St. Cloud Technical and Community College

EXECUTIVE SEARCH PROFILE

VICE PRESIDENT OF ACADEMIC AND STUDENT AFFAIRS
St. Cloud Technical and Community College (SCTCC) in St. Cloud, Minnesota invites nominations and applications for the position of Vice President of Academic and Student Affairs (VPASA).

Reporting to the President, the VPASA serves as the chief academic and student affairs officer for the College. The VPASA will provide leadership and oversight for all academic, student services and student life programs and will advise the President on budget and planning matters concerning all functions of academic affairs and student affairs.

This experienced, student focused, visionary leader will serve on key committees internally, externally and at the system level. As a member of the Executive Leadership Team, the VPASA will work closely and collaboratively with members of that team to promote student success.
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 approximately 190,000, 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.

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 of Arts degree. A 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.
History

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.

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.
SCTCC embraces six pillars of success that are its priorities to achieve performance excellence, focusing on accountability, data driven decision making, and assessment. Identified key measures help SCTCC define and measure progress toward its priorities.

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<th>Priorities &amp; Pillars of Success</th>
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<td>Student Success</td>
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<td>Developing a Skilled Workforce</td>
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<td><strong>6</strong></td>
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**Student Success**

**Key Measures:** Completion rates; placement rates; persistence/retention; college transitions/transfer; readiness for college; student learning

**Community Building**

**Key Measures:** Funding/investment; partners/collaborations; reputation/image

**Developing a Skilled Workforce**

**Key Measures:** Satisfaction of graduates; advisory board membership; advisory board engagement; identify and meet market demands for program alignment; gainful employment

**Sustainability**

**Key Measures:** CFI measures; efficiency & effectiveness, enrollment

**Employee Engagement**

**Key Measures:** Employee engagement; retention/transfer; professional development; reward and recognition

**Equity & Inclusion**

**Key Measures:** Inclusive campus climate; increased access and opportunity; enhanced community, civic, and global engagement; continual growth toward cultural proficiency and intercultural connectedness
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.

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.
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.
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.

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 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.

The SCTCC Foundation

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. A Board of Trustees that represents a broad spectrum of area business and industry leaders who promote and support the mission of the college govern the Foundation. 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

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.
The Vice President for Academic and Student Affairs (VPASA) reports directly to the President and is the key individual responsible for developing and implementing both near-term and long-term college academic and student plans. Additionally, this individual coordinates, defines and communicates integrated plans for the growth and development in all academic and student areas. The Vice President supervises the Associate VPASA/Dean of Health Sciences, 3 Academic Deans, Dean of Student Affairs, and an executive assistant and has significant discretion and substantial involvement in the development, interpretation and implementation of College policy.
Challenges

- Although the College moved from a technical college to a technical and community college in 2010, many individuals continue to struggle with what this change really means and question how fiscal, physical, and human resources are allocated to the technical, liberal arts and health sciences programs.

- Curricula changes must continue to be made to ensure that programs meet the changing needs of students, employers, and the community.

- Many students are facing challenges that impact their ability to succeed in the classroom. These challenges include, but are not limited to, food and housing insecurity, mental health issues, transportation needs, and balancing employment and family obligations with their academic demands. Successfully addressing these needs will require new and creative strategies and initiatives.

- Additional time and effort will be required in the near future when the College implements new ERP and CRM systems.

- Changing demographics require creative and innovative recruitment and outreach strategies and initiatives. These changes will also require new innovations in programs and services.

- The College used the AQIP pathway as one of three options available to earn its Reaffirmation of Accreditation from the Higher Learning Commission (HLC). The HLC made a decision to phase out the AQIP pathway. Therefore, the College must prepare for its next Reaffirmation of Accreditation under a different pathway.

- Many in the community are not aware of the comprehensive range and scope of programs offered by the College. The College should not be the “best kept secret in town.”

Opportunities and Expectations

- Assess the staffing and funding needs of student and academic affairs areas

- Expand and strengthen partnerships with K-12 and higher education institutions

- Take calculated risks and invest in new initiatives that support the holistic needs of students and empower faculty and staff to pursue innovative strategies that result in improved student success

- Help members of the College community understand the benefits of making the transition from the technical college model to the current technical and community college model

- Strengthen the alignment of programs with employment opportunities in the area

- Develop strategies that promote more collaboration among faculty and staff from different programs or areas

- Assist in identifying a more effective means of allocating fiscal resources in the academic and student affairs areas

- Provide leadership in ensuring that diversity, inclusion and equity are fundamental to all aspects of academic and student services areas
Selected Professional Qualifications and Personal Characteristics

- Master’s degree required; doctorate degree preferred

- A minimum of five years of experience in academic administration or seven years of experience in a senior executive role with knowledge of higher education; a minimum of five years of experience responsible for managing and reporting for budgets

- Personal understanding of learning concepts and instruction sufficient to provide college leadership in traditional and emerging educational delivery methods; higher education teaching experience and experience working in a unionized environment preferred

- Documented planning skills to develop and support strategic outcomes for the college

- Effective oral and written communication skills

- Demonstrated understanding of the use of technology to support students, faculty, staff, and administration

- Knowledge and experience in leading organizational or program efforts in accreditation or professional certification processes

- Demonstrated commitment to and support for diversity, inclusion and equity in all forms

- Ability to supervise, manage, motivate and hold others responsible in a way that instills confidence and self-respect on the part of the staff
<table>
<thead>
<tr>
<th>Key Indicators</th>
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<tbody>
<tr>
<td>Investment in Plant, less depreciation</td>
<td>$42,029,000</td>
</tr>
<tr>
<td>Plant Replacement Insured Value</td>
<td>$115,788,333</td>
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<tr>
<td>Cost of Operating Physical Plant</td>
<td>$1,800,000</td>
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<tr>
<td>Deferred Maintenance</td>
<td>$17,630,000 five year forecast</td>
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<tr>
<td>Operating Budget</td>
<td>$ 33,000,000</td>
</tr>
<tr>
<td>Revenue Mix</td>
<td>% 52 Tuition/Fees</td>
</tr>
<tr>
<td>% 48 State Appropriation</td>
<td></td>
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<tr>
<td>Operating Budget per FTE</td>
<td>$10,510</td>
</tr>
<tr>
<td>Tuition</td>
<td>$179.21 per credit tuition and fees</td>
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<tr>
<td>Number of Full-time Faculty</td>
<td>FT Unlimited Faculty = 102</td>
</tr>
<tr>
<td>Unlimited Faculty</td>
<td>PT Unlimited Faculty = 9</td>
</tr>
<tr>
<td></td>
<td>Total Unlimited Faculty = 111</td>
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<tr>
<td>Number of Adjunct Faculty</td>
<td>Total Adjunct = 75</td>
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<tr>
<td>Average Full Time-Faculty Salary</td>
<td>$69,215</td>
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<tr>
<td>Salary Range</td>
<td>$37,437 to $82,417</td>
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<tr>
<td>Library Volumes</td>
<td>200,049</td>
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<tr>
<td>Percent of Electronic Volumes</td>
<td>94%</td>
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<tr>
<td>Number of Sports Programs</td>
<td>5</td>
</tr>
<tr>
<td>Men</td>
<td>2</td>
</tr>
<tr>
<td>Women</td>
<td>3</td>
</tr>
<tr>
<td>Unions: Faculty, Staff, Administration, etc.</td>
<td>One faculty union, MSCF; three staff unions, AFSCME, MAPE and MMA</td>
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<tr>
<td>What is Outsourced: Bookstore, Technology, Security, etc.</td>
<td>Food Service</td>
</tr>
<tr>
<td>Board of Trustees: #; Elected/Appointed</td>
<td>System level Board of Trustees appointed by the Governor</td>
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</table>
APPLICATION PROCESS

Completed applications are due by February 8, 2019. To ensure full consideration, you will be required to submit:

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 listed below.

FOR FURTHER INFORMATION:

Jesse M. Thompson  
SENIOR CONSULTANT & DIRECTOR OR COMMUNITY COLLEGE SEARCHES  
(617) 901-4880  
StCloudVPASA@rhperry.com

Paul G. Doeg  
PRESIDENT & COO  
(406) 220-2129  
StCloudVPASA@rhperry.com

RH PERRY & ASSOCIATES  
206 East Chestnut Street  
Asheville, NC 28801  
www.RHPerry.com

RH PERRY

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