



WHITE EARTH TRIBAL & COMMUNITY COLLEGE

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Presidential Search

The White Earth Tribal and Community College Board of Trustees invites applications for the next president of WETCC. They seek an experienced leader committed to excellence in higher education with the ability to foster a collaborative, supportive environment for students and employees and to cultivate and maintain partnerships with tribal and external entities in the communities we serve.

WETCC is a small, rural institution located in Mahanomen, Minnesota, serving the White Earth Reservation and surrounding communities. WETCC is an accredited institution that offers a two-year associate of arts degree, workforce training, and extension programs.

Subject to the oversight and governance of the WETCC Board of Trustees, the president is responsible for all operations of the college and for upholding and advancing the mission, vision, and values of the college.

A successful candidate will possess the following qualities, experiences, and characteristics:

- Committed to the success and advancement of students.
- Set and implement strategies and priorities that align with WETCC's mission, vision, and values.
- Cultivates, engages, and maintains partnerships and relationships with Tribal and external entities, such as governmental agencies, community leaders, higher education organizations, K-12 schools, business and industry, and boards. Attend meetings in support of these relationships.
- Advocates for the College at tribal, local, state, and federal government levels and with external entities.
- Committed to creating high-performing employees and supporting shared governance.
- Able to inspire and merit the respect of employees.
- Ensure the College maintains required accreditations.
- Skilled fundraiser and experienced resource development.
- Effective steward of the College resources and reputation.
- Works collaboratively with the Board of Trustees (BOT) and keeps the BOT informed of issues under their purview.
- Promotes a climate of trust, mutual respect, open inquiry, and collaboration.

- Exemplifies ethical behavior needed to maintain the College's reputation and a strong work ethic.
- The president will cultivate and maintain partnerships and relationships with tribal and external entities that align with the College's mission and vision.

An ideal candidate will have the following education and experience.

- Master's degree from an accredited institution of higher education. Ph.D. preferred.
- Five or more years of successful executive or top leadership experience.
- Experience working with and an understanding of Native American cultures.
- Experience working with Native American communities.
- Experience working in a rural environment.
- Evidence of strong financial, operational, and human relations work experience.
- Ability to communicate effectively through written and oral correspondence.

To apply, submit the following documents to the WETCC Human Resources Department at hr@wetcc.edu. Incomplete submissions will not be accepted.

1. A letter of interest that addresses the stated responsibilities and requirements
2. A current resume or curriculum vitae
3. Five professional references with contact information

Employment is contingent on a successful background check. Salary is negotiable depending on qualifications.

Benefits

WETCC offers a comprehensive benefits package for full-time employees, including company-paid life and disability. Other benefits include Health, Dental, HSA with company match, additional life insurance, accident, critical illness, hospital indemnity, vision, Legal & ID Shield, and medical & dependent care FSA. The effective date for new full-time employees is the first of the month following the date of hire.

Traditional or Roth 401k with a company match up to 5%, fully vested from day one, the effective date for 401k is the first of the month following 90 days of employment, for full and part-time employees.

WETCC offers annual leave and sick leave, which both start from the date of hire. WETCC has 17 paid holidays a year.

About WETCC

Established as a not-for-profit tribally controlled educational institution of higher learning, the first Charter was approved on February 5, 1998 "...to provide adult education and post-secondary educational services to enrolled members of the White Earth Reservation and to other eligible [Indigenous] and non-[Indigenous] residents of the area..."

Accredited by The Higher Learning Commission

Mission Statement

White Earth Tribal and Community College is an accredited institution of higher learning dedicated to academic excellence grounded in Anishinaabe culture, values, and traditions.

Vision Statement

Vision – Giaa-miinigoowizid Anishinaabe Gibimiwidoomin niigaanakeyaa – “We all are carrying into the future the way the Anishinaabeg was gifted.”

Purpose Statements

- The college will present learning as a life-long process of discovery of knowledge embedded in the intellectual disciplines and the traditions of the Anishinaabe people.
- The college will support the self-determination of the Anishinaabe people through the preservation and promotion of their history, culture, and language.
- The college will seek to address the social, political, and economic needs of the White Earth Reservation through programs that encourage service to the community.
- The college will promote a philosophy based on the seven teachings of the Anishinaabe.

The White Earth Tribal & Community College in accordance with Federal law and U.S. Department of Agriculture policy, this institute is prohibited from discriminating based on race, color, religion, sex, gender, sexual orientation, national origin, ancestry, age, marital status, disability, or any other characteristic protected by law.