

**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 Minnesota West Community and Technical College

**Purpose (check one):**

Proposed  
New Policy or  
Amendment to  
Existing Policy

Approvals  
Required by  
Policy

Other  
Approvals

Monitoring /  
Compliance

Information

**Brief Description:**

It is anticipated that Chancellor Rosenstone will recommend an individual for the presidency at Minnesota West Community and Technical College.

**Scheduled Presenter(s):**

Steven Rosenstone, Chancellor

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

**BOARD ACTION**

APPOINTMENT OF PRESIDENT OF  
MINNESOTA WEST COMMUNITY AND TECHNICAL COLLEGE

**BACKGROUND**

Dr. Barbara McDonald has served as interim president of Minnesota West Community and Technical College since July 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:

- Joe Opatz, Search Chair and President Emeritus of Normandale Community College
- Zane Smith, Student
- Valerie Klumper, Communications Center, Pipestone
- Linda Pesch, Student Services Advisor, Canby
- Jodi Landgaard, Director of Financial Aid, Worthington
- Shannon Fiene, Faculty, Granite Falls
- Brian Binnebose, Faculty, Jackson
- Rebecca Weber, Campus Dean, Canby
- Diana Fliss, Business Manager, Canby
- Abraham Algadi, Worthington Regional Development Corporation
- Tom Hoff, SW/WC Partner Career and Technical Project Coordinator
- Dave Smiglewski, Mayor, Granite Falls (Withdrew during service)

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 30 applicants. From this pool, the search advisory committee selected 10 individuals for initial interviews and forwarded its assessment of the candidates to Chancellor Rosenstone. On the committee's recommendation, Chancellor Rosenstone selected two 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 Chancellor Rosenstone, members of the chancellor's cabinet, and Trustees Margaret Anderson Kelliher, Duane Benson, and Robert Hoffman. After careful consideration of information received from each element of the interview process, the chancellor selected one candidate to recommend to the Board of Trustees for approval. At

37 this time Chancellor Rosenstone recommends Terry Gaalswyk to be the next president of  
38 Minnesota West Community and Technical College.

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40 **RECOMMENDED COMMITTEE ACTION**

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

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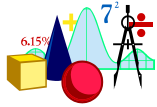
44 **RECOMMENDED MOTION**

45 The Board of Trustees, upon the recommendation of Chancellor Rosenstone, appoints  
46 Terry Gaalswyk as president of Minnesota West Community and Technical College effective  
47 July 1, 2015, subject to the completion of an employment agreement. The board authorizes the  
48 chancellor, in consultation with the chair of the board and chair of the Human Resources  
49 Committee, to negotiate and execute an employment agreement in accordance with the terms and  
50 conditions of the MnSCU Personnel Plan for Administrators.

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52 *Date of Approval: May 20, 2015*

53 *Date of Implementation: July 1, 2015*



## TERRY B. GAALSWYK

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### EDUCATION

- Ph.D. Educational Leadership /Policy Studies, Iowa State University.  
Dissertation: *Predicting transfer students' selection of a STEM major and academic adjustment: A study of community college students at a midwestern university.*
- M.S. Mathematics, South Dakota State University.
- M.Ed. Vocational/Technical Education, South Dakota State University.
- B.A. Mathematics. Secondary education endorsement - Iowa, Northwestern College.

### CAREER RELATED EXPERIENCE

Western Nebraska Community College, Scottsbluff, NE.

- \* Executive Vice President: July 2014 – current.
- \* Vice President of Educational Services: July 2009 – June 2014.
  - Chief Academic Officer. Provide leadership for credit and non-credit offerings, ABE/GED programs, Office of Institutional Research, Institutional Assessment, Learning Resources Center, Distance Education, CollegeNOW!, Grants Office, Information Technologies and the Deans of Instruction, Workforce Development, and Business and Community Development.
  - Chair of the Student Success Committee, Curriculum Council, the President's Leadership Team, Strategic Planning Committee, and Ellucian Action Planning.
  - Member of the President's Cabinet, College Council, Master Facilities Planning Committee, Enrollment Taskforce, and the Assessment Committee.
  - Author and administer of Perkins, TAACCCT Trans\*IT, TAACCCT IMPACT, and Nebraska Coordinating Commission for Postsecondary Education Student Performance and Occupation grants. Initiatives aligned with strategic plan.
  - Institutional liaison for the Voluntary Framework of Accountability.
  - Western Nebraska Community College Foundation annual campaign solicitor and volunteer for Foundation events.
  - Chair (2013) and Vice-chair (2012) of the Chief Academic Officers Council.
  - Chair (2013) and Vice-chair (2012) of the Partnership for Innovation Board.
- \* Accomplishments at Western Nebraska Community College.
  - Assumed the Library Services and Individualized Learning Assessment Center functions in 2010. Reorganized services into the Learning Resource Center; resulted in increased use of library services by 22%, increased usage of testing and tutoring services by 12%, and implemented the eHelp Center (fall 2013).
  - Assumed the duties of the Vice President for Outreach in spring of 2011. Reorganized the division by parsing Workforce Development and Community and Economic Development; resulted in a 300% increase in community education contact hours, 36% increase in total non-credit FTE, facilitated the creation of the WNCC Business Incubator, and established the Grants Office.

- \* Accomplishments at Western Nebraska Community College (continued):
- Assumed the Information Technologies services department in 2013. Currently restructuring department in alignment with service needs and technology plan. Initiated Ellucian Action Planning process to optimize ERP and start the transition from Unidata to SQL.
  - Chartered the Student Success Committee in the fall of 2010. Resulting in a cross-function approach to student success. Results include a 5% increase in fall to spring retention rates, a 9% increase in the number of academic credentials awarded in 2012-2013 academic year, a 64% increase in the number of early alerts generated by faculty, an increase from 52.5% fall-to-fall retention rate to 58.9%, and implemented the Student Success Advising model in fall of 2014 (case management approach using Student Success Coaches and Faculty Advisors).
  - Associate Degree Nursing leadership model was restructured in 2010; resulting in an increase of board passage rates to above national average (2014). Associate Degree Nursing program to be expanded to Sidney, NE and Alliance, NE in fall of 2015.
  - Facilitated the co-location of the University of Nebraska Medical Center Nursing program and WNCC Nursing program to the Harms Advanced Technology Center in 2013. Results include shared program space, simulation space, and greater collaboration among the programs.
  - Restructured the duties and responsibilities of the Dean of Instruction, Dean of Workforce Development, and Dean of Economic and Community Education offices to align with strategic goals.
  - CCSSE 2007 to 2009 results showed a decline in four areas. The 2009 to 2011 results increased across all five areas; exceeding the 2007 results.
  - Partnerships for Innovation institutional contributions were reduced from 10% to 8% of Perkins funding as a result of significant fund balances.
  - Secured an additional \$875,000 in grant monies to the college's programs in alignment with 2009 Strategic Plan initiatives.
  - Faculty Learning Commons was recreated in fall of 2013, aligned with goals of the college's academic assessment plan and Student Success Committee.
  - Initiated a "grow our own" leadership model; supported the diffused academic leadership structure proposed by the Dean of Instruction.
  - Initiated the Nebraska State Foundations Education Taskforce in 2012.
  - Initiated the Nebraska Academic Leaders statewide mini-conference in 2012.
  - Retained 11 vacated faculty positions; realigning positions with new offerings, areas of growth and service across the college's service area.
  - Created articulation agreements with Bellevue University, Chadron State College, College of Agriculture and Natural Sciences University of Nebraska, and University of Nebraska Medical Center.
  - Four new academic programs have been created in the last three years and two academic programs have been eliminated due to limited demand.
  - Piloting 'flipped-classroom' technique for math foundations classes in 2014.
  - CollegeNOW! (dual credit) enrollments have increased by 8% in the past four years. 32% matriculation rate for CollegeNOW! students versus 17% for high school graduates not enrolled in CollegeNOW!
  - Educational Services expenses decreased by 6% in the past three years.
  - Received an honorary membership to Phi-Theta-Kappa in 2012.

Iowa State University, Ames, IA.

\* Mathematics Instructor: August 2008 – July 2009.

- Taught Calculus I and Introduction to Mathematical Ideas.
- Completed course work, capstone, and exams for doctoral degree.

Western Iowa Tech Community College, Sioux City, IA.

\* Dean of Instruction: April 2006 – July 2008.

- Provide leadership for the seven Academic Divisions, College Now, Global and Distance Education, and branch campus operations.
- Chair of the Academic Council, Assessment Committee, Curriculum Committee, Academic Leadership Team, Program Review Committee, CQIN Summer Institute teams, and Iowa Career/Technical Deans Association (2007).
- Member of the President's Cabinet, Strategic Planning, Facilities Planning Committee, AQIP Committee, and Bargaining Committee.
- CQIN Institutional Representative.
- Solicitor for the Western Iowa Tech Community College Foundation.
- Author and administrator for Perkins and Grow Iowa Values funding.

\* Associate Dean of Instruction: May 2005 to April 2006.

- Provide leadership of 4 Academic divisions and College Now.
- Oversee Program Review and Curriculum approval processes.
- Coordinate and oversee Perkins grant application and reporting.
- Co-chair of Academic Council and Assessment Committee.

\* Division Chair: June 2001 to May 2005.

- Chair of Computer Science, Behavioral Sciences and Mathematics.
- Supervise, evaluate, and hire full-time(18) and adjunct faculty(78).
- General Education Assessment Chair.
- AQIP Steering team member.
- Adjunct mathematics instructor.

\* Mathematics Instructor: August 1997 to May 2001.

- Taught developmental, career/tech, and transfer level math courses.
- Implemented math assessment process.
- IMATYC Executive Board member (at-large).

\* Accomplishments at Western Iowa Tech Community College.

- Created the Applied Mathematics, Applied Trigonometry, Mathematics for Technicians, and Math for Liberal Arts courses.
- Received the NISOD Teaching Award (2000).  
Received the Awards for Teaching Innovation (2001).
- Restructured academic divisions; eliminated 2 administrative positions.
- Increased College NOW enrollments by 8% over 3 years.
- Developed and implemented the *Differentiated Math Program* for talented and gifted freshman/sophomores in the Sioux City Community School District.
- Decreased annual operating expenses by 4% over 2 years.
- Implemented the CCSSE in 2007; created faculty teams to address results.
- Created a shared Academic Vision and Academic Master Plan in 2008 through an institutional dialogue process; aligned departmental academic plan initiatives with the college's strategic plan goals and budgeting processes.

\* Accomplishments at Western Iowa Tech Community College (continued):

- Created the Equipment Purchasing Team; a cross-functional team charged with allocating and spending approximately \$750,000 of annual instructional equipment funds in alignment with institutional goals.
- Led the Curriculum Architecture initiative; included the revision of General Education Outcomes, audit of course co/pre-requisites, and creation of the digital Reuseable Learning Objects library (2007).
- Added 14 two-year programs; latticed career/technical certificates, diplomas, and degrees. Increased the number of academic awards by 8%.
- Eliminated 5 two-year programs due to limited demand and enrollments.
- Created and implemented the Skills Competition Day in alignment with college and high school career/technical programs.
- Retained 12 vacated faculty positions; aligned with new program offerings.
- Created 2 new programs and 5 new faculty positions; aligned with Grow Iowa Value Funds priorities.
- Secured 4.4 million dollars through Title III and Grow Iowa Value Funds.
- Increased average class size in the department of Computer Science, Behavioral Sciences, and Mathematics from 16 to 23 over 3 years through enrollment growth and elimination of under producing offerings.
- Revised General Education Outcomes through a cross-functional team.
- Created a partnership with the Job Corp located in Denison, IA. The result was an additional 18 dual-credit opportunities for their participants.
- Assisted with the development of the Iowa Bureau for Community Colleges Quality Faculty Plan. Implemented statewide in 2005.

South Dakota State University, Brookings, SD.

\* Mathematics Instructor: August 1995 to August 1997.

- Instruction of freshman and sophomore level math courses including College Algebra, Trigonometry, and Applied Calculus.
- Integrated use of graphing and computer technologies.
- Common course assessments results were in the top quartile of departmental results.

Southeast Technical Institute, Sioux Falls, SD.

\* Adjunct and Customized Mathematics Instructor: August 1992 to August 1995.

- Taught variety of vocational/applied mathematics courses.
- Authored a Biomedical Mathematics/Statistics course manuscript.
- Developed and taught custom math courses on-site at various industries.
- Member of the faculty bargaining team (win-win process).

S&G Laminates, Sibley, IA.

\* Craftsman, manager, and field representative. August 1981 to July 2000.

- Family owned and operated wholesale custom countertops and retail custom cabinets business.
- Serviced Northwest Iowa and Southwest Minnesota lumber yards, cabinet builders, and contractor.
- Transitioned business to larger building by leveraging economic development strategies, expanded product line and services, and secured additional clients.

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<b>BOARD ACTION</b>
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1 **BACKGROUND**

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5 **RECOMMENDED COMMITTEE MOTION**

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16  
17 *Date of Adoption:*                      *May 20, 2015*

18 *Date of Implementation:*