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.*

Be seen. Be heard. BE INSPIRED.

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
Offer high-quality academic opportunities to meet educational needs.

Objective 1: Develop strategic assessment and budgeting processes for campus. (G1,O1,AI3&4 and more)

Action Items:
1. Establish responsibility for ongoing regional accreditation requirements. (G1,O1,AI3)
2. Develop and implement a co-curricular assessment plan. (new)
3. Link planning, assessment of student learning, and budget prioritization processes to establish systematic and sustainable planning processes. (new)

Goal 1: Excellence in Education

Offer high-quality academic opportunities to meet educational needs.

Objective 2: Offer curricular and co-curricular programs supporting diverse, multigenerational learners. (G1,O3)

Action Items:

1. Evaluate and prioritize academic programs to meet students' educational needs. (G2,O2,AI1&2&3)

2. Increase flexibility in our program offerings based on mode, modularity, and scheduling. (G1,O3,A2 with tweaks)

3. Create innovative curricular and co-curricular academic programs to meet educational needs. (new)

Goal 1: Excellence in Education

Offer high-quality academic opportunities to meet educational needs.

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

Action Items:

1. Evaluate undergraduate research, engagement opportunities, and creative activity and adapt, improve, or add where applicable. (G1,O1,AI1&2; G6,O1,AI3; G1,O1,AI1)
2. Require a relevant and rigorous capstone experience for all students. (new)

Goal Leadership: VP for Academic Affairs

Goal 2: Recruit & Enroll

Increase student enrollment and improve student support services.

Objective 1: Support student recruitment to increase enrollment. (G2,O1)

Action Items:

1. Update and implement a strategic enrollment management plan. (G2,O1,AI5)
2. Establish a multi-year scholarship package to recruit and enroll quality first-year and transfer students. (G2,O1,AI1)
3. Innovate with financial support to maximize the impact on graduate enrollment. (new)
4. Experiment with flexible offerings for graduate, online, and distance students. (new)
5. Enhance marketing and branding strategies. (G2,O1,AI3)

Goal 2: Recruit & Enroll
Increase student enrollment and improve student support services.

Objective 2: Effectively and efficiently transition new students. (new)

Action Items:

1. Establish a virtual one-stop shop for registration, records, financial aid, scholarships, tuition, billing, payments and more. (new)
2. Provide prompt access to faculty and staff advisors year round. (new)
3. Automate common workflow processes to increase efficiency, improve response times, and reduce paper processes. (G3,O3,AI4)
4. Continue to improve undergraduate orientation programming. (newish) (G3,O2,AI1)
5. Offer orientation for graduate students. (new)

Goal Leadership: VP for Student Affairs

Goal 3: Retain & Graduate

Support and increase student retention and graduation.

Objective 1: Provide institutional resources to accommodate all learners.

Action Items:

1. Analyze our student population to better understand their strengths, weaknesses, and resulting needs. (new)
2. Centralize and enhance student academic success services. (G3,O2,AI2&3)
3. Enrich academic advising, mentoring, and programming for first- and second-year students. (G3,O2,AI1)
4. Provide additional support for at-risk students. (new)

Goal 3: Retain & Graduate

Support and increase student retention and graduation.

Objective 2: Offer opportunities for career and major exploration. (new)

Action Items:

1. Provide formal opportunities for career and major exploration for students early in their undergraduate career. (new)
2. Coach and assist students for the transition to a career or to additional educational opportunities (graduate or professional schools). (new)

Goal 3: Retain & Graduate
Support and increase student retention and graduation.

Objective 3: Maximize financial support.

Action Items:

1. Provide financial education to students and graduates to support their financial independence and educational goals. (new)
2. Offer academic and financial incentives for students to return to complete their degree programs. (new)
3. Maximize use of scholarships and waivers to support student retention and graduation. (new)

Goal Leadership: VP for Academic Affairs

Goal 3: Retain & Graduate

Support and increase student retention and graduation.

Metric: By 2023 attain graduation rate* of 50% and retention rate** of 80%. (G3,O2,AI4)

* 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

Promote and support a vibrant and inclusive campus community.

Objective 1: Enrich the campus experience and enhance campus life. (G4,O1)

Action Items:

1. Evaluate indoor and outdoor facility use and condition. (G4,O3,AI1)
2. Enhance and maintain the physical campus. (G4,O1,AI2)
3. Create additional and improve current study and social spaces for students. (G4,O1,AI1/new)
4. Increase participation in extracurricular and co-curricular activities. (G4,O1,AI2)
5. Extend diversity and inclusion awareness for campus community. (G3,O5,AI3)
6. Develop living and learning communities that offer support, co-curricular involvement, and inclusion. (G4,O2,AI3)
7. Continue to improve M-Life offerings. (new)

Goal 4: Vibrant & Inclusive Campus

Promote and support a vibrant and inclusive campus community.

Objective 2: Meet the wellness and safety needs of the campus community. (G4,O3)

Action Items:

1. Integrate the Eight Dimensions of Wellness into campus life. (G4,O2,AI1)
2. Improve access to mental health services on campus. (G4,O3,AI2)
3. Develop and enhance campus mental health standards, programming, and education. (G4,O3,AI2&3)
4. Promote Title IX awareness and safety-related policies and procedures. (G4,O3,AI4)
5. Maximize use of the Wellness Center and enhance outdoor activities. (G4,O2,AI2)
6. Enhance healthy food choices on campus. (G4,O3,AI5)

Goal 4: Vibrant & Inclusive Campus

Promote and support a vibrant and inclusive campus community.

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

Action items:

1. Monitor and address deferred maintenance issues that negatively impact University services and cost-containment efforts while continuing to beautify the campus.

2. Improve energy-efficiency efforts for financial and environmental responsibility.

3. Continuously improve campus safety through efforts from all campus employees.

Goal Leadership: VP for Student Affairs and VP for Administration and Finance

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Goal 5: Community Engagement & Partnerships

Foster and grow collaborative partnerships and community engagement.

Objective 1: Cultivate and maintain mutually beneficial relationships with academic partners. (G5,O1&2)

Action Items:

1. Evaluate and develop strategic direction for partnerships and coordination of agreements. (G5,O1&2,AI3&2)
2. Increase collaboration among P-12 partners. (G5,O1,AI3)
3. Develop and foster agreements with higher education institutions. (G5,O1,AI3)

Goal 5: Community Engagement & Partnerships
Foster and grow collaborative partnerships and community engagement.

Objective 2: Build valuable community partnerships. (G6,O1)

Action Items:

1. Encourage partnerships with relevant industries. (G5,O2,AI2)
2. Leverage expertise of stakeholders within the community. (G5,O3)
3. Increase involvement of alumni and off-campus organizations in sponsorship of student campus experiences. (G6,O1,AI2)
4. Nurture and enhance partnership with MAFB. (G5,O2,AI3)
5. Engage the community by offering and hosting activities and events on campus. (G5,O3,AI2; G6,O2)

Goal Leadership: VP for Advancement

Goal 6: Creative and Engaged Faculty & Staff

Support and value faculty and staff.

Objective 1: Support and value commitment to teaching, scholarship, and service. (G2,O2)

Action Items:

1. Provide faculty development focused on engaged and current pedagogy for today's students. (G2,O3,AI3)
2. Increase support for scholarly and creative activity. (new)
3. Expand support of personal and professional development. (G2,O2,AI1)
4. Develop and implement institutional compensation strategy for faculty. (G2,O2, AI4)
5. Investigate the feasibility of promotion procedures for qualifying librarians. (new)
6. Commit to performance metrics, accountability, and use of data in the evaluation of faculty. (G2,O3,AI5)

Goal 6: Creative and Engaged Faculty & Staff

Support and value faculty and staff.

Objective 2: Support and value commitment to high-quality student service. (G2,O3)

Action Items:
1. Provide staff development focused on student-centered customer service. (G2,O3,AI1)
2. Adjust departmental practices to improve student-friendly service. (new)
3. Expand support of personal and professional development. (G2,O2,AI1)
4. Develop and implement institutional compensation strategy for staff. (G2,O2,AI4)
5. Investigate the feasibility of a merit-based promotion system for professional staff. (new)
6. Commit to performance metrics, accountability, and use of data in the evaluation of staff. (G2,O3,AI5)

Goal 6: Creative and Engaged Faculty & Staff

Support and value faculty and staff.

Objective 3: Empower faculty and staff to seek and secure external funding. (G3,O4)

Action Items:

1. Reinstate the Office of Sponsored Programs. (G3,O4,AI1)
2. Implement incentive program for faculty and staff to secure external funding. (G3,O4,AI2)
3. Establish a Minot State Research Center. (G3,O4,AI4)

Goal Leadership: VP for Academic Affairs and VP for Administration and Finance

Please provide feedback HERE or email it to me at laurie.geller@ndus.edu.