

# M State News

THE COLLEGE NEWSLETTER FOR M STATE EMPLOYEES

March 2013

## *Preparing graduates for living, working and serving*

**H**ello again, everyone. Spring was supposed to begin while we were on spring break, but so far I'm still waiting! I do hope you had a chance to relax and recoup in preparation for the last few weeks of the spring term, however. I know the warmer weather will be here soon — or is that just wishful thinking?



Dr. Peggy D. Kennedy  
President

I have missed being on the campuses as much as I was last year. I find that my job this year includes being off-campus much more than last year. I have been busy this year meeting with legislators and soliciting capital funding from the businesses and industries in our communities — especially at this time of year. So if I do not see you as often as I would like, please be assured that I am working on our behalf off-campus. I hope to report the results of these many visits to you next fall. Cross your fingers that Governor Dayton's budget for higher education is approved, because it represents such an improvement from previous legislative sessions.

In addition, we are hosting combined program advisory committee meetings on each campus to thank members for their support, provide updates on our successes and concerns, and solicit important information that will help us to be even more effective in the future. We owe so much to these involved and very knowledgeable individuals who represent the

businesses and industries that hire our graduates, provide expensive equipment and supplies, and who advise us on the current trends in business and industry and much more. We need to pay particular attention to what they have to say because we will need to rely on them more and more in the future. The least we can do is to provide them with a fine dinner and listen to their advice. These meetings are scheduled for:

- Detroit Lakes campus: Monday, March 25
- Fergus Falls campus: Thursday, April 18
- Moorhead campus: Monday, April 1
- Wadena campus: Thursday, March 21



**We owe so much to the very knowledgeable individuals who represent the businesses and industries that hire our graduates, provide expensive equipment and supplies, and who advise us on the current trends in each business and industry and much more.**

At this writing, we have held just one meeting, but the response was outstanding and the comments were positive and informative. We hope to share a summary of this information with you in the fall.

Once again, thank you for all you do to help M State prepare our graduates for living, working and serving. I sincerely appreciate your efforts.

Dr. Peggy Kennedy  
President

## INSIDE

**Academic and Student Affairs**  
*up2U*

**Academics**  
*Academic Program Requirements  
Potential New Programs*

**Finance**  
*Coding Equipment Purchases  
Vehicle Title Transfers*

**Human Resources**  
*Retirement Planning  
Floating Holidays  
8th Annual Frontline  
Staff Development Conference  
Staff Changes at M State*

**Student Services**  
*Effective Recruiting Practices*

**Dates to Know**

**Success Stories**



[www.minnesota.edu](http://www.minnesota.edu) | 877.450.3322

Member of the Minnesota State Colleges and Universities System.  
An Equal Opportunity Educator/Employer. Un Educador/Empleador de Oportunidad Igual.

**Minnesota State**  
Community and Technical College



M State English instructor Paul Carney



**M**State is piloting up2U, a program that will allow us to shift our focus away from results designed to satisfy accountability requirements toward more purposeful, sustained engagement in learning.

The up2U program addresses some of the risk factors inherent among many community college students. But unlike many programmatic attempts at identifying and addressing pre-identified risk factors, up2U targets the core values and foundational perils of our students. While focusing on high-risk student cohorts, the program motivates students to achieve beyond expectation by offering long-term financial benefits directly correlating to persistence and performance.

up2U is the culminating vision of Paul Carney's 2011-2012 sabbatical project that involved a series of focused, deliberate conversations among a cross-disciplinary group of community college faculty representing multiple campuses from the MnSCU system.

While Paul's initial objective for his sabbatical was to develop a comprehensive assessment instrument to measure core learning outcomes upon completion, the conversations led to shaping a project design that not only measures core competencies but also supports student learning, motivation, persistence and completion.

According to Paul, the core of up2U is a competency-based transfer tuition reduction for students at the two-year college who complete either a two-year

degree or the Minnesota Transfer Curriculum with a minimum GPA of 2.0. In addition, students seeking to earn the tuition reduction for their junior year at a MnSCU university would be required to:

- Apply for transfer to a MnSCU university for the successive calendar semester
- Take the Collegiate Learning Assessment+ upon completion at the two-year college
- Enroll in a MnSCU university for the successive calendar semester
- Maintain at least a 2.5 GPA during the first two semesters at the receiving MnSCU university

Further, the project is designed to resolve the apparent tension between maintaining academic rigor and increasing completion rates, two seemingly incompatible institutional objectives. up2U is a model founded on the premise that student persistence and institutional retention are hollow metrics without evidence of learning at critical junctures along the way.

While the competency-based transfer tuition reduction is the "carrot" designed to induce and sustain student motivation, the success of up2U depends largely on a



Carrie Brimhall  
Associate Vice President of  
Academic and Student Affairs

series of performance task workshops, targeted and timely academic interventions, and data collection "check points" designed to:

- Clarify and reinforce performance-based/problem-based teaching strategies designed to facilitate student learning of core outcomes
- Track student performance on formative and summative CLA+ assessments
- Provide targeted, timely academic interventions to students based on results of formative assessments
- Increase patterns of semester-to-semester persistence and retention
- Increase rates of degree completion and vertical transfer to university

M State is piloting the up2U assessment during April on the Moorhead and Fergus Falls campuses. Paul will be coordinating the assessment process with 125 students who will be transferring or graduating this spring. The results of the pilot project will be shared with all faculty during the college's fall duty days. Please contact Paul if you have questions or would like to become involved in the up2U project.

## Academic Program Requirements

Thanks to AAS faculty for their review of program curriculum compared to that of similar programs in the state and required expectations of industry as they evaluated whether the submission of a 60/120 waiver may be appropriate. It became apparent during the review that not all faculty members are aware of two requirements.

First, a program's general education credit requirements are no longer based on a percent of the program's total credits. That once was the case, but an AAS program now requires 15 credits, regardless of the total credits required for the degree.

The second issue relates to what is often referred to as the "Ness Law," which requires that all technical courses in a diploma or certificate program must count toward the degree in that same program. This is compatible with the recent emphasis on stackable credentials.

It is important to note that the legislation requires that all vocational and technical credits be applicable. The intent of the law is not met if there is a single elective course

in a degree which could be met by one of several different courses in a diploma program. (This applies only to awards in the same program; it is possible to have a specialty certificate that is in the same general field but not part of the "same program.")

### The Ness legislation states:

136F.32 DEGREES;  
DIPLOMAS; CERTIFICATES.

*Subdivision 1. Approval. The board may approve awarding of appropriate certificates, diplomas, or degrees to persons who complete a prescribed curriculum.*

*Subd. 2. Technical and consolidated technical colleges. (a) A technical college or consolidated technical community college shall offer students the option of pursuing diplomas or certificates in each technical education program, unless the board determines that a degree is the only acceptable credential for career entry in a specific field. All vocational and technical credits earned for a diploma or*



Dr. Kathy Brock  
Chief Academic Officer

*certificate shall be applicable toward any available degree in the same program.*

## Potential New Programs

The College is continually evaluating opportunities for new programs. During the process, considerations include employment opportunities in the field, student interest and the impact of education on

employment. Potential programs which have been identified and are or will be researched include Art Marketing, Commercial Drivers License, Community Paramedic, Dialysis Tech, Soft Skills Certificate, Surge Tech, Video Over IP, Theater Certificate, Welding and Workplace Skills Certificate. Several individuals recently looked into the potential of a program in insurance sales and determined that there is no need for such a program. What ideas do you have? Where do you see training needs in the area? Please share your ideas.

# Finance and Facilities

## TIP OF THE MONTH

### Coding Equipment Purchases:

When purchasing equipment, it is important to make sure you use the correct object code in ISRS when completing the purchase order or allocating the purchase on your purchasing card. There are only three object codes that can be used when an equipment budget is used to purchase items:

Object code 4000 should be used when you are purchasing an item that has a cost of \$10,000 or more and has a useful life of two years or more. It is important to note that the \$10,000 value is per item, not the entire purchase.

Object code 3006 is relatively new and should be used when you are purchasing a sensitive item – which by M State description is computer- or technology-related equipment. Even though these items are under the \$10,000 threshold, we are required by policy to keep track of them in our fixed asset inventory system. These items include computers, overhead projectors and computer servers. The majority of these types of purchases will be completed by the college IT Department.

Object code 3002 is to be used when you are using your equipment budget to purchase a piece of equipment that does not meet either of the above two descriptions, meaning it is not valued at \$10,000 or more and is not considered sensitive in nature.

Please contact your campus business manager if you have questions.

## TIP OF THE MONTH

### Vehicle Title Transfers:

Any time you or your department receives a vehicle that carries a title – regardless whether it was purchased or donated – we are required by state statute to transfer the title from the past owner to MnSCU. We cannot simply hold on to the title and, when/if we sell the vehicle to another owner, give the new owner the title without it having been transferred to MnSCU. This is known as "title skipping" and is illegal.

The business office will process the title transfer once they have received it from you, so please make sure you provide the title to the business office as soon as you receive it. State Statute 168.10 requires that, once we receive ownership of the vehicle, we have 10 days to apply for a new certificate of title with MnSCU as the new owner. This means it is critical that the title be brought to the business office immediately upon receiving it.

All costs associated with the title transfer will be expensed back to the cost center that accepted or purchased the vehicle.

Again, your responsibility is simply to get the title to the business office, and we will handle the application to get the title transferred.



## Upcoming Retirement Seminars

There are two upcoming MMB retirement seminars that may be of interest to you, one for employees who are close to retirement and the other for long-range retirement planning.

## Pre-Planning for Retirement

**This seminar focuses on life planning for state employees with five to 30 years until retirement.**

It may be difficult to think about retirement early on in your work life, but in reality there is no better time! Many people are planning on working longer because they can't afford to retire. The Pre-Planning for Retirement seminar will provide you with information about state retirement benefits, Social Security benefits, life and disability insurance and deferred compensation, and it will provide the tools to help you with life and estate planning. This seminar is designed specifically for employees of the State of Minnesota with more than five years until retirement.

This seminar spans 1 1/2 days:

Tuesday and Wednesday, May 21-22

Day One: 8:30 a.m.-3:30 p.m.

Day Two: 8:30-11:15 a.m.

Location: Retirement Systems Building in St. Paul

Cost: \$125

To attend, you must register at:

[www.mmb.state.mn.us/training-eld/Index.asp](http://www.mmb.state.mn.us/training-eld/Index.asp)

If you have any questions, contact Lovlie Bromley at [lovlie.bromley@state.mn.us](mailto:lovlie.bromley@state.mn.us) or 651.259.3628.

## State Retirement Seminar

**This seminar is for employees with less than five years until retirement.**

*Are you getting close to retirement age? Do you want to learn more about how to retire from state service?*

The State Retirement Seminar provides retirement information for employees who are thinking about retiring within the next five years, including information about your retirement benefits (state pension), continuing your insurance benefits,



Dacia Johnson  
Chief Human Resources Officer

deferred compensation and Social Security benefits. It highlights the specific choices you will need to make before retiring and assists you in determining what your benefits will be. In addition, you will receive information about state and federal tax changes in retirement, life planning and estate planning tools,

and things to consider in order to plan a successful retirement. This class is not only enjoyable but includes comprehensive information to help you make the transition from work to retirement with ease.

It's highly recommended by previous attendees, and you can see some of their comments below.

*This retirement class is a must.*

*Well worth the time to attend.*

*Important to participate, very valuable information on retirement.*

*Essential prior to retirement.*

*All the presenters were knowledgeable, likeable, had good materials and made their presentations enjoyable and very worthwhile.*

This is a two-day seminar:

Wednesday and Thursday, April 17-18

Day One: 8:30 a.m. - 3:30 p.m.

Day Two: 8:30 a.m. - 3:10 p.m.

Location: Saint Paul College Theatre/Auditorium

Cost: \$130

To attend, you must register at:

[www.mmb.state.mn.us/training-eld/Index.asp](http://www.mmb.state.mn.us/training-eld/Index.asp)

If you have any questions, contact Lovlie Bromley at [lovlie.bromley@state.mn.us](mailto:lovlie.bromley@state.mn.us) or 651.259.3628.

Please note: Due to the number of state employees interested in attending these seminars, spouses/significant others are not permitted to attend. Spouses/significant others who both work for the State of Minnesota must register separately. If it is determined that there is sufficient room for spouses/significant others to attend at no cost, an e-mail notification will be sent to inform all of this change approximately

## STAFF CHANGES AT M STATE

### NEW EMPLOYEES

- Becky Niemi, *Foundation Director, Detroit Lakes and Wadena*
- Pat Mastin, *Interim Nursing Dept. Lab Assistant and Health Occupations Tutor, Detroit Lakes*
- Paul Younger, *Construction Management Instructor (Spring Semester start), Moorhead*
- Jennifer Ketterling, *Dental Clinic Manager (temporary), Moorhead*
- Amanda LeGare, *Academic Advisor, Moorhead*
- Jay Pfeifer, *General Repair Worker (temporary), Moorhead*
- Shane Thielges, *Library Technician (temporary), Moorhead*
- Kay Wilder, *Fitness Center Manager (temporary), Moorhead*
- Josh Mattison, *Enrollment Manager, Wadena*

- Jeff Haukos, *ITS1, Multimedia Information Technology, Fergus Falls*
- Jennifer Jacobson, *Dean of Nursing, Moorhead*
- Tom Dubbels, *Interim Dean through FY2013, Moorhead*

### NO LONGER AT M STATE

- Susan McClendon, *resigned, Detroit Lakes*
- John Bamberg, *retired, Fergus Falls*
- Joyce Nerdahl, *retired, Fergus Falls*
- Carrie Curie, *Transfer to MSU-Mankato, Moorhead*
- Melanie Hiltunen, *resigned, Moorhead*
- Kate Johnson, *resigned, Moorhead*
- Loren Menz, *retired, Moorhead*
- Colleen Sveum, *resigned, Moorhead*
- Sheri Schumann, *resigned, Moorhead*
- Tammy Hale, *resigned, Wadena*

### STAFF CHANGES

- Bryan Christensen, *Interim BES Director, Detroit Lakes*
- Barnabas Mammias, *Temporary ITS1, Helpdesk, Fergus Falls*

three weeks before the seminar.

## Floating Holiday

Do you have a floating holiday? Not sure? Go to the Employee Self Service page and click on My Leave Activity. Be sure to use it by June 30, 2013, or you will lose it.

## 8th Annual Frontline Staff Development Conference

For AFSCME and MAPE employees! Save the dates: Wednesday and Thursday, May 22-23, at Central Lakes College in Brainerd. Registration is \$95 per person and will open on April 1. This event is co-chaired by our own June Clark!



Registration  
is coming on  
**April 1!**

**Date:** March 21, 2013

**To:** President's and CHRO's

On behalf of the AFSCME/MAPE/MnSCU Joint Planning Committee, co-chaired by June Clark, AFSCME and Mary Nadeau, MnSCU System Office, please note that registration for the upcoming Front-line Conference will open on **April 1**. Even though online registration does NOT begin until **April 1**; employees may review, in advance, the sessions being offered on the Front-line website at [www.frontlineconference.mnscu.edu](http://www.frontlineconference.mnscu.edu).

- What:** The Eighth Annual "Energizing Our Front-line Network" Conference
- When:** This is a two-day event commencing on Wednesday, May 22, 2013 at noon and concluding on Thursday, May 23, 2013 at 1:30 p.m.
- Where:** Central Lakes College, 501 West College Drive, Brainerd, MN 56401
- Cost:** \$95 for registration which includes all meals.  
Cancellations after 5/10/13 will be billed \$40.00, no exceptions.

Registration is online and starts on April 1; employees who receive supervisory approval must complete the online registration also found on [www.frontlineconference.mnscu.edu](http://www.frontlineconference.mnscu.edu). Please encourage a mix of campus workers to attend so that operations will not be compromised. Maps to Central Lakes College will be posted on the web link listed above.

The conference offers a broad array of sessions from in-house staff and professional presenters and provides training benefits by increasing skill levels and knowledge. Staff will have the opportunity to attend breakout sessions on individual work-related topics. Networking opportunities with colleagues will also be provided at mealtimes on both days of this event, including the banquet on Wednesday evening.

The Planning Committee is encouraging wide distribution of this information via email and by hard copy for those who may not have access to computers as part of their job. Neighboring colleges with several attendees may choose to pool a minivan or bus to transport staff to this conference to save money.

Thank you for your support and commitment to employee development. We have listened to many suggestions by staff and surveys and have created a challenging agenda for AFSCME and MAPE employees. **Please encourage attendance from your institution and make this event a success.**

If you have questions, please contact Mary Nadeau at 651-201-1880 or Barbara Miller at 651-201-1842.

**The Front-line Conference Committee 2013**

## What Makes for an Effective Recruitment Practice?

Within the last month we posted to the Employee Portal the most recent Noel Levitz report on effective recruitment practices. This 2011 report identifies the 10 most effective recruitment practices and the five least effective practices, and it ranks the effectiveness of 78 recruitment practices at two-year public institutions. It's an enlightening report, and I encourage everyone to look at it. Many of the recruitment practices that once may have been effective, no longer are.

Of the 10 most effective practices for public two-year colleges, M State employs nine. The one that we don't make use of involves offering loans directly from the college. The other nine in the top 10 are:

1. Making admissions "decisions" on the spot (1Stop2Enroll)
2. High school visits to primary markets
3. Campus visit days
4. Using enrolled students in marketing
5. Campus visit days for high school counselors
6. Hosting open house events
7. Offering PSEO/concurrent opportunities within high schools
8. Encouraging students to apply on the college's website
9. College-sponsored trips to campus for prospective students

## DATES TO KNOW

### April

- 13 Jazz Band Dinner and Dance, Fergus Falls
- 17 Last day to withdraw from full-term spring semester courses
- 18 Empty Bowls Project, Fergus Falls
- 20 Concert Band Concert, Fergus Falls
- 20 Jazz Band Concert, Fergus Falls
- 25 Spring Choral Concert, Fergus Falls
- 28 Chamber Chorale Concert, Fergus Falls

### May

- 6-9 Finals week
- 13-15 Professional Responsibility Days
- 20 Summer Term Begins
- 27 Memorial Day, College Closed

Of the 78 practices ranked by public two-years, only 70 are actually being deployed at colleges. Of those 70, among the practices ranked as least effective are:

- Participating in trade shows/advertising in trade publications
- Ads in high school yearbooks/newspapers
- Ads in college magazines/publications

Please note that the top practices cited in the study as effective are largely activity-based, while niche market advertising appears much lower-ranked (mass market television, radio and print ads appear somewhere in the middle of the 70 practices listed in the report).

The Noel Levitz study guides us in being more deliberate in how, when and where we



Dr. Peter Wielinski  
Chief Student Services Officer

advertise. Research has helped inform our strategy to use numerous practices designed to establish a personal connection as a means of strengthening recruitment.

Dean of Student Access Anthony Schaffhauser and his team work to review and enhance each of the recruitment practices we use. M State's Enrollment Management Team also works

to partner with staff and faculty to promote our programs and campuses through "boots-on-the-ground" activity-focused efforts.

Again, much of the niche advertising that may have worked well in the past is no longer effective. Clearly the research demonstrates that the key to successful recruitment is establishing a personal connection.

To read the full Noel Levitz report, go to the Employee Portal and click on Files & Forms/Student Services/Institutional Enrollment Management Planning Documents.

9,200 students a year choose M State over other colleges!

## Your Regional College of Choice

### OPTIONS

With more than 120 programs and majors, four distinct campuses and online access, Minnesota State Community and Technical College has something for everyone. Discover opportunities.

### VALUE

Compare our tuition and fees with any college or university. Discover savings.

### SUCCESS

We work with you to balance family, work and college. Discover flexibility.

### SUPPORT

Where everybody knows your name. Discover personal attention.

### JOB

Get in, get out, get hired in two years or less. Discover your future.

**DISCOVER THE M STATE DIFFERENCE. LEARN MORE! [WWW.MINNESOTA.EDU](http://WWW.MINNESOTA.EDU)**

Member of the Minnesota State Colleges and Universities System. An equal opportunity educator/employer. Un educador/empleador de oportunidad igual.



# SUCCESS STORIES

## Our Students Shine

### Well-satisfied

Students in Wadena's Practical Nursing program were among those recognized with an award for improvements in patient satisfaction at Wadena's Tri-County Hospital. A recent survey showed a significant increase in patient satisfaction, and the nursing students (who do their clinicals at the hospital) were included in the recognition and thank-you celebration organized by hospital administrators. "It was a very nice way to recognize everyone for excellent care and patient satisfaction," said Wadena nursing instructor Susan Seaborn.

### Going solo

M State music student Johanna Becker will be the featured soloist during a performance of Beethoven's Choral Fantasy Opus 80 by the Chamber Chorale and Chamber Orchestra, which opens this year's Bigwood Lecture in Fergus Falls. Becker is earning her AFA degree on the Fergus Falls campus and was interviewed by the [Fergus Falls Daily Journal](#). The Bigwood Lecture is April 2; you'll find the details below under Check It Out.

### Talents on display

Artwork created by students on the Fergus Falls campus is part of a national traveling exhibit called the Sketchbook Project. The project is currently on exhibit in Brooklyn, N.Y., and will eventually travel to stops across the nation. In addition, artwork by student M.J. Antonsen was accepted into an international juried exhibition at the River Walk Artists Gallery in East Grand Forks, where it was on display through March 22.



### Double double

Spartan basketball player Shane Bosek was recently named the [NJCAA Division II Player of the Week](#) and, for the second time this season, the MCAC Southern Division Player of the Week. Bosek, a 6-6 sophomore from Lowry, was the leading scorer for the Spartans this year, averaging nearly 20 points per game.

### They mean business

Nineteen M State students from Moorhead claimed 44 "Top Ten" awards during the recent State Leadership Conference for Business Professionals of America and can now compete in the BPA national events in Orlando in May. Award winners were Austin Birrenkott, Josh Drewlow, Riley Erickson, Laura Halvorson, Angie Jacobson, Kari Larson, Mylene Miosek, Denise Prestegord, Janel Sauvageau, Ashley Schauff, Patrick Schreiber, Jennifer Turchin, Jared Walz and Chuck Wendlick. They are coached by Nancy Stigen and Allen Beaton.

## Pat on the back



### Sustained service

Congratulations to Dr. Sue Wika, who was presented with the Sustainable Farming Association's Distinguished Service Award at the organization's annual conference in February. In [The Farmer](#) magazine, the SFA's executive director said Wika and the other award winners "have made a consistent long-term impact on the sustainability of our food and farming system."

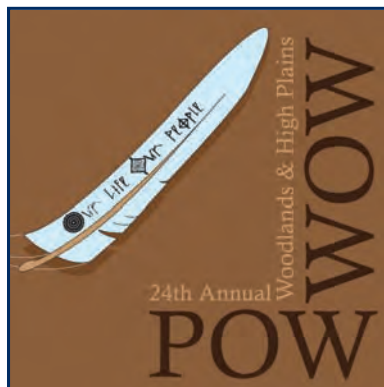
## Check it out



### On the money

The annual Bigwood Lecture is scheduled this year for 7 p.m. Tuesday, April 2, in Legacy Hall on the Fergus Falls campus and – as always – it is free and open to the public. This year's lecture features [Chris Farrell](#), the popular public radio financial guru, who will be talking about "Work-tirement: How Aging Boomers Will Change the Way the Younger Genera-

tion Thinks about Work and the Good Life." The lecture is sponsored by Fergus Area College Foundation.



### Drumming up interest

M State in Moorhead is hosting this year's [Woodlands and High Plains Powwow](#), one of the most popular cultural events in the Fargo-Moorhead area, on April 13. More than 200 dancers and drummers are expected to draw a crowd of thousands at the event, which is from 12:30 to 10 p.m. at Nemzek Field House on the campus of Minnesota State University Moorhead. For

more information, contact Chesay Colson. The annual event honors American Indian graduates of the Fargo-Moorhead colleges and celebrates the American Indian culture.

Discover your future at [minnesota.edu](#).

A member of the Minnesota State Colleges and Universities System.

An Equal Opportunity Educator/Employer. Un Educador/Empleador de Oportunidad Igual.

# SUCCESS STORIES



Hoekstra. The registration deadline is May 3.

## Get in the swing

Hey, M State golfers. You'll have a chance to support the Moorhead Area College Foundation during the **2nd Annual Four-Person Golf Scramble** on Wednesday, June 5. All the proceeds go to support student scholarships at the M State - Moorhead campus. If you're interested in golfing, volunteering or donating prizes (or all three), contact Tom Dubbels or Matt



more than \$20,000 for the local Salvation Army soup kitchen.

## Soup's on

M State's popular Empty Bowls luncheon will be from 11 a.m. to 1 p.m. Thursday, April 18, in Legacy Hall on the Fergus Falls campus. The bowls used to serve soup - which are taken home by the guests - are made by students in instructor Lori Charest's ceramics class and community artists. Empty Bowls has been an annual event at M State since 2005 and has raised

## A cultured gathering

The annual spring family-focused Festival of Cultures is scheduled for 4:30-7:30 p.m. Friday, April 19, in Legacy Hall in Fergus Falls. Organizers are encouraging participation by community members who'd like to be involved in cultural displays, presentations and performances. Sponsoring the festival with the college are the Fergus Falls and Pelican Rapids schools and Hillcrest Academy. Anyone interested in demonstrating lefse-making skills (or any other cultural talents) can contact Nancy South at [nancy.south@minnesota.edu](mailto:nancy.south@minnesota.edu).



## All that jazz

Dan Carlson's M State Jazz Band combines with the Lakes Area All Stars for a dinner and dance at the Bigwood Event Center in Fergus Falls on Saturday, April 13. Tickets are available for both a dinner and the dance, or for the dance only. Dinner tickets need to be purchased by April 8.

## In the News

### Take a tour

**DL-Online** featured G.L. Tucker, M State's dean of Custom Training Services, in an article about the upcoming Tour of Manufacturing in Detroit Lakes. The tour is designed to acquaint students and local residents with job opportunities in manufacturing. This year's tour follows successful tours in Fergus Falls and Alexandria in previous years.

### Meeting with Mark

The Moorhead campus hosted **Minnesota Gov. Mark Dayton's** town hall meeting in Moorhead, one of a series of sessions the governor scheduled across the state.



## A different spin

The **Fergus Falls Daily Journal** featured Dave Jensen, who is planning a 15-day, 2,500-mile bike trip across the continental United States to raise money for the Dream Big Scholarship he is establishing on the Fergus Falls campus. Dave, the student life director in Fergus Falls, spent his spring break riding across Florida all day for five straight days. Uff da.

## Music's in the air

Fans of all types of music will welcome a series of concerts and events planned for the spring by the **Music Department** on the Fergus Falls campus, directed by Dan Carlson and Teresa Ashworth. Events include:

- The Concert Band Concert at 7:30 p.m. Thursday, April 18.
- The Jazz Band Concert at 7:30 p.m. Saturday, April 20.
- The Pops Spectacular at 7:30 p.m. Thursday, April 25.
- Broadway Under the Lights at 2 p.m. Sunday, April 28.

Discover your future at [minnesota.edu](http://minnesota.edu).

A member of the Minnesota State Colleges and Universities System.

An Equal Opportunity Educator/Employer. Un Educador/Empleador de Oportunidad Igual.

### Detroit Lakes

900 Highway 34 East  
Detroit Lakes, MN 56501  
218.846.3700  
1.877.450.3322  
Fax: 218.846.3794

### Fergus Falls

1414 College Way  
Fergus Falls, MN 56537  
218.736.1500  
1.877.450.3322  
Fax: 218.736.1510

### Moorhead

1900 28th Avenue South  
Moorhead, MN 56560  
218.299.6500  
1.877.450.3322  
Fax: 218.299.6810

### Wadena

405 SW Colfax Avenue  
Wadena, MN 56482  
218.631.7800  
1.877.450.3322  
Fax: 218.631.7904

### eCampus

888.696.7282  
[ecampus@minnesota.edu](mailto:ecampus@minnesota.edu)

# M|State

Career, Technical and Transfer Education.



## Minnesota State Community and Technical College Academic Quality Improvement Program

### AQIP Points of Interest

- Academic Quality Improvement Program (AQIP) is an alternative process through which an organization can maintain its accredited status with The Higher Learning Commission.
- AQIP's goal is to infuse the principles and benefits of continuous improvement into the culture of colleges and universities in order to assure and advance the quality of higher education.
- **AQIP's Principles of High Performance Organizations** underlie all of AQIP's elements, activities and procedures. They represent the values that participating colleges and universities and AQIP itself strive to embody.
  1. A **mission** and vision that focus on serving needs of students and other stakeholders
  2. Broad-based faculty, staff and administrative **involvement**
  3. Leaders and **leadership** systems that support a quality culture
  4. A **learning**-centered environment
  5. Respect for **people** and willingness to invest in them
  6. **Collaboration** and a shared institutional focus
  7. **Agility**, flexibility and responsiveness to changing needs and conditions
  8. **Planning** for innovation and improvement
  9. Fact-based **information**-gathering and thinking to support analysis and decision making
  10. **Integrity** and responsible institutional citizenship

### M State Core Abilities

#### Purposeful Inquiry

Following the merger that created the College in 2003, the College formed a Curriculum Assessment Committee (CAC) and continued to assess student learning at the course and program level until 2011. The committee worked with instructors in writing Core Abilities and collected student learning artifacts throughout the entire assessment process. Since the inception of the Core Abilities in the spring of 2005 and the fall of 2006, faculty have strived to incorporate these abilities into courses whenever they fit with a course's competencies or program outcomes. This does not mean that they have focused on the abilities or formally assessed them in each of the courses; it just means that they have embraced the Core Abilities as core to what we do here and strive to incorporate them whenever possible.

There are three levels of learning at M State: course competencies, program outcomes and institutional outcomes. The institutional outcomes are outlined in the M State Core Abilities and indicators for those abilities. The College has identified the Core Abilities as a foundational education at M State.

Eighty-four faculty participated in a survey about the Core Abilities in October 2012. At the curriculum day, all faculty participated in round-table discussions to review the survey results and provide additional feedback. Since that time, additional academic groups such as the assessment committee, academic deans and AASC have reviewed the survey results and round-table feedback.

#### Open and Inclusive Process Strategic

This continuous improvement initiative aligns with the M State goal and strategies listed below:

##### Goal:

Continuously improve the processes for the measurement of student learning

##### Initiatives:

Develop and implement a plan for the assessment of student learning (Lead: CAO. Time line: Long-Range)

#### Engaging results and Data collection for M State's Future

Every graduate completes a program outcomes survey. The survey is unique to each program; the questions align with program-specific outcomes. Students are asked to rate the degree to which they feel the program met each outcome. Students also participate in a Core Abilities (institutional outcomes) survey upon graduation. Program faculty are provided the aggregate results and student comments to close the loop of assessment. Each graduate also receives a student survey distributed through the Institutional Research office. The survey results for the program outcome survey and the graduate survey are tabulated and shared with administration, faculty and advisory committees.

In 2011-2012, M State began surveying the business and industry partners that hire our graduates. The employer survey allows M State to measure the institutional Core Abilities as well as key indicators of workplace success.

# P.O.I.S.E.D 4 the Future

**Purposeful, Open,  
Inclusive, Strategic,  
Engaging and  
Data Driven**

The M State P.O.I.S.E.D process aligns with the key foci of academic quality improvement processes and improvements; the M State culture centers decision making on data, decentralizes control, empowers faculty and staff to make the decisions that directly affect their work, embraces system-wide thinking, and begins the improvement process with a key interest in meeting the expectations of stakeholders.

## Upcoming Consultations and Involvement Opportunities

- Shared Governance
- Cabinet and Management Teams
- Campus Forums
- Human Resources Team

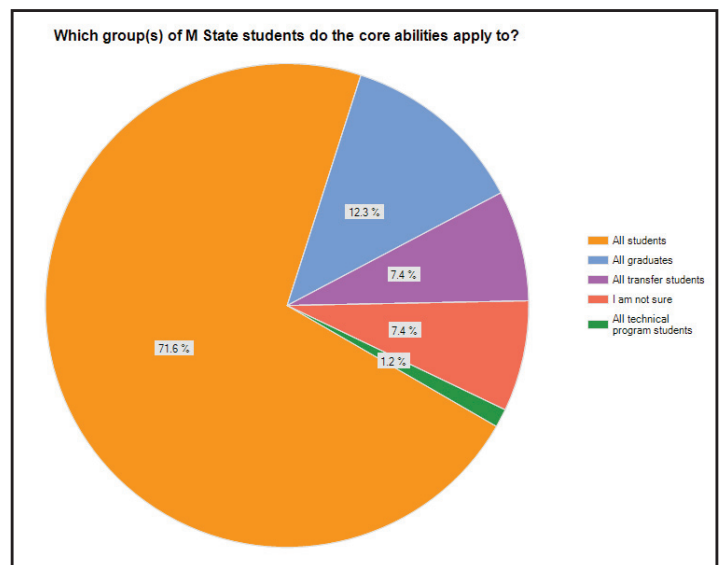
## Questions

**Carrie Brimhall**  
Associate Vice President  
of Academic and Student Affairs  
218.736.1504  
carrie.brimhall@minnesota.edu

Year	Institutional Core Ability	Demonstrate effective communication	Demonstrate critical thinking	Demonstrate personal, social, ethical responsibility	Demonstrate effective use of technology
	Graduate Responses	MEAN	MEAN	MEAN	MEAN
2008	631	3.80	3.90	4.00	3.90
2009	684	3.95	4.00	4.10	4.00
2010	500	3.80	3.90	4.00	4.20
2011-2012	1874	3.80	3.90	4.00	3.90

In February 2013, a group of faculty, staff and administrators attended an Assessment of Student Learning retreat hosted by The Higher Learning Commission. The group thoroughly reviewed the Core Abilities feedback, affirmed the College commitment to those abilities and began incorporating the feedback in editing and revitalizing. Following their return to M State, group members presented

their work to the entire assessment committee. Through dialog and enhanced interpretation of the survey and discussion feedback, the assessment task force has created a draft revision of the Core Abilities. Faculty will be leading conversations on each of the campuses to obtain input on the editing and updating of the Core Abilities and the related indicators. Faculty are encouraged to participate.



## AQIP Timeline, Opportunities for Input

January 1 - April 15	Share categories with College community (employee groups and committees). Enrich and revise drafts.	Lead - AVP with Cabinet participation
March 31 - April 15	Review final draft and make suggestions	Cabinet
May 1	All revisions due to AVP	Cabinet
May 1 - 10	Final edits made - final draft sent to printer	AVP
May 1 - 15	Electronic version of portfolio complete	AVP
May 15 - 25	Final version submitted to HLC	AVP
July 1 - August 31	All College communication of portfolio, 13-14 AQIP projects announced	Lead - AVP with Cabinet participation

**1.877.450.3322**  
**www.minnesota.edu**

A member of the Minnesota State Colleges and Universities System  
An Equal Opportunity Educator/Employer. Un Educador/Empleador de Oportunidad Igual.

**Minnesota State**  
Community and Technical College  
Detroit Lakes Fergus Falls Moorhead Wadena eCampus