

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

BOARD ACTION

APPOINTMENT OF PRESIDENT OF CENTURY COLLEGE

BACKGROUND

Patrick Opatz has served as interim president of Century College since July 2015 after President Ron Anderson was appointed as the next vice chancellor for academic and student affairs. Chancellor Rosenstone initiated a national search for president of Century College in the fall of 2015. In the spring of 2016, it was decided that the search should continue for a new president. The executive search firm Greenwood/Asher & Associates was retained to assist with the recruitment and vetting process for this position. A search advisory committee was appointed consisting of the following members:

- Dennis Bona, Search Chair and President of Northland Community and Technical College
- Tavion Tran, Student
- Jesse Mason, Academic Dean (Administrator)
- Bonnie Meyers, Chief Financial Officer, Int. (Administrator)
- Jessica Thompson, OAS Sr. to Director of Nursing (AFSCME)
- Jennifer Rasset, Student Life Director (MAPE)
- Mike Mendez, Associate Dean, Academics (MMA)
- Jennifer Jakubic, ESL (MSCF)
- Steve Odmark, Philosophy (MSCF)
- Richard Brainerd, Foundation Board Member
- Mike Bromelkamp, Foundation Board Member
- Christine Osorio, Superintendent, Dist. 622

The following individuals provided support to the committee:

- Mary Nienaber, Chief Human Resources Officer, Century College
- Vicki DeFord, Chief Human Resources Officer, System Office

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 27 applicants. From this pool, the search advisory committee selected nine individuals for initial interviews and forwarded its assessment of the candidates to Chancellor Rosenstone. On the committee's recommendation, Chancellor Rosenstone selected two semi-finalists who participated in public interviews at the campus, including sessions with students, faculty, staff, and community members. Reference and background checks were conducted. Interviews were conducted by Chancellor Rosenstone, members of the chancellor's cabinet, and Trustees Dawn Erlandson, Amanda Fredlund, and Cheryl Tefer.

After careful consideration of information received from each element of the interview process, the chancellor selected one candidate to recommend to the Board of Trustees for approval.

42 At this time Chancellor Rosenstone recommends Angelia Millender to be the next president of
43 Century College.

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45 **RECOMMENDED COMMITTEE ACTION**

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

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49 **RECOMMENDED MOTION**

50 The Board of Trustees, upon the recommendation of Chancellor Rosenstone, appoints
51 Angelia Millender as president of Century College effective July 1, 2017, subject to the
52 completion of an employment agreement. The board authorizes the chancellor, in consultation
53 with the chair of the board and chair of the Human Resources Committee, to negotiate and
54 execute an employment agreement in accordance with the terms and conditions of the Minnesota
55 State Colleges and Universities Personnel Plan for Administrators.

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57 *Date of Approval: March 22, 2017*

58 *Date of Implementation: March 22, 2017*

ANGELIA N. MILLENDER

CAREER SUMMARY AND QUALIFICATIONS

- ⚡ Senior Executive Leader with progressively responsible experience in public and private colleges and universities, comprehensive liberal arts, career and technical programs, multi-college and campus systems, with complex organizational structures that award certificates, associate and bachelor degrees
 - ❖ City Colleges of Chicago Reinvention, Achieve the Dream (ATD) Leader College, Top 10 Community College recognition by the Aspen Institute, institutions ranked nationally in degrees awarded to African-Americans and Hispanic students;
- ⚡ Direct experiences in multiple areas, inclusive of college and district leadership, academic instruction, academic programming, curriculum, student supports, finance, operations, assessment and evaluation;
- ⚡ Champion of diversity/cultural competence through communication, hiring, collaborative efforts, and designing effective student and academic support services that yield success for all students;
- ⚡ Business acumen: budgeting, planning and resource management;
- ⚡ Accreditation: Committee Reviewer, Institutional Reaffirmation Steering Committees, sub change steering committees for (Higher Learning Commission, Middle States, and Southern Association of Colleges and Schools);
- ⚡ External relations with participation on community boards, cultivating and developing partnerships with industry and higher education institutions;
- ⚡ Strong commitment to access with success for all students.

HIGHER EDUCATION LEADERSHIP EXPERIENCE

CITY COLLEGES OF CHICAGO, OLIVE-HARVEY COLLEGE _____ April 2014 - Present

President

Reports to the Chancellor, serves as an officer of District of City Colleges of Chicago, and a member of the executive leadership team that consists of seven presidents of independently accredited Colleges and district Vice Chancellors. The system provides comprehensive educational programs and services that lead to stackable credentials of value to 110,000 students in the Chicago metropolitan area.

Administrative head with authority and supervision of the operations of all departments, members of the faculty, administrative officers, staff and students. Periodically reports to the Chancellor and Board of Trustees on the work, operations, and state of the college.

Budget, Capital Development and Human Resource Management

Develops and manages budgets to ensure efficient and effective use of resources.

- Responsible for a \$26M annual budget that supports all functional areas of the college.
 - Managed a 20% reduction in overhead for two consecutive years without staff or service reductions.
- Secured a second \$3M U.S. Department of Education grant to support college-level and K-12 programming for underrepresented populations of students to increase their awareness of STEM fields.
- Leveraged industry partnerships to acquire approximately \$3.5M in equipment and scholarships to support programs and students.
- Oversight of 465 full- and part-time instructional and non-instructional employees—404 represented by one of the twelve collective bargaining agreements within City Colleges of Chicago District 508.
- Budgets more than \$100K annually for faculty to stimulate inquiry and promote innovativeness to improve instruction.

- Oversees new construction and renovation projects, inclusive of the following major improvements of the College's student learning and service spaces, including by not limited to the following:
 - ✓ **New TDL Center** – construction of a 103,000 sq. ft., \$43M Transportation, Distribution and Logistics Center that will deliver new program offerings aligned to 110,000 projected jobs both regionally and nationally,
 - ✓ **Math Emporium** – supported the department faculty's vision to create a dedicated learning center to improve math success using modularized instructional delivery that allow students to remediate content deficits with an individualized self-paced learning plan. This model was scaled by the Chancellor to the other six system colleges.
 - ✓ **STEM Student Center** – built a new student center designed to provide activities for students related to STEM including robotics, 3-D printing, animation and more.
 - ✓ **Library** – renovated the academic resource center and added additional computers, individual and group learning spaces/classrooms, including a student business center.
 - ✓ **One-Stop Shop** – redesigned the front door to support the coordination of services in an effort to yield improved customer service upon entry through matriculation, including an advanced queuing system to alert students when the service team is ready for them.
 - ✓ **Financial Aid Lab** – created a dedicated financial aid lab for new and continuing students who need support with completing their FAFSA and other documents for federal student aid eligibility and compliance.
 - ✓ **SMART Classrooms** – upgraded 21 classrooms to provide faculty with technology enhanced learning spaces.

Strategic Plan Metrics and Accomplishments

Responsible and accountable for leading Olive-Harvey College to achieve its annual performance metrics that deliver on the four core goals of Reinvention's 5-Year Strategic Plan. Success represents the work of a team that serves prominently underrepresented students whose completion rates typically do not mirror national trends or those of other majority populations. The College has met or exceeded its targets in the following areas:

- Graduation rate for first-time, full-time students continues to exceed targets.
- Transfer rate for all students to four-year colleges and universities post associate degree completion exceeds targets.
- Degree awarded annually are met each year and anticipated to increase as the pathway strategy permeates the culture.
- Transitions to Credit from remediation increased exponentially each year due to strategies designed to improve students placement levels aligned to college-readiness—exceeded target--22.6% over a two-year period.
- 100% of students are enrolled in career and/or transfer pathways upon entry.
 - ❖ Restructured advisement to align with students' readiness levels
 - ❖ Increased advisers and advising resources, reducing the student to adviser ratio that exceeded 500:1 to 230:1.

Leveraging Industry Partnerships

Lead a team within the College's TDL Center of Excellence to develop, cultivate and maintain 150+ industry partners engage with the College in a variety of high-valued areas, including, but not limited to:

- Curriculum design and redesign to ensure relevance of programming aligned to workforce needs.
- Guest Speakers, career fairs, job seeking techniques, including mock interviews, soft skills workshops, resume review, and more.
- Identify needs for program support whether equipment or scholarship support.
- Active participation on advisory boards for career-focused areas.

Articulation and Transfer

Maintains and cultivates relationships with area feeder Chicago Public High school principals for dual credit and dual enrollment and seamless transfer. Partners exclusively with Chicago Public School on early college STEM programming. Articulates with 4-year transfer institutions.

District Vice President for Student Affairs and Enrollment Management

Served as a member of the senior executive leadership team responsible and accountable for developing and achieving the goals of the College's strategic plan. Management and oversight of district-wide enrollment and student services for all associate and bachelor degree students for second largest, multi-campus, comprehensive community college in Florida, serving 65,000+ students annually—46,000 unduplicated headcount fall semester, 13,000 FTE. Direct supervision of three associate vice presidents of student affairs, district enrollment management director, and 200+ full- and part-time staff serving students on four campuses, eight centers and college-wide district departments.

Strategic Planning, Leadership and Implementation

Participated as a key senior executive in the development of the College's five-year strategic plan and provided leadership to deliver the goals of the strategic plan of the College by collaborating with the College Provost, Campus Presidents and other key college stakeholders.

- ✓ **Developmental Education Reform**—redesigned the institutional remediation infrastructure in order to implement a State mandate to accelerate students through developmental education into college gateway courses.
- ✓ **Researched and Implemented High-impact practices** – improved retention of students in 15 barrier courses, success in developmental education courses and retention from fall to winter semesters for FTIC students: holistic advisement, supplemental instruction, peer mentoring, B2B mentoring program for black males, and more.
- ✓ **Redesigned the Front-door** – identified policy and procedural barriers that inhibit students' success –designed front-door processes for improved customer service to students in the areas of student financial aid, enrollment services, testing, career/transfer identification through improved advisement.
- ✓ **Implemented Strategic Enrollment Management** – created a district-wide, strategic, multi-dimensional enrollment plan inclusive of strategies that ensure sustainable growth through access and retention efforts.

Institutional Responsibility, Accountability and Oversight

Provided leadership oversight of key functional departments that impact student access and success.

- Student Financial Services that serves 30,000+ students today compared to 8,000 in 07-08—resulting in awarding, packaging and disbursing \$168M in federal, state, institutional and foundation aid annually.
- Enrollment Services, Records and Registration - applications, registrations, evaluations, academic records management, historical legacy systems, ERP system and security management for domestic, international F1, M1 students and those enrolled in international centers.

Budget, Fiscal and Human Resource Management

Developed and managed budgets and human capital resources to ensure effective college operations in areas of oversight.

- Assumed direct responsibility for one of the largest financial operations that contributed tuition revenue for approximately two-thirds of the College's annual Fund 1 operational budget.
- Managed \$13.4M Fund 1 and 2 college operating and \$100M impact of effective operations.
- Utilized accountability measures, effective evaluations, and the hiring and selection processes to leverage human and financial resources that ensure that the right people are in the right seats.

Foundation and Community Relations

- Engaged in the importance of giving to the institution—actively involved with the Foundation in cultivating donors in multiple venues luncheons, one-on-one meetings and group presentations to ensure their knowledge of the value of the College impacted their decision and level of giving.
- Supported community organizations-- collaborated to write and support program grants; scholarship programs, and community programs of high need in the areas of (youth homelessness, disadvantaged youth and youth aging out of foster care) through organizations such as: the United Way, Take Stock in Children, Urban League, HANDY, Inc., and Boys and Girls Clubs.
- Nominated by the Urban League of Broward County; nominated and received an award as one of the most influential leaders in education in the Florida region. This is the second such leadership award received of this kind in the last four years based on work at the College and within the community.

Student Access, Success and Completion/Transfer

Reviewed and continually updated 36 college policies with accompanying procedures that impact students to ensure relevancy and alignment with College strategic goals, supported students' progression, and compliance with federal legislative and state statutory changes.

- Established mutually beneficial partnerships with service area universities to promote 2+2 seamless transitions—created the first LINK to FAU (Florida Atlantic University) model.
- Established partnerships with Broward County Public Schools/Charter Schools, and other community organizations such as: dual enrollment, early college admission, and more in order to build seamless pathways to college entry.
- Implemented national completion programs with results: Project Win-Win; Project Degree and Complete College America.
- Actively engaged and provided funding for faculty co-curricular programming and staff development to operationalize student success initiatives and innovative programming that lead to student success.
- Shifted the College culture from access only to access with success by institutionalizing and subsequently operationalizing "Finish What You Start" —6 purposeful steps to College entry and completion.

BERKELEY COLLEGE _____ 2002 - 2004

White Plains, NY 10601

Campus Operations Officer (COO)/Dean of Student Development and External Affairs

Senior-level administrator, served on the President's Cabinet and Executive Planning Team for a comprehensive, regionally accredited institution with multi-state degree-granting authority serving a diverse student population at multiple campuses in New York—Manhattan, White Plains; Paramus, Garrett Mountain, New Jersey, that offered associate and bachelor degree programs.

ROBERT MORRIS UNIVERSITY _____ **Inclusive Dates: 1980 – 2000**

Chicago, IL 60605

Senior Executive Leader and part of the inaugural leadership team that transformed the institution from a level-one diploma/associate to a level-two baccalaureate, regionally accredited institution, with multiple campuses and centers; provided career pathways and block curriculum for students that yielded completion rates of 75%+ and placement rates of 90% and higher; served a diverse student population from urban, suburban and rural demographic populations—created and delivered the strategic direction of the College by functioning effectively in progressively responsible positions.

Vice President, Student Services

1998 – 2000

Dean of Student Services and Director of Career Planning and Placement

1990 – 1997

Full-time and Adjunct Faculty

1980 – 1990

OTHER ACADEMIC AND PROFESSIONAL EXPERIENCE

FAIRFAX COUNTY PUBLIC SCHOOLS _____ 2005 – 2007
Adult High School Completion and Community Education

CPI EXECUTIVE SEARCH AND CONSULTING SERVICES _____ 2000 - 2002
Launched an entrepreneurial venture that provided executive search and consulting services to Fortune 50 companies, educational institutions and non-profit organizations.

EDUCATION

Master of Science
Management, Development of Human Resources
National Louis University, Evanston, IL

Bachelor of Science in Education
Chicago State University, Chicago, IL

Certificate in Mediation
Conflict Resolution Center
DePaul University, Chicago, IL

COMMUNITY BOARDS

Chair, Lauderdale Lakes Charter School
Lauderdale Lakes, FL

Board Member
Urban League of Broward County