Minnesota State College Southeast

Presidential Search Profile
The Minnesota State Board of Trustees and Chancellor Devinder Malhotra invite nominations and applications for the position of President of Minnesota State College Southeast. The President reports to the Chancellor.

Chancellor Devinder Malhotra and the internal and external communities at Minnesota State College Southeast seek a president who will provide leadership continuity as the college works to achieve its aspirational goals, as well as provide leadership to the region, and to the Minnesota State system at an enterprise level.

Some of the characteristics of a successful candidate are described in detail in the paragraphs below. Additional personal characteristics sought include flexibility, the ability to inspire and motivate, an exceptional listener who works to understand the pulse of the college and the communities they serve, as well as an abiding commitment to social justice.

Regional Engagement
The communities in which the two Minnesota State College Southeast campuses reside are deeply invested in the success of the college and invite the new president to become a visible and active member of Winona, Red Wing, and other service areas. The president will seize upon the opportunity to build a more complete bridge between area high schools and the college, and create or deepen relationships with local non-profit organizations in both communities. In addition, the college benefits from strong legislative support and the successful new President will continue to develop these relationships.

Academic Innovation and Success with Enrollment Management Strategies
Minnesota State College Southeast has a strong foundation, organizational structure and processes, which have allowed the college to develop the reputation for developing niche programs that have drawn national and international attention. The new president has field experience in, or a strong understanding of, technical skills and will support continued programmatic innovation and development to meet the needs of the community and industry through education for employment. In addition, the successful candidate will be well versed in stabilizing enrollment and balancing the cyclical nature of technical education.

Passion for Diversity, Equity, and Inclusion
Minnesota State College Southeast is in the early stages of improving its diversity, equity, and inclusion plan by seeking to hire a full time Director of Diversity, Equity, and Inclusion. For this plan to progress, it is critical the next President has a passion for diversity, equity, and inclusion. The next leader will have success in creating equitable outcomes for under-represented students, as well as a history of actions that demonstrate his/her ability to make the world a better place.

Excellent Leadership & Interpersonal Skills
The successful President of Minnesota State College Southeast will be a data-driven, bold leader with a tolerance for risk while developing and mentoring faculty and staff leaders within the college by delegating responsibility and authority. The college has a new strategic plan in place, with enthusiastic support among faculty and staff for its implementation. The college benefits from a collaborative culture and the new president will build upon this by gathering input while formulating decisions and share plans in an inclusive manner.
One College, Two Campuses
Minnesota State College Southeast is a small college with campuses in Red Wing and Winona, historic small towns located in the beautiful Mississippi River valley bluff country. The college’s primary service region encompasses southeast Minnesota, western Wisconsin, and northeast Iowa along a corridor stretching from Minneapolis/St. Paul to Decorah, Iowa. The two campuses have distinctive characteristics but are one college in administration, structure, policies, procedures, and mission.

Minnesota State College Southeast offers:
• Newly remodeled, bright and inviting facilities
• A welcoming college environment, small class sizes, and instructors who know their students by name
• Focused technical training — hands-on learning in clinical settings and state-of-the-art labs
• Transfer Pathway and Associate of Arts degrees for transfer to 4-year colleges and universities
• Career success — 95% of graduates find job placement in their chosen field

The Red Wing campus is best known for its signature programs in Band Instrument Repair, Violin Repair, and Guitar Repair & Building, unique programs which bring students to Minnesota from all over the country and even around the world. Many of these students already have bachelor’s degrees or higher, yet come to a 2-year institution for technical training in a highly specialized craft. Another national draw is the college’s new Bicycle Design and Fabrication program, where students explore a hands-on engineering technology and design curriculum.

In Winona, the focus is on technology, especially the Advanced Manufacturing and Transportation programs. The college’s CNC Machine Tool lab was recently upgraded thanks to tremendous community support in the form of both cash and in-kind donations totaling $1.2 million. The new Mechatronics program and lab have been made possible with state grant support and partnerships with local industry.

The Norris P. Abts Transportation Center is a state-of-the-art facility housing Truck Driving, Diesel Maintenance, Auto Body Collision Technology, and Automotive Technology. The Winona campus houses many other hands-on programs, including Cosmetology, Construction Technology, Welding, Radiography, and Electronics.

Both campuses offer Nursing and a wide range of Liberal Arts & Sciences majors. And with more than 30% of credits being earned online, the college’s impact on higher education extends far beyond its regional borders.
Set along the Mississippi River and flanked by limestone bluffs, Red Wing and Winona are located in one of Minnesota’s most scenic and historic areas. Both cities were incorporated in the year 1857, before Minnesota was granted statehood in 1858. Today they are connected by Highway 61, designated a Great River Road National Scenic Byway.

Arts and culture thrive in this part of Minnesota. In Red Wing, The Sheldon Theatre, The Anderson Center, and the Red Wing Arts Association present art and music festivals, gallery exhibits, concerts, and plays throughout the year. Winona is widely known as the home of the Great River Shakespeare Festival, the Minnesota Marine Art Museum, and the Frozen River Film Festival.

Southeast Minnesota is also home to a wealth of outdoor activities, including canoeing, kayaking, fishing, hunting, snowmobiling, hiking, and rock climbing. Marinas abound up and down the Mississippi, especially on Lake Pepin, a wide spot in the river some two miles across and twenty miles long. Miles of paved trails are enjoyed by walkers, cross-country skiers, and bicyclists.

**MSC Southeast Foundation**

The Minnesota State College Southeast Foundation assists the college in the fulfillment of its mission to prepare students for a lifetime of learning. The Foundation develops resources to support the college and its students. MSC Southeast Foundation is a 501 c(3) organization governed by an all-volunteer board of directors.

In FY20, more than 80% of the college’s employees contributed to MSC Southeast Foundations, specifically to funds designated for scholarships and student emergency support. This level of giving represents the intense dedication and commitment to student success shared by MSC Southeast’s faculty and staff.

- Employee giving percentage: 80.4%
- $169,300 awarded in scholarships for academic year 2019-2020
- Number of scholarships given: 208
- Endowment Fund FY19: $3,015,591
The administration, faculty, and staff of Minnesota State College Southeast strive to create a welcoming environment for students where all barriers to success are removed. From enrollment to graduation, students are encouraged and empowered to attain their educational goals.

While demographic data reveals that the “average” student may be a 24-year-old female who identifies as white, that hardly describes the students of MSC Southeast. In reality, the college draws students from a tremendous variety of life experiences — from a PSEO student who earned an associate degree in Business Management before graduating from high school to a retired law school dean who came to MSC Southeast to pursue her passion for guitar building.

Diversity and Inclusion
According to the most recent census data for Goodhue County (Red Wing) and Winona County, 91 percent of the general population identify as white. At Minnesota State College Southeast, only 85 percent identify as white, indicating a higher percentage of the student body are people of color than the general population in Red Wing and Winona.

The college exemplifies respect for its students in many ways. A recent Student Success Day focused on issues of racial equity and inclusion, with keynotes, breakouts and a panel discussion that brought to light the challenges faced by people of color and from diverse backgrounds in Southeast Minnesota. Most Student Affairs staff provide identifying gender pronouns on name badges and email signature blocks. Disability services are available to support students who request accommodations, need academic assistance, or ask for advocacy services.

Student Life
While Minnesota State College Southeast does not offer dormitory housing or on-campus fitness facilities, students on both campuses are eligible for free YMCA membership. Winona Students have access to the Integrated Health and Wellness Complex at Winona State University.

Student organizations include Student Senate, SkillsUSA, Collegiate DECA, Student Music Association, and Phi Theta Kappa. Competitions at state, national, and international levels are highly encouraged for students in the technical programs. Students in Red Wing’s music programs participate in an auditioned concert every spring called “Strings, Winds & Brass” — sharing their world-class talents with the entire community.
Partnering with High Schools
MSC Southeast works closely with area high schools on the delivery of Post-Secondary Enrollment Options (PSEO) via concurrent enrollment, online credit in the high school, and classes on the college campus. The college is actively engaged in the Southeast Perkins Consortium, partnering with 22 high schools in the region and other key stakeholders to provide quality technical education, career development, and increased opportunity for students.

Working with industry, the Minnesota Department of Employment and Economic Development, workforce development boards, Chambers of Commerce, and secondary partners, MSC Southeast is creating pathways to manufacturing for high school juniors and seniors across the region.

SLAM (Students Learning Advanced Manufacturing) is supported by a three-year National Science Foundation grant to establish a Rural Advanced Manufacturing Education Hub. NSF dedicated $441,951 to the expansion of MSCS efforts to build high school partnerships throughout southeast Minnesota.

Through opportunities like Learn and Earn in Red Wing and REACH in Winona, students are earning college credit while exploring careers in advanced manufacturing. The college provides coursework in OSHA 10 and Soft Skills and local industry provides paid internships.

Overcoming barriers to employment
Foundations in Manufacturing, Accelerated Welding, and Accelerated CNC are short term programs for adults targeted to groups that have barriers to employment, including low income, women over age 50, and people with a criminal background.

These programs teach technical, safety (OSHA 10) and soft skills, increasing their readiness to join the workforce. Minnesota Department of Employment and Economic Development Pathways to Prosperity and Women’s Economic Security Act grants allow the college to extend its reach throughout Southeast Minnesota.
Manufacturing and Partnerships

Minnesota manufacturers add billions of dollars to the state in terms of goods produced, payroll, and tax revenues, and the Southeast region is home to one of the highest concentrations of manufacturing in the state. The area typically has an extremely low unemployment rate, and the demand for skilled, work-ready employees is correspondingly high. MSC Southeast’s for-credit programs and custom training division strive to meet the region’s workforce needs by providing business, trade, and technology training.

Minnesota State College Southeast is the partner of choice to train employees for the workforce in several sectors: healthcare, industry, technology, transportation, and more. The college’s technical programs provide face-to-face, hands-on instruction that help students move directly into high demand, high paying careers.

Advisory committees ensure that MSC Southeast’s career and technical programs reflect the needs and current conditions in the workplace and that graduates are prepared to meet the expectations of entry-level positions in their field. Responding to advisory committee recommendations, MSC Southeast programs adapt to ever-changing emerging technologies across all occupational areas.

Contract Training

Minnesota State College Southeast excels at delivering high-quality technical and professional education. The college’s Business Relations directors are expert at developing customized training programs for area companies, helping them build an effective workforce, provide continuous employee skill development, and promote workforce retention.

The college has been extremely successful in developing Minnesota Job Skills Partnership grants to support training initiatives in the region. Since the inception of the MJSP grant program, MSC Southeast has administered more than 50 grants, totaling more than $10 million in funding.

Health care

Changing demographics, an aging population, and public health challenges are creating an ever-increasing need for health care professionals throughout Southeast Minnesota. The college offers instruction in a number of health care-related fields. Launched in Fall 2020, the five-semester Associate of Science in Nursing degree is approved by the Minnesota Board of Nursing and promises to bring increased enrollment to the college and help meet workforce demand in the region.

Contributions to the economy*

- The economic benefits returned to Minnesota by Institutions in the Minnesota State system of colleges and universities is $12.00 for every $1.00 spent.
- The annual economic impact of MSC Southeast is $80.3 million.

*Numbers based on 2017 economic contribution analysis prepared by Parker Philips
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 65 percent of the state’s undergraduate student population.

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

The system employs more than 15,300 people, many of whom are represented by one of the several bargaining units and personnel plans. The bargaining units include:

» Inter Faculty Organization
» Minnesota State College Faculty
» Minnesota State University Association of Administrative and Service Faculty
» American Federation of State, County and Municipal Employees
» Minnesota Association of Professional Employees

Extraordinary Facts
Minnesota State serves 340,000 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
- 8,800 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 4,000 academic programs, including 743 offered entirely online

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

» 89.5% 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 15,300 dedicated faculty and staff focused on student success

» We provide essential training and specialized certification options for business, industry, and professionals throughout Minnesota
Equity 2030

In June 2019, we set a critical goal: By 2030, Minnesota State will eliminate the educational equity gaps at every Minnesota State college and university.

Equity 2030 serves as the organizing principle across all campuses – for all our work, our operational structures, policies and procedures, and for the inclusive, safe, and anti-racist organizational ethos we strive for.

It is both a moral imperative and the path to economic prosperity. Only by addressing systemic inequities in educational access and outcomes, can we build a better future for students, families, and our communities.

As the pandemic crisis has magnified persistent racial disparities across the country and in Minnesota, we have doubled down in our commitment, advancing Equity 2030 with a strong sense of urgency and united resolve.

Our approach to meeting this goal coordinates key initiatives across Minnesota State focused on the following six Strategic Dimensions:

» Enhanced Access
» Student Academic Success
» Student Success: Engagement and Support
» Data-Guided Decision Making
» Financial Resources and Support
» Workforce Diversity

GOVERNANCE

The 15-member Minnesota State 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. Learn more on the Board of Trustees page at 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 37 colleges and universities of Minnesota State, 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. Learn more on the Chancellor’s Office page at MinnState.edu/system/chancellor.

STRATEGIC FRAMEWORK

In January 2012, the Board of Trustees adopted a strategic framework for the future of Minnesota State. The framework emphasizes the essential role Minnesota State 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; and
» To deliver to students, employers, communities and taxpayers the best value and most affordable higher education option.
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 colleges, community, and Minnesota State.
- A reputation as a leader with vision for the future of higher education.
- 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, as well as 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 colleges 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 community colleges.
- Exceptional oral and written communication skills effective with broad range of audiences.
- An earned doctorate is preferred but not required.

Application Procedure

Please direct inquiries and nominations to the College’s search consultant:
Angela Provar, President Pauly Group, Inc.
3901 Wood Duck Drive, Suite E
Springfield, IL 62711

Phone: 217-241-5400
Fax: 217-241-5401
E-mail: aprovar@paulygroup.com

Please submit electronically to aprovar@paulygroup.com the following documents as Adobe Acrobat or MS Word attachments:
(1) a cover letter that addresses the Opportunity Overview and the Presidential Search Qualifications and Characteristics
(2) a current résumé; and
(3) names and contact information of five professional references.

The committee will begin review of applications immediately. Applications will be accepted until the position is filled, with materials submitted by Thursday, January 14, 2021 receiving priority consideration.

All applications are confidential and references will not be contacted without the expressed authorization of the applicant.