Metropolitan State University

Metropolitan State University Partnership Overview Panel

Thursday, October 4, 2018
Ruttger's Bay Lodge

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Panel Agenda

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Introduction & Partnership with Association of MN Counties
Frank Schweigert, Dean, College of Community Studies & Public Affairs

Example of Evidence-based Cert. Program with Counties
Lesli Blair & Raj Sethuraju, Faculty, School of Law Enforcement

LEAD Academy Overview, 2019 Public Sector Supervision
Beth Schaefer, Director, Institute of Professional Development

County Government Capstone Projects
Crystal Fashant, Faculty, Department of Public & Nonprofit Leadership

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Frank Schweigert, Inaugural Dean
College of Community Studies and Public Affairs

INTRODUCTION & PARTNERSHIP WITH ASSOCIATION OF MN COUNTIES

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College of Community Studies and Public Affairs

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Master's Level

Public & Nonprofit Administration

Advocacy & Political Leadership

Alcohol & Drug Counseling

Co-Occurring Disorders Recovery Counseling

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College of Community Studies and Public Affairs

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Bachelor's Level

- Criminal Justice Studies
- Law Enforcement
- Psychology
- Early Childhood Studies
- Alcohol and Drug Counseling
- Family Studies
- Human Services
- Human Services Leadership
- Social Work

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Lesli Blair, Assistant Professor
Raj Sethuraju, Associate Professor
College of Community Studies and Public Affairs
School of Law Enforcement & Criminal Justice

EXAMPLE OF EVIDENCE-BASED CERTIFICATE PROGRAM WITH MN COUNTIES

Introduction to Evidence-Based Practices

Motivational Interviewing

Risk, Need, Responsivity

Cognitive Behavioral Interventions

Case Planning

Community Engagement and Transition Focus *Throughout*

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Beth Schaefer, Director
Institute for Professional Development

LEAD ACADEMY
PUBLIC SECTOR SUPERVISION CERTIFICATE

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LEAD Academy

Public Sector Supervision Certificate

1. In your first role as a leader, what was one of your biggest surprises about leadership? Who or what helped you navigate it?

2. As a leader, what is one of your best techniques/practices/strategies to manage your department and/or staff? Where/how did you learn it?

LEAD Academy

Public Sector Supervision Certificate

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L	E	A	D
Learn About Yourself	**Engage Others**	**Act for Effectiveness**	**Develop the Organization**
Managing Your Work	Positive Communication	Running a Meeting	Influencing Culture
Strengths Based Leadership	Leading Stakeholders through Change	Leading through Conflict	Encouraging and Developing Others
Channeling Change	Coaching 101	Labor Relations Skills: Understanding Contract Framework	Employee Life Cycle Part 1: Recruit, Hire, Onboard
Use your Ethics to Navigate Local Government Systems	Getting Past No: Using Negotiation	Meeting Customer Expectations	Creating High-Performing Teams

LEAD Academy

Public Sector Supervision Certificate

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3 COURSES = A SERIES AND 4 SERIES = THE PUBLIC SECTOR SUPERVISION CERTIFICATE

Series 1: TIME TO LEAD

- Strength-based Leadership
- Channeling Change
- Leading through Conflict

Series 2: SUPERVISOR SURVIVAL

- Managing your Work
- Positive Communication
- Running a Meeting

Series 3: HR ESSENTIALS

- Encouraging & Developing Others
- Labor Relations Skills: Understanding Contract Frameworks
- Employee Life Cycle

Series 4: MOVING UP AND OUT

- Use your Ethics to Navigate Local Government Systems
- Influencing Culture
- Leading Stakeholders through Change

www.lmc.org/leadacademy2018

LEAD Academy

Public Sector Supervision Certificate

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Certificate Features	Philosophy	Benefits
Series	Encourages perseverance and cohort	Models achievable milestones in a long-term goal
Cohort	Provides a network of mentors and accountability	Regional standard as you leaders move around
Embedded problem-solving	Reduces vacuum-effect	Receive 12 times to develop a habit
Variety of instructors	Provides a variety of learning styles & approaches	Variety of approach - including perspective beyond public sector
Interactive	Encourages transfer of information from classroom to work	Supports cohort, taps into experience

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Crystal Fashant, Associate Professor
College of Community Studies and Public Affairs
Department of Public and Nonprofit Leadership

COUNTY GOVERNMENT CAPSTONE PROJECTS

MPNA & MPA Students

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Learning Outcomes for Master of Public and Nonprofit Administration (MPNA); Master of Public Administration (MPA)

- **Understand the historic, current, and evolving role** of the public and nonprofit sectors in shaping public policy, promoting civic negotiation, and advocating for the public good;
- **Apply practical research methods and techniques** in information management, economics, public and organizational policy, strategic human resource management, and organizational analysis to support the decisions of public and nonprofit professionals;
- **Understand the theories and best practices related to public service**, including organizational behavior, management theory, ethical leadership, and respectful engagement with diverse cultures;
- **Interpret and apply methods of budgeting and control**, revenue diversification, financial management, and performance evaluation to achieve financially sustainable and accountable public agencies and nonprofit organizations.

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What is a Capstone Project?

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- MPNA 695: Capstone in Community Oriented Management (both fall and spring semesters)
- Students typically take this course in the last semester of their 40-credit master's program
- The "Capstone Project" is a large research paper OR **community-based project** on the topic of public or nonprofit leadership; students choose their project
- We aim for papers/projects that are a 40-60 hour time commitment for students

Capstone Examples

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- One successful partnership with Aitkin County in Spring semester 2018
  - Capital Improvement Plan

- Four ongoing partnerships in Fall semester 2018
  - Aitkin County: County Governance Models
  - MACA: Executive Performance Evaluations
  - LPHA: Environmental Health Programs
  - Sourcewell: Shared Services Models

Student Deliverables

Typically, they will generate a long report to answer your research question

- **Example**: Best practices for executive performance evaluation in county agencies
- Usually involves outside research, such as nation-wide best practices, a.k.a. a literature review
- Report is typically 12-20 pages long
- Students present findings via PowerPoint or other method to your team(s)

Successful Partnership Tips

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- Be available to talk with the student and/or instructor to clarify goals, outcomes
- Travel might be difficult for some students; can meetings happen via phone, Skype?
- Aim for projects that can be completed in 15 weeks (i.e. September – December; January – April)
- Clearly define deliverables to avoid "scope creep"
  1. Organizational Summary
  2. Deliverables and Work Plan
  3. Deadlines and Due Dates

Finally, if interested…

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- Please fill out half-sheet on your table and submit to Jill Suurmeyer. We will follow-up by emailing you a project template form.
- For **spring** projects, please submit projects no later than January 4th. Spring semester begins on January 14th, 2019 (Professor Luther Krueger).
- We will do our best to match your project with a qualified student; if no match is made, we can slide it to the following semester.

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Thank you!

Questions

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