



MAJOR ONGOING ENTERPRISE INITIATIVES (Part 1 of 2)

Progression of enterprise strategic initiatives	
Goal: Implement enterprise activities and apply lessons learned to future projects	
ACTIVITIES/PRIMARY OWNERS	FY2021 POTENTIAL EFFORTS
<p>Realign the academic affairs unit and corresponding roles and responsibilities, expanding capacity to support campus accreditation and quality improvement efforts <i>Academic & Student Affairs</i></p>	<ul style="list-style-type: none"> Staffing positions were put on hold in FY20 due to COVID. Reevaluate staffing support needed Identify methods to continue to support campus accreditation work
<p>Incentivize campus and system innovation <i>Academic & Student Affairs</i></p>	<ul style="list-style-type: none"> Continue scan and share learnings from innovation undertaken in response to COVID-19: Fall 2020 virtual ASA and E&I conference (October 2020) Identify long-term changes emerging from COVID-19 crisis response innovation in spring Implement innovation framework in ASA (shared with BOT, Nov. 2019)
<p>Continue implementation of HR-TSM and continuously monitor progress <i>Human Resources</i></p>	<ul style="list-style-type: none"> Continue to focus on decreasing error rates and increasing customer satisfaction Ongoing training to increase usage of common business practices
<p>Continue implementation of NextGen and continuously monitor progress <i>Information Technology, Finance</i></p>	<ul style="list-style-type: none"> Update implementation plan once negotiations are finalized and contract is executed
<p>FY2021 Executive Searches: Launch and successfully complete five presidential searches and cabinet positions <i>Human Resources</i></p>	<ul style="list-style-type: none"> FY21 presidential searches: Saint Paul College, Northeast Higher Education District, Minnesota State University, Mankato, Minnesota State College Southeast, Northland Community & Technical College FY21 cabinet searches: Information Technology and Diversity, Equity, and Inclusion Review best practices for hiring with social distancing protocols in place

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MAJOR ONGOING ENTERPRISE INITIATIVES (Part 2 of 2)

Progression of enterprise strategic initiatives	
Goal: Implement enterprise activities and apply lessons learned to future projects	
ACTIVITIES/PRIMARY OWNERS	FY2021 POTENTIAL EFFORTS
<p>FY2022-2023 Biennial Budget Request and Legislative Outreach <i>Finance, Government Relations, Marketing and Communications</i></p>	<ul style="list-style-type: none"> • Develop an engagement timeline to solicit ideas and gather input from campuses, administrators, faculty, staff, and students for the development of the FY2022-2023 biennial budget proposal • Develop plan to meet with key legislative leaders prior to 2021 legislative session to provide financial background and stressors • Continue to find new opportunities to leverage the campus Grassroots Advocacy group
<p>Advancement/Philanthropic Support <i>Marketing and Communications</i></p>	<ul style="list-style-type: none"> • Foundation leader consultation, recommendation and review will be completed by Q2 FY2021. Then, a committee of presidents and foundations leaders' consultation and review of proposed revised metrics will be completed by Q1 FY2022. Implementation of revised metrics will be implemented in phases beginning Q2 FY2022.
<p>NEW Long-term response to COVID and systemic racism</p>	<ul style="list-style-type: none"> • Review and gather lessons learned from response to both pandemics: short-term and long-term implications • Respond to the questions about changes to: <ul style="list-style-type: none"> • The mode of our work • Educating our students • The way we work together • Business model

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It is the **core value** of the Minnesota State Colleges and Universities to provide an opportunity for all Minnesotans to create a better future for themselves, for their families, and for their communities.



The focus of our work

- Enhance Access and Student Success
- Provide Minnesota with the talent it needs
- Anchor for the communities and regions we serve
- Long-term financial and programmatic sustainability

Our Organizing Principle: Equity 2030

Eliminate the educational equity gaps for first-generation students, low-income students, indigenous students and students of color at every Minnesota State college and university.

Three Initial Priorities:

- Support and Expand Student-centered Policies and Programs
- Developing Equity-minded Evidence-based and Data-informed Practices for Monitoring and Assessment
- Leadership and Professional Development to Support Equity

Critical thread: Coordination and Communication of Equity-related work



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Equity 2030: Chancellor/System Office Initiatives

DRAFT FOR DISCUSSION

Support and Expand Student-centered Policies and Programs <i>Primary Equity 2030 Strategic Priority Alignments: Enhanced Access • Student Academic Success • Student Engagement & Support</i> <i>Secondary Equity 2030 Strategic Priority Alignment: Financial Resources & Support</i>	
ACTIVITIES/PRIMARY OWNERS	FY2021 POTENTIAL EFFORTS
<b style="color: green;">Guided Learning Pathways <i>Academic & Student Affairs</i>	<ul style="list-style-type: none"> Review of current campus practices and their alignment with the Guided Learning Pathways framework was deferred in spring – will occur in fall.
<b style="color: green;">Transfer Pathways <i>Academic & Student Affairs</i>	<ul style="list-style-type: none"> Continue academic program review and evaluation of transfer pathways Expand transfer pathways Focus groups were deferred until fall semester due to COVID-19 Not sure of where target setting work currently stands – alignment with the transfer targets may still need to occur in fall.
<b style="color: green;">Graduate Education and Applied Research <i>Academic & Student Affairs</i>	<ul style="list-style-type: none"> Ongoing work to refine and implement graduate education strategies and strengthen link to Equity 2030 work.
<b style="color: green;">Workforce Development <i>Academic and Student Affairs</i>	<ul style="list-style-type: none"> Next steps for the workforce strategy narrative need to be determined C-PLAN expansion focused on faculty development (through the CPL academy) during spring; additional campuses will be added to the network, as capacity expands (ongoing). CWS regions will focus on developing local strategic growth plans for CECT.
<b style="color: green;">Career and Technical Education <i>Academic and Student Affairs</i>	<ul style="list-style-type: none"> Exploration of new models of CTE in light of learnings from COVID-19 and opportunities continue and strengthen focus of Equity in CTE programs. Expansion of targeted CTE programs in collaboration with campuses

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Support and Expand Student-centered Policies and Programs
 Primary Equity 2030 Strategic Priority Alignments: Enhanced Access • Student Academic Success • Student Engagement & Support
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ACTIVITIES/PRIMARY OWNERS	FY2021 POTENTIAL EFFORTS
<p>NEW Review of academic programs with a specific equity and inclusion lens <i>Academic and Student Affairs</i></p>	<ul style="list-style-type: none"> Creation of the Minnesota State Taskforce on Law Enforcement Education Reform; Creation of a Law Enforcement Faculty Community of Practice; Law Enforcement and Criminal Justice programming and Transfer Pathways quality assurance and program review; Review and revision of Goal 7: Human Diversity of the Minnesota Transfer Curriculum (MnTC); Creation of strategic plan to recruit and retain faculty of color.
<p>Equity by Design <i>Equity and Inclusion, Academic & Student Affairs</i></p>	<ul style="list-style-type: none"> OEI continue 5-phase implementation plan (Jan 2020-Jan 2022): Project initiation, Campus Preparation, Campus Systemization, Support, and Full systemization OEI develop additional training content/resources and a data repository Campus teams identify focus areas and begin equity analysis and share recommendation report

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Equity 2030: Chancellor/System Office Initiatives

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Developing Equity-minded Evidence-based and Data-informed Practices for Monitoring and Assessment <i>Primary Equity 2030 Strategic Priority Alignment: Data-guided Decision Making</i> <i>Secondary Equity 2030 Strategic Priority Alignment: Student Academic Success</i>	
ACTIVITIES/PRIMARY OWNERS	FY2021 POTENTIAL EFFORTS
<p><b style="color: green;">Strategic Enrollment Management <i>Academic & Student Affairs</i></p>	<ul style="list-style-type: none"> Enrollment forecasting in progress and will continue. Moving into predictive analytics for student success as next steps Deferred FY20 workshop anticipated to be held in FY21 Continuing to compile and share campus-based enrollment management strategy
<p><b style="color: green;">Equity Scorecard <i>Equity and Inclusion</i></p>	<ul style="list-style-type: none"> OEI continue 5-phase implementation plan (Jan 2020-Jan 2022): Project initiation, Campus Preparation, Campus Systemization, Support, and Full systemization Refinement of metrics and mock scorecard drafted for stakeholder feedback

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Equity 2030: Chancellor/System Office Initiatives

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Leadership and Professional Development to Support Equity <i>Primary Equity 2030 Strategic Priority Alignment: Workforce Diversity & Strategic Talent Management</i> <i>Secondary Equity 2030 Strategic Priority Alignments: Student Academic Success • Student Engagement & Support</i>	
ACTIVITIES/PRIMARY OWNERS	FY2021 POTENTIAL EFFORTS
<p style="color: green; margin: 0;">Campus Climate</p> <p style="color: orange; margin: 0;"><i>Equity and Inclusion</i></p>	<ul style="list-style-type: none"> Continue build out from campus climate pilots align/support HLC accreditation for colleges and universities. Develop the peer-review structure and process to facilitate systemwide campus climate assessment Incorporate campus climate metrics in Equity Scorecard

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