



Draft of Minot
State's New
Strategic Plan

March 21, 2022

OVERVIEW

- Background and timeline
- Reminder of mission and vision
- Overview of the plan and its values, goals, objectives, and action items
- Next steps
- Feedback form
- Contest



Be seen. Be heard. BE INSPIRED.

TIMELINE

- Summer 2019 – Campus Strategic Planning Retreat
- Fall 2019 – Sub-committee summarized feedback from retreat and shared it with SPBC
- December 2019– President Shirley announced Recruit & Enroll Team and Retain & Graduate Team
- Spring 2020 – COVID hit
- Fall 2020 – Spring 2021 – Teams continue work and share with campus
- April 2021 – Campus Strategic Planning Retreat
- Summer 2021 – Sub-committee met and organized retreat results

For more, see <https://www.minotstateu.edu/strategicplan/progress-reports.shtml>



Be seen. Be heard. BE INSPIRED.

TIMELINE CONTINUED

- Fall 2021 – Shared results of April retreat with campus
- Spring 2022 – Draft of the new plan shared with President's Staff and SPBC
- March 2022 – Present draft and collect feedback
- April 2022 – Take feedback to SPBC, sub-committee, and President's Staff
- Summer 2022 – Finalize the plan
- Fall 2022 – Implement the plan

For more, see <https://www.minotstateu.edu/strategicplan/progress-reports.shtml>



Be seen. Be heard. BE INSPIRED.

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.

Approved by the SBHE in September 2016



Be seen. Be heard. BE INSPIRED.

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.

Approved by the SBHE in September 2016



Be seen. Be heard. BE INSPIRED.

VALUES

As members of the Minot State University community, we commit to collaborating and engaging in a positive manner to create a vibrant community that values:

- **Academic Excellence** – We support academic excellence, and we cherish creativity in the pursuit of knowledge and learning;
- **Innovation** – We are bold, agile, energetic, optimistic, and we make informed, data-driven decisions based on what will best prepare students for future challenges;
- **Engagement** – We develop meaningful, engaging, and hands-on experiences inside and outside the classroom designed to provide the best education possible;
- **Support** – We are inclusive and student-centered, and we provide a supportive, caring, yet intellectually challenging environment to promote growth;
- **Respect & Integrity** – We engage in open dialogue, value differences, and foster relationships based on respect, honesty, and trust;
- **Commitment** – We are committed to the region, and we engage in and serve our community in substantive and positive ways. We take responsibility for our work and our actions.



Be seen. Be heard. BE INSPIRED.

STRATEGIC PLAN – GOALS

Goal 1: Build enrollment to secure financial sustainability for the institution.

Goal 2: Support collaboration and innovation to create an active, hands-on learning environment and rigorous interdisciplinary academic experiences.

Goal 3: Strengthen meaningful community engagement and commitment to public service

Goal 4: Foster a campus community where all members are valued and appreciated.

Complete draft of the new plan and *Empowering Generations* progress report are available at <https://www.minotstateu.edu/strategicplan/progress-reports.shtml>



Be seen. Be heard. BE INSPIRED.

STRATEGIC PLAN – STRUCTURE

- Goal
 - Objectives
 - Action Items
 - Metrics/Key Performance Indicators/Targets
 - Year 1 = AY 2022-2023
 - Year 2 = AY 2023-2024
 - Year 3 = AY 2024-2025
 - Person/Office Responsible
 - Budget/Resource Implications

Complete draft of the new plan and *Empowering Generations* progress report are available at <https://www.minotstateu.edu/strategicplan/progress-reports.shtml>



Be seen. Be heard. BE INSPIRED.

Goal 1: Build enrollment to secure financial sustainability for the institution.

Objective 1: Increase enrollment through recruitment, retention, and improved persistence.	
Action Items	Metric/Key Performance Indicator/Target
1.1.1. Update and implement a strategic enrollment management and marketing plan to strengthen the position of the University from small research institution to strong regional institution.	<p>Year 1: Develop and approve plan; gather baseline data on brand awareness</p> <p>Year 2: Implement new branding; Evaluate and revise scholarships and award programs to support student recruitment, retention, and graduation as outlined in the plan</p> <p>Year 3: Target: Grow enrollment 5% by the end of Year 3.</p>



Goal 1: Build enrollment to secure financial sustainability for the institution.

Objective 1: Increase enrollment through recruitment, retention, and improved persistence.	
Action Items	Metric/Key Performance Indicator/Target
1.1.2. Enhance academic advising to ensure all students have access to prompt and effective advising year-round.	<p>Year 1: Starfish: Implement required faculty training in all Starfish tools; Targets: 70% of all advisors use Starfish early alert notification tools, increasing 5% annually. 75% of academic advisors use available Starfish tools, increasing 5% annually.</p> <p>Advising: Improve student satisfaction with advising; Target: 85% satisfaction rate on SSI.</p> <p>Develop system of consistent follow-up to student concerns entered in Starfish; hire professional advisors as needed; develop initiatives to engage first-year students in advising such as open houses during Welcome Weekend or common assignments in FYE.</p> <p>Evaluate and develop a registration and orientation plan.</p> <p>Year 2: Improve student satisfaction with advising; Target: 90% on SSI. Implement consistent advising evaluation across all departments; include advising evaluations in annual review; implement FYE initiatives to engage students in advising.</p> <p>Year 3: Improve student satisfaction with advising; Target: 95% on SSI.</p>



Goal 1: Build enrollment to secure financial sustainability for the institution.

Objective 1: Increase enrollment through recruitment, retention, and improved persistence.	
Action Items	Metric/Key Performance Indicator/Target
1.1.3. Improve the efficiency and experience of the transfer process by simplifying the requirements and aligning with other institutions in the state system.	Year 1: Evaluate entire transfer process to determine bottlenecks and impediments to enrollment; design solutions in conjunction with Gen Ed Committee to ensure maximum credit transfer Year 2: Implement new process; assess percentage of transfer applications resulting in enrollment Year 3: Develop and implement solutions which address any remaining issues from Year 2



Goal 1: Build enrollment to secure financial sustainability for the institution.

Objective 1: Increase enrollment through recruitment, retention, and improved persistence.	
Action Items	Metric/Key Performance Indicator/Target
1.1.4. Develop and implement new programs (e.g., stackable certificates); grow high-demand, existing programs; and reduce under-enrolled programs.	Year 1: Conduct review of programs in all academic departments Year 2: Based on program enrollment trends and course enrollments, propose new/refreshed programs; explore new programs that relate to region; add capacity in programs with demand; and reduce under-enrolled programs and courses.



Goal 1: Build enrollment to secure financial sustainability for the institution.

Objective 1: Increase enrollment through recruitment, retention, and improved persistence.	
Action Items	Metric/Key Performance Indicator/Target
1.1.5. Implement esports and other club sports.	<p>Year 1: Add esports; identify and contact potential esports sponsors; explore potential new programs to pair with esports; identify and develop implementation plan for additional club sports.</p> <p>Year 2: Targets: Add 2 club sports; esports roster is at least 35 students.</p> <p>Year 3: Targets: Add 2 additional club sports; bring total participants in new club sports to 150 students.</p>



Goal 1: Build enrollment to secure financial sustainability for the institution.

Objective 1: Increase enrollment through recruitment, retention, and improved persistence.	
Action Items	Metric/Key Performance Indicator/Target
1.1.6. Develop Recruit-Back and Prior Learning Assessment programs for students who stopped out.	<p>Year 1: Review and revise policies and procedures to facilitate re-enrollment (including academic reassessment); evaluate current programs; identify incentives; develop marketing materials.</p> <p>Year 2: Implement plan, contact qualified students; Target: Re-enroll 5% of eligible population.</p> <p>Year 3: Target: Re-enroll an additional 10% of eligible population.</p>



Goal 1: Build enrollment to secure financial sustainability for the institution.

Objective 1: Increase enrollment through recruitment, retention, and improved persistence.	
For Possible Future Consideration	
Action Items	Metric/Key Performance Indicator/Target
1.1.X. Design a Sophomore-Year Experience.	<p>Year 1: Develop a schedule of second-year-student-centric events to address interests and needs of this group according to best practices including events to aid undecided sophomores in choosing a major (major fairs, major-selection celebrations) and to promote community. Design communication plan to transmit the interest and care of the University in their success.</p> <p>Year 2: Implement program. Target: Increase persistence rate of second-year students by 5%.</p> <p>Year 3: Target: Increase persistence rate an additional 5%.</p>



Questions or Comments about Goal 1

Goal 1: Build enrollment to secure financial sustainability for the institution.

- Objective 1: Increase enrollment through recruitment, retention, and improved persistence.



Be seen. Be heard. BE INSPIRED.

Goal 2: Support collaboration and innovation to create an active, hands-on learning environment and rigorous interdisciplinary academic experiences.

Objective 1: Be a leader in innovative academic structure, programs, and course offerings.

<i>Action Items</i>	<i>Metric/Key Performance Indicator/Target</i>
2.1.1. Complete and implement the academic redesign	Year 1: Submit proposal to governance bodies and obtain approval; develop necessary position descriptions; adjust FS bylaws and committee structures. Year 2: Develop implementation plan; develop budget and budgeting process; hire leadership positions Year 3: Evaluate and adjust .
2.1.2. Revise general education program (<i>ask GE Ad Hoc Committee and Faculty Senate</i>)	Year 1: On-going discussion <i>Need to check on where they are in the process.</i>



Be seen. Be heard. BE INSPIRED.

Goal 2: Support collaboration and innovation to create an active, hands-on learning environment and rigorous interdisciplinary academic experiences.

Objective 1: Be a leader in innovative academic structure, programs, and course offerings.	
Action Items	Metric/Key Performance Indicator/Target
2.1.3. Revise University Cabinet to better serve as an innovation and problem-solving leadership team	Year 1: Determine ideal make-up and develop charge; set goals; identify most pressing topics. Year 2: Implement new structure.



Goal 2: Support collaboration and innovation to create an active, hands-on learning environment and rigorous interdisciplinary academic experiences.

Objective 1: Be a leader in innovative academic structure, programs, and course offerings.	
Action Items	Metric/Key Performance Indicator/Target
2.1.4. Develop/increase collaborative learning experiences, hands-on learning experiences, professional development opportunities, and other less traditional offerings.	<p>Year 1: Conduct faculty development; request proposals and identify initiatives for development.</p> <p>Year 2: Implement at least 2 initiatives; implement at least 1 collaborative learning initiative in each major.</p> <p>Year 3: Continue implementation of at least 3 more new initiatives. Target: MSU will score equal to or above aspirational colleges on the NSSE in collaborative learning experiences.</p>



Goal 2: Support collaboration and innovation to create an active, hands-on learning environment and rigorous interdisciplinary academic experiences.

Objective 1: Be a leader in innovative academic structure, programs, and course offerings.	
Action Items	Metric/Key Performance Indicator/Target
2.1.5. Develop institutionalized mechanisms (including grants) for encouraging and supporting innovation in teaching and learning.	Year 1: Create a committee; develop incentives; Target: create at least 2 events which facilitate innovation. Year 2: Call for proposals; Target: 3 initiatives for development based on impact; continue events. Year 3: Implement top 3 initiatives, select new initiatives; continue events; recognize top contributors.



Goal 2: Support collaboration and innovation to create an active, hands-on learning environment and rigorous interdisciplinary academic experiences.

Objective 2: Integrate high-impact practices across the curriculum to provide relevant and meaningful learning experiences.	
Action Items	Metric/Key Performance Indicator/Target
2.2.1. Evaluate undergraduate research, engagement opportunities, and creative activity and adapt, improve, or add where applicable.	<p>Year 1: Departments evaluate existing opportunities and areas for improvement</p> <p>Year 2: Departments implement and evaluate new initiatives</p> <p>Year 3: Minot State develops and implements undergraduate research program; Target: Increase NSSE score 5%</p>



Goal 2: Support collaboration and innovation to create an active, hands-on learning environment and rigorous interdisciplinary academic experiences.

Objective 2: Integrate high-impact practices across the curriculum to provide relevant and meaningful learning experiences.	
Action Items	Metric/Key Performance Indicator/Target
2.2.2. All graduates will participate in a rigorous culminating experience (e.g., clinical experience, internship, undergraduate research or creative activity, student teaching)	Year 1: Every program identifies or develops capstone experiences based on best practices, including possibilities of interdisciplinary experiences. Year 2: All programs implement capstone experience; develop career transition activities; implement celebration activities unique to Minot State seniors. Year 3: Assess capstone experiences including student feedback; Target: Increase NSSE score 15%



Goal 2: Support collaboration and innovation to create an active, hands-on learning environment and rigorous interdisciplinary academic experiences.

Objective 2: Integrate high-impact practices across the curriculum to provide relevant and meaningful learning experiences.	
Action Items	Metric/Key Performance Indicator/Target
2.2.3. Increase the number of students who study abroad or participate in study tours	Explore methods to enhance participation such as increased marketing, department/advisor encouragement, scholarships/waivers; Targets: Increase participation in study abroad by: Year 1: 5%; Year 2: 10%, Year 3: 15%
2.2.4. Implement revised First-Year Experience (FYE)	Year 1: New FYE implemented if funding approved; FYE Faculty trained and FYE manual developed; financial literacy included in UNIV 110 for all students; survey participants Year 2: Adjust FYE using results of survey data <i>Need to consider a path if funding is not approved.</i>



Goal 2: Support collaboration and innovation to create an active, hands-on learning environment and rigorous interdisciplinary academic experiences.

Objective 2: Integrate high-impact practices across the curriculum to provide relevant and meaningful learning experiences.

Action Items	Metric/Key Performance Indicator/Target
2.2.5. Develop and implement a campus plan based on best practices which will increase participation in extracurricular and co-curricular activities .	Year 1: Develop plan based on best practices especially as it relates to the co-curricular goals of self-awareness, leadership, wellness, and career and professional development; consider events such as commuter-focused events, signature events and traditions, weekend activities, and living learning communities; Target: participation baselines established. Year 2: Target: 2 new initiatives Year 3: Targets: 2 more new initiatives; 20% overall increase from baseline in participation.



Goal 2: Support collaboration and innovation to create an active, hands-on learning environment and rigorous interdisciplinary academic experiences.

<i>Potential Future Programs</i>		<i>Potential Future Courses</i>
Computer Animation	Environmental	Intercultural Communication
Game Design	Science/Sustainability	Strategic Planning
Forensic Biology/Chemistry	Rural Economics and	Problem-Solving
Physical Therapy	Community Development	Proposal Writing
Occupational Therapy	MSW	
Ed.D.	Graduate Level Nursing	
Data Analytics/Data	Stackable certificates	
Science/Statistics	Stackable minors to build a	
Petroleum Geology	program of study	
Renewable Energy	Local sports marketing/Sports	
Agriculture Business	management/Esports	
Allied Health Administration		



Questions or Comments about Goal 2

Goal 2: Support collaboration and innovation to create an active, hands-on learning environment and rigorous interdisciplinary academic experiences.

- Objective 1: Be a leader in innovative academic structure, programs, and course offerings.
- Objective 2: Integrate high-impact practices across the curriculum to provide relevant and meaningful learning experiences.



Be seen. Be heard. BE INSPIRED.

Goal 3: Strengthen meaningful community engagement and commitment to public service.

Objective 1: Develop agreements and partnerships with higher education entities, relevant industries. (i.e., businesses, nonprofits, government agencies, health organizations, tribal organizations, etc.), and P-16 institutions.	
<i>Action Items</i>	<i>Metric/Key Performance Indicator/Target</i>
3.1.1. Develop additional avenues of cooperation with Dakota College at Bottineau to ensure a mutually beneficial partnership	Year 1: Hold exploratory meetings to determine new opportunities; develop at least one new initiative for implementation; evaluate the Passport Program Year 2: Continue to develop additional shared services, programs, and vehicles for cross enrollment



Goal 3: Strengthen meaningful community engagement and commitment to public service.

Objective 1: Develop agreements and partnerships with higher education entities, relevant industries. (i.e., businesses, nonprofits, government agencies, health organizations, tribal organizations, etc.), and P-16 institutions.	
<i>Action Items</i>	<i>Metric/Key Performance Indicator/Target</i>
3.1.2. Develop and implement agreements with ND higher education partners and with out-of-state and international partners , strategically located and selected. (2 + 2 agreements, graduate school agreements, transfer agreements, MoUs)	Year 1: Gather marketing and other strategic information to select institutions and programs to develop via these agreements. Finish the MoU policy and procedure process. Provide academic leaders with information needed to select appropriate higher education entities and locations. Targets: 2 fully implemented agreements with ND higher ed partners. 2 agreements with out-of-state or international partners, strategically located and selected. Year 2: Create contacts and agreements. Communicate with Registrar's Office, Chairs, and Enrollment to ensure agreements are fully implemented and increase enrollment.



Goal 3: Strengthen meaningful community engagement and commitment to public service.

Objective 1: Develop agreements and partnerships with higher education entities, relevant industries. (i.e., businesses, nonprofits, government agencies, health organizations, tribal organizations, etc.), and P-16 institutions.

<i>Action Items</i>	<i>Metric/Key Performance Indicator/Target</i>
3.1.3. Develop partnerships with local or regional businesses, nonprofits, government agencies, health organizations, tribal organizations, telecommunications, broadband, energy, etc.	Year 1: In collaboration with academic and non-academic programs on campus, identify key partnerships across business, non-profit, health organizations and tribal organizations. Establish appropriate contacts at MSU to pursue specific partnerships. Define mutually beneficial partnerships in concrete terms. Establish a committee and implement a grant selection process . Target: Provide small grant funding for 3 selected partnerships. Year 2: Target: 3 well-developed partnerships will be fully functional. Implement partnerships. Evaluate success of partnerships and of the grant program.



Goal 3: Strengthen meaningful community engagement and commitment to public service.

Objective 1: Develop agreements and partnerships with higher education entities, relevant industries. (i.e., businesses, nonprofits, government agencies, health organizations, tribal organizations, etc.), and P-16 institutions.	
<i>Action Items</i>	<i>Metric/Key Performance Indicator/Target</i>
3.1.4. Implement recruitment program with area high schools targeting high need workforce shortage areas in the state of ND (such as math and science education, nursing, special education, etc.)	Year 1: Identify areas of highest need; Target: Recruit 5 high school seniors in each area identified. Year 2: Target: Recruit an additional 5 students per area. Year 3: Target: Recruit an additional 10 students per area.



Goal 3: Strengthen meaningful community engagement and commitment to public service.

Objective 2: Establish meaningful connections between Minot State and local and regional communities.	
Action Items	Metric/Key Performance Indicator/Target
3.2.1. Develop a searchable online speaker/expert database that connects MSU, the local community, and the media for mutual benefit	<p>Year 1: Establish and publicize speaker/expert database including MSU staff, faculty, alumni, and community members. Reach out to MSU faculty, staff, alumni, and area service organizations and businesses to provide areas of expertise. Establish a campus experts database and distribute to area media.</p> <p>Year 2: Create a Speakers Bureau that is searchable and maintained. Encourage use of the Speakers Bureau in MSU classes and local service organizations through a publicity campaign.</p>



Goal 3: Strengthen meaningful community engagement and commitment to public service.

Objective 2: Establish meaningful connections between Minot State and local and regional communities.	
Action Items	Metric/Key Performance Indicator/Target
3.2.2. Increase involvement of alumni and off-campus organizations in support of student campus opportunities	<p>Year 1: Compile a list of off-campus organizations and alumni areas of expertise and interest. Communicate with those alumni and off campus organizations to establish interest. Create mechanisms by which newly created student opportunities can be advertised. Recruit participants. Target: At least 10 additional opportunities for MSU students offered by alumni and off-campus organizations.</p> <p>Year 2: Initiate on-campus programs or place students in internships. Evaluate program.</p>



Goal 3: Strengthen meaningful community engagement and commitment to public service.

Objective 2: Establish meaningful connections between Minot State and local and regional communities.	
Action Items	Metric/Key Performance Indicator/Target
3.2.3. Nurture and enhance partnership with MAFB in relation to course offerings and degree programs, as well as other cooperative initiatives.	<p>Year 1: Collaborate with MAFB education personnel regarding impediments to enrollment. Evaluate accessibility of all general education courses for the three degrees we advertise to MAFB. Commit to regular, reliable offerings on MAFB. Investigate advising for MAFB personnel taking MSU courses. Recruit adjunct faculty willing to teach at MAFB at optimal times. Recruit MAFB students for classes scheduled. Meet with MAFB personnel to determine other areas of cooperation.</p> <p>Year 2: Targets: Increase enrollment in MAFB courses 20%. Evaluate cost/benefit of program. Implement at least 1 new cooperative initiative.</p> <p>Year 3: Target: Initiate at least 1 additional initiative.</p>



Goal 3: Strengthen meaningful community engagement and commitment to public service.

Objective 2: Establish meaningful connections between Minot State and local and regional communities.	
Action Items	Metric/Key Performance Indicator/Target
3.2.4. Create a campus clearinghouse for volunteer and service opportunities and initiatives	Year 1: Identify community partners and establish searchable database Year 2: Continue to develop and grow community partnerships; market opportunities; Target: at least 50 students participate Year 3: Target: 10% of undergraduates participate both individually or as part of course-sponsored initiatives



Goal 3: Strengthen meaningful community engagement and commitment to public service.

Objective 2: Establish meaningful connections between Minot State and local and regional communities.	
Action Items	Metric/Key Performance Indicator/Target
3.2.5. Offer innovative continuing education opportunities for adults that build relationships with community	<p>Year 1: Establish interest in offering programs via survey. Identify areas of expertise on- and off-campus. Provide incentives for interested staff and faculty (either financial or involving annual evaluations). Target: Establish a baseline number of opportunities.</p> <p>Year 2: Offer and continue to promote programs provided through CEL and the Minot Adult Learning Center. Target: Additional adult learning opportunities beyond the baseline</p>



Questions or Comments about Goal 3

Goal 3: Strengthen meaningful community engagement and commitment to public service.

- Objective 1: Develop agreements and partnerships with higher education entities, relevant industries. (i.e., businesses, nonprofits, government agencies, health organizations, tribal organizations, etc.), and P-16 institutions.
- Objective 2: Establish meaningful connections between Minot State and local and regional communities.



Be seen. Be heard. BE INSPIRED.

Goal 4: Foster a campus community where all members are valued and appreciated.

Objective 1: Develop an institutional approach to compensation strategy, faculty and staff recognition, communication, and support for scholarly and creative activity.	
Action Items	Metric/Key Performance Indicator/Target
4.1.1. Identify and implement new avenues for faculty and staff recognition and sharing	Year 1: Implement professional development in employee recognition for Directors and Chairs; building off High Five Award; identify new mechanisms to recognize accomplishments (annual awards, etc.) Year 2: Target: Implement at least 2 new recognition/sharing programs or initiatives
4.1.2. Identify and implement methods to enhance communication and morale	Year 1: Establish a group to explore issues and propose solutions. Year 2: Implement recommendations.



Goal 4: Foster a campus community where all members are valued and appreciated.

Objective 1: Develop an institutional approach to compensation strategy, faculty and staff recognition, communication, and support for scholarly and creative activity.

<i>Action Items</i>	<i>Metric/Key Performance Indicator/Target</i>
4.1.3. Develop, approve, and implement consistent compensation strategies for faculty and staff.	Year 1: Reconstitute the Budget and Salary Task Force composed of faculty and staff to work on issues together; determine membership; identify issues Year 2: Develop policies. Year 3: Approve and implement policies.
4.1.4. Examine workload issues and make recommendations based on findings	Year 1: Explore software to accurately track faculty load, including courses, overloads, releases, number of students, etc.; examine work equity concerns Year 2: Develop recommendations and remediations based on analysis. Year 3: Implement plan.



Be seen. Be heard. BE INSPIRED.

Goal 4: Foster a campus community where all members are valued and appreciated.

Objective 1: Develop an institutional approach to compensation strategy, faculty and staff recognition, communication, and support for scholarly and creative activity.	
Action Items	Metric/Key Performance Indicator/Target
4.1.5. Expand the university small grants program.	<p>Year 1: Develop a plan with Faculty Research Committee. Increase number of grants with additional funds or increase the amount that can be requested. Develop a campaign.</p> <p>Year 2: Support funding for plan.</p> <p>Year 3: Monitor and measure types of grants written and awarded.</p>



Goal 4: Foster a campus community where all members are valued and appreciated.

Objective 1: Develop an institutional approach to compensation strategy, faculty and staff recognition, communication, and support for scholarly and creative activity.	
Action Items	Metric/Key Performance Indicator/Target
4.1.6. Incentivize faculty or staff working on large, highly competitive grants or other major projects.	<p>Year 1: Call for proposals; \$10,000 provided for release time or salary adjustment.</p> <p>Year 2: Target: At least 1 major grant application submitted; information on new round distribute;</p> <p>Ultimate metric: grant funds awarded; grant outcomes achieved.</p>



Goal 4: Foster a campus community where all members are valued and appreciated.

Objective 2: Ensure that the campus serves faculty, staff, students, and visitors effectively, efficiently, and safely.	
Action Items	Metric/Key Performance Indicator/Target
4.2.1. Create and implement a new campus master plan for the maintenance and development of the campus facilities. Address changing dynamics, residence halls, outdoor spaces, student gathering spaces, etc.	Year 1: Form committee to include representatives from faculty, staff, and students; conduct survey. Year 2: Develop plan and seek campus input. Year 3: Complete and approve master plan with timeline; begin implementation; identify potential funding sources.



Goal 4: Foster a campus community where all members are valued and appreciated.

Objective 2: Ensure that the campus serves faculty, staff, students, and visitors effectively, efficiently, and safely.	
Action Items	Metric/Key Performance Indicator/Target
4.2.2. Strengthen the University by increasing alumni, private, corporate, public foundation, and government funding.	<p>Year 1: Establish list of private and corporate foundations (local, statewide and national) with criteria that aligns with key initiatives; Target: Increase number of alumni, donor, and prospect contacts by 25%</p> <p>Year 2: Targets: Increase annual fund by 10%; increase unrestricted donor contributions by 10% to support strategic initiatives; continue to increase contacts</p> <p>Year 3: Targets: Additional 10% increase in annual fund and unrestricted contributions</p>



Goal 4: Foster a campus community where all members are valued and appreciated.

Objective 2: Ensure that the campus serves faculty, staff, students, and visitors effectively, efficiently, and safely.	
Action Items	Metric/Key Performance Indicator/Target
4.2.3. Increase on-campus student employment opportunities.	<p>Year 1: Determine additional needs and placement opportunities; determine funding sources; and establish competitive wage structure.</p> <p>Year 2: Target: Increase on-campus positions by 5%.</p> <p>Year 3: Target: Continue to increase number of on-campus positions by 5%.</p>



Goal 4: Foster a campus community where all members are valued and appreciated.

Objective 3: Foster a diverse and inclusive campus.	
Action Items	Metric/Key Performance Indicator/Target
4.3.1. Consider creating a Diversity, Equity, and Inclusion position.	<p>Year 1: Determine appropriate staffing to promote Diversity, Equity, and Inclusion efforts.</p> <p>Year 2: Create a diversity, equity, and inclusion plan for the University, developed to include initiatives such as programming, and community engagement and partnerships; disaggregate data to better determine specific needs and course of action; ensure that plan is inclusive of all populations</p> <p>Year 3: Targets: Plan implemented, includes at least 4 programs annually, at least 2 community partnerships developed.</p>



Questions or Comments about Goal 4

Goal 4: Foster a campus community where all members are valued and appreciated.

- Objective 1: Develop an institutional approach to compensation strategy, faculty and staff recognition, communication, and support for scholarly and creative activity.
- Objective 2: Ensure that the campus serves faculty, staff, students, and visitors effectively, efficiently, and safely.
- Objective 3: Foster a diverse and inclusive campus.



Be seen. Be heard. BE INSPIRED.

NEXT STEPS

- Send feedback at the link or QR code no later than March 31
 - Today's PowerPoint and complete draft of the plan are available at:
<https://www.minotstateu.edu/strategicplan/progress-reports.shtml>
- SPBC will review feedback and make updates
- President's Staff will finalize the plan
- Final plan will be shared with the campus community
- Implementation will start fall semester 2022
- Departments will develop and link their planning to the new strategic plan
- Report cards will be completed 1-2 times per year to update campus about progress

[Feedback Form](#)



Be seen. Be heard. BE INSPIRED.

CONTEST

- Help us name the new strategic plan!
- Enter your ideas at the link or QR code
- Deadline: March 31, 2022

[Contest Link](#)



Be seen. Be heard. BE INSPIRED.

THANK YOU

Strategic Planning and Budget Council

- Laurie Geller (Co-Chair), Brent Winiger (Co-Chair), Jacek Mrozik, Cari Olson, Cole Krueger, Michelle Sayler, Mike Linnell, Deb Ringham, Linda Cresap, Sue Weston, Ann Beste-Guldborg, Warren Gamas, DeVera Bowles, Darren Seifert, Andrew Petko, and Tanner Thompson

Strategic Planning Sub-Committee

- Laurie Geller, Jacek Mrozik, Lisa Borden-King, Jim Sturm, Cari Olson, and Nathan Anderson



Be seen. Be heard. BE INSPIRED.



Thanks for listening!

Please use the online form to
provide feedback.

Direct questions and
comments to
Laurie.Geller@ndus.edu