



Civic Engagement Inventory

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Executive Summary

From club sports organizing youth clinics at the YMCA to sharing financial resources with the Northfield community, there are many civic engagement initiatives that are being organized by various groups at St. Olaf College. Civic Engagement is important because members of St. Olaf can join with others to strengthen community bonds, further vocational goals, as well as provide valuable return in collaboration and partnership with local people and organizations. Civic engagement takes many forms and can extend student's learning into visible applicability where students can learn more about how they can give their skills and time. Some civic engagement initiatives at St. Olaf are typically recurrent, funded, and can be organized into curriculum such as ACE course, where students can cooperate and engage with community members in a reciprocal and mutually-beneficial project. Some initiatives are created by students as a way to work towards addressing a community-focused mission or social issue that is at the core of their student group in the Volunteer Network. Other initiatives are carried out by groups whose primary function is completely different from civic engagement. These groups such as club sports and the campus catering service carry out their primary functions while simultaneously creating initiatives that are ideologically aligned the principles of civic engagement.

It is important to compile a Civic Engagement Inventory in order to assess areas that lack civic engagement where the College might consider investment in the future. A Civic Engagement Inventory allows for an institutional snapshot of engagement across many levels. Participants and creators of initiatives who continue to do hard work to facilitate and form connections in the community can be applauded in a way by having their work spotlighted, and the individuals who have not received as much formal recognition or publication of their initiative can be lifted into a collective log of civic work as an important element in the summative body of the community work of St. Olaf College. This inventory

will work as a marker in time of current initiatives and it will also provide summaries of these recent initiatives.

Current Focus. St. Olaf promotes and funds service-based organizations in a group called the Volunteer Network. A main finding of this report is that there are many student organizations with a wide variety of purposes that function outside of the Volunteer Network and still participate in civic engagement initiatives.

- Much information is available about Volunteer Network activities since service is at their core.
- This report details other lesser-known or publicized community initiatives by student groups.

Future Opportunities. The second major finding is that while St. Olaf College encourages students, faculty, and staff to participate in many civic dialogue activities, many of these activities are not open to the larger community. Most initiatives allow students to intertwine their studies and civic engagement through an academic or career interest in an activity such as community-based work study, joining a student organization, taking an ACE course, or working as an intern. Most civic engagement initiatives do not involve community members coming to campus, but rather students leaving campus to collaborate in places such as Northfield, Faribault, or the Twin Cities.

- There are many civic dialogue initiatives that are not open to the public, but could be.
- Opening these civic dialogue activities to the public and promoting cooperative dialogues with members outside St. Olaf would be an effective way to turn community thinking into civic engagement. This would require a communication system for event promotion off-campus, but St. Olaf and off-campus community members could benefit from the expanded participation.
- If civic dialogue initiatives are extended to include external organizations or invitees, then students could participate in dialogues with people who have very different perspectives and lives from somebody doing work every day at St. Olaf.

Students would be able to consider the voices of a larger community, vice versa for off-campus participants.

Introduction

Defining Civic Engagement Within the Inventory

During the spring of 2016, the Academic Civic Engagement (ACE) Program began compiling the Civic Engagement Inventory. The goal of this inventory is to provide an essence and details of the many ways St. Olaf is involved with the community. As defined by the Carnegie Foundation:

“Community engagement describes collaboration between institutions of higher education and their larger communities (local, regional/state, national, global) for the mutually beneficial exchange of knowledge and resources in a context of partnership and reciprocity.

The purpose of community engagement is the partnership of college and university knowledge and resources with those of the public and private sectors to enrich scholarship, research, and creative activity; enhance curriculum, teaching and learning; prepare educated, engaged citizens; strengthen democratic values and civic responsibility; address critical societal issues; and contribute to the public good.”¹

The idea of “civic engagement” is sometimes more broadly defined, but the Inventory focuses on off-campus connections, and action-driven initiatives. Initiatives highlighted go beyond the scope of curricular projects associated with the ACE program. Programs descriptions are about action, collaboration, and cooperation in the community.

¹ “Carnegie Community Engagement Classification”
http://www.nerche.org/index.php?option=com_content&view=article&id=341&Itemid=92

The Counterpart: The Civic Dialogue Inventory

Initiatives focused on internal civic dialogue (ie. activities that help students, faculty, and staff develop a greater moral sensitivity) have been set aside into a separate inventory called the Civic Dialogue Inventory (CDI). The CDI is more expansive as it aims to identify initiatives of the school that provide the foundation for responsible citizenship. The CDI can be used as a counterpart to the concentrated Civic Engagement Inventory that focuses on the Carnegie Foundation's definition of civic engagement. This important distinction between dialogue and engagement will allow future planners of the college to notice what activities can be expanded and improved to be more reciprocal, external, and action-driven. The CDI is a working document that will live on and grow as participants of the St. Olaf community make suggestions for revisions or additional content.

While this document, the Civic Engagement Inventory, will focus on the Carnegie Foundation's definition of community engagement, the CDI will follow the Periclean Program definition of Responsible Citizenship, detailing initiatives that promote internal civic discourse.

“Responsible Citizenship includes, but is not limited to: voting; taking an interest in public affairs; engaging in civil discourse; understanding and actively participating in democratic political processes; being able to analyze news and information; cultivating and effectively advocating an opinion on matters of public policy; tolerating diverse opinions; supporting free speech; being involved in community service that addresses public problems; and having the confidence that through democratic processes, individuals can "make a difference.”²

These initiatives highlighted are the type of activities that have potential to increase the level of civic engagement by giving students intellectual and experiential foundations to grow as Responsible Citizens, which is the overarching goal of the Pericles Program.

² “Glossary of Periclean Terms”
<http://www.projectpericles.org/projectpericles/resources/glossary/>

Academic Civic Engagement and Students

Academic civic engagement (ACE) is an educational approach that encourages students to learn in community contexts. Students consider community-based experiences in relation to classroom learning and apply academic knowledge and skills to strengthen communities as an integrated component of an academic course.

Often referred to as *community-based research, service-learning, community-based learning, and public scholarship*, ACE facilitates the development of skills, habits of mind, and relationships that prepare students for future internship, research, civic leadership, and work roles. National research and studies of St. Olaf students show that benefits include greater self-awareness, increased self-efficacy, and increased ability to apply academic knowledge to achieve community goals. Other benefits include becoming better able to communicate with a wider variety of people who are different from yourself, such as in age, culture, or socioeconomic status. Each course with an integrated component of academic civic engagement is expected to address specific learning outcomes.

Academic Civic Engagement and the Community

The community benefits in a wide variety of ways that depend on the project's goals. Project goals are determined by a combination of community needs and learning outcomes of the course. Students have created valuable products such as marketing plans, grant proposals, statistical analyses, public art, and educational materials, to name a few. Other examples of benefits to the community include service-related help such as tutoring, wellness improvement, and enrichment experiences.

Why do a Civic Engagement Inventory?

The Inventory displays St. Olaf's commitment to community connections by describing the work and projects of students, faculty, staff, administrators as well as other initiatives. This snapshot of these initiatives shows the breadth of St. Olaf's community efforts.

Additionally, over time, the Inventory will be useful as a reference resource while planning, prioritizing and tracking civic engagement.

Understanding and Reacting to the Inventory

The following categories have been developed in order to contain initiatives in similar groups for easier reading. The information is presented in no particular order, and there is surely overlap between these categories. The initiatives presented here are not comprehensive of all the community connections made by the people of St. Olaf, but rather these are presented, defined, and described to provide a sense of the breadth and specialization of the types of activities carried out. Additionally, the Inventory emphasizes recent developments or civic engagement efforts that have yet to be formally highlighted.

Creating the Inventory

This inventory is the compilation of information from the St. Olaf website as well as an accumulation and verification of details from interviews with people from Alumni Relations, Community-Based Work Study, Facilities, the Chief Financial Officer, Bon Appétit and email correspondences with Residence Life, Environmental Coalition, The Food Recovery Network, The Theater Department, Manitou Maple, Muslim Student Association, Information Technologies, College Ministry, and Athletics. Much of the details about student organization comes from a survey created and administered in spring 2016. Details of Volunteer Network Organizations are from a previous survey administered by the ACE program.

The inventory follows the structural format of Macalester College's Civic Engagement Inventory of 2002. The authors of Macalester's Inventory were very amenable in answering logistic and methodological questions as the St. Olaf College ACE Program developed the first respective Civic Engagement Inventory of the College.

Civic Engagement Initiatives

Institutional Declarations and Commitments Supporting Civic Engagement

In this section are higher level commitments related to St. Olaf's civic initiatives as a College. The Strategic Plan for the College is promoting High-Impact Educational Practices and programs, one of which is civic engagement. Beyond this promotion of ACE, St. Olaf has many commitments rooted in sustainability that take form in facility maintenance, design, energy use, and food purchasing practices.

St. Olaf College Mission Statement

St. Olaf College challenges students to excel in the liberal arts, examine faith and values, and explore meaningful vocation in an inclusive, globally engaged community nourished by Lutheran tradition.

Campus Sustainability. Environmental responsibility and sustainability are part of the fabric of St. Olaf College, and the strategies pursued serve to benefit the Northfield area as well as campus.

Curbing Carbon Emissions and Enhancing Energy Conservation. The college has worked to achieve a significant reduction in both per capita and total annual carbon emissions. With recent improvements and investments in renewable energy, a very low carbon-per-student rate of a projected 3.2 metric tons of carbon dioxide equivalencies will be achievable.

Local and Sustainable Food Sources. Bon Appétit, the St. Olaf food service provider, purchases from about 15 local producers of fruits and vegetables, beef, lamb, pork, and dairy. STOGROW, the student-run organic farm, provides food products directly to Bon Appétit and the income from the prior year pays for the next growing season (farmers and supplies).

New Buildings and Renovations. Regents Hall of Natural and Mathematical Sciences was designed and constructed to be St. Olaf's first LEED Platinum facility. Regents was projected to consume 8,400,000 kWh per year if built just to the MN Energy Code. Its average consumption is about 2,200,000 kWh, and its power comes from the campus wind turbine. Building well and generating renewable power has preserved Xcel's capacity for other users by over 6,000,000 kWh per year.

Recycling and Composting. Nearly 175 tons of food waste is composted annually and 100 percent of the compost that is generated is used on college-owned land, including in the landscaping and maintenance of the grounds.

Renewable Energy. St. Olaf was the first college in the nation to construct an on-campus utility-grade wind turbine for the sole purpose of providing energy to the campus. St. Olaf College's 1.65 megawatt self-generating wind turbine was constructed in 2006. St. Olaf's consumption of the power from the wind turbine extends the capacity of Xcel Energy's system to serve homes and businesses in Northfield. Currently, St. Olaf is funding the construction of 5 megawatts of carbon-free Community Solar Gardens on college land through subscriptions to these and other CSGs.

Restoring St. Olaf Colleges Natural Lands. For several decades, St. Olaf has been involved in restoring natural habitats on neighboring lands owned by the college. More recent work focuses on holding stormwater on the land in order to facilitate regeneration of the aquifer, and reduce the impact of runoff on the city of Northfield storm water system and the Cannon River watershed.

Strategic Plan References to Directly Related High-Impact Practices

The strategic plan has promoted the expansion of offerings of courses with an applied or field experience such as those provided in practica, clinicals and student teaching, and in ACE courses.

<http://wp.stolaf.edu/president/strategic-plan/>
<http://wp.stolaf.edu/doc/strategic-plan-report/>

Academic or Scholarly Initiatives

There are various ways that St. Olaf students can utilize their academic skills to engage with the community. These ways include participating in an academic internship, a licensure program, and off-campus, or international study. Students can utilize and expand these skills beyond the classroom setting, where they can connect with the community in a mutually beneficial way.

Academic Civic Engagement Classes. St. Olaf students have the opportunity fulfill community needs and meet class learning outcomes in a hands-on and practical way by selecting ACE coursework. Academic Civic Engagement (ACE) is an educational approach that encourages students to learn in community contexts. Students consider community-based experiences in relation to classroom learning and apply academic knowledge and skills to strengthen communities as an integrated component of an academic course. Often referred to as *community-based research, service-learning, community-based learning* and *public scholarship*, academic civic engagement facilitates the development of skills, habits of mind and relationships that prepare students for future internship, research, civic leadership and work roles.

Academic Internships. In certain cases, students can obtain academic credit for an internship they complete. This way, students can gain valuable experience working in the community to fulfil a career exploration, major requirements, and graduation credit requirements at the same time. a part of the Strategic Plan, approved in May of 2015, St. Olaf aims to by 2020 to “increase the percentage of graduating seniors who report having had an internship from 50% to 70%.” Students are strongly recommended to participate in an internship for reasons of learning about their own skill set, exploring careers and professional networks, as well as the ability to apply academic knowledge and contribute to society. At the Piper Center for Career and Vocation, students can utilize a database to research over 1600 internships other students have done in the past. Supplemental funding through the Piper Center is available for unpaid or underpaid internships.

Center for Multicultural and International Engagement. The Center for Multicultural and International Engagement’s mission is to provide resources and co-curricular support for domestic multicultural and international students. Additionally it is their mission to work with and within the community to engage, educate, and enrich campus life for all students. This mission is achieved with specific goals of designing, promoting and evaluating campus-wide intercultural engagement, which fosters student development and growth. It is a priority to create opportunities for students to further develop their leadership and self-advocacy skills. Additionally, CMIE facilitates connections between students and alumni; enhancing personal and professional networking skills. CMIE aims to collaborate with students, offices, and academic departments to create, support, and evaluate initiatives that engage, educate and enrich students’ experiences on campus. Another goal is to advocate and support students participating in academic and co-curricular programs, both on and off-campus, that build on their interpersonal, civic and global citizenship.

CURI. The St. Olaf Collaborative Undergraduate Research and Inquiry (CURI) program provides opportunities for St. Olaf students from all academic disciplines to work closely with a St. Olaf faculty member in a research that involves connecting with the off campus community. Past examples of project topics have been related to sustainable development, education research, health and wellness research, community music festival planning, and early childhood programming development.

Independent Study (IS) and Independent Research (IR) Courses. IS/IR courses offer students the opportunity to work individually with a professor to independently explore a topic of personal interest. Generally speaking, IS projects are 200 level courses and involve general study of a topic, whereas IR projects are 300 level courses that involve the formation of an experimental design, collection of data, and interpretation of results. Students have the opportunity to develop leadership and collaboration skills as well as a meaningful project in their chosen discipline. These courses have limitless potential as to the impact student projects could have on the local area and beyond.

International and Off-Campus Study. The 2015 Institute of International Education Open Doors Report published in November 2015 ranked St. Olaf #1 among baccalaureate

institutions (for the 7th year in a row) for total number of study abroad students with 684 participants. St. Olaf College, through International and Off-Campus Studies, creates and provides programs that serve the mission of the College at sites in the United States and abroad. These programs are characterized by the integration of academic and experiential education. The experiential component of these programs amplifies and extends the liberal learning that occurs on campus and enhances students' global perspective by helping them encounter and understand changes confronting our world in a context of global community and world citizenship.

Licensure Programs (Education). St. Olaf's education department supports students pursuing a teaching license, Teaching English as a Foreign Language certificate, and students who wish to take more coursework in education. Field work is a core component of the education program, and students receive extended experience in local schools, such as Greenvale Park Elementary, the Northfield Area Learning Center, Bridgewater Elementary School and St. Dominic School. Through field experience, St. Olaf education students can develop an understanding of how students and communities differ culturally and in their approaches to learning. Students gain essential professional qualities, including self-awareness, reliability, flexibility, integrity, applying educational theory to real-world settings. These experiences are integral components to the St. Olaf College Teacher Education Program. Students are required to complete a minimum of 120 hours of field experience, 60 hours of which must be in a diverse setting.

Licensure Programs (Nursing). After four years of study in the St. Olaf Nursing Program, students are eligible to complete the licensure examination for registered nurses offered by the National Council of State Boards of Nursing. Highly regarded by top nursing executives and hospital administrators, Ole nurses are well prepared for professional practice or graduate school, with a high percentage going on to earn advanced degrees. Northfield Retirement Community has many opportunities for nursing majors furthering their professional development through education or employment.

Licensure Programs (Social Work). St. Olaf's baccalaureate social work program was founded in 1977 and has been accredited by the Council on Social Work Education (CSWE) since 1990. Graduates in good standing are eligible to take the ASWB social work licensure exam at the baccalaureate level. Social work students are required to complete 400 hours in the field practicum.

Piper Center for Vocation and Career. The Piper Center innovatively strives to equip St. Olaf students with resources for achieving immediate and lifelong career success. The Piper Center aims to raise student awareness of its personnel, programs, and career management tools and strengthen student preparedness for transitions after college by increasing participation in vocational discernment and professional development activities. This is accomplished through continuous collaboration with faculty, staff, parents, alumni, employers, and community partners.

Resources for Local Community Service

There are many resources available to members of St. Olaf to assist them with their goals of civic engagement. These structured opportunities and services make doing civic engagement easier.

Campus Honor Houses. The college maintains 19 campus houses that are available for upper-class student housing. These houses provide students with alternative opportunities to explore and develop interests and personal relationships through an intimate residential setting. It is the goal of Residence Life to address a diverse array of topics and needs for the St. Olaf community with a focus on social justice and service. Residence Life seeks to promote ideas that focus on topics of interfaith, cultural awareness, community outreach, wellness, and institutional mission.

Community Based Work Study. St. Olaf College, in conjunction with nonprofit community service organizations and the Northfield School District, offers students the opportunity to earn work-study awards off-campus performing jobs in the community interest. Student workers in the school district can be a tutor at one of three elementary schools, a charter school, or a middle school. Another option for students could be to work with one of the 20 non-profit partners in the local community such as the Northfield Arts Guild, The Rainforest Alliance, the Northfield Historical Society, or the Community Action Center. This program is designed to create partnerships between St. Olaf and community organizations with our students serving as the bridge between the organization and the campus. This establishes an important component of engagement between students, the community, and St. Olaf.

Funding and Grants. Faculty teaching a course with an Academic Civic Engagement component or individual students enrolled in an ACE course may apply for funding. Funding can support hosting events, transportation to classes, compensation for teaching assistants, travel expenses for faculty to professional conferences, and travel expenses for student presenters to professional conferences.

Local Internships and Civic Engagement. St. Olaf offers meaningful experiences for students to work with local organizations in a part-time internship, volunteer or research project. Students can find an opportunities, depending on their area of interest, such as direct service, marketing/communications, program development, research, tutoring/youth development, and public policy & advocacy.

The Social Entrepreneurship Scholars Summer Internship Program. Students gain valuable experience working 35 hours per week with a non-profit, public or for-profit organization that is pursuing a social mission or addressing community needs. Program directors will identify a wide range of potential internships that students can participate in. Opportunities are related to research, public policy, marketing/communications, program development, community engagement, grant-writing and direct service.

Piper Center Service, Leadership, and Civic Engagement Coaching. Piper Center staff and peer advisors are eager to help students integrate service, leadership, and civic engagement into their St. Olaf education. Students are welcome to stop by to meet with a peer advisor or to schedule an appointment with a Piper Center coach to create strategies to become more involved.

Van Go! Transportation. During the academic year, Van Go! offers van rides daily from 7am to 6pm within Northfield city limits. This service is free to students who are doing community service, student teaching, off-campus student-work, medical/dental/therapy appointments, and taking classes at Carleton College.

Student Organizations

St. Olaf has over 40 academic organizations, nearly 40 athletic organizations and club sports, nearly 20 awareness organizations, about 20 multicultural and diversity celebration organizations, approximately 70 special interest groups, nearly 30 Volunteer Network Programs, as well as a few temporary and political organizations. Here are a few examples of the details of how St. Olaf student organizations are working in the community. May it be noted, however, that this is not representative of all student groups or initiatives, but rather an illustration of specific work. Student organizations vary throughout the years depending on student participation, so the numbers of organizations are always in flux since for reasons such as new students coming to campus and students graduating. This is a current snapshot of student-guided activities. Much is already known about VN(Volunteer Network) organizations since they foundationally align with principles of civic engagement. There has been previous recording of VN civic engagement initiatives, but not much has been recorded about civic engagement initiatives of groups such as club sports, intramural groups, and awareness organizations. In order to capture more specific examples of civic dialogue, organized cooperation with local partners in places such as Faribault, Northfield, and the Twin Cities, a survey in spring of 2016 was administered by the ACE program to all student organizations. The results of those who responded are compiled below.

Academic Organizations. St. Olaf has around 45 academic organizations, but none responded to the civic engagement survey.

Athletic Organizations and Club Sports. St. Olaf has about twenty-seven Athletic organizations and club sports.

Men's Rugby. This team teaches youth rugby at the local YMCA. On Thursdays the team goes to teach basic game fundamentals and how to play rugby. Youth Rugby is a new program at the YMCA this year. The team focuses on being inclusive to all students willing to play rugby. The team made an effort to attend some events put on by the Sexual Assault and Resources Network as a group last year. The team makes an effort to outwardly make sure guys who typically find it harder to fit in

with some sports teams are instead celebrated and accepted. The team encourages anybody interested to try, and hopes to make people feel at home.

Club Hockey. Each year, the team plays against Carleton and sell tickets, donating the proceeds to the Northfield Hockey Association to help fund youth hockey in Northfield. Players from the club team have also coached youth teams in Northfield to give back to the hockey community.

Women's Club Lacrosse. This team has initiated youth clinics to encourage the growth of girl's lacrosse among younger athletes and help increase the popularity of this new sport in Northfield.

Awareness Organizations. St. Olaf has around twenty Awareness Organizations.

Environmental Coalition. The St. Olaf Environmental Coalition is a student-run organization that seeks to foster and defend a greater ecological concern starting on campus and extending outward through the concentric circles of community in which we live, ultimately arriving at a global perspective. Due to the depth of human interrelatedness with life all around, the group practices environmental advocacy that is consensus-based, uniting rather than dividing the human community in the common struggle for a more beautiful and flourishing planet. The environmental coalition strives to connect with groups and events off campus in ways such as organizing with Carleton and Macalester College, to create the Tri-College Food Summit. The group stays informed about sustainable initiatives happening in the Northfield area, and sends out information to their email alias about how people can get involved (by volunteering or by acting as an intern). Suzie Nakasian, a local politician, met with the group to discuss a train line that would connect Northfield to the Twin Cities, and the group has been connected to the Citizens' Climate Lobby group in Northfield as well.

Oles Combating Poverty. Oles Combating Poverty is a St. Olaf College student run campus organization spreading awareness of the constraints and consequences of poverty while actively pursuing novel, sustainable methods of poverty alleviation. All group activities are designed to benefit the global community. Most of the organization's work raises money to be sent as micro-loans to entrepreneurs in developing countries, who then invest that money in their business, lifting themselves, their families, and their communities out of poverty. Currently, the group is focusing our fundraising and awareness efforts on promoting micro-finance ventures focused around poverty alleviation. This student group is growing a sustainable fund from which relatively small loans, called micro-loans, are extended to poor entrepreneurs needing capital to establish businesses. Oles Combating Poverty work through Kiva, a nonprofit organization that works with field partners globally in order to extend micro-loans to impoverished borrowers who need the funds to help their business gain profitability.

Students in Oles Combating Poverty understand that their activities make them representatives of St. Olaf in the global community, and they take this responsibility seriously. This group also spreads awareness on campus through events such as Poverty Jeopardy or Bean Voting outside the cafeteria. In efforts to better inform people on campus better about microfinance, they ask people to answer trivia questions and global poverty, or read descriptions of people to whom we might send the money. The students then vote on where we send the money.

Additionally, Oles combatting poverty is planning a large conference concerning global poverty and development next year in hope of increasing on-campus understanding of development, and causes, effects and solutions for international poverty.

Students Advocating Informed Decisions. (SAID) is a pro-life organization that seeks to provide information about abortion legislation, fetal development, and pregnancy resources at St. Olaf. The group works to provide St. Olaf students with knowledge and resources, enabling them to make informed decisions about pregnancy. Through weekly meetings, community events, and public displays, they raise awareness about the psychological, physical, and social effects of abortion. The group provides literature and hosts weekly discussions to raise awareness about pregnancy discrimination and creates dialogue about women and choice. They seek to empower especially young women at St. Olaf by equipping them with knowledge and providing them with resources about pregnancy and sexual activity.

Students for Reproductive Rights. Students for Reproductive Rights works on campus, around the state and the country to protect and enhance reproductive rights and health. In addition to working to elect pro-choice candidates, they connect students and their legislators at both local and national levels to ensure access to reproductive health care and comprehensive sex education. Some examples of these efforts include petition-signing drives, participating in Minnesota's Pro-Choice Lobby Day and lobbying federally once a year. To support women's health, the group brings speakers to campus and organize weekend volunteering trips to the local women's health clinic. Volunteers escort patients into the clinics and act as a shield against the protesters standing outside. This is done to help allow women to access their rights in a way that is less traumatic for them. Throughout the year, the group partners with other organizations in order to promote related causes, such as health care access and political enfranchisement. The group sets up a table outside the cafeteria at different points throughout the year to raise awareness and handout resources.

Diversity Celebration Programs. St. Olaf has around twelve Diversity Celebration Programs, but none responded to the survey.

Multicultural Organizations. St. Olaf has around twelve Multicultural Organizations.

SOMOS. This organization has been involved with Empoderando Latinoamerica, an organization that provides scholarships for young Latin Americans to assist to a summer camp. In this summer camp they discuss key issues to create social change and improve the life of people in the different countries in Latin America. Often during the semester, SOMOS offers weekly meetings dedicated to discuss issues such as racism, diversity, and dialogue in Latin American countries and how they are different or embodied in the United States and in our community at St. Olaf.

Political Organizations. St. Olaf has about four political organizations.

College Democrats. This student organization has been actively working on the Angie Craig Campaign. Group efforts involve canvassing, phone banking, and voter registration in the community. The group is expanding their voter registration initiatives and plans to provide info sessions about voting in the fall. The college democrats are starting a Vote Captains project in the fall, the aim of which will be to have one student on each floor of each dorm who can register their floor mates to vote and spread information about the 2016 Election to their fellow students. Their goal is to get close to 100% voter turnout on campus. Additionally, the group will host many local candidates on campus so that students can hear their platforms, meet with them, and decide who they want to vote for on the lesser known local level.

Religious Organizations. St. Olaf has around seventeen religious organizations.

Catholic Student Association. The members of CSA have worked with the local Catholic school, St. Dominic's to weed their large garden.

St. Olaf Christian Outreach. This group helps with local church youth retreats by planning and engaging in games and activities for the kids. St. Olaf Christian Outreach partners with several community churches in and around the Northfield area, including Holden Lutheran Church and Bethel Lutheran Church.

Muslim Student Association. MSA has two roles on campus. The first role is to create a community space where Muslims can converse, pray, and feel safe and taken care of. The second role is to fight Islamophobia at St. Olaf and in Northfield. MSA has cooperated with Interfaith coalition, the Table house, the Jewish Student Organizations to promote conversations and student Islam awareness to achieve acceptance and respect in St. Olaf. Media and stereotyping against the Muslims

should not find their way to affect the Muslim students on campus. The events MSA and the Muslim House plan are usually informative events to raise awareness of the true meaning behind what is Islam and who is a Muslim. The group tries to break stereotypes and media influence on the public. Therefore, these events are open to the public and are not exclusive to St. Olaf students. Such events include Ask A Muslim anything panel discussions lead by MSA and other organisations, speed-dating with a Muslim, and prayer workshops. In addition, Friday prayers at Thorson Mosque invite Oles, local Northfield residents, Carleton student and staff participants.

In addition, MSA participates in Jewish-Muslim annual event in a Synagogue off campus help bring everyone together to promote conversation. A few members of JSO (Jewish Student Organization) on campus invited a couple of MSA members to Jacob Beth Congregation in Lakeville for an event called "Sukkot Shabbat Dinner with Muslim American Society Guests". At the start of the event, the Jews lead their service where the Muslims were allowed to attend and ask questions at the end of the Jewish service. Following that, the Muslims had their sunset prayer and the Jews attended the Muslim prayer and asked questions. Afterwards, there were a few speakers and the Jews and the Muslims were distributed in different small groups for dinner discussions and had the chance to talk about different inter-religious questions like how it feels to be a minority religious community growing up in the United States.

Special Interest Organizations. St. Olaf has about sixty-seven Special Interest Organizations. The responses we received were not related to Civic Engagement, but rather civic dialogue, and will be included in the CDI.

Volunteer Network Organizations. St. Olaf has about seventeen Volunteer Network Organizations.

Awesome Club. The main goal of Awesome club is to foster relationships between St. Olaf students and Northfield students on the Autism Spectrum. The group aims to help Northfield students in Awesome club develop social skills in a club setting. Awesome Club members go weekly to the schools coordinating after school programs focusing on social interactions. Additionally, group members plan games, crafts, and field trips at various points throughout the year.

A+ Art Club. The purpose of A+ Art club is to provide the opportunity for young adults with autism to develop art and social skills in a well structured, safe, social environment. Additionally, volunteers benefit from the fun group and one-on-one relationships. A+ Art Club offers a weekly art-making and social experience to young people on the autism spectrum who are in the transitional age group of 18-26 years. Area artists teach sessions in a variety of media. Peer volunteers from St. Olaf College work side-by-side with the students with autism.

Creativity for Community. Creativity for Community aims to make lasting and important connections in the community using art as a medium. The group leads arts & crafts at the Greenvale Park Elementary Art Club once a month, and weekly sessions with the Northfield Retirement Community. Creativity for Community additionally hosts campus wide events to bring together Oles.

English as a Second Language (ESL). The goal of the English as a Second Language program is to provide a vital resource to adults striving to comprehend the English language through small-group tutoring sessions in the classroom. The group hopes that by engaging through sessions, students will be able to better grasp the language and its intricacies. Volunteers also aim to provide answers to any questions that may otherwise go unanswered. St. Olaf ESL volunteers assist classrooms with daily assignments and other workshops in small group settings. The average ratio is five English learner students to one St. Olaf volunteer.

Northfield Hospital Volunteers. The Northfield Hospital Volunteers are an organization of students who can gain valuable clinical experience while connecting with the Northfield community. Students experience volunteering in different departments. For Northfield Hospital, volunteers are an integral part of the team that provides quality care. Volunteers have the opportunity to assist in Long Term Care Center, the Emergency Room, Center for Sports Medicine and Rehabilitation, the Supply Chain, or Endoscopy.

Ole Spring Relief. Ole Spring Relief engages 120 students in disaster relief service work over spring break. Students are able to give back, find fulfillment in volunteering, and receive a designated chance to bond with other students. During spring break, students work 30 to 40 service hours. Additionally, they participate in bonding games and activities that foster deep connections between group members.

Operation Smile. This group raises awareness and funds for children with cleft lip and cleft palate in various countries in South America, Africa, and Asia. The group aims to spread awareness about facial deformities on the campus and in the Northfield community, host exciting and fun event, raise funds, and give students opportunities in leadership and volunteerism.

Project Friendship. Project Friendship is a mentoring organization that matches 2nd-7th graders with a college student. Project Friendship provides training and support for the mentors so they have the knowledge to increase their mentee's confidence, self esteem, and healthy decision making skills. The group has training sessions for the mentors, are going to start reflection groups for the mentors, and we have field trips three times a year. The organization has mentor training sessions, field trips three times a year, and is planning mentor reflection groups.

Reaching Our Goals (ROG). Reaching Our Goals provides a safe, fun, and enriching environment for Northfield Latino youth with a strong academic focus. This group

provides role models and homework help to these local students. Group goals are achieved through mentor pairings (typically one-on-one), and a person will have the same mentor all year, and even sometimes for multiple years. ROG facilitates homework days, for homework help and other academically focused work, and fun days, such as movie nights or game nights. There are also semi-regular events, parties for holidays and celebrations with students' families at the end of the year.

Ronald McDonald House Club. The main goal of the Ronald McDonald House Club is to relieve some stress for families when a child is facing an illness. This stress relief may come with monetary help from fundraisers, it may be distraction for the siblings when volunteers do craft night with them, or it may be cooking a meal for all the families that stay at the Ronald McDonald House. Each semester the group takes a trip to the Ronald McDonald House and spends time with the kids, playing games and doing crafts. The club also cooks and serves meals for all the families that are staying there at that time.

St. Olaf Global Brigades. This organization is a chapter of Global Brigades, the world's largest student-led global health and sustainable development organization. Every interim break, St. Olaf Global Brigades sends three groups of volunteers to Panama in Honduras for service trips. Last year they sent a medical dental brigade to Honduras, a public health brigade to Honduras and a business brigade to Panama. The medical/ dental brigade saw over 700 patients over the course of three days and worked to provide care and access to medical services in rural Honduras. The public health brigade worked directly with three families also in rural Honduras, building eco-stoves, concrete floors and hygiene stations in order to help alleviate baseline causes of health issues in the community. The business brigades worked with rural community member in Panama, teaching basic consulting, banking and development skills to aid new small businesses.

The service trips directly benefit all 50 student volunteers. Volunteers learn about economic, social and systematic injustices and inequalities around the world and the causes of the issues. The trips allow students to become more aware of cultural differences as they learn and directly experience a whole new culture in Panama or Honduras. Additionally, many students hope to pursue a career in the area that they volunteered with so the trip allows them to get relevant experience in the field within a context outside of the United States.

Every student that goes on a Global Brigade trip is deeply impacted by the things they learned and the people they interacted with and helped. This is an experience that students are able to bring back with them. Students often share their experiences and lessons with peers, friends and family back in the United States and on the Hill, allowing the benefits of the service trip to be extended past the volunteers who attended the trip.

St. Olaf Habitat for Humanity. St. Olaf volunteers of Habitat for Humanity work alongside other Habitat for Humanity chapters to work toward the vision of "A world where everyone has a decent place to live." The organization maintains a goal

to provide students with volunteer opportunities to develop a lifelong commitment to service of others. In the fall, the group participates in builds in Rice County. Fundraising activities include raking leaves for professors in the fall, Christmas Festival coat check, and the Pause pizza delivery. This money is used to fund Spring Break service trips to locations around the country with Habitat affiliates and assist with the projects in other communities.

Story Circle. Story Circle aims to build relationships with retired residents at Northfield Retirement Community. Story Circle's primary activity is to make one-on-one visits with residents at the retirement community. By doing so, students are able to volunteer their time in a fun and engaging way off-campus. Visits are made on a weekly basis, and students are individually paired with residents, and each student spends time each week with their resident. The primary goal of the program is to improve the quality of life of the senior citizens by keeping them connected with the world and by making them feel valued. A secondary goal is to promote relationships between people of different generations.

Supporting Special Needs. This group connects volunteers on campus with developmentally disabled kids and adults. One of the group's initiatives benefiting the St. Olaf community and beyond: Spread the Word to End the Word is bringing awareness to the use of the word "retard(ed)" and to promoting positive, person-first language instead.

The Homeless Outreach Project. The Homeless Outreach (THOR) Project works to build a connection between the St. Olaf community and the homeless populations of Northfield and the greater Twin Cities area. Some past activities include: toiletry collection drives after every break, end-of-the-year detergent collection drive, chocolate banana sale fundraiser, and hosting guest speakers. By collecting and distributing toiletries, THOR hopes to provide necessities while also raising awareness of homelessness in our community. THOR collected a total of 541.28 pounds of toiletry items during the 2014-2015 school year.

The Nightingales Project. The Nightingales Project aims to build lasting friendships and connections with Northfield Middle School through mentor/mentee relationships. The Nightingales Project hosts group activities once a month, and mentors are encouraged to meet on an individual basis with their mentees as well.

The Science Alliance. This organization is a STEM educational outreach program bringing hands-on, exciting science materials to K-8 classrooms in the Northfield area. The Science Alliance members visit throughout the school year during after-school programs as well as in classrooms.

Sharing Facilities

St. Olaf has initiatives where students leave campus to engage with the community, but people from outside St. Olaf are invited to use the facilities of campus in a few ways outlined below. Community members can use facilities in a wide range of ways, from checking out materials from the Rolvaag Memorial Library to exploring the natural lands.

Athletics Facilities. St. Olaf College is proud to be a member of the Northfield community, and strives to be a good neighbor. That is why Recreation, Exercise Science and Athletic facilities (Tostrud Center, Skoglund Center) are open to the Northfield community — at least in part. Community members are welcome to use some parts of the facility (such as the jogging/walking track and the basketball courts) for a nominal fee during specified hours. In an act to avoid direct competition with any local business that offers fitness and weight activities, the weight room, cardio machines, climbing wall, pool and batting cages are closed to the public.

Boe Memorial Chapel. Northfield residents can use the space in Boe Chapel either by going through the conferences and events center, or having a department sponsor their use of the chapel. It is used frequently for weddings, and periodically for community concerts, like the Northfield Youth Choirs or Summer Organ series, or worship services, such as when Bethel Lutheran Church uses it to host their confirmation. The St. Olaf College community and guests gather for worship every Sunday at 10:30 AM in Boe Memorial Chapel (except during school breaks). Additionally, community members are welcome to attend during the school week Monday through Friday. Each daily chapel service typically features a student music ensemble or student/faculty speaker.

Elementary School Wetlands Discovery. For the past nine years, St. Olaf has hosted eight elementary classrooms a year from Greenvale School to St. Olaf's Natural Lands to learn about wetlands. The program takes advantage of St. Olaf's 15 wetlands and 150 acres of restored prairie. Students in Conservation Biology will participate in the wetland site visits from elementary students and create an educational product that will support this effort to educate students about local wetlands.

Flaten Art Barn. The Flaten Art Barn was constructed in 2013 out of inspiration of St. Olaf's 1932 building that served as the first home of the art department. Some original carvings of the art department's founder, Arnold Flaten, are featured in the new structure. The new art barn was built using methods and materials designed to make the building as self-sustaining as possible, and as a result it requires very little energy to maintain temperature and lighting. In addition to serving as a space for classes, the barn has the potential to be utilized as a retreat center, all-day meeting room, and a conference building for activities such as church groups, community meetings, or family gatherings. The timber-framed structure was built by St. Olaf faculty and staff who traveled to the North

House Folk School in Grand Marais, Minnesota. There they learned how to carry out the timber-framing process, including working together on complex joinery such as cutting and notching the timbers that now form the frame, or skeleton, of the new structure.

Ron Gallas Cup Library. In a CURI project of summer 2015, students and a St. Olaf ceramics professor created the Ron Gallas Cup Library, a lending library of ceramics from artists all over the US. The aim of the Ron Gallas Cup Library is to make handmade ceramic cups more accessible to the St. Olaf community and, in doing so; build an appreciation for and awareness of the tradition of handmade functional pottery through tactile observation. Students can check out a cup to use for a week that comes along with the artist's name and information.

Sing for Joy. The *Sing For Joy* radio program, produced by St. Olaf College, has a simple mission: to explore the weekly themes of Christian worship by providing the best in sacred choral music and thoughtful commentary. The musical performances eloquently "do the talking," while the concise remarks from host Pastor Bruce Benson illuminate the meaning of the texts. Recordings are available for stream and also archived online for free.

St. Olaf Libraries. The St. Olaf College Libraries welcomes visitors and guests to enjoy the school's collection of books, periodicals, journals, and digital materials. Local residents may apply for a library card which provides the privilege of checking out materials from the library.

St. Olaf Natural Lands. The college community and the public are welcome to use the St. Olaf Natural Lands throughout the year. Use of the lands for field trips and projects is highly encouraged. In addition to a 300 acre (122 ha) campus, the college owns 350 acres (142 ha) of land dedicated to natural habitat and 444 acres (180 ha) of agricultural land adjacent to the campus.

The Norwegian-American Historical Association. From the beginning NAHA has been located on the campus of St. Olaf College. The goal of NAHA is to locate, collect, preserve and interpret the Norwegian-American part of this whole with accuracy, integrity, and liveliness. In doing so, Norwegian Americans will have an identifiable position in America's past, present, and future. The heart of the NAHA archives is its extensive manuscript collection, which includes letters, diaries, journals and ledgers, newspaper clippings, obituaries, congregational records, family and local histories, and other resources related to Norwegians in America. The archival collection also includes photographs illustrating all aspects of Norwegian-American history. The archives are available to NAHA members and non-members.

Sharing Financial Resources

Annual Northfield Contributions. St. Olaf makes an annual donation to the City of Northfield. Last year, the 2015-2016 gift was a \$78,000 donation.

Cafeteria Fast Fundraising. Students can donate one of their meals to a specified organization each semester. This is a popular and effective way to raise awareness and funds for an organization supported by student service group. The price of the meal becomes a donation--an easy way for students to consider sharing the resources they have.

Cafeteria Food Collection. In interim of 2015, three students founded a chapter of the nationally recognized program, the Food Recovery Network. The founders were inspired after going to the Tri-Food Summit at Carleton in 2014 and with the help of Carleton students, a FRN representative and BonAppetit staff, St. Olaf began recovering wasted food from the cafeteria to be delivered throughout the community. The group is now one of 194 chapters around the US, helping to reduce food waste and hunger in communities. The group collects food that is usually composted, pack it into reusable containers, and delivers it to a local school. Four to five student volunteers help package the food weekly, and St. Olaf's dining service, BonAppetit delivers it on Thursday. At the local school, students can eat the food for lunch, and bring it home to their families for dinner. The FRN of St. Olaf recovers 50 to 80 pounds of food a night, and about 600 pounds per semester.

Employee Encouragement of Sponsorship. Faculty and staff of St. Olaf are strongly encouraged to sponsor, support, and volunteer in local organizations, events, and projects, especially United Way.

High School Student Tuition Waivers. St. Olaf awarded over \$14,000 in tuition waivers for high school honor students so they would be able to take classes at the college.

Howard Hughes Transition Bridge Program. St. Olaf has made over \$31,000 in contributions to the Howard Hughes high school to college transition program.

Manitou Maple. Manitou Maple is a student-run maple sugaring organization. It was started by two Oles a few years ago, and is currently run by three students. The group taps the maple trees around February--whenever the nights are warmer than freezing, collect the sap, boil, bottle, and sell the syrup at the end of semester to students and professors in Buntrock Commons. Anyone is welcome to come help in any part of this process--Manitou Maple has the most help from fellow students who are interested in the process and want to get outside to help collect. Bon Appetit has been very helpful in the past with boiling the sap in the school cafeteria, however, this year the group plans to do their own outdoor boiling with vessels that a group leader has constructed. 100% of the proceeds collected from syrup sales are donated to the Cannon River Watershed Partnership in Northfield.

Property Rental. St. Olaf pays for the cost of rental of various properties in Northfield.

Students Donating Flex Dollars. At the end of each term, students have the option to donate the remainder of their “flex dollars” (their money they can spend in the college cafe) to a specific group. This is an easy way for students to consider supporting other people and programs. In the spring of 2016, the school group SOMOS organized the donation and partnered with Empoderando a Latinoamérica, a youth education NGO, to raise scholarships for low-income Latin American youth leaders to attend an intensive program on peace-building and community development.

Supporting Local Farmers. St. Olaf supports local farmers with faculty and student agricultural research projects as well as buying local. The school dining service has a Farm to Fork program established that supports the products of the area.

Upward Bound McNair. St. Olaf supports McNair scholars to expand the opportunities for students who come from low-income households, or who are first-generation, and underrepresented. This program supports students striving to do undergraduate research, graduate with a B.A., and immediately enter and complete graduate school, with a specific focus on obtaining a Ph.D. Waivers to support this program are valued at almost \$55,000.

Sharing Expertise

The initiatives and efforts of St. Olaf students, faculty, and staff extends far beyond the immediate area of the campus. Many community-based organizations in the city of Northfield, Twin Cities area, and beyond can rely on the skills of the college community to further develop their own programs and goals. Below are just a few examples of inputs from individuals of St. Olaf.

Advising. Members of St. Olaf have provided expertise by they way of advice. For example, providing advice to develop clinics, foster care, and local agencies. In an ACE class, Inclusive Practice: Groups, Organizations, and Communities students assess strengths and problems of diverse groups, organizations, and communities and use the systems perspective to help client systems frame goals and plans for social change. Students develop plans for implementing change that are reflective, scientific, just, and grounded in the liberal arts.

Creating. Students in an ACE art class proposed designs to a set of community stakeholders for painting the warming house at Way Park in Northfield. The class painted the warming house based on the winning design.

Leading. Many members of St. Olaf faculty serve on boards and task forces such as the Northfield Arts and Culture Commission, Northfield Promise, the League of Women Voters, and the Cannon River Watershed Partnership.

Performing. A St. Olaf professor of dance performed a free to the public dance called Approaching Winter: a dance work about aging, a solo dance rich with movement metaphors relating to the journey of a woman, who is also a dancer, confronting the signs of aging. She was additionally supported by an Artist in Residence, Associate Professor of English and Program Director of Race and Ethnic Studies, Professor of Social Work & Family Studies, Assistant Professor of Psychology to who helped contribute to film and photography, a live poetry reading, and a guided discussion of the topic.

Speaking and Writing in Popular Media. A number of St. Olaf faculty have participated in productions outside of St. Olaf within their area of expertise, such as performing political analysis, and publishing op-ed essays.

Teaching. In an ACE course, Spanish 273 students planned after school clubs at Greenvale Park Community School. These clubs were planned to help youth work on activities that will help students develop their multicultural awareness and competence.

Sharing Cultural Resources

St. Olaf invites the community to come to campus and participate in many musical and artistic events. Sometimes, members of St. Olaf hold workshops where other people can join to develop a special skill. The following are some examples of the cultural resources that are available for people on and off campus to allow for cooperative participation.

Art Events. In 2014-2015, The Flaten Art Gallery had nearly 4,700 visitors, nearly 14,000 web visits, 8 exhibitions, and 182 objects loaned through the campus loan program.

Connections with Carleton College. St. Olaf is connected to Carleton through a great variety of ways such as through the InterLibrary Loan program, allowing shared use of cafeteria and athletic facilities between students of both schools, offering facilities in times of need (such as when Carleton's football field was flooded in fall 2016), and tuition exchange program that allows both Oles and Carls to take advantage of more diverse course offerings.

Halloween Party. The Volunteer Network invites the Northfield community to an annual Halloween party with games, prizes, food, and activities. Many students also volunteer to have their room as a designated trick-or-treat location, and Northfield children go door-to-door with their families and Oles pass out candy.

Music Lessons. A 2015 and 2016 graduate teamed up to create Musical Connections, a program that pairs St. Olaf musicians with local young musicians to provide free music lessons. The student leaders wanted to expand the access of music to more children that might be prevented from participation due to cost.

Music Performance. Musicians such as seniors who are preparing for their senior recital, often give free public performances at places like the Northfield Retirement Community. Additionally, there are usually daily performances by groups such as bands, choirs, accapella groups, campus bands, operas, small instrumental ensembles and more. People living nearby have so many chances to see a variety of shows free of charge.

St. Olaf Christmas Festival. An annual event that is a representative St. Olaf tradition, the St. Olaf Christmas festival attracts many people to Northfield each year. Around 500 featured musicians perform in the festival and the show is regularly broadcasted nationwide on public television and radio, and has been featured nationally in such publications as TV Guide, Entertainment Weekly, the Wall Street Journal, and the Los Angeles Times.

St. Olaf Summer Camps. St. Olaf coaches, professors, students, local specialists, and athletes support annual camps such as the Swimming camp, Physics and Engineering Camp for Girls, Theater Camp, and Folk School. These camps draw in youth from all over to practice a talent in a group of similarly-interested peers and mentors. Campers get an experience of what it is like to stay and live in the facilities of St. Olaf and in Northfield.

Theater Events. The theater department promotes civic engagement in a variety of ways. Theater faculty have professional projects that involve groups beyond St. Olaf and one faculty member is an adjudicator with the high school theater program, the Scholars of Distinction in Theater, through the Perpich Center for the Arts. After some performances, the department facilitates talk backs after some performances. Shows are open to the community and are advertised to the community through ads, newspaper articles and an email list. The department does school outreach such as workshops with the alternative high school in Northfield. Complimentary tickets are available for high schools to see St. Olaf productions. The student theater group APO, plans outreach with schools and nursing homes in the area.

Tuba Christmas. Every Christmas season, tuba and euphonium players of all ages, from specific geographic areas, gather to pay respect to all the great artists/teachers who represent their heritage. Tuba Christmas at St. Olaf can see up to 100 participants from ages 10-80! The warm, rich organ-like sound of the tuba-euphonium choir has won the ears and hearts of every audience.

Sport and Varsity Athletic Initiatives

Bean Bag Tournament. St. Olaf's Student Athlete Advisory Board partnered with the Special Olympics of Minnesota to host a bean bag tournament. Each team had a Special Olympics athlete and a St. Olaf student athlete and competed in a 37 team tournament. The day included a dance off, bingo and other fun games.

The Ole Reading Program. Ole student athletes visited two local elementary schools, Greenvale Community School and Bridgewater Elementary School. They spoke about their majors and the importance of education, their sport and the importance of healthy living and then share reading time with the kids. In addition, they played badminton in PE class.

Special Olympics Regional Basketball Tournament. This year, St. Olaf will be hosting the Special Olympics of Southern Minnesota regional basketball tournament. A number of sport teams go and volunteer at feed our starving children.

Promoting Access to Higher Education

Elementary School Visits to Campus. St. Olaf welcomes groups from local elementary schools to do things such as exploring the natural lands and learning about science from Oles. This introduction of collegiate life and connection between college students and elementary students allows the younger students a look at what college might be like.

TRIO Educational Talent Search. This college preparatory program is funded by the U.S. Department of Education's TRIO Programs with St. Olaf College sponsorship. The goal of ETS is to increase the likelihood that participants complete high school and gain admission to postsecondary programs, learn about financial aid, and re-enter secondary and postsecondary educational programs.

ETS staff work in cooperation with school counselors and teachers to identify qualified youth who have potential for educational success at the postsecondary level. St. Olaf ETS is an early intervention program that annually serves 700 participants from following target schools in Minneapolis and St. Paul. Each year since 1991, St. Olaf has paired 400 Minneapolis and St. Paul Students with 200 St. Olaf students to serve as mentors, college role models, and writing coaches.

TRIO McNair Scholars. The TRIO McNair Scholars Program is a graduate school preparatory program funded by the U.S. Department of Education and sponsored by St. Olaf College. The federally mandated goal of McNair is to increase the number of low-income, first-generation, and underrepresented students who participate in undergraduate research, graduate with a B.A., and immediately enter and complete graduate school, with a specific focus on obtaining a Ph.D.

TRIO Student Support Services. Student Support Services (SSS) is a student retention program sponsored by St. Olaf College with substantial support from the U.S. Department of Education, the National Science Foundation, the Northstar STEM Alliance, the Great Lakes Higher Education Guaranty Corporation (Great Lakes) and the Hearst Endowment. The program is designed to help ensure academic success for St. Olaf students who meet federal eligibility guidelines and are committed to enhancing their academic experience at the college level. Program highlights include Student Success Plan, Academic Advising and Referrals, TI-89 Calculator & Textbook Lending Program, Cultural Events and Leadership Activities, Financial Aid Advising, Graduate School Preparation, Recognition for Academic

Achievement, Research, Internships and Scholarship Opportunities, Supplemental Instruction (SI), SSS Supplemental Grant & Hearst Endowment Grant, and the SSS Summer Bridge Program

TRIO Upward Bound. This is a program designed to help high school students get to college by providing academic and personal support and guidance. St. Olaf College Upward Bound students are from families below 150% of poverty and would be the first generation in their family to attend college.

Student Awards

St. Olaf recognizes students who have shown exemplary commitment in civic engagement.

Emerging Leadership Award. This award is given to three freshman or sophomore students who have displayed a significant role in enhancing student life. These students have demonstrated a commitment to various student activities on campus and have achieved personal growth as leader.

Established Leadership Award. The Established Leader Award is given to three juniors or seniors who have displayed a significant role in enhancing student life on campus. These students have demonstrated a commitment to student activities and held leadership roles throughout their time on campus.

Minnesota Campus Compact Awards for Civic Engagement. This award is for an individual St. Olaf student or student organization that has demonstrated a deep commitment to civic responsibility and leadership. The award honors initiative; innovative and collaborative approaches to addressing public issues; effective community building; and integration of civic engagement into the college experience.

Scholarships that Develop Students' Civic Engagement Skills

St. Olaf has select scholarship opportunities that give financial support to programs that support civic engagement.

Community Development in Asia. St. Olaf has offered summer internships in partner with Asian Rural Institute in northern Japan. St. Olaf students can learn about international development and sustainable agriculture, participate in an intentional community with people from all over the world, contribute through farm work, meal preparation, office work, and grow as a servant leaders. ARI actively recruits people from the most marginalized rural communities from countries in Asia and Africa to participate in a nine month long sustainable agriculture training and leadership development process. ARI is a school is that it is based on communal life, a life of sharing with people from all around the

globe. Most ARI community members live very near (or on) campus, involved in the whole work of the school and farm.

Health Scholars at the Mayo Clinic. St. Olaf alumni at Mayo Clinic have established a research internship program that provides current St. Olaf students with hands-on experience in clinical research either in surgery, oncology, neurology/sleep medicine, or health care innovation project at Mayo Clinic in Rochester, MN. Students will be exposed to how Mayo Clinic provides comprehensive integrated care through weekly seminars and exposure to healthcare innovation/administration. In addition, students will conduct directed research projects and will live in community with each other.

Kloeck-Jenson Scholarship for Peace and Justice Internships. Kloeck-Jenson International Development Scholars is a program to support unpaid summer internships that promote international development and social justice. Funding for students is provided through the Kloeck-Jenson Endowment for Peace and Justice and administered through the Piper Center for Vocation and Career. Funded internships are geared towards finding long-term, sustainable actions to address issues such as agriculture, conflict prevention, crisis stabilization, democracy, economic growth, education, environment, food security, gender equality, global health, governance, human rights, innovation, poverty reduction, sanitation, science, technology and water.

Mayo Innovation Scholars Program. Mayo Innovation Scholars Program offers an opportunity for selected undergraduate students with academic background in any of the natural sciences, economics, management or media studies, mathematics, or with other relevant experience to evaluate projects submitted to the Mayo Clinic Ventures, the arm of Mayo responsible for evaluating potential business opportunities for discoveries and inventions created by Mayo Clinic physicians and researchers. This program is an initiative between a select group of Minnesota Private Colleges and the Mayo Clinic, with funding through the Medtronic Foundation.

Phillips Scholarship. This program supports potential leaders with outstanding academic credentials who intend to dedicate a portion of their lives to community service. Six competitively selected Phillips Scholars are eligible to receive a junior-year scholarship, a summer stipend to support the development and implementation of a self-designed service project in Minnesota after the junior year, project resource funding and a senior-year scholarship contingent on the successful completion of the summer project. Past projects include "Promoting Radon Awareness among Hmong and Hispanic Communities within Brooklyn Center, Minnesota", "Reaching Our Goals Latino Mentoring Program", and ""Reach for the Stars", a multi-session drama therapy summer camp that encouraged special needs youth of Northfield to follow their aspirations and reach within to find confidence.

Piper Center Grant Award for Unpaid or Underpaid Internships. The Piper Center for Career and Vocation offer grants awards for students pursuing unpaid or underpaid internships during Interim or the summer. Students can receive a substantial grant one

time during their career at St. Olaf to help make their internship interest possible when it might not have funding that would make it an option for the student.

Public Affairs Conversation Grant. The Piper Center offers grant awards for Public Affairs Conversation participants pursuing unpaid or underpaid internships. Students can work in government, business, or the non-profit sector that relates to broad public policy issues. Possible internship sites include government at any level; political parties and campaigns; and non-governmental organizations including think tanks, foundations, educational organizations, and service providers. Students seeking to work in the private sector must submit a brief rationale for the way in which their work relates to broad public issues.

Rockswold Health Scholars. Dr. Gaylan Rockswold '62 and his wife, Mary Garnaas Rockswold '63, have established an endowment and created a clinical and research internship program that provides current St. Olaf students an unparalleled hands-on experience at the Hennepin County Medical Center in Minneapolis, MN. HCMC is known for its dedication to providing care to vulnerable, diverse, and underserved populations regardless of their ability to pay for medical services. According to Dr. Rockswold, "students would be exposed to the concept of health care as a service and as a calling to be a 'healer'." Additionally, selected participants in this program live together to foster supportive relationships in an environment of reflection and intentionality. Students will work together to make decisions about grocery shopping, meals, apartment upkeep, and social activities.

Service Leadership Scholarship Program. St. Olaf has a long tradition of community engagement and service. It is a value deeply embedded in the college culture. To recognize and support prospective students who have demonstrated a commitment to investing in others through their vision, leadership, and service to organizations and projects that benefit their communities, St. Olaf has established a Service Leadership Scholarship. St. Olaf awards service leadership scholarships to students whose applications demonstrate deep engagement in a significant community initiative and evidence of positive impact on the lives of others. "Community" may be geographic, cultural, or religious.

Social Entrepreneurship Scholars. Social Entrepreneurship Scholars provides an opportunity for students to explore social impact careers, gain professional experience and develop as leaders. Students complete a full-time internship with a Twin Cities nonprofit, for-profit or public organization while participating in regular academic and vocational reflection with fellow students, faculty, community leaders and alumni.

Steen Fellowship. The goal of the Lynn and Mary Steen Fellowship is to support student-initiated projects that demonstrate independent scholarship, investigation, and creativity. Steen Fellowships for student-initiated projects expand opportunities for undergraduate research and investigation by enabling qualified students to undertake independent scholarship, investigation or creative activities in any field related to their college studies. Fellowships are intended to encourage applicants to explore intellectual

and creative interests beyond the classroom. Projects should be designed and carried out by the applicant and should culminate in some sort of public report, presentation, performance or display.

Svoboda Legal Scholars Summer Program. St. Olaf College's Svoboda Legal Scholars Program funds an opportunity for a select group of undergraduate students to perform intensive legal research and serve in a legal support role to social impact oriented clinics at the University of Minnesota, University of Iowa, University of St. Thomas, and William Mitchell College of Law. Through involvement in this program, students will become more knowledgeable about the field of law and legal services while providing valuable contributions to legal clinics serving diverse, under-resourced populations.

Alumni Initiatives

Oles are encouraged to live lives devoted to service and community, even after they have graduated. There are also many organized initiatives where students can connect with alumni to help in vocational discernment. Some examples are below.

Alumni Awards. The Board of Regents and the College Alumni Association, in recognition of outstanding achievements, present the St. Olaf Alumni Awards to those alumni whose accomplishments have brought honor to self and to the College; whose service and leadership have exemplified its ideals; and whose concern for St. Olaf has supported and strengthened its program. Award categories include the Alumni Achievement Award, Distinguished Alumni Award, Graduate of the Last Decade, and Outstanding Service Award. DAA, GOLD, and OSA all have a requirement for alumni to demonstrate exceptional volunteer service.

Alumni Directory. The alumni directory is available online exclusively and confidentially to students for the purpose of making connections with graduates. Students are able to reach out and find alumni with common civic interests or alumni who have experience in a community-related field of interest.

Alumni Giving. Alumni are encouraged to give back to St. Olaf in order to support both future generations of Oles and current students. Gifts to the St. Olaf Annual Fund support campus facility improvements, academic and extracurricular programming, and additionally students in need of financial aid and scholarships.

The Big Discovery Project. The Big Discovery Project started in summer 2015 in the Twin Cities. A group of select St. Olaf students met with a wide range of alumni throughout the Twin Cities area to hear about their experiences at St. Olaf and the lives that graduates have made in the years since they left the Hill. Current students conducted 444 one-hour face-to-face interviews with alumni of the area. The project works as a bridge between current Oles and alumni who have entered the workforce and greater communities of

Minnesota. Alumni learn about events planned for them, are encouraged to attend these St. Olaf sponsored events, and are asked their preferences about ideal volunteer project ideas to help guide the school in future programming. Student interviewers learn more about local programs, careers, and people who are tied by the common thread of a St. Olaf education.

Faculty/Staff Community Giving and Volunteering

Faculty and staff give their time to the community that lies beyond the Hill in countless ways. Here are a few examples.

International Friendship Program. This cross-cultural exchange program that connects members of the St. Olaf and Northfield communities with first-year international students. The program offers participants the opportunity to build friendships through mutual cultural discussion and exchange.

Leading. Faculty serve on boards and task forces such as Northfield Shares, Northfield YMCA, Northfield Arts Guild, and the Greenvale Park Community School.

Meals-on-Wheels. For nearly 30 years, a team of about 20 faculty, staff and emeriti have volunteered to deliver meals to local Northfield residents in need of service. The “Ole Rollers” as they are called, deliver Meals-on-Wheels for the green route every Wednesday and Thursday. Because there are so many volunteers, each person typically drives about once every month. The Ole Rollers volunteer two hours per week, all year round. Students, faculty, staff and emeriti are recruited to drive when St. Olaf College takes a whole week in the fall to deliver Meals-on-Wheels. Total number of volunteer hours for that fall week is estimated to be 160 hours.

Memorial Day Mums. Since the 1960's, St. Olaf faculty, staff and emeriti have been placing gold mums on the gravesites of St. Olaf employees in local Northfield cemeteries. Approximately 30 volunteers arrive at the cemeteries early Friday morning of Memorial Day weekend with flowers and maps in hand to place the mums. Volunteers place about 300 mums each year. Another team of volunteers goes to retrieve the mums after Memorial Day. Volunteers do this to remember St. Olaf employees who were so committed to the college.

Northfield United Way Giving Campaign. St. Olaf College participates in the fall fundraising campaign for the Northfield Area United Way, and it does so through a strategy called the workplace campaign and in-kind partners. In this system all employees of the college are invited to contribute to the Northfield Area United Way – often through payroll deductions. Campaign coordinators at each site, in this case the Finance Office at the college, organize the workplace campaigns that inspire employee to give. Additional giving incentives were provided by the college, and those were awarded at the annual college Christmas/New Years all employee gathering.

Conclusion

Civic engagement initiatives at St. Olaf are primarily organized efforts where students go off-campus and use skills or knowledge to form partnerships with a broader community. There are civic engagement activities done by student groups that are better known, such as the work of groups in the Volunteer Network. However, many groups outside the Volunteer Network with primary functions outside of service are also very active in participating in civic engagement initiatives. There are promising opportunities for expanding civic dialogue events to include more participants from off campus. The goal is that the CDI will be a place where civic dialogue initiatives can be recorded for review and expansion.

This inventory will be distributed to leaders and facilitators of civic engagement initiatives at St. Olaf College. While this document is a snapshot of current efforts, the goal for this inventory is to be a “living document ” on the St. Olaf College’s ACE website at stolaf.edu.

This means that users with St. Olaf email accounts will be able to make “suggestions” on the inventory. This way, the ACE program can be the primary editors while managing revisions and additions with aim to best represent the initiatives of others. The aim of the future is that initiatives like these can continue to be highlighted to improve comprehensive review, civic engagement planning processes, and recognition of facilitators.

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We would also like to thank all facilitators, organizers, and participators in civic engagement at our school. With your work, we are able to highlight ways St. Olaf has committed to our community, beyond just the Hill.

Sincerely,

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