



BISMARCK STATE COLLEGE WELCOMES APPLICATIONS
AND NOMINATIONS FOR THE POSITION OF

PRESIDENT



BISMARCK
STATE COLLEGE

North Dakota's
Polytechnic Institution

The State Board of Higher Education (SBHE) for the North Dakota University System (NDUS), together with the Bismarck State College (BSC) community, invites applications for the position of President. The SBHE and the NDUS Commissioner have charged the search committee to identify a dynamic, collaborative and forward-thinking leader. The successful candidate will guide BSC, North Dakota's polytechnic institution. They will also advance the college's robust, workforce-focused academic portfolio, which includes more than 100 career pathways spanning bachelor's and associate degrees, as well as stackable certificates that empower students to build skills and credentials. BSC is deeply committed to developing partnerships and immersive, hands-on learning experiences that allow students to engage with industry and prepare them for a rapidly evolving workforce.

The President of BSC serves as the chief executive officer for the state's third-largest higher education institution and one of 11 colleges and universities within the NDUS. The President reports to the Commissioner and the SBHE and directly oversees the Executive Vice President (Finance and Operations), as well as the Vice Presidents of Academic Affairs, Student Affairs, and College Advancement, who also serves as Executive Director of the BSC Foundation. The Chief Human Resources Officer, the Public Information Officer, the Director of Athletics and the Executive Assistant for the President's Office also report directly to the President.

Founded in 1939 and overlooking the Missouri River, BSC is a vital part of the Bismarck-Mandan community. Located in North Dakota's capital city, BSC serves as an educational and economic anchor. The institution partners closely with statewide industry, government, schools and community organizations to expand workforce development, enrich quality of life and support growth and opportunities in the state's communities. BSC's dedicated faculty and staff support more than 4,500 students pursuing certificates, two-year and four-year degrees, workforce training and transfer pathways to four-year institutions. The college offers ladder degrees in more than 100 technical areas that prepare students for high-demand, well-paying careers in two years or less, along with nearly 50 focus areas for transfer students. Many programs are offered both online and on campus, ensuring flexibility and access for all learners.

BSC is fully accredited by the Higher Learning Commission and holds numerous program-level accreditations, which can be found [HERE](#). BSC is a proud member of the National Association of Intercollegiate Athletics (NAIA), competing in the Frontier Conference. With 14 bachelor's degree offerings, BSC aligns with the NAIA's four-year institution model. The Mystics athletic program provides student-athletes with competitive opportunities while fostering academic achievement, personal growth and strong community engagement.



The President will be asked to provide consistent, balanced, thoughtful leadership, serving as the trusted voice of BSC for the long-term. With Polytechnic Education noted in its mission, BSC's President must be a creative thinker with a proven ability to lead energetically into the future. The next President will have a strong grounding in academia and insight into economic drivers, workforce needs and the inherent connections among the three. They will be an advocate for the college and community, and a transparent communicator able to connect to and motivate faculty, staff, alumni, industry and BSC's partners at the local, national, and international level.

The successful candidate will be tuned into the changing landscape of both higher education and the needs and expectations of the students it serves. The President will be a strong advocate and a positive presence able to inspire the campus community as it moves forward. The successful individual will be able to make complex, data-driven decisions for the common good and communicate the path to those decisions. She or he should be able to manage diverse relationships, build consensus, and practice integrity. The President will be expected to build partnerships and collaborate for the well-being of the campus, the system, and the state of North Dakota.

The President will embody a Polytechnic mindset—a forward-looking philosophy that integrates applied learning, interdisciplinary collaboration, and innovation-driven education. This leader will champion a unique educational model that bridges theory with practice, ensuring students graduate not only with knowledge but with the ability to solve real-world challenges and immediately enter the workforce.

The President must demonstrate the ability to manage substantial institutional growth, including expansion of academic programs, student enrollment, and industry partnerships, while maintaining quality, fiscal responsibility, and alignment with BSC's mission. BSC's spirit of collaboration, sense of belonging, and

reputation for innovation make it an exceptional place to lead, learn, and grow. The next President will join a campus that values servant and transformational leadership, transparent communication, and decisive action. BSC offers unique opportunities in expanding academic programs, athletics, and industry partnerships, while maintaining a strong teaching mission and a vibrant campus culture.



The successful candidate should possess most, if not all, of the following characteristics:

RELATIONAL

- Demonstrated commitment to student access, achievement, and retention
- Understanding and appreciation for the values, trends and needs of 21st century students
- An attitude of open, honest, mutual respect in discussion and action
- Ability to forge partnerships and connect with alumni, the community, and private sector
- Ability to leverage the synergies found in post-secondary education, secondary education, workforce and all levels of government
- A demonstrated commitment to fostering belonging and fairness through intentional partnerships among students, faculty, staff, and the broader community
- Understands and fits the unique culture of North Dakota, values local roots, and is committed to long-term service

COMMUNICATING AND LISTENING

- A strong, two-way communicator—transparent, approachable, and able to articulate vision while actively listening to feedback from all campus groups.
- Ability to relate to students, campus, and community stakeholders
- Ability to motivate and invigorate staff, faculty and students around a purpose or vision
- Ability to use a process of active listening and fair assessment to make decisions
- Willingness to take measured risks and engage in creative problem solving

- Connection and commitment to the culture, values, and attributes of the upper Midwest
- Understanding of the college's impact on the cultural fabric of the community through activities such as athletics, enrichment programming and the arts

ORGANIZATIONAL

- Support for a diverse approach to education including the need for multiple modalities of instruction
- Commitment to academic freedom
- Ability to trust and rely on their team, champion faculty opinions, and provide professional development opportunities.
- Demonstrated advocacy for students, faculty and staff
- Strong understanding of large, complex budgets and fiscal responsibility
- Value for strategic visioning, planning, and informed, data-based decision making leading to student success

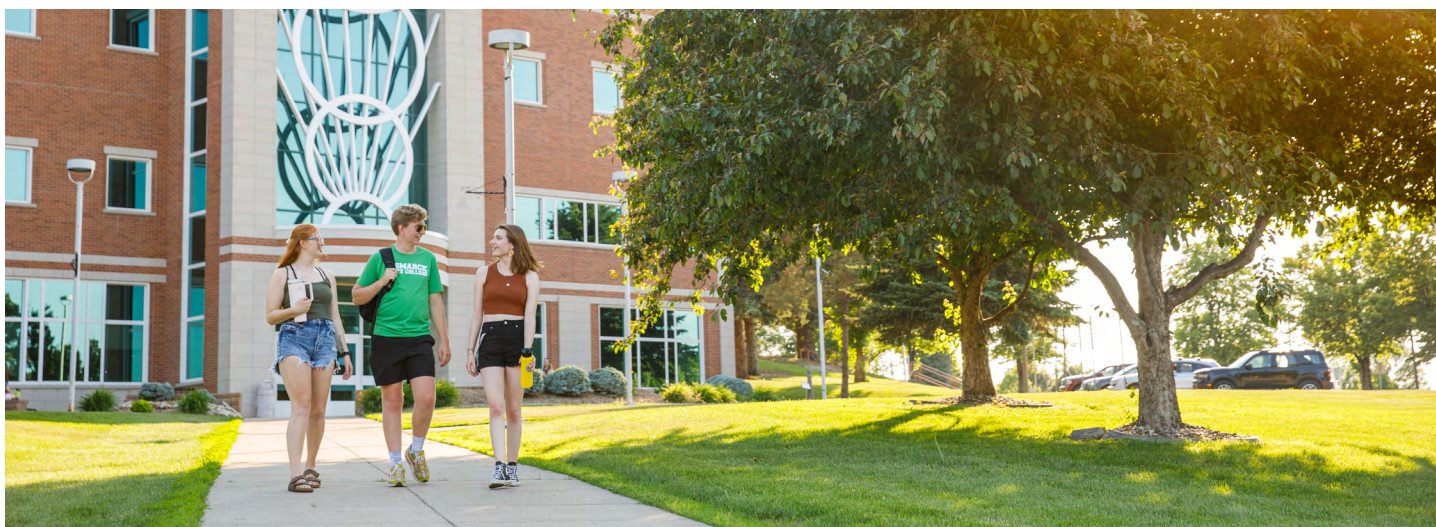
MINIMUM QUALIFICATIONS

- Progressively responsible administrative experience
- Bachelor's degree from a regionally accredited postsecondary institution

PREFERRED QUALIFICATIONS

- Advanced degree from a regionally accredited postsecondary institution
- Senior leadership experience in a higher education setting
- Leadership experience in a community college offering baccalaureate degree options

The successful candidate should be committed to working effectively in a statewide system of higher education (North Dakota University System) and with a statewide governing board (State Board of Higher Education).



Founded in 1939, Bismarck Junior College (BJC) was a bold Depression-era experiment created in response to the community's need for a local college. The first students started classes at BJC on Sept. 4, 1939, on the third floor of Bismarck High School with 107 full- and part-time students and 12 instructors. By the late 1940s, a new location had become increasingly urgent as enrollments soared with the return of GIs.

In 1951, the ND Legislature granted the college 15 acres on the Capitol grounds for a campus site. BJC moved into its own building near the Capitol in 1955. Within a few years, the college outgrew that space, and in 1959, Harold Schafer, a local entrepreneur and founder of the successful Gold Seal Company, offered BJC land overlooking the Missouri River at the northwest edge of Bismarck. Classes began on the new campus in the fall of 1961 in a single building, Schafer Hall.

Today, that former horse pasture is the site of a 120-acre campus that's been transformed with the addition of more than 20 buildings, countless landscape projects, the MDU Resources Community Bowl, walking paths, a disc golf course and more.

A significant historical change occurred in 1983, when the 48th Legislative Assembly passed a bill to bring BJC into the North Dakota University System. Governance and control of BJC transferred from the Bismarck School Board to the State Board of Higher Education (SBHE), and in 1987, BJC was renamed Bismarck State College (BSC) by the 50th Legislative Assembly.

Today, BSC is the third-largest institution in the North Dakota University System. The college offers certificate programs, two-year degrees that lead to employment or can seamlessly transfer, and Bachelor of Applied Science degrees. BSC is an online education pioneer, and many programs are offered entirely online.

In addition to the primary campus, BSC has three external locations. The BSC Mandan Campus opened in 2007 and houses the Mechanical Maintenance Technology program. The Lineworker Campus is also located across the river in Mandan, where an outdoor forest of poles provides hands-on practice for lineworker students. And in 2025, BSC opened its Mystic Smiles Dental Clinic, the first pediatric clinic of its kind in North Dakota. The college-owned and operated non-profit clinic is designed to meet the pressing need for accessible pediatric dental care in the community while serving as a future training facility for the new BSC dental programs. Additionally, BSC offers its nursing program at five rural locations.



A NEW POLYTECHNIC MISSION

In 2018, the ND State Board of Higher Education directed BSC to expand its mission to become a polytechnic institution, and BSC officially began functioning as North Dakota's only polytechnic institution on Oct. 1, 2020. Toward that mission, BSC has enhanced its focus on hands-on learning, industry integration and a career-focused curriculum including a growing number of stackable certificates and K-12 pathways that lead to degrees in high-priority occupations.

Specialized technical programs developed in collaboration with industry leaders allow students to pursue high-wage and rewarding careers. BSC's expanded mission means that students find flexible pathways to achieving their educational goals, as well as opportunities to work while learning through internships and field experience in the community.



RECORD GROWTH & CAMPUS EXPANSION

In fall 2025, BSC reached a historic milestone, achieving the highest enrollment in its 85-year history with 4,549 students, marking the seventh consecutive semester of enrollment growth. Fall 2025 also marked the largest residential student population in BSC's history, with 515 students living in seven residence halls on campus. With record numbers of students living on campus, attendance and engagement in student clubs and organizations, athletic events, music and theater all create a vibrant extension of the community.

In the past two years, the surge in enrollment has been driven by a combination of factors, including the addition of nearly 50 new degree pathways in high-demand fields such as energy, healthcare, manufacturing and automation, cybersecurity, and agriculture. Athletics has also played a crucial role in increasing enrollments. BSC's transition from the National Junior College Athletic Association (NJCAA) to the National Association of Intercollegiate Athletics (NAIA) competition has generated excitement and expanded opportunities for student-athletes. These additions, combined with more than \$1 million in annual academic scholarship support from the BSC Foundation, have made the college an increasingly attractive option for both traditional and non-traditional students.

The construction of three new facilities on the BSC campus prepares the college for even greater expansion in programs and enrollment. In January 2025, BSC opened its Advanced Technology Center, the region's only polytechnic education facility. It features state-of-the-art project-based learning spaces, hands-on, collaborative environments and a live event venue. Additionally, the BSC Bavendick Center, an 80,000-square-foot athletic facility, is currently under construction and is scheduled to become the new home for collegiate sports, recreation and campus events in February 2026. This facility will further enhance student life and athletic opportunities.

With enrollment at record highs and residence halls filled, BSC is moving forward with plans for a brand-new student housing facility to give more Mystics a place to call home. In September, the North Dakota SBHE approved the plan for the construction of a 350-bed student residential complex that will rise north of the new Bavendick Center. Construction begins in spring 2026, with plans to be completed in fall 2027.



2022-2027

STRATEGIC PLAN

Crafted with input from faculty, students, administrators, alumni, the community and industry partners to align with the ND State Board of Higher Education and industry workforce needs.

OUR MISSION GUIDES US

As North Dakota's Polytechnic Institution, Bismarck State College focuses on student success through the delivery of affordable, flexible, high-quality, experiential learning enhanced by public-private partnerships.

OUR VISION INSPIRES US

Bismarck State College will be a leader in polytechnic education improving lives and building sustainable communities.

OUR VALUES UNITE US

Student Success: We value all students and provide them with the support to achieve their goals.

Teamwork: We value collaboration in the pursuit of common goals.

Partnerships: We value interconnected and mutually beneficial relationships with local, state, national and international stakeholders.

Inclusion: We value authentic engagement with diverse people, beliefs and ideas.

Integrity: We value ethical and reliable practices.

GOAL #1 Student Success

Ensuring students have the academic and career pathways to achieve their educational and career goals.

GOAL #2 Linking Talent with Opportunity

Creating sustainable communities through workforce development, economic development and community development.

GOAL #3 Fiscal Stability

Efficiently serving our students and public and private partners.

GOAL #4 Communication

Staying connected with students and our communities.

Dig deeper into the BSC strategic plan, goals and objectives at bismarckstate.edu/BSCstrategicplan

A POLYTECHNIC EDUCATION

As North Dakota's polytechnic institution, BSC bridges education and industry in ways that directly support workforce needs. Central to BSC's approach are its Business and Industry Leadership Teams (BILTs). These teams, comprised of industry leaders, guide program and curriculum development to ensure graduates are prepared for the jobs of tomorrow. These partnerships keep BSC's programs agile, relevant and connected to the state's economic future.

BSC's unique polytechnic education model allows students to combine multiple academic programs and skill sets to create customized college degrees embedded with industry-recognized credentials that are flexible and adaptable to meet the needs of the student and industry. BSC integrates work-based learning into degree options and encompasses many opportunities in collaboration with business and industry, including service learning, project-based learning, apprenticeships, internships, field experiences and clinicals.

A polytechnic education is designed for flexibility. A short-term certificate can lead to an associate degree, then stack into a bachelor's degree, all at BSC. Students tailor their pathway to meet their educational and career goals by choosing from 100+ flexible career pathway options.



TECHNICAL PROGRAMS

To prepare students for good paying careers, BSC currently offers 110 technical programs leading to certificate, associate and bachelor's degrees. BSC technical programs provide outstanding opportunities in an array of industries, and many are offered both online and on campus. Curriculum in these programs ensure that graduates are relevant to their workplaces on day one.

TRANSFER PATHWAYS

BSC currently offers 47 academic transfer subplans, and nearly half of all BSC credits are earned by students preparing to transfer. These pathways give students a strong foundation in the arts, humanities and sciences and are supported by a North Dakota University System General Education Requirements Transfer Agreement (GERTA). The college also maintains formal transfer agreements with regional public and private universities to ensure a smooth transition for students completing associate of arts or associate of science degrees at BSC.

DUAL CREDIT & EARLY ENTRY

BSC is heavily invested in a strong dual credit program focused on providing access to high school students across the state seeking postsecondary coursework. Students can enroll in college courses and receive both college and high school credit simultaneously. These courses are usually taken at their high school or via interactive video. High school students can take early entry college courses from a BSC instructor either online or on campus. These courses are in addition to their high school schedule and students receive college credit only.

DUAL CREDIT AND CAREER & TECHNICAL EDUCATION

Bismarck-Mandan and the surrounding region (135,000+ residents) serve as the workforce hub for central and western North Dakota. The economy is driven by BSC's pillar industries—healthcare, energy, agriculture, manufacturing, and cybersecurity—along with a growing tech sector.

ND faces a widening workforce gap as job growth outpaces available talent. Technician-level roles in energy, manufacturing, healthcare, and IT remain among the hardest to fill, creating production delays, recruitment challenges and wage competition. This reinforces the need for applied, responsive education that accelerates skill development.

ND's network of 20 Career and Technical Education (CTE) Centers supports this demand by providing industry-aligned training for high school and adult learners.

These centers deliver pathways into critical sectors and offer hands-on experiences, work-based learning, and credentialing aligned to employer need.

To address shortages, BSC has expanded partnerships with CTE Centers, high schools, and industry partners, and serves 73 secondary schools across western and central ND. Dual credit participation has a measurable impact on student transition and persistence. Research shows that students, especially those from rural communities, who earn technical dual credit are substantially more likely to enroll in Associate of Applied Science degree programs and progress through credential pathways.

As dual enrollment, work-based learning, automation, and cybersecurity demands continue to expand, BSC's polytechnic mission positions the college as a central talent engine for the state by building clear entry points, stackable pathways, and applied bachelor's degrees that align workforce shortages with student opportunity.

CUTTING EDGE ONLINE OFFERINGS

BSC began delivering highly complex and technical programs in energy online in the early 2000s when faculty

determined that in a highly technical environment like those BSC trains its students to master, more than the basic enhancements offered at the time were needed. No one was creating what BSC needed to serve students, so the college developed the online curriculum in-house. In 2007, the U.S. Secretary of Energy designated BSC the National Power Plant Operations Technology and Educational Center, the only such school in the nation, in recognition of the college's "cutting-edge education and training program."

In 2019 the National Security Agency and the Department of Homeland Security designated BSC as a National Center of Academic Excellence in Cyber Defense Education (CAE-CDE) through academic year 2029. The two federal organizations stated that BSC's ability to meet the increasing demands of program criteria serves the nation well in contributing to the protection of the National Information Infrastructure.

BSC delivers online technical education across the nation, and to all five branches of the U.S. military and internationally.

Learn more about BSC academic programs and pathways at bismarckstate.edu/Academics

» ACADEMIC FOCUS AREAS

The BSC Business and Industry Leadership Team (BILT) model is a collaborative leadership model that allows business and industry to offer direct input in the development of programs. This is an engaging approach to connect college programs to industry leaders.

BUSINESS AND INDUSTRY BENEFITS

- Drives economic growth through public private partnerships (P3s)
- Recruitment opportunities to develop talent and strengthen the workforce
- Upskilling employees to develop the talent needed to drive business growth

STUDENT BENEFITS

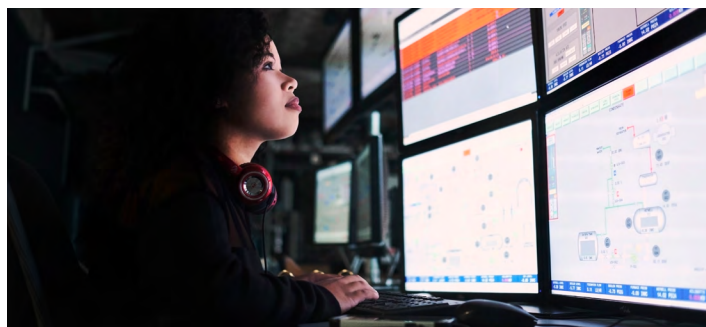
- Integrated learning using advanced technology through hands-on field experience
- Increasing and expanding pathways from K-12 through to the workforce
- Science, Technology, Engineering, the Arts and Mathematics (STEAM) establishes the communication, critical thinking, and problem-solving skills that employees and citizens need

COMMUNITY BENEFITS

- Strong, highly skilled workforce creates a stronger economy and thriving communities
- Industry partnerships boost the economy and enrich communities
- Educational opportunities improve the economic strength, health, and wellness of the population

SECTORS & PROGRAM BILTS

Leadership	Cybersecurity	Health Sciences
Agriculture	Education	Manufacturing
Business and Finance	Energy	Physical and Mental Health
Communication		



100+ TECHNICAL PROGRAMS

with pathway options range from 16-week certificates to Associate of Applied Science degrees

A
Accounting
Additive Manufacturing
Advanced Digital Technologies
Agribusiness
Agriculture Industry and Technology (Agronomy)
Applied College Studies
Applied Arts
Applied Communication
Applied Design Technology
Artificial Intelligence & Machine Learning
Artificial Intelligence & Machine Learning Specialist
Arts Business
Arts Entrepreneurship & Management
Automotive Collision Technology
Automotive Technology

B
Business End User Security
Business Fundamentals

C
Career Readiness
Carpentry (Residential)
Civil Engineering Technology
Clinical Exercise Science
Coaching (Athletic)
Computer Applications
Computer Networking
CPA Accounting
Construction Management Technology
Criminal Justice
Custom Applicator
Cybersecurity and Computer Networks

D
Dental Hygiene (**PENDING CODA**)
Diagnostic Medical Sonography (Ultrasound)
Dialysis Technician
Diesel Technology
Digital Broadcasting
Digital Forensics & Incident Response

E
Education - Early Childhood
Education - Elementary
Education - Secondary
Electric Power Technology
Electrical Transmission Systems Technology
Electrician Technician
Electronics Technology
Electronics/Telecommunications Technology
Emergency Medical Technician (EMT)
Energy Services & Renewable Technician
Engineering Technology
Entrepreneurship
Environmental and Safety Regulations
Exercise and Sports Studies
Exercise Science

F
Farm & Ranch Management
Farm & Ranch Management Education
Financial Technologies
Foundations in Emerging Technology

G
Geographic Information Systems Technician
Geospatial Technology
Graphic Design and Communications
Graphic Design Technology

H
Heating, Ventilation and Air Conditioning
Heavy Equipment Operations
Human Services/Eligibility Worker

I
Industrial Automation & Robotics
Industrial Robotics
Instrumentation & Control Technology
Insurance
Integrated Behavioral Sciences
Integrated Studies
IT & Cybersecurity Governance

L
Land Surveying Technology
Leadership
Lineworker (Electrical)

M
Management
Management Entrepreneurship
Mass Communication
Mathematics
Mechanic I
Mechanical Maintenance Technology
Mechatronics I
Mechatronics II
Medical Assistant
Medical Laboratory Technician
Mobile Application Development
Modern Computing Technologies

N
Nuclear Power Technology
Nursing

O
Offensive and Defensive Security
Operator I
Operator II

P
Paramedic Technology
Petroleum Production Advanced Operator
Petroleum Production Operator II
Petroleum Production Technology

Power Generation Technology
Power Process Advanced Operator
Power Process Operator II
Power Process Technology
Print and Digital Publications
Process Technology
Psychology

R
Ranch Operations

S
Secure Programming
Secure Web Programming
Security and Hacking
Security Operations
Software Analysis
Spanish I
Spanish II
Sport and Fitness Entrepreneurship
Sport and Fitness Management
Strategic Communication
Surgical Technology

T
Technical Studies
3D Printing Technology

U
Unmanned Aerial Systems

W
Water & Wastewater Technology
Web Page Development and Design
Web Programming Foundations
Welding



TRANSFER PATHWAYS

Transfer programs (often called Gen Eds or General Education) at BSC provide the first two years of courses toward a four-year degree.

Accounting	Nursing
Agriculture, Technology, Food & Natural Resources	Philosophy
Arts Entrepreneurship & Management	Physical Education
Art-Visual	Physics
Biology	Political Science
Business Administration	Pre-Chiropractic
Business Education	Pre-Dentistry
Chemistry	Pre-Medical
Communication Arts	Pre-Occupational Therapy
Computer Science	Pre-Optometry
Criminal Justice	Pre-Pharmacy
Data Science	Pre-Physical Therapy
Economics	Pre-Radiologic Technology
Education - Early Childhood	Pre-Respiratory Therapy
Education - Elementary	Pre-Veterinary
Education - Secondary	Psychology
Engineering	Religion
English	Social Work
History	Sociology
Management	Study Abroad
Mass Communication	Undecided (Transfer)
Mathematics	World Language



FOUR-YEAR DEGREE PROGRAMS

BSC offers 14 Bachelor of Applied Science (BAS) degrees designed for career-focused learners who want hands-on, industry-driven preparation for high-demand fields. Whether choosing to complete a four-year degree before entering the workforce or starting with a certificate and advancing while working, BSC's flexible pathways make earning a BAS both accessible and achievable.

Behavioral Health
Cybersecurity and Information Technology
Energy Management
Finance
Foundations of Teaching
Health Administration
Integrated Marketing and Communication
Intelligent Machine Learning
Mechatronics Engineering Technology
Operations Management
Organizational Management and Leadership
Sports and Exercise Science
Sports and Digital Broadcasting
University Studies

Additional bachelor's degrees are offered on the BSC campus through transfer programs with NDUS universities. BSC also has more than 80 articulation and 2+2 agreements with institutions in North Dakota.

» ACCREDITATION

Bismarck State College is accredited by the Higher Learning Commission (hlcommission.org), a regional accreditation agency recognized by the U.S. Department of Education. The college was first accredited in 1966, and several BSC programs also have [specialized accreditation or approval](#) through national organizations.

BSC is currently participating in the Higher Learning Commission's Standard Pathway, a ten-year accreditation cycle. The college was reaffirmed in 2019 and completed a successful mid-cycle review in 2023. BSC is now preparing for its next comprehensive evaluation and reaffirmation of accreditation with the Higher Learning Commission in 2028-2029.

From 2019 to 2022, the college also participated in the HLC Student Success Academy, which strengthened its use of data to support students. Today, BSC draws on a wide range of institutional data, such as enrollment, course success, retention and completion trends, assessment results, and discipline review findings, to guide planning, budgeting, and improvement efforts. These ongoing practices show BSC's strong commitment to continuous quality improvement and regulatory compliance and indicate that the college is on track for its next comprehensive HLC reaffirmation evaluation.

PREVIOUS YEARS' REVENUE

2023 Revenue	\$49,068,504
2024 Revenue	\$77,381,215

2025 REVENUE

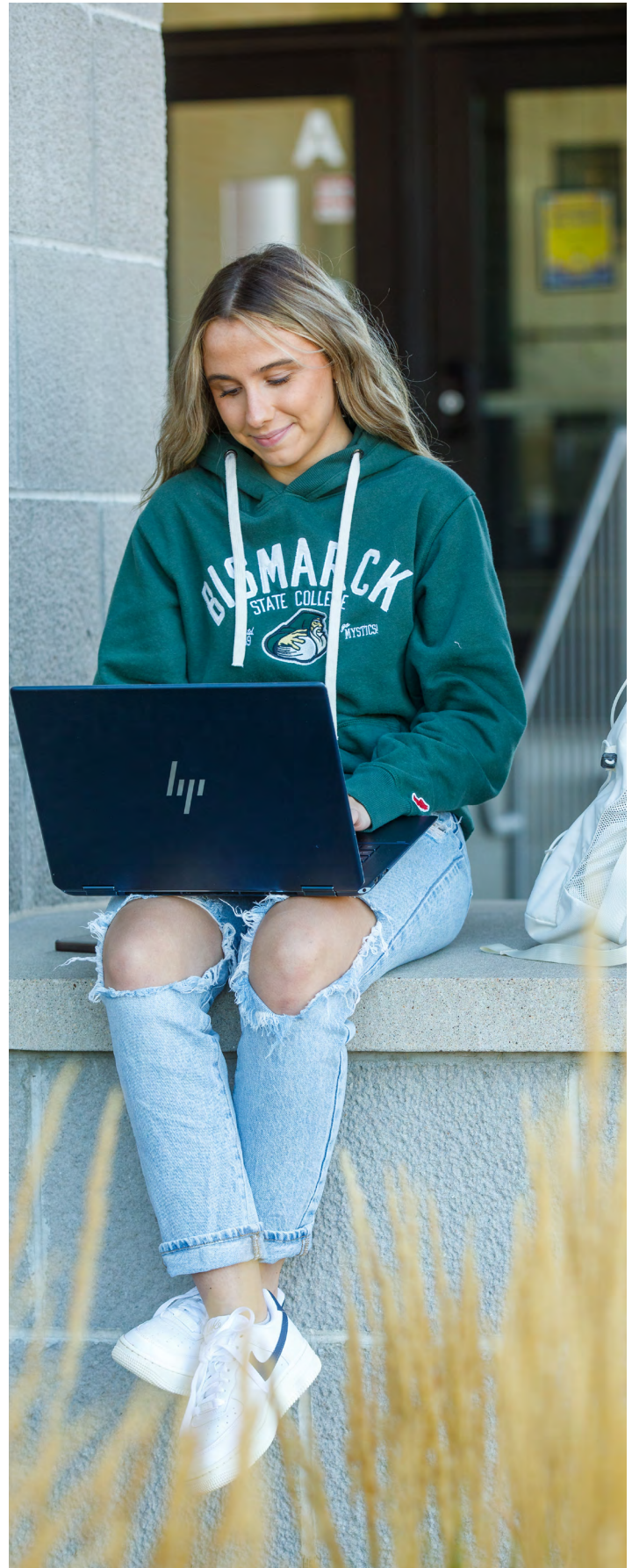
Net Tuition & Fees	\$14,220,580
State Appropriation	\$18,942,028
Auxiliary Enterprises	\$6,076,760
Federal Grants	\$15,858,159
State Grants	\$631,670
Private Grants	\$981,719
Sales & Services of Ed Depts	\$4,067,528
Gifts & Endowments	\$3,571,741
Operating & Non-operating Revenues	\$64,350,185

2025 EXPENSES

Instruction	\$21,413,113
Academic Support	\$4,887,729
Institutional Support	\$10,154,794
Student Services	\$6,938,250
Physical Plant Operation	\$5,908,650
Auxiliary Enterprise	\$6,569,253
Scholarships/Financial Aid	\$1,468,640
Depreciation	\$3,676,359
Total Expenses	\$61,016,788
Personnel	\$38,656,284
Non-Personnel	\$22,360,504
Total Expenses	\$61,016,788
Income/(Loss)	(\$1,518,666)
<i>Before Grants, Gifts and Transfers</i>	

2025 CAPITAL & STATE

State Appropriation	\$11,371,920
Capital Grants & Gifts	\$761,827
Total Other Revenue	\$12,133,747
Increase (decrease) in Net Position	\$13,652,413



BSC Continuing Education and TrainND provides flexible, non-credit learning opportunities and workforce training solutions for individuals and businesses across North Dakota.

The [Continuing Education \(CE\) division](#) offers a wide range of personal enrichment and professional development courses, including technology, health certifications, business skills, and creative arts designed to fit diverse schedules and goals. A number of high-profile events and programs also are managed by CE including the Energy Generation Conference, CyberCon, IgniteND and Goldman Sachs 10,000 Small Businesses.

TrainND is North Dakota's most comprehensive workforce training network, focusing on customized corporate and industry training, career pathway programs, and online courses to help employees upskill or reskill for an evolving economy. As the Southwest Region hub for TrainND, BSC partners with local businesses and organizations to deliver innovative, tailored training that meets specific workforce needs, supporting both individual career growth and organizational performance.



FY25 EVENTS

Enrichment	172
OLLI (Osher Lifelong Learning Institute)	76
Speakers Bureau/Conferences	21
TrainND/BSC Conferences	312

FY25 PARTICIPANTS

Enrichment	887
OLLI (Osher Lifelong Learning Institute)	1,011
Speakers Bureau/Conferences	2,208
TrainND/BSC Conferences	3,520

FY TOTAL REVENUE

\$1,854,990



The BSC Foundation is governed by the Board of Trustees, a cross section of up to 75 community leaders committed to BSC's vision and mission. The Foundation's support ensures the success of a wide array of events, activities and initiatives on campus each year.

The Foundation offered more than \$1.3M in scholarships last year and plans to provide \$1.7 million during this fiscal year. The Foundation supports programs that recognize deserving students and employees, provides grants for worthy projects, and drives capital campaigns that strengthen the college, including the current Bavendick Center Capital Campaign.

To support BSC's strategic growth, the BSC Foundation constructed and owns the National Energy Center of Excellence and two student residence halls, Gate City Bank and Ritchie Hall. The Foundation also constructed the Mechanical Maintenance facility in Mandan in 2007 and donated it to BSC after the debt was paid in early 2022. In addition, the Foundation purchased a large building adjacent to campus in 2014 and raised funds to renovate half of the facility to provide state-of-the-art space to move BSC's Health Science programs on campus in 2019.



» OUR ALUMNI

2024-2025 BSC FOUNDATION PROGRAM SUPPORT

Scholarships	\$1,362,897
Student Recognition	\$24,352
Employee Recognition	\$30,646
Grants Program	\$1,434,053
College Development	\$14,951
Total Support to BSC	\$2,866,899

BSC has more than 25,000 alumni locally, nationally and internationally. Researchers, soldiers, auto mechanics, doctors, publishers, teachers, elected officials, CEOs, financial planners, nurses, nuclear plant operators, journalists, computer programmers, entrepreneurs, graphic designers and so many more had their lives and careers influenced by their time at BSC. We honor them with our annual alumni awards, tell their stories as often as possible in a variety of channels and remain engaged with them through the BSC National Alumni Association.

Learn more at bismarckstate.edu/BSCmagazine

BISMARCK STATE COLLEGE STUDENT PROFILE



ENROLLMENT	4,549
Full-Time	2,309
Part-Time	2,240
Total Credit Hours	46,284

AGE

<18	1,127
18-25	2,413
26-30	300
31-35	247
36-40	187
41-45	140
Older than 45	135

CLASS

Freshmen	2,611
Sophomore	1,661
Junior	82
Senior	195

GENDER

Female	2,256
Male	2,293

PROGRAMS

BAS	359
Technical	1,752
Transfer	989
Early Entry	1,262
Other	187

MODE OF EDUCATION

Face-to-Face	1,605
Blended	
(Face-to-Face + Online)	1,229
Distance Online	1,715



FALL 2025

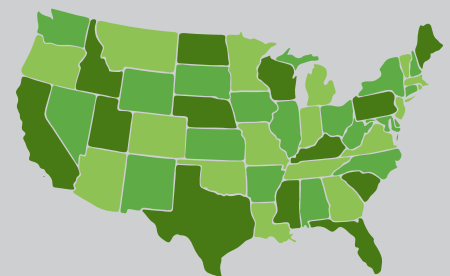
NDUS OFFICIAL 4TH WEEK
ENROLLMENT DATA

CITIZENSHIP

United States	4,503
Canada	16
Zimbabwe	9
Jamaica	2
Mexico	2
Philippines	2
Thailand	2
Other	13

RESIDENCY

North Dakota	3,737
Minnesota	67
Montana	65
South Dakota	58
Other	622



RACE/ETHNICITY

White	3,647
Hispanic/Latino	113
Black	165
Indigenous American	84
Non-White Identities	280
Pacific Islander	11
Not Specified	196

RETENTION & GRADUATION INFORMATION

FIRST-TIME FRESHMEN

RETENTION

(Fall 2023 to Fall 2024)

Full-Time	76%
Part-Time	47%

FULL-TIME STUDENT 6-YEAR GRADUATION RATE

2018 Cohort	78%
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AVERAGE ACT COMPOSITE SCORE

Full-Time	19.40
Part Time	20.08

DEGREES EARNED 1,238

(July 2024-August 2025)

Bachelor of Applied Science	73
Associate in Arts	228
Associate in Science	181
Associate in Applied Science	435
Program Certificate	320
Diploma	1



Data provided for federal reporting purposes.
For more information: nces.ed.gov/ipeds

FIRST DESTINATION OF GRADUATES

(July 2023-June 2024)

Employed After Graduation	92%
Employed or Continuing Education	97%
Working in Their Field in ND	70%



FINANCIAL AID

(Fall 2024)

Grants	725
Loans	859
Pell Grant	783
Scholarships	808
Waivers	395



MILITARY

(Fall 2025)

Veteran Students	145
(Active Duty + National Guard + Veterans)	
Veteran Dependents	76
Total Military Credit Hours	2,677



515 BEDS IN SEVEN RESIDENCE HALLS

Students can choose from traditional, apartment or suite-style rooms in one of seven co-ed or same-gender residence halls.

- Swensen Hall
- Lidstrom Hall
- Health Science
- Werner Hall
- Ritchie Hall
- Gate City Bank Hall
- Mystic Hall

NEED COFFEE?

Students, employees and campus guests can caffeinate their day at one of 3 coffee shops on campus.



MYSTIC MARKETPLACE

Offering breakfast, lunch and dinner, Mystic Marketplace has made-to-order meals hot off the grill, fresh salad and sandwich bars, homestyle and pizza stations, grab and go options and more.

INTRAMURAL SPORTS

- Basketball
- Pickleball
- Ping Pong
- Bowling
- Cornhole
- Pinball
- Volleyball
- Billiards

For more info: bismarckstate.edu/Students

GOVERNING AND ORGANIZATIONAL BOARDS

- Congress of Student Organizations (CSO)
- Student Government Association (SGA)

MYSTIC ACTIVITIES COUNCIL (MAC)

The MAC is dedicated to creating and implementing positive opportunities for the student community outside of the classroom, building relationships, gaining lifelong skills, and engaging the diverse community of BSC.

The goal of the MAC is to keep a strong, active group of student leaders who bring awesome events to BSC, making every semester exciting and engaging.

CLUBS AND ORGANIZATIONS

- Ag Club
- Amateur Radio Club
- Art Club
- Bitcoin Research Club
- BSC FCA
- Campus Crusade (CRU)
- Cultural Exchange Club
- CyberClub/WiCys
- DECA
- Energy Club
- FBLA Collegiate
- Graphic Design & Communications Club
- LGBT+ Club
- MESA Gaming Club
- Mystic Catholics
- Student Nurses Organization

MYSTIC MEDIA

- The Mystician (newspaper)
- MystiCast (video publication)
- The MYX (radio)

THEATRE/MUSIC

- BSC Theatre Productions
- Drama Club
- Concert Band
- Concert/Chamber Choir
- Pep Band
- Jazz Band
- String Ensemble





MYSTIC BISMARCK STATE COLLEGE NATION

- BASKETBALL
- RODEO
- DRONE RACING
- BASEBALL
- TRACK & FIELD
- COMPETITIVE DANCE
- SOFTBALL
- CROSS COUNTRY
- VOLLEYBALL
- CLAYSHOOT
- FOOTBALL
Starting Fall 2027
- WRESTLING
- ESPORTS

For more information: bscmystics.com

In fall 2024, BSC made the move from the National Junior College Athletic Association (NJCAA) MonDak Athletic Conference to the National Association of Intercollegiate Athletics (NAIA) and the Frontier Conference. The transition reflects BSC's expanding athletic and academic programs and deepens the institution's commitment to offering more opportunities for student-athletes, who can now compete at a four-year collegiate level in step with BSC's polytechnic mission and growing bachelor's degree options.

BSC's NAIA sports teams include volleyball, softball, baseball, men's and women's wrestling, men's and women's cross country, men's and women's basketball, and men's and women's track and field. Non-NAIA co-ed sports include rodeo, e-sports, competitive dance, and trap shooting.

A RICH HISTORY OF MYSTICS ATHLETICS

BSC's athletic program has a deep-rooted history dating back to the college's origins. Established in

1939 as Bismarck Junior College (BJC), the institution quickly recognized the importance of athletics in building a well-rounded educational experience. The first Mystics athletic teams were formed soon after the college opened its doors.

The Mystics have a proud legacy that has produced national tournament appearances as well as national championships. Many legendary athletes began at BSC, including professional wrestler Brock Lesnar, and NBA Toronto Raptors president Masai Ujiri, who came through the men's basketball program.

LOOKING AHEAD

BSC's transition to the NAIA is a significant step in the institution's strategic plan to enhance student success through athletics. In June 2024, BSC broke ground on its 80,000-square-foot Bavendick Center, which will be the future home of Mystics athletics. The Bavendick Center is expected to be completed in February 2026.

With the transition to the NAIA, BSC is poised to significantly expand its athletic programs. In Nov. 2025, BSC announced Mystics Football will return in fall 2027.



BSC is dedicated to serving students and changing lives, providing competitive compensation, professional growth, a supportive community, and a campus culture that values innovation and excellence.

BSC employees make a difference in the lives of students and in the community every day. From payroll specialists to professors, from admissions counselors to groundskeepers – employees are all, ultimately, focused on students. The average tenure of a BSC employee is 6 years, and the turnover rate is about 15.9%.

BSC is committed to collaboration and works hard to be responsive to its employees. As a workplace, BSC provides a wide array of wellness and professional development options to employees, as well as opportunities to volunteer in the community during the workday.

In 2021, BSC Administration launched a market salary analysis initiative to correct employee salaries in relation to market. This meant reviewing all salaries and making any necessary adjustments to align with what other employers and state agencies are paying for similar roles to ensure fairness and competitiveness. The first phase of salary reviews and increases occurred in October 2022, and all employees were at market as of July 2023. BSC is now on a four-year review cycle for reviewing positions, reviewing approximately 25% each year.



The Bismarck-Mandan area has achieved a regional reputation as a dynamic and diverse region rich with history, recreational opportunities, great schools and a strong economy. Industries such as government, energy, education and healthcare create opportunities for citizens and students alike. Vibrant downtowns, stunning outdoor adventures, and a rich history of indigenous culture and pioneer heritage combine to create a plethora of options for exploration, entertainment and recreation.

Quality of life amenities such as an exceptional river trail system, North Dakota Heritage Center, state parks, three colleges and universities and the Missouri River have only enhanced our profile as a destination for talent – and a place where BSC graduates stay to live and work.

Bismarck-Mandan has earned multiple national recognitions over the years including:

- Forbes “Best Small Places for Business and Careers”
- Milken Institute’s “Best Small Cities”
- CNN Money’s list of top 100 places to live

SO MUCH TO DO!

- Try local favorites like the Walrus, Laughing Sun, Big Boy, Fireflour Pizza and Huckleberry House
- Hike, bike, skate and run on more than 100 miles of Bismarck Parks & Recreation trails
- Visit the Dakota Zoo, Sleepy Hollow Summer Theatre, Lewis & Clark Riverboat, Papa’s Pumpkin Patch and Huff Hills – whatever the weather calls for that day
- Explore the Gateway to Science, ND’s hands-on science center located on the edge of the BSC campus
- Have some fun at Raging Rivers Water Park, Sky Zone, Craftcade (retro arcade) or Super Slide Amusement Park
- Go fishing at the many area lakes, rivers and ponds
- Enjoy golf and disc golf at courses around town and on campus
- Learn about the area’s history and culture at Ft. Lincoln State Park, Double Ditch Indian Village, the Knife River Indian Villages, Buckstop Junction Historic Town, and the North Dakota Heritage Center
- Visit the ND State Capitol and Former Governor’s Mansion State Historic Site
- Check out the Bismarck-Mandan Art Trail
- Cheer on local developmental league teams in baseball (Bismarck Larks) and hockey (Bismarck Bobcats)



Learn more at noboundariesnd.com and makeyourmarkbisman.com/life

To assure best consideration, nominations and applications should be received by January 18, 2026. The application must include a letter of interest of not more than three pages; a current résumé (or curriculum vitae); and the names of five professional references with each person's position, office or home address, e-mail address, and telephone numbers. The current Interim President of BSC is fully eligible to apply and will be given equal consideration alongside other applicants. References will not be contacted without prior authorization from the applicant. The new President will assume office on or before July 1, 2026.

The BSC Presidential Search is being coordinated internally through the North Dakota University System office and BSC Human Resources. Nominations and applications should be sent electronically to BSC.PresidentialSearch@bismarckstate.edu (MS Word or PDF format). Additional college information may be found at bismarckstate.edu. Additional information on the BSC Presidential Search may be found at bismarckstate.edu/PresidentialSearch. Questions may be directed to Jane Grinde, NDUS Chief Human Resource Officer at 701.328.4217 jane.grinde@ndus.edu or Nicole Mikkelsen, Chief Human Resources Officer, BSC at 701.224.5427 nicole.mikkelsen@bismarckstate.edu.

CONFIDENTIALITY OF APPLICATION MATERIALS; RECORDS RETENTION; VETERAN'S PREFERENCE

Pursuant to NDCC 44-04-18.27, applications and any records related to the applications that identify an applicant are exempt from public disclosure, except that records related to the finalists for the position shall be open to the public after the search committee has identified no fewer than three finalists. Pursuant to the North Dakota University System's General Record Retention Schedule, all records related to this search will be maintained for a minimum of three years, and all applications and related materials shall be retained for a minimum of six years, though the application materials of non-finalists shall remain confidential.

Semi-finalists will agree to an on-campus visit which will include public forums with constituent groups.

Pursuant to NDCC 37-19.1-02(4) this position is not subject to veteran's preference.

EQUAL OPPORTUNITY EMPLOYER

Bismarck State College is an equal opportunity institution that does not discriminate on the basis of race, color, sex, gender, gender identity, national origin, age, religion, sexual orientation, information protected by the Genetic Information Nondiscrimination Act (GINA), marital status, disability, veteran's status or any other status protected by law in its admissions, student aid, employment practices, education programs or other related activities.

bismarckstate.edu/employment/

BSC Human Resources
Meadowlark Building
PO Box 5587
1700 Schafer St.
Bismarck, ND 58506-5587
701-224-5531 or *800-366-6888 (TTY Relay ND)

This position requires a criminal history and credit record check. Finalists will participate in a TriMetrix® HD assessment. Applicants must be legally authorized to work in the United States and there is no sponsorship for this position. BSC determines employment eligibility through the E-Verify system.