



# Presidential Search Profile

*St. Cloud Technical & Community College*



**MINNESOTA STATE**



A member of Minnesota State

# OVERVIEW



**St. Cloud Technical & Community College (SCTCC) seeks a visionary leader to work with students, faculty, staff, and the community to provide quality career, technical, and transferable education.**

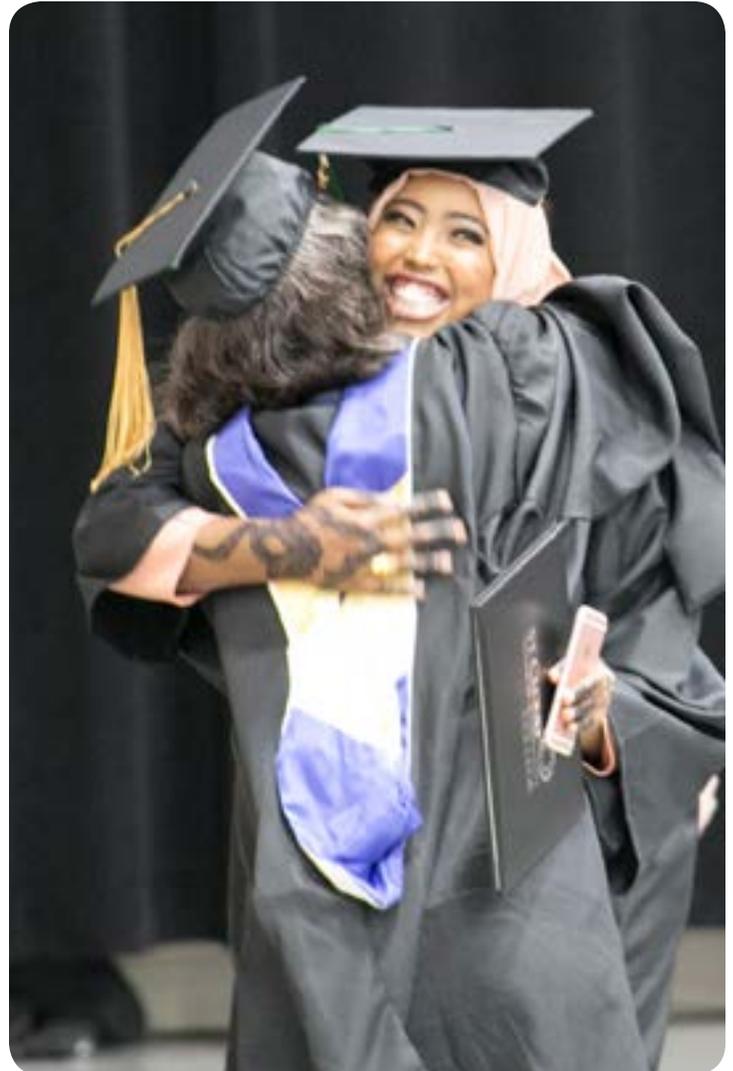
With more than 90+ program options, SCTCC works closely with area employers and businesses to ensure the college offers education that works for its students and the companies they work for after graduation. The St. Cloud region is growing, and with that comes the need for a skilled workforce. Maintaining SCTCC's relationships with businesses aligns with both college priorities and regional needs. In addition to the many technical and professional degrees offered, SCTCC is a comprehensive college that awards an associate in arts degree. A recent dedication to increase transfer and enrollment options in collaboration with St. Cloud State University puts SCTCC in a position for great growth over the next decade.

SCTCC has a 97 percent placement rate with many programs boasting 100 percent placement. More than 70 percent of our students come from the surrounding six counties and choose employment close to home after graduation in fields such as health care, business management, computer technology, manufacturing, construction, transportation, and more.

Located in Central Minnesota, SCTCC sits on the north end of St. Cloud, just a short walk from the banks of the Mississippi River. The St. Cloud region has a population of 189,000, which includes the adjacent communities of Sartell, Sauk Rapids, St. Augusta, St. Joseph, and Waite Park. As a regional hub in Central Minnesota, St. Cloud is home to many colleges and universities, as well as major health care providers and other large employers. SCTCC is an hour's drive to the Twin Cities metro area and close to the many out-state lakes and parks that are distinct Minnesota icons.

SCTCC is a member of the Minnesota State Colleges and Universities system. With 30 community and technical colleges and seven state universities, Minnesota State is the largest provider of higher education in the state of Minnesota. Minnesota State is committed to ensuring access to an extraordinary education for all Minnesotans; being the partner of choice to meet Minnesota's workforce and community needs; and delivering to students, employers, communities, and taxpayers the highest value, most affordable higher education option.

Reporting to the chancellor, the president of SCTCC serves as chief executive officer responsible for leading the faculty and staff in fulfilling the college's mission. The president serves on the system's Leadership Council, which consists of the chancellor, the chancellor's cabinet, and 30 college and university presidents. As a member of the Leadership Council, the president contributes to the overall direction of the nation's fourth-largest system of higher education.



## Minnesota State Colleges and Universities

**Minnesota State is the largest single provider of higher education in the state. With 37 institutions, including 30 community and technical and seven state universities, Minnesota State serves 58 percent of the state's undergraduate student population.**

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

### Extraordinary Facts

- We serve 375,000+ students annually and more students of color, first-generation college students, and students of modest financial means than anyone else in the state, including:
  - » 63,500 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
  - » 10,000 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 3,700 academic programs, including nearly 600 offered entirely online.
- We award more than 40,000 degrees, certificates, and diplomas annually.
- 85% 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 16,000 dedicated faculty and staff focused on student success.
- We provide essential training and specialized certification options for business, industry, and professionals throughout Minnesota.

## Governance

Minnesota State's 15-member 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.

[minnstate.edu/board](http://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 system's 37 colleges and universities, 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.

[minnstate.edu/system/chancellor](http://minnstate.edu/system/chancellor)

## Strategic Framework

In January 2012, the Board of Trustees adopted a strategic framework for Minnesota State's future. The framework emphasizes the essential role the system 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
- To deliver to students, employers, communities and taxpayers the best value and most affordable higher education option



# MISSION/VISION/PRIORITIES



## Mission

St. Cloud Technical & Community College prepares students for life-long learning by providing career, technical, and transferable education.

## Vision

St. Cloud Technical & Community College is the college of choice for quality career, technical, and transferable education, focused on highly skilled employment and life-long learning opportunities.

## Priorities

St. Cloud Technical & Community College embraces six Pillars of Success, which are defined as SCTCC's priorities to achieve performance excellence, focusing on accountability, data-driven decision making, and assessment. The identified key measures help SCTCC define and measure progress toward our priorities.



# SIX PILLARS OF SUCCESS



## SCTCC EMBRACES SIX “PILLARS OF SUCCESS”

The pillars of success are:  
SCTCC’s priorities to achieve  
performance excellence,  
focusing on accountability,  
data-driven decision making,  
and assessment.

The identified key measures  
help SCTCC define and measure  
progress toward our priorities.

### Pillar 1 – Student Success

#### Key Measures:

- Completion Rates
- Placement Rates
- Persistence/Retention
- College Transitions/Transfer
- Readiness for College
- Student Learning

### Pillar 2 – Community Building

#### Key Measures:

- Funding/Investments
- Partners/Collaborations
- Reputation/Image

### Pillar 3 – Developing a Skilled Workforce

#### Key Measures:

- Satisfaction of Graduates
- Advisory Board Membership
- Advisory Board Engagement
- Identify & Meet Market Demands for Program Alignment
- Gainful Employment

### Pillar 4 – Sustainability

#### Key Measures:

- CFI Measures
- Efficiency & Effectiveness
- Enrollment

### Pillar 5 – Employee Engagement

#### Key Measures:

- Employee Engagement
- Retention/Transfer
- Professional Development
- Reward and Recognition

### Pillar 6 – Equity and Inclusion

#### Key Measures:

- Inclusive Campus Climate
- Increased Access and Opportunity
- Enhanced Community, Civic, and Global Engagement
- Continual Growth Toward Cultural Proficiency and Intercultural Connectedness

**St. Cloud Technical & Community College has been a leader in providing well-prepared graduates who match regional career opportunities. SCTCC was founded in 1948 as the second technical college in the state as part of the local school district. Later, SCTCC would become a technical college accredited by the North Central Association of Colleges and Schools, and in 1995, the college became a part of the Minnesota State system. SCTCC earned accreditation as a comprehensive technical and community college in 2010, which has enabled the college to expand its mission to include transfer options.**



## Job Placement

The college's 97 percent placement rate speaks to the preparation that SCTCC provides students. Many of our technical programs boast a 100 percent placement rate, with alumni commending the relevant education they received that prepared them for the workplace.

## Accreditation

SCTCC is accredited by the Higher Learning Commission and is a participant in the Academic Quality Improvement Program (AQIP), which emphasizes quality and stimulating improvement for accreditation. Several SCTCC programs are accredited, licensed, or approved by national, state, or program-specific agencies.

## Academic Programs

The college offers more than 45 majors with 90+ certificate, diploma, or degree options that can be completed in two years or less. Approximately 6,000 students are enrolled in credit-based classes with 45 percent men and 55 percent women attending. More than 270 high school students take advantage of the post-secondary enrollment option (PSEO). About 70 percent of our students come from the surrounding six counties and choose employment close to home after graduation.

## Student Profile

SCTCC students are just as likely to take classes part-time as they are full-time, and our online enrollment grows each year, with 22 percent of credits offered online. The top programs in which students enroll are: Liberal Arts and Sciences, Health Sciences Broad Field, and Business Management.

SCTCC continues to improve its facilities for students. In addition to the most recent acquisition - the Heartland Building, which houses the Library and Student Life - the campus includes four additional buildings: Northway Building, the campus' main building and its largest; CTEC, the location of executive leadership offices and Customized Training; Health Sciences Building; and the Campus Playhouse, which provides daycare services for students, faculty, staff, and the community in addition to serving as an educational lab setting for the Child and Adult Care Education program.

## Location and Growth

The college has grown by 33 percent over the past 10 years and continues to be one of Minnesota State's fastest-growing colleges. With the St. Cloud region's increasing population and flourishing immigrant population, it's no surprise to see an increase in workforce demands. By cultivating partnerships with community employers and responding to the region's employment needs, SCTCC continues to provide a well-lit path in career preparation for the upcoming generation.

## Accomplishments

The college is proud of several recent accomplishments:

- Ranked 10th of 112 institutions in the "Top Choice Institutions for Minnesota High School Graduates Attending a Minnesota College in 2014" (Source: Minnesota Office of Higher Education)
- Presentation to the SCTCC Foundation of a gift of \$500,000 from CentraCare Health for biology laboratory renovations and updates in June 2017
- Ranked second on the annual nationwide Military Times' "Best for Vets: Career & Technical College 2017" list
- Recipient of the gold-level award by Military Friendly, an organization that measures commitment, effort, and success in creating sustainable and meaningful benefit for the military community, in the category of Community College for 2017
- Implementation of the ORION Project, a comprehensive outreach to students in grades 10-11 who are struggling in science and math
- Ranked fifth of all Practical Nursing programs in Minnesota by PracticalNursing.org in its "2017 Best LPN Programs in Minnesota" list
- Softball Cyclones placed fourth at the NJCAA Division III National Tournament in 2107

With these recent accomplishments, SCTCC faculty, leadership, and staff plan to continue to pursue the next level of excellence.



# PROGRAMS AND PATHWAYS



**SCTCC offers more than 90 degree options, including pathways that lead to a career, transfer to a four-year institution, or career advancement. Degrees offered by SCTCC include: an associate of arts, associate of applied science, associate of science, certificate, and diploma.**

## General Education

Students can take advantage of affordable general education courses, including the Minnesota Transfer Curriculum, a 40-credit package designed for seamless transfer to any public baccalaureate institution in the Minnesota State system. SCTCC also has transfer agreements with public and private colleges and universities.

## Transfer

The top transfer destinations for SCTCC graduates are St. Cloud State University and Minnesota State University, Mankato. Many programs at SCTCC have articulation agreements with various public and private universities across the state.

## Career and Technical Education

Slightly more than half of the college's students pursue career and technical education awards offered in 39 different program areas. College investments, private donations, and state funding have combined to create state-of-the-art simulation labs for dental, sonography, surgical technology, emergency medical services, and other health care programs. Additionally, to meet community demand, this funding has been used to renovate and expand the facilities for automotive technology, auto body, medium/heavy truck, machine tool technology, welding, HVAC, and many other fields.

## Faculty, Business, and Industry

Faculty actively collaborate with industry through advisory committees and community business partnerships to ensure that program curriculum is based on standards that prepare students with the knowledge and skills to meet the changing needs of the workplace. Each year, students participate in state SkillsUSA competitions to show what they've learned and to compete for the opportunity to participate at a national level. Our students consistently place high in these competitions.

## Public School Partnerships

To help fulfill its mission of providing access to the transformative power of education, SCTCC partners with local public school systems to enable area secondary students to earn college credits while still in high school through the post-secondary enrollment option.



## NOTABLE PROGRAMS

### Biomedical Equipment Technology

An AAS degree that trains and prepares students in troubleshooting, calibration, and repair of biomedical instruments, equipment, and support systems. The program offers courses that expose students to a variety of instruments and equipment located in hospitals and clinics across the nation.

### Nursing (A.D.N)

Designed for graduates from Practical Nursing programs. The nursing program includes a focus on gerontology, as health care practitioners are serving a growing population of patients with longer life expectancy. Clinical experiences include rural and community hospital settings, specialized dementia care facilities, and ambulatory clinics. Graduates are eligible to articulate to BSN/BAN programs in the Minnesota State system as part of the Minnesota State Nursing Articulation Agreement.

### Energy Technical Specialist - Nuclear

An AAS degree that prepares students with electrical, mechanical, and nuclear technician skills to work at a nuclear facility. SCTCC has partnered with energy consortiums and power generation companies to establish this major and to ensure it meets industry and regulatory requirements.

### Sonography

Provides students with academic study, laboratory, and clinical experience in diagnostic medical sonography. Students receive comprehensive training and experience in performing scanning procedures in abdominal, superficial structures, gynecological, obstetrical, and vascular ultrasound. Students are affiliated with health care facilities during the clinical ultrasound internship courses.

### Water Environment Technologies

An environmental program that covers a variety of chemical, biological, physical, and mechanical water and wastewater treatment processes. Students learn the complex techniques of obtaining water from its source, treatment, distribution, collection, and additional treatment on its journey back to the source.



## Enrollment Trends

The college has experienced significant growth over the past 10 years, with enrollment increasing by 33 percent between 2007 and 2017. In addition, the number of students taking online courses has grown from 10 percent in 2010 to 22 percent in 2017.

Although college enrollment growth has plateaued in the past two years, new student enrollment remained strong for fall 2017, which has been attributed to three things: a new “flipped advising” model rolled out in Summer 2017; use of the Hobsons CRM to communicate with prospective students; and increased advertising and marketing via social media and local outlets.

Flipped advising has allowed for a more personal experience for incoming students: they complete orientation online, which is presented according to their academic needs, and meet with an advisor face-to-face to review their class registration during increased appointment times. The extra personal attention given to students is part of a plan to increase new student enrollment and address student retention.

In addition to a focus on students’ academic needs, SCTCC is well-situated to focus on future infrastructure needs. The college’s sound financial position allows and provides opportunities for investment to expand and enhance academic and service areas.

# STUDENT SERVICES AND SUPPORT //

## Student Services

The student experience at SCTCC is characterized by a sense of community in a learning environment that supports the development of the whole person: intellectually, socially, and physically. Programs and services promote self-discovery, leadership development, healthy behaviors, and social responsibility, as well as personal enjoyment.

Understanding that learning takes place both inside and outside of the classroom, Student Affairs shares a close and collaborative relationship with the Academic Affairs division to ensure that students' academic and personal development and success are coordinated. SCTCC provides a comprehensive range of services designed to help students be successful: an Academic Advising Center, Career Services, the Center for Academic Success offering tutoring services, Disability Services, TRIO Student Support Services, and a Veterans Center.

## Student Life

Students are encouraged to become active members and leaders of the campus community while having fun at the same time. Opportunities include Student Senate, leadership and participation in student clubs and organizations and intercollegiate athletics. SCTCC boasts five NJCAA Division III athletic programs (volleyball; men's and women's basketball; baseball; and softball) – all of which have all been nationally ranked within the last several years and continue to compete at a high level within the Minnesota College Athletic Conference.

## Partnerships and Grants

### Partnerships for Success

SCTCC secured a Partnerships for Success grant through the Substance Abuse and Mental Health Services Administration in August 2015. This grant aims to reduce substance misuse and strengthen prevention capacity at SCTCC. The grant helps the college access statewide networks and support for drug and alcohol prevention work on college campuses. With a budget of \$114,000, the college seeks to initiate prevention strategies on campus through the year 2019.

### Carl D. Perkins Career and Technical Education

SCTCC is an eligible recipient of the Carl D. Perkins Career and Technical Education allocation grant as a partner in the Great River Consortium. These allocations enable SCTCC to strengthen the surrounding community by: developing new programs of study; partnering with business and industry; and improving its services to underrepresented students and the overall student population. The average allocation over the past 10 years has been more than \$330,000.

### TRIO Student Support Services

TRIO Student Support Services is a federally funded program serving students enrolled at SCTCC in degree-granting programs who



are first-generation, income eligible, and/or students with disabilities. TRIO's objective is to foster eligible student retention by providing a supportive environment that enhances academic and personal growth in higher education. Currently, the program serves 160 students of diverse backgrounds per academic year.

## Donors

SCTCC's collaborations and partnerships with regional businesses and industries make it possible to prepare graduates for work. In-kind donations allow SCTCC students to be trained on the equipment, tools, and technology being used by business and industry. Several donors supply SCTCC with more than \$30,000 worth of equipment during any given year. Some of SCTCC's largest donors include:

- CentraCare Health/St. Cloud Hospital
- Fairview Health Services
- Freightliner of St. Cloud
- Midwest Industrial Tool Grinding
- City of St. Cloud
- Maney International
- Mold Tech, Inc
- Ultra Machine Corporation

## Corporate and Community Partnerships

SCTCC's engagement in community collaboration and active partnerships leverage existing resources to increase student access to equipment, facilities, internships, and high-wage employment opportunities. A sample of the types of community collaboration and partnerships include:

- CentraCare Health, a health care system in Central Minnesota, has donated more than \$500,000 for biology laboratory renovations and more than \$100,000 in donated equipment. Additionally, the organization provides internship opportunities for students and is active on the college's Foundation Board.
- Park Industries, North America's largest manufacturer of stoneworking equipment, employs current SCTCC students, providing them with flexible work schedules and pay incentives for good academic progress. On an annual basis, the organization also makes cash donations for scholarships and in-kind equipment donations.
- Talon Innovations, a manufacturer of precision machined products for a variety of applications and markets, has partnered with SCTCC to create in-house training for ultra-high tolerance applications and entry into the medical device market. The program received the Minnesota Business Monthly award for best in-house training program.
- Xcel Energy, a provider of energy to homes across the Midwest, provides an annual \$10,000 donation for scholarships as well as in-kind equipment donations that support SCTCC energy programs.



## Continuing Education and Workforce Development

### ***Canyoneering***

By gathering external stakeholder feedback from various sources – such as community groups and organizations, labor market trends, advisory groups, workforce investment boards, and various employers – the college is able to provide community enrichment and economic development contributions beyond its graduates.

This feedback allowed SCTCC to identify the current shortage of high-skill jobs in trades and industry in the region. As a response to this employment gap, the college developed Canyoneering events, bringing together K-12 education, SCTCC trades and industry faculty, and business and industry leaders. Canyoneering helped local school leaders recognize the workforce demands and corresponding programs offered by SCTCC, successfully promoting the necessity of introducing more students to these high-skill careers.



### ***Minnesota Job Skills Partnership***

SCTCC supports local workforce development through state grants, such as the Minnesota Job Skills Partnership (MJSP) grant run through the Minnesota Department of Employment and Economic Development (DEED). The program works with the region and DEED to train and retrain workers, expand work opportunities and keep high-quality jobs in the state. SCTCC has successfully written and executed several grant proposals with local businesses through MJSP, including DCI, Inc., Anderson Trucking, Twin City Die Castings, Arctic Cat, New Flyer, Talon Innovations, and C4 Welding. SCTCC has also partnered with other Minnesota State institutions, such as St. Cloud State University, to assist in delivering training for their MJSP grants.

### ***Training Solutions***

SCTCC's Training Solutions program strengthens our surrounding communities by providing the tools to develop a skilled workforce. By partnering with local business, industry, and government, Training Solutions identifies and meets market demands and ensures the training meets the professional development standards of clients. Training Solutions offers courses in Business & Information Technology, Emergency Medical Services, Fire Training, Health & Human Services, Trades & Industry, and Transportation.

## Serving Students and Communities

The SCTCC Foundation is an integral entity in the success of SCTCC and the students the college serves. By cultivating and securing financial community resources, the Foundation enhances quality educational opportunities for a diverse population. The Foundation is governed by a Board of Trustees that represents a broad spectrum of area business and industry leaders who promote and support the mission of the college.

Since 2010, the Foundation has partnered with the college, alumni, and community members to secure investments for the following:

- Auto Body lab expansion and equipment
- Health Sciences and Human Services building, lab equipment, and program expansion
- HomeFront Resource Center
- Manufacturing scholarships
- Medium/Heavy Truck lab expansion and equipment
- Women in Transition scholarships
- Veteran Programs
- Random Acts of Kindness grants



## 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 college, community, and the Minnesota State system
- » A reputation as a leader with a vision for the future of higher education/community college, and champion of the community and technical college missions
- » 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, and budget and fiscal management
- » A record of actions reflecting concern for the success and well-being of students;
- » Experience fostering and promoting public/private partnerships between education and business and industry, community leaders, and community organizations
- » Experience facilitating the expansion of technical and other programs well aligned to regional business and industry talent needs
- » 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 college 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 baccalaureate institutions
- » Exceptional oral and written communication skills effective with a broad range of audiences
- » An earned doctorate is preferred but not required

## Confidential Inquiries and Nominations

**RH Perry & Associates, an executive search firm, is supporting Minnesota State Colleges and Universities and St. Cloud Technical and Community College in this search.** Potential candidates and interested parties may review the position profile at [www.rhperry.com](http://www.rhperry.com). Screening of applications will begin immediately and continue until the position is filled. Nominations should include the name, position, address, and telephone number of the nominee. Applicants should submit a cover letter, resume and contact information for three professional references via [www.rhperry.com](http://www.rhperry.com).

### Confidential inquiries and nominations should be directed to:

Jesse M. Thompson, Senior Consultant ([StCloudTechPresident@rhperry.com](mailto:StCloudTechPresident@rhperry.com))  
Paul Doeg, President ([StCloudTechPresident@rhperry.com](mailto:StCloudTechPresident@rhperry.com))  
RH Perry & Assoc., Phone: 617-901-4880



# MINNESOTA STATE

Extraordinary Education.  
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30 East 7th Street, Suite 350  
St. Paul, MN 55101

651-201-1800

888-667-2848

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