



## **Elmer A. Bugg, Jr.**

**Startups / Organizational Structuring /  
Strategic Planning /  
Resource Development / Community  
Partnerships**

Mr. Bugg has more than 20 years of leadership experience in program development and leading change management initiatives. A broad-based leader with excellent business acumen, Elmer has proven ability to apply current trends in adult learning theory and techniques as well as organizational development theories and practices. His tenure at Santa Monica College

included serving as a Professor in Management Studies, as President of SMC's Academic Senate, and as a member of the Executive Committee of the Academic Senate for the California Community Colleges.

A strategic thinker with the ability to build strong internal and external networks, Elmer has over 10 years of administrative experience with particular skill in establishing infrastructure, controls, marketing programs, and policies to efficiently/cost effectively support organizational goals and provide high-quality service to clients. As the Assistant Dean for the SMC's Office of Workforce and Economic Development, he served as a community liaison in the development of partnerships and linkages with business, industry, government, labor, education, and other community and statewide agencies and organizations. Most recently, he served as Executive Director and CEO of the Contra Costa Community College District's Regional Training Institute (RTI). In this capacity, he provided day-to-day management for this non-profit, public-benefit corporation, including development and implementation of comprehensive contract education programs and related services designed to enhance the District's role in regional economic development.

The award winning training and development programs Elmer has led have been featured in several local papers and trade magazines and he has an exceptional track record in facilitating grant writing for collaborative education projects between community college district and local employers. Elmer is a sought after public speaker, making presentations on economic development, regional collaboration, issues affecting business education, and strategies for educating tomorrow's managers.

Mr. Bugg holds a Bachelor's Degree in Business Administration and Economics and a Master's Degree in Organizational Management from Antioch University. Currently he is completing his Doctor of Philosophy in Education and Human Resource Studies, with a specialization in *Community College Leadership*, at Colorado State University. Elmer serves on the Board of Directors of the East Bay Leadership Foundation and is a Trustee of the California Shakespeare Theater in Contra Costa County, where he resides with his wife and stepson.