President Hensrud's Welcome Breakfast

2019-2020 ACADEMIC YEAR
August 20, 2019
Welcome

Dr. Tony Peffer
Vice President for Academic & Student Affairs and Provost
National Anthem

Performed by Tim Roehrich
senior • music education & music
Baxter, Minn.
Emeriti & Retirees
Remembrance
President’s Cabinet
Dr. Tony Peffer
Provost & Vice President, Academic & Student Affairs

Karen Snorek
Vice President, Finance & Administration

Darrin Strosahl
Vice President, Academic Affairs, Northwest Technical College
Dr. Allen Bedford
Associate Vice President, Academic Affairs

Travis Greene
Associate Vice President, Student Life and Success

Michelle Frenzel
Executive Director, Enrollment Management
Megan Zothman
Chief Human Resources Officer

Dr. Debra Peterson
Assistant to the President,
Affirmative Action & Accreditation

Josh Christianson
Executive Director,
University Advancement
Tracy Dill
Director, Intercollegiate Athletics

Andy Bartlett
Executive Director, Communications & Marketing
Bargaining Unit Leadership
Derek Webb
President, BSU Faculty Association (IFO)

Bonner Karger
President, local Minnesota State University Association of Administrative and Service Faculty (MSUAASF)
Maria Eastman
President, local American Federation of State, County and Municipal Employees, AFSCME Council 5, Local 1949

Brian Jambor
BSU representative, local Minnesota Association of Professional Employees (MAPE)

Chris Haley
President, Middle Management Association (MMA)
New Employees & New Positions
Greetings

Student Senate

Matthew Sauser
Student Senate President

Noah Wendland
Student Senate Vice President
President’s Remarks

Dr. Faith Hensrud

President
Bemidji State University & Northwest Technical College
Welcome Boozhoo
Student Health & Safety

• Our clear and unwavering focus: the education and well-being of our students
• By providing a safe living and learning environment we help each student reach their full potential
• Our commitment includes a focus on prevention and education
BSU’s Promise
For Our Second Century

Our commitments to...
1. Our future
2. Quality & continuous improvement
3. Student success
4. Financial sustainability
5. The BSU community
1. Commitment to Our Future

Our Progress

• Strategic Plan
• Student retention
• Graduation rates
• Commitment to quality
“We educate people to lead inspired lives.”
1. Commitment to Our Future

Our Mission

• We create an innovative, interdisciplinary and highly accessible learning environment committed to student success and a sustainable future for our communities, state and planet.

• Through the transformative power of the liberal arts, education in the professions, and robust engagement of our students, we instill and promote service to others, preservation of the earth, and respect and appreciation for the diverse peoples of our region and world.
PRIORITY 1: Build university capacity through distinguishing themes of place.

PRIORITY 2: Increase engagement with American Indian communities to become a destination university.

PRIORITY 3: Increase student engagement in campus life.

PRIORITY 4: Strengthen BSU's academic identity by infusing its Shared Fundamental Values into all academic programs.

PRIORITY 5: Create a university culture in which diversity is embraced and all members are safe, welcome, and validated.

STRATEGIC PLAN 2018 - 2023
1. Commitment to Our Future

Strategic Plan 2018–2023

• Work is in progress related to themes of place
• Brand development and awareness in 2020

PRIORITY 1: Build university capacity through distinguishing themes of place.
1. Commitment to Our Future

Strategic Plan 2018–2023

PRIORITY 2: Increase engagement with American Indian communities to become a destination university.

• AIRC — hired assistant director and outreach/recruiter positions
• Developed American Indian Recruitment & Retention Plans
• Highly successful native nursing program
• Expand recruiting efforts in 2020
• Focus on reducing the educational equity gap
1. Commitment to Our Future

Strategic Plan 2018–2023

**PRIORIT 3:** Increase student engagement in campus life.

• Continued emphasis on Beaver Success Coach program in FY2020
  • Program showing positive results
• Academic advising efforts expanding to include faculty development and student support
1. Commitment to Our Future

Strategic Plan 2018–2023

**PRIORITY 4:** Strengthen BSU’s academic identity by infusing its Shared Fundamental Values into all academic programs.

Currently implementing:

• Master Academic Plan
• Civic Engagement Plan
1. Commitment to Our Future

**Strategic Plan 2018–2023**

**Priorities**

<table>
<thead>
<tr>
<th>Priority</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>Create a university culture in which diversity is embraced and all members are safe, welcome, and validated.</td>
</tr>
</tbody>
</table>

- Opened CDEI, hired coordinator
- Hired IPC director/recruiter
- Hired out-of-state recruiter for admissions
- Visiting scholars program is expanding
- FY2020 – Permanent campus diversity officer; add affirmative action/Title IX investigator
Strategic Plan 2018–2023

Financial Sustainability:

• Hired a grants writer
• Maintained appropriate balances
• Invested in priorities
2. Commitment to Quality & Continuous Improvement

HLC Accreditation

October 14-15

HLC Site Visit

Higher Learning Commission
2. Quality & Continuous Improvement

THANK YOU!

• Randy Westhoff and Marty Wolf
• Criterion Team leaders
• Campus community for past and ongoing commitment to Bemidji State’s mission, vision and shared fundamental values
HLC — Positive Findings

• Mission, vision and fundamental values incorporated in campus operations

• Strong improvement in student persistence

• Faculty staffing levels have increased and exceed levels from before our 2011 budget recalibration
HLC — Positive Findings

Demonstrates a commitment to educational improvement through ongoing attention to retention, persistence, and completion rates.

• 2nd-fall semester retention for full-year, first-time students in Fall 2017 cohort improved to 71.6%

• Educational equity gaps are improving
2. Commitment to Quality & Continuous Improvement

HLC — More Work To Do

• 4A: Program reviews & annual academic program assessment cycles
• 4C: Strategic Enrollment Management Plan
• 5A: Ratio of budget allocated to student services vs. instruction in comparison to system peers
2. Commitment to Quality & Continuous Improvement

Faculty FTE Growth

Faculty FTE growth since 2011-12 budget recalibration

- 2010-11: 192
- 2011-12: 171
- 2018-19: 195
- 2019-20: 205

2010-11 2011-12 2018-19 2019-20

2010-11 2011-12 2018-19 2019-20
Peer Review Team Visit

• Focus efforts to complete any remaining work
• Welcome team members
• Be prepared to participate
• Demonstrate how we meet our mission and contribute to student success
3. Commitment to Student Success

Student Success

• Enrollment update
• Focus on retention
• Educational equity gaps
• Reimagining Minnesota State
3. Commitment to Student Success

Reimagining Minnesota State

- By 2030, Minnesota State will eliminate the educational equity gaps at every Minnesota State college & university
3. Commitment to Student Success

Reimagining Minnesota State

Four Activities:

• Increase retention, persistence & graduation
• Goal: 70 percent of all Minnesotans age 25-44 will earn a postsecondary degree or certificate by 2025
• Increase high school market share and transfer rate from 2-year colleges to universities
• Increase number of adult students
Enrollment Update

Michelle Frenzel

Executive Director, Enrollment Management
3. Commitment to Student Success

Fall Enrollment Since 2005

<table>
<thead>
<tr>
<th>Year</th>
<th>Total</th>
<th>To Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>2005</td>
<td>4,863</td>
<td></td>
</tr>
<tr>
<td>2006</td>
<td>4,954</td>
<td></td>
</tr>
<tr>
<td>2007</td>
<td>5,360</td>
<td></td>
</tr>
<tr>
<td>2008</td>
<td>4,699</td>
<td></td>
</tr>
<tr>
<td>2009</td>
<td>5,195</td>
<td></td>
</tr>
<tr>
<td>2010</td>
<td>5,115</td>
<td></td>
</tr>
<tr>
<td>2011</td>
<td>4,513</td>
<td></td>
</tr>
<tr>
<td>2012</td>
<td>4,699</td>
<td></td>
</tr>
<tr>
<td>2013</td>
<td>4,513</td>
<td></td>
</tr>
<tr>
<td>2014</td>
<td>4,699</td>
<td></td>
</tr>
<tr>
<td>2015</td>
<td>5,115</td>
<td></td>
</tr>
<tr>
<td>2016</td>
<td>5,195</td>
<td></td>
</tr>
<tr>
<td>2017</td>
<td>5,360</td>
<td></td>
</tr>
<tr>
<td>2018</td>
<td>4,954</td>
<td></td>
</tr>
<tr>
<td>2019</td>
<td>4,513</td>
<td></td>
</tr>
</tbody>
</table>
3. Commitment to Student Success

Returning UG Degree-Seeking

BSU Headcount by Fall Term - Returning Students

- Freshmen HC
- Transfer HC
- Freshmen HC (Date to Date)
- Transfer HC (Date to Date)
3. Commitment to Student Success

Undergraduate HC—New

BSU Headcount by Fall Term - New Students

- Freshmen HC
- Transfer HC
- Freshmen HC (Date to Date)
- Transfer HC (Date to Date)
3. Commitment to Student Success

Graduate Enrollment

BSU Headcount by Fall Term - Graduate Students

Students

Fall Term


Total HC  Total HC (Date to Date)
3. Commitment to Student Success

Out-of-State Recruitment

Out of State Recruiting —

Strategic Priority 5

= adding in 2019-2020
3. Commitment to Student Success

Enrollment Plan Goals

• 2\textsuperscript{nd} Fall Retention Rate: 75%
• 3\textsuperscript{rd} Fall Persistence Rate: 56%
• 6-Year Graduation Rate: 50%
3. Commitment to Student Success

Focus: Beyond the First Year

BSU Persistence, Retention and Graduation Rates - Freshman Starts

<table>
<thead>
<tr>
<th>Fall Term</th>
<th>2nd Fall Retention</th>
<th>3rd Fall Persistence</th>
<th>6th Spring Graduation</th>
</tr>
</thead>
<tbody>
<tr>
<td>2005</td>
<td>65.3%</td>
<td>52.7%</td>
<td>44.8%</td>
</tr>
<tr>
<td>2006</td>
<td>68.5%</td>
<td>55.1%</td>
<td>46.0%</td>
</tr>
<tr>
<td>2007</td>
<td>68.1%</td>
<td>56.3%</td>
<td>48.3%</td>
</tr>
<tr>
<td>2008</td>
<td>71.1%</td>
<td>56.8%</td>
<td>46.3%</td>
</tr>
<tr>
<td>2009</td>
<td>71.7%</td>
<td>55.7%</td>
<td>46.0%</td>
</tr>
<tr>
<td>2010</td>
<td>67.0%</td>
<td>50.4%</td>
<td>45.9%</td>
</tr>
<tr>
<td>2011</td>
<td>67.5%</td>
<td>53.5%</td>
<td>47.1%</td>
</tr>
<tr>
<td>2012</td>
<td>66.8%</td>
<td>52.9%</td>
<td>45.7%</td>
</tr>
<tr>
<td>2013</td>
<td>68.0%</td>
<td>54.5%</td>
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<td>65.9%</td>
<td>52.1%</td>
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<td>54.3%</td>
<td></td>
</tr>
<tr>
<td>2016</td>
<td>69.0%</td>
<td>53.4%</td>
<td></td>
</tr>
<tr>
<td>2017</td>
<td>71.6%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Percent of Students

Fall Term
3. Commitment to Student Success

Starfish

New initiative for 2019-20:
Week 5 progress survey to provide feedback to students — both flags and kudos — focusing on 2\textsuperscript{nd}-year students.
3. Commitment to Student Success

**Starfish**

2018-19 summary:

<table>
<thead>
<tr>
<th>405 kudos</th>
<th>128 faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td>922 flags</td>
<td>1,460 appts</td>
</tr>
</tbody>
</table>
3. Commitment to Student Success

Beaver Success Coaches

Existing programs:

New students (started Fall 2015)
- 45 freshmen
- 15 transfer
- 20 coaches assigned 2-4 students
- Want to coach? Contact the Advising Success Center

Nursing students (started Fall 2018)
- 45 students with senior mentors
Beaver Success Coaches

New initiative starting Fall 2019:

Second-year students
  • Up to 100 2nd-year freshman & transfer
  • 1st-year GPAs between 2.0-3.0
  • Coaches assigned based on program & staff resources
ATTENTION: FRESHMEN & SENIORS!!

NSSE - National Student Survey of Engagement

15 minutes of your time will help inform university decisions!

MARCH 20 DEADLINE PLEASE RESPOND!
### NSSE Survey

**Goal: 20% response rate**

<table>
<thead>
<tr>
<th></th>
<th>Total Responses*</th>
<th>Total Eligible</th>
<th>Response Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>First Year Students</strong></td>
<td>158</td>
<td>646</td>
<td>24.46%</td>
</tr>
<tr>
<td><strong>Senior Students</strong></td>
<td>304</td>
<td>1285</td>
<td>23.66%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>462</td>
<td>1931</td>
<td>23.93%</td>
</tr>
</tbody>
</table>

*Complete + Partial*
Our goals: Reach Carnegie Class means Goals 1 & 2 (complete by Fall 2022):
• Increase participation in (3) NSSE areas
• Increase opportunities for faculty and students to engage with one another outside the classroom

Goal 3: Improve quality of interactions with students, academic advisers, faculty, student services staff, and other administrative staff
3. Commitment to Student Success

Educational Equity Gaps

2nd-Fall Persistence & Completion Rates

Measure Definition:
Percent of a fall entering cohort of regular (freshman) and transfer students who have been retained, graduated or transferred by the second fall term following original fall enrollment.
3. Commitment to Student Success

Educational Equity Gaps

BSU 2nd Fall Retention/Completion Rates by Demographic
(Gaps are labeled)

<table>
<thead>
<tr>
<th>Year</th>
<th>White</th>
<th>Students of Color</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>84.1% (10.0%)</td>
<td>74.1%</td>
</tr>
<tr>
<td>2013</td>
<td>86.3% (5.6%)</td>
<td>80.7%</td>
</tr>
<tr>
<td>2014</td>
<td>84.9% (4.9%)</td>
<td>80.0%</td>
</tr>
<tr>
<td>2015</td>
<td>86.6% (9.4%)</td>
<td>77.2%</td>
</tr>
<tr>
<td>2016</td>
<td>86.2% (7.9%)</td>
<td>78.3%</td>
</tr>
<tr>
<td>2017</td>
<td>84.5% (9.6%)</td>
<td>74.9%</td>
</tr>
</tbody>
</table>
Educational Equity Gaps

6-Year Completion Rates

Measure Definition:
Percent of a fall entering cohort of undergraduate regular (freshman) and transfer students that has completed (measured as graduation by the end of the sixth spring after entry at the universities)
3. Commitment to Student Success

Educational Equity Gaps

BSU 6th Spring Completion Rates by Demographic
(Gaps are labeled)
Educational Equity Gaps

Developmental Ed 1-Year Completion Rates

Measure Definition:
Percent of students taking developmental reading, writing or math who completed all developmental coursework within one year

• Educational equity gap: 6.7%
3. Commitment to Student Success

Educational Equity Gaps

Related Employment Rates, FY17 Grads

Measure Definition:
Percent of institution graduates who were available for related employment in the year after graduation who reported they were employed during the year after graduation in a job that was related to their program or major

• Educational equity gap: none
Financial Sustainability

Enrollment Update

Undergraduates: 1,161
Grad Students: 60
American Indians: 42
Veterans: 46
Dr. Faith Hensrud

President
Bemidji State University &
Northwest Technical College
Finance & Administration Update

Karen Snorek

Vice President
Finance & Administration
Hagg-Sauer Hall Demolition
4. Commitment to Financial Sustainability

Renovation Update

2:45 p.m.
Beaux Arts Ballroom
4. Commitment to Financial Sustainability

A Year of Firsts

• Marketplace
• Human Resources Service Center
• Payroll Service Center
4. Commitment to Financial Sustainability

Looking Ahead

• FY2019 General Fund: positive by $1.4 million

Anticipated challenges for FY2020:
• Little increase in state appropriation
• Enrollment challenges
• Contract settlement uncertainty
Dr. Faith Hensrud

President
Bemidji State University &
Northwest Technical College
5. Commitment to the BSU Community

Community Priorities

• Broadening Our Commitment to Sustainability Through Resilience
• Strengthening our Culture of Care, Respect & Responsibility
• Ensuring Safety & Wellbeing Through Emergency Preparedness
• Recognizing Employee Achievements Through Awards of Excellence
Building Resilience
5. Commitment to the BSU Community

Sustainability Through Resilience

• Second Nature Climate Commitment
5. Commitment to the BSU Community

Second Nature Climate Commitment

- Reduce Greenhouse Gasses by 2% by 2015
- Reduce Greenhouse Gasses by 10% by 2020
- CARBON NEUTRAL by 2050
5. Commitment to the BSU Community

Climate Commitment Timeline

- **SUMMER 2019**: Environmental Advisory Committee to lead implementation with campus-community task force
- **FALL 2019**: Complete initial resilience assessment through Spring 2021
- **SPRING 2022**: Update BSU’s comprehensive Climate Action Plan
Culture of Care, Respect & Responsibility

• Take care of ourselves and one another
• Recognize when others need help
• Code of Conduct training
• Respectful Workplace policies
• LifeMatters Employee Assistance Program (EAP)
  www.mylifematters.com (password: stmn1)
  (651) 259-3840 or 1-800-657-3719
Safety Through Emergency Preparedness

• Review our Emergency Procedures Guide
• During drills: all faculty, staff and students are expected to participate as if it were a real event
  • Encourage those around you to participate
• Drills/Exercises:
  • Fire drills in August and September
  • Fac/Staff email will provide specifics
5. Commitment to the BSU Community

Emergency Operations Team

• Meets monthly to discuss campus emergency preparedness
• October 2018 tabletop exercise
• April 11, 2019 state-wide tornado drill
5. Commitment to the BSU Community

Emergency Operations Team

• Ongoing BSU/NTC Emergency Operations Plan updates
• Building relationships with community partners and system schools
• New Emergency Procedure Guides
• FY2020 focus: BSU/NTC Continuity of Operations Plans
5. Commitment to the BSU Community

Recognizing Employees: Awards of Excellence
Wellness Certificate

5. Commitment to the BSU Community

Model lifestyles we want to see our students develop for themselves

Launching this fall

Attend 8 events to receive certificate

Recognition at April awards breakfast
New Awards for FY2020

Expansion of annual employee awards to recognize outstanding achievement in:
• Civic engagement
• Equity & inclusion
• Faculty scholarship
Closing Remarks
Our Commitments to...

1. Our Future
2. Quality & Continuous Improvement
3. Student Success
4. Financial Sustainability
5. The BSU Community
A Bemidji State Century

### Centennial Activities

**AUG 23**

50th Anniversary

BSU Women’s Athletics

*For more: bsualumni.org*

**SEP 16**

Groundbreaking

New Hagg-Sauer Hall

*Details coming soon!*
Centennial Activities

Homecoming Weekend

3rd — Lighting the Homecoming Hearth
4th — Honors Gala
5th — HOMECOMING
6th — Carl Thompson Memorial Concert
6th — Extinguish Homecoming Hearth
Our Mission

• We create an innovative, interdisciplinary, and highly accessible learning environment committed to student success and a sustainable future for our communities, state and planet.

• Through the transformative power of the liberal arts, education in the professions, and robust engagement of our students, we instill and promote service to others, preservation of the earth, and respect and appreciation for the diverse peoples of our region and world.
BSU’s Promise For Our Second Century

Upcoming Events

August 21st
9 a.m. - 2:30 p.m.
Second Annual
BSU Today! Mini-Conference
Beaux Arts Ballroom
Keynote Speaker:
Sinda Nichols
MN Campus Compact

August 23rd
9 a.m.
Move-In Day
Oak & Tamarack halls
3:30 p.m.
Convocation

August 28th
11 a.m.
AIRC
Day of Welcome

August 29th
4:30-6 p.m.
14th Annual
Community Appreciation Day
Tamarack Hall lawn
BSU’s Promise For Our Second Century

Upcoming Events

October 14-15
HLC Site Visit

November 19-20
Minnesota State Board of Trustees Meeting
Hosted by BSU & NTC
Thank you!

Office of the President
Jackie Carroll
Emily Parish

Communications & Marketing
Andy Bartlett
Mike Lee
Carissa Menefee
Rachel Munson
John Swartz

Aramark

IT
Geri Olson

Human Resources
Ashleigh Haugen
Carol Hess

Hobson Memorial Union
Kathy O’Brien
Cheryl Davis
Info Desk Student Workers
Have a Fantastic Year!