Dear Friends,

These pages report on life at the College of Menominee Nation from July 2008 through June 2009. Preparing the Annual Report has given all who are leaders at CMN an opportunity to reflect on a busy year and record its most important milestones.

With the start of our first Bachelor of Science Degree, CMN moves to the ranks of four-year institutions. The new Associate Degree in Nursing provides CMN students with another path to vital and rewarding careers. New technical and trades programs help open employment or advancement doors for many. All of our programs are meeting critical regional needs. Many have components that address special issues in the communities of American Indian and other indigenous people.

We dedicated a beautiful library building in 2008-2009. An expanded Cultural Learning Center began serving students and community members. Throughout the year, work continued on Nursing program facilities at the Keshena campus. In Spring, construction began on classroom and lab space at the Green Bay campus for a new Practical Nurse program. On June 6, we gathered on the Keshena campus plaza to celebrate the largest graduating class in CMN history and bring our alumni count to 463.

These are obvious landmarks in the life of a college. Less apparent are the daily small victories and quiet accomplishments of individual students. To grasp a difficult concept, to understand how a system functions, to solve a problem, to make it to class despite home, workplace, financial and other challenges – these are important markers in the lives of students. We are as proud of the personal achievements as we are of the institutional ones.

The College of Menominee Nation is honored to share with you the story of its most recent year of operations. I welcome your comments and will be happy to answer questions you may have.

Respectfully,

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

Dear Friends,

The College of Menominee Nation has just completed its 16th year of service to the Menominee People and their neighbors. During those years, a few empty acres were transformed into an attractive and well-equipped campus that is an asset for the Menominee Tribe. A few courses and programs were crafted into a substantial curriculum and the academic offering achieved the same high level of accreditation held by schools of the University of Wisconsin System.

CMN’s founding president, Dr. Verna Fowler, has structured an organization that values strong leadership, careful planning and a commitment to excellence. In financial matters, our College is well managed and debt free. In its operations, CMN seeks and applies best practices, with attention to measurable goals, evidence-based decision making, and sustainability. Of special importance, the College honors its mission by assuring that students are supported by knowledgeable staff and taught by highly qualified instructors, including many with outstanding professional credentials. In 2008-2009, across all employee categories, one of every ten who served CMN students held the highest degree in their field. More than one-third of the 130 faculty and staff members had a master’s degree or higher. Sixty-three percent had a bachelor’s degree or higher.

Our Annual Report reveals 2008-2009 as an especially productive year that positions CMN for even greater contributions to the educational advancement of the Menominee Nation and those who are our neighbors.

I am grateful to all who serve with me on the CMN Board of Directors and acknowledge their dedication and service to the College and the Menominee Tribe.

Sincerely,

Bernard Kaquatosh
Chairman, Board of Directors
College of Menominee Nation
Reporting on 2008-2009

Leadership draws on community and professional insights and experience

College of Menominee Nation
Board of Directors
Bernard (Ben) Kaquatosh, Chairperson
Personnel Director, Menominee Indian Tribe
University of Wisconsin-Stevens Point
Enrolled - Menominee Tribe

Virginia Nuske, Vice Chairperson
Director of Higher Education
Menominee Indian Tribe
Enrolled - Menominee Tribe

Lori LaTender, Secretary
Curriculum Coordinator
Menominee Indian School District
B.S., St. Norbert College; M.S., Marian College
Enrolled - Menominee Tribe

Michael Chapman
Consultant
B.A., NAES College
Enrolled - Menominee Tribe

Georgianna Ignace
Volunteer
B.S., Marquette University
Enrolled - Menominee Tribe

Elaine Peters
Retired
B.S., UW-Green Bay
Enrolled - Menominee Tribe

Lorene Pocan
Retired
Enrolled - Menominee Tribe

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

CMN Leadership
S. Verna Fowler, President
A.A.S., Milwaukee Institute of Technology; B.A., Silver Lake College; M.Ed. and Ph.D., University of North Dakota
Enrolled – Menominee Tribe

Laurie Reiter, Vice President, Finance
B.S., University of Wisconsin-Green Bay
Enrolled – Menominee Tribe

Donna Powless, Vice President, Academic Affairs
B.S., M.S., Ph.D., UW- Madison
Enrolled – Oneida Tribe

Gary Besaw, Vice President, Student Services
B.S., UW-Stout; M.S., UW-Madison
Enrolled – Menominee Tribe

Ronald Jurgens, Vice President
Planning and Operations
B.S., UWGB; M.P.A., University of Illinois-Springfield

Norbert Hill, Vice President, Green Bay Campus
B.A., M.S., UW Oshkosh
Enrolled – Oneida Tribe

Holly YoungBear-Tibbetts, Vice President
External Relations
B.S., Bemidji State University; M.A., Ph.D., UW-Madison
Descendant - Sac and Fox

Melissa Cook, Director
Sustainable Development Institute
B.A., Marquette University; M.A., UW-Milwaukee
Enrolled – Menominee Tribe

Irene Kiefer, Director, Development
B.A., Indiana University, Bloomington
Reporting on 2008-2009

Strategic goal prioritizing focuses CMN work

The College of Menominee Nation has been committed to strategic planning processes for many years and 2008-2009 was no exception.

Considerable work was accomplished by committees of the CMN Board and the College. Twice during the year, the President’s leadership team and other key administrators met for retreats. Their assignments: to review prior strategies, prioritize issues and resolve how to bring budgets and work plans to bear on specific objectives. A major joint budget hearing on campus assured that staff and faculty from all areas of the College could learn and ask questions about strategic directions and priorities. External approval came with acceptance by CMN’s accrediting agency, the Higher Learning Commission, of the College’s Progress Report on Strategic Planning.

As a result of the year’s work, 12 strategic planning Priority Projects for 2009-2011 now elaborate goals that were approved by CMN’s Board of Directors. To assure that planning translates to action, CMN departments were charged with developing sets of activities for 2010 to support the following goals and priorities:

**Goal 1: Ensure Institutional Stability and Sustainability**
- Priority 1: Utilize an “evidenced-based decision-making model” to improve decisions
- Priority 2: Improve recruiting through developing and implementing an Enrollment Management Plan
- Priority 3: Embed Tribal cultural value of sustainable stewardship of environment into campus culture

**Goal 2: Provide a Learning Environment and Support Services which Prepare Students for Success**
- Priority 1: Develop and implement a First-Year Student Success Program to support recruitment and increase retention
- Priority 2: Develop a Student Retention Plan
- Priority 3: Develop a Co-curricular Learning Plan

**Goal 3: Develop and Strengthen Program Content and Delivery**
- Priority 1: Develop a Focused Academic Plan
- Priority 2: Develop program guidelines
- Priority 3: Focus on what we do well: stay the course

**Goal 4: Continue to Foster Partnerships/Collaborations with Internal and External Stakeholders**
- Priority 1: Develop preK-20 partnerships
- Priority 2: Identify and cultivate a philanthropic base both broad and deep
- Priority 3: Develop a comprehensive Communication Plan

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College of Menominee Nation people and programs work to

*Spread the Seeds of Knowledge*
Reporting on 2008-2009

Strong mission, charter and affiliations ground the institution

Mission Statement
The College of Menominee Nation’s mission is to provide opportunities in Higher Education for its students. As an institution of higher education chartered by the Menominee people, the College infuses this education with American Indian culture, preparing students for careers and advanced studies in a multi-cultural 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 By-Laws, 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 and is a member of the North Central Association (NCA). In 1998, the NCA Commission on Institutions of Higher Education granted initial accreditation to the College, with ten-year accreditation being granted in 2003.

Affiliations
The College is a member in good standing of the American Indian Higher Education Consortium (AIHEC).

CMN is one of 36 Tribal colleges in the United States and one of only three institutions in Wisconsin to be authorized by Congress as a Land Grant institution.

CMN is designated as a Tribally Controlled College by the Bureau of Indian Affairs under the Tribally Controlled Community College Assistance Act (P.L.95-471).

College connections — by mail, phone and Web site
College of Menominee Nation, Main Campus
Highway 47/55
P.O. Box 1179
Keshena WI 54135
Phone: 715 799-5600 or 800 567-2344

College of Menominee Nation, Green Bay/Oneida Campus
2733 S. Ridge Road
Green Bay WI 54304
Phone: 920 965-0070
Web: www.menominee.edu
Classroom academics at the heart of CMN’s lively intellectual life

Students enrolled in academic credit courses and pursuing degrees or certificates at CMN in 2008-2009 choose from these:

**Bachelor of Science Degree**
- Early Childhood/Elementary Education (birth-grade 5)

**Associate Degrees**
- Accounting
- AODA Counselor (Applied Science)
- Biological and Physical Sciences
- Business Administration
- Computer Science
- Early Childhood
- Liberal Studies—Humanities
- Liberal Studies—Social Science
- Mathematics
- Natural Resources
- Nursing (ADN)
- Public Administration
- Sustainable Development

**Certificates**
- Criminal Justice
- Entrepreneurship
- Microcomputer Specialist

While CMN’s Bachelor’s Degree in Education was successfully launching, faculty curriculum committees devoted work to other programs that may be ready by 2011: baccalaureates in business administration, materials science, pre-engineering, and public administration, and a certificate in indigenous studies.

Meanwhile, students seeking four-year degrees after CMN can take advantage of the College’s credit-transfer agreements with Fox Valley Technical and Silver Lake colleges, the University of Wisconsin-Green Bay, UW Oshkosh, UW-Madison and Wisconsin Connections and Guaranteed Transfer programs.

**Academic Highlights**

**Bachelor’s Degree Is a First**
- CMN’s first Bachelor’s Degree program began in January after gaining recognition from the Higher Learning Commission and with approval from the Wisconsin Department of Public Instruction. Funding included U.S. Department of Education Title III and Department of Health and Human Services’ Head Start Career Advancement Partnership Program grants. The Partnership award, totaling $500,000 in 2008-09, enables CMN to assist Head Start workers who are meeting the new federally-mandated requirement for Associate and Bachelor’s degrees in early childhood/elementary education.
- As the year ended, 16 students had completed the first-semester of work toward a CMN Bachelor’s Degree.
- Contributing materials to the new Teacher Education Curriculum Resource Room were well-known Wisconsin educators Dorothy Davids and Ruth Gudinas, and the Gresham School District.
Arts and Humanities Thrive at Keshena and Green Bay Campuses

• Theater, art, literature and language were alive and well throughout the year.
  
  ~ Theater activity is based in the College Humanities Department where the Summer ’08 production was “Love, Theft, and Games,” a show featuring original works written, produced and performed by CMN students. “Games” was presented at the Norbert Hill Center in Oneida with support from the Oneida Arts program.
  
  A dinner-theater presentation of “Toronto at Dreamer’s Rock,” by Drew Hayden Taylor, was staged two nights in December at the Menominee Casino. The year also included a staged reading by students of their original comedy, “Roswell Satellite Diner.”
  
  ~ Art on campus included a year-long exhibition of oil paintings of Menominee people created during the 1960s by Wisconsin artist Fred Schmidt and loaned to the library by Schmidt’s widow and the Hortonville Public Library. Native arts, crafts and artifacts were on view as part of a changing display in the vestibule of the CMN library, and during the re-dedication celebration for the Cultural Learning Center. The Library exhibit cases were created and installed last Fall in memory of Ruth E. Dugan. Renowned American Indian artist, Sam English, visited the College in Spring for work with Menominee children on a mural for the Cultural Learning Center and for a reception with campus and community adults.
  
  ~ April featured literature and language in Keshena. A National Endowment for the Arts grant brought the “Big Read” project to CMN with a community-wide read of the book “Bless Me Ultima.” Educators and volunteers who teach Menominee language in school and community settings, or work to perpetuate it in other ways, gathered on campus in April for the Menominee Language Summit.
  
  ~ During Commencement ceremonies, Ryan Winn of the Humanities Department was named CMN’s American Indian College Fund Faculty Member of the Year.

Science and Mathematics Opportunities Are Plentiful

• The College has well-equipped laboratories and a strong array of courses in biological and physical science, natural resources, computer science and math for all students. CMN also offers two exciting programs that bring special opportunities for those interested in science, technology, engineering and mathematics — a group of fields that are known by the acronym STEM.
  
  ~ Students chosen for the National Science Foundation’s STEM Scholars program at CMN get special academic support and learning opportunities to strengthen their ability in STEM fields. Two students from CMN’s first Scholars cohort graduated in Spring with commitments to continue bachelor’s degree studies. A total of 13 students benefited from STEM Scholars activities during 2008-2009.
  
  ~ Seven of the nine CMN students to receive Louis Stokes Minority Program stipends during the year were STEM Scholars holding GPA’s over 3.0.
  
  ~ Six CMN students were accepted in 2008-2009 for the elite President’s STEM Leadership program at CMN. Supported with a grant from the Nuclear Regulatory Commission’s Office of Small Business and Civil Rights, the program provides high-ability students with exceptional learning enhancements, including internship and advanced study options. Its goal is to increase the number of American Indians entering STEM fields.
  
  ~ Summer internships for this year’s STEM Leadership participants included assignments at UW-Madison, the University of Minnesota, Boyce Thompson Institute at Cornell University in New York, and Bighorn Canyon National Recreation Area in Wyoming.
Nursing Programs Are Aligned to Address Student Needs

- Nurse education at CMN added new options and achieved new levels of alignment during the year. The College now provides a program array that lets those considering the field take a short-term program to test their interest or quickly find employment. Those already committed to the field may be able to step directly into pre-professional studies. Offerings range from a two-week workshop for Personal Care Workers to the new two-year Associate Degree that leads to Registered Nurse licensure. Coursework in each program readies students for the next level of education.

- New and continuing programs enjoyed a strong year:
  ~ The new Associate Degree in Nursing program launched in 2008-2009 with 30 students and sustained an excellent retention rate of 87% at the end of spring term. By year’s end, the ADN program had admitted another 17 nursing students for 2009-2010 with several more applicant records pending review.
  ~ The College received approval and a major Department of Labor grant for a new Practical Nurse Program which will be based at the Oneida/Green Bay campus. The program opens in Fall 2009 and expects an enrollment of up to 40 students by Spring 2010.
  ~ Classes for the entry-level CNA program were at capacity with waiting lists throughout 2008-09. CNA graduates typically find strong employment opportunities in the community and their certification serves as a prerequisite for admission to the ADN program, should they wish to continue. CNA is a cooperative program with Northcentral Technical College.

- Grant funding brought more than $185,000 in additional simulation equipment for student use in CMN Nursing labs.

High School Students, Youth Find Opportunities for College-Level Learning, Job Exploration at CMN

- The Learn and Earn program was available for high school juniors and seniors at both CMN campuses. Twenty-seven students were enrolled in credit courses in Fall term and 31 in Spring in Keshena, and 12 and 23, respectively, on the Green Bay campus.

- CMN’s Youth Options program is conducted in conjunction with the Menominee Indian High School at the Keshena campus. The program served 21 students in academic courses in Fall term and 22 in Spring.

- The 2008 Summer Transportation Institute on the Keshena campus provided enrichment for 21 American Indian middle school students on the theme of employment opportunities in the transportation industry. The four-week program included preparation courses, computer training, academic enhancement activities and field trips that explored a variety of work options relating to transportation. The program focuses on increasing the capacity for economic development on the Menominee Reservation and in the surrounding areas, and enhancing sustainability through education, training and outreach. It was supported by a grant from the Wisconsin Department of Transportation and was conducted by CMN in partnership with the DOT and Federal Highway Administration.
Reporting on 2008-2009

Hands-on learning in technical/trades programs and educational workshops serve a wide audience

Students selecting technical/trades programs at CMN have a variety of choices:

- Electrical Diploma
- Office Technology Diploma
- Practical Nurse Diploma
- Sustainable Residential Building Systems Diploma
- Welding Diploma
- Workshops in Technical Skills

CMN’s technical education area provides financial aid, career counseling and individualized case management to help students persist in their studies and succeed. The department has the highest retention and graduation rate among units at the College.

Technical/Trades Highlights

Diploma Programs Open in Four Fields

- New technical diploma programs in Office Technician and Electrical studies were introduced in October and enrolled a combined total of 42 students. More than 75% of those who persisted through the first semester completed the programs on time and graduated in Spring.
- Two additional diploma programs — Welding and Sustainable Residential Building Systems — began in February. Twenty-two of the initial 36 enrollees are expected to graduate in December 2009.
- Most enrollees were attending college for the first time and the vast majority (96%) were members or descendants of federally-recognized American Indian tribes.

Workshops, Certificate Trainings Are Short-Term Options

- CMN offered its popular Personal Care Worker workshop five times during the year with 61 participants receiving training certificates and several continuing health care studies by taking CMN’s Medical Terminology workshop or advancing to Certified Nursing Assistant or Practical Nursing programs.
- Eleven workshops offered in the year served a total of 102 students, of whom 73 were American Indian.

Skill-building, cultural enrichment and special topic programs at CMN serve the broader community:

- The Academic Skills Lab at CMN’s Green Bay campus launched an Adult Basic Education Services component during the year. The service is designed for adults seeking GED/HSED credentials and for others who need assistance achieving academic benchmark scores needed to enter training or post-secondary education programs. CMN partners in the service with Northeast Wisconsin Technical College.
- From September through April, the Education/Outreach/Extension (E/O/E) program in Keshena provided 876 community members and leaders with more than 5,000 cumulative workshop hours of training.
- With four staff members becoming certified to teach, the College’s E/O/E now provides American Heart Association CPR/AED, First Aid, and Health Care Provider CPR training. In courses led by the team, 434 community members have become certified in American Heart Association CPR/First Aid.
• Menominee language was the focus of 38 learning and practice sessions in the Keshena area. The program reports that meetings for students and community leaders, and for Menominee language teachers, engaged a total of 222 participants in 1,179 workshop hours during the year. The teacher language immersion project also pursued ways to successfully use new media technology available at CMN, including iPods and podcasting, in support of Menominee language instruction.

• After being well-established in the E/O/E program at the Keshena campus, the Transportation Alliance for New Solutions (TrANS) expanded its program to the Green Bay campus during the year. Twenty-eight participants completed the program by the end of June. Graduation is pending for later in Summer ’09 for additional participants from both campuses.

• Media learning and service facilities opened on the Keshena campus are bringing an unprecedented level of high quality, high tech training and products to the region. CMN’s Apple Authorized Training Center, the only program of its kind in Northeast Wisconsin, provides academic coursework, commercial/professional training, and Apple certification classes. New courses offered in the College’s state-of-art Mac laboratory in the initial year of operation were Microcomputer Graphics and Introduction to Final Cut Pro, which focused on video and multimedia. The College’s new Menominee Media Center also came on-line in 2008-2009. The center focuses on multimedia education, creation and distribution. The centers serve both campus and community clients.

Collaborations through Institute
Keep Public Attention on Sustainable Development

• CMN’s Sustainable Development Institute (SDI) organized community events throughout the year, beginning with a five-day Summer Institute in July featuring local authorities teaching on renewable energy, food systems, forestry, sustainable business practices and other topics. Other events during the year included a carbon sequestration and carbon credit workshop in September, National Teach-In on Global Warming workshop series in February, Sustainable Living Fair in April, and Beekeeping seminar in Spring.

• Coursework in permaculture design was developed and offered by SDI in late summer. Students in the introductory course held at CMN learned the basics of permaculture design, ethics, principles and practices. A second course, presented at the Oneida Nation’s Tsyunhehkwa agricultural site, offered more advanced technical instruction on indigenous agricultural practices. Among the 19 participants completing the advanced class were three Tsyunhehkwa employees who earned Indigenous Permaculture Design diplomas in the program.

• Among SDI’s community collaborations was a series of firefighter training sessions at the College from October through March in cooperation with Menominee Tribal Enterprises. Topics included wild land training and incident leadership. In partnership with the U.S. Environmental Protection Agency and Wisconsin DPI, the College also hosted training on the principles of safe and green chemical handling for regional middle school and high school science teachers, and for area facilities managers.
Research and scholarly service keep CMN engaged in regional and world issues

- National service activities of CMN’s External Relations unit over the year included the compilation of data for the “National Report on the State of America’s Forests.” Authored by the Roundtable on Sustainable Forests and the U.S. Forest Service, the document is the official report of the United States as a member of a 12-nation international initiative designated as the Montreal Process. It assesses the health of America’s forest lands — including 19 million acres located on reservation lands — and provides a rubric by which trends, threats, and impacts to the nation’s forests can be monitored.

- In a collaborative research project with Penn State University, CMN’s Sustainable Development Institute (SDI) continued studies to assess the views of American Indian communities and tribal forest managers on social indicators of sustainable forest management on tribal lands. Results from focus groups and surveys will be compared to social criteria and indicators of the Montreal Process.

- SDI continued research with UW-Stevens Point and an indigenous community in Mexico on forest carbon sequestration to evaluate the feasibility and appropriateness of the carbon credit concept.

- CMN was the subject of intensive research throughout the year as SDI staff and student interns developed an array of indicators of sustainability for benchmarking as a way of monitoring progress toward a more sustainable campus. Among benchmarks in development are electrical energy usage, including plug-in load assessments and lighting efficiency, greenhouse gas emissions, transportation habits, waste characterization, and indoor air quality.

- CMN’s newest research focus arrived in late Spring with the donation by East Coast benefactors of bee hives and equipment that will allow studies on the current state of the honeybee and native bees.

- CMN’s international involvement included representation by College leaders in the U.S. Department of Agriculture’s delegation to the African Higher Education Summit in Rwanda and in meetings in Turkey sponsored by the Turkish Coalition of America, National Congress of American Indians and the United Negro College Fund Special Programs. CMN also continued work with its sister institution, Galen University, in San Ignacio, Belize, and had faculty representation at the International Celiac Disease Symposium in Amsterdam.

- CMN was represented when upper-level forest resource management professionals from eight Latin American countries met in Bolivia in June 2009. Among participants was Mike Dockry, liaison at the College from the U.S. Forest Service. Dockry had collaborated with Forest Service International Programs, USAID, and the University of Florida on the design of the two-week event, which was the first regional seminar of its kind.

- International visitors, as well as many from area and regional locations, toured the campus and Menominee Reservation during the year under the guidance of staff from the College’s Education/Outreach/Extension program or Sustainable Development Institute, or the U.S. Forest Service liaison based at CMN. Delegations came from East Timor, Australia, New Zealand and Mexico, and from many states, agencies and institutions.

- CMN people were in high demand throughout the year as presenters both on campus and at regional, state and national programs. Engagements ranged from President Verna Fowler’s selection as a panelist at the Clinton Global Initiative conference in Austin, Texas, to faculty receiving invitations to present at disciplinary seminars in several states. CMN staff presented for groups including the Board of the American Indian Higher Education Consortium, Native American Fish and Wildlife Society and National Wildlife Federation.

- Awards recognizing CMN research and leadership included a Clinton Global Initiative Award to the College for outstanding commitment to the principles of sustainability and a Campus Sustainability Leadership Award from the Association for the Advancement of Sustainability in Higher Education.
Profile of CMN people and resources evinces a vibrant environment for service to students.

A diverse and well-qualified faculty and staff provide instruction, conduct research, serve the community and support the College.

**Employee Profile**
Unduplicated numbers

Faculty
- Full Time: 21
- Part-Time: 3

Employees/Staff
- Full Time: 99
- Part-Time: 7

**Total CMN Employees**: 130

**Educational Attainment of Employees**
Seventy-two percent of all CMN employees hold a college degree and 35% hold graduate degrees. The distribution of credentials is as follows:

- Ph.D.: 11
- J.D.: 2
- Master’s: 33
- Bachelor’s: 36
- Associate: 12
- Non-Degree: 36

**Ethnicity of CMN Employees**
Menominee and other American Indians hold CMN positions at all levels of employment, from President, Vice President through Directorships through hourly staff.

- Enrolled Menominee: 56
- Menominee Descendants: 8
- Other American Indians: 18
- Non-Indian: 48

**Student Profile**
Unduplicated numbers Fall 2008 from IPEDS Fall 2008-2009

**Gender Distribution**

<table>
<thead>
<tr>
<th></th>
<th>Full Time</th>
<th>Part-Time</th>
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<tbody>
<tr>
<td>Full Time Men</td>
<td>86</td>
<td>32%</td>
</tr>
<tr>
<td>Full Time Women</td>
<td>182</td>
<td>66%</td>
</tr>
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</table>

**Subtotal for Full Time:** 268 Full Time/52%

<table>
<thead>
<tr>
<th></th>
<th>Full Time</th>
<th>Part-Time</th>
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</thead>
<tbody>
<tr>
<td>Part-Time Men</td>
<td>62</td>
<td>32%</td>
</tr>
<tr>
<td>Part-Time Women</td>
<td>182</td>
<td>75%</td>
</tr>
</tbody>
</table>

**Subtotal for Part-Time:** 244 Part-Time/48%

**Total Enrollment**: 512 100%

**Ethnicity of Students**

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Menominee</td>
<td>219</td>
<td>80.5%</td>
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<tr>
<td>Oneida</td>
<td>128</td>
<td></td>
</tr>
<tr>
<td>Stockbridge/Munsee</td>
<td>24</td>
<td></td>
</tr>
<tr>
<td>Potawatomi</td>
<td>3</td>
<td></td>
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<tr>
<td>Other tribes</td>
<td>38</td>
<td></td>
</tr>
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</table>

**Subtotal for Native**: 412 80.5%

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Count</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>White, Non-Hispanic</td>
<td>88</td>
<td></td>
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<tr>
<td>Asian/Pacific Islander</td>
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<td></td>
</tr>
<tr>
<td>Hispanic</td>
<td>6</td>
<td></td>
</tr>
<tr>
<td>Unknown</td>
<td>2</td>
<td></td>
</tr>
</tbody>
</table>

**Subtotal for Non-Native**: 100 19.5%

**Distribution of Students by Age**
The College is proud to serve students with a wide range of life experiences. In 2008-2009, more than 10% enrolled at CMN were under the age of 18 and nearly 10% age 50 or older.

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Full Time</th>
<th>Part-Time</th>
<th>Total</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 18</td>
<td>0</td>
<td>54</td>
<td>54</td>
<td>11%</td>
</tr>
<tr>
<td>18-21</td>
<td>82</td>
<td>27</td>
<td>109</td>
<td>22%</td>
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<tr>
<td>22-29</td>
<td>94</td>
<td>49</td>
<td>143</td>
<td>28%</td>
</tr>
<tr>
<td>30-49</td>
<td>77</td>
<td>88</td>
<td>163</td>
<td>33%</td>
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<tr>
<td>50-64</td>
<td>15</td>
<td>25</td>
<td>40</td>
<td>8%</td>
</tr>
<tr>
<td>65+</td>
<td>0</td>
<td>3</td>
<td>3</td>
<td>1%</td>
</tr>
</tbody>
</table>

**Marital Status**
About 20% of all students identify themselves as married; 75% as single, and 7.7% self-identify as having dependents.

**Alumni Profile**
Since awarding degrees and diplomas on June 6 to the largest graduating class in its history, the College claims a total of 463 alumni and alumnae. The profile of graduates looks like this:

**Distribution of Graduates by Gender**

<table>
<thead>
<tr>
<th>Gender</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>22%</td>
<td></td>
</tr>
<tr>
<td>Female</td>
<td>78%</td>
<td></td>
</tr>
</tbody>
</table>

**Average Age at Time of Graduation**
33

**Graduates by Field of Study**
Three-fourths of CMN’s 463 graduates have chosen majors in the following eight programs:

<table>
<thead>
<tr>
<th>Field of Study</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education</td>
<td>21.2%</td>
<td></td>
</tr>
<tr>
<td>Business Administration</td>
<td>18.8%</td>
<td></td>
</tr>
<tr>
<td>Microcomputer Specialist</td>
<td>9.2%</td>
<td></td>
</tr>
<tr>
<td>Human Services/Social Work</td>
<td>6.0%</td>
<td></td>
</tr>
<tr>
<td>Pre-Nursing</td>
<td>6.0%</td>
<td></td>
</tr>
<tr>
<td>Accounting</td>
<td>4.7%</td>
<td></td>
</tr>
<tr>
<td>Liberal Studies/Humanities</td>
<td>4.7%</td>
<td></td>
</tr>
<tr>
<td>Natural Resources</td>
<td>4.0%</td>
<td></td>
</tr>
</tbody>
</table>

**Leading eight majors**: 74.6%

**All other majors**: 25.4%
Student Services Highlights

• For perspectives on improving services for students and building enrollment, the College worked through 2008-2009 with external advisers who could provide state and national expertise. Student services consultant Robert Burdick reviewed and advised on institutional policies and structures having impact on students. The firm Teresa Farnum & Associates engaged campus staff in analyses of CMN’s recruitment and retention processes. Recommendations from both consultants were received in summer 2009.

• Efforts to address cost concerns for students and environmental concerns for everyone resulted in a pilot project between the College and the Menominee Department of Transit Services. The new service, which is supported by CMN funding from the Clinton Global Initiative, enables students to travel the 90-mile round-trip between the Keshena and Green Bay campuses free of charge by bus.

Student Life Highlights

• Work started in 2006 by a student group, the Five Clans Rocket Team of CMN’s Green Bay campus, helped win a $150,000 grant in 2008-2009 from the National Space Grant College and Fellowship Program. The team’s participation in a Wisconsin Space Grant Consortium rocket competition in ’06 and in subsequent years sparked the opportunity for the grant, which will create a national Tribal College Rocketry Consortium aimed at engaging more American Indian students in aerospace science. CMN is the project’s host institution and Wisconsin Space Grant Consortium a partner.

• American Indian College Fund Student of the Year was Kristin Waukau, a biological and physical sciences major and member of CMN’s STEM Leadership program. AICF winners are selected on the basis of academic achievement and engagement in enrichment opportunities at their school.

• Portia Koebach and Pamela Deprey were chosen as student speakers for the June 2009 commencement ceremony.

• Special honors were won by the 14 CMN students attending the American Indian Higher Education Consortium (AIHEC) conference in Montana. Individuals and teams won awards in eight categories, including First Place awards in archery, art, business plan writing, duo interpretation speech and oral interpretation speech.

• The U.S. Forest Service Partnership located at the College supported three CMN student interns during the year. One worked on education and outreach materials describing the impacts of the invasive Emerald Ash Borer on trees in the American Indian communities. Two others worked at the Forest Service’s seed orchard Oconto River Seed Orchard, learning greenhouse practices, transplanting, and maintenance.

• Other internship experiences for CMN students during the year included work with NASA, National Laboratories, USDA, Johns Hopkins University, UW-Madison, University of Minnesota and Cornell University, among others.

• Two student groups were the first to receive Scott Zager Venture Fund grants for projects with educational and campus/community enrichment potential. The fund, established in memory of an accomplished Illinois student with local ties, supported a fundraising initiative of the Model United Nations student group and will enable another team of students to launch their award winning business plan for a campus coffee shop.
Facility and Technology Highlights

- Library staff and resources moved into the 7,600-square-foot main level of CMN’s new library building in late summer 2008. Built for gradual expansion, the facility opened when exterior and ground-floor work was completed. Finishing work should begin in 2009-2010 to provide an additional 10,900-square-feet on a mezzanine and lower-level. The library is CMN’s first “green” building project with energy-efficient components including geo-thermal sources for heating and cooling.

- Landscaping near the plaza connecting the library and Shirley Daly Hall gave CMN a new outdoor venue for formal and informal gatherings. The space was inaugurated in October as the site for library dedication ceremonies.

- The Education/Outreach/Extension program moved into the Cultural Learning Center in mid-year upon completion of renovations that added more than 10,000 square-feet of space and a new façade to the building.

- In preparation for a new Practical Nurse program opening in 2009-2010, the Green Bay campus acquired an additional 3,500 square feet of leased space in its South Ridge Road facility.

- Smaller projects included remodeling of former library space in Shirley Daly Hall for a Nursing program classroom and lab.

- The main campus Walking Trail was improved and expanded to better serve as a recreational resource for CMN and community residents.

- The College kept pace with facility and program growth through network infrastructure upgrades in the IT area and new connections and installations across both campuses.

- Additions included computers and iMac computers, security cameras, IP speakers, port switches, Kramer units, Spectrum instructor and notebook PC carts, iPods, VMWare, Sync Sort and other software, and telephone and paging system upgrades.

- IT’s complete overhaul of the network reduced electrical use by replacing a number of physical servers with three machines that have 11 virtual machines residing on them.

- Other highlights included a switch from tape to disk backup to provide more reliable recovery of information in case of a disaster, and accomplishing campuswide wireless service for Keshena to improve internet access and reduce the need for running cable/wire.

Facilities Profile

<table>
<thead>
<tr>
<th>Facilities Profile</th>
<th>2007-2008</th>
<th>2008-2009</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Keshena Campus</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Conditioned space</td>
<td>79,000 SF</td>
<td>96,000 SF</td>
</tr>
<tr>
<td>Leased space</td>
<td>13,000 SF</td>
<td>16,500 SF</td>
</tr>
<tr>
<td><strong>Green Bay/Oneida</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Computer Profile</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Campuses Combined</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Instructional use</td>
<td>304</td>
<td></td>
</tr>
<tr>
<td>Administrative use</td>
<td>154</td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL:</strong></td>
<td>458*</td>
<td></td>
</tr>
</tbody>
</table>

* estimated 20% increase over 2007-2008
Gifts and grants provide CMN with leverage for delivering critical services and for attaining the margin of excellence.

**Grants Help CMN Address Priorities of the Region and Nation**

Special initiatives and capital projects of the College have been successfully presented for full or partial grant support. Awards in the 2008-2009 period totaled $5.97 million for campus research projects, facilities, economic development programs, community services and other needs.

**Federal Grants**
- National Science Foundation, Tribal Colleges and Universities Program (TCUP), for Science, Technology, Engineering, and Mathematics (STEM) programming
- U.S. Department of Housing and Urban Development (HUD), University Partnerships Program, TCU, for completion of academic library facilities
- U.S. Department of Health and Human Services (HHS), Head Start Career Advancement Partnership Program, to assist local Head Start teachers in mandated degree completion (multi-year award)
- HHS, Youth Empowerment Program, for academic, health, cultural, and community-based activities for local at-risk youth
- HHS, Administration for Native Americans, Native Language Planning Project continuation award for building the skills and capacity of language teachers to better teach the Menominee language
- U.S. Department of Education (DOE), TCU Title III Development grant for academic library programming and endowment (multi-year award)
- DOE, Student Services Support continuation award for critically needed services aimed at ensuring that students who are low-income, first-generation, and with disabilities persist through graduation
- DOE, TCU Title III Development grant continuation award for development and implementation of a 4-year elementary education program and CMN’s Sponsored Programs and Institutional Research departments
- DOE, Native American Career and Technical Education Program continuation grant for CMN’s career and technical education program
- DOE, Native American Vocational Rehabilitation Program continuation grant for Vocational Rehabilitation Services for the Menominee Community
- United States Department of Agriculture (USDA)-Rural Development, TCU program grant for geothermal wells and related Glenn Miller Hall HVAC system improvements
- USDA-Cooperative State Research, Education, and Extension Services, Tribal Colleges Extension Program continuation grant for strengthening economic capacity of CMN’s service area through community outreach workshops, programs and service
- USDA-Cooperative State Research, Education, and Extension Services, Tribal Colleges Endowment Program grant for student recruitment and retention
- USDA-Cooperative State Research, Education, and Extension Services, Tribal Colleges Equity Program continuation grant for Sustainable Development educational opportunities and programming
- Nuclear Regulatory Commission (NRC) continuation grant the President’s STEM Leadership Program’s support of high-achieving Science, Technology, Engineering, and Mathematics (STEM) students
- Internal Revenue Service, Voluntary Income Tax Assistance (VITA) grant to expand VITA community service efforts to CMN’s Oneida campus and to continue support for the Shawano/Menominee VITA consortium
- United States Department of Labor, Community-Based Job Training grant to develop LPN stand-alone and RN bridge programs at CMN, and to build nursing program capacity at the Oneida campus
- National Endowment for the Arts, Big Read grant to coordinate a community-wide read of the book “Bless Me Ultima”
- Congressional Appropriation to support purchase of additional simulation equipment for CMN’s nursing program

**State Grants**
- Wisconsin Technical College System (WTCS), Strengthening Technical Education grant for a part-time math coordinator to improve the success of technical education students through coordination of mathematics labs
- WTCS Achieving Student Success grant to provide direct services for students at-risk of failing to complete their technical programs
- WTCS Non-Traditional Occupations grant for support services to retain women in the trades and other students in non-traditional occupations
- WTCS Work-based Program grant to upgrade occupational skills of incumbent workers and provide occupational training to high school youth
- Wisconsin Department of Transportation (DOT), Summer Transportation Institute funding for programming aimed at introducing youth to transportation-related employment opportunities
- DOT Transportation Improvement Program funding to facilitate small group meetings focused on highway safety on the Menominee Indian Reservation
- DOT funding for tribal program guide and electronic format directory
- DOT, Workforce Initiative Model, Transportation Alliance for New Solutions (TRANS) grant for employment outreach, preparation, and placement activities to ensure minorities, women, and others are available as laborers and apprentices on Wisconsin highway construction projects
- Bay Area Workforce Development funding to improve the infrastructure and coordination of employment and training programs for Menominee County/Tribe

**Other Grants**
- Wisconsin Space Grant Consortium, Special Initiatives Program funding for CMN’s space-related activities and to advance the high-powered rocket program
Enterprise Community Partners, Green Communities Charrette grant for a community charrette on CMN’s proposed Sustainable Green Demonstration House project

Oneida Arts, Seed Grant for Native Artist performance at the Sustainable Development Institute Sustainability Fair

Oneida Arts Program, Dollars for Arts Program award to develop a unified theatrical production fully-developed by CMN students

Great Lakes Intertribal Council, Vocational Rehabilitation funding for the Menominee Vocational Rehabilitation program

Lily Endowment – American Indian College Fund, Woksape Oyate: Wisdom of the People initiative continuation award for development/implementation of a Public Administration academic program

Clinton Global Initiative University Outstanding Commitment grant for CMN’s Tribal Colleges Sustainability Indicators Research Project

Robert Wood Johnson Foundation, Executive Nurse Fellows Program award in support of the fellowship of Dean of Nursing, Linda Taylor

Salish Kootenai College, All Nations Louis Stokes Alliance for Minority Participation for support of ANSLAMP Scholars at CMN

American Indian Higher Education Consortium-NAIEN Enrichment Grant for climate change impact research project on the Menominee forest and Tzotzil Indigenous community

Kresge Fellowship Program award for reimbursement of travel related to workshop/training on green building at higher education institutions

Gifts Support Scholarships and Give Aid Where Need Is Greatest

Gifts from private donors, corporations and foundations help the College to address unfunded needs in many areas, from special classroom materials to merit and need-based scholarships.

The College recognizes all gifts as testaments to its mission. Annual donations above the $100 for unrestricted or named purposes may be identified in designated giving categories: President’s Club – $1,000 or more, Heritage Circle – $500 to $999, Wild Rice Society – $250 to $499, and Circle of Friends $100 to $249.

Charitable contributions made to CMN in the 2008-2009 Annual Report year totaled more than $151,000 and included the following:

President’s Club
American Indian College Fund, S. Vera Fowler, Ph.D., Jerilyn Grignon, Ph.D., Norbert and Mary Anne Hill, Jocelyn Milner and Mark D. Ediger, Robert J. Peet Foundation, Ron and Shirley Powless, Francis and Barbara Stauner Trust, Dr. William Steeves and Dr. Kathleen Steeves

Heritage Circle
Kimberly Blanchard, Craig and Carrie Grignon in memory of Myron “Sonny Pat” Grignon, Virginia Nuske in memory of Brian Nuske, and Dr. Kathleen Tigerman

Wild Rice Society
Anonymous (1), American Legion Post 397, Keshena, Becker Charitable Fund (Ronald E. Becker), Mary Estill H. Buchanan, Ron and Linda Jurgens, Ben and Char Kaquatosh, Irene and Michael Kiefer, The Kirk Group (Mr. and Mrs. James Kirk), Menominee Casino/Bingo & Hotel, Menominee Indian Tribe, Clara Fowler Otto, and Zeppos and Associates, Inc.

Circle of Friends

Additional Gifts
Other philanthropic support came during the year from the following individuals:


Corporate and Foundation Support
Corporate and foundation gifts for restricted purposes in the reporting period included those made by the Alliant Energy Foundation, Christian A. Johnson Endeavor Foundation, Forest County Potawatomi Community, Forest County Potawatomi Foundation, Theodore R. and Vivian M. Johnson Scholarship Foundation, Menominee Casino/Vita, Robert J. Peot Foundation for the Scott Zager Venture Fund, Shawano Medical Center, Spirit of Sovereignty Foundation (Ernie Stevens). Others received through the American Indian College Fund included donations from the AT&T Foundation, Exxon Mobil, Hausman Family Charitable Trust, IBM, Lavaux Endowed Scholarship, Sara Lee Foundation Tribal Scholarship, Siragusa Foundation, and UPS.

Gifts in Kind
Gifts-in-Kind of books, art and materials were contributed during the year by the CocaCola Bottling Company of Wisconsin, Schofield Operations, Dorothy Davids, Fulcrum Publishing (Sam Scinta, Publisher), S. Vera Fowler, Ph.D., Sr. Marita Gilsdorf, Ruth Gudinas, Danielle Hornett, Ph.D., Marianne Pender, Joseph F. Preloznik, Joan Raney, M. J. Reinardy, M.D., Philip and Faith Sealy, Betty Schmidt, Self-Governance Communications and Education Tribal Consortium, Monique Tyndall and Viking Electric Supply, Nick Foley.
Financial Aid to CMN Students

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Federal – Title IV Total</td>
<td>$921,787</td>
<td>$1,133,026</td>
</tr>
<tr>
<td>Other Grants/Funding Total</td>
<td>$242,118</td>
<td>$271,193</td>
</tr>
<tr>
<td>CMN Scholarships Total</td>
<td>$131,000</td>
<td>$165,771</td>
</tr>
<tr>
<td>State of Wisconsin Total</td>
<td>$534,454</td>
<td>$578,551</td>
</tr>
<tr>
<td>Tribal/BIA Funding Total</td>
<td>$1,169,817</td>
<td>$1,175,405</td>
</tr>
<tr>
<td>Total:</td>
<td>$2,999,176</td>
<td>$3,323,946</td>
</tr>
</tbody>
</table>

College of Menominee Nation Revenue and Expenditures

Academic Year July 1 - June 30, 2009 (unaudited)

In Fiscal Year 2008-2009, the College of Menominee Nation managed more than $12.3 million. State and Federal grants represent more than 60 percent of the budget. These dollars include awards for workforce and economic development initiatives and research programs.

The strategic planning model of the College helps assure transparent financial operations for the Board of Director, employees of CMN and the general community. The College’s planning priority of evidence-based decision making is applied with special diligence in financial matters.

Principles of financial management at CMN include a commitment to good stewardship of resources. As a matter of policy and practice, campus facilities have been developed debt free and staff are required to manage budgets for daily operations based on actual income.

The College is proud to have a history of clean audits. The 2008-2009 audit is pending. The most recent audit statement to be completed — FY 2007-2008 — has been received by the College.

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**CMN Revenue Sources 2009**

- Federal Grants: 48%
- MITW Grant: 3%
- BIA: 15%
- State Grants: 5%
- Other Grants: 3%

**CMN Expenditures 2009**

- Facility Expenses: 15%
- Indirect Cost: 4%
- Operating Expenses: 17%
- Student Tuitions/Stipends: 3%
- Administrative Salary/Wages: 14%

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**Revenue 2009**

- CMN Revenue: $3,254,428
- BIA: $1,812,721
- MITW Grant: $332,761
- Federal Grants: $5,920,728
- State Grants: $687,544
- Other Grants: $376,773

**Total Grant Revenue:** $12,384,955

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**Expenditures 2009**

- General: $2,425,730
- Federal: $1,483,436
- State: $294,333
- Other: $45,491
- Total: $4,248,989

- Faculty Salary/Wages: $888,982
- Fringe: $238,827
- Total: $1,127,809

- Operating Expenses: $397,627
- Facility Expenses: $1,451,812
- Total: $1,849,439

- Indirect Cost: $397,627
- Fringe: $419,093
- Facility Expenses: $1,503,465
- Total: $2,320,185

- Student Tuitions/Stipends: $32,726
- Total: $184,102

**Total:** $5,399,910

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**Institutional stability and sustainability are core considerations in all of CMN’s financial decisions**

Reporting on 2008-2009