

**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 Pine Technical and Community College

Purpose (check one):

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

Brief Description:

Following the announcement of President Robert Musgrove's retirement, Chancellor Rosenstone initiated a national search for president of Pine Technical and Community College. It is anticipated that Chancellor Rosenstone will recommend an individual for this position.

Scheduled Presenter(s):

Steven Rosenstone, Chancellor

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

BOARD ACTION

APPOINTMENT OF PRESIDENT OF
PINE TECHNICAL AND COMMUNITY COLLEGE

1 BACKGROUND

2 Following the announcement of President Robert Musgrove’s retirement, Chancellor Rosenstone
3 initiated a national search for president of Pine Technical and Community College in fall 2014.
4 Larry Ebbers, executive search consultant, was retained to assist with the recruitment for this
5 position. A search advisory committee was appointed consisting of the following members:
6

- 7 Joe Opatz, Search Chair and President Emeritus of Normandale Community College
- 8 Colter Porter, Student
- 9 Jodie Klinkhammer, Administrative Assistant
- 10 Ching Ching Olson, Student Success Advisor
- 11 Jeffrey Miller, Director of Academic Planning, Program Development and Assessment
- 12 Kathy Krier, Faculty
- 13 Jim Ascherman, Faculty
- 14 Joan Bloemendaal-Gruett, Chief Academic Officer
- 15 Janis Wegner, Chief Financial Officer
- 16 Dan Conroy, Director of Human Resources, Nexen Group/Manufacturing Alliance
- 17 Wayne Gilman, Pine City Public Schools Superintendent
- 18 Nathan Johnson, City of Pine City Community Development Director

19
20 The following individuals provided support to the committee:

- 21
- 22 Amy Kruse, Chief Human Resources Officer, Pine Technical and Community College
- 23 Vicki DeFord, Chief Human Resources Officer, System Office
- 24

25 The position was advertised nationally in a variety of higher education and diversity publications.
26 At the same time, the search consultant initiated an aggressive recruitment campaign. There
27 were a total of 37 applicants. From this pool, the search advisory committee selected nine
28 individuals for initial interviews and forwarded its assessment of the candidates to Chancellor
29 Rosenstone. On the committee’s recommendation, Chancellor Rosenstone selected three semi-
30 finalists who participated in public interviews at the campus, including sessions with students,
31 faculty, staff, and community members. Reference and background checks were conducted.
32 Interviews were conducted by Chancellor Rosenstone, members of the chancellor’s cabinet, and
33 Trustees Margaret Anderson Kelliher, Duane Benson and Robert Hoffman.
34
35

36 After careful consideration of information received from each element of the interview process,
37 the chancellor selected one candidate to recommend to the Board of Trustees for approval. At
38 this time Chancellor Rosenstone recommends Joe Mulford to be the next president of Pine
39 Technical and Community College.

40

41 **RECOMMENDED COMMITTEE ACTION**

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

44

45 **RECOMMENDED MOTION**

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

52

53 *Date of Approval: May 20, 2015*

54 *Date of Implementation: July 1, 2015*

Joe Mulford, M.M.A

PROFESSIONAL EXPERIENCE

System Director for Education Industry Partnerships

2013 - present

Minnesota State Colleges and Universities
Saint Paul, Minnesota

Minnesota State Colleges and Universities (MnSCU) comprises 31 colleges and state universities on 54 campuses in 47 Minnesota communities. The system serves more than 410,000 students annually, offering programs that meet the personal and career goals of a wide range of learners.

Responsibilities:

- Ensure the system's mission and vision are realized through system initiatives
- Lead statewide workforce development needs and create new pathways for students
- Build and sustain relationships with partners to promote college and university goals
- Build external relationships that contribute to the system strategic framework
- Provide MnSCU's voice on industry boards
- Represent interests of MnSCU student achievement in statewide initiatives
- Contribute expertise to targeted campus initiatives and programming
- Lead statewide efforts to advance inclusion and diversity goals
- Consult with state and federal legislative offices on education issues
- Coordinate the seven MnSCU Centers of Excellence
- Promote system engagement in statewide grant funding opportunities
- Testify as needed before committees of the Minnesota Legislature

Accomplishments:

- Successfully launched system-wide collaborations in healthcare, manufacturing, industrial safety and emergency services sectors
- Selected for the leadership team on the *tpt* Twin Cities Public Television's SciGirls Strategy Team focusing on gender equity in education pathways and teaching practices
- Selected for leadership position with the National Skills Coalition in Washington, D.C.
- Identified by an industry organization as MnSCU's "Mr. Connector"
- Developed system responses to various statewide workforce development needs
- Headed successful rollout of \$7.3 million leveraged equipment fund
- Enhanced successful rollout of two new centers of excellence in agriculture
- Created "Innovation Friday" webinar series promoting campus innovation opportunities
- Successfully created new linkages for promoting internship opportunities for students
- Led development of sustainability model for Farm Business Management programming

Dean of Emergency Services, Manufacturing, and Customized Training 2005- 2013

Hennepin Technical College
Eden Prairie and Brooklyn Park, Minnesota

Hennepin Technical College is a stand-alone technical college serving more than 10,000 credit and 14,000 non-credit students in Hennepin County and surrounding counties; 155 full time faculty, 270 part-time faculty, 136 staff in four collective bargaining units. As a senior leader on the President's Advisory Council, I provided leadership for the college on outreach and business development.

Responsibilities:

- Key college leader in outreach efforts to community, state, and industry groups
- Oversight and strategic planning of approximately \$10 million in annual budgeting
- Developed alternative programming and outreach models that anchored historic college enrollment growth
- Represented college in regional, national, and state organizations and events
- College-wide leadership and strategic planning as member of senior leadership cabinet
- Leadership for roughly 60 full-time and 150 part-time faculty and staff
- Strategic planning and oversight of 16 academic programs serving 1,200 FYE annually
- Leadership for programming of over 14,000 customized training students annually
- Advocated student achievement as leader on system, regional, and national committees
- Represented the college in local Workforce Investment Board initiatives
- Academic leadership in state and national accreditation applications and visits
- Developed collaborations for producing alternative funding to enhance college mission
- Led various pursuits of grants and alternative funding opportunities
- Represent divisions in shared governance structure
- Supported college foundation efforts including "friend" development

Accomplishments:

- Led efforts for successful awarding of three U.S. Department of Labor grants
- Secured multiple state grants to support student success
- Bestowed the U.S. Department of Labor's award for innovative partnerships (2008)
- Created recruitment program dramatically increasing diversity of FT and PT faculty
- Led successful efforts for expanding the Mn. Transfer Curriculum in technical programs
- Established national Advanced Center for Emergency Services (A.C.E.S)
- Implemented new organizational model increasing custom training revenues from \$1.9 million to \$2.9 million within first two years at college
- Awarded \$650,000 in initiative funding by the National Institute of Metalworking Skills
- Created culture and vision for creative academic programming model that produced growth of 600 FYE and accounted for 50% of all college growth from 2006-2012
- Awarded MnSCU Academic Program of Excellence Awards in 2008 and 2010
- Developed seven new academic programs: Public Works, Biotechnology Manufacturing, Manufacturing Fundamentals/M-Powered, Law Enforcement, Community Paramedic, Safety Coordinator, and Research and Development.
- Awarded MnCCECT Excellence in Programming Award in 2008
- Successfully delivered largest anti-terrorism conference (M-STEP) in Midwest
- Implemented the National Tooling Initiative (INTSIMBI) in South Africa, leading the first post-apartheid redevelopment of the nation's technical college system.
- Successfully delivered approximately 400 industry training contracts and 1,200 open-enrollment courses annually

- Awarded National Institute of Metalworking Skills accreditation (2nd in state)
- Secured program accreditation from the International Fire Science Accreditation Congress (IFSAC) 32nd ever awarded worldwide
- Created successful training partnerships with sister colleges and universities
- Established transformational technical skills learning model through development of the “Virtual Manufacturing Center”
- Recognized significant operational cost savings through quality improvement initiatives
- Increased participation of historically underrepresented student populations through the development of innovative programming and focused community outreach efforts
- Selected to serve on the MnSCU statewide MSCF bargaining team
- Developed the world’s first credit-based Community Paramedic Program reinventing healthcare access options for both rural and urban communities
- Recognized nationally for dramatically decreasing recidivism rates of youth offenders by creating and delivering revolutionary interventionist training model

Dean of Institutional Services, Custom Training, and Emergency Services 2001 – 2005

Anoka Technical College

Anoka, Minnesota

Anoka Technical College is a stand-alone technical college serving more than 2,000 credit and 9,000 non-credit students from the northwestern suburbs of Minneapolis, Minnesota; 97 full time faculty 60 staff, 50 part-time faculty, and 55 part-time staff from four collective bargaining units.

Responsibilities:

- Senior leader for college in external partnership and collaborations
- Leadership for \$15 million college renovation project that met construction deadlines and project budget goals
- College representative on the Anoka County Workforce Investment Board
- Created program linkages and developed operational alignment with Anoka-Hennepin Secondary Technical Education Program (STEP) High School
- Provided leadership and planning for college facilities and safety divisions (2001-2002)
- Leadership and vision for college marketing department (2001-2002 and 2004-2005)
- Academic leader for Fire Suppression and Emergency Medical Services division
- Represented college on local, regional, and state boards
- Developed creative partnerships to expand the college mission and goals
- Established industry networks that facilitated achievement of college foundation goals

Accomplishments:

- Delivered \$15 million construction project on-time, and under-budget with no reported student or staff injuries.
- Awarded MnSCU’s Excellence in Facilities Management Award (2002)
- Successfully delivered new master facilities plan and future facility vision creating focus and transparent allocation of college resources
- Successfully received approval for new academic award in Plumbing Technology

- Developed organizational strategy in division that grew revenue by 20% while reducing annual expenses by \$1.0 million
- Completed financial turnaround of Customized Training division turning loss of \$921,000 in 2002 into a profit center for the college's general fund by 2004
- Developed vision and submission that led to \$650,000 in capital bonding funds focused on workforce innovation

Building and Industrial Trades Customized Training Coordinator

1999 – 2001

Century College

White Bear Lake, Minnesota

Century College is a comprehensive college serving more than 11,000 students from Ramsey, Washington and surrounding counties; 335 faculty, 262 staff; 4 collective bargaining units.

Responsibilities:

- Created industry partnerships through creative educational programming
- Provided leadership for academic programs offered at state correctional facilities
- Developed programming to increase inclusion of historically underrepresented students
- Led distance education apprenticeship programming across the US
- Expanded college programming in auto service careers through customized training

Accomplishments:

- Led effort for system approval and launch of new Information and Telecommunications AAS Degree that became foundation of new \$5.9 million Kopp Technology Center
- Developed and significantly expanded relationship with Federal Bureau of Prisons and selected to provide institutional assessments and certification of educational programming throughout U.S.
- Created innovative program for girls exploring construction careers (featured in Minneapolis Star Tribune article)
- Successfully advocated role and retention of technical education in newly merged Lakewood Community College and 916 Northeast Metropolitan Technical College
- Cultivated new industry relationships that supported college foundation goals

Chief Academic Officer

1996 – 1999

Globe College

Saint Paul and Oakdale, Minnesota

Globe College is a private two-year college serving approximately 650 full time students from Ramsey, Washington, and surrounding counties; 35 full time faculty, 20 part-time faculty, and 15 staff. Globe offered Associate in Applied Science degrees, Diplomas, and Certificates in Accounting, Administrative Assistant, Computers, Graphic Design, Medical Assistant, and Paralegal and Information Technology.

Responsibilities:

- Provided academic leadership for 26 AAS, diploma, and certificate programs

- Ensured compliance with national accreditation standards and provided college leadership during reaccreditation processes
- Adjunct Instructor in Business Administration program
- Performed faculty course observations and personnel evaluations for academic division
- Led college Information and Technology Department (CIO 1998-1999)
- Advised students on satisfactory academic progress and credit transfer
- Led marketing and student enrollment initiatives as admissions representative (1996)
- Managed student and staff conflict resolution ensuring positive college culture
- Implemented integration of liberal arts courses into technical program areas

Accomplishments:

- Led efforts in student retention and academic programming that drove college student enrollment from 275 FYE to 650 FYE in three years
- Initiated new programming rollout in multimedia and information technology areas
- Successfully led academic division through physical college relocation from downtown Saint Paul to Oakdale Minnesota

EDUCATION

- Ed.D** (in progress) **University of Nebraska**
Doctorate in Higher Education
Specialization: Community College Leadership
Anticipated ABD: August 2015
- M.M.A.** **Metropolitan State University**
Masters in Management and Administration
Public Administration Track
- B.S.** **St. Cloud State University**
Business Administration and Marketing
Emphasis: Renewable Energy
- A.A.** **Moorhead State University**
General Studies
Varsity Athletics Participant

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15 Committee, to negotiate and execute an employment agreement in accordance with the terms and
16 conditions of the MnSCU Personnel Plan for Administrators.

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

19 *Date of Implementation:*