



SOUTHEAST Technical College

PRESIDENTIAL SEARCH

Southeast Technical College (STC) invites applications and nominations for the position of President, with a preferred start date of August 1, 2024. The President provides leadership and direction to accomplish the college's mission and goals as outlined in Vision 2025: STC's Strategic Plan.

THE

PRESIDENT

SOUTHEAST TECHNICAL COLLEGE

The Sioux Falls School Board has retained Hazard Young Attea Associates to assist its search for a new President for Southeast Technical College.

The Sioux Falls School Board focuses on Southeast Tech's operations, maintenance, and review and approval of policies. They also employ the college's President and delegate administrative authority to the President and convene monthly for STC board meetings. At the state level, Southeast Tech is authorized to provide programs under the jurisdiction of the S.D. Board of Technical Education, and the President works closely with the board's Executive Director.

The President oversees the daily administration, management, and supervision of all college operations. The President strategically leads and collaborates with internal and external stakeholders to fulfill the college's mission and vision. The President cultivates business and community alliances to create career opportunities for students and to enhance philanthropic efforts working with the STC Foundation. Advocating on local, regional, and national levels, the President champions Southeast Tech's technical college workforce mission while steering the institution to meet the demands of students, employers, and taxpayers within the economic landscape of the City of Sioux Falls, the State of South Dakota, and the Midwest region. ■



SOUTHEAST
Technical College

QUALIFICATIONS

The ideal candidate will exemplify leadership by fostering strong relationships with both internal and external stakeholders, encompassing faculty, staff, students, and a diverse array of community collaborators. They should embody visionary qualities that instill confidence and trust, both within the college and beyond its boundaries.

EDUCATION

A doctoral degree or equivalent terminal qualification in Administrative Leadership, Business, Law, Education, or a related field is preferred. A master's degree is required.

EXPERIENCE

A minimum of five (5) years of executive experience advancing education is preferred.

DUTIES AND RESPONSIBILITIES

Reports/Recommends to the School Board for authorization, including, but not limited to:

- Policy matters
- Changes in personnel and in personnel policies
- Annual budget and report of financial condition of Southeast Technical College
- Southeast Technical College's Strategic Plan and its execution
- Development of campus building programs and site utilization
- New or changes to existing educational course models and programs
- Establishment of community and trade advisory relationships

Staff Supervision

- Supervise the activities of the college Vice Presidents, the Chief Information Officer, Foundation Director, Director of Access and Workforce Opportunity, Human Resources Director, and Executive Assistant.
- Participate in the assignment, promotion, and dismissal of employees.
- Work with the Vice Presidents to coordinate professional development opportunities for employees.
- Assist employees with employee or student problems.

Budget Development and Control

- Oversee, along with the Vice President of Finance and Operations, Southeast Technical College's institutional budget.
- Give final approval on significant expenditures.
- Coordinate with the Vice President of Finance and Operations to develop a yearly budget for the institution.

Curriculum/Facilities

- Provide planning and direction to programs and activities at Southeast Technical College.
- Work with the Southeast Technical College Curriculum Committee.
- Promote continuous curriculum development through the efforts of the Vice President of Academic Affairs.
- Oversee the supervision of any new construction or building remodeling.

Public Relations

- Participate with the Vice President of Enrollment Management and Student Affairs the dissemination of information to the public regarding Southeast Technical College programs.
- Assist in establishing and maintaining good relations with civic, professional, service, parent organizations, and the community in general by having an active interest and involvement in community activities.
- Work with state and local government.
- Represent Southeast Technical College at the School Board meetings, Board of Regents meetings, and Board of Technical Education meetings.

ABOUT **STC**

SOUTHEAST TECHNICAL COLLEGE

South Dakota's largest technical college, Southeast Technical College is a career-focused learning environment for determined students who expect a life-changing education that gets results. Our faculty and staff are passionate about student success, and more than 65 associate degrees, diplomas, certificates, and stand-alone courses provide pathways to professional accomplishment utilizing skills-relevant facilities and Sioux Falls as an extended classroom. Southeast Tech is a smart investment for students to launch their in-demand, technical careers in two years or less.

SHARED GOVERNANCE - SIOUX FALLS SCHOOL BOARD AND SOUTH DAKOTA BOARD OF TECHNICAL EDUCATION

STC's governance engages internal constituencies through planning, policies, and procedures, including governing boards, administration, employees, and students. At the state level, STC is authorized to provide programs under the jurisdiction of the S.D. Board of Technical Education (BOTE) that promulgates rules for credential requirements, apportionment and distribution of funds, administrative matters, an annual budget, facility construction and renovation, and coordination of career and technical education. At the regional level, the locally elected Sioux Falls School Board (SFSB) focuses on operations, maintenance, and review and approval of policies. The SFSB delegates administrative authority to STC's President and convenes monthly for STC board meetings.



SOUTHEAST
Technical College



MISSION

To educate individuals for dynamic and rewarding careers that promote lifetime success and meet the workforce needs of our region.

VISION

Educational excellence for tomorrow's workforce.

STC CORE VALUES

Student Learning: Provide an environment for student mastery of academic and technical skills.

Student Centered: Student satisfaction and success are valued and have a high priority among all stakeholders.

Diversity/Equity: Value and respect the dignity and worth of all persons and the diverse opportunities that are available to everyone.

Excellence: Strive for excellence and quality in all endeavors.

Innovation: Value creative solutions and continuously seek new, flexible, and responsive ways to achieve the mission and goals.

Collaboration: Foster the development of partnerships with all stakeholders in the delivery of the mission and goals.

Accountability: Assess and evaluate student learning, programs, and institutional effectiveness to assure success and improvement.



SOUTHEAST
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CONT.

ABOUT



ACCREDITATION

Southeast Technical College is accredited by the Higher Learning Commission. STC's last comprehensive site visit was April 2023 resulting in zero findings and the Institutional Actions Council (IAC) recommending continued accreditation with the next Reaffirmation of Accreditation in 2032-33.



Specialized program accreditations can be viewed at southeasttech.edu/accreditation.php.

ENROLLMENT AND RETENTION

STC's Spring 2024 enrollment was up 8% compared to Spring 2023, and it marked the college's highest spring enrollment in a decade. STC served 2,462 students in Spring 2024. As of March 2024, unduplicated headcount for AY24 was 3,019 students, and more students will start at the Summer Term in May 2024. STC also saw a 10-year high in its Fall 2023 enrollment numbers as well as a boost in its fall-to-fall retention rate, which stands at an impressive 80%, a 5% increase from Fall 2022.

STC FAST FACTS SHEET

**FALL 2023
RETENTION**

80%

**5% INCREASE
OVER FALL 2022**





SPRING 2024

8%

**ENROLLMENT
INCREASE
OVER
SPRING 2022**

2,462

**STUDENTS
SERVED
AS OF
MARCH 2024**



SOUTHEAST
Technical College



STRATEGIC PLAN

VISION 2025



Vision 2025, STC's Strategic Plan, includes college-wide goals for achieving high, equitable, and improved levels of student success.

- 1. Partnerships:** STC will develop sustainable and diverse partnerships that improve programming and student engagement.
 - Goal 1** - Foster relationships with industry partners to fulfill the workforce needs of the region.
 - Goal 2** - Expand existing student housing to meet demand, grow access and increase revenue.
 - Goal 3** - Broaden financial support for student recruitment and retention, needed capital projects and improving programs and services.
 - Goal 4** - Grow the support of community engagement activities to improve alignment with the Sioux Falls regional community.
 - Goal 5** - Increase educational collaboration and partnerships with school districts, colleges, and universities.

- 2. Academic Excellence:** STC will ensure academic excellence through continuous assessment and strengthening of academic programs and recruiting, supporting, and retaining innovative faculty.
 - Goal 1** - Enhance a dynamic, diverse academic environment.
 - Goal 2** - Invest in faculty.
 - Goal 3** - Commit to continuous improvement of academic programs.
 - Goal 4** - Promote exceptional, innovative teaching.

3. Access: STC will recruit and retain a more diverse campus community, upholding values of being student-centered and respecting the unique traits all students bring to campus.

Goal 1 - Conduct employee and student non-discrimination training.

Goal 2 - Increase academic support for ELL students.

Goal 3 - Streamline the admissions process.

Goal 4 - Improve data collection and management.

Goal 5 - Develop and support community liaisons.

Goal 6 - Secure financial resources to enhance access.

4. Organizational Culture: STC will work to improve the culture on campus with a focus on employees.

Goal 1 - Foster a campus culture that aligns with the college's mission and values.

Goal 2 - Integrate STC values into the day-to-day operations of the college.

Goal 3 - Expand opportunities for employees to interact, collaborate and socialize with one another inside and outside of work.

Goal 4 - Develop Human Resource procedures that promote employee satisfaction.

Goal 5 - Create an employee recognition program.

Goal 6 - Implement employee compensation and incentive structure.

5. Marketing and Awareness: STC will simplify its message to build brand recognition for the purpose of sharing the STC story about its Mission, students, and alumni.

Goal 1 - Assess and improve STC's brand identity, distinguish target audiences and utilize students as brand ambassadors at STC events and throughout digital platforms to help tell the STC story.

Goal 2 - Utilize brand identity and storytelling tactics to promote community awareness and enhance Southeast Technical College's reputation in the region.

Goal 3 - Create and implement an integrated approach to communication, marketing strategies and public relations for all campus communication and events.

6. Student Support: STC will develop and improve academic, environmental, and wellness support for students.

Goal 1 - Provide holistic coordinated care across campus through a collaborative network.

Goal 2 - Develop and improve academic support for students.

Goal 3 - Develop and improve environmental support for students.

Goal 4 - Develop and improve support for students' physical, mental and emotional wellbeing.



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HISTORY

1968 - Southeast Area Vocational Technical School opens its doors. The programs offered are Practical Nursing, Major Appliance Repair, Industrial Electronics, Drafting, Data Processing, Diesel Mechanics and Airplane Mechanics.

Enrollment was 118 students.
Tuition was \$40 a month!

1970 - The Sioux Falls School District purchases a building at 15th and Western and names it The Career Center.

1971 - Southeast Tech offers eight 11-month programs ranging from \$550 to \$900 to complete.

1973 - An additional facility is purchased and named East Campus of Southeast Tech located at 9th Ave and 14th St. It consists of six buildings that house Advertising Design, Auto Body, Auto Mechanics, Diesel Mechanics, Printing and Horticulture.

1975 - The Career Center is renamed West Campus of Southeast Tech.

1981 - Beadle Elementary School houses programs including Heating, Ventilation, Air Conditioning and Refrigeration, Franchise Restaurant Management, Accounting, Marketing and Computer Literacy courses.

1987 - Representative Jan Nicolay and Senator Keith Paisley sponsored and introduced a bill to fund \$3 million for a new Southeast Tech building in Sioux Falls. STC enrolled 500 students.

1988 - The Sioux Falls city commission unanimously approved the annexation of 56 acres proposed for a new Southeast Vo-Tech Institute. The Sioux Falls School Board approved \$205,000 for the purchase of 56 acres, and \$7.5 million was approved by the state legislature to help complete construction for Southeast Tech's new campus.

1989 - Southeast Tech was relocated to the current campus location on 56 acres. The 60,000 square foot George S. Mickelson Center was the first building to emerge on campus at an expense of \$3.5 million.

1990 - HVAC-R and Computer Literacy programs were relocated to the current campus. Nuclear Medicine Technology, Invasive Cardiovascular Technology, and Vascular Ultrasound Technology degrees started in Fall 1990.

1991 - The Scarborough Childcare Centered opened its doors.

1993 - Southeast Area Vocational Technical Institute officially changed its name to Southeast Technical Institute.



1994 - The Terrence Sullivan Health Science Center was added to campus.

1996 - Pharmacy Technician and Electro-Neurodiagnostic Technology started in Fall 1996.

1998 - Southeast Tech increased by 112 acres to the west and south of campus and became the first wireless campus in South Dakota.

2001 - The Southeast Technology Center opened its doors.

2003 - Hummel-Nicolay Hall is added to campus allowing 100 students to live on campus for the first time.

2005 - Andera Hall welcomed an additional 100 students to live on campus, bringing the number of students living on campus to 200. The Health Science Center expanded to double the size of the facility.

2010 - The Mickelson Center underwent renovations to add a Student Success Center, update the Admissions and Financial Aid offices, and expand the Bookstore and Hovland Adult Learning Center.

2011 - The Ed Wood Center was renovated.

2012 - A Registered Nurse degree started.

2014 - The Southeast Tech Foundation achieved \$1 million in endowment funds.

2015 - Southeast Tech awards the first-ever Build Dakota full-ride scholarships funded from a \$25 million donation from T. Denny Sanford and \$25 million in future funds committed by Governor Daugaard.

2016 - The HUB opens, featuring expanded lab spaces Automotive and Diesel Technology programs, a dining space, and a 500-seat auditorium. The Wood Center underwent additional renovations to expand the Collision Repair and Refinish lab.

2018 - The Southeast Tech Foundation initiated its first-ever Capital Campaign Southeast Tech NOW focusing on increasing the number of critically needed technical graduates in South Dakota.

2020 - Present - Southeast Technical College unveils a new logo to reflect the institution name change on July 1, 2020. The college continues its mission to educate individuals for dynamic and rewarding careers that promote lifetime success and meet the workforce needs of our region. Many new programs are started, including Veterinary Technician, Dental Assisting, and more health programs.



ABOUT

SIoux FALLS

SOUTH DAKOTA

FAST GROWING CITY

Sioux Falls, South Dakota, is one of the fastest-growing cities in America according to SmartAsset. Based on the census over the past five years, the population grew by more than 14%, the 27th fastest-growing city in the country with nearly 200,000 people. Sioux Falls boasts a thriving economy, low unemployment rate (1.8% in August 2023, up from a record-tying low of 1.4% in July according to the U.S. Bureau of Labor Statistics), and an affordable quality of life.

#1 Most Affordable City in America
(Reader's Digest's 2023 study)

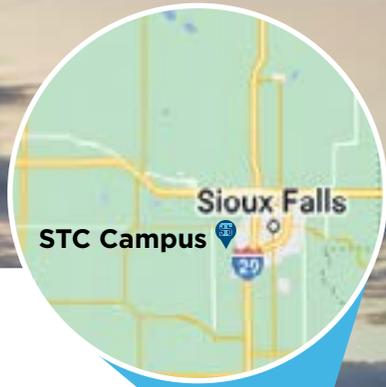
Top 100 Best Places to Live in the U.S. in 2023 (Livability)

6th Most Affordable City in the Midwest (The Ascent by The Motley Fool)

Best Place to Live on a \$65,000 Salary in 2022 (SmartAsset)

#1 City in U.S. For Young Professionals in 2021 (SmartAsset)

#1 Most Affordable U.S. City in 2022
(GoodHire)



BUSINESS DRIVERS

Sioux Falls has a significant presence in the healthcare sector with major employers Sanford Health and Avera Health. Both contribute to the region's economy and provide substantial jobs. The city has developed into a financial hub. First PREMIER Bank and First PREMIER Bank Card, Wells Fargo, and Citi are three notable employers. The retail and hospitality industries also significantly contribute to the local economy. The Empire Mall, one of the largest shopping centers in the region, supports a variety of retail jobs. Also, the hospitality sector benefits from the city's position as a regional hub. Sioux Falls has a growing manufacturing sector. Amazon, Raven Industries, and Poet, the world's largest producer of biofuel, are among the companies with a notable presence. The technology and telecommunications sectors have been growing, attracting companies like VIKOR Teleconstruction, SDN Communications and Midco.



SOUTHEAST
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APPLY



HOW TO

Inquiries, nominations, and applications should be directed to Ted Blaesing or Lynn Marie Burks from Hazard Young Attea Associates, which is assisting the Sioux Falls School Board in this search. Applications and nominations are now being accepted at HYAsearch.com

Applications should include

- A letter of interest that clearly states the applicant's qualifications.
- A current résumé/curriculum vitae.

We strongly encourage submitting application materials as PDF attachments.

Initial screening of applications will begin immediately and will continue until an appointment is made. Applications must be received by April 28 for full consideration.

COMPENSATION

Salary will be competitive and commensurate with qualifications and experience.

NOMINATIONS AND APPLICATION PROCESS

Please direct inquiries and nominations to;

Ted Blaesing, Ph.D.

Senior Associate

tedblaesing@hyasearch.com

Lynn Marie Burks, Ph.D.

Associate

lynnburks@hyasearch.com





 **SOUTHEAST** Technical College

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Southeast Technical College prohibits discrimination in its policies, employment practices, programs, and activities on the basis of race, color, creed, religion, age, gender (including pregnancy), sexual orientation, disability, national origin or ancestry, military/veteran status, genetic information or any other category protected by law. Southeast Tech prohibits acts of discrimination toward any individual(s) while on Southeast Tech property or at Southeast Tech sponsored activities.