



School Board Special Meeting Agenda

November 12, 2024, 6:00 PM

Location:

Education Center, Board Room #314
520 NW Wall Street
Bend, OR 97703

| | |
|---|-----------------|
| 1. <u>Call to Order</u> | <u>2</u> |
| Speaker(s): Chair Marcus LeGrand | |
| Attachments: | |
| Agenda de la reunión especial de la Junta Directiva Escolar - BORRADOR | 2 |
| 2. <u>Action Items</u> | |
| A. Zone 6 Board Member Vacancy Interviews | 3 |
| Speaker(s): Chair Marcus LeGrand | |
| Description: Final interviews for Zone 6 Board Member Seat Vacancy | |
| Attachments: | |
| Berlin, Brandy - Redacted | 3 |
| Lynch, Jenn - Redacted | 7 |
| Tomlin, Ross - Redacted | 11 |
| 3. <u>Adjourn</u> | |
| Description: Meeting will be adjourned with next Regular School Board Meeting scheduled for December 10, 2024. | |



Agenda de la reunión especial de la Junta Directiva Escolar - BORRADOR

12 de Noviembre de 2024, 6:00 PM

Ubicación:

Centro de Educación, Sala de Juntas #314
520 NW Wall Street
Bend, OR 97703

1. Llamado al orden

Ponente(s): Presidente, Marcus LeGrand

2. Elementos de acción

A. Entrevistas para vacantes de miembros de la Junta Directiva de la zona 6

Ponente(s): Presidente, Marcus LeGrand

Descripción: Entrevistas finales para vacantes de miembros de la Junta Directiva de la zona 6

3. Levantamiento de la sesión

Descripción: se levanta la sesión con la próxima reunión regular de la Junta Directiva Escolar programada para el 10 de diciembre de 2024.

Bend LaPine School District Board of Education
520 NW Wall Street
Bend, OR 97703

September 18, 2024

Dear Members of the Board of Education,

I am writing to express my interest in joining the Board and supporting the District's goals of fostering strong academic foundations, developing students' sense of purpose, and promoting a culture of inclusion and belonging. With over 20 years of experience in secondary education, alternative learning environments, and entrepreneurship, I am confident in my ability to contribute meaningfully to this work.

I have firsthand experience guiding schools through transitions while maintaining a focus on student success. In 2003, as a teacher at Sunriver Preparatory School, I played a key role in transitioning students and stakeholders during the school's closure, after Bend-La Pine School District proposed turning it into an IB program. In 2003, I became a founding teacher at Cascades Academy, and in 2006, a founding teacher at the International School of the Cascades in Redmond, where I taught both IB and alternative education students, integrating social-emotional learning with critical thinking-focused academics.

In 2011, I served on the union bargaining team and transitioned to Redmond Proficiency Academy after the IB program closed. I have felt how strategic decisions directly impact students and stakeholders. While with RSD, I worked with district leadership teams on the CLASS Project to develop systems to enhance student outcomes and experiences while ensuring a sustainable organization. My work in public, private, and charter schools has given me a unique perspective on developing student-centered models and fostering academic foundations that align with students' passions and plans for their future.

During my five years as a business owner at Namaspa Yoga, I co-founded the Namaspa Foundation, bringing yoga and mindfulness to schools, jails, and rehab facilities. This experience reinforced my commitment to inclusivity and wellness, which I would bring to the Board, ensuring every student and family feels supported within our schools.

I have also had the privilege of mentoring many former students well into their adulthood, continuing to support their personal and professional growth long after they left my classroom. I consider this an extension of my role as an educator and a way of giving back to the community by supporting other parents' children as if they were my own. It's incredibly rewarding to help them navigate life's challenges, and I view these ongoing mentoring relationships as one of the most meaningful and impactful aspects of my career and life.

Since semi-retiring in 2022, I have continued teaching part-time through my own small business, Bend Parks and Rec and as a substitute at Caldera High. These roles allow me to stay connected to the community and its students, contributing to their growth and well-being.

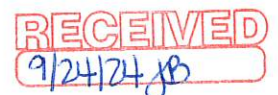
This work aligns with my values as an educator and community member. I am motivated by the opportunity to help students, families, and the broader community thrive. The Board's goals resonate with me, and I look forward to the possibility of contributing to these initiatives.

Thank you for considering my application. I am excited about the possibility of working with the Board to support student success.

Sincerely,



Brandy Berlin



BRANDY N. BERLIN

Bend, Oregon 97702 | e-mail: [REDACTED] | [REDACTED]

EDUCATION

- June 2006* **George Fox University**, Newburg, Oregon
- Alternative Pathways Program for Initial Teaching License, 4.0 GPA
- August 1997* **Georgia Southern University**, Statesboro, Georgia
- M.A. in History, 4.0 GPA
- May 1995* **Edinboro University of Pennsylvania**, Edinboro, Pennsylvania
- B.A. in History/Anthropology Minor, 3.73 GPA
 - Graduated Magna Cum Laude/Completed University Honors Program

EXPERIENCE HIGHLIGHTS

- August 2012* **Social Studies Teacher**
January 2016 **Redmond Proficiency Academy**, Redmond, Oregon
Responsibilities: Instruct Geography, US History, Theory of Knowledge, Model United Nations, Freshman Seminar, COCC Western Civilizations 102, Yoga and Mindfulness; Student Store Advisor, Freshman Advisor
- June 2011* **Adjunct History Instructor**
to 2014 **Central Oregon Community College**, Bend, Oregon
Responsibilities: Instruct Western Civilizations 102
- September 2006* **Social Studies Teacher in International Baccalaureate Programme**
June 2011 **Redmond High School**, Redmond, Oregon
Responsibilities: Instruct Global Geography, History of the Americas, Economics, Theory of Knowledge, Extended Essay, Native American History, Advanced Leadership; Extended Essay Advisor, Personal Project Advisor, National Honor Society Advisor, Model United Nations Co-Advisor, Student Store Advisor, IB Graduation Coordinator; Redmond CLASS Project Accountability Measures Team Co-Leader
- June 2003 to* **Social Studies Teacher**
June 2005 **Cascades Academy of Central Oregon**, Bend, Oregon
Responsibilities: Instruct History of the Americas, Twentieth Century World History, Comparative Government and Religions, Sixth Grade Social Studies, Readings in Philosophy, Studio Art, Yearbook, Pilates; Sophomore and Junior Advisor, Student Council Advisor; Create curriculum for upper school social studies sequence [modeled after International Baccalaureate Programme]
- July 2001 to* **Social Studies Teacher**
June 2003 **Sunriver Preparatory School**, Bend, Oregon
Responsibilities: Instruct Advanced Placement U.S. History, U.S. History, AP American Government, Readings in Women's Studies, Sixth Grade Social Studies, Pilates; Junior Advisor, Student Council Advisor; Volleyball Coach; Create International Baccalaureate history curriculum in preparation for Bend-LaPine School District charter application
- August 1999 to* **Instructor**
December 2000 **Kaplan Educational Services**, Eugene, Oregon
Responsibilities: Instruct SAT, GRE, GMAT and LSAT preparation courses, tutor individuals in SAT and GRE

- August 1999 to December 2000 **Teacher**
Creative Minds Alternative School, Eugene, Oregon
Responsibilities: Instruct at-risk students in U.S. History, Integrated Math, and Fine Art; assess students' academic needs and challenges, create individualized curriculum
- June 1998 to May 1999 **Horse Trainer**
Paradise Manor Quarter Horses, Henagar, Alabama
Responsibilities: Train and exhibit nationally ranked Quarter Horses in competitions, instruct amateur clients, assist in farm management
- September 1997 to May 1998 **Social Studies Teacher**
Randolph School, Huntsville, Alabama
Responsibilities: Instruct AP U.S. History, U.S. History, AP American Government, American Government, Economics, Swim Coach, Outdoor Club Advisor
- June 1997 to August 1997 **History Instructor**
The Johns Hopkins University, IAAY, CAA Summer Programs, Frederick, MD
Responsibilities: Create curriculum for and instruct summer courses for gifted students on the Civil War
- October 1996 to June 1997 **History Instructor**
Central Texas College, Ft. Stewart, Georgia
Responsibilities: Instruct time-intensive U.S. History courses for soldiers

PROFESSIONAL DEVELOPMENT AND ACADEMIC ACHIEVEMENTS

- Yoga Calm for Children, *Portland, Oregon* (October 2011)
- International Baccalaureate History Assessment Level 3, *Portland, Oregon* (October 2010)
- International Baccalaureate Theory of Knowledge Level 2, *St. Petersburg, Florida* (June 2010)
- International Baccalaureate History Assessment Level 3, *Portland, Oregon* (April 2008)
- International Baccalaureate Humanities Level 2, *Savannah, Georgia* (October 2006)
- International Baccalaureate History of the Americas Level 2, *Montezuma, New Mexico* (July 2007)
- International Baccalaureate History of the Americas Level 1, *Atlanta, Georgia* (November 2002)
- International Baccalaureate Introductory Seminar, *Vancouver, British Columbia* (October 2002)
- Advanced Placement U.S. History, *Ashland, Oregon* (June 2001)
- Advanced Placement American Government, *Birmingham, Alabama* (December 1997)
- Advanced Placement U.S. History, *Birmingham, Alabama* (November 1997)
- Schools Attuned Program, All Kinds of Minds Institute, *Palo Alto, CA* (April 2006)
- ETS Recognition of Excellence Award for Praxis II Social Studies Content (Fall 2005)
- Recipient- Graduate Student Research Grant (1997) and Phi Kappa Phi (1997)
- Dean's List, eight of eight semesters (1992-1995) and National Dean's List (1993-95)
- Awarded Alumni, Dollars for Honors & Keith Skelton Memorial Scholarships (1994-95)
- Acknowledged as Dean's List Scholar at Annual Honors Convocation (1993 and 1994)
- Honored as Student Marshal at 1995 Honors Convocation
- President of Edinboro University History Club (Spring Term 1995)
- Recipient, Outstanding Departmental Senior Award, Edinboro History Department (April 1995)
- Recipient, William Porter Award for Superior Achievement in the Study of History (May 1995)
- Phi Alpha Theta (April 1994)



Attestation of Residency

Please complete this form and include it with your application for the Bend-La Pine Schools Board of Directors vacancy.

I affirm that my name is Brandy Berlin and that I meet **all** of the following requirements to apply for the Bend-La Pine Schools Board of Directors vacant position.

- I am a resident of a Deschutes County Voting Precinct
- I am a resident within the Bend-La Pine Schools attendance area
- I have been a resident of a Deschutes County voting precinct for at least one year
- I am a registered voter in a Deschutes County voting precinct

I understand that my residency and voter registration will be verified with Deschutes County as part of the application process. BB (initial here)

Brandy Berlin
Signature

18 Sept 2024
Date

Subject: BLPS Zone 6 vacancy application
Date: Monday, July 29, 2024 at 9:37:41 PM Pacific Daylight Time
From: Jenn Lynch <[REDACTED]>
To: Janet Bojanowski <janet.bojanowski@bend.k12.or.us>
Attachments: LYNCH - Attestation of Proof of Residency.pdf, LYNCH - BLPS Zone 6 application 2024.pdf

WARNING: This email is not from a Bend-La Pine Schools email address.

ALWAYS exercise caution when clicking links and NEVER provide your username, password, personal information, or confidential data if requested.

Janet,

Please find my letter of interest and attestation attached for the current Zone 6 vacancy on the school board. My LinkedIn profile can be found here: <https://www.linkedin.com/in/jennlynch/>

Best regards,
Jenn Lynch



Attestation of Residency

Please complete this form and include it with your application for the Bend-La Pine Schools Board of Directors vacancy.

I affirm that my name is Jennifer Lynch and that I meet **all** of the following requirements to apply for the Bend-La Pine Schools Board of Directors vacant position.

- I am a resident of a Deschutes County Voting Precinct
- I am a resident within the Bend-La Pine Schools attendance area
- I have been a resident of a Deschutes County voting precinct for at least one year
- I am a registered voter in a Deschutes County voting precinct

I understand that my residency and voter registration will be verified with Deschutes County as part of the application process. JSL (initial here)



Signature

July 29, 2024

Date

July 29, 2024

Jennifer Lynch

[REDACTED]
Bend, OR 97702
[REDACTED]
[REDACTED]

Members of the Bend-La Pine School Board,

Thank you for again taking the time to consider my application for the vacant Zone 6 position. It would be an honor to represent students, educators and families in the district in this capacity. I remain as enthusiastic about this service as I did when I last applied for the vacancy in 2022, particularly now that I have two additional years of experience as a parent in the district.

I am fortunate to have three teenagers who truly love going to school. They respect and admire their teachers, contribute positively to their classroom environments, and happily share what they're learning with my husband and me. It's a stark contrast to their experience between 2020 and 2022, when supporting their remote learning and social isolation was truly the hardest parenting I've ever done. I know how many families in the district share similar experiences.

My primary goal in volunteering for this position is to ensure every student feels as challenged, supported, and included as mine do. I bring nearly 20 years of board experience in Oregon, coupled with my perspective as a BLPS parent. I am a fast learner, able to ask the right questions, quickly assess challenges and opportunities, and develop feasible solutions.

My nonprofit board experience is directly applicable to this role. I have led the Oregon Public Broadcasting board's human resources committee, overseeing periodic negotiations between the station's administration and its staff. I have also served on the finance committees of multiple nonprofits, in roles that range from managing the financial operations for small boards to overseeing investment managers for OPB's \$80 million endowment.

Public education has been a central focus of my volunteer work for two decades. I served as board chair at Schoolhouse Supplies, Oregon's largest free store for teachers, for ten years. Additionally, I spent eight years on the board of Peninsula Children's Learning Center, a sliding fee scale daycare center, Early Head Start provider, after-care provider, and preschool serving children ages 0-12. For the past two school years, I've been the president of Summit High School Friends of Music, where I have seen firsthand how performing arts enhance the student and family experience in our district. I worked as a substitute for the High Desert ESD in 2021 and 2022, getting hands-on experience in BLPS classrooms. And recently, I joined the board of the Bend-La Pine Education Foundation to further connect our schools with community support.

In my professional role as a venture capital fund manager, my responsibilities include assessing the prospects of a new business in the absence of perfect information. My job is to come up to

speed quickly on new and unfamiliar markets and technologies, and combine my lived experiences and knowledge with an objective assessment of market conditions to predict a company's chances of success. Startup businesses are unforgiving, and my experience steering them for the last 15 years can bring a modern private sector perspective to the district's operations.

My vision for my volunteer work on the Bend-La Pine School Board is as follows:

- **Advocate for Academic Success:** I will prioritize the academic success of every student in the district. Our teachers, administrators, and students know the solutions to declining test scores. As a board member, I will create conditions that allow these solutions to surface and be tested, holding myself accountable for measurable progress.
- **Promote Trust and Transparency:** I will work to build and retain community trust in our schools. The failure of this year's BLPS levy and declining middle and high school enrollment show we have work to do. As a board member, I will help communicate the district's strengths and successes, as well as our efforts to continuously improve on all measures.
- **Lead with Creativity:** The common thread in my professional and volunteer experience is taking an active leadership role, often without a roadmap for success. I know students, teachers and families are counting on their school board to represent their interests despite the obstacles, and I am ready to step into that responsibility.

I appreciate the work you're putting into this process and look forward to the opportunity to tell you more about my experience as well as learn more about the role.

Sincerely,

A handwritten signature in black ink, appearing to read "Jennifer Lynch". The signature is fluid and cursive, with a large initial "J" and "L".

Jennifer Lynch

Subject: Application for Vacant Zone 6 At-Large seat on Bend-La Pine Schools Board of Directors
Date: Saturday, May 18, 2024 at 12:25:09 PM Pacific Daylight Time
From: Ross Tomlin <[REDACTED]>
To: Janet Bojanowski <janet.bojanowski@bend.k12.or.us>
Attachments: Bend La Pine SD Board Letter of Interest 2024.docx, ResumeRT 2024.pdf, Attestation of Proof of Residency.pdf

WARNING: This email is not from a Bend-La Pine Schools email address.

ALWAYS exercise caution when clicking links and NEVER provide your username, password, personal information, or confidential data if requested.

Ms. Bojanowski,

Attached is my Signed Attestation Form, Resume, and Letter of Interest for the vacant Zone 6 At-Large seat on the Bend-La Pine Schools Board of Directors. Please let me know if you need any additional information. I look forward to hearing from you on the next steps in the process.

Ross Tomlin, Ed.D.

Bend-La Pine Schools
Superintendent's Office
Attn: Janet Bojanowski, Board Clerk
520 NW Wall Street
Bend, OR 97703

Ross Tomlin, Ed.D.

████████████████████
La Pine, OR 97739

Dear Ms. Bojanowski:

I am applying for the vacancy on the Bend-La Pine Schools Board of Directors to fill the vacant Zone 6 At-Large seat. Attached is my signed Attestation Form along with my Resume.

I have worked in education for over 40 years prior to retiring recently as President of Tillamook Bay Community College (TBCC) in Tillamook, Oregon. My passion has always been education. I truly believe it is one of the main keys to the success of our country. I would like to continue contributing to a successful educational system in Central Oregon that gets kids excited about learning and helps them find their passion in life to be a contributor to society.

I am impressed with the goals of the Board and District. A strong educational program starts with the foundation courses that are critical for success in almost any profession. I do believe it is important to make students aware of the importance of these subjects and how they can and will be used in their everyday life as adults.

Without a concrete plan for the future, students tend to drift as adults and have a harder time finding their purpose and passion. It is okay to change your plan as you mature and continue learning, but it is important to always have a direction you are heading in life. School is a place that should help students identify their purpose and plan and give them the tools to pursue it.

One of the big challenges I see school districts facing today is providing a safe and inclusive atmosphere for students to learn. It is critical to their success. As President of TBCC, I promoted and encouraged equity and inclusion across campus with faculty, staff, and students. We promoted it in the community as well. I feel this goal is one of the most important for the Board to support and promote.

A school district can have all the best intentions to help students learn, but if the operational systems are not in place with strong and effective leaders, they will not be successful. It is important for the Board to ensure these systems are in place and are being effective by hiring the best administrators as possible and letting them do their job.

I have had to deal with all these challenges over my more than 40 years working in community colleges. I have seen it from the faculty side teaching as a full-time instructor for over 20 years and then as a college administrator over the past almost 23 years. Much of my experience has overlapped with K-12 schools. Most recently over the past 11 years as Vice President of Instruction and Student Services at Southwestern Oregon Community College and as President of TBCC, I met regularly with superintendents and principals of the schools in our district. At TBCC, I was a member of the Tillamook Education Consortium, made up of the superintendents and high school principals of the three school districts in our county. We met monthly to discuss

issues that impacted all our students, focusing much of our time on the transition of high school students to college. In my time there, we grew the dual credit program greatly, offering free college classes to high school juniors and seniors in the high school. Many high school students also took classes at the college. We reached the point where we had at least 1-2 high school graduates also graduating from TBCC with an associate degree at the same time. Our dual credit program saved families hundreds of thousands of dollars in tuition every year, providing these students a wonderful head start toward a career or university degree.

For the past seven years while at TBCC, I was also a member of the Board of Education for the Northwest Regional Education Service District (NWRES D). This is the largest ESD in Oregon. I learned a great deal about not only how ESDs benefit the school districts in their region with critical services, but also about the school districts themselves across the region. I also served as the Board Chair for the NWRES D Board last year (2022-23). We were very involved in tracking the finances of the ESD monthly and approving their budget every year. As a board member at the NWRES D as well as at TBCC, we were members of the Oregon School Board Association, and I am familiar with the work they do to promote education from K-12 to community college.

In addition, my wife was a special ed teacher for over 20 years at the full range of K-12, so I also understand that part of the system. All this experience will help me to be a productive and engaged new board member for the Bend-La Pine School District.

My motivation to be on the Bend-La Pine School District Board is to continue contributing to the advancement of education in our community and society. I truly believe in the quote by Nelson Mandela that "Education is the most powerful weapon which you can use to change the world". I have seen how education changes lives for the better many times over in my years as a college instructor and administrator. It is remarkable, and it drives me to do more to make a difference here, even in retirement. This is one important way I can do that. I also have a strong belief in promoting equity and inclusion in our schools and society, and I am encouraged to see this as a goal of the district. Finally, I have over 20 years of college administrative experience working on operational systems to support student success, including overseeing an annual \$9M budget at TBCC and ensuring we were using taxpayer and state money wisely. I would love to bring this passion and experience to the Bend-La Pine school board to help make a positive difference for the students.

I know there is always much work to be done in our schools and I do not want to stand on the sidelines. I am ready to roll up my sleeves and jump in to help. Please let me know if you need any further information for my application. I will wait to hear from you.

Sincerely,

A handwritten signature in black ink, appearing to read "Ross Tomlin". The signature is fluid and cursive, with the first name "Ross" being more prominent than the last name "Tomlin".

Ross Tomlin, Ed.D.



Attestation of Residency

Please complete this form and include it with your application for the Bend-La Pine Schools Board of Directors vacancy.

I affirm that my name is Ross Tomlin and that I meet all of the following requirements to apply for the Bend-La Pine Schools Board of Directors vacant position.

- I am a resident of a Deschutes County Voting Precinct
- I am a resident within the Bend-La Pine Schools attendance area
- I have been a resident of a Deschutes County voting precinct for at least one year
- I am a registered voter in a Deschutes County voting precinct

I understand that my residency and voter registration will be verified with Deschutes County as part of the application process. RT (initial here)

Signature

May 18, 2024

Date

Ross L. Tomlin, Ed.D.

La Pine, OR 97739

FORMAL EDUCATION

- 2003** Ed.D. in Educational Leadership from University of La Verne, La Verne, California.
- 1986** Tier II State Manager Training Program (98 hours) in Boston, Massachusetts.
- 1980** Master of Science in Forestry with an emphasis on public relations in forestry from Stephen F. Austin State University, Nacogdoches, Texas.
- 1975** Bachelor of Science in Forestry with minor in wildlife management from Stephen F. Austin State University, Nacogdoches, Texas.

PROFESSIONAL EXPERIENCE

2024-present Retired, President Emeritus, Tillamook Bay Community College Tillamook, OR
Retired after over 42 years in community colleges. Staying active helping in the community and remaining involved in activities related to education.

Activities:

- Joined the Lions Club in La Pine, OR.
- Teaching a Spring 2024 Forestry class at Central Oregon Community College in Bend, OR.
- Helping Tillamook Bay Community College revise Board Policies and Administrative Rules as a private contractor.
- Remaining an Accreditation evaluator for the Northwest Commission for Colleges and Universities. I have chaired many accreditation visits and been a member of the team in others for the past 11 years.
- Helped the Forestry program at La Pine High School to prepare for the State Forestry competition in map reading and timber cruising. They placed second in the state overall.

2017-2024 President, Tillamook Bay Community College Tillamook, OR
Tillamook Bay Community College (TBCC) is a comprehensive community college serving Tillamook County along the north Oregon coast with a population of just over 25,000; 500 FTE with an annual budget of over \$5M; almost 40 staff and 11 full-time faculty, with over 50 adjunct faculty.

President: Chief Executive Officer of the college; oversee all operations and departments at the college; report to a locally elected seven-member board of education.

Responsibilities:

- Lead the College Leadership Team made up of all Vice Presidents and Director level positions along with the Chair of the Faculty Senate. The Leadership Team makes decisions on the final annual budget to bring to the Budget Committee and Board of Education along with other major decisions needed to operate the college.
- Serve as a member of the Oregon Community College Association Board.
- Serve as a member of the Oregon Presidents Council for community colleges.
- Facilitate full staff meetings.
- Serve as an ex-officio member of the College Council, which is a recommending body to the president.
- Serve on numerous community, statewide, and regional boards and associations related to education and community colleges.

- Serve as the community spokesperson for the college.
- Serve as an accreditation evaluator for the Northwest Commission for Colleges and Universities.
- Oversee the development and implementation of the college strategic plan.
- Managed a budget of over \$5M.

Accomplishments:

- Led the effort to pass a \$14.4M bond for a new Healthcare Education Building on campus. Also worked with the Oregon State Legislature to obtain an \$8M matching funds grant for the new building. College also received A- bond rating for project.
- Led the effort to revise the college strategic plan and implement a new system of objectives and measures, along with a program review system for all service areas (departments), and developed a definition for mission fulfillment calculation.
- Led the effort to develop a Year 7 Self Study Accreditation Report to get the college re-accredited for the first time in 2021.
- Led the effort to develop a 20-year Facilities Master Plan for TBCC and develop the report that requested matching funds from the Oregon State Legislature in 2021, along with purchasing a building to house the manufacturing and industrial technology programs.

2013-2017

Vice President of Instruction and Student Services

Southwestern Oregon Community College

Coos Bay, OR

Southwestern Oregon Community College (SWOCC) is a comprehensive community college serving Coos, Curry and western Douglas counties along the south Oregon coast with a population of less than 50,000; 3000 FTE with an annual budget of just over \$20M; 58 full-time faculty and over 150 part-time faculty; two bargaining units.

Vice President of Instruction and Student Services: Chief Academic Officer and Chief Student Services Officer for the college; Accreditation Liaison Officer. Oversaw all academic programs, community education, workforce development, student services.

Responsibilities:

- Directly supervised five deans, administrative assistant, Executive Director of the Oregon Coast Culinary Institute, Director of the Small Business Development Center.
- Reported directly to the President of the College.
- Oversaw all accreditation work done at the college to meet NWCCU requirements.
- Managed a budget of over \$10M.

Accomplishments:

- Developed and implemented a full outcomes assessment system at the college, covering course, program/discipline and general education outcomes.
- Oversaw the development of and helped write the Mid-Cycle Evaluation Report for the NWCCU in 2014-15.
- Oversaw the development and helped write in 2015-16 a Self-evaluation Report for NWCCU that addressed three recommendations from previous reports.
- Evaluated three colleges for NWCCU in 2014-15 and 2015-16 that submitted a Mid-Cycle Evaluation Report. Will chair a Mid-Cycle Evaluation Report Team in Fall 2016 for NWCCU.
- Have worked with the academic deans to develop eight new AAS and Certificate programs at SWOCC in first three years as VP.
- Member of the Oregon Council of Instructional Administrators (CIA) for nine years. Will serve as

CIA chair in 2016-17.

- Worked with President to develop and implement a Leadership SWOCC program that will have its third cohort in 2016-17.
- Developed a new Forestry and Natural Resources AS transfer degree programs and obtained articulation agreements for both degrees with Oregon State University.
- Developed a new GIS certificate program, working with GIS Advisory Committee in 2015-16.

2010- 2012 President Quinebaug Valley Community College Danielson, CT

Quinebaug Valley Community College (QVCC) is a comprehensive community college serving Windham County is rural northeastern Connecticut, with a population of 92,000; 5,000 credit headcount and 2,500 FTE, 6,000 non-credit headcount with an annual budget of over \$12M; 32 full-time faculty and over 100 part-time faculty; four collective bargaining units.

President: Chief Executive Officer (CEO) for the college. Managed and oversaw all divisions of the college. Reported to the President of the Board of Regents for Connecticut Higher Education. Directly supervised three Deans, two division directors, executive assistant, director of Willimantic Center, director of institutional research, director of college development. Served on the Connecticut Community College Council of Presidents.

Responsibilities:

- Oversaw all operations at the college.
- Led the College Cabinet made up of the Dean of Academic Affairs, Dean of Student Services, Dean of Administrative Services, Director of Community and Professional Learning, Director of Human Relations, Executive Assistant to the President.
- Led the College Leadership Team made up of Cabinet members plus the Chair of the College Council, Chair of the Academic Council, faculty member, and other direct reports to the President.
- Made final approval of the annual budget, all curriculum changes, policy changes.
- Served as Acting Dean of Administrative Services during fall 2011 while searching for a new dean. Oversaw IT, Business Office, and Maintenance Services departments.

Accomplishments:

- Finalized 10-year college self-study for fall 2011 accreditation visit from NEASC. Received an excellent report from visiting team.
- Hired a consultant to work with the college staff to develop the first comprehensive five-year strategic plan in college history. This included developing a new college vision and mission statement and guiding principle. The plan was implemented in January 2012.
- Worked closely with faculty and staff leadership to develop and new college shared governance system. Developed Leadership Team made up of Cabinet members, key Directors, Council Chairs to be involved in more college decision-making.
- Worked with architects, Department of Public Works and building committee to design and construct a new 50,000 sq. ft. addition to the college, to be used by the Quinebaug Middle College (magnet high school) and the college. Construction began in spring 2012.
- Worked closely with college faculty and staff to develop 2011-12 budget in the face of severe cuts and reductions. Layoffs were averted and our reserves more than doubled over two years to help the college through the tight budget period.
- Worked on an "Ideas are Free" program based on the book by Dr. Alan Robinson to generate innovative ideas to increase performance and efficiency at the college in each department. Would be only the second community college in the nation to implement this program according to author.
- Worked closely with the college Foundation to create the second largest endowment of the 12 community colleges in Connecticut despite being the third smallest college. The Foundation also agreed to take over responsibilities as college Regional Advisory Council.

- Obtained almost \$6M in funding from state of CT in winter 2012 to develop Manufacturing Technology Center at QVCC. Was chosen from seven community colleges to be one of three centers, despite being the smallest, most rural college.
- Worked on development of several new technical programs for the college, including allied health, manufacturing, and web design programs.

2007-2010 Vice President for Instruction Umpqua Community College Roseburg, OR
Umpqua Community College (UCC) is a comprehensive community college serving a 9,000 square mile district in southwestern Oregon; 15,000 credit headcount and 3,600 FTE with an annual budget of \$20M; 65 full-time faculty and over 200 part-time faculty; two collective bargaining units.

Vice President for Instruction: Managed all aspects of the Instructional unit of the college. Served as the Chief Academic Officer for the college. Reported directly to the president and served on the Executive Cabinet. Served as the acting president in the absence of the president. Directly supervised an instructional team of three deans, two directors, and an administrative assistant.

Responsibilities:

- Had duties as the interim Vice President for Student Development, supervising the Counseling and Advising staff, TRIO programs, and the Retention Specialist for 2007-08.
- Chaired the Instructional Team, Instructional Council, Department Chairs, Instructional Technology Committee, and several college task forces.
- Had responsibility for all of the academic programs, distance learning, assessment, community education, developmental education, adult basic education, workforce training, and library.
- Managed an annual budget of almost \$10 million.
- Worked with the faculty and classified on union issues related to the collective bargaining agreements.

Accomplishments:

- Developed a series of task forces with faculty to work on instructional issues, including program coordinator duties, program review process, minimum enrollment guidelines, building trust, distance education, and retention.
- Facilitated task force of faculty and administration to define a list of strategic indicators to measure for program viability/prioritization and a process to use to help programs that do not meet the viability indicator thresholds.
- Hired a consultant to develop a series of Banner reports to provide concise and accurate data to be used by faculty and to make instructional decisions.
- Developed a new process to have Departments recommend new faculty positions and work with Chairs to prioritize list. We obtained college approval to fill five new faculty positions in the first year.
- Worked with faculty and the instructional leadership team to develop many new instructional policies and procedures to standardize and add consistency to the management of the instructional division of the college.
- Developed a monthly session with Instructional Team and Department Chairs to discuss leadership concepts and practices that can be applied at UCC to improve team cohesiveness, motivation, morale.

2004 – 2007 Instructional Dean Central Oregon Community College Bend, OR

Central Oregon Community College (COCC) is a comprehensive community college serving a 10,000 square mile district in Central Oregon; 8,000 credit headcount and 3,500 FTE with an annual budget of \$25M; 96 full-time faculty and 350 part-time faculty; two collective bargaining units.

Instructional Dean: Oversaw six academic departments (transfer and professional-technical programs). Managed faculty department chairs that develop budgets and class schedules and oversee their instructional programs. Directly supervised the Tech Prep and Perkins Coordinator and Dean Administrative Assistant.

Responsibilities:

- Worked with Faculty Department Chairs on instructional or student issues.
- Served on faculty hiring committees, administrative negotiations team, Professional-Technical Council, Chairmoot, Deans and Directors, Academic Affairs, Tenure Committee.
- Chaired an average of three faculty task forces each year to deal with specific instructional issues.
- Administered grants and general fund budgets.
- Served as Point of Contact Dean with Oregon Dept. of Education on all program and course approval issues.
- Served as one of two Sexual Harassment Officers for College.

Accomplishments:

- Started two successful professional-technical programs in Aviation and Composites Manufacturing Technology.
- Led effort to revise course approval form and process for program approval at college and with the state.
- Oversaw the development of a Business Plan for the Culinary Program.
- Facilitated committee of faculty and staff that made significant revisions to the college catalog for 2006-07.
- Facilitated task force of faculty and administration to recommend contract language to negotiations teams regarding program viability.
- Facilitated task force of faculty and administration to define list of strategic indicators to measure for program viability.

2001 – 2004

Dean for the Center of Science, Industry and Natural Resources

Shasta College Redding, CA

Shasta College is a comprehensive community college serving a large 10,000 square mile district in northern California; 12,000 credit headcount and 5500 FTE; 120 full-time faculty and 450 part-time faculty; two collective bargaining units.

Dean for the Center of Science, Industry and Natural Resources: Oversaw all of the physical and life sciences programs, as well as professional-technical programs including natural resources, agriculture, horticulture, heavy equipment operation, diesel technology, automotive technology, auto machine technology, welding, construction technology, veterinary technology. Directly supervised 25 full-time faculty, 60 part-time faculty, and seven classified staff (secretaries, administrative assistants, farm manager, lab technicians).

Responsibilities:

- Managed the largest academic center, including nine professional-technical programs and all of the life and physical science programs.
- Developed and administered a \$3.3 million budget.
- Administered and tracked almost \$100,000 of VTEA money each year for vocational programs.
- Chaired all hiring and tenure review committees in the center.
- Evaluated all faculty members every three years and classified staff annually.
- Developed class schedule each semester, working closely with faculty.

- Served on the College Administration Team for negotiating with the Classified Staff.
- Served on the college Tech Prep committee.
- Worked collaboratively with faculty and staff to develop new programs, improve existing programs, and find ways to be more responsive to community needs.

Accomplishments:

- Started a new professional-technical program in Veterinary Technology and got it approved by the state.
- Wrote and obtained two economic and workforce development grants totaling almost \$600,000 that focused on developing outcome-based modular curriculum in construction and water treatment trades.
- Developed and implemented a consistent and fair process for distributing the VTEA grant funds to the professional-technical programs.
- Worked with the faculty and staff in the agriculture and natural resources programs to develop a vision and mission statement.
- Worked with the faculty and staff in the agriculture and natural resources programs to develop a comprehensive farm management plan for managing the college farm over the next 10 years.

1999-2001 Applied Science Department Head College of the Redwoods Eureka, CA
 College of the Redwoods is a comprehensive community college serving three large, rural counties in northwestern California.

Applied Science Department Head: Managed the Applied Science Department, supervising three full-time faculty and eight part-time faculty in four professional-technical programs (forestry, agriculture, electronics, welding). Oversaw department budget and class scheduling.

1986-1990 South Region Reservation Supervisor Metropolitan District Commission Boston, MA
 State agency that manages a series of parks surrounding Boston, developed in the late 1800s by Charles Eliot, a landscape architect. It focuses on recreation, visitor management, law enforcement, and maintenance.

South Region Reservation Supervisor: Managed five parks south of Boston, supervising the park managers in each reservation, along with other regional staff. Management focused on visitor and outdoor recreation management, historic site preservation, natural resource preservation and management, and long range planning.

Responsibilities:

- Managed almost 7000 acres in five woodland reservations and historic sites located south of Boston.
- Supervised 19 natural resource professionals (foresters, naturalists, managers, forest engineers, office manager, and maintenance staff) year-round and over 60 seasonal staff.
- Developed annual spending plan, oversaw expenditures for a \$130,000 budget.
- Coordinated and conducted public meetings regarding reservation and agency issues.
- Dealt with the media on a regular basis.
- Worked closely with volunteer organization "Friends of the Blue Hills" to accomplish park improvements.

Accomplishments:

- Developed a division policy and procedures manual with over 20 policies. Developed procedures and forms for evaluating staff and supervisors, as well as procedures for forming goals and objectives for each staff person.
- Worked with the Division Planner to develop a Master Plan for the Blue Hills Reservation.

- Developed three site management plans to protect the resources and expand the public services to overused sites in the Blue Hills Reservation.

Overall, over 22 years of college administration experience and 4 years of park management experience

FACULTY/TEACHING EXPERIENCE

2017-2024 Taught one Forestry/Surveying course bi-annually at TBCC.

2013-2017 Taught at least one Forestry course each year at SWOCC.

2004-2005 Taught a local cohort of Ed.D. students in Redding, CA as an adjunct instructor at the **University of La Verne in La Verne, CA**. Worked with the lead professor to help students with assignments and meeting facilitation.

1996-2001 Taught ten forestry and natural resource courses as a full Professor and HEAD of the Forest Technology Program at **College of the Redwoods in Eureka, CA**. Revised forestry curriculum and created new natural resources option. Hired and Supervised six associate faculty. Served as Faculty Advisor to student chapter of the Society of American Foresters (SAF). Maintained and ordered equipment and supplies.

1990-1996 Taught forestry and recreation courses at **Paul Smith's College (PSC) in Paul Smiths, New York** as an Associate Professor in the Forestry Division. Served as Coordinator of the Forest Recreation Program. Chaired the Forest Recreation Advisory Committee. Taught Elderhostel classes. Chaired the Faculty Research and Development Committee and the Professional Standards and Practices Committee. Served as Faculty Advisor to student chapter of the SAF. Wrote and copyrighted a 282 page Forest Mensuration Manual. Served as Acting Forestry Division Head for one term, managing the Forestry Division staff (15 professors and technicians) and budget in 1995.

1979-1985 Taught six years at **Treasure Valley Community College (TVCC) in Ontario, Oregon** as a natural resources instructor. Developed and directed the engineering-surveying technician program. Developed and taught eight surveying and ten other natural resources classes.

1978-1979 Taught all forestry courses at **Forest Echoes Vo-Tech School in Crossett, AR** as a forestry instructor. Developed curriculum and delivered the materials to college and high school students.

Overall, almost 20 years' experience teaching forestry and natural resources at the college level

COMMUNITY ACTIVITIES

| | |
|---------------------|---|
| 2017-2024 | Member, Northwest Regional Education Service District Board |
| 2023-2024 | Served as Board Chair for the Northwest Regional Education Service District Board |
| 2017-2024 | Member, Tillamook County Economic Development Council Board |
| 2017-2024 | Member, COL/PAC Regional Economic Development Board |
| 2017-present | Member, Tillamook County Tides of Change (Domestic Violence) Board |
| 2022-2024 | Served as Board Chair for the Tillamook County Tides of Change Board |
| 2017-2024 | Member, Adventist Hospital Citizen's Advisory Board |

| | |
|-----------------------------|--|
| 2017-2024 | Member, Tillamook County Futures Council |
| 2017-present | Member, Tillamook Kiwanis Club (President- 2020-21) |
| 2015-16 | Volunteer, Coos County Humane Society Shelter |
| 2013-16 | Member, South Coast Chamber of Commerce Education Committee |
| 2014-16 | Member, Tioga Health Foundation Board for North Bend Medical Center |
| 2012 | Member, Board of Directors, Last Green Valley |
| 2012 | Member, Board of Directors, Northeast Connecticut Chamber of Commerce |
| 2012 | Member, Board of Directors, Windham Chamber of Commerce |
| 2011-2012 | Member, Board of Directors, NE Connecticut Audubon Society |
| 2011 | Member, Board of Directors, HealthQuest of NE CT |
| 2010-2012 | Member, Northeast Connecticut Chamber of Commerce |
| 2010-2012 | Corporator, Day Kimball Hospital |
| 2010-2012 | Member, Board of Directors for Eastern CT Workforce Investment Board |
| 2010-2012 | Member, Danielson, CT Rotary Club |
| 2009-2010 | Chair, Membership Committee, Roseburg Morning Rotary Club |
| 2008-2010 | Member, Roseburg Morning Rotary Club |
| 2006-2007 | Hospice volunteer, pet therapy, Bend, OR |
| 2003-present | Therapy Dog team volunteer, hospitals, nursing homes, Redding, CA, Bend, OR, Roseburg, OR, Willimantic, CT |
| 1999-2000 | AREA Governor, Toastmasters International |
| 1998-1999 | President, Eel River Toastmasters Club |
| 1988-1990, 1996-2001 | Advanced Toastmasters Bronze in Toastmasters International |
| 1996-1999 | Member of Fortuna Rotary Club |
| 1991-1996 | Deacon & Elder of the First Presbyterian Church in Saranac Lake, NY |

AWARDS

| | |
|-------------|---|
| 2022 | Howard Cherry Award for Outstanding Oregon Community College Administrator- Oregon Community College Association |
| 2014 | SWOCC Team Player of the Year award |
| 2012 | National Bellwether Award in Workforce Development for QVCC Stride program |
| 2007 | Strathmore's Who's Who |
| 1998 | Who's Who Among American College Teachers |
| 1975 | Graduated with high honors. |
| 1975 | Voted " <i>distinguished forestry student</i> " by SFASU forestry faculty and " <i>outstanding forestry student</i> " by Texas Chapter of the SAF. Chairman, SFASU student chapter, SAF |
| 1974 | Member, Alpha Chi honor society and Xi Sigma Pi forestry honor society |

GRANTS/PROPOSALS FUNDED

| | |
|-------------|---|
| 2021 | Obtained \$8M matching funds grant from Oregon State Legislature for new Healthcare Education Building at TBCC |
| 2012 | Obtained \$6M in state funding to build and operate one of four Manufacturing Technology Centers at QVCC, serving all of eastern Connecticut |
| 2008 | Wrote, obtained and administered a \$12,000 grant from Ford Family Foundation to develop and implement the first year of a Leadership UCC program for faculty, staff, and administrators. |
| 2006 | Wrote and obtained an additional \$25,000 Incentives Grant from the state of Oregon to develop additional career pathways for Career-Technical Programs at COCC. |
| 2005 | Wrote and obtained a \$70,000 Incentives Grant from the state of Oregon to develop several career pathways for Career-Technical Programs at COCC. |

- 2002** Obtained two economic and workforce development grants totaling almost \$600,000 that focus on developing outcome-based modular curriculum in construction and water treatment trades.
- 2000** Obtained \$130,000 VTEA grant to create outcome-based curriculum.
- 1999** Wrote and obtained a \$70,000 grant for GIS/GPS instruction.

PROFESSIONAL ACTIVITIES

- 2017-2024** Member, Tillamook Education Consortium
- 2017-2024** Member, Oregon Community College Association Board
- 2017-2024** Member, Oregon Presidents Council
- 2014-present** Evaluator and Evaluation Team Chair, Northwest Commission for Colleges and Universities
- 2016-17** Chair, Oregon Community Colleges Council for Instructional Administrators
- 2013-17,**
- 2004-10** Member, Oregon Community Colleges Council for Instructional Administrators
- 2012** Appointed to American Association of Community Colleges (AACC) Commission of Communications and Marketing
- 2008** Attended the Future Leaders Institute sponsored by AACC in Providence, RI
- 2008-12** Member, AACC
- 2004-2007** Point of Contact Dean for COCC with the Oregon Department of Education
- 2004-2010** Member, Oregon Association of Career and Technical Education
- 2001-2004** Member, Assoc. of CA Comm. College Administrators and CA Comm. College Assoc. for Occupational Education
- 1998** Facilitator, Project WILD
- 1994-1998** Certified Forester through Society of American Foresters (SAF)
- 1983-1985** President, TVCC faculty association and member, Oregon Education Association.
- 1980-1998** Professional member of the SAF since 1980. President, Jedediah Smith Chapter of the SAF

COLLEGE COMMITTEES

- TBCC Leadership Team Lead
- TBCC College Council
- SWOCC Deans Team (facilitator)
- SWOCC College Council
- SWOCC Executive Team
- SWOCC Leadership SWOCC Planning Team (facilitator)
- SWOCC Institutional Managers Committee
- SWOCC Instructional Council (facilitator)
- SWOCC Student Success Committee
- QVCC Cabinet and Leadership Team (facilitate)
- ConnScu Council of Presidents
- College Council at UCC
- Instructional Team at UCC (facilitate)
- Instructional Council at UCC (facilitate)
- Instructional Technology Committee at UCC (facilitate)
- Executive Cabinet at UCC
- Labor Management Committee at UCC
- Academic Affairs at COCC
- Curriculum Committee at COCC and College of the Redwoods
- Faculty Hiring Committees (30) since 2001 (facilitate)
- Deans Council at Shasta College

Promotions and Tenure Committees at COCC
 Deans and Directors at COCC
 Institutional Support Committee at COCC
 Administrative team for faculty contract negotiations at COCC and UCC
 Administrative team for classified contract negotiations at Shasta College
 In-Synch Committee (Instructional and Student Services Administrators) at COCC
 Instructional Deans and VP Team at COCC

SELECTED PRESENTATIONS and PUBLICATIONS

- 2012** Moderator of Panel presenting at the Community College Futures Conference, Orlando, FL for the National Bellwether Award for the QVCC Stride program- won the national award in the workforce development category.
- 2008-09** Organized and led a series of assessment workshops for all of the community colleges in Oregon, sponsored by the Oregon Community College Council of Instructional Administrators.
- 2007** Presentation at the annual Oregon Association of Career and Technical Education Conference in Lincoln City, Oregon on "Curriculum Challenges – Traditional Degree and Workforce Interface".
- 2006** Presentation at annual Oregon Association of Career and Technical Education Conference in Sun River, Oregon on "Career Pathways connections in Health Information Technology at COCC".
- 2003** Published dissertation entitled *Comparison of Duties and Tasks Confirmed by Forestry Employers and Taught by Two-year Vocational-Technical Forestry Programs in the United States*.
- 1980** Published master's thesis entitled *Comparison of Three Mass Media for Communicating Forestry Information to Young People*.

Chronological Employment & Education Summary

2024-now : Retired, President Emeritus, Tillamook Bay Community College
 2017-2024: President, Tillamook Bay Community College, Tillamook, OR
 2013-2017: Vice President of Instruction and Student Services, Southwestern Oregon Community College, Coos Bay, OR
 2010-2012: President, Quinebaug Valley Community College, Danielson, CT
 2007-2010: Vice President for Instruction, Umpqua Community College, Roseburg, OR
 2004-2007: Instructional Dean, Central Oregon Community College, Bend, OR
 2003 : **Ed.D. degree** in Educational Leadership from University of La Verne, La Verne, CA
 2001-2004: Dean, Center for Science, Industry and Natural Resources, Shasta College, Redding, CA
 1999-2001: Applied Science Department Head, College of the Redwoods, Eureka, CA
 1996-2001: Head, Forest Technology Program, College of the Redwoods, Eureka, CA
 1990-1996: Associate Professor of Forestry, Paul Smith's College, Paul Smiths, NY
 1986-1990: Regional Reservation Supervisor, Metropolitan District Commission, Boston, MA
 1985-1986: Instructor, Ph.D. Graduate Student, University of Idaho, Moscow, ID
 1979-1985: Forestry Instructor, Treasure Valley Community College, Ontario, OR
MSF in Forestry with Public Relations emphasis - Stephen F. Austin State University (SFASU) - 1980
 1978-1979: Forestry Instructor, Forest Echoes Vo-Tech School, Crossett, AR
 1977 : Forester, BLM, Salem, OR
 1975-1976: Graduate student, Graduate Teaching Assistant, SFASU, Nacogdoches, TX
 1971-1975: Undergraduate student in Forestry, SFASU, Nacogdoches, TX
BSF in Forestry with Wildlife minor - SFASU - 1975