

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

BOARD ACTION

APPOINTMENT OF PRESIDENT OF WINONA STATE UNIVERSITY

BACKGROUND

With the announcement of President Judith Ramaley's retirement, Chancellor Rosenstone initiated a search for a new president of Winona State University.

Executive Search Consultant

After issuance of an RFP for executive search consultants, Storbeck/Pimental & Associates, LLC 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 their ability to recruit diverse candidates.

Search Advisory Committee

A search advisory committee was appointed consisting of the following members:

Chair: Earl Potter, President, St. Cloud State University

Members: Darrel Downs, IFO
Charla Miertschin, IFO
Jill Quandt, MSUAASF
Jennifer Jonsgaard, AFSCME
Jay Smith, MAPE
Scott Ellinghuysen, Chief Financial Officer, WSU
Ted Reilly, Associate Dean, WSU
Alexandra Griffin, MSUSA Student, WSU
Mike Russell, representing the WSU community
Rachelle Schultz, representing the WSU community
Robert Befidi, representing the WSU community

The following individuals provided support to the committee:

Sheila Reger, Interim Associate Vice Chancellor for Human Resources, MnSCU
Lori Reed, Chief Human Resources Officer, WSU

Process: Preliminary steps began in November 2011, which included the appointment of the committee and initial advertising of the vacancy announcement. Thereafter, the position was advertised nationally in a variety of higher education and diversity publications. At the same time, the search consultants initiated an aggressive recruitment campaign.

1 Fifty applications were received, providing a diverse pool of candidates. From this pool, the
2 Search Advisory Committee selected 12 individuals for initial interviews. Of the 12 individuals
3 selected for initial interviews, the Committee forwarded four names to Chancellor Rosenstone
4 for further consideration. Two of the candidates subsequently withdrew from the search, leaving
5 two candidates for semi-finalist interviews.

6
7 **Chancellor and Campus Review Process**

8 Chancellor Rosenstone and members of the Cabinet conducted confidential interviews with the
9 final two candidates. The candidates then participated in public interviews at the Winona and
10 Rochester campuses, which included sessions with administrators, staff, faculty, students, union
11 leadership and community leaders.

12
13 Reference and background checks were conducted and a leadership competency assessment was
14 performed.

15
16 Final interviews were conducted by members of the Board of Trustees, Chancellor Rosenstone
17 and the Chancellor's Cabinet.

18
19 After careful consideration of information received from each element of the interview process,
20 one candidate was selected for recommendation to the full Board of Trustees for approval.

21
22 At this time, Chancellor Rosenstone is recommending Scott R. Olson to be the next president of
23 Winona State University.

24
25 **RECOMMENDED COMMITTEE ACTION**

26 The Human Resources Committee recommends that the Board of Trustees adopts the following
27 motion.

28
29 **RECOMMENDED MOTION**

30 The Board of Trustees, upon the recommendation of Chancellor Rosenstone, appoints Scott
31 Olson as president of Winona State University effective (DATE), subject to the completion of an
32 employment agreement. The Board authorizes the Chancellor, in consultation with the Chair of
33 the Board and Chair of the Human Resources Committee, to negotiate and execute an
34 employment agreement in accordance with the terms and conditions of the Personnel Plan for
35 Minnesota State Colleges and Universities Administrators.

36
37 *Date of Adoption: May 16, 2012*

Curriculum Vitae

Scott Robert Olson

Administrative Positions

Acting President (Nov 2004 – Jan 2005; Feb 2008 – Mar 2008)¹

Minnesota State University – Mankato, Minnesota

Provost and Vice President for Academic and Student Affairs (2003 – present)

Minnesota State University – Mankato, Minnesota

Interim Vice Chancellor for Academic and Student Affairs (July 2010 – July 2011)²

Minnesota State Colleges and Universities (System Office) – St. Paul, Minnesota

Dean of the College of Communication, Information, and Media (1998 – 2003)

Ball State University – Muncie, Indiana

Associate (1996 – 1998) **and Assistant** (1989 – 1992) **to the Dean of Arts and Sciences**
Department Chair, Department of Communication (1992 – 1993)

Director of Graduate Studies, Department of Communication (1987 – 1990)

Central Connecticut State University – New Britain, Connecticut

Academic Positions

Professor of Communication Studies

Minnesota State University – Mankato, Minnesota (2003 – present) [concurrent with Provost]

Ball State University – Muncie, Indiana (1998 – 2003, with tenure) [concurrent with Dean]

Central Connecticut State University – New Britain, Connecticut (1996 – 1998, with tenure)

Associate Professor of Communication

Central Connecticut State University – New Britain, Connecticut (1988 – 1996, with tenure)

¹ Note: On temporary reassignment from the MSU Provost role while serving as Acting President.

² Note: On temporary reassignment from the MSU Provost role while serving as interim MNSCU Vice Chancellor.

Assistant Professor of Communication

Central Connecticut State University -- New Britain, Connecticut (1985 – 1988)

Adjunct Instructor and Teaching Assistant

Northwestern University -- Evanston, Illinois USA (1981 – 1985)

Leadership Accomplishments

It should be noted that all of these accomplishments were achieved through the hard work of many members of the faculty, staff, and administration working together at each of these institutions. The accomplishments listed are those which were under my direct authority and in which I played a key role.

Institutions for each are abbreviated and in parentheses. Please see Appendix A for institutional descriptions.

1. Significantly Increased Enrollment
 - a. Led enrollment management task force (MSU)
 - b. Increased enrollment by 12% (from 13,795 FTE to 15,408 FTE) to the highest levels in institutional history (MSU)
 - c. Grew to be the second-largest institution in the state as measured by FTE students (MSU)
 - d. Increased online enrollment by 1,600% to 9,000+ enrollments (MSU)
 - e. Recognition by Forbes Magazine as one of the top three public institutions of higher education in Minnesota (and one of the top quartile nationally) (MSU)
2. Introduced Innovative Academic Programs
 - a. Introduced first Doctoral programs to institution: Ed.D., D.N.P., Psy.D. (MSU)
 - b. Introduced new professional Masters programs: MSW, MBA (MSU); M.A. in Digital Media (BSU); M.S. in Organizational Communication (CCSU)
 - c. Introduced individualized Applied Organizational Studies program (MSU)
 - d. Introduced award-winning Iron Range Engineering 2+2 in collaboration with Itasca Community College and Mesabi Community and Technical College (MSU)
 - e. Created the Center for Media Design, with a national reputation and influential in industry (BSU)
 - f. Created the Global Media Network, which won the national ACE Technology award (BSU)
3. Significantly Improved the Student Experience
 - a. Increased student participation in undergraduate research by more than 200% (MSU)
 - b. Grew Undergraduate Research Conference to include other MNSCU institutions (MSU)
 - c. Enhanced academic achievement of student athletes (MSU) [Note: MSU athletes have a higher GPA on average than non-Athletes, and hundreds are on the Dean's List]
 - d. Expanded Learning Community program, enhancing retention (MSU)
 - e. Created Learning Community program (BSU)
 - f. Best first-year to second-year retention rate among the 31 colleges and universities in the Minnesota State College and University System (MSU)
 - g. Eased transfer for community college students (MSU, CCSU)
4. Successful Fundraising
 - a. Successful in helping raise \$57 million toward \$70 million capital campaign by serving on the campaign planning team (MSU). Particular aspects of the campaign that I helped secure include:
 - i. The Glen and Becky Taylor Endowment for Family Nursing (\$7 million)
 - ii. The Andreas Endowment for the Arts and Humanities (\$7.5 million)

- iii. The Warner Zeno Endowed Scholarships (\$1.1 million)
 - b. \$20 million gift from the Lilly Endowment, largest single gift in institutional history (BSU)
 - c. Increased annual giving to the college by 136% to \$680,000 per year (BSU)
 - d. Approximately \$5 million in grant awards from the National Science Foundation, U.S. Agency for International Development, etc. (MSU, BSU, CCSU)
5. Successful Strategic Planning
 - a. Co-authored MSU Strategic Plan
 - i. 94.7% of the 2003-2008 strategic objectives were fully completed (71.1%) or close to being completed (23.6%) within the strategic timeframe (MSU)
 - ii. Goals related to Diversity, Graduate Education, Academic Excellence, Campus-wide Planning, Online Learning, International Programs, and Wellness (MSU)
 - iii. Co-author of the 2009-2014 strategic plan (MSU)
 - b. Co-authored Values Statement (MSU)
 - c. Co-authored Strategic Plan (BSU)
 - d. Co-authored Mission and Vision Statements (BSU)
6. Enhanced Board of Trustees Relations
 - a. Worked directly with the MNSCU Board of Trustees (MNSCU)
 - b. Served as lead staff to the Academic and Student Affairs committee of the Board (MNSCU)
 - c. Planned and conducted the Board of Trustees' 2010 Strategic Planning Retreat (MNSCU)
7. Enhanced Government Relations
 - a. Successfully managed relations with Minnesota House and Senate committees (MNSCU)
 - b. Frequent testimony before various Minnesota House and Senate committees (MNSCU)
 - c. Led successful 10-year institutional accreditation by Higher Learning Commission (MSU)
8. Significantly Improved Fiscal Performance
 - a. Through careful management of academic and student affairs resources, creating a \$6 million budget surplus for both FY11 and FY12 (MSU)
 - b. Effective management of \$88 million operating budget (MSU)
 - c. Reduced expenses by approximately \$1 million in the statewide System Office (MNSCU)
9. Significantly Expanded Campus Facilities
 - a. Assisted in addition of two new residence halls [Julia Sears Hall and Margaret Preska Hall], adding 900 beds to campus (MSU)
 - b. Assisted in addition of a new \$25 million chemistry building [Ford Hall] (MSU)
 - c. Assisted in remodel (\$25 million) of the science and engineering building [Trafton Hall] (MSU)
 - d. Addition of a new alternative energy research lab [CORE] (MSU)
 - e. New \$30 million clinical sciences building currently in development (MSU)
 - f. Co-created a new metro-area learning center 90 miles away in Edina (MSU)
 - g. Oversaw academic planning and implementation of new Journalism building (BSU)
 - h. Planning, bonding, private fundraising resulting in the new David Letterman Communication Building (BSU)
10. Promoted and Enhanced Diversity
 - a. Increased employee diversity by 50% (MSU)
 - b. Increased student diversity by 153% (MSU)
 - c. Introduced the Pre-Doctoral Fellow program to "grow our own" diverse faculty from their Masters degree through to their Doctorate and on to becoming faculty members and earning tenure (MSU)
 - d. Diversity initiatives receive national attention as a model approach (MSU)

11. Significantly Expanded International Programming
 - a. Increased the number of students studying abroad by 37% (MSU)
 - b. Increased the number of international students to approximately 600 (MSU)
 - c. New international partnership programs in Ghana, South Africa, Norway, Sweden, Finland, Belize (MSU)
 - d. New international partnership programs in Brazil, China, Denmark, Germany, Korea, Taiwan (BSU)

12. Enabled Great Faculty Achievements
 - a. Created Center for Excellence for Scholarship and Research – “CESR” (MSU)
 - b. CESR helped increase externally funded research by 120% (MSU)
 - c. CESR helped increase faculty scholarship by 66% (MSU)
 - d. CESR helped increase the number of citations of our faculty’s research by other researchers by over 1,000% to roughly 900 citations per year (MSU)
 - e. Expanded Center of Excellence in Teaching and Learning (“CETL”) so that it positively transformed learning and gained national prominence (MSU)
 - f. High rates of faculty success earning tenure and promotion (MSU, BSU, CCSU)
 - g. Successful Shared Governance (MSU, BSU, CCSU)

Fundraising

- \$57,000,000 Davenport, R., Mayo, D., **Olson, S.**, Straka, S., et al. (2011). Campaign Committee for the Minnesota State University Foundation. Amount raised as of Fall 2011 toward the overall \$75 million goal. Campaign expected to conclude Spring 2013.
- \$20,000,000 **Olson, S.**, Repp, P., and Pitts, B. (2001). Gift from the Lilly Endowment to Ball State University. This was the largest gift in Ball State University history. It was used to establish the Center for Media Design. A subsequent gift of an additional \$20 million was made three years later for the same purpose.
- * Resulted in Ball State being named one of the “top eight” programs nationally by Mogel, L. (2004). *The business of broadcasting*. Billboard books. ISBN: 0823077306.
- * Resulted in this project being named one of the top 100 innovations by *InfoWorld* magazine (2003, November 10).
- * Resulted in the comment “[BSU] is beginning to rival such ivory media towers as Syracuse’s Newhouse School, NYU’s Tisch School, and MIT’s Media Lab as an academic authority about the media” in *Real Media Riffs* (November 15 2004, www.mediapost.com/dtls dsp Trad.cfm?fnl=041115).
- \$ 7,500,000 Davenport, R., Earley, J., **Olson, S.**, Mayo, D. (2009). Lowell and Nadine Andreas Endowment for the Arts and Humanities. Gift from the Andreas Family to the Minnesota State University Foundation.
- \$ 7,000,000 Davenport, R., Williams, D., Herth, K., and **Olson, S.** (2008). Endowed chair, endowed research center, and endowed speaker series solicitation. Gift from Glen and Becky Taylor to the Minnesota State University Foundation.
- \$ 3,300,000 Frey, J., Ondov, J., and **Olson S.** (2005). The Minnesota Center of Excellence in Manufacturing and Engineering. Funded by the Minnesota State Legislature Center of Excellence Fund.
- \$ 1,149,000 **Olson, S.** and Mayo, D. (2009). Gift from the Warner Zeno Estate to the Minnesota State University Foundation.
- \$ 680,000 **Olson, S.**, Weaver, M., Holmes, M., Carlson, N., and Steele, R. (1999). Annual giving amount to the College of Communication, Information, and Media at Ball State University. Comparable amounts for adjacent years.

- \$ 350,000 **Olson, S.** and Ballman, T. (1999). Charitable remainder trust from the Galliher estate to the Ball State University Foundation.
- \$ 220,000 **Olson, S.** and Weaver, M. (2003). Journalism Institute for Digital Education, Activities, and Scholarship – “J-IDEAS”. Grant from the John S. and James L. Knight Foundation.
* *Reviewed in Billups, S. (2003). Reaching out to high school journalism nationwide. Alumnus, 61 (5): 12-13.*
- \$ 216,300 **Olson, S.** (2001). United Way campus campaign chair at Ball State University. Exceeded fundraising goal of by 5%, increased giving 11% over prior year, and increased number of donors by 23% over prior year.
- \$ 171,702 **Olson, S.,** Martin, K. and Carluccio, L. (1995). Pre-college science education. Two year grant from National Science Foundation for Young Scholars Program.
- \$ 169,318 Carluccio, L., Clarke, G., and **Olson, S.** (1992). Developing high potential math and science talent. Grant from National Science Foundation.
- \$ 122,000 **Olson, S.** (2002). Successful solicitation of \$122,000 gift from Bitwise Solutions, Inc. to Ball State University.
- \$ 86,707 Enck, H. and **Olson, S.** (1993). Professional training in Poland universities. Grant from United States Agency for International Development.
- \$ 82,153 Enck, H. and **Olson, S.** (1994). Training and education in Poland, continuation. Grant from the United States Agency for International Development.
- \$ 70,000 **Olson, S.** (2003). Successful solicitation of gift from PRC Film, Inc. to Ball State University.
- \$ 67,000 Riedinger, G., Martin, K., **Olson, S.,** and Carluccio, L. (1998). Summer Science Transition Program for high school students. Grant from Connecticut Department of Education.
- \$ 60,918 **Olson, S.** and Martin, K. (1997). Summer Science Bridges program. Grant from Connecticut Department of Education.
- \$ 42,242 Enck, H. and **Olson S.** (1992). Communication training and education in Poland. Grant from United States Agency for International Development.
- \$ 20,000 Martin, K., **Olson, S.,** Carluccio, L., and Clarke, G. (1997). Duracell Sciences Bridges Program. Gift from the Duracell Corporation.
- \$ 17,000 White, C., Cueto, G., **Olson, S.,** and Ritzenhoff K. (1997). Critical Thinking Institute at DiLoreto Elementary School. Grant from New Britain Board of Education.
- \$ 15,000 Ferguson, D. and **Olson, S.** (2002). Global communities of the future: Green urbanism and sustainability – A module for UniverCity 2002. Grant from the International Programs Endowment Fund.
- \$ 12,000 **Olson, S.** (2000). The 21st Century professional school: Teaching and learning innovations. Grant from 21st Century Fund Academic Planning Grant.
- \$ 10,000 Carluccio, M., Clarke, G., and **Olson, S.** (1994). Adventures in science: Pre-college math and science preparation. Gift from the Duracell Foundation.
- \$ 10,000 Clarke, G. and **Olson, S.** (1992). Pre-college math and science preparation. Gift from Stanley Works Foundation.

FUNDRAISING AS COMMUNITY VOLUNTEER

- Fundraising Captain, Corporate Gifts, *Muncie-Delaware County United Way*
- Fundraising Captain, *Muncie Center for the Arts*
- Fundraising Volunteer, *Indiana Public Radio*
- Fundraising Volunteer, *Easter Seals Society of Connecticut*
- Fundraising Volunteer, *The Hartford Rehabilitation Center*
- Fundraising Volunteer, *Connecticut Public Radio*
- Fundraising Volunteer, *Salvation Army*

Community Service

As Officer of a Board of Directors

- ❖ Chairperson of the Board of Directors, *Ball Memorial Hospital Community Cancer Prevention Task Force* (and Fundraising and Public Communication Committees)
- ❖ Chairperson of the Board of Directors, *United Way Campaign 2001-2002, "Doing Good Works," Muncie-Delaware County United Way*, Ball State University
- ❖ Chairperson of the Board of Directors and CEO, *International Digital Media and Arts Association* (and Chairperson Emeritus of same)
- ❖ Chairperson of the Board of Directors, *United Campus Ministry of Greater New Britain* (and at other times Vice President, Treasurer, and Secretary of the same Board)
- ❖ Executive Committee and Board of Directors, *Substance Abuse Action Council of Central Connecticut*
- ❖ Vice President of the Board of Directors, *Advertising Federation of East Central Indiana* (and at other times Publicity Committee chair and Diversity Committee chair) – Note: this club was named National Club of the Year by the American Advertising Federation in 2002
- ❖ International Program Chair on the Board of Directors, *Mankato Rotary Club*

As Member of a Board of Directors

- ❖ Board of Directors, *Mankato Rotary Club*
- ❖ Board of Directors, *Southern Minnesota Advocates, Inc.*
- ❖ Board of Directors, *Greater Mankato Economic Development Business Accelerator*
- ❖ Board of Directors, *Minnesota Learning Commons*
- ❖ Board of Directors, *iSeek* (iSeek is a career-building website funded by the State of Minnesota)
- ❖ Board of Directors, *P20 Statewide Education Council*
- ❖ Board of Directors, *KMSU-FM Public Radio*, Mankato
- ❖ Board of Directors, *Rotary STRIVE program*, Mankato
- ❖ Board of Directors, *Mankato 2020 Task Force on Education*
- ❖ Board of Directors, *Christ the King Lutheran Church*, Education Board
- ❖ Board of Directors, *Christ the King Lutheran Church*, Congregational Life Board
- ❖ Board of Directors, *Christ the King Lutheran Church*, Faithful People Commission
- ❖ Board of Directors, *Crossroads Lutheran Campus Ministry*
- ❖ Board of Directors, *You and Year 2000 Inc.*, a community development organization, Muncie
- ❖ Board of Directors, *UniverCity Chataqua Festival*, a town/gown celebration, Muncie
- ❖ Board of Directors, *Partners in Science*, promoting science/math among underrepresented
- ❖ Board of Directors, *Force Science Center*, institute studying the physiology of police response
- ❖ Board of Directors, *Center for Survey Research Analysis*, John S. & James L. Knight Foundation
- ❖ Board of Directors, *Global Media Studies Center*

As Member of a Community Committee

- ❖ Committee Member, Governor's Roundtable on "The Creative Class," St. Paul MN
- ❖ Committee Member, Strategic Roadmap Planning Team, *Independent School District 77 (MN)*
- ❖ Committee Member, Rector Search Committee, *Grace Church*, Muncie, IN

- ❖ Committee Member, Technology Transfer Committee, *Chamber of Commerce "Vision 2006"*
- ❖ Committee Member, Education Committee, *St. Patrick-St. Anthony Church*, Hartford, CT
- ❖ Committee Member, Advisory Committee, Mayor's *City of New Britain Recycling Task Force*

Other Community Volunteer Roles

- ❖ Training Volunteer, *Literacy Volunteers of America*
- ❖ Leadership Volunteer, Youth Ministry, *St. Thomas the Apostle Church*
- ❖ Volunteer, *Christ the King Church*, substitute High School Youth Group Leader, and Substitute Sunday School teacher
- ❖ Volunteer, *St. Francis Church* Engaged Couple Mentoring Program
- ❖ Volunteer, *City of New Britain Vision 2000* project
- ❖ Volunteer, *Grace Church* "Renewing Grace" transition project
- ❖ Volunteer, Greater Mankato Early Learning Initiative

Campus Facilities

- \$ 38,000,000 Davenport, R., Janney, C., Straka, R., Wolff, W., **Olson, S.**, et al, working with McCormick, J., King, L., Johnson, A. et al [Development team] (2010). State of Minnesota bonding for the New Margaret Preska Residence Hall at Minnesota State University.
- \$ 27,000,000 Davenport, R., Frey, J., Straka, R., **Olson, S.**, et al, working with McCormick, J., King, L., Johnson, A. et al (2007). State of Minnesota bonding for new Ford Hall Chemistry Building at Minnesota State University.
- \$ 25,500,000 Davenport, R., Frey, J., Straka, R., and **Olson, S.** et al, working with McCormick, J., King, L., Johnson, A. et al (2008). State of Minnesota bonding for the renovation of the Trafton Science and Engineering Building at Minnesota State University.
- \$ 20,000,000 Brownell, B., Pitts, B., Kinghorn, T., and **Olson, S.** (2002). State of Indiana bonding for the new David Letterman Hall, a communication building at Ball State University.
- \$ 750,000 Davenport, R., Frey, J., **Olson, S.**, Mack, L., Landkammer, C., and David, K. (2006). State of Minnesota appropriation from the Department of Economic Development for EPA testing facility for E85 and other bio-fuels at Minnesota State University.
- \$ 713,000 Davenport, R., Frey, J., **Olson, S.**, and Knox, J. (2009). Center for Renewable Energy. Federal appropriation to Minnesota State University in the omnibus spending bill.
- \$ 500,000 Davenport, R., Frey, J., and **Olson, S.** (2008). Alternative transportation fuels research. Federal appropriation to Minnesota State University in the omnibus spending bill.
- \$ 500,000 Davenport, R., Frey, J., and **Olson, S.** (2006). Center for Bio-Fuel Research at Minnesota State University. Federal appropriation for bio-fuel research.
- \$ 500,000 Davenport, R., Frey, J., Hempel, D., and **Olson, S.** (2005). Federal appropriation to Minnesota State University for the Center for Renewable Energy.

International Initiatives

2011 International agreement with Eden Campus, Cape Town, South Africa.

- 2011 International agreements with several universities in Norway and Sweden.
- 2009-2010 ... Chair of Global Solutions Strategic Task Force, Minnesota State University.
- 2008 International agreements with Jadavpur University (Kolkata), Nirma University (Ahmedabad), and Jaharwal Nehru University (Delhi), India.
- 2007 International agreement with Catholic University, Daegu (South Korea).
- 2006 International agreements with Shanghai University (China) and Kwame Nkrumah University of Science and Technology -- "KNUST" (Ghana).
- 2005 Consolidation of International Program Office and International Student Office.
- 2004 Formed International Education Task Force, Minnesota State University, Mankato.
- 2003 American Council on Education ACE/AT&T National Award for Technology as a Tool for Internationalization to S. Olson & D. Ferguson for designing the Global Media Network.
- 2002 Lead Designer and Negotiator, Global Media Network, part of the \$20 million Lilly iCommunication initiative. This network involved broadband interactive links to sites on six continents, including Kyunghee University in Korea, the University of Queensland Australia, the University of Mainz Germany and ZDF-TV, the Pontifical University of Rio Grande do Sul Brazil, and others. Featured in *The Chronicle of Higher Education*.
- 2001 Co-Founder and Negotiator, University-to-University and University-to-Business agreements for "3M+ZDF" program, a student/faculty exchange and internship involving the University of Mainz, University of Memphis, ZDF German Television, the U.S. Consulate in Frankfurt, and Ball State (w/ T. Nenon, J. Coffin, J. Misiewicz, D. Skopalik).
- 2001..... Co-Negotiator, University-to-Association agreement with the Shanghai Social Science Association in China (w/ D. Ferguson and Shi Y.Q.).
- 2000 Founder and Lead Negotiator, College-to-College agreement with Roskilde University, Denmark (w/ T. Schroder).
- 1999 Lead Negotiator, College-to-College and University-to-University agreements with National Cheng Chi University in Taipei, Taiwan (w/ Chen M.).
- 1998 Co-Negotiator, Program-to-Program and University-to-University distance learning agreement with the University of Ciudad Juarez, Mexico (w/ F. Parra).
- 1993 Co-Founder, first School of Communication in Poland, using U.S.AID funding and as a collaboration between the University of Wroclaw and Wroclaw Technical University (w/ M. Zuber and J. Waskiewicz).
- 1988..... Co-Designer, training program for Daimler-Benz employees offered in Rastatt, Germany (w/ S. King and D. Cushman).

Promoting Diversity

DIVERSITY RELATED ACTIVITIES

- 2010 Given oversight of the Office of Institutional Diversity (formerly a stand-alone division).
- 2009 MNSCU Innovative Practices in Diversity Award given to the Pre-Doctoral Fellow Program at Minnesota State University, Mankato. Program created by M.T. Fagin and Scott R. Olson.
- 2008 Shepherded establishment of American Indian Studies Program, Minnesota State University.
- 2006 Awarded the Clarence E. Harris Humanitarian Award for work promoting diversity.

- 2006 Established (with Dr. Michael Fagin) the College Access Program and Diversity Pre-Doctoral Fellow Program, Minnesota State University. Pre-Doctoral Fellow program added four new faculty members of color per year to the university.
- 2005 Crane Diversity Award -- 1st Place National Award for Diversity from the American Advertising Federation to the Ad Fed of East Central Indiana, recognizing ongoing programs begun by S. Olson in 2002 and 2003.
- 2003-2004... Executive administrator for the Diversity Task Force, Minnesota State University.
- 2004 Helped create new Dean of Institutional Diversity position in Academic Affairs, Minnesota State University.
- 2003 2nd Place National Award for Diversity from the American Advertising Federation.
- 2002 Latin American Studies Curriculum Project, Ball State University.
- 2002 2nd Place National Award for Diversity from the American Advertising Federation.
- 2002 Featured in article: Ball State To Launch Global Distance Education Program. Black Issues in Higher Education, (2002, June 6).
- 2001-2003... University Diversity Council member, Ball State University.
- 1998-2003... Host and organizer, Ball State University Multicultural Day.
- 2001 Diversity Strategic Plan developed for the College of Communication, Ball State University.
- 1999-2003... Chair, Diversity Committee, Advertising Federation of East Central Indiana.
- 1999-2003... Women's Studies Curriculum Committee, Ball State University.
- 1992-1998... Committee on the Concerns of Women, Central Connecticut State University.
- 1989-1995... Chair, Communication and Diversity Conference, co-sponsor with Howard University.
- 1986-1988... Co-coordinator and co-trainer, Communication Training Program for Hispanic Community Based Organization, statewide initiative in Connecticut.

DIVERSITY RELATED PUBLICATIONS

- Olson, S. (2011). Diversity and the future of higher education. Keynote speech at the Black Graduate Student Association Regional Conference. Mankato, Minnesota.
- Olson, S. and Fagin, M. (2009). Diversity and the bottom line. EDGE Conference, Edina, MN.
- Fagin, M. and Olson, S. (2008). Diversifying the faculty with pre-doctoral fellowships. Academic Leader.
- Fagin, M., and Olson, S. (2008). Establishing a pre-doctoral fellow program to meet diversity recruitment and retention goals: A successful (and significant) case. In Van Kollenburg, S., Ed. Finding common ground: Accountability and organizational leadership, Volume 1, pp. 122-124, Chicago, IL: Higher Learning Commission of the North Central Association of Colleges and Schools.
- Fagin, M. and Olson, S. (2007). The Pre-Doctoral Fellow Program. Keeping our Faculties Conference: Recruiting, Retaining, and Advancing Faculty of Color in Minneapolis, MN.
- Olson, S. (2004). Moderator of keynote panel at the Ethnic/Cross-cultural Studies Conference. *Reviewed in Gardner, T. (2004). *Ethnic and cross-cultural studies: Challenges and opportunities. Ethnic Diversity Newsletter, 4 (2): 3.*
- Olson, S. (2003, October). Strategies for diversity in hiring faculty and staff. Tough times, tough choices: MnSCU conference. Deerwood, MN.
- Olson, S. (2003). Diversity matters: Global culture and the American media. Advertising Federation of East Central Indiana website.
- Olson, S., Cushman, D., Doverman, M., and King, S. (1987). Communication resource handbook: A guide for Connecticut Hispanics. Hartford, CT: Hartford Courant Foundation. 90 pp.

GRANTS RECEIVED IN SUPPORT OF DIVERSITY

- \$ 5,000 Ferguson, D., Kelly, E., and Olson, S. (2001). Communication and community building in China. Grant from George and Francis Ball Foundation Fund.
- \$ 5,000 Olson, S., Cushman, D., and King, S. (1987). Professional communication training for Hispanic community based organizations. Grant from CT Dept. of Human Resources.
- \$ 3,500 Wiles, T. and Olson, S. (2000). Strategic planning for Polish higher education. Grant from U.S. Department of State. Collaborative project between Indiana University, Ball State University, and DePaul University of Chicago. Ball State sub-PI portion only.
- \$ 2,070 Olson, S., Cushman, D., and King, S. (1987). Communication skills for Hispanic community based organizations. Grant from Hartford Courant Foundation.
- \$ 1,500 Olson, S., Cushman, D., and King, S. (1990). Intercultural communication through film. Grant from the Connecticut Humanities Council.

Professional Service

- Editorial Board, *Critical Studies in Mass Communication*, National Communication Association (1998-2001);
- Board of Consulting Examiners in Behavioral Sciences, Charter Oak State College (1991-1998);
- Member, Institutional Actions Council (previously known as the Accreditation Review Council), *Higher Learning Commission of the North Central Association* (2010-2014);
- Member, Peer Review Corps, *Higher Learning Commission of the North Central Association* (2004-present);
- Member, Charter Oak State College Committee on Degrees (1997-1998);
- Member, Student and Family Information Committee of the national *Voluntary System of Accountability* Task Force, jointly convened by the National Association of State Universities and Land Grant Colleges (NASULGC) and the American Association of State Colleges and Universities (AASCU). This task force received national media attention in the New York Times, USA Today, and Washington Post, (2007);³
- Member, *National Communication Association*, Mass Communication and Intercultural Communication Interest Groups (1985 - present);
- Member, *International Communication Association*, Philosophy of Communication, Intercultural Communication, and Popular Communication Interest Groups (1985 - 2004);
- Member, *Association for Education in Journalism and Mass Communication*, Technology Task Force appointee (1998 - 2004);
- Member, *National Academy of Television Arts and Sciences* (2002 - 2004);
- Member, *World Association for Christian Communication* (1995 - 2004);
- Member, *American Association of Higher Education* (1991 - 2004);
- Member, *Council for the Advancement and Support of Education* (2001 - 2004, and 2007 - present);
- Other professional experience: Community Relations Committee, Evanston Cable Commission, Evanston, Illinois (1983-85); Television studio engineer, Northwestern University (1980 - 1985); Professional animator's assistant, Bajus-Jones Advertising Corporation, Minneapolis (1979).

Academic Committee Experience

STATE-WIDE COMMITTEES:

Leadership Roles: Convener of the Chancellor Transition Team; Chief of Staff Search Committee chair; Students First Initiative; Academic and Student Affairs Advisory Committee Member and Chair; Faculty Bargaining Agreement Negotiation Team.

Committee Member: Academic and Student Affairs Policy Committee; Technical (i.e., financial allocation model) Advisory Committee; ISS Business Practices Task Force; eLearning Task Force.

UNIVERSITY-WIDE COMMITTEES:

Leadership Roles: Strategic Priority Task Force co-Chair (MSU); Great Place to Work Task Force co-Chair (MSU); Enrollment Management Task Force co-Chair (MSU); Vice President for Strategic Partnerships Search Committee Chair (MSU); Executive Assistant to the President Search Committee Chair (MSU); Planning Committee co-Chair (MSU).

Committee Member: Provost Search Committee (BSU); Strategic Planning Task Force (BSU); Strategic Planning Oversight Executive Committee (BSU); Strategic Planning Monitoring Group (BSU); Faculty Senate (BSU, CCSU); Policy Review Committee (MnSCU); KMSU Strategic

³ Finder, A. (2007, July 4). Colleges join forces on a web presence to let prospective, students research and compare. New York Times.

Markelin, M. (2007, June 25). Colleges release data to allow comparison. USA Today.

Editorial (2007, June 26). A learning experience. Washington Post, p. A20.

Planning Task Force (MSU); University Planning Committee Chair (MSU); Vice Chancellor Advisory Committee (MnSCU); WBST General Manager Search Committee (BSU); Undergraduate Excellence Task Force (MSU); Differential Tuition Task Force (MSU); Women's Studies Program (BSU); Diversity Advisory Council (BSU); Information Technology Strategic Planning Team (BSU); Teacher Development Center Task Force (MnSCU); Information Technology Advisory Group (BSU); Curriculum Committee, including Arts and Sciences subcommittee as Secretary and General Education Committee (CCSU); Honors Program Faculty, Steering Subcommittee Member (CCSU); Graduate Studies Committee (CCSU); Gender Equity Task Force (MSU); Teaching Excellence Forum, Chair (CCSU); Committee on the Concerns of Women (CCSU); Commission on Scientific Misconduct in Research, Chair (CCSU); Vice President Academic Affairs Search Committee (CCSU); Director of the Center for International Education Search Committee, chair (CCSU); Distance Learning Task Force (CCSU); Asian Pacific Film Tour committee, Chair (CCSU); Campus Ministry Board, President, Vice-President, Treasurer, Secretary (CCSU); Computer Facilities Committee (CCSU); Partners in Science (CCSU); New Britain Expo planning committee (CCSU); Programs and Instruction Self-Study Task Force (CCSU); Advisor, student radio station WFCS-FM (CCSU); Advisor, Lacrosse Club (CCSU).

DEPARTMENTAL COMMITTEES:

Leadership Roles: Department Evaluation Committee, Chair (CCSU); Curriculum Committee, Chair (CCSU); Development Committee, Chair (CCSU); Graduate Studies Committee, Chair (CCSU); Lecture Series committee, Chair (CCSU); Internship Committee, Chair (CCSU); Departmental Space Committee, Chair (CCSU); Departmental computer committee, Chair (CCSU).

Committee Member: Departmental Awards Committee (CCSU); Department Social Events Committee (BSU); numerous departmental search committees (CCSU).

Education

- Ph.D. (1985) Northwestern University, Degree from School of Communication in RTF
- (1983-84) North Park University, Coursework in Swedish for Ph.D. language requirement
- M.A. (1981) Northwestern University, Degree from School of Communication in RTF
- B.A. (1980) Northwestern University, Degree in European Intellectual History
- (1978) Hennepin Technical College, Coursework in automotive repair

Continuing Education

- 2011-2012 ... Minnesota Partnership for Executive Development.
- 2010 Certificate, eFolio Conference on Digital Portfolio Use in Higher Education.
- 2010 Certificate, Blandin Foundation Community Leadership Program.
- 2008 Certificate, FEMA Emergency Management Institute, National Incident Management System (NIMS) Training. Certificates in courses IS-00700, ICS-100, and ICS-200.
- 2006 Certificate, Advancement Resources LLC, Capital Campaign Workshop.

- 2006 Certificate, The Snowmass Institute: Integrating Strategic Enrollment Management.
- 2005 Certificate, Diversity Leadership Training Workshop.
- 2004 Workshop by Bentz-Whaley-Flessner, The Role of the President in Development.
- 2004 Certificate, Harvard University Institute for Education Management (IEM Program).
- 2004 Certificate, North Central Accreditation, Higher Learning Commission (HLC) Peer Reviewer/Consultant-Examiner.
- 2004 Certificate, Advancement Resources LLC, The Art and Science of Donor Development.
- 1995 Certificate, St. Michael's College (Vermont), Teaching Science to Non-Majors.
- 1992 Workshop, American Association for Higher Education Forum on Exemplary Teaching.
- 1989 Certificate, University of Chicago, Critical Thinking and Multicultural Education Institute.