



**DURHAM TECH**

Board of Trustees

Durham Technical Community College  
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Jan. 17, 2020

Dear Members of the Durham Tech Community:

I hope you enjoyed your holidays and semester break and have returned to Durham Tech excited about the new semester.

As you know, after more than a decade of distinguished service as Durham Tech's president, Dr. Bill Ingram [announced](#) in October that he will step down this summer. The Board of Trustees is committed to recruiting a dynamic and experienced leader to succeed Dr. Ingram, a person who is passionate about the values of this College and its uniquely important role in advancing educational opportunity and workforce development for the residents of Durham and Orange counties. I write now to bring you up to date on the search process for Dr. Ingram's successor and our general plan for going forward.

Following President Ingram's announcement, the Trustees met with Jennifer Haygood, Chief of Staff/Executive Vice President of the North Carolina Community College System, to understand the process and statutory requirements for a presidential search. In November and December, the Trustee's Policies and Personnel Committee, chaired by Board Vice Chair Dr. Tara Fikes, developed an RFP, or request for proposal, for a search consultant to assist the Trustees in this important responsibility and evaluated nine submissions from national firms. The committee recommended to the Trustees that Durham Tech contract with RPA Inc., of Williamsport, Pennsylvania, as our presidential search consultant.

As RPA's selection process was being finalized and the first semester was ending, several Trustees met on December 5, in two open forums with members of the Durham Tech Faculty and Staff Associations, respectively, to hear your views on the challenges and opportunities before the College over the next five to ten years and the qualities and characteristics the Trustees should seek in our next president. On January 22, at 4:30 p.m., a similar open forum will be held with Durham Tech students following SGA's Student Concerns Committee meeting. This open forum with students will be held in the Multi-Purpose Room in the ERC Auditorium. We urge all interested students to participate in this important opportunity to provide students' perspective and input to the presidential search.

As Board Chair, I have appointed a broadly diverse 16-person presidential search committee, consisting of nine Trustees, including SGA President and Student Trustee Justin Hall; five community leaders from Durham and Orange counties; and leaders recommended by the Faculty Association (Cathy Collie- Robinson) and Staff Association (Micara Sessoms). The Presidential Search Committee has been charged to recommend at least two finalists for the Board of Trustees to interview in order to select our next President. The Presidential Search Committee held its initial meeting last week. Our search consultant, Dana Cohick, President of RPA, joined the committee for a thoughtful discussion of the search process as well as the timeline for the search. The next step is the development of



presidential search announcement for broad distribution. A website for the search is under development; we plan to have it up by early February. It will include not only the position description but a wide range of information of likely interest to serious candidates about Durham Tech and the dynamic communities served by the College.

The Board of Trustees is committed to conducting an open and transparent search process with input from both internal and external constituencies. Consistent with best practice, each member of the Presidential Search Committee has signed a confidentiality agreement to ensure that candidates for the position can develop their interest in the Durham Tech presidency without jeopardizing their current leadership positions. Our goal is to narrow our field of candidates to between 10 and 12 by early spring and to narrow that group to as many as four by early May. This latter group of finalists will be invited to Durham Tech for final interviews with the Presidential Search Committee and Board of Trustees and participation in open forums with faculty, staff, and students.

No decision made by the Trustees is more important than the selection of a President. The Trustees and the Presidential Search Committee are committed to identifying an experienced leader who will be the right fit for Durham Tech's future, a leader who is a passionate advocate for this College's mission and deep values, including equity and inclusion, and who can help this remarkable institution aggressively develop partnerships and resources that will enable the College to best serve the needs of all residents of our dynamic and growing region.

So, stay tuned by periodically checking the Presidential Search website for updates.

All the Best,  
John F Burness  
Chair, Board of Trustees