

# Alton D. Scales

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## **PROFESSIONAL EXPERIENCE**

**2013 – Present**                      **Consultant**  
**Capitol Peaks Advising LLC**  
**Tampa, Florida**

Capitol Peaks Advising LLC Provides strategic support for a group of select member institutions; the foci of Capitol Peak Advising are issues related to the advancement of the interests of member organizations. The diverse and accomplished teams of consultants work in concert with the leadership of the organizations we represent.

### **Responsibilities:**

- Facilitate discussions on public policy to frame organizational objectives
- Aid in the creation of guidelines for effective recruitment and retention of employees
- Offer recommendations for customized diversity and inclusion plans
- Develop cultural competences strategies that offer individuals within member organizations the opportunity to learn about effective advocacy for underrepresented employee groups.

### **Accomplishments:**

- Co-developed the strategic plan to launch a corporate security startup

**2012 – 2013**                      **President**  
**Community College of Aurora**  
**Centre Tech & Lowery**  
**Aurora, Colorado**

Community College of Aurora Is the largest dual enrollment college in the state of Colorado serving more than 987,000 urban residents in a three-county, 350-square-miles service area in the greater Aurora/Denver Colorado metropolitan area. CCA enrolls more than 19,935 full and part-time students annually.

The college provides two-year associate degrees, college transfer and professional technical education, one- and two-year certificates, career training, literacy classes, distance learning, GED and high school completion and non-credit personal enrichment classes.

The college has a total annual general fund budget of \$35,000,000.00 and employs approximately 3,200 full and part-time employees.

**Responsibilities:**

- Act as the chief executive officer of the college and all its functions, including budgeting, planning, personnel, facilities, and instructional programs
- Emphasize the importance of students in the mission of the college and be a visible presence, reaching out to and making connections with them
- Provide visionary leadership for the college and promote innovation and collaboration in a diverse cultural, social, economic and educational environment
- Collaborates closely with the College Foundation and other groups to develop private resources in support of students and the college
- Serves as a strong and vocal champion for diversity, multiculturalism and inclusion, promoting civility, cooperation and respect among students, staff and the public

**Accomplishments:**

- Recognized by the Lt. Governor as the states model for dual enrollment
- Led the college as we mourned the death of 4 students (Aurora Theater 16 shooting)
- Received full reaccreditation from North Central Higher Learning Commission
- Created college branding standards
- Started a program review process for non-CTE programs
- Teaching Excellence (a faculty professional development program)
- Established early college (concurrent enrollment) partnership with Denver Public Schools
- Initiated a faculty and staff diversification strategy
- Reduced a \$720,000.00 return of Title IV funds by 37% in one year

**2007 – 2012**

**Campus CEO,  
Colorado Mountain College  
Breckenridge & Dillon, Colorado**

Colorado Mountain College A comprehensive associate and bachelor granting community college serving the rural mountain communities of Colorado; 6,200 students annually; total budget \$13,000,000; two campus locations within Summit County a 608 square mile service area.

**Responsibilities:**

- Serve as the chief executive officer of the college and all its functions, including budgeting, planning, personnel, facilities, and instructional programs
- Work collaboratively with the faculty, staff and student governance groups to meet the ever-changing educational needs of the community and its student populations
- Advance the vision of the college
- Serve as a member of the President's Cabinet
- Manage the administration of policy, practices and systems of internal control that are necessary to comply with federal, state and other legal requirements

**Accomplishments:**

- Established the Center for Business Success
- Met the goal a twelve-month multi-million dollar capital campaign during an economic downturn
- Established Small Business Development Center

- Led the system in completion and graduation rates
- Expanded STEM related course offerings by 41% over a 5yr period
- Managed construction of a \$34 million academic building
- Started an annual community and campus Poetry Slam
- Designed (Prodigy) a state-of-the art three smart-board classroom
- Lecture series
- Jazz performance series
- College common reader
- First Tobacco Free college campus in Colorado
- Established partnership with the New York Metropolitan Opera and the National Repertory Orchestra
- Negotiated the acquisition of adjacent real-estate with assets for under appraised value
- Acquired Leadership Summit from the Keystone Center and rebranded it

**2004 – 2006**

**Assistant Vice President for Student Services  
Edinboro University of Pennsylvania  
Edinboro, Erie and Meadville, Pennsylvania**

Edinboro University of Pennsylvania, Is a comprehensive associates, bachelors and masters granting university with 9,100 students 100 majors and 57 minors served by more than 12,544 faculty and staff in northwestern Pennsylvania with six collective bargaining unions and an annual budget of \$87,000,000.

**Assistant Vice President for Student Services:** Directed services/programs designed to facilitate holistic learning, development and empowerment of undergraduate & graduate students. Additionally led and supported collaborative efforts to foster a more healthful campus community. Managed 22 percent of Student Affairs budget, Supervised 1 Director, 4 department heads, and 23 staff members

**Responsibilities:**

- Increase student engagement and student development programs that compliments and enhances the mission of the division and the university
- International Student Services
- Multicultural Affairs
- Provide professional development and integrated student-learning experiences.
- Transfer Student Services
- Non-traditional Student Services

**Accomplishments:**

- Established the Frederick Douglass Collaborative (Faculty research and recruitment tool)
- Co-developed a living and learning community
- Established Multicultural Faculty & Staff Association for the Advancement of Students

**2001 – 2004**

**Assistant Vice President for Diversity and Inclusion  
Edinboro University of Pennsylvania  
Edinboro, Erie and Meadville, Pennsylvania**

**Assistant Vice President for Student Services:** Directed services/programs designed to facilitate holistic learning, development and empowerment of undergraduate & graduate students at Edinboro University of Pennsylvania, while leading and supporting collaborative efforts that foster a more healthful campus community.

**Responsibilities:**

- Lead college-wide diversity initiatives to improve success rates for underrepresented students
- Educate other areas of the university on trends and challenges related to first generation, low income and students of color
- Advise multicultural student organizations

**Accomplishments:**

- Developed and implemented employee training to promote; intercultural understanding, cultural competency and a climate of equity and inclusion
- Established a chapter of the National Coalition Building Institute (NCBI)
- Instrumental in defusing a student protest
- Established a Multicultural Awards Banquet
- Developed a student retention strategy that improved success rates for underrepresented students by 17% over a 2 year period

**1999 – 2001** (18 months)

**Interim Vice President Academic Affairs  
Neosho County Community College  
Chanute and Ottawa, Kansas**

Neosho County Community College is a comprehensive two campus community college located in Chanute (10,000 residents) and Ottawa (12,000 residents) Kansas; serving 8,000 students annually; 294 full/part-time employees with an operating budget of \$41,000,000.

**Interim Vice President Academic Affairs** Served as chief academic officer with responsibility for: academic activities of the college including strategic planning, program review, information services and faculty development. I managed 30 percent of college budget (\$12,300,000.) and supervised 3 deans, 6 department and 37 staff members.

**Responsibilities:**

- Provide leadership and vision to strengthen and implement a variety of new and existing career, technical, occupational and transfer programs leading to certificates and associate degrees.
- Insure that all courses, curriculum and programs comply with applicable laws; federal, state and local requirements, System rules and regulations, Education Code, accreditation standards and ensure that proper course articulations are maintained with other institutions of higher education.

- Plans and directs effective instructional programming including room utilization and instructor course loads.

**Accomplishments:**

- Reaccreditation from North Central Higher Learning Commission
- Wrote the colleges Diversity statement
- Moved the college from Token ring to category 5 (Ethernet)
- Implemented a practice that reduced the number of drug related arrests by more than 50% within the first year of implementation

**1998 – 1999 (19 months) Chief Student Affairs Officer/Enrollment Management  
Neosho County Community College  
Chanute and Ottawa, Kansas**

**Chief Student Affairs Officer/Enrollment Management:** Provided leadership for Student Affairs & Enrollment Management: Responsible for 11 percent of college budget (\$4,500,000.), supervised 8 departments and 43 staff members.

**Responsibilities:**

- Serve as chief Student Affairs Officer
- Enrollment Management
- Judicial Affairs

**Accomplishments:**

- Supervised the construction and opening of a 426 bed residence hall
- Wrote Housing and Residence Life Student Guidebook
- Wrote Student Code of Conduct and Discipline Handbook
- Wrote Student Conduct and Scholarship Appeal and Hearing procedures
- Wrote Sexual Harassment investigation protocols
- Implemented an enrollment management strategy that stabilized and bolstered a three ½-year decline in the FTE and student headcount at the Ottawa campus

**1997 – 1998 Director Multicultural Affairs & Multicultural Resource Center  
University of Kansas  
Lawrence, Kansas**

The University of Kansas is a public research I and doctoral granting university with 190 undergraduate, 67 masters and 38 doctoral programs offered through 1 college and 13 schools, 22,630 full and part-time students, 1,344 staff members and 2,594 fulltime and part-time faculty, located in Lawrence, Kansas population 92,000.

**Responsibilities:**

- Promote an understanding of African/African-American, Latin/Hispanic, Native American, Asian and Pacific Islander cultures
- Provide college adjustment strategies for students of color

- Direct the operations of the Multicultural Resource Center
- Conduct cross-cultural communication and diversity training workshops

**Accomplishments:**

- Established the 1<sup>st</sup> Big 12 Minority Retention Drive-In Conference
- Developed Hawk Link (Student retention program)
- Side-by-Side: (a series of interactive programs that explores sexism, ageism, racism, class and homophobia)

**1983 – 1997                      University of North Texas  
Denton, Texas**

The University of North Texas is public research university located in Denton, Texas offering 97 bachelors, 101 masters and 48 doctoral degree programs with 9 colleges and 3 schools; 38,323 full and part-time students; 3,688 fulltime, adjunct and teaching fellow/assistants with an operating budget of \$987,791,500.

**1995 - 1997                      Special Assistant to Associate Vice President for Student  
Affairs**

**Responsibilities:**

- Recommend and administered policies affecting the quality of life for students
- Coordinate special projects
- Assist in the daily operations of the Office of Disabilities Accommodations
- Solicit external funding to support the diverse activities and programs for the Division Student Affairs

**1992 – 1995                      Multicultural Recruiter for Toulouse Graduate School  
(Annual six-week special assignment)**

**Responsibilities:**

- Recruited for the Toulouse Graduate School at Graduate and Professional School fairs

**1990 -1995                      Director, Intercultural Services**

**Responsibilities:**

- Manage student services department that develops and implements academic support services
- Design and promote diversity and intercultural awareness programs
- Provide college adjustment strategies for students of color

**1983 – 1990                      Director International Housing (Housing and Residence Life)**

**Responsibilities:**

- Responsible for the daily operation and general administration of university owned apartment complexes and Greek housing

- Supervise building staff: 6 assistant managers and 2 maintenance workers
- Manage capital improvements projects

## **TEACHING EXPERIENCE**

**2010 – 2012**                      **Adjunct Instructor**  
**Colorado Mountain College**  
**Public Speaking**

- Taught basic theory of speech communication, public speech performance skills while emphasizing; speech delivery, preparation, organization and audience analysis.

**Spring – 2012**                      **Adjunct Instructor**  
**Colorado Mountain College**  
**History of Jazz**

- Taught a survey of the basic components of jazz music: forms, media, genres, historical and cultural style periods; emphasizes the cultivation of tools for intelligent listening and appreciation.

**1998 – 2000**                      **Adjunct Instructor**  
**Neosho County Community College**  
**Chanute, Kansas**

- Taught **Manufacturing Processes I** a basic manufacturing processes survey course: traditional machining, non-traditional machining, welding, fabrication, casting and assembly processes
- Taught **Manufacturing Processes II** the economics and manufacturability of polymer molding processes, assembly (fits and tolerances), compatibility of metallic and non-metallic discrete parts

**1997 – 1998**                      **Adjunct Instructor**  
**University of Kansas**  
**Lawrence, Kansas**

- Taught **Orientation Seminar** a two-credit hour seminar that introduces students to university resources, strategies for academic success and ways to engage the diverse KU community
- Taught **Minority Student Leadership** an introduction to the five different models of leadership theory: their definitions and how they have developed over time: Topics covered include public speaking, group process, time management and discussion about the special challenges for leaders of color

**1994 – 1996**

**Adjunct Instructor  
University of North Texas  
Denton, Texas**

- Taught **UCRS 1000**: Introduced students to new ways of becoming active and engaged citizens of the university community and society through the exploration of world problems in: the humanities, arts, social sciences, physical and natural sciences. Students develop skills in critical thinking to help them as they transition into a major or careers requiring a creative and interdisciplinary view of the world.

## **EDUCATION**

July 1986                      B.S. in Industrial Technology  
University of North Texas  
Denton, Texas 76203

July 1995                      M.S. in Manufacturing Engineering  
University of North Texas  
Denton, Texas 76203

Initiated                      Ph.D. Education Leadership  
Texas Tech University  
Lubbock, Texas

## **COMMUNITY ACTIVITIES**

### **BOARD of DIRECTORS**

- Family Wellness Services
- Dercum Center for the Arts
- Colorado Bark Beetle Cooperative
- Family Intercultural Resource Center
- Aurora Economic Development (executive board)
- Saint Anthony's Summit Medical Hospital (executive board)

### **Memberships**

- National Society on Black American Affairs
- American Association of Community Colleges
- National Council of Instructional Administrators

### **Special Skills**

- Collective bargaining experience (**5 yrs**)
- Certified Conflict Mediation Trainer/Facilitator
- AQIP (Academic Quality Improvement Program) facilitator