



**Academic Affairs Report**  
November 22, 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	2024-25	Status/ Trends	Notes
Bachelor Degrees Conferred	478	397	398	423	383	399	359	314	297	294	Not yet available	↓	Source: Registrar
Associate Degrees Conferred	214	174	157	184	122	163	139	145	145	152	Not yet available	↑	Source: Registrar
Certificates Conferred	22	20	11	2	2	11	18	17	11	15	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	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	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	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	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%	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%	79.07%	Not yet available	↑	Source: IPEDS Data Feedback Report and Student Affairs
Study Abroad	16	27	41	17	27	1	0	0	9	2	Not yet available	↓	Source: Study Abroad Office
% Students Living on Campus	42%	45%	44%	44%	47%	48%	45%	47%	43%	46%	Not yet available	↑	Source: Institutional Research/Common Data Set
Honors Degree Students Graduating	6	7	2	3	3	5	2	1	1	1	Not yet available	↔	Source: Registrar
% Full-time Faculty with Terminal Degree	57%	61%	65%	68%	67%	59%	68%	68%	70%	71%	77%	↑	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	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	83/76	↓	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	Not yet available	↑	Source: LSU 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	Good Standing	↔	Four-year comprehensive review in AY 2020-2021. Next reaffirmation of accreditation in 2026-27.



**Academic Affairs Report**  
**November 22, 2024**

**Agenda Item #2: Conferral of Summer 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 Summer 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 A.

**Suggested Action/Motion:**

The President recommends to the Board of Trustees the conferral of the appropriate degrees upon the list of candidates for Summer 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 Summer 2024.



**Academic Affairs Report**  
**November 22, 2024**

**Agenda Item #3: Master of Science in Fisheries and Wildlife**

Information

Action

Discussion

**Purpose:**

The purpose of this action item is to approve the Accelerated Master of Science (MS) in Fisheries and Wildlife Management program to start Fall Semester 2025.

**Background:**

Faculty in the School of Natural Resources propose the addition of an Accelerated MS degree in Fisheries and Wildlife Management that leverages strong enrollment in the BS degree and addresses demand by state, federal, and tribal agencies for biologist level positions in fisheries and wildlife. The Accelerated MS creates a 4+1 pathway for students allowing them to add on an additional year and acquire a BS and MS degree simultaneously.

The Accelerated MS program supports the following areas of the Strategic Plan:

1. *Strategic Plan Goal 1.1 - Revitalize and supplement academic offerings that respond to student needs and promote transformational growth.*
2. *Strategic Plan Goal 3.1 – Ensure individual or aggregated institutional operating units are viable and that LSSU as a whole is financially healthy and resilient.*
3. *Strategic Plan Goal 3.2 – Expand and diversify university revenue streams.*
4. *Strategic Plan Goal 5.3 – Increase sustainability-based engagement across campus and in the community.*

The program includes the following cross-listed courses (i.e., courses cross-listed with existing undergraduate courses):

1. NRES512 – Ornithology (cross-listed with NRES312)
2. NRES532 – Fisheries Management (cross-listed with NRES432)
3. NRES539 – Wildlife Management (cross-listed with NRES439)
4. NRES572 – Fish Culture (cross-listed with NRES372)
5. NRES570 – Restoration Ecology (cross-listed with NRES470)
6. NRES575 – Aquatic Entomology (cross-listed with NRES475)

7. EVRN545 – Remote Sensing & Spatial Statistics (cross-listed with EVRN445)

The program includes the following new courses:

1. NRES550 – Advanced Ecological Data Analysis
2. NRES695 – Graduate Thesis
3. NRES697 – Current Topics
4. NRES699 – Graduate Seminar

Creation of an accelerated M.S. Fisheries & Wildlife program will allow students to remain at LSSU for their graduate degree and earn it in a shorter amount of time than the traditional B.S. to M.S. path. This accelerated and more economical option should be attractive to current and prospective students and lead to enrollment increases at the undergraduate level and additional tuition revenue in the 5<sup>th</sup> year graduate program. Furthermore, the faculty in the School of Natural Resources and the Center for Freshwater Research and Education have been extremely successful in securing external funding for research activities, which also demonstrates the regional need for research and opportunities to support students in a M.S. program at LSSU.

Additional evidence to support the demand for a M.S. program was obtained through a survey of employers in 2024. Out of 46 respondents, the majority of whom were from state, federal, and tribal agencies, nearly 40% indicated that over half of their recent hires possessed a M.S. degree. The survey also identified additional needs in data analysis, R fluency, and communication skills; all of which have been incorporated into the proposed Accelerated MS. Students graduating from this rigorous, applied curriculum can meet the qualifications of state and federal natural resource management agencies as technicians and biologists.

Although accelerated (4+1) programs are somewhat common at other universities, this will be the first Accelerated MS program in Fisheries and Wildlife Management in the Great Lakes region.

Timeline:

1. This updated and modified program was approved by the faculty of the School of Natural Resources on August 26, 2024 and by the Curriculum Committee on September 19, 2024.
2. We seek approval of the Board of Trustees on November 22, 2024.
3. We will be submitting the proposal to MASU for review and approval at their January meeting, along with a request for feedback from our peer institutions. Their approval is contingent on LSSU Board of Trustees approval.
4. All of these approvals will provide strong documentation and evidence to reassure HLC that we have done our due diligence to deliver a successful Accelerated MS program for prospective students.
5. The HLC approval process for a program at a new degree level takes approximately six to nine months, and it requires an on-site visit from a review team. If the Board approves this program, we will submit the proposal to HLC and we would most likely be scheduling that on-site visit in late spring or early summer 2025. If the HLC review team recommends approval to their Institutional Actions Council, we could potentially start advertising the program in the spring 2025 semester and begin enrolling students for fall 2025.

**Revenues and Expenses:**

Given the expressed interest from current LSSU students and prospective students, along with the market demand.

	<b>Year 1 (FY 2025)</b>	<b>Year 2 (FY 2026)</b>	<b>Year 3 (FY 2027)</b>
<b>New Students</b>	10	15	15
<b>5<sup>th</sup> Year Students (Graduate)</b>	0	5	10
<b>Total</b>	10	25	25

**Projected Net Revenue**

	<b>Year 1 (FY 2025)</b>	<b>Year 2 (FY 2026)</b>	<b>Year 3 (FY 2027)</b>
<b>Revenue</b>	\$152,990	\$313,888	\$398,291
<b>Expense</b>	\$23,080	\$29,766	\$122,588
<b>Net Revenue</b>	\$129,910	\$284,122	\$275,703

Projected Revenue includes the enrollment estimates from the first table and assumes a 3% increase in tuition per year and 5<sup>th</sup> year students paying tuition at the graduate rate. Revenue is based on 15 credit hours per student per year and includes program and course fees. Revenue does not include room and board and it does not consider returning undergraduates, so annual revenue is a conservative estimate. Due to the unique challenges of incorporating graduate courses into our current plateaued fee structure, the revenue estimates above do not include graduate tuition rates until their 5<sup>th</sup> year. Upon Board Approval of this unique Master’s program, LSSU will develop policies and procedures for the inclusion of graduate courses in our Structure of Rates, to be considered by the Board in the spring of 2025.

Projected Expenses include release time for a graduate coordinator, and additional load that our existing faculty would take on, including fringe. In year 3, the expenses include a faculty position that is shared (50:50) with an outside agency pending an approval of a memorandum of understanding. CFRE will cover the 50% LSSU portion in Years 1 and 2 using non-General Fund dollars. The above estimate assumes the expense will move to the general fund in Year 3.

**Suggested Action/Motion:**

Approve the Accelerated Master of Science in Fisheries and Wildlife Management program to start Fall Semester 2025 upon HLC approval.

**President’s Recommendation:**

Approval of the Accelerated Master of Science in Fisheries and Wildlife Management program to start Fall Semester 2025 upon HLC approval.

**Lake Superior State University  
Master of Science in Fisheries and  
Wildlife Budget**

	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>
<b>Enrollment:</b>			
New Students	10	15	15
5th Year (Grad rate) students		5	10
<b>TOTAL</b>	<b>10</b>	<b>20</b>	<b>25</b>
 <b>Revenue:</b>			
<b>Tuition Per Year - Undergrad</b>	148,190	222,285	222,285
<b>Tuition Per Year - Grad</b>	\$ -	\$ 79,553	\$ 159,106
<b>Total Tuition</b>	<b>\$ 148,190</b>	<b>\$ 301,838</b>	<b>\$ 381,391</b>
<b>Program Fees</b>	\$ 30	\$ 30	\$ 30
<b>Total Program Fees</b>	\$ 4,800	\$ 10,050	\$ 12,900
<b>Course Fees (Grad courses only)</b>	\$ 50	\$ 50	\$ 50
<b>Total Course Fees (Grad courses only)</b>		\$ 2,000	\$ 4,000
<b>Total Course/Program Fees</b>	<b>\$ 4,800</b>	<b>\$ 12,050</b>	<b>\$ 16,900</b>
<b>Total Revenue</b>	<b>\$ 152,990</b>	<b>\$ 313,888</b>	<b>\$ 398,291</b>
 <b>Expenses:</b>			
<b>Coordinator Release Time Compensation</b>	\$ 9,300	\$ 9,489	\$ 9,489
<b>Add'l Instruction (Overload &amp; 50% faculty line in Yr3)</b>	5,545	5,670	66,020
<b>Faculty Summer Compensation</b>		4,500	7,500
<b>Adjunct Compensation</b>			
<b>Fringe</b>	6,235	8,107	37,579
<b>Marketing/Recruiting</b>	2,000	2,000	2,000
<b>Total Expenses</b>	<b>\$ 23,080</b>	<b>\$ 29,766</b>	<b>\$ 122,588</b>
<b>Net Revenue:</b>	<b>\$ 129,910</b>	<b>\$ 284,122</b>	<b>\$ 275,703</b>



**Academic Affairs Report**  
**November 22, 2024**

**Agenda Item #4: Associate of Applied Science in Animal Health**

Information

Action

Discussion

**Purpose:**

The purpose of this informational item is to provide an overview of the Associate of Applied Science (AAS) in Animal Health.

1. On November 7, the Curriculum Committee approved an AAS degree in Animal Health.
2. The AAS in Animal Health is an intensive set of applied Biology courses designed to train students in the field of Animal Health.
3. The problem we are solving includes:

Currently there is a bottleneck in the workforce for veterinary medicine, as the availability of DVM's and veterinary technicians does not meet the demand for veterinary services. Graduates of this AAS will be highly qualified to work as much-needed veterinary assistants but also animal care staff for zoos, livestock and aquaculture facilities, wildlife rehabilitation and epidemiology.

4. This AAS in Animal Health degree will:
  - a. Augment the BS Biology: Animal Biology concentration, allowing students choosing an emphasis in Animal Health to have this indicated on their transcript.
  - b. Introduce students to microbial, viral and parasitic vectors of disease, within the context of an animal's nutrition, behavior, physiology and genotype.
  - c. Meet demand for a growing 10-year outlook on careers in animal health. The U.S. Bureau of Labor Statistics projects growth of 15% from 2023 to 2033.
5. The AAS in Animal Health
  - a. Provides students with the practical skills necessary for meaningful Animal Health careers.
  - b. Is an associate of applied science degree program requiring at least 62 credits.
  - c. Does not require additional specialized faculty or new courses.



**Suggested Action/Motion:**

The President recommends to the Board of Trustees the approval of the Associate of Applied Science in Animal Health program.

**President's Recommendation:**

Approval of the Associate of Applied Science in Animal Health program.



**Academic Affairs Report**  
**November 22, 2024**

**Agenda Item #5: Sabbatical Applications**

Information

Action

Discussion

**Purpose:**

The purpose of this action is to approve two semesters of sabbatical leave for Dr. Kevin Kapuscinski and two semesters of sabbatical leave for Dr. George Voutsadakis for the 2025-2026 academic year.

**Background:**

1. The sabbatical approval process is prescribed in the contract between the faculty union and LSSU.
  - a. A Sabbatical Leave Committee, comprised of two Deans appointed by the Provost, and seven faculty members (one from each college and one at large member) elected by the faculty shall consider the applications for sabbatical leave and make recommendations to the Provost.
2. Two faculty members applied for a sabbatical leave for the 2025-2026 academic year. Dr. Kevin Kapuscinski, Associate Professor in the School of Natural Resources and Assistant Director for the Center of Freshwater Research and Education, requested a one-year sabbatical, and Dr. George Voutsadakis, Assistant Professor in the School of Computer Science and Mathematics, requested a one-year sabbatical.
3. The Sabbatical Leave Committee recommended approval of a one-year sabbatical for Dr. Kapuscinski and a one-year sabbatical for Dr. Voutsadakis.
4. In Section 14.4.1 of the Agreement between Lake Superior State University and Lake Superior State University Faculty Association MEA-NEA (2022-2027), “For the 4<sup>th</sup> and 5<sup>th</sup> Academic Years (2025-2026 and 2026-2027) of this Agreement the University shall grant a total of up to four (4) semesters of sabbatical leave at full pay.” Section 14.4.6 of the Agreement states, “Sabbatical Leave Committee decisions are due to the Provost by October 10<sup>th</sup>. The Board of Trustees shall make their decisions during the first Board meeting following the Sabbatical Leave Committee decision.”
5. Sabbatical Abstracts
  - a. Dr. Kevin Kapuscinski’s Abstract

Dr. Kapuscinski’s sabbatical proposal includes three main projects to enhance instruction, research, and professional activities at LSSU. Project 1 will produce a travel course on coastal

fishes of the southeastern US through collaboration with his long-time colleague at Coastal Carolina University, Dr. Derek P. Crane. They will design this course to enhance LSSU's Marine and Freshwater Sciences minor, but it should be of interest to students seeking other degrees. Project 2 will advance Dr. Kapuscinski's expertise in techniques used to estimate age of fishes through training with Dr. Crane, and result in enhancement of *NRES432 Fisheries Management* lab exercises and development of a grant proposal. For Project 3, Dr. Kapuscinski will gain expertise in analysis of high-frequency acoustic telemetry data, and then prepare and submit three manuscripts for publication in peer-reviewed scientific journals. He will also transfer this expertise to students linking their senior thesis projects to the grant-funded research underpinning Project 3.

b. Dr. George Voutsadakis's Abstract

*Algebraic logic* is the area of Mathematics that uses a variety of tools and techniques, mostly of logical and algebraic character, to build bridges and establish correspondences between logical systems and classes of algebraic systems. In this context, various researchers, over the last few decades, have contributed in the development of a robust framework for the algebraization of *monotonic logics*. These are logics in which, roughly speaking, adding hypotheses can only lead to more conclusions. Furthermore, a few researchers have used techniques from *complexity theory* to analyze the resources needed to carry out some of these algebraization processes algorithmically.

In a different vein, the explosion of logical systems employed in AI (Artificial Intelligence) and in modeling human behavior, e.g., knowledge, belief, etc., have shifted focus to *non monotonic logics*, which allow additional hypotheses to potentially subtract some statements from the set of conclusions. A generalization of the theory of abstract algebraic logic with a view towards accommodating these more "modern" logical systems has not yet been developed.

Additionally, even though complexity has been used as a tool in analyzing algorithmic processes in algebraic logic, little to no attention has been paid to investigating whether, taking the opposite point of view, algebraic logic itself and/or some of its techniques may be used to enhance complexity in a meaningful way.

Therefore, the goal of Dr. Voutsadakis' sabbatical will explore, and initiate research towards these two, as yet uninvestigated, directions. At the same time, included in the plan and the proposal are writing and lecturing components that contribute to and facilitate this endeavor.

**Suggested Action/Motion:**

Denial of sabbatical proposals for approval.

**President's Recommendation:**

Due to the current budget situation, denial of two semesters of sabbatical leave for Dr. Kevin Kapuscinski and two semesters for Dr. George Voutsadakis for the 2025-2026 academic year.



## Academic Affairs Report November 22, 2024

### Agenda Item #6: University Partners

Information

Action

Discussion

#### Purpose:

The purpose of this action is to approve a new tuition rate for full-time employees of University Partners, to be added to LSSU's Structure of Rates, set at 2/3 the base tuition.

#### Background:

In an effort to build partnerships between LSSU and community stakeholders, we are proposing the creation of a University Partner program and discounted tuition rate.

A University Partner of Lake Superior State University (LSSU) is an organization that directly supports the institution, our programs, and our students. University Partners help to offset university costs through ongoing direct support, space availability, and/or gifts-in-kind. These include, but are not limited to:

- Sponsorship of programs through ongoing financial support,
- Space or services for free or at reduced rates,
- Sponsorship or co-sponsorship of instructional or support staff, or
- Guaranteed student cohorts for certificates or programs.

In other words, a University Partner goes above-and-beyond to contribute to the long-term financial health of the institution. University Partners strengthen our programming, support our mission to produce well-prepared graduates, and reduce the cost of instruction. In recognition of the many benefits of such partnerships, we are proposing a *University Partner Employee Tuition Discount*, equivalent to a savings of 33% off of the LSSU Worldwide "One Rate" Tuition or Graduate Tuition rates, to employees of University Partners. We are further proposing that University Partner Employee Tuition Discounts and Institutional Scholarships not exceed the cost of tuition or room and board (when applicable) and that all other fees be billed in full. Examples of organizations to be considered as our current University Partners are:

- Cloverland Electric Cooperative,
- Michigan Department of Corrections,
- Michigan Department of Natural Resources, and
- MyMichigan Health.

Employees of University Partners must provide LSSU with *University Partner Employment Verification* each term. If their employer participates in the Employer Reimbursement Plan or 3rd Party Program, they will be eligible for those programs.

**Suggested Action/Motion:**

The President recommends that LSSU develop a University Partner program and offer a discounted tuition equal to 2/3 of base tuition rates to employees of University Partners.

**President's Recommendation:**

Approval of the development of a University Partner program and a University Partner Employee Discount rate equal to 2/3 of base tuition that will be added to the Structure of Rates.



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**Agenda Item #7: 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. The Center for Engage Teaching and Learning held its annual Professional Development Day on August 22. The plenary speaker was Dr. Jillian Kinzie. Dr. Kinzie is the Associate Director for the Center for Postsecondary Research and the National Survey of Student Engagement (NSSE) Institute at Indiana University School of Education. She conducts research and leads project activities on effective use of student engagement data to improve educational quality and serves as senior scholar with the National Institute for Learning Outcomes Assessment project. Other sessions centering on a theme of student success and engagement were led by faculty, staff, Trustee Caruso, and Kandi Wright from the Michigan Department of Corrections.
2. The LSSU Arts Center is having a thriving 20th Anniversary season, with an Open House sponsored by the LSSU Foundation Board, increased event attendance, increased revenue, and an expansion of programming in music.
3. In collaboration with community partners including MyMichigan Sault, Bay Mills Community College (BMCC), and Sault Area High School (SAHS), Lake Superior State University (LSSU) created the Healthcare Pathways Consortium. This Consortium will forge new opportunities for students pursuing careers in healthcare.
4. On September 9-13, MI Playground production came and shot content for school videos and a new website hero. The goal was to provide new creative content options for each area. The project is currently in the editing phase, hoping for videos to launch on the website by the end of this quarter. The videos will be used for school spotlights, digital ads and acquisition, internal marketing and graphics purposes, and advertising contracts with local news outlets, school catalogs, yearbooks, paid social ads, and tourism magazines.

**Suggested Action/Motion:**

None

**President's Recommendation:**

N/A

**Special Initiatives Update,  
Colleges,  
the Center for Freshwater Research and Education,  
Program Enrollment,  
Library and Academic Services  
Accreditation and Assessment,  
the Office of Sponsored Programs, and  
Marketing**



## **Update on Special Initiatives**

### **Master's in Business Administration**

The first cohort of sixteen students has successfully completed their first course in the MBA program and are now enrolled in their second 8-week course. Dr. Ralf Wilhelms, program director, is currently communicating with prospective students for the second cohort, which will likely begin in Fall 2025.

### **Prison Education Program**

The STEP UP program, with a cohort of 20 students, is moving forward successfully. LSSU received approval to offer Pell funding to eligible students in August. Midterm grades have been submitted and are overwhelmingly positive. There are no grades lower than a C and the majority of the students are looking on track to earn at least a 3.0 GPA, if these midterm grades are predictors of final grades. Instructors have been selected for teaching the second semester courses (two faculty are continuing from first semester). An HLC reviewer will complete a site visit at the facility this spring.

In addition to the fantastic work the faculty are doing in the classroom, Library and Academic Services and Financial Aid staff have been working with the students to develop their academic success skillsets and to connect them to the culture of being a Lake State student. Some of these activities include:

- New Student Orientation and Convocation (Attended by President Travis and Trustee Caruso)
- Pre-semester College Prep Workshop to decrease anxiety among the cohort
- FAFSA assistance
- Individual Intrusive Advising sessions for students who need personalized academic support
- Library Research Instruction Workshops
- Regular meetings with the Student Voice Council to address specific concerns
- Working with students to create a display in the LSSU Library Art Gallery of their own creative works including poetry, short stories, and drawings
- Planned two events in which we will stream live LSSU sporting events to the students with staff in attendance

We are in discussions with the Michigan Department of Corrections to expand the offerings at both Chippewa County Correctional Facility (URF) and the Kinross Correctional Facility (KCF). We are seeking approval to add the Bachelor of Science in Business Administration—Entrepreneurship to the offerings at URF. We are investigating the viability of offering the Associate's in Substance Abuse Prevention and Treatment to KCF and are also exploring Creative Writing. With the early success of this program, we plan on expanding future cohorts from 20 students to 25 students.

There has been media attention for this program including newspaper articles and on local television. We are hoping that with the increased positive attention of this program we will start to see donations increase through the Foundation. We have worked with the LSSU Advancement Office to create a specific account for STEP UP donations and have included a link for donations that is accessible off of the STEP UP web page.

## **Gardner Institute**

As part of a grant-funded project from the Michigan Department of Lifelong Education, Advancement, and Potential (MiLEAP), LSSU contracted with the Gardner Institute to implement an assessment to help direct our efforts to improve student success on our campus. The Gardner Institute is a nonprofit organization dedicated to partnering with universities to increase institutional responsibility for improving outcomes associated with teaching, learning, retention, and completion. In September, the Institutional Transformation Assessment (ITA) and Readiness, Willingness, and Ability (RWA) survey was distributed to all LSSU staff and faculty. One hundred and eleven individuals participated in this survey, a 36% response rate. One hundred percent of the administration team participated and 33% of the student success community. Thank you to everyone who took the time to participate in this survey.

On October 24th and 25th, representatives from the Gardner Institute led a day and a half sensemaking session on campus engaged in initial discussions to expand and enhance support for student success and advance equitable outcomes. Approximately 25 staff and faculty from across programs participated in the sensemaking session. The discussion began with a review of survey results, focused on four Transformation Principles: Philosophy and Strategic Alignment, Designing for Student Opportunity and Equitable Attainment for All, Organization and Policy, and Data, Accountability, and Continuous Improvement.

The goal of this initial discussion of campus systems was to identify key drivers that were used during a strategic prioritization exercise to map a provisional plan of transformational activities to create a more inclusive, supportive, and effective educational environment that aligns with LSSU's mission and prepares students for academic and professional success.

Sensemaking key findings:

1. There is a distinct culture of caring for students at Lake Superior State University.
2. An effort to get units to work collaboratively to break down silos, particularly between academic and student affairs is needed.
3. Enhanced and clear communication is required from executive leadership to units, between units, and perhaps most importantly to students about available resources.
4. There is a strong need to build the infrastructure to allow for a data-informed decision-making culture on campus.
5. The new administration is viewed with strong optimism allowing the opportunity to establish work in some of these key areas.

A team of LSSU staff and faculty will use information gathered from this assessment process, as well as data collected from student assessments, as a framework to develop additional grant proposals focused on strengthening student success systems at LSSU.

## **Outreach and Recruitment Program**

Academic Affairs is also piloting an outreach and recruitment program this year. Ten Schools identified one faculty member to serve as an Outreach and Recruitment Coordinator. Each coordinator has been charged with:

- The development of outreach programming, including a minimum of one Charter School visit per semester,
- The development of transfer pathways,
- The enhancement of marketing and communication in the School,
- The development of web content and recruitment materials in collaboration with LSSU's Marketing Department,
- Collaboration with Admissions on ways to enhance the campus visit experiences of prospective students who are interested in your fields, and
- Participation in meetings 1-2 times per semester with the Dean of Enrollment Management to discuss strategies and provide updates.

The goal of this program is to recruit students, build academic collaborations with Admissions, and serve as an incubator for new ideas.

## College of Business, Engineering, Computer Science and Mathematics

### Outreach and Recruitment

1. School of Engineering and Technology faculty, staff, and students ran two booths at Automate 2024 in Chicago in May. The LSSU students were given a tour at INTELSAT in Chicago by alum, Loren Ayotte ('05, Computer Engineering).
2. The School of Engineering and Technology held an open house during Great Lake State Weekend to celebrate alumni, friends, and supporters of their programs. Mark Compton, Director of Global Process Standardization at JR Automation, received the 2024 Engineering Above and Beyond Service Award, and JP Rasaiah ('93, Automated Systems Engineering Technology) received the 2024 Engineering Alumni Fellowship Award during the event.
3. On Thursday, October 24, 2024, the School of Engineering & Technology participated in the annual Manufacturing Day for regional area high school 9th graders. The event provides students with an introduction to manufacturing careers and educational opportunities. Six area companies, along with the School of Engineering & Technology, participated in twelve 20-minute activity sessions for approximately 262 9th graders representing 7 local high schools, along with 36 high school teachers and staff members. Participating for the LSSU SET was Professor David Leach, Dr. Edo Sarda, Mr. Trevor Bryant, and Mr. Ron Throener. Students were given tours and demonstrations in our machine shop and robot labs, while manufacturing career and degree programs were discussed.

### Student Accomplishments and Activities

1. Ten School of Engineering and Technology students will compete in the 2024 Maritime RobotX Challenge in Sarasota, FL during the first week of November. The Maritime RobotX Challenge is a biennial international competition that involves completing a series of challenges using a Wave Adaptive Modular-Vessel (WAM-V) and an integrated Uncrewed Aerial Vehicle (UAV).
2. Engineering and Biology students from LSSU collaborated to perform zooplankton sampling using an autonomous kayak at the Greenwood Sanctuary in May 2024.
3. Twenty-five engineering alumni returned to campus for LSSU's 2024 Career Fair to recruit current students for full-time and internship positions. The alumni pictured represent top companies including 4DSystems, Acme Manufacturing, Applied Manufacturing Technologies, Hyperion Automation, JR Automation, KUKA Robotics, Lear, Mission Design & Automation, Textron Aviation, Tool North, and TRANTEK. Their return to LSSU represents both their success and their support of our engineering programs.



## Conferences, Presentations, and Publications

1. Xavier Vicent Navarro, a recent LSSU Robotics Engineering graduate, presented two papers at the IEEE/MTS Oceans Conference in Halifax in September that were co-authored by LSSU graduate, Caleb Wilson, and LSSU professor, Dr. Edoardo Sarda. Navarro is a graduate research assistant studying Ocean Engineering at Florida Atlantic University. Their research concentrated on the development of a water quality monitoring system on an Uncrewed Surface Vehicle (USV) and autonomous launch and recovery of a UAV from a USV.
2. Four faculty members, Drs. David Baumann, Masoud Zarepoor, Haluk Kucuk, and Robert Hildebrand, and five students, Emily Hagelthorn, Andrew Heiny, Morgan Kelly, Omar Nobani, and Dustin Mangone, from the School of Engineering and Technology, co-authored a paper, "[\*Buried Object Localization by Spectral Analysis of Surface Wave Reflections\*](#)", that was published in the Proceedings of Meetings on Acoustics (POMA) and presented in Ottawa.

## Grants and Equipment

1. The School of Engineering and Technology received a donation of \$104,000 worth of 3D Machine Vision systems by FANUC Robotics (Rochester Hills, MI) in October. The four vision systems will be integrated with the four new FANUC CRX robots that will be installed in the robotics lab. One of the highlights of this vision system is the ability it provides to the robots to automatically orient itself to pick up parts and objects placed randomly in a bin. This application is referred to as automatic bin-picking and also often referred to as the "holy grail" in the application of machine vision to pick parts. This technology will give LSSU students exposure to state-of-the art integration and use of 3D vision with robots.
2. Mission Design and Automation is developing the following cells as part of the rebuilding of the LSSU robotics lab annex.
  - Shoe Polishing Mobile Cell with Universal Robot (delivered to LSSU in November)
  - Coffee Mobile Cell with FANUC CRX collaborative robot
  - Tic Tac Toe Mobile Cell with FANUC CRX collaborative robot and IR vision
  - Delta robot part sorting cell
  - 4 MiR Mobile Robot with Universal Robot mounted on top



## College of Arts and Sciences

### Conferences and Presentations

1. Students in the College of Arts and Sciences presented their research at the Upper Peninsula Local Section of the American Chemical Society Undergraduate Research Symposium in Marquette on October 26. Nick Gordon (Environmental Science) won 2<sup>nd</sup> place for the undergraduate poster division.

Posters included:

Effects of Cu and Ni Uptake in *Cannabis sativa* on Cannabinoid Synthesis. Lanny Stout (Cannabis Chemistry) and Dr. Mark R. Zierden.

Bioaccumulation of Lead in Plants at the Gaines Highway Shooting Range Near Kinross, Michigan. Shane Coykendall (Environmental Science), Dr. Mark Zierden, Lilyann Secord-Rider (Biology), Professor Benjamin Southwell, and Dr. Derek Wright.

Investigation of the Spatial Variability of Heavy Metal Based Pigments in Nineteenth and Twentieth Century Books. Nick Gordon (Environmental Science), Ana Robbins, Arianna DeHoyos (Social Science), Dr. Stephen Kolomyjec, Prof. Ben Southwell, and Dr. Derek Wright.

2. Dr. Melissa Shaffer-O'Connell and three political science majors (My'Asia Barnes-Parish, Celia Hacker, and Dakota Payment) attended the Michigan Political Science Conference in Saginaw on October 17.
3. Dr. Jun Li was invited to attend the "2024 International Conference on the Cooperation and Integration of Future Industry, Education, Research and Application of the Ocean Industry" on October 23 and 24 held at Qingdao, China, and gave a presentation titled "New Insights of Phagocytic B cell and Its Involvement in Fish Antimicrobial Immunity" (online).

### Awards, Grants, and Donations

1. Professor Adam St. John received an \$18,000 grant from the Michigan Arts & Culture Council for Arts Center programming and equipment upgrades.

### Recruitment

1. Dr. Martha Hutchens visited Concord Academy Petoskey and led students in their high school science class through sheep heart dissections.



Nick Gordon (Env. Science) with his award-winning poster.



- Sixty-five students from Ojibwe Charter Schools were hosted by faculty from the College of Arts and Sciences. The activity was organized by Dr. Barbara Evans, who gave students a tour of the aquaponics systems in the Aquaponics Learning Lab and in the Superior AquaSystems hoophouse. Dr. Derek Wright gave them a tour of water testing equipment in the Cannabis Center of Excellence as well as the greenhouse and Micro Analysis and Spectroscopic Characterization Lab. Dr. Paul Kelso organized a tour of the Kemp mineral museum and used the stream table to illustrate watershed effects and erosion. Students were also engaged with a geology scavenger hunt, assisted by Drs. Hari Kandel, Nalaka Ranasinghage, and Jason Garvon.

### Research, Publications and Creative Works

- Faculty from the School of Chemistry, Environmental, and Geosciences published an article based on their work as part of the SEWER Project. Integration of Whole-Genome Sequencing with ddPCR Kit for Detection of Omicron Subvariants in Wastewater in the Upper Peninsula of Michigan by Michelle M. Jarvie, Thu N. T. Nguyen, Benjamin Southwell and Derek Wright. *Appl. Microbiol.* 2024, 4(4), 1453-1463; <https://doi.org/10.3390/applmicrobiol4040100>
- Dorothy Sidau (Biology) had her art piece “Lost” selected and displayed as part of Michigan Association of State Universities Arts in the Legislature program.
- Dr. Jason Garvon traveled to Missouri and Kansas to visit fish farms as part of his grant with Kansas State University and Purdue University (\$244,334) funded by the North Central Regional Aquaculture Center – United States Department of Agriculture. He met with fish farmers about his work evaluating effectiveness of both acoustic and laser non-lethal bird deterrents.



“Lost” by artist Dorothy Sidau (Biology)



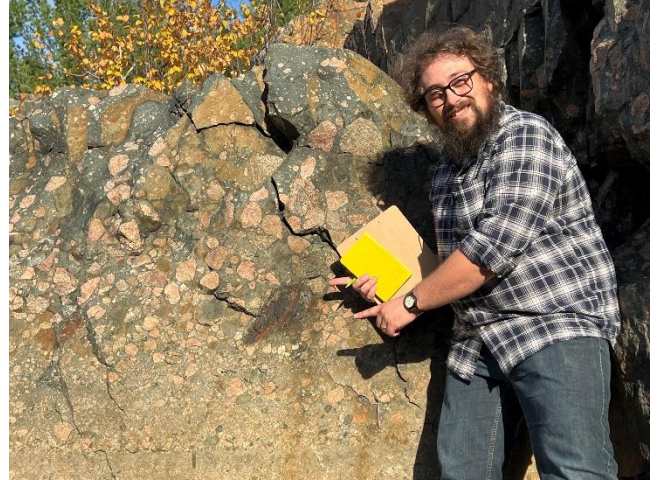
*Dr. Jason Garvon takes to the field*

- Dr. Russ Searight and Dr. Jason Swedene published collaboratively: Swedene, J.K. & Searight, H.R. (2024). David Hume. In T. Shackelford (Ed.). *Springer Encyclopedia of Psychology and Religion*.

5. During GEOL308 structural geology field trip to Elliot Lake, Ontario on October 19, Drs. Paul Kelso and Nalaka Ranasinghage and LSSU geology students studied geology structures, processes, and past climate. The rocks that students studied during this field excursion are world famous as they recorded changes in the Earth's atmosphere and climate over 2 billion years; there is a large display of them in the Natural History Museum in New York City.



*Ella Moses (Geology) and Mia Morgan (Geology) testing out the "pillow lavas" which are over 2.5 billion years old.*



*Nick Gordon (Environmental Science) is next to drop stones formed when an iceberg from a glacier dropped pebbles and boulders onto the ocean floor as it melted more than 2 billion years ago*

6. During USEM101 Freshman Seminar, Drs. Derek Wright and Paul Kelso and LSSU freshmen visited sites on campus, Mission Hill, Monocle Lake and a gravel pit. Students studied environmental and geologic processes as they learned to collect field data and explored some interesting localities in the region.



*Dr. Derek Wright and Izabella Yeakey (Environmental Science) investigate Lake Superior water quality.*



## Arts Center

The LSSU Arts Center is having a thriving 20<sup>th</sup> Anniversary season, which was featured in an article by the [Sault Evening News](#). Offerings in music have expanded beyond Pep Band to include a concert band, jazz band, choir, and orchestra. Arts Center attendance and revenues have increased, resulting in the highest year-to-date revenues since Covid.

	<b>YTD Revenue (as of 11/6)</b>	<b>Year-End Actual</b>
FY19	\$24,475	\$77,245
FY20	\$21,271	\$36,549
FY23	\$770	\$20,186
FY24	\$1,143	\$28,166
FY25	\$10,127	

Below are some highlights.

<b>Date</b>	<b>Event</b>	<b>Attendance</b>	<b>Type</b>	<b>About</b>
<b>8/28</b>	Michigan Department of Corrections Graduation	60	Rental	This graduation celebrated 15 new officers, with friends and family proudly in attendance. Hosting this event not only honored their achievements but also served as a valuable marketing opportunity for the Arts Center, showcasing our venue to the community for future events.
<b>9/6</b>	Gordon Lightfoot Tribute Band	136	Season	The Gordon Lightfoot Tribute Band delivered a captivating performance that resonated deeply with the audience, celebrating the legendary musician's timeless legacy. Attendees gained a richer understanding of this iconic Canadian folksinger and his enduring impact on music and culture.
<b>9/15 &amp; 17</b>	Dune: Part 2 (Film Series)	10 / 11	Season	Though attendance was initially low, this event marked a promising start to our film series, igniting interest that is sure to grow. As word spreads, we are optimistic that future screenings will attract a larger audience eager to engage with our cinematic offerings.
<b>9/27</b>	Indigenous Art Walk	22	Rental	The art gallery walk featured the L.F. Noyes Collection, guided by esteemed scholar Phil Bellfy, offered profound cultural insights into Indigenous art. Participants engaged in meaningful discussions that deepened their understanding and appreciation of the rich heritage represented in the collection.

Date	Event	Attendance	Type	About
9/28	Guitar Workshop	15	Community	The masterclass with world-renowned guitarist Richard Gilewetz provided an unparalleled opportunity for attendees to learn from a true virtuoso. Participants left inspired, equipped with new techniques and a deeper appreciation for the art of guitar playing.
10/4	Charter School Workshop with Prof. St. John	27 students	Internal	We had iCademy here and we did a theatrical workshop, as well as improvisatory acting work.
10/14	EUPISD Teachers Conference	200+	Rental	Serving as exceptional hosts for the EUPISD's professional development day embodied our commitment to community engagement. Their expressions of appreciation following the event reflect the success of our efforts to create an engaging and enriching experience.
10/17	Battle of the Bands	174 audience 17 local musicians	Season	This community-building event for local musicians attracted a large crowd, showcasing the vibrant talent within our area. Enthusiastic responses and the review titled "The 2024 Lake Superior State University Music Festival: A Celebration of Local Talent" highlight the event's success in fostering connections and celebrating the local music scene.
10/18	20 <sup>th</sup> Anniversary Gala	125 (rolling)	Season	Fiscally supported by the foundation, this event created & executed by the arts center team was a resounding success, featuring great food, music, and engaging conversations about the center. Although the focus was not on fundraising, the excitement generated by the new arts center team inspired attendees to make spontaneous donations, showcasing the community's enthusiasm for our mission.
10/19	Admissions – Open House	22 - Students 48 – Family 70 Total	Internal	Admissions event that allows pipeline of prospective students on campus.
10/19	Matt the Knife	55	Rental	This event hosted by Student Life provided a vibrant and entertaining conclusion to Great Lake State Weekend, drawing the community together. Following the hockey game, the late show created an atmosphere of fun and camaraderie that celebrated our school's spirit.

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

**Conferences and Presentations**

1. Clay Wilton (Fisheries and Wildlife Management) and Elliana Prow (Fisheries and Wildlife Management), both presented their research at the Michigan Sea Grant Environmental Internship Symposium in August at the University of Michigan in Ann Arbor. Clay was researching bats in coastal wetlands and Elle was working on zooplankton populations in the Great Lakes. Both students received a \$10,000 award from MI Sea Grant.
2. The School of Natural Resources seminar series held a guest speaker event on October 18 in the Library Learning Commons, more than 100 students and faculty members attended the event. The guest speaker was Dr. Andrew Honsey, a US Geological Survey-Great Lakes Science Center's Fisheries Biologist. He presented a talk on "Providing science and operational support for the conservation and restoration of native prey fishes in the Great Lakes".
3. Dr. Dustin Brewer's NRES 439 Wildlife Management class visited Munuscong State Wildlife Management Area, and had a presentation from David Jentoft, LSSU alum and DNR wildlife biologist for the area, about deer management in the U.P. (photo to right)
4. Dr. Brewer presented an invited (virtual) talk to the Lower Mississippi Valley Migratory Bird Joint Venture's board titled *Using Bayesian network analysis to identify King Rail habitat distribution in the Mississippi Alluvial Valley*.
5. Dr. Brewer presented an invited (virtual) talk at the Mississippi Flyway migratory bird meeting titled *King Rail movements in the Flyway: Model validation, life history gaps, and opportunities for involvement*.
6. Dr. Seth McCall has been invited to give a book talk on November 16, 2024, at Teachers College, Columbia University during the conference "Rejuvenating Our Praxis: Sharing Critical Hope," geared toward an audience of teachers.
7. Dr. Doubek presented an invited talk at the Lake Huron CSMI Binational Workshop in Sarnia, Ontario titled *Crustacean zooplankton density is higher in beach and nearshore habitats in the North Channel versus southern Lake Huron*.
8. Dr. Doubek and Dr. Kapuscinski were co-authors on a presentation at the Lake Huron CSMI Binational Workshop in Sarnia, Ontario titled *Investigating Coregonine Recruitment Constraints During Their First Year of Life in Lake Huron*.
9. Dr. Moerke participated in an invitation-only two-day workshop for the International Joint Commission to lead a review of the decadal science plan for the Great Lakes. The IJC advises the US and Canada on management of the Great Lakes and 25 lead scientists throughout the Great Lakes were brought together to identify science priorities for the next decade.



## Awards, Grants, and Donations

1. Teacher Education students, Laci Paidl and Eli Sprague were selected as Golden Apple Scholars. They joined the 2024 cohort that provides \$15,000 of financial support and summer professional development to support aspiring teachers. This is a highly prestigious program and Laci and Eli are the first two Laker Golden Apple Scholars.
2. LSSU undergraduate student Gwen Phillips (Fisheries and Wildlife) submitted a National Science Foundation Graduate Student Research Fellowship application this October. This is a tremendous feat for any undergraduate student. She wrote an application to study the importance of “lakemounts” in Lake Champlain and the Great Lakes, at the University of Vermont (UVM) for graduate school. She received positive comments on the application drafts from her prospective advisor at UVM.
3. CFRE renewed two ongoing contracts—sea lamprey control with the US Fish and Wildlife Service that partially funds student workers in the summer at the hatchery, and the CTE contract, which fully funds the CTE program where high school students complete their studies at CFRE.
4. Drs. Ashley Moerke and Kevin Kapuscinski, along with collaborators Ed Verhamme (LimnoTech) and Dr. Alejandro Molina Moctezuma (University of Tennessee), were awarded a \$295,129 grant from the Cooperative Institute for Great Lakes Research for their proposal *Evaluation of Restored Habitats at Little Rapids, St. Marys River*. This project will support faculty, staff, and student workers, and will provide undergraduate research opportunities to LSSU students.

## Publications

1. Dr. Seth McCall, Assistant Professor in the School of Education, published a book titled *A Troubling Inheritance: Reworking Problematic Curricula*. The book was published by Lexington Press, the scholarly imprint of Rowman and Littlefield. Dr. McCall’s book was nominated for Outstanding Book Award in Division B (Curriculum Studies) of the American Educational Research Association.
2. Dr. Dustin Brewer, Assistant Professor in the School of Natural Resources, was the lead author on a scientific publication in the Journal of Fish and Wildlife Management titled [\*Using Environmental DNA to Detect Radio-Tagged King Rails: Initial Validation Results and Needed Advancements\*](#).
3. Dr. Hari Kandel, an Associate Professor in the School of Natural Resources/School of Chemistry, Environmental, and Geosciences co-authored a publication alongside USDA scientists (citation: Bill, M., Eide, J. D., Fugate, K. K., Bolton, M. D., Kandel, H. P., & Kandel, S. L. (2024), Continental-scale insights into the sugarbeet diffusion juice microbiomes. *Microbiology Spectrum*, e01093-24). This publication explored the bacterial communities in sugarbeet diffusion juice collected from 11 sugarbeet-producing states in the US including Michigan.
4. Dr. Kevin Kapuscinski and Dr. Ashley Moerke co-authored a paper with colleagues at Washington University in St. Louis titled “Life stage and vaccination shape the gut microbiome of hatchery-reared Atlantic salmon (*Salmo salar*) intended for river stocking” in the journal *Aquaculture*. The publication focused on Atlantic salmon from the LSSU CFRE Fish Hatchery and is guiding rearing and reintroductions of salmon in other regions.

## Research and Activities

1. The School of Natural Resources (SNR) revamped the Natural Resources Technology Associates degree to provide expanded opportunities for students. All students in SNR will now have the opportunity to seamlessly complete an Associates and a Bachelor's degree, which provides more financial support for students through TIP funding as well.
2. Molly Gilpatrick's (Conservation Biology) senior research on naphthalene—a priority pollutant—was highlighted in [Eos](#), an outreach media outlet for the American Geophysical Union. Under the mentorship of Dr. Kandel, Molly and the research team analyzed contaminants in two small inland lakes of the northern lower peninsula of Michigan. They found concentrations 1.8 times higher in the lake accessible to boats during their study period.
3. This fall, 120 Teacher Education students are completing Apprenticeships in k-12 schools throughout the Eastern UP and in locations across Michigan and Ontario, Canada. They are gaining hands-on experience in classrooms starting in their first year.
4. The School of Education currently has a cohort of 30 Talent Together students from across Michigan. These students are full-time employees of school districts in Michigan, and the new program pays their regular tuition rate and allows them to complete coursework via Zoom developed and delivered by our faculty using LSSU's MidFlex methods.
5. Four Fisheries and Wildlife Management students (Brynn Janetta, Trey Studer, Carli Huhn, and Fischer Lane) and one faculty member (Dr. Jill Witt) participated in a mentored waterfowl hunt through the Delta Waterfowl Foundation, University Hunt Program in Alpena, MI. LSSU students and faculty participated in hunter safety, shooting skills, a mentored waterfowl hunt, and a post-hunt duck cleaning and meal. This program is designed to introduce future wildlife managers to the sport of hunting; hunters are the largest stakeholder group in wildlife management. This was our first year participating in the University Hunt program and it was a great success (see photo below). We are excited to build more opportunities like these for our students.



*CoGLEE partnered with Delta Waterfowl to provide Michigan's first University Mentored Hunting Program in the state. This is a great opportunity to introduce students to another outdoor sport, but also to help them connect with hunters, a major stakeholder of wildlife management.*

6. Five students, along with CFRE Research Technician Nikki Perigo, and Dr. Ashley Moerke worked in collaboration with the National Park Service to conduct the first-ever surveys for native freshwater mussels in inland waters of Pictured Rocks National Lakeshore. This grant-funded project provided students with experiences collecting data on habitat and from live organisms that will aid in preserving these federally-protected and sensitive organisms.

*Student researchers Connor Arnold, Alana Schofield, Torin Miller, Wendy Leisner, and Sam Rimatzki collect freshwater mussels from rafts to avoid stirring up the soft bottom substrates.*





7. Six student employees, five volunteers, and two apprentices (NRES450 Apprenticeship in Fish Culture students) have been working at the hatchery this fall under the mentorship of CFRE's Research and Hatchery Technicians. These students gained valuable experience in daily fish hatchery operations, including raceway cleaning, feeding, taking daily measurements, and recording data. Apprenticeship students also completed weekly assignments under the guidance of Dr. Kapuscinski.

8. Thirty-eight LSSU students (volunteers) participated in the annual effort to collect adult Atlantic Salmon broodstock at the CFRE Fish Hatchery. Nearly 600 salmon were netted, and 430 were retained for egg take efforts that are planned for mid-November. Additionally, 38 high school students from the Natural Resources CTE class taught at CFRE participated in broodstock collection. Students gained experience in fish handling, netting, and general safety when working around water.



*Students collecting adult Atlantic Salmon for broodstock at the CFRE Fish Hatchery*

9. This summer, Dr. Kevin Kapuscinski, CFRE Research Technician Silas Dunn, Student Research Technicians Sarah Gremmer and Robert Landis conducted surveys for Lake Sturgeon in the St. Marys River. All Lake Sturgeon were measured for length and weight, a tissue sample was collected for genetic analysis, and fin rays were collected to estimate age. This work is part of a multi-national collaboration to understand habitat use and populations characteristics of Lake Sturgeon in the St. Marys River.



*Sarah Gremmer, an undergraduate pursuing a degree in Fisheries & Wildlife Management, displays a Lake Sturgeon captured during survey efforts.*

10. Research Technicians Cameron Leitz, Silas Dunn, and Drew Heckman, and LSSU students Cody Ogden and Wendy Leisner completed stranded species surveys in the main rapids of the St. Marys River during a compensating gate closure event. Technicians and students found 87 stranded fish, 277 fish eggs, and 34 crayfish. This grant-funded research is the first study to assess the ecological impacts of opening and closing the compensating gates, which has occurred for over 100 years.

11. Research Technicians Cameron Leitz, Silas Dunn, and Nikki Perigo assisted Verena Kalter, a Ph.D. student from Memorial University, with deployment of devices in the St. Marys River that will allow us to study the effect of oil on microbes in freshwater.

12. Research Technician Cameron Leitz and Hatchery Technician Riley Waterman visited Oden State Fish Hatchery to assist and learn methods for completing egg-take from Steelhead. This provided valuable experience that will help us complete our Atlantic salmon egg take at the CFRE Fish Hatchery.

13. Dr. Bo Liu hosted a virtual meeting with collaborators of the International Consortium of Oil Research - Our Waters of the North to discuss protocols for preparation of water-accommodated fractions and key challenges of this research approach in fresh water.

### **Recruitment and Outreach**

1. Dr. Jenna Parker and Brynn Janetta (Fisheries and Wildlife) participated in the EcoCareers Expo in October in Alpena. The expo was an all-day event for 300 eighth graders from the northern lower peninsula.
2. LSSU's Society for Conservation Biology Club, in collaboration with the Three Shores Cooperative Invasive Species Management Area (CISMA), sponsored an invasive species removal in Laker Woods (behind Norris Center). Twenty-seven students and community members put in 60 hours removing invasive buckthorn and planting native wildflowers.
3. Alexis Tyslicki (senior, parks and recreation) is completing an apprenticeship with CFRE for TEAC 302. As part of this experience, Alexis has worked at the Great Lakes Discovery Center and assisted with developing and facilitating school programs. She has become a valuable member of the CFRE Education and Outreach team.
4. Research Technicians Cameron Leitz and Nikki Perigo led the LSSU Aquatic Ecology and Fisheries Camp for eight high school students. Students learned how to identify fish and aquatic macroinvertebrates. They also practiced sampling techniques including collecting aquatic invertebrates with D-nets, collecting fish with seines/fyke nets, and using a water quality sonde. Students completed a weeklong research project comparing aquatic macroinvertebrate and fish communities in lakes and streams. The week culminated in student presentations to their parents, CFRE faculty, staff, and LSSU students.
5. Dr. Seth McCall attended "Be a Teacher Day", an event hosted during a Detroit Pistons game on November 12. He had a table display to recruit potential students.
6. Dr. Jon Doubek visited Alpena Community College in early October for a LSSU recruiting event, and he will be attending a recruiting event at CareerLine Tech Academy in Holland, MI the first week of November. Both are great opportunities to highlight LSSU's offerings.
7. Beth Christiansen (CFRE) joined Cameron Mansell (LSSU Admissions) at Howell High School for a recruitment table. Howell has a very large population of students involved in outdoor activities.
8. CoGLEE participated in the August student orientation and the Great Lake State Weekend Open House, which included 40 prospective student visitors to CFRE.
9. CFRE provided 60 prospective students tours of the Barch Center for Freshwater Research and Education since the last Board of Trustees report. Twenty-five percent were non-CoGLEE majors including engineering, criminal justice, biology, and general studies.
10. CFRE kicked off another year of its Career and Technical Education program in Natural Resources, which hosts 15 high school students at CFRE each day. This month students have been participating in the CFRE fish hatchery broodstock collection (see photo below), which is a great way to get high school students to see the uniqueness of LSSU.



11. CFRE hosted a Showcase/Open House in October during Great Lake State Weekend featuring student research and K-12 projects funded by two education grants to CFRE, along with community partners. One hundred and twenty people visited CFRE for the two-hour open house.
  - a. Fourteen K-12 project posters were on display for the MISGP education project.
  - b. Three project posters displayed for the NOAA B-WET project.
  - c. Five undergraduate students shared their research.
  - d. MISGP project partner, Three Shores CISMA, set up a booth with information and give-aways.
  - e. LSSU undergraduates Brynn Jannetta and Corrine Waucaush (Shingabowassin Anishinaabe Student Organization, SASO, president and vice president) hosted a table at the showcase and shared information about their campus experience as part of SASO and the Native American Center.
12. 1,200 people visited the Dr. Constance Baker Great Lakes Discovery Center during weekend hours since July. CFRE staff and students provided multiple special programs, including Pollinator Paradise, Gyotaku (Japanese art of fish painting), and the Very Hungry Caterpillar Story and Craft.
13. CFRE supported programs and activities for non-university partners including:
  - a. Chippewa County 4H students.
  - b. Les Cheneaux Watershed Council Frog Festival, which reached 500 individuals.
  - c. Girls Scouts – supported a research project by an 8<sup>th</sup> grade girl scout.
  - d. Three Shores Cooperative Invasive Species Management Area and Sault Tribe Youth Education and Activities.
  - e. MiSTEM Network.
14. As part of the Michigan Invasive Species Grant Program education project, Invading Classrooms, twenty-four secondary students and 8 teachers/parents from East Jordan Public Schools visited LSSU to showcase and share the invasive species projects students undertook as part of their school project. Many of these students participate in a Title VI program for indigenous language and culture so their visit also include a visit to the Native American Center made a big impact on their



experience. Their visit was supported by many including our CFRE staff and students, SASO student organization, the Native American Center, and LSSU Housing staff. The students also went to the Laker Hockey game, which was an exciting experience as well (see photo and quotes below).

Quotes from students:

*The trip to LSSU was a very fun trip. I am extremely happy that I got to be a part of the invasive species project and was able to share about our finding and our goal. I loved every part of the trip. My favorite part of the trip was getting to see the salmon outside the fish hatchery by CFRE. The hockey game that we attended was a very fun experience to get to see. It was my first ever hockey game that I was able to attend.* Aaron R

*I thought the trip was amazing. The university really treated our group well. The accommodations were very nice. The tour by Anna was great. The hockey game was fun. Overall, a great experience for our students.* Mr. Paul Nachazel, East Jordan teacher and chaperone

*A few students said that they could picture themselves going to school here at LSSU, especially after the campus tour and visit to the Native American Center.* Mrs. Angela Barrera, East Jordan Title VI teacher and chaperone



*East Jordan Public Schools student (left) and LSSU undergraduate Torrin Miller (right) explain their research to visitors at the CFRE Showcase on October 19.*



*East Jordan Public Schools students enjoying Laker hockey. Their visit was supported by a granted funded project to CFRE.*

15. CFRE hosted the Indigenous Education Youth Collective showcase with the University of Michigan press team in October. The event highlighted indigenous youth and laid the groundwork for expanding collaborations with Native American students in the region.
16. CFRE hosted eight events since July, including a reception for Linking UP Michigan: Conversations with Federal Representatives that included 80 people: Great Lakes Leadership Academy, the Indigenous Education Youth Collective, and UP Swing, a statewide college fair event for regional high school students. Events resulted in \$4,000 in revenue and \$2,000 of in-kind services.
17. Fall is normally a quieter period for school groups, yet our outreach and education team were still busy. In this reporting period, CFRE engaged with 360 k-12 students, of which 120 were from our partner charter schools. Schools included:
  - a. J.K.L. Bahweting school summer camp (6<sup>th</sup>-8<sup>th</sup> grades, 40 students)

- b. Sault Tribe Chi Mukwa summer camp (lower elementary, 90 students)
- c. Saranac Schools Project CREEKWISE (7<sup>th</sup>-12<sup>th</sup> graders, 5 students)
- d. 4-H (elementary, 5 students)
- e. The Greening of Detroit (High School, 25 students)
- f. LSSU Kids Camp at CFRE (ages 6-13, 31 students)
- g. JKL Bahweting summer program (3<sup>rd</sup> grade, 18 students)
- h. Brimley First LEGO League Competition visit CFRE with LSSU Robotics Club (6<sup>th</sup> grade, 5 students)
- i. JKL Bahweting Careers Class (8<sup>th</sup> grade, 16 students)

All school groups were provided with tailored lessons and supported by our staff and student assistants including Parker Burggren (Conservation Biology), Shelby Eavou (Teacher Education), Brynn Janetta (Fisheries and Wildlife Management), Ellie Prow (Fisheries and Wildlife Management), Abby Schrader (Fisheries and Wildlife), and Kennedi Johnson (Conservation Biology).

## Operations

1. Riley Waterman (Fisheries and Wildlife, '20) was hired as our new CFRE Fish Hatchery Technician to replace Megan Thompson, who took a position with the MI DNR. Riley came to us from a hatchery in Alaska and his experience allowed him to jump right into leading our hatchery operations.
2. LSSU undergraduates and Student Research Technicians Torin Miller and Madison Vanwagner, along with CFRE Research Technicians Silas Dunn and Drew Heckman, prepared an outdoor mesocosm facility for experiments examining the effects of oil spills on simulated freshwater coastal wetlands. Twenty-four outdoor mesocosm tanks were fitted with protective liners, river water, sediment, and vegetation. Experiments are schedule to begin the first week of November. These facilities will create additional research capacity at CFRE for years to come.



*LSSU students Torin Miller and Madison Vanwagner arranging aquatic vegetation in CFRE's outdoor mesocosm tanks.*

## **Social Media Activity and Publicity**

Six media outlets reported on CFRE research including:

- a. Detroit News highlights research at CFRE: [Spread of 'rock snot' river algae vexes Michigan biologists, anglers](#)
- b. Department of Environment, Great Lakes, and Energy releases article titled [University looks to the lakes for educational inspiration](#)
- c. U.S. News identifies [12 Colleges near a River or Lake](#)
- d. Sault Ste. Marie Evening News has a [Spotlight on Pickford science teacher](#) that is a strong partner of CFRE
- e. Department of Environment, Great Lakes, and Energy's Report on the novelty and need for the [College of Great Lakes Ecology and Education](#)

## **College of Health and Emergency Services**

### **Academics**

1. LSSU Fire Regional Training Center (RTC) received \$17,500 dollars from the State of Michigan Bureau of Fire Services Fire Fighter Training Division. The money is earmarked for the purchase of four conex boxes. These boxes will be the future site for the LSSU Fire RTC Live Fire Training Facility. Sault Ste. Marie High School Career Center will be assisting with construction of the facilities as well as the construction of a suppression system for the facility.
2. LSSU Fire Instructor/RTC Coordinator Nick Vaught and Fire Instructor Jim Garlitz was recently at the Dafter Township Fire Hall to go through fire equipment brought to the UP from Belfore Fire Restoration. This equipment was donated from various departments in the state. The equipment that we obtained is going to be vital to continue operations of the program and the Live Fire Training. We acquired the following equipment:
  - a. 20 sets of Certified turn out gear (manufacture date within 10 years)
  - b. Large diameter discharge valves for both our engines
  - c. Protective hoods
  - d. Pagers and chargers

### **LSSU Collaborations**

1. First semester nursing students in NURS 212 Health Appraisal are beginning clinicals at the LSSU Health Care Center for the first time in over a decade. Thanks to the incredibly supportive clinic staff, these first-semester nursing students now have an opportunity to work with the two Nurse Practitioners at the HealthCare Center (both also Nursing Instructors) to interview and assess their first patients in a safe, supportive environment. The clinic staff are great resources for our nursing students. Students are very excited to have this experience at a clinic that provides excellent care to the campus and broader community.
2. The Kinesiology Program (led by Dr. Joe Susi) has created a bi-weekly podcast to help promote the Kinesiology program. This collaboration was made possible with the assistance from Marc Boucher and LakerCast Studios.
3. In collaboration with community partners including MyMichigan Sault, Bay Mills Community College (BMCC), and Sault Area High School (SAHS), Lake Superior State University (LSSU) created the Healthcare Pathways Consortium. This Consortium will forge new opportunities for students pursuing careers in healthcare, with each institution playing a vital role in shaping the skills and training needed to meet the growing demand for healthcare professionals in the region. The partnership will create a pipeline for students starting in high school, continuing through college, and culminating with employment opportunities at MyMichigan and other local healthcare providers. With a focus on hands-on learning, mentorship, and accessible education, this collaboration will help meet the growing demand for healthcare professionals in Michigan's Upper Peninsula and beyond.

On September 17, representatives from the Consortium gathered for a formal signing ceremony at Lake Superior State University, signifying the creation of a unique and collaborative Healthcare Pathways Consortium.



4. Lake Superior State University's (LSSU) School of Nursing NURS 325 class, in partnership with MyMichigan Medical Center Sault, hosted the 26<sup>th</sup> annual Community Baby Shower on Tuesday, Oct. 29. This free event, held at the Cisler Center provided education and supplies for those who are currently pregnant or have had a baby within the last six months. Students educated attendees about community health resources. Attendees also were able to see vendor products and services, and enjoy the chance to win prizes and indulge in light refreshments.

### **Publications**

1. Dr. Russ Searight and Dr. Jason Swedene published collaboratively:  
Swedene, J.K. & Searight, H.R. (2024). David Hume. In T. Shackelford (Ed.). *Springer Encyclopedia of Psychology and Religion*.

### **Graduate School connections**

The Kinesiology program has hosted connections with Graduate Schools for students, including:

1. Dr. Ranelle Brew Program Director for GVSU's Master of Public Health Program and Zoey Hall (LSSU 2024) provided informational programming regarding their program to Kinesiology students.
2. Mr. Clint Fitzpatrick a representative for CMU's Physical Therapy Program, was on campus providing information regarding their PT Program and the guaranteed two seats that LSSU KINS has into their program to 10 KINS students. Ms. Katelyn Moore (LSSU 2025) has been awarded one of the two Guaranteed Seats into CMU's PT program.

**2014-2023 Fall Enrollment by Program  
(First declared major)**

	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Fall 2022	Fall 2023	Fall 2024
<b>College of Health and Emergency Responders</b>										
<b>School of Criminal Justice, Fire Science and Emergency Services</b>	<b>358</b>	<b>346</b>	<b>224</b>	<b>291</b>	<b>262</b>	<b>227</b>	<b>205</b>	<b>165</b>	<b>158</b>	<b>148</b>
<b>Criminal Justice</b>	<b>241</b>	<b>243</b>	<b>133</b>	<b>205</b>	<b>176</b>	<b>156</b>	<b>140</b>	<b>111</b>	<b>113</b>	<b>102</b>
Criminal Justice (Bachelors)				135	149	142	127	103	103	75
Criminal Justice Corrections (Bachelors)	16	12	4							
Criminal Justice Criminalistics (Bachelors)	9	7	2	1						
Criminal Justice Generalist (Bachelors)	39	40	19	8	3	1				
Criminal Justice Homeland Security (Bachelors)	39	38	24	10	5					
Criminal Justice Law Enforcement Certificate (Bachelors)	63	61	43	18	4					
Criminal Justice Law Enforcement (Bachelors)	55	69	23	20	6	1				9
Criminal Justice Corrections (Associates)	4					1	2	1		1
Criminal Justice Homeland Security (Associates)	1	2	3	2	1	2	1	1	4	
Criminal Justice Law Enforcement (Associates)	4	4	6	11	8	9	10	6	6	10
Criminal Justice Public Safety (Bachelors)	10	10	9							
Criminal Justice Loss Control (Bachelors)	1									
Cybersecurity										7
<b>Fire Science</b>	<b>110</b>	<b>98</b>	<b>86</b>	<b>84</b>	<b>76</b>	<b>61</b>	<b>59</b>	<b>49</b>	<b>40</b>	<b>39</b>
Fire Science Generalist (Bachelors)	104	86	78	76	75	60	54	45	36	30
Fire Science Engineering Technology (Bachelors)	4	8	3	2						
Fire Science (Associates)	2	4	5	6	1	1	5	4	4	9
<b>Emergency Services</b>	<b>7</b>	<b>5</b>	<b>5</b>	<b>2</b>	<b>10</b>	<b>10</b>	<b>6</b>	<b>5</b>	<b>5</b>	<b>7</b>
Emergency Management (Bachelors)									1	3
Paramedic Technology (Associates)	7	5	5	1	9	8	6	2	3	1
Paramedic Training (Certificate)				1	1	2		3	1	2
Emergency Management (Certificate)										1

**2014-2023 Fall Enrollment by Program  
(First declared major)**

	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Fall 2022	Fall 2023	Fall 2024
<b>College of Health and Emergency Responders</b>										
<b>School of Nursing</b>	<b>240</b>	<b>249</b>	<b>218</b>	<b>219</b>	<b>211</b>	<b>199</b>	<b>184</b>	<b>174</b>	<b>163</b>	<b>134</b>
Nursing (Bachelors)	140	140	139	135	131	122	122	117	108	96
Pre-Nursing (Bachelors)	90	92	78	82	80	77	62	57	55	38
Healthcare Provider (Associates)	7	9	1							
Health Studies (Associates)				2						
Practical Nursing (Certificate)	3	8								
<b>School of Kinesiology and Psychology</b>	<b>120</b>	<b>109</b>	<b>90</b>	<b>87</b>	<b>86</b>	<b>80</b>	<b>73</b>	<b>58</b>	<b>60</b>	<b>106</b>
Athletic Training (Bachelors)	27	25	13	3						
Exercise Science (Bachelors)	67	64	33							
Kinesiology (Bachelors)			29	80	84	79	70	57	57	64
Health/Fitness Specialist (Associates)	3	2	1				2	1	3	1
Sport and Recreation Management	23	18	14	4	2	1	1			
Psychology (Bachelors)	86	68	57	54	56	54	57	59	46	41

**2014-2023 Fall Enrollment by Program  
(First declared major)**

	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Fall 2022	Fall 2023	Fall 2024
<b>College of Arts and Sciences</b>										
<b>School of Arts, Letters, and Social Sciences</b>	<b>162</b>	<b>149</b>	<b>147</b>	<b>150</b>	<b>126</b>	<b>103</b>	<b>106</b>	<b>102</b>	<b>109</b>	<b>90</b>
<b>Communication</b> (suspended)	<b>13</b>	<b>10</b>	<b>7</b>	<b>8</b>	<b>4</b>	<b>3</b>	<b>2</b>			
<b>Creative Writing</b>	<b>25</b>	<b>20</b>	<b>14</b>	<b>9</b>	<b>8</b>	<b>15</b>	<b>10</b>	<b>11</b>	<b>9</b>	<b>9</b>
Creative Writing (Bachelors)						9	6	8	6	8
Literature - Creative Writing (Bachelors)	25	20	14	9	8	6	4	3	3	1
<b>English Language Literature</b> (Bachelors) (Secondary Education, one additional course)	<b>2</b>	<b>5</b>	<b>7</b>	<b>7</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>6</b>
<b>English Language Arts Teaching, Grade Band 5-12</b>									<b>2</b>	<b>8</b>
<b>Literature</b> (suspended)	<b>5</b>	<b>7</b>	<b>5</b>	<b>3</b>	<b>1</b>					
<b>Fine Arts Studies</b> (Bachelors)	<b>11</b>	<b>11</b>	<b>4</b>	<b>1</b>						
<b>General Studies</b>	<b>21</b>	<b>33</b>	<b>58</b>	<b>68</b>	<b>59</b>	<b>36</b>	<b>45</b>	<b>38</b>	<b>36</b>	<b>28</b>
General Studies (Bachelors)	19	32	46	41	36	23	22	20	21	22
General Studies (Associates)	2	1	12	27	23	13	23	18	15	6
<b>Individualized Studies</b> (Student created program with approval)	<b>2</b>	<b>1</b>		<b>1</b>		<b>1</b>				
<b>Liberal Arts</b> (Associates)	<b>46</b>	<b>34</b>	<b>17</b>	<b>16</b>	<b>8</b>	<b>4</b>	<b>9</b>	<b>6</b>	<b>10</b>	<b>5</b>
<b>Liberal Studies</b> (Bachelors)	14	1								



**2014-2023 Fall Enrollment by Program  
(First declared major)**

	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Fall 2022	Fall 2023	Fall 2024
<b>College of Arts and Sciences</b>										
<b>School of Arts, Letters, and Social Sciences (continued)</b>										
History (suspended)	10	15	15	18	11	3				
Political Science (Bachelors)	26	21	19	21	15	14	10	12	7	6
Social Science (Bachelors)	4	5	4	3	11	15	16	16	28	18
Social Studies (Bachelors)	1	1	1	1	1					
Sociology (suspended)	16	13	9	5	5	2				
Sociology-Social Services (Bachelors)	2									
Substance Abuse Prevention /Treatment (Associates)	1					3	1	1	1	
Social Work (Associates)	8	2	3	2	1	3	6	8	5	10
<b>School of Biological Sciences</b>	<b>81</b>	<b>83</b>	<b>95</b>	<b>94</b>	<b>75</b>	<b>73</b>	<b>87</b>	<b>76</b>	<b>74</b>	<b>74</b>
Biology (Bachelors)	81	83	95	94	75	73	21	13	13	14
Biology Food and Ecology (Bachelors)							1	0	1	1
Biology Animal Biology (Bachelors)							17	23	16	17
Biology Pre-Medical (Bachelors)							31	23	25	25
Biology Pre-Vet (Bachelors)							17	17	18	15
Aquaponics Entrepreneurship (Associates)									1	2

**2014-2023 Fall Enrollment by Program  
(First declared major)**

	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Fall 2022	Fall 2023	Fall 2024
<b>College of Arts and Sciences</b>										
<b>School of Chemistry, Environmental, and Geosciences</b>										
<b>Chemistry</b>	<b>69</b>	<b>63</b>	<b>75</b>	<b>70</b>	<b>75</b>	<b>94</b>	<b>97</b>	<b>99</b>	<b>93</b>	<b>73</b>
Forensic Chemistry (Bachelors)	22	23	30	31	20	20	20	26	29	23
Biochemistry Pre-Professional (Bachelors)	19	19	24	26	25	23	15	12	10	7
Cannabis Chemistry (Bachelors)					13	28	39	49	39	32
Chemistry (Bachelors)	26	21	21	13	12	8	9	5	5	7
Physical Science (Bachelors)	1									
Chemical Technology (Associates)	1									
Chemistry (Associates)									1	
Cannabis Science (Associates)					5	9	3	6	8	3
Cannabis Production (Certificate)						6	11	1	1	1
<b>Environmental and Geosciences</b>	<b>76</b>	<b>78</b>	<b>70</b>	<b>61</b>	<b>42</b>	<b>50</b>	<b>53</b>	<b>50</b>	<b>50</b>	<b>48</b>
Environmental Health (Bachelors)	6	3	1	1						
Environmental Management (Bachelors)	1	1	1							
Environmental Science (Bachelors)	27	31	26	23	19	24	30	31	34	32
Geology (Bachelors)	42	43	42	37	23	26	23	19	16	16
<b>Integrated Science</b> (Bachelors (Secondary Ed, no new courses)				<b>2</b>	<b>3</b>	<b>3</b>	<b>5</b>	<b>2</b>	<b>1</b>	<b>1</b>
<b>Medical Laboratory Science</b> (Bachelors) (suspended)	<b>10</b>	<b>10</b>	<b>8</b>	<b>11</b>	<b>11</b>	<b>10</b>	<b>6</b>	<b>4</b>	<b>1</b>	
<b>Pre-Professional Sciences</b> (suspended) (Associates)						<b>1</b>		<b>1</b>		

**2014-2023 Fall Enrollment by Program  
(First declared major)**

	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Fall 2022	Fall 2023	Fall 2024
<b>College of Great Lakes Ecology and Education</b>										
<b>School of Education</b>	<b>83</b>	<b>101</b>	<b>95</b>	<b>106</b>	<b>100</b>	<b>105</b>	<b>97</b>	<b>73</b>	<b>101</b>	<b>127</b>
Early Childhood Education (Bachelors)	36	40	46	41	27	26	14	22	22	2
Early Childhood Education (Associates)	3	1	2	0	0	6	6	2	3	3
Elementary Education - Special Education (Bachelors)	10	17	11	16	16	21	20	17	7	4
Elementary Education (Bachelors)	25	35	27	37	44	40	41	28	12	
Language Arts (Elementary Education, no new courses)	9	8	9	12	13	12	10	4	1	2
Teacher Education							6		56	116
<b>School of Natural Resources and Environment</b>	<b>208</b>	<b>211</b>	<b>213</b>	<b>238</b>	<b>211</b>	<b>187</b>	<b>174</b>	<b>188</b>	<b>169</b>	<b>169</b>
<b>Conservation Biology (Bachelors)</b>	<b>23</b>	<b>21</b>	<b>31</b>	<b>37</b>	<b>39</b>	<b>37</b>	<b>29</b>	<b>27</b>	<b>26</b>	<b>29</b>
<b>Fisheries Wildlife Management</b>	<b>158</b>	<b>163</b>	<b>152</b>	<b>174</b>	<b>147</b>	<b>131</b>	<b>127</b>	<b>142</b>	<b>124</b>	<b>126</b>
Fisheries Wildlife Management (Bachelors)	152	160	147	173	147	131	127	142	124	126
Fish Health (Bachelors)	4	1	5	1	0					
Marine Technology (Associates)	2	2								
<b>Outdoor Recreation and Leadership</b>	<b>27</b>	<b>27</b>	<b>30</b>	<b>27</b>	<b>25</b>	<b>19</b>	<b>18</b>	<b>19</b>	<b>18</b>	<b>14</b>
Parks and Recreation (Bachelors)	21	23	25	24	23	16	15	17	17	11
Outdoor Recreation and Leadership (Started 2024)										1
Natural Resources Technology (Associates)	6	4	5	3	2	3	3	2	1	2
Geospatial Technology (Associates)									1	

**2014-2023 Fall Enrollment by Program  
(First declared major)**

	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Fall 2022	Fall 2023	Fall 2024
<b>College of Business, Engineering, Computer Science and Mathematics</b>										
<b>Les Cheneaux Culinary School</b> (Culinary Arts Chef) (suspended)					8	8	6			
<b>Lukenda School of Business</b>	269	259	211	213	207	227	241	214	189	236
<b>Accounting/Technical Accounting</b>	74	76	64	58	49	52	43	31	29	29
Accounting (Bachelors)	72	73	64	56	48	51	42	30	28	28
Technical Accounting (Associates)	2	3		2	1	1	1	1	1	1
<b>Business Administration</b>	171	155	126	133	128	140	149	138	122	152
Management (Bachelors)	81	61	45	48	41	38	45	42	42	44
Business Administration (Bachelors)	21	19	27	30	33	39	43	46	35	37
Marketing (Bachelors)	41	43	28	25	27	26	29	30	25	29
Entrepreneurship (Bachelors)	8	13	15	15	13	17	15	9	13	15
International Business (Bachelors)	13	14	8	10	10	14	11	9	6	4
Small Business Administration (Associates)	7	5	3	5	4	5	4	1	1	23
E-Marketing (Certificate)						1	2	1		
<b>Finance and Economics (Bachelors)</b>	24	28	21	22	21	16	16	18	19	27
<b>Cannabis Business (Bachelors)</b>					9	19	33	27	19	12
<b>Master of Business Administration (started Fall 2024)</b>										16

**2014-2023 Fall Enrollment by Program  
(First declared major)**

	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Fall 2022	Fall 2023	Fall 2024
<b>College of Business, Engineering, Computer Science and Mathematics</b>										
<b>School of Computer Science and Mathematics</b>	77	82	78	70	58	51	42	47	41	34
<b>Computer Science and Networking</b>	55	63	62	59	50	42	32	36	33	28
Computer Science (Bachelors)	31	34	37	38	35	22	19	20	24	20
Computer Science (Associates)	4	3	1	2	4	5	2	2	2	1
Computer Networking (Bachelors)	17	26	24	19	11	13	11	14	4	4
Data Science (Bachelors)									3	3
Personal Computer Specialist (Associates)	1									
Internet/Network Specialist (Associates)	2					2				
<b>Mathematics (Bachelors)</b>	<b>22</b>	<b>19</b>	<b>16</b>	<b>11</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>8</b>	<b>6</b>

**2014-2023 Fall Enrollment by Program  
(First declared major)**

	<b>Fall 2015</b>	<b>Fall 2016</b>	<b>Fall 2017</b>	<b>Fall 2018</b>	<b>Fall 2019</b>	<b>Fall 2020</b>	<b>Fall 2021</b>	<b>Fall 2022</b>	<b>Fall 2023</b>	<b>Fall 2024</b>
<b>College of Business, Engineering, Computer Science and Mathematics</b>										
<b>School of Engineering and Technology</b>	<b>214</b>	<b>207</b>	<b>188</b>	<b>179</b>	<b>183</b>	<b>165</b>	<b>167</b>	<b>148</b>	<b>142</b>	<b>116</b>
<b>Engineering</b>	<b>155</b>	<b>160</b>	<b>153</b>	<b>144</b>	<b>152</b>	<b>140</b>	<b>145</b>	<b>127</b>	<b>128</b>	<b>101</b>
Mechanical Engineering (Bachelors)	94	99	92	96	89	77	83	61	54	43
Mechatronics (Bachelors)								7	7	
Robotics Engineering (Bachelors)				2	14	21	23	24	31	27
Electrical Engineering (Bachelors)	23	26	34	25	22	23	19	19	19	13
Computer Engineering (Bachelors)	24	26	20	19	26	18	18	19	14	9
Engineering Management (Bachelors)	2	1								
General Engineering (Associates)	12	8	7	2	1	1	2	4	3	2
<b>Engineering Technology</b>	<b>59</b>	<b>47</b>	<b>35</b>	<b>35</b>	<b>31</b>	<b>25</b>	<b>22</b>	<b>21</b>	<b>14</b>	<b>15</b>
Manufacturing Engineering Technology (Bachelors)	37	35	27	21	21	16	14	14	8	4
Electrical Engineering Technology (Bachelors)	15	11	5	11	6	6	6	4	4	7
Electrical Engineering Technology (Associates)	1		1	1	3	1	1	3	1	3
General Engineering Technology (Associates)	4	1	2	2	1	1	1		1	1
Industrial Technology (Bachelors)	1									
Manufacturing Engineering Technology (Associates)	1					1				

## Library and Academic Services

### Professional Development Day

1. The Center for Engaged Teaching and Learning (CETAL) hosted the annual Professional Development Day. This year's event was an overwhelming success, with attendance topping 80 attendees from faculty, staff, ESP and administration.
2. We were honored to have Dr. Jillian Kinzie as our keynote speaker for Professional Development Day. Dr. Kinzie is the Associate Director for the Center for Postsecondary Research and the National Survey of Student Engagement (NSSE) Institute at Indiana University School of Education. She conducts research and leads project activities on effective use of student engagement data to improve educational quality and serves as senior scholar with the National Institute for Learning Outcomes Assessment project. She is co-author of *Radical Reimagining for Student Success* (2023), *Delivering on the Promise of High-Impact Practices: Research and Models for Achieving Equity, Fidelity, Impact and Scale* (2022), *Assessment in Student Affairs* (2016), *Using Evidence of Student Learning to Improve Higher Education* (2015), *Student Success in College* (2005/2010), and *One Size Does Not Fit All: Traditional and Innovative Models of Student Affairs Practice* (2008/2014). She is co-editor of *New Directions in Higher Education* and serves on the board of the Gardner Institute for Excellence in Undergraduate Education and is a peer evaluator for accreditation bodies.

Dr. Kinzie has broad experience in both academic and student affairs, helping colleges and universities create environments that support student learning and development. She shared her experience and knowledge in her session on *Reimagining Student Success: Creating Engaging Educational Environments*.

3. Professional Development Day also featured numerous sessions throughout the day supporting the theme of *Student Success: Supporting the whole campus through engagement and connection*. Some of the sessions included:
  - a. *Bridging the Gap* with Professor Jody Susi, Assistant Professor, School of Kinesiology and Psychology
  - b. *Harnessing the Power of AI in Education: Transforming Teaching and Learning* with Dr. Yong Zeng, Assistant Professor, School of Education
  - c. *Know your Committees* with Dr. Evan Schemm, Professor, School of Computer Science and Mathematics representing Curriculum Committee; Dr. Martha Hutchens, Associate Professor, School of Biological Sciences representing General Education Committee; Dr. Rob Kipka, Associate Professor, School of Computer Science and Mathematics representing Scholastic Standards Committee; and Fred Pierce, Dean of Enrollment Management and Communication representing the Financial Aid Appeal Committee
  - d. *Fear of Failure* with Dr. Fred Williams, Assistant Professor, School of Kinesiology and Psychology
  - e. *Regional Centers: What You Need to Know* with Heidi Rife, Regional Center Director
  - f. *Athletics and the Relationship with Higher Education* with Tory Lindley, Athletic Director



- g. AI-Powered Tools for Faculty: Opportunities and Risks with Dr. Chris Smith, Associate Professor, School of Computer Science and Mathematics and Sara Devaprasad, Lead Instructional Technologist and LMS Administrator
- h. Teaching First Gen with Dr. Russ Searight, Professor, School of Kinesiology and Psychology
- i. Prison Education Program with Trustee Pat Caruso and Kandi Wright, College Facility Coordinator for Michigan Department of Corrections

## **Accreditation and Assessment Report**

### **Accreditation**

#### Higher Learning Commission

HLC has two upcoming visits in the spring semester. The first is a site visit in February to the STEP-UP program at the Chippewa Correctional facility. The second includes site visits in March to the regional centers in Escanaba and Petoskey. LSSU faculty and staff are preparing informational reports for HLC reviewers that will be submitted 30-days in advance of each visit.

#### Specialized Accreditation

Reviewers were on campus in October from ABET, the specialized accreditor for our engineering programs, and ACBSP, the specialized accreditor for our business programs. Reviewers met with faculty, staff, and students, toured facilities, and provided initial feedback.

### **Title III Grant**

Upon Dr. Gail Essmaker's retirement as Vice President of Accreditation and Assessment, Sausha Tews took on the role of grant PI for the Title III grant. Dr. Muller, Dr. Beazley, and Sausha Tews have been working collaboratively with the Title III grant and KCP grant staff members to improve student retention and the associated processes. The two teams meet regularly to coordinate and align retention efforts for both programs, and to ensure that any at-risk students who are identified through the Early Alert system will receive prompt support. The Title III grant evaluator, Dr. Bill Campbell, came to campus on November 6 and 7.

## Office of Sponsored Programs

### New Grants since July Board Meeting

1. National Oceanic and Atmospheric Administration (NOAA)

External Grant Awards				
Sponsor	Amount	Award Period	Budget Highlights	PI
U.S. Department of Commerce: National Oceanic and Atmospheric Administration	\$295,129	07/01/24-06/30/26	Salary/Fringe: \$112,565 Indirect Costs: 35,560	Ashley Moerke

Dr. Ashley Moerke will lead a research team to monitor and evaluate ecological responses of spawning fishes, benthos (abundance and diversity), and nuisance algae (Didymo biomass) in the Little Rapids region of the St. Marys River during the ice-free season through a project titled, *Evaluation of Restored Habitats at Little Rapids, St. Marys River*. This project will expand research from the completed Little Rapids restoration project where LSSU led ecological monitoring from 2013-2017, in this region. Additional monitoring will assess ongoing restoration efforts.

2. Michigan MiLEAP

External Grant Awards				
Sponsor	Amount	Award Period	Budget Highlights	PI
Michigan MiLEAP-Sixty by 30 Initiative Barrier Removal - Direct to Students	\$39,111	10/1/2024-9/30/2026	Salary/Fringe: N/A Indirect Costs: N/A	Erica Newland

The Michigan Sixty by 30 initiative is working to support programs that help meet the state goal of 60% of working-age Michiganders obtaining a certificate or college degree by 2030. The “Barrier Removal - Direct to Students” opportunity fund is designed for IHEs to provide emergency grants and other direct aid to students to eliminate financial barriers to completion. LSSUs Direct to Student project will provide direct textbook vouchers to FTIC students identified to have the greatest financial need, and will provide funding support to students who are in need of disability testing to qualify for accessibility services.

3. Michigan Arts & Culture Council

External Grant Awards				
Sponsor	Amount	Award Period	Budget Highlights	PI
Michigan Arts & Culture Council	\$18,000	10/1/2024-9/30/2025	Salary/Fringe: N/A Indirect Costs: N/A	Adam St. John

LSSU received an award from the Michigan Arts & Culture Council (MACC) through the FY 25 Experience Support Program. Funds received from the Michigan Arts & Culture Council will be used to support programming and facility upgrades at the Arts Center.

## Native American Center

### 1. Soup Tuesdays

The Native American Center started up Soup Tuesdays again for fall semester. Each week soup has been made and donated by LSSU staff, faculty, and student volunteers. Many students, faculty, staff, and community members have gathered during lunchtime on Tuesdays, enjoying soup and a little conversation.

### 2. Eskoonwid Endaad, the Native American Center, Open House – September 4

The doors of the Eskoonwid Endaad, the LSSU Native American Center, held an open house on September 4. Faculty, staff, students, and community members came to the center for a tour and to learn about upcoming events this semester.

### 3. Baagadowe (Lacrosse) – September 20

Baagadowe (Lacrosse) was played on September 20 by faculty, staff, and students. This event has been a favorite of our LSSU community and continues to grow in participation. Not only do participants get to learn about Baagadowe from Robear Assinewe-Beaupre, Native American Center Student Support Advisor, they get to join in playing it.

### 4. Orange Shirt Day – September 30

In recognition of the Native American Board Schools, faculty, staff, and students wore orange shirts and took a moment to have their picture taken in front of the Native American Center.



### 5. Anishinaabemowin Language Learning Event – October 9

John-Paul Chalykoff, member of the Michipicoten First Nation, an Ojibwe community in Canada on the northeast coast of Lake Superior, and Baabii, the puppet, came to campus on October 9 for a language-learning event. John-Paul is an Assistant Professor at Algoma University in Sault Sainte Marie, Ontario. There were faculty, staff, students, and many community members who attended this event to learn Anishinaabemowin that incorporates music with language learning.



November is Native American Heritage Month and we have many events planned in celebration and recognition.

# Native American Heritage Month

November 2024

**Nov  
5**

## **Nboop Niizho-giizhigat (Soup Tuesday)**

12:00-2:00 pm at the Native American Center  
Come enjoy a warm meal and good conversation.

**Nov  
8**

## **Corn Processing and Corn Braiding**

2:00-4:00 pm at the Native American Center  
Learn about the cultural tradition of corn preservation  
with Robear Assinewe and Sonja Ballew

**Nov  
12**

## **Nboop Niizho-giizhigat (Soup Tuesday)**

12:00-2:00 pm at the Native American Center  
Grab a friend (or a professor) and have lunch at the NAC

**Nov  
19**

## **Nboop Niizho-giizhigat (Soup Tuesday)**

12:00-2:00 pm at the Native American Center  
Who doesn't love soup? It warms the soul.

**Nov  
21**

## **Anangong Miigaading Star Wars: A New Hope**

7:30 pm at the Arts Center. Watch the classic Star Wars movie  
translated into Anishinaabemowin (Ojibwe)

**Nov  
22**

## **Ishkode: Presented by Double Edge Theatre and Ohketeau Cultural Center**

7:00 pm at the Arts Center. This performance brings Indigenous  
stories and art to life, celebrating the spirit of fire and resilience.

**All Month**

**Library Book Display in the LSSU  
Library Commons**

**Did you know that the Native American Center  
has a library?**

The Native American Center features a  
wide collection of Indigenous novels,  
memoirs, and historical books that you can  
check out. Be sure to stop by and pick up  
a new read!



Questions: [nac@lssu.edu](mailto:nac@lssu.edu)

## **Marketing**

### **Initiatives**

#### **Fall Giveaway**

This initiative was designed to boost engagement and promote our brand and local businesses. One lucky winner received LSSU SWAG and prizes from local partners: Oh Crêpe and Coffee, Zak & Mac's Chocolate Haus, and Fudge Du Locke. This collaboration not only incentivized participation but also provided valuable exposure for these businesses. Participants were required to follow us on Instagram @lakestateu and like the giveaway post. Tagging friends in the comments was encouraged (one entry per tag). Sharing the post to their stories and tagging us earned them 15 additional entries. The campaign reached over 13,000 users, effectively spreading awareness of both our brand and the participating local businesses. We recorded over 22,000 impressions, with the majority coming from users returning to the original post. Engagement soared with over 1,500 interactions, including comments, shares, tags, and likes, highlighting the community's interest and participation.

#### **Headshot project**

Collaborating with the HR department, we launched a headshot project aimed at enhancing the onboarding experience for new employees. The goal was to provide professional headshots for utilization on our website and employee ID cards, ensuring a consistent and professional image for the institution. Marketing conducted the photo sessions, focusing on creating high quality, approachable images that reflect our brand identity.

#### **Branding Guide**

The branding guide is undergoing a significant overhaul to ensure it accurately represents our institution and resonates with our target audience. The new guide will clarify logo usage and contexts. The project also includes the development of customized logos for each school within the institution, ensuring they reflect the unique identity and culture of each area.

#### **Campus Signage**

We are in the process of updating select campus signage, with a focus on key locations such as the Norris Center and the Steam Plant. New signage designs have been drafted and are currently under review for implementation.

#### **Production Project**

On September 9-13, MI Playground production came and shot content for school videos and a new website hero. The goal was to provide new creative content options for each area. The project is currently in the editing phase, hoping for videos to launch on the website by the end of this quarter. The videos will be used for school spotlights, digital ads and acquisition, internal marketing and graphics purposes, and advertising contracts with local news outlets, school catalogs, yearbooks, paid social ads, and tourism magazines.

## Website Redesign:

The new website has launched. During the project's redesign phases, the Marketing staff worked as liaisons between campus colleagues and the web development team, collaborated with colleges/schools to implement updates and edits before launch, and managed ongoing tasks, including updating current faculty/staff headshots and the web directory. Some of the key efforts of the LSSU team include replacement of stock images with LSSU library assets, updating individual pages based on inquiries and aesthetic/marketing needs, utilizing the Bugherd Platform for communication of updates to the web development team, creating contact pages for each school/department, and building an interactive campus map. Post-launch they continue to create new pages and update others.

## Press Releases

1. [Advancing Public Health: LSSU's SEWER Grant Renews Vital Wastewater Epidemiology Initiative](#)
2. [Investiture of Dr. David Travis as the 11th President of Lake Superior State University](#)
3. [LSSU President Dr. David Travis Launches Campus and Community Partnership Fund with \\$10K Annual Gift](#)
4. [Healthcare Pathways Consortium Launches to Transform Healthcare Education in Eastern Upper Peninsula](#)
5. [LSSU Hall of Fame 2024 Inductees](#)
6. [Three Alumni to be Recognized During Great Lake State Weekend 2024](#)
7. [Lake Superior State University Launches 'STEP UP' Prison Education Program: A First for the Upper Peninsula](#)
8. [LSSU Arts Center to Host 20th Anniversary Open House: Community Invited to Celebrate an Evening of Art, Connection, and History](#)

## Social Media

Social media efforts continue to grow. The Official TikTok account launched August 2024. In addition to marketing personnel, student workers are creating content to provide the student point-of-view to users. The Marketing team is testing new strategies to grow engagement and analyzing these strategies to see what works best with our audience. Once production videos are complete, marketing will be using those assets to run social ad campaigns across platforms to collect the interest of prospective students at the top of the funnel level.

## Advertising

1. Sault Sainte Marie Pure Michigan Magazine ad – 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
2. Advertising with Village Media with both Sault US and Canadian publications.
  - a. SooLeader: Advertising one school each month for the year resulting in 522 clicks and 98,115 impressions (July 2024- October 2024)
  - b. SooToday: Advertising the MBA program resulting in 627 clicks and 619,805 impressions (July 2024- October 2024)

## **Results and overall efforts**

### **1. Social Media**

- a. Facebook –15,58 followers, 109.2K total reaches, 334 new followers, and 28K page visits
- b. X (Twitter) – 2,509 followers
- c. Instagram – 5,525 followers, 5.6K page and profiles visit this last quarter, 301 new followers
- d. TikTok - Followers - 53, Total account likes - 80

**2. Website Traffic:** 84k users 79k are new.

**3. Number of events covered since the last report:** 31

**4. Graphics requests completed since last report:** 117





**Academic Affairs Report**  
**November 22, 2024**

**Appendix A: Candidates for Degrees for the Summer Semester 2024**

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**Registrar's Office**

**TO: Dr. Kimberly Muller**  
**FROM: Katie Kelsey**  
**DATE: October 23, 2024**  
**SUBJECT: Candidates for Degrees for the Summer Semester 2024**

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.



# LAKE SUPERIOR STATE UNIVERSITY

## Summer Semester 2024 Graduates

Hayley Lynette Beaudoin	Associate	Geospatial Technology
Adrianna Lee Bouschor	Bachelor of Science	Business Administration
Trista L Bupp	Associate	General Studies
		Fisheries Wildlife
Chevelle Cherry	Bachelor of Science	Management
		Fisheries Wildlife
Jared Blake Christensen	Bachelor of Science	Management
Tyler Griffin Clayton	Bachelor of Science	Criminal Justice
Damian Logan Cook	Bachelor of Science	Computer Engineering
Katheryn Devora	Associate	General Studies
Anthony Goddard	Associate	General Studies
Madelyn G Hancock	Associate	Social Work
Lyndsey Ren Johnson	Bachelor of Arts	Psychology
		Criminal Jus Homeland
Ashley Nicole Kabke	Associate	Security
Andrea Kinjorski	Bachelor of Science	Business Admin-Management
Lisa Lemmerman	Bachelor of Science	Teacher Education
Cody Ley	Bachelor of Science	Environmental Science
Grace A Lopez	Bachelor of Science	General Studies
Kallen Rae Micolo	Associate	General Studies
Samuel Trace Mitchell	Bachelor of Science	Conservation Biology
		Fisheries Wildlife
Ashleigh Nicole Morgan	Bachelor of Science	Management
Christopher Michael		
Neuvirth	Bachelor of Science	Criminal Justice
Christopher Michael		
Neuvirth	Associate	Fire Science
Christopher Michael		
Neuvirth	Associate	Criminal Justice Law Enforce
Christopher Michael		Criminal Jus Homeland
Neuvirth	Associate	Security
Makenzie Nolan	Associate	General Studies
Yarema Ivan Petrusha	Bachelor of Science	Fire Science Generalist
		Geographic Information
Colton Renard	Certificate	Systems
Colton Renard	Bachelor of Science	Geology
	Associate of Applied	
Samuel Warren Rojewski	Science	Paramedic Technology
Samuel Warren Rojewski	Associate	Fire Science

Samuel Warren Rojewski	Bachelor of Science	Fire Science Generalist
Darian Sabisch	Bachelor of Arts	Creative Writing
Matthew Francis Sawle	Bachelor of Science	Fisheries Wildlife Management
Matthew Francis Sawle	Certificate	Geographic Information Systems
Connor Tetzlaff	Certificate	Cannabis Production
Alexandra Leigh VanKampen	Bachelor of Science	Fisheries Wildlife Management
Abhishek Verma	Bachelor of Science	Criminal Justice
Rachael Woods	Bachelor of Science	Fire Science Generalist