

SMSU EQUITY 2030 WORKPLAN:

Guiding Principle:

As defined in the Minnesota State *Diversity and Equity Strategic Planning Toolkit*, “equity is when an individual’s race, sex, color, creed, religion, age, national origin, disability, marital status, status with regard to public assistance, sexual orientation, gender identity, or gender expression do not determine their educational, economic, social, or political opportunities.”

While the work of the SMSU Equity 2030 Workgroup will focus primarily on measurable equity gaps for students of color, Pell-eligible, and first generation students, this work does not preclude attention to equity gaps related to other factors.

Strategic Dimensions

1. **Enhanced Access:** Enhancing access to higher education by strengthening partnerships and collaboration with K-12, business & industry, community-based organizations, and philanthropic partners to expand and grow current programming and identify new ways to support students.
2. **Student Academic Success:** Establishing guided learning pathways that focus on academic preparation, progression, and accomplishment within an area of study and career.
3. **Student Success: Engagement and Support:** Student experience within the institution, both academic and non-academic, including supporting basic needs.
4. **Data-Guided Decision Making:** Building technology infrastructure and capacity for deeper data analytics, and expanding campus capacity to interpret data and use it to guide decision-making.
5. **Financial Resources and Support:** Expanding financial resources and support for students and growing the financial resource base for campuses.
6. **Workforce Diversity and Talent Development:** Incorporating the local and national context with the changing student and employee demographics and needs, focusing on cultural competence development, inclusive hiring practices, and improved campus climate.

Team Members:

Name	Representing (See below)
Kumara Jayasuriya	
Ross Wastvedt	2, 5, 6
Tim Alcorn	3, 1
Jeffrey Bell	2, 5
Sara Fier	2, 4
Diana Holmes	3, 4
Maria Kingsbury	2, 6
Erin Kline	1, 2
Jeff Kolnick	1, 5
Jay Lee	3, 6, 5
Alan Matzner	4
Muna Mohamed Nur	3, 5
Allison Monson	2, 3
May Lee Moua-Vue	1, 3

Raphael Onyeaghala	1, 4, 5
Sami Shahin	4, 5, 6
Julie Walker	1, 6
Richard Shearer	1, 4
Aimee Shouse	2, 3
Michele Sterner	3, 6
Marilee Thomas	2
Lori Wynia	1, 3

Six subgroups has been created using strategic dimensions. Each subgroup will carry out the section of the Equity 2030 plan that overlap with their mission.

Strategic Dimensions

- 1. Enhanced Access:** Enhancing access to higher education by strengthening partnerships and collaboration with K-12, business & industry, community-based organizations, and philanthropic partners to expand and grow current programming and identify new ways to support students.
Members: Erin Kline, May Lee Moua-Vue, Lori Wynia, **Jeff Kolnick**, Richard Shearer, Tim Alcorn, Julie Walker, Raphael Onyeaghala
- 2. Student Academic Success:** Establishing guided learning pathways that focus on academic preparation, progression, and accomplishment within an area of study and career.
Members: **Ross Wastvedt**, Erin Kline, Sara Fier, Jeffrey Bell, Aimee Shouse, Marilee Thomas, Maria Kingsbury, Allison Monson
- 3. Student Success: Engagement and Support:** Student experience within the institution, both academic and non-academic, including supporting basic needs.
Members: May Lee Moua-Vue, Tim Alcorn, Diana Holmes, Muna Mohamed Nur, Allison Monson, Jay Lee, **Aimee Shouse**, Michele Sterner, Lori Wynia
- 4. Data-Guided Decision Making:** Building technology infrastructure and capacity for deeper data analytics, and expanding campus capacity to interpret data and use it to guide decision-making.
Members: Richard Shearer, Diana Holmes, **Alan Matzner**, Sami Shahin, Raphael Onyeaghala, Sara Fier
- 5. Financial Resources and Support:** Expanding financial resources and support for students and growing the financial resource base for campuses.
Members: Ross Wastvedt, Jeff Kolnick, Jeffrey Bell, **Sami Shahin**, Raphael Onyeaghala, Jay Lee, Muna Mohamed Nur

6. Workforce Diversity and Talent Development: Incorporating the local and national context with the changing student and employee demographics and needs, focusing on cultural competence development, inclusive hiring practices, and improved campus climate.

Members: Ross Wastvedt, Julie Walker, **Jay Lee**, Maria Kingsbury, Michele Sterner, Sami Shahin

Timeline:

1. June-August 2020

- a. From the broader membership of the SMSU Equity 2030 Workgroup, six subgroups will be identified that will proceed with work on one of the six Strategic Dimensions. Each subcommittee will reach out to other offices/departments on campus as needed. Each subgroup will follow the timeline below:

2. July-September 2020

- a. Identify focus areas/priorities of the university, relative to the strategic dimension. Ideas for consideration could include
 - i. Major university functions (e.g., admissions; curriculum development, athletics, etc...)
 - ii. Ongoing System initiatives (e.g., Guided Learning Pathways; Developmental Education Strategic Roadmap; Transfer Pathways; etc...)
 - iii. SMSU-specific programs or initiatives (e.g., Mustang Pathway; College Now; online programs; LEP 101; etc...)
- b. Pull and analyze relevant available data, identifying existing gaps in information
- c. Identify aspects of the System's toolkit that will assist the subcommittee's work
- d. Start conversations about goals for focus areas/priorities in each strategic dimension
- e. ONGOING: Educate SMSU community about Equity 2030 process through Professional Development Day, Town Hall Meetings, Meet and Confers, Meet and Discuss; Student Government; etc...

3. September-December 2020:

- a. Pull additional data as needed to fine-tune goals as related to the focus areas/priorities;
- b. Identify existing barriers to closing student gaps
 - i. – Existing and Planned Practices
 - ii. – Campus Climate and University Culture
 - iii. – Policies and Procedures
 - iv. – Structures: Space and Resources
- c. Consider strategies and interventions to eliminate or lessen barriers
 - i. – Existing and Planned Practices
 - ii. – Campus Climate and University Culture
 - iii. – Policies and Procedures
 - iv. – Structures: Space and Resources
- d. Develop plan for the Strategic Dimension
 - i. Action Steps to be taken
 - ii. Expected Outcomes

- iii. Measures of Efficacy/Impact
- e. OTHER: Integrate Equity by Design into SMSU Strategic Planning Process

4. January-March 2021:

- a. Present draft plan to the full SMSU Equity 2030 Committee for integration into full SMSU plan
- b. Draft report for public dissemination and provide recommendations to address equity gaps
- c. Begin implementation

5. April-September 2021

- a. Implement plans
- b. Analyze progress, both in implementation and outcomes, to date

6. July-September 2021

- a. Draft and Release Report