SEARCH PROSPECTUS:

Executive Vice President, Student Success
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ABOUT THE COMMUNITY

Milwaukee is the largest city in the state of Wisconsin and the fifth-largest city in the Midwestern United States. Resting on the shore of Lake Michigan, Milwaukee is ranked as the 31st largest city in the United States according to its 2018 population data. The city’s estimated population in 2018 was 594,511. Milwaukee is the main cultural and economic center of the Milwaukee metropolitan area which had a population of 2,043,904 in the 2014 census estimate. It is the third-most densely populated metropolitan area in The Midwest, surpassed only by Chicago and Detroit, respectively.

Beginning in the early 21st century, the city has been undergoing its largest construction boom since the 1960s. Major new additions to the city in the past two decades include the Milwaukee Riverwalk, the Wisconsin Center, Miller Park, The Hop (streetcar system), an expansion to the Milwaukee Art Museum, Milwaukee Repertory Theater, and Pier Wisconsin, as well as major renovations to the UW–Milwaukee Panther Arena. The Fiserv Forum opened in late 2018 and hosts sporting events and concerts. Summerfest, the largest music festival in the world, is also a large economic engine and cultural attraction for the city.

Milwaukee is the home to the international headquarters of six Fortune 500 companies: Johnson Controls, Northwestern Mutual, Manpower, Rockwell Automation, Harley-Davidson and Joy Global. Other companies based in Milwaukee include Briggs & Stratton, Alliance Federated Energy, Hal Leonard, WEC Energy Group, the American Society for Quality, A. O. Smith, Rexnord, Master Lock, American Signal Corporation, AGE Healthcare Diagnostic Imaging and Clinical Systems and MGIC Investments. The Milwaukee metropolitan area ranks fifth in the United States in terms of the number of Fortune 500 company headquarters as a share of the population. Milwaukee also has a large number of financial service firms, particularly those specializing in mutual funds and transaction processing systems, and a number of publishing and printing companies.

Service and managerial jobs are the fastest-growing segments of the Milwaukee economy, and healthcare alone makes up 27% of the jobs in the city.
AFFORDABLE, ACCESSIBLE, HIGH-QUALITY
From Dual Enrollment opportunities for high school students to associate degree, technical diploma, apprenticeship, certificate and four-year transfer programs, MATC offers affordable, accessible, high-quality education that leads to in-demand careers.

Students are learning job-ready skills from day one. They can start their career with an entry-level credential while they continue to advance their education. Working adults can take advantage of individual courses and programs to stay current in their field or prepare for a promotion. The college’s hands-on, expert-led programs are rigorous and emphasize both the hard and “soft” skills needed for career success.

MATC’S JOBshop connects students directly to internships and career opportunities. When it comes to the skills gap, MATC is educating the students who will help close it. Affordable tuition and a high rate of return make MATC a smart investment and the region’s best value in higher education:

- The average associate degree graduate will take home $418,000 in additional earnings throughout their working years compared to someone with only a high school diploma.
- For every dollar that students invest in MATC in the form of out-of-pocket expenses, they receive a cumulative of $3.80 in higher future earnings. This calculation, from a report completed in May 2018 by the respected research firm Emsi, even takes into account money that students would have earned had they been working instead of attending college.

Most associate degree and technical diploma programs can be completed in two years or less of full-time study. Students can complete the first half of a bachelor’s degree at MATC. Credits earned in MATC’s 200-level courses are accepted at transfer partners, which include public and private four-year schools. Also, transfer agreements that provide transfer of selected associate degree (100-level) courses and programs to four-year colleges and universities are offered.

Apprentice interns learn a skilled trade through on-the-job experiences and their classroom instruction at MATC. Through these “earn and learn” opportunities, an apprentice earns wages from the employer.

Certificate Programs – These targeted, short-term (generally one-semester) programs are designed to update current job skills and prepare students for new career opportunities.
Why do students choose MATC?
- Hands-on learning led by instructors with industry experience
- Small class sizes
- Daytime, evening and online options
- Accelerated course options
- Campus life including student groups, athletics and housing opportunities
- Childcare available to students

Top Employers
The area’s top companies and service providers rely on MATC alumni. The following organizations employ the largest number of new MATC graduates based on recent surveys:
- Advocate Aurora Health
- Amazon
- Ascension
- Bell Ambulance
- Children’s Hospital of Wisconsin
- City of Milwaukee
- Froedtert Hospital & Medical College of Wisconsin
- Kohl’s
- Milwaukee Area Technical College
- Milwaukee Public Schools
- Milwaukee VA Medical Center
- Northwestern Mutual
- Paratech Ambulance Service
- UPS
- Walmart
- We Energies

Top Destinations For MATC Graduates Who Transfer To 4-Year Schools
MATC has credit transfer agreements with more than 35 four-year universities and colleges. Partners with the highest number of recent MATC graduates enrolled include:
- Alverno College
- Cardinal Stritch University
- Concordia University – Wisconsin
- Lakeland University
- Marquette University
- Milwaukee School of Engineering
- University of Wisconsin – Milwaukee
- University of Wisconsin – Parkside
- Upper Iowa University

GUIDED PATHWAYS
MATC is currently undergoing a transition into the nationally recognized Guided Pathways Model.

Guided Pathways is an integrated, district-wide approach to student success based on intentionally designed, clear, coherent and structured educational experiences, informed by best practices and our own institutional data, that builds effective and efficient pathways for each student from his or her point of entry to transfer opportunities and/or careers with value in the labor market.
ABOUT THE OPPORTUNITY

JOB DESCRIPTION
Executive Vice President, Student Success

Under the direction of the College President, provides strategic, innovative and passionate leadership to enable student success for all MATC students. This position oversees the Vice President Enrollment Management, the Vice President Retention and Completion and the Vice President Learning. The position ensures collaborative strategy and implementation of initiatives that improves the entire student life cycle of education at MATC and beyond.

MATC is transforming lives, industry and our community by preparing students today for the careers of tomorrow. Along with our industry partners, we are redefining the future of higher education to create an affordable, accessible path to family-sustaining employment and career advancement. Instead of just talking about the skills gap, the college is leading the efforts to educate the students who will help close it.

MATC embraces life-long learning from high school through and into retirement. As a Guided Pathways College and Achieving the Dream College (future), the EVP is critical for the vision of the programs and their successful implementation. Other programs supported include the MATC Promise, Hispanic Serving Institution (in process), dual-enrollment and employer-based programs like coops and apprenticeships.

The EVP provides leadership for the development, implementation, assessment and oversight for areas of responsibility across all locations. He/She is responsible for developing, monitoring and promoting student success and enrollment management strategies and programs to increase retention, progression, completion, and academic success for all students throughout the District. Working closely with the President, leads initiatives to develop and implement clear academic pathways and student-centered services that focus on success across all outcome areas, including retention, progression, graduation, transfer, and employment rates.

The leader applies data-informed decision making (DIDM) and continuous quality improvement (CQI) in planning and implementing strategies to achieve division and department goals. Serves as a change agent for diversity, equity, inclusion, and multiculturalism as well as innovation, collaboration, legal compliance, and data analysis.
CHARACTERISTIC DUTIES AND RESPONSIBILITIES

STUDENT SUCCESS
Champion the intellectual and social growth of a diverse student population and student-centered decision making throughout the district that takes into account the variety of learning styles, cultures, and prior experiences of our students. Ensure that institutional policies and practices provide fair and equitable treatment of all students.

ACCOUNTABILITY
Oversee enrollment management, retention and completion and learning for all students. Partners with the President’s Cabinet, Council and other leaders and employees to ensure implementation of initiatives with other related units within the College. Performs other related duties as required for the efficient operations of the division.

Collaboration
Work collaboratively with the President and other college leaders to develop and implement clear, structured academic and career pathways for all entering students and ensure that there are intentionally designed, clear, coherent and structured educational experiences along with student-centered services that support each student’s ability to successfully move along his/her academic pathway.

Customer Focus
Using WE CARE Service Excellence Standards, responsible for ensuring culture of student experience and student-centered success including, but not limited to, systems, processes and procedures as well as building effective cross-functional teams. Visions and is a key sponsor for diversity, equity and inclusion for students and employees.

Diversity, Inclusion, Equity
Work with campus leaders to develop initiatives that are new and unique to MATC ensuring that all are understandable, clear and measurable, and outcome oriented. Develop program maps that will provide clear pathways to student end goals and continued learning opportunities for successful completion. Work collaboratively with the Pathway Deans in the development of more efficient, effective class scheduling and scheduling processes designed to support student success and to facilitate student program completion.

Excellence
Provide leadership and guidance for the recruitment, retention, and progression of student success. Promote and actively recruit for the College.

Innovation
Develop and implement organizational structures, personnel and resources to ensure high-quality and student-centered experiences throughout the district. Foster broad and authentic engagement of college faculty and staff in the design, implementation, evaluation, and ongoing improvement of pathways for students.

Integrity
Practices honesty by demonstrating a consistent and uncompromising adherence to strong moral and ethical principles, values, truthfulness and accuracy in all actions. Acts and speaks consistent with, and in support of, MATC’s Mission, Vision, and Values. Addresses all student and employee behavior in a confidential and respectful manner. Performs other related duties as required for the efficient operations of the division.
SUPERVISORY RESPONSIBILITIES

**Supervision Given**

Provides continuous feedback to direct reports including monthly one-on-one meetings, and performance management

Provides recommendations on hiring new employees; on coaching and counseling; on training; and on granting time off.

**MINIMUM QUALIFICATIONS**

Compliance with all state, federal, and accreditation standards/requirements, as well as all MATC policies and procedures.

**Required Education:** A Doctoral or Ph.D. in Administrative Leadership, Higher Education and Supervision in Education or in a related field in Adult Education, curriculum development, higher education and/or in the supervision of Adult Education.

**Required Experience:**

- Must have proven experience working in a college environment with programs like Guided Pathway, Achieving the Dream or other similar formal programs.
- Proven experience with re-engineering and significant change initiatives across a complex organization.
- Proven experience with strategic visioning and work to communicate and execute that vision through a strategic plan.
- At least ten (10) years of increasingly responsible professional work experience in a large, complex organization, preferably in post-secondary education (may include other public or private sector organizations); must be certifiable by the Wisconsin Board of Vocational, Technical and Adult Education; must possess a track record that demonstrates the included knowledge, skills and abilities.
- Five (5) years experience with oversight / supervision of junior executive level administrators or above.
KNOWLEDGE, SKILLS, AND ABILITIES

- Extensive knowledge of and demonstrated evidence of success with, student pathway and success models and principles
- Experience in and knowledge of the functions and objectives of student service and academic support programs and services.
- Has a proven innovation mindset including with the use of new technologies in educational settings. Including implementation of innovative and creative instructional techniques and technology.
- Proven experience of successful collaboration within team and throughout organization to bring together desired results. Highly effective facilitation skills within small or large group settings.
- Excellent communication skills including the use of technology to develop and deliver presentations.
- Proven success in knowledge, understanding and use of quality management concept, processes, and techniques. Prior experience leading an engagement team and/or peers through analysis and deliverables processes.
- Experience in visioning and execution of strategic planning processes including development of goals and initiatives and work plan development.
- Knowledge and understanding of vocational, technical and adult education. Knowledge of the Wisconsin Technical College System required to be successful in the position. This can be developed once in the position.
- Experience with budgeting and financial management practices in a complex, matrixed organization.
- Skilled in examining and re-engineering operations and procedures, formulating policy, and developing and implementing new strategies and procedures.
- Demonstrated leadership and management experience and competencies in academic administration. Demonstrates and provides leadership to others.

- Proven ability to communicate effectively through both oral and written means with staff and organizations.
- Proven ability to establish, collaborate and maintain effective work relationships with peers, students, faculty, staff, representatives of outside agencies, educational institutions, and the public.
- Conveys an image of professionalism and dedication in work related activities.
- Experienced in working with culturally diverse student and employee populations, with an emphasis on equity and inclusion.
- Experience with analyzing and interpreting statistical and management data. Demonstrated ability to identify patterns or connections between situations.
- Proficiency in the use of computers and software specific to position, including spreadsheets and the Internet.
- Proven success at working independently, taking initiative and ensuring completion of initiatives with minimal supervision.
- Demonstrated ability to manage multiple priorities, establish workflows and meet necessary deadlines.
- Demonstrated leadership ability and team building skills to effectively supervise professional and staff and interact with all levels of management.
Nominations, applications, and inquiries may be sent in complete confidence. The Executive Vice President, Student Success position is open until filled. Application materials (to include a letter of interest, curriculum vitae, and the names, addresses, telephone numbers, and email addresses of five references – who will not be contacted without permission) must be electronically submitted in PDF format to:

MATCEVP@academicsearch.org.

Assisting MATC with this important search is:

Jerry Israel
Jerry.Israel@academicsearch.org
Senior Consultant
Academic Search, Inc.
Washington, D.C.

MATC is an AA/EEO employer and committed to workplace diversity. Excellence through cultural diversity, we strongly encourage people of all racial/ethnic backgrounds to apply.
ABOUT ACADEMIC SEARCH

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