

## John R. Fracchia

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### **Education:**

**Masters in Business Administration**, Binghamton University, Binghamton, NY **May 1990**  
Concentration: Marketing

**Bachelor of Arts**, Binghamton University, Binghamton, NY **December 1987**  
Majors: Psychology; Cinema

### **Selected Higher Education Experience:**

**Associate Director**, Ithaca College, Career Services, Ithaca, NY **2009 - present**

- Assist in day-to-day management of a career development office serving over 6,000 students with a budget in excess of \$80,000
- Represent Ithaca College in several multi-school consortia, which provide 4 career fair events annually
- Supervise, coach and evaluate 1 full-time staff member. Have supervised up to 4 staff members
- Implemented and manage recruiting program exceeding 6,600 job and internship opportunities in first year and 3,600 organizations
- Oversee campus recruiting program including Handshake posting site, setting up employer visits, and outreach activities
- Plan and implement several on-campus job and internship fairs each academic year
- Present over 20 career development focused workshops in office, to classes, and to student organizations on an annual basis
- Provide counseling and coaching to students in over 100 majors, in all areas of career development
- Implemented and manage the office's first satellite office in the School of Business
- Oversee online recruiting system, Handshake, and office tracking system, C3M
- Analyze student and employer activity and prepare reports for Director, Alumni Board, and Trustees
- Implemented Twitter, Facebook and LinkedIn sites to deliver programmatic information and opportunities to students and alumni
- Implemented Skype pilot program to enable remote interviewing of students
- Promoted from Assistant Director of Employer Relations. Served in this role 2005-2008
- Title change from Assistant Director/Recruiting Coordinator. Served in this role 2000-2005

**Lecturer**, Ithaca College, School of Business, Ithaca, NY **2006 - 2012**

- Created, taught and evaluated 18 sections of Professional Skills for Business Success over 6-year period
- Developed and presented all lesson plans, web based supporting materials, quizzes and assignments
- Tracked student progress, graded projects and assignments, and provided feedback
- Oversaw transition from P/F 1 credit course to graded 1.5 credit block course

**Trustee**, Ithaca College, Board of Trustees, Ithaca, NY **2008 - 2011**

- Served on board charged with ensuring overall fiduciary care and maintenance of the institution
- Reviewed and voted on approval of annual budgets in excess of \$200,000,000
- Participated in annual performance evaluation of the president
- Advised president and senior leadership on issues including; enrollment, retention, institutional branding, creation of new core curriculum, and development
- Participated in 3 multi-day annual meetings and periodic board calls as needed

- Served on 3 board committees; Campus Life & Community (2009-2011), Institutional Advancement (2009-2010) and Finance (2010-2011)

**President, Eastern Association of Colleges and Employers** **2010 - 2013**

- Served as President-elect (2010-2011), President (2011-2012), Past-President (2012-2013), for non-profit regional professional association
- Oversaw all aspects of operation including supervision and evaluation of association management firm
- Planned and facilitated Board and Committee Chair training and goal setting for year
- Developed agendas and facilitated 3 multi-day in-person and 7 remote board meetings
- Maintained fiduciary oversight of a budget in excess of \$400,000 resulting in an \$86,000 surplus from previous year fiscal year
- Implemented new online board and committee communication system to facilitate collaboration and eliminate redundancies
- Oversaw implementation of new membership model resulting in increase of over 400 members
- Served as board liaison to the annual conference and long range planning committees, resulting in a sold out conference and all revenue goals being achieved
- Represented association on national level through the Regional Associations Presidents Council (RAPC)

**Selected Board Experience**

**Councilmember, Town of Caroline, Caroline, NY** **2014 - present**

- Develop resolutions and laws to protect and serve the public interest
- Serve as representative to rural community of 3,200 residents
- Assist in development of \$2,000,000 annual budget
- Verify and approve town expenditures
- Serve as liaison to volunteer emergency services departments
- Liaison to the Greater Tompkins County Municipal Health Insurance Consortium, Building & Grounds, Emergency Medical Services Advisory Committee
- Past liaison to Wellness Committee, and Disaster Preparedness Committee

**Board Member, Twin Tiers Honor Flights, Ithaca, NY** **2012 - present**

- Serve as member of board working to start Honor Flight Hub in Central New York
- Assisted in development and review of Articles of Incorporation, By-Laws, and IRS determination of 501(c)(3) status
- Developed and maintain website and social media
- Draft and distribute press releases of hub news
- Serve as part of the mission team during trips and work to ensure the safety of each veteran

**Board Member, Twin Tiers Honor Flights, Ithaca, NY** **2012 - present**

- Founding board member of organization that transports war veterans to Washington, DC, free of charge to visit their memorials and to honor their service
- Assisted in development and review of Articles of Incorporation, By-Laws, and IRS determination of 501(c)(3) status
- Developed and maintain hub's website and social media
- Draft and distribute press releases to media outlets
- Serve as part of the mission team during trips and work to ensure the safety of each veteran

**Board Member, National Dance Society** **2014- present**

- Founding board member of organization promotes inclusive dance education
- Assisted in development and review of Articles of Incorporation, By-Laws,

and IRS determination of 501(c)(3) status

- Developed and maintain organization's website and social media
- Draft and distribute press releases to media outlets
- Chair marketing committed to build membership and promote association's mission

**Board Member**, One World Market (formerly Ten Thousand Villages), Ithaca, NY      **2013 - present**

- Serve as member of board for non-profit organization that promotes culture, fair trade, and a living wage through a store that sells goods made by international artisans
- Maintain organization's website and social media accounts
- Chair, Public Outreach, Education and Marketing Committee. Develop and implement strategies to promote the store and educate the community about fair trade

**Selected Committees and Task Forces:**

<b>Staff Associate</b> , First Year Residential Experience	<b>2013 - 2016</b>
<b>Staff Justice</b> , Ithaca College	<b>2000 - present</b>
<b>Liaison</b> , Information Technology Services Liaison Group, Ithaca College	<b>2001 - present</b>
<b>Diversity Trainer</b> , National Coalition Building Institute, Ithaca College Chapter	<b>2003 - 2007</b>
<b>Member</b> , Compensation Program Advisory Committee, Ithaca College	<b>2006</b>
<b>Chair</b> , Management Association Search, EACE	<b>2009 - 2010</b>
<b>Member</b> , SACL Staff Development Committee, Ithaca College	<b>1996 - 2000</b>

**Professional Affiliations:**

Eastern Association of Colleges and Employers (EACE)	<b>2000 - present</b>
National Association of Colleges and Employers (NACE)	<b>2000 - present</b>

**Awards:**

Presidential Citation For Outstanding Volunteers, EACE	<b>2013</b>
Presidential Citation For Outstanding Volunteers, EACE	<b>2010</b>
Presidential Citation For Outstanding Volunteerism and Service, EACE	<b>2005</b>
Presidential Citation For Outstanding Volunteerism and Service, EACE	<b>2004</b>
Honorary Inductee, Sigma Iota Epsilon Management Honorary, Ithaca College	<b>2004</b>
IC Choice Award, Ithaca College	<b>2003</b>