



**South Central**  
COLLEGE

# Presidential Search Profile



**MINNESOTA STATE**

*South Central College,*  
a member of the Minnesota State system



# YOUR NEXT OPPORTUNITY

South Central College seeks a president who is an engaged and innovative educational leader with deep experience and passion for academic transfer and vocational-technical programs that cultivate student success. The president will lead with vision as the college fulfills its mission of driving economic and civic well-being for the Faribault and Greater Mankato communities through accessible and relevant program offerings, holistic student support services, partnerships with business and industry, and events that invite the community into the college's physical spaces.

The president will work with talented and committed faculty, staff, and administrators at both campus locations, sharing the team's focus on operational excellence for long-term institutional sustainability and growth, continuous improvement informed by assessment and data, and building a vibrant and welcoming atmosphere at both campuses for students and employees. The successful candidate will be creative and knowledgeable about effective practices for increasing student success. They will also embody a commitment to building strong internal and external relationships.

The Faribault campus and the North Mankato campus each hold key roles within their communities. A significant number of staff are shared between the campuses, with administrators working at Faribault one or two days per week. The president will set the tone for both campuses to grow high school dual enrollment and international student programs. College relationships with community and business leaders will be strengthened through the president's active engagement.





## Transparent and Innovative Leadership

South Central College's faculty and staff are dedicated and passionate about their work and recognize that the college must be responsive to changing community needs, the demands of supporting two campuses, and funding constraints. The college will thrive with a leader who foresees changes that will impact employees and transparently communicates decisions. A leader is needed who is optimistic about the future and leverages what is working well to address new challenges. The president will also possess financial management aptitude, keen common sense, and a knowledge of community college operations, academics, and student success strategies. The president's values will guide policy and practice while holding the trust and respect of employees, serving both local campus and systemwide needs at the state level.

## Student Centered

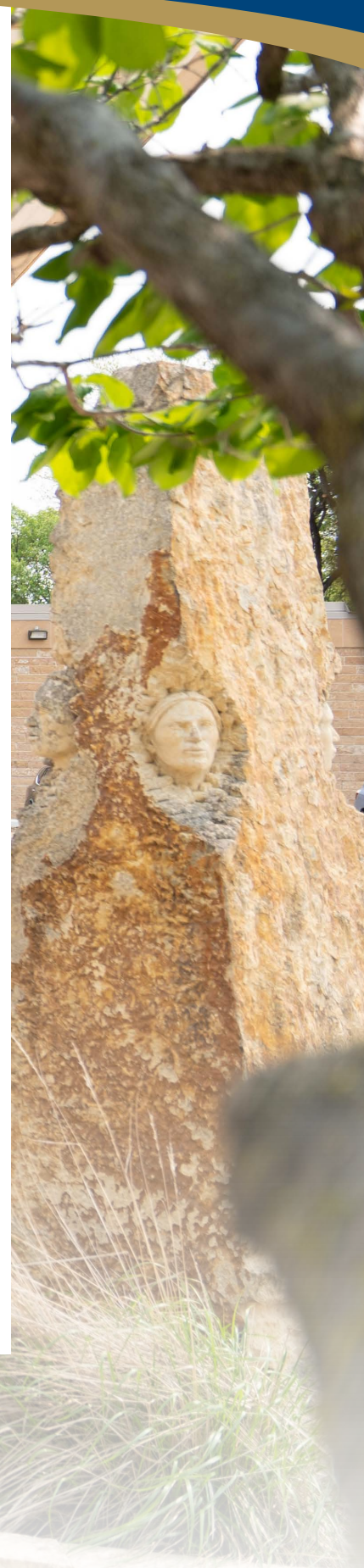
South Central College is an Achieving the Dream (ATD) institution focused on ensuring that students are central to institutional plans, funding allocations, policy and programs, "so that all students can access life-changing learning to propel them into community-changing careers" (ATD). The president will be an advocate for students and a knowledgeable proponent of practices which strengthen student outcomes. Students will thrive with a leader who understands the needs of working adult learners as well as recent high school graduates. Competing priorities such as approaches for online and on-site education, library and learning resources, student-alumni activities, and outside-the-classroom learning will need the capable balancing hands of a presidential leader. With the president's support, facilities will be welcoming and accessible for students and community members.

## Shared Governance

At South Central College, and throughout the Minnesota State system, union leaders steward employee working conditions and represent college employees in shared governance, providing input and advice regarding college plans and policies. The president will value and foster a strong shared governance system, engaging in professional development for participants and strengthening relationships that contribute to a culture of appreciation. The college will welcome a leader who has a record of working collegially with staff and faculty, and who is comfortable in an environment with many voices and perspectives, able to accept challenges, and rally employees around shared values.

## Community Engagement

As a community and technical college, South Central College appreciates its essential role in both Faribault and the Greater Mankato area. This role requires an awareness of external developments and the current and future needs of area employers. The president will represent the college through active participation in civic organizations and activities, and will encourage employees to also be active in community events, boards, and initiatives. The president will facilitate partnerships with K-12, higher education, business, and government, and will be available to help build partnerships and raise funds through the SCC Foundation. The college will benefit from the president's consistent efforts to extend the brand, recognition, and goodwill of South Central College throughout the region.









# OUR COLLEGE

## Overview

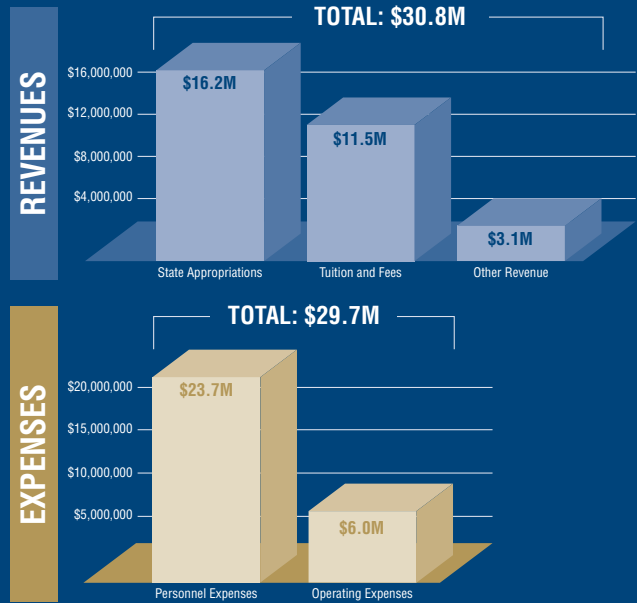
South Central College (SCC) is a comprehensive community and technical college that is part of the Minnesota State system with campuses in Faribault and North Mankato, Minnesota. SCC awards certificates, diplomas, and associate degrees in programs that prepare students to immediately start a rewarding career after graduation or transfer to a four-year institution to pursue a bachelor's degree. In addition, SCC's Customized Workforce Education division provides specialized, industry-specific education to help organizations train their employees and help individuals grow in their current fields or pursue new occupations.

## Accreditation

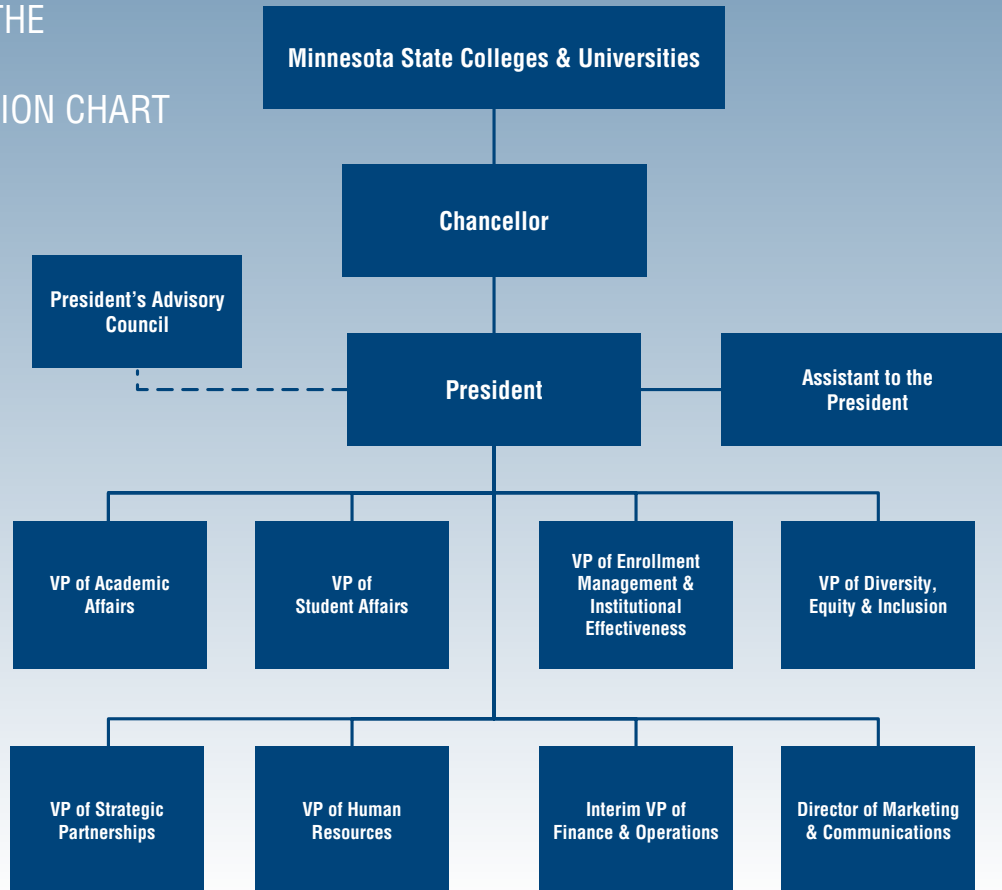
South Central College is accredited by the Higher Learning Commission (HLC) and received a reaffirmation of its accreditation in 2020. The college is an Open Pathway institution with the next reaffirmation of accreditation scheduled for 2029-2030. The college also has seven programs with industry accreditation.

## Budget

For FY 2024, revenues were at \$30.8 million and expenses were at \$29.7 million for a net of \$1.1 million.



## OFFICE OF THE PRESIDENT ORGANIZATION CHART





### Mission

South Central College provides an accessible and inclusive learning environment that cultivates student success and advances regional economic development.

### Vision

South Central College will be the region's leading institution in preparing students for the global marketplace by creating an inclusive environment and providing academic, technical, and professional resources to pursue their chosen career, educational, and personal goals.

### Values

**Learning** - Recognizes the effects of lifelong intellectual, professional, and personal learning.

**Integrity** - Operates with ethics and transparency in all interactions.

**Equity** - Honors diversity, equity, and Inclusion by recognizing every person's worth and potential.

**Communication** - Practices relevant, respectful, timely, and effective communication.

**Collaboration** - Values collaboration and believes that teamwork promotes unity and a shared purpose.

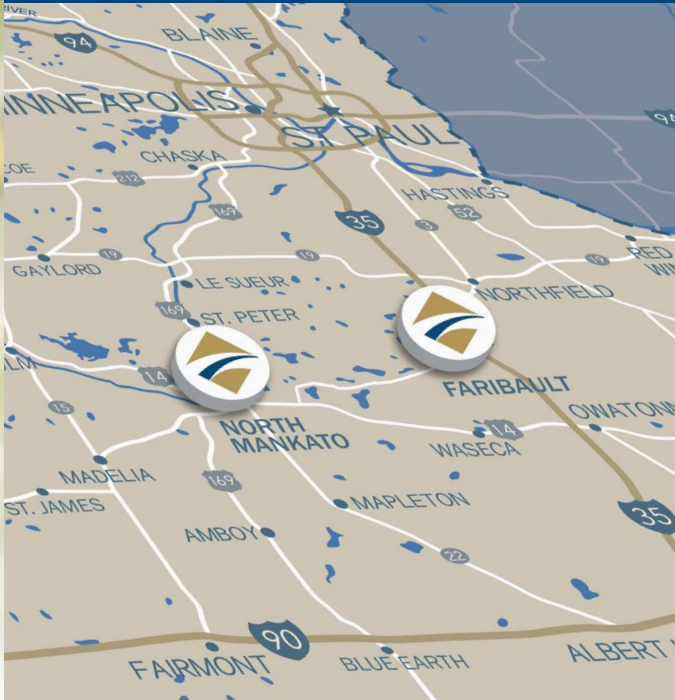
**Innovation** - Embraces continuous improvement and opportunities.





# OUR LOCATION

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.



**North Mankato Campus**



**Faribault Campus**

# OUR STUDENTS

## Enrollment and Job Placement

South Central College's academic programs served 4,499 students in FY24, with a fairly even distribution of students seeking direct pathways to rewarding careers and those interested in transferring to a 4-year university to continue their education. Related employment of graduates seeking positions in their field for FY22 was at 92.5%. For current professionals and those wishing to upskill or retrain, South Central College's Customized Workforce Education division, typically offers short-term training to 12,000 individuals annually.

## Student Life

To cultivate student success, SCC provides support services including free tutoring, on-campus social workers, and connections to off-campus community resources. The college has offered Campus Cupboard food pantries on both campuses since 2019 and was one of the first four colleges in Minnesota to be named a "Hunger Free Campus" by LeadMN. Always striving to improve student success outcomes, the college established its "Just 1 More" action plan initiatives to make a difference one student at a time. As a result of these positive efforts, SCC was recently named a "Leader College" by Achieving the Dream, a national network of more than 300 colleges dedicated to serving as hubs of equity and mobility for their communities.



South Central College also provides growth opportunities inside and outside the classroom, offering student life activities that nurture the whole person. The college has two vibrant student senates that represent the needs of students on each campus. Students can also expand their horizons as members of 13 student clubs and organizations based on their field of study or interest area.



## SCC Students at a Glance:

### Data for FY 2024

Average Age: 27.6

Age 18 or less: 27.0%

Age 19-24: 34.7%

Age 25+: 43.1%

Students of Color: 23.2%

Pell Grant Eligible: 27.3%

First Generation (Federal definition-parents did not graduate from college): 53.6%

First Generation (MN definition-parents did not attend college): 22.4%

Underrepresented Students (Students of Color, Pell Eligible, or First Generation - MN): 44.3%

## Diversity and Inclusion

South Central College is committed to fostering a campus environment of inclusion, knowledge, and understanding in which faculty, staff, and students learn to value diversity and respect individual differences that enrich the college community. Each campus has a reflection room where students can meditate, recenter themselves, or practice their religion. In addition, both campuses have Inclusion Centers where students can gather informally or take part in organized events with specific themes and topics related to diversity and inclusion.

The college is committed to narrowing the achievement gap through various targeted initiatives. For example, recognizing there was an influx of diverse students enrolling in health sciences programs, SCC made an intentional effort to assist faculty in gaining cultural competency. As a result of these efforts, the achievement gap for students of color in the health sciences narrowed from 12% in Spring 2022 to 2% in Spring 2024.

In an effort to reflect the student population the college serves and their various identities, SCC has worked diligently to improve employee diversity. Since Fall 2020, SCC has doubled the number of diverse faculty and increased the number of employees of color from 11% in 2020 to 20% in 2023.



# OUR WORKFORCE PARTNERSHIPS

South Central College (SCC) is a well-respected civic, education, and industry partner in our region.

SCC has close ties to K-12 institutions and regularly partners with them on a variety of initiatives. Participation in the state-wide Postsecondary Enrollment Options (PSEO) program continues to steadily increase, with more students each year taking advantage of this opportunity to earn college credit at South Central College while in high school. Last year, 44 students graduated from both high school and South Central College, compared to 23 the previous year, a 91% increase. Another opportunity for students to receive college credit in high school is SCC's "High School to College & Career (H2C)" program with Faribault High School, which enables students to simultaneously complete their diploma, industry certifications and start a college program in a high-demand field. South Central College also works with our K-12 schools on a variety of career exploration events, including the Career Navigator program, which has provided a valuable experience for thousands of ninth graders.

To advance regional economic development, SCC also partners with employers to meet their workforce needs, which in turn provides employment opportunities to the college's students and graduates. The college has a longstanding legacy of creating and evolving academic programs based on industry demand. Our industry partners continue to provide valuable insight into what we should be teaching and what technology we should be utilizing to best prepare students for success in their field of choice. South Central College has also been a pioneer in working with employers to offer work-based learning opportunities, including internships, apprenticeships, and dual training.

The college is always looking at unique ways to meet the workforce demands of the region, including launching a "Uniquely Abled Academy" program that prepares young adults with autism to become entry-level computer numerical control (CNC) operators. South Central College will continue to explore innovative solutions like this to help supply the workforce of the future.

South Central College generates

**\$170M** in economic impact annually



**\$13.4M** in state and local revenue



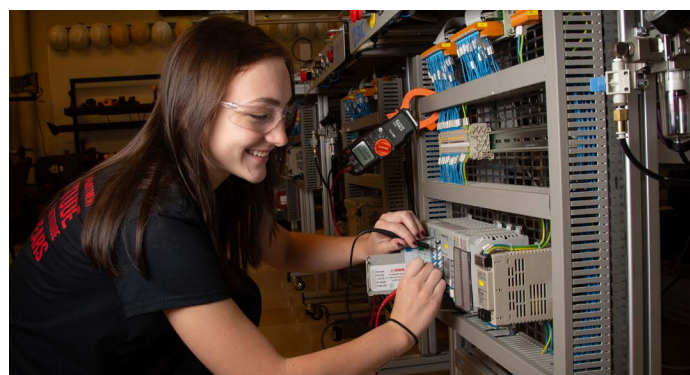
**\$55.7M**



**\$2.3M** in community contributions

alumni impact generated annually

Supports and sustains **1,298 JOBS**

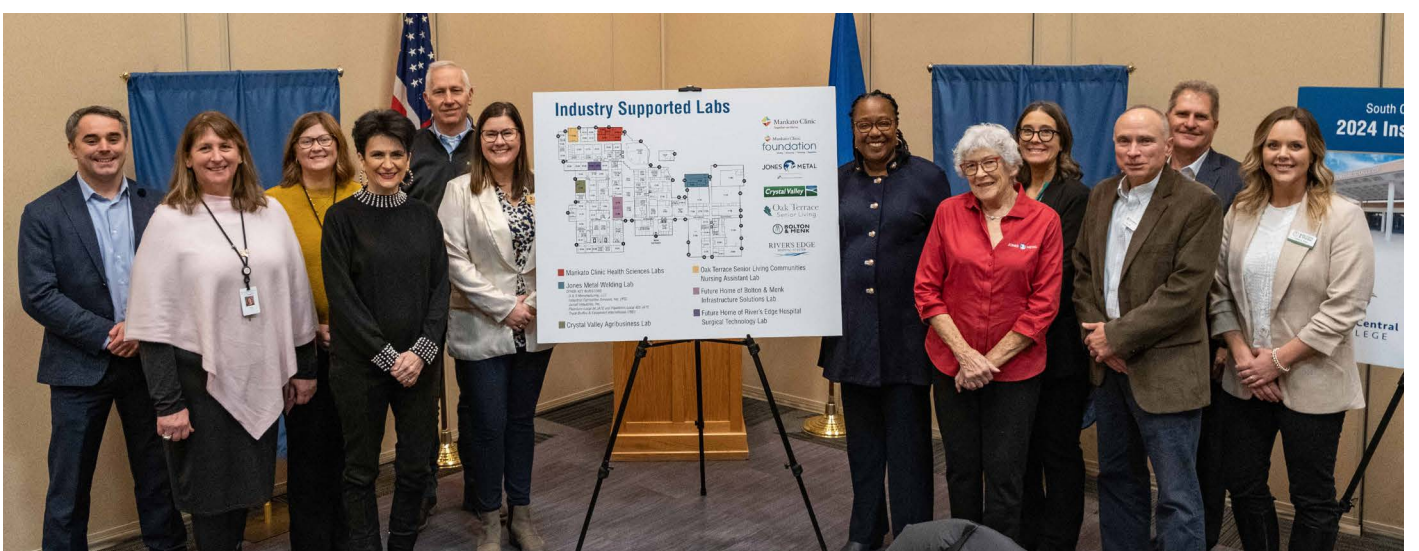






# OUR FUNDERS AND FOUNDATION

South Central College students benefit from the many grants the college receives and the funds raised by the Foundation. Over the past 10 years, South Central College has received more than \$36 million in grants. This included a \$15 million grant from the U.S. Department of Labor for a 12-college manufacturing consortium led by South Central College. In addition, the South Central College Foundation is dedicated to raising funds to support our students. Thanks to the ongoing generosity of donors, the Foundation awards more than \$500,000 in scholarships to students annually. The Foundation also raises funds for the capital equipment and spaces the college needs to serve students.



South Central College is fortunate to have many industry partners supporting the college and its students. The SCC Foundation is dedicated to raising funds that allow the college to make the most of bonding dollars from the legislature. For the 2017 bonding project, industry partners contributed close to \$1 million, allowing the college to create seven enhanced lab spaces on the North Mankato Campus. For the next legislative bonding project, generous businesses have already pledged nearly \$1 million for two new lab spaces.



# 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 14,200 people, most of whom are represented by one of several bargaining units and personnel plans. The bargaining units include:

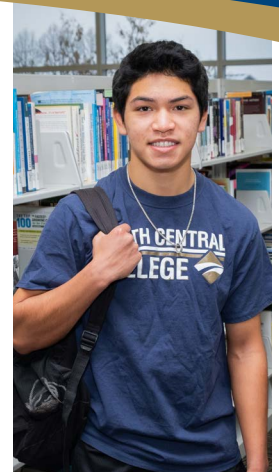
- Inter Faculty Organization
- Minnesota State College Faculty
- Minnesota State University Association of Administrative and Service Faculty
- American Federation of State, County, and Municipal Employees
- Minnesota Association of Professional Employees
- Minnesota Government Engineers Council
- Middle 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.mnstate.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.mnstate.edu/system/chancellor).





## Minnesota State Equity 2030

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](https://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**



# PRESIDENT POSITION QUALIFICATIONS

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

- Strong leadership skills necessary to sustain the vision of South Central 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, employees, 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 PROCESS

Applications and nominations are now being accepted. South Central College and Minnesota State are being assisted in this search by Academic Search. The Board of Trustees is the appointing authority for this position. The position is covered by the Personnel Plan for Minnesota State Administrators.

Nominations and requests for confidential discussions about this opportunity should be directed to senior consultant Dr. Shirley Robinson Pippins at [shirley.pippins@academicsearch.org](mailto:shirley.pippins@academicsearch.org) or consultant Krista Johns at [krista.johns@academicsearch.org](mailto:krista.johns@academicsearch.org).

Interested candidates should provide a substantive cover letter, CV, and list of five references by January 20, 2025. Only applications received by that date are assured full consideration.

Submission of the 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 16 meeting.

Submit application materials by email to:  
Krista Johns, Search Consultant  
Academic Search  
[SCCPresident@academicsearch.org](mailto:SCCPresident@academicsearch.org)





# South Central COLLEGE



[www.southcentral.edu](http://www.southcentral.edu)

**Faribault Campus**

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Fax: 507-332-5888

**North Mankato Campus**

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MINNESOTA STATE

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This material can be made available in alternative formats by contacting  
the Academic Support Center at 507-389-7222 or ds@southcentral.edu.