

How Will Higher Education and the Purpose of Community Colleges Change in the Next Decade?

ANNUAL MEETING PROGRAM

October 26-28, 2022 • Broomfield, Colorado

How Will Higher Education and the Purpose of Community Colleges Change in the Next Decade?



Message from the Chair

WELCOME TO COLORFUL COLORADO! On behalf of your executive committee and the good folks of the vital WICHE staff, we are glad to see you at our annual meeting. We have developed a program that we know will be engaging and energizing, while providing you the time to network with like-minded colleagues from community colleges across the western United States. The theme, *How Will Higher Education and the Purpose of Community Colleges Change in the Next Decade?*, this year is particularly relevant to the

challenges on our campuses. The pandemic has forced us all to examine our practices, programs, support services, policies, and structures with an eye to the future. We all need to rethink who we serve, how we serve them, and the vital role we play in supporting our respective communities. The focus of this year's conference, developed with input from the membership, is to do just that. Redefining and refining our role must be a collaborative effort with our key constituents - students, community partners, workforce partners, and college employees. We are truly excited not only for the compelling conference sessions, but also to engage with you all in person.

Thank you for joining us!



Landon Pirius, Alliance Chair Vice Chancellor for Academic and Student Affairs, Colorado Community College System

Attendees:

In attendance you will find colleagues from the WICHE region eager to share the lessons they've learned from tackling a host of institutional and academic challenges, including some of the ones you may currently be facing.

- ▶ Provosts, vice presidents, and directors of academic affairs at community colleges and technical schools
- ▶ Chief executive officers and chief academic officers of related systems and statewide agencies
- ▶ Institutional staff with expertise in the program topic areas, accompanying those above at their invitation

About the Alliance

The members of the Western Alliance of Community College Academic Leaders (Alliance) are the chief academic officers of community colleges and technical schools along with their associated system and state agencies in the 16 Western states and the U.S. Pacific Territories and Freely Associated States which make up the Western Interstate Commission for Higher Education (WICHE) region. Through the Alliance, these top academic leaders share perspectives on current issues, work together on regional projects that are beyond the scope of a single institution or state, and contribute resources and expertise to build a stronger future for higher education in the West. The Alliance was founded in 2010 with support from the Western Academic Leadership Forum which is also based at WICHE.

– Bernice Joseph Leadership Award – 2022 Winner —

CONGRATULATIONS TO

Dr. Gillian McKnight-Tutein

For Creating the Stellar Student Experience at the Community College of Denver

Local Attractions

Denverites are much more laid-back than residents of other major American cities, promoting an active, outdoorsy culture that thrives on good food and craft beer. Take a cue from the city's residents and spend your days in the Mile High City getting to know its hiking paths, shopping streets and brewery trails. In addition to loving nature, Denver's population also exhibits a passion for art, culture and cuisine. Below are a few possibilities if you arrive before the meeting begins or stay afterwards.



HIKE IN ROCKY MOUNTAIN NATIONAL PARK – <u>Rocky Mountain National Park</u> draws millions of people every year who come to explore its varied trails and stunning views. The park features dramatic peaks, as well as 147 pristine lakes and plenty of wildlife. Its 355 miles of trails appeal to hikers of all experience levels.



GARDEN OF THE GODS – It's easy to see how this <u>natural landmark</u> earned such an ethereal title: These magnificent red rock formations look as though deities could've carved them. However, the sandstone pillars are, in fact, the work of geological activity along a natural fault line, as well as rainfall over millennia. You can learn about the garden's formations at the visitor and nature center, which houses numerous informative displays and hosts daily nature presentations.



MESA VERDE NATIONAL PARK – It's not too often that scenic hiking areas are also steeped in history, but Mesa Verde certainly has both. This national park consists of an array of preserved cliff dwellings originally built by the people of Pueblo centuries ago. The Ancestral Puebloans lived and worked in these cliffside quarters for years until finally abandoning them in 1300. Now, the remnants of this ancient civilization draw thousands of visitors to the southwest corner of Colorado each year.



DENVER MUSEUM OF NATURE & SCIENCE – With exhibits featuring everything from dinosaur bones to Egyptian mummies, the <u>Denver Museum of Nature & Science</u> inspires learning in the young and young at heart. This impressive facility houses artifacts pertaining to a variety of scientific areas, including anthropology, zoology, geology, health sciences, paleontology and space science. Some of the more popular displays include the wildlife exhibit, which includes more than 90 habitat scenes containing information on animals from around the world, from Alaska to Australia. Meanwhile, the hands-on Space Odyssey area introduces travelers to the outer reaches of the galaxy and beyond..



UNITED STATES MINT – Even if you hate the sound of excess change rattling around your pockets, you'll find a tour of the Denver branch of the <u>United States Mint</u> to be an interesting way to spend an hour or so. Having opened in 1863, its purpose was to transform the Gold Rush's findings into coinage. Today, the U.S. Mint in Denver can produce up to 50 million coins a day.

SCHEDULE AT A GLANCE

WEDNESDAY, OCTOBER 26

10:00 a.m. - 5:30 p.m. Registration Open

12:00 - 1:00 p.m. Lunch for Executive Committee 1:00 - 4:00 p.m. Executive Committee Meeting

(executive committee members only)

5:00 - 6:00 p.m. Welcome Reception

Dinner on Your Own

THURSDAY, OCTOBER 27

7:00 a.m. - 5:00 p.m. Registration Open

7:30 - 8:30 a.m. Breakfast

8:30 - 8:45 a.m. Welcome and Meeting Overview 8:45 - 9:45 a.m. Changing Nature of Higher Education

in the Next 10 Years

9:45 - 10:00 a.m. Break

10:00 - 11:30 a.m. Changing Demographics in Higher

Education: Insights and Implications

11:30 - 11:45 a.m. Break

11:45 a.m. - 1:45 p.m. Awards Luncheon: What is WICHE?

1:45 - 2:00 p.m. Break

2:00 - 3:30 p.m. Innovation Circles

- Strengthening Rural Community

Colleges

- Dismantling the Testing Industrial Complex: Stories from the West

- Building a Sturdier Bridge: Leading Students to College Success

3:30 - 3:45 p.m. Break

3:45 - 5:15 p.m. Finding, Attracting, and Keeping the

Best Faculty

Dinner on Your Own

FRIDAY, OCTOBER 28

7:45 - 8:45 a.m. Breakfast

8:45 - 10:15 a.m. How Successful Colleges Retain

Students

10:15 - 10:30 a.m. Break

10:30 - Noon The Case for College in a COVID-

Adjacent World: State and Student

Perspectives

Noon - 12:15 p.m. Wrap Up/Adjournment

Hosts & Sponsors

Special appreciation goes to our host.



And to our generous sponsors who make this meeting possible!













PROGRAM SESSIONS AND SPEAKERS

WEDNESDAY, OCTOBER 26

Renaissance Boulder Flatiron Hotel

10:00 a.m. - 5:30 p.m. Registration

12:00 - 1:00 p.m. Lunch for Executive Committee

Flagstaff

1:00 - 4:00 p.m. Executive Committee Meeting (executive committee members only)

Flagstaff

5:00 - 6:00 p.m. Welcome Reception Cengage

Flatiron Ballroom Join us for a lovely evening reception where you can meet up with old friends and make new ones!

Dinner on Your Own

THURSDAY, OCTOBER 27

7:00 a.m. - 5:00 p.m. Registration

7:30 - 8:30 a.m. Breakfast CollegeBoard

Chautauqua / Red Rocks

9:45 - 10:00 a.m.

8:30 - 8:45 a.m. Welcome and Meeting Overview

Flatiron Ballroom Landon Pirius, Colorado Community College System and Alliance Meeting Chair

8:45 - 9:45 a.m. Changing Nature of Higher Education in the Next 10 Years

Lightcast

Flatiron Ballroom

This keynote will explore how new strategies and models have the potential to address the crises of

college completion, affordability, and employability, and close America's skills gap.

Introducer:

▶ Jeffrey Alexander, Truckee Meadows Community College

Speaker:

► Belinda Miles, Westchester Community College

10:00 - 11:30 a.m. Changing Demographics in Higher Education: Insights and Implications

Flatiron Ballroom

This session will explore the challenges and opportunities regarding the changing demographics in higher education. The insights and implications regarding topics such as declining high school graduation, increased diversity, and returning adult learners will be discussed to leave session participants with practical approaches to consider.

Introducer:

► Kaylyn Bondy, Bismarck State College (ND)

Speaker

▶ Peace Bransberger, WICHE

11:30 - 11:45 a.m. Break

11:45 a.m. - 1:45 p.m.

Awards Luncheon QUOTTLY

Flatiron Ballroom

Join us for some stimulating conversation and to congratulate this year's winner of the Bernice Joseph Academic Leadership Award for 2022.

Host:

▶ Carli Schiffner, Washington State Board for Community and Technical Colleges

What is WICHE?

WICHE staff will provide updates on their department's major initiatives with relevance for chief academic officers. There will be ample time for questions and collective brainstorming on how WICHE can best support your institutions and systems.

Moderator:

► Sarah Leibrandt, WICHE

Panelists:

- ▶ Kimberly Dale, Western Wyoming Community College and WICHE Commissioner
- ▶ Liliana Diaz Solodukhin, WICHE
- ► Todd Helvig, WICHE
- ► Russ Poulin, WICHE

1:45 - 2:00 p.m.

Break OPEN SYLLABUS

2:00 - 3:30 p.m.

Innovation Circles

Attendees will have the opportunity to participate in two of the three breakout sessions.

2:00 - 2:40 p.m. 2:45 - 3:30 p.m. *Chautauqua*

Breakout Session: Strengthening Rural Community Colleges

Participants in this breakout group will discuss strategies for strengthening rural community colleges and ensuring their long-term viability. Topics will include program development, workforce and community partnerships, student support services, and collaboration across community colleges.

Moderators:

- ► Kari Brown-Herbst, Laramie County Community College
- ► Landon Pirius, Colorado Community College System

Panelists:

- ▶ Keith Peterson, Colorado Northwestern Community College
- ► Kathy Wells, Central Wyoming College

2:00 - 2:40 p.m. 2:45 - 3:30 p.m. Flatiron Ballroom

Breakout Session: Dismantling the Testing Industrial Complex: Stories from the West

Prior to the onset of COVID, many institutions of higher education were in the process of rethinking their placement testing processes and procedures with many questioning the validity of such measures. Work with different movements like Guided Pathways, Achieving the Dream, etc., helped initiate this work, but the impact of COVID and the lack of physically being on campus accelerated the eradication of most placement test practices. This session will highlight two western colleges and the work their colleges have done to move past this practice.

Moderator:

▶ Carli Schiffner, Washington State Board for Community and Technical Colleges

Panelists:

- ▶ Jeffrey Alexander, Truckee Meadows Community College
- ▶ Danen Jobe, Colorado Community College System

2:00 - 2:40 p.m. 2:45 - 3:30 p.m. *Red Rocks*

Breakout Session: Building a Sturdier Bridge: Leading Students to College Success

How do we ensure students are not just enrolling in college, but thriving? Participants in this discussion will discuss the impact of college-bridge programs meant to provide support to students to ensure they are prepared for success in higher education, particularly in the age of COVID-19.

Moderator:

► Clifton Sanders, Salt Lake Community College

Panelists:

- ▶ Augustin Bautista Silva, Salt Lake Community College
- ▶ Richard Diaz, Salt Lake Community College
- ▶ Penina Fitiao, Salt Lake Community College

3:30 - 3:45 p.m.

Break

3:45 - 5:15 p.m. *Flatiron Ballroom*

Finding, Attracting, and Keeping the Best Faculty

In a time of great challenges for higher education, the recruitment and retention of quality faculty has become one of the top concerns for administrators. Skyrocketing housing costs, pandemic and politically driven migration, particular challenges for urban and rural colleges alike have all contributed to a sometimes-dismal outlook and shallow candidate pools. But there are solutions, and this group of speakers will provide helpful guidance to assist in faculty recruiting, onboarding, and retention.

Moderator:

► Todd Schwarz, College of Southern Idaho

Panelists:

- ▶ Stephanie Fujii, Arapahoe Community College
- ► Kari Brown-Herbst, Laramie County Community College

Dinner on your own

FRIDAY, OCTOBER 28

7:45 - 8:45 a.m.Chautauaua / Red Rocks

Breakfast



8:45 - 10:15 a.m.

Flatiron Ballroom

How Successful Colleges Retain Students

Recent research from the National Student Clearinghouse continues to indicate a decline in college enrollments; with community colleges hit the hardest. The total loss in community college enrollment since spring 2020 has now reached 827,000 students. Not all institutions have faced such steep declines. Join your colleagues to discuss the ways in which these institutions have actually retained students at rates several times higher than the national average. Following the panel, small group discussion will allow you to network with others to grapple with this topic and bring ideas back to campus.

Moderator:

▶ Jeffrey Alexander, Truckee Meadows Community College

Panelists

- ► Mike Cartney, Lake Area Technical College
- ▶ Jessica Clark, Walla Walla Community College

10:15 - 10:30 a.m.

Break

10:30 a.m. - Noon *Elatiron Ballroom*

The Case for College in a COVID-Adjacent World: State and Student Perspectives

Overnight in March 2020, higher education found itself going through one of the most radical shifts in its history. Traditional approaches to teaching, learning, and student success were all significantly disrupted with the onset of pandemic. Many questioned the purpose of higher education, the way content was delivered, and the relevance of postsecondary credentials for employment and career advancement. Two and a half years later, we have learned that our institutions must lean more earnestly than ever on the perspectives of our students and our statewide partners in order to successfully navigate this challenging new era. In this session, we will hear from a student attending community college in Colorado as well as academic leaders in California and Montana.

Moderator:

► Angela DeWolf King, Montana University System

Panelists:

- ► Marty Alvarado, California Community Colleges
- ► Scott Eychner, Montana Department of Labor & Industry
- ▶ Satine Stone, student at Front Range Community College

Noon - 12:15 p.m. Flatiron Ballroom

Wrap Up/Adjournment

SPEAKER BIOGRAPHIES



MARTY J. ALVARADO serves as executive vice chancellor of educational services with the California Community Colleges. She provides leadership and support for the Academic Affairs and Student Services Programs. In this role Alvarado is responsible for agency-wide policies and programs related to student support, instructional delivery, and curriculum with the aim of increasing student success rates and closing achievement gaps. Prior to joining the chancellor's office team in 2019, Alvarado provided support for scaling up regional cross-sector partnerships and state systems engaged in large scale transformation. She received a bachelor's degree in philosophy from Whittier College in Whittier, CA, and a master of arts in philosophy and cultural analysis from the Universiteit van Amsterdam located in the Netherlands



JEFFREY ALEXANDER has served as vice president of academic affairs at Truckee Meadows Community College since 2021, and he collaborates with public institutions of higher education across Nevada. Previously, he served for six years as dean of arts and sciences at Pueblo Community College, prior to which he taught history at the University of Wisconsin-Parkside. Alexander is an historian of modern Japan and has published three books on Japanese consumer product manufacturing, sales, and consumption. He holds a B.A. in history from Brock University, and an M.A. and a Ph.D. in history from The University of British Columbia.



AGUSTIN BAUTISTA SILVA is currently serving as an orientation and student success coordinator for the Bridge Program at Salt Lake Community College. He is responsible for providing academic support to underrepresented first generation students. He is currently co-leading the development of a STEM-focused Summer Bridge where students will have the opportunity to implement engineering concepts through a capstone project completed at the end of the 8-week program. Bautista Silva has a background working with TRIO STEM and teaching AC/DC circuits. He earned his B.S in electronics engineering from Weber State University in 2021.



PEACE BRANSBERGER has been a researcher with WICHE for 10 years. She leads the production and analysis of WICHE's projections of high school graduates and other research focused on equitable college access, success and financing. Previously, Bransberger was a consultant and evaluation researcher with the Aspen Institute's Economic Opportunities and Workforce Strategies Initiatives and Westat's education and mental health evaluations, in Washington, DC, as well as a licensed adult educator. She is a former foster youth and first-generation college graduate with an M.A. from American University, Washington, DC and B.A. from St. Cloud State University, Minnesota.



KARI BROWN-HERBST Kari Brown-Herbst is the senior vice president of academic affairs at Laramie County Community College (LCCC) in Cheyenne, Wyoming. As the college's chief academic officer, Brown-Herbst provides executive oversight and strategic guidance in the planning, development, and implementation of all aspects of academic programming as well as instructional support services. Brown-Herbst also serves as a representative to the LCCC Foundation Board, is the Wyoming Passport State Facilitator, and is also a member of the Peer Review Corps of the Higher Learning Commission. She received an Ed.D. in instructional technology from the University of Wyoming, her master's in education technology from Marian University (Wisconsin) and her bachelor's in sociology with an education endorsement from Kalamazoo College (Michigan).



MIKE CARTNEY is president of Lake Area Technical College, Watertown SD, recipient of the Aspen Prize for Community College Excellence, and commonly ranked as the top community college in the nation. He was also recently reappointed as a commissioner for the Midwestern Higher Education Compact, serves on the Air University Board of Visitors, and also serves on the executive committee for the Alliance. Cartney testified to the U.S. Senate Commerce Committee, on education's role in addressing the skilled workforce gap and making the country more competitive. He holds a B.S. in computer science from the U.S. Air Force Academy, a M.Sc. in numerical analysis for Automated Data Processing (ADP) from Purdue University, attended numerous national and international military schools, and was a National Fellow to Harvard University's Program on Information Resources Policy.



JESSICA CLARK, PH.D., has served as vice president of instruction at Walla Walla Community College since March 2021. In this role, she serves as the chief instruction officer, as well as the accreditation liaison officer. Previously, she served at Northland Pioneer College as vice president of learning and student services. Before that she served for nearly a decade at Western Wyoming Community College, advancing from adjunct faculty to tenured faculty to administration. Clark received her B. A. in history education from Central Washington University, an M. A. and Ph.D. in history from the North Dakota State University, and a post-doctoral certification in higher education leaders-community colleges from University of Wyoming.



KIMBERLY DALE came to Western Wyoming Community College in 2019 as Western's 8th president. Prior to coming to Western, Dale served as the executive vice president and chief academic officer of Western Nebraska Community College. She also worked within the Colorado Community College System for over 20 years, serving as a faculty department chair and dean of instruction and outreach. She also taught as an adjunct professor in management and organizational development at the University of Colorado Denver. Dale received a bachelor of science degree in business education from Metropolitan State College of Denver, a master's degree in management and organization from the University of Colorado Denver, and a doctorate degree in educational leadership and human resource studies from Colorado State University.



RICHARD A. DIAZ has served as the director of the Orientation and Student Success Department at Salt Lake Community College since 2013. He leads an energetic team responsible for leading new student orientations and subsequent programs aimed at supporting students to complete their academic goals. Diaz brings previous experiences as an ethnic studies and education faculty, and as a seasoned student affairs practitioner with roles in the Office of Diversity and Multicultural Affairs, Admissions, and TRIO. Diaz received his academic training at the University of Utah where he earned a B.U.S in social justice education, and an M.Ed. in educational leadership and policy with an emphasis in student affairs.



LILIANA DIAZ-SOLODUKHIN as a policy analyst with WICHE works on a diverse range of activities including conducting and communicating policy research on a wide array of higher education-related topics, developing and sustaining relationships with external stakeholders, and conceptualizing and executing short- and long-term collaborative projects with states. Diaz received her B.S. in journalism and mass communication, B.A. in film studies, and a certificate in Technology, Arts, and Media from the University of Colorado at Boulder, earned her M.A. in higher education in from the University of Denver, where she is currently a Ph.D. candidate in higher education administration.



SCOTT EYCHNER was born in San Antonio, Texas to a career Air Force officer which allowed him the opportunity to live in locations and experience cultures all over the world. Growing up in this type of ever-changing environment instilled in him an appreciation and even desire for change. Eychner has spent 25 years in the workforce development world and serves as administrator of workforce services at the Montana Department of Labor & Industry. Today he continues to work to understand Montana's unique and dynamic workforce challenges and focus on making sure the public workforce system is a relevant and active partner in helping businesses and individuals address those challenges.



PENINA FITIAO is serving as a success advocate coordinator for the Bridge Program at Salt Lake Community College. The Bridge Program provides guidance to first-generation, minoritized, LGBTQIA+ students who are transitioning from high school to college. Fitiao is passionate about guiding students through the labyrinth of higher education and empowering marginalized voices. She has acquired numerous talents from varying industries including International Rescue Committee, Fabian VanCott, Pharmacotherapy Outcome Research Center and Surgical Pathology at ARUP Laboratories. Fitiao received her B.A. in international studies, emphasis in Latin American studies from the University of Utah in 2016.



STEPHANIE J. FUJII, PH.D. serves as the president of Arapahoe Community College in Littleton, Colorado. She is a passionate, outcomes-oriented, community college leader with over 30 years higher education experience in student services, instruction, and workforce/career and technical education. Prior to moving to administration, she was tenured faculty, division chair, and faculty senate president. Fujii received a B.A. in communication and an M.A. in counseling and educational psychology from the University of Nevada, Reno and a Ph.D. in educational leadership and policy studies from Arizona State University.



TODD HELVIG has had the pleasure of working with a wide variety and broad scope of behavioral health programs and services. He has worked alongside both city and state leaders to identify gaps in mental health and substance use services, implement evidence based practices, and raise awareness for the needs of those for whom there are barriers to accessing services. Helvig's 20+ years of work in community behavioral health now joins the work of WICHE's behavioral health unit in the goal to develop programs, processes, and professionals which create essential access to behavioral health services for all those in need.



DANEN JOBE Danen Jobe has served as director of academic affairs at the Colorado Community College System since 2019. He works with faculty and staff at the system colleges on such items as course content, accreditation issues, work on internal policies and procedures, and inter-institutional articulation agreements along with working closely with external entities such as the Colorado Department of Higher Education. Previously, he served as vice president of instruction at Northeastern Junior College, was a faculty member in English, and an associate dean of humanities. Jobe received his B. A. in English and M.F.A. in fiction and poetry from the University of Arkansas.



BELINDA S. MILES, ED.D., has served as president of Westchester Community College since 2015. Her leadership contributed to the college's selection to the Achieving the Dream network; the founding a full Honors College; and procurement of a major gift to establish the Center of Excellence in Cybersecurity. Previously, she served as provost and executive vice president at Cuyahoga Community College. Miles received her B.A. in political science from York College (CUNY), and an M.A. in educational psychology and an Ed.D. in higher education organization and leadership development from Columbia University Teachers College.



KEITH PETERSON has served as the vice president and chief academic officer of Colorado Northwestern Community College (CNCC) since 2018. He is the former chair and current member of the Colorado Community College System Rural College Consortium, a group dedicated to the advancement of and equitable distribution of resources for community colleges in the state of Colorado. Prior to his time at CNCC, Peterson spent five years as the dean of workforce education and economic development at Northwest Arkansas Community College. Peterson received his B.S. in communication from the University of Texas-Tyler and an M.A. in communication from Arkansas State University.



RUSS POULIN As the executive director of WCET, Russell Poulin leads an organization focusing on the practice, policy, and advocacy of technology-enhanced learning in higher education. WCET member institutions and organizations hail from all fifty states and Canada. As WICHE's vice president for technology-enhanced education, Poulin advises on policies and projects. Poulin served on federal negotiated rulemaking panels and received recognition for national policy contributions. Poulin previously lead distance education collaboration for the North Dakota University System and earned a bachelors from the University of Colorado Denver and masters from the University of Northern Colorado.



CLIFTON SANDERS has served Salt Lake Community College(SLCC) as provost for academic affairs since 2015. He is chief academic officer at SLCC, overseeing instruction and training for more than 61,000 students annually. Previously, he served in several roles at SLCC, including assistant professor of chemistry, division chair for natural sciences and communication, and dean of science, mathematics and engineering. Prior to his tenure at SLCC Sanders was a senior research scientist and co-inventor on six patents in biomaterials technology. He received his B.A. in chemistry from Hamline University and a Ph.D. in organic chemistry from the University of Utah.



SATINE STONE Satine Stone is a psychology student and president of the Student Government Associate at Front Range Community College. She is from Los Angeles, CA, and recently moved to Longmont, CO. She is working on receiving her A.A. in psychology from Front Range Community College and transferring to the University of Colorado, Boulder to study for a bachelor's and master's in psychology. Stone's final educational goal is to attain her Ph.D. in psychology focusing on developmental trauma and recovery in family and community systems.



KATHY WELLS, DNP, RN, CNE, has served as the vice president for academic affairs at Central Wyoming College (CWC) since 2015. As the institution's chief academic officer, she works with faculty and academic support staff to ensure relevant, experiential student learning. She collaborates with academic leaders across the state to advance initiatives to meet the needs of communities, employers, and other educational partners. She is also a professor of nursing education. Wells received her A.A.S. in nursing from CWC, her B.S. in nursing from Weber State University, her M.S. in nursing from the University of Wyoming, and her D.N.P. in educational leadership from American Sentinel University.

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Kari Brown-Herbst

Laramie County Community College

For further information, please contact:



Sarah Leibrandt
Director of Strategy, Impact, and Academic Partnerships sleibrandt@wiche.edu



Kay Hulstrom
Associate Director of Operations and Leadership Initiatives
khulstrom@wiche.edu

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