



Executive Search Profile

Vice President Student Success



MINNESOTA STATE

Minnesota State College Southeast,
A member of Minnesota State

One College, Two Campuses

Minnesota State College Southeast is a small college with campuses in Red Wing and Winona. The college's service region encompasses southeast Minnesota, western Wisconsin, and northeast Iowa along a corridor stretching from Minneapolis/St. Paul to Decorah, Iowa. The two campuses have distinctive characteristics but are one college in administration, structure, policies, procedures, and mission.

Minnesota State College Southeast offers:

- A welcoming college environment, small class sizes, and instructors who know their students by name
- Focused technical training — hands-on learning in clinical settings and state-of-the-art labs
- Transfer Pathway and Associate of Arts degrees for transfer to 4-year colleges and universities

In Winona, the focus is on technology, especially the advanced manufacturing and transportation sectors. Major upgrades to the Winona CNC Machine Tool and Mechatronics labs have been made possible by cash and in-kind donations, state grant support, and partnerships with local industry. The Winona campus houses many other career and technical education programs, including cosmetology, construction technology, welding, electronics, and radiography. Also on the Winona campus is the Norris P. Abts Transportation Center, which houses truck driving, auto body collision technology, and automotive & light duty diesel technology.

The Red Wing campus is best known for its signature programs in band instrument repair, violin repair, and guitar repair & building, unique programs that bring students to Minnesota from all over the country and even around the world. Many of these students already have bachelor's degrees or higher, yet come to a 2-year institution for technical training in a highly specialized craft. In addition, the college has recently launched manufacturing-related programs in mechatronics and bicycle design & fabrication in Red Wing.



Both campuses offer Practical and Associate Degree Nursing and a wide range of Liberal Arts & Sciences majors. More than 30% of credits are earned online, extending the college's impact far beyond its regional borders.

Our Communities

Set along the Mississippi River and flanked by limestone bluffs, Red Wing and Winona are located in one of Minnesota's most scenic and historic areas, connected by Highway 61, designated a Great River Road National Scenic Byway.

Arts and culture thrive in this part of Minnesota. In Red Wing, The Sheldon Theatre, The Anderson Center, and the Red Wing Arts Association present art and music festivals, gallery exhibits, concerts, and plays throughout the year. Winona is widely known as the home of the Great River Shakespeare Festival, the Minnesota Marine Art Museum, and the Frozen River Film Festival.

Southeast Minnesota is also home to a wealth of outdoor activities, including canoeing, kayaking, fishing, hunting, snowmobiling, hiking, and rock climbing. Marinas abound up and down the Mississippi, especially on Lake Pepin, a wide spot in the river some two miles across and twenty miles long. Walkers, bicyclists, and cross-country skiers enjoy miles of paved trails.



Red Wing ●
Winona ●





Enrollment Figures FY23

Total Headcount 2602

Female54.7%

Male.....41.8%

Other/undisclosed.....3.5%

Average Age 24 yrs

Minnesota Residents79%

Wisconsin Residents12%

All other states 8%

States represented 44

Countries represented 9

FY23 Tuition and Fees

Yearly average.....\$6,280

Financial Aid Figures FY23

Federal Financial Aid Awarded
 \$5,015,422

State Financial Aid Awarded
 \$482,345

Loans Borrowed in Federal
 Direct Program
 \$3,193,072

Scholarships Awarded
 (Institutional and External)
 \$383,573

Students Receiving
 Financial Aid/Loans72.6%

The Opportunity

Minnesota State College Southeast seeks a visionary, strategic, innovative, and collaborative leader as its Vice President of Student Success (VPSS). As a visible and engaged member of the campus community, the VPSS will partner with the President in advancing the college’s mission by providing leadership and strategic direction for the Academic and Student Affairs division. By working collaboratively with, and advocating for, Minnesota State College Southeast’s dedicated and accomplished faculty and staff, the VPSS will foster continued programmatic innovation and create new opportunities for enrollment growth.

The successful candidate will have a passion for equity and inclusion; be a data-informed decision-maker with a tolerance for risk; and will be an exceptional listener who works to understand the pulse of the college and the communities we serve.

The Position

As Minnesota State College Southeast’s principal academic and student affairs officer, the VPSS will consistently and conscientiously advance student success. The VPSS will provide visionary leadership for all academic endeavors, including innovation in teaching and learning; curriculum planning, development, and management; strategic planning for academic programs; development and implementation of academic policies and procedures; program review; and academic support. The VPSS is also responsible for holistic student support services including advising, accessibility, career services, co-curricular activities, enrollment management, financial aid, health services, student conduct, student development, student government, student life, and faculty and staff professional development.

The Vice President of Student Success reports directly to the President and serves as a member of the President’s Cabinet.

Reporting directly to the VPSS are the:

- Dean of Academic Innovation
- Dean of Faculty and Academic Operations
- Dean of Students
- Director of Admissions and Enrollment
- Assistant Director of Financial Aid
- Director of Secondary Relations
- Executive Assistant for Student Success

Strategic Actions

Student Success

- Expand direct support services for students and close equity gaps, including basic needs, mental health, peer-to-peer programs, early alert and intervention, culturally relevant teaching and advising, and specialized services.
- Strengthen the technology-enabled student experience by implementing strategic improvements in the student-facing aspects of Starfish, D2L, and other IT systems.
- Improve access to all student service functions by implementing a one-stop, centralized location for these services on both campuses.
- Strengthen efforts to enroll and graduate students with partially completed credentials, including credit for prior learning (CPL) strategies and outreach initiatives for near-completers.

Teaching and Learning

- Champion existing initiatives that are yielding or are expected to yield positive results, including Guided Learning Pathways and Equity 2030.
- Lead the faculty in the creation of innovative academic and experiential programs that prioritize high-demand/high-wage fields, respond to market demand, and appeal to prospective students.
- Develop a center for teaching and learning to support faculty and staff in implementing learning experiences that enhance student success and retention.
- Enhance the assessment of learning inside and outside the classroom to measurably improve and accelerate learning for all students.
- Identify and implement practices that strengthen transfer pathways and increase bachelor's degree outcomes for transfer students.

Community Impact

- Create a more intentional approach to partner with businesses and organizations in connecting their working adult populations to MSC Southeast for training, upskilling, and degree completion.
- Build and implement opportunities for students to have active workplace experiences, such as work-based learning and apprenticeship programs.
- Expand partnerships between area high schools and the college, grow college in the high school and move more dual-enrolled students into matriculated MSC Southeast students.
- Develop and provide ongoing cultural awareness training for students, college employees and the communities we serve.

Infrastructure and Resource Stewardship

- Support and celebrate the work of faculty and staff in the Student Success Division and across the college, encourage collaboration between faculty and staff and address employee workload issues.
- Advance the use of technology in the academic and administrative processes of MSC Southeast, continue to upgrade technology resources and encourage its use.
- Advance the #MSCSoutheastCares and equity and inclusion values of MSC Southeast by promoting a culture of equity and inclusion in all programs and processes including curriculum, faculty and staff hiring, retention practices, and student recruitment and enrollment.
- Consistent with higher education best practices and Higher Learning Commission guidance, monitor the college's outcomes against Minnesota State allocation framework performance goals to expand college resources and improve institutional effectiveness and efficiencies.
- Provide leadership and expertise in assessment, data-informed culture and results oriented decision-making in the governance structure, the classroom, allocation of resources, and administration.

Vice President of Student Success Search Qualifications and Characteristics

The Minnesota State College Southeast community seeks a Vice President of Student Success who is a visionary, an innovator, a strategic thinker, and a person of high energy and unquestioned integrity — a leader who is committed to excellence in teaching and learning in a student-centered learning environment.

Minimum qualifications include:

- Master's degree in related field
- A record of five years of continuing administrative relevant experience in higher education administration
- Demonstrated history as a collaborative leader in working with cross-functional teams to achieve institution goals
- Experience in higher education accreditation, curriculum development, assessment, and evaluation
- Three years' experience fostering trust, teamwork, cooperation and consensus among faculty, staff, and administration in accomplishing the college's student-centered strategic initiatives
- Demonstrated commitment to liberal arts and career and technical education
- Demonstrated support for the delivery of student support services and programs
- Experience using data-informed evidence and proven practices to analyze critical issues in higher education and implement solutions
- Proven commitment and evidence of success in building an equitable and inclusive community
- Experience in personnel and budget management in a college setting
- Demonstrated success in building and maintaining partnerships with business, K-12, or other educational organizations
- Evidence of excellence in interpersonal, verbal, and written communications, and
- Record of leading innovation and organizational change as it relates to academic programs and student services.

Preferred qualifications include:

- Terminal doctoral degree from an accredited institution
- Executive experience working in a collective bargaining college or university environment
- Experience in a comprehensive community college
- Experience teaching at a 2-year community and/or technical college
- Experience implementing Guided Learning Pathways and/or an Equity by Design program
- Experience with federal and state education laws, rules, and regulations including FERPA, Title IX, and Clery Act
- Demonstrated project management skills with a record of accomplishments
- Knowledge of Higher Learning Commission standards, or similar accrediting bodies
- Experience with policy development

Personal Characteristics

- A data-informed decision maker with technological savvy, commitment to and experience with assessment, and demonstrated financial acumen;
- A team builder, able to provide leadership across campus and to build bridges between constituencies;
- Commitment to all aspects of campus life, a history of presence and involvement at campus events, accessible and engaged with faculty, staff and students;
- Transparency, empathy, collaboration, communication, a sense of humor; and
- Demonstrated commitment to a culture of caring.

Application Procedure

To ensure full consideration, please submit: 1) a current résumé or curriculum vitae; 2) a cover letter addressing the Strategic Opportunities and Qualifications overview; and 3) the contact information for three professional references. (All applications are confidential, and references will not be contacted without the expressed authorization of the applicant.) Please submit your application securely through our employment website at: southeastmn.peopleadmin.com/postings/1676.

Applications will be accepted until the position is filled, with materials submitted by Sunday, August 13, 2023 receiving priority consideration.

Direct inquiries and nominations to:
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