

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

Name: Workforce Organizational and Effectiveness Committee

Date: April 21, 2021

Title: Appointment of President for Minnesota State College Southeast

Purpose (*check one*):

Proposed New Policy or
Amendment to Existing Policy

Approvals Required
by Policy

Other Approvals

Monitoring/Compliance

Information

Brief Description:

It is anticipated that Chancellor Malhotra will recommend the appointment of Dr. Marsha Danielson as President of Minnesota State College Southeast.

Scheduled Presenter(s):

Devinder Malhotra, Chancellor



**MINNESOTA STATE
BOARD OF TRUSTEES**

BOARD ACTION
APPOINTMENT OF PRESIDENT FOR MINNESOTA STATE COLLEGE SOUTHEAST

1 **BACKGROUND**

2 Dr. Larry Lundblad has served as Interim President of Minnesota State College Southeast since
3 February 2018. Initially asked to serve in a one-year capacity until June 2019, his role was
4 extended through June 2021 as he has continued to build stability and success at the college.
5 Dr. Lundblad announced his retirement to the Chancellor in August 2020. Chancellor Malhotra
6 then initiated a national search for the next president. The executive search firm Pauly Group
7 was retained to assist with the recruitment of this position.

8
9 A search advisory committee was appointed, consisting of the following members:

- 10
11 Ann Deiman, Dean of Faculty and Academic Operations (Administrator)
12 Josiah Litant, Vice President of Student Affairs and Dean of Students (Administrator)
13 Jessica Beier, Admissions and Enrollment Process Specialist (AFSCME)
14 Katie Hardyman Morem, Business Relations Director (MAPE)
15 Melissa Carrington Irwin, Associate Dean of Students and Director of Student Success
16 (MMA)
17 Greg Cady, Instructor, Criminal Justice and MSCF President for the Red Wing Campus
18 (MSCF)
19 Alex Howell, Instructor, Radiography and MSCF President for the Winona Campus
20 (MSCF)
21 Ayjai Daniel, (Student)
22 Jerry Papenfuss, President’s Advisory Board Member (Community)
23 Genelle Groh Beck, Chief Human Resource Officer, RTP Company (Community)
24 Mike Grove, Board President, MSC Southeast Foundation Board (Community)

25
26 The following individuals provided support to the committee:

- 27
28 Annette Parker, Search Chair, President of South Central College
29 Sue Appelquist, Executive Search Manager, Associate Vice Chancellor for Human
30 Resources, System Office
31 Maryellen Kranz, Human Resource Officer, Minnesota State College Southeast

32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47
48
49
50
51
52
53
54
55
56
57
58
59
60
61
62
63
64
65

The position was advertised nationally in a variety of higher education and diversity publications. At the same time, the search consultants initiated an aggressive recruitment campaign. There were a total of 69 applicants. From this pool, the search advisory committee selected nine (9) individuals for initial interviews and forwarded its assessment of the candidates to the chancellor. On the committee’s recommendation, Chancellor Malhotra selected 4 (four) finalists to participate in system office virtual interviews. The virtual interviews were conducted by Chancellor Malhotra, members of the chancellor’s cabinet, and Trustees Oballa, Sheran and Tefer.

Reference and background checks were conducted.

After careful consideration and review, the chancellor selected one candidate to recommend to the Board of Trustees for approval.

At this time, Chancellor Malhotra recommends Dr. Marsha Danielson to be the President of Minnesota State College Southeast.

RECOMMENDED COMMITTEE MOTION

The Workforce Organizational and Effectiveness Committee recommends that the Board of Trustees adopt the following motion.

RECOMMENDED BOARD MOTION

The Board of Trustees, upon the recommendation of Chancellor Malhotra, appoint Dr. Marsha Danielson as President of Minnesota State College Southeast, effective July 1, 2021, subject to completion of an employment agreement. The Board authorizes the chancellor in consultation with the chair of the board and the chair of the Workforce Organizational Effectiveness 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: 04/21/2021
Date of Implementation: 07/01/2021

Dr. Marsha A. Danielson

PROFILE

Experienced visionary executive with a proven record of advancing organizations. Dynamic team coach and mentor. Diversity, Equity and Inclusion advocate. Comprehensive leadership skills including organizational strategy, resource procurement and management, institutional finance, high profile client relations and outcome-based collaborative partnerships, community development, policy administration, board and committee governance, project management, program development and planning.

EDUCATION

Doctor of Education, Community College Leadership. Ferris State University, Big Rapids, MI
Credit for Prior Learning (CPL): A guide for community colleges (doctoral dissertation).

Master of Science, Education Administration. Minnesota State University, Mankato, MN
Characteristics of effective advisory groups in higher education (master's thesis).

Bachelor of Science, Business Administration. Minnesota State University, Mankato, MN Attendee
North Hennepin Community College, Brooklyn Park, MN

PROFESSIONAL EXPERIENCE

SOUTH CENTRAL COLLEGE (SCC)

North Mankato and Faribault, Minnesota

Institutional Profile:

- Minnesota State system institution, regionally accredited by the Higher Learning Commission (HLC).
- Multi-campus, public, comprehensive community and technical college with campuses in a Metropolitan Statistical Area (MSA) and a rural community.
- SCC has annual operating budget of \$45.3 million and an annual economic regional impact of over \$161 million and 1,400 job-ready graduates. Strong Composite Financial Index (CFI) and Foundation reserves.
- An Achieving the Dream™ (ATD) institution with 4,500 students (49.75% underrepresented students of color, Pell eligible, or First Generation-MN) enrolled in more than 50 technical career and professional programs and arts & sciences transfer programs and pathways.
- Serves over 11,000 individuals in workforce education and training annually.

Vice President of Economic Development

2016-Present

Cabinet member serving as the President's advisor on corporate education, economic development, and growth opportunities for the college. Develop supportive broad-based, multi-sector, bi-partisan networks and partnerships. Provide leadership and management in the functional areas of Government Relations, Advancement, International Relations, Grants and Special Projects, Comprehensive Workforce Solutions, Marketing and Public Relations, and the Minnesota State Southern Agricultural Center of Excellence. Administer \$8 million annual budget for operational efficiency. Oversee the work of five direct and 19 indirect employee reports and 200+ part-time customized training instructors and consultants. Serve as a key communicator to the public, media, and internal stakeholders, including crisis response.

Chief of Staff/Senior Associate to the President

2013-16

Cabinet member responsible for elevating SCC's presence and engagement in local, regional, national, and international communities by developing and implementing strategies supporting the organization's vision, mission, and goals. Developed supportive broad-based, multi-sector, bi-partisan networks and partnerships.

Led the development of new education abroad initiatives to promote internationalization for SCC and the Minnesota State system.

Dean of Economic Development

2007-13

Cabinet member responsible for providing institutional leadership for SCC's Small Business Management credit program and all credit and non-credit customized education, training, and consulting services designed to help business, non-profit, and government organizations maximize productivity, profitability, and sustainability. Recruited, hired, coached, and evaluated 24 full-time professionals and 386 adjunct/part-time faculty. Implemented human and fiscal resource efficiencies to transform the Center for Business and Industry (CBI) from a deficit position to an income generating division of the college. Member of Deans' Council.

Selected Accomplishments at SCC:

Visionary Leadership, Shared Governance, and Strategic Direction

- Introduced a data-driven business model within SCC's Center for Business and Industry (Customized Training Continuing Education). Developed a customized Salesforce.com customer relations management tracking tool that was implemented throughout the Minnesota State system in 2019. Directed operational efficiencies and built a team culture resulting in an organizational turnaround to become a revenue-generating division of the college. Generates over \$2M in revenue and serves over 250 businesses annually.
- Co-led the year-long strategic planning process leading to college and community affirmation of the 2019-23 strategic plan, SCC's organizational vision, mission, values, goals, and key performance indicators.
- Co-led the college-wide electronic workplan process improvement project that integrates divisional annual workplan priorities with the College Strategic Plan, institutional priorities, goals, and budget.
- Co-led the design and implementation of a strategic college-wide decision making and communications framework leveraged to make collaborative decisions around strategic enrollment planning, program review automation, and a policy and procedure 14-day campus review.
- Led the development of SCC's college-wide committee and policy and procedure infrastructures, transparent data management systems, and online feedback mechanisms that increased campus awareness about committee activities and increased engagement in policy, procedure, and guideline decisions.
- Developed and implemented a college-wide internal communications plan leveraging 2017 PACE Climate Survey and the 2018 Internal Communications Preference Survey data, resulting in significant increases on every PACE Climate Factor mean comparison in 2020 compared to 2017.
- Created college-wide crisis communications plan and protocols in 2018 that were implemented during the 2020-21 pandemic, resulting in effective, coordinated, consistent, and proactive communications with all of SCC's audiences.
- Led the SCC response to Minnesota State Study Abroad Audit Findings including the development of Study Abroad Policy and Procedure in collaboration with SCC faculty and staff.
- Established a leadership plan for the Minnesota State Southern Agricultural Center of Excellence (SACE), including a Board of Directors charter and Board composition profile resulting in representation from all eight Agriculture, Food, and Natural Resources (AFNR) Pathways and geographical representation from across southern Minnesota.

Academic Innovation and Student Success

- Oversee Learn, Work, Earn Apprenticeship program offering credit and non-credit student work-based learning experiences. FY20 Cohort included 15 employer partners, 88 student participants, and \$499,434 in funding with a 76% retention and completion rate.
- Lead the High School to College Pathway Partnership Career and Technical Education (CTE) Strategic Enrollment initiative that enables high school students to acquire the essential academic, technical, and workplace skills while in high school, leading to in-demand occupational certifications and degrees.

- Researched and developed SCC's participation in National Technical Letter of Intent Signing Day, a CTE Strategic Enrollment initiative honoring students for their commitment to technical program pathways. SCC provides Workforce Development and Foundation scholarships.
- Keep SCC curriculum responsive to regional needs and identify new program opportunities in high wage/high demand occupations through industry sector partnership summits. Collaborated with industry partners and faculty to develop the Mechatronics Engineering Technology program, and Minnesota's first IV Clinical Sedation certification. Co-leading the development of SCC's Surgical Technology program with Mayo Clinic Health System and area healthcare partners.
- Provide leadership and fundraising support for Achieving the Dream™ initiatives focused on holistic student support, guided pathways, and individualized academic plans.
- Advised the design and implementation of a \$9.6 million capital bonding renovation at the North Mankato campus to enhance teaching, learning, operations, and student collaboration spaces.
- Co-led the Minnesota State system's Charting the Future team in developing a plan for Competency Certification and Credit for Prior Learning (CCCPL). The plan provided guidance and tools for all 37 institutions to implement CPL over a three-year period.
- Led efforts with SCC faculty and staff to implement CPL Policy and Procedure aligned with accreditation standards that increased the total number of students utilizing CPL by 70% in the first two years.
- Provide support and resources for *Live Online* virtual classroom that provides pathways to academic or industry credentials; during the pandemic, expanded to 18 Minnesota State colleges.
- Oversee annual Curriculum for Agricultural Sciences Education (CASE) Institute, a professional development workshop for AFNR instruction-related courses serving approximately 50 instructors annually, impacting nearly 1,000 secondary AFNR students.

Global Engagement

- Create and advance collaborative international initiatives including enrollment efforts, faculty and student mobility opportunities, and academic and cultural exchanges. Identify and maintain relationships with colleges, universities, and organizations around the world to promote global competence for students, faculty, and staff. Projects include Basque Government faculty exchange programs, global exchange employee programs, student study abroad exchange programs in Spain, Germany, and Mexico. Hosted Proyecto 100,000 Mexican student cohort for ELL courses at SCC.
- Serve as SCC's administrative liaison to the Midwest Institute for International/Intercultural Education (MIIE) organization, a consortium of two-year colleges sharing international teaching, scholarship, and professional networking opportunities. Received 2019 \$10,000 grant for global curriculum development and co-curricular activities.

Accreditation

- Provide administrative leadership on SCC accreditation efforts, including:
 - Academic Quality Improvement Project (AQIP) Systems Portfolio, 2019-20: Category 4 Planning and Leading Co-lead; Category 1 CPL Summary Report Lead; and AQIP CPL Action Project: Co-lead
 - HLC Branch Campus and Additional Location(s) Request Lead, 2016
 - HLC Criterion 5 Committee Co-lead, 2009; Criterion 4 Contract Training Continuing Education Assessment Lead, 2009

Diversity, Equity, and Inclusion

- Serve as the president's designee to review investigative reports, to make findings whether Board Policies 1B.3 Sexual Violence and 1B.1 Equal Opportunity and Nondiscrimination in Employment and Education have been violated, and to determine the appropriate action for the institution.
- Co-led the SCC Equity by Design strategic priorities, fostering campus-wide efforts to eliminate disparities in retention and completion rates of students of color; institutionalize cultural competency for

all employees and students; and develop best practices for classroom and campus climate inclusiveness.

- Developed SCC's plan for "Applying an Equity Lens to SCC Policy Review," establishing a process for analyzing the impact of SCC policies on under-served and marginalized individuals and groups and identifying and eliminating barriers.
- Serve as a YWCA Racial Justice Facilitator since 2016. Lead conversations about race and racism in our community at YWCA workshops, corporate diversity trainings, community conversations, and the annual "It's Time to Talk: Forums on Race" event.
- Workshop facilitator for Greater Mankato Diversity Council Prejudice Reduction Workshops, 2006-14, that presented diversity-related curriculum to 2,400 students in grades K-12 annually.
- Co-lead "Diversifying Our Workforce" subcommittee of the Regional Education Workforce Development Work Group, leading the committee in assessing regional need, setting goals, and establishing an annual plan of work.

Regional Engagement and Collaborative Partnerships

- Serve as the external relations executive to develop and maintain effective stakeholder partnerships with business community, foundations, legislators, economic development organizations, industry associations, nonprofit organizations, other universities and colleges, secondary schools (k-12), local, state, and federal government agencies.
- Lead the Health Sciences High School to College (dual enrollment) Pathways Partnership with Faribault Public Schools (FPS), Allina Health System Faribault, Mayo Clinic Health System, and the Faribault Chamber of Commerce. The program enables FPS students to acquire the academic, technical, and workplace skills that employers need, leading to six in-demand occupational credentials.
- Host national, state, and local legislators annually to communicate key accomplishments, garner institutional support, and to provide information about how legislation might affect the institution.
- Testified before the Minnesota Senate Higher Education and Workforce Development Committee, resulting in the establishment of the PIPELINE project, an industry-based, employer-driven, dual-training and apprenticeship program in Minnesota. Assisted Senator Bonoff and MN Chamber of Commerce staff in drafting the 2015 Dual Training Grant Legislation language.

Resource Development and Management

- Collaborate with the SCC President and foundation directors on fundraising strategies to increase donor contributions, student scholarships, and initiatives to diversify revenue streams to build programmatic and organizational capacity.
 - Helped garner \$750,000 in gifts from business and industry for the renovation of instructional spaces in Health Sciences, Agriculture, and Welding programs.
 - Led the development of the new Center for Student Success Case for Support: met with internal and external stakeholders to identify prospective donors; solicited donors to support the project submitted for 2022 bonding consideration.
- Advise and guide SCC administrators, faculty, and staff relative to government-supported programs, policies, and initiatives. Oversee SCC's grant portfolio to ensure an accurate, timely, efficient, and transparent process for the entire grant life cycle, from proposal to close. Negotiate contracts including faculty workload management.
 - Secured \$3.5M in federal grants in 2020; sources include NSF, USDA, DOL, DOE, DHS. Submit 30-35 grant applications per year with a success rate exceeding 70%.
 - Secure and maintain an average of 6 Minnesota Job Skills Partnership (MJSP) grants annually. Leverage MJSP grants to create new curriculum and acquire training equipment for promotion as new customized training offerings.
 - Co-authored and secured \$15M round 4 TAACCCT grant. Collaborated with 11 Minnesota State Colleges and Universities and two Centers of Excellence to implement and measure the success of the Minnesota Advanced Manufacturing Partnership Grant.

GREATER MANKATO DIVERSITY COUNCIL (GMDC)**MANKATO, MINNESOTA**

Organizational Profile:

- GMDC is a non-profit organization that serves as a catalyst and convener, creating environments that allow every person the opportunity to reach their full potential.
- GMDC helps to create an inclusive and welcoming community through diversity education through the work of community volunteers, providing education to transform organizational culture.
- GMDC empowers adults and youth to act as change makers, equips and mobilizes nontraditional leaders, and galvanizes equity work in the region.

Founding Executive Director**2004-06**

Provided leadership and direction to build and grow a successful start-up non-profit organization. Developed initial financial, strategic, business, and program development plans. Fostered effective and collaborative industry and academic relationships to establish and implement a new K-12 education curriculum. Procured fiscal and human resources. Established and governed Board of Directors and committee structures. Served as an advocate and spokesperson for diversity issues in the region.

Selected Accomplishments at GMDC*Visionary Leadership, Shared Governance, and Strategic Direction*

- Served as the first Executive Director of the Greater Mankato Diversity Council. Provided leadership and direction to build and grow a successful start-up non-profit organization, now in its 16th year serving 9,000 K-12 students annually. Facilitated Board visioning for organizational vision, mission, values, goals, policy development, committee structure, and mission-critical programs and services.

Diversity, Equity, and Inclusion

- Engaged area educators in modifying the Rochester Diversity Council Prejudice Reduction Workshop (PRW) curriculum to provide age-appropriate, incremental, and research-driven curriculum reflecting the regional character and issues. Recruited and trained more than 50 community volunteers as diversity facilitators who delivered PRW workshops to over 2,400 K-12 students.

Regional Engagement and Collaborative Partnerships

- Fostered effective and collaborative working relationships with cities, counties, and other government agencies, the business community, philanthropic organizations, private foundations, and educational institutions to build and maintain an organization that now serves over 6,000 annually with diversity training workshops and presentations for adults, businesses, and organizations.

Resource Development and Management

- Initiated and secured revenue, established financial sustainability through an individual membership structure and more than 25 corporate and government multi-year financial sponsorships. Procured and administered organizational grants.

MINNESOTA STATE UNIVERSITY, MANKATO (MSU)**MANKATO, MINNESOTA**

Institutional Profile:

- Minnesota State system university, Minnesota State University, Mankato offers 130 undergraduate programs of study, 85 graduate programs including master's, specialist and doctoral programs.
- MSU is situated on the main campus in Mankato and two satellite campuses in the Twin Cities suburbs of Edina and Bloomington. MSU's annual operating budget is approximately \$240 million.
- MSU serves more than 14,000 students, including 1,200 international students from 89 countries, and participates in NCAA Division I and II athletics.

Director of Development and External Relations**2005-07**

Led MSU's Library advancement efforts and strategic planning for development. Managed fundraising and donor relations. Devised and applied comprehensive communications strategies.

Interim Director of Marketing and Communications

2003-04

Spearheaded all forms of communications and held decision-making authority for Marketing and Communications, Media Relations, and KMSU Radio through five direct and 12 indirect reports. Provided leadership for research and development of the University's integrated marketing communications plan. Directed strategy for presidential communications, brand and trademark management, advertising, public relations, promotions, crisis communications, media relations, and government relations. Developed MSU's first crisis communication plan.

Director of Alumni Relations and Special Events

1998-2003

Enhanced loyalty and commitment to MSU among alumni and friends. Served as a University spokesperson and media representative. Designed and managed presidential outreach and University events. Implemented new revenue generating programs and services.

Director of Development, College of Science, Engineering and Technology

1996-98

Identified, cultivated, solicited, and stewarded major gifts from individuals, corporate, and foundation executives. Managed budgets, staff and student employees, scholarship coordination, gift acknowledgement, and maintenance of endowment accounts. Served as planned giving officer for the College.

Selected Accomplishments at MSU

Visionary Leadership, Shared Governance, and Strategic Direction

- Transformed University alumni relations by researching alumni attitudes and programs, implementing customer-driven mission-critical programs and services. Streamlined and diversified Alumni Board composition. Enhanced student participation in commencement.
- Created the first crisis communications plan, process, and procedure which helped the University quickly recover and maintain its positive reputation following the 2003 riot.
- Transformed University culture and traditions by updating the University rouser, commissioning the first University hymn, developing a new mascot identity, official University ring and license plate.

Diversity, Equity, and Inclusion

- Served as a Diversity Explorations Trainer conducting diversity training workshops in the region. Trained University colleagues on how to deliver diversity training as a Diversity Training Trainer (Train-the-Trainer).

Regional Engagement and Collaborative Partnerships

- Formed partnerships with 3M, IBM, General Mills, Northwest Airlines, Mayo Clinic, Federated Insurance, and the Chaska School District to provide more than 250 student mentoring opportunities.
- Reinvented Homecoming to increase alumni and community attendance to over 1,000 including 20 affinity reunions, 26 community sponsors, and 17 vendors.

Resource Development and Management

- Improved fund raising and resource management within the alumni relations area by establishing an alumni legislative network that resulted in securing over \$18M for academic and athletic facilities; launching revenue generating alumni programs including membership and travel programs, sponsorships, and online giving opportunities. Restructured University commencement activities, staff, and resources at a savings of \$30,000 annually.

- Identified, cultivated, solicited, and stewarded major gifts of \$25,000 or more from a portfolio of 150+ individuals, corporate, and foundation executives. Helped secure \$17.5M for Taylor Center and raised \$300,000 for the MSU construction management lab.

MINNESOTA DEPARTMENT OF EMPLOYMENT AND ECONOMIC DEVELOPMENT (DEED) SAINT PAUL, MINNESOTA

Organizational Profile:

- DEED is Minnesota's principal economic development agency.
- DEED programs promote business recruitment, expansion, and retention; international trade; workforce development; and community development.

Tourism Marketing Manager, Industry Relations **1994-96**

Tourism Regional Manager **1991-94**

Selected Accomplishments at DEED:

Visionary Leadership, Shared Governance, and Strategic Direction

- As an Asset Based Community Development Facilitator, developed and delivered assessment and strategic planning services for rural communities which helped them outline measurable goals and align community communications. Managed five regional offices throughout Minnesota.

Regional Engagement and Collaborative Partnerships

- Designed and implemented gubernatorial media events including Conference on Tourism, Fishing Opener, Snowmobile Ride, and Lieutenant Governor's Bicycle Tour. Served as Minnesota Office of Tourism media spokesperson.

Resource Development and Management

- Generated \$1.2M annually through volunteer solicitation efforts, private support, public-private partnerships, advertising sales, and program fees. Oversaw statewide county fundraising initiative for three regional offices, increased funding by 21%, with 95% of counties participating.

SELECTED LEADERSHIP DEVELOPMENT ACTIVITIES

Executive Leadership

- American Association of Community Colleges Future President Institute, 2018
- Minnesota State Executive Leadership Development, 2018-19
- Code of Conduct for Agency Heads and Executive Branch Managers, 2017
- Council of North Central Two-Year Colleges Summer Leadership Academy, 2010

Diversity, Equity, and Inclusion

- Decisionmaker: 1B.1 Equal Opportunity and Nondiscrimination in Employment and Education Decisionmaker Training, 2018-present; 1B.3 Sexual Violence Policy Decisionmaker Training, 2018-present
- Equity by Design, 2020
- Federal Reserve Racism and the Economy Series, 2020
- Rural MN Equity Summit, 2020
- Advancing Equity in Postsecondary Education, 2020
- Equity Lens to Policy Review, 2019
- Striving for Equity in Teaching & Learning, 2018

Human Resources

- Substance Abuse: Dealing with Drug and Alcohol Abuse for Employees, Managers and Supervisors, 2018
- Building Brain-Friendly Workplaces, 2018
- Project Management Training, 2016
- Team Building and Conflict Resolution, 2013

SELECTED PRESENTATIONS AND PUBLICATIONS

International

- “Digital and Connected Technology-TKNIKA,” Presentation for the International Congress on Vocational Education and Training, San Sebastian, Spain, May 2018
- “Building Faculty Driven Credit for Prior Learning,” Presentation for the Council for Adult and Experiential Learning International Conference, San Diego, California, November 2017
- “Stackable Credentials: An Approach for Middle Skills,” Presentation for the Trans-Atlantic Technology and Training Alliance, Dordrecht, Netherlands, June 2017
- “Where Labor Supply Meets Demand,” Presentation for the Trans-Atlantic Technology and Training Alliance, Belfast, Northern Ireland, June 2015
- “Advancing the Manufacturing Workforce,” Presentation for the International Congress on Vocational Education and Training, San Sebastian, Spain, May 2014

National

- “Credit for Prior Learning and Non-credit/Credit Integration: Strategies to Accelerate Completion,” Presentations for the National Career Pathways Network Pathways to Credentials 2020 Virtual Institute, August 2020
- “Strategic Tools for Implementing Faculty-Driven Credit for Prior Learning,” Presentation for League for Innovation in the Community College Innovations Conference, Seattle, WA, March 2, 2020
- “Credit for Prior Learning (CPL): A Practical Guide for Community Colleges,” *Prior Learning Assessment Inside Out Journal*, Volume 2, No. 7, 2019
- “Leveraging Stackable Credentials to Prepare the Workforce of the Future” & “Strategies for Non-Credit to Credit Integration,” Presentations for the National Career Pathways Network Advancing Credentials through Career Pathways 2019 Institute, Orlando, FL, October 2019
- “Six Steps to Making Credit for Prior Learning a Reality,” *The evoLLLution Newsletter*, July 2, 2019
- “Strategic Tools for Implementing Credit for Prior Learning (CPL),” Presentation for the American Association of Community Colleges Conference, Orlando, Florida, April 2019
- “A Skilled Workforce through Career Pathways and Bridges,” Presentation for the Association of Community College Trustees Leadership Congress, Association of Community College Trustees Association of Community College Trustees, New York, New York, October 2018
- “Learn Work Earn Program Encourages Apprenticeships and Dual Training Programs in Advanced Manufacturing,” *National Coalition of Advanced Technology Centers Newsletter*, Volume 19, No. 2, 2nd Quarter, 2018
- “A Skilled Workforce through Career Pathways and Connected Bridges,” Presentation for the American Association of Community Colleges Conference, Dallas, Texas, April 2018
- “Minnesota Advanced Manufacturing Partnership,” Presentation for the National Career Pathways Network Conference, Indianapolis, Indiana, October 2016.

- “Celebrating New Students 1st Annual National Signing Day a Success,” *National Coalition of Advanced Technology Centers Newsletter*, Volume 17, no.2, 2nd Quarter, 2016
- “Charting the Future for a Prosperous Minnesota,” Presentation for the National Association of Workforce Boards Forum 2016, Washington D.C., March 2016
- “Credit for Prior Learning: Helping Learners Earn Postsecondary Certificates and Degrees in Minnesota,” *National Coalition of Advanced Technology Centers Newsletter*, Volume 16, no.3, 3rd Quarter, 2015
- “Credit for Prior Learning-Charting the Future for Minnesota State,” Presentation for the American Association of Community Colleges Annual Meeting, New Orleans, Louisiana, April 2017
- “Advanced Manufacturing Partnerships: Demand-Driven Workforce Solutions,” Presentation for the American Association of Community Colleges Annual Meeting, San Antonio, Texas, April 2015

State

- “Credit for Prior Learning in the Age of COVID,” Presentation for the Minnesota State Academic and Student Affairs Fall Leadership Virtual Conference, November 2020
- “Guided Learning Pathways Part II: Transfer Pathways and Credit for Prior Learning,” Presentation for Minnesota State Board of Trustees, Saint Paul, Minnesota, June 2019
- “Campus Climate: Leadership from the Top,” Presentation for the Multiple Approaches to Assessing Prior Learning (MAAPL) Summit, Bloomington, Minnesota, April 2018

SELECTED HONORS AND RECOGNITIONS

- Ferris State University DCCL Faculty Award for Community College Promising Leader, 2019
- Affinity Plus Foundation Doctoral Scholarship, 2017-18
- Hap Halligan Leadership Award honoree, 2012
- Young Women’s Christian Association (YWCA) Woman of Distinction honoree, 2007
- Appointed to Governors Design Team, 1994-96

SELECTED GRANTS AND APPROPRIATIONS

- National Science Foundation Advanced Technological Education grant, \$1.3M. 2020
- U.S. Department of Labor USDA National Institute of Food and Agriculture (NIFA) grant, \$499,657. 2020
- U.S. Department of Education TRIO Student Support Services grant, \$1.3M. 2020
- Minnesota Department of Human Services Innovation Small Grant, \$99,650. 2020
- U.S. Department of Education Strengthening Career and Technical Education for the 21st Century Act (Perkins V) grant, 268,000. 2020
- Minnesota Office of Higher Education Minnesota Reconnect Grant, \$75,000. 2018- present
- PROYECTA 100,000 Strong in the Americas Grant, \$101,500. 2016
- U.S. Department of Education Pell Experiment for Incarcerated, Pell Funding, 2016-18
- Minnesota State Multi-Campus Collaboration Funding Awards \$108,000. 2016-18
- Mexico’s Ministry of Foreign Affairs, Institute for Mexicans Abroad (IME)-Becas Grant, \$4,000. 2016-present
- US Department of Labor Trade Adjustment Assistance Community College and Career Training Grant Round 4, \$15M. 2015-18
- American Association of Community Colleges Right Signals Initiative. \$60,000. 2015-17

- U.S. Department of Labor Mine Safety and Health Administration (MSHA), \$75,000-\$125,000 annually. 2007-present
- Minnesota Job Skills Partnership, \$350,000 and \$50,000 multiple grants. 2007- present
- Rural Mental Health Appropriation \$500,000. 2019-present
- Veterans to Agriculture Appropriation \$175,000. 2016-2019
- Minnesota Department of Employment and Economic Development Customized Training Pilot Program Appropriation, \$190,000. 2016-17

SELECTED PROFESSIONAL LEADERSHIP AND SERVICE

Leadership

- Investing in Manufacturing Communities Partnership Minnesota Medical Manufacturing Partnership Executive Committee member and Workforce and Training Committee, Co-chair, 2017
- Minnesota Council for Continuing Education and Customized Training (MnCCECT), Past Board member, Annual Conference Sponsorship Chair, 2010
- National Coalition of Advanced Technology Centers (NCATC) Board of Directors, Marketing Committee, 2015-18
- President Obama's Advanced Manufacturing Partnership 2.0 Operating Committee member and Co-Lead of Demand-Driven Workforce Education & Training Workgroup, 2013-14
- Trans-Atlantic Technology and Training Alliance Board of Directors, Executive Committee, 2016-present

Membership / Participant

- American Association of Community Colleges (AACC) Commission on Leadership and Professional Development, 2016
- Manufacturing Skill Standards Council (MSSC) Leadership Council member, 2016-present
- Midwest Institute for International/Intercultural Education (MIIE) Coordinator, 2015-16
- Minnesota PIPELINE Advanced Manufacturing Industry Council member, 2015-present
- Minnesota State Advanced Manufacturing Center of Excellence National Visiting Committee 2015, 2018
- Minnesota State Advanced Manufacturing Center of Excellence Strategy Council, 2014-present
- Minnesota State C-PLAN Advisory Council member, 2018-present
- National Workforce Credentials Coalition member, 2015-16
- South Central Workforce Council member, 2007-present
- The Manufacturing Institute's Education Council, a division of the National Association of Manufacturers, 2015-19

SELECTED COLLEGE AND UNIVERSITY LEADERSHIP AND SERVICE

Minnesota State system

- 2020 Capital Budget Advisory Team, 2018-19
- All Learning Counts Leadership Team, 2019 - present
- Business and Industry Outreach Council, 2010-13
- Charting the Future for a Prosperous Minnesota Organizational Capacity Co-Lead: Competency Certification and Credit for Prior Learning team, 2014-15

- Comprehensive Workforce Solutions Customer Relations Management Taskforce, 2017-18
- Comprehensive Workforce Solutions (CWS) Innovation/Emerging Solutions Task Force Co-chair, 2016-17
- Credit for Prior Learning Assessment Network (C-PLAN) Advisory Council, 2018-present
- Global Education Committee, 2017-present
- Itasca Workforce Alignment Pilot Project (Academic Planning, Curriculum Alignment, Employer Advisory, Career Planning), 2013-14
- Southwest Enterprise Regional Comprehensive Workforce Solutions Co-lead, 2018-present

South Central College

- Achieving the Dream, 2017-present
- Academic Administration Crisis Response Committee, 2020-present
- AQIP Action Project: Credit for Prior Learning Co-lead, 2016
- Arts and Culture Committee Co-lead, 2020
- Crisis Communications Leadership Team, Lead, 2018-present
- Equity by Design Leadership Team, 2020-present
- Faculty Credit for Prior Learning Professional Development, 2016-present
- Foundation Boards Liaison, 2019-present
- Internal Communications Survey Lead, 2018-present
- Internationalization Committee Lead, 2017-present
- Intranet Taskforce, 2018
- Policy and Procedure Alignment, Lead, 2018-present
- Search Committee Chair for SCC Vice President Academic and Student Affairs, 2018
- Search Committee Chair for Vice President Facilities and Operations, 2019
- Strategic Planning Committee Co-lead, 2018-present
- Minnesota State system Civil Rights Compliance Review, 2018
- Vice President Finance and Operations Search Committee, Chair, 2018-present
- Vice President Student and Academic Affairs Search Committee, Chair, 2018
- Wayfinding Signage Committee, 2020

SELECTED COMMUNITY LEADERSHIP AND SERVICE

Leadership

- Blandin Community Leadership Program Steering Committee, 2009
- Faribault Chamber of Commerce and Tourism Board of Directors, 2019-present
- Faribault Chamber Trust Board of Directors, 2020-present
- Greater Mankato Area United Way Board of Directors 2015-18 and 1994-96, Past Executive Committee 1995-96, Past Board Chair 1995-96
- Greater Mankato Chamber of Commerce Board of Directors, 2007
- Greater Mankato Convention and Visitors Bureau Board 2003-07, Executive Committee 2003-07, President 2007
- Greater Mankato Diversity Council Facilitator, 2006-2014
- Greater Mankato Growth Platinum Ambassador, 2001-present, past Chair
- Greater Mankato Growth Talent Council, 2018-present

- GreenSeam, LLC Board of Governors, Executive Committee, 2018-present
- Mankato Clinic Foundation Board of Directors 2019-present
- Regional Economic Development Workforce Committee, 2018-present, Diversifying the Workforce committee chair, 2019-present
- Small Business Development Center Board of Directors 2009-11, Past Executive Committee 2009-11, Chair 2011
- Twin Rivers Center for the Arts Board of Directors, 2010
- Workforce Development, Inc., Employer Engagement & Emerging Workforce Committees, 2013-present
- YWCA Past Board of Director, 2010-16, Past Executive Committee, Women's Leadership Advisory Council, 2019-present

Membership / Participant

- Blandin Community Leadership Program Alumnae, 1998
- Children's Museum Executive Director Search Committee, 2017
- Economic Summit Planning Committee, 2015
- Faribault Chamber of Commerce Golf Tournament Volunteer, 2007-present
- Faribault Futures Leadership Program, 2011 Alumnae
- Governors Design Team, 1994-96
- Greater Mankato Envision 2020 Implementation Team, 2007-13
- Greater Mankato Leadership Program, 1988 Alumnae
- Greater Mankato InterCity Leadership Visits: 2005, Bellingham, WA; 2006, Fort Collins, CO; 2011, Charlottesville, VA; 2018, Fayetteville, AR
- Greater Mankato at the Capitol, 2012-present
- Greater Mankato Growth Platinum Ambassador, 1988-present
- Greater Mankato Area United Way Heart Club member 2011-present
- Greater Mankato Growth Sales Tax Extension Committee, 2016
- Greater Mankato Growth Workforce Talent Committee, 2018-present
- Greater Mankato Growth Legislative Summits, 2013-present
- Holiday Sharing Tree Volunteer, 2017
- Kiwanis Holiday Lights Volunteer, 2016
- Mankato Sports Commission Referendum Advocacy Campaign Committee, 2017
- Minnesota Chamber of Commerce Business Day at the Capitol, 2014
- North Mankato Civic and Commerce, 2009
- Salvation Army Bell Ringer, 1981-2013
- Southern Minnesota Initiative Foundation, Regional Competitiveness Project, 2008
- United Way Day of Action, 2012
- Visit Mankato Brand Strategy Taskforce, 2013
- YWCA Racial Justice Facilitator, Past Personnel Committee, 2016-present
- YWCA Women's Leadership Development Program Faculty, 2008-present