South Central College

EXECUTIVE SEARCH PROFILE

DEAN OF LIBERAL ARTS AND SCIENCES
South Central College, with campuses in North Mankato and Faribault, Minnesota, invites nominations and applications for the position of Dean of Liberal Arts and Sciences (LAS). Reporting to the Vice President of Student and Academic Affairs, the Dean of LAS will provide leadership for all liberal arts and sciences courses and programs on both campuses and serve on the Deans Council and College Management Teams. The work of the Dean of LAS 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

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 Dean of Liberal Arts and Sciences (LAS) provides vision and leadership for courses and programs in the Division of Liberal Arts and Sciences. The Dean of LAS is a frontline leader of the College, a member of the Deans Council, and a member of the College Management Team. The Dean 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 LAS will work with, support and lead a talented, independent, and relatively new faculty with expertise in a wide range of LAS disciplines as well as some short-term workforce programs. SCC added liberal arts and transfer preparation programming in 2005 and the college is primed for the development of a clear, unified and collegial vision to guide LAS.

- Strong team-building skills, appreciation for working with faculty in a union environment and the ability to balance respect for existing processes and programs with excitement over new approaches will help the Dean of LAS effectively lead and advocate for the faculty and division.

- The Dean of LAS will have an opportunity to strengthen and enhance English as a second language and developmental education through assessment and adoption of promising practices to best meet changing students’ needs.

- The Dean of LAS will 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.

- Working in partnership with the Center for Teaching and Learning Excellence, the Dean of LAS 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 LAS will be expected to work with faculty to strengthen assessment practices within LAS and will embrace a college culture that values data-informed decision-making to maximize success for all students.

- There is an opportunity for the College to forge stronger relationships with local K-12 educational institutions and develop stronger articulation agreements with transfer institutions to help students reach their academic and career goals.

- The Dean of LAS will work with other academic deans to strengthen relationships and collaboration between the faculties to enhance student success.

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

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

- The Dean of LAS will be expected to participate in and/or oversee accreditation site visits as applicable.

- It will be important for the Dean of LAS to understand and value the region and communities served by SCC.
Qualifications

- Master’s degree in a liberal arts and/or sciences related discipline, education, educational leadership or a related field from a regionally accredited college/university; doctorate degree in a liberal arts or sciences discipline, or doctor of education, educational leadership, or higher education degree preferred.

- Experience teaching in a related discipline, preferably within a community college or higher education setting.

- Broad understanding of the various disciplines which constitute a strong liberal arts and sciences program.

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

- Demonstrated knowledge of innovative instructional practices, modalities and academic supports.

- Experience overseeing and/or advancing library services preferred.

- Knowledge of best practices within developmental education and ESL programs.

- Ability to effectively supervise, evaluate, motivate, develop and empower professional employees. Three or more years of experience supervising professional personnel preferred.

- Demonstrated ability to envision multiple organizational structures to enhance student success, build consensus, resolve conflicts, and effectively manage change.

- Demonstrated success in building partnerships and collaborative agreements with K-12 and higher education stakeholders.

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

- Demonstrated passion for student success with populations similar to those in a community college.

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

- Demonstrated commitment to diversity, inclusion, and equity.

- Highly effective communication skills.

- Ability to make tough decisions and communicate them with supportive rationale.

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

- 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 resource development through grant-writing preferred.
### Key Indicators

<table>
<thead>
<tr>
<th>Category</th>
<th>Data</th>
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</thead>
<tbody>
<tr>
<td>Plant Replacement Insured Value</td>
<td>$117,433,543</td>
</tr>
<tr>
<td>Cost of Operating Physical Plant</td>
<td>Maintenance Operations: Budgeted at $400-450k annually not including debt service</td>
</tr>
<tr>
<td></td>
<td>Utilities: ~$500k annually</td>
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<tr>
<td>Deferred Maintenance</td>
<td>$16.7M</td>
</tr>
<tr>
<td>Operating Budget</td>
<td>Approx. $48M</td>
</tr>
<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>
</tr>
<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>
</tr>
<tr>
<td>Student Diversity Statistics</td>
<td>47% Female, 20% Non-White</td>
</tr>
<tr>
<td>First Year Retention Rate</td>
<td>Entering Cohort for FY17 Fall 17 to Fall 18 – retention rate: 64.60%</td>
</tr>
<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>
</tr>
<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>
</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>
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</tbody>
</table>
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<thead>
<tr>
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<th>Data</th>
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</thead>
<tbody>
<tr>
<td><strong>Average Faculty Base Salary</strong></td>
<td>$62,389.02</td>
</tr>
<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)  
American 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. The review of applications will begin 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:

John M. Hutchinson, PhD          Joanne Bashford EdD          RH Perry and Associates
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(217) 737-0757                    (305) 467-9488                    Asheville, NC 28801

SCCDeanLAS@RHPerry.com           SCCDeanLAS@RHPerry.com
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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