

EDUCATION

Ph.D., Educational Human Resource Development Program: Workforce, Adult & Lifelong Education (WALE) Concentration: Adult Education Texas A&M University, College Station, Texas ABD | Dissertation Defense: May 2026 Dissertation: Scholar Unshackled: Scholar Identity Development of Adult Black Carceral-Involved Men
Master of Arts, Education - Adult & Higher Education Administration University of South Dakota, Vermillion, South Dakota
Master of Arts, Management Oral Roberts University, Tulsa, Oklahoma

PROFESSIONAL SUMMARY

Higher education executive and practitioner-scholar with 15+ years of progressive leadership in workforce, career and technical, and adult education administration across Texas community colleges. Demonstrated success as a principal grant writer and administrator, strategic industry partner, and academic program developer with a proven record of building high-impact workforce programs aligned with regional economic needs. Doctoral candidate at Texas A&M University in the Workforce, Adult & Lifelong Education program with a focused research agenda in adult learner identity development and expanding postsecondary access for non-traditional student populations. Committed to mission-driven leadership that expands student access and success across the full educational continuum from workforce entry through academic transfer.

CORE COMPETENCIES

Workforce & CTE Program Development | Grant Writing & Federal Fund Administration | SACSCOC, THECB & ACBSP Compliance | Non-Credit to Credit Pathway Design | Prison Education & Second Chance Pell Administration | Strategic Industry & Community Partnership Building | QEP Development & Accreditation Leadership | Multi-Campus Operations & Budget Management | Non-Traditional Student Access & Success | Data-Driven Decision Making & Strategic Planning

CAREER HIGHLIGHTS

Led Central Texas College through a successful federal Second Chance Pell award — overseeing the full application process, institutional readiness assessment, and program infrastructure development to expand Pell Grant access for incarcerated adult learners, positioning the college as a federal demonstration site for justice-involved postsecondary education.

Served as principal grant writer and administrator, personally identifying funding opportunities, authoring proposals, and managing all phases of implementation and

compliance for \$7M+ in federal and state awards including Perkins, JET, and Second Chance Pell funding streams.

Served as lead contributor across two pillars of the ACBSP accreditation process using the Baldrige framework, participated in multi-campus site visit tours, and presented before the accreditation review committee resulting in successful accreditation achievement.

Designed and implemented non-credit to credit pathway bridges in allied health fields, using workforce non-credit programs as strategic entry points into credit programming and building stackable credential frameworks that expanded access for working adults. Led comprehensive program development and restructuring resulting in 25% enrollment growth, enhanced student diversity, and 25% reduction in program startup costs. Developed and implemented Multi-Campus Metric Success strategy increasing attendance from 75% to 90%, GPA to 2.5+, and degree progression and completion by 30%.

Spearheaded regional workforce initiatives through community and workforce board partnerships creating educational pathways that achieved 85% employment outcomes while driving regional economic growth.

PROFESSIONAL EXPERIENCE

Department Chair, Accounting & Banking and Finance Dallas College | Dallas, Texas | 2023 - Present

Serve as chief academic and administrative officer for the Accounting and Banking & Finance divisions across seven campuses, functioning in a Dean-level capacity with full responsibility for faculty leadership, curriculum oversight, budget management, and division-wide program strategy.

Led successful ACBSP accreditation for Business programs utilizing the Baldrige framework, serving as lead contributor across two accreditation pillars, participating in multi-campus site visit tours, and presenting before the accreditation review committee resulting in successful accreditation achievement.

Oversee instruction and operations across seven college campuses providing strategic leadership in faculty development, curriculum enhancement, and program assessment.

Lead academic initiatives balancing workforce and transfer pathways, developing seamless Accounting and Banking & Finance bridges to four-year institutions.

Leverage data analytics to optimize course offerings, refine programs to align with industry needs, and improve student outcomes through innovative approaches including Teaching as Research methodology.

Collaborate with faculty, advisory boards, and industry partners to continuously improve curriculum relevance and career readiness outcomes.

Dean, Adult and Workforce Education Central Texas College | Killeen, Texas | 2021 - 2023

Provided strategic leadership for 25+ workforce and adult education programs across a 12-county service area and 20 Independent School Districts, including the design and administration of prison education programs serving justice-involved adult learners. Personally authored and managed federal and state grant proposals and awards including Perkins, JET, and Second Chance Pell funding — overseeing all phases from opportunity identification through implementation, compliance, and reporting. Implemented data-driven strategies resulting in 35% increase in completion rates, 45% enrollment growth, and 75% employment rates within 6 months of program completion. Designed and implemented non-credit to credit pathway frameworks in allied health fields, creating stackable credential structures that served as workforce entry points into credit programming for working adults. Developed partnerships with major regional employers to create customized training programs in automotive technologies, healthcare certifications (Clinical Medical Assistant, EKG Technician, Pharmacy Technician), CompTIA A+, and military credential programming. Negotiated and executed formal MOUs, articulation agreements, and partnership frameworks with K-12 school districts, workforce boards, and community organizations to create structured educational pathways across the service area. Engaged with state agencies and Texas Workforce Commission representatives ensuring program alignment with state priorities and all reporting requirements. Launched stackable credential programs and community education initiatives increasing adult learner enrollment by 55%. Maintained strict adherence to SACSCOC accreditation principles and THECB regulatory standards across all programs and initiatives. Oversaw comprehensive annual budget management, resource allocation, and fiscal oversight across all operational areas.

Interim Executive Dean, Social Sciences and Career & Technical Education Dallas Community College | Dallas, Texas | 2020 - 2021

Provided executive-level divisional leadership across Social Sciences and CTE disciplines including Accounting, Criminal Justice, Social Work, and Early Childhood Education across multiple campuses. Managed human, fiscal, and physical resources while setting strategic and operational direction for the division. Contributed to SACSCOC self-study process and supported QEP implementation as part of the institutional accreditation cycle. Led development of workforce program policies and standardized quality metrics

improving program consistency across campuses.

Collaborated with administration, advisory boards, and community leaders to develop program expansion strategies and forge viable industry partnerships.

Associate Dean, Social Sciences and Career & Technical Education Dallas Community College | Dallas, Texas | 2019 - 2020

Provided direct oversight for multiple CTE programs managing full-time and part-time faculty and staff across divisions.

Led QEP-related work and participated actively in SACSCOC self-study as part of the institutional accreditation cycle.

Served as Grant Manager for CTE areas overseeing resource allocation and expenditures within approved budgets.

Developed new academic degree programs and pathways including Early College, Dual Credit, and Non-Credit alignment.

Participated in Strategic Enrollment Management and Learner Success Data Committees, establishing liaisons with external agencies and industry partners.

Leveraged data analytics to monitor educational metrics and implement data-driven interventions that enhanced student outcomes.

Interim Director, Community and Industry Education Tarrant County College | Fort Worth, Texas | 2017 - 2019

Managed operational and strategic direction for Community and Industry Education and CTE at the Northwest Campus with emphasis on revenue-generating workforce programs.

Contributed to SACSCOC self-study processes and QEP development and implementation during the institutional accreditation cycle.

Developed and enhanced workforce programs in Computer Science (CompTIA A+, Security+, Network+, Cisco), Water and Wastewater Treatment, and Motorcycle programming.

Cultivated partnerships with government, community, and business entities as the college's representative for workforce initiatives.

Served on the President's Strategic Planning Committee leading cross-functional teams in developing institutional effectiveness measures.

Oversaw program reviews, departmental research, assessments, and budget management for all assigned areas.

Coordinator, Community and Industry Education Tarrant County College | Fort Worth, Texas | 2015 - 2017

Managed workforce programs at the Erma C. Johnson Hadley Center of Excellence for

Aviation, Transportation, and Logistics at TCC Alliance.

Developed workforce courses in Aviation, Transportation, and Logistics using THECB, GIPWE, and WECM guidelines.

Conducted market research and industry trend analysis, built Advisory Councils, and drove program growth and revenue generation.

Managed adjunct hiring, course strategy, marketing initiatives, and departmental budget resources.

Academic Manager North Texas Job Corps | McKinney, Texas | 2012 - 2014

Served as chief academic administrator overseeing a high school program encompassing three online diploma programs, a GED program, and TABE Administration with supervision of 30+ faculty and staff.

Oversaw the Academic Disability program as Disability Coordinator facilitating IEP and educational accommodation reviews.

Led the Satisfactory Academic Progress Board and Employability Conference Board steering critical student success and career readiness decisions.

Collaborated in the accreditation process ensuring institutional compliance and maintaining DOE and MOU programmatic accreditation status.

Controlled annual operating budget and formulated comprehensive guidelines for departmental expenditures.

Director of Distance Education and Director of Education, Business Department Chair
Community Care College | Tulsa, Oklahoma | 2009 - 2011

Directed online college programs and AAS degree programs across three campuses spanning Welding, Automotive Technology, Cosmetology, Surgical Technology, Dental Assisting, and Medical Assisting.

Increased enrollment by 30% over two years through implementation of a robust online education initiative expanding educational access for diverse student populations.

Led accreditation processes ensuring compliance with ACICS, ABHES, and ACCSC standards.

Pioneered hybrid workforce training model combining online and hands-on instruction increasing program accessibility by 50%.

Established program advisory boards fostering relationships with community, business, and industry stakeholders.

Adjunct Instructor Concorde Career College | Richardson, Texas | 2011 - 2012

Provided General Education classroom instruction utilizing active learning methods and varied instructional strategies.

Advised students on academic and career options while maintaining academic integrity

through accurate student data management.

SCHOLARLY IMPACT

Research indexed in ERIC and cited across peer-reviewed journals, book chapters, and conference proceedings in the fields of adult education, workforce development, and career and technical education policy. Selected works cited 12+ times in scholarly literature.

PEER-REVIEWED PUBLICATIONS

First Author

Dawson, R., & Avoseh, M. B. (2018). Freire's conscientization and the global student: Towards emancipatory transformation. Commission for International Adult Education. American Association for Adult and Continuing Education (AAACE). <https://eric.ed.gov> [Cited by 12]

Co-Author

James-Gallaway, C. D., James-Gallaway, A. D., Rockey, M., & Dawson, R. A. (2024). Evading race: A critical race analysis of vocational/career and technical education policy. *Educational Policy*, 38(3), 700-726. SAGE Publications.

BOOK CHAPTERS

Lead Contributor

Dawson, R., Rosales, M., Vargas-Mohan, A., Castillo, M., Carter, K., & James-Gallaway, C. (In Press). History of the formation of minority serving institutions: Implications for non-traditional learners. In J. Johnson-Bailey & J. Bohonos (Eds.), *Histories of adult, higher, and workforce education: An equity-driven approach*. Routledge.

Co-Author

James-Gallaway, C. D., French, P. B., Brigham, A., & Dawson, R. (2024). Dialogue and discussion: Applying bell hooks to diverse education contexts. In J. E. Coryell, L. M. Baumgartner, & J. W. Bohonos (Eds.), *Methods for facilitating adult learning: Strategies for enhancing instruction and instructor effectiveness* (pp. 89-103). Routledge.

CONFERENCE PRESENTATIONS

Dawson, R. (2026). Cultivating scholar identity and success among students with carceral involvement. Texas Association of Black Personnel in Higher Education (TABPHE) Annual Conference.

Dawson, R. (2024). Scholar identity development of adult Black justice-involved men. Association for the Study of Higher Education (ASHE) Annual Conference.

Dawson, R. (2021). To research or not to research? Undergraduate research experience of URM and FGC students. Association for the Study of Higher Education (ASHE)

Annual Conference.

Dawson, R. (2019). It's a project first, then a program. Texas Administrator of Continuing Education (TACE) Annual Conference.

Dawson, R. (2019). Transformative leadership. Consortium Leadership and Renewal Academy (CLARA), North Texas Community College Consortium (NTCCC). (Selected Presenter, Competitive Texas Community College Leadership Cohort)

Dawson, R. (2019). Business model in higher education. Consortium Leadership and Renewal Academy (CLARA), North Texas Community College Consortium (NTCCC). (Selected Presenter, Competitive Texas Community College Leadership Cohort)

Dawson, R. (2018). Engaging veterans at TCC. Tarrant County College.

Dawson, R. (2017). It's never too late! PLUS 50 workforce training opportunities. American Association for Adult and Continuing Education (AAACE) Annual Conference.

Dawson, R. (2017). Self-directed learning. Tarrant County College.

Dawson, R. (2015). Leadership think movement: Discover new ways to understand leadership and the latent power of following. Texas Administrator of Continuing Education (TACE) Regional Conference.

Dawson, R. (2014). Multiple intelligence: Tapping into student abilities. North Texas Job Corps Professional Development Day.

Dawson, R. (2024). Urban education: Role of place identity within instruction. Dallas College Faculty Presentation.

INVITED PRESENTATIONS

Dawson, R. (2025). Geography of belonging: Place-based identity as a gateway to educational access. Edmund W. Gordon Institute, Columbia College. (Invited Presentation)

PROFESSIONAL SERVICE

Student Editor — American Educational Research Association (AERA)

PROFESSIONAL CERTIFICATIONS AND CREDENTIALS

Certified Program Planner (CPP) — LERN (Learning Resources Network) National credentialing standard for workforce and continuing education program development

Certified Operations Manager (COM) — LERN (Learning Resources Network)

National credentialing standard for continuing education operations and administration

CLARA Leadership Academy Alumnus (2019) — Consortium Leadership and Renewal Academy, North Texas Community College Consortium (NTCCC) Competitive cohort-based leadership development program for emerging higher education leaders in Texas

Civil and Family Mediator — Dallas College ACUE Certification — Dallas College Achieve the Dream — Dallas College Project Management — Tarrant County College Teaching as Research — CIRTL (Center for the Integration of Research, Teaching and Learning)

AWARDS AND RECOGNITION

Chancellor Recognition — Dallas College Chancellor Quarterly Employee Excellence Finalist — Tarrant County College (Chancellor Eugene Giovannini) Congressional Recognition — Congresswoman Kay Granger State of Texas Certificate of Recognition — Texas State Senator Jane Nelson

Rahsaan Dawson, Ph.D.

April 13, 2026

Search Committee Dean, Workforce and Professional Programs Northeast Lakeview College Alamo Colleges District 1201 Kitty Hawk Road Universal City, Texas 78148

Dear Search Committee:

Workforce education, at its best, does not just teach skills. It changes the economic trajectory of entire families. That belief has driven every decision I have made across 15+ years of leading workforce and career and technical education programs in Texas community colleges. It is also why the Dean of Workforce and Professional Programs position at Northeast Lakeview College speaks directly to the work I have spent my career building toward.

The students NLC serves, veterans, working adults, first-generation learners, Pell recipients, and community members seeking a pathway to economic stability, are the students I have built programs around throughout my career. As Dean of Adult and Workforce Education at Central Texas College, I led a portfolio of 25+ workforce programs across a 12-county service area. The programs we built together achieved 75% employment rates within six months of completion, 45% enrollment growth, and a 35% increase in completion rates. That did not happen because of administrative oversight alone. It happened because we designed programs around what students actually needed to succeed and what employers actually needed to hire. I also personally authored and administered \$7M+ in federal and state grants including Perkins, JET, and a competitive federal Second Chance Pell award that positioned the college as a demonstration site for justice-involved postsecondary education, expanding access for a population that most institutions overlook entirely.

Building strong workforce programs requires more than funding and partnerships. It requires institutional infrastructure that supports quality and accountability. Across my career, I have contributed to SACSCOC self-studies and QEP development at multiple institutions, and most recently led a successful ACBSP accreditation process at Dallas College using the Baldrige framework. I have negotiated MOUs and articulation agreements with K-12 school districts, workforce boards, and community organizations, and developed non-credit to credit pathway frameworks in allied health fields that created stackable credential structures for working adults seeking to move from workforce entry into credit programming and beyond.

What I bring beyond administrative experience is a practitioner-scholar perspective that directly informs how programs are designed and how students are supported. My doctoral research at Texas A&M University in the Workforce, Adult & Lifelong Education program focuses on how adult learners, particularly justice-involved populations, develop their identities as scholars and workers. Defending in May 2026, my dissertation, "Scholar Unshackled: Scholar Identity Development of Adult Black

"Carceral-Involved Men," reflects a research agenda shaped by years of working directly with the populations our workforce programs are meant to serve. That scholarly grounding is published in SAGE's Educational Policy journal, presented at national conferences including ASHE and TABPHE, and contributed to two forthcoming Routledge volumes, not because scholarship is separate from practice, but because understanding our students deeply makes the programs we build for them better. Northeast Lakeview College is the right next step in this work. Your community, your student population, and your commitment to building workforce programs that create real economic opportunity align with everything I have worked toward. I am a Texas community college administrator who understands the THECB regulatory environment, the Perkins infrastructure, and the workforce board relationships that make this work sustainable. More than that, I understand the students, because I have studied them, built programs for them, and in some cases sat across the table from them inside correctional facilities, talking about what education could mean for their lives and their families. I would welcome the opportunity to speak with your search committee about how my background aligns with NLC's vision for this position. Thank you for your time and consideration.

Respectfully,

Rahsaan Dawson, Ph.D