



Minnesota State
Community and Technical College

Strategic Planning Update

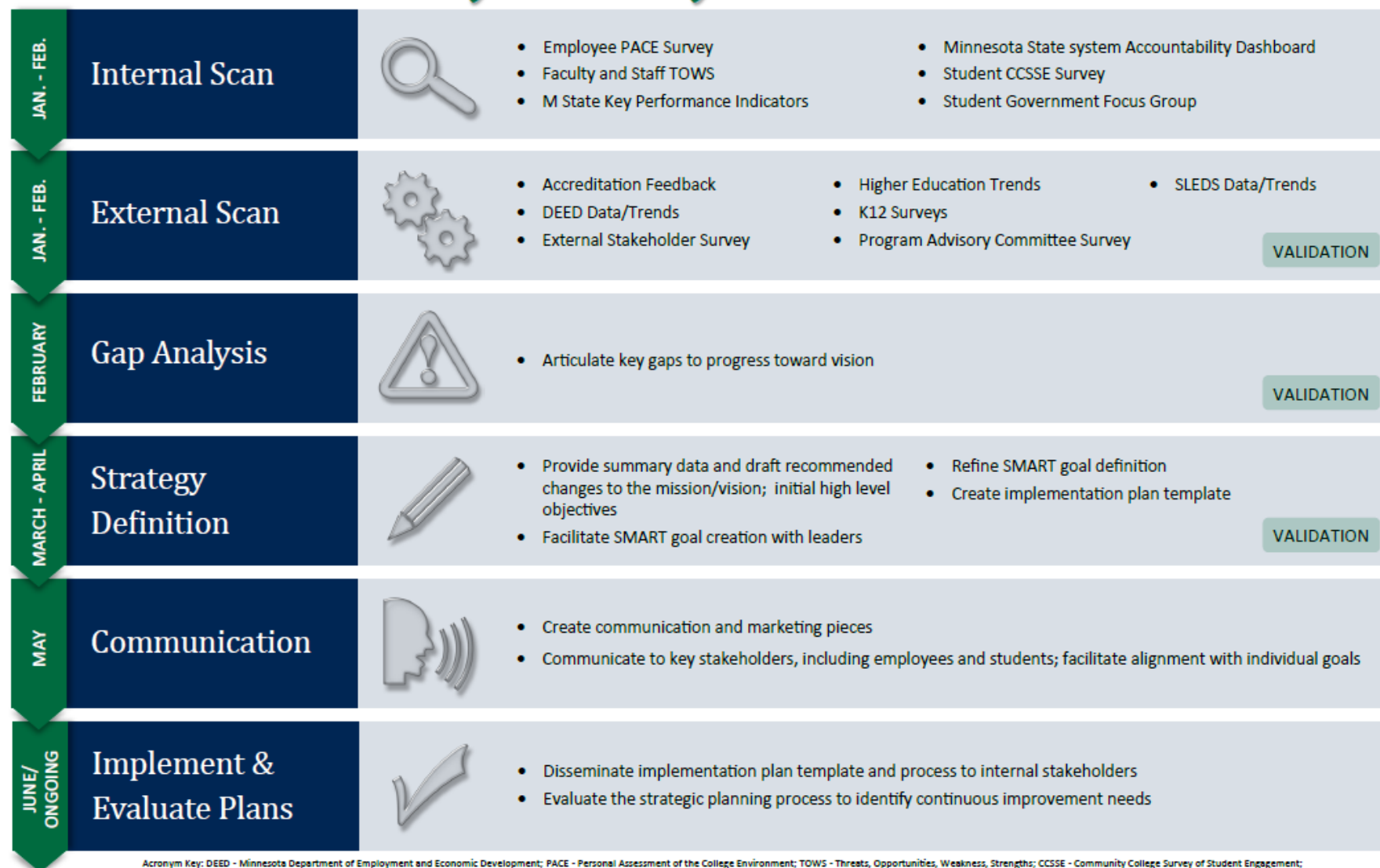
College-wide Open Forum

Feb. 13, 2018

Strategic Plan Components



Strategic Planning Process Timeline





MISSION: Provide dynamic learning for living, working and serving. VISION: A success story for every student and stakeholder. VALUES: M State is focused on excellence, integrity, respect and innovation.

Strategic Planning Process Timeline

JAN. - FEB.

Internal Scan



- Employee PACE Survey
- Faculty and Staff TOWS
- M State Key Performance Indicators
- Minnesota State system Accountability Dashboard
- Student CCSSE Survey
- Student Government Focus Group

Faculty/Staff TOWS Categories

Student Achievement

Teaching Excellence

Equity and Inclusion

Collaborative Partnerships

Enrollment Growth

Talent Management

Asset Stewardship and Resource Development

Summary of Opportunities and Strengths

- Expanded, strategic, intentional **partnerships**
- **Alumni** connections
- Strategic **technology** for student services and learning
- Experiences that **engage** students
 - “Big” experiences – hands on, project based, etc
 - Mentoring
 - Internships
 - Community involvement
- **Flexibility** in course offerings
- Continued CTLT **support**
- Relevant, job specific **professional development**
- Continued evolution of M State **Foundation**
- Become community leader in **equity and inclusion**
- High quality, relevant and creative **interactions** – faculty, staff, students, administration, community
- Expanding high quality **services** for **diverse** student population
- Focus and investment in student **recruiting, marketing and enrollment** to meet diverse needs
- Continue and expand consistent and effective **employee recognition, evaluation and training**
- Strategic use of **facilities** – classrooms, office space, signage

Summary of Threats and Weaknesses

- Ability to **support underprepared** students
- Students' external **distractions**
- **Limitations** in course offerings
- **Budget** and resource availability – professional development, equipment, technology
- **Non-teaching duties/distractions** take away from student focus; lead to burn-out
- **Resistance** to fast-paced **changes** in technology, demographics, skill requirements
- Inconsistent onboarding, integration, training for **new employees**
- **Competition** with industry and other higher ed for faculty and students
- **Declining enrollment** in K-12
- **Perception** of 2-year schools and higher ed
- Frequent changes in college **leadership**; model not effective for all campuses; communication not always transparent
- **Union** support lacking in some cases
- Rising **student costs** and debt
- Overall college **motive/vision/plan for diversity** is not widely known
- Lack **holistic view of diversity** and cultural understanding among faculty, staff and students
- **Limited pool** of diverse **candidates** for faculty, staff and administration
- **Processes** that are difficult for students to follow
- Limited **collaboration**
 - Across divisions, campuses, departments
 - Regarding industry and community relationships
- Communities don't know **M State story**
- Limited **events/activities** that attract students
- Lack of **programs** in some industries/areas
- Asset and resource **allocation and prioritization process** not widely understood

Student Government Focus Group Summary

October, 2017

February, 2018

October Focus Group Questions

What made
you choose M
State?

What do you
value most
about M State?

What are your
positive
qualities/attrib
utes that M
State helps you
to develop

If you had a
dream for M
State, what
would it be?

What keeps
you at M State?

What is a core
strength of
M State?

Share an
exceptionally
positive
experience
with the
college

What Matters to Students



What Students Have Developed at M State

Motivation /
determination / drive
for success

Self-management,
responsibility,
accountability,
ownership, maturity

Leadership /
assertiveness /
confidence

Communication

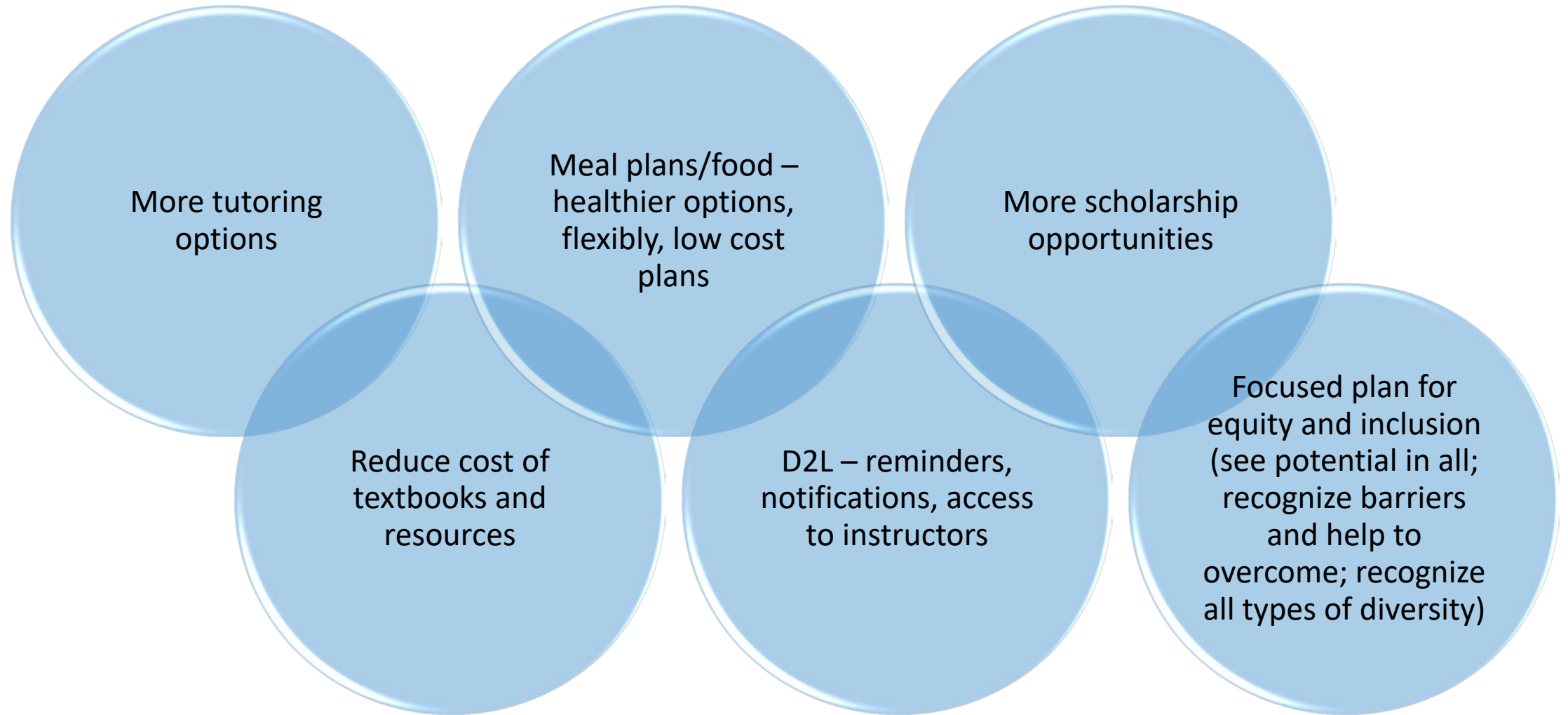
Teamwork

Critical thinking

Networking/
connections

Practical application in
the field of study

What Students Dream for M State



SGA Feb, 2018

- [illegible]

Additional Internal Environment Feedback

- Ongoing - Participation in various meetings
 - Division Chair
 - Diversity Committee
 - Human Resources
 - AASC
 - Shared Governance
 - Cabinet
 - Combined Leadership
 - Feb 20 Duty Day
- Upcoming
 - Student survey
 - Employee survey



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External Stakeholder Survey – in Process

Objectives

- Understand key workforce needs and trends in the areas we serve
- Gain insight into how M State impacts the communities we serve
- Gauge perception and awareness of M State in communities we serve
- Identify untapped partnerships
- Get feedback on what external stakeholders see as the mission of M State in their community

Audience

- General Advisory Council
- Workforce Development clients
- Foundation Board
- FMWF Chamber
- Economic Development Council Board of Directors

Continue to be Part of the Process

- Complete survey – details at Feb 20 duty day
- Watch for and read updates
- Ask questions and provide feedback