

# JOHN M. DAVIS, Ph.D.

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## EDUCATION

**The College of William and Mary**, Williamsburg, Virginia

**Ph.D. in Educational Policy, Planning, and Leadership,**  
***Higher Education Program***, May 2003

Dissertation: *The Use of Performance Indicator Systems in Public Higher Education* Dissertation Chair: Dr. David W. Leslie

Concentrations: Student Assessment, Institutional Research, Higher Education Policy, Current Issues in Higher Education, Outcomes of Education

**The Florida State University**, Tallahassee, Florida

**M.S. in Higher Education**, April 1996

Major: Student Affairs Administration

Specialty: College Student Development/Career Development

**B.S. in Criminology**, Graduated *Summa Cum Laude*, December 1992

**Gulf Coast Community College**, Panama City, Florida

**A.A.**, Graduated *Magna Cum Laude*, May 1990

**Germanna Community College**, Locust Grove, VA

**Interim Vice President for Administration**, July 2016-Present

Serve as chief financial and administrative officer for one of the Commonwealth's fastest growing colleges. Responsibilities include financial management, reporting, and control; budget development and execution including forecasting enrollment and revenues; policy and procedure development and implementation; development of strategic plans; and, organization communications. Prepare and present reports to both College and Educational Foundation Boards and work closely with oversight agencies, auditors, VCCS System Office staff, and local government officials to meet agency goals and objectives. Responsible for financial management, facilities management, capital outlay, information technology support services, organizational planning and assessment, and compliance with accreditation standards.

**Germanna Community College**, Locust Grove, Virginia

**Executive Director of Organizational Planning & Assessment and Professor**, July 2008-August 2012; August 2015-Present

Responsible for coordination, oversight and implementation of college-wide planning, assessment and improvement efforts. Responsible for the collection, analysis, and dissemination of institutional data to senior leadership and external stakeholders. Oversaw and coordinated the college's use of the Compliance Assist system for purposes of unit planning, assessment and improvement. Monitored, analyzed and briefed senior leaders and

board members regarding the impact of potential or actual federal and state policy changes. Served as member of the President's Council as well as member of numerous other committees including: Assessment Planning Committee, Quality Enhancement Plan (QEP) Committee, and numerous hiring search committees. Supervised a full-time research analyst responsible for institutional research requests and formal reporting (VCCS, SCHEV, IPEDS, SACS, etc.). Worked closely with staff in academic affairs to develop and coordinate assessment efforts within academic departments.

**Graduate School USA**, Washington, DC

**Senior Director, Institutional Effectiveness and Planning**, September 2012-August 2015

**Thomas Nelson Community College**, Hampton, Virginia

**Director of Institutional Research & Strategic Planning**, November 2005-June 2008

**Regent University**, Virginia Beach, Virginia

**Director of Institutional Research & Accreditation Liaison**

**Office of the Vice President for Academic Affairs**, May 2002–November 2005

## **COMMUNITY SERVICE**

*Fredericksburg Regional Transit*, Public Transportation Advisory Board, Member, 2017

*James Monroe High School LEO CLUB*, Founding Advisor, 2011-2012  
Founding Advisor for mentorship-based club engaging students in community service activities and leadership opportunities. This school club is an outreach effort sponsored by the Fredericksburg Host Lions Club.

*Fredericksburg Host Lions Club*, Member and Board Leader, 2010-2012

*Fredericksburg Resource Families*, Foster Parent, 2009-2011  
Completed 50 hours of rigorous foster parent certification training and through the City of Fredericksburg Department of Social Services. Successfully fostered infant daughter for 20 months prior to adoption in May 2011.