

# 2020-25 Strategic Plan

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- ❖ 2020-25 Strategic Plan developed in 2019 after update to Mission, Vision, Values; **Strategic Plan goals and objectives** adopted by Board of Trustees in late **February 2020**.
- ❖ **November 2020:** More than **50 Strategic Planning tactics** and timelines presented to the Board. Strategic Planning leadership team and subcommittees immediately began work on implementation. Board approved Strategic Plan extension from 3 to 5 years to ensure that all tactics could be completed and proper evaluation could occur.
- ❖ **January 2021:** Some tactics and timelines updated. Objective 3.5, "Create a culture of Diversity, Equity, and Inclusion," adopted by the Board in May 2021. **Five tactics added**.
- ❖ **Sept. 2021:** First bi-annual report-out to Board on 2020-25 Strategic Plan progress.
- ❖ **May 2021:** Second bi-annual report out to Board.

# Mission, Vision and Values

*MISSION: Monroe County Community College enriches lives in our community by providing opportunity through student-focused, affordable, quality higher education and other learning experiences. MCCC accomplishes its mission through:*

- Post-secondary pathways for students who plan to pursue further education
  - Occupational programs and certificates for students preparing for immediate employment upon completion
  - Curriculum that prepares students to effectively communicate, think critically, and be socially and culturally aware
  - Comprehensive student support services
  - A wealth of opportunities for intellectual, cultural, personal and career enhancement
  - Training and retraining to meet the needs of an evolving economy
  - Key partnerships to enhance educational services and opportunities
- *VISION: Monroe County Community College will be recognized for our student-focused service, academic excellence, affordability, innovation, community responsiveness and student success.*

# Mission, Vision and Values

## CORE VALUES:

*Student-focus*

*Excellence*

*Accessibility*

*Affordability*

*Diversity and Inclusion*

*Respect*

*Stewardship*

*Outreach and Engagement*

*Relevance*

# 2020-25 Strategic Goals and Objectives

- **GOAL 1: Student Access and Success**

- OBJECTIVE 1.1: Improve Academic Advising
- OBJECTIVE 1.2: Student-driven Scheduling
- OBJECTIVE 1.3: Improve Academic and Non-academic Support Services

- **GOAL 2 Relevant and Innovative Education**

- OBJECTIVE 2.1: Relevant Programming
- OBJECTIVE 2.2: Experiential Learning
- OBJECTIVE 2.3: Collaboration and Civility
- OBJECTIVE 2.4: Shared Governance
- OBJECTIVE 2.5: Portability of Courses
- OBJECTIVE 2.6: Coordinated Partnerships

- **GOAL 3: Create a Student-focused Environment**

- OBJECTIVE 3.1: Comprehensively Assess the Campus from a Student-focused Perspective
- OBJECTIVE 3.2 Align Organizational Structure
- OBJECTIVE 3.3 Develop New Training and Professional Development Practices
- OBJECTIVE 3.4 Adapt the Physical Environment
- OBJECTIVE 3.5 Diversity, Equity, and Inclusion: Create a culture of Diversity, Equity, and Inclusion to assure that everyone (students, employees, visitors) who comes on campus feels a sense of belonging.

# 2020-25 Strategic Planning Tactics Completed or Partially Completed

- ❖ Significant progress toward improving academic advising and creating academic pathways to implement in Fall 2022/Winter 2023
- ❖ Recommendations developed for space to foster inclusion and equity and celebrate cultural diversity.
- ❖ Boot Camp Task Force created to evaluate current offerings and to explore future boot camps based on student need (e.g., reading and writing).
- ❖ Learning management system training developed and required for all full-time and adjunct faculty.
- ❖ Class schedule efficiency (i.e., course enrollment out of capacity) incorporated into an Enrollment Analytics Dashboard.
- ❖ Position created and filled to coordinate all apprenticeships, internships and co-ops.
- ❖ 30-hour (15-hour) degree audit communication system implemented.
- ❖ Task force created to support the college-wide assessment of mental health services for students.
  - ❖ Secured funding through The Foundation to enroll in the Healthy Minds Study in collaboration with the University of Michigan
  - ❖ Initial steps of offering mental health services on campus in partnership with Monroe County Mental Health Authority
- ❖ Existing articulation/transfer agreements with 4-year institutions inventoried.
- ❖ Major “Process Mapping the Student Experience” research project undertaken in August 2021
  - ❖ Recommendations disseminated and Vice Presidents are working with their areas to implement
- ❖ DEI plan developed
- ❖ Governance Evaluation Committee delineated strategies to address employee concerns with Shared Governance

# 2020-25 Strategic Planning Tactics with Extended Timelines

## ❖ Instruction

- ❖ Student choice modality option
- ❖ Structured online pathways development
- ❖ Standardized Brightspace course elements
- ❖ Deans' comprehensive review of programs
- ❖ Expansion of experiential learning opportunities
- ❖ Analysis of course transfer inventory to top 4 transfer partners
- ❖ Gap analysis of articulation agreements
- ❖ Review and align general education requirements with Michigan Transfer Agreement

## ❖ Shared Governance

- ❖ Governance Evaluation Committee implements strategies to improve employee satisfaction with Shared Governance model