



SEARCHING FOR EXCELLENCE

PRESIDENT OF NDSCS



The North Dakota University System (NDUS), State Board of Higher Education (SBHE), and North Dakota State College of Science invite nominations and applications for the position of President of the North Dakota State College of Science (NDSCS). The college is one of 11 publicly supported colleges and universities comprising the NDUS. NDSCS seeks a dynamic, energetic, and passionate leader who will report to Chancellor Mark Hagerott and work collaboratively with colleagues across the college, region, and state to advance its Strategic Plan FY21-23 (www.NDSCS.edu/strategic-plan) in collaboration with the NDUS 2021-2026 Strategic Plan.

The current FY21-23 NDSCS Strategic Plan was developed by thoroughly reviewing available data, best practices, and stakeholder feedback; and has three central goals with complementing strategies and objectives. Goals focus on improving the learning experience, developing partnerships, and ensuring continuous improvement. To ensure continuous quality improvement, every department and area are expected to develop annual goals aimed at achieving the goals identified in the strategic plan (due annually in September).

NORTH DAKOTA STATE COLLEGE OF SCIENCE AT A GLANCE

North Dakota State College of Science (NDSCS) offers degrees, certificates, and diplomas in traditional career and technical studies, as well as the liberal arts. At NDSCS, students gain real-world skills working with new technologies and equipment and learning from experts who have gained their experience in the real world. Most importantly, graduates are prepared to enter the workforce with a challenging, high-paying, and rewarding career.

ABOUT NDSCS

Founded in 1903, NDSCS is one of the oldest two-year, comprehensive, residential colleges in the nation. The main campus is in Wahpeton, ND with a second location less than an hour away, in Fargo, ND.

NDSCS in Wahpeton has a university atmosphere with more than 30 affiliated student clubs and organizations, music groups, theater productions, intercollegiate athletics, intramural athletics, and numerous social activities. Six on-campus living options, dining options, and a vibrant student life are what set NDSCS apart from other two-year colleges. NDSCS-Fargo provides learning opportunities for students through daytime and evening courses. General education classes are available, as well as several program options, including nursing, welding, liberal arts, information and communication technology, emergency medical services, and business management.

Presently, the new Career Innovation Center in south Fargo is under construction (www.ndscs.edu/CIC). The College offers various online courses and programs.

OUR ACADEMICS

The College also provides a variety of distance education classes—for credit and non-credit, workforce training and online courses. NDSCS awards degrees, certificates, and diplomas in traditional career (with an emphasis on the trades and technical studies) and liberal arts transfer programs. Including: 35 Associate Degree Options; 8 Diploma Options; 14 Certificate Options.

STUDENT LIFE

NDSCS, a two-year college with a four-year feel, offers a complete collegiate experience including outstanding academics, residence halls, and a vibrant campus life with student clubs and organizations, fine arts, and athletics.

STUDENT SUCCESS

In 2015, the Student Success Center was developed in the renovated Old Main as a one-stop service and support center for students, faculty, and staff to find help with everything from Academic help and questions, peer and professional tutoring, program changes, accessibility questions and much more. Staff in this area also work closely with faculty to support and follow-up with at-risk students.

ACADEMIC PROGRAMS

- Agriculture
- Architectural Drafting and Estimating Technology*
- Auto Body Repair and Refinishing Technology
- Automotive Technology
- Autonomous Systems Technology (AST)*
- Building Construction Technology*
- Business Management
- Caterpillar Dealer Service Technician*
- Construction Management Technology*
- Culinary Arts*
- Dental Assisting*
- Dental Hygiene*
- Diesel Technology (including Case IH and Komatsu)
- Electrical Technology
- Emergency Medical Services (EMS)
- Health Information
- HVAC/R Technology*
- Information and Communications Technology
- John Deere Tech*
- Land Surveying and Civil Engineering Technology*
- Liberal Arts – Transfer Curriculum Plans (A.A. & A.S.)
- Mechanical Systems
- Occupational Therapy Assistant*
- Pharmacy Technician*
- Plumbing*
- Powersports Technology*
- Practical Nursing (LPN)
- Precision Machining Technology*
- Registered Nursing (AAS RN)
- Registered Nursing (ASN RN)
- Robotics, Automation and Mechatronics Technology
- Technical Studies
- Unmanned Aircraft Systems (UAS)
- Welding Technology

*Unique to NDSCS within the North Dakota University System.



STUDENT OUTCOMES

97%

PLACEMENT RATE

70%

IPEDS RETENTION RATE

84%

OF STUDENTS GRADUATED OR TRANSFERRED WITHIN 6 YEARS

(SAM 2014 Cohort)

EDUCATING & TRAINING IN THE WORKFORCE

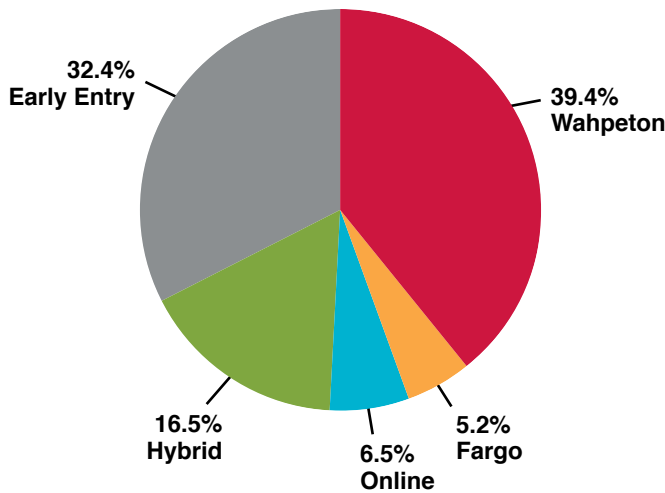
TOTAL

3,761

2021 Impact

Credit Seeking Students	2,802
TrainND Southeast Participants	355
ApprenticeshipND Participants	359
SkillsND Participants	245

STUDENTS BY LOCATION



OPERATING REVENUE

(2020-2021 Actuals/FY21)

\$40,386,940

TOTAL OPERATING REVENUE

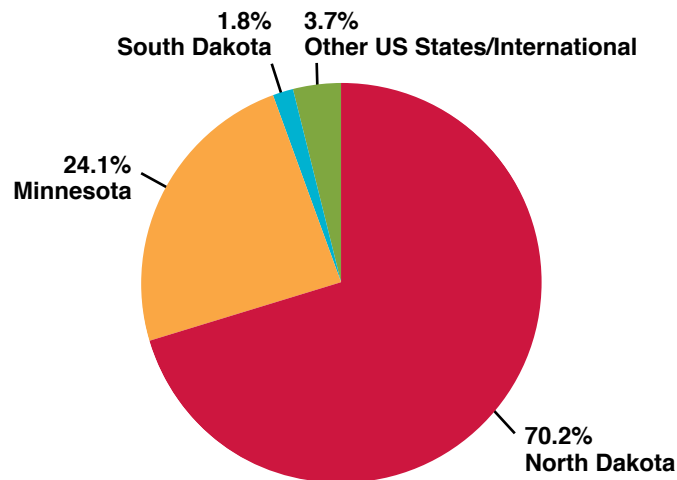
44.9%

FROM STATE SUPPORT

20.8%

FROM TUITION & FEES

STUDENTS BY ORIGIN



NON-CREDIT & WORKFORCE TRAINING

The NDSCS Division for Workforce Affairs is focused on providing comprehensive solutions to meet the workforce needs of both North Dakota and the Red River Valley. The three areas comprising the Division for Workforce Affairs include:

TrainND

The area offers classes ranging from technology to soft skills. As a member of the TrainND statewide workforce training system, students can link to state and region-wide networks of professionals and resources.

ApprenticeshipND

The customized ApprenticeshipND program is set up for non-traditional students who may not be able to attend traditional classes. Students can advance their education and apprenticeship skills while earning steady pay. There are over 100 non-credit correspondence courses in skilled technical positions.

SkillsND

These classes are developed to help unemployed, underemployed or New Americans with or without a GED. SkillsND offers flexible instruction and small class sizes to help students with self-confidence, study habits, and language skills.

NDSCS MISSION & VALUES

The North Dakota State College of Science is a comprehensive, associate degree-granting college founded on a tradition of quality and integrity. We deliver learner-focused education through a unique and evolving collegiate experience. Using innovative delivery strategies, NDSCS anticipates and responds to statewide and regional needs by providing access to occupational/technical programs, transfer programs, and workforce training.

MISSION

To enrich people's lives through responsive, lifelong learning in a dynamic, educational, and technological environment.



ADMINISTRATIVE OVERVIEW

NDSCS ADMINISTRATIVE OFFICES

www.NDSCS.edu/about-ndscs/offices

NDSCS ALUMNI/FOUNDATION

www.NDSCSalumni.com

NDSCS ATHLETICS

www.NDSCSwildcats.com

NDSCS PARTNERSHIPS

www.NDSCS.edu/Partnerships



VALUES

The North Dakota State College of Science acts in accordance with a set of shared values that complement the College's vision and mission statement. The people of NDSCS—students, employees, alumni, and friends—hold learning, integrity, flexibility, and excellence in the highest regard. These values are intended to foster an environment conducive to lifelong learning, encourage behaviors that fulfill the College's mission, and meet the needs of its students. As members of the NDSCS community, we are stewards for many constituents - students, parents, and citizens. They have entrusted us with their resources and their aspirations, and we respond with personal attention, professional conduct, and vibrant enthusiasm for our vocation. Each of us contributes to the success of the College, its students and its alumni. Our shared values embrace our decisions and our daily actions.

Our L.I.F.E. Values

- **Learning:** Engage the campus community in a lifelong learning environment inside and outside the classroom.
- **Integrity:** Work with others and conduct ourselves in a respectful, ethical, honest, and trusting manner.
- **Flexibility:** Consider ideas from all sources and adapt to the needs of our patrons.
- **Excellence:** Deliver superior programs and services that distinguish the college from its peers.

QUICK FACTS

FOUNDED: 1903 (second oldest public, two-year college in the country)

LOCATIONS: Wahpeton, Fargo, Online

SIZE: 33 buildings on 137 acres

ENROLLMENT: 2,802 (Fall 2021)

STUDENT BODY: 52.6% full-time, 47.4% part-time

PROGRAMS: 90 Career Pathways (35 Associate Degree Options, 8 Diploma Options, 14 Certificate Options)

NDSCS.edu/Academics

NICKNAME: Wildcats

ACTIVITIES: 30+ student clubs and organizations, 240+ student activities each year

FINANCIAL AID: Over \$16 million awarded to 94% of students, 69% of students attend NDSCS tuition free

HOUSING: 49.7% of students live on-campus (excludes Fargo and early-entry students)

ATHLETICS: Volleyball, Football, Men's and Women's Basketball, Softball, Baseball, Clay Target, eSports
NDSCSwildcats.com

ALUMNI: 38,000 active alumni NDSCSalumni.com

NDSCS STRATEGIC DIRECTION AND PLANNING

The NDSCS strategic planning process is a development and inclusive process based on intensive data collection and analysis. The NDSCS Accreditation and Strategic Planning Team facilitates the planning process and determines the strategic goals that sets the priorities for the College for the next three to five years. The current FY21-23 NDSCS Strategic Plan was developed by thoroughly reviewing available data, best practices, and stakeholder feedback; and has three central goals with complimenting strategies and objectives. NDSCS FY21-23 Strategic Plan can be found [here](#).

GOAL 1 IMPROVE THE COMPREHENSIVE LEARNING EXPERIENCE

Goal 1 Strategies:

- **Strategy 1.1** Grow the assessment of student learning in co-curricular areas.
- **Strategy 1.2** Strengthen connections and advising for specific student populations (e.g. Transfer, Early Entry, Returning students, Incumbent worker, High-risk students).
- **Strategy 1.3** Effectively utilize technology to enhance students' learning experience.
- **Strategy 1.4** Develop and enhance guided pathways for all curriculums.
- **Strategy 1.5** Expand immersive and real-world learning opportunities (co-ops, internships, simulations, apprenticeships).
- **Strategy 1.6** Enhance the development of students' soft/essential skills.

Key Performance Indicators:

- **1i.a.** Overall, student satisfaction with their experience increases from 5.27 (2020) to 6.0. [1=Not at all satisfied, 2=not very satisfied, 3=somewhat dissatisfied, 4=neutral, 5=somewhat satisfied, 6=satisfied, 7=Very satisfied]
- **1i.b.** Student IPEDS graduation rates increase from 49% (2015 cohort) to 52%
- **1i.c.** Student IPEDS retention rates increase from 67.41% (2019 cohort) to 80%. [2009 (all-time high): 80%]
- **1i.d.** All programs meet or exceed national pass rates or average on national assessments, certifications, and licensure exams

GOAL 2 IMPROVE THE COMPREHENSIVE LEARNING EXPERIENCE

Goal 2 Strategies

- **Strategy 2.1** Enhance current and future marketing and recruitment efforts to grow enrollment.
- **Strategy 2.2** Grow and align programs to meet workforce needs.
- **Strategy 2.3** Grow partnerships in all areas

Key Performance Indicators:

- **2i.a.** Increase the number of employers/employees served by the Workforce Training division 8%. [FY19: 89 Businesses served; 1,203 duplicated participants]
- **2i.b.** Increase the number of graduates entering the workforce in North Dakota by 8%. [2020: 437 graduates in CTE programs; 256 took jobs in ND]
- **2i.c.** Percentage of students graduated or transferred to another institution within 6 years (SAM) increase from 81% (Fall 2013) to 85%.

GOAL 3 COMMITMENT TO THE CONTINUOUS IMPROVEMENT OF NDSCS AND ITS EMPLOYEES

Goal 3 Strategies:

- **Strategy 3.1** Maintain NDSCS's strong fiscal position.
- **Strategy 3.2** Enhance students' accessibility and affordability.
- **Strategy 3.3** Support professional development for all employees.
- **Strategy 3.4** Enhance communication and collaboration college wide.
- **Strategy 3.5** Review processes and policies to reduce barriers to students' success.

Key Performance Indicators:

- **3i.a.** Within each delivery mode (Wahpeton, Fargo, Online, Early Entry) increase annual enrollment by 2%.
- **3i.b.** Maintain employee satisfaction at 4.0 [4.11 (2020)]. [Satisfaction: 1= 'Not satisfied at all' / 2= 'Not Very Satisfied' / 3 = Somewhat Satisfied / 4 = Satisfied / 5 = 'Very Satisfied']
- **3i.c.** Maintain Composite Financial Index in the 4.0 to 5.0 range ("Focus resources to compete in future state") [FY19: 5.62]
- **3i.d.** Partnerships identified in all areas.
- **3i.e.** NDSCS Alumni Foundation scholarship dollars awarded increase 6%.



NDSCS HISTORY OVERVIEW

2021 – On July 7th, the North Dakota State College of Science Alumni/Foundation, along with numerous partners and donors, broke ground in south Fargo for a career workforce academy. Named the Career Innovation Center, the state-of-the-art facility is scheduled to open sometime in 2023. For more information visit www.NDSCS.edu/CIC

2020 – NDSCS successfully navigated the challenges presented by the COVID-19 pandemic. To minimize the risk and spread of COVID-19, NDSCS shifted all courses to remote delivery following Spring Break through the end of the Spring 2020 semester. The 2020 Commencement Ceremony was postponed to August and shifted outdoors. NDSCS resumed modified in-person courses June 2020 through Spring 2021. Physical modifications were made to 95 classrooms to allow for effective hybrid instruction; procedural modifications, including pass/fail grading and remote work, were implemented to foster students' success and employee flexibility. Men's baseball returned to Athletics for the first time since 1963.

2019 – NDSCS added Clay Target and eSports as club sport options for students.

2018 – The William F. Rothwell Center for Science was dedicated and a \$250,000 endowment was established to support NDSCS Science Curriculum.

2017 – In May, NDSCS acquired nearly 95 acres of farmland north of Wahpeton from the Kosel and Patterson families. Owners Linda Patterson and her mother, Mary Kosel, worked with NDSCS Alumni/Foundation and other College staff to arrange the land usage which will be used for an agricultural land lab. In October, the College completed a \$13 million water and sewer infrastructure project. As part of the project, a new arch erected at the south entrance of campus will be an icon for NDSCS for years to come.

2016 – The Hektner Student Center was dedicated in May. Named after long-time instructor and dean, Vernon Hektner, the Hektner Student Center houses the NDSCS bookstore, mail center, student life offices, information technology services, campus police, and the Flickertail Dining Room.

2015 – In August, the extensive \$6.7 million renovation of Old Main was completed and old architectural elements were combined with new technology.

2013 – In July, the \$9 million renovation of both Forkner and Riley Halls was completed, and in September, the \$10.5 million Bisek Hall diesel expansion project was finalized. We also said goodbye to two historical buildings on campus – Hektner and Birch Halls. In November, the \$6.7 million renovation of Old Main began. The NDSCS Ambassadors were developed, a new student group that serves as a resource for NDSCS and the Wahpeton community.

2012 – In April, a \$10.5 million Bisek Hall diesel building expansion project broke ground, and in May, a \$9 million renovation began on Forkner and Riley Halls.

2010 – In July, a \$5.7 million renovation of Horton Hall was completed. The building, originally constructed in 1927 for \$65,000, is LEED certified.

2009 – Wilbur A. Lunday, an NDSCS alumnus, and his wife Betty, both deceased, donated more than \$10 million to the college. NDSCS launched the first Give Kids a Smile Day and, along with several area dentists, provided \$11,000 in free dental services to 50 qualifying area children. In January, NDSCS announced the journey worker track program that offers college credit for completed federally-approved apprenticeship training.

2008 – NDSCS and West Fargo Public Schools join together to offer the Early College program, which allows 11th and 12th grade students to take college classes and earn credit toward an associate's degree while in high school.

2007 – A \$1.5 million renovation began on the Earl "Skip" Bute Alumni Stadium and Frank Vertin Field.

2005 – NDSCS expanded the Welding Technology program to NDSCS-Fargo.

2002 – The North Dakota State Board of Higher Education officially recognized NDSCS as a Centennial College.

1997 – NDSCS established the Skills and Technology Training Center (STTC) as a regional workforce training center located in Fargo.

1987 – North Dakota State School of Science changed its name to North Dakota State College of Science, and converted from the quarter system to the semester system in 1992 as part of a North Dakota University System initiative.

1922 – The first trade and technical programs were offered, and since that time, NDSCS has become widely accepted by employers from across the United States.

Since 1922, NDSCS has followed the basic principles of the Babcock Plan and the North Dakota Plan. The original plan of four interacting curriculum divisions was the result of a survey conducted in 1921 by Dean Earl J. Babcock of the School of Mines of the University of North Dakota. In 1922, the North Dakota State College of Science was named the central trade and technical institution for the state of North Dakota. Under the North Dakota Plan, all trade-technical training in the state for many years was centralized in this institution — a method which proved very satisfactory in a state with sparse population and where agriculture continues to be the primary industry.

1905 – The Arts and Science Division was the first division to be organized, and the Business Division began operation shortly after.

1903 – NDSCS was provided for in the Constitution of the State of North Dakota and began actual operation, making it one of the oldest public two-year colleges in the United States.

ACCREDITATION

NDSCS is accredited through the Higher Learning Commission (HLC) through the Open Pathway which is focused on quality assurance and institutional improvement. The Open Pathway is unique in that its improvement component, the Quality Initiative, affords institutions the opportunity to pursue improvement projects that meet their current needs and aspirations. The Open Pathway follows a ten-year cycle. NDSCS' next reaccreditation will occur in 2024-25. For more information, please link to www.hlcommission.org/component/directory/?Itemid=&Action=ShowBasic&instid=1521

NDSCS also holds the following accreditations by program academic emphasis:

Auto Body Repair and Refinishing Technology – Automotive Service Excellence (ASE) at the National Automotive Technicians Education Foundation, Inc. (NATEF)

Automotive Technology – Automotive Service Excellence (ASE) Master Automobile Service Technology Level at the National Automotive Technicians Education Foundation, Inc. (NATEF),

Dental Hygiene and Dental Assisting – Commission on Dental Accreditation of the American Dental Association,

Diesel Technology – Associated Equipment Distributors, Inc.

Emergency Medical Services (EMS) – Commission on Accreditation of Allied Health Education Programs (CAAHEP)

Health Information – Commission on Accreditation for Health Informatics and Information Management Education (CAHIIM)

Occupational Therapy Assistant – Accreditation Council for Occupational Therapy Education (ACOTE), of the American Occupational Therapy Association (AOTA)

Pharmacy Technician – American Society of Health System Pharmacists and Accreditation Council for Pharmacy Education

Practical Nursing – Accreditation Commission for Education in Nursing (ACEN)

Registered Nursing (ASN and AAS) – Accreditation Commission for Education in Nursing (ACEN) and full approval by the North Dakota Board of Nursing (NDBON)

WAHPETON & FARGO COMMUNITIES

The NDSCS locations are just 50 miles from one another. Both communities possess unique attractions and amenities—boasting urban conveniences with a small-town feel. The Red River Valley (where Wahpeton and Fargo are located) has one of the lowest unemployment rates and a very stable economy. Including their neighboring cities of Breckenridge, MN (Wahpeton) and Moorhead, MN (Fargo), both areas are exceptional places to live and work—featuring low cost living, safe neighborhoods, clean air, numerous indoor and outdoor recreation options, diverse restaurants, great schools, and inclusive communities. In its 2021 “Top 10 Affordable Small Towns Where You’d Actually Want to Live,” Realtor.com lists Wahpeton as #5.

Wahpeton Information

Wahpeton.com
 WahpetonBreckenridgeChamber.com
 VisitWahpeton.com

Fargo Information

FargoND.gov
 FMWFchamber.com/Why-FMWF
 FargoMoorhead.org



NORTH DAKOTA UNIVERSITY SYSTEM (NDUS)

The North Dakota University System consists of five community colleges, four regional universities and two research universities. The System is led by the Chancellor and governed by the State Board of Higher Education (SBHE). Board members are appointed by the governor and confirmed by the state's legislative representatives.

The eleven NDUS institutions prepare students for a broad range of professions by providing career and technical education, traditional academic programs, graduate studies, and research opportunities.

Investment in higher education continues to be a priority in North Dakota as the University System focuses on creating opportunities for student success and a skilled workforce. The System has shared commitment to all our stakeholders that may be summed up in the three simple words: *Access. Innovation. Excellence.*



CHANCELLOR



Dr. Mark R. Hagerott is Chancellor for the North Dakota University System. Prior to his move back home to North Dakota, Dr. Hagerott served on the faculty and held numerous academic leadership roles at the United States Naval Academy. He also served as a planning and strategy director in one of the largest U.S. Army educational organizations,

NATO Training Mission, which included the Afghanistan army, police, air force, and medical school programs. Hagerott served as distinguished professor and deputy director of the Center for Cyber Security Studies at the Naval Academy and served on the Defense Science Board summer study of unmanned systems 2014-2015. He is a commissioner on the Midwestern Higher Education Compact, and Western Interstate Commission for Higher Education.

Chancellor Hagerott's research and writing are focused on the evolution of technology, education, and changes in technical career paths, and he is the author of multiple articles and book chapters, with a recent emphasis on unmanned systems. He served as a non-resident cyber-fellow of the New America Foundation, 2015-2017.

Prior to his transition to an academic career path, Hagerott held numerous leadership positions in the U.S. Navy, both aboard ships and in administrative positions in the Department of Defense. A certified naval nuclear engineer in power generation and distribution, he served as chief engineer for a major environmental project defueling of two atomic reactors. Hagerott also ran tactical data networks for the Navy and rose to ship command prior to his career in higher education. He also served in both Bush administrations, as a White House Fellow in the first Bush administration; and in the office of the Deputy Secretary of Defense in the second Bush administration.

Hagerott holds a B.S. from the U.S. Naval Academy, an M.A. in political science and economics from Oxford University where he attended as a Rhodes Scholar, and a Ph.D. in history from University of Maryland.

The chancellor hails from a multi-generation North Dakota family of farmers and energy producers. The Hagerott-Brandenburg family homesteaded in Center and Mandan before statehood, where his father continues work on the fourth-generation farm, and his mother's family came with the first Bakken oil boom.



THE POSITION

The president is the chief executive officer of North Dakota State College of Science, the second oldest community, two-year college in the United States, which entails oversight of the full range of academic, operational, and professional activities. In conjunction with the chancellor and NDUS, the president is charged with setting strategic direction for the college in academics, fiscal operations, enrollment management, academic support, financial aid, athletics, and student life. Additional responsibilities include leadership for philanthropic initiatives and external relationships with government, industry, and local/state economy.

The president will lead the pursuit of excellence at NDSCS. Using a shared governance model, the president will solicit from all corners of the institution to build, motivate, and achieve success in the development of long-range plans and organizational goals. The president will exercise duties in a

manner consistent with collaborative membership in the North Dakota University System and with the broader goals of North Dakota State College of Science in mind.

Position requirements include a master's degree; a doctorate is preferred. Also, expected will be significant demonstrated leadership experience.

Preferred skills include a) demonstrated collaborative leadership; b) knowledge of current trends in technical education; c) distinguished record of teaching, service, and scholarly activity in a similar or allied college/university setting; d) and/or significant achievements in industry, government, or other related fields.

Salary is competitive and commensurate with qualifications and experience.



STRATEGIC PRIORITIES FOR THE NEXT PRESIDENT

ADVANCING THE DISTINCTIVE ACADEMIC VISION AND MISSION OF NDSCS

The president will have the opportunity to shape a distinctive model for higher education in the 21st century as North Dakota State College of Science continues to develop as a strong institution led by a collaborative team of highly respected and experienced professionals. The people of NDSCS are committed to maintaining a student-centered, intellectually engaging, and hands-on curriculum, focusing on preparing graduates through responsive, lifelong learning in a dynamic, educational, and technological environment. Accordingly, the president must have the experience and insight to provide passionate leadership and advocacy for North Dakota State College of Science as it pursues its core mission of academic excellence and meeting regional workforce needs. The president will need to prioritize and manage expectations within an evolving fiscal climate.

FOSTERING STUDENT SUCCESS AND INVOLVEMENT

The students of North Dakota State College of Science provide energy and innovation to help create a dynamic campus. The president will embrace the talents and contributions of students. Student creativity and leadership should be valued and drawn upon to improve academics and student life. The president also must foster an environment that cultivates student success. The president must be committed to providing the students of North Dakota State College of Science with an exceptional educational and residential experience.

PLANNING FOR ENROLLMENT GROWTH

With the arrival of the Career Innovation Center (Fargo), continued emphasis on the Pathway Program with North Dakota State University, along with other initiatives (e.g., Early Entry Program and online education), all of which are enhanced by the strong workforce training programs available to students at NDSCS, the president must work diligently with the office of admissions and enrollment services and others to continue to develop plans for enrollment growth. In recent years, NDSCS has noted somewhat smaller entering classes than planned, and like most colleges and universities, it relies heavily on tuition to fund elements of its annual budget. Moreover, an overall increase in student enrollment will enrich NDSCS for all.

RESPECTING A VIBRANT FACULTY, ADMINISTRATION, AND STAFF

The president will work to recruit and retain a diverse and exemplary faculty, administration, and staff. Moreover, she or he will assist in maintaining an effective governance model consistent with the institution's mission that will invite participatory, shared governance.

TURNING IDEAS INTO ACTION

North Dakota State College of Science must respond thoughtfully to the challenges of rapidly changing demographics, shifts in the professional market in all its academic programs, changes in technology, and the constantly evolving needs of its students. As well, the president will need to work with the campus, local, and statewide communities to map and assess strategic and action plans to ensure North Dakota State College of Science reaches its full potential.

VALUING DIVERSITY, EQUITY, AND INCLUSION

The president will work directly with the campus communities to demonstrably promote initiatives for diversity, equity, and inclusion. Those initiatives should reflect broadly and consistently to North Dakota State College of Science's pathway toward an accepting and nurturing campus environment for all.

FOSTERING EXCELLENCE

The strength of North Dakota State College of Science begins with the quality of its faculty, staff, students, and institutional partners. The unique array of academic and technical offerings must continue to grow in stature. The president must commit to an environment of inclusion and transparency, which will continue to involve faculty, students, staff, and partners in decision-making processes as they help to set and meet the highest standards. The president must be an enthusiastic spokesperson for the North Dakota State College of Science with internal and external constituencies, continually advancing its mission highlighting its innovative academic and workforce development programs.

ENRICHING CAMPUS FACILITIES

To create a safe and highly functioning college environment, the president will work with members of its campus communities to ensure appropriate facilities support, maintenance, and enhancement. The timely planning, development, and use of campus facilities using efficient, proven, innovative, and environmentally sustainable technologies will ensure that campus facilities are on par with the needs of its faculty, students, and staff.

NURTURING RELATIONSHIPS AND ENTREPRENEURSHIP

The president will heighten North Dakota State College of Science's standing among the varied constituencies it serves. This includes participating on national, state, and local boards; developing alliances with local and regional service organizations and local and state business, agriculture, and industry persons; fostering positive relations with foundations, and college alumni. The president is North Dakota State College of Science's principal liaison with Chancellor Hagerott, the North Dakota University System (particularly, the

Chancellor's Cabinet), State Board of Higher Education, the North Dakota Senate and House of Representatives, the North Dakota federal delegation, and its colleague universities in North Dakota and the region.

STRENGTHENING PHILANTHROPIC DEVELOPMENT

The president must continue to collaborate with the NDSCS's alumni/foundation teams to build a robust framework to support its fundraising program, which over the past decade has increased its endowment to a total of around \$30 million. This will involve planning with partners to establish fundraising priorities, identifying potential friends and donors, and maintaining strict adherence to college and NDUS policies and procedures.

SUPPORTING WILDCAT INTERCOLLEGIATE ATHLETIC PROGRAMS

NJCAA athletics comprise an integral part of the institution, and it will be important for the president to work with the athletics director and others to continue to build on the strengths of Wildcat athletics, particularly as they serve to balance effectively with academic programs on campus. NDSCS's athletic success should continue to be a source of pride for the campus, local community, and region.

BUILDING A BRIGHT FUTURE FOR NORTH DAKOTA STATE COLLEGE OF SCIENCE

The president must possess vision and be an ethical, compassionate, creative, communicative, and energetic leader who can join forces with all constituencies, internal and external, to lead North Dakota State College of Science to its full potential.

THE IDEAL CANDIDATE WILL POSSESS MANY OF THE FOLLOWING QUALIFICATIONS AND ATTRIBUTES:

- Demonstrated focus on student success (e.g., recruiting, retention, graduation rates and placement).
- Understanding of the application of its Career and Technical Education disciplines, along with the breadth and depth of NDSCS's other strong academic programs.
- Demonstration of creative and visionary leadership of academic and/or industry initiatives.
- Established commitment to shared governance, diversity, equity, and inclusion, and servant-leadership.
- Unquestioned personal and professional integrity.
- A passion for being out and about, meeting people in various campus and community settings.
- Ability to understand and provide advocacy for the college's diverse instructional programs.
- Ability to work within a complex, two-location institution with multiple stakeholders.
- Commitment to leadership built on transparency, consensus building, collaboration, and trust.
- Passion for innovation and entrepreneurship.
- Understanding of academic assessment and accountability.
- Skill at developing government, industry, local, and academic partnerships.
- Record of good stewardship of infrastructure and financial resources especially in a changing fiscal environment.
- Experience in development and alumni engagement efforts and willingness to advance fundraising.
- Strong written, verbal, and presentational skills with internal and external audiences.
- An ability to listen, learn, and lead.
- An interest in living in, and participating in activities associated with the Wahpeton, N.D. community.



APPLICATION AND NOMINATION PROCESS

For full consideration, application materials should be received by January 3, 2022, and include a letter of interest addressing the Strategic Priorities and Qualifications/Attributes as described in this Presidential Profile; a curriculum vitae or resume; and five professional references with email addresses, telephone numbers, and your professional relationship to each. Applications will remain confidential through the finalist stage to the extent permitted by law. References will not be contacted without prior knowledge and approval of candidates. Following campus visits by candidates, the North Dakota State Board of Higher Education will conduct interviews and make the final selection. The new president will assume office by July 2022. Application materials should be sent electronically (PDF format or Microsoft Word) to NDSCSpresident@agbsearch.com. All applications and nominations will be handled in complete confidence.

AGB Search is assisting North Dakota State College of Science with this vital search. Candidates are encouraged to reach out to the consultants through an initial email contact to discuss this opportunity.

Sally Mason, Executive Search Consultant, AGB Search
sally.mason@agbsearch.com
C: 765.414.0299

Garry Owens, Executive Search Consultant, AGB Search
garry.owens@agbsearch.com
C: 806.239.3049

CONFIDENTIALITY OF APPLICATION MATERIALS:

Pursuant to NDCC 44-04-18.27, applications and any records related to the applications that identify an applicant are exempt from public disclosure, except that records related to the finalists for the position shall be open to the public after the search committee has identified no fewer than three finalists who will be invited to campus. Pursuant to the North Dakota University System's General Record Retention Schedule, all records related to this search will be maintained for a minimum of three years, and all applications and related materials shall be retained for a minimum of six years, though the application materials of non-finalists shall remain confidential.

EEO/AA STATEMENT: *The North Dakota University System is an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, age, disability, or veteran status.*

VETERAN'S PREFERENCE NOTICE: *Pursuant to NDCC 37-19.1-02(4) this position is not subject to veteran's preference.*

NO SMOKING NOTICE: *As an employer, the State of North Dakota prohibits smoking in all places of state employment in accordance with N.D.C.C. § 23-12-10.*

Applicants must be eligible to work in the U.S. and I-9 employment certification is required at hire. There is no sponsorship available for this position.

Successful completion of a criminal history background check for finalists is required.



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