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Century College is a member of Minnesota State. We are an affirmative action, equal opportunity employer and educator. This document can be available in alternative formats to individuals with disabilities by calling 651.773.1745 or emailing access.center@century.edu.
MISSION
Century College inspires, prepares, and empowers students to succeed in a changing world.

VALUES
The Century College community values:
- inspiring learning
- broadening perspectives
- pursuing excellence
- responding to community needs
- achieving goals
- transforming lives
- celebrating achievement

Collaboration is essential to who we are. The Century College strategic plan was developed through a highly collaborative process—engaging all college stakeholders to identify and articulate the College’s strategic priorities.

As we implement and execute the plan, we will continue to collaborate with all college stakeholders—employees, students, alumni, the local and regional community—to achieve our collective vision. Century College will work with our partners to deliver high quality, innovative education and services that will lead to student success and the success of the community.

Century College will support its students and employees, and continue to improve its processes and be accountable for its work as it delivers on its mission of inspiring, preparing, and empowering students to succeed in a changing world.

Angelina Millender  ~  President, Century College
PLANNING TASK FORCE MEMBERS

John Anderl (Co-Chair)  Bob Klindworth
Moni Awoyemi            Tracy Kuny
Robin Bowden            Dana Lemay
Brian Beahan            Yia Lor
Michelle Blesi          Tim Micko
Carolyn Cook            Laura Moser
Julie Daniels           Elizabeth Murry
Aarin Distad (Co-Chair)  Pat Opatz (Co-Chair)
Rosie DuBose            Dana Paulson
Paul Dykes              Nichole Petersen
Pam Engebretson         Scott Randall
Luis Flores-Lara        Jennifer Rassett
Dale Hager              John Rohleder
Beth Hein               Andrea Steen
Hannah Heublein         Jenni Swenson
Dawn Goebel             Chris Weyandt
Megan Jaunich           Pakou Yang
Neil Johnston           Pamela Yang
Herbert King
Distribution of Participants on the Planning Task Force

49% Faculty
35% Staff
16% Administration

Engagement and Information Data Collection

To that end, the Planning Task Force facilitated a number of engaging, interactive data collection activities. The Planning Task Force members were able to select the activity that they felt best suited the stakeholder group that they were collecting information from. Some of the activities were focused on consensus building, others were designed to gather a wide range of information, etc.

Count of individuals that Participated in a Data Collection Activity Facilitated by the Planning Task Force

<table>
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<th>Activity</th>
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<td>Future Timeline</td>
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TIMELINE & PHASES OF THE CENTURY COLLEGE PROCESS

PHASE 1
Getting Started (Planning & Organizing)
March — July 2019

PHASE 2
Data Gathering (Engagement)
July — October 2019

PHASE 3
Sense Making (Understanding the Issues)
October — December 2019

PHASE 4
Vision Conference
January 2020

PHASE 5
Goals Conference
February 2020

PHASE 6
Finalize Strategic Plan
February — May 2020

LAUNCH STRATEGIC PLAN
June 2020
Guiding Principles for the Creation of Century College’s Strategic Plan

1. **Meaningful engagement** of institutional stakeholders was at the heart of our highly collaborative process.

2. **Transparency was paramount.** Information on the process, themes, etc. were regularly shared with the community throughout the year via myCentury, campus emails, presentations, listening sessions, etc.

3. **External issues and trends** in higher education were deliberately folded into the process to inform our work and reflect a broad perspective.

4. **The engagement of external stakeholders**, such as alumni, community leaders, and business partners was imperative so that our feedback reflected diverse perspectives.

5. **Input was collected from a variety of stakeholder groups.** Some groups, such as employees, were asked to participate in the process multiple times, both as a Century College employee generally, such as during Opening Days Fall 2019, as well as a member of an affinity group, such as an employee of color or as an MSCF member. This was also true for students who could have participated as a member of Student Senate, as well as a student of color, part-time student, or other. The number of participants in the stakeholder groups in the graphic below will reflect some duplication as a result.
In 2017, the Planning Committee recommended a way of aligning all planning efforts at the College (see image on the right).

Since then, this alignment document has been reviewed by multiple College stakeholders including Cabinet and Faculty Shared Governance.

By bringing all of our planning efforts into alignment we will:
- Reduce the ‘whirlwind’. Departments will use their work plans to align their work and improvement efforts to the broader goals of the College.
- Ensure that we are working in concert with each other.
- Resolve issues of competing priorities.
- Elevate accountability so that the work we are doing is being measured and applied towards the priorities of the College.
- Align budget and the allocation of resources to a set of strategic priorities.

The Century College community elevated the theme of equity, diversity, and inclusion during the strategic plan creation process. This focus of the College aligns with the focus and goals of Minnesota State.

Century College’s work in moving the needle on equity, diversity, and inclusion will align with the 6 Strategic Dimensions under Minnesota State Equity 2030.

Equity by Design is a toolbox of measures being used by Minnesota State to measure progress under Equity 2030. These measures will inform many of the measures used for Century College’s strategic plan.

Century College must demonstrate compliance with HLC Criteria for Accreditation including Core Component 5c:
The institution engages in systemic and integrated planning and improvement.

This core component addresses both the need for the College to ensure alignment, measurement, and accountability across all planning efforts as well as clear alignment of resource allocation and budgeting to those efforts as well.

Our alignment of planning efforts brings the College closer to demonstrating to HLC that Century College has increased maturity in our planning and resourcing processes.
PLANNING ALIGNMENT

The following flowchart reflects how we currently operate at Century College, as well as, how we envision planning alignment should operate (identified through italics).

EXTERNAL

INSTITUTIONAL

DEPARTMENTAL

Mission, Vision, and Values

Strategic Plan Goals and Strategies (5 yrs.)

President’s Priorities 1 yr

Department Work Plans 1 yr

Program/Service Area Review 4 yrs

Performance Evaluation and Professional Development Plan 1 yr

Learning Outcome Assessment (Core Competencies, PLO’s, SLQ’s) 1 yr

Budget

Minneapolis State Framework

Regulatory Authority Legislation, Policies, etc.

Criteria for Accreditation

Academic Master Plan 3 yrs

Information Technology Plan 5 yrs

Comprehensive Facilities Plan 5 yrs

Enrollment Management Plan 3 yrs

Diversity Plan 3 yrs

Divisional Work Plans (Exec Cab) 1 yr

Committee Goal & Activities Report 1 yr
2025 VISION STATEMENT

This Vision Statement should be understood as how we at Century College will describe the College in 2025 after implementing our Strategic Plan.

Century College is recognized for transforming lives through an innovative, rigorous, and compassionate approach to education. We are well-known for developing the whole person, supporting a culture of inclusion, nurturing collaboration and partnerships, innovating and embracing risk, and operating in a sustainable manner. Our student-focused culture and commitment to student success drives everything we do. We provide a personal, dynamic and rigorous educational experience so that our students are prepared for a complex and fast-changing world.

Our absolute commitment to and focus on the "whole person" exemplifies our lived values. We prioritize wellness in all its dimensions and in the health and well-being of our community. We have created a positive and supportive "ecology" for all those in the Century community, which is a model for our partners.

Century College is safe, inclusive, and welcoming for all. We commit resources to support our diverse community in ways that promote inclusion and equity. Through our demonstrated commitment to diversity, we are able to respond to the changing needs of our students, employees, and community. We are a place where everyone is valued and supported.

Collaboration is essential to who we are. Century College is known for creating and sustaining trusted partnerships that deliver on mutually beneficial commitments, creating a more sustainable and evolving institution, able to effectively meet its mission and vision. Century operates at the center of a network of internal and external partners, serving the community and providing exceptional, holistic, supportive, and innovative experiences for all.

Century College is known for being innovative. The Century community applies new and better solutions to address all problems and issues facing the college. The college promotes innovation by supporting employees' and students' willingness to try new things and to take calculated risks. Failure is viewed as a step toward achieving greater success.

Our operational and governance processes are sustainable, trusted, transparent, easy to navigate and responsive to changing needs. Decisions are data-driven, measured, communicated, and well resourced. We are recognized for our dedication and accountability, allowing us to remain our region's top provider and the destination of choice for employment and leading-edge educational programs, experiences, and services.
Create a culture that recognizes and develops the whole person.

- Educate the Century College community on the concept and importance of the whole person.
- Build an infrastructure to identify the needs of both students and employees and provide the necessary resources to support them.
Create a culture of inclusion, diversity, equity and action.

- Improve accessibility and outcomes for all members of our community by adopting equitable policies/practices throughout Century College.
- Attract, recruit, hire, and retain more diverse campus leaders, including students and employees.
- Build cultural competency throughout the Century College community.
Create a culture of responsiveness to changing needs and environmental factors.

- Continually improve all Century College functions (including practices, processes, policies, teaching and learning) so that the College is more resilient and responsive to external and internal needs.
- Continually hold all functions of the College accountable through ongoing assessment, alignment, and integration practices to better serve the needs of our community.
Create a culture of collaboration and partnerships to grow and sustain the college community.

- Intentionally nurture mutually beneficial partnerships and collaborations.
- Grow, resource, assess, and sustain an infrastructure that supports our partnerships and collaborations.
Create a culture of innovation for sustained college and student success.

- Develop infrastructure to identify, reward and invest necessary resources for a sustainable culture of innovation.
- Cultivate and support the development, adoption, and dissemination of innovative practices so that our College can take calculated risks.