

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

BOARD ACTION

APPOINTMENT OF PRESIDENT OF INVER HILLS COMMUNITY COLLEGE

BACKGROUND

Chancellor McCormick initiated the search for a new president of Inver Hills Community College upon the announcement of the retirement of President Cheryl Frank.

Executive Search Consultant

After issuance of an RFP for executive search consultants, Michelle Cruz-Williams, Isaacson Miller, was retained to assist with the recruitment and selection for this position. This selection was based on the consultant's experience in higher education, specifically with community colleges, and a focus on ability to recruit diverse candidates.

Search Advisory Committee

Chancellor McCormick appointed a Search Advisory Committee consisting of the following members:

Chair: Ann Wynia, President, North Hennepin Community College

Members: Laurel Boerger, Foundation Board
Josephine Books, Spanish Instructor
Joan Costello, Vice President of Academic Affairs
Kathy DeDeyn, Physical Education Instructor
Sarah Doman-Flygare, Interim Director, Multicultural Services
Dick Graham, President's Advisory Council
Nathan Hanson, Student
Grace Jones, Bookstore
Judy LeMire, Administration
Dave Page, English Instructor
Barbara Read, Vice President of Student Affairs and Enrollment Management
Alex Rodich, Student

In addition to the search chair, the following individuals served on the search committee in an ex-officio capacity:

OOO Liaison: Linda Skallman, Associate Vice Chancellor of Human Resources
Campus Liaison: Elizabeth Newberry, Chief Human Resources Officer

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4 Process: Preliminary steps began in November 2008, with the appointment of the committee and initial
5 advertising of the vacancy announcement. Consultant Cruz-Williams assisted in the drafting of a
6 profile for the position, focusing on the specific needs of Inver Hills Community College. The search
7 was postponed one year as President Frank agreed to delay her retirement.
8

9 Thereafter, the position was advertised nationally in a variety of higher education and diversity
10 publications. At the same time, Consultant Cruz-Williams initiated a recruitment campaign.
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12 Between November 2009 and January 2010, the committee reviewed 78 potential candidates. After
13 review, the field of candidates was narrowed to seven individuals for initial screening interviews.
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15 In January, six candidates were interviewed in a confidential setting. One candidate withdrew prior to
16 the interview. Interview questions focused on experiences and qualifications relevant to the position.
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18 The committee then narrowed the pool to four candidates who were invited to the campus for
19 interviews. Thereafter, the committee forwarded three names to Chancellor McCormick for further
20 consideration.
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22 **Chancellor's Review Process**

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24 Chancellor McCormick enlisted an additional consultant to help predict talent and success among the
25 three semi-finalists. Talent Plus, a national consulting organization, interviewed the three semi-
26 finalists in a structured interview format to look at predictors of success.
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28 Thereafter, Chancellor McCormick initiated a rigorous interview process of each of the semi-finalists,
29 including interviews with the following:
30

- 31 • Board of Trustees Representatives (Ruth Grendahl, Christine Rice, Dan McElroy)
- 32 • Chancellor and Vice Chancellor for Human Resources
- 33 • Chancellor's Cabinet Members
34

35 Information from each element of the interview process was collected and summarized. This
36 information was reviewed to develop a recommendation of the finalist to be made to the full Board for
37 approval.
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39 Timothy A. Wynes has been chancellor of the Iowa Valley Community College District, a two-college,
40 multicenter district in Iowa since 2002.
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42 Before serving at Iowa Valley Community College, Wynes was executive dean of governmental
43 affairs, grants and college research and director of governmental affairs at Indian Hills Community
44 College in Iowa; general counsel and director of the Division of Legal Services in the Missouri
45 Department of Social Services; and a faculty member and assistant director of clinical law and clinic
46 director at the University of Missouri School of Law. He has held adjunct positions at Iowa State
47 University, Buena Vista University, St. Ambrose University, the University of Missouri Graduate
48 School of Social Work and Missouri Southern State College.
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50 He also has worked as a litigator in the Boone and Jasper counties prosecuting attorneys' offices in
51 Missouri and in the Missouri Public Defender's Office. He holds a bachelor's degree in political

