

Minnesota State Colleges and Universities 2005-06 Work Plan

Focus Area 1: Revenue

Over the past five years, significant changes in higher education funding have had a significant impact on students, parents, and the colleges and universities comprising the system. These changes have altered the way we educate students in fundamental ways.

To respond to this challenge, we will

- Develop a sustainable financial model that will allow the system to meet the educational needs of the state, maintain quality and accessibility and advance the system's strategic directions.

Tasks and Timeline:

- Update Leadership Council (July 2005)
 - Draft preliminary policy options for review by the Leadership Council and the Board of Trustees (September 2005)
 - Present preliminary recommendations to the Board of Trustees (January 2006)
 - Leadership Council and Board approve recommended changes (March 2006)
 - Incorporate new policies into FY 2008-09 budget request (April 2006)
- Begin to implement strategies to expand support from the legislature, corporations and business, foundations and citizen groups.

Tasks and Timeline:

- The chancellor/staff will meet with Minnesota's top 20 foundations (Fall 2005)
- The chancellor/staff will visit all college and university sites recommended for inclusion in the 2006 legislative bonding cycle (Fall 2005)
- System representatives will participate in the Governor's trade mission to China (November 2005)
- The presidents will strengthen college and university alumni networks; identify alumni to advocate for the system as well as their colleges or universities. (Ongoing)

Focus Area 2: Productivity

Minnesota State Colleges and Universities is committed to continuous enhancement of productivity and performance and understands the value of becoming more efficient and effective.

To advance this commitment, we will

- Examine goals, objectives and strategies to assure better management of expenses and increased productivity. Analysis and implementation plans will include attention to system and national best practices and enhancement of program and employee effectiveness. The examination also will consider the application of technology to improve efficiencies in administrative and academic environments. It is anticipated that this work will be integrated with the Accountability Framework initiative.

Tasks and Timeline:

- Leadership Council names representatives to serve on the Improved Productivity Work Team (begun June 2005)
 - The Improved Productivity Work Team chooses key concepts to assess (July 2005)
 - The Work Team assesses opportunities for improvement (July-September 2005)
 - The first quarterly report of the Work Team will be made to the Chancellor (September 2005)
 - Draft recommendations are shared with key internal and external stakeholders for review and comment (September-October 2005)
 - The report is presented to the Board of Trustees (December 2005)
- Focus further attention on the development of key measures in the System-level Accountability Framework.

Tasks and Timeline:

- Address the human resources focus of the system's strategic directions (September-December 2005)
 - Develop goals for student recruitment, retention and success (May 2006)
 - Develop measures for student satisfaction and engagement (September 2005-May 2006)
- Make significant progress to create a seamless system on the basis of Business Practice Alignment improvements.

Tasks and Timeline :

- Complete policy and procedure revisions on recommendations currently in process (July-December 2005)
 - Colleges/universities will begin to implement the policy/procedural recommendations (February-June 2006)
- Develop further recommendations on remaining variances and initiate policy review where needed (June 2006)
- Create a project plan for needed IT enhancements to implement necessary changes (July 2006)

Focus Area 3: Centers of Excellence

Centers of instructional program distinction are designed to address Minnesota's needs for a trained and educated workforce. Centers of Excellence will focus investment, reduce duplication and strengthen programs and partnerships.

To implement new state legislation, we will

- Initiate a process to identify distinct programs and partnerships among colleges and universities.
- Position the system to attract faculty, respond to business and industry needs, and define and develop exceptional programs.
- Develop a process to select three to eight centers.

Tasks and Timeline:

- Update Leadership Council and Board on study of other states (begun April 2005)
- Consult further with stakeholders and constituents (June-September 2005)
- Refine criteria, expectations and selection of program areas of excellence (Summer 2005)
- Present RFP process to Board of Trustees for review and approval (July 2005)
- Review proposals and make recommendations to the Board (post-July 2005)

Focus Area 4: Strategic Planning

Minnesota State Colleges and Universities continually seeks creative ways to design and deliver a wide variety of educational programs and services. The system must understand and demonstrate its ability to serve the changing needs of the people of Minnesota.

To assure clear strategic direction, we will

- Support the ad hoc work group of the Board of Trustees to review the existing strategic plan; reaffirm/revise the system's vision, mission and purpose statements; and assess the system's and institutions' roles in economic development.

Tasks and Timeline:

- Committee reaffirms or revises the vision, mission, guiding principles and strategic directions (July 2005)
- The Board of Trustees' ad hoc work group on strategic planning will choose vision and mission statements and guiding principles (July 2005)
- Drafts of plan components are reviewed with stakeholders (August 2005)
- Draft vision, mission and guiding principles are reviewed with key internal and external stakeholders (September-October 2005)
- Board of Trustees reviews the strategic plan draft (November 2005)
- Board of Trustees adopts final plan (January 2006)

Focus Area 5: Serving the Underrepresented

As demographics change, Minnesota State Colleges and Universities must affirm its mission and commitment to serve underrepresented populations and maintain educational access for Minnesotans.

To honor the mission, we will

- Implement the Diversity Task Force plan to assure access and maximize opportunities for students in underrepresented populations.
- Create a standing committee on diversity in the Leadership Council.

Tasks and timeline:

- Create a Leadership Council committee on diversity (July 2005)
- Identify best practices for improving faculty/staff diversity (August 2005-August 2006)
- Create a Community Action Council (September 2005)
- Complete student demographic data (December 2005)
- Amend Board policy on assessment for college readiness (January 2006)
- Compare best practices and student success (January-February 2006)
- Develop Affirmation Action goals for employee diversity (May 2006)
- Establish system goals for student success (May 2006)