

System Incentives & Rewards

Proposed Concept #3:

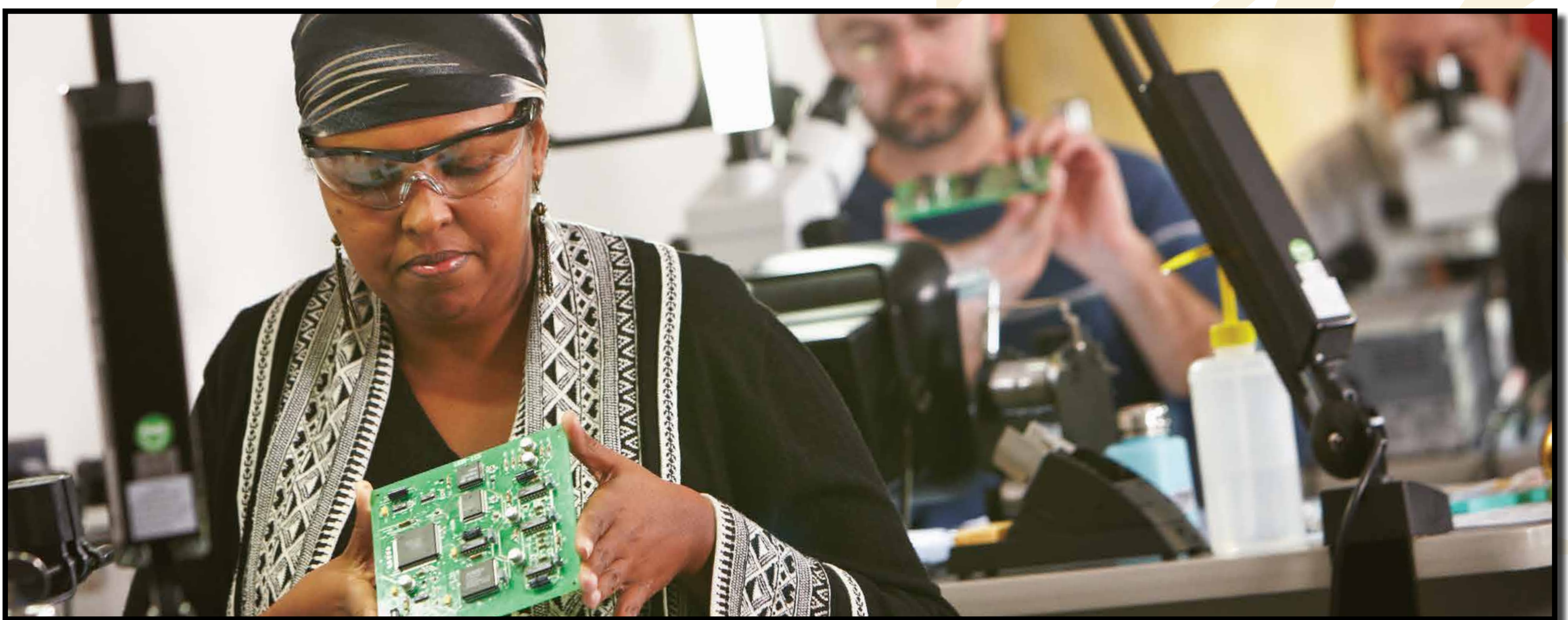
Support and encourage multi-institutional administrative and academic coordination.

1. Promote and reward expansion of existing multi-institutional collaborations and partnerships in the administrative and academic areas, and create a system-level architecture under which these successful collaborations and partnerships are recognized.
2. Use the established Campus Service Cooperative structure to identify additional areas for administrative shared services implementation including business plans that articulate the system's return on investment
3. Create a system-level shared story reflecting the benefits and high value MnSCU contributes to the state of Minnesota.
4. Incent systemwide initiatives for improving processes, environments and programs within MnSCU.

Proposed Concept #4:

Design a human resources model that incents and rewards collaboration, strategic framework commitments and Charting the Future recommendations.

1. Create cross-system standardized HR processes that increase employee satisfaction and decrease dissatisfaction in the workplace. These standardized processes could include: onboarding, training/development, job sharing, job shadowing, cross-campus promotional opportunities and sabbatical internships with other agencies/organizations.
2. Identify, develop and expand cross-system expertise in skill sets that support collaboration, continuous improvement and change management; create training programs for employees to gain or increase skills in these areas.
3. Create visible, public recognition programs for overall excellence in the workplace for MnSCU employees.



CHARTING THE FUTURE
FOR A PROSPEROUS MINNESOTA