



***MITCHELL TECHNICAL COLLEGE
Presidential Leadership Profile***



***MITCHELL
TECHNICAL COLLEGE***

OPPORTUNITIES & QUALIFICATIONS

Mitchell Technical College seeks an inspirational, dynamic, visionary, forward-thinking, student-centric, and community-minded president to lead the college into the next phase of its continued success. Founded in 1968, Mitchell Tech is an open, inclusive two-year technical college located in Mitchell, South Dakota. It is one in a system of four public technical colleges in the state. The college has enjoyed steady growth over the past decade, including significant program expansion, construction of new facilities, enhanced infrastructure across its distinct campus, dynamic student services, strong industry partners and workforce connections, and a name change [formerly Mitchell Technical Institute] that has elevated the profile of the college in concert with its mission.





STRATEGIC OPPORTUNITIES

1. Lead with integrity, professionalism, respect, accountability, and transparency.

Mitchell Technical College's next president will set the standard by leading with unwavering integrity, professionalism, and ethics, while fostering a culture of accountability, respect, and responsibility.

2. Embrace, capitalize upon, and enhance Mitchell Tech's reputation as a premier technical college for South Dakota and the nation.

The new president will passionately advocate for the college and its role in the community, the region, the state of South Dakota, and the nation. The new president will understand the community and unique geographic area and will have an appreciation for Mitchell Tech's contributions. The new president will further inspire the college's stakeholders to move the college into its next phase of development. The new president will understand and embrace Mitchell Tech's unique mission as an open, inclusive, two-year technical college and will be able to articulate, promote, and champion the college as a place of opportunity for all students and stakeholders.

3. Foster a welcoming, supportive, and positive campus culture for all students, faculty, and staff.

The new president will support and bolster the college's infrastructure to address the opportunities and challenges related to future growth. The president will strive to provide students, faculty, and staff with resources commensurate with an outstanding technical college. The new president will ensure Mitchell Tech encourages open dialogue, fosters viewpoint diversity, and strives to help all individuals and communities feel valued and supported.

4. Preserve and strengthen a robust tradition of supporting students at all levels.

The next president of Mitchell Tech will champion student success by serving as an empathetic and approachable advocate for students, prioritizing them in order to fully understand their needs. The new president will lead with an understanding of the critical role that students' well-being plays in their academic success. The president will recognize the individual needs of Mitchell Tech's students and strive to provide individualized solutions to foster student success. The new president will ensure that Mitchell Tech has the resources and opportunities to reach and retain all students at every stage of their educational career.

5. Lead with a commitment to academic excellence and an innovative spirit.

Mitchell Tech's next president will work with the faculty and staff to ensure that technical programs are highly competitive, relevant, and transformative for the students they serve. The new president will understand and strengthen the college's existing programs through collaboration with faculty, staff, and industry partners, as well as evaluate programs and continue to create innovative and accessible educational solutions for the college's students, industry partners, and communities.

6. Engage surrounding and unique communities to advance Mitchell Tech's strategic goals.

The next president of Mitchell Tech will respect the college's role as a leader in workforce development and will engage with external stakeholders to collaboratively foster the college's success. The new president will cultivate new pathways for community engagement, grow external partnerships, and lead fundraising efforts to support and enhance the college strength as a leader in technical education.

A woman with long reddish-brown hair, wearing a white lab coat and blue gloves, is working in a laboratory. She is looking towards the camera with a slight smile. In the background, there are several microscopes on a lab bench. The lighting is bright and professional.

PROFESSIONAL QUALIFICATIONS AND ATTRIBUTES

A bachelor's degree and a strong history of outstanding and effective leadership are required. A graduate degree is preferred. Additionally, the successful candidate will possess many of the following professional qualifications and attributes:

- Proven effectiveness in broad and progressively responsible leadership roles and experience in complex organizations, particularly in higher education or related environments.
- A deep understanding and passion for higher education and its impact on regional, state, and global development.
- A leadership style that prioritizes integrity, professionalism, and ethics while ensuring accountability and transparency for themselves and other college leaders.
- A unifying team builder and team leader who inspires trust, credibility, and confidence with stakeholders and who demonstrates the ability to empower others to do their best work.
- Proven efficacy in working with external stakeholders (especially industry, K-12 education, and the community) to advance goals and initiatives.
- Commitment to and experience cultivating a positive organizational culture and a welcoming environment.
- Experience with strategic growth management and organizational effectiveness.
- Demonstrated successful experience in partnership development and fundraising.
- Dynamic communication and listening skills, including proven effectiveness in communicating the value of technical education.
- Experience effectively communicating the college's mission and vision and making its mission statement and strategic plan actionable.
- A passionate advocate for student success who can champion a comprehensive approach to helping students thrive.
- Ability to advance an innovative technology framework that prioritizes best practices and addresses trends for in-person, hybrid, and online learning growth opportunities.
- Proven efficacy with large fiscal responsibility and collegiate stewardship, including the ability to identify and secure new sources of revenue.
- Experience working with governing boards and legislative and executive branches of government.
- Knowledge of the current trends in higher education and how the 21st-century technical education landscape presents opportunities for the college.
- Understanding the importance of and experience with teaching critical thinking, communication skills, information literacy, math and problem-solving skills, and interpersonal skills.
- Prioritizing and addressing students' and employees' mental health needs.

FAST FACTS



99% Job Placement*
[six months after 2023 graduation]



TUITION & FEES
\$228.00
[per gen ed credit]

\$4.77 Million in Federal
Financial Aid Disbursed in 2023-24



Over 395 Scholarships
and Workforce Partnerships Totaling

\$1,433,000

Awarded for the 2024-25
Academic Year



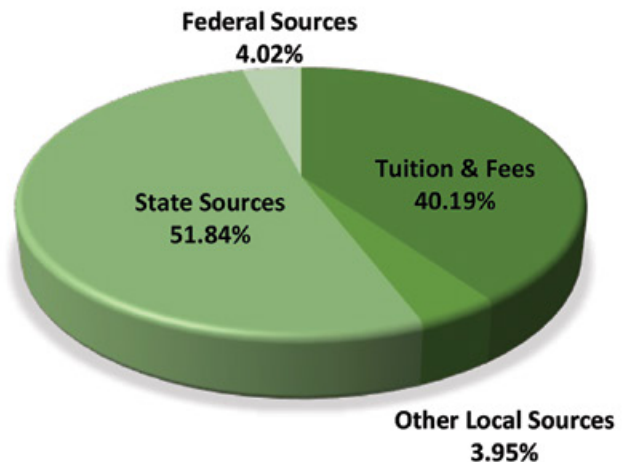
Among best
in the nation for
2-year colleges
[IPEDS first-time, full-time
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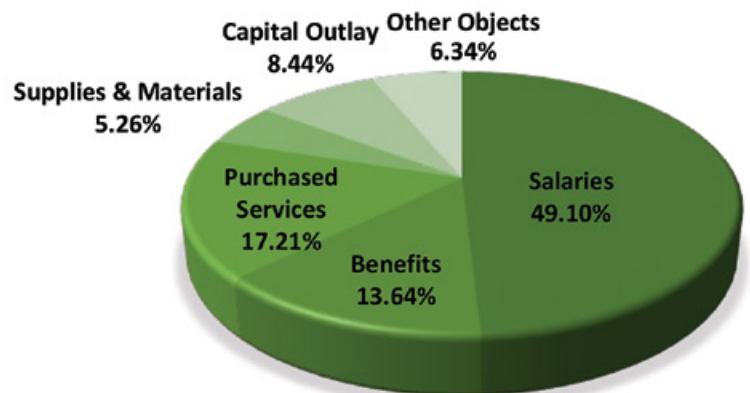


Fiscal Year 2025

FY25 Budget Revenue



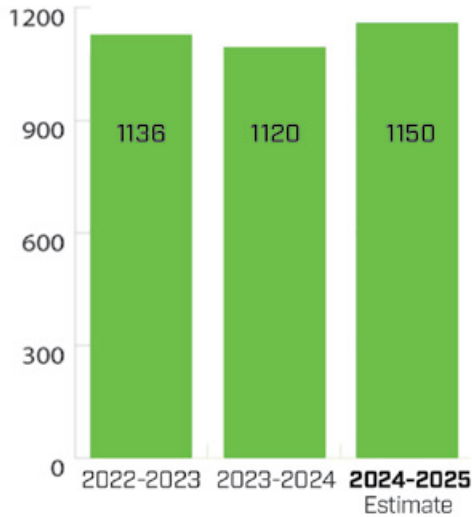
FY25 Budget Expenditures



* Placement data is gathered through 2023 graduate surveys, faculty-collected data, and phone surveys started six months after graduation. 507 of the 519 graduates are represented in the data. Employment rate is figured by graduates employed/graduates seeking employment.

Full-Time Equivalencies

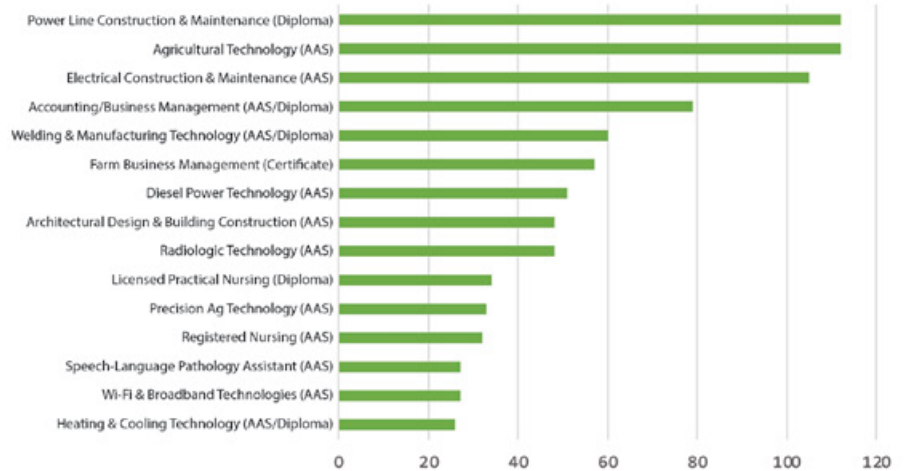
Student enrollment is measured in FTEs for the purpose of state funding of technical education. FTE is calculated by dividing the total student credit hours for which tuition was collected by a fulltime load of 30 credit hours.



Fall 2024 Student Enrollment by Career Cluster



Fall 2024 Student Enrollment by Top 15 Programs



Ranked #1
2024 Best
Community Colleges
in South Dakota

Ranked #12
2024 Best
Community Colleges
in America



Aspen Top 150
(eight consecutive
times since
2011, biannual
competition)

Ranked #1 Best Community
College in South Dakota

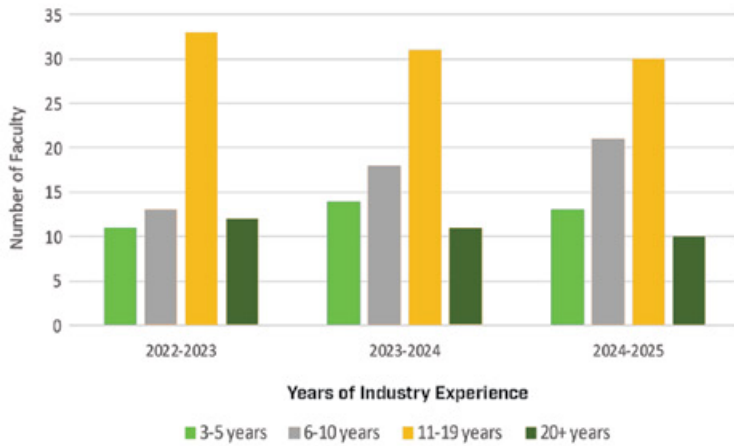
Ranked #2 in the Nation
for Education Outcomes



Ranked #7 in the Nation
for Career Outcomes

Ranked #11 Best Community
College in the U.S.

Faculty Industry Experience



Employees

Full-Time Equivalent

FY25 Faculty – 73.5
 FY25 Staff – 46.0

Student Ratio

16:1
 25:1

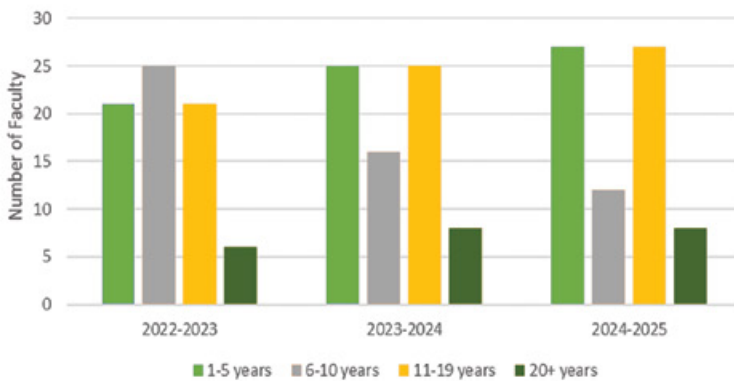
FY24 Faculty – 73.5
 FY24 Staff – 46.87

16:1
 25:1

FY23 Faculty – 72.5
 FY23 Staff – 47.5

16:1
 24:1

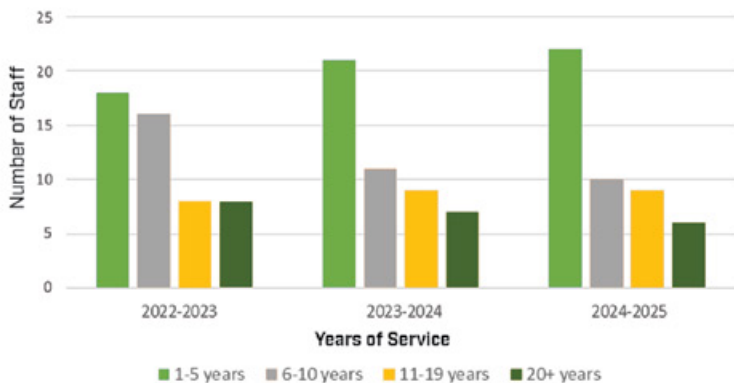
Faculty Longevity



Faculty Degree Levels

Degree	#	Percentage
Diploma	13	18%
Associate	24	32%
Bachelor	17	23%
Master	17	23%
Doctorate	3	4%

Staff Longevity



Program Accreditations

- Medical Laboratory Technology [[The National Accrediting Agency for Clinical Laboratory Sciences](#)]
- Medical Assistant [[The Commission on Accreditation of Allied Health Education Programs](#)]
- Radiologic Technology [[The Joint Review Committee on Education in Radiologic Technology](#)]
- Heating & Cooling Technology [[HVAC Excellence](#)]
- Culinary Academy [[The American Culinary Federation Foundation's Accrediting Commission](#)]
- Radiation Therapy [[The Joint Review Committee on Education in Radiologic Technology](#)]

HISTORY



Mitchell Technical College, renamed in July 2020, opened in 1968 in a system of post-high school vocational technical education in South Dakota that included four area institutes and the South Dakota Office of Adult, Vocational and Technical Education. More than 19,000 individuals have graduated from Mitchell Tech since it opened. The college's central mission is to provide job preparatory programs on a full- or part-time basis to all who can benefit.

Highly visible from Interstate 90, the campus, consisting of four main buildings, is situated on 80 acres.

The college is governed by the Board of Education of the Mitchell School District 17-2 and operates under rules and regulations set forth by the South Dakota Board of Technical Education. The college enjoys a close relationship with Mitchell and the James River Valley community.

Mitchell Tech is accredited by the Higher Learning Commission and received a recommendation for a 10-year renewal of accreditation in 2021.

In addition, Mitchell Tech was recognized as a Top 10 Community College in 2019 as identified by the Aspen Institute.

Mitchell Tech takes pride in the quality of its technical programs, in the high rate of graduate employment, and in the rapid adaptability to business and industry needs by developing new programs and adding new dimensions to existing programs. Several programs are offered 100% online, delivered through an interactive online learning environment.

Community and advisory board input enables Mitchell Tech to adapt to changing technologies, employer expectations, student interests, and employment opportunities. General education offerings are reflective of the needs in the technical world.

Mitchell Tech also strives to meet the needs of the community through Advanced Technical Education and corporate education programs. Programs range from day-long business training to two-year programs.

EMPLOYER PARTNERSHIPS

Mitchell Technical College works with a variety of industries to help students access the best possible job opportunities.

Advisory Boards

Mitchell Tech has established advisory committees comprised of community and regional representatives who provide input and support to each of its programs. Advisory committee members bring a breadth of professional experience and speak to current industry trends and updates, thus allowing for nimble program adjustments. These advisors provide expertise, valuable idea exchanges with faculty, and unwavering support, including donations of equipment, industry supplies, and financial support.

Workforce Recruitment Program

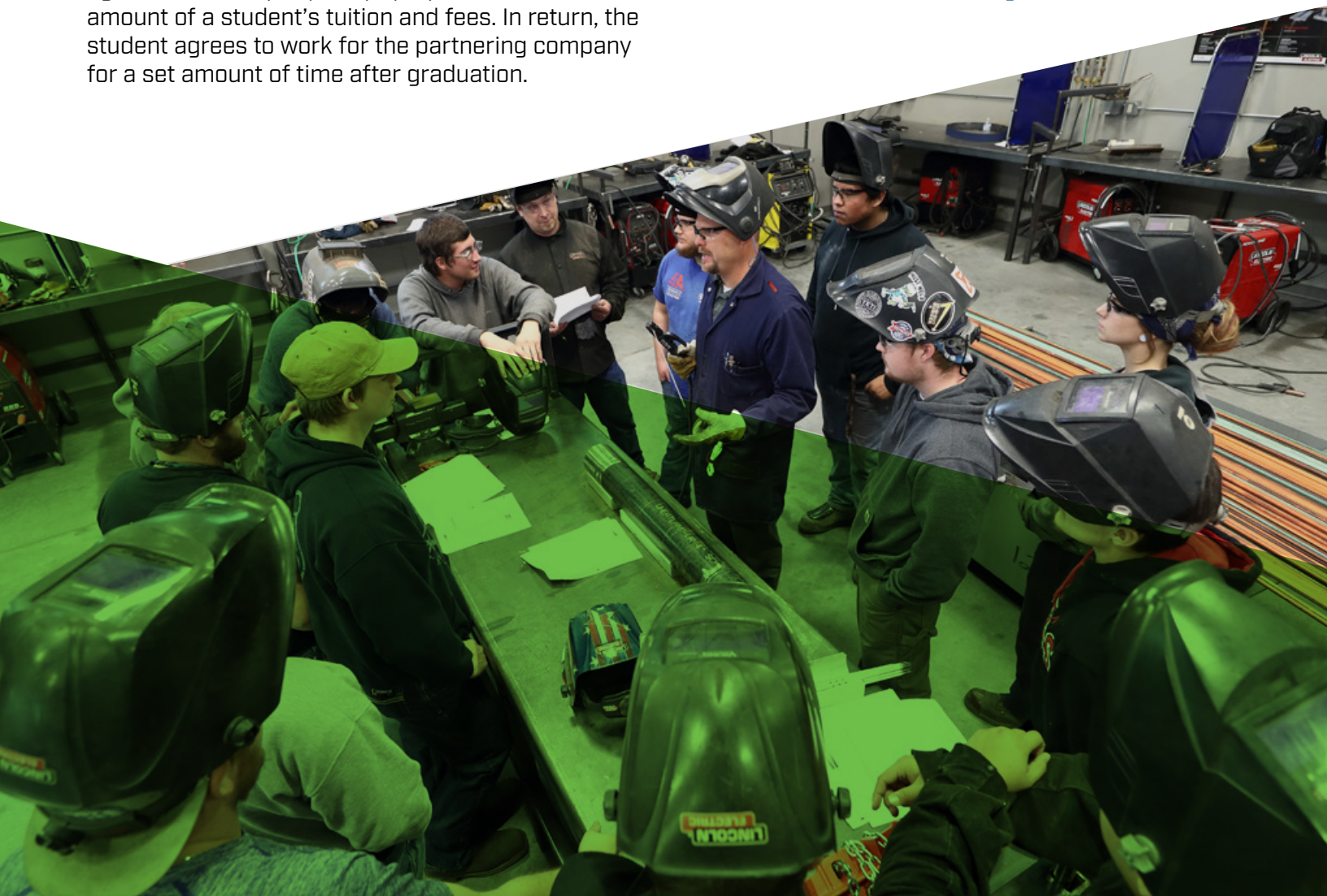
With Mitchell Tech's Workforce Recruitment Program, students apply for a "partnership" with a sponsoring company. If a partner company agrees, that company will pay a predetermined amount of a student's tuition and fees. In return, the student agrees to work for the partnering company for a set amount of time after graduation.

DOUBLE EDGE

Mitchell Tech's DOUBLE EDGE program brings together the appeal and success of the Workforce Recruitment Program with the financial resources of the Build Dakota Scholarship program. Like the Workforce Recruitment Program, the industry partner selects a student to sponsor. The industry partner will pay a predetermined amount of a student's tuition and fees and the Build Dakota Scholarship program funds the remainder of the cost of attendance. For receiving the scholarship and additional assistance, the student agrees to work for the industry partner for three years after graduation.

More information:

- [Build Dakota Scholarship](#)
- [Workforce Recruitment Program](#)



MITCHELL TECHNICAL COLLEGE FOUNDATION

The Mitchell Technical College Foundation was founded in 1999 to assist the college through individual and corporate philanthropic measures. Money raised assists with student scholarships and brings state-of-the-art equipment and instructors to the classroom.

Another role of the Foundation is to secure major gifts. These gifts help fund classrooms and labs to house the technologies necessary for the degrees offered at Mitchell Tech.

A full-time director and a part-time project specialist carry out the day-to-day responsibilities. A Board of Trustees representing a variety of industries and organizations oversees the governance, planning and execution of fundraising projects.






MITCHELL AND THE SURROUNDING REGION



Mitchell residents enjoy an unparalleled lifestyle. Mitchell takes pride in its rich history and Midwest traditions that includes recreation that spans all four seasons. Big city amenities can be found in a small-town package. Life without city traffic means more time for family and hobbies. The city provides dining options, a full range of healthcare services, collegiate athletics, and outdoor recreation options boasting gorgeous sunsets.



[Learn more about this vibrant, active community here.](#)





APPLICATION INFORMATION

Candidates should provide the following as part of their application package:

- Letter of interest addressing the experience and qualifications identified in the profile
- A comprehensive curriculum vitae/resume
- Three to five professional references with email addresses and phone numbers provided (references will not be contacted without prior permission from the applicant)

NOMINATIONS AND EXPRESSIONS OF INTEREST MAY BE SUBMITTED TO:

presidentialex@mitchelltech.edu.
Application packages should be in PDF format and sent as attachments to an email with the subject line MTC Presidential Search.



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