

GOVERNING BOARD MEETING
OREGON DEPARTMENT OF GEOLOGY AND MINERAL INDUSTRIES
Friday, October 30, 2015
9:30 a.m.
Portland, OR

1) Call to Order: (Larry Givens, Board Chair)

Chair Larry Givens called the meeting to order at 9:39 a.m.

2) Introductions: (Larry Givens, Board Chair and staff)

Chair Larry Givens, Vice Chair Lisa Phipps, and Board Members Dennis Luke and Laura Maffei were in attendance

DOGAMI Staff in attendance:

Holly Mercer, Assistant Director, Geological Survey & Services Program

Alyssa Pratt, Office Specialist

Others in attendance:

John Terpening, Legislative Fiscal Office

Lauri Aunan, Governor's Office (Arrived for executive session)

Enrique Sama, Department of Administrative Services

Cyndi Smith, DOGAMI Human Resources

1 **3) Public Comment:** (Three minutes limit per person unless otherwise specified at the
2 meeting by the Chair)

3 No public comment was made.

4 Chair Givens recessed the Board at 9:40 a.m. until the scheduled executive session.

5 At 10:31 a.m. Chair Givens announced that the Board was coming out of recess.

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7 **4) Executive Session:**

8 Chair Givens announced the beginning of executive session at 10:32 a.m.

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10 The Governing Board of the Department of Geology and Mineral Industries will meet in
11 executive session pursuant to ORS 192.660(2)(a), to consider the employment of the
12 State Geologist.

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14 **5) Working lunch – Executive Session Continued**

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16 **6) Return to Public Session**

17 Chair Givens returned the Board into public session at 2 p.m. New attendees were
18 present, and Chair Givens requested that staff introduce themselves and what they do.

The following staff were in attendance:

Rudie Watzig, Senior GIS Analyst

Ali Ryan Hansen, Earth Science Information Officer

Jason McClaughry, Eastern Oregon Regional Geologist and coordinator of geologic maps

Lina Ma, Geologist

John Bauer, GIS Analyst

Deb Schueller, Publications Coordinator

Traci Cooper, Transition team

Kim Riddell, Chief Financial Officer

Clark Niewendorp, Industrial Minerals Geologist and geologic mapping Geologist

Guest in attendance:

Lauri Aunan, Governor's Office

Enrique Sama, Executive Recruiter from Department of Administrative Services

The Board introduced themselves to staff. The Chair announced that a new Board member, Scott Ashford who is the Dean of Engineering for Oregon State, was unable to attend this meeting but should be at the December 2015 Board meeting.

7) Board Action: (Board)

Luke thanked staff for the time they spent reviewing candidates and the comments they made.

Givens stated it was a tough decision. The Board considered staff comments, references and overall the candidates were very qualified and interviewed well. Based on that information they were finally able to come to a decision.

Dennis Luke moved that Brad Avy be offered the position as the Director of the Oregon Department of Geology and Mineral Industries. Maffei Seconded. Discussion:

Phipps commented that staff should know where the Board was focusing their attention. These were two very different candidates and they were the very best candidates that they had interviewed. For the board, the science background is important but where they really see a need and focus is on the management aspect. The Agency is at a critical juncture and moving forward it needs to have someone with the experience and track record of affecting positive change with agencies that have been transitioning. For her, this was the deciding factor of her vote.

Luke stated this was not an easy decision. A lot of discussion took place and he really appreciated the frank comments from staff.

Maffei stated that this was tough. The reason why the Board was two hours past the scheduled time was because there was so much discussion that took place to conclude what the Board wanted and what would be good for the Agency. These were two

63 excellent candidates and she appreciated all the time and effort that staff provided
64 during this process.

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66 Givens stated that both those candidates expressed interest and willingness to work
67 with staff to move the agency forward. **Chair Givens called for a vote of the motion of**
68 **offering the State Geologist and Agency Director position to Brad Avy. All in favor:**
69 **Givens, Maffei, Phipps and Luke. Motion carried.**

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71 **Dennis Luke moved to delegate to the Board Chair to act on the behalf of the Board to**
72 **negotiate final terms of employment. Maffei Seconded.**

73 **Discussion:**

74 Givens will be working with DAS on terms of employment. He reminded everyone that
75 he will be leaving the board possibly in February 2016 since it will be the end of his
76 term.

77 **All in favor: Givens, Maffei, Phipps, Luke. Motion carried**

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79 Luke asked the Chair to request that DAS recruitment inform staff what lies ahead in the
80 final process. Sama provided a short summary of what to expect in the final process, and
81 stated that timing is contingent on several factors.

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83 Phipps stated that the Board will continue to be closely involved in this process and in
84 helping with the transition of the Agency.

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86 **Chair Givens opens the meeting to public comment:**

87 Niewendorp asked the Board what was the estimated state date of the new Director.
88 Chair Givens stated that he would like to see the new Director start as soon as possible.
89 He would hope for a start date of December 1, 2015, but there is no guarantee.

90
91 Schueller asked if the Board could share anything about Brad Avy's background. Mercer
92 volunteered to share the chosen candidate's resume with all staff and looked for
93 approval. Sama stated that all personal information needs to be redacted. Phipps
94 provided a quick summary of Avy's academic, work history and other relative
95 involvement to staff.

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97 Mercer personally thanked the members of the staff panel for their time and effort. The
98 Board seconded her comment. Givens thanked Aunan and Sama for their time and
99 support in the process.

100 **8) Set Time and Date for next meeting: (Board)**

101 December 28th, 2015 at 8:30 a.m. in Portland, OR.

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103 **9) Adjourn.**

104 Givens adjourned at 3:05 p.m.

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107 APPROVED:

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Larry Givens, Chair