CMN
College of nominees
Annual Report
2015-2016
College of Menominee Nation
Web: www.menominee.edu

Main Campus
N172 Highway 47/55
P.O. Box 1179
Keshena WI 54135

Phone:
715 799-5600
or 800 567-2344

Green Bay/Oneida Campus
2733 S. Ridge Road
Green Bay WI 54304

Phone:
920 965-0070
or 800 567-2344
Dear Friends,

When I began work in 1975 as Education Director for the Menominee Tribe, records showed 37 Menominee pursuing higher education. Eighteen years later, the College of Menominee Nation opened in Keshena. In years since, our numbers have steadily increased. Today, just at CMN, we have about 200 Menominee, as well as students from other tribes, enrolled in degree and technical diploma programs each semester.

Our College is a wonderful asset for the Menominee People and other Native communities, and not only as a place of teaching and applied research. It is also an economic engine with a regional impact exceeding $37 million. Its positive impact on individuals and their families is, I believe, priceless.

Several who have helped forge the College’s path have turned its care over to others. In late 2015-2016, we regretfully accepted the retirement of Dr. Verna Fowler, CMN’s Founding President. It has been humbling to watch her superb leadership produce for us the gem that is the College of Menominee Nation. Others to whom we are grateful for leadership are Bernard (Ben) Kaquatosh, who retired after 22 years of Board service including 11 as Chairman; Elaine Peters; Georgianna Ignace and Lynnette Miller, who have also chaired the Board, and my predecessor, Board Chairman Michael Chapman, who was called to the Spirit World in February 2016.

Our College will soon begin its second quarter century. We invite you to accompany us on the way.

Sincerely,

Virginia Nuske
Chairwoman, Board of Trustees, College of Menominee Nation

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REPORTING ON 2015-2016

GREETINGS FROM THE COLLEGE OF MENOMINEE NATION

Dear Friends,

A quarter century ago I was completing a journey through the doctoral program in educational administration at the University of North Dakota. This year, I am completing another journey as I retire from the post of President of the College of Menominee Nation.

I have enjoyed my work immensely, but my primary emotion as retirement approaches is gratitude. I am grateful for the talented individuals who have helped build the College and for the Menominee People who by creating CMN challenged the idea that few American Indian students could succeed in higher education. As an accredited institution that infuses higher learning with American Indian cultural values, CMN is clearly the change agent they envisioned.

Nearly 70 percent of CMN’s graduates are enrolled members or descendants of American Indian tribes. Most are the first in their families to attend college, but I assure you, they will not be the last. Each is a role model, raising the level of aspiration for children, siblings, cousins and neighbors. They are building a legacy of higher learning and supplying knowledge, skill sets and world views that will advance their tribes and the nation at large.

I leave the College in good hands. Our Chief Academic Officer, Dr. Diana Morris, is serving as Interim President as the College’s able Board of Trustees conducts the search for CMN’s next leader. The programs, services and people reviewed in this Annual Report are exemplary. I commend them to you and encourage you to learn more with a campus visit. Know that you will be welcome.

Sincerely,

S. Verna Fowler, Ph.D.
President, College of Menominee Nation

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TRUSTEES OF THE COLLEGE

Virginia Nuske, Chairperson
Retired
Northeast Wisconsin Technical College, University of Wisconsin-Green Bay, University of Wisconsin Oshkosh, University of the Philippines

Lori Corn, Secretary
School Administrator/Principal, Menominee Tribal School
B.S., St. Norbert College; M.S., Marian College

Karen Bowman-Dillenburg
Retired
B.S., St. Norbert College; M.S., Marian University

Gary L. Frechette
Programmer Analyst, WEC Business Services, WEC Energy Group
B.S., Milwaukee School of Engineering; M.S., Marquette University

Sarah Harkey
Nurse, Menominee Tribal Clinic
A.A., College of Menominee Nation; B.S.N., Bellin College of Nursing; M.S.N., University of North Dakota

Cedar Kakkak
Assistant Administrator, Menominee Indian Tribe of Wisconsin
A.A., College of Menominee Nation; B.S.N., Bellin College of Nursing; M.P.A., UW Oshkosh

Ada Deer (honorary member)
Retired
B.A., UW-Madison; M.S.W., Columbia University

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Sincerely,

Virginia Nuske
Chairwoman, Board of Trustees, College of Menominee Nation
Faculty/Staff

The following unduplicated numbers show that 83% of those who are employed at the College of Menominee Nation hold academic or technical credentials. Among them, 33% have earned advanced degrees at the master’s and doctoral levels.

<table>
<thead>
<tr>
<th>Category</th>
<th>Total</th>
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</thead>
<tbody>
<tr>
<td>Faculty</td>
<td>38</td>
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<tr>
<td>Full Time</td>
<td>20</td>
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<tr>
<td>Part-Time or Adjunct</td>
<td>18</td>
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<tr>
<td>Staff</td>
<td>93</td>
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<tr>
<td>Total CMN Employees</td>
<td>131</td>
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</table>

Employee Degrees

<table>
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<th>Degree Level</th>
<th>Total</th>
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<tbody>
<tr>
<td>Ph.D.</td>
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<tr>
<td>Master’s</td>
<td>37</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>37</td>
</tr>
<tr>
<td>Associate</td>
<td>20</td>
</tr>
<tr>
<td>Technical/Trades</td>
<td>9</td>
</tr>
</tbody>
</table>
| Some college/no degree | 21 | 16%

Employee Ethnicity

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Total</th>
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</thead>
<tbody>
<tr>
<td>Enrolled/Descendant Menominee</td>
<td>60</td>
</tr>
<tr>
<td>Other American Indian</td>
<td>6</td>
</tr>
<tr>
<td>Other (Asian, Black, Hispanic, White)</td>
<td>65</td>
</tr>
</tbody>
</table>

The American Indian College Fund’s Faculty Member of the Year Award was presented at Spring 2016 commencement ceremonies to Ann Walenski, left, chairwoman of CMN’s programs in Business Administration and Public Administration. Professor Walenski was recognized for bringing to classes an energy and enthusiasm that thoroughly engages students and for leading in the use of technology to connect students in Keshena with those attending the Green Bay/Oneida campus.
COLLEGE OF MENOMINEE NATION

PROGRAMS OF STUDY
CMN is accredited by the Higher Learning Commission (hlcommission.org). The College’s Bachelor of Science in Education is approved by the Wisconsin Department of Public Instruction. The Nursing program is accredited by the Accreditation Commission for Education in Nursing (www.acenursing.org) and approved by the Wisconsin State Board of Nursing, Department of Regulation and Licensing, and Department of Health Services, Division of Quality Assurance.

Bachelor of Arts Degree
- Public Administration

Bachelor of Science Degrees
- Business Administration
- Early Childhood/Elementary Education

Associate Degrees
- Biological and Physical Sciences
- Business Administration
- Digital Media
- Early Childhood Education
- Liberal Studies
- Materials Science and Pre-Engineering
- Natural Resources

Technical Diplomas
- Business Office Technician
- Electricity
- Practical Nursing
- Sustainable Residential Building Systems
- Welding

Nursing
- (Applied Science)
- Pre-Environmental Engineering Technology
- (Applied Science)
- Public Administration
- Sustainable Development

PROGRAM ENROLLMENT
Enrollment in Fall 2015 by program of study/career field

Bachelor of Arts
- 9 (2%)
- Public Administration

Bachelor of Science
- 22 (5%)
- Business Administration
- Teacher Education

Associate Degrees
- 197 (45%)
- Biological and Physical Sciences
- Business Administration
- Liberal Studies
- Education
- Remaining programs

Nursing
- 41 (10%)
- Combined Associate Degree and Practical Nursing Diploma

Technical Education
- 37 (9%)
- All technical diplomas, excluding Practical Nursing

Non-degree or Undeclared Major
- 127 (29%)

STUDENTS
Fall 2015 from Fall IPEDS 2015-16 (unduplicated numbers)

Total Enrollment
- Headcount enrollment: 433
- Full Time Equivalent enrollment: 298
- Full time: 132 (30%)
- Part-time: 301 (70%)

Male
- 108 (25%)
- 334 (30%)

Female
- 325 (75%)
- 779 (70%)

Average Age at Graduation: 33

Student Ethnicity
- American Indian*: 41 (10%)
- Associate Degrees: 846
- Diplomas and Certificates: 442

Total Awards: 1,329
- * First BS degree awarded in 2011 and first BA in 2014

ALUMNI
Cumulative since the founding of the College in 1993

Total Alumni: 1,113

Male
- 334 (30%)

Female
- 779 (70%)

Student Ethnicity
- American Indian*: 277 (64%)
- Other (Asian, Black, Hispanic, White): 156 (36%)

* Tribes represented in the 2015-2016 enrollment included Menominee, Ojibwa, and Stockbridge Munsee, as well as Apache, Beothuk, Chickasaw Nation, Chippewa and the Chippewa bands Lac du Flambeau, Lake Superior and Turtle Mountain, Comanche, Crow, Ho-Chunk, Lac Courtes Oreille Ojibwe and Ojibwe-Red Cliff Lake Superior, Mithican, Navajo, Potawatomi and Prairie Band of Potawatomi, Shoshone—Eastern, Sioux, Standing Rock Sioux, and Winnebago

Age Distribution
- Age 16-24: 197 (45%)
- Age 25 and above: 236 (55%)

Ariel Sanapaw earned distinction as the College’s first graduate with an Associate of Applied Science degree in Pre-Environmental Engineering Technology. Sanapaw, who also earned an Associate of Arts and Sciences degree in Biological and Physical Sciences, was student speaker at the Spring 2016 commencement ceremonies.

Joining the ranks of CMN alumni in May were Digital Media graduate Thyler Laurent, left, and Liberal Studies graduates Karen Cimicid, Lloyd Frieson, Jr., and Tashina Guzman.
Plannig Is Mission-Driven, Multi-Faceted, Campuswide

Faculty and instructional staff in academic program areas were keeping their eyes on CMN’s mission and on community needs while developing new offerings and reimagining or refreshing current ones. Support programs across the College kept pace with technical, service and infrastructure upgrades.

Programs Are Aligning Curriculum with Changing Job Trends

In answer to strong and long-standing regional demands for engineering graduates, the College launched its second Associate Degree program in the field in Fall 2015. CMN’s Environmental Engineering Technology major offers students guaranteed-transfer to University of Wisconsin campuses in Green Bay and Oshkosh. The program’s practical, applied engineering curriculum complements the pre-engineering major CMN initiated in 2011. That major, with more theoretical math and chemistry requirements, has guaranteed transfer to UW programs in Madison and Platteville.

By Spring 2016, the two Associate programs enrolled 18 students and the program director, Dr. Lisa Bosman, had approval to offer a B.S. Degree in Manufacturing Engineering Technology in 2017.

Faculty of the new Associate Degree in Liberal Studies – a merger of CMN’s former Humanities and Social Sciences programs – devoted much of 2015-2016 to reconceptualizing their curriculum. Like colleagues across the campuses, they also updated courses to assure alignment with changes occurring in various programs. Quality improvement was on the agenda, too, and included recommendations from a Liberal Studies team for a new format for CMN e-Portfolios. Work will continue in the coming year on development of a new set of program outcomes and design of new embedded assessments.

CMN also continued to engage with employers and other institutions on programs giving students quick entry to the job market. Technical education initiatives in planning during 2015-2016 included development of a new CNC Machinist Diploma program which is approved for enrollment in Spring 2017. Meanwhile, existing diploma programs previously available only at the Keshena campus were expanded to the Green Bay/Oneida campus.

The Department of Continuing Education’s (DoCE) course array also grew with the addition of training for those seeking the Commercial Driver’s License for professional truck drivers. The cooperative program with Fox Valley Technical College graduated its first class in June 2016. Overall,
DoCE fielded 60 different workshops totaling 144 workshop sessions and 1,500 program registrations during 2015-2016.

The year also saw DoCE relocating across campus to the Community Technology Center (CTC). With the move, DoCE extended its administrative umbrella to include the Menominee Job Center and Workforce Innovation Opportunity Act programs located at CTC. The department also oversees Vocational Rehabilitation, Financial Literacy, Youth Empowerment Program, UW Extension, Summer Transportation Institute and the College’s farmers market, garden workshops and community garden plot.

DoCE Dean Brian Kowalkowski sees the move providing more opportunity for collaborative planning among staff of the various programs. For the community, he adds, having the several professional development workshop and training program providers all under the CTC roof means a more efficient one-stop location for services.

**Focusing on Culture, Humanities and Arts**

Literature, art and theater experiences ranged from production of the literary magazine to Native arts workshops and revival of a long-lost community pageant. Capturing traditional culture through new interpretations, the artifacts and programs created at CMN enrich life for students and community members.

The 2015-2016 edition of *Feather Chronicles* continued the literary magazine series that started in 2008 and is edited annually by CMN philosophy professor, Dr. Dennis Vickers.

Arts were hands-on during the year in DoCE-sponsored workshops on traditional methods of quillwork, leather relief and woodcarving, and Rachel Ortradovec’s classes on home cooking culturally-significant food.

Under the direction of Ryan Winn, CMN professor of theater arts, scripts on Native themes and by Native playwrights continued to be performed regionally. A new theater venture developed in 2015-2016 with encouragement from Menominee community members. The request inspired Winn to initiate research in Spring 2016 on a series of local pageants that had been offered for many years in the Woodland Bowl on the Menominee Reservation. Sufficient records, scripts, playbills and personal recollections were identified to support a pageant reenactment, scheduled for presentation in late Summer.

**Integrating Technology**

Now in its second year of operation, the College’s TelePresence distance-learning technology has expanded from delivering primarily Business and Public Administration courses to averaging 34 courses each semester in eight disciplines. By linking classrooms at the Keshena and Green Bay/Oneida campuses, courses previously available at just one location can be available simultaneously to students at both locations. The multiple screens and high definition visual and audio capacities are proving to be powerful tools for both instructors and students.

Keeping pace in 2015-2016 included IT upgrades that ranged from new SmartBoards for Green Bay/Oneida campus classrooms and data wiring for Shirley Daly Hall on the Keshena campus, to the installation of new audio-visual equipment institution-wide.

Like IT, Campus Support operations stayed on track with planned maintenance and upgrades. Projects included HVAC and lighting improvements, door lock upgrades providing greater building security, and parking lot blacktopping. A new installation at the Keshena campus is a high-visibility digital sign on Highway 47/55 just south of the main entrance drive. Along with CMN event and course announcements, it has capacity to quickly post safety or emergency information for the general public.

For CMN’s Human Resources office, technology integration included a new online option of the traditional exit interview for those leaving employment. HR also became the most recent CMN unit to commit to the College’s File Director document management program which eliminates paper files and increases quick access through the electronic storage of documents.

With 10 buildings on two campuses, IT management is a planning challenge – especially when serving tech-savvy students. In 2015-2016, more than 100 new PCs, laptops and Mac computers were installed in campus classrooms and offices.
Students at the College of Menominee Nation find many ways to bring their classroom learning to the social and service aspects of their lives with activities hinging on American Indian cultures and sustainability values.

**Collaborative Projects Focus on Key Challenges**

Two to three dozen students from both CMN campuses and various academic programs gathered in 2015-2016 to talk about personal responsibility and ethics for sustainability, the environment, and protection of natural resources and community health. The meetings were designed to encourage students, regardless of their chosen profession, to consider how they will serve in the future as ethical stewards in tribal and global communities. Collaborators on the series and session facilitators were CMN faculty members and staff of the College’s Sustainable Development Institute (SDI) and Center for First Americans Forestlands (CFAF).

Service mixed with curriculum when CMN students helped answer the call for engaging more diverse students in the study of science, technology, engineering and math (STEM). One approach chosen for the task centered on introducing young school-age children to what STEM knowledge can accomplish. Others focused on supporting STEM career exploration among reading-proficient school children and among boys engaged in Scouting. Faculty and students of CMN’s Engineering program led the projects with students, faculty and staff allies from the College’s Education and Humanities programs.

The CMN program for younger students was carried out in cooperation with the Greater Green Bay YMCA. Using worksheets and hands-on projects designed by the College, CMN student mentors helped children in YMCA after-school care learn basic renewable-energy concepts. The program launched in 2015 for children in grades 2 through 5 at five at-risk schools in Green Bay. It doubled its audience in 2016, adding Kindergarten through Grade 1 children to those participating.

Engineering and other students also created two sets of illustrated children’s story books during the year. Books in each series featured young American Indian characters learning about renewable energy and the kind of work done by people in STEM careers. The books, written and illustrated by CMN students, are being donated to local schools and are available on Amazon.com. For a local Boy Scouts of America troop, the project was development of a Merit Badge series on sustainability.

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Student work on these projects gained special recognition during the year as Dr. Lisa Bosman, chair of CMN Engineering programs, brought the outreach efforts under an umbrella titled STEM HERO. The initialized name stands for the commitments: Help others learn about STEM, Explore STEM education and career paths, Refine STEM skills, Outreach and STEM artifact development.

**Visitors and Travelers Are Part of Campus Scene**

Each year, CMN students enjoy opportunities to meet scholars, dignitaries and indigenous people from around the world who visit the College. Prominent among those arriving in 2015-2016 was Arthur “Butch” Blazer of the Mescalero Apache Tribe.

Blazer, the USDA Deputy Under Secretary for Natural Resources and Environment, joined CMN President Verna Fowler and U.S. Forest Service (USFS) guests for renewal of a Memorandum of Understanding between the College and USFS.

The Memorandum continues a partnership initiated in 2004. A unique agreement with a tribal college, it supports collaborative work between CMN and multiple branches of USFS through 2020. Among those benefiting directly are student workers, interns, and research assistants who have opportunities to engage in climate change, ecological data collection projects, and similar work of CMN’s Sustainable Development Institute and Center for First Americans Forestlands.

SDI opened other doors for students with the three-day national workshop in June titled “Learning from the Land.” Participants from tribes, tribal colleges and mainstream academia gathered on the Keshena campus to explore indigenous ways of teaching and learning that would support development of the future generations of tribal scientists and management professionals.

As in all years, CMN students also took to the road, attending and presenting at conferences and meetings in neighboring states and as distant at Washington, D.C., and Albuquerque, NM.

Community members and CMN students, including many in regalia, gathered in May for a day of celebration, traditional dance, drums and honor ceremonies at the College’s annual student recognition pow wow.

By sharing family archives, Dawn Wilber, left, and other Menominee helped CMN Professor Ryan Winn and student researcher Melinda Cook prepare for a late summer revival of the tribe’s historic Pageant tradition.

Charlene Tourtillott, left, and other area high school student in CMN’s youth enrichment program, POSOH, get to meet with collegians from across Wisconsin, like Shannon Caskey.
Library Lending Rates Give Evidence of Merger Success

Calendar year 2015 had a circulation total of 16,390 items, including books, media material and other collection items checked out from the combined S. Verna Fowler Academic Library and Menominee Public Library on the College’s Keshena campus. The number includes nearly 3,000 check-outs by or for children — good news for parents and educators working to encourage early-reading initiatives in the community.

It is also good news for supporters of the merger that relocated the Public Library collection and services to the College’s facility in late 2012. Circulation reported at the Public Library in 2012 was 1,820. Increases have been robust since then, with 10,376 loans in 2013 and a peak 22,893 in 2014.

CMN faculty, staff and students primarily use research material and facilities at the campus library, while community patrons comprise the largest number by far of those borrowing materials. Library Director Maria Escalante also provides family-friendly activities to serve community patrons. In academic year 2015-2016, she offered 44 program designed specifically for families and another 21 story-time events for children.

The Menominee Public Library component also brought the “1,000 Books before Kindergarten” literacy initiative to the local community and interactive experiences ranging from do-it-yourself projects to building a solar robot.

A library initiative of another kind was completed in early 2016 under the leadership of State Representative Jeff Mursau, CMN President Verna Fowler, and others. Their work successfully secured an adjustment to a Wisconsin statute smoothing the way for the Menominee Tribe and Menominee County to be partners with the College in providing an official public library for residents. Mursau is the State Representative for Assembly District 36, which includes Menominee County.
Mission
The College of Menominee Nation's mission is to provide opportunities in higher education to its students. As an institution of higher learning chartered by the Menominee People, the College infuses this education with American Indian culture, preparing students for leadership, careers and advanced studies in a multicultural world. As a Land Grant institution, the College is committed to research, promoting, perpetuating and nurturing American Indian culture, and providing outreach workshops and community service.

Charter
On March 4, 1993, the Menominee Tribal Legislature chartered the College by Ordinance 93-2. In the Fall of 1996, pursuant to Article VIII, Section 4, of the Menominee Constitution and Bylaws, the Menominee People initiated a revised charter that reinforced and secured CMN’s existence. The charter was unanimously approved by the Tribal Legislature on October 3, 1996.

Accreditation
The College is accredited by the Higher Learning Commission (HLC) (800-621-7440 or www.hlcommission.org). CMN applied for accreditation in 1995, gained candidacy status in 1996 following a self-study and evaluation, and received initial accreditation in 1998. Ten-year accreditation was granted in 2003 under HLC’s rigorous traditional review process. In 2009 CMN became the first and remains the only tribal college approved for HLC’s Academic Quality Improvement Program (AQIP). This process requires extensive, ongoing documentation in several categories. In March 2014 CMN’s accreditation was reaffirmed through 2021-2022.

CMN’s Bachelor of Science in Early Childhood/Elementary Education has Wisconsin Department of Public Instruction approval. Nursing’s Associate of Applied Science is accredited by the Accreditation Commission for Education in Nursing (ACEN) (www.acenursing.org), formerly the National League for Nursing Accrediting Commission. Nursing has approval from Wisconsin’s State Board of Nursing, Department of Regulation and Licensing, and the Department of Health Services, Division of Quality Assurance.

Affiliations
Among its many affiliations, the College is a member of the American Indian Higher Education Consortium (AIHEC) and a partner institution with the American Indian College Fund. Congressional authorization in 1994 made CMN one of only three institutions of higher learning in Wisconsin to have Land Grant status. The College is designated by the Bureau of Indian Affairs as a Tribally Controlled College under the Tribally Controlled Community College Assistance Act (P.L.95-471).

Facilities
The College is located in Northeastern Wisconsin in the ancient homeland of the Menominee People. The College’s flagship campus is in the community of Keshena on the Menominee Reservation. CMN’s Green Bay/Oneida campus, serving about one-third of the student enrollment, is 45 miles southeast in the City of Green Bay metropolitan area.

The main and urban campuses share faculty and most programs. Students may elect to study at either or both locations. Bus service between the campuses is available for those who wish to use it.