South Central College

EXECUTIVE SEARCH PROFILE

DEAN OF CAREER & TECHNICAL EDUCATION
South Central College, with campuses in North Mankato and Faribault, Minnesota, invites nominations and applications for the position of Dean of Career and Technical Education (CTE). Reporting to the Vice President of Student and Academic Affairs, the Dean of CTE will provide leadership for all career and technical education programs on both campuses and serve on the Deans Council and College Management Teams. The work of the Dean of CTE furthers the best interests of SCC students with a focus on student success, diversity, and institutional sustainability.
South Central College is a comprehensive community and technical college and member of the Minnesota State system. Accredited by the Higher Learning Commission (HLC), SCC awards certificates, diplomas, and associate degrees. The college offers programs that prepare students to immediately start a rewarding career after graduation or transfer to a four-year institution to pursue a bachelor’s degree. In addition, SCC’s Center for Business and Industry provides businesses and professionals in the community with customized training and continuing education opportunities.

The college serves nearly 5,000 students. Almost half of the students are full-time and 47 percent are female. Students of color comprise approximately 20 percent of the student body. The college has established many partnerships with local, regional, state, and national companies and organizations. These external stakeholders provide their expertise to the college’s industry advisory committees, provide internships and employment opportunities to SCC’s students, and support the college’s campus foundations. In addition, SCC houses the Minnesota State Southern Agricultural Center of Excellence, which works with its partner institutions, businesses, and organizations to promote and strengthen agricultural education throughout the region.
History

Mankato Vocational School was established in 1946 as the first public post-secondary vocational-technical school in Minnesota. In 1968, the school moved to a new North Mankato campus to become Mankato Area Vocational Technical Institute. Faribault Technical College opened its doors in 1964.

In 1995, the Minnesota legislature combined all public community colleges, technical colleges, and universities (except the University of Minnesota) under a single governing board, establishing what today is known as the Minnesota State system. As part of this system, the North Mankato and Faribault campuses merged to become one institution - South Central Technical College. In 2005, approval was granted to expand the college’s mission to become a comprehensive community and technical college under the name of South Central College. This approval allowed SCC to provide an Associate of Arts Degree in Liberal Arts and Sciences in addition to 50 technical career and professional programs.

Vision

South Central College will be the region’s leading institution for transitioning individuals into the college environment, educating students for technical careers, and building student capacity for future study through inclusive student-centered programs and services. The college will be a committed partner in the regional economy, helping individuals and organizations to compete in the global marketplace.

Mission

South Central College provides accessible higher education to promote student growth and regional economic development.
Purpose Statements

1. Foster a welcoming environment that cultivates a sense of respect and appreciation for differences.

2. Provide educational options that prepare students for entry into the workforce, career advancement, and academic transfer opportunities.

3. Offer student services and enrichment experiences that support academic success.

4. Provide educational opportunities that develop our students’ ability to understand and evaluate personal, social, civic, and global perspectives.

5. Deliver education, training, and consulting services for business, industry, and government organizations that help maximize productivity, profitability, and sustainability in a global marketplace.

6. Promote the economic, cultural, and intellectual development of the community through collaboration with our stakeholders.

Strategic Goals

- Partnerships and Collaboration
- Marketing, Branding, and Recruitment
- Holistic Learner Services
- Quality Education

Values

- Recognizes the liberating effects of lifelong intellectual, professional, and personal learning.
- Honors diversity and inclusion by recognizing every person’s worth and potential.
- Operates with integrity in all interactions.
- Encourages open and honest communication that respects individual opinions.
- Values collaboration and believes that teamwork promotes unity and shared purpose.
- Embraces continuous improvement.
The college’s Faribault and North Mankato Campuses are located in the heart of southern Minnesota with numerous lakes, rivers, and trails. Both communities offer abundant outdoor, recreational sporting, and cultural activities. In addition, the Minneapolis-St. Paul area is just a 35-minute drive from Faribault and 1½ hours from North Mankato. Add to this a low cost of living compared to many regions of the country and an excellent K-12 public school systems, and you have the perfect place to call home.
The Dean of Career and Technical Education (CTE) provides vision and leadership for the College's excellent, wide-ranging CTE programs to meet the workforce needs of the Faribault and Mankato communities. The Dean of CTE is a front-line leader of the College, a member of the Deans Council, and a member of the College Management Team. The Dean of CTE serves as the academic leader and representative of faculty within the division, manages course/program offerings, manages faculty and staff in accordance with collective bargaining agreements, provides strategic instructional leadership for the college, represents the college in the community, manages budgets, and seeks additional sources of funding to support the division and college.
Opportunities

- The Dean of CTE will work with, support and lead a talented, experienced faculty who are rightfully proud of the programs offered at SCC. At the same time, the Dean of CTE will need to build on the success of current programming by introducing new ideas and national models for workforce education.

- SCC has a strong reputation for CTE programs; however, the Dean of CTE will assist the college in implementing effective marketing and outreach to build interest in CTE programs.

- To grow the CTE student population, the Dean of CTE will work with the faculty to introduce new enrollment and retention strategies, new programming, expanded use of online and hybrid modalities, and national models for apprenticeships and credit for prior learning.

- The Dean of CTE will work with the Center for Teaching and Learning Excellence to meet professional development needs, which may include new instructional strategies, schedule options, and pedagogies to best meet the needs of a student body that is becoming more diverse.

- In addition, the Dean of CTE will use the resources of the Center for Teaching and Learning Excellence to develop the pedagogical knowledge and skills of practitioners who enter higher education with little background in teaching and learning.

- Working in partnership with the Center for Teaching and Learning Excellence, the Dean of CTE will work to improve educational pedagogy across learning modalities and demonstrate evidence of student learning using effective and relevant assessment strategies in all programs.

- The Dean of CTE will direct special attention to the professional development of chairs, helping them to assume appropriate authority and leadership within their respective units.

- The Dean of CTE will have the opportunity to work with a new Dean of Liberal Arts and Sciences to enhance collaboration and communication to maximize student success. The College is eager for more, and clearer, articulation agreements and pathways into SCC, within divisions of the college, and beyond to help students reach their academic and career goals.

- The Dean of CTE will have the opportunity to implement and monitor a student-centered strategic course schedule, which meets the needs of students and is fiscally responsible.

- The Dean of CTE will exercise effective and inclusive supervisory leadership of faculty and staff in the academic division. The Dean of CTE will be expected to have a visible and supportive presence across campus locations.

- The Dean of CTE will be accessible and responsive to students and staff and take appropriate action to resolve academic issues.

- The Dean of CTE will be expected to embrace a college culture that values data-informed decision-making and prioritizes equity and student success.

- The Dean of CTE will benefit from the College’s strong relationships with community members who support the workforce programs offered at SCC. Strengthening the role of Advisory Committees and expanding partnerships to provide additional employment and internship opportunities will be important.

- The Dean of CTE will be expected to raise funds for CTE programming through community connections, grant-writing, and other effective fund-raising efforts. The Dean will also participate in college planning & budgeting processes and manage division budgets effectively.

- The Dean of CTE will maximize use and safety of instructional facilities and ensure that lab facilities meet compliance standards and reflect best practices.

- The Dean of CTE will be expected to participate in and/or oversee accreditation, including but not limited to site visits and reporting, as applicable.

- It will be important for the next Dean of CTE to value SCC’s region and quickly become familiar with the communities served to ensure that the college continues to have a positive impact on the local economy and social well-being of the region.
- Master’s degree in a career or technical related discipline, education, educational leadership or a related field from a regionally accredited college/university; doctorate degree in a career or technical discipline, or doctor of education, educational leadership, or higher education degree preferred.

- Career, trade, or technical program or industry experience.

- Demonstrated knowledge of teaching or training excellence; higher education teaching experience preferred.

- Proven dynamic and innovative leadership experience.

- Ability to effectively supervise, evaluate, motivate, and develop professional employees.

- Academic leadership in a community and/or technical college preferred.

- Highly effective communication skills.

- Demonstrated ability to collaborate, resolve conflicts, and effectively manage change.

- Ability to manage day to day needs and execute operational requirements.

- Demonstrated success in building partnerships and collaborative agreements and developing effective relationships with stakeholders.

- Demonstrated ability to work successfully with individuals of diverse backgrounds and perspectives.

- Demonstrated passion for community and technical college student success.

- Evidence of data-informed decision-making and effective strategies to increase enrollment and retention.

- Established reputation for celebrating and appreciating successes.

- Demonstrated commitment to diversity, inclusion, and equity.

- Three or more years of experience supervising professional personnel preferred.

- Experience working in a union environment preferred.

- Experience building and supporting programs across multiple campuses preferred.

- Working knowledge of higher education policies, practices, and procedures preferred.

- Experience in fiscal planning and budgeting preferred.
### Key Indicators

<table>
<thead>
<tr>
<th>Plant Replacement Insured Value</th>
<th>$117,433,543</th>
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</thead>
<tbody>
<tr>
<td>Cost of Operating Physical Plant</td>
<td>Maintenance Operations: Budgeted at $400-450k annually not including debt service Utilities: ~$500k annually $16.7M</td>
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<tr>
<td>Deferred Maintenance</td>
<td></td>
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<tr>
<td>Operating Budget</td>
<td>Approx. $48M</td>
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<tr>
<td>Federal Grants</td>
<td>SCC over the past 9 years has had five federal grants totaling $24,792,496. These include Department of Labor, National Science Foundation, and U.S. Department of Education (TRIO) and Perkins Funds. In 2018, the Grants Department applied for 33 grants and received 26 totaling $5,489,092, which includes closing out a Federal DOL TAACCCT grant.</td>
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<tr>
<td>Tuition Income</td>
<td>$161.18/SCH base tuition. Tuition differentials and special course fees vary by course and program.</td>
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<tr>
<td>Fall 2018 Enrollment</td>
<td></td>
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<tr>
<td>FTE</td>
<td>932.57</td>
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<tr>
<td>Total Headcount</td>
<td>2,628</td>
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<tr>
<td>% In Developmental Programs</td>
<td>25.76%</td>
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<tr>
<td>Non-Credit Enrollment</td>
<td>10,705</td>
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<tr>
<td>Student Diversity Statistics</td>
<td>47% Female, 20% Non-White</td>
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<tr>
<td>First Year Retention Rate</td>
<td>Entering Cohort for FY17 Fall 17 to Fall 18 – retention rate: 64.60%</td>
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<tr>
<td># Of Degrees Awarded Annually</td>
<td>FY18 – 621 students received 656 awards</td>
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<tr>
<td># Of Students Transferring to 4-year Institutions Annually</td>
<td>FY18 – 284</td>
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<tr>
<td>Number of Full-time Faculty FY18</td>
<td>97</td>
</tr>
<tr>
<td># Tenure Track Faculty</td>
<td>21 tenured track faculty</td>
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<tr>
<td># Tenured</td>
<td>85 tenured faculty</td>
</tr>
<tr>
<td>Number of Part-time Faculty</td>
<td>119</td>
</tr>
<tr>
<td>Faculty Diversity</td>
<td>52.8% Female, 47.2% Male; 97.2% White, 2.8% Non-White</td>
</tr>
</tbody>
</table>
### Key Indicators

<table>
<thead>
<tr>
<th>Average Faculty Base Salary</th>
<th>$62,389.02</th>
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</thead>
<tbody>
<tr>
<td><strong>Student : Teacher Ratio</strong></td>
<td>FY18 1:7 FTE to FYE or 1:30 Student to Faculty</td>
</tr>
<tr>
<td><strong>Library Volumes</strong></td>
<td>31,039 Physical Books and Materials</td>
</tr>
<tr>
<td><strong>Electronic Volumes</strong></td>
<td>245,255 Electronic titles (198,115 Book holdings; 47,140 Journal holdings)</td>
</tr>
</tbody>
</table>
| **Unions**                           | Minnesota State College Faculty (MSCF)  
                                 | Minnesota Association of Professional Employees (MAPE)  
                                 | Middle Management Association (MMA)  
                                 | American Federation of State, County, & Municipal Employees (AFSCME)  
                                 | Managerial Plan  
                                 | Commissioners Plan  
                                 | Administrators Plan |
| **What is Outsourced: Bookstore, Technology, Security** | None with the exception of independent contractor work as needed. All auxiliaries and security are self-operated |
| **Board of Trustees: #; Elected/Appointed** | 15 Board Members / Appointed  
                                 | [http://www.minnstate.edu/board/roster](http://www.minnstate.edu/board/roster) |
| **SCC Foundations**                  | North Mankato Foundation  
                                 | Total Assets as of June 30, 2018: $2,957,171  
                                 | Scholarships: $224,938  
                                 | Other Educational Services: $217,511 (includes emergency aid to students of $14,377.54) |
| **Faribault Campus Foundation**      | Faribault Campus Foundation  
                                 | Total Assets as of June 30, 2018: $2,648,132  
                                 | Scholarships: $119,905  
                                 | Other Educational Services: $86,349 (includes emergency aid to students of $2,641) |
APPLICATION PROCEDURES

RH Perry & Associates, an executive search firm, is supporting the College in this search. Screening for the position begins on February 1, 2019 and will continue until the position is filled. To ensure full consideration, applicants should prepare the following materials:

1. A current resume or CV;
2. A cover letter addressing the position; and
3. The contact information for three professional references.

Submit your application securely through our website by clicking here or at the email address below.

For Further Information:

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SENIOR CONSULTANT
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Paul Doeg
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RH Perry

RH Perry and Associates is committed to the highest standards of professionalism in all dealings with candidates, sources, and references. We fully respect the need for confidentiality and assure interested parties that their background and interests will not be discussed without consent of the applicant prior to her or him becoming a candidate.

South Central College

South Central College is committed to a policy of equal opportunity and nondiscrimination in employment and education. No person shall be discriminated against in the terms and conditions of employment, personnel practices, or access to and participation in, programs, services, and activities with regard to race, sex, color, creed, religion, age, national origin, disability, marital status with regard to public assistance, sexual orientation, gender identity or gender expression. In addition, discrimination in employment based on membership or activity in a local commission as defined by law or familial status is prohibited.

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