



**Minnesota  
North College**

A Member of Minnesota State

**PRESIDENTIAL SEARCH PROFILE**

Head North.



**MINNESOTA STATE**

*Minnesota North College,*  
a member of the Minnesota State System



Six campuses.  
Endless possibilities.

# Leadership Opportunity

Minnesota North College seeks an energetic, visionary president with experience and passion about the community college mission. The college's six campuses are deeply integrated in the communities they serve and play a vital role in the educational, cultural and economic well-being of the region. It features a rich mix of programming including specialty programs in the environmental and natural resources fields, appealing to students nationally and internationally. The successful president will be a skilled communicator, collaborator and consensus builder who understands and values small colleges and is eager to embrace and partner with the Greater Northeast Minnesota Region.

## BECOMING MINNESOTA NORTH COLLEGE

In May 2022, the five independent colleges formerly known as the Northeast Higher Education District merged into a single accreditation now known as Minnesota North College. The goal was to enhance operational efficiencies, increase access to a wider range of courses and programs for students, and provide a more streamlined educational experience. We did this through a collaborative design process which involved all facets of our college community and external stakeholders.

# Our Values

## ACCESS AND OPPORTUNITY

We provide access to transformative education, equipping all learners to achieve their goals.

## COMMUNITY ENGAGEMENT

We collaborate and build relationships within our communities to support and enrich our region.

## EQUITY AND INCLUSION

We advance equity and social justice, striving to build more diverse, equitable, and inclusive communities.

## ENVIRONMENT AND CULTURE

We explore the history, culture, and natural surroundings of our region, recognizing their contributions to our unique learning environment.

## GROWTH AND LEARNING

We create a safe learning community that cultivates personal growth, critical thinking, and self-reflection.

### INCLUSIVE AND TRANSPARENT LEADERSHIP

Throughout all campuses of Minnesota North College, nestled in a wide swath of forests and lake regions of northern Minnesota, there is a strong sense of pride and commitment to student success among faculty and staff. Each campus offers a sense of family and camaraderie and expects their leader to be engaged at all locations and demonstrating genuine interest and concern for the individuality and culture of each. A commitment to shared governance, outstanding listening and communication skills are required for the new president as well as a desire to collaborate, delegate as appropriate, and participate as part of a team. The president is a leader at the campus level, in the region, and at the system level.

### STUDENTS SUCCESS

Minnesota North College is strongly committed to supporting the educational and career goals of students and to offering programs that respond to the needs of the region. A president will drive and support innovative curricular and co-curricular programming including various delivery modes, the value of student engagement with faculty and staff, and the importance of exemplary student services while maintaining college affordability. The new president will support personnel, programmatic and facility needs at the six campuses as student interests and workforce needs evolve. The new president will have the opportunity to develop a comprehensive strategic plan to identify appropriate initiatives to address priorities and incorporate their deep understanding of technology's role for the future of higher education to strategically propel college-wide innovation.

## Our Mission

Minnesota North College prepares lifelong learners and engaged citizens through inclusive, transformative experiences reflecting the character and natural environment of the region.

## Our Vision

Minnesota North College will be the premier provider of life-changing education and the catalyst for regional prosperity.



### COMMUNITY PARTNER AND LEADER

Each community is immensely proud of, and invested in, their respective campus and the surrounding region. College facilities serve as a hub for community activity, and the engaged faculty and staff provide a direct link to community initiatives. The college has embedded into its vision that it serves as the catalyst for regional prosperity, and its next president will maintain a close association with emerging business, economic trends, and the needs of the region in order to bring the vision to life.

To continue building and sustaining workforce responsive programs, the new president will build and maintain relationships and partnerships within the business and economic development sector. The college must be responsive to workforce needs and identify in-demand program opportunities not currently offered in the service area. The president will also engage with underserved populations throughout the community to learn how the college can facilitate increased access and support for these groups.

The president will continue to capitalize on each of the college's strengths and attract new investors and partners to share in the college's future success. The president will need to build strong legislative and community relationships to ensure that stakeholders understand Minnesota North's goals and challenges and the vital role it plays in the communities of the region.

Minnesota North College, part of Minnesota State, is a multi-campus institution that inspires and educates nearly 4,000 students annually. The College's six campuses, located in Hibbing, Grand Rapids (Itasca), Eveleth (Mesabi Range–Eveleth), Virginia (Mesabi Range–Virginia), International Falls (Rainy River), and Ely (Vermilion), offer a diverse mix of academic and technical programs—from natural resources and environmental sciences to healthcare, trades, business, and liberal arts transfer pathways.

## Campus & Community Highlights

### HIBBING CAMPUS

Located in the heart of the Iron Range, Hibbing is known for its deep mining heritage and strong community ties. The campus offers programs in healthcare, industrial technology, and liberal arts, serving as an educational and cultural hub for the region.

### ITASCA CAMPUS (GRAND RAPIDS)

Nestled among Minnesota's northern lakes, the Itasca campus emphasizes programs in forestry, business, and science, while maintaining close partnerships with local industries and community organizations.

### MESABI RANGE–EVELETH AND VIRGINIA CAMPUSES

Serving the core of the Iron Range, these two sites provide exceptional opportunities in trades, manufacturing, and engineering technologies, reflecting the area's industrial roots and evolving workforce needs.

### RAINY RIVER CAMPUS (INTERNATIONAL FALLS)

Bordering Canada, this campus provides intimate, high-quality education in a community defined by international connections, outdoor recreation, and strong local pride.

### VERMILION CAMPUS (ELY)

Surrounded by the Boundary Waters Canoe Area Wilderness, Vermilion offers nationally recognized programs in environmental and natural resources, wildlife management, and outdoor recreation. The campus attracts students from across the country who are drawn to its unique hands-on learning environment.



Minnesota North College supports the regional economy, sustaining hundreds of jobs and producing graduates who strengthen communities across northern Minnesota and beyond. The college is committed to academic excellence, affordability, and accessibility—transforming lives one student at a time.

# Partnerships & impact

Minnesota North College takes advantage of its six campuses in the wilderness of northeastern Minnesota to offer natural learning and research opportunities. Many of Minnesota North's more than 4,000 students specialize in the industrial trades, healthcare, natural sciences, and outdoor recreation.

## IRON RANGE RESOURCES & REHABILITATION (IRRR) PARTNERSHIP

- **Broad Mission** This partnership aligns with the IRRR's overall mission to promote and invest in the economic prosperity of northeastern Minnesota through collaborations, worker education, and community development.
- **Workforce Development** The IRRR provides grants to help build a skilled workforce that meets the needs of regional industries.
- **Joint Events** IRRR and the college co-host events to discuss community redevelopment and funding opportunities.
- **Community Initiatives** The IRRR supports community projects such as Habitat for Humanity builds.

## CONTRIBUTING TO THE MINNESOTA ECONOMY

- Minnesota North generates an annual impact of \$202.5 million. This includes a direct impact of \$113.4 million and an indirect/induced impact of \$89 million.
- Spending on operations and capital projects generates \$107.5 million of the total impact, and student and visitor spending generates \$95 million.

## SUPPORTING AND SUSTAINING JOBS IN THE STATE

- Minnesota North supports and sustains 1,512 Minnesota jobs (1,050 direct and 462 indirect/induced). These jobs are at the college and in the community – 449 direct jobs are employees of Minnesota North.

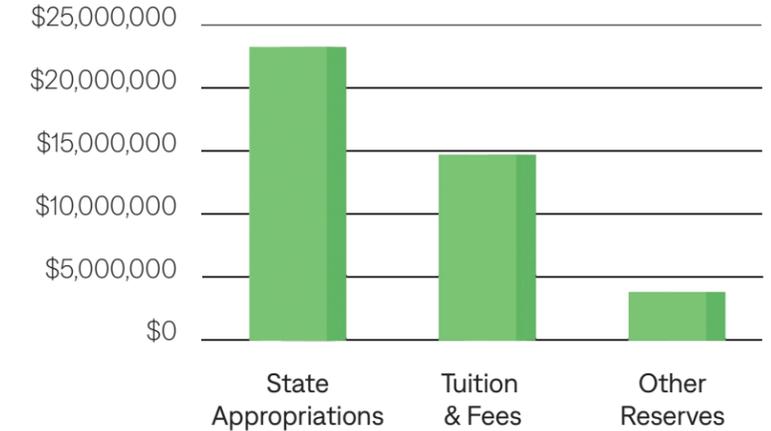
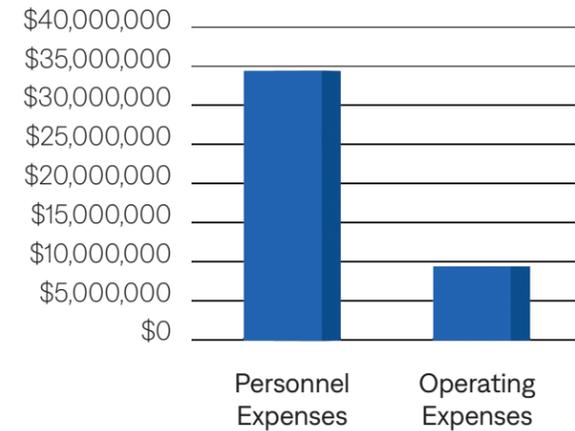
## GENERATING LOCAL AND STATE TAX REVENUE

- The combined tax impact of Minnesota North, its suppliers, students and visitors is \$15 million. This includes a direct impact of \$9.6 million and indirect/induced impact of \$5.4 million.



# Financials

JULY 1, 2024 TO JUNE 30, 2025



17:1

Student/Faculty Ratio

21

Average Student Age

80

Programs

18

Average Class Size

19%

Students of Color

41

States Represented

88%

Students receive Financial Ad

# Minnesota North College



3,893

Total students Enrolled

18

Countries Represented

1,100+

Degrees, Certificates & Programs Annually



# Student Life & Athletics

## CLUBS & ORGANIZATIONS

At Minnesota North College, we believe college is more than just classes—it's about community, connection, and personal growth. Each campus club is designed to help students feel at home, get involved, and make the most of their college experience. From academic and cultural clubs to recreational and special interest groups, students can find their niche.

## DIVERSITY & INCLUSION

Minnesota North has embraced the Minnesota State system's Equity 2030 goal, a vision to eliminate education equity gaps by 2030. As steps toward this goal, Minnesota North has set the following student success (students who are retained, graduate, or transfer) goals: fall-to-fall success of 72% and 3-year completion rate of 63%. Campus retention teams are working to implement best-practice retention initiatives across campuses. Additionally, the College is committed to diverse course offerings and experiences, professional development for faculty, assessment and continual improvement, an inclusive environment, and providing support for students to achieve their goals. The College's most recent initiative, AspireNorth, a systems-change initiative focused on meeting students where they are and breaking down barriers for entry and completion.

## STUDENT BASIC NEEDS

Minnesota North College recognizes that there are students who may experience challenges in their lives outside of the classroom which impact their academic performance. Challenges may include food insecurity, safe and stable housing, transportation, issues with childcare, family obligations, physical and mental health, unexpected bills, or issues with accessing technology. We're here to help and support them. For our students, their safety, health, and well-being are our primary concern, and we want to be able to support them in any way that we can.



### THE CARDINALS



Our Hibbing campus is home to the Cardinals, a proud and historic athletic program with deep community roots dating back to 1916. Student-athletes at the Hibbing campus compete in baseball, softball, men's and women's basketball, volleyball, and trap shooting.

### THE IRONHAWKS



The Vermilion campus, known as the Ironhawks, boasts a diverse and dynamic athletics program that includes baseball, softball, football, men's and women's basketball, volleyball, and trap shooting. The campus recently expanded its offerings to include a women's flag football program, thanks to a dedicated grant supporting the development of new athletic opportunities for female athletes.

### THE VOYAGEURS



In International Falls, near the Canadian border, the Rainy River campus fields the Voyageurs athletic teams. Rainy River offers programs in baseball, softball, men's and women's basketball, and volleyball. Known for its close-knit community and resilient spirit, the campus offers an exceptional student-athlete experience.

### THE NORSE



Minnesota North College's Mesabi Range campuses, located in Virginia and Eveleth, proudly bring together student-athletes from both campuses under one unified banner, the Norse. The Mesabi Range athletics program features baseball, softball, football, men's and women's basketball, and volleyball.

### THE VIKINGS



At the Itasca campus in Grand Rapids, the Vikings field opportunities in baseball, softball, men's and women's basketball, volleyball, and trap shooting, as well as men's and women's wrestling. The addition of women's wrestling, beginning in 2024, highlights the campus's commitment to expanding athletic opportunities and promoting equity in collegiate sports.

**At Minnesota State,** we provide the opportunity for all Minnesotans to create a better future for themselves, for their families, and for their communities.

With 26 community and technical colleges and seven state universities on 54 campuses, Minnesota State serves nearly two-thirds of the entire state's undergraduate student population, and we serve more Black, Indigenous, and students of color than all higher education providers in the state, combined.

We are committed to equitable outcomes for all our students, and in 2019 committed to eliminating educational equity gaps at every Minnesota State college and university by the year 2030. Achieving this goal, called Equity 2030, is a moral imperative, and an economic imperative for our state as our population continues to grow more diverse, and will ensure Minnesota has the workforce it needs for generations to come. We are working toward meeting our Equity 2030 goal through hard work, robust data analysis, targeted programs to improve outcomes, and partnerships with community organizations, employers, and the state legislature.

Minnesota State employs more than 14,500 people, most of whom are represented by one of 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
- Minnesota Government Engineers Council
- Middle Management Association
- Minnesota Nurses Association

**GOVERNANCE**

The 15-member Board of Trustees of the Minnesota State Colleges and Universities 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](http://MinnState.edu/board).

**CHANCELLOR**

Under the direction of the Board of Trustees, the chancellor is the executive officer of Minnesota State and is responsible for providing educational leadership to the 33 colleges and universities of Minnesota State, ensuring effective and efficient management and operation so that Minnesota State can meet the current and long-term educational and workforce development needs of all Minnesotans. Learn more on the Chancellor's Office page at [MinnState.edu/system/chancellor](http://MinnState.edu/system/chancellor).



**STATS & FACTS**

We offer the lowest tuition in Minnesota, with 64% of our college students and 69% of our university students who receive financial aid.

We employ more than 14,400 dedicated faculty and staff focused on student success.

We provide 4,023 academic programs, including 893 fully online programs.

We have more than 9,950 customized and specialized training, occupational, and professional classes.

We award more than 36,000+ degrees, certificates, and diplomas annually.

63% of Minnesota resident students who are pursuing an undergraduate credential are doing so at a Minnesota State college or university.

84% of Minnesota State students place jobs in a related field of study.

We have 7,000+ employer partnerships across Minnesota State colleges and universities.

Minnesota State contributes over \$8.0 billion to the state's economy.



**MINNESOTA STATE**



**QUALIFICATIONS**

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

- Strong leadership skills necessary to sustain the vision of Minnesota North College
- Progressively responsible experience in higher education administration, with experience in a multi-campus environment
- Experience and leadership with shared governance, demonstrating a collegial and collaborative management style, including understanding and appreciation for a collective bargaining environment
- Experience in program and curriculum development, fundraising, governmental relations and accreditation process
- Demonstrated fundraising ability and building relationships with key stakeholders
- Demonstrated successful fiscal management and working with large and complex budgets
- A record of actions reflecting concern for the success and well-being of students
- A record of building public/private partnerships between education and business and industry, government entities, and philanthropic and community organizations
- Demonstrated ability to lead in an innovative, data-driven environment and encourage out-of-the-box thinking
- Ability to lead the campus in an authentic, collaborative, and transparent manner, with integrity and respect and a proven track record of being a visible, engaged, and accessible presence with students, alumni, community leaders, and friends
- Demonstrated understanding of best practices and experience in addressing equity in student access and outcomes
- Willingness to work with K-12 systems and other Minnesota State colleges and universities
- Exceptional oral and written communication skills effective with a broad range of audiences
- An earned doctorate is preferred but not required

Our college campuses have a long-standing tradition of academic excellence and community engagement. Driven by a forward-looking vision, we strive to equip students with the knowledge and skills to succeed in a dynamic world.



**HOW TO APPLY:**

ACCT Searches is assisting Minnesota North College in this search. The search will be conducted with a commitment of confidentiality of candidates until finalists are selected. To ensure full consideration, application materials should be received no later than January 2, 2026. The position will remain open until filled. To apply, visit to [acctsearches.org](http://acctsearches.org) and upload the required documents.

Candidates will need to have the following information or materials available to complete the application:

- A letter of application (not to exceed 5 pages) that succinctly demonstrates how the candidate's experience and professional qualifications have prepared them to serve as the President of Minnesota North College.
- A current resumé including an email address and cellular telephone number.
- 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:

Bradley Ebersole, Ph.D., ACCT Search Consultant, at [bradleyebersole@gmail.com](mailto:bradleyebersole@gmail.com) or (740) 538-7989



Six campuses. Endless possibilities.

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An affirmative action, equal opportunity employer and educator.