President’s Cabinet
Thursday, September 24, 2015
1:00 p.m. - 2:30 p.m.
Hobson Memorial Union – Crying Wolf Room

Attendees:
Tom Fauchald
Michelle Frenzel
Jackie Carroll
Richard Hanson
Troy Gilbertson
Marybeth Christenson-Jones
Mary Ward
Deb Peterson
Colleen Greer
Karen Snorek
Sheila Paul
Sachel Josefson
Randy Westhoff
Martin Tadlock
Bob Griggs
Joan Miller
Jim Dillemuth
Tracy Dill
Rob Bollinger
Shawn Strong
Bill Blackwell
Jeff Ueland
Lynn Johnson
Brittany Hull
Scott Faust

NTC/HLC Update – Bob Griggs
Attachment: 1. HLC Visit Schedule
Link: Northwest Technical College Assurance Argument
Discussion: The HLC team, comprised of three individuals from institutions in Nebraska, Kansas and New Mexico will be here next week.

Bob thanked many in the room who have been working on the Assurance Argument document. The document is available on the NTC webpage; however, the document submitted to the HLC is no longer accessible.

The new structure for HLC visits compresses 3 days of meetings into 1.5 days. Monday and Tuesday will be busy next week. Bob is working to get all the meetings lined up for their visit.

Recruitment, Retention & Graduation – Michelle Frenzel
Discussion: At the next Cabinet meeting, we will discuss the 30-day enrollment figures. For now, Michelle shared some of the strategies they are considering for increasing enrollment.

• Longmire & Company performs a study on the Relationship Dynamic. We would provide them with all names of those who inquired, our prospects, applicants from last year. They would in term, survey those students to determine the strength of the relationship and find out what we can be doing better.
• We are looking to purchase names of sophomores and juniors to begin communications with those students sooner and not just starting when they are seniors.
• We are beginning discussions regarding First Year students.
• The mentoring program has 22 coaches and 270 students. The initial feedback is very positive. We will plan to meet with all the coaches yet this semester.
• The SEMP implementation group will be meeting twice in October at the beginning and end of the month.
• We are focusing on 2nd and 3rd year retention. The sophomore year is important due to choice of major.
Dual admissions with Northland CTC – Martin Tadlock
Discussion: We are making progress with Northland Community & Technical College. Individuals from both campuses are working to identify what dual admissions would look like, such as IDs with both institutions; requirements to move on to BSU after NCTC.

The draft agreement is not an articulation agreement but rather identifies a promotional opportunity to attract Northland students to BSU. They would have limited campus resources until they are enrolled at BSU and on campus.

Strategic Plan – Martin Tadlock
Discussion: The University Strategic Plan is posted on the President’s webpage. We do not have a work plan or implementation timeline yet. The next step to move the plan forward would be to align the plan with Charting the Future and the Master Academic Plan. Identify that which we can legitimately handle in the next 2-3 years.

Blackboard Connect – Karen Snorek & Jim Dillemuth
Discussion: MnSCU has purchased Blackboard Connect software, which provides emergency notifications via cell phone, email, home phone, etc. We need to determine if we want to use the product and if so, do we make enrollment in the software mandatory or opt-in.

MnSCU will be charging each institution based on the full-time equivalent enrollment. We will be charged whether we utilize the service or not.

The contacts for mandatory enrollment would be supplied from ISRS. One of the benefits of mandatory enrollment is that you won’t miss anyone. However, you will also be including faculty/staff/students who are not on campus and are not impacted by the emergency. Another problem with the mandatory option is that there could be fees for the service that are billed from the cell company to the individual.

With Opt-in, students/faculty/staff would be required to opt-in if they wanted to receive the notifications. The problem with opt-in is that if there is an emergency on campus, only those individuals who have opted-in would receive the notification. There could be many more that we need to communicate with and would not have a simple means of doing so.

Blackboard Connects also provides an opt-in for parents as well.

While some institutions have used Blackboard Connect as a marketing tool, the cost for the program to each institution would deter this option for Bemidji State and Northwest Tech.

Since we are going to be charged for the product, we may as well use it. The Cabinet agreed that mandatory enrollment was better than opt-in. While some people may get messages that do not pertain to them, it is better than not getting a message that may pertain to them.

BSU/NTC will need to identify the protocols for triggering an emergency. Jim and Karen will draft protocols and present at the October 29th Cabinet meeting.
**Hagg-Sauer Update – Karen Snorek**

**Discussion:** Karen is working with the architects to identify a viable plan for the Hagg-Sauer construction project, including the rebuild and renovation across campus. The capital bonding request is for $18.097 million, of that amount, the construction cost is not more than $15 million. The projections from the construction management firm, CPMI, have the project estimated at $19-20 million. We will need to bring these costs down closer to the $15 million figure.

Presently, we are looking to downsize the building. Originally the plan was for 28,000-29,000 square feet with two stories. We are now looking at one story, estimated at 20,000 square feet. We’re looking at the same footprint as the current building but one story rather than two. The reduced square footage should provide some relief for our space utilization.

The architects will be bringing a new plan back to the Steering Committee on October 7th.

The revised plan will be presented to the campus during a Campus Forum on Wednesday, October 14th. The architects/construction firm will then discuss the project at a special meeting of the President’s Cabinet on October 15th, followed by a presentation to the Executive Leadership Team later that afternoon.

Hopefully we’ll have a budget that President Hanson can approve.

**QUESTIONS:**

With projections over budget and the project hasn’t really begun, are there other options that we can look at to take the $18 million from the legislature and renovate Hagg-Sauer rather than demolish it? It is all dependent upon the 2016 Capital Bonding Bill. We won’t know until the session is over, mid-May. It is the job of the construction management firm to get the job within the parameters of the budget.

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**Food wagons/vendors $1 million liability – Karen Snorek**

**Discussion:** Food vendors/wagons will now be able to provide services on campus carrying just $1M in liability insurance. Previously, vendors were required to carry a $2M liability coverage. Vendors will need to work with the Business Office directly.

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**System Office Data Security Event (attachment) – Jim Dillemuth**

**Attachment:** 2. Summary of Data Security Event

**Discussion:** Back in June, the MnSCU System Office encountered a security breach. The breach occurred when an old web-based database which faculty used to apply for MnSCU grants was hacked. While the database hasn’t been used in approximately 6 years, faculty provided personal, non-public, information during the application process. This information was compromised during the hack. The breach isn’t major; there were no credit cards or financial information obtained. Most of the information obtained by the hackers was outdated as some emails were no longer active.
Homecoming Events & Activities / Schedule (October 1-4) – Rob Bollinger

Discussion: Homecoming starts next Thursday. We will again be bringing back alumni to host our 10th year of Alumni Leaders in the Classroom. The students and alumni both seem to enjoy it. Plus, it’s a great way to engage our alumni. If you know of any alumni who could be featured on a future panel, please let Rob know.

The Honors Gala is set for Friday evening. We’ll provide a campaign update; show a video; and, recognize our award recipients. The deadline to register is tomorrow. You may register online or by calling the Foundation office.

Outstanding Alumni Award recipients:
- Sandra (Henderson) Anderson ‘82
- Joseph Grabowski ‘81
- Roger Reierson ‘74

Young Alumni Award recipient:
- Katrina Maliamauv ‘07
  - She is a very special person and has done some amazing things already in her life as an advocate for human rights issues. She will also be giving an Honors Lecture. Be sure to connect with her if you have the opportunity.

Alumni Service Award recipient:
- Rich Siegert ‘67

The football game is set for Saturday. If the Beaver’s win, this will be their 6th straight Homecoming win.

Scholarship Appreciation Breakfast – Rob Bollinger

Discussion: We hosted over 600 people at the Scholarship Appreciation Breakfast last Saturday. Among the attendees at the 4th annual event were scholarship recipients, parents, donors, faculty and administrators. Rob anticipates hosting close to 800 people next year at the event.

Dr. Hanson shared some figures at the Scholarship Breakfast. Since 2010, scholarship funding has increased in every area, some areas as much as 140%. Athletics saw the smallest increase at 10%. 40% of freshman receive a scholarship. When we started the campaign back in 2010, the existing endowment was approximately $12.5M; it is presently at $25M right now. This is a permanent legacy to scholarships on campus. Dr. Hanson anticipates these increases will only continue.

Presidential Search Update – President Hanson

Discussion: The search for the next president is just getting organized. Dr. Connie Gores, president of Southwest Minnesota State University will serve as chair of the Search Advisory Committee.
Becky Lindseth, retired chief human resources officer at Northland Community & Technical College will act as our campus liaison since we do not have a permanent CHRO. Becky has already been communicating with the campus community and stakeholders regarding the Chancellor’s visit.

The Chancellor will be here on Wednesday, September 30th to conduct listening sessions with administrators, students, faculty, staff and community members. Dr. Hanson encouraged everyone to take advantage of this opportunity to share your vision for the next president with the Chancellor.

The Search Advisory Committee will be comprised of faculty, staff and students from both BSU and NTC as well as community members.

The search will include airport interviews, campus interviews and board interviews in the cities. If all goes according to the timeline, the new president will be announced in April at the MnSCU Board of Trustees April meeting.

**Senate Capital Investment Committee Visit – President Hanson**

*Discussion:* The Senate Capital Investment Committee will be here next Thursday, October 1st to hear about the Hagg-Sauer/Academic Learning Center project.

**Charting the Future Work Plan – President Hanson**

*Attachment:* 6. Charting the Future Workplan Implementation

*Discussion:* The Charting the Future Steering Committee tasked the MnSCU presidents with establishing assessment criteria for the 42 recommendations provided by the work of the implementation teams.

These initiatives and the work plan will go to the bargaining groups via meet and confer. The plan will also be presented to the Student Senate as well. It’s important to note that this is the System plan. We will have our own plan as formulated by a new committee built around the four individuals who attended the Change Leaders Workshop: Andy Bartlett, Jeff Ueland, Keith Marek, and Patty Hartshorn.

Traditional strategic plans with a focus on the next several years are no longer feasible. The environment in higher education is changing. We will create tenable, workable plans that matter to the institution.

Dr. Hanson discussed a few points from the Charting the Future Work Plan for FY 2016 and FY 2017. We will find that we are already doing some of these initiatives. And we will also need to determine which initiatives we will pursue.

- 1.1.1, *Improve curriculum alignment*, relates to transfer among institutions.
- 1.1.2, *Strengthen academic advising*, is a complicated process requiring both faculty and administration in a joint effort.
• 1.3.1, *Develop campus diversity plans...*, is already a priority for us. Deb is working to identify what a diversity plan would look like for us to include diverse faculty and diverse students. The minority that we should be working with is the minority that populates our area of the state.

• 3.1.1, *Ensure affordability for all students*

• 3.1.2, *Develop a comprehensive strategy...e-textbooks and open educational resources.* We may have some faculty interested in developing e-learning and e-textbooks.

• 3.2.1, *Redesign the current (internal) financial model...*, is not an item that we will get too involved. This is the allocation model and it hasn’t served us well as an institution. The algorithms are complicated but consistent. The model doesn’t reward collaboration. It’s difficult to explain.

• 3.2.4, *Replace or re-engineer ISRS*, is a strong possibility for the System. ISRS impacts our lives every day. The ISRS Listening Sessions at BSU are being held today.

Be sure to review the document. Under each initiative are various actions/milestones.

We will also utilize the priorities survey to assist in this process.

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**For the Good of the Order – ALL**

**Student Update – Brittany Hull**

- Two students will serve on the Presidential Search Advisory Committee.
- Student Senate is proud to sponsor Beaver Root Beer floats on Thursdays.
- The Student Senate will be looking at the grading system once again this academic year.

**Human Subjects Committee - Troy Gilbertson**

The Human Subjects Committee is looking to rename their committee to the Institutional Review Board. This is a reflection of the broader reach of the committee than just human subjects. It is also comparable to what other institutions have named their committees.

There were no objections voiced to the name change.

**Institute of International Education – Martin Tadlock**

The Institute of International Education (IIE) is looking for US institutions to take in students from Syria. We would be required to provide free tuition to any students who relocated to Bemidji State University. The IIE is needing a response by tomorrow.

There were no objections. Martin will complete the appropriate paperwork.

**CHRO Update – Lynn Johnson**

The Search Advisory Committee has met for the CHRO position. Skype interviews will be conducted next week. Campus interviews will be held for the finalists the 2nd week in October. We received a number of applications from a diverse candidate pool.

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Meeting adjourned at 2:10 p.m.
Minutes submitted by Jackie Carroll.
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**HLC Site Visit Schedule - Northwest Technical**

**Monday Sept. 28**

- **7:30-8:00**: Breakfast with President, Local Dignitaries (Conference Room B)
- **8:00-8:50**: Meeting with President (Conference Room B)
- **9:00-9:50**: Meeting with Assurance Process Committee (Cont.) (Conference Room A)
- **10:00-10:20**: Meeting with Assurance Process Committee (Cont.) (Conference Room A)
- **10:30-11:50**: Discussion of Program Level Assessment & Department Chairs (Conference Room A)
- **12:00-12:50**: Lunch with Student Group (Cafeteria)
- **12:50-1:30**: Open Time
- **1:30-3:30**: Discussion of Master Academic Plan (Conference Room A)
- **3:45-5:15**: Meeting with Faculty (Room 328)
- **5:15 PM**: Depart Campus
- **7:00-8:00**: Meeting with Foundation and Program Advisory Boards (Cafeteria)

**Tuesday Sept. 29**

- **8:00-9:00**: Discussion of Student Success: Academic Affair/Student Services (Conference Room B)
- **9:15-10:15**: Discussion of Institutional Effectiveness: Institutional Research (Conference Room B)
- **10:30-11:30**: Open Time (Conference Room B)
- **11:45-12:00**: Exit Interview (Conference Room B)
- **12:00**: Depart Campus
| TBD                          | Conference Call with Board of Trustee Member(s) |
In late June 2015, MnSCU information security staff (ITS) learned that hackers claimed to have compromised a system office web application. The web application, a grant database, had been used from 2004 – 2012, and was an ancillary system created by a third party contractor; it was taken offline immediately. A vendor specializing in data breach examinations, LuciData, was engaged to perform independent forensic analysis to determine the scope of the breach, if any, and its cause.

ITS was tasked with identifying the specific data within the databases that may have been exposed and individuals who may have been affected. The compromised databases contained over 150,000 records and were extremely complex. ITS determined that the exposed grant application information included some personally identifiable information but did not include sensitive information such as social security numbers, birth dates, or credit card information. No data of this kind was ever exposed by the attack.

On August 24, ITS received the final forensic report from LuciData. The report confirmed the breach. Most importantly, the report confirmed: "[d]ue to multiple layers of security hardening, the attackers were unable to exploit their attack to gain access to the web/database host operating systems, other databases or other MnSCU systems or networks," which means that ISRS and our data warehouse were never at risk during this event. This point is worth reiterating: system security measures worked to prevent the initial compromise from spreading.

The final data analysis findings show that out of the nearly 150,000 records in two compromised databases, only four exposed data elements were potentially private data (if viewed in combination) and therefore subject to breach notification: faculty or staff name; non-work address; non-work phone; and non-work email. Again, no sensitive information such as social security numbers, birth dates, or credit card information was compromised.
Approximately 1174 individuals have been identified as impacted by this event. The breakdown by bargaining unit is as follows:

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<tr>
<th>Bargaining Unit</th>
<th>Number</th>
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<tr>
<td>MN State College Faculty</td>
<td>596</td>
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<tr>
<td>Non-Unit Faculty</td>
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<tr>
<td>Inter Faculty Organization</td>
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<tr>
<td>MN Association of Professional Employees</td>
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<tr>
<td>MnSCU Administrator/Managerial</td>
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<tr>
<td>Student Employees</td>
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<td>AFSCME-Technical</td>
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<tr>
<td>AFSCME-Clerical and Office</td>
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<tr>
<td>Middle Management Association</td>
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<td>State U Admin/Service Faculty</td>
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<td>AFSCME-Service</td>
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Notifications and reporting will be made in accordance with the Minnesota Government Data Practices Act.

*Note: The number is slightly higher due to a few individuals who were members of multiple bargaining units over the time this application was in use.
GET YOUR GREEN ON!
BSU HOMECOMING 2015
OCTOBER 2-4
FRIDAY, OCT. 2

9 A.M. GRAND RE-OPENING OF MEMORIAL HALL
Memorial Hall. Ribbon cutting, open house & guided tours of the new home of business and accounting.

11:30 P.M. BEAVER PRIDE LUNCH
Walnut Dining (Upper Deck) $8.

5:30 P.M. ALUMNI & FOUNDATION HONORS GALA
Sanford Center. BSU Alumni & Foundation event honors distinguished alumni, president's society donors and Legacy Society members. Reservations required. See honorees' profiles at right. $50.

7 P.M. VOLLEYBALL VS. MSU MOORHEAD
BSU Gymnasium. Adult general admission and senior citizens (62 y/o & over) $5. Youth (age 2-12th grade) $3. Children (under two) free.
SATURDAY, OCT. 3

9 A.M. ANNUAL BSU ALUMNI ASSOCIATION AND FOUNDATION ANNUAL MEETINGS
Northwest Minnesota Foundation (201 3rd St. NW).

10 A.M. MEN’S BASKETBALL ALUMNI GAME
Email Coach Boschee (mboschee@bemidjistate.edu).

10 A.M. WOMEN’S SOFTBALL ALUMNI GAME
Email Coach Supinski (rsupinski@bemidjistate.edu) by Sept 15.

11 A.M. HOMECOMING PARADE
2nd Street & Beltrami Ave. to 15th Street. Groups can enter floats or walking units. Prizes will be awarded. www.bemidjistate.edu/go/homecoming. The parade Grand Marshall is Harold Shellum '41.

12 P.M. BEAVER BASH PRE-GAME TAILGATING
Diamond Point Park. Bring your own food/beverages or enjoy what is provided with a free-will offering. Must be 21 or older to consume alcohol.

2 P.M. BEAVER FOOTBALL VS. UNIVERSITY OF MARY
Chet Anderson Stadium. Adult general admission $12. Senior citizen (62 y/o & over) and youth (age 2-12th grade) $5. Children (under two) free.

Please register for events you plan to attend. Online at bsumalumni.org or call 877-BSU-ALUM toll-free, or 218-755-3989. Tickets will be held for you at events for which you are registered.
5 P.M. VOLLEYBALL VS. NORTHERN STATE
BSU Gymnasium. Your football ticket stub gets you in the volleyball game for free! (See Friday entry for prices).

5 P.M. ALUMNI FOOTBALL REUNION
American Indian Resource Center. Appetizers and cash bar.

6:30 P.M. MUSIC ALUMNI REUNION
Hampton Inn. If you were involved with music activities while you were a student, you belong at this gathering. Please register in advance. $15.

8:30 P.M.–12:30 A.M. 8TH ANNUAL BEAVER BLOCK PARTY & STREET DANCE
Downtown Bemidji (between 3rd & 4th Streets). Organized by the Bemidji Area Alumni Chapter. Featuring live music from the Front Fenders. Sponsored by Coca-Cola Bottling of Bemidji. 21 or older. $5.

SUNDAY, OCT. 4

1 P.M. CARL O. THOMPSON MEMORIAL CONCERT
Bangsberg Hall. Adults $10. Seniors $5 and students free.

1:37 P.M. BSU MEN’S HOCKEY EXHIBITION VS. MANITOBA
Sanford Center ticket prices (for exhibition game ONLY) Club $20. Gold/Silver/Bronze/Pink $10. BSU students and youth up to 12th grade free.
ALUMNI AWARD WINNERS

YOUNG ALUMNI AWARD

Katrina Jorene Maliamauv ’07 (B.S., psychology) is an advocate for human rights issues for marginalized communities in Malaysia.

ALUMNI SERVICE AWARD

Richard Siegert ’67 (B.A. business administration, B.S. education). He has served the community for 44 years by leading a variety of civic, service, educational and religious organizations.

OUTSTANDING ALUMNI AWARDS

Sandra (Henderson) Anderson ’82 (B.A. English). The Chief Legal Officer for Great Clips, Inc. in Minneapolis, she advises the organization on a broad range of complex legal, business and strategic issues.

Joseph Grabowski ’81 (B.S. aquatic biology) CEO of Wenck Associates in Maple Plain, he has led the cleanup of national and state Superfund Hazardous Waste sites during his 34-year career.

Roger Reierson ’74 (B.A. business administration) He is CEO and chairman of the Fargo group comprised of several marketing and communications businesses, including Flint Group and AdFarm.
ALUMNI LEADERS IN THE CLASSROOM
Alumni Leaders in the Classroom Panels. Alumni share insights and experience in faculty-moderated programs.

Thursday, Oct. 1
2 p.m. Criminal Justice, Bensen Hall
2-3:15 p.m. Law, HS 245

Friday, Oct. 2
10 a.m. Accounting, Memorial Hall
10 a.m. Marketing, Memorial Hall
11 a.m. Business, Memorial Hall

BSU BOOKSTORE
In Lower Hobson Union: Fri. 7:45 a.m.-4 p.m., Sat. 11 a.m.-2 p.m.
At Chet Anderson Stadium: Sat. 2:30-4 p.m.
Discount: 15% with alumni card. Alumni cards are provided as a benefit for contributing alumni ($50 or more/year.)

HOTEL RESERVATIONS
Take advantage of discounted room rates thanks to support from the following hotels. Ask for the BSU Homecoming rate and make your reservation no later than Sept. 2. Rates are good Oct. 2-4. Prices listed below do not include tax.

AmericInn Hotel: 218-751-3000 ($124.90)
Best Western: 218-751-0390 ($77)
Country Inn & Suites: 218-441-4800 ($125)
DoubleTree: 218-441-4400 ($189)
Hampton Inn: 218-751-3600 ($160)
Holiday Inn Express: 218-751-2487 ($99.95)
Super 8 Motel: 218-751-8481 ($71.08-$75.08)

Learn more, register for events or buy tickets at bsualumni.org
alumni@bemidjistate.edu
218-755-3989 or 877-BSU-ALUM

For parade information, visit bemidjistate.edu/go/homecoming

A member of the Minnesota State Colleges and Universities system, Bemidji State University is an affirmative action, equal opportunity employer and educator.
Memorial Hall Grand Re-Opening

Homecoming Parade

Pre-Game Tailgating

1937 BSU football team

Carl O. Thompson Memorial Concert

Beaver Block Party & Street Dance
Megan Bader '06 earned her bachelor of science in criminal justice with a psychology minor. While a student, she worked for Advocates for Family Peace in Grand Rapids and completed an internship with the Minn. Department of Corrections (MNDOC) in Bemidji. After graduation, she contracted as a pre-sentence investigation writer for MNDOC in Walker. In 2007, Bader returned to Bemidji to supervise a specialized caseload of adult felony level sexual offenders. In 2010, she transferred to the MNDOC office in Grand Rapids. She supervises an adult felony level high-risk caseload as a senior corrections agent.

John Konopke '88 graduated from BSU with a B.S. in criminal justice and worked for the Juvenile Division of the Illinois Department of Corrections until 1994. During the next 20+ years, he held several different positions in the City of Plainfield Police Department until being named chief in 2011. Some additional duties include arson investigator and director of the city's Emergency Management Agency. He also works on law enforcement teams that respond to local, regional and national natural disasters and large-scale events such as tornadoes, floods, protests, hurricanes, Republican National Convention (St. Paul), G20 Summit (Pittsburgh) and NATO Summit (Chicago).

John Littlewolf '06 (Bois Forte Band of Chippewa) worked at the Northwestern Minnesota Juvenile Center in Bemidji while earning his B.S. in criminal justice. He continued in juvenile corrections for Ramsey County in 2007. He also began in the domestic violence advocacy field (Women of Nations) in St. Paul. His law enforcement career began with the White Earth Tribal Police in 2011. Littlewolf returned home and served with the Leech Lake Tribal Police in 2011. He returned to the metro in 2014, joining the Shakopee Mdewakanton Sioux Community as a Conservation Officer.

Tara Martire '07 is a senior corrections agent for the Minn. Department of Corrections (MNDOC). She earned a bachelor's degree in psychology with a minor in criminal justice. She worked at the Northwestern Minnesota Juvenile Center while attending school. She completed a practicum and an internship with the MNDOC. After completing her internship, wrote pre-sentence investigation reports as a contractor until she was hired as an agent in 2007. Martire currently works in Walker supervising a caseload of high-risk offenders on the Leech Lake Reservation.

For special accommodations, contact the Coordinator of Disabilities Services (SN202) at 218-755-3883.
Peggy Ingison '74 has been the chief financial officer (CFO) with the Minnesota Historical Society since September 2011. She has more than 30 years of financial experience in the public sector — working in various positions in state government: commissioner of finance, state budget director, and chief fiscal analyst for the senate; she also served as CFO at the Minneapolis Public Schools. She has an accounting degree from Bemidji State University. Ingison is a member of the BSU Foundation Board. Ingison received BSU’s Outstanding Alumni Award in 2008.

Michael Nohner '06 earned degrees in business, finance and accounting. He began his career doing hedge fund administration for a subsidiary of Cargill. He was promoted to fund accounting manager, where he managed the accounting and administration of more than $3 billion in complex hedge fund structures, including the acquisition of Bank of America’s hedge fund administration business. In 2011, the company became Wells Fargo Global Fund Services. Recently promoted to vice president, Nohner oversees the transition and onboarding of new clients onto the company’s systems and process. He is a CPA and a member of the BSU Foundation Board.

Thor Carlsrud '02 graduated with a B.S. in accounting and had a top-10 score on the CPA exam that year. He began his career as an external auditor with Ernst & Young (now EY). He moved to Allianze Life Insurance Company of North America in 2008 and currently manages IFRS and GAAP Financial reporting. He is pursuing an MBA at Cardinal Stritch University. Carlsrud is a member of the BSU Alumni Association Board.

For special accommodations, contact the Coordinator of Disabilities Services (SN202) at 218-755-3883.

A member of the Minnesota State Colleges and Universities system, Bemidji State University is an affirmative action, equal opportunity employer and educator.
Brad Borkhuis ’01 is the founding coach of Epitome Coaching & Consulting. As CEO at 24, tasked with turning around a business, Brad found out real fast the importance of values and integrity in business. As a Head Football coach he applied his business concepts and personal philosophy to athletics and took a three win team to back to back region championships. Brad’s experiences at BSU on the Football field and in the Classroom were his foundation. Today, using his experiences from business, coaching and physical challenges like climbing Mt. Kilimanjaro, he leads Epitome Coaching and Consulting teaching lessons of value based living and success around the world.

Mary Beth Dondelinger ’86 has served as Optum’s vice president of Operational Training since 2007. She oversees training for the enterprise, supporting 20,000 clinicians, advocates and service agents in their roles of assisting UnitedHealth Group members with their health care. Dondelinger graduated from BSU with bachelor’s degrees in accounting and education, with minors in business and communications. After teaching post-secondary accounting for a few years, she began working as a corporate trainer at UnitedHealth Group in 1994. In 2014, her training organization was recognized by the International Standards Organization as achieving upper 1% performance ranking worldwide.

Joseph Grabowski ’80 is CEO of Wenc Associates. Grabowski graduated with a B.S. in aquatic biology and a minor in chemistry. He earned his master’s degree in water resources in 1983 from the University of Wyoming (Laramie). He did additional post-graduate course work in industrial hygiene and completed his mini-MBA through the University of St. Thomas. Throughout his 34-year career, Grabowski has consulted in the engineering field specializing in the investigation and remediation of hazardous waste sites. He has co-authored peer-reviewed technical journal publications and lectured internationally. Grabowski was selected to receive a 2015 BSU Outstanding Alumni Award.

Bemidji-native John Kittleson ’87 graduated with a BS in Business Admin and immediately went to work for Bituminous Roadways, Inc., an established asphalt paving contracting company in the Twin Cities. His role was first as a marketing coordinator also handling insurance claims, then grew into various roles as safety manager, estimator/project manager, division manager of a new start-up operation, Vice President and is currently President. John has been involved in virtually every aspect of the complexities of both public and private construction. He is a member and involved with AGC of Minn, MAPA, NAPA, MAAPT, MSES, and is a management trustee on the Minnesota Laborer’s Union LECET fund. He is a proud father of three, including daughter Lisa, now in her senior year at BSU.

Richard Siegent ’67 earned a B.A. degree in Business Administration and a B.S. degree in education in 1962. He began his career in public education but returned to Bemidji in 1971 where he pursued a career in the lodging industry. During his 44 years in Bemidji, he has led and served the community through a variety of affiliations. He currently is co-chair of the Paul Bunyan Expressway Coalition. Siegent has been chosen to receive the 2015 BSU Alumni Service Award.
Congratulations to our 2015 Alumni Award Winners

YOUNG ALUMNI AWARD
Katrina Jorene Mallamauv '07

ALUMNI SERVICE AWARD
Richard Siegert '67

OUTSTANDING ALUMNI AWARDS
Sandra (Henderson) Anderson '82
Joseph Grabowski '80
Roger Reierson '74

YOUNG ALUMNI AWARD RECIPIENT
Katrina Jorene Mallamauv '07 earned her bachelor of science in psychology from BSU before returning to Malaysia to work as a human rights activist. As a programme officer for Tenaganita, she works to uphold and defend the rights of migrants, refugees and other marginalized communities. She advocates for and intervenes on justice, substantive equality, refugee rights, modern-day slavery, labor rights, arrest & detention, gender-based violence, and an intersection of issues and rights. A Chevening Scholarship recipient, she is currently pursuing a master's degree in applied human rights from the University of York in the United Kingdom, and will return to Malaysia upon completion of her degree.

ALUMNI SERVICE AWARD RECIPIENT
Richard Siegert '67 earned degrees in business administration and education. He began his career in public education in Wyandotte, Mich., but returned to Bemidji in 1971 and pursued a career in the lodging industry. During his 44 years in Bemidji, he has led and served the community through a variety of affiliations including the BSU Foundation Board, Bemidji Visitors & Convention Bureau Board (past president) and Bemidji Lions Club (past president) among others. He currently is co-chair of the Paul Bunyan Expressway Coalition.

OUTSTANDING ALUMNI AWARD RECIPIENTS
Sandra Anderson '82 is Chief Legal Officer for Great Clips, Inc. in Minneapolis. She advises the organization on a broad range of complex legal, business and strategic issues. With 25 years of experience in franchising, she has implemented legal best practices to ensure the success of the company/franchisee relationships for Great Clips. She joined Great Clips in 2000 and was promoted from vice president and general counsel to her current position in 2011. Anderson graduated from BSU with a bachelor of arts in English and went on to earn a doctor of jurisprudence from the William Mitchell College of Law in 1987.

Joseph Grabowski '80 is CEO of Wenck Associates in Maple Plain. Throughout his 34-year career, he has led the cleanup of more than 50 national and state Superfund Hazardous Waste sites. A recognized industry expert, he has testified in county, state and federal court and has co-authored articles for peer-reviewed technical journals. A BSU graduate with a bachelor of science degree in aquatic biology with a minor in chemistry, Grabowski went on to earn an M.S. in water resources from the University of Wyoming in 1982. He furthered his post-graduate learning with additional studies in industrial hygiene and he completed his mini-MBA through the University of St. Thomas.

Roger Reierson '74 joined the Flint Agency in 1976 when it employed 13 people, and has since expanded the operation as its owner to include agencies in Grand Forks, Duluth and St. Cloud plus AdFarm offices in Calgary, Guelph, Kansas City, and Sacramento, that employ more than 175 employees. He is chairman and CEO of AdFarm, one of the largest agri-marketing firms in North America. Reierson holds a B.S. degree in marketing and finance. In 2011, he was named NAMA National Agri-Marketer of the Year. He has gone beyond his work in international communications to develop agribusiness and microbusiness opportunities in Africa.

A member of the Minnesota State Colleges and Universities system, Bemidji State University is an affirmative action, equal opportunity employer and educator.
DATE: September 24, 2015

TO: Campus Community

FROM: Dick Hanson, President

RE: Charting the Future

Colleagues: Last spring the Charting the Future Steering Committee assigned to MnSCU Leadership Council (MnSCU Presidents and Chancellor’s Cabinet) the task of creating a plan to move this work forward. The work plan draws upon the July and September Leadership Council discussions that included establishing the criteria for assessing the 42 recommendations from the implementation teams; a summer inventory of campus-based initiatives; memos from MSCSA and MAPE; and about ten hours of meetings (face-to-face and by phone) in which the MnSCU Executive Committee carefully sorted through all 42 recommendations to help forge a viable plan.

On behalf of the Leadership Council, you will find the FY 2016 and FY 2017 Charting the Future work plan (attached). The questions facing us as we contemplate implementation are:

1. Will the recommendation significantly increase student success?
2. Is there existing work at our colleges and universities that can be scaled?
3. What are the human and financial resources needed?
4. What is the time and ease of implementation?
5. Who will take a leadership role in implementation and who will need to contribute to the work for it to be successful?
6. How will we know we are successful?

Attached to this memo are two documents: The work plan, and a sketch of how we might approach planning here at BSU/NTC.
### STRATEGIC FRAMEWORK #1: Ensure access to an extraordinary education for all Minnesotans

**Strategy 1: Establish clear pathways for students that lead to increased retention and completion**

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<th>FY2016 Actions/Milestones</th>
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</table>
| **1.1.1 Improve curriculum alignment (CTF 21, 22, 24)** | Transfer Pathways Teams (ASA) | - Develop four (4) initial transfer pathways and identify an additional 20-25 pathways to be developed (5/30/16)  
- Report to legislature on plan to expand AAS to BAS pathways (3/1/16)  
- Convene a work group to explore and research additional considerations from the Academic Programs & Collaboration team such as: (10/31/15)  
  - Collate resources needed for successful collaborations and make them easily accessible for all  
  - Merge all transfer resources into one website that is easy to navigate and user friendly  
- Identify priorities and develop project plan with detailed steps/owners/timeframes/deliverables (3/31/16) | Implementation of transfer evaluation/appeal process (9/1/16)  
Launch identified projects identified by work group (10/1/16)  
Develop an additional 20-25 transfer pathways (5/30/17) |
| **1.1.2 Strengthen academic advising (CTF 1, 3)** | Colleges/universities (ASA and Student Affairs Council) | - Convene campus-based advising work group and supporting subcommittee within Student Affairs Council (11/15/15)  
- Research advising best practices and develop specific recommendations for strengthening advising (which may include pre-college and current students)  
- Identify and distribute campus-based best practices  
- Identify training and professional development needs and programming for faculty and staff advisors  
- Compile campus-level descriptions of advising process, staffing, and early alert process and report to Leadership Council (6/1/16)  
- Complete college/university Student Success plan (6/1/16) | Identify resource requirements for strengthening advising (10/1/16)  
Begin to develop and deploy opportunities created by faculty and staff development experts within the system (4/1/17) |
| 1.1.3 | Develop a metric on satisfaction and the efficacy of advising (CTF 4) | ASA Institutional Research in collaboration with college/university research directors | - Define the metric (3/1/16)  
- Metric defined and tested through appropriate consultation channels (5/1/16)  
- New metric included in institutional performance metrics reports (6/1/16) |
| 1.1.4 | Review and revise policies (where appropriate) to mitigate unintended consequences and remove unnecessary barriers (CTF 5) | ASA Policy Council in consultation with Finance | - Refer to ASA Policy Council: (10/1/15)  
  - 2.9 Financial Aid Satisfactory Academic Progress (SAP), and  
  - 5.12 Tuition and Fee Due Dates, Refunds, Withdrawals and Waivers  
- Shepherd changes through policy consultation and approval process (6/30/16) |
| 1.1.5 | Identify partnership opportunities for technology tools to support retention and completion (CTF 6, 23) | ASA in collaboration with colleges/ universities | - Convene a workgroup to evaluate existing resources and services used on campus and determine common needs (12/31/15)  
  - CRM system for early alert and advising  
  - Graduation planner for advising  
  - Predictive Analytics for targeting student success interventions and managing enrollment (build on existing Bi Tiger team efforts)  
- Report on common products and needs and recommendations to vice chancellors of ASA and ITS (6/30/16) |
| 1.1.6 | Deploy online resources for prospective and current students, including transfer information for use in planning, registration, and advising (CTF 2, 21) | Colleges/universities (ASA) | - Complete evaluation of existing resources and services for meeting the needs of future and current students in transition and campus staff who work with students (6/30/16) |

*Parentheticals identify divisions or systemwide groups that will provide support and coordination for the work*

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| 1.2.1 Develop a strategy for quality online education (CTF 18) | Leadership Council planning group in coordination with ASA Coordinating Commission | • College/university conversations with students, faculty, and staff on current and future online and technology supported education (2/1/16)  
• Online Education Workshop with Leadership Council (informed by campus conversations) to evaluate MnSCU online strategy (4/1/16) | Develop recommendation (10/31/16) |
| 1.2.2 Ensure all students have access to technology (CTF 19) | Colleges/Universities (ASA Technology Council)  
Finance in collaboration with colleges/universities | • Conduct a campus-level assessment to better understand academic program/discipline needs, future and current student needs and access, and institutional capacity to meet needs of future and current students and faculty (6/1/16)  
• Convene technology fee discussion (6/1/16) | Conduct a technological and financial feasibility study (5/1/17) |
| 1.2.3 Increase opportunities for exploration of emerging technologies and professional development for students, faculty, and staff (CTF 16, 20) | ASA Technology Council | • Expand current offerings (e.g., Improving your Online Course workshop, D2L Brightspace webinars) (5/1/16)  
• Create and support communities of practice around effective teaching with technologies in specific disciplines, in conjunction with Ignite conference (5/1/16)  
• Continue to assess campus and system programs and resources and identify opportunities to share best practices and opportunities to fulfill unmet needs (6/1/16) | Continue to develop and deploy opportunities created by faculty and staff development experts within the system (7/1/17) |

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| 1.3.1 | **Develop campus diversity plans, integrated into each college/university overall Student Success plan (CTF 1, 10, 11)** | - Create guidelines with common elements to be used by all colleges/universities, linked to institutional performance metrics, and related data elements, including the role of the Chief Diversity Officer (10/30/15)  
- Assess current college/university plans and provide feedback via a vis new guidelines (12/31/15)  
- Complete college/university plans (6/1/16) | |
| 1.3.2 | **Diversity mapping and assessment of diversity and equity (CTF 9)** | - Complete and evaluate campus-based pilots (6/1/16)  
  - MSU Moorhead – Diversity Mapping  
  - Century - PACE Survey Diversity Subscale  
  - Normandale – Intercultural Development Inventory (IDI) | Develop strategy for diversity assessment (9/30/16) |
| 1.3.3 | **Improve the recruitment and retention of diverse faculty and staff (CTF 15)** | - Compile best recruitment and retention practices implemented across the system and develop a common toolkit for searches and retention efforts (12/31/15)  
- Establish hiring and retention goals on each campus and in the system office, aligned with existing affirmative action plans (12/31/15)  
- Review hiring and retention practices on each campus and in the system office and strengthen practices through alignment with identified best practices (6/1/16) | Implement best practices (7/1/16) |

*Parentheticals identify divisions or systemwide groups that will provide support and coordination for the work*
| 1.3.4 Provide professional development to increase faculty and staff intercultural and global competency and increase understanding and use of culturally relevant pedagogy (CTF 7, 8) | ASA Coordinating Commission and Diversity | ▪ Inventory colleges/universities and system resources and programs (12/31/15)  
▪ Determine gaps and best approach to filling them (1/31/16)  
▪ Identify additional resource needs and strategies for sourcing (6/30/16) | Implement professional development programs to fill gaps across the system (9/1/16) |

**Other ongoing Initiatives:**

- Developmental Education reform
- Metro Baccalaureate Plan
- Scholarship campaign (see 3.1.1 in plan)
- E-textbooks/Open Educational Resources (OERs) (see 3.1.2 in plan)

- Partnership with MN Department of Education
- Succession Planning
- Native Nations Taskforce
- Increase PSEO and concurrent enrollment opportunities
STRATEGIC FRAMEWORK #2: Be the partner of choice to meet Minnesota’s workforce and community needs

**Strategy 1:** Work together under new models to be the preferred provider of comprehensive workplace solutions through programs and services that build employee skills and solve problems for business across the state

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| 2.1.1 Confirm and endorse the value proposition for our colleges and universities to provide comprehensive workplace solutions for employers (CTF 26-28, 35) | Leadership Council in collaboration with CECT Leadership Council | - Develop collaborative approaches for colleges and universities to collectively grow a continuum (two-year to graduate level) and increase capacity to meet the following goals: (12/1/15)  
  - Expand services to business and industry  
  - Leverage campus resources  
  - Develop (CECT) revenue generating programs  
  - Present a proposed revenue/expense model to Leadership Council (2/1/16)  
  - Consensus reached by Leadership Council on a shared strategies for colleges/universities to deliver comprehensive workplace solutions (3/1/16) | Implementation of model begins (7/1/16) |

**Strategy 2:** Broaden students’ opportunities to earn credit for prior learning by developing a certification process to award transferable competency-based credit

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| 2.2.2 Advance strategies and capacity for competency certification and credit for prior learning at all colleges and universities (CTF 28-33) | College/university pilots (ASA) | - College/university faculty and staff assess campus interest, programmatic opportunities, and readiness (12/1/15)  
  - Colleges/universities indicate interest in working collaboratively as a pilot group to (2/1/16)  
    - Create and test a replicable process for awarding credit for prior learning and developing competency-based programs starting with the “toolkit” developed by the Competency Certification & Credit for Prior Learning team  
    - Develop business model and approaches to deliver professional development and to enhance capacity building resources with other colleges/universities building on campus based practices  
    - Identify policies and procedures for review in FY17 | Report on pilot findings to Leadership Council (10/1/16)  
 Expand pilot group (2/1/17) |

**Other ongoing Initiatives:**
- Financial allocation model (see 3.2.1)
- Workforce alignment through Real Time Talent initiative
- Multi-state Learning Outcomes Collaborative
STRATEGIC FRAMEWORK #3: Deliver to students, employers, communities and taxpayers the highest value/most affordable option

### Strategy 1: Deliver to students the most affordable option to an extraordinary education

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<tr>
<td>3.1.1 Ensure affordability for all students (CTF 13)</td>
<td>College/University Development Officers and Presidents</td>
<td>Increase scholarship support for students with a major campaign (second phase) to raise $50M over two (2) years</td>
<td>Launch new campaign (7/1/16)</td>
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<td>Define new campaign (12/31/15)</td>
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<td>Continue to deploy financial literacy programs for students as well as family/financial planning and education</td>
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<tr>
<td>3.1.2 Develop a comprehensive strategy to increase awareness and development of e-textbooks and open educational resources (OERs) (CTF 17)</td>
<td>Faculty pilots (ASA)</td>
<td>Based on FY15 efforts, continue pilots and scale initiatives (6/1/16) - Scale faculty reviews in partnership with the UofMN (up to 175 faculty) - Provide support to 7-10 colleges/universities to pilot campus-level OERs - Integrate OERs with four (4) Transfer Pathways Teams</td>
<td>Evaluate and expand on campus OER pilots and scaled faculty work</td>
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### Strategy 2: Redesign our financial and administrative models to reward collaboration, drive efficiencies and strengthen our ability to provide access to an extraordinary education for all Minnesotans

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<tr>
<td>3.2.1 Redesign the current (internal) financial model to incent and reward collaboration, Strategic Framework commitments, and Charting the Future recommendations (CTF 25, 34)</td>
<td>Finance division in consultation with colleges/universities</td>
<td>Use campus expertise from technical advisory committee (9/30/15) Board of Trustees consideration of design principles (11/30/15) Run scenarios, test, consult, and revise (5/31/16) Ongoing consultation</td>
<td>Ongoing consultation Board of Trustees consideration (10/31/16) Implementation (7/1/17)</td>
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Parentheticals identify divisions or systemwide groups that will provide support and coordination for the work

Revised 9/11/15
| 3.2.2 | Develop and implement new systemwide human resources transactional service delivery model (CTF 37) | Campus HR staff with support from vice chancellor for human resources with HR division | • Convene pilot workgroup to begin process mapping of transactional services (8/1/15)
  • Service model identified (1/15/16)
  • First transactional workgroup kick-off (10/5/15)
  • Second transactional workgroup kick-off (3/1/16)
  • Training HR staff on new transactional processes (1/18/16-ongoing) |

| 3.2.3 | Align student and employee identification practices to increase access and communication for students, faculty, and staff across MnSCU (CTF 42) | ITS in consultation with colleges/universities | • Infrastructure work to be completed (6/30/16)
  - Complete StarID rollout at two remaining institutions
  - Create a single Office 365 tenancy that can be adopted by colleges and universities |

| 3.2.4 | Replace or re-engineer ISRS (Integrated Statewide Record System) (CTF 38-41) | ITS in consultation with colleges/universities | • Complete ISRS campus listening sessions (10/31/15)
  • Create a roadmap for the business case to upgrade/replace ISRS in FY18/FY19 (3/1/16)
  • Begin mapping existing processes to enterprise to identify gaps
  • Ongoing consultation |

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<tr>
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<th>Other ongoing Initiatives:</th>
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<tr>
<td>• Workgroup on Long-term Financial Sustainability</td>
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<td>• Campus Service Cooperative initiatives</td>
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<tr>
<td>• Continue to reduce administrative, institutional, and instructional costs</td>
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*Parentheticals identify divisions or systemwide groups that will provide support and coordination for the work.*

Revised 9/11/15