



MINNESOTA STATE
Board of Trustees

AGENDA ITEM SUMMARY

NAME: Workforce and Organizational Effectiveness Committee **DATE:** June 21, 2023

TITLE: Appointment of President for Fond du Lac Tribal & Community College

- Proposed New Policy or Amendment to Existing Policy Approvals Required by Policy Other Approvals
- Monitoring/Compliance Information

PRESENTERS

Devinder Malhotra, Chancellor

PURPOSE

The committee will recommend the appointment of President for Fond du Lac Tribal & Community College.

BACKGROUND INFORMATION

Anita Hanson has served as acting president of Fond du Lac Tribal & Community College since November 14, 2022 after the passing of Stephanie Hammit. Chancellor Malhotra initiated a national search for the next president of Fond du Lac Tribal & Community College in late 2022. The executive search firm ACCT Searches, a part of the Association of Community College Trustees (ACCT), was retained to assist with the recruitment of the position.

A search advisory committee was appointed. The members are:

- Rose Kolodynski, Business Office Clerk (AFSCME)
- Keith Cich, Librarian (MSCF)
- Mike Tusken, Law Enforcement Program Coordinator (MSCF)
- Kelly Bahen, TRIO Advisor-Student Support (MAPE)
- Erica Gelo, Registrar (MMA)
- Roxanne DeLille, Dean of Indigenous & Academic Affairs (Administrator)
- Andrea Simek, Dean of Nursing & Health Sciences (Administrator)
- Dorothy Olson, Retired Assistant Director, American Indian Learning Resource Center, University of Minnesota-Duluth (Community Member)
- Larry Anderson, Former President of FDLTCC (Community Member)
- Fred Goldschmidt, Foundation Co-Chair (Community Member)
- Teresa Angell, American Indian Education Program Director Achievement & Integration Coordinator, Cloquet Public Schools (Community Member)
- Dominic Smith, Student (Student Senate)

Tasheana Rule-Garcia, Student (Anishinaabe Student Council)

The following individuals provided support to the committee:

Joe Mulford, Search Chair, President – Pine Technical and Community College

Dr. Robert Peacock, Director/CEO, Tribal College Board

Lori Driscoll, CHRO Liaison, Human Resources Director – Fond du Lac Tribal & Community College

Deb Gehrke, Executive Search Manager, Human Resources Director – System Office

The position was advertised nationally in a variety of higher education and diversity publications. At the same time, the search consultant initiated an aggressive recruitment campaign. There were a total of 18 (eighteen) applicants. From this pool, the search advisory committee selected 6 (six) individuals for initial interviews and forwarded its assessment of the candidates to the chancellor. On the committee's recommendation, Chancellor Malhotra selected 2 (two) finalists to participate in the system office interviews. Their interviews were conducted by Chancellor Malhotra, members of the chancellor's cabinet, Trustee Janezich and Vice Chair 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 full approval.

At this time, Chancellor Malhotra recommends Anita Hanson to be the President of Fond du Lac Tribal & Community College.

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 Anita Hanson as President of Fond du Lac Tribal & Community College, with the anticipated effective date of June 21, 2023, 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 Workforce and Organizational Effectiveness Committee: 06/21/23

Date Presented to the Board of Trustees: 06/21/23

Date of Implementation: 06/21/23