BACKGROUND

Chancellor McCormick initiated the search for a new president of Inver Hills Community College upon the announcement of the retirement of President Cheryl Frank.

Executive Search Consultant

After issuance of an RFP for executive search consultants, Michelle Cruz-Williams, Isaacson Miller, 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 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: Ann Wynia, President, North Hennepin Community College

Members: Laurel Boerger, Foundation Board
          Josephine Books, Spanish Instructor
          Joan Costello, Vice President of Academic Affairs
          Kathy DeDeyn, Physical Education Instructor
          Sarah Doman-Flygare, Interim Director, Multicultural Services
          Dick Graham, President’s Advisory Council
          Nathan Hanson, Student
          Grace Jones, Bookstore
          Judy LeMire, Administration
          Dave Page, English Instructor
          Barbara Read, Vice President of Student Affairs and Enrollment Management
          Alex Rodich, Student

In addition to the search chair, the following individuals served on the search committee in an ex-officio capacity:

OOC Liaison: Linda Skallman, Associate Vice Chancellor of Human Resources
Campus Liaison: Elizabeth Newberry, Chief Human Resources Officer
Process: Preliminary steps began in November 2008, with the appointment of the committee and initial advertising of the vacancy announcement. Consultant Cruz-Williams assisted in the drafting of a profile for the position, focusing on the specific needs of Inver Hills Community College. The search was postponed one year as President Frank agreed to delay her retirement.

Thereafter, the position was advertised nationally in a variety of higher education and diversity publications. At the same time, Consultant Cruz-Williams initiated a recruitment campaign.

Between November 2009 and January 2010, the committee reviewed 78 potential candidates. After review, the field of candidates was narrowed to seven individuals for initial screening interviews.

In January, six candidates were interviewed in a confidential setting. One candidate withdrew prior to the interview. Interview questions focused on experiences and qualifications relevant to the position.

The committee then narrowed the pool to four 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 (Ruth Grendahl, Christine Rice, Dan McElroy)
- 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.

Timothy A. Wynes has been chancellor of the Iowa Valley Community College District, a two-college, multicenter district in Iowa since 2002.

Before serving at Iowa Valley Community College, Wynes was executive dean of governmental affairs, grants and college research and director of governmental affairs at Indian Hills Community College in Iowa; general counsel and director of the Division of Legal Services in the Missouri Department of Social Services; and a faculty member and assistant director of clinical law and clinic director at the University of Missouri School of Law. He has held adjunct positions at Iowa State University, Buena Vista University, St. Ambrose University, the University of Missouri Graduate School of Social Work and Missouri Southern State College.

He also has worked as a litigator in the Boone and Jasper counties prosecuting attorneys’ offices in Missouri and in the Missouri Public Defender’s Office. He holds a bachelor’s degree in political
science from Cornell College in Iowa, a law degree from St. Louis University and is working on a
doctorate in educational leadership and policy from Iowa State University.

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 Timothy
A. Wynes as the President of Inver Hills Community 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: March 17, 2010
Date of Board Action: March 17, 2010
Date of Approval: March 17, 2010