

EMPOWERING GENERATIONS



Minot State
UNIVERSITY

STRATEGIC PLAN NEWSLETTER

Mission:

Minot State University is a public university dedicated to excellence in education, scholarship, and community engagement achieved through rigorous academic experiences, active learning environments, commitment to public service, and a vibrant campus life.

Vision:

MINOT STATE UNIVERSITY WILL:

- Deliver high-quality education where, when, and how it is needed to a diverse, multi-generational student population.
- Prepare students and the institution for the evolving social and technological challenges of the world.
- Inspire scholarship and creative activity among students, faculty, and staff.
- Empower graduates with a distinctive combination of professional expertise and broad-based education to support varied careers and productive lives.

Goals:

1. Meet the educational needs of the local, regional, national, and global communities.
2. Recruit, retain, and value well-qualified students, faculty, and staff.
3. Create an institutional environment that supports student, faculty, and staff success.
4. Promote and support the well-being of students, faculty, and staff, enabling them to address challenges across generations.
5. Foster and grow collaborative partnerships locally, regionally, nationally, and globally.
6. Promote and recognize commitment to public service.

MAY 2017

DEVELOPMENT CALENDAR

1. Presentation to the Board of Regents. (September) ✓
2. Reconvene the project committee. (September) ✓
3. Approval of the mission, vision and goals by the SBHE. (September) ✓
4. Presentation to Faculty Senate. (September) ✓
5. Presentation to SGA. (October) ✓
6. Presentation to Staff Senate. (October) ✓
7. Presentation to President's Staff. (November) ✓
8. Formed sub-committees to develop the actionable items. (November) ✓
9. Sub-committees develop actionable items/tasks. (November/December) ✓
10. Actionable items presented in an open fora. (February) ✓
11. Plan refined and corrected based on feedback from open fora. (March) ✓
12. Last corrections and final approval by the President's Staff. (April) ✓

Implementation Plan

After presenting the mission, vision, and goals to the Board of Regents, State Board of Higher Education, Faculty and Staff Senate, and the SGA, the Implementation subcommittees developed action items for each strategic goal.

This newsletter contains the work done by the committee, which was shared at the February open forum sessions with changes resulting from the open forum and amendments by the President's Staff. If anyone has comments or questions, please contact the committee chair, Dr. Jacek Mrozik, at college.business@minotstateu.edu.

Goal 1 — Meet the educational needs of the local, regional, national, and global communities.

Objective 1:

Provide and promote high-quality academic programs that empower students through engagement in relevant, meaningful hands-on learning experiences.

Action Items:

1. Increase opportunities for research, scholarship, and service for students, faculty, and staff.
2. Increase student focus on academic activities.
3. Establish responsibility for ongoing regional accreditation requirements.
4. Develop strategic assessment program for campus.
5. Prioritize academic programs.

Objective 2:

Determine the educational needs of future students and allocate resources accordingly.

Action Items:

1. Conduct continuous regional needs assessment of future students to determine educational needs.
2. Develop and discontinue programs based on research outcomes.
3. Reallocate resources to support growth of new and continued programs.

Objective 3:

Develop and offer curricular and co-curricular programs supporting diverse, multi-generational learners.

Action Items

1. Develop programming for diverse age groups.
2. Create innovative program offerings based on mode, modularity, and scheduling.

Goal 2 — Recruit, retain, and value well-qualified students, faculty, and staff.

Objective 1:

Support and increase student enrollment and retention.

Action Items:

1. Offer multi-year scholarship packages to recruit and retain quality students.
2. Prioritize resources for student on-campus work, internships and research.
3. Enhance and innovate recruitment, retention, promotion and branding strategies.
4. Expand and enhance student academic support services.
5. Revise and implement strategic enrollment management plan.

Objective 2:

Support and value commitment to teaching, scholarship, and service.

Action Items:

1. Expand “grow your own” program.
2. Continue to emphasize role of faculty in shared governance.
3. Reevaluate the role of full-time vs. part-time faculty in stabilizing academic program delivery and program quality.
4. Develop and implement institutional compensation strategy.

Objective 3:

Offer professional development support to encourage commitment to the mission and vision.

Action Items:

1. Reevaluate guidelines for staff professional growth opportunities.
2. Establish regular cycle of academic technology and policy training for campus.

3. Expand the availability of and participation in faculty development efforts focused on pedagogy.
4. Review and update campus policies.
5. Commit to performance metrics, accountability, and use of data in the evaluation of employees and programs.

Goal 3 — Create an institutional environment that supports student, faculty, and staff success.

Objective 1:

Provide support and institutional resources to accommodate all learners.

Action Items:

1. Increase the range of student academic and counseling support services, and widen access to them for all students.
2. Ensure the library can meet the academic needs of the campus.
3. Develop and implement a plan to update all classroom space and technology on a rotating basis.

Objective 2:

Improve student retention and graduation rates.

Action Items:

1. Enrich academic advising, mentoring, and new student programming.
2. Enhance career services and increase meaningful experiential opportunities.
3. Streamline and centralize student success services.
4. By 2023 attain graduation rate* of 50% and retention rate** of 80%.

* *Graduation rate defined as the percentage of first-time, full-time undergraduate students who start during fall semester and graduate within 6 years.*

** *Retention rate defined as the percentage of first-time, full-time undergraduate degree-seeking students who start during fall semester and enroll the following fall semester.*

Objective 3:

Design, implement, and support technology resources to ensure security of data and the physical plant.

Action Items:

1. Cooperate with NDUS to increase campus data security and integrity.
2. Increase student access to study resources.

3. Expand use of existing technologies to reduce student fees and multiple logins.
4. Automate common workflow processes to increase efficiency and reduce paper processes.

Objective 4:

Empower students, faculty, and staff to seek and secure external funding.

Action Items:

1. Reinstated the Office of Sponsored Programs.
2. Implement incentive program for faculty/staff/students securing external funding.
3. Increase public awareness of current research and scholarship.
4. Establish MSU Research Center of Excellence.

Objective 5:

Expand an environment that values and supports diversity.

Action Items:

1. Analyze salary equity and address the findings.
2. Extend diversity and inclusion awareness for campus community.
3. Expand curricular and co-curricular diversity initiatives.
4. Strengthen policies and options for inclusive housing and residence life programming.

Goal 4 — Promote and support the well-being of students, faculty, and staff, enabling them to address challenges across generations.

Objective 1:

Provide the necessary resources to enrich the campus experience and enhance campus life.

Action Items:

1. Promote campus resources to MSU and Minot communities.
2. Bolster intramural and club programs.
3. Enhance outdoor activities and beautification of our campus.
4. Expand the use of the Beaver Dam.

Objective 2:

Promote campus opportunities that encourage balance in academics, work, and social life.

Action Items:

1. Integrate the 8 Dimensions of Wellness into campus life.
2. Expand the use of the Wellness Center.
3. Develop living and learning communities that offer support, co-curricular involvement, and inclusion.

Objective 3:

Meet the health, nutrition, physical environment, and safety needs of the campus community.

Action Items:

1. Evaluate facility use and condition, and strategically plan for the future.
2. Develop and enhance campus mental health standards, programming, and education.
3. Promote Title IX awareness and safety-related policies and procedures.
4. Enhance healthy food choices on campus.

Goal 5 — Foster and grow collaborative partnerships locally, regionally, nationally, and globally.

Objective 1:

Orchestrate collaborative efforts with P-12 partners and other institutions of higher education.

Action Items:

1. Evaluate current procedure for partnership tracking, development and renewal, and coordination of agreements.
2. Review all existing partnership agreements.
3. Develop strategic direction for current and future P-12 partnerships and higher education partnerships.
4. Enhance collaboration among NDUS institutions.

Objective 2:

Cultivate and maintain mutually beneficial relationships with local, regional, national, global communities, organizations, and partners.

Action Items:

1. Review all existing partnership agreements.
2. Develop strategic direction for current and future local, regional, national, and global partnerships with industries and other organizations.
3. Enhance partnerships with the MAFB.

Objective 3:

Leverage the expertise of individuals, groups, and organizations within the community to enhance learning and to strengthen university operations.

Action Items:

1. Enhance MSU alumni relationships to promote their sharing of professional experiences.
2. Extend relationships between MSU and the Minot community to encourage community individuals and groups to participate in academic activities.
3. Establish a learning in retirement program.

Goal 6 — Promote and recognize commitment to public service.

Objective 1:

Build vibrant university and community relationships through meaningful service and volunteer projects.

Action Items:

1. Establish campus-wide internship coordination.
2. Increase alumni and off-campus organization sponsorship of student service and volunteer projects.
3. Incorporate additional service and volunteer opportunities into existing courses and campus activities.

Objective 2:

Engage the community by offering and hosting activities and events in athletics, performing arts, culture, and academics.

Action Items:

1. Promote community use of MSU facilities.
2. Promote MSU at community events on campus.
3. Expand successful discipline- or program-specific events to wider audience.

Objective 3:

Acknowledge the service achievements of the campus community.

Action Items:

1. Enhance sharing of information about service achievements of the campus community through Public Information.
2. Develop innovative ways to recognize service achievements of students, staff, and faculty through external agencies.

Project Committee and Sub-committees

| | Subcommittee | Chair | Faculty | Students | Staff | Administration |
|---|----------------------------|-----------------|---|--|--|--|
| 1 | Meeting educational needs | Cheryl Nilsen | Scott Sigel, Mark Singer, Joseph Jastrzembski, Jessica Smestad | Aaron Richard, Kevin Gilgallon | Linda Conn | Lori Willoughby, Katie Tyler, Zeni Shabani, Rebecca Ringham |
| 2 | Recruitment and retention | Jacek Mrozik | Nicole Thom-Arens, Terry Eckmann, Paul Markel (via skype), Dan Ringrose, Daniel Ngugi | Kaitlin Walker, Cornell Brewer | Cari Olson, Laurie Weber, Chris Brunkhorst, Jason Spain | Marc Wachtfogel, Teresa Loftesnes, Heather Martin, Forrest Macy |
| 3 | Institutional environment | Linda Cresap | Harry Hoffman, Bethany Andreasen, Jynette Larshus, Niki Roed, Joe Collette | Logan Gunderson | Patty Hunt, Kristi Schaefer | Jonelle Watson, Brent Askvig, Darren Olson, Gary Orluck |
| 4 | Well being | Devin McCall | Dan Conn, Stewart Kelly, Dianna Anderson, Stacy Flaten, Diane Sjol, Mark McQuade | Morgan Matejcek, Emilee Baggett, Sabastian Gutierrez, Shelby McCabe | Sherie Saltveit | Paul Brekke, Steve Swenson, Aaron Hughes, Melissa Fettig |
| 5 | Collaborative partnerships | Kris Warmoth | Jerry Stai | Ayaka Ohi, Kevin Gilgallon, Aaron Richard, Kaitlin Walker | Deb Wentz | Lynda Bertsch, Brock Wepler, Kate Marshall, Libby Claerbout |
| 6 | Public service | Conrad Davidson | Ernst Pijning, Heidi Okeson, Sara Frantsvog, Bob Crackel | Emilee Baggett, Ryan Bent, Shelby McCabe | Beth Odahlen, Linda Benson, George Withus | Andy Carter, Alysia Huck, Andy Heitkamp |

President's Staff

Dr. Steven Shirley, President

Dr. Laurie Geller, Vice President for Academic Affairs

Mr. Brent Winiger, Vice President for Administration & Finance

Mr. Rick Hedberg, Vice President for Advancement

Mr. Kevin Harmon, Vice President for Student Affairs

Mr. Andrew Carter, Director of Athletics