

BOARD OF TRUSTEES
MINNESOTA STATE COLLEGES AND UNIVERSITIES

BOARD ACTION

1 BACKGROUND

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3 Chancellor McCormick initiated the search for a new President of Superior College upon the
4 announcement of the retirement of the current president, Kathy Nelson

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6 Executive Search Consultant

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8 After issuance of an RFP for executive search consultant, Angela Provar, The Pauly Group, was
9 retained to assist with the recruitment and selection for this position. This selection was based on the
10 consultant's experience in higher education, specifically with community and technical colleges and a
11 focus on ability to recruit diverse candidates

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13 Search Advisory Committee

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15 Chancellor McCormick appointed a Search Advisory Committee consisting of the following members:

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17 Chair: Don Supalla, President, Rochester Community and Technical College

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19 Members: Beth Adams, Vice President of Student Services
20 Janet Blixt, Director of Marketing and Public Relations
21 Mitch Connor, Auto Service Technology Program Director
22 Carl Crawford, Director of Intercultural Center
23 Don Hoag, City of Duluth Workforce Development
24 Hanna Erpestad, Dean of Liberal Arts & Science
25 Damon Kapke, English Faculty and MSCF President
26 Cathy Nevanen, LSC Foundation Chair, Minnesota Public Radio
27 Connie North, Bookstore Supervisor
28 Robert Scott, Student Senate President
29 Chandra Shoberg, Student Senator
30 Neva Swanson, Disability Services
31 Jane Worley, Physical Therapist Assistant Program Director

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33 In addition to the search chair, the following individuals serve the search committee in an ex
34 officio capacity:

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2 OOC Liaison: Renee Hogoboom, Associate Director of Diversity and Multiculturalism
3 Campus Liaison: Mary Nienaber, Chief Human Resources Officer
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5 Process: Preliminary steps began in January, 2010 with the appointment of the committee and initial
6 advertising of the vacancy announcement. Consultant Provost assisted in the drafting of a profile for
7 the position, focusing on the specific needs of Lake Superior College.
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9 The position was thereafter advertised nationally in a variety of higher education and diversity
10 publications. At the same time, Consultant Provost initiated a recruitment campaign.
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12 Between February and April 2009, the committee reviewed 69 potential candidates. After review, the
13 field of candidates was narrowed to 16 individuals for initial screening interviews which were
conducted by video conference on 03/14-04/01/09. T, w l)cTw -24.0.000.00 10 t the 14 between T

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RECOMMENDED COMMITTEE ACTION

The Human Resources Committee recommends that the Board of Trustees adopts the following motion

RECOMMENDED MOTION

The Board of Trustees upon the recommendation of Chancellor McCormick, appoints Patrick Johns as the President of Lake Superior College effective on July 1, 2010, 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 Human Resources Committee, to negotiate and execute an employment agreement in accordance with the terms and conditions of the Personnel Plan for Minnesota State Colleges and Universities Administrators.