



Exhibit: 8.a.
October 10, 2018
Action Item

Central Oregon Community College
Board of Directors

RESOLUTION

APPROVAL OF PRESIDENTIAL PROFILE

Prepared by: John Mundy-Board Chair

A. Overview

Working with Gold Hill Associates and its president, Dr. Preston Pulliams, we have created the Presidential Profile to be used as the basis for recruiting our next president.

B. Background

Following the Board discussion at the Board Retreat in September, and after gathering input from members of the campus and the community, we have created the attached Presidential Profile. The draft was then given to those nominated to serve on the Presidential Search Advisory Committee for additional input.

This document will be used as the basis for advertising and personal recruitment efforts as we embark on the search process.

C. Options

- a. Approve the Profile as is
- b. Make adjustments to the Profile, and approve it
- c. Request addition time before approval

D. Resolution

Be it resolved that the COCC Board of Directors does hereby approve the Presidential Profile (attached) to be used in the advertising and recruitment for a new president of Central Oregon Community College.



Central Oregon Community College
Board of Directors

Central Oregon Community College Presidential Profile: October 10, 2018

General:

Central Oregon Community College (COCC) is the oldest two-year college in Oregon, providing comprehensive educational services to a district covering 10,000-square-miles. COCC has a main campus in Bend, a vibrant and attractive community of over 90,000 residents. In addition, COCC operates satellite centers in the cities of Redmond, Madras and Prineville. Last year, COCC served nearly 16,000 students in credit and noncredit programs.

In its nearly 70-year history, COCC has had only five presidents, most serving for ten years or more. A seven-member, locally-elected governing Board of Directors recently approved the College's 2018-23 Strategic Plan, which updates mission, values, vision and themes, and defines a set of institutional goals for continued improvement in College operations. The College is on sound financial footing, the result of strategic and conservative fiscal-management practices.

The College is supported by the COCC Foundation, which manages assets of more than \$23 million. In 2018-19, the Foundation will provide more than \$1.5 million in scholarships and program support to the College.

Qualifications and Experience:

COCC seeks a passionate and innovative leader who will promote student success, is dedicated to the community college mission, and will make a long-term commitment to the region.

Our next president will possess strong fiscal management skills, have the ability to inspire and direct a team, and will have experience or knowledge of accreditation and collective bargaining.

In addition, the College is searching for a president who embraces the identified priority items of the institution and demonstrates an ability to manage them for the benefit of the College and our community.

There are a number of challenges and opportunities facing COCC that inform the specific experience and skillsets we are seeking in a new president. These include:

- Experience working with the community and business stakeholders on Career and Technical Education and workforce development programs and initiatives to better meet the needs of the region.
- The ability to maintain and develop partnerships throughout the region, including those with local school districts and higher education institutions, as well as business and industry.
- A commitment to a shared governance model, promoting open dialogue and honest collaboration. At COCC, shared governance is integral at every level and department of the College.
- Service to a geographic area of approximately 10,000 square miles and oversight of the comprehensive campus in Bend and three satellite centers tailored to the specific (and often more rural) needs of those communities.
- The commitment to grow and further define the College's partnership with a recently established university campus within the College's service area.
- Collaborate with an engaged elected board.
- The ability to work with and support a growing and creative foundation.

Minimum Qualifications:

- Master's degree required; earned doctorate from a regionally accredited institution is highly preferred.
- Minimum of three years of senior-level management experience, preferably at a community college.
- Instructional experience, preferably at a community college.



Central Oregon Community College
Board of Directors

Central Oregon Community College

**Presidential Search Calendar
(as of Oct. 2, 2018)**

Task	Date
Search Consultant chosen; meets with Board	September 7 – 8, 2018
Committee make-up approved	Wednesday, Sept. 12
Community Input meetings	October 1 – 3
Advisory Committee meeting	Wednesday, Oct. 3 (informal)
Board formally approves Presidential Profile and Job Description; appoints Advisory Committee;	Wednesday, Oct. 10
Recruitment phase	October/November/December
Advertising begins	October 16 online October 26 print
Initial candidate application deadline	Monday, Nov. 26
Review of candidates by Committee	November 26 – December 14
Advisory Committee selects semi-finalists	Monday, Dec. 17
Video semi-finalist interviews with Advisory Committee	Week of January 14, 2019
Committee recommends finalists	By Friday, Jan. 18
Board approves names of finalists	Wednesday, Jan. 23
Candidate on-campus interviews	Weeks of Feb. 4 and 11
Board selects finalist	By Friday, Feb. 15
Visits to campuses of finalists	Week of Feb. 18 or 25
Informal decision/negotiations	Week of Feb. 25
Formal decision/announcement	Early March



RESOLUTION

APPROVAL OF PRESIDENTIAL SEARCH ADVISORY COMMITTEE MEMBERS

Prepared by: John Mundy, Board Chair

A. Overview

In September, the Board approved the make-up of the Presidential Search Advisory Committee. Since then, we have recruited members to fill those positions.

B. Background

To assist in the recruitment and screening processes for the upcoming search for a new president, the COCC Board has the responsibility to appoint a Presidential Search Advisory Committee. This committee includes representation from the Board, the community, and all major employee groups at the College. The group will work with the Board and the search consultant, and will screen applications, interview semifinalists and then recommend a list of finalists to the Board of Directors.

C. Resolution

Be it resolved that the COCC Board of Directors does hereby approve the Presidential Search Advisory Committee, as listed on the attached (Exhibit: 8.b1) document.



Central Oregon Community College
Board of Directors

Presidential Search Advisory Committee Members

The Central Oregon Community College Board of Directors does hereby appoint the following to the Presidential Search Advisory Committee:

Paul Andrews, superintendent for the High Desert Education Service District. Paul earned his doctorate of education from Lewis and Clark College; he taught special education in Washington, Oregon and Alaska before coming to the High Desert ESD where he has been for 20 years.

Renee Brazeau-Asher, administrative assistant for the math department at COCC. Renee is the Classified Association of COCC representative, is a former treasurer and president for the group, and has worked at COCC since 1993.

Emma Chaput, associate professor of human biology at COCC. Emma has a bachelor's degree in biology from Johns Hopkins University and a master's in public health from Yale University; she has been at COCC since 2011.

Laura Craska Cooper, vice chair of the COCC Board of Directors. Representing Crook County and eastern Deschutes County, Laura has served on the board since 2012, including a year as chair; she is a founding partner of BRIX Law LLP in Bend, and has lived in Prineville since 1998.

Andrew Davis, director of student life at COCC. Andrew was born and raised in Bend; he attended Mountain View High School, COCC, OSU-Cascades and then earned his master's degree from Eastern Oregon University. He worked for OSU-Cascades before moving into his current role in 2016.

Thor Erickson, assistant professor of culinary arts at COCC. Thor earned his culinary degree at Columbia Community College and has worked in the restaurant industry in the San Francisco area, and in Europe; he has taught at COCC since 2009 and in 2013 was named “Best Cooking Teacher in the World” by the International Association of Culinary Professionals.

David Ford, vice president of real estate development at Brooks Resources Corporation in Bend. David served eight years on the COCC Board of Director (2009 to 2017), including two years as chair; he has lived in Central Oregon since 1991 and is a strong advocate for higher education in the region.

Duran Fraser, student at COCC and director of financial affairs for the Associate Students of COCC. Duran is majoring in business; he is from Nassau, Bahamas where he graduated from C.I. Gibson High School; he has been in Central Oregon for three years and is the first in his family of 12 children to go to college.

Amy Harper, professor of anthropology at COCC and president of the COCC Faculty Forum. Amy earned her master’s degree and Ph.D. in anthropology from the University of Massachusetts at Amherst; she has been at COCC since 2002.

Betsy Julian, vice president for instruction at COCC. Betsy taught geology at colleges and universities for 22 years, before moving into community college administration; she was a dean at Portland Community College before becoming the VP at COCC in 2016.

John Mundy, chair of the COCC Board of Directors. John is from Cleveland, Ohio, and earned his bachelor’s degree in chemistry from Ohio University and master’s degree in public administration from the University of San Francisco; he retired from a career in environmental planning and regulatory affairs in 2010, and moved to Bend.

Tina Redd, director of the COCC Redmond Campus. Tina earned her Ph.D. from the University of Washington. She taught at the University of Arkansas, University of Washington, Portland Community College, and then for eight years at COCC, before moving into administration in 2016.

Vicki Russell, member of the COCC Foundation Board of Trustees for 25 years. Vicki and her husband, Vic, own Vic Russell Construction, Inc. in La Pine; she is also on Board of Directors for La Pine Sunriver Habitat for Humanity, La Pine Park and Recreation Foundation and the OCF Leadership Council for Central Oregon; she has lived in Central Oregon since 1971.

Doug Smith, a lifelong resident of Crook County. Doug retired in 2017 after a 42-year career with Les Schwab Tire Center, culminating as vice president of product strategy; he has served on the Crook County School Board for the past eight years.

Dawn Vollers, director of Clinical Practice and Professional Development at St. Charles Health System. Dawn has been instrumental in supporting academic matriculation needs of COCC students in the Nursing and Allied Health programs and is a key stakeholder in the proposal of future healthcare programs at COCC; she has been in Central Oregon for five years.



Central Oregon Community College
Board of Directors

Charge to the Presidential Search Advisory Committee

The purpose of/charge to the Presidential Search Advisory Committee:

- Review all applicants for the position, using the profile statement and qualifications in the review;
- Meet and discuss the applicants and select semi-finalists (likely seven to 10), to be invited for video interviews;
- Conduct the video interviews;
- Recommend three to five candidates, in unranked order, to the Board of Directors, to be invited for finalist, in-person interviews;
- Throughout the process, follow Equal Employment Opportunity guidelines and considerations and regulations of the State of Oregon;
- Observe strict confidentiality and all College policies with regard to candidates and the process.
- Direct any questions regarding the process or applications to either Dr. Preston Pulliams of Gold Hill Associates; or John Mundy, chair of the Board of Directors.

Note: Once the finalists are recommended, the responsibility of naming the finalists and choosing the new president is with the Board of Directors.