

# Strategic Initiatives for FY2016

Advancing the priorities in Compass 2020

No.	Initiative Title	FY2015 Strategic Initiatives	Coordinators
<b>I. STUDENT ACHIEVEMENT</b>			
I-1	Program Completion	Analyze correlates of success and adopt best practices to support student degree, program, and credential completion.	K. Demarest L. Shields L. Trostle
I-2	Areas of Study, Pathways, and Student Academic Planning	Implement the Areas of Study, Academic Pathways, and Student Planning initiative to promote recruitment and retention.	K. Crumley
I-3	Developmental Education Redesign	Complete the restructuring of Developmental Education and assess its impact on student outcomes and program completion.	M. Burness M. Vandal
<b>II. ENROLLMENT DEVELOPMENT</b>			
II-1	Five-year Academic and CET Instructional Programming Plan	Identify current programs for enhanced development, and new instructional programs and partnerships to launch over the next five years.	K. Merkle J. Ohlemacher
II-2	Course Delivery and Scheduling to Accommodate Adult Learners	Enhance course delivery and scheduling to increase opportunities for adult learners and promote operational efficiencies.	L. Shields
II-3	Cyber Security Program	Implement the credit Cyber Security program and build multiple on-ramps for students with earned industry certifications.	M. Day
II-4	Credit for Prior Credentials	Attract students, and advance their degree progress, through credit for prior learning through earned industry credentials.	P. Hunter L. Trostle
II-5	Strategic Marketing Plan	Strengthen marketing to attract and retain students, and promote new academic and Continuing Education programs.	C. Clagett
<b>III. COUNTY ECONOMIC DEVELOPMENT</b>			
III-1	Business Training and Services	Support economic development through customized training, business consulting services, and community partnerships.	L. Trostle
III-2	Career Pathways and Educational Transitions	Design, implement, and assess the effectiveness of career pathways incorporating Adult Education, noncredit career education, and degree-credit programs.	S. Berry B. Gregory
III-3	Apprenticeships, Certificates, and Middle Skills Job Preparation	Enhance non-degree career training program opportunities and market effectively to attract new student populations to campus.	S. Berry L. Shields
<b>IV: ADVANCING EXCELLENCE</b>			
IV-1	Employee Compensation	Evaluate the college's financial resources and organizational structure to support implementation of a competitive employee compensation and benefits program.	T. League D. Marriott
IV-2	Faculty and Staff Development	Implement a program to enhance the effectiveness of adjunct faculty teaching and organizational engagement, and the professional skills of all employees.	S. Berry A. Bogage
IV-3	Process Improvement and Business Intelligence	Implement business intelligence and data governance to support outcomes assessment, efficiency, and data-based decisionmaking across campus at all levels.	C. Clagett K. Merkle J. Ohlemacher
IV-4	Instructional Portfolio and Scheduling Analysis	Assess the college's programs and scheduling, and implement strategies to promote efficiencies and return on investment while enhancing outcomes.	J. Ohlemacher L. Shields
IV-5	Compliance and Re-accreditation	Complete the college's Periodic Review Report to Middle States and ensure compliance with all federal and state regulations.	M. Kiphart
<b>V. RESOURCE MANAGEMENT</b>			
V-1	Five-year Financial Plan	Identify revenue and expenditure implications of enrollment assumptions and departmental and program plans, and prepare a five-year strategic financial plan through June 30, 2020.	A. Schuman
V-2	Workforce Planning	Analyze staffing and anticipated retirements across all functions, in response to enrollment and revenue assumptions and Compass 2020 strategic priorities.	D. Marriott
V-3	Technology Master Plan	Update the college's Technology Master Plan through June 30, 2020.	A. Bogage P. Davis
V-4	Fundraising	Support the Carroll Community College Foundation in attracting and shepherding donors to further contributions to the college.	S. Wantz