

Open Forums
Minot State University
Faculty and Staff

April 21, 2011

8:00-9:00 a.m.

12:00-1:00 p.m.

“As you make your bed, so you
must lie upon it.”



Agenda

- Legislature Session Updates
- 2010-2011: Objectives and Suggestions
- Vision 2013: Accomplishments
- Assessing Progress
- Long-Term Schedule Beyond 2013

Legislative Session Updates

Legislature

- General assessments of session
- Compensation and Compensation Task Force Plans (Wes)
- Selected Legislative Actions (current status)

Selected Actions by Senate on HB 1003

- **TUITION:** Restored \$6.6 million for college affordability (to executive budget level for 2.5% per year increases at four-year campuses and 0% at two year campuses. The SBHE may not request student affordability funding for the 13-15 biennium.
- **EQUITY FUNDING:** Restored \$10 million in equity funding (to executive budget level). Did not restore \$5 million in performance or outcome based funding.
- **STEM:** Restored \$1.0 million in 09-11 base funding for STEM Teacher Ed (\$250,000 each at DSU, MaSU, VCSU, and MiSU) Did not restore \$250,000 each to UND and NDSU
- **CAPITAL PROJECTS:**
 - Adds \$5.0 million state and \$8.7 million other funds for MiSU Geothermal project.

Annual Objectives and Suggestions 2010-2011

August 18, 2010

Objectives from August Convocation

- Enhanced focus on student success and retention
- Celebrating and focusing on our place
- Strong commitment to student success
- Courtesy, helpful, and overt service
- Fulfill defined and required responsibilities for academic advising
- Early alert and proactive efforts to reach out to our students
- Timely responses provided to students
- Continue to reach goals for CTF
- Collectively meeting Vision 2013 goals and strategies
- Special initiatives to support our role as a university of place and engagement
- Appoint steering committee for Centennial

November 2, 2010

Faculty and Staff Forum Suggestions

- Consider four-day work week to cut expenses
- Consider needs of adult learners
- Residence hall engagement, and RA's as mentors
- Transitioning from industrial thinking to technological focus is fueling cultural changes
- Automate the use of forms and reduce campus "noise"
- Reduce busy work; do an audit of paperwork
- Faculty teaching classes leading to a degree should receive full pay (e.g., inequitable summer pay)
- Retention process of emails was ill timed; should have started later
- Don't imply that unreasonable people only oppose the admission standards
- Don't turn serious questions into a joke
- Parking
- Need more classes in the morning
- Food services
- Raise admission standards even higher
- Change our mascot to something capable of competing with a Bison
- Work with every freshman to outline a program to finish in 4-6 years.
- Allow negotiations with deans for reduced loads
- Assign advisors based on load

November 2 comments (continued)

- Establish ad hoc committee to explore what is working with advising and expand those campus wide
- Point out to legislators that our acceptance of at-risk students affects our ability to have better graduation rates
- Look at salaries of competing work pools and not just peer institutions
- Ask departments to complete a human and paper audit to improve standard processes and forms
- Need campus-wide in-service on email etiquette and to handle messages efficiently
- What happened to student engagement funds
- Community grumbling about new admission standards; reach out with information
- Too much administrative work (e.g., emails, work orders, committees, advising)
- Maybe we can't be all things to all people
- Streamline processes
- Need presence in Fargo area
- Need more flexibility for faculty to distribute teaching loads
- Compensate faculty for mentoring students in research
- Perhaps faculty can share in loads in a department to free faculty for more research
- Examine size of classes and more demands for workload
- Look at offering additional academic programs
- Need more equal distribution of advisees
- Need to focus on those who attended college but didn't finish
- Revisit Trinity project and see about moving to support a collaboration
- Athletic model for advising students is working
- Recognize service on thesis committees
- Focus on constituencies that attended college but did not finish

Some Themes in Nov 2 Comments

- Adult learners
- Streamline use of forms
- Paper-work audits
- Faculty pay issues (theses, summer, research)
- Admission standards
- Workload issues
- Academic advising

Vision 2013

Assessing our Progress and Accomplishments

Vision 2013 Performance Indicators: Selected and Current Year

- Retention 71% (71.8% average): Low 57%; Goal 75%
- Grad Rate 39% (49.1% average): Low 27%; Goal 50%
- Alum Giving 5.2% (10.89% average): Low 2%; Goal 10%
- Fac/Stu Ratio 14:1 (18:1 average) Low 14:1; Goal 15:1
- Selectivity: Classified as Selective (Peers: selective)
- FT Fac %: 81.3% (87% average): Low 65%; Goal: 92%
- % Fac w/ term Deg: 61% (75% average): Low 50%; Goal 73%
- ACT: 22 (20.56 average): Low 17; Goal 22.
- Classes <20—65% (41.4% average)
- Classes >50—1.5% (5.5% average)
- Faculty Sal Average: Professor \$77,238 (\$80,589); Associate \$60,752 (\$65,238); Assistants \$41,266 (\$42,195)

2010-2011

- Swain Hall opens
- New Studies in the Community and Environment Program
- New TRIO Offices Open
- Accepted into the Northern Sun NCAA DII
- Severson's Entrepreneurial Academy
- Passport Program and new Admission Standards
- Wellness Center authorized and construction begins
- First Area of Geothermal System construction begins
- New athletic field installed
- Graduation rate increased by 44% over previous rate of 34%
- Retention rate reaches all time high
- Enrollment increases for each semester for two years
- Enrollment growth in key areas, ND, out of state, and special
- General Education reviews
- Center for Engaged Teaching and Learning initiatives

Assessment of Vision 2013 Goal: Becoming a Premier University in the Great Plains

- Campus (state of the art facilities)
- Student Services (Trio, CETL, Veterans, Mentoring)
- Enrollment management (Engaged Scholar; GND)
- Advancement (Capital Campaign)
- Athletics (NCAA Division II)
- **Academics** (sabbaticals, general education, programs, and others)

Future: Immediate and Long-Term

2011-12

- Arrival of new academic vice president
- Full implementation of Community Research and Service Center
- Veterans' Office
- Potential start of nursing academy partnership with Trinity
- New Stadium seating
- Studies in the Community and Environment Program and arrival of new director
- Auditing forms and paperwork; streamlining processes and email usage.
- Full implementation of TRIO office
- Supporting strong directions set in our Center for Engaged Teaching and Learning Initiatives and move into third year
- Expansion of International Office and New Recruiter
- Preparation for our new membership in the Northern Sun NCAA Division II conference
- Noel Levitz strategic enrollment management plan
- Renovation of First Floor of Administration Building
- Enrollment management targets
- Addressing housing pressures

2011-2013

- Continuing focus on Vision 2013 goal and strategies, with particular emphasis on academics
- Remaining focused on student success, learning, and service
- Assessing current needs, challenges, and threats; setting objectives
- Maintenance facility relocation
- Continued work with YWCA on Child-Care proposal
- Full geothermal system and potential curriculum
- Exploring proposals for new art complex
- Next phases in landscaping plan
- FIPSE grant proposal
- American Democracy Project
- General education program
- Full admission to NCAA Division II
- Opening 11th Avenue
- Setting new capital campaign goals

Planning and Budget Council's Perspective

- Commitment to strengthening current initiatives (CETL, Student Success Center);
- Funding higher education
- Addressing housing pressures
- Clarifying and pursuing prioritization
- Support for Compensation Task Force and goals
- Recruitment and international recruitment
- Research and grant writing
- Addressing information gap to demonstrate value of higher education to detractors and cynics.
- Reference to the “College 2020” report.

University Cabinet's Perspective

January 2011 Retreat

- Assessment of current Vision 2013 strategies
 - Notable achievements on strategies, but work remains.
- Imminent challenges for the university
 - Funding, declines in ND graduates, housing on campus and in the community, salaries, faculty skills, growth of the university
- Most significant threats
 - Political fall out, mission changes of sister ND institutions, how to support diversity on campus; how to deal with underprepared students
- Greatest opportunities
 - Faculty retention/recruitment, serving adult students, working with energy field, childcare needs, and engaging more students.

Report: “The College of 2020: Students”

- Traditional model of college changing
- For profit colleges
- Hybrid class schedules, weekend and evening meetings, and online learning
- More students looking for lower-cost alternatives; three-year degree programs.
- Expectation for more connectivity and creativity from colleges.
- Conversion to more convenience for students
- Pressure to change quickly.
- Need for substantial change in higher education
- Minority students will probably outnumber whites on campuses
- Community colleges and for-profit institutions will thrive
- Students wanting to design their own curricula
- Migration to computers and online may lead to new kind of dispersed university
- Continued question about why they should attend a “bricks-and-mortar” college
- Faculty keeping up with rapid changes; need for significant professional development
- Need to reach out to adult students who have dropped out.
- Strong need to help students who are underprepared.
- Need new ways to repackage student aid
- Inflexibility of administrators and faculty to adjust to new students and demands
- Questioning use of term “liberal arts” and recommends instead skill enhancement
- Redesigning college curricula and infusing technology
- A student indicated that the number of people seeking higher education will double by 2025 to 200 million
- Applications from Chinese students are burgeoning
- Development of certificate programs
- Accelerated course work
- College credit for work and life experiences
- Growing number of students are not interested in dormitories

Considerations for Future

- Develop specific strategies to focus our attention on high academic standards and performance in keeping with our institutional goal
- Working to support high-performance programs and successful existing programs and initiatives
- Continuing work to strengthen programs and services through the prioritizing process
- Professional development
- Academic affairs reorganization and focus
 - New unit of interdisciplinary and global studies
 - Departmental reviews and streamlining; looking at new models
 - Strengthened and restructured CEL and outreach (online, weekend and evening, adult programming, certificate programming, expansion of Bismarck, Fargo, and MAFB)
 - Graduate studies focused on outreach, program development.
 - International experiences for all students.
 - Enhancing and strengthening Grants and contracts
 - Service learning and civic engagement focus
 - American Democracy Project

Premier Academic University in the Great Plains

- Academics: curriculum, learning, teaching, research
 - Distinction as university of “place and engagement”
 - Notable field experiences and internships
 - High faculty retention and effective recruitment
 - Regionally and nationally recognized programs
 - Faculty known as outstanding teachers and scholars
 - Large percentage of faculty possess terminal degrees
 - Devoted to cutting edge classroom instruction and training and field-based learning
 - Measuring and monitoring student learning reveals high level learning
 - Ongoing program analysis and institutional research to monitor success and set high standards
 - Innovative and interdisciplinary learning pervade campus curriculum
 - Concerted Global focus and student international experiences
 - Service learning, civic engagement, focus on democratic principles and values are required of all students
 - Other

Beyond 2013: Long-Term Schedule

- 2011-12 Assessing Vision 2013; environmental scanning and research; identification of preliminary academic Vision 2013 initiatives; capital campaign goals.
- 2012-13 Vision 2013 academic plan and initiatives; legislative session
- 2013-14 Culmination of Vision 2013; Centennial Celebration; continued implementation of academic initiatives
- 2014-15 Initiate HLC self-study processes; legislative session
- 2015-16 HLC self-study in progress; identification of goals and objectives for institutional improvement
- 2016-17 HLC self-study underway and completion of self-study report; legislative session.
- 2017-18 HLC Team Visit

Summary

- Legislative session looking more promising
- Good progress on this year's objectives and Vision 2013 performance indicators
- Notable achievements in all areas on campus
- Palpable student engagement on campus
- Compelling needs in the future.
- Long-term predictions are of a concern but require our careful attention
- We're ready for spring!

**Thanks for coming and thanks
for all your many good
contributions and efforts on
behalf of our university.**

- Please remember to write your comments and suggestions on the green cards and leave them at the door.