South Central College

EXECUTIVE SEARCH PROFILE

DEAN OF HEALTH SCIENCES
The Opportunity

South Central College, with campuses in North Mankato and Faribault, Minnesota, invites nominations and applications for the position of Dean of Health Sciences. Reporting to the Vice President for Student and Academic Affairs, the Dean of Health Sciences will provide leadership for all health science programs on both campuses, and serve as a member of the Deans Council and College Management Teams. The Dean promotes academic achievement and learning, consistent with established educational objectives, quality standards, and fiscal responsibility; accreditation standards; and the college mission, vision, and strategic priorities.
The College

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

SOUTH CENTRAL COLLEGE...

- 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 Position

This position is accountable for ensuring the quality and integrity of the excellent Allied Health and Nursing programs at South Central College (SCC). The Dean promotes academic achievement and learning consistent with established educational objectives, quality standards and fiscal responsibility, accreditation standards, and the college mission, vision, and strategic priorities. A major performance standard of this position will be the maintaining of the highest quality health educational programming. This position involves significant discretion and substantial involvement in the development, interpretation, and implementation of Minnesota State and South Central College policies.
Challenges & Opportunities

- This position represents a restructuring of the leadership in Nursing and Allied Health and will require the new Dean to bring coherence to the diverse and complex disciplines, including nursing, as well as create a vision for the future of the academic unit.

- Within the broad branding protocols of the College, the Dean of Health Sciences will be expected to create a unified identity for the collective programs and showcase/market these programs to prospective students, industry partners, and employers.

- The Dean will take the lead in expanding and improving relationships with external partners for the purposes of providing a range of excellent clinical and internship placements, opening additional doors for placement of graduates, and securing support for programs in Health Sciences.

- The Dean will have the opportunity to lead a review of several programs with an eye to curricular enhancement, which is responsive to practice and student needs while meeting accreditation standards.

- The Dean will lead the review of enrollment patterns, cost/benefit information, employment statistics and other data to identify class schedule opportunities, issues, program development, and other needed changes.

- The Dean will be asked to implement a student-centered strategic course schedule, which meets the needs of students through a fiscally-disciplined approach to faculty credit loads with alignment to the faculty contract.

- All programs in the Health Sciences have the necessary and appropriate accreditations. The Dean must assure that these accreditations are maintained and, when applicable, oversee accreditation site visits and periodic reporting.

- There are opportunities for new program development within the region and the new Dean will take the lead in identifying those opportunities and responding to them.

- The Dean will work with each program to develop enhanced pathways for student advancement and transfer both within the College and with external educational institutions.

- The Dean will exercise effective and inclusive supervisory leadership of faculty and staff in each of the programs housed in Health Sciences.

- Working in partnership with the Center for Teaching and Learning Excellence, the Dean 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 Health Sciences will also work with the Center for Teaching and Learning Excellence to identify and address professional development needs, which may include new instructional strategies and modalities, schedule options, academic supports, and pedagogies to best meet the needs of a student body that is becoming more diverse.

- A new bonding program will afford the Dean an opportunity to bring physical coherence to the Health Science programs through remodeling/renovation and facility enhancements.

- The Dean will be expected to have a visible and supportive presence across campus locations.

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

- The Dean will champion student success and seek to develop strategies to improve retention and program completion for all students in the increasingly diverse student population.

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

- The Dean will serve as an advocate for the Health Science programs throughout the College community.
Qualifications

- A master's degree in a health-related field from a regionally accredited college/university is required. A doctorate in a health-sciences discipline, doctor of education in educational leadership, or a doctorate in higher education is preferred.

- A minimum of three years of leadership experience is required, preferably in education with a major responsibility in supervising professional personnel and/or faculty within a community or technical college environment.

- Experience with accreditation of higher education programs is preferred.

- Teaching experience is required; in a higher education setting, preferred.

- Experience overseeing selective admissions programs is preferred.

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

- Evidence of a strategic outlook characterized by the ability to identify opportunities and respond effectively to them, as well as to lead necessary change.

- Work experience as a health professional is required along with a thorough knowledge of the health care industry, health care delivery, and health care education.

- Documented success in building partnerships and collaborative agreements.

- Ability to develop strong community relationships for the advancement of health science programs and to assist in securing external funds for the support of them.

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

- Proven success in program planning, strategic planning, assessment, and change.

- Effective budgetary management experience.

- A commitment to professional development.

- The ability to schedule classes and events in a complex environment involving multiple disciplines on disparate campuses with unique pedagogical needs, curricular requirements, and clinical experiences.

- Experience working in a union environment and the administration of contracts is highly desirable.

- Ability to work in a team-based environment.
## Key Indicators

<table>
<thead>
<tr>
<th>Plant Replacement Insured Value</th>
<th>$117,433,543</th>
</tr>
</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 # Tenured</td>
<td>21 tenured track faculty 85 tenured faculty</td>
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<tr>
<td>Number of Part-time Faculty</td>
<td>119</td>
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<tr>
<td>Faculty Diversity</td>
<td>52.8% Female, 47.2% Male; 97.2% White, 2.8% Non-White</td>
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</table>
### Key Indicators

| **Average Faculty Base Salary** | $62,389.02 |
| **Student : Teacher Ratio** | FY18 1:7 FTE to FYE or 1:30 Student to Faculty |
| **Library Volumes** | 31,039 Physical Books and Materials |
| **Electronic Volumes** | 245,255 Electronic titles (198,115 Book holdings; 47,140 Journal holdings) |
| **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** | 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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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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