College of Menominee Nation
KESHENA • GREEN BAY

ANNUAL REPORT
2023 - 2024





CAMPUSES AND CONTACTS

The College of Menominee Nation (CMN) is located in Northeastern Wisconsin in the homeland of the Menominee People. The College's flagship campus is in Keshena on the Menominee Reservation. CMN also serves students from facilities in Green Bay, 45 miles southeast of the main campus. The rural and urban locations share faculty and most programs. Students may elect to study at either or both locations.

Keshena Campus
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P.O. Box 1179
Keshena, WI 54135
715-799-5600
Toll free: 800-567-2344

Green Bay Campus
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Green Bay, WI 54304
920-965-0070
Toll free: 800-567-2344

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College of Menominee Nation
@cmnedu
@cmnedu
College of Menominee Nation



Reporting on 2023-2024

A Message from President Caldwell



Pōsōh mawaw new weyak (Greetings to all of you),

Welcome to a snapshot of the College of Menominee Nation's 2023-2024 year!

I want to start this year's remarks reflecting a sentiment that our founding President, Dr. Verna Fowler, shared in one of her many annual reports. "Gratitude."

As a College of Menominee Nation alumnus, I can attest to the opportunities available to me because of Dr. Fowler's leadership and the work of CMN. I am writing this letter in the President's office today because of Dr. Fowler and her commitment to education. My story of gratitude is one that I see playing out over and over again through springtime commencements and fall semester beginnings. Our students continue to have access to academically rigorous courses and programs while learning how to apply their knowledge to benefit their families, communities, and broader society.

Chenoa Webster, pursuing a Bachelor's in Elementary/Middle School Education, represents our students as the American Indian College Fund (AICF) Student of the Year 2024. Cedar Fernandez, pursuing a liberal studies degree, has also stepped into the CMN Student Government President role. Emerald Otradovec, liberal studies, and Dakota Waupoose, degree, attended the American Indian Higher Education Consortium (AIHEC) Legislative Summit in Washington D.C., where they shared their stories and advocated for CMN and other Tribal Colleges and Universities (TCUs) with our elected officials.

Early August 2023 was the last time I spoke to Dr. Fowler before she passed on. I still recall the discussion, as I shared that our accreditation was reaffirmed after another ten years. She knew the exemplary nature of the College and the opportunities it provided for our students. She knew she was leaving the College in good hands for the next generations to benefit.

Please visit and learn more about our generational work. You would be most welcome.

Board of Directors 2023-2024

All are enrolled members of the Menominee Indian Tribe.

Gary L. Frechette, *Chairman*
Sara LaBarge, *Vice-Chairwoman*
Crystal Chapman-Chevalier
Shannon M. Chapman
Michael Delabrue
Tina Tourtillott
Justin Lepscier















Class of 2024

In the following list of the graduating class of 2023 from CMN, *** signifies highest honors, ** signifies high honors, and * signifies honors. **Names listed in green are veterans. Names listed in parentheticals are spirit-given names.**

Bachelor of Science Degree:

Business Administration - David Bevelacqua, Heather Denny, **Marc Johnson***

Elementary/Middle School Education - Jennifer Meyer**, Deborah Lyons (Enaemakuhkiw), Lori Sitor***, Betsy Trudeau, Commencement Student Speaker (Zhawano Gishek)

Associate of Arts and Sciences Degree:

Business Administration - Mequon Frechette*, Krysanda Bissonette, Lyndi Cadena, Tanya Cooper, Kelsey Corn*, Jessica Hernandez, Victoria Hill*, Adriana Moses, Richard Oshkeshequoam (Paemapomeh), Mary Ann Peters, Mary Shawanokasic*, **Jennie White***, Maria White

Early Childhood Education - Alexis Corn*, Maria Gomez (Osawen Kesokukiw), Francis Reiter*, **Rose Mary Tourtillott (Wapanukiw)**, **Ashley White (Wapanokihsaeh)**

Liberal Studies/Humanities - Jeremiah Moses, Jr., Cedar Fernandez (Waqsepaekacewan), Nina White

Public Administration - Denise Madosh

Bachelor of Arts Degree:

Education - Lindsay Besaw*

Associate of Applied Science Degree:

Substance Abuse Counselor - Davey Boyd, Nanette Pamonicutt (Wapawaehsuhkiw), Melissa Wescott (Tanam)**

Associate of Arts and Sciences Degree:

Biological and Physical Sciences - Nicole Verstoppen, Catishe Grignon (Waqnemohsaehkuhkiw)

Technical Diplomas:

Welding - Eric Sanapaw, Kerry Madosh*, Tahnee Harrison**, **Crystal Lyons**, Jerome Madosh*, Alexander Nichols, Sikwanowey Warrington*

Medical Office Technician - Autumn Tepiew, Alison Corn (Okimuhkiw), Elizabeth Zickuhr (Zhaa-biinase)



Annual Benefit Golf Outing

In 2011, CMN's Annual Benefit Golf Outing started at Thornberry Creek in Oneida. The fundraiser was originally set up to support the College's students, and it all started with a donation from the Shirley Daly Fund of $2,500.

Over fourteen years and thirteen outings, we've raised over $175,000 to provide students with scholarships and financial support. This money also helps those who may have come to CMN after coming from another college.

One student wrote, "It is a great honor to be awarded the Advantage In Higher Education scholarship. I must admit I was undecided on whether or not to apply for any scholarships due to my GPA. I had previously not taken my studies seriously, which is reflected in my GPA. I am incredibly grateful for this award, which will assist me in transportation to work and school. I look forward to earning my degree and appreciate your generosity. In the meantime, I aim to improve my GPA one semester, one class, one week at a time."















Building Resilience Among Menominee Teens



In 2023, the College of Menominee Nation (CMN) Department of Continuing Education was awarded a five-year grant from the USDA-NIFA Children, Youth, and Families at Risk Program. This funding supports Building Menominee Teen Resilience, an initiative designed to provide mental health services and support to local Native teens.
In its first year, the program established two key community sites: one at the Menominee Woodland Boys and Girls Club in Neopit and another at CMN's Keshena campus.

A unique aspect of this grant is that it was developed with input from local teens who voiced a need for tools to help them support friends and family facing mental health challenges and substance abuse issues. This collaboration has enriched the program's direction, leading to the hiring of a local teen as our Mental Health Teen Ambassador. This part-time role has been invaluable, providing direct insights and ideas from the youth we aim to support.



Programming launched with impactful training, including Discovery Dating sessions facilitated by the Wise Women Group from Oneida and Youth Mental Health First Aid training provided by the University of Wisconsin Extension. These resources were made available to local teens throughout the summer, equipping them with valuable skills and support networks. The program has also brought in notable Native role models, including Bronson Koenig, a professional basketball player, and Native rapper Thomas X, both of whom shared positive, inspiring messages with the community.



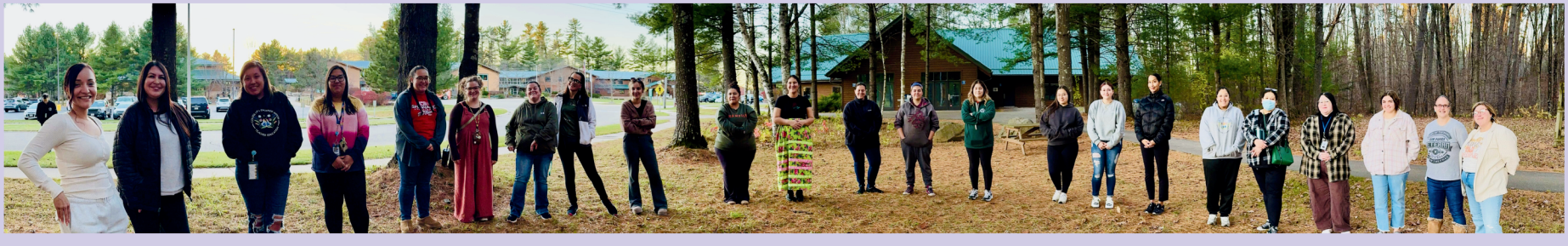
Looking ahead, we plan to fulfill a top request from our youth participants by organizing a Native Teen Mental Health Summit. This multi-day event will bring together providers, guest speakers, and impactful activities focused on mental wellness. We aim to connect Native teens across the state, creating a strong network dedicated to promoting positive mental health within Tribal communities.

Teacher Education Department Talking Circles

In AY 2021-2022, as a part of the Early Educators grant funding provided by the Early Education Investment Collaborative the Teacher Education Department at the College of Menominee Nation started hosting monthly talking circles. The goal of the talking circles was to provide support and professional development to students pursuing careers in early childhood, elementary, and middle school education. In June 2023, we received funding from American Indian College Fund to support **Meniken,** meaning, "It grows well, it does well, it is a good thing, it is good" in Menominee. The goal of our Meniken project was to build on the work that started as a part of our Early Educators project and to expand our traditional teaching offerings to both pre-service and in-service teachers and offer opportunities for students to share their cultural knowledge with their peers so that we can continue to build culturally responsive teachers. In addition, we wanted to create a space for students to connect and build community while learning about traditional teachings and participating in the creation of traditional Native crafts. For example, when discussing the importance of sustainability, our students sewed their own dish bags to bring to our monthly meetings to reduce waste.



We've had students share how to bead with their peers and will be learning about sacred medicines and sewing medicine bags with a community member. Most recently, we talked about the medicine wheel and the importance of taking care of our mental health through guided reflection, gratitude, and reflective practices. This involved a reflective walk through the beautiful woods on CMN's campus, writing down and sharing empowering messages, and most importantly, taking time to cultivate community amongst each other. Our Teacher Education students and attendees of our monthly talking circles continue to experience Meniken. The building of connections, confidence, community, and culture within the CMN's teacher education department is Meniken; it is good and is growing well!



Our Library, Our Community

Unlike traditional libraries, the College of Menominee Nation's (CMN) library is unique in that it has an academic library within a County library and a County library within a reservation. With that in mind, we strive to provide lifelong learning opportunities for our students and communities.

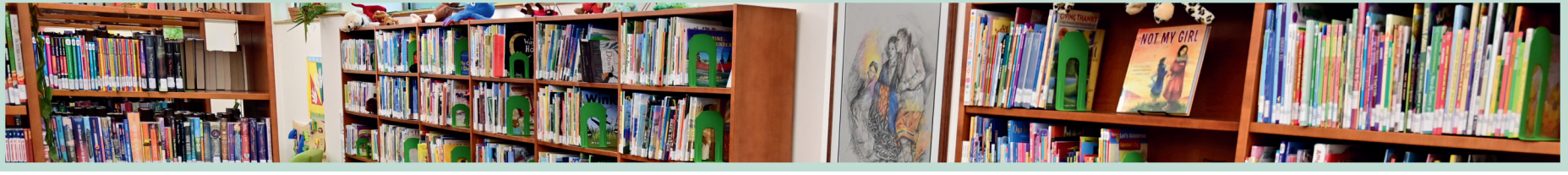
Our current building opened in 2008 after existing in the lower level of the Shirley Daly Hall from 1995 until then. In 2012, the College, Menominee Indian Tribe, and Menominee County signed a joint agreement to transfer responsibility for providing public library services for all residents of the Reservation and Menominee County to CMN. In September 2012, the Library was named in honor of our founding president, Dr. S. Verna Fowler.

Emerging from a post-COVID world, our current Library still has ways to improve by providing more flexible, supportive learning environments for children and teens. Our meeting spaces need to be more adequate for the growing demand for research. Our technology infrastructure no longer supports digital learning and skills development as well as it used to.

With new ideas on the horizon, we have launched the
"Our Library, Our Community" campaign to receive monetary support and impact future generations in our community.

Current contributions to this initiative include $20,000, generously provided by the Lux Foundation, and $6,000, provided by Christine and Larry Christie, in memory of Matthew and Frieda Bergeon.





Our Library, Our Community (cont.)

The "Our Library, Our Community" Initiative has six core outcomes and a fundraising goal of $275,000:

- Establish an **academic repository** for students.
- Increase the breadth and depth of our existing book collection.
- Increase the breadth and depth of our existing media collections.
- Increase attendance and participation in the Library's Summer Reading Program.
- Increase general attendance and visits.
- Increase general awareness of the S. Verna Fowler Library's presence and services in the community.





All donations are fully tax deductible.

For questions regarding the campaign, please contact our Institutional Advancement department, at advancement@menominee.edu.

Sustainable Development Institute Highlights

The Sustainable Development Institute continues to promote sustainable values on campus, in the community, and beyond the borders of the Menominee Indian Reservation. Our core focus areas include Indigenous food sovereignty, energy sovereignty, climate change adaptation, and Indigenous research. SDI is unique in that:
1) the Menominee Theoretical Model of Sustainability guides our work.
2) Menominee and Indigenous knowledge are core to projects, planning, and operations.

The following is just a snapshot of major projects SDI led in this past year:

Native American Women in Agriculture and Natural Sciences Summit. SDI co-hosted this event with the Native American Fish and Wildlife Society. This three-day training was attended by over 50 women from throughout the United States. Presentations included field work, grant-writing best practices, developing supportive systems for staff and interns, and wellness. Two SDI staff presented at this gathering with positive feedback received by participants.



Indigenous Planning Summer Institute. SDI hosted Indigenous communities from Finland, Norway, Ireland, New Zealand, and Alaska during the week of June 3-7. This weeklong gathering was structured with half-day presentations and half-day land-based learning. Guests presented on topics relevant to their communities; presentations focused on language, cultural revitalization, sustainability, and forestry. SDI invited local partners to share on similar topics. This environment fostered natural conversations and opportunities for continued work.



Menominee Teaching Lodge. As part of our summer internship program, SDI built the frame of a Menominee teaching lodge. The intended use is educational in nature and was reviewed and approved by Historic Preservation. Many hands came together to build this lodge including CMN staff, Forestry staff, interns, and community members.



Shifting Seasons Summit. This unique conference provided a mix of presentations and hands-on learning experiences. Verbal feedback has been positive with a number of participants commenting that this conference felt “Indigenous” and was not like other conferences. Preliminary data shows 156 people registering for the event with over 22 Tribal Nations represented. Our agenda was inclusive and provided opportunities for learning from Tribal Nations from throughout Turtle Island.



Building for Kids Children’s Museum. This year-long project was supported by SDI. We served as a connector between school district art staff, community artist Renny Katchenago and the Menominee Language and Culture Commission, helping museum staff visualize a culturally appropriate mural display that reflected the Menominee people. We assisted with audio recordings of students at the Kaehkenawapahtaeq Charter School. This work culminated in a grand unveiling on November 1, 2024 with children from the charter school cutting the ribbon. The College was recognized on the mural and this is an example of our work growing in ancestral territory.

Trades and Technical Programs

The College placed a new emphasis and investment into its Trades Building and Technical Education programs this year. Highlights include:

- The approval and subsequent creation of a new Technical Certificate in **IT Support**
- The return of our **Sustainable Residential Building Systems** Technical Diploma program from latency
- A "career-connected learning" agreement with the MITW Utility Department, allowing our students to begin service learning work in the Electrical field.
- The College now offers OSHA, CPR, and First Aid training in all programs, and is now NCCER and AWS accredited.
- The College continues to offer Home Health Aide courses once a month, as instructed by an RN educator.





CMN at AIHEC 2024

Text from Dr. Ryan Winn, as featured in the Shawano Leader

"This year's American Indian Higher Education Consortium's (AIHEC) Student Conference was held March 9-12 in Minneapolis, Minnesota. This gathering of the 35 accredited schools from 15 states rotates through five regional venues, with this year's convention being hosted by the Woodland tribal colleges, including CMN. The annual conference brings together hundreds of tribal college students for competitions and celebrations.

CMN's preparation for success was evident in students' victories, but the reality was that the gathering proved more meaningful for them than merely a place to collect trophies and accolades."

For the full article, please visit the QR code below.





CMN's "Living Labs" Grant-Funded Initiatives



This fall, CMN lost a long-time friend, collaborator, teacher and mentor, Jeff "Paemapemeh" Grignon, Menominee Cultural Resource Protector. Jeff was often seen going by connecting with learners of all sorts, teaching from and with the forest.

In one of his last interviews with CMN, students asked Jeff how the community was studying the land as a whole. Jeff noted that in modern times it was the College's responsibility to take a lead role in bringing the community together, passing along stories, and exploring ideas. Moreover, letting the Place guide student learning and interpretation represents one way Indigenous Knowledge can lead the science. He emphasized, "Each site is different. Each piece of land is different. Unique. Just like every person is unique."

Through National Science Foundation grants, we have begun to identify sites and methods for how we can nurture land-listening in the context of CMN and Menominee Ancestral Lands. By having students interact with the bioregion as a living laboratory, we offer students a chance to internalize basic environmental concepts from and for the land.



Exploring tribal land management contexts.

A natural resource class visits with Oneida Environmental to learn about various land back efforts that transform predominantly monocultural crop landscapes back to diverse wetland habitat with a focus on integrating cultural activities.



Exploring research sites.

CMN students participate in site selection at Kroenke Lake State Natural Area and Berry Lake. In collaboration with Menominee Tribal Enterprises and University of Minnesota Continental Scientific Drilling Facility, we are gaining research capacity in lake coring and analysis to answer community-based environmental questions. Lake cores can provide a window through time back to glaciation–with signatures of past climate and water regimes, the forest and species composition, change over times, and forest relatives. This research can help understand how the forest has changed in the past and how it might change in the future.



Exploring water stories.

We have teamed with UWGB, WDNR, and Freshwater Strategy to learn about and participate in water-based management initiatives on public and private lands including wild rice restoration sites and observational studies.

Privately-Funded Scholarships

Privately-Funded Scholarships are created from the donations made by individuals, families, corporations, foundations, alumni, faculty, staff, and others to the College of Menominee Nation. The College of Menominee Nation's Advancement Office established the awards and award criteria with donor approval. Privately funded scholarship awards are based on professional standards and donor restrictions.

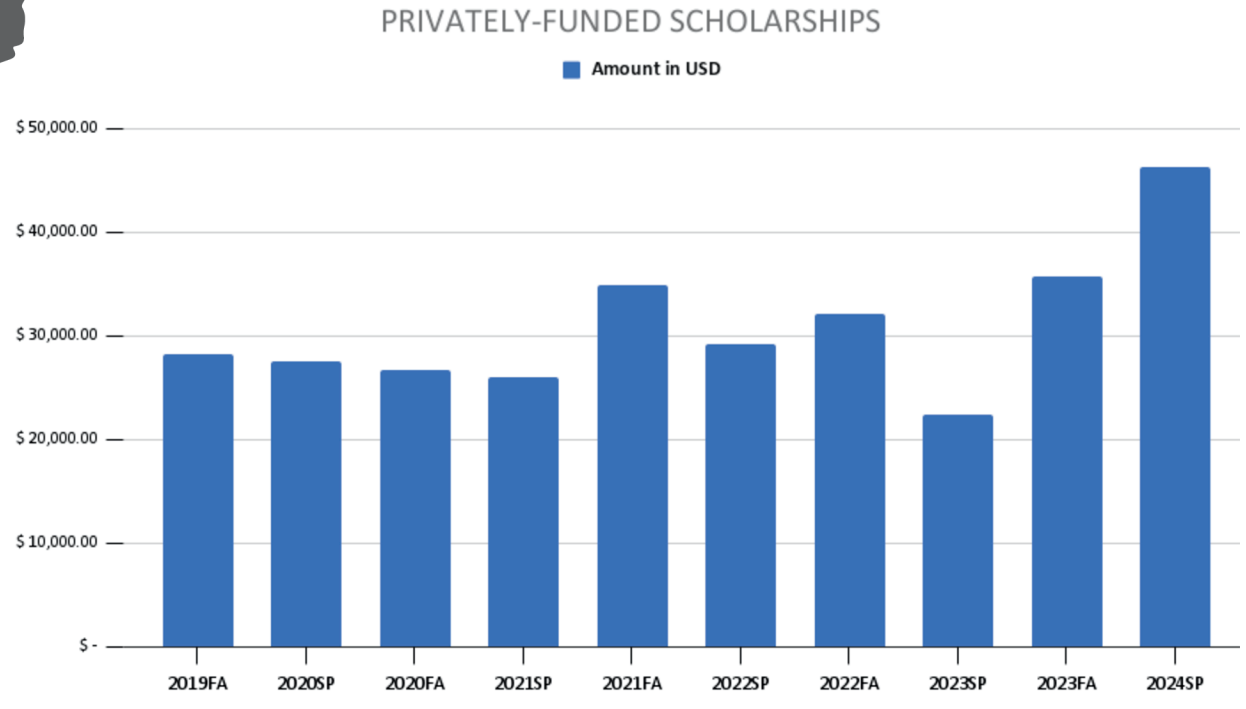
> "This scholarship will help me with my bills, since I am taking unpaid time from work to obtain my degree."
>
> -Paige Webster

> "These funds will go towards upgrading my laptop. I believe the financial burden and lack of necessary equipment to conduct my work on/off campus will become too much of a problem."
>
> Charles James, Sr.

> "Continuing my education is very important to me because earning a college degree has been a lifelong dream of mine. I am also a firm believer in leading by example so my children know that continuing their education after high school is a must."
>
> -Joshua Besaw, Sr.

PURPOSES:

- Provide scholarship applicants with insights and instruction on effectively communicating their abilities and interests through an essay and application process.
- Introduce students to philanthropic giving through personal experience with donors.
- Provide stewardship for funds contributed to the College
- Sustain the College and advance its mission through thoughtful and purposeful recruitment and retention efforts

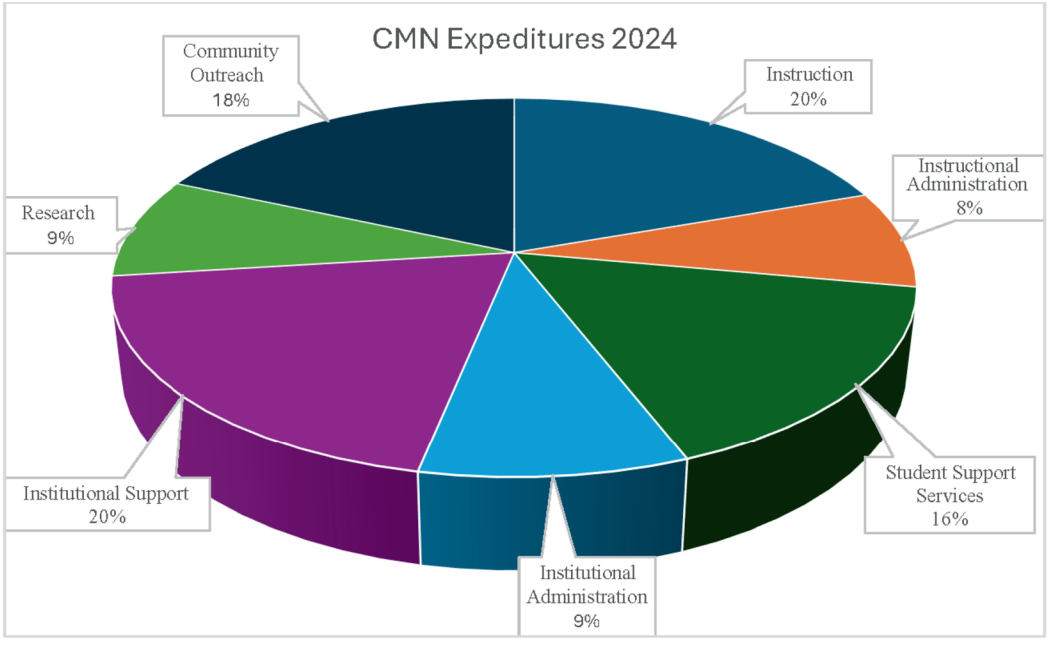


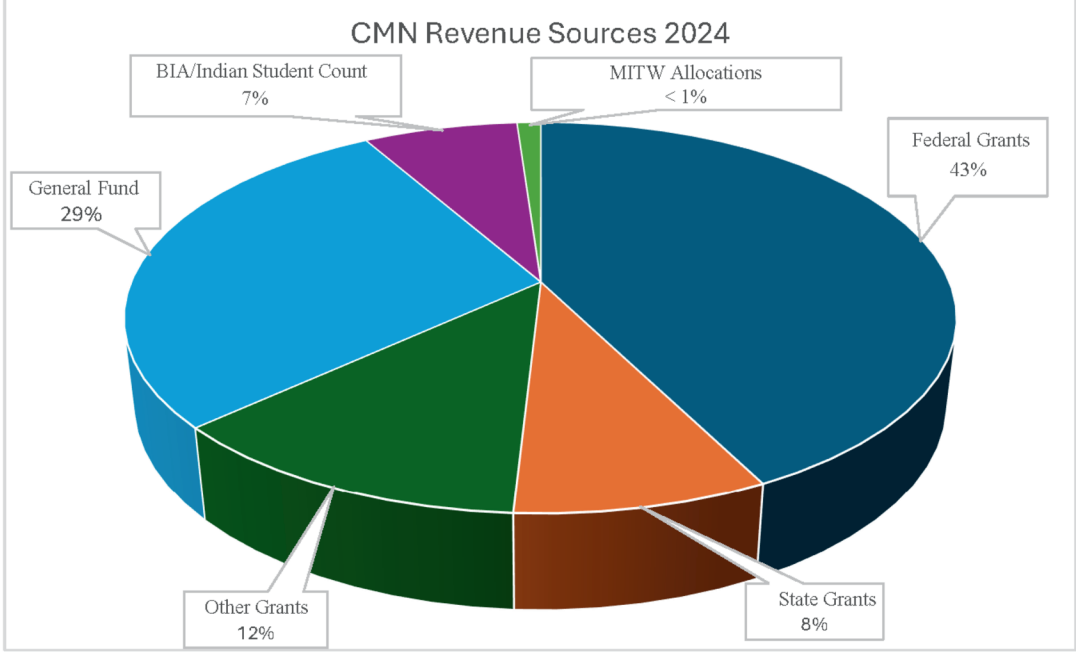
Financial Reports

The College of Menominee Nation's financial approach in 2024 reflects a clear commitment to stability and, most importantly, to our students' success. The funding breakdown in the 2024 graph shows that we've strategically anchored our revenue with 43% from federal grants, 29% from a solid general fund, and additional support from state and other grants. This solid formula of mixed revenue sources strengthens CMN's financial foundation, ensuring that programs and services remain well supported and positively impact our students.

We've prioritized our resources carefully, dedicating 20% of our budget to instruction and 16% to student support. This focus highlights our commitment to delivering a high-quality academic experience and a strong network of support that promotes students' overall well-being.

We're especially pleased to have used the remaining COVID funding to transform Shirley Daly Hall into a more open, modern learning space. This renovation enhances the campus environment, making it more welcoming and suited to collaboration and engagement. Through these intentional financial choices, we're ensuring that CMN provides a stable, growth-focused environment where students have every opportunity to succeed.





Programs of Study

Bachelor of Arts
Education
Integrated Studies in Sustainability
Public Administration

Bachelor of Science
Business Administration
Elementary/Middle School Education
Sustainable Agriculture

Associate of Applied Science
Substance Abuse Counselor
Pre-Engineering Technology

Associate of Arts and Sciences
Biological and Physical Sciences
Business Administration
Digital Media
Early Child Education
Geoscience
Liberal Studies
Natural Resources
Pre-Engineering
Public Administration

Technical Diplomas
CNC Machinist
Electricity
Medical Office Technician
Sustainable Residential Building Systems
Welding

Technical Certificates
IT Support

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 promotion, perpetuation, and nurturance of American Indian language and scholarship.

Vision

An American Indian center for lifelong learning, integrating exemplary academic preparation and research to enhance nation building.

Values

American Indian Culture
Community Engagement
Culture of Service
Diversity
Ethical Behavior
Sustainability

Accreditation

The College is accredited by the Higher Learning Commission (hlcommission.org).

The Bachelor of Science program in Elementary/Middle School Education is approved by the Wisconsin Department of Public Instruction.

The Associate of Applied Science program in Substance Abuse Counseling is recognized by the State of Wisconsin for the purposes of receiving a state license.

Affiliations

The College is a member of the American Indian Higher Education Consortium (AIHEC) and a partner institution with the American Indian College Fund.

Congressional authorization in 1994 made CMN one of only three institutions of higher learning in Wisconsin to have Land Grant status.

COMMENCEMENT 2024

























FAMILY & LEGACY