

KEVIN GERDES

Mahtomedi, MN 55115

651.399.4750

ksgerdes@umn.edu

PROFESSIONAL EXPERIENCE

University of Minnesota Humphrey School of Public Affairs, Minneapolis, MN **2012-Present**

Director/Faculty Lecturer

Led the staff and planned operations for the Public and Nonprofit Leadership Center from 2012 – 2014, while taking on new responsibilities as Director for MPA and Capstone coordination and programming. Support Humphrey Student Services in the recruiting and marketing of mid-career students to participate in Humphrey School executive leadership programs. Develop new curriculum and presentation materials as lecturer for topics related to leadership, policy analysis, and program design/implementation analysis. Serve as principal investigator for studies in support of a local or state agency.

- Since 2012, have co-instructed MPA Leadership, Policy Analysis, and Program Design and Implementation Analysis classes for US and international mid-career students.
- Since 2013, have served as Director of Graduate Studies for the Mid-Career Master of Public Affairs (MPA) program, responsible for recruiting, retention, and curriculum development.
- Since 2019, have instructed an undergraduate Personal Leadership class in the Leadership Minor program.
- From 2012-2019, instructed summer Capstone Programs, advising 40+ consultant teams.
- From 2013 - 2018, successfully recruited and instructed US and International public safety leaders in the Executive Public Safety Leadership program
- In 2012-2013, with the input of community leaders, developed a Board of Regents approved Executive Leadership Certificate Program for Public Safety Leaders in law enforcement, fire, Emergency Medical Services, military and local government officials.
- Served as Principal Investigator and Instructor for the Department of Transportation “Leadership Foundations” program in 2013-14, a research project for the State Services for the Blind in 2012-2014, and a case study research project about immigrants in a rural community in 2012-2014.

MINNESOTA NATIONAL GUARD

1982 – 2012

Deputy Commanding General, 34th “Red Bull” Division, Rosemount, MN (2011-2012)

Deputy Commander of a multi-state based division-level organization with over 10,000 assigned Soldiers. Responsible for assisting in exercising duties of command, with responsibility for support and sustainment functions. Manage personnel and equipment readiness levels and create policy/program recommendations related to improvement in the areas of: recruiting and retention, officer and warrant officer management, support of soldiers and families in the deployment cycle, safety, government relations, public affairs, force structure, and facilities management

Chief of Staff, St Paul (2010 – 2011)

Led and directed the operations of a 275-person headquarters staff in support of more than 11,000 operating employees located in 63 Minnesota communities. Supervised the directors for Operations, Personnel, Logistics, Intelligence, Planning, Finance, and Information Management. Managed \$350M annual budget and allocated financial resources to support priorities and achieve organizational goals. Served as senior manager and developer of 2,000 full-time employees. Directed performance and process improvement initiatives.

- Directed the transition between outgoing and incoming Adjutant General/CEO of the MN National Guard, while maintaining continuity of all operational requirements.
- Reengineered the strategic planning process and reorganized staff to synchronize planning and expand communications outreach capability.
- Transformed the organization into a multi-component and joint operation by collaborating with senior leaders to unify integration.
- Developed and mentored the next generation of senior leaders resulting in promotion of senior leaders with key competencies to meet talent management requirements.
- Spearheaded the process to prioritize and reallocate human resources while implementing a work-force reduction of 51 employees throughout the organization.
- Directed and adjudicated the disposition of 13 internal and high-profile investigations resulting in employee disciplinary actions including reduction in rank and termination.

Director, Beyond the Yellow Ribbon and Human Resources (2006 – 2010)

Led and directed the nationally recognized "Beyond the Yellow Ribbon" reintegration program. Coordinated the personnel management activities of a 110-person headquarters staff in support of more than 11,000 operating employees located in 63 Minnesota communities. Supervised managers for Personnel Actions, Human Resources, and Medical Management. Managed \$65M annual budget and allocated financial resources to support priorities and achieve organizational goals.

- Initiated and coordinated development of the nation's first Yellow Ribbon Community program, successfully expanding networks into corporations, counties, campuses, and churches.
- Championed Minnesota's Beyond the Yellow Ribbon reintegration program as national model adopted in 2008 National Defense Act.
- Leader of Governor's Yellow Ribbon Task Force with 56 agencies and 82 members represented.
- Organized nation's first "Deployment Cycle Support" team for the Reserve Component.
- Served as organizational spokesperson at Department of Defense, Congress, communities, and with media to advance Minnesota's model for reintegration training nationally.
- Keynote speaker/presenter at 36 events with national/state leaders, and TV/radio outlets.
- Served as Brigade Commander of 1,700 soldiers, successfully preparing over 600 for deployment to Iraq while implementing a new reintegration model for returning soldiers.
- Directed the organization's first Lean process-improvement initiatives, resulting in improved timeliness of promotions and pay actions.

Director, Beyond the Yellow Ribbon and Human Resources (continued)

- Initiated a planning team and process to prioritize the allocation of 220 new employee authorizations over a four-year period.
- Developed and executed an innovative strategic plan, championing the use of Baldrige criteria to win the Minnesota Guard's top directorate award.

Commander, Montevideo, MN and Taji, Iraq (2004 – 2006)

Led and directed a 550-person Unit located in seven communities in West-Central Minnesota. Served as Mayor of Camp Taji, which provided essential services and support for 17,000 Iraqi and multi-national forces stationed there for area combat and civil support operations. Prepared 550 personnel and \$58M worth of equipment for combat operations by planning and executing training programs. Directly supervised five commanders from each of the operating units.

- Led the top-rated field artillery battalion in the U.S. Army's Reserve Component.
- Earned the Army's distinguished Bronze Star award and Meritorious Unit Commendation for leadership in combat operations.
- Led outreach initiatives to educate families, community leaders, employers, and media on the organization's combat operations.
- Saved \$5M for the U.S. Army by collaborating with the Iraqi Army to share the use of facilities, resulting in shutting down a scheduled construction project.
- Established Camp Taji's first Board of Directors to prioritize engineering projects and develop a long-range master plan for facilities and construction.
- Reorganized and trained 550 Soldiers to conduct security and mayoral staff duties in Iraq.
- Developed and executed emergency response plans for loss of electricity and water for 11,000 occupants of Camp Taji.

Recruiting Manager, Roseville, MN (1999 – 2004)

Led and directed 120 Recruiters in 63 communities across Minnesota to maintain an organization of over 11,000 employees. Supervised four Recruiting Managers who were responsible for eight teams of Recruiters. Managed a budget of \$1.6M to support operations, training, support, and marketing activities. Developed plans and policies to ensure that sales quotas were achieved. Conducted outreach to establish mutually supportive partnerships with schools and diverse groups.

- Led the nation's #1 ranked production recruiting force among the 54 states and territories.
- Turned around floundering recruiting work force into high-performing production teams.
- Mentored the Top Sales Manager in the Upper Midwest region and top recruiter in the nation.
- Served as Midwest Regional Advisory Chairman for recruiting and sales programs and policies.

EDUCATION

Doctorate in Educational Leadership, Ed. D, University of St Thomas, Minneapolis, MN (May 2014)

Master of Arts, Strategic Studies, US Army War College, Carlisle, PA. (July 2006)

Bachelor of Science, Management, Upper Iowa University, Fayette, IA.

Distinguished Military Graduate, St John's University, Collegeville, MN.

PROFESSIONAL DEVELOPMENT

Executive Education Program, Kellogg School of Management, Evanston, IL.

Command & Staff Graduate, Command & General Staff College, Ft Leavenworth, KS.

Top Secret Security Clearance, United States Government.

RECOGNITION AND AWARDS

- Advanced through U.S. Army National Guard ranks from Private to Brigadier General (1 of 4 Brigadier Generals in organization with 11,000 members)
- U.S. military awards include the Bronze Star Medal and Iraq Campaign Medal
- Minnesota National Guard Recruiting & Retention Hall of Fame
- Minnesota National Guard Distinguished Service Medal

PROFESSIONAL ASSOCIATIONS

- Curriculum Committee, University of Minnesota Humphrey School of Public Affairs
- Leadership Minor Steering Committee
- Veterans of Foreign War (VFW)
- American Legion

COMMUNITY INVOLVEMENT

- Minnesota Military Family Foundation Board of Directors (past member)
- Mahtomedi Yellow Ribbon Network Executive Board
- Public Speaker at Community Programs
- Boy Scout Leadership Center Advisory Committee
- Consultant to the St Andrew's Lutheran Church Pastoral team, staff, and Church Council
- Strategic Planning Team Leader for 2021-2025 Strategic Plan for St Andrew's Church
- Volunteer, Community Resource Center serving homeless and unemployed families