Overarching Themes

• Faculty, staff, and students are proud of what they do.

• People on all campuses and in Extension and the Research and Outreach Centers want to be valued for the work that they do. Those on system campuses want to be more involved in planning and developing system-wide solutions.

• Faculty, staff, students and administrators lack knowledge about the contributions and unique strengths across the system. This hinders their ability to work together.

• It will be important to balance the values of innovation, effectiveness, efficiency, responsibility, and inspiration as we move into our future.
Our Ideal Future

- How We Enact Our Mission
- Senior Leaders with System-Wide Responsibilities
- Faculty and Staff
- Students
How We Enact Our Mission

• **System mindfulness** is present in all major functional areas of the University. System mindfulness is how we do our work, not additional work. We have a common language, transparent processes, and strong relationships that facilitate collaboration, partnerships, and resource sharing.

• **Faculty, students, staff, and community members are aware** that the distinctiveness and comprehensiveness throughout the University of Minnesota allows the system to advance our collective mission, serve the State and solve grand challenges globally. They know how the University of Minnesota facilitates their success.

• **Unique circumstances** of the individual campuses are acknowledged. Units are provided with what they need to excel in their areas of unique strength as well as maintain the high quality we expect across the system.

• We understand the **value of diversity** throughout the system and work together to enhance the capacity of the system to learn from and meet the needs of our diverse communities.
Senior Leaders with System-Wide Responsibilities

• Senior leaders with system-wide responsibilities demonstrate their commitment to the University of Minnesota system and all of its parts in their communication, decision-making, and resource allocation.

• Responsibilities of system administrators are clearly communicated throughout the system. Chancellors provide input to the Provost and President about the ways in which system administrators advance University of Minnesota’s mission on their campuses.

• A designated person in central administration promotes system-wide thinking in decision-making and collaborations. They facilitate communication and collaboration between senior leaders with system responsibilities and senior leaders throughout the system.
Faculty and Staff

• The expertise of faculty and staff across the system is recognized and valued.

• Faculty from across the system with similar areas of expertise are brought together to facilitate scholarly collaboration, share teaching and curricular ideas, create a community of scholars, and foster awareness of collective resources.

• Professional development opportunities are provided on individual campuses and coordinated throughout the system. Efforts are made to share professional development resources throughout the system by making them broadly accessible using technology solutions or by scheduling events in a way that increases accessibility.

• Staff have networks of support across the system so that they are involved through the development, implementation, and assessment of enterprise systems.
Students

• **Admissions are coordinated** throughout the system so that students are encouraged to stay within the system even if they do not receive an offer of admission to their first-choice campus. The distinctive value of each institution is promoted in all recruitment materials and by admissions counselors, recruiters, and student ambassadors.

• **Students know about and have the opportunity to take advantage of resources across the system.**