

SITTING BULL COLLEGE STRATEGIC PLAN 2014-2025



Sitting Bull College's (SBC) strategic planning process has been and will continue to be carried out through the College's committee structure. Designated College faculty and staff serve on one of the seven standing committees. In addition, one Board of Trustees member and at least one administrator serve on each committee. Starting in the fall 2014 the committee structure includes: **Governance, Activities, Assessment, Curriculum, Public Relations, Research, and Student Life**. All employees are required to serve on a committee with the exception of the following: daycare providers, janitors, and bus driver.

The **Governance Committee** serves as the oversight committee and consists of the Chair of the Board of Trustees, Administration, and Committee Chairs. The Committee process has been used as method to ensure shared governance for Sitting Bull College. In order to continue this process without all employees serving on a committee, a faculty and staff representative were selected to serve on the Governance Committee. The responsibility of the representative is to bring employee concerns forward to the Governance Committee.

All new and revised policies for the college must originate from one of the standing committees. The committee chair is then responsible to bring the new or revised policy to the Governance committee for review and approval. Once the Governance Committee has reviewed the policy it is then submitted to the Board of Trustees for final approval.

Sitting Bull College

Strategic Goals

#1: To strengthen, develop, and implement career and technical education and academic programs to ensure the success of SBC students through 2025.

Curriculum:

Goal # 1: To strengthen and determine the need for current academic programs through 2025.

Objective A: Assign programs to the annual review for the year including cultural components in the classes.

Objective B: Review & revise curricular components of the college catalog

Goal #2: To explore and evaluate the addition of two Master's programs, two Bachelor programs and other academic and technical programs through 2025.

Objective A: Evaluate & review potential new courses.

Objective B: Evaluate & review potential new programs.

Assessment:

Goal #1: To review academic & student support data that demonstrates institutional effectiveness through 2025.

Objective A: Annually review program assessment data which supports the continued improvement for student learning.

Objective B: Annually review essential learning outcomes (general education) data which supports the continued improvement for student learning.

#2: Recruit, enroll, and support a diverse student body to promote student retention and completion rates.

Student Life:

Goal #1: To create opportunities for students to actively participate in student centered initiative through 2025.

Objective A: Increase student enrollment by 25 per year.

Objective B: Increase fall to fall retention and persistence rates by 2% per year.

Objective C: Analyze SBC retention and persistence data annually.

Objective D: Maintain and review student policies as needed for Board of Trustees approval.

Objective E: Review feasibility of extra-curricular activities.

Public Relations:

Goal #1: To increase the overall visibility and enhance the reputation of Sitting Bull College through 2025.

Objective A: Double the distribution of the newsletter.

Objective B: Distribute at least two news releases per month.

Objective C: Reach out to potential non-traditional students in at least two

ways (community meetings, newsletter, special meetings, etc.).

Objective F: Share news and updates of Sitting Bull College at one district meeting (all districts).

Objective G: Review and potentially accept new scholarships and grant proposals.

#3: Create and implement a business and fundraising plan to ensure the financial stability of the college

Public Relations:

Goal #1: To increase the overall visibility and enhance the reputation of Sitting Bull College through 2025.

Objective D: Review websites of peer institutions and implement at least one best-practice for using the website as public relations tool.

Objective E: Reach out to alumni in one way.

Activities:

Goal #2: Provide college awareness for charitable-based need program(s) within the boundaries of the Standing Rock Tribe through 2015.

Objective A: Identify areas of need within Standing Rock in order to organize an activity which will promote the spirit of generosity.

#4: Goal to create a learning environment that portrays the Lakota, Dakota Culture values and language.

Curriculum:

Goal #3: To foster the inclusion of the Lakota/Dakota history, culture, values, and language in the academic environment.

Objective A: Explore, Evaluate, and reinforce the inclusion of Lakota/Dakota history, culture, value, and language in current academic programs.

Objective B: Explore and support the development of offerings on Lakota/Dakota history, culture, values, and language and how to incorporate these into the academic environment and programs.

Assessment:

Goal #1: To review academic & student support data that demonstrates institutional effectiveness through 2025.

Objective B: Annually review essential learning outcomes (general education) data which supports the continued improvement for student learning.

Student Life:

Goal #1: To create opportunities for students to actively participate in student centered initiative through 2025.

Objective D: Maintain and review student policies as needed for Board of Trustees approval.

#5: Collaborate and partner with the communities/ districts North and South Dakota and other entities to develop and implement relevant research projects to Standing Rock such

as Paleontology, prairie dogs, and water-research relevant to our area to preserve our natural resources.

Research:

Goal #1: To develop and maintain policies and procedures for all research protocol at Sitting Bull College and on the Standing Rock Nation through 2025.

Objective A: Review policies and procedures for the current IRB process, in addition to other research protocol such as animals etc.

Objective B: Make recommendations for all research projects at Sitting Bull College.

Objective C: Develop a list of area of research needs on the Standing Rock Nation.

Public Relations:

Goal #1: To increase the overall visibility and enhance the reputation of Sitting Bull College through 2025.

Objective A: Double the distribution of the newsletter.

Objective B: Distribute at least two news releases per month.

Objective E: Reach out to alumni in one way.

Objective F: Share news and updates of Sitting Bull College at one district meeting (all districts).

Activities:

Goal #3: Cohesively work with other SBC programs by executing specific event functions to maintain consistency in promoting the SBC image and its credibility through 2025.

Objective A: Assist other programs when there is a gap in event planning to ensure event success.

Goal #6: Create and implement a communication plan that ensures open and effective communication amongst the student, faculty, staff, administration, and board.

Governance:

Goal # 1: To ensure SBC functions including policies and procedures reflect SBC Mission and Vision Statement through 2025.

Objective A: Assist other programs when there is a gap in event planning to ensure event success.

Goal #2: To maintain open line of communication between Committees, Administration and Board t Objective A: Meet monthly during academic year to approved new grant submissions, including grants relating to research.

Objective B: Receive reports from committee chairs on committee activities through 2025.

Activities:

Goal #1: To foster team unity concepts at an institutional level amongst all faculty and staff members through 2025.

Objective A: Host all New Moon events to include an underlying set of values with an emphasis on generosity to promote team-building achievement amongst all faculty and staff members.

Goal #3: Cohesively work with other SBC programs by executing specific event functions to maintain consistency in promoting the SBC image and its credibility through 2025.

Objective A: Assist other programs when there is a gap in event planning to ensure event success.

Goal 4: Provide training and awareness venue/planning for upcoming institutional activities through 2025.

Objective A: Assist other programs by utilizing the New Moons and other events as the venue to ensure training and awareness is achieved, and/or assists with the scheduling and event planning of the training.

Public Relations:

Goal #1: To increase the overall visibility and enhance the reputation of Sitting Bull College through 2025.

Objective A: Double the distribution of the newsletter.

Objective B: Distribute at least two news releases per month.

Objective D: Review websites of peer institutions and implement at least one best-practice for using the website as public relations tool.

Objective E: Reach out to alumni in one way.

Objective F: Share news and updates of Sitting Bull College at one district meeting (all districts).

THE HISTORY OF SITTING BULL COLLEGE



College classes were first offered on the Standing Rock Reservation in 1968

through the Division of Continuing Education at Bismarck Junior College (BJC). Many of the inaugural classes were held in the Douglas Skye Memorial Complex which, at that time, housed office space for Tribal Government agencies.

In 1971, the Director of the Bismarck Junior College Division of Continuing Education, representatives of the Standing Rock Community Action Program and educational personnel from the Bureau of Indian Affairs held several meetings to plan for the

development of a community college on the reservation. In November 1971, a Community College Committee (CCC) was formed with Tribal Council members from Standing Rock Sioux Tribe, officials from the Bureau of Indian Affairs and representatives from several Tribal agencies, including Headstart, Community Action, and Public Health Services.

The Community College Committee was formally recognized by the Standing Rock Sioux Tribal Council on April 11, 1972 and began offering classes that same year, later that fall. Starting enrollment for the inaugural class was 95 students and included a total of eight course offerings. The CCC continued its development planning and because Bismarck Junior College already offered a variety of fully accredited academic courses and vocational programs on the Standing Rock Reservation, the CCC submitted a request to BJC to assist in the development effort on the Reservation.

In order to promote community support and interest among community members, the Standing Rock Tribal Council passed a Resolution, changing the name of the Community College Committee to the Standing Rock Community College (SRCC) Board of Trustees. This Tribal Resolution gave the SRCC Board of Trustees final authority over all matters affecting

the institution, including administration of the college's financial practices, development of academic programs and business relationships with state and federal government agencies.

Sitting Bull College began operating as Standing Rock Community College on September 21, 1973. On that date, the Standing Rock Sioux Tribal Council approved a charter allowing SRCC to operate as a post-secondary educational institution at the associate degree level. At that time, there were three full-time employees.

A \$100,000, Title III grant was used to fund the 1973-1974 academic year, which allowed the College's Board of Trustees to double the number of classes offered from the previous year. In 1975, the BJC and SRCC partnership received a larger, multi-year Title III grant that allowed the college to continue its growth, including relocation to, at that time, a state-of-the-art Skills Center.

Standing Rock Community College's first graduation was held May 14, 1976, for the seven students who received Associate of Arts degrees. The degrees were granted through Bismarck State College.

The process of seeking accreditation for the Standing Rock Community College began in 1975, with Candidate Status for accreditation granted in 1978 after a thorough evaluation by the North Central Association of Colleges and Schools Commission on Higher Education. This status meant the college was recognized as now providing Higher Education services and that it could be ready for full accreditation within six years. Standing Rock Community College eventually received full accreditation in 1984 and to mark this achievement, the college officially changed its name to Standing Rock College (SRC).

The college later received continued accreditation in 1987, 1991, and for a full ten years in 1996. Again to mark their success and at the urging of many community elders and college administrators, on March 6, 1996, the Standing Rock Sioux Tribal Council voted to amend the charter, changing the college's name to Sitting Bull College (SBC).

Sitting Bull College continued to operate out of the Skills Center (1341 92nd Street, Fort Yates, ND) until eventually breaking ground for a new campus in August 2000, along Hwy 24, approximately one-half mile west of the Skills Center. Between 2000 and 2011, Sitting Bull College raised over \$23 million to build a new \$40 million campus. Sitting Bull College's entire operations is now located on the new campus (July 2011), which includes a \$83,000 Cultural Center, a \$1.3 million Student-Family Housing complex (18 units), a \$6.5 million Science & Technology Center, \$3.2 million Family Support Center, a \$1.5 million Public Transit Center, a \$3.6 million Entrepreneurial Center, a \$2.6 million Student Support Center/Library, a \$1 million Finance Center (business office), a \$1 million Trades Center (building trades &

maintenance), a large \$980,000 and a smaller \$100,000 Wind Turbines, renovation of the Cultural Center to a Visitor's Center, a \$1 million Student Housing Complex (efficiency apartments) and a \$483,607 office complex. Future Capital improvements for the campus include expansion of the Student Support Center to include a Cafeteria, additional student and faculty/staff housing, expansion of research facility, and construction of Wellness and Recreation Center.

Sitting Bull College also owns sites in McLaughlin and Mobridge, SD.

VISION

Let us put our minds together and see what life we can make for our children.

Wakhányeža kiŋ lená épi čha táku waštéšte iwíčhuŋkičiyukčanpi kte.

MISSION

Guided by Lakota/Dakota culture, values, and language, Sitting Bull College is committed to building intellectual capital through academic, career and technical education, and promoting economic and social development.

STUDENT SUCCESS

To be a successful student at Sitting Bull College, you do not forget who you are and where you come from. Success for a student is when you see opportunities the degree unlocks and are able to choose what path fits you best. When you are a successful student, you understand and pass on the knowledge you learn in order to invest in creating a better future for yourself and your community.

“If it doesn’t challenge you, it won’t change you.”

STUDENT GOALS

1. Students will display technical and critical thinking skills through effective oral and written communication.
2. Students will display leadership skills that promote ethical, responsible, dependable, and respectful behavior.
3. Students will develop work ethics and skills to function independently and cooperatively within a diverse work environment.
4. Students will demonstrate knowledge of past, present, and future Native American cultures.

SITTING BULL COLLEGE 2014-2025 STRATEGIC PLAN

GOVERNANCE COMMITTEE

FUNCTION: Oversee the institution's committee functions; facilitate communication between committees and the Board of Trustees; and formulate, review, and revise policies and procedures for Board of Trustees final approval.

SCOPE: Identify the appropriate communication path within the institution.

Goal # 1: To ensure SBC functions including policies and procedures reflect SBC Mission and Vision Statement through 2025.

Objective A: Revise college policies and procedures as needed for Board of Trustees final approval.

Goal #2: To maintain open line of communication between Committees, Administration and Board through 2025.

Objective A: Meet monthly during academic year to approved new grant submissions, including grants relating to research.

Objective B: Receive reports from committee chairs on committee activities.

ACTIVITIES COMMITTEE

FUNCTION: Address internal social need(s) through various types of SBC-hosted activities.

SCOPE: Plan and execute various events with the purpose of implementing an encompassing mindset of the virtue of Generosity, while supporting all other SBC foundational virtues.

Goal #1: To foster team unity concepts at an institutional level amongst all faculty and staff members through 2025.

Objective A: Host all New Moon events to include an underlying set of values with an emphasis on generosity to promote team-building achievement amongst all faculty and staff members.

Goal #2: Provide college awareness for charitable-based need program(s) within the boundaries of the Standing Rock Tribe through 2015.

Objective A: Identify areas of need within Standing Rock in order to organize an activity which will promote the spirit of generosity.

Goal #3: Cohesively work with other SBC programs by executing specific event functions to maintain consistency in promoting the SBC image and its credibility through 2025.

Objective A: Assist other programs when there is a gap in event planning to ensure event success.

Goal 4: Provide training and awareness venue/planning for upcoming institutional activities through 2025.

Objective A: Assist other programs by utilizing the New Moons and other events as the venue to ensure training and awareness is achieved, and/or assists with the scheduling and event planning of the training.

ASSESSMENT COMMITTEE

FUNCTION: Review, report and make recommendations concerning student learning and institutional effectiveness for continual quality improvement for all our stakeholders.

SCOPE: Oversee all institutional data collection and recommend new data that will measure institutional effectiveness.

Goal #1: To review academic & student support data that demonstrates institutional effectiveness through 2025.

Objective A: Annually review program assessment data which supports the continued improvement for student learning.

Objective B: Annually review essential learning outcomes (general education) data which supports the continued improvement for student learning.

Objective C: Annually review Student Support Services data including the Enrollment Management Plan which supports the continued improvement of student learning.

Objective D: Meet monthly during the academic year to review assessment data that may be available at the time and/or plan for needed data collection to assist in data driven decisions.

CURRICULUM COMMITTEE

FUNCTION: Recommend academic and instructional policy to the Board of Trustees.

SCOPE: Covers all matters of instructional policy, programs, and activities as they relate to the curriculum.

Goal # 1: To strengthen and determine the need for current academic programs through 2025.

Objective A: Assign programs to the annual review for the year including cultural components in the classes.

Objective B: Review & revise curricular components of the college catalog

Goal #2: To explore and evaluate the addition of two Master's programs, two Bachelor programs and other academic and technical programs through 2025.

Objective A: Evaluate & review potential new courses.

Objective B: Evaluate & review potential new programs.

Goal #3: To foster the inclusion of the Lakota/Dakota history, culture, values, and language in the academic environment.

Objective A: Explore, Evaluate, and reinforce the inclusion of Lakota/Dakota history, culture, value, and language in current academic programs.

Objective B: Explore and support the development of offerings on Lakota/Dakota history, culture, values, and language and how to incorporate these into the academic environment and programs.

PUBLIC RELATIONS

FUNCTION: Promote Sitting Bull College programs, services and activities to enhance and express the image of Sitting Bull College locally, statewide, regionally, and nationally.

SCOPE: Inform targeted audiences about Sitting Bull College and build support for the college.

Goal #1: To increase the overall visibility and enhance the reputation of Sitting Bull College through 2025.

Objective A: Double the distribution of the newsletter.

Objective B: Distribute at least two news releases per month.

Objective C: Reach out to potential non-traditional students in at least two ways (community meetings, newsletter, special meetings, etc.).

Objective D: Review websites of peer institutions and implement at least one best-practice for using the website as public relations tool.

Objective E: Reach out to alumni in one way.

Objective F: Share news and updates of Sitting Bull College at one district meeting (all districts).

Objective G: Review and potentially accept new scholarships and grant proposals.

RESEARCH COMMITTEE

FUNCTION: Provide recommendations on teaching, research, and outreach functions to improve the quality of life for the Standing Rock Nation as related to land grant activities.

SCOPE: Cover all matters of support for research activities at Sitting Bull College and on the Standing Rock Nation through 2025.

Goal #1: To develop and maintain policies and procedures for all research protocol at Sitting Bull College and on the Standing Rock Nation through 2025.

Objective A: Review policies and procedures for the current IRB process, in addition to other research protocol such as animals etc.

Objective B: Make recommendations for all research projects at Sitting Bull College.

Objective C: Develop a list of area of research needs on the Standing Rock Nation.

STUDENT LIFE COMMITTEE

FUNCTION: Create opportunities which promote, support and enhance morale and communication among Sitting Bull College students, faculty and staff.

SCOPE: Create opportunities for students to actively participate in student centered initiatives.

Goal #1: To create opportunities for students to actively participate in student centered initiative through 2025.

Objective A: Increase student enrollment by 25 per year.

Objective B: Increase fall to fall retention and persistence rates by 2% per year.

Objective C: Analyze SBC retention and persistence data annually.

Objective D: Maintain and review student policies as needed for Board of Trustees approval.

Objective E: Review feasibility of extra-curricular activities.