



By 2030,  
Minnesota State  
will eliminate the  
**education equity gaps**  
at every Minnesota State  
college and university

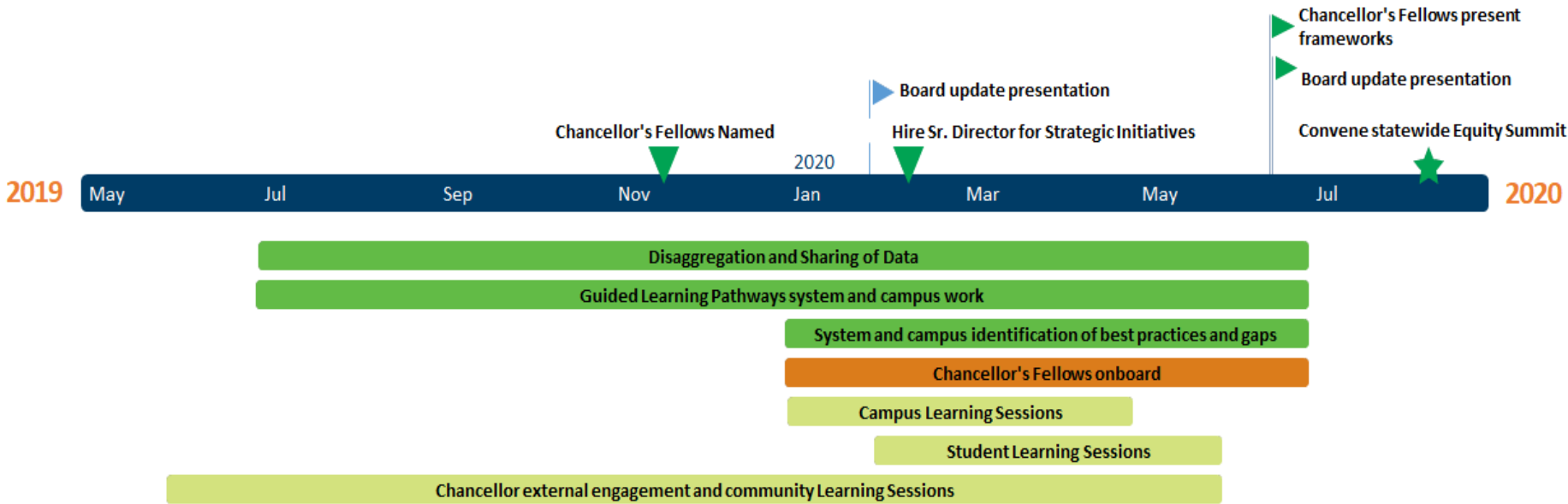




INITIAL AREAS OF FOCUS	
<b>Assessment and Benchmarking of current work across 6 strategic dimensions</b>	<ul style="list-style-type: none"><li>• Complete disaggregation of student data metrics (system and campus-level) to inform Equity 2030 work and develop mechanism to share data and review</li><li>• Complete the work begun on Guided Learning Pathways/Student Success Characteristics<ul style="list-style-type: none"><li>○ Campuses will review and feedback (January-April 2020) with the intent for final endorsement late spring 2020. Campus will use this framework in their campus workplans (Fall 2020)</li></ul></li><li>• Develop mechanism to review work currently underway both at the campus and system office across the 6 dimensions: <i>what is working to move forward each dimension and how do we know its working/what is the evidence and where are there gaps in the work?</i></li><li>• Onboard Chancellor’s Fellows who will focus on developing frameworks for predictive analytics, target setting, and academic equity strategies (January-June 2020)</li></ul>
<b>Internal and External Engagement</b>	<ul style="list-style-type: none"><li>• Campus Learning Sessions: Create structure that would promote campus and cross-campus discussions (January-April 2020)</li><li>• Student Learning Sessions: Create structure that would highlight student experiences and provide insight into campus climate (February-May 2020)</li><li>• Chancellor external engagement<ul style="list-style-type: none"><li>• Meetings with <i>Reimagining Minnesota State</i> Forum Advisory members (Fall 2019)</li><li>• Meetings with state and community leaders (January-March 2020)</li><li>• Convene 8-10 Learning Sessions with statewide leaders to garner support for Equity Summit (February-May 2020)</li></ul></li><li>• Convene statewide Equity Summit (late summer 2020)</li></ul>
<b>Consultative and Communicative Structures</b>	<p>Design consultative and communicative structures that will assist with the flow of information and provide opportunities for ideas to be shared</p> <ul style="list-style-type: none"><li>• Collect input from stakeholders (Fall 2019)</li><li>• Identify and share consultative structure (January 2020)</li></ul>

<p><b>Leadership</b></p>	<ul style="list-style-type: none"> <li>• Develop charter and chancellor charge internal working group to guide work and identify individuals, in addition to Chancellor’s Fellows (December 2019)</li> <li>• Hire Senior Director for Strategic Initiatives (temporary) to support the Equity 2030 campus and system level work (February 2020)</li> </ul>
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**Equity 2030  
FY2020 Workplan Timeline**



I. Major Ongoing Enterprise Initiatives

Progression of enterprise strategic initiatives	
Goal: Implement enterprise activities and apply lessons learned to future projects	
ACTIVITIES/OWNER(S)	PLANNED ACTIVITIES
<p><b>1. NEW Realign the academic affairs unit and corresponding roles and responsibilities, expanding capacity to support campus accreditation and quality improvement efforts</b> (Academic and Student Affairs)</p> <p><b>Equity 2030 Strategic Dimension:</b></p> <ul style="list-style-type: none"> <li>• Student Academic Success</li> </ul>	<ul style="list-style-type: none"> <li>• Develop and implement a Board policy on accreditation (Fall 2019)</li> <li>• Increase support to campuses in their quality improvements efforts, and in ensure that they meet the criteria for accreditation</li> <li>• Provide review and feedback on institutional accreditation reports/materials for reaffirmation</li> <li>• Actively monitor institutional accreditation status and intervene as needed</li> <li>• Coordinate site visit interviews with Board of Trustees representatives during reaccreditation visits</li> <li>• Annual report to the Board of Trustees on the accreditation status of each institution (Fall 2019)</li> </ul>
<p><b>2. NEW Incentivize campus and system innovation</b></p> <p><b>Equity 2030 Strategic Dimension:</b></p> <ul style="list-style-type: none"> <li>• Enhanced Access</li> <li>• Student Academic Success</li> <li>• Student Engagement &amp; Support</li> <li>• Data-Guided Decision Making</li> <li>• Financial Resources &amp; Support</li> <li>• Workforce Diversity &amp; Strategic Talent Management</li> </ul>	<ul style="list-style-type: none"> <li>• Scan and review campus and system innovative practices to create baseline and monitoring structures that will increase sharing of best practices and to identify opportunities to bring to scale</li> <li>• Amend Policy 1A.1 to create a policy pathway for incenting pilot projects and innovation and identify early pilot projects (Jan 2020)</li> </ul>
<p><b>3. Continue implementation of HR-TSM and continuously monitor progress</b> (Human Resources/Internal Auditing)</p> <p><b>Equity 2030 Strategic Dimension:</b></p> <ul style="list-style-type: none"> <li>• Data-Guided Decision Making</li> </ul>	<ul style="list-style-type: none"> <li>• Transition remaining payroll and reconciliation services for all employees to service centers (June 2020)</li> <li>• Monitor the ability of the service centers to deliver consistent and accurate service without institution access to SCUPPS/SEMA4. Ensure timely and effective response to any persistent issues requiring intervention.</li> </ul>

<ul style="list-style-type: none"> <li>Financial Resources &amp; Support</li> <li>Workforce Diversity &amp; Strategic Talent Management</li> </ul>	
<p><b>4. Continue implementation of NextGen and continuously monitor progress</b> (Information Technology/Finance and Facilities/Internal Auditing)</p> <p><b>Equity 2030 Strategic Dimension:</b></p> <ul style="list-style-type: none"> <li>Enhanced Access</li> <li>Student Academic Success</li> <li>Student Engagement &amp; Support</li> <li>Data-Guided Decision Making</li> <li>Financial Resources &amp; Support</li> <li>Workforce Diversity &amp; Strategic Talent Management</li> </ul>	<p><i>NextGen RFP:</i></p> <ul style="list-style-type: none"> <li>RFP Teams score proposals for ERP Solution (September 2019)</li> <li>Conduct demonstrations and interviews with ERP Vendors (November 2019)</li> <li>Obtain Board approval to proceed with negotiations (January 2020)</li> <li>Contract with selected ERP Vendor (March 2020)</li> </ul> <p><i>Change Management:</i></p> <ul style="list-style-type: none"> <li>Publish NextGen Video (October 2019)</li> <li>Publish Wave 1 (Awareness) materials (January/February 2020)</li> <li>Identify training framework for implementation (March 2020)</li> <li>Publish NextGen video announcing vendor (April 2020)</li> </ul> <p><i>Resource Planning:</i></p> <ul style="list-style-type: none"> <li>Contract with Outside Counsel (November 2019)</li> <li>Contract with 3rd Party Owners Rep (February 2020)</li> </ul> <p><i>Implementation:</i></p> <ul style="list-style-type: none"> <li>Begin implementation planning (April 2020)</li> </ul>
<p><b>5. FY2020 Executive Searches</b></p> <ul style="list-style-type: none"> <li>Launch and successfully complete three presidential searches (DCTC/IHCC and NHCC)</li> </ul> <p><b>Equity 2030 Strategic Dimension:</b></p> <ul style="list-style-type: none"> <li>Workforce Diversity &amp; Strategic Talent Management</li> </ul>	<ul style="list-style-type: none"> <li>Complete assessment of FY19 searches and refine practices and procedures for FY20 searches</li> <li>Design new presidential off-boarding toolkit</li> <li>Complete assessment of current presidential on-boarding practices and procedures and make necessary improvements</li> </ul>

## II. GOALS

Student Success	
Goal: Improve retention and completion student metrics and identify new opportunities to support students and to expand program offerings	
ACTIVITIES/OWNER(S)	PLANNED ACTIVITIES
<p><b>1. Student Success Strategies and Metrics (Academic &amp; Student Affairs)</b></p> <p><b>Equity 2030 Strategic Dimension:</b></p> <ul style="list-style-type: none"> <li>• Enhanced Access</li> <li>• Student Academic Success</li> <li>• Student Engagement &amp; Support</li> <li>• Data-Guided Decision Making</li> <li>• Financial Resources &amp; Support</li> <li>• Workforce Diversity &amp; Strategic Talent Management</li> </ul>	<p>1a. Complete the development of the common guided learning pathways framework, in alignment with Equity 2030</p> <ul style="list-style-type: none"> <li>• Obtain campus feedback on draft framework</li> <li>• Integrate feedback and finalize framework</li> <li>• Obtain Board endorsement</li> </ul> <p>1b. Continue implementation of transfer pathways and development of comprehensive transfer improvement strategy</p> <ul style="list-style-type: none"> <li>• Complete implementation of education transfer pathways</li> <li>• Formalize program review process and evaluate initial pilot pathways</li> <li>• Conduct student focus groups and develop strategies to address findings from focus groups and presidential interviews completed in spring 2019</li> <li>• Incorporate transfer improvement goals into overall student success metrics.</li> </ul> <p>1c. Systemwide strategic enrollment planning to align and support individual plans college and university plans</p> <ul style="list-style-type: none"> <li>• Realign Student Affairs unit and corresponding roles and responsibilities, expanding capacity to support campus enrollment management work</li> <li>• Develop enrollment forecasting models for local and regional use</li> <li>• Develop of target setting process and establish enrollment targets</li> <li>• In partnership with MDRC, convene enrollment management workshops for campus staff focused on mitigating barriers to satisfactory academic progress, and combining strategies into a comprehensive student support program</li> <li>• Convene a systemwide strategic enrollment management summit</li> </ul>

	<ul style="list-style-type: none"> <li>• Increase adult student enrollment and support through expanded credit for prior learning opportunities, and strengthening Minnesota Reconnect (OHE’s “adult promise” program)</li> </ul>
<p><b>2. Graduate Education and Applied Research (Academic &amp; Student Affairs)</b></p> <p><b>Equity 2030 Strategic Dimension:</b></p> <ul style="list-style-type: none"> <li>• Enhanced Access</li> <li>• Student Academic Success</li> <li>• Student Engagement &amp; Support</li> <li>• Data-Guided Decision Making</li> <li>• Financial Resources &amp; Support</li> <li>• Workforce Diversity &amp; Strategic Talent Management</li> </ul>	<p>2a. Complete the development of a multi-year strategic plan to strengthen graduate education and increase graduate enrollment</p> <ul style="list-style-type: none"> <li>• Support university graduate deans in identifying opportunities for programmatic growth, collaboration, and expansion of graduate education enrollment</li> <li>• Develop graduate enrollment targets, in alignment with overall enrollment management target setting</li> </ul> <p>2b. Increase collaboration and support for applied research among faculty and students</p> <ul style="list-style-type: none"> <li>• Establish clear expectations and support for sponsored research activities, in alignment with state and federal law</li> <li>• Support and expand research opportunities for both undergraduate and graduate students</li> <li>• Establish mechanisms for sharing research practices and findings across institutions and programmatic areas</li> </ul>
<p><b>ACTIVITIES/OWNER(S)</b></p>	<p><b>PLANNED ACTIVITIES</b></p>
<p><b>1. Workforce Development (Academic &amp; Student Affairs/Comprehensive Workforce Solutions)</b></p> <p><b>Equity 2030 Strategic Dimension:</b></p> <ul style="list-style-type: none"> <li>• Enhanced Access</li> <li>• Student Academic Success</li> <li>• Data-Guided Decision Making</li> <li>• Financial Resources &amp; Support</li> <li>• Workforce Diversity &amp; Strategic Talent Management</li> </ul>	<p>1a. Promulgate our workforce narrative, clearly establishing Minnesota State’s workforce development strategy within the Minnesota workforce development landscape</p> <ul style="list-style-type: none"> <li>• Finalize strategy narrative, explicitly linking it to the State of Minnesota’s attainment goal and future workforce needs, as well as Equity 2030</li> <li>• Work with Leadership Council and marketing/communications to identify opportunities for reinforcing the narrative throughout the state</li> </ul> <p>1b. Realign the workforce development unit and corresponding roles and responsibilities, expanding capacity to support campus workforce development efforts</p>

	<ul style="list-style-type: none"> <li>• Complete the implementation of the Comprehensive Workforce Solutions (CWS) regional model and identify ongoing support needs upon full implementation in June 2020</li> <li>• Align focus of Centers of Excellence to support ongoing program development and innovation within key sectors</li> <li>• Strengthen partnerships with community based organizations and establish pathway alignment across credit and non-credit credentials</li> <li>• Expand support for credit for prior learning opportunities through the Credit for Prior Learning Assessment Network (C-PLAN)</li> <li>• Deepen involvement with the Governor’s Workforce Development Board, the Greater Metropolitan Workforce Council, and RealTime Talent; aligning those efforts with our workforce strategy</li> </ul>
<p><b>2. Career and Technical Education (Academic &amp; Student Affairs)</b></p> <p><b>Equity 2030 Strategic Dimension:</b></p> <ul style="list-style-type: none"> <li>• Enhanced Access</li> <li>• Student Academic Success</li> <li>• Student Engagement &amp; Support</li> <li>• Data-Guided Decision Making</li> <li>• Financial Resources &amp; Support</li> </ul>	<p>2a. Lead the completion of Minnesota’s Perkins V statewide plan</p> <ul style="list-style-type: none"> <li>• Integrate consortia plans into a comprehensive statewide plan and convene multiple listening sessions to solicit feedback</li> <li>• Establish explicitly links between the Perkins V plan and the State of Minnesota’s attainment goal and future workforce needs</li> <li>• Obtain Board of Trustees and Governor’s endorsement of the Perkins V plan</li> <li>• Submit the complete plan to the federal Department of Education</li> </ul> <p>2b. Align Perkins V programming and goals with Equity 2030, leveraging CTE’s historic focus on equity in programming and sharing best practices and approaches to addressing equity gaps by gender and race.</p>



**Equity and Inclusion system vision and strategic plan**

**Goal:** Ensure that equity and inclusion is embedded in all enterprise activities

ACTIVITIES/OWNER(S)	PLANNED ACTIVITIES
<p><b>1. Equity and Inclusion Strategy (Equity &amp; Inclusion)</b></p> <p><b>Equity 2030 Strategic Dimension:</b></p> <ul style="list-style-type: none"> <li>• Enhanced Access</li> <li>• Student Academic Success</li> <li>• Student Engagement &amp; Support</li> <li>• Data-Guided Decision Making</li> <li>• Financial Resources &amp; Support</li> <li>• Workforce Diversity &amp; Strategic Talent Management</li> </ul>	<ul style="list-style-type: none"> <li>• Advance the system-level vision and strategic plan that will guide support enterprise level diversity, equity, and inclusion strategy for the next 3 years.</li> <li>• Promulgate diversity, equity, and inclusion campus tool-kit clearly establishing areas of priorities to help guide and support colleges and universities diversity strategic plans.</li> <li>• Establish and align areas of priority for annual report from campuses on diversity, equity, and inclusion.</li> <li>• Completion of a tool and training to support strategic equity lens based policy review</li> </ul>
<p><b>2. Academic Equity (Equity &amp; Inclusion, Academic &amp; Student Affairs)</b></p> <p><b>Equity 2030 Strategic Dimension:</b></p> <ul style="list-style-type: none"> <li>• Enhanced Access</li> <li>• Student Academic Success</li> <li>• Data-Guided Decision Making</li> <li>• Workforce Diversity &amp; Strategic Talent Management</li> </ul>	<ul style="list-style-type: none"> <li>• Creation of the Academic Equity by Design advisory team to advance system-wide training and support to promote the Academic Equity by Design methodology.</li> <li>• Coordinate systemwide Academic Equity By Design Trainings modules</li> <li>• Establish annual campus training and review schedule to support and advance campus strategy.</li> </ul>
<p><b>3. Campus Climate (Equity &amp; Inclusion, Academic &amp; Student Affairs, and Human Resources)</b></p> <p><b>Equity 2030 Strategic Dimension:</b></p> <ul style="list-style-type: none"> <li>• Enhanced Access</li> <li>• Student Academic Success</li> <li>• Student Engagement &amp; Support</li> <li>• Data-Guided Decision Making</li> </ul>	<ul style="list-style-type: none"> <li>• Implement formal campus climate assessment strategy</li> <li>• Promulgate Campus Climate tool-kit to support campus strategy to monitor and assess campus climate review.</li> </ul>

<ul style="list-style-type: none"> <li>• Workforce Diversity &amp; Strategic Talent Management</li> </ul>	
<p><b>4. Civil Rights Compliance (Equity &amp; Inclusion, General Council)</b></p> <p><b>Equity 2030 Strategic Dimension:</b></p> <ul style="list-style-type: none"> <li>• Enhanced Access</li> <li>• Student Academic Success</li> <li>• Data-Guided Decision Making</li> <li>• Workforce Diversity &amp; Strategic Talent Management</li> </ul>	<ul style="list-style-type: none"> <li>• Centralize the intake and analyzation civil rights compliance data.</li> </ul>

<b>Advocacy and Engagement</b>	
<b>Goal: Focus on Minnesota State’s value proposition that will result in increased philanthropic, legislative, and community support</b>	
<b>ACTIVITIES/OWNER(S)</b>	<b>PLANNED ACTIVITIES</b>
<p><b>1. Partnership Tours (Chancellor’s Office/Government Relations/Marketing &amp; Communications)</b></p> <p><b>Equity 2030 Strategic Dimension:</b></p> <ul style="list-style-type: none"> <li>• Enhanced Access</li> <li>• Financial Resources &amp; Support</li> </ul>	<ul style="list-style-type: none"> <li>• Begin three-year rotating calendar to continue conversations with business, K-12, and community leaders to align our programs</li> <li>• Deliver on media strategy to promote partnership tours that highlights our strategic messaging</li> </ul>
<p><b>2. 2020 Legislative Session (Government Relations/Marketing &amp; Communications)</b></p> <p><b>Equity 2030 Strategic Dimension:</b></p> <ul style="list-style-type: none"> <li>• Enhanced Access</li> <li>• Financial Resources &amp; Support</li> </ul>	<ul style="list-style-type: none"> <li>• Advocate for the Board’s capital budget request</li> <li>• Execute key budget and capital presentations with legislative committees</li> <li>• Develop key messaging and media opportunities for statewide advocacy</li> <li>• Develop campus level and regional level advocacy plans and execute and measure effectiveness</li> <li>• Execute 2<sup>nd</sup> <i>Minnesota State at the Capitol</i> to increase awareness and advocacy</li> </ul>

**3. Advancement/Philanthropic Support (Chancellor's Office/Marketing and Communications/Academic & Student Affairs)**

**Equity 2030 Strategic Dimension:**

- Enhanced Access
- Financial Resources & Support
- Workforce Diversity & Strategic Talent Management

3a. Finalize a plan to support and increase capacity for college and university advancement. In addition, the plan will identify ways to support enterprise philanthropic work

- Follow up on FY19 consultation and communication with presidents and foundation leaders
- Identify and hire system office support for foundations

3b. Develop professional development resources for foundation staff

3c. Review current advancement metrics and in consultation with presidents propose revised metrics that accurately reflect both college and university activity to be implemented in phases during FY2020 and FY2021

3c. Research and pursue joint corporate and foundation grant opportunities in coordination with, and not in competition with, foundation leaders