

# **JAMES H. GATLING, PH.D.**

**President & Chief Executive Officer  
New Opportunities, Inc.**

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## **EXECUTIVE BIOGRAPHY**

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Dr. Gatling is a highly influential and respected leader in the community based organization field and has been a strong voice for change in his own organization and at the state, regional and national levels. He has served as President & CEO of New Opportunities, Inc., a community action agency serving the Waterbury, Meriden and Torrington, Connecticut areas since 1979. Dr. Gatling has employed a blend of operational expertise with his ability to develop relationships among culturally diverse groups, strong team building and consensus building skills and persistence to achieve a dramatic expansion of programming in the New Opportunities, Inc. service area and make significant contributions as well to the development and implementation of statewide and regional community action programs.

Under Dr. Gatling's leadership, New Opportunities, Inc has grown from a small agency consisting of 150 people with an annual budget of \$6 million to a high performance organization of 500 people with an annual budget of over \$35 million. In addition, he has led the agency's transition from a management control system of operations to a strategic management system and effectively promoted a performance-based culture.

Dr. Gatling was the prime mover in property acquisition, which involved years of negotiations with HUD, the City of Waterbury and lien holders and oversight of construction for the Green Gutridge Terrace housing project for disabled individuals. He was also instrumental in the preparation and presentation to the State Department of Education of a proposal for the funding of the City's first charter school, Ancestors Community Charter School, a high school for students who have been unable to succeed in a traditional school

One of Dr. Gatling's significant accomplishments was his success in obtaining funding for a child development center from the Connecticut Health and Education Facilities Authority (CHEFA)—the first time a community-based organization had sought to enter into a loan arrangement with CHEFA. His pioneering approach now serves as the model for other CBO's seeking funding from CHEFA.

Dr. Gatling has served as the President of the Connecticut Association for Community Action and as President of the New England Association of Community Action Agencies. He has also served as the Chairman of the Connecticut Association for Community Action Energy Committee and past Director of the Drug Abuse Program. He was appointed by the Governor to the Board of Governors for Higher Education and is a former member of the Connecticut Board of Parole. He is a member or past member of numerous professional and civic associations. In 2008, he was awarded the Malcolm Baldrige Leadership Award by the Waterbury Regional Chamber.

Dr. Gatling received his Ph.D in Business Administration from LaSalle University, his MBA in Management from the University of New Haven and a BA in Chemistry from Hampton Institute. He was awarded an Honorary Doctorate of Letters in Human Letters from the Teikyo Post University. After receiving his undergraduate degree he worked as a Production Scheduling Manger, Process Engineer and Research Chemist for nine years with Uniroyal Chemical Company.