Historical Overview

- Summer 2019 – Campus Strategic Planning Retreat

- Fall 2019 – Sub-committee summarized feedback from retreat and shared it with SPBC

- Spring 2020 – President Shirley announced Recruit & Enroll Team and Retain & Graduate Team (COVID started)

- Fall 2020 – Spring 2021 – Teams work on their areas

- Spring 2021 (April) – Campus Strategic Planning Retreat

- Summer 2021 – Sub-committee met and organized retreat results

Sub-Committee Members:
Dr. Laurie Geller
Dr. Jacek Mrozik
Dr. Lisa Borden-King
Mr. James Sturm
Mrs. Cari Olson

Be seen. Be heard. BE INSPIRED.

Timeline for 2021-2022 Academic Year

- Gather feedback from campus
- Share results with and gather additional feedback from Strategic Planning and Budget Council, President's Staff, and Senates
- Revise and finalize the plan
- Host an open forum
- Implement the plan in spring 2022

Goal 1: Excellence in Education

Offer high-quality academic opportunities to meet education needs.

Objective 1: Integrate high-impact practices across the curriculum to provide relevant and meaningful learning experiences.

- 1.1.1 Evaluate undergraduate research, engagement opportunities, and creative activity and adapt, improve, or add where applicable.
- 1.1.2 All graduates will participate in a rigorous, culminating experience.
- 1.1.3 Increase the number of students who study abroad or participate in study tours.
- 1.1.4 Revise First-Year Experience (FYE).
- 1.1.5 Implement a Sophomore Year Experience (SYE).
- 1.1.6 Increase collaborative learning experiences throughout the curricula.

Objective 2: Review and update program and course offerings.

- 1.2.1 Analyze program enrollment trends
- 1.2.2 Develop and implement new programs while reducing under enrolled programs.

Goal 2: Recruit and Enroll

Increase student enrollment and improve student support services.

Objective 1: Support student recruitment to increase enrollment.

- 2.1.1 Update and implement a strategic enrollment management plan.
- 2.1.2 Revise and evaluate scholarships and award programs.
- 2.1.3 Develop new flexible graduate, undergraduate, and early entry offerings for students.
- 2.1.4 Develop an integrated marketing plan and enhance marketing and branding strategies.

Objective 2: Effectively and efficiently transition new students.

- 2.2.1 Improve and align the CRM with departments and recruitment to increase efficiency and awareness and improve processes.
- 2.2.2 Develop a system to ensure all new students have access to prompt advising year-round.
- 2.2.3 Improve orientation programming.

Goal 3: Retain and Graduate

Support and increase student retention and graduation.

Objective 1: Enhance academic advising.

- 3.1.1 Transition to a professional staff advising model.
- 3.1.2 Utilize Starfish consistently to better advise, monitor, and communicate with students.
- 3.1.3 Develop strategies to engage first-year students in the advising process.
- 3.1.4 Ensure consistent advising evaluation across all academic units.

Objective 2: Maximize financial support.

- 3.2.1 Provide financial education to students to support their financial independence and educational goals.
- 3.2.2 Evaluate and potentially redevelop a plan for the optimum use of scholarships and waivers to support student retention and graduation.
- 3.2.3 Increase on-campus student employment opportunities.
- 3.2.4 Evaluate and potentially redevelop a timeline for financial aid packaging that aids in recruitment and retention.

Goal 3: Retain and Graduate

Support and increase student retention and graduation.

Objective 3: Develop a recruit-back program for students who stopped out.

- 3.3.1 Review current processes and develop plans to encourage students who stop out to return and complete degree (≥ 90 credits completed).

- 3.3.2 Review current processes and develop plans to encourage students who have ≤ 45 credits and who have stopped out.

- 3.3.3 Further develop and market the Prior Learning Assessment (PLA) program to bring back stopped-out students.

Goal 4: Vibrant and Inclusive Campus

Promote and support a vibrant and inclusive campus community.

Objective 1: Enrich the campus experience and enhance campus life.

- 4.1.1 Develop and implement a campus plan based on best practices to increase participation in extracurricular and co-curricular activities.
- 4.1.2 Implement commuter appreciation events to engage off-campus students.
- 4.1.3 Identify and implement signature events which contribute to student satisfaction.
- 4.1.4 Develop living and learning communities.
- 4.1.5 Promote opportunities for involvement and leadership through clubs.
- 4.1.6 Conduct feasibility study to determine costs and benefits of adding Esports.
- 4.1.7 Create a campus clearinghouse for volunteer and service opportunities and initiatives.

Goal 4: Vibrant and Inclusive Campus

Promote and support a vibrant and inclusive campus community.

Objective 2: Meet the wellness and safety needs of the campus community.

- 4.2.1 Integrate the eight dimensions of wellness into campus life.
- 4.2.2 Maximize use of the Wellness Center and enhance outdoor activities.
- 4.2.3 Improve access to mental health services on campus.
- 4.2.4 Develop an education program for all faculty, staff, and students to improve campus safety, including Title IX and safety-related policies and procedures.
- 4.2.5 Enhance healthy food choices on campus.

Goal 4: Vibrant and Inclusive Campus

Promote and support a vibrant and inclusive campus community.

Objective 3: Operate the university physical plant effectively and efficiently to serve students, faculty, staff and campus visitors.

- 4.3.1 Monitor and address deferred maintenance issues that negatively impact university services and cost containment efforts while continuing to beautify the campus.
- 4.3.2 Identify potential projects throughout the campus that can improve energy-efficiency with results including long-term financial benefits and positive environmental outcomes.
- 4.3.3 Create and implement a new campus master plan for the maintenance and development of the campus facilities.
- 4.3.4 Improve/enhance residence facilities to compete with off-campus housing
- 4.3.5 Complete a room utilization rate study for all classrooms across the campus in order to quantify room use efficiency.

Goal 4: Vibrant and Inclusive Campus

Promote and support a vibrant and inclusive campus community.

Objective 4: Foster a diverse and inclusive campus.

- 4.4.1 Identify or hire an administrator to serve as the Director of Diversity, Equity, and Inclusion.
- 4.4.2 Create a diversity, equity, and inclusion plan for the university.
- 4.4.3 Implement consistent, comprehensive programming to support and promote diversity, equity, and inclusion for the campus community.
- 4.4.4 Engage with and support diversity, equity, and inclusion efforts in the broader Minot and MAFB communities.

Objective 5: Develop flexible support services to support offerings.

- 4.5.1 Provide all MSU students online/distance access to services available in Academic Support Center.
- 4.5.2 Provide all MSU students access to an online library orientation.
- 4.5.3 Make all campus forms electronic (Financial Aid, Business Office, Payroll, Graduate School, Access Services, Registrar, etc.).

Goal 5: Community Engagement and Partnerships

Foster and grow collaborative partnerships and community engagement.

Objective 1: Develop and foster agreements with higher education entities.

- 5.1.1 Develop agreements with ND higher education partners and with out-of-state partners, strategically located and selected.

Objective 2: Encourage partnerships with relevant industries.

- 5.2.1 Develop partnerships with local or regional businesses, nonprofits, government agencies, health organizations, and tribal organizations.

Goal 5: Community Engagement and Partnerships

Foster and grow collaborative partnerships and community engagement.

Objective 3: Establish meaningful connections between Minot State and local and regional communities.

- 5.3.1 Develop a searchable online speaker database that connects MSU and the local community for mutual benefit.
- 5.3.2 Increase involvement of alumni and off-campus organizations in support of student campus opportunities.
- 5.3.3 Nurture and enhance partnership with MAFB in relation to course offerings and degree programs.
- 5.3.4 Offer innovative continuing education opportunities for adults that build relationships with community.

Objective 4: Increase collaboration between Minot State and P-16 partners.

- 5.4.1 Implement recruitment program with area high schools targeting high need teacher shortage areas in the state of North Dakota.

Be seen. Be heard. BE INSPIRED.

Goal 6: Creative and Engaged Faculty and Staff

Support and value faculty and staff.

Objective 1: Increase support for and participation in faculty development focused on engaged and current pedagogy for today's students.

- 6.1.1 Allocate funds, call for proposals, fund those with the most merit and potential impact, have participants share information in a public forum or campus event.
- 6.1.2 Fund a campus-wide initiative involving large groups of faculty and staff.
- 6.1.1 Create mentoring pairs (Pedagogy Pairs) to work together like in Partners in Learning (PIL).

Objective 2: Increase support for and participation in professional development for staff.

- 6.2.1 Provide funding for Staff Senate Professional Development Committee

Objective 3: Enhance recognition and sharing of faculty and staff credentials, achievements, research, and service.

- 6.3.1 Identify and implement other options for recognition and sharing

Goal 6: Creative and Engaged Faculty and Staff

Support and value faculty and staff.

Objective 4: Develop and implement institutional compensation strategy for faculty and staff.

- 6.4.1 Approve and implement Faculty Senate Bylaws Article VIII Salary Administration Policy
- 6.4.2 Develop, approve, and implement Staff Senate Salary Administration Policy
- 6.4.3 Reconstitute the Budget and Salary Task Force, composed of faculty and staff, to work on issues together

Objective 5: Increase support for faculty scholarly and creative activity.

- 6.5.1. Expand the university small grants program.
- 6.5.2. Provide course release time for faculty writing large, highly competitive grants or other scholarly projects

To Provide Feedback

Visit www.minotstateu.edu/strategicplan
- Scroll to the bottom of the page
- Click on the link

MINOT STATE UNIVERSITY

Questions