

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

BOARD ACTION

APPOINTMENT OF PRESIDENT OF
CENTRAL LAKES COLLEGE

1 BACKGROUND

2 Following the announcement of President Larry Lundblad’s retirement, Chancellor Rosenstone
3 initiated a national search for president of Central Lakes College in the fall of 2015. The
4 executive search firm RPA Inc. was retained to assist with the recruitment and vetting process
5 for this position. A search advisory committee was appointed consisting of the following
6 members:

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- 8 Laura Urban, Search Chair and President of Alexandria Technical & Community College
- 9 Natalie Berens, Student
- 10 Monty Pintok, Student
- 11 Kari Christiansen, Vice President, Administrative Services
- 12 Mary Sam, Director, Diversity, Equity and Tribal Relations
- 13 Myron Stevens, Building Maintenance Coordinator
- 14 Erich Heppner, Student Life Director
- 15 Charles Black Lance, Director, TRIO Support Services
- 16 John Maleski, Heavy Equipment Faculty
- 17 Steve Wenzel, Political Science Instructor
- 18 Barb Anderson, Foundation Board President
- 19 Cheryal Lee Hills, Executive Director, Region 5 Development Commission
- 20 Stephen Jones, Superintendent, Little Falls Schools

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22 The following individuals provided support to the committee:

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- 24 Nancy Paulson, Chief Human Resources Officer, Central Lakes College
- 25 Vicki DeFord, Chief Human Resources Officer, System Office

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27 The position was advertised nationally in a variety of higher education and diversity
28 publications. At the same time, the search consultant initiated an aggressive recruitment
29 campaign. There were a total of 70 applicants. From this pool, the search advisory committee
30 selected 10 individuals for initial interviews and forwarded its assessment of the candidates to
31 Chancellor Rosenstone. On the committee’s recommendation, Chancellor Rosenstone selected
32 three semi-finalists who participated in public interviews at the campus, including sessions with
33 students, faculty, staff, and community members. Reference and background checks were
34 conducted. Interviews were conducted by Chancellor Rosenstone, members of the chancellor’s
35 cabinet, and Trustees Duane Benson, Maleah Otterson, and Tom Renier.

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38 After careful consideration of information received from each element of the interview process,
39 the chancellor selected one candidate to recommend to the Board of Trustees for approval. At
40 this time Chancellor Rosenstone recommends Hara Charlier to be the next president of Central
41 Lakes College.

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43 **RECOMMENDED COMMITTEE ACTION**

44 The Human Resources Committee recommends that the Board of Trustees adopt the following
45 motion.

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47 **RECOMMENDED MOTION**

48 The Board of Trustees, upon the recommendation of Chancellor Rosenstone, appoints
49 Hara Charlier as president of Central Lakes College effective July 1, 2016, subject to the
50 completion of an employment agreement. The board authorizes the chancellor, in consultation
51 with the chair of the board and chair of the Human Resources Committee, to negotiate and
52 execute an employment agreement in accordance with the terms and conditions of the MnSCU
53 Personnel Plan for Administrators.

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55 *Date of Approval: March 16, 2016*

56 *Date of Implementation: July 1, 2016*

Interim Vice President of Instruction and Student Services

2009-2010

Blue Ridge Community College, Weyers Cave, VA

Responsible for ensuring college-wide instructional, student services, learning resources, and institutional effectiveness activities meet the needs of the service region • Representing the college in the community • Supporting the College's mission, vision, values, and strategic directions • Promoting shared governance • Serving as SACSCOC liaison • Ensuring compliance with all SACSCOC Principles of Accreditation.

Dean, Life Science and Human Services

2008-2009

Blue Ridge Community College, Weyers Cave, VA

Responsible for 30 faculty and staff in the Division of Life Sciences and Human Services • Enhancing curricular development with a focus on Nursing, Veterinary Technology, Administration of Justice and enhancement of transfer opportunities • Promoting high school partnerships to promote dual enrollment and college readiness • Ensuring the development of a student-focused course schedule • Evaluating faculty and staff • Enhancement of the Program Review process • Managing the divisional budget, Perkins Post-secondary, and Chancellor's Innovative Fund Awards • Coordinating College Readiness Partnerships • Developing the Center for Academic Vision and Excellence.

Assistant Professor, Biology

2005-2007

Blue Ridge Community College, Weyers Cave, VA

Responsible for teaching General Biology, Microbiology, and Human Anatomy and Physiology to college transfer and allied health students • Advising students • Team teaching in the Association of Future Educators Learning Community • Serving as faculty advisor for Phi Theta Kappa • Coordinating World Food Day Coordinator and the Virginia Hunger Symposium • Implementing the Helping Hands Community Service project in concert with General Biology.

Operations Director, Director of Support Services, and Scientific Support Manager

2000-2005

Synoptics, Inc., Frederick, MD

Responsible for daily operations of the company, including production, purchasing, technical, customer support and service units • Managing the divisional budget • Forecasting • Developing corporate public relations • Developing distribution channels • Coordinating technical support and training • Designing and implementing purchasing and procurement procedures • Managing inventory control • Supervising Information Technology, Service, Production, Administrative, and Purchasing staff.

Instructor, Microbiology
Miami University, Oxford, OH

1995-2000

Teaching Biology, Microbiology, Community Health, and Senior Seminar courses (100-400 level) • Coordinating microbiology laboratories and supervising teaching assistants • Advising all pre-medical Microbiology majors • Serving as the department Safety Officer.

Publications

Charlier, H. & Williams, M. (2011). The reliance on and demand for adjunct faculty in America's rural, suburban, and urban community colleges. *Community College Review*, 39(2), 160-180.

Charlier, H., & Duggan, M. (2010). Evaluation of a dual enrollment orientation program: A utilization-focused approach. *The Community College Journal of Research and Practice*, 34(2), 92-110.

Presentations

Charlier, H., Fuller, B., Leland, M., Parsons, J, Stollings, M., Wallace, C. (October, 2013). *Educational Collaboration: Building Career Pathways*. Panel presentation at the Southwest 2020 Regional Leadership Summit, Wytheville, VA.

Glover, L., Charlier, H., Phenix, M., Saperstone, B. (2011, August). *Strengthening College Readiness*. Panel presentation at the Virginia Community College Chancellor's Annual Planning Retreat, Glen Allen, VA.

Charlier, H., & Williams, M. (2011, April). The attraction of adjunct faculty to America's rural, suburban, and urban community colleges. Paper presented at the annual meeting of the Council for the Study of Community Colleges, New Orleans, LA.

Charlier, H., & Duggan, M. (2009, April). Evaluation of a dual enrollment faculty orientation program: A utilization-focused approach. Paper presented at the annual meeting of the Council for the Study of Community Colleges, Phoenix, AZ.

Charlier, H. & Levin, B. (2008, October) Socializing a New Dean. Virginia Community College System Social Science Peer Group Conference, Richmond, VA.

Charlier, H. (2008, April). College Readiness Partnership. ACT Annual Conference, Hilton Head, SC.

Honors

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| Aspen Institute Presidents Symposium, Invited Guest | 2015 |
| Old Dominion University, Community College Leadership Summer Fellow | 2015 |
| Virginia Network for Women in Higher Education Senior Leadership Seminarian | 2010-2011 |
| Virginia Community College System (VCCS) Faculty and Administrative Leadership Academy | 2008 |

Service**State and Regional**

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|---|--------------|
| Chair, Institutional Effectiveness Committee, Virginia Community College System (VCCS) Academic and Student Affairs Council | 2015-present |
| Chair, Faculty Issues Committee, VCCS Academic and Student Affairs Council | 2014-2015 |
| VCCS Metrics Performance Funding Workgroup | 2014-2015 |
| VCCS Technology Council | 2013-2015 |
| Co-chair, VCCS College Readiness Workgroup | 2012-2015 |
| Virginia State Committee on Transfer | 2010-2011 |
| VCCS Credit Audit Workgroup | 2010-2011 |
| Southern Association of Colleges and Schools Commission on Colleges Evaluator | 2009-present |
| VCCS Developmental Education Taskforce | 2009-2010 |
| VCCS Professional Development Education Committee | 2008-2010 |

Workforce Development

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| Southwest Virginia 2020 Planning Commission Steering Committee | 2013-present |
| Mount Rodgers Planning District Commission Comprehensive Economic Development Strategy Committee | 2013-present |
| Southwest Virginia Higher Education Center Program Committee | 2012-present |

Community Organizations

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| William King Museum of Art, Board of Trustees | 2014-present |
| Washington County Rotary Club | 2014-present |
| Vice President, Highlands Educational Literacy Program, Board of Directors | 2013-present |
| Abingdon Main Street, Board of Directors | 2014-2015 |
| Smart Beginnings of Virginia Highlands, Board of Directors | 2012-2015 |
| Valley Alliance for Education, Board of Directors | 2010-2012 |
| United Way of Greater Augusta Board of Directors | 2009-2012 |
| Patchwork Food Panty Board of Directors | 2007-2009 |

Curriculum Advisory

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| Smyth County Career and Technical Center Advisory Board | 2012-present |
| Old Dominion University Community College Leadership Advisory Board | 2010-present |
| Lynchburg College Community College Advisory Board | 2012-present |
| American Public University Community College Advisory Board | 2012-present |
| Bridging the Valley National Science Foundation Grant Advisory Board | 2009-2012 |
| Respiratory Therapy Program Advisory Board, J. Sargeant Reynolds Community College | 2009-2012 |
| Wind Turbine Technician Program Advisory Board, Dabney S. Lancaster Community College | 2009-2012 |
| Teachers for Tomorrow Advisory Board, Valley Technical Center | 2009-2012 |
| Preceptor for Old Dominion University Graduate Program in Nursing | 2009-2011 |