

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

BOARD ACTION

APPOINTMENT OF PRESIDENT OF
ROCHESTER COMMUNITY AND TECHNICAL COLLEGE

1 BACKGROUND

2 Mary Davenport has served as interim president of Rochester Community and Technical College
3 since July 2016. Chancellor Malhotra initiated a national search for president of Rochester
4 Community and Technical College in the fall of 2017. The executive search firm Pauly Group
5 was retained to assist with the recruitment and vetting process for this position. A search
6 advisory committee was appointed consisting of the following members:
7

- 8 Pat Johns, Search Chair and President of Lake Superior College
- 9 Anna Siska, Student
- 10 Steve Schmall, Vice President of Finance and Facilities (Administrator)
- 11 Michelle Pyfferoen, Dean of Career and Technical Programs (Administrator)
- 12 Jennifer Erwin, OAS Intermediate, Academic Support (AFSCME)
- 13 Rebecca Peine, Director of Student Rights and Responsibilities (MAPE)
- 14 Steve Higgins, Technology Director (MMA)
- 15 David Atwood, Math Instructor (MSCF)
- 16 Teresa Brown, Chemistry Instructor (MSCF)
- 17 Torres Hodges, Director of Community Engagement, Rochester Diversity Council
- 18 Pat Rogers, Provost and Vice President for Academic Affairs, Winona State University
- 19 Barbara Porter-Jordan, Administrator, College of Medicine Office for Diversity, Mayo
20 Clinic Quality Academy

21
22 The following individuals provided support to the committee:

- 23
- 24 Renee Engelmeyer, Chief Human Resources Officer, Rochester Community and
25 Technical College
- 26 Renée Hogoboom, Chief Human Resources Officer, System Office
- 27

28 The position was advertised nationally in a variety of higher education and diversity
29 publications. At the same time, the search consultant initiated an aggressive recruitment
30 campaign. There were a total of 35 applicants. From this pool, the search advisory committee
31 selected ten individuals for initial interviews and forwarded its assessment of the candidates to
32 Chancellor Malhotra. On the committee's recommendation, Chancellor Malhotra selected three
33 finalists who participated in public interviews at the campus, including sessions with students,
34 faculty, staff, and community members. Reference and background checks were conducted.
35 Interviews were conducted by Chancellor Malhotra, members of the chancellor's cabinet, and
36 Trustees Dawn Erlandson, Bob Hoffman, Roger Moe, and Michael Vekich.
37

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.

40

41 At this time Chancellor Malhotra recommends Dr. Jeffery Boyd to be the next president of
42 Rochester Community and Technical College.

43

44 **RECOMMENDED COMMITTEE ACTION**

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

47

48 **RECOMMENDED MOTION**

49 The Board of Trustees, upon the recommendation of Chancellor Malhotra, appoints
50 Dr. Jeffery Boyd as president of Rochester Community and Technical College effective
51 July 1, 2018, subject to the completion of an employment agreement. The board authorizes the
52 chancellor, in consultation with the chair of the board and chair of the Human Resources
53 Committee, to negotiate and execute an employment agreement in accordance with the terms and
54 conditions of the Minnesota State Colleges and Universities Personnel Plan for Administrators.

55

56 *Date of Approval: March 21, 2018*

57 *Date of Implementation: March 21, 2018*

JEFFERY S. BOYD, Ed.D.

Administrative Experience

Campus Provost | Tidewater Community College- Norfolk Campus | Norfolk, VA

July 2014-

present

Provide oversight as the chief administrative and academic officer of the campus. Provides campus leadership, executing plans and actions, establishing and maintaining a physical environment conducive to teaching and learning. Responsible for advancing the College's mission and strategic plan by allocating the resources needed to ensure that the campus efficiently and effectively develops and delivers requisite programs and services. Coordinates planning, development, organizational management, and evaluation of numerous and varied functions to ensure student success. Under the direction of the College President, and in collaboration with the President's Executive Staff, engages in and ensures the campus's engagement in community outreach on behalf of TCC within the locality served by the campus. Norfolk campus is the only urban campus of TCC and serves 12,000 students annually.

- Developed first in Virginia; an AFA in Music transfer degree
- Established campus presence in community
- Completed first campus master plan
- Re-established relationships with Norfolk Public Schools
- Increased dual enrollment with Norfolk Public Schools over a two year period; 421% FTE increase, and 560% student increase
- Established relationships with Downtown Norfolk Council and Downtown Norfolk Civic League
- Development of first one year to completion Accelerated Associates Degree
- In collaboration with Educational Foundation, seeking 2M "ask" from local family Foundation for expansion of Culinary Program
- Initiated a retention program focused on students completing 20 credits in 1 year (20 in 1). As students who complete 20 credits in 1 year are 5 times more likely to complete
- Worked with CAO and other Provost in developing and implementing 9 Meta-majors, guided pathways
- Developed first standards for online classes college-wide

Elgin Community College 2006-2014

Dean | Sustainability, Business & Career Technologies | Elgin Community College Elgin, IL

2010- 2014

Provided divisional leadership in collaboration with faculty and staff, comprised of 22 academic programs in a **unionized environment**. Curriculum and program development, faculty and staff supervision (145 direct/indirect reports), professional development, policy formation, strategic planning, assessment, curriculum review, budget development, grant development, and capital equipment purchases.

- Sound academic management of all resources allocated to division (\$10 million)
- Hire and evaluate full-time tenure-track faculty
- Hire, supervise, and evaluate support staff
- Build partnerships with business leaders, industry leaders and public officials (lobbying team member)
- Elgin Economic Development Group (Economic/Workforce) Chair
- Developed Regional Manufacturing Advisory Team
- Executive Incident Management Team Member
- Curriculum Council
- Member of the Steering Committee responsible for conceptual design and planning of future Public Safety & Sustainability Center
- Secured a \$75K endowment from the Seigle family to start an Entrepreneurship program
- Chair of the cross-functional, campus-wide Sustainability Committee

- Committee worked to ensure that sustainability is an integral part of planning, operations, facility design, purchasing, investments and student life, while tying all of these efforts into the formal and informal curriculum
- Committee spearheaded a paperless initiative aimed at saving the college approximately \$125,000 per year; the Cross Functional Team includes members of Student Accounts, Finance, Financial Aid & Registration and Information Technology

Interim Dean of Business & Career Technologies | Elgin Community College | Elgin, IL

2008- 2010

Provided leadership for the division in collaboration with faculty and staff; Leadership was provided in the areas of policy formation, curriculum and program development, assessment and review, curriculum review, strategic planning, budget, grant development, capital equipment purchases, personnel management including faculty and staff development, and instructional technology changes.

- Developed and implemented college-wide emergency response training for all faculty, staff and administrators
- Hired and evaluated full-time tenure-track faculty
- Hired, supervised, and evaluated support staff
- In collaboration with faculty, began Sustainability focus at the college
 - Developed Energy Management Curriculum (Wind, Solar, Geothermal)
 - Secured funding to launch a sustainable rooftop garden for the Culinary Arts program which has saved the program money and trained students to plant and care for a garden
 - In collaboration with Kane County & the Department of Energy, secured \$100K to train local contractors in energy efficient building practices; more than 53 contractors have used this funding
- Secured funding of \$100K to upgrade equipment in the Automotive program from the Department of Education
- Selected by support staff union to serve on a cross functional team in the evaluation of all support staff positions using the Hay Group methodology
- **Secured funding of \$150K from the National Science Foundation to start a new Digital Computer Forensics Program and to train law enforcement officers**

Associate Dean of Business & Career Technologies | Elgin Community College | Elgin, IL

2006- 2008

Assisted the dean in ensuring sound academic management of all resources allocated to the 22 programs in the division; chaired several full-time tenure-track faculty hiring committee searches and assisted the dean in the supervision and evaluation of faculty and staff; as associate dean, was responsible for managing the Carl Perkins Grant and other federal and state grants.

- **Collaborated with college constituencies in purchasing and upgrading new Public Safety Communication Program (911) Dispatch Simulator Training System. In working with Marketing, enrollment for the program increased by 200 percent**
- **Developed and implemented free training for law enforcement officers through a Department of Justice grant; more than 125 police officers were trained under this grant**

Director of Education and Employment | Quad County Urban League | Aurora, Illinois

2005

Developed educational enhancement programs for 'at risk' youth; supervised and evaluated staff; Served as grant administrator; Served as liaison with educational institutions, community agencies, local and state governmental agencies.

- Developed and implemented a basic computer skills workshop series
- Designed and executed a protocol to follow grant procedures and guidelines
- Built relationships with educational, public and community organizations

Accreditation Activities

- Serve on the leadership team developing the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) Reaffirmation of Accreditation Report for Tidewater Community College, 2016
- Attended SACSCOC Annual Meetings, December 2015-2016
- Facilitated 5yr reaccreditation from the American Culinary Federation Education Foundation for Culinary program, Tidewater Community College, 2015

Student Services Experience

Regional Student Services Counselor | Olivet Nazarene University | Chicago Regional Center **2003-2004**

Set up and worked at new regional center as the person responsible for advising and counseling adult graduate students throughout the Chicago land area who were enrolled in the School of Graduate and Adult Studies. Some of the tasks included reviewing transcripts, student records and articulations. Additionally, served as the enrollment counselor for the extension campus; responsible for public relations and for building partnerships with community organizations. Responsible for revenue-generation as satellite campus.

- Developed and implemented new registration and orientation programs
- Designed and implemented an online document verification protocol which helped streamline communications between the main campus and the satellite campuses

Minority Student Retention Coordinator | Waubensee Community College | Sugar Grove, Illinois | **2001- 2003**

Advised and mentored minority students; Developed and designed workshops for faculty and staff to enhance interactions with students of color; Implemented new student orientation sessions for students and worked with district high schools and middle schools on a “You are going to college” program.

Community College Teaching Experience

Adjunct Criminal Justice Instructor Elgin Community College; Elgin, IL **2009-2014**
Taught a variety of courses from Introduction to Criminal Justice to Criminal Investigations.
Taught high school Dual enrollment courses as well as online courses in Criminal Justice.

Additional Work Experience

History Teacher | Calvary Temple High School | Modesto, CA **1998 -2000**
Executive Manager of Asset Protection | Target | Broadview, IL **1994 -1998**
Police Officer/Detective | City of Manteca | Manteca, CA **1985-1994**

Education

Doctor of Education: Community College Leadership

National Louis University | Chicago, IL

Master of Arts: Education; Adult Education & Distance Learning

University of Phoenix | Phoenix, AZ

Bachelor of Arts: Human Services

Judson University | Elgin, IL

Associate of Arts: Criminal Justice

San Joaquin Delta College | Stockton, CA

Professional Activities & Affiliations

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|---|---------------|
| Communities in Schools Board Member | 2016- present |
| Hampton Roads Chamber of Commerce | 2015- present |
| Downtown Norfolk Council | 2014- present |
| Downtown Norfolk Civic League | 2014- present |
| Greater Norfolk Cooperation | 2014- present |
| Norfolk Public School CTE Advisory Member | 2014- present |
| Civic Leadership Institute | 2015 |
| President's Advisory and Planning Council | 2014- present |
| Experience with Faculty and Staff Unions | 2006- 2014 |
| Faculty Contract Negotiations Team | 2014 |
| Committee Chair- City of Elgin Development Group (Workforce/Economic Development) | 2014 |
| Member, Board of Directors- Elgin Sports Academy | 2012- 2014 |
| American Association Community College Future Leadership Institute | 2009 |
| Illinois Green Economy Network | 2008- 2014 |
| Manufacturing Career Counsel | 2008- 2014 |
| Member, Board of Directors- TRI-City Family Services | 2007- 2008 |
| Association of Career and Technical Educators (ACTE) | 2006- 2014 |
| Northern Career and Technical Administrators | 2006- 2014 |
| Workshop- "Being Donor-Centered in Changing Times" Speaker: Penelope Burk | 2017 |

Leadership Initiatives

Following is a list of significant community college initiatives for which I have provided leadership.

Curriculum provides the foundation for student learning. I have provided leadership for:

- New and revised transfer and career courses and programs and data analysis leading to the improvement or withdrawal of programs
- New transfer courses with IAI (Illinois Articulation Initiative) articulation
- Development of accelerated & clear pathway tracks within career programs to strengthen student completion
- Development of opportunities for integrated learning including internships and work based learning opportunities for students
- Development of Online and Hybrid courses
- Development of first one year to completion Accelerated Associates Degree
- Increased dual enrollment at Norfolk campus over a two year period; 421% FTE increase, and 560% student increase
- Completed first campus master plan
- Implemented guided pathways

Student services are essential to promote successful completion of students' academic goals. I have provided leaderships for:

- Development of new student orientation programs and college success courses
- Funding support for the Write Place and CTE in-class tutoring
- Evaluation and revision of institutional placement policies in order to place students in courses where they have the prerequisite skills needed for success while minimizing the length of time to complete necessary developmental courses

The selection, evaluation, mentoring and promotion of faculty and staff are the most important things we do. If they are done well, everything else becomes easier. I have:

- Hiring of new leadership team, Norfolk campus
- Chaired multiple search committees and interviewed finalist resulting in the hiring of excellent faculty, academic staff and administrators
- Successfully evaluated and mentored numerous faculty and recommended tenure
- Team member on Faculty Professional Development Committee

- Team member on Diversity Committee

Partnerships with community organizations and businesses are important to the community college mission. I have:

- Attended community meetings on multiple issues from economic and workforce development to Citywide Greentown events and currently chair the City of Elgin Economic Development Group
- Met with leaders from community hospitals, police and fire districts and other educational entities

SELECTED PRESENTATIONS

- 2007 Keynote speaker at Rock Valley Community College for *Minority Male Mentorship Conference*
- 2007 Keynote speaker at Elgin Community College for “*I Am the Dream*” program for youth
- 2010 Community College Leadership Conference- National Louis University “Essential Personal Attributes, Skills and Abilities Needed By Aspiring Community College Presidents.”
- 2012 Keynote speaker for City of Hanover Park- Earth Week
- 2014 Black History Month- The History of Black History
- 2015 Graduation speaker at Job Skills Training Program Tidewater Community College
- 2015 Panelist for Understanding the Culture of Poverty Workshop
- 2016 AACC Annual Conference Presenter- Overcoming the “Sink or Swim” Syndrome

