St. Cloud State University
FY 2012 Work Plan

Strategic Theme 1: Integrated student experience

Strategic Objective	Initiative	Action Item	Point person	
1.1		**Develop systems and structures to support students as they transition through their SCSU education**		
	1.1a	**Implement the University College to provide and coordinate support structures for our undergraduate students to promote academic excellence and enhance student success***	Martinez-Saenz	
	1.1b	Develop a vision for Learning Resources at SCSU	Zietlow	
	1.1c	Complete a comprehensive redesign of student advising	Martinez-Saenz	
	1.1d	Complete an evaluation and redesign of how we orientate new students (undergraduate and graduate) and their families to SCSU	Martinez-Saenz /Overland	
	1.1e	Develop an integrated approach to tutoring	Martinez-Saenz	
	1.1f	Create and fill Student Relations Coordinator positions in colleges and schools	Godding	
	1.1g	Review and evaluate the process related to student complaints, academic appeals, academic dishonesty and grade appeals	Godding	
	1.1h	Implement student alert system technology (i.e. MapWorks)	Martinez-Saenz	
1.2		**Develop institutional outcomes that align with SCSU's learning commitments and create systems and structures to support student learning and success**		
	1.2a	Participate in AAC&U Shared Futures Project/Red Balloon Project	Malhotra	
	1.2b	**Design Quality Initiative for SCSU that fulfills expectation of the Higher Learning Commission's new Pathways accreditation process that will begin in FY13***	Foss	
	1.2c	Implement assessment plan for Liberal Education Program	Foss	
	1.2d	Identify and implement assessment support technology (ILAT or similar technology)	Foss	

1.3	**Develop meaningful links between student curricular and co-curricular experiences**			
	1.3a	Expand service learning opportunities for students	Overland	
	1.3b	Implement Common Reading program	Martinez-Saenz	
1.4	**Develop institutes and centers to support programmatic innovation, research and outreach that aligns with our strategic priorities and learning commitments**			
	1.4a	Develop policy for identifying, developing and funding institutes and centers	Palmer	

Strategic Theme 2: Rigorous and relevant programs and applied learning opportunities

Strategic Objective	Initiative	Action Item	Point Person	
2.1	**Build undergraduate and graduate programs that are responsive to changing student, state and workforce needs**			
	2.1a	Create strategic plan for graduate studies	Gregory	
	2.1b	Develop strategies to expand undergraduate and graduate enrollment in current programs	Malhotra/ Gregory	
	2.1c	Implement Curriculum and Catalog Navigator to improve effectiveness and efficiency of curriculum approval process	Foss	
	2.1d	Review and implement programmatic changes identified through Strategic Program Appraisal	Malhotra	
	2.1e	Implement Strategic National Arts Alumni Project (SNAAP) survey	Springer	
2.2	**Develop on-line programs and courses that serve the needs of our students and the market**			
	2.2a	Complete plan to develop strategic vision and implementation plan for SCSU's on-line efforts, with clear links to university's technology and enrollment plans	Burgeson	
	2.2b	Develop process to accurately document online and blended courses to accurately compile data on activity	Burgeson	
2.3	**Develop strategic programmatic identity for our reorganized colleges and schools***			
	2.3a	Complete mission, vision and strategic plans for new colleges and schools	Malhotra	

Strategic Objective	Initiative	Action Item	Point Person	
	2.3b	Create Task Force on Student Media	Springer	
2.4	**Develop systems and structures to support basic and applied research, scholarship and creative expression for faculty and students**			
	2.4a	Create intellectual property structure and policy to support technology transfer	Siminoe	
	2.4b	Identify single responsibility for copyright management and create copyright policies and procedures	Siminoe	
	2.4c	Implement and expand Institutional Repository	Gregory	
	2.4d	Create a Center for Research and Statistical Consulting	Gregory	
2.5	**Expand applied learning opportunities for students**			
	2.5a	Improve quality and coordination of internship, research, service learning and other experiential learning opportunities for students	Malhotra/ Overland	
	2.5b	Create and fill Experiential Learning & Outreach Coordinator positions in colleges and schools	Godding	

Strategic Theme 3: Engaged and involved campus community

Strategic Objective	Initiative	Action Item	Point Person	
3.1	**Expand and develop community partnerships to identify and address community priorities that align with SCSU's strengths and capacity**			
	3.1a	Continue and enhance partnerships related to St. Cloud Community Alliance	Overland	
	3.1b	Continue engagement with ArtWorks Initiative (Around theCloud.org)	Springer	
	3.1c	Continue engagement with Greater St. Cloud Development Corporation to implement an economic development strategy for central Minnesota	Potter	
	3.1d	Continue engagement with Central MN Community Foundation and Initiative Foundation in addressing St. Cloud regional priorities	Potter	

3.2		Expand Science, Technology, Engineering & Mathematics (STEM) initiatives that strengthen basic and applied science programs and science education		
	3.2a	Create a Center for STEM Education	DeGroote	
	3.2b	Expand Science Express, science outreach and mobile lab program and resources	DeGroote	
3.3		Identify and strengthen pre-K-16 partnerships to improve student preparedness and teacher education		
	3.3a	Assess and expand partnerships with strategic community and technical college partners	Godding	
	3.3b	Implement Teacher Preparation Initiative	Alawiye	
3.4		Implement approved recommendations from Community Engagement plan		

Strategic Theme 4: Vibrant, inclusive and diverse campus community

Strategic Objective	Initiative	Action Item	Point Person	
4.1		Expand and institutionalize our international activities and partnerships to provide global learning opportunities for students, faculty and staff and support our international focus		
	4.1a	Begin implementation of international strategic vision and plan	Radwan	
4.2		Design recruitment and support strategies for underrepresented students that support their academic and personal success		
	4.2a	Implement approved recommendations from Task Force on Student of Color Success		
	4.2b	Implement approved recommendations from Diversity Task Force		
4.3		Recruit, develop and retain a high-quality, diverse work force		
	4.3a	Implement approved recommendations from Diversity Task Force		

	4.3b	Complete search for Director of Human Resources	Ludwig	
	4.3c	Redesign role and approach to human resources and training	HR Director	
	4.3d	Develop faculty orientation, development and recognition program	Palmer	
	4.3e	Complete climate survey	Bartges	
	4.3f	Implement Affirmative Action plan	Bartges	
	4.3g	Evaluate and refine student employment process	Overland/ Ludwig	
	4.3h	Implement NeoGov hiring process technology	Ludwig	

Strategic Theme 5: Sustainable programs and operations

Strategic Objective	Initiative	Action Item	Point Person	
5.1		Develop programs and services with a focus on sustainability		
	5.1a	Develop implementation strategies from Sustainability curriculum task force	Malhotra	
	5.1b	Create campus workgroup on wellness	Overland	
5.2		Operate campus with a focus on sustainability		

Strategic Theme 6: Institutional capacity for excellence and innovation

Strategic Objective	Initiative	Action Item	Point Person	
6.1		Design mechanisms for improved strategic resource allocation, management and accountability		
	6.1a	Review and evaluate athletic events management	Overland	

	6.1b	Implement University policy process and website	Siminoe	
6.2	**Develop programs and activities that expand and diversify our enrollment and resource base**			
	6.2a	Create an annual enrollment management plan that is widely shared and understood on campus	Malhotra	
	6.2b	Complete plan for resource enhancement strategies	Ludwig/Wruck	
	6.2c	Develop enrollment analytics and reporting capacity	Foss	
6.3	**Expand planning, assessment, evaluation, and data infrastructures to support decision-making and continuous improvement**			
	6.3a	Develop governance structure for data definition, management, collection, storage and reporting	Foss	
	6.3b	Create mechanism to document and store evidence for HLC Pathways process	Foss	
	6.3c	Implement dynamic unit, department and program profiles for annual planning and continuous improvement	Foss	
	6.3d	Redesign Program Review process	Foss	
	6.3e	Create and fill Administrative Director positions in colleges and schools	Godding	
6.4	**Leverage technology to enhance student access, learning and service and organizational efficiency and effectiveness**			
	6.4a	**Implement technology merger and reorganization***	Malhotra/ Ludwig	
	6.4b	Finalize and implement the Technology Vision and Plan	CIO	
	6.4c	Create and implement a student portal, including a virtual one stop for students	CIO	
	6.4d	Complete search for Chief Information Officer	Potter	
	6.4e	Create an employee intranet and electronic workflow	CIO	
	6.4f	Actively participate in Student's First Initiative	CIO	

6.5	Create facilities and spaces designed to house critical current and future programs			
	6.5a	Complete planning for National Hockey and Event Center expansion	Ludwig	
	6.5b	Initiate construction of Integrated Science & Engineering Laboratory Facility (ISELF)	Ludwig	
	6.5c	Continue with Residence Hall renovation	Overland/ Ludwig	
	6.5d	Examine and reconcile results of reorganization with current comprehensive facilities plan	Ludwig	
6.6	Expand private resources to support student achievement and success and university priorities			
	6.6a	Create development plan for science strategy and ISELF	Wruck	
6.7	Boost external support for the university through strategic communications efforts			
	6.7a	Create Community Impact Statement	Boone	
	6.7b	Develop program to increase sustainable alumni engagement and provide meaningful opportunities for alumni and constituent volunteerism	Wruck	
	6.7c	Expand efforts related to International Alumni relations	Wruck	
	6.7d	**Successfully design and implement a new branding strategy that effectively communicates the new mission and strategic focus of SCSU***	Boone	
	6.7e	Implement Celebrate St. Cloud State initiative	Overland/ Wruck	

*Note: Items that are bold with asterisk (*) are the five goals included in the Presidential Evaluation document for FY12.