

Planning Council Recommended Priority Goals for 2023-2024

Planning Council's recommendations for 2023-2024 elevate the "why" and "how" of our work as a university.

- We recommend **Goal 1.1**, promoting student access and success, and **Goal 1.2**, promoting graduate education. These twin student-centric goals are why we are here at Montana State.
 - Goal 1.1 highlights diverse enrollment, addressing financial need, growth in AA degrees and certificates, early college, developmental education, increasing persistence and degree attainment for all students, and minimizing the differences across student groups in success outcomes. In the wake of the pandemic, we have more work to do in each metric and action item. The needs of the state and the nation require us to do that work with alacrity.
 - Strengthened graduate education in Goal 1.2 is crucial to our scholarly and engagement work, as well as to undergraduate education. MSU graduate degree earners are future leaders, innovators, and entrepreneurs in Montana and beyond. Lead time for the programmatic and individual innovations that will strengthen graduate education and prepare more advanced degree holders necessitates we redouble our efforts now to successfully confront tomorrow's challenges.
 - Planning Council members underscore that these goals are complementary, not competitive. Pursuing the targets in these two goals will also positively impact the rest of the plan.

- We recommend **Goal 3.3** as the consensus top priority from Planning Council. Goal 3.3 promotes collaboration, continuous improvement, and individual growth in our campus community – it is how we achieve the other two priority goals. This goal has been elevated each cycle, and we have seen some improvement in the metrics. We have also seen external threats to our continued success, in rising costs of childcare and housing and increased competition for the talented and dedicated employees we rely on. Culture requires constant nurture.
 - Unique in our conversations about Goal 3.3 compared to prior years, no single metric drove its elevation. Planning Council's discussions centered on each metric and action throughout the year: collaboration in support of student success, employee compensation, professional and personal development, inclusion, and sustainability.
 - Collaboration, one of six Strategic Plan values, threads throughout the plan. Success in Goal 3.3, indeed in all three priority goals and the entire plan, depends on continued mutually-beneficial collaborations.

We are, we hope, emerging from a period that required tactical attention to the pandemic, introduced new external challenges to our strategic work, and disrupted our familiar efforts in support of the strategic plan. The horizon of 2023-2024 for this priority goal cycle approaches the end of the current strategic plan's life, in December 2024. Given the timing, there is urgency in our attention to these goals.