

# OREGON TECH WORKS BEST WORKING TOGETHER

The Klamath Community and Oregon Tech Advocates salute the faculty, staff, students, administration, trustees, alumni and donors for all we have accomplished TOGETHER... under Dr. Naganathan's Leadership.



- Increased enrollment 11.5%, from 4,786 to 5,325 – and a record enrollment of first-year students in 2019
- Maintained enrollment during the pandemic while Oregon public universities declined nearly 3%
- Awarded \$3 million in scholarships, an increase of 69%
- Implemented \$94 million in capital improvements
- Created Oregon Tech's first doctoral program, the Doctor of Physical Therapy degree (DPT)
- Established educational partnerships with local high schools, Klamath Community College, Rogue Valley Community College, Southern Oregon University, Kingsley Field and the Community College of the Air Force
- Created the first Oregon Tech Executive Think Tank with 18 top executives from allied industries
- Created a new executive position to oversee the university's diversity, inclusion, and cultural engagement programs
- Developed the John and Lois Stilwell world-class softball field
- Kicked off a multi-million-dollar campaign with Olympians Dan O'Brien and Ashton Eaton to overhaul the stadium, track and field facilities
- Lobbied the Higher Education Coordinating Commission (HECC) to modify the funding formula to minimize the reduction to budget by \$3 million
- Completed a visionary strategic plan
- Created a new position to oversee Veteran and Military Affiliated Student Services

"President Nagi's leadership is taking Oregon Tech from a good university that is little-known into a great, well-known and highly regarded polytechnic university with industry competing to hire our graduates."

- Diedra Thompson, Past President, Oregon Tech Foundation

"Without Dr Nagi the softball field would not be what it is today." - John Stilwell, donor and Oregon Tech Advocate

"Dr. Nagi G. Naganathan has the visionary leadership that will move Oregon Tech through and beyond today's challenges." - Don Boyd, Oregon Tech Foundation Board Scholarship Chair

"Dr. Nagi may well be the finest President since founder Winston Purvine." - Jim Blair, '70 / ASOIT President 1968-69

We are proud of Oregon Tech and the accomplishments under Dr. Nagi's leadership.

Oregon **TECH**  
Oregon Institute of Technology

Suzanne Abram	Randy Cox	Doris Hodge	Charles Massie	Mike Pisan	Glenda Stilwell
Ted Abram	Margo Cross	Dalene Honish	Julie Mathews	Alan Polaski	John Stilwell
Scott Allen	Ron Cross	Margaret Howard	Connie Mausshardt	Leslie Polaski	Lee Stilwell
Cec Amuchastegui	Cam Curtiss	Richard Howard	Don Mausshardt	Ronald Powley	Andrew Stork
Karen Atkins	Mike Daily	Mary Hurley	Carol McClure	Tom Powley	Dave Stork
Len Atkins	John C. Davis	Matt Hurley	Doug McInnis	Vonnie Powley	Holly Stork
Kris Bailey	Sarah Davis	Steven Hyde, P.E.	Joy McInnis	Doug Pratt	Teresa Temple
Tim Bailey	Mark Dawson	Larry Jespersen	Jon McKellar, MD	Nancy Pratt	Barb Thom
Jody Balsiger	Anna M. DeHoog	Maureen Jespersen	Pat McMillan	Marilyn Preston	Glen Thomet
Mark Bansemer	James DeHoog	David Johnson	Tim Meidinger	Mike Preston	Bobby Thompson
John Barsalou	Bill DeWitt	Georgia Juarez	Dave Mertzel	Joan Primm	Charley Thompson
Patty Barsalou	Sheryl DeWitt	Chris Kandra	Pam Mertzel	Joe Primm	Nancy Thompson
Dan Beach	John Dey	Susan Kandra	Tom Meurier	Darrel Purdy Dougan	Diedra M. Thompson
Susan Beach	Nancy Dey	Cris Kenfield	Anna-Marie Meunier	Stephanie Quincy	Thomas M. Thompson
John Bell	Thomas E. Dougan	Terry Kenfield	Cheryl Moe	Timothy Quincy	Nick Timple
Kendall Bell	Jo Duthie	Bill Kennedy	Ron Moe	Kristi Redd	Dan Toffel
Jackie Bentley	Alan Eberlein	Marilyn Kennedy	Eric Moore	Gin Reschke	Mary Tomjack
Tom Bentley	Carol Eberlein	Bob Kingzett	Trenna Morehoue	Werner Reschke	Tom Tomjack
Andrew Biggs, PhD	Neil Eberlein	Linda Kingzett	John Morehouse	Judy Reynolds	Doy Touslee
Heidi Biggs	Susan Eberlein	Doug Kintzinger	Chris Moudry	Vern Reynolds	Rich Touslee
Lance Bishop	Jon Egge	Shelley Kitnzinger	Linda Moudry	Pastor Denny Roberts	Gary Voight
Roxanne Bishop	Nancy Egge	Mike Klein	Bob Neathamer	Toby Ross	Shirley Voight
Adoree Blair	Darlene Faulkner	Nancy Landrum	Sue Neathamer	Jeff Sahr	Donna Walker
James Blair	Jack Faulkner	Paul Landrum	Patty Neel	Darrel Samuels	Steve Walker
Rich Bogatay	Jerry Freschi	Curtis Langer	Scott Neel	Diana Samuels	James Watson
Tammy Bogatay	Susan Freschi	Tricia Langer	Rob Nieraeth	Tom Sanchez	Butch Wampler
John Bolen	Glenn Gallis	Don Larson	Suzie Nieraeth	Jimmie Say	Jennifer Wampler
Donnie Boyd	Ursula Gallis	Reyna Larson	George Nitschschelm	Judy Say	Linda Weider
Don Boyd	Don Gentry	Karen LaSalle	Ann Novak	Bill Schmeck	Carol Wendt
Sherrill Boyd	Mary Gentry	Chris Ledgerwood	John Novak	Cindy Schmeck	Mark Wendt
Joann Brown	Kirth Glick	Dick Ledgerwood	John B. O'Connor	Terry Scroggin	Nancy Wendt
Ann Cavanaugh	Sandy Glick	Earl R. Liebich	Nancy O'Donnell	Russ Shapiro	Rod Wendt
Dan Cavanaugh	Jim Hackett	Janie O. Liebich	Patrick O'Donnell	Sue Shapiro	Ashley Wendt-Lusich
Jim Chadderdon	Lynn Hackett	Laura Little	Mike O'Hair	Randy Shaw	Barry West
Alexis Charlton	Dena Hadwick	Loren Little	Sandi O'Hair	Dick Siemens	Rick Whitlock
Rick Chase	Brad Hadwik	Janann Loetscher	Molly O'Keefe	Louise Siemens	Carol Willhite
Rowena Chase	Steve Hall	Linda Long	Alan Parks	Barney Simonsen	Norman Willhite
Rollo Cheyne	Victoria Hall	Nondi Long	Laura Parks	Rhea Simonsen	Mike Williams
J. Dennis Childers	Gary Harlan	Steve Loveland	Sharon Parks	Fred Smith	Mimi Williams
Janet Childers	Sherry Harper	Terri Loveland	Roger Patteson	Dre Sotelo	Justin Wright
Melissa Clinton	Steve Harper	Ron Loveness	Andrew E. Peterson	Joe Spendolini	Marlis Wright
Tim Clinton	Buck Hasslebrink	John Lund	Beccy Peterson	Laura Spendolini	Doug Yates
Cindy Combs	Blair Henderson	Pete Lusich, MD	Judy Phearson	Joan Staunton	Kathy Yates
Ed Combs	John Herbold	Chuck Lynn	Mike Picard	Denise Stilwell	Don Young
Charles Cortesi	Jon Hobbs	Ann Lynn	Val Picard	Fran Stilwell	Mary Young
Susan Cortesi	Bob Hodge	Mason Marzina	Jean Pinniger	Fred Stilwell	

## **To the Board of Trustees:**

Thank you for allowing me to make a few points today and thank you for your service to Oregon Tech. My name is Diedra Thompson, I am on the Board of the Oregon Tech Foundation, but I am speaking for myself today.

Recall that the Foundation's primary goal is to support Oregon Tech via fundraising. Before Dr. Nagi, the Foundation Board was told that the highest priority for fundraising was to pay for "deferred maintenance". Stunning! That was the "vision" for Oregon Tech? Donors are not inclined to open their wallets when told that their money will be used to pay for "deferred maintenance". There was no plan, no priorities and dare I say, no visionary leadership at the helm of Oregon Tech.

Contrast that with the "after President Nagi vision" for Oregon Tech starting with the 5-year Strategic Plan that included a significant faculty representation which has been approved and adopted by our stakeholders. Many other improvements have been initiated or come to fruition during his time here as set forth in the advertisement that I helped put together with community members including Ann Cavanaugh, Don Boyd, Bob Kingzett, John Stilwell, Alan Eberlein and others who felt that a balanced approach to informing the public is important but only one side of the story was being told in the newspapers.

Through years of coaching and teaching our students, the faculty has also achieved outstanding results. The national recognition Oregon Tech receives for student success, starting salaries, value for dollars invested in higher education, and the high ranking of Oregon Tech are due to our faculty.

Both sides of this conflict have achieved success in their own "lane". So, does the real problem boil down to: (i) a failure to communicate among all stakeholders, and (ii) a failure to clearly define the "lane" of each stakeholder including responsibilities and levels of authority? Losing President Nagi will not fix a conflict founded in failure to communicate. Are we practicing the skills we expect our students to acquire during their time at Oregon Tech? Skills such as critical thinking, inter-disciplinary collaboration, developing creative solutions, active listening, problem solving, teamwork, leadership and effective communication? If not, why not? Are the parties willing to engage with each other in a tone and voice that invites discovery of alternatives rather than discord, leads to accord rather than conflict, and encourages harmony rather than hatred? Surely, intelligent people can talk to each other and develop and consider alternative solutions.

What about our most important stakeholders - our students – have impacts on them been thoroughly considered? Students pay for almost 50% of Oregon Tech's operating expenses and faculty salaries through their tuition and fees. Will tuition increase? Will enrollment decline? Will the quality of their education erode? Will it become even harder to attract donors among our alumni?

We are at a fork in the road. What is the best solution for Oregon Tech? I fear that failure to resolve this conflict will result in setbacks and stagnation at Oregon Tech. Therefore,

- I urge improved communication among all stakeholders.
- I feel that the Faculty Senate's solution – a call for President Nagi to resign is extreme and will not solve any problem.
- I strongly support President Nagi and his continued leadership of Oregon Tech.



April 6, 2021

Oregon Tech Board of Trustees,

We, the undersigned academic department chairs, represent over 250 years of service to Oregon Tech, a university that we love and to which we have dedicated our professional lives. As chairs, we are both teaching professors and departmental leaders, roles which provide us with a unique perspective on the relationship between senior administration and faculty.

We are deeply concerned about the leadership provided by the current university president and we fully support the Oregon Tech Faculty Senate in their call for a faculty vote of No Confidence.



Todd W. Breedlove

Scott Pahl

Dan Taylor

Lloyd Parratt


Jeff

Ken White



Henry

Jack Walker



Oregon Tech Board of Trustees  
3201 Campus Drive  
Klamath Falls, OR 97601

**April 2, 2021**

Dear Oregon Tech Board of Trustees,

I am writing on behalf of the Klamath County Economic Development Association (KCEDA) to express our appreciation and support of the economic stimulus provided to our community through investments on the Klamath Falls campus of Oregon Tech University. The Klamath Falls campus has not seen these types of significant investments in decades. This provides a positive impact for generations of students, enhancing their experience through state-of-the-art facilities through projects such as the Cornett Hall remodel, Boivin Hall remodel, and the new Center for Excellence in Engineering and Technology (CEET). The \$94 million of capital investment made under Dr. Naganathan's leadership over the past 4 years is very advantageous to our community. Additionally, growth in enrollment is driving an increased demand for housing, dining, goods and services, of which play a positive role in the economic vitality of Klamath Falls.

As you know, our work at KCEDA is primarily focused on business recruitment, business retention, expansion, and scalable entrepreneurship. Our efforts to stimulate area development has in recent years been positively impacted by the talent generated through Oregon Tech University. The Oregon Tech campus produces the talent required to drive business in our region, strengthening our economic vitality and providing opportunities to grow our local economy. Being able to tout Klamath Falls as the home of the number one Polytechnic University on the West Coast is foundational for us to recruit industrial partners to our region.

KCEDA has over 40 active projects in our pipeline, each of which is dependent on the talent generated by Oregon Tech and Klamath Community College. Furthermore, as we continue to see the investment in the Klamath Falls campus, we anticipate that many of Oregon Tech's graduates will join the workforce throughout our community. Our pipeline of projects potentially represents billions of dollars in capital investment, along with thousands of new jobs for Klamath County. This is mainly the result of large industry-based operations identifying value in Klamath's land assets, competitive cost of living, and a progressive workforce.

One of our significant opportunities in the local community is to build up our regional workforce as a key factor in strengthening and diversifying our economy. This requires the intentional development of a highly skilled, home-grown workforce, educated, trained, and retained across the region. Oregon Tech University is a strategic partner in fulfilling our economic development goals.

Sincerely,



**Randy Cox**  
CEO, KCEDA / Choose Klamath ~ *It's Just Better Here!*



**Randy L Shaw**  
President of the KCEDA Board of Directors





OFFICE OF THE PRESIDENT



DR. ROBERTO GUTIERREZ

April 4, 2021

To: Oregon Tech Board of Trustees  
3201 Campus Drive  
Klamath Falls, OR 97601

Dear Trustees:

Oregon Tech and Klamath Community College have developed many partnerships for the benefits of students and our community in recent years.

With Dr. Naganathan's strong leadership, Oregon Tech has created new program pathways for KCC graduates to transfer to Oregon Tech with no loss of credit. In addition to streamlining paths for students to reach their education goals, Oregon Tech also partnered with KCC to develop Badger to Owl. KCC graduates who meet Badger to Owl criteria earn a first-term tuition waiver and a last term, prior to graduation, tuition waiver at Oregon Tech, up to 15 credits of value in each term. Badger to Owl compounds the benefits of Oregon Promise, and encouraging degree completion while reducing college costs makes education more accessible to all, especially the most underserved in our community who may see cost as a substantial barrier to higher education.

More recently, Oregon Tech partnered with KCC to develop a Base to Bachelor's pathway to promote college access, affordability, and bachelor's degree completion for CCAF participating airmen, military-affiliated, and veteran students.

Through this program, students who are enrolled in the Community College of the Air Force (CCAF), or have earned a CCAF degree, can leverage their college credits to complete a General Studies degree from KCC and transfer credits to Oregon Tech, with no loss of credit, to earn a bachelor's degree in Technology and Management in as little as two years, studying at the Klamath Falls or Portland-Metro campus, or fully online. This new collaboration makes degree completion and career advancement more attainable for those serving our country anywhere around the world.

Finally, Dr. Naganathan has expanded Oregon Tech's reach beyond its two campuses by entering into the Southern Oregon Higher Education Consortium (SOHEC), an innovative regional alliance among Oregon Tech, KCC, Rogue Community College, and Southern Oregon University. The SOHEC initiative, launched in 2018, aims to improve student opportunities for no loss of credit transfer among all four institutions and to create or strengthen programs that address workforce needs specific to



southern Oregon. This alliance is the first of its kind in Oregon, and a model for the rest of the state. SOHEC is working to tackle some of the region's most vexing higher education and workforce issues, paving the way for regional prosperity.

Dr. Naganathan has shown innovation in his approach to education. His willingness to think outside the box and to work with others is an asset to Oregon Tech, KCC, other institutions, and the entire Southern Oregon region. I offer my support for Dr. Naganathan's continued service as Oregon Tech president.

Respectfully,

A handwritten signature in black ink, appearing to read "Roberto Gutierrez", with a stylized, flowing script.

Dr. Roberto Gutierrez  
President, Klamath Community College



**From:** Kemper-Pelle, Cathy  
**Date:** April 5, 2021 at 4:51:47 PM PDT  
**To:** Jessica Gomez  
**Subject:** A Letter of Support

Jessica,

As chair of the OIT board of trustees, I hope you will share my comments with the rest of the board.

I am writing in support of Dr. Nagi Naganathan, president of OIT. Due to Dr. Nagi's leadership, Rogue Community College is experiencing the closest partnership with OIT in our employees' memories. We have close faculty collaborations in multiple programs including Computer Science, Engineering, and Dental Hygiene. Our programs are more aligned for successful transfer, and students are more aware and responsive to opportunities at OIT as a result of these relationships.

Dr. Nagi is a visionary leader who sees what the future of OIT can be through effective partnerships with K-12, industry partners, and other higher education institutions. His collaborative nature helped launch the Southern Oregon Higher Education Consortium and continues to inspire future planning that will help drive the economy of our state by providing a highly skilled workforce.

In the press he is portrayed as uncollaborative, and I can assure you from my perspective that is not true.

I consider Dr. Nagi an outstanding educational partner whom I hope to collaborate with for years to come.

Cathy Kemper-Pelle

Cathy Kemper-Pelle, Ed.D.  
President  
Pronouns: she/her/hers  
Rogue Community College





Received via email: March 31, 2021

I am a donor and supporter of OIT. Dr. Naganathan has done a great job of expanding the capacity and outreach of OIT, and is very personable when talking to the community and donors. However, he has not been a great communicator to the outstanding faculty of OIT.

I have taken classes at OIT, taught part of courses as adjunct, am still on one of the boards that supports research at OIT, have had a close personal relationship with Chris Maples and some other previous and current administration, know many of the faculty as friends and neighbors. I am the father of a professor who left, because the problems of communication that predate the current administration. Under the current president, communication between faculty and the administration has gotten worse. OIT has lost several fantastic professors in the last few years, four of whom I knew personally. Three took positions in private industry that pay much better, but one took a position at a university in another state and is amazed at how much easier it is to approach the administration and get changes made to teaching and research, than it was at OIT.

It is the magnificent faculty that makes OIT a world class institution. The faculty senate is the voice of the faculty. A unanimous vote cannot be ignored by the Board.

As the former director of a medium size institution, I was very busy dealing with all the financial and administrative duties. A federal grant had withheld so much, that I had to cut 10% of the budget one year. The faculty sent a representative to speak to me and suddenly I found that I had been making unilateral executive decisions that were expeditious, but I was not listening to my faculty. I had to make changes so that the faculty knew they had my ear. It was not easy, but after that we had collaboration and I not only listened, but delegated to groups of faculty to make sure their suggestions were implemented and asked my fellow administrators to work with these faculty committees.

The OIT faculty has some of the best teachers in the world. They have lost confidence in their leadership. Running a university is a collaborative effort. It cannot be operated as a hierarchical business. For example, the merit raise increase plan makes sense for a sales department of a large car dealership, but would destroy the smooth operation of teaching and proctoring students.

Hiring a new president is better than trying to recruit new faculty, which is already difficult for any institution, but impossible if there is a cloud over a university's administration.

OIT administration is suffering from the "Peter Principle," where good faculty are promoted, but then eventually end up in administration. Sometimes this works, but often the fantastic teacher is a mediocre administrator. When seeking out a new president, the OIT Board needs to look at candidates who have a long history of working in university administration as a collaborator and is trusted and appreciated by faculty at that institution. Such an individual may not be a seasoned researcher with a PhD, but might be an experienced academic administrator with an EdD, like Roberto Gutierrez at KCC, or the president of the medical school I attended.

Ralph Eccles



**E. WERNER RESCHKE**  
STATE REPRESENTATIVE  
DISTRICT 56

March 31, 2021

TO: Oregon Tech Board of Trustees  
3201 Campus Drive  
Klamath Falls OR 97601

RE: Full support for Dr. Nagi Naganathan

Dr. Nagi Naganathan and I began our respective leadership roles about the same time. In working directly with Dr. Naganathan, I have found him to be a leader with a vision to make Oregon Tech to play on a national level, not just regional, with a focus on student and graduate success.

Currently, Dr. Nagi Naganathan and his team are in the process of completing \$94 million in capital and infrastructure improvements in his relatively short time of four years as Oregon Tech's President. This is an unprecedented achievement for Oregon Tech.

President Naganathan created the brand new Oregon Tech Executive Think Tank with 18 top executive leaders from allied industries. Relationships and innovative ideas from this top flight group will be invaluable to Oregon Tech.

President Naganathan helped create educational partnerships with Klamath Community College, Southern Oregon University, Rogue Community College and local high schools to help streamline credit acceptance and transfers among the schools.

Finally, I want to emphasize the fact of strong bi-partisan support for President Naganathan and Oregon Tech in the Oregon legislature in both the House and Senate. Dr. Naganathan is improving the university in a multifaceted way, and I lend him my full support.

Best regards,

E. WERNER RESCHKE  
State Representative, HD 56  
*Southern Klamath & Lake Counties*



April 4, 2021

Sandra Fox  
Board Executive Secretary  
OregonTech – Oregon Institute of Technology  
3201 Campus Drive  
Klamath Falls, OR 97601

Ms. Fox:

I would like to communicate my full support and admiration for the success of Dr. Naganathan and the team he has developed at Oregon Tech. Dr. Nagi valued the input and feedback from the diverse perspectives of on-campus groups, including students, faculty, staff, and administration,. The year-long, campus-wide process for developing a comprehensive 5-year Strategic Plan resulted in a sweeping strategy that will position the university for a strong and healthy future.

Dr. Nagi's leadership team worked with the Higher Education Coordinating Commission (HECC) to save the university nearly \$3 million through the development of new funding formula. Additionally, Dr Nagi's astute marketing skills garnered a record setting 11 percent increase in Freshman enrollment which lends to the univervity's fiscal soundness.

Dr. Nagi has kept Oregon Tech focused on providing a premiere polytechnic platform for ensuring the resiliency and sustainability of university's future, even despite this year's crippling COVID-19 circumstances.

Respectfully submitted,

Dennis Linthicum  
Oregon State Senator  
District 28