



# MINNESOTA STATE COMMUNITY AND TECHNICAL COLLEGE 2022-23 ANNUAL PLAN

Mission | Vision | Values | Pillars

[www.minnesota.edu/mission-vision](http://www.minnesota.edu/mission-vision)

## PILLAR I STUDENT SUCCESS

Continue phased implementation of M State branded Guided Learning Pathways (GLP) with a goal of equitable student outcomes by 2030.

### 1. Instructional Schools

- a. Develop academic program offering plans by school to sustain M State campuses and meet regional workforce needs
- b. Applied Technology
  - i. Establish an Energy Center in partnership with Xcel Energy to address workforce shortages and improve program access
  - ii. Identify, research and apply for a Criminal Justice Skills Program location
  - iii. Examine and use meta-major data to inform content for onboarding students in key foundational courses
- c. Business and Information Technology
  - i. Implement the business Guided Learning Pathway including the Introduction to Business, a business onboarding course, and full business core
  - ii. Develop an Information Technology Guided Learning Pathway for implementation in FY24
  - iii. Analyze and assess credit for prior learning opportunities within the School of Business and Information Technology
- d. Health Sciences, Human Services and Nursing (HSHSN)
  - i. Establish the HSHSN Leadership Team comprised of all HSHSN program directors and Division Chair
  - ii. Examine opportunities for onboarding new students into healthcare and human services pathways
  - iii. Develop plans for simulation labs on all campuses
  - iv. Communicate the purpose of Guided Learning Pathways and the ACIP model to internal and external stakeholders



- e. Liberal Arts and Sciences (LAS)
  - i. Develop three IGNITE (first-year experience) goal area courses within LAS
  - ii. Explore adding key aspects of the ACIP framework into key, high enrollment first-term courses. Topics may include digital literacy, personal connections and opportunities for mentorship

## 2. Advising

- a. Advising Model
  - i. Create an Advising Steering Team to guide advising activities on campus
  - ii. Secure an external consultant to implement a Success Navigator approach to advising and student support within the instructional schools
  - iii. Define the technical faculty advisor role and how faculty and professional advisors interact to support student success
  - iv. Assess and evaluate the mission, vision and goal statements for advising
  - v. Determine advising capacity inclusive of professional and faculty advisors
  - vi. Create student learning outcome (SLO) and program delivery outcome (PDO) statements and assessments
  - vii. Update, distribute and vet advising syllabus
- b. Determine key requirements for advising/FA implementation in Salesforce, inclusive of professional and faculty advisors
  - i. Create M State Salesforce Student Success Hub Implementation Team
  - ii. Complete a project charter with goals, scope of project and assessment methods
  - iii. Define business process and submit proposal to cabinet
  - iv. Implementation team will work with Salesforce on software configuration
  - v. Implementation team will rollout training and conversion of operations to Salesforce
  - vi. Create and implement a faculty training plan

## PILLAR II EQUITY AND INCLUSION

### 1. Equity 2030

- a. Implement campus inclusion reporting
  - i. Review process and establish marketing for the process
  - ii. Establish a Campus Inclusion Advisory Team to review incident reports
  - iii. Educate stakeholders on campus inclusion and processing of incidents
- b. Address equity gaps
  - i. Assess campus climate
  - ii. Instructional schools will develop equity committees and equity plans
- c. Begin implementation of a holistic support program for BIPOC students in healthcare programs and pathways in accordance with the Bremer Foundation Grant



- d. P20 Collaborations will identify and partner with three districts to increase participation of BIPOC and low-income students in dual enrollment programming

## 2. Professional development

- a. Engage students in equity and inclusion
  - i. Establish a year-round inclusion calendar and programs
  - ii. Create a student curriculum using the campus equity and inclusion model
  - iii. Focus on student self-awareness of social identities, cultural influences, awareness of prejudices, stereotypes, and biases, superiority and inferiority, as well as perception of others and the impact of behaviors
- b. Engage faculty and staff through a focus on culturally responsive teaching and pedagogy

## 3. Basic Needs Support

- a. Target support for students' basic needs through implementation of the Student Intake Form and data-informed budget allocation
- b. Evaluate the college's basic needs support services
- c. Address basic needs insecurity
  - i. Convert food shelves into food pantries on all four campuses to expand product selection options and serve as a hub to connect students to other community basic needs resources and support systems
  - ii. Implement SNAP Awareness campaign with targeted reach out to students with specific Pell eligibility
- d. Support students' mental health
  - i. Evaluate the TalkCampus mental health support platform for effectiveness in supporting students
  - ii. Participate in a peer-to-peer mental health pilot grant project to create a mental health support program at the college
- e. Communicate Services
  - i. Collaborate with faculty leaders to create a basic needs statement for course syllabi
  - ii. Participation in the state-wide 211 project with the Greater Twin Cities United Way
  - iii. Maintain and enhance the Spartans Basic Needs Support webpage

## 4. Student Engagement and Inclusive Student Experiences

- a. Revitalize student life programming through exploring college-wide student organizations in addition to campus-based organizations
- b. Create clear paths for student voices and advocacy to identify processes, policies and procedures that are contributing to equity gaps



## PILLAR III

# FINANCIAL SUSTAINABILITY

### 1. Strategic Enrollment Management (SEM) Planning

- a. Analyze the student application process, from prospects to registered M State students, to improve efficiency and the transition of new students from the enrollment team to academic and student affairs staff
- b. Update the college's SEM plan to include clear targets, strategies, tactics and action plans for implementation in January 2023
- c. Research and apply good practice to academic programming and course scheduling
  - i. Prepare for launch of year-long scheduling in FY24
  - ii. Invest in data-informed scheduling practices to attract adult learners
- d. Implement an inclusive process to create a marketing plan and strategy, institutional brand and updated marketing standards to share broadly with the college community

### 2. Implement integrated planning to align funding with strategic and operational plans across the institution

### 3. Credit for Prior Learning (CPL)

- a. Initiate systematic implementation of CPL across all campuses including hiring a director and the creation of a steering committee and advisory board
- b. Identify pilot programs and faculty champions for implementation of CPL
- c. Revise current CPL policy and procedure
- d. Provide professional development opportunities for faculty and staff
- e. Reinvigorate the Individualized Studies program

### 4. Innovations, Opportunities and Collaborations

- a. Obtain one multi-year federal grant greater than \$1.5 million that aligns with the college strategic plan during FY23
- b. Launch the Small Business Development Center

### 5. Expand the reach of Workforce Development Solutions by identifying training areas and training opportunities throughout the region

- a. Expand commercial driver's license (CDL) training to support regional partners in meeting federal regulations
- b. Build and develop additional course offerings to mirror the workforce needs of the region

### 6. M State Foundations

- a. Raise \$260,000 directed towards college priorities
- b. Raise \$500,000 for student scholarships

