ACADEMIC AND STUDENT AFFAIRS FALL LEADERSHIP CONFERENCE

Equity 2030: Getting there from here

Minnesota State

October 23-25, 2019
**WEDNESDAY, OCTOBER 23, 2019**
- **Registration:** Main Lobby
- **LUNCH:** Marina II Dining Room
- **Welcome:** Ron Anderson, Senior Vice Chancellor for Academic and Student Affairs; Dr. Clyde Wilson Pickett, System Diversity Officer • Whitebirch I & II
- **Keynote:** Devinder Malhotra, Chancellor • Whitebirch I & II
- **BREAK:** Outside of Whitebirch I & II
- **Equity 2030 Sessions** (60 Minutes)
- **BREAK:** Outside of Whitebirch I & II
- **Concurrent Sessions** (60 Minutes)
- **AWARDS DINNER:** Whitebirch I & II

**THURSDAY, OCTOBER 24, 2019**
- **BREAKFAST:** Marina II Dining Room
- **Registration:** Main Lobby
- **Keynote:** Daniel J. Knox, Ph.D. • Whitebirch I & II
- **BREAK:** Outside of Whitebirch I & II
- **Concurrent Sessions** (75 Minutes)
- **BREAK:** Outside of Whitebirch I & II
- **Concurrent Sessions** (75 Minutes)
- **LUNCH:** Marina II Dining Room
- **Concurrent Sessions** (60 Minutes)
- **BREAK:** Outside of Whitebirch I & II
- **Leadership Groups** (60 Minutes)
- **BREAK:** Outside of Whitebirch I & II
- **Employee Resource Groups** (60 Minutes)
- **Social Hour:** Dockside Lounge
- **DINNER:** Marina II Dining Room

**FRIDAY, OCTOBER 25, 2019**
- **BREAKFAST:** Marina II Dining Room
- **Registration:** Main Lobby
- **Concurrent Sessions** (75 Minutes)
- **BREAK:** Outside of Whitebirch I & II
- **Concurrent Sessions** (75 Minutes)
- **BREAK:** Outside of Whitebirch I & II
- **Closing:** Ron Anderson, Senior Vice Chancellor for Academic and Student Affairs • Whitebirch I & II
- **LUNCH:** Boxed Lunches Available • Outside of Whitebirch I & II
We welcome you to the Fall 2019 Leadership Conference! As we continue our work together toward the realization of educational equity for all of our students, we are re-energized and excited to recommit ourselves to this work and to our system’s goal of eliminating educational equity gaps by 2030. This conference is designed to provide numerous opportunities to learn and examine system-wide strategies that make a difference in how we serve our students and communities, and to network with and support one another.

While our equity goal may be perceived as daunting, and 2030 may feel far, far into the future, it’s important to remember that the disparities that exist today did not emerge overnight, and that they will not by eliminated quickly, easily, or by our efforts alone. The equity gaps that our students experience are the result of decade upon decade of unequal access, lack of resources, and systems designed to serve a relatively homogeneous subset of individuals. Our task, in partnership with others across our communities and state, is to rebalance the equation: expanding access, and re-creating our systems and institutions to ensure that our colleges and universities are prepared for all students—not just those whom have found success in the past.

As always, we look forward to spending time with you reflecting on our collective work and further deepening our collaborative efforts, expanding our understanding, and broadening our leadership skills to better support our students. We are grateful you are here, and hope that you take full advantage of our time together.

In appreciation of your presence and partnership,

Ron Anderson, Senior Vice Chancellor for Academic and Student Affairs
Dr. Clyde Wilson Pickett, System Diversity Officer
DEVINDER MALHOTRA

Devinder Malhotra was named Minnesota State chancellor in 2018 after first serving as interim chancellor in 2017. He leads Minnesota’s system of seven state universities and 30 state community and technical colleges that serve nearly 400,000 students in 47 communities across the state.

Dr. Malhotra is passionate about the Minnesota State commitment to providing access to exceptional higher education for all Minnesotans. He is excited to support the powerful work faculty and staff are doing at every Minnesota State college and university to serve our communities and help women and men all across the state succeed both in college and beyond.

Before serving as chancellor, Dr. Malhotra was interim president of Metropolitan State University and provost and vice president of academic affairs at St. Cloud State University. Prior to that he was dean of the College of Arts and Sciences at the University of Southern Maine. At the University of Akron, he served as chair of the Faculty Senate, chair of the Department of Economics, and associate dean of the Buchtel College of Arts and Sciences.

Dr. Malhotra earned his doctorate in economics from Kansas State University and also is a graduate of the Management Development Program of the Harvard University Institutes of Higher Education. He holds both a bachelor’s degree and a master’s degree in economics from the University of Delhi in India.
DANIEL J. KNOX, PH.D.

Daniel Knox is the Assistant Provost for Academic Planning & Student Success at SUNY System Administration. He holds a B.A. in English Language & Literature from the University of Chicago, and a Ph.D. in Educational Policy Studies and Leadership from the University at Albany, SUNY. In this role, Dr. Knox works to support student success at the nexus of policy, analytics, and technology. His primary role is to work collaboratively with SUNY stakeholders to develop, implement, and assess transfer policies across SUNY’s 64 campuses. In addition, he supervises several related student success initiatives, including SUNY’s Reverse Transfer program, university wide cross registration, and provides program direction for SUNY’s Degree Planning and Audit initiative (Degree Works).

In fall 2017, Dr. Knox began serving as co-principal investigator for the College-in-Prison Reentry Initiative, a 5-year project funded by the New York State District Attorney’s Office to pilot the delivery of standardized college programming in prisons operated by the New York State Department of Corrections and Community Supervision. The project is intended to help incarcerated students earn college degrees and support their successful reentry into the community, and reduce recidivism. Prior to working at SUNY, Dr. Knox taught 8th grade English Language Arts in New York City as a member of Teach for America and Earth Science at a residential psychiatric treatment center in Chicago. Through his research at the University at Albany, he has published articles, book chapters, and conference papers on transfer policy, technology implementation, shared governance, accountability, the cross-border regulation of branch campuses, and electronic monitoring in higher education.
WEDNESDAY, OCTOBER 23, 2019 • 11:30 A.M.–3:45 P.M.

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

11:30 – 1:00 p.m.  Lunch • Marina II Dining Room

1:00 – 1:30 p.m.  Welcome  
Ron Anderson, Senior Vice Chancellor for Academic and Student Affairs; 
Dr. Clyde Wilson Pickett, System Diversity Officer  
Whitebirch I & II

1:30 – 2:30 p.m.  Keynote  
Devinder Malhotra, Chancellor  
Whitebirch I & II

2:30 – 2:45 p.m.  BREAK • Outside of Whitebirch I & II

EQUITY 2030 SESSIONS

Welcome to Breezy Point University! Nestled in hometown hero Paul Bunyan’s backyard, the university is a cultural and economic mainstay of its region. Despite its local popularity and close connections to its surrounding communities, the university is nonetheless experiencing disruptions not so different from its Upper Midwest contemporaries.

The student population is increasingly diverse, housing and financial insecurity levels are troubling, and technology is reshaping both the possibilities and expectations for delivering an extraordinary education. These are a few among the many circumstances the university must confront, and Chancellor Tiana R. Bullwinkle believes the university’s leadership team, its talented faculty, dedicated staff, and institutional partners are up to the challenge!

In this activity you will be a Breezy Point University employee for just one day. Under the guidance of a university leader, and in collaboration with a group of colleagues, you will consider the university’s possible approaches to addressing disruption while using an equity lens.

2:45 – 3:45 p.m.  Student Academic Success  
Establishing guided learning pathways that focus on academic preparation, progression, and accomplishment within an area of study and career.  
Conveners: Ron Anderson, System Office; Satasha Green-Stephen, System Office  
Room: Minnesota I

2:45 – 3:45 p.m.  Workforce Diversity and Strategic Talent Development  
Incorporating the local and national context with the changing student and employee demographics and needs, focusing on cultural competence development, inclusive hiring practices, and improved campus climate.  
Conveners: Josefina Landrieu, System Office; Paul Shepherd, System Office  
Room: Pelican

2:45 – 3:45 p.m.  Student Success: Engagement and Support  
Student experience within the institution, both academic and non-academic, including supporting basic needs.  
Conveners: Brent Glass, System Office; Tim Anderson, System Office  
Room: Minnesota II
2:45 – 3:45 p.m.  **Financial Resources and Support**  
Expanding financial resources and support for students and growing the financial resource base for campuses.  
*Conveners: Catherine Ford, System Office; Kim Lynch, System Office*  
*Room: Heartland III & IV*

2:45 – 3:45 p.m.  **Enhanced Access**  
Enhancing access to higher education by strengthening partnerships and collaboration with K-12, business & industry, community-based organizations, and philanthropic partners to expand and grow current programming and identify new ways to support students.  
*Conveners: Trent Janezich, System Office; Mary Rothchild, System Office*  
*Room: Governor’s Room*

2:45 – 3:45 p.m.  **Data-Guided Decision Making**  
Building technology infrastructure and capacity for deeper data analytics, and expanding campus capacity to interpret data and use it to guide decision making.  
*Conveners: Yingfah Thao, System Office; Scott Wojtanowski, System Office*  
*Room: Heartland I & II*

3:45 – 4:00 p.m.  **BREAK • Outside of Whitebirch I & II**

### CONCURRENT SESSIONS

4:00 – 5:00 p.m.  **Everyone Counts - Why The Census Is An Equity Issue**  
For every undercounted Minnesotan, our communities will lose approximately $1,500 per person per year for the next decade. Help ensure a fair and accurate census by encouraging college and university students to participate in the census. This session will explore what the census is, why this process is important to our democracy, and what role higher education institutions can play in engaging students in this once in a decade event through education and mobilization.  
*Conveners: Andriene Falcon, Metropolitan State University; Mike Dean, LeadMN*  
*Room: Minnesota I*

4:00 – 5:00 p.m.  **University Faculty as Student Success Champions**  
University business faculty primarily teach undergraduate courses at the 300/400 level. When student engagement and success strategies targeting 100/200 level courses were introduced, full-time business faculty stepped up to be early adopters of selected best practices including supplementary instruction for gateway courses, First Year Experience courses, and Learning Communities for students interested in professional majors. Practices to engage faculty as student success champions will be shared, discussed and assessed for leadership and impact.  
*Conveners: Brenda Flannery, Minnesota State University, Mankato; Jennifer R. Veltsos, Minnesota State University, Mankato*  
*Room: Pelican*

4:00 – 5:00 p.m.  **Hunger Free Campuses: Best Practices in Addressing Food Insecurity**  
As recent #RealCollege data shows that 2 in 5 Minnesota college students are facing food insecurity, it is critical that colleges are taking action on this issue. This session will provide an overview of data, best practices, community partnership models, and resources to create campus infrastructures
that holistically support students. We’ll discuss how these actions can earn your school the Hunger Free Campus designation, a state-recognized title that acknowledges campuses working to reduce food insecurity.

Conveners: Matt Gutsch, LeadMN
Room: Minnesota II

4:00 – 5:00 p.m.  Evaluating Innovative Practices
The innovation funding program helps seed, sustain, and scale innovative projects and practices across the Minnesota State system. It is also home to an evolving research & design community committed to strong evaluative practice. Drawn from real project examples, this session will showcase the evaluative approaches of the innovation funding program, the commitment to quality improvement, and the process of helping colleagues become better self evaluators. Attendees are invited to reevaluate their evaluative practices.

Conveners: Stephen Kelly, System Office
Room: Heartland III & IV

4:00 – 5:00 p.m.  Everyone is Concerned About Enrollment
Everyone is concerned about enrollment. In May 2019, Anoka Technical College President, Kent Hanson turned his concern into a challenge. He pulled the marketing and admissions teams together to request they collaborate to increase Fall Semester 2019 enrollment by 100 FYE. These teams immediately mobilized to respond to the challenge which resulted in a 7.1% increase (86 FYE) by the first day of fall semester. We would like to share the journey with you.

Conveners: LeAnna Wangerin, Anoka Technical College; Lucas Erie, Anoka Technical College; Mary Jacobson, Anoka Technical College
Room: Governor’s Room

4:00 – 5:00 p.m.  Off Campus Safety and Policy Protections for Students
At Metropolitan State University, we take the steps necessary and through good-faith efforts provide training of students, staff and faculty about their roles and rights affording them protections under our 1B.1, and 1B.3 policies. During this presentation, we will share from the perspectives of Student Life, Advising, Security, and Equity and Inclusion, what we now do to ensure that all off-site activities are conducted with the utmost safety in mind for our student’s well-being.

Conveners: Jason Fellows, Metropolitan State University; Eric Fotsch, Metropolitan State University; Craig Morris, Metropolitan State University
Room: Heartland I & II

5:00 – 5:45 p.m.  BREAK

5:45 – 6:00 p.m.  Seating for Awards Dinner • Whitebirch I & II

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

Share your #MinnStateLeaders award photos with us on Twitter @MinnStateASA.
C O N C O N C U R R E N T  S E S S I O N S

9:30 – 10:45 a.m.  **SUNY Seamless Transfer Interim Assessment Results**
This session will present the data, methods, and findings of the State University of New York’s assessment of its university-wide Seamless Transfer Policy. The study is the largest assessment of student outcomes undertaken by SUNY to date. The presentation will be of interest to participants tasked with developing the data infrastructure and methods needed to study the complexity of transfer student success at scale across multiple institutions and sectors. In addition, an in depth presentation of the faculty engagement strategies used to develop and assess transfer curricula will be discussed. The session will have an open discussion format with extended Q&A opportunities.
*Conveners: Daniel Knox, The State University of New York; Paul Wilner, The State University of New York
Room: Governor’s Room

9:30 – 10:45 a.m.  **Transfer Review and Appeal: Implementation Journeys**
This past spring (2019), Minnesota State made available to colleges and universities the updated Transfer Review and Appeal system which supports campus transfer and review processes. This presentation will highlight the benefits of automating the Transfer Review and Appeal process and what is involved in implementing this system.
*Conveners: Jessica Migler, System Office; Marta Mohr, System Office; Guilette Douvier, System Office; Michael Olesen, System Office
Room: Pelican

9:30 – 10:45 a.m.  **The Use of Telemedicine to Improve Access to Medical and Mental Health Care for Minnesota State Students**
Accessible healthcare is paramount to achieving an equitable environment for student success. A team of Minnesota State health professionals and administrators describe how telemedicine can improve campus medical and mental health care. SCSU and Minnesota State, Mankato are recipients of Minnesota State Multi-Campus Collaboration Funding, and are partnering with ATCC on telemedicine and telepsychiatry initiatives. Teams will share results of a Minnesota State needs assessment, student satisfaction data, IT experiences and future models of care.
*Conveners: Corie Beckermann, St. Cloud State University; Brent Nielsen, St. Cloud State University; Shonda M. Craft, Ph.D., St. Cloud State University; Greg Raisanen, Alexandria Technical and Community College; Wendy Schuh, Minnesota State University, Mankato; Jodi Egeland, Minnesota State University, Mankato
Room: Minnesota II
9:30 – 10:45 a.m. **Use Your ‘Noggin - Sharpening Your Critical Thinking Skills as a Leader**

Do you feel overwhelmed by the daily crush of emails, texts, meetings, deadlines and decisions you face? We live in a world of instant gratification and information overload. Come practice a simple 5-step process to sharpen your critical thinking skills and enhance your ability to effectively navigate the demands of your role in our ever changing higher education landscape.

*Conveners: Todd Thorsgaard, System Office; DeeAnne Bonebright, System Office*

*Room: Heartland III & IV*

9:30 – 10:45 a.m. **Out from the Shadows of Minneapolis: Promoting First Voice On Your Campus**

The Out From the Shadows of Minneapolis Anthology project grew out of efforts in 2015 to better gage student voice. The session is designed to trace the progression, lessons learned, and value of creating venues for first voice among your student body. We will also explore how collecting student narratives produces a culturally relevant class material, may inform policies and procedures, illustrates student identity needs, and improve pedagogy and service.

*Conveners: Jay Williams, Minneapolis College; Stephen Kelly, System Office*

*Room: Minnesota I*

9:30 – 10:45 a.m. **Overcoming the Math Barrier: The Case for Math Pathways**

Too many students take algebra-based courses that are difficult to complete and irrelevant to many majors. We will explore how math pathways emphasizing quantitative reasoning improve completion rates while giving students access to relevant, useful mathematics courses. How are other states doing this? What is being done in Minnesota? How can you get started on your campus? Join the movement that will change mathematics from a gatekeeper to a gateway to success.

*Conveners: Katie Smieja, St. Cloud Technical & Community College; Jenny Joa, Hennepin Technical College; Sarah Bustrom, Lake Superior College*

*Room: Heartland I & II*

10:45 – 11:00 a.m. **BREAK • Outside Whitebirch I & II**

**CONCURRENT SESSIONS**

11:00 – 12:15 p.m. **Introduction to the Minnesota State Indigenous Men & Men of Color Workgroup**

This conversation is designed to provide an overview of the equity work and goals that the Minnesota State Indigenous Men and Men of Color Workgroup are doing to address the opportunity gaps throughout our system. This group is also interested in the recruitment/retention of Indigenous men and men of color employees. Finally, this presentation will also be a call to action and look at ways each campus can participate in the work of this group.

*Conveners: Stephen Kent, North Hennepin Community College; Jeremy Clark, Inver Hills Community College; Nikhil Enugula, North Hennepin Community College; Michael Birchard, Dakota County Technical College and Inver Hills Community College; Ben Dossman, Affirmation House*

*Room: Minnesota I*

11:00 – 12:15 p.m. **HLC Accreditation and Minnesota State: Tools for Success**

This session will provide an overview of the many policies, tools, resources, and practices that are available from the system office for colleges and universities to maintain their accreditation status. We will also discuss changes in the HLC as the AQIP Pathway ends and the new criteria take effect. This session applies not to just those schools who are facing an upcoming visit, but to every college or university that is accredited by the HLC.
Change: Help Them EAT it Up!

Our workplaces are constantly changing - we see new technology, new strategies, and new approaches to meeting departmental and campus missions. As we work to achieve Equity 2030, employees will be asked to step up in new ways.

Leaders play a critical role in helping employees deal with these changes. In this session you'll learn a simple model to help employees EAT up change by dealing with emotions, taking action, and telling them the most critical information.

Conveners: Todd Thorsgaard, System Office; DeeAnne Bonebright, System Office
Room: Minnesota II

What Does It Mean to Be “Culturally Aware” Creating a Framework for All Campus Staff

Attendees of the Academic and Student Affairs Equity & Inclusion Conference this June discussed how our faculty and staff become culturally aware enough to engage genuinely with coworkers and students of varied identities and backgrounds. Cultural competency or awareness is an important part of creating a welcoming, inclusive climate on our campuses. This session will provide an update on a proposed model that organizes and contextualizes diversity/equity/inclusion professional development activities and resources.

Conveners: Denise Felder, System Office; Faith James, System Office
Room: Heartland III & IV

Campus Crisis: Managing, Communicating, and Learning

This session will spark your thinking about responding to a crisis on your campus. We will share an account of an actual campus event - the assault of two faculty members by a student - how we responded immediately, how we navigated the aftermath and the lessons we learned. Our focus will be on the importance of leadership collaboration, of clear and careful communication and of an honest and open appraisal of our collective response.

Conveners: Kristina Keller, Normandale Community College; Dara Hagen, Normandale Community College; Lisa Wheeler, Normandale Community College; Jason Cardnial, Normandale Community College
Room: Governor’s Room

Mandatory First Year Experience: An Academic and Student Affairs Collaboration

This session will detail the process used to implement a required First Year Experience (FYE) course at Inver Hills Community College. Identifying that mandatory FYE would improve student success and credit intensity rates was the easy part. This session explores the process and challenges to implementation that were solved by collaboration between Academic and Student Affairs. This session will provide practical guidance for schools considering mandatory FYE courses or who are looking to strengthen partnerships between divisions.

Conveners: Wendy Robinson, Inver Hills Community College; Barbara Curchack, Inver Hills Community College; Karl Rusch-Curl, Inver Hills Community College
Room: Heartland I & II

Graduation Planner - A Progress Report

Minnesota State has begun the implementation of CollegeSource’s uAchieve Planner and Schedmule. These tools will better meet the needs of Minnesota State students, as well as provide...
advisors and administrators with tools that allow for monitoring of student progress and that facilitate accurate course planning. This presentation provides an update on the project’s status, including the implementation pilots, the plans for systemwide rollout, and how colleges and universities can prepare for a successful implementation.

Conveners: Marla Sykes, System Office; Kelly Ponto Wartrin, System Office; Michael Olesen, System Office
Room: Lakeside

12:15 – 1:15 p.m.  LUNCH - Marina II Dining Room

CONCURRENT SESSIONS

1:30 – 2:30 p.m  Stop, Drop, Enroll - A Research Study on Persistence
Stop, Drop, Enroll is a research study conducted in partnership by North Hennepin Community College, Hennepin Technical College and the Brooklyn Bridge Alliance for Youth. The purpose was to understand the individual and institutional reasons students do not persist, and to propose action steps to increase persistence. During this session, the research team will share the research design, results, and the collaborative intent to take action.

Conveners: Jessica Lauritsen, Hennepin Technical College; Julio Vargas-Essex, North Hennepin Community College; Rebecca Gilgen, Brooklyn Bridge Alliance for Youth; Ivan Lui, Brooklyn Bridge Alliance for Youth
Room: Minnesota I

1:30 – 2:30 p.m  Shared Success: Community College and University Relationship
Implementation of the vision and direction of a successful transfer partnership between a community college and university. Early engagement in recruitment and advising, collaborative curriculum planning, and vested institutional partners. This session will include ongoing practices to focus on student success through co-location of classes, student services, advising and hard-wiring engagement to maintain staff, faculty and administration relationships. Over 85% of students that transfer from RCTC to WSU are retained to earn their baccalaureate degree.

Conveners: Jeanine E. Gangeness, Ph.D., Winona State University; Paula Carlsen, Rochester Community and Technical College
Room: Pelican

1:30 – 2:30 p.m  Enrollment Management Affinity Group
This session is designed for professionals who work in enrollment management leadership roles on campus. The purpose of the enrollment management affinity group is to proactively explore and discuss issues related to enrollment such as recruitment, marketing, retention, student success, academic programming, strategic planning, technology, and educational, workforce, and community partnerships. Participants in this meeting share ideas, identify best practices, and discuss policy and process roadblocks that inhibit enrollment.

Conveners: Brent Glass, System Office; Denise McDowell, Winona State University
Room: Minnesota II

1:30 – 2:30 p.m  Leadership Makes Innovation Possible
Innovative ideas only flourish in innovative environments; but what exactly is an innovative environment, and how do leaders help create and sustain them? In this session we will explore innovative environments from the perspective of colleagues in Minnesota State. Wisdom gleaned from innovative projects will be shared, and the special role of campus leaders will be in focus.
**1:30 – 2:30 p.m.**  
**Hope2 (Heart, Opportunity, People, Equity, & Education)**
In fall of 2017, innovative thinkers came together with a commitment to solve the systemic issues in equity that were burdening our campus, together this group developed the HOPE2 program. At the end of the first semester there was 95% persistence and the group’s average GPA was 2.98. The HOPE2 program, now in its second year, seeks to provide students with tools to endure and persist despite obstacles that may have halted their education previously.

*Conveners: Nikhil Enugula, North Hennepin Community College; Stephen Kent, North Hennepin Community College; Michael Birchard, Dakota County Technical College*

**Room:** Governor’s Room

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**1:30 – 2:30 p.m.**  
**An Equity Lens for Academic Programs**
If we are to reach the goal of Equity 2030, we need to be reflective and flexible in the development of new academic programs for the Minnesota State College and University system. The system office academic programs unit now includes Accreditation, Program Review, and Assessment responsibilities, along with a revamped program approval process. In this session we will explore the evolving equity lens of Academic Programs and Quality Assurance.

*Conveners: Jon Dalager, System Office; Sheri Hutchinson, System Office; Carl Polding, System Office*

**Room:** Heartland I & II

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**1:30 – 2:30 p.m.**  
**Tackling Transfer Project: Minnesota, Texas, and Virginia**
Tackling Transfer is a three-state effort that aims to foster the conditions for scaled and measurable improvements in attainment rates for baccalaureate-seeking community college students, especially the large number of low-income students and students of color who begin education in the two-year sector. The project is supported by the Aspen Institute College Excellence Program, Sova, and HCM Strategists, through a grant from the Great Lakes, Joyce, Kresge and ECMC Foundations.

*Conveners: Alison Kadlec, Sova Solutions: Higher Education Consulting*

**Room:** Lakeside

2:30 – 2:45 p.m. **BREAK • Outside of Whitebirch I & II**

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**2:45 – 3:45 p.m.**  
**College Senior Academic Affairs Officers**
This session is for college senior academic affairs officers. The agenda will be focused on topics generated by members of the group.

*Conveners: Satasha Green-Stephen, System Office; Dr. Kristen Raney, St. Paul College*

**Room:** Minnesota I

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**2:45 – 3:45 p.m.**  
**Campus Diversity Officers and Practitioners**
This session is for Campus Diversity Officers. The agenda will include an opportunity for CDOs to meet within their sector (2 year and 4 year institutions) and discuss potential areas for partnership and collaboration. In addition, there will be an opportunity for general discussion on matters important to the role of Campus Diversity Officers.

*Conveners: Dr. Clyde Wilson Pickett, System Office; Dr. Josefina Landrieu, System Office*

**Room:** Pelican
2:45 – 3:45 p.m.  **University Senior Academic Affairs Officers**
This session is for university senior academic affairs officers. The agenda will be focused on topics generated by members of the group.
*Conveners: Amy Gort, Metropolitan State University; Kim Lynch, System Office*
*Room: Heartland I & II*

2:45 – 3:45 p.m.  **Student Affairs Leaders Group**
This session is for senior student affairs officers and student affairs deans. The agenda will be focused on topics generated by members of the group.
*Conveners: Dara Hagen Normandale Community College; Brenda Amenson-Hill, Minnesota State University Moorhead*
*Room: Lakeside*

2:45 – 3:45 p.m.  **Institutional Research**
This session will provide Institutional Research professionals an opportunity to network with colleagues from across the system and to share successes, challenges and strategies. Come share information about projects you are undertaking on your campus and hear about the IR work occurring at other colleges and universities within Minnesota State.
*Conveners: Carrie Schneider, System Office; Dr. Julian Licata, Bemidji State University*
*Room: Governor’s Room*

2:45 – 3:45 p.m.  **University Academic Deans**
This session will provide deans with the opportunity for networking, professional development, and a general discussion of matters important to the role of an academic dean at Minnesota State.
*Conveners: Jon Dalager, System Office*
*Room: Heartland III & IV*

2:45 – 3:45 p.m.  **College Academic Deans**
This session will provide deans with the opportunity for networking, professional development, and a general discussion of matters important to the role of an academic dean at Minnesota State.
*Conveners: Todd Thorsgaard, System Office*
*Room: Minnesota II*

3:45 – 4:00 p.m.  **BREAK • Outside of Whitebirch I & II**

**Employee Resource Groups**

Employee Resources Groups: A retention strategy
Minnesota State is committed to intentionally recruiting and retaining a diverse and vibrant workforce. We understand that in doing so, we drive growth, fuel retention, and improve organizational outcomes. Research shows that participating in an Employee Resource Group (ERG) leads to greater retention for employees from underrepresented groups. ERGs can also provide key cultural insights, which can be critical to organizational effectiveness and improving workplace culture. Across institutions nation-wide implementing ERGs has resulted in increased workplace satisfaction among participants and provide insightful feedback to the organization.

We invite you participate in a series of preparatory ERG discussions among Minnesota State leaders. You can select from the groups below to share insights and ideas as we formalize implementation of system-wide Employee Resource Groups.
The following groups will be gathering for a one hour block of time to a facilitated discussion on ERG as a retention strategy for Minnesota State:

4:00 – 5:00 p.m.  Employees of Color/Multicultural Employees  
*Room: Minnesota I*

4:00 – 5:00 p.m.  LGBTQIA+ Employees  
*Room: Pelican*

4:00 – 5:00 p.m.  Women in Higher Education  
*Room: Minnesota II*

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

6:00 – 8:00 p.m.  DINNER • Marina II Dining Room
7:00 – 8:30 a.m.  BREAKFAST • Marina II Dining Room

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

**CONCURRENT SESSIONS**

8:45 – 10:00 a.m.  **Athletics and the Two-Year College Campus; Diversity, Opportunity and Growth**

The Minnesota College Athletic Conference (MCAC) is the organizing body for athletic programs at 24 two-year colleges in the Upper Midwest, including 18 within Minnesota State. Over 2,700 student-athletes participate in the MCAC. With this significant portion of students on our campuses, diversity, enrollment, retention, campus climate and visioning are at the forefront of our work on behalf of the Minnesota State Colleges & University system. Join us to learn more about two-year college athletics.

*Conveners: Peter Watkins, Northland Community and Technical College; Steve Crittenden, Anoka-Ramsey Community College; Mary Sam, Central Lakes College; Mike Curfman, Northland Community and Technical College*

*Room: Minnesota I*

8:45 – 10:00 a.m.  **“Welcome to the Darkside”: Understanding the Transition Experience of Community College Faculty to Dean**

Succession planning and the pending vacancies in leadership are both important topics in higher education in general and community colleges specifically. Faculty have historically played an important role in filling the leadership pipeline in community colleges. This case study examined the perceptions of seven faculty, across five metro colleges in the Minnesota State System, who have transitioned into academic dean roles on two-year college campuses.

*Conveners: Derrick Lindstrom, Minneapolis College*

*Room: Pelican*

8:45 – 10:00 a.m.  **Graduate Education and Concurrent Enrollment Instructors: Collaborating for Sustainability**

Minnesota State universities are developing a strategic rollout of graduate courses across several disciplines to meet the Higher Learning Commission’s recently clarified expectations regarding the minimum faculty qualifications of concurrent enrollment instructors. Minnesota’s legislature has appropriated funding to provide tuition support to concurrent enrollment instructors pursuing discipline-specific graduate coursework. Learn about the efforts underway and engage in discussion about the future of graduate education programming for the current and next generation of concurrent enrollment instructors.

*Conveners: Jessica Espinosa, System Office; Greg Rathert, System Office*

*Room: Minnesota II*

8:45 – 10:00 a.m.  **Dish Dollars with DEED**

Minnesota has many programs supporting learners with education and work resources. The Department of Employment and Economic Development (DEED) manages many of these resources and questions regarding eligible training for federal and state-funded programs. DEED will provide an overview of workforce programs, their eligibility requirements, and ways to ensure your campus offerings are on the Eligible Training Provider List (ETPL). The session includes an introduction to Credential Engine, a publicly searchable database of education credentials.

*Conveners: Jess Niebuhr, System Office; Rachel Vilsack, Department of Employment and Economic Development*

*Room: Heartland III & IV*
8:45 – 10:00 a.m. **Effective Strategies for Implementing the Intercultural Development Inventory (IDI) on Your Campus**
Participants will learn about the Intercultural Development Inventory (IDI) instrument and how it was implemented on the Minneapolis College campus for staff and faculty to build their capacity for intercultural competence. Participants will learn about all the key parts from inception to implementation and key learnings.
Conveners: Nanette Missaghi, Minneapolis College; Jay Williams, Minneapolis College
Room: Governor’s Room

8:45 – 10:00 a.m. **But I have a Diversity Officer or It Takes a University to close the Opportunity Gap**
This session looks at why it takes more than a Diversity Officer to move to close the opportunity gap. The session explores the components of the opportunity gap and the strategies/data needed for each component to close the gap. Examples of strategies that worked/didn’t work from Mankato are used.
Conveners: Henry Morris, Minnesota State University, Mankato; Lynn Akey, Minnesota State University, Mankato; Anne Dahlman, Minnesota State University, Mankato
Room: Heartland I & II

10:00 – 10:15 a.m. **BREAK** • Outside Whitebirch I & II

**CONCURRENT SESSIONS**

10:15 – 11:30 a.m. **Graduate Education Strategies to Achieve the Goals of Equity 2030**
Graduate education at Minnesota State is adapting to the shifting market demands of industry and adult learners with a system-wide, collaborative strategic plan. This roundtable session invites attendees to brainstorm with graduate deans and directors on how to best reach and serve existing and potential markets including concurrent enrollment instructors, underrepresented populations, traditional students, and how graduate programs can meet the changing needs of industry and the professions.
Conveners: Lisa Karch, Minnesota State University Moorhead; Latha Ramakrishnan, St. Cloud State University; Jon Dalager, System Office
Room: Minnesota I

10:15 – 11:30 a.m. **Effective Coaching and Feedback**
How do you find time in your busy day to provide effective feedback and coach your employees to be successful? Research demonstrates that coaching and feedback is key to engaged employees and high performance, yet it can feel like it takes a lot of time. Come to this session to practice a quick and effective method of providing the feedback and coaching your people want and need.
Conveners: DeeAnne Bonebright, System Office; Todd Thorsgaard, System Office
Room: Pelican

10:15 – 11:30 a.m. **Legal Update**
Legal update on topics of interest to academic and student affairs professionals including pending United States Supreme Court cases, the proposed Title IX regulations, and recent student fee issues, etc.
Conveners: Scott Goings, System Office
Room: Governor’s Room
10:15 – 11:30 a.m.  Improving Students’ Sense of Belonging by Aligning Strategy with Practice
This session provides an overview of St. Cloud State University’s efforts to measure and improve students’ sense of belonging, which were launched as an institutional strategy in 2017. In this presentation, we will focus on one aspect of that work: engaging peer wellness coaches as frontline agents of change. This approach promotes robust collaboration that crosses unit and disciplinary boundaries and leverages strengths from Academic and Student Affairs.
Conveners: Jennifer Johnson, St. Cloud State University; Erica Karger-Gatzow, St. Cloud State University; Glenn Davis, St. Cloud State University; Melissa Hanzsek-Brill, St. Cloud State University; Jeremy O’Hara, St. Cloud State University
Room: Minnesota II

10:15 – 11:30 a.m.  Co-Curricular Assessment - A Community of Practice
Assessing student learning outside the classroom in systematic and sustainable ways can present challenges for any institution. Inherent in these challenges however, exist opportunities to cultivate the ways we streamline teaching, learning and assessment into student services areas. Introduced at the Spring 2019 ASA Equity and Inclusion Conference, we’ll provide resources and partnership opportunities surrounding an emerging co-curricular assessment community of practice. Come discover how you can benefit from, and contribute to, this collaborative effort!
Conveners: Thomas Bruflat, Saint Paul College; Laura King, Saint Paul College; Paul Shepherd, System Office
Room: Heartland I & II

10:15 – 11:30 a.m.  Understanding Curriculum Management & Faculty Workload Management: Tips & Tricks
Curriculum Management and Faculty Workload Management (FWM) are fully-integrated ISRS applications, as FWM leverages Curriculum Management’s course schedule information to build faculty assignments. During this session, System Office IT and Human Resources Information Systems staff will demonstrate the relationship between these systems. Participants will learn how data from Curriculum Management is used by FWM, as well as helpful tools and resources to assist with review and approval of faculty assignments.
Conveners: Barb Biljan, System Office; Tim Killian, System Office; Sonya Jacobs, System Office; Andrea Kubat, System Office
Room: Heartland III & IV

11:30 – 12:00 p.m.  Closing Comments
Ron Anderson, Senior Vice Chancellor for Academic and Student Affairs
Whitebirch I & II

12:00 p.m.  LUNCH · Boxed Lunches available outside Whitebirch I & II
By 2030, Minnesota State will eliminate the education equity gaps at every Minnesota State college and university.
MAPS AND LOCATIONS

Conference Center - Lower Level

Conference Center - Upper Level
Slide text:

**LAND ACKNOWLEDGEMENT INFORMATION**

**Land Acknowledgment**

*We stand today on native lands and recognize and honor the Anishinaabe and Dakota nations*

**Slide explanation:**

As we gather together today to work collectively on prioritizing and advancing student success, equity, and inclusion, we want to take a moment to recognize the land which we occupy. In Minnesota, there are seven Anishinaabe (Chippewa, Ojibwe) reservations and four Dakota communities. Today we gather on native land and to recognize the land is an expression of gratitude and appreciation to those whose territory we reside on, and a way of honoring the indigenous people who have been living and working on the land from time immemorial. It is important to understand and educate about the long standing history that has brought us to reside on this land, and to seek a deeper analysis of our place within that history.

**Why introduce the land acknowledgment?**

- Offer recognition and respect.
- Counter the “doctrine of discovery” with the true story of the people who were already here.
- Create a broader public awareness of the history that has led to this moment.
- Begin to repair relationships with Native communities and with the land.
- Support larger truth-telling and reconciliation efforts.
- Remind people that colonization is an ongoing process, with Native lands still occupied due to deceptive and broken treaties and practices of eminent domain and other mechanisms intended to benefit government or corporate America.
- Take a cue from Indigenous protocols, opening up spaces with reverence and respect.
- Inspire ongoing action and relationships

*(Excerpt from Honor Native Land: A guide and call to acknowledgement)*

For additional information please contact the **Office of Equity of Inclusion:**
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