



UNIVERSITY OF MINNESOTA

Dean, College of Continuing and Professional Studies

The University of Minnesota invites applications and nominations for the next Dean of the College of Continuing and Professional Studies (CCAPS). The University of Minnesota is among the world's top research universities. The next dean of CCAPS will continue the success of the College in developing in-demand and high-quality academic programs, collaborating with academic leaders across the University, and engaging with external partners. The next dean will be a forward-looking, collegial, and engaging leader and will have the opportunity to make a lasting impact on the University, the state, and the region.

THE COLLEGE OF CONTINUING AND PROFESSIONAL STUDIES

Anchored in the values of access, learning, inclusivity, collaboration, and excellence, the University's [College of Continuing and Professional Studies](#) is one of 17 academic colleges on the University of Minnesota Twin Cities campus. CCAPS empowers lifelong learners to achieve their educational goals through professional courses, applied and individualized undergraduate and graduate degrees, and other academic pathways, all while pursuing a learner-centered environment where diverse ideas, backgrounds, and identities are embraced. The next dean will inherit a high-performing College and will be charged with continuing the success of CCAPS to advance educational programs and create new collaborative partnerships across the University and in the Twin Cities region. A distinct highlight of CCAPS is the College's extraordinary faculty and staff who are deeply committed to students. The majority of faculty members at CCAPS are adjunct instructors, working professionals, and experts in their fields. They bring their expertise and networks into the classroom to provide dedicated learning opportunities for students.

Undergraduate and Graduate Education

CCAPS offers [bachelor's](#), [master's](#), and credit certificate programs to motivated and diverse students. CCAPS continues to have one of the most diverse student bodies in the UMN system, particularly at the undergraduate level (53% BIPOC, 37% Pell Eligible, 46% first generation).

Students are attracted to CCAPS degree programs because they align with workforce needs or allow students to design their education around their goals. CCAPS academic programs are fully integrated with the rest of the University so students can enhance their degree with coursework from other University colleges.

Professional Development and Lifelong Learning

CCAPS offers non-credit programming that serves learners from the start of their careers and into retirement. These include [professional development courses](#), [certificates](#), [bootcamps](#), and the [Osher Lifelong Learning Institute](#) (OLLI). These programs help learners advance their professional skills, stay current in their field, and/or enrich their lives by becoming part of a lifelong learning community.

College Pathways

CCAPS offers several pathway programs that provide access to the University for nontraditional students. Academically prepared and motivated juniors and seniors may earn college credits by taking

University of Minnesota Twin Cities courses through both the [College in the Schools](#) (CIS) program and [Post Secondary Enrollment Options](#) (PSEO). CCAPS also serves international students through academic and intensive English programs offered by the [Minnesota English Language Program](#) (MELP).

CCAPS Commitment

CCAPS is committed to University-wide priorities around diversity, equity, and inclusion. This commitment includes incorporating DEI best practices into all student, faculty, and staff interactions and experiences. This commitment has guided the work of the DEI Council in crafting their strategic plan around three key goals: continuing to build a culture of inclusivity in the College; expanding recruitment of marginalized learners in professional development programs and assisting them in completing their specific goals; and increasing the representational diversity of staff and instructors. In 2023, this commitment was furthered by the establishment of the diversity, equity, and inclusion unit within CCAPS and the hiring of the inaugural Diversity, Equity, and Inclusion Director for the College.

Transformative Gift

In 2022, the College of Continuing and Professional Studies received a [transformative \\$32.5 million gift](#) from alumna Karin Larson. The gift will allow CCAPS to increase its scholarship offerings to students and to invest in future initiatives that will further enhance its mission and provide access and opportunities to students.

THE POSITION

Reporting to the Executive Vice President and Provost, the dean serves as the chief academic and administrative officer for the College. The ideal dean will be a strategic and collaborative leader with a deep commitment to educational excellence, innovation, diversity, and service to the community. The dean will:

- Lead and manage an outstanding, collaborative, and creative team;
- Provide strategic leadership for programmatic, budgetary, and enrollment planning that strengthens educational and operational excellence and advances systemwide strategic priorities;
- Build collaborations across the University, leveraging resources and advancing teaching and learning innovation and reciprocal engagement with diverse communities; and
- Build relationships with external stakeholders, including business and industry leaders, to assess workforce needs, enhance programs, and expand learning and career opportunities for students.

The CCAPS dean also serves as a member of the Twin Cities Deans Council, playing a collaborative leadership role in campus-wide academic affairs, educational innovation, and community engagement.

OPPORTUNITIES AND CHALLENGES

Moving further into the 21st century, serving the needs of non-traditional learners is crucial to top-notch education and central to the University's mission. CCAPS believes that the pathway to preeminence begins with a fundamental commitment to the combination of educational access, academic excellence, and professional preparation. It is expected that the next dean of CCAPS will engage faculty and staff in the work to achieve focused excellence across all CCAPS units and programs. The next dean will build from the strong existing foundation of high-quality professional programs and lifelong learning initiatives to ensure CCAPS continues to thrive as a national and international leader in continued and professional education.

Advance a strong programmatic and financial model: The next dean of CCAPS will build from the College's agile and innovative identity and openness to new ideas and ventures, to establish a clear and

unifying set of principles and a strong presence within the University and beyond. With the aim of a dynamic future of innovative program development, revenue generation, and new populations to recruit to the University, the dean will work collaboratively to identify directions that serve the diverse programs at CCAPS and build processes for executing initiatives that lead to expanded connections and new programs. The University currently runs on a responsibility-centered management (RCM) budget model, and the dean will be expected to maintain the College's strength in fiscal management while creating opportunities to further diversify revenue streams. The dean will build on the strong foundation already in place, bringing the CCAPS community together in articulating an overarching, unifying sense of mission and purpose, and a public message for the College.

Expand integration and collaboration across the University: A collaborative leadership approach will be critical for the success of the next dean of CCAPS. With programs that sometimes serve as extensions of other academic units, the dean should be able to effectively engage and communicate with a diverse set of academic leaders and faculty across the University to ensure that programs in CCAPS are aligned with both student and employer needs and meet University standards of excellence. The dean will join a strong, experienced team with deep expertise and institutional knowledge and will enjoy ample opportunities to develop creative and cross-disciplinary ideas for future programs and initiatives at CCAPS.

Explore new delivery methods and programmatic opportunities: Because CCAPS is not a freshman-admitting College, the dean will bring expertise in marketing continuing and professional programs to prospective students and diversifying enrollment pipelines for the College. While CCAPS currently has a number of online programs, the next dean will have the opportunity to work with the University's Vice Provost for Distributed Learning to expand current programmatic offerings and delivery modalities across the College. Through collaborative engagements across the five-campus University System, there will be opportunities to expand how CCAPS can deliver its mission and create a stronger commitment to access for students in credit and non-credit programs.

Enhance diversity, equity, and inclusion: Diversity and inclusion in all its dimensions - demographic, geographic, disciplinary, ideological, professional experience, ableness, and more - invite a broader circle of faculty, staff, and students who can contribute to a vibrant learning community. The next dean will co-lead efforts to further diversify the faculty and staff to advance a culture of belonging at CCAPS. The dean also has the opportunity to sustain the University of Minnesota's reputation as a leader in diversity, equity, and inclusion by fostering an environment focused on a strong sense of belonging and inclusive excellence and weaving that deep commitment to DEI principles into all of the work coming out of CCAPS.

Expand external relationships: The next dean will continue a strong tradition of forging external partnerships. The dean should be comfortable communicating and engaging with corporate executives, community leaders, elected officials, K-12 leaders, and alumni. The dean should also understand how to capitalize on the resources, ideas, and networks that each of these groups could bring to support CCAPS programs, students, and initiatives. Programs within CCAPS have robust advisory boards made up of industry stakeholders who provide invaluable strategic support for the College and its programs. There will be opportunities for the next dean to effectively utilize the expertise of these boards to enhance existing programs while also looking for ways to develop new programs. The dean will be an approachable, visible, and engaging relationship builder to sustain current relationships at the College and open doors to new partnerships as well.

PROFILE FOR THE NEXT DEAN

The successful candidate for this position will be an experienced, strategic, visionary, student-oriented leader with a passion for professional, continuing, and online education and non-traditional learners. A record of demonstrated commitment to diversity, equity, and inclusion; effective communication skills; and the interest in and ability to interact successfully with internal and external constituencies are critical. The next dean should be an accessible and approachable leader who can embrace a working environment based on collegiality, collaboration, and empowerment.

Required Qualifications:

- A terminal degree and a record of progressive leadership experience;
- Significant experience in a highly complex enterprise;
- A collaborative leadership style;
- Proven commitment to and achievement in promoting diversity, equity, and inclusion;
- The highest standards of personal ethics and integrity; and
- An understanding of the professional, continuing, and online education landscape across the nation and the world.

Preferred Qualifications:

The next dean will have a proven track record of significant external achievements, collaborative accomplishments, academic credibility, and proven organizational leadership. Candidates will bring many of the following professional experiences, skills, and personal qualities:

- Demonstrated interest in university-based professional, continuing, and online education and professional development and an understanding and appreciation of the breadth of CCAPS programs;
- Experience in higher education combined with the ability to partner with and understand the dynamic needs of corporate, industry, government, and community partners;
- Experience leading or collaborating with multiple programs and units to develop/improve instruction and educational programs;
- An understanding of national conversations and best practices around professional, continuing, and online education, with engagement in relevant national associations;
- Experience in successful resource development, fundraising, fiscal management, and enrollment planning;
- Experience managing a budget and allocating resources, preferably in a decentralized organization;
- Demonstrated creativity, proactivity, and ability to articulate and broadly communicate a compelling vision;
- Demonstrated understanding of strategic enrollment management and success in increasing enrollment;
- Strong strategic planning acumen with the ability to collaborate with a leadership team to set strategic priorities, and gain buy-in and engagement from a broad and diverse set of stakeholders including those within the College, throughout the Twin Cities campus, and across the University System;
- An approach to leadership that values collaboration, trust, and empowerment of employees to foster an open, thriving, and creative environment;
- Experience building and sustaining productive cross-program/cross-unit academic collaborations;
- Highly effective communication and interpersonal skills to effectively build relationships at all levels of the College, while preserving the collegial and welcoming environment at CCAPS;

- Demonstrated strengths in relationship building and the ability to foster a supportive and collaborative working and learning environment; and
- Experience working with multiple units to leverage resources that contribute to initiatives in traditional, hybrid, and online education; teaching innovation; regional workforce development; and reciprocal engagement with diverse communities.

ABOUT THE UNIVERSITY

The University of Minnesota is a comprehensive public research university that is ranked among the world's most respected institutions of higher learning. The University has scholars of national and international reputation as well as a strong tradition of education and public engagement. With five campuses located throughout Minnesota—the Twin Cities, Duluth, Morris, Crookston, and Rochester—the University advances discovery and innovation to improve society for all. UMN Twin Cities has the special distinction of being both a globally engaged AAU, R1 research institution, and Minnesota's land-grant university, creating a unique capacity and responsibility to improve the lives of Minnesotans and drive the state forward.

With an annual operating budget of \$4.2 billion a year, the University generates an estimated economic impact of \$9 billion for the Minnesota economy. The University enrolls 68,000 students, 55,000 on the flagship Twin Cities campus in the heart of Minneapolis-St. Paul, the 16th largest metropolitan area in the country. A research university of exceptional breadth and depth with expansive interdisciplinary opportunities, UMN advances education, research, and outreach across schools and colleges spanning the broad fields of liberal arts; biological sciences; dentistry; design; education and human development; food, agriculture, and natural resource sciences; law; business; medicine; nursing; public affairs; public health; science and engineering; and veterinary medicine. The state's sixth-largest employer, the University has over 25,000 faculty and staff and encompasses regional extension offices, research and outreach centers, clinics, labs, professional education outreach, and K–12 educational engagement programs throughout the state, as well as world-class performing arts facilities, museums, and galleries. As one of an elite few land-grant universities that also are world-class research institutions, and one of few major land-grant research institutions situated in a major metropolitan area, the University consistently has advanced the land-grant mission with exceptional vigor—distinguished by a comprehensive commitment to integrating public engagement deeply into teaching and learning, research, and discovery.

The University averages over \$1 billion in research expenditures annually, ranking 13th nationally among public universities, and its faculty and experts are considered some of the best in their respective fields. UMN currently boasts 29 Nobel Prize-winning faculty, recipients of prestigious awards such as Guggenheim and MacArthur Fellowships, and many who are members of the National Academies and the American Academy of Arts and Sciences.

The University strongly embraces diversity, equity, and inclusion as foundational values and has made both engagement and diversity central to strategic planning across the system. Students on the Twin Cities campus include 28 percent Black, Indigenous, and People of Color (BIPOC) students and 9 percent international students (from over 140 countries); 24 percent of all undergraduates are first-generation students. The University ranks ninth nationally for students learning abroad and offers programs in more than 70 countries. The Twin Cities campus has been recognized nationally within the last five years for excellence in diversity and in global learning, research, and engagement. The University has also been ranked by Forbes as one of the country's 20 best educational employers.

The Twin Cities campus is located in a diverse and economically vibrant region at the heart of an increasingly global Midwest, with 11 federally recognized tribal nations, the largest urban American Indian population in the country, a dynamic Black community, and significant African, Latinx, and Asian American populations. The links between Minnesota communities and communities around the world are notable: the Twin Cities has the largest number of people of Somali descent outside of Somalia and the nation's largest urban Hmong-American population.

UMN is located on traditional, ancestral, and contemporary lands of Indigenous people. The University resides on Dakota land ceded in the Treaties of 1837 and 1851. The University acknowledges this place has a complex and layered history and is committed to ongoing efforts to recognize, support, and advocate for American Indian Nations and peoples. Since 2021, the University has had a Senior Advisor to the President for Indian Affairs focused on further strengthening the University's partnership with Minnesota Tribal Nations.

Current University Context

Without question, 2020 posed a series of challenges for the University of Minnesota. Like all universities and colleges across the country, the University had to alter its typical operations with the rise of the pandemic. And in the summer of 2020, the University of Minnesota community was deeply affected by the killing of George Floyd by officers of the Minneapolis Police Department. The Twin Cities has been at the epicenter of a reckoning around issues of racial justice that spread from Minneapolis across the globe as the largest demonstration of civil rights activism in a generation.

The University has been resilient in responding to these unprecedented public health and social justice challenges and continues to advance its mission of world-class research, teaching, and public service. The reckoning around issues of racial justice opened up a larger and continuing discourse about race and equity within the University. The University and its colleges and schools have made progress with heightened attentiveness to issues of racial equity. University leaders have strongly affirmed a commitment to anti-racism and social justice; to meaningful reciprocal engagement with local and global communities; and to creating a diverse, inclusive, and equitable University and society. Through deliberate changes in admissions policies in accordance with Federal laws and nationwide best practices, the University remains steadfast in its educational mission of inclusion and access, of removing barriers to higher education for underrepresented populations, and of ensuring that all members of our community have equitable access to the University and its resources.

Concurrently, the University completed the development of its first comprehensive system-wide strategic plan, [MPact 2025](#), to chart a strong course for the future. With the conclusion of that plan and a new President beginning July 2024, we anticipate a new strategic plan to be developed in academic year 2024-2025.

The University also recently completed a record \$4.4-billion capital campaign, exceeding an ambitious goal.

University Leadership

[Jeff Ettinger](#) currently serves as the interim University president. Prior to joining UMN in June 2023, he served as chair of The Hormel Foundation board of directors, one of Minnesota's largest community foundations and grant makers, and prior to that as the CEO of Hormel Foods Corporation in Austin, MN.

The UMN Board of Regents selected [Rebecca Cunningham](#) as the 18th President of the University of Minnesota, effective July 1, 2024. She will join the UMN from the University of Michigan where she served as the vice president for research and innovation.

[Rachel Croson](#) is the executive vice president and provost, and chief academic officer. She joined UMN in March 2020 from Michigan State University, where she served as Dean of the College of Social Science and MSU Foundation Professor of Economics.

More information about the University, including a chart for UMN executive leadership, can be found at <https://twin-cities.umn.edu/>.

DIVERSITY, EQUITY, AND INCLUSION

The University of Minnesota is focused on increasing access to higher education by advocating for members of our community and emphasizing the importance of diversity in promoting learning and development at the University of Minnesota. Our commitment to equity and diversity is the shared responsibility of students, staff, and faculty, and must be supported and guided by all levels of leadership.

The University strives to be an institution where diversity, equity, and inclusion are recognized as core institutional values that drive decision-making, resource allocation, and the development of all policies and practices; diverse students, staff, and faculty are recruited, retained, and supported; and collaborative internal and external partnerships support the emerging needs of students, staff, faculty, and the communities in which they live and work. Further information can be found at <https://diversity.umn.edu/mission-vision-values>.

THE TWIN CITIES: MINNEAPOLIS/ST. PAUL

The University of Minnesota occupies a distinctive niche as the most comprehensive land-grant research university located in a major metropolitan area. The Twin Cities offer tremendous arts organizations and world-class corporate, scientific, and financial entities that bring the world to the University's doorstep. In this superb setting, the University of Minnesota offers unique opportunities for engagement in a progressive, cultured, and thriving urban community. Although separated by the Mississippi River, Minneapolis and Saint Paul are one city. Together they form the core of the Twin Cities Metropolitan Area, the 16th-largest metropolitan area in the country (and roughly the 65th-largest in the world), with more than 3 million residents.

Minnesota and the Twin Cities are also home to a diverse array of vibrant communities from across the globe. In Minnesota, there are seven Anishinaabe (Chippewa, Ojibwe) reservations and four Dakota (Sioux) communities. Large populations of Hmong and Karen immigrants and refugees from Southeast Asia have settled in the Twin Cities region. Minnesota is home to the largest Karen population in the country, and the Hmong community is the largest Asian population in the state. Minnesota is also home to African migrant populations from Ethiopia, Kenya, Liberia, Nigeria, and Somalia.

By nearly every measure, the Twin Cities area ranks among the country's most desirable places to live, offering exceptional cultural, social, and recreational opportunities. In fact, the Trust for Public Land recently ranked the city as having the best urban park system in the United States. The Twin Cities community has long been noted for its tremendous spirit of civic cooperation. Private corporations and foundations often join with government and community organizations to improve and expand the resources available to the community. The substantial private investment that results enriches the whole Twin Cities area and helps maintain it as a dynamic metropolitan center.

The University has strong partnerships with these vital community leaders and organizations. The Twin Cities metropolitan area is the economic center of the upper Midwest. Minnesota's economy is one of

the most diversified in the nation with more than 90 percent of all major U.S. industries represented in the state, including over 30 Fortune 1000 companies and over 15 S&P 500 firms, such as Target, General Mills, Medtronic, Cargill, 3M, and Honeywell. Other leading companies located here include United Health Group, Best Buy, Carlson Companies, Aveda Corporation, St. Paul Travelers Companies, U.S. Bancorp, and Xcel Energy. Quality education and job growth were undoubtedly factors in Forbes magazine ranking Minneapolis-St. Paul #32 “Best Places for Business and Careers” in 2019. The Twin Cities were also ranked as the sixth-best city in the country to live in Livability’s 2022 study.

INFORMATION FOR APPLICANTS

The search committee will begin reviewing materials in the coming weeks. A cover letter and CV/resume are requested for full consideration. Please send all nominations and applications to:



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The University of Minnesota provides equal access to and opportunity in its programs, facilities, and employment without regard to race, color, creed, religion, national origin, gender, age, marital status, disability, public assistance status, veteran status, sexual orientation, gender identity, or gender expression.

The University is committed to diversity, equity, and inclusion in supporting the academic mission and is committed to attracting and retaining employees of varying identities, backgrounds, and perspectives. Candidates with backgrounds and identities underrepresented in public health are particularly encouraged to apply.

To learn more about diversity at the UMN: <http://diversity.umn.edu>.