

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

BOARD ACTION

**APPOINTMENT OF PRESIDENT OF
MINNESOTA STATE COMMUNITY AND TECHNICAL COLLEGE**

BACKGROUND

Dr. Peggy Kennedy has been serving as interim president of Minnesota State Community and Technical College (M State) since July 1, 2011. Soon after her appointment as interim president, Chancellor Rosenstone initiated the search for a permanent president.

The search process was led by President Joyce Helens, St. Cloud Technical and Community College, who chaired the search advisory committee. Cizek Associates, Inc, was chosen to serve as the search consultant, based on its experience in higher education and ability to recruit diverse candidates. The position was advertised nationally in a variety of higher education and diversity publications and the search consultants initiated an aggressive recruitment campaign. Dr. Kennedy was not a candidate in the search process, as provided under Board Policy 4.2, Appointment of Presidents, Part 4, Subpart A: "An acting or interim president shall not be considered as a candidate in a search process for the presidency."

Thirty-seven applications were received, providing a diverse pool of candidates. From this pool, the Search Advisory Committee selected seven individuals for initial interviews. Of the seven individuals selected for initial interviews, the Committee forwarded five names to Chancellor Rosenstone for further consideration. Two of the candidates withdrew from the search, leaving three candidates for the semi-finalist interviews with Chancellor Rosenstone, three Trustees and the Cabinet.

Although the search process produced several candidates who each possessed certain strengths, no consensus for any candidate emerged and Chancellor Rosenstone concluded that none of the three should be recommended to the Board of Trustees.

Comments received during the search process encouraged consideration of making Interim President Peggy Kennedy's appointment permanent. Consideration of an interim president for the permanent role is allowed under Board of Trustees Policy 4.2, Part 4, Subpart B, which provides:

If, upon a written recommendation of the Chancellor, the Board determines it is in the best interests of the system, they may waive the search process and appoint a candidate that best fits the needs of the institution and the system.

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2 Chancellor Rosenstone recommends that the Board of Trustees waive conducting another search
3 process and appoint Dr. Peggy Kennedy to be the next president of Minnesota State Community
4 and Technical College.

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6 **RECOMMENDED COMMITTEE ACTION**

7 The Human Resources Committee recommends that the Board of Trustees adopts the following
8 motion.

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10 **RECOMMENDED MOTION**

11 The Board of Trustees, upon the recommendation of Chancellor Rosenstone, waives conducting
12 a presidential search process and appoints Dr. Peggy Kennedy as president of Minnesota State
13 Community and Technical College effective July 1, 2012, subject to the completion of an
14 employment agreement. The Board authorizes the Chancellor, in consultation with the Chair of
15 the Board and Chair of the Human Resources Committee, to negotiate and execute an
16 employment agreement in accordance with the terms and conditions of the Minnesota State
17 Colleges and Universities Personnel Plan for Administrators.

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19 *Date of Adoption: May 16, 2012*

PEGGY D. KENNEDY, Ed.D.

Interim president and chief academic affairs and student development officer with over 25 years of experience and commitment to the mission of the comprehensive community and technical college. Demonstrated experience and accomplishment in student and institutional success, college accountability, constituent collaboration and responsiveness in ever-changing economic and global learning environments.

EDUCATIONAL INFORMATION:

University of Minnesota, Minneapolis, MN

Ed. D. Educational Policy and Administration, 1996
Cert. Training and Development, 1984
M.A. Business Education, 1980

University of Wisconsin – Whitewater, Whitewater, WI

B.S. Education, 1973
Major: Business Education; Minor: English

Graduate work involved extensive examination of the issues and challenges of the future of higher education. Topics of study included educational policy, quantitative and qualitative research, higher education finance and history, organizational development and leadership theory and practice.

PROFESSIONAL EXPERIENCE:

2011 – 2012:

MINNESOTA STATE COMMUNITY & TECHNICAL COLLEGE
Campuses in Detroit Lakes, Fergus Falls, Moorhead, Wadena, MN & On-Line
Interim President & CEO

- Engaged the college in a strategic planning effort to provide direction to academic and student efforts across four campuses and a service center
- Provided leadership to expand the Center of Excellence for College Readiness to improve student success and retention for on-site and on-line students
- Initiated a president's general advisory committee comprised of constituents and members of the community from all four campuses located in both rural and metropolitan areas of the state
- Provided leadership and support for a combined business services cooperative which provided payroll and accounting support for colleges and the system office in the central and metropolitan areas of the state
- Lead and participated in a major capital campaign to raise \$1 million

1994 – 2011:

SAINT PAUL COLLEGE – A Community & Technical College
Saint Paul, Minnesota
Senior Vice President for Academic Affairs & Student Development

- Ranked #1 community college in the nation by the Washington Monthly Magazine in 2010 based on CCSSSE scores and 2009 graduation rates
- Named acting president of Saint Paul College, 2006
- Increased enrollment by 78 percent from 2000 to 2011
- Provided leadership in the transformation process to expand college mission from a technical college to a comprehensive community and technical college
- Provided leadership to increase liberal arts and science program to include the AA degree and expand the number of transfer agreements
- Worked with College Foundation to implement the *Power of You* (POY) program to provide tuition-free college education to underserved high school graduates from Saint Paul and Minneapolis
- Participated and co-authored Master Facility Plan resulting in over \$20 million for capital bonding projects
- Designed and implemented the *Career Pathway Academy* (CPA) to provide concurrent enrollment career preparation opportunities for high school students on the college campus
- Co-chaired three successful Higher Learning Commission continued accreditation efforts. Led the *Vital Focus* process which resulted in college acceptance into AQIP. Systems portfolio was featured at 2010 HLC annual meeting
- Designed and implemented the college institutional effectiveness and assessment of student learning program
- Led the College strategic planning process to address future challenges and opportunities in teaching, learning and serving the community. Wrote and co-produced the Metro Alliance Master Academic Plan in 2004-05
- Provided leadership and vision to ensure the quality and accountability of academic and student programs and services to promote student learning and college success (over \$15 million budget plus faculty salaries)
- Provided leadership and vision for the utilization of instructional technology to assess basic skills and ESL intake levels, to address individual learning styles, and to provide remedial and multiple college-level learning opportunities for learners. Received on-line accreditation in 2006-07
- Provided vision and leadership in the transformation of the student services department into a *one-stop* functional model that enabled high enrollment growth without increasing staff. Resulted in MnSCU Board of Trustees award for innovation and excellence in teaching and learning in 2007
- Initiated and managed the college institutional research and grant development function realizing over \$5 million
- Researched and adapted best practice models such as “Project Lead the Way”, “Achieving the Dream” and “I Best” programs into the College culture and in collaboration with the Saint Paul Schools and other organizations

1985 – 1994: SAINT PAUL COLLEGE – A Community & Technical College

Saint Paul, Minnesota

Dean for Business and General Education Programs

- Managed the organizational and administrative functions for credit and extension programs in business, general education, and graphic communications
- Facilitated the conceptual framework and policy for MN general education for technical colleges
- Managed the restructuring of the business division to a credit-based system and tripled enrollment over two years
- Provided leadership to change from a quarter to a semester system

1983 – 1985:

**CENEX CORPORATION, Information System Division
COMSERV CORPORATION (Now MSA Advanced Mfg.)**

Minneapolis, Minnesota

Advanced Training Specialist/Coordinator

- Created cost-efficient training programs to meet corporate-wide information and system processing needs and requirements
- Implemented project management information systems (PMIS) for project leaders, managers and others
- Provided instructional design assistance via needs assessment and job/task analysis to design training materials

1978 – 1983:

MINNESOTA CURRICULUM SERVICES CENTER

White Bear Lake, Minnesota

Curriculum Consultant

- Designed and supervised the development and implementation of competency-based curriculum materials in business, trade, and technical programs
- Provided state-wide consultative assistance on the development and use of curriculum materials such as task lists, performance objectives, criterion-referenced tests and instructional modules to high schools and technical colleges throughout the State of Minnesota

1973 – 1977:

**WASHINGTON HIGH SCHOOL & MILWAUKEE AREA
TECHNICAL COLLEGE**

Gerantown and Milwaukee, Wisconsin

Business/English Instructor

RECENT PROFESSIONAL AFFILIATIONS:

Member: American Association of Community Colleges (AACCC)
League for Innovation in the Community College
Higher Learning Commission of the North Central Association of Colleges and Schools (HLC-NCA)
National Council for Staff, Program and Organizational Development (NCCSPOD)
American Council of Higher Education (ACHE)
Mounds Park Academy & University of Denver Parents Association
MnSCU Academic/Student Affairs Advisory Council
MnSCU Joint Committee on Credential Fields
Saint Paul College Curriculum and Assessment Committees
Saint Paul College Shared Governance Council
Saint Paul College General Advisory Committee
Saint Paul Public Schools/Saint Paul College Perkins Consortium
Jeremiah Program Advisory Committee

Chairperson: Metro Alliance of Chief Academic Officers, 2003-04
Higher Learning Commission Accreditation Team, 1993, 2003, 2012
Strategic Planning Committee, 2002-05, 2005-10, 2011-14

Recipient: 2010: University of MN College of Education & Human Development
Distinguished Alumni Award
2007: Bellwether Award Finalist for "Power of You" Program
2007: MnSCU Board of Trustee Award for Innovation in Student Services
2004: MnSCU Board of Trustee Outstanding Administrator Award
2004: Association of Community College Trustees President's Leadership
Academy Member and Graduate
2003: Saint Paul College Excellence Award
2002: SPC Computer Science Department Outstanding Administrator Award
1995-98: W. K. Kellogg Foundation Leadership Exchange Program, Senior Fellow

SELECTED PRESENTATIONS:

Use of Multiple Interventions to Increase Retention in the First Year. Kennedy, Tomsic, Matos. 20th International Conference on the First-Year Experience, Kona, Hawaii, 2007.

Use of Master Academic Planning in Moving Conversations and Commitments. Kennedy, Tomsic. Higher Learning Commission Annual Meeting, Chicago, Illinois, 2005.

Reconciling Access and Quality. Tomsic, Kennedy. Education Association for Institutional Research (EAIR/AIR) Joint Seminar, Coral Gables, Florida, 2004.

Using Cross-Functional Teams to Develop an Electronic Portfolio to Assess Technical and General Education Outcomes. Schwartz, Weisensel, Kennedy, and King. Higher Learning Commission Annual Meeting, Chicago, Illinois, 2001.