

# FY2020 Strategic Initiatives

Advancing the priorities in *Compass 2025*

No.	Initiative Title	FY2020 Strategic Initiatives	Coordinators
<b>I. STUDENT SUCCESS</b> — PROVIDE AN EMPOWERING EDUCATIONAL EXPERIENCE TO SUPPORT STUDENTS FROM INITIAL CONTACT THROUGH COMPLETION OF THEIR EDUCATIONAL GOALS.			
I-1	Enrollment Development	Increase FTE enrollment over College projections by 3 percent.	R. Mince, L. Trostle, C. Clagett
I-2	Lynx Athletics	Implement FY2020 Plan for Athletics and evaluate readiness for Phase 2 of Plan.	B. Kelvey, J. Milam
I-3	Persistence/Retention/Completion	Meet FY2018 completion and retention rates, by demographic category, for credit and non-credit students.	K. Crumley, A. Herring, S. Berry, B. Lee
I-4	Online Learning Development	Expand online programs and courses to serve adult and continuing students, and ensure online program quality.	M. Kloss, A. Gravelle
I-5	Transfer	Increase student transfer success by 5% to reach benchmark for Graduation-Transfer Rate.	A. Herring, K. Crumley
<b>II. CAREER AND ECONOMIC DEVELOPMENT</b> — EXPAND COMMUNITY PARTNERSHIPS TO SUPPORT ECONOMIC DEVELOPMENT, AND INTRODUCE PROGRAMS TO MEET EMERGING WORKFORCE NEEDS AND ATTRACT NEW STUDENT POPULATIONS TO THE COLLEGE.			
II-1	Program/Certification Expansion	Identify new community partnership opportunities to expand enrollment of credit and non-credit workforce certification programs.	M. Moore, L. Trostle
II-2	Business Training, Services and Outreach	Facilitate economic development by expanding training and consulting services to businesses and non-profit organizations of all sizes, as well as advancing entrepreneurial initiatives.	J. Ladd, T. Mazerski
II-3	Economic Development Partnerships	Forge partnerships with local economic development entities for resource and information sharing, and referral opportunities to ensure community workforce needs are met.	J. Ladd, T. Mazerski
<b>III. DIVERSITY AND GLOBAL CITIZENSHIP</b> — PREPARE STUDENTS FOR DIVERSE WORK ENVIRONMENTS AND A DYNAMIC, CONNECTED GLOBAL COMMUNITY.			
III-1	Diversity and Inclusion	Meet the College's Diversity and Inclusion goals.	M. Kloss, B. Mauro, K. Mayan, J. Milam
<b>IV. INSTITUTIONAL EXCELLENCE</b> — ASSESS INSTITUTIONAL EFFECTIVENESS AND ACT ON THE RESULTS TO ENSURE ACADEMIC RIGOR, PROGRAM IMPACT, CONTINUOUS IMPROVEMENT, AND INSTITUTIONAL ADVANCEMENT.			
IV-1	MSCHE Accreditation	Implement Self Study design on schedule as approved by MSCHE.	M. Moore, R. Brown
IV-2	Curriculum Review and Improvement	Assess and improve program and course offerings and delivery methods.	R. Mince, M. Moore, M. Kloss
IV-3	Systems and Technology	Continuously improve technology systems and infrastructure to enhance student learning, business processes, cost efficiency, and the user experience; and, to better inform planning and decision making.	P. Davis, M. Kloss, K. Crumley, G. Rogers, J. Marriott
IV-4	Institutional Advancement	Support the successful conclusion of the Investing in a Brilliant Future Campaign to advance the College's mission and strategic priorities.	S. Wantz, J. Ball
IV-5	Community Leadership and Public Relations	Provide leadership in the community by expanding outreach and convening key community stakeholders, government officials, businesses, and civic organizations to identify needs, leverage partnerships, and facilitate strategic problem solving.	J. Ball, T. Carroll, R. Mince, L. Trostle, S. Wantz
IV-6	Advocacy	Conduct advocacy strategies for the College's needs by engaging dialogue with elected officials and funding agencies.	J. Ball, Executive Team
<b>V. RESOURCE MANAGEMENT</b> — GARNER AND SHEPHERD RESOURCES TO ACCOMPLISH THE COLLEGE'S MISSION AND VISION, AND ATTRACT AND RETAIN A DIVERSE, HIGHLY SKILLED FACULTY AND STAFF, AND MAINTAIN OPERATIONS TO ENSURE PUBLIC SAFETY.			
V-1	Five-year Strategic Financial Plan	Update the five-year strategic financial plan reflecting enrollment, programming, staffing, and funding assumptions, and work with Carroll County Board of Commissioners and Carroll County Legislative Delegation to garner support for the plan.	A. Schuman, J. Ball, T. Carroll
V-2	Five-year Technology Master Plan	Update the five-year technology master plan reflecting Compass 2025 strategic priorities and current revenue and expenditure assumptions.	P. Davis
V-3	Instructional Cost Efficiency	Continue emphasis to optimize credit and non-credit instructional cost effectiveness to maximize enrollment and minimize instructional costs.	A. Schuman, L. Shields, S. Berry, K. Mayan
V-4	Employee Development	Enhance staff onboarding and training to continuously update employee skills, maximize employee competencies, increase organizational effectiveness, and ensure compliance with employment laws and current best practices, and ensure public safety.	L. Kuhn, Executive Team