

**MINNESOTA STATE
BOARD OF TRUSTEES
Agenda Item Summary Sheet**

Name: Human Resources Committee

Date: March 17, 2021

Title: Appointment of President of Saint Paul College

Purpose (check one):

- | | | |
|---|--|---|
| <input type="checkbox"/> Proposed
New Policy or
Amendment to
Existing Policy | <input checked="" type="checkbox"/> Approvals
Required by
Policy | <input type="checkbox"/> Other
Approvals |
| <input type="checkbox"/> Monitoring /
Compliance | <input type="checkbox"/> Information | |

Brief Description:

It is anticipated that Chancellor Malhotra will recommend the appointment of Dr. Deidra Peaslee as president of Saint Paul College.

Scheduled Presenter: Devinder Malhotra, Chancellor

**MINNESOTA STATE
BOARD OF TRUSTEES**

BOARD ACTION

APPOINTMENT OF PRESIDENT OF SAINT PAUL COLLEGE

1 BACKGROUND

2 Deidra Peaslee began serving Saint Paul College in July, 2019 as interim president. In the Fall,
3 2020, a national search for a permanent president was initiated.

4
5 The executive search firm ACCT Search was retained to assist with the recruitment and vetting process
6 for this position. A search advisory committee was appointed consisting of the following
7 members:

8 Dave Kline, Executive Director of Foundation and Alumni Development
9 (Administrator)

10 Wendy Roberson, Dean of Student Success, Equity & Inclusion Officer
11 (Administrator)

12 Melissa Degidio, Sim Center Manager (AFSCME)

13 Garrett Stewart, Event Coordinator (MAPE)

14 Jennifer Huston, Director of Workforce Training, Continuing Education (MMA)

15 Maggie Zimmerman, Instructor of Natural Science- STEM (MSCF)

16 Ayesha Shariff, Instructor of History (MSCF)

17 Marcelus Ifonlaja, Student Senate President (Student)

18 Tom McCarthy, Business Manager of Saint Paul Plumbers Local 34 and President
19 of the Saint Paul Building Trades Council (Community)

20 Elizabeth McCray, Saint Paul and Minnesota Foundation (Community)

21
22 The following individuals provided support to the committee:

23 Adenuga Atewologun, Search Chair, President of Riverland Community College

24 Sue Appelquist, Executive Search Manager, Associate Vice Chancellor for Human
25 Resources

26 Craig Morris, Human Resource Officer, Saint Paul College

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 64 applicants. From this pool, the search advisory committee
30 selected 12 individuals for initial interviews and forwarded its assessment of the candidates to
31 the Chancellor. On the committee's recommendation, Chancellor Malhotra selected four
32 finalists to participate in system office virtual interviews. The virtual interviews were conducted
33 by Chancellor Malhotra, members of the chancellor's cabinet, and Trustees Asani Ajogun, Javier
34 Morillo, and Cheryl Tefer.

35 Reference and background checks were conducted.
36 After careful consideration and review, the chancellor selected one candidate to recommend to
37 the Board of Trustees for approval.

38
39 At this time, Chancellor Malhotra recommends Dr. Deidra Peaslee to be the president of Saint
40 Paul College.

41
42 **RECOMMENDED COMMITTEE MOTION**

43 **The Human Resources Committee recommends that the Board of Trustees adopt the**
44 **following motion:**

45
46 **RECOMMENDED BOARD MOTION**

47 **The Board of Trustees, upon the recommendation of Chancellor Malhotra, appoints Dr.**
48 **Deidra Peaslee as President of Saint Paul College, effective today, March 17, 2021, subject to**
49 **completion of an employment agreement. The board authorizes the chancellor, in**
50 **consultation with the chair of the board and the chair of the Human Resources Committee, to**
negotiate and execute an employment agreement in accordance with the terms and
conditions of the Minnesota State Colleges and Universities Personnel Plan for
Administrators.

Date Presented to the Board of Trustees: 03/17/21

Date of Implementation: 03/17/21



Deidra A. Peaslee
Ed.D.

Achieving results through clear vision, strategy, stakeholder engagement, and community connections

Innovative leader with extensive experience in higher education leadership in community colleges, public and private universities as well as non-profit organizations.

Ed.D., Leadership,
Saint Mary's University
of Minnesota
Minneapolis, MN

MS, Counseling and Student
Personnel, College Student
Affairs, Minnesota State
University, Mankato
Mankato, MN

BS, in Psychology,
South Dakota State University
Brookings, SD

Demonstrated Skills

Strategic Planning

*Partnering to develop
institutional direction and how
success is defined*

- Facilitated President's Community Summits to encourage and support continued implementation of strategic plan
- Member of the Strategic Planning Steering Committee
- Chaired cross-college Strategic Plan Implementation Team
- Led strategic planning process for Rotary Club focused on diversifying membership

Interim President

Saint Paul College, Saint Paul, MN

2019-present

Executive Officer for college with over 450 employees and an annual budget of over \$47 million. Lead the college faculty, staff and students in implementing the mission of the college. Help refocus employees and prepare college for the next phase of development. Consult regularly with all members of the college community and serve as primary spokesperson for college interests. Lead college crisis management and assure safety of the college community. Oversee strategy development for expansion of equity and inclusion work. Talk with donors, potential donors and legislators about college status and initiatives. Continually assess institutional structures including campus climate and leadership capabilities to leverage strengths and address limitations. Advise the Chancellor, system office staff and Board of Trustees on college activities and achievements. Assure the institution is financially sound and resources are being used effectively to support the mission of the college.

- Lead institutional transformation through creating inclusive process to address HLC Institutional Action.
- Lead college in addressing COVID-19 pandemic.
- Assure college has a clear process for engaging all campus stakeholders in the review and adoption of standard policy and procedure.
- Commissioned creation of a workgroup to create a plan for the college to be Anti-Racist and Trauma-Informed.
- Reimagined role of President's Advisory Council.
- Created opportunities to engage with the campus community on improving the campus climate.
- Clarified structures for campus involvement through committees and workgroups.
- Developed college leadership capacity through Cabinet development.

Demonstrated Skills

Collaborative Leadership

Creating opportunities to collaborate across the college

- Co-developed campus-based Leadership Development program to support leadership opportunities for all faculty and staff
- Led creation of College Staff Council to provide shared governance opportunities for staff
- Led redesign of departmental chair structure to facilitate stronger collaboration
- Help community organizations create shared goals and action plans

Assessment and Accreditation

Leading continuous quality improvement to enhance the learning experience for students and teaching experience for faculty

- Led numerous HLC self-study processes
- Developed robust program review process tied to Academic Affairs and Standards Council
- Led redesign of faculty appraisal process to promote continued development
- Collaborate with campus community to address areas of growth identified by accrediting bodies
- Implement measurement of community organization efforts

Led core team of ten administrators in managing all academic programs, student services, diversity and inclusion, and institutional research for two-campus college, enrolling over 11,000 students annually. Managed over \$3.6 million in salaries and \$2.7 million in operating budgets. Facilitated college-wide conversations and initiatives to improve student retention, completion, and success. Led academic technology staff and initiatives to enhance the student experience within seated, online, and hybrid coursework. Initiated joint programs and academic partnerships with other colleges and universities.

- Led creation and implementation of First Year Experience program, improving retention of new students by 15%.
- Led development and collaborated on creation of ARCC Scholar (Scholarship of Teaching and Learning) program for faculty members to conduct research within the two-year college classroom; Applied for and received two grants from Minnesota State (Innovation and Collaboration), resulting in MN REFLECT program offered throughout Minnesota.
- Led creation of first Minnesota Early College Program at Irondale High School.
- Facilitated application and consideration resulting in Anoka-Ramsey Community College being named a Top Ten Community College by The Aspen Institute (2017).
- Received Outstanding Academic and Student Affairs Administrator Award by Minnesota State (2017).

Assistant Professor
Saint Mary's University
Minneapolis, MN

2019-present

Teach classes in the Master of Arts degree in Organizational Leadership program:

- Organizational Development, OL 646, Winter 2019



**Dean of Educational Services
Anoka-Ramsey Community College
Cambridge, Minnesota**

2002-2011

Directly supervised all academic and student affairs functions for one campus, including selection and evaluation of personnel and assessing programs and services. Collaborated with twelve local school districts to offer concurrent enrollment and community-based college programs.

- Headcount of campus enrollment doubled from 2,000 to 4,067 students.
- Led development of Teacher Preparation Partnership, a collaboration with Saint Cloud State University, North Branch Area School District and Anoka-Ramsey Community College.
- Applied for and received three Minnesota State grants (2004, 2005, 2006) totaling \$201,089 to develop campus programming for underrepresented students.
- Provided academic leadership for Facilities Master Plan resulting in new campus building.

**Assistant Dean and Director
Director, International MBA
Kellstadt Graduate School of Business
DePaul University
Chicago, Illinois**

1999-2002

1997-1999

Managed enrollment for university unit enrolling over 2,500 students annually including supervision of ten full-time staff members. Coordinated domestic and international recruiting efforts, including creating marketing strategies, supervising implementation, and directing financial aid award process to draw high caliber students. Served as College of Commerce Subject Matter Expert for university-wide Peoplesoft implementation. Managed operating budgets in excess of \$400,000.

**Career Planning Specialist
American College Testing (ACT) Midwest Region
Lincolnshire, Illinois**

1994-1997

Consulted with regional educational associations and school districts in five-state territory on integrating assessment and career development modules into the curriculum. Obtained funding to support initiatives. Designed training programs for secondary and post-secondary institutions. Implemented marketing strategies. Consistently surpassed annual volume objectives.

Demonstrated Skills

Innovation

Developing new ways to serve students and the community

- Created ARCC Scholar Program and MN REFLECT to provide opportunities for faculty members to complete classroom-based research in the community college setting
- Led creation of peer review program for faculty to engage in continuous quality improvement for classroom practices
- Led creation of First Year Experience program, improving retention of students by 15%
- Created college-wide undergraduate research program
- Created scholarship application for community organization scholarship

Other Demonstrated Skills

Strategic Planning

Accreditation

Collaborative Leadership

Curriculum Development

Instruction

Facilities Planning

Student Success

Higher Education Legal Issues



Deidra A. Peaslee
Ed.D.

Acting Coordinator
Career and Academic Planning Center
South Dakota State University
Brookings, South Dakota

1993-1994

Minnesota State Committees

Leadership Council

Metro Alliance SAO
Chair, 2013-2014;
Secretary, 2012-2013

Minnesota Joint Committee on
Credential Fields
Co-Chair, 2018-2019

PSEO Workgroup

Minnesota State Charting the
Future Coordinating Committee

Minnesota State Academic
Affairs Council (2012-2017)

**Selected Institutional
Committees**

Academic Affairs and Standards
Council

Faculty Shared Governance

Staff Council

Higher Learning Commission
Self-Study Steering Committee

Strategic Planning Committee

Planned, supervised, and evaluated career development and placement services for university of 9,000 students. Provided individual counseling for undergraduate students and alumni on career choices, employment opportunities, and job seeking techniques. Co-facilitated university-wide adviser meetings to form collaborative relationships with faculty. Created and administered assessments to evaluate placement program effectiveness. Assisted with planning, assessing, and writing Five-Year Program Review.

Pre-Major Academic Advisor/Career Counselor **1991-1993**
Minnesota State University, Mankato, Minnesota

Counseled undergraduate students on career concerns including major selection, employment opportunities, and issues related to academic probation and suspension. Assisted with planning and early implementation of First Year Experience program addressing the needs of first year college students, including orientation, advising and peer mentoring.

Instructor **1992-1993**
Minnesota State University
Mankato, Minnesota

Developed and taught student success course.

Community Leader **2005-present**

Participate in community organizations and events. Lead initiatives. Develop relationships with new organizations. Expand knowledge of contemporary issues in business and education.

- Saint Paul Public Schools Principal for a Day
- YWCA Time to Talk: Forums on Race
- While Black Series - Education
- Hosted Saint Paul Public School Administrator lunch
- Hosted Midway Chamber of Commerce luncheon
- International Women’s Day Celebration
- Minnesota Women College and University Presidents



Deidra A. Peaslee
Ed.D.

Professional Development

Minnesota State Executive Leadership Development Program 2015-2016

Academic Impressions Advanced Leadership Development, 2015

Luoma Leadership Academy 2005-2006

Community Leadership

Generation Next Leadership Council 2019-present

Cambridge Medical Center Board of Directors 2018-2019

Project Lead the Way Advisory Board, 2015-2019

Trinity Lutheran Church Confirmation Leader 2015-2018
Personnel Committee, 2003-2005

Vikings Volleyball Board of Directors, 2018-present

Cambridge Area Chamber Board of Directors, 2006-2009

Rotary International, Cambridge, Minnesota, 2005-2010

President for Rotary Club of Cambridge, 2007-2008

Publications

Ford, C. & Peaslee, D. (2018). A Community College Perspective on Creating a SoTL Scholars Program. *The SOTL Advocate*.
<https://illinoisstateuniversitysotl.wordpress.com/2018/02/26/a-community-college-perspective-on-creating-a-sotl-scholars-program/>

Peaslee, D. (2018). The Relationship between Faculty Confirmation and Community College Student Self-Efficacy. *Community College Journal of Research and Practice* 42(10), 635-649.
doi:10.1080/10668926.2017.1333931

Presentations

Deidra Peaslee and Catherine Ford, "Help Gilligan get off SoTL Island!" (2019). SoTL Commons Conference. 86.
<https://digitalcommons.georgiasouthern.edu/sotlcommons/SoTL/2019/86>

Deidra Peaslee and Catherine Ford, "Developing an Institutionally supported Scholars Program at a Community College" Concurrent presentation at Evidence-Based Teaching and Learning Lilly Conference, Austin, TX, January 2018.

Panelist for "Leveraging Diversity: The Department Chairs' Transformative Role", Upper Midwest Higher Education Recruitment Consortium meeting at Saint Catherine University, 2017.

Deidra Peaslee, Catherine Ford and Greg Rathert, "Sparking and Sustaining Academic Innovation", Concurrent presentation at Minnesota State Colleges and Universities Spring Leadership Conference, 2017.

Deidra Peaslee and Jennifer Liberty-Clark, "Access to Success" presentation to the Minnesota State Board of Trustees Academic and Student Affairs Committee, 2012.

Deidra Peaslee, Chris Ames, and Dana Irgens, "Are you driving your academic schedule or is the schedule driving you?" Concurrent presentation at Minnesota Colleges and Universities Fall Leadership Conference, 2011.

Deidra Peaslee, Dana Irgens, and Matthew Schuster, "Aspiring to help underrepresented students at a small campus." Concurrent presentation at Minnesota State Colleges and Universities Student Affairs Conference, 2007.

Deidra Peaslee, "Recruiting and Keeping Women in MBA Programs", Graduate Management Admissions Council, Montreal, Canada, 2000.

Deidra Peaslee, "Understanding Intercultural Communications in the MBA Environment", Graduate Management Admissions Council Regional Meeting, Chicago, 2000.

Enhancing institutions through supporting leaders so we can all succeed