



# Metropolitan State University Partnership Overview Panel

Thursday, October 4, 2018  
Ruttger's Bay Lodge

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# Panel Agenda

## **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

## 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

Metropolitan  
State University



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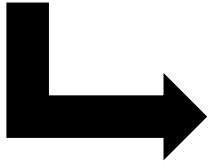
Lesli Blair, Assistant Professor  
Raj Sethuraju, Associate Professor  
College of Community Studies and Public Affairs  
School of Law Enforcement & Criminal Justice

# EXAMPLE OF EVIDENCE-BASED CERTIFICATE PROGRAM WITH MN COUNTIES

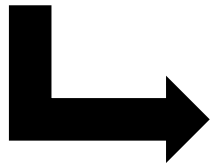
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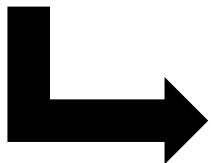
Introduction to  
Evidence-Based Practices



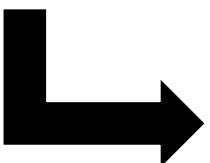
Motivational  
Interviewing



Risk, Need, Responsivity



Cognitive Behavioral  
Interventions



Case Planning

Community Engagement  
and Transition Focus  
*Throughout*





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

<b>L</b>	<b>E</b>	<b>A</b>	<b>D</b>
<b>Learn About Yourself</b>	<b>Engage Others</b>	<b>Act for Effectiveness</b>	<b>Develop the Organization</b>
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

**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](http://www.lmc.org/leadacademy2018)**

# LEAD Academy

## Public Sector Supervision Certificate

### Certificate Features

Series

Cohort

Embedded  
problem-solving

Variety of  
instructors

Interactive

### Philosophy

Encourages  
perseverance and  
cohort

Provides a network  
of mentors and  
accountability

Reduces vacuum-  
effect

Provides a variety of  
learning styles &  
approaches

Encourages transfer  
of information from  
classroom to work

### Benefits

Models achievable  
milestones in a  
long-term goal

Regional standard  
as you leaders move  
around

Receive 12 times to  
develop a habit

Variety of approach -  
including perspective  
beyond public sector

Supports cohort,  
taps into experience



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

# COUNTY GOVERNMENT CAPSTONE PROJECTS

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# MPNA & MPA Students

## 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?

- 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

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# Capstone Examples

- 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

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# 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 nationwide 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)

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# Successful Partnership Tips

- 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

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# Finally, if interested...

- 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 4<sup>th</sup>. Spring semester begins on January 14<sup>th</sup>, 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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