



The Midlands Technical College Commission invites applications for the President of Midlands Technical College position in Columbia, South Carolina. This is an extraordinary opportunity to lead a highly valued, high-impact college into the future.

ABOUT MIDLANDS TECHNICAL COLLEGE

Midlands Technical College is a comprehensive, multi-campus, two-year public college serving the primary region of Richland, Lexington, and Fairfield counties and the central region of South Carolina. College programs and services provide accessible, affordable, quality education that prepares a diverse student population to succeed in the job market, transfer to four-year colleges and universities, and achieve their professional and personal goals. The college equitably provides higher education opportunities that stimulate the local economy by generating a world-class workforce and enhancing the community's social vitality.

MTC is one of sixteen two-year comprehensive colleges in the South Carolina Technical College System. Its service region comprises a three-county area with diverse businesses, industries, government, and educational institutions. MTC has six campuses and is principally located in Columbia, SC, the state capital and legislative hub. The college also operates the MTC Enterprise Campus, and teaching sites in many area high schools for dually enrolled students and on Fort Jackson, one of the most extensive U.S. Army training facilities.

In addition to business and government services, multiple healthcare, manufacturing, and information technology operations are actively engaged in the region. MTC serves a thriving community. Residents enjoy various cultural opportunities and activities, including the Riverbanks Zoo, Lake Murray, and numerous dining and theatrical venues. MTC is the home of the Harbison Theatre at Midlands Technical College, a 400-seat performing arts center that provides students and the community with various cultural experiences.

The city of Columbia values and promotes the arts, and its Congaree Vista is the location of a thriving cultural and entertainment district. Columbia is located near the Congaree National Park, a two-hour drive from the coast and two hours from the foothills of the Blue Ridge mountains. Residents prize it as an ideal place to raise a family, with many parks and community activities for people of all ages.

The college implements its mission through a clearly defined set of programs, services, and partnerships that include:

- **Academic Programs.** MTC serves approximately 12,500 credit students annually through courses leading to associate degrees, diplomas, and certificates in eight Schools of Study,

including Advanced Manufacturing and Skilled Trades; Business; Education and Public Service; English and Humanities; Health Care; Science, Information Technology, Engineering, and Math (STEM); Social and Behavioral Sciences; and Interdisciplinary Studies.

- **Corporate and Continuing Education Programs.** MTC provides professional and career training and development through open enrollment and customized courses, serving approximately 12,000 students annually. The college serves individuals, businesses, and the community. The College also offers self-supporting, non-credit activities for personal enrichment.
- **Student Development Programs and Services.** MTC offers programs and services to current and prospective students and alumni to increase their success and enhance their potential for personal, educational, and professional growth. The college increases student access to higher education and careers through recruitment, developmental education, financial services, counseling and career services, evaluation, and support services.
- **College Administrative and Business Support Services.** Through an array of comprehensive administrative services, MTC ensures an effective, efficient, and fiscally sustainable institution.
- **Economic Development Programs.** MTC proactively promotes business growth and regional prosperity. The college enhances the region's economic vitality and quality of life by providing a world-class workforce and opportunities for business and community engagement.
- **Collaboration and Partnerships.** MTC initiates and expands collaborative interaction with the higher education and K-12 education sectors and promotes business relationships through advisory board participation and business outreach activities. Business Solutions works with potential and existing business customers to identify needs and provide specific education and training for their potential and current employees. Dual enrollment courses in area high schools are offered and expanding.

Accredited by the Commission on Colleges of the Southern Association of Colleges and Schools Commission on College (SACSCOC), Midlands Technical College provides various educational opportunities that support its mission of human resource development in support of economic development. Additionally, where available, the college's programs have peer accreditation. More than 100 associate degrees, diplomas, and certificate programs are offered. A strong college transfer program has evolved to allow students the opportunity to take the first two years of a baccalaureate degree and transfer to a senior college or university. Midlands Technical College is the largest source of transfer students to the University of South Carolina and has strong articulation agreements with many regional institutions, including Clemson University, Benedict College, and Columbia College.

MTC has approximately 25,000 enrollments annually in its academic corporate and continuing education programs; it is the state's largest corporate and continuing education provider. More than 80 percent of MTC graduates who do not continue their education after graduation are employed in jobs related to their field of study. State-of-the-art equipment, a well-qualified faculty and staff, and hands-on experience give Midlands Technical College's students the quality education and training they need to compete in the marketplace successfully.

THE ROLE OF THE PRESIDENT

The Midlands Technical College Commission designates the President as the Chief Executive Officer and primary administrator of the College. The Commission appoints the President. In this capacity,

the President operates within policies stipulated by the Commission, the South Carolina State Board for Technical and Comprehensive Education, and the State of South Carolina. The President is responsible, per Commission policy, for seeing that the administration, staff, and faculty implement all local and state policies. The President is charged with the responsibility for the development, execution, and measurement of a Strategic Plan consistent with the College's mission and the needs of the service area.

As Chief Executive Officer, the President provides overall leadership for the College's day-to-day operations, including responsibility for planning, implementing, and overseeing College programs and activities. The President is also responsible for obtaining, budgeting, and accounting for essential resources for program operation. Other responsibilities include marketing the College and its programs, promoting economic development within the service area, and ensuring compliance with the SACSCOC and all other accrediting bodies for academic programs.

The role of the President incorporates multiple internal and external responsibilities and activities. Internally, the President builds and manages a team of professionals with expertise in academic and student affairs, business services, institutional advancement, human resources, institutional research and effectiveness, and other managerial and operational areas. The President also actively works to build a well-credentialed, accomplished, and innovative faculty and a cadre of dedicated and supportive staff. Externally, the President serves as an ambassador for the College on many fronts and works with community and education leaders, elected local, state, and federal officials, economic development entities, and philanthropic organizations to address the academic, student support, financial, facility, and operational needs of the institution. These responsibilities and activities require a President to:

- **Be a Visionary Leader** – Possess strong leadership, communication, and interpersonal skills in working with the Commission, faculty and staff, students, and throughout the counties and communities the College serves. These skills allow the President to move comfortably among multiple audiences and constituencies, both internally and externally, in developing employees, promoting student success, generating financial support, and engaging with numerous entities.
- **Foster Innovation in Teaching and Learning and Student Success** - Lead in developing comprehensive and innovative educational programming, delivered in multiple educational modalities, that best serve the interests of students, employers, and citizens in the College's three-county service area. The development of such programming and accompanying services requires collaboration, team building, vision, a clear understanding of the teaching and learning process, and responsiveness to the needs of a dynamic region.
- **Build Strategic Partnerships** - Partner with businesses and industries to define and offer high-demand workforce training and education services aligned with and appropriate for the service area to attract new and expand existing employment opportunities for skilled workers and work closely with K-12 and other higher education entities.

SUCSESSES AND OPPORTUNITIES TO BUILD UPON

The next President of Midlands Technical College will be welcomed to an institution well-governed by an engaged Commission that understands the principle of shared governance and has established a culture of maximizing student success that includes a collegial team of administrators, faculty, and

staff. The college enjoys a long-standing healthy financial position, including receiving the Government Finance Officers Association Certificate of Achievement for Excellence in Financial Reporting for twenty-seven straight years. The college's physical plant has minimum deferred maintenance. The President will have opportunities to build upon the successes achieved by the Commission and College leadership; engage a three-county service area that values the College and recognizes the vital role it plays in the community's economic vitality; develop and expand curriculum and continuing education programs; connect with business and industry partners to supply them with skilled team members; and generate additional resources for scholarships, facility enhancements, and other strategic priorities. The Commission and the Midlands Technical College community highlight the following as opportunities to build upon college successes:

- Midlands Technical College has a robust student-centered culture. From engaging prospective students through the admissions, enrollment, teaching, and learning processes to completion and employment or college transfer, the College explores *how it can improve student success*. The opportunities to build upon this work include offering additional outreach to those who are unclear about their educational pathways, connecting the College with unserved or under-served populations, deploying marketing strategies to increase awareness of what Midlands Technical College offers and can provide, continuing the focus upon recruitment, retention, completion of a credential that has market value, placement into meaningful and rewarding careers, and the overall growth and development of its students.
- Working with the Commission, Foundation, and local and state entities, and by making prudent investments in employees, programs, services, and facilities, the College has practiced good fiscal management; as such, the College is positioned to underwrite sustainable academic programs and skills training, the development of new technology and methods of instructional delivery, and continued modernization and repurposing of instructional and support facilities. Further investments in enrollment growth opportunities, employee professional development, partnerships, College visibility and branding, and widening its footprint in the service area are opportunities to consider.
- The College's leadership has worked diligently to develop strong educational partnerships with high schools, four-year institutions, career centers, and training programs with support from business, industry, and community organizations. Expanding these partnerships serves students' best interests in terms of accelerated degree completion, employment opportunities, and workforce readiness. Opportunities to further these partnerships include increasing awareness among high school students of dual enrollment and accelerated learning options, building new alliances with companies and entities that can help support the College's work, and increasing recognition of Midlands Technical College as the workforce and economic development leader.

CHALLENGES FOR THE FUTURE

The President of the College is situated to work with the Commission, employees, community, and external partners to identify, bring forward, and address challenges that the institution will have in the coming years amidst changing dynamics in higher education. The next leader must position the institution to systemically respond to unexpected events to serve its students and key stakeholders. The Commission and College community envision some of the following challenges:

- Strengthening student enrollment amidst changing demographics and intense competition from a robust labor market and economy will require Midlands Technical College to continue

to build and add academic and continuing education programs that provide transferable and marketable skills, clear pathways to employment, and access to programs of study at convenient times and affordable costs. These offerings must be attractive to students, delivered in multiple formats, and linked to the needs of the communities and business partners served by the College.

- The college must also recognize the unique needs of students today and the individual challenges that may have resulted from the recent pandemic to provide exceptional services and support that will significantly enhance student success.
- Midlands Technical College is a proven leader in providing technical education and articulated transfer connections to four-year institutions and is a strong partner with the K-12 community. The College enjoys sound fiscal management, well-credentialed and dedicated faculty, and compassionate and supportive staff. To advance the important work of maximizing student success, the College will need to continue to invest in repurposing, renovating, and expanding facilities that house study and skills training programs. This investment should also include instructional and administrative technology and equipment that supports the mission and strategic direction of the institution.
- It is worth noting that the anticipation of a major automotive manufacturing company located in the region will challenge MTC to work to supply an appropriately trained and skilled workforce. In addition, there are significant job opportunities in the area, and the college must strive to provide an experienced, trained workforce to meet increasing demand.
- The College is committed to the dignity and respect of all employees and students. While it consistently assesses and addresses challenges related to the diversity of employees and students, there remain additional opportunities to focus on equity, inclusion, and achievement gaps for minority students. Through example and college-wide initiatives, the President will embrace the cultural, ethnic, gender, and socio-economic diversity of students, faculty, and staff and continuously prioritize and advance Diversity, Equity, and Inclusion (DEI).

IDEAL CHARACTERISTICS BACKGROUND, EXPERIENCES, AND SKILL SETS

The Midlands Technical College Commission and Presidential Search Committee, with input from the institution's internal and external communities, have identified and established the preferred background, experiences, and personal skill set it seeks in its next Chief Executive Officer. The Commission, College, and community seek an educational leader with a broad background in higher education, preferably with experience in a technical community college setting. The President will clearly understand and commit to the philosophy and mission of a comprehensive technical and community college. This individual should be conscious of the critical role that the College plays in the economic well-being of Lexington, Richland, and Fairfield counties, for the State of South Carolina, and for its commitment to the success of all students that it serves. In this regard, the next President will be expected to engage multiple internal and external communities and partners, facilitate relevant and high-demand educational programming and training, and nurture a campus environment that is safe, healthy, attractive and functional, inclusive of all people, and maximizes opportunities for student engagement, progression and completion. The President should have the requisite background, experiences, and personal skills to meet the College's opportunities and challenges, build upon its successes, and lead it with energy and enthusiasm toward a vibrant future. This skill set includes:

- **Proven Leadership with Inspirational Vision and Collaborative Management Skills-** Considerable working knowledge of trends in academic and student affairs practices and principles and experience implementing necessary changes in these areas. Demonstrated ability to collaboratively plan and implement innovative, high-quality, technical, and occupational educational programs. Background and experience in business and fiscal management, including public and private funding, operating budgets, capital projects, gifts and grants, and enterprise operations. Committed to ensuring a safe college environment for students, faculty, and staff.
- **Recognizing the Core Value of Teaching and Learning** – Has experienced or genuinely acknowledges the impact of high levels of teaching and learning and understands how to support full and part-time faculty best as they dedicate themselves to serving the educational needs of MTC students.
- **Advocating for Economic and Workforce Growth** - Experience working with economic and workforce development partners, including new and expanding industries, small businesses, chambers of commerce, and economic development corporations and boards. Demonstrated skill in developing customized training programs for businesses and enterprises seeking to locate within the service area and assisting existing companies in meeting their market demands for skilled, credentialed labor.
- **Cultivating Diversified Institutional Resources** – Understands the role of the President in fundraising campaigns and applies knowledge and experience with philanthropic institutions and entities. Has a record of developing, pursuing, and obtaining external funding sources to supplement state and local funds to support the College's mission, vision, and goals.
- **Advocating with Political Acumen** - Understands the role in supporting Midlands Technical College in governance, policy, and financial issues, including opportunities for and risks to the College from actions being considered or taken by governmental entities. The next President will work with legislative and regulatory agencies.
- **Visioning Transformational Leadership with Collaboration-** A compelling, transformational leader who manages with integrity, is a strategic thinker, and exercises sound judgment in decision-making. In doing so, the President demonstrates excellent oral and written communication skills, is a visionary, and collaborates in their deliberation processes. The President should have the emotional intelligence - self-awareness, self-regulation, motivation, and empathy - expected of the Chief Executive Officer of Midlands Technical College, who demonstrates an appreciation and support of the dedicated college workforce.
- **College Safety and Security**
 Understands the importance of ensuring a safe environment for the well-being of faculty, staff, and students.
- **Community Leader** – The President of Midlands Technical College is a high-profile position. Therefore, the President is expected to be actively engaged in the community through service, including, but not limited to, being on boards of directors, engaging in civic engagement, and assuming leadership roles within the college's entire service area.
- **Championing for the Success of All** - The President must also lead and manage with a student-centered philosophy that illustrates a commitment to genuine student support, diversity, equity, and inclusion in recruitment, programming, and operations. Putting students first in the institution's work sets the College apart from other institutions in higher education.

- **Demonstrated Integrity and High Ethical Standards** – Employ ethical standards and practice with a commitment to transparency and accountability in all aspects of leadership and expect the same from followers.

MINIMUM QUALIFICATIONS

Individuals appointed to college presidential positions must possess at least a Master's degree, with an earned doctorate preferred, plus ten (10) years of experience as an academic executive **and/or** administrative leader, preferably in a technical or community college setting.

SC State Board for Technical and Comprehensive Education Policy # 8-2-111

Midlands Technical College does not discriminate based on sex, race, religion, national origin, age, including pregnancy and childbirth (or related medical conditions), veteran status, or disability in its educational programs, activities, or employment policies.

How to Apply:

This is a confidential search process. To ensure full consideration, application materials should be received no later than **January 30, 2024**. The position will remain open until filled.

To apply go to <http://www.acctsearches.org> and upload your documents.

Candidates will need to have the following information or materials available to complete the application:

1. A letter of application (not to exceed 5 pages) that succinctly addresses the opportunities and challenges identified in the Position Profile and demonstrates how the candidate's experience and professional qualifications prepare them to serve as the President of Midlands Technical College.
2. A current resume including an email address and cellular telephone number.
3. A list of eight references: example, two to three supervisors, two to three direct reports, and two to three faculty and/or staff members from current and former institutions.

For additional information, nominations or confidential inquiries please contact:

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- Julie Golder, J.D., Vice President of Search Services, ACCT, jgolder@acct.org, 202-775-4466 (office)