Our Mission: Providing dynamic learning for living, working and serving.
Our Vision: A success story for every student and stakeholder.

Top priorities for FY16:
• Improve student success: persistence, retention, completion, career placement and transfer rates.
• Strengthen workforce strategies to meet the needs of business and industry.
• Focus on teaching and learning quality.
• Expand partnerships with external stakeholders to increase private fund raising and grant awards.
• Monitor long-range enrollment and financial plan models.
• Participate in Charting the Future (CTF) implementation projects.

M State Goals/Strategies for FY16

1. REDesign student persistence, retention, completion, career placement and transfer strategies to improve related metrics leading to greater student success:
   • Increase fall-to-fall retention by 3 percent by identifying academic intent of first-term AA degree-seeking students and implementing enhanced advising interventions.
   • Establish a retention data committee to identify and ameliorate patterns of attrition.
   • Launch and assess individualized student orientation modules through Oracle.
   • Implement an online success course for students not academically prepared for college work using D2L Brightspace.
   • Implement the Noel Levitz student satisfaction and institutional inventory to identify additional strategies to improve student retention.
   • Analyze existing data regarding the efficacy of the college tutoring program and make revisions to improve student retention.
   • Complete the faculty-led academic planning process on the Moorhead and Wadena campus locations and begin the implementation of the Detroit Lakes and Fergus Falls academic plan initiatives.

2. REALize and support enhanced teaching and learning quality and flexibility to attract additional students and to achieve completion of desired student goals:
   • Identify academic programs with poor retention statistics and develop retention and completion plans for those programs in the lowest quartile.
   • Pursue professional accreditation for the following programs by the end of the academic year: Dental Hygiene, Surgical Technology, Nursing, Health Information Technology and Pharmacy Technology.
   • Develop eight new programs or program options.
   • Implement cost reduction decisions to reduce instructional costs to 1.0 by the end of spring 2016.
   • Update and improve the performance evaluation process for faculty and staff to support both employee professional growth and development and institutional and student effectiveness.
   • Provide a yearly series of faculty-driven workshops, webinars and trainings that focus on high-quality and engaging instruction.
   • Support professional development in Quality Matters for additional faculty.
   • Implement the enhanced process for assessing the M State core abilities.
   • Develop a center for teaching, learning and technology to enhance professional development, dialog and resources for faculty.
3. **RECONNECT** and strengthen workforce strategies to meet the needs of business and industry in the region:

- Generate additional revenue from customized training and outside resources to supplement the general fund and fund balance and to improve services to the business communities in our region.
- Increase unduplicated students served and non-credit training hours by 5 percent annually.
- Partner with academics to offer three flexible training program options that meet the needs of business and industry.
- Utilize mobile training labs to offer credit and non-credit training to 200 students.
- Utilize the Oracle customer management tool to track and document all interactions with 15 key industry partners.
- Develop and deliver unique ELL training to prepare 100 new Americans for employment.
- Partner with regional agencies to deliver training to at least 20 small regional employers.

4. **REALIZE** expanded partnerships to increase private fundraising and grant dollars generated to supplement existing funding sources.

- Engage and expand philanthropic culture with key constituents including alumni, faculty/staff, business/industry and the communities within the M State region.
- Introduce alumni ambassadors to increase regional awareness of the success of M State graduates.
- Implement the Power of You program for 100 students.
- Fully implement the new college-wide Minnesota State Community and Technical College Foundation by September 2015 to provide easier access to donors.
- Identify three major college capital or program projects and align with potential donors and grantors.
- Achieve performance measures in federal TAAACCT grants and the Title III grant.

5. **REALIZE** an expanded financial viability of the college by continuing to improve the CFI to remain healthy in the accomplishment of the college mission and vision:

- Achieve being within the normal range of the CFI within one or two years by increasing our cash reserves, closely monitoring our expenditures and budgeting for a portion of the depreciation of buildings and equipment.
- Invest in marketing strategies to level out enrollment patterns and increase enrollment by 2020 or before.