ALEXANDRIA TECHNICAL & COMMUNITY COLLEGE

PRESIDENTIAL SEARCH PROFILE

ALEXANDRIA TECHNICAL & COMMUNITY COLLEGE

MINNESOTA STATE

Alexandria Technical & Community College
A member of Minnesota State
OPPORTUNITY OVERVIEW
Alexandria Technical & Community College (ATCC) seeks an experienced and visionary leader to help further its mission of serving the community and supporting the economy of Central Minnesota.

COLLABORATIVE AND CARING CULTURE
The next president of Alexandria Technical & Community College joins an inviting culture of transparency, trust and caring, with a focus on serving students and their best interests. The college supports open communication and strong team work, with informal approaches to grievance resolution and non-hierarchical relationship building in a shared governance environment. It is important to understand and appreciate the college’s strong history of offering high quality technical programs with the adoption of comprehensive community college status nine years ago. The college offers a welcoming experience and enjoys excellent relationships with students and the community it serves.

COMMUNITY CONNECTION
Alexandria Technical & Community College is truly the college of the community and the greater region it serves. Its strong relationships with business and industry encourage partnerships with the college in support of a variety of academic programs. The overall growth of the community and region presents a tremendous opportunity for the college to grow along with it. The region is a hub for advanced manufacturing, healthcare, tourism, and education. It has been characterized as a ‘micropolitan’ environment with its range of high-tech industry.

PASSIONATE LEADERSHIP
ATCC seeks a passionate servant leader with a comprehensive understanding of technical programs along with transfer education. The next president is a strategic thinker who understands effective budget allocation and is skillful at navigating disruptions in higher education that specifically impact ATCC and who will define the institution by its opportunities and not by its constraints. The president is accessible and visible, highly approachable and an active listener who seeks input and is an inclusive, collaborative, and timely decision-maker. The storyteller of the college, the president finds a way to balance the needs of the internal college community (faculty, staff, administrators, and students) with those of the greater community at large along with Minnesota State relationships and initiatives. Gathering and articulating a clear vision for the college and working in support of the college’s best interests will generate enthusiasm among all constituent groups.

STUDENT SUCCESS AND ACADEMIC EXCELLENCE
Students love this college because of the student-centered focus of the institution. Known historically for its strong technical programs, Alexandria Technical & Community College is a comprehensive community college offering a range of high-quality technical programs, K-12 dual enrollment, transfer education, and numerous pathway options. High quality, traditional general education academic programs further reinforce the college’s capacity to play a significant role in student success. Faculty are talented and dedicated, exhibiting a remarkable caring that is student-centered both in and out of the classroom. Student organizations create a rich student life experience. Student success is evidenced by the college’s record in engagement, persistence, retention, completion, and placement.
INSTITUTIONAL PROFILE

Alexandria Technical & Community College’s graduate job placement rate has averaged over 98% for the last three consecutive years. A diverse program mix delivers applied learning in a responsive, supportive atmosphere with personal attention from faculty and staff. Many of the college’s technical programs draw students from across the state of Minnesota and beyond. The college takes pride in its outstanding career and technical programs, while providing transfer degrees, including Minnesota State Transfer Pathways.

ATCC’s rich history includes distinction in instruction and high academic expectations and performance. Numerous partnerships with local, state, national, and international business have led to significant business and industry financial support through the college’s foundation - awarding more than $360,000 in student scholarships each year.

MISSION

Alexandria Technical & Community College creates opportunity for individuals and businesses through education, innovation, and leadership. The college’s high-quality technical and transfer programs and services meet their needs, interests, and abilities and strengthen the economic, social, and cultural life of Minnesota’s communities.

VISION

To be the premier institution of career preparation and comprehensive lifelong learning.

VALUES

Alexandria Technical & Community College values:

- **Legacy** of dedication and pride in its long standing traditions and rich history of being the college that cares.
- **Relationships** with students, faculty, and staff working together to build a supportive and encouraging environment that is built on integrity, respect, and trust.
- **Partnerships** with industry, P-16 education, the community, and the ATCC Foundation.
- **Development** of its students, faculty, and staff to empower each person to make a difference by investing in lives.
- **Excellence** in student success outcomes, which reflect its high expectations for hard work, passion, and never settling for mediocrity.
- **Learning** supported by applied and active curricula designed to mentor students in their individual learning and success through encouraging relationships.
- **Diversity** as the foundation to appreciating differences and including people and ideas in a supportive environment.
- **Leadership** in the community, the system, and the marketplace that is sustained through stewardship of resources and commitment to empower each member of the team.
- **Innovative** culture that promotes curiosity, creativity, passion, intuition, vision, and persistence.

ACCREDITATION

Alexandria Technical & Community College is accredited at the associate degree level by the Higher Learning Commission and is a member of the North Central Association. The college has been accredited since 1980 and is currently in cycle year five of the Open Pathways process.

ORGANIZATIONAL STRUCTURE

ATCC’s employee base is represented by four bargaining units: American Federation of State, County, and Municipal Employees, Minnesota Association of Professional Employees, Middle Management Association, and Minnesota State College Faculty. In accordance with Minnesota State College Faculty contract, ATCC’s Faculty Shared Governance makes recommendations on personnel, student affairs, facilities, fiscal matters, and general operations. Faculty Shared Governance is comprised of eight faculty members and three administrators.
STUDENT PROFILE

Alexandria Technical & Community College attracts students from area high schools, businesses, and the community — as well as from across the state. Students choose to attend ATCC for excellent programs that offer hands-on learning experiences with the opportunity to actively engage with faculty, staff, and other students.

Post-secondary enrollment options (PSEO) and concurrent enrollment students make up 24% of the headcount at the college. This includes those who participate as full-time and part-time students, on campus, in home school, or in high school. Academically well prepared PSEO and concurrent enrollment students are an increasingly important student segment for the college. ATCC received its accreditation by the National Alliance of Concurrent Enrollment Partnerships (NACEP) in 2018.

ATCC draws the majority of its students from across the state of Minnesota.

About half of the student population comes from outside a 50 mile radius of the college.

Due to the distance, many students relocate to Alexandria and the surrounding area.

STUDENT HONORS AND AWARDS

Student competitions at local, state, national, and international levels are highly encouraged for students in the technical programs. Student organizations include SkillsUSA, Collegiate DECA, HOSA, Business Professionals of America, and Phi Theta Kappa. ATCC students demonstrate the quality of the technical skill education through consistent outstanding achievement annually. Students in the Communication Art and Design program submit work every year to the Ad Fed competition. Judged by industry professionals, ATCC students take home more awards in Judges Choice, Best in Show, Gold, Silver, and Bronze than any other college in the competition.
ACADEMIC PROGRAMS AND SERVICES

As a comprehensive public two year college that is part of the Minnesota State system, academic programs and student services are balanced to meet students’ expectations for both job skills and academic transfer. Program distribution includes the School of Business, Design, Health and Education, Law Enforcement, Manufacturing, Transportation, and Transfer. Academic programs are listed at www.alextech.edu/programs.

The college has emerged as a national leader in teaching the highly skilled requirements of occupations supporting industry, health, and government. Responding to emerging technologies across all occupational areas, college curriculum has evolved from focusing on repetitive tasks to integrated technologies that function and communicate across flexible and changing systems. Linking technology with transferable general education provides increased options for students and the community. To accommodate this student need, in 2010, the college was approved by the Minnesota State Board of Trustees and the Higher Learning Commission to award the Associate in Arts degree. This mission expansion built on the credentialed faculty who have taught general education transfer curriculum in the college AS and AAS degrees since 1990.

Today, ATCC offers 31 associate level degrees and 28 diploma and certificate awards.

The college’s largest programs are Associate in Arts, Diesel Mechanics, Law Enforcement, and Practical Nursing. A distinction of Alexandria Technical & Community College is the diverse program mix for both technical and transfer education. Program descriptions and curriculum are available at www.alextech.edu/catalog.

Alexandria Technical & Community College’s connection to business and industry is spearheaded by the Customized Training Center. Beginning in 2020, this function will be known as Workforce Development Solutions (WDS). ATCC’s WDS will be part of the Northwest Region Workplace Solutions, with a regional governance and fiscal agent structure. Three other Minnesota State colleges and one university make up the region, reaching west to the South Dakota and North Dakota borders and north to the Canadian border.

DISTANCE MINNESOTA CONSORTIUM
Alexandria Technical & Community College is part of the Distance Minnesota consortium. Distance Minnesota is a collaboration of four partner colleges sharing services to provide online education across the partner campuses.

EQUITY AND INCLUSION
A strategic goal of the college is to create a welcoming environment. As such ATCC actively collaborates with the ATCC Foundation and community partners to provide services and cultivate understanding and cohesiveness with the college and the community.

The partnership with the Inclusion Network has provided frequent opportunities on campus for both students and the public to have compelling and open conversation around diversity, inclusion, and global understanding. The college has hosted, through the partnership with the Inclusion Network, films, Ted Talks, speakers, and art displays that cover topics of religious expression, gender identity and sexuality, unconscious biases, and race relations.

Even though the college’s population is not ethnically diverse, the college has made efforts to ensure students are aware that the workforce they will enter is quite diverse. The college’s Intercultural Center was developed to “…provide a forum for education and social exchange that encourages greater appreciation, consciousness, and respect for the different cultural backgrounds represented by ATCC students, faculty, staff, and community.” The Intercultural Center serves a key role in the institution’s academic experience and development of an inclusive environment.

Beyond ethnic diversity, the college has sought to bring understanding of social and economic differences as well. Poverty is a global issue that is prevalent in Minnesota; it impacts rural areas dramatically. Consequently, Jennie’s Cupboard was established to provide food and toiletries to ATCC students, without barriers. The cupboard is on campus, and there are no conditions for requests. All ATCC students may access this important resource. The ATCC Foundation raises funds to support Jennie’s Cupboard and provide funds for emergency grants to students in need of immediate assistance.
THE CAMPUS

One visit to Alexandria Technical & Community College’s campus provides an insight to the college’s culture. The shiny halls, the artwork outside and inside, the well-tended lawn, the large shops and labs, the overall footprint of the facility displays the college’s commitment to excellence, and its pride in its technical and applied learning environment. Visitors often remark as they are touring campus, “there is something different about this place.” They are never quite able to name it, because it is embedded across the campus. The campus exhibits the organization’s appreciation of its history and traditions while embodying its dedication to an innovative future.

The ATCC Law Enforcement program and Law Enforcement Center exemplify the college’s long standing reputation of quality and commitment to cutting edge applied learning. The facility houses a tactical warehouse, indoor firing range, forensics lab, weight room and large gymnasium, and radio dispatch lab. The facility not only supports student learning but is often leased by professional law enforcement agencies from across the state. In 2017 the college opened the Nursing Simulation Learning Center. This state of the art facility enables nursing students to participate in clinical experiences in a controlled and responsive environment on campus. The Nursing Simulation Learning Center is a prime example of the college’s commitment to innovation and the community’s support of the college’s mission. These facilities are distinctions of the college.

To support the college’s student body, Foundation Hall was built in 2012. It is a 150-bed student housing facility adjacent to the college’s campus and is owned by the ATCC Foundation. The addition of this facility has greatly impacted the campus’s student life, overall appearance, and the perception of the college.

The college campus houses more than just college services. On campus there are preschool classrooms that serve children enrolled in the Early Head Start program and there are classrooms dedicated to Adult Basic Education provided by School District 206. These collaborations create a cohesive experience for students and the community.

STUDENT LIFE
Alexandria Technical & Community College’s student life helps organize student interest and program related organizations on campus. In addition, Student Life offers several recreational sports and outdoor programs both on campus as well as with community partners including Alexandria Shooting Park and Runestone Community Center.
COMMUNITY

Alexandria Technical & Community College is a regional college that reflects the blend of recreation and industry in the surrounding counties. Across the region, the small towns reflect a history of independent thinking and support for education. Out of these communities have grown national and global companies that include global packaging machine manufacturers, agricultural equipment manufacturers, a national communications provider, a national health care software company, food industry packaging companies, and an innovative global biotech industry process designer.

ALEXANDRIA AREA
Minnesota is the land of 10,000 lakes, and the Alexandria area represents the state well. Surrounded by beautiful lake country, the area is a destination community for recreation and commerce. More than just a beautiful location, the region has strong manufacturing and healthcare industries which have provided economic growth and stability to the area even through the national economic downturn. Consequently, Alexandria’s workforce population has continued to increase across all age groups and is expected to result in a 22% increase in overall workforce by 2035.

As the county seat of Douglas County, Alexandria reflects much of the county and region’s demographics. The county has a 97.4% white population. The college is reflective of its local area, which makes attracting and maintaining a diverse student body and workforce challenging.

Alexandria is located on I-94 halfway between Minneapolis/St Paul and Fargo/Moorhead. This ideal location has made the community a huge draw from across the state and has facilitated the community’s growth. Additional information about the area is available at www.alexandriamn.org.

With its great location and tourism draw, the community has developed unique amenities for a rural community. The community supports the arts with two live theatres and an annual Art in the Park event. Commerce is supported by multiple grocery stores, large chain stores, a mall, a vital downtown filled with locally owned specialty stores, and several car dealerships. Locals and visitors alike enjoy Alexandria’s many restaurants, numerous hotels and resorts, a ski resort, several golf courses, a winery and a legal distillery, beautiful parks, and a 55-mile bike/walking trail that becomes a groomed snowmobile trail in the winter. Most recently, the Minnesota Retailers Association named Alexandria the Retail Community of the Year in the 2018 Minnesota’s Retail Champions program.

Alexandria and the towns surrounding it have embraced the college throughout its 57 year history. The powerful relationship has influenced the growth, sustainability, and culture of the region and the institution.

ATCC FOUNDATION
The ATCC Foundation supports the mission of the college through alumni relations, enterprise management, and development activities. With assets of more than $12 million and annual revenue approaching four million dollars, the foundation is an integral contributor to college operations. The Foundation built and operates student housing through Foundation Hall and operates the Foundation Bookstore, which is the college general bookstore. Each year the Foundation has generated more than $1.2 million in donations and has provided nearly $360,000 in scholarships to students.
MINNESOTA STATE

Minnesota State is the largest single provider of higher education in the state. With 37 institutions, including 30 community and technical colleges and seven state universities, Minnesota State serves 58 percent of the state’s undergraduate student population.

GOVERNANCE

Minnesota State’s 15-member Board of Trustees is appointed by the Governor and has policy responsibility for system planning, academic programs, fiscal management, personnel, admissions requirements, tuition and fees, and rules and regulations. minnstate.edu/board

CHANCELLOR

Under the direction of the Board of Trustees, the chancellor is chief executive officer of Minnesota State and is responsible for providing academic leadership to the system’s 37 colleges and universities, ensuring effective and efficient management, and operation of the system so that Minnesota State can meet the current and long term educational needs of all Minnesotans. minnstate.edu/system/chancellor

STRATEGIC FRAMEWORK

In January 2012, the Board of Trustees adopted a strategic framework for Minnesota State’s future. The framework emphasizes the essential role the system plays in growing Minnesota’s economy and opening doors of educational opportunity to all Minnesotans. Minnesota State recently completed a multi-year self-examination and is now moving to operationalize the strategies in the Strategic Framework:

• To ensure access to an extraordinary education for all Minnesotans
• To be the partner of choice to meet Minnesota’s workforce and community needs
• To deliver to students, employers, communities and taxpayers the best value and most affordable higher education option

APPLICATION PROCESS

Cizek Associates, a national retained executive search and assessment firm, is assisting Minnesota State and Alexandria Technical & Community College in the search. Screening of applications will begin immediately and continue until an appointment is made. Nominations should include the name, position, address, and telephone number of the nominee.

Confidential inquiries and nominations should be directed to the search firm. Email transmission of application materials is strongly encouraged.

Marti J. Cizek, President Cizek Associates, Inc.
2415 East Camelback Road, Suite 700
Phoenix, AZ 85016
602-553-1066
602-553-1166 fax
atcc.pres@cizekassociates.com

A complete application includes:

• Letter of Interest aligning skills and experiences with the Position Profile (not to exceed 5 pages)
• Resume (chronological preferred)
• Contact information for a range of professional references (6 minimum) to include direct email and phone

To learn more about Alexandria Technical & Community College, visit alextech.edu
To learn more about Minnesota State, visit minnstate.edu

QUALIFICATIONS AND CHARACTERISTICS

The successful candidate will demonstrate most, if not all, of these qualifications:

• Strong leadership skills necessary to provide vision and direction to the college, community, and the Minnesota State system
• A reputation as a leader with vision for the future of higher education/college, and champion of the technical and community college mission
• Progressively responsible experience in higher education administration or other extraordinary leadership experiences at a complex organization
• Experience and leadership with shared governance, demonstrating a collegial and collaborative management style
• Experience in a collective bargaining environment
• An appropriate combination of education, training, and experience in program and curriculum development, fundraising, governmental relations, accreditation process, and budget and fiscal management
• A record of actions reflecting concern for the success and well-being of students
• Fosters and promotes public/private partnerships between education and business and industry, community leaders, and organizations
• Demonstrated ability to lead in an innovative environment and encourage out-of-the-box thinking
• Success in data-based decision making
• Ability to lead the college in an authentic, collaborative, and transparent manner with integrity and respect
• Demonstrated experience advancing diversity and inclusion
• Proven track record of being a visible, engaged, and accessible presence with students, alumni, faculty and staff, and community leaders
• Experience partnering with K-12 systems and baccalaureate institutions
• Exceptional oral and written communication skills effective with broad range of audiences
• An earned doctorate is preferred but not required