

**MINNESOTA STATE COLLEGES AND UNIVERSITIES**  
**BOARD OF TRUSTEES STUDY SESSION**  
**JUNE 18, 2014**  
**MCCORMICK ROOM**  
**30 7TH STREET EAST**  
**ST. PAUL, MN**

**Present:** Chair Clarence Hightower and Trustees Margaret Anderson Kelliher, Duane Benson, Alexander Cirillo, Cheryl Dickson, Dawn Erlandson, Philip Krinkie, Alfredo Oliveira, David Paskach, Maria Peluso, Thomas Renier, Elise Ristau, and Chancellor Steven Rosenstone

**Absent:** Trustees Ann Anaya, Louise Sundin, and Michael Vekich

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**Update on Implementation of Charting the Future for a Prosperous Minnesota**

**Convene**

Chair Clarence Hightower convened the study session at 12:30 pm, and invited Chancellor Steven Rosenstone to introduce the update on the implementation of *Charting the Future for a Prosperous Minnesota*.

**Background and Introduction**

Chancellor Rosenstone commented that at the January Board of Trustees meeting he shared a plan for implementing the recommendations in *Charting the Future for a Prosperous Minnesota*. The board had approved the report in November 2013. The implementation plan has been refined and improved because of trustees' suggestions at the January meeting. The board also indicated that it wanted engagement and oversight of the implementation to occur during board study sessions so that the full board could monitor progress and offer counsel. Chancellor Rosenstone reported that following the January board meeting, implementation began and it is very much on track.

During the study session, trustees will hear about the eight implementation teams that will turn the *Charting the Future* recommendations into actions. These are campus-led efforts with 86 percent of the participants coming from our colleges and universities. Members from every bargaining unit and student association plus additional subject matter specialists serve on each team. Each team has a detailed charter, a suggested workplan, timeline, background reading, and an initial strategy map. A steering committee is responsible for monitoring progress, ensuring coordination across the teams, and sustaining momentum. The first meeting of the steering committee was last week. There is also an organizational capacity team to assist the implementation teams and steering committee.

Chancellor Rosenstone reflected on why we are doing this. He recalled that at the September 2011 Board retreat, he and the board first discussed the idea of a new strategic framework for which



convened and get the work done. Those who wanted to be part of this endeavor will have many more opportunities to engage in the effort over the months ahead. The other point is that *Charting the Future* ideas are beginning to bubble up all over the system. Seven hundred unique visitors have visited *Charting the Future's* website since April and 60 very thoughtful suggestions have been submitted to MyIdeas@so.mnscu.edu and been passed on to the implementation teams.

Chancellor Rosenstone commented that over the past month he has met individually with each president and he has learned that every campus has new initiatives to form deeper collaborations with other colleges and universities to maximize the collective strengths of our faculty and staff. New ideas are popping up about advising, information technology, curriculum development, customized training, sharing in the use of facilities, and many other areas. The to-do list for the Campus Service Cooperative grows almost daily. At the Steering Committee meeting last week, another idea surfaced from Earl Potter, president of St. Cloud State University. He is creating a *Charting the Future* implementation team on his campus involving all stakeholders so they can start receiving the ideas coming from the work of the implementation teams. There is a high degree of engagement, sense of ownership, and an understanding that it is not the system office but students, faculty, and staff from our colleges and universities that will chart our future.

### **Update on Implementation**

Chancellor Rosenstone reintroduced Jaime Simonsen, system director, who is helping to lead the implementation effort. Ms. Simonsen managed the 55 employer listening sessions held across the state in the spring and summer of 2012. She also worked with the Itasca Group to launch 20 pilot studies that are in the field right now and coming out of the field at the end of the month – studies designed to better align our academic centers with workforce needs. Before joining the system office, Ms. Simonsen worked at North Hennepin Community College in a variety of roles including enhancing services to meet the needs of adult learners.

Ms. Simonsen's presentation focused on the progress that has been made on *Charting the Future* and what the next few months would entail. She was joined by Sue Collins, president of the Northeast Higher Education District, who is convening one of the implementation teams. Ms. Simonsen referred to a PowerPoint presentation throughout her comments. The presentation can be viewed at: <http://www.mnscu.edu/board/materials/2014/june18/bot-study-charting-presentation.pdf>.

Ms. Simonsen reported that of the eight implementation teams, four teams launched in the spring have already met once and some have met twice. They are:

- Student Success
- Diversity
- Comprehensive Workplace Solutions
- System Incentives and Rewards

In the fall, the remaining four teams will be launched.

- Academic Planning and Collaboration
- Competency Certification and Credit for Prior Learning
- Educational Technology
- Information Technology Systems



*Update on Implementation of*

*Board of Trustees Study Session*

student success. She is most excited about two things concerning being on the team: first, the team agreed that student success is at the core of all of the work our institutions are doing and our work is very important; second, the teams are very diverse which brings different perspectives to the work we are doing. The biggest opportunity for this team is that we have an opportunity to increase the success of all students across the system.

Rick Straka, vice president of finance and administration, Minnesota State University, Mankato, is a member of the System Incentives and Rewards implementation team. He said that he is excited to view the present systems and future opportunities from multiple viewpoints. The team's discussions have been very open and consensus-based. He is also excited for the opportunity to review and perhaps reset both the financial and non-financial incentives and rewards that we have in our system today, and to look forward and identify how we may incentivize and reward collaboration that enhances our system's Strategic Framework and institutional missions and focuses on student success. He added that he is looking forward to hearing what is working nationally that fits our Strategic Framework and our systems, and what leads to helping students achieve their dreams.

Mary Sam, director, Diversity, Equity, and Tribal Relations, Central Lakes College, is a member of the Diversity implementation team. She thanked the board for the opportunity to use her skills as an administrator and collaborator on the team. She noted that the team's motto is "Imagine an educational system where no barriers exist for our students and employees and communities." The team needs to create strategies to support systemic change where diversity work becomes practice and where every employee in the system says we are doing this because it is the right thing to do and not because we have to do it. The team is going to draft and create strategies that align with K-12, business, and industry because these connections have to be at the table to inform our work to impact the achievement gap. We will create strategies that complement and support the MnSCU Diversity and Equity Plan, the American Indian Strategic Plan, and the Affirmative Action Plan

President Collins and the inclusion of student involvement. The focus is on students, and everyone on the team wants to help place students in their chosen careers. The committee is listening and bringing in outside sources, including hearing from students in the liberal arts, trades, businesses, and everything that the system offers. Mr. Hatle also said that he is excited for his alternate, Mary Bennett, to be involved, since she has experience in both the two-year college and four-year university. He looks forward to the team's work over the next several months.

Shahzad Ahmad, director, Multicultural Student Services, St. Cloud State University, represents the  
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**Board Discussion**

Chair Hightower invited trustees to make comments or ask questions. Trustee David Paskach commented that he has been on the board for twelve years and that this is one of the best introductions to an initiative that he has seen since he has been a trustee. He has always wished that the change that the system needs to make would be done in an intentional and organized way, and he is extremely encouraged by this change effort – which almost makes him want to reapply for another term on the board. He hopes that the teams will feel as empowered six months from now as they feel and expressed today.

Trustee Cheryl Dickson thanked Ms. Simonsen and the presenters for their work. Trustee Alfredo Oliveira wished the students well and urged them to continue to voice their opinions. Trustee Alex Cirillo urged the team members to remember that they were not there as individuals but as part of a network, and he urged them to bring their network to the teams because that network will be important when we get to the execution phase. Trustee Duane Benson also thanked everyone for their comments and he encouraged them to make sure that the process was well-documented, because the information could be valuable for future change efforts.

Chancellor Rosenstone thanked Jaime Simonsen for her leadership and the 144 people across the state for serving on the implementation teams. He added that he looked forward to working with board leadership for a deeper understanding of ways the board might want to engage and provide counsel. He also invited the board to share with him their reflections on this study session.

**Adjournment**

Chair Hightower adjourned the study session at 1:25 p.m.

Ingeborg Chapin  
Secretary to the Board