

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

Name: Workforce and Organizational Effectiveness Committee

Date: June 16, 2021

Title: Appointment of Vice Chancellor for Equity and Inclusion

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 Andriel Dees as Vice Chancellor for Equity and Inclusion.

Scheduled Presenter(s):

Devinder Malhotra, Chancellor



**MINNESOTA STATE
BOARD OF TRUSTEES**

BOARD ACTION
Appointment Of Vice Chancellor For Equity And Inclusion

BACKGROUND

Following the resignation of Chief Diversity Officer Clyde Pickett in July 2020, Chancellor Malhotra initiated a national search for the next Vice Chancellor for Equity and Inclusion. The executive search firm AGB Search was retained to assist with the recruitment of this position.

The executive search firm AGB was retained to assist with the recruitment and vetting process for the position. A search advisory committee was appointed consisting of the following members:

- Grace Jones, Bookstore Customer Service (AFSCME)
- Semya Hakim, Professor (IFO)
- Nicole Emerson, Assistant Director for Student Life (MAPE)
- George Bass, Director of Business Services (MMA)
- Ron Ferguson, Sociology Instructor (MSCF)
- Victor Cole, Community Faculty, Community Engagement Coordinator (MSUAASF)
- Anne Blackhurst, President of Minnesota State University Moorhead
- Stephanie Hammit, President of Fond du Lac Tribal and Community College
- Jean Maierhofer, Associate Vice President of Equity and Inclusion (CDO)
- Jonathan Locust, Associate Vice President of Inclusion & Diversity (CDO)
- Ron Anderson, Senior Vice Chancellor for Academic and Student Affairs (System Office Administrator)
- Priyank Shah, Interim Assistant System Diversity Officer (System Office Administrator)
- Sue Appelquist, Associate Vice Chancellor for Human Resources (System Office Administrator)
- Victor Ayemobuwa, Students United Treasurer (Student)
- Priscilla Mayowa, LeadMN President (Student)

The following individuals provided support to the committee:

- Sharon Pierce, Search Chair, President of Minneapolis College
- Deb Gehrke, Executive Search Manager, HR Director for the System Office

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 34 (thirty-four) applicants. From this pool, the search advisory committee

selected 10 (ten) 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 the system office virtual interviews. The virtual interviews were conducted by Chancellor Malhotra, members of the chancellor's cabinet, and Trustees Alwal, Cowles, Rodriguez, and Soule.

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 Andriel Dees to be the Vice Chancellor for Equity and Inclusion for Minnesota State.

RECOMMENDED COMMITTEE MOTION

The Workforce and Organizational 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, appoints Andriel Dees as Vice Chancellor for Equity and Inclusion, effective June 16, 2021, subject to the completion of an employment agreement. The board authorizes the chancellor, in consultation with the chair of the board and chair of the Workforce and 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: 06/16/21

Date of Implementation: 06/16/21

Andriel M. Dees, Esq.

SUMMARY

Executive with a focus on developing, implementing and executing equity, diversity and inclusion strategies, goals, and objectives within corporate and higher education sectors. With a highly collaborative and thoughtful leadership style, I have developed into a thought leader in strategic diversity leadership.

EXPERIENCE

Interim System Diversity Officer (August 2020-Present)

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

- Serve as the system executive professional supporting a system of 37 comprehensive university, community and technical colleges to promote equity, inclusion and civil rights compliance initiatives for the Minnesota State Colleges and Universities System.
- Cabinet level position serving as the Chancellor's primary advisor on issues of equity and inclusion with significant interaction with the Board of Trustees.
- Lead the Office of Equity and Inclusion to provide guidance and oversight for the system's Equity, Diversity and Inclusion Strategic Plan.
- Provide strategic and technical assistance at all levels of the system to support innovative strategies to successfully recruit, employ and retain students and a workforce reflective of the changing state and national demographics.
- Serve as the Methods of Administration Coordinator to advance compliance reviews to assist colleges in complying with statutes and regulations in accordance with the U.S. Department of Education Office for Civil Rights.
- Support all campus diversity officers through monthly meetings and professional development trainings.

System Civil Rights/Title IX Compliance Officer (February 2019 – August 2020)

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

- Serve as the system lead of 37 comprehensive university, community and technical colleges to guide compliance efforts for federal and state nondiscrimination laws, along with the policies and procedures relevant to the Minnesota State College and Universities System.
- Develop, implement, evaluate and monitor policies and procedures regarding equal opportunity and equity issues.

- Work directly with the Office of the General Counsel, the Office of Human Resources, Labor Designees, Academic and Student Affairs, campus leaders including Title IX designees, and other administrator to support and advance the areas of civil rights/Title IX Compliance and policy review.
- Provide consultation system-wide in the investigation of discrimination, harassment, sexual violence, misconduct, or policy complaints to aid in the timely resolution of complaints and compliance with relevant state and federal statutes and policies.
- Provide training and updates regarding topics understanding discrimination and harassment investigations for supervisor, investigators, and decisionmakers; ADA and accessibility training; addressing issues of racism and xenophobia during the pandemic; .
- Implemented a new process for review and provisional approval of all campus Affirmative Action Plans.

Adjunct Professor and Tutor (August 2018-February 2019)
Mitchell Hamline School of Law, St. Paul, Minnesota

- Serve as professor for *Executive JD Legal Writing Course* which includes teaching the full curriculum for Legal Writing for 1L Students in the online program for Executives seeking a Juris Doctorate; grading and providing feedback on assignments.
- Serve as a professor for the *Hybrid Online Externship Program* which includes working with online students and site supervisors on developing goals and action items to fulfill the externship requirements; grading and providing feedback on the academic requirements accompanying the externship program.
- Serve as a tutor in the Office of Academic Excellence for all Lawyering courses for 1L sections (fulltime, part-time, weekend, online, LLM); Carried a full load of tutoring upper level students on various subjects including but not limited to Business Corporations, Employment Law, Constitutional Law, and Appellate Advocacy.

Director, Diversity and Inclusion (January 2014-August 2018)
Capella University, Minneapolis, Minnesota

- Develop, lead and implement institutional strategy on diversity and inclusion for the online university of 37,000 students.
- Portfolio included Faculty Development, Center for Academic Success and Excellence (Academic Support, Tutoring Services, Supplemental Instruction), Specialized Services (Military and Disability Support), and all student/learner organizations (Honor Societies, Professional Organizations, Student/Learner Groups).
- Executive sponsor for Diversity and Inclusion Network Group (DING) (Capella Employee Network).
- Collaborated with a team of Human Resource leaders in developing and implementing a comprehensive diversity strategy that included diverse recruitment strategies and cultural competency training.
- Created and implemented processes for Community Service Workstudy Program.
- Created E-module, webinar and learning circles on diversity and unconscious bias within the online courseroom for faculty development.

- Created an equity framework of data-based inquiry and projects to inform, increase and respond to producing equitable outcomes and decreasing achievement gaps within learner population.

Chief Diversity Officer and Special Assistant to the Chancellor for Affirmative Action/EEO Compliance (July 2010-December 2013)
University of Wisconsin- River Falls, Wisconsin

- Reporting to the Chancellor and serving on the Chancellor's Executive Cabinet, provided leadership on the campus in promoting the university's commitment to fostering a culture of inclusiveness.
- Work within a framework of shared governance to develop and implement strategies for increasing access, equity, diversity and inclusion of all students, faculty and staff.
- Created and executed professional development training programs for faculty, staff, and students related to issues of inclusiveness, equity and diversity.
- Served as the ADA and Title IX Coordinator with primary responsibility for coordinating and monitoring institutional compliance.
- Coordinated campus compliance with federal, state, and UW System requirements related to affirmative action and equal employment opportunity.
- Trained hiring committees on fair and equitable processes, including compliance with open meeting law requirements and fair hiring practices
- Provided advice, counsel and assistance to administrative units in the investigation of internal and external complaints of harassment, discrimination, retention and termination of employees.
- Updated employment and student policies related to harassment and discrimination.
- Served on administrative and shared governance committees related to access, equity, diversity and inclusion including but not limited to Faculty Senate Diversity and Inclusivity Committee, Affirmative Action Committee, Faculty Welfare and Personnel Committee, Disability Advisory Committee, and Compensation Committee.
- Promote a culture of evidence-based decision making with regard to access, equity, diversity and inclusion by collecting and analyzing data and preparing regular reports for internal and external constituents.
- Provided campus leadership on related University of Wisconsin System initiatives such as Inclusive Excellence, a planning process to establish a comprehensive and well-coordinated set of systemic actions that focus on fostering greater diversity, equity, inclusion, and accountability at every level of university life.
- Served as the official campus representative to the University of Wisconsin System, the campus community, and the region on issues of access, equity, diversity and inclusion.

Associate Dean for Multicultural Affairs (January 2005- July 2010)
William Mitchell College of Law, St. Paul, Minnesota

- Served as the College's Senior Diversity Officer reporting to the Vice Dean for Faculty and a dotted line report to the President and Dean with a focus on fostering and advancing a strategic and integrated approach to diversity throughout the College.

- Provided programs and counseling to diverse students including students of color, different religions, and sexual orientation.
- Worked collaboratively with various departments in the College including Student Life, Human Resources, Admissions, Career Development, Academic Affairs, and Institutional Advancement
- Provided visible leadership to implement and continue development of the institutional strategic plan for multiculturalism.
- Collaborated with faculty on implementing diversity in various parts of the curriculum.
- Worked with Purchasing Department on developing relationships with diversity suppliers.
- Collaborated with Student Affairs and the Vice Dean for Academic Programs on student misconduct and academic probation issues.
- Hosted and directed the National Council for Legal Education Opportunity (CLEO) Summer Institute.
- Received national recognition of pipeline programs that expose high school students the opportunity to consider law as a profession.
- Assisted the Admissions Department in the development and implementation of strategies to recruit diverse students, including communications with prospective students, college counselors, and programming to help develop a potential student base.
- Managed the daily, tactical, and strategic operations of the Office of Multicultural Affairs including budget administration, staffing, reports to the Dean and Board of Trustees.

Adjunct Professor (August 2004-May 2010)

William Mitchell College of Law, St. Paul, Minnesota

- Taught the courses *Introduction to the American Legal System*, *Introduction to Legal Writing*, *Race and the Law* and *Appellate Advocacy*

Operations Managing Attorney (August 2002-December 2004)

Office of the Monitor, St. Paul, Minnesota

- Working with the General Counsel in the development and administration of human resource policies and procedures including personnel policies, staffing, compensation, employee relations, performance management, and benefits for a 39 person non-profit law office.
- Wrote and edited legal opinions related to appeals by claimants in the *Pigford v. Glickman* class action discrimination suit by African-American Farmers against the United States Department of Agriculture.

Employee Relations Consultant (July 1998- August 2002)

U.S. Bancorp, Minneapolis, Minnesota

- Counseled employees, managers, and human resource professionals on the application of corporate policies in relation to ADA, FMLA, and FLSA.
- Developed and managed internal ombudsman program that addressed employee concerns.

- Managed internal and external administrative charges and audits for employment and customer/public accommodation practices (Federal, State, and Local Agencies) including investigation, negotiation, and settlement.
- Department Lead with HR Acquisitions and Integration Team and Consumer Banking Division.

Employment Claims Representative (May 1995—July 1998)

League of Minnesota Cities Insurance Trust (LMCIT), St. Paul, Minnesota

- Developed and managed employment claims and litigation program.
- Monitored changes in employment and municipal law.
- Investigated and analyzed all employment claims.
- Negotiated to closure all pre-litigated employment claims.
- Directed and monitored employment litigation assigned to defense counsel.
- Developed litigation strategies with trust members and defense counsel.
- Gave presentations to trust members on employment law issues.

Diversity/Civil Rights Coordinator (July 1993- May 1995)

MN Dept. of Economic Security/ MN Dept. of Employee Relations

St. Paul, Minnesota

- Developed reports to support legislative initiatives relating to diversity and affirmative action.
- Analyzed and approved state agency affirmative action programs.
- Advised and assisted Labor Relations Department on contractual issues and investigations.
- Investigated and prepared discrimination cases for resolution through internal ADR processes.
- Conducted training on affirmative action, diversity, and IRCA.

EDUCATION AND PROFESSIONAL DEVELOPMENT

Capella University, Minneapolis, Minnesota

Doctorate in Education (EdD) – (Expected June 2022)

- Concentration: Educational Leadership and Management

William Mitchell College of Law, St. Paul, Minnesota

Juris Doctor

- Frederick Douglass Moot Court
- Client Counseling Competition
- Judicial Intern for the Honorable LaJune Thomas Lange, Hennepin County

Hampton University, Hampton, Virginia

B.A. English Magna Cum Laude

- Student Leadership Program
- Summer Internship, Caterpillar, Inc. Peoria, IL. (Summer 1990)

Executive Leadership Training

Hampton University, Hampton, Virginia

Executive Leadership Summit, November 1-2, 2007

College of St. Catherine, St. Paul, Minnesota

Leaders of the New Millennium Leadership Program for Women of Color

PROFESSIONAL PRESENTATIONS

Forthcoming Book Chapter and Webcast Module, *Making Diversity Work: Building a Sustainable DEI Program, Workplace Diversity, Equity & Inclusion Handbook*. Minnesota Continuing Legal Education Employment Law Institute. May, 2021.

“Perspectives on Race, Equity and Education”, Webinar Panel Presentation, Concordia University, August 27, 2020.

“Race and Equity In Higher Education”, Webinar Panel Presentation, Minnesota Office of Higher Education, July 15, 2020.

“Real Conversations About Race: Our Lived Experiences”, Webinar Panel Presentation, Century College, July 8, 2020.

“Ain’t Our Mountain High Enough? Defending Our Work Against Backlash”, Panel Presentation, 13th Annual Meeting of Law School Diversity Professionals (AMLSDP), April 25, 2019.

“Education Activist Andriel Dees says Black Women’s Voices Matter”, Article, *Rolling Out*, March 31, 2019.

“Sexual Harassment and Implication for Diversity and Inclusion Practitioners in the era of the Me Too movement”, Panel Presentation, Twin Cities Diversity and Inclusion Roundtable, June 21, 2018.

“Reducing Equity Gaps for All Learners: How to Get Started, How to Get Everyone Involved, How to Track and Measure Success”, Panel Presentation, Western Interstate Commission for Higher Education (WICHE) Cooperative for Education Technology (WCET) Leadership Summit: Ensuring Ethical and Equitable Access in Digital Learning, Newport Beach, CA. June 6, 2018.

“Digital Inclusion- Moving Towards Opportunity For All”, Blog Article, *Frontiers*, Western Interstate Commission for Higher Education (WICHE) Cooperative for Education Technology (WCET). June 28, 2017.

“Digital Inclusion: Just an Illusion?”, Co-Presenter, Western Interstate Commission for Higher Education (WICHE) Cooperative for Education Technologies (WCET) Annual Meeting, Minneapolis, MN. October 13, 2016.

“Success Measures/Accountability/Business Outcomes in Diversity and Inclusion”, Panel Presentation, Twin Cities Diversity Roundtable, Xcel Energy, St. Paul, Minnesota, August 18, 2016.

“LINK IN: Diversity Programs Outside Law School”, Co-Presenter, 9th Annual Law School Diversity Professionals Conference, Charlotte School of Law, April 23, 2015.

“Importance of Diversity in Corporate America”, Keynote Speaker, BRIDGE Twin Cities 2014 Leadership Conference, Boston Scientific, Minneapolis, MN, October 23, 2014.

“Women Of Color Carrying the Torch”, Keynote Speaker, UW System Outstanding Women of Color in Education Awards, University of Wisconsin-River Falls, October 18, 2014.

“Asking the Tough Questions: Diversity Assessments”, Webinar Presenter, Charities Review Council, April 24, 2012.

“Recruiting and Selecting a Diverse Workforce”, Panel Presentation, Midwest Culturally Inclusive Conference, University of Wisconsin- Platteville, September 16-17, 2011

“From the Classroom to the Courts: The Battlegrounds of Affirmative Action, Sex Discrimination and Title IX”, Panel Presentation, Women in Higher Education: Power, Progress, and the Promise of Equality Conference, University of Minnesota Law School, October 7-8, 2010.

“Bench Bias Lingo: Reenactment of Oral Arguments of Supreme Court Cases”, Panel Presentation, CLOG, Medtronic, June 15, 2010.

“Legal and Practical Implications of Managing a Multi-Cultural Workforce”, Written and Panel Presentation, 2010 Upper Midwest Employment Law Institute, May 25, 2010.

“Transforming an Economic Downturn Into an Opportunity to Teach Professionalism”, Panel Presentation, American Association of Law Schools Annual Conference, Student Services Section, New Orleans, Louisiana, January 6-10. 2010.

“Creating High School Pipeline Diversity Programming”, Facilitator and Organizer, Law School Admissions Council Pipeline Modeling Conference, The Ohio State University, October 1-3, 2009.

“Making the Judicial System Come Alive in the Classroom”, Written and Oral Presentation, Education Minnesota Conference, October 15, 2009.

“Issues and Answers on the Educational Pipeline”, Panel Presentation with the American Bar

Association Presidential Advisory Council on Diversity at the 16h Annual Education & Law Conference, University of Southern Maine, July 20, 2009.

“2009 Annual Meeting of Law School Diversity Professionals”, Convener, Minneapolis-St. Paul, MN April 23-24, 2009.

“Diversity in the Legal Profession: The Next Steps?”, Written and Oral Panel Presentation, American & Bar Association Midwest Regional Hearing for the ABA Presidential Diversity Summit, Ohio State Bar Association, Columbus, Ohio, April 17, 2009.

“The Whipping Man Symposium”, Critique and Discussion Panel Presentation of a play set at the end of the Civil War in Richmond, Virginia, sponsored by Penumbra Theatre, Macalester College, March 2, 2009.

“Happy Birthday NAACP!”, Op-Ed Article, *Minnesota Spokesman-Recorder*, February 12, 2009.

“Down In Mississippi- Post Show Discussion”, Critique and Discussion Panel Presentation of a play during the Freedom Rides of 1965, sponsored by the Playwright Center, Guthrie Theater, January 19, 2009, Minneapolis, Minnesota.

“Pipeline Diversity”, Panel Presentation at the Minnesota Justice Foundation Annual CLE and Dinner, November 20, 2008, Minneapolis, Minnesota.

“Tools for Your Tool Box: Creating and Sustaining Effective Diversity Service Programs”, Presentation at the 2008 Annual Meeting of Law School Diversity Professionals, April 25, 2008, The Ohio State University Moritz College of Law, Columbus, Ohio.

“United Voices on Law and Civil Rights”, Panel presentation and article, *Minnesota Spokesman Recorder* and *LaPrensa*, January 18, 2008.

“Supreme Court Ruling on Voluntary Integration Rules: What Does It Mean for Students of Color and Minnesota’s Integration Initiatives?”, Moderator, William Mitchell College of Law, October 9, 2007.

“Under representation of women and minority IP Lawyers”, Panel Presentation, as part of *Ethics and Bias Issues in the World of Intellectual Property Law*, William Mitchell College of Law and Fredrickson Byron, PA., June 6, 2007.

“2007 Annual Meeting of Law School Diversity Professionals”, Program Committee Member (1 of 4), California Western School of Law, San Diego, California, May 17-18, 2007.

“Bar Preparation”, Oral Presentation, Midwest Black Law Students Association Academic Retreat, William Mitchell College of Law, October 7, 2006.

“Getting on the Write Track: Tips for Preparing for Legal Writing”, Written and Oral Presentation, 2nd Annual National Black Pre-Law Admissions & Preparation Conference, Dallas, Texas, September 9, 2006.

“The Race Factor in the Law School Environment”, Article, *The African American Law School Survival Guide*, Hopes Promise Publishing, May 2006.

“Summer Legal Academies”, Panel Presentation, LSAC Wingspread IV Conference, Engaging Law Schools, Ben & Bar for Greater Diversity in the Legal Profession, Cleveland, Ohio, May 4-6, 2006.

“Diversity Pipeline Issues in Law Schools”, Panel Presentation, Minnesota State Bar Association Continuing Legal Education, April 10, 2006.

“The Current State of Affirmative Action”, Panel Presentation, Pan African Leadership Conference, Minnesota State University Mankato, February 2006.

“The Need for the Office of Multicultural Affairs in Law Schools”, Article, *The Fourteenth Amendment*, Newsletter, National Black Law Student Association, Fall 2005.

“A Review of the MN Supreme Court Task Force Report on Racial Bias in the Judicial System: Approaching 10 years and where are we?” Oral and Written Presentation in conjunction with Michael A. Dees, 2002 Criminal Justice Issues Seminar at Sea, December 2002.

“Overtime Compensation”, Oral and Written Presentation, U.S. Bancorp Human Resources, Spring 2002.

“Problem Resolution Process: New Internal Resolution Procedure for U.S. Bancorp” Oral and Written Presentation, U.S. Bancorp Human Resources, Spring, 2000.

“To Give or Not To Give Overtime?: Problems and Solution to the Fair Labor Standards Act (FLSA)”, Oral and Written Presentation, Spring 1998, League of Minnesota Cities Insurance Trust (LMCIT) Safety & Loss Control Workshops.

“Cultural Diversity and Discrimination”, Oral and Written Presentation, Spring 1998 LMCIT Safety & Loss Control Workshops.

“Keys to Avoiding Age Discrimination”, Article, *Loss Control Quarterly*, LMCIT, Spring 1996, Number 31.

AFFILIATIONS

- Board Member, Secretary, Chair, Governance Committee, YWCA of Minneapolis (2012-2018).
- Co-Chair, YWCA It's Time To Talk: Forums on Race (2009-2011) Member (2007-2018).
- Chair, Upper Midwest Chapter of National Association of Diversity Officers in Higher Education (2015-2017).
- Committee Member, 2012 and 2013 Annual Conference, National Association of Diversity Officers in Higher Education (NADOHE) (2011-2017).
- Committee Member, Closing the Gap Itasca Project Resource Group.
- Committee Member, Law School Admissions Council Minority Affairs Committee Pipeline Modeling Conference Subcommittee (2009-2010).
- Committee Member, American Association of Law Schools Student Services Executive Committee (2009-2010).
- Committee Member and Venue Host, Facilitating Racial Equity Collaborative Conference: *Overcoming Racism: Why Is It So Hard?*, November 6-7, 2009.
- Steering Committee and Founding Member, Law School Diversity Professionals Conference (2007-2010).
- Board Member and Secretary, Sunny Hollow Montessori Board of Directors (2005-2008).
- Minnesota Association of Black Lawyers (Board Member, Secretary, 2002-2005; Member, Planning Committee, Annual Scholarship Gala, 2003-2007, Member, 1997-Present).
- Member, Minnesota Black Women Lawyers Network (2002-Present).
- Minnesota State Bar Association Minority Bar Summit Committee (2002-2010); Diversity Committee (2004-2010); Diversity Implementation Task Force (2007); Co-Chair, Civic Education Committee (2009-2011).
- Delta Sigma Theta Sorority, Inc. (Financial Secretary, 1998-1999, Chairperson, Arts & Letters Committee, 2000-2002, Parliamentarian, 2004-2005; Sergeant At Arms, 2005-2007; Chair, Social Action Committee, 2019-2020).
- Member, Twin Cities Diversity Roundtable (1998-2002, 2005-Present).
- Board Member, Minnesota Board of Private Detectives and Protective Agents (1997-2002).
- President and founding Member, Minneapolis/St. Paul Chapter, National Hampton University Alumni Association, Inc. (2002-2009).