Northland Community & Technical College seeks an experienced, innovative leader with an entrepreneurial spirit and vision to help fulfill the college’s mission of serving the community 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 next 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 energetic, creative, and a strong relationship-builder who understands the vital role that small colleges play in their communities.

Community Partner & Leader
Northland partners with business and industry throughout Minnesota and the region to ensure that our 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 next president will be a leader in the region to help shape the economic and social agenda. 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 the community.

Inclusive & Transparent Leadership Style
Northland’s faculty and staff are dedicated and passionate about their work and they 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 and build a forward-thinking culture. 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 productive. The college seeks a leader who values, and will foster, a strong shared governance system; one 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 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. A president who will support new marketing and recruitment strategies and prioritize services and supports to maximize student success is desired.

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 most efficaciously. The president will need to stabilize finances, understand the financial allocation framework and maximize Northland’s share of state funding while diversifying funding sources to maintain or enhance facilities, programs and support for students, as well as to keep tuition affordable.
MISSION, VISION & VALUES

Mission
Northland is an innovative leader in higher education, preparing all learners with work and life skills that advance personal well-being and regional prosperity.

Vision
Northland will be highly valued for providing exceptional education that transforms lives and strengthens the communities we serve.

Values
- Meet students where they are
- Focus on student success
- Provide a high-value learning experience
- Work collaboratively and build relationships
- Advance diversity, equity, and inclusion
- Promote global competency
- Encourage innovation and creativity
- Pursue quality and continuous improvement
- Meet the community and workforce needs
- Practice responsible financial stewardship

Financials
July 1, 2019 to June 30, 2020

- Personnel Expenses: $22,753,494
- Operating Expenses: $10,991,712
- Other Expenses: $6,612,934
- State Appropriations: $14,434,426
- Tuition & Fees: $12,064,778
Northland’s campuses are based in a region packed with things to do. Minnesota’s great northwest, where the prairie meets the north woods, naturally offers plenty to explore. Nestled amidst the lakes, forests, rivers, and scenic landscapes, you will find adventure and many natural wonders to enjoy. Vibrant towns offer specialty shops, art and music festivals, and dining of all kinds. And there is no hibernating in winter, not with snowmobiling, ice fishing, skiing, and more to enjoy!
COLLEGE OVERVIEW

Northland is a comprehensive two-year community and technical college with campuses in East Grand Forks, MN, and Thief River Falls, MN, as well as two satellite sites, including the Aerospace Site at Thief River Falls Airport.

Northland offers over 80 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 fall 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 also 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, and radiological technology.

In 2019, Northland, along with five other partner agencies, was awarded a National Science Foundation grant in the amount of seven million dollars to form the National Center for Autonomous Technologies (NCAT) hosted on Northland’s aerospace site in Thief River Falls.

Northland underwent a rebrand in 2019 which encompassed both the college and athletics identities. This initiative reimagined the college’s brand to be modern, innovative, and bold. The Pioneer Athletics logo was reinvented to be inclusive of the entire Northland student body—while the Pioneer nickname remains, the college retired the ideological prairie settler figure and introduced an astronaut mascot that represents the future and innovation.

Student housing apartments owned and operated by the Northland Community & Technical College Foundation are available on Northland’s Thief River Falls campus to accommodate students from northwest Minnesota and across the state and nation.

Take a virtual tour to explore Northland’s facilities.

northlandcollege.edu/360
Job Placement
Northland is one of the premier two-year colleges in the nation. Our reputation is built on the quality of our training, our industry relationships, and the success that Northland graduates experience in their careers. Within 12 months of graduation, nearly 78% of graduates are employed in their career field. Many of Northland’s healthcare and technical programs have a placement rate of nearly 100%.

Diversity & Inclusion
Northland views diversity as an essential component of the educational experience of our students. Our goal is to foster an environment that is conducive for all learners served within our communities. Students of color comprise 17 percent of the student body at Northland, which is twice the minority population rate in the communities we serve. The average age of Northland’s students is 25, and 18 percent are first-generation college students.

Northland’s goals are to recruit and retain a diverse student population and attract and retain employees who embody and reflect diversity and inclusion. We want to foster the academic success of a diverse student body and strive to provide equitable access and opportunity to all learners.

Student Life
Northland encourages student participation in clubs, professional service organizations, and honor societies. The student body maintains various organizations that can suit any interest, including music, theater, academic programs and achievement, social interests, athletics, and awareness-raising.

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. Pioneer Athletics offers eight intercollegiate sports, including men’s and women’s basketball, baseball, wrestling, softball, volleyball, and co-ed clay target.

Community Impact & Partnerships
Northland’s two campuses have a far-reaching impact on the region, providing education and training to the regional workforce, and supporting local economies. While each campus boasts a distinct personality, programs are synthesized for efficiency and tailored to ensure job placement upon graduation. Northland maintains a direct relationship with numerous local employers, designing programs to suit their current and future needs. Digi-Key University helps prepare the workforce for one of the state’s largest employers. Altru Health, Sanford Health, American Crystal Sugar, Philadelphia Macaroni, and Simplot recruit directly from Northland and employ students throughout their coursework. Northland is a hub in higher education and workforce development in Minnesota’s Northwest region. Northland is woven into the career paths of a significant percentage of the regional population.
Fall 2020 marked the launch of Northland’s Mechatronics program, which realigned the Manufacturing program to help meet local industry needs for on-demand workforce training. Northland’s Mechatronics program trains students in a broad range of mechanical, electrical, automation, and manufacturing technologies, an urgent need for local companies. Aside from the many skills covered, what sets this new program apart is its use of Competency-Based Education (CBE), a model that focuses on proving comprehension through demonstration vs. traditional testing, which is a first of its kind in the Minnesota State system. Students in the program can pursue an associate degree, a variety of certificates, or take a few classes to improve upon current skills.

Northland’s Small Unmanned Aircraft Systems (sUAS) Technician program was selected for the Unmanned Aircraft Systems-Collegiate Training Program by the Federal Aviation Administration (FAA) in summer 2020. Northland will engage with the FAA, other participants, general industry, local governments, law enforcement, and regional economic development partners to address labor force needs. This initiative will support the FAA’s efforts to expand the future aviation workforce while providing additional opportunities for Science Technology Engineering and Math (STEM) students. In today’s data-driven world, professionals with cybersecurity knowledge are an essential line of defense against cyberattacks. Northland recognized this need and, in 2019, launched a new associate of science degree in cybersecurity. The current unemployment rate for professionals in this industry is projected to be zero percent as businesses, educational, and government institutions across the spectrum recognize the extreme importance of protecting systems and data.

Northland’s National Center for Autonomous Technologies (NCAT) constructs professional development workshops for educators and industry professionals. It promotes and provides support for STEM and autonomous technologies in secondary and post-secondary education, particularly in underserved areas. In addition, NCAT aims to involve workforce and community stakeholders, to help identify and solve everyday issues with autonomous technology.

Northland supports and sustains over 1,130 jobs in the region. The college generates nearly $8 million in state and local revenue and is responsible for an economic impact of nearly $134 million annually. Alumni of Northland are making a difference in their communities through service organizations, public office, and contributions to the Northland Community & Technical College Foundation. Moreover, Northland alumni are helping sustain a regional economy. Many alumni work locally, own businesses, and create industry within the area generating a significant impact in both communities and across the region.
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
- 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 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, employees, communities and taxpayers the best value and most affordable higher education option.

Mission
The purposes of the corporation are exclusively charitable and educational and shall be limited to charitable, scientific, and educational activities consistent with the organizations qualifying for exemption under Section 501(c)3 of the Internal Revenue Code. Gifts are tax-deductible to the fullest extent of the law.

Leadership
The Northland Foundation is governed by a Board of Directors. The Board of Directors meets quarterly every fiscal year.

Stewardship
Today, over 400 contributors give at all different levels. These people share the same inspiring ideas of those Charter members. Last year over 250 scholarships were awarded with a value of more than $150,000. Northland’s Foundation has awarded over $500,000 in scholarships in the last five years.
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 & Support
- Workforce Diversity
PRESIDENTIAL SEARCH QUALIFICATIONS & 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

RH Perry & Associates, a retained executive search firm, is supporting the Northland Community & Technical College in this search. Potential candidates and interested parties may review the position profile at www.RHPerry.com.

Screening of applications will begin immediately and continue until the position is filled. The preferred date to receive application materials for maximum consideration is January 6, 2021.

Applications must include:
1. Current résumé or CV
2. Cover letter addressing the position
3. Contact information for five professional references

Application materials may be submitted securely here, or at NorthlandPresident@rhperry.com. For further information, please contact:

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