



**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.

## HLC Criteria for Accreditation

### Core Components and Employee Reflection Questions

#### Criterion 1. Mission

*The institution's mission is clear and articulated publicly; it guides the institution's operations.*

##### Core Components

- a. The institution's mission is broadly understood within the institution and guides its operations.
- b. The mission is articulated publicly.
- c. The institution understands the relationship between its mission and the diversity of society.
- d. The institution's mission demonstrates its commitment to the public good.

##### Reflection Questions

- What do you like best about M State's mission?
- What is M State's vision?
- How does your work contribute to the college's mission?
- Share a favorite example of how employees work together to meet the college mission.
- Share an example you are proud of that shows how your department/team/division lives out the M State vision.

#### Criterion 2. Integrity: Ethical and Responsible Conduct

*The institution acts with integrity; its conduct is ethical and responsible.*

##### Core Components

- a. The institution operates with integrity in its financial, academic, personnel and auxiliary functions; it establishes and follows policies and processes for fair and ethical behavior on the part of its governing board, administration, faculty and staff.
- b. The institution presents itself clearly and completely to its students and to the public with regard to its programs, requirements, faculty and staff, costs to students, control and accreditation relationships.
- c. The governing board of the institution is sufficiently autonomous to make decisions in the best interest of the institution and to assure its integrity.
- d. The institution is committed to freedom of expression and the pursuit of truth in teaching and learning.
- e. The institution's policies and procedures call for responsible acquisition, discovery and application of knowledge by its faculty, students and staff.

##### Reflection Questions

- Are there any state or federal regulations that guide your work? Which ones?

- Share a favorite example of a time when you or a colleague took an action or made a decision in order to ensure ethical and responsible conduct.
- What annual trainings does the college offer to help ensure that all employees are in compliance with various policies, laws and best practices designed to support ethical and responsible conduct?

### **Criterion 3. Teaching and Learning: Quality, Resources and Support**

*The institution provides high-quality education, wherever and however its offerings are delivered.*

#### Core Components

- a. The institution's degree programs are appropriate to higher education.
- b. The institution demonstrates that the exercise of intellectual inquiry and the acquisition, application and integration of broad learning and skills are integral to its educational programs.
- c. The institution has the faculty and staff needed for effective, high-quality programs and students services.
- d. The institution provides support services suited to the needs of its student populations.
- e. The institution fulfills the claims it makes for an enriched educational environment.

#### Reflection Questions

- How do we ensure that academic standards are upheld in all classes and programs, no matter what delivery mode of instruction is used?
- What information/data is used to determine if students are meeting the learning outcomes of their program?
- Share a favorite example of how a professional development experience helped you to deliver high-quality programs or services to students.
- Identify the array of support services we offer to students and share a favorite example of how you have encouraged a student to take advantage of a service/s.

### **Criterion 4. Teaching and Learning: Evaluation and Improvement**

*The institution demonstrates responsibility for the quality of its educational programs, learning environments and support services, and it evaluates their effectiveness for student learning through processes designed to promote continuous improvement.*

#### Core Components

- a. The institution demonstrates responsibility for the quality of its educational programs.
- b. The institution demonstrates a commitment to educational achievement and improvement through ongoing assessment of student learning.
- c. The institution demonstrates a commitment to educational improvement through ongoing attention to retention, persistence and completion rates in its degree and certificate programs.

#### Reflection Questions

- How do we evaluate the success of our current students and graduates, and what data shows evidence of their success?
- Share a favorite example of how you changed your approach in your class or in your daily work to more effectively address a student need or question.
- What retention and persistence initiatives are you contributing to, and what data is being used to help evaluate and shape the initiative?

## **Criterion 5. Resources, Planning, and Institutional Effectiveness**

*The institution's resources, structures, and processes are sufficient to fulfill its mission, improve the quality of its educational offerings, and respond to future challenges and opportunities. The institution plans for the future.*

### Core Components

- a. The institution's resource base supports its current educational programs and its plans for maintaining and strengthening their quality in the future.
- b. The institution's governance and administrative structures promote effective leadership and support collaborative processes that enable the institution to fulfill its mission.
- c. The institution engages in systematic and integrated planning.
- d. The institution works systematically to improve its performance.

### Reflection Questions

- What shared governance processes or input processes does M State employ to ensure broad-based input in decision making? What do we do well in this area and what could be improved?
- How does your work team or division assess or evaluate effectiveness?
- What are some of the key metrics from the Minnesota State system accountability dashboard that help us to evaluate our effectiveness?
- How have you participated in input opportunities in the College's current strategic planning process?
- Share a favorite example of a continuous improvement initiative that you were involved in.