CAMPUS FORUM

December 11, 2012
Accredited Engineering Programs
1936 – Industrial Era
Accredited Engineering Programs
1956 – Post War Era
Accredited Engineering Programs
1976 – Post Sputnik Era
Accredited Engineering Programs
1996 – Information Era
Accredited Engineering Programs
2006 – Today
The Market

- Population Density
The Market is Covered

-Accredited Engineering Programs
WHY?
The Market is Covered

-Accredited Engineering Programs
## Top Midwest Public Universities

### Regional
- Truman State University (MO)
- University of Northern Iowa
- Univ. of Wisconsin–La Crosse
- Washburn University (KS)
- Univ. of Wisconsin–Eau Claire
- University of Michigan–Dearborn
- Univ. of Wisconsin–Stevens Point
- Eastern Illinois University
- University of Minnesota–Duluth
- Grand Valley State University (MI)
- Univ. of Wisconsin–Platteville
- Univ. of Wisconsin–Whitewater
- Missouri State Univ.
- Univ. of Wisconsin–Green Bay
- Univ. of Wisconsin–River Falls
- Southern Illinois U.–Edwardsville
- University of Wisconsin–Stout
- Western Illinois University
- Northwest Missouri State Univ.
- Southeast Missouri State Univ.
- Winona State University (MN)
- Univ. of Nebraska–Kearney

### National
- 3 University of Michigan–Ann Arbor
- 8 Univ. of Wisconsin–Madison
- 11 U. of Illinois–Urbana-Champaign
- 14 Pennsylvania State U.–University Park
- 19 University of Pittsburgh
- 21 Ohio State University–Columbus
- 21 Purdue Univ.–West Lafayette (IN)
- 21 University of Iowa
- 26 Miami University–Oxford (OH)
- 30 Indiana University–Bloomington
- 30 Michigan State University
- 30 Univ. of Minnesota–Twin Cities
- 38 Iowa State University
- 45 University of Kansas
- 45 Univ. of Nebraska–Lincoln
- 52 Ohio University
- 52 University of Missouri–Rolla

**Which list do we want to be on?**
2006 - More Need For Graduate Degrees

• Technology has gotten more complex
  – Look at your car engine, your computer

• Need for more graduate degrees
  – 33% in USA
  – 18% at Michigan Tech
ATTACHMENT 5
University General Fund Revenue History

NOTE: FY 2011 and 2012 amounts are estimates.
Revenue Trends FY94 - FY12
Current Fund

- Student Tuition and Fees
- Grant and Contract Revenue
- State Appropriations
- Auxiliary Activities

Michigan Tech
Create the Future
Figure 3
University of Michigan: Relative Changes in Share of Core Revenues, 1975 to 1996

2006 - The Future of Michigan Tech
-Turning the Strategic Plan into Action

1. We Must Change
   Top National University

2. How We Change

3. What We Must Do
Strategic Plan

• Approved by Board of Control on April 27, 2012

✓ Major Goals Remain Same
  ➢ People
  ➢ Distinctive Education
  ➢ Research/Scholarship/Creativity/Entrepreneurship

• http://www.mtu.edu/stratplan/
Faculty Drives Reputation

- Reputation attracts the best students

• Faculty drives reputation
  – Conferences / papers / citations
  – Research programs
  – Graduate programs
Driving factors in the US News rating system

- **Reputation**: 25%
  - **Faculty**: 20%
  - **Student selectivity**: 15%
  - **Graduation and retention**: 20%
  - **Graduation perf.**: 5%
- **Financial resources**: 10%
- **Alumni giving**: 5%

*Driving factors in the US News ranking system.*
2006 - We Must Recruit Top Research Oriented Faculty

• The Good News
  – Half our faculty will turn over in the next seven years

• The Bad News
  – We don’t have a program to replace them with research oriented faculty

• What does it take?
  – Professorships and Chairs
  – Restructuring and prioritization of compensation and hiring policy
  – Start-up funds
  – SFHI
The Future of Michigan Tech

-Turning the Strategic Plan into Action

1. We Must Change
   Top National University

2. How We Change
   Attract Research Faculty

3. What We Must Do
2006 - What We Must Do
-in the next 7 years

• Alumni
  – Chairs and Professorships
  – Planned giving

• Michigan Tech Fund
  – Capital Campaign aimed at change
  – Sell the vision
  – Fund graduate research faculty

• Administration
  – Budget for change, direct funds to research faculty
  – Research oriented Provost, Deans, and Chairs
  – Review and manage the change

• Board of Control
  – Hold administration accountable for the change
  – Develop the indicators for change
    – regular reviews – every meeting
### Michigan Technological University

**Tenured/Tenure Track Faculty by Gender**

**2006-07 through 2011-12**

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>235</td>
<td>239</td>
<td>241</td>
<td>244</td>
<td>253</td>
<td>261</td>
</tr>
<tr>
<td>Female</td>
<td>65</td>
<td>71</td>
<td>71</td>
<td>85</td>
<td>89</td>
<td>93</td>
</tr>
<tr>
<td>Total</td>
<td>300</td>
<td>310</td>
<td>312</td>
<td>329</td>
<td>342</td>
<td>354</td>
</tr>
</tbody>
</table>

| Percent Female | 21.7 | 22.9 | 22.8 | 25.8 | 26.0 | 26.3 |

**Note:** Figures include all tenured and tenure track instructional and research faculty. Also includes those faculty on sabbatical or on unpaid leave of absence. Deans, associate deans, department chairs, executives and professional staff with tenure are excluded.
## SFHI

<table>
<thead>
<tr>
<th>Faculty #</th>
<th>Start Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sustainability</td>
<td>Aug 2008</td>
</tr>
<tr>
<td>Computational Discovery/Innov.</td>
<td>Aug 2009</td>
</tr>
<tr>
<td>Health &amp; Energy</td>
<td>Aug 2010</td>
</tr>
<tr>
<td>Water &amp; Transportation</td>
<td>Aug 2012</td>
</tr>
</tbody>
</table>

32

expect 3 to 4 more in Water & Transp.
As of Dec 2012:
18 faculty submitted a total of 229 grants

16 faculty were awarded 60 proposals for a total of $6.2 million of external research funding

In addition to research, they contribute significantly to teaching and the growth in graduate student education
Dashboard Metrics

Incoming Freshmen ACT Scores

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>ACT Composite</td>
<td>26.4</td>
<td>26.6</td>
<td>26.8</td>
<td>27.0</td>
<td>27.1</td>
<td>27.1</td>
</tr>
<tr>
<td>Fall Semester Average</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ACT Composite</td>
<td>Fall 2008</td>
<td>25.6</td>
<td>Fall 2009</td>
<td>26.1</td>
<td>Fall 2010</td>
<td>26.4</td>
</tr>
<tr>
<td>ACT Math</td>
<td>26.5</td>
<td>26.9</td>
<td>27.3</td>
<td>27.2</td>
<td>27.2</td>
<td></td>
</tr>
<tr>
<td>ACT English</td>
<td>24.4</td>
<td>24.8</td>
<td>25.1</td>
<td>25.5</td>
<td>25.3</td>
<td></td>
</tr>
</tbody>
</table>

Sponsored Programs Awards

<table>
<thead>
<tr>
<th>Projected</th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sponsored Awards (in Millions)</td>
<td>48.0</td>
<td>48.8</td>
<td>51.7</td>
<td>52.8</td>
<td>56.8</td>
</tr>
</tbody>
</table>

Detail by College, School, and Department

Endowment Value

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>2007-08</th>
<th>2008-09</th>
<th>2009-10</th>
<th>2010-11</th>
</tr>
</thead>
<tbody>
<tr>
<td>Endowment Balance (in millions)</td>
<td>$78.6M</td>
<td>$78.7M</td>
<td>$68.2M</td>
<td>$75.0M</td>
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</table>

Number of PhDs Awarded

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<thead>
<tr>
<th>Fiscal Year</th>
<th>2007-08</th>
<th>2008-09</th>
<th>2009-10</th>
<th>2010-11</th>
<th>2011-12</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of PhDs Awarded</td>
<td>54</td>
<td>57</td>
<td>54</td>
<td>55</td>
<td>53</td>
</tr>
</tbody>
</table>

Michigan Tech
Create the Future
Michigan Tech Graduate Degrees
Michigan Tech Graduate Degrees

The chart above illustrates the trends in Michigan Tech Graduate Degrees from 2005-06 to 2011-12. The data is categorized into different degrees (Masters, Doctoral, Graduate) and compared to the USA Graduate and Masters percentages for the same years.
Michigan Tech Research Institute

<table>
<thead>
<tr>
<th></th>
<th>FY 2007</th>
<th>FY 2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employees</td>
<td>23</td>
<td>40</td>
</tr>
<tr>
<td>Research Expenditures (millions)</td>
<td>$4.3</td>
<td>$10.8</td>
</tr>
</tbody>
</table>
Progress Toward Goals

2006-2012

PhD Enrollment: 423, +31%

PhD Degrees: 63, +54%

Research Funding: $72M, +76%

Chairs & Professorships: 24, +243%

Chairs & Professorships: 7
Campaign

- End Date – June 30, 2013
- Goal - $200M
Campaign Totals by Source
June 2006 – November 30, 2012

Total $188,941,368

- Major & Restricted Gifts/Pledges $47,650,380
- Realized Planned Gifts $3,839,899
- Gifts-in-Kind $6,174,229
- Discounted Planned Gift Commitments $66,215,794
- Annual Fund $9,350,848
- Corporations $11,151,567
- Foundations & Other Orgs $2,671,158
- Corp Sponsored Research $41,887,493
- Gibs-in-Kind $6,174,229
- Gibs-in-Kind $6,174,229

Michigan Tech
Create the Future
<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alumni &amp; Friends</td>
<td>$127,056,922</td>
</tr>
<tr>
<td>Corporations</td>
<td>53,039,059</td>
</tr>
<tr>
<td>Private Foundations</td>
<td>2,671,158</td>
</tr>
<tr>
<td>Gifts-in-Kind</td>
<td>6,174,229</td>
</tr>
<tr>
<td>Grand Total</td>
<td>$188,941,368</td>
</tr>
</tbody>
</table>
Facilities $ 7.2M
Scholarships/Fellowships 31.2M
Chairs & Professorships 38.2M
Depts. Program Support/Ops. 57.1M
Unrestricted or undesignated 4.8M
Research 50.4M
TOTAL $188.9M
Michigan Tech Fund
Planned Giving Registry ($129,253,143.47) - Actuarial Expectancy by Years
July 31, 2012

<table>
<thead>
<tr>
<th>Years</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yr 1</td>
<td>$811,375</td>
</tr>
<tr>
<td>2-5 Years</td>
<td>$15,716,781</td>
</tr>
<tr>
<td>6-10 Years</td>
<td>$14,568,707</td>
</tr>
<tr>
<td>11-15 Years</td>
<td>$39,475,376</td>
</tr>
<tr>
<td>16-20 Years</td>
<td>$15,579,619</td>
</tr>
<tr>
<td>21-25 Years</td>
<td>$19,690,519</td>
</tr>
<tr>
<td>26-30 Years</td>
<td>$7,875,852</td>
</tr>
<tr>
<td>31-35 Years</td>
<td>$8,035,719</td>
</tr>
<tr>
<td>36-40 Years</td>
<td>$3,866,000</td>
</tr>
<tr>
<td>41-60 Years</td>
<td>$3,633,196</td>
</tr>
</tbody>
</table>
The Future of Michigan Tech

- Turning the Strategic Plan into Action

1. We Must Change
   Top National University

2. How We Change
   Attract Research Faculty

3. What We Must Do
   We all have a critical role
BUDGET
<table>
<thead>
<tr>
<th>FISCAL YEAR</th>
<th>GENERAL FUND</th>
<th>DESIGNATED FUND</th>
<th>AUXILIARY FUND</th>
<th>R&amp;I FUND</th>
<th>EXPENDABLE RESTRICTED FUND</th>
<th>TOTAL CURRENT FUNDS</th>
</tr>
</thead>
<tbody>
<tr>
<td>6/30/2006</td>
<td>(9,418,709)</td>
<td>11,711,149</td>
<td>9,361,936</td>
<td>1,100,429</td>
<td>1,801,945</td>
<td>14,556,750</td>
</tr>
<tr>
<td>6/30/2007</td>
<td>(9,144,578)</td>
<td>12,704,216</td>
<td>8,122,457</td>
<td>1,366,980</td>
<td>3,030,770</td>
<td>16,079,845</td>
</tr>
<tr>
<td>6/30/2008</td>
<td>(9,639,258)</td>
<td>14,459,317</td>
<td>9,210,497</td>
<td>(1,548,501)</td>
<td>2,933,114</td>
<td>15,415,169</td>
</tr>
<tr>
<td>6/30/2009</td>
<td>(11,119,692)</td>
<td>17,622,935</td>
<td>9,408,680</td>
<td>(3,098,785)</td>
<td>2,821,643</td>
<td>15,634,782</td>
</tr>
<tr>
<td>6/30/2010</td>
<td>(11,260,088)</td>
<td>17,669,080</td>
<td>8,109,037</td>
<td>(1,897,826)</td>
<td>2,692,577</td>
<td>15,312,779</td>
</tr>
<tr>
<td>6/30/2011</td>
<td>(10,999,503)</td>
<td>17,482,191</td>
<td>6,850,582</td>
<td>(62,315)</td>
<td>2,808,383</td>
<td>16,079,338</td>
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<tr>
<td>6/30/2012</td>
<td>(12,602,185)</td>
<td>15,816,151</td>
<td>9,235,156</td>
<td>(3,551,797)</td>
<td>3,590,414</td>
<td>12,487,739</td>
</tr>
</tbody>
</table>
Faculty & Staff Employees

Source: University Compendium

+1.9%

+14.3%
Faculty & Staff Salaries

Source: Audited Financial Statement

Fiscal Year

<table>
<thead>
<tr>
<th>Year</th>
<th>Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008</td>
<td>$34,223</td>
</tr>
<tr>
<td>2009</td>
<td>$36,474</td>
</tr>
<tr>
<td>2010</td>
<td>$39,836</td>
</tr>
<tr>
<td>2011</td>
<td>$41,015</td>
</tr>
<tr>
<td>2012</td>
<td>$42,216</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Year</th>
<th>Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008</td>
<td>$43,757</td>
</tr>
<tr>
<td>2009</td>
<td>$46,451</td>
</tr>
<tr>
<td>2010</td>
<td>$48,768</td>
</tr>
<tr>
<td>2011</td>
<td>$50,825</td>
</tr>
<tr>
<td>2012</td>
<td>$51,839</td>
</tr>
</tbody>
</table>

+18%
+23%
<table>
<thead>
<tr>
<th>General Fund FY 2012</th>
<th>Planned (millions)</th>
<th>Actuals (millions)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operating Revenue</td>
<td>$118,930</td>
<td>$117,139</td>
</tr>
<tr>
<td>Operating Expenses</td>
<td>$(144,951)</td>
<td>$(148,927)</td>
</tr>
<tr>
<td>Transfers</td>
<td>$(14,740)</td>
<td>$(12,734)</td>
</tr>
<tr>
<td>Non-Operating Revenues</td>
<td>$40,761</td>
<td>$42,919</td>
</tr>
<tr>
<td>NET</td>
<td>---</td>
<td>$(1,603)</td>
</tr>
<tr>
<td>Current Fund FY 2012</td>
<td>Budget (millions)</td>
<td>Actuals (millions)</td>
</tr>
<tr>
<td>------------------------------</td>
<td>-------------------</td>
<td>--------------------</td>
</tr>
<tr>
<td>Operating Revenue</td>
<td>$192,175</td>
<td>$189,024</td>
</tr>
<tr>
<td>Operating Expenses</td>
<td>$(244,494)</td>
<td>$(247,400)</td>
</tr>
<tr>
<td>Transfers</td>
<td>$(6,037)</td>
<td>$(5,043)</td>
</tr>
<tr>
<td>Non-Operating Revenues</td>
<td>$58,398</td>
<td>$59,828</td>
</tr>
<tr>
<td>Net</td>
<td>$42</td>
<td>$(3,591)</td>
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</table>
## General Fund FY13 Budget

### Budget (thousands)

<table>
<thead>
<tr>
<th></th>
<th>Base Year FY12</th>
<th>Budget Year FY13</th>
<th>Variance</th>
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</thead>
<tbody>
<tr>
<td><strong>Operating Revenues</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>$ 118,929,621</td>
<td>122,901,384</td>
<td>$3,971,763 3.34%</td>
</tr>
<tr>
<td><strong>Operating Expenses</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Staff S&amp;W</td>
<td>$(27,728,705)</td>
<td>(27,864,030)</td>
<td>$(135,324) 0.49%</td>
</tr>
<tr>
<td>Faculty S&amp;W</td>
<td>$(39,511,577)</td>
<td>(41,609,216)</td>
<td>$(2,097,638) 5.31%</td>
</tr>
<tr>
<td>Grad Student S&amp;W</td>
<td>$(3,369,235)</td>
<td>(3,504,004)</td>
<td>$(134,769) 4.00%</td>
</tr>
<tr>
<td>Undergrad Student S&amp;W</td>
<td>$(984,956)</td>
<td>(943,447)</td>
<td>$41,509 -4.21%</td>
</tr>
<tr>
<td>Fringe Benefits</td>
<td>$(24,209,149)</td>
<td>(25,438,614)</td>
<td>$(1,229,465) 5.08%</td>
</tr>
<tr>
<td>Supplies &amp; Services</td>
<td>$(16,662,514)</td>
<td>(15,203,289)</td>
<td>$1,459,225 -8.76%</td>
</tr>
<tr>
<td>Scholarships</td>
<td>$(27,264,097)</td>
<td>(31,453,097)</td>
<td>$(4,189,000) 15.36%</td>
</tr>
<tr>
<td>Utilities</td>
<td>$(4,520,850)</td>
<td>$(4,520,850)</td>
<td>0 0.00%</td>
</tr>
<tr>
<td>Carry forward/Contingency Reserve</td>
<td>$(3,200,000)</td>
<td>$(3,200,000)</td>
<td>0 0.00%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$(147,451,083)</td>
<td>$(153,736,546)</td>
<td>$(6,285,463) 4.26%</td>
</tr>
<tr>
<td><strong>Transfers</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>$(12,239,738)</td>
<td>$(11,724,738)</td>
<td>$515,000 -4.21%</td>
</tr>
<tr>
<td><strong>Non-operating Revenues (Expenses)</strong></td>
<td></td>
<td></td>
<td>$(1,798,700) 4.41%</td>
</tr>
<tr>
<td></td>
<td>$ 40,761,200</td>
<td>42,559,900</td>
<td></td>
</tr>
<tr>
<td><strong>Net Income (Loss)</strong></td>
<td></td>
<td></td>
<td>$0 0</td>
</tr>
</tbody>
</table>
Commencement Speaker

Dr. Arden L. Bement
Chief Global Affairs Officer
Director, Global Policy Research Institute
Purdue University
Former Director, National Science Foundation
Midyear Commencement Statistics

- Undergraduate 346
- Graduate 134
  - PhD 24
  - Masters 110

As of November 28, 2012
Total Applications

Recruitment week

- 2009 Applications
- 2010 Applications
- 2011 Applications
- 2012 Applications
- 2013 Applications

Numbers:
- 2009: 5549
- 2010: 5337
- 2011: 3972
- 2012: 3758
- 2013: 5549

Graph showing the number of applications over weeks.
Accepted Applications

Recruitment week
These are the friends you've been looking for your whole life.
Sure, there are plenty of xy chromosome pairs on campus, but don’t underestimate the more than 1,700 women who come to Michigan Tech and love everything about it. They’re crazy smart (and really nice). And they might just be the best friends of your life!
My best friend is always up for an adventure. We’ve explored the world together—hiking the Pyrenees mountains, sampling waffles in Belgium, rockclimbing in Moab, and riding horses through the woods of Northern Michigan. But most of all, Sheridan is my best friend because she’s funny, brilliant, kind, talented, and an extraordinary Michigan Tech woman! 

—Jessica Daignault, fifth-year environmental engineering major
20 games in the 2012 season, 15 wins, 2 ties, a heck of a lot of road trips. Game faces on. We are proud. We are varsity athletes. #WeAreHuskies

Riding a Zamboni in a crown?
Only at Michigan Tech! That's what happens when you're the Winter Carnival Queen. "We go to the coolest school ever! Tech has brains and innovation beyond belief, a down-to-earth community, and—given the opportunity—we kick butt at anything we set our minds on accomplishing.”

—Lydia Patch, 2011 Winter Carnival Queen, 2012 graduate, Biological Sciences

facebook.com/WomenofMichiganTech
Ten year female admit history as of Dec. 1 each year

<table>
<thead>
<tr>
<th>Year</th>
<th>Total Accepts</th>
<th>Percentage of Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>2004</td>
<td>417</td>
<td>21%</td>
</tr>
<tr>
<td>2005</td>
<td>543</td>
<td>22%</td>
</tr>
<tr>
<td>2006</td>
<td>567</td>
<td>25%</td>
</tr>
<tr>
<td>2007</td>
<td>623</td>
<td>25%</td>
</tr>
<tr>
<td>2008</td>
<td>787</td>
<td>28%</td>
</tr>
<tr>
<td>2009</td>
<td>710</td>
<td>28%</td>
</tr>
<tr>
<td>2010</td>
<td>714</td>
<td>29%</td>
</tr>
<tr>
<td>2011</td>
<td>794</td>
<td>28%</td>
</tr>
<tr>
<td>2012</td>
<td>874</td>
<td>31%</td>
</tr>
</tbody>
</table>
Ten year COE female admit history as of Dec 1 each year
UG COE female total

<table>
<thead>
<tr>
<th>Year</th>
<th>College of Engineering Undergraduate Females</th>
<th>Percent female</th>
</tr>
</thead>
<tbody>
<tr>
<td>2005</td>
<td>505</td>
<td>15.4%</td>
</tr>
<tr>
<td>2006</td>
<td>519</td>
<td>16.3%</td>
</tr>
<tr>
<td>2007</td>
<td>526</td>
<td>16.2%</td>
</tr>
<tr>
<td>2008</td>
<td>551</td>
<td>16.5%</td>
</tr>
<tr>
<td>2009</td>
<td>595</td>
<td>17.6%</td>
</tr>
<tr>
<td>2010</td>
<td>586</td>
<td>18.0%</td>
</tr>
<tr>
<td>2011</td>
<td>640</td>
<td>19.2%</td>
</tr>
<tr>
<td>2012</td>
<td>674</td>
<td>20.0%</td>
</tr>
</tbody>
</table>
LEAN
Continuous Improvement using Lean Principles

Lean Facilitators and Implementation Leaders Complete Training in November
 lean Training Funded by Federal Mediation and Conciliation Services Grant

• $55,000 Awarded
  – Lean Consultants Provided Training
    • Lean Facilitators and Implementation Leaders Trained
    • Five Campus-wide Sessions Occurred
  – Lean Books and Resources Purchased

Use Lean culture building to enhance labor-management relationships and communication.
23 Lean Facilitators – Trained to facilitate Kaizen Improvement Events for any campus department or area interested in making improvements.

- Rick Berkey, Institute for Interdisciplinary Studies
- Ernie Beutler, Dining Services
- Catherine Burns, Human Resources
- Derrick Butkovich, Facilities Management
- Theresa Coleman-Kaiser, Vice President for Administration Office
- Wendy Davis, Auxiliary Services
- Laura Givens, Career Services
- Laura Harry, Memorial Union
- Bob Hiltunen, Auxiliary Services
- Shellie Hubert, Enrollment Services
- Alane Issacson, Athletics and Recreation
- Amie Ledgerwood, Geology and Mining
- Gina LeMay, Sponsored Operations
- Tanya Maki, School of Business and Economics
- Rhonda McClellan, Facilities Management
- Margo O'Brien, Accounting Services
- Heidi Reid, Memorial Union
- Julie Ross, Civil and Environmental Eng.
- Megan Ross, Auxiliary Services
- Julie Seppala, Sponsored Programs Office
- Shane Sullivan, IT Services and Security
- Kathy Wardynski, Dining Services
- Rachel Wussow, Student Activities
10 Lean Implementation Leaders – Trained in Lean concepts aimed at building a Lean practice into the day-to-day work for an area/department.

- Karla Aho, Office of Development
- Julie Blair, J. Robert Van Pelt Library
- Theresa Coleman-Kaiser, Vice President for Administration Office
- Wendy Davis, Auxiliary Services
- Bob Hiltunen, Auxiliary Services
- Wendy Jones, School of Forestry & Environmental Resources
- Jarrod Karau, Administrative Information Systems
- Tammy LaBissoniere, Sponsored Programs Office
- Gregg Richards, Facilities Management
- Cayce Will, IT Services and Security
Get Started

• Hold a Kaizen Improvement Event
• Tailored Lean Workshops and Trainings

Wendy Davis,
Manager of Process Improvement
wmdavis@mtu.edu
7-3180
INTERNET SECURITY

- 1.2M internet attacks per day
- Average of 40 virus infections per day
- 5-10 phishing attempts per week
Thanks For All You Do!

QUESTIONS