



Empowering
Generations
Progress Report
February 2022

Empowering Generations

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.*



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Empowering Generations

Goals in Brief:

Goal 1: Excellence in Education

Offer high-quality academic opportunities to meet educational needs.

Goal 2: Recruit & Enroll

Increase student enrollment and improve student support services.

Goal 3: Retain & Graduate

Support and increase student retention and graduation.

Goal 4: Vibrant & Inclusive Campus

Promote and support a vibrant and inclusive campus community.

Goal 5: Community Engagement & Partnerships

Foster and grow collaborative partnerships and community engagement.

Goal 6: Creative and Engaged Faculty & Staff

Support and value faculty and staff.



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Empowering Generations

Accomplishments and Progress



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Goal 1: Excellence in Education

Objective 1: Develop strategic assessment and budgeting processes for campus.

Action Item	Accomplishments and Progress
1. Establish responsibility for ongoing regional accreditation requirements.	<ul style="list-style-type: none">• Hired a new fulltime Director of Academic Assessment who is working closely with academic affairs and student affairs on program assessment, co-curricular assessment, general education assessment, and administrative unit assessment (fall 2018 – spring 2020)• Employed a half-time director summer 2020 – summer 2021• Hired fulltime director fall 2021 – present
2. Develop and implement a co-curricular assessment plan.	<ul style="list-style-type: none">• Co-curricular Committee developed a plan, including co-curricular goals and outcomes, a timeline of implementation, and has collected co-curricular assessment data via a staged rollout.
3. Link planning, assessment of student learning, and budget prioritization processes to establish systematic and sustainable planning processes.	<ul style="list-style-type: none">• Yearly program assessment reports include requests for program needs based on assessment results and connections to strategic plan (implemented fall 2018)• Annual budget request process links assessment and needs to budget requests and strategic plan (in fourth cycle of annual budget process)• Annual strategic planning retreat conducted summer 2019 and spring 2021.



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Goal 1: Excellence in Education

Objective 2: Offer curricular and co-curricular programs supporting diverse, multigenerational learners.

Action Item	Accomplishments and Progress
1. Evaluate and prioritize academic programs to meet students' educational needs.	<ul style="list-style-type: none">• Status: Ongoing.• Recruit and Enroll Team provided helpful data.• 2019 and 2021 SWOT analyses for strategic planning retreats provided helpful information.• Still need to reallocate resources to support growth of new and continued programs that support research outcomes and campus goals.
2. Increase flexibility in our program offerings based on mode, modularity, and scheduling.	<ul style="list-style-type: none">• See Accomplishments and Progress for:<ul style="list-style-type: none">○ Goal 2, Objective 1, Action Item 4○ Goal 1, Objective 2, Action Item 3



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Goal 1: Excellence in Education

Objective 2: Offer curricular and co-curricular programs supporting diverse, multigenerational learners.

Action Item	Accomplishments and Progress
3. Create innovative curricular and co-curricular academic programs to meet educational needs.	<ul style="list-style-type: none">• B.S. in Entrepreneurship and minor (fall 2018)• Medicinal Plant Chemistry option (spring 2019)• B.S. in Early Childhood – non-licensure option (fall 2018)• B.S. in Exercise Science and Rehabilitation (fall 2020)• Bachelor of Individualized Studies (B.I.S.) (fall 2019)• Social Media concentration (2020)• Sports Communication concentration (2021)• Leadership Studies UG certificate and concentration (2020)• Graduate Leadership certificate (2022)• Graduate Math Education certificate (2022)• M.S. in Disability Human Services (2021)• Para-to-Special Education Teacher program (2020-2022)• Data Science certificate and minor proposed via DDA grant (spring 2022)• Introduction to Game Studies certificate (14SH) and Advanced Certificate (Interdisciplinary Game Design & Development, 26SH) proposed via DDA grant (spring 2022)



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Goal 1: Excellence in Education

Objective 3: Integrate high-impact practices across the curriculum to provide relevant and meaningful experiences.

Action Item	Accomplishments and Progress
1. Evaluate undergraduate research, engagement opportunities, and creative activity and adapt, improve, or add where applicable.	<ul style="list-style-type: none">• Academic Visioning Committee is discussed ideas for the future, including eSports.• Esports proposals presented as part of annual budget presentations in spring 2019 and again in fall 2021. Esports Club established in fall 2021. Esports team and practice location being considered in renovation of Hartnett Hall.• Reconvene the Minot State Committee for Undergraduate Research and Creative Activity to consider a more formal path forward. (future goal)• 21st Century Workforce Committee (started 2017 and no longer active)• Chuck Barney and now Randy Conway added some new employers for Business Internships (ongoing)• During fall 2019, a small group of faculty attended a CUR meeting about how to start an undergraduate research office on campus.
2. Require a relevant and rigorous capstone experience for all students.	<ul style="list-style-type: none">• Discussions needed with chairs and program directors; no progress yet. Most, but not all, programs have capstone or culminating experiences. A similar action item has been created for the new strategic plan.



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Goal 2: Recruit & Enroll

Objective 1: Support student recruitment to increase enrollment.

Action Item	Accomplishments and Progress
1. Update and implement a strategic enrollment management plan.	<ul style="list-style-type: none">Recruit and Enroll Team formed in December 2019.Recruit and Enroll Team submitted and presented recommendations in 2020 (Gen Ed pilot program during summer 2020) and in 2021.Sub-group of Recruit and Enroll Team visited all academic departments, presented general and discipline-specific data and trends, and gave each department a homework assignment. All assignments completed and collected by summer 2021.A recruiting plan is updated annually.
2. Establish a multi-year scholarship package to recruit and enroll quality first-year and transfer students.	<ul style="list-style-type: none">Four-year guaranteed award implemented for fall 2018 freshmen and sophomores. Pandemic and test optional admissions forced changes.Package for transfer students – needs development and additional funds.Hometown Pride scholarship for AY23 class under VP for Enrollment Management and reorganization of marketing, admissions, and enrollment.
3. Innovate with financial support to maximize the impact on graduate enrollment.	<ul style="list-style-type: none">Initial discussions held at Nov. 2018 Graduate Council meeting.Waivers need to be reinstated after being cut due to budget losses.



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Goal 2: Recruit & Enroll

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Action Item	Accomplishments and Progress
4. Experiment with flexible offerings for graduate, online, and distance students.	<ul style="list-style-type: none">• Moved to online delivery:<ul style="list-style-type: none">○ AU-ABC for Criminal Justice, Applied Business Information Technology, Human Services, Management, and General Studies○ 18 credits of graduate math courses for teachers○ GEOL 101 (2017-18) and another one in development○ Early Childhood program offered online○ Computer Science and Cyber Security and Operations (online sync)○ Communication Sciences and Disorders graduate program○ Para-to-special education teacher program; regular Special Education program; BAS in Interpreting and Sign Language○ M.Ed. Program – core and some concentrations• MOU with VCSU to collaborate on graduate math courses for teachers; all courses were put online four years ago• Same tuition for all classes, whereas before students paid extra tuition for online, distance, and independent study• School psychology offers its courses at times working professionals can participate and via technology so students don't have to travel to participate• The pandemic definitely made more people capable of new delivery methods.

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Goal 2: Recruit & Enroll

Objective 1: Support student recruitment to increase enrollment.

Action Item	Accomplishments and Progress – As of November 2018
5. Enhance marketing and branding strategies.	<p>Done and in-progress – Maguire (2017-18) and Flint (2018-19)</p> <p>Externally</p> <ul style="list-style-type: none">• Most communication messages, based on our brand position and four pillar messages, have been/are being written/edited to enhance all new marketing/communication pieces.• Utilizing select mediums to reach our primary target markets in ND, MN, SD, MT, Sask. and Man. Ensuring these mediums deliver measurable results to determine our ROI.• New academic videos that portray the strengths of our academic programs.• Assisted with content and photography for the new view book.• Producing display and pre-roll ads to create more awareness for the University.• New and branded AskMSU.com website and others. More websites in transition.• Creating student stories/testimonials to prospective students via Hobson's email.• Installed new street banners reflecting the new logo and taglines.• Distributed t-shirts to faculty, staff and students.• Two new billboards on display in Minot. <p>Internally</p> <ul style="list-style-type: none">• New stationary and nametags, new M logos in Admin and Student Center, tagline window clings installed across campus., etc.

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Goal 2: Recruit & Enroll

Objective 1: Support student recruitment to increase enrollment.	
Action Item	Accomplishments and Progress – As of February 2022
5. Enhance marketing and branding strategies.	<ul style="list-style-type: none">• Web content specialist hired in 2021• VP for Enrollment Management and Graduate School position created; marketing, admissions, and enrollment now report to this position• Additional money provided for marketing in 2021-2022• Hometown Pride scholarship implemented during 2021-2022 for incoming fall 2022 class



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Goal 2: Recruit & Enroll

Objective 2: Effectively and efficiently transition new students.

Action Item	Accomplishments and Progress
1. Establish a virtual one-stop shop for registration, records, financial aid, scholarships, tuition, billing, payments and more.	<ul style="list-style-type: none">• Done and in-progress (fall 2018)
2. Provide prompt access to faculty and staff advisors year round.	<ul style="list-style-type: none">• Retention Committee wrote a proposal for staff advisors in 2018-2019.• ASC requested three professional staff advisors during 2022-2023 budget presentation
3. Automate common workflow processes to increase efficiency, improve response times, and reduce paper processes.	<ul style="list-style-type: none">• Applitrack for hiring (2017-18); HRMS hiring process started in 2020 or 2021• Time-management/absence reporting processes (2018-19)• Would be nice to implement FAMIS (campus scheduling)• Registrar moved a number of forms and the graduation application online



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Goal 2: Recruit & Enroll

Objective 2: Effectively and efficiently transition new students.

Action Item	Accomplishments and Progress
4. Continue to improve undergraduate orientation programming	<ul style="list-style-type: none">• Revised orientation process and Welcome Weekend (2016-17 and ongoing)• New-student Convocation (2017)• Ongoing as needs change and pandemic created disruptions
5. Offer orientation for graduate students.	<ul style="list-style-type: none">• No significant progress yet• Varies by program



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Goal 3: Retain & Graduate

Objective 1: Provide institutional resources to accommodate all learners.

Action Item	Accomplishments and Progress
1. Analyze our student population to better understand their strengths, weaknesses, and resulting needs.	<ul style="list-style-type: none">• Initial analysis of freshmen students admitted on provision vs. those without provision has taken place and been shared with Retention Committee, Academic Advising Committee, and University Chairs Council (summer and fall 2018)• Dr. Brooks, Dr. Geller, and Cari Olson have discussed providing departments with a common set of data for their programs to better support data-based decision making and planning, program reviews / accreditation, program assessment, and communication. Needs follow-up.• Cari Olson and Dr. Geller are worked with Statewide Longitudinal Data System (SLDS) / NDUS Retention and Achievement Committee (RAC) to analyze our student data. (nothing came of this)• SSI, NSSE, and FSSE results summarized by Retain and Graduate Committee. Recommendations based on this review were brought forth to the 2021 Strategic Planning Retreat and are incorporated in the new draft of the Strategic Plan.• More work needed to differentiate interventions by sub-populations.



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Goal 3: Retain & Graduate

Objective 1: Provide institutional resources to accommodate all learners.

Action Item	Accomplishments and Progress
2. Centralize and enhance student academic success services.	<ul style="list-style-type: none">Academic Support Center (ASC) was centralized in the lower level of the GBO Library (fall 2019)
3. Enrich academic advising, mentoring, and programming for first- and second-year students.	<ul style="list-style-type: none">Retention Committee wrote a proposal for staff advisors in 2018-2019.ASC requested three professional staff advisors during 2022-2023 budget presentation.Mentoring has not been addressed except peer mentors in FYE LCs.Welcome Weekend has enhanced the orientation experience for students.Programming is a continual need. (ongoing)
4. Provide additional support for at-risk students.	<ul style="list-style-type: none">The definition of at-risk students determines the supports needed.Initial analysis of students admitted on provision may lead to interventions for specific sets of students.POWER Center provides additional support for a sub-group of students.ASC Center provides support.Students admitted on provision are provided enhanced advising, but this needs to be revisited.



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Goal 3: Retain & Graduate

Objective 2: Offer opportunities for career and major exploration.

Action Item	Accomplishments and Progress
1. Provide formal opportunities for career and major exploration for students early in their undergraduate career.	<ul style="list-style-type: none">• Retention/Retain and Graduate Committee has discussed this and ways it could happen, but nothing has come of it at present. (no progress)• Lynda Bertsch in the Career Center may be able to help.• More work needed.
2. Coach and assist students for the transition to a career or to additional educational opportunities (graduate or professional schools).	<ul style="list-style-type: none">• No progress beyond current state.• Advising and the Career Center are currently the main mechanisms but not necessarily in nan intentional way.• POWER Center employees coaches for students.



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Goal 3: Retain & Graduate

Objective 3: Maximize financial support.

Action Item	Accomplishments and Progress
1. Provide financial education to students and graduates to support their financial independence and educational goals.	<ul style="list-style-type: none">• Current state: The Financial Aid office routinely counsels students on financial aid and debt matters. The office also provides financial education sessions to new students and community high-school students.• Future: Additional financial education could be provided via a number of outlets since finances are one of the top five reasons students who stop out do not return.• Ideas proposed in 2020-2021 FYE proposal that was approved by Faculty Senate. Additional funds needed to implement the proposal.
2. Offer academic and financial incentives for students to return to complete their degree programs.	<ul style="list-style-type: none">• New four-year guarantee award may incentivize students to stay on-track.• Consider reinstating the Recruit Back program with funding to support it.• No formal plan yet.



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Goal 3: Retain & Graduate

Objective 3: Maximize financial support.

Action Item	Accomplishments and Progress
3. Maximize use of scholarships and waivers to support student retention and graduation.	<ul style="list-style-type: none">• Minot State has an all-time record number of endowed scholarships and scholarship funds, but much of the funds are restricted, making it difficult to use it strategically for retention and graduation.• New Academic Works software was put in place for the 2018-19 year providing easier access for students to find and apply for available scholarships. (implemented; \$20K + annual renewal fee)• The new four-year award, which was revisiond due test-optional admission.• The structure of the institutional aid program is now statistically reviewed annually for ways to improve yield.• Additional financial incentives and awards should be considered.• HEERF provided additional funds for students due to the pandemic.

Goal: By 2023 attain graduation rate* of 50% and retention rate** of 80%.

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

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



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Goal 4: Vibrant & Inclusive Campus

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

Action Item	Accomplishments and Progress
1. Evaluate indoor and outdoor facility use and condition.	<ul style="list-style-type: none">• A “GAP Analysis” and “needs assessment” was completed and a facilities master plan for athletics is in-progress.• Indoor and outdoor facilities are continually evaluated. Deferred Maintenance issues are continuously identified and prioritized during annual budget process.• Board of Regents subcommittee examined options for improved campus housing.• Considering renovation of Student Center and campus quad.• Classrooms need review and plans for upgrades should be considered.• \$25M Hartnett Hall renovation in progress for fall 2023,• Ongoing
2. Enhance and maintain the physical campus.	<ul style="list-style-type: none">• Many maintenance and renovation projects have been recently completed across campus: cadaver lab, NW Arts Center, air-supported seasonal dome, Dome seating, dining hall renovation, Academic Center in the Dome, geothermal repairs, student game room, Verizon 5G to campus, Unesco energy savings project, several minor departmental renovations, numerous updates to campus technology (especially during Covid), Academic Support Center in GBO Library, Communication Sciences and Disorders department and clinic updates, cooling and heating units, repair steam lines/tunnel, closed Dakota Hall, lots of carpet replaced, and more.• Ongoing



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Goal 4: Vibrant & Inclusive Campus

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

Action Item	Accomplishments and Progress
3. Create additional and improve current study and social spaces for students.	<ul style="list-style-type: none">• The dining hall/Beaver Dam/coffee shop and game room projects are the first of more projects intended to enhance social architecture amenities for students. Renovated in 2019.• Academic Support Center created in library (2018-19)• Upgraded dining facilities/services and times for student social spaces• Dean Frantsvog Academic Support Center was completed January of 2018.
4. Increase participation in extracurricular and co-curricular activities.	<ul style="list-style-type: none">• Athletic participation numbers have increased. Participation numbers: FY17 = 294, FY19 = 323, FY22 = 440.• Women's wrestling added for FY23.• Men's and women's club hockey brought under MSU umbrella.• Esports student club created (2021-2022). Additional planning in progress for competitive team.• Co-curricular participation numbers are not known, but assessment is in progress and being expanded each year via the 5-year plan. (in progress)• The Student Learning Assessment Committee formed, officially started in January 2022, and collecting data.



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Goal 4: Vibrant & Inclusive Campus

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

Action Item	Accomplishments and Progress
5. Extend diversity and inclusion awareness for campus community. .	<ul style="list-style-type: none">• Diversity Council activities as well as Indigenous People's Celebration, Pow-Wow, Take Back the Night, Voices of Equality, Hollerback!, Rising Out of Hatred, etc.• Campus and Community Dialogues (started spring 2018)• Continue to improve communication and marketing of events.• Request for director of diversity, equity, and inclusion for FY23.• Ongoing
6. Develop living and learning communities that offer support, co-curricular involvement, and inclusion.	<ul style="list-style-type: none">• Implemented fall 2018; they need plans for and implementation of programming for students. Coordination with academic first-year programming could be explored.• Looyenga Leadership Center awarded grant to support a leadership living learning community with programming, courses, and more starting FY23.• Ongoing.
7. Continue to improve M-Life offerings.	<ul style="list-style-type: none">• Ongoing.• Student participation during FY22 has been exceptional.• During the pandemic, staff put student activities online.



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Goal 4: Vibrant & Inclusive Campus

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

Action Item	Accomplishments and Progress
1. Integrate the Eight Dimensions of Wellness into campus life.	<ul style="list-style-type: none">• Implemented 7/1/17• Incentives for employees to participate in wellness activities at the Wellness Center (5K Homecoming Fun Run- Wellness Scholarship Fundraiser, Blood Drives, Walking Challenge, Wellness Fair, Healthy Holiday Challenge, Biggest Loser Challenge)• In progress.
2. Improve access to mental health services on campus.	<ul style="list-style-type: none">• Another fulltime mental health counselor was added in 2019.
3. Develop and enhance campus mental health standards, programming, and education.	<ul style="list-style-type: none">• Unsure of status.
4. Promote Title IX awareness and safety-related policies and procedures.	<ul style="list-style-type: none">• Annual mandatory training for all faculty, staff, students; delivered face-to-face during New Student Orientation; delivered online; training at DCB provided; signage in strategic places on campus.• Ongoing



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Goal 4: Vibrant & Inclusive Campus

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

Action Item	Accomplishments and Progress
5. Maximize use of the Wellness Center and enhance outdoor activities.	<ul style="list-style-type: none">• Beaver Bike Share program• Outdoor equipment rental now available• Food pantry• CPR/AED training for the community• Additional games and equipment purchased and used during fall 2021 student activities• Variety of initiatives and activities to engage the campus community• Memberships expanded to include spouses of student or employee members.• Ongoing
6. Enhance healthy food choices on campus.	<ul style="list-style-type: none">• Major Sodexo upgrades implemented (fall 2018)



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Goal 4: Vibrant & Inclusive Campus

Objective 3: Operate the University Physical Plant effectively and efficiently to serve students, faculty, staff, and campus visitors.

Action Item	Accomplishments and Progress
1. Monitor and address deferred maintenance issues that negatively impact University services and cost-containment efforts while continuing to beautify the campus.	<ul style="list-style-type: none">• Indoor and outdoor facilities are continually evaluated.• Deferred Maintenance issues are continuously identified and prioritized for budget availability during annual budget process.• \$25M for Hartnett Hall renovation awarded.• Nursing facility updated using GEER funds in 2020-2021.• Ongoing
2. Improve energy-efficiency efforts for financial and environmental responsibility.	<ul style="list-style-type: none">• The Unesco energy savings project was completed and will significantly reduce the University's carbon footprint and save the University money over the long-run. Other energy optimizations efforts have taken place over the past year.• The Campus Sustainability Committee is meeting again.• Ongoing
3. Continuously improve campus safety through efforts from all campus employees.	<ul style="list-style-type: none">• Additional security cameras and lighting added as needed• Blue light system and enhanced security access in many areas.• Campus Safety Committee routinely suggests campus safety enhancements which are reviewed and prioritized.• Ongoing



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Goal 5: Community Engagement & Partnerships

Objective 1: Cultivate and maintain mutually beneficial relationships with academic partners.

Action Item	Accomplishments and Progress
1. Evaluate and develop strategic direction for partnerships and coordination of agreements.	<ul style="list-style-type: none">• Coordination and strategic direction still needed.• MOU and articulation process developed during summer 2021. Templates also provided. Located in MiSU Academic Affairs Teams site.
2. Increase collaboration among P-12 partners.	<ul style="list-style-type: none">• President's tour of all high schools within two-hour drive (~ 50 total visits).• Teacher Education works with clinical and student teaching placements• Special education Para-to-Teacher grant program funded and growing. Initial Bush Grant awarded to support the program. Other possibilities in the works.• Ongoing and improvements / increases needed.



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Goal 5: Community Engagement & Partnerships

Objective 1: Cultivate and maintain mutually beneficial relationships with academic partners.

Action Item	Accomplishments and Progress
3. Develop and foster agreements with higher education institutions.	<ul style="list-style-type: none">• Partnership with University of Lodz continues, but on hold due to Covid• New partnership for study abroad with the Florence School of Fine Arts (2018)• General Education Mobile (GEM) – Partnership with CCAF to offer GE courses online that meet GE requirements for the CCAF AAS degree. (2017-18)• MOU with DSU Addiction Studies coursework in development.• Two visits made to WSC but nothing resulted.• Cohort model in social work program at BSC has led to recent increases in enrollment.• A-STEP with NDCPD and DCB• NITC agreement• MOU with VCSU to collaborate to offer online graduate math courses for teachers• Ongoing.



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Goal 5: Community Engagement & Partnerships

Objective 2: Build valuable community partnerships.

Action Item	Accomplishments and Progress
1. Encourage partnerships with relevant industries.	<ul style="list-style-type: none">• Trinity Nursing partnership – Currently in third 5-year commitment• Dozens of business partnerships, scholarship support, and more• Partnership with MACG and other donors to install WWI Memorial Bench (fall 2018)• Athletics has numerous contracted agreements with local merchants.• Academic areas partner with area industries to provide experiences for students.• Ongoing
2. Leverage expertise of stakeholders within the community.	<ul style="list-style-type: none">• President's Speaker Series – Elizabeth Smart in April 2019• Alumni Speaker Series• Campus and Community Dialogues Series – ongoing 2x/year• Board of Regents assistance with fundraising, student needs, and scholarships• Athletics has experienced stakeholders as leaders on Beaver Booster Board.• Faculty Senate Ad Hoc Committee on External Affairs (currently inactive)• Ongoing



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Goal 5: Community Engagement & Partnerships

Objective 2: Build valuable community partnerships.

Action Item	Accomplishments and Progress
3. Increase involvement of alumni and off-campus organizations in sponsorship of student campus experiences.	<ul style="list-style-type: none">• Fall Community Fair with local businesses (started 2017)• Record giving: \$3.6M in 2016, \$4.4M in 2017, \$5.9M in 2018, \$3.3M in 2019, \$3.8M in 2020, \$11.7M in 2021• Endowment growth: 308 endowments in 2017 to 395 in 2021• Increased faculty/staff giving: 38% in 2016 to 61% in 2021• Successful Annual Giving Days – started in 2018• Broadcasting – Silent Auction each year.• Severson Entrepreneurship Center and internships• Summer Theatre renovation• Educational and health-care related placements, practicums, student teaching• Ongoing and spread throughout campus.



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Goal 5: Community Engagement & Partnerships

Objective 2: Build valuable community partnerships.

Action Item	Accomplishments and Progress
4. Nurture and enhance partnership with MAFB	<ul style="list-style-type: none">• GEM Mobile (2017-18)• AU-ABC agreements added for Criminal Justice, Applied Business Information Technology, Human Services, Management, and General Studies• MAFB leadership visits to campus and vice versa (ongoing)• Departmental review of military credit (spring 2019)• Ongoing and in progress
5. Engage the community by offering and hosting activities and events on campus.	<ul style="list-style-type: none">• NW Arts Center, Air-Supported Seasonal Dome, Frantsvog Academic Success Center completed in 2017 or 2018 by private funding• Faculty/Staff Emeritus Luncheon• Old Main Society Dinner• Homecoming events including Golden Awards and Academic Hall of Fame• Campus and Community Dialogues, Elizabeth Smart Presidential Lecture, Alumni Speaker Series, Business After Hours, Board of Regents, area sporting events (see Athletics bullet), Minot Symphony Orchestra, Western Plains Opera, numerous music events, Summer Theatre, Minot State Theatre, and more.



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Goal 5: Community Engagement & Partnerships

Objective 2: Build valuable community partnerships.

Action Item	Accomplishments and Progress
5. Engage the community by offering and hosting activities and events on campus.	<p>Continued...</p> <ul style="list-style-type: none">Athletics – Dome/Bubble: ND HS State A/B Volleyball Tournaments, ND HS State B Boys Basketball tournament, ND HS Regional 6 Boys Basketball tournament, ND HS Regional Wrestling tournament, Special Olympics, Bishop Ryan Football home games, Bishop Ryan recess and gym classes, Sunday Night Youth Basketball League, JDFL Walk, Futurepalooza, Future Beavers Basketball clinics, Hoopster Classic Basketball Tournament, Magic City Shootout Basketball Tournament, Bishop Ryan Carnival, Club Volleyball Tournaments, Minot Soccer Association Tournament, ND HS NW Track Meet, ND State Amateur Basketball Tournament, CNDC Track Meet, Beaver Booster Women's Basketball Tournament, Beaver Booster Men's Basketball Tournament, POW WOW, Beaver Athletic Sports Camps



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Goal 6: Creative and Engaged Faculty & Staff

Objective 1: Support and value commitment to teaching, scholarship, and service.

Action Item	Accomplishments and Progress
1. Provide faculty development focused on engaged and current pedagogy for today's students.	<ul style="list-style-type: none">• Online enrichment courses for faculty (summer 2018 and spring 2020).• Conversations with Colleagues about Teaching (2018-19, 2019-2020)• Currency and peer review added to annual evaluation of faculty (2018)• Ongoing; funds from VPAA must be allocated each year.• More work to do.
2. Increase support for scholarly and creative activity.	<ul style="list-style-type: none">• Current funding levels for Small Grants for Faculty are low, but appear to be adequate. The VPAA has provided additional funding in 2019-2020 and 2020-2021 to support nearly all complete small grant applications.• Director of Office of Sponsored Programs hired to support grant activity.
3. Expand support of personal and professional development.	<ul style="list-style-type: none">• Current funding levels for Advanced Study Grants are at a low and holding there.



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Goal 6: Creative and Engaged Faculty & Staff

Objective 1: Support and value commitment to teaching, scholarship, and service.

Action Item	Accomplishments and Progress
4. Develop and implement institutional compensation strategy for faculty.	<ul style="list-style-type: none">The Faculty Senate Budget and Salary Committee is nearing completion of the faculty salary policy after 6 years of work.
5. Investigate the feasibility of promotion procedures for qualifying librarians.	<ul style="list-style-type: none">No progress on this item.
6. Commit to performance metrics, accountability, and use of data in the evaluation of faculty.	<ul style="list-style-type: none">Pre-tenure review of probationary faculty during their third probationary year implemented in 2018-2019.Currency and peer review added to annual evaluation of faculty.Adjunct faculty evaluation process approved in 2021.Advising evaluation process being considered (in progress).Committee for Evaluation of Teaching charged to examine three areas of concern with SPLs during 2022.



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Goal 6: Creative and Engaged Faculty & Staff

Objective 2: Support and value commitment to high-quality student service.

Action Item	Accomplishments and Progress
1. Provide staff development focused on student-centered customer service.	<ul style="list-style-type: none">• More regular initiatives for staff have occurred with the support of HR, Staff Senate, Looyenga Leadership Center, VPAA, and others.• More work to do.
2. Adjust departmental practices to improve student-friendly service	<ul style="list-style-type: none">• Operational assessment processes support these efforts, but results need to be gathered.
3. Expand support of personal and professional development	<ul style="list-style-type: none">• The VPAA continues to support Advanced Study Grants and Faculty Small Grants.• Waivers for NDUS classes continue.• Online enrichment courses for faculty (summer 2018 and spring 2020).• Conversations with Colleagues about Teaching (2018-19, 2019-2020)
4. Develop and implement institutional compensation strategy for staff.	<ul style="list-style-type: none">• The Staff Senate compensation committee began working on recommendations for equitable compensation practices and strategies. The strategy was not completed. The HR director started an annual equity review of all staff salaries.



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Action Item	Accomplishments and Progress
5. Investigate the feasibility of a merit-based promotion system for professional staff.	<ul style="list-style-type: none">• The Staff Senate compensation committee began work on a staff compensation policy in 2018-2019, but that work wasn't completed.• In addition, the Strategic Salary Administration Task Force (SSATF) was formed with members appointed by Faculty and Staff Senates, but it only met a couple of times in 2018-2019.
6. Commit to performance metrics, accountability, and use of data in the evaluation of staff.	<ul style="list-style-type: none">• Staff evaluation process continues to need review and updates.



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Goal 6: Creative and Engaged Faculty & Staff

Objective 3: Empower faculty and staff to seek and secure external funding.

Action Item	Accomplishments and Progress
1. Reinstate the Office of Sponsored Programs.	<ul style="list-style-type: none">A half-time director of the Office of Sponsored Programs was hired in July 2019 and the Office of Sponsored Programs again has a home and advocate.
2. Implement incentive program for faculty and staff to secure external funding.	<ul style="list-style-type: none">No plans at the moment.
3. Establish a Minot State Research Center.	<ul style="list-style-type: none">No plans at the moment.



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Thank you.
Please send comments
and questions to
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