

System Incentives & Rewards

Please place a sticker next to the three PROPOSED IDEAS most important to you:

<p>1A: Commit a meaningful portion of state appropriation to incent/reward system and institutional collaboration that leads to improved student outcomes TBD by other implementation teams.</p>	
<p>1B: Design a system/campus financial relationship that supports collaboration, efficiency and access to an extraordinary education.</p>	
<p>1C: Modify allocation framework to reward increases in administrative efficiency and in student success (both overall student success and a decrease in disparities in outcomes).</p>	
<p>1D: Provide incentives and remove disincentives to campuses for optimizing enrollment (i.e. purposefully increasing, maintaining or decreasing enrollment to get students on the right campuses).</p>	
<p>2A: Create a designated collaboration space (“innovation lab”) like the Harvard i-Lab for sharing/building entrepreneurial ideas across campuses.</p>	
<p>2B: Increase the number and type of corporate partnerships to encourage increased use of MnSCU institutions for customized training, increased student internships/fellowships/practica, a growth in sponsored scholarships, and opportunities for MnSCU employee corporate internships during sabbaticals.</p>	
<p>2C: Create a self-sustaining venture fund to support new collaborative innovations (both academic and operational processes).</p>	
<p>3A: 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.</p>	
<p>3B: 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.</p>	
<p>3C: Create a system-level shared story reflecting the benefits and high value MnSCU contributes to the state of Minnesota.</p>	
<p>3D: Incent systemwide initiatives for improving processes, environments and programs within MnSCU.</p>	
<p>4A: 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.</p>	
<p>4B: 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.</p>	
<p>4C: Create visible, public recognition programs for overall excellence in the workplace for MnSCU employees.</p>	



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FOR A PROSPEROUS MINNESOTA