

Priority	Goal	Activity	Activity Text	Primary Responsibility	Other Responsibility	Explanation	April 2019 Progress - List	Percent Complete	RED, Green, Yellow	FY 19 Remaining Budget	FY20 Budget Needs
1	1	a	Engage faculty and administrators in establishing a structure for evaluating the incorporation of place themes and values into existing and proposed programs	Randy Westhoff		May be minimal costs, like refreshments for a few meetings.	Assessment Committee wrote a survey that has been distributed to department chairs to gather base line data on the level of integration of place themes and the SFV's in the curriculum. They are due in April.	25%	Green		
1	2	a	Apply and optimize use of theme- and value-based branding strategies through continual testing, measurement, analysis, and refinement of messages and marketing tactics.	Andy Bartlett		Comprehensive Brand Assessment (FY19); brand-orientated advertising campaign, primarily in digital media.	Brand survey is being delayed until fall semester. The survey project was delayed from Fall 2018 to Spring 2019 in part because of MARS' relocation from the Mayflower Building to Memorial Hall. Draft of MARS survey was completed and delivered late in spring semester 2019 and it needed some final tweaks before it can be distributed to allow for better respondent input. This project is 6-8 months behind schedule in all phases.	25%	Yellow		TBA pending RFP responses — marketing partner to develop branding campaign following results of MARS study
1	2	b	Beginning Fall 2018, use annual research to establish a baseline for and measure change in whether and how identification with place is influential in student and employee decisions to become and remain members of the university community.	Michelle Frenzel (students)	Megan Zothman (employees)		Students - information gathered from TRiO during Fall 2018 and Spring 2019 for 'Why did you choose BSU?' Analysis to happen June 2019 All new hires in FY19 to be surveyed May 2019. Results analyzed in Summer 2019.	30% Students/20% employees	Yellow	NA	NA

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1	3	a	Review current place- and value-related activities within academics, student life, and athletics. Identify ways to expand, leverage, and/or connect them to maximize student learning and growth	Jesse Grant			Committee met and generated list of place valued activities and made suggestions of where to have them and be hosted. Examining placing activities with Orientation, residence life (as a programmatic theme) and the AIRC Native Nations Night with athletics for Fall 2019. Learning objectives need to be developed for assessment of these events in Summer 2019.	25%	Yellow	NA	
2	2	a	Develop and implement an American Indian student recruitment plan	Bill Blackwell	Michelle Frenzel	Outreach/Recruiter salary and benefits, plus programming and travel expenses	Recruitment Plan developed and presented to Indigenous Advisory Council and Cabinet. Position description being written by Bill for review at Cabinet on the 19th and CEC review on the 24th. On track for a July start date.	85%	Green	NA	\$71,750 - Salary and Benefits (Range B ASF); \$5,000 travel; \$4000 Memberships
2	2	b	Develop and implement an American Indian student retention plan	Bill Blackwell	Jesse Grant		Plan was presented to presidents cabinet in fall 2018. Systemized communications and interventions were developed in Spring 2019. Communication to at risk students who did not do well in fall 2019 went out in Spring 2019. In Summer 2019 analytics of programs will be assessed and improvement made.	65%	Yellow		

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3	1	a	Work with student union, athletics, and academics to devise and implement a consistent method of tracking student participation	Jesse Grant	Tracy Dill		<p>Jesse: Program has been implemented. The contract has been graded through Campus Labs to scan cards and upload data in Spring 2019. Worked with IT to analyze student attendance data at events in Spring 2019. The program is ready for broader implementation with the music department for Fall 2019.</p> <p>Tracy: Met with Nina Johnson and Josey Fog about equipment and progress of program to date. Student attendance is currently tracked by scan ID at home athletic events along with SA's attendance at selected on campus events.</p>	75%	Green	NA	
3	1	b	Hobson Union will encourage student organizations to create & implement a membership plan for recruitment, retention & leadership succession	Josey Fog	Jesse Grant	Not a Year 1 activity	The associate director of Hobson Memorial Union has hosted transitional workshops at the end of each semester. Assessment plans have been developed for these workshops and need to be analyzed after Commencement to make recommendations for improvement to be implemented in the Fall 2019 semester.	25%	Yellow		
3	1	c	Housing & Residential Life will initiate resident participation in weekly arts and/or social activities	Loralyn Kuechle	Jesse Grant		In the Fall 2018 students attended Bemidji music events and concert series at Bemidji High School. In Spring 2019 students went to Watermark in March, and the Reluctant Dragon (April 7) and working with Voices of the Earth with Dr. Ellison (attendance). Need to work with community partners reluctant to collaborate (ticket sales and space availability).	50%	Yellow		

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3	2	b	Facilitate timely and comprehensive use of the university events calendar on the BSU website for all campus events	Andy Bartlett			The Office of Communications & Marketing has worked this year to develop standardized coverage tiers which can be applied to various events and activities on campus; the baseline for coverage of events which include calendar items is to ensure the event is included in LiveWhale. Calendar training sessions have taken place throughout the year and the Digital Communications Specialist consults frequently with calendar editors. The Digital Communications Specialist has been communicating consistently with campus calendar editors to ensure events are added to the calendar in a timely and comprehensive way. A style guide for calendar editors is on schedule to be completed during Summer 2019. 2017-18 academic year: 1,056 events entered into LiveWhale Calendar. 2018-19 academic year: 1,861 events entered into LiveWhale Calendar as of April 22. Calendar usage remains split between two distinct platforms — LiveWhale as the website calendar and Campus Labs as the student activities calendar associated with BeaverLink. Both are	90%	Green		
3	2	c	Promote faculty and staff event participation by identifying and reducing barriers to attendance	Megan Zothman	Tracy Dill Deans		Athletics: Faculty were ask to participate in 3 athletic strategic plan surveys and listening sessions. Faculty participation in athletic advisory council.	0%	Red		

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3	3	a	Academic Affairs will create and implement a formal training program for academic advisers	Tony Pepper	Michelle Frenzel/Zak Johnson		Survey administered to faculty and students in December 2018. ASC and CPD shared the results on 1/11/2019 during spring start-up – 28 attendees. Outcome: Develop Advising workshop for March. Provost Pepper shared survey results at January PLC. ASC and CPD developed and hosted an Advising Café in March – 15 attendees. AVPSLS coordinated Tiffany Mfume to be on campus May 6th.	90%			\$1,500 for advising events/worksh ops/guest lecturer
3	3	b	Advising Success Center will evaluate and expand the mentorship program (Beaver Success program).	Zak Johnson	Michelle Frenzel		BSP is active for AY2019; included expansion to include Nursing Mentorship program (seniors mentoring freshman), currently evaluating program with department to determine continuation; plans to expand in AY2020 to include Alum as mentors. Call for AY2020 coaches will go out in April; student application will go out mid-summer.	90%; summary report, due June 2019.		NA	\$1,600 for Beaver Success Program events
4	1	a	Establish a committee to provide input and direction on the Master Academic Planning process and implementation	Tony Pepper			Committee formed and MAP completed Spring 2018; implementation progress in all year-one activities.	100% on Plan; 60% on first-year implementation.			

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4	2	a	Ensure that the assessment cycle for academic programs includes review of the Shared Fundamental Values within the curricula.	Randy Westhoff			Questions about the incorporation of place themes and SFVs in the curriculum for the Taskstream program self-study and five-year planning forms were developed and approved by the Assessment Committee this April. A similar question will be incorporated in the External Consultant Questionnaire completed during each five year program review visit.	90%	Green		
5	1	a	Increase engagement with access programs that encourage college attainment among historically underserved students	Michelle Frenzel (recruitment); Jesse Grant (retention)		Engage with high school access programs to recruit underserved students; create programming to retain underserved students	Recruitment - Out of State recruiter started late October, visited Colorado, Washington, Iowa, Nebraska and South Dakota to meet with students and strengthen relationships with counselors and alum in those areas. Retention - coordinating pilot of a 'Completion Scholarship' for SO, JR, SR students in good standing owing more than \$100 and less than \$1000.	Recruitment - 100%; Retention: 50%	Recruitment - Green; Retention - Green	Recruitment: \$10,487 - request carryover to FY20 of any remaining balance on 6/30/2019; Retention: \$20,000 will be used by May 1.	\$4,000 additional funds needed for increases to travel and programming
5	1	b	Renew and develop articulation agreements with international partners	Tony Pepper		Add'l travel costs; agent fees	Accounting Articulation renewed; 4 in process; three new MOUs calling for Articulation Agreements established.	30% for first year	Yellow		
5	1	c	Establish collaborative relationships with Historically Black Colleges and Universities (HBCU) and Hispanic-Serving Institutions (HSI) to recruit faculty, staff	Megan Zothman	Tony Pepper	Salary cost are assumed to be part of current budget; (employee key activity - not students?)	Collected data on all faculty searches. Analysis Summer 2019 to determine if any successful candidates 'heard of the position' through HBCU/HIS contacts.	50%	Yellow		

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5	1	d	Review hiring practices and job qualifications to widen pools of potential candidates	Megan Zothman	Deb Peterson		HR and AA have been working directly with hiring authorities to identify minimum and preferred qualifications that widen pools of candidates. HR and AA will continue to challenge qualification assumptions more directly in FY20 with a Competency-Based training for all hiring authorities Fall 2019	100%	Green		
5	1	e	Review and expand international scholars program	Tony Pepper		Self-Sustaining Model; FY18 scholars = 38, FY19 scholars = 50, FY20 scholars = 68; FY21 scholars = 80, FY22 scholars = 100	Number of Visiting Faculty increased to 9 in 2018-19; first short-term student group in Summer 2018, and two reasonably certain for Summer 2019; ELC shifted to NorthStar with pricing approach being developed and HLC letter obtained for Pathway Program; Coordinator approved for permanent full-time, and search being prepared.	60% for first year	Yellow		
5	2	a	Open a diversity center on campus by Fall 2018	Jesse Grant	Solar Hong	Salary/ Benefit expenses already in BSU budget; this represents programming expenses	Center has open and assessment plans are being developed to address student needs . In Fall 2018 amd Spring 2019 attendance data had been collected at all program events. Learning outcomes and assessment matrices need to be developed to map to strategic and master academic plan in Summer 2019.	75%	Green		

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5	2	b	Use teaching, training, and dialogue to increase diversity competence among individuals and within organizational units	Deb Peterson	Deans Cabinet	Annual Safe Zone Ally Training for key student groups and employees - \$1500; 2 workshops with related events \$5000, supplies and materials (e.g., books) \$500 TOTAL = \$7000	3 workshops provided for employees (Jamie Washington; MLK Day; Laker/Davis - Toxic Masculinity). Book Club interest solicited and formed. 2 meetings held. Safe Zone trainings need to be held.	75%		\$2,185	\$7,000
5	2	c	Develop and promote support networks for diverse groups of students and employees	Deb Peterson	Megan Zothman Jesse Grant	Group development, support and assessment 1-2 per year \$750	6 employee resource groups are formed and meeting. Activity reports from fall were completed. African American Student group formed. Hong serving as advisor for ISO.	100		\$750	\$750