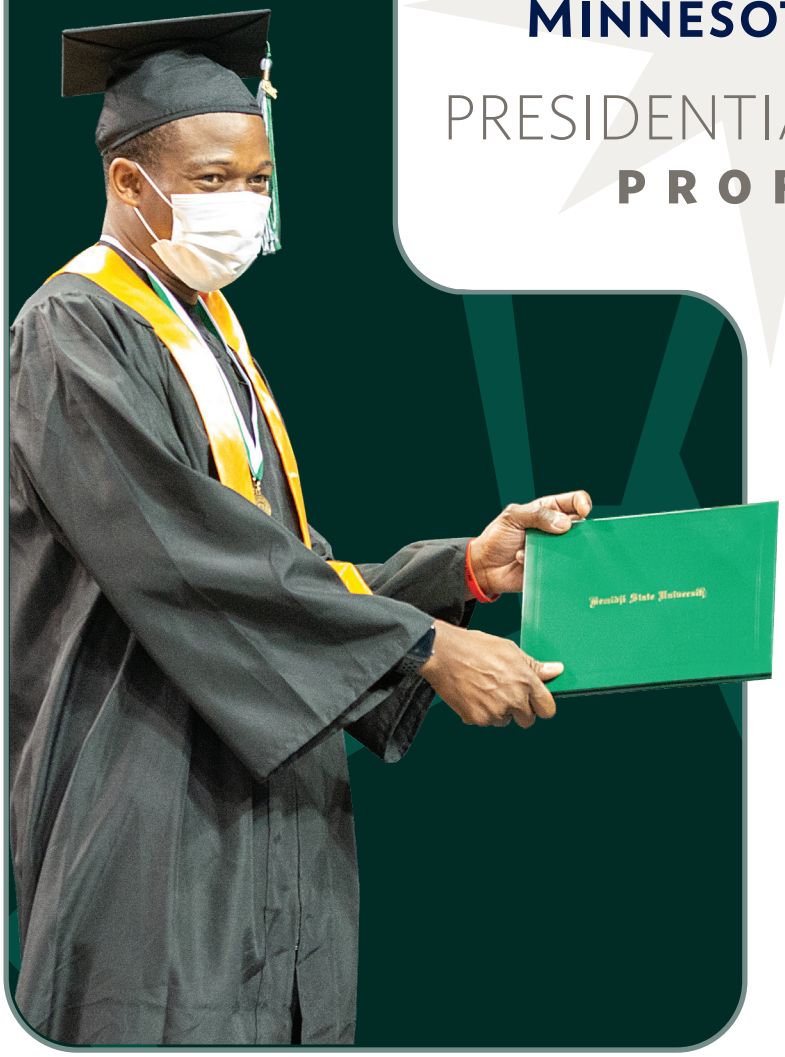
BEMIDJI STATE UNIVERSITY

Northwest Technical College

MINNESOTA STATE

PRESIDENTIAL SEARCH PROFILE



BEMIDJI STATE UNIVERSITY
1500 Birchmont Dr. NE #3, Bemidji, MN 56601-2699
www.bemidjistate.edu

NORTHWEST TECHNICAL COLLEGE
905 Grant Avenue SE, Bemidji, MN 56601-4907
www.ntcmn.edu

MEMBERS OF MINNESOTA STATE

LAND ACKNOWLEDGEMENT

We acknowledge that Bemidji State University is located on land and water that is the current and ancestral homeland of the Ojibwe and Dakota. We acknowledge the painful history of genocide, forced assimilation, and efforts to alienate the Indigenous inhabitants from their territory here. We honor and respect the many diverse Indigenous peoples still connected to this land, retained tribal sovereignty, treaty rights, and cultural resilience. Indigenous people are spiritual and physical caretakers of this land to which we all belong. Bemidji State University respects these sacred lands, stands with the community members from these Nations, and will fight injustice in all its forms.

OPPORTUNITY OVERVIEW

In the north woods, on the shores of Lake Bemidji, nestled within limitless natural beauty and surrounded by Minnesota's three largest Indigenous nations, lies an opportunity like no other.

Bemidji State University and Northwest Technical College, located in Bemidji, Minnesota, seek a dynamic, visionary, and collaborative president who has the experience, vision, and creativity to lead both a four-year, regional public university and a two-year technical college.

Bemidji State University has been ranked as one of the top 25 public institutions in the Midwest region by U.S. News & World Report for each of the past three years. BSU offers its diverse body of around 4,500 students a comprehensive spectrum of opportunities with more than 100 undergraduate degrees and emphasis areas in more than 50 areas of study, 14 pre-professional programs, 10 graduate programs, and 10 certificates.

As Bemidji State embarks upon its second century of service, our vision is simple: we educate people to lead inspired lives. To achieve this, BSU prioritizes a campus culture in which diversity is embraced and all people are safe, welcome, and validated. BSU also proactively engages with Indigenous communities in northern Minnesota and nationwide in pursuit of its goal to become a destination university.

Northwest Technical College is one of only three pure technical colleges remaining in Minnesota, helping around 1,000 students each year align their education with their employment goals. NTC offers nearly 40 certificates, diplomas, and degrees in 20 programs across six career paths.

For more than 50 years, NTC has prepared students for fulfilling careers in well-paying, in-demand fields. The college's accessible, affordable, hands-on programs also help the region's employers meet their ever-growing need for a highly skilled workforce. With an open-enrollment policy and affordable tuition, NTC meets students where they are with a convenient mix of on-campus, online, and hybrid courses.

Through a shared services alignment, NTC students are able to take advantage of services, support, activities, and opportunities at BSU that expand and enhance their college experience — such as full access to BSU's library and the ability to live in BSU's on-campus resident housing.

BSU and NTC employees are represented by eight bargaining units, including individual faculty unions representing each institution. These unions represent and advocate on behalf of around 650 employees, fostering an effective and collaborative shared governance environment.

BSU and NTC are members of the Minnesota State system of 30 colleges and seven universities, encompassing a total of 54 campuses in 47 Minnesota communities. The third-largest system of higher education in the nation, Minnesota State annually serves more than 340,000 students.

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BEMIDJI STATE UNIVERSITY

OUR VISION We educate people to lead inspired lives.

OUR MISSION We create an innovative, interdisciplinary, and highly accessible learning environment committed to student success and a sustainable future for our communities, state, and planet. Through the transformative power of the liberal arts, education in the professions, and robust engagement of our students, we instill and promote service to others, preservation of the earth, and respect and appreciation for the diverse peoples of our region and world.

SHARED FUNDAMENTAL VALUES Through the sum of their educational experience at Bemidji State, students will have multiple opportunities to learn about, experience, and reflect on the University's Shared Fundamental Values of:

- Civic engagement and leadership
- International and multicultural understanding
- Belief in the power of the liberal arts
- Environmental stewardship

These core values guide Bemidji State's curriculum and services. Not tightly defined, they invite interpretation and discovery.

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NTC Northwest Technical College

OUR VISION Northwest Technical College will be a regional leader in providing accessible and innovative education to meet the evolving needs of our diverse students, communities and workforce.

OUR MISSION Northwest Technical College engages, supports, and prepares students for rewarding careers through innovative programs and hands-on learning.

SHARED FUNDAMENTAL VALUES Our students, faculty, and staff strive for:

- Excellence – focus on quality and continuous improvement.
- Integrity – earn trust by doing what we say we will do; ensure high professional and ethical standards.
- Inclusion – provide an atmosphere of respect, sense of belonging, dignity, and acceptance of all.
- Student Success – provide access and educational opportunities for personal and professional growth.
- Innovation – deliver creative and future-oriented career and technical programs.
- Community Engagement – develop strong collaborative relationships with education, business, and industry to meet regional needs.

BEMIDJI STATE UNIVERSITY

CAMPUS OVERVIEW

ACCREDITATIONS

Higher Learning Commission
- Accredited since Jan. 1, 1943

Commission on Collegiate Nursing Education
- Baccalaureate nursing degree programs

(source: nces.ed.gov/collegenavigator)

AMERICA'S BEST COLLEGES 2021 REGIONAL COLLEGES MIDWEST

BEMIDJI STATE TOP-RANKED Green College

Bemidji State University, located amid the lakes and forests of northern Minnesota, occupies a wooded campus along the shores of Lake Bemidji.

The university was founded in 1919 as Bemidji Normal School, Minnesota's seventh regional school dedicated to educating and preparing high school graduates to return to the state's classrooms as teachers.

BSU offers robust and comprehensive academic programs, including offerings typical of regional higher education institutions with unique programs such as the country's only undergraduate program in exhibit design and its first Indigenous sustainability studies program.

As Bemidji State's service to the north woods has grown, it has taken intentional steps to serve its entire region — including previously underserved communities. Its academic and cultural programming are consistently re-examined and revised to ensure that a world-class education remains accessible and affordable for all students.

National pioneer in Indigenous studies
BSU is home to the world's first collegiate Ojibwe language program, started in 1969. Its American Indian Resource Center opened in 2003, and in 2017 BSU became the first school in the country to sign dual enrollment agreements with each of Minnesota's four tribal colleges.

And, a groundbreaking support program is helping BSU significantly increase the number of Indigenous nurses supporting our communities.

Focus on sustainability
BSU also understands that education extends beyond the classroom, and has been named one of America's greenest colleges and universities by The Princeton Review. Through its sustainability mission, BSU promotes awareness of and instills passion for the Earth. BSU's understanding of sustainability is unique, emphasizing personal wellness and social and economic equity in addition to environmental responsibility.

LARGEST MAJORS:
Business, Nursing, Education, Science, Technological Studies, Criminal Justice, and Psychology

UNIQUE PROGRAMS:
Aquatic Biology; Biochemistry, Cellular & Molecular Biology; Creative & Professional Writing; Exhibit Design; Indigenous Studies; Indigenous Sustainability Studies; Wildlife Biology

Northwest Technical College

Northwest Technical College, one of three pure technical colleges in the Minnesota State system, offers a friendly, supportive learning environment on a spacious, easily accessible campus.

Walk in the main entrance and straight ahead is the OneStop center, a central hub for a vibrant campus. Here — adjacent to the Student Success Center and library, and within easy reach of all on-campus classrooms and the college's state-of-the-art, hands-on labs — students can meet with admissions and financial aid staff and start their path toward their dream jobs.

The college's Student Success Center, opened in 2019, provides tutoring and other services. The benefits have been clear — over the last two years, 89 percent of students who use tutors through the Student Success Center pass their classes. NTC is dedicated to ensuring that our students succeed.

NTC offers 20 fields of study grouped into six different Career Paths — automotive, building trades, business, child care, manufacturing technology, and health care — carefully designed to prepare students to quickly secure well-paying, in-demand jobs.

The college also uses close relationships with its network of Program Advisory Boards to help it respond quickly and nimbly to changes in the workforce. In response to market need, NTC has recently added new programs in commercial refrigeration and gerontology & aging studies.

NTC's technical programs provide about two hours in labs for every hour spent in lecture-style classrooms, giving students the hands-on training they need. The college's labs are filled with industry-leading equipment which matches what students can expect to see on the job. Nearly all of the college's labs have undergone significant renovations — including labs for automotive, programmable logic controllers, nursing simulations, and dental assisting — and an industry-leading commercial refrigeration lab was built to support that new program in 2020.

THE BSU-NTC ALIGNMENT

Bemidji State University and Northwest Technical College have a relationship like no other pair of institutions in Minnesota. While there are other examples within the Minnesota State system of two-year colleges with shared-service models, nowhere else will you find this type of alignment between a four-year university and a two-year college. This unique relationship both reinforces institutional independence and fosters close partnerships.

BSU and NTC were aligned under one president by the Minnesota State system in June 2002. In 2004, the Minnesota State system's Office of Finance merged the state appropriation for the two institutions, and BSU accepted responsibility for managing the budgets for both institutions.

The institutions retain separate missions, visions, and values and academic leadership — BSU under a provost and vice president for academic affairs and NTC under a vice president for academic affairs — and maintain separate accreditations.

However, in areas where services and processes require consistency, and where efficiencies could be maximized, functions have been combined rather than duplicated. For example, for both food service and bookstore operations, one contract serves both institutions. In addition, services such as human resources, financial aid, physical plant, payroll and travel, purchasing, and business services are aligned, providing a greater degree of service and consistency of processes. Other services are shared such as the business office; Information Technology; communications & marketing; institutional research; diversity, equity and inclusion; the American Indian Resource Center; enrollment services; and Public Safety. This collaboration allows for coordinated support and greater resources than could be provided with independent offices.

CAMPUS OVERVIEW

ACCREDITATIONS

Higher Learning Commission
- Accredited since Jan. 1, 1995

Accreditation Commission for Education in Nursing, Inc.
- Nursing, associate degree programs
- Nursing, practical nursing programs

American Dental Association, Commission on Dental Accreditation:
- Dental Assisting

(source: nces.ed.gov/collegenavigator)

THE CITY OF BEMIDJI

Bemidji State University and Northwest Technical College are located amid the lakes and forests of northern Minnesota. Bemidji State occupies a wooded campus along the western shore of Lake Bemidji, while Northwest Technical College lies just three miles east, near Bemidji's robust industrial district.

When settling the Bemidji area in 1750, the Ojibwe people named the lake Bemidjigamaag, a word that translates to English as "a lake with crossing waters," as the Mississippi River flows in from the south and exits on the east. While folk legends claim Lake Bemidji was formed in Paul Bunyan's footprint as he logged his way west, BSU professors will tell you it was simply the final result in the last stage of glaciation in Minnesota.

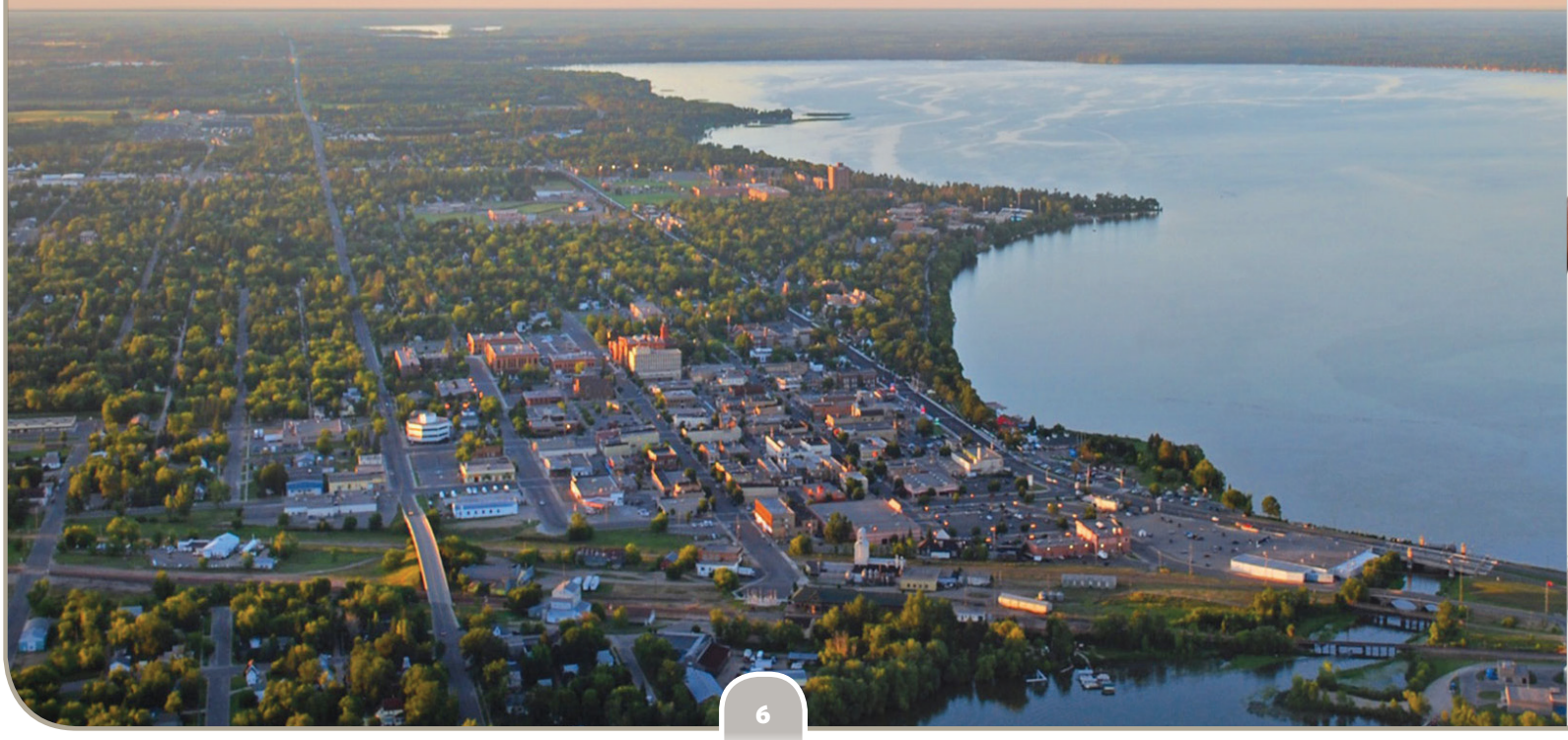
Bemidji is a tight-knit community possessing all the charm and character of a college town. Named after the Ojibwe Chief Shaynowishkung, the city is located between three American Indian tribal nations: the Leech Lake Band of Ojibwe, the Red Lake Nation and the White Earth Nation. While the city of Bemidji proper claims a population of around 15,000, as a regional hub it provides goods, services, and employment to nearly 100,000 Minnesotans.

Located just minutes away from a thriving downtown Bemidji, both the BSU and NTC campus communities have convenient access to affordable restaurants, fine-dining experiences, cozy coffee shops, grocery stores — including a natural foods co-op — city parks, and nearly unlimited outdoor recreational opportunities. Small, locally-owned shops and art sculptures line the streets of downtown Bemidji, while national chains can also be found in and around the Bemidji area. The historic Paul Bunyan Playhouse has a calendar of classic shows, restaurants offer weekly live music performances, the First Friday Art Walk provides a tour of new monthly art exhibits, and annual festivals bring the community together throughout the year.

Additionally, the north woods setting means students, staff, and faculty have a variety of activities available at their fingertips year-round. With more than 400 lakes — and a 240-acre research forest owned by BSU — within 25 miles of the city, there is easy access to kayaking, canoeing, swimming, boating, paddle boarding, hunting, hiking, biking, foraging, fishing, and more. An expansive network of multi-use trail systems are available for running, cross country skiing, single-track or fat-tire biking, and skijoring. Further, downhill skiing, snowboarding, and tubing lies just north of Bemidji at the Buena Vista Ski Area.

Bemidji is also near two of Minnesota's 66 state parks: Lake Bemidji State Park, which sits along Lake Bemidji's northern shore, and Itasca State Park, home to the majestic Mississippi River Headwaters. Both parks are popular recreational and camping destinations where locals and tourists gather for sailing, swimming, and fishing during the summer months and skating, hockey, curling, and, yes, more fishing in the winter.

Of course, no tour of Bemidji is complete without a visit to — and a selfie with — its two most famous residents: the iconic statues of Paul Bunyan and his trusty companion, Babe the Blue Ox. The famed duo, which has greeted visitors to Bemidji since 1937, are on the National Register of Historic Places and were once ranked by Kodak as the second most-photographed statues in America.



BEAVER ATHLETICS

Bemidji State University has a robust and competitive varsity intercollegiate athletics program, participating in the Northern Sun Intercollegiate Conference (NSIC) as a member of NCAA Division II and in the Central Collegiate Hockey Association (CCHA) and Western Collegiate Hockey Association (WCHA) as a member of NCAA Division I for men's and women's ice hockey, respectively.

THE NSIC

The NSIC is a 16-team conference with members in Minnesota, both North and South Dakota, Nebraska, and Iowa. BSU was one of six Minnesota institutions who joined together to found the Northern Intercollegiate Conference in 1932, and all six remain members today. In 1992, the conference merged with the Northern Sun Conference, which was founded as a women's-only league in 1979, to become the NSIC. Bemidji State sponsors 13 sports in the NSIC — baseball, men's and women's basketball, football, men's and women's golf, cross country, tennis, women's indoor and outdoor track and field, soccer, softball, and volleyball — and has won more than 40 conference championships.

A pioneer both regionally and nationally, Bemidji State University recently celebrated the 50th anniversary of its varsity, intercollegiate athletics program for women athletes.

BSU's Division II athletics programs play in state-owned on-campus facilities.

THE CCHA

The BSU men's hockey team is one of eight founding members of the current iteration of the Central Collegiate Hockey Association, which originally started in 1971 before folding in 2013. BSU joins three other Minnesota programs, along with four in Michigan and one in Ohio, as members of the new CCHA.

BSU enters the CCHA's 2021-2022 debut season with one of the proudest traditions in all of college hockey. The Beavers have an all-time record of 1,138-645-145, and since moving to the NCAA Division I level in 1999 have won six conference titles and made five appearances in the NCAA Tournament. Between 1966 and 1998, BSU was the dominant force in small-college hockey, winning more than 700 games and 13 national championships under legendary head coach R.H. "Bob" Peters.

THE WCHA

BSU began offering NCAA Division I women's hockey in 1998 as a founding member of the Western Collegiate Hockey Association, the premier conference in the sport. The NCAA has sponsored women's hockey as a championship sport for 20 years, and WCHA members have won 18 national titles and 11 national Coach of the Year awards. Since its first season in 1998, the BSU women's hockey team has won more than 250 games and had two All-America honorees, and in 2015 head coach Jim Scanlan was named National Coach of the Year.

Both BSU men's and women's hockey teams play in the Sanford Center, a regional events center owned and operated by the city of Bemidji. Beaver Hockey is entering the 12th year of a 20-year lease as the building's anchor tenant.

BEMIDJI STATE
ATHLETICS

FINANCIAL INFORMATION

BEMIDJI STATE UNIVERSITY FY2021

REVENUE

- State Appropriation — $23.83 million
- Tuition & Fees — $28.53 million
- Other — $4.56 million
- Total Revenue — $56.92 million

EXPENSES

- Personnel — $46.18 million
- Other — $12.22 million
- Total Expenses — $58.40 million

NORTHWEST TECHNICAL COLLEGE FY2021

REVENUE

- State Appropriation — $3.71 million
- Tuition & Fees — $2.66 million
- Other — $1.93 million
- Total Revenue — $8.30 million

EXPENSES

- Personnel — $6.17 million
- Other — $2.78 million
- Total Expenses — $8.95 million

STUDENT SUCCESS

The Division of Student Life and Success safeguards students' physical and mental health at both the BSU and NTC campuses. The division aims to assist students and their families throughout the college experience and help to prepare future graduates for the world beyond our doors. It encourages students to develop healthy minds, bodies, and spirits, and through individual support it works toward ensuring that students at both campuses are provided with opportunities to connect with their purpose and become engaged citizens of an increasingly interconnected world.

Resources within the Division of Student Life and Success include:

- Advising Success Center
- American Indian Resource Center
- Career Services
- Hobson Memorial Student Union
- Housing & Residential Life
- Gillett Wellness Center
- Student Center for Health and Counseling
- TRIO / Student Support Services
- Veterans Services
- Campus Dining

NTC Student Success Center

Northwest Technical College operates a Student Success Center independently of the Division of Student Life and Success. Created in 2019, the Student Success Center provides custom-tailored services and access to resources that help ensure the academic success of NTC students. Services include advising support, testing, tutoring, scholarship assistance, and the NTC library. The center also acts as an activity hub for student services shared with BSU, making resources such as accessibility services, the American Indian Resource Center, case management staff, career services, and more available to NTC students. The center also helps to coordinate accommodated testing and student involvement in clubs, organizations, and other student life activities.

Diversity, Equity & Inclusion

Through the Division of Diversity, Equity & Inclusion, BSU and NTC celebrate and embrace diversity and steadfastly seek equitable, inclusive environments for every person who learns, teaches, works at, and visits our campuses. People are valued for their differences, and our campuses strive to reflect that variation. BSU and NTC combat injustices, demonstrate kindness, and encourage every individual to seek and be true to their own identities. In addition, both campuses clearly demonstrate a shared commitment to the Ojibwe and to other Indigenous peoples.

For both BSU and NTC, the division leads campus committees, teams and workgroups dedicated to creating and protecting an environment that embraces diversity, equity, and inclusion. Those include the Americans with Disabilities, Diversity and Inclusion, and Title IX committees; the Equity by Design workgroup; and Bias Incident Advisory Team.

Resources within the division include:

- the Office of Diversity, Equity and Inclusion
- the Center for Diversity, Equity and Inclusion
- the Center for Civil Rights

DEMOGRAPHICS

DEMOGRAPHICS: BSU

Total Headcount	4,577
Undergraduate	4,165
Graduate	412
Full-Time/Part-Time	
Undergrad	66%/34%
Grad	80%/20%
Exclusively enrolled distance	
Undergrad	21%
Grad	81%
In-State / Out-of-State	87%/13%
Full-time beginning undergraduate students...	
...receiving aid	97%
...receiving Pell Grants	31%
Average amount of aid received:	
Grants/scholarships	$4,859
Pell grants	$3,904
Federal student loans	$6,431
Male:Female	43%:57%
White Students	78%
Non-White+non-resident aliens	17%
Unknown	5%
Total Instructional Faculty	
Full-time	162
Part-time	66
Graduate Assistants	13
Awards Conferred (2019-20)	
Associate	21
Bachelor	948
Master	59
Undergraduate Certificate	21
Postgraduate Certificate	7

(source: nces.ed.gov/collegenavigator)

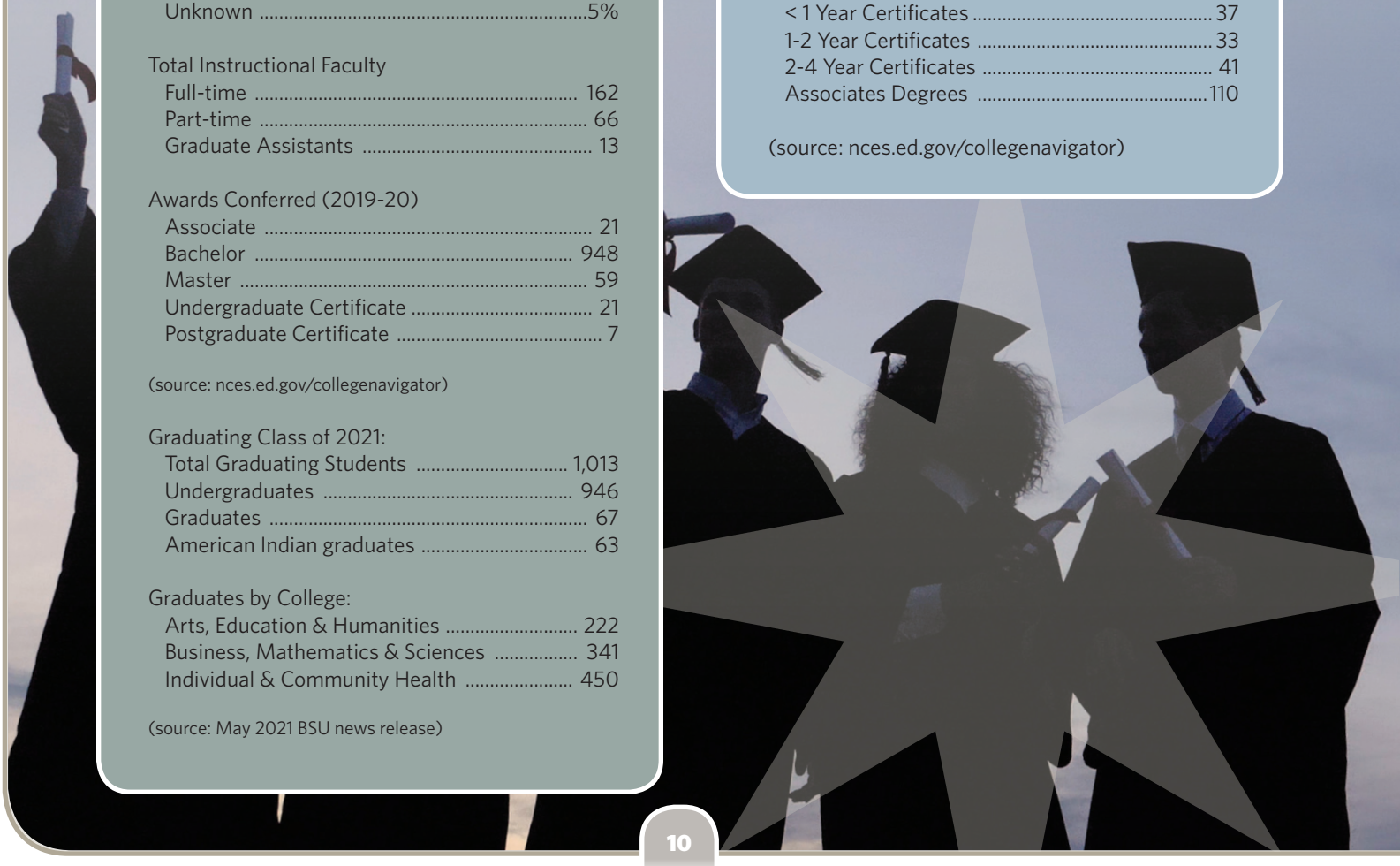
Graduating Class of 2021:	
Total Graduating Students	1,013
Undergraduates	946
Graduates	67
American Indian graduates	63
Graduates by College:	
Arts, Education & Humanities	222
Business, Mathematics & Sciences	341
Individual & Community Health	450

(source: May 2021 BSU news release)

DEMOGRAPHICS: NTC

Total Headcount	825
Undergraduate transfer-in enrollment	115
Full-Time/Part-Time	
Exclusively enrolled distance	54%
In-State	97%
Out-of-State	3%
Full-time beginning undergraduate students...	
...receiving aid	90%
...receiving Pell Grants	53%
Average amount of aid received:	
Grants/scholarships	$3,609
Pell grants	$3,580
Federal student loans	$6,164
Male:Female	26%:74%
White	78%
Non-White+non-resident aliens	19%
Unknown	3%
Total Instructional Faculty	
Full-time	21
Part-time	16
Awards Conferred (2019-20)	
< 1 Year Certificates	37
1-2 Year Certificates	33
2-4 Year Certificates	41
Associates Degrees	110

(source: nces.ed.gov/collegenavigator)



THE BSU & NTC FOUNDATIONS

BEMIDJI STATE UNIVERSITY ALUMNI & FOUNDATION

The Bemidji State University Alumni & Foundation is an institutionally related foundation legally separate from Bemidji State University. It directs Bemidji State's philanthropy initiatives and outreach to its more than 40,000 alumni around the world.

BSU Alumni & Foundation oversees annual giving through major and planned giving, all athletics-related giving, and a number of special events — including the university's traditional Homecoming, Honors Gala, and the Green & White Dinner & Auction for BSU Athletics.

The foundation has partnered with Bentz Whaley Flessner, a Minneapolis-based fundraising consultant, to begin preparation for a capital campaign. The campaign would be the first for BSU since its Imagine Tomorrow campaign, which concluded in 2016 and raised $36.5 million — surpassing the $35 million announced as its goal in the fall of 2013.

As of July 1, 2021, BSU Alumni & Foundation's endowment is valued at $35 million. Since 2017, the foundation has provided more than $7.2 million to campus in support of student scholarships, faculty, facilities, and programs.

In 2016, the separate Alumni Association Board and BSU Foundation Board merged to become a combined board for the Bemidji State University Alumni & Foundation. BSU Alumni & Foundation offices are housed in the historic David Park House, a local landmark once visited by Eleanor Roosevelt, and the Phil Sauer House, adjacent to the BSU campus.

NTC Northwest Technical College FOUNDATION

The NTC Foundation is managed by the Northwest Minnesota Foundation, based in Bemidji as one of six Minnesota Initiative Foundations established by The McKnight Foundation in an experiment on rural philanthropy. Since it was founded in 1986, the Northwest Minnesota Foundation has provided assistance and delivered services resulting in millions of dollars in local philanthropy being funneled back to local organizations to help achieve its mission to make the region a better place to live and work.

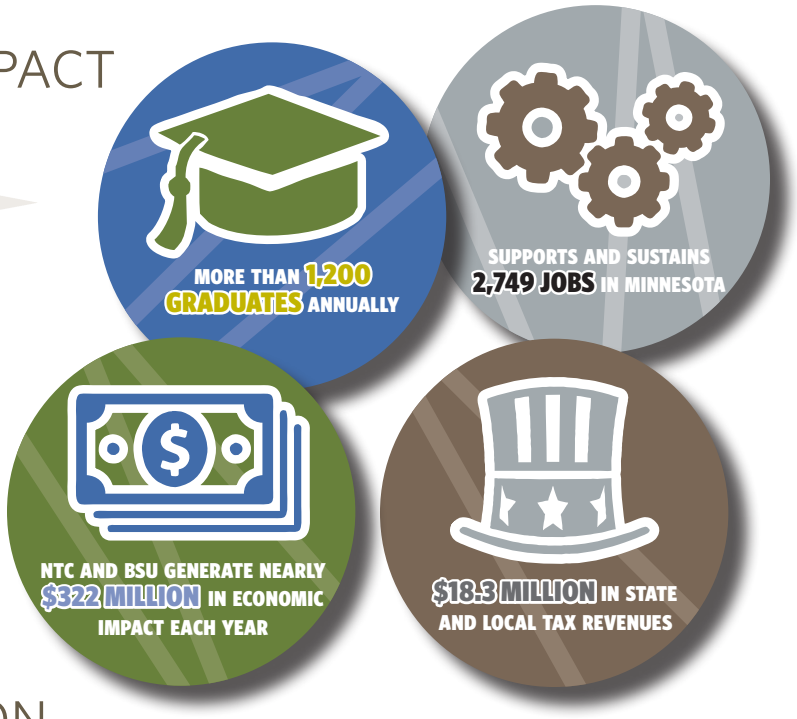
In February 2017, the NTC Foundation Board of Directors voted to enlist the Northwest Minnesota Foundation to provide administrative support as it seeks to increase donor support and help more students prepare for careers in high-demand areas of the region's workforce.

Since that partnership was launched, the NTC Foundation has awarded nearly $178,000 in scholarships to NTC students — including a record $53,500 in 2021 — and has established a highly successful NTC Day of Giving. That event has engaged numerous Bemidji-area businesses in support of the college was instrumental in the creation of NTC's on-campus Student Success Center.

BSU & NTC: ECONOMIC IMPACT

A 2018 study commissioned by the Minnesota State system to measure the economic impact of its 30 state colleges and seven state universities, found that Bemidji State University and Northwest Technical College combine to deliver an estimated total of more than $320 million in economic impact and support and sustain more than 2,700 jobs in the state of Minnesota.

The study also estimated that state and local tax revenues generated by college- and university-related economic activity — which include sales, property, personal income, and corporate income taxes — totaled nearly $18.3 million.



APPLICATION INFORMATION

Bemidji State University and Northwest Technical College seek a strategic and visionary president with the experience and passion to lead two culturally diverse institutions to realize their full potential. The president oversees both institutions, forming an innovative partnership that is unique within the Minnesota State system of colleges and universities.

STRATEGIC AND INNOVATIVE THINKER

The innovative alignment of Bemidji State University and Northwest Technical College increases student access to educational opportunities and ensures wise use of resources. The community welcomes a visionary president who will continue the innovative partnership mentality and seize opportunities that come with a changing higher education landscape. The presidential candidate should be able to be strategic in planning and able in execution, always keeping a student-centric mindset and be a person who equally values liberal arts and professional education. The president's leadership should garner respect and be valued at both the campus and System level.

DIVERSITY & INCLUSION

Bemidji State University and Northwest Technical College attract a diverse group of students, including many international students and a large and growing Indigenous student population. The campuses foster an environment rich in ideas, beliefs, and lifestyles, and are some of the most diverse entities in the region. The community desires a president with an unwavering commitment to promoting diversity, equity, and inclusion and a keen awareness of different cultures. The presidential candidate should be genuine in leadership and action, setting clear expectations with achievable timelines to foster a learning environment that continues to attract a diverse student population and a work environment where differences are respected.

SHARED GOVERNANCE & CORE VALUES

Bemidji State University and Northwest Technical College seek a president who will uphold collective shared governance and who can use the energy of the stakeholders to bring together all under a shared vision. At the same time, the new president should be able to support the shared and individual core values of the institutions in realizing their distinctive missions. The new president should have the ability and the desire to work with all levels, valuing listening and learning from within and without the campus communities. Additionally, the presidential candidate should prioritize transparency, demonstrating thoughtful capability in judgment and action.

ACADEMICS & STUDENT FOCUS

Both Bemidji State University and Northwest Technical College are strongly committed to supporting the educational and career goals of students, and to developing programs responsive to the evolving needs of the greater community and workforce. A president who encourages new and innovative curricular and co-curricular programs and prioritizes superior student services, accessibility, and resources is desired. The presidential candidate should be on the front lines with students at both campuses, engaging in student life and valuing the student voice. Additionally, the president should recognize and work to overcome enrollment barriers for students from all backgrounds.

RESOURCE & COMMUNITY DEVELOPMENT

Bemidji State University and Northwest Technical College prioritize a highly accessible learning environment to serve the students in the region. To continue this commitment, the president will need to seek outside support to maintain the infrastructure, programs and scholarships to support the students and the campuses. There is a need to form and nurture existing strategic alliances with regional businesses, local and state governments, and other institutions within the Minnesota State system. Additionally, the presidential candidate should engage alumni, donors, and friends in ways that stimulate a lifetime of interest, loyalty, and support.

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 both Northwest Technical College and Bemidji State University**
- **A reputation as a leader with vision for the future of higher education**
- **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**
- **Willingness to work in a collective bargaining environment**
- **An appropriate combination of education, training and 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**
- **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 campuses in an authentic, collaborative and transparent manner with integrity and respect**
- **Demonstrated experience advancing diversity and inclusion**
- **Demonstrated commitment to working with Native nations, tribal colleges and Indigenous communities**
- **Proven track record of being a visible, engaged and accessible presence with students, alumni, community leaders, and friends**
- **Willingness to work with K-12 systems and other colleges**
- **Exceptional oral and written communication skills effective with broad range of audiences**
- **An earned doctorate is preferred but not required**

ABOUT MINNESOTA STATE

With 37 institutions, including 30 community and technical colleges and seven state universities, Minnesota State serves 65 percent of the state's undergraduate student population.

We are the partners of choice to meet workforce and community needs, and provide the most affordable higher education option.

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

The system employs more than 15,300 people, many of whom are represented by one of the 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 Minnesota State 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. 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 academic leadership to the 37 colleges and universities of Minnesota State, 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. Learn more on the Chancellor's Office page at MinnState.edu/system/chancellor.

MINNESOTA STATE VISION AND GOALS

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.

As the pandemic crisis has magnified persistent racial disparities across the country and in Minnesota, we have doubled down in 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.

MINNESOTA STATE

Extraordinary Facts

Minnesota State serves 340,000 students annually and more students of color, first-generation college students, and students of modest financial means than anyone else in the state, including:

- **66,400 Black, Indigenous students, and students of color**
- **42,262 First-generation college students**
- **68,553 Low-income students**
- **71,385 Students aged 25 or older**
- **Over 8,800 Veterans and service members**

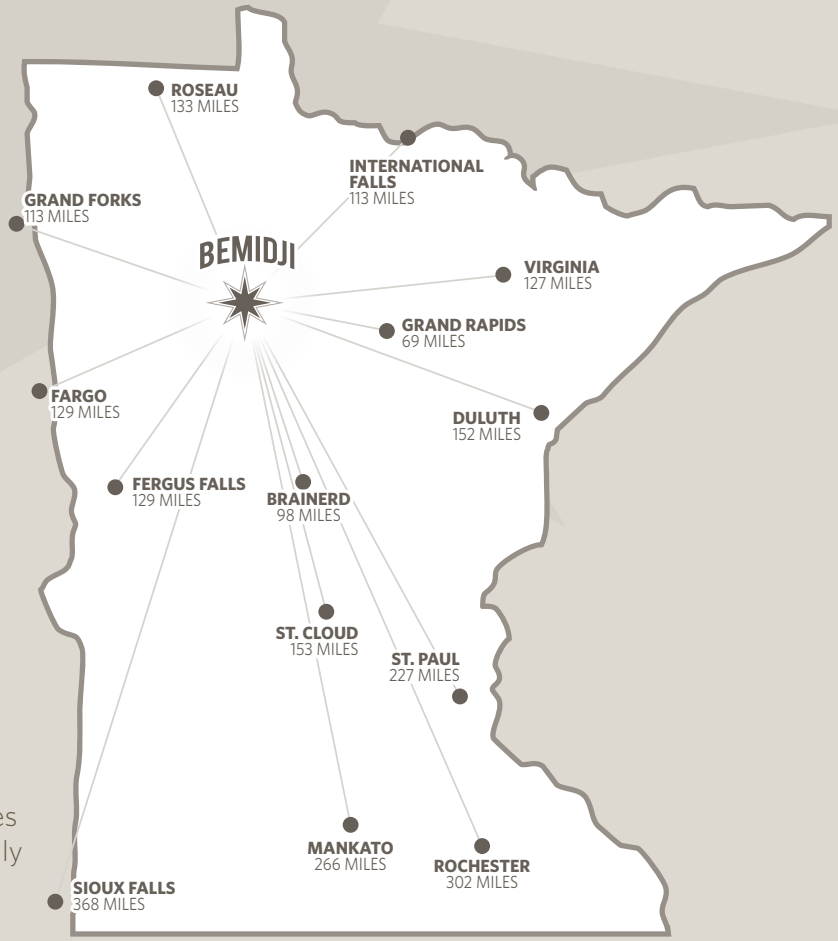
- **We offer the lowest tuition in Minnesota**
- **Our colleges and universities have 54 campuses that are conveniently located in 47 communities throughout Minnesota**
- **We provide more than 3,800 academic programs, including 802 offered entirely online**
- **We award more than 37,000 degrees, certificates, and diplomas annually**
- **86.8% 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 14,500 dedicated faculty and staff focused on student success**
- **We provide essential training and specialized certification options for business, industry, and professionals throughout Minnesota**

BEMIDJI STATE UNIVERSITY

NTC Northwest Technical College

HOW TO APPLY

Greenwood/Asher & Associates, Inc. is assisting Bemidji State University and Northwest Technical College in this search. Applications and nominations are now being accepted. Confidential inquiries, nominations and application materials should be directed to Greenwood/Asher & Associates. For a full application package please provide a cover letter, CV, and list of five references. Submission of application materials as PDF attachments is strongly encouraged. The search will be conducted with a commitment of confidentiality for candidates until finalists are selected. Initial screening of applications will begin immediately and will continue until an appointment is made.



PLEASE DIRECT INQUIRIES NOMINATIONS, AND APPLICATION MATERIALS TO:

Betty Asher,
Co-Founder, Greenwood Asher & Associates
and Vice President & Managing Partner, Kelly
email: *bettyasher@greenwoodsearch.com*

Lauren McCaghren,
Senior Executive Search Consultant
at Greenwood Asher & Associates
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MINNESOTA STATE

Members of the colleges and universities of Minnesota State, Bemidji State University and Northwest Technical College are affirmative action, equal opportunity educators and employers. This document is available in alternative formats to individuals with disabilities by calling 218-755-3883 directly or through the Minnesota Relay Service at 1-800-627-3529.