

<b>Stewardship Goal:</b> As stewards of our land grant institution, we will responsibly manage our human, physical, economic and environmental resources in an open and sustainable manner.	<b>MSU Target</b>	<b>Unit Strategy</b>	<b>Unit Objective (optional)</b>	<b>Unit Metric</b>	<b>Accomplishments/Successes</b>	<b>Person Responsible for Success</b>	<b>\$</b>
<b>Objective S.1: Human Resources . Attract, develop and retain the best faculty and staff to achieve our MSU mission.</b>							
Metric S.1.1: By 2019, increase the average MSU staff salary to the representative peer market average.	100%	Create list of peer institutions for benchmark data.	Create list of peer institutions for benchmark data.			Fastnow	
Metric S.1.2: By 2019, increase the average MSU faculty and administrative salary to 80% of the representative peer market average.	80%	Create list of peer institutions for benchmark data.	Create list of peer institutions for benchmark data.			Fastnow	
Metric S.1.3: By 2019, faculty and staff participation in professional development opportunities will increase 20%.	Increase 20% (baseline not determined)	Fund Center for Faculty Excellence at 0.5% of faculty salaries.		Fund Center for Faculty Excellence at 0.5% of faculty salaries.		Provost	
		Double the number of faculty who are supported for professional development and leadership opportunities.		Double the number of faculty who are supported for professional development and leadership opportunities.		Provost/HR	

<b>Objective S.2: Physical Resources . Enhance aesthetic appeal and functional quality of our MSU physical resources to support high quality learning, research and work environments.</b>							
Metric S.2.1: By 2019, all university classrooms and scheduled learning spaces will utilize current educational technologies and environments to meet the needs of a variety of educational experiences, to enhance student learning outcomes.	tier 3 or higher-10 percent; tier 2-70 percent; tier 1-10 percent; and tier 0-10 percent.	Use OTO funds to augment classrooms upgrades, including furniture.				Provost	
Metric S.2.2: By 2019, MSU will increase accessibility to campus facilities, in accordance with the Campus ADA Transition.	Increased per ADA plan						
Metric S.2.3: By 2015, MSU will develop and implement a comprehensive master plan.	Plan developed	Participate in University process to ensure appropriate instructional space is allocated.				Provost	

<b>Objective S.3: Economic Resources . Increase and effectively allocate resources in support of the MSU Strategic Plan.</b>							
Metric S.3.1: By 2019, budgeting processes will reflect alignment with the MSU strategic plan.	Aligned budgets at all levels	Realign budgets with strategic plan (operations, track hires against enrollment).	Implement a process for faculty position planning by 2015. Acquire better data for tracking strategic budget alignment.			Provost	
		Review faculty activity/productivity reporting for strategic plan alignment.	Purchase a faculty productivity database for data comparison to inform the strategic alignment of research metrics.			Singel	
Metric S.3.2: Efficiency and effectiveness of mission support processes will show improvement by 2019.	Baseline and measures to coincide with Open MSU	Automate grade entry from D2L to Banner.				Registrar	
		Develop centralized funding for group licensing of expensive software packages/licenses.				CIO	
Metric S.3.3: By 2019, fiscal resources will increase in support of the MSU Strategic Plan.	Explicit targets not established	Achieve goal of 50% of instructional expenditures to AA.				Provost	

**Objective S.4: Environmental Resources . Promote sustainable stewardship and a culture of resource conservation at MSU.**

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Metric S.4.1: MSU will achieve a 20% reduction in Greenhouse Gas Emissions (GHG) from 2009 levels by 2025.	<i>From 77375 MT CO2e to 61900 MT CO2e</i>						
Metric S.4.2: MSU will achieve a 25% increase in waste diverted from landfill from 2010 levels by 2020, in addition to implementing a campus wide source reduction and responsible purchasing policies.	<i>From 1866 tons to 1400 tons delivered to landfill</i>						