



Wednesday, August 21, 2024

# Employee In-Service

---

**NORTHLAND**

# **Welcome Back!**

**New Employee Introductions**

**Plans for Fall 2024**

**Service Awards**

**Awards & Recognition**

# New Employees

# New Employees

• Aaron Couturier	Aviation Maintenance Instructor
• Kyle Olson	Farm Business Management Instructor - Moorhead Area
• Howard Brockhouse	Director of Manufacturing Training
• Corina Feist	Financial Aid Advisor/Veteran Certifying Official
• Kinzie Schulz	Accounts Payable Clerk
• Garnet Asmundson	Human Resources Director
• Sunny Edin	TPT Assistant Volleyball Coach/Assistant Softball Coach
• Kelly Olson	TPT Head Women's Volleyball Coach
• Ryan Peterson	TPT Automotive Service Technology Instructor
• Nick Stahl	TPT Architectural Technology Instructor
• Melinda Ledin	Adjunct Health Physical Educ. & Recreation Instructor
• Tami Jo Lieberg	Adjunct Criminal Justice Instructor
• Morgan Rude	Adjunct Asst. Clay Target Coach
• Reese Rustad	Adjunct Assistant Softball Coach
• Josh Tanke	Adjunct Architectural Technology Instructor
• Don Fischer	Interim Dean of Technical Programs (Fall 2024)
• Dorinda Sorvig	Interim Dean of Liberal Arts, Online, and Transfer (Fall 2024)
• Sarah Johnson	Interim Dean of Student Services (Fall 2024 & Spring 2025)



# Aaron Couturier - Aviation Maintenance Instructor

- 1) Connection to Northland?
- 2) Why Northland?
- 3) Fun Fact?
- 4) Hobbies outside of work?

# Kyle Olson - Farm Business Management Instructor - Moorhead Area



- 1) Connection to Northland? Many neighbors and friends have been students.
- 2) Why Northland? Northland offers a similar educational program that I have taught for the last 7 years.
- 3) Fun Fact? My wife Bobbi and I are involved in a historic church building renovation project in rural Buxton, ND.
- 4) Hobbies outside of work? Yard work on our rural farmstead.
- 5) Other? Its great to be working in an environment like Northland

# Howard Brockhouse - Director of Manufacturing Training



- 1) Connection to Northland? I graduated from Northland in 1991
- 2) Why Northland? My professional career started at Northland and that experience gave me the confidence to continue my education and launch my career. I can still name several of my Northland instructors but not a single one from my time at the U of MN, just shows the lifelong impact Northland has in people's lives.
- 3) Fun Fact? Recently published my first book, "For Kids' Sake, Be Great! How Caregivers Create Positive Environments in Separate Homes"
- 4) Hobbies outside of work? Time with family, anything history, golf, travel
- 5) Other? It is incredibly empowering to be working for my alma mater and with our great team in WDS to serve our students and communities

# Corina Feist - Financial Aid Advisor /Veteran Certifying Official



- 1) Connection to Northland?
  - I am completely new to Northland 😊
- 2) Why Northland?
  - I like helping people afford school
- 3) Fun Fact?
  - I usually have ink stains on my hands
- 4) Hobbies outside of work?
  - Drawing, gardening, dungeons and dragons
- 5) Other?
  - I love goth gardens with black flowers!



# Kinzie Schulz - Accounts Payable Clerk



- 1) Connection to Northland? My connection to Northland is that I live in Thief River Falls.
- 2) Why Northland? I chose Northland because there was an open position that I knew I would enjoy doing.
- 3) Fun Fact? I was a teacher for 2 years prior to starting at Northland – Math was my favorite subject to teach! I attended college in South Dakota. I have 2 children!
- 4) Hobbies outside of work? My hobbies are coaching and playing volleyball, weight lifting, fitness classes, Sudoku and camping.
- 5) Other - I want to thank those of you who have been so welcoming these last few months. I am fortunate to have been given this opportunity.

# Garnet Asmundson – Director of Human Resources



- 1) Connection to Northland? connection to Northland was playing at Northland in 88 while attending UMC
- 2) Why Northland? I believe that there is tremendous potential at the 2 year colleges and fully support CTE programs.
- 3) Fun Fact? I had a full left hip replacement a year ago
- 4) Hobbies outside of work? sports, golf, working out

# Sunny Edin - TPT Assistant Volleyball Coach/Assistant Softball Coach

- 1) Connection to Northland?
- 2) Why Northland?
- 3) Fun Fact?
- 4) Hobbies outside of work?

# Kelly Olson - TPT Head Women's Volleyball Coach

- 1) Connection to Northland?
- 2) Why Northland?
- 3) Fun Fact?
- 4) Hobbies outside of work?



# Ryan Peterson - TPT Automotive Service Technology Instructor

- 1) Connection to Northland?
- 2) Why Northland?
- 3) Fun Fact?
- 4) Hobbies outside of work?

# Nick Stahl - TPT Architectural Technology Instructor



- 1) Connection to Northland? I graduated from Northland.
- 2) Why Northland? Northland is a much more intimate learning setting, you really get to know your instructors and classmates. I wanted to join a team like this.
- 3) Fun Fact? I am a MN Vikings fan.
- 4) Hobbies outside of work? I enjoy fishing and spending time on the water.

# Melinda Ledin - Adjunct Health Physical Educ. & Recreation Instructor



**NORTHLAND**

- 1) **Connection to Northland?** I currently serve as a part-time instructor at Anoka Ramsey Community College in Coon Rapids, MN, and a last-minute need arose for an instructor for an HPER course at Northland.
- 2) **Why Northland?** My dean at ARCC kindly forwarded my information to Northland and I was more than happy to take on the course, which is how I ended up here!
- 3) **Fun Fact?** A fun fact about me is that I transitioned from a career in advertising to pursue a master's degree in exercise physiology, and I am now in the last 1-2 years of my Ph.D. in health and human performance.
- 4) **Hobbies outside of work?** My hobbies include weightlifting, doing home projects, hiking, and traveling. My husband and I try to travel somewhere at least once a year, and we are currently looking forward to our Portugal and Southern France trip this December over Christmas break!

# Tami Jo Lieberg - Adjunct Criminal Justice Instructor

- 1) Connection to Northland?
- 2) Why Northland?
- 3) Fun Fact?
- 4) Hobbies outside of work?

# Morgan Rude - Adjunct Asst. Clay Target Coach

- 1) Connection to Northland?
- 2) Why Northland?
- 3) Fun Fact?
- 4) Hobbies outside of work?

# Reese Rustad - Adjunct Assistant Softball Coach

- 1) Connection to Northland?
- 2) Why Northland?
- 3) Fun Fact?
- 4) Hobbies outside of work?

# Josh Tanke - Adjunct Architectural Technology Instructor

- 1) Connection to Northland?
- 2) Why Northland?
- 3) Fun Fact?
- 4) Hobbies outside of work?



# Dorinda Sorvig – Interim Dean of Academic Affairs (Fall Semester)



- 1) Connection to Northland?
  - I was PN faculty and program director for 34 years here at NCTC before retiring in May 2023.
- 2) Why Northland?
  - I decided to accept the opportunity to return for an interim position in a different role! I want NCTC to succeed in all that we do.
- 3) Fun Fact?
  - I've been to Europe twice, and to Alaska earlier this month. I like to travel!
- 4) Hobbies outside of work?
  - Spend time with our two grandchildren, play piano, read and take walks



# Don Fischer – Interim Dean of Technical Programs (Fall Semester)



**NORTHLAND**

- 1) Connection to Northland? I retired from Northland on the 23rd of May 2023 after 22 years as an instructor in the Information Technology and Marketing departments.
- 2) Why Northland? Fifteen months to the day after I retired, my phone rang and the call ID listed Stephanie LeDuc and the caller. For some unknown reason, I answered and here I am.... again.
- 3) Fun Fact? I'm excited to share that I have the longest grey hair at NCTC!
- 4) Hobbies outside of work? I am a passionate audiophile and gardener. I enjoy hunting, fishing, and shooting competitions. At times I find myself an uncooperative traveling partner.
- 5) Other: "I am unique: there is no other"

# Sara Johnson – Interim Dean of Student Success (Fall and Spring Semesters)



**NORTHLAND**

1. Connection to Northland- I'm an alum and, in my previous role as a special education teacher, I assisted my students in their transition to Northland.
2. Why Northland?- I'm passionate about Northland because of our strong program offerings, dedicated faculty and staff, and energetic student body.
3. Fun Fact? I love birds, and watching them in nature brings me great joy.
4. Hobbies outside of work? My current hobby is running "Mom's Taxi" for my two sons' year-round sporting events. I also enjoy reading and baking.

# INTRODUCTION:

Shari L. Olson, Ph.D.

Fall In-Service  
Northland Community and  
Technical College  
August 21, 2024

# Roots





# Kids from a dairy farm –



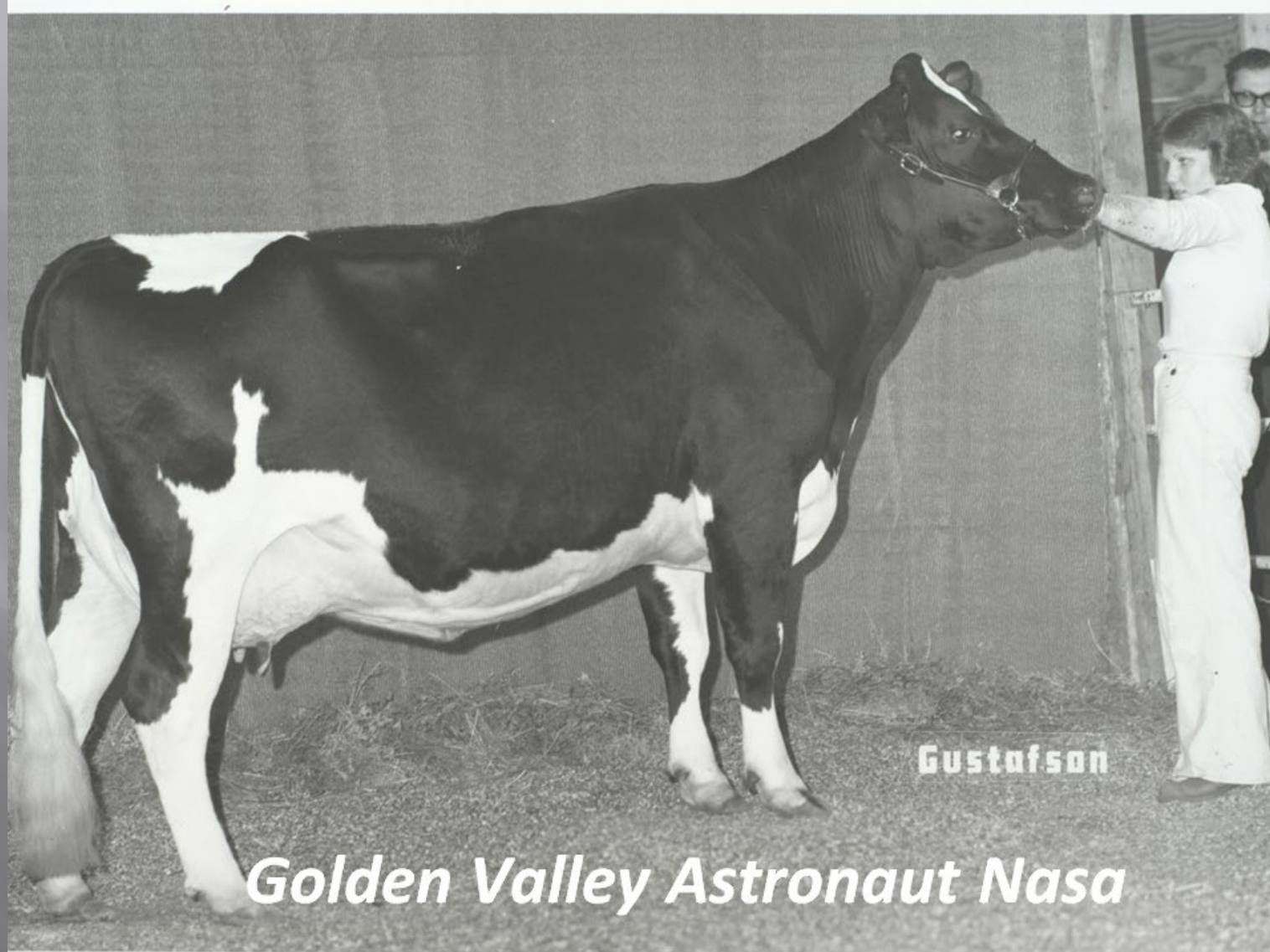


# A kid from a dairy farm – Tabor/Alvarado



1976 - Fluffy the dog & Katy the calf

# A kid from a dairy farm – Tabor/Alvarado





# Best Friends



Kaiya the run away artist



# Two Best Friends



Davina



Skye Girl



# Two Best Friends



Davina & Skye Girl





# Education

- ▣ North Dakota State University, Fargo
  - B.S., and M.S.
  - Education; College of Human Development and Education
- ▣ University of North Dakota, Grand Forks
  - Ph.D., 2004
  - Higher Education Leadership



# A Career in Higher Education

- ▣ President - South Mountain Community College, Phoenix, AZ  
2011-2022



The three VPs  
that I started with  
at SMCC in 2011

We are ALL  
first-generation  
college graduates

# A Career in Higher Education



- ▣ President - South Mountain Community College, Phoenix, AZ 2011-2022
- ▣ Dr. Osaro Ighodaro
- ▣ Dr. Rey Rivera (now president at Estrella Mountain CC)

# A Career in Higher Education



Dr. Clyne Namuo, President  
Joliet Junior College (2022)  
Former Vice President of Learning  
At South Mountain Community  
College



# A Career in Higher Education





# A Career in Higher Education



# A CAREER IN HIGHER EDUCATION NORTHLAND COMMUNITY AND TECHNICAL COLLEGE

1995-2007

1995 Director of Custom Training and Continuing Education  
and Women's Volleyball Coach

1997 Dean of Custom Training and Continuing Education

2001 Dean of Outreach and Innovation

2003 Dean of Outreach and Technology

2005 Vice President of Outreach and Technology

2005 Vice President of Outreach and Planning

2006 Vice President of Planning and Administrative Services





# A CAREER IN HIGHER EDUCATION

- ▣ 1995-1997
- ▣ Head Women's Volleyball Coach at Northland Community and Technical College.....



# A CAREER IN HIGHER EDUCATION



- ▣ August 2004 Graduation from UND
- ▣ PH.D. in Higher Education Leadership
- ▣ Dean of Outreach and Technology at Northland
- ▣ Celebrated with my family at a campground in Bemidji

# Grand Kids





# Grand Kids





# Grand Kids





# Grand Kids





# Family





Itasca State Park – a place where  
we celebrate our fight to find a  
cure for cancer



# Annual Walk for Cancer Research

University of Minnesota – June 1994

- ▣ Dr. Jonathan Carter, Australian
- ▣ Endometrial Uterine Cancer, Age 33
- ▣ Old-woman's cancer



# 2023 Cancer Survivors





2023



We have raised \$44,673 and all  
money is donated to the U. of Minnesota



# Walk 2024 -- 30<sup>th</sup> Annual Walk for Cancer Research August 31st



# Questions



# **Plans for Fall 2024**

**#1 Shared Governance**

**#2 Enrollment Strategies**

**#3 Well-being**

# **#1 Shared Governance**

**College-wide Council Model**

# **#1 Implement college-wide shared governance**

- Why college-wide shared governance? Why now?



# #1 Implement college-wide shared governance

- Council model development

Council Model Development		Type of Meeting		Calendar Invitation
	2-Jul	Meeting with Faculty Leadership		14
	9-Jul	Mtg - creating a Sharepoint Site for minutes		2
	9-Jul	Administrator Meeting		9
	16-Jul	President's Direct Reports Meeting		10
	16-Jul	AFSCME - TRF		21
	16-Jul	MAPE - TRF		22
	17-Jul	AFSCME EGF		20
	17-Jul	MAPE - EGF		13
	18-Jul	MMA/Managerial Plan		10
	18-Jul	Commissioner's Plan		3
	30-Jul	Meeting with Faculty Leadership		14
	6-Aug	Aministrator Meeting - assignments made		9
		to Councils from list of volunteers		
		in AFSCME and MAPE (July 16 & 17 mtgs)		

# #1 Implement college-wide shared governance (see handout)

COLLEGE COUNCIL	LEARNING COUNCIL	STUDENT SUCCESS COUNCIL	FINANCE, FACILITIES AND TECHNOLOGY COUNCIL
<b>TRI-CHAIRS:</b>	<b>CO-CHAIRS:</b>	<b>CO-CHAIRS:</b>	<b>TRI-CHAIRS:</b>
FAC. PRES EGF	VPASA	DIRECTOR OF ACADEMIC SUCCESS	ADMIN - CFO
FAC. PRES TRF	AASC CHAIR	DIRECTOR OF FINANCIAL AID	DIRECTOR OF Facilities
COLLEGE PRES			DIRECTOR of Technology
<b>MEMBERS:</b>	<b>MEMBERS:</b>	<b>MEMBERS:</b>	<b>MEMBERS:</b>
DEAN OF WORKFORCE	ACADMIC DEAN -	ACADEMIC DEAN	ACADEMIC DEAN -
DIRECTOR OF HUMAN RESOURCES	DIV. CHAIR REP.	DEAN OF STUDENT SERVICES	DIRECTOR OF MARKETING
DIRECTOR OF COLLEGE FOUNDATION	BUS. MGR.	DIRECTOR OF ENROLLMENT MGMT.	DIRECTOR OF FOOD SERVICES
DIRECTOR OF INSTITUTIONAL RESEARCH	D2L COORDINATOR	DIRECTOR OF ATHLETICS & STUDENT LIFE	
	REGISTRAR	COMMISSIONER'S PLAN - Michelle B.	
	NCAT EXEC DIRECTOR		
MAPE Kristianne Boroski	MAPE Drake Sondreal	MAPE Corina Feist	MAPE Bubba Rockstad
MAPE Maureen Monson	MAPE Lisa Gunderson	MAPE Amanda Hoglo	MAPE Autumn Breuer/Alisha Tanner
ASFCME Brian Larson	ASFCME Julie Roisland	ASFCME Mindy R.	ASFCME Tim Bergerson
ASFCME Amanda Johnson	ASFCME Katie Hallin	ASFCME Sara Kleinwachter	ASFCME Colleen Kukowski
FACULTY (EGF)	FACULTY (EGF)	FACULTY (EGF)	FACULTY (EGF)
FACULTY (EGF)	FACULTY (EGF)	FACULTY (EGF)	FACULTY (EGF)
FACULTY (TRF)	FACULTY (TRF)	FACULTY (TRF)	FACULTY (TRF)
FACULTY (TRF)	FACULTY (TRF)	FACULTY (TRF)	FACULTY (TRF)
<b>Alignment to existing committees:</b>	<b>Alignment to existing committees:</b>	<b>Alignment to existing committees:</b>	<b>Alignment to existing committees:</b>
Partnership Committee (SP #3)	Assessment & Program Review	Access (SP #1)	Facilities
People Development Committee	HLC Interim Monitoring Report Workgroup	Advancing Equity (SP #4)	Finance
		Athletics	Resource Development
		Commencement Planning	
		Student Success (SP #2)	
<b>Committees that need to continue to meet:</b>	<b>Committees that need to continue to meet:</b>	<b>Committees that need to continue to meet:</b>	<b>Committees that need to continue to meet:</b>
FSGC	Assessment & Program Review	Student Success Appeals	Safety & Security
	HLC Interim Monitoring Report Workgroup		
	AASC and CURRICULUM		
	Academic Appeals		
	IRB		
Second Friday of the month 9-11 am	First Friday of the Month 9-11 am	Fourth Friday of the Month 9-11 am	Third Friday of the Month 9-11 am
13-Sep	6-Sep	27-Sep	30-Aug
11-Oct	4-Oct	25-Oct	20-Sep
8-Nov	1-Nov	22-Nov	
13-Dec	6-Dec	13-Dec	15-Nov
			19-Dec
31-Jan	7-Feb	24-Jan	17-Jan
28-Feb	21-Mar	28-Feb	21-Feb
11-Apr	4-Apr	28-Mar	18-Apr
9-May	2-May	25-Apr	9-May

# #1 Implement college-wide shared governance

- Innovation, continuous improvement and ideas matter!

## EXAMPLES:

- ADMIN. MEETINGS

1. ENROLLMENT SERVICES RECRUITING ROOM – TRF

1. Clinton and Julie

2. COLLEGE MEETING, EVENTS, AND ACTIVITIES  
ELECTRONIC CALENDAR – COLLEGE-WIDE

1. Chad and Julie



# **#1 Implement college-wide shared governance (see handouts)**

- Proposal Forms –
- 1<sup>st</sup> meeting - PROPOSAL TOPIC, BACKGROUND ON NEED IDENTIFIED, LINK TO STRATEGIC PLAN PRIORITIES, WHY IS THIS IMPORTANT, PROJECT TEAM AND SPONSOR
- 2<sup>nd</sup> meeting - PROVIDE MORE DETAIL, TIMELINE, COSTS, COST SAVINGS, BUSINESS CASE, MEASURABLE OUTCOMES

# **#2 Enrollment Strategies**

**Continuous Improvement**

## #2 Grow enrollment by 10% in 3 years

- FY 2024 – Northland had 1445 FTE
- Goal - 145 FYE
- It's achievable



# #2 Grow enrollment by 10% in 3 years

**Wildly Important GOAL – Grow Enrollment at Northland by 10 percent in the next three years (Fall 2024-Fall 2027)**

- Sub Goals – we will set three sub goals with measurable outcomes in the near future

## **Continuous Improvement Event – Enrollment Services**

**Participants will include employees within the Student Services division, as well as volunteers from across the college. Groups size, approximately: 35-40**

- September 12 (TH); 1-4 p.m.
- October 2 (W); 1-4 p.m.

**We will be lead through a discussion regarding:**

- What are **strategies** to grow enrollment?
- What are the things we can control (**activities and processes**)?
- What will we track as **metrics** to know that we are moving the needle on this wildly important goal (WIG)?
- How and when will we **communicate** our success?

# **#3 Well-Being**

# #3 Promote employee and student well-being

- Your wellness matters!
- **Seeking volunteers** to create a proposal to promote employee and student well-being
- Please email Julie Fenning if you are interested in serving on a team that will submit a recommendation to the College Council.
- Timeline:
  - College Council meets:
  - September 13,
  - October 11,
  - November 8, and
  - December 13



# **Service Awards**

## **Recognizing 23 Employees**

# 5 Years of Service

- Christine Foster, Art Instructor
- Sara Johnson, Director of the Academic Success Center
- Heather Koland, Respiratory Therapy Instructor
- Lindsay Kuntz, Advisor
- Amanda Lucas, English Instructor
- Amy Sperling, Director of Foundation Operations
- Trisha Stromsodt, Accounting Instructor

# 10 Years of Service

- Tami Byklum, Adjunct Practical Nursing Instructor
- Mike Simmers, Math Instructor



# 15 Years of Service

- Brent Braga, Philosophy Instructor
- Abdul Chamma, Director of Student Life and Athletics
- Howard Stowe, General Maintenance Worker

# 20 Years of Service

- Michelle Benitt, Assistant Director of Human Resources
- Amanda Johnson, Library Technician
- Richard Johnson, Biology Faculty
- Kris Paulson, Economics Instructor

# 25 Years of Service

- Tim Bergerson, Electrician Master of Record
- Scott Foss, Network Administrator
- Danika Johnson, Pharmacy Technology Instructor
- Linda Samuelson, Music Instructor



# 30 Years of Service

- Cory Feller, Safety and Security Officer
- Yvette Schneider, Accounts Receivable
- Shawn Vandal, General Repair Worker

# **Additional Education & Awards**

# Additional Education & Awards

**American Association  
of Community  
Colleges • Karen Znajda**

- Dale Parnell  
Distinguished Faculty  
Award



# Additional Education & Awards

- **Ashley Gillund, Workforce Development Solutions**

- Woman of the Year, Joseph A. Homes Safety Association, Leadership Excellence



- **Justin Berry, Physical Therapy Assistant Instructor**

- American Society of Biomechanics Faculty Scholar Award
- Re-elected as President of the North Dakota Board of Physical Therapy



# Additional Education & Awards

- **Christine Foster, Art Instructor**

- Master of Arts in Education, Bemidji State University
- Certificate in Teaching Online, Bemidji State University



- **Ron Dvergsten, FBM Faculty**

- Reelected as President of the National Farm and Ranch Business Management Education Association



# Additional Education & Awards

- **Bree Dronen, Admissions Coordinator**
  - AA Liberal Arts and Sciences, Northland Community and Technical College

# 2024 NISOD Excellence Awards

- The National Institute for Staff and Organizational Development (NISOD) Excellence Awards were established in 1991 to provide NISOD member colleges with an opportunity to recognize individuals doing extraordinary work on their campuses.
- **Lisa Bottem, Director of Financial Aid**
- **Caleb Curfman, History Instructor**



# 2024 NISOD Excellence Awards

- The National Institute for Staff and Organizational Development (NISOD) Excellence Awards were established in 1991 to provide NISOD member colleges with an opportunity to recognize individuals doing extraordinary work on their campuses.
- **Andrea Moses, Advisor**
- **Mei Sather, Nursing Instructor**
- **Joel Ziegler, Welding Instructor**





# WalletHub - Best Community Colleges in 2024 – Northland Ranked #18

To determine where students can receive the best education at the lowest price, WalletHub compared more than **650 community colleges** across **18 key indicators of cost and quality**.

The data set includes:

- the cost of in-state tuition and fees
- student-faculty ratio and
- graduation rate

SOURCE:

<https://wallethub.com/edu/e/best-worst-community-colleges/15076>

August 13, 2024

# Have a great fall semester!



“When we change lives  
through learning, we change  
the world forever.”

Shari L. Olson