

## **Resources and Ongoing Campus Support Around Immigration Enforcement and Campus Safety**

**Community and Belonging:** The Taylor Center works individually with students, and staff are in constant communication with our international students as they track all relevant changes to policy and to our students' change of status. The Campus Ministry Team has been meeting individually with students, faculty, and staff. The Lutheran Center and the Campus Ministry Team have provided programming for faculty, staff and students. Vice President for Community and Belonging Eduardo Pazos has provided education and resources to faculty and staff, and Faculty Director of Community and Belonging Susie Smalling has supported faculty and staff with 1:1 sessions.

**Public Safety:** The Public Safety team is continually reviewing safety protocols and collaborating with Carleton Public Safety, the Northfield Police Department, and Emergency Services. Public Safety supports faculty, staff, and students on campus and provides training, including Critical Incident Training (ALICE), and is currently planning Know Your Rights training for this spring semester. The office has communicated safety reminders to the campus several times and have safety and alert systems in place if ICE were to come to campus.

**Buntrock Institute for Freedom and Community and the Svoboda Center for Civic Engagement:** Provided programming this past year centered on immigration, and have additional events planned for this spring semester (see below).

**General Counsel:** General Counsel and Vice President for Human Resources Carl Crosby Lehmann '91 meets with students and families on an individual basis to address questions about immigration issues. He has communicated legal and know your rights information to campus and referred people to legal resources available in the community, and has worked to find low- or no-cost representation. He worked with several faculty and staff to provide direction on what should be done when taking students off campus for field trips, competitions, and other events. He assists community members in identifying low- and no-cost legal representation, and hosted an immigration attorney event on campus for Q&A sessions centered on immigration enforcement.

**Student Life:** Several offices provide individual support services and resources for students, including the Wellness Center, Counseling Center, and Class Deans. Student Life works with the Student Government Association (SGA), which recently provided Know Your Rights cards for students.

**Human Resources:** The Human Resources Office provides support for individuals through our employee assistance program and recently held both on-campus and virtual sessions with a certified instructor with the International Critical Incident Stress Foundation.

**Advocacy Work:** St. Olaf holds memberships to several higher education associations and consortia. This includes participation in advocacy to support higher education and lawsuits put forth by these groups. These associations and consortia include:

- Minnesota Private College Council (MPCC)
  - National Association of College & University Attorneys
  - Higher Learning Commission
  - Liberal Arts Colleges Racial Equity Leadership Alliance (LACRELA)
  - POSSE Foundation
  - Associated Colleges of the Midwest
  - American Council on Education
  - Association of Governing Boards
  - Council for Opportunity in Education
  - Council for Higher Education Accreditation
  - American Association of University Women, Inc.
  - Campus Compact – Iowa & Minnesota
  - National Association of Diversity Officers in Higher Education
  - National Association of Independent Colleges and Universities
  - American Association of Colleges & Universities
    - Signed [“A Call for Constructive Engagement”](#), April 22
  - National Center for Civic Innovation/Presidents’ Alliance
  - The Council of Independent Colleges
  - Fulbright Association
  - The Annapolis Group of Liberal Arts Colleges
  - National Humanities Alliance
  - National Association of Schools of Music
  - National Association of Schools of Theater
  - National Association of Schools of Art
  - American Conference of Academic Deans
  - NCAA
  - Minnesota Intercollegiate Athletic Association
  - Legislative engagement and support
    - Along with other MPCC schools, we are seeking guidance from the Minnesota Attorney General to better understand our responsibility to follow our state laws when they come in opposition to federal administration priorities.
    - Advocacy work by President Singer in Washington, D.C., through NAICU and Campus Compact
    - Members for the President’s Leadership Team are reaching out to our legislative representatives to advocate on behalf of the college of the impact of the Presidential Executive Orders and changes in regulation in higher education.
    - Signed the [President’s Alliance amicus brief](#) in April 2025
-

**Messages and Events: Immigration Enforcement and Campus Safety**  
**November 2025-February 2026**

**Upcoming Event: February 23, 2026**

Buntrock Institute for Freedom and Community, Svoboda Center for Civic Engagement: Institute is planning to host a panel focused on community action and public safety. It will feature Minnesota Voice Executive Director HwaJeong Kim, Northfield Community Action Center Executive Director Anika Rychner, and Minneapolis and St. Paul Police Academy instructor Joe Moravchik.

**Upcoming Event: February 19, 2026**

Buntrock Institute for Freedom and Community, Svoboda Center for Civic Engagement: The Institute will host a panel of speakers addressing local and campus responses to ICE: Director of Public Safety Jeff Favreau, General Counsel and Vice President for Human Resources Carl Lehmann, and Northfield Chief of Police Jeff Schroepfer.

**Message: February 4, 2026**

From: Public Safety Director Jeff Favreau

To: Students, Faculty, and Staff

Subject: Campus Safety Reminders As We Begin A New Semester

Message [HERE](#)

**Event: February 3-4, 2026**

Self-Care activities for all staff and faculty.

**Virtual Event: February 3, 2026**

Coping with Crisis and Uncertainty

Kathy Abram, a psychologist and retired law enforcement officer who is also a certified instructor with the International Critical Incident Stress Foundation, will reflect with us in a group setting on the events surrounding the Immigration and Customs Enforcement surge in Minnesota and the agency's presence in Northfield.

**Message: January 29, 2026**

From: Public Safety Director Jeff Favreau

To: Students, Faculty, and Staff

Subject: Annual Planned Lockdown Testing

Message [HERE](#)

**Event: January 29, 2026**

CommuniTEA: The Lutheran Center for Faith, Values, and Community invited faculty and staff to come and support one another while sipping a hot beverage.

**Event:** January 29, 2026

The Buntrock Institute for Freedom and Community: Civil Liberties in Minnesota

A Conversation with Attorneys for Protesters and Observers in Litigation Against ICE. The event will feature a conversation with several attorneys from the Ciresi Conlin LLP law firm who are currently involved in litigation defending the rights of protesters and observers in Minnesota on First and Fourth Amendment grounds.

Message [HERE](#)

**Event:** January 29, 2026

Coping with Crisis and Uncertainty

Kathy Abram, a psychologist and retired law enforcement officer who is also a certified instructor with the International Critical Incident Stress Foundation, will reflect with us in a group setting on the events surrounding the Immigration and Customs Enforcement surge in Minnesota and the agency's presence in Northfield. She will then be available to continue conversations with faculty and staff individually.

Message [HERE](#)

**Message:** January 27, 2026

*This Week Faculty and Staff Newsletter*

Includes information on resources for faculty and staff, the planned lockdown testing on February 3, mental health training sessions in February, the critical incident response scenario training offered by Public Safety. Also includes a link to President Susan Rundell Singer's January 25 message to the campus community.

Message [HERE](#)

**Message:** January 27, 2026

*The Weekly Rundown Student Newsletter*

Includes information on resources for students, the planned lockdown testing on February 3, mental health training sessions in February, and the critical incident response scenario training offered by Public Safety. Also includes a link to President Susan Rundell Singer's January 25 message to the campus community.

Message [HERE](#)

**Multiple Events:** January 26, 2026

- All Community Gathering: Boe Memorial Chapel led by members of the College Ministry Team
- Staff and Faculty Community Circle: Boe Memorial Chapel Undercroft hosted by Community and Belonging
- Student Community Time: Boe Memorial Chapel Undercroft hosted by the Lutheran Center and the College Ministry Team
- Student Community Time in The Taylor Center

**Message:** January 25, 2026  
From: President Susan Rundell Singer  
To: Students, Faculty, and Staff  
Subject: Coming Together as a Community  
Message [HERE](#)

**Message:** January 24, 2026  
From: Public Safety Director Jeff Favreau  
Subject: Reports of ICE in Northfield, January 24  
Message [HERE](#)

**Message:** January 24, 2026  
From: Provost  
To: Faculty  
Subject: Reports of ICE in Northfield, January 24  
Message [HERE](#)

**Message:** January 20, 2026  
*This Week Faculty and Staff Newsletter*  
Introduction from President Susan Rudell Singer focuses on the challenges and uncertainty we face, and includes a link to a faith-based statement from the ELCA and the January 9 message from Eduardo Pazos.  
Message [HERE](#)

**Message:** January 20, 2026  
*The Weekly Rundown Student Newsletter*  
Includes information from the Public Safety Office about the Critical Incident Response Scenario Training on February 3.  
Message [HERE](#)

**Message:** January 13, 2026  
*This Week Faculty and Staff Newsletter*  
Includes information from the Public Safety Office about the Critical Incident Response Scenario Training on February 3.  
Message [HERE](#)

**Message:** January 13, 2026  
*The Weekly Rundown Student Newsletter*  
Includes information from the Public Safety Office about the Critical Incident Response Scenario Training on February 3.  
Message [HERE](#)

**Message:** November 11, 2025

From: Public Safety Director Jeff Favreau

To: Faculty, Staff, Students

Subject: Information Regarding Immigration and Customs Enforcement

Message [HERE](#)

**Message:** January 14, 2026

*Campus Connections* Parents and Families Newsletter

Includes information about and a link to the message about Responding to Immigration Enforcement in Minnesota

Message [HERE](#)

**Message:** January 9, 2026

From: Vice President for Community and Belonging Eduardo Pazos

To: Faculty, Staff, Students and Current Parents

Subject: Responding to Immigration Enforcement in Minnesota

Faculty/Staff Message [HERE](#)

Student Message [HERE](#)

Current Parent Message [HERE](#)

**Message:** January 8, 2026

From: Provost

To: Faculty

Subject: Tragedy in Minneapolis

Message [HERE](#)

**Message:** November 24, 2025

From: General Counsel and Vice President of Human Resources Carl Crosby Lehmann '91

To: Faculty, Staff, Students

Subject: Documentation and Resources in Case of an ICE Interaction

Message [HERE](#)

**Message:** November 18, 2025

*This Week* Faculty and Staff Newsletter

Includes update on incident in Northfield and message on campus information/link to Jeff Favreau's November 11 email.

Message [HERE](#)

**Event:** November 6, 2025

The David & Karen Olson Family Studies Fall Speaker Event: University of Minnesota Family Social Science professor Cathy Solheim's lecture, Navigating Uncertainty & Change: Families at the Epicenter of Immigration Policy Shifts.