

Minnesota State Strategic Pillars

FY2026 Chancellor/System Office Workplan



MINNESOTA STATE



November 2025

Minnesota State Strategic Pillars

Ensure Long-Term Student Success

- » **Personalize Student Support and Close Equity Gaps**
Meet students where they are—academically, socially, and financially— and accelerate progress toward *Equity 2030* and beyond. Foster a culture of experimentation to identify and scale proven best practices grounded in data-informed interventions.
- » **Streamline Student Pathways for Efficiency and Relevance**
Implement seamless, flexible academic and career pathways leveraging technology, course mobility, credit transferability, and competency-based education. Align programs with evolving workforce demands to reduce time-to-completion and increase post-graduation success.

Ensure Long-Term Financial Sustainability

- » **Optimize Shared Services and Regional Collaboration**
Expand shared services across campuses and regions, including academic programming, administrative functions, and technology infrastructure. Leverage economies of scale to improve efficiency and reduce duplication.
- » **Future-Proof Financial and Operational Models**
Design resilient financial and operational strategies that ensure long-term sustainability across academic programs, sector health, and physical infrastructure. Modernize facilities through strategic investment and adaptive reuse to support evolving learning environments.
- » **Diversify and Grow Resource Streams**
Strengthen partnerships with private philanthropy, industry, and government to secure funding that supports innovation and resilience. Prioritize investments that advance *Equity 2030* and scale proven practices systemwide.

Ensure Systemwide Effectiveness

- » **Reimagine Governance and Operational Structural Models**
Leverage the power of “systemness” by creating agile, innovation-friendly structures that promote cross-campus collaboration, shared leadership, and rapid decision-making.
- » **Cultivate a Culture of Continuous Improvement**
Embed systemwide accountability and performance metrics. Promote a learning organization mindset that encourages experimentation, feedback, and evidence-based improvement.

Ensure Long-Term Student Success

GOALS	FY2026 STRATEGIES
Personalize Student Support and Close Equity Gaps Meet students where they are—academically, socially, and financially— and accelerate progress toward <i>Equity 2030</i> and beyond. Foster a culture of experimentation to identify and scale proven best practices grounded in data-informed interventions.	• By June 2026, implement the recommendations from MN Office of Higher Education’s course placement report (ASA) • By May 2026, design and launch the Strategy Accelerator initiative to disseminate Equity 2030 best practices through campus partnerships (OEI, ASA)
Streamline Student Pathways for Efficiency and Relevance Implement seamless, flexible academic and career pathways leveraging technology, course mobility, credit transferability, and competency-based education. Align programs with evolving workforce demands to reduce time-to-completion and increase post-graduation success.	• By September 2026, design and implement a common course numbering schema to be functioning for Fall 2027 (ASA) • Throughout FY2026, meet all timeline goals for Workday Student implementation (ASA, IT, HR, FIN, Audit) • By March 2026, complete the initial Student Policy and Process Alignment to support Workday Student implementation (ASA, IT, HR, FIN) • By March 2026, create a readiness plan to ensure colleges and universities programs are eligible for Workforce Pell and in alignment with federal rules and state processes (Workforce, ASA)

Ensure Long-Term Financial Sustainability

GOALS	FY2026 STRATEGIES
Optimize Shared Services and Regional Collaboration Expand shared services across campuses and regions, including academic programming, administrative functions, and technology infrastructure. Leverage economies of scale to improve efficiency and reduce duplication.	By June 2026, identify and begin design and implementation of two additional shared services that support campuses and system office efficiency and addresses redundancy in back-office functions (Cabinet)
Future-Proof Financial and Operational Models Design resilient financial and operational strategies that ensure long-term sustainability across academic programs, sector health, and physical infrastructure. Modernize facilities through strategic investment and adaptive reuse to support evolving learning environments.	- By March 2026, amend Board Policy 5.11 and 5.12 on Tuition and Fees as informed by Leadership Council and Board discussions (FIN, ASA) - By March 2026, and in concert with the Leadership Council, review Allocation Framework and make recommendations to the Board of Trustees (FIN) - Throughout FY2026, prepare for thorough study of Allocation Model to be conducted during FY2027 (FIN) - In April 2026, propose new Capital Guidelines that will inform facilities approach and strategy for planning, assessing, and prioritizing campus projects (FIN)
Diversify and Grow Resource Streams Strengthen partnerships with private philanthropy, industry, and government to secure funding that supports innovation and resilience. Prioritize investments that advance <i>Equity 2030</i> and scale proven practices systemwide.	- By November 2025, establish a Foundation Work Group to review the recommendations in the Foundation Audit Project Advisory Report (MarComm) - By January 2026, implement new foundation ROI/performance metrics (MarComm) - By May 2026, review the recommendations of the feasibility study (MarComm)

Ensure Systemwide Effectiveness

GOALS	FY2026 STRATEGIES
Reimagine Governance and Operational Structural Models Leverage the power of “systemness” by creating agile, innovation-friendly structures that promote cross-campus collaboration, shared leadership, and rapid decision-making.	By January 2026, complete Leadership Action Teams and consider their recommendations to inform system office service inventory (Cabinet)
Cultivate a Culture of Continuous Improvement Embed systemwide accountability and performance metrics. Promote a learning organization mindset that encourages experimentation, feedback, and evidence-based improvement.	- In March 2026, initiate a new Executive Leadership Development program to “grow our own” talent (HR) - By June 2026, conduct and complete CQI process focused on payroll (HR, FIN, ASA) - By June 2026, design CQI process focused on onboarding of new employees (HR, ASA, IT)



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