

Planning Council Strategic Plan Priorities for FY20 Mapped to New Strategic Plan

Learning 1: Assess, and improve where needed, student learning of critical knowledge and skills.

Based on our reading of the NWCCU accreditation report, Planning Council members expressed a desire to bring this objective forward again. Assessment of learning outcomes is uneven across the university but critical to our students' and the public's trust. In addition to assessment of learning outcomes in Core and major education, the Council endorses a campus-wide assessment culture.

Map to Goal 1.3: Implement evidence-based high quality, high impact teaching and learning practices for every student

Goal 1.3 focuses the University on providing opportunities for and demonstrating successful participation in evidence-based teaching practices (pedagogic assessment), Core and career competency achievement (assessment of learning outcomes), and reflective curricular, co-curricular and dynamic learning experiences (assessment outside the classroom and academic programs). The Council further emphasizes the need to continue operational efforts to assess academic and other programs.

Discovery 2: Enhance infrastructure in support of research, discovery and creative activities.

As Planning Council discussed opportunities for additional research and creative success, the organization's structure and infrastructure warranted attention. In particular, the Council is focused on increased interdisciplinary collaborations (Integration 2), which may require the institution to think creatively about assignment of credit, cost, and support.

Map to Goal 2.2: Expand interdisciplinary scholarship and Goal 2.4: Elevate expectations for scholarship

The emphasis in Council discussions on barriers to interdisciplinary scholarship is reflected in Goal 2.2, highlighting progress in training and center grants, core facilities, and collaboration across departments, while additional underpinnings for scholarship appear in Goal 2.4, with departmental goal setting, grant and contract expenditures, and growth in externally funded research faculty, staff, and graduate students.

Discovery 3: Expand the scale, breadth and quality of doctoral education.

As in years past, Planning Council elevates doctoral education as an important objective for the university to pursue. While Montana State has made progress on doctoral enrollments, new programs, and awarding of degrees, there remains a need to keep our eyes on this prize as an institution, aligning progress here with related efforts in Learning (2), Discovery (3), and Integration (1).

Map to Goal 1.2: Expand high-quality graduate education

Goal 1.2 is an extension of the last strategic plan's objective to increase and improve graduate education, with refined metrics that focus the University on balance across graduate disciplines, raising and matching support for assistantships, degree targets, and assessment of graduate programs relative to students' changing career paths.

Stewardship 1: Human Resources. Attract, develop and retain the best faculty and staff to achieve our MSU mission.

Council members continue to see our faculty and staff as integral to all goals and objectives of the Strategic Plan, so we have recommended this objective as a priority four years in a row. Although progress has been made on faculty salaries and hiring, faculty and staff place continued emphasis on diversity, recruitment, workload, compensation, and retention. As in years past, Council members express a strong commitment to diversity as an underpinning of the “best faculty and staff” and note that a diverse faculty and staff will also underpin progress on a more diverse student body (Access 2).

Map to Goal 3.3: Foster a culture of collaboration, continuous improvement, and individual growth

Goal 3.3 draws the University’s attention to campus culture and climate, including implementation of the Diversity and Inclusion Framework, regular climate evaluation, wages, and personal and professional development for employees, who are the key to successful implementation of both the strategic and the operational goals of the institution.