

## HENRY MACK III

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## EDUCATION

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- Ed.D.                      Doctorate in Higher Education Administration | Philosophy of Education  
**University of Miami, Miami FL**
- Dissertation: *Higher Education's Aims: A Philosophical Defense of Education for Democratic Citizenship and Liberal Arts Learning*
- Ph.L.                      License (Masters) in Philosophy  
**The Catholic University of America, Washington DC**
- S.T.B.                      Bachelor of Arts in Sacred Theology  
**The Catholic University of America, Washington DC**
- B.A.                      Bachelor of Arts in Philosophy  
**The Catholic University of America, Washington DC**

## PROFESSIONAL EMPLOYMENT

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**Senior Chancellor** 2021 – 2023  
Florida Department of Education, Tallahassee FL

Responsible for Florida's public and nonpublic institutions of higher education—overseeing a ~\$3B dollar budget with a combined student enrollment of over 1.5 million, annually. Supervisory responsibility for all directors and chancellors for the Divisions of Florida Colleges, Career and Adult Education, Vocational Rehabilitation, Blind Services, the Florida Department of Education's Office of Workforce Education and Innovation, and the Commission for Independent Education—1,100 department fulltime employees in total.

Additional oversight of State of Florida's workforce education strategy, budget, operations, policy and finance, grants and administration, and, together with the Governor's Office, responsible for all higher education and workforce education legislative and policy priorities.

### Accomplishments:

- Increased public postsecondary enrollment by 12% since 2019, with more than 380,000 currently enrolled in workforce education training programs, a record 790,000 students enrolled in K-12 career and technical education programs, and a record number of registered apprentices and preapprentices.
- Executed on record investment of over \$5B dollars in state funding for workforce education since 2019, enabling Florida to become #1 in the nation for attracting and developing a skilled workforce.

- Developed and helped secure a \$98M dollar investment for Florida State University to develop an advanced manufacturing and aerospace research and development and workforce training center.
- Led Florida's K-20 education system to number one in the world for entrepreneurship education and training, with more than 23,000 students earning an industry certification in Entrepreneurship and Small Business (ESB), mostly since 2020.
- Secured and deployed \$9M dollars in workforce funding to support short-term credentialing and workforce curricular expansion for Southwest Florida Ian Recovery.
- Secured and deployed \$7M dollars to develop Florida's semiconductor technician training program. Led on the development of new certificate and subbaccalaureate curriculum.
- Led on the development of a successful \$13M dollar application to the United States Department of Education to support workforce education and training and the competitive employment of adults with disabilities.
- Oversight of Florida's Endowment Foundation for Vocational Rehabilitation and the Florida College System Foundation, shepherding asset growth to more than \$120M dollars.
- Helped secure \$125M dollars for nursing education to support the future workforce who will serve the complex health care needs of our communities.
- Conceptualized, developed, and administered \$2.3M dollars in funding to accelerate pandemic recovery and alleviate supply chain shortages through rapid credentialing workforce and education programs, including Commercial Driver's License (CDL) and Logistics training. Helped secure an additional \$8.2M dollars for five state colleges to expand the capacity of CDL training programs.
- Successfully administered \$89M dollars in funding for workforce education initiatives, including a first-of-its-kind career and technical education charter school initiative, a \$20M dollar cybersecurity training program, and a \$25M dollar career dual enrollment expansion effort.
- Developed and deployed the first of its kind workforce data visualization tool to support data transparency, resource decisions, and collaboration across all Florida state agencies, including the Executive Office of the Governor, the Florida Legislature, Department of Economic Opportunity, Department of Children and Families, CareerSource Florida, and the Florida Chamber of Commerce. Secured over \$3M dollars in legislative funding to develop the Education Meets Opportunity Platform.
- Helped secure and administer \$30M dollars for new program development for Florida's Space Coast existing and emerging workforce needs.
- Led in the development of a new outreach and recruitment campaign for adult learners, and a business and industry vertical, entitled [Future of Work Florida](#). Refreshed and updated [Get There FL](#) to speak to non-traditional students interested in high-skill, high-wage careers. To date, all campaigns have secured over 300 unique state partners, developed 350 assets, garnered an ad value of earned media estimated at over \$4.5M dollars with nearly 350,000 prospective students driven to the website to learn more and connect with a college, over 1,500 resource toolkit downloads, and over 300,000,000 paid and earned impressions.

## **Chancellor**

Florida Department of Education, Tallahassee FL

2019 – 2021

Served as the Chancellor for the Division of Career and Adult Education, responsible for all of Florida's career, technical, adult education and apprenticeship programs and the department's economic development initiatives, leading a system of 48 technical colleges and 28 state community colleges, with a combined annual enrollment of 1 million students. Primary responsibility for leading Florida's K-12 career and technical education system, across 67 school districts, with more than 700,000 students enrolled, annually. Administered a \$500M dollar annual budget, including an additional ~\$120M dollars in grants, sponsored research, and discretionary workforce development funds.

## Accomplishments

- Conceived and executed statewide outreach and recruitment campaign for career and technical education ([Home | Get There FL](#)) to raise awareness and increase enrollment in Florida's postsecondary career and technical education programs. Within the first two years, the campaign garnered an ad value of earned media estimated over \$2M dollars with 100,000 unique visitors to the website, over 40,000 prospective students connected to a state college.
- Oversaw state of Florida's apprenticeship expansion efforts, securing and administering over \$40M dollars in state funding to increase the number of registered apprentices and preapprentices. Shepherded a statewide marketing campaign, [Apprentice Florida](#), yielding a 30% increase in enrolled apprentices and registered apprenticeship programs within 12 months.
- Redesigned the state of Florida's Adult Education delivery mechanism, administering over \$90M of Workforce Innovation and Opportunity Act (WIOA) Title II dollars, to improve performance/outcomes of adult learners.
- In partnership with the Bill and Melinda Gates Foundation, secured \$500k to launch a statewide Credentials of Value workgroup to explore the extent to which workforce credentials (degree and non-degree) accelerate time to economic self-sufficiency.
- Developed and administered Governor's Emergency Education Relief Fund, a \$35M dollar effort to upskill impacted COVID-19 workers. The Rapid Credentialing Grant witnessed over 18,000 credentials earned within 12 months of launching. Coordinated with state and local workforce development boards to target residents.
- Developed an entrepreneurship education and training grant program for the state's workforce programs. Appointed board member for Intuit's entrepreneurship and small business certification and design thinking certification. Secured place on Florida's CAPE list.
- Successfully oversaw the drafting and approval of Florida's Perkins V State Plan and WIOA Unified State Plan, ensuring for and administering over \$120M dollars in federal funding, annually.
- Successfully oversaw the 1<sup>st</sup> statewide career and technical education audit, assessing the quality and market alignment of all secondary and postsecondary workforce education offerings at the state and local levels. Audit resulted in over 500 local terminations of programs, increased accountability leading to program improvement, and better alignment of programs to industry.

### **Associate Vice President**

2018 – 2019

Broward College

Served in a college-wide senior management capacity for the administration, operations, oversight, and assessment of the college's workforce education programs and personnel. Functioned as the district lead for the college's efforts in workforce services, curriculum innovation and development, providing vision and leadership for industry, corporate partnership, support, and economic development activities, and, together with the college's academic deans, led the development of new career and technical programs, associate of science, and bachelor's degrees—responsible for a total student enrollment of about 20,000 annually. Oversaw college SACSCOC accreditation for workforce programs, administered over \$10M dollars in federal grants, and \$5M dollars in state grants aimed at community reengagement in workforce education and training.

## Accomplishments

- Developed college-wide entrepreneurship education and business acceleration program, reviving the college's Innovation Hub—a mixed use incubator for student and community partners. Formalized

partnership with CareerSource Broward in the funding and staffing of the Innovation Hub; successfully helped launch 6 community-based business, with over 30 student and community in the incubation process.

- Brokered the allocation of \$1M dollars in recurring Broward County funds for gap tuition assistance for those exploring a workforce education degree or credential.
- Developed college-wide strategy for the adoption and implementation of mixed/augmented reality technology. Executed on the college's partnership with an international spatial computing hardware company, in view of degree development/refinement, the standing-up of an "IDEA" Lab on the college's Central Campus and the integration of extended reality (XR) within the Health Sciences.
- Conceptualized and executed partnership with Complete Florida, a state funded initiative aimed at the re-enrollment of the nearly \$2.8M dollars working adults with some college credit but no credential.
- Co-led the development of a neighborhood centric, career and technical education plan for 6 Broward County zip codes—communities that have the highest unemployment and lowest educational attainment rate. Broward UP aimed at actualizing every resident's "unlimited potential" in view of greater economic and social mobility. Administered a \$3M dollar Job Growth Grant for the upskilling of adults with little to no postsecondary education.

**Associate Dean**  
Broward College

2014 – 2018

Responsible for the comprehensive coordination and administration of all matters relating to personnel, students, scheduling, curriculum implementation, teacher quality, recruiting, HCM, external agencies and community partnerships, grant writing, and all financial/budgetary considerations (approximately \$10M) relating to the School of Arts, Humanities, Communication and Design. I served over 15,000 students annually and supervised 150 fulltime and part-time faculty and staff.

#### Accomplishments:

- Developed and implemented a college-wide persistence strategy, engaging students in *learning-centered* cocurricular and cultural arts related events, lectures, faculty symposia, and visual and performing arts exhibits/performances. Created a new Office of Cultural Arts and Student Engagement and secured State of Florida funding to underwrite/scale programming.
- Led planning and development of enhanced student life, cultural arts, and diversity programs and services, including a reoccurring public forum (Student Village Square) on pressing political and ethical topics in view of cultivating an environment civil discourse and informed debate.
- Led and supported college-wide efforts to further develop and grow a sustainable college culture of planning, enrollment efficiency, assessment and improvement. Championed a strategic enrollment strategy to grow enrollment in the Arts, Humanities, Communication, and Design disciplines/majors and increase average course size.
- Conceived and developed a new degree program in New Media Communication to meet labor market demand. Worked with industry executives to "reverse engineer" course curriculum and State of Florida framework. Established 2+2 articulation agreements with local universities.
- Secured over \$100k in grants to host learning-centered, career-focused symposia.
- Provided leadership for continuous quality improvement and growth, including a significantly enhanced classroom and studio-art infrastructure, improved campus and procurement processes.
- Working with faculty, led the development of blended and online instructional shells for over 50 courses in view of creating a more flexible schedule for students and improved, technology-based learning

environment. Worked to embed targeted persistence and retention mechanisms & helped strategically integrate the use of on-site and online writing tutors to improve student writing skills.

- Led development of the School of Arts, Humanities, Communication, and Design program maps frameworks as part of the American Association of Community Colleges national guided pathway model initiative accounting for industry needs, a strong liberal arts core, and intentional university & career connections.
- Democratized institutional data to inform faculty and staff, in view of creating an enterprise-focused culture of learning and continuous improvement.
- Ensured development of critical thinking and problem-solving skills/competencies throughout relevant course work and through the college's **Quality Enhancement Plan (QEP)** for students, faculty, and staff. Additionally, increased and enhanced research-based professional development opportunities to support faculty and staff in supporting students to meet their career goals (i.e., growth mindset, advancing equitable outcomes, persistence to degree completion).

## TEACHING EXPERIENCE

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<b>Visiting Professor, Education Policy</b> Honors College Florida State University	2023 – Present
<b>Visiting Lecturer, Religious Studies</b> Department of Religious Studies University of Miami, Miami FL	2016 – 2023
<b>Visiting Professor, Philosophy</b> Department of Philosophy Florida International University, Miami FL	2004 – 2023
<b>Graduate Adjunct Professor, Communications</b> Department of Journalism & Media Florida International University, Miami FL	2015 – 2023
<b>Faculty Fellow, Honors College</b> Florida International University, Miami FL	2011 – 2014
<b>Faculty, Philosophy</b> Carrollton School, Miami FL	2010 – 2014
<b>Instructor of Theology</b> Pope John Paul II Academy, Boca Raton FL	2004 – 2006

## MEMBERSHIP IN PROFESSIONAL SOCIETIES | BOARD APPOINTMENTS

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Governor DeSantis Appointee to Education Commission for the States	2022 - 2023
Enterprise Florida Board Member	2022 - 2023
Credential Review Committee Member	2021 - 2023

CareerSource Florida Board Member	2020 - 2023
Talent Development Council Board Member	2019 - 2023
Intuit/Certiport Entrepreneurship Small Business Board Member	2020 - 2023
Florida Department of Education Chief Economic Development Liaison	2019 - 2023
Sothern Regional Education Board	2019 - 2023
Advance CTE	2019 - 2023
Statewide Apprenticeship Advisement Council, Chair	2020 - 2022
Leadership Florida 2020 Selection Committee, Chair	2020 - 2021
Greater Fort Lauderdale Alliance Council	2018 - 2019
American Association of Community Colleges	2014 - 2019
Association of Florida Colleges	2014 - 2019
American Association of University Administrators	2014 - 2019
Community College Humanities Association	2014 - 2019
Humanities Council of Florida	2012 - 2019
American Philosophical Association	2004 - 2019
Hegel Society of America	2004 - 2019
American Catholic Philosophical Association	2004 - 2019
Metaphysical Society of America	2004 - 2019
The American Society for Political and Legal Philosophy	2004 - 2019

## **COURSES TAUGHT**

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Problem of God	Science and Religion
Philosophy of Religion	History of Medieval Philosophy
Introduction to Moral Philosophy	Theories of Ethics
Introduction to Epistemology	Global Ethics and Public Relations

## **SERVICE & AWARDS**

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South Florida's 40 Under 40  
 Leadership Florida Connect Class IX  
 Broward College Presidential Executive Cabinet Member  
 Broward College General Education Committee  
 Broward College Faculty Hiring Committee  
 Broward College Academic Standards Committee  
 Broward College STEM Committee  
 Broward College Academic and Student Events Committee  
 Broward College Curriculum Committee  
 Broward College Tenure Review Committee  
 Founding Board Member, Young Associates of the Coral Gables Museum  
 Board Member, Village Square of South Florida