



Wednesday, August 21, 2024

Employee In-Service

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?

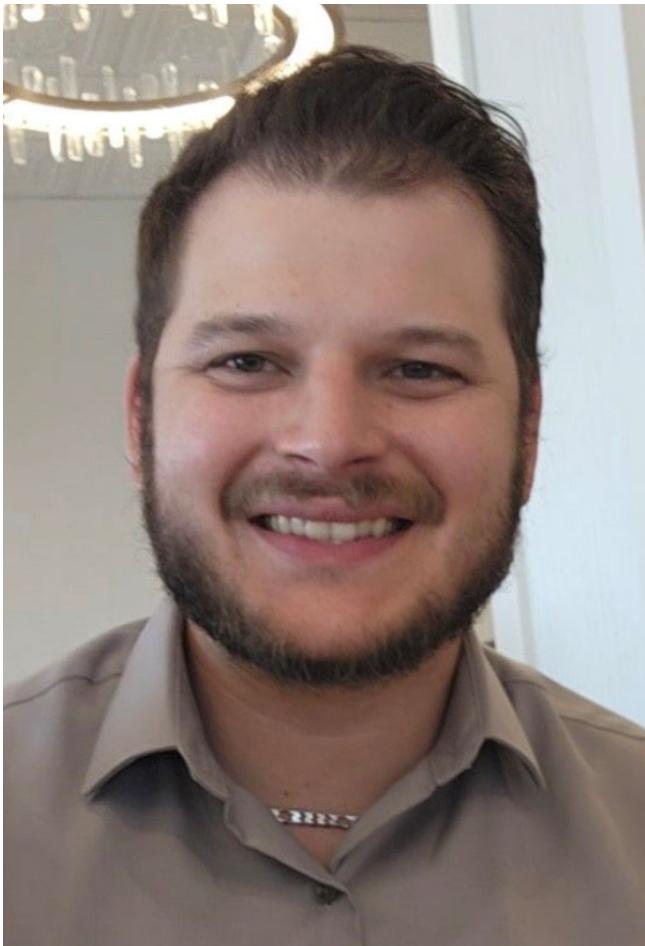
Kelly Olson - TPT Head Women's Volleyball Coach

- 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



- 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)



- 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)



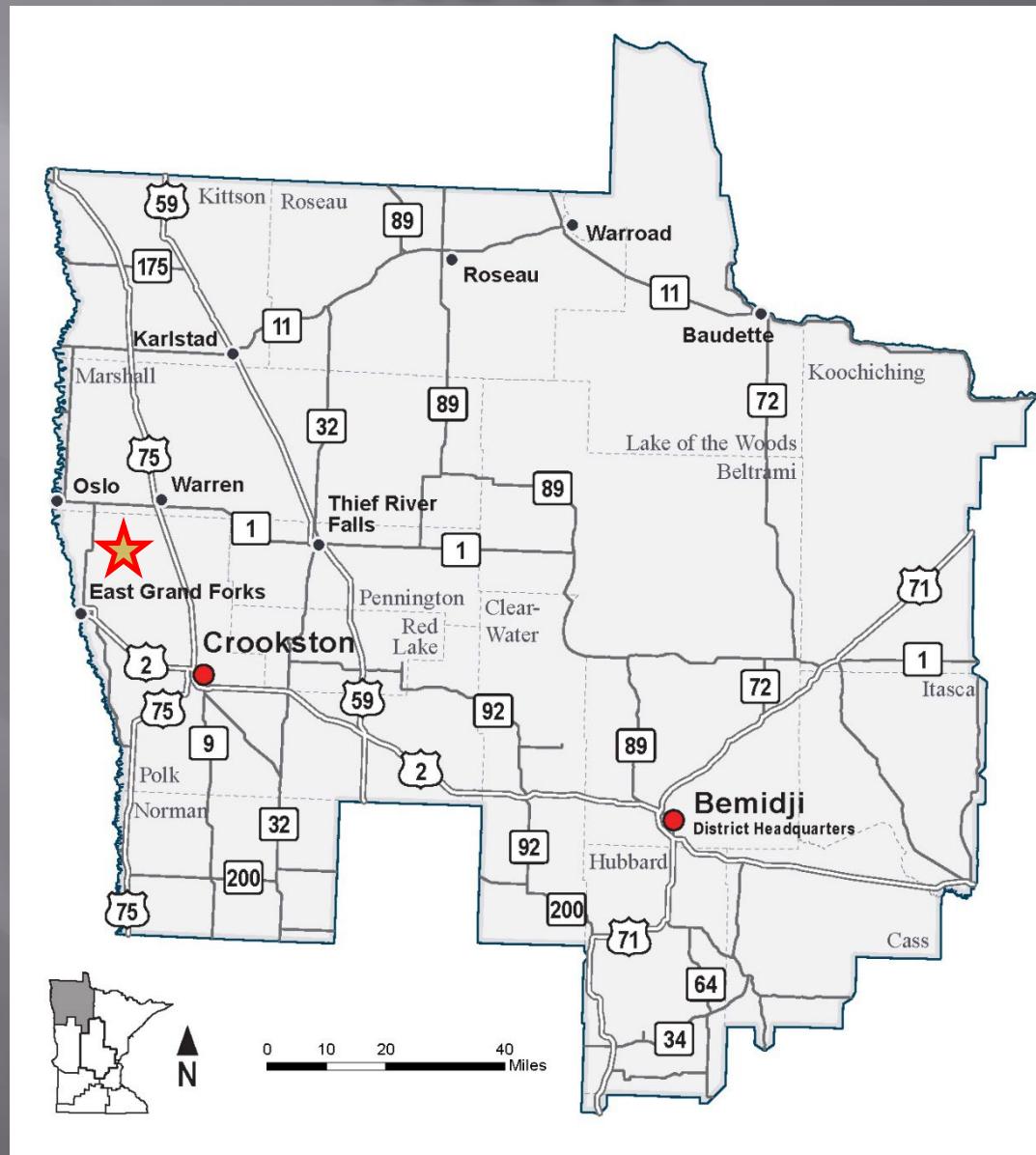
1. Connection to Northland- I'm an alum and, in my previous role as a special education teacher, I assisted my students in their transition to Northland.
2. Why Northland?- I'm passionate about Northland because of our strong program offerings, dedicated faculty and staff, and energetic student body.
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:

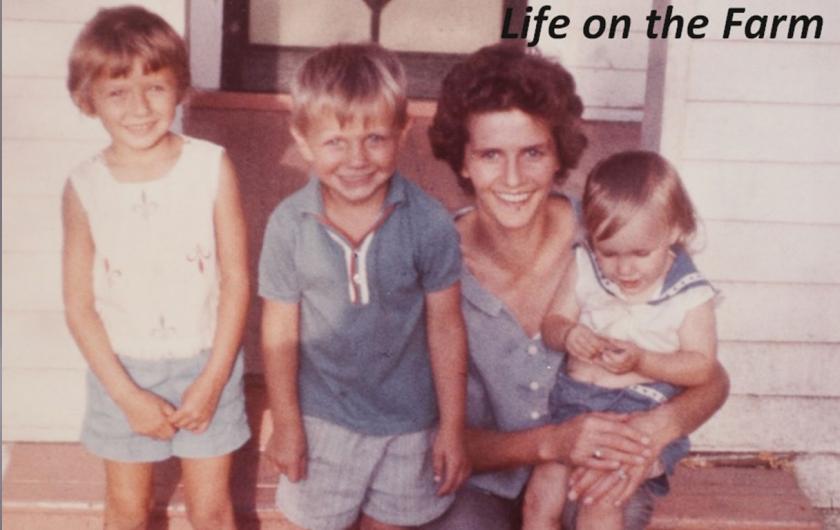
Shari L. Olson, Ph.D.

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

Roots



Kids from a dairy farm -



Life on the Farm

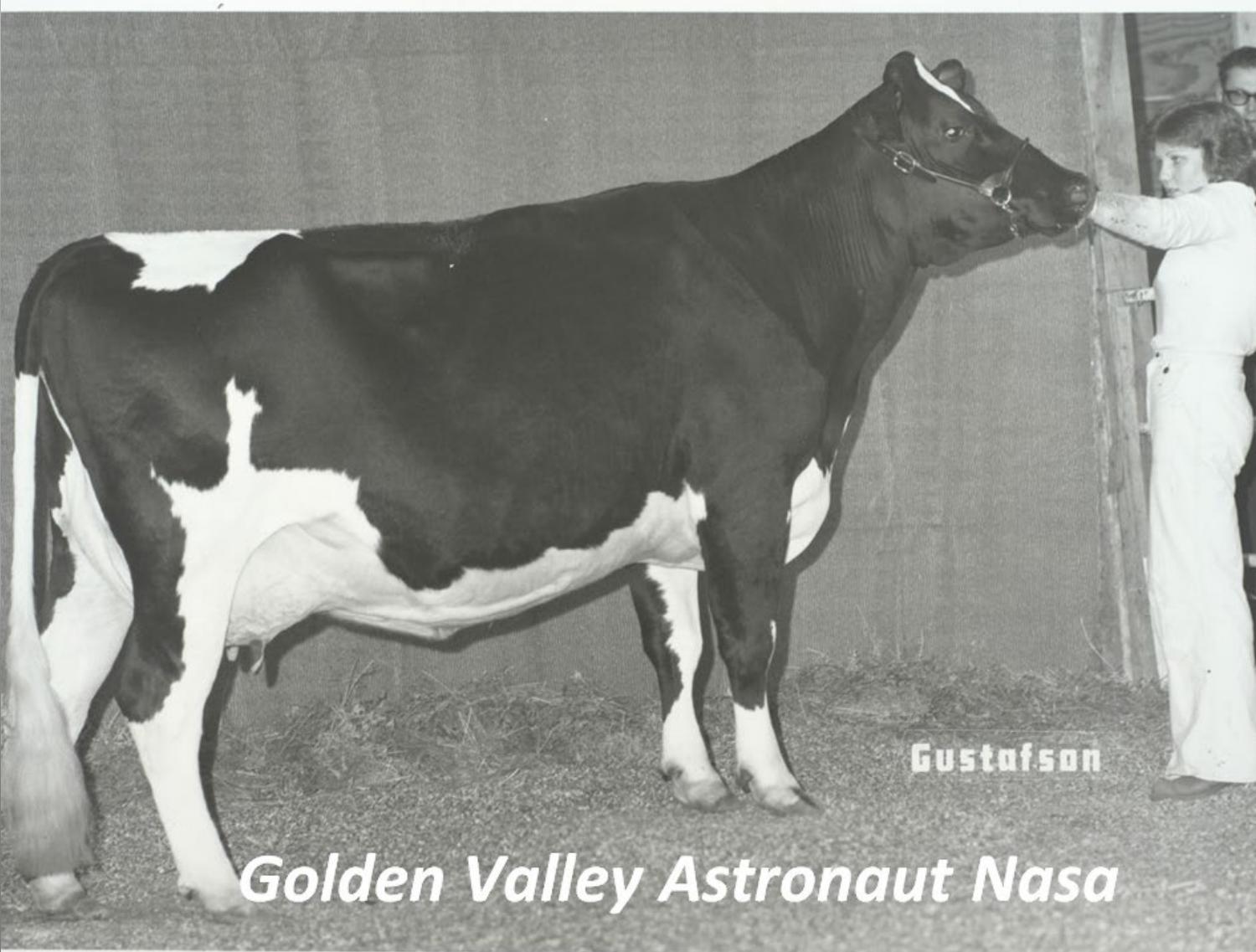


A kid from a dairy farm - Tabor/Alvarado



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

#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 –
- 1st meeting - PROPOSAL TOPIC, BACKGROUND ON NEED IDENTIFIED, LINK TO STRATEGIC PLAN PRIORITIES, WHY IS THIS IMPORTANT, PROJECT TEAM AND SPONSOR
- 2nd 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**

- Dale Parnell
Distinguished Faculty
Award

- Karen Znajda



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.

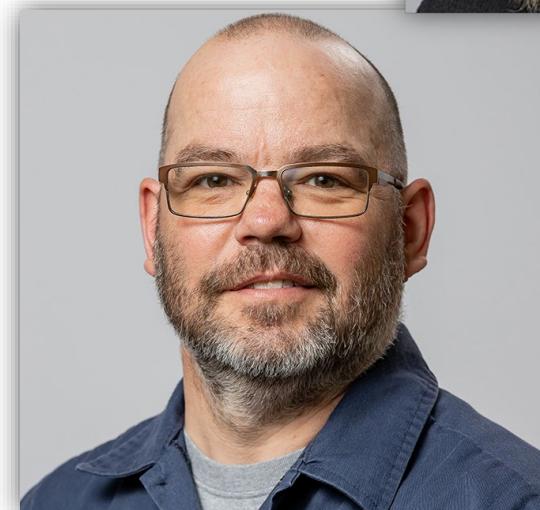
- **Lisa Bottem, Director of Financial Aid**

- **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