Guiding Principles for Strategic Decision-Making, Budget Reduction and Investment

We must develop a sustainable competitive advantage for Bemidji State University. STRATEGIC INVESTMENT is critical to BSU’s future. We must consider what long-term, strategic impact our decisions or actions will have on the university. What specific goals does this (initiative, program, expenditure, assignment) address in the university’s Strategic Plan?

1. Supporting and enhancing student success and services to students must be our top priority. We value STUDENTS AND STUDENT SUCCESS.

Will this decision or action directly benefit or harm students and student learning? If yes, how?

2. Improving and protecting the core activities of teaching and learning should also be a high priority. We value EXCELLENCE IN TEACHING AND LEARNING.

How essential is this (initiative, program, expenditure, assignment) to academic excellence? What impact will this decision have on the university’s core activities, i.e., instruction and student learning?

3. To the greatest extent possible, we will utilize data to inform decision-making. We value EVIDENCE-BASED DECISION-MAKING.

Is this decision supported by evidence? Are there verifiable data to support this conclusion?

4. We will continue to meet the goals of our strategic plan and diversity plan and thereby ensure equity-based decision-making as we seek to improve our campus climate for diverse populations of students, faculty and staff. We value DIVERSITY.

Does this decision take into consideration its impact on diversity, equity and inclusion?

5. We need to improve operational efficiency and effectiveness by sharing resources. We value INNOVATION and COLLABORATION across departments and programs within the university.

Does this initiative promote collaboration and resource-sharing? Does this program benefit one program or multiple programs or departments within the university?