

Dr. Michael D. Garcia, PhD, P.E., CSP

EDUCATION

- **Doctor of Philosophy - Environmental Engineering**, University of North Dakota, College of Engineering & Mines, Grand Forks, North Dakota, May 2021.
- **Master of Science Environmental Planning and Management**, Johns Hopkins University, Whiting School of Engineering, Baltimore, Maryland, August 2014.
- **Bachelor of Science in Civil and Environmental Engineering**, Texas A&M University, College of Engineering, College Station, Texas, August 1995.
- **Diversity, Equity and Inclusion in the Workplace Certificate**, University of South Florida, Muma College of Business, 2022.
- **Executive Leadership Institute, League for Innovations in the Community College, 2022.**
- **Latino Higher Education Leadership Institute, 20th Annual Hispanic Association of Colleges and Universities (HACU), 2021.**
- **Next Generation Leadership Academy 2020.**
- **Licensed Professional Engineer Registered in the State of Texas 2001- Present.**
- **Certified Safety Professional 2007 - Present.**
- **Lean/5S/SixSigma Green Belt 2007**
- **Harvard University ManageMentor for Leaders, July 2003.**
- **Hispanic Austin Leadership Program, 2003 - 2004.**
- **ISO 14001, ISO 9001 Lead Auditor 2003**

LEADERSHIP PROFILE

Accomplished, versatile and innovative Executive Leader with a proven track record of managing organizational resources and delivering world-class sustainable results. Creates strategic alliances with organizational leaders to effectively align with and support key organizational initiatives. Proven Leader who provides strategic coaching and successfully challenges resources.

SKILL HIGHLIGHTS

- Innovative and Dynamic Leader
- Strategic Planning Expertise
- Skilled and Creative Complex Problem Solver
- Management Systems Expertise
- Emergency Management Planning & Response Expertise
- Student Success Focused Servant Leadership
- Operations and Facilities Management Expertise
- Collaborative Problem Solving for Complex and Challenging Problems
- Critical/Strategic Thinking and Data Analytics for Problem Solving
- Development, Planning and Management of Complex Budgets
- Implementation of Strategic Technology
- Data Drive Strategic Decision Maker
- Project Management Expertise
- Change Management Expert
- Continuous Improvement Champion
- Unique Leadership Attributes for Organizational, Staff and Employee Success and Development
- Diversity, Equity and Inclusion Expertise and Champion
- Innovative and Creative Collaborative Leadership
- Dynamic and Engaging Speaker, Presenter and Trainer
- Expertise in Facilities Planning and Capital Improvement Planning
- Policy Development Expertise
- Successfully collaborated with business partners, community leaders, elected officials and stakeholders throughout my career.

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PROFESSIONAL EXPERIENCE

Austin Community College (ACC) is a multi-campus Central Texas college located in Austin, Texas. ACC is a two-year public institution with eleven campuses in a five county Central Texas region and serves more than 76,000 students each year and employees more than 5,200 faculty and staff. ACC offers 100 programs in 10 areas of study, including credit courses, workforce courses, continuing education, dual credit and early college high school. Credentials earned at ACC include bachelor degrees, associate degrees, university transfer credits and career-technical certificates.

Austin Community College, Austin, Texas 2018 – Present

- ***Executive Director, Regulatory Affairs, Operations & Maintenance***
(August 2019 - Present) *Austin Community College, Austin Texas*
 - Responsible for the strategy, planning and execution of College wide programs for campus operations and administration safety/environmental management, emergency management, fire protection, maintenance, facilities services and business continuity programs at Austin Community College District (ACC).
 - Primary point of contact for state and federal regulatory agencies with ACC in the areas of occupational safety, industrial hygiene, emergency management, fire protection, environmental management, and safety/security internal/external audits.
 - Works with the faculty, staff, students, and the community to go beyond the regulatory requirements to build a culture of cooperation and success in safety, environmental management and emergency management.
 - Management of the development, implementation, and evaluation of the collegewide safety and environmental management system, to ensure the security and safety of college facilities, assets, intellectual assets, information technology/computer systems. Results provide a safe, secure environment for the entire college community.
 - Responds to college emergencies and incidents and provides essential leadership during crisis situations.
 - Directs the development, implementation, and assessment of ACC's crisis management/business continuity policies and procedures and emergency operations activities. Ensures adherence to emergency management goals, including providing for restoration of services, functions, and facilities as timely as possible.
 - Oversees and provides direction for major environmental, health, and safety, emergency management, fire protection, campus operations and maintenance projects.
 - Develops and directs short- and long-range organizational goals, objectives, strategic plans, policies, and operating procedures; monitors and evaluates effectiveness, and effects changes required for improvement.
 - Strategically develops and administers operational budget and long-range Facilities Improvement Budget (Capital Budget) planning cycle in support of safety and environmental management, crisis management, campus operations and administration, district wide maintenance and business continuity (17 departments) \$154M.
 - Coordinates with regulatory authorities and city and state advisory committees regarding issues such as environmental issues, regulatory/safety issues, crisis management, and others.
 - Directs collegewide training and ensures appropriate steps are taken to ensure collegewide regulatory compliance.
 - Participates and provides leadership on various collegewide committees, councils, and process improvement teams, acting in an advisory capacity.
 - Management of campus operations/administration, environmental, health and safety management systems, maintenance management systems, and department budgets supporting 11 campuses, 62 buildings, 5,200 total employees and 73,000 students.
 - 24 hours, 7 days a week environmental, health and safety, emergency management and maintenance support.
 - Management of facilities Electrical, HVAC, Fire Protection, Water Distribution, Wastewater and Water Reuse systems for 62+ facilities, at 11 campuses within a 5-county region of Central Texas.

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- Strategic planning and operational excellence for Environmental, Health, Safety, Emergency Management, Campus Operations and Administration, Fire Protection and the Maintenance Departments.
- Management and execution of resources/budgets/personnel for district wide Campus Operations and Administration, Environmental, Health & Safety, Emergency Management, Fire Protection, and Maintenance Departments including more than 104 personnel.
- ***Adjunct Associate Professor, Environmental Science and Technology Department***
(December 2021 - Present) Austin Community College, Austin Texas
 - Associate Professor - EPCT 1307 - Introduction to Environmental Health and Safety
 - Associate Professor - ENVR 1301 - Introduction to Environmental Science
 - Developed curriculum, syllabi and delivered college-level course content to students. Management of course and student outcomes. Effectively taught and delivered course materials for course objectives mastery by students.
 - Participate in biweekly department meetings with department chair and faculty to discuss departmental goals and college goals/objectives.
 - Planned lectures, assignments and in-field experiences to collaborate with required course curriculum.
 - Organized, prepared, and regularly updated all course materials.
 - Provided clear and improved student learning processes with effective communications.
 - Ensured accessibility of all courses and course content via technology - Blackboard.
 - Responded effectively and in a timely manner to all students' questions and inquiries.
 - Demonstrated consistency and fairness in preparation and grading of assignments and exams.
- ***Adjunct Associate Professor, Engineering Technology***
(October 1, 2022 - Present) Austin Community College, Austin Texas
 - Associate Professor - AMPT 3330 - Industrial Safety & Ergonomics
 - Full course development, Hybrid Course: Blackboard and Face to Face - AMPT 3330 - Industrial Safety & Ergonomics
 - Developed curriculum, course objectives, syllabi and delivered college-level course content to students. Management of course and student outcomes. Effectively taught and delivered course materials for course objectives mastery by students.
 - Planned lectures, assignments and in-field experiences to collaborate with required course curriculum.
 - Organized, prepared, and regularly updated all course materials.
 - Provided clear and improved student learning processes with effective communications.
 - Ensured accessibility of all courses and course content via technology - Blackboard.
 - Responded effectively and in a timely manner to all students' questions and inquiries.
 - Demonstrated consistency and fairness in preparation and grading of assignments and exams.
- ***Executive Director, Regulatory Affairs***
(August 2018 - August 2019) Austin Community College, Austin Texas
 - Responsible for the strategy, planning and execution of safety/environmental management, emergency management, and business continuity programs at Austin Community College District (ACC).
 - Primary point of contact for state and federal regulatory agencies with ACC in the areas of occupational safety, industrial hygiene, emergency management, fire protection, environmental management, and safety/security internal/external audits.
 - Works with the faculty, staff, students, and the community to go beyond the regulatory requirements to build a culture of cooperation and success in safety, environmental management and emergency management.

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- Management and leadership for the environmental, health and safety management systems, emergency management, risk management and department budgets supporting 11 campuses, 62 buildings, 5,200 total employees and 73,000 students.
- 24 hours, 7 days a week environmental, health and safety, emergency management and risk management.
- Strategic planning for the College Environmental, Health, Safety, Emergency Management, Emergency Management and Risk Management.

3M Company is an American multinational conglomerate corporation manufacturing in sixty-eight countries and operating in the fields of industry, worker safety, health care, and consumer goods. The company produces over 60,000 products under several brands, including adhesives, abrasives, laminates, passive fire protection, personal protective equipment, window films, paint protection films, dental and orthodontic products, electrical and electronic connecting and insulating materials, medical products, car-care products, electronic circuits, healthcare software and optical films. It is based in Maplewood, a suburb of Saint Paul, Minnesota.

3M Company, Austin, Texas 2000 - 2018

- ***Environmental, Health, Safety, Security and Sustainability Manager
Buildings and Production Maintenance Manager for Manufacturing and R&D
Site Energy Champion, Radiation & Laser Safety Officer; Environmental Management System Leader – Lead Auditor; Sustainability Officer; Emergency Response Leader – Site Emergency Management Leader.***
(Jan. 2013 – August 2018) **3M Company – Austin, Texas**, EHS Department/Maintenance Department.
 - Responsible for multi-international manufacturing and R&D site management for all environmental, health and safety programs, maintenance, security and production maintenance support.
 - Supporting eight international manufacturing and R&D sites in the US, Japan, China, Germany, France, Spain and India.
 - Responsible for multi-site Sustainable Manufacturing and R&D Programs.
 - Multi-international site buildings, production and R&D maintenance management.
 - Operations and maintenance manager for a 13 MW power generation plant.
 - Six Sigma responsibilities for environmental, health and safety and maintenance project initiatives.
 - Responsibilities included preventive, predictive and on-demand maintenance support management, hazardous waste management, air permitting, industrial wastewater, site safety and health programs and associated training.
 - Management of site environmental, health and safety management systems, maintenance management systems and department budgets.
 - Management of commercial property real estate transaction and due diligence reviews for 20 acres of Research Boulevard frontage, \$25M.
 - Annual Facilities Planning and Capital Improvement Budget Planning for eight international manufacturing sites.
 - Water quality, industrial wastewater, ground water engineering program manager.
 - 24 hours, 7 days a week environmental, health and safety, maintenance support and management for multiple international manufacturing sites.
 - Corporate EHS Auditing team member. Corporate EHS projects and strategic team member. Site, Division, International, Business Group and Corporate EHS programs and projects management.
 - Strategic planning, development and administration of a \$21M budget for two departments.
- ***Safety, Health & Environmental Specialist; Process Engineer; Site Energy Champion, Radiation & Laser Safety Officer; Environmental Management System Leader – Lead Auditor; Sustainability Officer; Emergency Response Leader – Site Emergency Management Leader.***
(Jan. 2005 – Dec. 2012) **3M Company – Austin, Texas**, EHS Department/Maintenance Department.

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- Sitewide responsibility for all environmental, health and safety programs.
 - Responsible for Sitewide Sustainable Manufacturing Program.
 - Process Engineer for a 13 MW power generation plant.
 - Six Sigma Green Belt responsible for environmental, health and safety project initiatives.
 - Responsibilities included hazardous waste management, air permitting, industrial wastewater, site safety and health programs and associated training.
 - Management of site environmental, health and safety management systems and department budgets.
 - 24 hours, 7 days a week environmental, health and safety support and management for the manufacturing site.
 - Responsible for Global Recruiting from Texas A&M University – College Station of new Engineers.
 - Strategic planning, development and administration of a \$3M budget.
- **Senior Environmental, Health and Safety Engineer; Site Energy Champion, Radiation & Laser Safety Officer; Environmental Management System Leader – Lead Auditor; Emergency Response Leader – Site Emergency Management Leader.**
(Dec. 2000 – Jan. 2005) **3M Corporation, Austin, Texas**; EHS Department.
 - Sitewide responsibility for environmental, health and safety programs including: air quality, air permitting, air permits by rule, emissions inventory, SARA 311/312/313, industrial wastewater, stormwater pollution prevention, solid & hazardous waste management, recycling, asbestos abatement, confined space program, hazardous compressed gas management, Laser Safety/Radiation Safety Officer and EHS audits.
 - Also, responsible for the management and internal auditing for an ISO 14001 UL certified environmental management system.
 - Leader of the sitewide emergency response team that includes HazMat Technician Level responses, emergency medical system responses and confined space rescue.
 - Responsible for sitewide Confined Space Entry Program and Management of Change System. Accountable for the development, implementation and management of sitewide emergency response plans (RCRA, PSM, HazMat, Fire, Severe Weather, SPCC, others).
 - Also, developed and conducted sitewide Environmental, Health and Safety Training Programs for a variety of topics including: Solid & Hazardous Waste Management, Storm Water, Asbestos Abatement, Pollution Prevention, Management of Change, Confined Space Entry, Emergency Response/Evacuation, ISO 14001/Environmental Management System, Fluorine/Hydrogen Fluoride Awareness, Process Safety Management, Air Quality and Industrial Wastewater.

H-E-B Grocery Company, San Antonio, Texas 1999 - 2000

- **Corporate Environmental Engineer, Environmental Engineering Project Manager**
(Dec. 1999 – Dec. 2000) **H-E-B Grocery Company, San Antonio, Texas**; Quality Assurance and Environmental Affairs Department.
 - Corporate responsibility for maintaining compliance with applicable Federal and Texas Environmental Regulations for Air Quality and Industrial Wastewater.
 - Manage corporate-wide programs for air quality and industrial wastewater for 247 retail stores, 30 support centers, and 12 manufacturing plants.
 - Responsible for corporate-wide Environmental Management System implementation project and for providing technical environmental engineering support for corporate-wide projects/issues. Environmental engineering project management for the company.
 - Responsible for Corporate Wide Environmental Training including air quality, wastewater quality, stormwater program, and waste management. Also, assist in the coordination of Emergency Response and Hazardous Material Spill Response.

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Hoechst Celanese Chemical Group, Bay City, Texas 1995 - 1999

- **Senior Environmental Engineer, Process Engineer & Senior Project Engineer**
(March. 1997 – Dec. 1999) **Celanese Ltd., Bay City Texas Site**, Core EHSA Environmental Team, Air Quality Coordinator. Process Engineering for the Utilities Department and 20 MW Cogeneration Plant. Responsible for maintaining compliance with applicable Federal and Texas Clean Air Act Regulations, managing the site fugitive emissions program and six fugitive monitoring technicians; managing agency inspections; managing the site Air Emissions Inventory/SARA 313 Reporting; determining annual Emissions Fee and pre-compliance for emerging regulations. (Regulatory knowledge & experience in: HON, Title V, NSPS, NESHAPs, Texas Air Regs., Air Permitting & Permits by Rule). Also the project manager for historical voluntary cleanup projects. Implementation and management of remediation projects and commercial real estate deed recordation of voluntary environmental cleanup projects. Management of commercial property real estate transactions and due diligence reviews for adjacent properties, total of 150 acres, \$10M. Project manager and engineer for site civil engineering, infrastructure engineering, utility and water resources projects \$1M to \$400M.
- **Process Engineer, Environmental Engineer & Project Engineer II**
(Dec. 1996 - March 1997) **Hoechst Celanese Chemical Group, Ltd., Bay City Texas Site**, Core EHSA Environmental Team, Utilities Department, Waste Management Coordinator. Process Engineering for the Utilities Department and 20 MW Cogeneration Plant, Special Assignment responsible for developing a sitewide system for compliance with applicable waste regulations: solid waste disposal, hazardous waste storage, RCRA Regulations, waste tracking, record keeping, minimization and manifesting. Also, worked on the RCRA Part A & B Permit for the facility, the two BIF Units and four Underground Injections Wells (including integrity testing and well closure). Responsibilities also included the development, implementation and management of the site OPA and SPCC Plans. Project manager and engineer for site civil engineering, infrastructure engineering and water resources projects \$1M to \$150M.
- **Process Engineer, Environmental Engineer & Project Engineer I**
(Aug. 1995 - Dec. 1996) **Hoechst Celanese Chemical Group, Ltd., Bay City Texas Site**, Core EHSA Environmental Team, Utilities Department, Process Engineer for the Utilities Department and 20 MW Cogeneration Plant, Drinking Water, Domestic and Industrial Wastewater Coordinator and Technical Expert. Site coordinator and technical expert working with the Lower Colorado River Authority, Coast Guard, Texas Commission on Environmental Quality and the EPA. Responsible for managing agency inspections, routine reporting for Drinking Water analysis and Wastewater NPDES and TPDES Permit analysis. Responsible for troubleshooting and resolving drinking water and wastewater issues. Water resources, water pollution and water quality engineer for the site. Also, supported environmental personnel in solid/hazardous waste and Clean Air Act issues. Project manager and engineer for site civil engineering, infrastructure engineering and water resources projects \$1M to \$50M.

Texas A&M University, College Station, Texas 1990 – 1995

- **Supervisor Maintenance Team**
(Dec. 1992 – Aug. 1995) **Texas A&M University, Food Safety Inspection Services, U.S. Department of Agriculture**
 - Supervisor responsibilities for a six-person crew of maintenance and grounds technicians.
 - Grounds management and general maintenance for 32 acres and three state of the art food safety inspection training and educational facilities.
- **Maintenance and Grounds Technician**
(Dec. 1990 – Dec. 1992) **Texas A&M University, Food Safety Inspection Services, U.S. Department of Agriculture**

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- Grounds management and general maintenance for 32 acres and three state of the art food safety inspection training and educational facilities.

COMMUNITY SERVICE

- **President (2016 – Present) Williamson County Emergency Services District #9**, Commissioner and President of an emergency services district within Williamson County Texas. Management of the contractual agreements between the district and emergency response agencies. Annual budgetary planning and management, and ad valorem tax rate management and implementation for emergency services throughout the district.
- **Vice President (2007 – 2016) Williamson County Emergency Services District #9**, Commissioner and President of an emergency services district within Williamson County Texas. Management of the contractual agreements between the district and emergency response agencies.
- **Building Project Committee (2005 – 20012) St. William Catholic Church, Round Rock, Texas**. Served on the Church Building Committee which included the commercial real estate purchase and due diligence reviews for a 29.5 acres commercial property in Round Rock, Texas for a new church site, \$5M. Project management, civil and environmental engineering oversight, technical consultations and technical reviewer for the \$20M church buildings project. This included seven buildings, parking facilities and the campus infrastructure.
- **Captain Round Rock Volunteer Fire Department (2003 - 2007) Round Rock Volunteer Fire Department, Round Rock, Texas**. Certified Firefighter and Captain. Management of half of the Fire Departments' assets and half of the department's personnel for ready state professional medical and fire response services. Certified structural firefighter, wildland firefighter, high angle rescue technician, confined space rescue technician, medic, HazMat technician, fire engine pump operator, fire engine driver and incident commander.
- **Vice President (2004) Austin Sustainable Business Council**
- **Board of Directors (2002 – 2003) Austin Sustainable Business Council**
- **Steering Committee Member (2003 – 2006) Central Texas Engineers' Week**
- **Board of Directors (1998 – 1999) Bay City Texas Public Library**

FACULTY EXPERIENCE/PRESENTATIONS

- National Alliance of Concurrent Enrollment Partnerships (NACEP), Presenter - The Uvalde Effect: Improving High School and College Collaboration on Campus Safety in the Dual Credit Space, Webinar, June 2023.
- Adjunct Associate Professor, Engineering Technology, Austin Community College, 2022 – Present
- Adjunct Associate Professor, Environmental Science & Technology, Austin Community College, 2021 – Present
- Emergency Response & Management, Austin Community College, Cypress Campus, April 2023
- Board of Trustees Presentation – Health & Safety of ACC Students, Faculty & Staff, Austin Community College, January 2022
- Navigating Uncertainty with Dr. Michael Garcia, HR Professional Development, Austin Community College, January 2022
- Alumni & Employee Conversation with Dr. Wayne Maines & Dr. Michael Garcia, Austin Community College, January 2022
- Faculty Senate Discussion & Presentation COVID-19, Austin Community College, January 2022
- Student Affairs Return to Campus Discussion, Austin Community College, March 2021
- Campus Conversations with the Chancellor: Transitioning to the 'new normal', Austin Community College, March 2021

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- Student Safety Interview, Accent Student Media, Austin Community College, October 2019
- Austin American Statesman Interview, College Safety, Austin Community College, June 2019
- Global Manufacturing Conference, Sustainable Manufacturing, 3M Company, June 2017
- Global Environmental, Health and Safety Conference, 3M Company, May 2016, May 2015 and May 2014
- Global Environmental Conference, Sustainability, 3M Company, July 2012
- Global Environmental, Health and Safety Conference, EHS Integration Lean/5S/SixSigma, 3M Company, June 2010
- Chairman's Environmental, Health and Safety Awards Presentation, 3M Company, April 2007
- Texas Commission on Environmental Quality, Pollution Prevention Workshop, Joe Tompson Center, University of Texas - Austin, November 2005.
- Austin Sustainable Business Council, Environmentally Preferred Purchasing, Austin, Texas, May 2004
- Texas Commission on Environmental Quality, 2004 Environmental Conference, Austin, TX, May 2004
- The University of Texas, McCombs School of Business, Net Impact 11th Annual Conference, Austin, TX, November 2003
- Texas Commission on Environmental Quality, Clean Texas EMS Program Regional Meeting, Austin, TX, November 2003.
- Austin Sustainable Business Council, Manufacturing – Sustainable Practices, Austin, Texas, February 2002

COMMITTEES

- Future of Education, Thought Leaders, Committee Member, Provost's Committee, Austin Community College, 2022 – Present
- Environmental, Health, Safety and Police Committee Chair, Austin Community College, 2018- Present
- Central Texas Big 5 Committee: The University of Texas, City of Austin, Travis County, Austin ISD and Austin Community College, Member, 2018 - Present
- Grievance Appeals Committee, Member, Austin Community College, 2022 – Present,
- Emergency Operations Center Committee, Member, Austin Community College, 2020 – Present
- Return to Campus Committee, Member, Austin Community College, 2020 – 2023
- Environmental Science & Technology Advisory Committee, Member, Austin Community College, 2020 – Present
- Information Technology Committee, Member, Austin Community College, 2020 – 2023
- College Accessibility Committee, Member, Austin Community College, 2020 – Present
- Administrative Services Council, Member, Austin Community College, 2018 – 2023
- Early College High School Steering Committee, Member, Austin Community College, 2019 – 2020
- Prevention and Education Compliance Taskforce, Member, Austin Community College, 2020 – 2023
- Communications Markets Division Environmental, Health and Safety Committee Chair, 3M Company, 2001-2017
- Global Environmental, Health and Safety Committee, Member, 3M Company, 2005 – 2017
- Global Maintenance Engineering Committee, Member, 3M Company, 2009 – 2017

SKILLS

Languages: English, Spanish

Computer Skills: MicroSoft Word, Excel, Access, PowerPoint, Outlook, Lotus Notes, Google Suite, Gmail, AutoCADD, Visio, MicroSoft Project, FOCUS, ENFLEX WIN, Reg-A-Dex, Air Chief, WIN CEIS, TANKS 3.1, SAKAI, MicroMain, BlackBoard, WorkDay, SAP, Oracle ERP, PeopleSoft and Salesforce.