

Building A Resilient, Student Ready University

FY20 Strategic Activities

Strategic Goal Association	Strategic Activity Name	Activity Description	Annual workplan in which the strategic activity is assigned
1-Student Success	Student Journey map	Student Journey Map - Identify facilitator, participants; develop personas and map; identify dept/function level journey elements to be mapped; access to services (Student Success)	Student Success
1-Student Success	CRM Implementation Planning	Establish scope, plan and timing for implementation of new University CRM.	Information Technology Services
1-Student Success	Advising	Receive NACADA advising report, share and vet results, consultation and planning	Academic and Student Affairs
2-High-Quality Education	Student Course Evaluation service (IDEA pilot)	Working with Campus Labs/IDEA to implement a new University-wide student course evaluation solution. Goal is to make course evaluation process more efficient.	Institutional Research
2-High-Quality Education	High impact practices-Civic Engagement	Develop approach for Civic Engagement as a high impact practice; promote and evaluate	Inst for Comm Engagement and Scholarship
2-High-Quality Education	High impact practices-Baseline	Baseline gathering - survey	Academic and Student Affairs
2-High-Quality Education	Hiring in alignment with vision of Student-ready University	Hiring and onboarding to ensure alignment with creation of a Student-ready University -Deans of CNHS and CCSPA -19 new faculty -CFD director -Executive Director of Enrollment Services There needs to be another level of detail to the hiring activities describing the hiring processes, questions, and specific onboarding activities we will use to assure that those hired understand the vision for a student ready university (See Goal 5 "Hiring Process" activity)	Academic and Student Affairs
3-Innovation	Teaching innovation	Onboard Director of Center for Faculty Development who will work with CFD advisory group on definition of innovative teaching practices and framework for establishing a learning community	Academic and Student Affairs
3-Innovation	Institutional Learning Goals	Develop Institutional Learning Goals Develop assessment plans and tracking mechanism	Academic Planning and Operations
3-Innovation	COL Review	Engage in review of online learning, academic technology, and faculty development support	Center for Online Learning
3-Innovation	Minnesota State Online Learning Strategy	Completion of the Quality Improvement Plan (QIP)	Information Technology Services
4-Partnerships	Campaign preparation	Complete the planning phase for the university comprehensive campaign. Prepare the budget, the donor pyramid, the gift chart, leadership gift proposals, and recruit members to the corporate council. Conduct the first corporate council meeting in October 2019.	University Advancement
4-Partnerships	CASE statement for campaign support	Create messages and copy for campaign collateral material	University Advancement
4-Partnerships	Semi-centennial celebration; Manage 50 conversations	Plan and implement events to celebrate the 50th anniversary of the university, beginning with the 50 conversations program; We will activate the 50th Anniversary Advisory Task Force so they can begin to develop the work plans for FY 21 and 22	Alumni Relations
4-Partnerships	Alumni engagement	Build alumni engagement	Alumni Relations

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4-Partnerships	Building visibility and reputation of the university; government relations	The university has historically been overlooked by the business, legislative, philanthropic and civic community. Raising the visibility and reputation of the university will attract students, employees and needed financial resources to help build a thriving university. Includes engagement with legislators re: capital projects (Cyber, MEC, and CITA); Develop and implement plan for regular engagement with legislators to raise profile of university	President's Office
4-Partnerships	Partnerships	Identify a methodology for collecting info on university partnerships and document them; Develop and document definitions and characteristics of partnerships and measurement criteria; Work on co-sponsorship criteria	Inst for Comm Engagement and Scholarship
5-Respect, Equity, Inclusion	Campus climate assessment	A consistent University wide climate assessment is planned for the spring of 2021. An initial project team was charged by the president to identify three possible instruments, that could be used for this effort. In the fall of 2019 a new project team will be tasked with the selection of a final vendors instrument and campus preparation for the administration of the assessment will begin in the spring of 2020.	Equity, Inclusion and Affirmative Action
5-Respect, Equity, Inclusion	Compliance with strategic impact-Accessibility policy & procedure	Accessibility policy and procedure	Equity, Inclusion and Affirmative Action
5-Respect, Equity, Inclusion	Compliance with strategic impact: MMB Quarterly Compliance Reporting.	Related to request #1 above is a request to extract the data about search pool diversity composition and data required for MMB Compliant reporting as per the attachment.	Equity, Inclusion and Affirmative Action
5-Respect, Equity, Inclusion	Compliance with strategic impact: Underutilization reports	Systemization of Employee data reporting for separations by college/bargaining unit and underutilization reports quarterly	Equity, Inclusion and Affirmative Action
5-Respect, Equity, Inclusion	Compliance with strategic impact: Physical accessibility audit	Accessibility Audit update of physical Space and infrastructure (ADA)	Equity, Inclusion and Affirmative Action
5-Respect, Equity, Inclusion	Supervisory Training Program	Add 4 modules Supervisory and leadership training to develop and equity lens for all university work	Staffing and Development (HR)
5-Respect, Equity, Inclusion	Development program for staff	Conduct a needs analysis and develop a staff development program Includes Employee training and development programs with a focus on developing an equity lens and to align with the vision of becoming a resilient, student ready university	Staffing and Development (HR)
5-Respect, Equity, Inclusion	Hiring process: Student-Ready	Develop process for hiring with consistent focus on equity, inclusion and alignment with strategic plan and Student-Ready University principles	Equity, Inclusion and Affirmative Action
6-Institutional Effectiveness	Alignment and integration of strategic plan, annual division workplans, Council and committee workplans to assure achievement of strategic goals and University vision	This reflects the beginning of implementation of the new strategic plan, which is designed to measurably move the university toward improved student success, employee engagement and satisfaction, financial stability and increased visibility in the business and civic community.	President's Office
6-Institutional Effectiveness	University planning framework: Strategic Plan KPI Foundation	Formalize strategic plan KPI definitions, sources, responsibilities, and reporting for Strategic Plan KPIs	Information Technology Services
6-Institutional Effectiveness	Governance	Convene task force on faculty governance to develop clear understanding of governance issues	President's Office
6-Institutional Effectiveness	Planning & Master Planning: Academic Plan	Begin academic plan process	Academic and Student Affairs

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6-Institutional Effectiveness	Strategic Enrollment Management Plan	Through work with the Strategic Enrollment Management Council (SEMC), support the work of Ruffalo Noel Levitz in development of a formal 5-year Strategic Enrollment Management Plan. This is a priority in order to inform unit decision-making and exceed enrollment goals.	Marketing, Communication, and Recruitment
6-Institutional Effectiveness	Planning & Master Planning: Facilities Master Plan	Develop facilities master plan	Campus Operations
6-Institutional Effectiveness	Develop a lease management strategy (one element of Facilities Master Plan)	In conjunction with the Comprehensive Facilities Plan, develop a lease management strategy for the university, log and categorize existing all leases and associated agreements, develop timeline and process for lease management; analysis and recommendations regarding usage, financial, and academic alignments; add to annual and 5-year F&O calendar for tracking timing of renewals	Campus Operations
6-Institutional Effectiveness	Planning & Master Planning: Technology Master Plan	Continue drafting technology master plan	Information Technology Services
6-Institutional Effectiveness	Planning & Master Planning: Safety and Security Plan	Develop safety and security plan and implementation steps	Campus Operations
6-Institutional Effectiveness	Foundational Data Portfolio of Projects	Portfolio of projects that strengthen our data structure, infrastructure and ability to report Develop data protocols (definitions) and data reporting for campus users (focus groups, surveys of data users)	Enterprise Application and Info Services
6-Institutional Effectiveness	O365 Shared Tenant	Migrate Microsoft Office 365 environment to the Minnesota State Share Tenant	Endpoint Technology Services
6-Institutional Effectiveness	Finance Process improvement and communication; Process mapping and documentation	Map out and document all existing processes, including any policy or statutory references, and examine areas for improvement.	Financial Management
6-Institutional Effectiveness	Foundational process improvement: Define for future activity	Establish definition of "foundational University processes" and what constitutes a Goal #6 improvement; assign process ownership and determine prioritization mechanisms	Information Technology Services
6-Institutional Effectiveness	Policy & Procedure	Implement plan for policy and procedure updates	President's Office