



College of Menominee Nation

Annual Report
2011-2012

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.

Affiliations

Among its many affiliations, the College is a member of the American Indian Higher Education Consortium (AIHEC) and the North Central Association of Colleges and Universities (NCA), and is 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. Inter-campus mini-buses that are free for students and staff make the circuit frequently each day.

College of Menominee Nation

Web:

www.menominee.edu

Main Campus

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

Phone:

715 799-5600
or 800 567-2344

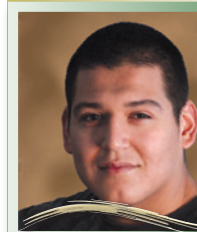
Green Bay/Oneida Campus

2733 S. Ridge Road
Green Bay WI 54304

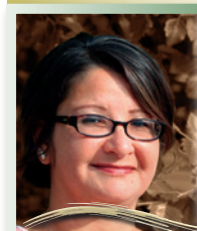
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or 800 567-2344

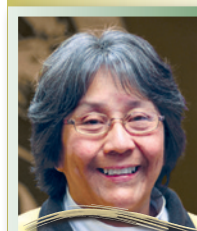
On the cover



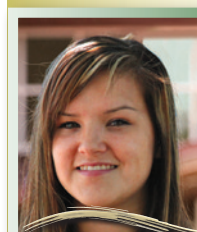
Clinton Isham



Melinda Cook



Therese Coon



Tiana Schneider



Mikah Moede



REPORTING ON 2011-2012

GREETINGS FROM THE COLLEGE OF MENOMINEE NATION

Dear Friends,

The College of Menominee Nation advanced in a variety of ways during academic year

2011-2012. The stories in the following pages provide a sample of the accomplishments of our faculty, staff and students. You will also find an overview of our finances, statistics and other measures of success, including the College's economic impact on the region it serves.

A highlight in the academic arena was approval of new Bachelor's Degree programs in Business Administration and Public Administration. We also launched our new Associate Degree in Material Science and Pre-Engineering, a major that aligns well with the forest products industry that is of such importance regionally.

As you read about these and other advancements, remember that each program and project is designed to address our institutional mission. New degrees and new facilities, like the Community Technology Center, respond to the workforce and leadership development needs of reservation communities, as well as our region in general.

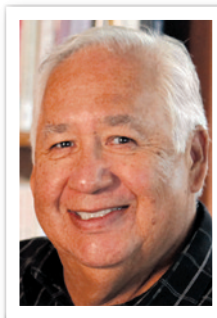
Programs and buildings are the framework, but it is students who constitute the soul of a school. Those featured on the cover and inside this publication were among the many honored in one way or another during the year. Like them, hundreds of other CMN students persisted, overcame obstacles, and succeeded in their educational efforts.

This report is only a snapshot of all that happened from July 2011 through June 2012. I invite you to visit the College soon and learn about all we do.

Sincerely,



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



Dear Friends,

A Board of Directors exists to provide external oversight to an organization, assess compliance with its mission, monitor its financial integrity and offer guidance, when guidance is needed. This is a role taken seriously by members of the College of Menominee Nation's Board.

Our work with President Fowler during the past year has included consultation on administra-

tive efficiency, leadership development at all levels, and positioning of the College for long-term success. We drew on internal resources of the College and Board, and also welcomed advice from external sources with expertise in higher education, management and other relevant fields.

Our goals throughout our deliberations were to sustain the College's hallmark strengths and help it address current and future challenges. Among strengths discussed in this Annual Report are CMN's proven ability to expand physical resources while remaining debt-free and to grow enrollment in steady and manageable increments. The College continues to demonstrate its talent for balancing the standards of accredited higher learning with the traditional wisdom of our American Indian culture, and provide positive impact – both financially and socially – on its community and region.

My colleagues and I encourage you to see what the College has to offer at its Keshena and Green Bay campuses, ask questions at any time, and join us at the annual Corporate Meeting of the Board when we review the past year and share plans for the future.

Respectfully,



Bernard (Ben) Kaquatosh
Chairman, Board of Directors, College of Menominee Nation

Board of Directors Profile

Those serving on the College's Board are enrolled members of the Menominee Indian Tribe of Wisconsin.

Bernard (Ben) Kaquatosh

Chairperson
Personnel Director, Menominee Indian Tribe
University of Wisconsin-Green Bay
UW-Milwaukee

Virginia Nuske

Vice Chairperson
Director of Higher Education, Menominee Indian Tribe
Northeast Wisconsin Technical College
UW-Green Bay
UW Oshkosh
University of the Philippines

Lori Latender

Secretary
Curriculum Coordinator, Menominee Indian School Dist.
B.S., St. Norbert College
M.S., Marian College

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

Georgianna Ignace

Volunteer
B.S., Marquette University

Lynnette Miller

Executive Director, Menominee Tribal Gaming Commission
B.S., UW-Green Bay
M.S., Silver Lake College

Elaine Peters

Retired
B.S., UW Oshkosh

Ada Deer (honorary member)

Retired
B.A., UW-Madison
M.S.W., Columbia University



Top photos Keshena campus. Bottom photo Green Bay/Oneida campus.

REPORTING ON 2011-2012

FEEDING REGION'S ECONOMY WITH JOB CREATION AND TAX REVENUE

To believe that a college or other organization is making an economic impact on its service area is one thing. To have evidence and actual numbers is another.

The College of Menominee Nation received the evidence and numbers in September 2011 in a report confirming that CMN's economic impact in fiscal year 2009-2010 was more than \$37 million.

Conducting the study of how CMN influences its region in terms of dollars and jobs was David J. Ward, Ph.D. Ward is a respected economist and authority on higher education, and the CEO and founder of NorthStar Economics, Inc., Madison.

While the College of Menominee Nation serves students and does business with firms from numerous Wisconsin counties and other States, the focus of Dr. Ward's study was kept close to the school's main campus in Keshena and urban campus in metropolitan Green Bay. This primary area of influence is comprised of the Menominee Reservation and Brown County where campuses are located, and Shawano County, which is adjacent to both.

Ward's research looked at direct and induced spending in the regional economy that is generated by the College's operations, faculty, staff, students and visitors. Ward explained that induced or indirect spending results as dollars that are spent directly by an organization or individual are cycled through the economy. The results are the creation and support of jobs and the generation of tax dollars to support communities and State and national programs.

The Economic Impact of the College of Menominee Nation

Annual Impact on the Regional Economy 2009-2010

- \$37 million in total economic impact
- \$25.9 million on Menominee Reservation alone

404 Wisconsin jobs created and supported

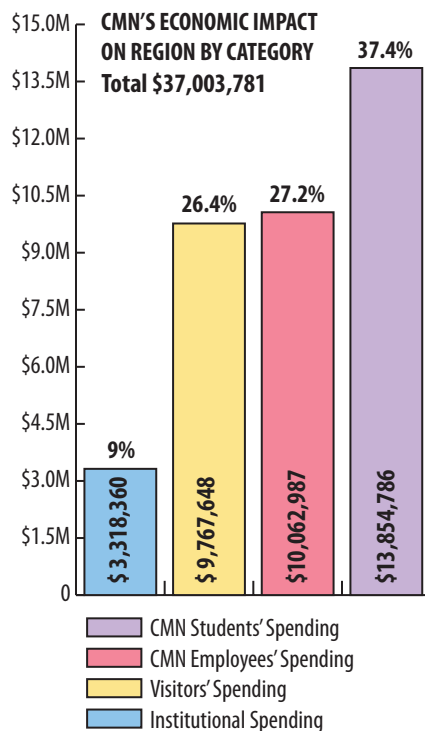
- 283 on Menominee Reservation alone

\$833,189 in tax revenue generated

In fiscal year 2009-2010 when the CMN budget was \$13,877,046, direct spending by the College, its faculty, staff, students and visitors totaled nearly \$16 million. Those dollars fed the economic engine that, in turn, generated more than \$21 million in indirect and induced spending. The sum of more than \$37 million comes from the following sources:

CMN's Economic Impact on Region by Category

NorthStar Economics Inc. study of 2009-10



Spending by CMN, its employees, students, and visitors is only one measure the College's significant impact on its geographic area. Jobs and taxes are also part of the equation, with the Reservation, neighboring communities and the State profiting. Jobs are created and supported by CMN's spending in several ways and taxes include a variety of sales, State, and Federal taxes that are collected. Examples of generated spending include:

- Faculty and staff who are hired directly by the College to teach, conduct research, provide public service, and perform a variety of administrative functions.
- Operational spending that pays for construction, services, materials

and similar needs of the organization creates jobs within a variety of regional and State businesses.

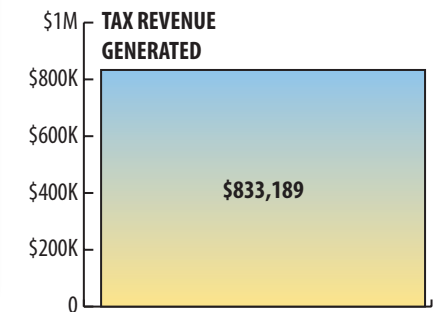
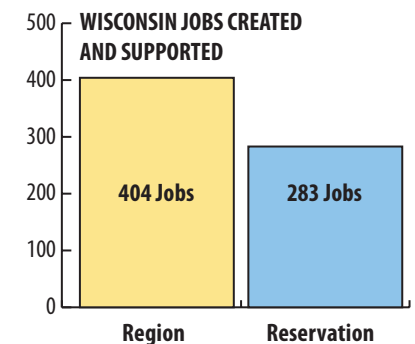
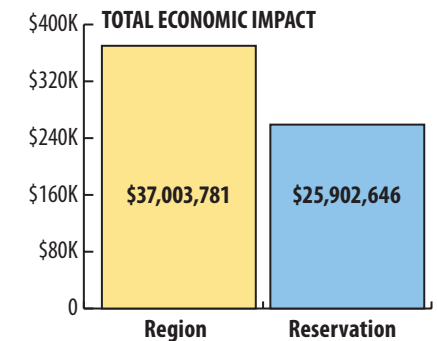
- Employee spending that creates jobs in the region and State when employees buy goods and pay for rent, utilities, entertainment, and so forth.
- Student spending that creates jobs in the region and State as students pay for housing, transportation, goods and services.
- Visitor spending that occurs when those who come to CMN from out-of-region, out-of-state and other countries pay for hotels, meals, transportation and services provided by related industries.



Grant-funded construction projects on CMN campuses boost the regional economy with job creation and an influx of external dollars. Contractors worked throughout 2011-2012 on the Community Technology Center, the newest facility on the Keshena campus. With flooring and furnishing completed in late Spring, the main lobby and WiFi cafe' area, pictured above, were ready for summer occupancy. The center is the fifth major construction project on the Keshena campus in four years.

Total Economic Impact of the College of Menominee Nation

NorthStar Economics Inc. study of 2009-10





Dr. Cora B. Marrett of the National Science Foundation presented the 2012 commencement address. Marrett is Deputy Director of NSF.



The mid-summer 2012 visit to the Keshena campus by the Wisconsin Legislature's Special Committee on State-Tribal Relations gave CMN Dean of Students Gary Besaw, M.S., UW-Madison, left, an opportunity to talk with State Representative Jeff Mursau, who chairs the committee. Besaw is a member of the Menominee Tribal Legislature.



As guest lecturer at the CMN Green Bay/Oneida campus, comedian Charlie Hill shared wisdom and anecdotes from his three decades as a stand-up comic.



CEOs of colleges and universities throughout Northeast Wisconsin were on the CMN Keshena campus in spring for a meeting of NEW ERA, an educational resource cooperative chaired this year by CMN President Verna Fowler. Dr. Paul Chase, left, and Dr. Charles Clark are the Deans/CEOs, respectively, of UW campuses in Sheboygan and Manitowoc.



Visitors to the College from several Andean countries toured Menominee Reservation sites including Keshena Falls. Pictured from the left are Patricio Donoso of Ecuador; Patricia Luna del Pozo, Peru, and Rubén López Bustamante, Bolivia. The three were among a group of nearly a dozen international visitors and U.S. Forest Service representatives who gathered at CMN.

REPORTING ON 2011-2012

WELCOMING VISITORS TO CMN CAMPUSES FOR RESEARCH, CULTURAL EXCHANGE AND ENRICHED LEARNING EXPERIENCES

The College welcomed a diverse group of visitors during the year. Educators, government officials, environmentalists, authors and entertainers were among those welcomed to the CMN campuses for a brief stop, a few hours or multi-day visit.

Among international visitors in 2011-2012 was a scholar from the African

Republic of Cameroon studying crop management under a USDA Agricultural Research Service fellowship, and participants in an Andean leaders technical exchange group organized by the U.S. Agency for International Development and U.S. Forest Service.

National figures making presentations on the CMN campuses included

Dr. Cora B. Marrett, the Deputy Director of the National Science Foundation, who served as the June 2012 commencement speaker, and John Robison of Amherst, MA, author of the 2007 book, "Look Me in the Eye: My Life with Asperger's." Robison's *New York Times* Best Seller was the centerpiece of a series on autism presented by the CMN academic library.

Other guest authors appearing at the library included Dr. Linda LeGarde Grover of Duluth, MN, author of "The Dance Boots," a prize-winning work of fiction on an Ojibwe community's efforts to follow traditional ways in a contemporary world.

Conferences and meetings attracted others to the College.

Students from Tribal and State colleges in Minnesota, New Mexico, and California joined CMN students for a rocket workshop in fall on the Green Bay/Oneida campus in conjunction with UW-Green Bay. Teams from schools in those and other states, and the American Indian Science and Engineering Society (AISES), were back in spring for a NASA-supported First Nation's Rocket Launch in Kenosha.

The College's Sustainable Development Institute (SDI) welcomed dozens of visitors for programs including summit conferences on Great Lakes Tribal Climate Change and on Forest Products and Resources. Workshops of the American Indian and Alaskan Native Working Group convened. Meetings included those on SDI's work with UW-Platteville on invasive earthworm research. Visitors from the University of Minnesota Duluth and U.S. Forest Service Forest Products lab met at CMN on acoustic technology as a nondestructive evaluation technique. The College welcomed UW-Madison and the Great Lakes Bio-energy Research Center visitors, among others, for work on a USDA-funded project to develop place-sensitive science lessons for grades 6-8.



Among elected officials calling at the campus during the year was U.S. Representative Tammy Baldwin. Congresswoman Baldwin, center, talked with CMN President Verna Fowler, staff members and Menominee Tribal legislators in the Keshena campus atrium during her Spring 2012 visit.



Jennifer Penass Barnes

Jesse Kaquatosh-Williams

REPORTING ON 2011-2012

CELEBRATING EXTRAORDINARY STUDENT ACHIEVEMENT

The grand prize is graduation. Along the way, many College of Menominee Nation students win other awards for special promise and exceptional achievement.

Academic year 2011-2012 had its share of outstanding collegians. Those featured here and on the cover are only a few representing the 699 students attending CMN campuses in Keshena and Green Bay.

Science, technology, engineering and math – the fields that today are commonly called STEM programs – have a strong presence at the College of Menominee Nation. Two students in

the CMN STEM Scholars program are already making their mark in the larger world. Jennifer Penass Barnes and Jesse Kaquatosh-Williams are among only 19 undergraduates selected nationally for NASA's Kiksapa Summer 2012 Research Experience. Through the internship, they participated in a GIS workshop at Haskell Indian Nations University, Kansas, and returned home to carry out water quality and geospatial research on lakes on the Menominee Reservation. Their project includes attention to Tribal Ecological Knowledge (TEK) of area water systems.

Schyler Martin capped the year with work for two agencies in Washington



Clinton Isham



Therese Coon



Tiana Schneider



Schyler Martin

D.C. – the National Science Foundation's Quality Education for Minorities Network program and an "externship" with the Office of Pesticide Programs at the Environmental Protection Agency. Martin was Student Government President during 2011-2012 and participated in a National Security Education Consortium colloquium at the University of Nebraska. CMN became a partner institution in the consortium during the year.

For Therese Coon, Tiana Schneider and Martin recognition came with the title of Student of the Year. Before graduating in June 2012, Coon was chosen CMN's American Indian College Fund Student of the Year. She earned her Associate Degree with a double major in Biological and Physical Sciences and Public Administration. Schneider, a Liberal Studies - Social Science major, was chosen as the Wisconsin Indian Education Association (WIEA) four-year Student of the Year. Martin was WIEA's two-year award winner.

Among the College's many scholarship winners, one of special note was Sapatis Webster, who received the Intertribal Timber Council's Truman D. Picard Scholarship. Webster, who previously held an internship with the Menominee Tribe's forestry program, is a Natural Resources major. One letter of recommendation for the Picard award noted how courses in Webster's chosen major "speak of the same beliefs he was traditionally taught growing up – those of respect, interconnectedness, and a spiritual and cultural responsibility for the land."

Technical studies have led to special recognition for Mikah Moede, a student in the Sustainable Residential Building Systems diploma program at the College. Moede earned the gold medal for his carpentry project at the Wisconsin SkillsUSA competition in Spring.

Closing out exceptional years at CMN were the two honors graduates chosen to speak for their class at the 2012 commencement ceremony. Melinda Cook, one of three Embry Scholars at CMN, earned her Associate Degree in Early Childhood/Elementary Education. Clinton Isham, whose degree is in Sustainable Development, wrapped up his CMN career by doing a Summer 2011 project at a biological research station in Costa Rica and by organizing CMN's first Internship Fair in Fall 2011.



Mikah Moede



Melinda Cook

Student Profile

Fall 2011 from IPEDS Fall 2011-2012 (unduplicated numbers)

Total Enrollment

Headcount enrollment	699	
Full Time Equivalent enrollment	437	
Full time	335	48%
Part-time	364	52%
Males	188	27%
Females	511	73%

Age Distribution

Numbers rounded

Under age 18	57	8%
Age 18-21	144	21%
Age 22-29	197	28%
Age 30-39	172	25%
Age 40-49	82	12%
Age 50 and over	47	7%

Student Ethnicity

American Indian*	527	75%
Other (Asian, Black, Hispanic, White)	172	25%

Tribal Representation

Among the 30 tribes represented in CMN's 2011-2012 enrollment were:

Menominee
Oneida
Chippewa
Choctaw
Potawatomi
Ho-Chunk
Stockbridge Munsee
Winnebago
Mohican
La Jolla Band of Indians
Salt River Pima Maricopa
Assiniboine
Lac Courtes Oreille Ojibwa
Lac du Flambeau
Sioux
Navajo
Bad River Band of Chippewa



Pictured here with math students, faculty member Lisa Bosman, M.S., Clemson University, is part of CMN's Material Science/ Pre-Engineering program established under a National Science Foundation grant.



Faculty members from many CMN programs find grant support for new initiatives and to enrich their program offerings. Annual in-service gatherings provide opportunities to learn about funding trends and discuss institutional needs.



Cyndi Pyatskowitz, right, M.Ed., St. Scholastica, and Melody Peterman, B.S. '11, CMN, met during Spring 2012 with grant project officer Dr. Tarajeau Yazzie-Minz. Yazzie-Minz, left, manages the American Indian College Fund's Sacred Little One's grant, which is coordinated at CMN by Pyatskowitz. Peterman is education coordinator for the Menominee Head Start program which is working with CMN on the grant to develop an early childhood instruction model for disadvantaged students.

REPORTING ON 2011-2012 WINNING EXTERNAL SUPPORT TO FUND RESEARCH, FACILITIES AND PROGRAMS

The College's commitment to educational improvement and its capacity for sustainable development projects helped CMN win Federal and other external support for a variety of programs in 2011-2012. Grants totaled more than \$12.4 million, with some awards in effect for up to five years. The following is a sample of funded projects.

the Department of Commerce to build and operate a Community Technology Center. Funded through the Broadband Technology Opportunities Program (BTOP), the award enabled CMN to construct and equip a 1,600-square-foot facility on the Keshena campus with classrooms, labs and a public WiFi café.

Community Development

The largest grant was a \$3.356 million Federal Recovery Act award from

Completed in early Summer 2012, the Center provides free public access to computers and training on use of the internet and other technology. It also

houses the CMN Technical Education program and Weekend College classes of CMN's new baccalaureate degree programs in Business Administration and Public Administration.

CMN received more than \$730,000 in U.S. Department of Agriculture (USDA) grants for community development. These included funding for workshops and programs to strengthen economic capacity in the region, to address health and safety of Menominee Reservation elders, and to construct an addition to the facility where CMN trades programs are taught.

USDA awards to the College for support of area industry focused on sustainable forest management and forest products, and provided technical assistance to the Millwork Division of Menominee Tribal Enterprises. CMN received Wisconsin Department of Transportation and University of Wisconsin-Madison grants in excess of \$330,000 for job preparedness programs and to develop policies and processes to enhance the effectiveness of agencies in their work with tribal entities.

Education

Nearly \$8 million in government and private grants supported educational initiatives and research at the College, with major multi-year awards from the U.S. Department of Education, U.S. Department of Health and Human Services (HHS), National Science Foundation, Nuclear Regulatory

Commission, and American Indian College Fund. Projects included curriculum development for all levels, support services and educational infrastructure. More than \$2.2 million of the total focused on recruiting, preparing and retaining students in Science, Technology, Engineering and Math (STEM) fields of study.

Environmental Research and Outreach

Grants provided more than \$240,000 in support for the College's work on environmental topics.

USDA grants aided CMN in efforts to engage Land Grant institutions with tribal communities on tribal water resource issues and to design processes for establishing and certifying tribal technical services providers who will help implement Natural Resource Conservation Service programs in Wisconsin and Minnesota. Other CMN funders awarded from \$5,000 to \$90,000 for CMN projects ranging from climate change to earthworm research. They included the University of Massachusetts, UW-Platteville, Menominee Tribe and American Indian Higher Education Consortium

Nursing and Related Programs

The College's program in Nursing received nearly \$2 million in funding through HHS grants, including awards for financial aid and support services for CMN students in programs leading to LPN and RN licensure.

An additional \$250,000 HHS award supported the College's pilot Home Health Care Provider program. More than 200 students completed the free Home Health Aide courses in Keshena, Green Bay and Bowler.

History and Culture

With an Institute of Museum and Library Services grant through the Menominee Tribe, the CMN academic library is reviewing Termination/Restoration period documents. Those appropriate for digitizing are available for viewing on "Wisconsin Heritage Online," a website accessible at www.menominee.edu/library/home.htm. In June 2012, these online documents totaled 282.



Jessica Buettner, A.A. '10, CMN, project staff member in the Library's Special Collections office, was among grant-supported workers reviewing reams of tribal documents for potential online publication.

Academic Library Profile

The Library provides reference, research and course-related materials for CMN students, faculty and staff. Community members may check out material or make inter-library loan requests by requesting and using NEW ERA cards.

Library Use by Patron Category

Students	13,884
Faculty/Staff	1,936
Community	2,066

Library Holdings

(books, journals, media material, documents)

Total holdings June 2011	18,260
Total holdings June 2012	20,878

Special Collections

The Library also is home to a growing archive of documents, books and other material on topics concerning the Menominee and other American Indian tribes.

Library Events

Semester kick-off events were held at the start of Fall and Spring semesters to encourage students, faculty and staff use of the academic Library. Presentations and activities tied to book themes and included book giveaways and author visits.



Learning is "hands-on and engaged" in CMN classes like those in chemistry taught by Professor Sarah Paquette, Ph.D., University of California.

REPORTING ON 2011-2012

STRIVING FOR EFFECTIVE EDUCATIONAL PRACTICE

Why do some college students stay in school through graduation while others drop out? And what can a school do to improve persistence to graduation? The College of Menominee Nation continually addresses questions like these through institutional research projects aimed at strengthening its educational practices. Academic year 2011-2012 was no exception.

National Benchmarks on Student Engagement

In Fall Semester 2011, CMN was one of 152 colleges participating in the national Survey of Entering Student Engagement (SENSE). The SENSE survey looked at six benchmarks that are recognized as key to keeping new students engaged in their studies. The survey measured whether



Christine Cottrell, B.S., UWGB, right, and Lana Otradovec, of the Green Bay/Oneida campus staff, give the personalized assistance that CMN students appreciate.

students had made early connections, held high expectations, developed clear academic plans and pathways, engaged in effective tracks to college readiness, were afforded opportunities for engaged learning, and found academic and social support networks at their schools.

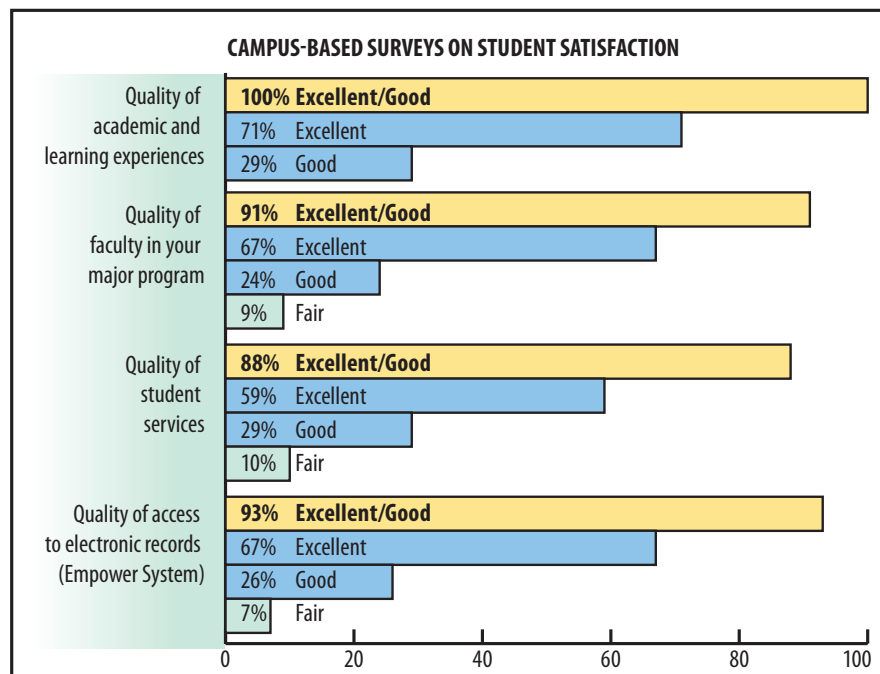
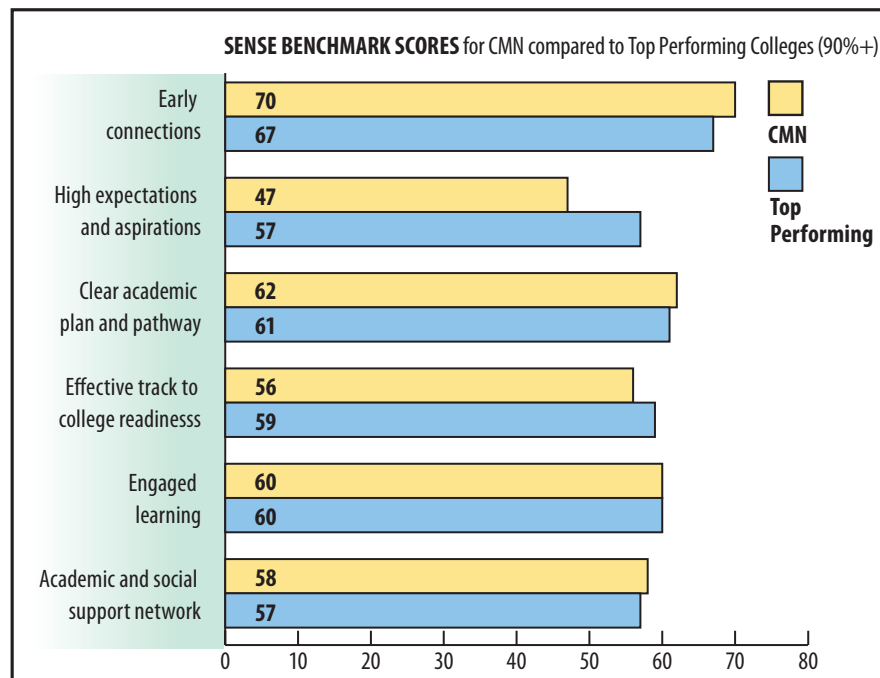
The report from SENSE shows where CMN performs in terms of student engagement as compared to other colleges. "These results not only let us gauge where CMN is nationally," says Ron Jurgens, director of Institutional Research at the College, "but of more importance enable us to determine areas where our students need special help and where to strengthen our educational practices."

SENSE scores for Fall 2011 show CMN above or near the national average in nearly all of the benchmark categories.

Campus-based Surveys on Student Satisfaction

Recent graduates are surveyed each year by the College of Menominee Nation to assess their satisfaction in a number of categories ranging from classroom experiences to campus social life. The most recent survey solicited information from the 117 individuals who received degrees in June 2011.

The success of one new initiative is seen in the category "Quality of access to electronic records." Implemented over several years, the new



records-access system is now fully operational on both CMN campuses. Its purpose is to make it quick and easy for students to view their official records, keep track of their status, and communicate with faculty and staff. Known as Empower, the computerized operation gives each student an instant review of his or her grades, registration and financial aid status, progress in completing required activities such as forms and tests, and a variety of other matters.

"The advantage for students," says Data Systems Coordinator Geraldine Sanapaw of the Institutional Research Office, "is that Empower brings information from many departments together in a timely way in one place. A compilation of academic, student services and business office records are ready and integrated when the student wants to review them."

It greatly reduces the need for making appointments with advisers and for going from one office to another. Students can track their standings and progress at any time and from any computer. Empower means that students and faculty or staff members have access to a lot of necessary information online at the same time and can communicate with greater efficiency.



Professor Ryan Winn signaled his opinion of the past year while on the way to class



Faculty and staff gather each year for the annual convocation in observance of the March 4, 1993, chartering of the College. Other convocations in Fall and Spring brought employees together for programming news and updates on special initiatives.

REPORTING ON 2011-2012 RECOGNIZING FACULTY AND STAFF SERVICE

As student numbers increased from 615 to 699 between Fall 2010 and 2011, staffing increased from 165 to 208.

With strong role models among their faculty and staff colleagues, learning "the CMN way" was easy enough for the many new employees arriving at the Keshena and Green Bay campuses.

Commencement in June 2012 paid special attention to three exceptional members of the faculty.

Dr. Katherine Hall was presented with the American Indian College Fund's Faculty Member of the Year award. Retiring educators Dr. Jerilyn Grignon and Sr. Stephanie Spence were honored for their service in institutional development.

Dr. Hall is a member of the College's anthropology and history faculty and holds a Ph.D. in anthropology from Washington University, St. Louis. Her scholarly research has included the study of indigenous languages and her courses at CMN include Oral Communication and Introduction to Native American Culture.

Dr. Grignon, who holds a doctorate from UW-Madison, served CMN in a number of administrative and faculty positions over the years. She retired

this Spring as chairperson of the College's program in Early Childhood/Elementary Education. Also retiring was Sr. Stephanie, M.A., Catholic University of America, who along with Dr. Grignon played a key role in establishing the College's baccalaureate-level teacher education program. During graduation ceremonies, CMN President Verna Fowler cited the two for their commitment to students and perseverance in meeting the many challenges of creating CMN's first B.S. degree offering.

"We are extremely fortunate at the College of Menominee Nation to have many faculty and staff who are fully engaged in the life of the institution," says Chief Academic Officer Diana Morris, Ph.D., Ohio State. "Teachers like Dr. Hall, Dr. Grignon

and Sr. Stephanie give lectures and develop the curriculum, but have never stopped there. What sets them and so many other CMN educators apart is their complete engagement with students and dedication to their professional fields."

Among other faculty members setting a fast pace in 2011-2012 was Ryan Winn. Winn, who teaches in the CMN humanities program, became only the second Tribal college faculty member in the 129-year history of the Modern Language Association to chair a panel at an MLA annual conference. Winn, M.A., UW Oshkosh, led the January 2012 conference's panel discussion on "American Indian Theater." The presentation came on the heels of Winn's student production in December 2011 of the Kimberly Blaeser play "The Museum at Red Earth". Winn also had three media reviews published in the Spring 2012 issue of *Tribal College Journal*.

For another member of the humanities faculty, Dennis Vickers, Ph.D., University of Texas, the year included production of a chapbook edition of the College's literary publication, *"Feather Chronicles"*. The collection of essays, poetry, other writing and art is regularly published online; the hard-copy publication was made possible by a grant from the College's Scott Zager Venture Fund.

Service-learning was also on the calendars of many faculty and staff. In CMN's Technical Education program, instructor Craig Fox conducted

a service-learning project with his Sustainable Residential Building Systems students. The team did rehabilitation work in the Neopit Boys and Girls Club building on the Menominee Reservation.

While finishing work on two publications due out in the coming year, Dr. William VanLopik continued his active schedule of advising student projects. One project of note was CMN's fifth year in the Recyclemania competition among colleges and universities. VanLopik, Ph.D., Michigan State, reported in Spring 2012 that CMN had again placed well in comparison with major and much larger institutions in the per capita ranking of collected recyclables.

For students of Professor Patricia Brzezinski, J.D., UW-Madison, a unique 2011-2012 service-learning project combined environmental and cultural issues. Brzezinski's social sciences students researched, produced and distributed dish bags across the campus. The cloth totes included a message on the tribal tradition of providing one's own meal kit and contained reusable utensils to discourage use of disposable plastic, Styrofoam and paper.

"We know that even at the highest level, classroom learning is enriched by hands-on, real-world experiences," says Morris. "That faculty and staff make this happen – frequently on their own time – is a great benefit for our students and often to the community, as well."



Highest honors of the year went to President Verna Fowler, left, and Dr. Katherine Hall. Hall received the American Indian College Fund Faculty Member of the Year award at commencement. Months earlier, Fowler, Ph.D., University of North Dakota, was chosen for the Tribal College President Award of the American Indian Higher Education Consortium.



Faculty colleagues applauded as special recognition was given to Dr. Jerilyn Grignon, standing left, and Sr. Stephanie Spence, right, during commencement ceremonies in June. The two, who were instrumental in launching CMN's first baccalaureate degree program, both retired at the end of 2011-2012.

Faculty/Staff Profile

The following unduplicated numbers show that more than 77% of the College's employees hold academic or technical credentials and more than 37% in all categories of employment have earned advanced degrees at the master's and doctoral levels.

Faculty		50
Full Time	31	
Part-Time or Adjunct	19	
Staff		158
Total CMN Employees		208
Employee Degrees		
Ph.D.	15	
Master's	63	
Bachelor's	58	
Associate	19	
Technical/Trades	6	

Ethnicity

Enrolled/Descendant Menominee	74
Other American Indian	43
Other (Asian, Black, Hispanic, White)	91



Orientation programs each Fall and Spring semester welcome new and returning students to the Keshena and Green Bay campuses, and to special programs including the Associate Degree in Nursing major and CMN's Technical Education unit.

REPORTING ON 2011-2012

INCREASING EDUCATIONAL OPPORTUNITIES WHILE MAINTAINING A BALANCED BUDGET

The College of Menominee Nation is pledged to maintaining a balanced budget while increasing quality educational opportunities for CMN students.

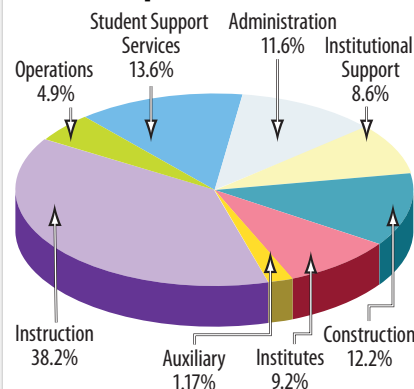
Almost every new or improved opportunity requires additional support – sometimes in the nature of new facilities and almost always in the nature of more support services, equipment, faculty and/or staff.

Managing the balance between serving students at the highest level and balancing the budget is monitored continually and is identified as an obligation of every division and department of the College.

During 2011-2012, the College's revenue increased by 46% over 2010-2011 primarily because of Federal grants for construction and in support of the CMN Nursing program. A 12% increase in General Fund revenue and an increase of nearly 6% in Indian Student Count funding helped to balance the College's total annual operating expenses.

Financial Aid for CMN students increased to \$5.13 million, approximately 5% over the prior year. BIA and Pell Grants represent most of the financial aid going to CMN students.

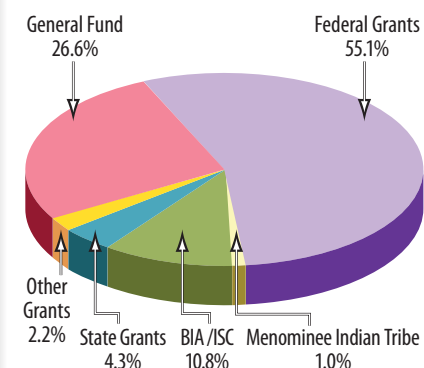
CMN Expenditures 2012



CMN Expenses 2011 (Unaudited)

Instruction	\$ 7,786,540	38.2%
Student Support Services	\$ 2,767,562	13.6%
Administration	\$ 2,370,187	11.6%
Institutional Support	\$ 1,755,220	8.6%
Construction	\$ 2,494,799	12.2%
Operations	\$ 996,010	4.9%
Institutes	\$ 1,867,617	9.2%
Auxiliary	\$ 356,601	1.7%
Total	\$20,394,537	100.0%

CMN Revenue Sources 2012



CMN Revenues 2011 (Unaudited)

Federal Grants	\$11,232,762	55.1%
General Fund	\$ 5,416,837	26.6%
BIA/ISC	\$ 2,210,836	10.8%
State Grants	\$ 868,737	4.3%
MITW	\$ 209,103	1.0%
Other Grants	\$ 456,262	2.2%
Total	\$20,394,537	100.0%

Scholarships and Student Aid

BIA Grant	\$ 988,438
CMN Grant	\$ 8,280
Student Grants	\$ 640,805
Program Grants	\$1,401,007
Pell Grants	\$1,820,021
Private Grants	\$ 274,063
Total	\$5,132,615

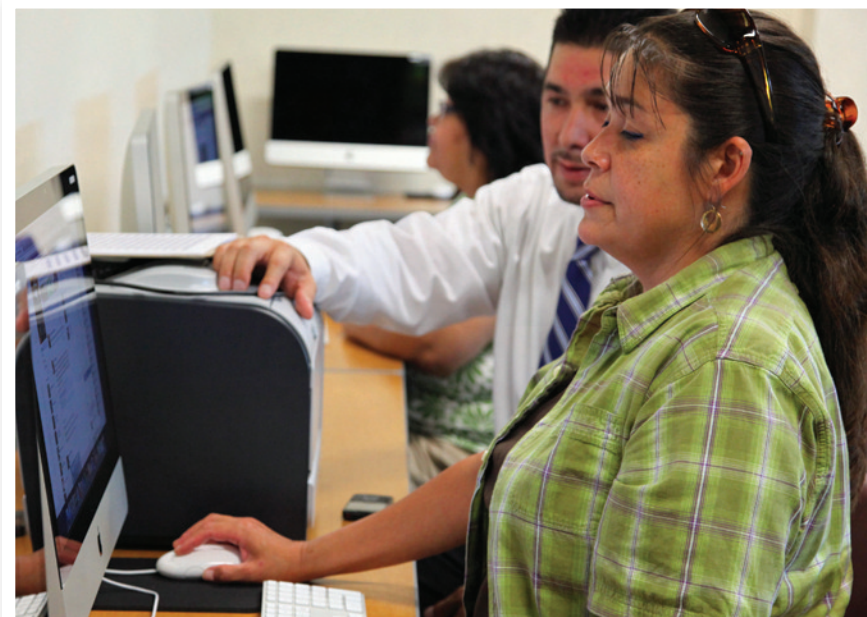
The College of Menominee Nation's total annual budget has grown from \$5 million in 2004 to more than \$20 million in 2012.

REPORTING ON 2011-2012

LAUNCHING NEW DEGREES, PROGRAMS TO MEET STUDENT, COMMUNITY NEEDS

A highlight of the year was the announcement in May of new baccalaureate degree programs for CMN. The College's proposed Bachelor of Science in Business Administration and Bachelor of Arts in Public Administration were approved in May by the Higher Learning Commission. Both programs will launch in Fall Semester 2012. The College has been offering a B.S. in Early Childhood/Elementary Education since 2009.

Science programs were also in the news. CMN's new Material Science and Pre-Engineering Associate Degree program began classes in Fall 2011. In early 2012, the Nursing program's lab and classroom facilities at both campuses were approved by the Wisconsin Department of Health Services. This enabled the College's Nursing program to begin offering Certified Nursing Assistant (CNA) classes in Summer Term 2012.



Community members like Carolyn Besaw, right, and Jerilyn Waupoose, left, are getting acquainted with new technology and use of the internet thanks to development of the College's new Community Technology Center. Staff member Dean Davis, A.A. '10, CMN, is among trainers available to lead classes and provide individual instruction.

CMN's role as a tribal college, expertise in sustainability projects, and strong partnership with the U.S. Forest Service all played a role in the College's invitation to join the Northeast Climate Science Center. Partners with CMN include Columbia University and UW-Madison. The center, based at the University of Massachusetts-Amherst, is part of a consortium of institutions selected by the U.S. Department of Interior. The Forest Service maintains offices at CMN under the direction of Dr. Mike Dockry.

Facilities coming on line in 2011-2012 for students and the community range from a new lab to a new building. A new Study Skills Lab at the

Green Bay campus is now providing tutors in math, reading and English, and student workstations with software for self-paced computerized instruction. The facility also houses the CRANE (creating readiness, achievement and enhancement) Center, staffed by a professional mentor to assist with reading and writing. CMN's Community Technology Center in Keshena opened in early summer 2012 as the home of CMN's Technical Education program and site for community access to and free training on technology for personal and business use. The Center is funded by a \$3.35 million U.S. Department of Commerce Recovery Act grant.

Programs of Study Profile

The College was authorized to offer the following degree, certificate and diploma programs during 2011-2012.

CMN received Higher Learning Commission approval of the B.A. in Public Administration and B.S. in Business Administration in late Spring 2012 and began immediately to admit students for Fall Semester 2012 classes.

Bachelor of Arts Degree

Public Administration

Bachelor of Science Degrees

Business Administration

Early Childhood/Elementary Education

Associate Degrees

Accounting

Biological and Physical Sciences

Business Administration

Computer Science

Early Childhood/Elementary Education

Liberal Studies/Humanities

Liberal Studies/Social Science

Material Science and Pre-Engineering

Mathematics

Natural Resources

Nursing (Applied Science)

Public Administration

Sustainable Development

Certificates of Mastery

Criminal Justice

Entrepreneurship

Microcomputer Specialist

Technical Diplomas

Electricity

Office Technology

Practical Nurse

Sustainable Residential Building Systems

Welding

Alumni Profile 1993-2012

Total Alumni 749

Cumulative since the founding of the College in 1993

Male	204	27%
Female	545	73%

Average Age at Graduation 33

All-Time Top Degree Choices

Business, Education, Nursing

Degrees, Diplomas Awarded

Cumulative over CMN history

Bachelor of Science*	8
Associate of Arts	556
Associate of Applied Science	225
Diplomas and Certificates	243
Total Awards**	1,032

* CMN's first BS degree was awarded in June 2011

**255 individual students have earned more than one degree, certificate or diploma.

Snapshots from graduation day – June 2, 2012



Program Enrollment Profile 2011-2012

Student enrollment by program of study/career field (numbers rounded)

Letters and

Science (L&S) Degree 470 67%

Liberal Studies 18%

Biological and Physical Sciences 17%

Education *Combined B.S. and A.A. students* 11%

Business Administration 8%

Remaining L&S programs 14%

Nursing 73 10%

Combined Practical Diploma and Associate Degree nurse students

Technical Education 58 8%

Combined Electricity, Office Tech, Sustainable Residential Building Systems and Welding students

Non-degree or Undeclared Major 98 14%

