

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

BOARD ACTION

APPOINTMENT OF PRESIDENT OF LAKE SUPERIOR COLLEGE

BACKGROUND

Chancellor McCormick initiated the search for a new President of Lake Superior College upon the announcement of the retirement of the current president, Kathy Nelson.

Executive Search Consultant

After issuance of an RFP for executive search consultants, Angela Provard, The Pauly Group, was retained to assist with the recruitment and selection for this position. This selection was based on the consultant's experience in higher education, specifically with community and technical colleges, and a focus on ability to recruit diverse candidates.

Search Advisory Committee

Chancellor McCormick appointed a Search Advisory Committee consisting of the following members:

Chair: Don Supalla, President, Rochester Community and Technical College

Members: Beth Adams, Vice President of Student Services
Janet Blixt, Director of Marketing and Public Relations
Mitch Connor, Auto Service Technology Program Director
Carl Crawford, Director of Intercultural Center
Don Hoag, City of Duluth Workforce Development
Hanna Erpestad, Dean of Liberal Arts & Science
Damon Kapke, English Faculty and MSCF President
Cathy Nevanen, LSC Foundation Chair, Minnesota Public Radio
Connie North, Bookstore Supervisor
Robert Scott, Student Senate President
Chandra Shoberg, Student Senator
Neva Swanson, Disability Services
Jane Worley, Physical Therapist Assistant Program Director

In addition to the search chair, the following individuals served on the search committee in an ex-officio capacity:

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2 OOC Liaison: Renee Hogoboom, Associate Director of Diversity and Multiculturalism
3 Campus Liaison: Mary Nienaber, Chief Human Resources Officer
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5 Process: Preliminary steps began in January 2010, with the appointment of the committee and initial
6 advertising of the vacancy announcement. Consultant Provart assisted in the drafting of a profile for
7 the position, focusing on the specific needs of Lake Superior College.
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9 The position was thereafter advertised nationally in a variety of higher education and diversity
10 publications. At the same time, Consultant Provart initiated a recruitment campaign.
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12 Between February and April 2009, the committee reviewed 69 potential candidates. After review, the
13 field of candidates was narrowed to 13 individuals for initial screening interviews which were
14 conducted by video conference. Interview questions focused on experiences and qualifications relevant
15 to the position.
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17 The committee then narrowed the pool to five candidates who were invited to the campus for
18 interviews. Thereafter, the committee forwarded three names to Chancellor McCormick for further
19 consideration.
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21 **Chancellor's Review Process** 22

23 Chancellor McCormick enlisted an additional consultant to help predict talent and success among the
24 three semi-finalists. Talent Plus, a national consulting organization, interviewed the three semi-
25 finalists in a structured interview format to look at predictors of success.
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27 Thereafter, Chancellor McCormick initiated a rigorous interview process of each of the semi-finalists,
28 including interviews with the following:
29

- 30 • Board of Trustees Representatives (Duane Benson, Ruth Grendahl, Tom Renier)
- 31 • Chancellor and Vice Chancellor for Human Resources
- 32 • Chancellor's Cabinet Members
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34 Information from each element of the interview process was collected and summarized. This
35 information was reviewed to develop a recommendation of the finalist to be made to the full Board for
36 approval.
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38 Patrick Johns has been president of Anoka-Ramsey Community College in Coon Rapids and
39 Cambridge since 1991. Previously, he served as interim president, executive dean and acting financial
40 aid director at the college. He has been dean of academic affairs at Minnesota West Community and
41 Technical College; dean at Riverland Community College; and financial aid director, counselor,
42 recruitment coordinator and an adjunct instructor at Mesabi Range Community and Technical College.
43 He also was assistant men's basketball coach at the University of Minnesota Duluth. He holds
44 bachelor's degrees in history and psychology from the University of Minnesota Duluth, a master's
45 degree in guidance and counseling from the University of Wisconsin-Superior, and a doctorate in
46 educational administration and adult and higher education from the University of South Dakota.
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