

# HERBERT RIEDEL

## CAREER PROFILE

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Passionate, transformative leader with an energetic, collaborative leadership style, who impacted colleges and universities over a 20 year administrative career in four state systems and helped students achieve their dreams.

## CAREER HIGHLIGHTS

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- Pioneered use of USDA Rural Development funds for construction of \$3 million Foundation-owned student housing, resulting in national recognition through Bellwether Consortium
- Established Carroll Shelby Automotive Technology Center, the only such center in the country personally authorized by automotive icon Carroll Shelby (Shelby Cobra, Mustang, GT 500). \$150,000 annual contribution provided scholarships and named chair position.
- Utilized Performance Excellence methodology (Six Sigma, Lean, Innovation Engineering) to redesign programs and systems resulting in 82% increase in graduation rate and the highest fall-to-fall retention rate in the state. Recognized nationally by AACCC for student success.

## PROFESSIONAL EXPERIENCE

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President		
Lurleen B. Wallace Community College, Andalusia, AL		2009 -2019
Vice President for Instruction and Student Development		
Northeast Texas Community College, Mt. Pleasant, TX		2005 - 2008
Deputy Director, Nanoscience Technology Center		
University of Central Florida, Orlando, FL		2004 - 2005
Arts and Sciences Division Chair		
Tri-County Technical College, Pendleton, SC		2000 – 2004
Department Head of Mathematics		
Tri-County Technical College, Pendleton, SC		1998 – 2000
Faculty Member		
Trident Technical College, Charleston, SC		1992 – 1998
President		
American International Market Developers, Inc.		1990 - 1992
Assistant Professor of Mathematics		
The Citadel, Charleston, SC		1985 – 1990

## EDUCATION

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Ph.D. in Pure Mathematics			
<i>University of Waterloo</i>	<i>Ontario, Canada</i>		<i>1984</i>
M.Math.			
<i>University of Waterloo</i>	<i>Ontario, Canada</i>		<i>1980</i>
B.Sc. (Mathematics and Physics)			
<i>University of Pretoria</i>	<i>Pretoria, South Africa</i>		<i>1979</i>

## PUBLICATIONS, PRESENTATIONS, HONORS

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*American Association of Community Colleges*, Award of Excellence in Student Success Finalist, April 2018.

*Bellwether Award Finalist* in Planning, Governance, and Finance Category for innovative private-public partnership to establish student housing, owned and operated by the LBWCC Foundation, with financing through USDA Rural Development, January 2014

*Alabama Quality Award—Level I*, recipient 2011. Modeled after Malcolm Baldrige criteria.

*Articulation and General Studies Committee*, Chair 2017 – 2019. Responsible for oversight of Statewide Transfer and Articulation Reporting System (STARS) for Alabama's public two-year colleges and universities.

Alabama Council of Presidents, member 2013 – 2018

Alabama Community College Presidents' Association, President 2015 – 2016.

*Andalusia Area Chamber of Commerce*, President's Award for dedicated service to the Chamber, 2014.

G.L. Marshall and H.H.J. Riedel, Excellence through Mathematics Communication and Collaboration ( $E=mc^2$ ): A new approach to Quality in College Algebra, *The AMATYC Review*, 26 (2005).

H.H.J. Riedel, Do stock prices reflect Fibonacci ratios?, *Technical Analysis of Stocks and Commodities*, 7 (1989), No. 12, 46-51.

H.H.J. Riedel, Existentially closed algebras and Boolean products, *Journal of Symbolic Logic*, 53 (1988), No.2, 571-596.

H.H.J. Riedel, *Existentially closed algebras and the Boolean product construction*, Dissertation (1984).

A.M.W. Glass and H.H.J. Riedel, Growth sequences --a counterexample, *Algebra Universalis*, 21 (1985), 143-145.

H.H.J. Riedel, Growth sequences of finite algebras, *Algebra Universalis*, 20 (1985), 90-95.

## MEMBERSHIPS

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Covington County Economic Development Commission

Alabama Partnership for Children Board of Directors

American Society for Quality

Andalusia Ballet Board of Directors

Opp Rotary Club

# Accomplishments

## HERBERT H. J. RIEDEL

### LEADERSHIP

- **Provided successful leadership** as President of a multi-campus, rural community college for the past ten years. Supervised over 120 full-time faculty and staff, partnered with business, public authorities, and other educational institutions to provide superior opportunities for students, employers, and the community. Planned and implemented structural reorganizations, mentored other College leaders, chaired local and state-wide committees, worked with two foundation boards and obtained Board of Trustees approval for new programs and revised mission statement. The College was recognized nationally as a finalist for the 2014 Bellwether Award and the 2018 AACC Award of Excellence in Student Success.

- **Chaired the Articulation and General Studies Committee (AGSC)**, which was established by legislation to coordinate the curriculum and transfer of credits between two-year and four-year colleges and universities. Instituted improved committee structure, enhanced accountability measures, and planned the first state-wide Student Transfer Success Conference which included two-year and four-year college and university participation.

- **Facilitated three five-year strategic planning processes**, which were based on collaborative engagement of all College faculty and staff, students, and the broader community. Strategic Plans were used for annual planning and budgeting, with accountability documented through an Annual Accomplishments Report. Strategic direction helped lead the College to national recognition based on its sound strategy.

- **Oversaw and participated in preparations for the 2018 Reaffirmation of Accreditation by SACSCOC**. Off-site review yielded questions on only 3 standards when 15-17 has been the average for other colleges. My College's 2 recommendations were easily addressed and the Quality Enhancement Plan (QEP) was approved. In June 2018 reaffirmation was granted with no further actions required.

- **Promoted innovation**. Recommended creation of a Foundation Mini-Grant Program to one of our College foundations. Thanks to initial success, the second foundation joined and now \$20,000 per year is available to fund innovative and entrepreneurial ideas from faculty and others. Additionally, an Innovation Champion Award is given each year, based on nominations from peers. Recipients have received funding to attend the national Innovations Conference and receive public recognition.

- **Established and developed partnerships**. Enhanced and expanded partnerships and engagement with peer institutions through the Alabama-Florida Border College Consortium, resulting in major joint federal grant funding; reached out to main transfer universities to negotiate reverse transfer agreements, greater transfer scholarship support, and close collaborative partnership on academic programs; partnered with municipalities and counties for joint projects; formed partnerships with industry for customized training.

## ACADEMICS

- **Doctorate in Pure Mathematics** with research published in the *Journal of Symbolic Logic*. Postdoctoral research position resulted in additional publications in pure mathematics, and additional articles were published on mathematics education, Quality, and technical analysis of the stock market.

- As **Deputy Director of the Nanoscience Technology Center** at UCF, partnered with business and industry, secured recognition as a university research center, represented the Center with other research centers and academic departments at the university, as well as the Department of Technology Transfer. Developed, implemented, and managed a hiring process, including recruitment, screening, and interviewing top tier research faculty. Interviewed several dozen candidates and hired eight in a one-year period, several of whom brought existing research grants that were transferred to our institution.

- **Established Honors Programs** at two community colleges. Researched honors programs at the two-year college level, obtained buy-in, established faculty committee, secured and provided resources for faculty to attend conferences and gain knowledge, provided administrative oversight while allowing the program to be developed by the honors faculty. The programs have remained successful as they enter their twelfth and eighth years respectively.

- **Established new programs** in Dental Hygiene, Physical Therapist Assistant, Medical Laboratory Technician, and Culinary Arts at two colleges. A Surgical Technology program was reinstated due to demand from employers, and a Forest Technology program was revitalized after being on the verge of closing due to low enrollment. Added new options and certificates in Advanced Manufacturing programs, including electro-mechanical, industrial systems, and natural gas engines. Upgraded facilities/equipment and managed accreditation through individual program accreditors. Developed short-term skills training programs with industry- recognized credentials in clinical medical assisting, dental assisting, pharmacy technician, veterinary assistant, and industrial welding.

- **Instituted course redesign** in developmental mathematics instruction. Informed faculty and instructional leadership of course redesign concepts, secured grant funding, provided professional development, and administrative oversight of a Math Emporium model for three developmental math courses, impacting over 70% of incoming students. Persisted through initial challenges, made adjustments, improved communication of purpose and methods with other areas of the College (counselors, advisors), and ultimately achieved a method for delivering instruction through a “flipped classroom” that has greatly increased success in subsequent courses. Some students like the new approach so much that they requested an Emporium version of the first curriculum-level math course, Precalculus College Algebra, which our faculty developed and are now offering as an option.

- **Experienced teaching** as a tenured faculty member in mathematics, including undergraduate and graduate course-work at a four-year military college, universities, and two-year colleges with a high degree of professionalism. Additional teaching as an adjunct faculty member and non-credit classes in the martial art of Aikido and a vegetarian cooking class.

- **Introduced Open Educational Resources (OERs)** to several high enrollment courses. Promoted the concept with faculty and others, embraced grant opportunities, provided administrative support. The Alabama Commission on Higher Education (ACHE) has named my College an “OER Rock Star.” Our students in mathematics alone save over \$328,000 every year, which was previously spent on textbooks and software codes, thanks to the open source materials developed and used by our faculty.

- **Established the Andalusia Chamber Music Society** through passionate, inspiring, collaborative leadership. Contacted interested community leaders, called organizational meeting, recruited volunteers, secured underwriting by a private foundation, identified performers and venues, arranged logistics and marketing, and produced a fall and spring concert of high quality live classical music for six seasons and enhanced community engagement.

- **Taught a credit and non-credit class** in the Japanese martial art of Aikido over a period of twelve years. Qualified as a sixth degree black belt and over 31 years of learning under a direct student of the Founder. Instruction includes self-defense techniques, safe falling methods, throws, joint locks and immobilizations, etiquette, Japanese terminology, and history. Four students have persisted to earn a first degree black belt and one has been promoted to second degree black belt.

## RESOURCE DEVELOPMENT

- **Two College Foundations more than doubled their net asset value** during my tenure as President due to inspiring and passionate appeals--now constituting component units of the College, due to their relative size. Combined net assets of over \$6.4 million are among the highest in the state and provide scholarships through permanently restricted endowments as well as other support for the mission and activities of the College, providing a margin of excellence not possible with institutional funds alone.

- **Initiated Internal Campaign** with over 96% participation rate by College employees by engaging internal support, established Foundation mini-grant program, College Enhancement Fund, and Summer Enrollment Incentive Grant, highly recognized by community leaders.

- **Established Foundation owned and operated student housing** (the first at the College) adjacent to campus through a public – private partnership without the use of institutional or state funds. Long-term financing was secured through the US Department of Agriculture at favorable terms. The project provides housing for up to 92 students with single occupancy rooms in four bedroom apartments, each with kitchen and laundry facilities, within walking distance of all classes. The housing complex is in its sixth year of operation and has been profitable every year.

- **A Streetscape Project** updated the appearance, safety, and practicality of the Andalusia Campus of LBWCC. The project included angled parking along the street, traffic calming, new pedestrian-friendly lighting, widened sidewalks, a patio area in front of the Student Center, and over 40 trees. This project was entirely funded through private and corporate donations and in-kind contributions from the City of Andalusia. It has positively transformed the look, feel, and brand of the Campus.

- **Forestry Building Renovation:** The only two-year forest technology program in the state is housed in a building that underwent complete renovation, which was 80% funded by a private foundation. The newly renovated building includes a state-of-the-art cartography lab, new furniture, as well as exterior aesthetic enhancements, such as cedar siding and a large front porch.

- **The 500-seat Dixon Theatre was enlarged and renovated** through the use of donated funds. The lobby area is now suitable for small functions and a distinctive tower was added. Technical enhancements include the replacing of all house lights with LED lights, new control board, and main speaker array. This is a much used venue for cultural and community events of all kinds.

- **Established Carroll Shelby Automotive Technology Center.** Developed relationship with Carroll Shelby (the Shelby Mustang, Cobra, Dodge Viper, Shelby GT500). Presented options for scholarships and permanent legacy. Met with company executives, finalized plans, formalized agreement, that included in-kind support. Mr. Shelby allowed us to name the college automotive technology program after him and provided ongoing funding of \$150,000 per year to the college for an endowed chair position and scholarships, which also helped by modeling success for students in the automotive field.