



A member of Minnesota State

Presidential Search



THE OPPORTUNITY

Overview

Lake Superior College (LSC) seeks nominations and applications for its next president. In 2025, LSC will proudly celebrate 80 years of serving Duluth and its surrounding communities.

LSC is a comprehensive community and technical college with a main campus and two additional sites. It plays a critical role in the educational, social, and economic development of the northeast Minnesota and northwest Wisconsin region. Its next president will make a long-term commitment to the college and community and have a solid understanding of both academic and workforce programs and will engage with the community's unique cultures and institutions.



The successful candidate:

- Is future-oriented and a student-focused leader experienced in supporting academic and technical **career pathways** for students and fostering **program innovation**
- Has experience in accreditation, **strategic planning** and building productive partnerships that support student careers and address workforce needs
- Demonstrates commitment to diversity, equity, and inclusion, and to addressing equity gaps in student retention and outcomes, as well as a commitment to advancing the Minnesota State system's **Equity 2030 goals**
- Mobilizes efforts to improve overall student **retention and completion**
- **Continuously engages** with students and colleagues at LSC and in the Duluth area business and academic community
- Is an excellent listener, communicator, and has a strong understanding of, and commitment to, shared governance as well as a proven history of creating an open and **collaborative decision-making environment**
- Has experience addressing staffing needs and **talent development**
- Ensures that both the college and its students are ready for the current and future **labor markets**
- Promotes a college-wide understanding of how **artificial intelligence (AI)** and other technologies can be used to enhance teaching, learning, career readiness, and community needs
- Demonstrates evidence of sound **fiscal management** and working with large and complex budgets
- Actively leverages the presidential position to cultivate, solicit and steward **donors and prospective donors** for financial support of LSC's programs and student needs such as scholarships, emergency aid grants, and workshop/lab equipment
- Is politically savvy and **builds helpful college-government relationships** at all levels to benefit LSC and its students

ABOUT LAKE SUPERIOR COLLEGE

Overview

Lake Superior College is a comprehensive community and technical college offering certificate, diploma and associate degree programs in career/technical fields and pre-baccalaureate majors for students interested in transferring to a 4-year institution. Its main campus sits on 97-acres in the vibrant city of Duluth Minnesota overlooking majestic Lake Superior. Whether online, at the main campus, the Center for Advanced Aviation at the Duluth airport, or the Emergency Response Training Center, **LSC fosters a welcoming environment for students** from all backgrounds.

Lake Superior College will celebrate its 80th anniversary throughout 2025. Thousands of alumni began their future in the classrooms, workshops, labs and hallways of LSC. It remains a **top choice for area high school graduates** in the Twin Ports community.





1

Mission

Lake Superior College serves our students and community while supporting the economy of Northeast Minnesota and beyond by providing high-value accessible higher education and advanced training in a supportive, inclusive environment to prepare the skilled workforce for the future.

2

Vision

Lake Superior College will strengthen our students and our region by anticipating and meeting the need for innovative education and training and empowering students to reach their fullest potential.

3

Values

- Community, Collaboration
- Lifelong Learning
- Equity, Diversity, and Inclusion
- Innovation and Initiative
- Integrity
- Trust and Respect
- Academic Freedom and Free Inquiry
- Stewardship

ABOUT LAKE SUPERIOR COLLEGE

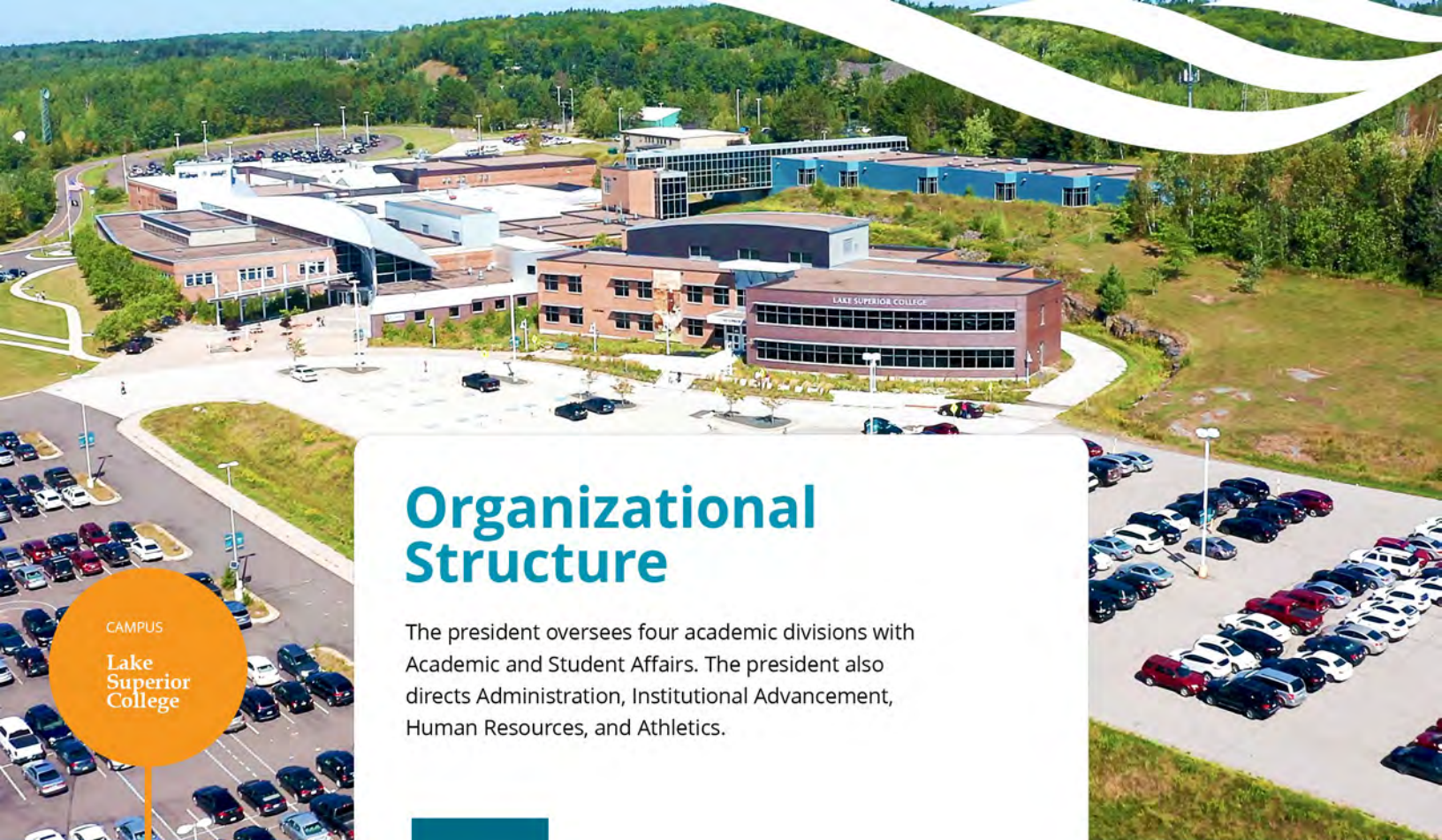
ACCREDITATION AND PROGRAMS

Accreditation

Since 1998, Lake Superior College is accredited by The Higher Learning Commission (HLC). HLC assures that institutions comply with federal and state requirements, assess student learning, engage in institution-wide planning processes, are financially responsible, and evaluate and improve programming and services through analysis of data.

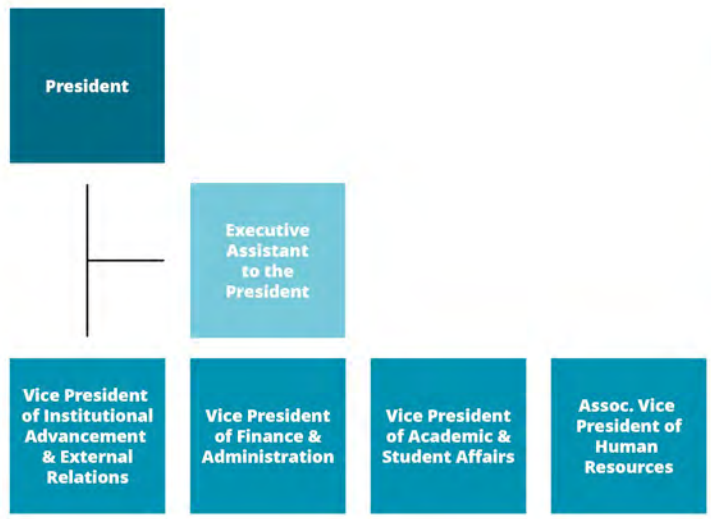
Eleven academic programs have specialized accreditation from the professional associations. Our [webpage](#) has the full list of these accredited trades and healthcare programs.





Organizational Structure

The president oversees four academic divisions with Academic and Student Affairs. The president also directs Administration, Institutional Advancement, Human Resources, and Athletics.



CAMPUS
Lake Superior College

CAMPUS
Emergency Response Training Center

CAMPUS
Center for Advanced Aviation

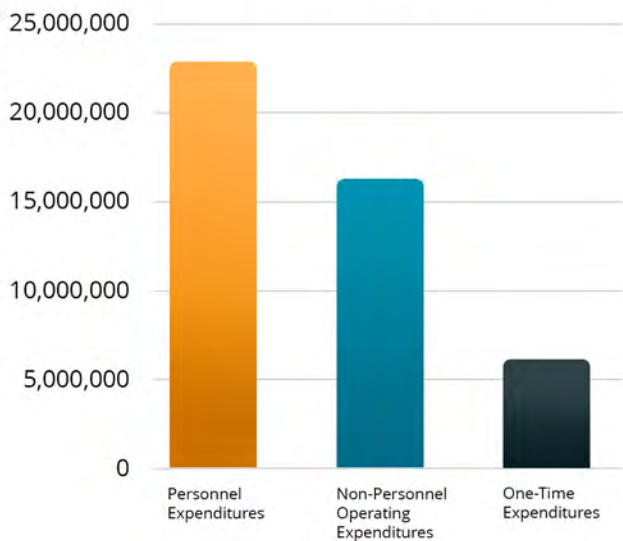


FY 2024

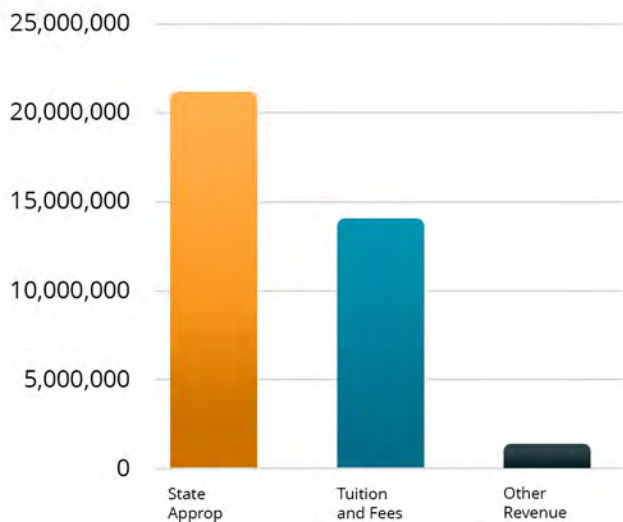
Financials

NOTE: FY24 numbers are unofficial as of 11/1/24. Additional information about these financials is available upon request.

FY24 GEN Fund Expenses



FY24 GEN Fund Revenues





Student Success Statistics

Over **5,350** students served

63% part time **37%** full time

79% age 24 and younger

21% age 25 and older

17% students of color

Students from **32** different states

22% Pell-eligible

6% Active Military or Veterans

41% First Generation Students

87% of graduates working in their related field

Diversity and Inclusion

LSC wants all students to succeed and feel welcome. We value diversity and work to create a place where everyone can be themselves, **no matter their background.**

We celebrate cultural diversity and welcome around 35 **international students** each year to campus. We honor Indigenous students and aim to be more culturally inclusive. LSC is committed to **anti-racism** and supports the LGBTQIA2S+ community through education and training. We need the strength of both students and employees in these efforts to make our campus a better place for everyone.

Athletics

LSC offers intercollegiate athletic opportunities in Men's and Women's Soccer and Co-Ed Clay Target. Our teams not only compete at a high level nationally, but also provide our students a supportive community and the flexibility to be successful academically.

Men's Soccer

Affiliation: National Junior College Athletic Association (NJCAA)

Conference: Minnesota College Athletic Conference (MCAC)

Home Games: Terry Egerdahl Memorial Field

Highlights: NJCAA Region Runner-Ups in 2018

Women's Soccer

Affiliation: National Junior College Athletic Association (NJCAA)

Conference: Minnesota College Athletic Conference (MCAC)

Home Games: Terry Egerdahl Memorial Field

Highlights: NJCAA Region Runner-Ups in 2022

Co-Ed Clay Target

Affiliation: USA College Clay Target League

Conference: Minnesota College Athletic Conference (MCAC)

Practice/Competition Venue: Proctor Gun Club

Highlights: 7 MCAC Regular Season Championships, 4 USA Clay Target Conference Championships, 2022 USA Clay Target National Runner-Up



Student Life

Getting involved in campus activities helps students do better at LSC. Funded by the Student Activity Fee, Student Life offers activities that **build leadership, community, and cultural awareness**. It also promotes healthy living through sports, outdoor programs, the Wellness Center, and health education.

Students can join clubs, the Campus Activities Board, or **the Student Senate** to get involved. Student Life has a lounge for relaxing, playing pool, and has meeting spaces for clubs and organizations.



Community Engagement

LSC partners with employers through our **Career Services** department, which holds job fairs and posts job opportunities. Students can participate in mock interviews, get resume help, and job search assistance. Employers also engage with LSC by contracting with the **Customized Training and Continuing Education** department. A variety of non-credit offerings are available and customized for an employer's needs.

Many of our health care and trades programs partner with community volunteers on our **program advisory committees**. They assist faculty in developing curriculum and staying abreast of industry trends or needs. Community nonprofit organizations and government entities also add their strength to employers, transfer university partners, and employers for the semi-annual **Student Success Day**. All these outside groups complement campus life inside and outside the classroom for LSC students.



LAKE SUPERIOR COLLEGE FOUNDATION

LSCF

As the officially affiliated 501(c)(3) nonprofit arm of the College, the LSCF stewards the donations of individuals, businesses, and other organizations for the benefit of students. Scholarships, emergency student aid, and several program funds exist thanks to the kind and thoughtful donors in the Twin Ports community and beyond. An 11-member volunteer board oversees the operations and financials of the LSCF.



Lake Superior College
FOUNDATION





EXPLORE DULUTH

Activities

- Outdoor recreation in abundance
- Less than 3 hours from the Twin Cities
- Scenic Drives along the North Shore
- Shop and dine in Canal Park
- Concerts, shows and sports at the Convention Center
- Aquarium, Zoo, museums, festivals, and fairs



About Minnesota State

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

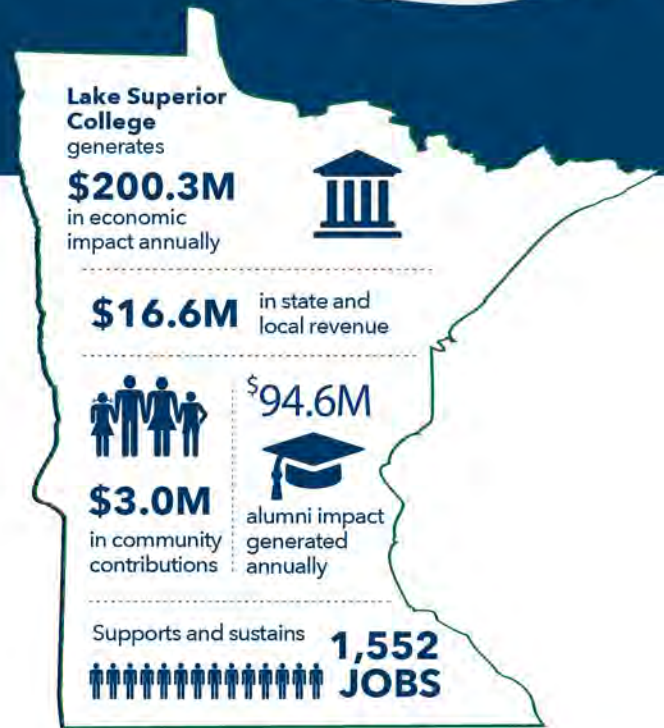
With 26 community and technical colleges and seven state universities on 54 campuses, Minnesota State serves **nearly two-thirds of the entire state's undergraduate** student population, and we serve more Black, Indigenous, and students of color than all higher education providers in the state, combined.

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.

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.



Our Mission

In June 2019, we set a critical goal: By 2030, Minnesota State will **eliminate the educational equity gaps** at every Minnesota State college and university.

Equity 2030 serves as the organizing principle across all campuses – for all our work, our operational structures, policies and procedures, and for the inclusive, safe, and anti-racist organizational ethos we strive to reach.

Only by addressing systemic inequities in educational access and outcomes can we **build a better future** for students, families, and our communities. It is both a **moral imperative** and the path to **economic prosperity**.

The pandemic further magnified persistent racial disparities across the country and in Minnesota, and we have doubled down on our commitment, advancing Equity 2030 with a strong sense of urgency and united resolve.

Our approach to meeting this goal coordinates key initiatives across Minnesota State focused on the following **six strategic dimensions**:

- Enhanced Access
- Student Academic Success
- Student Success: Engagement and Support
- Data-Guided Decision Making
- Financial Resources and Support
- Workforce Diversity

For more information about Equity 2030, visit MinnState.edu/Equity2030.



Extraordinary Facts

Minnesota State is making a difference. From the students we serve, to our business partners, to those we employ, chances are good you or someone you know has benefited from the work of your state colleges and universities.

- Minnesota State is the fourth 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 **270,000 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 55% of our college students and 59% of our university students receiving financial aid
- We **employ more than 14,200 dedicated faculty and staff** focused on student success
- We provide **4,112 academic programs**, including 893 fully online programs
- We have more than **9,600 customized and specialized training, occupational, and professional classes**
- We award more than **34,000 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
- **86% of Minnesota State students** take jobs in a related field of study
- We have **7,000+ employer partnerships** across Minnesota State colleges and universities
- Minnesota State contributes over **\$8.4 billion to the state's economy**

Minnesota State is an affirmative action, equal opportunity employer and educator.

JOIN OUR COMMUNITY

How to Apply

ACCT Search is assisting Lake Superior College throughout this search process. This is a confidential search process. To ensure full consideration, application materials should be received no later than **February 12, 2025**. The position will remain open until filled.

To apply, go to www.acctsearches.org and upload the following:

1.

A letter of application (not to exceed five pages) that succinctly addresses the opportunities and challenges identified in this *Position Profile* and demonstrates how the candidate's experience and professional qualifications prepare them to serve as the President of Lake Superior College.

2.

A current resume including an email address and cellular telephone number

3.

A list of five references. For example, one or two supervisors, one or two direct reports, and one or two faculty and/or staff members from current and former institutions.

For additional information, nominations, or confidential inquiries, please contact:

Cindy Lopez, ACCT Director of Search Services and Tribal College Initiatives, clopez@acct.org, or 405-255-2566

Qualifications

The successful candidate will demonstrate most, if not all, of the following qualifications:

- Outstanding leadership skills to implement the vision and strategic plan throughout the college
- Strong analytical skills to assess needs and problem solve
- Comprehensive understanding and a deep commitment to diversity, equity, and inclusion as well as creating a sense of belonging and addressing equity gaps
- Values shared governance, demonstrating a collaborative management style, including understanding and appreciation for a collective bargaining environment
- Experience in academic and workforce programs
- Strong understanding of and collaboration with student services
- Experience with accreditation processes (*there's both institutional and programmatic*)
- Demonstrated fundraising ability and building relationships with key stakeholders
- Demonstrated successful fiscal management and working with large and complex budgets
- Demonstrated understanding of best practices and experience in addressing equity in student access and outcomes
- A record of building public/private partnerships in education, business and industry, government entities, and philanthropic organizations
- Ability to lead collaboratively and a proven track record of being a highly visible, engaged, and an accessible presence with students, faculty and staff, alumni, and community leaders
- Strong oral and written communication skills
- Progressive responsibility in higher education administration
- An earned doctorate is preferred



Lake
Superior
College

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