

MICHAEL PAUL WAIDE

INTERIM PRESIDENT

PROVOST & VP OF ACADEMICS

BACKGROUND

Dedicated, quality-oriented, purposeful, and results-driven transformational leader with 18+ years of proven progressive executive leadership, management, and communication performance. Ambitious innovator with strong organizational and multitasking skills. Detail-oriented in problem-solving and proactive in strategic planning. Excited to “make a difference” by *meeting students where they are*, empowering their persistence toward success, and serving alongside community college partners.

EXPERIENCE

INTERIM PRESIDENT

Pierpont Community & Technical College

February 2025 - Present

Strategic Leadership and Governance

- Directed the adoption and implementation of Pierpont’s 2024–2026 Strategic Plan, grounded in the four pillars of *People, Programs, Partners, and Performance*—shaped by business and community input
- Strengthened shared governance and transparency through an inclusive Meet & Confer model and working groups, revitalizing clear communication, cross-campus engagement, and shared leadership
- Successfully guided the College through a positive Higher Learning Commission (HLC) site visit, earning commendations for governance, stability, and mission alignment
- Successfully guided programs through successful site visits by specialized accreditors like National Accrediting Agency for Clinical Laboratory Science (NAACLS) and represented the discipline, credentialing, and Pierpont at national board meeting of NAACLS (2023-2025)

Workforce and Program Innovation

- Expanded workforce programs in Phlebotomy, EKG, Certified Medical Assisting, EMT-Basic, and Industrial Manufacturing Technology, responding to regional workforce needs
- Launched the LPN/Paramedic-to-RN Bridge Program, securing \$232,000 in grant funding for curriculum and simulation development

Community Engagement and Representation

- Led participation in 25+ community-sponsored events in 9 months, including community festivals and parades, strengthening public visibility and partnerships
- Coordinated community service and disaster-response efforts, including the Flood Bucket initiative supporting regional flood recovery agency
- Supervised the implementation of a comprehensive marketing plan and strategy, including procurement of the upcoming new website.
- Represented Pierpont across key regional, state, and national organizations, including the Tygart Valley United Way, Marion County Chamber of Commerce, Morgantown Area Partnership, WV Public Education Collaborative, Region VI Workforce Development Board, the Pierpont Foundation, the Kiwanis Club, and an international allied health workforce credentialing agency
- Implemented the system-wide STAND Degree, granting 45 credits for apprenticeship and journeyman experience, creating a fully state-funded pathway to an associate degree
- Furthered the implementation of a \$1.5M federal grant to establish an immersive extended/virtual reality lab, enhancing student readiness for high-skill industries

- Secured \$300,000 to innovate and expand a Surgical Technology training program in a high-demand healthcare field
- Embedded industry-recognized certifications across academic programs to ensure alignment with employers
- Celebrated the development of a counter-service café and bistro at Middletown Commons, funded by a \$90,000 WV Advance Grant, providing real-world learning for Culinary and Hospitality students
- Supported the development of 2+2 articulation agreements with other colleges, creating educational pathways for learners beyond Pierpont

Economic and Workforce Development Leadership

- Expanded institution—employer partnerships through Learn & Earn apprenticeships and on-the-job training (OJT), providing state-matched paid work opportunities and reducing hiring costs
- Deepened collaboration with K–12 and CTE partners, mapping technical coursework to college credit and workforce credentials
- Enhanced incumbent worker training and customized education solutions for regional employers

Institutional Growth and Student Impact

- With our dedicated team, we realized an increased net position, decreased liabilities, and an increased number of days of cash-on-hand
- Doubled non-credit career training enrollment (up 122%), delivering over 11,600 contact hours in the previous 6-9 months
- Empowered student success, outreach, and retention strategies aligned with workforce pathways by launching a working group of deans and directors focused on building persistence initiatives
- Celebrated with our team an enrollment growth of first-time first-year students, achieving 104% of our enrollment goal

Resource Development and Infrastructure

- Celebrated the Pierpont Foundation surpassing \$1 million in contributions for the first time, expanding scholarships, student aid, and certification support; instituted *the Grant Coordinating Committee* for college
- Collaborated with our team and secured nine federal and state grants advancing workforce programs in manufacturing, healthcare, and cybersecurity
- Coordinated and planned with facilities capital improvements like renovations for two campus locations, including deferred maintenance, and integration of an extended reality laboratory for immersive learning

State Leadership and Advocacy

- Hosted WV's governor for a regional press conference, showcasing Pierpont's leadership in workforce and economic development
- Represented Pierpont on the West Virginia Community and Technical College Advisory Council, contributing to statewide policy discussions and collaborative systemwide initiatives and securing state-level investment in high-impact technical and career training programs
- Participated in economic development and West Virginia Chamber of Commerce meetings, promoting Pierpont's mission as a key driver of workforce readiness and regional growth
- Engaged with state policymakers and education leaders to align Pierpont's strategic priorities with West Virginia's long-term economic and workforce strategies

PROVOST & VICE PRESIDENT OF ACADEMICS

Pierpont Community and Technical College

2017 - Present

- Collaborated, created, and implemented new academic and workforce programs or pathways in health science disciplines
- Innovated curricula, responding to industry partners' needs, and transformed course delivery to meet students' learning needs by developing quality online courses and programs
- Utilized data analytics tools to identify trends in adult learner achievement levels and implemented 8-variable program viability matrix
- Implemented data systems to track student performance data and analyze outcomes, resulting in the development of adult learning strategies

- Collaborated with stakeholders to develop innovative workforce education programs in healthcare, integrating learner-centered approaches to promote success
- Demonstrated financial acumen by effectively analyzing and developing budgets and managing \$8.144M in fiscal resources in *Academics and Student Services*
- Teamed up with colleagues to procure awarded grants to support educational programs
- Created a framework for assessing the quality of teaching and learning and annual program viability in higher education institutions
- Collaborated with the Board of Governors and administrators to establish organizational goals and strategic, operational plans for academic and workforce programs
- Collaborated and facilitated the creation of an early college academy for public secondary education students by developing partnerships with 15 school districts
- Served as the institution's accreditation liaison officer (ALO) from 2018-2024 and mentored new ALO
- Applied research methods to assess the effectiveness of academic programs, policies, and processes
- Engaged the organization in continuous quality improvement, developing learner-centered strategies to improve certification pass rates
- Maintained and monitored compliance with federal and state regulatory agencies and regional accreditation for the institution
- Worked in partnership with other administrators to create and deliver professional development and training opportunities
- Ensured compliance with national and state standards related to academic programming
- Coordinated multiple projects and initiatives with different teams simultaneously
- Provided executive leadership and supervision for Student Services division from 2022-2024

PROFESSOR OF MEDICAL LABORATORY TECHNOLOGY

Pierpont Community & Technical College

2011 - Present

- Collaborated with administrators in the development of new curriculum initiatives
- Maximized instructional technologies to enhance effective learning and mentored faculty in instructional design
- Developed innovative curriculum to meet industry needs
- Created and implemented assessment tools to measure student learning
- Advised students on emerging academic and workforce opportunities
- Implemented innovative teaching methods to improve student engagement
- Established organizational goals, strategic plans, and objectives

DEAN OF HEALTH SCIENCES

Pierpont Community & Technical College

2017 - 2018; 2020 - 2021

- Developed template for the general assessment of courses and mentored faculty in assessment, instructional design, and course management
- Monitored specialized accreditation compliance and procedures
- Created and monitored operational budgets in the School
- Completed annual program assessments, including a five-year comprehensive review of academic programs
- Administered federal Perkins grants for improving workforce education
- Ensured compliance with procedures for curriculum changes and academic policies

**PROGRAM DIRECTOR IN HEALTH SCIENCES
ASSISTANT PROFESSOR AND ASSOCIATE PROFESSOR**

Pierpont Community & Technical College

2007 - 2008; 2011 - 2017

- Fostered relationships and collaborated with workforce industry partners and affiliates
- Established course content, developed course objectives and outcomes, and developed new courses
- Conducted inventory control and resource management
- Assessed student learning and implemented plans for quality improvement
- Maintained and monitored program accreditation
- Coordinated and integrated advisory council leadership
- Analyzed budget and authorized purchases of materials and learning resources
- Assessed, evaluated, and improved academic programs and adult learner success
- Innovated new workforce and degree pathways
- Analyzed data on high-stakes certification rates for quality improvement and learner success

EXECUTIVE DIRECTOR OF THE WESLEY FOUNDATION

The United Methodist Church

2005 - 2009

- Administered a \$30K annual budget, including soliciting independent annual audits of accounts
- Developed affiliation agreements with higher education institutions
- Authored grants and secured funding to support the mission of the community-based organization
- Developed apprenticeship and internship programs
- Implemented advisory council leadership with community leaders
- Secured a 52% increase in operational budget within two years to support outreach programs
- Managed human resources
- Created a feeding program and global food pantry for international students
- Fostered positive relationships with community agencies by developing a cooperative outreach program
- Facilitated strategic planning for the organization

EDUCATION

DOCTOR OF EDUCATION (ED.D.) IN EDUCATIONAL LEADERSHIP

American College of Education, Indianapolis, IN, US

2021

Research area: The resilience, persistence, and success of adult learners within community college students in rural Appalachia

MASTER OF PHILOSOPHY (M.PHIL.) IN HUMAN DEVELOPMENT

Syracuse University, Syracuse, NY, US

2017

Research area: A comprehensive, critical analysis of research on intimate partner violence and the LGBTQ community

MASTER OF DIVINITY (M.DIV.)

Emory University, Atlanta, GA, US

2003

Research area: A qualitative research study on the invisibility of older women and care within communities

BACHELOR OF SCIENCE (B.S.) IN MEDICAL LABORATORY SCIENCE

West Liberty University, West Liberty, WV, US

2000

Summa Cum Laude

WORKFORCE CREDENTIALS

- Medical Laboratory Scientist (AMT)
- Medical Laboratory Scientist (WV CLP# 09823)
- Allied Health Instructor (AMT)
- Medical Technologist (AAB)
- Certified Medical Laboratory Assistant (AMT)
- Higher Learning Commission (HLC) Peer Reviewer for Accreditation

SKILLS

- Student-centered focus
- Organizational development and resource allocation
- Policy design and implementation
- Academic and workforce vision
- Fiscal, financial, budget, and grants administration
- Regional and specialized accreditation practices
- Strategic alignment and operational planning
- Strategic planning for governing boards
- Conflict and crisis management
- Assessment and data analysis
- Advocacy for community college higher education at local, regional, and state levels

GRANTS

- Collaborated with colleagues to write and submit grants, secure additional funding, and implement creative changes in the college
- Championed two awarded state grants in LPN/Paramedic to RN bridge (\$232k) and Surgical Technology (\$300k) to innovate new allied healthcare workforce training programs
- Approved \$1.5M congressionally directed grant in 2023 to implement immersive learning technology in community college and workforce education
- Collaborated on the application for state-appropriated funds for the deferred maintenance of campus facilities' infrastructure
- Served on a team to receive an award of \$150k to innovate and develop a workforce training and skills academy for persons with cognitive and intellectual disabilities
- Secured and administered up to \$300k (annually) in federal Perkins V funds for workforce development initiatives
- Awarded on average \$35k of federal Perkins V Collaborative Reserve funds for STEM-based camps for public education students (2022-2023)
- Funded \$15k by Radford University for a sponsored program on male survivors of childhood sexual abuse
- Funded \$5k by The United Methodist Church to innovate a program to address food insecurity for adult learners

GOVERNING BOARD SERVICE

- Vice President, Board of Directors: American Medical Technologists, 2024-present
- Board of Directors, Member: American Medical Technologists, 2022-present
- Member, Pierpont Foundation Board, Pierpont Community & Technical College, 2025-present
- Board of Directors, Member: West Virginia Public Education Collaborative, 2022-present
- Board of Directors, Member: Marion County Chamber of Commerce, 2025-present
- Board of Directors, Member: Morgantown Area Partnership, 2025-present
- Board of Directors, Member: Region 6 Workforce WV, 2022-present
- Board of Directors, Vice President: West Virginia State Society for American Medical Technologists; Member: 2016-present
- Board of Directors, President: West Virginia Society for Clinical Laboratory Science, 2020-2021; 2016-2021 (Member)
- Board of Directors, Member: Court Appointed Special Advocates (CASA) of Marion County for Children of Abuse and Violence, 2014-2016
- Board of Directors, Member: Greenbrier Valley Hospice (now Kanawha Valley Hospice), 2003-2005
- Ethics Committee, Member: Greenbrier Valley Medical Center, 2003-2005

PUBLICATIONS & PRESENTATIONS

- Waide, M. P. (2025). Strengthening resilience and a growth mindset in healthcare practice. [Conference session]. Caribbean Society for Medical Technology (CASMET). St. Kitts and Nevis.
- Waide, M. P. (2025). Empowering healthcare students as emerging leaders: Strategies for success. [Conference session]. American Medical Technologists (AMT). Pittsburgh, PA.
- Waide, M. P. (2025). Building student confidence: Instructional strategies for healthcare instructors. [Conference session]. American Medical Technologists (AMT). Pittsburgh, PA.
- Waide, M. P. (2021). The resilience of community college students in rural Appalachia: A quantitative correlational study. American College of Education. ScholarWorks. <http://hdl.handle.net/20.500.12520/111>
- Waide, M. P., White, M., Craddock, S., Chevront, K. (2018). Point of care (POC) testing. [Micro-credential certificate program]. American Medical Technologists. <https://www.americanmedtech.org>
- Leone, J. L., Conroy, N., & Waide, M. P. (2011). Where's the theory? A critical analysis of LGBT violence research. Paper presented at the 2011 National Council of Family Relations Annual Conference.
- Herd, C. L., Waide, M. P., & Cohn, T. J. (2010). Remediating boundary issues: Triangulation and self-care. *Perspectives on Supervision and Administration*, 20(1), 40-44. <https://www.asha.org/>
- Herd, C. L., Waide, M. P., & Cohn, T. J. (2009). Walking the tightrope: Setting appropriate boundaries within faculty-student relationships. Paper presented at The Teacher Professor Conference.

AWARDS

- Earned a national Exceptional Merit Award in 2024 from the American Medical Technologists
- Tenured Professor of Medical Laboratory Technology
- Inducted into the Kappa Delta Pi International Honor Society in Education
- Awarded the 2021 NISOD Excellence Award by the National Institute for Staff and Organizational Development.
- Recognized as a 2020 Rising Star by the National Council of Instructional Administrators
- Honored with the 2019 Mountaineer Service Award by the West Virginia State Society of American Medical Technologists
- Earned a national Distinguished Achievement Award in 2017 from the American Medical Technologists
- Received the distinguished 2016 Paul E. Edwards Award for Teaching Excellence from Pierpont Community & Technical College
- Recognized as Outstanding Community College Contributor in 2014 by the West Virginia Community and Technical College System
- Awarded Outstanding Graduate Teaching Award in 2011 by Syracuse University's David B. Falk College of Sport and Human Dynamics, Department of Human Development and Child and Family Studies
- Honored with a national award in Campus Ministry and Chaplaincy by the National Campus Ministry Association in 2007