

**BOARD OF TRUSTEES
MINNESOTA STATE COLLEGES AND UNIVERSITIES**

BOARD ACTION
CHANCELLOR SEARCH PROCESS

1 **BACKGROUND**

2 James H. McCormick will be retiring in August of 2011, after serving as the Chancellor of the
3 Minnesota State Colleges and Universities system since July 1, 2001. The Board of Trustees will
4 be conducting a national search for his replacement. Chair Scott Thiss appointed Trustee
5 Emeritus and former Board Chair David C. Olson to chair the Chancellor Search Advisory
6 Committee on July 2. During a study session of the Board of Trustees on July 20, Search
7 Committee Chair Olson presented an outline of the committee roster, desired characteristics for
8 the new chancellor, and a timeline for the search.

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12 **RECOMMENDED MOTION**

13 The Board of Trustees ratifies the membership of the Chancellor Search Advisory Committee as
14 proposed by David Olson, Chair of the Chancellor Search Advisory Committee, and authorizes
15 the Board Chair to ratify proposed replacement members if changes are needed in the future. The
16 Board also approves the summary of its desired leadership characteristics for the new chancellor,
17 which may be further refined by the search consultant in consultation with the Chancellor Search
18 Advisory Committee. The Chancellor Search Advisory Committee will forward candidates to the
19 Board of Trustees for final selection.

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24 *Date of Adoption: July 21, 2010*
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INFORMATION ITEM
CHANCELLOR SEARCH PROCESS – DESIRED LEADERSHIP CHARACTERISTICS

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6 **BACKGROUND**
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8 The Board of Trustees expects a new Chancellor to build upon the Minnesota State Colleges and
9 Universities' foundation of achievement while articulating a clear and compelling vision for its
10 future. The Board seeks candidates with the following characteristics:
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12 Leadership:
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- 14 • Experienced, creative and strategic thinker prepared to tackle the challenges of higher
15 education;
- 16 • Demonstrated focus on serving students and leading an enterprise focused on student
17 success;
- 18 • Ability to articulate a vision for the system and a plan for implementation of the vision;
- 19 • Demonstrated honesty and integrity;
- 20 • Excellent communication and listening skills;
- 21 • Ability to envision and drive change in a multi-stakeholder environment;
- 22 • Ability to develop and cultivate relationships with broad stakeholders through a
23 collaborative and facilitative demeanor;
- 24 • Courage to make decisions, innovate and take appropriate risks;
- 25 • Ability to adapt to differing cultures; and
- 26 • Recognition of the value that diversity brings to the system.
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28 Management:
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- 30 • A strong emphasis on accountability for results;
- 31 • Success in working with a governing board;
- 32 • Ability to attract and lead a strong team of senior staff;
- 33 • Demonstrated skill in managing human and financial resources in an environment with
34 many competing interests; and
- 35 • Experience in a multi-location, geographically dispersed operating environment.
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38 Background and Experience:

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40 • Commitment to public service and public education;

41 • Experience in a large and complex organization similar to MnSCU;

42 • Demonstrated success in workforce and economic development; and

43 • Proven success in dealing with legislative stakeholders.