



Academic Affairs Report
February 16, 2024

Agenda Item #1: Academic Affairs Dashboard

Information

Action

Discussion

Purpose:

The purpose of this information is to provide key statistics related to Academic Affairs.

Background:

N/A

Suggested Action/Motion:

N/A

President's Recommendation:

N/A

Academic Affairs Dashboard

	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	Current Status/ Trends	Notes
Bachelor Degrees Conferred	478	397	398	423	383	399	359	314	297	Not yet available	↓	Source: Registrar
Associate Degrees Conferred	214	174	157	184	122	163	139	145	145	Not yet available	↔	Source: Registrar
Certificates Conferred	22	20	11	2	2	11	18	17	11	Not yet available	↓	Source: Registrar
Bachelor's Degree Graduation Rate: 4 yr/6 yr Cohort:	16%/39% 2006	17%/42% 2007	18%/43% 2008	17%/40% 2009	21%/42% 2010	30%/46% 2011	27%/53% 2012	30%/48% 2013	31%/50% 2014	Not yet available	↑	Source: IPEDS Data Feedback Report - Bachelor's degree graduation rates of full-time, first-time degree/certificate seeking undergraduates within 4 yrs. & 6 yrs.
Cost of Attendance (tuition and fees)	\$10,248	\$10,517	\$11,019	\$11,427	\$11,895	\$12,255	\$12,744	\$13,200	\$13,728	Not yet available	↑	Source: IPEDS Data Feedback Report
Total Cost of Attendance (tuition, fees, books & supplies, room & board)	\$19,968	\$20,860	\$21,865	\$23,721	\$24,477	\$25,535	\$26,266	\$27,656	\$27,694	Not yet available	↑	Source: IPEDS Data Feedback Report
Average Cost of Attendance After Financial Aid	\$9,941	\$11,030	\$12,220	\$11,272	\$12,310	\$13,568	\$13,583	\$14,336	Not yet available	Not yet available	↑	Source: IPEDS Data Feedback Report
Cohort Default Rate (3-yr.)	6.1%	5.2%	6.3%	5.9%	1.3%	0.0%	not yet available	not yet available	not yet available	Not yet available	↓	Source: Dept. of Education
First Year Retention Rate	70.00%	72.00%	67.00%	77.00%	71.00%	73.00%	67.00%	73.00%	69.11%	Not yet available	↓	Source: IPEDS Data Feedback Report Student Affairs
Study Abroad	16	27	41	17	27	1	0	0	9	Not yet available	↑	Source: Study Abroad Office
% Students Living on Campus	42%	45%	44%	44%	47%	48%	45%	47%	43%	Not yet available	↓	Source: Institutional Research/Common Data Set
Honors Degree Students Graduating	6	7	2	3	3	5	2	1	1	Not yet available	↔	Source: Registrar
% Full-time Faculty with Terminal Degree	57%	61%	65%	68%	67%	59%	68%	68%	70%	71%	↑	Source: Provost Office
Student to Faculty Ratio	16:1	15:1	16:1	17:1	16:1	14:1	17:1	16:1	13:1	Not yet available	↓	Source: Institutional Research/Common Data Set
# Instructional Staff (FT/PT)	108/74	109/64	99/59	97/54	93/55	98/56	91/57	93/70	87/46	84/62	↓	Source: Provost Office
Research Expenditures	\$766,524	\$716,397	\$498,824	\$428,783	\$662,407	\$669,364	\$936,301	\$1,754,985	\$2,125,602	Not yet available	↑	Source: LSSU annual financial reports
Higher Learning Commission (HLC)	Good standing	Good standing	Reaffirmed	Good standing	Good standing	Good standing	Good standing	Good standing	Good standing	Good Standing	↔	Four-year comprehensive review in AY 2020-2021. Next reaffirmation of accreditation in 2026-27.



Academic Affairs Report
February 16, 2024

Agenda Item #2: Conferral of Fall 2023 and Winter 2023/2024 Candidates for Degrees

Information

Action

Discussion

Purpose:

The purpose of this action is to confer the appropriate degrees upon the list of candidates for Fall 2023 and Winter 2023/2024 as certified by the Registrar as having completed their graduation requirements.

Background:

The enclosed list of candidates is submitted to the Board of Trustees for the granting of the appropriate degrees. The respective chairs certify these candidates have completed all major departmental requirements and the Registrar certifies these candidates have completed all University requirements. The Registrar's memo and List of Candidates is in Appendix I.

Suggested Action/Motion:

The President recommends to the Board of Trustees the conferral of the appropriate degrees upon the list of candidates for Fall 2023 and Winter 2023/2024 as certified by the Registrar as having completed their graduation requirements.

President's Recommendation:

Approval of the conferral of the appropriate degrees upon the list of candidates for Fall 2023 and Winter 2023/2024.



Academic Affairs Report
February 16, 2024

Agenda Item #3: Approval of Promotion and/or Tenure Recommendations

Information

Action

Discussion

Purpose:

The purpose of this action is to approve promotion and/or tenure for the following faculty members:

- | | |
|---|---|
| 1. Ms. Julie Barbour
Assistant Professor
School of Arts, Letters, and Social Sciences | Recommend promotion to Associate Professor (Tenured in 2016) |
| 2. Dr. Jonathan Doubek
Assistant Professor
School of Natural Resources | Recommend promotion to Associate Professor and awarding of Tenure |
| 3. Mr. Bryan Fuller
Assistant Professor
School of Criminal Justice, Fire Science, and Emergency Services | Recommend promotion to Associate Professor and awarding of Tenure |
| 4. Dr. Hari Kandel
Assistant Professor
School of Chemistry, Environmental, and Geosciences
and the School of Natural Resources | Recommend promotion to Associate Professor and awarding of Tenure |
| 5. Mr. David Leach
Assistant Professor
School of Engineering and Technology | Recommend promotion to Associate Professor and awarding of Tenure |
| 6. Dr. Zakaria Mahmud
Associate Professor
School of Engineering and Technology | Recommend promotion to Professor |
| 7. Dr. Christopher Smith
Associate Professor
School of Computer Science and Mathematics | Recommend promotion to Professor |

Background:

Tenure and Promotion Process

1. The tenure and promotion process is rigorous. The process is prescribed in the contract between the faculty union and LSSU.
2. A faculty member prepares a Tenure and/or Promotion File consisting of a narrative, curriculum vitae, Professional Activities Reports and Summative Evaluation Reports for no more than the past five years, letters of support, and additional information as needed.
3. Next, in the following order, each committee or individual recommends for or against tenure or promotion.
 - School Retention, Promotion, and Tenure Committee composed of tenured faculty in the School.
 - Dean
 - University Committee on Tenure and Promotion (composed of one tenured faculty member, associate rank or higher, elected from each college).
 - Provost
 - President
 - Board of Trustees

Information:

Comments on Faculty Seeking Promotion and/or Tenure

1. Ms. Julie Barbour

- Assistant Professor, School of Arts, Letters, and Social Sciences
- Ms. Julie Brooks Barbour joined Lake Superior State University as an instructor in 2009 and was promoted to the rank of Assistant Professor in 2015. She teaches courses in composition, creative writing, and literature while coordinating and developing the Creative Writing program, and editing the international literary journal *Border Crossing*. In her work on the journal, she works with student interns to choose high-quality pieces for the publication. She is a model of the student-centered approach, supporting and nurturing students to become proficient writers and thinkers.

As well, Professor Barbour is widely published: her writing has appeared in various peer-reviewed literary journals and anthologies, and she is the author of two poetry collections and three poetry chapbooks. Her latest publication, *A Mollusk Without a Shell: Essays on Self-Care for Writers*, a collection of essays co-edited with Dr. Mary Biddinger, is forthcoming from the University of Akron Press in 2024 as part of the Akron Series in Contemporary Poetics.

In summary, Professor Barbour is a highly respected member of LSSU; her work has been, and continues to be, invaluable to our students.

2. Dr. Jonathan Doubek

- Assistant Professor, School of Natural Resources
- Dr. Jon Doubek received his MS degree from the University of Michigan and his PhD from Virginia Technological University. He joined LSSU in 2019.

Dr. Doubek has mentored approximately 30 undergraduate students in scientific research and engaged them in real-world scientific issues. He has supported and challenged his students to present at regional and national conferences, acquire grant and scholarship funding, build their professional networks, and publish their undergraduate theses in peer-reviewed journals. He has served as the advisor for two student organizations.

Dr. Doubek also has contributed greatly to the establishment, growth, and reputation of the Center for Freshwater Research and Education. He has authored or co-authored proposals awarded for over \$4 million, which engage diverse collaborators including state and federal governments, Tribes, and non-governmental organizations. He has published an impressive 13 research papers in peer-reviewed scientific journals, including a co-authored paper in the prestigious scientific journal *Nature*, and multiple papers co-authored with his undergraduate research students. Dr. Doubek is active in the Global Lake Ecological Network and serves as a subject matter editor for the journal *Ecosphere*.

Dr. Doubek is an exceptional faculty member that demonstrates a deep commitment to our students and the institution.

3. Mr. Bryan Fuller

- Assistant Professor, School of Criminal Justice, Fire Science, and Emergency Services
- Since joining LSSU in July 2018, Professor Bryan Fuller has dedicated himself to the success of LSSU's paramedic program, bringing a wealth of experience in paramedicine and instructional pedagogy. Professor Fuller's contributions have been instrumental in maintaining and improving the paramedic program's assurances for its accreditation with the Committee on Accreditation for the EMS education (CoAEMPS).

Throughout his time at LSSU, Professor Fuller has actively contributed to various committees, including the General Education committee, where he serves as the recording secretary, and participation in ad hoc committees. Additionally, he plays a role in university-wide initiatives as a member of the Scholastics Standards committee and the Institutional Review Board committee. Professor Fuller is also a valuable member of the Early Career-Faculty Learning Community.

Beyond his commitments within the university, Professor Fuller extends his service to the community. He is a dedicated member of the EUP Elder Justice League and serves as the Upper Peninsula's representative on the Michigan Society of Emergency Medical Service Instructor/Coordinators. This involvement benefits both LSSU and the paramedic program.

His proactive approach includes seeking additional instructional development and collaborating diligently with EMS providers regionally and statewide. As a result, he has achieved high-quality placements for paramedic students and graduates.

With a commitment to excellence, Professor Fuller consistently strives to do his best and actively seeks opportunities for improvement. His ongoing dedication makes him a valuable asset to LSSU, both today and in the future.

4. Dr. Hari Kandel

- Assistant Professor, School of Chemistry, Environmental, and Geosciences, and the School of Natural Resources
- Dr. Hari Kandel received an MS from Bowling Green State University and a PhD from Florida International University. He joined LSSU in 2018 where his expertise in geosciences and hydrology has helped grow and support programs in multiple disciplines including fisheries and wildlife, environmental science, and geology. During his time at LSSU, he has been a passionate advocate for the Geographic Information Science programs and has helped lead development and revision of an associate's degree and certificate in this area. In response to the pandemic, Dr. Kandel helped start a Faculty Learning Community for online learning and teaching and since this time, he has been a leader in online instruction.

Dr. Kandel also has led and contributed to a significant number of scientific research projects that have supported student opportunities. He was a co-PI on over \$1.0 million in research funds to LSSU, including two National Science Foundation Major Research Instrumentation grants to the College of Science and Environment (CoSE). Dr. Kandel also is an Affiliate Faculty at the Center for Freshwater Research and Education (CFRE), where he has been a co-PI on a successful collaborative research proposal on reservoir impacts on freshwater mussels, and a recent proposal funded for nearly \$1 mil to study early detection of oil in fresh waters. His

scholarship has provided new technology to support student learning, engaged students in research, and exposed students to knowledge and tools in the rapidly growing scientific fields of remote sensing and geographic information systems.

Dr. Kandel also has been active in service outside of LSSU where he has been a NSF panelist, journal reviewer, and he has volunteered his expertise to support community projects on climate change and groundwater contamination. Dr. Kandel has sustained exceptional service to LSSU, the community, and his profession and we are grateful to have Dr. Kandel continuing to support and advance LSSU's mission.

5. Mr. David Leach

- Assistant Professor, School of Engineering and Technology
- Over the nine and a half years he has been teaching in the School of Engineering and Technology, Professor Leach has established himself as a dedicated, supportive and effective instructor. Students appreciate the value Professor Leach adds and incorporates into their learning by drawing from his industry experience to provide practical applications and examples while providing a comfortable, positive learning environment.

Professor Leach shows his commitment to continuous improvement as an instructor through pursuit of major professional development and scholarship opportunities. Since becoming a LSSU faculty member, Professor Leach has earned a Master of Science degree in Mechanical Engineering and a Graduate Certificate in Sustainability from Michigan Technological University (MTU). Since 2019, he has been working on a Ph.D. in Mechanical Engineering from MTU. In addition, Professor Leach recently gave a presentation at the Upper Peninsula Teaching and Learning Conference and taught a three-day training course to Walbro Engine Management engineers.

Professor Leach's valuable service activities extend across campus and into the community. He currently serves as the faculty advisor of two student groups and the coordinator of the Engineering Technology programs and the Cooperative Education program. Professor Leach is a member of the university-wide Financial Aid and Curriculum Committees. His off-campus volunteer activities include serving on the Sault Area Career Center Drafting & Design Advisory Board and the EUP MiSTEM Advisory Committee. Professor Leach is a valuable resource to students and the field.

6. Dr. Zakaria Mahmud

- Associate Professor, School of Engineering and Technology
- Dr. Mahmud is an experienced instructor who has contributed to the success of LSSU students in the School of Engineering and Technology (SET) for the last nine years. Dr. Mahmud uses student feedback and assessment data to continuously adapt his teaching methods to appeal to diverse learning styles and implement improved strategies in the classroom.

Dr. Mahmud is active in major professional development and scholarship opportunities that have resulted in numerous publications and presentations. He has also written several grant proposals that have supported student initiatives. Dr. Mahmud recently secured funding through the DTE E-Challenge 5 grant. As the Principal Investigator of this research project, Dr.

Mahmud has led a team of faculty members and students working on using artificial intelligence to reduce LSSU's natural gas usage.

Dr. Mahmud is active across campus and in the community. He currently serves as the Society of Automotive Engineers Club Advisor, co-advisor of the Engineering House, coordinator of the Mechanical Engineering program and organizer of engineering summer camps. Dr. Mahmud advocates for STEM education in various capacities including judging FIRST Robotics events and participating in aerospace education through the Civil Air Patrol. Dr. Mahmud worked with two LSSU faculty members and the president of the Chippewa County Economic Development Corporation to establish LSSU's Space Mission and Operations Certificate program. We appreciate Dr. Mahmud's service and commitment to LSSU.

7. Dr. Christopher Smith

- Associate Professor, School of Computer Science and Mathematics
- As a veteran instructor with over 27 years of teaching experience, Dr. Smith has been contributing to the success of LSSU students as a faculty member in the School of Computer Science and Mathematics for the last 11 years. Dr. Smith keeps students engaged in the classroom by drawing on his industry experience and research to demonstrate real-world applications and practical examples. Students appreciate that Dr. Smith not only explains concepts clearly but also provides a comfortable place to learn.

Dr. Smith has significant research experience that has resulted in numerous publications of peer-reviewed conference papers and speaking engagements. Recently, a paper he co-authored was published in the prestigious IEEE International Conference on Robotics and Automation. In addition, Dr. Smith has been working on a project through the DTE Challenge Grant to use artificial intelligence to reduce LSSU's natural gas usage. Dr. Smith also played a key role in the establishment of the Space Mission and Operations Certificate program that was launched by LSSU this fall.

Dr. Smith has faithfully served his students, school, university and community in many capacities. He is currently the faculty advisor of LSSU's student chapter of the Association for Computing Machinery (ACM) and the site director for the ACM International Collegiate Programming Contest. Dr. Smith is also serving on the Faculty Association Executive and Sabbatical Committees and as the Career Readiness Coordinator. Dr. Smith is an active and conscientious faculty member, who is an asset to LSSU.

Suggested Action/Motion:

The President recommends approval of tenure and/or promotion to the following faculty members: Ms. Julie Barbour promotion to Associate Professor, Dr. Jonathan Doubek promotion to Associate Professor and Tenure, Mr. Bryan Fuller promotion to Associate Professor and Tenure, Dr. Hari Kandel promotion to Associate Professor and Tenure, Mr. David Leach promotion to Associate Professor and Tenure, Dr. Zakaria Mahmud promotion to Professor, and Dr. Christopher Smith promotion to Professor.

President's Recommendation:

Approval of tenure and/or promotion of the following faculty members: Ms. Julie Barbour promotion to Associate Professor, Dr. Jonathan Doubek promotion to Associate Professor and Tenure, Mr. Bryan Fuller promotion to Associate Professor and Tenure, Dr. Hari Kandel promotion to Associate Professor and Tenure, Mr. David Leach promotion to Associate Professor and Tenure, Dr. Zakaria Mahmud promotion to Professor, and Dr. Christopher Smith promotion to Professor.



Academic Affairs Report
February 16, 2024

Agenda Item #4: Approval of Course and Program Fee Changes

Information

Action

Discussion

Purpose:

The purpose of this action is to approve course and program fee changes for the 2024-2025 academic year.

Background:

1. The recommended course and program fee changes given below are due to (1) the addition of new courses, (2) changes in courses and teaching pedagogy over time, and (3) inflation.
2. In the proposed fee changes that follow, there are 4 categories of changes:
 - a. Proposed decrease or elimination of a course fee due to change in pedagogy.
 - b. A new course, which requires a fee.
 - c. An increase in the cost of supplies due to inflation.
 - d. Historically low fees that do not cover the cost of supplies.
3. These are the proposed changes that would be implemented in Fall 2024.

Proposed Elimination of Course Fees

College of Health and Emergency Responders

Course	Current Fee	Proposed AY 2024-2025	Amount Change	Reason
HLTH 208: Principles of Human Nutrition	\$30	\$0	(\$30)	The pedagogical change in the course, the supplies are no longer needed.
HLTH 310: Pathopharmacology	\$50	\$0	(\$50)	The pedagogical change in the course, the lab supplies are no longer needed.
HLTH 328: Multicultural Approaches to Healthcare	\$10	\$0	(\$10)	The pedagogical change in the course, the supplies are no longer needed.
KINS 105: Program Dev & Leadership	\$15	\$0	(\$15)	The pedagogical change in the course, the supplies are no longer needed.
KINS 230: Ath Injury Illness Prevention	\$15	\$0	(\$15)	The pedagogical change in the course, the supplies are no longer needed.
KINS 262: Exercise Physiology	\$20	\$0	(\$20)	The pedagogical change in the course, the supplies are no longer needed.
KINS 265: Personal Fitness Training	\$20	\$0	(\$20)	The pedagogical change in the course, the supplies are no longer needed.
KINS 270: Sports Management	\$20	\$0	(\$20)	The pedagogical change in the course, the supplies are no longer needed.
KINS 275: Nutrition Sport Exercise Performance	\$20	\$0	(\$20)	The pedagogical change in the course, the supplies are no longer needed.
KINS 358: Research Methods Kinesiology	\$25	\$0	(\$25)	The pedagogical change in the course, the supplies are no longer needed.
KINS 362: Applied Exercise Physiology	\$10	\$0	(\$10)	The pedagogical change in the course, the supplies are no longer needed.
KINS 375: Commercial Recreation	\$20	\$0	(\$20)	The pedagogical change in the course, the supplies are no longer needed.
KINS 401: Internship I	\$15	\$0	(\$15)	The pedagogical change in the course, the supplies are no longer needed.
KINS 402: Internship II	\$10	\$0	(\$10)	The pedagogical change in the course, the supplies are no longer needed.

Course	Current Fee	Proposed AY 2024-2025	Amount Change	Reason
KINS 444: Exercise Prescription	\$40	\$0	(\$40)	The pedagogical change in the course, the supplies are no longer needed.
KINS 481: Prof Development Seminar	\$10	\$0	(\$10)	The pedagogical change in the course, the supplies are no longer needed.
KINS 482: Admin of Recreation Services	\$20	\$0	(\$20)	The pedagogical change in the course, the supplies are no longer needed.
RECA 150: Individual Physical Fitness	\$10	\$0	(\$10)	The pedagogical change in the course, the supplies are no longer needed.
College of Business, Engineering, Computer Science, and Mathematics				
ACTG 334: Accounting Information Systems	\$12	\$0	(\$12)	The course is now offered online and the lab-use fee is no longer needed.
College of Great Lakes Ecology and Education				
RECS 367: National Park/Monument/Culture	\$10	\$0	(\$10)	Pedagogical change - no longer needs supplies.
RECS 390: Rec Leader Apprenticeship	\$10	\$0	(\$10)	Pedagogical change - no longer needs supplies.
RECS 437 Rec Studies Senior Seminar	\$20	\$0	(\$20)	Pedagogical change - no longer needs supplies.
RECS295: Practicum	\$10	\$0	(\$10)	Pedagogical change - no longer needs supplies.

Proposed Decrease in Course Fees

College of Health and Emergency Responders

Course	Current Fee	Proposed AY 2024-2025	Amount Change	Reason
KINS 101: Foundations in Kinesiology	\$25	\$10	(\$15)	The pedagogical change in the course, there are less lab supplies needed.
KINS 268: Fitness Eval I: Func Assessment	\$50	\$10	(\$40)	The pedagogical change in the course, there are less lab supplies needed.
KINS 332: Health Promotions	\$25	\$15	(\$10)	The pedagogical change in the course, there are less lab supplies needed.
KINS 442: Electrocardiography Kinesiology	\$25	\$20	(\$5)	The pedagogical change in the course, there are less lab supplies needed.
KINS 496: Selected Research Topics	\$30	\$20	(\$10)	The pedagogical change in the course, there are less lab supplies needed.
NURS 212: Health Appraisal	\$200	\$75	(\$125)	The pedagogical change in the course, there are less lab supplies needed.
NURS 213: Fundamentals of Nursing	\$225	\$175	(\$50)	The pedagogical change in the course, there are less lab supplies needed.
NURS 325: Nursing Childbearing Families	\$214	\$150	(\$64)	The pedagogical change in the course, there are less lab supplies needed.
NURS 326: Nursing of Children & Families	\$165	\$100	(\$65)	The pedagogical change in the course, there are less lab supplies needed.
NURS 327: Adult Nursing I	\$274	\$200	(\$74)	The pedagogical change in the course, there are less lab supplies needed.
NURS 433: Community Mental Health Nursing	\$100	\$70	(\$30)	The pedagogical change in the course, there are less lab supplies needed.
NURS 436: Contemporary Issues in Nursing	\$150	\$65	(\$85)	The pedagogical change in the course, there are less lab supplies needed.
RECA 190: Aquatic Fitness	\$15	\$10	(\$5)	The pedagogical change in the course, there are less lab supplies needed.

College of Business, Engineering, Computer Science, and Mathematics

Course	Current Fee	Proposed AY 2024-2025	Amount Change	Reason
EGEE 425: Digital Signal Processing	\$60	\$45	(\$15)	The hardware used has changed and decreased the costs.
EGRS 325: Industrial Control Systems	\$106	\$105	(\$1)	Decrease in the cost of supplies needed to be in alignment with the other EGRS courses.

Proposed Increase in Course Fees

College of Health and Emergency Responders

Course	Current Fee	Proposed AY 2024-2025	Amount Change	Reason
CJUS 306: Information Systems Security	\$0	\$75	\$75	First time offering of this course and there is not a listed fee. Required for software and technology needs.
CJUS 313: Crisis Intervention Deviant Behavior	\$0	\$35	\$35	Cost of Mental Health simulation training.
CJUS 323: Cybersecurity Law and Compliance	\$0	\$75	\$75	First time offering of this course and there is not a listed fee. Required for software and technology needs.
CJUS 330: Correctional Casework	\$0	\$10	\$10	Cost of field trip transportation.
CJUS 333: Cybercrime and Information Warfare	\$0	\$75	\$75	First time offering of this course and there is not a listed fee. Required for software and technology needs.
CJUS 343: Digital Forensics	\$0	\$75	\$75	First time offering of this course and there is not a listed fee. Required for software and technology needs.
CJUS 345: Stats & Design/Public Safety	\$0	\$40	\$40	Cover cost of SPSS student subscription.
CJUS 355: Juvenile Justice	\$0	\$10	\$10	Cost of field trip transportation.
CJUS 402: Criminal Justice Internship	\$0	\$75	\$75	Cover cost of student background checks.
CJUS 413: Policy Development in Information Assurance	\$0	\$75	\$75	First time offering of this course and there is not a listed fee. Required for software and technology needs.
KINS 234: Preventative Taping Techniques	\$100	\$150	\$50	Increased cost of supplies.
KINS 440: Exercise Physiology Seminar	\$10	\$20	\$10	Increase in poster printing costs.
RNRP 501: Rural Nurse Residency I	\$0	\$2,000	\$2,000	This fee covers ALL books, software, virtual reality tools, certifications, etc. that are used throughout the RNRP 501, RNRP 502, RNRP 503 sequence.

College of Arts and Sciences				
Course	Current Fee	Proposed AY 2024-2025	Amount Change	Reason
BIOL 302: Invertebrate Zoology	\$30	\$60	\$30	Increase cost of preserved specimens since course fee was established.
BIOL 421: Advanced Cell & Molecular Biology	\$35	\$50	\$15	Increase in costs of chemical reagents and kits.
CHEM 236: Chemistry of Soil	\$0	\$75	\$75	First time offering of this course and there is not a listed fee. Required for supplies/reagents and instrument maintenance.
CHEM 446: Forensic Science II, Drugs and Explosives	\$0	\$75	\$75	First time offering of this course and there is not a listed fee. Required for supplies/reagents and instrument maintenance.
CCHM 420: Cannabis Extractions and Purifications	\$0	\$150	\$150	First time offering of this course and there is not a listed fee. Required for supplies/reagents and instrument maintenance.
College of Great Lakes Ecology and Education				
NRES 287: Conservation Biology	\$0	\$50	\$50	Added a field trip focusing on conservation in zoos.
NRES 475: Aquatic Entomology	\$100	\$125	\$25	Increased costs due to the national certification exam.
NRES 495: Senior Project	\$0	\$20	\$20	Cost increase to cover increased cost of supplies for senior research projects.
NRES 499: Senior Seminar	\$0	\$20	\$20	Cost increase to support increased costs for senior symposia.
College of Business, Engineering, Computer Science, and Mathematics				
BUSN 466: Business Policy	\$28	\$45	\$17	The cost of the capstone exam has increased.
CBUS 466: Cannabis Business Policy	\$28	\$45	\$17	The cost of the capstone exam has increased.
ACTG 232: Intermediate Accounting I	\$0	\$40	\$40	Cost of the manual simulation has increased.

Course	Current Fee	Proposed AY 2024-2025	Amount Change	Reason
ACTG 334: Accounting Information Systems	\$12	\$50	\$38	Increased cost for QuickBooks training program.
MGMT 280: Intro Management Info Systems	\$12	\$50	\$38	Cost of the Excel training program has increased.
EGEE 310: Network Analysis	\$40	\$60	\$20	The cost for components for the final project and Matlab have increased.
EGME 442: Finite Element Analysis	\$40	\$80	\$40	There is a new software requirement to be in alignment with the other EGME courses.
EGRS 235: Industry 4.0	\$98	\$100	\$2	Alignment of course fee with other courses using similar supplies.
EGRS 305: Robot Safe/Collaborative Robotics	\$54	\$55	\$1	Alignment of course fee with other courses using similar supplies.
EGRS 460: Control Systems	\$70	\$80	\$10	Increase in hardware and software costs.
SPAC 310: Introduction to Space Systems	\$0	\$75	\$75	First time offering of this course and there is not a listed fee. Required for supplies and travel.
SPAC 410: Space Operations Fundamentals	\$0	\$75	\$75	First time offering of this course and there is not a listed fee. Required for supplies and travel.

Proposed Increase in Program Fees

Course	Current Fee	Proposed AY 2024-2025	Amount Change	Reason
Fire Science & Emergency Management programs	\$0	\$40	\$40	The Fire Science program utilizes specialized equipment, facilities, and personnel. In addition, there are operational, and maintenance costs where Program Fees would be applied to defray the higher costs of instruction and support. The per credit fees listed below will be assessed to any student enrolled in a course with the following prefixes: FIRE, EMGT.

Suggested Action/Motion:

The President recommends the approval of the presented course and program fee changes for the 2024-2025 academic year.

President's Recommendation:

Approval of the presented course and program fee changes for the 2024-2025 academic year.



Academic Affairs Report
February 16, 2024

Agenda Item #5: Approval of Honorary Doctorate

Information

Action

Discussion

Purpose:

The purpose of this action is to recommend Claude “Bud” Denker III for conferral of an honorary doctorate, Doctor of Business Administration degree.

Background:

Upon nomination, the Board of Trustees may confer an honorary doctoral degree in recognition of distinguished accomplishments or service.

Mr. Bud Denker III graduated from Lake Superior State College with a Bachelor of Science in Business Administration in 1980. Mr. Denker is the President of Penske Corporation, a global transportation company. He also serves in other roles within Penske Corporation including Executive Vice President for Team Penske and Executive Vice President of Human Resources for Penske Automotive Group. He serves as Chairman of the Chevrolet Detroit Grand Prix presented by Lear.

Mr. Denker will be the 2024 Commencement Speaker.

Suggested Action/Motion:

The President recommends the approval of recommendation for an honorary doctorate degree to Claude “Bud” Denker III.

President’s Recommendation:

Approval of the presented recommendation for an honorary doctorate degree to Claude “Bud” Denker III.



Academic Affairs Report **February 16, 2024**

Agenda Item #6: Academic Affairs Update

Information

Action

Discussion

Purpose:

The purpose of this information is to provide an update on progress in the area of Academic Affairs.

Background:

Highlights from the Academic Affairs Update

1. Woodland Sky Native American Dance Company was on campus for a residency from January 31 – February 2. The dance company consists of Native American dancers from the Ojibwe, Sioux, Potawatomi, and Apache tribes. The dance company was accompanied by some of our local Native American drummers from Bay Mills and Sault tribes. Students attended lectures on regalia, dance fitness sessions, and Native American craft activities during the week. Woodland Sky performed for over 600 JKL Bahweting Anishnabe students during a matinee performance. The residency culminated with a storytelling and dance performance on Friday evening for the campus and surrounding community titled “Lake of the Torches”. We had over 300 people attend with an overwhelming turnout from the local tribes. Dr. Gillette hosted our prestigious guests in the VIP section including Duane Bedell, President at Bay Mills Community College and his wife; and Whitney Gravelle, President of Bay Mills Indian Community, members of the Bay Mills Indian Community executive council, and their family members.
2. Eight student members of the Fisheries and Wildlife Club, mentored by Dr. Jonathan Doubek, attended the Midwest Fisheries and Wildlife Conference in January in South Dakota. Three LSSU students were finalist for the Fenske Memorial Award: Lauren Schagel, Abbi Schrader, and Taylor Gross—only 25 are selected from across the Midwest.
3. Second year students in the Career and Technical Education program (hosted at CFRE) wrote and submitted a grant to the Michigan Department of Environment, Great Lakes, and Energy. The high school students were encouraged to apply by the state biologists after their class detected very high chloride levels in local waters. If they are awarded funding, students in next year’s class will lead a chloride monitoring project on Ashmun Creek, a local stream that runs through Sault Sainte Marie, Michigan and has a known chloride issue.

4. Dr. Chloe Kannan, School of Education, is co-leading the Indigenous Education Youth Collective, a community-driven RPP (research-practice partnership) alongside Native youth and community members to help local Native American middle school and high school students find their cultural roles and post-secondary pathways. This project was featured on the front cover of the Michigan Education Magazine at the University of Michigan. This effort is a collaboration with Dr. Jeremy Wright-Kim (University of Michigan) and Jennifer Dale-Burton (Sault Tribe).
5. Bachelor of Science in Nursing (BSN) graduates have achieved a 100% NCLEX-RN pass rate for 2023. This pass rate is above the Michigan average (88%), and the National average (88%). The NCLEX-RN, which stands for the National Council Licensure Examination [for] Registered Nurses (RN), is a computer adaptive test. Nursing graduates must successfully pass the exam to be licensed as a Registered Nurse in the US and Canada. This significant achievement has not occurred in over a decade, and is the result of the great work from our Nursing faculty, staff, adjuncts, and students.
6. On January 12, 2024, LSSU proudly received HLC's recommendation from the IAC Council to approve the MBA program.

Suggested Action/Motion:

None

President's Recommendation:

N/A

**Special Initiatives,
Colleges,
Library and Academic Services,
Accreditation and Assessment,
and the Office of Sponsored Programs**

Update on Special Initiatives

Master's in Business Administration

- On January 12, 2024, LSSU was notified that the Higher Learning Commission had approved our online MBA program to begin in August.
- On January 17, 2024, the MBA webpage and application form went live. The MBA landing page has had 1,807 views from 747 users. In total, all LSSU MBA pages have had 4,111 views from 807 users.
- On January 18, 2024, LSSU issued a press release and social media announcements about the program. The press release was picked up by Soo Today, the Sault Evening News, Sooleader, and BestColleges.com. The social media reach is currently 12,043 on Facebook, 2,815 on Instagram, and 233 on X.
- Marketing has purchased annual subscriptions for SooToday (Ontario) and Sooleader (Michigan) that will give us the ability to advertise the MBA and other LSSU initiatives.
- An intern in the Lukenda School of Business has been instrumental in developing collateral and promotional items for the MBA program including an informational brochure, promotional cards for handouts, social media ads, and e-communications for businesses and non-profit organizations.
- The Lukenda School of Business is planning a Business Social on Tuesday, February 20, from 5:00 to 7:00 pm in Considine Hall to bring businesses and organizations from both sides of the border to LSSU and discuss the benefits of an online MBA program in relation to workforce development.
- As of February 7, 2024, we have had 279 unique views for the MBA program application, 2 people have fully applied to the program, and 12 have applications in progress. Four of those individuals are from outside the US.
- With the assistance of LSSU Marketing, Dr. Ralf Wilhelms, the faculty director of the MBA program has written a letter to alumni that informs them about the program and asks for their assistance getting the word out. This letter was distributed via the Alumni Office.

Prison Education Program

- On April 28, 2023, LSSU was notified that the Higher Learning Commission had approved additional locations at the Chippewa Correctional Facility and the Kinross Correctional Facility.
- The Provost Office has created an executive summary about our Prison Education Program that can be shared with state senators and representatives to encourage their support of Michigan HB 5175, 5176, and 5177. These house bills will remove automatic ineligibility for State financial aid programs for incarcerated persons. This aid will help fill the gap between our tuition rates and federal Pell financial aid.

- Coordination of the Prison Education Programs is now under the leadership of Marc Boucher, Director of Library and Academic Services. Mr. Boucher and his team will work with the deans to ensure students at the Kincheloe locations have the support needed to be successful.
- The Prison Education Committee continues to meet to discuss financial aid, academic services, career services, registration, and information technology needs.
- On February 7, 2024, Interim Provost Muller, Dean Berchem, Interim Dean McCready, and Mr. Boucher met with Kyle Kaminski, the Michigan Department of Corrections Administrative Liaison to answer some questions about LSSU's application. LSSU received a draft MOU from the MDOC for the prison program on February 8, 2024 for review.

College of Business, Engineering, Computer Science, and Mathematics

Outreach

1. The 2024 FIRST Robotics Competition season officially begins on January 6 with over 130 Kickoff events across the United States and all over the world. In a live broadcast, FIRST reveals the game and its specifications. Approximately 54 high school students from five EUP teams participated in a LSSU FIRST kickoff event held in the Cisler Center. LSSU's School of Engineering Technology hosted a workshop regarding strategic design, which entailed how to design and implement a competitive robot from strategy, design, match planning and scouting. At the conclusion of the event, each team was able to pick-up a kit of parts from FIRST to help start their robot design. This year, LSSU is pleased to be hosting a FIRST in Michigan District Event March 14-16, 2024.

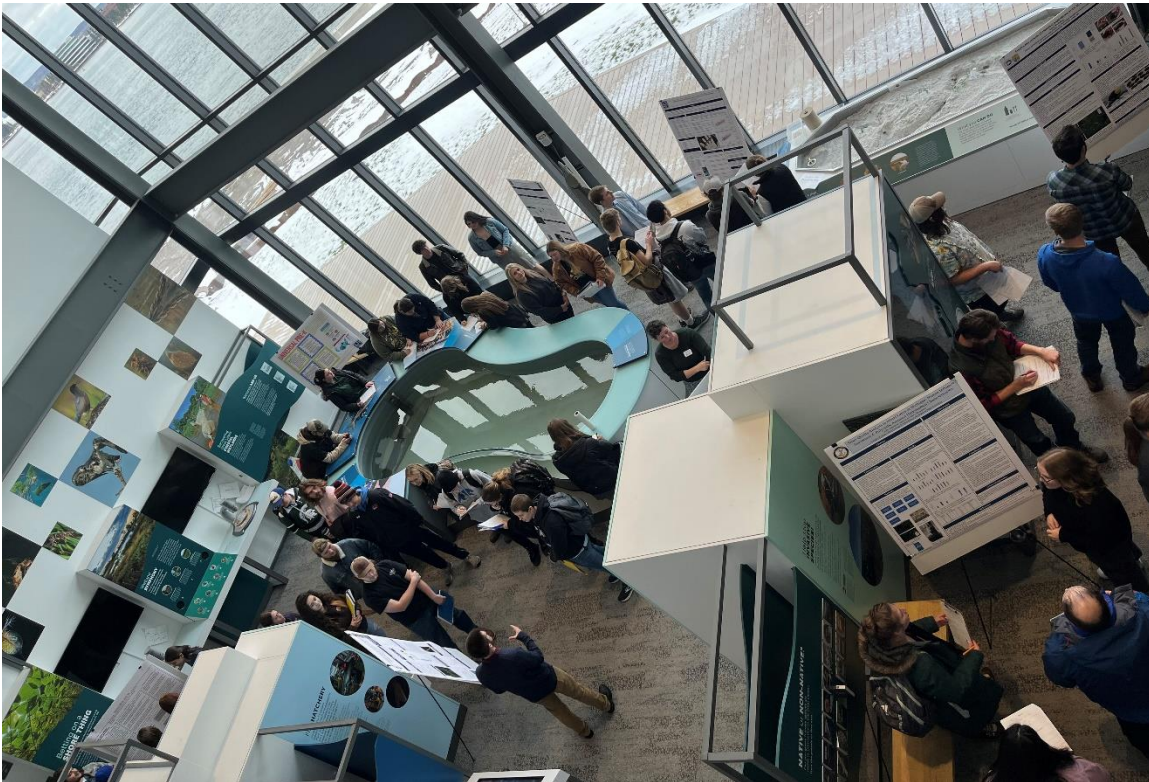
Student Events

1. The engineering and technology "Introduction to Engineering " class has a capstone activity - The LEGO design project. Each team designs, builds, programs, and tests their mobile robot for it to navigate a course and carry out specified missions. The teams work on this project for five weeks with several milestones such as an initial design, a design review, and the final competition during finals week. For this end event, we bring in Seamore, take team photos, have music, and provide snacks to have a celebration atmosphere for the students. This year's EGNR101 design competition was held on December 14. As always, it was a great event for the students to end their first semester here at LSSU.

**College of Great Lakes Ecology and Education
Richard and Theresa Barch Center for Freshwater Research and Education (CFRE)**

Student Accomplishments

1. Two inaugural College of Great Lakes Ecology and Education symposia were held at the Barch building in late November and early December. At the Poster Symposium, seniors from the School of Natural Resources presented results of their senior thesis projects, and 27 freshman from the School of Education presented recommendations for K-12 education reforms that resulted from their TEAC101 projects. At the Oral Presentation Symposium, seniors from the School of Natural Resources presented results of their senior thesis projects, and seniors from School of Education presented results of their EDUC480 action research projects. Both events were open to the public and allowed students to share research results with their peers, faculty, collaborators, and interested members of the public (photo below of College of Great Lakes Ecology and Education Poster Symposium).

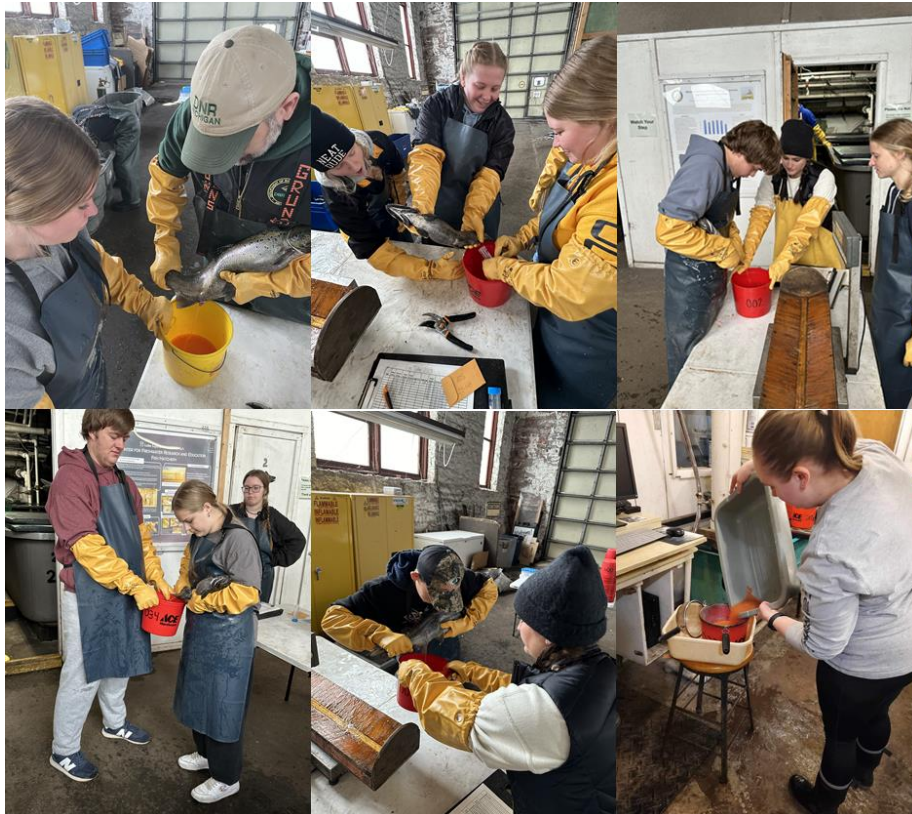


Over 180 visitors attended the inaugural College of Great Lakes Ecology and Education Poster Symposium held at the Richard and Theresa Barch Center for Freshwater Research and Education this winter.

2. Eight student members of the Fisheries and Wildlife Club, mentored by Dr. Jonathan Doubek, attended the Midwest Fisheries and Wildlife Conference in January in South Dakota. Three LSSU students were finalists for the Fenske Memorial Award: Lauren Schagel, Abbi Schrader, and Taylor Gross—only 25 are selected from across the Midwest.

Outreach, Service, and Operations

1. Thirty-six LSSU undergrads and Career and Technical Education (CTE) students volunteered at the CFRE Fish Hatchery and worked with Michigan Department of Natural Resources (MI DNR) personnel to collect and fertilize approximately 654,000 eggs from 180 pairs of Atlantic salmon. The CFRE Fish Hatchery retained 44,000 eggs, and the remainder were transferred to MI DNR hatcheries. Our eggs started to hatch on Dec 30, and they will be reared by six student employees and four volunteers during the spring semester (see photos below).



Over three dozen students participated in the fall Atlantic Salmon egg take including working with the Michigan DNR to collect over 600,000 eggs which will support statewide stocking.

2. Beth Christiansen and Kirsten Hindy collaborated with the School of Education (Dr. Anthony Vandarakis and Dr. Chloe Kannan) and the School of Natural Resources (Katelynn Coon) to share ideas for nature- and place-based education experiences with students in TEAC 250, TEAC450, and RECS262.
3. Sydney Briney (Secondary Education major) joined the CTE class at CFRE for her fall semester lab placement. Sydney was an incredible asset to the class and had the opportunity to observe fieldwork, in-class activities, and guest speakers. It is another great example of the School of Education and CFRE collaborations.
4. College of Great Lakes Ecology and Education is developing a partnership with Delta Waterfowl to bring a hunting opportunity to Fisheries and Wildlife students in the fall. Delta Waterfowl will fund a shooting workshop, duck hunt, and cleaning and cooking game lesson for students in the program that have not had significant exposure to hunting in the past. This collaboration is an effort to ensure students managing wildlife resources understand all stakeholder groups involved.

5. Beth Christiansen (CFRE and School of Education) are implementing Next Generation Science Exemplar Program (NGSX) training into the School of Education integrated math/science courses. College of Great Lakes Ecology and Education is collaborating with national NGSX leadership to implement this program in an undergraduate course format, which is a novel opportunity, as it is normally provided to current teachers. Braeden Graham (freshman, Teacher Education) will be conducting research with the NGSX program to document the successes and challenges of the process.
6. The School of Education is supporting 20 Talent Together students—students from across the state that are currently working in k-12 school systems but do not have teacher certification. The School of Education faculty have shifted their course offerings to provide accessible options and to support more non-traditional students, such as Talent Together, in degree completion.
7. The School of Education has moved to allowing student teachers to be able to fill crucial teaching roles in their hometowns, which is unique to programs in the state. This model is more responsive to the teaching shortage across the state and recognizing student financial constraints that can be better supported if they are able to student teach and live at home.
8. Both the School of Education and the School of Natural Resources hosted all-day retreats at the end of fall semester to focus on program review and revision to align programs with market needs and ensure sustainability of course offerings. The School of Natural Resources is revising the Natural Resource Technology Associates so that it aligns with all Bachelor of Sciences programs in the School of Natural Resources, enhancing student opportunities and easing transfer options. Additionally, Parks and Recreation Management Bachelor of Science is being revised to expand offerings to students and a draft Masters of Science program in the School of Natural Resources is underway. Revisions are expected to be completed in March.
9. Dr. Jennifer Fager joined us at the start of 2024 as the new associate dean for the College of Great Lakes Ecology and Education. Dr. Fager's expertise is in teacher education and she has served in administrative roles at many institutions including Central Michigan University. Dr. Fager brings tremendous expertise in assessment and accreditation and will play a role in strengthening the teacher education program. We are excited to have her leadership in College of Great Lakes Ecology and Education.
10. Dr. Jill Witt is the newest member of the School of Natural Resources, joining as an Associate Professor for the spring semester. Dr. Witt brings extensive teaching and student mentoring experience, along with her research expertise that cuts across forest ecology and wildlife conservation. Additionally, she served as a Senior Wildlife Biologist for the Little River Band of Ottawa Indians. Dr. Witt's experiences and values are an excellent fit for our student body and college culture.
11. Mr. Simon Freeman (Fisheries and Wildlife major, class of 2022), formerly a Research Technician at CFRE, began working in his new role as our Special Projects and Development Coordinator on December 20. Simon's science background, dedication to CFRE's mission, and ability to connect with others on Great Lakes issues will help him excel in this new role.
12. CFRE hosted four events in November and December including a US Coast Guard conference, MiSTEM event, and the St. Marys River Fishery Task Group, which is an international scientific group. Collectively these events brought approximately 100 individuals to CFRE.

13. CFRE staff provided three programs to regional high schools, including two classes (16 students, 2 teachers) from Mancelona High and one class (10 students, 2 teachers) from Rudyard 9th grade. Students participated in hatchery activities and Barch building tours and learned about research opportunities at LSSU.

Recruitment

1. College of Great Lakes Ecology and Education renegotiated a rate with Talent Together, the state teacher education initiative that now pays full tuition (compared to a previous 50% discount), which will help support new infrastructure to make courses more accessible to non-traditional students.
2. In an effort to strengthen relationships with our k-12 schools, Dr. Moerke has attended monthly Superintendent's meetings and Professor Davis and Dr. Vandarakis have been attending monthly Principal's meetings.
3. CFRE provided 19 prospective student tours and hosted over 300 visitors to the Discovery Center over the past 2.5 months.

Grants, Gifts, Awards, and Projects

1. The School of Education received a King Chavez Parks grant to build a stronger pipeline for Native American students to pursue degrees in teacher education. The program will start this spring and will be a part of the new placed-based education focus in College of Great Lakes Ecology and Education.
2. CFRE hosted a campus event on beadmaking, led by Brynn Janetta (sophomore, Fisheries and Wildlife students) and students from the Shingabowassin Anishinaabe Student Organization. Over 15 students participated on a snowy evening before the fall break.
3. CFRE's new storage building broke ground in mid-October and is now framed in. To support growth at CFRE, the north side will be converted into a heated workshop and storage area (1st floor) and office space (2nd floor) and the entire project is paid for with grant and donor funds. LSSU Physical Plant staff have been an extremely helpful resource to ensure the facility is built within budget.
4. Second year students in the Career and Technical Education program (hosted at CFRE) wrote and submitted a grant to the Michigan Department of Environment, Great Lakes, and Energy. The high school students were encouraged to apply by the state biologists after their class detected very high chloride levels in local waters. If they are awarded funding, students in next year's class will lead a chloride monitoring project on Ashmun Creek, a local stream that runs through Sault Sainte Marie, Michigan and has a known chloride issue.
5. CFRE's NOAA B-WET grant provided funds for ten 9th grade students from Rudyard Area Schools to participate in a freshwater data science activity led by CFRE staff Kirsten Hindy and Drew Heckman. Students evaluated data from local streams to investigate concerns in their watershed, performed hands-on activities, and explored the Great Lakes Discovery Center. Staff from the Michigan DNR Fisheries Division later visited their class to share about local management concerns and make further connections with their data.

6. CFRE is grant-funded as one of five institutions to provide teacher training on the Michigan Environmental Education Curriculum. Beth Christiansen and Kirsten Hindy collaborated with Thunder Bay National Marine Sanctuary and the School of Education to train 125 individuals total (educators and students) in the new curriculum.
7. CFRE currently has over 12 active grant-funded projects supporting research and education. The grants total over \$3.5 million and provide funding to support student research assistants, staff positions, and equipment acquisition.
8. Dr. Ashley Moerke and Shawnee McMillian received \$54,000 in funding to support a US Army Corps-led research project on water quality patterns in the St. Marys River and *Didymosphenia geminata*.

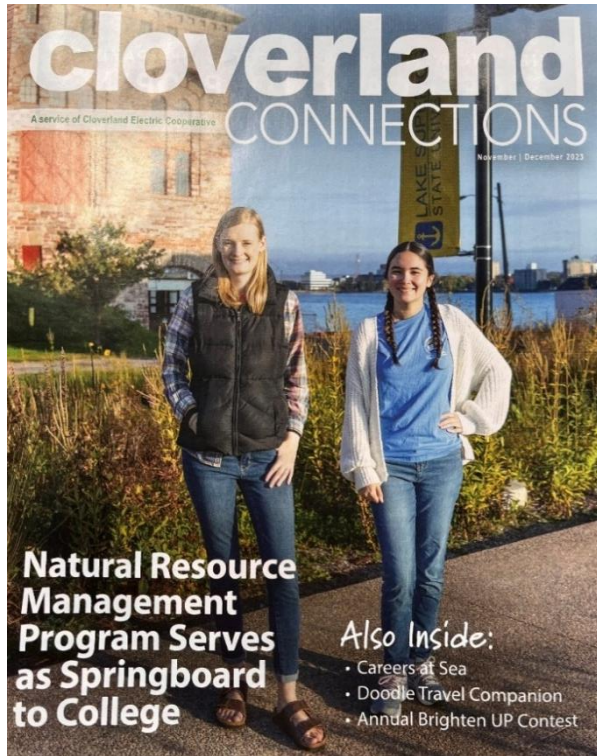
Faculty and Staff Conferences, Presentations, and Publications

1. Dr. Chloe Kannan presented at the Association for the Study of Higher Education in November 2023 around Native American student higher education access.
2. Recent LSSU graduates Sam Johnston and Brady Slater, along with Dr. Jonathan Doubek and Mr. Jason Smith (Bay Mills Indian Community), published *Spatial density, biomass, and composition of crustacean zooplankton on Lake Michigan beaches* in the peer-reviewed scientific journal *Fishes*.
3. Dr. Ashley Moerke participated in the Multi-Partner Research Initiative (MPRI) Advisory Committee Meeting in Edmonton, Alberta, with 20 researchers from across the US and Canada. She presented an overview of the LSSU and Algoma-led International Consortium on Oil Research (ICOR). The MPRI research collaborative is focused on understanding the impacts of oil on marine and freshwaters, as well as developing response and detection technology.
4. In November, Beth Christiansen, Drew Heckman, and Kirsten Hindy represented CFRE at the National Place-based Education conference in Grand Rapids. Beth facilitated a workshop for 26 participants on engaging students in community action around invasive species issues. Three teachers from our Michigan Invasive Species Grant Program education grant project co-presented, sharing their process of inspiring student stewardship. Drew and Kirsten presented their MiWaterNet student project work to 17 teachers and professionals. This included Natural Resources CTE connections to local watersheds.
5. Beth Christiansen represented CFRE at the Michigan Invasive Species Coalition conference. Seventy people, most of whom are members of the Department of Natural Resources, Michigan Department of Agriculture and Rural Development, Michigan Department of Environment, Great Lakes, and Energy, or conservation districts, learned about CFRE's work with invasive species education.

Social Media and Publicity

1. Dr. Ashley Moerke was featured in the University of Notre Dame College of Science [alumni newsletter](#).
2. College of Great Lakes Ecology and Education created social media pages on Instagram and Facebook and posts are already reaching over 6,000 people.

3. The College of Great Lakes Ecology and Education received statewide publicity in the [State of the Great Lakes Report](#), an annual report put out by the state of Michigan, featured an article on the new College of Great Lakes.
4. Our high school Career and Technical Education class was featured on the cover of Cloverland magazine, which is distributed to over 30,000 households in the Eastern Upper Peninsula (see image below). Also featured was Brynn Janetta, a sophomore in Fisheries and Wildlife, a student employee at CFRE, and the recipient of the Cloverland scholarship.



CFRE-Brimley Career and Technical Education class, which brings 16 high school students to CFRE each day, was highlighted in Cloverland Connections magazine. Over 30,000 residents were able to learn about our exciting program for high school students.

Community

1. Dr. Chloe Kannan, School of Education, is co-leading the Indigenous Education Youth Collective, a community-driven RPP (research-practice partnership) alongside Native youth and community members to help local Native American middle school and high school students find their cultural roles and post-secondary pathways. This project was featured on the front cover of the Michigan Education Magazine at the University of Michigan. This effort is a collaboration with Dr. Jeremy Wright-Kim (University of Michigan) and Jennifer Dale-Burton (Sault Tribe).
2. Great Lakes Discovery Center Activity - In December, CFRE changed the Great Lakes Discovery Center schedule to be open the 1st and 3rd weekends of the month with special programming when open. Prior to this change, 48 guests visited the Great Lakes Discovery Center during regular open hours during November. Five LSSU students lead the Great Lakes Discovery Center activities.
 - a. Dec 2: Story and Craft Time: 10 people participated in a reading of “The Pests that Girdle the Home of Tucker the Turtle” and created a turtle craft.

- b. Dec 16: Salmon Season: 29 visitors experienced a model Atlantic salmon broodstock collection, an egg enumeration (counting) model, and a hatchery display with pictures of LSSU students showcasing their experiences.
 - c. Jan 6: Story and Craft Time: 18 people participated in a reading of “Drop - An Adventure through the Water Cycle” and created a water conservation craft.
 - d. Jan 20: Crochet Workshop, 26 visitors (primarily LSSU students) participated in the workshop and learned how to crochet a raindrop or fish pattern.
3. CFRE hosted a “Freshwater on Tap” gathering at a local pub to bring together scientists, managers, and educators in the region that are all working in water-related areas and to strengthen partnerships across the region. Approximately 20 people participated.
 4. CFRE hosted the fall meeting of the St. Marys River Fishery Task Group, which included Dr. Kapuscinski and collaborators from multiple tribal, federal, provincial, and state agencies.
 5. US Coast Guard and CFRE personnel provided tours of the Barch building and an overview of College of Great Lakes Ecology and Education to members of the Natural Resources Department of the Little Traverse Bay Band of Odawa Indians.
 6. The School of Education currently has over 42 students in local schools for teaching clinical experiences, which results in more than 130 hours per week of students volunteering in local schools including Rudyard, Pickford, JKL, and Sault Sainte Marie. These placements are developing stronger relationships with partner schools and we are already receiving positive feedback.
 7. Tracy Peterson, Pickford HS teacher, guided 31 students from two classes in field experiences at multiple MiWaterNet locations. Students focused on aquatic macroinvertebrate collection and water quality testing to learn more about their watershed. As part of a developing class stewardship project for NOAA B-WET, these students have also begun a weekly water quality sampling routine around their school parking lot.



Rudyard students investigate conductivity at CFRE with Kirsten Hindy, Outreach and Education Specialist.

10. Dr. Chloe Kannan and Dr. Sharon Ravitch (University of Pennsylvania) are in the beginning stages of building a community-driven pilot alongside various community members on how Anishinaabe community members approach the intersection of Indigenous knowledge and sustainability practices.

College of the Arts and Sciences

Outreach and Service

1. Dr. Kirk Mauldin (Sociology) has been elected to serve as the President of the Michigan Sociological Association (MSA). The Board consists of professors from universities and colleges across the state. The MSA publishes a journal (the [Michigan Sociological Review](#)) and hosts quarterly meetings and annual conferences.
2. As part of a United States Department of Agriculture-funded grant, Dr. Barbara I Evans (Biology) and Elliot Nelson (Michigan Sea Grant) hosted their third workshop to train high school teachers to bring aquaculture into their classrooms. The two-day workshop included tours of LSSU's aquaculture facilities and intensive lectures on aquaculture. The workshop culminated in the teachers building an aquaponics system they could take back to their classroom. The workshop was free for the teachers, and additional travel stipends were provided by Sea Grant's Center for Great Lakes Literacy (CGLL).



High school teachers from across the Midwest attend an Aquaculture Teacher Workshop in Crawford Hall

Awards and grants

1. Professor Tyler Dettloff (Literature) was named the 2024-2026 Poet Laureate for Chippewa County of Michigan's Upper Peninsula. <https://www.dailypress.net/news/community/2024/01/youth-poet-laureate-positions-established-in-upper-peninsula/>
2. Installation of the micro X-ray fluorescence spectrometer (μ XRF) took place the week of January 15, 2024. Lake Superior State University College of Arts and Sciences, in consortium with faculty at Northern Michigan University, United States Department of Agriculture Forest Service Northern Research Station, Mackinac State Historic Parks, Central Michigan University, and Algoma University was awarded funding for a micro X-ray fluorescence spectrometer to be housed at LSSU and serve as a shared use instrument in support of faculty research across a wide variety of disciplines. A large portion of the College's full-time faculty, and researchers at multiple organizations have identified the need for advanced compositional analysis, such as μ XRF, as a limiting factor in their current research paths and have collaborated in the request. The μ XRF instrument will provide the needed capacity across a wide variety of disciplines ranging from the imaging of living biological samples to the compositional analysis of rocks and historical artifacts.

This funded award also establishes LSSU as the lead of the research consortium in the Upper Midwest.



Visual (right) versus μ XRF imaging of a painting (circa 1969). Chemical composition is visible via μ XRF: sulfur (red), titanium (blue),



Professor Ben Southwell (left) and Dr. Derek David Wright (right) perform chemical analysis utilizing the newly installed μ XRF spectrometer in the Micro Analysis and Spectroscopic Analysis

3. Professor Adam St. John (Theatre) and Nathan Piche (Secondary Teaching, English) attended the Kennedy Center American College Theatre Festival at University of Michigan-Flint from January 3-6. Professor St. John guest adjudicated the first round of the Irene Ryan Acting competition while attending.

Conferences and Presentations

1. Dr. Mark Zierden (Chemistry) completed training for the [Tiny Earth](#) program during the week of January 8. It has approximately 800 college instructors worldwide. Run out of the University of Wisconsin-Madison, it is a program focused on supplying training and resources for course-based undergraduate research experience that focus on soil health and the isolation of antibiotics from soil microbes.
2. Dr. Adam Mosey (Chemistry) was an invited seminar speaker at Michigan State University's Department of Chemistry (1-10-24). His presentation was titled "Development of New Synthetic Methodologies to Unlock Hidden Diversity About the Dihydroquinazoline Scaffold."

Publications and Creative Works

1. Dr. Adam Mosey (Chemistry) and undergraduate students Haley Carlson (Forensic Chemistry, Chemistry) and Sydney Smith (Biochemistry, Chemistry 2020) had a manuscript accepted in the Journal of Organic Chemistry. Carlson, H. M.; Smith, S. R.; Mosey, R. A. Direct Formation of C-C, C-N, and C-O Bonds in Dihydroquinazolines via Hypervalent Iodine(III)-Mediated sp³ C-H Functionalization. *J. Org. Chem.*, 2024, *manuscript in print*.

2. Biology major Tailey McCloskey successfully produced LSSU's first fully in-house genome. McCloskey's groundbreaking work focused on the complete mitochondrial genome of the freshwater sponge *Corvomeyenia everetti*. The project represents a significant contribution to the field of genomics and showcases the caliber of research conducted at LSSU. The remarkable accomplishment is the result of McCloskey's dedicated efforts in DNA extraction, nanopore sequencing, and assembly, conducted under the mentorship of Dr. Stephen Kolomyjec, Associate Professor of Biology.



*Example of a freshwater sponge from Michigan.
Photo credit: Stephen Kolomyjec*

3. Professor Tyler Dettloff (Literature) released an album "No Hitter" through Lost Dog Records. It is currently available for streaming at <https://tylerdettloff.hearnow.com/>.



Graduate and Professional School Acceptance

1. A 2021 graduate of the biology pre-medicine program, Rebekka Pittsley (Ranta) was recently accepted into the Michigan State University College of Human Medicine.

College of Health and Emergency Responders

Academic Program Successes

1. Bachelor of Science in Nursing (BSN) graduates have achieved a 100% NCLEX-RN pass rate for 2023. This pass rate is above the Michigan average (88%), and the National average (88%). The NCLEX-RN, which stands for the National Council Licensure Examination [for] Registered Nurses (RN), is a computer adaptive test. Nursing graduates must successfully pass the exam to be licensed as a Registered Nurse in the US and Canada. This significant achievement has not occurred in over a decade, and is the result of the great work from our Nursing faculty, staff, adjuncts, and students.

Student Successes

1. Kinesiology Senior Faith Wojnaroski has been accepted into the University of Michigan Flint Doctoral of Physical Therapy program. She will start in fall 2024.

Journal Article Publications

1. Dr. Fred Williams published an article from his dissertation:

Fred Williams & Allison B. Smith (2023) The Downward Spiral of Fear of Failure in Brazilian Jiu Jitsu Practitioners, Leisure Sciences, DOI: [10.1080/01490400.2023.2287105](https://doi.org/10.1080/01490400.2023.2287105)

Conference Presentations

1. Superior Simulation Center Director Jerrold Azevedo presented at IMSH, the International Meeting on Simulation in Healthcare - a scientific conference that explores the latest innovations and best practices in healthcare simulation. It is the largest global gathering of simulation users and experts internationally. Jerrold was invited to present on his work as the Instructional Designer in the development of the first-ever textbook to be found in the library system to be rendered in totality in Virtual Reality. Jerrold's presentation is titled: *An Immersion into Virtual Reality: Global, Remote Education Now*. His in-person presentation included virtual reality connections with Simulation educators around the world in real-time.

Library and Academic Services

1. On Friday, January 19, Library and Academic Services (through the Center for Engaged Teaching and Learning) hosted the campus' first Spring Professional Development day in the Library Learning Commons. CETAL worked closely with the Provost to plan the day and ensure a positive outcome for the whole campus. The day was a success, as we had 62 faculty and staff in attendance. The plenary speaker was Dr. Lee Meadows, who gave a talk entitled "Managing Change, The New Normal." The plenary was followed up by an hour long scenario based small group discussion in which individuals worked with people from other departments to discuss how different situations could be dealt with successfully. The final hour offered two breakout sessions, one was a panel discussion that focused on mentoring and community building with students, and the other was focused on options available for students with disabilities and how faculty can help students gain support through Michigan Rehabilitation Services.

Accreditation and Assessment Report

Accreditation

Strategic Plan Goal Strategy 3.4.7. - Maintain good standing with the Higher Learning Commission and appropriate accreditation bodies.

1. Two HLC reviewers were on campus October 2-3 to evaluate the readiness of our MBA program. They met briefly with Dr. Gillette and Dr. Muller before moving on to interview staff and faculty about the MBA program. Their initial meeting with staff included Kate Bergel, Interim Dean Mindy McCready, Interim Chair of the Lukenda School of Business, Marta Diaz, and Professor Ralf Wilhelms attending virtually from China. Discussion in this first session focused on safeguards we have in place to ensure equity and integrity in our hiring processes, and a detailed description of those hiring practices. The conversation also zeroed in on the roles faculty played and the process they used to plan for and develop the MBA program. A second session included Julie Hober, Mike Furr, and Sara Devaprasad from the IT department. The focus of that session was on LSSU's capacity to deliver and sustain a fully online program, and the types of support services we would make available to the MBA students. The team from IT did an outstanding job providing evidence of our readiness to support the program. A Zoom session was also held to interview the Lukenda School of Business Advisory Board, and two members attended. Both Advisory Board representatives expressed strong support for the MBA program and confirmed there is a strong need for the program in this region. The reviewers held individual meetings with Fred Pierce and Morrie Walworth, and then met with students from the Lukenda School of Business to determine the level of interest our own undergraduate students will have in the program. In a final meeting with the Curriculum Committee, the HLC reviewers asked about the university's internal processes for development and review of new academic programs, and how we conduct program assessment. The Curriculum Committee explained everything very clearly, and the reviewers seemed very comfortable with their explanations.
2. On January 12, 2024, LSSU proudly received HLC's recommendation from the IAC Council to approve the MBA program.
3. Two additional HLC reviewers came to campus on October 23-24 to conduct our Focused Visit evaluation for finances and enrollment. The following sessions were held to gauge the progress LSSU has made since HLC's last campus visit in 2021. At that time, the reviewers expressed concerns relating to our plans for increasing enrollment, the level of collaboration and transparency in our budget processes, and a multi-year financial plan to move the institution forward in alignment with our strategic plan goals. Meetings included:
 - a. a session with the full Senior Management Team
 - b. a comprehensive budget discussion session with Mr. Morrie Walworth
 - c. a session with the Board of Trustees
 - d. two open forum sessions with campus community members: one with faculty and one with staff
 - e. a session with Deans and Chairs or Colleges and Schools
 - f. a second session with the Senior Management Team

4. LSSU remains in good standing with HLC, who will continue to monitor the three areas of concern. On January 12, 2024, LSSU was approved by the IAC Council to be visited once again in December 2025 to review those areas again for progress.

That report (December 10, 2025) is to cover the following topics of concern:

- a. Provide updated enrollment numbers and contrast these numbers back to the campus Strategic Plan and Enrollment Management Plan. Note any updates to the plans based on changes to the enrollment projections. Describe the budget impact that enrollment had over the two-year period.
 - b. Provide updated enrollment and financial information on new or expanded academic programs.

With several relatively new or expanded programs being discussed during the 2023 Focused Visit, analyze the impact of these changes on both overall enrollment and the university budget.
 - c. Provide examples of effective engagement in the budgeting and planning with the campus community, as well as clear communication about the status of the budget, reserves, and future financial plans.
5. Beyond the HLC accreditation activities of the past few months, all discipline-specific accredited programs across Schools and Colleges at LSSU remain in good standing with their accrediting bodies. The Interim Dean for the College of Business, Engineering, Computer Science, and Mathematics, Mindy McCready, is working with faculty in the Lukenda School of Business and the School of Engineering and Technology to prepare for those upcoming accreditation reaffirmation reviews and site visits in fall of 2024.

Assessment

Strategic Plan Goal Strategy 1.1.6 - Enhance a culture of cyclical and systematic assessment to drive continuous improvement and innovation in curricular, co-curricular, and extracurricular programs and services.

1. The Annual Assessment Reporting process is working well this year. Administrative units have completed and turned in their departmental evaluative reviews of the 2022-2023 year. Most of the academic programs have completed and turned in their Annual Assessment Update Reports for 2022-2023, but several were delayed due to the fire in the Center for Applied Science and Engineering Technology. The same is true for the 5-year Program Review reports, which are required by HLC as evidence that the university conducts regular program reviews. We expect everything to be turned in by the end of this calendar year, which will still meet HLC's expectations.

Title III Grant

1. Title III grant and KCP grant staff members continue to work collaboratively to improve retention at LSSU. The two teams meet regularly to coordinate and align retention efforts for both programs, and to ensure that at-risk students who are identified through the Early Alert system get prompt support. This year the group has activated a plan in which individual Title III Academic Support Advisors and Laker Success support advisors will each take on a liaison role with a specific School. In this new process, each advisor now has the opportunity to establish a closer working relationship with the faculty in a specific School. As the support advisors meet and work with faculty within their

assigned School, those faculty members will get to know the support advisors as a personal point of contact to go to for help with their students. The group is excited about this new process, and expects it to have a very positive impact on the effectiveness of our support to students, and in consequence upon student retention as well.

Office of Sponsored Programs

Below is a summary of new grant awards since the last board report.

1. National Endowment for the Arts (NEA)

External Grant Awards				
Sponsor	Amount	Award Period	Budget Highlights	PI
NEA: Grants for Arts Projects	\$25,000	01/01/2024-12/31/2024	Indirect N/A	Thomas Meacham

A recent award from the National Endowment for the Art (NEA) will help to enhance the 2024-25 Arts Center season, through the creation, development, and “incubation” of new forms of indigenous theater, music, and dance through dedicated residencies with indigenous artists. The Woodland Sky Native American Dance Company will perform a new theater work that examines the intersections of traditional regalia, dance, and identity. Tomantha Sylvester, in collaboration with Double Edge Theatre, will perform a new work that explores the intersections of traditional Ojibwe cosmology with the origin stories of other matrilineal societies. The artists will work with the university and community partners to further develop their works, and will offer workshops for students.

Marketing

Initiatives

Below are some of the initiatives and activities of the department.

1. Our student workers have been a great asset to the department. Grace has excelled with graphics support position. Allison has taken on more social media auditing and handles the unicorn licenses.
2. Creation of the MBA website that includes information about the program and a link to be able to apply. <https://www.lssu.edu/mba/>
3. The 2024 Banished Words List was a big hit again this year with 1,922 total entries coming from around the world, including submissions not only from the United State but also from Australia, Bangladesh, Belgium, Canada, China, Croatia, Germany, Guam, Ireland, Lebanon, Namibia, New Zealand, Pakistan, Singapore, Switzerland, Thailand, Uganda, Ukraine, and the United Kingdom. We had 12 interviews and multiple sources that picked up the content including the New York Times and the Detroit Free Press.
4. Keeping with tradition, we are continuing to receive requests for and send out unicorn hunting licenses. In an effort to progress and be economical, we are now delivering the unicorn hunting licenses digitally. The university will save approximately \$13,000 in printing and postage costs with this change in delivery method.
5. As part of our marketing efforts, we have increased the number of press releases we are sending out to our Laker Community at large:
 - a. [10/24 - Lake Superior State University Is Honored To Welcome Angeline Bouley To Campus On October 30, 2023 At 7 PM](#)
 - b. [10/26 - LSSU Student And US Coast Guard Reservist Receives 2023-24 Amy Ignatowski Memorial Award](#)
 - c. [11/1 - Alumnus Creates First Of Its Kind Endowment At LSSU In Support Of Geology Student Research](#)
 - d. [11/6 - Celebrating Indigenous Culture And Heritage: Lake Superior State University's Native American Center Announces Winner Of Logo Competition](#)
 - e. [11/6 - Michigan Charter Boat Association \(MCBA\) Establishes Endowed Scholarship For LSSU Fisheries Students](#)
 - f. [11/10 - Lake Superior State University Earns Recognition For Veteran Support And Services](#)
 - g. [11/14 - Lake Superior State University Awarded Substantial Funding To Lead An International Oil Spill Research Consortium](#)
 - h. [Soo Co-Op Credit Union And Lake Superior State University Collaborate To Empower Student Success Through Transformative Endowment](#)
 - i. [Mission Operations Center \(MOC\): On Track To Propel Northern Michigan As A Premier Hub For New Space Industries](#)

- j. [At The End Of The Day, Lake Superior State University Slays Once Again, Leaving A Lasting Impact On The Linguistic World With The Release Of Their 2024 Banished Words List](#)
 - k. [Lake Superior State University Launches New Online MBA Program For Working Professionals](#)
 - l. [Woodland Sky Native American Dance Company Presents “Lake Of The Torches” At Lake Superior State University’s Arts Center](#)
 - m. [LSSU Leads Research Consortium And Establishes MASC Lab](#)
 - n. [LSSU School Of Nursing Achieves Remarkable 100% NCLEX Pass Rate In 2023, Outperforming National And State Averages](#)
 - o. [Lake Superior State University Biology Major Achieves Milestone: Produces First Fully In-House Genome](#)
6. Our advertising focus was assessed and we have made some changes including:
- a. Sault High School yearbook ad with a QR code leading to the campus tours landing page linked to Google Analytics to track traffic
 - b. Midland High School yearbook ad with a QR code leading to the campus tours landing page linked to Google Analytics to track traffic
 - c. Sault Sainte Marie Pure Michigan Magazine ad – Ms. Mackie created a landing page for ‘Life in the Sault’, which is linked to the ad’s QR code. The ad and landing page highlight areas on campus that are appealing to tourists
 - d. Continued advertising in the SooLeader both with the US and Canadian publications.

Results

- 1. Due to the improvements that were made in our social media strategy, we have continued to see a growth in our social media following:
 - a. Facebook – 15,156 followers, 163,369 total reaches, and 25,307 page and profile visits this last quarter; top post was #1 Best College for Veterans (9,402 impressions)
 - b. X (Twitter) – 2,503 followers and 10,178 impressions this last quarter, top post was the Banished Word List (2,977 impressions)
 - c. Instagram – 5,327 followers, 3,562 page and profiles visit this last quarter, and 13,131 reaches in this last quarter; top pose was an Instagram SWAG Giveaway (4,918 impressions)



Academic Affairs Report February 16, 2024

Agenda Item #7: Contributions to the Strategic Plan

Information

Action

Discussion

Purpose:

The Board of Trustees approved the Strategic Plan on April 24, 2020. Since that time, we have been working on many areas in the Strategic Plan. I have included several key updates.

Background:

Contributions to the Strategic Plan

1.4.1 Provide professional development to faculty and staff to assist them in keeping current in their respective fields, development of student learning-centered pedagogy, and development in all academic endeavors.

1. On Friday, January 19, Library and Academic Services (through the Center for Engaged Teaching and Learning) hosted the campus' first Spring Professional Development day in the Library Learning Commons. CETAL worked closely with the Provost to plan the day and ensure a positive outcome for the whole campus. The day was a success, as we had 62 faculty and staff in attendance. The plenary speaker was Dr. Lee Meadows, who gave a talk entitled "Managing Change, The New Normal." The plenary was followed up by an hour long scenario based small group discussion in which individuals worked with people from other departments to discuss how different situations could be dealt with successfully. The final hour offered two breakout sessions, one was a panel discussion that focused on mentoring and community building with students, and the other was focused on options available for students with disabilities and how faculty can help students gain support through Michigan Rehabilitation Services.

2.4.2 Increase communications highlighting successes, accomplishments, and key initiatives of students, faculty, staff, and alumni across multiple platforms and when possible invite community participation.

1. As part of our marketing efforts, we have increased the number of press releases we are sending out to our Laker Community at large. Since the November board report, we have sent out 15 press releases.

2. Due to the improvements that were made in our social media strategy, we have continued to see a growth in our social media following:
 - a. Facebook – 15,156 followers, 163,369 total reaches, and 25,307 page and profile visits this last quarter; top post was #1 Best College for Veterans (9,402 impressions)
 - b. X (Twitter) – 2,503 followers and 10,178 impressions this last quarter, top post was the Banished Word List (2,977 impressions)
 - c. Instagram – 5,327 followers, 3,562 page and profiles visit this last quarter, and 13,131 reaches in this last quarter; top pose was an Instagram SWAG Giveaway (4,918 impressions)

3.1.1 Identify and develop new learner-focused academic programs and delivery methods that will meet local, regional, and larger market demands, while increasing enrollment and net revenue.

1. On January 12, 2024, LSSU proudly received HLC’s recommendation from the IAC Council to approve the MBA program.

Suggested Action/Motion:

None

President’s Recommendation:

N/A



Academic Affairs Report
February 16, 2024

Agenda Item #8: Approval of Posthumous Degree

Information

Action

Discussion

Purpose:

The purpose of this action is to recommend a posthumous degree for Chase Joseph Ford.

Background:

Posthumous Degree Policy

1. A posthumous degree may be awarded in the name of a deceased student upon request of the student’s family, if the deceased student had met the requirements as set forth below:
 - a. The deceased student was in good standing with the University.
 - b. They had completed the majority of the requirements for the degree.
 - c. The Chair of the school responsible for the degree makes a recommendation to the Dean.
 - d. The Dean completes a degree audit and submits it to the Register for verification of all requirements, and submits the request to the Provost.
 - e. If the Provost approves, the request is submitted to the President for approval to be submitted to the Board of Trustees.
 - f. The request is presented to the Board of Trustees for approval.
2. The academic transcript will be marked: “Degree Granted Posthumously”.
3. A copy of the academic record will be released, if requested, to an attorney representing the estate of the deceased student.
4. If a student does not meet the above criteria, they may receive a “Certificate of Achievement” if requested by the family.

Information:

Chase Joseph Ford passed away on August 3, 2022 after his battle with cancer. Chase grew up in the Eastern Upper Peninsula attending Cedarville schools and graduating from Pickford. His college career started at Bay Mills Community College but then he transferred to Lake Superior State University to study Electrical Engineering. While attending college, he worked for Custom Technology for three years and then Advanced Auto Parts for four additional years. Chase had a passion for anything that was related to engineering and was a determined worker.

The posthumous degree policy has been followed. Chase's family have requested that he receive a posthumous degree at this year's commencement. At the time of his passing, he was in good standing with the University and had completed over 50% of the requirements for his degree. Dr. Paul Weber, the chair for the School of Engineering and Technology, made the recommendation to award the degree of Bachelor of Science in Electrical Engineering to Ms. Mindy McCready, Dean of the College of Business, Engineering, Computer Science, and Mathematics. She completed the degree audit and Ms. Nancy Neve, Registrar, verified the requirements and submitted the recommendation to Dr. Kimberly Muller, Interim Provost and Vice President for Academic Affairs. Dr. Muller recommended the posthumous degree to Dr. Lynn G. Gillette, Interim President.

Suggested Action/Motion:

The President recommends the approval of recommendation for a posthumous degree of a Bachelor of Science in Electrical Engineering to Chase Joseph Ford.

President's Recommendation:

Approval of the presented recommendation for a posthumous degree of a Bachelor of Science in Electrical Engineering to Chase Joseph Ford.



Academic Affairs Report
July 14, 2023

Appendix I: Candidates for Degrees for the Fall 2023 and Winter 2023/2024 Semesters

Registrar's Office

TO: Dr. Kimberly Muller

FROM: Nancy A. Neve

DATE: February 1, 2023

SUBJECT: Candidates for Degrees for the Fall 2023 and Winter 2023/2024 Semesters

The attached list of candidates is submitted to the Board of Trustees for the granting of the appropriate degrees. The respective chairs certify these candidates have completed all major departmental requirements and I, as the Registrar, certify these candidates have completed all University requirements.

**Fall 2023
Graduates**

Claire Elizabeth Adkinson	Bachelor of Science	Nursing
Naomi Astorga	Bachelor of Science	Biology
		Criminal Justice Law
Marissa L Barber	Associate	Enforcement
Marissa L Barber	Bachelor of Science	Criminal Justice
Kendall Lane Baxter	Bachelor of Science	Nursing
Curtis James Boelens	Associate	General Studies
Curtis James Boelens	Bachelor of Science	Nursing
Jennifer Rebecca Bolton	Bachelor of Science	General Studies
Lauren Kay Bonds	Associate	General Studies
Lauren Kay Bonds	Bachelor of Science	Nursing
Griffin Matthew Bredow	Associate	Criminal Justice Corrections
Griffin Matthew Bredow	Bachelor of Science	Criminal Justice
Stephen Michael Brillinger	Bachelor of Science	Fisheries Wildlife Management
Garrett Lance Brown	Bachelor of Science	Fisheries Wildlife Management
Brooke Landis Campbell	Bachelor of Science	Biology
Derek Shayne Conaway	Bachelor of Science	Nursing
Alexandra Nicolle Demmers	Bachelor of Science	Robotics Engineering
Michaela Denice Duursma	Bachelor of Science	Computer Networking
Ashtyn Flinn	Bachelor of Science	Early Childhood Education
Mark Frederick Geer II	Bachelor of Science	Mechanical Engineering
		Criminal Jus Homeland
Riley Diane Gilman	Associate	Security
Riley Diane Gilman	Bachelor of Science	Political Science
Molly Anne Gilpatrick	Bachelor of Science	Conservation Biology
Nathaniel Frederick Gilson	Associate	Natural Resources Technology
Christian James Goss	Associate	Health/Fitness Specialist
Joanna Greeley	Bachelor of Science	Kinesiology
Erin Elizabeth Griffith	Bachelor of Science	Forensic Chemistry
Kaitlyn Carol Hardwick	Bachelor of Science	Elementary Education
Ashley Lynn Hayes	Associate	General Studies
James Allen Himes	Bachelor of Science	Psychology
Johnathan Lee Hollis	Bachelor of Science	Cannabis Business
Gage David Hoornstra	Bachelor of Science	Computer Science
Emily Anne Kalinowski	Bachelor of Science	Forensic Chemistry

Sabrina Alexandria Kemppainen	Associate	Early Childhood Education
Sabrina Alexandria Kemppainen	Associate	General Studies
Sabrina Alexandria Kemppainen	Bachelor of Science	Elementary Education
Anika Marie Kierczynski	Bachelor of Science	Mechanical Engineering
Kyley LaFleche	Bachelor of Science	Criminal Justice
Allyson Irene Laux	Bachelor of Arts	English Language Literature
Brianna Marie Leonard	Associate	General Studies
Brianna Marie Leonard	Bachelor of Science	Nursing
Alexis Michele Letts	Bachelor of Science	Elementary Education
Keegan Curtis Light	Bachelor of Science	Robotics Engineering
Bri'Anna Denea Lowry	Bachelor of Science	Nursing
Lisa Mabie	Bachelor of Science	Early Childhood Education
Cassidy Elizabeth Mack	Bachelor of Science	Nursing
Cassie Lynn Maleport	Bachelor of Science	Nursing
Tailey Ausborn McCloskey	Associate	Pre-Professional Sciences
Tailey Ausborn McCloskey	Bachelor of Science	Biology
Emilee Nicole McDaniel	Bachelor of Science	Biology
Hannah Ann Marie McGahey	Bachelor of Science	Elementary Education
Maria Elizabeth Miller	Associate	Social Work
Maria Elizabeth Miller	Associate of Arts	Liberal Arts
Maria Elizabeth Miller	Bachelor of Science	Psychology
Daniel J Modrzejewski	Bachelor of Science	Computer Engineering
Megan Suzanne Moran	Bachelor of Science	Nursing
Britney Ann Morrow	Associate	General Studies
Britney Ann Morrow	Bachelor of Science	Elementary Education
Kendall Jo Moser	Bachelor of Arts	English Language Literature
Madison Elizabeth Neal	Bachelor of Science	Nursing
Carson Nichole Nitz	Associate	Fire Science
Carson Nichole Nitz	Associate of Applied Science	Paramedic Technology
Carson Nichole Nitz	Bachelor of Science	Fire Science Generalist
Jakeb Kyle Oberlin	Associate	Technical Accounting
Michaela Quinn	Associate	Social Work
Michaela Quinn	Associate of Arts	Liberal Arts
Michaela Quinn	Bachelor of Science	Psychology
Devin Shane Rath	Bachelor of Science	Fisheries Wildlife Management
Alannah Josephine Renico	Associate	Social Work
Alannah Josephine Renico	Associate	Substance Abuse Prev/Treatment
Alannah Josephine Renico	Bachelor of Science	Psychology

Bethany Roberts	Bachelor of Science	Manufacturing Eng
Lucas Matthew Roff	Bachelor of Science	Technology
Nathan Salem	Associate	Biology
Nathan Salem	Bachelor of Science	General Studies
Samuel Aaron Schlehuber	Associate	Business Admin-Management
Samuel Aaron Schlehuber	Bachelor of Science	General Studies
Elizabeth Ann Servia	Bachelor of Science	Psychology
Mike Smalley III	Bachelor of Science	Elementary Education
Mason Thomas Spiess	Bachelor of Science	Fisheries Wildlife Management
Kody Patricia Spiker	Bachelor of Science	Fisheries Wildlife Management
Erin Grace Stevenson	Bachelor of Science	Elementary Education
Rachael Lynne Stoeckle	Bachelor of Science	Elementary Education
Isabella Tanceusz	Associate	Nursing
Isabella Tanceusz	Associate	Criminal Justice Law
Isabella Tanceusz	Bachelor of Science	Enforcement
Kristin Triest	Bachelor of Science	Criminal Jus Homeland
Xavier Vicent Navarro	Bachelor of Science	Security
Jadelynn Marie Villeme	Associate	Criminal Justice
Jadelynn Marie Villeme	Associate of Arts	Early Childhood Education
Jadelynn Marie Villeme	Bachelor of Science	Robotics Engineering
Kaitlyn Nicole Vogelaar	Bachelor of Science	General Studies
Christopher Wedding	Bachelor of Science	Liberal Arts
Mariah E West	Bachelor of Science	Nursing
Joseph Leonard Wojcik	Bachelor of Science	Medical Laboratory Science
Sarah Ashley Wright	Bachelor of Science	Fisheries Wildlife Management
Dorothy Qabzib Yang	Associate	Nursing
Dorothy Qabzib Yang	Bachelor of Science	Electrical Engineering
Joseph Matthew Zawodny	Associate	Criminal Justice
		General Studies
		Nursing
		Mechatronics



**Winter Semester 2023/2024
Graduates**

Carrie Lynn Gregg	Bachelor of Science	Biology
Bethany Roberts	Associate	Mechatronics
Davina Rae Teal	Bachelor of Science	Mathematics
Joseph Matthew Zawodny	Bachelor of Science	Electrical Engineering Technology