

**MINNESOTA STATE COLLEGES AND UNIVERSITIES  
BOARD OF TRUSTEES**

**Agenda Item Summary Sheet**

**Committee:** Academic and Student Affairs

**Date of Meeting:** May 21, 2008

**Agenda Item:** 2009 Action Plan for the Minnesota State Colleges and Universities

Proposed  
Policy Change

Approvals  
Required by  
Policy

Other  
Approvals

Monitoring

Information

**Presenter:**

Linda L. Baer, Senior Vice Chancellor for Academic and Student Affairs

**Explain reason for item to go before the Board:**

The Board of Trustees requested an opportunity to review the Fiscal Year 2009 action plan.

**Purpose:**

The discussion will include an overview of the process and components of action plan.

**Background Information:**

This item is a continuation of the October 2007 retreat and March 2008 Board of Trustees discussion.

**BOARD OF TRUSTEES  
MINNESOTA STATE COLLEGES AND UNIVERSITIES  
*INFORMATION ITEM***

**2009 Action Plan for the Minnesota State Colleges and Universities**

**BACKGROUND**

The Board of Trustees retreat in October 2007 resulted in four strategic priorities for the system-

1. Reaching the Underrepresented (previously named Hard to Reach)
2. Science, Technology, Engineering and Mathematics (STEM)
3. Tuition Study and Price of Attendance (previously named Economic Model)
4. Succession Planning

Since that retreat the Board of Trustees and Chancellor have stated an interest in strategic discussions and outreach to address the needs of business and industry, resulting in the addition of the following strategic priority-

5. Workforce of the Future

The attached 2009 Action Plan for the Minnesota State Colleges and Universities has been reviewed by the Leadership Council and was reviewed by the Board of Trustees in March. The five priorities are linked to the relevant Strategic Direction and Goal. The strategies represent the specific activities, resources and timeline for implementation of these system priorities. The outcomes are from the Board's Accountability Dashboard and the Action Plan Targets.

**RECOMMENDED COMMITTEE MOTION**

The Academic and Student Affairs Committee recommends that the Board of Trustees approve the FY09 System Action Plan.

**RECOMMENDED MOTION**

The Board of Trustees approves the FY09 System Action Plan.

**DRAFT 2009 Action Plan for the Minnesota State Colleges and Universities DRAFT**

Strategic Plan Goals & Action Plan Activities	FY09 Action Plan Initiatives	Strategies and Timeline	Accountability Dashboard Measures (ADM) & Action Plan Targets (APT)
<b>Strategic Direction 1 - Increase access and opportunity</b>			
<p><b>Goal 1.1</b> Raise Minnesota’s participation and achievement rates</p> <ul style="list-style-type: none"> <li>Eliminate the achievement gap</li> </ul>	<p><b>Reaching the Underrepresented</b> - Build on current initiatives at institutions to recruit and retain students from low-income families, students of color, first-generation college-goers and students from immigrant families.</p>	<ul style="list-style-type: none"> <li>Inventory and spending on recruitment and retention programs/services for underrepresented groups (May 2008)</li> <li>Summarize customer service research results with presidents (Sept 2008) and share with campus marketing and diversity staff (fall and spring 2008-2009)</li> <li>Secure Board approval of \$7.4 million for second year of Access, Opportunity and Success allocations</li> <li>Accountability reports on progress to recruitment and retention objectives and allocate FY09 funds.</li> <li>Receive reports on College Access and Opportunity Centers. Allocate second year of funding.</li> </ul>	<p>APT: Improve the Fall 2011 retention rate for Fall 2010 entering students by 4.3%, Achieving the target will mean a 9.3% increase or 2,934 additional retained students by 2011.</p> <p>APT: Improve the Fall 2007 success rate for Fall 2006 entering students of color by 1.0%, Achieving the target will mean a 1.6% increase or 76 additional successful students of color by 2007.</p> <p>ADM: Participation rate</p>
<p><b>Goal 1.2</b> Maintain an affordable cost of attendance for Minnesota residents</p> <ul style="list-style-type: none"> <li>Evaluate alignment of the allocation framework and commitment to statewide access</li> </ul>	<p><b>Tuition Study</b> - Conduct a study of tuition policies that includes an assessment of price of attendance and cost to educate students. The study will inform the FY2010-2011 biennial budget and the FY2010 operating budget</p>	<ul style="list-style-type: none"> <li>Workgroup assistance/input on study (Jan – June 2008)</li> <li>Leadership Council and other input (April-June 2008)</li> <li>Recommendations submitted to Chancellor and Leadership Council (July 2008)</li> <li>Recommendations presented to Board (Sept 2008)</li> <li>Implementation of recommendations (Fall/Winter 2009)</li> </ul>	<p>ADM: Affordability index</p>
<b>Strategic Direction 2 - Promote and measure high-quality learning programs and services</b>			
<p><b>Goal 2.2</b> Produce graduates who have strong, adaptable and flexible skills</p> <ul style="list-style-type: none"> <li>Promote increased participation in STEM fields</li> <li>Expand opportunities for students and teachers to build their STEM competencies</li> </ul>	<p><b>STEM</b> - Increase student engagement in STEM coursework, Provide incentives for STEM faculty and teachers, Improve the infrastructure for STEM programs, and Develop STEM learning opportunities that meets current industry needs</p>	<p><b>Expand K-12 Pipeline in STEM</b></p> <ul style="list-style-type: none"> <li>Expand Project Lead the Way and summer camps</li> <li>Enhance teacher development through new models of recruitment, preparation, and professional development</li> </ul> <p><b>Engage Students in STEM Coursework</b></p> <ul style="list-style-type: none"> <li>Infuse introductory STEM courses with active learning as feeders for higher-level STEM coursework.</li> </ul> <p><b>Connect System Students to Careers</b></p> <ul style="list-style-type: none"> <li>Expand Bioscience Internship/Externship Program</li> </ul> <p><b>Improve Infrastructure for STEM Teaching and learning</b></p> <ul style="list-style-type: none"> <li>Reprise Leveraged Equipment Program</li> </ul>	<p>APT: Increase percentage of students enrolled in one or more college level STEM courses by 2.9%, Achieving the target will mean an additional 6,900 students or a 6.3% increase in students taking STEM courses by 2009.</p> <p>APT: Increase the number of secondary teachers prepared for licensure in math and science by 119 or 115.5% between Fiscal Years 2005 and 2011.</p>

Strategic Plan Goals & Action Plan Activities	FY09 Action Plan Initiatives	Strategies and Timeline	Accountability Dashboard Measures (ADM) & Action Plan Targets (APT)
<i>Strategic Direction 3 - Provide programs and services integral for state and regional economic needs</i>			
<p><b>Goal 3.1</b> Be the state's leader in identifying workforce education and training opportunities and seizing them.</p> <ul style="list-style-type: none"> <li>Expand corporate learning</li> </ul>	<p><b>Workforce of the Future</b> - Support regional prosperity and community success by expanding outreach and enhanced educational services to Minnesota businesses. Strategies will focus exclusively on workforce needs of industry (initially the manufacturing sector).</p>	<p><b>Business Outreach – Presidents and Chancellor Visits</b></p> <ul style="list-style-type: none"> <li>Conduct “CEO to CEO” visits to provide insights into economic and workforce conditions (April – Aug 2008)</li> </ul> <p><b>Business Response System</b></p> <ul style="list-style-type: none"> <li>Develop portal for manufacturing and engineering firms to find employees and access training opportunities</li> <li>Re-design web interfaces to improve customer satisfaction &amp; facilitate customized training. (Sept 2008)</li> </ul> <p><b>Connecting with Business - Public Relations</b></p> <ul style="list-style-type: none"> <li>With outside assistance, develop and implement an integrated marketing and public relations plan targeted to Minnesota employers. (June 2008)</li> <li>Develop catalogue of services for employers to increase education and training service delivery. (Spring 2008)</li> </ul> <p><b>Leveraging Partnerships and Promoting Innovation</b></p> <ul style="list-style-type: none"> <li>Coordinate with external partners such as the Minnesota Chamber of Commerce, DEED, the University of Minnesota; and internal partners including the Centers of Excellence, customized training, and academic specialists. (On-going)</li> </ul>	<p>APT: Increase the number of students (unduplicated headcount) enrolled in customized training courses by 14,892 or 10.5% between Fiscal Years 2005 and 2009.</p> <p>APT: Increase the number of continuing education students (unduplicated credit headcount of students aged 25 to 44) by 4,853 or 7.6% between Fiscal Years 2005 and 2009.</p> <p>ADM: Related employment rate</p> <p>ADM: Licensure pass rate</p>
<i>Strategic Direction 4 - Innovate to meet current and future needs</i>			
<p><b>Goal 4.4</b> Hire and develop leaders who will initiate and support innovation</p> <ul style="list-style-type: none"> <li>Institute more formal mentoring programs for all new presidents, vice presidents, and deans.</li> </ul>	<p><b>Succession Planning -</b> This includes current and future initiatives of the system and individual institutions to address pending retirements, primarily among executive level leadership</p>	<ul style="list-style-type: none"> <li>Chancellor Succession work group meets to develop draft timeline, and other items as appropriate (January/February 2008)</li> <li>Board of Trustees HR Committee meets to review draft documents (March 2008)</li> <li>Board of Trustees HR Committee meets to adopt final documents (April to May 2008)</li> <li>Further define the scope and intent of succession planning for the system</li> <li>Executive Development Task Force to address development opportunities and succession among senior administration (Winter/Spring 2008)</li> <li>Implementation of Executive Development Task Force recommendations (FY09)</li> </ul>	