

HARA DRACON CHARLIER

Summary

Student-focused higher education leader with over 30 years of experience advancing equitable student success, fostering inclusive organizational cultures, and driving institutional transformation. As President of Central Lakes College, achieved enrollment growth, fiscal stability, and embedded diversity, equity, and inclusion into strategic student success initiatives. Recognized for building strong relationships, promoting transparency, and leading innovative reforms to transform students' lives and strengthen rural communities.

Education

Doctor of Philosophy: Community College Leadership	2010
Old Dominion University, Norfolk, VA	
Dissertation: <i>The Attraction of Adjunct Faculty to Rural Community Colleges</i>	
Master of Science: Microbiology	1995
Miami University, Oxford, OH	
Bachelor of Science: Animal Science	1991
Cornell University, Ithaca, NY	

Experience

President Central Lakes College	2016 to present Brainerd, MN
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Central Lakes College is a comprehensive two-year college serving rural, central Minnesota. It is one of 33 colleges and universities comprising the Minnesota State system. CLC offers over 70 associate degrees, diplomas, and certificates in both liberal arts and technical education, Division III athletics, robust student life, and an extensive visual and performing arts program. The College serves approximately 6,000 students (2700 FYE) and has been nationally recognized by the Aspen Institute as one of the nation's Top 200 Community Colleges, an Aspen Unlocking Opportunity College, and has been named a "Great College to Work for."

- Boldly advanced the College's mission to 'build futures' through strategic investment in outstanding liberal arts and career and technical education in a uniquely supportive and inclusive learning environment.
- Reversed years of enrollment loss through investment in new programs, recruitment, and retention.
- Established a strong fiscal position with a composite financial index of 4.95, including a balanced \$50.5M operating budget and fund balance of \$20M.
- Cultivated a culture of philanthropy, growing Foundation assets to \$14M and securing annual grant revenue exceeding \$10M.
- Renovated the Brainerd campus, Raider athletic complex and constructed a state-of-the art Meat Cutting and Butchery facility.
- Stabilized a volatile administrative structure and built a strong, enduring culture based on relationships, caring, and voice in a collective bargaining landscape.
- Led the college through successful Higher Learning Commission reaffirmation of accreditation.
- Ensured a deep commitment to student success, educational equity, and inclusion.
- Leveraged resources and partnered with sister institutions, K-12 partners, community agencies, and business and industry.

- Implemented 22 new programs honoring both the liberal arts and professional education.
- Developed the first zero-textbook cost degree in the state of Minnesota.

**Vice President of Instruction and Student Services
Virginia Highlands Community College**

**2012-2016
Abingdon, VA**

Virginia Highlands Community College is a comprehensive community college, one of 23 colleges of the Virginia Community College system. The college serves the rural counties Washington and Smyth as well and the city of Bristol, enrolling over 3,000 students per year in 40 degrees, diplomas and certificates with an emphasis on workforce development and community partnerships.

- Led the integration academic and student affairs division with a focus on student success.
- Expanded dual enrollment opportunities with high school partners with an emphasis on student success.
- Enhanced transfer and occupational-technical program quality and continuous improvement.
- Strengthened relationships between faculty and staff to promote a single college experience.
- Led online learning expansion and quality assurance.
- Served as the Accreditation Liaison and successfully led the College's Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) Accreditation process.
- Established the Higher Education Partner center, collaborating with another institution to serve a neighboring, rural region.
- Launched 'Take 10,' a late-start, ten-week term to meet student needs, reversing a three-year pattern of declining enrollment.
- Developed innovative enrollment management strategies and new academic programs.

**Multiple Roles
Blue Ridge Community College**

**2005-2012
Weyers Cave, VA**

Blue Ridge Community College is a comprehensive community college, one of 23 colleges comprising the Virginia Community College System. The College provides over 3,000 students access to comprehensive certificate and associate degree programs, workforce development training, and continuing education courses, designed to meet the educational needs of Virginia's central Shenandoah Valley. The college offers a wide range of transfer and career-technical programs, with a strong focus on workforce development and community partnerships.

During my seven-year tenure at BRCC, my responsibilities shifted from faculty to administration with increasing levels of responsibility.

Dean of Life Sciences and Human Services

2010-2012 & 2008-2009

- Responsible for 30 faculty and staff in the Division of Life Sciences and Human Services.
- Enhanced curricular development with a focus on Nursing, Veterinary Technology, Administration of Justice, and transfer opportunities.
- Promoted high school partnerships to enhance dual enrollment and college readiness.
- Managed the divisional budget, Perkins Post-secondary, and Chancellor's Innovative Fund Awards.
- Served as the Southern Association of Colleges and Schools Commission on Colleges liaison.
- Coordinated College-wide discussions about accreditation activities.
- Led the SACSCOC team with focus on substantive change, quality enhancement, faculty credentials, distance learning, and institutional effectiveness.

- Coordinated the Fifth Year Interim Report.
- Established the Center for Academic Vision and Excellence to support tutoring and student connection with resources.

Interim Vice President of Instruction and Student Services

2009-2010

Blue Ridge Community College

- Led academic and student affairs through the first leadership transition in 18 years.
- Ensured college-wide instructional, student services, learning resources, and institutional effectiveness activities met the needs of the service region.
- Represented the college in the community and promoted shared governance.
- Served as SACSCOC liaison and ensured compliance with all SACSCOC Principles of Accreditation.

Assistant Professor, Biology

2005-2008

Blue Ridge Community College

- Taught General Biology, Microbiology, and Human Anatomy and Physiology to college transfer and allied health students with a teaching philosophy grounded in deep engagement with content, applied and service learning.
- Advised students and served as faculty advisor for Phi Theta Kappa Honor Society.
- Coordinated World Food Day and the Virginia Hunger Symposium.
- Implemented the Helping Hands Community Service project with General Biology students.

Operations Director, Director of Support Services, and Scientific Support Manager

2000-2005

Synoptics, Inc.

Frederick, MD

Synoptics, Inc. is a UK-based scientific instrumentation company that specializes in digital imaging for the life sciences, microbiology, and healthcare industries.

- Managed daily operations, including production, purchasing, technical, customer support, and service units.
- Developed corporate public relations and distribution channels.
- Coordinated technical support and training.
- Designed and implemented purchasing and procurement procedures.
- Supervised Information Technology, Service, Production, Administrative, and Purchasing staff.

Instructor of Microbiology

1995-2000

Miami University

Oxford, OH

Miami University is a public research university founded in 1809, part of the University System of Ohio. It provides a liberal arts education through more than 120 undergraduate degree programs and over 70 graduate degree programs within its seven schools and colleges in architecture, business, engineering, humanities and the sciences. Each year, nearly 20,000 students participate in academic programs, research, Greek life and Division I athletics.

- Taught Biology, Microbiology, Community Health, and Senior Seminar courses.
- Coordinated microbiology laboratories and supervised teaching assistants.
- Advised all pre-medical Microbiology majors.
- Served as the Microbiology department Safety Officer

Honors

- Aspen Institute College Excellence, Presidents Fellow, 2024-2025
- Aspen Institute College Excellence, New Presidents Fellow, 2020-2022
- Old Dominion University Community College Leadership Program, Guest Scholar, 2019-2025
- Central Lakes College Administrator of the Year, 2017
- Aspen Institute Presidents Symposium, Invited Guest, 2015
- Virginia Network for Women in Higher Education Senior Leadership Seminarian, 2010-2011
- Virginia Community College System Faculty and Administrative Leadership Academy, 2008

Selected Publications and Presentations

Charlier, H., Berndt, M., Brimhall, C., Downs, T. (October, 2024). *Keynote President's Panel*. Panel presentation at the Minnesota State Academic and Student Affairs Division Retreat, Gull Lake, MN.

Charlier, H. (February 2021). *Showing up to Build and Lead an Inclusive Workplace*. Presentation at the Brainerd Lakes Area Chamber of Commerce Virtual Webinar, Brainerd, MN.

Charlier, H., Olson, S., Atewologun, A., Wacker, R. (November, 2020). *Campus Perspectives of COVID-19*. Panel presentation at the Minnesota State Board of Trustees Retreat, Virtual.

Charlier, H., Clough, C., Westbrook, K. (March, 2020). *Women in Leadership*. Panel presentation at the Clear Vision with Confidence Seminar, Confidence Learning Center, Brainerd, MN.

Charlier, H. & Heisserer, N. (March, 2020). *Transforming Institutional Culture*. Presentation at the American Association of Community Colleges Annual Conference, Washington, D.C (conference suspended).

Charlier, H., Fuller, B., Leland, M., Parsons, J., Stollings, M., Wallace, C. (October, 2013). *Educational Collaboration: Building Career Pathways*. Panel presentation at the Southwest 2020 Regional Leadership Summit, Wytheville, VA.

Glover, L., **Charlier, H.**, Phenix, M., Saperstone, B. (2011, August). *Strengthening College Readiness*. Panel presentation at the Virginia Community College Chancellor's Annual Planning Retreat, Glen Allen, VA.

Charlier, H., & Williams, M. (2011, April). The attraction of adjunct faculty to America's rural, suburban, and urban community colleges. Paper presented at the annual meeting of the Council for the Study of Community Colleges, New Orleans, LA.

Charlier, H., & Williams, M. (2011). The reliance on and demand for adjunct faculty in America's rural, suburban, and urban community colleges. *Community College Review*, 39(2), 160-180.

Charlier, H., & Duggan, M. (2010). Evaluation of a dual enrollment orientation program: A utilization-focused approach. *The Community College Journal of Research and Practice*, 34(2), 92-110.

Charlier, H., & Duggan, M. (2009, April). Evaluation of a dual enrollment faculty orientation program: A utilization-focused approach. Paper presented at the annual meeting of the Council for the Study of Community Colleges, Phoenix, AZ.

Charlier, H. & Levin, B. (2008, October) Socializing a New Dean. Virginia Community College System Social Science Peer Group Conference, Richmond, VA.

Professional Service

National

Community College Alliance for Agriculture Advancement, Board of Directors	2016-present
Higher Learning Commission, Peer Corps of Accreditation Evaluators	2017-present
American Association of Community Colleges Workforce & Economic Development Commission	2020-2022

State and Regional

Minnesota State Private Investment Workgroup	2024-present
Minnesota State Concurrent Strategic Concurrent Enrollment Workgroup	2025-present
Presidential Liaison to the Minnesota State Board of Trustees	2017-2025
Presidential Lead, Talent Management Leadership Action Team	2022-2023
Transfer Leadership Action Team Lead	2022- 2023
College Sector Lead President, Minnesota State	2019-2021
Comprehensive Workplace Solutions, Minnesota State	2017-2021
Postsecondary Enrollment Workgroup, Minnesota State	2018-2019
Presidential Search Advisory Committee, Chair	2018
Institutional Effectiveness Committee, Virginia Community College, Chair	2015-2016
Faculty Issues Committee, VCCS Academic and Student Affairs Council, Chair	2014-2015
VCCS Metrics Performance Funding Workgroup	2014-2015
VCCS Technology Council	2013-2015
VCCS College Readiness Workgroup, Co-chair	2012-2015
Virginia State Committee on Transfer	2010-2011
VCCS Credit Audit Workgroup	2010-2011
Southern Association of Colleges and Schools Commission on Colleges Educator	2009-2016
VCCS Developmental Education Taskforce	2009-2010
VCCS Professional Development Education Committee	2008-2010

Workforce Development

Brainerd Lakes Area Economic Development Corporation, Board of Directors	2023-present
Region Five Economic Development Commission, Commissioner	2024-present
Brainerd Lakes Chamber of Commerce, Board of Directors	2017-2024
Region Five Resilient Region Education Champion	2016-2019
Southwest Virginia 2020 Planning Commission Steering Committee	2013-2016
Mount Rodgers Planning District Economic Development Committee	2013-2016
Southwest Virginia Higher Education Center Program Committee	2012-2016

Community Organizations

The Initiative Foundation, Board of Directors	2024-present
Brainerd Rotary Club Foundation, Board of Directors	2024-present
100 Rural Women, Board of Directors	2016-present
American Association of University Women	2016-present
Brainerd Lakes Rotary Club	2016- present
Essentia Health, St. Joseph's Medical Center, Board of Directors	2017-2023
Lakes Area United Way, Board of Directors	2016-2018
Washington County Rotary Club	2014-2016
Vice President, Highlands Educational Literacy Program, Board of Directors	2013-2016
William King Museum of Art, Board of Trustees	2014-2015
Abingdon Main Street, Board of Directors	2014-2015
Smart Beginnings of Virginia Highlands, Board of Directors	2012-2015
Valley Alliance for Education, Board of Directors	2010-2012
United Way of Greater Augusta Board of Directors	2009-2012