

Board of Trustees  
Minnesota State Colleges and Universities System  
30 7th Street East, Suite 350, St. Paul, MN 55101-7804

Dear Trustees:

I am writing this letter to express my deep concerns with the direction of Inver Hills Community College (IHCC).

I spent six years (2006 – 2012) working at IHCC, serving in various capacities. I was hired as the Director of Multicultural Affairs/Diversity, and established the Access and Opportunity Center that was designed to serve underrepresented and underserved students. Under my leadership, the number of underrepresented students, particularly students of color increased significantly. We established partnerships with four school districts and ten high schools that have led to the establishment of the concurrent enrollment program. We provided ongoing diversity trainings to faculty and staff with great support and involvement of faculty.

I left IHCC during the most turbulent times – September of 2012. At the time there were two new Vice Presidents – Vice President of Student Services and Vice President of Administrative Services (Chief Financial Officer) - both individuals have abruptly left the college since. The new Vice Presidents made drastic changes that had detrimental impact on student success, particularly students of color. The Access and Opportunity Center programs were closed (even though administration claims it was because of lack of funding). Legitimate concerns that were raised were dismissed without sufficient explanation. Several key decisions were made without due process and without engaging the critical employees/professionals who were expected to implement them. Since then, the number of employees with significant expertise and experience, particularly employees of color, has considerably dwindled.

Moral was at an all-time low then, and still continues to be the case. Changes are expected in any organization when there is new leadership; however, IHCC has been under constant turmoil for the past four years. Changes that have not been thought-out and decisions that were made hastily have led to a steep decline in enrollment and retention. To date, I do not believe that IHCC leaders have communicated a clear vision for the institution, which exacerbates the problems facing the college.

I urge you to closely examine the challenges facing IHCC and take the necessary steps to put the college back on the right track. It is extremely disheartening to see an institution that has a huge potential suffer from lack of vision and leadership.

Sincerely,



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