ACADEMIC AND STUDENT AFFAIRS
EQUITY AND INCLUSION
CONFERENCE

Bridging Theory and Practice:
Advancing Equity in Outcomes

MINNESOTA STATE
JUNE 6-7, 2019
THURSDAY, JUNE 6, 2019

7:00 a.m. – 8:30 a.m.  Breakfast: Atwood Memorial Center Ballroom
7:00 a.m. – 8:30 a.m.  Registration: Atwood Memorial Center Ballroom
8:30 a.m. – 9:00 a.m.  Welcome: Ron Anderson, Senior Vice Chancellor for Academic and Student Affairs; Clyde Wilson Pickett, Chief Diversity Officer  • Atwood Memorial Center Ballroom
9:00 a.m. – 10:00 a.m.  Keynote: Colleen Sommo & Camielle Headlam  • Atwood Memorial Center Ballroom
10:00 a.m. – 10:15 a.m.  BREAK
10:15 a.m. – 11:15 a.m.  Concurrent Sessions (60 Minutes)
11:15 a.m. – 11:30 a.m.  BREAK
11:30 a.m. – 12:30 p.m.  Concurrent Sessions (60 Minutes)  •
LUNCH: Atwood Memorial Center Ballroom
2:00 p.m. – 2:15 p.m.  BREAK
2:15 p.m. – 3:30 p.m.  Concurrent Sessions (75 Minutes)
3:30 p.m. – 3:45 p.m.  BREAK
3:45 p.m. – 6:00 p.m.  Keynote: Devinder Malhotra, Chancellor  • Atwood Memorial Center Ballroom

FRIDAY, JUNE 7, 2019

7:00 a.m. – 8:00 a.m.  Breakfast: Atwood Memorial Center Ballroom
7:00 a.m. – 8:30 a.m.  Registration: Atwood Memorial Center Ballroom
8:30 a.m. – 9:45 a.m.  Keynote: Dr. Loren Blanchard  • Atwood Memorial Center Ballroom
9:45 a.m. – 10:00 a.m.  BREAK
10:00 a.m. – 11:00 a.m.  Concurrent Sessions (60 Minutes)
11:00 a.m. – 11:15 a.m.  BREAK
11:15 a.m. – 12:30 p.m.  Concurrent Sessions (75 Minutes)
12:30 p.m.  LUNCH (BOXED LUNCHES AVAILABLE): Atwood Memorial Center Ballroom

After the conference is done, head over to our POST CONFERENCE SURVEY and let us know how we did!

Survey Link: https://tinyurl.com/post-conference-spring-2019
Greetings, it is our pleasure to welcome each of you to the 2019 spring conference! As we work collectively to prioritize and advance student success, equity, and inclusion, we look forward to our time together as an opportunity to fortify strategies that bring together theory and practice. The Academic and Student Affairs and Equity and Inclusion divisions have once again joined efforts to help facilitate an opportunity for us to review existing best practices, and to help strategize new efforts to meet the needs of our diverse student bodies.

As we gather in St. Cloud, we hope you use this opportunity to reflect on the work that has culminated this past academic year, and to use this time as a springboard for new initiatives and future collaborations. We understand that our work must be intentional and collective to help advance our efforts. There exists the need for us to grow and learn together in an effort to promote greater understanding, measurable successful outcomes, and expanded leadership competencies.

Our students, colleagues, and communities are relying on us to help shape our campuses and to promote access and opportunity for all constituents. Our work is central to prioritizing equity. We can only be successful if we keep equity front and center and prioritize it in all we do and for all stakeholders. We must foster inclusive environments, where belonging and purpose are nurtured and allowed to blossom. This requires that we remain steadfast in our shared commitment to learning and well-being. Only then will we have success in eliminating educational disparities and ensuring the civic health and well-being of our communities and state.

It is our hope that our time together at the conference will refuel and re-energize us; creating new synergies for making the change that is needed to ensure equitable, just, and fruitful opportunities for our students, ourselves, our colleagues, and the greater community. We look forward to sharing and honoring the talents and experiences each of us brings to conference, and trust that our time together will plant further seeds for growth in support of our shared work ahead.

In thankfulness for your presence and partnership,

Ron Anderson, Senior Vice Chancellor for Academic and Student Affairs
Clyde Wilson Pickett, Chief Diversity Officer
MDRC is a nonprofit, nonpartisan education and social policy research organization committed to finding solutions to some of the most difficult problems facing the nation — from reducing poverty and bolstering economic self-sufficiency to improving public education and college graduation rates. MDRC evaluates existing programs using the highest research standards, applies research evidence to design promising reforms, and provides evidence-based technical assistance to strengthen institutions and programs. Over 15 years ago, MDRC launched its postsecondary work, which focuses on building, disseminating, and applying evidence to improve persistence and completion for low-income individuals, first-generation students, and students of color. The postsecondary team is comprised of researchers skilled in research design and methodology, as well as professionals with extensive on-the-ground knowledge of higher education program and policy implementation.

Colleen Sommo is a Senior Research Associate in MDRC’s Postsecondary Education policy area. She specializes in working with colleges to develop and implement financially sustainable comprehensive student support programs and the strategic use of data to continually improve program outcomes. Sommo is skilled in strategic planning, project management, and data management. She currently serves as the project director for the Accelerated Study in Associate Programs (ASAP) demonstration, which evaluates replications of a comprehensive student support program, developed by the City University of New York and MDRC’s Scaling Up Community College Efforts for Student Success (SUCCESS) demonstration, which seeks to help states and institutions align their resources with evidence-driven practices to create programs that will dramatically improve graduation rates at scale. She previously directed the Performance-Based Scholarship demonstration, which studied the effectiveness of providing small, conditional financial incentives directly to students to supplement their federal and state aid. Sommo has extensive experience with higher education school records and survey data and has managed data collection and analysis activities for over a decade.

Camille Headlam is a Research Analyst in MDRC’s Postsecondary Education policy area. She specializes in projects that apply insights from higher education and behavioral science research to mitigate pressing postsecondary education issues. She currently leads qualitative diagnostic and implementation research for MDRC’s Encouraging Additional Summer Enrollment (EASE) project, an initiative that successfully used insights from behavioral science to increase summer enrollment and credit attainment for low-income students across Ohio, and the Finish Line: Graduation by Design project, which explored barriers to academic momentum and satisfactory academic progress in Minnesota. She also conducts implementation research for the Accelerated Study in Associate Programs (ASAP) demonstration and the Developmental Education Acceleration project, which evaluated a modular developmental math program. Previously, she served as a college success adviser for a community-based organization.
DR. LOREN BLANCHARD

Dr. Loren J. Blanchard is the executive vice chancellor for Academic and Student Affairs for California State University, the largest and most diverse four-year public higher education system in the nation.

In this capacity, Blanchard develops and oversees educational policy for the 23-campus system; guides and supports campus administrators on curricula, program design and student affairs; and serves as the chancellor’s designee to the CSU’s Academic Senate. He directs a team of more than 150 employees in 12 departments to drive student success, inclusive excellence, quality academic programming and faculty excellence in the CSU.

Prior to joining the CSU, Blanchard served as the provost and senior vice president of Academic Affairs at Xavier University of Louisiana, his alma mater. During his tenure at Xavier, the school earned an international reputation for student success. Additionally, Blanchard was provost and senior vice president for Academic Affairs and vice president for accreditation, leadership and accountability within the University of Louisiana System.

Blanchard is widely published and is known for his research and scholarly articles addressing teacher education and educational strategies to support the success of students of color. Blanchard holds a bachelor’s of science degree in speech pathology education with a minor in psychology from Xavier University; a master’s of education in educational administration and supervision from McNeese State University; and a Ph.D. in education psychology from the University of Georgia.
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Atwood Memorial Center Ballroom

9:00 – 10:00 a.m.  Keynote
Colleen Sommo & Camielle Headlam
Atwood Memorial Center Ballroom

10:00 – 10:15 a.m.  BREAK

CONCURRENT SESSIONS

10:15 – 11:15 a.m.  Textbook Affordability: OER, libraries, and other steps along the way
Textbook affordability is a hot topic with students, parents, and the Minnesota Legislature as both an affordability and access issue. Learn more about textbook affordability and how the libraries at Metropolitan State University, Minnesota State University, Mankato, and St. Cloud State University are leading their campuses in the area of textbook affordability and Open Educational Resources. The session will conclude with discussion of textbook affordability activities occurring at other Minnesota State colleges and universities.
Presenters: Daardi Sizemore Mixon, Minnesota State University, Mankato; Rhonda Huisman, St. Cloud State University; Beth Clausen, Metropolitan State University
Room: Cascade  Equity Minded Practitioners

10:15 – 11:15 a.m.  Co-Curricular Assessment - Partnerships Centered on Student Learning
This session will provide an introduction on how co-curricular learning outcomes and the assessment process can position divisions and departments to better understand connections between learning outside the classroom, culturally responsive teaching and student success. We will use approaches from Saint Paul College as examples to facilitate discussions and activities among attendees as to how this work can be customized across institutions, as well as how you can join future assessment partnerships across Minnesota State.
Presenters: Thomas Bruflat, Saint Paul College; Paul Shepherd, System Office
Room: Alumni  High Impact Practices

10:15 – 11:15 a.m.  Q&A session with Colleen Sommo and Camielle Headlam
Participants will be able to ask Colleen and Camielle follow up questions related to their keynote presentation. Additionally, MDRC in partnership with Minnesota State will also introduce a technical assistance workshop and coaching series to expand key student success strategies to other colleges and universities in the Minnesota State system. The topics that have been discussed to date include:

- Change Leadership
- Equity Minded Practitioners
- Student Success
- Campus Climate
- High Impact Practices
- Strategies to Eliminate Gaps
- Access and Transition to Higher Ed
- Other

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- Creating a Culture of Academic Momentum (through Credit Intensity and Summer Enrollment)
- Mitigating Behavioral Barriers to Satisfactory Academic Progress
- Combining Strategies into Comprehensive Student Support Programs

Attendees of this breakout session will have an opportunity to learn how their college or university can participate in these workshop and coaching opportunities.

Presenters: Colleen Sommo, MDRC; Camielle Headlam, MDRC; Brent Glass, System Office
Room: Ballroom

High Impact Practices

10:15 – 11:15 a.m. Strategies for Recruiting Native American and Historically Underrepresented Faculty (NAHUF) to Minnesota State Colleges and Universities

In this session, presenters will highlight the research findings and interview data that informed the development of multiple short-term and long-term recommendations for the system, including the processes and pipelines by which we hire faculty, and the supports needed to ensure the retention of new and current system NAHUF. Attendees will have opportunities to consider and discuss what these findings could mean for the Minnesota State system.

Presenters: Kimberly Johnson, South Central College; Marta Mohr, System Office; Mirlande Erickson, Bemidji State University; Tara Martinez, Minneapolis College; Tanya Whitehouse, Riverland Community College; Lee Garth Vigilant, Minnesota State University Moorhead; Derek Webb, Bemidji State University
Room: Voyageurs North

Other

10:15 – 11:15 a.m. Student Athletes Transition to Higher Education & Successful Academic Progress: Why Athletes are Different

Student-athletes are a unique population that should not be treated like any other. This session will include the framework for identifying contributing factors to why this group cannot be treated like others, a transitional class on their unique requirements as a student-athlete, and resources to help them succeed. Athletes are the focus group, but presenters and attendees will analyze how you can implement concepts with other students on campus to advance equity outcomes.

Presenters: Jason Obarski, Dakota County Technical College; Nicole Meulemans, Dakota County Technical College
Room: Voyageurs South

Access and Transition to Higher Ed

10:15 – 11:15 a.m. Advancing Equity Through Perkins V Implementation

The law has changed and it impacts your work. The Strengthening Career and Technical Education for the 21st Century Act, or Perkins V, takes effect July 1, 2019. This requires a comprehensive local needs assessment which will drive programs of study accessible to all learners, including defined student special populations. This session presents changes to law that will require data-driven decision-making on local spending such as programs of sufficient size, scope and quality.

Presenters: Jeralyn Jargo, System Office; Karl Ohrn, System Office
Room: Glacier South

Student Success

10:15 – 11:15 a.m. Data analysis and assessment practices for equity in higher education

Using campus level data effectively, often requires a facilitator; an equity change agent to establish, execute, and enforce a data-informed, comprehensive student success strategy. Join us for an interactive session that explores high-impact practices for influencing campus data analysis and
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assessments, strategies for data-mining and data-disaggregation to improve equity in academic outcomes, and a deeper dive into how data can be used to actualize systemic change for equity and inclusion efforts at the campus level.

*Presenters: Josefina Landrieu, System Office; Briana Williamson, System Office*

*Room: Glacier North*  

**Equity Minded Practitioners**

**10:15 – 11:15 a.m. Best Practices in Academic/Community Based Organization Partnerships**

Hear from three community-based collaborations building models to support low income learners during education and life transitions:

- A collaboration between M State, Cass County United Way and Lakes and Prairies Community Action Partnership
- A transfer partnership between Goodwill Easter Seals and the Transportation Center of Excellence with four articulation agreements
- Overview of a new service delivery model being developed in Dakota County to better support low income adults to obtain employment at a living wage.

*Presenters: Amy Hochgraber, Minnesota State Community and Technical College; Chris Hadfield, Dakota County Technical College; Marti Fischbach, Dakota County Technical College*

*Room: Gallery*  

**High Impact Practices**

**11:15 – 11:30 a.m. BREAK**

**CONCURRENT SESSIONS**

**11:30 – 12:30 p.m. Calling All: Equity Champions: Dig deeper into creating an equity minded campus**

Calling all Equity Champions!! Demographic changes in the composition of our educational institutions necessitates a commitment to equity and advanced efforts in re-thinking how our campus communities embody multiculturalism. Truly institutionalizing equity requires weaving it into all we do. It’s a process rather than an outcome. We’ll help you learn more about how you can embed equity into the academic experience, provide incentives for equity work, develop a long-range plan and create a superior learning experience for all.

*Presenters: Dr. Kelly S. Meier, Minnesota State University, Mankato; Briana Williamson, System Office; Megan Heutmaker, Minnesota State University, Mankato*

*Room: Voyageurs South*  

**Equity Minded Practitioners**

**11:30 – 12:30 p.m. Are You a Gatekeeper or an Usher? Equity and Access in Dual Enrollment**

How might we approach dual enrollment as an equity catalyst? This panel will look at current trends in equity and access for students participating in concurrent enrollment. In addition to discussing current practices and innovations, the group will look at impacts of policies and systems, and how schools must intentionally work to ensure equitable access to courses and programs. Time will be allotted for questions and further discussion.

*Presenters: Shannon Kirkeide, Anoka-Ramsey Community College; Kayla Westra, Minnesota West Community and Technical College; Wade McKittrick, Wabasso Public Schools; Michael Werner, Mounds View Public Schools; Colleen Wambach, Education Consultant*

*Room: Cascade*  

**High Impact Practices**
Preparing for uAchieve Planner
To better meet the needs of Minnesota State students, Minnesota State is acquiring and implementing CollegeSources’ uAchieve Planner. This session will include a presentation on how Winona State University began the major map process with departments, reviewing the maps, and posting to their online catalog. It will include usage data and WSU plans for the future. The presentation will also provide an overview of the uAchieve Planner’s functions and the plans for implementation.

Presenters: Lori Beseler, Winona State University; Amy Meyer, Winona State University; Kattie Sacia, Winona State University; Michael Olesen, System Office; Marla Sykes, System Office
Room: Gallery

OPENing the Conversation: How Administrators Can Encourage Faculty OER Adoption
Students save money when faculty use zero cost open textbooks, and these savings benefit the most economically disadvantaged students in particular. Administrators can play a constructive role in helping encourage faculty adoption of open textbooks by creating programs and environments that foster curiosity, collegiality, and incentive. In this session administrators from four Minnesota State campuses will share their wisdom and insights taken from their campus-based, open textbook initiatives.

Presenters: Brian Huschle, Northland Community and Technical College; Martha Kuehn, Central Lakes College; Marsais Broadway, Anoka-Ramsey Community College; Aaron Reini, Hibbing Community College; Stephen Kelly, System Office
Room: Alumni

Diverse Student Voices in Affordable Course Materials: Out from the Shadows of Minneapolis
Nearly 30 diverse students and employees of Minneapolis College wrote chapters for Out from the Shadows of Minneapolis: Power, Pride, and Perseverance at a Northern Community College, an open course material with potential for impact in a wide range of disciplines from composition to social science. Hear from student writers who will read from their chapters and discuss the process with their co-editors. Each of the writers have found strength in and with their communities.

Presenters: Jay Williams, Minneapolis College; Alison Bergblom Johnson, Minneapolis College; Marie Harris, Minneapolis College; Tia Williams, Minneapolis College; Michael Elliot, Minneapolis College
Room: Voyageurs North

Strategic Enrollment Management Next Steps
This breakout session will be focused on reconstituting the strategic enrollment management affinity group. The original charge of this group was to proactively explore and discuss issues related to enrollment such as recruitment, marketing, retention, student success, academic programming, campus climate; strategic planning, technology, and educational, workforce, and community partnerships. Attendees of this breakout session will also learn about current Minnesota State enrollment management initiatives.

Presenters: David Jones, Minnesota State University, Mankato; Brent Glass, System Office; Julio Vargas-Essex, North Hennepin Community College
Room: Glacier South
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11:30 – 12:30 p.m. Finding Your Place: An Open-Source Podcast for First-Year Students
This session presents a student-led open educational resource podcast series called Finding Your Place. Funded by a Minnesota State Innovations Grant, the podcast is directed toward first-year students in general and first-generation students in particular.

This session will detail how the podcast was created and help those in attendance learn how they can create similar efforts on their campuses and/or use the Finding Your Place podcast with their students.

Presenters: Robert Jersak, Century College; David Engen, Minnesota State University, Mankato
Room: Glacier North

11:30 – 12:30 p.m. Using the Quality Improvement Process (QIP) Site to Support Your Online Learning Efforts
The Online Strategy workgroup developed a quality improvement process (QIP) site to serve as a common framework for institutions to advance the state of online education throughout Minnesota State. The QIP site provides structural guidance to institutions so that you can improve student learning outcomes, while making Minnesota State more effective and efficient in delivering online learning experiences. Come hear about the QIP and contribute ideas on how you’ll form your campus team.

Presenter: Elizabeth McMahon, System Office; Kim Lynch, System Office; Scott Wojtanowski, System Office
Room: Theatre

LUNCH: Boxed Lunches Available • Atwood Memorial Center Ballroom

FUNCTIONAL AREA GROUPS

12:30 – 2:00 p.m. College Chief Academic Officers
This session is for college chief academic affairs officers. The agenda will be focused on topics generated by members of the group.

Conveners: Dr. DeAnna Burt, South Central College; Satasha Green-Stephen, System Office
Room: Glacier North

12:30 – 2:00 p.m. University Chief Academic Officers
This session is for university chief academic affairs officers. The agenda will be focused on topics generated by members of the group.

Conveners: Amy Gort, Metropolitan State University; Kim Lynch, System Office
Room: Gallery

12:30 – 2:00 p.m. Student Affairs Leaders Group
This session is for chief student affairs officers and student affairs deans. The agenda will be focused on topics generated by members of the group.

Conveners: Dara Hagen, Normandale Community College; Brenda Amenson-Hill, Minnesota State University Moorhead; Brent Glass, System Office
Room: Alumni
THURSDAY, JUNE 6, 2019 • 12:30 P.M.–3:30 P.M.

12:30 – 2:00 p.m. Institutional Research Group
This session will provide Institutional Research staff an opportunity to network with colleagues from across the system and to share successes, challenges and strategies. It is also a chance to share information about projects you are undertaking on your campus and to hear about the IR work occurring at other colleges and universities within Minnesota State.
Conveners: Narren J. Brown, PhD, South Central College; Carrie Schneider, System Office
Room: Glacier South

12:30 – 2:00 p.m. Campus Diversity Officers and Practitioners
Campus Diversity Officers and Office of Equity and Inclusion staff will engage in a stakeholder input session about the strategic direction of Equity and Inclusion work for Minnesota State. This session is part of a larger strategic and visioning planning process for the Office of Equity and Inclusion.
Conveners: Josefina Landrieu, System Office; Jessie Saul, North American Research and Analysis
Room: Voyageurs South

12:30 – 2:00 p.m. University Academic Deans
This session will provide deans with the opportunity for networking, professional development, and a general discussion of matters important to the role of an academic dean at Minnesota State.
Conveners: James Barta, Bemidji State University; Raphael Onyeaghala, Southwest Minnesota State University
Room: Mississippi

12:30 – 2:00 p.m. College Academic Deans
This session will provide deans with the opportunity for networking, professional development, and a general discussion of matters important to the role of an academic dean at Minnesota State.
Conveners: Vincent A. Thomas, J.D., Minneapolis College; Derrick Lindstrom Ed.D., Minneapolis College
Room: Voyageurs North

12:30 – 2:00 p.m. Open Educational Resources (OER)—Administrators Needed
Join deans, directors, and interested administrators to explore how OER can have a positive impact on your campus, what you can do to make it happen, and how new state legislation is guiding the future.
Conveners: Karen Pikula, Central Lakes College; Aaron Reini, Hibbing Community College
Room: Cascade

2:00 – 2:15 p.m. BREAK

CONCURRENT SESSIONS

2:15 – 3:30 p.m. Research and Compliance: An Interactive Discussion on Where Minnesota State Wants to Go and How to Get There
This session will focus on compliance requirements affecting campus research efforts and will

Change Leadership
Equity Minded Practitioners
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Other

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engage in discussion surrounding campus research, grants, and issues of compliance. Questions explored will include: What are campuses currently doing in relation to research? What type of compliance structures are in place, and what is the campus’s current understanding of compliance regulations? What would be useful for the system office to provide to assist in the areas of research compliance?

Presenters: Ron Anderson, System Office; Daniel McCabe, System Office
Room: Cascade

2:15 – 3:30 p.m. What Does it Mean to Be ‘Culturally Aware?’ Creating a Framework for All Campus Staff
Cultural competency or awareness is an important part of creating a welcoming, inclusive climate on our campuses. How do you know when your department – or you – are culturally aware enough to engage genuinely with coworkers and students of various identities and backgrounds? Give your input to a proposed model that organizes diversity/equity/inclusion professional development activities. Share what information or resources you think are important for anyone beginning their journey toward cultural awareness.

Presenters: Denise Felder, System Office
Room: Glacier South

2:15 – 3:30 p.m. Placement Matters: The Evolving Landscape of Multiple Measures within Minnesota State
As part of the effort to strengthen the accuracy and equity of course placement, Minnesota State is readying the launch of a new multiple measures course placement framework. This is a landmark moment with the potential to shift how we place students yet many still wonder: is it enough? Learn more about the current and ongoing conversations around multiple measures as we begin the countdown to implementation. Participation is welcome!

Presenters: Greg Rathert, System Office; Jessica Espinosa, System Office; Dan Cullinan, MDRC
Room: Voyageurs South

2:15 – 3:30 p.m. Meeting Mental Health Needs Through an Online Program
Century College has partnered with Learn-to-Live to provide an online program based on CBT for students who struggle with stress, depression, sleeplessness or social anxiety, all contributors toward decreased motivation, attendance and lower grades. The program can appeal to ‘silent sufferers’ who will not otherwise seek out help and online learners. Included in the discussion will be early data results, funding and possible partnerships. Participants can also share other ideas with each other.

Presenter: Kristin Hageman, Century College; Erica Schmit, Learn to Live; Russ Morfitt, Learn to Live
Room: Voyageurs North

2:15 – 3:30 p.m. Crossing Borders: Improving Access for Disenfranchised Students in Mathematics
Many students experience math from the outside looking in. Instruction focused on procedures and memorization, lack of meaningful context, and absence of cultural connections often present unintentional and unwarranted barriers to student achievement.

This session is designed for those involved in student success, particularly in math instruction and support. Participants will learn how to reshape their math programming to be more invitational and inclusive to diverse students, particularly those that are American Indian.

Presenters: Jim Barta, Bemidji State University
Room: Glacier North
2:15 – 3:30 p.m.  **D2L Brightspace Datasets and Student Success System (S3) as Tools for Accreditation and Student Retention**

Riverland Community College and the Minnesota State System Office partnered to pilot the use of D2L Brightspace Datasets, bringing D2L data into Microsoft Power BI for analysis, and for use in accreditation reports for the Business program. Riverland is also piloting D2L’s Student Success System (S3), which applies predictive analytics to courses within D2L Brightspace. This identifies students potentially at risk early in the semester, allowing intervention much sooner, potentially improving student retention.

*Presenters: J.C. Turner, Riverland Community College; Dick McMullen, System Office*

*Room: Alumni*

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2:15 – 3:30 p.m.  **A Case Study: Strategic Planning and Development of an Intentional Racial/Ethnic Centered Bachelor’s Social Work Program**

This presentation tells the story of the deliberate process in the creation of Metropolitan State University’s intentional racial/ethnic centered social work program and provides testimony to its effectiveness in the 23 years of its existence. The program’s founders, current faculty members, and two alumni of the program will highlight its demonstrable successes since its creation. They will address the elements considered strategic to its design and development and conclude with a view to the future.

*Presenters: Mary Martin, Metropolitan State University; Marilyn E. Vigil, Metropolitan State University; Sonia Davila-Williams, Metropolitan State University; Donald Eubanks, Metropolitan State University; Elena Izaksonas, Metropolitan State University; Robert O’Connor, Metropolitan State University; Troy Mathias, Lee Carlson Center for Mental Health and Well-Being*

*Room: Theatre*

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2:15 – 3:30 p.m.  **Spring Forward with OER: The Critical Role of Administrators in Campus OER Initiatives**

Learn how Open Education Resources (OER) initiatives align with institutional goals; creating an inclusive campus climate, institutional financial sustainability, addressing completion gaps, equity and inclusion, and fulfilling vision and mission statements.

Attendees will learn about system support for administrators interested in OER; understanding the benefits of faculty, staff, and administrators working together on OER projects to serve the best interests of students; and each person will develop an OER action plan for their specific campus.

*Presenters: Gary Hunter, System Office; Kimberly Johnson, South Central College; Karen Pikula, Central Lakes College*

*Room: Gallery*

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3:30 – 3:45 p.m.  **BREAK**

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3:45 – 5:00 p.m.  **Keynote:** Chancellor Devinder Malhotra  •  **Atwood Memorial Center Ballroom**
### Friday, June 7, 2019 • 7:00 A.M.-11:00 A.M.

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<td>Keynote: Dr. Loren Blanchard · Atwood Memorial Center Ballroom</td>
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### Concurrent Sessions

#### 10:00 – 11:00 a.m. Guided Learning Pathways as a Systemwide Student Success Strategy
The Leadership Council, led by senior vice chancellor Anderson and a subgroup of college and university presidents, has been engaging in discussion and planning to establish guided learning pathways as a systemwide student success strategy. This session will engage participants in a discussion of this work and the core characteristics of the strategy as it is emerging, and will seek feedback to inform next steps.

*Presenter: Ron Anderson, System Office*
*Room: Mississippi*

#### 10:00 – 11:00 a.m. Legal Update
Assistant General Counsel Scott Goings will provide an update on legal developments of interest to academic and student affairs professionals. Topics may include the President’s Executive Order on Free Speech, the Department of Education’s proposed Title IX rules, etc.

*Presenter: Scott Goings, System Office*
*Room: Theatre*

#### 10:00 – 11:00 a.m. NextGen and ASA: An Update
NextGen, our project to transition Minnesota State to a modern technology solution is making great progress. This is a presentation for anyone who wants to get caught up on the project. Topics will include: A Phase 1 status update; implementation dates for the technology system that is ultimately selected; and an overview of change management.

*Presenters: Melinda Clark, System Office; Brent Glass, System Office*
*Room: Glacier North*

#### 10:00 – 11:00 a.m. System Support Sexual Violence Reporting, Sexual Violence Prevention Training, and Tracking
The Minnesota State System Office makes tools available to its colleges and universities that support web based anonymous and non-anonymous sexual violence report, sexual violence prevention training (SVPT), and tracking of completion and non-completion SVPT. This presentation will provide an overview of the available tools (i.e., Campus Eye, SVPT via D2L, and SVPT tracking).

*Presenters: Tim Anderson, System Office; Michael Olesen, System Office; Lisa Carter, System Office*
*Room: Glacier South*
FRIDAY, JUNE 7, 2019 • 10:00 A.M.–11:00 A.M.

10:00 – 11:00 a.m.  I’m First: Building a Community of First-Generation College Students and Scholars
While possessing many strengths, research shows first-generation students often take longer to graduate and are at higher risk of dropping out. This session explores solutions to first-generation students’ challenges. At MSU Mankato, we are building awareness of and community for first-generation students to understand their needs and develop appropriate programming. Attendees will learn about research and best practices for working with first-generation students, and leave with key resource recommendations and a better sense of students’ experience.

Presenters: Susan Schalge, Minnesota State University, Mankato; David Engen, Minnesota State University, Mankato
Room: Voyageurs North

Strategies to Eliminate Gaps

10:00 – 11:00 a.m.  Closing the Opportunity Gap With Peer Assisted Instruction
Starting with data that identified courses with the highest opportunity gaps for students of color, a new student success strategy of peer assisted supplemental instruction was piloted in 2017 as a partnership between the Office of Diversity and Inclusion and the College of Business Accounting Program. Presenters will unpack the evolution of the peer assisted supplemental instruction program, including the next version as MavPass: Maverick Peer-Facilitated Academic Support System.

Presenters: Teri Wallace, Minnesota State University, Mankato; Henry Morris, Minnesota State University, Mankato
Room: Voyageurs South

Strategies to Eliminate Gaps

10:00 – 11:00 a.m.  Faculty Professional Development Practices - Helping or Hurting Our Disadvantaged Students?
Providing comprehensive professional development to our novice faculty can move them quickly from technicians to adult educators. But how might we be unwittingly teaching academic practices that marginalize our disadvantaged students? This research study (2016, n=4,288) explored the relationship between the participation of faculty in a professional development program and course completion of their disadvantaged students. We will discuss the surprising results and the potential implications for our faculty development practices.

Presenters: Denine Rood, Pine Technical & Community College
Room: Alumni

Equity Minded Practitioners

10:00 – 11:00 a.m.  Advancing Student Success: CSU Strategies
The California State University’s Graduation Initiative 2025 is the university system’s signature effort to eliminate equity gaps, improve graduation rates and meet California’s future workforce needs. Three years into the initiative, CSU students are graduating in record numbers and equity gaps are closing. Learn about three strategies that are supporting this ambitious work in the CSU: setting and measuring ambitious equity and student success goals; reforming assessment, placement and academic preparation; and leveraging transfer pathways.

Presenters: Dr. Loren J. Blanchard, California State University; Nathan S. Evans, California State University
Room: Ballroom

Student Success
10:00 – 11:00 a.m. **What’s With All The Acronyms? Military-Connected Students and Resources Available**

What’s the Department of Defense Memorandum of Understanding (DoD MOU) and DoD Institutional Compliance Program (ICP) and why does it matter to me? This session will provide information on requirements from the DoD and the link to military-connected students. In addition, this session will provide an overview of the MN Department of Veterans Affairs Higher Education Veterans Program (MDVA HEVP) and what role the Regional Coordinators can play on your campus.

*Presenters: Gina Sobania, System Office; Dave Bellefeuille, MN Department of Veterans Affairs; Eric Abell, MN Department of Veterans Affairs*

*Room: Gallery*

11:00 – 11:15 a.m. **BREAK**

**CONCURRENT SESSIONS**

11:15 – 12:30 p.m. **An open discussion for CAOs and CSAOs of color and of American Indian ancestry**

This session will provide a time, space, and opportunity for CAOs/CSAOs of color and of American Indian ancestry to discuss their experiences as campus leaders within the Minnesota State system. Topics explored will include campus support, interest in establishing an affinity group, opportunities for professional development, mentoring, and personal and professional support.

*Presenter: Clyde Wilson Pickett, System Office; Ron Anderson, System Office*

*Room: Alumni*

11:15 – 12:30 p.m. **The Changing Scene of Program Development**

A new scene is under development for academic program approval. In this session, you will have the opportunity to learn about the proposed new notice of intent and approval process, along with a preview of resources for assistance with program applications. Join us in this session for an interactive discussion around campus program planning and approval.

*Presenter: Todd Harmening, System Office; Elizabeth Erredge, System Office; Sheri Hutchinson, System Office*

*Room: Glacier South*

11:15 – 12:30 p.m. **Just Below the Surface: The Hidden Ideas Waiting to Emerge on Your Campus**

Technology moves fast, but ideas move even faster! Campuses must be nimble and consider not only the technological aspects of innovation but the ideational and cultural aspects as well. Faculty, staff, students, and administrators are bringing innovative thinking to our campuses every day. In this presentation we will explore some of the ideas and innovations emerging on our campuses. Examples from system funded projects, system wide events, and national trends will be in focus.

*Presenters: Stephen Kelly, System Office; Kim Lynch, System Office*

*Room: Mississippi*

11:15 – 12:30 p.m. **Courageous Conversations: Identifying and Addressing Transfer Based Barriers (e.g., DARS Procedures, Minnesota Transfer Curriculum, Transfer Review and Appeal) to Student Equity**

The goal of this presentation is to begin discussions about systemic student equity challenges and
opportunities for continuous quality improvement. The presentation will include an overview of how Metro State implemented the newly launched automated Transfer Review and Appeal process and the unintended benefits of equity and student success. The presentation will also include a demonstration of the tool and a discussion of how campuses can opt-in and prepare for implementation.

**Presenters:** Marta Mohr, System Office; Jessica Migler, System Office; Cassandra Levesque, System Office; Samantha Salin, Metropolitan State University; Debbie Palm, Metropolitan State University; Michael Olesen, System Office

**Room:** Voyageurs North  

**Credit for Prior Learning Champions - Expanding Resources and Developing Opportunities**

An ever-broadening array of non-institutional learning is being considered for credit. C-PLAN is a network easing this process for students, colleges and universities. This session explores:

- How a Network Model will build a CPL community of practice.
- Resources to develop staff and faculty expertise - the CPL Academy and emerging CPL Resource Guide.
- How the C-PLA Network is engaging faculty to build CPL crosswalks
- Plans to expand the network and how your campus may join!

**Presenters:** Charlotte Nitardy, Metropolitan State University; Jess Niebuhr, System Office; Phil Arellano, System Office

**Room:** Gallery

**The Promise of the Pause: a Mindful Path Toward Equity @ Minneapolis College**

This session explores Minneapolis College’s approach to cultivating an inclusive campus climate. Presenters will overview efforts to create culturally responsive, trauma informed, and mindfully centered spaces, services, and classrooms. We will share resources for facilitating peer learning activities and developing new pedagogical and service approaches. Information generated will be disseminated amongst all participants, providing opportunities for collaboration and further development of mindful approaches.

**Presenters:** Jennifer Sippel, Minneapolis Community & Technical College; Jay Williams, Minneapolis Community & Technical College; John Ford, Minneapolis Community & Technical College

**Room:** Voyageurs South

**Creating a Compassionate Campus: A Cultural Shift at RCTC**

RCTC joined the international Charter for Compassion in 2018. To increase equity, our Minnesota State Innovations Shark Tank Open Grant funded our efforts to cultivate a compassionate campus. We have organized campus-wide events, fostered small-group dialogues, encouraged mentoring relationships and created unique community partnerships. Although we have been successful, sustainability and meaningful assessment are still challenges. We will share our journey and have a dialogue about compassionate best practices for your campuses.

**Presenters:** Mike Mutschellknaus, Rochester Community and Technical College; Lori Halverson-Wente, Rochester Community and Technical College

**Room:** Theatre

**Getting to Equity and Inclusion: Community Partners and Communities of Practice as Professional Development and Community Enagement Strategies**

M State and the Fergus Falls community are experimenting with strategies that enable us to do
equity and inclusion work. Community conversations, community partnerships, and communities of practice, are some cross-sector community-based strategies helping us understand how some differences make a difference, reduce anxiety around values-laden topics, decrease polarization, and lay a wide foundation for systemic work that leads to more equitable outcomes and results in an environment that welcomes and works for all.

Presenters: Victoria McWane-Creek, Minnesota State Community and Technical College; Nancy South, Minnesota State Community and Technical College; Troy Haugen, Lakes Country Service Cooperative

Room: Glacier North

Campus Climate

12:30 p.m. LUNCH: Box Lunches Available • Atwood Memorial Center Ballroom
Land Acknowledgment

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

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

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

For additional information please contact the Office of Equity of Inclusion:
Josefina Landrieu, Assistant Diversity Officer | Josefina.Landrieu@MinnState.edu
MAPS AND LOCATIONS

All-Gender Restroom Locations

AS Administrative Services, 720 4th Ave S
AIC American Indian Center, 901 4th Ave S
AMC Atwood Center (Student Union), 651 1st Ave S
1) Room 112: First Floor, west of Mississippi Room
2) First floor, east of Gallery and Atwood Theatre
BTH Benton Hall, 445 1st Ave S
BH Brown Hall, 151 8th St S
CPA Coborn Plaza Apartments, 500 3rd St S
CPW Coborn Plaza Welcome Center, 355 5th Ave S
CG Community Garden
CSH Case Hall, 550 3rd Ave S
CIH Centennial Hall, 201 8th St S (Husky Bookstore)
1) Room 109: North-east corner, right of drinking fountains
2) Room 369: West side of building, right of Room 368
3) Room 341: East side of building, right of Room 340
ECC Engineering and Computing Center, 910 3rd Ave S C6
EH Eastman Hall, 850 1st Ave S
EB Education Building, 860 4th Ave S
EH Ervin House, 425 1st Ave S
FLD Husky Field
FM Facilities Management, 211 11th St S
GC Garvey Commons, 577 1st Ave S
B2
Hal H Halenbeck Hall, 1000 4th Ave S
D7
1) Room 338A: Right of Men's restroom, near Hall of Champions
HBH/HC Herb Brooks National Hockey Center,
1204 4th Ave S
HH Headley Hall, 225 8th St S
HiHH Health Center, 550 3rd Ave S
1) First floor, north-west corner
2) First floor, south-west corner
3) First floor, south-east corner
HP Heating Plant, 1025 1st Ave S
HiH Hill Hall, 550 3rd Ave S
Hub Husky Hub, 1420 3rd Ave S
HS Husky Stadium, 1111 3rd Ave S
ISelf Integrated Science and Engineering Laboratory Facility,
230 8th St S
KVAH Kiehl Visual Arts Center, 580 1st Ave S
LH Lawrence Hall, 650 1st Ave S
LeH Lewis House, 724 4th Ave S
MC James W. Miller Learning Resources Center (library)
400 6th St S
D3
1) Room 123: Inside Starbucks coffee shop
MH Mitchell Hall, 560 1st Ave S
PA Performing Arts Center, 620 3rd Ave S
PR Public Parking Ramp, 516 4th Ave So
PSC Public Safety Center, 526 4th Ave So
RGH Richard Green House, 827 6th Ave So
Ricke Auditorium (Stewart Hall)
SA Riverview, 826 1st St S
SBH Sherburne Hall, 525 1st Ave S
SMH Shoemaker Hall, 915 1st Ave S
SVN Stateview North, 410 4th Ave S
Svs Stateview South, 422 4th Ave S
STH Searns Hall (closed), 410 3rd Ave S
SH Stewart Hall (Ricke Auditorium), 702 1st Ave SAA
1) First floor, near Room 114
SRC Student Recreation Center, 1111 3rd Ave S
W WH Whitney House, 576 1st Ave S
WSB Robert H. Wick Science Building
(Planetarium), 825 1st Ave S
WC Women's Center, 520 5th Ave S
51B 51 Building, 51 8th St S
52S 525 Building, 525 4th Ave S

Legend

= Location of all-gender bathrooms
and how many in the building
MAPS AND LOCATIONS

UPPER LEVEL
ATWOOD MEMORIAL CENTER

RESTROOMS
E ELEVATOR
ATM
COMPUTER
PHONE
WHEELCHAIR ACCESS

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