 programs areas in four industry sectors. CTD enrolls over 2,600 students a semester.

As instructional dean, my major responsibilities included: providing leadership, administration, and management of instructional programs for the Career Technology Division; supervision of 35 full-time instructors, over 70 parttime faculty and support staff; oversight of all career technology credit and non-credit instructional programs in the following sectors: Advanced Manufacturing and Applied Technology - automotive technology, engineering technology, electronics, heating, ventilation, air conditioning, and refrigeration, machining technology, welding, and non-destructive inspection technology; Computer Technology – networking, programming, professional office technology; Visual Communications – graphic design, multimedia, video and post production, web design; Preparing and managing an operating budget in excess of \$4 million; provided overall leadership to the development, maintenance, and improvement of instruction and support across the division; Developed educational partnerships and alliances with public schools, colleges, and universities, corporations, business and industry, and other community entities. This includes identifying, developing, and marketing programs that address the needs of the community and student; managed the college's Digital Technology and Advanced Technology Centers.

Selected Accomplishments: Working with a dedicated team of faculty, and staff, we:

- ✦ Increased enrollment in the Career Technology Division by 300 students from 2003 to 2006 after declines during the previous three years;
- ✦ Revised several program curricula that had not been updated in years; enrollment increase after years of decline;
- ✦ Renamed the division and developed a branding and marketing plan to better align the division's programs and services to meeting the needs and demands of the community. As a result, raised the profile and image of the college and the division within the community, which positively affected enrollment;
- ✦ Developed strong partnerships with businesses and industry; secured in-kind donations in the form of software and capital equipment totaling over \$5 million;

- ✦ Conducted several fundraising events that generated over \$50,000 for student scholarships;
- ✦ Developed a division enrollment management plan that identified and advised students from contact to placement resulting in increased retention, persistence, and completion rates for the division

2002-2003 **Interim-Dean**, Career Technology Division, Lone Star College-North Harris

2001-2002 **Department Chair, Visual Communications/Graphic Design**, Lone Star College-North Harris
 Provided assistance to the Dean of Instruction, operations manager, and lead faculty in all areas related to the management and administration of the visual communications programs.

2000-2002 **Program Coordinator**, Computer Graphics/Interactive Media, Lone Star College-North Harris
 Mentored full-time and adjunct faculty; taught courses in computer graphics, digital imaging, graphic design, digital publishing, and computer art; implemented approved curriculum decisions; maintained and updated curriculum packages including syllabus, and resource materials for all courses including Web CT.

PROFESSIONAL EXPERIENCE: TEACHING

2016-Present **Professor**, Houston Community College, Texas 77805
 Teach business administration, higher education administration and leadership courses.

2014-2015 **Professor**, Blinn College, Bryan, Texas 77805
 Taught business administration, higher education administration and leadership courses.

2012-2013 **Adjunct Professor**, Sam Houston State University, Houston, Texas
 Teach higher education administration and leadership courses for the College of Education, Department of Educational Leadership and Counseling in the Masters of Higher Education Administration program.

1999-2009 **Professor**, Lone Star College-North Harris Business/Visual Communications
 Teaching Disciplines Business: Leadership Theory, Issues in Contemporary Education, Organizational Behavior, Educational Policy and Ethics, Business Strategy, Marketing Management, Entrepreneurship, Strategic Planning and Management. Teaching disciplines Visual Communications: computer graphics, page layout and production, digital imaging, graphic design, digital publishing, and computer art

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| 1992-1999 | Adjunct Instructor | Disciplines |
| | Lone Star College-North Harris | Visual Communications |
| | Houston Community College | Production & Layout/Desktop Publishing |
| | University of Houston | Business/Graphic Design |

Taught courses in computer graphics, graphic design, technical communication, desktop publishing, business graphics, page layout applications, production, design and layout.

PROFESSIONAL EXPERIENCE: BUSINESS/INDUSTRY

1994-2004 **Owner-President/Creative Director**, Desktop Dimensions Creative Services, Houston, Texas
 President and owner of Desktop Dimensions, a full service design communications company.

1981 – 1994 *Cooper Oil Tool, Cameron Iron Works, McEvoy, Willis, Smith International*

Houston, Texas: International manufacturing companies specializing in hardware, petroleum, electrical, and automotive products.

1989 – 1994 **Senior Marketing/Business Analyst**, Cooper Oil Tool (COT)

Provided management/corporate with in-depth industry data and trends for use in forecasting short/long term industry activity.

1987– 1989 **Graphics Designer**, Cameron Iron Works

Coordinated, designed and produced advertising and marketing communications materials and publications; assisted with trade show exhibits; performed press checks and coordinated the distribution of printed literature; interfaced with vendors.

1985–1987 **Marketing Communications Coordinator**, McEvoy-Willis

Organized and coordinated internal communications, brochures, catalogs, newsletters, etc., assisted in the preparation and management of the department's marketing/advertising budget; coordinated domestic and international trade shows exhibitions; consulted/interfaced with advertising agencies in the creation and implementation of advertising campaigns

1981–1985 **Graphics Designer**, McEvoy

Coordinated, designed and produced in-house advertising, graphics designed and produced company's newsletter; assisted with trade show exhibits;

1980–1981 **Printer/Production Artist**, Rice Food Markets, Houston, Texas

Printed a wide range of product literature and display graphics; designed and produced ads, newsletters, fliers, etc.; maintained and operated camera, printing and bindery equipment; purchased supplies.

SELECTED HONORS, AWARDS, AND RECOGNITION

- ✦ Recipient of the 2006 Sam Houston State University Educational Leadership Doctoral Research Award
- ✦ Selected the UCEA Barbara L. Jackson Scholar Nominee, by Sam Houston State University, Educational Leadership and Counseling Department, 2006 and 2007
- ✦ Selected and participated in the AACC Presidents' Roundtable of the Thomas Lakin Institute, a next-step, mentoring program for the highest leadership positions in community college sponsored by the American Association of Community Colleges in Portland, Oregon, October 16-20, 2006
- ✦ 2007-2002 Received the NCMPR Gold Medallion Award of Excellence Award (Bridge to Careers logo design; Silver Medallion Award (Career Paths Brochure Design); Silver Medallion Award of Excellence Award (CE Schedule Design); NCMPR Gold Medallion of Excellence Award (The Circle Logo Design); LEARN International Award for Excellence in Brochure/Catalog Design

CURRENT VOLUNTEER AND COMMUNITY ACTIVITIES

- ✦ Executive Board Member (Executive Chair), Career & Technology Education, Spring Independent School
- ✦ Member Cy-Fair Chamber of Commerce Education and Workforce Development Committee
- ✦ Chair, Economic Development Committee, North Houston Greenspoint Chamber of Commerce
- ✦ Advisory Board Member, Aldine Independent School District
- ✦ Advisor, The Circle Student Leadership Mentoring Program
- ✦ Board Member, Career Gear, Texas

SELECTED PRESENTATIONS/PUBLICATIONS

- ✦ Presenter-NACCE 2017 Conference: The Power of Partnership-Presentation Title: Leveraging Your Communities and Relationships Through Entrepreneurial Thought and Action
- ✦ 2017 League for Innovation Innovations Conference Presentation Title: Leading Change in a ✦ Matrix Organization
- ✦ Presenter-2017 League for Innovation Learning Summit: Solutions for Student Success
- ✦ Presentation Title: Center for Career Advancement and Success: An Integrated Student Engagement Model
- ✦ HCC Center for Entrepreneurship Workshop Presentation Title: From Freelancing to Starting Your Own Business in Media Arts & Technology
- ✦ Seminar - Key Note speaker for the Lone Star College-North Harris Upward Bound Banquet
- ✦ Panelist, "Entrepreneurial Ventura Workshop," hosted by the Small Business Development Center
- ✦ Opening address, Law Enforcement Academy 2008 Commencement
- ✦ From the Projects to Academic Leadership, article published in the Minority Journal Magazine
- ✦ Center for Business Development, a presentation presented to the North Houston-Greenspoint Chamber of Commerce
- ✦ The Journey: Reality, a collection of poetry and readings presented to various colleges and high schools - 2009-present

Jimmy L. Adams, Jr.
Statement of Educational Philosophy

Context: In order to understand and appreciate another's philosophical learning, one needs to understand the context within which such a philosophy originates.

I am an African American product of the projects of Tuscaloosa, Alabama. I grew up in several economically depressed areas of the city. My parents were laborers and worked several jobs to make ends meet. I was the first in my family to go to college, like many of the first generation students who attend community colleges.

Neither of my parents finished high school, like many of the parents of today's students. I was in the bottom half of my graduating class and scored low on my ACT's, not unlike many of our under-prepared students today. Nonetheless, I applied and was accepted into the University of Montevallo, Alabama, in 1976, where I studied art. I received a grant, a loan, and worked while attending classes, unlike many community college students today. I was quite intimidated and afraid that I would not succeed. However, I was embraced by four art faculty members who accepted me as a student and became my mentors. They instilled in me the drive and work ethic that I apply in everything I pursue. After four years I graduated with a bachelor's degree in art with a concentration in graphic design. When I graduated, it was difficult to find a job in Tuscaloosa, so, with \$30 in my pocket, I loaded all I had into a small travel bag, board a Greyhound bus to Houston, Texas to live with a friend until I found a job. I could not find a job as a graphic designer, but was able to land a job as a printer, a related field, that allowed me the opportunity to earn some money and learn different aspects of the industry until I found a job in the graphic design field.

After a year, I was hired as a Graphic Artist for a Houston based oil-field equipment company. Over the course of eight years, the company merged with other companies. It was during these transitions that lead me to teaching and the community college. During my employment, I was exposed to computers, but had no experience working on them. So, I enrolled in Houston Community College's desktop publishing certificate program and acquired the computer skills I needed to advance in my position.

It had always been a dream of mine to own my own design firm, but I knew I would need to take some business classes if I wanted to pursue my dream, so I enrolled in Houston Baptist University's MBA program and graduated with an MBA in business administration. Once I had acquired my MBA, I started my own design firm and began teaching part-time for Houston Community College, University of Houston, and Lone Star College (formally North Harris Montgomery Community College District, Texas). After seven years running my own company and teaching part-time, I was hired as a full-time professor.

I have served in various administrative and leadership roles including program coordinator, department chair, instructional dean, and assistant vice president. My passion for learning and education led to earning an Ed.D. in Educational Leadership from Sam Houston State University, Texas.

I owe everything I have in life to my pursuit of education. I have reached several milestones in my life, earning a bachelor's degree, master's degree, and my doctorate, but what I have learned and acquired from my educational experience, is that life is a journey with a destination unknown. To me, my educational philosophy is reflected in the following quotes:

Education is not preparation for life; education is life itself. - John Dewey

Life is a succession of lessons, which must be lived to be understood. -Ralph Waldo Emerson

I use the above quotes and my educational philosophy context as a starting point for discussing my philosophy of education. I believe we learn by doing and our lived experiences become our classroom, our playground for learning.

It is my belief that life without an education limits an individual's ability to acquire the knowledge and skills needed to build a successful and prosperous life. Education, in my view, is a continuous and seamless lifelong activity. I know that students pursue higher education for a variety of reasons with different goals and at different levels in their careers and lives. I subscribe to the claim that "A mind is a terrible thing to waste". I firmly believe it is our responsibility as educators to create an environment that is inclusive and supports student learning and success. It is important that institutions of higher education are mindful of their mission to provide affordable and accessible quality education.

My philosophy is simple. "Give a man a fish, he'll eat for a day. Teach a man how to fish, he'll eat for a lifetime". Give students the opportunity to develop their skills and talent by exposing them to how things work in the world outside academia, and help them understand the importance of learning the basics. Over the course of my career I have had to work my way from the bottom to acquire the basics in order to be successful at the next level.

In conclusion, I believe that education is life. Without an education, career choices and opportunities in life are limited. Only through education can we develop the knowledge and skills necessary to be truly successful in the things we subscribe to do and be. The key to success is to "Learn by Living Your Life".

Dissertation Abstract

Dr. Jimmy L. Adams, Jr.

Examining the Characteristics of Market Responsive Community Colleges: A Comparison of Leadership Perceptions in Workforce Development

Purpose

Researching the literature provided evidence that the traditional missions and environments in which community colleges operate are evolving in response to changing economic and environmental forces. Increasing student demand, faculty turnover, changing organizational structures, varying academic landscapes, and inadequate resources are forcing community colleges to re-evaluate their institutional framework and the way they do business. Global economic forces, declining federal and state funding, unprecedented labor and skill shortages, a shift toward a knowledge-based economy, and changing demographics have put pressure on community colleges to expand their missions and institutional context to respond to changing economic and workforce development needs.

To date, few models exist that provide a fundamental framework for understanding the key attributes and dimensions that characterize market responsive institutions. The purpose of this study was twofold: first, to provide a fundamental framework for understanding the key attributes and dimensions that characterize market responsive institutions; second, to compare the differences in perceptions between upper-level and mid-level administrators from various single college, multi-college, and multi-campus community college districts across the United States regarding the dimensions that comprise The Model of Market Responsive Institutions.

The development of the proposed model was driven by the need to simplify and define market responsive terminology and vocabulary, to add critical elements and components absent from current models, to define the dimensions of a market responsive institution into a clear conceptual framework that shows how internal and external inputs of the model lead to outputs that create a market responsive situation, and finally to determine the importance of each attribute toward producing a market responsive community college environment.

The proposed Model of Market Responsive Institutions encompasses 13 integrated internal and external dimensions. Internal input dimensions

include: (1) a synergistic organizational design, (2) an integrated academic landscape, (3) a strategic culture of inquiry and evidence, (4) an expanded resource development and funding system; and (5) an integrated marketing system. Internal output dimensions include: (6) a skilled workforce, (7) marketable skills, and (8) an entrepreneurial environment. External input dimensions include: (9) strategic community alliances, and (10) an external expanded resource development and funding system; External output dimensions include: (11) potential resources, (12) potential enrollments, and (13) human and community capital.

Method

A web-based survey instrument consisting of 41 questions pertaining to the dimensions that comprise the Model of Market Responsive Institutions was used to collect and compile data. The survey instrument was e-mailed to community college upper-level and mid-level administrators from a sample of community colleges across the United States. Administrators selected for the study were based on their leadership positions and involvement in instruction, corporate training, continuing education, and workforce development. Once collected and downloaded, the data were evaluated both quantitatively and qualitatively.

Findings

It was found that the perceptions of 82% of the upper-level administrators surveyed consider their institutions to be market responsive in respect to the dimensions that comprised the Model of Market Responsive Institutions. Conversely, only 65% of community college mid-level administrators surveyed considered their institutions to be market responsive in reference to the dimensions of the model. The findings of the study suggest a pressing need for increased communication between community college upper-level and mid-level leadership regarding organizational design, academic landscape, strategic data, resource development, and community relationships. These findings provided strong support of the attributes necessary for community colleges to be market responsive.