



SEARCHING FOR EXCELLENCE

VICE PRESIDENT FOR INSTRUCTION



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 critical skills working with new technologies and equipment and learning from experts who have gained their experience in the real world. Most important, graduates are prepared to transfer their work to four-year institutions or jump right into the working world with a challenging, high-paying, and rewarding career. The college also offers a variety of distance education and online courses. Approximately 97% of 2020 graduates are employed or pursuing additional college education.

NDSCS seeks a bold, can-do, creative, and forward-looking leader who will respect the unique character, history, and legacy of the college. The Vice President for Instruction will have the rare opportunity to reimagine a position bridging traditional career and technical studies with equally robust liberal arts programs. The new vice president will focus on executing the NDSCS mission of learner-focused education through occupational/technical programs, transfer programs, and workforce training. The vice president will continue the strategies and goals in the FY21-23 strategic plan, keeping NDSCS' values of learning, integrity, flexibility, and excellence at the forefront.



NDSCS HISTORY OVERVIEW

1903 - NDSCS is provided for in the Constitution of the State of North Dakota and begins actual operation under the name State Scientific School, making it one of the oldest public two-year colleges in the United States.

1905 - The Arts and Science Division is the first division to be organized, and the Business Division begins operation shortly after.

1922 - The first trade and technical programs are offered, and since that time, NDSCS has become widely accepted as a hub for recruiting employees. NDSCS follows 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. NDSCS is 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. NDSCS provides practical, hands-on education for thousands of students who, upon graduation, become available to meet business, professional and industrial needs.

1987 - North Dakota State School of Science changes its name to North Dakota State College of Science and converts from the quarter system to the semester system in 1992 as part of a North Dakota University System initiative.

1997 - NDSCS establishes the Skills and Technology Training Center as a regional workforce training center located in Fargo.

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

2005 - NDSCS expands its welding technology program to the Fargo location.

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

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

2009 - Wilbur A. Lunday, an NDSCS alumnus, and his wife Betty, both deceased, donate more than \$1 million to the college. NDSCS launches the first Give Kids a Smile day and along with several area dentists, provide \$11,000 in free dental services to 50 qualifying area children. In January, NDSCS announces the journey worker track program that offers college credit for completed federally-approved apprenticeship training. NDSCS also launches social media initiatives including Facebook and Twitter.

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

2012 - In April, a \$10.5 million Bisek Hall diesel building expansion project breaks ground, and in May, a \$9 million renovation begins on Forkner and Riley halls.

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

2015 - In August, the extensive \$6.7 million renovation of Old Main is completed and old architectural elements are combined with new technology. "This is a milestone celebration at NDSCS," says Dr. Richman. "Old Main was the original building on the NDSCS campus in Wahpeton and today we celebrate its history along with its future."

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 the NDSCS Alumni/Foundation to arrange the land usage which will be used for a land lab. In October, the college completed a \$13 million water, 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.



LEADERSHIP

A member of the North Dakota University System (NDUS.edu), NDSCS is one of the oldest two-year comprehensive, residential colleges in the country.

John Richman is President of the North Dakota State College of Science. The leadership team strives to attract, educate, and train the workforce for the state of North Dakota and beyond. When Dr. Richman became ninth president in 2007, he brought with him a unique perspective on the college and its potential, the result of nearly four decades of association with NDSCS. A native of Indiana, Dr. Richman first arrived at the college as a student in the early 1970's. Over the years, he has served the college as a coach, instructor, and administrator. The Vice President for Instruction reports directly to the President.

MISSION, VISION AND VALUES

Mission

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.

Vision

A clear vision guides the college: To enrich people's lives through responsive lifelong learning in a dynamic educational and technological environment.

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 and to 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 follow:

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.

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's last reaffirmation of accreditation was in 2015-2016 and is currently in good standing.

[Accreditation – North Dakota State College of Science \(NDSCS\) | Wahpeton/Fargo](#)

STRATEGIC DIRECTION & PLANNING

The NDSCS strategic planning process is a developmental 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. 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). The NDSCS FY21-23 Strategic Plan can be found [here](#).

QUICK FACTS

A talented, dedicated faculty and staff assist some 2,800 students in chosen career pathways realized through options in 33 Associate degree programs, eight diplomas, and 12 certificates. The college also offers an array of distance education and online courses. Student athletes, the Wildcats, compete in six intercollegiate sports as part of the Mon-Dak Conference.

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

LOCATIONS: Wahpeton, Fargo, Online

ENROLLMENT: 2,829 (Fall 2020)

STUDENT BODY: 53.4% men, 46.6% women

PROGRAMS: 84 Career Pathways (33 Associate Degree Options, 8 Diploma Options, 12 Certificate Options) [NDSCS.edu/Academics](https://www.ndscs.edu/Academics)

PLACEMENT RATE: 97% (2020 graduates)

ACTIVITIES: 30+ student clubs and organizations

ATHLETICS: Volleyball, Football, Men's and Women's Basketball, Softball, Baseball [NDSCSwildcats.com](https://www.ndscswildcats.com)

NICKNAME: Wildcats

FINANCIAL AID: Over \$16 million awarded to 94% of students

HOUSING: 46% of full-time students in Wahpeton living on campus

ALUMNI: 38,000 active alumni [NDSCSalumni.com](https://www.ndscsalumni.com)

COLLEGE COMMUNITY

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. On-campus living, 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.

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. Both communities are exceptional places to live and work – featuring a low cost of living, safe neighborhoods, clean air, numerous recreation options (indoor and outdoor), diverse restaurants, great schools, and inclusive communities.

[Wahpeton.com](https://www.Wahpeton.com) | [WahpetonBreckenridgeChamber.com](https://www.WahpetonBreckenridgeChamber.com)
[FargoND.gov](https://www.FargoND.gov) | [FMWFchamber.com/Why-FMWF](https://www.FMWFchamber.com/Why-FMWF)

WORKFORCE AFFAIRS

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 craft 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.

CANDIDATE LEADERSHIP ATTRIBUTES AND QUALIFICATIONS

The new vice president will arrive with strong communication and team-building skills, assuring that college policies and procedures enhance learning. The successful candidate will be dedicated to a rigorous, compassionate, and learner-centered college in support of student success in both credit and non-credit areas. Further, the candidate will join with leadership to champion a unified, continuous improvement environment for the entire NDSCS community. Additional attributes, qualifications, and requirements include the following:

- Knowledge of strategic planning with clear, collaborative, fact-based decision-making abilities based upon higher education trends;
- Fiscal management and allocation experience with organizations of similar complexity;
- Significant higher education engagement with credit, non-credit, and certificate programs;
- Appreciation for the academic mission in all decision making, including the technological infrastructure, budget, fundraising, and communications;
- Understanding of and commitment to advance accreditation demands at national and regional levels;
- Capacity to assist in an important focus on increased enrollment, from effective recruitment through matriculation and graduation;
- Support of NDSCS direction to increase access, achievement, retention, and success for all students;
- Commitment to develop and strengthen strategies in support of diversity, equity, and an inclusive community;
- Approachable, innovative, and empowering style for students and faculty/staff alike, valuing the tenets of shared governance;
- Ability to strengthen and expand engagement with other colleges/universities, school districts, government agencies, industry/businesses, and community organizations to promote academic partnerships, scholarships, and resources;

- Capable of assisting with private and corporate contributions, promotion of contributions to the alumni foundation, and advancing grant proposals and initiatives to support teaching and learning;
- High emotional intelligence with strong spoken, written, and listening skills and an open-door, open-mind style;
- Administration and/or teaching background in a two-year college setting (preferred);
- Five years of experience in education administration or a closely related area (required);
- Five years of positive, established working relationships with federal, state, and/or legislative elected officials (required);
- Administrative supervisory experience as a senior administrator, dean, or director of multiple direct reports (required);
- Earned doctorate or terminal degree from an accredited institution of higher education (preferred; Master's degree required).

APPLICATIONS AND NOMINATIONS

The Vice President for Instruction will demonstrate a strong work ethic, authenticity, and integrity. To assure best consideration, applications and nominations should be received by July 9, 2021. The application should include a letter of interest addressing the qualities described (not more than 3 pages); a current résumé (or curriculum vitae); and the names of at least five professional references with each person's position, office or home address, e-mail address, and telephone numbers. References will not be contacted without prior authorization from the applicant. It is expected that the Vice President for Instruction will assume office in fall 2021.

The search is being assisted by James McCormick, jim.mccormick@agbsearch.com, 651-238-5188, and Janice Fitzgerald, janice.fitzgerald@agbsearch.com, 717-580-0663, AGB Search. Nominations and applications should be sent electronically (MS Word or PDF Format) to NDSCSvpinstruction@agbsearch.com. Additional important information may be found at [NDSCS.edu](https://www.ndscs.edu) and [AGBsearch.com/Active-Searches](https://www.agbsearch.com/Active-Searches).



NDSCS EQUAL OPPORTUNITY POLICY

North Dakota State College of Science does not discriminate on the basis of age, color, gender identity/expression, genetic information, marital status, national or ethnic origin, mental or physical disability, public assistance status, race, religion, sex, sexual orientation, familial or parental status, status as a U.S. veteran/service member, or participation in lawful activity off the employer's premises during nonworking hours which is not in direct conflict with the essential business related interests of the employer. This non-discrimination statement applies to all phases of NDSCS's employment process, admissions, financial aid programs and all other aspects of its educational programs and activities.

Furthermore, this non-discrimination statement applies to sexual harassment and sexual violence (forms of sexual discrimination) if such conduct has a negative effect on an individual's educational or work environment, regardless if such conduct occurs on or off campus.

The North Dakota State College of Science is an equal opportunity employer and equal opportunity educator. NDSCS is fully committed to equal opportunity in employment decisions and educational programs and activities. All practices are in compliance with all applicable federal and state laws, for all individuals without regard to age, color,

gender identity/expression, genetic information, marital status, national or ethnic origin, physical and mental ability status, public assistance status, race, religion, sex, sexual orientation, familial or parental status, status as a U.S. veteran/service member, or participation in lawful activity off the employer's premises during nonworking hours which is not in direct conflict with the essential business-related interests of the employer.

[601.01 Equal Opportunity Policy and Non Discrimination Statement | NDSCS Policy](#)

Inquiries regarding non-discrimination policies should be directed to:

Sandi Gilbertson
Executive Director of Human Resources

Haverty Hall 136
North Dakota State College of Science
800 Sixth Street North, Wahpeton, ND 58076-0002
Phone: 701-671-2904

Inquiries regarding Title IX inquiries should be directed to:

Jane Vangness Frisch, Ph.D.
Vice President for Student Affairs

Old Main 340D
Phone: 701-671-2627

