

DRAFT



September 2019

Preliminary Update: Equity 2030

Board of Trustees Retreat 2019



Proposed Framework

MINNESOTA STATE Equity 2030



Understanding our data is the first critical step

We need to understand our data using three lenses

- By race and ethnicity
- First generation status
- Socioeconomic status

To track our student success and impact

- Increase student **retention, persistence, and graduation**
- Increase the percent of Minnesotans age 25 to 44 who have attained a **postsecondary certificate or degree** to 70 percent across all populations (*State of Minnesota's Educational Attainment Goal 2025**)
- Increase market share of **high school graduates** and the **transfer rate** from our two-year colleges to our universities
- Increase the number of **post-traditional (adult) learners**

In order to meet the Equity 2030 goal

- Minnesota State will eliminate the **educational equity gaps** at every Minnesota State college and university

* The 2015 Minnesota Legislature enacted legislation setting a target that 70 percent of Minnesota adults age 25 to 44 will have attained a postsecondary certificate or degree by 2025.

In all 6 Strategic Dimensions the focus is on 3 themes: Innovation, Quality, and Technology

Strategic Dimension	Description/Examples of Existing Systemwide and Campus Initiatives
Enhanced Access	<p><i>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</i></p> <ul style="list-style-type: none"> • PSEO, concurrent enrollment, Early College • Work-based learning • Credit for prior learning expansion • Comprehensive Workforce Solutions
Student Academic Success	<p><i>Establishing guided learning pathways that focus on academic preparation, progression, and accomplishment within an area of study and career.</i></p> <ul style="list-style-type: none"> • Common guided learning pathways framework • Developmental education curricula redesign • Career Technical Education career pathways from K-12 to postsecondary • Discipline-specific transfer pathways from associates to bachelor's degrees • Tackling transfer strategy • Credit for prior learning expansion • Campus Climate/Student Academic Experience review • Cultural competency education for students • Culturally responsive curriculum/pedagogy • Delivery modes



Strategic Dimensions cont'd

Strategic Dimension	Description/Examples of Existing Systemwide and Campus Initiatives
Student Success: Engagement and Support	<p><i>Student experience within the institution, both academic and non-academic, including supporting basic needs.</i></p> <ul style="list-style-type: none"> • Comprehensive orientation and first year experience • Holistic advising and comprehensive student support • Linkages between service providers and external agencies/partners for support • Campus Climate • CRM • Student One-Stop shops
Data-Guided Decision Making	<p><i>Building technology infrastructure and capacity for deeper data analytics, and expanding campus capacity to interpret data and use it to guide decision making</i></p> <ul style="list-style-type: none"> • NextGen ERP replacement • Predictive analytics pilot project • Assessment of system and campus Institutional Research capacity and expertise • Equity by Design • Professional development for faculty and staff
Financial Resources and Support	<p><i>Expanding financial resources and support for students and growing the financial resource base for campuses</i></p> <ul style="list-style-type: none"> • Workforce Development Scholarship Program • Emergency grant funds • Legislative advocacy • Shared Services expansions

Strategic Dimensions cont'd

Strategic Dimension	Description/Examples of Existing Systemwide and Campus Initiatives
Workforce Diversity and Talent Development	<p><i>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</i></p> <ul style="list-style-type: none">• Campus Climate Assessment/Employee Engagement• Prioritize strategic diversity, equity, and inclusion processes for hiring and retention• Development of culturally competent focused education and training for employees• Professional development for students, faculty, staff, and Board of Trustees



1 Progress Update: September 2019

ACTION	STATUS
<p>Inventory current work underway, maturity and scalability of effort, and identify opportunities</p> <ul style="list-style-type: none"> • Inventory of campus student success initiatives and maturity (completed spring 2018) • Development of common guided learning pathways framework (campus review of proposed framework, fall 2019) • Adoption of framework and scaling and implementation to begin (spring 2019) 	<p>In progress</p>
<p>Refinement of 2030 goals and establishment of strategies and targets</p>	<p>In progress</p>
<p>Engage key external stakeholders to align efforts</p>	<p>In progress</p>
<p>Consultation and communicate with internal stakeholders around goals</p>	<p>On-going</p>



2 Progress Update: September 2019

ACTION	STATUS
Inventory current work underway, maturity and scalability of effort, and identify opportunities	In progress
<p>Refinement of 2030 goals and establishment of strategies and targets</p> <ul style="list-style-type: none"> • Identification of Chancellor’s Fellows, creating capacity for specialized work and drawing on internal campus expertise (Nov. 2019) • Approach developed (spring 2020) • Goals established and aligned (fall 2020) 	In progress
Engage key external stakeholders to align efforts	In progress
Consultation and communicate with internal stakeholders around goals	On-going

We identified a capacity gap and a need to draw in additional system expertise to make progress on establishing and refining the Equity 2030 goals

Chancellor’s Fellows

Identify 3 individuals from Minnesota State for a period of 12-months at 50% beginning January 2020

Target Setting	Predictive Modeling	Equity Strategy
<ul style="list-style-type: none"> Lead the development of a comprehensive and holistic approach for effective target setting for the system to provide more effective monitoring of the achievement of goals and minimize overlapping targets and the confusion resulting from similar, but not identical, targets set as part of multiple initiatives. 	<ul style="list-style-type: none"> Lead the development of predictive models for understanding and driving equitable, quality outcomes for all students and develop a final product with an eye to building replicable frameworks that can be used or modified at the campus level. 	<ul style="list-style-type: none"> Lead the development of systemwide strategies to confront long-standing issues including discrimination based on race, ethnicity, language, gender, sexual orientation, disability and poverty. Prioritizing the use of an equity lens, the Fellow will assist with research and strategy in building replicable frameworks for use and the system and on campuses to advance equity in academic outcomes.

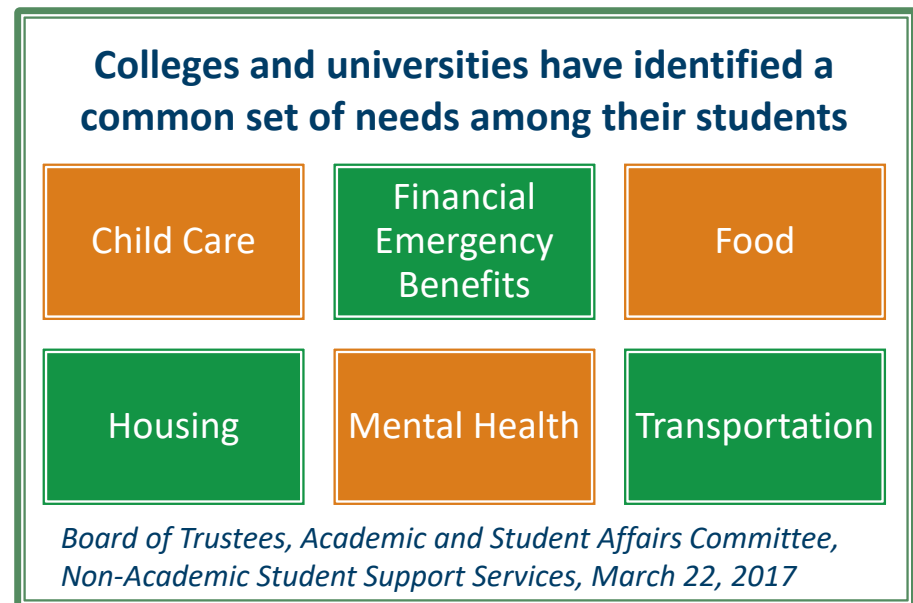


3 Progress Update: September 2019

ACTION	STATUS
Inventory current work underway, maturity and scalability of effort, and identify opportunities	In progress
Refinement of 2030 goals and establishment of strategies and targets	In progress
<p>Engage key external stakeholders to align efforts</p> <ul style="list-style-type: none"> National review of effective strategies/approaches to eliminating equity gaps (Dec 2019) Meet with leaders from 8-10 external sectors, to discuss Equity 2030, alignment of efforts, and co-create objectives for Equity Summit (Fall 2019/ Spring 2020) Convene Equity Summit (Summer 2020) 	In progress
Consultation and communicate with internal stakeholders around goals	On-going

Our early research indicates a variety of approaches that colleges and universities are implementing to address equity gaps

- Boutique approaches vs scaled replicable models
- Private funders/philanthropic organizations play a critical role in pilot programs
- Approaches address both academic and non-academic student needs
- Important to establish clear metrics and targets to demonstrate progress



We need to engage with external partners and learn from them if we are to increase our campuses abilities to meet students non-academic needs



- Philanthropy
- State of MN agencies & councils
- Community Based Organizations (CBOs)
- Faith-based

4 Progress Update: September 2019

ACTION	STATUS
Inventory current work underway, maturity and scalability of effort, and identify opportunities	In progress
Refinement of 2030 goals and establishment of strategies and targets	In progress
Engage key external stakeholders to align efforts	In progress
<p>Consultation and communicate with internal stakeholders around goals</p> <ul style="list-style-type: none"> • Statewide Meet and Confer meetings • Statewide Student Associations/Chancellor meetings • Systemwide faculty and staff conferences and convenings • Leadership Council meetings • Updates: Board of Trustees (<i>tentative: January and June 2020</i>) 	On-going

Appendix



Minnesota State: Equity by Design

Organizational methodology that helps equip organizations, systems, and higher education leaders with tools to address disparities and assist with policy and planning to advance institutional equity-minded practices. Equity By Design is:

- Is data-informed.
- Influences organizational development.
- Influences talent management strategy.
- Prepares institutions to be **student-ready**.
- **Prioritizes equity in academic outcomes.**

Leadership philosophy



Localized context



Institutional change



Accountability



The methodology is influenced by the scholarly research and literature of Dr. Estela Bensimon (2014) at the Center for Urban Education at the University of Southern California.