



Western Technical College Invites Applications for the Position of President

The Western Technical College District Board has launched a national search for the college's seventh president. The new president will follow Lee Rasch Ed.D., who, upon retiring in summer 2017, will have served in the position for 28 years.

Western Technical College's mission is to provide relevant, high quality education, in a collaborative and sustainable environment that changes the lives of students and grows our communities. Our vision is to be the college of first choice for our region. Western prides itself on delivering to its students *The Essential Experience* brand promise. Western receives high national rankings based on its cost effectiveness and student outcomes. Western's qualified and caring faculty and staff are committed to student access, retention, and success.

We value the success of our students and hold ourselves accountable for providing excellence in student learning, based on the diverse needs of each student. Our next president will share our values:

- Learning
- Excellence
- Accountability
- Diversity
- Student Success
- Teamwork
- Integrity
- Respect

In 2010, Western embarked on an ambitious 10-year Strategic Plan called Vision 2020 that will allow the college to create student pathways to success and maintain the flexibility necessary to train future employees for future jobs. Vision 2020 is well underway.

There are three main components to the plan:

- Career Pathways: There is a growing need for short-term (one year or less) programs that earn a college certificate or diploma so students can quickly get up to speed for the workforce. And, those credits are transferable to an associate's degree and even a bachelor's degree to allow graduates to continue their training, increase their earning potential, and potentially move up the career ladder and earn more money.
- Occupational Centers: Western is developing program clusters to reflect the way several occupations interact in the workplace. Having the programs work together will give students an

understanding of how their skills and abilities fit in the entire process. It will also allow Western to more efficiently offer common core coursework for multiple programs.

- Improved Facilities: To accomplish the first two objectives, Western is improving classroom spaces. Occupational centers require restructuring of Western's facilities to accommodate space efficient program grouping.

In 2012, our district voted to support the college's efforts in its Vision 2020 Strategic Plan by approving a \$79.8 million taxpayer referendum. With all capital projects facilitated by the referendum now nearly complete, Western's La Crosse campus and regional locations have been transformed. Western's newly built Integrated Technology Center is a 'best-in-class' facility for the upper Midwest region.

As part of Vision 2020, Western joined Achieving the Dream™, a national resource network that helps two-year colleges implement innovative, research-based best practices in order to accelerate student success. By committing to using student success data to help make decisions, our implementation plan is already yielding impressive results by striving for three desired outcomes:

- Students experience multiple points of engagement with faculty through their academic and career pathways;
- Under-resourced and under-prepared adult students experience entry points to career pathways that are designed to reduce the amount of time it takes for students to move from developmental education to credential attainment; and
- Students experience a student-centered, multi-modal entrance assessment, and placement process that increases student success and reduces time to credential attainment.

Western's academic strategy is focused on intentional instructional design and delivery, combined with an innovative and relevant product and service mix.

In 2015, Western was recognized with the Climate Leadership Award at the GreenBuild Conference in Washington D.C., the nation's only two-year college to receive that recognition. That same year, Western's comprehensive approach to sustainability was honored by the U.S. Department of Education, which named Western a "Green Ribbon School," one of just a few community or technical colleges nationwide to receive that designation.

Western is also a charter signatory of the American College and University Presidents Climate Commitment (ACUPCC). The commitment affirms our pledge to serve as a proactive leader in promoting sustainability and resiliency within our region, as demonstrated by our creation of regional community partnerships, such as the *Sustainability Institute* (promoting the implementation of sustainable practices with area businesses) and *Get Growing* (a community partnership promoting healthy eating through expanded use of local food sources).

Western's main campus is located in La Crosse, Wisconsin. Western also features five regional locations in Black River Falls, Independence, Mauston, Tomah, and Viroqua, Wisconsin, as well as a dedicated public safety training center in Sparta, Wisconsin. The La Crosse area offers outstanding recreation, world-class health care, a growing economy, and a community that values and supports higher education. The

population of the La Crosse Metropolitan Statistical Area exceeds 137,000. The overall District-wide population exceeds 250,000. Each year, Western serves over 10,000 students.

The college is seeking a visionary leader of sound character and good judgment to build on its successes while remaining responsive to our students, staff, faculty, residents, and employers. Western's new president will be strongly committed to Vision 2020.

Western's next president will serve as a chief executive officer reporting to a nine-member District Board and will lead a strong, stable, and community-connected college. The president will join a student-focused and accountability-centered team with passionate board members, senior leaders, staff, and faculty.

Qualifications

To be considered for this position, a candidate must demonstrate the following qualifications:

- A minimum of an earned master's degree from a regionally accredited institution with an emphasis in higher education, educational administration, or other appropriate discipline is required. An earned doctorate degree by June 2017 from a regionally accredited institution is strongly preferred.
- A strong record of academic, executive, and/or administrative leadership is required, preferably in a technical college or community college setting, with a minimum of six years in the field. A record of teaching experience is strongly preferred.
- Exceptional personal and organizational communication skills, both oral and written, and honed listening skills, relatable to a broad range of audiences.
- The ideal candidate will further:
 - Demonstrate a commitment to and understanding of the purpose and mission of the technical college, a familiarity with technical college curricula and instructional programs, and an ability to communicate a compelling view of the technical college's purpose and future.
 - Possess the qualities of an energetic, forward-leaning servant leader, with integrity and authenticity, who operates collaboratively, engages all constituents, fosters strong relationships, inspires transparency and accountability, values innovation and creative thinking, and cultivates a collegial and positive environment through good humor.
 - Be willing to take strategic risks that demonstrate a commitment to improving student outcomes, where such strategic directions pursue the following criteria: (i) are fact-based, data-informed and technology-driven, (ii) are the result of inclusive planning processes, (iii) are designed to yield sustainable results, (iv) are communicated effectively and implemented timely, and (v) are routinely assessed and continuously improved.

- Be a fiscally responsible strategic planner who emphasizes sustainability, with experience managing large budgets, and familiarity with public finance and outcomes-based funding.
- Demonstrate success as an entrepreneurial fundraiser, who is creative at developing and allocating institutional resources, and who aligns fundraising with student access, retention, and student success.
- Possess a vision beyond our campuses by building effective external partnerships, including pathways to K-12 school districts and baccalaureate institutions, and by committing to learning, understanding, and collaborating with external communities, such as alumni, business and industry, cultural entities, government, and community agencies.
- Build strong community relationships by serving as a visible and accessible leader in the district and its communities, and acting as Western's chief advocate and liaison at all levels of government by demonstrating an understanding of current issues and politics as they affect higher education.
- Demonstrate passion for and commitment to excellence in all areas of teaching and learning, including trends related to flexible, distance, and technology-enhanced learning, student access and success, institutional accreditation, career readiness, and the assessment of learning achievement.
- Encourage Western's focus on employee retention and success by promoting professional development opportunities and motivation at all levels of the organization. Foster trust and open communication among faculty, staff, and administration.
- Possess familiarity with the Higher Learning Commission's AQIP accreditation pathway, Baldrige-based systems appraisals, and the Continuous Quality Improvement Network (CQIN), and embrace Western's organization-wide emphasis on continuous quality improvement and accountability.
- Be familiar with Achieving the Dream™ and reaffirm Western's commitment to a student-focused, outcomes-based culture that promotes student access, retention, and success and recognizes the important role all parts of the college play in the overall contribution to education.
- Be committed to maintaining a culture of caring that is conducive to student success for the diverse population Western serves by creating and maintaining a teaching and learning culture that provides educational opportunities for diverse individuals and groups and by providing environments beyond classroom settings, where students can learn from and become part of the broad life experiences that accompany diversity.
- Understand and encourage the important role Western Technical College plays in promoting economic development throughout its District through timely responsiveness

to and alignment with the needs of local business and industry relating to workforce education, training, and growth.

- Understand the demographic challenge facing the upper Midwest as population growth rates slow and an increasing percentage of the current workforce approaches retirement, and embrace the challenge of the College to meet the skills gap for our region's employers.
- Possess a commitment to student and employee safety and welfare and demonstrate an ability to deal with crisis in a swift, professional, ethical, transparent, and compassionate manner.
- Embrace Western's commitment to sustainability and resiliency, as reflected by its adoption of the American College and University Presidents Climate Commitment.
- Maintain a commitment to Western's regional locations and the populations they serve.
- Demonstrate knowledge of college policies and procedures and technological systems as they apply to instructional, administrative, and workplace needs.
- Possess an ability to work with an engaged, committed Board of Directors in implementing policy directives, and to communicate with the board in ways that ensure shared goals, an understanding of strategic objectives, and a common understanding of the college's progress toward achieving those goals and objectives.
- Embrace Western's Core Values of Learning, Excellence, Accountability, Diversity, Student Success, Teamwork, Integrity, and Respect.

Application Requirements

Individuals who are interested in joining a team of educational leaders committed to the principles described above are invited to apply. To be considered for the position of president, a candidate must submit an online application at www.westerntc.edu/employment and upload the following materials at the time of submission:

- A letter of application describing the candidate's interest in the position and how the candidate's qualifications, skills, attributes, and experience meet those desired for the position.
- A detailed résumé listing professional accomplishments including the candidate's academic accomplishments and employment history.
- The names and contact information of at least three and no more than five professional references.
- Transcripts from regionally accredited colleges or universities. Copies are acceptable during the application process; originals will be required upon hire.

Application materials submitted in person or via mail, fax, and email will not be considered. Incomplete applications or applications noting "see résumé" will not be considered.

Continuous recruitment with first review of completed applications starting January 23, 2017.

Confidentiality: A candidate who wishes to keep his/her candidacy confidential to the extent permitted under Wisconsin law must request confidentiality in the online application form; however, Wisconsin law requires that the name of any candidate who is selected as a finalist for the position be made public upon request. Accordingly, Western Technical College cannot ensure the confidentiality of a candidate's name once the candidate is considered a finalist for the position.

Western Technical College is an EEO/AA/Title VI/Title IX/Section 504/ADA/ADEA institution in the provision of its education and employment programs and services. All qualified applicants will receive equal consideration for employment without regard to race, color, national origin, religion, sex, pregnancy, marital status, sexual orientation, gender identity, age, physical or mental disability, or covered veteran status. Reasonable accommodation will be provided in the job application process to enable a qualified applicant to have an equal opportunity to be considered for a job as is provided to all Western employees. If you want to request an accommodation, please contact the EEO/AA Compliance Officer at (608)785-9274.