

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

BOARD ACTION

**APPOINTMENT OF INTERIM PRESIDENT OF
ROCHESTER COMMUNITY AND TECHNICAL COLLEGE**

BACKGROUND

Joyce Helens has been serving as interim president of Rochester Community and Technical College since January of this year, while a national search was undertaken. Despite best efforts, the search process did not identify a pool of candidates of sufficient quality from which to forward semifinalists to the campus and eventually recommend to the board for appointment. Chancellor Rosenstone invited nominations and expressions of interest for the position of interim president at Rochester Community and Technical College. Applications and nominations have been reviewed by the chancellor, and he has reviewed all input received and consulted as appropriate to develop his recommendation to the board. At this time Chancellor Rosenstone recommends Mary Davenport as interim president of Rochester Community and Technical College.

RECOMMENDED COMMITTEE ACTION

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

RECOMMENDED MOTION

The Board of Trustees, upon the recommendation of Chancellor Rosenstone, appoints Mary Davenport as interim president of Rochester Community and Technical College effective July 1, 2016, subject to the completion of an employment agreement. The board authorizes the chancellor, in consultation with the chair of the board and chair of the Human Resources Committee, to negotiate and execute an employment agreement in accordance with the terms and conditions of the MnSCU Personnel Plan for Administrators.

Date of Approval: May 18, 2016

Date of Implementation: July 1, 2016

Resume
Mary Davenport, Ph.D.

Professional Skill Profile

A quick summary of my skill areas and accomplishments include:

- Successful administrative and senior level leadership experience in academic and student affairs, curriculum and program development, integrated strategic planning, public affairs and government relations, workforce development and adult education, grant-writing, diversity, global programs, establishment of partnerships to enhance the student learning experience, and in-depth knowledge and understanding of two-year colleges.
- Demonstrated understanding of shared governance and the importance of consultation and administrative decision-making within a collective bargaining environment.
- Demonstrated commitment to transparent processes for developing and achieving strategic priorities.
- Skilled at problem-solving in complex political environments.
- Effective targeting of budget strategies to enhance savings, increase efficiency and effectiveness, and support investments in innovation.
- Successful track record for assembling and leading strong, energetic and visionary teams that work cohesively in moving initiatives to completion.

EDUCATION

- Ph.D. Education and Human Resource Studies – Occupational and Educational Studies,
Colorado State University, Fort Collins, Colorado
- Ed.S. Guidance and Counseling, University of Wisconsin - Stout
- M.S. Master of Science, Textiles and Related Art, University of Wisconsin – Stout
- M.S. Master of Science, Family and Consumer Science, University of Wisconsin – Stout
- B.S. Bachelor of Science, Family and Consumer Science, University of Wisconsin –
Stevens Point

PROFESSIONAL EXPERIENCE

Vice President, Academic and Student Affairs (September, 2012 – present)
Riverland Community College: A Technical and Community College
Austin, Albert Lea, Owatonna, Minnesota

Provide senior leadership and vision for the efficient and effective delivery of quality academic programs and student services in order to meet the needs of students, employers, and the communities served by a multi-campus, comprehensive community college. Riverland College is a regional liberal arts and career-technical college serving over 2,000 full-year equivalent students

and 10,000 students annually at three campuses and online. Quality education is coordinated by the Senior Academic Vice President and delivered through the combined efforts of over 275 employees with an annual budget of over \$23 million. My responsibilities include:

- Develop and implement program improvements, program performance assessment and evaluation of instructional and student services programs in collaboration with the president, appropriate administrators, faculty, and staff members.
- Lead academic planning and implementation of evidence-based practices in Academic and Student Affairs. Implementation of faculty-driven Master Academic Plan and Strategic Enrollment Plan with specific focus on recruitment, retention and completion. Initiatives target first year experience, individualized student pathways, student engagement, course redesign - enhancing teaching and learning, and online degree offerings. Implementation of deans' initiative fund to support "best in class" education in key programs. Academic policy and procedure review and revision.
- Operationalize Office of Institutional Research to drive-evidence based decision-making throughout the college. Implement data driven methodology for assessment of college performance indicators, goals and initiatives and in-depth understanding of variable influencers resulting in continuous improvement efforts.
- Supervise and evaluate all occupational programs, general education and developmental education offerings; academic and student affairs diversity and inclusiveness efforts; instructional and student assessment; college and program accreditation efforts; instructional technology; and student services (admissions, counseling, enrollment management, financial aid, recruiting, registration, student government, and supplemental services) to ensure that activities result in improved student access, support and learning.
- Exercise accountability for allocations and expenditures to each division and review the budget allocation process to ensure equity and judicious use of resources needed to meet college productivity targets. Lead academic and student affairs budget realignment and reinvestments.
- Collaborate with regional school districts in the delivery of academic programs and student services, including new menu of services to regional high schools.
- Collaborate with other Minnesota State Colleges and University members to increase access and affordability to quality educational programs and service; increase efficiencies; and promote the system strategic framework.
- Initiate and implement the Future Mavericks Program Dual Degree, International Student and Iowa partnership programs. Initiate the Elementary Education degree in Austin delivered by Winona State University. Continue other partnership programming opportunities working through various stages of development.
- Develop and enhance networks and partnerships with business, community, and government leaders to identify and meet needs, including major investment in new agriculture programming by the Hormel Foundation.
- Develop new programs and revise existing programs to meet workforce needs and student interests. Exploration and development of shared programming with other regional colleges, including Truck Driving in partnership with South Central College.
- Enhance instructional technology with distance learning upgrades, promoting Quality Matters certification and online degree offerings, and initiatives in competency-based education through targeted analytics.

Interim Dean, Health and Service Programs; Legislative Liaison and Special Assistant to the President (August, 2011 – September, 2012)

Saint Paul College, St. Paul, Minnesota

Provided both collaborative management and leadership to twelve programs of study and over 50 faculty and staff in healthcare and service occupations areas. Facilitate promotion of college through strong government and external community relations. Saint Paul College is a diverse urban college with 4,590 full year equivalent students, 9,557 credit students and 1,714 non-credit students. The college was recently ranked the #1 community college in the nation by Washington Monthly magazine for student engagement in active and collaborative learning, student-faculty interaction, and support for learning. Responsibilities included:

- Served on President's management team. Member of College Facilities and AQIP committees.
- Assisted new college president to government relations and engagement with the Minnesota political environment, people and issues.
- Provided academic leadership toward continuous improvement and student success.
- Responsible for day-to-day management of academic, budget, staffing and student issues.
- Aligned program planning, new program development, and program delivery with strategic direction of college and system.
- Initiated and strengthening relationships and articulation between program areas and university partners.
- Initiated partnerships between health and service programs at Saint Paul College and related programs within other regional colleges.
- Built linkages between health and service program areas and external community partners, including non-profit workforce development providers.
- Promoted diversity and inclusiveness in all areas of program and college offerings and activities.
- Built cross-division collaboration within college.
- Developed new partnership program development and implementation, including FastTRAC, College in the Schools, and new joint Nursing Assistant offerings.
- Acquired external funding to support program and college goals (\$30,000 grant funds; drafted case and prospectus for Friends of Saint Paul College Foundation campaign, built relationships with new prospective donors to Saint Paul College).

Executive Director for State and Federal Government Relations (2005 – July 31, 2011)

Director, Federal Government Relations (2003-2005)

Minnesota State Colleges and Universities System, St. Paul, Minnesota

Cabinet level executive officer responsible for government relations for the Minnesota State Colleges and Universities system comprised of 32 colleges and universities, including 25 two-year colleges and seven state universities operating 54 campuses in 47 Minnesota communities, serving over 430,000 students each year in credit and noncredit courses (fifth largest state system in country).

- Led the development and implementation of the system's political engagement strategy with federal, state and local elected officials, regulatory agencies and key policymakers.
- Responsible for successful lobbying efforts at state and federal levels related to achievement of policy goals and funding requests; over \$1 billion system state appropriations biannually and over \$500 million for campus bonding projects since 2005.

- Strong, positive relationships established and maintained between Board, Chancellor, Office of the Chancellor and colleges and universities with state legislative and congressional offices and agencies.
- Established and sustained active government relations communication system with Board of Trustees, Chancellor, Presidents, students, faculty and other constituents; including electronic communications with on-line and social media components covering legislative activities, informational updates, electronic election guides, historical tracking and related publications.
- Created and operationalized new program for annual federal appropriation requests. Received over \$20 million in federal earmark funds 2003 – 2010, including projects for Veteran education, renewable energy, bioscience and other campus-based projects.
- Successfully lobbied for policy changes specific to the federal Higher Education Act, Workforce Investment Act and Carl D. Perkins Career and Technical Education Act reauthorizations.
- Implemented a new system for legislative issues identification, analysis and recommendation.
- Implemented a new grass roots system advocacy network; Friends Action Network.

**System Director, Educational Grant Programs, Academic and Student Affairs (1995 – 2003)
Minnesota State Colleges and Universities, St. Paul, Minnesota**

Chief administrator for Carl D. Perkins Applied Technology Act funds for State of Minnesota (\$20 million annually). Provided statewide leadership and state plan development for career and technical education serving over 300 school districts and 25 two-year colleges throughout the state.

- Established a performance accountability system of goals, targets and measures for colleges receiving Carl D. Perkins funds.
- Established and advanced collaborative relationships across multiple state agencies and constituencies related to workforce development, including secondary education, two-year colleges, universities, business and industry, economic development and employment security, and labor.
- Led joint statewide planning efforts for career and technical education in Minnesota between the Minnesota Department of Education and Minnesota State Colleges and Universities (first in the history of the program). Authored statewide plan and received \$20 million grant.
- Advanced national recognition of Minnesota for its exemplary and innovative model for implementation of the Carl D. Perkins Act.
- Served as advisor to the United States Department of Education, Office of Vocational and Adult Education, Division of Vocational-Technical Education related to their Perkins data and quality improvement efforts. Various national meeting presentations and facilitation at the request of the U.S. Dept. of Education, Office of Vocational and Adult Education.
- Provided leadership to statewide career and technical education innovation efforts.

**Tech Prep Program Manager, State of Minnesota (1993 – 1995)
Minnesota Technical College System, St. Paul, Minnesota**

Administered the Minnesota Tech Prep program (\$2 million annually). Established Tech Prep as an education reform agenda and part of the Governor's system change process in education. Provided statewide leadership: built multi-sector consortia with K-12 education and higher education, business and industry, labor and broad community; articulation between secondary and

postsecondary institutes; youth apprenticeship and work-based learning. Executive team leader of the School-to-Work administrative leadership team within three-way partnership (MnSCU, Dept. of Education, Dept. of Employment and Economic Development). Member of the original Minnesota Transfer Curriculum leadership team.

Vice President for Curriculum, Program and Staff Development (1988 – 1993)

Hibbing Community College, Hibbing, Minnesota

Senior administrator, responsible for instructional staffing, supervision and evaluation, curriculum development, new program development, partnerships, articulation, applied general education development and integration, scheduling, staff and faculty development. Provided leadership in curriculum conversion from clock hours to college credit hours, and a collegiate model for postsecondary career and technical education including regional accreditation. Developed and implemented state's first 2+2 articulation agreement between a technical college and a university. Led merger efforts related to academic and student affairs for Hibbing and Eveleth Technical College merger to Range Technical College (later reconfigured within Northeast Higher Education District).

Instructor, Department of Human Development and Family Studies and Department of Textiles and Clothing (1985 – 1988)

Colorado State University, Fort Collins, Colorado

Taught courses in the following areas:

- Lifespan Human Development
- Infancy and Child Development
- Marriage and Family Relationships
- Play and Filial Therapy
- Historic Textiles
- Socio-Psychological and Cultural Aspects of Clothing

In addition, I served as the historic costume collection curator for largest collection of clothing west of the Mississippi River, and served as the first program coordinator for the Mary Scott Lecture Series.

Instructor, Department of Human Development, Family Living and Community Education Services (1982 – 1985)

University of Wisconsin – Stout, Menomonie, Wisconsin

Taught courses in the following areas:

- Individual and Family Relations
- Child Development
- Family Life Practicum

Also served as special assistant to the department head, assisting with budgeting, program evaluation and accreditation reports, conference planning, student recruitment, and public relations.

Other Experience:

Served as adjunct faculty at the following institutions:

- Bemidji State University, Bemidji, Minnesota
- Metropolitan State University, Denver, Colorado
- Chippewa Valley Technical College, Eau Claire, Wisconsin

Served as instructor at Truman State University, Kirksville, Missouri.

Served the University of Wisconsin-Stout in the following areas:

- Student Support Services TRIO Advisor
- Undergraduate Student Advising Center Advisor for School of Home Economics