

Felicia L. Ganther, J.D., Ph.D.

Education and Professional Development:

- Ph.D.** Community Resources and Development; Arizona State University
Dissertation: *Latino Male Community College Student Intentions to Graduate*
May 2020
- J.D.** Law; University of Illinois-Chicago John Marshall Law School
May 2010
- M.A.** Communications; Norfolk State University
May 2000
- B.A.** Political Science; Norfolk State University
May 1994

Peer Reviewer for Accreditation - Higher Learning Commission
Presidential Fellow – Aspen Institute Community College Excellence Program
Executive Leadership Institute graduate– League of Innovation
Graduate – Lakin Institute for Mentored Leadership (NCBAA/AACC)
Certification (DEI) -Diversity Executive Leadership Academy
Certified Change Manager – Prosci Change Management Training
Strategic Enrollment Management Planning for Executives – Ruffalo Noel Levitz
Title IX Certification – National Center for Higher Education Management (NCHERM)
Certified Mediator – Center for Conflict Resolution Chicago

Professional Experience:

2012 – Present **Associate Vice Chancellor/Chief Student Affairs Officer**
MARICOPA COUNTY COMMUNITY COLLEGE DISTRICT (Tempe, Arizona)

Maricopa County Community College District: The nation’s largest comprehensive community college district, with 10 separately accredited colleges, 2 skill centers and a corporate college; serving more than 4 million residents of Maricopa County; 250,000 students with 70,000 full time students and 105,000 minority students; total budget of \$775 million; 4730 full time employees, more than 5100 part time employees and 4 employee units.

Associate Vice Chancellor: Serves as the chief student affairs officer; directing and facilitating the coordination of federated student service functions as well as centralized-shared student support efforts. Fiscally responsible for a progressive budget and grant allocations of more than \$10 million; supervises/manages/facilitate a subdivision of more than 80 professionals (managers and support staff); geographically responsible for implementation of standardized or centralized services for the 10 college locations. This position reports directly to the executive vice chancellor and provost.

Selected Accomplishments

- Successfully secured over eight million dollars in both unsolicited and solicited grants to provide services to our most vulnerable student populations.

- Successfully lead a collaboration with local, regional, and state entities to establish a virtual information hub and “live online” support with emergency basic needs assistance (food, housing, employment, childcare, transportation) for students and their families during the pandemic.
- Established the “MCCCD Concierge Service” as a public-corporate partnership to provide on-site services (courses, advising, supplies) for corporate employees.
- Developed a partnership with the Arizona Department of Economic Security (DES) to provide direct services to students for public benefits.
- Developed and implemented food pantry services at all 10 colleges.
- Increased educational access and retention of students of color and underserved populations through my development and implementation of the minority male initiative, minority female initiative, foster youth bridge program, and American Indian Outreach initiative.
- Developed partnerships with multiple entities to establish veteran centers at each college and two regional veterans support centers.
- Integrated multiple operational units resulting in a new branding system for the district, a new admissions process and portal, and a focused retention program.
- Key stakeholder for the implementation of Guided Pathways across 10 colleges, including redesign of the district’s curriculum process.
- Created and implemented a state-wide consortium to assist Arizona community colleges with new Title IX compliance.

2006 – 2012

Executive Director, Student Life

2000 – 2006

Director, Office of Student Activities

COLLEGE OF LAKE COUNTY (Grayslake, Illinois)

College of Lake County: A comprehensive community college serving 650,000 residents of Lake County; 18,567 students with 10,026 full time students and 5,910 minority students; total budget of \$72 million; 604 full time employees, 795 part time employees, and three bargaining units.

Executive Director for Student Life: Fiscally responsible for a progressive budget of more than \$1.6 million; supervised 6 administrators, 2 faculty, 18 professional staff, 57 support staff, 28 interns; geographically responsible for services at three campus locations. Responsible for Athletics, Health Services, Child Care Services, Student Activities, Multicultural Student Services, the Women’s Center, the Empowerment Center, First Year Experience, Judicial Affairs, Auxiliary Services, Trio Grants, Title V, and Physical Education facilities. This position reports directly to the vice president for student development.

Director, Student Activities: Fiscally responsible for a budget of more than \$300,000; supervised 3 professional staff and 15 support staff. Responsible for campus programming, student clubs and organizations, student newspaper, student governance, and childcare services.

Significant Accomplishments

- Redesigned new student enrollment experience including an academic advising center, a first-year experience office, a peer mentoring program, new student success course, and a success coaching team.
- Co-wrote and secured the college’s first Trio Student Support Services grant and first Title V Hispanic Serving Institutions grants totaling more than \$2.8M.
- Led the college’s facilities audit and remodel plans for the student services wing as well as the build out of a new building to house enrollment services and academic support.

- Created and implemented a nationally recognized retention initiative (*THRIVE*) to reach African American and Latino students who were first generation or in academic jeopardy.
- Developed a faculty think tank to support innovative measures supporting at-risk students.
- Served as a lead on the college's accreditation team.
- Increased student programming by more than 400% to be a competitive college destination for high school students.
- Created a campus wellness program that introduced intramurals programming, wilderness recreation, and expanded health services to include free medical appointments, crisis counseling, and alcohol and substance abuse.
- Developed and implemented an adjunct faculty professional development series to address classroom management best practices as well as academic and behavioral issues with students.

1999-2000

Coordinator, University Union

UNIVERSITY OF WISCONSIN-PARKSIDE (Kenosha, WI)

University of Wisconsin- Parkside: A regional, public institution located in southeast Wisconsin; 5,100 students with 3,600 full time students and more than 800 students in on-campus housing.

Coordinator: Fiscally responsible for more than \$100,000 in budget expenditures and revenues; supervised the union recreation center, the womyn's center, multicultural student activities, new student orientation, and the Greek organizations; coordinates the university lecture series; supervised 10 union staff and 15 orientation leaders.

Selected Accomplishments:

- Developed and implemented the first community leader recognition program.
- Created programs to bring the broader community onto the campus.
- Created new marketing plans and strategies to attract more students to the University Center.

1998-1999

Coordinator for Student Government

WEBER STATE UNIVERSITY (Ogden, UT)

Weber State University: A multi-campus, public institution located in the northern suburbs of Salt Lake City, Utah; 18,000 student population with a concentration in full time undergraduate student attendance (16,000); residential campus that included non-traditional student housing.

Coordinator for Student Government: Fiscally responsible for more than \$250,000 in departmental budget expenditures and a \$3 million student governance budget; supervised the academic program, speaker's lyceum, and student fee functions; advised the executive, student senate, and the university student court; supervised one support staff, three programming student interns and advised 23 student government officers in paid/scholarship positions.

Selected Accomplishments:

- Broke down racial barriers between African American, Latino, and Native American students and the majority population to infuse diversity and mutual respect in the governance process.
- Promoted diverse perspectives in the planning process for the speaker's lyceum.

1995-1998

Coordinator for Student Organizations
NORFOLK STATE UNIVERSITY (Norfolk, VA)

Norfolk State University: A historically African American serving institution located in Southeast Virginia; student population of more than 6,000 with more than 5,000 full time enrollments; 2,300 students reside in on-campus housing; \$145 million annual budget.

Coordinator for Student Organizations/Program Manager: Served as the managerial staff person responsible for the day-to-day operation of the University Center's programs; managed more than 100 student organizations, 2 Greek systems, the union auxiliary services; provided support to the director and performed administrative duties in his absence. Fiscally responsible for \$600,000 covering the programming budget, the yearbook budget, and the two Greek council budgets.

Selected Accomplishments:

- Increased activity programming from six activities a month to 15 activities per month.
- Built bridges between the Student Government Association and the University Program Committee to move 90 percent of on campus events to free admission.

1993-1995 Project Liaison, Assistant City Manager's Office
CITY OF NORFOLK (Norfolk, VA)

City of Norfolk: a municipality located in the Tidewater region of Southeast Virginia; home to more than 240,000 residents; 48 percent Caucasian residents and 44 percent African American.

Project Liaison: Provided administrative support for the PACE (Police Assisted Community Enforcement) project; served as a spokesperson on youth issues at local, regional and national conferences on behalf of PACE; coordinated special initiatives for youth that resided in Norfolk public housing.

Selected Accomplishments:

- Secured grant funding for the Norfolk Freedom Schools.
- Coordinated the Summer Youth Enrichment Program for the City of Norfolk's summer youth employees.

Faculty/Teaching Experience:

2015-Present	Adjunct Faculty, Communications Department GateWay Community College (Phoenix, AZ)
2016-Present	Adjunct Faculty, Communications Department Rio Salado College (Tempe, AZ)
2018	Faculty, Higher Education Graduate Program Northern Arizona University (Flagstaff, AZ)
2014	Adjunct Faculty, Higher Education Law Estrella Mountain Community College
2009	Teaching Assistant, Arbitration and Dispute Resolution John Marshall Law School
2001-2004	Adjunct Faculty, Speech Communications College of Lake County (Grayslake, IL)
1999	Faculty, Communications Weber State University (Ogden, UT)

Selected Community Activities:

City of Phoenix Police Community Hiring Review Board (appointed member), Congressman Gallego's African American Advisory Council (vice chair), State of Black Arizona (chair elect), The Desert Pearls Foundation (board member), Phi Theta Kappa— IL Regional (board member), National Association for the Advancement of Colored People (regional committee member), National Nominations Committee (Regional Whip), Utopia Youth Network (board member/vice chair), Black Community Crusade for Children (advocate and spokesperson for regional activities), American Red Cross (basic aid team member), Pasadena American Red Cross Board of Director, Teen AIDS Task Force (chair), and Alpha Kappa Alpha Sorority (mentoring, tutor for local school, holiday food drive chair).

Selected Awards:

John Rouché League of Innovation Excellence in Community Colleges (National Award), Bellwether Finalist (2016, 2017, 2018), Illinois State Senate Proclamation, First Year Experience Excellence Award (National Award), Most Influential African American in Education (Lake County, IL), Most Outstanding Advocate for the First Year Student (National Award), Phi Theta Kappa Horizon Award (National Award), Most Outstanding Young Woman of America, Who's Who Among Students in American Colleges and Universities, W.E.B DuBois Citation, American Red Cross Five Year Service Award, Alpha Kappa Mu Honor Society, and The John Marshall Law School Dean's Scholarship.

Selected Fundraising Accomplishments:

Virginia Piper Charitable Trust - \$3 million
Helios Foundation (grant writer for project) - \$2.5 million
TRIO Student Support Services Grant - \$1.3 million
Title V Federal Grant for Developing Hispanic Serving Institutions - \$1.5 million
Veteran Student Success Initiative (Municipal, Corporate, and AZ Dept of Veterans) - \$508,000
Salt River Pima Indian Community - \$450,000
Arizona Community Foundation - \$379,000
Nina Mason Pulliam Trust - \$300,000
Kroger Foundation - \$75,000
State Farm - \$12,000
Tobacco Control in Higher Education - \$10,000

Selected Professional Affiliations:

National Community College Hispanic Council (NCCHC/AACC), National Council on Black American Affairs (NCBAA/AACC), League of Innovations, Association of College Unions International (ACUI), National Association of Campus Activities (NACA), National Orientation Directors Association (NODA), American College Personnel Association (ACPA), National Association of Student Personnel Administrators (NASPA), Illinois Community College Student Activities Association (ICCSAA), Skyway Collegiate Conference, Association of Student Conduct Administrators (ASCA), and Association of Title IX Administrators (ATIXA).

Recent Conference and Workshop Presentations:

- November 2020 **Keynote Address: *What Happens to a Dream Deferred***
32nd MCCCDC Student Success Conference
- October 2020 **Article: *Women in Higher Education***
5th Anniversary Celebration of Women Arizona
***Virtual Student Services: Technology and AI to the rescue* (Panelist)**
ACCT Annual Conference
Overcoming Food and Housing Insecurities
NISOD Online Convening
- August 2020 ***Post-Secondary Attainment in the Black/African American Community***
Arizona Center for Civic Leadership (Panelist)
***Lessons in Leadership: Supporting Hispanic Students* (Panelist)**
NCCHC Latina(o) Best Practices for COVID19 Challenges Webinar Series
- January 2020 **Keynote Address: *You Matter***
College Success Arizona Leadership Symposium 2020
- November 2019 **Closing Address: *Black Excellence***
Phoenix Unified School District High School BSU Townhall
- September 2019 **Keynote Address: *Success by Design***
MCCCDC LEAD Conference for Adjunct Faculty
- November 2018 ***Issues Impacting Latinx Students in Community Colleges***
NASPA Latinx SSAO Conference Panel
- July 2018 **Keynote Address: *Be Ready***
Upward Bound Annual Banquet (Phoenix, AZ)
Doing More with Less: Budgeting during a time of limited resources
AACCC/NCSD Walter Bumphus Leadership Institute
- March 2017 ***Accelerating Latino College Completion* (Co-presenter)**
Excelencia in Education Convening
- January 2017 ***Supporting Veteran Student Success* (Co-presenter)**
Bellwether College Consortium
- November 2016 ***"What are we doing to diversify our legal profession"* (Panelist)**
Arizona State University Law School Symposium
- October 2016 ***Getting to the Finish Line* (Panelist)**
DeVry Education Group Symposium
- June 2016 ***The Male Empowerment Program* (Co-presenter)**
M2C3 National Consortium of College Men of Color
Keynote: *A Father's Love*
City of Phoenix Housing Department Father's Day Central South Event
- February 2015 ***Supporting Men of Color in Community Colleges* (Panelist)**
Black, Brown, College Bound National Conference
- March 2015 ***Supporting Veteran Student Success***
League of Innovation Annual Conference
- October 2015 ***Serving Native Students and Tribal Communities***
National Forum on Dropout Prevention Annual Conference