

PRESIDENTIAL SEARCH PROFILE



500A

NORTHLAND
COMMUNITY & TECHNICAL COLLEGE



MINNESOTA STATE

LEADERSHIP OPPORTUNITY OVERVIEW

Northland Community and Technical College seeks a President who is an experienced, innovative leader with an entrepreneurial spirit and vision to help fulfill the college's mission of serving its communities and supporting the economy of Northwest Minnesota and beyond. With a focus on providing high-value, accessible higher education and advanced training in a supportive environment, the President will have the opportunity to work with a talented faculty, staff, and administrative team to strengthen enrollment and retention.

The successful candidate will be an energetic, creative, and astute external relationship builder, understanding the vital role that small colleges play in their communities.

INCLUSIVE & TRANSPARENT LEADERSHIP STYLE

Northland's faculty and staff are dedicated and passionate about their work and recognize that the college needs to respond to financial and enrollment challenges. The college will thrive with a leader who is inclusive, transparent, genuine, and willing to make and explain tough decisions. A leader is needed who is visionary and optimistic with strong communication skills to connect quickly with the campus employees and constituents to continue to advance the college. The emphasis on leadership is both local and at the enterprise/system level.

SHARED GOVERNANCE

Northland faculty, staff, and administrators describe the working environment as positive and student-centered. The college seeks a President who values a strong shared governance system and will commit to developing one; a leader who has a track record of effective communication, holds staff and faculty accountable and will engage in difficult conversations when necessary. Experience within a collective bargaining environment is desired.

COMMITMENT TO STUDENTS, ENROLLMENT & RETENTION

Northland's new leader must have profound knowledge of community and technical college students' goals, strengths, and needs. In the current environment and economy, this president must continue to help the college adapt to change and find opportunities to enhance services and supports to help meet benchmarks for admission and retention while ensuring that students attain learning outcomes to be successful in their programs and careers.

FINANCIAL STEWARDSHIP

Northland needs a leader with financial acumen who is skilled at developing new revenue and funding streams for the college while using existing funds effectively. The president will work in collaboration with the campus community to stabilize finances and to be sound financial stewards of the college's resources.

COMMUNITY PARTNER & LEADER

Northland partners with business and industry throughout Minnesota and the region to ensure that its academic offerings reflect business and industry needs in high-growth, high-demand employment sectors. Northland seeks a forward-thinking leader with a strong sense of community who is skilled at understanding the needs of business and industry and can build partnerships to strengthen the college and support growth in the community.

The successful candidate will be a creative leader who advances a positive perception of community and technical college education and is skilled in finding new opportunities for cutting edge academic programs, curricular models, and delivery modes to meet the expanding needs of its communities.



ABOUT NORTHLAND



COLLEGE OVERVIEW

Northland Community & Technical College is a comprehensive two-year community college in northwestern Minnesota. With campuses in East Grand Forks, MN, and Thief River Falls, MN, as well as three additional sites, including Roseau, MN, Warroad, MN, and the Aerospace Site at the Thief River Falls Airport, Northland provides an education that transforms lives and strengthens the communities we serve.

Northland offers over 70 program options, including robust liberal arts and transfer pathway programs, which offer students the first two years of a bachelor's degree. In 2020 the liberal arts program was ranked #24 in the nation by GradReports for delivering impressive earning potential and the second-lowest tuition cost when compared to other top 25 institutions. In the fall of 2020, Northland launched an innovative Z-Degree program that allows students to attain an associate of arts degree while incurring no textbook costs to make college more affordable for our students.

Northland offers a wide range of career and technical degrees and certificates that lead directly to employment. Northland is a leader in healthcare education, offering over 17 high-demand career programs in health and human services, including nursing, physical and occupational therapy, respiratory therapy, radiological technology, and surgical technology.

Northland outranked more than six hundred US community colleges in a 2024 report issued by finance website WalletHub. Northland was named the best community college in Minnesota (18th nationwide).

STRATEGIC PLAN

Transforming lives one student at a time.

MISSION

Northland transforms the lives of students and our communities through a welcoming, supportive, and integrated learning environment.

VISION

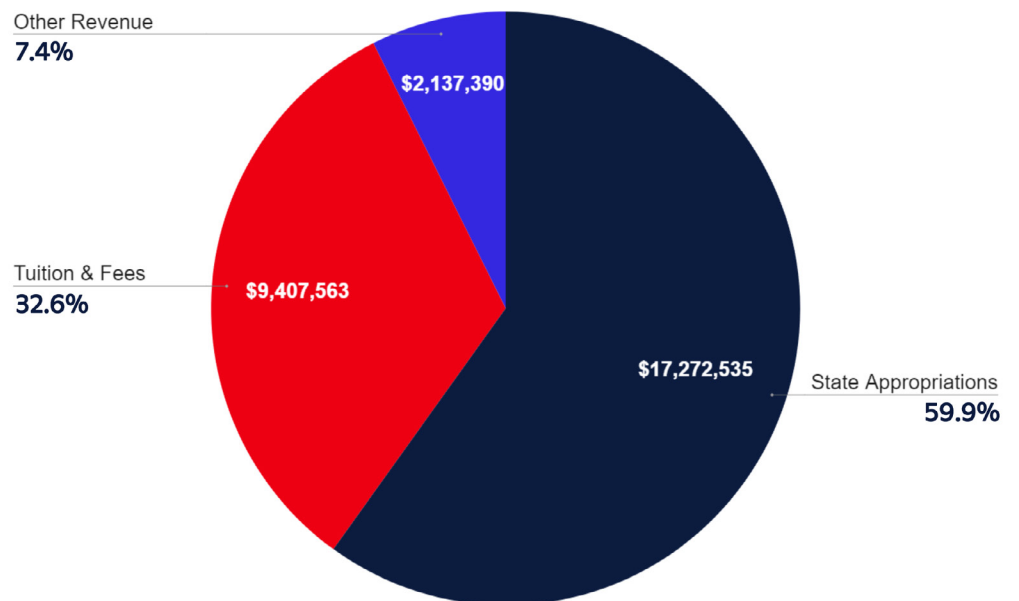
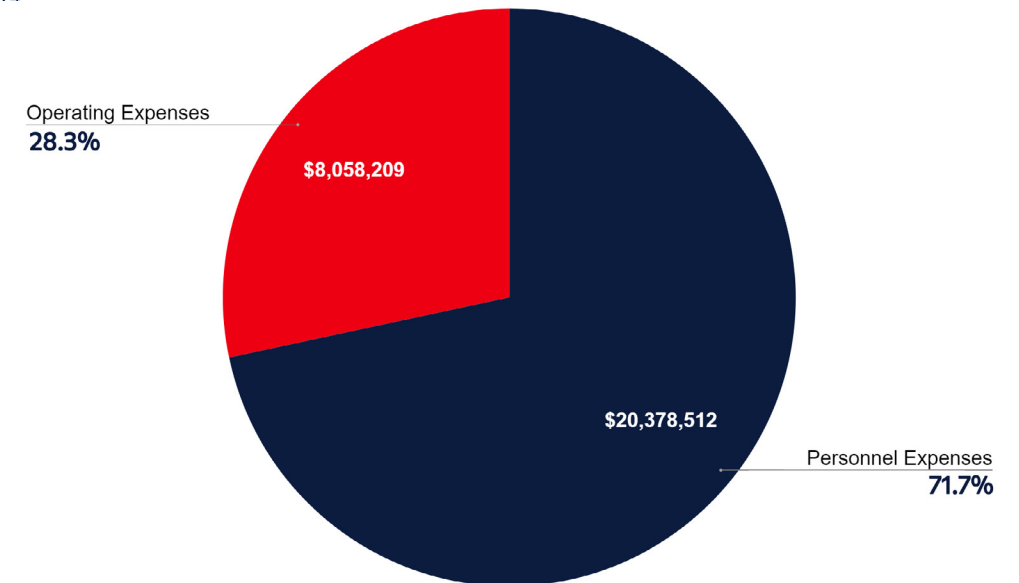
Northland will be the premier choice for providing exceptional education that transforms lives and strengthens the communities we serve.

FOUNDATION PRINCIPLE

We are united as one college to increase educational access, support student success, strengthen partnerships, and advance equity in the communities we serve.

FINANCIALS

July 1, 2023 to June 30, 2024



IMPACT & PARTNERSHIPS

Northland's campuses have a far-reaching impact, supporting local economies and providing education and training to the regional workforce. Each boasts a distinct personality, with forward-looking programs, ensuring job placement and strong relations with local employers. Altru Health, American Crystal Sugar, Digi-Key, Marvin, Northrop Grumman, Sanford Health, Simplot, and others recruit directly from Northland, a higher education and workforce development hub in Minnesota's Northwest region.

Our mechatronics program trains students in mechanical, electrical, automation, and manufacturing technologies. The aerospace program engages with the FAA, general industry, local governments, law enforcement, and regional partners to expand future Aviation and Science Technology Engineering and Math (STEM) opportunities. The National Center for Autonomous

Technologies (NCAT), housed at Northland, promotes STEM education for the underserved and aims to help identify and solve everyday issues with autonomous technology.

Northland supports and sustains over 1,130 jobs in the region, generating nearly \$8 million in state and local revenue, and is responsible for an economic impact of nearly \$127 million annually. Alumni of Northland are making a difference in their communities and across the region.

Continuing its commitment to making a premier education accessible to all students, the Northland Community & Technical College Foundation awarded \$141,675 in scholarships to students on the East Grand Forks and Thief River Falls campuses for the 2024 fall semester. Each student received between \$250 and \$2,500 to help finance their education at Northland.

STUDENT LIFE

CLUBS & ORGANIZATIONS

Northland's student body maintains numerous clubs, professional service organizations, and honor societies to suit a variety of interests, including music, theater, athletics, academic programs and achievement, social interests, and awareness-raising.

PIONEER ATHLETICS

Providing a winning tradition in the classroom and on the field, the Northland Pioneers are recognized as one of the top athletic programs in the Minnesota College Athletic Conference, offering nine intercollegiate sports, including men's and women's basketball, baseball, men's and women's wrestling, softball, volleyball, co-ed clay target, and co-ed esports.

DIVERSITY & INCLUSION

Northland is committed to developing a campus of inclusive excellence to ensure everyone feels appreciated, respected, valued, and welcome. Whether

on campus, or through distance or hybrid education, Northland values diversity, equity, and inclusion.

STUDENT BASIC NEEDS

Northland continues to find creative ways to support student needs and promote well-being for all. Pioneer Pantry, a new on-campus food pantry and the Northland Cares program combat the many barriers to success students encounter as they work towards graduation and full-time employment.

STUDENT HOUSING

Northland Foundation's Student Housing is located in Thief River Falls, MN, within walking distance from our Thief River Falls campus. The student housing apartments offer student-friendly academic lease terms (Mid-August to Mid-May) with all-inclusive rental rates for fully furnished units with wired high-speed internet, cable TV, kitchen appliances (stove/oven, fridge/freezer, dishwasher, and microwave), washer and dryer and two bathrooms. There is also a winter plug-in for your

19:1

STUDENT/FACULTY RATIO

24

AVERAGE STUDENT AGE

86%

FULL-TIME INCOMING
STUDENTS
RECEIVE
FINANCIAL AID

8

AVERAGE CLASS SIZE

18%

STUDENTS OF COLOR

NORTHLAND

3,256

TOTAL
STUDENTS
ENROLLED

16%

1ST GENERATION COLLEGE STUDENTS

3:2

FEMALE/MALE RATIO

70+

PROGRAM OPTIONS

35

STATES REPRESENTED
AMONG OUR STUDENT
POPULATION



ABOUT MINNESOTA STATE

OVERVIEW

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 14,200 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](https://www.mnstate.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](https://www.mnstate.edu/system/chancellor).

EXTRAORDINARY FACTS

Minnesota State is making a difference. From the students we serve, to our business partners, to those we employ, chances are good you or someone you know has benefited from the work of your state colleges and universities.

- ▲ Minnesota State is the third largest system of state colleges and universities in the United States and the largest in the state with **26 colleges, 7 universities, and 54 campuses.**
- ▲ We serve **270,000 students each year**, with more Black and Indigenous students, as well as students of color, attending our colleges and universities than all other higher education providers in Minnesota combined.
- ▲ We offer the **lowest tuition in Minnesota**, with 55% of our college students and 59% of our university students who receive financial aid.
- ▲ We **employ more than 14,200 dedicated faculty and staff** focused on student success.
- ▲ We provide **4,112 academic programs**, including **893 fully online programs.**
- ▲ We have more than **9,600 customized and specialized training, occupational, and professional classes.**
- ▲ We award more than **34,000 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.
- ▲ **86% 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 **\$8.4 billion to the state's economy.**



HOW TO APPLY

QUALIFICATIONS

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

- ▲ Strong leadership skills necessary to sustain the vision of Northland Community and Technical College
- ▲ Progressively responsible experience in higher education administration
- ▲ 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, accreditation process, as well as budget and fiscal management
- ▲ 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, community leaders, and 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 experience advancing diversity, equity, and inclusion
- ▲ Willingness to build working relationships with K-12 systems and other colleges and universities within Minnesota State
- ▲ Exceptional oral and written communication skills effective with a broad range of audiences
- ▲ Experience working within a collective bargaining environment is desired
- ▲ Master's degree from a regionally accredited institution required, an earned doctorate degree preferred

APPLICATION PROCEDURE

Applications and nominations are now being accepted. The Board of Trustees is the appointing authority for this position. The position is covered by the Personnel Plan for Minnesota State Administration.

To apply go to <http://www.acctsearches.org> and upload required documents.

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

- ▲ A letter of application that addresses the attributes identified in the Presidential Profile, demonstrating how the candidate's experience and professional qualifications have prepared them to serve as the President of Northland Community and Technical College.
- ▲ A CV
- ▲ A list of 5 references

The search will be conducted with a commitment of confidentiality for candidates until finalists are selected.

To ensure full consideration application materials should be received no later than February 4, 2025. The position will remain open until filled.

For additional information, nominations, or confidential inquiries, please contact:

Jill Board, ACCT Search Consultant
jboardconsulting@gmail.com



A MEMBER OF MINNESOTA STATE

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This document is available in alternative formats to individuals with disabilities. To request an alternate format, contact Human Resources at 218-683-8634. Individuals with hearing or speech disabilities may contact us via their preferred Telecommunications Relay Service. Minnesota State is an affirmative action, equal opportunity employer and educator. Candidates with hearing or speech disabilities may contact us at 651-201-1664 via preferred Telecommunications Relay Service.