

THOMAS P. WAITE, PhD

Founder & Executive Chair, K16 Solutions

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**Institutional Rebuilds | Online & AI-Enabled Learning | Accreditation Recovery |
Fundraising | Strategic Management**

EXECUTIVE PROFILE

Experienced higher education leader with institutional turnarounds, accreditation remediation, online learning at scale, and mission-driven culture building.

Proven administrator in high-accountability environments aligning boards, faculty, staff, and external partners in support of the mission.

Led a team to raise \$22M build a global SaaS platform serving 400+ institutions of higher learning.

Leadership style based on empathetic, transparency, performance data driven, earning trust while guiding difficult change.

PROFESSIONAL EXPERIENCE

**Founder & Executive Chair, Chief Executive Officer
K16 Solutions, Inc.**

Jan 2016–Dec 2025

Tempe, Arizona

Founded a higher-ed SaaS company; created the foundational strategy, operating model, culture, and go-to-market approach.

Worked effectively with board leadership during early stages and growth stages.

Recently transitioned CEO role to pursue new opportunities and return to higher ed administration.

Secured a rare, high-value software patent; expanded platform adoption to 400+ colleges and universities.

Negotiated with accredited investors, legal firms and bankers on valuation positioning; attracted multiple acquisition approaches while building long-term growth options.

**Provost, Chief Academic Officer & Chief Student Affairs Officer
Everest College Arizona Campuses & Multi-Regional Online**

2012–2016

Phoenix, Arizona

Led academics and student affairs for 8,000 students; managed 150+ staff and 250 faculty across programs and services.

Designed and executed a restructure in first five months that delivered \$2.0M annual savings while improving academic deliverables.

Created the institution's first academic dashboard (course/faculty/program) and established faculty and advising operating models.

Built an instructional design organization and converted 120 courses from 12-week to 6-week formats on an accelerated timeline.

Partnered with finance leadership on academic budgeting, operational planning, and board briefings; strengthened compliance posture.

Led academic admissions and student affairs strategy, registrar, budgeting, and performance objectives across campuses and online operations.

Implemented a comprehensive retention initiative and academic plan; reduced redundancies and restructured academic systems and staffing.

Led accreditation execution, including regional and programmatic bodies (e.g., HLC, CCNE, NLN, state boards).

Oversight in establishing intelligent heart soft skills for 1000 employees within first 140 days with significant successful feedback.

DeVry University National

2003–2012

Online Operations

National Associate Dean, College of Business & Management | 2010–2012

Directly responsible for 22 programs, 164 courses, 1,016 sections, and 785 faculty; supported 26,855 course takers.

Managed operating budget and built systemwide metrics and operating timelines adopted across colleges. College of business exceeded \$30M revenue per 8-week session.

Developed new course ownership program for continual curriculum improvements.

Developed training program to link admissions to academics for holistic online student and staff experience.

Re-engineered faculty management and training models; improved student/faculty satisfaction and reduced turnover through culture and execution.

Director of Faculty & Programs, Online Operations | 2008–2010

Part of a team that grew online operations from 400 to 8,000 students in under four years.

Created an integrated faculty recruitment and assessment training model on a national scale.

Designed performance metrics and automated reporting systems supporting retention, completion, and quality improvements.

Program Dean, College of Business & Management | 2004–2008

Directly responsible for curriculum, faculty development, supported 12,000 students and 443 faculty.

Created early retention/persistence and completion metrics that informed program reviews and operational improvements.

Served as a key architect of DeVry Online during formative growth years during and after Keller Graduate School acquisition of DeVry Inc.

Served as key liaison to bring Keller and DeVry online methodologies to campuses nationwide across 32 states.

New Faculty Training Manager | 2003–2004

Designed and delivered training for new instructors transitioning to online.

PREVIOUS PROFESSIONAL EXPERIENCE

Director, Tretheon Management, LLC (Tempe, AZ) | 1999–2003

Director of Operations & Quality, Vision Stream AVO Media Corporation | 2000–2001

Director of Corporate Planning & Quality, Scenic SkyWest Airlines | 1993–1998

TEACHING & ACADEMIC ENGAGEMENT

Arizona State University, W. P. Carey School of Business, Faculty Associate (Current):
Capstone Strategic Management & Entrepreneurship

DeVry University (2002–2013): Project Management; Principles of Management; Critical Thinking (selected)

Keller Graduate School of Management (2002–2013): Quality Systems & Management; Senior Capstone Business Planning

SIGNATURE STRENGTHS

Turnaround and rebuild leadership: stabilize, focus, execute, and prepare for growth

Accreditation and regulatory execution, including remediation under scrutiny

Dramatic growth in program operations, faculty enablement, student success, and retention strategies

Experienced with AI-enabled education technology and operations: practical adoption in instruction, workflows, and decision-making

Fundraising and major relationship-building, storytelling, and disciplined follow-through

Proven culture building to support the mission.

EDUCATION & PROFESSIONAL TRAINING

- PhD, Higher Education Administration, Northcentral University (Dissertation: A Hermeneutic Phenomenological Exploration of Student's and Instructor's Lived Experience with Transactional Distance and its Influence on Student Retention)
- MA, Organizational Behavior, University of Phoenix
- BS, Business Management, University of Phoenix
- Harvard University Continuing Education: Business Strategy; Strategic Decision Making
- Certified ISO Quality Standards Auditor (Auckland, New Zealand)
- Certified Baldrige Quality Standards Auditor (Las Vegas, Nevada)

COMMUNITY LEADERSHIP

- 2021-Present: Elected President of Phoenix Youth Symphony
- 2011-2012: Head Coach Tempe Prep Academic Junior Football
- 2010-2011: Appointed member, Financial Counsel, Our Lady of Mount Carmel Catholic Parish, 5,000 family parish.
- 2009-2010: Elected President of School Advisory Board, OLMC Catholic School
- 2008-2009: Elected Vice President of School Advisory Board, OLMC Catholic School
- 1987-1990: Assistant Coach and Head Football Coach, Scottsdale Boys and Girls Club

PERSONAL PILLARS

- Active member of Our Lady of Angels in Paradise Valley
- Lifelong practicing Catholic attending Catholic grade school and high school
- Raised in large Catholic family, 1 of 7 in Lincoln, Nebraska and Scottsdale, Arizona
- Married to Rachel Ann Waite, retired Clinical Doctor of Audiology
- Three adult children Daniel, Geneveive and Sean
- Enjoy gardening, mentoring, tennis, and excessive reading