

MState NEWS

THE COLLEGE NEWSLETTER FOR M STATE EMPLOYEES

February 2017

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Lawmaker visits on tap during legislative session

Hello, everyone! I hope your spring term is going well. Things have been busy since the first of the year. Here is a brief summary of what I have been doing lately.

- I have been visiting with Minnesota legislators beginning in January and continuing through March and April. My most recent meetings have been with Reps. Green and Lien and Sen. Eken. Next month I will visit with Reps. Nornes and Marquette and Sens. Ingebrigtsen and Gazelka. I have been providing them with M State budget impact scenarios based on various allocation decisions. We are very fortunate to have such supportive and visible legislators in our region, but there are numerous state needs they need to juggle.

The federal scene is a bit more uncertain right now, but policies and practices were not that favorable in the last administration, either. Currently, I believe that most of the emphasis will be on K-12 education, but I will continue to keep a watchful eye on the Washington, D.C., scene as well. Never a dull moment!

The bonding bill most likely will be approved near the end of the legislative session, so continue to stay tuned. We are still in the top 10 on the Minnesota State list.

- The new Minnesota State interim chancellor was named this week. After an extensive search, the right individual to serve as a permanent chancellor was not identified. The Minnesota State Board of Trustees hired Devinder Malhotra as the interim

chancellor until a permanent chancellor is selected.

- Lastly, I look forward to seeing you all on Feb. 21 at the Bigwood Center in Fergus Falls. This will be the first in a series of three combined professional development days for all faculty and staff — which I am very excited about! Having all of us together to learn some new concepts and ideas, to get to know colleagues better from all four of our campuses, and to look at our college from the perspective of our students should be an interesting, collegial and informative day. This is an important meeting, so please plan to attend.

Best wishes for continued success for the rest of the semester, and thanks for everything you do to improve student success and college effectiveness. By the way, we had a 5 percent improvement in the retention of students of color! More info to follow. Be sure to follow me on Twitter at #MStatePrez.



Dr. Peggy D. Kennedy
President

Dr. Peggy Kennedy
President

minnesota.edu | 877.450.3322

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 **Minnesota State**
Community and Technical College

A member of the Minnesota State system

Being mediocre is not good enough

Be anything but mediocre.

It seems everywhere we turn, there are more questions than there are answers. Increased competition, accountabilities and national discourse can make it difficult to focus our energy on the M State strategy for a strong future.

In the midst of all of this, just this week, I told a colleague how much I enjoy coming to work. Inside the M State walls, I know I am surrounded by people who are passionate about excellence, quality and being inclusive. Together, we can see through the weeds of chaos to remain focused on a long-term strategy of excellence. If we work together, we can never be mediocre.

In the January 2017 issue of Fargo, Inc., the BNG Team (a West Fargo payment processing firm) provided 15 rules for succeeding by really trying. The article and the rules are a helpful reminder of the concrete ways we can “show up” to build success.

1. **Show, don't tell.**
2. **Remember that excellence is the status of not just going through the motions.**
3. **No excuses. Always find a way.**
4. **Always remain happy and grateful.**
5. **Feed the hand that feeds you.**
6. **It's your college. Own it.**



Dr. Carrie Brimhall
Chief Academic Officer

7. **Never forget your performance has a ripple effect.**
8. **Don't try to be something you're not. Embrace both your strengths and your weaknesses.**
9. **Perfect is the enemy of good.**
10. **There's not always time for small talk, and that's okay.**
11. **However you do it, provide more value.**
12. **Be anything but mediocre.**
13. **Don't confuse personal achievements for what's best for the college.**
14. **No amount of money can trump true passion.**
15. **Do the right things and let success be a byproduct.**

I rarely have the answers about how we are going to meet all of the funding, mandate and demographic shifts in our future, BUT I can commit to bringing my “A” game every day I walk through the M State doors.

I cannot be satisfied with mediocre. Will you join me in pursuit of excellence?

You can read the article starting at page 34 at: issuu.com/fmspotlight/docs/fi_jan17_final.



Improving student persistence and completion, part V

Having concluded our attention to which research-based best practices we are embracing as a college as well as within our campus Academic and Strategic Enrollment Management plans in the past M State News, we're going to wrap things up by looking at where we're headed.



Dr. Peter Wielinski
Vice President of Student
Development and Marketing

We have a new persistence structure going into place that will accommodate the three persistence initiatives we are currently implementing. Those are: the predictive analytic reporting pilot project, the strengthening of academic advising, and engagement with the Higher Learning Commission's Persistence Academy. Each will add to our overall efforts to strengthen the M State student experience.

Predictive Analytic Reporting Project with SSMx

Last year, we were invited to apply for a pilot project between Hobson's Student Success Matrix team and the system's research office. Sixteen colleges and universities were accepted into this pilot project. Dr. Carrie Brimhall, Steve Erickson and I attended a training session last October to become oriented with the features of the SSMx system. The system examines seven distinct predictors as they relate to four timeframes within the academic cycle when applied to specific student cohorts, so that we might implement and evaluate initiatives designed to improve student persistence.

We have entered three existing initiatives into this system (first-term AA check-in, academic performance alerts and our orientation-on-demand project: The Source). The SSMx reviewer will provide us with data-informed feedback on the impact the three initiatives are having on student persistence. The SSMx system also will provide us with an analysis of which student groups for which we should design additional initiatives to positively impact the greatest number of students. This project will conclude in FY17, and the work of monitoring initiatives and identifying our greatest opportunities for new initiatives will become part of the Persistence Academy experience.

Strengthening of Academic Advising

There are plans in place to strengthen both program advising and professional advising. The first workgroup focusing on

program advising is being co-led by Bonnie Peterson and Penny Brynildson, with faculty program advisor representatives serving on that workgroup to identify the roles and minimum responsibilities to be associated with program advising. Having a clear definition for what we mean by "program advising" will help us strengthen that support by not only being able to provide training to faculty program advisors, but also by being able to orient program students to the expectations the program advisor will have of them and to the expectations they may have for their assigned program advisor.

The second workgroup is being led by Shawn Anderson with representation from the professional (staff) advisors. The charge to this group is to move our advising from good to great by exploring alternative advising models and best practices to increase student persistence among the variety of student groups we presently serve. This will result in training opportunities and an organizational structure to support the new model.

The Higher Learning Commission's Persistence Academy

With our college's acceptance into the HLC Persistence Academy, the work of our existing persistence team will become more tightly focused on the framework of academy activities. Angela Mathers is leading this team, which consists of representation from faculty, institutional research and academic advising. The academy experience is a four-year journey, with the year-by-year structure described by academy materials as follows:

Year One

Information and Planning Workshop: The Information and Planning Workshop prepares the institutional representatives heading the Academy effort to assemble and lead an effective Academy team. The workshop will provide an in-depth view of the Academy, how it works, and the expectations and opportunities associated with membership.

Data Discovery: The institution hosts a mentor-facilitated data inventory, via videoconference or on-campus visit, to look at the institution's current data sets on persistence and completion and at the structures in place to assure campus-wide engagement in data analysis and planning. The Academy team's Primary Mentor provides feedback on the state of the institution's data and suggests what data sets should be included in the institution's Data Summary Book.

Improving persistence . . . continued on page 4

Improving persistence ... *continued from page 3*

Academy Roundtable: The Academy Roundtable is a three-day event at which Academy teams begin building their Academy Projects and goals. The Academy Roundtable also provides information on strategies to improve persistence and completion at each Academy team's institution.

Year Two

Midpoint Report: Each Academy team documents its progress in a Midpoint Report, which is reviewed by the team's Primary Mentor and Scholar, who provide a response to the highlights and challenges of the project.

Midpoint Roundtable: The Academy team attends a multi-day Midpoint Roundtable to share progress, seek advice from other Academy teams and receiving in-person mentoring on the next stages of the Academy Project.



Year Three

Third-Year Consultation: The Academy team's Primary Mentor consults with the institution to review the team's progress, offer suggestions for final efforts to implement strategies and provide recommendations for the team's final year of the Academy.

Year Four

Results Forum: Academy teams attend a multi-day Results Forum to share accomplishments and findings, compare practices and benchmarks, and define strategies to sustain their new persistence and completion efforts.

Impact Report: Each Academy team submits an Impact Report chronicling its work in the Academy and the improvements made to persistence and completion at its institution.

For institutions in the Open Pathway: The Impact Report validates the institution's completion of the Academy and serves as the Quality Initiative Report.

Consolidated Response: The Academy team receives a Consolidated Response to the Impact Report from the team's Primary Mentor and Scholar.

Next month: We'll turn the focus on marketing and the M State brand.

Finance and Facilities

Budget updates for FY 2017, 2018

Fiscal Year 2017:

Now that the enrollments for spring term are accounted for, the Cabinet is in the final stages of bringing the FY2017 budget into balance. Because actual enrollment is lower than what was budgeted, our tuition revenue will be approximately \$820,000 short of projections. The enrollment shortfall was a result of not starting three planned programs last fall and overall enrollment decline. Cabinet members have been reviewing the status of their current year budgets to come up with the reductions needed on the expense side to bring us back into balance. Initial reviews indicate the shortfall can be covered by savings in faculty salaries due to lower enrollment and unfilled vacancies in other areas of the college. Final reductions will be compiled by mid-February.

Fiscal Year 2018:

With this year being an operating budget session for the Minnesota Legislature, we are uncertain of the level of funding for the Minnesota State system and M State. That unknown, along with the fact that all of the employee contracts remain unsettled, leads to a very fluid budget process. I have put together several budget scenarios with various allocation levels ranging from no increase to the governor's \$150 million recommendation, as well as the \$178 million board request. We also are including various tuition increases as well as potential personnel contract settlements. As you might expect, those three unknowns cause a large variance



Pat Nordick
Chief Financial Officer

in our projected budget gap. The worst-case scenario has a budget gap of approximately \$1.6 million, and the best-case scenario has our projected revenues in balance with projected expenses. However, the best-case scenario does not allow for any initiatives, so regardless of funding we will need to do some internal reallocation of funds to keep the

college moving forward. As we move through the next several months, these variables will come into focus, and we will be working with more known amounts.

Nominations for Distinguished Achievement Awards

The Distinguished Achievement Awards are selected annually by the M State President's Cabinet. You are encouraged to nominate an M State employee and/or team who, in calendar year 2016, met at least one of the following selection criteria:



Dacia Johnson
Chief Human Resources Officer

- Exceptional service to students, faculty, staff or external constituents
- Continually going "above and beyond the call of duty"
- Exceptional performance on a special project or assignment
- Contributing to the improved morale and/or work environment of the division and/or college
- Significant contributions to the college community
- Actions that distinguish the employee outside their professional realm
- Contributions in leadership in external community matters or in the employee's field
- Innovation

Nominations are due to Dacia Johnson on or before Wednesday, March 1.

Awards will be presented at the annual Employee Recognition Celebration on May 9.

The Distinguished Achievement Award nomination can be found out in the Employee Portal, HR files and forms:

employees.minnesota.edu/files/file/?s=5&id=26881

Voices. Values. Vision.

A series of M State professional development sessions to help faculty and staff understand, learn and experience culture and inclusion from the student perspective.

Building Our Voices Tuesday, February 21 • Fergus Falls

Understanding ourselves and our cultural context. Realizing aspects of our culture may be invisible to us because we've swimming in it all our lives.

- Location: Bigwood Event Center, Fergus Falls
- Coffee, tea and water will be available starting at 9 a.m. for arrival and networking
- 9:30 a.m. – President Kennedy welcome
- The in-service will be concluded by 3:30 p.m. to allow for travel time home
- Everyone is encouraged to wear their M State name badge and is welcome to wear M State clothing

For individuals with dietary restrictions, please contact Marcia Goodyear at Marcia.goodyear@minnesota.edu or at x6503.



12th Annual Frontline Conference



MAPE & AFSCME Employees

You are invited to attend the annual staff development conference designed specifically for all AFSCME and MAPE employees of Minnesota State.

Save the date:
Wednesday, May 24 - Thursday, May 25, 2017

Hosted by
Bemidji State University and Northwest Technical College

Details and registration information will follow as it becomes available.

Sponsored by American Federation of State, County and Municipal Employees, Minnesota Association of Professional Employees, and Minnesota State.



MINNESOTA STATE Minnesota State is an affirmative action, equal opportunity employer and educator

STAFF CHANGES	
NEW HIRES	Detroit Lakes <ul style="list-style-type: none"> • Tony Sager, Interim Human Resources Assistant
	Fergus Falls <ul style="list-style-type: none"> • Anthony Thorstenson, English Instructor
	Wadena <ul style="list-style-type: none"> • Leah Trontvet, Interim Academic Advisor • Kate Johnson, Interim Enrollment Manager
PERSONNEL CHANGES	Wadena <ul style="list-style-type: none"> • Ann Olson, Administrative Assistant to Chief Development and Alumni Officer
NO LONGER AT M STATE	Detroit Lakes <ul style="list-style-type: none"> • Judith LaFleur, Spartan Center Tutor, retired
	Fergus Falls <ul style="list-style-type: none"> • Gary Henrickson, Academic Dean, retired
	Moorhead <ul style="list-style-type: none"> • Dillon Clendenen, Academic Dean, resigned

Do you love your computer a little too much?

With Valentine's Day here, I thought that a question first asked by Abdullah Sanders in a Sept. 12, 2016, [article](#) might be a good question to pose to all of you. Sanders asks, "Do you love your computer a little too much?"

You may spend more time in this relationship than in any other, Sanders says, and when things go wrong you may become afraid, tearful and in some cases so enraged that you lash out by throwing things — but day in and day out you are willing to jump right back into this relationship no matter what happens!

Chances are you spend more time staring at your computer screen than having conversations with real live human beings these days. Some of us may spend more time at our computer than with our significant other, best friend and even our kids.

Do you want to have a healthy relationship with your computer? Then you need to take care of your computer and protect the data on it.

Protect your computer, stop data breaches and fight cyberware attacks

- Educate yourself and others – don't think it won't happen to you. Refresh your memory and take the Public Jobs, Private Data course in D2L annually.
- Know how to secure your private data at rest and in motion.
- Learn how Microsoft Bitlocker works. The Bitlocker program encrypts data stored on your hard drive. Stop in and talk to your CHC staff person in the event that your computer is lost or stolen.
- Get in the habit of **Lock B4 U Leave** on your computer even when you leave your computer in your office. It takes just a second to lock your computer screen. (Watch for our new stickers coming soon!)
- Do not assume email is private. NEVER transmit private data over email. Use [Move It Securely](#) to send all of your private data or large files.
- **Think before you click** on attachments in email. This is the No. 1 way that data breaches, viruses, ransomware, etc. are introduced into your computer. If you are unsure, ask first. Better safe than sorry.
- They can get to your computer through a phone call. Cyber thieves also use phone calls to gather information about you. They may impersonate an IT person and ask for your login credentials. NEVER give out your StarID credentials to anyone.
- **Backup! Backup! Backup!** IT backs up information on network drives, but you are responsible for backing up your own data on your own computer. You may use any type of backup tool that works for you. Our staff can assist you with setting up OneDrive for Business. Just make an appointment, and of course bring your computer.
- Updating the applications on your computer is critical. The IT staff is busy working on ways to make this a simpler and easier process for you to do yourself. Hackers like people who don't keep their computers up to date! Don't forget to update your personal devices, too.
- Practice using standard user privileges for the most secure computer. Having full privileges on a device, including installing software, can lead to spreading malware and ransomware on your computer and the college network.



Information Technology

- Don't ever stop learning and educating yourself about ways to thwart data breaches and cyberware attacks!
- Keep track of all your devices, especially mobile devices.
- Treat your computer and mobile devices like a wad of cash! Would you leave \$1,000 laying out for even a second, unattended?
- All M State technology assets (devices with permanent storage) are inventoried and tracked, and the data is scrubbed and reloaded when devices are passed from person to person.
- Use passwords that can't be easily guessed, and don't reuse the same one over and over again.
- Password protect all your devices – hackers love it if you don't!

In summary, even if you don't love your computer as much as some, it is your responsibility to ensure that the data on your devices is secure. Together we all play an important role in protecting student data, personal data and college data.

Connect through Eduroam

Eduroam allows students, faculty and staff to connect to the internet at any participating Eduroam institution using their home institution credentials (StarID and password for Minnesota State). This can make it seamless to connect your devices when traveling to other institutions that are part of Eduroam. Depending on local policies at the visited institutions, Eduroam participants may also have additional resources at their disposal. M State will implement Eduroam over the next month. More information is available at www.eduroam.org. #TechTopicsToKnow

Campus internet connectivity and network downtime

System Office IT staff will be updating firewall programming, causing the network on each campus to be down for a short time on these dates:

Moorhead: 5:15-5:30 a.m. Feb. 16

Wadena: 5:30-5:45 a.m. Feb. 16

All internet connectivity will be down during this time for each campus. Please let us know if you see any issues on campuses after these updates. #TechTopicsToKnow

M State invited to pitch innovation at Minnesota State "Shark Tank"

In November, Minnesota State invited faculty, staff and students to pitch innovations that would align with the Charting the Future work plan. Twenty-five pitches were submitted, and one of the 10 selected was from Casey Jensen, Eric Daeuber and Chris Welle. Their idea would improve the current web application used by faculty and staff to create, design and manage curriculum. The improvements would build a program management tool for students to keep track of transferability through managing courses in Pathways for Pathways transfers.

The three will be doing their formal pitch in April and, if selected, could receive a \$25,000 innovation grant for future improvements.

REGISTRATION
OPENS IN ...

I don't have my access code

I have my access code

Days Hours Minutes Seconds
19:07:49:45

Registration countdown timer ready for production

Check out the new countdown timer that will be located within SpartanNet. The timer will run from 12:01 a.m. Feb. 22 until 12:01 a.m. March 6. When it hits zero, registration opens, and the timer will be replaced with a "Register Now" graphic.

25 percent of our web traffic is from mobile devices

In response to the mobile device traffic to the minnesota.edu site, the Web Services team has made it a priority to make the current site more responsive to smaller screen sizes. The launch, slated for March, also will include an update to make SpartanNet mobile-friendly. #TechTopicsToKnow



Our students

M State's **Ethan Woods** is one of six Fargo Moorhead college art students whose paintings are on display on the exterior of The Revland Gallery (formerly The Uptown Gallery), which recently reopened at 409 Broadway in downtown Fargo. The gallery created its START Project to help launch the professional careers of student artists, whose paintings will be auctioned off this spring. (Above: Ethan's is the fifth painting, going from left to right.)

M State student **Hukun Abdullahi** has been awarded a Fargo Human Relations Award for his work building bridges between the Fargo Moorhead business community and New Americans in the area. He received the award Jan. 16 during the Fargo Human Relations Commission's annual celebration honoring civil rights leader Dr. Martin Luther King, Jr. The award recognizes individuals and organizations that have made significant contributions to the area of human relations in the FM community. Abdullahi is the director of the non-profit Afro American Development Association and a student in the Human Resources program on M State's Moorhead campus. He is also earning his Associate of Arts degree.

In the news

-  M State and Ecumen in **Detroit Lakes** are collaborating on an expanded scholarship program.
-  The **Regional Art Show**, which features artwork by area high school students, went on display on the Fergus Falls campus Feb. 10.
-  More than 70 M State Dental Hygiene and Dental Assisting students participated in **Give Kids a Smile** on Feb. 1, providing free preventative dental services to children.

Minnesota State Community and Technical College Music Department presents



JAZZ band

DINNER AND DANCE

6 p.m.
Friday, Feb. 24
YFW, Fergus Falls
6 p.m. Dinner • 7 p.m. Dance



Directed by Dan Carlson
featuring the M State Jazz Band,
and M State Color Crayons

TICKETS:
\$20 - Dinner and dance
\$8 - Dance only

Tickets available at the M State Box Office or by calling 218.736.1600.
Dinner tickets must be purchased by Feb. 17. Dance tickets will be available at the door.

minnesota.edu/arts
1414 College Way, Fergus Falls, MN 56537
218.736.1600 | minnesota.edu



A member of the Minnesota State system and an ED/AA/WD/Disability employer/educator committed to the principles of diversity.

 Tracy Geri LINDSTROM	 Annette ANDERSON	 Shelby Dorelle HUBERT	 M'Lynn ARGENT RIEDEL	 Clairice Naomi BESKE	 Ouster Cassidy ANDERSON
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Sheri Johnson, Director Stelanie Gerhardson, Technical Director

Steel Magnolias

Written by Robert Harling

7:30 p.m. 2 p.m. 7:30 p.m.
March 3-4 March 5 March 9-11

Waage Theatre, M State - Fergus Falls Campus



"There is no such thing as natural beauty."
— Iris



minnesota.edu/arts
1414 College Way, Fergus Falls, MN 56537
218.736.1600 | minnesota.edu
Address: 550 Waage, 51100000 Student, 51100000 Student, 51100000 Student
Tickets available at the M State Box Office or at minnesota.edu

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