

**Planning & Budgeting Council**  
**May 5, 2010**

**Present:** Anthony Anderson, Brent Askvig, Conrad Davidson, David Fuller, Prit Kaur, Roger Kluck, Teresa Loftesnes, Cheryl Nilsen, Deb Wentz, and Renae Yale

1. Minutes of the October 15, 2009 meeting were approved as presented
2. Understanding the Goal – Teresa provided an overview of the Understanding the Goal handouts for:
  - a. Alumni giving
  - b. Student Satisfaction
  - c. Graduation and retention rates
  - d. Salary compensation

These will be helpful in explaining the Great Plains Peer Institution key indicators and where MSU compares to as well as provide some guidelines for all MSU faculty and staff with what they can do to help the university reach these goals.

It will be important to share this information at the department level so everyone has a good understanding of the goal and all are working toward the same thing.

3. Compensation

Dr. Fuller explained the recommendations presented by the Compensation Task Force which would designate an amount of funding to provide for selected discretionary increases for faculty and staff on top of the cost-of-living and market adjustments. According to CTF, the discretion would be left up to the members of President's Staff. Upon consultation with the CTF, the President's staff has decided to support 2 performance based awards utilizing the dollars designated by CTF as discretionary.

The first award was given to all benefited faculty and staff in recognition of the improvement in a key institutional performance indicator – freshman to sophomore retention.

The other performance award allowed for 20 employees (faculty and staff) who have realized exceptional and exemplary achievements which have helped us advance in a clear and demonstrable way toward Vision 2013. Each of the 20 recipients received \$1,300 based on a competitive review basis, with the criteria for the awards being the specific objectives set in Vision 2013.

4. Review/update of performance indicators

Cari Olson and Rod Hair went through the NSSE results as well as where Minot State matches up with other institutions in the Great Plains.

5. Civic Engagement

A definition will be distributed

6. Next year and further planning

With the results of the recent audit reports on UND and NDSU, the higher education system as a whole may find it difficult in the coming legislative year to garner much support for any initiatives. What MSU can do is to continue to remain strong financially and to spread the good word about all the good things that are happening here.

## 7. Other

Some directions we should be looking at:

- Graduate programs – increasing numbers
- Do more certificate program
- Expand on pre-professional programs
- Accommodate growing programs (nursing)
- Need to make students more aware of services they are currently paying for
- Explore more hybrid types of delivery – powerful forms of approaching students – (lecture/field/technology)
- Use campus more on weekends and evening
- Degree completion programs – run over a series of weekends – package information to get their degrees sooner – credit based on life experiences, etc.
- Need to move to the next level in strategic enrollment management
- Capital campaign – where are we

Meeting adjourned at 5:10 p.m.

Respectfully submitted, Deb Wentz