BACKGROUND

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

Executive Search Consultant

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

Search Advisory Committee

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

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

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

In addition to the search chair, the following individuals served on the search committee in an ex-officio capacity:
Process: Preliminary steps began in January 2010, with the appointment of the committee and initial advertising of the vacancy announcement. Consultant Provart assisted in the drafting of a profile for the position, focusing on the specific needs of Lake Superior College.

The position was thereafter advertised nationally in a variety of higher education and diversity publications. At the same time, Consultant Provart initiated a recruitment campaign.

Between February and April 2009, the committee reviewed 69 potential candidates. After review, the field of candidates was narrowed to 13 individuals for initial screening interviews which were conducted by video conference. Interview questions focused on experiences and qualifications relevant to the position.

The committee then narrowed the pool to five candidates who were invited to the campus for interviews. Thereafter, the committee forwarded three names to Chancellor McCormick for further consideration.

Chancellor’s Review Process

Chancellor McCormick enlisted an additional consultant to help predict talent and success among the three semi-finalists. Talent Plus, a national consulting organization, interviewed the three semi-finalists in a structured interview format to look at predictors of success.

Thereafter, Chancellor McCormick initiated a rigorous interview process of each of the semi-finalists, including interviews with the following:

- Board of Trustees Representatives (Duane Benson, Ruth Grendahl, Tom Renier)
- Chancellor and Vice Chancellor for Human Resources
- Chancellor’s Cabinet Members

Information from each element of the interview process was collected and summarized. This information was reviewed to develop a recommendation of the finalist to be made to the full Board for approval.

Patrick Johns has been president of Anoka-Ramsey Community College in Coon Rapids and Cambridge since 1991. Previously, he served as interim president, executive dean and acting financial aid director at the college. He has been dean of academic affairs at Minnesota West Community and Technical College; dean at Riverland Community College; and financial aid director, counselor, recruitment coordinator and an adjunct instructor at Mesabi Range Community and Technical College. He also was assistant men’s basketball coach at the University of Minnesota Duluth. He holds bachelor’s degrees in history and psychology from the University of Minnesota Duluth, a master’s degree in guidance and counseling from the University of Wisconsin-Superior, and a doctorate in educational administration and adult and higher education from the University of South Dakota.
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 M. 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.

Date of Presentation to the Board: April 21, 2010
Date of Board Action: April 21, 2010
Date of Approval: April 21, 2010