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LEADERSHIP LETTER

Leadership Letter From the Chancellor

As I am writing this, I am closely monitoring the situation in Ukraine. Our hearts go out to those affected by this situation, among them our students from Ukraine and our several partners in the country.

Reduced Operations versus Closed

As we have had several “snow days,” the last month, we have used the term “reduced operations.” Many of you have asked what that means and how it differs from when the campus is closed. The campus will be closed only in extreme emergencies, such as no electricity, it is not safe to even venture outside, or if U.S. Highway 2 is closed.

In 95-99% of cases, we will go to "reduced operations" vs. closing campus. Reduced operations allows us to continue to serve our students, but allow for

campus snow removal without the vehicles on campus and having you come to campus during unsafe driving scenarios.

Here is a little bit of clarification.

Reduced Operations

- For on-campus classes, students are expected to check Canvas and determine if class will move to Zoom, if class sessions will be replaced with discussion threads or other activities, if assignments are due, etc.
- The teaching expectation is that instruction continues to happen but is online.
- The Wellness Center will be open if there are on-campus students who can work during the reduced operations. That is an independent call of the Wellness Center.
- No NCAA sanctioned practice is allowed during reduced operations.
- Food service is available for students.
- Faculty and professional and administrative staff are expected to work remotely.
- Civil Service, labor represented, and student employees will not be required to report to work nor be expected to work remotely. These labor groups are only expected to work if reduced operations last longer than 72 hours.
- Heating plant and designated snow removal personnel will be the only facilities personnel on campus.

Closed Operations

- ONLY ESSENTIAL employees should report to work and be on campus. Campus is considered closed.
- During closed operations, no classes are to be held.
- The Wellness Center is closed and no activities will occur except if there are students on campus who can work. In the past we have tried to be open.

Podcast

Venugopal Mukku and two students in chemistry recently did a podcast entitled "Grappling with current events while learning to be a scientist." James Pogatshnik also put his talents to use in recording the podcast and transcribing

it. Try to take some time and listen to the students and Dr. Mukku explore some of the more difficult societal issues we are grappling with. Here is the [link](#).

Campus Assembly

Join us Thursday, March 3 from Noon - 1 pm in Bede Ballroom for our Spring Campus Assembly meeting. For those attending in person over their lunch hour, we will provide a light lunch to grab as the meeting ends. If you can't attend in person, here is the [Zoom link](#).

Until next week. Be well.

Chancellor Mary

CAMPUS UPDATES

Human Resources

Welcome

Matthew Singeltary, Food Service Worker, Dining Services

Matthew joins the University of Minnesota Crookston campus with 8+ years of food service experience.

Employee Appraisals

We are currently in the supervisors writing employee review phase of the employee appraisal process. If you haven't submitted your employee input to your supervisor, please make sure to do so.

As a reminder, here is our timeline for the performance evaluation period:

January 24th-February 4th: Employees Enter Comments into the Employee Input Section

February 7th- February 18th: Supervisors Write Employee Reviews

February 21st-March 18th: Supervisors Hold Performance Evaluation Meetings

WELLBEING AT THE U

Wellbeing at the U

The Employee Wellbeing Program has a variety of upcoming programs for you to participate in. Learn more about these opportunities through the link provided! Also, within the Virgin Pulse portal you can review the Events Calendar under the "Social" tab for upcoming wellbeing programs and classes. Access your 2021-22 Employee Wellbeing Program [here](#).

Health Coaching

Health Coaching will assess your wellbeing needs, share program options and resources available, and help you set realistic wellness goals. The primary focus is to motivate and encourage employees to better health as well as coach and guide you through wellbeing program options. In addition you can learn more about:

- Tips to eating better and how to become more physically active-
- Stress management techniques
- Explore what the wellbeing program has to offer
- Develop an action plan to overcome your barriers to change

If you are interested in scheduling a Health Coaching appointment, contact Angie at (320) 589-6486 or aberling@morris.umn.edu

Group Health Presentations

Group Coaching Presentations are free, informational sessions that provide well-being information on a variety of topics. When you attend a group coaching presentation you will receive 200 points/ session. Visit the following [link](#) for future class offerings and Zoom webinar information.

LSS Webinars, through March 7 @ 11:30

Gain financial knowledge by attending [virtual classes](#) offered by LSS Financial, the official financial counseling provider to University employees. Each session earns 200 Wellbeing Points.

Foundations of Financial Wellbeing, Mondays, through March 7, 11:30-12:30



Equine Exploration Day, March 4 is for prospective equine students. The day will include hands-on learning activities, lab experiences, and meetings with faculty from the Equine Department. If you know someone interested in attending, have them register [here](#).

Campus Assembly, Thursday, March 3 from Noon - 1 pm in Bede Ballroom.

Topics discussed will include: Budget Update, Employee Engagement Survey, Commencement Update, and Committee/CSA Update. If you can't attend in person, here is the [Zoom link](#).

UMC Teambackers

Golden Eagle Men's Hockey team pregame social, Friday, March 4 at Drafts, 5:30

Golden Eagles take on UMary at 7pm, CSC



- Equestrian Teams regional competition, [March 4, 5 and 6](#)
- Small Business Development Center, [Supply Chain - The Basics](#), training March 5, 1-2:30
- International Dinner, [Monday, March 7 @ 6](#), Pakistani meal, Bede Ballroom, Tickets \$20/per person, contact Rae French rfrench@crk.umn.edu
- UMN Crookston [Commencement](#), May 7
- [Northern Great Plains Youth Institute](#), May 9
- Rotary Youth Leadership Youth Camp, July 9-16

For more information on other activities and events, check out the [Events Calendar](#).

Agriculture and Natural Resources

North American Colleges and Teachers of Agriculture (NACTA) car washes, cost \$40 per vehicle. Support the NACTA students as they fundraise for their annual NACTA competition. Contact Melissa Hammer at hamme734@crk.umn.edu to schedule a time. All vehicles are cleaned in the Kiser Building, and can be picked up and dropped off for your convenience. Car wash appointments available Thursdays and Fridays between 1-5.

UMC Teambackers

Consider participating in the UMC Teambacker Golf Tournaments in June 2022

Mark Olsonawski Scholarship Tournament, June 9 register [here](#)

UMC Teambacker Golf Classic presented by Altru, June 17 register [here](#)

To register your team, contact Michelle Christopherson mchristo@umn.edu. For more information on other activities and events, check out the [Events Calendar](#).

HIGHLIGHTS

Alum Joe Roeschlein resorts to “core values” learned during his career at UMN Crookston.

Written by Ethan Christopherson

While working in an industry with an ever changing environment and constant technological developments, University of Minnesota Crookston alumni Jon Roeschlein resorts back to the “core values” he learned as a student. Roeschlein was recently hired as District Administrator for the Sauk River Watershed District and has been in the watershed industry for over thirty years as well as the Bois de Sioux district. In the beginning of his career in Sauk River, he was also the ditch and permit manager. For a better understanding, Roeschlein had a detailed description of his role. “I was the staff person in charge of conducting inspections and supervising the repair processes along with many other aspects of the statutory requirements. I also worked with the drainage authority for the decisions they needed to make. The SRWD also has a permitting program to further their goals of protecting and/or improving water quality within our jurisdiction. I was in charge of processing those permits, conducting inspections, enforcement, and database management,” says Roeschlein.

Jobs like that have a lot of moving parts and require attention to detail when it comes to decision making. As a natural resources conservation student, Roeschlein credits the ecology and natural resource management courses that were offered at UMC, “It helped me understand the goals and purpose of wetland management,” says Roeschlein, “My training at UMC has established those core values in my mind.”

With a good head on his shoulders and a respectable resume in his field, one would look in Roeschlein’s direction for advice. When we asked what Roeschlein had to offer for future UMC students, his response emanated with ambition. “Be sure to apply yourself in learning the information UMC is teaching you because, when you move into a career, that information will be invaluable. Even the Psychology courses are helpful. You will never be alone in your career so knowing a little about how people tick is very important,” he said. Roeschlein went on to say careers are built on relationships and knowledge. “Be prepared to continue learning, even after college. I have been working in this field for over 35 years and there isn’t a day that goes by that I don’t learn something new.”

A big part in Roeschlein’s success is the people he surrounded himself with. A common thread shared throughout the business community and the job force is how a resourceful mentor can help one achieve their goals. Early on in his career, he learned the most by picking the right people to follow. Not to mention his father, whom he describes as his most important mentor. “Throughout my career, I have

experienced good days and bad days. My father taught me to look for the “bright spot”, no matter how challenging or tough things get. There is always a bright spot. This helps maintain a positive attitude. I have found that doing so, one can overcome those challenges that appear daunting and, done with a positive attitude, actually be used to your advantage and show progress,” he said. As his career progressed, he grew into that very role, guiding those that are in need of direction.

In the final thoughts of our interview, there was one piece of advice that stood out to me that expressed Roeschlein’s insightfulness of himself and his surroundings in the workplace. “Listening to understand rather than to respond is another characteristic that has served me well as I have progressed in my career. Many people tend to argue because they are not listening to understand what is being said. I have noticed this happening more in the younger generations,” Roeschlein states. “But, I have found, if I listen to understand what someone is telling me, that is when I learn something new.”

Below is a picture of Jon and his late father, who to this day is his most powerful influence.

