

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

**BOARD ACTION**

APPOINTMENT OF PRESIDENT OF  
NORMANDEALE COMMUNITY COLLEGE

**BACKGROUND**

Following the announcement of President Joe Opatz’s retirement, Chancellor Rosenstone initiated a national search for the next president of Normandale Community College in early fall 2013. The executive search firm, Pauly Group, was retained to assist with the recruitment for this position. A search advisory committee was appointed consisting of the following members:

- Ron Anderson, Search Chair and President, Century College
- Aisha Anjum, Student
- Mary Solverson, Graphic Designer, Marketing
- Jeff Hudson, Customized Training Representative
- Torrion Amie, Director, Advising and Counseling
- Hattie Dambroski, Biology Faculty
- MaryEllen Seth, Accounting and Business Faculty
- Julie Guelich, Vice President, Academic Affairs
- Lisa Wheeler, Vice President, Student Affairs
- Les Fujitake, Superintendent, Bloomington Public Schools
- Don Stiles, Foundation Board Advisor

The following individuals provided support to the committee:

- Michelle Thom, Chief Human Resources Officer
- Chris Szaj, Executive Search Manager

The position was advertised nationally in a variety of higher education and diversity publications. At the same time, the search consultant initiated an aggressive recruitment campaign. There were a total of 65 applicants. From this pool, the search advisory committee selected 17 individuals for initial interviews and forwarded its assessment of the candidates to Chancellor Rosenstone. Chancellor Rosenstone selected four semi-finalists who then participated in public interviews at the campus, including sessions with students, faculty, staff, administrators and community members. Reference and background checks were conducted. Interviews were then conducted by Trustees Margaret Anderson Kelliher, Cheryl Dickson and Alfredo Oliveira, Chancellor Steven Rosenstone and some members of the chancellor’s cabinet.

35 After careful consideration of information received from each element of the interview process,  
36 one candidate was selected for recommendation to the Board of Trustees for approval. At this  
37 time Chancellor Rosenstone recommends Joyce Ester to be the next president of Normandale  
38 Community College.

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40 **RECOMMENDED COMMITTEE ACTION**

41 The Human Resources Committee recommends that the Board of Trustees adopt the following  
42 motion.

43

44 **RECOMMENDED MOTION**

45 The Board of Trustees, upon the recommendation of Chancellor Rosenstone, appoint Joyce Ester  
46 as president of Normandale Community College effective August 2, 2014, subject to the  
47 completion of an employment agreement. The board authorizes the chancellor, in consultation  
48 with the chair of the board and chair of the Human Resources Committee, to negotiate and  
49 execute an employment agreement in accordance with the terms and conditions of the MnSCU  
50 Personnel Plan for Administrators.

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52 *Date of Approval: May 21, 2014*

53 *Date of Implementation: August 2, 2014*

**Summary** Twenty-two years of extensive experience in educational leadership at both public and private institutions of higher education. In addition to serving as a President responsible for the oversight of all campus operations, I have nine years of experience in teaching and curriculum development and have experience providing professional development and motivational speaking.

**Education** Ph.D. Education, University of California, Santa Barbara  
*Dissertation: Racial Regard as a Predictor of Hazing Attitudes*  
M.A. Education, University of California, Santa Barbara  
B.A. Sociology, Northern Illinois University, DeKalb

**Professional Experience**

**City Colleges of Chicago: Kennedy-King College, Chicago IL 2011-2013**  
***President***

- Kennedy-King College is one of seven colleges within the City Colleges of Chicago district whose leadership and governance include the Chancellor and Vice Chancellors.
- Serve as the Chief Executive Officer of an urban community college of 14,000 students, reporting to the Chancellor.
- In addition to the main campus, responsible for three satellite campuses/programs: Washburne Culinary Institute (which runs two off campus restaurants), The French Pastry School, and Dawson Technical Institute.
- Responsible for City Colleges of Chicago properties housed at Kennedy-King College campus to include a television station (WYCC PBS Chicago), a radio station (WKKC 89.3FM), Center for Distance Learning, and a Child Development Laboratory Center.
- Manage a campus operating budget of approximately \$40M. Additional campus expenses are reflected through district-wide oversight.
- Full and part time employees total more than 800.
- Instituted a campus leadership model that included transparency and participatory governance.
- Established a Community Collaborators Board to elicit ongoing feedback and foster a sense of connection and value to the surrounding community. Hosted the first ever “state of the college” address to the local community and organizational partners.
- In collaboration with the State of Illinois, Utility Workers Union of America (UWUA) and Peoples Gas, launched a new training-to-placement workforce development project targeted towards veterans.
- Institute various cost saving measures and budgetary cuts while maintaining and enhancing services to students.
- Piloted an Embedded Tutor program for Developmental Education courses designed to increase the students’ rates of successful course completion.
- During the 2012-13 academic year, opened a state-of-the-art Dental Hygiene clinic that includes 14 dental chairs, all-digital radiographs and electronic health records. The clinic provides deeply discounted preventative services to students and staff and is a vital resource to the community at large.

- Dental Hygiene students attained a 100% pass rate on the Dental Hygiene National Board Examination and the Clinical Board exam, for two consecutive years.
- In collaboration with Chicago Public Schools, we hosted MAGIC (Mentoring Girls in Construction) Day, an annual event designed to interest girls in pursuing careers in construction.
- Through the use of grant funds, was able to reduce the student to advisor ratio from 450:1 to 370:1
- As a strategy to increase enrollment, created a Weekend College program that will allow degree completion while attending on Fridays and Saturdays only.
- Instituted “Convocation” as a way to formally introduce new students to the academic community.
- Facilitated the creation of the first “Ivy League Tour” which was a Spring Break tour to expose students to a variety of transfer options.
- Kennedy-King College was among 14 winners nationwide of the US Department of Education Minority Science and Engineering Improvement Program (MSEIP) grant to improve science and engineering. The College received \$250,000 per year for a funding period of three years (2012-2015).
- Kennedy-King College received a five year grant totaling \$1.25 million from the US Department of Education Predominately Black Institutions program to enhance academic support services to students of all achievement levels.
- Kennedy-Ling College received a four-year grant totaling \$2.4 million from the US Department of Education Predominately Black Institutions program to improve educational outcomes for African-American males.
- In partnership with local social service agencies and community based organizations, Kennedy-King College launched the “Center of Working Families” which is a campus-housed agency that serves Kennedy-King College students and area residents as they seek workforce readiness skill and employment opportunities.

**Bakersfield College, Bakersfield, CA**

2010-2011

***Associate Vice President for Student Services (Chief Student Affairs Officer)***

- Served as the Chief Student Affairs Officer.
- Responsible for the planning, developing, and evaluating comprehensive Student Services programs.
- Directly or through subordinate staff, oversaw a student services division of approximately 100 employees (faculty and staff).
- Provided administrative supervision to the following Student Services areas: Counseling & Advising, Transfer Services, Enrollment Services/Admissions, Assessment Services, EOPS/CalWORKs/CARE, Financial Aid, Student Activities, Associated Students, Disabled Students Programs & Services, Articulation, Job Placement, Matriculation, Student Health Center, and Commencement.
- Established the Veterans Resource Center.
- Established the first division wide meeting of all members of the division to share the newly created mission, vision, and goals.
- Oversaw a complex budget requiring coordination of categorical, general funds, and grant resources totaling \$10 million.
- Served as the 504 Compliance Officer.
- Served as a member of the Accreditation Steering Committee. College received reaffirmation of accreditation.
- Served as a member of the President’s Cabinet, College Council, Accreditation Steering Committee, Institutional Effectiveness Committee, Staff Development Coordinating Council. , and Foundation Board of Directors.
- Worked as part of a management team dedicated to collaboration and the college goal of integrating instruction and student services as a way to create and maintain a supportive student-learning environment.

**California State University, Fresno, CA**

2007-2010

***Assistant Vice President for Judicial Affairs and Division Planning***

- Coordinated University disciplinary procedures defined by Executive Order 970 and section 41301-41304 of Title V of the California Code of Regulations.
- Chaired the Campus Assessment Response and Education Team (CARE) charged with coordinating campus crisis response.
- Served as the principle campus resource and liaison to faculty to address disruptive classroom behavior by students.
- Created, coordinated, and facilitated division-wide staff development that supports the Division's mission, vision, and values.
- Collaborated with Athletics to ensure compliance with campus and NCAA regulations.
- Coordinated the implementation of departmental assessment activities throughout the division.
- Monitored the development and use of Student Learning Outcomes for all departments within the division.
- Provided training and support to Division staff with regard to appropriate assessment activities including the creation and assessment of learning outcomes.
- Served as the Division budget manager with oversight of a \$10 million budget.

**University of California, Santa Barbara, CA**

1995-2007

***Assistant Dean of Students/Judicial Affairs***

- Developed and encouraged an environment conducive to the growth and development of students and staff while modeling and encouraging cross divisional collaboration.
- Investigated and adjudicated all student conduct for a residential population of over 6,000 students and faculty.
- Introduced the concept of Restorative Justice to the campus community.
- Developed and revised the residential code of conduct.
- Trained and supervised Chancellor-appointed University Hearing Officers.
- Supervised 2 professional staff members while providing judicial and counseling oversight for 21 professional Resident Directors/Apartment Coordinators.
- Supervised the recruitment, selection, and training of the Peer Review Board.
- Provided "In Service" training programs for faculty, staff, and students in the areas of student judicial affairs, due process, sanctioning standards, restorative justice, alternative dispute resolution, and communication skills.
- Consulted on the Case Management Teams of the Office of Residential Life and the Office of Apartment and Community Living.
- As a member of the leadership team, participated in the discussion of additional housing facilities.
- Coordinated the preparation and analysis of student judicial affairs statistical data.
- Assisted in the recruitment, hiring, training, supervision, and evaluation of career, casual, temporary, and student staff.
- Developed and facilitated alcohol and other drug educational workshops.
- Served as a liaison to University Police, Vice Chancellor for Student Affairs, University Legal Counsel, and Disabled Students Program.
- Worked collaboratively with the Counseling Center, Student Health, Women's Center, Educational Opportunity Program, University Police, Dean of Student's Office, and the Executive Director of Housing.
- Researched and implemented the use of new statistical software to better maintain and analyze statistical data in accordance with state and federal mandates.
- Negotiated and monitored a safety and security budget of over \$300,000.

**Santa Barbara City College**, *Santa Barbara* 1998-2007

**American Sign Language Adjunct Professor** 2003- 2007

- Teach beginning and intermediate American Sign Language Course.
- Created campus American Sign Language curriculum.
- Assisted in the assessment of prospective instructors.
- Evaluated new instructors to ensure consistent course content.
- Developed a community involvement practicum as a course requirement to enhance the students' educational experience.

**Adult Education Sign Language Instructor** 1998 – 2003

**University of California**, *Santa Barbara* 1992-1995

**Resident Director**

- Managed and administered a coeducational residence hall.
- Selected, trained, supervised, and evaluated a 22-member student staff.
- Conducted disciplinary meetings with students with an emphasis on growth and development.
- Served as a Chancellor-Appointed Hearing Officer for campus conduct hearings.
- Monitored eight in-hall budgets for student government, educational programming, and staff administration/development.
- Implemented programs that supported the enhanced relationships between the residential community and the faculty.
- During the summer, developed and maintained an environment conducive to the academic, social, and personal growth of 300 academically gifted high school juniors, young scholars (ages 12-17), and young vocal artists.
- Served as the First Responder (crisis response coordinator) during evenings and weekends.

**Whittier College**, *Whittier, California* 1990- 1992

**Apartment Coordinator** 1991- 1992

- Oversaw operation of three newly acquired college off-campus apartment complexes.
- Conducted bi-monthly health and safety inspections of each unit.
- Made all disciplinary decisions and sanctions.
- Coordinated monthly in-service Resident Advisor training, emphasizing diversity and counseling.
- Developed and supervised the student-run Apartment Council.
- Served as the liaison between the Chief College Administrators and the property owners.
- Developed and maintained a positive relationship between the campus community and the community at large.

**Area Coordinator** 1990- 1991

- Managed three coeducational residence halls.
- Trained, supervised, and evaluated a 20-member student staff.
- Developed and implemented training for the campus Resident Advisors.
- Developed and implemented educational programs with the “Faculty Master,” a new campus initiative designed to integrate the living and learning campus communities.
- Taught interdisciplinary course: The Resident Assistant. (1990-1992)
- Reorganized and advised the campus Black Student Union.
- Served as a campus diversity trainer.

## Professional & Community Involvement

### Professional Affiliations

- Salvation Army: Englewood Corps & Red Shield Advisory Council (2012-present)
- American Council on Education (2012-present)
  - New Presidents' Institute Inaugural Class member 2013
  - Member of Commission for Inclusion: Term beginning April 2013
- National Association of College and University Business Officers (2009-2010)
- American College Personnel Association (ACPA)
  - Commission XV: Campus Judicial Affairs and Legal Issues (1996-2000)
  - Vice-Chairman for Administration (1999-2000)
  - Directorate Member (1996-1999)
  - Joint Task Force: Future of Student Affairs (currently serving)
- Association for Student Conduct Administration (Formerly ASJA)
  - 2008 Annual Conference Chair (2008)
  - Assistant Conference Chair (2006-2007)
  - Conference Logistics Chair (2005-2006)
  - Conference Registration Chair (2004)
  - Member of the Board of Directors (2001-2003)
- Alpha Kappa Alpha Sorority, Inc.
  - Xi Kappa Omega Chapter President (2007-2008)
  - Advisor to the University of California, Santa Barbara, undergraduate chapter (2000-2006)
  - Xi Kappa Omega Chapter Chaplain (2000-2004)
- National Association of Student Personnel Administrators (NASPA), (2006)
- American Educational Research Association (AERA), (2004-2006)
- Leukemia & Lymphoma Society – Volunteer Fundraiser (2008-2010 & 2013)
- United Way of Kern County – Program Reviewer, (2011)

### Selected Presentations, Awards, and Service

- 2013 Commencement speaker: Community Youth Development Institute
- 2012 AWBC (African American Women's Business and Careers) Honoree and featured in magazine.
- Invited Luncheon Speaker for the 2011 CSU Outreach Professional Development Conference, California State University, Fresno, August 2011.
- Presenter: "Understanding and working the generational differences on campus". Bakersfield College Staff Development workshop, January 2011.
- Invited presenter, "Back in the Day: A Millennial Perspective" at the September 2010 African American Education Forum sponsored by CSU Fresno.
- Invited Keynote speaker, California State 4-H Leader's Forum, 2008, Asilomar, CA
- Invited Speaker, Hermanos/as Unidas' College Link Outreach Program (C.L.O.P), 2006 and 2007, Santa Barbara, CA
- Invited Featured Speaker, 2007 ASJA Annual Conference. *Hazing: Facilitating partnerships to change the culture and shape the future Clearwater Beach, FL*
- Faculty member, the ASJA Donald D. Gehring Campus Judicial Affairs Training Academy, University of Utah. Curriculum: Hazing and Basic Judicial Training, 2006 and 2007
- Facilitator of required Hazing Awareness training for the University of California, Santa Barbara fraternal System, 2003-2007.
- Invited speaker, Regional joint meeting of the National Pan Hellenic Council (NPHC) and the National Association of Latino Fraternity Advisors (NALFO), 2003, Santa Barbara, CA
- Recipient, 1999-2000 "Unsung Heroine" award, Professional Women's Association, University of California, Santa Barbara.