

**1. PCC is a complex, multi-campus institution. The person in this position will coordinate and build relationships among stakeholders at Rock Creek (faculty, staff and students), the college as a whole and external partners and community members. Describe your prior experience advancing sustainability for a large organization working closely with multiple and diverse stakeholders. What strategies would you use at PCC Rock Creek to develop effective and collaborative relationships to advance sustainability?**

As Co-Chair of the UCSC Student Environmental Center I co-founded a state-wide organization called the California Student Sustainability Coalition (CSSC) which passed one of the most comprehensive sustainability policies in higher education through the UC Regents. After the policy passed, I worked with chancellors and high level administrators to implement incredible change for sustainability on our campus, from starting the UCSC Campus Earth Summit and the Blueprint for a Sustainable Campus, to the highest level Chancellors Advisory Committee on Sustainability. I helped write and passed two student propositions which created a \$360,000 annual permanent budget for Sustainability programs at UCSC. Collectively the organizations that I helped create have raised millions of dollars for sustainability and shifted billions of dollars towards environmentally friendly purchasing in the UC System. Building relationships was the key to advancing our networks and commitment from administrators. You do whatever you can to make sure the stake holders in charge have the confidence they need to understand the policies and the benefits to the university, and any additional information that is requested is to be delivered upon as soon as possible.

**2. Describe a complex sustainability project for which you had primary responsibility. Include how you managed the project and critical elements of success. What were lessons learned, and how would this experience inform your approach to project management in this position at PCC Rock Creek?**

One of the most important projects I have ever spearheaded was writing, drafting, and coordinating the campaign for passing two Sustainability Ballot Measures at UC Santa Cruz which created a \$360,000 annual permeant budget for sustainability project. I was the only person who worked on both ballot measures, and one of 4-5 people who worked on each campaign.

My focus was on the critical element of the details within the ballot measure itself. Once voted on the measure became a legal document and it was essential to make sure every word passed legal scrutiny and ensured that the money would be spent the way in which the ballot measure was intended.

The campaign was a huge undertaking to build the relationships between dozens of student organizations and the student body overall. I had to help coordinate making sure that every class and every student group had someone come talk to them and explain what the ballot measure was about and how it would help our campus.

After the ballot measure passed, I was one of about 4 people who was instrumental in building the infrastructure to ensure the Campus Sustainability Council was created and operated to ensure stable funding. I drafted the constitution and primary process documents, and helped coordinate the coming together of the first council, which still exists to this day.

I learned that it takes dedication, long hours, and continuous attention to details over long period of time. The goals are not single weeks, or even single years. It takes long term commitment to see through the work to make sure that everything comes together correctly. I also learned that sometimes doing your best is never enough. There will always be people who have different opinions and perspectives, and it is essential to make sure that everyone is heard, and to know when even though you think you have the best idea, to just step back and let someone else take over, cause your idea, no matter how good, may not work with the people involved.

At PCC Rock Creek I would start by interviewing a lot of people and building relationships with all the key players and colleagues. It is so important to be in informal settings, as much as within formal meetings, including lunches and hikes. By building relationships you are able to build the trust that will be needed to tackle the biggest of problems, and get through the long nights and over extended hours to meet targeted goals and timelines.

- 3. Portland Community College values and supports the many forms of diversity found among its students and staff. Give two examples of working with staff and /or students from diverse backgrounds. How have these experiences influenced your work?**

When I ran for student government, I ran against the People of Color slate that had won every year as long as anyone could remember. I was the only person who won against the entire slate any year, and at that moment I was emerged into the People of Color movement on our campus. It was quite scary at first, and a colleague within the People of Color caucus said to me “Just work hard and contribute and you’ll be fine.” Thats what I did, and it was one of the most amazing experiences of my life.

There are 6 elected positions at UC Santa Cruz at the time and of the 5 other positions there were 2 asian americans (girl and guy), 2 latino americans (girl and guy), and one latino gay person. We had numerous african american interns, and when we went to statewide and national meetings, I was surrounded by the People of Color movement.

Luckily I had lots of experience working in collaborative groups from my sustainability background, but I had to learn new vocabulary, new strategies, and build very different relationships from what I had done in the past. In the end I worked hard and contributed when needed, and they all respected me for my honesty and group mentality.

Now I am able to comfortably work not only with any “minority” or person of color, I feel completely comfortable being the only ‘white’ person in the room. As long as we all respect each other, we all can work together. Being a white man, it is essential to support others to speak up, and to represent the organizations that we work with.