Presidential Search Profile
Ridgewater College

MINNESOTA STATE
A member of Minnesota State

RIDGEWATER COLLEGE
Ridgewater College seeks a visionary leader to work with students, faculty, staff, and the community to advance its mission of providing quality education opportunities for diverse student learners. Ridgewater is a dual-campus community and technical college that serves as a critically important resource for the students and communities of rural West Central Minnesota, especially the cities of Willmar and Hutchinson where the campuses are located.

The college serves more than 5,000 students through its nearly 100 academic programs and more than 68,000 training hours for individuals and businesses through customized training and continuing education. While both campuses offer a liberal arts education, technical educational programs vary by location. Several programs have gained a regional and national reputation for distinction, including the Nondestructive Testing Program and the award-winning Veterinary Technician Program.

Ridgewater College is one of the region’s most important economic drivers, which results in strong partnerships with regional business and industry, including active advisory programs that help shape curricula and ensure that Ridgewater graduates have the skills employers need. This role in the region also is reflected by the support afforded to the Ridgewater Foundation, which provides between $225,000 and $275,000 annually in student scholarships, and more than $400,000 in additional cash and non-cash support for equipment, supplies, technology enhancements, and other essentials benefiting academic programs.

An additional distinguishing factor at Ridgewater College is the collective ethic of continuous improvement shared by faculty and staff, 36 percent of whom are proud graduates of the college. They take great satisfaction in what the college has accomplished, but faculty and staff are strongly committed to making good programs great in order to ensure student success in the workplace.

Willmar and Hutchinson are regional hub communities that offer a small town feel. The area has easy access to lakes, state parks, and the Twin Cities metropolitan area. The Willmar campus has the largest physical footprint of the two campuses, with over 68,000 square feet across eight buildings on more than 206 acres. The Hutchinson campus is comprised of two separate locations. The main campus is comprised of one building with over 177,000 square feet on 52+ acres. The Business Development Center, which is located a few miles away from the main campus, houses Customized Training and Continuing Education in Hutchinson with 18,000 square feet on 6+ acres.

More than $31 million has been invested in capital projects, asset preservation, and equipment repair and replacement during the past 10 years. The Willmar Campus recently completed a nearly $14 million renovation of the technical instructional lab and Student Center. This completed the capital project that began in 2008 with a $4 million technical instructional addition and science lab initiative.

The Higher Learning Commission (HLC) accredits Ridgewater. Since 1996, the college has maintained this accreditation through participation in HLC’s rigorous Academic Quality Improvement Program (AQIP). In addition to our institutional accreditation, many of the college’s program areas have achieved accreditation and certification status.

Minnesota State Colleges and Universities

Minnesota State is the largest single provider of higher education in the state. With 37 institutions, including 30 community and technical and seven state universities, Minnesota State serves 58 percent of the state’s undergraduate student population.

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

Extraordinary Facts

- We serve 375,000+ students annually and more students of color, first-generation college students, and students of modest financial means than anyone else in the state, including:
  - 63,500 Students of Color and American Indian Students
  - 48,500 First-Generation College Students
  - 84,000 Low-Income Students
  - 95,000 Students Aged 25 or Older
  - 10,000 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 3,700 academic programs, including nearly 600 offered entirely online.
- We award more than 40,000 degrees, certificates, and diplomas annually.
- 85% 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 16,000 dedicated faculty and staff focused on student success.
- We provide essential training and specialized certification options for business, industry, and professionals throughout Minnesota.

Governance

Minnesota State’s 15-member 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.

Chancellor

Under the direction of the Board of Trustees, the chancellor is chief executive officer of Minnesota State and is responsible for providing academic leadership to the system’s 37 colleges and universities, 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.

Strategic Framework

In January 2012, the Board of Trustees adopted a strategic framework for Minnesota State’s future. The framework emphasizes the essential role the system plays in growing Minnesota’s economy and opening doors of educational opportunity to all Minnesotans. Minnesota State recently completed a multiyear self-examination and is now moving to operationalize the strategies in the Strategic Framework.

- To ensure access to an extraordinary education for all Minnesotans
- To be the partner of choice to meet Minnesota’s workforce and community needs
- To deliver to students, employers, communities and taxpayers the best value and most affordable higher education options
### Mission

Ridgewater provides quality education opportunities for diverse student learners in an inclusive, supportive, and accessible environment.

### Vision

Ridgewater College will be a dynamic educational leader exemplifying innovation and excellence within a student-centered learning environment.

### Values

Ridgewater College values a learning environment that:

- Focuses on student needs and student success
- Equips students to think critically and creatively, solve problems, and adapt to a rapidly changing world
- Embraces diversity of thought, diversity of individual background, and affirms the worth and dignity of each individual
- Focuses on continuous improvement by establishing success indicators, measuring against those indicators, and using the results to make strategic decisions
- Promotes ethical and honest behavior and accountability at both an institutional and individual level
- Demonstrates and reinforces the value of lifelong learning
- Reaches beyond the college's walls to the community, the region, and the world

### DEMOGRAPHICS

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<thead>
<tr>
<th>Total number of students served</th>
<th>4,991</th>
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<tbody>
<tr>
<td>Willmar campus</td>
<td>2,832</td>
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<tr>
<td>Hutchinson campus</td>
<td>2,159</td>
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<th>Total FYE equivalent</th>
<th>2,754</th>
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<tr>
<td>Willmar campus</td>
<td>1,339</td>
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<tr>
<td>Hutchinson campus</td>
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<th>Total percent female</th>
<th>55%</th>
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<tr>
<td>Willmar campus</td>
<td>52%</td>
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<tr>
<td>Hutchinson campus</td>
<td>59%</td>
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<th>Total percent male</th>
<th>43%</th>
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<tr>
<td>Willmar campus</td>
<td>45%</td>
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<tr>
<td>Hutchinson campus</td>
<td>41%</td>
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<table>
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<tr>
<th>Total percent students of color</th>
<th>15%</th>
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<tr>
<td>Willmar campus</td>
<td>18%</td>
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<tr>
<td>Hutchinson campus</td>
<td>12%</td>
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<table>
<thead>
<tr>
<th>Total first generation</th>
<th>61% or 3,067</th>
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<tbody>
<tr>
<td>Willmar campus</td>
<td>60% or 1,694</td>
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<tr>
<td>Hutchinson campus</td>
<td>64% or 1,373</td>
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<table>
<thead>
<tr>
<th>Average age of students</th>
<th>25</th>
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<tr>
<td>Total Ridgewater employees</td>
<td>657</td>
</tr>
<tr>
<td>Female</td>
<td>393</td>
</tr>
<tr>
<td>Male</td>
<td>264</td>
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| Average age of employees        | 51 |

### College History

In February 1961, Independent School District 347 in Willmar, Minnesota, voted with a resounding 95.5% “yes” to establish Willmar Community College as part of the Willmar School District. The new college was to provide technical education as well as a transfer division. The School District entered into a 20-year lease purchase with the United States Air Force and in September 1961, the college opened its doors to 87 students in six vocational programs. In 1965, the college split into two separate institutions: Willmar State Junior College and Willmar Area Vocation Technical Institute (WAVTI).

In the fall of 1967, Independent School District 423 in Hutchinson, Minnesota, opened Hutchinson Vocational Technical Training Center with 38 students in four vocational programs. In 1969, it was renamed Hutchinson Area Vocational Technical Institute (HAVTI).

In July 1992, Hutchinson-Willmar Regional Technical College formed through the legislatively mandated merger of the technical colleges in Hutchinson and Willmar. In the spring of 1993, the North Central Association of Colleges and Schools accredited the new college. In July 1995, the State University System, the State Community College System, and the State Technical College System merged. Under this new alignment, the Higher Education Board assumed the governance of the 64 institutions. As a result, in July 1995, a single board governed both Hutchinson-Willmar Regional Technical College and Willmar Community College.

Ridgewater College formed on July 1, 1996, through the merger of Hutchinson-Willmar Regional Technical College and Willmar Community College, forming a single college with comprehensive campuses in Hutchinson and Willmar.

### Enrollment Trends

In recent years, Ridgewater College has experienced enrollment declines similar to that seen at other public two-year colleges. However, the college’s enrollment outlook is expected to remain relatively steady over the next three years due to steady area high school graduation rates and as a result of community growth and investment.

Full-year equivalent (FYE) enrollment was 2,754 in fiscal year (FY) 2017. FYE enrollment peaked at 3,537 in FY 2011 and has averaged 2,943 over the past five years. The college serves nearly 5,000 students in credit-bearing programs annually. The number of students taking the majority of their classes online has grown from 12% in FY 2012 to 21% in FY 2016.
ACADEMIC PROGRAMS

Advanced Manufacturing and Engineering Technology
- Advanced Manufacturing Technology (AAS, Diploma)
- Automation and Robotics Systems Technology (AS, Diploma)
- CNC Technology (AAS, Diploma)
- CNC Precision Manufacturing Technology (AAS, Diploma)
- Computer Aided Drafting and Design (AAS, Diploma)
- Computer Aided Drafting Technician (Certificate)
- Electronics Technology (AAS, Diploma)
- Machining Technician (AAS, Diploma)
- Manufacturing Technology (AAS, Diploma)
- Nondestructive Testing Technology (AAS, Diploma)
- Process Controls Technician (AAS, Diploma)
- Process Controls Technology (AAS, Diploma)
- Welding (AAS, Diploma, Certificate)

Agriculture & Veterinary Technology
- Agriculture Business (AAS, Diploma)
- Agricultural Science and Technology (AS, Diploma)
- Agronomy Technology (AAS, Diploma)
- Dairy Management (AAS, Diploma)
- Farm Business Management (AAS, Diploma)
- Farm Operation and Management (AAS, Diploma)
- GIS / GIS Technology for Agriculture (AAS, Diploma)
- Precision Farming (Certificate, Veterinary Technology (AAS, Diploma)

Art and Design
- Art (Gen Ed)
- Audio & Video Technology (AAS, Diploma)
- Multimedia Design Technology (AAS, Diploma)
- Music (Gen Ed)
- Professional Photography Technology (AAS, Diploma)
- Theater (Gen Ed)

Automotive Technology
- Auto Body Collision Repair (AAS, Diploma)
- Automotive Service Technology (AAS, Diploma)

Business & Marketing
- Accountant (AAS, Diploma)
- Accountant Clerk (Diploma)
- Accounting Technician (Diploma)
- Administrative Assistant (AAS, Diploma)
- Entrepreneur (Certificate)
- Healthcare Administrative Assistant (AAS, Diploma)
- Legal Assistant (AAS, Diploma, Certificate)
- Marketing and Design (AAS, Diploma)
- Marketing and Sales Management (AAS, Diploma)
- Medical Transcription (Certificate)
- Microsoft Specialist (Certificate)

Construction Trades
- Audio / Video Technology (AAS, Diploma)
- Carpentry (AAS, Diploma)
- Carpenter - 1 year program (Diploma)
- Electrician (AAS, Diploma)

Cosmetology & Massage Therapy
- Advanced Esthetics (AAS)
- Advanced Esthetics (Certificate)
- Advanced Skin Care for Estheticians (Certificate)
- Cosmetology (AAS, Diploma)
- Esthetics (Certificate)
- Massage Therapy (AAS, Diploma)
- Nail Care Technology (Certificate, Education (AAS, Diploma)
- Early Childhood Education (AAS, Diploma)
- Early Childhood Special Education (Certificate)
- Education Professional Program (AAS, Diploma)
- Education Paraprofessional (Certificate)
- Education Professional Program (AAS, Diploma)
- High School Athletic Coaching (Certificate)

Health Care
- Activity Assistant (Diploma)
- Activity Director (AAS)
- Activity Professional Basic MEAP 1 (Certificate)
- Activity Professional Basic MEAP 2 (Certificate)
- Chemical Dependency Counseling (Certificate)
- Emergency Medical Technician (EMT) (CREDENTIAL)
- Health Information Technician (AAS)
- Health Science Broad Field (AS)
- Health Support Specialist (Certificate)
- Healthcare Administrative Assistant (AAS, Diploma)
- Home Health Aide (Certificate)
- Massage Therapy (AAS, Diploma)
- Medical Assistant (AAS, Diploma)
- Medical Coding Specialist (Diploma)
- Medical Transcription (Certificate, Nursing for RN degree (AS)
- Nursing for EMT degree - MANE (BS)
- Nursing for LPN degree - Practical (Diploma)
- Nursing Assistant (Diploma)
- Paramedic (AAS, Diploma)
- Phlebotomy Technician (Certificate)
- Universal Care (Certificate)

Information Technology
- Computer Programmer (AAS, Diploma)
- Computer Support Technician (AAS, Diploma)
- Cybersecurity (AAS, Diploma)
- Helpdesk Technician (Certificate)

Java Computer Programmer (Certificate)
Mobile Application Design (AAS, Diploma)
Multimedia Design Technology (AAS, Diploma)
Network Systems Administration (AAS, Diploma)
Web Programming (AAS, Diploma)
Windows Administrator (Certificate)

General Education, Transfer & Liberal Arts
- Liberal Arts (AA)
- Minnesota Transfer Curriculum (Gen Ed)
- Anthropology (Gen Ed)
- Art (Gen Ed)
- Chemical Dependency Counseling (Certificate)
- Communication Studies (Gen Ed)
- Economics (Gen Ed)
- English (Gen Ed)
- Geography (Gen Ed)
- Global Studies (Certificate)
- History (Gen Ed)
- Humanities (Gen Ed)
- Mathematics (Gen Ed)
- Philosophy (Gen Ed)
- Political Science (Gen Ed)
- Psychology (Gen Ed)
- Sciences (Gen Ed)
- Sociology (Gen Ed)
- Social Services (Gen Ed)
- Spanish (Gen Ed)
- Human Services (Electives)
- Physical Education (Electives)
- Public Health (Electives)
- Theater (Electives)

Mathematics, Science and Engineering
- Agricultural Science and Technology (AS)
- Biology (AS)
- Chemistry (AS)
- Engineering and Physics (Gen Ed)
- Health Science Broad Field (AS)
- Mathematics (Gen Ed)
- Earth Science (Gen Ed)

Law Enforcement and Public Safety
- Emergency Medical Technician (EMT) (CREDENTIAL)
- First Responder (CREDENTIAL)
- Law Enforcement - Professional Peace Officer (AAS, Diploma)
- Paramedic (AAS, Diploma)

Online Programs
- Activity Management Program (Certificate)
- Basic Activity Program (Certificate)
- Computer Aided Drafting and Design (AAS, Diploma)
- Computer Aided Drafting Technician (Certificate)
- Health Information Technology (AAS, Diploma)
- Law Enforcement - Professional Peace Officer (AAS, Diploma)
- Liberal Arts (AA)
- Medical Coding Specialist (Certificate)

Largest Programs
- Liberal Arts & Sciences
- Health / Allied Health
- Agriculture
- Business
- Manufacturing Technology
The college offers many opportunities for students to be involved on campus, to connect with fellow students, and to gain leadership experience. While each campus has a student senate made up of student leaders, the two senates work together planning student life events, making student life budget recommendations, and making student body governing decisions.

### Current Student Clubs
- Audio Technology
- Automation / Electronics / Wireless
- Collegiate DECA
- CST Club
- Helping Hands Club
- Nondestructive Testing Club (NDT)
- Nursing Club
- Auto Body Club
- Auto Tech Club
- Christians In Action (CIA)
- Conservative Club
- Cosmetology
- Electrician
- Fine Arts Club
- Multicultural Club
- Occupational Skills
- Photography Club
- Post-Secondary Agriculture Student Organization (PAS)
- Rodeo Club
- VTA/VTPAS
- Welding

### Other Student Life Facts
- Both campuses have a Phi Theta Kappa Honors Society.
- Ridgewater is a member of the MCAC and offers intermural sports on both campuses, with NJCAA sports on the Willmar Campus.
- NJCAA sports are football, volleyball, men’s basketball, women’s basketball, wrestling, baseball, and softball.
- Both campuses have an art gallery and offer choir on alternating semesters. The Willmar campus also presents two theater productions per year.

### Student Services and Support
Ridgewater College is committed to student success. We offer a wide variety of campus-based activities designed to assist potential and current students in gathering information, making decisions about their lives, and implementing plans for their future. Admission representatives fill a dual role with recruiting and academic advising. This allows students to build a relationship that starts before a student even enrolls in the college.

It is important that students receive the same services whether they are taking courses at the Hutchinson campus, the Willmar campus, or online. Each campus has multi-faceted tutoring centers, disability services, TRiO student support services, Veterans Resource Centers, counselors, and career services.

### Perkins Consortium
Ridgewater is proud of the partnerships that we have created in our communities. We have a strong K-12 partnership with our 17 area high schools that are part of our Perkins consortium.

- Atwater – Cosmos – Grove City
- Belgrade – Brooten – Elrosa
- Bird Island – Olivia – Lake Lillian
- Buffalo Lake – Hector – Stewart
- Dassel – Cokato
- DREAM Academy – Willmar
- Eden Valley – Watkins
- Gibbon – Fairfax – Winthrop
- Glencoe – Silver Lake
- Hutchinson
- Kerkhoven – Murdock – Sunburg
- Lester Prairie
- Litchfield
- Maynard – Clara City – Raymond
- New London - Spicer
- Sibley East
- Willmar

Each year, we hold annual career exploration events on both campuses attended by more than 1,600 10th graders from our Perkins consortium and 6 other area schools. All Perkins schools are also part of the fall Counselor Encounter where we focus on new things happening at the college, high school to college transitions, and the partnerships between K-12 and Ridgewater.

### Business Partnerships
We also have strong connections with our area businesses. Our technical programs have strong advisory boards where industry is working with programs to align the education of our students with their future careers. In FYE 2017, twelve technical programs received in-kind donations from our business partners of over $600,000.

### Grants
In FY2017, Ridgewater received several grants that have helped us serve our community and our students:

- $13,294 .......................................................... 360 Center of Excellence NSF
- $4,540 .......................................................... Adult Pathways to Post Secondary Mini Grant
- $25,275 .......................................................... Ag Center of Excellence
- $5,450 .......................................................... Nitro X Summer Camp
- $23,730 .......................................................... Open Textbook Project
- $10,401 .......................................................... TECHS – Health Partner Grant
- $200,000 .......................................................... TigerPath Skilled Workforce Initiative (includes $75,000 in scholarships for students)
**Ridgewater’s Customized Training and Continuing Education (CTCE) plays an important role in our business outreach. CTCE is pivotal in assisting our area businesses with training; many of our large area business enter into contracts with CTCE; and we provide customized training. We also offer hundreds of open-enrollment classes to satisfy professional credentialing requirements for professionals seeking additional skill sets for career satisfaction or advancement.**

**Contracted Training/Open Enrollment Training Data - FY2016**

- 68,000+ training hours
  - 41,927 contracted / 26,264 open enrollment
- 7,730 unduplicated headcount
- 14,857 training seats sold
  - 10,617 contracted / 4,216 open enrollment
- 1,023 training sections
  - 591 contracted / 432 open enrollment
- $2,172,324 total revenue

**Specialty Areas**

While CTCE trains in many areas, our specialties are:

- Agriculture
- Construction
- Emergency Medical Services
- Fire
- Health Care
- Industrial Safety
- Manufacturing
- Nondestructive training
- Professional and leadership development
- Transportation

**Industry-Specific Customized Training**

- Ridgewater CTCE is one of Greater Minnesota’s largest Minnesota State Fire Training Consortium member
- Ridgewater CTCE provides statewide administration for the Minnesota Motorcycle Safety Center for the Minnesota Department of Public Safety
- Ridgewater CTCE also provides training throughout the state with our SimLab L1, a mobile simulation lab capable of delivering the latest in high tech medical simulation and use SimLab technology at client facilities providing high-fidelity simulation training
- In partnership with the college’s for-credit academic programs, Ridgewater CTCE identified a need in continued training for Nondestructive Testing and developed a training curriculum that moves Ridgewater from a regional or state training institution to the national level.

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**Top Contractors (FY2016)**

- MN Department of Public Safety
  - (Office of Traffic Safety)
- Hennepin County Medical Center
- Jennie-O Turkey Store
- Endeavor Airlines
- Southern MN Beet Sugar Cooperative
- 3M
- Litchfield Chamber of Commerce
- Taylor Forge Engineered Systems
- Tech Ord
- American Time and Signal
- Appleton Ambulance
- GNP Companies
- Quam Construction
- MN Department of Transportation

**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 the college, community, and the Minnesota State system
- A reputation as a leader with a vision for the future of higher education/community colleges, and champion of the community and technical college missions
- Progressively responsible experience in higher education administration and/or in other complex organizations
- Demonstrated ability to collaborate with other colleges, universities, and a system office to identify effective strategies for leveraging collective strengths, resources, and employee expertise
- Experience and leadership with shared governance, demonstrating a collegial and collaborative management style
- Experience in a collective bargaining environment
- An appropriate combination of education, training, and experience in program and curriculum development, fundraising, governmental relations, accreditation process, and budget and fiscal management
- A record of actions reflecting concern for the success and well-being of students
- Demonstrated leadership in fostering and promoting public/private partnerships between education and business and industry
- Demonstrated ability to lead in an innovative environment and encourage informed risk-taking
- Success in data-driven decision making
- Ability to lead the college in an authentic, collaborative, and transparent manner with integrity and respect
- Demonstrated experience advancing diversity and inclusion
- Proven track record of being a visible, engaged, and accessible presence with students, alumni, community leaders, and friends
- Experience partnering with K-12 systems and baccalaureate institutions
- Exceptional oral and written communication skills effective with a broad range of audiences
- An earned doctorate is preferred but not required
Confidential Inquiries and Nominations

Cizek Associates, a national retained executive search and assessment firm, is assisting Minnesota State Colleges and Universities and Ridgewater College in the search. Screening of applications will begin immediately and continue until an appointment is made. Nominations should include the name, position, address, and telephone number of the nominee.

Confidential inquiries and nominations should be directed to the search firm. Email transmission of application materials is strongly encouraged.

Marti J. Cizek, President
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Phoenix, AZ 85016
602-553-1066
602-553-1166 fax
ridgewater@cizekassociates.com

A complete application includes:

- Letter of Interest aligning skills and experiences with the Position Profile (not to exceed 5 pages)
- Resume (chronological preferred)
- Contact information for a range of professional references (6 minimum) to include direct email and phone

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