

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

**BOARD ACTION**

**APPOINTMENT OF INTERIM PRESIDENT OF  
MINNEAPOLIS COMMUNITY AND TECHNICAL COLLEGE**

**BACKGROUND**

Following the announcement of President Phil Davis' appointment as associate vice chancellor and managing director of the Campus Service Cooperative, Chancellor Rosenstone requested nominations and expressions of interest in the interim president position.

Nominations and expressions of interest were sought from throughout the system. Applications and nominations have been reviewed by the chancellor, and he has reviewed all input received and consulted as appropriate to develop his recommendation to the board. At this time Chancellor Rosenstone recommends Avelino Mills-Novoa as interim president at Minneapolis Community and Technical College.

**RECOMMENDED COMMITTEE ACTION**

The Human Resources Committee recommends that the Board of Trustees adopt the following motion.

**RECOMMENDED MOTION**

The Board of Trustees, upon the recommendation of Chancellor Rosenstone, appoints Avelino Mills-Novoa as interim president of Minneapolis Community and Technical College effective August 11, 2014, subject to the completion of an employment agreement. The board authorizes the chancellor, in consultation with the chair of the board and chair of the Human Resources Committee, to negotiate and execute an employment agreement in accordance with the terms and conditions of the MnSCU Personnel Plan for Administrators.

*Date of Approval: June 18, 2014*

**AVELINO MILLS-NOVOA, Ph.D**  
**Professor Emeritus**  
St. Cloud State University  
Department of Counseling and Community Psychology

**EDUCATION**

- Ph.D.,           University of Minnesota  
                  Major: Educational Psychology - Counseling and Student  
                  Personnel Psychology Program
- M.A.,           University of Minnesota  
                  Major: Educational Psychology - Counseling and Student  
                  Personnel Psychology Program
- B.A.,           University of Minnesota  
                  Major: Latin American Studies

**EXPERIENCE (Chronological Order from most recent)**

**Minneapolis Community and Technical College, 1501 Hennepin Ave,  
Minneapolis, MN 55403**

**Vice President of Student Affairs**

As Chief Student Affairs and Chief Organizational Officer, lead efforts to promote the success of MCTC students and employees, working to improve graduation rates and the organizational climate and work life for employees. Working in collaboration with the Chief Diversity Officer and Human Resources department to promote educational equity and lead efforts to close the gap in educational attainment. Specific areas of responsibility include: developing, directing, supervising and evaluating student services/student life programs; developing and administering personnel and non-personnel budgets for student services; providing supervision, evaluation, and professional development for the administrative, faculty and support staff assigned to student services units; contributing to system-wide planning and resource development as they relate to student affairs; and participating in state-wide and national organizations and conferences.

**St. Cloud State University - 720 Fourth Avenue South, St. Cloud, MN 56301-4498**

**Department of Counseling and Community Psychology**

**Tenured Professor and Department Chair (Professor Emeritus)**

Teaching undergraduate counseling theory and technique courses, including Marriage and Family Therapy, Counseling Procedures, Practicum in Counseling, and Social Justice Coursework. Developing new curriculum in order to make the transition from Applied Psychology (traditional individualistic psychology paradigm) to Community Psychology and Marriage and Family Therapy (a systems/community based paradigm). Academic advising, recruiting new students, serving on departmental and campus committees, service to the campus and surrounding community, as well as, scholarly or creative activities.

**St. Cloud State University, Interim Dean, Undergraduate Studies**

Provide effective leadership and creativity for planning, coordinating and directing all educational and administrative functions related to undergraduate studies, the Advising Center, Academic Learning Center, Honors Program, First-Year Experience Program, and the Division of General Studies. The Interim Dean was a member of the Academic Affairs Council and other university committees such as Enrollment Management, works with other Deans and faculty committees to develop and implement changes to the general education program, and works with faculty to develop, implement and assess the first-year experience program and coordinates this program with Residential Life.

**University of Minnesota, 432 Morrill Hall, 100 Church Street S.E., Minneapolis, MN, 55455**

**Interim Associate Vice President for Multicultural and Academic Affairs (now the V.P. for Equity and Diversity post)**

As the Interim Associate Vice President of the Office for Multicultural and Academic Affairs (OMAA) and senior leader was charged with restructuring several OMAA units, conducting internal and external reviews, and creating a strategic plan that is consistent with University goals and with the principles guiding the University of Minnesota's strategic positioning process.

The position had responsibility for the following units on the Twin Cities campus, directly supervising the directors of these units:  
Disability Services

Gay, Lesbian, Bisexual, and Transgender Programs  
Office for University Women  
Multicultural Center for Academic Excellence

The primary focus was on collaborating with the University's collegiate and service units in meeting its mission of fostering an inclusive, multicultural university community that welcomes and actively supports diversity in the widest sense: race, ethnicity, religion, disability, sexual orientation, gender identification, gender expression, and social and economic status. As well as, fostering an inclusive, multicultural community that recognizes diversity of ideas and community as enriching, is respectful of differing values and beliefs, and provides a setting where divergent perspectives are articulated and discussed.

Moreover, the Associate Vice President for Multicultural and Academic Affairs was also charged to support the diversity needs of the University of Minnesota Morris, Crookston and Duluth campuses. The Associate Vice President was responsible for managing a 12 million dollar budget and a staff of approximately 100 staff.

**University of Minnesota, General College, 109 Appleby Hall, 128 Pleasant Street S.E., Minneapolis, MN 55455**

**Assistant Dean and Director of Student Services**

As Assistant Dean, responsibility for guiding and implementing the College's admissions, enrollment management and advancement (i.e., retention, transfer and graduation) strategies; college governance via the College's Executive Committee; direct responsibility for developing, tracking and analyzing a \$1.3 million budget and participating in developing the College's \$13 million budget; participation in strategic planning; represent the College on the Council of Undergraduate Deans, Admissions Committee and other all University policy committees; and responsibility for administering the College's 12 scholarships.

As Director of Student Services, oversee federally funded TRIO Programs (e.g., Upward Bound, McNair, and Student Support Services), the Student Parent HELP Center and its' state and privately funded childcare grants, University Day Community day treatment program for adolescents, as well as, College's advising unit; direct supervisory responsibility for the three (3) TRIO Directors, Day Community Director, 30 professional advising and support staff, 8-10 Graduate Assistants, and 13-15 Undergraduate Assistants; and the effectiveness of developmental advising delivery

systems inclusive of orientation, the Student Information Center and the Transfer and Career Center.

### **St. Cloud State University**

Applied Psychology Department, College of Education

#### **Tenured Associate Professor, Professor, Department Chair**

Teaching, advising, and administrative responsibilities for a 20-faculty department with the largest graduate program on campus (admitting 30 graduate students each year) and the third largest undergraduate programs (300 declared majors at any given time). Managing the departmental budget, procuring funding, personnel recommendations in the promotion and tenure decisions and representing the department on campus-wide committees. Responsibility for academic advising with all incoming students, recruitment of new students, and working with admissions to develop guidelines for transfer students. Involvement in the administration of the College of Education as a member of the Dean's Advisory Council, a team-based participatory management committee assisting the Dean. Teaching graduate and undergraduate counseling theory and technique courses, including Marriage and Family Counseling, Counseling Procedures, Practicum in Counseling, and Helping Relationships. Serving on departmental and campus committees, service to the campus and surrounding community, as well as, grant writing, scholarly and creative achievement.

#### **Study Abroad/International Experience, Fall Semester 1999**

Taught in the St. Cloud State University's England Program in Alnwick, England during the fall semester 1999. Taught and lived in a cooperative environment with 60 college students and collaborated with British faculty in the delivery of the program. Arranged service learning projects for 25 students in social service agencies and education in Alnwick. Co-lead weekly fieldtrips with British faculty and the program director.

### **St. Cloud State University Counseling Center**

#### **Staff Psychologist, Assistant Professor, Associate Professor**

A tenure track position with emphasis on providing psychological services to the student population of St. Cloud State University. Provided individual, couples, family, and group psychotherapy, outreach/educational services to campus organizations. Engaged in scholarly and creative achievement. Responded to psychological crisis on campus. Participated in

faculty committees. Developed and implemented mental health and student development outreach for students of color.

**Psychotherapy:**

Provided psychological treatment to 20-25 clients per week. Survivors of sexual abuse and sexual assault made up fifty percent of the case load. Twenty percent of the case load were clients who met the DSM-IV diagnostic criteria for mood and anxiety disorders. The remaining thirty percent of the clients presented issues consistent with an adjustment disorder diagnosis.

**Supervision:**

Supervised Master's level graduate interns. Supervision included process and case consultation, the review of video and audio tapes, role-playing, and personal observation.

**Outreach:**

Presented workshops for college students on various topics, i.e., using self-hypnosis for stress management, valuing diversity, long distance relationships, sexual assault, and gender issues.

Developed programming for students of color at SCSU. Developed, received funding, and conducted the Student of Color Support Network Project. The project's goal was to provide peer support for students of color. A cadre of peer counselor of colors were recruited and trained to do outreach and individual counseling with their peers.

**Northern Arizona University, Flagstaff, Arizona**

**Counseling and Testing Center**

**Senior Psychologist-Multicultural Affairs**

In addition to the duties listed under the Psychologist title: Acted as a liaison between the Counseling and Testing Center and the students of color at Northern Arizona University. Administrative responsibility for the implementation of staff development programs designed to improve counselor awareness for the concerns of students of color on campus. Developed a cultural diversity module for interns and other professional staff to be included in a series of training workshops. Provided clinical supervision to staff working with students of color. Coordinated mental health and student development outreach programs for students of color.

Acted as an advocate for students of color and liaison to other campus minority student support units such as the Multicultural Student Center and the Native American Forestry Program.

Co-Wrote and received funding for Mobile Oil Co. funded grant aimed at improving the retention rates of Native American students at Northern Arizona University. Developed the Medicine Wheel Program that integrated counseling interventions with traditional Native-American healing rituals.

## **Psychologist**

### **Psychotherapy:**

Provided individual, couples, family and group counseling to Northern Arizona University students. The lack of affordable mental health care in the community made Northern Arizona University's Counseling and Testing Center the primary mental health care provider for its students. The Counseling Center staff-psychologists partnered with the University Health Service Psychiatrist to provide comprehensive mental health care.

### **Crisis Intervention:**

Participated in the on-call service the Counseling Center offered. The on-call service required the psychologists to be available and respond to crises on-campus after hours and on weekends several times during each semester. Regular counseling duties also require responding to crises on-campus as needed during regular business hours and to be available one-half day per week on a walk-in basis.

### **Supervision:**

Supervised M.A. and Ph.D. level graduate assistants and interns from Northern Arizona University's Counseling Program. Supervision included process and case consultation, the review of video and audio tapes, role-playing, and personal observation.

### **Outreach:**

Provided training for residence hall staff and peer counselors in the Multicultural Center and Educational Support Services on issues such as sexual assault, suicide, eating disorders, and on handling the emotional fallout of the Middle East Gulf crisis. Presented workshops to students on such topics as acquaintance rape and identifying peers in danger of suicide attempts. Presented on the topic of youth suicide at the Hopi Youth

Congress and at the Flagstaff Youth Town Hall on the impact of negative stereotypes.

**Consultation:**

Consulted with residence hall directors, student services staff, faculty, and peer counselor/advisers on matters relevant to their constituency.

**Administrative:**

Chaired Counseling Center committee charged with the selection of candidates to be interviewed for the Counseling Center director's position. Chaired search committee for Counseling Center psychologist. Served on campus-wide gender issues committee.

**Research:**

Studied the relationship between the level of acculturation of Native American students, their locus of control orientation, and explanatory style and their academic achievement and persistence.

**University of Minnesota, Twin Cities Campus, Minneapolis, MN**

**Continuing Education and Extension Counseling**

**Counselor**

**Counseling:**

Individual and group counseling pertaining to personal and career issues for a diverse population of non-traditional students. This population included male and female career changers, vocationally displaced adults, as well as, traditional college age students. Many of these clients were struggling with developmental, identity, and relationship crises.

**Vocational Assessment:**

Group and individual assessment using the Strong Campbell Interest Inventory, the Minnesota Importance Questionnaire, the California Psychological Inventory, the Kuder DD Interest Inventory, and the General Aptitude Test Battery as a basis for achieving client goals.

**Academic Advising:**

Provided academic advising to students who were pursuing degrees as well as professional development via the Extension Division.

**Program Development:**

Development of alternative modes for delivering group career services.

Development of an educational planning group that was offered as part of Extension Division counseling services.

**Summary of Community Engagement Experience**

- Member of the Minnesota Minority Education Partnership Board of Directors for five years (2004-2009), member of the MMEP Research Collaborative Team for the 2009 State of Students of Color Report, and participated in the development and contributed to the writing of the 2006 College Access Matters report.
- Member of The Advocates for Human Rights volunteer team conducting interviews with Liberian refugees as part of the truth and reconciliation process that took place in Liberia and translator for Spanish speaking immigrants seeking legal assistance and advocacy.
- Big City Mountaineers as an urban youth mentor – taking urban youth on wilderness outings.
- St. Louis Park, MN School District as literacy volunteer and substitute teacher with English language learners.