INSTITUTIONAL *PROFILE*

EXECUTIVE SEARCH PROFILE

VICE PRESIDENT OF COMMUNITY, CULTURE, & INSTITUTIONAL CLIMATE

ST. CLOUD
TECHNICAL & COMMUNITY COLLEGE

A member of Minnesota State

FAST FACTS

Founded in 1948 as the second technical college in the state, SCTCC is committed to meeting the needs of the St. Cloud region through 75+ degree options that closely match careers available in the surrounding community.
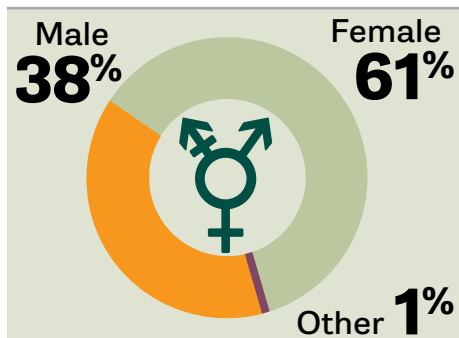
The following provides a snapshot of key data about St. Cloud Technical & Community College from the 2022-23 Fiscal Year.

99% of SCTCC grads available for work find jobs in their fields*.

4,850 approx. number of SCTCC students.

559 number of PSEO students at SCTCC 2023.

GENDER

Male **38%**

Female **61%**

Other **1%**

FIRST GENERATION

24% of students have parents who have not earned any post-secondary degree.

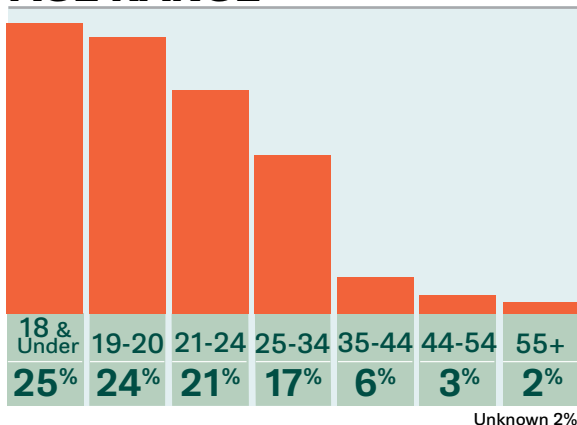**58%** of students have parents who have not earned a bachelor's degree.

NOTABLE @SCTCC

- Sonography
- Culinary Arts
- Cardiovascular Technology
- Water Environment Technologies

DEGREE & CERTIFICATE *options*

- Certificate
- Diploma
- Associate of Applied Science
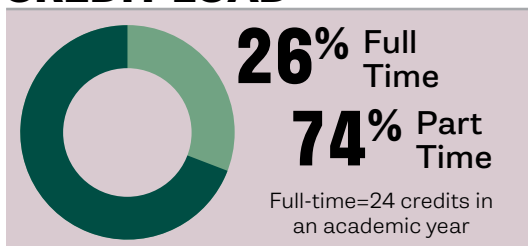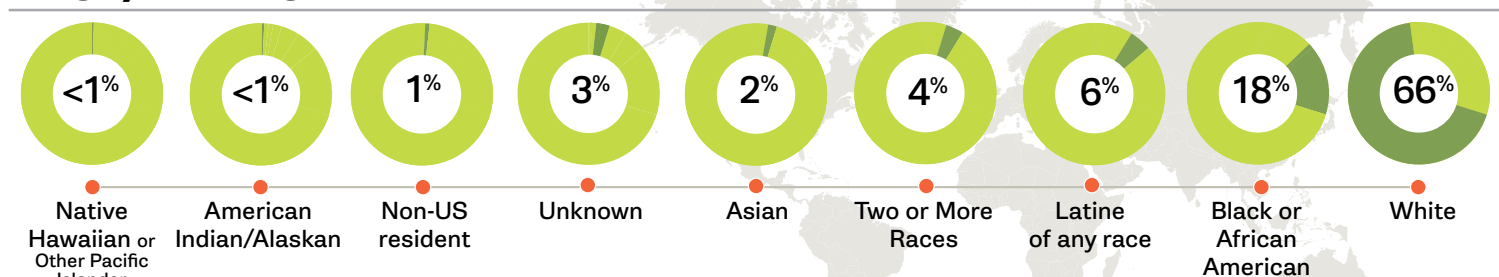- Associate of Science
- Associate of Arts

AGE RANGE

18 & Under	19-20	21-24	25-34	35-44	44-54	55+
25%	24%	21%	17%	6%	3%	2%

Unknown 2%

16 With an average of 16 per class, instructors get to know students.

75 SCTCC's 75+ degree & certificate options fit your needs.

CREDIT LOAD

26% Full Time

74% Part Time

Full-time=24 credits in an academic year

RACE/ETHNICITY

<1%	<1%	1%	3%	2%	4%	6%	18%	66%
Native Hawaiian or Other Pacific Islander	American Indian/Alaskan	Non-US resident	Unknown	Asian	Two or More Races	Latine of any race	Black or African American	White

St. Cloud Technical & Community College students, faculty, and staff are from **more than 35** different countries.

*Placement rate from self-reported data of graduates available for work in field of study up to one year post graduation.

MISSION, VISION, & SHARED BELIEFS

A mission statement is a succinct, memorable statement of an organization's reason for being. The statement starts with "We" to reflect our collective and individual ownership and shared commitment to our mission.

We provide the education, training, and support necessary for equitable participation in our society, economy, and democracy.

A vision statement defines the long-term goals of the organization and provides a clear and specific aspiration. The statement starts with "We" to reflect our collective and individual ownership and shared commitment to our vision.

We are a community of learners rooted in meaningful relationships where everyone belongs and thrives.

The heart of any organization is its people and the most effective organizations are built on a shared sense of purpose and common beliefs. These shared beliefs help to set expectations and establish norms for how to work together to advance our mission and achieve our vision.

- Education empowers individuals and transforms generations.

- Every individual has intrinsic value and every voice deserves to be heard.

- An antiracist and antidiscrimination ethos is necessary for advancing social justice and equity.

- It is our responsibility to ensure equitable outcomes for our students. Each student can succeed.

- Our differences enrich our community.

- Innovation, flexibility, and life-long learning are critical for our community to thrive.

- Mutually accountable relationships built on trust are essential for our success.

- Community partnerships strengthen and sustain us.

HISTORY & MILESTONES

1948
St. Cloud Area Vocational Technical School was founded in the fall of 1948 at St. Cloud Tech High School. Classes were offered in the high school shops and classrooms until 1955.

ROBERT MILLER Director, 1948-1964

JAMES WAKEFIELD Director, 1964-1975

1966
Robert C. Miller Building Completed
The campus opened in 1966 at the College's present location.

1973
Name Change
The College name changed to the St. Cloud Area Vocational Technical Institute (AVTI).

DONALD HAMERLINCK Director, 1976-1990

1990
Name Changes
After changing to St. Cloud Technical Institute in 1988, the College became St. Cloud Technical College in 1990.

EUGENE JERECZYK Interim President, 1990-1991

DR. LARRY BARNHARDT President, 1991-1997

1995
Incorporated into System
The newly formed Minnesota State Colleges and Universities (MnSCU) brought St. Cloud Technical College into its system.

HAROLD ERICKSON Interim President, 1997

JOAN BARRETT VOLKMUTH President, 1997-2006

JOYCE HELENS President, 2006-2017

2006-2007
Northway Building Addition, Expansion
The Main Entrance at the College was completed.
Customized Training and Education Center opened.

2010
College Becomes Comprehensive
The College adds Community to its name and offers its own AA degree alongside technical & industry programs.

2011
Health Sciences Get Space
The Health Sciences Building opened in 2011.

DR. ANNESA CHEEK President, 2018-2022

2021
Multicultural Center Opens
The Multicultural Center provides space for conversation, connection, & learning.

LORI KLOOS Interim President, 2018 & 2022
President, 2023-Present

2023
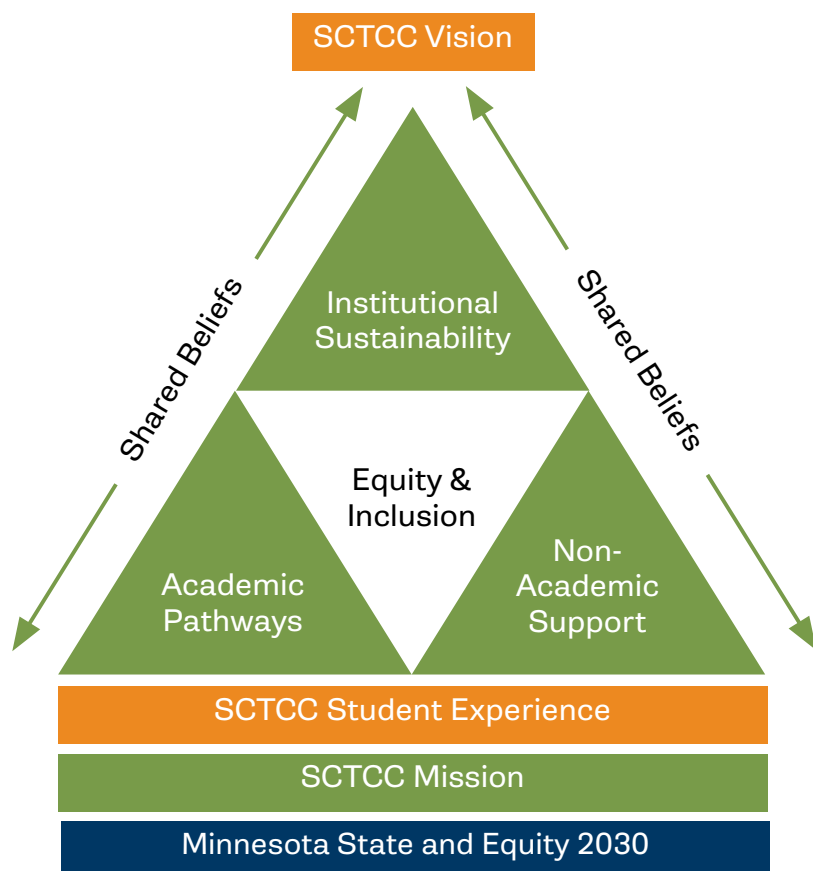**Advanced Manufacturing Center**
The Advanced Manufacturing Center celebrates its grand opening.

KEY GOALS & PRIORITIES

SCTCC's strategic plan, *SCTCC Next*, sets priorities for Sense of Belonging, Student Success, and Sustainability through 2026. At that time, the College will begin the process of strategic planning for the next five years.

Strategies represent the broad areas that we will focus on in the Strategic Plan. Under each strategy are measurable objectives with corresponding action plans.

- Create an inclusive and student-ready learning environment that fosters a sense of belonging and equitable outcomes for all students. (Sense of Belonging)

- Design and implement academic pathways that support economic and social mobility for all learners and align with the continually evolving workforce needs of Minnesota. (Student Success)

- Strengthen non-academic support to promote success and well-being for all students. (Student Success)

- Ensure institutional agility and sustainability through continuous improvement and strategic resource development. (Sustainability)

SCTCC Vision

Institutional Sustainability

Shared Beliefs

Shared Beliefs

Equity & Inclusion

Academic Pathways

Non-Academic Support

SCTCC Student Experience

SCTCC Mission

Minnesota State and Equity 2030

SCTCC's Mission and Student Experience Statements, along with Minnesota State's Equity 2030 initiative, are the bedrock of SCTCC Next.

Equity 2030 is a strategic initiative to eliminate educational inequities across race and ethnicity, socioeconomic status, and geographic location at every Minnesota State college and university by 2030.

SCTCC's four strategic priorities, guided by our Shared Beliefs, serve to advance our Vision.

EQUITY 2030

MINNESOTA STATE

In June 2019, Minnesota State set a critical goal: By 2030, it will eliminate the educational equity gaps at every Minnesota State college and university.

It is a staggeringly ambitious goal and one that will require both intentional systems and culture change and innovation, as well as advocacy and leadership with partners and stakeholders across the state to accomplish.

The core value for Minnesota State is to provide an opportunity for all Minnesotans to create a better future for themselves, for their families, and for their communities.

The focus of our work includes:

- Enhancing access and student success
- Providing Minnesota with the talent it needs
- Anchoring the communities and regions we serve

While there is only one goal for Equity 2030—closing the educational equity gaps across race and ethnicity, socioeconomic status, and geographic location by the year 2030—achieving that goal requires:

- Intentional systems and culture change
- Coordination, innovation, and capacity building
- Steadfast focus of leadership and empowerment
- Collaboration with partners and stakeholders across the state

To accomplish the goal of Equity 2030, we must be able to ensure that the strength of our diverse institutions is not lost while at the same time working to make sure we continue to serve all residents of Minnesota. There have been and already are significant and on-going equity-focused efforts underway across all Minnesota State colleges and universities.

Equity 2030 seeks to bridge efforts occurring within divisions and institutions, creating an intentional statewide culture of equity-minded collaboration and resulting in equitable practices embedded throughout our institutions.

To reach Equity 2030, Minnesota State recognizes that it must adapt and change its systems and cultures to meet the needs of today's students, rather than expect today's students to learn or adapt to the systems and culture of yesterday's higher education. Realizing these changes will require intentionally prioritizing capacity-building to make change across all levels of Minnesota State and empowering individuals regardless of title or responsibility to examine, explore, and experiment with evidence-based innovation to close attainment gaps.

Practical Nursing Pinning December 2024

Students face many challenges outside their academic and career pursuits. The conditions and factors that have created disparities are not easily siloed and solved. Jobs, housing, education, employment, health, and food security are parts of a deeply interconnected system. To ultimately be successful, Equity 2030 requires not only partnership and collaboration among our schools, but in building and strengthening partnerships across sectors with businesses, industry, nonprofits, K-12, philanthropic organizations, local and state government, and within our communities.

Source: minnstate.edu/equity2030

EQUITY BY DESIGN

Minnesota State

To achieve Equity 2030, Equity by Design is one of many tools available to campuses to aid in actualizing its goals.

The work to support equity-minded campus practices, pedagogy, curriculum, and culture has been happening at Minnesota State colleges and universities for decades. Many faculty and staff have been tireless in their efforts to raise and refocus their institutions on addressing equity, on creating culturally responsive and reflective pedagogy, on supporting the needs of Black, Indigenous, Immigrant, and Students of Color, low-income and first-generation students, and additional populations historically prevented from achieving higher education success.

This work has been innovative and inspiring but has too often been limited to individual classrooms and programs. The Equity by Design methodology provides a way to expand that innovation at a systemic, sustainable level for faculty and staff to learn with and from each other in structured ways that can lead to seemingly small but practically significant changes in how our students experience their educational journeys. These changes in how we operate are the vision of Equity 2030.

Severe racial equity gaps in educational attainment still exist. Given the demographic shifts within the state, it is critical that these equity gaps be closed in order to reach Minnesota's 70% attainment goal. It is a moral imperative and Minnesota's economic imperative to address educational disparities.

Minnesota State colleges and universities is the third largest system of community and technical colleges in the United States and the largest in the state. Minnesota State colleges and universities serve 350,000+ students each year, with more students of color and Native/Indigenous students attending its colleges and universities than all other higher education providers in Minnesota combined. Minnesota State is well suited to address educational disparities and close academic equity gaps.

As institutions of higher education, our core mission is represented by teaching and learning. The Equity by Design methodology addresses the central and most critical aspect of how we operate.

Dia de los Muertos 2024

This methodology equips higher education leaders to address educational disparities and to move beyond policy and planning to institutional equity-minded practices. The methodology is influenced by the research and literature of Dr. Estela Bensimon at the Center for Urban Education, University of Southern California. Furthermore, this work:
- Is data-informed.
- Influences organizational development.
- Influences talent management strategy.
- Influences change management strategy.
- Prepares institutions to be student-ready.
- Prioritizes equity in academic outcomes.

The Equity by Design Toolkit is a guide for campuses to leverage and approach the work of addressing inequities in academic outcomes in a manner that is efficient, equity-minded, and transformative.

The Toolkit includes guidance on:
- Building a coalition to undertake this work
- Activities to improve individual and collective competencies
- Equity-minded versus deficit-minded approaches
- Equity-minded data analysis

Source: minnstate.edu/system/equity/equity-by-design.html

RISING STAR PROJECT

The Rising Star Project originated after discussions the Muliticultural Center had with various community members from Higher Works Collaborative, Sauk Rapids Middle School, and St Cloud School District.

There was a shared desire to provide middle- and high-school students with more meaningful engagement opportunities at SCTCC, allowing them to gain first-hand exposure to diverse trades and technologies.

Galvanizing the already-organized after-school activities for African-American students, predominantly girls, the focus shifted toward exploring their interests, which were welding, automotives, nursing, accounting, electronics, robotics, and construction.

After-school programming was planned in collaboration with the Trades & Industry division, Nursing, Mathematics, and the SCTCC Foundation. Everyone involved expressed interest and commitment to this endeavor, leading to the creation of regular programming.

Middle- and high-school girls come to SCTCC once a month throughout each semester after school.

- The program starts at 3:30 pm with dinner in the Multicultural Center.
- The group is divided in half and visit a Trades & Industry area for 45 minutes each.
- If there is only one trade area activity, the Multicultural Center provides activities on women and leadership for the second activity.
- Additional learning opportunities are offered about women in leadership roles and personal responsibility.

This is an opportunity for Multicultural Center student workers, as they provide additional help as escorts and in setting up every week. It also prepares our students workers to be leaders in this work when they participate in leadership presentations. Additionally, student workers have given suggestions on how to better the programming.
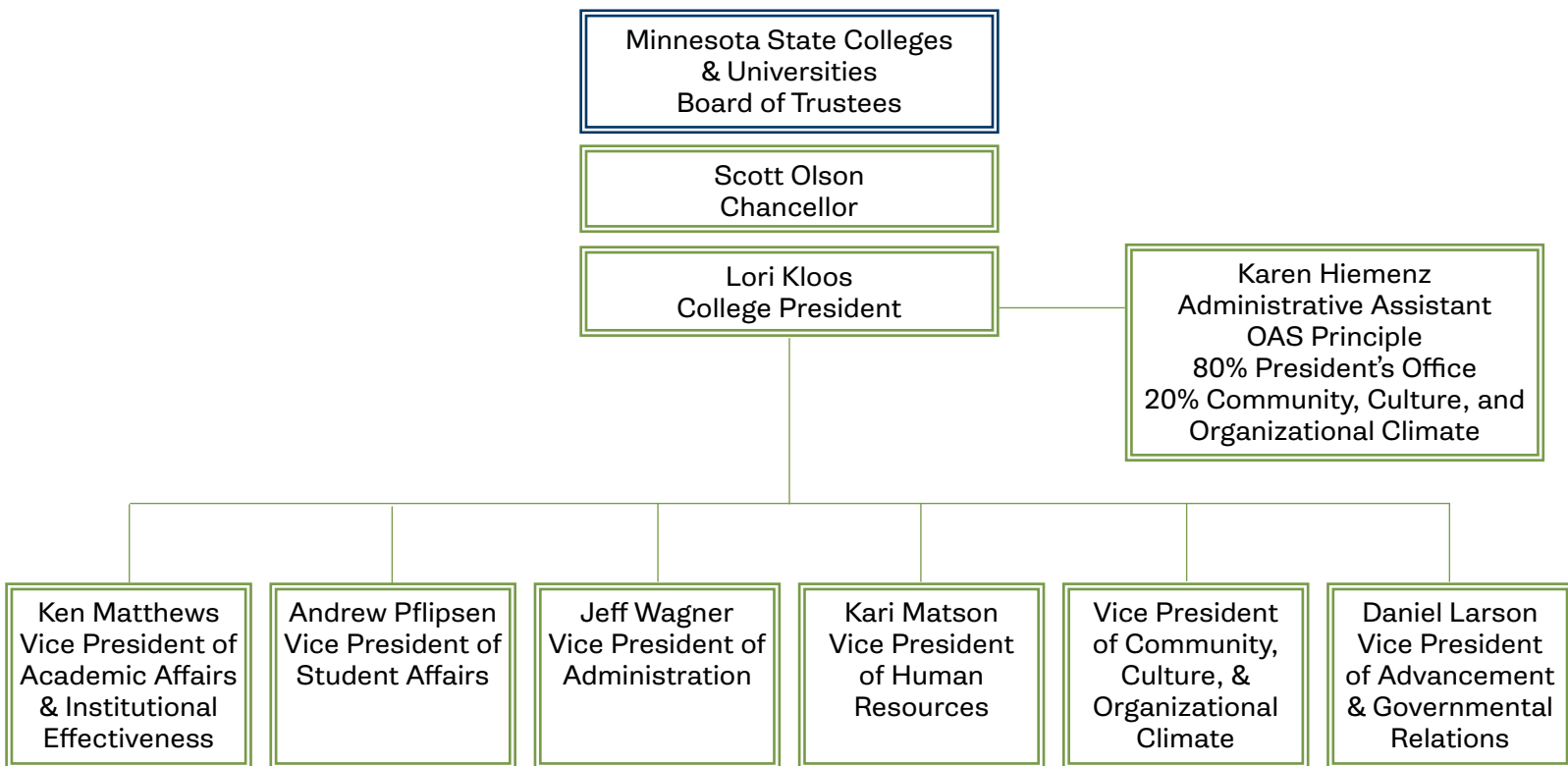
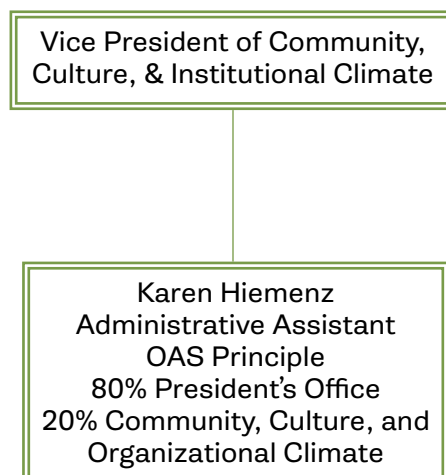In the future, Rising Star wants to expand the offering to middle- and high-school boys.

Rising Star group from December 2024

ORGANIZATIONAL STRUCTURE

ADMINISTRATION

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Minnesota State Colleges
& Universities
Board of Trustees
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Scott Olson
Chancellor
```

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Lori Kloos
College President
```

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Karen Hiemenz
Administrative Assistant
OAS Principle
80% President's Office
20% Community, Culture, and
Organizational Climate
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Ken Matthews
Vice President of
Academic Affairs
& Institutional
Effectiveness
```

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Andrew Pflipsen
Vice President of
Student Affairs
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Jeff Wagner
Vice President of
Administration
```

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Kari Matson
Vice President
of Human
Resources
```

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Vice President
of Community,
Culture, &
Organizational
Climate
```

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Daniel Larson
Vice President
of Advancement
& Governmental
Relations
```

COMMUNITY, CULTURAL, & ORGANIZATIONAL CLIMATE

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Vice President of Community,
Culture, & Institutional Climate
```

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Karen Hiemenz
Administrative Assistant
OAS Principle
80% President's Office
20% Community, Culture, and
Organizational Climate
```

PRESIDENT'S CABINET

Lori Kloos
President

Ken Matthews
Vice President of
Academic Affairs
& Institutional
Effectiveness

Andrew Pflipsen
Vice President of
Student Affairs

Jeff Wagner
Vice President of
Administration

Kari Matson
Vice President of
Human Resources

Daniel Larson
Vice President
of Advancement
& Governmental
Relations

Karen Hiemenz
Administrative
Assistant to the
President and
Vice President of
Community, Culture,
& Organizational
Climate

CAMPUS CLIMATE & CULTURE

SCTCC fosters a climate of respect among its students and employees, a commitment reflected in its shared beliefs.

Several spaces have been established on campus that are designed to promote equity and inclusion, including:

- opening the Multicultural Center in 2021;
- installing foot washing stations;
- having gender neutral bathrooms;
- designating quiet spaces for prayer, meditation, or other purposes; and
- providing free menstrual products in all bathrooms.

Director Njeri Clement at the Multicultural Center Grand Opening

SURVEYS

Every two years, SCTCC administers the PACE Climate Survey for Community Colleges, with 2024 being the most recent. A goal captured in the College's strategic plan, SCTCC Next, was to improve the College's overall score on the PACE survey. Several efforts have contributed to the College advancing on this goal.

In 2024, overall average satisfaction increased among all constituent groups:

- faculty (3.26 in 2022 to 3.85 in 2024),
- staff (3.54 to 3.73), and
- administrators (3.99 to 4.47).

Increases were observed for all four domains of the survey:

- student focus (3.84 to 4.15),
- supervisory relationships (3.53 to 3.89),
- teamwork (3.53 to 3.81), and
- institutional structure (2.97 to 3.66).

During All College Conversation Day in 2024, an event that brings together all employees for a day, Employee Engagement Committee members led a discussion activity presenting highlights from the PACE results and asking for input on some of the steps the College could take to make improvements.

The College began administering the HEDS Diversity and Equity Campus Climate Survey in 2022, with the survey administered for a second time in 2024.

Grill -n- Chill 2024

Those who were least satisfied with the overall climate expressed the need for expanded focus of its diversity, equity, and inclusion work. This sentiment was known before the survey was administered, and the President established the Multicultural Center Advisory Committee comprised of diverse individuals to help guide programming.

Students are encouraged to take the Community College Survey of Student Engagement (CCSSE). The last two administrations took place in Spring of 2021 and Spring 2024. Response rates were 4% in 2021 and 9% in 2024, so the data have not been utilized to make large changes, though they have been examined.

COMMUNITY

PARNTERSHIPS

Career Solutions and CareerForce: Co-located partners Career Solutions and Minnesota DEED's Job Service & Vocational Rehabilitation Services teams collaborate with SCTCC to develop culturally diverse professionals in key sectors with workforce shortages such as cybersecurity, nursing, and teachers of color in urban education, among others.

Granite Partners: Private investment company with a vision to keep ownership of manufacturing in Central Minnesota and within the state. Strong investment in SCTCC through scholarships, VEX Robotics programs, foundational funding for a Center for Student Success, and utilization of Customized Training .

Greater St. Cloud Development Corporation: Regional organization that presented its 2024 Innovation Award to SCTCC's Advanced Manufacturing Center. AMC was the result of conversations with City of St. Cloud's Economic Development Authority, GSDC, Chamber of Commerce, Career Solutions, DEED, and SCSU.

SCTCC applied for an Economic Development Administration grant to expand its manufacturing classrooms. The award highlights innovative strategies that organizations implement to overcome challenges and take on new opportunities.

J.A. Wedum Foundation: Non-profit organization that provided a match gift of $2 million for the creation of a first-generation forward Center for Student Success, including staffing

Wedum gift announcement

and the renovation of the Heartland Building's second floor. Proven cohort models at SCTCC prompted the investment, with the plan to expand services for students.

ENGAGEMENT

Aircraft Maintenance Technician Program: Set to start fall 2026, this academic program is in development after SCTCC received Minnesota State Industry Sector Funding. Collaboration with community partners, aviation industry members, and Minnesota State indicated the program aligns with local and state industry needs and provides students with work-based learning experiences leading to economic and social mobility after graduation.

SCTCC alumni live and work in the central Minnesota region, with nearly 75% of graduates working within 35 miles of St. Cloud.

SCTCC actively engages and collaborates with approximately 40 program advisory groups to ensure academic courses are relevant to industry needs.

The College supports VEX Robotics in Minnesota, hosting the state championship and providing staffing that coordinates the robotics competition.

The SCTCC Foundation hosts two annual fundraisers: BrewLäsh and the John Haller Legacy Golf Tournament. Both fundraisers are popular in the community and raise funds for student scholarships and program equipment.

BrewLäsh 2025

BENEFITS

All College Conversation Day 2025

St. Cloud Technical & Community College offers eligible employees a great benefits package. Eligibility is determined by the type and length of employment, as well as job classification and collective bargaining unit agreement or personnel plan. Benefits are administered by the State Employee Group Insurance Program (SEGIP) that is part of Minnesota Management and Budget (MMB).

The following is a general summary of state benefits for eligible employees and is provided for informational purposes only.

The State of Minnesota encourages wellness and promotes preventive care, offering many benefits and resources to help employees and their families lead healthy, balanced lives. This may include:

- Medical and dental plans
- Prescription drug coverage
- Health care spending and savings accounts
- Employee Assistance Program (EAP)
- Wellness programs and resources
- Convenience clinics

Minnesota State provides benefits to working for the system.

- Tuition waiver options for yourself and dependents
- Retirement plans
- Deferred compensation plan

For more information on benefits, visit sctcc.edu/benefits or contact Human Resources at hr@sctcc.edu or 320-308-5480.

ST. CLOUD
TECHNICAL & COMMUNITY
COLLEGE

M **MINNESOTA STATE** | *St. Cloud Technical & Community College,*
A member of Minnesota State

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