Strengthening the M State Student Experience

Top Priorities for Fiscal Year 2017

1. Student Success and Learning

Goals:
- Increase the FY17 fall-to-spring student retention rate by 3 percentage points from FY16
- Increase the Fall 2016-to-Fall 2017 student retention rate by 2 percentage points from the Fall 2015-to-Fall 2016 rate
- Increase first-term completion in good academic standing of First Time in College students by 3 percentage points from the FY16 rates

Strategies:
- Implement the Ruffalo Noel Levitz College Student Indicator as part of the first-term check-in advising initiative during the first four weeks of Fall 2016
- Assemble a team in Fall 2016 to prepare for a Spring 2017 entry into the Higher Learning Commission’s Persistence Academy
- Institutionalize the academic bridge experience
- Implement a robust and seamless process to use multiple measures for course placement

2. Workforce and K12 Partnerships

Goals:
- Increase Workforce Development Solutions revenue, training hours and unduplicated head count served by 5 percent through the development of innovative workforce solutions
- Expand K12 connections through the development of four new partnerships

Strategies:
- Expand business and industry connections through the development of four new partnerships
- Offer flexible training program options that meet the needs of business and industry
- Identify creative ways to add certifications and camp experiences in partnership with secondary schools
- Expand early/middle college program and career pathway opportunities for students

3. Distinctive and Excellent Teaching

Goals:
- Carry out the vision for the Center for Teaching, Learning and Technology to achieve 50 percent faculty engagement in professional development opportunities
- Use the Roadmap for Instructing Online teaching framework with 20 faculty

Strategies:
- Institutionalize the Roadmap for Instructing Online teaching framework to support excellence in online teaching
- Standardize a classroom capture platform and provide hands-on faculty training
• Complete monthly professional development opportunities focused on enhancing teaching, improving student learning and effectively using instructional technology

4. Financial Sustainability

Goals:
• Improve College financial indicators
• Reallocate budget to College priorities

Strategies:
• Increase unrestricted cash reserves by 2 percent
• Generate additional revenue from external resources to supplement the general fund, fund balance and to improve services for students and regional businesses
• Develop business plans for the campus bookstores
• Restructure the scholarship program

5. Talent Management

Goal:
• Attract, develop and retain diverse and talented employees to carry out the M State Mission and Vision

Strategies:
• Develop updated performance evaluation documents for faculty and staff
• Develop succession plans for key and hard to fill positions
• Evaluate and revise the current information technology organizational structure and update position descriptions and classifications to support future technology use and growth
• Develop and implement a formal mentoring and training program for the information technology department

6. Diversity and Inclusion

Goals:
• Increase the success rates of students of color by 3 percentage points from FY16 rates
• Increase and retain diversity in employees

Strategies:
• Complete the diversity plan
• Build four new partnerships with diverse communities
• Provide all employees with cultural awareness and diversity program training
• Partner with institutional research to identify issues contributing to lower retention of students of color on the Moorhead campus and partner with the chief diversity officer to determine two additional strategies to be implemented during FY17

7. Continuous Improvement

Goals:
• Support the Academic Plans and Strategic Enrollment Management initiatives
• Complete the Academic Quality Improvement Program Systems Portfolio by June 2017
• Utilize program review and core ability assessment data as a framework for academic program improvement

Strategies:
• Initiate the strategic planning process
• Move The Source into completion of Phase II to improve student access to online orientation topics through mobile devices
• Implement an assessment information system to advance the use of assessment data in decision making
• Implement 80 percent of the year one initiatives in the Campus Academic and Strategic Enrollment Management plans
• Utilize the Strategic Planning/Charting the Future Council to actively participate in Charting the Future initiatives