

**St. Cloud State University
FY 2011 Work Plan**

University Goal: To become the best comprehensive state university in the Upper Midwest, recognized by our peers as a leader in our region.

Accessibility that leads to success

Strategic Objective	Initiative	Action Item	Responsibility	Report
Develop on-line and flexible learning programs to meet student needs and market opportunities <i>[Corresponding MnSCU Goal: Increase percentage of system credits provided through online and blended courses to 25% by 2015.]</i>				
		Complete plan to develop strategic vision and implementation plan for SCSU's on-line efforts, with clear links to university's technology plan	Malhotra Burgeson Foss	
		Develop a process to accurately document online and blended courses to accurately compile data on this activity	Burgeson Deans Saffari/Bayerl	
		Achieve online and hybrid courses growth projections of 5%	Burgeson Deans	
Develop an integrated student experience that provides support from application to post-graduation <i>[Corresponding MnSCU Goal: Improve persistence and completion rate for underrepresented students; Increase in number of dislocated workers served over prior fiscal year.]</i>				
		Develop an operational frame for SCSU's emerging academic identity: civic and community engagement, global and cultural competence, sustainability and experiential learning	Malhotra Overland	
		Continue implementation of recruitment and retention initiatives funded through Access, Opportunity, and Success Initiative	Malhotra Overland	
		Create a research-based, data-driven approach to assessing impact of initiatives related to enhancing student persistence and completion to optimize financial investment	Ore Overland Foss	
		Continue implementation of dislocated worker workshops	Overland	
Embrace and foster diversity				

Complete Diversity Plan	Diversity Task Force	
Complete climate survey	Bartges	
Implement Affirmative Action Plan	Bartges	
Instill a commitment to quality student service throughout the university		
Participate in Student's First Initiative (i.e., Graduation Planner)	Tornquist Bayerl	

Character that reflects our region

Strategic Objective	Initiative	Action Item	Responsibility	Report
Institutionalize our commitment to civic and community engagement				
		Complete strategic vision and implementation plan for Community Engagement efforts	Overland	
		Expand service learning opportunities for students	Overland Deans	
		Improve the quality and coordination of internship opportunities for students	Overland Deans	
		Develop approaches to link community engagement to the curriculum	Deans Ore	
		Implement and evaluate Welcome Center operational plan	Burgeson	
		Partner with Central MN Community Foundation, Initiative Foundation, and United Way in identifying priorities for region and articulate an engagement agenda for the university that is aligned with the community agenda	Malhotra Deans Foss	
		Continue engagement with Art Works initiative	DeVriese	
		Continue engagement with Economic Development Task Force to recreate an economic development strategy for central Minnesota	Lawson DeGroote	
Develop and strengthen preK-16 partnerships				
		Implement Teacher Preparation Initiative	Palm	
		Assess and expand partnerships with strategic community and technical college partners	Malhotra Deans Ore Palmer	

	Develop and implement plan to transition ARCC program to SCCTC	Malhotra Ludwig Ore	
Expand Science, Technology, Engineering & Mathematics (STEM) Initiatives <i>[Corresponding MnSCU Goal: Increase the percentage of students enrolled in college level STEM courses by 2011; Increase the number of secondary teachers prepared for licensure in math and science by 2011.]</i>			
	Develop working group to increase participation in STEM teaching and non-teaching degree programs	DeGroot Palm Saffari	
Develop and focus strength on building healthy communities			
	Continue and enhance partnerships related to St. Cloud Community Alliance	Overland	
	Complete work of Task Force on Smoking	Overland	

Education that drives knowledge into action

Strategic Objective	Initiative	Action Item	Responsibility	Timeline
Provide a high quality, integrated learning experience for our students				
		Develop institutional learning outcomes with rigorous assessment programs	Malhotra Ore Overland Foss Melcher	
		Implement assessment plan for Liberal Education Program	Ore Melcher Foss	
		Participate in Red Balloon Project & AAC&U Shared Futures Project	Malhotra Ore Foss	
Create and foster a community of scholars				
		Utilize LEAN process to evaluate and identify discontinuities in the pre- and post-award process.	Gregory	
		Implement BEPress (CS4-10)	Gregory	

Live into our global commitment			
	Complete and begin implementation of plan for SCSU's international strategic plan	Radwan	
	Bring U.S. commercial service and government trade office programs to central Minnesota through Welcome Center	Lawson	

A portfolio of distinctive programs

Strategic Objective	Initiative	Action Item	Responsibility	Report
Create culture and environment for program investment and new program development				
		Implement a New Initiative Development process	Malhotra Foss	
		Complete plan for resource enhancement strategies	Malhotra Ludwig	
		Develop a process and tool for allocating and tracking budgets within Academic Affairs	Malhotra	
Expand graduate education opportunities that fit student and market demand				
		Create plan for future graduate programs with timelines for development and approval	Malhotra Gregory	
		Develop strategies to expand graduate enrollment	Gregory Saffari	
Build interdisciplinary programs and collaborations with clear research and service connection				
		Develop concept of Institutes and Centers as sites for interdisciplinary growth, specifically those related to the four pillars of SCSU's emerging academic identity	Malhotra Ore Foss	
		Build institutional understanding of and capacity for interdisciplinary work and programs	Malhotra Subrahmanyam Deans	
Develop sustainability programs <i>[Corresponding MnSCU goal: Energy Conservation: Efforts to advance campus sustainability and preliminary benchmarking of energy consumption.]</i>				
		Develop implementation strategies from Sustainability curriculum task force	Malhotra DeGroote	
		Implement MnSCU initiatives related to sustainability and energy conservation	Ludwig	

Develop strategic plan for SCSU Athletics		
	Complete reorganization and budget balancing strategies for athletics	Ludwig Kurtz
	Create multi-year plan for sustainable budgets in athletics and expand focus beyond varsity sports	Ludwig Kurtz Seibring

Institutional capacity for excellence and innovation

Strategic Objective	Initiative	Action Item	Responsibility	Timeline
Recruit, develop and retain a high-quality workforce				
		Implement a comprehensive staff development plan	Chambers	
		Strengthen student employment experience and opportunities	Overland	
		Develop comprehensive faculty orientation and development program	Subrahmanyam Gregory Palmer	
Develop planning, assessment and evaluation, and data infrastructures to support continuous improvement <i>[Corresponding MnSCU Goal: Organizational Change - Resource Management: Increase efforts to address fiscal conditions including shared services and other collaborations, internal efficiency strategies, and other innovative solutions; Organizational Change - Continuous Improvement: Improvement to programs, services, and learning outcomes (e.g. advancement of Students First initiative.)]</i>				
		Participate in President's Alliance for Student Learning & Accountability project	Foss	
		Investigate implementation of Digital Measures or similar technology to track scholarship and community service data	Foss	
		Expand institutional capacity to conduct process improvement events (Lean)	Foss	
		Review and update Program Review process	Foss	
		Complete reorganization process, including academic reorganization and ASAOPSA	Malhotra Ludwig Foss	

	Develop institutional research plan to ensure institutional measures and outcomes data are regularly and accurately tracked and reported	Foss	
Implement vision of the comprehensive technology plan		Malhotra	
	Reduce campus risk with respect to PCI and HIPAA	Tornquist	
	Begin Phase I of a records retention project and a digital assets project	Tornquist	
	Advance the student portal initiative	Tornquist Overland Saffari	
Create the space we need to house current and future programs			
	Complete planning for the National Hockey and Event Center expansion	Ludwig	
	Complete planning for ISELF	Ludwig DeGroote	
	Examine and reconcile results of reorganization with the recently completed comprehensive facilities plan	Malhotra Ludwig Overland Wruck	
	Begin Residence Hall renovation	Overland	
Develop ability to project enrollment and student demand and model staffing levels			
	Complete enrollment projection model	Saffari Gregory Foss	
	Develop mechanism for building and tracking workloads, including the integration of face-to-face and online and graduate assignments	Deans Palmer Foss	
Develop unit-based priorities for private support leading to a comprehensive fundraising campaign		Wruck	
Strengthen our approach to alumni relations			
	Develop a program to increase sustainable alumni engagement in the University and provide meaningful opportunities for alumni and constituent volunteerism and involvement and create a volunteer structure and staffing model to achieve these outcomes.	Wruck	

	Expand efforts related to an International Alumni program	Wruck	
Enhance the reputation of our University through strategic branding and positioning efforts			
	Create Community Impact Statement	Boone Foss	
	Update SCSU mission and vision statements to align with emerging SCSU identity and strategic priorities	Malhotra Foss Boone	
	Reframe approach to SCSU branding as result of reorganization	Boone	