

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

BOARD ACTION

**APPOINTMENT OF INTERIM PRESIDENT OF
ANOKA-RAMSEY COMMUNITY COLLEGE and
ANOKA TECHNICAL COLLEGE**

BACKGROUND

Since July 1, 2010, Dr. Shari Olson has served as interim president of Anoka Technical College, and Dr. Jessica Stumpf has served as interim president of Anoka-Ramsey Community College. Following extensive consultation with various constituent groups last fall, Chancellor McCormick determined that it was in the best interest of the system and students to form an alignment of the two colleges. A national search for a new president to lead both colleges commenced soon thereafter.

Executive Search Consultant

After issuance of an RFP for executive search consultants, Angela Provar of 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 and a focus on their ability to recruit diverse candidates.

Search Advisory Committee

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

Chair:	Keith Stover, President, South Central College
Members:	Elena Favela, Administrator
	Deidre Peaslee, Administrator
	Noel Lutsey, Student
	Jacco Rorman, Student
	Kirstin Kennedy, Student
	David Corgen, Student
	Mary Falk, Staff
	Kimberly Roan, Staff
	Dana Gangle, Staff
	Jeff Janas, Staff
	Dennis Carlson, Community Member
	Sharon Jones, Community Member
	Gene Merriam, Community Member
	Betty Petron, Community Member
	Nancy Gale, Faculty
	Jay Boyle, Faculty
	Kelly Befus, Faculty
	Barbara Prince, Faculty

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4 In addition to the search chair, the following individuals served on the search committee in an ex-
5 officio capacity:
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7 Office of the Chancellor Liaisons: Linda Skallman, Associate Vice Chancellor for Human
8 Resources; Janet Korpi, Director, Talent Acquisition
9 Campus Liaisons: Darren Hoff, Chief Human Resources Officer, ARCC; Marybeth
10 Christenson, Chief Human Resources Officer and Director of Diversity, ATC
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12 Process: Preliminary steps began in January 2011, with the appointment of the committee and initial
13 advertising of the vacancy announcement. Consultant Provart assisted in the drafting of a profile for
14 the position, focusing on the specific needs of both colleges.
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16 Thereafter, the position was advertised nationally in a variety of higher education and diversity
17 publications. At the same time, Consultant Provart initiated a recruitment campaign.
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19 Beginning in February 2011, the Central Screening Committee reviewed 36 potential candidates from
20 which 13 were forwarded to the campus. After review, the field of candidates was narrowed to ten
21 individuals for initial screening interviews which were conducted. Interview questions focused on
22 experience and qualifications relevant to the position.
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24 The committee then narrowed the pool to five candidates who were invited to the campus for
25 interviews. Thereafter, the committee forwarded three names to Chancellor McCormick for further
26 consideration. Two candidates had withdrawn from consideration prior to names being forwarded to
27 Chancellor McCormick.
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29 **Chancellor's Review Process**

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31 Semifinalist interviews did proceed at the Office of the Chancellor for the three individuals whose
32 names were forwarded to Chancellor McCormick. An additional consultant was enlisted to help
33 predict talent and success among the three semifinalists. Assessment Associates International, a
34 consulting organization, tested and interviewed the three semifinalists in a structured interview format
35 to look at predictors of success for specific leadership competencies identified for Minnesota State
36 Colleges and Universities.
37

38 Thereafter, Chancellor McCormick initiated a rigorous interview process of the semifinalists, including
39 interviews with the following:
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- 41 • Board of Trustees Representatives (Christine Rice and Jim Van Houten)
- 42 • Chancellor and Vice Chancellor for Human Resources, as well as the Chancellor-Designate
- 43 • Chancellor's Cabinet Members
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45 Information from each element of the interview process was collected and summarized. Subsequently,
46 two additional candidates withdrew from consideration, leaving an inadequate pool from which to
47 determine a permanent president. Consequently, Chancellor McCormick is again recommending Dr.
48 Jessica Stumpf as interim president for both colleges.
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4 Dr. Stumpf has been serving as interim president at Anoka-Ramsey Community college since July 1,
5 2010. Prior to becoming the interim president, she was the vice president of academic affairs at
6 Minnesota State College - Southeast Technical. She has served as dean of business at Hennepin
7 Technical College; dean of transportation, coordinator of customized training, coordinator of
8 enrollment and marketing and business instructor, all at Dakota County Technical College; and
9 business instructor at Century College. She earned an associate degree at St. Cloud State University, a
10 bachelor's degree in business education at Buena Vista University, a master's degree in business
11 administration at Metropolitan State University and a doctorate in educational policy and
12 administration at the University of Minnesota.

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14 **RECOMMENDED COMMITTEE ACTION**

15 The Human Resources Committee recommends that the Board of Trustees adopts the following
16 motion.

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18 **RECOMMENDED MOTION**

19 The Board of Trustees, upon the recommendation of Chancellor McCormick, appoints Jessica M.
20 Stumpf as interim president of Anoka-Ramsey Community College and Anoka Technical
21 College, effective on July 1, 2011, subject to the completion of an employment agreement. The
22 Board authorizes the Chancellor, in consultation with the Chair of the Board and Chair of the
23 Human Resources Committee, to negotiate and execute an employment agreement in accordance
24 with the terms and conditions of the Personnel Plan for Minnesota State Colleges and Universities
25 Administrators.

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27 *Date of Presentation to the Board:* April 20, 2011

28 *Date of Board Action:* April 20, 2011

29 *Date of Approval:* April 20, 2011

Jessica M. Stumpf, Ed.D.

Professional Experience

Interim President, Anoka Ramsey Community College, campuses in Cambridge and Coon Rapids, MN (2010-present)

Developed a cohesive leadership team during a time of change and uncertainty; created collaborative processes and positions with Anoka Technical College in preparation for alignment; worked successfully with college faculty leadership in developing collaboration and trust; initiated new college activities to improve CCSSE scores; facilitated Faculty Shared Governance, President's Council and Cabinet meetings.

Vice President of Academic Affairs, Minnesota State College—Southeast Technical, campuses in Red Wing and Winona, MN (2007–2010)

Formed a cooperative, cohesive and committed academic leadership team; led successful HLC visit for approval of college AS awards; facilitated two AQIP all-staff workshops to identify new Action Projects; developed new associate degree programs including Radiography, Criminal Justice, Individualized Studies; co-chaired two AQIP action projects; increased college enrollment 6% for FY09 and 20% for FY10; initiated first Phi Theta Kappa chapter at Southeast Technical College; reduced academic department expenses through efficient course scheduling; worked with Dean group to stay within budget for the past two years; and represented MSC-Southeast Technical on a Red Wing Sister City visit to Quzhou, China.

Dean of Business, Hennepin Technical College, Eden Prairie & Brooklyn Park, MN (2001–2007)

Responsibilities included co-chair of Assessment Committee, co-chair for AQIP Category Five, co-chair of Optimize Enrollment Committee, member of Academic Affairs and Standards Council, steering committee member for AQIP Accreditation, administrative advisor for Phi Theta Kappa and SkillsUSA-Minnesota; administrative champion for WIDS (Worldwide Instructional Design System); HTC college representative for Education for Global Learning (EGL) committee. Successfully secured a service learning grant from Campus Compact. Oversaw \$3 million budget for five academic programs; presented at faculty in-service and workshop days; responsible

for developing transfer agreements between HTC and four-year colleges and universities. Assisted culinary program in successfully attaining America Culinary Federation accreditation; implemented a full-time evening culinary section; guided media department faculty in revamping their Graphic Design program through multiple staff and industry focus group meetings. In addition I oversaw articulation agreements between Hennepin Technical College and four-year colleges and universities.

Dean of Transportation, Dakota County Technical College, Rosemount, MN
(1998 – 2001)

Accomplishments include facilitating initial NATEF accreditation for Auto Technician program; securing \$200,000 in MnSCU leveraged equipment grant money; co-chairing Criterion 5 for successful 10-year North Central accreditation; negotiating move of General Motors training center, previously located in Golden Valley, to Dakota County Technical College campus and converting training to college credit courses; partnering with Minnegasco in starting a new program; overseeing building remodeling for General Motors and Minnegasco projects; assisting in the preparation of National Science Foundation grant.

Customized Training Coordinator, Dakota County Technical College, MN
(1993 -1998)

Member of a highly successful self-directed work team. Managed a training budget of \$250,000 annually. Provided employee training programs for over 75 organizations representing corporate, state, non-profit and small business sectors. Coordinated all transportation related training and many technical and organizational development contracts. Assessed client training needs, provide written assessments, interviewed and hired qualified consultants/instructors, provided direct supervision of support staff and 50 instructors/consultants. Oversaw curriculum development process ensuring assessment results met performance objectives. Exceeded training sales goals for all five years in the department; clients included Smead Manufacturing, City of Apple Valley, City of St. Paul, Malt-O-Meal Company, 3M, MnDOT, and Xcel Energy.

Enrollment/Marketing Coordinator, Dakota County Technical College, MN
(1990 – 1993)

Member of three-person marketing team responsible for entire college marketing program. Increased enrollment from 2530 students to 5500 students during three-year period. Oversaw enrollment plans for all technical programs. Conducted college marketing programs targeting high schools, agencies, and trade shows. Projects encompassed print, media relations, indoor and outdoor advertising.

Business Instructor, Dakota County Technical College, MN
(1987 – 1990)

Taught business courses including keyboarding, speech and professional development. Participated in hours to credits conversion. Facilitated personal development groups for low-income mothers. Developed department's curriculum for public speaking course. Created and recruited program advisory committee.

**Business Instructor, Century College, (formerly 916 Technical Institute) White Bear Lake, MN
(1985 – 1987)**
Designed curriculum for all courses taught. Taught business and speech courses to 400+ students.

Education

University of Minnesota, Minneapolis, MN. Ed.D. in Educational Policy and Administration, 2006.

Metropolitan State University, Saint Paul, MN. Masters degree in Business Administration, 1998.

Buena Vista University, Storm Lake, IA. Bachelor in Arts degree, Business Education, 1979.

St. Cloud State University, St. Cloud, MN. Associate in Arts, 1973.

Professional Associations

ACE Network, Board of Directors (2001-2005)
Education Policy Fellowship Program (EPFP) – 1999
Higher Learning Commission Annual Meeting presenter – 2005, 2009, 2010
MnSCU Diversity Award – Best Practices Award for Partnership with Winona State University-2009
North Hennepin Community College Advisory Board 2005 –2007
State Board of Directors for Skills USA-Minnesota 2003-present

Community Affiliations

Anoka Ramsey Community College Foundation, Coon Rapids campus
Anoka Ramsey Community College Foundation, Cambridge campus
Boys to Men personal finance facilitator, Winona State University - 2010
Chinese Sister City Committee of Red Wing, MN
Exchange Club of Winona – President-elect for 2010-2011
Keynote Speaker Apple Valley Chamber of Commerce
Keynote Speaker Rosemount Chamber of Commerce
Rotary Club of Coon Rapids, MN
Team Leader for Southeast Technical College Women Build/Habitat for Humanity 2010
Tunnel of Oppression Guest Speaker, Winona State University – 2010
Women's History Month guest speaker at Anoka Ramsey Community College – 2010