



# INTERIM PRESIDENTIAL SEARCH PROFILE



**NORTHLAND**  
COMMUNITY & TECHNICAL COLLEGE



MINNESOTA STATE

# LEADERSHIP OPPORTUNITY OVERVIEW

**Northland Community & Technical College seeks a one-year interim president who is an experienced, innovative leader with an entrepreneurial spirit and vision to help fulfill the college's mission of serving its communities and supporting the economy of Northwest Minnesota and beyond. With a focus on providing high-value, accessible higher education and advanced training in a supportive environment, the interim President will have the opportunity to work with a talented faculty, staff and administrative team to strengthen enrollment and retention. The successful candidate will be energetic, creative, and a strong relationship-builder who understands the vital role that small colleges play in their communities.**

## **INCLUSIVE & TRANSPARENT LEADERSHIP STYLE**

Northland's faculty and staff are dedicated and passionate about their work and recognize that the college needs to respond to financial and enrollment challenges. The college will thrive with a leader who is inclusive, transparent, genuine, and willing to make and explain tough decisions. A leader is needed who is visionary and optimistic with strong communication skills to connect quickly with the campus employees and constituents to continue to advance the college. The emphasis on leadership is both local and at the enterprise/system level.

## **SHARED GOVERNANCE**

Northland faculty, staff and administrators describe the working environment as positive and productive. The college seeks an interim president who values, and will foster, a strong shared governance system; one who has a track record of effective communication, holds staff and faculty accountable and will engage in difficult conversations when necessary. Experience within a collective bargaining environment is desired.

## **COMMITMENT TO STUDENTS, ENROLLMENT & RETENTION**

Northland's new leader must have profound knowledge of community and technical college students' goals, strengths, and needs. In the current environment and economy, this interim president must continue to help the college adapt to change and find opportunities to enhance services and supports to help meet benchmarks for admission and retention while ensuring that students attain learning outcomes to be successful in their programs and careers.

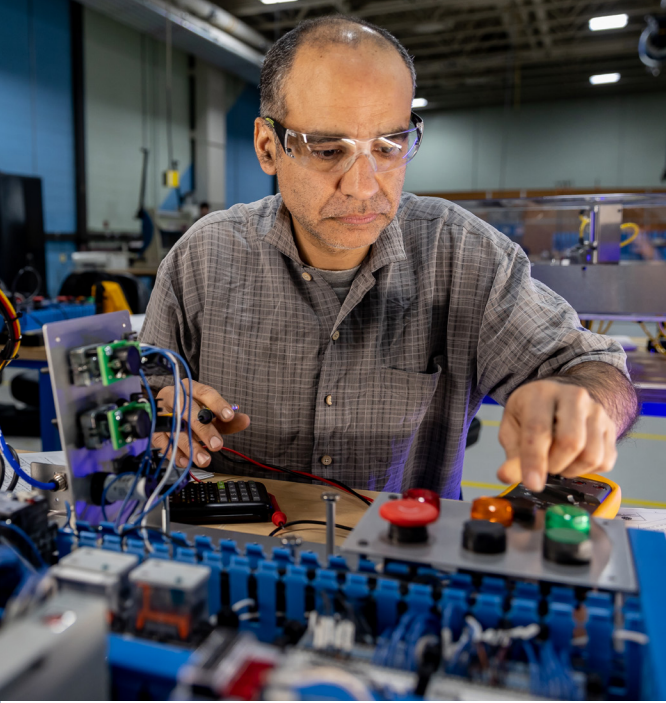
## **FINANCIAL STEWARDSHIP**

Northland needs a leader with financial acumen who is skilled at developing new revenue and funding streams for the college while using existing funds effectively. The interim president will work in collaboration with the campus community to stabilize finances and to be sound financial stewards of the college's resources.

## **COMMUNITY PARTNER & LEADER**

Northland partners with business and industry throughout Minnesota and the region to ensure that its academic offerings reflect business and industry needs in high-growth, high-demand employment sectors. Northland seeks a forward-thinking leader with a strong sense of community who is skilled at understanding the needs of business and industry and can build partnerships to strengthen the college and support growth in the community.

The successful candidate will be a creative leader who advances a positive perception of community and technical college education and is skilled in finding new opportunities for cutting edge academic programs, curricular models, and delivery modes to meet the expanding needs of its communities.



# ABOUT NORTHLAND



## COLLEGE OVERVIEW

Northland Community & Technical College is a comprehensive two-year community in northwestern Minnesota. With campuses in East Grand Forks, MN, and Thief River Falls, MN, as well as three additional sites, including Roseau, MN, Warroad, MN, and the Aerospace Site at the Thief River Falls Airport, Northland provides an education that transforms lives and strengthens the communities we serve.



Northland offers over 80 program options, including robust liberal arts and transfer pathway programs, which offer students the first two years of a bachelor's degree. In 2020 the liberal arts program was ranked #24 in the nation by GradReports for delivering impressive earning potential and the second-lowest tuition cost when compared to other top 25 institutions. In the fall of 2020, Northland launched an innovative Z-Degree program that allows students to attain an associate of arts degree while incurring no textbook costs to make college more affordable for our students.


Northland offers a wide range of career and technical degrees and certificates that lead directly to employment. Northland is a leader in healthcare education, offering over 17 high-demand career programs in health and human services, including nursing, physical and occupational therapy, respiratory therapy, radiological technology, and surgical technology.



Northland outranked more than six hundred US community colleges in a 2023 report issued by finance website WalletHub. Northland ranked 31st on the list of 668 schools, while the Minnesota State Colleges and Universities system ranked fifth overall.



[northlandcollege.edu/about](https://northlandcollege.edu/about)



# Transforming lives one student at a time.

## STRATEGIC PLAN

### MISSION

Northland transforms the lives of students and our communities through a welcoming, supportive, and integrated learning environment.

### VISION

Northland will be the premier choice for providing exceptional education that transforms lives and strengthens the communities we serve.

### FOUNDATIONAL PRINCIPLE

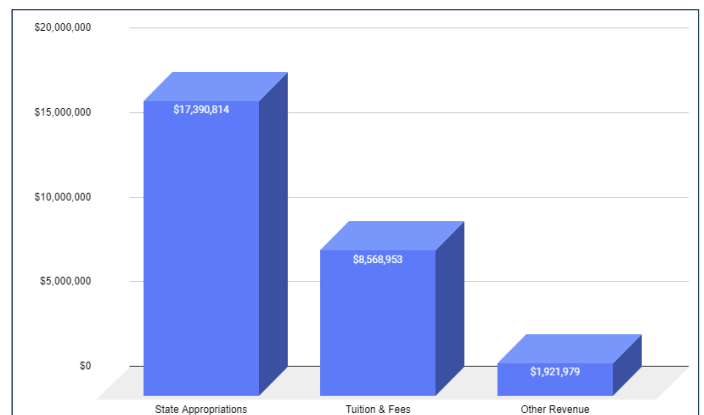
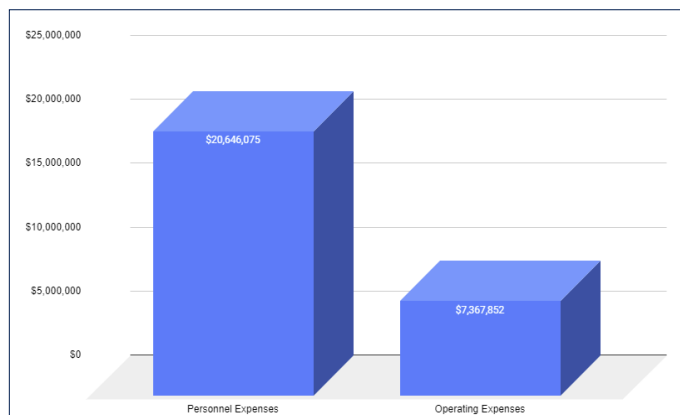
We are united as one college to increase educational access, support student success, strengthen partnerships, and advance equity in the communities we serve.



[northlandcollege.edu/one](http://northlandcollege.edu/one)

## FINANCIALS

July 1, 2023 to June 30, 2024



# IMPACT & PARTNERSHIPS

Northland's campuses have a far-reaching impact, supporting local economies and providing education and training to the regional workforce. Each boasts a distinct personality, with forward-looking programs, ensuring job placement and strong relations with local employers. Altru Health, American Crystal Sugar, Simplot, and others recruit directly from Northland, a higher education and workforce development hub in Minnesota's Northwest region.

Mechatronics trains students in mechanical, electrical, automation, and manufacturing technologies. Aviation engages with the FAA, general industry, local governments, law enforcement, and regional partners to expand future Aviation and Science Technology Engineering and Math (STEM) opportunities. The National Center for Autonomous Technologies (NCAT) promotes STEM education for the underserved and aims to help identify and solve everyday issues with autonomous technology.

Northland supports and sustains over 1,130 jobs in the region, generating nearly \$8 million in state and local revenue, and is responsible for an economic impact of nearly \$127 million annually. Alumni of Northland are making a difference in their communities and across the region.

Continuing its commitment to making a premier education accessible to all students, the Northland Community & Technical College Foundation awarded \$139,546 in scholarships to students on the East Grand Forks and Thief River Falls campuses for the 2023 fall semester. Each student received between \$250 and \$2,500 to help finance their education at Northland.

**25:1**

**STUDENT/FACULTY RATIO**

**24**

**AVERAGE STUDENT AGE**

**86%**

**NORTLAND**

**3,896**

**TOTAL  
STUDENTS  
ENROLLED**

**16%**

**1ST GENERATION COLLEGE STUDENT**

# STUDENT LIFE

## CLUBS & ORGANIZATIONS

Northland's student body maintains numerous clubs, professional service organizations, and honor societies to suit a variety of interests, including music, theater, athletics, academic programs and achievement, social interests, and awareness-raising.

## PIONEER ATHLETICS

Providing a winning tradition in the classroom and on the field, the Northland Pioneers are recognized as one of the top athletic programs in the Minnesota College Athletic Conference, offering nine intercollegiate sports, including men's and women's basketball, baseball, men's and women's wrestling, softball, volleyball, co-ed clay target, and co-ed esports.

## DIVERSITY & INCLUSION

Northland is committed to developing a campus of inclusive excellence to ensure everyone feels appreciated, respected, valued, and welcome. Whether on campus, or through distance or hybrid education, Northland values diversity, equity, and inclusion. We acknowledge and respect our international, racial, ethnic, and religious communities, our underserved populations, and the various socioeconomic backgrounds, age groups, and communities that collectively enhance, enrich, and strengthen the Northland Pioneer family.

## STUDENT BASIC NEEDS

Northland continues to find creative ways to support student needs and promote well-being for all. Pioneer Pantry, a new on-campus food pantry, Free Farmers Markets, and the recently launched Northland Cares program combat the many barriers to success students encounter as they work towards graduation and full-time employment.

**10**  
FULL-TIME INCOMING  
**STUDENTS  
RECEIVE  
FINANCIAL AID**

**11**  
AVERAGE CLASS SIZE

**18%**  
STUDENTS OF COLOR

# NORTHLAND

**3:2**  
FEMALE/MALE RATIO

**80+**  
PROGRAM OPTIONS

**35**  
STATES REPRESENTED  
AMONG OUR STUDENT  
POPULATION



# ABOUT MINNESOTA STATE

## OVERVIEW

At Minnesota State we provide the opportunity for all Minnesotans to create a better future for themselves, for their families, and for their communities.

With 26 community and technical colleges and seven state universities on 54 campuses, Minnesota State serves nearly two-thirds of the entire state's undergraduate student population, and we serve more Black, Indigenous, and students of color than all higher education providers in the state, combined.

We are committed to equitable outcomes for all our students, and in 2019 committed to eliminating educational equity gaps at every Minnesota State college and university by the year 2030. Achieving this goal, called Equity 2030, is a moral imperative, and an economic imperative for our state as our population continues to grow more diverse, and will ensure Minnesota has the workforce it needs for generations to come. We are working toward meeting our Equity 2030 goal through hard work, robust data analysis, targeted programs to improve outcomes, and partnerships with community organizations, employers, and the state legislature.

Minnesota State employs more than 14,500 people, most of whom are represented by one of several bargaining units and personnel plans. The bargaining units include:

- ▲ Inter Faculty Organization
- ▲ Minnesota State College Faculty
- ▲ Minnesota State University Association of Administrative and Service Faculty
- ▲ American Federation of State, County, and Municipal Employees
- ▲ Minnesota Association of Professional Employees
- ▲ Minnesota Government Engineers Council
- ▲ Middle Management Association
- ▲ Minnesota Nurses Association

## GOVERNANCE

The 15-member Board of Trustees of the Minnesota State Colleges and Universities is appointed by the Governor and has policy responsibility for system planning, academic programs, fiscal management, personnel, admissions requirements, tuition and fees, and rules and regulations. Learn more on the Board of Trustees page at [MinnState.edu/board](https://www.minnstate.edu/board).

## CHANCELLOR

Under the direction of the Board of Trustees, the chancellor is the executive officer of Minnesota State and is responsible for providing educational leadership to the 33 colleges and universities of Minnesota State, ensuring effective and efficient management and operation so that Minnesota State can meet the current and long-term educational and workforce development needs of all Minnesotans. Learn more on the Chancellor's Office page at [MinnState.edu/system/chancellor](https://www.minnstate.edu/system/chancellor).



## STATS & FACTS

Minnesota State is the third largest system of state colleges and universities in the United States and the largest in the state with **26 colleges, 7 universities, and 54 campuses.**

We serve **300,000** students each year, with more Black and Indigenous students, as well as students of color, attending our colleges and universities than all other higher education providers in Minnesota combined.

We offer the **lowest tuition in Minnesota**, with 64% of our college students and 69% of our university students who receive financial aid.

We employ more than **14,400** dedicated faculty and staff focused on student success.

We provide **4,023** academic programs, including **893** fully online programs.

We have more than **9,950** customized and specialized training, occupational, and professional classes.

We award more than **36,000+** degrees, certificates, and diplomas annually.

**63%** of Minnesota resident students who are pursuing an undergraduate credential are doing so at a Minnesota State college or university.

**84%** of Minnesota State students place jobs in a related field of study.

We have **7,000+** employer partnerships across Minnesota State colleges and universities.

Minnesota State contributes over **\$8.0 billion** to the state's economy.



# HOW TO APPLY

## QUALIFICATIONS

**The successful candidate will demonstrate most, if not all, of these qualifications:**

- ▲ Strong leadership skills necessary to sustain the vision of Northland Community and Technical College
- ▲ Progressively responsible experience in higher education administration
- ▲ Experience and leadership with shared governance, demonstrating a collegial and collaborative management style, including understanding and appreciation for a collective bargaining environment
- ▲ Experience in program and curriculum development, fundraising, governmental relations, accreditation process, as well as budget and fiscal management
- ▲ A record of actions reflecting concern for the success and well-being of students
- ▲ A record of building public/private partnerships between education and business and industry, community leaders, and organizations
- ▲ Demonstrated ability to lead in an innovative, data-driven environment and encourage out-of-the-box thinking
- ▲ Ability to lead the campus in an authentic, collaborative, and transparent manner, with integrity and respect and a proven track record of being a visible, engaged, and accessible presence with students, alumni, community leaders, and friends
- ▲ Demonstrated experience advancing diversity, equity, and inclusion
- ▲ Willingness to work with K-12 systems and other Minnesota State colleges and universities
- ▲ Exceptional oral and written communication skills effective with a broad range of audiences
- ▲ An earned doctorate is preferred but not required

## APPLICATION PROCEDURE

Applications and nominations are now being accepted. This call is open to internal candidates (current or former employees of Minnesota State and its colleges and universities) and external candidates. The Board of Trustees is the appointing authority for this position. The position is covered by the Personnel Plan for Minnesota State Administrators.

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### Nominations should be directed to:

Jaime Simonsen, Chief of Staff  
[Jaime.Simonsen@MinnState.edu](mailto:Jaime.Simonsen@MinnState.edu)

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### Interested candidates should provide a cover letter, CV, and list of three references by February 15, 2024.

Submission of application materials as PDF attachments is strongly encouraged. Screening of applications will begin immediately. It is expected that the Chancellor will make his recommendation to the Board of Trustees at their April 17 meeting.

### Submit application materials to:

Deb Gehrke, Chief Human Resources Officer/Executive Search Manager  
[ExecSearch@MinnState.edu](mailto:ExecSearch@MinnState.edu)



**A MEMBER OF MINNESOTA STATE**

1.800.959.6282 | [northlandcollege.edu](http://northlandcollege.edu)

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