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Leadership Letter

From the Vice Chancellor:

Earlier this fall, I charged a task force of eight faculty members to examine our current academic organization and generate at least two budget neutral organizational models for consideration. Between now and the end of January, faculty will have an opportunity to review the task force report along with accompanying analysis and provide feedback. A final decision regarding academic structure will then come no later than February 15, 2020. I am deeply appreciative of the thoughtful work completed by this task force as their charge



was difficult. There is no possible change in organizational structure that will alleviate the effects of cutting a quarter of a million dollars in annual allocations to academics. That said, dating back to last January, I have been deeply impressed with the first commitment of everyone involved to ensure that we provide a high-quality educational experience for our students.

The impact of change is not limited to academics. The first change that we launched in Fall 2018 was a comprehensive redesign of enrollment management. The educational professionals working in that area have had to completely reimagine how they go about their day-to-day work, and the changes are continuing this year with the implementation of the Slate enrollment management infrastructure, the addition of multiple data-informed practices, and the rollout of a holistic test-optional approach to making admissions decisions. The Student Success Center is a completely new effort that pulls together educators from advising, the former ASC, career, and multicultural services, and they have done this without refilling positions in career services and advising. Significant changes have been made in outreach and engagement, putting to use grant funds and other non-state resources. Student affairs and athletics have also both experienced significant cuts,

and they are both well into processes examining changes they will make to their structures to prepare for the future

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Not taking action is its own choice, and it carries its own consequences. Whereas there are real risks associated with the bold changes that we are making, the choice not to act carries even greater risks. Consider these trends:

- According to analysis by Minnesota demographer, Dr. Nathan Grawe, the number of high school graduates will remain flat for the next four years, then drop by an initial 5%, and continue dropping to 10% below current numbers by 2030. The drops will be most pronounced for students who have historically been most likely to go to college.
- The National Association of College Admission Counseling (NACAC) recently voted to change its Code of Ethics and Professional Practices. The new guidelines open the door for greater competition for students.
- High school graduate declines and the NACAC vote will add to the vulnerability of small, non-selective private institutions and public regional colleges and universities similar to UMN Crookston.
- State funding for higher education in Minnesota dropped 12.6% between 2008 and 2017 while it increased by 37.8% in North Dakota (Center on Budget and Policy Priorities). There is little reason to believe that pre-recession funding for higher education will be restored at any time in the foreseeable future.
- Between 2011-2018, UMN Crookston spent an average of \$715,000 per year more than we brought in, a process that depleted all of our available financial reserves. Moving forward, we not only need to maintain a balanced budget, we need to restore reserves to prepare for potential enrollment declines.

As difficult as restructuring can be, it is only the first step. To fully address impending enrollment and budgetary challenges, we will need to be bold and innovative in strengthening our strongest programs, reimagining those that have wavered over recent years, designing new means of delivering education, and creating new programmatic offerings. And we are already doing this—we have experienced significant growth in multiple programs, and for others, faculty have begun to meet to reimagine and streamline those programs in ways that will strengthen them in years to come. We have also begun business planning and feasibility analyses for new academic programs and delivery models. Changes in athletics, enrollment management, student success, and student affairs also position us to recruit and retain more students. While these endeavors will require a lot of work even as we navigate restructuring and carry heavy workloads, they draw on the bold and innovative history that has helped UMN Crookston to thrive for more than 112 years. We must not underestimate either the scale or scope of the challenges to

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Campus Announcements

From Payroll Services

As a reminder, the ***first payday in 2020 will be on Thursday, January 2***, due to the New Year's Day bank holiday, which falls on the normally scheduled payday, Wednesday, January 1. Since pay cannot be delivered on New Year's Day, the University will move the pay date to the following business day.



Our normal practice, when a payday falls on a bank holiday, is to move the pay date one day earlier, and that will continue to be our practice. However, in this unique case, when that move would change the tax year in which the earnings would be reported, we must move the pay date to the following business day.

From the Academic Success Center

"Don't Cancel Class"

Planning to head to a conference? Out of town for a family event? If you're expecting to miss one or more of your classes this upcoming semester, consider a Don't Cancel Class workshop!

The Student Success Center is rolling out a new initiative... We'll now be offering a variety of workshops to engage your students while you are away. Our topics (listed on our [website](#)) range from career preparation to diversity to learning strategies, and we would be happy to tailor them to the needs of your class!

Some workshops can be shortened and combined to cover a single class period or can be

presented as a supplement to a regular class.

To request a workshop, fill out [this form](#) (also found on our website). Please fill out your request at least two weeks in advance of the date of your absence.

Contact Kelsey Torgerson, Josh Parrill, Allison Haas, or Alma Pierce if you have any questions!

Highlights

From Student Activities

Take a mitten from the tree in the International Lounge and sign your name on the sheet at the Info Desk by the corresponding number. Bring the gift(s) back to the Info Desk by December 16, 2019. Please do not wrap gifts but instead place them in a plastic bag and make sure the mitten is attached to the bag or inside of the bag.



From the Natural Resources Club

NatR Club annual Hug-in-a-Mug fundraiser.



Located in the Student Center

Tuesday, Dec. 10 - Thursday, Dec. 12

Daily from 10 a.m. - 2 p.m.

*\$5 each

**Mug Includes:

- Mug (washed and ready to use)
- Hot chocolate
- Spoon
- Candy cane

From the Study Abroad Office

The Study Abroad Scholarship deadline has been extended to December 15. If you have any students you are working with who are interested in going abroad on a UMC program please let them know to apply before the 15th of December.



The programs are two weeks in length and include:

Italy: Education - Connie Camrud & Shari Daniels

France: Agricultural Production - Terrill Bradford & Harouna Maiga

New Zealand and Australia: Leadership - Brian Dingmann & Eddie Walker

India and Nepal: Humanities and Communication - Rachel McCoppin & Megan Bell

Again, if students have questions regarding the application process please feel free to direct them to myself.

If any of you who has not had me visit your classrooms and would like me to visit I'd love to speak for around 15 minutes to go more in depth about these programs.

Thanks so much for your support

From the Center for Educational Innovation

Teaching Enrichment Series webinars - January 14, 15 & 16, 2020

The Teaching Enrichment Series (TES) focuses on practical approaches to teaching and learning that participants can implement in their classes for the spring semester. TES webinars bring together the energies, expertise, insights and questions of faculty, instructors, postdoctoral fellows, and graduate students from across all 5 campuses.

- [Creating Learning-centered Syllabuses](#), Tuesday, January 14, 2020 10:00–11:30 a.m.
- [Strategies to Enhance Student Interaction in Globally Diverse Classrooms](#), Tuesday, January 14, 2020 2:00–3:30 p.m.
- [What the Best College Teachers Do](#), Wednesday, January 15, 2020 2:00–3:00 p.m.
- [Eight Innovative Uses for Multiple Choice Questions](#), Thursday, January 16, 2020 10:00–11:00 a.m.

Events



Writing Night

Join us upstairs in the Student Success Center (Owen 270) to work on your end-of-semester writing projects! Snacks, drinks, and writing tutors will be available to help you make the most of your time.

🕒 Tuesday, December 10 at 6:00pm to 9:00pm

📍 Student Success Center, Owen 270



The "Nutcracker" - Brayden Drevlow

This is a free piano concert by concert pianist Brayden Drevlow.

*Hot cocoa and cookies served

Brayden Drevlow is a concert pianist from Thief River Falls, MN. He enjoys performing and traveling all around the world, bringing his music to unique people in unique places; from piano bars to royalty. Join Drevlow as he plays holiday favorites and debuts his personal arrangement of Tchaikovsky's immortal Nutcracker ballet. Invite friends and family for this fun and interactive concert! More information available at www.braydendrevlow.com.

🕒 Tuesday, December 10 at 7:00pm

📍 Evergreen Lobby



Healing Touch Rejuvenation Spa

Join us and rejuvenate!

The Spa is for the entire campus community with preference given to UMN Crookston students.

- Free chair massage
- Essential oil diffusion

🕒 Wednesday, December 11 at 11:00am to 2:00pm

More dates through December 12, 2019

📍 Wellness Center, Multi-Purpose Room

2900 University Ave. Crookston, MN 56716



The UM Crookston Jazz Band will present a concert of holiday music in a jazz style.

🕒 Thursday, December 12 at 7:30pm

📍 Kiehle Auditorium

Kiehle Building, 2900 University Ave, Crookston, MN 56716



Women's Basketball vs Augustana University (SD)

University of Minnesota Crookston Women's Basketball vs Augustana University (SD) - Ugly Sweater Game!

Streaming Video: portal.stretchinternet.com/crk/goldeneaglesports.com/calendar.aspx?id=2936

🕒 Friday, December 13 at 5:30pm to 7:30pm

📍 Crookston, Minn.



Men's Basketball vs Wayne State College

University of Minnesota Crookston Men's Basketball vs Wayne State College: Elementary Kids Day

Streaming Video: portal.stretchinternet.com/crk/goldeneaglesports.com/calendar.aspx?id=2908

🕒 Saturday, December 14 at 5:30pm to 7:30pm

📍 Crookston, Minn.



Welcome Center Open House Celebration

Join us for an open house in the new Welcome Center (Kiehle 116). Enjoy cookies and hot chocolate and learn about this new space for prospective students and families.

🕒 Monday, December 16 at 3:00pm to 4:30pm

📍 Welcome Center , Kiehle 116



The Mitten Tree

Take a mitten from the tree in the International Lounge and sign your name on the sheet at the Info Desk by the corresponding number. Bring the gift(s) back to the Info Desk by December 16, 2019. Please do not wrap gifts but instead place them in a plastic bag and make sure the mitten is attached to the bag or inside of the bag.

🕒 Wednesday, December 11 at 8:00am

More dates through December 17, 2019

📍 International Lounge

Looking Ahead

- Welcome Center Open house
 - **December 16**
- Faculty Staff Party
 - **December 20**
- Spring Semester Begins
 - **January 13**

