A Military-Friendly Campus
2018-2019 Faculty and Staff Guide
Presented by the Yellow Ribbon Committee and IHCC Military & Veteran Services

Find out what it means to be military-friendly and how you can show your support to veterans, service members and family members on campus.

Inver Hills Community College has been deemed a military friendly campus since 2010.

Graduating Veterans and Servicemembers of 2018

Kristine Deutsch, Human Services program
2018 Leadership Award recipient
Table of Contents

President’s Welcome .......................................................................................................... 3
Military Friendly Door Stickers............................................................................................ 5
Fast Facts on IHCC Student Veterans and Military Members............................................. 6
Cultural Comparisons between Military and College Cultures ........................................ 8
Perspectives: What Students with Military Experience Bring to a College Campus .......... 9
Challenges Faced by Military & Veteran Students in the Classroom .................................. 10
Military Student Bill of Rights ........................................................................................... 11
What We Can Do to Help ................................................................................................. 12
Diversity and Inclusion ...................................................................................................... 14
Facts about Military Families ............................................................................................. 15
Minnesota State Military-Friendly Policies ......................................................................... 16
State of Minnesota Laws ................................................................................................... 16
Inver Hills is a Yellow Ribbon Company .......................................................................... 17
Important Information for the Classroom ........................................................................... 18
References ......................................................................................................................... 19
President's Welcome

Since 1982, we have worked hard at Inver Hills Community College to support our veterans, service members, and their families. We offer comprehensive, veteran-centric support services—including scholarships, networking, and employment opportunities—through strong collaborations with area communities and agencies.

Veterans Services at Inver Hills has teamed up with our counselors to help our student veterans and service members adapt to college life and achieve their academic and career goals.

Best for Vets

In 2018, *Military Times*, the renowned independent news source for the U.S. military community around the world, ranked Inver Hills #20 on its Best for Vets compilation of two-year colleges for our excellent veteran and military student success rates. Inver Hills is the only Minnesota State school to break the top 25 on the Best for Vets ranking, which reviews colleges nationwide.

Best for Vets is an editorially independent news project that evaluates the many criteria that make an organization a good fit for service members, military veterans and their families. Inver Hills has made the Best for Vets top-10 list three years running.

Committed to Serving Veterans, Servicemembers and Families

In 2016, Inver Hills was ranked #3 nationally on Online College Plan’s Top 20 Best Two-Year Colleges for Veterans. Inver Hills was the only college in Minnesota to make the list. This ranking helps veterans find colleges that shine at making them feel at home while offering services that aid in enrollment, including understanding tuition waivers and financial entitlements contained in the G.I. Bill.

Veterans and military students make up the single largest constituent group on our campus. Inver Hills has been named a Military Friendly School since 2010 and has also been recognized as a top school in the Military Advanced Education (MAE) Guide to Colleges & Universities research study.

Resources Galore

For veterans, servicemembers, or dependents using their veteran benefits to attend college, Inver Hills acts as their liaison with the Veterans Administration. Our campus is home to a spacious, private Military & Veterans Lounge, located in Heritage Hall, as well as the John H. Thill Veterans Resource Center in the heart of the College Center. Our staff makes sure every student starts and continues his or her educational benefits; we also help with completing and filing VA forms.

The John H. Thill Veterans Resource Center is the go-to link to VA news and scholarships as well as veteran-specific workshops, events and programs. As the advocate for veterans and service members on campus, we serve as a one-stop referral point to college, VA, academic, local, career and employment resources.

VALOR on Campus

VALOR is a national chapter of Student Veterans of America (SVA). The chapter’s mission is to provide military veterans with the resources, support and advocacy needed to succeed in higher education and following graduation. VALOR members mentor others in the veteran or military community, offer support for veterans, servicemembers and family
members, coordinate many community and campus events for veterans and servicemembers, and volunteer with organizations that provide healing and support for veterans.

In 2017, VALOR received the Minnesota Campus Compact Presidents’ Student Leadership Award. This award recognizes an individual student or a student organization that models a deep commitment to civic responsibility and leadership. This is evidenced by initiative, innovative and collaborative approaches to addressing public issues, effective community building, and integration of civic engagement into the college experience.

**Gateway to Higher Education**

Our staff, faculty and administrators are dedicated to serving veteran, military students and families. We strive to make them and their families feel at home on campus while they work to attain their educational and career goals. Military & Veteran Services at Inver Hills has the experience, expertise and connections to see that veterans as well as active-duty military personnel always have what they need to excel in college.

Sincerely,

Michael Berndt, Interim President
Inver Hills Community College

---

**VALOR and Beyond the Yellow Ribbon Company – Greet the Twin Cities Honor Flight**
Military Friendly Door Stickers

The Military-Friendly Door Sticker Campaign is a voluntary network of faculty, administrators and staff throughout Minnesota State who agree to support service members, veterans and military families. Support is represented by placing a “Military-Friendly” door sticker in your office or workspace as a visible symbol of support and understanding for service members, veterans and military families.

The campaign’s goal is to raise awareness and promote best practices for working with students who are veterans/service members. The campaign shares key information related to state laws protecting students who are veterans and identifies effective customer service and instructional strategies for working with student veterans.

Peter Schmidt, Dean of Student Success and Retention at Edmonds Community College in Washington, explains the importance of creating a welcoming environment for student veterans:

“The key variables for a veteran’s success on a college campus include relationships, social support, and having alternatives on campus when problems arise. College employees, who are aware of the challenges experienced by veterans as they reintegrate to civilian life and the higher education arena, will play a major role in their personal homecoming and academic success. Employees who show empathy for a veteran’s situation are customer friendly, helpful, and represent the best academic leaders in our state.” (p. 6)

If you would like to participate in our campaign and receive a door sticker, please contact Sue Flannigan in the Military & Veteran Services Office at sflannigan@inverhills.edu.
Fast Facts on IHCC Student Veterans and Military Members

IHCC Profile

- The IHCC student veteran/military population represents the single largest constituent group on campus.
- The student veteran/military population brings in more than $1,000,000 in tuition and fees each academic year.
- The IHCC student veteran/military population has increased 77% in the last five years from 276 students in 2008 to 488 students in 2015.
- More than half of the student veterans/military members at IHCC are full-time students.
- IHCC has a Military & Military & Veterans Lounge in Heritage Hall 303.
- The Military & Veteran Services Office, a one stop shop is located in College Center 214.

The IHCC Military & Veterans Lounge

As many as 40 students a day visit the IHCC Military & Veterans Lounge, located in the Heritage Hall, Room 303. It is staffed by work-study students paid through the Veterans Administration and falls under the supervision of the Military & Veteran Services Office.

The lounge is designated for veterans and servicemembers so they may have a central place to relax, study and socialize with each other. Students informally mentor one another with their studies, motivate one another and help each other make the transition between military and academic cultures.
IHCC Military & Veteran Services Office

The Military & Veteran Services Office is unique to Inver Hills. It is a One Stop Shop service for veterans, servicemembers and their families. The office staff supports the students throughout their educational stay. The office offers orientations to assist students with the process of enrolling in school, and connects servicemembers to all campus services and resources. In addition, assistance with instructor communication and coursework is provided for students who are deployed or go on military training. The Military & Veteran Services Office is located in the College Center, Room 214. Phone#: 651-450-3862, email: sflannigan@inverhills.edu.

Inver Hills has counselors assigned to helping/advising servicemembers/veterans with their educational goals and needs. The counseling department and Military & Veteran Services Office developed a priority registration for the student servicemember and veteran population. Priority registration is valuable in assisting with scheduling and the use of educational benefits. College services are designed to help with re-adjustment to civilian life; to provide peer support, deployment and readjustment resources; and to support students who have loved ones who are deployed.

In an effort to meet the sometimes extraordinary needs of military students, Inver Hills has established a referral and rapid response system. The Military & Veteran Services Office works together with the counseling office and health services office. Veteran-related training is provided to relevant employees in an effort to provide information on an as-needed basis.

Veterans and servicemembers can find information on military support, employment, health, career exploration, scholarships, Minnesota Appreciation Fund, American Legion, VFW, veteran benefits, and volunteering at the Military & Veteran Services Office. Resources are also available through the office’s webpage at https://www.inverhills.edu/LearningSupport/VeteranServices/index.aspx

Outreach efforts continue to grow as the student servicemember population increases. The VA Medical Center, Family Assistance Center and the St. Paul Vets Center visit the Military & Veterans Lounge on a monthly basis. Other outreach efforts, such as military specific topics on Student VALOR Club

Chapter of Student Veterans of America

VALOR is a national chapter of Student Veterans of America (SVA). Their mission is to provide military veterans with the resources, support and advocacy needed to succeed in higher education and following graduation. The vision is for all veterans to succeed in higher education, achieve their academic goals, and gain meaningful employment. SVA’s motto is “Yesterday’s Warriors, Today’s Scholars, and Tomorrow’s Leaders”. Being a part of this national organization fits the mission and vision of IHCC VALOR Club. In addition, they mentor others in the veteran community, and offer support for veterans, servicemembers and family members.

VALOR raises awareness about the challenges military veterans face in higher education and commitment to community service.

VALOR created a challenge coin for student veterans & servicemembers who have gone “above and beyond” during their time at Inver Hills. The challenge coin is a special recognition. These achievement events could have never happened without VALOR’S true leadership.
Success Day, bring other agencies on campus to assist with their needs. In the military, you never leave anyone behind; this is still true today as our VALOR Club displays the camaraderie with the IHCC military veteran students.

### Cultural Comparisons between Military and College Cultures

<table>
<thead>
<tr>
<th>Military Culture</th>
<th>College Culture</th>
</tr>
</thead>
<tbody>
<tr>
<td>Decisions made by others and compliance is non-negotiable</td>
<td>Individuals are free to make their own decisions, change their minds and opt out on an individual basis</td>
</tr>
<tr>
<td>Part of a very cohesive group</td>
<td>Autonomous, alone and individual-focused</td>
</tr>
<tr>
<td>Often told when, what, where and why of solving problems</td>
<td>Little guidance on addressing issues and problems, course work is often creative and fosters individual perspectives</td>
</tr>
<tr>
<td>Critical thinking is NOT reinforced</td>
<td>Critical reflective thinkers are cultivated</td>
</tr>
<tr>
<td>Absolute respect for authority</td>
<td>Negotiable respect for authority</td>
</tr>
<tr>
<td>Taught black-and-white thinking and tactical sequences to use when events arise</td>
<td>The very nature of college life is about exploring ideas and expanding personal perspectives</td>
</tr>
<tr>
<td>Develops strong personal leadership. Experiences develop members with considerable world experience often beyond their same age peers</td>
<td>Students are often at the early stages of self-exploration and personal discovery</td>
</tr>
<tr>
<td>Hierarchy or command staff clearly identified and utilized to resolve problems</td>
<td>When compared to the military the college campus often has an array of services and an undefined leadership structure</td>
</tr>
<tr>
<td>Quick and decisive decision making is often a matter of survival</td>
<td>Group processing and collaborative discussions facilitate the arrival at a group decision</td>
</tr>
</tbody>
</table>

2017 VALOR president
Perspectives: What students with military experience bring to a college campus

Jack Amberg, Senior Director of Veterans Programs at the Robert R. McCormick Foundation offers his views on working with military students:1

"When veterans are in theatre, they make about 3,000 decisions a day; today, you as a civilian will make closer to 9,000 decisions in a day. When you go to college out of high school, you transition into making all decisions for yourself. You go to the dining hall, and you have to figure out how to give yourself a good diet. When these kids come out of the military as a (young) adult, there is no transition process, and that creates a lot of stress from a veteran’s standpoint.

So, on the one hand, the person in the military has had less experience with day-to-day decisions. However, that same person at 23 or 24 years old may have had 6–12 direct reports in the military—for example, as a shift leader or squad leader. When you look at their maturity level and understanding of certain tasks, they are head and shoulders above their peers. They are skilled in planning, operations, logistics, administration, and all facets of management.

Besides lacking practical experience in making day-to-day decisions, another thing that veterans have little practice in is self-assessment. Remember, they don’t fail at anything they do. So when an HR manager at a potential employer asks them “What are you good at?,” they will say, “Whatever you need done.” They may have signed up in the army to be a logistics specialist, but now they can also dig a fox hole, they can fire an M-4, and they can do first aid.

They can manage time, people, and resources. They can do maintenance on a vehicle. They may have signed up for one thing, but they do everything. Yet they don’t have a concept of “What I think I bring to the organization is this...” From the civilian perspective the HR manager thinks, “What can I do with this person?” The perception is that this person is an automaton doing what it is told to do when it is told to do it.

Servicemembers in the military are very mission focused. Eventually, however, they show up at a university and think, “What’s my focus?” There isn’t someone out there advising them or telling them what their focus should be. They need help developing an understanding of who they are and what they are about. During their military careers, they masked their own wants because they did everything that was asked of them: “Whatever you need done, boss, I’ll do it and I’ll do it well.” That’s the mentality. Back home, they have to step away from that. If they can’t figure out what motivates them, they will end up in jobs that aren’t right for them. So colleges and universities need to help veterans figure out who they are, what it is that motivates that man or woman on a daily basis to get out of bed. What makes them happy working every day?

Lastly: don’t think of veterans as victims. I have yet to meet one that will say, “I lost my leg.” They gave it. They served you. Hold them to the same standards as everyone else. They aren’t asking for anything to be given to them. They will work their tails off to succeed. Make sure they know what success looks like at your college or university. But they are not looking for a handout. What they want is a chance.”
Challenges Faced by Military & Veteran Students in the Classroom

Learning: Practical vs. Theoretical
- Constant training
- Repetition until it is instinct
- Almost always hands-on training
- Learn to work under extreme pressure
- Learn by doing
- Must know how to do it blindfolded
- Understanding your training might lead to someone’s life depending on you and your skills

Hierarchy vs. Equality
- There is a chain of command to follow
- There is no perceived or state of equality
- Not a democracy
- Nothing is up for discussion
- Must obey any lawful order given by a superior without question
- Required to suppress your own personal feelings, beliefs, and values

Focus on the Team/Group vs. Individual
- Mission focused
- Part of a team
- Group focus
- Rely on others in life and death situations
- Bonds with other team and squad members
- Members stay connected with their unit/family years after their service ends

Military Life vs. Civilian Life
- Less Complicated
- Intense basic training
- Technical school
- Military job
- Rank focused
- Very little personal decisions to make
- Schedule is planned for you
- Following orders

The Adrenaline Rush vs. Mundane/Boring
- Living life on the edge
- Exciting & exhilarating
- Travel around the world
- Invincible
- Exposure to intense combat situations
- Being a part of an elite team
- Nightly news appearances

Veteran Perspectives of Civilian College Students:
- They don’t understand me
- I can’t trust them
- They complain about insignificant things
- They act like things are bigger than they really are
- What do they know about sacrifice?
- What do they know about discipline?
- What do they know about anything greater than themselves?

What are their challenges?

Military vs. Civilian Life. We are raised as civilians, then we volunteer to serve for a time in the military. The average age of first enlistment is age 19. Then after a period of military service, 4-20+ years, we return to the civilian world as a military veteran. The military experience is so life changing, even without having combat experience that you come back different than you were when you went in. The majority of veterans find that transition from military service back to civilian life to be very challenging. Becoming a college student is an additional challenge.
Military Student Bill of Rights

All military student populations have basic rights to satisfactory college marketing, admissions, and student services practices including the right to:

- Accurate information about a school’s programs, requirements, accreditation, and its potential impact on course transferability.
- Access basic college/university information and fees without disclosure of student personal information.
- Educational planning and career guidance without high-pressure registration and enrollment efforts from institutions.
- A clear and complete explanation of course/program enrollment procedures and all resulting financial obligations.
- Explore, without coercion, all financial aid options before signing up for student loans or other financial assistance.
- Accurate scholarship information, free of misleading ‘scholarship’ offers based on military tuition assistance.
- Appropriate academic screening and course placement based on student readiness.
- Appropriate, accessible academic and student support services.
- Clearly defined institutional “drop/add” and withdrawal policies and procedures including information about the impact of military duties (e.g., mobilization, activation, temporary duty assignments) on their academic standing and financial responsibilities.
- Clearly defined grievance/appeals processes.

As published online at: http://www.minnstate.edu/military/billofrights.html
What We Can Do to Help

In order to help our veterans and military students it might be beneficial to remember that we are raised as civilians. However, some of our students devote 4-20+ years in military service. Entering military service, especially at a young age can influence one’s values, worldview, expectations and behavior. Then, returning to civilian life requires major adjustments, even if one has not had combat experience. Not only is there cultural adjustment back to civilian life, but for vets adapting to college life places additional demands.

It is good to keep in mind veterans’ perspectives of civilian college students can be framed by their military experience. They may have little patience for traditional student complaints, perceived lack of discipline and little experience with sacrifice.

According to Elizabeth O’Herrin former Associate Director of the American Council on Education (2011) we can help our military students by providing “peer mentorships for Vets and establish[ing] specific points of contact for veteran students to use.” The IHCC Military & Veterans Lounge is an ideal place for this mentoring to occur. Faculty can help by being knowledgeable of this and other campus resources, as well as community-at-large resources for Veterans, active service members and their family members.

Faculty can try various teaching/learning methods and practice flexibility. Seeking advice from Sue Flannigan and staff in the Military & Veterans Service Office and drawing on the expertise of our Counseling staff when questions arise regarding military orders, accommodations or other Veteran specific concerns can provide information about policies and suggestions for courses of action.

Please see the following description of services IHCC works to provide for our students. (pp.6 & 16)
Disability Services
Most veterans with service-connected disabilities, or those wounded during their time in the service, do not readily identify with the term “disabled.” For a variety of reasons, it is generally difficult for veterans to acknowledge that a disability might be hindering their potential to perform to the best of their ability, in school or anywhere else.

Those who were injured in a noncombat environment may be reluctant to talk about their conditions because they perceive it as shameful. Further, veterans with acquired injuries may have a very limited understanding of academic accommodations and the reasonable accommodations process, and they may not understand their rights and responsibilities under the Americans with Disabilities Act or Section 504 of the Rehabilitation Act.

Other veterans may not yet have a disability rating from the U.S. Department of Veterans Affairs (VA), and they incorrectly assume that this disqualifies them from services. (Disability ratings, in fact, are not qualifiers for campus disability services.) For all of these reasons, bringing disability services, education, and awareness to the attention of student veterans is critically important. Also critical is communicating to veterans why they might want to take advantage of these services.

Some schools have identified a staff person with ties to the military to act in a connective role between the office of disability services and a veterans’ program office. Interestingly, one institution changed the name of its disability services office to College Access Services after staff discovered veterans were not self-identifying or requesting services because the term “disability” carried a stigma.

Veterans National Conference 2015. IHCC Student with 1st Service Dog to Attend SVA Conference.

Mental Health Services
The mental health services offered by our institution and community, and the communication of these services, are of critical importance. The good news is that there has been more media attention paid to asking for help, and more and more troops (combat and non-combat) and their families are starting to recognize the need for behavioral health services as part of a broader transition. Still, getting them to take advantage of the services (which means admitting they might need help) is often an uphill battle.

For example, one veteran was unaware that he was eligible for a note taker because of his Post Traumatic Stress (PTS), which led him to constantly scan the room for threats during class. Having someone’s notes to refer to has made a huge impact on his studies, and he has since spread the word to other veterans on campus.

When offering mental health services, be sure that a variety of options, methods and services are considered and offered to students. Some veterans will find support groups very helpful, but others may feel overwhelmed. And some may enjoy a one-on-one environment, while others would find this type of intervention off-putting.

Civilian counseling personnel may have a significant cultural gap to close with veterans. Counseling personnel should be educated in military terminology, as well as both military and veteran culture (which are different). Some institutions provide professional development training for their already existing counselors, while still others rely on Masters of Social Work students. One (civilian) university mental health professional said that when a student assumed she was a veteran, she knew she had “passed the test.”

Stress, anxiety, and depression can greatly affect any student’s academic performance. For student veterans with combat experience and combat-related injuries (psychological, cognitive, or physical), post-traumatic stress, and/or traumatic brain injury may be issues that put this population at a greater risk of developing mental health issues and, thus, needing to seek out mental health services.

Partnering with resources from the VA, local Vet Centers, and community mental health providers will ensure our college and personnel have the right options for most students.

Note: Mental health is not always a concern that accompanies post-traumatic stress. Standard social work-related issues often arise, as well, such as financial struggles, housing challenges, family issues, and more. Directing veterans with combat stress to assistance with these services is another exemplary practice.
Diversity and Inclusion

Whereas academia may view the veteran population as a single entity, it is actually one of great diversity in terms of ethnicity, gender, and physicality/disability. Although a great deal of attention has recently focused on service members and veterans who are transitioning to higher education, many policies primarily geared toward veterans can allow sub-populations of veterans to fall through the cracks. These subpopulations include, but are not limited to, military and veteran families, women veterans, and lesbian, gay, bisexual, and transgender individuals.

Institutions of higher education should be aware of how local deployments may affect not only veterans and service members, but also their families. Families are often the biggest support system for a veteran. Oftentimes, it is the family member who encourages a veteran to seek out a benefit, ask for help, or get treatment.

Many resources can be found through local student veteran organizations, but sometimes there is a gap between veteran organizations and family members. Institutions of higher education can keep military spouses and families on their radar by partnering with Yellow Ribbon Reintegration Programs and local National Guard and Reserve unit offices. Offering weekend or evening support and information classes for spouses of student veterans and spouses of those deployed can go a long way toward creating a cohesive and supportive higher education community.

Further, because of the transferability of the Post-9/11 GI Bill benefits and how spouses and dependents can utilize these benefits, the number of family members using education benefits will only increase in the foreseeable future, and they may deal regularly with extenuating circumstances during deployments, family adjustments, and recovery processes.

Child care can also be a frequent factor in education decisions when one or both parents are attending classes and also serving in the military. A veterans’ program initiative can play an important role in not only helping military families navigate the college experience, but also indirectly providing valuable support to the veteran by supporting their network—their families. An example of effective family outreach is a picnic with child-centered activities.

Women veterans may deal with different issues than men when deploying and reintegrating and, therefore may have unique needs on campus. Often times, women of the Armed Forces do not consider themselves “veterans,” so resources designed for women veterans (such as those for mental health and sexual assault) that are posted in areas beyond a veterans’ office on campus may be more likely to get their attention.
Facts about Military Families

Over 700,000 children in the U.S. have at least one parent deployed: 43% of servicemembers have at least one child. There are over 37 million dependents of Veterans of all eras: 50-60% of spouses of veterans with a Traumatic Brain Injury (TBI) have reported depression.

If you are in a military family this won’t be news to you, but if you are a civilian, we hope you will consider all those whom you may know who are serving right here on the home front. Each one deployed has family and friends supporting them, and believe us, it’s not easy living on this side of deployment.

Take a moment to think about life from the perspective of a small child who misses her mommy, or a middle school boy who really needs his dad. If you are a parent, try to picture the world with one of your children deployed to a war zone. It matters not that the child is an adult. He is still your child. What is it like knowing your sibling is in harm’s way? How long is a year when you are the only parent in the home and you are living with the fear that your spouse might never return?

Everybody who has a relationship with someone serving in our nation’s military is making a sacrifice for me and for you. You can serve by supporting the military families in your little corner of the world. Find a local organization, which supports our military families, and get involved today.

Stressors for Military Families:

- Change in school/job
- Loss/reduction in income
- Risk of injury/death
- 2nd or 3rd deployment
- Studies show that the longer the deployment, spouse satisfaction with military life decreases
- Lack of support
- Deployed service member missing important events
- Childcare
- Communications

Remember – Families serve too! Talk to the family member, ask if they need help!

For additional resources, please contact the IHCC Military & Veteran Services Office.
Minnesota State Military-Friendly Policies

The following veteran and servicemember-friendly policies reflect the spirit of the Beyond the Yellow Ribbon Corporate Status awarded to Minnesota State.

Application Fee Waiver
The application fee waiver memorandum directs member institutions to waive application fees for active duty military servicemembers deployed overseas. Many institutions will also waive application fees for veterans; check with your campus of interest for more information.

“Call to Active Duty” Policy
Special provisions are available to military personnel called to active duty while attending college. Options include: (1) Full refund of tuition; (2) grade of incomplete with opportunity to complete coursework through independent study or by retaking the course at no charge; or (3) grade of C or better if warranted by coursework completed prior to departure.

Deferral Policy for Tuition, Fees, and Books
Consistent with Minnesota State Statute 197.775, students who are eligible and have applied for but not yet received veterans benefits are exempt from being charged a late fee. The law says: “A state college or university may not assess late fees or other late charges for veterans who are eligible to receive federal or state educational assistance and who have applied for that assistance but not yet received it, nor may they prevent these students from registering for a subsequent term because of outstanding tuition charges that arise from delayed federal or state payments.”

Prior Learning Assessment
Minnesota State Colleges and Universities will consider prior learning attained in non-credit or experiential settings such as the military. Credit will be awarded for prior learning that is assessed as college-level learning as it applies to your chosen program and degree.

In-State Tuition Rates
Active duty military in Minnesota, veterans, and their spouses and dependent children pay tuition at the Minnesota in-state resident rate.

Transfer Credit for Military Education
Minnesota State Colleges and Universities considers academic credit earned at accredited public, private and military colleges and will award transfer credit when courses from the accredited provider apply to your chosen program and degree.

State of Minnesota Laws

Minnesota state statutes for veterans and servicemembers inform the policymaking for Minnesota State. The statutes of most interest to veterans and servicemembers are as follows:

Minnesota Higher Education Veterans Assistance Program
Minnesota State Statute 197.585 directs the Minnesota Department of Veterans Affairs and Minnesota’s public colleges and universities to collaborate on establishing the Higher Education Veterans Program.

Minnesota State Higher Education Fairness
Minnesota State Statute 197.775 guides all Minnesota State Colleges and Universities in developing veteran-and military-friendly policies on courses, tuition rates and delayed payments.

Minnesota State Protections for Veterans and Military Personnel
Minnesota State Statute 195.502 specifies the minimum protections that public colleges and universities must provide to active duty military and veterans with a service-connected disability or related medical treatment when course participation is disrupted. These individuals may: (1) Withdraw and have tuition refunded, request an incomplete and finish coursework through independent study or by re-enrolling at a future date at no charge, or receive a grade of C or better if warranted by coursework completed prior to departure, (2) Receive a refund for room, board and fees while absent and attending to active duty or service-connected disabilities, and (3) Re-admit and re-enroll in good standing without penalty when proper documentation is provided.

As published online at http://www.minnstate.edu/military/policies.html

As published online at http://www.minnstate.edu/military/policies.html
Inver Hills is a Yellow Ribbon Company

Beyond the Yellow Ribbon is a comprehensive program that creates awareness for the purpose of connecting servicemembers and their families with community support, training, services and resources.

This is accomplished by:
1. Creating awareness through the Yellow Ribbon Community Campaign and synchronizing sustainable community support networks.
2. Connecting and coordinating organizations, agencies and companies to provide resources and support to servicemembers and their families.
3. Delivering a series of formal Yellow Ribbon Training events to servicemembers and their families before, during and after deployment.
4. Providing an opportunity for Minnesotans to support servicemembers and their families.

As published online at www.beyondtheyellowribbon.org

Highlights of Yellow Ribbon Committee Accomplishments

- Hiring veterans at Inver Hills Community College
- Establishing Military Veteran Reserved Parking
- Creating the Military & Veterans Pinning Ceremony
- Distributing the Challenge Coins
- Hosting Veterans Day Programming
- Offering Application Fee Waiver for Military and Veterans
- Co-Sponsoring Events with VALOR Club (military toy drive, toiletry drive)
- Being “Military Friendly” and Receiving Awards Since 2010
- Providing Free Military Space on Campus
- Presenting at National Guard Events on Campus
- Offering IHCC Scholarships for Veterans, Military, and Family
- Participating in Military Door Sticker Campaign
- Participating in Inver Grove Heights Day Parade
- Attending in Inver Grove Heights City Monthly Meetings at the Armory
- Networking with other Yellow Ribbon companies/cities
- Meeting once a year with IHCC President on the Yellow Ribbon Company action plan.

“Beyond the Yellow Ribbon is united to bring servicemembers all the way home!”

Objective and Mission

The objective of the Inver Hills Beyond the Yellow program is to establish and sustain an internal Yellow Ribbon Network uniting areas within the college community to create a comprehensive force that connects and coordinates key areas to proactively support and recognize servicemembers and military families.

Inver Hills is a comprehensive community college committed to continuously improving student understanding and capabilities that help students lead purposeful lives, contribute to a vital social and economic community, and pursue lifelong learning. In addition, the college builds awareness and takes action to recognize and support servicemembers and military families before, during and after deployment.

The college offers training to faculty, staff and administrators regarding military support services. The college is able to support student success by increasing awareness of the needs of servicemembers.

The Yellow Ribbon Committee represents a wide range of campus members: Administration, Faculty, Staff and students. If you want to be a member of this committee, please join us.

Yellow Ribbon Committee Volunteer Service with VALOR Club

1) Twin Cities Honor Flight
2) Military 4 Kids Toy Drive
3) Toiletry Drive for the Community
4) Veterans Day Presentation
5) Fort Snelling National Cemetery Clean-Up

For anyone interested in more information or if you would like to volunteer your time, please visit the Military & Veteran Services Office.
Important Information for the Classroom

Faculty Course Syllabi Statement

IHCC is dedicated to assisting veterans, servicemembers, and eligible family members in achieving their educational goals. Military members that are currently serving should advise their instructor of all regularly scheduled military appointments and duties that conflict with scheduled course requirements. Instructors will work with the student to address issues that arise. For further information refer to Minn. State Procedure 5.12.1 Military Service and Disabled Veterans at http://www.minnstate.edu/board/procedure/512p1.html. If you are a service member or veteran, please contact the Veterans Services Office at 651-450-3862 or sflanni@inverhills.edu for information regarding educational benefits and opportunities.

Military Orders VS. No Military Orders Clarification

This document has been created for you when working with students who are/were in the military and you are not sure what documentation is available when students miss class due to military reasons. We hope you find this helpful.

NO ORDERS AVAILABLE

National Guard
- Weekend Drill (Thursday evening through Sunday evening)
  - Please have students show you a copy of the Guard newsletter that shows drill dates.

Veterans
- VA Medical Appointments
  - Students have medical appointments scheduled 3 months to 1 year in advance and they cannot miss these appointments, which is a VA requirement. Please have students show you a copy of the medical appointment.

ORDERS AVAILABLE

Title 10 Orders
- Federal level for all branches of service
  - Missions/Deployments (active duty supporting named contingency operations)

Title 32 Orders
- State level (National Guard)
  - Personnel (Organizing, Administering, Recruiting, or Instructing)
  - Training
  - Responding to a National Emergency
  - State Emergencies

Please note that Orders for Deployment or Letter from Commander about deployment are available about 3-6 months from the deployment.

Every student who uses services through the Military & Veteran Services Office are instructed to contact their instructors immediately when they find out they will be gone for military purposes.

For information on policies for military service and veterans, please contact Veteran Services at 651-450-3862 or visit http://www.minnstate.edu/military.
References


Available Resources

INVERHILLS.EDU/VETERANS
Military-Friendly Door Stickers

We needed them to guard our freedom, now they need us.

Participate in this campaign to support our veterans.

Inver Hills Community College is a member of Minnesota State an equal opportunity employer/educator. This publication is available in alternate formats; call: (651) 450-3628 TTY: (651) 450-3369. The information in this publication is subject to change without notice.