

**Joseph M. Demma, EdD**  
Vice President for Student Affairs & College Relations  
Mountainland Technical College  
Heber Valley, Lehi, Orem, Payson, Provo, & Spanish Fork  
[mtec.edu](http://mtec.edu)

## OVERVIEW

Vice President and chief enrollment, communications, and legislative strategist at Utah's largest, fastest-growing, and 7-time 'Best of State' technical college, with a record of securing over \$400M in higher education funding. Expert in transforming institutional finances and performance, demonstrated by increasing Mountainland Technical College's (MTECH) annual ongoing legislative appropriation by 130% in eight years, from \$18M to over \$41M, while also driving enrollment expansion, record-setting graduation rates, building a student success infrastructure, and helping secure three new buildings with over 250,000 square feet of learning and training space.

## EDUCATION

**Doctor of Education**, Higher Education Administration, 4.0 GPA May 2026  
University of Wyoming | Laramie, WY  
*Dissertation: Beyond the Certificate: Predictors of Postsecondary Career and Technical Education Student Transfer Intent*

**Master of Arts**, Higher Education Administration, 4.0 GPA May 2022  
Louisiana State University | Baton Rouge, LA

**Bachelor of Science**, Educational Sciences – *Summa Cum Laude*  
State University of New York, Empire State College | Saratoga Springs, NY  
*Major: Curriculum, Instruction, and Assessment*  
*Minor: Early Childhood Literacy*

## EXECUTIVE LEADERSHIP EXPERIENCE

**Vice President, Mountainland Technical College, Utah | 2018 – Present**

*MTECH is a Utah System of Higher Education institution serving 7,000 students in 38 certificate programs across six campuses in three counties.*

### Executive Scope:

Chief strategist for student affairs, government relations, communications, workforce development, and state and federal compliance; Manage a comprehensive \$11M divisional portfolio and five departments serving 7,000 students across six campuses; Supervise 4 Associate Vice Presidents and 93 employees; and serve as chief advisor to the president and Board on fiscal strategy, performance alignment, capital development, and statewide policy engagement.

## **Selected Accomplishments:**

### *Institutional Transformation and Fiscal Leadership*

- Recruited to restore legislative confidence and fiscal stability; doubled annual state appropriations from \$18M in 2018 to over \$42M in 2026, leveraging 57.5% enrollment growth to secure over \$188M in new funding for programs, facilities, and operations.
- Successfully advocated at the Utah System of Higher Education and the Utah State Legislature for a record two new campuses (Payson & Heber Valley) in three years (2021 & 2023).
- Used process improvement strategies within the college's marketing and communication efforts to realize over \$1.2M in annual savings.
- Led a \$5M capital campaign and cultivated industry partnerships to sustain program growth.

### *Enrollment Growth and Student Success Architecture*

- Directed enrollment strategies that expanded access and grew FTE headcount by 57.5% (2018–2025).
- Established the college's first Student Affairs division, increasing enrollment and retention rates while expanding wraparound support services.
- Facilitated historic K–16 course articulations and stackable credentials, improving pathways to higher degrees.
- Chaired cross-departmental committee that secured an enterprise solution for Student Information System (SIS) replacement, Customer Relationship Management (CRM), accounting, scholarship management, and alumni relations.

### *Governance, Crisis Leadership, and System Influence*

- Co-chaired Utah's Higher Education COVID-19 Task Force, ensuring continuity of statewide operations; Chaired MTECH's COVID-19 response.
- Served on the executive committee for two straight 'no-finding' accreditation visits.
- College liaison to the Utah Board of Higher Education, the Commissioner of Higher Education, the college's Board of Trustees, and legislative leaders to advance institutional priorities.
- Organized and led regional K–16 strategic planning with education and industry leaders.
- Rebranded the college, producing a nationally recognized, award-winning website and digital engagement strategy.

## **Assistant Commissioner for Technical Education, State of Utah | 2015 – 2018**

- Created and led statewide fiscal and legislative strategies that secured over \$215M for technical colleges.
- Co-chaired Utah's first statewide Education Summit with the governor, focusing on workforce development and career readiness through the first-ever designation of a "Year of Technical Education."

- Oversaw systemwide communications, student affairs, and government relations for 8 technical colleges serving 25,000+ students.
- Expanded statewide access to higher education technical education through the creation of a \$1 million annual scholarship program for post-secondary career and technical education students.
- Enhanced public perception of technical education through strategic branding and outreach campaigns.
- Successfully lobbied the State Building Board and the Utah State Legislature for two buildings (MTECH's Trades & Technology building & Davis Tech's Allied Health building) in one legislative session (2017).
- Helped draft, and lobby for, historic legislation that created the Utah System of Technical Colleges ensuring each technical college became a body-politic and body-corporate.
- Served as the system's chief spokesperson and confidential advisor to the Commissioner.

### **Earlier Executive Leadership Roles | 2005–2015**

- **Director of Communications**, Utah Dept. of Workforce Services (2011-2015)
- **Campaign Manager**, Utah Governor Gary R. Herbert (2009–2011)
- **Chief of Staff**, Gary R. Herbert, Lieutenant Governor of Utah (2005–2009)

### **GOVERNANCE & POLICY LEADERSHIP**

- Liaison to the Utah Board of Higher Education and college Board of Trustees, supporting budget, policy, and program approval processes.
- Chief legislative strategist for MTECH's state appropriations requests and public policy efforts.
- Chair, MTECH COVID-19 Task Force (2020–2022).
- College policy lead for all state and federal legal compliance requirements (e.g., Title IX, ADA, HB261, and Due Process).
- Worked with all employees to develop and deploy the college's only departmental strategic plan that connects all staff to mission-driven goals and metrics.

### **FUNDRAISING & EXTERNAL RELATIONS**

- Cultivated public and private partnerships contributing to over \$400M in capital and operational investment across Utah's higher education system.
- Chaired the successful \$5M 'On the Rise' capital campaign for Mountainland Technical College's campus expansion (2023–2025).
- Facilitated strategic industry partnerships leading to a sponsored college (first in state technical college history), sponsored programs, and improved graduate hiring pipelines.

## LEADERSHIP & SERVICE

- Executive Legislative Committee, Utah System of Higher Education (2024–Present)
- Community Council Vice-Chair, Park Lane Elementary School (2023–Present)
- Regional K–16 Alliance, Executive Committee (2018–Present)
- Mountainland Technical College Accreditation Committee (2018–Present)
- Planning Commissioner, Cottonwood Heights City (2013–2018)
- Board Member, Utah Refugee Advisory Council (2011-2015)
- Board Member, Family Promise (2010-2015)
- Governor of Utah’s Executive Cabinet (2005-2011)

## CERTIFICATIONS

- Leadership Academy, University of Utah (2023)
- Cultural Competency, Utah Valley University (2022)
- Emergency Management for Higher Education, U.S. Dept. of Homeland Security (2022)

## SELECTED AWARDS & HONORS

- **Seven-Time Best of State Technical College Award** (2018–2021, 2023, 2025, 2026), Utah ‘Best of State’ Committee
- **National DAVEY Award** for Website Redesign and Digital Marketing (2023), U.S. Academy of Interactive & Visual Arts
- **President's Excellence Award** (2021), Mountainland Technical College
- **Outstanding Partner of the Year** (2019), Lehi Area Chamber of Commerce
- **Distinguished Service Award** (2017), Utah System of Technical Colleges

## PROFESSIONAL ASSOCIATIONS

- American Association of Community Colleges (2022 – Present)
- American Council on Education (2022 – Present)
- Association for Career and Technical Education (2022 – Present)
- National Association of Student Personnel Administrators (2020 – Present)
- Public Relations Society of America (2016 – Present)