



MINNESOTA STATE



Normandale Community College

PRESIDENTIAL SEARCH

We go above, you go beyond.

Leadership Opportunity

Normandale Community College seeks a dynamic and visionary president who will lead a welcoming campus culture that prioritizes students and fosters a collaborative and engaging environment among faculty, staff, and administrators. Normandale is located in a vibrant suburb within the Twin Cities metropolitan area and is known for its outstanding programs in health, the humanities, and the liberal arts. The college maintains strong partnerships across the community, including with businesses, K–12 school districts, nonprofit organizations, and regional universities.

Rooted in strong equity values, Normandale is committed to reflecting those principles in how it serves students and supports and develops faculty, staff, and administrators. The successful president will be an excellent communicator and listener, deeply committed to student success, and a proactive change agent. This leader will uphold the values of the college, be a visible leader at the campus and system level, serve as an effective partner with community and regional organizations, and guide Normandale in strengthening its local, national and global reputation for excellence.

STRATEGIC LEADERSHIP

The next president of Normandale Community College will lead the College's strategic direction, ensuring that priorities are aligned with student and institutional needs. A key focus will be managing enrollment growth and aligning financial resources and support services to support that growth effectively. The president will also guide the development of a comprehensive plan to strengthen and expand community and educational partnerships. As the College deepens its philanthropic efforts, the president will champion initiatives that enhance the Foundation's relationships with local businesses and community organizations.

EQUITY-MINDED LEADERSHIP

Across the college, there is a steadfast commitment to meeting students where they are and providing an education that supports both transfer and professional pathways. The next president must demonstrate a strong understanding of the student life cycle and provide leadership that supports the diverse needs of all learners. This includes ensuring that faculty, staff, and administrators uphold equity principles in program delivery, student services, and professional development.

TRANSPARENT LEADERSHIP

The president must model leadership that is collaborative, accountable, and inclusive—valuing diverse perspectives and promoting innovative ideas and strategies. A strong commitment to shared governance is critical, as well as outstanding listening and communication skills. The president will support faculty and staff as they respond to student interests and emerging programmatic needs. Transparent leadership at Normandale aligns with the college's values and fosters innovation, strategic alignment, and trust. The president will need to balance competing initiatives while maintaining focus on the college's mission of expanding access and advancing student success.

STUDENT-FOCUSED LEADERSHIP

Normandale is known for its exceptional academic programs, including both transfer pathways and career-focused options. Faculty and staff are strongly committed to student success, and the next president must champion efforts to expand access to the resources students need to overcome barriers to their academic progress and well-being. The next president will need to be creative and work cooperatively with the campus community to align resources to strengthen student support and improve outcomes.

COMMUNITY PARTNER AND COLLABORATOR

Normandale has a long-standing tradition of strong partnerships with business, community organizations, and educational communities. The president will provide leadership in sustaining and expanding these relationships. The college's foundation plays a critical role in removing financial barriers for students; therefore, the president must be a compelling communicator and relationship builder who can articulate the importance of philanthropic support. The president will cultivate new partnerships and secure investments that eliminate barriers and accelerate student success.

ADVOCACY

Advocacy for students, employees, and the institution is essential to fulfilling Normandale's mission. Effective advocacy will be grounded in evidence-based practices and data-driven decision-making. The president must navigate complex issues—including program review, service redesign, and the ethical integration of emerging technologies such as AI. As an advocate, the president must be politically savvy, able to communicate effectively with diverse stakeholders, and articulate the essential role Normandale Community College plays in the region.



About Normandale.

Established in 1968, Normandale Community College offers a curriculum that spans more than 70 liberal arts and science degrees and certificates.

With exceptional faculty and extensive student support services, we prepare students for success in transferring to four-year colleges and universities and joining the workforce. Normandale is the largest community college and second largest institution in the Minnesota State system with an annual enrollment of nearly 18,500 credit and CECT students.

Normandale offers Associate in Arts (AA) degrees, Associate in Science (AS) degrees, Applied Associate in Science (AAS) degrees, Associate in Fine Arts (AFA) degrees, and certificates.

The College has partnered with the seven universities in Minnesota State on 19 different Transfer Pathways, and is a top transfer school to the University of Minnesota and private universities in Minnesota.

Student Ready

As Minnesota's largest two-year college, Normandale combines scale with a small-college feel, delivering personalized support and resources for holistic student success. A key strategic goal is fostering a culturally responsive, service-oriented campus. Recent initiatives include:

- **Centralized Student Services** for easier navigation by prospective and current students.
- **Welcoming, modern spaces** including revamped main entrance, collaborative classrooms, and comfortable study areas.
- **Whole-Student support** through expanded tutoring, technology access, Campus Cupboard, and Student Resource Center.
- **High-Touch Advising & Career Services** with streamlined processes to smooth the on-ramp into college.

Our Mission. Our Vision. Our Values.



Mission

- To cultivate a welcoming college community
- To foster every student's talents
- To build an equitable world

Vision

- Limitless human potential realized

Normandale Value Statements

- **Caring** – We cultivate a college community where people feel a sense of belonging and connectedness. We recognize that people learn and work better when their needs are met and they feel safe. We have the courage to communicate with compassionate candor. We are a community of kindness and respect.
- **Curiosity** – We nurture curious minds in our students and in our employees. We are genuinely curious about one another. Curiosity fuels our pursuit of learning and inspires us to find better ways of doing things. It drives us to ask good questions and to seek information to answer them.
We are a community of curious people.
- **Commitment** – We work hard to achieve our mission and goals. We dedicate ourselves to meeting all our students where they are and helping them pursue their aspirations. We are conscientious stewards of the college's resources.

Campus Projects

Phase 1 Library Renovation (completed October 2025) Delivers modern, collaborative classrooms and study spaces, new IT Service area, and updated/co-located offices for Students with Disabilities, Make-Up Testing, TRIO Student Support Services, and Upward Bound.

Phase 2 Design (nearing completion of design phase) Renovation of the remaining Library space, adds new service areas, study rooms, and meeting spaces. Includes additional large classrooms to meet growing enrollment demands.

The Center for Interprofessional Education in Healthcare (in progress) Expands healthcare workforce by creating space for larger health science cohorts. Addresses community's diverse healthcare needs, offers modern classrooms for IPE curricula, and provides real-world experiences to deliver comprehensive care.

Kopp Student Center Renovation (begins Spring 2026) Optimizes space for communal areas, expands capacity for future campus and community events, refurbishes club and organization spaces, and creates flexibility for new revenue-generating opportunities.

Our Students. Our Campus.



BY THE NUMBERS

12,131

Enrolled
students

7,936

Degree-seeking
students

3,549

PSEO or Concurrent
Enrollment students

4,283

Pell-eligible
students

45+

40 CLUBS, ORGANIZATIONS,
AND LEADERSHIP POSITIONS

27-1 70

FACULTY TO
STUDENT RATIO

DEGREES &
CERTIFICATES

48

ASSOCIATE
DEGREES

19

TRANSFER
PATHWAYS



HISTORIC ENROLLMENT GROWTH

- 15% Growth - Fall 2024
- 8% Growth - Fall 2025
- 12,131 - FY26, 30th Day Fall Student Profile

Our Students. Our Campus.

Student Success Highlights

- Comprehensive academic support: tutoring, advising, counseling, career services, TRIO, and disability resources.
- Campus Cupboard served 2,238 unique students in FY25 (+39% from FY24) and is a designated LeadMN Hunger Free Campus.
- Distributed 4,000+ laptops (2020–25) to meet student technology needs.

Military Support

- Normandale Veterans Resource Center provides resources and support and is a “Beyond the Yellow Ribbon” organization.

Programs & Accreditations

- One of seven two-year colleges in the nation to be nationally accredited in Art, Music and Theatre.
- The Nursing program is among the top-ranked Minnesota Associate Degree Nursing Programs based on their average NCLEX-RN first-time

- success rates from 2021 to 2024.
- Education initiatives: Sirtify® and SpedUP special education teachers.

Leadership & Recognition

- Phi Theta Kappa: Ranked among the Top 100 International Chapters, out of more than 1,300 worldwide.
- Student Senate honored for civic engagement for “Get Out the Vote” efforts.
- Model UN: One of three two-year colleges competing nationally among 174 institutions in New York City.



TOP NINE MAJORS*

LIBERAL EDUCATION - NURSING - ENGINEERING
- DENTAL HYGIENE - ACCOUNTING - BUSINESS
- COMPUTER SCIENCE - PSYCHOLOGY - BIOLOGY

*Majors with largest enrollment growth



Our Workforce Partners

Normandale has strong partnerships with the City of Bloomington, surrounding K-12 school districts, four-year university partners, local companies and community organizations.

Normandale Continuing Education and Customized Training (CECT) offers a variety of skills-based programs for career advancement, and has partnered with organizations that include Aon, Dairy Queen, Donaldson, Medtronic, Polar Semiconductor, Seagate, Skywater Technology and many others through customized training.

Workforce programs such as the AAS Business Management apprenticeship program (currently in its fifth cohort), Advanced Manufacturing Technician pre-apprenticeship program (which graduated its first cohort in Summer 2025), and Human Services Representative Pathway (in its 12th cohort) are great examples of Normandale partnerships with a variety of employers and community organizations which create career development and advancement opportunities for students.

Normandale has also actively partnered with surrounding K-12 school districts in a number of ways, including on its Sirtify® and SpedUP teacher education cohort programs that are diversifying the workforce.

2021 Economic Impact Study

An Economic Impact Study was commissioned by Minnesota State in 2021.

The study was conducted by Parker Phillips, a nationally recognized consulting firm specializing in economic impact analysis.

The study estimated the impact of Normandale Community College on the regional economy to be \$457.9 million and 3,516 jobs.

Diversity and Inclusion.

Our Big Three Goals

Our commitment to diversity and inclusion is evidenced by the college's Big Three Goals, which serve as aspirational goals and an umbrella to a philosophy that asks what can we do as individuals, as departments, and as a college.

Normandale's work to achieve racial equity and educational outcomes (Goal 1), increase degree completion/transfer rates (Goal 2), and support a culturally responsive and service-oriented college culture (Goal 3) has been recognized by multiple organizations.

Awards and Recognitions

Normandale recently received the 2025 Omar Bonderud Award from the City of Bloomington, which honors an organization that has made a significant contribution to ensuring the rights of people in Bloomington.

Minnesota State also recognized Normandale with the 2025 Excellence in Equity Innovation award for its UndocScholars Summer Bridge Program and Excellence in Global Education award for its Intercultural Communication in Cuba travel program.

Culturally Responsive

The Normandale Equity and Inclusion Office hosts speakers and conferences, and facilitates Intercultural Development Inventory (IDI) training for employees as part of Goal 3. Events are also hosted through the Diversity Center and student-run Normandale Program Board.

In Spring 2025, Normandale and City of Bloomington partnered to host an Asian American, Native Hawaiian, and Pacific Islander event. Normandale participates and sponsors the city of Bloomington's annual Juneteenth event, Pride event, and Twin Cities Pride.



57%

Students of Color



4

Employee Resource Group



25.17%

Employees of Color

NORMANDALE

COMMUNITY COLLEGE

WE GO ABOVE, YOU GO BEYOND.

Accreditation.

- **Accrediting Body:** Higher Learning Commission (HLC)
- **Purpose:** HLC ensures quality by verifying that an institution meets threshold requirements and is engaged in continuous improvement. Institutions are required to report data annually in the Institutional Update, undergo annual monitoring of financial and non-financial indicators, and adhere to HLC policies and practices.
- **Evaluation Method:** The accreditation process is based on a system of peer review. Faculty and staff from institutions of higher education serve as HLC peer reviewers conducting accreditation evaluations for other institutions
- **2019-2020:** Normandale completed its 10-year reaffirmation of accreditation.
 - Accredited Through 2029-30
- **Quality Initiative Proposal:** due 2027
- **Next Review:** Comprehensive review scheduled for 2029-30



Our Location

Normandale is located in Bloomington, Minnesota, in the Twin Cities' southern metropolitan area. It is comprised of eight modern buildings, all connected for complete accessibility, sitting on a scenic 90-acre campus featuring wetlands, ponds, wooded areas, and restored prairies.

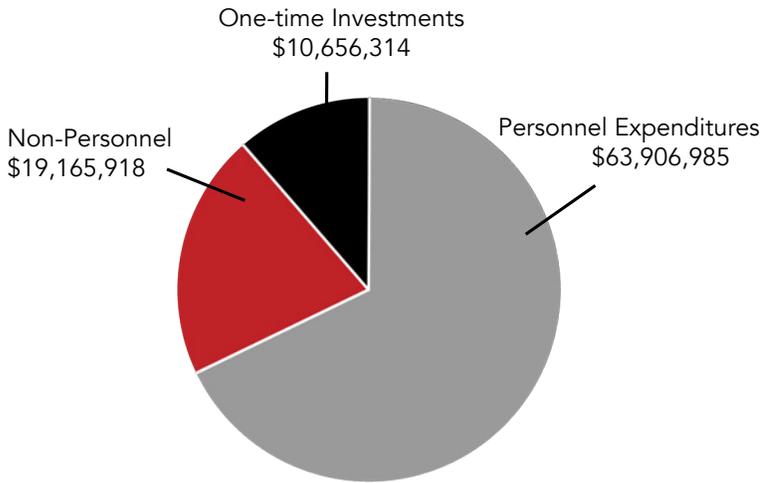
Japanese Garden: The campus is home to the Normandale Japanese Garden, a one-of-a-kind gem. Exquisite, serene, and picturesque — the Garden offers visitors a tranquil escape.

www.normandale.edu

College Financials - July 1, 2024-June 30, 2025

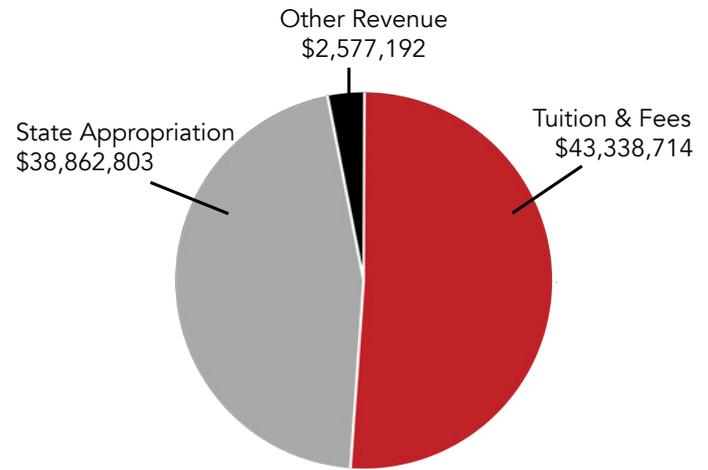
Expenditures

Total Expenditures \$82,472,303
(not including one-time spending)



Revenue

Total Revenue \$84,778,709



Normandale Foundation

At Normandale Community College, education is more than academics. It's a lifeline. Through scholarships, emergency funds, and programs that address hunger, housing, and inequity, the Normandale Community College Foundation ensures students have the stability they need to succeed. When basic needs are met, students can focus, flourish, and build the future of their dreams.

Under the guidance of a dedicated board of 23 alumni and community members, the Normandale Foundation manages over \$10.7 million in assets to ensure maximum impact for Normandale students. In just the past five years, the Foundation has helped fund transformative projects, including:

- Center for Interprofessional Education in Healthcare
- Sirtify® and SpedUP special education teacher cohort programs
- Free Laptop Program
- Enhanced resources for the Campus Cupboard and the Student Resource Center
- Strengthened our popular STEM programs and effective student cohort support areas.
- Expanded scholarship support.

The Foundation raised over \$5.4 million total dollars in FY25, a 205% increase over the previous year.

We go **above**, you go **beyond**.



NORMANDALE
COMMUNITY COLLEGE

Grants and Sponsored Projects

Public and Private Support FY2025

\$4,978,623



Public and Private
Support - 10-Year Span

\$27,593,653



Scholarships & Support

MAKING A DIFFERENCE IN STUDENTS' LIVES

Total Dollars Raised

\$5,415,478

million raised in FY25—
a 205% increase over last year



Laptop Program Stats

800 Free laptops distributed



Number of Scholarships Awarded

455 students received scholarships

\$725,952 provided in scholarships, program and project support



Basic Needs Stats

Campus Cupboard

19,111 of Visits

2,340 Students



66,513 Pounds of Food

15,173 Meals Distributed



Student Resource Center

76 Number of students supported through basic needs case management



**All statistics from FY25*



MINNESOTA STATE

Extraordinary Education. Exceptional Value.

ABOUT MINNESOTA STATE

At Minnesota State we provide the opportunity for all Minnesotans to create a better future for themselves, for their families, and for their communities.

With 26 community and technical colleges and seven state universities on 54 campuses, Minnesota State serves nearly two-thirds of the entire state's undergraduate student population, and we serve more Black, Indigenous, and students of color than all higher education providers in the state, combined.

We are committed to equitable outcomes for all our students, and in 2019 committed to eliminating educational equity gaps at every Minnesota State college and university by the year 2030. Achieving this goal, called Equity 2030, is a moral imperative, and an economic imperative for our state as our population continues to grow more diverse, and will ensure Minnesota has the workforce it needs for generations to come. We are working toward meeting our Equity 2030 goal through hard work, robust data analysis, targeted programs to improve outcomes, and partnerships with community organizations, employers, and the state legislature.

Minnesota State employs more than 14,560 people, most of whom are represented by one of several bargaining units and personnel plans. The bargaining units include:

- » Inter Faculty Organization (IFO)
- » Minnesota State College Faculty
- » Minnesota State University Association of Administrative and Service Faculty (MSUAASF)
- » American Federation of State, County, and Municipal Employees (AFSCME)
- » Minnesota Association of Professional Employees (MAPE)
- » Minnesota Government Engineers Council
- » Middle Management Association (MMA)
- » Minnesota Nurses Association



Governance

The 15-member Board of Trustees of the Minnesota State Colleges and Universities 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. Learn more on the Board of Trustees page at MinnState.edu/board.

Chancellor

Under the direction of the Board of Trustees, the chancellor is the executive officer of Minnesota State and is responsible for providing educational leadership to the 33 colleges and universities of Minnesota State, ensuring effective and efficient management and operation so that Minnesota State can meet the current and long-term educational and workforce development needs of all Minnesotans. Learn more on the Chancellor's Office page at MinnState.edu/system/chancellor.

Minnesota State

EXTRAORDINARY FACTS

Minnesota State is the third largest system of state colleges and universities in the United States and the largest in the state with 26 colleges, 7 universities, and 54 campuses.

We serve 270,000 students each year, with more Black and Indigenous students, as well as students of color, attending our colleges and universities than all other higher education providers in Minnesota combined.

We offer the lowest tuition in Minnesota, with 55% of our college students and 59% of our university students receiving financial aid.

We employ more than 14,560 dedicated faculty and staff focused on student success.

We provide 3,968 academic programs, including 893 fully online programs.

We have more than 12,000 customized and specialized training, occupational, and professional classes.

We award more than 34,650 degrees, certificates, and diplomas annually.

64% of Minnesota resident students who are pursuing an undergraduate credential are doing so at a Minnesota State college or university.

86% of Minnesota State students take jobs in a related field of study.

We have 7,000+ employer partnerships across Minnesota State colleges and universities.

Minnesota State contributes over \$8.4 billion to the state's economy.

Minnesota State is an affirmative action, equal opportunity employer and educator.



QUALIFICATIONS AND CHARACTERISTICS

The successful candidate will demonstrate most, if not all, of these qualifications:

Leadership

- Strong leadership skills necessary to sustain the vision of Normandale Community College
- Progressively responsible experience in higher education administration
- Experience and leadership with shared governance, demonstrating a collegial and collaborative management style, including understanding and appreciation for a collective bargaining environment

Experience

- Experience in program and curriculum development, fundraising, governmental relations, accreditation process
- Demonstrated fundraising ability and building relationships with key stakeholders
- Demonstrated successful fiscal management and working with large and complex budgets
- A record of actions reflecting concern for the success and well-being of students
- A record of building public/private partnerships between education and business and industry, government entities, and philanthropic and community organizations

Ability

- Demonstrated ability to lead in an innovative, data-driven environment and encourage out-of-the-box thinking
- Ability to lead the campus in an authentic, collaborative, and transparent manner, with integrity and respect and a proven track record of being a visible, engaged, and accessible presence with students, alumni, community leaders, and friends
- Demonstrated understanding of best practices and experiences in addressing equity in student access and outcomes
- Willingness to work with K-12 systems and other Minnesota State colleges and universities
- Exceptional oral and written communication skills effective with a broad range of audiences
- An earned doctorate is preferred but not required

We go **above**, you go **beyond**.

PRESIDENTIAL SEARCH



CARING.

CUROSITY.

COMMITMENT.



NORMANDALE
COMMUNITY COLLEGE

APPLICATION & NOMINATION PROCESS

ACCT Searches is assisting Normandale Community College in this search. The search will be conducted with a commitment of confidentiality of candidates until finalists are selected. To ensure full consideration, application materials should be received no later than **January 30, 2026**. The position will remain open until filled.

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

- A letter of application (not to exceed 5 pages) that succinctly demonstrates how the candidate's experience and professional qualifications have prepared them to serve as the President of Normandale Community College.
1. A current resume including an email address and cellular telephone number.
 2. 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:

Cindy Lopez, ACCT Director of Search Services and Tribal College Initiatives, clopez@acct.org or 405-255-2566.



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Normandale Community College
A member of Minnesota State

WWW.NORMANDALE.EDU

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The information in this document is available in alternative formats by contacting the Office for Students with Disabilities (OSD) at 952-358-8625 or osd@normandale.edu. Normandale is an affirmative action, equal opportunity educator and employer.