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Empowering Generations

Update on the Work of the Strategic
Planning and Budget Council

May 2 & 3, 2018





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“The key to strategy and strategic change is linking the possibility with who we really are culturally.”

- Edgar Schein



MSU's Strategic Plan – 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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MSU's Strategic Plan – Empowering Generations

Goals:

1. Meet the educational needs of the local, regional, national, and global communities.
2. Recruit, retain, and value well-qualified students, faculty, and staff.
3. Create an institutional environment that supports student, faculty, and staff success.
4. Promote and support the well-being of students, faculty, and staff, enabling them to address challenges across generations.
5. Foster and grow collaborative partnerships locally, regionally, nationally, and globally.
6. Promote and recognize commitment to community engagement.



MSU's Strategic Plan – Empowering Generations

Objectives of Strategic Planning and Budget Council (SPBC):

1. To implement MSU's strategic plan, Empowering Generations, and to advise in the budget development and required University budget modification processes.
2. To identify priorities and create implementation calendars along with the funding mechanisms to ensure Minot State University's success.
3. To review MSU's strategic goals, objectives, and action items as needed.



MSU's Strategic Plan – Empowering Generations

Purposes of SPBC:

1. Implement the strategic plan.
2. Oversee strategic planning implementation and budgeting processes, including sustainable resource allocation methodologies and mid-cycle budget modifications.
3. Establish strategic planning research procedures (define key performance indicators, conduct environmental scan).
4. Set clear timelines and processes.
5. Implement a process of institutional review, prioritization, and plans for consolidations, eliminations, and reallocation.



MSU's Strategic Plan – Empowering Generations

Purposes of SPBC Continued:

6. Initiates periodic scans of internal and external environments.
7. Communicate with campus constituency groups (e.g., senates) and seek total understanding and commitment by campus.
8. Work to align the plans of MSU and those of specific units.
9. Assess and publicize progress toward goals and action items.
10. Regularly review goals, objectives, and action items.



MSU's Strategic Plan – Empowering Generations

SPBC Members:

Goal 1 – Educational Needs

Laurie Geller (Chair)

Jacek Mrozik

Warren Gamas

Goal 2 – Recruit, Retain, Value

Brent Winiger

Katie Tyler

DeVera Bowles

Goal 3 – Institutional Environment

Cari Olson

Annette Mennem

Linda Cresap

Goal 4 – Well-being

Teresa Loftesnes

Jay Wahlund

Aaron Richard

Goal 5 – Partnerships

Kevin Harmon

Ann Beste-Guldborg

Cassandra Daniel

Goal 6 – Community Engagement

Mike Linnell

Nicole Thom-Arens

Andy Carter



MSU's Strategic Plan – Empowering Generations

Task of SPBC Goal Groups:

For each goal, objective, and action item, determine:

- How will the action item be achieved?
- Who will do it?
- When will it be achieved (timeline)?
- What resources and information are needed?

Discussion, revisions, and prioritization followed.

- Priorities assigned: high, medium, low



High Priority Action Items

High Priority – Critical items that are in process of execution right now or about to start.

- 1. Establish responsibility for ongoing regional accreditation requirements.*
- 2. Develop strategic assessment program for campus.*
- 3. Conduct continuous regional needs assessment of future students to determine educational needs.*
- 4. Create innovative program offerings based on mode, modularity, and scheduling.*

Goal 1
Educational
needs



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High Priority Action Items

High Priority – Critical items that are in process of execution right now or about to start.

5. *Offer multi-year scholarship packages to recruit and retain quality students.*
6. *Enhance recruitment, retention and promotion and branding strategies.*
7. *Develop and implement institutional compensation strategy. Analyze salary equity and address the findings.*
8. *Expand the availability of and participation in faculty development efforts focused on engaged pedagogy for today's students.*
9. *Use performance metrics, accountability and data in the evaluation of employees and programs.*

Goal 2
Recruit and
retain



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High Priority Action Items

High Priority – Critical items that are in process of execution right now or about to start.

Goal 3
Institutional
environment

- 10. Enrich academic advising, mentoring, and new programming for students.*
- 11. Streamline and centralize student success services.*
- 12. By 2023 attain graduation rate* of 50% and retention rate** of 80%.*
- 13. Strengthen policies and options for inclusive housing and residence life programming.*

Goal 4
Well being

- 14. Evaluate facility use and condition, and strategically plan for the future.*
- 15. Improve mental health services and widen access to counseling support services.*
- 16. Enhance healthy food choices on campus.*



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High Priority Action Items

High Priority – Critical items that are in process of execution right now or about to start.

Goal 5
Collaborative
partnerships

- 17. Develop strategic direction for current and future P-12 partnerships and higher education partnerships.*
- 18. Enhance collaboration among NDUS institutions.*

Goal 6
Community
engagement

- 19. Establish campus-wide engagement coordination.*
- 20. Promote community use of MSU facilities.*



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Allocation of How, Who, When and Resources

Example:

Develop strategic assessment program for campus. (Goal 1, Obj. 1, Action Item 4)

- How:** Develop appropriate program assessments
Close the loop on assessment
Develop a campus-wide long-term assessment plan, including co-curricular assessment
Redefine/simplify GE requirements
Connect assessment to planning and budgeting
- Who:** VPAA
Academic Assessment Committee
GE Committee
Director of Assessment (New position – see previous action item)
Chairs and directors
- When:** 1-2 years
- Resources:** Allocated accordingly by VPAA
- Priority:** High



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Moving Forward:

1. Assign action items to those responsible for them and assign one person to be responsible for the action items of each goal.
2. Link items to budget and planning process.
3. Determine which items can be completed initially and which will need additional planning and/or funding. Revise timelines as needed.
4. Follow-up regularly on the progress of action items.
5. Update the SPBC web site.
6. Post progress and evidence to the SPBC web site.





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Thank You.

Questions? Comments?

