

# ACADEMIC AND STUDENT AFFAIRS AND OFFICE OF EQUITY AND INCLUSION SPRING CONFERENCE

Building Resilient Institutions: Adapting to Changes in  
Higher Education and Minnesota State



MINNESOTA STATE

June 25-27, 2024

# PRE-CONFERENCE EVENTS

## Tuesday, June 25, 2024

9:00am – 3:00pm	University Design Accelerator – McCormick Room
9:00am – 1:00pm	Tackling Transfer – Conference Room 3304
9:00am – 12:00pm	Strategic Enrollment Management & Adult Learners - Wells Fargo Place Training Room (1 <sup>st</sup> Floor)
9:00am – 2:30pm	New Institutional Researcher Training - Zoom

# SCHEDULE AT A GLANCE

## Wednesday, June 26, 2024

8:00am – 9:00am	Check-In/Breakfast
9:00am – 9:05am	<b>Welcome Remarks</b> Satasha Green-Stephen, Senior Vice Chancellor for Academic and Student Affairs Andriel Dees, Vice Chancellor for Equity and Inclusion
9:05am – 9:15am	<b>Cultural Presentation – Blue Hummingbird Woman</b> Prayer, Song and Drum Opening
9:20am – 9:30am	<b>Presidents Welcome</b> President Deidra Peaslee and President Ginny Arthur
9:30am – 9:45am	<b>Chancellor Insights</b>
9:50am – 11:35am	<b>Innovation, Inspiration, and Multiple Perspectives: Prototyping the Future with LEGO Serious Play – St. Paul Event Center</b> <b>Keynote Speaker:</b> Garret Westlake

How can we prototype the future of higher education to build more equitable and impactful learning opportunities for all students? LEGO Serious Play is an internationally recognized technique to unlock opportunities and rapidly prototype and explore diverse perspectives. Through hands-on LEGO builds and real world examples from innovative college and university programs, participants will gain tools and perspectives to lead change at their own institution.

11:35am- 11:40am	Break
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11:45am –  
12:45pm

### Lighting Round – ASA/OEI Strategic Priorities

#### Moderator

Dr. Nate Hallanger, *Special Assistant to the Senior Vice Chancellor for Academic and Student Affairs*

#### Panel

Dr. Paul Shepherd, *Associate Vice Chancellor for Student Affairs and Enrollment Management*

Dr. Jesse Mason, *Associate Vice Chancellor for Academic Affairs*

Dr. Priyank Shah, *Executive Director Center for Data Access & Analytics*

Dr. Catherine Ford, *Program Director for Educational Development*

12:50pm – 1:25pm    Lunch

1:30pm – 2:15pm    **CONCURRENT SESSIONS #1**

### Equity – What’s Transfer Got To Do With It? *St. Paul Event Center*



Minnesota has been a leader in creating pathways to college credentials since 1985 by offering dual enrollment earlier than any other state. Yet only 12% first-time community college students planning to earn a bachelor’s degree do so within six years. That percentage is lower for many marginalized populations. With so many learning and credit options (i.e., AP, CLEP, PSEO, dual enrollment, workplace, military training) we can do better. Learn how to make sure students are getting credit for their learning while preserving academic integrity. Policies and procedures that facilitate increased application of previous learning experiences to degree programs are presented.

**Mary Beth Lakin**, *Executive Director - Credit for Prior Learning Assessment Network (C-PLAN), System Office and Community Faculty, Individualized Studies, Metropolitan State University*

**Jessica Migler**, *Assistant Director for Transfer, System Office*

**Michael Olesen**, *Interim System Director for Student Success Technologies, Director Open Textbook Pilot - Teacher Education Project, System Office*

**Kelly Ponto Watrin**, *Student Success and Planning Technology Support Analyst - Academic Plans and Schedules, System Office*

### Paving the Way for a Resilient Future at Minnesota State Community and Technical College *Conference Room 3304*



The Spartan Connect Form is a holistic student support effort addressing the complex relationship between students and academic success. Resulting from Title III grant funds and the college’s SEM plan, this initiative aims to improve student success outcomes. This process allows a team of success navigators to identify barriers to access and empower self-efficacy surrounding basic needs. Occurring on the front end of student enrollment, this initiative triggers a targeted outreach campaign unique to each student. Dually, it provides college leadership data to make decisions supporting not only institutional needs but aiming to address larger state and national trends to better secure resources for students and promote equitable outcomes.

**Kristin Nelson**, *Director of Student Experience, Minnesota State Community and Technical College*

**Kelsey Christlieb**, *Success Navigator, Minnesota State Community and Technical College*

### Shared Equity Leadership: Bringing Faculty into DEI Leadership and Supporting Them as They Transition from Equity Talk to Equity Walk – *Wells Fargo Place Training Room (1<sup>st</sup> Floor)*



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At ARCC we are committed to cultivating and growing a group of faculty equity champions—faculty charged with supporting and leading DEI efforts at the faculty level. The Professors for Equity and Equity Champions group are resourced, offered training and supported as they learn, grow and lead DEI efforts. With the goal of improving student outcomes, fostering equity in the classroom, and supporting institutional change, this group is a key part of getting us to Equity 2030. In this session we define this program, share our approach to creating and formalizing this program, and discuss lessons learned along the way.

**Hannah Oliha Donaldson**, *Dean of Arts and Letters, Anoka-Ramsey Community College*

**Brandyn Woodward**, *Vice President of Equity and Inclusion, Anoka-Ramsey Community College*

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**Thrive in the Hive: Redesigning the Student Experience at Rochester Community and Technical College – Conference Room 3306**



While applying lessons learned during COVID-19 and actively implementing promising Guided Learning Pathways practices, RCTC recognized that the student onboarding experience needed an overhaul. In response, a virtual orientation “Thrive in the Hive” was created and launched. Thrive in the Hive is more than “new student orientation,” as it is designed with a retention focus. By incorporating content that allows students to self-identify needs and confirm their program of study, the Student Affairs Division can perform targeted, individualized outreach to students before they start classes. Using D2L Brightspace as the delivery platform for “Thrive in the Hive”, educates students about the learning management system, further preparing them for their learning experience. Come learn from RCTC Student Success Committee representatives as they talk about the content development, real-time edits, and student outcomes.

**Anfa Diiriye**, *Engagement and Inclusion Coordinator, Rochester Community & Technical College*

**Alicia Zeone**, *Director of Enrollment, Rochester Community & Technical College*

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**2:15pm – 2:25pm** Break

**2:30pm – 3:30pm** **CONCURRENT SESSIONS #2**

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**Innovations in Equity: 1) Forming Partnerships to Assist Undocumented Students 2) Closing Equity Gaps with Curriculum Innovations – Wells Fargo Place Training Room (1<sup>st</sup> Floor)**



1: An idea to provide more consistent support and seamless transitions from admission to enrolled students for undocumented students developed into a summer bridge program with financial and technology support. Learn more about how Normandale’s Undoc-Scholars Allies and Advocates group was formed to help students be successful and feel a sense of community.

2: In the presentation, the speaker will highlight the pivotal role of curriculum innovations in addressing equity disparities in higher education. Using Minneapolis College as a prime example, he will showcase initiatives like the Minneapolis Math Pathways, Minneapolis Science Pathways, and Minneapolis Open-access IT Degrees, alongside the state’s pioneering Math for Social Justice gen ed course. Additionally, the speaker will provide insights to academic leaders on fostering faculty inspiration, making collaborative efforts, and leading the charge for impactful change.

**Veronica Palafox**, *Director of Admissions, Normandale Community College*

**Susan Ant**, *Director of Financial Aid and Scholarships, Normandale Community College*

**Ruth Cardenas**, *Academic Advisor, Normandale Community College*

**Ben Weng**, *Dean of STEM, Minneapolis College*

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### Scaling Student Emergency Assistance – Conference Room 3304

This session will explore the implementation of a systemwide solution, BEAM, to delivery emergency assistance to students across Minnesota State facing an unexpected financial hardship. Participants will learn about the importance of emergency assistance on student success outcomes, the benefits of an enterprise model, and the lessons learned from implementation. Data will be shared that highlights the common challenges and lived experiences of students requesting emergency assistance.

**Shawn Anderson**, *Interim System Director for Student Development and Success, System Office*  
**Becky Nordin**, *Dean of Students, Minneapolis College*  
**Rebecca Peine**, *Assistant Dean of Students, St. Cloud State University*

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### The Pivotal Role of Wrap-Around Services – St. Paul Event Center

Building Community: Winona State University is dedicated to fostering a sense of belonging among students to empower them for success, both academically and personally, not only during their time at WSU but also beyond. Join us for a thought-provoking workshop that shines a light on the pivotal role of wrap-around services in nurturing holistic student achievement, with a strong emphasis on inclusion. We will explore a range of comprehensive services tailored to meet the evolving needs of students. Guided by the principles of Equity 2030, our mission is to cultivate vibrant communities where every individual is recognized, every voice is valued, and where collective thriving is the goal.

**Kara Lindaman**, *Dean, College of Liberal Arts, Winona State University*  
**Denise McDowell** (Winona State), *VP Enrollment Management and Student Life, Winona State University*

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### Uniting for Achievement: Cultivating Collaborative Change for Improved Success – Conference Room 3306

Higher education has a reputation for work being done in silos. Ridgewater College’s Student Success professionals have recognized the value of collaborating across departments to enhance student services, improve communication with students, deliver more effective intervention, and acknowledge student needs that exist beyond the classroom. In this session, participants will learn about the collaboration taking place to improve intervention processes (early alerts and SAP), target outreach to students whom institutional data demonstrate are less likely to succeed, improve students’ mental wellbeing, and offer enhanced opportunities to connect. Presenters will also address challenges that accompany change.

**Davontay Stevens**, *Academic Coach, Ridgewater College*  
**Ellery Knight**, *Academic Advisor, Ridgewater College*  
**LeAnn Pueringer**, *Counselor, Ridgewater College*  
**Mark Taylor**, *Community Resource Coordinator, Ridgewater College*  
**Jen Hewerdine**, *Director of Student Success, Ridgewater College*

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**3:30pm – 3:40pm** Break

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### **3:45pm – 5:00pm** Action Planning and Table Top Exercise – St Paul Event Center

#### **Moderators:**

Dr. Paul Shepherd, Associate Vice Chancellor for Student Affairs  
Dr. Jessee Mason, Associate Vice Chancellor for Academic Affairs

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# SCHEDULE AT A GLANCE

Thursday, June 27, 2024

8:15am – 9:00am Breakfast

9:00am – 10:00am **CONCURRENT SESSIONS #3**

## Increased Access through Tailored Inclusion – *St. Paul Event Center*

South Central College has implemented three events intended for specific audiences over the past 6 years. The first two, “College Conversation Night in Spanish/Somali” provide family members and prospective students general information on how to apply to college, funding options, etc. Promotional materials are distributed to local agencies and community groups, like Adult Basic Education, places of worship, restaurants, secondary and workforce partners. Presentation and event materials are provided in their language. The third event, National Technical Letter of Intent Signing Day, targets students entering career and technical programs. The event is sponsored by the college foundation and invites business/industry and faculty to celebrate as students sign their intent to attend South Central College’s career and technical programs. Scholarships are guaranteed to all attendees. As a result of these events and other initiatives, South Central College has seen a steady increase in students of color enrolling.

**Judy Endres**, *Vice President of Student Affairs, South Central College*

**John Harper**, *Vice President of Diversity, Equity, and Inclusion, South Central College*


**Edel Fernandez**, *Director of Admissions, South Central College*

## Student Perceptions and Experiences of Credit for Prior Learning (CPL) at Minnesota State *Conference Room 3304*

The 2021 *Equity Paradoxes in The PLA Boost* national research project shows that while credit for prior learning (CPL) increases completion rates for underrepresented learners, there are still obstacles to accessing CPL. The reasons are complex: lack of awareness, unclear policies, and cumbersome processes. In 2023, Minnesota State’s Credit for Prior Learning Assessment Network (C-PLAN) followed up on this study by surveying student perceptions and experiences on our campuses. Please join us to discuss the research findings, implications, and recommendations. This session will help us work together in using evidence-based strategies to improve CPL practice across all our colleges and universities.

**Charlotte Nitardy**, *C-PLAN, CPL Technical Support, Curriculum Teaching & Advising Senior Community Faculty, Psychology Department, College of Community Studies and Public Affairs, Metro State University*

**Mary Beth Lakin**, *C-PLAN, Executive Director, Community Faculty, College of Individualized Studies, Metro State University*

 Enhanced Access

 Academic Success

 Student Engagement

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**Embedded Reading in Co-Requisite English Classes: A Rationale and an Emerging Model with Preliminary Success Data – Wells Fargo Training Room (1<sup>st</sup> Floor)**  

In this session, we will describe our work at ARCC to embed just-in-time reading instruction and support into our established co-requisite English writing courses. We will share our rationale for launching this pedagogical intervention and describe how this approach works at ARCC and supports our Equity 2030 goals. We will also share preliminary data pertaining to student success and student perceptions of the experience. Finally, we will conclude with a discussion of the challenges we have encountered and preview how we may adapt the program moving forward. The session will conclude with a Q&A.

**Hannah Oliha Donaldson**, *Dean of Arts and Letters, Anoka-Ramsey Community College*

**Joe Erickson**, *English Faculty, Anoka-Ramsey Community College*

**Shari Jorissen**, *Director of Institutional Effectiveness, Anoka-Ramsey Community College*

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**Save students time and money: building stackable credentials with careers and transfer in mind – Conference Room 3306**  

We'll explore some examples of academic programs that have been designed or re-designed to be truly stackable, where all credits required stack into the next academic award and transfer agreements are set up to make the process seamless for students. This allows students to step in and out of college when they need to and have a clear path with all credits applying toward the next academic award. We'll focus on what we've learned about transfer agreements between 2 year and 4-year institutions and allow some time for each participant to examine an existing program at their campus that could be improved.

**Barbara Embacher**, *Director of Academic Programs & Special Projects*

**Jessica Migler**, *Assistant Director for Transfer, System Office*

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**10:00am – 10:10am** Break

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**10:15am – 11:15am** **Artificial Intelligence in Higher Education - Moving Towards Student and Instructor Agency**  
**Keynote Speaker:** Angela Stewart – *St. Paul Event Center*

There is a lot of hype about AI, but what exactly is it and how can it shape teaching and learning? In my talk, I will define what AI is, and discuss how AI uses data to make predictions about our world. I will detail how these data reinforce systemic inequity and cause harm to our students. The talk will conclude with strategies for how to incorporate AI into higher education, with an eye towards supporting student and instructors' agency.

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**11:15am – 11:20am** Break

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**11:20am – 12:30pm** **Recent Developments in Ed Tech across Minnesota State – St. Paul Event Center**

**Moderator:**

Dr. Kim Lynch, Associate Vice Chancellor for Educational Development and Technology

Brent Glass, NextGen Student Implementation Lead

Stephen Kelly, Project Manager, NextGen Student

Dr. Kayla Westra, Project Manager, NextGen Student

Dr. Elizabeth Harsma, Program Director for Technology Integrated Learning

Brock Behling, Program Director for Instructional Technology

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12:45pm - 2:00pm

**Plenary Lunch: Community of Practice Gatherings**  
– *St. Paul Event Center*

**Senior Academic Affairs Officers** - Dr. Jesse Mason, Associate Vice Chancellor for Academic Affairs

**Senior Student Affairs & Enrollment Management Officers**- Dr. Paul Shepherd, Associate Vice Chancellor for Student Affairs and Enrollment Management

**Institutional Research** – Dr. Nancy Floyd, Senior System Director for Research

**Academic Deans** – Daniel de Moraes, Director of Program Support & Quality Assurance and Anthony Miller, System Director of P-20 and Student Success

**Campus Diversity Officers** – Andriel Dees, Vice Chancellor for Equity and Inclusion

**System Office Staff**- Dr. Nate Hallanger, Special Assistant to the Senior Vice Chancellor for Academic and Student Affairs

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2:00pm – 3:30pm

**Building Resilience: A Conversation with the Vice Chancellors** – *St. Paul Event Center*

**Moderators:**

Erin Kline, Assistant Vice President for Equity and Inclusion, Southwest Minnesota State University  
Trumanue Lindsey, Vice President Equity and Inclusion, Minneapolis College

Satasha Green-Stephen, Senior Vice Chancellor for Academic and Student Affairs

Andriel Dees, Vice Chancellor for Equity and Inclusion

Bill Maki, Vice Chancellor Finance and Facilities

Eric Davis, Vice Chancellor for Human Resources

Jackie Bailey, Vice Chancellor of Information Technology & CIO

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3:30pm

**Closing Remarks**

Satasha Green-Stephen, Senior Vice Chancellor for Academic Affairs

Andriel Dees, Vice Chancellor for Equity and Inclusion

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For more information around ERGs and full schedule, please scan QR codes below:



ERGs Info



Detailed Schedule