

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

BOARD ACTION

APPOINTMENT OF PRESIDENT OF
MINNEAPOLIS TECHNICAL AND COMMUNITY COLLEGE

1 BACKGROUND

2 Dr. Avelino Mills-Novoa has served as interim president of Minneapolis Community and
3 Technical College since September 2014 after President Phil Davis was appointed as associate
4 vice chancellor and managing director of the Campus Service Cooperative. Chancellor
5 Rosenstone initiated a national search for president of Minneapolis Community and Technical
6 College in the fall of 2015. The executive search firm Greenwood/Asher & Associates was
7 retained to assist with the recruitment and vetting process for this position. A search advisory
8 committee was appointed consisting of the following members:

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10 Annette Parker, Search Chair and President of South Central College
11 Robert Ellis, Student
12 Gail O’Kane, Vice President of Academic Affairs
13 Christopher Rau, Interim Chief Financial Officer
14 Dorothy Mellick, General Maintenance Worker
15 Jessica Shryack, Director, Quality Initiatives
16 Maya Sullivan, Director, Student Support and Compliance
17 Hope Doerner, Instructor, Early Childhood Education
18 John Ford, Instructor, Mathematics
19 David Ahlers, Vice President, HR and Corporate Comm, Graco, Inc.
20 Harry Davis, Jr., President, MCTC Foundation Board
21 Susanne Griffin, Chief Academic Officer, Minneapolis Public Schools

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23 The following individuals provided support to the committee:

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25 Dianna Cusick, Chief Human Resources Officer, Minneapolis Technical and
26 Community College
27 Vicki DeFord, Chief Human Resources Officer, System Office

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29 The position was advertised nationally in a variety of higher education and diversity
30 publications. At the same time, the search consultant initiated an aggressive recruitment
31 campaign. There were a total of 46 applicants. From this pool, the search advisory committee
32 selected 13 individuals for initial interviews and forwarded its assessment of the candidates to
33 Chancellor Rosenstone. On the committee’s recommendation, Chancellor Rosenstone selected
34 four semi-finalists who participated in public interviews at the campus, including sessions with
35 students, faculty, staff, and community members. Reference and background checks were
36 conducted. Interviews were conducted by Chancellor Rosenstone, members of the chancellor’s

37 cabinet, and Trustees Dawn Erlandson, Phillip Krinkie, and Louise Sundin.

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39 After careful consideration of information received from each element of the interview process,
40 the chancellor selected one candidate to recommend to the Board of Trustees for approval. At
41 this time Chancellor Rosenstone recommends Dr. Sharon Pierce to be the next president of
42 Minneapolis Community and Technical College.

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44 **RECOMMENDED COMMITTEE ACTION**

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

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48 **RECOMMENDED MOTION**

49 The Board of Trustees, upon the recommendation of Chancellor Rosenstone, appoints
50 Dr. Sharon Pierce as president of Minneapolis Community and Technical College effective
51 July 1, 2016, subject to the completion of an employment agreement. The board authorizes the
52 chancellor, in consultation with the chair of the board and chair of the Human Resources
53 Committee, to negotiate and execute an employment agreement in accordance with the terms and
54 conditions of the MnSCU Personnel Plan for Administrators.

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56 *Date of Approval: March 16, 2016*

57 *Date of Implementation: July 1, 2016*

Sharon J. Pierce

SUMMARY

Experienced leader with a demonstrated record of achievement and commitment to the mission of community colleges; strong critical thinking skills, exceptional data collection, analysis, and inference ability, extraordinary intrapersonal and interpersonal communication skills, the ability to make decisions and function in a high stress environment. Commitment to service, collaboration, and participative processes that support shared governance. Ability to build and maintain strategic partnerships, and advocate for resources in support of the college to meet the changing needs of the community, state, and region.

HIGHLIGHTS OF QUALIFICATIONS

- Experienced chief academic officer that led the academic divisions through administrative re-organization; redesign and implementation of a new general education core with resultant redesign of all academic programs.
- Developed a systematic evaluation plan for all academic programs to include program and course-level outcomes with built-in assessment strategies.
- Redefined the role and work of faculty in meeting the evolving mission of community colleges with an increased focus on accountability and evidence-based practice.
- Co-chaired college completion cross functional team, resulting in the highest graduation class in the college's history and the highest percentage increase of graduates in the state for the last five years.
- Serve on multiple boards, committees, and task force in support of the mission of community colleges.
- Implemented the Mt. Airy College Center for Healthcare Education, a unique partnership of three community colleges serving the mid-Maryland region.
- Facilitated the design and construction of a new state-of-the art health sciences building, with integrated high fidelity simulation for all nursing and allied health programs, and a science, engineering, and technology building which includes cyber-security and undergraduate research laboratories.

COLLEGE LEADERSHIP EXPERIENCE

Howard Community College, Columbia, MD

Howard Community College, located in Columbia, Maryland is a two year college. More than 14,000 credit students enroll annually in a variety of academic programs leading to transfer to four-year colleges or immediate employment upon graduation. Over 15,000 additional students take courses for personal or professional development.

Vice President for Academic Affairs

July 2010 – present

Serve as the Chief Academic Officer and a member of president's team reporting to the president of the college. Responsible for providing leadership, management, and supervision of all academic divisions, including: arts and humanities; business and computer systems; English

and world languages; health sciences; mathematics; science engineering and technology; and social sciences/teacher education. Also responsible for continuing education and workforce development, teaching and learning services (library and instructional media), and other instructional areas and centers, including the center for entrepreneurial and business excellence, the mediation and conflict resolution center, the center for service learning, international education, eLearning, Horowitz Visual and Performing Arts Center, Silas Craft Collegians program, and such other areas as assigned. Provide vision and direction for academic policies, procedures, and programs of the institution, recommend new and revised policies, procedures and programs, and manage all of the areas assigned to the VPAA, including fiscal oversight.

Chair, Health Sciences Division (Dean)

July 2005 – June 2010

Had responsibility for planning, organizing, leading, and evaluating the courses and programs within the division and for the cost center budgets within the division; encouraged excellence in teaching; supervised both full-time and adjunct faculty within the division; provided services to students; served as a member of the Vice President of Academic Affairs staff.

Director of Nursing Education Program

November 2001 – February 2006

Had administrative responsibility for the Accelerated and Traditional Associate Degree in Nursing and Licensed Practical Nursing Certificate programs of study; as program administrator, worked with the nursing faculty, provided leadership for the educational program, and implemented the program in accordance with state board of nursing policies, and maintained learning outcome levels to meet approval standards. Standards and criteria for program accreditation were maintained and reviewed on a regular basis to assure compliance; coordinated communications with accrediting and regulatory bodies. Supervised and evaluated nursing faculty.

Nursing Course Leader

August 1993 – November 2001

Organized and led nursing program first level and core meetings, facilitated discussions regarding course improvement, identified task required for course implementation and equitable distribution of these tasks to first year faculty, provided oversight and monitored implementation of the curriculum, and brought course progress and/or problem areas to faculty meetings. Served as liaison to the admissions office for the nursing program, coordinated admission testing for students, performed clinical and classroom observations and evaluations, and assisted the Nursing Program Director as assigned.

Nursing Faculty

August 1990 – November 2001

Provided didactic and clinical instruction in an integrated nursing curriculum.

CLINICAL EXPERIENCE

Franklin Square Hospital Center, Baltimore, MD

Johns Hopkins Hospital, Baltimore, MD

University Of Maryland Medical System, Baltimore, MD

Nursing Practice 1978 – 1990

Over twelve years of nursing practice in primarily intensive care and surgical settings. Specialized in cardiovascular and thoracic surgery, providing comprehensive perioperative

nursing care for infants, children, and adults undergoing surgical intervention; served as a member of the heart and heart/lung transplant team.

Eight years of experience serving as nursing clinical manager, responsible for supervision and management of daily operation of surgical suite; orientation, supervision, and evaluation of personnel; maintenance of supplies and instrumentation.

EXTERNAL PRESENTATIONS

- *Changing the Academic Structure from the Ground Up*
League for Innovation in the Community College National Conference 2015
- *CAO and CBO Collaborations: Leveraging Institutional Capacity to Impact Effectiveness*
NACUBO Annual Joint Institute August 2013
- *Making a Difference from the Point of Care*
WeCare Quarterly In-service Keynote Address 2008
- *Getting, Administering, and Keeping Federal Grant Money*
League for Innovation in the Community College National Conference 2007
- *RENEW: A Nursing Career Ladder for Paraprofessional to Professional*
League for Innovation in the Community College National Conference 2006
- *Using Computerized Self-Directed Learning Strategies to Meet Multiple Learning Styles*
League for Innovation in the Community College National Conference 2002
- *Moving Beyond PowerPoint; Milestones in Multimedia*
Poster National League for Nursing National Conference 1998
Virginia Community College System 1997 Regional Conference
- *Technology in the Classroom*
1995 Co-presenter Regional Conference on Excellence in Education for Community College Faculty
1994 Co-presenter Association of Faculty for Advancement of Community College Teaching

PUBLICATIONS

"Moving Beyond PowerPoint: Milestones in Multimedia." Nursing and Health Care Perspectives
Published in the May/June 1999 issue.

"An Evaluation of Critical Thinking in an Associate Degree Nurse Education Program"
Morgan State University Baltimore MD 2001 (Dissertation)

Text Book Reviews

Kozier, Erb, Berman, & Burke. (2000) Fundamentals of Nursing: Concepts, Process, and Practice, 6th Ed. For Prentice Hall Health

Lemone & Burke. (2000) Medical Surgical Nursing: Critical Thinking in Client Care, 2nd Ed. For Prentice Hall Health.

PROFESSIONAL MEMBERSHIPS AND ASSOCIATIONS

- Maryland Nurses Association
- Sigma Theta Tau International Honor Society of Nursing
- National League for Nursing
- Howard County Senior Partners
- Maryland Nursing Workforce Commission
- Howard Co. Southeast Health Initiative

COMMUNITY SERVICE EXTERNAL BOARDS AND COMMITTEES

- Maryland Higher Education Commission Nurse Advisory Council 2001-2004
- Maryland Association Associate Degree Nursing Directors 2001 - 2006
- Statewide Commission on the Crisis in Nursing Education Subcommittee 2003 -2005
- Maryland Board of Nursing 2004 – 2011
- National Council State Boards of Nursing Institute for Regulatory Excellence Committee 2008 – 2012
- Chair 2010-2012
- Howard County General Hospital Professional Committee 2012 - 2015
- Maryland Community College Council of Chief Academic Officers 2010 – present
- President 2011-2013
- Maryland Inter-segmental Council of Chief Academic Officer 2010 – present
- Co-Chair 2013-present
- Maryland Association of Community Colleges Code of Maryland Regulations Review Steering Committee 2013 – 2015
- Maryland Higher Education Student Advisory Council 2015

LEADERSHIP ACADEMY EXPERIENCE

The Chair Academy: Academy for Leadership and Development: February 2008
Leadership Howard County: Premier Class of 2012

EDUCATION

- Ed.D.** Morgan State University Baltimore, MD
Major: Urban Education Leadership Administration
Minor: Urban Education Social Policy
- M.S.N.** University of Maryland, School of Nursing Baltimore, MD
Major: Nursing Education
Minor: Medical-Surgical Nursing
- B.S.N.** University of Maryland, School of Nursing Baltimore, MD