Top Priorities for Fiscal Year 2018

1. Student Success and Learning

Goals
- Increase the FY 18 fall-to spring retention rate for first-time students by three percentage points from FY 17 rate.
- Increase the Fall 2017 to Fall 2018 retention rate for first-time students by two percentage points from the Fall 2016 to Fall 2017 rate.
- Increase first-term completion in good academic standing of Fall 2017 first-time-in-college students by two percentage points from Fall 2016.
- Establish performance metrics and collect baseline data for the Spartan Centers.
- Continue to increase graduation and transfer rates.

Strategies
- Increase Fall 2017 first-time-in-college student participation in the first-term check-in initiative initiative by 10 percentage points from Fall 2016 participation rates.
- Implement the redesigned Spartan Center/academic support services model.
- Train program faculty in advising practices associated with identified milestones in a student’s life cycle.
- Revise the advising model to better address first-time-in-college student needs in academic goal setting, at-risk awareness, campus life engagement and proactive interventions.
- Implement clear transfer pathways with Minnesota State University Moorhead and other Minnesota State universities.

2. Workforce and K12 Partnerships

Goals
- Expand innovative business, industry and community partnerships through new continuing education, health training offerings and increased use of mobile training classrooms to grow headcount by 5 percent.
- Explore new grant funding opportunities to support workforce development in the region.
- Strengthen K12 partnerships through additional outreach initiatives, assessment of customer satisfaction and joint professional development.
- Increase the market share of high school graduates in FY 19 by three percentage points from the three-year average share in FY15-17.

Strategies
- Launch a workforce training center on the Moorhead campus.
- Connect with M State’s top feeder high schools to improve high school graduation and college participation rates.
- Strengthen K12 connections through the expansion of 12 M State and high school partnerships.
- Promote the M State value proposition to our regional communities and complete the first phase of the Power of YOU program launch.

3. Equity and Inclusion

Goals
- Close the achievement/opportunity gap by two percentage points from FY 17 rates.
- Recruit and retain employees to be more representative of M State’s student population.
- Promote the exploration and understanding of culture, diversity and inclusion by providing in-depth professional development and engaging experiences that promote cultural competency skills.

Strategies
- Complete the Higher Learning Persistence and Completion Academy activities.
- Identify factors that contribute to improvement in persistence of students of color to inform future improvement initiatives.
- Continue the Voices. Vision. Values. professional development series to support increased employee understanding of culture and inclusion from the student perspective.
- Implement the Women’s Foundation of Minnesota grant to recruit and retain women of color in science, technology, engineering and math fields.
- Research cultural competency assessment tools and aligned professional development initiatives.
- Strengthen collaborative efforts with Minnesota Campus Compact.
Resource and Information Technology Sustainability

Goals
- Continue to improve the college’s financial indicators.
- Develop an information technology infrastructure improvement and replacement plan to provide innovative technology services for students, employees and stakeholders.
- Raise funds for the Detroit Lakes nursing lab and Moorhead business center projects.
- Continue to implement cloud-first information technology strategies strategically when they can serve to enhance services and decrease costs.

Strategies
- Maintain a strong fund balance and composite financial index.
- Secure a significant federal grant for FY 19 implementation.
- Restructure foundation and development operations to enhance facility, grant, program and scholarship support.
- Complete system-wide data security initiatives to protect the information technology infrastructure for students, employees and stakeholders.
- Review and assess the information technology infrastructure annually by working with multiple vendors to update the costs for equipment replacement and maintenance.
- Build an annual allocation of funding to support a consistent replacement/update schedule for information technology infrastructure equipment so resources remain committed to sustaining these important assets.
- Develop a comprehensive business plan for campus bookstore operations by February 2018.
- Create a master academic equipment improvement and replacement plan by June 2018.
- Implement the eProcurement system by June 2018.

Distinctive and Excellent Teaching

Goals
- Provide 75 faculty members with enhanced professional development through the Center for Teaching, Learning and Technology.
- Support 20 employees in professional development focused specifically on building inclusive classrooms.
- Increase engagement with program advisory committees to enhance program innovation.
- Support 20 faculty members through the completion of the Build a Better Course professional development experience.

Strategies
- Redesign and enhance program advisory committees to support state-of-the-art teaching and learning.
- Implement the CTLT three-day professional development series on teaching excellence.
- Develop a process to recognize faculty who complete professional development in teaching excellence.
- Implement the improvements from the Minnesota State system Development Education Roadmap.

Talent Management

Goals
- Attract, develop and retain diverse and talented employees to carry out M State’s mission, vision and values.

Strategies
- Advance succession planning through the increased use of data to better understand and predict workforce needs.
- Determine action items from the 2016-2017 Personal Assessment of the College Environment survey to enhance a healthy workplace climate.
- Utilize staff professional survey results to inform training and development needs for M State staff.
- Promote workplace safety and wellness initiatives.

Continuous Improvement

Goals
- Prioritize work on the 2017 AQIP systems portfolio continuous improvement feedback recommendations.
- Enhance M State’s engagement with the community and with students through significant campus facility improvement projects.
- Actively participate in the Minnesota State system’s branding and continuous improvement priorities.

Strategies
- Utilize the strategic planning process to align, integrate and prioritize the 2017 AQIP systems portfolio continuous improvement feedback into college’s goals, strategies and initiatives.
- Design and begin construction of the Wadena campus Student Development Services renovation project.
- Design and begin construction of the Wadena campus nursing lab.
- Design and begin construction of the Fergus Falls Center for Student and Workforce Success renovation project.
- Improve space utilization.