

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

**BOARD ACTION**

APPOINTMENT OF PRESIDENT OF  
MINNESOTA STATE COLLEGE – SOUTHEAST TECHNICAL

**BACKGROUND**

Chancellor Rosenstone initiated a national search for a president of Minnesota State College – Southeast Technical in early fall 2013. He appointed a search advisory committee consisting of the following members:

Peggy Kennedy, President, Minnesota State Community and Technical College, Chair

Nicki Adank, Bookstore Manager

Daniel Bernstrom, LRC Tutor coordinator

Tim Van Loon, Instructional Technologist

Gale Ianning, Director of Admissions

Gavin Herber, Student Ambassador, Winona campus

Danielle Moore, Student Ambassador, Red Wing campus

Jim Ziegler, Instructor

Leah Schnaith, Instructor

Mike Korening, Vice President of Finance and Administration

Ron Sellnau, Vice President of Academic Affairs

Tim Borkowski, Vice President of Manufacturing, Fastenal

Karsten Anderson, Superintendent, Red Wing Public Schools

Lori Reed, Chief Human Resources Officer

The position was advertised nationally in a variety of higher education and diversity publications. There were a total of 50 applicants. From this pool, the search advisory committee selected 6 individuals for initial interviews. The committee forwarded names to Chancellor Rosenstone for consideration, resulting in 3 semi-finalists. A rigorous public interview process was held with these individuals on March 12, 2014, with the following groups:

- Trustees Cheryl Dickson, Dawn Erlandson and Tom Renier
- Chancellor Steven Rosenstone
- Cabinet members John O'Brien, Laura King, Mark Carlson, Colin Dougherty and Gail Olson

The chancellor reviewed information from each phase of the process to develop his recommendation for board approval. At this time Chancellor Rosenstone recommends Dorothy Duran to be the next president of Minnesota State College – Southeast Technical.

36 **RECOMMENDED COMMITTEE ACTION**

37 The Human Resources Committee recommends that the Board of Trustees adopt the following  
38 motion.

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40 **RECOMMENDED MOTION**

41 The Board of Trustees, upon the recommendation of Chancellor Rosenstone, appoints Dorothy  
42 Duran as president of Minnesota State College – Southeast Technical effective July 1, 2014,  
43 subject to the completion of an employment agreement. The board authorizes the chancellor, in  
44 consultation with the chair of the board and chair of the Human Resources Committee, to  
45 negotiate and execute an employment agreement in accordance with the terms and conditions of  
46 the MnSCU Personnel Plan for Administrators.

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48 *Date of Approval: March 19, 2014*

49 *Date of Implementation: July 1, 2014*

# Dr. Dorothy J. Duran

## Summary of Qualifications

- Twenty-four years experience in progressively significant administrative higher education positions
- Servant Leader
- Diversity Champion
- Creative problem solver: Ability to make decisions collaboratively
- Advocate of Continuous Quality Improvement (CQI)
- Strong social skills: Ability to work with diverse populations.
- Strategic Planner
- Three years teaching at the secondary level
- Two years adjunct teaching at the community college level

## Education and Training

Doctor of Philosophy, Education Administration with a Specialty in the Community College Leadership Program  
December 1998  
University of Texas at Austin, Austin, TX

Master of Arts, Educational Foundations with a Specialty in Administration  
May 1992  
University of New Mexico, Albuquerque, NM

Post-Bachelor of Arts, Education Teaching Certification  
May 1984  
West Texas State University, Canyon, TX

Bachelor of Arts, English and Sociology  
May 1980  
University of New Mexico, Albuquerque, NM

## Professional Experience

Iowa Western Community College, Council Bluffs, IA  
Vice President for Academic Affairs, July 2006 to present

- Report directly to the College President
- Represent the College at local, state and national meetings
- Administer a \$24 million dollar budget
- Supervise five academic divisions, five educational centers, the Service Learning office, Childcare Center and the Sustainability office
- Serve an annual credit enrollment of 18,000 students and 42,000 noncredit students
- Provide leadership to the academic division consisting of 134 full-time faculty and 332 adjuncts
- Plan and implement all facets of instruction, assessment, goal development, tactical plans, budgets, operational procedures, program and course offerings
- Developed fair, consistent and equitable processes for the instructional division such as chair stipend criteria, a new faculty orientation, curriculum review process, criteria for faculty promotion and evaluations, a professional development process, comprehensive evaluation process, and assessment process utilizing a database
- Established an Academy for Teaching Excellence which is a professional development conference offered each semester for all full- and part-time faculty members
- Developed a renewable energy initiative which includes a new Wind Energy Technician program, Sustainable Construction Building, Hybrid Automotive, and Biotechnology programs
- Promoter of workforce development and partner with business and industry to meet their needs
- Conducted an outreach to the economically disadvantaged populations in order to provide ESL, ABE, Adult literacy, Developmental Education, advisement on course/programs and financial aid.
- Serve on a Governor's STEM Hub for Southwest Iowa



**Northern New Mexico College, El Rito, NM**

**Dean/Director of the El Rito Campus, August 1998 to July 2006**

- Administered the day to day operations of NNMC's main campus in El Rito including instructional oversight, new credit and noncredit course and program development and implementation, and hired full- and part-time faculty and staff
- Maintained the campus budget of approximately one million dollars including dormitories and the campus cafeteria auxiliary budgets
- Served as the El Rito Campus faculty Chair and administered Continuing Education and Contract training for both the Espanola and El Rito campuses
- Supervised and managed student services including recruitment, advisement, registration, and job placement and student activities
- Taught the first interactive voice and video (ITV) class between the El Rito and Espanola campuses
- Communicated regularly with community agencies to develop curriculum, short-term training programs that promoted economic development and workforce training
- Developed the Wildland Fire Science AAS program which continues to bring in enrollment
- Established the Heritage Retreat Center which increased enrollment by 5% during AY 2005-2006
- Hosted the Summer Youth Program and offered college-credit to forty high school at-risk students from the service area

**Austin Community College, Austin, TX**

**Administrative Intern, January 05, 1998 to May 8, 1998**

- Audited departments (Admissions and Financial Aid) within Student Development and reported findings to the Vice President
- Developed a Procedures Manual for Student Development which was used by the six campuses including admissions, records, financial aid, assessment, advisement, and counseling
- Developed a reorganization plan with the Vice President for Retention and Student Development
- Assessed counselors' expertise and created staff development opportunities
- Developed an advisors' and counselors' model for operation
- Drafted a college-wide orientation model and assisted in the implementation of the new Datatel main frame computer network

**Albuquerque Technical Vocational Institute, Albuquerque, NM**

**Associate Director of Financial Aid, August 1992 to August 1996**

- Knowledgeable of Title IV federal and New Mexico state financial aid regulations and mandates
- Responsible for state and federal fiscal reporting and the allocation of federal and state funds
- Developed and implemented office policies and procedures that directly impacted the administration of financial aid programs valued at eleven million dollars
- Hired, trained, supervised, and evaluated twenty-two full-time employees and fourteen part-time employees
- Provided recognized quality customer service to the student
- Coordinated the implementation and training on a new computer system (BANNER) and assisted with the updates and training on the system
- Communicated with academic deans regarding course work and curriculum as they pertained to student financial aid eligibility

**Albuquerque Technical Vocational Institute, Albuquerque, NM**

**Financial Aid Advisor, April 1988 to August 1992**

- Advised students on eligibility for financial aid, assisted with the application process, orientations, and advising
- Administered the student loan programs, workstudy, Pell Grant, SEOG, and SSIG programs including disbursements and reconciliation
- Guided the development of scholarship programs for special populations

**St. Charles Parochial School, Albuquerque NM**

**Teacher, March 1985 to January 1986**

- Taught sixth and seventh grade English grammar, literature, and social studies.
- Wrote lesson plans and evaluated students' progress
- Substitute teacher

Pampa Independent School District, Pampa, TX  
Reading Coordinator's Assistant and Bilingual Education Teacher, September 1982 to  
June 1983

- Taught English to Spanish-speaking students ages six to fifteen
- Developed and applied lesson plans
- Traveled among the elementary schools and junior high school assisting teachers with their reading programs

### **Other Training and Certifications**

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- Teacher Certification (National Teacher Examination) Certificate
- English & Sociology Teaching Certificates
- SCT Banner Training Certificate
- Management of Distant Education Certificate

### **Affiliations**

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#### **Professional**

Science Technology Engineering and Math Southwest (STEM) HUB  
National Institute for Staff and Organizational Development (NISOD)  
Presenter "Noncognitive Learning Objectives" Preconference at NISOD 2012  
Presenter "Women in Leadership" Preconference at NISOD 2008  
Participant, Council Bluffs' Leadership Program  
Participant, Hispanic Association of Colleges and Universities (HACU) Leadership  
Participant, American Association of Community Colleges Service Learning  
Participant, National Institute for Leadership Development, Scottsdale, AZ  
Participant, Community College Leadership Initiative for Two-year Schools in NM  
Participant, League of Innovation  
Higher Learning Commission (HLC) Consultant-Evaluator  
National Association for Community College Entrepreneurship  
National Association of Professional Women (NAPW)  
American Association of University Professors (AAUP)  
American Institute of Management (AIM)

#### **Community**

Council Bluffs Education and Workforce Development Council  
Council Bluffs Chamber of Commerce  
Omaha Chamber of Commerce  
Iowa Chief Academic Officers Statewide Group Strategic Planning Council  
Iowa Community College On-line Consortium Oversight Member  
Liaison Advisory Committee on Transfer Students (LACTS) Member  
Southwest Iowa Planning Council (SWIPCO)  
Southwest Iowa Transit Council (SWITA)  
Latinas Unidas of the Midlands  
Loess Hills Area Educational Agency 13 (AEA13)  
Noon Enthusiasts Toastmasters Club  
Kiwanis Club Member

#### **Other**

Academic Quality Improvement Team  
Assessment Champions  
Diversity Committee  
Phi Theta Kappa Induction Committee  
American Association of Community Colleges  
Association for the Advancement of Sustainability in Higher Education (AASHE)  
Midwestern Higher Education Compact