

# KAMARI A. COLLINS, Ed.D.

## PROFESSIONAL SUMMARY

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A strong, collaborative leader with over twenty years of experience setting direction in college and community-based settings. My leadership style is accessible, hands-on, and diplomatic. I emphasize open, consistent communication and transparency, whether holding the course, managing change, or resolving complex issues.

- Proven analytical, budgeting, grantsmanship, and administrative acumen
- Proficient relationship builder (inter-institutional and stakeholder/community partnerships)
- A clear understanding of the policies, procedures, and academic values governing institutions of higher education
- Up-to-date with best practices, trends, and innovations in two-year institutions of higher education
- Sensitivity, respect, and passion for diversity, equity, and inclusion
- Strong commitment to excellence, integrity, and community
- Results focused through strategic thinking and data-driven decision-making
- An enthusiastic advocate for students, faculty, staff, and higher education

## EXPERIENCE

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### Vice President for Student Success and Enrollment Management

2019 – present

Chesapeake College  
Wye Mills, MD

As the Vice President for Student Success and Enrollment Management at Chesapeake College, I lead a large-scale operation encompassing 12 departments and more than 45 staff members. These departments include Admissions, Academic Advising & Transfer, Accessibility Services, NJCAA Division II College Athletics, Career Development and Job Placement, Dual Enrollment/Early College, Financial Aid, the Fitness Center, Student Diversity, Equity, and Inclusion, the Registrar, Student Engagement and Development, the Dean for Students, TRIO/Student Support Services Classic/STEM, TRiO Upward Bound, Veterans' Affairs, and the Welcome Center.

- Oversee an operating budget of over \$4 million, including grant-funded programs.
- Collaborate with the President and Executive Cabinet to plan and advance the college mission.
- Sustain close working relationship with Academic Affairs to align programs and services strategically
- Lead the development and ongoing implementation of the College's Strategic Enrollment Management Plan (SEMP).
- Hire, motivate, train, coach/mentor, and evaluate staff.
- Supervise Division Deans and Directors to monitor performance and compliance.
- Promote diversity, equity, and inclusion events in collaboration with various campus units and the local community.

- Partner with the local school district within the five-county service region and 16 Maryland community colleges.
- Maintain professional affiliations to stay abreast of trends and essential competencies.
- Serve as a lead administrator in the absence of the President.

### **Accomplishment Highlights:**

- Aligned and expanded student support services functions, including data collection and programmatic assessment. In particular, this effort leveraged technology to enhance the tracking of student outcomes toward increasing college enrollment and retention. Most recently, the annual student credit enrollment FTE increased from 8.5% in FY'24 to 9.5% in FY'25.
- Led efforts to establish a partnership with For All Seasons, Inc., a community-based behavioral health and victim services agency, to provide on-campus and telehealth services to students at no cost to the college.
- Served on a campus-wide committee to assess and implement the Completion Project. This project supported student success outcomes by identifying and eliminating non-academic barriers.
- Led teams to implement Recruit CRM software and an early alert system through Maxient.
- Partnered with local school districts within the five-county service region to grow dual enrollment and expand early college pathways. Dual enrollment has steadily increased every year.
- Led the effort to write, apply for, and receive three Upward Bound grants instrumental to Chesapeake College's partnership efforts with three service counties to support high school success and college completion.
- Successfully led the kickoff and Middle States Commission on Higher Education Accreditation self-study process as an appointed Tri-Chair for Chesapeake College.

### **Vice President of Student Affairs**

**2015 – 2019**

Springfield Technical Community College  
Springfield, MA

Responsible for leading the Student Affairs Division, which includes 21 departments and more than 80 staff members. These departments include Academic Advising & Transfer Center, Admissions, Athletics, Center for Access Services, Career Development Center, Disability Services, Dual Enrollment, English Language Learners, Fitness Center, Gateway to College, Health and Wellness Center, Multicultural Affairs, Perkins Career Track, Registrars, Student Activities, Student Affairs/Dean of Students, Student Success Center, TRIO/Student Support Services, Testing Center, Thrive Center, Veterans' Affairs, and Welcome Center.

- Managed an operating budget of more than \$6 million, including securing grant resources.
- Collaborated with the President and cabinet to plan and advance the college mission.
- Hired, motivated, trained, coached/mentored, and evaluated staff.
- Supervised division Deans, Directors, and Managers, monitoring performance and compliance.
- Promoted diversity and multicultural events in collaboration with the campus and local community.
- Served as a Hispanic Serving Institution (HSI) planning committee member.
- Maintained professional affiliations to stay abreast of trends and essential competencies.

- Served as the lead administrator in the absence of the President and executive liaison for employee resource groups.
- Led teams to implement advising software, online tutoring, and an early alert system.

### **Accomplishment Highlights:**

- Identified the need for and developed plans to transition formerly individual units into a cohesive Student Learning Commons. This one-stop hub was created to include an array of departments, services, and support connections, prioritizing students' needs by simplifying access to resources in a central location.
- Cultivated a productive new working relationship with Academic Affairs; we aligned programs and services together, more explicitly connecting coursework and tools for student success with reaching career goals.
- Collaborated across the college to develop a Student Retention Plan in response to the needs identified by student focus groups and in alignment with the strategic plan's objective to increase student retention.
- Facilitated a campus-wide committee with all the key enrollment departments to redesign orientation for first-year students. This redesign led to the implementation of a mandatory new student orientation where all students and their parents attended an on-campus orientation prior to taking the placement test and meeting with an advisor. The new orientation helps students make a smoother, more successful transition to collegiate life.
- Partnered closely with the local school district and colleges to support low-income/first-generation males. This partnership led to the development of the statewide 100 Males to College program for underresourced male students from the local school district, which increases college aspiration and successful completion.
- Aligned enrollment management with key student service functions, including data collection, to enhance the institution's ability to make data-informed decisions to improve student success and retention.

### **Dean of Academic Advising and Student Success**

**2014 – 2015**

Springfield Technical Community College  
Springfield, MA

- Provided oversight for the offices of Academic Advising, Placement Testing and Assessment Center, Student Success Center, Internships/Coops, Career Services, and Transfer.
- Evaluated the mission of the Student Success Center to determine current and future needs.
- Directed and evaluated advising and student services programs, procedures, processes, materials, and training to ensure that faculty/staff advisors provided quality academic advising/support services to students.
- Developed recommendations for operational needs, identifying linkages to improve the efficiency of service delivery.
- Provided oversight for all departmental budgets.

### Accomplishment Highlights:

- Implemented new research-based initiatives to increase student success. For example, I worked to redesign campuswide advising, taking a connected-services approach and using a shared split model in which both faculty and staff serve as assigned advisors. This effort strengthened relationships between and among divisions, which, in turn, better-supported student success.
- Improved the use of technology to expand the delivery of student services. A key outcome was more timely communication with current and prospective students. Implemented an online chat system that initially started with academic advising and now includes all student services departments to answer questions in a more efficient manner.
- Expanded the full-service Center for Access Services to support student basic needs. The center now includes mental health support, a food pantry, assistance with applying for benefits, and resolutions for other non-academic barriers to success.

**Director of Academic Advising**

**2011 – 2014**

**Academic Counselor**

**2007 – 2011**

Springfield Technical Community College  
Springfield, MA

- Provided supervision, coordination, and direction for all campus academic advising services.
- Supervised, motivated, and evaluated 14 full-time and part-time staff.
- Managed budget, purchasing, staff development, proposal writing, and grant reporting.
- Conducted weekly meetings for staff/volunteers resulting in improved services for students.
- Developed and implemented strategic intrusive advising initiatives to promote retention.
- Worked collaboratively with staff and community partners to promote student success.
- Served as an active participant on college-wide committees.
- Advised over 150 diverse students each semester to develop Student Educational Plans.
- Taught *College Success*, a course involving study skills and career exploration.

### Accomplishment Highlights:

- Grew the department from three full-time employees to fourteen full and part-time employees through budget advocacy and grant funds to fully implement an intrusive advising model for all enrolled students. This effort integrated academic assessment and student career goals into the intrusive advising process, which added value to the advising and increased academic motivation.
- Successfully applied for and received Title III grant funds to grow advising staffing and services. The award also supported hosting a statewide best practices advising conference.
- Started a mentoring program to support Black and Latino male students. This effort led to an array of connections and mentorship opportunities with successful Black and Latino male community leaders to help increase the persistence and retention of Black and Latino college students.

Urban League of Springfield, Inc. and Camp Atwater  
Springfield, MA

**Camp Director and Program Director**

Camp Atwater  
North Brookfield, MA.

As the Director of Youth Development and Education Programs at the Urban League of Springfield, Inc., I provided oversight for youth development programs that supported youth leadership activities, peer leader programs, junior achievement, and college and career preparation. During the summer months, I spent nine weeks as program director and then camp director of the Urban League's residential summer camp, where I was responsible for camp operations.

*Director of Youth Development and Education Programs Responsibilities*

- Supervised and assisted youth and staff in planning, implementing, and evaluating community, educational, and leadership programs.
- Organized nationally recognized “Do the Right Thing” annual community event to recognize students’ academic achievements.
- Implemented the National Achievers’ Society Early College Awareness Program.
- Developed funding requests, wrote grants, and managed program budgets.
- Served as athletic director for a charter school.

*Camp Director and Program Director Responsibilities*

- Responsible for outreach, oversight, and supervision of an 80-acre residential summer camp.
- Annually coordinated overall care, social development, and education for more than 140 campers.
- Developed and managed more than 25 different program activities.
- Conducted orientation sessions for parents.
- Supervised and coached more than 20 counselors and camp staff.

**Accomplishment Highlights:**

- Successfully led the camp through the American Camp Association accreditation process.
- Guided students through the college application process and assisted them with being accepted into colleges and universities.
- Recruited staff from all over the country and from international colleges and universities to serve as camp counselors and activity leaders.
- Implemented an array of program activities that exposed youth to college, career, and life enrichment to further develop their self-esteem and sense of belonging, factors shown to be associated with academic achievement and persistence.

## EDUCATION

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<b>Northeastern University</b> , Boston, MA Doctor of Education (Ed.D.) Concentration: Higher Education Administration	2023
<b>Springfield College</b> , Springfield, MA Master of Science in Human Services Concentration: Organizational Management and Leadership	2005
<b>Springfield College</b> , Springfield, MA Bachelor of Science in Movement and Sports Studies Teacher Preparation Program	1994

## ADDITIONAL TRAINING AND CERTIFICATIONS

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Safe Zone Training Series	July 2022
Title IX Investigator Training	January 2018
Massachusetts Community Colleges Leadership Academy Fellow (year-long program)	2008

## PROFESSIONAL RECOGNITION AND AWARDS

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Springfield College 40 Under 40 Alumni Award	2016
Springfield Technical Community College "Heart of a Man" Award	2010
BusinessWest 40 Under 40 Award Recipient	2009
Urban League Donna Blake Staff Excellence Award	2005

## PROFESSIONAL AND COMMUNITY AFFILIATIONS

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### Current:

American Association of Collegiate Registrars and Admissions Officers (AACRAO)  
American College Personnel Association (ACPA)  
Board Member, First Vice Chair, For All Seasons, Easton, MD  
Board Member, The Country School, Easton, MD  
Board Member Representative, Hispanic Educational Technology Services (HETS) Consortium  
Chesapeake College Multicultural Advisory Committee  
National Association of Student Personnel Administrators in Higher Education (NASPA)  
Polaris Village Ministries

### Prior Service:

Board Member, Urban League of Springfield, Inc., Springfield, MA  
Board Member, The Community Foundation of Western Massachusetts  
Board Member, New Leadership Charter School, Springfield, MA  
Board Member, Leadership Pioneer Valley, Springfield, MA