

Goals and Priorities for 2015-16

Identify top priorities and goals for 2015-16, steps that will be taken to realize those priorities and goals, and outcomes that will be produced. Top priorities should be aligned with the system's Strategic Framework. In addition to the narrative, presidents may wish to include a grid showing their work plan and anticipated outcomes for each initiative.

The table below provides our major strategic goals (SCSU Goal), initiatives and outcomes that St. Cloud State University will engage in during the FY15-16 year. The table contains strategic goals from SCSU's Strategic Action Plan, which are multi-year efforts, initiatives that will be undertaken during the FY15-16 year and the performance outcomes we are tracking to measure performance. The material is organized by the MnSCU Strategic Framework to illustrate how SCSU's efforts support the strategic priorities of the system.

I. Ensure Access to an Extraordinary Education for All Minnesotans

Strategic Framework Initiative	SCSU Goal	Initiative	Outcomes
Improve the quality of teaching, academic programs and educational outcomes	2.1: Build undergraduate and graduate programs that are responsive to changing student, state and workforce needs	Implement new program development process and timeline	<ul style="list-style-type: none"> • NEF Retention: 78% by FY19 • NET Retention: 80% by FY19 • 6-year Graduation rate: 55% by FY19 • Institutional Learning Outcomes achievement (TBD) • Δ DWF Rates in redesigned courses • % of seniors reporting VS/S educational experience: 95% by FY19 • Student Color Enrollment: 16% by 2017 • Completion Rate – SOC: 0.9 for Fall 2011 cohort • Faculty members are available, helpful, sympathetic: 75% by 2019 • Administrative personnel/offices are flexible, considerate, helpful: 60% by 2019 • % of faculty teaching online with Quality Matters training
		Launch/redesign new programs identified through Program and Service Portfolio Management process	
		Embed High Impact Practices in all academic programs	
		Implement professional development strategies for faculty who teach online	
	2.6 Create systems and structures to support faculty in interdisciplinary program development, teaching and research	Fully implement ISELF to foster an interdisciplinary approach to teaching and research, expand opportunities to bring industry projects into the labs and provide students experiential learning opportunities	
Deploy measurable program learning outcomes	1.2 Develop institutional outcomes that align with SCSU's learning commitments and create systems and structures to support student learning and success	Implement Year 3 of the HLC Quality Initiative (Our Husky Compact) and submit Implementation report in April 2016	
		Continue engagement in the Multi-state Collaborative on Student Learning Assessment	
		Expand implementation of Tk20 assessment management software, including for use in collecting and reporting data for SCSU's HLC Quality Initiative (Our Husky Compact)	

Significantly increase retention and timely completion	1.1: Develop systems and structures to support students as they move through their SCSU education	Implement 4-day orientation program	
		Implement 1 st and 2 nd Direct Declare Pilots; create procedures for full university implementation	
		Design interventions for high DFW courses based on results from data analysis conducted in FY15	
Partner with communities traditionally underserved by higher education to improve college readiness, recruitment, and student success; reduce the achievement gap	1.5: Design recruitment and support strategies for underrepresented and at-risk students that support their academic and personal success	Assess efficacy and expand use of Map-Works to target intervention strategies to at-risk students	
Increase collaboration with other colleges and universities around academic planning, the development and delivery of courses and curriculum, improvements in the quality and efficiency of academic programs	1.6: Improve transfer processes and transfer student success	Develop strategic action plan for 2-year college partnerships	
		Implement data sharing and institutional research agreements with SCTCC	
Other steps to improve academic quality	2.3: Develop strategic programmatic identity for colleges and schools	Expand development of strategic program portfolios for each college and school	
		Expand college and school research and scholarship portfolios	
		Create case for internationalization for all academic programs	
	Expand enrollment strategies for all academic programs		
	4.3: Embed internationalization across the curriculum and in every discipline	Continue implementation of the Generation Abroad Initiative	

II. Be the Partner of Choice to Meet Minnesota’s Workforce and Community Needs

Strategic Framework Initiative	SCSU Goal	Initiative	Outcomes
Collaborate with local business and industry to meet regional workforce needs and enable people to more easily update skills and prepare for new careers	2.7: Expand STEM initiatives to strengthen basic and applied science programs and science education	Expand COSE Center for Innovation and Research as part of ISELF	<ul style="list-style-type: none"> • Δ in % of programs with “High Impact Practices” • % of seniors completing practicum, internship, field experience, or clinical: 75% by FY19
		Develop initiative with Granite Equity Partners to create opportunities for research and student experiential	

		learning opportunities	<ul style="list-style-type: none"> • % of seniors completing research with faculty: • % of seniors completing study abroad: 18% by FY19 • % of students completing community service or volunteer: 70% by 2019 • Licensure Exam Pass Rate: 89.9% by CY16 • Certificates and Degrees Awarded: 3545 by FY2017 • 2014-15 MLTE Basic Skills exam pass rate: 90%
		Continue efforts to renovate Eastman Hall as clinical experience site for School of Health and Human Services and campus wellness units	
Partner with other colleges and/or universities to expand customized training and continuing education programs		Reorganize Center for Continuing Studies and develop plan to expand customized and continuing education	
Deepen other external relations (e.g. K-12, community and business partnerships; legislative relations; alumni relations)	3.1: Expand and develop community partnerships to identify and address community priorities that align with SCSU's strengths and capacity		
	3.2 Expand and strengthen preK-16 partnerships to improve student preparedness and teacher education	<p>Launch the Center For Partnership with our six P-12 Partner Districts to lead and support innovation and cutting edge practice in P-16 teacher education professional learning and support</p> <p>Continue implementation of Teacher Preparation Initiative</p> <p>Implement the Confucius Institute</p>	
Other	3.4: Create infrastructure to track and enhance community engagement and outreach		

III. Deliver the Highest Value/Most Affordable Option

Strategic Framework Initiative	SCSU Goal	Initiative	Outcomes
Increase participation in the Campus Service Cooperative			<ul style="list-style-type: none"> • Composite Financial Index: 3.0 • Total grants and contracts: \$8.4 million by 2018 • Customized Training Revenue: \$4.827M by FY17 • Employees of Color: 14.4% by 2017 • % Faculty of Color: 18% by FY18 • Δ in GPTW measures • NEF students: 2000 by 2018 • NET students: 1800 by 2018
Improve management of employee resources (e.g. faculty and staff development that creates an environment conducive to high performance and addresses succession planning; bargaining unit relations; conflict resolution)	4.1: Recruit, develop and retain a high-quality, diverse work force	Implement strategies identified through the Great Place to Work survey and follow up	
Improve processes and outcomes (e.g. continuous improvement, cost reduction)	6.6: Improve operating efficiencies through resource management, process		

or internal controls; response to audit findings)	improvement and system collaboration		<ul style="list-style-type: none"> • % International students: 7% by Fall 2017 • Institutional Support Expenses: 9-10% by 2017 • Space Utilization: 83.2% by FY2018 • Instructional Cost Per FYE Ratio: 1.0 by FY17 • Facilities Condition Index: .07-.13 by FY17
Improve financial stewardship (e.g. effective deployment of resources; long-term financial and enrollment planning; increase efficient use of facilities; emergency preparedness)	6.1: Develop a long-term plan for enrollment growth and financial sustainability	Expand and enhance Enrollment Analytics and Financial Analytics to improve information for financial and enrollment planning and projections	
		Continue implementation of Financial Recovery Plan	
		Complete and begin implementation of the Comprehensive Facilities Plan	
Increase private fundraising	6.4: Diversify resource base and expand private giving to support student achievement and success and university priorities	Develop Comprehensive Fundraising Campaign connected to SCSU Sesquicentennial in 2019	
Other			

IV. Other

Strategic Framework Initiative	SCSU Goal	Initiative	Outcomes
Initiatives (beyond those in 1.5) to improve campus climate and the diversity of the workforce	4.1: Recruit, develop and retain a high-quality, diverse work force	Complete a Campus Climate Study	<ul style="list-style-type: none"> • Performance on campus climate measures (TBD)
Other leadership activities (e.g. leadership of the institution; collaboration with other institutions; leading change and innovation; support and service to the system; responding to crisis; accreditation standards and review)		Prepare for Higher Learning Commission Open Pathways accreditation visit in Nov. 2016	<ul style="list-style-type: none"> • Reaffirmation of HLC accreditation
		Assign employees to support system-wide initiatives (Charting the Future; BI and Analytics Tiger Team)	
		Provide leadership for the PathPro Articulation program with Chinese colleges	
Other strategic planning activities (e.g. assessments; institutional planning processes; technology; human resources; facilities)	5.1: Develop definition and approach to sustainability and guide strategic efforts		
	6.5: Boost internal and external support for SCSU through strategic communications efforts	Conduct a strategy refresh of SCSU's Strategic Action Plan during Summer 2016	
		Develop strategic plan for technology	