

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

BOARD ACTION

APPOINTMENT OF PRESIDENT OF SOUTH CENTRAL COLLEGE

BACKGROUND

With the announcement of President Keith Stover's retirement, Chancellor Rosenstone initiated a search for a new president in summer 2012.

Executive Search Consultant

After issuance of an RFP for executive search consultants, Isaacson, Miller 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 the firm's ability to recruit diverse candidates.

Search Advisory Committee

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

Chair: Jim Johnson, President, Minnesota State College-Southeast Technical

Members: John Rollins, MSCF
Scott Taylor, MSCF
Jayne Dinse, MMA
Kelcey Woods-Nord, MAPE
Heidi Andersen, AFSCME
Linda Beer, Administrator
W.C. Sanders, Administrator
Kymn Anderson, Community member, Faribault
Jonathan Zierdt, Community member, Mankato
Ashley Enter, Student

The following individuals provided support to the committee:

Renee Hogoboom, Assistant Director of Diversity and Equity, MnSCU
Laural Kubat, Chief Human Resources Officer, South Central College

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

1 Forty-eight applications were received, providing a diverse pool of candidates. From this pool,
2 the Search Advisory Committee selected seven individuals for initial interviews. The committee
3 forwarded recommendations to Chancellor Rosenstone for semi-finalist interviews.
4

5 **Chancellor and Campus Review Process**

6 Chancellor Rosenstone interviewed three semi-finalists. The candidates then participated in
7 public interviews at the campuses, which included sessions with administrators, staff, faculty,
8 students, union leadership and community leaders. Reference and background checks were
9 conducted. System office interviews were conducted by members of the Board of Trustees,
10 Chancellor Rosenstone and the chancellor's cabinet.
11

12 After careful consideration of information received from each element of the interview process,
13 one candidate was selected for recommendation to the full Board of Trustees for approval.
14

15 At this time, Chancellor Rosenstone is recommending Annette Parker to be the next president of
16 South Central College.
17

18 **RECOMMENDED COMMITTEE ACTION**

19 The Human Resources Committee recommends that the Board of Trustees adopt the following
20 motion.
21

22 **RECOMMENDED MOTION**

23 The Board of Trustees, upon the recommendation of Chancellor Rosenstone, appoint Annette
24 Parker as president of South Central College effective July 1, 2013, subject to the completion of
25 an employment agreement. The board authorizes the chancellor, in consultation with the chair of
26 the board and chair of the Human Resources Committee, to negotiate and execute an
27 employment agreement in accordance with the terms and conditions of the MnSCU Personnel
28 Plan for Administrators.
29

30 *Date of Adoption: March 20, 2013*