

Mr. Jeff Korpi

Thank you and good morning. Thank you for allowing me to address the Board this morning regarding the Strategic Resource Allocation process. I'm very honored to have had the chance to represent my institution. I served as co-chair on the Support Task Force.

The Support Task Force was comprised of a broad spectrum of NMU employees, specifically TOP, AFSCME, AP, SA, and AAUP faculty; quite the alphabet soup! This alphabet soup was cooked up in the spring of 2017 when both the Academic Task Force and Support Task Force received training and direction from Mr. Larry Goldstein. The training Mr. Goldstein provided and the important tasks laid before each task force from the infancy of the process, such as creating the voting rules, expectations of each other, and the templates on which we would evaluate every program, were designed to allow each task force to establish ownership of the critical and lengthy task at hand. That task at hand was to thoughtfully evaluate every program within the committee scope based on the questions crafted by each committee and each program's actual financial data. Each committee was challenged to equally distribute its assigned programs into five quintiles ranging from recommend for increased funding to program elimination, and place 20% of the programs equally into each quintile based on the assigned financial resources. It was made clear from the outset that no system of this magnitude could be perfect. Although the system was not perfect, our input and the ability to shape the process put the responsibility on the alphabet soup to work together to smooth out the imperfections. Speaking as a representative of the Support Task Force, I can say that this responsibility of making recommendations regarding the future of the assigned programs did not come without adequate preparation, incredible thought, meaningful discussions, compromise, and courage to make tough decisions – all qualities that being employees, and many of us alumni of NMU, had prepared us for. The process called for the committee to critically evaluate and make incredibly difficult decisions of our own programs; programs we may have been unfamiliar with, and programs near and dear to fellow colleagues and friends. I'm proud to say that the members of the Support Task Force completed in full the critical tasks as outlined from the beginning, and we could not have done so without drawing from each other's support, the support of Mr. Goldstein, Gavin Leach, Dr. Schuiling, Sherri Towers, and Jason Nicholas. Throughout the process the Support Task Force members remained wholeheartedly dedicated to successfully completing the tasks we agreed to take part in. This commitment came with personal sacrifice as many on the committee disclosed that they read the approximately 80 hours of materials on evenings and weekends, and committed two hours every week for committee meetings for over a year. I want to thank the Task Force for their extreme dedication, commitment, and perseverance.

Now that our part is complete, we look forward to the institution's response. We hope that employees will take the time to review and comment on the recommendations made, and we have faith that senior leadership will carefully review the sum of the information and make the necessary strategic adjustments to ensure our institution carries forward with distinction, pride, and precise focus on the challenges that lie ahead.

Thank you for your time.