



Empowering
Generations
Campus Update
Nov. 26 & 27, 2018

Empowering Generations

Overview

- **Background information**
- **How the revised plan was developed**
- **Accomplishments and progress**
- **Annual spring Strategic Planning Retreat**
- **Q & A / Feedback from campus**



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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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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)
2. Develop and implement a co-curricular assessment plan.	<ul style="list-style-type: none">Co-curricular Committee is working on a plan. (in progress)
3. Link planning, assessment of student learning, and budget prioritization processes to establish systematic and sustainable planning processes.	<ul style="list-style-type: none">Academic program assessment reports now include requests for program needs based on assessment Results with timelines and connections to strategic plan (implemented fall 2018 on annual assessment reports)New Budget Request Workbook process links program assessment and needs to budget requests and strategic plan (implemented 2018-19)Annual strategic planning retreat (starting spring 2019)



Goal 1: Excellence in Education

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

Action Item	Accomplishments and Progress
<p>1. Evaluate and prioritize academic programs to meet students' educational needs.</p>	<ul style="list-style-type: none"> • Conduct needs assessment of future students to determine educational needs. • Reallocate resources to support growth of new and continued programs that support research outcomes and campus goals. • Ex: Janis Dislevy endowment will fund accounting position specializing in auditing • Ongoing.
<p>2. Increase flexibility in our program offerings based on mode, modularity, and scheduling.</p>	<ul style="list-style-type: none"> • AU-ABC for B.S. in Criminal Justice is complete (started fall 2018) • Working on AU-ABC for Special Education (in progress) • MEd program is now offered via distance (spring 2018) • Criminal Justice program can be offered completely online (fall 2018) • B.S. in Early Childhood courses to Three Affiliated Tribes Head Start in New Town. (fall 2018) • Offering graduate math education courses online and over IVN to allow practicing high school teachers to earn a master's degree with 18 credits of graduate math courses or just the 18 credits of math to teach dual credit (fall 2018) • Online geology course (2017-18) and another one in development (fall 2018)

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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
<p>3. Create innovative curricular and co-curricular academic programs to meet educational needs.</p>	<ul style="list-style-type: none">• Entrepreneurship Major/Minor (fall 2018)• Medicinal Plant Chemistry option (spring 2019)• B.S. in Early Childhood – non-licensure option (fall 2018)• Exploring possible Exercise Science program focused on rehab/geriatrics following end of Athletic Training program (in progress)• Bachelor of Individualized Studies (B.I.S.) planning continues - approved on campus (spring 2018) and in progress with NDUS (stage I approved fall 2018, stage II being written). The B.I.S. will allow students to build their own programs using existing courses on campus.• Social Media concentration added (spring 2018)• Academic Visioning Committee is discussing ideas for the future (in progress)



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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 discussing ideas for the future (in progress)• 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 in progress)• Potential expansion of employers for business internships (in progress)
2. Require a relevant and rigorous capstone experience for all students.	<ul style="list-style-type: none">• Most, but not all, programs have capstone or culminating experiences but we could do a better job marketing / explaining / documenting them as such. Rigor requires additional discussion. Discussions needed with chairs and program directors; no progress yet.

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">• Strategic Enrollment Management (SEM) Committee needs to be formed (by January 2019) including recruiting, marketing, and retention/persistence/graduation strategies.• 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">• The new four-year guaranteed award is now in place for fall 2018 freshmen and sophomores. The program is being evaluated annually in an attempt to enhance enrollment and maximize yield.• Package for transfer students – needs development and additional funds.
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 (in progress)



Goal 2: Recruit & Enroll

Objective 1: Support student recruitment to increase enrollment.

Action Item	Accomplishments and Progress
4. Experiment with flexible offerings for graduate, online, and distance students.	<ul style="list-style-type: none">● We continue to need more work here, especially online offerings, but we have made some progress:<ul style="list-style-type: none">○ AU-ABC for Criminal Justice○ Online graduate math courses for teachers○ MOU with DSU for Addiction Studies○ Online science course in geology (2017-18) and another one in development (fall 2018)○ Early Childhood in New Town
5. Enhance marketing and branding strategies.	<ul style="list-style-type: none">● Done and in-progress – Maguire (2017-18) and Flint (2018-19)● Marketing strategic plan needs to be established – Funding included in SEM● More on next page



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Goal 2: Recruit & Enroll

Objective 1: Support student recruitment to increase enrollment.

Action Item	Accomplishments and Progress
5. Enhance marketing and branding strategies.	<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 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 is working on a proposal for staff advisors (in progress)
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)• Time-management/absence reporting processes (2018-19)• Would be nice to implement FAMIS (campus scheduling)• Graduation applications (in progress)• Still need electronic add slips, substitution forms, grade changes, and more.



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 (2016-17 and ongoing)• New-student Convocation (2017)• Orientation at MAFB (spring or summer 2019)
5. Offer orientation for graduate students.	<ul style="list-style-type: none">• No significant progress yet



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Goal 3: Retain & Graduate

Objective 1: Provide institutional resources to accommodate all learners.

Action Item	Accomplishments and Progress
<p>1. Analyze our student population to better understand their strengths, weaknesses, and resulting needs.</p>	<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 Council, and University Chairs Council (summer and fall 2018)• Dr. Brooks and Dr. Geller 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.• Cari Olson and Dr. Geller are working with Statewide Longitudinal Data System (SLDS) / NDUS Retention and Achievement Committee (RAC) to analyze our student data. (in progress)• Minot State will again administer the Student Satisfaction Inventory (SSI) in spring 2019 and work to better connect the results to planning and existing interventions.• More work needed.

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">• Student Academic Success Services (SASS) will be centralized in the lower level of the GBO Library (in progress; will start fall 2019)
3. Enrich academic advising, mentoring, and programming for first- and second-year students.	<ul style="list-style-type: none">• Retention Committee is currently working on a proposal regarding advising of first- and second-year students (in progress)• Mentoring has not been addressed yet.• Programming is a continual need. (ongoing)
4. Provide additional support for at-risk students.	<ul style="list-style-type: none">• The definition of <i>at-risk students</i> determines the supports needed.• Additional analysis of students admitted on provision may lead to interventions for specific sets of students.• SLDS / NDUS Retention and Achievement Committee work listed above (in progress)



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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 Committee has discussed this and ways it could happen, but nothing has come of it at present. (no progress)• Supported by Career Services.• 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 Services are currently the main mechanisms but not necessarily in an intentional way.• More work needed formally.



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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 and do not return.• No formal plan yet.
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.



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 many 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)• The new four-year award should help retain many students. 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.

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">• Athletics performed a “GAP Analysis” which resulted in a review of all facilities. A “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 for budget availability.• A subcommittee of the Board of Regents is currently examining options for improved campus housing.• Considering renovation of Student Center as some offices move to GBO Library.• Classrooms need to be reviewed and plans for upgrades should be considered.• Ongoing
2. Enhance and maintain the physical campus.	<ul style="list-style-type: none">• The Unesco energy savings project will affect most buildings on campus.• 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 project to bring 5G to campus, several minor departmental renovations, numerous updates to campus technology• Ongoing



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. Begin planning of renovation of Student Center w/ SGA (spring 2019)• Develop Student Academic Success Center in GBO 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. With the current strategic plan, we are expecting additional increases each year for the next two biennia.• Co-curricular numbers are not known. The co-curricular assessment plan will track participation and determine participation and impact on student learning. (in progress)



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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, etc.• Campus and Community Dialogues (started spring 2018)• Continue to host events and foster awareness via planning, communication, and marketing.• Ongoing
6. Develop living and learning communities that offer support, co-curricular involvement, and inclusion.	<ul style="list-style-type: none">• Implemented fall 2018, but these communities need plans for and implementation of programming for students. Coordination with academic first-year programming could be explored.• Ongoing.
7. Continue to improve M-Life offerings.	<ul style="list-style-type: none">• Ongoing. No specifics.



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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• Explore incentives for employees to participate in wellness activities at the Wellness Center.• In progress.
2. Improve access to mental health services on campus.	<ul style="list-style-type: none">• We need to add a fulltime mental health counselor.• Aware of the need but no plans to implement currently.
3. Develop and enhance campus mental health standards, programming, and education.	<ul style="list-style-type: none">• Goal is to implement a plan by 7/1/19
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; Lisa also provides training at DCB; Lisa has 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">• New Bike Share program• Some planning with Minot Parks/Rec for outdoor (winter) activities• 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
<p>1. Monitor and address deferred maintenance issues that negatively impact University services and cost-containment efforts while continuing to beautify the campus.</p>	<ul style="list-style-type: none"> • Indoor and outdoor facilities are continually evaluated. • Deferred Maintenance issues are continuously identified and prioritized for budget availability. • Ongoing
<p>2. Improve energy-efficiency efforts for financial and environmental responsibility.</p>	<ul style="list-style-type: none"> • The Unesco energy savings project is underway 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
<p>3. Continuously improve campus safety through efforts from all campus employees.</p>	<ul style="list-style-type: none"> • Annual student safety campus walk • Currently have about 400 security cameras, a 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.
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's work with clinical and student teaching placements• Nicole Thom-Arens and Bel Air Elementary fifth graders produced the Bel Air Times and learned about media literacy.• Ongoing; improvements / increases need to be explored.



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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
<p>3. Develop and foster agreements with higher education institutions.</p>	<ul style="list-style-type: none">• Partnership with University of Lodz continues; 26 students in second cohort• Partnership with and recent visit to Mingdao University (planning stages)• 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 for Addiction Studies coursework in development.• Two visits made to WSC.• Collaboration with BSC to improve program marketing and advising materials.• Cohort model in social work program at BSC has led to recent increases in enrollment.• A-STEP with NDCPD and DCB• Ongoing.



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Goal 5: Community Engagement & Partnerships

Objective 2: Build valuable community partnerships.

Action Item	Accomplishments and Progress
<p>1. Encourage partnerships with relevant industries.</p>	<ul style="list-style-type: none"> • Trinity Nursing partnership – Currently into the second 5-year commitment • Dozens of business partnerships – Hess support of Summer Theatre, Xcel Energy supporting scholarships, all banks in town supporting scholarships, etc. • Partnership with MACF and other donors to install WWI Memorial Bench (fall 2018) • 21st Century Workforce Development Initiative (fall 2017) • Athletics has numerous contracted agreements with local merchants. • Academic areas partner with area industries to provide experiences for students. • Ongoing
<p>2. Leverage expertise of stakeholders within the community.</p>	<ul style="list-style-type: none"> • President’s Speaker Series – Elizabeth Smart talk in April 2019 • Alumni Speaker Series (planning started fall 2018) • Campus and Community Dialogues Series (spring 2018) • Board of Regents committee to assist with need to update campus housing (now) • 21st Century Workforce Development campaign (fall 2017) • Athletics has experienced stakeholders as leaders on Beaver Booster Board. • New Faculty Senate Ad Hoc Committee on External Affairs • 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)• Third consecutive year of record giving (\$5.9M in FY18)• Added 17 new endowments in FY18 for a total of 340 endowments• Record year of giving to the Faculty/Staff Giving Campaign in FY18 (\$169K)• Successful first-ever Giving Day (\$73K in 24 hours) – 40 projects from across campus received funding (\$130K was given to the various departments after matching funds)• Record Annual Excellence Appeal in FY18 (\$357K)• \$1.2M in scholarships to students in 2018-19 from foundation endowments (record amount)• Assets of the Foundation exceeded \$35M at the end of FY18 (record)• Alumni Gala raised over \$73K in April 2018• 21st Century Workforce Development campaign (fall 2017)• Broadcasting – Silent Auction each year.• Ongoing and spread throughout campus.



Goal 5: Community Engagement & Partnerships

Objective 2: Build valuable community partnerships.

Action Item	Accomplishments and Progress
<p>4. Nurture and enhance partnership with MAFB</p>	<ul style="list-style-type: none"> • GEM Mobile (2017-18) • AU-ABC for Criminal Justice (fall 2018) • MAFB leadership visits to campus and vice versa (ongoing) • Exploring graduate program offerings at MAFB (in progress) • Additional department chairs will review military credit (spring 2019) • Ongoing and in progress
<p>5. Engage the community by offering and hosting activities and events on campus.</p>	<ul style="list-style-type: none"> • Opening of the NW Arts Center, Air-Supported Seasonal Dome, Frantsvog Academic Success Center in 2017 or 2018 – all completed by private funding • 2nd year of Faculty/Staff Emeritus Luncheon – successful event • Old Main Society Dinner—recognizing top level donors for their lifetime giving and unveiling of new donor board outside MSU Conference Center • Homecoming events including Golden Award Recognition Banquet • Upcoming Elizabeth Smart evening; community events in the NW Art Gallery (e.g., Business After Hours, Board of Regents) and the Bubble (e.g., area sporting events); Campus and Community Dialogues; Minot Symphony Orchestra; Western Plains Opera; numerous music events; Summer Theatre and 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.	Continued... <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 new and experienced faculty (summer 2018) • Conversations with Colleagues about Teaching (2018-19) • Reinstate PIL-like partnerships with funding and interest (PIL – Partners in Learning) (implement in 2019) • Offer travel to conferences, webinars, and / or invite relevant speakers to campus for professional development opportunities • 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"> • No progress yet. Current funding levels for Small Grants for Faculty are at a low and holding there.
3. Expand support of personal and professional development.	<ul style="list-style-type: none"> • No progress yet. Current funding levels for Advanced Study Grants are at a low and holding there. • Sabbatical Program has been reinstated for 2019-2020.



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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 and the Staff Senate Budget and Salary Committee are working toward recommendations for equitable compensation practices and strategies. (2017-present)• The recommendations from these committees will be brought together and recommendations shared with administration.
5. Investigate the feasibility of promotion procedures for qualifying librarians.	<ul style="list-style-type: none">• Academic Visioning Group found some information, but the librarians should take the lead on this. Models exist at other institutions.• No progress yet.
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 in spring of their third year (implemented in 2018-19)• Currency and peer review added to annual evaluation of faculty (2018)• Ongoing.



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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"> • Some initiatives have occurred (e.g., Mark Vollmer’s presentations to campus). • Additional staff development opportunities needed. • Ongoing.
2. Adjust departmental practices to improve student-friendly service	<ul style="list-style-type: none"> • New administrative assessment processes led by Dr. Brooks will support these efforts. • Just started and in progress.
3. Expand support of personal and professional development	<ul style="list-style-type: none"> • No progress yet. Current funding levels for Advanced Study Grants are at a low and holding there, and waivers for NDUS classes are the same.
4. Develop and implement institutional compensation strategy for staff.	<ul style="list-style-type: none"> • The Staff Senate Budget and Salary Committee is working toward recommendations for equitable compensation practices and strategies. • These recommendations will be brought together with those from faculty in one committee recommendations shared with administration. (2018-present)



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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
5. Investigate the feasibility of a merit-based promotion system for professional staff.	<ul style="list-style-type: none">The Staff Senate Budget and Salary Committee is working toward recommendations for equitable compensation practices and strategies.
6. Commit to performance metrics, accountability, and use of data in the evaluation of staff.	<ul style="list-style-type: none">Staff evaluation process needs reviewed and updated for staff.



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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">No plans at the moment.
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.



Be seen. Be heard. BE INSPIRED.

Empowering Generations

Annual Spring Strategic Planning Retreat

- Held each year to consider updates to the plan for the following year and to engage in continuous improvement that links institutional assessment and planning.
- To include many voices of campus – Faculty Senate, Staff Senate, directors, chairs, students, administration, and external stakeholders.



Be seen. Be heard. BE INSPIRED.

Empowering Generations

Feedback from Campus

- What are your thoughts and ideas?
- What questions do you have?

Before You Leave

- Please use the half sheets of paper at your table to provide feedback now or in the future. You can email me too.



Be seen. Be heard. BE INSPIRED.



Thanks for your participation.

Please leave your feedback in the boxes by the door or on your table, or you can drop it off in the VPAA office at a later time or email it to me at laurie.geller@ndus.edu.