

All University Meeting Professional Development Day

January 8, 2015

9:00-11:00 a.m.

Conference Center



Welcome

President Connie J. Gores



HLC Update



University Strategic Planning

Why?



Southwest Minnesota State University Strategic Planning



09/05/14



The Strategic Planning Committee

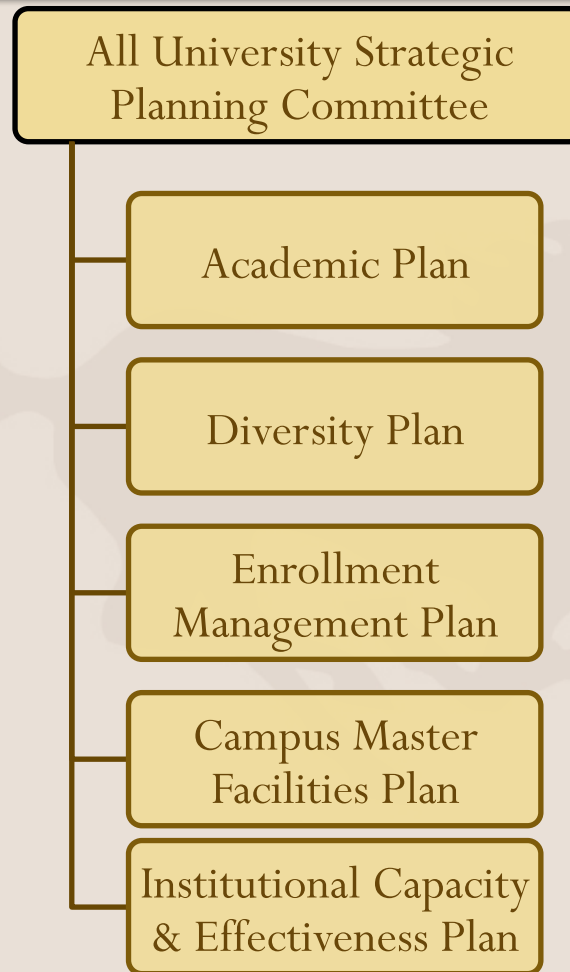
The Strategic Planning Committee facilitates the University's Strategic Plan by reviewing, monitoring, and communicating progress toward the University's goals. The Strategic Planning Committee will be engaged in an ongoing, adaptive, and inclusive process that will result in the development of a dynamic 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



Sub-Committees of the All University Strategic Planning Committee

<u>Academic Plan</u>	<u>Diversity Plan</u>	<u>Enrollment Management Plan</u>	<u>Campus Master Facilities Plan</u>	<u>Institutional Capacity & Effectiveness Plan</u>
<i>Jan Loft *</i>	<i>Jay Lee *</i>	<i>Allan Vogel *</i>	<i>Deb Kerkaert *</i>	<i>Deb Almer *</i>
<i>Brent Jeffers *</i>	<i>Tumpa Bhattacharyya *</i>	<i>Pat Carmody</i>	<i>Cyndi Holm *</i>	<i>Bill Mulso</i>
<i>Pat Carmody</i>	<i>Pam Ekstrom</i>	<i>Jill Schlemmer</i>	<i>Shawn Hedman</i>	<i>Dan Baun</i>
<i>Raphael Onyeaghala</i>	<i>Christy Westfield</i>	<i>Scott Crowell</i>	<i>Bill Mulso</i>	<i>Jan Loft</i>
<i>Stewart Day</i>	<i>Allan Vogel</i>	<i>Allan Matzner</i>	<i>Raphael Onyeaghala</i>	<i>Pam Sukalski</i>
<i>Sami Shahin</i>	<i>Scott Crowell</i>	<i>Chris Hmielewski</i>	<i>Scott Crowell</i>	<i>Doug Simon *</i>
<i>Jeff Kolnick</i>	<i>Chris Hmielewski</i>	<i>Cori Ann Dahlager</i>	<i>Chris Hmielewski</i>	<i>Erik Vogel</i>
<i>Lori Wynia</i>	<i>Raphael Onyeaghala</i>	<i>Rick Herder</i>	<i>Pam Ekstrom</i>	<i>Tim Alcorn</i>
<i>Linda Nelson</i>	<i>Jeff Kolnick</i>	<i>Christine Olson *</i>	<i>Jan Loft</i>	<i>Joan Tutt</i>
<i>Jim Lilleberg</i>	<i>Vicky Brockman</i>	<i>Brittany Krull</i>	<i>John Ginocchio</i>	<i>Josh Thoreson</i>
<i>Linda Baun</i>	<i>Michele Sterner</i>	<i>Michael Kurowski</i>	<i>Sandy Craner</i>	<i>Shane Vogt</i>
<i>Sarah Wasberg</i>	<i>Mike Munford</i>	<i>Eric Runestad</i>	<i>Mara Wiggins</i>	
<i>Brandon Fritz</i>	<i>Ben Nwachukwo</i>	<i>Monica Miller</i>	<i>Michael Kurowski</i>	
	<i>Karen Malmberg</i>	<i>Kayla Uphus</i>	<i>Connie Smisek</i>	
	<i>Rakeem Felder</i>		<i>Ron Schoephoerster</i>	
	<i>Ashanti Payne</i>		<i>Monica Miller</i>	
	<i>Samantha Steed</i>		<i>Rachael Posusta</i>	
			<i>Chris Ross</i>	

* = Co-Lead



University Strategic Planning

What?

- 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.

Approved MaSCU Board of Trustees
September 17, 2008



University Strategic Planning

How?

- Timeline
- Terminology
- Template
- Process



2014-2015 Timeline: Accomplished to Date

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: This Spring

Please Help Provide Input on the Draft Goals!

February 12 All University Conversation
(12:00 – 1:15, Upper CC)

March 26 All University Conversation
(12:00 – 1:15, CH 217)

April 9 All University Conversation
(12:00 – 1:15, Upper CC)

April 23 All University Conversation
(12:00 – 1:15, Upper CC)



2015-2016 Timeline: What's Next

Summer	Components assembled into a complete package for fall distribution; Provost begins
Aug./Sept.	Distribute complete draft for review by all bargaining units and university constituents
Sept. - Nov.	All University Conversations and additional community outreach as needed
December 1	Strategic Plan Document Complete
Spring	Align with budget/planning/assessment
On-going	Assessments, updates and revision of plan



Definition of Terms

PRIORITY STATEMENT – The sub-committee’s guiding principle, almost like a mission statement for sub-committee.

GOAL – A goal is a broad aim toward which efforts are directed. It is a “what” not a “how.” Goals tell us where we are going rather than how we will get there.

OBJECTIVE – Objectives are closely tied to goals and are specific and measurable milestones that must be achieved in order to reach goals. Objectives often have specific measures included in them.

STRATEGY – A strategy is a plan of action designed to achieve an objective. Strategies tell us how we are going to get there, the overall direction we are going to take.

TACTIC – A tactic is a specific action step required to deliver on a strategy. Tactics are what we will do, and for every strategy, there may be a number of tactics.

PERFORMANCE INDICATOR – Performance indicators measure if the strategies and implementation tactics we are taking are helping to reach our objectives and overall goals.



Strategic Planning Worksheet Template

SMSU Strategic Planning Sub-Committee Worksheet Template
Mission, vision and core values align with goals and objectives.

Priority Statement: Develop a Master Plan and goals designed to provide SMSU valuable tools for short and long range decision making that align the academic, financial and physical resources.

GOAL #1: Review and update the Campus Master Plan.

EXAMPLE

Theme:
1. Academic Excellence & Distinctiveness
2. Student Learning & Success
3. Partnerships & Engagement

OBJECTIVE A	Strategy A.1	Tactics (specific action steps)	Performance Indicators (measurable)	Person(s)/Entities Responsible	By When
Convene the Campus Master Plan Committee	<p>Strategy A.1 CMP committee will meet early Fall 2014</p> <p>Strategy A.2 Present updated CMP to campus community by March 2015</p>	<p>* A.1. CMP committee chair sends out notice to committee members of meeting.</p> <p>*A.2. CMP committee members assigned specific tasks in revision effort.</p>	<p>*A.1.CMP committee meets; minutes outline topics discussed and actions taken.</p> <p>*A.2. Revised plan</p>	<p>*A.1. CMP chair</p> <p>*A.2. CMP chair and subcommittee leaders</p>	<p>*A.1. Nov. 30, 2014</p> <p>*A.2. Updated plan presented to campus by March 30, 2015</p>



Sub-Committee Process

Examples:

- Campus Master Facilities Plan
- Institutional Capacity and Effectiveness



Institutional Capacity and Effectiveness

The Institutional Capacity and Effectiveness Subcommittee will develop a plan that celebrates and champions the institution representing:

- the people (examples: professional development, build personnel and professional capacity, succession planning, new employee orientation, etc.)
- campus culture (examples: spirit of SMSU, culture of civility, mentorship, employee branding)
- complexity (how it all fits together)
- resource development (human and financial)
- Continual improvement across the institution



Priority Statement Exercise

- What does it mean to you?
- How do we live it out?
- What do we do well?
- What do we want to continue?

