



DAKOTA COUNTY  
TECHNICAL COLLEGE



**InverHills**  
Community College

[dctc.edu](http://dctc.edu) • [inverhills.edu](http://inverhills.edu)

*Members of Minnesota State and affirmative  
action, equal opportunity educators and employers.*

# Restructuring of DCTC and IHCC

BOARD OF TRUSTEES MEETING 1-29-25

# History of Collaboration

- Inver Hills and DCTC have a history of collaboration that has intensified over time.
  - Shared president in FY2014; current leadership team is mix of shared and campus-specific leaders
  - Shared 50<sup>th</sup> anniversary—*Two Proud Histories, One Bold Future*; aligned strategic plan developed in 2020
  - 64 shared employees (28% of staff and administration) resulting in \$3.7M in annual salary savings
  - 107 students were enrolled at both colleges in FY24; this number increases every year.

# Vision for Alignment [Shared fall, 2019]

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- DCTC and IHCC will honor our proud histories and distinctive missions while continuing to identify opportunities to align where we can serve students and our communities more effectively and efficiently and position our colleges more solidly as innovative educational leaders within our region.





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## Our Vision

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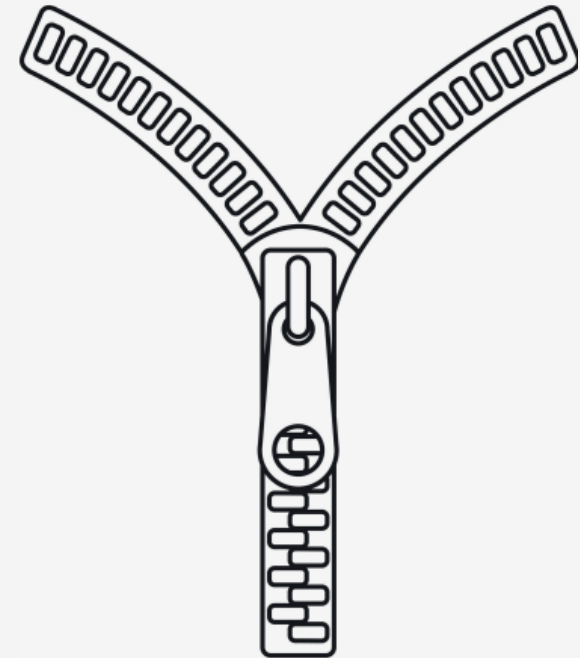
A transformational education for every student founded on *belonging, learning, support, clear pathways, and community engagement.*



## Our Values

# Alignment Vision 2.0 [Shared fall, 2023]

- *The colleges will continue to explore further alignment, creating more value for our students and our communities consistent with our strategic plan and our vision and values. This path includes the potential for a merger of our institutions.*



# Decision Process & Timeline

- Phase One (June to Oct. 2024): Assess the Situation and Set Direction for Alignment or Merger – COMPLETED
- Phase Two (Nov. to May 2025): Develop the Plan. This phase has four major components.
  - **Governance:** Define leadership and governance structure
  - **Support:** Define project management approach
  - **Planning:** Develop a comprehensive plan for merging the two colleges
  - **Engagement:** Define approach to communications and stakeholder engagement
- Phase Three (Aug. to May 2026): Execute the plan and secure approval from accreditors.
- Phase Four (Aug. to Dec. 2026): Continue implementation and assessment.

# Communication and Engagement

- Formal Communication Plan
  - Regular update reports
  - Publicly accessible TEAMS page
- Opportunities for engagement
  - Supervisor-led discussions at the department/division level
  - Bargaining unit leader meetings
  - Bold Future Teams/cross-divisional collaborations
  - All-employee meetings/meet-and-confer/FSGC/division reports
  - Anonymous survey to assess change readiness

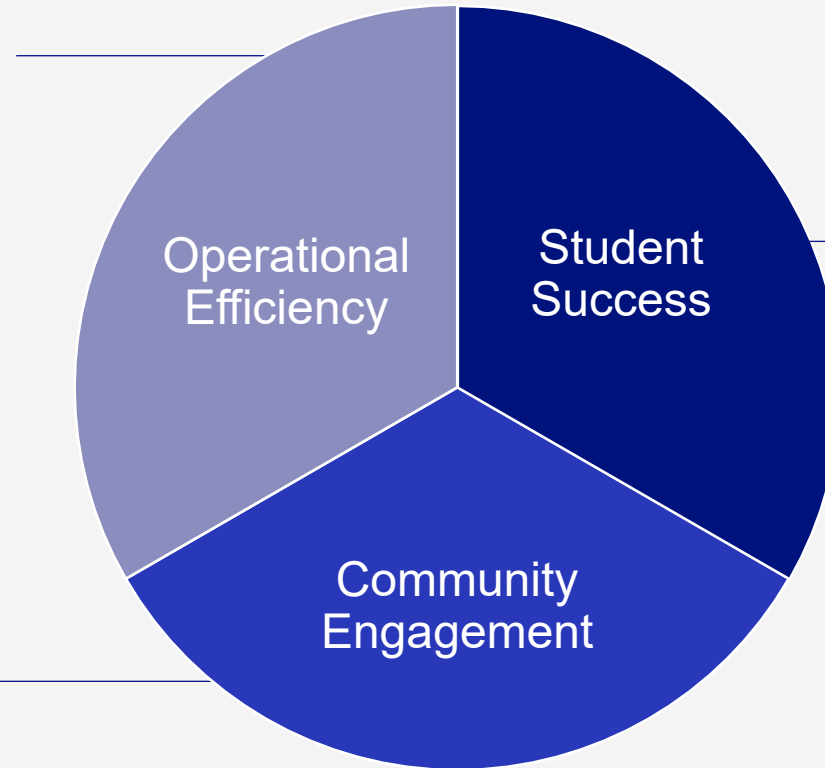
# Challenges with Current State of Alignment

- Difficult to sustain distinct systems, policies and practices.
- Faculty and staff are in different stages of engagement.
- Aligning or merging is a complex process; employees are hesitant to commit to further investigation without leadership committing to a decision.



# Benefits of Merger

- Lower operating costs
- Increased capacity



- Increased recruitment
- Improved student retention
- Improved learning
- More flexibility in program location
- More robust course schedule
- More co-curricular opportunities

- Improved service to the community
- Brand rejuvenation and community engagement

# Merger Vision

Dakota County Technical College and Inver Hills Community College will pursue a bold new future as a comprehensive community and technical college. One college, two unique locations, offering the South Metro over 100 programs of study, robust and inclusive support services, and extensive business and community partnerships.

Together we will deliver our mission to provide education for employment, transfer and life-long growth and our vision to provide a transformational education for all students that emphasizes belonging, learning, support, clear pathways, and community engagement.

# Process and Timeline

- Target for merger is May 2026
- Marketing will launch consultative process for name and mission review
- Faculty leadership helping to facilitate organizational culture discussions
- Modification of MN North's curriculum review process launching in February
- Bold Future Teams already working on common policies and procedures
- Restructuring ASA administration around Guided Learning Pathways
- Consulting with System Office leadership and staff on transition support
- Process dashboard being developed to keep campus informed






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