MINNESOTA STATE
Board of Trustees

AGENDA ITEM SUMMARY

NAME: Workforce and Organizational Effectiveness Committee   **DATE:** March 22, 2023

TITLE: Appointment of President for Minnesota State University Moorhead

☐ Proposed New Policy or Amendment to Existing Policy   ☒ Approvals Required by Policy   ☐ Other Approvals

☐ Monitoring/Compliance   ☐ Information

PRESENTERS
Devinder Malhotra, Chancellor

PURPOSE
A president will be selected for Minnesota State University Moorhead.

BACKGROUND INFORMATION
Following the announcement of the retirement of Anne Blackhurst as President of Minnesota State University Moorhead, Chancellor Malhotra initiated a national search for the next president. The executive search firm Greenwood Asher was retained to assist with the recruitment of the position.

A search advisory committee was appointed. The members are:

> Heather Nesemeier, OAS Senior (AFSCME)
> Jeremy Carney, MSU Moorhead Social Work Professor (IFO)
> Denise Gorsline, MSU Moorhead Communications Assistant Professor (IFO)
> Lisa Johnson, MSU Moorhead Account Officer Intermediate (MAPE)
> Terry Peterson, MSU Moorhead Director of IT Applications (MMA)
> Ashley Atteberry, MSU Moorhead Director of Student Conduct & Resolution (MSUAASF)
> Robert Nava, MSU Moorhead AVP of Academic Affairs & Dean of Graduate Studies (Administrator)
> Gary Haugo, MSU Moorhead VP for University Advancement (Administrator)
> Kevin Hanson, CEO of Gate City Bank (Community Member)
> Dave Lawrence, Principal Moorhead High School (Community Member)
> Jenny Olson, Site Leader Microsoft (Community Member)
> Max Thompson, MSU Moorhead Student (Students United)

The following individuals provided support to the committee:

Robbyn Wacker, Search Chair, President – St. Cloud State University
Kayla Kappes, Interim Campus Human Resources Officer – MSU Moorhead
Deb Gehrke, Human Resources Director – 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 57 (fifty-seven) applicants. From this pool, the search advisory committee selected 13 (thirteen) individuals for initial interviews and forwarded its assessment of the candidates to the chancellor. On the committee's recommendation, Chancellor Malhotra selected 5 (five) finalists to participate in the system office interviews. Their interviews were conducted by Chancellor Malhotra, members of the chancellor's cabinet, Chair Moe, Vice Chair Soule, Trustees Cowles and Grabowska.

Reference and background checks were conducted.

After careful consideration and review, the chancellor selected one candidate to recommend to the Board of Trustees for full approval.

At this time, Chancellor Malhotra recommends Tim Downs to be the President of Minnesota State University Moorhead.

RECOMMENDED COMMITTEE MOTION
The Workforce and Organizational Effectiveness Committee recommends that the Board of Trustees adopt the following motion.

RECOMMENDED BOARD MOTION
The Board of Trustees, upon the recommendation of Chancellor Malhotra, appoints Tim Downs as President of Minnesota State University Moorhead, with the anticipated effective date of July 1, 2023, subject to the completion of an employment agreement. The board authorizes the chancellor, in consultation with the chair for the board and chair of the Workforce and Organizational Effectiveness Committee, to negotiate and execute an employment agreement in accordance with the terms and conditions of the Minnesota State Colleges and Universities Personnel Plan for Administrators.

Date Presented to the Workforce and Organizational Effectiveness Committee: 03/22/23
Date Presented to the Board of Trustees: 03/22/23
Date of Implementation: 07/01/23