



IE Plan FY09 Aligned with MnSCU Goals

IE Plan with Outcomes
Updated June 2009



FY09 LSC and MnSCU Goals

Completion Ratios							
	Outcome Completed		Outcome Not Completed				# goals
MnSCU Goal	Goal Achieved	Goal Not Met	Goal Projected to FY10	Goal Extended to FY10	Goal Not Complete	Goal Deleted	Total
1.1	3	3	10	3	1	2	22
1.2	2	1	1	0	0	0	4
1.3	1	1	0	2	0	0	4
2.1	2	1	0	1	0	1	5
2.2	5	3	3	3	2	0	16
2.3	2	6	0	2	2	1	13
3.1	4	0	0	2	1	0	7
3.2	1	0	0	2	0	0	3
3.3	4	3	3	2	0	0	12
4.1	4	7	2	2	3	1	19
4.2	2	0	0	4	0	0	6
4.3	1	0	0	0	0	0	1
LSC Goals	7	3	3	5	0	0	18
Total	38	28	22	28	9	5	130
% of Goal	29%	22%	17%	22%	7%	4%	100%

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Goal 1.1 - Raise Minnesota's participation rate and achievement in post-secondary education by meeting the needs of students with diverse backgrounds and		
Unit/Department Objectives	Projected Outcomes	Achieved Outcomes
Outcomes Completed - Goal Achieved		
The Credit for Prior Learning program will increase the number of contacts with students.	200 unduplicated students are served by the CPL, an increase of 21 unduplicated students, or 12 %.	Credit for Prior Learning program has served 279 students to date.
	24 students start the Prior Learning Assessment process, an increase of six students or 33%. Of those, 16 students will complete the process, an increase of four students or 33%.	34 students have started the Prior Learning Assessment process, and 15 have completed the process to date.
Provide outreach services to industry to increase cultural awareness of potential workforce.	Collaborations with two area agencies increase awareness about educational access and the importance of higher education for 80 participants.	LSC has partnered with UMD, UWS, and CSS on three events that promoted education and understanding on diverse cultures. There were 763 participants to date with additional events being planned.
Outcomes Completed - Goal Not Met		
Increase diversity of student body through increased international student enrollments.	At least 10 students living in Asia will be enrolled for the FY10 academic year.	Currently there are no enrollments, but we are still hopeful for enrollments during fall or spring in FY10.
The Credit for Prior Learning program will increase the number of contacts with students.	60 students start the Credit by Exam (CBE) process, an increase of five students or 9 %. 40 students will complete the process, an increase of 14 students or 21%.	35 students have started the Credit by Exam process, and 20 have completed the process to date.
	100 CLEP & DSST Exams are administered, an increase of 14 exams or 16%.	CPL has administered 67 CLEP and DSST Exams to date.
Outcomes Completion Date Projected into FY10		
Recruit and retain students from low income families, students of color, first generation, and students from immigrant families.	Attendance at eight events such as recruiting fairs, job expos, and community events, increases awareness of LSC and results in an additional 75 prospective student cards.	Currently, LSC has attended six events which acquired 68 prospective student cards.
	Ten visits to area high schools for recruiting purposes result in at least 10 students enrolling.	There have been six visits to area high schools that have led to students enrolling.
	Two faculty workshops enhance global/intercultural competence as demonstrated with a pre- and post-training assessment.	Working with Tim Benson to conduct an Intercultural Development Inventory. Project is designed for faculty to take an "assessment" of cultural competency and demonstrate where on the continuum they are. Tim then works with each individual and provided options that could enhance their cultural competencies. Second cohort being planned for the fall.

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Develop and implement an enrollment management plan leading to increases in new student enrollment and fall-to-fall retention of new entering students.	Summer/Fall 2009 new student enrollments increase by 2% over Summer/Fall 2008 numbers.	Pending final outcome of Summer/Fall enrollment.
	Retention of new entering Summer/Fall 2008 students to Fall 2009 represent a 2% increase over 2007-2008 retention.	Pending final outcome of Summer/Fall enrollment.
Provide outreach services to industry to increase cultural awareness of potential workforce.	Monthly video/movie events attract a minimum of ten students each month and showcase culture and/or provide new insight into cultural practices or heritage.	The Intercultural Center launched the "Movies that Matter" series that showcases important films pertaining to understanding diversity issues. The ICC has attracted a minimum of 10 students per showing with additional efforts being explored to increase student involvement.
Improve LSC Campus intercultural competency and awareness on issues in our community, region, state, and nation.	Ten events on campus provide program information to a diverse audience. Impact is measured by the number of participants and feedback survey conducted at the conclusion of each event.	There have been 28 events coordinated via the Diversity Unit and additional events are being planned. Information gather from events has been very supportive which has demonstrated there is an interest in enhancing LSC's Campus Intercultural Competency.
	LSC Book Club for at least 25 participants showcases publications centered around cultural issues and provides insight into diverse cultures.	In Spring 2009, LSC successfully hosted the Population: 485 Book Club with 30 participants. The individual that joined the club attended the club meetings and share their impression
	A student mentor program in the Intercultural Center serves a minimum of 10 students with success measured via year end survey scoring at least 3 on a 5 point scale.	In progress- The Intercultural Center launched a mentor program on a limited basis that will be expanded upon during the summer and fall of 2009.
Increase military student enrollments and retention through enhanced recruitment efforts and services.	Summer/Fall 2009 new military student enrollments increase by 3% over summer/fall 2008.	
Outcomes Not Completed - Extended to FY10		
Recruit and retain students from low income families, students of color, first generation, and students from immigrant families.	Two faculty workshops enhance faculty members' knowledge of the needs of low income and first generation college students as demonstrated with a pre- and post- training assessment.	In progress- Currently putting together materials on individuals from low economical status, poverty, and homelessness and how LSC can support students from this demographic. The workshop series will launch in the fall. Exploring the idea of doing a "cultural plunge" that would immerse faculty, for only one day, into the world of being homeless.

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Support under-served & under-represented students in their pursuit of higher education at LSC.	A partnership with an area college or university provides a community connection for 10 international and students from diverse backgrounds to participate in civic engagement and/or an event.	In progress- There have been discussions with UMD, UWS, and CSS about conducting an International Night for our students.
	Ten students from diverse backgrounds enrolled in F.Y.E. Program receive support services in the Intercultural Center.	In the first F.Y.E. cohort (Spring 2009), there were seven students that utilized the Intercultural Center for support out side of the FYE Class. Two additional F.Y.E. cohorts are being planned for Fall 2009 which should produce similar results.
Outcomes Not Completed		
Increase understanding of student communication preference.	Student communication profiles provide information and strategies are created to improve communication to students.	No progress on this goal.
Outcomes Deleted		
Improve customer service.	A research project including focused evaluations with students reveals areas in need of improvement in student services.	Focused evaluations were scheduled during Student Success Day with no students attending the sessions.
Provide college level learning experiences through High School Connections Program.	Five new courses are added by high schools to the Concurrent Enrollment program.	HS needs to address graduation standards, hence we do not have control over course selection.
Goal 1.2 - Work with other organizations to prepare all young people to graduate from high school and enroll in college prepared for college-level work.		
Unit/Department Objectives	Projected Outcomes	Achieved Outcomes
Outcomes Completed - Goal Achieved		
Increase the percentage of students enrolled in one or more college-level STEM courses.	High School faculty attend two STEM workshops facilitated by LSC faculty on the LSC campus.	Two STEM workshops targeted for high school STEM instructors were held in August 2008.
Increase the number of students enrolled in online courses.	A 15 credit concurrent enrollment pathway provides transition for high school students to AAS degrees.	The LSC faculty and administration, in conjunction with high school partners, designed a Core Curriculum for Allied Health and Nursing. This 20-credit core can be taken by high school students through Online and Concurrent Enrollments.
Outcomes Completed - Goal Not Met		
Increase the percentage of students enrolled in one or more college-level STEM courses.	30 STEM courses are offered through concurrent enrollment with at least 300 students enrolled.	47 STEM courses have been offered through concurrent enrollment so far this year: MATH: 29; CHEM: 7; PHYS: 5; BIOL: 12; ACCT: 8

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Outcomes Completion Date Projected into FY10		
Advance the Developmental Education Program.	A defined, comprehensive set of Developmental Education courses and support services led by a faculty coordinator, facilitates student transition to college-level courses.	Continuing partnering. Grant being extended until end of November 2009. Curriculum is under review to develop modules. Professional Development is being researched to offer training to all faculty in the area of Developmental Education. CAN Grant Committee has been established and a regular meeting schedule has been developed.
Outcomes Not Completed - Extended to FY10		
Outcomes Not Completed		
Outcomes Deleted		
Goal 1.3 - Maintain an affordable cost of attendance for Minnesota residents.		
Unit/Department Objectives	Projected Outcomes	Achieved Outcomes
Outcomes Completed - Goal Achieved		
Act as good stewards of the institutions fiscal resources.	Semi-annual budget reviews with all cost center managers assist in management of financial resources. Success is documented by a reduction in budget and purchase order roll over requests at year end.	Mid year budget reviews completed in 2/09. Overall budget reduced by +/- 3%. Anticipate purchase order roll over to be reduced by at least 50%.
Outcomes Completed - Goal Not Met		
Increase alumni support and participation in LSC events.	The alumni scholarship is increased by \$7,500.	In process, has increased \$6,500 to date. On track to complete by the end of the fiscal year.
Outcomes Completion Date Projected into FY10		
Outcomes Not Completed - Extended to FY10		
Act as good stewards of the institutions fiscal resources.	General fund balance is maintained in excess of system minimum requirements.	In progress- Complete by 6/30/09.
	Comprehensive policy and procedure manual assists all cost center managers in following state, system, and campus financial procedures. Successful implementation will result in a 25% decrease in 16A reports.	Hold over into FY10.
Outcomes Not Completed		
Outcomes Deleted		

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Goal 2.1 - Promote accountability for results through a system of accessible reports to the public and other stakeholders.		
Unit/Department Objectives	Projected Outcomes	Achieved Outcomes
Outcomes Completed - Goal Achieved		
Conduct research and data analysis that contributes to decision-making.	Research into developmental education students and trends provides greater understanding of our gaps and at least two areas for improvement.	The completed research covered many demographic characteristics. The Enrollment Mgmt. committee analyzed and discussed the data and presented additional focused discussion during the spring duty day. A summary of the observations of those groups will be presented to the enrollment management committee in fall for further discussion.
	Student progress through gatekeeper courses is identified and shared with the academic unit.	The research was completed and reported to the Academic Division.
Outcomes Completed - Goal Not Met		
Continue to strengthen assessment of student learning initiatives.	At least five program reviews are completed using eFolio.	Four program reviews have been completed using eFolio: Art, Spanish, Communication, and Theater.
Outcomes Completion Date Projected into FY10		
Outcomes Not Completed - Extended to FY10		
Conduct research and data analysis that contributes to decision-making.	Survey data is triangulated to create trend data and identify areas for action planning.	Carried over to FY10
Outcomes Not Completed		
Outcomes Deleted		
Determine feasibility for LSC in the Transparency by Design project.	A pilot project for Transparency by Design will present rationale and recommend LSC action in the project.	Due to data collection difficulties in complying with the requirements of Transparency by Design, we are working with several MnSCU schools to create a similar project that will result in data reporting regarding online learning at our schools.
Goal 2.2 - Produce graduates who have strong, adaptable, and flexible skills.		
Unit/Department Objectives	Projected Outcomes	Achieved Outcomes
Outcomes Completed - Goal Achieved		
Increase the percentage of students enrolled in one or more college-level STEM courses.	At least 10 STEM courses apply a pedagogy of engagement into their courses.	12 STEM courses applied at least one form of redesign of engagement in into their courses.
	A lab-based biotechnology course with crime scene investigation and medical emphasis is developed and 24 students are enrolled by Fall 2009.	Special Topics in Biology: Forensics Techniques and Concepts enrolled 21 students in Spring 2009. The course was approved by the AASC in Spring 2009 as BIOL 1009 Forensic Biology: Concepts & Techniques.
	Ten students in a mentoring relationship through the MentorNet program enroll in at least one STEM course each.	16 LSC students are currently enrolled in the MentorNet program.

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Increase the number of students enrolled in online courses.	Ten online courses are enhanced with new technological features that enhance online student engagement and learning as measured by 2011 CCSSE vs. 2009 results.	9 courses in CIS are now delivered using virtual server technology online. One Dialysis course now uses Mediasite by Sonic Foundry software.
Increase the number of students participating in global education opportunities.	SPAN 1800: Mexico Study Abroad course incorporates in-country service learning.	A service project to assist an orphanage in Oaxaca, Mexico was incorporated into SPAN 1800.
Outcomes Completed - Goal Not Met		
Continue to strengthen assessment of student learning initiatives.	The number of faculty participating in MTC Goal Area faculty discussion groups will increase from 15 to 25.	Four MTC Goal Area discussion groups met during the year: Critical Thinking, Communication, Humanities, and Global Perspective. Among them, the four groups met a total of 18 times. A total of 14 different faculty members participated and five of those participated in more than one group.
Increase the number of students participating in global education opportunities.	The number of students participating in the Mexico Semester Abroad Program increases from 4 to 15.	9 students participated in the Mexico Semester Program in Fall 2008.
	The number of students participating in the spring semester Mexico Learning Community increases from 15 to 25.	21 students participated in the Mexico Learning Community in Spring 2009.
Outcomes Completion Date Projected into FY10		
Continue to strengthen assessment of student learning initiatives.	The College-wide Outcomes are reviewed to ensure alignment with the college mission and values.	A Task Force including representation from across the College met weekly during Spring semester. The Task Force has prepared a draft proposal to replace the existing College-wide Outcomes with a new set of outcomes based on the AAC&U's Essential Learning Outcomes initiative. The draft proposal has been revised based on feedback from constituents across the College. The final proposal will be submitted to the College through the curriculum process in the Fall.
Provide services that meet or enhance student needs.	Two monthly classroom presentations on issues related to race, culture, ethnicity, GLBT, generational, disabilities, and other topics achieve 75% satisfaction rate via participant surveys and raise awareness as measured by CCSSE survey.	There have been a minimum of three classroom presentations per month that have pertained to diversity related subject matter. From discussion with faculty and students, there has been much satisfaction with the material presented.
Recruit and retain students from low income families, students of color, first generation, and students from immigrant families.	A partnership program between LSC, area schools, and industry is piloted to offer student scholarships based on school attendance.	Discussions continue about establishing a scholarship program. Prior to economic slow-down, potential donors had expressed an interest. Exploration about establishing the concept will continue.

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Outcomes Not Completed - Extended to FY10		
Continue to strengthen assessment of student learning initiatives.	A College-wide Assessment Project focused on class attendance is developed to produce data to show the extent to which attendance and academic success are correlated.	A planning group established by SAA has been meeting regularly and is conducting a pilot project Spring semester to help in planning a more comprehensive project to be carried out during FY10.
	A plan to assess College-wide Outcomes using a nationally normed standardized test is developed to test graduating students in FY10.	The SAA Committee decided to review the rationale for conducting standardized testing before committing to its use. SAA plans to undertake a SWOT analysis early in Fall semester.
Increase the percentage of students enrolled in one or more college-level STEM courses.	Two Eco-Energy survey courses are offered Fall 2009 enrolling 24 students each.	Four new courses were approved by the AASC in Spring 2009: Sustainability: Concepts & Application; World Health and the Environment; Economics of Sustainability; and Environmental Literature.
Outcomes Not Completed		
Continue to strengthen assessment of student learning initiatives.	The results of a Constitution Day assessment of 1000 students on the College-Wide Citizenship Outcome result in curricula and faculty development recommendations for FY 10.	Approximately 850 students participated in the Constitution Day project on 9/17/08 and 11/5/08. The data has not yet been analyzed.
Increase the percentage of students enrolled in one or more college-level STEM courses.	Engineering Foundations Emphasis AA degree enrolls 15 students by Fall 2009.	Program was postponed due to low enrollment (6 students) and the difficulty of finding credentialed faculty to teach the courses.
Outcomes Deleted		
Goal 2.3 - Provide multiple delivery options for educational programming.		
Unit/Department Objectives	Projected Outcomes	Achieved Outcomes
Outcomes Completed - Goal Achieved		
Increase the number of students enrolled in online courses.	At least two career and technical programs accept online degree-seeking students by Fall 2009.	Microsoft Systems Administrator Certificate, Cisco Network Associate, IT Network Specialist Administration AAS and IT Network Specialist Administration Diploma programs have been developed.
Increase access through flexible learning options.	Courses scheduled for FY10 are offered days/times that coincide with the schedules of working adults as measured by an increase in enrollment efficiencies of 10% in Business and Industry.	Engineering CAD and Welding are offered evenings. As of Spring Semester FY09 enrollment has grown more than 10% over last year.

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Outcomes Completed - Goal Not Met		
Provide college level learning experiences through High School Connections Program.	Honors Online increases enrollments 3% from 273 students to 281 students.	Honors Online enrollments decreased from 273 to 177. This seems to be a budget issue as well as a changing HS staffing issue.
	Honors Online increases FYE from 27.7 to 28.5, an increase of 3%.	Honors Online FYE decreased from 27.7 to 22.7.
	Five new Honors Online courses are added to the program.	10 high school students chose accelerated courses and 3 Art classes were added.
	Concurrent Enrollment increases enrollments 3% from 2,620 to 2,700, an increase of 80 enrollments.	Total enrollments in Concurrent Enrollment was 2,295, a decrease due to the loss of three high schools using the program.
	Concurrent Enrollment increases FYE 3% from 268 FYE to 276 FYE.	The loss of three high schools in concurrent enrollment due to cost resulted in a total of 246 FYE for FY09.
Improve community through technology.	Social networking and related technologies provide information to at least 2000 student members and other related stakeholders.	LSC's Facebook page has more that 720 fans. Twitter feed established in May 09 has 50 followers. PI dept. is active on the Yammer system, providing updates to staff members. Star Alert System established and publicized.
Outcomes Completion Date Projected into FY10		
Outcomes Not Completed - Extended to FY10		
Increase the number of students enrolled in online courses.	Online AFA degree accepts students Fall 2009.	In place of an online AFA degree, a 60-credit online AS degree and a 27-credit online certificate in Digital Design were approved by the AASC in Spring 2009. An articulation agreement with a MnSCU institution will be sought in Fall 2009. MnSCU approval for the certificate is in progress.
Provide college level learning experiences through High School Connections Program.	24 programs in the Perkins Program create the benchmark from which future planning is based.	Two program of study were developed, as the process was delayed several months as the new Perkins organization was in place.
Outcomes Not Completed		
Improve student engagement and increase satisfaction with Student Life offerings.	Statistically significant improvements in engagement and satisfaction are demonstrated by comparing baseline FY07 CCSSE and FY08 SSI data with respective data gathered in FY09 and FY10.	
Provide college level learning experiences through High School Connections Program.	High School CLL testers increase by 20%, and addition of four new testers.	11 high students have taken the CLEP test. HS students have until June 30 to test with MDE paying for the testing.

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Outcomes Deleted		
Continue to strengthen assessment of student learning initiatives.	An Audience Response System is used to assess student achievement in at least five Sociology course sections to determine its usability for assessment.	The Sociology Department abandoned this objective in favor of developing team based learning.
Goal 3.1 - Be the state's leader in identifying workforce education and training opportunities and seizing them.		
Unit/Department Objectives	Projected Outcomes	Achieved Outcomes
Outcomes Completed - Goal Achieved		
Expand Customized Training Offerings to Business and Industry.	Lean courses increase enrollments 10% from 285 Duplicated HC to 314 Duplicated HC.	660 students have been enrolled in the Lean Healthcare training courses to date.
	Student enrollment in customized training increases 1.5% from 4,069 unduplicated HC to 4,130 unduplicated HC.	CT has enrolled 5,176 (unduplicated HC) students to date.
	Credit registrations in Customized Training increase 5% from 1,944 to 2,041 Duplicated HC.	CT has 2,359 credit registrations (duplicated HC) to date.
Expand Access to Continuing Education Offerings.	Enrollment in current and new classes increases 5% from 1,172 to 1,232.	Enrollments increased from 1,172 to 1,336, and increase of 14% vs. plan. In-house professional development classes added 3,398 enrollments and 897 CEU's to the CE program. This increased total enrollments to 4,734 and a total of 3,244 CEU's.
Outcomes Completed - Goal Not Met		
Outcomes Completion Date Projected into FY10		
Outcomes Not Completed - Extended to FY10		
Increase the number of students participating in global education opportunities.	A new 15-credit Global Competence Certificate is approved by the curriculum process and enrolls students for Fall 2009.	A 15-credit Global Competence Certificate was approved by the AASC in Spring 2009. MnSCU approval is pending.
Expand Customized Training Offerings to Business and Industry.	Customized Training offers a Lean 101 course for Business and Industry.	Lean 101 is being developed.
Outcomes Not Completed		
Expand Customized Training Offerings to Business and Industry.	Shared, specialized incumbent worker training is designed for ten different employers and ready for implementation in the fall of 2009.	
Outcomes Deleted		

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Goal 3.2 - Support regional vitality by contributing artistic, cultural, and civic assets that attract employees and other residents seeking a high quality of life.		
Unit/Department Objectives	Projected Outcomes	Achieved Outcomes
Outcomes Completed - Goal Achieved		
Increase student, staff, and faculty participation in civic engagement and service learning activities.	The college's civic engagement and service learning opportunities are highlighted during the Student Success Day each semester.	Two Student Success Day sessions, attended by 6 students, were held in Fall 2008 to highlight the college's civic engagement and service learning opportunities. An "Instant Activist" event to promote political activism was held during the Spring 2009 Student Success Day, attracting 62 student participants and 17 student, faculty, and staff volunteers.
Outcomes Completed - Goal Not Met		
Outcomes Completion Date Projected into FY10		
Outcomes Not Completed - Extended to FY10		
Increase student, staff, and faculty participation in civic engagement and service learning activities.	A mission, vision, and outcomes for Civic Engagement are completed and communicated for implementation in FY10.	The Civic Engagement Task Force decided to dismantle in Spring 2009 when a new Civic Engagement IE Action team was formed. The work will be completed by the Action team.
	15% of syllabi incorporate a civic engagement or service learning outcome.	In an initial call for responses, nine faculty responded with specific active learning and/or civic engagement initiatives. A better mechanism for tracking activities will be developed by the new Civic Engagement IE Action team.
Outcomes Not Completed		
Outcomes Deleted		
Goal 3.3 - Develop each institution's capacity to be engaged in and add value to its region and meet the needs of employers in its region.		
Unit/Department Objectives	Projected Outcomes	Achieved Outcomes
Outcomes Completed - Goal Achieved		
Expand Customized Training Offerings to Business and Industry.	Highway workers for the MnDOT program enroll in one new maintenance course in Fall 09.	Grading Characteristics Part 1 and Part 2 have been developed for the MNDOT program.
	A new Bridge Construction Inspection course for project engineers at MnDOT program accepts students in Fall 09.	A new Bridge Constructor Inspector course was delivered to MNDOT engineers this year.
Expand credit based programming to local union representatives.	Sheet Metal Apprenticeship program is converted to a credit-based program.	The Sheet Metal Apprenticeship program has been converted to credits.

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Expand Access to Continuing Education Offerings.	CEU's in current and new classes increase from 1,952 to 2,052, an increase of 5%.	CEU's increased from 1,952 to 2,347, an increase of 20% vs. plan of 5%. (Since CE Spring term runs through June 30, there are still enrollments to come in this year.)
Outcomes Completed - Goal Not Met		
Expand Customized Training Offerings to Business and Industry.	Four new online offerings are created by Customized Training.	CT has created two new online courses this year.
Expand Access to Continuing Education Offerings.	Alternative delivery classes increase by two online courses and two ITV courses.	3 courses were delivered via ITV vs. the plan of 2. While no online course were developed, 60 students enrolled in Ed2Go online classes and one in a Gatlin online course.
	14 new Continuing Education courses are offered during the year.	An array of new online Ed2Go classes were offered; no new in-house courses were created.
Outcomes Completion Date Projected into FY10		
Provide outreach services to industry to increase cultural awareness of potential workforce.	A 15 credit certificate program in Intercultural Competency enrolls 10 participants by January 2010.	The Intercultural Competency certificate is in draft phase. The program outline will be completed in September and would allow for a program to begin in January 2010.
	Three training opportunities are provided to external stakeholders to meet the needs for training a global workforce.	On track to being completed. LSC hosted a Biomass Conference in March 2009 and will be offering two additional events that will showcase global workforce.
	Three external partnerships share resources and information between employers and LSC regarding cultural education and increasing local and global understandings.	In progress
Outcomes Not Completed - Extended to FY10		
Solidify financial support for facilities expansion.	LSC's request for funding for Health and Science Building is included in the upcoming Bonding Bill.	Bonding bill funding the building was passed by the legislature, but "line item" vetoed by the Governor. The project will be resubmitted in 2010.
	Funding for the Center for Advance Aviation is included in Federal Legislation.	Communication with Rep. Oberstar and Sen. Klobuchar continues with action on the labor bill expected over the summer.
Outcomes Not Completed		
Outcomes Deleted		

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Goal 4.1 - Build organizational capacity for change to meet future challenges and remove barriers to innovation and responsiveness.		
Unit/Department Objectives	Projected Outcomes	Achieved Outcomes
Outcomes Completed - Goal Achieved		
Increase grant writing capacity among LSC community.	Bi-annual summary of grants opportunities and RFP's is distributed to departments, faculty, and units.	First summary presented to EC in fall. An updated grant calendar will be presented to EC during the June retreat 2009 as a recap of the fiscal year's offerings and recommendations.
Increase institutional support from private sources.	At least 250 face-to-face visits with potential donors are categorized by discovery, cultivation, solicitation, or stewardship.	Many visits have taken place but without full implementation of the Major Gifts module of Donor2 it is difficult to accurately determine the number of face-to-face visits conducted by the Director. With full implementation of the new module, tracking, recording, and classifying visits will be accurate in the next fiscal year.
Conduct research and data analysis that contributes to decision-making.	Focus groups identify the most important areas for action regarding the employee satisfaction survey.	The focus groups identified three themes for discussion at the senior administrative level -- Communication, Student Centeredness, and Professional Development. Further discussions will focus on improvement strategies for FY10.
Obtain a better understanding of the data elements provided in the 2007 employee satisfaction survey, with a goal of showing improvement with the next survey.	Employee satisfaction focus groups identify issues related to the most significant gaps, and action plans address options for improvement with a goal toward a .2 decrease in the gap with the next survey administered by the college.	Research department convened a team to establish the process for the focus groups. Focus group information was summarized and presented to EC in April. EC retreat will prioritize and assign action plans.
Outcomes Completed - Goal Not Met		
Increase institutional support from public sources.	At least four additional federal grant requests are completed and submitted.	A Dept. of Labor grant proposal was submitted in February for just under \$1 million. Discussions began for NSF proposal - faculty declined to participate. CBJTG grant was under early stages of development - transferred to Health Force MN per Dir. of Nursing. Reconsiderations for CBJTG will be made by the VP of Workforce and Community Dev. NEH proposal will be developed for June if authorized by VP of Academic Affairs (1:1 match). NEH proposal encouraged - faculty declined. Two smaller proposals were made - to the MetLife Foundation and to the Dept. of Ed. "Community Colleges Can" and awarded for \$14K.

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Increase institutional support from private sources.	Five major gifts are realized.	The research for this goal was not realized and the goal was not achieved. The following gifts were received: Monaco = \$250,000, Hunt Family = \$15,000, Ordean Grant = \$50,000, and a \$6000 pledge.
	The fundraising plan for the CAA serves as a model for future program planning.	Due to the current budget situation, plans for expansion of the CAA have been postponed and the plan for fundraising has been put on hold.
Increase alumni support and participation in LSC events.	Four new alumni signature events result in at least 1000 new alumni attendees.	Six Monday Movie Mania events with a total participation of 492 unduplicated participants. Total duplicated attendance of approximately 1050. Other events include: Student Support Services Alumni Event= 20 approx., Earth Day= 400 approx., Salsa Dancing= 40 approx., Donor Dinner= 19, Where's Bob= 10 approx., Parent Day= 258, Online Auction= 300 approx. Total new events=8, Total event attendance=1539, Total estimated alumni attendance=770.
	Improved understanding of opportunities to involve alumni is realized through a minimum of three surveys distributed electronically to alumni.	On track to complete one survey by the end of the fiscal year.
	Traffic at the alumni website and Facebook site increases threefold.	Unique page views increased from 1,852 in FY 08 to 4,631 in FY 09 (150% increase). Total page views increased from 3,722 in FY 08 to 7,441 in FY 09 (100% increase). The average view time increased from 47 seconds to 52 seconds (11% increase).
	At least 180 alumni donors give an average of \$150 each.	Initial estimates indicate just under 100 alumni donors at an average rate of \$178 in giving.
Outcomes Completion Date Projected into FY10		
Increase institutional support from public sources.	Title III proposal for a developmental education project is submitted to Department of Education.	Submission has been delayed to 2010. There was no open competition during 2009.
Increase institutional support from private sources.	A 25% increase in gifts and grants from private sources is realized.	In process, to be determined from the Gifts and Grants Report due in November.
Outcomes Not Completed - Extended to FY10		
Continue to strengthen assessment of student learning initiatives.	FY10 Academic Affairs unit plan is aligned with the SAA's new Strategic Assessment Plan.	SAA has partially completed the goals and objectives portion of its Strategic Plan. The Plan will be updated on a rolling basis and is available to inform the FY10 Academic Affairs unit plan.

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Improve electronic communication services/options.	At least 500 different interactions using live voice and IM service will occur during the first year.	The live voice service and instant messaging service implementation has been delayed due to technical difficulties related to the migration away from Novell.
Outcomes Not Completed		
Implement a collaborative, region-wide entrepreneurship initiative.	An annual entrepreneurial work plan, which will set the foundation for institutional advancement of entrepreneurial activities, is complete.	
	At least three of the institutional goals in the advancement of entrepreneurialism are met.	
	A region-wide entrepreneurial symposium, designed for both college and community leaders committed to entrepreneurialism has at least 100 individuals who participate across the region.	
Outcomes Deleted		
Increase grant writing capacity among LSC community.	Comprehensive prospect summaries are produced as requested for projects identified in department or unit work plans.	None requested to date. This outcome will be deleted from the plan. There have been no requests for summaries.
Goal 4.2 - Reward and support institutions, administrators, faculty, and staff for innovations that advance excellence and efficiency.		
Unit/Department Objectives	Projected Outcomes	Achieved Outcomes
Outcomes Completed - Goal Achieved		
Increase grant writing capacity among LSC community.	At least seven LSC employees attend the grant writing workshops with at least five grants submitted for funding by June 2009.	Seven employees completed the workshops with the intention of developing grant proposals. Three staff members completed work on developing grant proposals, and one decided not to write the grant herself but to assist its development. Two others are still in the process of completing their drafts. A total of four grants have been submitted to date. An additional three grants may be submitted pending VP approval for matching and pending final completion by staff grant developers. One proposal was funded in February for \$29,000.
Create a sustainable campus.	First year requirements of the College Presidents Climate Commitment are completed.	Complete as of 6/30/09
Outcomes Completed - Goal Not Met		
Outcomes Completion Date Projected into FY10		
Outcomes Not Completed - Extended to FY10		
Improve electronic security.	All computers are checked prior to connection to the LSC network to ensure that no harm will be done from viruses and similar computer problems.	This project is still on track but a bit behind schedule. By the start of fall semester we will be checking all computers that connect to the LSC public network.

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Increase/improve electronic access for employees.	An LSC Employee Portal gives users single sign-on access to all of their most commonly used web applications, including email, ISRS, and D2L. At least 100 employees will access these accounts during the first year.	The employee portal, which hosts internal employee content, single sign applications, forms, workflows, and a department site was developed, assigned user permissions, and tested. The portal has been prototyped by various committees and departments on campus, and design changes have occurred based on user feedback. A full implementation of the employee portal will not occur until all employees have been migrated to active directory successfully. At that point, all internal content will be removed from the Lake Superior College public site.
Process Improvement for Employee Onboarding function.	Focus group evaluation of orientation and other onboarding steps guide revisions. The next Employee Satisfaction survey will show a statistically significant improvement on relevant survey questions.	Onboarding was improved through adding criminal background check, orientation is under revision to include longer sections for ethics and safety. To be in place for fall FY10. Working collaboratively with Academic Affairs to improve faculty orientation process.
Provide enhanced campus safety.	Three blue light emergency call stations are installed in parking areas.	Hold over into FY10. Work to be completed by 9/1/09.
Outcomes Not Completed		
Outcomes Deleted		
Goal 4.3 - Hire and develop leaders who will initiate and support innovation throughout the system.		
Unit/Department Objectives	Projected Outcomes	Achieved Outcomes
Outcomes Completed - Goal Achieved		
Increase the quality and security of recruiting process.	100% of new hires (and current health faculty) will have cleared background checks prior to starting employment by September 1, 2008.	All new hires went through a background check as planned. The processes has been integrated into HR onboarding procedures.
Outcomes Completed - Goal Not Met		
Outcomes Completion Date Projected into FY10		
Outcomes Not Completed - Extended to FY10		
Outcomes Not Completed		
Outcomes Deleted		

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LSC Goals - Not Determined through MnSCU		
Unit/Department Objectives	Projected Outcomes	Achieved Outcomes
Outcomes Completed - Goal Achieved		
Continue to strengthen assessment of student learning initiatives.	The Dental Hygiene Program Accreditation Self-Study is converted to electronic format within eFolio.	Conversion of the Dental Hygiene Program Accreditation Self-Study is substantially complete.
Increase/improve electronic access for employees.	At least 10 wikis are created across the LSC community, using Wiki creation software during the first year.	A SharePoint portal wiki was developed to utilize on and off campus. Several committees utilize the product to track team discussions and meeting minutes. The product allowed for communication without having to meet face to face. The product did lack some of the functionality that other products offer on the market. There has been discussions to explore another product (e.g., Wikimedia) and analyze end user acceptance
Enhance technology services to students.	A remodeled and expanded e-Campus Student Technology Help Center provides at least 40 open lab workstations, consolidates help desk services, and improves faculty access to instructional design and D2L assistance.	The remodeled space should be occupied by June 1, 2009 with approximately 25 student open-access computers, plus several more special-use computers.
Increase effectiveness and efficiency of HR processes.	Electronic timesheets used by all (100%) staff, supervisors, and administrators.	The transfer to eTimesheets was successful and 100% of staff are now using the system.
	All (100%) unclassified searches are conducted using a web-based application tracking system.	Since January of 2009, 100% of the searches have made use of the new NEO GOV software.
Increase public information.	Feature coverage in the Duluth News Tribune is expanded, with at least one feature article per month during the academic year.	Ten feature stories and expanded spot news coverage, representing a net increase in coverage over past years.
	TV News Coverage is increased with at least one TV feature each month during the academic year.	Goal attained. Better relationships with local reporters and stable staffing at local stations resulted in expanded coverage.
Outcomes Completed - Goal Not Met		
Provide enhanced campus safety.	Internal security is increased through installation of ten cameras in critical areas prone to theft as determined by Physical Plant Director.	Two cameras have been installed in bookstore.
Increase campus video promotional materials.	At least one video clip per month is posted to "The Wave." Program promotional videos are added to at least five academic database web pages.	17 YouTube video clips posted, with 14 posted to The Wave. Seeking an innovation grant to fund student stipends for video production/program profiles.

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Increase public information.	Readership of "The Wave" is expanded 50% from a base of 400 current daily readers.	Wave readership plateaued as other venues, notably Facebook presents the same information.
Outcomes Completion Date Projected into FY10		
Improve LSC Campus intercultural competency and awareness on issues in our community, region, state, and nation.	At least 10 LSC staff learn about their culture and/or ethnicity through three genealogy program offerings. Impact will be measured with a satisfaction survey.	In process of being implemented.
Support under-served & under-represented students in their pursuit of higher education at LSC.	"Skype" provides resources for 10 international students to connect with family members. FY09 use benchmarks will offer program growth opportunities.	The Intercultural Center has conducted a limited "pilot" with a student to investigate any problem areas. From the pilot, there have been three suggestions that required updating the software and hardware issues. The "Skype" program will be officially launched in the Fall of 2009 for students to utilize.
Provide services that meet or enhance student needs.	Multicultural Career and Job Fair on LSC campus for 10 businesses and 50 students results in 10 students receiving potential employment interviews.	LSC's Multi-Cultural Career and Job Fair is being planned for October, 2009.
Outcomes Not Completed - Extended to FY10		
Increase/improve electronic access for employees.	At least 10 surveys are created, across the LSC community, using an LSC Survey Software open during the first year.	Several survey applications have been developed and implemented on a trial basis. Some examples include, but not limited to, Student Senate Elections, Employee Satisfaction, Leadership Committee, and Online Learning. Based on user feedback, each application has not met our standards. These applications were either lacking the functionality required by the survey creator or were not intuitive for the end user. Other products are being researched for possible campus implementation.
Provide enhanced campus safety.	All hazards plans are updated.	In progress, completed by January 2010.
Improve campus promotional materials.	Revised campus video is distributed via disc and Internet.	Postponed to FY10 or later.
	Revised CAA video is distributed via disc and Internet.	Postponed to FY10 or later.
Improve department planning processes.	Promotional planning calendar organizes promotional events and advertising commitments.	Some progress on this goal. Project continues with emphasis on better communication with other units of the college.
Outcomes Not Completed		
Outcomes Deleted		