

MINNESOTA STATE

*Extraordinary Education.
Exceptional Value.*

Chancellor Search

System and Position Profile



Minnesota State invites applications and nominations for the position of Chancellor

Minnesota State is the largest single provider of higher education in the state of Minnesota, and the fifth largest system of higher education in the country. With 30 community and technical colleges and seven state universities, Minnesota State serves 58% of the state's undergraduate students.

The system was founded in 1995 through the merger of three public higher education systems (community colleges, technical colleges and state universities).

The system includes 54 campuses in 47 Minnesota communities, serving nearly 400,000 students, with 120,000 students taking non-credit courses, and customized training programs designed for businesses. Overall, the system produces 41,700 graduates each year, of whom 81% get jobs in related fields and 80% stay in Minnesota.

The system's colleges and universities serve more than:

- **62,000** Minnesota students of color and American Indian students;
- **50,000** first-generation college students;
- **92,000** Pell-eligible students;
- **95,000** students 25 and older;
- **32,000** high school students; and
- **10,500** veterans.

Minnesota State serves more Minnesota students in every one of these categories ***than all of the other higher education providers in the state combined.***

Candidates who are interested in learning about the quality of life available to residents of the Twin Cities and Minnesota can learn more [here](#).



Strategic Framework

Minnesota State colleges and universities play an essential role in growing Minnesota's economy and opening the doors of educational opportunity to all Minnesotans. To that end, we will:

Ensure access to an extraordinary education for all Minnesotans

Our faculty and staff will provide the best education available in Minnesota, preparing graduates to lead in every sector of Minnesota's economy.

We will continue to be the place of opportunity, making education accessible to all Minnesotans who seek a college, technical or university education; those who want to update their skills; and those who need to prepare for new careers.

Be the partner of choice to meet Minnesota's workforce and community needs

Our colleges and universities will be the partner of choice for businesses and communities across Minnesota to help them solve real-world problems and keep Minnesotans at the leading edge of their professions.

Our faculty and staff will enable Minnesota to meet its need for a substantially better educated workforce by increasing the number of Minnesotans who complete certificates, diplomas, and degrees.

Deliver to students, employers, communities and taxpayers the highest value / most affordable option

Our colleges and universities will deliver the highest value to students, employers, communities, and taxpayers.

We will be the highest value, most affordable higher education option.

Governance

The Minnesota State system is governed by a 15-member Board of Trustees, who are appointed by the governor and confirmed by the senate.

The board is the governing body responsible for: setting the long-term strategic direction and policy (in consultation with the chancellor and presidents); overseeing adherence to policy; monitoring progress in meeting strategic goals; appointing the chancellor and assessing the chancellor's performance; appointing the presidents, vice chancellors, and director of Internal Audit; setting the operating budget and making legislative requests (in consultation with the chancellor and presidents); and approving labor contracts and other contracts in excess of \$1 million.

Management

The chancellor is the chief executive officer of the Minnesota State system and has full executive responsibility for higher education leadership and effective management and operation of the system.

The chancellor's responsibilities include implementing board policy; providing for academic leadership; recommending operating and capital budgets; recommending allocation of resources; planning; oversight of collective bargaining; providing information systems; management of personnel resources; and annual evaluation of the presidents.

The chancellor works in close collaboration with the system's Leadership Council comprised of the chancellor's cabinet and the system's 30 college and university presidents.

Strategic Direction

In January 2012, the Board of Trustees adopted a strategic framework. The framework is a statement of our core commitments. It emphasizes the essential role Minnesota State plays in growing Minnesota's economy and opening doors of educational opportunity to all Minnesotans.

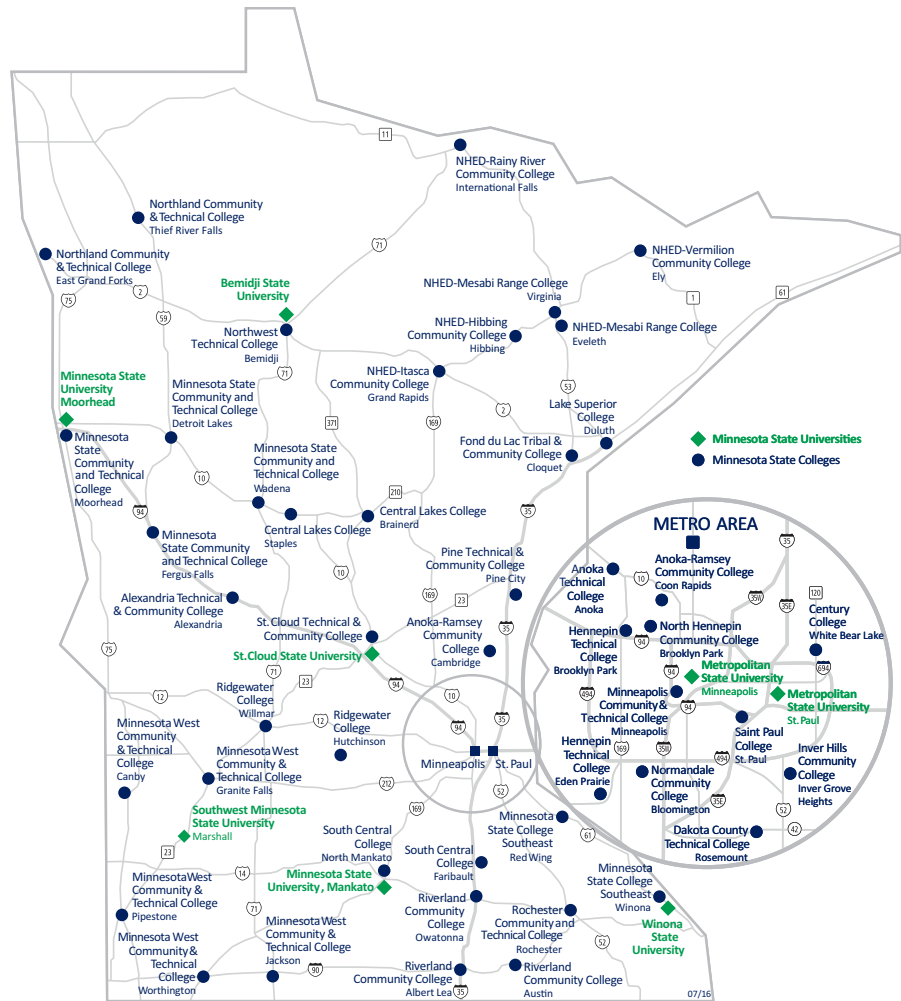
Minnesota State has embarked on Charting the Future, a systemwide initiative to deliver on the commitments set forth in the strategic framework. Charting the Future lays out the path to increase access, affordability, excellence, and service by forging deeper collaborations among our colleges and universities to maximize our collective strengths, resources, and the talents of our faculty and staff. Implementation is underway.

www.mnscu.edu/chartingthefuture

Colleges and Universities

Alexandria Technical & Community College
Anoka Technical College
Anoka-Ramsey Community College
Bemidji State University
Central Lakes College
Century College
Dakota County Technical College
Fond du Lac Tribal & Community College
Hennepin Technical College
Inver Hills Community College
Lake Superior College
Metropolitan State University
Minneapolis Community and Technical College
Minnesota State College Southeast
Minnesota State Community and Technical College
Minnesota State University, Mankato
Minnesota State University Moorhead
Minnesota West Community & Technical College
Normandale Community College
North Hennepin Community College
Northeast Higher Education District
Hibbing Community College
Itasca Community College
Mesabi Range College
Rainy River Community College
Vermilion Community College
Northland Community & Technical College
Northwest Technical College–Bemidji
Pine Technical & Community College
Ridgewater College
Riverland Community College
Rochester Community and Technical College
Saint Paul College
St. Cloud State University
St. Cloud Technical & Community College
South Central College
Southwest Minnesota State University
Winona State University

Our Colleges and Universities Serving Minnesota



Our Faculty and Staff Serving Minnesota

The system employs more than 14,000 people, many 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



Charting the Future for a Prosperous Minnesota

Our core value

Provide an opportunity for all Minnesotans to create a better future for themselves, for their families, and for their communities.

Our goals

The Charting the Future strategic planning process yielded six recommendations to increase access, affordability, excellence, and service by forging deeper collaborations among our colleges and universities to maximize our collective strengths, resources, and the talents of our faculty and staff:

1. Dramatically increase the success of all learners, especially those in diverse populations traditionally underserved by higher education.
2. Develop a collaborative and coordinated academic planning process that advances affordability, transferability, and access to our programs and services across the state.
3. Certify student competencies and capabilities, expand pathways to accelerate degree completion through credit for prior learning, and foster the award of competency-based credit and degrees.
4. Expand the innovative use of technology to deliver high quality online courses, strengthen classroom instruction and student services, and provide more individualized learning and advising.
5. Work together under new models to be the preferred provider of comprehensive workplace solutions through programs and services that build employee skills and solve real-world problems for communities and businesses across the state.
6. Redesign our financial and administrative models to reward collaboration, drive efficiencies, and strengthen our ability to provide access to an extraordinary education for all Minnesotans.

Charting the Future Timeline

January 2012 – Strategic framework adopted by Board of Trustees

November 2012 – Three strategic workgroups launched: Education of the Future, Workforce of the Future, and System of the Future

June 2013 – Initial report drafted

November 2013 – Final Charting the Future for a Prosperous Minnesota report approved by Board of Trustees

January 2014 – Implementation plan designed and shared with Board of Trustees

April 2014 – Launched 8 Implementation Teams

June 2015 – Implementation teams submit initiative recommendations

September 2015 – Leadership Council shares FY2016 Charting the Future work plan with Board of Trustees

Fall 2015 – Phase 1 campus-based implementation begins

Spring/Summer 2016 – Development of FY2017 Charting the Future work plan by Leadership Council

2016-2017 – Continued implementation of work plan initiatives



Budget and Finance

- 76% of our expenses are people.
- Minnesota State is highly efficient, ranking 33rd in the nation in terms of administrative overhead per student served.
- Minnesota State's annual operating budget is about \$1.9 billion, of which \$670 million comes from a state appropriation and \$760 million from tuition. The system manages 843 buildings totaling 28 million square feet and has a capital budget that ranges from \$100 million to \$250 million every two years.

Higher Education in Minnesota

The Minnesota State system comprises all public higher education institutions in the state except for the University of Minnesota. The system works closely with the University of Minnesota and with the K-12 system on a number of initiatives.

About the Position

Among other responsibilities, the chancellor:

- Serves as the chief executive officer of the system, directly responsible to the Board of Trustees for operation of the system
- Serves as the chief advocate for Minnesota State by cultivating support for students with funders, the media, elected officials, employers and other decision leaders
- Sets the strategic direction for the system; takes calculated risks to ensure the system remains vibrant and responsive to emerging trends and needs
- Provide academic leadership for the colleges and universities
- Identifies and manages risks to the enterprise
- Supports and provides leadership for affirmative action and diversity, as well as the achievement of equity and inclusion
- Develops and implements system policy in conjunction with the Board of Trustees
- Facilitates cooperation and synergy among the colleges and universities with respect to academic and student life
- Acts as the board's chief agent for development of system operating and capital budgets (including the review of institution budgets), master planning activity, and labor relations
- Oversees system-level service operations, such as telecommunications, and systemic information technology
- Represents the board and the system before external agencies of state government, the national government, and the public
- Exercises collaboration and engaged leadership with individuals and groups
- Works cooperatively with leaders of systemwide bargaining units
- Works to further the stated goals and objectives of the Board of Trustees and Minnesota State

Search Timeline

Review of candidates will begin immediately and will continue until the position is filled. Priority consideration will be given to applications received by November 28, 2016.

The target start date for the new chancellor is August 1, 2017.

Benefits and Compensation

The position is covered by the Minnesota State Administrators plan. See:

http://www.hr.mnscu.edu/contract_plans

The chancellor's office is located in the system office in downtown St. Paul. Some statewide travel is required.

Inquiries, Nominations and Applications

Nominations, applications, and confidential inquiries are welcomed. Contact:

Steve Leo, Partner
Vicki Henderson, Senior Associate
Storbeck/Pimentel & Associates, LP
MNSCU@storbecksearch.com
610-572-4296

Nominations should include the nominee's name, current position, e-mail address, and telephone number.

Application materials should include:

- a letter of interest describing how the applicant's training and experience directly relate to the outlined job responsibilities,
- a current resume, and
- the names and telephone numbers of five professional references.

Applicants are encouraged to submit their materials by email using Word or PDF attachments.

Preferred Qualifications

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

- Demonstrated focus on serving students and leading an enterprise dedicated to student success
- An understanding of the value and unique missions of the system's community colleges, technical colleges, comprehensive colleges, and state universities, along with the shared mission of the enterprise
- Demonstrated ability to deliver a compelling public message that motivates others to support students and Minnesota State
- A proven passion for--and demonstrated commitment to--diversity, inclusion, and equity
- Demonstrated commitment to public service and public education
- A history of successfully driving change in a complex organization; adeptness at working in a highly nuanced environment with varied constituencies
- Demonstrated ability to articulate a vision for the system and execute a plan for implementation of the vision
- Proven success in workforce and economic development
- Proven success in working with a governing board and legislative stakeholders; politically savvy and culturally relevant
- Proven success in working with all levels of employees and multiple bargaining units
- Demonstrated ability to rapidly prioritize as well as execute while exhibiting a sense of urgency, superb judgment, compassion, wisdom, and a sense of humor
- Proven ability to attract and lead a strong team of senior staff
- Demonstrated effective leadership with strong emphasis on accountability for results
- Experience in a multi-location, geographically dispersed operating environment
- Demonstrated emotional intelligence with proven ability in managing resources in an environment with competing priorities and interests
- An earned doctorate or terminal degree



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