

ROBERT M. MUNOZ ED.D.

CHIEF ACADEMIC OFFICER

PRESIDENT | CHANCELLOR

STRATEGIC LEADER COMMITTED TO ACADEMIC EXCELLENCE

Visionary Leader and Senior Academic Professional with highlighted leadership qualities encompassing non-profit academia on both the national and international level. Innate ability to collaborate effectively with individuals from diverse and cultured backgrounds while encouraging values and a promoting a unified vision for academic success. Accomplished researcher, presenter, and public speaker, providing strategic insight to enhance both personal and professional development.

Effective Change Agent, directing academic teams focused on growth. Effective and proficient communicator facilitating relations across multiple channels while developing, implementing, directing and supervising curriculum and instructional programs consistent with local, state, and federal regulations. Recognized leader, meticulously overseeing the implementation of numerous educational programs and academic support services as well as business and compliance functions for all schools at the assigned level.

Willingness to relocate and/or travel.

Added-Value Offered

- ✓ Doctorate in Education with 22+ years progressive and successful career tenure in senior management & supervision at the collegiate-level, including titles of Adjunct Instructor, Instructor, Dean, and Vice-President.
- ✓ Manage, lead, and provide insight to a diverse professional and administrative staff.
- ✓ Expert knowledge and skill to analyze and resolve conflicts in policy and program objectives or problems that may occur in very complex or controversial transactions involving negotiations.
- ✓ Maintain a continued commitment to diversity and respect for the value and dignity of individuals.
- ✓ Model high ethical and professional standards, projecting a positive image and a passion for the overall mission.
- ✓ Take initiative, building on ideas, and motivating others, exercising sound judgment and ethical behavior; fostering a climate of inclusion among staff members.
- ✓ Foster collaboration, openness, and responsiveness with skills in fiscal management and resource development.
- ✓ Organize and lead academic operations and cultivate a student-centric environment that promotes excellence.

SELECT NOTABLE ACCOMPLISHMENTS & ACHIEVEMENTS

- ⇒ Fostered the development of partnerships and alliances with public and private institutions to help support educational programs.
- ⇒ Heightened workplace morale by encouraging collaboration and brainstorming, maintaining an open door policy, and leading with a hands-on, learning-centric approach.
- ⇒ Enhanced recruitment and retention efforts via collaborative projects such as *Men of Color Mentoring Program*. A successful program designed to encourage and inspire Hispanic and African American male students falling behind at the district level.
- ⇒ Instrumental in securing grants from the US Department of Education which provided:
 - Development of an on-line training center and funding for staff.
 - Additional staffing for the Andrews, Texas Business Training Center.
- ⇒ Effective in securing a \$1.75M grant from the US Department of Labor, for the development of a 30-bay training center for welders across the Odessa region.
- ⇒ Secured a sizeable youth grant for 4 of the 5 Tarrant County Colleges. This grant was dedicated to employing the academic discipline of Science, Technology, Engineering, and Math (STEM) for students ages 14-21.

HIGHER EDUCATION & CREDENTIALS

Ed.D. in Educational Administration 2007 | New Mexico State University, Las Cruces, NM
M.Ed. in Counseling 1997 | SUL Ross State University, Alpine, TX
B.S. in Criminal Justice 1977 | University of Texas, El Paso
A.A.S in Management 1983 | Odessa College, Odessa, Texas

PRESTIGIOUS HONORS & AWARDS

Hispanic Heritage Award, Ft. Worth | 2014
Hispanic Chamber of Commerce Champion, Ft. Worth | 2014-2015 **Chairman's Award** 2019
Brillo Award, Hispanic Women's Network, Ft. Worth | 2013
Friend of Texas Award, PHI THETA KAPPA | 2013
Community Partner Award, Links Odessa | 2006
Outstanding Faculty, Rodeo Team Club | 2003
Outstanding Role Model, Hispanic Heritage of Odessa | 2002-2003
Outstanding Alumni Leadership, Odessa | 2002
Outstanding Faculty & Staff Inaugural Award, Athletic Department | 2002

ADMINISTRATIVE LEADERSHIP CAREER HISTORY & ACCOMPLISHMENTS | EDUCATIONAL SECTOR

TARRANT COUNTY COLLEGE DISTRICT, FORT WORTH, TX | 2008-PRESENT

Vice President for Community & Industry Education/Executive Director of Community Education and Engagement, Trinity River Campus | 2008-Present

A comprehensive two-year institution serving >1.9M residents with an enrollment of >50,000 credit and >20,000 non-credit students across 5 campuses. The district has an annual budget of >\$350M and currently employs a total of 650 full-time faculty, 1,200 adjunct faculty and >1,200 full & part-time employees.

- Restructured allied health programs to enhance the overall health care system function. Improvements provided a wide-range of diagnostic, technical, therapeutic, and direct patient care and support services critical to those patients who were part of the local working establishment.
- Established the campus as a GED test site, enhancing testing flexibility through ease-of-access.
- Built and sustained lasting partnerships with local businesses and community leaders. Identified strong leaders within the community with the power to influence access to funding and resources.
- Created the Bilingual Business Series Certificate, an eight week accelerated bilingual business education series providing tools on how to start, grow and sustain a successful business. Upon completion, students receive a certificate of completion.

ODESSA COLLEGE, ODESSA, TX | 1992-2008

Dean of Workforce & Technical Studies | 2007-2008

A consistently progressive 16-year tenure serving in a Senior Administrative Leadership capacity for an institution serving residents across 13 counties with >5,000 full-time students and >11,000 non-credit students.

- Reported to the Vice President of Instruction. Provided leadership and direction to 6 executive-level academia professionals and 8 department Chairs.
- Demonstrated institutional influence, effective collaboration and the ability to convene internal and external stakeholders to help students and alumni develop and leverage lifetime networks.
- Managed overall operations and budgets totaling >\$1.9M; reviewed and identified cost-effective and efficient use of departmental resources. Collected, tracked, and produced analytical reports to improve services.
- Assisted department Chairs and Directors with recruitment strategies (planning, marketing), as well as curriculum development.
- Expanded program services to Presidio, TX in order to encourage the opportunity for continued education.
- Eradicated division between credit and non-credit instruction.

Dean of Workforce, Distance Education, Title V and Continuing Education | 2000-2007

- Provided oversight and strategic direction to 7 Directors across multiple departments with allocated budgets totaling >\$1.6M. Developed strategic partnerships across a 13-county area and collaborated with Executive-Level Academia professionals in the development of goals and objectives set to attain the united vision.
- Ensured the quality and viability of all departments, communicating effectively with diverse constituencies, including students, parents, faculty, employees, the surrounding community, potential employers, workforce partners and external parties.
- Monitored and improved academic retention rates for academic division. Monitored reviews and reported on academic policies, procedures, and standards.
- Procured the funds necessary to open a faculty-training center of excellence. Funds provided by a Title V Grant.
- Supervised the development and staffing of Odessa College, Andrews Business Technology Center.
- Honored as First minority to Chair the Odessa Chamber of Commerce 2004-2005.

Dean of Continuing Education | 1999-2000

- Provided a vision for growth and new initiatives for the continuing education department. Collaborated with Deans and department Chairs on plans and development of current and new programs. Worked with institutional leadership and other campus offices to ensure students' needs were met.
- Developed and managed budgets totaling >\$1.2M. Led and directed 9 full-time Senior Staff members.
- Oversaw annual planning functions including: development and launch of new programs, enrollment growth, technology, non-credit opportunities, grants, compliance, research, and services.
- Successfully expanded workforce programs at a Federal prison in Pecos, Texas. The result provided an inclusive work and learning environment for incarcerates.

INSTRUCTIONAL LEADERSHIP CAREER HISTORY & ACCOMPLISHMENTS | EDUCATIONAL SECTOR

ODESSA COLLEGE (Continued)

Department Chair of Management & Business Administration, Assistant Professor of Management | 1993-1999

- Provided leadership and strategic vision to advance the department's research and teaching, and to enhance its reputation and visibility. Instructed a minimum of 3 classes as an Assistant Professor of Management; supervised 3 full-time and 5 adjunct faculties.
- Led the department to an exemplary rating by the Texas Higher Education Coordinating Board.
- Collaborated with the City of Odessa in offering leadership training to staff members.

Instructor of Management | 1992-1993

- Taught a minimum of 15 hours of credit course work in the area of Management. Participated in curriculum and program development, college, campus and university committees, and outreach and engagement in the broader public. Heightened academic awareness within the community.
- Assisted department Chair in the development of course work and textbook selection.

PROFESSIONAL CAREER HISTORY | BUSINESS SECTOR

Ector County Adult Probation, Odessa, TX | Probation Officer | 1987-1992

Pelicans Restaurant, Odessa, TX | Manager | 1986

Wooley Tool & Manufacturing, Odessa, TX | Manager, Inventory Control | 1983-1986

OIME, Odessa, Texas | Supervisor | 1980-1983

ESTEEMED MEMBERSHIPS & AFFILIATIONS

Member, Cabinet Tarrant County United Way | 2009-Present

President, Hispanic Wellness Coalition | 2015-2017

Chair, Central Area Council, Ft. Worth Chamber of Commerce | 2010-2012

Chair, City of Odessa Board of Adjustment | 2005-2008

Chair, Odessa Chamber of Commerce | 2004-2005

Advisory Board Member, Odessa American Newspaper | 2003-2008

Advisory Board Member, Texas Higher Education Coordinating Board & Distant Education | 2003-2007

President, Links of Odessa | 2003-2004

President, Midland & Odessa Transportation Board | 2003-2004