

Diane K. Duin, Ph.D., MHA

EXECUTIVE SUMMARY:

- Successful and progressive executive leadership in higher education as Vice President, Dean, Department Chair, Director which comprises twenty-six years of experience
- Visionary, thoughtful, energetic, innovative, positive, accessible, creative, learner-centered, and decisive leadership style
- Successful strategic planning, fiscal management, and resource generation record within higher education
- Learner-centered focus to enhance learner success at all levels
- Committed to a strong and engaged faculty rooted in the belief that faculty and the resources to create quality programs are critical to achieving excellence
- Demonstrated ability to build and execute pathways for successful student progress within the college and across colleges
- Strong skills in faculty and administrative recruitment and hiring
- Excellent ability and experience for friend raising and fund raising
- Successful academic problem-solver
- Significant knowledge of compliance for accreditation standards at the university and program level
- Knowledge of state (MT and SD) and federal education guidelines
- Excellent ability to work cooperatively, collegially, and collaboratively across college and university divisions to enhance retention, graduation rates, and academic/career success
- Active leadership and involvement in community and professional organizations

EDUCATION:

Ph.D.	Rural Sociology South Dakota State University, Brookings, South Dakota
MHA	Health Services Administration Trinity University, San Antonio, Texas
B.S.	Health Services Administration University of South Dakota, Vermillion, South Dakota

PROFESSIONAL WORK EXPERIENCE:

Vice President for Academics, Presentation College, Aberdeen, SD (2018 – present)

As chief academic officer for Presentation College, I lead the three divisions of the College, which encompasses 50 full-time faculty and 30 part-time faculty, in the development and implementation of institution-wide short- and long-range strategies, plans, policies, and procedures for student success. I am financially accountable for the academic budget, which includes the three division, as well as library, registrar, the Simulation Center, education technology, faculty development, Fairmont campus, and assessment and accreditation. I also work day-to-day with the Senior Leadership on managing the annual campus budget of \$16 million. I also provide multi-campus leadership to Presentation College's Fairmont (MN) location and Presentation College Virtual. Achievement highlights include the following:

- Implementation of a new general education framework
- Increased articulation agreements for academic pathways
- Developed the BSN program for online delivery
- Established the first annual summer PC Pathways camp
- Worked with the Division of Nursing on implementation of a 31 point plan to improve NCLEX pass rates for PC nursing students
- Developed dual enrollment to PC for students in the local Catholic high school
- Implemented Transferology to assist potential students in determining which courses transfer to PC
- Administer an academic budget of \$6M
- Managed a campus-wide operating budget decrease of 25%
- Guide and counsel the President and Administrative Team on the issues, challenges, and opportunities related to academics, library, and registrar.
- Initiated statewide discussions with healthcare leaders to ensure existing and potential academic programs are responsive to market conditions and changing workforce needs
- Collaborate with community leaders on the development of a facility to meet the needs of teens challenged by opioid addictions
- Implementation of a new library database
- Work with Acting Director of Advancement to enhance PC's fundraising efforts
- Revision of an Academic Advising Handbook to enhance student retention
- Provide leadership, supervision, and mentoring for supervisors of all divisions and departments
- Highlight service-learning experiences through media and events

Interim Dean, College of Business, Montana State University Billings, Billings, MT (2017 – 2018)

Provided academic leadership for the bachelor's degree in business. Responsible for AACSB-International accreditation efforts. Responsible for faculty evaluation and course assessment.

**Dean, College of Allied Health Professions, Montana State University Billings,
Billings, MT (2010 – 2018)**

As the academic leader of the College of Allied Health Professions, I was responsible for the success of associate's degrees, bachelor's degrees, and graduate degrees in three departments – Health and Human Performance, Rehabilitation and Human Services, and Health Care Services. During my tenure, I designed and launched the RN to BSN Degree Completion program to meet the region's health care workforce needs. Additionally, I led the development of an imbedded certificate in addiction counseling in the Human Services degree, and the development of the Outdoor Adventure Leadership program to meet a need for leadership in Montana's outdoor industry. Additional highlights include the following:

- Provided fiscal leadership with a comprehensive business plan that provides resources to develop academic programs and research
- Developed and launched the RN to BSN Degree Completion program
- Increase student enrollment in the College
- Led the University through a program prioritization process during academic year 2013/2014
- Worked collaboratively with other Montana University System entities to develop degree pathways and programs need by Montana's workforce.
- Fostered teaching innovation and learning excellence based on best practices, including online delivery, service learning, internships, and cooperative education
- Ensured that each program established learning outcomes and measures
- Involved with the fundraising for the new Allied Health & Sciences Building
- Secured external funding to enhance College resources
- Provided leadership in developing and implementing the strategic plan for the College of Allied Health Professions (CAHP)
- Collaborate with faculty, advisory boards, and regional healthcare providers to develop academic programs responsive to regional needs
- Develop and award the annual CAHP Distinguished Partner Award
- Appointed as a professor in the Health Administration Program
- Served on numerous University Committees, as well as search committees for faculty, directors, provost and chancellor.

**Director of Graduate Studies, Montana State University Billings,
Billings, MT (2014 – 2017)**

As Director of Graduate Studies, I was responsible for the day-to-day operations of the Graduate Studies Office including development of the strategic direction for reorganization of the MSUB Graduate Studies Office. I collaborated with the Vice Chancellor for Student Affairs, the Director of New Student Services, Director of University Relations, and Deans in developing action plans for recruitment and retention of graduate students.

**Interim Dean, College of Allied Health Professions, Montana State University Billings,
Billings, MT (2009 – 2010).**

Provided academic leadership for the associate's degrees, bachelor's degrees, and graduate degrees in three departments – Health and Human Performance, Rehabilitation and Human

Services, and Health Administration. Led 16 full time faculty and approximately 50 part time faculty, as well as support staff including three administrative assistants. Managed the conversation from eCollege to Desire2Learn for all CAHP online courses. Provided management of the operating budget, the part-time faculty budget, and the full-time faculty and staff budget for the College.

**Health Administration Program Director, Montana State University Billings,
Billings, MT (2008 – 2010)**

Managed the Health Administration Program that included hiring part-time faculty and scheduling course delivery, securing a grant for development of a certificate in long-term care, teaching courses in health administration, and serving as faculty advisor for student internships.

**Health Scholar/Assessment Director, Montana State University Billings,
Billings, MT (2006 – 2008)**

Taught courses in health administration. Led programs for training of clinical healthcare personnel in eastern Montana. Led all departments in the College of Allied Health Professions in developing learning outcomes and establishing reportable measures. Researched in the area of long-term care and aging. Collaborated with health care entities on research and grants in the areas of aging and community services.

**MBA/MSAS Program Director, University of South Dakota,
Vermillion, SD (1999-2006)**

Responsible for budgeting, marketing, course rotations, assessment, and curriculum development. I served as the assessment coordinator for the School of Business through two AACSB reaccreditation cycles. Worked with other colleges of business in South Dakota to develop a common rubric, numbering and course description for all business courses delivered in South Dakota's public universities.

**Chair, Health Administration Program, University of South Dakota,
Vermillion, SD (2003 – 2006; 1997 - 1999)**

Responsible for day-to-day management of the HSAD program, faculty evaluations, curriculum changes/modifications, and assessment and continuous quality improvement of the program. Advised approximately 50 students. Served as Leadership Coordinator and Primary Discipline Head in collaboration with the University of South Dakota School of Medicine Leadership Education Excellence in Caring for Infants and Children with Neurodevelopment Related Disabilities (LEND) Program. Served as faculty advisor to the HSAD Student Organization.

**Faculty, Health Administration, University of South Dakota,
Vermillion, SD (1992 – 2006)**

Taught course in health administration. Responsible for completion of the Health Service Administration Program's certification through the Association of University Programs in Health Administration (AUPHA). Advised approximately 50 students.

Project Coordinator, Presentation Health System,

Sioux Falls, SD (1987 – 1992)

Responsible for overall management of special projects at the corporate level. Editor of the physicians' newsletter and a consumer newsletter. Creator and co-chair of the Center for Rural Health and Economic Development. Responsible for grant writing at the corporate level. Facilitated strategic planning for rural hospitals and clinics.

HONORS AND RECOGNITION:

Diane K. Duin – Volunteer of the Year (2016), Riverstone Health, Billings, MT

Diane K. Duin – ASAHP Leadership Development, 2011.

Diane K. Duin & DeVee Dykstra – Applied Business Research Conference, Best Paper Award, January 2006.

Diane K. Duin - American College of Healthcare Executives Senior-Level Healthcare Executive Regent's Award, September 2001.

The University of South Dakota Health Services Administration Program was selected as a participating program under the National Rural Health (NRHA) Fellowship Program funded by W.K. Kellogg Foundation. The purpose of the Fellowship Program was to develop a new and innovative model of training that would introduce students to health services administration in rural areas.

Diane K. Duin – School of Business Professor of the Month, February 1998.

1995 Student Chapter Award – USD Student Chapter of American College of Healthcare Executives – presented at American College of Healthcare Executives Congress on Administration, Chicago, Illinois, March 9, 1995. This award is presented annually to the undergraduate health administration program student chapter that has the greatest percentage of students advancing in ACHE during a Convocation year.

FUNDED GRANT ACTIVITY:

Celebrate Women's and Girls' Health Day, U.S. Office of Women's Health. Funded spring 2011. In conjunction with St. Vincent Healthcare. \$2,500.

Coalition for a Healthier Community, U.S. Office of Women's Health. Funded fall 2010. Evaluator. St. Vincent Healthcare primary lead.

Montana Office of Commissioner of Higher Education. Funded \$2,500 for *Long-Term Care Certificate*. Spring 2010.

U.S. Department of Education. Funded \$153,275 for *Expanding Professional Development Education Programs for the Healthcare Industry*. Fall 2008-Spring 2009.

Montana Office of Commissioner of Higher Education. Funded \$100,000 for *Radiographic Sciences: A Career Pathway to Meet Health Workforce Needs*. Fall 2007-Spring 2008.

The South Dakota End-of-Life Education Partnership. Funded through the Wellmark Foundation for \$59,961. Fall 2005-Spring 2006.

Leadership Coordinator and Primary Discipline Head in collaboration with the University of South Dakota School of Medicine Leadership Education Excellence in Caring for Infants and Children with Neurodevelopment Related Disabilities (LEND) Program. Funded through a grant with the Federal Bureau of Maternal and Child Health. 1998 – 2006.

PROFESSIONAL SERVICE:

Community Health Needs Assessment Advisory Board. 2013 – 2018.

Northwest Commission on Colleges and Universities (NWCCU) – Regional Accreditation Reviewer. 2011 – 2018. Accreditation Reviews completed – Portland State University

Council on Accreditation of Health Management Education (CAHME) Fellow. 2008 – 2018. Accreditation Reviews completed – University Arkansas, University of California Los Angeles, University of Houston- Clear Lake, Baylor University, Penn State.

Editorial Board for Undergraduate Studies, Association of University Programs in Health Administration/Health Administration Press. 2008 – 2017.

Editorial Review Panel, *Journal of Health Administration Education*. 2007 – 2016.

Assessment Training Team, Montana State University-Billings, 2007- 2009

Reviewer, Undergraduate Program Review - Association of University Programs in Health Administration Program, 2006, 2004, 2001, 2000, 1998, 1997, 1996.

Co-Chair of the Distance Education Interest Group for the Association of University Programs in Health Administration, 2000 - 2003.

Reviewer, Long-Term Care Management, for Aspen Publishers, 2001.

PUBLIC SERVICE:

2019	Aberdeen Rotary, Aberdeen, SD
1998 – present	P.E.O., Vermillion, SD; Billings, MT, Aberdeen, SD
2014 – 2018	Yellowstone City/County Board of Health, Billings, MT
2011 – 2018	Coalition for a Healthier Community, Billings, MT
2008 – 2018	Advisory Board, RiverStone Health Clinic, Billings, Montana
2010 – 2014	Finance Committee, RiverStone Health Clinic, Billings, Montana

2018 Biomedical Science Advisory Board, School District 2, Career Center, Billings, Montana

2007 – 2018 Montana Healthcare Workforce Task Force

2009 – 2018 Montana’s Area Health Education (AHEC) Advisory Board

2010 – 2015 Montana Gerontology Association – Board Member

2009 – 2018 Advisory Board, Comprehensive Geriatric Education Program, Billings, MT

2012 – 2018 Billings Downtown Rotary, Billings, MT

2012 – 2018 Certified Hospice Volunteer, RiverStone Health, Billings, MT

2004 – 2006 Board of Directors, Sioux Valley Vermillion Medical Center, Vermillion, SD

PROFESSIONAL ORGANIZATIONS:

2009 – 2018 Building and Supporting Montana’s Healthcare Workforce Group

2005 – 2008 Association of University Programs in Health Administration’s Undergraduate Program Committee

2004 – 2006 Gamma Sigma Delta, South Dakota State University

1992 – 2006 American College of Healthcare Executives

1993 – 2006 American College of Healthcare Executives, Regent's Advisory Council

2001 – 2004 American Correctional Association

1993 – 2006 South Dakota Healthcare Executives Group

2001 – 2003 Healthcare Financial Management Association - South Dakota Chapter

1999 – 2001 South Dakota Association of Healthcare Organizations Long Term Care Council

SELECTED PUBLICATIONS:

Keippel, A.E., Henderson, M.A., Golbeck, A.L., Duin, D.K., Gallup, T.L., Hayes, S., Alexander, S., Ciemins, E.L. (2017) Healthy by Design: Using a Gender Focus to Influence Complete Streets Policy. *Women’s Health Issues*. <http://dx.doi.org/10.1016/j.whi.2017.09.005>.

Duin, D.K., Golbeck, A.L., Keippel, A.E., Ciemins, E., Hanson, H., Neary, T., & Fink, H. (2014) Using gender-based analysis to understand physical inactivity among women in Yellowstone County, Montana. *Evaluation and Program Planning*, <http://dx.doi.org/10.1016/j.evalprogplan.2014.12.006>.

Ramano, F., Gropack, S., Duin, D., Morrisette, D., & Simpson, D. Self-perceived attitudes about professional behavior among allied health and medical students. *Journal of Allied Health* (in process).

Duin, D.K. & Dykstra D.V. (2007) Aging and health in South Dakota: Who will provide care? *South Dakota Business Review*, LXVI, II, 1, 4-8.

Duin, D.K. (2007). Leadership and Governance. In *Residential Care/Assisted Living Administrators Exam Study Guide*. National Association of Boards of Examiners of Long Term Care Administrators, Inc., Washington, D.C.

Dykstra, D.V., Davies, T. & Duin, D. (2007). Student Perceptions of Appropriate Classroom Policies of College Professors (abstract). *Proceedings: The Academy of Business Disciplines Eighth Annual Conference*, n.pg.

Duin, D.K. & Dykstra, D.V. (2006). Aging and health in South Dakota: Who will provide care? *Journal of Business & Economic Research*. 4, 10, 7-13.

Duin, D.K. & McSweeney, M.H. (2006). The aging male inmate: Long-term care service needs and the policy implications. *The Journal of Pastoral Counseling: An Annual*, XL, 97-106.

Duin, D.K. & Dykstra, D.V. (2006). Aging and health in South Dakota: Who will provide care? *Proceedings of the Applied Business Research Conference 2006*.

Duin, D.K. & McSweeney, M.H. (2005). Integrating long-term care education into undergraduate health administration programs. *Journal of Health Administration Education*. 22, 2, 213-219.

Duin, D.K. (2004). Old men in the pen: long term care needs of the aging inmate. *Proceedings of the Association of Management/International Association of Management 2004 Conference*, 21, 199-202.

Reddick, W.R. & Duin, D.K. (1995). Long term care at the crossroads: information technology facilitating quality improvement. *Cases in Long Term Care Management*, AUPHA Press, Ann Arbor, MI.

SELECTED PEER-REVIEWED PAPER/POSTER PRESENTATIONS:

Keippel, A., Golbeck, A., Ciemins, E. & Duin, D (2014). It All Adds Up: The Use of Gender-based Analysis as Formative Marketing Research. *Annual Social Marketing Conference: Ideas Beyond Borders*, Clearwater Beach, FL.

Keippel, A., Golbeck, A., Ciemins, E. & Duin, D. (2014) A Woman's Work is Never Done: The Role of Gender in Leisure-Time Activities. Oral Presentation at *ISBPNA*, San Diego, CA.

Keippel, A., Golbeck, A., Ciemins, E., & Duin, D. (2014). Use of a Gender Analysis to Address Gender-Based Health Disparities. *Association for Community Health Improvement National Conference*, Orland, FL.

Keippel, A., Duin, D., Golbeck, A., & Ciemins, E. (2013) Translating a Global Gender Analysis Framework to Improve Local Community Health. *APHA Annual Meeting*, Boston, MA.

Keippel, A., Golbeck, A., Ciemins, E., Duin, D., Dickerson, D. & Hanson, H. (2013) A Woman's Work is Never Done: The Role of Gender in Leisure-Time Physical Activity. *APHA Annual Meeting*, Boston, MA.

Duin, D.K., Gropack, S., Morrisette, D., Romano, F.R., & Simpson, D. (2011). Self-Perceived Attitudes about Professional Behavior Among Allied Health Students. Research Presentation at *ASAHP Annual Conference*, Scottsdale, AZ.

Duin, D.K. & McGinnis, S. (2006) Wow, This Stuff is Hard/Challenging/Exciting? Defining and Achieving Academic Rigor in Online Courses. Paper presentation at *AUPHA Undergraduate Workshop*, Chicago, IL.

Dykstra, D.E., Davies, T.L. & Duin, D.K. (2006). Student Perceptions of Appropriate Classroom Policies of College Professors. Paper presentation at *The Academy of Business Disciplines*, Ft. Myers, FL.

Duin, D.K. & Dykstra, D.V. (2006) Aging and Health in South Dakota: Who Will Provide Care? Paper presentation at the *Applied Business Research Conference*, Orlando, FL.

Duin, D.K. & McSweeney, M.H. (2006). How Are Long-Term Care Principles Integrated into Higher Education Coursework: Outcomes of a Survey of Programs. Poster presentation at the 32nd Annual Meeting of the Association for Gerontology in Higher Education, Indianapolis, ID.

Duin, D.K. & Mendelsohn, R. (2005). Prison is a Tough Place to Die: A Qualitative Study of Growing Old in a Rural State Prison. Paper presented at the *Midwest Sociological Society Annual Conference*, Minneapolis, MN.

Stevens, D.C., Duin, D.K., Ellis, R., Nesson, J. & Boris, G. (2005). The Evolution of Leadership Training in the SD LEND Program. Poster presentation at the 2005 Alliance for Full Participation Summit, Washington, DC.

Duin, D.K. & McSweeney, M.H. (2004). Integrating Long-Term Care Education into Undergraduate Health Administration Programs. Paper presented at the *AUPHA Leaders Conference*, San Francisco, CA.

Stevens, D. & Duin, D.K. (2004). The Evolution of Leadership Training in the SD LEND Program: A Work in Progress. Paper presented at the *AUCD 2004 Annual Meeting & Conference*, Bethesda, MA.

Duin, D.K. & Dykstra, D.V. (2003). We Have the Need, But Who's Carrying On? Paper presented at the 4th *Upper Midwest Conference on Demographics for Policy Analysts*, Minneapolis, MN.

Duin, D.K. & Dykstra D.V. (2002). 1980-2000 Comparative Analysis of Those Over 65 in South Dakota. Paper presented at the 2002 annual meeting of the *Midwest Sociology Society*, Milwaukee, WI.

Dr. Diane K. Duin
Vision Statement for Miles Community College
September 2019

My vision statement for Miles Community College is to have successful alums who are contributing to the communities in which they live and work. This would demonstrate that we, at MCC, have successful graduates who have taken the next steps to careers or college endeavors; who have gone on to be drivers of the economy; who are contributing members of the workforce; and who believe in life-long learning. We at Miles Community College would have accomplished our vision through living our mission and attaining our goals.

As the President of Miles Community College, my role in this vision will be to have created the conditions at the College, in the region, at the State-level, which allowed us to attain our goals and fulfill our mission.

My personal leadership philosophy of creating conditions that allow people to be successful is grounded in my values of respect, great communication, empowering others, diversity in thinking, collaboration and listening. As a leader in higher education, I also value student-centered learning, student success, staff success and faculty success. I also have the philosophy that in order for the organization to be successful with my leadership, my values must align with the mission of the organization I am serving. It is for this reason that I make application to be the 9th President of Miles Community College.

Student Success

Every piece of a college has at its core the student and their success. This includes recruiting that student, educating that student, assisting that student in discovering their career or next level of education. If we keep this foremost in our mind, working together comes easily. As President of Miles Community College, I will serve as a champion for student success.

My experience in expanding online and distance delivery includes the addition of a RN to BSN Degree completion program, moving the psychology program to online delivery, PicTel delivery, as well as management of an off-site campus. In the past, I have diversified programs and degree offerings through embedding certificate coursework into degrees, and developing the BSN at Presentation College as a hybrid program. These are all changes that have led to greater access to coursework and programs for students.

Academic Achievement

As President of Miles Community College, I will focus my values of faculty and staff development and student-centered learning to enhance our environment for academic achievement. My experiences in the past have built partnerships that enhanced the success of students in 2+2 programs, 3+2 programs, and health pathway programs. I also believe in whole-person education, therefore engaging students in athletics, student life, service learning and activities to enrich the Miles City community will provide opportunities for students to grow outside of the classroom.

Workforce Training & Partnerships

My value of collaboration is a cornerstone for working with industry and education partners and creating new partnership for the benefit and future success of our students. These partnerships also grow the community's workforce. In my previous roles, I have earned a reputation for building partnerships with business and industry. My experiences as a board member for Riverstone and a

member of BillingsWorks enhanced the reputation for collaboration of Montana State University Billings. At Presentation College I have assumed a leadership role in working with the Aberdeen community to build programs (community and academically) which address the area's opioid addiction crisis. As President of Miles Community College, I envision working to build strong relationships across all sectors of the Miles City community.

Community Outreach & Lifelong Learning

As President of Miles Community College, I bring my own lifelong learning experience to the College. I was a first-generation, adult learner returning to the classroom in pursuit of a degree. The experiences I had with faculty and preceptors created my continued quest for learning. I learned much more than I ever anticipated learning, and most especially learned that I loved knowledge and wanted to share it with others. This moved me away from a career in healthcare administration to a career in higher education where I can inspire other learners.

I also believe strongly in community outreach. In the communities in which I have lived, I have been an active member both personally and professionally. I will bring that same commitment to the Miles City community, and most especially to Miles Community College.

The depth and breadth of my experiences prepare me to lead Miles Community College and to inspire and motivate staff and faculty to achieve the future of Miles Community College. My vision to have successful alums who are contributing to the communities in which they live and work embraces Miles Community College's commitment to student success, academic achievement, and community and workforce partnerships.