

Bryan Reece, Ph.D.

College Leader and Education Entrepreneur

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This is Dr. Reece's 30th year working in higher education, with 15 years of senior management experience. He has held positions as College President, VP of Academic Affairs, Dean, and private sector management. He earned a Ph.D., MA and BA from the University of Southern California (USC) and taught Political Science as a tenured community college faculty member for 19 years. Dr. Reece has a documented record of moving community colleges forward to improve the academic success for students, with particular expertise in assisting students from historically under-served communities. He

has worked extensively with legislative bodies and government agencies at the local, state and federal levels and has a record of success with public-private partnerships and fundraising.

Dr. Reece has been a transformational figure at three community colleges including Cerritos College, Crafton Hills College and Norco College. His most recent accomplishment came under his leadership as the President of Norco College where he led a range of projects and programs to improve the lives of students, community members, and college faculty, staff and managers. Some of the more notable accomplishments include the following.

Student Development

Under Dr. Reece's leadership, Norco College started the prison education program in partnership with California Rehabilitation Center (a state prison). He added 10 dual enrollment partnerships with local high schools and expanded the JFK Middle College program (JFK is largest middle college in California). He expanded the veterans education program, receiving national recognition from Military Times four out of five years. Dr. Reece helped secure Norco College as one of 20 colleges in the California pilot project for Guided Pathways and led a deep implementation of the Guided Pathways framework including a complete college reorganization. To decrease the equity gap at the College, he managed the development of a campus equity plan which guided the overhaul of hiring practices to bring in more diverse employees (over 50% of hires came from communities of color during his tenure). He added equity goals and objectives to the new Educational Master Plan and launched a robust professional development program with primary emphasis on equity. To improve support for marginalized groups, he established dedicated spaces and expanded services for UMOJA, men of color, Latinx, DACA, LGBTQ+, and Foster Care students. The efforts achieved measurable results with an overall increase in student head count for the college by 9.6 percent, an 18.3 percent improvement in overall student completion of degrees, certificates and transfer readiness, a 50 percent increase in transfers to the University of California System, and a 26 percent increase in completion of degrees, certificates and transfer readiness for students of color.

Institutional Development

Under Dr. Reece's leadership, Norco College improved systems with the implementations of EduNav for student educational planning, Salesforce for tracking students across college life cycle, custom scheduling application development for multi-year, cloud-based schedule development and custom development of MAP, an articulation platform for veterans. To expand resource development for the College, Dr. Reece launched the annual "Dinner with the President" as a fundraising and friend-raising event, expanded the President's Advisory Board with civic leader representation throughout the region, launched the Visionary Circle for private gift giving, and expanded the apprenticeship program in partnership with local businesses. To develop facilities, Dr. Reece initiated development of a new Early Childhood Education Center, initiated development of a new Veterans Resource Center, developed a new Facilities Master Plan around a mixed-use framework and updated several facilities across campus. Dr. Reece's expertise as a political scientist was leveraged in legislative advocacy for the college to successfully secure a state appropriation for new Veterans Resource Center, a state appropriation for new Early Childhood Education Center, a state appropriation for new Workforce Development Center, federal language submission to NSF for favorable STEM development at the college, and development of pending legislation for dual enrollment in CA. At the strategic level, Dr. Reece led development of a new Educational Master Plan, Facilities Master Plan, and Equity Plan. He initiated development of a new shared governance plan and led development of the college accreditation document. The efforts achieve measurable results raising over \$18M through grants, gifts and appropriations, accumulating a gift and grant portfolio of more than \$43 million, expanding soft funding to more than 30 percent of the college budget, and being named "Great College to Work for" by Chronical of Higher Education (Ranked #2 in CA in 2018).