

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

BOARD ACTION

APPOINTMENT OF PRESIDENT OF
SOUTHWEST MINNESOTA STATE UNIVERSITY

BACKGROUND

Since the retirement of President David Danahar in June 2011, Ron Wood has served as interim president at Southwest Minnesota State University. In summer 2012, Chancellor Rosenstone initiated a search for a new president.

Executive Search Consultant

After issuance of an RFP for executive search consultants, Greenwood/Asher & Associates, Inc. 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 their ability to recruit diverse candidates.

Search Advisory Committee

A search advisory committee was appointed consisting of the following members:

Chair: Richard Davenport, President, Minnesota State University, Mankato

Members: Vicky Brockman, IFO
Doug Simon, IFO
Jefferson Lee, MSUAASF
Diana Holmes, AFSCME
Marcia Beukelman, MAPE, MMA, Commissioner's Plan
Deb Kerkaert, Vice President for Finance and Administration
Beth Weatherby, Provost
Joshua Anderson, MSUSA Student, SMSU
Karen Van Keulen, representing the SMSU community
Sherry Ristau, representing the SMSU community
Harry Weilage, representing the SMSU community

The following individuals provided support to the committee:

Scott Goings, Assistant General Counsel, MnSCU
Deb Almer, Chief Human Resources Officer, SMSU

Process: Preliminary steps began in summer 2012, which included the appointment of the committee and initial advertising of the vacancy announcement. Thereafter, the position was

1 advertised nationally in a variety of higher education and diversity publications. At the same
2 time, the search consultants initiated an aggressive recruitment campaign.

3
4 Forty-seven applications were received, providing a diverse pool of candidates. From this pool,
5 the Search Advisory Committee selected 13 individuals for initial interviews. The committee
6 forwarded recommendations to Chancellor Rosenstone for semi-finalist interviews. Following
7 the initial interview, two candidates withdrew.

8 9 **Chancellor and Campus Review Process**

10 Chancellor Rosenstone conducted confidential interviews with two semi-finalists. The
11 candidates then participated in public interviews at the university, which included sessions with
12 administrators, staff, faculty, students, union leadership and community leaders. Reference and
13 background checks were conducted. System office interviews were conducted by members of
14 the Board of Trustees, Chancellor Rosenstone and the Chancellor's Cabinet.

15
16 After careful consideration of information received from each element of the interview process,
17 one candidate was selected for recommendation to the full Board of Trustees for approval.

18
19 At this time, Chancellor Rosenstone is recommending Connie J. Gores to be the next president of
20 Southwest Minnesota State University.

21 22 **RECOMMENDED COMMITTEE ACTION**

23 The Human Resources Committee recommends that the Board of Trustees adopts the following
24 motion.

25 26 **RECOMMENDED MOTION**

27 The Board of Trustees, upon the recommendation of Chancellor Rosenstone, appoints Connie J.
28 Gores as president of Southwest Minnesota State University effective (DATE), subject to the
29 completion of an employment agreement. The Board authorizes the Chancellor, in consultation
30 with the Chair of the Board and Chair of the Human Resources Committee, to negotiate and
31 execute an employment agreement in accordance with the terms and conditions of the Personnel
32 Plan for Minnesota State Colleges and Universities Administrators.

33
34 *Date of Adoption: February 26, 2013*