



2016

macm conference

September 28-30

Sanford Center
Bemidji, Minnesota

**Minnesota Association for Court
Management**



macm conference

tuesday, september 27, 2016

3:30-4:15pm	Tour of the Beltrami County Courthouse (RSVP to Robert Sommerville by 9/20/16)	600 Minnesota Ave NW, Bemidji
4-7:00pm	MACM Board of Directors Meeting	Country Inns & Suites, Lakeside Meeting Room
7:30-9:30pm	New Member/First-Time Attendee Mixer (by invitation)	Sanford Center Arena, Club Level

wednesday, september 28, 2016

7:00-8:00 am	Yoga – all levels welcome	Ballroom 3A
9:30 am	Presentation of Colors <i>VFW Post 1260 - Bemidji, MN</i> Welcome from MACM President <i>Annette Fritz</i> State Court Administrator's Address <i>Jeff Shorba</i>	Ballroom 1 & 2
10:15 am	Break	
10:30 am	THRIVE: Energizing Your Life and Career From The Inside Out <i>Jermaine Davis</i>	Ballroom 1 & 2
12:00	Lunch	Ballroom 1 & 2

1:30-2:45pm	Breakout 1 Leading with an Inclusive Lens: <i>Jermaine Davis</i>	Lakeview 4
	Breakout 2 Silence Is not Golden - Hearing Impairment in the Judicial System: <i>Judge Paul Benshoof</i>	Lakeview 5
	Breakout 3 Lessons Learned Managing a High-Profile Case: <i>Kristen Trebil-Halbersma</i>	Lakeview 6
	Breakout 4 Analyzing Commonalities Between Generations: <i>Ona Pradhan</i>	Lakeview 7
2:45-3:15pm	Break	
3:15-4:30pm	Same breakouts as above	
7-10:00pm	Hospitality Suite	Country Inns & Suites, Lakeview Meeting Room

thursday, september 29, 2016

6:00-6:30 am	Fitness Boot Camp	Ballroom 3A
8:00 am	Plenary Tools and Techniques to Work Effectively with Self-represented Litigants: <i>Sara Gonsalves</i>	Ballroom 1 & 2
9:00 am	Break	
9:15 am	Lessons Learned from Ferguson: <i>Judge Mark Kappelhoff</i>	Ballroom 1 & 2
10:30 am	Round Table Presentations	Ballroom 3
12:00 pm	Lunch	Ballroom 1 & 2

1:30-2:45pm	Breakout 1 Navigating Cultural Intersections – When Individual, Organizational, & Team Cultures Collide: <i>Susan Love & Lynn Wagner</i>	Ballroom 3
	Breakout 2 Nurturing the Employee Life Cycle: <i>Martha Rosenquist & Sara Kujawski</i>	Lakeview 7
	Breakout 3 Collaboration and Leadership Needed! Innovative Workforce Initiative Update <i>Dawn Torgerson, Karen Mareck, Deb Dailey, Katie Schurrer</i>	Lakeview 6
	Breakout 4 Penology 101: Punishment, Discipline, and Corrective Actions: <i>Dr. Beth Hagensen</i>	Lakeview 4
2:45-3:15pm	Break	
3:15-4:30pm	Same breakouts as above	
5:30-6:30pm	Social Hour with Live Music	Ballroom 1 & 2
6:30-8:00pm	Awards Banquet	Ballroom 1 & 2
8-10:00pm	Hospitality Suite	Country Inns & Suites, Lakeview Meeting Room

friday, september 30, 2016

6:00-6:30 am	Fitness Boot Camp	Ballroom 3A
8:30 a.m.	Business Meeting (<u>Agenda</u>) Officer Elections <i>(members in good standing may vote)</i>	Ballroom 1 & 2
10:00 a.m.	Break	
10:30 a.m.	Closing Plenary	Ballroom 1 & 2

	Change...Navigating Life's Detours: <i>Renee Rongen</i>	
12:00 p.m.	Adjourn and Retiring of the Colors <i>VFW Post 1260 - Bemidji, MN</i>	
12:30-1:15pm	Tour of the Beltrami County Courthouse (RSVP to <u>Robert Sommerville</u> by 9/20/16)	600 Minnesota Ave NW, Bemidji



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course descriptions and speakers bio

wednesday, september 28, 2016

Welcome, Presentation of the Colors, and Pledge of Allegiance

Ballroom 1 & 2

9:30 AM - 9:50 AM

Welcome from MACM President - Annette Fritz:

Annette Fritz was elected President of the Minnesota Association for Court Management in 2014. She served as the Third Vice President and Membership Services Committee chair from 2012-2014. Prior to that, she was a member of the Membership Services Committee for more than 10 years, serving as co-chair from 2009-2011.

She is the Court Administrator for Washington County Court Administration, Tenth Judicial District, a position she has held since July 2009. Prior to that she was the Business Practices Unit Manager in the Court Services Division of State Court Administration for two years working with all 87 county court offices and various state agencies on court related projects. Prior to that, she was a supervisor in Olmsted County Court Administration, Third Judicial District for 18 years. Annette has served on many court, county, and statewide committees and has been involved in several technological and operational initiatives throughout Minnesota.

Annette serves on the Judicial Branch Enterprise Project Review Panel, eCourt committees, is a past member of the Court Operations Advisory Workgroup (COAW) and is a member of the Washington County Community Corrections Advisory Board.

Annette has a Bachelor of Arts Degree from Concordia University. She is a Fellow with the Institute for Court Management, National Center for State Courts.

State Court Administrator's Address

Ballroom 1 & 2

9:50 AM - 10:15 AM

State Court Administrator - Jeff Shorba:

State Court Administrator Jeff Shorba took office on October 10, 2012, after having served as Deputy State Court Administrator since July 2002. Prior to joining the Judicial Branch, Jeff was the Assistant Commissioner for Management Services and General Counsel for the Minnesota Department of Corrections from 1999-2002. He served as the Associate General Counsel for Legislative and Correctional Issues in the Office of General Counsel for the Federal Bureau of Prisons, U.S. Department of Justice from 1991-1999. Prior to his service with the federal government, Jeff was in private practice with the law firm of Bell, Boyd & Lloyd in Washington, D.C. from 1989-1991. Jeff has also been a law clerk for Chief Justice Peter Popovich on the Minnesota Supreme Court from 1988-1989.

Jeff is currently a member of the Judicial Council, the administrative policy-making body for the Minnesota Judicial Branch. He is also faculty for the Institute for Court Management, a Certified Court Manager, and a member of the Minnesota State Bar. Jeff is a 1988 cum laude graduate of Harvard Law School and received his undergraduate degree magna cum laude in 1985 from Carleton College.

Plenary: THRIVE: Energizing Your Life and Career from the Inside Out
Ballroom 1 & 2
10:30 AM - 12:00 PM

Contribute and add value to your organization by leveraging your greatest assets-your unique talents, abilities, gifts, and skills.

Topics include: Branding, Envisioning, Positioning, And Career Engineering, Conquering Fear, Self-Doubt, and Career Stagnation.

Jermaine Davis:

Jermaine M. Davis is the son of Carolyn "Charmaine" Davis, single mother of four children. He grew up on the west side of Chicago in the Henry Horner's housing projects. After the unfortunate loss of six family members to violent deaths, Jermaine began studying motivational principles and success strategies and enrolled at Elmhurst College to change the direction of his life.

Jermaine completed college, earning a BA in Speech Communication and continued his education to complete a MA in Speech Communication and a second Masters in Education. He began his career in corporate America as a snack food sales rep. After holding several corporate positions, he decided to honor his vocation and follow his passion of teaching individuals to communicate appropriately, competently and effectively: Jermaine became a college professor of Communication Studies.

Jermaine has been actively teaching college adults for more than 15 years, during which he received the prestigious student-nominated College Instructor of the Year Award. He has authored and co-authored 10 books in the areas of academic success, diversity, motivation, inspiration, leadership, and women's leadership. Jermaine is CEO, founder and co-founder of two companies: Seminars & Workshops, Inc. and The Stand Out Leadership Company. He is currently a professor of Communication Studies at Century College and is a Doctoral Candidate studying and researching in the area of Organizational Leadership. Jermaine is also a documentary film maker and is currently working on the release of his debut documentary Breaking the Cycle.

Jermaine delivers keynotes and workshops to thousands of people each year and has worked with hundreds of organization across the United States and Internationally. Managers, executives, college and high school students, educators and other workshop participants describe Jermaine as entertaining, enthusiastic, engaging, knowledgeable, authentic, passionate, motivational, inspirational, content-focused, professionally fun and a little silly at times.

<http://www.jermainedavis.com/>

Breakouts 1: Leading with an Inclusive Lens
Lakeview 4
1:30 PM - 2:45 PM

Are you prepared to lead in a global economy? Communicate and interact effectively with different cultures, ethnic groups, sexual orientations, ages, abilities, belief systems, and more. Make a difference in the lives of others with your positive influence. Lead the way of change.

Jermaine Davis:

(See bio above)

Breakouts 1: Silence is not Golden - Hearing Impairment in the Judicial System

Lakeview 5

1:30 PM - 2:45 PM

48 million Americans suffer from some degree of hearing loss. That means that many people who come to court will not be able to hear and/or understand well, whether in the courtroom or while conducting business with court administration. This program is intended to help participants better understand hearing impairment and the difficulties faced by hearing-impaired persons. It will suggest easy and simple things that can be done to help the hearing-impaired understand better. And finally, it will warn about the possible legal consequences if the rights of the hearing-impaired are ignored by those of us in the judicial system.

Honorable Paul Benshoof:

Judge Paul T. Benshoof is chambered in Beltrami County and has been on the bench for 19 years. Prior to being appointed in 1997 by Governor Arne Carlson, Judge Benshoof had been a trial lawyer in Bemidji since 1978. Judge Benshoof currently serves as the Chief Judge of the Ninth Judicial District, and served as Assistant Chief Judge from 2013 to 2015. Judge Benshoof is the lead judge for the Children's Justice Initiative in Beltrami County. Judge Benshoof has also become a nationally-recognized leader in domestic violence and is one of the three judges in Beltrami County who formed Beltrami County's Domestic Violence Court in 2013. Judge Benshoof has been personally affected by hearing loss and, because of his experience, has become a strong advocate for the deaf and hard of hearing.

Breakouts 1: Lessons Learned Managing a High-Profile Case

Lakeview 6

1:30 PM - 2:45 PM

What do you do when a large, highly publicized case comes to a courthouse near you? Learn how a medium sized courthouse manages an unexpected high profile court case and the challenges that it presents for court administration staff.

Upon completion of this presentation, participants should be able to:

- Learn how to work and collaborate with the CIO, your security team, and your Judge team
- Understand and address the complications/added demands that can accompany a high profile case
- Understand when cameras may be allowed in your courtroom depending on the case type and how to respond to requests
- Learn tips and resources to assist in managing high profile cases
- Learn and understand the impact that the case and additional work have on staff and the courthouse facility

Kristen Trebil-Halbersma:

Kristen Trebil-Halbersma, Carver County Court Administrator has worked with the Minnesota Judicial Branch since 2007. Kristen worked with the Guardian ad Litem Program from 2007-2012 as a First District Guardian ad Litem Coordinator and then as the Ramsey County Guardian ad Litem Manager from 2012-2015. She was appointed as the Carver County Court Administrator in 2015. Kristen received her Bachelor's Degree from the University of Wisconsin, La Crosse and her Master's Degree in Criminal Justice Administration from St. Cloud State University.

Honorable Kevin Eide:

Judge Kevin W. Eide was appointed to the First District bench in January, 2001 and is one of four judges chambered in Carver County. Prior to being appointed to the bench Judge Eide worked for a private law firm in Eagan, Dakota County, focusing on trial work including criminal prosecution, criminal defense and civil litigation. Judge Eide has taught at several continuing education courses for attorneys and the judiciary. He has worked extensively with State Court Administration, previously chairing the Juvenile Protection Rules Committee and currently chairing the Court Operations Advisory Workgroup.

**Breakouts 1: Effective Leadership in a Five Generation Workplace:
Understanding the Strengths of Your Team for Authentic Cross-Generational
Collaboration****Lakeview 7****1:30 PM - 2:45 PM**

This session is designed to assist your organizational leadership in finding ways to build on the strengths of your multi-faceted employees of all ages, and create an industrious work environment, through understanding generational work styles, value systems and more!

Ona Pradhan:

Ona V. Pradhan has over 10 years of training and development experience in the non-profit and public sectors. Ona is dedicated to providing productive educational experiences through effective design, energizing instruction and audience engagement!

Ona is a Training & Development Specialist in the Second Judicial District.

3:15-4:30 pm - Same breakouts as above**course descriptions and speakers bio****thursday, september 29, 2016****Tools and Techniques to Work Effectively with Self-represented Litigants****Ballroom 1 & 2****8:00 AM - 9:00 AM**

Description: This session will provide an overview of the efforts the Branch is pursuing to better meet the needs presented by self-represented litigants (SRLs). Sara will discuss trends, provide a brief refresher on the Statewide Self Help Center and how it can help your day-to-day work, and explain the goals of the SRL Electronic Tools Project.

Sara Gonsalves:

Sara Gonsalves J.D. joined the Minnesota Judicial Branch in 2011. She manages the Self-Represented Litigant (SRL) Program. This Program includes the Statewide Self Help Center, which provides services via phone, email and web-based technologies. She also manages the two walk-in Self Help Centers located in the Fourth Judicial District (Hennepin County). Sara previously served as sexual and domestic violence case analyst for the Branch. She has also worked for Minnesota Coalition Against Sexual Assault and the Legal Aid Society of Minneapolis. She is a graduate of Hamline University School of Law and the University of Wisconsin-Madison.

Plenary: Lessons Learned from Ferguson**Ballroom 1 & 2****9:15 AM - 10:30 AM**

Since the tragic incident in Ferguson, Missouri, the American public has been engaged in an important national dialogue about community-police trust, officer safety, public safety, and racial justice. Judge Mark Kappelhoff, who participated in the U.S. Justice Department's civil rights investigation of the Ferguson Police Department, will lead a discussion regarding the importance of building community trust, addressing issues of bias in the justice system, and ensuring public safety. He also will outline some of the key findings in the Ferguson report, particularly with regard to the local court system, and discuss some of the factors that contributed to the erosion of trust with the community. Building on these lessons, he will identify important ways in which the delivery of court services within the judicial branch can contribute to strengthening trust with the community and provide for a more equitable justice system.

Honorable Mark Kappelhoff:

Mark Kappelhoff is a Judge District Judge on the Hennepin County District Court. Before joining the bench, he served as an Associate Clinical Professor of Law at the University of Minnesota Law School, where he was the Director of the Criminal Justice Clinic. Professor Kappelhoff joined the Law School faculty after a lengthy career as a federal prosecutor with the Civil Rights Division at the U.S. Department of Justice, where he served in a number of senior leadership positions supervising the Division's enforcement efforts related to policing practices, human trafficking, and hate crimes. Among his many responsibilities, he oversaw the Department's criminal and civil investigations in Ferguson Missouri, Baltimore, Maryland, and other police departments around the country.

Round Table Presentation/Discussions (15 minutes rotations)**Ballroom 3****10:30 AM – noon****Digital Signage** – Paul Hinz, Project Management Office, Hennepin County

The 4th District is embarking on a multi-year effort to improve access to hearings, improve wayfinding, improve juror experience, and provide a warmer, welcoming feel. Having developed the relationship with Infax, our signage supplier we're working on a variety of technologies, applications, and techniques to deliver content in ways that support the Courts mission and vision.

Contract Negotiation, how do they work? – Jessi Bienfang, Labor Relations Manager, SCAO

Hear a quick overview of and ask questions about the process of negotiating our collective bargaining agreements with the Branch's three union employee groups.

Ergonomics in a paperless world – Christy Husby, Sixth District HR Generalist

The human body responds best to a balance between static and dynamic activity, between movement and recovery, between sitting and standing. Stop by for tips and techniques for optimal workplace ergonomic health.

SharePoint – Mariah Miles, SharePoint Specialist, SCAO

Learn current SharePoint functionality and how others around the State are using it.

Outlook 2013 Tips and Tricks: Organize your inbox – Karen Bondy, Court Services, SCAO

Change the way you contend with your email messages. Even if you use Outlook just for sending and receiving email message, we rapidly build up an abundance of items that makes it difficult to handle, find, save, delete, to deal with emails on a daily basis. Outlook provides simple yet useful features to enable efficiency and save you lots of time.

Employee Development Techniques – Tracy Gullerud, Isanti Court Administrator/Lisa Schoeder, SCAO Human Resource and Development Specialist

Discussion focuses on the importance of providing support to employee's during their development journey. In addition, you will learn about the various development opportunities available within the MJB and other tips/techniques used by supervisors and managers in developing staff. Creating a work environment that supports the development of staff fosters employee confidence, job satisfaction, and organizational success.

Power of 1 on 1 Meetings – Dan Blackburn (HRD, SCAO)

This session will give you the framework for these meetings as well as how it can translate to implementation at a local level. This topic supports the culture of coaching and engaging employees.

Collaborating with Judge Teams to Achieve Success with Task Manager First

Generation – Anita Hupfer, Civil Supervisor Business Practice Unit and Heather Scheuerman, Court Operations Analyst Business Practice Unit

Criminal Case Hot Topics – Section 611.21 and other FAQs – Karen Jaszewski, Legal Counsel, SCAO

A review of the events, document security, and case processing for section 611.21 applications and orders, as well as some important reminders regarding Rule 20 case events and processing, motions for in camera review, and other frequently asked questions.

Integrations: Now and Future – Ann Peterson, SR Project Manager IT Division/Linda Emeott

We will talk about what integrations are, what is happening now and what is planned for the future. In addition, we will provide information about how you can work with

your justice partners to think about new ways to share information electronically. There will also be time for your questions about these exciting methods used to exchange information and documents through automating the process with our partners.

SCAO: Not Just the “People from St. Paul” – Karen Mareck, Brandon Randolph and Michelle Cern

This table will provide a brief overview of the organizational structure of SCAO and more detailed information on two areas of current interest. Michelle Cern, Statewide Treatment (fka Drug) Court Coordinator, will discuss current efforts regarding treatment courts including improved case processing and sustainable funding approaches. Brandon Randolph, Infrastructure Systems Manager, will provide information about the work underway to maintain and improve MJB technology experiences.

Paperless Meetings – Shay Cleary, Deputy Director IT, SCAO

Learn about the many advantages of conducting paperless meetings using SharePoint.

Early Case Management: Win-Win Solutions for Courts and Families– Sherilyn Hubert/Miriam Friesen, Tenth District Administration

With the appointment of a State Family Early Case Management/Neutral Evaluation Program Manager, more resources are available than ever before to assist courts in implementing and improving Early Case Management and Early Neutral Evaluation programs. Find out how the State Family ECM/ENE Program can assist your county in conserving family court resources and promoting early and efficient resolution of family court matters.

Got Tech Fatigue? – Ona Pradhan, Training & Development, Ramsey County

Let's get together and discuss your bright ideas for technology management in the courts! This is also an opportunity for you to voice any concerns you have with technology use! Your feedback/input is greatly appreciated!

The Future of CourtNet: Redesign communication and collaboration portal – May Vang, Sr. Project Manager, SCAO ITD

- Come see what great things we are doing to revamp our information sharing and collaboration tools to meet your business needs.
 - Consolidated work place information sharing and collaboration
 - More capabilities for court staff to Ask, Share, Discuss, learn and Listen
- We want to hear from you and your staff on your pain points with information sharing and collaboration tools.
- We want to hear about your goals and objectives to making your work day more productive.

The Latest from CAAP – Cate Boyko, CAAP Program Manager

Come and find out what is new at CAAP and what to expect in the next year.

Breakouts 3: Navigating Cultural Intersections – When Individual, Organizational, & Team Cultures Collide

Ballroom 3

1:30 PM - 2:45 PM

Susan Love:

Susan Love, Judicial Education Program Manager, State Court Administration Susan has 20 years of supervisory and management experience in the court system working for the Hennepin County Attorney's Office, Hennepin County Public Defender's Office and the Minnesota Judicial Branch. From 2001 through 2013, Susan managed several operational divisions in the Fourth Judicial District Court including: Civil Filing, Housing Court, Probate/Mental Health Court, Hearing Office, Traffic Violations Bureau, Juvenile Court and the Education & Organization Development Office. As the Judicial Education Program Manager for State Court Administration, Susan is responsible for overseeing, planning and delivering educational conferences and continuing professional education programs for the 300+ judicial officers in the Minnesota Judicial Branch.

Susan has a Bachelor's Degree in Organizational Leadership from Bethel University, is a Certified Court Manager through the National Center for State Courts. She has served as the Minnesota Association of Court Management's Education Chair (2 years) and President (4 years) and is certified to facilitate: Leading at the Speed of Trust, Working at the Speed of Trust, 7 Habits of Highly Effective People, MBTI, 5 Choices to Extraordinary Productivity, and is a certified Center for Creative Leadership Benchmark facilitator. She has also led classes in the Kolb Learning Style Inventory, Thomas Kilmann Conflict Model Instrument, Court Ethics, and Balanced Performance Management.

Lynn Wagner:

LYNN E. WAGNER Training & Development Manager, State Court Administration/Minnesota. Lynn has spent over 26 years in the field of Human Resources. She obtained her Bachelor's degree from Indiana University School of Business in Management/HR & Labor Relations. She has held HR manager positions in a variety of industries and currently with the Minnesota Judicial Branch since 2004.

Lynn is a Training & Development Manager for the State of Minnesota. Her area of responsibilities include: Employee development programming such as The Court Manager Programs (CMP), Supervisory Spectrum, New Employee Orientation, Franklin Covey trainings, and Compliance trainings. Lynn regularly conducts trainings on a statewide level both at State Court Administration and throughout the districts. She has previously held the positions of District Human Resources Manager and Employee/Labor Relations Manager for the Branch.

Lynn is a certified trainer in Achieve Global, Myers Briggs, 7 Habits of Highly Effective People, 5 Choices, Leading at the Speed of Trust, and Strengths Finder. She is also certified as a 360 Degree Feedback facilitator by the Center for Creative Leadership. In 2012, she received her certificate for successfully completing the Fellows Program through the National Center for State Courts. She is a member of the Minnesota Association of Court Management (MACM), the National Association for Court Management (NACM), ICM Board of Advisors, and the Society for Human Resource Management (SHRM).

Breakouts 3: Nurturing the Employee Life Cycle

Lakeview 7

1:30 PM - 2:45 PM

In this interactive session, supervisors and managers will share their insights on the interplay between these aspects of the employment experience. The presenters will cover best hiring practices (including the Senior Court Clerk pre-employment assessment), methods to identify and develop employee potential, and tips for employee engagement.

Martha Rosenquist:

Martha Rosenquist, PHR, SHRM-CP, Human Resources Specialist, Fourth Judicial District Court, has been working in Human Resources for over 7 years. She has worked in Human Resources in the Fourth District for over two years, first as the Recruiter and now as the Specialist. She oversees the daily HR operations including hiring, onboarding, and employee relations. Martha holds a Master's Degree and a certificate as a Human Resources Generalist.

Sara Kujawski:

Sara has an M.A. in Industrial and Organizational Psychology and is the Human Resources and Development Manager for the State Court Administrator's Office and the Minnesota Judicial Center. Sara focuses on innovative recruiting and selection practices, performance coaching, emotional intelligence and workplace engagement.

Breakouts 3: Collaboration and Leadership Needed! Innovative Workforce Initiative Update**Lakeview 6****1:30 PM - 2:45 PM**

Learn about the initial work of the Innovative Workforce Initiative, and engage with the presenters to answer your questions about what this means for the Branch and for you. Learn about how the Initiative offers opportunities to leverage your leadership role in the Branch to build the Minnesota Judicial Branch's reputation as an innovative and effective court during this time of post-eCourtMN transition. We will all learn together in this engaging breakout session.

Deb Dailey, Research & Evaluation Manager:

Deb has served in her current position for 15 years where she manages work related to performance measures, weighted caseload studies, program evaluations, surveys, Branch-wide reporting needs, data quality activities, and ad hoc requests for information. Prior to coming to the Branch she was the Executive Director of the Minnesota Sentencing Guidelines Commission for 15 years. Deb received a Master of Arts in Public Administration from the Hubert Humphrey Institute at the University of Minnesota where she also received her undergraduate degree in Sociology. She is also a Certified Court Executive.

Karen Mareck, Deputy Director of Court Services:

Karen has served in her current position since July of 2014. She had previously worked in the Second Judicial District in various court administration positions beginning in the Domestic Abuse Office in 1988 and ending as the criminal court administrator in 2014. Karen has a Bachelor of Arts in Biology from the College of St. Catherine and a Master of Arts in Public Administration from Hamline University. She is currently enrolled in the 2017 ICM Fellows Program.

Katie Schurrer, Human Resources & Development Program Manager:

Katie first joined the State Court Administrator's Office in 2006 as a research analyst in the Research & Evaluation Unit in the Court Services Division of SCAO. In 2013, Katie joined the Human Resources & Development Division where she supported classification and compensation efforts and projects, assisted in coordinating and planning judicial education programs, and provided legal assistance to the Legal Counsel Division in HR matters. Katie served as a judicial law clerk for Judge John Rodenberg on the Court of Appeals for the 2014-15 term, and joined the Executive Office in 2015 as a Strategic Initiatives Policy Analyst and Project Manager. In rejoining HRD in 2016, Katie provides oversight for statewide classification, compensation, HR information systems, and organizational effectiveness and engagement initiatives and programs. Katie also worked for court administration in Washington County

District Court for two summers in the Criminal/Traffic division as a court clerk. Katie has Bachelor of Arts degree in Sociology with a concentration in crime and the community from Augsburg College (minor in American Indian Studies), graduating magna cum laude with honors. While working in the R & E unit, Katie attended law school part-time at William Mitchell College of Law and obtained her J.D., and is a licensed attorney in Minnesota.

Dawn Torgerson, Deputy State Court Administrator:

In this role, Dawn oversees the administrative divisions of the State Court Administrator's Office, including the areas of finance, human resources and development, and court services. She is also responsible for oversight of staff in the areas of internal audit and facilities management for the Minnesota Judicial Center and is the project sponsor for the Enterprise Portfolio Management (EPM) initiative. She serves as a member of the Minnesota Judicial Council and is co-chair of the Judicial Administrators and Directors (JAD) group. Dawn's career with the Minnesota Judicial Branch began in 2004, starting with the Fourth Judicial District where she worked for 4 years. Dawn started her career at State Court Administration in 2008 where she worked for 1 year as the deputy finance director and then three years as the director of finance. She accepted the position of deputy state court administrator in 2012. Dawn is a graduate of the University of Wisconsin-Madison, where she earned a Master's degree in Public Administration and of College of St. Benedict in MN where she earned an undergraduate degree in Political Science. Dawn is married to Matt and is stepmother to Shay. In her spare time she enjoys cooking, gardening and traveling. She also enjoys spending time with her much-loved puggle, Satchel, and her calico cat, Penny.

Breakouts 3: Penology 101 - Punishment, Discipline, and Corrective Actions Lakeview 4

1:30 PM - 2:45 PM

Have you ever been given a time out? Spanked? Grounded? Had something of value taken away because of something you did or didn't do? Okay, let's not talk about you; rather, as a leader or a manager, a case manager, a parent or some other caretaker role, have you ever had to talk to someone about doing something "better"? How about given someone a time out or grounded them (e.g., time away from work, suspension). Negative review? Additional training/education mandate for corrective purposes? Perhaps provided a "lecture" of sorts? Taken something of value from a person (e.g., docked pay, status, rank, promotion denial)? No matter where you work or in what industry you work, if you supervise people your "penological viewpoints" matter. Penology, simply put, is the study of punishment, systems of punishment, and the study of responses to wrong-doing. During this course we will explore the underlying motives behind an array of penological approaches and philosophies. Participants will explore viewpoints to punishment conditions and situations. Along the way, participants will learn about modern and historical trends in punishment within the American justice system.

Dr. Beth Hagensen:

Elizabeth Hagensen, PhD., Department Chair, Criminal Justice, Bemidji State University. Elizabeth has 20 years of experience working in and around the criminal justice system at the military, federal-civilian, state, and local levels. Her dissertation focused on using statistical models to predict success in Drug Court programming. Prior to BSU, Elizabeth worked as a Statistician for the Combat Readiness and Safety Center, Ft. Rucker AL. Her main tasks included daily casualty reporting, exploring on and off duty safety mishaps for Army soldiers and Army units, and risk assessment. Elizabeth also stood-up and then managed a felony level caseload for a Drug Court, provided re-integration education for Wounded Warriors and their families, worked as a jailer in a direct-supervision facility, and was a Sergeant, Military

Police. Also directly relevant to the topic at hand, she is the parent of seventeen year-old and a seven year-old.

Elizabeth holds a Ph.D., MA, and a BS, all in Criminal Justice, and a MCert. In Geographical Information Sciences. Elizabeth's area of expertise centers on power and control dynamics; quantitative risk measurement, corrections, domestic violence, and systems dynamics (...and the intersection therein). She's willing to admit that she is easily distracted and tends to make lots of work for herself as she also maintains research interests and projects in the areas of Veteran reintegration, effective communication within power-based relationships, interpersonal and organizational control dynamics, and faith based-responses to crime and criminality.

3:15-4:30 pm - Same breakouts as above



course descriptions and speakers bio

friday, september 29, 2016

Closing Plenary: Change...Navigating Life's Detours

Ballroom 1 & 2

10:30 AM - 12:00 PM

Life is full of twists, turns and detours; how you navigate through the roadblocks, keep track of your gages and adjust your mirrors along the way will have a direct effect on your journey. Renee's tips for embracing the uncontrolled detour (as well as replacing the battery in your GPS) will have you laughing in your driver's seat and enjoying the path less traveled.

Reneé Rongen:

Reneé Rongen is an award winning humorous and inspirational speaker, author and business consultant. From being a Marketing Strategist for large organizations to Motherhood, Board Trustee to class rooms and everywhere in between – Much or Renee's board activity has revolved around healthcare. While on three healthcare boards, as Vice President Renee' played an integral role of transitioning a regional hospital into a Critical Care Hospital. Reneé engages her audience with her "legacy living" philosophy. The media has dubbed her "The Mother of Motivation and a combination of Lily Tomlin, Oprah and Mother Teresa." Her messages transcend age, culture and profession. Reneé is an accomplished author and has written the Christmas Coffee Table Classic; "Grandy's Quilt: A Gift for All Seasons" in addition to being a feature author in "Chicken Soup for the Soul: Answered Prayers" and "Bedpan Banter." Her newest work titled "Fundamentally Female" was released in October, 2012. Reneé holds a Bachelor Degree in Business from the College of St. Benedict. She studied in Salzburg, Austria and has completed graduate course work at the University of Mary. Reneé Rongen is an award winning humorous and inspirational speaker, author and business consultant. From being a Marketing Strategist for large organizations to Motherhood, Board Trustee to class rooms and everywhere in between – Much or Renee's board activity has revolved around healthcare. While on three healthcare boards, as Vice President Renee' played an integral role of transitioning a regional hospital into a Critical Care Hospital.

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