VICE CHANCELLOR FOR INFORMATION TECHNOLOGY

System and Position Profile

WE ARE Minnesota State
340,000 STUDENTS | 54 CAMPUSES | 47 COMMUNITIES
MINNESOTA STATE INVITES APPLICATIONS AND NOMINATIONS FOR THE POSITION OF VICE CHANCELLOR FOR INFORMATION TECHNOLOGY.

Minnesota State is the largest and most diverse provider of higher education in the state. We are committed to providing a safe and inclusive environment for all students, faculty, and staff.

Minnesota State seeks an accomplished senior leader who can further the system’s vision and can successfully develop and execute strategy into action-oriented goals in support of the 37 colleges and universities.

The Vice Chancellor for Information Technology serves in the chancellor’s cabinet and is the system’s senior administrator for information technology management and leadership. The vice chancellor, in collaboration with IT leadership at the 37 colleges and universities, oversees and leads the development and innovation of systemwide IT infrastructure, enterprise data applications, and policies.

The vice chancellor must be nimble and creative and understand the dynamic relationship between technology and the support of the academic mission. Technology solutions must advance the teaching and learning environment for students, faculty, and staff.

In consultation with college and university constituencies and system office divisions, the vice chancellor is responsible for building coalitions and working in collaboration with leadership and stakeholders to advance the goals in workforce, learning environments, programs, services, and partnerships throughout the system.

The vice chancellor will demonstrate the agility to transition from high-level strategic priorities to detailed implementation in order to advance the system’s missions and goals. This position is an active partner of the system’s Enterprise Risk Management (ERM) efforts and plays a critical role in risk assessment and mitigation.

The vice chancellor is responsible for leading, in collaboration with system and campus leaders, students, faculty, and staff, the largest ERP implementation in the system’s history. Knowledge and understanding not only of technology solutions but also change management in a complex organization and how it impacts the academic mission of higher education institutions is critical.

Minnesota State has an enduring commitment to enhancing Minnesota’s quality of life by developing and fostering understanding and appreciation of a free and diverse society and providing equal opportunity for all its students and employees. To help effectuate these goals, Minnesota State is committed to a policy of equal opportunity and nondiscrimination in employment and education. For more detailed information, please refer to Minnesota State Board Policy 1B.1.
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.

We are the partner of choice to meet workforce and community needs, and provide the most affordable higher education option.

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
- Minnesota Government Engineers Council
- Middle Management Association
- Minnesota Nurses Association

**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 the 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.
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 to reach.

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

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

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 Indigenous Students
- 42,262 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
NextGen – Replace Homegrown ERP/SIS

NextGen is the Minnesota State process to create a new technology landscape to support students, faculty, and staff at our 37 state colleges and universities across Minnesota. In November 2020, Workday was selected as the vendor for the new ERP/SIS. The project is projected to be completed in 2027.

NextGen will play a critical role in the ability of Minnesota State faculty and staff to increase the success of our students at every step on their higher education journey – from application to graduation and beyond. It will link all 54 campuses and will serve as a unified administrative technology system that improves the student experience and streamlines enterprise-wide business processes in student services, finance, and human resources.

The modern technology solution to come from the NextGen Project will replace ISRS, the cornerstone data system for the colleges and universities of Minnesota State for more than 20 years. ISRS was originally developed by in-house information technology professionals to meet the needs of Minnesota’s state colleges and universities after merging as a single system.

For complete and up to date information regarding this key initiative please visit our NextGen page on MinnState.edu.
Who We Are

The Information Technology Services (ITS) Division is comprised of 150 skilled professionals divided into five functional areas, providing direct and indirect services to students, faculty and staff, and our colleges and universities.

The functional areas are:

- Infrastructure
- End User Support Services
- Application Development and Data Integration
- Security and Compliance
- Technology and Budget

The vice chancellor oversees an approximate budget of $45 million.

Who We Serve – What We Do

We serve campuses through direct and consultative services such as:

- Systemwide ERP/SIS System (NextGen) – Replacement of the current homegrown student, finance, and human resource system called Integrated Statewide Record System (ISRS) with Workday, a cloud-based, unified SaaS software system
- Learning Management System – D2L Brightspace is the systemwide online learning management system
- Office 365 – the systemwide collaboration and communication environment for students, faculty, and staff
- Managed Administrative Computing (MAC) – managed administrative computing service that is available to campuses for a fee
- Network services – provides wide area network (WAN) connectivity to the campuses, network security, as well as consultative support for campus local area networks (LAN)
- Reporting and Analytics – provides support of management reports, operational data, and reporting and business intelligence tools
- Security – serves to protect the information resources of the Minnesota State Colleges and Universities system while supporting the open access required by academic pursuit
The strategic initiatives currently underway within the ITS division include:

**Office 365 – Systemwide Unified Tenant**

Minnesota State is hosting all campuses in a single, unified, shared Office 365 tenant. This allows a seamless experience for our students, faculty, and staff as they access the Office 365 application offerings on any device, anywhere – regardless of location and campus affiliation. This also allows them to collaborate with anyone in the tenant. Students, faculty, and staff who are affiliated with multiple institutions receive all emails in one inbox. People who change institutions can have their online files follow them as they progress through the system. This unified tenant strengthens our information security and establishes a common platform for teaching, learning and administration.

The Minnesota State Colleges and Universities Unified Office 365 is considered a shared service that is designed, managed, and run by staff from campuses and the system office.

**EduRoam – Global Wireless Access Service**

Minnesota State has implemented EduRoam systemwide. Faculty, students, and employees are able to access Wi-Fi when visiting participating institutions. Likewise, visitors from other EduRoam-participating colleges and universities can access Wi-Fi at the Minnesota State colleges and universities using the usernames and passwords from their home institutions.

**Identity and Access Management**

Minnesota State is undertaking a multi-year project to update the Identity and Access Management program to meet new and emerging needs. It will provide a collection of cloud-based services that enable and support a cloud-centric future technologies that are common across the system and allow campuses to operate autonomously and cooperatively. The goal is to improve user experience and actively contribute to the security of Minnesota State through implementation.

**Data Services Reimagined**

In support of NextGen, all data management activities are being re-examined to support Minnesota State’s vision of being a data-driven, data-centric leader by using data to inform decisions and support strategic initiatives. Our comprehensive data strategy will assist in creating an extraordinary educational experience for Minnesotans by ensuring data is managed, secure, fit for its purpose, usable, and supports unique strategies for systems, campuses, and students in their pursuit of educational goals.

**Guided Learning Pathways**

An enterprise student success strategy for Minnesota State that provides a common structure and approach to the design and delivery of our academic programs and student support services, based on proven practices developed and implemented both at our campuses and nationally. The characteristics of effective practice outlined in the framework are centered on the student and directly addressing issues of equity by recognizing and responding to differing needs and meeting students where they are. Innovative technology solutions must be integrated into these solutions to support these efforts. An example of this is the graduation planner/schedule builder for all colleges and universities to be implemented August 2022.
ABOUT THE POSITION

Duties and Responsibilities

» Provide leadership and support the chancellor’s cabinet in the integration of technology solutions within all functional areas; serve as a strategic resource to the chancellor and the chancellor’s leadership team for technology initiatives and challenges

» Establish effective alignment, collaboration and communication between colleges, universities, and Minnesota State to achieve institutional and systemwide goals and excellence

» Responsible for the implementation of the systemwide ERP solution

» Collaborate with system and college and university leaders to ensure campuses have access to technology services and resources that maintain a cutting-edge secure environment that support business operations and teaching and learning

» Lead discussions with stakeholders at multiple levels about how innovation and technology can support student success

» Collaborate and serve as a strategic leader and partner

» Provide leadership and proactive implementation of best practices for technology solutions

» Provide support/technical assistance, accountability, and best practice modeling

» Assess, mitigate, and monitor colleges, universities, and the system’s risk efforts as they relate to technology and security

» Administer a complex budget and organizational chart to ensure campuses have the technology resources and services needed to support teaching and learning

» Coordinate and ensure system, state, and federal compliance of technology solutions

» Develop working and maintain strong relationships with state technology leaders and organizations

» Work in cooperation with cabinet members to support the Board of Trustees and provide regular updates and presentations at Board of Trustees meetings

In addition to the duties and responsibilities above, the Vice Chancellor for Information Technology works closely with other senior system leaders, divisions, presidents and campus leaders to support large scale efforts and compliance in the following areas:

» Systemwide Enterprise Risk Management: identify systemwide risks, develop mitigation strategies, and continuous assessment of efficacy of strategies. Support college and university risk management mitigation efforts

» Student Success and Equity 2030: assist campus and system leadership, faculty, and staff on how to apply innovative technology solutions with an equity lens that will support student success, enrollment, retention, and completion, and enhance the overall student experience
QUALIFICATIONS AND NOMINATION/APPLICATION PROCEDURE

Qualifications

» Bachelor’s degree in related area is required, advanced degree preferred
» A minimum of 10 years of successful and progressive leadership experience in a large, diverse, complex, and technologically sophisticated organizational setting
» Demonstrated senior level management experience leading technology solutions within a complex organization
» Familiarity with higher education institution/system; experience preferred in understanding the academic environment
» Demonstrated ability to lead discussions to define how technology can enable services and goals of other parts of an organization.
» Experience developing, leading, communicating, and executing large scale organizational change management strategy
» Demonstrated experience in strategic planning and change management
» Significant project management experience with the ability to develop, design, implement, and evaluate programs and processes
» Evidence of excellent critical thinking, writing, speaking, and interpersonal and intercultural communication skills
» Demonstrated leadership as a strategic, innovative, nimble, creative thinker who is comfortable with ambiguity
» Demonstrated ability to foster participation of others and to work effectively and collaboratively with communities, students, faculty, staff, senior administrators, and the Minnesota State Board of Trustees
» Adept in building relationships and leading by influence

Nominations/Application Procedure

Mary Beth Baker and Phil Goldstein, Managing Partners of Next Generation Leadership Partners, LLC are supporting Minnesota State in this search.

Screening of applications will begin immediately and continue until the position is filled. The preferred date to receive application materials for maximum consideration is March 29, 2021.

Nominations should include the following information regarding the nominee:
1. Name
2. Position
3. Address
4. Telephone number

Prospective candidates are welcome to start a conversation about this opportunity through an initial email contact with either Mary Beth Baker or Phil Goldstein prior to submitting materials.

Applications must include:
1. Cover letter
2. Resume
3. Contact information for five professional references

Application materials should be sent to MinnState@nextgenpartnersllc.com.

Confidential inquiries and nominations should be directed to:
Mary Beth Baker
marybeth@nextgenpartnersllc.com

Phil Goldstein
phil@nextgenpartnersllc.com

To learn more about Minnesota State Colleges and Universities, please visit MinnState.edu.
The Minnesota State Colleges and Universities system is an Equal Opportunity Educator and Employer. Candidates with hearing or speech disabilities may contact us via preferred Telecommunications Relay Service.