

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

BOARD ACTION

APPOINTMENT OF PRESIDENT OF CENTURY COLLEGE

BACKGROUND

Chancellor McCormick initiated the search for a new president of Century College upon the announcement of the retirement of the current president, Larry Litecky.

Executive Search Consultant

After issuance of an RFP for executive search consultants, Angela Provar of the Pauly Group was retained to assist with the recruitment and selection for this position. This selection was based on the consultant's experience in higher education and a focus on their ability to recruit diverse candidates.

Search Advisory Committee

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

Chair: Larry Lundblad, President, Central Lakes College

Members: Lynda Goerish, MSCF
Michele Jersak, MSCF
Elliot Wilcox, MSCF
Keith Phillips, AFSCME
Candace Fromm, AFSCME
Velvet Walker, MAPE
Jason Cardinal, MMA
John Rohleder, Senior Administrator
Jeralyn Jargo, Academic Dean
Kristen Hageman, Dean of Student Life
Linda Kay Smith, Foundation Board President
Yusef Mgeni, Foundation Board Secretary
Deb Nelson, Student
Barbara Licht, Student

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

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7 Office of the Chancellor Liaisons: Linda Skallman, Associate Vice Chancellor for Human
8 Resources; Janet Korpi, Director, Talent Acquisition
9 Campus Liaison: Betty Mayer, Chief Human Resources Officer

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11 Process: Preliminary steps began in January 2011, with the appointment of the committee and initial
12 advertising of the vacancy announcement. Consultant Provart assisted in the drafting of a profile for
13 the position, focusing on the specific needs of Century College.

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15 Thereafter, the position was advertised nationally in a variety of higher education and diversity
16 publications. At the same time, Consultant Provart initiated a recruitment campaign.

17
18 Beginning in February 2011, the Central Screening Committee reviewed 41 potential candidates from
19 which 13 were forwarded to the campus. After review, the field of candidates was narrowed to seven
20 individuals for initial screening interviews which were conducted. Interview questions focused on
21 experience and qualifications relevant to the position.

22
23 The committee then narrowed the pool to four candidates who were invited to the campus for
24 interviews. Thereafter, the committee forwarded three names to Chancellor McCormick for further
25 consideration. One of the candidates withdrew from the search, leaving two candidates for the
26 semifinalist interviews in the Office of the Chancellor.

27 28 **Chancellor's Review Process**

29
30 Chancellor McCormick enlisted an additional consultant to help predict talent and success between the
31 two semifinalists. Assessment Associates International, a consulting organization, tested and
32 interviewed the two semifinalists in a structured interview format to look at predictors of success for
33 specific leadership competencies identified for Minnesota State Colleges and Universities.

34
35 Thereafter, Chancellor McCormick initiated a rigorous interview process of both semifinalists,
36 including interviews with the following:

- 37
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- Board of Trustees Representatives (Cheryl Dickson, Christopher Frederick and Phil Krinkie)
 - Chancellor and Vice Chancellor for Human Resources, as well as the Chancellor-Designate
 - Chancellor's Cabinet Members
- 39
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42 Information from each element of the interview process was collected and summarized. This
43 information was reviewed to develop a recommendation of the finalist to be made to the full Board for
44 approval. At this time, Chancellor McCormick is recommending Dr. Ronald O. Anderson to be the
45 next president of Century College.

46
47 Dr. Anderson currently serves as vice president of academic affairs at Century College. Previously, he
48 was vice president of finance and administration at the college; vice president of curriculum,
49 assessment and academic records and vice provost of academic affairs at Capella University; associate
50 vice president of academic and student affairs, dean of academic affairs, associate dean of academic
51 affairs, and director of research and planning at Minneapolis Community and Technical College.

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4 In addition, Dr. Anderson has experience as a faculty member teaching applied statistics and
5 psychology at the University of Minnesota, the College of St. Catherine and Minneapolis Community
6 College. He holds a bachelor's degree in psychology from St. Olaf College and a master's degree in
7 higher education and Ph.D. in educational psychology, both from the University of Minnesota.

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9 **RECOMMENDED COMMITTEE ACTION**

10 The Human Resources Committee recommends that the Board of Trustees adopts the following
11 motion.

12
13 **RECOMMENDED MOTION**

14 The Board of Trustees, upon the recommendation of Chancellor McCormick, appoints Ronald O.
15 Anderson as president of Century College, effective on July 1, 2011, subject to the completion of
16 an employment agreement. The Board authorizes the Chancellor, in consultation with the Chair
17 of the Board and Chair of the Human Resources Committee, to negotiate and execute an
18 employment agreement in accordance with the terms and conditions of the Personnel Plan for
19 Minnesota State Colleges and Universities Administrators.

20
21 *Date of Presentation to the Board:* April 20, 2011
22 *Date of Board Action:* April 20, 2011
23 *Date of Approval:* April 20, 2011

Ronald Oscar Anderson, Ph.D.

Education

Ph.D. University of Minnesota, 1994

Field: Educational Psychology

Emphasis: Psychometrics and Educational Evaluation

M.A. University of Minnesota, 1990

Field: Higher Education

Emphasis: College Student Development and the Assessment of Student Outcomes

Honors: Phi Kappa Phi Honor Society

B.A. Saint Olaf College, 1985 (Cum Laude with Distinction in Psychology)

Field: Psychology

Emphasis: College Student Development

Honors: Phi Beta Kappa Honor Society

Psi-Chi Honor Society

Honors

- Century College Student Voice Award (2010)
- Minneapolis Community and Technical College Administrator of the Year (2000)
- Phi Kappa Phi National Honor Society–University of Minnesota Chapter (1990)
- Phi Beta Kappa National Honor Society–Saint Olaf College Chapter (1985)
- Psi-Chi National Honor Society in Psychology–Saint Olaf College Chapter (1983)

Administrative Experience

Century College, White Bear Lake

2006-present

Vice President of Academic Affairs (2008-present)

Position Summary: Provide executive cabinet-level leadership and serve as Acting President in the absence of the President. Serve as the College's *Chief Academic Officer*, responsible for all credit-based academic planning and programming, and the development and delivery of credit programs that serve the career, technical, and transfer needs of the Century community. Lead the College's student success initiatives, coordinating efforts across all divisions of the institution. Provide leadership and direction to more than 550 faculty and staff. Develop and support partnerships with business and industry, local high schools, charter schools, colleges, and universities. Develop and oversee division budgets in excess of \$32M.

Vice President of Finance and Administration (2006-2008; 2009-2010)

Position Summary: Provide executive cabinet-level leadership and serve as Acting President in the absence of the President. Serve as the College's *Chief Financial Officer*, responsible for the activities of the Finance and Administration division (including Information Technology, Administrative Services, Human Resources, Financial Aid, the Business Office, and the Bookstore). Responsible for overall financial management of College budgets in excess of \$80M. Lead the development of the College's annual budget, ensuring the ongoing financial health of the College while appropriately supporting its operational needs.

Note: During 2009-2010 served in the dual role of CAO and CFO.

Capella University, Minneapolis

2003-2006

Vice President of Curriculum, Assessment, and Academic Records (2005-2006)

Position Summary: Promoted to vice president, to provide leadership and direction to numerous university-wide academic functions, including: curriculum development, design and review; assessment and institutional research; academic publications; and the Office of the Registrar. Responsible for the development, review, and administration of all university academic policies, and for ensuring continued regional accreditation through the Higher Learning Commission (including responsibility for the preparation of an AQIP accreditation reaffirmation visit in fall 2006).

Vice Provost of Academic Affairs (2003-2005)

Position Summary: Provide leadership and direction to university-wide academic units supporting all aspects of the university's instructional programs, including academic administration and operations; the university library, academic writing and research, curriculum development and review, undergraduate academic support, faculty management, faculty diversity and engagement, academic publications, and the Office of the Registrar (including both admissions and academic records). Manage the operations of the Provost's Office, and ensure the alignment of key university processes including publications management, credit for prior learning, compliance reporting, and curriculum management.

Note: During 2003-2004 served in the dual role of Interim Vice President of ELearning, overseeing course design and development, interactive design, and web design and development.

Minneapolis Community and Technical College, Minneapolis

1994-2003

Associate Vice President of Academic and Student Affairs (2001-2003)

Position Summary: Promoted to associate vice president and *Chief Student Affairs Officer*. Provide leadership and direction to the faculty and staff of the academic and student affairs units, including admissions, information and call center, counseling and advising, multicultural student services, records and registration, financial aid, career placement center, testing center, disability services, student life and athletics, and all TRIO programs. Provide administrative leadership for co-location master planning (both academic and student affairs) with Metropolitan State University. Serve as the college liaison with the Higher Learning Commission of the North Central Association of Colleges and Schools.

Dean of Academic Affairs (1999-2001)

Position Summary: Promoted to full dean, and assigned responsibility for providing leadership, direction and support to the faculty of the general education, social science, social services careers, and academic support instructional programs, as well as the College Learning Center and the College Library. Provide the administrative leadership for joint academic planning with Metropolitan State University. Responsible for the completion of the College's self-study and the coordination a re-accreditation site visit by the Higher Learning Commission. Serve as the college liaison with the Higher Learning Commission.

Associate Dean of Academic Affairs (1996-1999)

Position Summary: Promoted to associate dean, and assigned responsibility for providing leadership, direction and support to the Institutional Research Office, and to the faculty in the academic support instructional programs, the College Learning Center, and the College Library. Serve as college liaison with the Higher Learning Commission.

Director of Research and Planning (1994-1996)

Position Summary: Plan, direct and evaluate all activities of the Research and Planning Office. Design and oversee the execution of studies related to student academic achievement, student satisfaction, and institutional effectiveness. Prepare bi-monthly enrollment and revenue projections. Coordinate the strategic planning process, and oversee the preparation of all planning documents. Serve as college liaison with the Higher Learning Commission.

Minnesota Community College System, Saint Paul

1993-1994

Research Associate

Position Summary: Plan, develop, and conduct research studies related to the effectiveness of the developmental education curriculum and student success initiatives within the Minnesota Community College System. Review and develop measurement instruments, including the design and execution of reliability and validity studies. Prepare and review student enrollment and assessment data. Conduct statistical analyses. Prepare oral presentations and written reports in support of system management decision-making.

College of Education, University of Minnesota

1992-1993

Coordinator of Institutional Research

Position Summary: Conduct ongoing institutional research studies. Review and develop measurement instruments. Coordinate data collection, and design and maintain study databases. Conduct statistical analyses. Prepare written reports in support of academic planning and program review.

Department of Educational Psychology, University of Minnesota, Minneapolis 1989-1992

Statistician/Data Manager

Position Summary: Consult with faculty and graduate research assistants on the development of measurement instruments and the selection of appropriate analyses of educational data. Conduct reliability and validity studies. Design and maintain databases for longitudinal research projects. Conduct statistical analyses. Collaborate on the writing of journal articles and reports.

Teaching Experience

Adjunct Faculty, Department of Educational Psychology University of Minnesota	1997-2003
Instructor, Division of Social Sciences Minneapolis Community College	1996
Adjunct Faculty, Department of Psychology College of St. Catherine	1993
Lecturer, Departments of Educational Psychology and Psychology University of Minnesota	1991-1993

Consulting Experience

- Program Evaluator, NSF Research Experience for Undergraduates (REU)
Department of Chemical Engineering, University of Minnesota
Department of Engineering, North Dakota State University (pending funding)
- Research Design Consultant
School CHOICE Project, Department of Educational Psychology, University of Minnesota
- Research Design and Analysis Consultant
Future Systems Consulting, Saint Paul, Minnesota
Physical Therapy Graduate Program, Saint Catherine University
MA and PhD candidates in the departments of Education, Educational Psychology,
Psychology, and Health Sciences, University of Minnesota
- Survey Design and Analysis Consultant
Center for Applied Research and Educational Improvement (CAREI), University of
Minnesota

System-level Committee Leadership and Service Experience—MnSCU

Leadership

- Minnesota Online Executive Committee
- Students First Management Team
- Metro Alliance Chief Academic Officers, Secretary and Chair Elect
- Metro Alliance Chief Financial Officers, Past Chair

Service

- Developmental Education Advisory Committee
- Minnesota Action Analytics
- Broad Field AS Degree Task Force—Health Sciences
- Master Financial Planning Committee
- Capital Project Scoring Team
- Cross-functional ITS Advisory Committee
- ITS Security Advisory Committee

Campus-level Committee Leadership and Service Experience—Century College

Leadership

- Bridge to Success Steering Committee, Chair
- Core Outcomes Task Force, Chair
- Online Standards Workgroup, Chair
- Academic Affairs Leadership Team, Chair
- I-94 Expansion Planning Workgroup, Chair
- Pandemic Planning Committee, Chair
- Planning Committee, Co-Chair
- Assessment of Student Academic Achievement Committee, Co-Chair
- ITS Task Force, Co-Chair
- Administrative Finance Committee, Past Chair
- Web Redesign Committee, Past Chair
- Enrollment Management Committee, Past Co-Chair
- Auxiliary Services Committee, Past Co-Chair

Service

- Executive Cabinet
- Cabinet
- Shared Governance Committee
- New School Partnership Committee (working with local superintendents and principals)
- Joint Powers Committee (working with Intermediate School District 916)
- Academic Affairs and Standards Council
- K-12 Partnership Committee
- Institutional Review Board
- Placement Committee
- Web Oversight Committee
- Marketing Committee

Publications

Anderson, R., O'Brien, J., and Matson, J. (2007). Strategic planning: Best practices in developing an integrated action plan. *2007 Collection: Volume 1, Chicago: Higher Learning Commission.*

Davison, M., McGuire, D., Chen, T., & Anderson, R. (1995). Testing the equality of scale values and discriminial dispersions in paired comparisons. *Journal of Applied Psychological Measurement, Vol. 19, No. 3, 257-267.*

Tennyson, R., & Anderson, R. (1990). Evaluation and educational technology: A selected bibliography. *New Jersey: Educational Technology Publications.*

Selected Manuscripts and Reports

Anderson, R. (2006). *Pandemic Plan.* Century College, White Bear Lake, Minnesota.

Anderson, R. (2005). *Academic policy development at Capella University: A philosophical framework and collaborative development process.* Capella University, Minneapolis, Minnesota.

Anderson, R. (2004). *The Capella University persistence and retention framework.* Capella University, Minneapolis, Minnesota.

- Anderson, R. (2003). *The Capella General Education Curriculum*. Capella University, Minneapolis, Minnesota.
- Anderson, R. (2002). *Joint Master Academic Plan – Minneapolis Community and Technical College and Metropolitan State University*. Minneapolis Community and Technical College, Minneapolis, Minnesota.
- Anderson, R. (1996). *Projected enrollment and revenue generation at Minneapolis Community College: Fiscal Year 1995-96*. Minneapolis Community College, Minneapolis, Minnesota.
- Anderson, R. (1995). *The Class of 1994-95: Degree and certificate attainment at Minneapolis Community College*. Minneapolis Community College, Minneapolis, Minnesota.
- Anderson, R. (1993). *The preparation and performance of student teachers from the College of Education at the University of Minnesota: Results of the 1993 Student Teaching Survey*. College of Education, University of Minnesota, Minneapolis, Minnesota.
- Anderson, R. & Wassen, R. (1993). *How their careers began: An annual survey of student placement*. College of Education, University of Minnesota, Minneapolis, Minnesota.
- Anderson, R. (1992). *Selecting variables for the assessment of college student outcomes: A theory-based approach*. Paper accepted for presentation to the Annual Meeting of the American Educational Research Association, San Francisco, California, April.
- Adams, S., & Anderson, R. (1992). *Annual report of student admissions, enrollment, and graduation*. College of Education, University of Minnesota, Minneapolis, Minnesota.
- Thurlow, M., Ysseldyke, J., Christenson, S., Lehr, C., & Anderson, R. (1992). *Academic responding of students with disabilities within varying general education instructional methods, classroom structures, and task modifications (Research Report)*. Minneapolis, IRLD Project, University of Minnesota.

Selected Workshops & Training Seminars

- AnswersPLUS+: Advising Skills Development Seminar*. Ten-week faculty and staff training program conducted with R. Vega-Shannon at Minneapolis Community and Technical College, Fall 2000.
- Designing, Writing and Conducting Evaluations of Privately and Publicly Funded Grant Projects*. One-day workshop conducted with J. Evens in Minneapolis, MN (April 1996) and Hibbing, MN (May 1996). Sponsored by the Minnesota State Colleges and Universities.

Selected Presentations

- Anderson, R., Ehlers, S., and Matel, K. (2010). *Century College's "Bridge to Success" program: Improving student success through all-college engagement and data-based planning and decision-making*. Presentation at the Minnesota State Colleges and Universities Annual Fall Chief Academic Officer and Chief Student Affairs Officer Conference, Deerwood, Minnesota, October.

- Anderson, R., and Fenimore, J. (2010). *Planning for long-term value*. Presentation at the SCUP 2010 North Central Regional Conference, Cincinnati, Ohio, October.
- Anderson, R. (2009). *Century College financial trends and highlights for FY09*. Presentation at the Annual Financial Audit Exit Conference, Saint Paul, Minnesota, October.
- Litecky, L., Anderson, R., Jersak, M., Matson, J., and Wood, L. (2009). *GPS LifePlan*. Invited Presentation at the Entering Student Success Institute, Sante Fe, New Mexico, April.
- O'Brien, J., and Anderson, R. (2007). *We've had E-nough! Strategies for working with technology-resistant faculty*. Special invitation session at the League for Innovation CIT Conference, Nashville, Tennessee, October.
- Anderson, R., and O'Brien, J. (2007). *Integrated master planning at Century College*. Presentation at the Minnesota State Colleges and Universities CFO & CAO Integrated Planning Seminar, St. Cloud, Minnesota, October.
- Anderson, R., O'Brien, J., and Matson, J. (2007). *Strategic planning: Best practices in developing an integrated action plan*. Presentation at the Annual Conference of the Higher Learning Commission of the North Central Association of Colleges and Schools, Chicago, Illinois, May.
- Anderson, R. (2006). *Century College: Pandemic planning overview*. Presentation at the Minnesota State Colleges and Universities Pandemic Planning Conference, Saint Paul, Minnesota, July.
- Offerman, M., Viechnicki, K., and Anderson, R. (2005). *Doctoral education at Capella University: Innovations and improvements in graduate education*. Closing session at the Capella University PhD Residency, Atlanta, Georgia, March.
- Anderson, R. (2004). *Faculty organization, roles, and responsibilities*. Presentation at the Capella University Faculty Development Colloquium, Dulles, Virginia, October.
- Viechnicki, K., and Anderson, R. (2004). *The comprehensive and dissertation process, and the Institutional Review Board*. Presentation at the Capella University PhD Residency, Scottsdale, Arizona, June.
- Anderson, R. (2003). *FirstCourse and Lab oversight: A report of further results and strategic direction for 2004*. Presentation to the Academic Leadership Team at Capella University, Minneapolis, Minnesota.
- Anderson, R. (2002). *Assessment in the MnSCU System: Where are we now and where are we going?* Invited panel presentation at the Minnesota State Colleges and Universities' Assessment for College Readiness Conference, Bloomington, Minnesota, April.
- Anderson, R. (1997). *Setting cut scores*. Invited panel presentation at the Minnesota State Colleges and Universities' Assessment for College Readiness Conference, Brooklyn Park, Minnesota, April.
- Anderson, R. (1996). *The role of institutional research in strategic planning*. Paper presented to the 24th Annual AIRUM Conference, Madison, Wisconsin, October.

- Anderson, R., Lewin, E., and Curry, B. (1995). *Merging community college and technical college curricula: English as a second language instruction in Minneapolis*. Presentation to the Annual Meeting of the Minnesota Association for Developmental Education, Saint Cloud, Minnesota, October.
- Anderson, R. (1994). *The role of research in the development and improvement of developmental education programs: The Minnesota Community College System model*. Presentation to the Annual Meeting of the Minnesota Association for Developmental Education, Saint Paul, Minnesota, October.
- Anderson, R. (1994). *A profile of developmental education programs at Minnesota Community Colleges*. Presentation to the Minnesota Community Colleges' Developmental Education Summer Institute, Grand Rapids, Minnesota, June.
- Bents, M., Anderson, R., & Gardner, W. (1994). *Student, faculty, and employer perceptions of the preparation and performance of beginning teachers*. Paper presented to the Annual Meeting of the American Association of Colleges for Teacher Education, Chicago, Illinois, February.
- Anderson, R. (1993). *Assessing unidimensionality in the Rasch model: The development and evaluation of a logistic regression, paired-comparisons method*. Paper presented to the Seventh International Objectives Measurement Workshop, Atlanta, Georgia, April.
- Anderson, R., & Davison, M. (1991). *Dimensionality in the Rasch model*. Paper presented to the Annual Meeting of the American Educational Research Association, Chicago, Illinois, April.

Community Leadership and Involvement

Tubman Family Alliance, Minneapolis, Minnesota
Board of Directors, 2010-2013

University of Minnesota NorthStar STEM Alliance, Minneapolis, Minnesota
Governing Board, 2010-present

University of MN-Materials Research Science and Engineering Center Minneapolis, Minnesota
Education and Human Resources Advisory Board, 2009-present

Mounds View School District, Arden Hills, Minnesota
Curriculum Advisory Committee, 2010-present

Lakeview Knoll Neighborhood Association, New Brighton, Minnesota
Vice President of the Board, 1999-2001
Secretary of the Board, 2004-2008

Atonement Lutheran Church, New Brighton, Minnesota
Congregational President, 2001-2004
Lay Assisting Minister, 1998-present
Audit Committee, 2008-present
Soloist, 2006-present