



Muskegon Community College

BOARD OF TRUSTEES OPEN INTERVIEW – PRESIDENTIAL FINALIST Dr. John Selmon

**April 19, 2022 – 7:15 p.m.
Room 2109E – Board Room – Main Campus**

Present: Chair Osborn, Vice Chair Mullally, Trustee Frye, Trustee Moore, Trustee Cook, Trustee Crandall and Trustee Portenga

Chair Osborn called the meeting to order at 7:15 p.m.

Brief bio – Dr. John Selmon

Dr. John Selmon has more than three decades of experience serving in key leadership roles at both public and private higher education institutions. Currently as the Provost/Executive Vice President at Muskegon Community College (MCC), he provides leadership and oversight for Academic Affairs, Athletics, Facilities, and Student Services.

At MCC, he helped spearhead a college-wide Achieving the Dream initiative resulting in a national designation as a Leader College, national recognition for MCC's student success initiatives, and subsequent rankings for MCC among the best community colleges in Michigan and the U.S. Selmon champions a laser-like focus on student success and completion.

Selmon was the Project Lead for several major MCC building projects including the capital outlay grants. These include the Sturuss Technology Center (\$19.8M); the Health and Wellness Center (\$14.1M); the Automotive Center (\$805K); and the Art and Music Building (\$9M). He was a co-lead for the Science Center (\$9.6M).

He instituted significant emergency practices and procedures to greatly enhance campus safety and security. Selmon established and led the "And Justice for All..." series of college-community discussions focused on proactively increasing meaningful dialogue on divisive issues affecting the nation, such as race, law enforcement, bias, defamation, economic injustice, incarceration and gun control.

Selmon is strategically focused and passionate about developing policies, programs, and systems to improve access, completion and equity in higher education. He is a member of the Higher Learning Commission's Peer Corps and serves as a peer reviewer for other colleges in their accreditation efforts.

Prior to coming to MCC, Selmon served as the Executive Dean of Student Services at Lake Michigan College in Benton Harbor, MI, after working in Student Services at Kennesaw State University in Atlanta, GA. He began his career in Michigan with Grand Rapids Junior College prior to joining the Davenport University Educational System, where he held numerous administrative roles during his 18-year tenure leading to his position as the Davenport system's group vice president. He has served on numerous community organizations.

He earned a Doctorate in Educational Leadership and a Master of Arts in Educational Leadership from Eastern Michigan University. He earned a Bachelor of Science in Education from the University of Nebraska-Lincoln. In addition, he has participated in several leadership programs, most recently a 2020 graduate of the Aspen Institute's Presidential Fellows Program.

An avid sports fan, Selmon co-founded the MCC employee golf league at University Park. He is a member of Muskegon Community Toastmasters Club, the Muskegon Rotary where he helped to facilitate some of the DEI book discussions, and the Muskegon Covenant Academy Board.

He and his wife, Zephra, have been married for 35 years and have two adult children.

Following are the interview questions asked by the Board of Trustees:

1. Introduce yourself and briefly walk us through your background.
2. Tell us about the plan for your first year at MCC. What would you expect to accomplish? What would you need from us as the Board of Trustees to help you reach those goals?
3. How do you prioritize your work as a leader and as a president?
How should a college president view student access and success relative to other priorities?
4. Please discuss your fundraising capabilities and 2-3 biggest accomplishments, providing specific examples of gifts raised, or revenues increased, and for what purpose(s).
5. Describe a situation where you were able to influence lawmakers or other public policy figures on an important issue. What approaches or strategies did you use?
6. Please describe the greatest threat to fiscal stability facing an organization or unit you have led. How did you respond to the threat? What was the result?
7. Please provide 1-2 specific examples of your experience building effective partnerships with third party organizations, especially with K-12 schools or school districts, other colleges, community-based organizations, and/or employers. How did the partnerships yield measurable results for students? How did they grow over time? What did you do to sustain them?
8. Our vision is an educated, inclusive community. Describe for us 2-3 ways you have worked toward this at your current institution.
9. Provide a specific example of when you had to win over someone who was not responding to your message. What did you do to achieve your desired outcome?
10. We have strong committed faculty/staff at the institution, what kind of culture would you develop here?
11. What is your vision for our college in terms of partnering with outside entities? What would you hope to accomplish?
12. What surprised you or scared you the most about your visit today to MCC?
13. What does MCC's Strategic Plan of aspiring to be the best community college in the nation look like to you? What does this look like for the faculty, staff and students at MCC?

WHAT QUESTIONS DO YOU HAVE FOR US?

1. What does an ideal relationship look like between the President and Board of Trustees?
2. What is one thing going forward that we need to continue?

With no further business, the meeting was adjourned at 8:11 p.m.

Minutes submitted by Secretary Nancy Frye

/csd