Presidential Search Profile
North Hennepin Community College
The Minnesota State Board of Trustees and Chancellor Devinder Malhotra invite nominations and applications for the position of President of North Hennepin Community College (NHCC). The college is accredited by The Higher Learning Commission and enjoys full accreditation status. The President reports to the Chancellor.

Founded in 1966, NHCC is one of the largest and most diverse community colleges in the state of Minnesota. It is part of one of the best higher education systems in the nation. Located in greater Minneapolis/St Paul (MSP) – the Twin Cities region offers a high quality of life combined with a low cost of living which has resulted in the region consistently being named as one of the best value cities in America. Recognized for work-life balance, the Twin Cities region is recognized as a hub for cultural activities, as well as home to global leaders in biotechnology, biomedical research, deep roots in agriculture, food exports, and technology. With an emphasis on health and fitness, the region hosts the largest parks system in the nation and an extensive system of trails and lakes.

NHCC has a rich tradition of excellence in teaching and learning. Graduates have the opportunity to work for smaller, innovative companies as well as the world’s leading organizations. The region boasts the largest number of Fortune 500 companies per capita in the world.

North Hennepin Community College is located in Brooklyn Park, northwest of Minneapolis, a robust and growing community. The college is actively involved with the community, working with area residents and businesses to help shape the future of this diverse community. One example is the Center for Innovation and the Arts (CITA), which will serve as a dynamic center, focused on leveraging resources from multiple partners to create a flexible facility to increase opportunities for students, community members, and to advance the quality of life in Brooklyn Park.

North Hennepin is a respected, thriving, and comprehensive community college with an annual enrollment of 10,000 students. The college is committed to providing students with “opportunity without limits, learning without end, and achievement beyond expectation.” The college is committed to inclusion, equity and the success of each student. Nearly half of students attending NHCC are students of color. With an average age of 25, approximately two-thirds of its students attend part-time. Recognized for outstanding academic programs, top majors by enrollment include Liberal Arts, Pre-Nursing, Business, Computer Science and Pre-Engineering. A University Center on campus provides opportunities for graduates to earn bachelor’s degrees from several universities without leaving the campus.

North Hennepin Community College has been nationally recognized for its online Entrepreneurship, Marketing and Business Management Programs, and its Nursing Program. Most recently it was ranked a Top 20 Best Community College in the Nation for the second year in a row by WalletHub, a personal finance website, which compared more than 700 community colleges according to 19 key indicators.
Campus Overview
Offering more than 70 academic programs to over 10,000 students, North Hennepin Community College (NHCC) welcomes its students and values its employees. The college has a strong and rich history of liberal arts education and career programs, and an outstanding record of academic scholarship among the talented faculty.

NHCC offers associate degrees and certificates in liberal arts and career programs that prepare students to transfer or for immediate entry into the workforce. Through NHCC’s University Center, students can also stay on campus and earn a bachelor’s degree through partnerships with several state universities in 12 programs. The thriving campus is also home to more than 25 clubs and organizations supporting a largely part-time student body with co-curricular and recreational activities.

Accreditation
North Hennepin Community College is accredited by the Higher Learning Commission, a regional accreditation agency recognized by the U.S. Department of Education. Several of NHCC’s programs also have received specialized accreditation or approval by national and/or international organizations.

Mission
Engaging students, changing lives
North Hennepin Community College creates opportunities for students to reach their academic goals, succeed in their chosen professions, and make a difference in the world.

Vision
Opportunity without limits, learning without end, and achievement beyond expectation.

Values
We believe in the power of education to change lives. Toward that end, we:
- Inspire intellectual curiosity
- Embrace diversity of all kinds
- Foster trust and respect
- Expect quality and continuous improvement
- Encourage creativity and innovation
- Promote individual responsibility and integrity
- Invest in professional and personal development
- Build strong, collaborative partnerships
- Serve as responsible stewards of college resources

Financials
NHCC is financially stable. The college uses a Zero-Based budgeting process that empowers administrators to request critical requirements, essential requirements, and basic/general needs, without regard to the prior year’s budget. The budget process is collaborative and transparent, allowing all administrators to see the requests of every department. Administrators each have contingency funds which provide flexibility for emerging/unplanned requirements.

Mission, Vision, and Values

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Enrollment
North Hennepin Community College total headcount for fiscal year 2018 was 9,742 students. We have seen an increase in the percentage of students of color over the course of the past several years, which has positioned us as one of the most diverse post-secondary institutions in the state of Minnesota at 48%. Our students are non-traditional with the average age of 25 years old (median age 22 years old) and 58% students identifying as female. NHCC offers several bachelor’s degrees on campus via partnerships with well-known local universities and provides residents in the west metro a convenient option to pursue a four-year degree.

Diversity and Inclusion
The students at North Hennepin Community College represent a rich diversity. NHCC students feel at home and the campus culture is participatory and collaborative in nature. Established over 50 years ago, NHCC is committed to offering programs that are responsive to the needs of the marketplace and its diverse student body. This commitment to diversity and inclusion is apparent through a variety of cross-cultural programs and sustainability initiatives on campus, including six student-led initiatives focused on empowering leadership among indigenous students and students of color, as well as students representing a wide-range of cultural identities.

Job Placement
The alumni of NHCC living and working in the Twin Cities metro total more than 14,000. Assuming that a career lasts for 40 years, North Hennepin Community College alumni currently living in Minnesota will have contributed nearly $3.2 billion in impact over the span of their careers. On average 91% of students are employed 2 years after graduation with a median earnings of $40,000 per year.

Beyond economics, alumni of North Hennepin Community College distinguish themselves in their communities through their civic, professional, or personal accomplishments. In fact, NHCC has been formally celebrating alumni accomplishments since 1990 through the establishment of the Distinguished Alumnus Award. Today, the award is presented at the college’s annual BOLD Leadership Summit that offers alumni, employees, students, and community members the opportunity for learning, encouragement, and networking.

Student Life
This is an engaged and community-oriented campus. Annually, the campus typically hosts over 350 events, including fine and performing arts events, cultural community celebrations, national and state-wide conferences, and job fairs. Whatever the occasion, the organic and family atmosphere on campus is often at the center of it.
Workforce Needs
NHCC has committed to advancing community engagement in its Strategic Plan through 2023. One of the key goals is the ongoing development of a Workforce Innovation and Experiential Learning Center (spring 2020) incorporating Community Partnerships. The Center will provide access to all students to expand their skills through a variety of workplace experiences, while strengthening connections with local businesses and organizations. These partnerships will cultivate and expand collaborative opportunities with public and private sector entities to provide employment, research, mentoring, and financial support opportunities for students.

Foundation
The NHCC Foundation is a place where:
• You can share your personal vision for philanthropy
• You can experience the joy of giving
• BOLD Generosity is welcomed
• You can make a difference in changing lives
• Friends are raised before funds

The Foundation connects and builds relationships with the community that produces donations, student scholarships, event sponsorships, cause-marketing opportunities, internships, as well as supporting workforce development options.

In 2016, the Foundation auditors uncovered a theft of nearly $200,000 that was a major setback. The total financial impact was nearly $400,000 including auditing and attorney fees, plus the time and efforts of staff, consultants and the board. In 2017, professional leadership was hired who has assembled a team that has installed best practices, a forward-looking growth plan, regained the trust of donors, and building an even stronger board.

This past fiscal year the NCHC Foundation received 1,900 gifts and raised nearly $400,000. The Foundation is in its third year of a six-year 25% annual growth strategy. The past two years have seen annual growth of 28% and 30% year-over-year.

The Foundation’s net assets have also increased from $812,000 to approximately $1,100,000 over the past two fiscal years.

This year the Foundation is awarding 94 scholarships totaling nearly $100,000. This is an increase from 80 scholarships and $75,000 last year.

The Foundation hosts five signature events throughout the year: Annual Retiree Luncheon, Annual Scholarship Reception, President’s Circle Dinner, Annual BOLD Leadership Summit, and Annual President’s Cup Golf Classic.

There were more than 30 community partners who sponsored the 2019 Presidents Cup Golf Classic, and there is a growing list of community partners that are offering annual scholarships for students in business, entrepreneurism, computer science and other academic disciplines.
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 64.5 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 350,000+ students annually and more students of color, first-generation college students, and students of modest financial means than anyone else in the state, including:
  - 63,000 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
  - 9,200 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 3,900 academic programs, including nearly 600 offered entirely online.

- We award more than 38,000 degrees, certificates, and diplomas annually.

- 87% 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 15,900 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.

Equity 2030
During the winter and spring of 2019 Minnesota State embarked upon a time of reflection called Reimagining Minnesota State. Essential questions were asked about what it means to be a public higher education system in an environment of rapid and accelerating change. Stock was taken of the progress Minnesota State has made in its first 20 years as a comprehensive system, and what Minnesota needs from Minnesota State for the next 20 years was identified.

From this reflection came a goal: By 2030, Minnesota State will eliminate the education equity gaps at every Minnesota State college and university. The approach to meeting this goal is currently being developed, but will include initiatives focused on the following six Strategic Dimensions:

1. Enhanced Access
2. Student Academic Success
3. Student Success: Engagement and Support
4. Data-Guided Decision Making
5. Financial Resources and Support
6. Workforce Diversity and Talent Development
**Presidential Search Qualifications and Characteristics**

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

- An evidence based commitment to diversity, equity and inclusion through intentional partnerships that demonstrate measureable institutional (campus) and community impact.

- Strong leadership skills necessary to provide vision and strategic direction for the college, community, and Minnesota State system. The leader should have the ability to lead the college in an authentic, collaborative, and transparent manner with integrity and respect.

- A track record of actions and initiatives reflecting a concern for the success and wellbeing of students.

- Demonstrated ability to lead in an innovative environment and encourage out-of-the-box thinking.

- Experience in leadership with shared governance and collective bargaining, and a demonstrated collegial and collaborative management style.

- The candidate should have held progressively responsible experience in higher education administration or other extraordinary leadership experience at a complex organization. The candidate should excel at fiscal management, resource development, building excellent administrative and academic leadership teams, organizing complex systems around core missions, and making data-based decisions.

- Fosters and promotes public/private partnerships between education, business, industry, community leaders, and organizations. Has a proven track record of being a visible, engaged and accessible presence with alumni, community leaders and organizations. Has experience partnering with K-12 systems and baccalaureate institutions.

- Exceptional oral and written communication skills that have proven effective with a broad range of audiences. The leader should be a champion of the community and technical college mission and have experience communicating the mission with both external and internal stakeholders.

- An earned doctorate is preferred, but not required.
How to Apply
This is a confidential search process. To ensure full consideration, application materials should be received no later than January 9, 2020. The position will remain open until filled.

To apply go to http://www.acctsearches.org and upload your documents.

Candidates will need to have the following information or materials available to complete the application:
1. A letter of application (not to exceed 5 pages) that succinctly addresses the opportunities and challenges identified in the Position Profile and demonstrates how the candidate’s experience and professional qualifications prepare them to serve as the President of North Hennepin Community College.
2. A current resume including an email address and cellular telephone number.
3. A list of eight references: example, two to three supervisors, two to three direct reports and two to three faculty and/or staff members from current and former institutions.

For additional information, nominations or confidential inquiries please contact:
• Jill Wakefield, Ed.D., ACCT Search Consultant, jwakef777@comcast.net, (206) 234-6752 (mobile)

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