



President's Update

April 7, 2021

Dr. Tim Downs, President
Northern State University

Northern continues to be...

A regional, comprehensive liberal arts university.

Update: While the past year has placed a significant emphasis on managing a campus during a pandemic, we have also attended to normal business practices and even taken time to pursue long-term projects and program development initiatives.

Examples include:

- Finalization of a new strategic planning process, implemented Fall 2020.
- Near completion of the Educational Impact Campaign – Northern’s current fundraising capital campaign-to date, over \$60M raised.
- Application submitted, and accepted to become a member of the Council of Public Liberal Arts Colleges (COPLAC), a distinguished group of regional, comprehensive universities recognized for outstanding efforts to engage students to be exceptional critical thinkers, writers and communicators.
- Ongoing efforts to revise and develop academic programs.



Charge and Vision

Northern is committed to:

- Recruiting more students.
- Retaining more students.
- Graduating more students.
- Growing our local, regional and state economy.

Vision

Northern will be regionally recognized as a student-centered, diverse community dedicated to excellence in teaching and learning, creativity and global awareness.



Strategic Action | Campus of Distinction

- Mission
 - Northern State University will provide diverse academic, civic, social and cultural opportunities that prepare students through the liberal arts and professional education for their future endeavors, while also enriching the local and regional community.
- Values
 - Community, Discovery and Integrity
- Pillar teams
 - Learning, Experience, Partnerships, Leadership and Diversity
- Objective: Activity-based planning that is nimble and responsive!



Partnerships are key

Northern partners with stakeholders, including:

- SDSU
 - Accelerated Nursing
 - Articulation agreement for Engineering
- USD
 - Articulation agreement for Social Work
 - MOU partnership for Law School scholarship program
- Huron Community Campus
- SD School for the Blind and Visually Impaired
 - M.S.Ed. in Special Education with specialization in Visual Impairment

Stakeholders contributing to the success of Northern include: State of South Dakota, City of Aberdeen, key corporate investors, alumni, and regional residents and businesses.



Campus Branding

2020: New institutional logo receives notice of allowance



NORTHERN

All branding upgrades, with the exception of video creation, were completed by Northern's in-house Communications and Marketing team.



Fundraising Efforts:

- Foundation Endowment = \$30M
- Scholarships funded FY'20 = \$3,023,067
- Including:
 - \$1,020,125 in WolfPACT Academic Scholarships (2020-21)



Fundraising Efforts:

- New and renovated facilities on campus since 2016-17 have an added value of over \$100M, with only a debt load of \$7M for Wolves Memorial Suites.
- Fundraising efforts since 2017 are unmatched in Northern's history, with total capital gifts exceeding \$110M and additional scholarships over \$5M during the recent capital campaign.
- All of these facilities will be completed by fall of 2021, enhancing the student experience and attracting students to Northern State University, with minimal fiscal impact on the institution.
- Point of Pride: Fundraised \$14.2M for a new SD School for the Blind and Visually Impaired facility.



Recent Campus Building Projects:

- South Dakota School for the Blind and Visually Impaired
- Athletic and Recreation Fields:
 - Women's soccer complex
 - Football practice field
 - Facilities also used for student recreation, intramurals, sports camps and as a physical activities facility for the SDSBVI.
- On-campus Regional Sports Complex:
 - Dacotah Bank Stadium – football
 - Koehler Hall of Fame Field – women's softball



COVID-19 Data

- To date, just over 200 recovered students.
- Offered numerous on-campus mass testing events and continue to offer testing for symptomatic students and asymptomatic students, faculty and staff.
- Everyone across campus has played a part in ensuring we remain on-campus throughout the academic year.
- Current vaccination levels in Brown County exceed 33%.
- We are thankful to our healthcare partners (Avera and Sanford), as well as to the S.D. Dept. of Health and Board of Regents for their continued support of COVID-19 protocols and resources.



COVID-19 Budget Impacts

- Athletics
 - Lack of summer and fall events impacted camp revenues, annual giving and ticket sales.
 - Scholarships were extended, per the NCAA, creating a budget pinch.
 - Spring events are capped at 25% attendance, which decreases our average attendance for basketball by 2,000 fans per game (only a handful of NSIC teams allowed fans).
- Fine Arts events
 - Limited capacity for on-campus events.
 - Price of admission is waived for 2020-21 season.
 - No summer camps.
- Auxiliary budgets: Losses to housing and food services contracts
- Enrollment: loss of 70 international students + 30 (+/-) Freshmen



Enrollment Management: Fall 2021

- Undergraduate applications are currently up 29% from this time last year.
- On-campus visits, which restarted back in June 2020, remain very popular and are trending with previous year numbers – even with limited supply due to COVID-19.
- FAFSA submissions for fall 2021 are currently up 4%.
- We are optimistic for fall 2021 enrollment.
 - HOWL registrations (student orientation) are up and Housing applications are level compared to prior years.
- We expect International enrollment to begin bouncing back to pre-pandemic levels.
- Graduate Studies continues to field steady inquiries and applications for the summer and fall.



Premier Scholarship Fund

- 84% of Northern students receive some form of financial aid:
 - Scholarships
 - Grants
 - Loans
 - Student employment
- For Fall 2020:
 - 76% of degree-seeking undergraduate Northern students who submitted a FAFSA and are South Dakota residents were deemed needs-base (by Federal Financial Aid standards).
- The Freedom / Premier Scholarship, for needs-base students will help keep South Dakota students and graduates in our state, increasing the probability they reside in SD.



Additional Campus Updates

- Held an on-campus Winter Commencement; Spring Commencement on May 8, with guests attending.
- Wolves Memorial Suites was opened up to emergency personnel during the start of the pandemic.
- Northern continues to distribute CARES funding to assure students are retained in these challenging times; the NSU Foundation also developed a funds to support students with financial needs.
- Partnership with Dacotah Bank guarantees a personal interview upon graduation (Banking & Financial Services majors).





Provost Update

April 7, 2021

Higher Learning Commission Year-4 Review



Criterion 1: Mission

Debbi Bumpous, co-chair, Technology Services
Hannah Walters, co-chair, Faculty-Marketing
Layton Cooper, Admissions
Justin Fraase, Enrollment/Communications/Marketing
David Knigge, Finance
Josh Moon, Athletics

Criterion 2: Integrity/Ethical and Responsible Conduct

Kristi Bockorny, co-chair, Faculty-Management
Sara Schmidt, co-chair, Faculty-Accounting
Susan Bostian, HR
Amy Dolan, Faculty-Biology
Marla Fogderud, Faculty-Music
Terri Holmes, Athletics
Becky Pribyl, Financial Aid

NSU HLC Team Leaders:

Erin Fouberg, AVPAA, HLC ALO
Lysbeth Benkert-Rasmussen, Editor
Lynn Klundt, Assurance System
Brenda Mammenga, Director of IR, Evidence

Thank you to Joe Adam and Brian Clement in Technology Services

Criterion 3: Teaching and Learning/Quality, Resources, Support

Kristi Brownfield, co-chair, Faculty-Sociology
Elizabeth Haller, co-chair, Faculty-English
Kane Anderson, Faculty-Theatre
Ronald Brownie, Academic Affairs-OCE
Vicki Evans, Student Success Center-Tutoring
Jon Mitchell, Faculty-Biology
Lara Nelson, Student Success Center-American Indian Circle Program
Doris Stusiak, Student Success Center-Disability Services

Criterion 4: Teaching and Learning/Evaluation and Improvement

Dave Grettler, co-chair, Faculty-History
Britt Lorenz, co-chair, Student Success Center-Career Services
Krista Bau, Student Success Center-TRIO/SSS
Amber Henderson, Faculty-Marketing and Management
Jeff Jay, Faculty-Education
Audrey Miller, Faculty-Music
Andrew Russell, Faculty-Biology

Criterion 5: Resources, Planning, and Institutional Effectiveness

Jodi Casanova, co-chair, Technology Services
Megan Frewaldt, co-chair, Student Affairs-Student Leadership
Ken Boulton, Dean of Fine Arts
Wanita Bullert, HR
Veronica Paulson, Finance
Cheryl Wold, Faculty-Education
Brad Wolfe, Student Affairs-Residence Life



Shared Governance Task Force

- Four faculty members appointed by Faculty Senate (one from each School/College)
 - Arts and Sciences
 - Business
 - Education
 - Fine Arts
- One faculty member appointed by the Provost
- One Dean appointed by the Provost
- Director of HR
- Associate VPAA
- Provost, co-chair
- Faculty co-chair appointed from among the faculty by Faculty Senate



Shared Governance Task Force

Accomplished so far:

- Process on Establishment of the Faculty Policy Manual from COHE Agreement
- Faculty Workload Policy
- Faculty Ombudsperson and Faculty Peer Review
- Faculty Salary Increase Formula Revision

In process:

- Faculty Standards Document

Thank you!

- Kristi Bockorny/Lysbeth Benkert-Rasmussen, co-chair with Provost
- George Nora
- Anna Schwan, scribe
- Christopher Stanichar
- Susan Bostian
- Erin Fouberg
- Doug Ohmer

Two-hour weekly meetings summer 2020, with 90-minute weekly meetings in 2020-21!!!



Academic Space Utilization Analysis Update

- Required by Board of Regents
- Conducted by Provost, Deans in 2020-21
- Used BOR space utilization report data
- Faculty assigned letter grades to each classroom--created “Classroom GPAs”
- This allowed us to identify best/worst classrooms
- Several classrooms taken offline/repurposed
 - Barnett Center 059 A/B
 - JFAC 106
- Other variables
 - New Science Building
 - Reorganization of Mewaldt-Jensen/Technology Center: classrooms “moved” from 3rd to 2nd floor



Mewaldt-Jensen 2nd Floor Academic Spaces

- MJ 201
- MJ 203
- MJ 206
- MJ 207
- MJ 208
- MJ 239
- MJ 241
- MJ 244

Thank you MJ academic space planning team!

- Alyssa Kiesow, Dean CAS
- Kristi Brownfield
- Elizabeth Haller
- Jodie Ramsay
- Jon Schaff
- Stacy Trentham
- Steven Usitalo

Thank you for support from multiple NSU units!

- Monte Mehlhoff, Doug Leidholt, Tom Jones, Robert Van Wagner, Joe Gese, Lenny Tietz, Ron Backman, Mike Dick, Wes Job, Todd Brockel, Jeff Voigt
- Veronica Paulson
- Debbi Bumpous, Keith Griebel, Jeremy Iverson, Mike Haggerty



Student Success Center



- Student Retention
 - Fall 2020: 76% freshman-sophomore retention (five consecutive years over 73%, with a 75% average)
- Enhance ways to support all students
 - Transitioning from Starfish to EAB Navigate student support software
- The following areas have been aligned and will move into a remodeled Student Success Center (first-floor Mewaldt-Jensen/Technology Center)
 - Academic Advising
 - Academic Tutoring
 - American Indian Circle Program
 - Career Services
 - Writing Center
 - Supplemental Instruction
 - Disability Services
 - Student Support Services (TRIO)
 - Upward Bound (TRIO)
 - Testing Center



COPLAC, Council of Public Liberal Arts Colleges

- NSU gained provisional membership in COPLAC in September 2020
- Submitted formal application in October 2020
- Approved for formal review by the COPLAC board at annual meeting in January 2021
- Virtual external review on May 4
- Thank you to the NSU COPLAC committee:
 - Erin Fouberg
 - Eric Pulis
 - Liz Sills
 - Hannah Walters
 - Bill Wieland



COUNCIL OF PUBLIC LIBERAL ARTS COLLEGES

New Academic Programs/Agreements

- M.S. in Accounting Analytics, with accelerated option
- A.S. in Business Administration (Huron Community Campus)
- M.S.Ed. in Instructional Design in E-Learning, with accelerated option
- Accelerated program M.S. Banking and Financial Services
- M.S.Ed. in Special Education with specialization in Visual Impairment
- M.S.Ed. in Special Education has accelerated option (not VI specialization)
- B.S. in Biochemistry
- Native and Indigenous Studies minor
- Articulation Agreement for Engineering partnership with SDSU (2+2)
- Honors Law Opportunity Program with USD Knudson School of Law
- Undergraduate certificates in Germans from Russia Studies and TESOL



New Academic Programs/Agreements Under Development

- M.S.Ed. in Art Education
- M.S. in Strategy and Innovation
- M.S.Ed. STEM Teaching
- Accelerated program M.S. Sport Performance and Leadership
- B.A. Global Language and Culture
- Articulation Agreement for Social Work with USD
- Guaranteed Admission Policy for NSU grads for SDSU Accelerated Nursing



Shared governance decision on faculty salary formula: Proposal from Provost approved by Faculty Senate

Salary adjustment category	BOR ranges	Sub-categories	Previous NSU allocations	New NSU allocations
Market	20-35%		25%	30%
Performance	60-70%		65%=	60%=
		Performance ratings 0-3	Performance ratings 0-3 (50%)	Performance ratings, 0-3 (50%)
		Distinguished Performance Pool 0 to 15%	Distinguished Performance Pool (15%)	Distinguished Performance Pool (10%)
Institutional Priority	5-20%		10%	10%
TOTAL	100%		100%	100%



Faculty Development

- Center for Excellence in Teaching and Learning (CETL). Thanks Ben Harley, Danette Long
- CETL fund created for faculty scholarship of teaching & learning (SOTL) research awards
- HyFlex (Hybrid Flexible) – teaching model adopted by faculty in response to COVID-19. Thanks Ben Harley, Danette Long, Keith Griebel, Jason Henslee
 - Fall 2020: 112 sections
 - Spring 2021: 107 sections
- Fulbright Fellowships for faculty and students
 - Thanks to Steven Usitalo for serving as NSU Fulbright Program Advisor
- Faculty Handbook being updated by end of April
 - Find on the MyNSU portal: Faculty Resources



Strengthening the Academic Experience

- First Year Seminar gaining momentum. Thanks, Liz Sills and FYS committee
- Honors Program moving forward. Thanks, Kristi Bockorny
- Public History and Civic Engagement Center under development
 - Thanks to Jon Schaff, Robert Russell, Alyssa Kiesow, and CAS
- Competitive Research Grant and Northern Edge: undergraduate research funding
 - Thanks to Andrew Russell and the undergraduate research committee
- Team teaching model created, with faculty input
 - Thanks to the team teaching committee: Ben Harley, Amber Henderson, Jon Schaff, Erin Fouberg



FY22 Faculty Travel Funding

- Faculty travel funding restored for FY22
- New \$1,000 University-wide contribution for individual full-time faculty travel
 - Up from \$800
 - Facilitated by Deans, as currently implemented
- Increase in Faculty Development Committee Travel Fund to \$26,000
 - Up from \$22,500



Faculty feedback processes implemented SP21

- Department Chairs
- Associate Deans
- Deans
- Reports go to supervisor
- Summary data go to the department/school faculty



COVID-19 Update

- Fall 2021 “back to normal”
- Thank you to the COVID-19 Academic Planning Task Force:
 - Ken Boulton
 - Elizabeth Haller
 - Peggy Hallstrom
 - Alyssa Kiesow
 - Judy Lapka
 - Danette Long
 - Audrey Miller
 - Jon Mitchell
 - Andria Moon
 - Doug Ohmer
 - Rolf Olson
 - Sara Schmidt
 - Anna Schwan
 - Mike Wanous



Center for Statewide E-learning

- The Center for Statewide E-learning received a \$468,850 grant from Gov. Noem through the Coronavirus Relief Fund
- The grant funds significant infrastructure and technological upgrades for E-learning high school courses
- Due to the pandemic, NSU E-learning experienced unprecedented demand for high school courses which quickly exceeded available capacity in some areas
- E-Learning assisted nearly all school districts in SD to adapt to online learning needs due to COVID.
- As of Jan. 2021: 2,954 total student registrations for E-learning, an increase of nearly 15% year-over-year



An Imperative: Taking care of each other

- It is well documented that the past year during this pandemic has created stress for employees; higher education is no exception.
- Collectively, we have:
 - Redefined how we educate and support our students.
 - Adopted new instructional strategies.
 - Become, by forced choice, “junior epidemiologists”.
 - Been quite resilient!
- For all of these outcomes we are thankful for everyone’s contributions! So, **Thank You!**
- Please be sure to monitor your own wellness, as well as the wellness of our students and colleagues.
- Be sure to ask for help or help others through this last phase of the pandemic.
- Let’s finish this semester and move toward “normal” next fall. Oh, hallelujah!



Summary

- The past several years have resulted in substantial changes and improvements at Northern.
- While the most noticeable differences have been in fundraising and developing new facilities, substantial changes in enrollment management, communications and marketing, retention, student services, new programs and strategic planning have also been an ongoing undertaking.
- Since March of 2020, Northern has planned for and responded to the COVID-19 pandemic; we consistently managed our campus, with the positive outcome of sustaining a healthy campus.
- Final thought: Due to these many systemic changes, along with ongoing changes, Northern is well poised for years of success as a sustainable and desirable institution in this region.





Questions?



Thank you for moving
Northern forward!

Go Wolves!