



# 2020-2030 Master Academic and Student Affairs Plan



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# Acknowledgements

Faculty from across the college and staff from student support departments contributed to the work and provided input into the development of the Lake Superior College (LSC) Master Academic and Student Affairs Plan. Sincere gratitude is expressed to all who contributed your thoughts and ideas to this plan. Without your efforts, the development of this plan would not have been possible.

A special thanks goes out to the members of the Master Academic Planning and Retention Teams.

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Thank you to all members of the LSC community for your multiple and varied contributions to the development of this plan and more importantly, the work you do to implement the plan. Your dedication to this work is greatly appreciated and will have a positive impact on all our LSC students.

# Institutional Profile

## Mission

Lake Superior College serves the community and supports the economy of Northeast Minnesota and beyond by providing high-value accessible higher education and advanced training in a supportive environment.

## Vision

We will strengthen our community by anticipating and meeting its needs for innovative education and training.

## Values

- Lifelong learning
- Equity and diversity
- Innovation and initiative
- Trust and respect
- Academic freedom and free inquiry
- Integrity and stewardship collaboration
- Community

## College-Wide Outcomes

The LSC College-Wide Learning Outcomes describe the knowledge, skills, and responsibilities students should acquire as a result of their studies at LSC.

### Professional and Personal Responsibilities, including:

- Professional demeanor
- Initiative and accountability
- Adherence to organizational expectations
- Self-development and lifelong learning

### Intellectual and Practical Skills, including:

- Critical and creative thinking
- Information literacy
- Inquiry and analysis
- Quantitative literacy
- Synthesis and application
- Teamwork and problem solving
- Written and oral communication

### Foundational Knowledge of the Intellectual, Social, and Natural World, through study in:

- Career-focused programs
- Liberal arts
- Sciences

### Social Responsibilities, including:

- Awareness and practice of sustainability
- Civic involvement
- Ethical reasoning and action
- Intercultural competence





# Institutional Profile

Lake Superior College (LSC) is a combined community and technical college located in Duluth, Minnesota. It is one of 30 public two-year colleges that are part of Minnesota State. LSC is an open enrollment institution. Its mission is to provide high quality, affordable education that benefits diverse learners, employers, and the community. The College achieves its mission through a wide variety of academic, technical, customized training, and workforce development offerings.

LSC's main campus is set back on a majestic 97-acre wooded lot overlooking Lake Superior and St. Louis River bay. The campus features an award-winning hiking trail, a designated trout stream (Miller Creek) and access to a city-run disc golf course.

In addition to our main campus, LSC is home to three career training centers. The Center for Advanced Aviation (CAA) is home to our professional pilot and aviation maintenance programs. The LSC Emergency Response Training Center (ERTC) is a regional firefighting and emergency rescue training hub and hosts LSC's truck driving program and Continuing Education and Customized Training programs. LSC's Downtown Center offers state-of-the-art integrated manufacturing training and shop facilities for machining, welding, and computer-aided design.

LSC offers numerous services that support the student population including Tutoring and Learning Center, Disability Support Services, Advising Services, Financial Aid, Career Services, TRIO, Intercultural Center, Athletics, Veteran's Resource Center, and an array of Student Life events.

LSC is accredited by the Higher Learning Commission and participates in its Open Pathway Program.



LSC's main campus



The Center for Advanced Aviation (CAA)



The Emergency Response Training Center (ERTC)

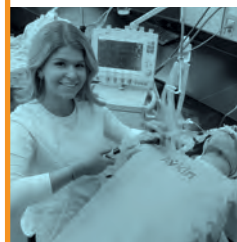


LSC's Downtown Center

## LSC Facts

### Enrollment and Demographics (FY2021)

Unduplicated Credit Headcount:	7,475
Total FYE:	2,399.95
Percent Female:	58%
Percent Male:	41%
Unknown:	1%
Students of Color:	14%
White/Caucasian:	83%
Unknown:	3%
Percent Full-time:	38%
Percent Part-time:	62%



# Master ASA Plan Process

In 2019, Lake Superior College (LSC) adopted a new administrative structure that focused on bringing the Academic and Student Affairs units closer together creating a cohesive approach to student success and retention. In 2020, LSC developed a new strategic plan aligned with the overarching Minnesota State Equity 2030 goals to “close the educational equity gaps across race and ethnicity, socioeconomic status, and geographic location.”

As part of this commitment, during the spring and summer of 2021, the Master Academic Planning Team and the newly developed Retention Team embarked on dialogue to identify how we can best support our students throughout their educational journey. Through this process, we developed concrete goals and initiatives, aligned to the LSC Mission, Vision, Values and Strategic Plan, in five overarching themes:

1. Professional Development
2. Student Success Metrics
3. Learning Outcomes
4. Program Development
5. Communication

During the fall semester of 2021, the goals and initiatives were presented to the campus in the form of an in-person and virtual gallery walk. During the gallery walk, students, faculty, and staff had the opportunity to review the cumulative work and identify those initiatives that they believed were most important to be addressed in the next 2-3 years. Approximately 40 people participated in the face-to-face gallery walk and 20 people participated in the virtual gallery walk. Following this gallery walk, the full Academic and Student Affairs Leadership Team finalized the workplan below and prioritized which initiatives would be worked on first.

The creation of the following Master Academic and Student Affairs workplan was a truly collaborative process and will impact a large part of the work we do at Lake Superior College. Each initiative is aligned with our LSC Strategic Plan and falls under one of 5 encompassing themes:

1. Professional Development
2. Student Success
3. Learning Outcomes
4. Program Development
5. Communication



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# Master ASA Plan

## Professional Development Theme

**Goal:** Increase faculty/staff participation in Professional Development training.

**Initiatives:**

1. Embed Professional Development planning into staff annual reviews and faculty Professional Development Plans (PDPs).
2. Provide faculty with resources and training to create a welcoming environment (physically and virtually).
3. Reinstate the Professional Development Committee.

**Goal:** Increase faculty/staff participation in Diversity Equity and Inclusion (DEI) initiatives.

**Initiatives:**

1. Embed DEI work into staff annual reviews and faculty PDPs.
2. Implement the Intercultural Development Inventory (IDI) for faculty and staff.

**Goal:** Provide incentive or recognition for staff/faculty participation in Professional Development.

**Initiatives:**

1. Develop a digital badging program for Professional Development work.

## Student Success Theme

**Goal:** Increase student awareness of transfer in and transfer out opportunities.

**Initiatives:**

1. Develop a more inclusive Transfer website.
2. Increase faculty/staff understanding of Credit for Prior Learning (CPL) and transfer.
3. Increase understanding and use of Credit for Prior Learning.

**Goal:** Increase traditional measures of student success – retention, graduation, and placement.

**Initiatives:**

1. Ensure that students are prepared (technologically, supplies/materials, etc.) prior to the start of a term
2. Develop a plan to identify why students do not start, withdraw, or fail to complete.
3. Examine the process for student graduation.
4. Develop a plan to analyze student data (SSI, PSOL, ASP, Academic Alert) to identify barriers to success
5. Provide faculty with resources and training to create a welcoming environment (physically and virtually).

# Master ASA Plan

## Learning Outcome Theme

**Goal:** Actively assess programs and departments.

**Initiatives:**

1. Participate in the HLC Assessment Academy – redesign the Program/Department Self-Study process.

## Communication Theme

**Goal:** Increase student, staff, and faculty engagement in college events.

**Initiatives:**

1. Create a singular hub/calendar of internal student events.
2. Develop a set of guidelines for internal marketing.

**Goal:** Improve internal communication.

**Initiatives:**

1. Re-establish common practices and procedures for sharing committee meeting notes.
2. Identify positions with access and ownership of email groups.

**Goal:** Improve student communication throughout the student lifespan.

**Initiatives:**

1. Implement a common Customer Relationship Management (CRM) platform for recruiting, admissions, advising, and graduation.

## Program Development Theme

**Goal:** Expand access to educational and student services to increase enrollment.

**Initiatives:**

1. Develop evening and/or weekend academic program for working adults.
2. Expand evening and weekend access to services and student life opportunities.

**Goal:** Increase student participation in co-curricular activities.

**Initiatives:**

1. Develop co-curricular programming in alignment with the College-Wide Outcomes.
2. Establish a credentialing program to recognize co-curricular learning.

**Goal:** Maintain a robust program inventory.

**Initiatives:**

1. Establish a wholistic approach to new program development.
2. Utilize the HLC Assessment Academy Program/Department Self Study to identify when to modify or close a program.

**Goal:** Increase non-credit enrollment.

**Initiatives:**

1. Intentionally collaborate with credit faculty to develop new non-credit training.



# Lake Superior College



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