



Clark College
BOT Executive Session
Thursday, May 30, 2019 8:00 AM (PDT)
PUB 258C



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- I. Call to Order - Chair Pollard
- II. Interim Presidential Candidate Interview
Debra Derr
- III. Adjournment - Chair Pollard

Call to Order

No documents for this item

Debra A. Derr, EdD

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Education

- | | |
|------|---|
| 1996 | Doctorate of Education, Oregon State University, Corvallis, OR
Major: Community College Leadership |
| 1984 | Master of Science, Portland State University, Portland, OR
Major: Counseling |
| 1978 | Bachelor of Arts, Linfield College, McMinnville, OR
Major: Business Administration |

Community College Experience

Mt Hood Community College (MHCC)

Gresham, Oregon

President

July 2013-June 2018

Major Duties and Responsibilities

- Serve as the chief executive officer responsible for initiating, guiding, and directing activities of the College necessary to fulfill its mission.
- Interpret and enforce Board policy recommending changes when necessary to maintain sound operation of the College.
- Represent the College and the Board of Directors within the community, at the state and federal levels, lending influence in the development of local, state and national education policies.
- Recommend to the Board personnel actions which are reasonable and fair and in the best interest of the College and the community.
- Oversee the development and Implementation of a long-term strategic plan for the College, linked to a sound and responsible financial plan. Develop and upon approval of the Board administer the annual budget.
- Initiate and maintain programs, services, and facilities within the College which fulfill its mission to the greatest possible extent.
- Introduce and interpret the College to the community and the Governing Board, and conversely, build an understanding of the community and it's needs to the Governing Board and the College.
- Work with the Foundation Board to build a strong viable College Foundation supporting the college mission and its students.

Major Accomplishments:

- Championed the development of a comprehensive five-year strategic plan through intensive community and college engagement.
- Brought a comprehensive fiscal planning process to the College that included three-year scenario planning to assist the Board, College, students and the community understanding of decision implications for tuition, human resource, and service changes.
- Championed College's successful Northwest Commission on Colleges and Universities accreditation utilizing new standards. MHCC was in year 5 of its current accreditation and successfully completed the year 7 review.

- Championed successful negotiations of MHCC employee agreements to include full time faculty; part time faculty; and classified employees working with negotiation teams and the MHCC Board of Directors.
- Initiated comprehensive grants and resource development strategy resulting in increase of \$9 million in grants in under 3 years.
- Initiated and supported the institutional prioritization of social equity and cultural competence. This work include participation in the Oregon Campus Compact Executive Learning Series on Equity and Empowerment for 2 years; the recognition as a shared governance council the Access, Equity, and Diversity Council; Board adoption of a College Diversity Plan; and the hiring of the College's first Director of Access, Equity and Inclusion (reporting to the president's office). This work planted the seeds for a major cultural shift through education, training and experience.
- Initiated and supported environmental sustainability work of the College through participation in American College and University President's Climate Commitment; American Association of Community Colleges SEED initiative; Energy Trust of Oregon; and the City of Gresham/GREAT Business. MHCC recognized as a 2017 finalist for the annual Second Nature Climate Leadership Award; MHCC awarded \$1.2 million in capital resources for bio swales and sustainability projects; MHCC awarded Salmon Safe certification (first community college in the nation); regional winner of Northwest Earth Institutes sustainability challenges; and recent recognition by McKinstry as 2019 Champion of Sustainability.
- Championed the development of Mechatronics Program including the bringing together of \$1.2 million in start-up dollars – all funding was through state, local and industry support. Championed development of Subaru Factory Certified Training Program. Worked with local healthcare providers to bring Certified Medical Assistant Program back to MHCC.
- MHCC Foundation doubled its endowment including the College's first \$1 million gift through strong relationship development and re-establishing ties with key donors and friends.
- After the loss of the Teaching and Learning Center at MHCC, advocated for the re-invention of the TLC in support of quality teaching in collaboration with the fulltime faculty association.
- Lead efforts to address students' admissions and registration challenges by negotiating with the Educational Advisory Board to bring 'Navigate' to MHCC as a beta college for Jenzabar implementation.
- Championed 'Quality Matters' as a standard for online learning at MHCC. Recent recognition as Oregon's top college provider of online learning.
- Championed Open Educational Resources through the work of the Open Education and Textbook Affordability Team at MHCC resulting in state and MHCC Foundation Support for ongoing OER development.

North Iowa Area Community College (NIACC)

Mason City, Iowa

President

July 2008-June 2013

Major Duties and Responsibilities

- Please see presidential duties above.

Major Accomplishments:

- NIACC Recognized as 14th in nation in student success by CNN-Money and College Measures (June 2012).
- NIACC recognized by The Aspen Institute as one of top 120 community colleges in the nation for student success and completion (April 2012).

- Successful passage of 6 cent per \$1,000 assessed valuation referendum for instructional equipment and technology (September 2011).
- Championed the National Association of Concurrent Enrollment Programs accreditation efforts (Accredited Spring 2011).
- Championed expansion of Phi Theta Kappa at NIACC. First ever Fall induction ceremony December 2011. Membership now well over 100 students.
- President 2012-13. Executive Committee Member 2010-present. Mason City Chamber of Commerce Board of Directors.
- Mason City Blue Zones Project 'Power of 9' Committee (2012).
 - NIACC first Blue Zones certified employer in Mason City, IA.
- Directed new evidenced-based focus on strategic enrollment management through enrollment simulation and scenario planning.
- Championed NIACC's first Center for Excellence in Teaching and Learning.
- Championed NIACC's and MATC's engagement with Foundations of Excellence through John Gardner and the Center for the First Year Experience.
- Facilitated 'Lead Forward' effort bringing the Mason City Chamber, Iowa Works, business and industry, and NIACC together with a goal of creating a regional Work Ready Community.
- NIACC recognized as "Great College to Work For" 2010.
- NIACC identified by the Chronicle of Higher Education's list of Top 20 Community College Endowments having the 16th largest endowment in the nation. \$485,000 in scholarships awarded for 2012-13 academic year.
- As a result of significant reductions in State funding, successfully facilitated resource reduction planning and implementation without compromising quality academic programming, service delivery, or full time faculty positions while protecting NIACC's reserves.
- Refocused NIACC on new strategic planning process, engaging internal stakeholders, the community, and business and industry. Five-year strategic plan initiated.
- Completed first facilities master plan for NIACC since 1968 (2011).
 - Facilitated the siting and opening of the Fire Science Training Facility in partnership with Mason City Fire Department.
 - Moving forward the building of new student residence halls.
 - Upgrading of infrastructure and facilities to include roofing, security systems, energy-saving initiatives.
- College and Board signed and committed to the national "Call to Action" regarding increasing the number of college completers by the year 2020 and the American Graduation Initiative.
- Facilitated the design and creation of a new participatory governance model utilizing open communication, transparency, responsibility and engagement of employee groups in the development, implementation and assessment of administrative policy.
- Designed College's technology initiative addressing long-standing challenges with infrastructure, instructional support, student services and leveraging technology to improve business process effectiveness.
- In collaboration with the CEO of Mercy Medical Center North Iowa, lead the re-engineering of the regional health care education system bringing all community healthcare training to NIACC (2009-10).

- Initiated process leading to exploration, adoption and approval of AQIP (Academic Quality Improvement Program) through the Higher Learning Commission focusing on a continuous quality improvement strategy for accreditation (2009-10).
- Consortium of Iowa Community Colleges resulted in \$12 million TAACCCT grant in support of advanced manufacturing. NIACC awarded \$750,000 (2012)
- NIACC Pappajohn Entrepreneurial Center honored by the National Association of Community College Entrepreneurship (an affiliate of AACC) as the 2010 Innovation Award Winner recognizing NIACC as the top center in the nation.
- One of only two grant recipients in Iowa. NIACC Pappajohn Entrepreneurial Center awarded \$130,000 USDA Rural Microenterprise Assistance Grant to assist small business development in rural Iowa.
- NIACC recognized as a finalist for the 2010 MetLife Foundation Community College Excellence Award receiving \$20,000 grant. The specific recognition was for NIACC's Service to Community.
- NIACC awarded \$174,000 through the coordination of the North Iowa Energy Sector Team to create curriculum, instruction and certification in energy assessments and audits for residential, commercial, and agricultural customers addressing a growing need and creating skilled workers in a green job area.
- Championed partnership with the University of Iowa committing to facilitating students' ability to complete a University of Iowa Bachelor's degree at NIACC.
- Championed creation of co-admissions agreement with Wartburg and Waldorf Colleges guaranteeing Bachelor's completion within two years after associate degree completion.
- Committed to the American College and University Presidents' Climate Commitment resulting to date in significant energy savings and a focus on incorporating green learning outcomes across the curriculum. Reduced College carbon footprint by 6.2% to date.
- Re-engineered the Electrical Mechanical Systems Technology Program to provide training in wind turbine technology resulting in the Iowa Alliance for Wind Innovation and Novel Development awarding NIACC \$55,000 to expand its wind energy program through the purchase of advanced technology.
- First college in Iowa to partner with the Associated Builders and Contractors providing students in NIACC's Climate Control program to count their two year degree as all four years of their apprenticeship training required for licensure as an HVAC technician in the state.
- Lead state efforts to maintain flexibility and seamless transition for high school students participating in dual credit programming.
- Facilitated contract negotiations with local school districts resulting in increased participation by North Iowa school districts in dual credit programming. Over 1,000 high school students participate in NIACC courses through their high schools or local academies.
- Lobbied for support of New Iowa Jobs Training Program continuation working with local business and industry partners to educate legislators regarding importance of program continuation to economic development of rural regions.
- Initiated regional Board meetings to connect Board members with communities they represent.

Madison College (Madison Area Technical College)

Madison, Wisconsin.

Vice President for Learner Success
Major Duties and Responsibilities

July 2005 to June 2008

- Strategically lead college academic, student development and workforce development areas serving as chief academic and student affairs officer.
- Strategically develop and administer budgets of approximately \$89 million.
- Supervise two associate vice presidents, seven deans, and two administrative support staff.
- Support college President and Board of Trustees with information pertaining to long-term planning, goals and activities related to Board Ends and College Strategic Goals.
- Lead AQIP efforts supporting continuous improvement in academic and student affairs.
- Lead continuing development, implementation and refinement of district enrollment management plan related to academic and student affairs.
- Lead instructional capital equipment and remodeling initiatives for the college.
- Serve on the president's executive team and serve as acting president.
- Support college foundation board.
- Lead diversity and community relations efforts in support of instruction, student support services and business and industry workforce needs.
- Guide and direct issues related to legal and ethical concerns across the district.
- Represent academic and student development interests through collective bargaining and management union committee efforts.
- Senior Fellow. University of Wisconsin-Madison, Higher and Postsecondary Education/Education Leadership and Policy Analysis graduate program. Guest lecturer Introduction to Post-secondary Education, Student Affairs Practice, Governance in Higher Education, 2004 – 2008.

Executive Dean for Student Development and Success

July 2002 – June 2005

Major Duties and Responsibilities

- Strategically led and administered all areas within student affairs supervising eight directors, two faculty coordinators and two support staff.
- Designed, planned, coordinated, monitored and assessed comprehensive student success programs addressing retention and educational success.
- Led strategic planning efforts for student development programs and services.
- Directed functional implementation of student administration system conversion of PeopleSoft version 7.9 to 8.0 and 8.9. Influenced prioritization of module implementation associated with web-based student and faculty services.

Madison College (MATC) Major Accomplishments

- Championed college enrollment management plan resulting in targeted FTE growth after years of flat enrollment growth.
- Supported WIRED Initiative resulting in \$5 million allocation to SW Wisconsin Workforce Development region supporting creation of career pathways in advanced manufacturing/robotics, health care, and sustainable agriculture.
- Supported faculty innovation through competitive grant projects resulting in approximately \$5.5 million in awards to include Partnerships in Renewable Energy and the Center for Systems Security and Information Assurance.
- Supported federal Community Based Job Training Initiative resulting in \$1.9 million workforce development funds targeted to growing biotechnology industry.
- Championed creation of MATC's first comprehensive Academic Plan.

- Led re-engineering of first-semester experience. College recognition by Policy Center on First Year Experience through participation in Foundations of Excellence Initiative.
- Championed successful implementation of mandatory assessment, advising and placement district-wide through the League for Innovations Vanguard College project.
- Launched Equity (Diversity) Scorecard initiative and its integration into College scorecard.
- Facilitated collaborative efforts with local school districts in creation of PK16 Collaboration Council.
- Led successful re-engineering of instruction, student development and workforce development resulting in consistent, effective and student focused processes and practices.
- Championed efforts resulting in a mission and guiding principles for collaborating with MATC public school districts.

Mt. Hood Community College (MHCC)

Gresham, Oregon

Vice President for Student Development and Services

1998 – 2002

Major duties and responsibilities

- Led and administered the direction of enrollment services, student development programming, adult and developmental education, and health, physical education, athletics and recreation.
- Championed design, implementation, and assessment of strategic enrollment management plan.
- Led the design, development and implementation of strategic planning efforts within student development and services supporting district goals.
- Served as primary investigator of allegations of harassment and discrimination. Served as college ADA compliance officer.
- Designed, developed and implemented process to assess student development programs.
- Initiated the design and review of curriculum and course and program offerings specific to student development offerings.
- Led the design, development and assessment of policies related to student development and related services.
- Collaborated with MHCC Foundation fundraising and alumni development efforts.
- Served on contract maintenance committee (full time faculty union-management committee)
- Served as member of the president’s executive team.

Dean of Career Development Services

1996-1998

Major duties and responsibilities

- Led and administered advising, counseling, career and placement services, services for students with disabilities, displaced homemakers, testing and assessment, new student orientation, college success, and career development programming.
- Led curriculum design and assessment for area offerings.
- Led planning and budget development and administration.
- Served as chief student judicial officer.
- Supervised faculty counselors, college success faculty, professional academic advisors and professional staff.

Coordinator of Disability Services

1987-1996

Major duties and responsibilities

- Direct the program and activities of the office providing services and accommodations to students with disabilities.
- Direct the programming and activities of college placement testing, GED testing and high stakes testing.
- Instructor: College Success; Psychology of Human Relations; Language Development for the Deaf.
- Administer program budgets.
- Hire, train, and assess employees providing accommodations for students with disabilities and testing services staff.
- Serve on college curriculum committee.

Major Accomplishments at Mt. Hood Community College

- Design and implementation of a district computerized placement testing process.
- Participated in successful implementation of initial web-based student services through CARS (later Jenzabar).
- Championed successful design and implementation of a strategic enrollment management initiative resulting in FTE growth in 2000 of 9% and 2001 of 6%.
- Led MHCC/Mt. Hood Regional Consortium involvement in the design and implementation of Career Path Planner through the Oregon Career Information System.
- Initiated MHCC's first Diversity Steering Committee and diversity planning efforts.
- Championed national best practice award program (Transitions Program) through National Council on Student Development.
- Led efforts to successfully conclude law suit resulting in college receipt of \$1.5 million to be used to improve the provision of services to students.
- Collaborated with the executive vice president in determining impact of the state high school educational reform efforts on college preparedness and articulated programming at the community college.
- Led development of community relations efforts at MHCC resulting in \$250,000 endowment and annual giving of \$50,000 for women in transition.
- Led MHCC Child Care Task Force. Collaborated with MHCC Foundation fundraising efforts resulting in child care scholarship averaging \$20,000 annually.
- Initiated and promoted public school coordination of outreach activities in East Multnomah County (MHCC).

Clackamas Community College (CCC)

Oregon City, Oregon

Counselor/Instructor

1984-1885

Major duties and responsibilities

- Provide personal and academic counseling to community college students.
- Instruct: College Success, Career Development and Women in Transition courses.
- Design and present workshops related to college success strategies; test anxiety and time management.

Disabled (Handicapped) and Veteran Student Specialist

1980 – 1984

Major duties and responsibilities

- Direct the program activities providing services and accommodations to students with disabilities.
- Direct the program and activities of veteran students. Serve as the college official certifying veterans' educational programs.
- Administer program budgets.
- Develop policies and procedures related to Section 504 of the Rehabilitation Act of 1973.

Major Accomplishments at Clackamas Community College

- Led creation of the Oregon Association on Higher Education and Disability. Served as organization's first president.
- Directed design and implementation of policies and procedures related to the provision of auxiliary aids and services to students with disabilities.
- Created evening counseling service program for students.
- Served as founding president of the Oregon Association for Disabled Student Service Programs in Higher Education.

Professional Activities

- Board Member. Mt. Hood Community College Foundation. Member of the Fundraising Committee (July 2018-present)
- Board Member. Soulful Giving Foundation. Public Relations Director. (June 2018-present)
- Board Member. Greater Gresham Chamber of Commerce. Executive Committee (January 2014-retirement)
- Board Member. All Hands Raised. Portland, Oregon (August 2013- retirement)
- Board Member. East Metro Economic Alliance. (August 2013-retirement)
- Member. Gresham Noon Rotary. Scholarship Committee. Steak-Fry Fundraiser Committee.
- Member. Iowa Innovations Council. Representing Iowa Community Colleges (2011-2013).
- Board Member. American Association of Community Colleges-AACC (2015-2018). Commission on Communication and Marketing. Commission Equity, Access and Diversity. Commission Chair.
- Board Member. Association of College and University Presidents Climate Commitment.
- Board Member. AACC Presidents' Academy.
- President-elect. Iowa Association of Community College Presidents. Chair. Seamless Transition Committee.
- Member. Iowa Senior Year Plus Advisory Committee; Senior Year Plus Audit Committee.
- Member. John Pappajohn Entrepreneurial Center Advisory Board.
- Ex-officio Member. North Iowa Area Community College Foundation.
- Ex-officio Member. North Iowa Performing Arts Advisory Council.
- Board Member. North Iowa Corridor Economic Development Corporation.
- Member. Iowa Association of Business and Industry.
- Member. Mason City Noon Rotary (on leave 2012-13).
- Board Member. Iowa Student Loan Liquidity Corporation (Governor's Appointment).
- Iowa Community College Athletic Association. Vice Chair (2011). Chair (2012). Past Chair (2013).
- Iowa Coordinating Council for Post High School Education. Chair (2009-10).
- Member. National Association of Community College Entrepreneurs, Presidents for Entrepreneurship Forum (2012).

- Signatory. American College and University Climate Commitment.
- Co-Presenter. ACCT Congress 2017. Grants and Resource Development.
- Co-Presenter. AACC 2018 Annual Conference. *Collaboration. Key to Successful Resource Development.*
- Keynote Address. 2013 Way Up Conference. "My Story, Your Story".
- Presenter. ACCT Conference October 2012. *The Role of the Board in Program Development.*
- Presenter. Way Up Conference November 2012. *Community College Women's Leadership.*
- Presenter. ACCT Conference October 2011. *Aligning Campus Technology to Student Success.*
- Presenter. ACCT Conference October 2011. *What If? Successful Strategic Scenario Planning.*
- Presenter. Way Up Conference November 2011. *The Millennial.*
- Invited Presenter. AACC Workforce Development Conference. *Presidents' Panel*
- Presenter. AACC Conference March 2010. *Planting the Entrepreneurial Seeds of the Future.*
- Presenter. League for Innovations. March 2009. *Planting the Entrepreneurial Seeds of the Future.*
- Presenter. ACCT Conference October 2009. *Don't Reinvent the Wheel: Meeting Labor Market Needs Through Re-engineering.*
- Presenter. Iowa ACCT Student Legislative Summit. January 2011. *American Graduation Initiative.*
- Presenter. AACC Conference April 2011. *Student-Centered Technology* (with Ellucian)
- Presenter. ACCT Conference October 2011: *Student-Centered Technology* (with Ellucian).
- Co-Keynote Presenter. National Council on Student Development October 2010. *Enhancing Success in an Era of Partnership and Accountability Presidents' Panel.*
- Presenter. ACCT Conference October 2010. *Planting the Entrepreneurial Seeds of the Future.*
- Presenter. ACCT Conference October 2010. *Advocacy on the Go: Keeping All the Tools You Need Right In Your Pocket. Legislative Toolkit.*
- Presenter. Way Up Conference October 2010. *Leadership Learning from Others.*
- Co-Presenter. ACCT Conference October 2008. *Dual Enrollment Outcomes Are Strategic Outcomes.*
- National Council for Student Development. Past-president 2007-08; President 2006-07; President-elect 2005-06; Secretary 2003; Regional membership liaison, 1998-2002.
- Keynote Presenter, Wisconsin Diversity Conference 2007. *Equity Scorecard.*
- Presenter. AACC Conference 2007. *Strategic Facilities Planning.*
- Invited participant. League for Innovations Executive Leadership Institute. December 2006.
- Presenter. League for Innovations Conference 2005. *Learner Success Model.*
- Invited Participant. Setting the Agenda for Postsecondary Education P-16 Policy and Research, Wisconsin Center for the Advancement of Postsecondary Education (WISCAPE), University of Wisconsin-Madison and the Lumina Foundation, October 2004.
- Co-presenter. WISCAPE Fall Conference, November 2004. University of Wisconsin-Madison, *Pathways to College* (co-presenters Dr. Alberto Cabrera and Dr. Anne Coles).
- Leadership Greater Madison participant. 2004-2005.
- Presenter NCSA Conferences: 2005 (Indianapolis, Indiana), 2004(Orlando, Florida), 2002 (Myrtle Beach, South Carolina), 2000 (Tucson, Arizona).
- Member, Downtown Madison Rotary Club (2006-08).
- Facilitator. "Toward the Future Vitality of Student Development: Redefining the Legacy", July 2004. NCSA symposium on national strategic planning in community college student affairs.
- Chair, Statewide Task Force on Minority Student Participation in Wisconsin Technical Colleges resulting in state plan, 2003-2005.

- Lead Faculty. National Council on Student Development. Community College Leadership Institute (2000-2007).
- Campus President. MHCC Chapter of American Association of Women in Community Colleges.
- Member, Southeast Portland Soroptomists, 1999-2002.
- Board of Directors. Oregon Career Information System, 1998-2002.
- Sandy, Oregon Chamber of Commerce, 1996-2000.
- Chair, Statewide Task Force on Career Development in Oregon Community Colleges, 1994-1996.

Publications

- White Paper presented as a reference for the 2012 Iowa State Legislature: "Concurrent Enrollment"
- Monograph, "Toward the Future Vitality of Student Development: Redefining the Legacy, 2004". Contributor. Fall 2006.
- "Selected Oregon tenth grade student, parent, and teacher perceptions of the factors influencing readiness to make career decisions: Debra A. Derr, Doctoral Thesis, Oregon State University, 1996.
- "Delayed stress and the forgotten warrior: the Vietnam veteran". Debra A. Derr, Oregon Personnel and Guidance Journal, March 1982.

Adjournment

No documents for this item