

LANE COMMUNITY COLLEGE
4000 East 30th Avenue
Eugene, OR 97405

Board of Education
September 3, 2025

RESOLUTION NO. 709

Formal Censure of Board of Education Member Zachary Mulholland

WHEREAS, in March and April of 2025, the Board of Education received four complaints of inappropriate behavior, including allegations of race and sex discrimination;

WHEREAS, one of the complaints involved conduct by all then-current Board members, with the exception of Julie Weismann, and the remaining three complaints involved conduct by Zach Mulholland;

WHEREAS, Lane Community College and the Board authorized an independent investigation of these complaints;

WHEREAS, the independent investigation substantiated three of the complaints, including the complaint against the then-current Board members (with the exception of Ms. Weismann) and two of the complaints against Mr. Mulholland;

WHEREAS, on September 2, 2025, the Board of Education considered the possible censure of Mr. Mulholland in Executive Session due to the conduct identified in the substantiated complaints against him;

WHEREAS, the Board provided Mr. Mulholland the opportunity to argue, explain, and defend his conduct in the September 2, 2025, Executive Session;

WHEREAS, on September 3, 2025, the Board, after having reviewed the investigative materials and having considered Mr. Mulholland's additional statements, desires to censure Mr. Mulholland under Board Policy 2715.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION:

This Resolution becomes effective September 3, 2025.

Mr. Mulholland's behavior was inconsistent with the Board's values and expectations of conduct. His behavior has undermined the Board's ability to govern effectively and has disrupted the professional working relationship necessary between the Board and the college administration. The Board recognizes the harm done to the individuals named in the

investigation report.

The Board of Education affirms its commitment to respectful dialogue, ethical leadership and a safe professional working relationship necessary for all members of the college community. This censure serves as a formal condemnation of Mr. Mulholland's conduct and a clear statement that such behavior will not be tolerated.

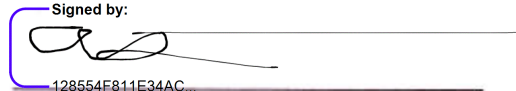
The Board takes its responsibilities seriously and will continue to act in the best interests of the college, its students, and its employees.

The Board accepts the investigative report, which substantiates three of the complaints. The investigative report shall be posted on the College website for the period of three months, starting with the date of approval of this Resolution of Censure.

The Board hereby formally censures Mr. Mulholland pursuant to Board Policy 2715, due to his documented unacceptable behavior toward President Stephanie Bulger, staff and students, in violation of Board Policy 2715.

Adopted by the Board of Education this 3rd day of September, 2025

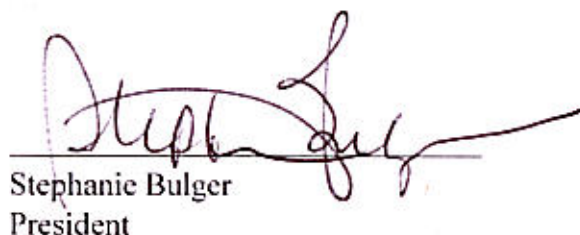
Signed by:



128554F811E34AC...

Austin Fohnagy
Board Chair

ATTEST:



Stephanie Bulger
President