

**Ronald S. Ramming, Ph.D.**

February 10, 2017

CSC Presidential Search Committee  
A&M Board of Regents  
2800 North Lincoln Boulevard  
Oklahoma City, OK 73105

**Search Committee Members:**

After giving this application a great deal of thought, and receiving sound counsel and encouragement from several respected educational and community leaders, I am honored to accept President Jack Bryant's nomination to become the next President of Connors State College. My deliberations have led me to believe that this opportunity can produce lasting results for the students, faculty and staff at Connors State College and the communities served by the Institution.

The attached materials are intended to demonstrate my qualifications, experience and expertise as a potential leader for CSC. My resume documents the various roles and responsibilities that I have filled while I worked my way through the ranks at CSC. I believe you will see evidence of my willingness to not only accept progressively higher levels of responsibility, but also the desire to challenge myself in new roles that required me to grow professionally. I have extensive experience in the Academic and Student Affairs operations of the College. I have also developed a firm grasp of the basic tenants of the fiscal operations of the College and am learning the subtle nuances very quickly. I truly believe that learning is a lifelong activity and I have routinely taken advantage of professional development opportunities that have aided in my personal and professional growth.

I have been blessed to work with some truly committed and talented people over my career. I have led or been a part of many initiatives that have yielded positive results in the areas of enrollment growth, graduate production, resource development, campus safety, distance education, infrastructure improvement and fiscal management. One of the things I have learned in over 26 years at CSC is that we are a group of smart and capable people. I have been inspired at the level of teamwork displayed here and believe that the decisions that have included broad participation have yielded the most positive results and the least unintended consequences. As a leader, I try to foster an environment that encourages participation and innovation. I like to surround myself with passionate and committed people who want to learn, work hard and do what they say they will do.

A major role of a successful president is to lead the establishment of a vision of what the College can become. When properly articulated, this vision will help guide the institution's focus and result in strategic plans, resource allocation, enrollment management plans, and other planning documents that work together and effectively position the College as a resource for the region. CSC has made great strides in this area the past few years and these efforts have led to greater student success and community engagement. I believe my experience and the relationships I have created will be most beneficial in maintaining the momentum built in recent years.

I was raised on a diversified farming operation in northern Caddo County and attended public schools in the small agricultural community of Hinton, OK. While I did have other options after graduating

high school, I was drawn to CSC because of the people and the similarity between Warner and my hometown. I have been blessed to now have spent over one-half of my life at in this area, raised two children here and have an extensive track record of community engagement. I am invested in this area and my tenure here has allowed me to gain valuable insight as to the issues faced by these local communities. I have been proud to be a part of the role CSC has played in creating sustainability and economic growth.

I am a product of the Oklahoma higher education system and have spent my professional career in service to Connors State College and the Oklahoma State University system. I am acutely aware of the challenges facing higher education in Oklahoma and have firsthand knowledge how these issues have impacted CSC. I have a deep respect for the history of the Institution and the faculty, staff and students who created the proud legacy enjoyed today. I fully understand the challenges inherent in operating a multi campus college where the individual campuses have unique features and programs. I am convinced that CSC is poised to become a regional leader in the areas of health care, agriculture, business and the social sciences. My various roles have also allowed me to develop a network within the College, the systems that govern CSC, the local community and the alumni. This network offers the ability to connect the resources and strategies that will build on past accomplishments and take advantage of opportunities to build a brighter future.

Institutions of higher education have two primary responsibilities; first, to provide students with the opportunity to earn a quality academic credential and second, to provide students with a safe and health learning environment. With this in mind, it is imperative that academic programs are routinely reviewed for appropriate content, rigor and quality and revised as necessary. It is also critical that we remain committed to seek out new and innovative programs that will benefit the students as well as local business and industry. Because learning occurs everywhere on a college campus, a safe environment is also essential to a quality educational experience.

In many respects, Connors State College is not the same Institution that it was when I was a student or when I was hired as a new faculty member in the fall of 1990. Successful colleges, like successful businesses embrace change and are always exploring ways to evolve and better serve their customers. Students, faculty and staff have come and gone, significant changes in campus facilities have occurred and even the way students attend class is much different than it was at the beginning of my association with CSC. I am very proud that the intense desire to help students reach their potential hasn't changed. This attitude fortifies my desire to help shape the next chapter at Connors State College.

I am humbled by the many people who have encouraged me to apply for this position. My experience, skills and philosophy appear to align with the preferred qualifications listed in the position description. This leads me to believe that I am the right leader for this time in CSC's history. I would consider it a privilege to meet with the search committee.

Sincerely,



Ronald S. Ramming, Ph.D.

## Ronald S. Ramming, PhD

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### EDUCATION

- Ph.D. August 1997, Oklahoma State University, Stillwater, OK 74078  
Agricultural Education/Higher Education Administration
- M.S. August 1993, University of Tennessee, Knoxville, TN 37996  
Animal Science
- B.S. December 1987, Oklahoma State University, Stillwater, OK 74078  
Agriculture Major: Animal Science
- A.S. May 1985, Connors State College, Warner, OK 74469  
Agriculture

### PROFESSIONAL EXPERIENCE

#### Connors State College, Warner and Muskogee, OK

##### Interim President

June 2016 to Present

- Chief Executive Officer reporting to the Board of Regents for the Oklahoma A&M Colleges
- Oversaw the implementation of the recently awarded Second Chance PELL Experimental Site program, generating over \$200,000 in new revenue annually
- Implemented disciplined fiscal policy to aid the return of the college to improved financial health aimed at improving College's financial stability
- Currently deploying a \$1.75 million Title III grant for building capacity to expand the number of students in the nursing program, and improve experiences for current students with state of the art laboratory improvements
- Increased capacity of bull test facility auxiliary enterprise to increase revenue and build community relationships
- Dedicated the McPeak Agriculture Hall of Fame, constructed with private donated funds

##### Sr. Vice President for Academic and Student Affairs

July 2014 to Present

##### Vice President for Academic Affairs

July 2012 to July 2014

- Chief Academic and Student Affairs Officer. Responsibility include the leadership and budget oversight of the Academic Divisions, Academic Support Services, Recruitment, Admissions/Registrar, Academic Advisement, Campus, Life, Residential Life, Student Activities, Health Services, Campus Security and College Farm
- Led the implementation of OTA and PTA programs, first cooperative contract with Career Tech in State
- Led campaign to raise over \$42,000 for Agriculture Hall of Fame and McPeak Livestock Judging Endowed Scholarship
- Project Lead: \$6 million renovation of Stone Student Union on Warner Campus
- Project Lead: \$11 million construction of a new Nursing and Allied Health Building on Three Rivers Port Campus in Muskogee

- ❑ Supervised the comprehensive revision and modernization of College's Student Recruitment and Marketing Plan
- ❑ Graduate production increased over 60% since 2011. (331 Degrees and Certificates awarded in 2010-2011 Academic Year vs 531 in 2015-2016)
- ❑ Coordinated the development, approval and implementation of the Muskogee/Warner Accelerate Program. A pilot project approved by the OSRHE that allows for the use of alternative criteria for participation in high school concurrent enrollment
- ❑ Principal Designated School Official (PDSO) for the Student and Exchange Visitor Program (SEVP)
- ❑ HLC Accreditation Liaison Officer (ALO)

#### **Vice President for Enrollment Management and Student Services**

**April 2009 to July 2012**

- ❑ Provided leadership for the College's Enrollment and Student Services activities including Recruitment, Scholarships, Admissions/Registrar, Academic Advisement, Residential Life, Student Activities, Student Conduct, Health Services and Campus Security
- ❑ Coordinated accommodations for Students with Disabilities
- ❑ Led the campus implementation of the National Incident Management System (NIMS)
- ❑ Insured compliance with Campus Life and Safety and Security Goals 2010
- ❑ Coordinated the development of the Campus Emergency Operation Plan
- ❑ Coordinated the development of course schedules
- ❑ Responsible for updates to various campus publications such as the College Catalog, Student Handbook and the Handbook for Students with Disabilities
- ❑ Coordinated the delivery of courses to two correctional facilities in Muskogee County
- ❑ Marketed and coordinated the delivery of concurrent enrollment courses to area high schools
- ❑ Represented the College at the Oklahoma State Regents for Higher Education's student affairs group (Council on Student Affairs)

#### **Dean of Enrollment Services**

**July 2004 to April 2009**

- ❑ Provided leadership for the College's Recruiting, Scholarship, Admissions, Academic Advisement and Registrar activities
- ❑ USDA Distance Learning/Telemedicine Grant Administrator. Coordinated Connors State College's successful 2005 USDA DLT grant to provide distance learning equipment in ten rural communities around the state. The award totaled over \$498,000
- ❑ Reorganized the structure and responsibilities of the Admissions/Registrar Office with an emphasis on training to create more efficiency
- ❑ Revitalized the Office of Recruitment and added staff to help increase enrollment
- ❑ Added full-time Academic Advisors to the Muskogee Campus to better serve the students on those campuses
- ❑ Expanded course offerings in the College's service area by offering courses at area high schools in both traditional face-to-face and ITV formats
- ❑ Coordinated the delivery of courses to two correctional facilities in Muskogee County
- ❑ Coordinated the development of course schedules
- ❑ Edited and updated the College Catalog

#### **Director of Distance and Extended Education**

**June 1998 to July 2004**

- ❑ Developed annual budget for College's distance learning activities
- ❑ Identified and evaluated emerging technologies for use in the distance education program. Supervised the installation of six distance learning classrooms
- ❑ Led the implementation of a Learning Management System (WebCT)
- ❑ Developed and conducted training for faculty teaching distance education courses
- ❑ Surveyed educational needs of residents in the CSC Service Area and imported courses and programs not offered at CSC from other state Institutions. Imported upper division and graduate courses from

Oklahoma State University, the University of Oklahoma, the University of Central Oklahoma and Southwestern Oklahoma State University

- Led the development of an AS program in Horticulture
- Coordinated the delivery of courses to two correctional facilities in Muskogee County
- Taught a minimum of two Agricultural Courses per semester
- Served as an Academic Advisor for Agriculture Students
- Served on North Central (HLC) Steering Committee (Chair, Criterion IV Subcommittee)

**Agriculture Instructor and Assistant Livestock Judging Team Coach**

**August 1990 to June 1998**

- Taught introductory agriculture courses including: Introduction to Agricultural Economics, Introduction to Animal Science, Live Animal Evaluation, Advanced Live Animal Evaluation, Meat Animal and Carcass Evaluation, Livestock Feeds and Feeding, Agricultural Engineering, Introduction to Plant Science, Microcomputer techniques in Agriculture, Agricultural Orientation. Other courses included Fundamentals of Computer Usage and Elementary Statistics
- Coached a nationally competitive Livestock Judging Team
- Served as an Academic Advisor for Agriculture Students
- Co-Sponsor of Aggie Club
- Co-developed a Computerized Farm Records course that satisfied USDA borrowers training requirement
- Assisted in the recruitment of the Agriculture Department's local, state and national recruiting efforts
- Served as Assistant Student Activities Director from Fall 1990 to Spring 1992 and assisted with coordinating intramural athletic events, dances and other activities
- Serve on several committees including: Academic Council, Distance Education (Chair), Building a Legacy Campaign (Co-Chair), Global Education, Technology Oversight, Student Grade Appeal and Academic Reprieve Committee; CSC Curriculum Committee; North Central Steering Committee (Chair, Criterion IV Subcommittee); and Assessment Oversight Committee

**Graduate Teaching Associate**

**Oklahoma State University, Department of Agricultural Education, Communications, and 4-H Youth Development**

**August 1996 to December 1996**

- Graduate Teaching Assistant for AGED 4713 International Agriculture
- Co-advisor for Collegiate FFA

**Graduate Teaching Fellow**

**University of Tennessee, Department of Animal Science**

**August 1988 to August 1990**

- Coached University Livestock Judging Team
- Instructor, Introductory Animal Science Course

**PROFESSIONAL ACTIVITIES**

- OSRHE Council of Presidents. 2016 to Present.
- Chancellor's Campus Security Task Force. 2016 to Present
- OSRHE Council of Instruction. 2012 to 2016
  - Two Year College Chair 2014-2015
  - Committee Assignments: Assessment, Chair. Assessment/Transfer/Retention
- Presenter: *Ensuring Student Success – Standards, Support, and Strategies*. Concurrent Enrollment Partnerships: A Bridge to College Completion. University of Tulsa. 2015.
- OSRHE Council of Student Affairs. 2009 – 2014.
- Co-Presenter: *Data-Driven Decisions for Persistence: Stark Realities, Practical Solutions*. Higher Learning Commission Annual Conference. Chicago, IL. 2015.

- ❑ Team Leader: HLC Academy for the Assessment of Student Learning. Re-examine and Re-focus the General Education Student Learning Objectives. Completed, October 2013.
- ❑ Oklahoma Strategic Enrollment Management Institute. 2010 to 2012.
- ❑ Indian Capital Technology Center Muskogee Campus Advisory Committee 2009-2010 to present.
- ❑ Panelist: *Models for High School Outreach Testing Using ACT's COMPASS System*. Thirteenth Annual ACT Southwest Region Postsecondary Conference. New Orleans, LA. 2009.
- ❑ Co-presenter: *The Four Five P's of Marketing Cooperative Alliances*. Oklahoma State Regents for Higher Education Cooperative Alliance Workshop, Oklahoma City, OK. 2007.
- ❑ USDA Distance Learning/Telemedicine Grant Administrator. Coordinated Connors State College's successful 2005 USDA DLT grant application to provide distance learning equipment in ten rural communities around the state. The award totaled over \$498,000.
- ❑ Educator's Leadership Academy, University of Central Oklahoma, Edmond Oklahoma, June 2003 to April 2004.
- ❑ Oklahoma Distance Learning Association; President-elect 2002/2003, President 2003/2004, President Emeritus, 2004 to present, Chairman of 2003 Conference Committee, Member At-Large Representative, Board of Directors 2001-2002
- ❑ Oklahoma Agricultural Leadership Program, Class X. Oklahoma State University, Stillwater, OK. August 2000 to March 2002.
- ❑ Northeast Oklahoma Technology Training Consortium Lead Technology Teacher Training, Master Trainer Level I and II. 1998 – 2002.
- ❑ Mentor/Trainer - Multimedia Group; Oklahoma State Regents for Higher Education Quality Initiative Grant, Connors State College-Eastern Oklahoma State College, McAlester, OK January 1999

#### COMMUNITY ACTIVITIES

- ❑ Muskogee Chamber of Commerce Board Member, 2016 to Present
- ❑ Downtown Muskogee Steering Committee Member, 2016 to Present
- ❑ Eastar Health Systems Board of Trustees Associate Member, 2016 to Present
- ❑ Muskogee Dream It Do It Executive Committee Member, 2015 to Present
- ❑ Warner Public Schools Board of Education Member and Vice President, 2012 to present
- ❑ Action in Muskogee Community Visioning Process, 2012
- ❑ Muskogee Exchange Club, 2011 to Present
- ❑ Warner Livestock Booster Club , Member 2006 to Present – Treasurer 2008 - 2012
- ❑ Muskogee County Spring Livestock Show – Swine Superintendent

#### HONNORS AND AWARDS

- ❑ Who's Who Among American Teachers, 2004/2005
- ❑ Outstanding Graduate Teaching Award, University of Tennessee, 1990
- ❑ Bratcher Award, Department of Animal Science, Oklahoma State University, 1986
- ❑ Phi Kappa Phi Honor Society, 1997
- ❑ Gamma Sigma Delta Honor Society, 1987