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CELEBRATING  
EXCELLENCE  
2017



# CELEBRATING EXCELLENCE

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BOARD OF TRUSTEES AWARDS  
FOR EXCELLENCE

WEDNESDAY, APRIL 19, 2017

THE SAINT PAUL HOTEL  
PROMENADE BALLROOM  
350 MARKET STREET  
SAINT PAUL

## LUNCHEON AND AWARDS CEREMONY

11:30 A.M. — 1:15 P.M.

The Board of Trustees Awards for Excellence are system-level honors conferred annually to recognize professional achievement and to encourage the ongoing pursuit of excellence.

**Music** • Israel Lopez, guitar, and Melanie Yang, cello, students at Anoka-Ramsey Community College. Melanie will perform “Prelude” from the First Cello Suite by Johann Sebastian Bach.

**Emcee** • Cathy Wurzer

**Welcome** • Chancellor Steven Rosenstone and Board of Trustees Chair Michael Vekich

**Lunch**

**Presentation of Awards**

**Introductory Remarks** • Board of Trustees Academic and Student Affairs Committee Vice Chair Louise Sundin

**Recognition of Outstanding Service Faculty Members** • Board of Trustees Academic and Student Affairs Committee Vice Chair Sundin, Chancellor Rosenstone and Senior Vice Chancellor Ron Anderson

**Presentation of the Service Faculty Member of the Year Award** • Vice Chair Sundin, Chancellor Rosenstone and Senior Vice Chancellor Anderson

**Recognition of Educators of the Year and Outstanding Educators** • Vice Chair Sundin, Chancellor Rosenstone and Senior Vice Chancellor Anderson

**Closing** • Senior Vice Chancellor Anderson

## PROFESSIONAL EXCELLENCE IN SERVICE AWARD

The award is an honor bestowed upon university service faculty to acknowledge and reward exceptional individual professional accomplishment, and to encourage ongoing excellence in the key roles that service faculty fulfill at our system's universities. They are responsible for advising and counseling students; for the recruitment, retention, and placement of students; for residential life programming; facilitation of student groups and student leadership; and other involvement in university and community activities. This is the third year the award is being bestowed.

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*“As a past award winner, I truly understand and appreciate how meaningful it is to receive the Board of Trustees Excellence in Service Award. When I received the award last year, I spoke about how honored I was to be recognized among the many talented and dedicated ASF employees at our seven state universities. Serving on the committee this year truly drove that point home -- all seven of the nominees deserve to be recognized for their hard work, talent, and contribution to student success.*

*Their portfolios were outstanding, and having the opportunity to review their accomplishments and service to students was a great experience.”*

*– Barbara Oertel, Winona State University  
2016 Service Faculty Member of the Year  
2017 Service Award Review Committee Member*

## Selection Criteria

The Professional Excellence in Service Award Review Committee evaluated each nominee in the following areas:

- **Exceptional work performance:** The nominee should demonstrate excellence in professional activities within and beyond the parameters of the job description. The ideal nominee fulfills the position's professional requirements in a creative and innovative fashion while demonstrating flexibility and adaptability to institutional and/or system needs. Consideration should be given to capabilities and accomplishments in the areas of leadership, decision-making and problem-solving. Evidence in this category includes, but is not limited to, professional recognitions, initiation of program ideas, development of proposals, and committee activities.
- **Advancement of the university mission:** The nominee should advance the mission of his or her home university and the campus within the context of the campus' mission and core values of teaching, research, and public service. There should be an explanation of the work of the individual and the impact of that work.
- **Expertise, creative achievement and professional development:** Outstanding Service Faculty Members should be professionals whose subject-matter knowledge is evident in their use of well-regarded and current knowledge and practices in their work. They participate in ongoing professional development to support their professional pursuits.
- **Contribution to student growth and development:** Nominees should demonstrate high achievement in this area through evidence of excellence in their service to students. ASF members can demonstrate high achievement in this area through evidence of advising excellence, unusual success in recruitment, retention or placement of students; counseling excellence; residential life programming excellence; facilitation of student groups and student leadership, student research projects or internships; comments from alumni; or involvement in department, center or extra-departmental student activities.

## System Board of Trustees Professional Excellence in Service Award Review Committee

Sara Grandberg-Rademacker	Minnesota State University, Mankato
Wanda Overland	St. Cloud State University
Paul Shepherd	Academic and Student Affairs
Barbara Oertel	Winona State University



## Kierstin E. Hoven

*Director of Campus Recreation  
Bemidji State University*

Kierstin Hoven is admired by colleagues and students as an honest, ethical, caring professional with an exceptional record of accomplishments and a passionate commitment to meeting the needs of students at Bemidji State University. A part of the BSU community for more than 25 years, Hoven began as a student, earning both undergraduate

and graduate degrees in education and educational administration. Hoven's career path started with her work as a student employee before moving into progressively higher levels of responsibility and leadership. Now the Director of Campus Recreation, she brings this long history and love for BSU to all she does.

Hoven is the expert in the provision of recreation to the campus community and instinctively connects her work, and that of her department, to the mission of BSU. Known for her belief in the value of evidence-based practices and accountability, she thrives in the world of assessing outcomes and evaluating performance; the data-driven work of her department demonstrates a strong connectedness to the student success mission of BSU and the positive impact her work has had. For those who have had the good fortune to work with Hoven, she stands out for her superior supervisory skills, her dedication to developing a team environment with staff, and a commitment to creating a culture that allows for all staff to reach their full potential.

Colleagues, students, and the president praise Hoven for her outstanding service and determination to make a difference in others' lives. She is highly collaborative and shares her energy with many departments outside of her own, including teaching as a First Year Experience instructor. She has been a leader on broad initiatives, such as the new Best You @ BSU project to integrate six of the primary dimensions of wellness – career, emotional, environmental, physical, social and spiritual – throughout the student experience at BSU. Hoven also stands out for her investment and care in the many smaller, vitally important things that make a difference, such as forging individual relationships with students and helping students to develop the skills necessary for success on campus and after graduation. The campus selection committee added this: "Kiersten's unwavering focus on student retention and success is an obvious priority that positively impacts our entire campus."

Hoven has earned teaching licensure, two bachelor's degrees in education, a master's degree in educational administration and taken doctoral course work in educational leadership. In addition, Hoven was a participant in the prestigious and highly selective Alice Manicur Symposium, an intensive professional development opportunity to learn and master a variety of strategic and transformational leadership experiences. Hoven continues to serve on multiple campus committees and is an active member of the Minnesota State University Association of Administrative and Service Faculty.

## REVIEWER COMMENTS

**Exceptional Work Performance** Hoven has an exceptional record of accomplishments over 25+ years at BSU. She takes an evidence-based approach to her work, incorporating assessment into all that she does. Not only is this instrumental in ongoing quality improvement, but the evidence demonstrates the positive impacts that she has had on students and on her university.

**Contribution to Student Growth and Development** Hoven is a passionate student advocate and contributes to student growth and development at BSU in many ways. She has been an exceptional contributor to the Beaver Success Coach program and her First Year Experience courses go far beyond the norm as she engages students in the classroom and the community to foster and promote student success and wellness. She acts as a mentor to countless students and inspires others to do the same.

**Expertise, Creative Achievement and Professional Development** Hoven has an entrepreneurial spirit that shows in the way she looks for opportunities to improve services and meet the needs of students, all while seeking to improve efficiencies and accountability. Professional growth is a priority for Hoven and her staff. Her leadership in the development of the university wide "Best You @ BSU" wellness initiative is a good example of creative achievement with broad implications.

**Advancement of the University Mission** Hoven's work to advance the mission of the university extends beyond her departmental work. She is known for instinctively connecting her daily work to the mission of BSU and its ideas of innovation, student success, service to others, and appreciation for diverse peoples. She is an advocate and champion for students of all backgrounds.



## OUTSTANDING SERVICE FACULTY MEMBERS

These administrative service faculty members are recognized for the extraordinary service they provide at their universities and to Minnesota State. Comments were provided by colleagues, presidents and community supporters.

### **Birtukan Abebe • Academic Advisor, College of Sciences**

*Metropolitan State University  
President Ginny Arthur*

Known on campus for being compassionate, kind and cheerful, Abebe does her job with perfection. This knowledgeable, committed advisor continually goes the extra mile to assist her students and make their life as worry-free as possible.



### **Brittany Krull • Assistant Director, Office of Student Success**

*Southwest Minnesota State University  
President Connie Gores*

Krull's love for her university and its students is undeniable. She expertly advises, counsels and mentors students, helping them navigate their path to educational and professional success. Her positive, refreshing attitude make her an essential campus and community leader.



### **Kelly Meier • Senior Director for Institutional Diversity**

*Minnesota State University, Mankato  
President Richard Davenport*

During her 26-year career, this respected campus leader has fostered an engaged and inclusive learning community based upon civility, trust and respect. Meier's efforts to enhance student development using creative, student-centered programming and services have been extraordinary.



**Greg Toutges • Disability Resource  
Center Director**

*Minnesota State University Moorhead  
President Anne Blackhurst*

This diligent, transformational director makes students feel worthy and valued while helping them overcome obstacles and achieve their dreams. Known as a positive, impactful role model, Toutges adeptly uses a collaborative approach to enhance student success.



**Susan Bayerl • Registrar, Records  
and Registration**

*St. Cloud State University  
Interim President Ashish Vaidya*

Bayerl is recognized for her unwavering dedication and contributions to assisting students. Her extensive list of accomplishments includes helping to develop an effective new model for daily course scheduling and implementing an early registration program for students who are veterans.



**Carl Stange • Director of Admissions**

*Winona State University  
President Scott Olson*

Students are grateful for this beloved administrator's profound ability to nurture and open pathways that help them reach their potential. Stange's dynamic leadership, unbridled passion, explicit integrity and genuine affection for the wellness and success of WSU students is amazing.



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**BOARD OF TRUSTEES SERVICE FACULTY  
MEMBERS OF THE YEAR**

**2016**

Barbara Oertel • Director of Warrior Success Center  
Winona State University

**2015**

Shahzad Ahmad • Director for Multicultural Student Services  
St. Cloud State University

## THE BOARD OF TRUSTEES AWARD FOR EXCELLENCE IN TEACHING

The Board of Trustees Educator of the Year Award for Excellence in Teaching was established in 2007. Board of Trustees bestows the award upon faculty within Minnesota State to acknowledge and reward exceptional professional accomplishment, and to encourage ongoing excellence in teaching. The award proclaims, on behalf of the entire system, the Board of Trustees' pride in the dedication and accomplishment of its faculty who provide instruction that prepares Minnesota college and university students for their professional, scholarly and civic lives. This year, presidents designated 31 Outstanding Educators in nomination for the award.

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*“Outstanding faculty at all our colleges and universities make it possible for us to provide an extraordinary education for all Minnesotans. The programs our faculty deliver – academic programs, advising, financial aid, registration, residential life, and student affairs, just to name a few – are vital to our ability to serve students and communities in every corner of the state. The board established these awards as a way to honor exceptional work, to shine a spotlight on it, and to share it far beyond a single campus.”*

– Michael Vekich, Chair  
Board of Trustees

*“I am deeply appreciative to have been blessed with the opportunity to participate in the portfolio review process because it rewards those who truly contribute to what we do as educators: To serve the student. This is sincerely the most rewarding of the many endeavors that I engage in beyond the classroom with Minnesota State.”*

– Rik Stirling  
Hennepin Technical College  
Member of the Awards for Excellence  
In Teaching Review Committee

## Selection Criteria

The Board of Trustees Educator of the Year Award for Excellence in Teaching program evaluates each nominee in the following areas:

- Content expertise and professional growth
- Teaching strategies and materials
- Assessment of student learning and performance
- Service to students, profession, institution, system

Nominations were made by students, faculty peers, or staff, and evaluated by a campus review committee before Outstanding Educator nomination packets were submitted to the Senior Vice Chancellor. At the system level, a committee employed a rubric of detailed criteria in reading and discussing Outstanding Educator portfolios, and made final recommendations of four Educator of the Year recipients to Senior Vice Chancellor Anderson. Those recommendations were reviewed and approved by the Board of Trustees.

## System Board of Trustees Award for Excellence in Teaching Review Committee

Adenuga Atewologun	Riverland Community College
Fran Bieganek	Anoka-Ramsey Community College
Julie Daniels	Century College
L. Hazareesingh	Mesabi Range College
Michael Janke	Information Technology Systems
Linda Kingston	Saint Paul College
Becca Larson	Minnesota State College Student Association
Craig Larson	North Hennepin Community College
Shannon Fiene	Minnesota West Community & Technical College
Jon Dalager	Academic and Student Affairs
Rik Stirling	Hennepin Technical College



## Thomas (Gill) Creel

*English Instructor  
Minneapolis Community  
and Technical College*

Dr. Thomas (Gill) Creel's approach to teaching embraces a belief that "learning is about exploration, discovery, belonging, and ownership." Tirelessly innovative, constantly leveraging his knowledge of teaching and technology to improve student outcomes, Creel has had a profound impact on the stu-

dents and community at Minneapolis Community and Technical College. A voracious learner himself, Creel recognizes that a "new wired world was creating new ways of constructing knowledge and writing,"

and was an early explorer of online education in his composition and literature courses. In addition, he has worked with a long-time colleague and collaborator to develop new writing courses that require students to investigate, critique, and compose in Wikipedia, and has been exploring game-based learning to create a new composition course built within an immersive role-playing game.

Creel is a creative and engaging instructor, and believes that letting students drive the learning not only makes it more fun, but also keeps it relevant. Integration of cutting-edge game-based learning in composition and literature classes is designed to motivate and foster persistence, creativity and learning for all students at MCTC. Class assignments utilize active learning approaches designed to build community in the class while meeting learning approaches and fostering higher-order thinking skills.

In all classes, Creel ensures that students are exposed to authors and thinkers who reflect their life experiences, creating activities and assignments that connect to the diverse backgrounds of his students. The curriculum is continually refreshed with material that resonates with the students at MCTC. It's not unusual for a class to include material ranging from internationally renowned novelists to political activists to YouTube stars. He continues to find novel ways to bring competitions and games into the classroom to engage and motivate his students. And those strategies have an impact: One student commented that Creel's course had shown her "a different way to look at reading," and thanked him for the inspiration and the tremendous change that he made in her life.

Creel holds a Ph.D. in English, is a frequent conference presenter, and has been an active collaborator in the national dialogue about

writing instruction. Creel is also collaborative and supportive of colleagues with teaching and technology: He served as the Director for eLearning for several years and led the redesign of several classrooms into active, collaborative, technology-enabled learning spaces. Recent funding received through a Minnesota State Shark Tank Innovation Grant promises to provide critical insights into the experiences of online students that will be valuable to faculty and staff across the system.

## REVIEWER COMMENTS

**Content Expertise and Professional Growth** Creel combines discipline scholarship with teaching scholarship, and is constantly learning, innovating and adopting new technologies, pedagogies, and perspectives. From the beginning as an instructor, Creel has combined his ideals of student agency, exploration and fun into his classroom. Along with a colleague, he recently received a \$25,000 Minnesota State Shark Tank Innovation Grant to focus on improving the success rates for online students, especially students of color.

**Teaching Strategies and Materials** Creel sees all of his courses as an opportunity to innovate to improve student learning. Game-based approaches mark Creel as distinctive from many peers; games such as The Devil's in the Details (students turn generic nouns into descriptive phrases) or Titleist (teams compete to create the most arresting titles for essays) provide compelling and motivating learning experiences for students.

**Assessment of Student Learning and Performance** Creel utilizes multiple measures of assessment not only to demonstrate student learning, but also to allow students to chart their own growth and to continually revise and improve courses. The use of rubrics is fundamental to his teaching and assessing, and Creel utilizes rubrics created by the department as a whole to frame student learning and to be accountable to fellow faculty. Currently, he is researching the effectiveness of various facets of an online gaming course to ensure improvements to the course at all levels, both theoretical and practical.

**Service to Students, Profession, Institution, System** Creel engages with students by continually refreshing the curriculum in ways that resonate with the diverse students at MCTC. Creel has provided leadership to the college in multiple ways, including as Director for eLearning and English department coordinator, where he led the effort to remake the pre-college writing curriculum and the rubrics and assessment tools used in those courses. He's also spearheaded conversations about race and equity that changed the English faculty's work as a department and the way many colleagues work in the classroom.



## Joan Bernard

*Computer Careers/Information  
Systems Instructor  
Hennepin Technical College*

Joan Bernard is a superior teacher, one who creates an environment that is safe for exploration and experimentation, allows students to learn from mistakes, and supports growing confidence and skill-building as they celebrate accomplishments, small and large.

Keenly aware of the complexities of the lives of students in the richly diverse world at Hennepin Technical College, Bernard recognizes that her students are balancing college with family, work, and potential barriers such as health and transportation. In her own words, she is “determined not to be one more obstacle” for students. Bernard has a sincere curiosity to learn about others, and this cultivates respect and acceptance in her classroom. A campus colleague commented on Bernard’s ability to connect with students, noting, “It takes a special person to connect with each individual, something that Joan does flawlessly.”

Bernard has a strong record of facilitating deep learning to ensure students master the technical, communication, and problem-solving skills needed to be successful in careers as computer network professionals. Her teaching and research stays closely connected to the needs of today’s workforce. She utilizes technology to bring content and industry experts into the classroom, and she focuses on what students will need to be successful in their career fields. Students engage in active and project-based learning to meet their needs and learning styles. Weekly assessments provide opportunities for students to gauge their own learning and to provide valuable feedback for Bernard so she can adjust her instruction to help students succeed.

Students will need skills to succeed as IT professionals, so Bernard utilizes summative assessments that challenge students to apply and demonstrate their knowledge and skills, such as designing an IP addressing scheme, or troubleshooting and fixing a flawed network. But Bernard also works to provide the conditions to foster a growth mindset, in herself as well as her students, to unlock potential for learning and help students to become successful thinkers and problem-solvers. These skills are necessary in today’s workplace, and a growth mindset will serve those students well beyond their time at HTC.

Bernard is active at the college and has served on multiple committees and as division chair. Currently, she plays a leadership role in the Academic Quality Improvement Program (AQIP) process at HTC. She has presented at local and national conferences, and

often participates in new faculty orientations. Outside the college, she spends summers working with a non-profit called Genesys Works, creating technical curricula and finding opportunities for high school students to participate in IT-related internships at major corporations.

## REVIEWER COMMENTS

**Content Expertise and Professional Growth** Bernard demonstrates a commitment to keeping a pulse on the skills and knowledge that industry demands from an emerging workforce. She continues to research IT career fields and rapidly changing technologies and shares this data with students. Bernard outlines specific learning goals for herself – connected to both her content and pedagogy – and has a strong record of meeting those goals. She holds a Master’s degree in Education, has earned several industry credentials, and is currently enrolled at Metropolitan State University working toward an additional graduate degree: a Master of Management Information Systems.

**Teaching Strategies and Materials** Bernard focuses on teaching the “heads-on and hands-on skills” that students will need to be successful. She requires demonstrated competence at hands-on technical skills and the heads-on troubleshooting and problem-solving skills that are necessary in a career field that continues to grow and change at a rapid pace. In addition, Bernard integrates critical oral and written communication skills into her courses. This has led to expanded literacy skills for students in this technical field.

**Assessment of Student Learning and Performance** A strength for Bernard is her focus on the learning process. Starting with simple goals allows students to experience success and build confidence needed to tackle more challenging tasks and material. Bernard designs rigorous learning opportunities for all students to master course content, while using multiple instructional strategies and assessments. She has been involved in college-wide assessment projects, linking course outcomes to HTC learner outcomes.

**Service to Students, Profession, Institution, System** Bernard lives her commitment to serving all students by offering office hours through virtual meetings and expanded “Open Lab” times open to students at all levels. This has created important collaborative opportunities and informal, powerful learning communities for students. As a woman who has spent 20+ years in the male-dominated Information Technology industry, Bernard recognizes her value as a role model and mentor to help other women enter and thrive in technology careers.





## Maran Wolston

*Philosophy Instructor  
Minneapolis Community  
and Technical College*

Innovative and passionate about educational access, Maran Wolston works in every way to reduce barriers to student success at Minneapolis Community and Technical College. Her commitment to access manifests itself in multiple ways: Creating an accessible system and tailoring instruction to meet the

needs of a richly diverse student population; ensuring access to course materials by providing content that is relevant, compelling, and no cost to students; advancing accessibility in course design and teaching strategies through integration of principles of Universal Design for Learning and other strategies to comply with requirements of the Americans with Disabilities Act; and always being accessible to students.

Wolston is an engaging and caring educator known for infusing any course with techniques, materials, and strategies that make an “overwhelmingly positive” difference for students. Logic, a make-or-break class for students who often need the course to graduate, can be intimidating for many. Wolston utilizes a scaffolded learning framework that allows students to build confidence and skills as they work to master challenging content. She supports student learning in other ways, too, hosting two websites specifically for students in the Logic class: one housing more than 100 lecture and tutorial videos created to support students and a second interactive website where students can practice devising proofs of logic problems. As a leader in the Open Educational Resources movement, and an evangelist for accessible courses and materials, Wolston has written a Logic textbook that is available free to students. Her students are partners in learning; when a student asked if her textbook could be more inclusive by using a few non-heteronormative word problems, she made those changes.

Formative assessments in Wolston’s classes are intended to determine whether learning has taken place along a continuum of learning levels, from remembering facts or definitions to succeeding in analysis and evaluation. Quizzes throughout a course are designed to assess learning and also to be learning tools for students. Feedback on quizzes includes guidance on what students need to do to be successful. This guidance provides a structured pathway for students to proceed through content, to monitor learning, and to support success. Throughout the semester, she collects anonymous feedback from students and adjusts instruction based on that feedback.

Wolston is a significant contributor to the college and the system. She was the recipient of a Minnesota State Open Educational Resources grant to develop and build faculty awareness of high-quality, cost-free resources for students. In addition, she is collaborating on another OER project for MCTC that will collect student writings on their experiences with race and racism which will be free and used by multiple courses on campus. She serves on multiple MCTC committees and workgroups and is very active in system initiatives, including leading the effort to enable Minnesota State employees and students to add machine-transcribed captions to videos. She is serving as the primary editor and author of a Minnesota State “Captioning Toolkit” that will be available system wide.

## REVIEWER COMMENTS

**Content Expertise and Professional Growth** Wolston is a curious learner and a generous collaborator, committed to sharing what she has learned with her colleagues as a faculty developer. She is serving as the Center for Teaching and Learning Innovations Consultant, and is known for sharing all she learns with colleagues. Her interest in inclusive and accessible teaching is profound, and she has emerged as a leader at MCTC and Minnesota State on broadening awareness of tools for captioning instructional videos.

**Teaching Strategies and Materials** Wolston thinks deeply about the curriculum, pedagogy, and tools that make difficult subjects like Logic more accessible to students. She is noted for infusing any course with techniques and strategies that make a difference for students, such as using relevant, free, course materials; varying activities to be as inclusive as possible; giving students a sense of agency over the curriculum; and making herself readily available to students.

**Assessment of Student Learning and Performance** Wolston uses a variety of methods to assess her students and improve her own teaching, including inviting faculty and administrative colleagues to observe her courses and review her syllabi and course materials. Her approach is reflective, using multiple data sources and thoughtful reflection to continually assess and improve her teaching.

**Service to Students, Profession, Institution, System** Wolston serves on the MCTC Web Steering Committee, Shared Governance, and Campus Academic Technology Team. Her passion and hard work are notable, but the foundation of Wolston’s success is built on relationships, a critical factor in student persistence, success, and engagement. Her contributions to and for students are extensive. She has served as an advisor and tutor to student groups and is exploring ways to drive down or eliminate textbook costs for students through development of a zero-textbook-cost AA degree at MCTC.



## Carol (Kari) Frisch

*Communications Instructor  
Central Lakes College*

Carol (Kari) Frisch lives a philosophy that strives to connect Central Lakes College (CLC) students to content in meaningful ways in order to unleash infinite learning possibilities, a philosophy she calls TEACHING<sup>1</sup> = LEARNING<sup>∞</sup>, or “teaching to the first degree equals learning to the infinite.” Teaching to the first degree involves scaffolding and helping

students to make connections within and across their own experience in order to reduce the degrees of separation that students may feel from content. Helping students see the connections to their own lives in the course material is what Frisch calls teaching “to the first degree.” When this happens, Frisch sees endless possibilities for learning to the infinite. Such an approach supports students to meet learning objectives and keeps them engaged. It also helps them to grow as people and provides ways of connecting to new content as skills students can use beyond the classroom.

Frisch’s student-focused approach to teaching utilizes experiential and real-world means to connect students to content, especially in an online environment. She is committed to equity and inclusiveness for all students. She integrates Universal Design for Learning principles in courses to make teaching inclusive, embeds service learning in both face-to-face and online classes, and uses Open Educational Resources to reduce textbook costs and to allow Frisch to modify and tailor learning materials to meet the needs and styles of students.

Frisch uses what she calls a five-point “star approach” to assessment: 1) alignment to course objectives and goals, 2) quality and rigor of assessments, 3) personalization to ensure accessibility and relevance to individual students, 4) layered communications that effectively weave content and learning or individual, course, and institutional assessments, and 5) clear communications so students know expectations and assessment parameters. Data analysis of the assessments is a critical part of closing the loop to make changes in her teaching. She has averaged an impressive 95% retention rate in her classes over 13 semesters.

She has served in many capacities at the college and across the system. In addition to graduate degrees and post-graduate courses in her field, Frisch is a statewide Quality Matters reviewer for excellence in online teaching and has served as the CLC’s e-Learning Coordinator for the past year. At a system level, she is a member of the Campus Academic Technology Team, chair of

the MSCF Technology committee, and is now serving as a member of the Transfer Pathways Team for her discipline.

Frisch is a second-generation, proud and passionate CLC instructor, having grown up with a father who taught at CLC for many years and who modeled the importance of lifelong learning and love of teaching. A firm believer in the mission of CLC, she strives to be the best learner, best instructor, and best colleague she can be every day. She models excellence, all with a joy and enthusiasm that has a positive impact on all that interact and work with her.

## REVIEWER COMMENTS

**Content Expertise and Professional Growth** Frisch is committed to her own learning and professional growth and shows evidence of a high level of dedication to her professional life. Many of her professional development activities revolve around issues of equity; she believes success as an instructor happens when she matches the “knowledge of what I am teaching to whom I am teaching.” To better understand her students, she engages in state and local cultural events, has completed a certificate in web accessibility (focused on meeting the needs of students challenged by a disability), and has participated in community seminars such as the Native American Cultural Competency Training, Safe Spaces training, and Bridges out of Poverty training.

**Teaching Strategies and Materials** After reviewing the teaching philosophy and strategies outlined in her portfolio, one reviewer commented, “Everything is excellent!” Frisch engages in meaningful, inclusive teaching practices, and the integration of service learning in online classes demonstrates her interest in student retention and enhancement of learning experiences for online students.

**Assessment of Student Learning and Performance** Frisch assesses student learning using surveys, reflections, writing assignments, skill exercises, and quizzes. Her “star approach” to assessment is comprehensive and impressive. Frisch has worked hard to design an online learning environment that measures student learning fairly and robustly.

**Service to Students, Profession, Institution, System** Known as the “social media cheerleader” at CLC, Frisch regularly attends campus events and tweets to share photos and student success experiences. She has a long record of supporting students through the Random Acts of Kindness Fund to provide emergency assistance to CLC students, and to the CLC Frisch Family Scholarship. Frisch’s level of commitment to her college and her students inspires everyone to reach higher, do more, and change more lives.

## OUTSTANDING EDUCATORS

A sampling of comments from students, colleagues, deans, and presidents. They recognized these faculty as outstanding in every regard: as teachers, advisors, colleagues, scholars and professionals.

### **James Andresen • Political Science**

*Saint Paul College*

*President Rassoul Dastmozd*

Andresen is a consummate educator who challenges and inspires his students to become independent and critical thinkers. He promotes an environment of open-mindedness and civil discourse in his classroom and students leave with a deeper understanding of themselves and the world.



### **Kirk Boraas • Chemistry**

*Minneapolis Community*

*and Technical College*

*President Sharon Pierce*

Central to Boraas' success is his infectious curiosity and passion for the physical world. This master teacher and faculty leader expertly designs his courses so every student experiences the challenge, frustration and excitement of solving problems in both the classroom and laboratory.



### **Matthew Borcharding • Science**

*Minnesota State Community*

*and Technical College*

*President Peggy Kennedy*

Borcharding fosters a remarkable environment of holistic teaching and learning. This impactful, dedicated instructor encourages students to focus on concepts and to think critically about the world rather than being satisfied with learning merely facts and figures.



**Jessie Breyer • Psychology**

*Century College*

*Interim President Patrick Opatz*

Possessing a dynamic and introspective teaching style, Breyer is a positive force in the lives of her students. She expertly applies her extensive research background and uses experiential learning methodology and innovative technology tools to connect and deliver course materials.



**Anne Byrd • Theatre**

*Normandale Community College*

*President Joyce Ester*

Students call this memorable educator knowledgeable, empowering and compassionate. Known for setting high standards and encouraging students to take ownership of their work, Byrd celebrates their achievements. She's especially proud of the high number of her students who successfully transfer.



**Ruth Christensen • English**

*Northland Community and Technical College*

*President Dennis Bona*

Seeing potential in every student, Christensen creates a caring, supportive classroom environment where learning is stimulating and relevant. Widely respected and admired, this tireless educator forges significant community connections, including work with the college foundation and theater groups.



**Pam Cummings • Paralegal**

*Minnesota State Community and Technical College*

*President Peggy Kennedy*

Cummings didn't become a teacher until she turned 40, but now spends her time living her passion. This tenacious, lifelong learner spends her days instructing, mentoring and supporting her students, making them believe in themselves and showing them that quitting is not an option.



**Mary R. Daunis • Mathematics**  
*Normandale Community College*  
*President Joyce Ester*

Daunis is a special teacher who has the superior ability to unlock the mysteries and fear students often associate with mathematics. Caring and committed, Daunis skillfully creates significant, lasting learning experiences by incorporating real-world experiences into her curriculum.



**Janine Goenner • Mathematics**  
*Anoka-Ramsey Community College*  
*President Kent Hanson*

Goenner has the reputation of serving her college and its students admirably. Students see her as an exemplary, popular teacher whose relaxed personality puts them at ease. Colleagues praise her advocacy of departmental collaboration and active participation in projects, teaching circles and campus activities.



**Mark Gucinski • Biology**  
*St. Cloud Technical and Community College*  
*President Joyce Helens*

Known for being a friendly, positive educator, Gucinski challenges and captivates his students both intellectually and experientially. His expertise, coupled with his willingness to incorporate innovative teaching methods, has resulted in impressive levels of student achievement.



**Scott Gunderson • Business and Management**  
*Dakota County Technical College*  
*President Tim Wynes*

Gunderson personified the true dedication and inventiveness exhibited by exceptionally talented educators. His endless enthusiasm for lifelong learning is an inspiration to his students, who see him as a role model for enduring success in business and academia.



**Steven Kovacic • Law Enforcement**

*Hibbing Community College  
President William Maki*

Kovacic is one of those rare individuals who possesses the talent, experience and ability to fundamentally impact students' lifelong goals and opportunities. A staunch advocate of "learning by doing," this astounding educator models compassion and shows his students the importance of community service.



**Kathryn Kysar • English**

*Anoka-Ramsey Community College  
President Kent Hanson*

A published writer and poet, Kysar is recognized as a person of conscience whose commitment to social justice and inclusiveness are without parallel. She teaches her students to appreciate writing as an art form and challenges them to be active, responsible learners.



**Mark L. Larson • ESOL/Global  
and Cultural Studies**

*North Hennepin Community College  
President Barbara McDonald*

Students call Larson a teacher of life. This brilliant educator's deep commitment to an engaging, interdisciplinary learning environment is evidenced by his extensive use of innovative, collaborative, hands-on experiences that focus on human values and cultural perspectives.



**Kimball Loomis • Chemistry**

*Century College  
Interim President Patrick Opatz*

Students find Loomis' marvelous classroom presence and approachability make learning a "difficult" subject much easier. Her comprehensive subject knowledge, coupled with the contagious enthusiasm she has for chemistry, is leading to spectacular student completion rates.





**Roberta Moorhouse • Marketing Management***South Central College  
President Annette Parker*

Moorhouse has been a fantastic role model, mentor and motivator to hundreds of students for over 34 years. This kind and humble educator and DECA advisor helps students not only develop stellar professional skills, but also demonstrates the value of service to others.

**Amanda Olson • Communication***Century College  
Interim President Patrick Opatz*

Olson cares deeply about the craft of teaching and works diligently to provide a quality learning environment. Her incessant passion for instructional innovation is reflected in her tremendous use multi-media, learning communities, collaborative research and service learning.

**Richard Oxley • Interactive Design/Video Production***Hennepin Technical College  
President Merrill Irving, Jr.*

To have fun, learn and execute are the core of Oxley's teaching philosophy. His tremendous network within the video production industry provides opportunities for his students to engage in "real world" projects, ultimately bolstering their portfolios and giving them amazing work experiences.

**Patricia Pieper • Chemistry***Anoka-Ramsey Community College  
President Kent Hanson*

Pieper's expertise and passion for her profession ripple far beyond her classroom walls. This vital member of the campus community has advised student organizations, participated on many campus committees and mentored area high school chemistry teachers. Her dedication is evident.



**Bridget Reigstad • Psychology**

*Normandale Community College  
President Joyce Ester*

This warm, gracious teacher with an irresistible sense of humor creates a learning environment where students instantly feel comfortable. Her belief that anyone can learn empowers her students and helps them to shine as leaders in their educational experience.



**Randal Renken • Biology**

*Rochester Community and Technical College  
Interim President Mary Davenport*

Called fair, positive and approachable, this RCTC alum firmly believes in putting students first. Renken commits countless hours to preparing and updating course materials aimed at ensuring student success and then gathers student input on how his instruction and course materials can be improved.



**Laine Rieger • Child Development**

*Minnesota West Community  
and Technical College  
President Terry Gaalswyk*

Rieger is lauded as a gifted practitioner, charismatic leader, respected colleague and wonderful volunteer. She values her students and superbly weaves solid pedagogy, humor, storytelling and experiential learning into educational experiences that lead to success. She epitomizes a true educator.



**Kimberly Rowley • Veterinary Technology**  
*Rochester Community and Technical College*  
*Interim President Mary Davenport*

Rowley is not only a motivated, conscientious educator, but also a licensed veterinarian who is able to seamlessly incorporate real-work experiences into her curriculum. Her professional expertise, along with her classroom proficiency, produces graduates well-prepared for the workplace.



**Amy Jo Swing • English**  
*Lake Superior College*  
*President Patrick Johns*

Swing's intense passion for writing led her to what she calls the best job in the world: teaching. Her impressive credentials include being a pioneer and powerful mentor in creating and maintaining quality online learning opportunities that meet students' diverse and changing needs.



**Susan Taylor • English**  
*Saint Paul College*  
*President Rassoul Dastmozd*

This devoted, admired teacher provides diverse and academically rigorous experiences to prepare students for real-world experiences and lifelong learning. Taylor pushes her students to become accomplished critical thinkers and effective communications for the rest of their lives.



**Michele Timp-Pilon • Administrative  
Assistant/Business Management**

*St. Cloud Technical and Community College  
President Joyce Helens*

Not only is Timp-Pilon recognized for her vast knowledge and beneficial teaching methods, but also for her genuine interest in students' well-being and success. This impressive teacher is active in campus committees, provides faculty leadership and serves as an advisor for student clubs.



**Kent Voelkner • Chemistry and Math**

*Lake Superior College  
President Patrick Johns*

Voelkner has a stellar reputation for being an academically challenging, yet extremely helpful instructor who creates learning experiences and pathways that meet students' learning needs and goals. As a student senate advisor for 27 years, he has guided students to become outstanding leaders.



**BOARD OF TRUSTEES AWARDS  
EDUCATORS OF THE YEAR, 2007-2016**

**2016**

Justin Berry • Physical Therapy Assistant

Northland Community and Technical College

William Breen • English

Anoka-Ramsey Community College

Shannon Peak Fiene • Mathematics

Minnesota West Community and Technical College

Adam Marcotte • English

Central Lakes College

**2015**

Victoria Hutson • Art

Lake Superior College

Elizabeth Longley • Chemistry

Normandale Community College

Shana Petermann • Biology

Minnesota State Community and Technical College

Lisa Smith • Chemistry

North Hennepin Community College

**2014**

Deanna Forsman • History

North Hennepin Community College

Cheryl Neudauer • Biology

Minneapolis Community and Technical College

Sandra Sellner-Wee • Radiography

Riverland Community College

Cheryl Tefer • Nursing

Anoka-Ramsey Community College

**2013**

Andrew Aspaas • Chemistry  
Anoka-Ramsey Community College

Alan Erdahl • Biology  
Riverland Community College

Darci Goeden • Nursing  
Central Lakes College

Susan Thaemert • Dental Assisting  
Hennepin Technical College

**2012**

Phyllis Ballata • English  
Century College

Paul Carney • English  
Minnesota State Community & Technical College

Rod Milbrandt • Physics  
Rochester Community & Technical College

Shawn Mueske • Biology  
Ridgewater College

**2011**

Catherine Egenberger • Art  
Rochester Community & Technical College

David I. Page • Emergency Medical Services  
Inver Hills Community College

Elizabeth Picciano • Reading and College and Career Studies  
Central Lakes College

Pamela Anne Tranby • Biology  
Riverland Community College

**2010**

Paula Croonquist • Biology  
Anoka-Ramsey Community College

Lori Halverson-Wente • Speech Communication  
Rochester Community & Technical College

Mark Hickman • Transportation  
Dakota County Technical College

Pamela Whitfield • English and Equine Science  
Rochester Community & Technical College

**2009**

Chris Austin • Economics  
Normandale Community College

Dorian Beaulieu • Art  
Lake Superior College

Ernie Parker • Fluid Power Engineering Technology  
Hennepin Technical College

Deborah Roiger • Biology  
St. Cloud Technical & Community College

**2008**

Robin Fruth-Dugstad • Horticultural Technology  
Rochester Community & Technical College

Suzette Overby • Human Services  
Riverland Community College

Daniel Paulnock • Speech and Communication  
Saint Paul College

Eugenia Paulus • Chemistry  
North Hennepin Community College

**2007**

Donald E. Graves • Biology  
Rainy River Community College

Michele M. Neaton • Speech and Communication  
Century College

Julie A. Rodakowski • English/Communication Studies  
Rochester Community & Technical College

## THANK YOU

To celebrate these honorees requires the hard work and belief of many in a culture of honor and recognition. The following is a list of the people who helped to make this ceremony special.

- All of the students, faculty, and administrators who served on the campus selection committees
- The individuals who nominated candidates for the Board of Trustees Educator of the Year Award for Excellence in Teaching and the Professional Excellence in Service Award
- Anoka-Ramsey Community College students Israel Lopez and Melanie Yang for their musical performances. Thanks as well to Melissa Bergstrom, musical instructor extraordinaire
- Cathy Wurzer, whose exemplary grace and talent as an emcee are again demonstrated at this event
- Glen Stubbe, photographer
- Mary Jo Maloney, and the staff at the Saint Paul Hotel
- Douglas Lakes of AVEX, Director of Hotel AV Services
- Gary Hatteberg, who created the video presentation
- Todd Hawkinson, who created the service pins and medallions
- Scott Wojtanowski, Fran Bieganeck, Becca Larson, Joe Wolf, Minda Nelson, Kelli Lyng, Sandy Loney, Kathy Pilugin, Megan Eischen, Inge Chapin, Taylor Kristoffe-Jones, and other system office staff

### Minnesota State Colleges and Universities Board of Trustees

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