

MINNESOTA STATE  
2017 FALL CONFERENCE

# ACADEMIC AND STUDENT AFFAIRS LEADERSHIP CONFERENCE



MINNESOTA STATE

OCTOBER 16-18, 2017

# CONFERENCE SCHEDULE AT A GLANCE

## MONDAY, OCTOBER 16, 2017

11:30 a.m.–1:00 p.m.	<b>Registration:</b> Main Lobby
12:00 p.m.–1:00 p.m.	<b>LUNCH:</b> Marina II Dining Room
1:00 p.m.–1:15 p.m.	<b>Welcome:</b> Ron Anderson, Senior Vice Chancellor for Academic and Student Affairs, Whitebirch I & II
1:15 p.m.–2:15 p.m.	<b>Keynote:</b> A Conversation with Chancellor Devinder Malhotra, Whitebirch I & II
2:15 p.m.–2:30 p.m.	<b>BREAK:</b> Outside of Whitebirch I & II
2:30 p.m.–3:20 p.m.	<b>Concurrent Sessions (50 Minutes)</b>
3:20 p.m.–3:35 p.m.	<b>BREAK:</b> Outside of Whitebirch I & II
3:35 p.m.–4:50 p.m.	<b>Concurrent Sessions (75 Minutes)</b>
5:00 p.m.–6:00 p.m.	<b>Reception for ASA Awards:</b> Lakeside Ballroom
6:00 p.m.–8:00 p.m.	<b>AWARDS DINNER:</b> Whitebirch I & II

## TUESDAY, OCTOBER 17, 2017

7:00 a.m.–8:00 a.m.	<b>BREAKFAST:</b> Marina II Dining Room
7:00 a.m.–8:30 a.m.	<b>Registration:</b> Main Lobby
8:00 a.m.–9:00 a.m.	<b>Plenary:</b> Senior Vice Chancellor Ron Anderson and Chief Diversity Officer Clyde Wilson Pickett, Whitebirch I & II
9:00 a.m.–9:15 a.m.	<b>BREAK:</b> Outside of Whitebirch I & II
9:15 a.m.–10:30 a.m.	<b>Concurrent Sessions (75 Minutes)</b>
10:30 a.m.–10:45 a.m.	<b>BREAK:</b> Outside Whitebirch I & II
10:45 a.m.–11:35 a.m.	<b>Concurrent Sessions (50 Minutes)</b>
11:45 a.m.–12:35 p.m.	<b>Concurrent Sessions (50 Minutes)</b>
12:35 p.m.–1:45 p.m.	<b>LUNCH:</b> Marina II Dining Room
1:45 p.m.–3:00 p.m.	<b>Keynote:</b> David Weerts, Whitebirch I & II
3:10 p.m.–4:00 p.m.	<b>Concurrent Sessions (50 Minutes)</b>
4:00 p.m.–4:10 p.m.	<b>BREAK:</b> Outside of Whitebirch I & II
4:10 p.m.–5:00 p.m.	<b>Concurrent Sessions (50 Minutes)</b>
5:00 p.m.–6:00 p.m.	<b>Social Hour:</b> Dockside Lounge
6:00 p.m.–8:00 p.m.	<b>DINNER:</b> Marina II Dining Room

## WEDNESDAY, OCTOBER 18, 2017

7:00 a.m.–8:00 a.m.	<b>BREAKFAST:</b> Marina II Dining Room
7:30 a.m.–8:30 a.m.	<b>Registration:</b> Main Lobby
8:00 a.m.–9:00 a.m.	<b>Plenary:</b> Transfer Pathways, Whitebirch I & II
9:00 a.m.–9:10 a.m.	<b>BREAK:</b> Outside of Whitebirch I & II
9:10 a.m.–10:00 a.m.	<b>Concurrent Sessions (50 Minutes)</b>
10:00 a.m.–10:10 a.m.	<b>BREAK:</b> Outside of Whitebirch I & II
10:10 a.m.–11:25 a.m.	<b>Concurrent Sessions (75 Minutes)</b>
11:30 a.m.	<b>LUNCH: BOX LUNCHESES AVAILABLE</b> • Outside of Whitebirch I & II
11:35 a.m.–1:00 p.m.	<b>Affinity Groups (90 Minutes)</b>

ACADEMIC AND STUDENT AFFAIRS LEADERSHIP CONFERENCE

CAMPUS AND SYSTEM COLLEAGUES:

**W**elcome to the Fall 2017 Academic and Student Affairs Leadership Conference! I look forward to once again spending some focused time with you reflecting on and discussing our individual and collective work, further developing our understanding and leadership skills, and reminding one another why we come to work each day: that is, to serve our students and advance the public good.

Today more than ever, our students and communities are relying on our campuses to be places of hope, opportunity, safety, belonging, and purpose. They are relying on us to remain steadfast in our shared commitment

to their learning and well-being, to eliminating educational disparities, and to playing a central role in ensuring the health of civic life across our state. This year's conference theme, *Leading for Equity and Change: Advancing the Public Good*, explores that commitment as it is expressed through policy and practice.

While tension and political divides remain high on our campuses, in our communities, across our state, nation, and even the world, let us not forget the agency we have as individuals and as a collective. It is my hope that our time together at the conference refuels us, reenergizes us, and creates new synergies for making the change that is needed to ensure an equitable, just, and healthy future for our students, ourselves, and our communities.

In thankfulness for your presence and partnership,



Ron Anderson, Senior Vice Chancellor  
Academic and Student Affairs



Original artwork by Melanie Burns © 2017

### CLYDE WILSON PICKETT

**C**lyde Wilson Pickett, EdD, currently serves as the Chief Diversity Officer for the Minnesota State Colleges and Universities System. Dr. Pickett was appointed to this position after a national search in October 2017. Prior to his current appointment, Dr. Pickett served as the Special Assistant to the President for Diversity and Inclusion at the Community College of Allegheny in Pittsburgh, Pennsylvania County. In that role, Dr. Pickett provided college-wide leadership and oversight for diversity, equity, and inclusion agendas. He developed institutional priorities, policies, programs, and initiatives to advance the inclusive excellence agenda.



Recognized as a national leader in diversity in higher education, Pickett is a member of the Board of Directors for the National Association of Diversity Officers in Higher Education (NADOHE), the nation's leading association of diversity professionals in the U.S. He is also the founder of two educational consulting firms that specialize in diversity training, strategic planning, program development, and management services.

Pickett completed his bachelor's degree in agricultural economics from the University of Kentucky and his Masters of Education in adult & higher education leadership with an emphasis in counseling and multicultural issues from Morehead State University. He completed his doctoral study at the University of Pittsburgh's School of Education. Dr. Pickett is a co-author of the book *Inclusive Directions: The Role of the Chief Diversity Officer in Community College Leadership*. He has been featured as a presenter at several national and international education conferences and frequently provides commentary for local and regional media outlets. A native of Louisville, Kentucky, Dr. Pickett is the father of two adult children (Destiny and Alexander).

### DR. DAVID J. WEERTS

**D**avid J. Weerts is associate professor of higher education and faculty director for academic planning and programs in the Office of Public Engagement at the University of Minnesota-Twin Cities. Professor Weerts' research lies at the intersection of state-university relations, university-community engagement, and institutional advancement. His scholarship has appeared in leading higher education journals including: *The Journal of Higher Education*, *Research in Higher Education*, *the Review of Higher Education*, *Change*, and *Trusteeship*. Professor Weerts has held several administrative positions in higher education, including serving as a major gifts officer at the University of Wisconsin Foundation and University of Minnesota Foundation, and directing the University of Minnesota's Center for Innovative Higher Education. Professor Weerts serves on the board of directors for Minnesota Campus Compact and on the executive committee for the Council on Engagement and Outreach for the Association for Public and Land-grant Universities (APLU). He holds a Ph.D. in educational leadership and policy analysis from the University of Wisconsin-Madison.



11:30 – 1:00 p.m. Registration • Main Lobby of Convention Center

12:00 – 1:00 p.m. LUNCH • Marina II Dining Room

1:00 - 1:15 p.m. Welcome  
Ron Anderson, Senior Vice Chancellor for Academic and Student Affairs  
*Whitebirch I & II*

1:15-2:15 p.m. Keynote: A Conversation with Chancellor Devinder Malhotra • *Whitebirch I & II*

2:15 – 2:30 p.m. BREAK • *Outside of Whitebirch I & II*

## CONCURRENT SESSIONS

2:30 – 3:20 p.m. **Math Placement Using Multiple Measures for Enhanced Student Success**

St. Cloud State University has begun using multiple measures to determine math placement for incoming students. Traditionally, placement has been done using the ACT Math score and the Accuplacer math placement tests. Several alternative measures have been developed to incorporate student success metrics from high school. These measures will be described, along with our procedures for using them.

*Presenters: David Robinson, St. Cloud State University; Sandra Johnson, St. Cloud State University; Karl Konz, St. Cloud State University; Stephanie Houdek, St. Cloud State University*  
*Room: Heartland I & II* **Student Success**

2:30 – 3:20 p.m. **International Student Offices: What Administrators Should Know**

This session is designed to provide administrators with important information about International Student Offices. Session presenters will provide an overview of the U.S. government's Student and Exchange Visitor Program (SEVP); a program that enables U.S. colleges and universities to enroll foreign students into a program of study. Session presenters will also highlight recent developments that impact foreign students, as well as the SEVP-certified institutions that enroll them. Ample time will be given to answering attendee questions as well as identifying appropriate support resources.

*Presenters: Scott Johnson, North Hennepin Community College; Dan McCabe, Office of General Counsel, System Office*  
*Room: Governor's Room* **Student Success**

- 2:30 – 3:20 p.m.**    **\$0 Down, \$800 Book Loans for All, and Drive Away With Your Full-Year Schedule—Riverland’s Experiment in Removing Student Barriers**
- Riverland Community College has engaged in on-going conversation asking what we can stop doing, what barriers we can remove, and how we better connect with students in their lives. In January we stopped collecting a \$20 Application Fee because for some, it was a first-step towards a college stumbling block. In April we began registering students for Summer, Fall and Spring classes all at one time so they could have greater control in planning for degree completion, day care, carpooling, and work schedules. In August we started allowing all students, whether or not they had financial aid in place, to charge up to \$800 in books so everyone could begin Day 1 with the materials to succeed. We have also made changes in course design for students in poverty, secured partnerships funding for diversity initiatives, launched an expanded PTK/Honors Program to challenge highly-prepared students, and instituted an engaged advising model to reach out to connect with students more personally. We do not know how all of these initiatives and others underway will work, but we will share what we have learned and why we think it matters.
- Presenters: Kelly B. McCalla, Riverland Community College; Lisa Schlotterhausen, Riverland Community College*
- Room: Pelican Room* **Student Success**
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- 2:30 – 3:20 p.m.**    **Credit/Non-Credit - A Collaboration Story That Works**
- Serving the needs of workforce is one of the top goals for M State. Learn how M State adds value to business and industry by providing innovative solutions based credit and non-credit training options. M State believes that credit and non-credit instruction are two delivery modalities - the collaboration between Academics and Workforce Development has allowed M State to grow partnerships and better serve workforce needs throughout the region.
- Presenters: Dr. Carrie Brimhall, Minnesota State Community and Technical College; and G.L Tucker, Minnesota State Community and Technical College*
- Room: Heartland III & IV* **Financial Sustainability**
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- 2:30 – 3:20 p.m.**    **Lessons Learned from an HLC Comprehensive Evaluation and Site Visit**
- A comprehensive evaluation and site visit may be looming in your institution’s future. In this presentation, a panel of experienced administrators and faculty will discuss their college or university’s recent journey of writing a Comprehensive Quality Review or Assurance Review and their preparation for a successful HLC comprehensive evaluation and site visit. The panelists will discuss such topics as working successfully with HLC liaisons, crafting a visit agenda with the team chair, providing information for the student survey, arranging site logistics, training college/university staff and faculty, organizing the evidence, and what resources proved useful. The presenters will offer suggestions to help your institution successfully navigate the waters of HLC reaffirmation of accreditation.
- Presenters: Greg Mosier, Rochester Community and Technical College; Donna Statzell, Hennepin Technical College; Cynthia DeVore, Metropolitan State University; Joyce Paxton, Metropolitan State University; Dara Hagen, Hennepin Technical College; Jon Dalager, Academic and Student Affairs, System Office*
- Room: Minnesota I* **Financial Sustainability**

**2:30 – 3:20 p.m.**    **Burnout, Autonomy, and Job Satisfaction in Full-Time Public Community College Faculty Members**

This presentation will describe a research study performed to determine the perceived levels of burnout, autonomy, and job satisfaction in full-time public community college faculty members, as well as the relationships between these constructs and demographic factors, including faculty unionization status. Participants were 146 full-time faculty members from twelve public community colleges within MN, ND, and SD. This presentation will include the results of this study as well as potential implications for faculty members and community colleges.

*Presenter: Justin Berry, Northland Community and Technical College, East Grand Forks*

*Room: Minnesota II*

*Equity & Inclusion*

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**3:20 – 3:35 p.m.**    **BREAK • Outside of Whitebirch I & II**



## CONCURRENT SESSIONS

- 3:35 – 4:50 p.m.** **Concurrent Enrollment: Supporting Student and Program Success**  
 As your campus continues to navigate through the landscape of concurrent enrollment, join this interactive session to get the most recent updates on concurrent enrollment (policy and procedure, credentialing, graduate-level credit options, credit-for-prior learning tested experience, NACEP accreditation, program grants, and more!) and to hear from Southwest Minnesota State University on how they are addressing these issues and advancing concurrent enrollment. We will discuss plans for the coming year, communication with stakeholders, and how we can continue to support student success in concurrent enrollment programs.  
*Presenters: Kim Guenther, Southwest Minnesota State University; Pakou Yang, Academic and Student Affairs, System Office; Jessica Espinosa, Academic and Student Affairs, System Office*  
*Room: Pelican Room* **Student Success**
- 3:35 – 4:50 p.m.** **Graduate Programming Initiatives**  
 University graduate deans and directors will present on current initiatives under development at their respective university. Presentations and discussions will focus on graduate enrollment management, increasing enrollment yield for international students, reviewing and updating graduate school policies and procedures, using social media to recruit and inform graduate students, and adopting holistic review in graduate education. The presentation will have application to all Minnesota State colleges, universities and students.  
*Presenters: Barry Ries, Minnesota State University, Mankato; Jeanine Gangeness, Winona State University; Latha Ramakrishnan, St. Cloud State University; Raphael Onyeaghala, Southwest Minnesota State University; Lisa Karch, Minnesota State University Moorhead*  
*Room: Heartland III & IV* **Student Success**
- 3:35 – 4:50 p.m.** **Plan the Work, Work the Plan: The Successful CQR Visit**  
 Preparation for Comprehensive Quality Review (CQR) visits can be approached in multiple ways. This presentation examines the planning approaches taken by two comprehensive community colleges, both on the AQIP Pathway. While each college prepared differently, both visits resulted in reaffirmation of accreditation and the option to choose a future pathway. This session will be useful if your institution is one or two years away from its next CQR.  
 Expected Learning Outcomes:  
 1. Compare and contrast two planful approaches to the CQR.  
 2. Understand touch points for stakeholder involvement throughout the CQR preparation process.  
 3. Understand how project management tools and concepts were used to ensure successful CQR visits.  
 4. Use project management tools to plan a CQR.  
*Presenters: Jessica Shryack, Minneapolis Community and Technical College; Carrie Schneider, Inver Hills Community College/Dakota County Technical College; Wendy Marson, Inver Hills Community College/Dakota County Technical College*  
*Room: Heartland I & II* **Student Success**

**3:35 – 4:50 p.m.    *Space Management on Campus: Myths and Practices***

How we use campus spaces impacts the financial sustainability of each college or university and the long-term success of our students. This presentation will: review current space and enrolment profiles of Minnesota State and select institutions and why it matters for students; outline the framework for characterizing space in its many uses and discuss why it's important to accurately track and categorize space data; present how the system looks at space trends, building conditions and program needs and how they influence campus facility planning and capital investment strategies; and offer space management principles to promote effective use of learning spaces.

*Presenters: Brian Yolitz, Facilities, System Office; Greg Ewig, Facilities, System Office; and Stacy Brown, Facilities, System Office*

*Room: Governor's Room*

*Financial Sustainability*

**3:35 – 4:50 p.m.    *SCSU American Indian Center Partnerships with K-12 School Districts***

This presentation will cover K-12 partnerships in recruiting, retention, and training opportunities developed by SCSU faculty and staff to increase the knowledge and awareness of educators on the histories, cultures and languages of the federally recognized tribes in Minnesota. These high-quality professional development programs and activities will evaluate educational materials and resources that relate to and meet the MDE standards for K-12 curriculum. Attendees will learn of the program history and steps to replicate on their campus.

*Presenter: Jim Knutson-Kolodzne, St. Cloud State University*

*Room: Minnesota I*

*Equity & Inclusion*

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**5:00 – 6:00 p.m.    *Reception for ASA Awards • Lakeside Ballroom***

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**6:00 – 8:00 p.m.    *Awards Dinner • Whitebirch I & II***

**7:00 – 8:00 a.m.**    **BREAKFAST** • *Marina II Dining Room*

**7:00 – 8:30 a.m.**    **Registration** • *Main Lobby*

**8:00 – 9:00 a.m.**    **Plenary: Senior Vice Chancellor Ron Anderson and Chief Diversity Officer Clyde Wilson Pickett: Leading for Equity and Inclusion**  
*Room: Whitebirch I & II*

**9:00 – 9:15 a.m.**    **Break** • *Outside of Whitebirch I & II*

## CONCURRENT SESSIONS

**9:15 – 10:30 a.m.**    **Food: An International Language for Learning**

This workshop will showcase a unique collaboration between Saint Paul College, Metropolitan State University, and two Taiwan universities. This past summer, 23 Taiwan students spent three weeks in a culinary boot camp before beginning courses at Metro State. We will share background on building this collaboration as well as present the goals and outcomes. The session is interactive as participants will be volunteering to create a culinary delight with a renowned chef.

*Presenters: Dr. Brendan L. Ashby, Saint Paul College; Dr. Tracy Wilson, Saint Paul College; Dr. Carol Bormann Young, Metropolitan State University; Sara Johannes, Saint Paul College*  
*Room: Pelican Room*

**Student Success**

**9:15 – 10:30 a.m.**    **Strategic Roadmap for Developmental Education: Next Steps and Implementation**

Minnesota State, through the system wide Developmental Education Workgroup, has finalized the developmental education strategic roadmap that will guide our system direction and campus work for the next four years. Attend this session to learn more about the roadmap's strategic goals and action steps. Join in an interactive discussion with your colleagues on how our campuses can implement all of the components of the roadmap.

*Presenters: Pakou Yang, Academic and Student Affairs, System Office; Andrew Nessel, Century College; Carrie Brimhall, Minnesota State Community and Technical College*  
*Room: Governor's Room*

**Student Success**

**9:15 – 10:30 a.m.**    **Supporting Faculty to Improve Student Success**

Successful learning experiences for students will not happen without ensuring high-quality faculty development opportunities for instructors. In this session, we will highlight current Minnesota State efforts to meet varied system priorities and instructor needs, including: supporting online/hybrid teaching, helping diverse learners, assessing credit for prior learning, expanding use of open educational resources, and addressing the specific needs of technical faculty. Participants will leave with multiple resources to take back and share on their campuses.

*Presenters: Carol Lacey, Metropolitan State University; Karen Pikula, Central Lakes College; Cheryl Neudauer, Minneapolis Community and Technical College; Elizabeth McMahon, Northland Community and Technical College; Robin O'Callaghan, Winona State University; Kimberly Johnson, Academic and Student Affairs, System Office; Denise Felder, Academic and Student Affairs, System Office*

*Room: Heartland III & IV*

**Student Success**

**9:15 – 10:30 a.m. System Support for Academic Program Planning**

What system support and processes would assist you in advancing your academic programs? There are numerous tools and system initiatives that can be brought together to support program market analysis, program development and collaboration, and program improvement. This session will provide an overview of some of those tools and initiatives and provide an opportunity for input into where the system office can better serve you.

*Presenters: Todd Harmening, Academic and Student Affairs, System Office; Marta Mohr, Academic and Student Affairs, System Office; Kelly Murtaugh, Academic and Student Affairs, System Office*

*Room: Minnesota I*

*Financial Sustainability*

**9:15 – 10:30 a.m. Learning as we Grow: St. Cloud State University's Bias Response Collaborative**

St. Cloud State University (SCSU) seeks to promote an educational environment that is safe and welcoming to all members of our campus community, and recognizes that when bias incidents take place they fracture the well-being of our community, detracting from our goals of equity and inclusion. The Bias Response Collaborative (BRC) was formed to enhance and affirm SCSU's commitment to safety, equity, diversity, academic freedom, and freedom of speech, and support the person or person(s) most affected by these incidents. Our President has charged us to work alongside existing resources and structures to ensure bias incidents are dealt with consistently and to promote an educational and inclusive discourse across our campus. During this workshop we will share how our Bias Response Collaborative was developed including our plans to address the Big Questions facing our students, local, regional, state and national communities. In addition to receiving our BRC proposal, participants will be provided access to networks and resources. After we share our plans, members of the BRC planning team that are presenting will engage participants in exercises that promote sharing about strategies other institutions are implementing to address bias motivated incidents and concerns and to explore opportunities to collaborate.

*Presenters: LaVonne J. Cornell-Swanson, St. Cloud State University; Jesse Cashman, St. Cloud State University; Dan Wildeson, St. Cloud State University; Kayla Shelley, St. Cloud State University; Jack O'Neil-Como, St. Cloud State University*

*Room: Heartland I & II*

*Equity & Inclusion*

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**10:30 – 10:45 a.m. BREAK • Outside of Whitebirch I & II**

## CONCURRENT SESSIONS

### 10:45 – 11:35 a.m. **Predictive Analytics Reporting (PAR) User Experiences**

This session will provide staff from the campuses participating in the PAR implementation an opportunity to share their experience with the PAR Tools. The goal is to share ways the tools have been used, insights gained from exploring the data and suggestions for informing campus leadership about the potential of PAR. System staff also want to hear about the challenges of making sustained use of the tools and suggestions for additional implementation support.

*Presenters: Craig Schoenecker, Academic and Student Affairs, System Office; Susan Carter, Academic and Student Affairs, System Office; Katie Vaccari, Academic and Student Affairs, System Office*

*Room: Heartland I & II*

*Student Success*

### 10:45 – 11:35 a.m. **Supporting Developmental Education Student Success through Summer Bridge Programs**

Summer bridge programs can positively impact developmental education students by providing academic skills and wrap-around student support services needed to reach college-level before the academic year starts. Attend this interactive session to learn more about two different models of summer bridge programs: Rochester Community and Technical College's CARE Summer Bridge and Normandale Community College's Summer Scholars Academy. Join us in a discussion about how your campus can develop similar programs and how the system can possibly scale similar programs across our colleges and universities.

*Presenters: Pakou Yang, Academic and Student Affairs, System Office; Marissa Machado, Normandale Community College; Ginny Boyum, Rochester Community and Technical College*

*Room: Heartland III & IV*

*Student Success*

### 10:45 – 11:35 a.m. **A Student Affairs "Realignment" to Achieve Increased Retention and Completion**

Riverland Student Affairs has been transformed over the last eighteen months. This presentation will review the rationale and impact of their "realignment". The initiative has established a new Advising Services model with assigned advisors for all of their students based on their career preferences or pathway. A new online orientation, done in collaboration with Minnesota State University, Mankato, has replaced an on-campus orientation. Career planning services are being offered to undecided Liberal Arts students to facilitate their shift to an advisor.

*Presenters: Gary Schindler, Riverland Community College; Amanda Mathews, Riverland Community College*

*Room: Minnesota I*

*Student Success*

### 10:45 – 11:35 a.m. **The Future of Technical Education on Your Campus**

Multiple national and state initiatives promote career readiness and/or career pathways. We all know that public postsecondary education is front and center in preparing students of all ages and skill levels for academic and employment success. Come to this session and share your needs and vision for your campuses' role in regional or industry-specific career pathway activities. Your input is critical in shaping Minnesota's future Career and Technical Education work including the reauthorized Perkins grant.

*Presenter: Denise Felder, Academic and Student Affairs, System Office*

*Room: Minnesota II*

*Financial Sustainability*

**10:45 – 11:35 a.m. Connecting Students to Online Labor Market Information Using CAREERwise Education**

This session will provide an overview of Minnesota State’s CAREERwise Education website and our free service that imbeds career profiles and real-time labor market information (TalentNeuron/Wanted Analytics) on your college or university program web pages! See a demonstration of how four colleges have integrated the service with minimal effort. Also, get handouts that map the newest and most popular resources on CAREERwise to support your students with assessments, career planning, education searches, and job exploration with 170 new videos.

*Presenters: Mary Rothchild, Academic and Student Affairs, System Office; Joy Brown, Academic and Student Affairs, System Office; and Scott Determan, Dakota County Technical College*

*Room: Whitebirch I*

*Financial Sustainability*

**10:45 – 11:35 a.m. Recruiting and Selecting Diverse Candidates**

What can you do before, during, and after a search to ensure a broad and diverse pool of applicants? This session will review five key steps in the best practice for recruiting and selection at Minnesota State. Participants will learn about new resources and have a sneak preview of a new recruiting and selection guidebook.

*Presenters: Dwight Watson, Southwest Minnesota State University; DeeAnne Bonebright, Human Resources, System Office*

*Room: Pelican Room*

*Equity & Inclusion*

**10:45 – 11:35 a.m. Campus Climate: Understanding and Managing Microaggressions**

In the words of Dr. Alvi Poussaint: Death by a thousand nicks, describes the debilitating experience of people of color when experiencing subtle insults on a daily basis. Transfer that concept to the classroom experience and you have failure by a thousand nicks. The everyday experience of a student of color in higher education often involves withstanding conscious and unconscious biased behaviour from other peers, faculty and staff. Add this stress to the general pressure that all college students face and a sturdy facade can easily crumble. Learn about common experiences of students, faculty and staff of color related to micro and macro aggressions. Dig in as we go deeper to discuss proactive and reactive solutions that will enable success, foster understanding and build an inclusive living and learning environment.

*Presenters: Kelly Meier, Minnesota State University, Mankato; Briana Williamson, Minnesota State University, Mankato*

*Room: Governor’s Room*

*Equity & Inclusion*

## CONCURRENT SESSIONS

- 11:45 – 12:35 p.m.** **New Student Orientation: Giving Students What They Need and Keeping Your Staff Sane in the Process**  
 New Student Orientation (NSO) is one of the most important and time consuming tasks in student affairs. This session will share how Inver Hills Community College significantly revamped NSO to better serve students and to prevent staff burnout. This session will share highlights from two years' worth of student survey data about NSO, an overview of the format and materials from a re-energized model, and lessons learned along the way. A special focus will be on serving adult learners.  
*Presenter: Wendy Robinson, Inver Hills Community College*  
*Room: Heartland III & IV* *Student Success*
- 11:45 – 12:35 p.m.** **Faculty-driven Credit for Prior Learning**  
 Learn the steps South Central College took to create a faculty-driven CPL policy and procedure. You will get several tangible tools including a credit for prior learning concept map, policy and procedure development framework; faculty professional development outlines, faculty assessment resources; and funding strategies. Participants will leave prepared to develop an action plan for introducing CPL options and gaining faculty support and involvement in CPL implementation.  
*Presenters: Pete Neigebauer, South Central College; Tracy Murphy, South Central College; Marsha Danielson, South Central College*  
*Room: Heartland I & II* *Student Success*
- 11:45 – 12:35 p.m.** **Developmental Education Data Mart**  
 Learn about the Developmental Education Data Mart that has been created in the system's Data Warehouse and is available to college and university institutional research staff. The data mart was created to provide campuses with comprehensive data about their developmental education students and their progress through developmental and college level courses. It also will provide data on the developmental education measures that must be reported to the Minnesota Legislature starting in January 2018.  
*Presenters: Craig Schoenecker, Academic and Student Affairs, System Office; Paul Zak, Academic and Student Affairs, System Office; Susan Carter, Academic and Student Affairs, System Office; and Patty Rafferty, Academic and Student Affairs, System Office*  
*Room: Minnesota I* *Student Success*
- 11:45 – 12:35 p.m.** **Minnesota State ERP – NextGen**  
 The NextGen ERP project is entering its next phase – business process mapping! Please join members of the project team to learn about key project topics, such as:
- business case for change
  - project timeline
  - project team structure
  - governance
  - business process mapping
- And, yes...we want to hear from you! We'll leave time at the end to address questions and gather concerns.  
*Presenters: Jamie Nordstrom, ITS, System Office; Mark Malecek, ITS, System Office; Melinda Clark, ITS, System Office; Brent Glass, Academic and Student Affairs, System Office*  
*Room: Pelican Room* *Student Success*

11:45 – 12:35 p.m. **Fundraising Strategies: Practical Ways to Incorporate Private Giving**

As our long-term financial sustainability remains in limbo, the need for increased private support is evident. Join us to learn the fundraising basics and tips on how to increase private giving to your department. Please come prepared with questions as we aim to keep this session focused on practical situations and ideas that can make an immediate financial impact on your work.

*Presenters: Kasey Linde, Minnesota State University, Mankato; Nicholas Linde, Minnesota State University, Mankato*

*Room: Governor's Room*

*Financial Sustainability*

11:45 – 12:35 p.m. **Anti-Bullying Initiative at Minnesota State University Moorhead**

Bullying in the workplace should never be tolerated. If it is occurring, it should be reported, investigated and addressed appropriately. MSU Moorhead formed a task force to address this issue and subsequently implemented a series of trainings and professional development, as well as a bullying policy and procedure. Find out how these practices can be implemented on your campus.

*Presenters: Ann Hiedeman, Minnesota State University Moorhead; Donna Brown, Minnesota State University Moorhead*

*Room: Minnesota II*

*Equity & Inclusion*

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12:35 – 1:45 p.m. **LUNCH** • *Marina II Dining Room*

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1:45 – 3:00 p.m. **Keynote: Student Success and Rival Views of Higher Education as a Public Good**

The presidential election of 2016 brought to light the growing division among ideologies, experiences, and ways of life in America. The annual American Freshman Survey conducted by UCLA found that the most recent first-year class was “the most politically polarized” in the history of the survey. This presentation explores the underlying basis for these divisions and its implications for understanding student success and competing views of higher education as a public good. Drawing on scholarship in the fields of history, sociology, religion, and economics, this talk will engage leaders of Minnesota State institutions in making sense of this complex landscape and envisioning a productive way forward.

*Presenter: David Weerts, Ph.D.*

*Room: Whitebirch I & II*



## CONCURRENT SESSIONS

- 3:10 – 4:00 p.m.** **Helping Retain Undecided Students to Effectively Determine a Career Pathway at a Two-year College**  
 According to the National Center for Education, over 80% of students change their major at least once in college, while over 50% of students change their major two or more times during their college experience. It is important to address the problem of undecidedness and multiple major changes, as these issues can lead to wasted credits, increased time to graduation, and maximum financial aid usage. To help with retention, Career Services has proactively incorporated a combination of assessments to help students identify their talents, interests, and values.  
*Presenters: Julie Poyzer, Minneapolis Community and Technical College; Sue Kraus, Minneapolis Community and Technical College; Becky Nordin, Minneapolis Community and Technical College*  
*Room: Heartland III & IV* **Student Success**
- 3:10 – 4:00 p.m.** **Building an Intentional Campus-wide Commitment to Persistence**  
 This presentation will focus on developing intentional strategies to impact persistence and increase student success. The presenters will share the path to creating a campus-wide persistence committee and will include data, research, best practices and college efforts aligned to the strategic enrollment management plan, annual goals and state system metrics.  
*Presenters: Dara Hagen, Hennepin Technical College; Jessica Lauritsen, Hennepin Technical College*  
*Room: Minnesota II* **Student Success**
- 3:10 – 4:00 p.m.** **Conversations About Improving Course Quality: A Toolkit for Administrators**  
 Conversations about improving student learning and how to support faculty are occurring across the system. Factors that impact student learning are varied and complex. Faculty preparedness and course quality play a significant role. This session will highlight impacts on course quality and include a resource toolkit that can be used to invite faculty involvement. Come prepared to share common barriers and solutions to progress on improvement and get ideas from others.  
*Presenters: Elizabeth McMahon, Northland Community and Technical College; Robin O’Callaghan, Winona State University; Rita Rahoi-Gilchrest, Winona State University*  
*Room: Heartland I & II* **Student Success**
- 3:10 – 4:00 p.m.** **Partnering to Improve the Student Orientation Experience**  
 B507, a student run, faculty mentored creative media mob, developed the online orientation used by MSU, Mankato. Riverland Community College had no online orientation, but was interested in developing one to use for all new students. Learn about how Riverland, MSU, Mankato, and B507 were able to form a unique partnership to develop and launch Riverland’s new online orientation in a matter of weeks, while also providing B507 students with a valuable, real-world learning experience.  
*Presenters: J.C. Turner, Riverland Community College; Cyrus Azarbod, Minnesota State University, Mankato; Amanda Wunderlin, Minnesota State University, Mankato*  
*Room: Pelican Room* **Student Success**

- 3:10 – 4:00 p.m.**     **SMART Retention Program for Underrepresented Students**  
 The SMART program began at MSU Moorhead in 2010 with Access, Opportunity, and Success funding. Students who participate in this retention initiative perform better academically than their peers. They have an average 3.33 GPA while their peers have an average 2.75 GPA. They complete an average of 15 credits while their peers complete an average of 11 credits. Attend this session to learn how to implement this program on your campus.  
*Presenter: Donna Brown, Minnesota State University Moorhead*  
*Room: Whitebirch I* **Student Success**
- 3:10 – 4:00 p.m.**     **Conducting Fair and Effective Searches**  
 Building a diverse and inclusive workforce starts with the search process. The hiring manager sets the tone for the process, and it can be challenging to balance priorities to achieve the best outcome. In this interactive session we'll share issues and discuss solutions for recruiting strong candidate pools. You'll have a chance to see new search committee training resources and tools for a strong kick-off meeting.  
*Presenter: DeeAnne Bonebright, Human Resources, System Office*  
*Room: Governor's Room* **Equity & Inclusion**
- 3:10 – 4:00 p.m.**     **Using D2L Brightspace for Diversity and Inclusion Professional Development and System wide Book Group and Course on Immigration**  
 In this interactive session, we will bust some immigration myths while learning about a system wide professional-development program focused on poverty last spring and on immigration next spring. We use virtual meetings to discuss a common book and D2L Brightspace between meetings for interactive learning and reducing student barriers. Courses are available for campus use and model D2L Brightspace use for professional development, address culturally-relevant pedagogy, and showcase best practices in teaching and learning.  
*Presenter: Cheryl L. Neudauer, Minneapolis Community and Technical College*  
*Room: Minnesota I* **Equity & Inclusion**
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- 4:00-4:10 p.m.**     **BREAK • Outside of Whitebirch I & II**

## CONCURRENT SESSIONS

- 4:10-5:00 p.m.**     **Don't Weed Them Out, Help Them Out: Making Developmental Education Work for Students**  
 Developmental students cannot progress if their class and personal schedules do not allow them to enroll in courses they need. Once enrolled, students need relevant curriculum and support to successfully complete courses. SCTCC addressed these issues with a redesigned developmental education program including many new or redesigned courses and strategic schedule blocking, all aligned with a new flipped advising model. Early results are encouraging, with significant increases in enrollment over the same time last year.  
*Presenter: Sara McDonald, St. Cloud Technical and Community College*  
*Room: Heartland I & II* *Student Success*
- 4:10-5:00 p.m.**     **The Amazing Life of a Dean at Minnesota State**  
 Are you a dean at one of our schools? Do you sometimes wonder what the heck you are doing on a day to day basis? Come and learn from a panel of State University and College CAOs, VPs, and Provosts what makes a successful dean in our system. Ask questions and learn tips on how to thrive in your current role and explore what you can do to prepare yourself for future roles in our system. Bring your questions and your curiosity!  
*Presenters: Jesse Mason, Century College; Brian Martensen, Minnesota State University, Mankato; Todd Thorsgaard, Human Resources, System Office*  
*Room: Minnesota I* *Student Success*
- 4:10-5:00 p.m.**     **What Do Your Faculty Need to Better Lead Technical Programs?**  
 A recent survey of Minnesota State technical program faculty revealed opportunities to provide innovative resources and support to increase classroom success. Join this roundtable discussion to share how you address changing regional and industry needs for faculty development in programs including but not limited to health care, information technology, accounting, marketing, manufacturing, engineering, A/V and multimedia production, agriculture, architecture and construction, law enforcement and public safety, transportation, culinary, and other Career and Technical Education programs.  
*Presenters: Kimberly Johnson, Academic and Student Affairs, System Office; Denise Felder, Academic and Student Affairs, System Office*  
*Room: Pelican Room* *Student Success*
- 4:10-5:00 p.m.**     **Real-Time Career Pathways: Helping Students Discover Today's Pathways in Career and Technical Education**  
 RealTime Talent presents real time data on Career and Technical Education, providing insight into three career clusters: Agriculture, Business, and Finance. This information, intended for use by career counselors, post-secondary faculty, and others who advise students, helps guide students as they make their career decisions, and creates greater efficiencies in articulation, dual credit, and credit for prior learning agreements.  
*Presenters: Erin Olson, RealTime Talent; Phil Arellano, Academic and Student Affairs, System Office*  
*Room: Heartland III & IV* *Student Success*

**4:10-5:00 p.m.**     **The Power Of Coaching To Enhance Brightspace Use and Innovation In Your Workgroup**  
This presentation will provide strategies to help move workgroups forward in learning, exploring and successfully applying Brightspace resources. The focus will be on coaching faculty and staff to increase and improve Brightspace use by highlighting lessons learned and innovative examples of Brightspace use by workgroups and administrators. The session will describe the importance of coaching Brightspace users, offer examples to help design and grow your coaching strategies, and share innovative uses of Brightspace, including a Dean's Brightspace page used for faculty and staff. Please come prepared to smile, laugh and enjoy the presentation.

*Presenter: Mike Kutzke, Ridgewater College*

*Room: Minnesota II*

*Student Success*

**4:10-5:00 p.m.**     **Implementing Long-term Financial Sustainability through Enterprise-wide Administrative Services**

As academic and student affairs administrators, we are often asked to seek long-term financial solutions without knowing the existing practices that are in place that constructs our institutional budgets. Please join us as we share the charge, scope, principles, and actions of the Enterprise-wide Administrative Services team. We highly encourage questions, suggestions, and campus-based anecdote that will inform our continuous progress on this initiative.

*Presenters: Dwight Watson, Southwest Minnesota State University; Carrie Brimhall, Minnesota State Community and Technical College; Wendy Robinson, Inver Hills Community College; and Kim Lynch, Academic and Student Affairs, System Office*

*Room: Governor's Room*

*Financial Sustainability*

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**5:00 – 6:00 p.m.**     **Social Hour • Dockside Lounge**

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**6:00 – 8:00 p.m.**     **Dinner • Marina II Dining Room**

7:00 – 8:00 a.m. **BREAKFAST** • *Marina II Dining Room*

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7:30 – 8:30 a.m. **Registration** • *Main Lobby*

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8:00 – 9:00 a.m. **Plenary: The Ultimate Road Trip: Transfer Pathways**

This plenary session will provide updates on the Transfer Pathways Project and the process of implementing the pathways at system colleges and universities. College and university campus representatives along with Academic and Student Affairs staff will share what has been learned from implementation of the four Pilot Transfer Pathways.

*Presenters: Kim Lynch, Academic and Student Affairs, System Office; Greg Mosier, Rochester Community and Technical College; LaVonne Cornell-Swanson, St. Cloud State University; Louise DiCesare, Academic and Student Affairs, System Office; Nicole Merz, Academic and Student Affairs, System Office; Marta Mohr, Academic and Student Affairs, System Office; Kelly Murtaugh, Academic and Student Affairs, System Office*

*Room: Whitebirch I & II*

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9:00 – 9:10 a.m. **BREAK** • *Outside of Whitebirch I & II*

## CONCURRENT SESSIONS

9:10 – 10:00 a.m. **Using Data to Gauge and Guide Sense of Belonging in Students**

Increasingly, a feeling of belonging is known to be a key component of student retention and success. St. Cloud State University has developed a “Belonging Index,” a predictive measurement that is strongly related to retention. The measurement process will be described, along with our developing procedures for using it to offer timely interventions.

*Presenters: David Robinson, St. Cloud State University; Glenn Davis, St. Cloud State University; Melissa Hanzsek-Brill, St. Cloud State University; Mark Petzold, St. Cloud State University*

*Room: Heartland III & IV*

**Student Success**

9:10 – 10:00 a.m. **Implementation of eOrientation and Flipped Advising**

To help new students connect with the campus community, we created an eOrientation program which enabled us to implement a “flipped” advising model. During this session, the presenters will discuss how they have applied a model that mirrors a flipped classroom, into the office of the professional academic advisor. We will share what we’ve learned, anticipated changes, and data collected specific to student experience.

*Presenters: Missy Majerus, St. Cloud Technical and Community College; Stacy Griffey, St. Cloud Technical and Community College*

*Room: Minnesota I*

**Student Success**

**9:10 – 10:00 a.m. PALS: Enhancing Library System Solutions**

PALS is moving to a platform that allows for competitive services to enhance the student experience. PALS has started the process of upgrading the library system (ExLibris - Alma). Learn about how the features will enhance librarian experiences and student success. Changes include discovery services, inter-library loan, and access to content.

*Presenters: Tim Anderson, Academic and Student Affairs, System Office; Linda Richter, Minnesota State University, Mankato*

*Room: Heartland I & II*

*Student Success*

**9:10 – 10:00 a.m. Legal Update**

Assistant General Counsel Scott Goings will provide an update on current legal issues, developments, and cases of interest to academic and student affairs administrators. Topics may include Secretary Devos' recent speech on Title IX and sexual assault, DACA, etc.

*Presenter: Scott Goings, Office of General Counsel, System Office*

*Room: Pelican Room*

*Student Success*

**9:10 – 10:00 a.m. Engaging, Inspiring and Challenging Faculty for Student Success**

Establishing productive relationships with brilliant, complicated people is an essential part of the success of any academic unit. In this interactive session, academic leaders from Minnesota State institutions are invited to share in a discussion of strategies for establishing and maintaining positive working relationships with faculty with a goal of enhancing institutional, faculty, and student success.

*Presenters: Matt Cecil, Minnesota State University, Mankato; Brian Martensen, Minnesota State University, Mankato; Maria Bevacqua, Minnesota State University, Mankato*

*Room: Governor's Room*

*Student Success*

**9:10 – 10:00 a.m. Fab Labs as Incubators of Innovative Teaching and Student Engagement**

As a Center of Excellence in helping industries navigate disruptive technologies, Century's Fab Lab also serves as an incubator for innovation in teaching and learning. Attendees will learn how Fab Labs can support interdisciplinary project-based learning and other research-based best practices, using examples from fields like digital manufacturing, orthotics and prosthetics, art, engineering, math, and computer science. Attendees will also learn the basics of creating a Fab Lab inexpensively.

*Presenters: Michael Berndt, Century College; Scott Simenson, Century College; Iddi Adam, Century College*

*Room: Minnesota II*

*Student Success*

**10:00 – 10:10 a.m. BREAK • Outside of Whitebirch I & II**

## CONCURRENT SESSIONS

- 10:10 – 11:25 a.m. Online Strategy and Extended Chat Services for Campus Admission Websites**  
 Have you been searching for strategies for increasing student interaction with your student services or admission office? This session will highlight the Minnesota State system web chat service that is available for use at your student service pages on your campus website. The co-branded service is currently running at North Hennepin Community College, Metropolitan State University, Bemidji State University, Northland Community and Technical College, Hibbing Community College, Itasca Community College, Mesabi Range College, Pine Technical and Community College and Minnesota State College Southeast. The web chat service is staffed by academic professionals. There are options to offer it over 7-days for extended hours, or exclusively after hours and on weekends. Attend this session to learn more about the service, the support team, the information available to campuses, the experiences of campuses already using the service, and how your campus can participate.  
*Presenters: Scott Wojtanowski, Academic and Student Affairs, System Office; Kristi Karels, Minnesota State student support team; Scott Tadlock, Minnesota State student support team; Sara Thomas, Minnesota State student support team; Teresa Theisen, Minnesota State student support team; Carla Johanson, Minnesota State student support team; Rick Kangas, Itasca Community College; Julio Vargas Essex, Metropolitan State University; Mary Fontes, Northland Community and Technical College; Melissa Leimbach, North Hennepin Community College*  
*Room: Minnesota II* **Student Success**
- 10:10 – 11:25 a.m. Enrollment Management Roundtable**  
 Please join colleagues to share and discuss your enrollment management efforts that are making a difference on your campus.  
*Presenter: Sarah Carrico, Saint Paul College*  
*Room: Heartland III & IV* **Financial Sustainability**
- 10:10 – 11:25 a.m. Space Management on Campus: Myths and Practices**  
 How we use campus spaces impacts the financial sustainability of each college or university and the long-term success of our students. This presentation will: review current space and enrollment profiles of Minnesota State and select institutions and why it matters for students; outline the framework for characterizing space in its many uses and discuss why it's important to accurately track and categorize space data; present how the system looks at space trends, building conditions and program needs and how they influence campus facility planning and capital investment strategies; and offer space management principles to promote effective use of learning spaces.  
*Presenters: Brian Yolitz, Facilities, System Office; Greg Ewig, Facilities, System Office; and Stacy Brown, Facilities, System Office*  
*Room: Governor's Room* **Financial Sustainability**

**10:10 – 11:25 a.m. SCSU American Indian Center Partnerships with K-12 School Districts**

This presentation will cover K-12 partnerships in recruiting, retention, and training opportunities developed by SCSU faculty and staff to increase the knowledge and awareness of educators on the histories, cultures and languages of the federally recognized tribes in Minnesota. These high-quality professional development programs and activities will evaluate educational materials and resources that relate to and meet the MDE standards for K-12 curriculum. Attendees will learn of the program history and steps to replicate on their campus.

*Presenter: Jim Knutson-Kolodzne, St. Cloud State University*

*Room: Heartland I & II*

**Equity & Inclusion**

**10:10 – 11:25 a.m. Creating Inclusive Campus Environments: Living Room Conversations on Status and Privilege**

This session takes an established intergroup dialogue model, Living Room Conversations, and applies it to conversations about status and privilege on a college campus. The session will start with an overview of the Living Room Conversations model and show how it has been used to support campus inclusivity at Minneapolis Community and Technical College. We will then conduct a 45-minute, small group-based Living Room Conversation on Status and Privilege. We will end by linking participant learning to System goals of creating more inclusive campus environments and show participants how to use the model on their own campuses.

*Presenters: Jessica Shryack, Minneapolis Community and Technical College; Todd Thorsgaard, Human Resources, System Office*

*Room: Minnesota I*

**Equity & Inclusion**

**10:10 – 11:25 a.m. Wunderkammer: Community Career and Training Exploratoriums**

As a method to strengthen engagement with employers who are desperately in need of workers, and immersing generations (millennials and i-generation) the Sundance Family Foundation has developed the Wunderkammer: Community Career and Training Exploratorium model, as an alternative to the traditional job fair. Our design offers engaging exhibits that better demonstrate aptitude and interest of candidate to employers. This model acknowledges the priority of authenticity over authority demanded by members of growing demographics, including People of Color and immigrant communities, as well as young people, through creative space sharing. The Wunderkammer also creates space for employers with little diversity training to feel safe with making unexpected connections, and hire from unexplored hiring pools.

In this session, we will explore the historical rhetoric of this design, as well as its theoretical underpinnings. We will present on the value proposition to stakeholders (youth, community, employers) as well as the potential financial return. We will look at a program budget, and demonstrate the multiple returns on investment. The program will demonstrate how community colleges are uniquely qualified to benefit from this model, and how it can be implemented in your institution.

We will share our experience with coordinating working prototypes of this initiative. We will also walk through the curriculum for presenters and event. Participants will leave with resources and connections for starting their own alternative job fair.

*Presenters: Paul Kramer, Sundance Family Foundation; Peg Thomas, Sundance Family Foundation*

*Room: Pelican Room*

**Equity & Inclusion**



11:30 a.m. **BOX LUNCHES AVAILABLE** • *Outside of Whitebirch I & II*

## AFFINITY GROUPS

11:35 – 1:00 p.m. **College Chief Academic Officers**

*Conveners: Carrie Brimhall, Minnesota State Community and Technical College;  
Todd Harmening, Academic and Student Affairs  
Minnesota I*

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11:35 – 1:00 p.m. **College Academic Deans**

*Conveners: Kristina Keller, St. Cloud Technical and Community College; Todd Thorsgaard,  
Human Resources  
Whitebirch II*

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11:35 – 1:00 p.m. **University Chief Academic Officers**

*Conveners: Dwight Watson, Southwest Minnesota State University; Kim Lynch, Academic  
and Student Affairs  
Pelican Room*

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11:35 – 1:00 p.m. **University Academic Deans**

*Conveners: Colleen Greer, Bemidji State University; Mary Rothchild, Academic and  
Student Affairs  
Whitebirch I*

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11:35 – 1:00 p.m. **Student Affairs Leaders**

*Conveners: Joyce Coleman, Century College; Brenda Amenson-Hill, Minnesota State University  
Moorhead; Brent Glass, Academic and Student Affairs  
Minnesota II*

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11:35 – 1:00 p.m. **Institutional Research**

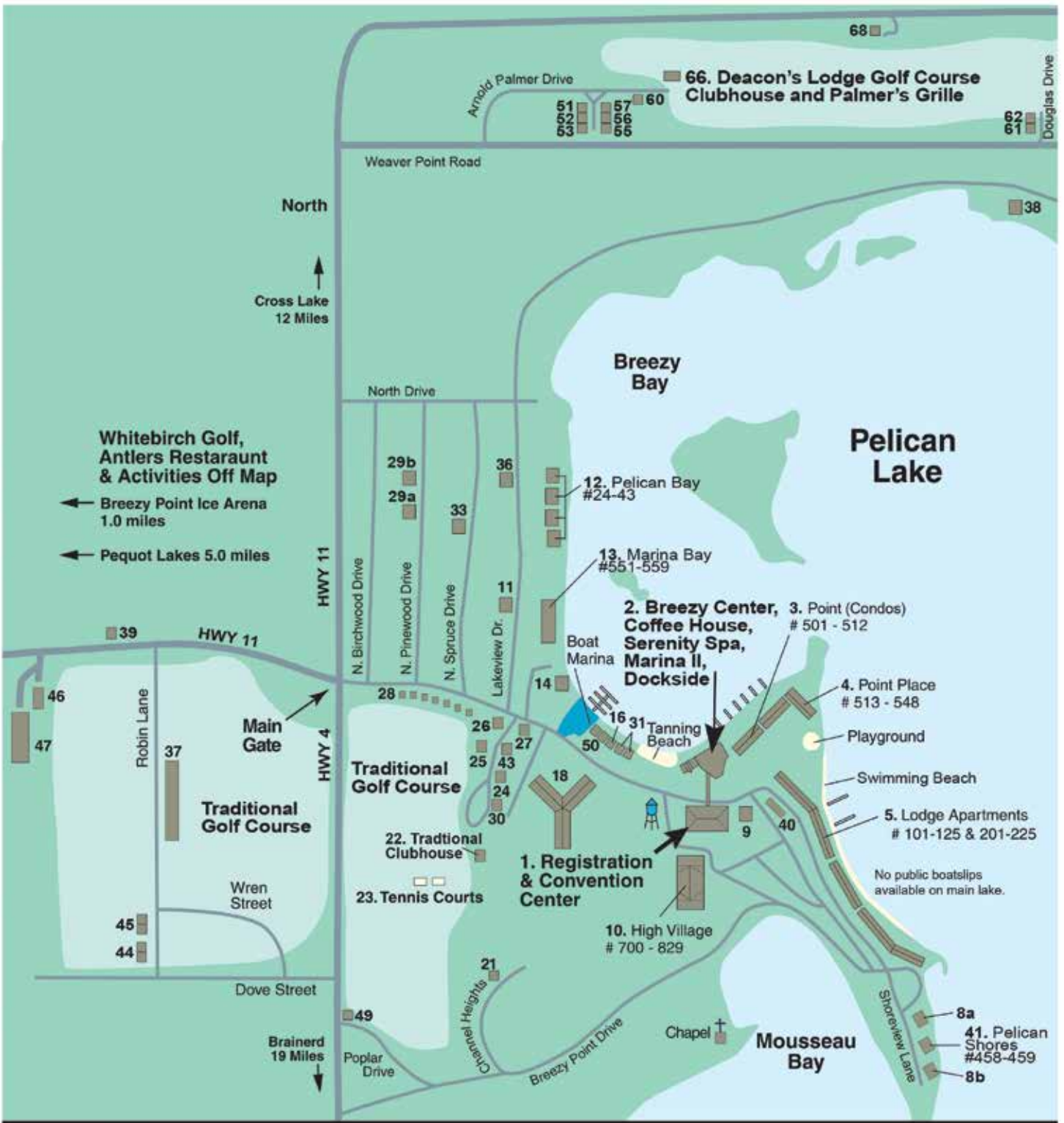
*Conveners: Wendy Marson, Inver Hills Community College & Dakota County Technical College;  
Susan Carter, Academic and Student Affairs  
Governor's Room*

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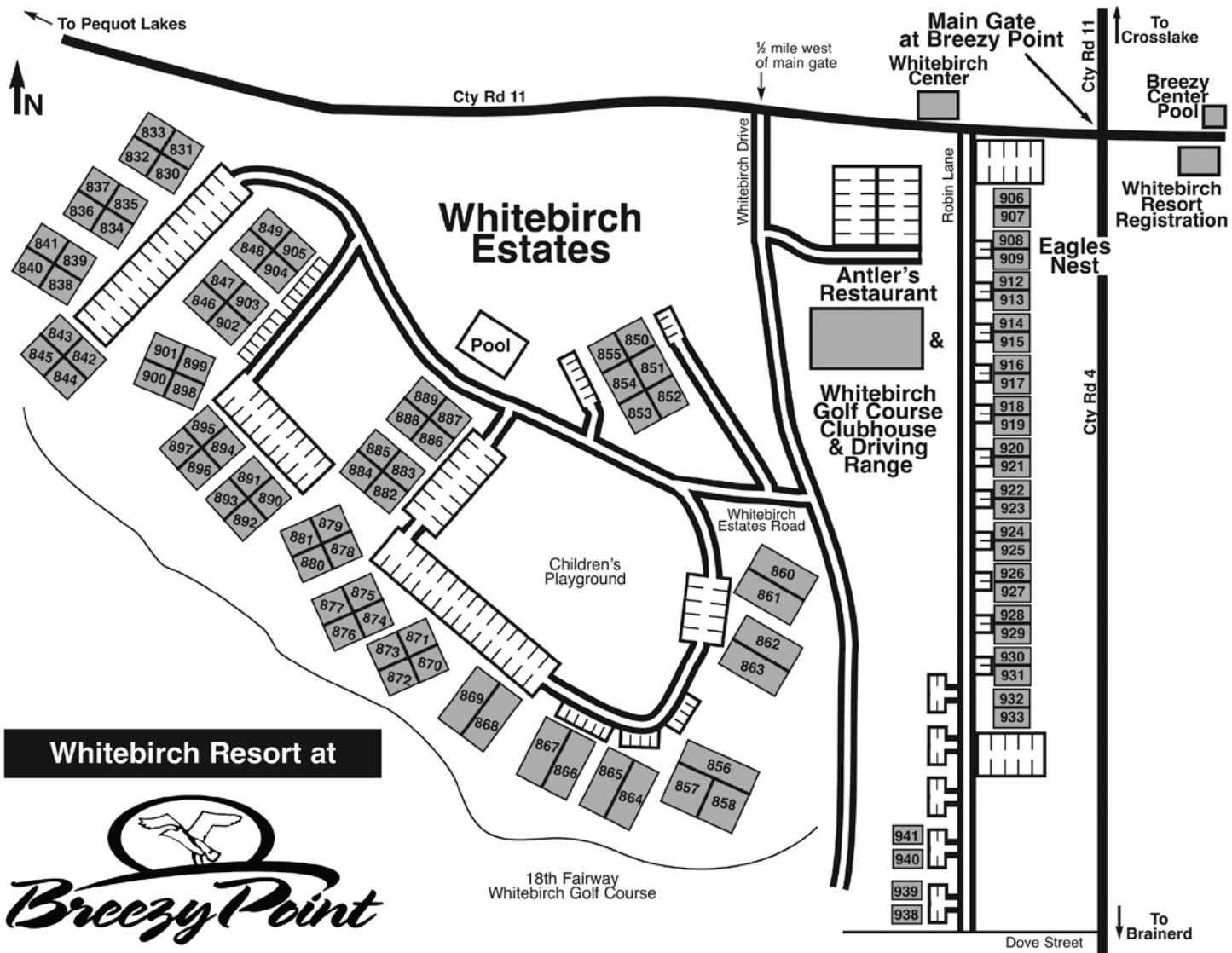
11:35 – 1:00 p.m. **Chief Diversity Officers**

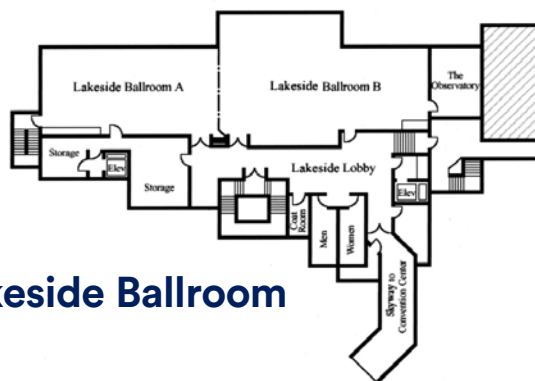
*Conveners: Clyde Wilson Pickett, Office of Equity and Inclusion; Josey Landrieu, Office of  
Equity and Inclusion  
Heartland I & II*

MAPS AND LOCATIONS

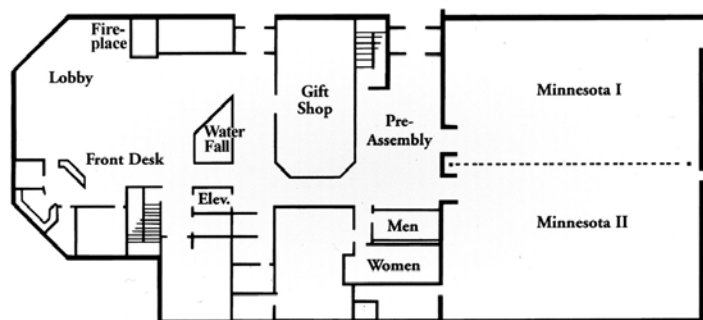


MAPS AND LOCATIONS

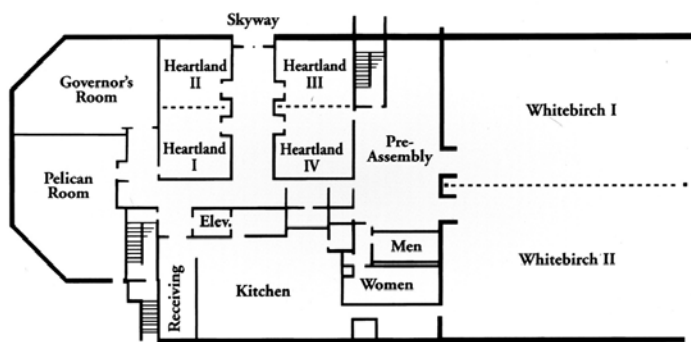




**Lakeside Ballroom**



**Convention Center First Floor**



**Convention Center Second Floor**



**MINNESOTA STATE**

ACADEMIC AND STUDENT AFFAIRS

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