

**MINNESOTA STATE
BOARD OF TRUSTEES**

BOARD ACTION

APPOINTMENT OF INTERIM PRESIDENT OF NORTHEAST HIGHER EDUCATION DISTRICT

BACKGROUND

Following the May announcement of Chancellor Malhotra, appointing William Maki as Interim Vice Chancellor for Finance and Facilities effective July 1, 2019 for a term of up to two years, Chancellor Malhotra invited nominations and expressions of interest for the open position of interim president of Northeast Higher Education District. Applications and nominations have been reviewed by the chancellor. He has reviewed all input received and consulted as appropriate to develop his recommendation to the board. At this time Chancellor Malhotra recommends Dr. Michael Raich (Rye-itch) as interim president of Northeast Higher Education District.

RECOMMENDED COMMITTEE ACTION

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

RECOMMENDED BOARD MOTION

The Board of Trustees, upon the recommendation of Chancellor Malhotra, appoint Dr. Michael Raich as interim president of Northeast Higher Education District effective July 1, 2019, up to a term of two years and subject to the completion of an employment agreement. The Board authorizes the chancellor, in consultation with the chair of the board and the chair of the human resources 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: 06/19/19

Date of Implementation: 07/01/19

Michael Raich, Ph.D.

EDUCATION

Doctor of Philosophy, Educational Leadership University of North Dakota

- Dissertation: “*A Multidimensional Leadership Model for Rural Community College Presidents*”

Executive Leadership Development Program

- Participated in a leadership development program designed to strengthen executive leadership for individuals identified as high-potential leaders from the Minnesota State system (one-year program).

Superintendent Licensure	St. Cloud State University
Secondary School Principal Licensure	St. Cloud State University
Masters of Educational Administration	St. Cloud State University
Bachelor of Applied Science - Cum Laude	University of Minnesota, Duluth

PROFESSIONAL LEADERSHIP EXPERIENCE

Provost,	Hibbing Community College	2015-Present
Interim Provost,	Itasca Community College	2014-2015

- Responsible for advancing the mission and strategic plan of the institutions.
- Oversee and manage college budgets.
- Provide leadership and mentorship to administrators and managers who oversee academic, financial, student services, and IT/facility areas.
- Participate in the president’s leadership cabinet.
- Represent the colleges on community, civic, and business boards.
- Make final decisions on all campus hires.
- Interpret and comply with all collective bargaining agreements.
- Seek additional revenue through grant making and development activities.
- Promote and support new mission-driven initiatives.
- Oversee maintenance of college accreditation.
- Advance equity and inclusion on campus and actively participate on diversity committees.
- Provide strategic vision for potential facility and program development.
- Collaborate with other NHED leaders to advance shared programming and services.
- Advance relationships with area high schools through the Applied Learning Institute, Education Innovation Partners, and college-in-the schools programming.

Dean of Academic Affairs and Student Services, Hibbing Community College 2006-2014

- Led all college academic programming and student affairs.
- Supervised all college faculty, counselors, student services staff, housing staff, college lab assistants, and financial aid staff.
- Managed student discipline and conduct issues.
- Led the development of high school partnerships and concurrent enrollment arrangements.
- Maintained advisory board relationships with business and industry.
- Served on multiple committees and initiatives including:
 - Shared Governance
 - Academic Affairs Standards Committee (AASC)
 - Applied Learning Institute (ALI)
 - Strategic and budget planning
 - Administrative team
 - General Program Advisory Council (GPAC)
 - AQIP accreditation
- Led hiring committees for new staff and evaluated existing faculty and staff.
- Designed and conducted new employee orientations.
- Served as the college leader during the Provost's extended absences.

Principal, Hibbing High School 2004-2006

- Responsible for all operations of Hibbing High School including day school, the alternative learning program, and summer school.
- Provided a safe and supportive learning environment for over 1,300 students.
- Supervised all high school employees including 70 teaching staff, counselors, assistant principal, activities director, nurse, and secretaries.
- Hired and evaluated faculty and support personnel.
- Led student curriculum decisions in collaboration with special programs director and vertical teaching committees.
- Planned and conducted events such as student orientation and graduation.
- Coordinated student registration with counselors and IT department.
- Established and built the annual master class schedule.
- Served on district administrative team, systems accountability committee, site and district councils, and Hibbing High School Foundation board.
- Administered a budget of over \$6,000,000.
- Acquired and served as the district lead on one of seven grants awarded statewide to develop and pilot a "student drop-out prevention" program that functioned as a model for other schools nationwide.
- Converted the school to a semester-based system.
- Served as school district leader in absence of superintendent.

Activities Director, Hibbing High School 2000-2004

- Established the Hibbing High School Foundation.
- Infused new technology into the scheduling and financial aspects of the activities office.
- Administered several dozen athletic teams, fine arts/academic activities, and a \$650,000 budget.
- Supervised over 80 coaches and advisors.
- Provided guidance and direction for parent support clubs.
- Scheduled, coordinated and managed hundreds of athletic events and activities each year.

- Mediated parent/coach/player conflicts.
- Served on the Minnesota State High School League Representative Assembly.

SELECTED HIGHER EDUCATION LEADERSHIP ACCOMPLISHMENTS

Responsiveness to Industry:

- Implemented the following in collaboration with faculty and industry:
 - Professional Truck Driving (CDL) program
 - Heating and Cooling Technician program
 - Industrial Systems Technology program
 - Solar Photovoltaic Technician program
 - Eldercare/Gerontology program
 - Pharmacy Technician program
 - Multiple Transfer Pathways
 - Multiple Program Redesigns
 - Multiple Program-Level Accreditations
- Biochemical Technology: Conducted benchmark visits to leading 4-year and 2-year educational programs across the nation. Met with relevant industry partners to learn about workforce demand and program requirements.
- Precision Manufacturing: Conducted research about the need for a high-skill precision manufacturing program on the West Iron Range. Planned an industry summit with regional industries, chamber of commerce, economic development organizations, and other colleges.

Best Practices for Student Success:

- Brought Adult Basic Education (ABE) offices and services to HCC through coordinated efforts with the Arrowhead Economic Opportunity Agency. Serving dozens of students each year in pre-developmental preparation.
- Designed HCC learning communities to include supplemental instruction, intrusive advising/counseling, individual tutoring, and scheduled study labs in partnership with ABE.
- Led the adoption of *Quality Matters (QM)*, a faculty-centered, peer review process designed to certify the quality of online and blended courses. Now a faculty-led project, several instructors submitted courses for review and have been trained as peer reviewers.
- Brought *On-Course* curriculum to HCC in partnership with Itasca Community College. Training provided over thirty faculty and staff from both colleges with empowerment strategies for students. *On-Course* curriculum now embedded into HCC “College Success Strategies” courses and various faculty incorporate the concepts into their course delivery.
- Worked with HCC counselor and system office staff to bring a veteran services office to HCC. The office staff member now serves veterans on all NHED campuses.
- Expanded OER options for students across several HCC courses.
- Increased participation of women in non-traditional programs through services established as part of an EMPOWER grant.
- Awarded a grant to hire a student success coordinator intended to narrow the students of color achievement gap, improve cultural competency on campus, and build better community awareness of diversity issues.
- Designed professional development days focused on supporting student of color in the classroom.
- Involved community partners such as police chief, newspaper editor, etc. to monthly diversity meetings to seek their support in our efforts.

- Supported an HCC faculty project that studied success data of student-athletes of color compared to student population, identified barriers to success through qualitative interviews, and developed support mechanisms to narrow the achievement gap.

High School Partnerships:

- Led the creation of a college-in-the-schools (CITS) partnership between HCC and local high schools. Worked with faculty through the AASC process to develop quality standards and guidelines for instituting concurrent enrollment at local high schools for the first time.
- Revitalized ICC's relationships with Itasca Area Schools Collaborative (IASC) through intentionally including ICC in regional IASC strategic planning. Initiated the expansions of ICC's college-in-the-schools offerings from one school to any of the seven IASC schools interested in partnering.
- Applied Learning Institute (ALI): In collaboration with program faculty, initiated all of HCC's ALI programming and funding awards since inception. Conceived the idea of a transportation sector to provide programming for all interested ALI schools.

Facilities:

- Rightsizing and Renovation Bonding project: Led an \$11 million renovation of Hibbing Community College with expected completion in July 2019.
- STEM Lab Bonding Project: Completed a STEM lab renovation and science building HEAPR project at HCC. Conducted planning for a complete biology lab renovation at ICC.
- Nursing Skills Lab: Coordinated leveraged equipment funding, Blandin matching funds, and ALI partnership funding to completely remodel and equip the ICC nursing skills lab.
- Healthcare Simulation Center: Led the development, design/construction, and implementation of a \$1 million health care simulation center at HCC for the nursing program.
- Leading the development of a Transportation Simulation and Training Center at HCC. Expected start date of Fall, 2019.

Accreditation:

- Led several continuous quality improvement projects through HCC's institutional accreditation process. Assisted the college in its transition to AQIP from PEAQ. Worked with multiple technical program leaders on program specific accreditations.
- Initiated ICC's transition to Open Pathways including the submission of a Quality Initiative proposal and began development of the college's assurance review process.

Northeast Higher Education District (NHED) Strategic Planning Teams:

- Developed a roadmap for the future of the Northeast Higher Education District through a comprehensive strategic planning process in collaboration with NHED colleagues. Currently part of the regional academic planning team that is considering a change in structure of the district colleges.

Grant Work:

- Awarded an \$85K planning grant in anticipation of a second award of approximately \$1 Million to redesign HCC's transportation program areas.
- Awarded \$150K grant by the Minnesota Women's Foundation to remove barriers for women to enter non-traditional high wage/high demand programs in a program we built called EMPOWER.
- Awarded a FastTRAC grant in partnership with Arrowhead Economic Opportunity Agency (AEOA) and the workforce center to train underprepared adults as commercial truck drivers.

- Collaborated with AEOA on a workforce development grant to provide funding and intensive academic support to low-income, underprepared adults seeking a degree in HCC's Heating and Cooling Technician Program.
- Awarded a \$900K grant for a high-tech healthcare simulation center to serve Iron Range healthcare students and incumbent healthcare workers from the region.
- Facilitated several Hibbing Community Foundation grants to purchase ceramic kilns, theater/choir upgrades, veteran center equipment, and to support HCC's monthly music series.

Ph.D. – University of North Dakota:

- Earned a Ph.D. in educational leadership with an emphasis on higher education leadership. Completed three years of relevant coursework followed by two years of researching and writing a dissertation on rural community college presidential leadership.
 - ...The new reality describes a higher education environment that—along with significantly decreased funding—includes rapidly changing technology, competition from for-profit institutions, the expanding reaches of e-education, and next-generation students who demand a flexible and sophisticated educational delivery. The researcher discovered five dimensions of leadership, which describe the presidential roles necessary for leading in the new reality of higher education: discerning speculators, impassioned advocates, hope-builders, decisive action-makers, and relationship-architects. A multidimensional leadership model was constructed to demonstrate how the concepts work synergistically...

(from abstract)

TEACHING EXPERIENCE

Secondary Mathematics Instructor , Hibbing High School	1994-2000
Menahga High School	1989-1994

EXTERNAL RELATIONSHIPS

Hibbing Community Foundation Executive Board of Directors	2001-Present
Applied Learning Institute Steering and Leadership Committee (ALI)	2007-Present
Fairview Range Medical Center, Board of Directors (Current Chair)	2008-Present
Minnesota College Athletic Conference, Board of Directors	2010-Present
General Program Advisory Council	2011-Present
Education Innovation Partners, Officer, Executive Board	2014-Present
Fairview Corporate Advisory Council	2017-Present
Minnesota Diversified Industries Board of Directors	2018-Present
Hibbing High School Girls Swim Club Officer	2009-2017
Itasca Area Schools Collaborative (IASC) Board Member	2014
ITASCAP (Minnesota Power) Advisory Board	2014
Blandin Advisory Group	2014
Northeast MN Colleges Chief Academic Officers Group	2008-2014
Hibbing Police Commissioner	2007–2010