



College of
Menominee
Nation

KESHENA • GREEN BAY

**ANNUAL REPORT
2018 – 2019**

CAMPUSES and CONTACTS

The College of Menominee Nation 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 also serves students from facilities 45-miles southeast of the main campus in metropolitan Green Bay.

The rural and urban locations share faculty and most programs. Students may elect to study at either or both locations.

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Sharing THE JOURNEY

Dear Friend of the College,

Welcome to our Annual Report on academic year 2018-2019, the 26th year of the College of Menominee Nation and my first as its President.

As a newcomer to the region and the College, my personal year has been one of discovery. I've been seeing firsthand how CMN earned and sustains its national reputation as a model tribal college. I've been hearing in numerous formal meetings and impromptu talks how CMN is valued as a place of learning and an engine for economic and social change.

The confidence placed in the College and its people is both an honor and responsibility. It warrants a promise that our College will commit itself to lead with transparency in its operations; learn the needs and values of its students and community, and serve in ways that are accessible, approachable and responsive. You will see these themes repeated in the following reports on our 2018-2019 year.

You are invited to follow our story, visit our campuses, and join us on the journey as we lead, learn and serve.

Dr. Paul F. Trebian, President



The College celebrated the investiture of its second President, Dr. Paul F. Trebian, in ceremonies led by the CMN Board of Trustees on Oct. 12, 2018. Attending dignitaries included Menominee Tribal Legislature Chairman Douglas Cox, left in the photo above; Stockbridge-Munsee Tribal Council President Shannon Holsey; Oneida Nation Chairman Tehassi Hill, and Oneida Nation Vice Chairman Brandon Stevens.

Participating in investiture formalities as part of the platform party were, from the left, CMN alumni Clinton Isham, who served as master of ceremonies, and Lee Stoehr, representing all graduates of the College; Betsy Trudeau, student representative and Student Government President, and Carrie Billy, President and CEO of the American Indian Higher Education Consortium. Ms. Billy, guest speaker for the day, is greeted by Luke Besaw, far right, Menominee language speaker and former CMN student, who offered the invocation.



Making its debut at President Trebian's investiture ceremony was a beaded medallion commissioned by CMN Trustees as the Presidential symbol of office. The original work by CMN alumna Connie Peters will be worn on academic occasions by each successive College of Menominee Nation President.





Students Gavin Braun, above, and Tyrell Hesse, have presented their "Tiny Earth" research at regional and national events.



STUDENT LIFE and LEARNING

Horizons expand when national and global networks open their doors to individual colleges – and when individual students and student groups put a local focus on world problems.

Such has been the case as CMN faculty and students joined "Tiny Earth," an international network with schools in 45 States and 15 foreign countries engaged in the search for new antibiotics. Meanwhile, campus committees continued work with the national "Achieving the Dream" project, a non-profit education initiative involving more than 220 institutions in 41 states with coaching and planning assistance to improve student-centered learning.

Exploring Our 'Tiny Earth'

"We were excited to be the first tribal college invited to join 'Tiny Earth' and begin using the curriculum and research protocols," says Biological and Physical Sciences Professor Lucy Fenzl. "And as part of an international network, our students now have exceptional opportunities to help find solutions for the real-world health problem of antibiotic-resistant superbugs."

1994 – the last year scientists discovered a truly new antibiotic

The engagement hasn't stopped at curriculum and protocols. It is being used in more than General Biology and Microbiology courses and beyond original research on soil microbes. In little over a year's time, CMN's "Tiny Earth" has captured the interest of faculty planning for emerging coursework on environmental studies and sustainable agriculture. Collaboration has extended to students and staff doing climate research with the Sustainable Development Institute and has potential for Natural Resources majors at the College.

The pay-off for students is personal, as well as serving broader science. CMN junior Gavin Braun and freshman Tyrell Hesse focused their fall semester laboratory project on preferred growth media for Wisconsin soil microbes. It was, says Braun, "a new experience in the labs that opened our eyes to new and different fields of interest."

'Achieving the Dream'

Two projects have been chief among those chosen since CMN's 2017 entry to the "Achieving the Dream" network. They are efforts to effectively align new students with English and mathematics courses most likely to help them succeed, and planning to aid faculty and staff in accessing institutional data. Valuable in its own right, this year's work also set the stage for student involvement in academic, career and personal goal setting which will aid individuals and the College in measuring their success.



Dr. Dennis Vickers, left, and Curtis Wilhelmi joined other faculty, staff and students at a March 2019 campus meeting on Institutional Capacity Assessment Tool surveys used as part of CMN's participation as an "Achieving the Dream" college.

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Poised to begin in fall 2019, the project will encourage students to think about and record what they hope to achieve. Students will be able to track progress toward their goals with advisors, celebrate accomplishments, and update goals as needed. Used anonymously and reviewed qualitatively and quantitatively, the data from the goal-setting exercises will enable the College to assess its own success in terms of meeting students' expectations.

CMN's participation in "Achieving the Dream" is part of the American Indian Higher Education Consortium's Project Success, with funding from the Great Lakes Higher Education Guaranty Corporation and U.S. Department of Education.

Learning through Service

When CMN students are involved, two things are evident. The first is that campus life and community service are inextricably bound. The second is that CMN students live the motto "think globally, act locally."

The College's SEEDS Club chapter put commitment to a cleaner environment into action by addressing the proliferation of non-biodegradable polystyrene waste. In cooperation with Student Government, the club developed and gained administrative approval for a policy to reduce the use of polystyrene on campus.

SEEDS – which stands for strategies for ecology education, diversity and sustainability – is an affiliate of the Ecological Society of America.

SEEDS Club and Student Government leadership also kept the focus local with a project described by Student Government President Adam Schulz as, "designed to help our non-human relatives live in a waste free environment." Using an American Indian College Fund grant from the Ford Motor Company, he and SEEDS President Jasmine Neosh purchased garbage and recycling cans for the Keshena campus nature trail and compost containers for campus

buildings. The organizations also promoted community recycling education efforts in partnership with Menominee County's waste management program.

Among projects originating with CMN's Sustainable Development Institute (SDI) was the College's participation in RecycleMania. The annual 8-week competition is sponsored by the National Wildlife Federation. CMN and 215 other U.S. and Canadian colleges and universities took part in the spring 2019 waste reduction contest. SDI's Sustainability Coordinator, Rebecca Edler, reports CMN recycled more than 63 percent of its waste and placed at mid-point on the benchmarking tool used for all participating schools.

2 million at-risk U.S. college students not receiving food aid

A recent U.S. Government Accountability Office report on hunger on college campuses confirmed widespread food insecurity among students. The report, based on more than 30 studies, estimated about two million at-risk students potentially eligible but not receiving food aid benefits. The findings were no surprise to CMN Education students and faculty who conceived of an emergency food pantry for the campus.

In summer 2019, Dr. Lauren Waukau Villagomez enlisted Student Government President Adam Schulz and, with funding from the College's Scott Zager Venture Fund, established The Helping Closet at CMN. The project provides students with free, non-perishable food, as well as basic personal products and classroom supplies.

Leading campus projects throughout the year were, pictured at left, Jasmine Neosh, who was chosen as CMN's American Indian College Fund Student of the Year, and Adam Schulz, Student Government President and newly-elected Vice President of the American Indian Higher Education Consortium's 2019-2020 Student Congress.





Academically INNOVATING to meet students' and community needs

Career paths for emerging or high-demand fields were in planning or added to the CMN program array during 2018-2019.

CMN follows new international licensing standards for its latest academic degree, the **Associate of Applied Science in Substance Abuse Counseling**. With required courses in Native American culture, cross-cultural counseling, and the sustainable development approach to problem-solving, the major also gives graduates special preparation for addressing tribal community needs.

Technical training options grew with inclusion of a new **Computer Numeric Control (CNC) Machinist Diploma**. The nine-month program develops skill in setting up, operating and maintaining the precision CNC milling machinery now standard in many industrial settings.

A **pathway to professional pharmacist work** opened during the year with the College's Concordia University Wisconsin partnership. The agreement recognizes up to 64 science and general education

credits earned at CMN as meeting Concordia School of Pharmacy pre-pharmacy requirements and provides personal advising for CMN students making the transfer.

The College's year also focused on an array of **new courses in development and on the planning horizon**. A two-year American Indian College Fund grant advanced faculty efforts to expand environmental studies opportunities for CMN students with the goal of a baccalaureate-level major in integrative studies. Being heedful of growing concern about food sovereignty, food safety, nutrition, and the sustainable use of land and water resources, the College is also investing in coursework related to the broad field of sustainable agriculture.

40% of all CMN degrees have been awarded in Business or Education

"These are forward-looking efforts," says Chief Academic Officer Diana Morris. "They clearly augment CMN's mission of learning infused with American Indian culture and commitment to value-driven sustainability. The outcomes will be well-defined study opportunities that students can adapt to many career paths and graduates can apply as leaders and practitioners in their communities."

FOSTERING a new generation of educators

It was a memorable year for the College's teacher education program. Fall semester began with news of a \$1.2 million grant and spring graduation ceremonies saw CMN award its 200th degree in the field of education. In between, students and alumnae of the program were in the spotlight locally and statewide.

CMN's grant, awarded by the U.S. Department of Education's Office of Indian Education, will support American Indian students as they pursue teacher licensure and transition into the teaching profession. The five-year award is titled "Aspiring Native Educators," which in Menominee is *Espaehkawak akekoh Mamaceqtawak Kaehkenohamowekowak* (They rise up, those Indian Teachers).



Theresa Carroll, BS '15, was among CMN Education alumnae on campus in fall 2018 for the All-College Open House held in conjunction with investiture ceremonies for President Paul Trebian. Carroll is a math interventionist in the Gresham School District.

Dr. Kelli Chelberg of CMN's teacher education faculty calls the grant a bonus for the College and community – giving students financial assistance and providing local school districts with additional highly qualified teachers.

Students will be chosen for the grant program based on applications and interviews. Those selected will commit to carrying full credit loads each semester in the Bachelor of Science degree program in Early Childhood/Middle Childhood Education and to applying for Wisconsin licensure within three years.

Gaining State-Level Accolades

Among CMN graduates already teaching locally is Wisconsin's Indian Educator of the Year. Lucille Burr, a 2017 B.S. graduate, received the award at the spring 2019 conference of the Wisconsin Indian Education Association (WIEA). Burr teaches at Olga Brener Elementary School in Shawano. She is a member of the Stockbridge-Munsee Tribe.

The WIEA conference also saw CMN junior JayCee Tourtillott named Outstanding American Indian Student of the Year. Tourtillott received her Associate Degree in Early Childhood Education in 2017 and is currently enrolled in the College's B.S. in Early Childhood/Middle Childhood Education. She is a member of the Menominee Tribe.

Making Regional News

The year brought media recognition to two others from the CMN program.

Michelle Powers was cited in local media for helping her class of four-year-olds turn one llama into three llamas for families in Bolivia by taking their Catholic mission fundraising project past its original goal. Powers teaches kindergarten at Sacred Heart School in Shawano and is working toward her Early Childhood/Middle Childhood licensure at CMN.

For Megan Welk, a 2015 CMN graduate and current public school teacher, the media forum has been regional network television. As spokeswoman in a testimonial commercial Welk says, "CMN faculty gave me the knowledge, hands on experience, and confidence to help my students succeed. I'm glad I chose CMN."



CMN Alumna Lucy Burr is Wisconsin's 2019 Indian Educator of the Year.



Wisconsin's Outstanding American Indian Student of the Year is CMN's JayCee Tourtillott.

Guided by STANDARDS and STEWARDSHIP

Mission

As a Land Grant institution of higher education chartered by the Menominee people, the College of Menominee Nation infuses learning with American Indian culture and prepares students for leadership, careers and advanced studies in a multicultural world. The College commits to research and the promotion, perpetuation and nurturance of American Indian language and scholarship.

For Vision, Values and Charter information see About CMN at www.menominee.edu.

Accreditations

The College holds reaffirmation of its accreditation through 2022-2023 from the Higher Learning Commission (HLC) (800-621-7440 or www.hlcommission.org). CMN's Bachelor of Science in Early Childhood/

Middle Childhood Education is Wisconsin Department of Public Instruction approved. Alumni of the now-latent Associate of Applied Science Degree in Nursing graduated under Accreditation Commission for Education in Nursing (ACEN) (www.acen-nursing.org) and relevant Wisconsin approvals.

Stewardship

Trustees of the College providing leadership through active service in 2018-2019 were the following enrolled members of the Menominee Indian Tribe of Wisconsin.

Professional profiles of Board members may be found at www.menominee.edu/aboutus.

Virginia Nuske, Chairwoman
Gary L. Frechette, Vice Chairman
Shannon M. Chapman
Lori Corn
Michael Delabruce
Sarah Harkey
Jesse Waukau

Affiliations

Among other affiliations, CMN is a member the American Indian Higher Education Consortium (AIHEC) and partner institution with the American Indian College Fund. The College has Bureau of Indian Affairs designation as a Tribally Controlled College under the Tribally Controlled Community College Assistance Act (P.L.95-471) and Congressional authorization as a 1994 Land Grant institution.

Managing RESOURCES to Secure the Future

With "prudent policies" and "conservative estimates" as bywords, Chief Financial Officer David Betzig deems the College to be in good financial standing and "here for the long haul," with expense reductions in most operating areas and the huge advantage of infrastructure that is debt free.

The financial environment for all colleges is one of ever-fluctuating revenue from enrollment, grants and auxiliary operations, says Betzig. "To adapt to the continued variations in revenue we must constantly watch and adjust both our fixed and variable costs. At the same time we must insure our expenditures are used efficiently to address the College's mission. At CMN, two important parts of mission are academic support and research, two categories where we are glad to report increased spending."

Other positive evidence from CMN's 2018-2019 audit includes an improved net position and investment earnings for the College, with a more than 15 percent increase in endowment funds.

Analysis and forecasting are the proactive ways to be sure an organization lives within its means, says Betzig: "Process improvement has to be ongoing, so we are watching the balance sheet and refining our policies and systems. Staying transparent gives us greater predictability. That leads to continued financial stability, and that's the goal."



Members of the CMN Board of Trustees and faculty of the College gather following each spring commencement ceremony to greet new alumni. Trustee Jesse Waukau, left, congratulates Anthony Dale Chevalier, a member of the Menominee Tribe who graduated with high honors in May 2018. Spring 2019 ceremonies award academic degrees and technical diplomas to members of seven American Indian tribes and non-Indian graduates from several area communities, bringing the number of CMN alumni to 1,200.



Among the dozens of student chosen for the College's privately funded scholarships in 2018-2019 were, clockwise from top left, Franny Kitson, the Keckiw Natamowaewak Kaekenamak (An elder helps them learn it) scholar in fall semester 2018; Emily Smith, an O'Brien First Nations scholar, fall 2018; Cayman Michael Kunschke, the Francis and Barbara Stauner scholar, spring 2019; April Tucker, one of ten Robert J. Peot Foundation scholars, spring 2019, and Deidre Caldwell, the Spirit of Sovereignty scholar, spring 2019.

Support through PHILANTHROPY

In academic year 2018-2019, students received more than \$165,000 in scholarship assistance from friends donating directly to the College of Menominee Nation and through gifts to the American Indian College Fund. These privately funded awards are a critical supplement to need-based student aid provided by federal Pell Grants and other sources.

Among CMN scholarships are a growing number with names chosen by their donors or designated by donors in memory of loved ones.

36% Of Native American students in the U.S. are solely responsible for all of their college expenses – the highest rate among all student categories

Those offered in 2018-2019 were:

- Hope Scholarships
- Johnson Scholarship Foundation awards
- Dr. William and Dr. Kathleen Steeves' *Keckiw Natamowaewak Kaekenamak (An elder helps them learn it)* Scholarships
- Thomas E. Kitson Jr. Memorial Scholarships
- O'Brien First Nation Scholarships
- Robert J. Peot Foundation Scholarships
- Spirit of Sovereignty Scholarships of the Land Tenure Foundation
- Francis and Barbara Stauner Scholarships

CMN's newest memorial scholarship honors Thomas E. Kitson Jr., 1936-1975. An enrolled Menominee, he spent much of his youth at a homestead on land that is now part of the south Keshena campus. Mr. Kitson, who settled in Southern Wisconsin after military service and marriage, brought his young family to the reservation most weekends, keeping ties with the tribe, his extended family, and the land he loved. Scholarships bearing his name are awarded to enrolled Menominee or descendants of the tribe attending the campus which now embraces the homeland of his youth.

Funding for the College's Advantage in Higher Education Scholarships comes from participating sponsors and players in CMN's benefit golf outing held each June at Thornberry Creek at Oneida.

For more on philanthropic opportunities in support of the College visit www.menominee.edu/giving.

Engaging COMMUNITY and Honoring CULTURE

In its mission statement and daily life, the College of Menominee Nation takes seriously the commitment to infuse learning with American Indian culture.

Community engagement comes naturally for a College with 85 percent of its students and 70 percent of all alumni being enrolled members or descendants of Native tribes. Traditional life is as near as local powwows and as personal as family customs and tribal traditions.

Honoring culture at CMN is intentional. It is found in an academic curriculum that includes courses in Menominee and Oneida language; American Indian, pre-contact and treaty-era history, and sustainable development that focus on land-sovereignty and related issues. It is present, too, in an array of guest lectures and Native arts, crafts and traditional life-ways demonstrations. Events and workshops are offered throughout the year by the Sustainable Development Institute, Library, Continuing Education, and Menominee Vocational Rehabilitation programs at the College.



Since the College's opening in 1993, CMN students and employees have been perennial dance, drum and committee participants, as well as spectators, at annual Menominee powwows held each August at Woodland Bowl in Keshena. Pictured at the 2018 gathering, jingle dress dancers in the foreground line the Grand Entry parade route as other dancers in regalia follow Veterans of Menominee Nation flag bearers.



Newest of CMN's Native arts programs for young people and adults is the 2018-2019 Artist in Residence series that continues into 2020. American Indian artisans opening the workshop series taught traditional Menominee beading and moccasin-making. Participants can continue their craft work independently or visit Maker Space areas in the College's S. Verna Fowler Academic Library/Menominee Public Library. Video and photographs taken during workshop sessions will be used to create how-to lessons to make the traditional crafting skills accessible to an even larger audience of library and online patrons. Artist in Residence at CMN is funded by a grant from the Institute of Museum and Library Services.

DEGREES and DIPLOMAS

For more on programs see College Catalog at www.menominee.edu.

Bachelor of Arts Degrees

Education

Public Administration

Bachelor of Science Degrees

Business Administration

Early Childhood/Middle Childhood Education

Associate of Arts and Sciences Degrees

Biological and Physical Sciences

Business Administration

Digital Media

Early Childhood Education

Liberal Studies

Natural Resources

Pre-Engineering

Public Administration

Associate of Applied Science Degree

Pre-Engineering Technology

Substance Abuse Counselor

Technical Diplomas

Business Office Technician

Computer Numeric Control (CNC) Machinist

Electricity

Welding

CMN PROFILES

For a brief history of CMN and current profiles on the following see 'Quick Facts' at www.menominee.edu/quickfacts.

Alumni

Students

Faculty and Staff

Facilities of the College

