



Presidential Search Profile

Ridgewater College



MINNESOTA STATE



RIDGEWATER
COLLEGE

A member of Minnesota State

POSITION OVERVIEW



Ridgewater College seeks a visionary leader to work with students, faculty, staff, and the community to advance its mission of providing quality education opportunities for diverse student learners. Ridgewater is a dual-campus community and technical college that serves as a critically important resource for the students and communities of rural West Central Minnesota, especially the cities of Willmar and Hutchinson where the campuses are located.



The college serves more than 5,000 students through its nearly 100 academic programs and more than 68,000 training hours for individuals and businesses through customized training and continuing education. While both campuses offer a liberal arts education, technical educational programs vary by location. Several programs have gained a regional and national reputation for distinction, including the Nondestructive Testing Program and the award-winning Veterinary Technician Program.

Ridgewater College is one of the region's most important economic drivers, which results in strong partnerships with regional business and industry, including active advisory programs that help shape curricula and ensure that Ridgewater graduates have the skills employers need. This role in the region also is reflected by the support afforded to the Ridgewater Foundation, which provides between \$225,000 and \$275,000 annually in student scholarships, and more than \$400,000 in additional cash and non-cash support for equipment, supplies, technology enhancements, and other essentials benefiting academic programs.

An additional distinguishing factor at Ridgewater College is the collective ethic of continuous improvement shared by faculty and staff, 36 percent of whom are proud graduates of the college. They take great satisfaction in what the college has accomplished, but faculty and staff are strongly committed to making good programs great in order to ensure student success in the workplace.

Willmar and Hutchinson are regional hub communities that offer a small town feel. The area has easy access to lakes, state parks, and the Twin Cities metropolitan area. The Willmar campus has the largest physical footprint of the two campuses, with over 468,000 square feet across eight buildings on more than 206 acres. The Hutchinson campus is comprised of two separate locations. The main campus is comprised of one building with over 177,000 square feet on 52+ acres. The Business Development Center, which is located a few miles away from the main campus, houses Customized Training and Continuing Education in Hutchinson with 18,000 square feet on 6+ acres.

More than \$31 million has been invested in capital projects, asset preservation, and equipment repair and replacement during the past 10 years. The Willmar Campus recently completed a nearly \$14 million renovation of the technical instructional lab and Student Center. This completed the capital project that began in 2008 with a \$4 million technical instructional addition and science lab initiative.

The Higher Learning Commission (HLC) accredits Ridgewater. Since 1996, the college has maintained this accreditation through participation in HLC's rigorous Academic Quality Improvement Program (AQIP). In addition to our institutional accreditation, many of the college's program areas have achieved accreditation and certification status.

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](https://www.mnstate.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](https://www.mnstate.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

Ridgewater provides quality education opportunities for diverse student learners in an inclusive, supportive, and accessible environment.

Vision

Ridgewater College will be a dynamic educational leader exemplifying innovation and excellence within a student-centered learning environment.

Values

Ridgewater College values a learning environment that:

- Focuses on student needs and student success
- Equips students to think critically and creatively, solve problems, and adapt to a rapidly changing world
- Embraces diversity of thought, diversity of individual background, and affirms the worth and dignity of each individual
- Focuses on continuous improvement by establishing success indicators, measuring against those indicators, and using the results to make strategic decisions
- Promotes ethical and honest behavior and accountability at both an institutional and individual level
- Demonstrates and reinforces the value of lifelong learning
- Reaches beyond the college's walls to the community, the region, and the world



College History

In February 1961, Independent School District 347 in Willmar, Minnesota, voted with a resounding 95.5% “yes” to establish Willmar Community College as part of the Willmar School District. The new college was to provide technical education as well as a transfer division. The School District entered into a 20-year lease purchase with the United States Air Force and in September 1961, the college opened its doors to 87 students in six vocational programs. In 1965, the college split into two separate institutions: Willmar State Junior College and Willmar Area Vocation Technical Institute (WAVTI). In the fall of 1967, Independent School District 423 in Hutchinson, Minnesota, opened Hutchinson Vocational Technical Training Center with 38 students in four vocational programs. In 1969, it was renamed Hutchinson Area Vocational Technical Institute (HAVTI).

In July 1992, Hutchinson-Willmar Regional Technical College formed through the legislatively mandated merger of the technical colleges in Hutchinson and Willmar. In the spring of 1993, the North Central Association of Colleges and Schools accredited the new college. In July 1995, the State University System, the State Community College System, and the State Technical College System merged. Under this new alignment, the Higher Education Board assumed the governance of the 64 institutions. As a result, in July 1995, a single board governed both Hutchinson-Willmar Regional Technical College and Willmar Community College.

Ridgewater College formed on July 1, 1996, through the merger of Hutchinson-Willmar Regional Technical College and Willmar Community College, forming a single college with comprehensive campuses in Hutchinson and Willmar.



Enrollment Trends

In recent years, Ridgewater College as experienced enrollment declines similar to that seen at other public two-year colleges. However, the college's enrollment outlook is expected to remain relatively steady over the next three years due to steady area high school graduation rates and as a result of community growth and investment.

Full-year equivalent (FYE) enrollment was 2,754 in fiscal year (FY) 2017. FYE enrollment peaked at 3,537 in FY 2011 and has averaged 2,943 over the past five years. The college serves nearly 5,000 students in credit-bearing programs annually. The number of students taking the majority of their classes online has grown from 12% in FY 2012 to 21% in FY 2016.

DEMOGRAPHICS

Total number of students served4,991	Total percent students of color 15%
Willmar campus2,832	Willmar campus18%
Hutchinson campus2,159	Hutchinson campus12%
Total FYE equivalent2,754	Total first generation61% or 3,067
Willmar campus1,339	Willmar campus60% or 1,694
Hutchinson campus805	Hutchinson campus64% or 1,373
Total percent female55%	Average age of students25
Willmar campus52%	Total Ridgewater employees 657
Hutchinson campus59%	Female293
Total percent male43%	Male364
Willmar campus45%	Average age of employees51
Hutchinson campus41%	



ACADEMIC PROGRAMS



Advanced Manufacturing and Engineering Technology

Advanced Ultrasonic Testing Tech	Diploma
Automation and Robotics Systems Tech	AAS, Diploma
CNC	Certificate
CNC Precision Manufacturing Tech	AAS, Diploma
Computer Aided Drafting and Design	AAS, Diploma
Computer Aided Drafting Technician	Certificate
Electronics Technology	AAS, Diploma
Machining Technician	Diploma
Manufacturing Technology	Certificate
Nondestructive Testing Technology	AAS, Diploma
Process Controls	AAS
Process Controls Technician	Diploma
Process Controls Technology	Certificate
Welding	AAS, Diploma, Certificate
Welding - 1 year program	Diploma

Agriculture & Veterinary Technology

Agribusiness	AAS, Diploma
Agricultural Science and Technology	AS
Agronomy Technology	Diploma
Dairy Management	AAS, Diploma
Farm Business Management	Diploma
Farm Operation and Management	AAS, Diploma
GPS / GIS Technology for Agriculture	AAS, Diploma
Precision Farming	Certificate
Veterinary Technology	AAS

Art and Design

Art	Gen Ed
Audio & Video Technology	AAS, Diploma
Multimedia Design Technology	AAS, Diploma
Music	Gen Ed
Professional Photography Technology	AAS, Diploma
Theater	Gen Ed

Automotive Technology

Auto Body Collision Repair	AAS, Diploma
Automotive Service Technology	AAS, Diploma

Business & Marketing

Accountant	AAS, Diploma
Accountant Clerk	Diploma
Accounting Technician	Diploma
Administrative Assistant	AAS, Diploma
Entrepreneur	Certificate
Healthcare Administrative Assistant	AAS, Diploma
Legal Assistant	AAS, Diploma, Certificate
Marketing and Design	AAS
Marketing and Sales Management	AAS, Diploma
Medical Transcription	Certificate
Microsoft Specialist	Certificate

Office Assistant	Diploma
Sales and Management Associate	Diploma
Professional Photography Technology	AAS, Diploma

Construction Trades

Audio / Video Technology	AAS, Diploma
Carpentry	AAS, Diploma
Carpentry - 1 year program	Diploma
Electrician	AAS, Diploma

Cosmetology & Massage Therapy

Advanced Estheology	AAS
Advanced Esthetics	Certificate
Advanced Skin Care for Estheticians	Certificate
Cosmetology	AAS, Diploma
Estheology	Certificate
Massage Therapy	AAS, Diploma
Nail Care Technology	Certificate

Education

Early Childhood Education	AS
Early Childhood Special Education	Certificate
Education Paraprofessional	AAS, Diploma
Education Paraprofessional Title 1	AAS
High School Athletic Coaching	Certificate

Health Care

Activity Assistant	Diploma
Activity Director	AAS
Activity Professional Basic MEPAP 1	Certificate
Activity Professional Basic MEPAP 2	Certificate
Chemical Dependency Counseling	Certificate
Emergency Medical Technician (EMT)	Credential
Health Information Technician	AAS
Health Science Broad Field	AS
Health Support Specialist	Certificate
Healthcare Administrative Assistant	AAS, Diploma
Home Health Aide	Credential
Massage Therapy	AAS, Diploma
Medical Assistant	AAS, Diploma
Medical Coding Specialist	Diploma
Medical Transcription	Certificate
Nursing for RN degree	AS
Nursing for BSN degree- MANE	BS
Nursing for LPN degree - Practical	Diploma
Nursing Assistant	Credential
Paramedic	AAS, Diploma
Phlebotomy Technician	Certificate
Universal Care	Certificate

Information Technology

Computer Programmer	AAS, Diploma
Computer Support Technician	AAS, Diploma
Cybersecurity	AAS
Helpdesk Technician	Certificate

Java Computer Programmer	Certificate
Mobile Application Design	AAS
Multimedia Design Technology	AAS, Diploma
Network Systems Administration	AAS, Diploma
Web Programming	AAS, Diploma
Windows Administrator	Certificate

General Education, Transfer & Liberal Arts

Liberal Arts	AA
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Minnesota Transfer Curriculum

Anthropology	Gen Ed
Art	Gen Ed
Chemical Dependency	Certificate
Communication Studies	Certificate / Gen Ed
Economics	Gen Ed
English	Gen Ed
Geography	Gen Ed
Global Studies	Certificate
History	Gen Ed
Humanities	Gen Ed
Mathematics	Gen Ed
Philosophy	Gen Ed
Political Science	Gen Ed
Psychology	Gen Ed
Sciences	Gen Ed
Sociology	Gen Ed
Social Services	Certificate
Spanish	Gen Ed
Human Services	Electives
Physical Education	Electives
Public Health	Electives
Theater	Electives

Mathematics, Science and Engineering

Agricultural Science and Technology	AS
Biology	AS
Chemistry	AS
Engineering and Physics	Gen Ed
Health Science Broad Field	AS
Mathematics	Gen Ed
Earth Science	Gen Ed

Law Enforcement and Public Safety

Emergency Medical Technician (EMT)	Credential
First Responder	Credential
Law Enforcement - Professional Peace Officer	AAS
Paramedic	AAS, Diploma

Online Programs

Activity Management Program	Certificate
Basic Activity Program	Certificate
Computer Aided Drafting and Design	AAS, Diploma
Computer Aided Drafting Technician	Certificate
Health Information Technology	AAS
Law Enforcement	AAS
Law Enforcement - Correction Emphasis	AA
Liberal Arts	AA
Medical Coding Specialist	Certificate

Largest Programs

- Liberal Arts & Sciences
- Health / Allied Health
- Agriculture
- Business
- Manufacturing Technology



STUDENT LIFE AND SERVICES



The college offers many opportunities for students to be involved on campus, to connect with fellow students, and to gain leadership experience. While each campus has a student senate made up of student leaders, the two senates work together planning student life events, making student life budget recommendations, and making student body governing decisions.

Current Student Clubs

- Audio Technology
- Automation / Electronics / Wireless
- Collegiate DECA
- CST Club
- Helping Hands Club
- Nondestructive Testing Club (NDT)
- Nursing Club
- Auto Body Club
- Auto Tech Club
- Christians In Action (CIA)
- Conservative Club
- Cosmetology
- Electrician
- Fine Arts Club
- Multicultural Club
- Occupational Skills
- Photography Club
- Post-Secondary Agriculture Student Organization (PAS)
- Rodeo Club
- VTA/VTPAS
- Welding

Other Student Life Facts

- Both campuses have a Phi Theta Kappa Honors Society.
- Ridgewater is a member of the MCAC and offers intramural sports on both campuses, with NJCAA sports on the Willmar Campus.
- NJCAA sports are football, volleyball, men’s basketball, women’s basketball, wrestling, baseball, and softball.
- Both campuses have an art gallery and offer choir on alternating semesters. The Willmar campus also presents two theater productions per year.

Student Services and Support

Ridgewater College is committed to student success. We offer a wide variety of campus-based activities designed to assist potential and current students in gathering information, making decisions about their lives, and implementing plans for their future. Admission representatives fill a dual role with recruiting and academic advising. This allows students to build a relationship that starts before a student even enrolls in the college.

It is important that students receive the same services whether they are taking courses at the Hutchinson campus, the Willmar campus, or online. Each campus has multi-faceted tutoring centers, disability services, TRiO student support services, Veterans Resource Centers, counselors, and career services.



PARTNERSHIPS AND GRANTS



Perkins Consortium

Ridgewater is proud of the partnerships that we have created in our communities. We have a strong K-12 partnership with our 17 area high schools that are part of our Perkins consortium.

- Atwater – Cosmos – Grove City
- Belgrade –Brooten – Elrosa
- Bird Island – Olivia – Lake Lillian
- Buffalo Lake – Hector – Stewart
- Dassel – Cokato
- DREAM Academy – Willmar
- Eden Valley – Watkins
- Gibbon – Fairfax - Winthrop
- Glenco – Silver Lake
- Hutchinson
- Kerkhoven – Murdock - Sunburg
- Lester Prairie
- Litchfield
- Maynard – Clara City - Raymond
- New London - Spicer
- Sibley East
- Willmar

Each year, we hold annual career exploration events on both campuses attended by more than 1,600 10th graders from our Perkins consortium and 6 other area schools. All Perkins schools are also part of the fall Counselor Encounter where we focus on new things happening at the college, high school to college transitions, and the partnerships between K-12 and Ridgewater.



Business Partnerships

We also have strong connections with our area businesses. Our technical programs have strong advisory boards where industry is working with programs to align the education of our students with their future careers. In FYE 2017, twelve technical programs received in-kind donations from our business partners of over \$600,000.

Grants

In FY2017, Ridgewater received several grants that have helped us serve our community and our students:

\$13,294	360 Center of Excellence NSF
\$4,540	Adult Pathways to Post Secondary Mini Grant
\$26,375	Ag Center of Excellence
\$5,450	Nitro X Summer Camp
\$21,730	Open Textbook Project
\$10,401	TECHS – Health Partner Grant
\$200,000	TigerPath Skilled Workforce Initiative (includes \$75,000 in scholarships for students)

BUSINESS AND INDUSTRY



Ridgewater's Customized Training and Continuing Education (CTCE) plays an important role in our business outreach. CTCE is pivotal in assisting our area businesses with training; many of our large area business enter into contracts with CTCE; and we provide customized training. We also offer hundreds of open-enrollment classes to satisfy professional credentialing requirements for professionals seeking additional skill sets for career satisfaction or advancement.

Contracted Training/Open Enrollment Training Data - FY2016

- **68,000+ training hours** - 41,927 contracted / 26,264 open enrollment
- **7,730 unduplicated headcount**
- **14,857 training seats sold** - 10,617 contracted / 4,216 open enrollment
- **1,023 training sections** - 591 contracted / 432 open enrollment
- **\$2,172,324 total revenue**

Specialty Areas

While CTCE trains in many areas, our specialties are:

- Agriculture
- Construction
- Emergency Medical Services
- Fire
- Health Care
- Industrial Safety
- Manufacturing
- Nondestructive training
- Professional and leadership development
- Transportation

Industry-Specific Customized Training

- Ridgewater CTCE is one of Greater Minnesota's largest Minnesota State Fire Training Consortium member
- Ridgewater CTCE provides statewide administration for the Minnesota Motorcycle Safety Center for the Minnesota Department of Public Safety
- Ridgewater CTCE also provides training throughout the state with our SimLab L1, a mobile simulation lab capable of delivering the latest in high tech medical simulation and use SimLab technology at client facilities providing high-fidelity simulation training
- In partnership with the college's for-credit academic programs, Ridgewater CTCE identified a need in continued training for Nondestructive Testing and developed a training curriculum that moves Ridgewater from a regional or state training institution to the national level.

Top Contractors (FY2016)

- MN Department of Public Safety (Office of Traffic Safety)
- Hennepin County Medical Center
- Jennie-O Turkey Store
- Endeavor Airlines
- Southern MN Beet Sugar Cooperative
- 3M
- Litchfield Chamber of Commerce
- Taylor Forge Engineered Systems
- Tech Ord
- American Time and Signal
- Appleton Ambulance
- GNP Companies
- Quam Construction
- MN Department of Transportation

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 a 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
- » 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

Cizek Associates, a national retained executive search and assessment firm, is assisting Minnesota State Colleges and Universities and Ridgewater 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.

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602-553-1166 fax

ridgewater@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 Minnesota State Colleges and Universities, please visit MinnState.edu

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Exceptional Value.

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