

Chancellor Rosenstone,

Thank you for soliciting the views of the faculty and staff at Inver Hills Community College on the efficacy of the shared services model and President Wynes' position as president of both IHCC and DCTC.

You asked us to answer two questions:

1. Does this shared service model improve effectiveness and meet the needs of the students and communities you serve?
2. Does the shared leadership model meet the needs of the two colleges, in particular the needs of your students and the communities you serve?

Faculty were polled after receiving this request and we emphatically answer no to both questions. The faculty at IHCC believe that your metrics of "leveraging the synergies relative to strategic initiatives" and cost savings hurt the needs of students and the communities we serve.

Inver Hills faculty are committed to student success and providing a high-quality educational experience. Under President Wynes' leadership student success has measurably declined. Innovative educational efforts designed to increase student engagement and success are stymied by administrative inattention and bureaucratic inertia. Student support services that are critical to our "Finish What You Start" mantra have been slashed without regard or explanation. Cutting these services is especially harmful considering the growing percentage of our students who are first-generation, low-income, or students of color.

Student enrollment has also declined during President Wynes'

tenure. The shared services model when it comes to marketing has failed IHCC. Efforts to increase student enrollment through concurrent enrollment have also failed.

As indicated in a recent Campus Climate Survey, administrative leadership and communication are poor or non-existent on areas minor and major. This has been an ongoing concern for IHCC faculty and very little has been done to address these concerns. Several examples stand out as evidence: the campus Institutional Effectiveness Committee solicited faculty input for the AQIP portfolio report that was submitted to the Higher Learning Commission recently. The report was shared with faculty after it was submitted to HLC and much of the input from faculty was left out of the report. It is the view of the faculty that the report submitted to the accrediting agency is incomplete and misleading. Budgetary decisions are made by the President, CFO and CAO but are not communicated to the faculty. Administrators change department and division budgets without explanation or even notice.

IHCC has suffered greatly from high turnover in key administrative positions. This has resulted in a plethora of interim deans and directors who do not have the authority or experience to make critical decisions. The financial cost of this turnover easily exceeds the \$500,000 cost savings you cited in your letter. For example, Inver Hills has long been known for its national award-winning Emergency Medical Services programming. Under the leadership of President Wynes this division has been damaged almost beyond repair. This critical division was without a dean for more than a year. The decision to share the Allied Health Dean with DCTC has led to a part-time administrator in charge of complex programs that require intensive management to maintain accreditation and the contracts the campus has with medical providers in the field.

The result is that an EMS student without proper credentials was allowed to treat patients. Students are unable to complete their program due to a lack of clinical sites. The college has created multiple and avoidable barriers to students in this program and has ignored the program's advisory council. The liability for potential damages greatly exceeds any cost savings. The risks to this program's accreditation also entail unknown financial costs.

Our campus lacks vibrant, engaged, and informed leadership. President Wynes' physical absence and lack of engagement on campus has consequences. The faculty at Inver Hills respectfully ask you to take these concerns into consideration.

Sincerely, The MSCF Faculty at IHCC

David Riggs IHCC Chapter President