Vision 2013
Institutional Initiatives and Achievements (Selected)
2006-2011

Strategy 1: Creating a Distinctive Mission Focused on Engagement and Place

Create and promote a distinctive mission, vision and premier institutional character based on curricula and services known for high quality, engagement, relationship to place, and the integration of knowledge, theory and practice.

- Published Vision 2013 abridged and unabridged plans and presented to campus; wide distribution of final plan to internal and external constituencies.
- Vision 2013 Action Plans identified, reviewed, and published.
- New marketing director position appointed, new budget established, marketing plan developed and initiated
- New Great Plains Exceptional scholarships awards requiring high GPA and ACT scores, as well as demonstrated civic engagement and contributions to place.
- Identified premier, regional universities in the Great Plains to track and compare MSU performance indicators
- Vision 2013 action plans, costs, and oversight were approved and distributed.
- Vision 2013 one-time awards announced to support initiatives
- Chronicle of Higher Education feature article on MSU’s faculty and staff compensation plan appeared in 1010 summer edition.
- Vision 2013 Faculty Staff Achievement Awards (May 2009)

Strategy 2: Fostering Engaged Learning and Place for the Benefit of Students

Raise academic standards and expectations exceptionally high for quality teaching and engaged learning; create and sustain a dynamic place and engaged campus atmosphere and design conducive to high-quality learning and student support.

- Completely remodeled Crane Hall into four-person suites
- Renovated old Ballroom, restrooms, hallways, and general area, including a new activity center called the “Beaver Dam” in the Student Center which also includes an outdoor patio area for students to assemble.
- Invited as a member of the Foundations of Excellence for First-Year Students; completed full-year self study identifying new first-year student initiatives
- New first-year student mentoring program
- New mandatory first-year and transfer student orientation
- New mandatory housing policy for first-year students
- Renovated Buckshot’s dining area
- Renovated Beaver Creek Café
- Nationally known speakers made presentations on Assessment Day and Spring Convocation relative to student engagement, critical thinking, and student competency.
- Instituted new assessment measures for engagement and critical thinking.
- Reinstated a new marching band since it was discontinued in the early 80s. Recruitment, direction, and the purchase of new uniforms are underway
- $1 million donation to establish the Severson Entrepreneurship Center
- Slaaten Center for Learning completed in Old Main
- MSU Title IV Trio program funded and new Power Center established
Strategy 3: Valuing Faculty and Staff within an Engaged Community

Recruit, retain, and support well-qualified faculty and staff as valued members of an inclusive community, dedicated and devoted to the institutional mission, to engaged learning, and to student support and success.

- Funded faculty-staff tuition reduction program for family members of faculty and staff
- A new advisory council (University Cabinet) established to improve communications and shared decision making; meets monthly to discuss campus issues
- A system of shared governance endorsed, involving senates, the University Cabinet, President’s Staff, and all departments/areas.
- Established Compensation Task Force (CTF) to study and set five-year goals for raising salaries to a competitive level
- Professional development workshops for faculty and staff in the areas of harassment, customer service, first aid, and CPR.
- New orientation program for new faculty
- Beaver Praise program implemented to recognize appreciate work of faculty and staff.
- Fall for all faculty staff coordinated by Staff Senate to promote a collegial and friendly campus.
- Monthly recognition at University Cabinet of faculty and staff deserving special commendation; individuals recognized receive a communication expressing appreciation from the president.
- Faculty and staff receive the Board of Regents Achievement awards on annual basis.
- Faculty sabbatical proposal developed and funded beginning 2009-2010
- Institutional and community task force charged to review possibility of joining NCAA Division II voted to recommend the MSU enter into exploratory status with the NCAA
- NCAA Division II membership committee voted to approve MSU’s application into candidacy status
- Applied and accepted for membership in the Northern Sun Intercollegiate Athletic Conference for membership

Strategy 4: Building a Diverse and Multicultural University Climate

Develop and support a diverse, multicultural, and inclusive campus community.

- National consultant visits campus and conducts open forums for campus to discuss results of the Diversity Climate Survey results
- Established Native American Advisory Committee
- Expanded and redefined the mission for the University Diversity Council and funding.
- Hosted a university and community Martin Luther King celebration on campus in cooperation with the Minot Air Force Base.
- Signed partnership agreements with Native American colleges: Ft. Berthold Community College, Turtle Mountain Community College, and United Tribes Technical College
- Hired and funded new director for international programs; established new budget to support initiatives
- Signed agreements with four international universities: Telemark University College in Norway, Ostfold University in Norway, Kristianstad University in Sweden, Aalborg University in Denmark, Sias International University in China; Kadir Has University in Istanbul, Turkey; Pai Chai University in South Korea; and National Economics University in Vietnam.
- New Study Abroad program initiated and supported
- Enrollment Services moved and expanded to support new recruitment initiatives.
- Cohort of the MSM Intercultural Cohort Program, with Sias International University in China.
- Established a new “multicultural center” in the Student Center.
- Assigned staff to program multicultural events on campus including a Martin Luther King Jr. Celebration, Trinidad and Tobago Celebration, History of the Star Quilt Presentation, Native American Historical Trauma Presentation, Featured Faiths Series, Soul Food Celebration, Women’s History Month, Cinco de Mayo Celebration, Native American Awareness Week, and the Spring Powwow and Honor Dance
- Native American artist painted murals in the Student Center; one depicting American Indian life and others displaying notable and recognizable structures from throughout the world.
• Collaborated with the Norsk Hostfest to promote Scandinavian events, including a theater performance of Ibsen, the Suoni Wind Orchestra from Norway on campus, and hosting of many Scandinavian dignitaries
• Negotiated the development of a new ESL center (The Language Company) on campus
• Signed partnership with Briercrest College in Canada to support a joint program in teacher education

Strategy 5: Focusing on Student Success and Future Achievements

Provide students with a strong and engaging academic experience for intellectual and personal growth, formation of sound character, and development of abilities and skills required for success in future careers and endeavors.

• Reorganized and separated career services and recruiting offices.
• Appointed full-time vice president for advancement position, which allowed vice president for student services to concentrate fully on student services.
• Completed and submitted a Title III grant proposal focused on improved student services and support
• Freshman Moving In Day where faculty and staff help students move into residence halls demonstrating the university’s commitment to assisting students.
• Orientation/registration, known as CONNECT, became mandatory for all new students; previously first-year orientation was voluntary.
• ND State Board of Higher Education approved MSU request to create the CASCLS program and center.
• Completed self study for the Foundations of Excellence for First Year Students
• Institutional study of graduation and retention rates to identify causes of attrition and strategies to improve
• Contracted with consultant to write a Title IV federal Student Support Services grant to assist students at risk.
• Revised admission criteria to address student preparation for college, improved graduation and retention rates, and provisional admission qualifications to assist students in succeeding
• Contracted with Noel-Levitz to focus attention on improved retention and graduation rates
• Contracted with Hobson’s International to review international programs and recruitment
• New Studies in the Community and Environment program; new director hired in fall 2011
• New initiatives to improve academic advising in concert with the retention committee, the new advising coordinator, and the executive committee of the Faculty Senate
• A new Veterans’ Service Center implemented, with a new director hired
• Trio Center established and new staff appointed for the Power Center
• General Education committee continues to review options for an improved general education program
• Plans developed for a new One-Stop-Student Service Center

Strategy 6: Creating a Commitment to Civic Engagement, Service, and the Common Good

Enhance and strengthen the university’s mission and purview to include civic engagement, experiential learning, and activities focused on collaboration, partnerships, community relations and involvement; complementing the institution’s educational function through a concerted and deliberate effort to connect higher education and the common good.

• Hosted the Great Plains Service Learning Conference
• Institutional membership in AASCU’s American Democracy Project, a civic engagement consortium of universities and the New York Times.
• Joined the National Society of Experiential Education Organization; a campus cohort attended a workshop in Chicago (2007).
• Faculty and staff participate in services clubs such as Optimist, Rotary, Lions, Boy Scouts, Sertoma, and Kiwanis. (ongoing)
• Exploring the development of a child care program with the YWCA
• Hosted Business after Hours on campus providing community awareness of programs and facilities.
• Signed the President’s Commitment to Sustainability and identified campus priorities
• Minot State University received the President’s Honor Roll for Community Service Award. MSU was the only institution in the state of North Dakota to be recognized with this honor
Center for Engaged Teaching and Learning focused on engagement activities and service. MSU was awarded a $950,000 federal grant to establish the Community Research and Service Center, which will identify projects, issues, and problems about which the communities and the university can work in concert to address. MSU co-hosted the second energy impact symposium for the region. June 2011 flood to Minot and the greater area called upon MSU to provide direct service and support to people and agencies impacted by the flood. The university demonstrated its ability to focus on supporting the common good during this emergency (June 2011).

**Strategy 7: Ensuring Future Institutional Viability, Vitality, and Growth**

Ensure MSU’s future viability, the vitality of its campus proper, and its success and competitiveness.

- Grow North Dakota flat tuition rate approved by on-campus senates, Board of Regents, and the State Board of Higher Education.
- Preliminary consultation with Bentz Whaley completed to make plans for a feasibility study for a comprehensive capital campaign.
- Swain Hall renovated.
- Welcome center has been opened in the Student Center providing a positive environment to first time visitors.
- Building signage has been installed on campus providing a more welcoming environment. (2007)
- Completed a campus initiative to become a “smoke-free campus.”
- Campus master plan and landscape plan presented to the campus; and approved unanimously by the full steering committee.
- Architectural firm completed full landscaping analysis and plan (e.g., plan for university and Broadway campus sign, campus landscaping plan; opening 11ᵗʰ Avenue; collaboration project with Lutheran cemetery; 10ᵗʰ Avenue corridor).
- Student Center renovation in atrium.
- Welcome banners and other enhancement installed across campus.
- Engineering firm contracted to conduct feasibility study for a geothermal heating and cooling system on the MSU campus.
- Ground breaking for the MSU monument sign held on May 1, 2009.
- Installation of new athletic field and renovation of the existing stadium, involving installing a new field and replacing the current stadium and seating.
- Initial planning for renovations of the Administration Building to incorporate a new student service center on the first floor.
- Wellness Center bids awarded, with construction beginning March 1, 2011 and the building to be completed by May 2012.
- Moved the recruiting, admissions, and enrollment management services from second floor of Student Center to the east of the administration building: space renovated and updated; offices designed for recruiters and visitors; the number of recruiters was doubled, and a new director of recruiting services position established.
- Reorganized and enhanced Public Information Office. Relocated and renovated office to allow for efficiencies due to staff addition and increases in resources (2006).
- The HLC visiting team and report indicated that MSU met all criteria for accreditation, with a new review to occur in ten years in 2017.
- Outsourced bookstore and contracted with Barnes and Noble.