

**MINNESOTA STATE COLLEGES AND UNIVERSITIES  
BOARD OF TRUSTEES  
Agenda Item Summary Sheet**

**Name:** Human Resources Committee

**Date:** May 20, 2015

**Title:** Appointment of President of North Hennepin Community College

**Purpose (check one):**

- |   |  |   |
|---|--|---|
| <input type="checkbox"/> Proposed<br>New Policy or<br>Amendment to<br>Existing Policy | <input checked="" type="checkbox"/> Approvals<br>Required by<br>Policy | <input type="checkbox"/> Other<br>Approvals |
| <input type="checkbox"/> Monitoring /<br>Compliance                                   | <input type="checkbox"/> Information                                   |   |

**Brief Description:**

It is anticipated that Chancellor Rosenstone will recommend an individual for the presidency at North Hennepin Community College.

**Scheduled Presenter(s):**

Steven Rosenstone, Chancellor

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

**BOARD ACTION**

APPOINTMENT OF PRESIDENT OF  
NORTH HENNEPIN COMMUNITY COLLEGE

**BACKGROUND**

Dr. Lisa Larson began serving North Hennepin Community College in June 2013 as acting president and was appointed interim president in January 2014. Chancellor Rosenstone initiated a national search for president of the college in the fall of 2014. Larry Ebbers, executive search consultant, was retained to assist with the recruitment for this position. A search advisory committee was appointed consisting of the following members:

- Tim Wynes, Search Chair and President of Inver Hills Community College and Interim President of Dakota County Technical College
- Moussa Cisse, Student
- Jackie Root, Administrative Assistant
- Michael Birchard, Chief Diversity Officer
- Melissa Leimbek, Interim Director of Records and Registration
- Bruce Lebus, Faculty
- Julie Zieminski, Faculty
- Tadael Emiru, Dean of Student Development
- Dan Hall, Vice President of Finance and Facilities
- Doris Hill, Dean of Health Sciences Wellness and Human Services
- Awale Osman, Community member
- Tom Smith, President and CEO, Topline Federal Credit Union

The following individuals provided support to the committee:

- Michael Freer, Chief Human Resources Officer, North Hennepin Community College
- Vicki DeFord, Chief Human Resources Officer, System Office

The position was advertised nationally in a variety of higher education and diversity publications. At the same time, the search consultant initiated an aggressive recruitment campaign. There were a total of 46 applicants. From this pool, the search advisory committee selected eight individuals for initial interviews and forwarded its assessment of the candidates to Chancellor Rosenstone. Although there was a broad pool of candidates with significant strengths, it was decided to extend the search process and invite additional applications. The search advisory committee ultimately interviewed two additional candidates. On the committee's recommendation, Chancellor Rosenstone selected four semi-finalists who participated in public interviews at the campus, including sessions with students, faculty, staff, and community members. Reference and background checks were conducted. Interviews were conducted by

37 Chancellor Rosenstone, members of the chancellor's cabinet, and Trustees Duane Benson, Dawn  
38 Erlandson and Louise Sundin.

39  
40 After careful consideration of information received from each element of the interview process,  
41 the chancellor selected one candidate to recommend to the Board of Trustees for approval. At  
42 this time Chancellor Rosenstone recommends Barbara McDonald to be the next president of  
43 North Hennepin Community College.

44  
45 **RECOMMENDED COMMITTEE ACTION**

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

48  
49 **RECOMMENDED MOTION**

50 The Board of Trustees, upon the recommendation of Chancellor Rosenstone, appoints  
51 Barbara McDonald as president of North Hennepin Community College effective July 1, 2015,  
52 subject to the completion of an employment agreement. The board authorizes the chancellor, in  
53 consultation with the chair of the board and chair of the Human Resources Committee, to  
54 negotiate and execute an employment agreement in accordance with the terms and conditions of  
55 the MnSCU Personnel Plan for Administrators.

56  
57 *Date of Approval: May 20, 2015*

58 *Date of Implementation: July 1, 2015*

## BARBARA JEAN MCDONALD, Ed.D.

### EXECUTIVE SUMMARY

**Visionary leader dedicated to the promise of public higher education.  
Life-long educator with a deep passion and commitment to serving students.**

- *Recognized for advancing extraordinary education through collaborative partnerships, building cultures of trust, transparency and respect, and fostering community and regional relationships.*
- *Committed to excellence and innovation in teaching and learning, student success, and building exceptional educational experiences.*
- *Leads with purpose, compassion, integrity, and inclusivity to advance the achievements of all learners and better lives.*

### SELECTED ACHIEVEMENTS

#### ***Transformational Leadership***

Extensive experience in progressive leadership positions with demonstrated success in community and technical college and university settings within the Minnesota State College and University System (MnSCU); dedicated to building an engaged constituency through collaborative decision-making processes, team work, and innovative approaches to meet the changing needs of internal and external stakeholders.

- Strong and successful experience in strategic planning, regional and system collaboration, K-12, industry and community outreach, academic planning and program development, student success, accreditation, and grant writing.
- Senior leadership experience within a collective bargaining/shared governance environment, working closely with union faculty leadership at the college and system level, and engaging legislative representatives to build support to advance the institution's goals.
- Passionate and positive, with an ability to inspire and motivate others to reach for success.
- Committed to fostering a vibrant learning community environment for students, faculty and staff.

#### ***Academic and Student Affairs Acumen***

Over 25 years of experience championing student success within MnSCU community and technical college environments at single and multi-campus settings, as well as within the university and K-12 environment.

- Proven senior leadership experience as interim president, provost and chief academic and student services officer.
- Broad teaching and leadership experience at community college, K-12 and university institutions within national and international learning environments.
- Extensive experience in the diversity arena, advancing inclusivity, cultural and global

- understanding, and the success of underrepresented populations.
- Proven leadership experience in accreditation policy, procedures and compliance.

### ***Collaborative Relationship Building***

Committed to creating and fostering productive and respectful relationships, and partnering in innovative ways to ensure community, regional and state needs are met.

- Proven successes in establishing partnerships with secondary institutions and industry partners in response to building the workforce in northeast and southwest rural Minnesota.
- Established programs of study with sister two-year institutions and four-year universities across the MnSCU system that resulted in new models of shared curriculum and articulated pathways.
- Deepened relationships with Native American communities, leaders, and tribal colleges to advance common goals, ensure culture and language preservation, and build programs of access and opportunity.

### ***Effective Communication Skills***

Demonstrated ability to advocate for and communicate the vision and mission to advance the institution and region served.

- Proven ability to effectively communicate the institution's message to external and internal audiences through proactive community and campus engagement.
- Significant experience in building productive political and legislative relationships and harnessing social capital to support the institution and the MnSCU system.
- Proficient in public speaking, institutional compliance reporting, and grant writing.

### ***Higher Education Financial Management***

Solid leadership experience in higher education financial management, facilities planning, and fund raising.

- Demonstrated competency in leading and managing institutional budgets ranging from \$12 - \$28 million dollars within an ever-changing higher education environment.
- Extensive experience in MnSCU's allocation framework, institutional cost studies, the bonding process, and data-driven strategic planning.
- Strong aptitude in working with college foundation and community boards, cultivating donor and alumni relationships, and participating in capital campaigns.

## **EDUCATION AND LEADERSHIP DEVELOPMENT**

**Doctor of Education (Ed.D)** University of Minnesota  
Minneapolis, MN, USA

Dissertation: *Bridging the Gaps: Faculty Perceptions of the Impact and Assessment of Student Learning in Rural Community Colleges*

**Masters of Arts, Teaching English as a Foreign Language**

American University in Cairo, Cairo, Egypt

Thesis: *The Effect of a Listening Comprehension-based Communicative Syllabus on Communicative Performance at the Advanced EFL Level*

**Bachelors of Arts, English**

University of Colorado, Boulder, CO, USA

Minnesota Partnership for Executive Leadership Development Program

Higher Education Resource Institute (HERS), Bryn Mawr University

Blandin Community Leadership Program

Leaders Partnering to End Poverty, Blandin Leadership Program

Leadership Academy, University of Minnesota

## PROFESSIONAL EXPERIENCE

### **Interim President**

**July 1, 2014 – Present**

Minnesota West Technical and Community College

Nominated and appointed to serve as Interim President at Minnesota West Community and Technical College, a comprehensive college within the Minnesota State Colleges and University system. The college has a total annual enrollment exceeding 10,500 students in credit and non-credit courses. The college serves 19 counties across 21,000 square miles in southwest Minnesota with five campuses in Canby, Granite Falls, Jackson, Pipestone, and Worthington, and three centers in Luverne, Marshall, and Redwood Falls. Responsibilities of the presidential office include participation in Minnesota State College and University (MnSCU) Leadership Council, leading the administrative team, engaging with the Foundation Board, advancing relations with industry, K-12 and four-year partners as well as legislators and community leaders, advancing MnSCU system initiatives, grant writing, and strategic and financial planning and sustainability.

### ***Accomplishments to Date***

- Active participant in the MnSCU System Presidents' Leadership Council.
- Expanded leadership team and developed strategic action plan for 2014-2015 focused on Charting the Future, enrollment growth, K-12 and industry partnerships, recalibration of academic programming and financial strategic planning.
- Improved college climate, communication, and planning processes through establishing transparency, collaborative decision-making process, and being regularly engaged/present across campuses.
- Revamped marketing and recruiting infrastructure to improve program enrollments, and increase participation of diverse populations.
- Raised visibility of the college within the region and leveraged resources to support the college's strategic plan.
- Championed collaborative intentional career pathways with K-12 districts in Marshall, Pipestone, Yellow Medicine, Nobles counties in welding, carpentry, allied health and PSEO.
- Established the Minnesota West's President's Advisory Council of Regional Industry Leaders representing over 25 regional businesses.
- Launched program collaborations with Southwest State University to improve transfer and student success in agriculture education, developmental education, law enforcement and dual admissions pre-education.
- Launched "rebranding" effort in Customized Training and Continued Education.

- Preparing the college for a seamless transition to the permanent presidency by setting foundations in strategic planning and revitalizing the college's presence in the region.

**Provost**

**July 2013 – June 2014**

Itasca Community College (ICC)  
Grand Rapids, MN 55744

Served as chief executive officer/provost of Itasca Community College (ICC), one of the five member colleges of the Northeast Higher Education District (NHED), and a member of the Minnesota State Colleges and University System. The college has enjoyed a steady enrollment pattern, serving between 1400-1600 students annually, with strong retention and success rates.

**Accomplishments**

- Active participant on the NHED President's Council, working collaboratively with fellow provosts; advocated for ICC and advanced the mission of the District; led discussions on program collaboration and was the administrative representative on the NHED 2015 Strategic Action Plan Committee.
- Advanced collaborations with the Itasca Area Schools Collaborative K-12 that resulted in concurrent enrollment pilot projects with Nashwauk-Keewatin and Deer River school districts; represented NHED on the Education Innovation Partnership cabinet and was instrumental in shaping the leadership model for the regional K-12/NHED collaborative.
- Re-vamped ICC's administrative structure and team composition to meet the goals of advancing integrated academic and student affairs planning and student success.
- Led efforts to balance a \$375,000 financial shortfall through restructuring business services, adjusting operating budgets, shifting the water quality lab to outside management, sharing instruction, managing through retirement/attrition, and eliminating low enrolled courses.
- Led, with the administrative team, the bonding process and completion of ICC's new liberal arts building (July/August 2014), student support services offices, and the remodeling of the natural resource learning space (July/August 2013).
- Advanced NHED program collaborations, such as engineering with Mesabi Range College that resulted in a 2+2 relationship with Iron Range Engineering.
- Advanced external relationships through active engagement with community leaders, the Itasca Economic Development Board, UPM Blandin Paper Company Advisory Group, ItasCAP, the Chamber of Commerce, the Reif Center, and the Blandin Foundation.
- Led efforts in diversity planning/funding to support critical campus-wide engagement activities such as the *Shared Text Project* and *Why Treaties Matter* exhibit.
- Secured first-year funding from the Iron Range Resources and Rehabilitation Board (IRRRB) of \$220,000 for ICC to develop programming in the area of biochemical technologies related to biofuels, biomass renewables.
- Worked closely with the ICC Foundation to secure funding for renovations, campus improvements and scholarships. Completed executive training workshop on higher education fundraising.

**Dean of Academic Affairs and Student Services**  
**Dean of Academic Affairs**  
**Director of Institutional Effectiveness**  
Itasca Community College  
Grand Rapids, MN 55744

**2009 – 2013**  
**2000 – 2009**  
**2000**

Joined ICC as Director of Institutional Effectiveness overseeing student assessment and institutional research projects in collaboration with the Office of Institutional Research in January 2000. In July, promoted to chief academic officer/dean of academic affairs, adding on responsibilities as chief student affairs officer in 2009. Responsibilities included all aspects of academic and student affairs, instructional budgeting and management, program development and review, accreditation, student assessment and success, admissions/registration, marketing and recruiting, financial aid, multicultural affairs, student life, food services, and grant writing.

### **Accomplishments**

- Led ICC's master academic planning process and developed several new successful programs and partnerships to meet business and industry needs.
- Established strong program partnerships and articulations with four year colleges and universities to advance student success and completion. Led secondary pathways under the Applied Learning Institute and formed strong relations with area districts.
- Successfully shepherded the college through higher learning commission accreditation self-studies and comprehensive visits of various types in 2002, 2009, 2012.
- Advanced the successful implementation of the Iron Range Engineering program, a collaborative between ICC and Mankato State University.
- Successfully launched the student services "One Stop" model.
- Created, expanded, and supported "Learning Communities" across academic programs resulting in stable enrollment, strong retention, and completion and success outcomes.
- Championed diversity initiatives in international study abroad and partnerships with tribal communities and colleges, and programming to support underrepresented students.
- Secured and managed numerous federal, state and foundation grants to support program development and improve student retention and success.
- Served as senior academic officer in leading NHED and the Northeast Alliance of Community College Chief Academic Officers in academic strategic planning for nearly a decade.
- Worked collaboratively with the ICC Foundation Directors in developing alumni and donor relations and the establishment of the "Dean's Fund".
- Advanced the college in the community through active engagement on several community organization boards.

**English Faculty and Assessment Coordinator** 1997 – 1999  
**Center for Teaching and Learning Leader (CTL) and Service Learning Coordinator**  
**Co-chair of Master Academic Planning**  
Rainy River Community College (RRCC)  
International Falls, MN 56649

Taught English courses and developed RRCC's student assessment program; coordinated professional development activities for faculty and representing RRCC at the state conferences. Established partnerships for service learning experiences and provided professional development to instructors. In collaboration with the Dean of Student Services, led strategic and academic planning efforts to expand RRCC's program offerings.





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