



# MINNESOTA STATE COMMUNITY AND TECHNICAL COLLEGE 2021-22 ANNUAL PLAN

Mission | Vision | Values | Pillars

## PILLAR I STUDENT SUCCESS

**Develop and begin phased implementation of M State-branded guided learning pathways with a goal of equitable student outcomes by 2030.**

1. Academic Schools - Building School Identity and Meta-Majors<sup>1</sup>
  - a. Develop a shared vision and identity for each academic school
  - b. Develop a list of meta-majors by school
  - c. Determine key foundational courses by meta-major
  - d. Examine data by meta-major to inform key decisions
  - e. Begin to determine content in key meta-major foundational courses to help onboard students
  - f. Determine college-wide approach to Credit for Prior Learning
2. Building a Holistic Approach to Advising
  - a. Determine key requirements for advising/financial aid implementation in Salesforce, inclusive of professional and faculty advisors
  - b. Develop an advising model
3. Student Onboarding
  - a. Implement Salesforce for case management of prospects
  - b. Identify a procedure for transitioning new students from the enrollment team to academic and student affairs staff
  - c. Develop and implement a student intake form to collect information about potential student obstacles and to align resources with student needs, with a soft launch in Spring 2022
  - d. Prepare to pilot a First Year Experience (FYE) in a variety of formats/modalities

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<sup>1</sup> Meta-majors are a collection of majors that may have similar curriculum and are organized by career field. From a student perspective, degrees and certificates within a meta-major would be considered similar.



4. Professional Development
  - a. Provide college-wide professional development opportunities for implementing guided learning pathways and supporting employees to identify and respond to student barriers
5. Assessment
  - a. Review and revise processes and documentation of curricular and co-curricular student learning outcomes to ensure the assessment activities are executed and demonstrate student learning, and the assessment loop is closed across all modalities (campus, online, concurrent)
  - b. The assessment committee will review the institutional learning outcomes

## PILLAR II EQUITY AND INCLUSION

1. Equity 2030
  - a. Develop and implement a proactive college-wide bias education, support and response framework
  - b. Build an Equity by Design (EbD) implementation plan based on an assessment of the current institutional structure
  - c. Create inclusive hiring practices through job postings, position descriptions, search chair and search team training, and employee onboarding
  - d. Begin implementation of a holistic support program for BIPOC students in healthcare programs and pathways in accordance with the Bremer Foundation grant
  - e. P20 collaborations will identify and partner with three districts to increase participation of BIPOC and low-income students in dual enrollment programming
  - f. Identify programming improvements to serve students' basic needs through the Hope Center Institutional Capacity-Building Cohort (ICBC)
2. Student Engagement and Inclusive Student Experiences
  - a. Support and re-establish student groups
  - b. Create clear paths for student voices and advocacy to identify processes, policies and procedures that are contributing to equity gaps
3. Develop and implement comprehensive DEI professional development practices, opportunities and expectations for M State employees



## PILLAR III

# FINANCIAL SUSTAINABILITY

1. Operations
  - a. Implement a procedure manual by documenting 10 standard operating procedures
  - b. Implement case management models:
    - i. Enrollment management to increase prospective student conversion rates
    - ii. Accessibility resources to improve student support and communication
  - c. Enhance integrated planning to align funding with strategic and operational plans across the institution
  - d. Develop a student-focused plan for university partnerships on M State campuses
  - e. Support the FM Diversion project by addressing its training needs with credit and non-credit programming
2. Innovations, Opportunities and Collaborations
  - a. Obtain one multi-year federal grant greater than \$1.5 million that aligns with the FY22 college strategic plan
  - b. Raise at least \$250,000 from external sources for general college support during FY22 to be used in FY23
  - c. Continue to shift Perkins funds from personnel to innovative uses
3. Expand the reach of Workforce Development Solutions by identifying regional and national training opportunities
4. M State and Fergus Area College foundations will
  - a. Raise \$260,000 directed toward college priorities
  - b. Raise \$500,000 for student scholarships

