

**Holyoke Community College**  
**2023 Presidential Search Process**

**October 2022**

HCC signed a contract with Pauly Group, Inc. to conduct the Presidential Search. This is the same firm used when Dr. Royal was hired.

Presidential Search Committee selected. It was a 21-member group representing all stakeholders of HCC. A list of the Presidential Search Committee and their affiliation with HCC follows.

**November 2022**

Pauly Group met with constituency groups of HCC in order to write the Position Profile and determine the specific needs of HCC.

**December 2022**

Orientation Meeting held between Presidential Search Committee and Pauly Group. Reviewed Position Profile, process moving forward, Open Meeting Laws, and Affirmative Action laws and policies.

Position Profile reviewed and edited by various stakeholders and approved by the Presidential Search Committee and Board of Trustees.

Position Profile made public on HCC and Pauly Group Websites.

**January 2023**

The Presidential Search Website was developed and established on the HCC website.

Advertisements posted in National online publications.

Pauly Group actively recruited applicants for the position.

Search Committee Members individually screened and evaluated applications.

### **February 2023**

Search Committee Members individually screened and evaluated applications.

Application Close Date: February 21, 2023

50 Applications received in total.

### **March 2023**

Search Committee met to identify nine semi-final candidates for first-round interviews.

March 22<sup>nd</sup>, 23<sup>rd</sup> & 24<sup>th</sup> : Search Committee interviewed semi-finalists for one hour each, followed by 30-45 minutes of discussion of each candidate, via Zoom.

The Search Committee identified four final candidates directly following the virtual interviews.

Dr. Noemi Custodia-Lora

Dr. Tony Hawkins

Dr. Arlene Rodriguez

Dr. George Timmons

### **April 2023**

April 6<sup>th</sup>, 10<sup>th</sup>, 11<sup>th</sup> & 13<sup>th</sup> : Finalists on campus for interviews and trustee interviews.

Each finalist experienced forums with all stakeholders, an interview with the Board of Trustees, dinner with two Board Members, and a ½

day (following the full day of interviews) for tours of the college and community.

Pauly Group conducted in-depth referencing on each finalist as well as criminal and civil background checks. Full reports submitted to the Board of Trustees prior to their decision.

Pauly Group surveyed anyone who participated in the open forums and developed a report of input regarding strengths and concerns about each finalist. The reports were given to the Board of Trustees prior to their decision.

April 25<sup>th</sup>: The Board of Trustees after significant deliberation and input from the audience, unanimously selected Dr. George Timmons as the next President of Holyoke Community College.

**Holyoke Community College  
Presidential Search Committee**

| <b>Name</b>                 | <b>Title</b>   | <b>Employee Group if Applicable</b>          |
|-----------------------------|--|--|
| Trustee Eleanor P. Williams | Search Committee Chair/Board Trustee                       |  |
| Trustee Vanessa Smith       | HCC Board Trustee  |  |
| Trustee Ted Hebert          | HCC Board Trustee  |  |
| Trustee Ivonne Vidal        | HCC Board Trustee  |  |
| Chair Robert Gilbert        | HCC Board Chair/ex officio                                 |  |
| Dr. Robert Awkward          | Assistant Commissioner for Academic Effectiveness          | Massachusetts Department of Higher Education |
| Tiffany Cutting Madru       | HCC Foundation Trustee                                     |  |
| Anthony Soto                | Holyoke Public Schools Superintendent                      |  |
| Alexandra Cassandra         | HCC Student  |  |
| Laura Schlegel              | Adjunct Faculty  | DCE Faculty                                  |
| Amanda Sbriscia             | VP for Institutional Advancement                           | NUP  |
| Lanre Ajayi                 | Director, Education & Corporate Learning                   | NUP  |
| Thomas Stewart              | Athletics Director   | NUP  |
| Stephen Bailey              | Theater Technical Director                                 | AFSCME                                       |
| Janet Aracena               | Administrative Assistant                                   | AFSCME                                       |
| Amreen "Amy" Shaikh         | Placement Assistant  | MCCC   |
| Lori Wayson                 | Coordinator New Directors                                  | MCCC   |
| Charlotte Wilinsky          | Assistant Professor, Psychology                            | MCCC Faculty                                 |
| Raul D. Gutierrez           | Associate Professor, Chair Language/Latinx, Honors Program | MCCC Faculty                                 |
| Olivia Kynard               | Title IX Officer/ ex officio (non-voting member)           | NUP  |