

Cheryl C. De Vonish, J.D.

Executive Profile- Purpose driven executive with demonstrated ability to transform institutional culture and climate through cultivating relationships across a broad range of institutional constituencies and community stakeholders. I have over **10 years of Executive Leadership experience in Connecticut Community Colleges**; proven **track record of improving institutional efficiency and equitable student outcomes through large scale initiative design and implementation**; and **workforce planning and development**. Professional areas of expertise include:

- Student Affairs
- Employee/Labor Relations
- Diversity, Equity & Inclusion
- Relationship & Resource Cultivation
- College Administration & Operational Planning
- Community Relations & Civic Engagement
- Institutional Leadership & Governance
- Budget Development & Management

Professional Experience

Chief Executive Officer- CT State Norwalk

2021-Present

Interim Chief Executive Officer - Norwalk Community College

2019-2021

Serve as Campus's Chief Administrator, responsible for the overall management and administration of campus operations, annual budget, ensuring academic and student affair programs and initiatives advance College's priorities. Serve as Ex Officio Director of NCC Foundation board, support college advancement and fundraising efforts.

Notable Contributions and Accomplishments:

- Secured \$1 million donation to implement CEO's vision for student success at NCC
- Secured \$250,000 in private funds for expansion of CDLS which allowed for opening of Infant/Toddler Room, and on track to realize institutional goal of meeting CDLS revenue generating potential
- Equity Data Walk- Community Convening of community partners/foundations, NCC & K-12 educators and administrators to examine gaps in student outcomes based on gender, race & ethnicity
- Successfully developed, secured funding for and launched Uplift@NCC program. Uplift entering its 4th year and continues to address equity gap for male students of color
- Secured \$260,000 from Ct State DOE Accelerate CT- Innovation Grant 2022
- Secured matching contributions from Norwalk Hospital Foundation and Stamford Hospital Foundation to provide scholarships to NCC graduates pursuing BSN
- Developed and implemented \$2.7 million deficient mitigation plan that preserved funding and staff of all student affairs and academic departments

- Provided direct oversight of \$6.9 million DOL Strengthening Communities Workforce Development Consortium Grant
- Expansion of Food Pantry, Career, Tutoring and Wraparound Support services to meet student needs.
- Secured \$300,000 LSAMP grant for development of STEM Lab at CTState Norwalk, and serve as CO- Principal Investigator
- CT State Norwalk Hosted American Council on Education (ACE) Women's Network Conference
- Partnership with Stamford Public Schools to expand dual enrollment opportunities for students, through creation of Stamford Early College Academy
- Initiated assessment of institutional practices/policies that created barriers to student success. As a result, college expanded access of institutional aid to students
- NCC, College-wide Implementation of Case-management Advising Model
- \$ 1 Million award for the expansion of NCC Makerspace & provide technological upgrades to NCC Film & TV Studio
- Initiated college marketing retreat, resulting in redesigning enrollment guides and creation of Meta-Major student guides
- Assessed NCC's Winter Session offerings and set goal to increase online offering for Winter 2019. This resulted in a Winter Session enrollment increase of 31%; the highest ever
- COVID-19- College Response, Continuity of Operations, & Related Accomplishments
 - ✓ Secured \$200,000 federal COVID-relief grant
 - ✓ Initiated student survey to determine impact/needs surrounding COVID. Results supported fundraising efforts which generated \$100,000 for student emergency needs grants and 1year commitment of \$1,000 a month to support the colleges food pantry.
 - ✓ Increase availability of mental health counseling to NCC students

CTState Labor Relations Liaison

2023-2025

Chief Operating Officer - Norwalk Community College

2018-2019

Responsible for the coordination and administration of College's day-to day operations. Provided direct oversight of the College's Information Technology, Campus Security, Budget & Finance, Facilities, Public Relations & Marketing, Human Resources and Payroll services. Managed College's Capital Projects Program

Notable Accomplishments:

- Comprehensive review, update and implementation of College's Campus Safety Protocols and Procedures
- Ten Year Campus Master Planning Study

Special Advisor to College President

2015-2018

Chief Diversity & Equity Officer Norwalk Community College

Provided oversight and direction over College's hiring and recruitment procedures and identify opportunities to advance College's priority of recruiting and retaining a diverse workforce. Oversaw and

provided leadership for the implementation, administration and monitoring of College’s Affirmative Action Program. College’s Diversity & Equity initiatives and compliance programs, including Title VII, Title IX, and ADA programs. Prepare agency’s response to EEOC, CHRO and DOJ filings

Notable Accomplishments:

- Successfully spearheaded review and reconsideration of College policy related to developmental coursework and GPA
- Established sustainability of Minority Fellowship Program
- Developed and implemented recruitment procedures that advance college diverse hiring goals
- Presentation to Executive Cabinet & Mgt Council Presentation on Succession Planning: Developing Future leaders of NCC
- STRIVE@NCC- established College committee which provides professional development and networking opportunities to emerging leaders within the institution.
- Provided guidance and support to College President and executive leadership team in coordination implementation of strategic initiatives and special projects.
- Facilitated annual Executive Cabinet retreat. Advised executive leadership team on variety of issues, including, labor relations, student affairs, risk management, and community relations

Interim Dean of Students **June 2015-October 2015**
Provided oversight and management of Student Affairs offices, including enrollment management, advising, career services, student activities, financial aid, registrar and accessibility services.

Notable Accomplishments:

- Implemented Symplicity Advising Software in Academic Counseling Office and Symplicity Accommodate in Accessibility Services
- Spearheaded development and implementation of public relations online requests system
- College transition from paper to electronic catalog. Developed and implemented annual process to ensure accuracy

City of New York **2006-2015**
Deputy Director of Internal Affairs & Employee Discipline
City of New York, Senior Counsel,
Director of Institutional Diversity & Equity

Community Engagement & Professional Affiliations

Served as NECHE Evaluation Team Chair for Massachusetts Community College	2024-2025
Maritime Aquarium, Board of Trustees	2021-Present
Host & Panelist, CT Office of Early Childhood Blue Ribbon Commission Kick Off	2022
Stamford Hospital Board of Directors	2021-2024
Stamford Health System Board of Directors	2021-2024
Panelist, Congressman Himes STEM Education and Career Paths Convening	2022
Stamford Hospital Credentialing and Audit Committee	2021-2024
Moderator, Connecticut Office of Early Childhood & Advance CT-Virtual Conversation – How Connecticut is Moving Forward from the Pandemic Experience	2021
National Council on Black American Affairs (NCBAA) Member	

Stamford Leadership Program	2022
Family & Children's Agency (FCA), Board of Directors	2017-2024
FCA, Board Secretary	2023-2024
FCA Social Justice & Equity Taskforce	2020-2024
Norwalk Chamber of Commerce, Board of Directors	2019-2024
NorwalkActs, Board of Directors	2019-2022
Horizons@NCC, Board of Directors	2019-Present
Stamford Cradle to Career- Transition from High School Workgroup	2016-2019
National Association of Student Affairs Professionals (NASPA)	2018-Present
Connecticut Association of Diversity & EEO Professionals, Member	2015-Present
George Crawford Black Bar Association Member	2012-2022
Connecticut College Access & Success Mentor	2017-2019
National Association of College and University Attorneys (NACUA), Member	2015-2018
Connecticut Veterans Legal Center, Volunteer	2014-2016
Norwalk Chamber of Commerce Leadership Institute Graduate	2015
National Association of Diversity Officers in Higher Education Member	2016- 2019
Urban Assembly Academy of Government & Law, Mentor	2010-2014
Youth & Community Development Advisory Board	2009- 2012

Presentations, Lectures & Awards

- NAACP, 100 Most Influential Blacks in Connecticut Awardee 2021 & 2024
- ACCT Leadership Congress, Looking Inward; Reaching Outward:
Communication-Driven Practices to Transform Internal and External Engagement October 2023
- The NEW Deal Conference, Panelist/Presenter: Effective and Equitable
College & Career Pathways, Washington, D.C. October 2021
- Panelist, American Association for Women in Community Colleges,
Lead Like A Woman 2023
- Governor's Council on Women's & Girls, Panelist 2021
- Emerging Trends in Education, Norwalk Chamber of Commerce
Leadership Institute 2020-2024
- Presenter (ACE) Women's Network Conference, Making A Lasting Impact 2023
- Presenter (ACE) Women's Network Conference, Women of Color in Leadership 2022
- A Conversation with Kweisi Mfume, The Relevance of Community Colleges Today 2015
- NCC Women of Distinction Ceremony, Keynote Address 2015
- NCC Student Government Association- Campus Community Award Recipient 2017
- YWCA of Greenwich Panelist: Eliminating Racism- A 21st Century Approach March 2015
- Manhattanville College Panelist: Women of Culture and Their Profession 2009

Teaching Experience

Adjunct Lecturer, Norwalk Community College 2016, 2018

Education

Albany Law School - J.D. May 2003

Binghamton University - Bachelor of Arts, Psychology -May 2000

Spelman College 1996-1997