

## EDUCATION

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Concordia University, Portland, OR

**Doctor of Education, Emphasis in Higher Education**

Portland State University, Portland, OR

**Postgraduate Coursework in Education and Mathematics**

University of California, Davis, CA

**Master of Science in Electrical Engineering**

University of Virginia, Charlottesville, VA

**Postgraduate Coursework in Biomedical and Electrical Engineering**

University of Iowa, Iowa City, IA

**Bachelor of Science in Biomedical Engineering**

## RELATED EXPERIENCE

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**Minnesota State Community and Technical College (M State)**

**April 2014-Present**

M State is a public, two-year institution serving a seven-county service area in west central Minnesota including the Fargo/Moorhead metropolitan area. With over 500 faculty and staff across four campuses, the college serves almost 15,000 students in credit and non-credit programming. M State is a part of the Minnesota State System of Colleges and Universities.

*Vice President of Institutional Effectiveness and Technology*

*January 2021 – Present*

Responsibilities

- Develop strategic plans and strategies for institutional improvement through an inclusive process that engages stakeholders, uses institutional data, and sector research.
- Oversee strategy implementation across the college using project and change management principles.
- Lead the Information Technology division including infrastructure improvements, computer application development, and computer help center operations.
- Lead the Communications and Marketing (CAM) and K-12 Collaborations divisions.
- Member of the President's Cabinet with responsibility for college-wide review of operations, financial investments, and personnel decisions.
- Lead the office of institutional effectiveness by developing the college's research agenda and use of data.
- Serve as the Accreditation Liaison Officer (ALO), maintaining strong relationships with the institutional accreditor and leading compliance with the criteria for accreditation.

Accomplishments

- Completed a Strategic Enrollment Management (SEM) plan in 2021 that led to the first increase in enrollment since 2010 (+1% in 2023 and +6% in 2024), a 2-percentage point increase in first-term success rates and a 4-percentage point decrease in equity gaps. An update is underway for FY26.

- Secured a Title III Grant to implement ‘Success Navigators,’ a foundational shift in serving students throughout their first year and aligned with the SEM plan.
- Developed a three-year master technology plan to revitalize the information technology infrastructure while maintaining existing budgets.
- In conjunction with the college president, co-led the development of “design teams” to drive implementation of key institutional strategies by empowering frontline employees.
- Provided interim leadership for a faculty-driven Center for Teaching and Learning Technology (CTLT) that coordinates professional development and provided instructional design services for online courses including developing a sustainability plan for continued operation of the CTLT.

*Academic Dean*

*August 2014 – January 2021*

Responsibilities

- Supervise faculty and lead academic programming across the institution in business and information technology (2019 to 2021), all programs on the Detroit Lakes campus (2015-2019), and all online programming (2014-2015), including connecting with industry partners to further M State programming.
- Lead institutional research, assessment, and program review while assisting with institutional planning.
- Serve as the Accreditation Liaison Officer (2019-Present).

Accomplishments

- Provided ongoing support and advising for local high school technical programs and development of career academies. Key metric improvements included a rapid expansion of eCollege in the High School from FY15 to FY18 (150% increase in FTE).
- Redesigned college assessment and program review policies to be compliant with accreditation standards. This included forming a faculty-led assessment committee to sustain process changes.
- Evaluated the Satisfactory Academic Progress policy and procedure with an equity lens. Subsequent improvements to the procedure led to a 12%-point increase in students continuing to the second fall with a decrease in equity gaps (project initiated in 2019, institutionalized in 2023).
- Recruited and secured John Deere Electronic Solutions as a client for electronic engineering technician customized training (launched in 2018).
- Developed a new program in Digital Marketing (2020) and achieved sustainability within three years. M State was the first institution in the region to offer the program.

*Director of Institutional Research*

*April 2014 - August 2014*

Responsibilities

- Establish an office of institutional research.
- Present key research and data to support college-wide decision making.
- Facilitate workgroups for continuous improvement initiatives.

Accomplishments

- Effectively facilitated and assisted general education faculty in a data-informed redesign of development education curriculum. Results of redesign were dramatic for the math curriculum with success rates improved by more than 15%, course withdrawal rates reduced by more than 10%, and year-over-year improvements in persistence. Slight improvement in completion for English developmental education curriculum.

**Heald College, Portland, Oregon**

**2002-2014**

Heald College was a private, non-profit system of colleges in California, Oregon, and Hawaii from 1863 until 2007. In 2007 it was acquired by a private investment group and converted into a for-profit institution which was later acquired by Corinthian Colleges. The Portland Campus averaged 900 students (peak of 1200 students) with a primary focus on technical programs in healthcare, information technology, and business programs.

*Director of Academic and Student Affairs*

*2007-2014*

**Responsibilities**

- Responsible for management and leadership of over 60 employees with 15 direct reports and operations of academic and student affairs in a \$10 million branch campus.
- Lead the division deans, library and student learning resources, student records department, advising, and retention efforts.
- Coordinate all communications and reports from the college to the Oregon Office of Degree Authorization.
- Instruct part-time in mathematics (through 2013).

**Accomplishments**

- In 2007, the college was going to shutter after a teach-out of all students. By 2012, the college had grown to 1200 students due to increased student success and enrollment efforts.
- Developed several articulation agreements with Portland State University (2007-2010).
- Implemented student learning outcomes assessments across all programs (2008-2012).
- Successfully met the requirements of programmatic accreditors for programs in dental assisting, medical assisting, and pharmacy technology (2007-2014).

*Evening Dean*

*2006-2007*

**Responsibilities**

- Responsible for all campus operations in the evening.
- Full-time instructor in mathematics and physical sciences.

*Instructor*

*2002-2006*

**Responsibilities**

- Full-time instructor in mathematics, electronics, and physical sciences.

**Mt. Hood Community College**

**2006-2007**

Located in Gresham, Oregon, Mt. Hood Community College is a two-year public institution serving approximately 30,000 students in the Portland metropolitan area.

*Adjunct Faculty*

*2006-2007*

**Responsibilities**

- Instructed courses in engineering technology and mathematics.
- Volunteered in a mathematics tutoring lab.

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## SKILLS

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**Operations / Management:** Use a variety of leadership techniques with a focus on distributed leadership. Responsible for management of over 80 employees (peak) and operation of several departments and divisions. Adept at change management, strategic and integrated planning. Master mariner license (United States Coast Guard Merchant Mariner Credential), certified Change Practitioner (Prosci).

**Education / Training:** Curriculum design, accreditation, assessment and program review, developmental education, program evaluation, advising, policy review, and certified American Sailing Association Instructor.

**Programming / Computers:** Experienced programmer in a variety of languages and platforms, embedded programming, machine learning, PowerBI, expert user of MS Office.

**Language:** Spanish (CEFR level B2 to C1 based on STAMP scores), French (A1-A2)

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## RECENT VOLUNTEER SERVICE

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### Higher Learning Commission (HLC)

May 2022-Present

Peer Reviewer, Change Panel Reviewer, Prison Education Program Reviewer

- Complete annual accreditation professional development and assist with reviews of other HLC accredited institutions.

### Rotary, Detroit Lakes (MN)

January 2017-Present

Board of Directors: Service Projects, 2023-Present; Membership Chair, 2020-2022

- Participate in several fundraising and volunteer events.

### Detroit Lakes Sailing School (MN)

July 2024-Present

- Board member, school coordinator, and lead instructor for the development and launch of a non-profit sailing school; responsible for instructor recruiting and advise on equipment purchasing.

### Lead DL, Detroit Lakes Chamber of Commerce (MN)

October 2016-2019

- Assisted in the development and execution of a community-based leadership program including the mentoring of participants.

### Oregon/SW Washington Leukemia Cup (OR)

September 2011-December 2013

- Regatta / Committee Chairman for event that raised approximately \$50k during the first and second year of the event.

### Oregon Credit for Prior Learning Advisory Committee (OR)

July 2013-April 2014

- Assist with the development of Credit for Prior Learning standards for the State of Oregon.

**Association of Higher Education Effectiveness Board of Directors (National)**

December 2021-2024

- Intentional integration of strategic planning, institutional research, assessment, accreditation, and program review to promote and support evidence-based planning and improvement.

**Higher Education Research and Development Institute (HERDI) Innovate Advisory Board (National)**

June 2022-Present

- Assist technology companies in bringing the best products and services to meet the needs of the community college market and support students' progress toward their educational goals.

**SciMathMN Board of Directors (MN)**

September 2019-July 2023

Executive Board: Treasurer, 2020-2023

- Promoted teacher resources for expanding equitable access to STEM education throughout Minnesota.

**Northwest Educational Technology System (NETS) Board of Directors (MN)**

January 2021-Present

Board Chair, 2025-2026

- Serve on the executive committee for a consortium of public colleges who jointly govern and manage the telecommunications infrastructure serving member colleges.

**SELECT PUBLICATIONS AND PRESENTATIONS**

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Erickson, S. (2016, March). *Connecting schools, students, and parents to STEM programs*. Presented at Greater Fargo Moorhead Engineering Summit, Fargo, ND.

Erickson, S. (2018, March). *Using the State Longitudinal Education Data System (SLEDs)*. Presented at Detroit Lakes Economic Development Summit, Detroit Lakes, MN.

Erickson, S., Buboltz, K., Tysdal, K. (2025, April). *Improving planning processes with change management*. Presented at the Higher Learning Commission Annual Conference, Chicago, IL.

Erickson, S., Buboltz, K., Welle, C. (2025, April). *Implementing a CRM? Focus on business processes and the people*. Presented at the Minnesota State Academic, Student Affairs, and Information Technology Conference, Brainerd, MN.

Erickson, S., Henrickson, G. (2015, October). *Math developmental education redesign*. Presented at the Minnesota State System Fall Academic and Student Affairs Leadership Conference, Breezy Point, MN.

Erickson, S., Henrickson, G. (2016, October). *33% acceleration + 1/2 the weeks = success?* Presented at the Minnesota State System Fall Academic and Student Affairs Leadership Conference, Brainerd, MN.

Erickson, S., Tucker, G.L. (2024, March). Institutional Process Mapping: A college eliminates service gaps and improves efficiency and collaboration. *Planning for Higher Education*, 52(2).

<https://www.scup.org/resource/journal-institutional-process-mapping/>

Steve Erickson, Ed.D. (he, him, él)

**SELECT AWARDS**

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Presidential Award of Achievement, M State, 2022-2023: Outstanding service to the college in accreditation and program assessment.

Presidential Award of Achievement, M State, 2020-2021: Outstanding service to students and employees through the pandemic response.

Student Selected Graduation Speaker, Heald College, 2003, 2004.