



A member of Minnesota State

Position Profile: President

OPPORTUNITY OVERVIEW:

Lake Superior College (LSC) seeks an experienced and visionary leader to help further our mission of serving the community and supporting the economy of Northeast Minnesota and beyond by providing high-value, accessible higher education and advanced training in a supportive environment.

Community Engagement

Lake Superior College (LSC) takes great pride in its reputation as the community's college and strives to be a leader in recruiting, training, and retaining the region's workforce. The workforce training and development programs offered by the college have been impactful for the Duluth community. In addition, the college continues its deliberate engagement with the K-12 systems in the area. LSC seeks a leader who is community- and service-minded with the ability to carry forward the college's positive trajectory. A president with a strong sense of community and the ability to make additional, and reinforce new, external partnerships is critical to the success of the college.

Forward Thinking/Innovative Leadership

Lake Superior College has a solid foundation and is strategically well positioned to have an even larger impact on the service area. A leader is needed who is visionary and who can continue the momentum that keeps Lake Superior College the school of choice in the Duluth area. The college seeks a president who will empower its innovative culture and maintain strong relationships internally and externally.

Shared Governance/Strong Communicator

Lake Superior College has a long history of a strong shared governance system, as well as an administration that has strong communication skills, holds staff and faculty accountable, and engages in difficult conversations. Administration, faculty, and staff all describe the working environment as positive and productive. The college seeks a president who appreciates and can continue this positive culture within the college community.

Commitment to Students and Retention Efforts

Lake Superior College seeks a president who has a deep understanding of the unique needs of community college students and is student services-oriented. While the college has experienced a recent increase in enrollment, there is need for a president who will continue to put attention and resources toward retention efforts, marketing strategies, and keeping tuition affordable.

COLLEGE OVERVIEW:

Lake Superior College has seen a resurgence in recent years which has included years of stable and balanced budgets, growing enrollments, and new academic programs and offerings aligned with regional workforce needs including the opening of the LSC Health and Science Building in 2012, as well as the addition of the LSC Downtown Integrated Manufacturing Center in 2014 and the Lake Superior College Center for Advanced Aviation in 2015. In fall of 2018, Lake Superior College is reporting the highest overall enrollment in over six years and was recently ranked among the top 20 community colleges in the nation.

Duluth is a beautiful and thriving community in northeastern Minnesota, overlooking the north shore of Lake Superior. Enjoy the natural beauty and endless recreational opportunities in the town named Outside Magazine's "Best outdoor town in America." Duluth has also been nationally-ranked among the top 10 scenic college towns.

[Lake Superior College – FACT BOOK](#)

MISSION, VISION, AND VALUES

Mission

Lake Superior College serves the community and supports the economy of Northeast Minnesota and beyond by providing high-value, accessible higher education and advanced training in a supportive environment.

Vision

We will strengthen our community by anticipating and meeting its needs for innovative education and training.

Values

LSC Values:

- lifelong learning
- equity and diversity
- innovation and initiative
- trust and respect
- academic freedom and free inquiry
- integrity and stewardship
- collaboration
- community

STUDENT SUCCESS AND DEMOGRAPHICS

Job Placement

Lake Superior College's 96 percent placement rate demonstrates the strong community connections the college provides students. Many of our programs boast a 100 percent placement rate, including most of LSC's healthcare and technical programs.

Enrollment

For the second year in a row Lake Superior College reported an increase in overall enrollment in the fall of 2018, as well as impressive increases in new degree-seeking student enrollment, international students, and students of color.

Total headcount of degree seeking students is currently 4,092, a 1.5% increase from the 4,030 enrolled at this time in 2017. That number does not include students enrolled in Postsecondary Enrollment Options (PSEO) courses, students enrolled in College in the Schools (CIS) courses, non-degree seeking students and/or students enrolled in courses through LSC's Workforce Development/ Continuing Education and Customized Training (CECT). Through all of those program offerings, Lake Superior College served 10,263 students last year and is expected to meet or exceed that number this upcoming year.

Part of the increase in overall enrollment is due to a larger incoming class of new degree-seeking students. There are 1,095 new degree seeking students enrolled this fall, a 3.5% increase from 1,058 last fall.

Also contributing to enrollment is increased athletics offerings to include men's and women's soccer, co-ed clay target league, co-ed cycling, and now men's and women's basketball. Go IceHawks!

Diversity and Inclusivity

An increase in international students and students of color also factor into the overall increase in enrollment. The overall number of self-identified students of color (non-white) has also increased 13.54%, from 672 last fall to 763 this fall. This is the result of ongoing efforts through LSC's Intercultural Center, admissions, marketing and LSC Foundation, as well as aggressive community outreach efforts.

Additional scholarships have also been made available to students of color, first generation students, and lower-income students.

Student Life

Lake Superior College has a vibrant student life department, which helps organize more than 30 student interest and program related organizations on campus. In addition, Student Life offers several recreational sports & outdoor programs both on campus as well as with community partners including the Duluth Area Family YMCA and Positive Energy Outdoors.

LSC WORKING TO ADDRESS OUR COMMUNITY'S WORKFORCE NEEDS

As the largest two-year community and technical college in northeastern Minnesota, LSC provides more than 90 affordable programs and services including allied healthcare, manufacturing and technical programs, continuing education and customized training for business and industry partners, and liberal arts and science courses for transfer to one of our four-year university partners.

Whether students are pursuing an in-demand two year degree or attending their first couple years at LSC to save thousands of dollars before transferring to a university, many LSC alumni choose to remain in, and contribute to, our community. In most of our area's largest industries, Lake Superior College graduates are helping meet our community's rapidly changing and growing workforce needs.

Local Aviation Sector Soaring

A perfect example of those changing and growing workforce needs are found in our local aviation sector. Last year, the Duluth International Airport released a report indicating the number of aviation-related jobs in the Twin Ports region is now nearly 3,500, an increase of 39 percent in the past decade. Lake Superior College is working closely with many aviation partners including AAR Aircraft Services, Cirrus and Lake Superior Helicopter to help prepare that aviation workforce. Through the LSC Center for Advanced Aviation, students are being trained as aviation maintenance technicians (AMTs) and professional pilots, both fields in high-demand locally and nationally.

In addition to working closely with local partners, Lake Superior College recently announced a new national partnership with Delta Air Lines. After an extensive evaluation process, Delta selected LSC as an approved partner college in training future Delta AMTs. Delta TechOps evaluated numerous AMT schools throughout the country with a goal to find colleges that are committed to meeting FAA standards and Delta's principles of excellence to help meet the high demand for AMTs.

Preparing Our Community's Future Workforce, Across the Sectors

Aviation is just one area where LSC alumni are helping meet local workforce demands. In dozens of other fields, LSC continues to prepare our community's future workforce.

Graduates in healthcare fields are helping fill workforce needs at local hospitals including St. Luke's and Essentia, as well as clinics throughout the region. LSC is currently in discussions with St. Louis County and Center for Alcohol and Drug Treatment regarding collaboration to address the growing opioid crisis.

In addition to a highly successful dental hygiene program, LSC is also teaming up with Hibbing Community College to offer a dental assistant program to help meet the regional shortage in that field as well.

In the growing field of cyber-security, LSC was recently ranked among the Nation's Top 25 Best Online Associate Degrees in cybersecurity. The program also received a Center of Academic

Excellence 2Y Designation from the National Security Agency and Department of Homeland Security.

Graduates from other in-demand programs including manufacturing, auto technician and auto body, truck driving, carpentry, accounting, and many other in-demand fields are helping fill a growing workforce shortage.

Lake Superior College strives to continue to work with local employers and community partners to ensure the training being provided matches the skill sets needed in today and tomorrow's workforce. Together, we will ensure our graduates and our community are prepared for success.

MINNESOTA STATE COLLEGES AND UNIVERSITIES

Minnesota State is the largest single provider of higher education in the state. With 37 institutions, including 30 community and technical and seven state universities, Minnesota State serves 58 percent of the state's undergraduate student population.

Students and employers alike count on Minnesota State to provide an extraordinary education. Our colleges and universities are accredited by the Higher Learning Commission, and many of the academic programs offered have received specialized accreditations. Our faculty, too, are credentialed, experienced, and dedicated.

Extraordinary Facts

- We serve 375,000+ students annually and more students of color, first-generation college students, and students of modest financial means than anyone else in the state, including:
 - 63,500 Students of Color and American Indian Students
 - 48,500 First-Generation College Students
 - 84,000 Low-Income Students
 - 95,000 Students Aged 25 or Older
 - 10,000 Veterans and Service members
- We offer the lowest tuition in Minnesota.
- Our colleges and universities have 54 campuses that are conveniently located in 47 communities throughout Minnesota.
- We provide more than 3,700 academic programs, including nearly 600 offered entirely online.
- We award more than 40,000 degrees, certificates, and diplomas annually.
- 85% of graduates are employed in a field related to their degree program.
- Our colleges and universities produce more graduates for jobs in critical, high-demand fields such as health care and information technology than anyone else in the state.
- We employ more than 16,000 dedicated faculty and staff focused on student success.
- We provide essential training and specialized certification options for business, industry, and professionals throughout Minnesota.

Governance

Minnesota State's 15-member Board of Trustees 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. minnstate.edu/board/

Chancellor

Under the direction of the Board of Trustees, the chancellor is chief executive officer of Minnesota State and is responsible for providing academic leadership to the system's 37 colleges and universities, ensuring effective and efficient management and operation of the system so that Minnesota State can meet the current and long-term educational needs of all Minnesotans. minnstate.edu/system/chancellor/

Strategic Framework

In January 2012, the Board of Trustees adopted a strategic framework for Minnesota State's future. The framework emphasizes the essential role the system plays in growing Minnesota's economy and opening doors of educational opportunity to all Minnesotans. Minnesota State recently completed a multiyear self-examination and is now moving to operationalize the strategies in the Strategic Framework:

- To ensure access to an extraordinary education for all Minnesotans
- To be the partner of choice to meet Minnesota's workforce and community needs
- To deliver to students, employers, communities and taxpayers the best value and most affordable higher education option

Presidential Search Qualifications and Characteristics

- The successful candidate will demonstrate most, if not all, of these qualifications:
- Strong leadership skills necessary to provide vision and direction to the college, community and the Minnesota State system
- A reputation as a leader with vision for the future of higher education/community college, and champion of the community and technical college missions
- Progressively responsible experience in higher education administration or other extraordinary leadership experiences at a complex organization
- Experience and leadership with shared governance, demonstrating a collegial and collaborative management style
- Experience in a collective bargaining environment
- An appropriate combination of education, training, and experience in program and curriculum development, fundraising, governmental relations, accreditation process, and budget and fiscal management
- A record of actions reflecting concern for the success and well-being of students
- Fosters and promotes public/private partnerships between education and business and industry, community leaders, and organizations
- Demonstrated ability to lead in an innovative environment and encourage out-of-the-box thinking
- Success in data-based decision making
- Ability to lead the college in an authentic, collaborative and transparent manner with integrity and respect
- Demonstrated experience advancing diversity and inclusion
- Proven track record of being a visible, engaged and accessible presence with students, alumni, community leaders and friends
- Experience partnering with K-12 systems and baccalaureate institutions
- Exceptional oral and written communication skills effective with broad range of audiences
- An earned doctorate is preferred but not required

APPLICATION PROCESS:

Please direct inquiries and nominations to the college's search consultant:

Angela Provar, President
Pauly Group, Inc.
3901 Wood Duck Drive, Suite E
Springfield, Illinois 62711
Phone: 217-241-5400
Fax: 217-241-5401
Email: aprovar@paulygroup.com

Please submit electronically to aprovar@paulygroup.com the following documents as Adobe Acrobat or MS Word attachments: (1) a cover letter (5 pages or less) that addresses the Opportunity Overview; (2) a current résumé; and (3) names and contact information of five professional references.

The committee will begin review of applications immediately. Applications will be accepted until the position is filled, with materials submitted by **January 10, 2019** receiving priority consideration. All applications are confidential and references will not be contacted without the expressed authorization of the applicant.

The Minnesota State Colleges and Universities System is an equal opportunity employer and educator.



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