



## **Midwestern Higher Education Compact Vice President for Policy and Research**

### **THE ORGANIZATION**

Midwestern Higher Education Compact (MHEC) strengthens post-secondary education in its twelve midwestern states through development and support of best practices, collaborative efforts, and cost-sharing opportunities. MHEC works with and for a variety of stakeholders within and across member states, including higher education system and campus leaders, state policymakers, and other state leaders. Through these efforts it works to ensure strong, postsecondary educational opportunities and outcomes for all.

MHEC's strategic approach highlights member states' strong desire for cooperation, effectiveness, and efficiency. MHEC believes that actions informed by research and best practices are the catalyst for improving quality, accessibility, relevance, and affordability of postsecondary educational opportunities. MHEC does this primarily through the following approaches: convenings, programs, research, and cost-savings contracts. MHEC strives to help its members support students and their success.

### **THE OPPORTUNITY**

Higher education systems and institutions are dealing with constant shifts in how they approach their work, those they serve, and how they support workforce needs in their states and regions. By working directly with states and their leaders and stakeholders, MHEC has a unique opportunity to help them advance innovation, develop collaborative solutions to regional problems, and to drive cost savings and business solutions. The Vice President will have a key role in implementing MHEC's new strategic plan.

### **ROLE DESCRIPTION**

MHEC seeks an accomplished, motivated, entrepreneurial leader to help the organization drive its strategic priorities. Reporting to the President, the Vice President will oversee policy and research, providing visionary leadership across MHEC's various platforms and means of serving its members. The new leader is an outstanding listener, quick learner, excellent communicator and relationship builder. They have a natural ability to learn the key business drivers of their stakeholders as well as internal challenges and opportunities for their employees, while always putting customers first.

The Vice President directs MHEC's research efforts and policy portfolio for the organization and its constituents. Policy lines of work include but are not limited to open educational resources, distance education, dual enrollment, and student reciprocity.

The Vice President works closely with internal and external stakeholders including other regional compacts, higher education and legislative related organizations, and individual leaders and teams affiliated with higher education.

### **TEAM LEADERSHIP**

1. Help ensure that the MHEC culture remains a vibrant and open place to work; practices active listening and collaboration; demonstrates a “service-oriented” mentality towards both members and MHEC colleagues; fosters and encourages an “open-door” policy with all employees; elicits feedback and new ideas; is hungry to learn from employees, stakeholders, and members.
2. Support employees by providing key information, elevating competencies through training and mentorship, and holding employees accountable to established strategic performance benchmarks.

### **STRATEGIC LEADERSHIP**

1. Provide leadership, vision, and framework to develop, revise, improve, and implement strategic goals in line with MHEC’s priorities.
2. Work with peers to constantly evaluate how best to drive continuous improvement for the systems served by MHEC.

### **Direct MHEC’s Research Efforts**

- Direct, manage, promote, market, set strategy for the Compact’s varied research efforts.
- Report on research via meeting presentations, documentation, and other internal and external communications vehicles.

### **Lead MHEC’s Policy Programs**

- Provide leadership to MHEC’s policy unit lines of work.
- Discern opportunities for new areas of policy and programmatic work.

### **THE IDEAL CANDIDATE**

**Driven Leader.** MHEC’s next VP is a leader who assembles and expects their team to be superior to them in their area of specialty. They will take full responsibility for their actions and will expect their team to do the same. Moreover, while intelligent and an astute learner, they gladly rely on the expertise around them and desire to listen to the advice of their internal and external stakeholders. They will bring a track record of high standards, accountability, and unimpeachable integrity.

**Excellent Communicator.** In addition to being an excellent communicator, MHEC’s next VP will foster a culture of clear, responsive communication with the organization’s internal and external stakeholders.

**Stakeholder-Focused.** The MHEC team has a deep passion for what they do and a natural commitment to their stakeholders, solving their problems and ensuring their success. The VP must live, promote, and develop this customer-first service mentality.

**Great Manager.** The VP will have a proven ability managing and building complex organizational dynamics and systems. In addition, they will have demonstrated success managing through change, developing talent and instilling an employee-centered culture. They are a proven developer of people and organizations. Their team wants to work with them and produce stellar products and solutions.

**Creative and Innovative Perspective.** As the needs of MHEC's members evolve, the organization's VP will nurture creativity and innovation.

### **QUALIFICATIONS AND EXPERIENCE**

- Education: Master's or professional degree in public policy, higher education administration, business administration or law. Terminal degree preferred.
- Years of experience: 10 years within higher education entities, nonprofits, policymaking or other similar organizations relating to higher education policy.
- Type of experience: Senior-level project and program management; senior-level higher education and/or nonprofit administration; supervisory experience.
- Strong understanding of higher education administration, state and federal funding allocation systems and constraints, and public policy knowledge.
- Strong strategic thinking and analytical skills.
- Exceptional attention to detail.
- Excellent written and verbal communication skills.
- Ability to manage multiple projects related to personnel, vendors, constituents, commission members, and committee members, internal and external stakeholders .
- Possess the emotional intelligence to nurture a healthy work environment that promotes hospitality, creativity, employee engagement, accountability.

### **COMPENSATION**

The targeted salary range for this role is \$145,000 - \$160,000 depending on qualifications. In addition, MHEC offers an exceptional benefits package including generous health insurance, retirement, and vacation benefits.

MHEC has retained Orion Search Group to help conduct the search for its next Vice President. For more information about the opportunity, please contact Joel Bergstrom with Orion Search Group at (952) 345-1006 or [joelb@orionsearchgroup.com](mailto:joelb@orionsearchgroup.com).