

All-University Conversation

September 15, 2015

Noon
Conference Center



Welcome

President Connie J. Gores



Strategic Priorities

- Focus on Strategic Planning – engaging SMSU campus and beyond
- Focus on the campus-based process of *Charting the Future* – building on SMSU’s high impact practices
- Expanding partnerships and collaborations in the region and beyond
- Improving our institutional metrics that are focused on:
 - Student Retention and completion/progress to degree
 - Achievement/opportunity gap in completion/progress to degree
 - Composite Financial Index (CFI)



Charting the Future

- Eight implementation teams – charged with moving the system and the institutions forward.
- *Charting the Future* Steering Committee – charged the Leadership Council with creating a work plan to move the initiatives forward.
- Leadership Council devises work plan that drew from the inventory of campus-based initiatives.



Charting the Future

- Coordinating Committee – comprised of leaders from each bargaining unit will meet on September 28 and advise on priorities and engagement.
- SMSU will work through the all-university Strategic Planning Committee to review the work plan to discuss how we will move forward.



The Strategic Planning Committee

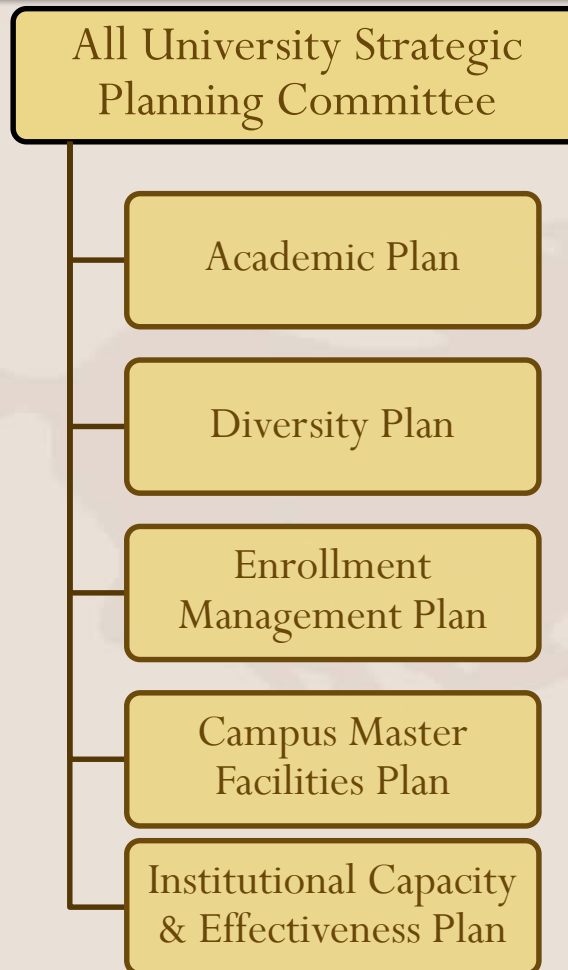
The Strategic Planning Committee facilitates the University's Strategic Plan by reviewing, monitoring, and communicating progress toward the University's goals. The Strategic Planning Committee will be engaged in an ongoing, adaptive, and inclusive process that will result in the development of a dynamic and comprehensive five-year Strategic Plan that includes goals, objectives, strategies, tactics, and performance indicators.

The process will include engaging the University community in the strategic planning process, soliciting input on the Strategic Plan, and participating in the University Strategic Planning events.

Each of the five Subcommittees will develop specific plans that comprise the overall Strategic Plan and are designed to support and enhance SMSU's mission, vision, and values.



Committee Structure



University Strategic Planning Committee Regrouped to Work on Strategic Goals 2015-2016

Academic Plan

*Brent Jeffers **
Jeff Kolnick
Sami Shahin
Raphael Onyeaghala
Ashanti Payne
Teresa Henning

Diversity Plan

*Jay Lee**
Nancy Olson / Deb Almer
Stewart Day
Alan Matzner
Sonya Vierstraete
Tumpa Bhattacharyya

Enrollment Management Plan

*Allan Vogel**
Chris Hmielsewski
Jeff Kolnick
Christine Olson
Lori Wynia

Campus Master Facilities Plan

*Cyndi Holm **
Tim Alcorn
Scott Crowell
Bill Mulso
Debbie VanOverbeke

Institutional Capacity & Effectiveness Plan

*Jan Loft**
Linda Baun
Dan Kaiser
Dan Baun
Jordan Schuft
Sandy Craner
Shawn Vogt
Deb Kerkaert

Co-Chairs:

Vicky Brockman
Stacy Frost

Ex-Officio Members:

President Connie J. Gores
Provost Dwight C. Watson



University Strategic Planning

- Values exercise 9/10/14
- Dream exercise 9/24/14



Values Exercise 9/10/14



MISSION, VISION, and VALUES

Mission

Southwest Minnesota State University prepares students to meet the complex challenges of this century as engaged citizens in their local and global communities. Our comprehensive degree programs, taught in the liberal arts tradition, are dedicated to connecting students' academic and practical professional development experiences in southwestern Minnesota to the wider world.

Vision

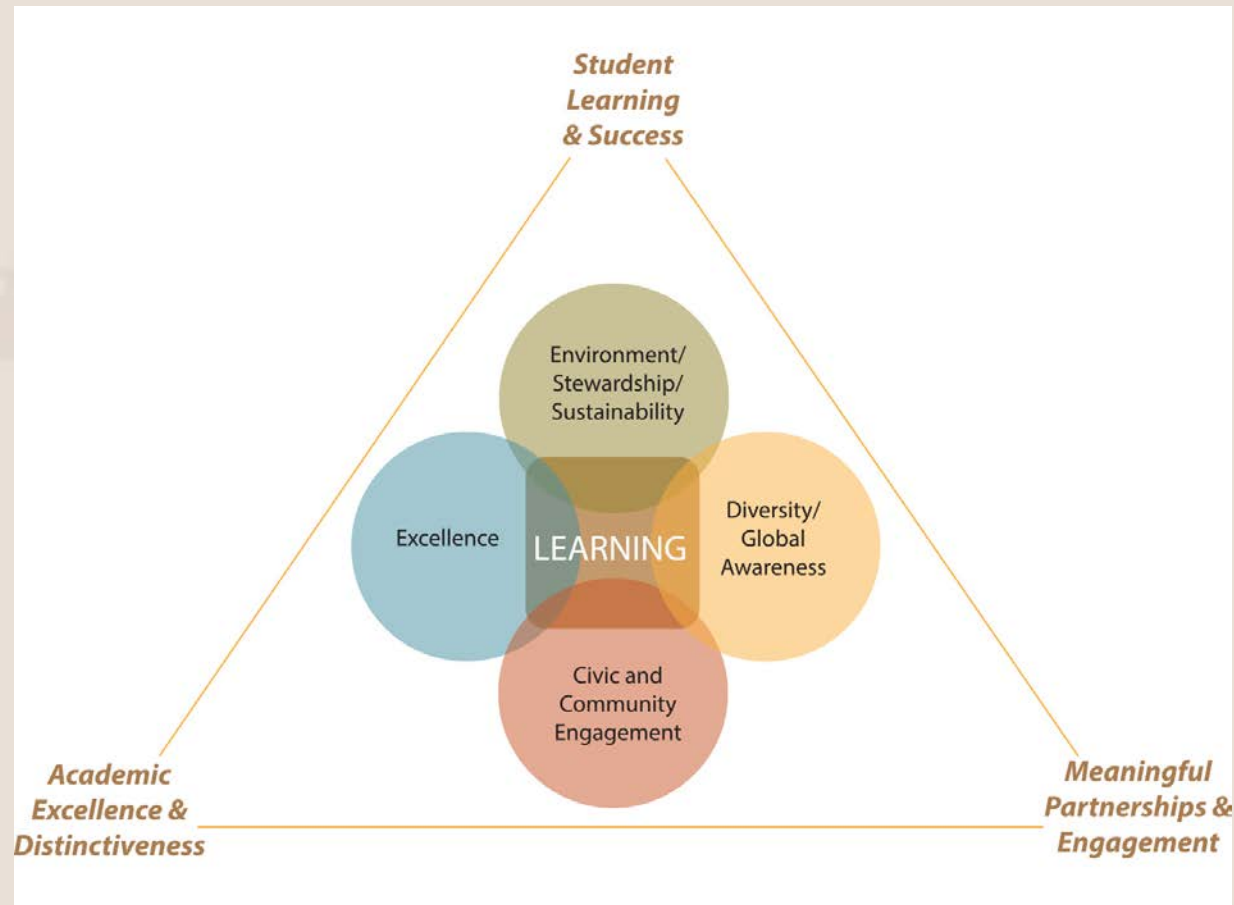
Southwest Minnesota State University is a university of choice.

Values

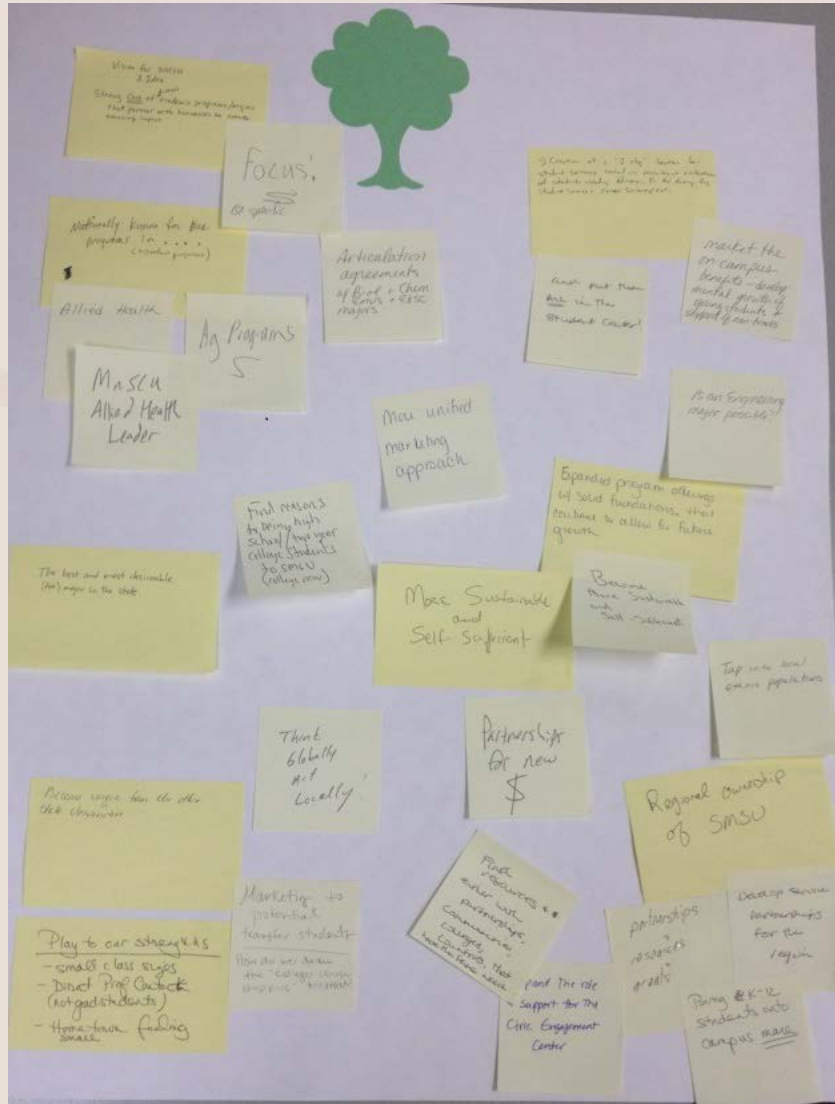
1. The primary focus of all activities is to facilitate the learning experience of our enrolled students. All faculty activities, both within and away from the classroom, are designed to enhance the learning environment.
2. It is essential for SMSU to remain current with technological advancements in delivering classroom and laboratory knowledge to assure maximum interest, impact, and retention by our students.
3. Our faculty recognize the evolving environment in which we all live and the need to insure involving students with current information and developments from the world stage.
4. Student involvement in the learning experience is critical for retention, leading to our dedication to pedagogical improvements that have been shown to enhance the learning experience.
5. We are committed to being good stewards of our resources through demonstrating environmental and fiscal responsibility. Moreover, as responsible citizens and good stewards of our resources, we foster actions, programs, and scholarship that will lead to a sustainable future.
6. We maintain and consistently seek to improve a comprehensive system of support services designed to assist our students in any way possible during their tenure at SMSU and on into the next stages of their lives.
7. We believe in the integration of campus and community. We are committed to being responsive to the needs of southwestern Minnesota and recognize that partnerships with community entities provide us with valuable talents and expertise.
8. We value a safe environment for intellectual expression and encourage open and civil communication.
9. We value a campus safe for all members of the university community.
10. We value maintaining and enhancing a physical design to provide access to all members of the university community.
11. We embrace diversity by developing a quality, comprehensive educational environment that fosters interaction among people of all religions, races, ethnicities, sexual orientations, physical abilities, and ages.
12. We foster cultural understanding on campus through social, educational, and administrative interaction with our diverse population of international students. We offer the opportunity to learn about different cultures through participation in our Global Studies programs.
13. We believe that the southwestern Minnesota region provides rich opportunities for learning that go beyond the traditional classroom and lab settings—community-based learning experiences. Therefore, we are committed to creating a variety of applied learning experiences that enhance students' practical problem-solving skills and strengthen their commitment to civic engagement.



Strategic Planning Values and Themes



Dream Exercise 9/24/14



University Strategic Planning

How?

- Timeline
- Template
- Process



2014-2015 Timeline

June 26	Meet & Confer
August 21	President's Address
September	Two All-University Meetings <ul style="list-style-type: none">• All-University brainstorming on values• All-University dream exercise Strategic Plan Committee Meeting <ul style="list-style-type: none">• Framework Format• Teams establish co-lead
October	Nursing Accreditation Visit (October 15-17) HLC Visit (October 20-22) Committee Work
November	Committee Work
December	Committee Work <i>Draft of Goal #1</i>



2014-2015 Timeline: This Spring

January 8 All-University Discussion on priority statements

Jan. – April

- Committees and co-leads work
 - Draft of Goal 2 by end of February*
 - Draft of Goal 3 by end of March*
- Refinement of goals and filling in of strategies, tactics, indicators
- Continuing conversation about crossovers between goals
- Series of All-University Conversations to discuss drafts of goals

End of April 3 or more goals from each subcommittee fully drafted; Co-chairs draft overview



2014-2015 Timeline:

*Input on the Draft Goals through All-University
Conversations*

February 12

March 26

April 9

April 23



2015 Timeline

August 27	University Strategic Planning Committee meeting Upper Level Conference Center, 3:30 – 4:30 p.m.
September 15	All-University Conversation: Strategic Planning Upper Level Conference Center, Noon
September – Mid Oct.	Finalize work plans: tactics, performance indicators, responsibilities, and timeline Involve community, alumni, friends of the University Consider proposed Charting the Future initiatives
September through November through	Additional community outreach to refine the Strategic Plan Consultation bargaining units Meet & Confer: Meet & Discuss
October 7	University Strategic Planning Committee meeting Upper Level Conference Center, 3:30 – 4:30 p.m.
Oct. 7, 8, 20 Community Forums	
October 22 & November 5	All-University Conversation: Assessment Academy – Student Learning & Success, Noon University Strategic Planning Committee meeting Upper Level Conference Center, 3:30 – 4:30 p.m.
November 19	All-University Conversation: Strategic Planning Noon
End of November	Final revisions based on feedback Strategic Plan document packaged/complete
2016	
Spring	Align Strategic Plan with budget, planning, and assessment for Fall 2016
Ongoing	All-University Committee meets regularly
Implementation of components over time	Assessment, updates, and revisions



Strategic Planning Template/Workplan

SMSU Strategic Planning Sub-Committee Worksheet Template

Mission, vision and core values align with goals and objectives.

Mission: South west Minnesota State University prepares students to meet the complex challenges of this century as engaged citizens in their local and global communities. Our comprehensive degree programs, taught in the liberal arts tradition, are dedicated to connecting students' academic and practical professional development experiences in southwestern Minnesota to the wider world.

+ GOAL #1:		Sub-Committee Priority Statement:			
Theme:					
<input type="checkbox"/> Academic Excellence & Distinctiveness		<input type="checkbox"/> Student Learning & Success		<input type="checkbox"/> Partnerships & Engagement	
OBJECTIVE A	Strategy A.1 Strategy A.2				
OBJECTIVE B	Strategy B.1 Strategy B.2				
OBJECTIVE C	Strategy C.1 Strategy C.2				
OBJECTIVE D	Strategy D.1 Strategy D.2				
Resources:					
Human					
Informational					
Fiscal					



Work groups completed

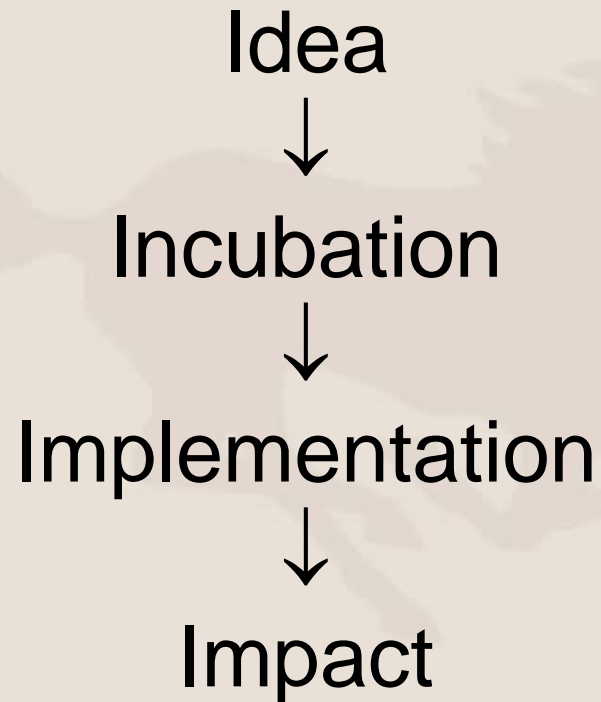
- Our end goal is to have work plans developed to the fullest by November 19 at the All-University conversation.
- Work plans will developed through consistent meetings
- Work plans will be in the consultative model



Consultative Model

- All-University Conversations
- Meet & Confer
- Those responsible, who need to be included
- Alumni and community focus groups
- Students





Idea



1. Foster quality teaching and learning.
2. Create a campus and community climate that embraces differences and inclusiveness.
3. Enhance campus life experiences by aligning facility resources with university and community needs.
4. Increase comprehensive enrollment.
5. Foster and institutional culture that supports students and employees.



Courageous Conversation

- 1) Speak your truth.
- 2) Experience the discomfort.
- 3) Expect and accept non-closure.
- 4) Stay engaged.

Courageous Conversations About Race: A Field Guide for Achieving Equity in Schools (2005) Book by Glenn E. Singleton & Curtis Linton.



Thank You
for your
Engagement!

