

Dr. David Ferreira

Professional Experience

June 2021-Present Provost & Vice President of Academic Affairs, Charter Oak State College
New Britain, CT

Charter Oak State College: 4-year public; 2,132 students; 235 faculty; 87 employees;
Bachelor's/Master's-- Public Online.

Provost & Vice President of Academic Affairs: The Provost is the chief academic officer of the College, reports directly to the President, and serves as the leader of the College in the President's absence. The position is responsible for the academic operations of the College and is accountable to several stakeholders including students, faculty, staff, the Board of Regents, CSCU System Office, sister CSCU institutions, and several other key strategic partners of the College. The Provost is a member of the Executive team and is charged with developing and executing the strategic plan of the College. The Executive team, in support of the President, shall serve as the face of the College and lead the various academic and operational elements of the College in line with the College's mission and philosophy.

Responsibilities:

- Serve as the Chief Academic Officer and Chief Student Affairs Officer
- Direct supervision and evaluation of all program directors, academic support, student affairs staff, and continuing education staff
- Serve on state-wide Academic Council and other system initiatives/committees as needed
- Ensure academic quality of all programs
- Seek out external funding opportunities to supplement tuition and state support
- Develop strategic-based budgeting for Academic and Student Affairs divisions and create the college's strategic plan

Accomplishments:

- Created and redesigned academic programs using a stackable credential model
- Oversaw the redesign of gateway courses to improve success and retention rates
- Achieved a 40% increase in full-time equivalent (FTE) enrollment over two years through strategic initiatives and targeted efforts
- Awarded a \$1.375m grant to create a non-credit division to enhance revenue
- Raised over \$1.8m to establish and expand an AI Academy to meet workforce needs

January 2018-June 2021

Dean of Academic and Student Affairs, Northwestern Connecticut
Community College, Winsted, CT

Northwestern Connecticut Community College: 2-year public; 1,350 students; 87 faculty; 56 employees;
Associate's-- Public Rural-serving Small.

Dean of Academic and Student Affairs: Under the direction of the College President, The Dean of Academic and Student Affairs is the Chief Academic Officer in addition to developing strategic initiatives to align student services with academic needs. The Dean meets regularly with industry leader to ensure curriculum stays current with workforce needs.

Responsibilities:

- Serve as the Chief Academic Officer & Chief Student Affairs Officer
- Direct supervision and evaluation of all department chairs, division directors, academic support, clerical, and continuing education staff
- Serve on state-wide Academic Council and other system initiatives/committees as needed
- Ensure faculty and staff are performing duties in accordance with the collective bargaining agreement
- Schedule classes to meet the needs of students while also maximizing classroom utilization
- Develop strategic-based budgeting for Academic and Student Affairs divisions

Accomplishments:

- Realigned organizational and academic structure to follow a guided pathways model
- Expanded Open Educational Resource software such as NROC into the curriculum for math and English
- Redesigned credit opportunities for high school students to increase headcount and enrollment from local schools.
- Increased student enrollment for the past two years in a time of decreasing high-school and overall population decline
- Developed a "University Center" with a local university to offer a four-year degree option to area residents

August 2016-Dec 2017 AVP of Academic Affairs, Horry Georgetown Technical College, Conway, SC

Horry Georgetown Technical College: 2-year public; 7,335 students; 290 faculty; 323 employees;
Associate's-- Mixed Transfer/Career & Technical-High Traditional.

Assistant Vice President of Academic Affairs: Under the direction of the Senior Vice President, The Assistant Vice President/Dean for Academic affairs implements, coordinates, and oversees curricular initiatives for their respective division. The AVP meets regularly with industry leader to ensure curriculum stays current with workforce needs.

Responsibilities:

- Manage curriculum for the Business/Technologies Division
- Direct supervision and evaluation of 7 Department Chairs and 5 Assistant Chairs
- Update curriculum based upon feedback from Advisory Boards
- Ensure faculty are using pedagogical “best practices” to maximize student success
- Schedule classes to meet the needs of students while also maximizing classroom utilization
- Keep up to date with national curricular trends and initiatives

Accomplishments:

- Fostered relationships with local technology sectors to keep the curriculum aligned with rapidly evolving technological advancements
- Increased recruitment initiatives with local K-12 schools and involved academic leaders in the student recruitment process
- Redesigned the curriculum in over half of the programs in my area and created a Game Design program under the Computer Technologies department
- Introduced new technologies such as open educational resources (OER) and virtual reality to the classroom
- Created a Prior Learning Assessment program with the goal of providing accelerated credit options in order to increase student completion rates

August 2015-August 2016. Dean, Academic Resources & Assessment, Broward College

July 2013-August 2015 Associate Dean, Academic Resources & Assessment, Broward College

Broward College: 4-year public; 42,309 students; Assoc/Pub-U-MC: Associate's--Public Urban-serving Multicampus.

Dean, Academic Resources & Assessment: Provide academic and senior administrative leadership, management and evaluation for all academic support services and general lab operations at the South Campus and its affiliated Partnership Centers. The Dean also plays a key role in supporting key success initiatives. Of particular focus are competency-based modularization programs housed in the Academic Success Center, the Campus Library, Testing Services, and Creative Media Services.

Responsibilities:

- Manage the day-to-day operation of the discipline labs and departments
- Direct supervision of all full-time personnel and conduct annual reviews
- Coordinate with faculty in regards to lab assignments within the curriculum
- Serve on Campus Senior Leadership Team and various college-wide committees
- Design, evaluate, and assess all initiatives in collaboration with the Institutional Research
- Develop new outreach initiatives such as boot camps, prep reviews, workshops, etc. in collaborations with faculty and discipline lab coordinators

- Serve as functional lead for Workday Curriculum & Advising design and implementation

Accomplishments:

- Achieved a 25% increase in lab usage for targeted gateway courses for two consecutive years
- Developed Wildly Important Goals (WIGs) following 4 Disciplines of Execution (4DX)
- Created a STEM Lab to meet student demands
- Collaborated with faculty and staff to develop new initiatives such as content specific workshops, Supplemental Instruction (SI), and a new client service model
- Developed mission, vision, and values for the division
- Created a continuous improvement plan with appropriate assessment measures

August 2008-July 2013 Director of Learning Initiatives, Three Rivers Community College, Norwich, CT

Three Rivers Community College: 2-year public; 5,161 students; 243 faculty; 329 employees;
Associate's--Public Rural-serving Medium.

Director of Learning Initiatives: Under the direction of the Academic Dean, The Director of Learning Initiatives implements, coordinates, and oversees a comprehensive program of college learning initiatives. The Director assists students in achieving their learning goals by providing strategic support for faculty and staff in meeting the learning needs of all students.

Responsibilities:

- Manage activities involved with Title III Grant and apply for other grants
- Direct supervision of tutoring and writing centers and conduct annual reviews
- Redesign targeted courses to improve persistence rates
- Create and manage an Innovative Design in Educational Advancement (IDEA) center to build a professional development program for faculty and staff
- Curriculum leader for First Year Experience (FYE) course and K-12 curricular alignment

Accomplishments:

- Increased productivity of tutoring center by 20% while maintaining high satisfaction results
- Increased the success rate of developmental mathematic students during redesign pilot phase
- Increased faculty participation in professional development activities by over 300% in just one year
- Secured faculty support to integrate a First-Year Seminar course into all programs with 100 or more students
- Developed accountability measures that became a model for other departments

January-August 2008 Assistant Director of Student Services, UCONN/Stamford, Stamford, CT

University of Connecticut/Stamford: 4-year public branch campus; 1,511 students; 57 faculty; 119 employees; City: Midsize.

Assistant Director of Student Services: The Assistant Director of Student Services works with the Campus Dean in overseeing all functions of student services including: academic advising, tutoring, disability services, and student conduct. This person also assumes the responsibility for Student Services in the absence of the Campus Dean.

Responsibilities:

- Assisted Director with overall departmental management and/or planning
- Evaluated and assessed all programmatic areas within Student Services
- Supervised tutorial services staff in math, science, and other content areas
- Worked with Director on student conduct/discipline, appeals, and dismissals

Accomplishments:

- Instituted an early alert program
- Successfully transitioned the tutoring center into a Learning Commons in collaboration with the Library
- Redesigned the FYE curriculum on the UCONN/Stamford campus
- Created a standard operating procedures manual to increase internal efficiency

July 2005-January 2008 Assistant Director of Academic Advising, UMUC, Adelphi, MD

University of Maryland University College: 4-year public; 37,347 students; 1,958 faculty; 3,074 employees; Master's Colleges and Universities (larger programs)

Assistant Director of Academic Advising: The Assistant Director is responsible for providing leadership and direction to the Undergraduate Academic Advising staff. This person conducts quality assurance reviews and providing feedback and coaching to advisors as necessary along with assisting in the planning of department goals.

Responsibilities:

- Managed a team of 9 advisors and 1 advising assistant responsible for over 9,00 students
- Assessed student outreach programs
- Provided leadership on multiple projects with the overall goal of increasing student applications, conversions from applications to enrollment, and retention rates
- Assisted in implementing strategic plans for each semester

Accomplishments:

- Turned the least productive team into the most productive team within 3 months of hiring
- Developed a business process manual to increase information accuracy
- Created phone tracking reports for increased accountability measures
- Led a positive work environment with the lowest employee turnover in the department

Education

2017	Ed.D.	Northcentral University	Higher Education Leadership
2005	M.A.	American University	Political Science
2003	B.S.	Southern Connecticut State University	Political Science

Faculty/Teaching Experience

2020-present	American Public University System	Higher Education Leadership
2014-2016	Broward College	Political Science
2014-present	Southern New Hampshire University	Interdisciplinary Studies
2009-2013	Three Rivers Community College	Political Science/FYS
2007-2009	University of Maryland University College	First-Year Seminar (FYS)

Community Activities

Founding Member, Connecticut AI Alliance, 2025-Present

Member, Metro Hartford Alliance, 2021-Present

Member, Northwestern Connecticut Chamber of Commerce, 2018-2025

Co-chair, Northwest Connecticut Re-entry Council 2018-2022

Advisory Board Member, Entrepreneurial Center of Northwestern Connecticut, 2018-2021

Member, Waccamaw Regional Educational Advisory Board, 2016-2017

Member, Miramar-Pembroke Pines Chamber of Commerce, 2013-2015

Education Committee, Eastern Connecticut Chamber of Commerce, 2011-2013

Leadership Program, Eastern Connecticut Chamber of Commerce, 2010-2011

Fundraising/ Grant Writing Accomplishments

2025: AI for Small Business and K-12 Philanthropic Award; \$836,000 over 2 years

2025: AI Academy Expansion; \$1,000,000 over 2 years

2024: Health Horizons Innovation Grant; \$100,000 over 2 years

2023: Tech Talent Accelerator Grant; \$40,000 over 1 year

2023: Health Horizons Grant; \$450,000 over 3 years

2022: CT Office of Workforce Strategies Grant; \$1,375,000 over 3 years

2022 & 2023: CT Legislature Mental Health Grant; \$70,000 over 2 years

2019: Northwestern Community College STEM Grant; \$35,000 over 1 year

2009-2012: Title III – Strengthening Institutions (Project Director); \$1,500,000 over 5 years

2013: Board of Regents K-12 Curriculum Alignment (Bridges B Grant); \$36,500 over 1 year

Select College & System Activities

Connecticut State College and Universities (CSCU) Provost Council, 2021-Present

Chair, CSCU Community College Academic Deans, 2019-2021

Member, College Consolidation Implementation Committee, 2018-2021

Member, Guided Pathways State-wide Redesign Committee, 2018-2021

Member, Curriculum Review Committee, HGTC, 2016-2017

Chair, Academic Resources Deans Council, Broward College, 2015-2016

Co-chair, Regional Remediation Taskforce (Connecticut Board of Regents), 2012-2013

Co-chair, Developmental Education Council, TRCC, 2011-2013

Chairperson, Developmental Math Course Redesign Team, TRCC, 2010-2011

Chairperson, First Year Experience Taskforce, TRCC, 2009-2013

Member, Curriculum Committee, TRCC, 2008-2013

Publications/Reviews

McCarthy, L & Ferreira, D. (2021). *Recommendations for Community Colleges in a Post-COVID-19 World: What Worked, What Did Not and Assorted Commentary on Lessons Learned in One Community College*. Community College Journal of Research and Practice. <https://doi.org/10.1080/10668926.2021.1968543>

Ferreira, D. (2017). *The Role of Background Characteristics on First-Year Seminar Effects* (Doctoral Dissertation).

Ferreira, D. (2014). *Insider's Guide to College Etiquette*. Boston: Bedford/ St. Martin.

Ferreira, D. (2010). Learning communities for developmental students. *Three Rivers Community College Newsletter*, 1(1), 4-5.

Ferreira, D. (2012). College faculty insider's guide to the first day of class. *TRCC Idea Center Newsletter*, 1(1), 2-5.

2011-2012 First and second drafts textbook review: *The Successful Community College Student*, Bedford/ St. Martin Publishing.

Select Workshops/Conference Presentations

Featured Speaker: Preparing Our Youth for the Workforce of 2030 and Beyond, National Youth Employment Coalition Annual Conference, November 2025

Keynote Address: Changing Face of the Labor Market – Implications of AI for the Workforce and Training Providers, Connecticut Learn and Works Conference, May 2025

Employer Alignment Models for Lifelong Learning, UPCEA Annual Conference, March 2025

Collaborative Strategies for AI Governance and Institutional Transformation, NECHE Annual Meeting, December 2024

Bridging the Gap: Equipping Graduates for the Future Workforce, Coursera Connect, September 2024

Generative AI and Pedagogy, Connecticut State Colleges and University AI in Higher Education Virtual Summit, August 2023

Bucking the Trend: How Northwestern is Moving Students to Full-Time, Connecticut Enrollment Management Best Practices Conference, November 2019

Growing Your Testing Business Through Performance-Based Funding, FACTA Conference, February 2016

Achieving Your Wildly Important Goals in Academic Resources, NCLCA Conference, October 2015

Soar to Success: Broward College's Developmental Education Plan, *Innovations 2015*, March 2015

Selected Professional Activities

AI Transformation Pioneer Lab & Community of Practice, Jobs for the Future, 2025

AGB Institute for Leadership & Governance in Higher Education 2023-2024 Cohort

New England Commission of Higher Education (NECHE) Reaccreditation Site Visit Team Member

Founding member of the New England Consortium for College Student Success (NECCSS)

Program Review Committee; American Association of Community Colleges (AACC)

National Academic Advising Association (NACADA)

National Association of Student Personnel Administrators (NASPA)

Kappa Delta Pi - Alpha Delta Epsilon Chapter of the Educational Honor Society of Northcentral University