

Proclaiming Our Presence



Ensuring
Our
Future...

COLLEGE OF MENOMINEE NATION
ANNUAL REPORT
2007

*Visionary College:
Proclaiming Our Presence
Ensuring Our Future*



BOARD OF DIRECTORS

**Ben Kaquatosh - Chair Betty Jo Wozniak - Vice Chair Virginia Nuske - Secretary
Michael Chapman Georgianna Ignace Lori Latender Lorene Pocan**

Message from the President

DEAR FRIENDS AND COLLEAGUES,

This Annual Report details our growth this year as we focused on our Mission Statement and the goals of our Strategic Plan. It is with pleasure and joy that we share with you the remarkable progress of the College of Menominee Nation through this publication. For the past 14 years we have been steadily moving forward.

Our CMN employees, students, and alumni are deeply committed to this college that has provided hope and a better life for so many who previously could never dream of attending college. Because of that dedication, we eagerly anticipate our 15th Anniversary.

We've done well but we want to do better. Please reflect on this as you peruse this publication (report). Let us know how you can share with us your time, talent, and treasure as we work to build a quality community, a great nation, and in our tribal tradition, continue to enrich the lives of so many.

Respectfully,



S. Verna Fowler, PhD
President



Message from the Chairperson

DEAR FRIENDS AND COLLEAGUES,

I sincerely hope you enjoy reading this 2006-2007 College of Menominee Nation Annual Report. We are exceptionally pleased with the progress we have made in serving our students and community this year. Again, as in the past, we are focusing on the five main goals of our strategic plan. The internal planning committee has identified the measurable goals that were attained and outlined in this report.

As you read this Annual Report, rejoice with us in our successes and identify activities that you believe will advance College of Menominee Nation to even greater success. We ask that you share your ideas with us for it is only by continuing to work together that we will continue to succeed.

I thank the Board for providing me the opportunity to serve the Menominee Tribe as Chairperson of the College of Menominee Nation Board of Directors. I also want to take the opportunity to thank Betty Jo Wozniak for her service on the Board and welcome Elaine Peters as her replacement.

Sincerely,



Bernard Kaquatosh
Chairperson



COLLEGE OF MENOMINEE NATION (CMN)

College of Menominee Nation, after just fourteen years in operation, has made significant contributions to student success, academic excellence, and enhancing Menominee life. We are very pleased that we are creating a lively academic environment and engaging students in a variety of ways, in tribal, community, cultural, and academic settings.

CMN is a Tribal College, chartered by the Menominee Indian Tribe of Wisconsin, in which the teachings of the Menominee people are the essence of our educational philosophy, values, and practices. The Menominee Nation has long been recognized for its cultural, social, and ethical practices in sustaining its natural resources for our future generations, while fostering mutual respect, tolerance, and values throughout its community. College of Menominee Nation continues this tradition, to proclaim our presence, the Menominee Way, ensuring our future through education.

MISSION

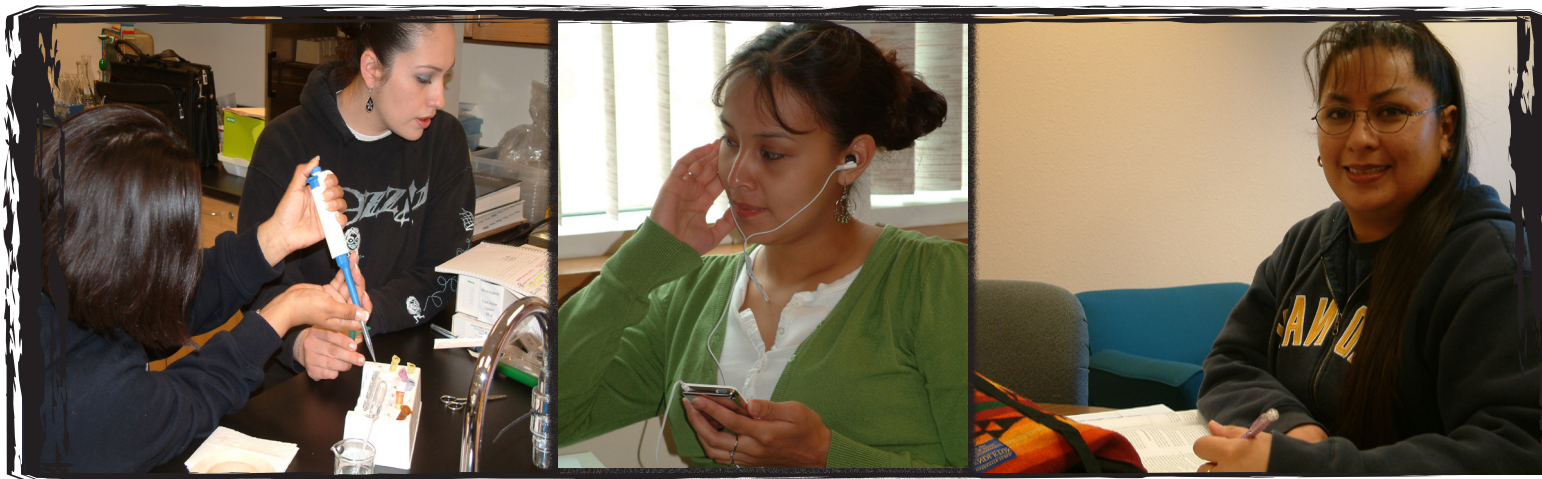
The College Of Menominee Nation's mission is to provide opportunities in Higher Education for its students. As an institution of higher education, chartered by the Menominee people, the college infuses this education with American Indian culture, preparing students for careers and advanced studies in a multi-cultural world. As a land grant institution, the College is committed to research, promoting, perpetuating and nurturing American Indian Culture, and providing outreach workshops and community service.

VISION

Our vision is to serve as a center for lifelong learning, providing exemplary academic preparation and research.

INNOVATIVE OFFICES AND PROGRAMS

- Academic Success Center
- Archaeological Research Center
- Assessment Program
- Cultural Institute
- Education Outreach Training Office
- Institutional Research Office
- Learn and Earn Program
- Planning & Management Office
- STEM Scholars Program
- Sponsored Programs Office
- Student Support Services Program
- Sustainable Development Institute



IN PURSUIT OF FIRST BACCALAUREATE DEGREE PROGRAM

College of Menominee Nation launched plans to move the College to the baccalaureate degree level. Initial steps have been taken to offer a baccalaureate degree program in education, building on our associate degree in early childhood education. CMN's Early Childhood/Elementary Education program will educate early childhood and elementary school teachers to effectively teach all children, but especially American Indian children, with culturally relevant sensitivity.



SHARING OUR INDIGENOUS KNOWLEDGE

College of Menominee Nation recognizes its important role in the global community, emphasizing the College's indigenous connection. In June 2007, the College's Sustainable Development Institute hosted its 2nd Sharing Indigenous Wisdom International Conference that brought together indigenous people and communities in dialogue on sustainability. Sharing our Indigenous Knowledge connects our staff, faculty, students, and tribal community with other indigenous people in a partnership to promote learning from one another and create globally aware leaders whose competencies are grounded in a responsibility to all living things.



COMMENCEMENT MARKS 13TH GRADUATION

On June 2, 2007, College of Menominee Nation honored the graduates in our 13th commencement ceremony - a clear indication of our continued remarkable growth as a college. Of the graduating class of 50, 56 degrees were awarded. Students and their families were honored by guest speaker Carl Artman, Assistant Secretary of Indian Affairs, who eloquently delivered the keynote address for the commencement ceremony.



Academics

College of Menominee Nation continues to develop transformative learning opportunities and forge new educational partnerships. We have made our presence and commitment known by serving our community's educational needs.

NURSING PROGRAM TAKES NEW DIRECTION

CMN will launch a new bridge nursing program to address critical education demands of the local health care industry. CMN will focus on expanding their nursing program, developing medical assistant and medical coding specialist programs, and introducing high school youth to health care occupations.

NEW IN ACADEMICS

Entrepreneurship Certificate
Gateway Courses for bachelor education degree
Improved General Education Objectives
Fast Track or Accelerated course scheduling
16 Program outcomes established
NTC Goals Lab



CMN AND NWTC SIGN AGREEMENT IN AODA TRAINING

College of Menominee Nation and Northeast Wisconsin Technical College signed a Memorandum of Agreement to cooperate in AODA training to students from the greater Northeast Wisconsin area. The Memorandum formalizes a working understanding between the two institutions to facilitate the education of students for an Associate Degree of Applied Science in Human Services/ AODA Counselor Program.

FACULTY OF THE YEAR

Sharon Fredericks was named this year's AIHEC tribal college faculty of the year for College of Menominee Nation. Sharon has served as the Early Childhood/Elementary Education Division Director and a full-time instructor since 2001.

100 HIGH SCHOOL STUDENTS COMPLETE COLLEGE LEVEL COURSES

Under the Learn and Earn Program, 100 high school students within the College's service area completed college level courses. The program aims to reduce the high school dropout rate, better prepare students for college, and attract more students to higher education.



College of Menominee Nation continues to provide diverse opportunities for our community, advancing members' experiences through educational, cultural, and lifelong learning programs and events.

MENOMINEE EDUCATION SUMMIT

In August 2007, College of Menominee Nation hosted the first Menominee Education Summit. The two day Summit brought together more than 100 preschool through college level educators from the community to discuss educational issues. The Summit shared innovative and effective solutions, experiences, and practices. Among the presenters was Iris Heavy Runner-Pretty Paint, enrolled member of the Blackfeet Tribe and well known expert in American Indian Education and Advocacy.

SUMMER TRANSPORTATION INSTITUTE CONTINUES SUCCESS

CMN's Education Outreach Training Office hosted its 8th Summer Transportation Institute for 20 middle school students. The Summer Transportation Institute is an exciting program focused on encouraging middle school students to explore career paths related to land, air, and water transportation systems. The students actively participate in a series of academic and social experiences.

HIGH SCHOOL CAREER DAY A REMARKABLE SUCCESS

Student Services and its STAY Program hosted its 3rd Annual Career Day for the local Menominee Indian High School. Myrna Warrington, Student Support Service Program Director, started High School Career Day to encourage students to understand the importance of higher education. Over 300 American Indian students participated in the event.



TRIBAL ELECTION CANDIDATE FORUM

CMN's Sustainable Development Institute hosted the Menominee Tribal Legislature and Menominee Tribal Enterprises Board of Directors candidates' forum. These forums provide candidates the opportunity to relay their campaign platforms to community members. The Forums were simulcast on the World Wide Web with live video conference sites in Milwaukee and Neopit.

Proclaiming Our Presence

OUR STUDENTS MAKE THEIR PRESENCE KNOWN

Our students have made it known - achieving success in college is their top priority. CMN students received many accolades in 2006-2007 from national recognition, academic honors, awards, and was the most active and engaged student government organization the College has experienced.



SEEDS CHAPTER EXPANDS EFFORTS

SEEDS (Strategies for Environmental Education, Development and Sustainability) Student Group expanded efforts to address the environmental and social issues that are important to them and the local community. The student group successfully runs a fair trade coffee stand. Seven SEEDS members traveled to Chiapas, Mexico to visit the communities and farmer cooperatives where the coffee that they sell is grown.

FIRST STUDENT INTERNATIONAL RESEARCH EXPERIENCE

In Summer 2006, Monica Pamaska participated in a Native American and Pacific Islander Research Experience in Costa Rica. She studied anthropod biodiversity and nector production of *Inga edulis*.

STUDENTS PARTICIPATE IN NASA SUMMER INTERNSHIP

CMN students and graduates, Rodney Steve and Ben Daniels, participated in the 2006 NASA Summer Internship Outreach Program, respectively at Lanley Research Center and Goddard Space Flight Center.



STUDENT ROCKET DESIGN TEAM RECEIVES AWARD

The CMN Five Clans Rocket Team participated in a student rocket design competition. The Five Clans Team received the Special Rocket Construction Award for their Golden Eagle wood inspired rocket that soared to an altitude of over 5000 feet.

STEM SCHOLARS

In Fall 2006, CMN piloted its STEM Scholars Program. The program is designed for students who have an interest in pursuing careers in Science, Technology, Engineering or Mathematics. The program better prepares them to complete college-level coursework in the related degree programs. Program participants completed a year-long, rigorous compliment of linked courses and guided study groups.



STUDENT OF THE YEAR

George Otradovec was CMN 2007 American Indian College Fund Outstanding Student of the Year. George received this honor for his education and career goals, academic achievement, and service to the College and community. George is a double major in Business Administration and Sustainable Development.

STUDENT RECEIVES AWARD FOR GLOBAL WARMING RESEARCH

Ben Daniels won the NASA/Goddard Space Flight Center Rahsaan Jackson Presentation Award for his research presentation on "Global Warming and the Future of the Menominee Forest."



Sustainability

College of Menominee Nation is a leader among Colleges and Universities in its commitment to sustainability guided by the Menominee world renowned sustainability reputation and values. The college has focused on sustainability both as a subject of study and as a goal for the college's own practices.



TRIBAL GREEN DESIGN SUMMIT

CMN Sustainable Development Institute hosted the Tribal Green Design Summit in March, 2007 to introduce a variety of projects and programs in which Native companies, organizations, and tribes were involved with utilizing green or sustainable design. Nearly 100 participants met to discuss and investigate green possibilities for their particular needs and environments.

CMN JOINS LEADERSHIP CIRCLE OF NATIONAL CLIMATE CONTROL INITIATIVE

CMN President Dr. Verna Fowler signed, as a founding member of the leadership circle, the American College and University Presidents' Climate Commitment. The commitment is a challenge to colleges and universities to develop a comprehensive plan to eliminate their global warming emissions and expand educational resources for students in the fields of sustainability and the environment.



CMN PARTICIPATES IN NATIONAL COLLEGE RECYCLEMANIA

CMN participated in Recyclemania, a national college contest to reduce the amount of waste produced on campus and to increase student awareness of campus recycling and waste minimization. CMN placed 3rd in Wisconsin and 107th nationwide.

SOUTH AFRICAN EDUCATORS

Educators from South Africa visited CMN in July 2006 to examine, in their own words, "what is common in our histories on how our cultures can survive in a Western world and discuss the tensions of living in two worlds -- the Western way of knowing the world and the traditional ways." The South Africans were also interested in the challenges of preserving indigenous culture.



College of Menominee Nation continues to make a presence in the lives of students and to help the communities we serve grow and flourish. The college expanded programs and services, enhanced degree program options, increased job training programs, improved technology and added campus facilities. The College collaborated with many local, tribal, state, national, and international partners to make a positive impact on the future of the College and communities served.



ADMINISTRATIVE ASSISTANT CONFERENCE

CMN sponsored the first annual Professional Administrative Assistant Conference. The purpose was to assist in providing a more professional contribution to the individual office and the organizations where they are employed. The conference utilized strategies to strengthen and enhance the Administrative Assistant in becoming a life long learner in his or her profession.

NEW LIBRARY PLANS GUIDED BY SUSTAINABLE BUILDING PRACTICES

The new Library building will be the College's first building guided by sustainable building practices. Consistent with its sustainable leadership, CMN is practicing what it teaches, creating a state of the art library that is visionary in terms of sustainability, environmental friendly, reducing operating costs and promoting a comfortable and healthy institution.



ARCHAEOLOGICAL RESEARCH CENTER ESTABLISHED

CMN has established a cultural research center on the Keshena campus under the direction of Dr. David Overstreet, noted archeologist. CMN's cultural research agenda is two-fold, first to develop and train Native American researchers, and second, develop research strategies that lead to the culturally responsible management of Native American cultural resources and patrimony. Additionally, CMN serves as a provider of complete cultural resource management services for the Native communities served by the institution.

Student Profile

STUDENT ENROLLMENT

* Unduplicated 2006-2007

Student Enrollment	513
Full Time	228
Part Time	285
Average Age	25
Female Students	379
Male Students	134

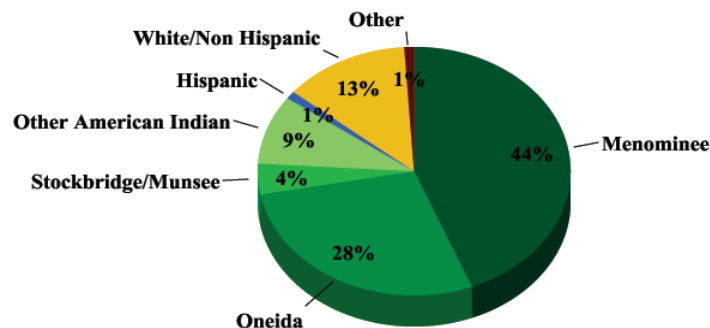
FINANCIAL AID

Federal - Title IV Total	\$ 873,587
Other Grants/Funding Total	\$ 211,423
Scholarships Total	\$ 192,820
State Of Wisconsin Total	\$ 544,643
Tribal/BIA Funding Total	\$ 1,216,419
Grand Total	\$ 3,038,892

TOP 3 AREAS OF STUDY

1. Business Administration
2. Early Childhood/Elementary Education
3. Pre-Nursing

STUDENT ETHNICITY



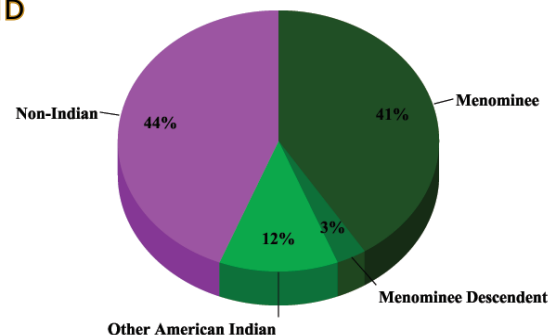
Employee Profile

Full Time Employees	73
Part Time Employees	7
Full Time Faculty	15
Part Time Faculty	2
Total CMN Employees	97
Student Employees	13
Federal Work Study Students	19

EDUCATIONAL BACKGROUND OF EMPLOYEES

PhD	11
JD	2
Masters	36
Bachelors	28
Associates	10
Non-Degree	29

EMPLOYEE ETHNICITY



STRATEGIC PLAN 2005-2010

This year's activities included some unique changes to the strategic planning process used by the College of Menominee Nation. In an effort to strengthen the connection between the planning process and the annual budgeting process, the CMN Board planning and budget committees were merged. This has provided a stronger bond and clear expectations between the institutional planning effort and the funding requirements necessary to attain specific goals.

Another innovation was the creation of an internal planning committee consisting of all program institutional directors. The role of this committee is to focus upon developing the objectives necessary to achieve the board established strategic goals. What makes this unique is the fact that the planning process is not a top down, nor bottom up approach. This new committee structure allows the entire institution to participate and develop the strategic goals, annual objectives, and establish priorities. It has become an exciting process that engages individuals across and throughout the institution and community as we strive to develop a post secondary institution known for quality education and leadership.

GOALS

- Goal 1: Ensure Institutional Stability and Sustainability
- Goal 2: Provide a Learning Environment and Support Services that prepare students for success at College of Menominee Nation, at four year universities, and in their careers
- Goal 3: Develop and Strengthen Academic and Technical Programs
- Goal 4: Provide Creative Academic and Technical Program Delivery
- Goal 5: Continue to foster partnerships and collaborations with post secondary institutions, business/industry, primary and secondary institutions, foundations, and government agencies

STRATEGIC INITIATIVES

- New Library
- Center for First Americans Forestlands
- Sustainable Forestry Academic Program
- Public Administration Academic Program
- Baccalaureate Degree Status
- 25% Increased student enrollment



Financial Overview 2007

ENSURING INSTITUTIONAL STABILITY AND SUSTAINABILITY

Ensuring Institutional Stability and Sustainability is a primary focus of CMN. CMN's clean audits can only be attributed to a fiscally accountable staff. With over 10 million dollars of restricted funds (grants) each year, all departments take on this responsibility. In an effort to make finances of CMN "more transparent" to the staff and community, CMN implemented a budget orientation for the Financial Committee which includes community members. CMN is in the process of connecting the budget to the strategic plan. This moves the organization into a more advanced stage of budgeting and planning. As a result, CMN is not only fiscally accountable, but this budget/strategic plan connection ensures CMN is also fiscally responsible.

FINANCIAL HIGHLIGHTS

	FY 2006	FY 2007
Non-Restricted Funds	\$ 4,109,630	\$ 4,328,117
Federal Awards	\$ 3,132,900	\$ 3,846,242
State Awards	\$ 433,630	\$ 2,600,549
Local/Private Awards	\$ 186,250	\$ 72,227
MITW Contribution	\$ 262,500	\$ 252,092
Endowment	\$ 1,087,930	\$ 1,269,307



College of Menominee Nation - Main Campus
Keshena, WI



College of Menominee Nation - Oneida Campus
Green Bay, WI

Working Together To Ensure Our Future

At the heart of College of Menominee Nation are our students and our faculty, staff, and tribal community, who guide our students to succeed in life as professionals, as citizens, as tribal members, and as individuals. Many other individuals, organizations, and partners have joined us with great commitment and dedication to help our students succeed, to proclaim our presence, and to ensure our future. Every accomplishment at CMN is made possible by the efforts of these many people and organizations. They are part of each student's success story and help enrich our campus and tribal communities.

COMMUNITY PARTNERS

Co-Vantage Credit Union
Menominee Indian Tribe of Wisconsin (MITW)
Maehneweskiyah Wellness Center
Menominee Casino/Bingo/Hotel
MITW Administration
MITW Business Center
MITW Clinic
MITW Community Development
MITW Community Resource Center
MITW Conservation
MITW Daycare Center
MITW Education
MITW Environmental Services
MITW Headstart
MITW Historic Preservation
MITW Housing
MITW Johnson O'Malley
MITW Language & Culture Commission
MITW Law Enforcement Center
MITW Strategic Planning
MITW Transportation
MITW Trust Resources
MITW Youth Development and Outreach
Menominee Indian School District
Menominee Tribal Legislature
Menominee Tribal Courts
Menominee Tribal Enterprises
Menominee Tribal School
Shawano Medical Center
Shawano Job Center-Workforce Development
Woodlands Boys and Girls Club

COLLEGE & UNIVERSITY PARTNERS

Bellin School of Nursing
Fox Valley Technical College
Galen University - Belize
Lac Courte Oreilles Ojibwe Community College
Northeast Wisconsin Technical College
Northcentral Technical College
Penn State University
Salish-Kootenai Community College
Silver Lake College - Manitowoc
University of Minnesota
University of Wisconsin-Green Bay
University of Wisconsin-Oshkosh
University of Wisconsin-Madison

GOVERNMENTAL AGENCY PARTNERS

HUD
NASA
USDA-CREES
USDA-Forest Service
USDA-Rural Development
US Dept. of Labor
US Dept. of Health & Human Services
US Dept. of Education
US Dept. of Defense
Wisc. Dept. of Public Instruction
Wisc. Dept. of Transportation
Wisc. Technical College Administration

FOUNDATION PARTNERS

American Indian Higher Education Consortium
American Indian College Fund-Lily Endowment
First Nations Development Institute
Indian Land Tenure Foundation
Johnson Scholarship Foundation
The Ford Foundation
Tommy Hilfiger Foundation





Main Campus

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www.menominee.edu

Oneida Site

College of Menominee Nation
2733 S. Ridge Road
Green Bay, WI 54304

Phone: (920) 965-0070
Fax: (920) 965-0071

About College of Menominee Nation

Founded in 1993, College of Menominee Nation is recognized throughout the region as a premier community college. College of Menominee Nation educates individuals who are engaged with critical issues locally and globally. Known for its quality educational opportunities that prepare students to succeed in a wide-range of professions, College of Menominee Nation has two campuses, one in Keshena, Wisconsin (on the Menominee Indian Reservation) and Green Bay, Wisconsin (near the Oneida Nation Reservation). A tribal community college, College of Menominee Nation is chartered by the Menominee Nation.