



## **ACTION PLAN FOR 2022-23**

### **1. GLOBAL ENGAGEMENT**

- Continue implementation of international enrollment strategy, with a goal of increasing the number international students and diversity of countries represented.
- Implement existing international partner programs and develop new initiatives that expand opportunities for student enrollment, faculty collaboration, and intercultural learning.
- Promote participation in education abroad and international virtual exchange, with an emphasis on increased access for African American, Hispanic/Latino/Latinx, first-generation, and Pell eligible students.
- Expand initiatives to promote interaction among international and domestic students in extracurricular activities, housing, and campus life.
- Identify opportunities for increased collaboration across units in support of international student success (safety, health, and wellness; academic success; intercultural development; practical experience; community service; and post-graduate work experience).

### **2. INCLUSIVE EXCELLENCE DRIVING UNIVERSITY SUCCESS**

- Improve access, retention and graduation of underrepresented students. Examples include encouraging collaboration between university programs that serve diverse students, improving individualized support for students with unique needs (childcare, mental health, funding support etc.), valuing global opportunities through study abroad programs, internships, service learning, career fairs, and other high impact learning experiences, and leveraging opportunities created by college access programs and the university's multicultural resource center.
- Improve efforts of the recruitment and retention of underrepresented faculty and staff. Examples include highlighting faculty mentorship programs that are collaborative and interdisciplinary, promoting community engagement and diversity, equity, and inclusion (DEI) work in the faculty tenure and promotion model, and including accountability measures that address DEI in administrative assessments.

- Evaluate opportunities to implement curricular changes related to DEI. Examples include growing Bear POWER to a four-year program and growing academic partnerships with historically black colleges and universities and Hispanic serving institutions.
- Enhance the university's DEI influence and impact on campus and in the community through training and education, developing new and expanding existing partnerships, and creating opportunities for diverse engagement.
- Implement the Inclusive Excellence Scorecard as an institutional resource to aid and share across the campus community to support efforts of the MSU Public Affairs mission.

### **3. COMMUNITY LEADERSHIP AND PARTNERSHIPS**

- Leverage partnerships to address matters impacting our community, the state, and the nation (e.g., poverty, health care, access to news and information, etc.).
- Continue to grow the university's economic development activities in IDEA Commons through expanded opportunities for business development and commercializing research, support for entrepreneurship and innovation, and small business consulting, mentoring, and training.
- Develop Phase 1 of MSU Employer Partnerships initiative to meet employer talent attraction and retention needs, provide student value, and boost enrollment through academic programs, professional development training, and student work experience.
- Expand opportunities to connect faculty, staff, and students across campus to the university's economic development resources and community partnership work.
- Positively impact the development of computer science/STEM education and digital workforce training in southern Missouri through the CODERS Project and Innovate SOMO initiative.
- Lead the regional collaboration to develop programming on Ozarks' history and heritage for the 2023 Smithsonian Folklife Festival in Washington, D.C.

### **4. INFRASTRUCTURE AND FUNDING**

- Successfully complete the Onward Upward campaign.
- Maintain external funding at \$55 million or more annually through private support, grants, and sponsored contracts.
- Advocate for state and federal operating and capital funds.

- Prioritize employee compensation in the university's budgeting process.
- Manage university finances to further the university's mission and achieve the objectives established by the Board of Governors. Examples include evaluating bonding capacity for the auxiliary system and reevaluating property insurance coverage.
- Advance facility projects indicated on the facility master plan. Examples include the braider facility at the Roy Blunt Jordan Valley Innovation Center, Temple Hall, Goodman Amphitheatre, Grand Street Underpass, Darr Agricultural Center Small Animal Facility, and Kampeter Hall.
- Manage and enhance the university's computer services, networking, telecommunications, and information security infrastructure, services, and training.
- Take appropriate measures to ensure the campus—including people, facilities, networks, and data—remains safe, secure, and accessible.
- Incorporate sustainability into campus operations and foster principles of environmental stewardship.

## **5. ATHLETICS**

- Compete for conference championships in men's soccer, baseball, football, volleyball, women's basketball, and men's basketball with an overall goal to be in the top 3 in the MVC All-Sport trophy standings.
- Maintain a balanced budget and increase revenues. Examples include:
  - Increasing the number of concerts and performing arts events
  - Fundraising for athletic facility needs
  - Increasing the number of overall athletics donors by 10%
  - Evaluating and implementing changes to game day processes
  - Implementing a new electronic ticketing structure for men's basketball, women's basketball, and football.
- Comply with all NCAA rules with no significant violations and implement a comprehensive program for name, image, and likeness requirements and academic achievement awards.
- Maintain a 3.0 overall grade-point average and a 930 APR score (with an aspirational goal of a 970 APR) in all sports.

## **6. WEST PLAINS**

- Increase enrollment through recruitment and retention strategies. Examples include enrolling students in the welding program, developing the ASCEND program for college students with autism, and beginning a program to provide education for prisoners.
- Continue to develop and restructure the athletics department, including the addition of women's softball and e-sports, the hiring of a full-time athletic director, revision of accounting practices and information, and continuing to review women's volleyball and men's basketball at the NJCAA Division I level.
- Advance facility projects indicated on the facility master plan. Examples include the autism center, Looney Hall lecture hall and simulation lab additions, and Pace Industrial Science Center.
- Continue DEI initiatives on campus.
- Continue to coordinate operations between the West Plains and Springfield campuses.