

1. To what extent does our current mission statement describe our primary purpose?

	Limited				Fully	Rating Average	Rating Count
Indicate your response	0.0% (0)	3.6% (4)	18.2% (20)	40.0% (44)	38.2% (42)	4.13	110
answered question							110
skipped question							1

2. To what extent is our current mission statement memorable?

	Limited				Fully	Rating Average	Rating Count
Indicate your response	7.2% (8)	12.6% (14)	33.3% (37)	32.4% (36)	14.4% (16)	3.34	111
answered question							111
skipped question							0

3. To what extent does our current mission statement describe what we do for whom?

	Limited				Fully	Rating Average	Rating Count
Indicate your response	1.8% (2)	10.9% (12)	20.9% (23)	43.6% (48)	22.7% (25)	3.75	110
answered question							110
skipped question							1

4. To what extent does our current mission statement allow for change and growth?

	Limited				Fully	Rating Average	Rating Count
Indicate your response	0.0% (0)	5.5% (6)	22.0% (24)	35.8% (39)	36.7% (40)	4.04	109
answered question							109
skipped question							2

5. How effective is our current mission statement at providing the college with a framework for gaging or assessing the fit and appropriateness of current or proposed initiatives?

	Limited				Fully	Rating Average	Rating Count
Indicate your response	7.4% (8)	13.9% (15)	31.5% (34)	28.7% (31)	18.5% (20)	3.37	108
answered question							108
skipped question							3

6. How effective is our current mission statement as a promotional tool or statement -- letting others know what we are all about as a college?

	Limited				Fully	Rating Average	Rating Count
Indicate your response	9.1% (10)	15.5% (17)	27.3% (30)	27.3% (30)	20.9% (23)	3.35	110
answered question							110
skipped question							1

7. Why do you think we exist as a college?

Response
Count

93

answered question

93

skipped question

18

8. Identify the primary stakeholders we serve.

Response
Count

97

answered question

97

skipped question

14

9. As a college, what do we consistently do best?

Response
Count

91

answered question

91

skipped question

20

10. Ultimately, what do we want to do for our students?

Response
Count

99

answered question

99

skipped question

12

11. Review your responses to questions 7-10. To what extent are the things you've identified in your responses reflected in our current mission statement?

	Limited				Fully	Rating Average	Rating Count
Indicate your response	3.0% (3)	7.1% (7)	39.4% (39)	36.4% (36)	14.1% (14)	3.52	99
answered question							99
skipped question							12

12. List three descriptive terms/adjectives that you think accurately describe our current mission statement.

	Response Count
	70
answered question	70
skipped question	41

13. Identify one change you think would strengthen/improve our mission statement.

	Response Count
	61
answered question	61
skipped question	50

14. Other observations, comments or suggestions you'd like to share?

	Response Count
	32
answered question	32
skipped question	79

15. To what extent does our current vision statement describe an "achievable stretch goal" that is three or more years away?

	Limited				Fully	Rating Average	Rating Count
Indicate your response	14.6% (14)	17.7% (17)	26.0% (25)	31.3% (30)	10.4% (10)	3.05	96
answered question							96
skipped question							15

16. How effective is our current vision statement at creating a strong mental picture of where the college is headed?

	Limited				Fully	Rating Average	Rating Count
Indicate your response	11.6% (11)	22.1% (21)	32.6% (31)	28.4% (27)	5.3% (5)	2.94	95
answered question							95
skipped question							16

17. Effective vision statements lack ambiguity. To what extent is our current vision statement clear and understandable?

	Limited				Fully	Rating Average	Rating Count
Indicate your response	9.4% (9)	24.0% (23)	27.1% (26)	31.3% (30)	8.3% (8)	3.05	96
answered question							96
skipped question							15

18. How effective is our current vision statement at motivating desired behaviors within the college?

	Limited				Fully	Rating Average	Rating Count
Indicate your response	15.6% (15)	20.8% (20)	32.3% (31)	27.1% (26)	4.2% (4)	2.83	96
answered question							96
skipped question							15

19. To what extent does our current vision statement identify distinctive ways we will accomplish our purpose?

	Limited				Fully	Rating Average	Rating Count
Indicate your response	20.8% (20)	27.1% (26)	31.3% (30)	16.7% (16)	4.2% (4)	2.56	96
answered question							96
skipped question							15

20. To what extent does our current vision statement create a framework for accountability?

	Limited				Fully	Rating Average	Rating Count
Indicate your response	21.9% (21)	30.2% (29)	27.1% (26)	18.8% (18)	2.1% (2)	2.49	96
answered question							96
skipped question							15

21. Develop three short phrases you think create a "word picture" of where M State can be in the next three years.

	Response Count
	51
answered question	51
skipped question	60

22. What do you see as our greatest potential for the future?

	Response Count
	56
answered question	56
skipped question	55

23. To be our best in the future, identify a)one thing we need to continue doing, b)one thing we need to change, and c)one thing we need to initiate.

Response
Count

61

answered question

61

skipped question

50

24. Sometime ago an M State leadership team including all deans and provosts developed a list of value statements as part of its Building a Better College discussions. The values identified were: M State --- 1) Promotes an environment that is safe, accountable, welcoming, and conducive to learning 2) Values and embraces diversity and innovation 3) Recognizes its responsibility to the communities it serves 4) Commits itself to respectful and civil discourse -- communicating with respect, integrity, and excellence 5) Supports and is open to change 6) Is open to discussion and recognizes its own fallibility -- we are willing to assess and revisit decisions that do not lead to positive outcomes To what extent do the Building a Better College value statements build expectations about the type of culture, climate, priorities, and behaviors expected within the college?

Limited

Fully

Rating
Average

Rating
Count

Indicate your response

2.4% (2)

5.9% (5)

20.0%
(17)

50.6%
(43)

21.2%
(18)

3.82

85

answered question

85

skipped question

26

25. How effective are the Building a Better College statements at providing an accountability framework for evaluating actions and behaviors?

	Limited				Fully	Rating Average	Rating Count
Indicate your response	8.2% (7)	14.1% (12)	29.4% (25)	34.1% (29)	14.1% (12)	3.32	85
answered question							85
skipped question							26

26. What did you like most and least about the Building a Better College value statements?

	Response Count
	54
answered question	54
skipped question	57

27. Other observations, comments, or suggestions on how we might strengthen the Building a Better College value statements?

	Response Count
	34
answered question	34
skipped question	77

28. M State is an AQIP participant and as such is expected to embrace the Principles of High Performance Organizations. Those principles directly state or imply values. They are: 1) Focus on stakeholders 2) Broad-based involvement 3) Leadership support 4) Learning centered 5) Respecting people 6) Promoting collaboration 7) Agility and responsiveness to change 8) Foresight to plan proactively 9) Fact-based information gathering 10) Integrity in words and deeds To what extent do the Principles of High Performance Organizations value statements build expectations about the type of culture, climate, priorities, and behaviors expected within the college?

	Limited				Fully	Rating Average	Rating Count
Indicate your response	1.2% (1)	8.4% (7)	22.9% (19)	43.4% (36)	24.1% (20)	3.81	83
answered question							83
skipped question							28

29. How effective are the Principles of High Performance Organization statements at providing an accountability framework for evaluating actions and behaviors?

	Limited				Fully	Rating Average	Rating Count
Indicate your response	2.4% (2)	13.1% (11)	25.0% (21)	40.5% (34)	19.0% (16)	3.61	84
answered question							84
skipped question							27

30. What did you like most and least about the Principles of High Performance Organization statements?

	Response Count
	40
answered question	40
skipped question	71

31. Other observations, comments, or suggestions on how we might use the Principles of High Performance Organization statements?

Response
Count

23

answered question

23

skipped question

88

32. M State has invested significant time and effort into its Customer Service initiative (CSI). Its Service Commitment statements also directly state or imply values. They are: 1) Consistent -- We will demonstrate consistency through uniformity in attitude, basic services and general procedures. 2) knowledgeable -- We will demonstrate knowledge through possessing the range of information and understanding to anticipate and address the needs of our students and community. 3) Approachable -- We will demonstrate approachability by being accessible and through authentic concern for all stakeholders. 4) Courteous -- We will demonstrate courteousness by being highly aware of how our actions and speech affect the people we serve. 5) Professional -- We will demonstrate professionalism through commitment to high standards, honorable values, accountability, excellence, continuous self improvement and mutual respect. 6) Proactive -- We will demonstrate proactivity by acting in anticipation of future problems, needs or changes. To what extent do the CSI Service Commitment value statements build expectations about the type of culture, climate, priorities, and behaviors expected within the college?

Limited

Fully

Rating
Average

Rating
Count

Indicate your response

2.4% (2)

2.4% (2)

24.1%
(20)

42.2%
(35)

28.9%
(24)

3.93

83

answered question

83

skipped question

28

33. How effective are the CSI Service Commitment statements at providing an accountability framework for evaluating actions and behaviors?

	Limited				Fully	Rating Average	Rating Count
Indicate your response	6.0% (5)	9.6% (8)	28.9% (24)	41.0% (34)	14.5% (12)	3.48	83
answered question							83
skipped question							28


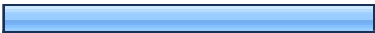


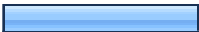



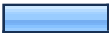



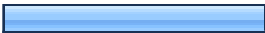


34. What did you like most and least about the CSI Service Commitment statements?

	Response Count
	43
answered question	43
skipped question	68

35. Other observations, comments, or suggestions on how we might strengthen or use the CSI Service Commitment Statements?

	Response Count
	27
answered question	27
skipped question	84

36. From the following composite list of "value statements" select seven that you think best convey the foundational commitments M State needs to embrace to build the expectations, culture, climate, priorities, and behaviors it desires.

		Response Percent	Response Count
Promotes an environment that is safe, accountable, welcoming, and conducive to learning and working		64.6%	51
Values and embraces diversity and innovation		55.7%	44
Recognizes its responsibility to the communities it serves		49.4%	39
Commits itself to respectful and civil discourse -- communicating with respect, integrity and excellence		36.7%	29
Supports and is open to change		29.1%	23
Is open to discussion and recognizes its own fallibility -- willing to assess and revisit decisions that do not lead to positive outcomes		29.1%	23
Focus on stakeholders		30.4%	24
Broad-based involvement		12.7%	10
Leadership support		15.2%	12
Learning centered		48.1%	38
Respecting people		38.0%	30
Promoting collaboration		35.4%	28
Agility and responsiveness to change		39.2%	31
Foresight to plan proactively		27.8%	22
Fact-based information gathering		20.3%	16

Integrity in words and deeds	<div></div>	41.8%	33
Consistent	<div></div>	36.7%	29
knowledgeable	<div></div>	19.0%	15
approachable	<div></div>	19.0%	15
Courteous	<div></div>	17.7%	14
Professional	<div></div>	40.5%	32
Proactive	<div></div>	12.7%	10
answered question			79
skipped question			32

37. Other contributions, ideas, or suggestions that you think would inform or enrich our discussion about the college's mission, vision, and values?			
			Response Count
			15
answered question			15
skipped question			96

Page 2, Q7. Why do you think we exist as a college?

1	Provide our community a place to learn new skills to further their education and to find employment.	Sep 16, 2011 1:57 PM
2	to serve the learning needs of all members of our state, region and communities	Sep 15, 2011 3:46 PM
3	We provide education to prepare students for work or futher education.	Sep 15, 2011 2:39 PM
4	Each campus serves a purpose in its community.	Sep 13, 2011 2:30 PM
5	provide technical and transfer education to students	Sep 12, 2011 10:15 AM
6	To provide students, faculty and staff the opportunity to learn and grow in a healthy environment. Providing the tools needed so that our students can succeed in their future goals.	Sep 8, 2011 11:44 AM
7	To provide a quality education to all students that will lead to meaningful and gainful employment or furthering one's education and enrichment of lives.	Sep 8, 2011 9:00 AM
8	We educate to employ.	Sep 8, 2011 7:15 AM
9	To offer continued education for students who reaching outside of the normal collage setting	Sep 7, 2011 9:36 PM
10	We provide an education/career for some and a means of entry into a profession for others.	Sep 7, 2011 4:39 PM
11	To provide an alternative route towards a vocational career and/or to prepare students with diverse backgrounds and capabilities for university study	Sep 7, 2011 4:04 PM
12	to educate, prepare students for future employment or transfer, encourage life-long learning	Sep 7, 2011 12:37 PM
13	To provide an education.	Sep 7, 2011 11:00 AM
14	Provide training and education for workforce. We also allow students wishing to pursue an advanced degree to begin their learning experience in a more relaxed and quaint environment.	Sep 7, 2011 10:41 AM
15	Educate students for careers	Sep 7, 2011 10:23 AM
16	To enable our students to find jobs and provide better lives for themselves and their families. To produce a positive influence in the lives of our students.	Sep 7, 2011 9:58 AM
17	To prepare students for their career initiatives, and 'a world of change' as stated by a mission statement from another university that I think really states the goal of education well.	Sep 7, 2011 9:15 AM
18	Provide our students and community an opportunity to mover forward in their personal and career goals	Sep 6, 2011 4:11 PM
19	Serve community by offering meaningful education.	Sep 6, 2011 2:58 PM
20	to help students with skills and practices	Sep 6, 2011 1:56 PM

Page 2, Q7. Why do you think we exist as a college?

21	To meet the very different needs of a variety of students in today's college-world.	Sep 6, 2011 1:39 PM
22	To provide the service of education, primarily for our local communities, but also state wide as well.	Sep 6, 2011 1:19 PM
23	To provide a 2-year transferable degree, and degree training programs for community members to prepare them for more education or jobs.	Sep 6, 2011 12:28 PM
24	To provide equal opportunity for education to all.	Sep 6, 2011 12:03 PM
25	provide lifelong learning opportunities to students.	Sep 6, 2011 11:55 AM
26	should be to transition individuals into the workforce with special skills and yhe basics to excel in those skills	Sep 6, 2011 11:46 AM
27	To provide technical training to prepare students for a career in their chosen are as well as to provide 2 year transfer degrees for students wanting to complete 4 year degrees.	Sep 6, 2011 11:33 AM
28	To educate students interested in being educated and improving their life, such as a marketable career, certificate, etc.	Sep 6, 2011 11:14 AM
29	Not everyone is able to obtain a 4 year degree or Masters, etc. We provide the means if they do, and at the same time provide the 2 year option	Sep 6, 2011 10:55 AM
30	Prepare students for the workforce	Sep 6, 2011 10:53 AM
31	To help train and educate students for entering the world of work or for further continuing their education.	Sep 6, 2011 10:50 AM
32	To provide opporunity to individuals who are looking at an opportunity of professional growth and personal effectiveness. To also provide a positive, supporting student experience.	Sep 6, 2011 10:50 AM
33	financial	Sep 6, 2011 10:36 AM
34	To educate and shape the public we serve	Sep 6, 2011 10:35 AM
35	To be the primary provider of open access education for the northwest / west central part of MN and eastern ND. We exist to prepare students best suited for technical education career tracks as well as offering opportunities for students to complete general education requirements towards a four year degree.	Sep 6, 2011 10:03 AM
36	To serve members of the community and to provide consistent, quality education to our students.	Sep 6, 2011 9:58 AM
37	To serve students from all racial, ethnic, cultural and socioeconomic groups.	Sep 6, 2011 9:52 AM
38	To full an educational need in the areas we server	Sep 6, 2011 9:47 AM
39	At the Fergus Falls campus of M-State, I feel the reason for being of the institution is to provide a solid, meaning start in academia for those who wish to pursue additional higher education after their success here. While other disciplines are very well suited for attaining a two-year degree, I feel that is more	Sep 6, 2011 9:45 AM

Page 2, Q7. Why do you think we exist as a college?

	the exception than the rule at a place like this campus.	
40	To help individuals obtain the tools they need to have successful careers and lives	Sep 6, 2011 9:44 AM
41	To provide accessible educational opportunities to a diverse group of learners.	Sep 6, 2011 9:44 AM
42	To provide a quality education for people of diverse populations so that they can become the best they can be. I do mean quality faculty and staff.	Sep 6, 2011 9:39 AM
43	To train a good solid workforce for the State of Minnesota and to prepare students to transfer to a 4 year school	Sep 6, 2011 9:38 AM
44	I believe we exist to provide a rigorous education, training in efficient manner. I'm not sure that we do.	Sep 6, 2011 9:37 AM
45	To provide an ongoing, applicable learning experience to those who actively wish to better themselves in and outside the job market; to help provide learners with tools to create for themselves a better existence on domestic, national, and world-wide levels.	Sep 6, 2011 9:34 AM
46	To offer educational/career opportunities to the areas within central MN	Sep 6, 2011 9:22 AM
47	To provide a diverse learning environment for students in general education and technical programs.	Sep 6, 2011 9:21 AM
48	To provide learning and training to the public.	Sep 6, 2011 9:14 AM
49	M State serves a critical regional need within each campus community. The variety and type of programs across the college provides the skills for a vital part of the workforce.	Sep 1, 2011 1:14 PM
50	People want to stay local, we are a convenient option for them.	Sep 1, 2011 8:41 AM
51	We exist to provide quality developmental, career, industry, continuing, and transfer education to a diverse set of students.	Aug 31, 2011 9:24 AM
52	We fulfill an important niche in the community.	Aug 30, 2011 4:24 PM
53	To educate and support our communities, both local and online.	Aug 30, 2011 12:59 PM
54	To provide learning opportunities for all people at all stages in their lives.	Aug 29, 2011 1:23 PM
55	to provide an affordable education to those who aren't able to get it elsewhere	Aug 26, 2011 3:30 PM
56	To promote growth and education	Aug 26, 2011 8:17 AM
57	there is a need for smaller, less intimidating entry into the college system and a place to learn the technical trades where a student may take what is needed for a trade and avoid excess cost for unneeded credits	Aug 26, 2011 6:02 AM
58	To serve the public quality education so our students can graduate and provide for their families in a more meaningful way.	Aug 25, 2011 5:41 PM

Page 2, Q7. Why do you think we exist as a college?

59	To provide a learning experience that promotes good citizenship, community service, and individual work force capacity.	Aug 25, 2011 2:58 PM
60	To prepare people for a solid future of employment, continued education, and productive citizenry.	Aug 25, 2011 2:11 PM
61	To provide accessible education to those who may otherwise not have the resources to further their education and follow their future/dreams. Using the skills they learn at M State to be contributing members in the communities in which they live.	Aug 25, 2011 1:35 PM
62	To provide accessible education.	Aug 25, 2011 8:17 AM
63	'cause we provide things that other colleges can't in the FM area and in NW rural MN.	Aug 25, 2011 5:48 AM
64	One would hope it is to better lives, to promote lifelong learning	Aug 24, 2011 8:28 PM
65	Provide higher education.	Aug 24, 2011 7:44 PM
66	To prepare students for careers and continued education in a changing work environment	Aug 24, 2011 3:17 PM
67	To provide students with accessible (open admission) affordable education options that prepare them for employment and/or transfer.	Aug 24, 2011 2:15 PM
68	Provide work skills to students and employers	Aug 24, 2011 1:07 PM
69	To provide post-secondary educational opportunities to a diverse group of people that is affordable and accessible.	Aug 24, 2011 12:22 PM
70	Educate people to aid them in meeting their future goals.	Aug 24, 2011 11:59 AM
71	To provide an affordable, flexible alternative for a wide variety of learning needs.	Aug 24, 2011 11:56 AM
72	To assist students in becoming emotionally, psychologically, and intellectually healthy members of society who respect and appreciate differences and who see injustice and are willing to make the world a better place for all.	Aug 24, 2011 10:20 AM
73	to prepare individuals for successful employment in our communities	Aug 24, 2011 10:09 AM
74	To provide resources for the community in which we live and serve to further their educational needs and goals.	Aug 24, 2011 7:52 AM
75	To provide accessible, affordable, and potentially powerful education to a wide range of students in order to create a more well-educated, skilled, and informed populous.	Aug 24, 2011 7:16 AM
76	To serve students, community members and other constituents by providing educational access and opportunities.	Aug 23, 2011 4:41 PM
77	To education students in our region	Aug 23, 2011 4:24 PM
78	To teach	Aug 23, 2011 3:10 PM

Page 2, Q7. Why do you think we exist as a college?

79	to serve those who *wish to expand their knowledge *want/need to learn marketable skills *need a start on their path to even further education *need us to be an advocate for education in the local and state community	Aug 23, 2011 1:26 PM
80	To provide a necessary, appropriate, and quality education to the student population we serve.	Aug 23, 2011 1:18 PM
81	To provide opportunities for intellectual growth.	Aug 23, 2011 11:45 AM
82	To provide the opportunity to educate anyone in what they want to learn	Aug 23, 2011 11:44 AM
83	To link our students with the workforce.	Aug 23, 2011 11:36 AM
84	To provide education to all interested people	Aug 23, 2011 11:33 AM
85	To provide an affordable, accessible education to further one's personal goals and careers.	Aug 23, 2011 11:12 AM
86	Educate for career and transfer	Aug 23, 2011 11:10 AM
87	We exist to provide a service to students to the absolute best of our abilities. We do not exist as an institution with out students.	Aug 23, 2011 10:58 AM
88	This is a trick question. We don't actually exist as a college. We are a loose confederation of overly self-interested campuses enjoying a limited range of shared services under a common logo.	Aug 23, 2011 10:54 AM
89	the workforce needs educated people	Aug 23, 2011 10:41 AM
90	Provide students an education experience and a career choice / path / direction	Aug 23, 2011 10:36 AM
91	To help student better their life.	Aug 23, 2011 10:34 AM
92	We provide education to individuals that do not want to go to a 4 year university and or individuals that are looking for a technical degree that our college has a great industry support	Aug 23, 2011 10:31 AM
93	Relevant programs.	Aug 23, 2011 10:30 AM

Page 2, Q8. Identify the primary stakeholders we serve.

1	Taxpayers of MN Students Community Employees Society	Sep 16, 2011 1:57 PM
2	students, citizens	Sep 15, 2011 3:46 PM
3	Students and employers	Sep 15, 2011 2:39 PM
4	Young and old that wish to further their education.	Sep 13, 2011 2:30 PM
5	rural communities, students who live in rural communities, online learners, community businesses,	Sep 12, 2011 10:15 AM
6	Students first; their guardians/parents - and then our own faculty and staff.	Sep 8, 2011 11:44 AM
7	students, business & industry, the community	Sep 8, 2011 9:00 AM
8	students, community, alumni, investors/donors	Sep 8, 2011 7:15 AM
9	The students	Sep 7, 2011 9:36 PM
10	The primary stakeholders are students attending M-State, industry partners we work with and communities, not only locally but in surrounding towns.	Sep 7, 2011 4:39 PM
11	The students, and, more indirectly, the taxpayers of Minnesota	Sep 7, 2011 4:04 PM
12	students, community, our own employees	Sep 7, 2011 12:37 PM
13	Students, community	Sep 7, 2011 11:00 AM
14	non metropolitan student	Sep 7, 2011 10:41 AM
15	Regional students age 19 - 28	Sep 7, 2011 10:23 AM
16	Students, parents, community	Sep 7, 2011 9:58 AM
17	All students - those fresh out of high school, those who are non-traditional students or older than average, those returning to school after being in the workforce, those wanting to continue studying and gain a degree, high school PSO students, military soldiers and their families, those who want to learn - no matter which group(s) they find themselves categorized in.	Sep 7, 2011 9:15 AM
18	students and community	Sep 6, 2011 4:11 PM
19	Local young adults. Working parents heading back to school. Transfer students.	Sep 6, 2011 2:58 PM
20	diverse group	Sep 6, 2011 1:56 PM
21	All students (young, old, and everything in between).	Sep 6, 2011 1:39 PM
22	The students	Sep 6, 2011 1:19 PM
23	students from surrounding communities	Sep 6, 2011 12:28 PM
24	I don't think we need to limit ourselves to "primary". Our stakeholders are all	Sep 6, 2011 12:03 PM

Page 2, Q8. Identify the primary stakeholders we serve.

	"people".	
25	students, State of MN, the region of MN our colleges operate within, employees of the college, employers for our students once they graduate	Sep 6, 2011 11:55 AM
26	employers, students (past, present, and future), communities, parents, employees	Sep 6, 2011 11:46 AM
27	Recent high school graduates, dislocated workers, older workers changing careers.	Sep 6, 2011 11:33 AM
28	The community in providing educated workers. The students, and their families.	Sep 6, 2011 11:14 AM
29	Individuals interested in furthering their Post-Secondary education	Sep 6, 2011 10:55 AM
30	Students – Employers - Parents	Sep 6, 2011 10:53 AM
31	Students of all ages, regardless of background.	Sep 6, 2011 10:50 AM
32	Students from many different venues.	Sep 6, 2011 10:50 AM
33	business	Sep 6, 2011 10:36 AM
34	Students and community	Sep 6, 2011 10:35 AM
35	Students, community, industry, four year colleges	Sep 6, 2011 10:03 AM
36	Students.	Sep 6, 2011 9:52 AM
37	Business, students, employees, parents	Sep 6, 2011 9:47 AM
38	Students in the region and students who wish to come some distance for higher education at the community college level.	Sep 6, 2011 9:45 AM
39	All people in our communities	Sep 6, 2011 9:44 AM
40	Traditional students, non-traditional students, people seeking career advancement.	Sep 6, 2011 9:44 AM
41	all peoples everywhere who request an education from us.	Sep 6, 2011 9:39 AM
42	Communities that schools are located in, the students, the employees	Sep 6, 2011 9:38 AM
43	student, community partners, professions, public	Sep 6, 2011 9:37 AM
44	Students; these students who obtain jobs will in turn pay taxes, thus supporting our government. Everyone benefits from what we do here.	Sep 6, 2011 9:34 AM
45	communities, students state of MN	Sep 6, 2011 9:22 AM
46	students ("traditional" & "nontraditional", community members, businesses	Sep 6, 2011 9:21 AM
47	Students	Sep 6, 2011 9:14 AM

Page 2, Q8. Identify the primary stakeholders we serve.

48	We serve students from all ages and backgrounds. Corporate entities are also a primary stakeholder.	Sep 1, 2011 1:14 PM
49	Students, their parents, and their family (kids, husband, etc)	Sep 1, 2011 8:41 AM
50	Our stakeholders are our students and staff, our communities and their governments and businesses, future employers of our students, and the state as a whole as our students move from our walls into life in Minnesota.	Aug 31, 2011 9:24 AM
51	The students, our communities.	Aug 30, 2011 4:24 PM
52	Our local communities, both local and online.	Aug 30, 2011 12:59 PM
53	Students, industry, and transfer institutions	Aug 29, 2011 1:23 PM
54	the community, the students	Aug 26, 2011 3:30 PM
55	students from various backgrounds	Aug 26, 2011 8:17 AM
56	smaller town students, those new to the country, those who did not do well a larger college/university system, those who need part time flexibility	Aug 26, 2011 6:02 AM
57	M State have four distinctly different communities that directly benefit from having quality education so they have and educated and skilled workforce for economic development. There are the many students that can access quality education via our eCampus services.	Aug 25, 2011 5:41 PM
58	Business and Industry, community members, and taxpayers of Minnesota.	Aug 25, 2011 2:58 PM
59	Students, employers, taxpayers, high schools, and other higher education institutions.	Aug 25, 2011 2:11 PM
60	Students, community members, business owners that hire our graduates, employees (staff and faculty) who invest time into these students - state and federal funding agencies that invest in these student's, education, tax payers (Mn residences as a whole)	Aug 25, 2011 1:35 PM
61	State residents.	Aug 25, 2011 8:17 AM
62	struggling learners who can't find themselves or can't bring themselves to keep up at an NDSU, MSUM, Bemidji State, etc.	Aug 25, 2011 5:48 AM
63	our communities	Aug 24, 2011 8:28 PM
64	Students	Aug 24, 2011 7:44 PM
65	50 mile radius of each campus	Aug 24, 2011 3:17 PM
66	Students (first generation/lower socio-economic status) The community Business and Industry	Aug 24, 2011 2:15 PM
67	Employers	Aug 24, 2011 1:07 PM
68	Individuals between the age of 18-39 with a minimum of a high school diploma or	Aug 24, 2011 12:22 PM

Page 2, Q8. Identify the primary stakeholders we serve.

	GED.	
69	Students	Aug 24, 2011 11:59 AM
70	any member of the surrounding area, as well as in the immediate area.	Aug 24, 2011 11:56 AM
71	Students, our communities	Aug 24, 2011 11:06 AM
72	We say students, but our actions really say otherwise. Specifically, we seem concerned about numbers and keeping faculty happy than really serving and retaining students.	Aug 24, 2011 10:20 AM
73	students, communities	Aug 24, 2011 10:09 AM
74	Primary would be the traditional student ages 18-22 and right behind that the non traditional student which can be anyone from ages 22- on up to retirement age.	Aug 24, 2011 7:52 AM
75	The State of Minnesota, the economically challenged, our local communities, the region.	Aug 24, 2011 7:16 AM
76	Students, Family, Community, Business and Industry, each other.	Aug 23, 2011 4:41 PM
77	Employees Industry Partners Students Communities	Aug 23, 2011 4:24 PM
78	Students	Aug 23, 2011 3:10 PM
79	PSEO students and parents, traditional students, 2nd career students, continuing education	Aug 23, 2011 2:53 PM
80	Students Alumni Community members who wish to learn and grow	Aug 23, 2011 1:26 PM
81	Students, families, industry, and our communities.	Aug 23, 2011 1:18 PM
82	18-24 year old cohort.	Aug 23, 2011 11:45 AM
83	Students; Community	Aug 23, 2011 11:44 AM
84	Employers, students, taxpayers.	Aug 23, 2011 11:36 AM
85	a diverse population	Aug 23, 2011 11:33 AM
86	Faculty, staff, students, community members	Aug 23, 2011 11:12 AM
87	Minnesota Taxpayers - whether they be students or industry	Aug 23, 2011 11:10 AM
88	Students, faculty, staff, public, vendors. Anyone who visits or has an interest in M State is a stakeholder, or a potential stakeholder.	Aug 23, 2011 10:58 AM
89	Students	Aug 23, 2011 10:57 AM
90	Students and community members within our region.	Aug 23, 2011 10:54 AM
91	Students, business and industry, people in local communities for jobs	Aug 23, 2011 10:41 AM

Page 2, Q8. Identify the primary stakeholders we serve.

92	Community and Students	Aug 23, 2011 10:38 AM
93	Students / faculty / staff / communities we serve	Aug 23, 2011 10:36 AM
94	All ages across the board.	Aug 23, 2011 10:34 AM
95	Our communities	Aug 23, 2011 10:33 AM
96	Industry	Aug 23, 2011 10:31 AM
97	Students.	Aug 23, 2011 10:30 AM

Page 2, Q9. As a college, what do we consistently do best?

1	Support student success. Dedicated staff and faculty.	Sep 16, 2011 1:57 PM
2	welcome and support students who need significant support to succeed	Sep 15, 2011 3:46 PM
3	Provide the students with a positive learning experience through lower classes sizes and being assessible for students.	Sep 15, 2011 2:39 PM
4	Provide excellent service on the front line and behind the scenes.	Sep 13, 2011 2:30 PM
5	accessible education	Sep 12, 2011 10:15 AM
6	deliver great up-to-date programs to students	Sep 8, 2011 11:44 AM
7	No. The four campuses and e-campus seem to be fighting against each other rather than working together. Communication is poor among departments and campuses.	Sep 8, 2011 9:00 AM
8	train to employ and offer diverse training alternatives such as BES, CTS	Sep 8, 2011 7:15 AM
9	Add more administrative positions with less outcomes.	Sep 7, 2011 9:36 PM
10	Review means of providing a strong education at the most reasonable cost possible.	Sep 7, 2011 4:39 PM
11	Give a quality education to students who might otherwise forego higher education in an efficient manner	Sep 7, 2011 4:04 PM
12	educate and serve students	Sep 7, 2011 12:37 PM
13	Help students who need an opportunity to further their education.	Sep 7, 2011 11:00 AM
14	provide variety of learning opportunities(classroom, blended, online)	Sep 7, 2011 10:41 AM
15	Provide needed programs at reasonable cost	Sep 7, 2011 10:23 AM
16	Change	Sep 7, 2011 9:58 AM
17	Teach our students with true caring, concern, and a focus on critical thinking that will best enable them to reach their academic and career goals.	Sep 7, 2011 9:15 AM
18	Internal disagreement/fighting that focuses the 'best' practice on what will serve faculty rather than students.	Sep 7, 2011 8:07 AM
19	provide a framework for individuals to begin or futher enhance their educational goals	Sep 6, 2011 4:11 PM
20	Know our students. Develop relationships.	Sep 6, 2011 2:58 PM
21	personal small groups	Sep 6, 2011 1:56 PM
22	Provide the small, hometown learning atmosphere, with a big college bang-for-your-buck.	Sep 6, 2011 1:39 PM
23	Provide quality education	Sep 6, 2011 1:19 PM

Page 2, Q9. As a college, what do we consistently do best?

24	Provide smaller class sizes that promotes learning	Sep 6, 2011 12:28 PM
25	Educate!	Sep 6, 2011 12:03 PM
26	provide core curriculum in addition to modifying and adapting to current trends and needs - via both credit based and non-credit based instruction	Sep 6, 2011 11:55 AM
27	turn out skilled entry level employees	Sep 6, 2011 11:46 AM
28	Serve students to the best of our ability, providing them with a positive learning experience and marketable skills.	Sep 6, 2011 11:33 AM
29	Serve our students in a meaningful and useful way by educating them.	Sep 6, 2011 11:14 AM
30	Offer small class sizes	Sep 6, 2011 10:55 AM
31	Get in the way of an affordable education	Sep 6, 2011 10:53 AM
32	Educate and train students for entering the workforce or for furthering their education.	Sep 6, 2011 10:50 AM
33	We are open minded and willing to change to meet the needs of our students.	Sep 6, 2011 10:50 AM
34	Technical programs	Sep 6, 2011 10:36 AM
35	not much.....	Sep 6, 2011 10:35 AM
36	Our technical education offerings are top notch.	Sep 6, 2011 10:03 AM
37	We provide college credit for students who choose our college for a variety of reasons in small classes and offer two year programs for individuals who choose that route rather than a four year college experience.	Sep 6, 2011 9:52 AM
38	Customer service	Sep 6, 2011 9:47 AM
39	Provide students with a well-rounded, liberal arts foundation to their higher education.	Sep 6, 2011 9:45 AM
40	Have personable faculty and staff that care for others	Sep 6, 2011 9:44 AM
41	Offer a wide spectrum of classes and programs.	Sep 6, 2011 9:44 AM
42	graduate students who are employed	Sep 6, 2011 9:39 AM
43	I'm not sure we are doing anything consistently. Partly the funding issues demanding deep cuts but also a past administration that did not seem to be in touch with the comprehensive community philosophy.	Sep 6, 2011 9:37 AM
44	Accessibility. I think we give students of all creeds so many opportunities to get involved in our school. The developmental classes are also SO helpful.	Sep 6, 2011 9:34 AM
45	?	Sep 6, 2011 9:22 AM
46	provide a variety of programs and learning environments to our students	Sep 6, 2011 9:21 AM

Page 2, Q9. As a college, what do we consistently do best?

47	Instuction	Sep 6, 2011 9:14 AM
48	We provide quality programs for direct employment and also provide transfer options for those who want to pursue a bachelor's degree.	Sep 1, 2011 1:14 PM
49	Encourage students to succeed or continue	Sep 1, 2011 8:41 AM
50	We consistently provide quality education to our students in an atmosphere in which they feel respected and valued.	Aug 31, 2011 9:24 AM
51	We care about our students	Aug 30, 2011 4:24 PM
52	Educate, support, and serve.	Aug 30, 2011 12:59 PM
53	Enroll students, but we need to do a better job at ensuring that these students are ready for classes	Aug 29, 2011 1:23 PM
54	support and serve	Aug 26, 2011 8:17 AM
55	work toward serving the student needs, look to the future and what will be	Aug 26, 2011 6:02 AM
56	Provide a variety of educational options and experiences for our students.	Aug 25, 2011 5:41 PM
57	We innovate reasonably well	Aug 25, 2011 2:58 PM
58	Serve a growing number of students, provide quality instruction, develop ideas for continuous improvement	Aug 25, 2011 2:11 PM
59	Put our students first, sometimes to a fault.	Aug 25, 2011 1:35 PM
60	Create a friendly, non-threatening atmosphere for students.	Aug 25, 2011 10:07 AM
61	Educate.	Aug 25, 2011 8:17 AM
62	educate the lost soles.	Aug 25, 2011 5:48 AM
63	There's many things we do well; it's impossible to list a "best"; however, I do consistently have students write that they chose M-State, Moorhead because of our great atmosphere.	Aug 24, 2011 8:28 PM
64	Provide courses to acquire degrees or diplomas.	Aug 24, 2011 7:44 PM
65	We have many services available for students who come to us underprepared.	Aug 24, 2011 2:15 PM
66	Compared with most institutions, build partnerships with employers through the advisory groups	Aug 24, 2011 1:07 PM
67	Provide hands on experience and quality programs with dedicated instructors.	Aug 24, 2011 12:22 PM
68	Provide a quality education	Aug 24, 2011 11:59 AM
69	Offer flexible educational alternatives. Provide a more individualized educational experience.	Aug 24, 2011 11:56 AM

Page 2, Q9. As a college, what do we consistently do best?

70	Give our students options for learning in ways that best suite them.	Aug 24, 2011 11:06 AM
71	Serve students	Aug 24, 2011 10:20 AM
72	we engage students in dynamic learning	Aug 24, 2011 10:09 AM
73	Provide the community a place to call home for their educational needs, their fine arts experiences and athletic events	Aug 24, 2011 7:52 AM
74	Serve our students in a consistent manner by providing them with opportunities to become self-empowered lifelong learners both in and out of the classroom.	Aug 24, 2011 7:16 AM
75	We rise to the oocasion to provide good education on a shoestring of resources.	Aug 23, 2011 4:41 PM
76	Educate and serve students	Aug 23, 2011 4:24 PM
77	Overthink	Aug 23, 2011 3:10 PM
78	We prepare our students for further study and give them a good base of skills for general employment.	Aug 23, 2011 2:53 PM
79	Prepare students to go into a career or on to another degree.	Aug 23, 2011 1:26 PM
80	Despite all of the changes in administration and communication I believe we do serve students consistently.	Aug 23, 2011 1:18 PM
81	Provide tech ed and transfer for the 18-24 year old cohort.	Aug 23, 2011 11:45 AM
82	Care about our students-- we want them to succeed	Aug 23, 2011 11:44 AM
83	Personal assistance for students.	Aug 23, 2011 11:36 AM
84	Change to adapt to the current situation	Aug 23, 2011 11:33 AM
85	Meeting the changing needs of the community, faculty, staff and students	Aug 23, 2011 11:12 AM
86	teach	Aug 23, 2011 11:10 AM
87	I believe we have some of the most successful and productive technical programs available in the area. Students receive a "real life" education and are ready for the work force. I believe we do a fine job hiring highly qualified faculty and staff. In doing so we deliver a high quality service to our students.	Aug 23, 2011 10:58 AM
88	Pretending we're a single college. We're getting pretty good at that.	Aug 23, 2011 10:54 AM
89	Offer good customer service	Aug 23, 2011 10:36 AM
90	Help the students succeed.	Aug 23, 2011 10:34 AM
91	Assist individuals to better themselves in a positive way.	Aug 23, 2011 10:31 AM

Page 2, Q10. Ultimately, what do we want to do for our students?

1	Provide credible, relevant education to meet the needs of the community and individual goals.	Sep 16, 2011 1:57 PM
2	grow learn change with and for them	Sep 15, 2011 3:46 PM
3	To get a job or further their education.	Sep 15, 2011 2:39 PM
4	Help them further their education and reach their goals of obtaining degrees.	Sep 13, 2011 2:30 PM
5	educate students in career field for direct employment upon graduation or educate students in transfer education for direct transfer	Sep 12, 2011 10:15 AM
6	that they are able to succeed in their educational goals	Sep 8, 2011 11:44 AM
7	Provide a quality education that will prepare them for further education or future employment. This involves more than content of their program, but includes things like how to work in a diverse world.	Sep 8, 2011 9:00 AM
8	educate to employ or build an educational foundation to pursue a 4-yr (or beyond) degree	Sep 8, 2011 7:15 AM
9	Give them the best opportunity to succeed. While maintaining an affordable education.	Sep 7, 2011 9:36 PM
10	Review means of providing a strong education at the most reasonable cost possible.	Sep 7, 2011 4:39 PM
11	Prepare them for the next stage of their academic or vocational career	Sep 7, 2011 4:04 PM
12	educate, prepare for future employment or transfer, encourage life long learning	Sep 7, 2011 12:37 PM
13	Help them become successful citizens of our community and nation.	Sep 7, 2011 11:00 AM
14	Provide best education available at a reasonable price.	Sep 7, 2011 10:41 AM
15	Provide them with opportunity to succeed and improve in life	Sep 7, 2011 10:23 AM
16	Success	Sep 7, 2011 9:58 AM
17	Teach our students with true caring, concern, and focus on critical thinking that will best enable them to reach their academic and career goals.	Sep 7, 2011 9:15 AM
18	Provide them with access to the tools to achieve their dream.	Sep 7, 2011 8:07 AM
19	increase critical thinking so our students have the ability to respectfully question the status quo	Sep 6, 2011 4:11 PM
20	Prepare them to succeed in their future professional and academic goals.	Sep 6, 2011 2:58 PM
21	make them employable, satisfy their expectations	Sep 6, 2011 1:56 PM
22	Give them the best education possible, at the most affordable price - and be flexible in the requirements, etc.	Sep 6, 2011 1:39 PM

Page 2, Q10. Ultimately, what do we want to do for our students?

23	A quality education	Sep 6, 2011 1:19 PM
24	To give them the best education and training so that they succeed in their careers.	Sep 6, 2011 12:28 PM
25	Help them become employable.	Sep 6, 2011 12:03 PM
26	That we assist our students in meeting the intended outcomes/competencies of the courses they take from M State	Sep 6, 2011 11:55 AM
27	give them the education to land a skilled labor job and to continue to work for higher goals	Sep 6, 2011 11:46 AM
28	Assure that they accomplish their post secondary goals meaning that they achieve what they came to us for and are fully capable of supporting themselves and paying back any loans they incurred while here.	Sep 6, 2011 11:33 AM
29	Provide them tools to lead a useful and productive life.	Sep 6, 2011 11:14 AM
30	Offer the right courses at the right times	Sep 6, 2011 10:55 AM
31	Teach them how to think on their own, think critically, and how to learn. Students must understand what they are being taught and how it applies to life. Then apply the learning.	Sep 6, 2011 10:53 AM
32	Train and educate them to be successful in their chosen path.	Sep 6, 2011 10:50 AM
33	Provide measurable outstanding education to our students and see all our staff and faculty go the extra mile to see it happen.	Sep 6, 2011 10:50 AM
34	serve	Sep 6, 2011 10:36 AM
35	Get them register on time with the classes they need and serve them in a clean, safe, and functional environment	Sep 6, 2011 10:35 AM
36	Prepare them - our goals should center on the concept of preparation.	Sep 6, 2011 10:03 AM
37	Employ them or have the transfer effortlessly to a four year institution.	Sep 6, 2011 9:58 AM
38	Educated them and allow them to pursue their own goals.	Sep 6, 2011 9:52 AM
39	Provide them a safe, positive place to learn and grow	Sep 6, 2011 9:47 AM
40	Help them translate book and lab learning into real world applications that make a difference not only in their lives but in the lives of those they cherish, and then the community at large.	Sep 6, 2011 9:45 AM
41	Be able to be successful in the workplace	Sep 6, 2011 9:44 AM
42	Prepare them well for a transfer education or career.	Sep 6, 2011 9:44 AM
43	a career that will give them life long enjoyment and a sense of self worth	Sep 6, 2011 9:39 AM
44	A solid education that will prepare them for the workforce and to contribute to the	Sep 6, 2011 9:38 AM

Page 2, Q10. Ultimately, what do we want to do for our students?

	communities they live in.	
45	A rigorous preparation for transfer or employment	Sep 6, 2011 9:37 AM
46	The conscious goal is, of course, to help prepare them for finding good jobs. But it goes beyond that--students who are educated are better able to interpret the world around them--we prepare them for a LIFE of a higher quality.	Sep 6, 2011 9:34 AM
47	Prepare for their future	Sep 6, 2011 9:22 AM
48	Provide quality education in a manner that meets student needs and reflects employer needs	Sep 6, 2011 9:21 AM
49	To fulfill there career needs.	Sep 6, 2011 9:14 AM
50	We want our students to learn specific "career/trade" skills. We also want them to learn critical think and problem-solving skills.	Sep 1, 2011 1:14 PM
51	Give them great customer service from start to finish, and every day	Sep 1, 2011 8:41 AM
52	We want our students to be good citizens, quality employees, and confident in their worth as individuals.	Aug 31, 2011 9:24 AM
53	We want to engage them - to give them a current, relevant, meaningful education.	Aug 30, 2011 4:24 PM
54	Provide them with the best education possible and the skills to excel in the working world.	Aug 30, 2011 12:59 PM
55	Make them viable, productive members of society by being well-trained with specific skills and well-educated to advance their education if they so choose.	Aug 29, 2011 1:23 PM
56	an affordable education that will inspire them to want more	Aug 26, 2011 3:30 PM
57	support and serve those who want to grow as individuals and members within their communities	Aug 26, 2011 8:17 AM
58	help them succeed and attain their goals, provide space for self-empowerment	Aug 26, 2011 6:02 AM
59	We want out students to succeed and be proud of the institute were they received their education.	Aug 25, 2011 5:41 PM
60	Prepare them the for intentional living; working, serving, and family.	Aug 25, 2011 2:58 PM
61	Prepare them for economic self-sufficiency/gainful employment. Prepare them for successful transfer. Encourage their productive citizenry. Encourage their continued learning and inquiry.	Aug 25, 2011 2:11 PM
62	Ensure they have a solid education but understand the investments of time and money necessary to achieve that education.	Aug 25, 2011 1:35 PM
63	Good question. I think we want to help students learn HOW to learn, in a responsible, respectful manner.	Aug 25, 2011 10:07 AM

Page 2, Q10. Ultimately, what do we want to do for our students?

64	Help them become educated citizens.	Aug 25, 2011 8:17 AM
65	give them opportunities they can't get anywhere else - lower class sizes, teachers who they can get to know and trust, etc.	Aug 25, 2011 5:48 AM
66	present content and techniques and skills that they embrace to lead rich, meaningful lives and to prepare them for life-long learning.	Aug 24, 2011 8:28 PM
67	Provide them the knowledge and support to acquire their education.	Aug 24, 2011 7:44 PM
68	Engage them in the learning process, help them learn to teach themselves to prepare for other learning for life.	Aug 24, 2011 3:17 PM
69	Help success in their academic goals and prepare them for a living wage job or for transfer to a 4 year.	Aug 24, 2011 2:15 PM
70	Develop work skills in order to contribute to the community	Aug 24, 2011 1:07 PM
71	Provide hands on experience with state-of-the-art technology and quality programs with dedicated instructors.	Aug 24, 2011 12:22 PM
72	Aid them in meeting their academic and career goals	Aug 24, 2011 11:59 AM
73	Prepare them for the workforce and the 4 year college.	Aug 24, 2011 11:56 AM
74	I believe we want our students to learn in an environment that best suites them. We want them to develop life-long learning/living skills and be successful in transferring those skills to future experiences, personal, professional, and educational.	Aug 24, 2011 11:06 AM
75	See #7.	Aug 24, 2011 10:20 AM
76	provide them with oppotunities to fully engage in their learning and aquisition of technical skills	Aug 24, 2011 10:09 AM
77	A life experience that enhances the student in their area of study, their social needs and really a very well rounded time of their lives.	Aug 24, 2011 7:52 AM
78	Give them the tools they need to become effective members of society.	Aug 24, 2011 7:16 AM
79	Make a different, equip them, challenge and inspire them, serve them.	Aug 23, 2011 4:41 PM
80	Help them meet their identified educational goals.	Aug 23, 2011 4:24 PM
81	Teach them skills to allow them to get jobs and/or teach them how to become life long learners	Aug 23, 2011 3:10 PM
82	help them achieve their dreams, or at least achieve contentment with their lives	Aug 23, 2011 1:26 PM
83	Provide not only education but the ability or skills to apply what they know to real life situations and to their chosen career path.	Aug 23, 2011 1:18 PM
84	Provide growth opportunities.	Aug 23, 2011 11:45 AM

Page 2, Q10. Ultimately, what do we want to do for our students?

85	To learn, to become valuable members of their community and make them want to continue learning	Aug 23, 2011 11:44 AM
86	Develop them into confident and life-long learners.	Aug 23, 2011 11:36 AM
87	Success	Aug 23, 2011 11:33 AM
88	To educate and provide the tools for people to have a better life.	Aug 23, 2011 11:12 AM
89	provide learning strategies that support life long learning	Aug 23, 2011 11:10 AM
90	To provide the best experience possible. That is what a student ultimately remembers. Every faculty and staff member own this experience.	Aug 23, 2011 10:58 AM
91	Help them acheive their educational goals and discover new goals	Aug 23, 2011 10:57 AM
92	We want to help our students identify and achieve clear academic goals.	Aug 23, 2011 10:54 AM
93	Provide a marketable education	Aug 23, 2011 10:41 AM
94	provide high quality education that focuses on the learner	Aug 23, 2011 10:38 AM
95	Provide them a path to career that leads to retirement.	Aug 23, 2011 10:36 AM
96	To reach their goals and more.	Aug 23, 2011 10:34 AM
97	Help them succeed to become contributing members of society.	Aug 23, 2011 10:33 AM
98	Get better jobs	Aug 23, 2011 10:31 AM
99	Give them a good education so they can get good jobs.	Aug 23, 2011 10:30 AM

Page 2, Q12. List three descriptive terms/adjectives that you think accurately describe our current mission statement.

1	Vigor Preparing Learning	Sep 16, 2011 1:57 PM
2	well written	Sep 15, 2011 3:46 PM
3	grandeous	Sep 15, 2011 2:39 PM
4	Precise, diverse.	Sep 13, 2011 2:30 PM
5	inclusive, foward thinking, multi-dimensional	Sep 12, 2011 10:15 AM
6	powerful challenging successful	Sep 8, 2011 11:44 AM
7	dynamic educate propel	Sep 8, 2011 7:15 AM
8	Accessible- unless you go to student services :(Diverse learners	Sep 7, 2011 9:36 PM
9	grasping, inclusive, dynamic	Sep 7, 2011 4:39 PM
10	concise poignant comprehensive	Sep 7, 2011 4:04 PM
11	Inclusive	Sep 7, 2011 11:00 AM
12	accessible; vigor; dynamic	Sep 7, 2011 10:41 AM
13	ambitious broad wholistic	Sep 7, 2011 10:23 AM
14	Important, Perpetual, Energetic	Sep 7, 2011 9:58 AM
15	positive, futuristic, current	Sep 7, 2011 9:15 AM
16	outdated verbose a bit 'heady' considering today text message culture.	Sep 7, 2011 8:07 AM
17	partnering, learning, future	Sep 6, 2011 4:11 PM
18	Comprehensive Sound	Sep 6, 2011 2:58 PM
19	Complete, encompassing, ambitious	Sep 6, 2011 1:39 PM
20	inclusive, succinct, positive	Sep 6, 2011 1:19 PM
21	lengthy.	Sep 6, 2011 12:03 PM
22	proactive, realistic, understandable	Sep 6, 2011 11:55 AM
23	Vague is all that I can think of.	Sep 6, 2011 11:33 AM
24	Unclear - not sure what is meant by the term "vigor"	Sep 6, 2011 11:14 AM
25	Understandable, Important, Substantial	Sep 6, 2011 10:55 AM
26	hopeful, exciting, opportunity	Sep 6, 2011 10:50 AM
27	What mission statement??? there's your answer.	Sep 6, 2011 10:35 AM

Page 2, Q12. List three descriptive terms/adjectives that you think accurately describe our current mission statement.

28	unique, concise, descriptive	Sep 6, 2011 9:52 AM
29	Abstract, bland, and generic.	Sep 6, 2011 9:45 AM
30	Visionary, passionate, far reaching	Sep 6, 2011 9:44 AM
31	Succinct, under-promoted	Sep 6, 2011 9:44 AM
32	I actually embrace the mission statement as written	Sep 6, 2011 9:37 AM
33	Concise yet memorable.	Sep 6, 2011 9:34 AM
34	direction purpose	Sep 6, 2011 9:22 AM
35	broad, succinct, positive	Sep 6, 2011 9:21 AM
36	Excellent, goals, succeed	Sep 1, 2011 8:41 AM
37	concise, impersonal, unexciting	Aug 31, 2011 9:24 AM
38	thoughtful, broad	Aug 30, 2011 4:24 PM
39	accurate, encompassing, wordy	Aug 30, 2011 12:59 PM
40	Preparing students with integrity to go enter the workforce/continue education and make it a better place than it was before they arrived. Integrity, prepare, high ethics.	Aug 29, 2011 1:23 PM
41	vague,	Aug 26, 2011 3:30 PM
42	Accurate, precise, effective	Aug 26, 2011 8:17 AM
43	aggressive, encompassing, impersonable	Aug 26, 2011 6:02 AM
44	Too wordy Easy to forget Lacking sparkles	Aug 25, 2011 5:41 PM
45	broad fuzzy nice	Aug 25, 2011 2:11 PM
46	succinct	Aug 25, 2011 1:35 PM
47	Clear, concise, felxible.	Aug 25, 2011 8:17 AM
48	education, support, life-long learning	Aug 24, 2011 7:44 PM
49	timeless short ???	Aug 24, 2011 2:15 PM
50	Strong, memorable, inclusive	Aug 24, 2011 12:22 PM
51	energized, dynamic, interesting	Aug 24, 2011 11:59 AM
52	enthusiastic, diverse, comprehensive	Aug 24, 2011 11:56 AM
53	typical, not unique	Aug 24, 2011 11:06 AM

Page 2, Q12. List three descriptive terms/adjectives that you think accurately describe our current mission statement.

54	short, simple	Aug 24, 2011 10:20 AM
55	understandable, applicable, accurate	Aug 24, 2011 10:09 AM
56	positive, encouraging and uplifting	Aug 24, 2011 7:52 AM
57	concise, accessible, feasible	Aug 24, 2011 7:16 AM
58	Long, boring	Aug 23, 2011 4:41 PM
59	descriptive creative future thinking	Aug 23, 2011 4:24 PM
60	dynamic, short, and sweet	Aug 23, 2011 3:10 PM
61	creative, ambitious, succinct	Aug 23, 2011 2:53 PM
62	alliterative common not very memorable (aside from the alliteration)	Aug 23, 2011 1:26 PM
63	Dull, bureaucratic, over-generalized.	Aug 23, 2011 11:45 AM
64	Workable Lengthy Wordy	Aug 23, 2011 11:44 AM
65	affordable, accessible, educate, change	Aug 23, 2011 11:12 AM
66	diversity learning working	Aug 23, 2011 11:10 AM
67	Clear Worthy Flexible	Aug 23, 2011 10:54 AM
68	I have no idea what our current mission statement is. I went on the web site and there is nothing when you place mission statement in the search. I can't comment because I don't know it and it has never been shared with me.	Aug 23, 2011 10:36 AM
69	learning, living, working	Aug 23, 2011 10:34 AM
70	Accessible, working, serving	Aug 23, 2011 10:30 AM

Page 2, Q13. Identify one change you think would strengthen/improve our mission statement.

1	quality	Sep 16, 2011 1:57 PM
2	don't know	Sep 15, 2011 3:46 PM
3	simple statements	Sep 15, 2011 2:39 PM
4	Add "in their communities" to the end.	Sep 13, 2011 2:30 PM
5	maybe add...that the accessible education is "state of the art" or something to lead users to feel they are getting the most up-to-date/progressive education they can.	Sep 8, 2011 11:44 AM
6	NA	Sep 8, 2011 7:15 AM
7	Scrap it and start over. You are trying to put too much into a mission statement. A mission statement should flow and be easy to remember	Sep 7, 2011 9:36 PM
8	I cannot think of any changes that I would make.	Sep 7, 2011 4:04 PM
9	define diverse learners	Sep 7, 2011 10:41 AM
10	regional focus	Sep 7, 2011 10:23 AM
11	Can't think of one	Sep 7, 2011 9:58 AM
12	students first	Sep 7, 2011 9:15 AM
13	re-work it	Sep 7, 2011 8:07 AM
14	have the employees have more say on what changes should be made	Sep 6, 2011 3:56 PM
15	Where students are heading . . .	Sep 6, 2011 2:58 PM
16	None needed.	Sep 6, 2011 1:39 PM
17	I can't think of any	Sep 6, 2011 1:19 PM
18	Shorten it up . . . to the point.	Sep 6, 2011 12:03 PM
19	To have it relate more to the meat and nuts and bolts of what we do.	Sep 6, 2011 11:33 AM
20	Change the word vigor	Sep 6, 2011 11:14 AM
21	add the word ALL just before diverse learners	Sep 6, 2011 10:55 AM
22	Somehow we need to implement consistency in our process across our locations to send the same message thereby students know what to expect and know their level of accountability and ours as an institution.	Sep 6, 2011 10:50 AM
23	make it memorable	Sep 6, 2011 10:36 AM
24	promote it more--use it--get it out there	Sep 6, 2011 10:35 AM
25	more focus	Sep 6, 2011 10:03 AM

Page 2, Q13. Identify one change you think would strengthen/improve our mission statement.

26	the "diverse learners" phrase has always bothered me. I feel that it should be changed to maintain the intent (that we serve all learners) but that it could be a little less awkward as it is currently written.	Sep 6, 2011 9:52 AM
27	Include an aspect of identity unique to the spirit or zeitgeist at M-State.	Sep 6, 2011 9:45 AM
28	No ideas at this time	Sep 6, 2011 9:44 AM
29	I would perhaps like to see something about preparing them for self-direction...or something like that, maybe?	Sep 6, 2011 9:34 AM
30	?	Sep 6, 2011 9:22 AM
31	try to make it more memorable	Sep 6, 2011 9:21 AM
32	Too many adjectives	Sep 1, 2011 8:41 AM
33	something that would indicate a well-rounded, quality experience as well as a quality education	Aug 31, 2011 9:24 AM
34	Make it bold!	Aug 30, 2011 4:24 PM
35	not sure...	Aug 30, 2011 12:59 PM
36	Remove words "vigor" and "dynamic" as most students tell me they don't know what it meant by these words.	Aug 29, 2011 1:23 PM
37	n/a	Aug 26, 2011 8:17 AM
38	not sure how to make it "friendlier"	Aug 26, 2011 6:02 AM
39	It needs stronger action words relevant to today's time and it needs to cut across different cultures. It also should contain "something" that anyone of any age can hang their hat on and identify them themselves in our statement.	Aug 25, 2011 5:41 PM
40	Remove the word "living" from the mission. It is redundant.	Aug 25, 2011 2:11 PM
41	I'm not sure about the word serving.....although I can't think of what to change it to, but it seems to me to end the mission statement on a not so strong note.	Aug 25, 2011 8:17 AM
42	not sure	Aug 24, 2011 2:15 PM
43	Not sure.	Aug 24, 2011 12:22 PM
44	more specifically what we do	Aug 24, 2011 11:59 AM
45	Add something about individual-ness.	Aug 24, 2011 11:56 AM
46	I think it would be helpful to make the statement more realistic and less rhetorical.	Aug 24, 2011 11:06 AM
47	?	Aug 24, 2011 10:09 AM
48	Can't put my finger on it, but something in the sentence structure to simplify it.	Aug 24, 2011 7:52 AM

Page 2, Q13. Identify one change you think would strengthen/improve our mission statement.

49	N/A	Aug 24, 2011 7:16 AM
50	Easy to recall. For example, one hospital's mission is to delight their patients with their health care service. I can recall their mission better than our own. Delight is a rich verb. Other business missions are equally inspiring and help the organization to stretch.	Aug 23, 2011 4:41 PM
51	n/a - I don't think it should be changed.	Aug 23, 2011 4:24 PM
52	It is perfectly great as is	Aug 23, 2011 3:10 PM
53	none	Aug 23, 2011 2:53 PM
54	Simplicity (i.e., M State exists to serve all learners) might be better because if we really tried to integrate all of our major purposes, the statement would be cluttered.	Aug 23, 2011 1:26 PM
55	Make it short and sharp.	Aug 23, 2011 11:45 AM
56	Make it more "brand worthy"-- make it so that it reflects our identity	Aug 23, 2011 11:44 AM
57	Develop strategies so all MN taxpayers own the mission of lifelong learning	Aug 23, 2011 11:10 AM
58	Well...we make no statement on remaining agile and responsive to the needs of industry/markets.	Aug 23, 2011 10:54 AM
59	I hate the vigor, maybe energy, instead? Might be a personal thing too...	Aug 23, 2011 10:34 AM
60	Student Retention	Aug 23, 2011 10:33 AM
61	Be more consistant across the board. Frustrating as an employee but students get more frustrated if things are not consistant.	Aug 23, 2011 10:30 AM

Page 2, Q14. Other observations, comments or suggestions you'd like to share?

1	no	Sep 15, 2011 3:46 PM
2	NA	Sep 8, 2011 7:15 AM
3	Mission, Helping our communities to strive for a better tomorrow, while maintaining an affordable education today.	Sep 7, 2011 9:36 PM
4	I cannot think of any changes I would make	Sep 7, 2011 4:04 PM
5	I think that a mission statement tends to be more for internal use than external. I've attended 4 different universities, and never looked at the mission statement.	Sep 7, 2011 12:37 PM
6	overall like the mission statement. Well thought out and inclusive	Sep 7, 2011 10:41 AM
7	Thank you for the opportunity to be a part of this discussion	Sep 7, 2011 9:15 AM
8	when committees are formed the decision of the committees should be upheld	Sep 6, 2011 3:56 PM
9	Not at this time.	Sep 6, 2011 1:39 PM
10	none	Sep 6, 2011 1:19 PM
11	none	Sep 6, 2011 12:03 PM
12	I think mission statements are overrated and minimally functional or useful. While I understand that they help define the goal, way too much time is wasted developing them.	Sep 6, 2011 10:53 AM
13	We do a lot of good things but in the end we are confusing without consistent processes and when each of those processes change from location to location. Staff at some of our locations make things more difficult for students to be successful just because they don't want to make the effort to provide the same process as another location.	Sep 6, 2011 10:50 AM
14	faculty engagment	Sep 6, 2011 10:36 AM
15	What stakeholders have been left out of the current mission statement, if any, and why? Should anything be adjusted accordingly to more evenly embrace all involved?	Sep 6, 2011 9:45 AM
16	None	Sep 6, 2011 9:44 AM
17	I think MState is doing a great job of keeping ahead of the curve in most aspects. Yay us!	Sep 6, 2011 9:34 AM
18	not really	Sep 6, 2011 9:22 AM
19	none...	Aug 30, 2011 12:59 PM
20	I think it is wonderful that we open our doors for all students to attempt College, but I believe that students need to be made aware of what it takes to be a successful student.	Aug 29, 2011 1:23 PM
21	none at this time	Aug 26, 2011 6:02 AM

Page 2, Q14. Other observations, comments or suggestions you'd like to share?

22	I have seen wonderful changes in the colleges over the past few years. The changes have been very progressive and often show that the college is willing to take acceptable risk.	Aug 25, 2011 5:41 PM
23	If we change our mission statement based on the feedback provided, how will we know we did anything more than change our mission statement?	Aug 25, 2011 2:11 PM
24	Not sure how it should be addressed and I am not certain it could be within the perimeters of vision and mission - however, under the umbrella of Strategic Plan, it would be beneficial to include financial understanding and processing for students. The concept of college being covered by grants is not as likely as it was 10 or more years ago and students are required to take out larger loans and many do not understand the repercussions of not being successful in college with these funds. It may be vital to invest in their success through the financial ramifications.	Aug 25, 2011 1:35 PM
25	none	Aug 24, 2011 2:15 PM
26	None.	Aug 24, 2011 11:56 AM
27	?	Aug 24, 2011 10:09 AM
28	Good survey tool.	Aug 23, 2011 4:41 PM
29	Thank you for listening	Aug 23, 2011 3:10 PM
30	Strategic planning should include faculty and staff. Each department/division should have a goal for each semester/year for their own division/dept that ties into the college's strategic plan.	Aug 23, 2011 11:44 AM
31	Nope.	Aug 23, 2011 10:54 AM
32	Mission statement should be short enough to be memorized. EVERY meeting should start with a review of the mission / vision - they should tell us why we exist and why we are here.	Aug 23, 2011 10:36 AM

Page 3, Q21. Develop three short phrases you think create a "word picture" of where M State can be in the next three years.

1	Quality Unique Student Centered	Sep 16, 2011 2:00 PM
2	no comment no comment no comment	Sep 15, 2011 3:49 PM
3	Innovative Choices Cutting Edge	Sep 15, 2011 2:51 PM
4	A unified college, educating throughout the world, growing in our own backyards.	Sep 13, 2011 2:51 PM
5	innovative education industry driven forward thinking	Sep 12, 2011 10:21 AM
6	School of the future Your Campus - Here to Help You Succeed Realize your Dreams and Goals	Sep 8, 2011 11:53 AM
7	We seek to develop the most creative, innovative and applicable educational experiences.	Sep 8, 2011 7:20 AM
8	Community out word growth. None traditional learning experience. A organizational flow chart that describes what administration does and to what degree. So students and staff know who to go to for help and the roll that person serves.	Sep 7, 2011 10:01 PM
9	multicultural global unique learning environments	Sep 7, 2011 10:45 AM
10	Choice provider in region for career education Regionaly recognized quality program and services Positive and focused institution providing qualtiy	Sep 7, 2011 10:32 AM
11	1) Nationally outstanding 2 year college 2) Unique programs	Sep 7, 2011 10:15 AM
12	community involvement focus on student achievement social change	Sep 7, 2011 9:21 AM
13	It does not matter where you begin your education as long as you continue to learn in whatever setting you land.	Sep 6, 2011 4:21 PM
14	nationally recognized	Sep 6, 2011 2:22 PM
15	?? I am not the creative type.	Sep 6, 2011 1:43 PM
16	regionally recognized institution of higher learning	Sep 6, 2011 11:58 AM
17	regionally recognized community college "dedicated to improving the future for students, the community, and the nation"	Sep 6, 2011 11:18 AM
18	M State will continue to address the economic distress in our state. M State will continue to be fiscally healthy. M State will be actively engaged with our communities.	Sep 6, 2011 11:06 AM
19	1.) growing with you to grow your future 2.) expanding our horizons to expand yours 3.) forging ahead to be all U deserve and need to meet your goals.	Sep 6, 2011 11:04 AM
20	preparadeness, I think the word innovation should stay included in the vision somehow, "variety of options" - we need to emphasize the variety of ways we can deliver (online, hands on, etc.) our high quality educational product.	Sep 6, 2011 10:09 AM

Page 3, Q21. Develop three short phrases you think create a "word picture" of where M State can be in the next three years.

21	partners with business and industry "first step" to degrees in the liberal arts	Sep 6, 2011 9:56 AM
22	Your hometown college; helping you pave your own way to your future; on the front lines of making careers happen.	Sep 6, 2011 9:52 AM
23	progressively moving forward	Sep 6, 2011 9:48 AM
24	Leader of the Community/Technical College pack.	Sep 6, 2011 9:38 AM
25	the college in north central MN	Sep 6, 2011 9:33 AM
26	leading, diverse, innovative	Sep 6, 2011 9:23 AM
27	A community leader Committed to technology Dedicated to our students	Aug 30, 2011 4:30 PM
28	In the Cloud, Part of Life, Growth of Knowledge	Aug 30, 2011 1:03 PM
29	Growing, high caliber education, innovative	Aug 29, 2011 1:27 PM
30	teaching currently required skill sets providing high quality education in a non-threatening setting modern, cutting edge	Aug 26, 2011 6:08 AM
31	On the top Leading the pack or field or blah blah. Setting the bar for others to chase	Aug 25, 2011 5:46 PM
32	destination college regional provider of shared services	Aug 25, 2011 3:05 PM
33	M State - More programs, More delivery modes, More places, More excitement!	Aug 25, 2011 2:28 PM
34	progressive leader in comprehensive learning providing significant resources to business and industry visionary in online learning for community colleges	Aug 25, 2011 1:41 PM
35	Largest MnSCU institution in NW/NC MN National recognition for industry/college partnership	Aug 24, 2011 2:20 PM
36	1 -Be the leading community & technical college in the region for our distinctive programs 2 -Strengthen and build partnerships to further develop educational excellence 3 - Be the leading community & technical college in our region for innovation & technology	Aug 24, 2011 1:15 PM
37	Comprehensive offerings for a wide variety of interests. attentive accomodating	Aug 24, 2011 11:59 AM
38	Larger in student population, leader in technical programs, leader in preparing students who may not be academically/socially/intellectually ready for college	Aug 24, 2011 10:26 AM
39	?	Aug 24, 2011 10:10 AM
40	Within our region - at the top of the "newest" educational offerings. Off the charts with enrollment both e campus and land based. Spilling more into the community as a base for everyone's needs.	Aug 24, 2011 7:58 AM
41	Leaders in oportunities for students.	Aug 23, 2011 4:43 PM

Page 3, Q21. Develop three short phrases you think create a "word picture" of where M State can be in the next three years.

42	synergistic creative accessible dynamic successful	Aug 23, 2011 4:26 PM
43	distinguished, academic, known	Aug 23, 2011 3:12 PM
44	*bringing in new student audiences *preparing students for active learning *leading local Associate degree-granting institutions in preparing students for the future	Aug 23, 2011 1:42 PM
45	I don't see a significant change as a possibility in the next three years.	Aug 23, 2011 11:50 AM
46	cutting edge general and technical education for not only MN but the entire United States	Aug 23, 2011 11:47 AM
47	Preparing for innovative careers that have not yet been identified. Combining online and onsite learning experiences for lifelong learning Education and industry partnering to resolve national economic issues	Aug 23, 2011 11:19 AM
48	Unified Recognized by external partners as unified	Aug 23, 2011 11:05 AM
49	Developing a future for all students. Working our goals for all students to succeed. It never to late to start with MState. ha ha good poem huh?	Aug 23, 2011 10:42 AM
50	Partner for students going a variety of directions. Partner for businesses looking for graduates or help in any way - CTS activities Partner for communities that we serve	Aug 23, 2011 10:39 AM
51	innovative become the person you want to be	Aug 23, 2011 10:34 AM

Page 3, Q22. What do you see as our greatest potential for the future?

1	Student retention and attraction based on quality programming and programming that fills a specific workplace need.	Sep 16, 2011 2:00 PM
2	alternative energy and sustainability programs	Sep 15, 2011 3:49 PM
3	Making sure we provide opportunities for all types of learners. Making sure we maintain our standards of preparing students for the workforce.	Sep 15, 2011 2:51 PM
4	Diverse programs.	Sep 13, 2011 2:51 PM
5	hybrid technical courses	Sep 12, 2011 10:21 AM
6	Helping Students Succeed	Sep 8, 2011 11:53 AM
7	1 - yr certificates or even shorter training opps/certificates in specific niche industries (printing, repair, culinary, etc)	Sep 8, 2011 7:20 AM
8	Community education on who we are.	Sep 7, 2011 10:01 PM
9	Drawing more students and expanding the curriculum	Sep 7, 2011 4:09 PM
10	online learning collaborative environment with other universities	Sep 7, 2011 10:45 AM
11	Improved technology and program strengths	Sep 7, 2011 10:32 AM
12	Student enrollment increase	Sep 7, 2011 10:15 AM
13	adaptability	Sep 7, 2011 9:21 AM
14	open admission and acceptance	Sep 6, 2011 4:21 PM
15	Leading students across the bridge from AA to a 4-year college.	Sep 6, 2011 3:00 PM
16	be fair and friendly to students, great staff	Sep 6, 2011 2:22 PM
17	On-line learning opportunities. This is the way of the future.	Sep 6, 2011 1:43 PM
18	emerging occupational programs and eCampus	Sep 6, 2011 11:58 AM
19	To develop innovative programs that fill niches as well as growing AA Transfer by continuously expanding course offerings.	Sep 6, 2011 11:38 AM
20	the Health sciences initiative - we could have a premier simulation center for the region	Sep 6, 2011 11:18 AM
21	To continue growing our online delivery of course options.	Sep 6, 2011 11:06 AM
22	We provide opportunity to students who financially need to be and want to be streamlined in the educational experience to get into financial and professional stability.	Sep 6, 2011 11:04 AM
23	faculty students	Sep 6, 2011 10:37 AM
24	Using our eCampus offerings to create innovation and expansion of our offerings	Sep 6, 2011 10:09 AM

Page 3, Q22. What do you see as our greatest potential for the future?

	and options to students.	
25	our ability to provide the first two years of education very economically.	Sep 6, 2011 9:56 AM
26	Serving those students who may be otherwise not ready for or intimidated by a four-year institution at this point in their lives.	Sep 6, 2011 9:52 AM
27	The strength of our people working together	Sep 6, 2011 9:48 AM
28	developing long term relationships with our students and helping them throughout their lives to be the best they can be.	Sep 6, 2011 9:43 AM
29	Keeping a pulse on the employment needs in the communities and providing an educated workforce to meet those companies needs and well as our student needs.	Sep 6, 2011 9:41 AM
30	If the 4 campuses can learn to work together MState can be the college in north central MN	Sep 6, 2011 9:33 AM
31	flexibility in course delivery, innovative environment	Sep 6, 2011 9:23 AM
32	Flexible classes Online classes Great customer service	Sep 1, 2011 9:05 AM
33	Online education	Aug 30, 2011 4:30 PM
34	Bringing great education to our students where ever they are.	Aug 30, 2011 1:03 PM
35	Becoming a stand-alone campus	Aug 29, 2011 1:27 PM
36	keeping flexible, innovative	Aug 26, 2011 6:08 AM
37	Ability to shift and morph to meet the changing educational and workforce needs.	Aug 25, 2011 5:46 PM
38	Nurturing our great faculty and staff; the innovative way that we always move forward; our capacity to remain flexible in an environment that is changing exponentially.	Aug 25, 2011 3:05 PM
39	1. Launching some of our innovative ideas and projects outward and becoming a service provider for other entities - Shared Services, the CCR, CARP, the Call Center, BES, etc. 2. Enrollment growth as measured by a College number. 3. Improving student retention. Let's set a tangible goal and work to achieve it.	Aug 25, 2011 2:28 PM
40	online learning	Aug 25, 2011 1:41 PM
41	Transfer degrees	Aug 24, 2011 7:46 PM
42	Online growth and presence	Aug 24, 2011 2:20 PM
43	Build and strengthen our partnerships to further develop educational excellence	Aug 24, 2011 1:15 PM
44	?	Aug 24, 2011 11:59 AM
45	?	Aug 24, 2011 10:10 AM

Page 3, Q22. What do you see as our greatest potential for the future?

46	Tapping into new and upcoming fields of training for the region.	Aug 24, 2011 7:58 AM
47	Being a bridge between many things (i.e., high school and a Bachelor's degree, etc.)	Aug 23, 2011 1:42 PM
48	Hopefully an administrative team that is cohesive, organized, and prepared to lead the college to success.	Aug 23, 2011 1:28 PM
49	Growth on the I-94 corridor.	Aug 23, 2011 11:50 AM
50	Growth! Targeting larger markets/pockets of students	Aug 23, 2011 11:47 AM
51	Expand industry and education partners that are focused on economic development.	Aug 23, 2011 11:19 AM
52	In truly being a single college where programs and structures are not at odds with one another.	Aug 23, 2011 11:05 AM
53	Distinctive service. We experience more and more competition as the years pass. The one thing we have, that is truly in our control, is a positive customer service experience. More than anything else, this is what keeps people coming back.	Aug 23, 2011 11:00 AM
54	education and encouragement.	Aug 23, 2011 10:42 AM
55	Ability to serve the needs of our stakeholders. We need to create an identity / focus that we all get behind as a college - not at the campus level.	Aug 23, 2011 10:39 AM
56	Innovative Programs	Aug 23, 2011 10:32 AM

Page 3, Q23. To be our best in the future, identify a)one thing we need to continue doing, b)one thing we need to change, and c)one thing we need to initiate.

1	Continue focusing on quality Change retention practices Initiate better academic advising model	Sep 16, 2011 2:00 PM
2	a connecting with main street communities b. more flexibility to meet individual campus context c. green industry collaboration	Sep 15, 2011 3:49 PM
3	a.Maintain high standards. b.Change our ways so that students actually learn - they don't just copy from a book c. We need to make sure students are prepared regardless of modality of course delivery. We need to have monitored testing.	Sep 15, 2011 2:51 PM
4	a) provide excellent service on the front line b) attitudes within that don't see us as 1 strong college c) continue to create new programs	Sep 13, 2011 2:51 PM
5	a) hybrid courses b) 4 campuses working as college not distinct 'silos' c) stagger start dates	Sep 12, 2011 10:21 AM
6	a) listen to our students b) work together as a college - all four campuses/don't be afraid of change c) centralized printing	Sep 8, 2011 11:53 AM
7	Update our programs and curriculum to reflect business, industry and community needs. Create plans so that students can go part-time, in necessary. So many of the current technical programs do not allow for part-time students. Create plans that allow for preparatory work to be completed before the student begins with the program.	Sep 8, 2011 9:20 AM
8	1) continue to be technologically advanced 2) change our "fear of change" among those that have been in the system a long time 3) we need to embrace new ideas & programs	Sep 8, 2011 7:20 AM
9	a, student retention b student registration (confusing to the students) immediate acceptance upon application all the time. Rather than just once right before semester starts. c book ordering for on line students (its terrible)	Sep 7, 2011 10:01 PM
10	a) striving to meet the needs of students and industry partners. b) change to a system where faculty are accountable, consistent among campuses, role models and partners with students, staff, industry partners and peers. c) Initiate a college-wide committee aimed at bringing momentum, innovative ideas and a futuristic look at ways to strengthen the college as a whole not just individual campuses.	Sep 7, 2011 4:57 PM
11	Based on my short time at the college, I cannot think of any changes I would like to see.	Sep 7, 2011 4:09 PM
12	continue to explore online; assess the online courses for uniformity;have initiated but stress more the overall student education, not individual courses(critical thinking skills, ability to communicate,etc)	Sep 7, 2011 10:45 AM
13	a)add quality to our programs b)communication and accountability c)quality and assessment of programs and processes	Sep 7, 2011 10:32 AM
14	a) Meeting the needs of students b) Better communication among campus's c) Clear cut decisive goals	Sep 7, 2011 10:15 AM

Page 3, Q23. To be our best in the future, identify a)one thing we need to continue doing, b)one thing we need to change, and c)one thing we need to initiate.

15	a) focusing on providing the best education possible to students that will help them think critically now, and into the future. b) the vision statement is good, but too broad. I think the focus should be in specific school. They have different strengths, community development and collaboration opportunities. c) school pride - at each individual school	Sep 7, 2011 9:21 AM
16	a) Acceptance of differences b) Increase and enhance services c) Improve internal communication	Sep 6, 2011 4:21 PM
17	a) develop relationships with students b) instructor advising c) clear articulation agreements communicated to students' future academic plans	Sep 6, 2011 3:00 PM
18	registration process is a frustration for many	Sep 6, 2011 2:22 PM
19	a) having a presence in our towns b) making more programs available on -line c) tutoring & on-line services to match up with on-line programs and learners.	Sep 6, 2011 1:43 PM
20	a. innovation b. complexity of instituting change c. partnerships	Sep 6, 2011 11:58 AM
21	a.) Continue posting program schedules into the future. b.) We need to do a better job assisting our graduates with placement c.) Work closer on Retention initiatives	Sep 6, 2011 11:06 AM
22	a.) continue being positive and open minded b.) continuity on processes with all locations c.) more vigorous options of marketing to reach and communicate who we are to a larger group of possible students.	Sep 6, 2011 11:04 AM
23	I believe we need to mention the word "student" somewhere in our statement.	Sep 6, 2011 10:51 AM
24	A - eCampus B - disconnect between campuses C - more industry and university partnerships	Sep 6, 2011 10:09 AM
25	A) Continue to be students driven. B) More collaboration among the campuses; if a student takes a course of a two course sequence at the DL campus, he/she should be able to take the second course at Wadena without buying a different book or missing material that wasn't previously covered. C) See "B"	Sep 6, 2011 10:01 AM
26	We need to continue to keep our costs lower than four year institutions We need to work at retaining the students we enroll and market a guarantee that students will actually complete their educations in two years We need to offer enough support for that to happen.	Sep 6, 2011 9:56 AM
27	a. continue to offer excellent individualized service to students; being more selective in allowing students through the doors who truly want to be here for an education, not merely for athletic team sports; c. offering events that really attract students to enjoy their campus experience as a whole.	Sep 6, 2011 9:52 AM
28	Continue to encourage the people we have, need more mentoring programs for the new faculty and need to initiate better facilities to meet our vision.	Sep 6, 2011 9:48 AM
29	continue the struggle for finding qualified full time faculty so that the students have continuity year to year and a faculty member who can develop a long term relationship with the student	Sep 6, 2011 9:43 AM

Page 3, Q23. To be our best in the future, identify a)one thing we need to continue doing, b)one thing we need to change, and c)one thing we need to initiate.

30	a. accessibility and research into developmental teaching (sorry, that's two) b. more emphasis on lasting critical thinking c. those book-end classes, in which students can learn how to be prepared for college and leave here with a mandatory portfolio of all their best work. Maybe we require all students to create an E-folio and each class must create a project or use submission of a project for points.	Sep 6, 2011 9:38 AM
31	believing in 1 college promote 1 college demand 1 college	Sep 6, 2011 9:33 AM
32	a) flexible hours b) be less giving to those who come in at the last minute- letting them charges books when they don't have their FA done, accepting them without the needed papers, etc c) communication via text messages, better use of Facebook	Sep 1, 2011 9:05 AM
33	A. Continue to invest in innovative delivery methods/technologies for faculty. B. Encourage faculty to get out of their offices and get involved on campus! C. Honors programs	Aug 30, 2011 4:30 PM
34	Stay current with the times, expand class offerings, community support and service	Aug 30, 2011 1:03 PM
35	Continue to offer a variety of modes of delivery; More cohesiveness across the college with programs and departments; provide motivators for new initiatives.	Aug 29, 2011 1:27 PM
36	a. listen to both student and employer needs b. identify and get out of any ruts we may be in c. ?	Aug 26, 2011 6:08 AM
37	online divilery of courses, programs, and services.	Aug 25, 2011 3:05 PM
38	a) Achieve and manage growth. b) Contractual rules that are too costly and bureaucratic; you did not say the change needed to be within our control! c) A big, bold College marketing plan.	Aug 25, 2011 2:28 PM
39	A) online education and programs B) more effective/comprehensive FA that does not make it a triathlon to complete C)technical/industry needs to implement new programs before other organizations	Aug 25, 2011 1:41 PM
40	a) let the cash cow grow, b) get out of the cash cow's way, c) let the cash cow lead!	Aug 25, 2011 5:50 AM
41	a. keep pulling in top talent faculty b. we need to step up our facilities and support to avoid the bursting at the seams and barely keeping to together feel c. More student-lead projects in the community	Aug 24, 2011 8:31 PM
42	a) transfer program b) use of technology c) ???	Aug 24, 2011 7:46 PM
43	continue to explore ways to increase student success and retention change our focus on last minute enrollment numbers and focus on making the students we have successful start paying attention to the students that do ok or well within the instiution so they stay with us until graduation	Aug 24, 2011 2:20 PM
44	a) continue providing accessable education with integrity b) change the defensive reaction to change to being the solution by creating partnerships	Aug 24, 2011 1:15 PM

Page 3, Q23. To be our best in the future, identify a)one thing we need to continue doing, b)one thing we need to change, and c)one thing we need to initiate.

	between campuses for the greater good of the college. c) develop a culture of support for development and advancement in order to build additional resources and funding needed to support for the college in its pursuit of excellence and recognition	
45	a. offering flexible educational opportunities b. limited space c. more student loyalty	Aug 24, 2011 11:59 AM
46	A) Grow our student population B) Add student services staff and instructors at the developmental level as well as instructors who can teach other courses such as time management skills, etc. C) See letter B above	Aug 24, 2011 10:26 AM
47	?	Aug 24, 2011 10:10 AM
48	a) class sizes are adequate for a good learning experience. b) a larger class offering and times to accomodate everyone c) keep expanding programs	Aug 24, 2011 7:58 AM
49	a) pushing the traditional model; b) serve students for 2020. c) new organizational model.	Aug 23, 2011 4:43 PM
50	a. focus on student learning b. competition between campuses c. university centers on campus	Aug 23, 2011 4:26 PM
51	a) providing rigorous coursework b) clarify student procedures (for graduation, etc.) c) partnerships	Aug 23, 2011 3:12 PM
52	a) working with the local high schools to prepare students for college b) become more accessible and listen to more of the community than just our advisory committees-I've heard many comments by community members that they do not think we want students because we don't advertise the way some of the other local colleges do at the high school level c) reaching out to more of the community organizations (i.e. speaking to their groups, helping local non-profits like Prairie Public during pledge drives, etc.)	Aug 23, 2011 1:42 PM
53	We need to continue to serve students in the best way we can, we need to change the communication between administration, faculty, and staff, and we need to initiate an administrative team that will last for awhile.	Aug 23, 2011 1:28 PM
54	1) Improve academic standards, 2) Re-establish campus centered administration, 3) Re-think the relationships of the campuses to the college	Aug 23, 2011 11:50 AM
55	a. caring about our students b. give each campus an identity c. college unification-- get all departments at all campuses working together!	Aug 23, 2011 11:47 AM
56	a) education for employment and transfer b) get career and transfer back in balance - recognize the economic ease of transfer delivery is short-term fix. c) strategize on how to become economically independent of current budget sources - e.g. all senior leaders required to research and seek grant funding sources. Our growth has become paralyzed by current budgetary strategies.	Aug 23, 2011 11:19 AM
57	a) we need to continue to lead in the area of shared services development b) we need to exist as a single college with five primary points of access, rather than as four campuses and an eCampus begrudgingly surrendering to the least	Aug 23, 2011 11:05 AM

Page 3, Q23. To be our best in the future, identify a)one thing we need to continue doing, b)one thing we need to change, and c)one thing we need to initiate.

threatening college-wide initiatives (I.e., shared services, website, common marketing, etc) c) we need to align strategic development, institutional research, marketing, and enrollment management under a single division.

58	Staff and faculty need to see a common goal together	Aug 23, 2011 10:42 AM
59	Get a strategic plan that gives us focus as a group - not as a campus.	Aug 23, 2011 10:39 AM
60	educating students to better their lives make the process as accessible as possible why people need a good education	Aug 23, 2011 10:34 AM
61	Keep bringing in new programs, get rid of the ones not working or that cost too much to run.	Aug 23, 2011 10:32 AM

Page 4, Q26. What did you like most and least about the Building a Better College value statements?

1	Most-Respect Least Recognizes on Fallibility?	Sep 16, 2011 2:04 PM
2	most - 4 and 5 least - 6 sounds defensive	Sep 15, 2011 3:57 PM
3	Starts to look at what is needed within the college. Least - ambiguous in the last statement - simplify	Sep 15, 2011 2:58 PM
4	It's positive. Can't think of what I liked least...	Sep 13, 2011 3:03 PM
5	Most - great statements; covers alot of key areas Least - good on paper; but may not be in practice	Sep 8, 2011 12:02 PM
6	I think the statements are great; unfortunately, I'm not sure that we embody them as a college. We are greatly lacking leadership in diversity. I overhear faculty or staff make comments that make me cringe (that lack a basic understanding of valuing diversity in religion, sexual orientation, ethnicity etc). We need to do much better as a college to make sure we truly are a safe and welcoming environment and live up to the statements listed above.	Sep 8, 2011 9:29 AM
7	we don't practice these and in fact I have never heard of these and definitely think that many others are not aware too	Sep 8, 2011 7:23 AM
8	implementation on our own fallibility.	Sep 7, 2011 10:08 PM
9	I feel the Building a Better College value statements are very good but I do not believe they are enforced or carried out college wide. There is no accountability for not living up or demonstrating the value statements.	Sep 7, 2011 5:10 PM
10	Honestly, I like all of them equally.	Sep 7, 2011 4:20 PM
11	Number 4	Sep 7, 2011 11:06 AM
12	community involvement;supports diversity and innovation	Sep 7, 2011 10:52 AM
13	The accoutablity and open to change Least- how is it measured	Sep 7, 2011 10:45 AM
14	Most- #6 Least - 0	Sep 7, 2011 10:38 AM
15	Most: what we are will to work on Least: the values listed are okay, but seem to be apologizing instead of uplifting	Sep 7, 2011 9:33 AM
16	Excellent goals. limited ability to safely question leadership in the past	Sep 6, 2011 4:31 PM
17	accountability	Sep 6, 2011 3:46 PM
18	I am not sure how much we embraced innovation.	Sep 6, 2011 3:04 PM
19	A place we can be proud of, but yet willing to change if needed.	Sep 6, 2011 1:49 PM
20	I don't think it's been publicized enough and people as well as employees aren't aware of it.	Sep 6, 2011 12:55 PM
21	Least - limited communication ever occured with these and thus, many employees of the college don't even know they exist	Sep 6, 2011 12:06 PM

Page 4, Q26. What did you like most and least about the Building a Better College value statements?

22	most-4 and 6	Sep 6, 2011 11:54 AM
23	#3	Sep 6, 2011 11:30 AM
24	I like that we focused on only 6 values I feel we need to do a better job on # 2- as it relates to embracing diversity, especially when comparing campus to campus.	Sep 6, 2011 11:22 AM
25	Most - Commits itself to respectful and civil discourse -- communicating with respect, integrity, and excellence Lease - Is open to discussion and recognizes its own fallibility -- we are willing to assess and revisit decisions that do not lead to positive outcomes	Sep 6, 2011 11:18 AM
26	student accountability	Sep 6, 2011 10:43 AM
27	The value statements are the best defined and developed part of this exercise - I think we have good ideas here.	Sep 6, 2011 10:13 AM
28	like most, line 4; like least, like 2 because the word "diversity" seems a bit stale and abstract at this point, and because it is oddly joined with the word "innovation."	Sep 6, 2011 10:01 AM
29	No strong opinions	Sep 6, 2011 9:50 AM
30	it is a start	Sep 6, 2011 9:40 AM
31	statement 2 (most) statement 6 (least)	Sep 6, 2011 9:25 AM
32	I like best #1. It does not express the value of shared decision-making.	Aug 31, 2011 9:38 AM
33	Most: All of it!	Aug 30, 2011 4:35 PM
34	They explain how MSTATE sees itself serving and supporting it's community. Some of these things are just a given, do they really need to be said...	Aug 30, 2011 1:11 PM
35	How do you measure accountability? What measures are put in place to create/foster this type of environment?	Aug 29, 2011 1:51 PM
36	I don't think that #6 is at all true. Decisions are made and we don't look back - we keep moving forward even though things fall through the cracks. Case in point - elimination of department chairs. Speaking of nursing specifically - the current model of director, clinical coordinator and faculty is ineffective and expensive....more expensive that it would've been to keep department chairs. Outcomes have not been evaluated. More things have fallen through the cracks and more things now are screwed up than they were before...its time to recognize that this was a bad decision and reconsider what the outcome really is and the best way to get there....we need people who aren't micromanaging and then forgetting to provide "the rest of the story."	Aug 26, 2011 3:41 PM
37	they are forward thinking, caring	Aug 26, 2011 6:26 AM
38	They are relevant to students, communities, graduates, those who employ our graduates, and those who work at the college?	Aug 25, 2011 6:03 PM

Page 4, Q26. What did you like most and least about the Building a Better College value statements?

39	I liked the themes of many of the statements - safety, diversity, innovation, respectful discourse, open to change. I disliked that we rarely challenge actions and behaviors that do are inconsistent with the value statements.	Aug 25, 2011 3:04 PM
40	it is encompassing	Aug 25, 2011 2:04 PM
41	Respect and civility.	Aug 25, 2011 8:51 AM
42	This is not so much about the statements as it is about peoples' perception of how they measure up to the statements - such as individuals thinking they demonstrate these value statements and they do not	Aug 24, 2011 2:27 PM
43	It seems comprehensive	Aug 24, 2011 12:04 PM
44	Most= #4 Least= #6	Aug 24, 2011 10:27 AM
45	Most- that it encompasses our college as a whole and that we recognize there is always room for growth (we have weaknesses). Least - too much information?	Aug 24, 2011 8:05 AM
46	Most-it gives a very general idea about what we should be doing without implying there is only one way Least-it is very general/vague for the most part, which means it is very easy to internalize it as something along the lines of "do what you should be doing as a community college." There's nothing to really get excited about or latch onto in your mind, unless you're coming from a place where one of the values was completely lacking.	Aug 23, 2011 4:22 PM
47	I like all of it.	Aug 23, 2011 3:27 PM
48	I like statements 1,2 but question how true the rest of the statements are. From a faculty perspective I have not seen most of the other statements as being true in the past.	Aug 23, 2011 1:32 PM
49	Most--these are all fine goals Least--these are so broad and general that they do not provide any real direction	Aug 23, 2011 11:56 AM
50	Most-- Short and to the point Least--Number 6 is wordy	Aug 23, 2011 11:51 AM
51	The value statements support an environment where all ideas are respected - where all personnel work as a team to support learning	Aug 23, 2011 11:29 AM
52	I liked 1, 2, 3..and I believe we need a lot more work done in 4, 5, 6	Aug 23, 2011 11:25 AM
53	Best: s open to discussion and recognizes its own fallibility.. Least: Promotes an environment that is safe, accountable, welcoming, and conducive to learning: isn't that a given.	Aug 23, 2011 10:53 AM
54	I think that we should call them "guiding principles and that they should be short or a word followed by a few word explanation. Also, I don't see them as they exist now as "measurable"	Aug 23, 2011 10:49 AM

Page 4, Q27. Other observations, comments, or suggestions on how we might strengthen the Building a Better College value statements?

1	none	Sep 15, 2011 3:57 PM
2	What about our sponsorships/advisory boards - don't they play an important part of what our college is about?	Sep 15, 2011 2:58 PM
3	some type of small group discussion; people maybe afraid to open up. Maybe when we implement something on a campus we actually state which Building a Better College value statement applies - for instance, if we implemented centralized printing - we would be addressing #5	Sep 8, 2011 12:02 PM
4	Practice them, remind others that they are part of our culture.	Sep 8, 2011 7:23 AM
5	To be better some times we need to be different. Trying to implement what other colleges do is not better or who we are.	Sep 7, 2011 10:08 PM
6	There is great education on ways to live the Building a Better College value statements but as a whole it is lip service by many college faculty & staff. Truly the strongest value statement demonstrated is #2. The remaining are not demonstrated as a whole to our students, community or industry partners in what I have viewed.	Sep 7, 2011 5:10 PM
7	I find these statements valuable. I cannot think of anything else to add.	Sep 7, 2011 4:20 PM
8	needs more positive or "will" type statements	Sep 7, 2011 10:45 AM
9	Where is the focus on 'education'? Shouldn't the value of being able to think critically important. This is a skill important for students in the academic as well as educational career/pursuits. Don't we also care about the overall well-being and growth of the person? That is not listed here either	Sep 7, 2011 9:33 AM
10	No.	Sep 6, 2011 1:49 PM
11	As stated above	Sep 6, 2011 12:06 PM
12	Continue to offer information at Faculty Staff meetings	Sep 6, 2011 11:22 AM
13	As stated before we need to be better at our continuity within our locations so students believe our statement and know we are consistent.	Sep 6, 2011 11:18 AM
14	supports open to change	Sep 6, 2011 10:43 AM
15	Continue to develop but keep the current content and framework.	Sep 6, 2011 10:13 AM
16	A bit wordy and not concrete enough in a helpful sense.	Sep 6, 2011 10:01 AM
17	None	Sep 6, 2011 9:50 AM
18	not at this time	Sep 6, 2011 9:40 AM
19	The statements are more about what we think than what we VALUE.	Aug 31, 2011 9:38 AM
20	none,	Aug 30, 2011 1:11 PM

Page 4, Q27. Other observations, comments, or suggestions on how we might strengthen the Building a Better College value statements?

21	Identify outcomes - be transparent about what they are - and be willing to admit when mistakes are made	Aug 26, 2011 3:41 PM
22	They should be more visible to all that enter the campuses - I am not positive that I have heard these before! If I have and do not remember them then they are not functional - they should be visible so to remind us daily of the college values.	Aug 26, 2011 6:26 AM
23	They look solid to me and read well. What are they promoted within the college and to our stakeholders? I am truly confused by this. Why have we not heard about Building a Better College?	Aug 25, 2011 6:03 PM
24	I'm not sure #3 is needed. It seems to be more of an "understood" value than the others. I'm not sure we need to strengthen the statements. I do think we need to strengthen how they are communicated and then used to help guide actions and behaviors.	Aug 25, 2011 3:04 PM
25	Although the statements are encompassing, it takes risk to address some of these issues and many leaders and members of the college struggle with "change" or making responsibility and resources equal among campuses, thus leaving innovation and responsibility to the community short of achievable. I do not believe the value statement needs the change, it is ensuring the statement outcomes are available to all 4 campuses with the same degree of importance.	Aug 25, 2011 2:04 PM
26	How would we measure these and provide feedback to individuals and groups?	Aug 24, 2011 2:27 PM
27	Looks good to me!	Aug 24, 2011 12:04 PM
28	No Accountability, need to practice what we value such as having a Diversity coordinator/director on the Moorhead campus. Our student population is becoming more diverse- how will we serve them with just words, but no actions? We also need more faculty and staff of color. Again, practice what we value	Aug 24, 2011 10:32 AM
29	perhaps more empahsis on global opportunities and perspectives	Aug 24, 2011 10:27 AM
30	Look to the AQIP Principles of High Performance Organizations for guidance. They have very streamlined values that are common-sense, but are very easy to remember like "focus on stakeholders"	Aug 23, 2011 4:22 PM
31	Begin to prioritize our values and initiatives	Aug 23, 2011 11:56 AM
32	Number 6 is a bit redundant of Number 5	Aug 23, 2011 11:51 AM
33	Actually practice them. Actions speak louder than words. Also #6 talks about willing assess and revisit decisions. To date, the leadership appear to be reluctant to assess decisions - they would rather continue the same and then be surprised that the outcome has not changed. AQIP is an opportunity to develop a comprehensive assessment process - that all policies, procedures, academic and non-academic program areas looked at to make sure that we are meeting expected outcomes. It is a great time to be part of M State	Aug 23, 2011 11:29 AM
34	See above answer.	Aug 23, 2011 10:49 AM

Page 4, Q30. What did you like most and least about the Principles of High Performance Organization statements?

1	Most- Integrity and responsiveness Least-Broadbased Involvement?	Sep 16, 2011 2:04 PM
2	all good	Sep 15, 2011 3:57 PM
3	High expectations = High performance	Sep 15, 2011 2:58 PM
4	Broad based involvement.	Sep 8, 2011 7:23 AM
5	I agree and like all the value statements however again I do not believe they are demonstrated by many staff and faculty members.	Sep 7, 2011 5:10 PM
6	All of them are appropriate.	Sep 7, 2011 4:20 PM
7	broad based involvement-stakeholders can't complain if they weren't involved	Sep 7, 2011 10:52 AM
8	proven and tested to work	Sep 7, 2011 10:45 AM
9	Great list, but how will all these things be implemented	Sep 7, 2011 10:38 AM
10	Most - positive principles - Least - don't call students 'stakeholders'	Sep 7, 2011 9:33 AM
11	learning centered	Sep 6, 2011 3:46 PM
12	??	Sep 6, 2011 1:49 PM
13	Most: clear, measureable, focused, understandable	Sep 6, 2011 12:06 PM
14	3 the most and 7 the least as sometimes change happens too much and too fast, and the student or/and or principles get lost in the shuffle	Sep 6, 2011 11:30 AM
15	That they are short and understandable But maybe 10 is too many	Sep 6, 2011 11:22 AM
16	Most - Respecting people Lease - Focus on stakeholders	Sep 6, 2011 11:18 AM
17	stakeholder should not be the 1st focus, student should	Sep 6, 2011 10:43 AM
18	I like them but I do not feel that our college supports them all.	Sep 6, 2011 10:14 AM
19	The parts about collaboration and proactivity are key.	Sep 6, 2011 10:13 AM
20	It's just not really satisfying overall.	Sep 6, 2011 10:01 AM
21	No opinions	Sep 6, 2011 9:50 AM
22	really broad statements will these be used	Sep 6, 2011 9:40 AM
23	I like most #s 5, 6, & 10.	Aug 31, 2011 9:38 AM
24	Most: All of it!	Aug 30, 2011 4:35 PM
25	Accountability of what Mstate is and does. nothing...	Aug 30, 2011 1:11 PM
26	They are better than what we have, but still very vague in providing an	Aug 26, 2011 3:41 PM

Page 4, Q30. What did you like most and least about the Principles of High Performance Organization statements?

	accountability framework	
27	they will create a strong long lasting college if followed	Aug 26, 2011 6:26 AM
28	Short	Aug 25, 2011 6:03 PM
29	I believe overall the values listed as the Principles of High Performance Organizations are insightful and consider multiple facets necessary to encourage a high functioning effective learning environment.	Aug 25, 2011 2:04 PM
30	like most - they are short and too the point like least - subject to interpretation	Aug 24, 2011 2:27 PM
31	Most: learning centered Least: Buisness-language -- not collegiate enough for my tastes.	Aug 24, 2011 12:04 PM
32	Most= #10 Least= #3	Aug 24, 2011 10:27 AM
33	Most - Direct and to the Point. Least - Not that they are in order of importance but I would recognize that we really need to be number 8, we need more of planning proactively.	Aug 24, 2011 8:05 AM
34	Most-Very straightforward-"promoting collaboration" Least-10 are a lot to remember	Aug 23, 2011 4:22 PM
35	Most--all fine goals Least--too general to be meaningful	Aug 23, 2011 11:56 AM
36	Who are stakeholders? (Like the least) Respect People and Integrity-- powerful words!	Aug 23, 2011 11:51 AM
37	I like them alot - the issue is how do we get the college to actually own the principles and function accordingly.	Aug 23, 2011 11:29 AM
38	I like all but there are areas that the college needs to improve on.	Aug 23, 2011 11:25 AM
39	Best: Respecting people Least: Foresight to plan proactively	Aug 23, 2011 10:53 AM
40	They are short and easier to recite and remember.	Aug 23, 2011 10:49 AM

Page 4, Q31. Other observations, comments, or suggestions on how we might use the Principles of High Performance Organization statements?

1	9 doesn't seem to "trickle down" as well as other factors -- beyond head count, budget totals	Sep 15, 2011 3:57 PM
2	NA	Sep 8, 2011 7:23 AM
3	None	Sep 7, 2011 4:20 PM
4	adopt to fit our culture	Sep 7, 2011 10:45 AM
5	These sound (and are) formal principles, but I do not think that the rank and file individual (whether in academia or not) will find these principles inviting. They seem rather cold and rigid.	Sep 7, 2011 9:33 AM
6	??	Sep 6, 2011 1:49 PM
7	Let's do it!	Sep 6, 2011 12:06 PM
8	appears that we have some level of animosity as students aren't always respected and aren't always the focus with certain faculty. The level of accountability with certain staff unfortunately breaks down our processes, our continuity, consequently breaks their trust and faith.	Sep 6, 2011 11:18 AM
9	promoting collaboration between the different college location currently we feel like separate entities	Sep 6, 2011 10:43 AM
10	Take it from its current list format and make it into a more meaningful read.	Sep 6, 2011 10:01 AM
11	None	Sep 6, 2011 9:50 AM
12	none.	Aug 30, 2011 1:11 PM
13	They bring to mind the Franklin-Covey Posters TEAMWORK, ACCOUNTABILITY, etc....we could create our own with our own examples/photos	Aug 26, 2011 3:41 PM
14	as with the previous value statements I do not recall hearing about or seeing these - and if I had do not remember them. Without them constantly in front of me as a reminder they are not effective even though there is potential for effectiveness	Aug 26, 2011 6:26 AM
15	No	Aug 25, 2011 6:03 PM
16	We could tie the Principles to our list of value statements to show where they match.	Aug 25, 2011 3:04 PM
17	Again how do we measure and hold people accountable?	Aug 24, 2011 2:27 PM
18	None.	Aug 24, 2011 12:04 PM
19	not sure	Aug 24, 2011 10:27 AM
20	they don't seem to be as clear	Aug 23, 2011 3:27 PM

Page 4, Q31. Other observations, comments, or suggestions on how we might use the Principles of High Performance Organization statements?

21	Again, we need to prioritize.	Aug 23, 2011 11:56 AM
22	Could they wrap into learning outcomes for courses?	Aug 23, 2011 11:51 AM
23	We don't need both - we should combine these with our values - "guiding principles".	Aug 23, 2011 10:49 AM

Page 4, Q34. What did you like most and least about the CSI Service Commitment statements?

1	Most-Professional and Knowledgeable Least NA	Sep 16, 2011 2:04 PM
2	most - 3, 4, 5 least - 6 unclear	Sep 15, 2011 3:57 PM
3	High standards	Sep 15, 2011 2:58 PM
4	Most - covers all areas	Sep 8, 2011 12:02 PM
5	We aren't consistent	Sep 8, 2011 7:23 AM
6	Again - it is lip service but not demonstrated through actions by many staff and faculty.	Sep 7, 2011 5:10 PM
7	Together, they seem comprehensive enough.	Sep 7, 2011 4:20 PM
8	No. 3 and 4	Sep 7, 2011 11:06 AM
9	professional and courteous like	Sep 7, 2011 10:52 AM
10	Like them - are positive and "will" based	Sep 7, 2011 10:45 AM
11	I like the fact that the statements are explained	Sep 7, 2011 10:38 AM
12	Most - good list Least - professional first, followed by knowledgeable, consistent and approachable (that is what I would like to see)	Sep 7, 2011 9:33 AM
13	An excellent review unfortunately everyone was not exposed to the project	Sep 6, 2011 4:31 PM
14	CSI is good in theory lacks measurability	Sep 6, 2011 3:46 PM
15	These are basic common sense - and should be proudly executed.	Sep 6, 2011 1:49 PM
16	These focus specifically upon service and the impact this can/should have as it relates to student retention.	Sep 6, 2011 12:06 PM
17	I don't think # 6 is practiced much. We seem to be more operating by "the seat of our pants" then "proactively" seeking information for the future	Sep 6, 2011 11:30 AM
18	Some very good information & techniques are shared for dealing with our customers. I can't of anything that I least like	Sep 6, 2011 11:22 AM
19	Most - knowledgeable -- We will demonstrate knowledge through possessing the range of information and understanding to anticipate and address the needs of our students and community Least - Consistent -- We will demonstrate consistency through uniformity in attitude, basic services and general procedures. (isn't happening)	Sep 6, 2011 11:18 AM
20	They should be our college's statements	Sep 6, 2011 10:14 AM
21	The are all-encompassing and straightforward.	Sep 6, 2011 10:13 AM
22	Seems to offer some boundaries for the intent of the statement for those who will follow it.	Sep 6, 2011 10:01 AM

Page 4, Q34. What did you like most and least about the CSI Service Commitment statements?

23	No opinions	Sep 6, 2011 9:50 AM
24	I think they are great 'mouth' service. I think everyone is stretched pretty tight in the current financial situation and we can only to the best we can do.	Sep 6, 2011 9:45 AM
25	if used they will make a difference at MState	Sep 6, 2011 9:40 AM
26	Most: All of it!	Aug 30, 2011 4:35 PM
27	Short and to the point - accurate and efficient info nothing.	Aug 30, 2011 1:11 PM
28	they create a positive attitude	Aug 26, 2011 6:26 AM
29	Like least - Uniformity is not always positive and can lead to the perpetuation of poor services, processes, and practices. We can be consistently wrong about something. Like least - They are too long. Like best - #4.	Aug 25, 2011 3:04 PM
30	I like that the statements are realistic to M State's mission. I do not like that not everyone thinks they are necessary or they need to be aware of them.	Aug 25, 2011 2:04 PM
31	like most - they make sense in terms of customer service like least - subject to interpretation (e.g does consistency mean equal or fair?)	Aug 24, 2011 2:27 PM
32	Most= #2 Least= #1	Aug 24, 2011 10:27 AM
33	Most- it really hits right on the nose the highest level of customer service. Least-may need more resources to enhance this type of service (for the accountability part of it).	Aug 24, 2011 8:05 AM
34	Most the concepts. Least, the culture needs to walk the talk and change.	Aug 23, 2011 4:45 PM
35	Most-One word Least-even six can be a lot	Aug 23, 2011 4:22 PM
36	I don't really like them	Aug 23, 2011 3:27 PM
37	we have some people that are excellent at delivering these values but many others that rarely work to utilize these expectations.	Aug 23, 2011 1:32 PM
38	Most--fine goals Least--too general to be meaningful	Aug 23, 2011 11:56 AM
39	Powerful and punchy!	Aug 23, 2011 11:51 AM
40	Like them alot - again they provide an accountability framework, but the college is slow to move towards the accountability pience	Aug 23, 2011 11:29 AM
41	We are not consistent throughout the college, we have people who are working with the organization that are none of the above in many areas.	Aug 23, 2011 11:25 AM
42	Short - easiy to remember	Aug 23, 2011 10:49 AM
43	I like the statement, I just wish all employees felt the same. Sometimes employees can be rude to each other, everyone should be treated with the same professional behavior that students, administrators and faculty get.	Aug 23, 2011 10:36 AM

Page 4, Q35. Other observations, comments, or suggestions on how we might strengthen or use the CSI Service Commitment Statements?

1	none	Sep 15, 2011 3:57 PM
2	There needs to be accountability for the CSI value statements - whether we witness 'good' customer service skills or 'needs improvement'.	Sep 12, 2011 10:26 AM
3	Mandate faculty go through the CSI training just as it was mandated that staff participate.	Sep 8, 2011 9:29 AM
4	NA	Sep 8, 2011 7:23 AM
5	None	Sep 7, 2011 4:20 PM
6	we have not achieved the consistent uniformity across the campuses: Fees are different; program handbooks are inconsistent throughout various programs-work to back up the one college four campus image we want to portray. (Now 5 campus if you count online) There is a definite disconnect with the online students as far as campus locations go.	Sep 7, 2011 10:52 AM
7	find more ways to put into daily practice	Sep 7, 2011 10:45 AM
8	Evaluations of college staff/faculty.....perhaps anonymously.	Sep 6, 2011 1:49 PM
9	Need to keep these in the context of service. Need to incorporate into the performance appraisal process for all employees.	Sep 6, 2011 12:06 PM
10	Continue to engage with those who are front line staff or faculty.	Sep 6, 2011 11:22 AM
11	none	Sep 6, 2011 10:01 AM
12	None	Sep 6, 2011 9:50 AM
13	Work more on action not mouth service.	Sep 6, 2011 9:45 AM
14	none.	Aug 30, 2011 1:11 PM
15	Interestingly, only staff have been required to go through the CSI training....faculty have not - and they are some of the ones needing it most!	Aug 26, 2011 3:41 PM
16	same as before, need to be visible to fulfil possible potential	Aug 26, 2011 6:26 AM
17	I do not see a way to measure them.	Aug 25, 2011 6:03 PM
18	I have noticed that some of the statements are not met or considered necessary by everyone both within the I organization and outside the organization. And if someone does not act accordingly it is not necessarily addressed.	Aug 25, 2011 2:04 PM
19	???	Aug 24, 2011 2:27 PM
20	I believe each campus needs a counselor! It is a service to our stakeholders!	Aug 24, 2011 10:27 AM
21	Trying to be everything good and do everything well is a fine goal, but it does not help us manage.	Aug 23, 2011 11:56 AM

Page 4, Q35. Other observations, comments, or suggestions on how we might strengthen or use the CSI Service Commitment Statements?

22	None	Aug 23, 2011 11:51 AM
23	Do not abandon the initiative	Aug 23, 2011 11:29 AM
24	People who need additional attention and training in these areas need to be identified and held accountable if they do not comply.	Aug 23, 2011 11:25 AM
25	We've failed to address the customer service notion of responsiveness.	Aug 23, 2011 11:11 AM
26	Too many different "guiding principles" - combine them.	Aug 23, 2011 10:49 AM
27	All people should practice these statements.	Aug 23, 2011 10:39 AM

Page 4, Q37. Other contributions, ideas, or suggestions that you think would inform or enrich our discussion about the college's mission, vision, and values?

1	no	Sep 15, 2011 3:57 PM
2	I think M-State is a great place and I believe it does provide a wonderful education however when faculty are destructive to each other and staff and verbalize to students, it is detrimental to the college as a whole. Everyone MUST remember who we serve and without our students, industry partners and communities, we would not be privileged to be employed with M-State. We need to demonstrate the mission and values not just see the words on the website. Thank you.	Sep 7, 2011 5:10 PM
3	I think our mission statement is excellant, and I appreciate that it is being reviewed in such a thoughtful and comprehensive way.	Sep 7, 2011 4:20 PM
4	Students first! They are active learners seeking knowledge. To call them 'stakeholders' makes this sound like a multinational corporation, and I don't think we want to make our purpose seem so exclusive.	Sep 7, 2011 9:33 AM
5	The focus needs to continue to be providing high quality education. If we spread ourselves too thin, we water down education.	Sep 6, 2011 11:30 AM
6	continue to update and improve upon our mission, vision and values	Sep 6, 2011 11:22 AM
7	Have an academic mascot, not just an athletic mascot, and have them be friends, not strangers, who support each other in their strengths in what they bring to the institution.	Sep 6, 2011 10:01 AM
8	None	Sep 6, 2011 9:50 AM
9	none.	Aug 30, 2011 1:11 PM
10	?	Aug 26, 2011 6:26 AM
11	I want to hear more about building a better college. Why was it developed and why have we not heard about it?	Aug 25, 2011 6:03 PM
12	Would it be possible to have one list, rather than 3 sets of lists/standards/value statements that all seem to relate?	Aug 25, 2011 3:04 PM
13	For starters, perhaps we could invest in training for our administrators.	Aug 23, 2011 11:56 AM
14	There needs to be a systematic development of strategic planning and accountability in each division/department for goals relating to that plan	Aug 23, 2011 11:51 AM
15	I like parts of the abovev - again make them short - key words to start with a VERY short explanation after each if necessary. A couple I checked above are too long.	Aug 23, 2011 10:49 AM