



SGU STRATEGIC PLAN OVERVIEW: 2019 AND BEYOND

MISSION

Sinte Gleska University strives to build a healthy tribal nation and sustain cultural identity by developing critical-minded lifelong learners who promote dialogue and analysis, value diversity and provide leadership.

OBJECTIVES

FINANCE (stable funding, no deficit)

- Beginning in 2019-20 and for each subsequent year, show a positive balance, with total revenue greater than total expenses.

RECRUITMENT (increase incoming, new students)

- From 2019-20 through 2021-22, the incoming class of new students will increase by 5% per year.

RETENTION

(improve student success, keep those we have)

- Using data from AY 2018-19 as the baseline, SGU will show a 5% decrease, each year, in the overall dropout rate (# completing the semester/# who began the semester).

DEVELOP, EXPAND CAREER/WORKFORCE RETURN ON INVESTMENT (ROI)

- Based on post-graduation surveys, SGU will demonstrate positive growth each year, starting in 2019-20, in the number of graduates who report they are employed in their field of study.

EXPAND COMMUNICATION WITH STAFF, DEVELOP A STAFF RECRUITMENT PLAN

(fill positions)

- From 2019-20 through 2021-22, SGU will show a 20% increase in the faculty/staff reporting that "SGU operates with open communication and transparency."
- By the 2021-22 year, the number of unfilled faculty openings will be zero.

Subsequent to the development of the mission, objectives, & strategies, a team developed a vision statement to clarify the nation-building goals:

Vision Statement

SGU looks to strengthen the Sicanju Nation through higher education opportunities that promote indigenous models of teaching, research in tribal economic development and use of the Lakota language.

STRATEGY

- 1** Improve the Marketing/Brand communication (impacts Finance, Recruitment)
- 2** Implement staff development focused on student success and on staff morale; develop and implement staff recruitment plan (impacts Retention, Staff, Finance)
- 3** Increase pursuit of competitive grants and improve funding in general fund (impacts Finance, Staff)
- 4** Develop a business partner program (impacts Career/Workforce)
- 5** Improve campus-wide use of data (impacts Staff, Recruitment, Retention)
- 6** Increase collaboration with the Tribal Council regarding tribal education codes; advance Nation Building via Sicanju Lakota cultural research and land and natural resource development; promote exchanges with international Indigenous education groups. (impacts Recruitment, Retention, and Career/Workforce)
- 7** Develop & implement a master facilities plan and a technology plan (impacts Staff, Recruitment, Retention)

[All strategies will have detailed action plans developed by those who are implementing the strategies.]

*Approved by SGU
Board of Regents,
June 17, 2019*

