College of Menominee Nation

Annual Report 2015-2016

College of Menominee Nation

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Main Campus

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Reporting on 2015-2016

Greetings from the College of Menominee Nation

Dear Friends,

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

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

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

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

Sincerely,

S. Verna Fowler

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



Dear Friends,

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

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

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

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

Sincerely,

Virginia Nuske

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

Trustees of the College

Serving in 2015-2016
Profiles include current professional positions and colleges and universities attended. All serving on the College's Board are enrolled members of the Menominee Indian Tribe of Wisconsin.

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

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

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

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

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

Cedar Kakkak
Assistant Administrator, Menominee Indian Tribe
of Wisconsin
A.A., College of Menominee Nation;
B.S., University of Wisconsin-Madison;
M.P.A., UW Oshkosh

Jesse Waukau
Finance Project Leader, Global Services FP&A,
GE Healthcare
B.B.A. and M.S., University of Wisconsin-Milwaukee; CPA

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



The College's atrium mezzanine does double-duty for experimenting physics students Chelsey LaTender, above left, and classmates Shawn Charles and Mia Haberl, below right.

Reporting on 2015-2016

The College in Profile

Lists and sets of statistics give useful information about a year in the life of an institution. While we present these, it is the stories of the students, faculty and staff, and the evidence of their work, that reflect the purpose and value of the institution's year. For continuing news and features on the College of Menominee Nation, you are invited to follow us at www.menominee.edu.



Faculty/Staff

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

Faculty		**38**
Full Time	20	
Part-Time or Adjunct	18	
Staff		**93**
Total CMN Employees		**131**
Employee Degrees		
Ph.D.	7	5%
Master's	37	28%
Bachelor's	37	28%
Associate	20	15%
Technical/Trades	9	7%
Some college/no degree	21	16%
Employee Ethnicity		
Enrolled/Descendant Menominee	60	46%
Other American Indian	6	4%
Other (Asian, Black, Hispanic, White)	65	50%

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

Programs of Study

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

Bachelor of Arts Degree
Public Administration

Bachelor of Science Degrees
Business Administration
Early Childhood/Elementary Education
Nursing (Applied Science)
Pre-Environmental Engineering Technology (Applied Science)
Public Administration
Sustainable Development

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

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



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

Alumni

Cumulative since the founding of the College in 1993

Total Alumni	**1,113**	
Male	334	30%
Female	779	70%
Average Age at Graduation	**33**	

All-Time Top Degree Choices
Nursing, Business, Education

Degrees, Diplomas Awarded
Cumulative over CMN history.

Bachelor of Science/Bachelor of Arts*	41
Associate Degrees	846
Diplomas and Certificates	442
Total Awards	**1,329**

** First BS degree awarded in 2011 and first BA in 2014*



Joining the ranks of CMN alumni in May were Digital Media graduate Thyler Laurent, left, and Liberal Studies graduates Karen Cimicud, Lloyd Frieson, Jr., and Tashina Guzman.

Program Enrollment

Enrollment in Fall 2015 by program of study/career field

Bachelor of Arts	**9**	**2%**
Public Administration		2%
Bachelor of Science	**22**	**5%**
Business Administration		2%
Teacher Education		3%
Associate Degrees	**197**	**45%**
Biological and Physical Sciences		11%
Business Administration		6%
Liberal Studies		10%
Education		6%
Remaining programs		12%
Nursing *Combined Associate Degree and Practical Nursing Diploma*	**41**	**10%**
Technical Education *All technical diplomas, excluding Practical Nursing*	**37**	**9%**
Non-degree or Undeclared Major	**127**	**29%**

Students

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

Total Enrollment		
Headcount enrollment	433	
Full Time Equivalent enrollment	298	
Full time	132	30%
Part-time	301	70%
Male	108	25%
Female	325	75%
Student Ethnicity		
American Indian*	277	64%
Other (Asian, Black, Hispanic, White)	156	36%

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

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

Reporting on 2015-2016

Planning Is Mission-Driven, Multi-Faceted, Campuswide

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

Programs Are Aligning Curriculum with Changing Job Trends

In answer to strong and long-standing regional demands for engineering graduates, the College launched its second Associate Degree program in the field in Fall 2015. CMN's Environmental Engineering Technology major offers students guaranteed-transfer to University of Wisconsin campuses in Green Bay and Oshkosh. The program's practical, applied engineering curriculum complements the pre-engineering major CMN initiated in 2011. That major, with more theoretical math and chemistry requirements, has guaranteed transfer to UW programs in Madison and Platteville. By Spring 2016, the two Associate programs enrolled 18 students and the program director, Dr. Lisa Bosman, had approval to offer a B.S. Degree in Manufacturing Engineering Technology in 2017.

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

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

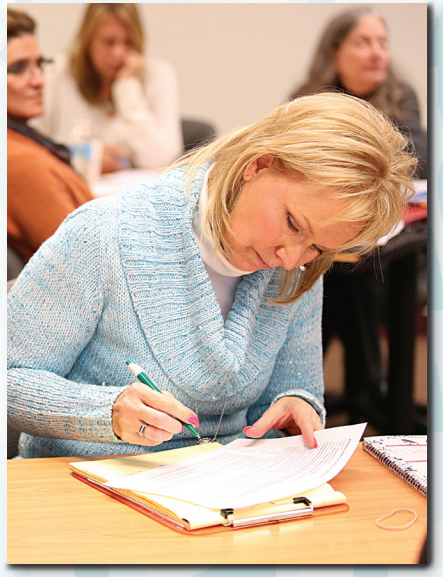
The Department of Continuing Education's (DoCE) course array also grew with the addition of training for those seeking the Commercial Driver's License for professional truck drivers. The cooperative program with Fox Valley Technical College graduated its first class in June 2016. Overall,



Quality improvement is the topic when faculty, academic administrators and staff members like Sarah Vande Corput, left, and Sandra Chapman of CMN's technical diploma programs meet for in-service training and collaboration sessions.



Math faculty member Harlan Pygman joins colleagues prepping for the start of each new semester.



Theresa Harmala, Nursing Assistant program coordinator, is down to business during the January 2016 in-service.

DoCE fielded 60 different workshops totaling 144 workshop sessions and 1,500 program registrations during 2015-2016.

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

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

Focusing on Culture, Humanities and Arts

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

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

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

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

Integrating Technology

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

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

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

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



With 10 buildings on two campuses, IT management is a planning challenge – especially when serving tech-savvy students. In 2015-2016, more than 100 new PCs, laptops and Mac computers were installed in campus classrooms and offices.

Reporting on 2015-2016

CMN Student Life Features Sharing of Cultures, Values

Students at the College of Menominee Nation find many ways to bring their classroom learning to the social and service aspects of their lives with activities hinging on American Indian cultures and sustainability values.



Student Sabrina Hemken and more than 100 other participants met a cultural icon during 2016 Earth Day events on campus. CMN's Sustainable Development Institute hosted activities and U.S. Forest Service mascot, Smokey the Bear.

Collaborative Projects Focus on Key Challenges

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

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

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

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



An organized series of student and faculty conversations in Fall and Spring semesters encouraged discussion and reflection on individual responsibility for protecting cultural and environmental resources.



Visitors at ceremonies formalizing CMN's third multi-year partnership with the U.S. Forest Service included Maria Janowiak of the Northern Institute of Applied Climate Science and Jim Barresi, Northeastern Area State and Private Forestry agency.

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

Visitors and Travelers Are Part of Campus Scene

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

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

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

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

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



Charlene Tourtillott, left, and other area high school student in CMN's youth enrichment program, POSOH, get to meet with collegians from across Wisconsin, like Shannon Caskey.



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



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

Reporting on 2015-2016

Grant Awards Address Critical Education Issues

The grant environment continues to evolve with colleges and universities finding greater competition and winning smaller awards than in previous years. The College of Menominee Nation remains an active participant with awards totaling nearly $7.8 million in fiscal year 2016. The College's Director of Sponsored Programs, Jill Brazgel, reports that CMN received aid through 58 grants in the year.

Federal agencies, including the departments of Education, Health and Human Services, and Agriculture, account for the majority of funding dollars in support of a variety of programs. These range from educational and vocational aid for students and community members with disabilities to training programs designed to assist CMN's rural region with issues such as nutrition, food sovereignty, business management and financial literacy.

Several U.S. Department of Agriculture (USDA) grants totaling more than $1.2 million were focused on land and resources of the Menominee community and neighboring areas.

Awards from the USDA's National Institute of Food and Agriculture (NIFA) included support for applied research on plant phenology as an indicator of forest resilience and adaptive capacity, and projects on gardening soils and traditional farming. Other NIFA grant-funded projects have a focus on forestry and wood product development and on a farm-to-school project with the Menominee Indian School District. Through the American Indian Higher Education Consortium, CMN is also a grantee in the Partnership to Support Tribal Farmers, Ranchers and Communities, funded by the USDA's Natural Resources Conservation Service (NRCS).



Early literacy programs in the CMN library children's room provide enrichment opportunities for community families and hands-on learning experiences for the College's teacher education students like Taylor DePerry, right.

Efforts to achieve greater energy efficiency, enhance safety and security, improve infrastructure and extend job search/job training and other services at the College were also grant-funded in 2015-2016.

Student-focused awards provided internship options, climate change and other research opportunities, and support for those enrolled in STEM, health and technical diploma programs, among others.

Library Lending Rates Give Evidence of Merger Success

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

It is also good news for supporters of the merger that relocated the Public Library collection and services to the College's facility in late 2012. Circulation reported at the Public Library in 2012 was 1,820. Increases have been robust since then, with 10,376 loans in 2013 and a peak 22,893 in 2014. CMN faculty, staff and students primarily use research material and facilities at the campus library, while community patrons comprise the largest number by far of those borrowing materials.

Library Director Maria Escalante also provides family-friendly activities to serve community patrons. In academic year 2015-2016, she offered 44 program designed specifically for families and another 21 story-time events for children. The Menominee Public Library component also brought the "1,000 Books before Kindergarten" literacy initiative to the local community and interactive experiences ranging from do-it-yourself projects to building a solar robot.

A library initiative of another kind was completed in early 2016 under the leadership of State Representative Jeff Mursau, CMN President Verna Fowler, and others. Their work successfully secured an adjustment to a Wisconsin statute smoothing the way for the Menominee Tribe and Menominee County to be partners with the College in providing an official public library for residents. Mursau is the State Representative for Assembly District 36, which includes Menominee County.

Mission

The College of Menominee Nation's mission is to provide opportunities in higher education to its students. As an institution of higher learning chartered by the Menominee People, the College infuses this education with American Indian culture, preparing students for leadership, careers and advanced studies in a multicultural world. As a Land Grant institution, the College is committed to research, promoting, perpetuating and nurturing American Indian culture, and providing outreach workshops and community service.

Charter

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

Accreditation

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

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

Affiliations

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

Facilities

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

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


LEARNING
INDIGENOUS
PROFESSIONAL PREPARATION
APPLIED RESEARCH
INDIGENOUS
BACCALAUREATE
TECHNOLOGY
SCHOLARSHIP
AMERICAN INDIA
STUDENTS
SOVEREIGN NATIONS
AMERICAN IN
SUSTAINABILITY
LEADERS
COMMUNITY
OUTREACH AND SERVIC
WORK READY
PROFESSIONAL PREPA
NATURAL RESOURCES