



Presidential Search Profile

Minnesota State Community and Technical College



MINNESOTA STATE



Minnesota State
Community and Technical College

A member of Minnesota State

POSITION OVERVIEW



Minnesota State Community and Technical College (M State) is a comprehensive public two-year college with campuses serving more than 14,000 students annually with both credit and non credit-based education in four west central Minnesota communities.

M State prides itself on listening to regional partners within secondary, postsecondary, and business and industry sectors to assess opportunities to deliver on its vision of “a success story for every student and stakeholder.” As a result, M State is the regional college of choice for west central Minnesota high school graduates, and delivers more than 100,000 hours of worker training annually to employers statewide.

Each campus brings its own unique characteristics to strengthen the college as a whole. A growing number of students not only enroll in a blend of online and on-campus delivery, but also enroll in courses across its four campuses. While online-only students experience the convenience of selecting from which campus they prefer support services, all M State students are welcome at any campus and experience caring and professional academic and non-academic support no matter the location.

Detroit Lakes, in the heart of Minnesota’s lakes country, prides itself as a popular destination for summer tourists. Education, health, and manufacturing sectors employ a significant number of residents. Students on the Detroit Lakes campus tend to be working adults busy with school, work, and family responsibilities. The campus houses the Detroit Lakes Public School District’s Alternative Learning Center.

The Fergus Falls campus has a traditional community college feel. Students tend to be more traditional in age and desire opportunities to live in campus residence halls and participate in athletics, fine arts performances, and student life programming. The campus enjoys a strong tradition of alumni support for its liberal arts and sciences offerings.

The Moorhead campus serves the growing Fargo Moorhead region, an urban area with a rapidly expanding economy, an increasingly diverse population, and a strong higher education presence of two- and four-year colleges and universities. The student population is representative of the increasingly diverse community, and the campus has increased its workforce development and community outreach efforts and partnerships significantly in recent years.

The Wadena campus is a close-knit, small community with a big heart. Located in a rural area close to lakes and rivers in surrounding counties, students and residents value the abundance of outdoor pursuits, including hunting and fishing. The campus is best known for its strong technical and trades programs, some unique to the college.

Minnesota State Colleges and Universities

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

Students and employers alike count on Minnesota State to provide an extraordinary education. Our colleges and universities are accredited by the Higher Learning Commission, and many of the academic programs offered have received specialized accreditations. Our faculty, too, are credentialed, experienced, and dedicated.

Extraordinary Facts

- We serve 375,000+ students annually and more students of color, first-generation college students, and students of modest financial means than anyone else in the state, including:
 - » 63,500 Students of Color and American Indian Students
 - » 48,500 First-Generation College Students
 - » 84,000 Low-Income Students
 - » 95,000 Students Aged 25 or Older
 - » 10,000 Veterans and Service members
- We offer the lowest tuition in Minnesota.
- Our colleges and universities have 54 campuses that are conveniently located in 47 communities throughout Minnesota.
- We provide more than 3,700 academic programs, including nearly 600 offered entirely online.
- We award more than 40,000 degrees, certificates, and diplomas annually.
- 85% of graduates are employed in a field related to their degree program.
- Our colleges and universities produce more graduates for jobs in critical, high-demand fields such as health care and information technology than anyone else in the state.
- We employ more than 16,000 dedicated faculty and staff focused on student success.
- We provide essential training and specialized certification options for business, industry, and professionals throughout Minnesota.

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 multiyear 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



MISSION, VISION, VALUES



Mission

M State's mission is to provide accessible education with vigor and integrity to diverse learners, preparing them for dynamic living, working and serving.

Vision

A success story for every student and stakeholder.

Values

The college focuses on upholding its values of excellence, integrity, respect, and innovation by providing:

- Excellence in teaching and service
- An environment conducive to learning and working
- A culture of diversity and inclusiveness
- Responsiveness to communities served
- Respect and civility in communications
- Openness to innovation and change
- Accountability and transparency in decision making



FAST FACTS

Credit Students Served 8,000+
Career and Technical Programs 70+
Online Programs 20

Course Delivery Options:

- On-campus
- Online
- Telepresence
- Blended Instruction

Academic Awards:

- Associate of Science
- Associate of Applied Science
- Associate of Arts
- Associate of Fine Arts
- Diplomas

Enrollment by Academic Award:

Students enrolled in AAS programs 32%
Students enrolled in AA programs 31%
Students enrolled in AS programs 19%
Students enrolled in diploma programs 16%
Students enrolled in AFA programs 2%

Largest programs:

- Liberal Arts/Transfer
- Business
- Nursing
- Dental Hygiene
- Dental Assisting
- Electrical Line Worker Technology

Student and Employee Demographics:

Female students 60%
Male students 40%
Full-time students 41%
Part-time students 59%
Students under age 17 25%
Students age 18-21 36%
Students age 22-29 24%
Students age 30+ 15%
Students of color 14%
Students with high financial need 36%
Number of faculty 292
Number of staff 205
Number of administrators 18

History

The college was formed in July 2003 by the merger of Fergus Falls Community College and three campuses of Northwest Technical College in order to better serve the needs of the region by combining strong career and technical programs with liberal arts and science offerings in one comprehensive college.

The college's campuses in Detroit Lakes, Fergus Falls, Moorhead, and Wadena have been serving students and stakeholders for more than half a century. The Fergus Falls campus was established in 1960 when community leaders sought to develop a college where students could complete the first two years of a four-year degree. The Detroit Lakes, Moorhead, and Wadena campuses - founded in 1966, 1965 and 1959, respectively - were established to meet workforce needs through career and technical program options.

To continue meeting the region's changing needs, all four campuses offer career and technical programs and liberal arts and science offerings. The college also operates a site in the northern Minnesota community of Baudette in order to meet workforce needs for the electrical line worker field.

In recent years, the college has focused on strategic planning, student success, partnership development, and promotion of its value proposition throughout the region it serves. Enrollment of new entering students increased by 2.9% in Fall 2017 over Fall 2016.



ACADEMIC PROGRAM CLUSTERS /////

Agriculture, Food and Natural Resources

- Culinary Arts
- Environmental Science
- Equine Science



Arts, Communication and Computer/Information Systems

- American Sign Language
 - » American Sign Language
 - » Sign Language Interpreter Preparation
- Computer Careers
 - » Cisco Networking
 - » Computer Programming
 - » Information Technology
 - » Network Administration and Security
 - » Network Security
- Design Careers
 - » Graphic Design Technology
 - » Web Design
- Fine Arts
 - » Music
 - » Theatre Arts
 - » Visual Art



Business Administration and Management

- Accounting
 - » Accounting Programs
 - » Payroll Specialist
- Administrative Support
 - » Administrative Assistant
 - » Administrative Support
- Business
 - » Business
 - » Business Administration
 - » Business and Banking
 - » Business Entrepreneurship
 - » Business: Management, Marketing, and Sales
 - » Entrepreneurship Essentials
 - » Human Resources
 - » Professional Sales Skills



Engineering, Manufacturing and Technology

- Architectural and Mechanical Drafting and Engineering
 - » Architectural Technology
 - » Civil Engineering Technology
 - » Drafting and 3D Technologies



- » Engineering AS
- » Survey Technician
- Construction and Utilities
 - » Commercial Refrigeration
 - » Construction Management
 - » Electrical Line Worker Technology
 - » Electrical Technology
 - » Gas Utility Construction and Service
 - » Heating, Ventilation and Air Conditioning/Refrigeration
 - » Industrial Workplace
 - » Plumbing Technology
- Transportation, Distribution and Logistics
 - » Automotive Service Technology
 - » Diesel Equipment Technology
 - » Marine Engine Technology
 - » PowerSports Technology

Health Science Technology

- Biological Science
- Cardiovascular Technology - Invasive
- Chemistry
- Dental Assisting
- Dental Hygiene
- Health Information Technology/Coding
- Medical Administrative Assistant
- Medical Coding and Insurance
- Medical Laboratory Technician
- Medical Office Assistant
- Medical Receptionist
- Mental Health Behavioral Aide II
- Nursing
- Pharmacy Technology
- Phlebotomy Technician
- Practical Nursing
- Radiologic Technology
- Surgical Technology

Human Services

- Child Care and Education
- Cosmetology
- Correctional Officer
- Criminal Justice
- Early Childhood and Paraprofessional
- Esthetist
- Fire Service Preparation
- Manicurist
- Massage Therapy
- Paralegal



STUDENT SERVICES AND SUPPORT //

Every student brings a unique identity and story to enrich the college. In turn, the college provides students with a full complement of services to support their success. In order to ensure that students have accurate and timely information about college processes and services before and during their enrollment, the college follows a strategic communications calendar that shows the key communications pieces students receive, along with the deployment schedule for those communications, the type of communication being utilized, and the offices or personnel responsible for disseminating those communications. Use of the strategic communications calendar provides the college with a coordinated system for providing important information to students as needed during the enrollment management cycle.



The college's full complement of academic and student support services includes admissions, advising, assessment for course placement, bookstores, bridge programming, career development and placement, counseling, disability services, English Language Learner support, financial aid, food service, information technology help desks, libraries, diversity and inclusion programming, proctoring, orientation, student life programming, registration, social work, transfer, tutoring and veterans services. The college's fully staffed call center, the Support Center, provides timely and consistent responses to a wide array of questions. The Support Center illustrates the college's efforts to proactively connect student with helpful services in a friendly and prompt fashion. The Fergus Falls campus offers student housing.

Each campus's orientation process provides students with additional information about all of the support services available to them at the college. In addition to on-campus orientation programming, the college offers the Source, an ongoing online orientation resource students can access from enrollment to graduation. The Source is a knowledge database through which strategic communications to targeted student groups push "just-in-time" orientation articles and videos to increase academic and non-academic success.

The college has found that the identification of first-time-in-college students in pursuit of an Associate of Arts degree is the greatest opportunity for fall-to-fall retention improvement. As a result, the Student Development Services advising team developed and implemented a first-term check-in initiative to meet with this population during the first five weeks of the term. During the first check-in meeting with students, advisors and students review student results on an intent survey, GRIT assessment, and Student Success Navigator assessment. Students then work with the advisor to complete a realistic term-by-term plan for the completion of their Associate of Arts degree. Finally, advisors discuss students' career exploration needs and help students use the college's career counseling and career and placement services to address those needs.

Additional initiatives to enhance student success have included early alert processes, the strategic enrollment management and academic planning occurring at the campus level, the redesign of developmental education, involvement in the Higher Learning Commission's persistence academy, and the increased use of data in initiative development and analysis.

Over the three most recent years, M State's student persistence and completion rates have increased for all students by 7.6 percentage points; for first generation students by 7.5 points; for students of color by 12.1 points; and for Pell-eligible students by 9.5 points.

Student Life

M State offers students a variety of student life opportunities to connect with others, gain leadership experience, get involved, and have fun. Students are encouraged to become active members and leaders of the campus community through student government and a variety of student clubs and organizations, such as Pulse Programming Board, Phi Theta Kappa, Business Professionals of America, Diesel Club, Pride Alliance, and many more.

The M State Fergus Falls campus has long recognized that the arts and athletics extend learning beyond the classroom and teach valuable lifelong lessons. Men's athletics includes baseball, basketball, football, and golf. Women's athletics includes basketball, softball, and volleyball. Opportunities also exist to take part in fine arts performance in band, choir, and theatre. Students who participate not only develop their talents but learn teamwork, build relationships, and experience Spartan pride.

Serving Students and Communities

The college analyzes institutional data sources, Minnesota State system data sources, and national best practice data to identify at-risk and underserved populations. The development of services designed to better support the success of the students from those specialized populations is informed by data analysis. The Minnesota State system includes the following student subgroups as its primary specialized at-risk and underserved populations: first-generation students, low-income students, and students of color. The college's continuous improvement of its processes in developmental education, advising for Associate of Arts degree students, early alert systems, and the implementation of social work services demonstrate the college's effort to improve student success for at-risk and underserved populations.

The college invested in a formal study to assess the effectiveness of its developmental education program. As a result, the college created a shorter developmental education curricular sequence for students in both English and math and implemented enhanced student support services through a success coaching model and bridge programming. The college continues to explore continuous improvement strategies for developmental education through active involvement and leadership in the system's Roadmap for Improving Development Education initiative.



PARTNERSHIPS AND GRANTS



M State takes pride in its partnerships with business and industry employers, secondary schools, community organizations, and foundation board members and donors. The college foundations, which exist as auxiliary enterprises, award hundreds of student scholarships totaling more than \$207,000 each year. The foundations also contribute to special projects that enhance the college's academic programs. For example, in 2016 a significant investment of bonding funds from the State of Minnesota as well as private donations supported an expanded Transportation Center, which included two new diesel labs and the addition of state-of-the-art equipment and classroom space for students.



The college partners with 38 high school districts to educate over 1,700 students through its Concurrent Enrollment Program, which is accredited by the National Alliance of Concurrent Enrollment Partnerships. The college develops and values the relationships with program advisory committees and the College Advisory Council to engage business, education, and community leaders in our continuous improvement efforts. Through the enhancement of community outreach and partnership efforts, the college has developed new programming and services to support student success, including food pantry services, equity and inclusion services and programming, sexual violence prevention programming, and drug and alcohol use prevention programming.

The college maintains a number of articulations with four-year colleges and universities within and outside the Minnesota State system. The college's unique partnership with the Tri-College University, representing a collaboration of five institutions in the Fargo, ND/Moorhead, MN area brings additional course and co-curricular service options to students throughout the region. In addition to M State, Tri-College University includes Minnesota State University Moorhead, Concordia College, North Dakota State University, and North Dakota State College of Science.

Grants

Numerous college grants support efforts to add and strengthen programs and services, including grants from businesses, community organizations, foundations, and initiative funds, education service cooperatives, and other state agencies.

- U.S. Department of Education, Strengthening the Institution Title III Grant, 2013-2018, \$2.5 million
- U.S. Department of Labor, TAACCCT Grant, CU Succeed, 2014-2018, \$2.4 million
- U.S. Department of Labor, TAACCCT Grant, Minnesota Advanced Partnership Project, 2014-2018, \$424,000
- MN Department of Human Services, Strategic Prevention Framework Partnership for Success Grant, 2015-2019, \$1.1 million
- US Department of Education, Carl Perkins Career and Technical Education, 2018, \$482,000

Workforce Development Solutions

M State Workforce Development Solutions provides a comprehensive, one-stop shop for business and industry training needs serving more than 6,000 individuals and providing more than 100,000 hours of training annually. Workforce Development Solutions works with more than 500 business and industry partners through the region and is one of the largest providers of non-credit training in Minnesota. The non-credit department serves both employees and employers through open-enrollment classes at all campus sites and customized contract training at the business and industry partner site. Non-credit training is provided in the areas of Business Technology, Electrical, Fire and Rescue, Health, Leadership Development, Mechanical/Technical, Safety and Compliance, and Transportation, serving all industry sectors. Workforce Development Solutions has experienced significant year-over-year growth in individuals served, training hours, revenue, partnerships, contracts and contractors.

Professional Continuing Education

Non-credit classes, workshops, and seminars are designed for adults needing to satisfy professional credentialing requirements or seeking career advancement, job mobility, or professional growth. The Workforce Development Solution group partners with area Workforce Centers, state and local agencies, businesses, and community partners to continually monitor and respond to current trends, professional requirements and individual training needs and interests. Continuing education courses are offered at flexible times including evenings and weekends to meet the time constraints of incumbent workers. Classes are offered at all campus and off-campus locations. Enrolled students earn continuing education units in recognition of their participation.

Industry-Specific Customized Training

M State's Workforce Development Solutions group is a solutions provider for area partners seeking workforce training. The group listens to the specific training needs and requirements of the partner, then identifies a subject matter expert who can design and deliver a customized solution that meets the specific needs of the adult working learner. These customized solutions can be delivered at a partner site or any M State campus location.

The M State Workforce Development Solutions group has developed four mobile training trailers to take "Training on the Road." These include a Mobile Welding Training trailer, Mobile Safety Training trailer, Mobile Precision Manufacturing Training trailer, and Mobile CDL Training trailer. The group serves a large geographical area including west central Minnesota and eastern North Dakota. The use of these trailers and/or equipment allows the group to provide customized hands-on training elements with any training provided at partner sites. Adult working learners need the hands-on elements to assure knowledge transfer of the training concepts being delivered. Last year 315 training contracts served 143 business and industry partners who benefited from innovative solutions customized to their unique workforce training opportunities.

The M State Workforce Development Solutions group manages a Workforce Development Center on the Moorhead campus, allowing the group to provide both professional continuing education training and customized contract training at the campus location. The center serves as a convenient and flexible base of operation for the mobile training trailers and equipment while also serving the larger population base of the Fargo Moorhead area. M State has plans to add a similar Center for Student and Workforce Success on the Fergus Falls campus.

The group participates on a variety of workforce-centered committees and task forces throughout the area. The M State Workforce Solutions group serves as a valued resource for communities and state and local agencies regarding workforce issues and solutions.



SEARCH DETAILS



Presidential Search 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 a vision for the future of higher education/community colleges, and champion of the community and technical college missions
- » Progressively responsible experience in higher education administration and/or in other complex organizations
- » Demonstrated ability to collaborate with other colleges, universities, and system office to identify effective strategies for leveraging collective strengths, resources, and employee expertise
- » Experience and leadership with shared governance, demonstrating a collegial and collaborative management style
- » Experience in a collective bargaining environment
- » Ability to create a unifying vision for the college, leveraging the strengths and unique characteristics of the four individual campuses.
- » 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
- » Demonstrated leadership in fostering and promoting public/private partnerships between education and business and industry
- » Demonstrated ability to lead in an innovative environment and encourage informed risk-taking
- » Success in data-driven 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, community leaders, and friends
- » Experience partnering with K-12 systems and baccalaureate institutions
- » Exceptional oral and written communication skills effective with a broad range of audiences
- » An earned doctorate is preferred but not required



Confidential Inquiries and Nominations

RH Perry & Associates, an executive search firm, is supporting Minnesota State Colleges and Universities and Minnesota State Community and Technical College in this search.

Potential candidates and interested parties may review the position profile at www.rhperry.com.

Screening of applications will begin immediately and continue until the position is filled.

Nominations should include the name, position, address, and telephone number of the nominee.

Applicants should submit a cover letter, resume and contact information for three professional references to **MStatePresident@rhperry.com**.

Confidential inquiries and nominations should be directed to:

Mr. Jesse M. Thompson, Senior Consultant
MStatePresident@rhperry.com

Mr. Paul Doeg, President
MStatePresident@rhperry.com

RH Perry & Associates
Phone: 617-901-4880

To learn more about Minnesota State Colleges and Universities, please visit **MinnState.edu**

To learn more about Minnesota State Community and Technical College, please visit **minnesota.edu**.





MINNESOTA STATE

Extraordinary Education.
Exceptional Value.

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[MinnState.edu](https://www.mnstate.edu)

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Candidates with hearing or speech disabilities may contact us via preferred telecommunications relay services.