



Community College Search Services

Al Fernandez, Ph.D.

Associates

Tom K. Harris, Ed.D.

Jim Walker, Ed.D.

Brenda Beckman, M.A.

Leslie Noble Purdy, Ed.D.

Kevin M. Ramirez, Ed.D.

RESPONSE FOR QUALIFICATIONS

**EXECUTIVE RECRUITMENT CONSULTING SERVICES
FOR THE
PERALTA COMMUNITY COLLEGE DISTRICT**

COPY

For the

BOARD OF TRUSTEES

Community College Search Services

February 2010

Comprehensive Searches • Recruitment • References • Interim Administrators

376 Hamilton Avenue • Ventura, California 93003 • Phone: (805) 650-2546 • FAX: (805) 650-8469

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Community College Search Services

Al Fernandez, Ph.D.

Board of Trustees
Peralta Community College District
333 East Eighth Street
Oakland, CA 94606

Associates

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Leslie Noble Purdy, Ed.D.

Kevin M. Ramirez, Ed.D.

Dear Board of Trustees:

This letter, with supporting documents, will serve as a response to your Request for Qualifications and provide you with information about Community College Search Services (CCSS) regarding your search for the position of **Chancellor of the Peralta Community College District**. Community College Search Services has been in business since 1995. Our office is located in Ventura, California. A statement of our services and qualifications plus specific references is presented under Parts A, B and C of this document. A complete list of our successful searches is included with this proposal. Our firm is fully prepared to perform the services described in addition to any requested modification therein.

If selected, CCSS will provide comprehensive search services on process and provide search materials and guidance to the Board of Trustees, staff and search committee. We have included the resumes of our search consultants in the Bay area and the Northwest as well as those of the principals of the firm. They include Dr. Kevin Ramirez, Dr. Michael Viera, Dr. Leslie Purdy, Dr. Jim Walker and Dr. Al Fernandez.

All of the following criteria are addressed in sections A through C.

- **Higher Education Experience**
- **References that show successful placements with information about names and positions that were filled**
- **Community College Experience**
- **Experience with multi-college district**
- **Experience in California**
- **Experience in advising the Board in contract negotiations with the final candidates while avoiding conflict of interest**

A. Our Approach and Services

(1) Meet with Board of Trustees

We would meet with the Board of Trustees to explain and describe plans for the search process, develop guidelines for the search and develop expectations for your Chancellor search. **We never forget that this is your search and would modify our approach to the search process according to your preferences.**

At this initial meeting, the application process, minimum qualifications and tentative calendar would be discussed and finalized as well. We would provide guidance for appropriate internal and external communication.

(2) The Brochure, Job Description and Criteria

Subsequent to meeting with the Board of Trustees, we would meet with the search committee and/or designated staff to help clarify institutional priorities and needs and determine challenges, issues and opportunities facing the college in the next five to ten years. In addition, we would outline with the search committee, the personal and professional characteristics sought in the ideal candidate for the position. We recommend that all the foregoing information derived at these meetings be included in the brochure and serve as a basis for the evaluation of the candidates.

We will respond to and provide advice on the draft of the brochure for review, modification and approval by the Board of Trustees and designated staff.

(3) Candidate Recruitment

Our approach to the Chancellor Recruitment process would be as follows:

First, we provide advice and suggestions on national and regional advertising.

Second, we aggressively seek nominations. We provide the District with our up-to-date software for mailing the brochures with personally addressed letters signed by the President of the Board of Trustees. These letters would

be sent to all community college Presidents and Chancellors (or other appropriate administrators) in the United States seeking nominations for your position of Chancellor.

Third, utilizing our target databases, our firm would send a special mailing to selected individuals who possess the qualifications for and may have an interest in the position of Chancellor of your District.

In addition to the foregoing, we would conduct a telephone recruitment phase utilizing our telephone network. We follow up on all nominations, inquiries and attend community college conferences for recruiting purposes.

We have nationwide outreach capability based upon our national approach on recruitment with associates who assist us in Arizona, Ohio, Oregon and Texas. In addition, we utilize our national network and software in our recruitment activities.

(4) Candidate Evaluation

We assist the search committee and facilitate the paper screening process. We provide materials and strategies for evaluation of the applications and selection of candidates for interviews.

(5) Candidate Interviews (for Semi-Finalists)

We assist the committee in the development of the questions for the interview and their congruence with the recruitment brochure. We also provide and/or assist in the development of materials for the interviews. In addition, we provide advice on facilities, scheduling and protocol for the interviews.

All the candidates selected for interviews are typically contacted by the search consultant and provided with timely and pertinent information. The search consultant greets the candidates, introduces them to the search committee, observes and takes notes during the interviews and later, if desired by the candidates, provides telephone feedback.

During the deliberation of the search committee to determine the finalists, the search consultant provides strategies and techniques to assist the committee in its selection.

At the conclusion of the committee interviews the search consultant informs all the candidates of their status and briefs the finalists on the next steps of the process.

(6) Forum for the Finalists

If a forum is planned, the search consultant provides advice on the arrangements for the forum and evaluation materials for staff and community participation.

(7) Comprehensive Reference Reports for Finalists

CCSS provides comprehensive in-depth background and reference reports on the finalists that will enable the Board of Trustees to select a new Chancellor with the confidence that it has appropriate background information on all the final candidates.

Once the search committee determines the finalists, our reference consultants begin the reference process. Utilizing twenty or more questions designed for this purpose, the reference consultants call twelve or more references to obtain in-depth information for the comprehensive reference reports.

At this point in the search, the candidates understand that the reference consultants can contact anyone regarding their present or past employment. The comprehensive reference reports are fifteen to twenty pages long and follow a 'question' format. These reports are prepared for the exclusive use of the Board of Trustees.

As the consultants, we obtain signed release forms from the candidates permitting CCSS to contact candidate references and deliver the reports to the district. This crucial step protects the district as well as our firm.

(8) Board of Trustees Interviews

After the search committee interviews are completed, the applications of finalists are sent to the Board of Trustees for their deliberation and decision.

We will facilitate the final interviews. We can handle the logistics and assist with interview questions, appropriate documents and materials required by the Board of Trustees and key staff.

As consultants, we can contact and inform the candidates not selected by the Board on the outcome of the interviews. We strongly recommend a site visit by members of the Board of Trustees and key staff to the institution of the recommended candidate and we can assist in the planning of the visit. Finally, we can and do advise and assist boards in contract negotiations with the selected candidate.

B. Community College Search Services Qualifications and Experience

CCSS has recently completed assignments for the California State Chancellor, Citrus, Grossmont-Cuyamaca, Imperial, Kern, Long Beach, Los Angeles, Mira Costa, North Orange, Santa Barbara, Victor Valley and West Valley-Mission Community College Districts.

We have completed over one-hundred full and partial searches. A list of completed searches is included in this proposal. We currently are assisting the Coast, Kern, Los Angeles, Napa Valley, North Orange County, Rancho Santiago, San Jose-Evergreen and West Valley-Mission college districts.

For reference purposes, feel free to contact your counterparts and/or the chief executive officers or chief human resource officers in the aforementioned districts about our services. Specific references follow:

Dr. Eddie Hernandez, Chancellor
Rancho Santiago Community College District
Telephone: 714.480.7450

Searches: President, Santa Ana College: Erlinda Martinez
President, Santa Ana College: Rita Cepeda
President, Santiago Canyon College: Juan Vasquez

Dr. Tyree Wieder, Interim Chancellor
 Los Angeles Community College District
 Telephone: 213.891.2201

Searches: Chancellor, LACCD: Mark Drummond
 Chancellor, LACCD: Rocky Young
 President, LACC: Jamillah Moore
 President, LACC: Steve Maradian
 President, LAHC: Linda Spink
 President, LAMC: Judith Valles
 President, LAMC: Adriana Barrera
 President, LAPC: Bob Garber
 President, LASC: Audrey Levy
 President, LASC: Jack Daniels
 President, LATTC: Roland Chapdelaine
 President, LATTC: Daniel Castro
 President, WLAC: Mark Rocha
 President, WLAC: Frank Quiambao

Dick Running, Board Chair
 Linn-Benton Community College District (Oregon)
 Telephone: 541.917.4204
 Search: President, Gregory Hamann

William Garrett, Former Board President
 Grossmont-Cuyamaca Community College District
 Telephone: 619.644.7682
 Searches: Chancellor, GCCCD: Cindy Miles
 President, Grossmont College: Sunita Cook
 President, Cuyamaca College: Stuart Savin

Dr. Del Anderson
 Retired Chancellor
 City College of San Francisco
 510.638.5288

Mr. John Didion
 Vice Chancellor, Human Resources
 Rancho Santiago Community College District
 Telephone: 714.480.7489

Mr. Jeff Horsley
 Vice Chancellor, Human Resources
 North Orange County Community College District
 Telephone: 714.578.8402
 Searches: NOCCCD, Chancellor: Ned Doffoney
 NOCCCD, Chancellor: Jerry Hunter

Dr. Sandra Serrano, Chancellor
 Kern Community College District
 Telephone: 661.336.5104
 Searches: Bakersfield College, President: Greg Chamberlain
 Cerro Coso CC, President: Mary Retterer
 Porterville College, President: Rosa Carlson

Dr. Diane Woodruff, former Interim State Chancellor
 California Community Colleges
 Telephone: 916.835.4310
 Search: State Chancellor: Jack Scott

Dr. Edward Ortell, former Board President
 Citrus Community College District
 B 626.914.8821; R 626.303.5051
 Searches: Superintendent/President: Geraldine Perri
 Superintendent/President: Michael Viera

Susan Keith, Board President
 Citrus Community College District
 B 626.914.8821; R 909.621.3776

Luis Villegas, Former Board President
 Santa Barbara Community College District
 B 805.637.3680; R 805.967.2527
 Search: Superintendent/President: Andreea Serban

John Zumwalt, Board President
Sequoias Community College District (College of the Sequoias)
B559.582.1056

Searches: Superintendent/President: William Scroggins
Superintendent/President: Kim Badrkhan

C. Organizational Capacity

The foregoing information plus the collateral documents provide ample information about the viability of our organization and our successful completion of over one hundred searches. Our references will attest to our effectiveness.

Our staff includes eight search consultants and a database and computer specialist, five reference consultants and an office manager. We are financially secure and carry our own liability insurance. We would be pleased to provide you with any additional documentation that you require.

The search methodologies that we utilize are described in this Request for Qualifications. Our processes, whether you employ all or part of them, have proven to be successful in practice. Of course, we can provide additional information and detail in an oral interview.

The two criteria below are addressed in sections D and E.

- **Good with concept of democratic participation.**
- **Multiculturalism—demonstrated experience in dealing with those qualities.**

D. Shared Governance

All of our searches have been carried out in the spirit of participatory governance. We always recommend that search committees include representation from all constituency groups. We understand that our role is to facilitate and guide the process, not make the decisions that should be made by the Board and search committee.

E. Diversity

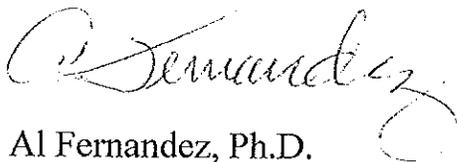
We are very proud of our record on diversity. Our percentage record on ethnic and gender diversity combined (no double counting) for comprehensive searches through 2008 is 67%. Our placement record on ethnic diversity is 52%; it is 41% for women. Our searches are open and candidates trust us and respond to our personal approach.

We believe that the three criteria below have been satisfactorily answered by the information provided in the foregoing sections.

- **Total dedication to Peralta's Chancellor search, i.e., ability to provide the resources and expertise to fully support Peralta in its search.**
- **Stature and experience in the field that gives the ability to actively and credibly approach experienced and qualified individuals who would not necessarily take the initiative to apply for this position.**
- **Ability to effectively communicate to candidates the realities and particulars of the Peralta Community College District, and be forthright to potential candidates about our needs and situation.**

We would be pleased to discuss our response to your RFQ and answer any questions about ability to address your needs. We look forward to the opportunity to be considered to assist the Peralta Community College District.

Sincerely,



Al Fernandez, Ph.D.

02/17/10

**Community College Search Services
Full Searches Conducted**

State Chancellor
California

Chancellor

Los Angeles Community College District (Fernandez & Walker)
Rancho Santiago Community College District (Walker)
San Jose-Evergreen Community College District (Ramirez/Purdy)
Grossmont-Cuyamaca Community College District
San Bernardino Community College District
West Valley-Mission Community College District
North Orange County Community College District 2
Los Angeles Community College District 2
Chabot-Las Positas Community College District
Los Angeles Community College District 1
Yosemite Community College District
San Diego Community College District
North Orange County Community College District 1

Superintendent/President

Napa Valley College (Ramirez)
Linn-Benton Community College
MiraCosta College
Citrus College
Santa Barbara City College
Cuesta College
Imperial Valley College
Pasadena City College
College of the Desert
Victor Valley College
Rio Hondo College
Long Beach City College
College of the Sequoias
Glendale Community College
Allan Hancock College
Southwestern College
Cerritos College
Mira Costa College
Citrus College
Imperial Valley College
Mount San Antonio College
Lassen College
Rio Hondo Community College District

Antelope Valley Community College District
 Palomar Community College District
 Palo Verde Community College District
 Sequoias Community College District

President

Fullerton College (Fernandez)
Mission College (Purdy)
Cerro Coso Community College (Walker)
Coastline Community College
 Cuyamaca College
 Compton College (Provost)
 Los Angeles City College
 Bakersfield College
 Los Angeles Southwest College
 Los Angeles Mission College
 San Bernardino Valley College
 Grossmont College
 Cerro Coso Community College
 West Los Angeles College
 Los Angeles Trade Technical College
 Los Angeles Pierce College
 Porterville College
 Los Angeles City College
 Bakersfield College
 Santa Ana College 3
 Reedley College
 West Valley College
 Los Angeles Trade Technical College 2
 San Bernardino Valley College
 Santiago Canyon College 2
 West Los Angeles College
 Moorpark College
 Oxnard College
 West Hills College, Coalinga
 Los Angeles Southwest College
 Los Angeles Trade Technical College 1
 Los Angeles Harbor College
 Los Angeles Mission College
 Santiago Canyon College 1
 Santa Ana College

Vice Chancellor or Educational Services & Planning
 State Center Community College District

Vice Chancellor of Human Resources
Coast Community College District (Harris)
Ventura County Community College District 2
Contra Costa Community College District
Ventura County Community College District 1

Vice Chancellor, Planning and Resource Development
Contra Costa Community College District

Vice Chancellor North Centers
State Center Community College District

Vice President, Business and Administrative Services
MiraCosta Community College District

Partial Assistance Searches

Chancellor

San Jose-Evergreen CCD Interim
State Center Community College District
South Orange County CCD

President

Fullerton College (Fernandez)

Diablo Valley College
Evergreen Valley College
American River College
Los Angeles City College
Cuyamaca College
West Los Angeles College
Cypress College
Fullerton College
Grossmont College
Santa Ana College
Brookhaven College (Dallas)

Provost, School of Continuing Education

North Orange County Community College District

Executive Vice Chancellor of Administrative Services

Ventura County Community College District

Vice Chancellor, District wide Administrative Services

Contra Costa Community College District

Vice Chancellor, Finance and Administration

Contra Costa Community College District

Vice Chancellor, Human Resources and Organizational Development

Contra Costa Community College District

Vice Chancellor, District wide Planning and Educational Services

Contra Costa Community College District

Vice Chancellor, Educational Services

Kern Community College District

Associate Vice Chancellor of Human Resources

Los Rios Community College District

Ventura County Community College District

Executive Vice President

Mt. Hood Community College

Portland Community College

Vice President of Academic Affairs or Student Learning

Porterville College

Cuesta College

Mission College

Mt. San Antonio College

Grossmont College

Vice President Student Services

Cuesta College

Vice President Administrative Services

Cuesta College

Mt. San Antonio College

Dean, Administrative Services

Cuyamaca College

Grossmont College

Dean, Communications and Fine Arts

Grossmont College

Dean, Humanities, Social and Behavioral Sciences

Grossmont College

Director, Human Resources

Ohlone College

Director, Nursing

Cuesta College

Director, Allied Health

Cuesta College

RESUME
ALFRED PETER FERNANDEZ, Ph.D.

AL FERNANDEZ

Higher Education and Search Consultant
Community College Search Services
376 Hamilton Avenue
Ventura, CA 93003

TELE: (R) 805 - 650-1542
(O) 805 - 650-2546
FAX 805 - 650-8469
E-MAIL ccss@sbcglobal.net

EDUCATION

- Ph.D., Higher Education & Administration University of Southern California
- Master of Arts/Geology University of California, Los Angeles
- Bachelor of Arts/Geology University of California, Los Angeles

CALIFORNIA CREDENTIALS AND LICENSES

- Chief Administrative Officer
- Standard Supervision - Junior College Administration
- Junior College Credential - Teaching
- Registered Geologist
- Registered Engineering Geologist

EMPLOYMENT HISTORY

- 1995-Present Owner and Search Consultant/ Community College Search Services
- Interim President Santa Ana College
- Search Consultant and Education Consultant
- Interim Superintendent/President, College of the Sequoias
- 1993-Present Education Consultant
- Chancellor, Coast Community College District
- Chancellor, Ventura County Community College District
- President, Los Angeles Mission College
- Dean of Instruction, Ventura College
- Associate Dean of Continuing Education, Santa Monica College
- Admissions Officer, California State University, Los Angeles
- Associate Professor of Geology, Chaffey College, Alta Loma, California
- Associate Engineering Geologist, California Division of Highways

CURRENT PROFESSIONAL ACTIVITIES

- League of Innovation, Executive Leadership Institute – faculty yearly
- American Council of Education, Leadership Training – faculty 2008
- ACCCA – Presenter on preparing for the Presidential Search Process 2008
- CCCAOE – Presenter on preparing for a promotion 2007

PREVIOUS SERVICE ON PROFESSIONAL BOARDS AND ORGANIZATIONS

- International Consortium for Education and Economic Development/President Board of Directors
- Community Colleges for International Development/Member, Executive Committee
- Academy for Educational Development
- American Association of Community Colleges/Executive Committee
- State Chancellor's Commission on Innovation/Task Force on Management
- Board of Trustees, The College Board, New York, NY
- Faculty for League for Innovation/Executive Leadership Institute
- Institute for the Management of Lifelong Education, Harvard University/Advisory Board

CURRENT PROFESSIONAL ORGANIZATIONS AND MEMBERSHIPS

- American Association of Community Colleges
- Association of California Community College Administrators
- Association of Engineering Geologists

COMMUNITY ACTIVITIES AND MEMBERSHIPS

- Church Membership-Our Lady of the Assumption Parish, Ventura-Bereavement Committee
- UCLA Alumni Association

LANGUAGE COMPETENCY

- Fair command of Spanish

PUBLICATIONS

- Physical Geology Workbook
- Educational Park; A Second Look - Journal of Secondary Education, May 1970, Volume 45, Number 5
- Ventura College Responds to the Challenge of Teaching Composition - Community and Junior College Journal, December/January 1980-81, Volume 51, Number 4
- Student Matriculation: A Plan for Implementation in the California Community Colleges
- A Monograph: Report to the California Legislature produced by the Task Force of Academic Quality, April 1984, Dr. Alfred P. Fernandez, Chairman of the Matriculation Subcommittee
- Challenges in the Nineties for Administrators - Association of California Community College Administrators Network Newsletter, September 1993

DISSERTATION

- The Role of the Campus Instructor in Student Achievement in Community College Television Instruction

HONORS

- Harry Buttimer Distinguished Administrator Award, Association of California Community College Administrators, 1990-91

JAMES W. WALKER

Personal Information

Higher Education and Search Consultant
32483 Saddle Mtn. Dr.
Westlake Village, CA 91361

Tel: 805-279-0009
Fax: 818-879-2122
Email: walkerjw@sbcglobal.net

EDUCATION

Ed.D. University of Southern California
Higher Education and Community
College Administration

M.S. University of Notre Dame
Mathematics

B.A. Loyola University, Los Angeles

Attended: Oceanside-Carlsbad Junior College (MiraCosta College), Oceanside, CA

ADMINISTRATION EXPERIENCE

Interim Chancellor, Ventura County Community College District (2002-2003, 1994-1995)

President, Moorpark College (1992-2002)

Assistant Superintendent/Vice President, Instruction and Student Services,
College of the Canyons (1986-1992)

Dean, Division of Science and Mathematics, El Camino College (1977-1986)

TEACHING EXPERIENCE

Adjunct Professor, California Lutheran University, Graduate School of Education, Doctoral
Program (Fall 2003-present)

Professor, El Camino College (1966-1986)

Adjunct Professor, University of California, Los Angeles (1964-1966)

SEARCHES CONDUCTED OR IN PROGRESS

Los Angeles Community College District, Chancellor: 2009-'10

Cerro Coso College, President: 2009-'10

MiraCosta College, Superintendent/President: 2008

San Bernardino CCD, Chancellor: 2008

Bakersfield College, President: 2008

North Orange County CCD, Chancellor: 2007-'08

Santa Barbara City College, Superintendent/President: 2007-'08

Los Angeles Mission College, President: 2007-'08

San Bernardino Valley College, President: 2007

Cuesta College, Superintendent/President: 2007

Grossmont College, President: 2007

Cerro Coso College, President: 2007

Los Angeles Community College District, Chancellor: 2007

Victor Valley College, Superintendent/President: 2006-'07

Long Beach City College, Superintendent/President: 2006

Los Angeles Trade Technical College, President: 2006

Glendale College, Superintendent/President: 2005-'06

SEARCHES (CONTINUED)

West Los Angeles College, President: 2005-'06
Los Angeles Pierce College, President: 2005
Porterville College, President: 2005
Los Angeles Community College District, Chancellor: 2004-'05
Allan Hancock College, Superintendent/President: 2004-'05
Bakersfield College, President: 2004-'05
Santa Ana College, President: 2004-'05
Cerritos College, Superintendent/President: 2004
MiraCosta College, Superintendent/President: 2003-'04
West Valley College, President: 2003-'04
Los Angeles City College, President: 2005
San Bernardino Valley College, President: 2003
Ventura County Community College District, Chancellor: 2003
Los Angeles Trade Technical College, President: 2002-'03
Mt. San Antonio College, Superintendent/President: 2002
West Los Angeles College, President, 2002

RECENT SERVICE ON BOARDS AND ORGANIZATIONS

Advisory Board, California State University, Channel Islands
Board of Trustees, Chair, Villanova Preparatory School
Board of Directors, California Community Colleges Chief Executive Officers Association
School of Education Advisory Committee, California Lutheran University
Camarillo Health Care District Advisory Board
Board of Visitors, Pepperdine University
Board of Directors, Moorpark Boys & Girls Club
Board of Directors, Eastern Ventura County Corporate YMCA
Board of Directors, Chair, Intelcom

RECENT PROFESSIONAL ACTIVITIES

Accreditation Teams:

- D-Q University, Chair 2004
 - Cosumnes River College, Chair 2003
 - Western Career College, Chair 2001
 - Mt. San Jacinto College, Chair 1999
 - Las Positas College, Chair, 1999
 - West Valley College, Chair, 1995
 - Irvine Valley College, Chair, 1992
 - East Los Angeles College, 1991
 - Taft College, 1991
 - West Hills College, Chair of Interim Visit, 1990
 - West Hills College, 1988
 - College of San Mateo, 1985
- ACCCA Mentor Program Retreat Presentor, 1995-present
ACCCA Participant in Mock Interview Program

HONORS

- The Honorable Robert Lagomarsino Distinguished Service Award, California State University, Channel Islands, 2002
- Harry Buttimer Distinguished Administrator Award, Association of California Community College Administrators, 2000
- MiraCosta College Distinguished Alumni Award, 1995

MICHAEL J. VIERA

Michael J. Viera, Ph.D.
Community College Search Services (CCSS)
Higher Education Consultant – California Collegiate Brain Trust
2448 NW Westover Rd, # 401
Portland, Oregon 97210
(503) 502-0725
mviera@citruscollege.edu

EDUCATION

- Ph.D.**, University of California, Riverside, California, 1978.
Department of Political Science.
- M.A.**, University of California, Riverside, California, 1972.
Department of Political Science.
- B.A. (cum laude)**, Humboldt State University, Arcata, California, 1968.
Department of Political Science.

POST-GRADUATE EDUCATION

Institute for Educational Management, Harvard Graduate School of Education,
American Association of Community Colleges President's Academy
Executive Leadership Institute, League for Innovation in the Community College

EMPLOYMENT EXPERIENCE

Search Consultant, Community College Search Services, 2009-present
Educational Consultant, California Collegiate Brain Trust, 2008 - present
Superintendent/President, Citrus College, Glendora, CA 2003-2008
President, Fullerton College, Fullerton, CA 1999-2003.
Executive Vice President, Fullerton College, Fullerton, CA 1995-1998.
Dean, Educational Services, Chaffey College, Rancho Cucamonga, CA 1992-1995.
Assistant to the Executive Vice President, 1990-1992.
Chair, Social Sciences Division, 1989-1990.
Director, Institutional Research, 1988-1989.
Executive Assistant to the President, 1987-1988.
Political Science Department Chair, 1982-1989

ACADEMIC FACULTY EXPERIENCE

Professor (with tenure), Political Science Department, Chaffey College,
Lecturer, Department of Political Science, California State Polytechnic
University, Pomona,
Lecturer, California State University, San Bernardino,
Instructor (with tenure) Social Science Department, Hacienda-La Puente
Unified School District, La Puente, California

PROFESSIONAL PRESENTATIONS

“Board Chair Workshop” Community College League of California Board Chair
Workshop, Sacramento, California, 2008.

- "CEO Perspective of the Board Chair Role" Community College League of California Board Chair Workshop, Sacramento, California, 2007.
- "Successful Implementation of Your Prop 39 Bond Lessons Learned," Community College Facilities Coalition 12th Annual Conference, Managing Shrinking Dollars & Expanding Costs, Sacramento, California, 2005.
- "Wanted: Leaders for the Best and Most Challenging of Times," Association of California Community College Administrators Rising to the Challenge: Developing the Next Generation of Leaders conference, Santa Clara, California, 2005.
- "Best Practices for Increasing Diversity Among Faculty," Community College League of California Annual Convention, Anaheim, California, 2004.
- "Wanted: Leaders for the Best and Most Challenging Times," 29th Annual Conference of the Association of California Community College Administrators, Los Angeles, California, 2004.
- "The New Free Speech Movement on Campus," 29th Annual Conference of the Association of California Community College Administrators, Los Angeles, California, 2004.
- "Field of Dreams – Using Campus Leadership to Make College Planning Count," Annual Meeting of the Association of California Community College Administrators, Hollywood, California, 2002.
- "Campus Climate and the Campus Strategic Planning Dialogue," Annual Convention of the Community College League of California, Riverside, California, 2001.
- "Creating Organizational Growth Through a Comprehensive Planning Process," 12th Annual Summer Institute, The Consortium for Community College Development, Portland, Oregon, 2000.
- "The Role of Community Colleges in Teacher Training," 39th Annual Spring Conference, Southern California Community College – Chief Executive Officers Association, Lake Arrowhead, California, 2000.
- "Lessons from the Other Side of the Desk ... Former CIOs Who are Now College Presidents Speak about the CIO Role," Southern Chief Instructional Officer Spring Conference, Los Angeles, California, 2000.

PREVIOUS PROFESSIONAL SERVICE

- Chair**, Accrediting Commission for Community and Junior Colleges (ACCJC), Western Association of Schools and Colleges (WASC), Accreditation Team for Cabrillo College, Aptos, California, 2007
- Chair**, Accrediting Commission for Community and Junior Colleges (ACCJC), Western Association of Schools and Colleges (WASC), Accreditation Team for Fresno City College, Fresno, California, 2005.
- Chair**, Accrediting Commission for Community and Junior Colleges (ACCJC), Western Association of Schools and Colleges (WASC), Accreditation Team for Los Angeles Valley College, Valley Glen, California, 2001.
- Member**, Accrediting Commission for Community and Junior Colleges (ACCJC), Western Association of Schools and Colleges (WASC), Accreditation Team, for Solano Community College, Fairfield, California, 1999.
- Co-Chair**, Accreditation Self-Study, Fullerton College, Fullerton, California, 1998.
- Member**, California Community Colleges Taskforce on Non-Credit Matriculation, Chancellor's Office, Sacramento, California, 1997.

- Member**, Accrediting Commission for Community and Junior Colleges (ACCJC), Western Association of Schools and Colleges (WASC), Accreditation Team, for El Camino College, Torrance, California, 1996.
- Accreditation Liaison Officer**, Fullerton College, Fullerton, California, 1995-1999.
- Member**, Accrediting Commission for Community and Junior Colleges (ACCJC), Western Association of Schools and Colleges (WASC), Accreditation Team for Porterville College, Porterville, California, 1994.
- Member**, Commission on Education, Community College League of California, Sacramento, California, 1993-1995.
- Member**, Accrediting Commission for Community and Junior Colleges (ACCJC), Western Association of Schools and Colleges (WASC), Accreditation Team for Monterey Peninsula College, Monterey, California, 1992.
- Presenter**, Accreditation Presentation for Colleges Preparing for Accreditation Visits at Coast Community College District, Fountain Valley, California and Modesto Junior College, Modesto, California, 1992.
- Chair**, Accreditation Self-Study, Chaffey College, Rancho Cucamonga, California, 1992.

PREVIOUS COMMUNITY SERVICE

- Member**, Glendora Citizen of the Year Committee, 2008
- Member**, Workforce Investment Board of Los Angeles County 2006 – 2008
- Member**, Executive Board, Boys & Girls Club of the Foothills 2003 – 2008
- Member**, Board of Directors, Hands, Hearts, and Horizons, Inc. (Formally known as the Bob Margett Foundation) 2003 – present.
- Member**, Board of Directors, EYE DAS Foundation, Glendora, California, 2003-2008.
- Member**, Kiwanis Club of Glendora, Glendora, California, 2003-2008~President 2007-2008.
- Member**, Board of Directors, Citrus College Foundation, Glendora, California, 2003-2008
- Member**, Board of Directors, Fullerton Chamber of Commerce, Fullerton, California, 2001-2004.
- Presenter**, Boys & Girls Clubs of America Orange County Area Council Leadership Forum 2002, Garden Grove, California, 2002.
- Member**, Board of Directors, Boys and Girls Clubs of Fullerton, Fullerton, California, 1999-2003
- Member**, Fullerton Business Council, Fullerton, California, 1999-2003

PROFESSIONAL MEMBERSHIPS

- American Association of Community Colleges (AACCC).
- American Association of Higher Education (AAHE).
- Association of California Community College Administrators (ACCCA), Member of the Executive Board, 2005 – 2009. ~Statewide President, 2007-2008.
- California Community College Chief Executive Officers Association (CCCCEO), Member of the Board of Directors, 2002-2005.
- Community College Facilities Coalition (CCFC), Member of the Executive Board, 2006-2008.

RESUME
KEVIN MICHAEL RAMIREZ, Ed.D.

KEVIN RAMIREZ

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EDUCATION

- Ed.D., Behavioral Sciences Nova Southeastern University
- Master of Arts, Psychology San Francisco State University
- Bachelor of Arts, Psychology St. Mary's College of California

EMPLOYMENT HISTORY

- **2005-Present** Educational and Search Consultant, Community College Services
- **2005-Present** KMR Services, Consultant to The Community College League of California; Merced CCD; College of the Sequoias; Oregon State University-CCLC Doctoral Program; Cosumnes River College; CEO Vineyards Leadership Symposium, Napa, CA.
- **1993-2005** Superintendent-President, Sierra Joint Community College District, Rocklin, CA
- **1990-1993** Assistant Superintendent and Vice President of Educational Programs and Services, Sierra Joint Community College District
- **1988-1990** Director of Community and Economic Development, Los Rios Community College District, Sacramento, CA
- **1985-1988** Dean of Social and Behavioral Sciences, Sacramento City College
- **1978-1979** Counselor, Sacramento State University, Move-Up Program
- **1971-1985** Professor of Psychology, Sacramento City College

RELATED PROFESSIONAL EXPERIENCES

- **2008-Present** Board of Regents, Sacred Heart-Cathedral High School, San Francisco, CA
- **2006-2008** Board of Directors, PEACE for Families, Placer County Chapter
- **2003-2004** President of the Board, The Community College League of California
- **2002-2003** President, Chief Executive Officers of the California Community Colleges
- **1993-1996** Board of Directors and Executive Committee, Greater Sacramento United Way
- **1995-2005** Board of Directors, Sacramento Area Commerce and Trade Organization-SACTO

- **1995-2004** Board of Directors, LEED-Linking Education and Economic Development, Sacramento, CA
- **1992-1993** Fellow, National Community College Hispanic Council, Ford Foundation Leadership Program

LANGUAGE COMPETENCY

- Spanish speaker

DISSERTATION

- The Effect of a Reality Therapy Teaching Approach on Self Esteem and Locus of Control in Low Achievers

HONORS

- Member, Sierra College Athletic Hall of Fame, 2006
- Hispanic Empowerment Association of Roseville/HEAR, Community Service Award, 2004
- Harry Buttimer Distinguished Administrator Award, Association of California Community College Administrators, 2004-2005

Leslie Noble Purdy

Personal Information

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EDUCATION

Ed.D. University of California, Los Angeles
Higher Education Program
M.A.T. Oberlin College
History
B.A. Occidental College
History
Additional Graduate Studies at the University of Illinois

EMPLOYMENT HISTORY

- Search Consultant, Community College Search Services (2005 to present) – *Leads searches for presidents, superintendent-presidents, and vice presidents.*
- Consultant, American Council on Education, Military Voluntary Education (2004 to present)
- Visiting Scholar, Claremont Graduate University, Community College Leadership Development Initiatives (2002-2004) -*Helped plan and lead leadership academy and seminars*
- President Emeritus, Coastline Community College (2002 to present)
- President, Coastline Community College (1994-2002)
- Administrative Dean, Instructional Systems Development, Coastline Community College (1984 -1994)
- Senior Instructional Designer, Telecourses, Coastline Community College (1974-1984)
- Coordinator of Special Services and Research Assistant, ERIC Clearinghouse for Community Colleges, UCLA (1970-1974)
- Ombudsman and Instructor in Social Sciences, Raymond College, University of the Pacific (1967-1969)
- Teacher, Parma High School, Parma, Ohio (1966)

HONORS AND AWARDS

- B.A., **cum laude**, Phi Beta Kappa
- UCLA Alumni Association Doctoral Award in Education
- Instructional Telecommunications Council, AACC, Lifetime Achievement Award
- The Elite Who's Who Among Outstanding Female Executives
- Who's Who in America, 54th Edition

- National Association of Women Business Owners, Orange County, “Remarkable Women Award,” 2000
- Soroptimist “Woman of Distinction” Award, 2001
- Visionary of the Year Award, Coastline Community College Foundation, 2002
- Emmy and other awards for various telecourses and other instructional productions

RECENT PROFESSIONAL ACTIVITIES

- Accreditation Teams: Santa Monica College, Defense Language Institute (Monterey, CA), Oxnard College (Chair).
- Member, External Review Committee, ACCJC, 2005-2007.
- Consultant, Various private and public institutions, including the American Political Science Association, the Annenberg/CPB Project, the Getty Foundation for Education in the Arts, and the College of the Marshall Islands.
- Member, American Council on Education, Military Voluntary Education Review (MIVER) team to Twenty-Nine Palms Marine Corps Base (2003), the Presidio of Monterey (2004), Scott Air Force Base (2005), Hickam Air Force Base (2006), the Marine Corps Logistics Base, Albany, Georgia (2007), Army Base at Fort Knox (2008).
- Presenter at numerous conferences including the American Association of Community Colleges, American Council of Education, European Association of Distance Teaching Universities, Association for Educational Communications and Technology, Council of College and Military Educators, and the Community College League of California
- Author of numerous articles and other publications

MEMBERSHIPS AND PROFESSIONAL ASSOCIATIONS

- AACC Commission on Publications and Public Relations
- Board of Directors, INTELECOM
- Instructional Telecommunications Council of AACC, Chair
- Editorial Board, *The American Journal of Distance Education*
- Commission on Adult Education and Credentials, American Council of Education
- Southern California Community College Chief Executive Officers Association
- Board of Directors, Service members Opportunity College
- Association of California Community College Administrators (ACCCA)

COMMUNITY ACTIVITIES

- Member of Board of Directors for West County Family YMCA, Orange County, California
- Member of Board of Directors for the National Conference for Community and Justice, Orange County
- Member of Board of Directors, City of Garden Grove Community Foundation
- Member, Orange County Workforce Investment Board

- Elder and Member of the Session, St. Mark Presbyterian Church, Newport Beach and First Presbyterian Church, San Rafael
- Member, Quality Improvement Committee, Hoag Hospital Presbyterian, Newport Beach, CA.
- Leader, Sierra Club National Outings, Backpack Subcommittee

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