

# **Anthony G. Benoit, Ed.D.**

***Professor, College President, Workforce Development Consultant***

## **Mission**

Expand access to affordable, high quality and relevant education, training, and student support to increase prosperity, promote equity, and foster civic engagement

## **Appointments (see also Consulting Engagements below)**

### **Benjamin Franklin Institute of Technology (BFIT), Boston, MA**

BFIT is a private, non-profit college that educates urban youth and places them in good jobs in growth industries. Most students are enrolled in associate degree programs, and the college also offers certificates and bachelor's programs. BFIT is a minority serving institution (MSI). (BFIT was recently renamed Benjamin Franklin Cummings Institute of Technology, FC Tech.)

2022-Present President Emeritus

2021-2022 President Emeritus & Senior Advisor (on sabbatical)

2013-2021 **President**

2011-2013 **Dean of Academic Affairs**

- Increased visibility and regard for the mission and brand of BFIT
- Expanded industry relations and established a division of business development
- Recruited, selected, and developed a diverse and talented senior team
- Created a strategic plan and launched new programming to attract an expanded pool of potential students
- Developed & implemented budgets, expanding service when possible and achieving savings through restructuring
- Cultivated and stewarded funders securing several grants of \$1M or more
- Improved relations with city, state and federal leaders
- Achieved MOUs with non-profits and educational institutions to benefit students and clients
- Led and supervised faculty and staff
- Oversaw academic departments including the Library, Career Services, and the Registrar, improving service and reducing cost
- Oversaw of accreditation matters relative to NECHE, ABET, NATEF & COA, creating and establishing accreditation of a new bachelor's program in Electrical Engineering
- Developed academic programming in business, engineering, IT, and technology
- Established an early college program leading to a high school diploma and an associate degree
- Designed and improved curriculum
- Created, evaluated, expanded and phased out academic programs
- Led pandemic response: transition to online learning, safe return to hybrid instruction, securing & deploying CARES funding and other emergency funds
- Planned & carried out real estate transactions, planned new facilities

### **Three Rivers Community College, Norwich, CT**

TRCC was a median-sized community college within the Connecticut Community College System, located in eastern Connecticut, with headcount of about 5000 students. The Technologies Department was the largest at the college and was the largest technical department within the System. The Department thrived through partnerships with businesses and education institutions and through the expertise and commitment of strong faculty recruited from industry.

2004-2011 **Director of Engineering Technology** (head of Technologies Department)

- Designed, developed and implemented curricula in computer technology, lean manufacturing, sustainable operations, mathematics and other areas aligned with local employer needs
- Led college program to integrate associate degree pathways with apprenticeship at General Dynamics Electric Boat (a significant local employer)
- Evaluated and improved classroom and laboratory teaching effectiveness, creating a template for outcomes assessment and continuous improvement
- Assessed and revised academic and other programming
- Led student relations effort, increasing departmental enrollment by more than 60 percent
- Established and cultivated educational and employment partnerships
- Advocated for the College within the System and for the System within state government
- Supervised and evaluated full-time and adjunct faculty and support staff, developing and redirecting as necessary, within a collective bargaining environment
- Created and implemented budgets for department, programs and grant initiatives
- Planned and programmed departmental facilities in new campus
- Recruited, selected and developed faculty and student support staff
- Maintained and expanded external accreditation

Other service during this term:

- Interim Director for Connecticut Community College System (CCCS) on the US Department of Labor (USDOL) grant, Skills in Manufacturing and Related Technologies (SMART)
  - Adapted and reinvigorated program design
  - Compiled, wrote, and submitted quarterly reports
  - Created job description, recruited, hired permanent Project Director
  - Supervised Project Director
- Co-developed successful proposal for the Sustainable Operations and Alternative & Renewable Energy initiative (SOAR), funded to the CCCS by the USDOL; served as campus lead on the project
- Project Director and Principal Investigator on Project TLC, a learning community funded by the National Science Foundation
  - Created successful project proposal
  - Designed and implemented curriculum and student support systems to facilitate recruitment and retention
  - Selected and supervised project staff
  - Supervised project assessment, evaluation, and reporting
  - Carried out budgeting and facility planning
- Project Director of *Strengthening Learning Initiatives for Student Success*, a college-wide project funded by the US Department of Education under Title III
  - Collaborated on creation of successful proposal
  - Oversaw budget implementation and revision
  - Directed project-related work
  - Collaborated on project assessment and evaluation
  - Compiled and submitted reports

2004-2006 **Affirmative Action Officer**

- Consulted with the President on diversity and affirmative action
- Investigated complaints
- Oversaw affirmative action component of searches
- Consulted with the CCCS on workforce diversity through the AAO Counsel

2002-2004 **Chair**, Technologies Department

1993-2004 **Professor**, Environmental Engineering Technology

- Served as:
  - Program Coordinator, Civil Engineering Technology
  - Program Coordinator, Environmental Engineering Technology
- Co-authored program proposal and oversaw licensing of the program
- Developed courses and curricula
- Recruited and advised students
- Established and maintained community partnerships
- Carried out program assessment, evaluation
- Achieved TAC/ABET accreditation

**EcoScience Laboratory LLC**, Norwich, CT

1983-2001 Lab Director and Consultant

- Supervised laboratory operations
- Recruited, evaluated and supervised company staff
- Carried out environmental consulting projects
- Promoted and marketed the firm

**Consulting Engagements**

**Phoenix Charter Academy Network (PCAN)**, Chelsea, Lawrence, and Springfield, MA

Phoenix Academy schools provide a rigorous and supportive pathway to high school graduation for urban students who otherwise could not or would not persist. The schools use mastery-based learning and intrusive advising for young adults coping with challenges that often derail others.

2023 to Present **ICP Consultant** (Advisor on industry partnerships, curriculum development, and technical education; contract position)

- Develop career pathways in Health Care, Information, and Life Sciences
- Advise and support PCAN staff in achieving designation of Innovation Career Pathways (ICP) by the Massachusetts Department of Elementary and Secondary Education (DESE)
- Lead identification of, outreach to, and negotiation with potential employer partners in the target industries
- Assist in establishment of advisory boards comprising industry representatives
- Advise on technical curricula designed to improve job-readiness of Phoenix graduates
- Support design and implementation of best practices in experiential learning placements
- Serve as liaison to workforce boards

**Mayor's Office of Workforce Development (OWD)**, Boston, MA

OWD is Boston's workforce agency supporting education and training, employer engagement, and youth employment.

2022 to Present **Senior Advisor for STEM Career Pathways** (Consultant on workforce pipeline for the life sciences industries and other science and technology fields; contract position)

- Increase opportunities for Boston's diverse residents, particularly those without bachelor's degrees
- Collaborate on a Life Sciences Career Consortium to bring together employers, education & training providers, and community organizations in support of recruitment and training into careers in the life sciences
- Assist in design of RFPs and in review of proposals for training programs in the life sciences and other STEM fields
- Build partnerships in biotechnology, sustainable infrastructure, water & wastewater, and other STEM fields
- Advise on best practices in industry outreach and workforce training

- Advise on workforce needs in green jobs

**Eastern Workforce Investment Board (EWIB), Norwich, CT**

EWIB is the workforce board for eastern Connecticut, driving workforce and economic development across the region through partnerships, training, and employment services.

2022 to Present **Director, Eastern Advanced Manufacturing Alliance (EAMA)** (contract position)

- Oversee establishment of a Regional Sector Partnership (RSP) under the auspices of EWIB, as designated by the Governor's Workforce Council
- Facilitate the creation of a Second Chance hiring program to bring good jobs to justice-involved individuals
- Expand partnerships between businesses, education & training providers, and community organizations
- Evaluate curriculum, delivery, assessment tools & implementation methods to ensure current programming is matching demand
- Work with stakeholders to reinforce sustainability of training pipeline
- Assist businesses in accessing government and other resources
- Advocate for training and education with state legislators and others

**Education**

Doctor of Education, Gwynedd Mercy University, Gwynedd, PA

Master of Science in Environmental Engineering, University of Connecticut, Storrs, CT

Master of Arts in Psychology, Connecticut College, New London, CT

Bachelor of Science in Molecular Biophysics and Biochemistry, Yale University, New Haven, CT

**Selected presentations and reports.**

1. A. Benoit, R. C. Hicks, & J. Mabry, (2020, March 9), *Two colleges, two plans forward* [Conference presentation]. Society for College and University Planning 2020 North Atlantic Regional Conference, New Haven, CT.
2. A. Benoit, (2018, August). College or technical ed? Here's why students need both. The Hechinger Report. <https://hechingerreport.org/opinion-college-or-technical-ed-heres-why-students-need-both/>
3. A. Benoit, (2017, October 20). Colleges must address the skills gap before the silver tsunami hits. *Boston Business Journal*. <https://www.bizjournals.com/boston/news/2017/10/20/colleges-must-address-the-skills-gap-before-the.html>
4. Benoit, A., Chang, T., Eddinger, P., Motley, J. K., Pawley, E., & Roberson, V. (2017, January 5). *New year, new visions for education*. The Boston Foundation, Boston, MA.
5. Benoit, A. (2016, December). As more Americans retire, we must educate a new generation of leaders by making higher ed affordable. *The Hechinger Report*. <https://hechingerreport.org/americans-retire-must-educate-new-generation-leaders-making-higher-ed-affordable/>
6. A. Benoit, E. Craft, A. Davis, E. Johnson, D. Navarro, & C. Panayiotou, "The Power of Learning Communities in Technician Education," concurrent session developed and chaired by Benoit at the Advanced Technological Education Principal Investigators Conference, Washington, DC, 2008.
7. A. Benoit, N. Badway, J. Sando, & G. Snyder, "Measuring for Success," Preconference Workshop developed and moderated by Benoit at the ATE PI Conference, Washington, DC, 2008.
8. D. Navarro, A. Benoit, H. Ungar, & J. Calvert, "Learning Communities for Under Prepared Students," presented at the ATE PI's Conference, Washington, DC, 2007.

9. A. Benoit & G. O'Keefe, "Workforce Development in Applied Technologies," invited presentation to the Society for College and University Planning North Atlantic Regional Fall One Conference, Manchester, CT, 2006.
10. A. Benoit, "Why we have environmental problems," presented for Earth Day at Connecticut College, New London, CT, 2005 (available at <http://environmentalet.org/envprobs.htm>).
11. A. Benoit, "The Internet—Still a Teaching Tool," presented at Technology Showcase, Quinebaug Valley Community College, Danielson, CT, June, 2003.
12. A. Benoit, S. Goetchius, L. Luck, J. Parker, & L. Samuelson. *Report from the Governance Web Review Task Force*, Three Rivers Community College, May 2002.
13. A. Benoit, "Virtual labs and virtual field trips: Show and tell...and do?" presented at the Connecticut Distance Learning Consortium Annual Conference, October, 2000.

#### **Other highlights**

1. Represents the Eastern Advanced Manufacturing Alliance (EAMA) in the Connecticut Manufacturers' Collaborative (CMC).
2. Served as member of the Community Advisory Counsel for the Lewis Family Foundation, Boston, MA.
3. Served as a Board member of the Massachusetts Clean Energy Center.
4. Served on the Commonwealth's Task Force on Economic Opportunity for Populations Facing Chronic Unemployment, established by EO 561.
5. Created certificate and degree programs in construction management, green jobs, electrical engineering, environmental technology, health information technology, manufacturing technology, and technology business management.
6. Collaborated with the Connecticut Women's Education and Legal Fund (CWEALF) on the design and implementation of WiT Connect, a pilot funded by the US Department of Labor (USDOL) to increase engagement by women in STEM at Three Rivers Community College, 2009 to 2011.
7. Chaired General Education Task Force at TRCC, which produced a blue-print for the renovation of general education at the college to meet Department of Higher Education and NEASC requirements while retaining programmatic flexibility through an outcome-based approach.
8. Chaired President's task force to revise Three Rivers' mission statement and create a vision statement and a values statement.
9. Received Educational Excellence Award from the CCCS in 2008. Applied proceeds of the award to faculty development in outcomes-based general education.
10. Developed and revised Environmental Engineering Technology A.S. degree program at Three Rivers Community College; achieved TAC/ABET accreditation for the program.
11. Created Environmental Science course for Internet delivery; advised Three Rivers Community College faculty on distance learning and web page development; recognized by the Connecticut Distance Learning Consortium as a Pioneer in Distance Learning.
12. Participated in Three Rivers' '01-'02 Writing Across the Curriculum initiative; presented "Writing in Environmental Engineering Technology" to the Academic Division.
13. Participated in Best Practices in Distance Learning project conducted by the Connecticut Distance Learning Consortium, 2003.
14. Developed courses on air quality, computer applications, environmental measurements, environmental policy and regulation, Long Island Sound, and water resources.
15. Taught courses in chemistry; computer science; environmental engineering, science, and technology; mathematics; and psychology.