



Lake Michigan College
Strategic Plan
2016-2019

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Mission

The philosophy of Lake Michigan College, an institution of higher education, is founded on the belief that education is for all who wish to develop their potential. It is fundamental that a community college assist in meeting the educational, career, cultural, wellness and recreational needs of the community it serves through its courses (credit and non-credit), certificates, degrees, and state-authorized baccalaureate programs. This involves a five-fold obligation.

To provide for the educational aspirations, needs and learning expectations of the individual and the community;

To provide for the occupational needs and desires of the learner and the community;

To provide for the cultural interests and the wellness and recreational needs of the individual, and thus contribute to the development of effective citizens;

To provide an assurance of quality in programs and in people; and

To develop an international perspective that prepared students, and develop employees and community members for a world economy and global citizenship.

College Vision

Lake Michigan College is the region's leader in encouraging a community-wide spirit of learning in people and organizations, leading to personal growth and economic development.

Our Guiding Principles

Excellence - Every College program and service must be of the highest quality

Student Centered/Customer Focused - The College must know and understand the needs of its students and communities

Responsive - Programs and services offered by the College must respond to the needs of students and the communities, with constant review, analysis, research and action

Diversity - The College must strive to create a diverse community that represents all segments of society

Caring - The College must promote caring for students, our customers, and one another as colleagues

Our Areas of Focus
Academic Excellence
Student Success
Operational Efficiency and Effectiveness
Purposeful Innovation
Community Outreach and Engagement

Lake Michigan College Goals
2016-2019

GOAL 1: Academic Excellence

To create an environment of teaching and learning excellence through interdivisional collaboration by fostering and promoting instructor growth and self-analysis, continuous program review and improvement, by refining our methods for how students learn, and by implementing and improving our best practices, wherever and however our offerings are delivered.

1. Through the Guided Pathways project, Academics and Student Services will ensure academic programs are aligned with university transfer programs, the needs of employers, and the career goals of students by April 30, 2019.
2. The HLC Quality Initiative Team and the Student Learning Committee will identify, develop and implement an online system to measure student learning accurately and consistently to ensure quality and consistency of instruction by December 30, 2018.
3. Through continuous quality review and improvement, Academics and Student Services will exceed the 10 year average (fall-fall = 47%/fall-spring = 75%) for FTIAC retention.
4. Academics will increase successful course completion in distance education by 2.5% over current distance education course completion rate by April 30, 2018.
5. Human Resources will focus professional development programs for all College employees to meet the College's goals, diversity commitment, legal compliance, and with Academic Administration meet HLC credentialing requirements for faculty by June 30, 2017.
6. Mendel Center Operations and Academics will expand the opportunities for student and faculty engagement by 10% in Mendel Center programs and services by December 30, 2017.

GOAL 2: Student Success

We will continuously strive through college-wide collaboration to understand and support the needs of all students for the purpose of fostering student success. We will meet students where they are and support their academic, personal, and professional growth from the beginning of their academic experience through graduation, employment, transfer, and career advancement.

1. Through the Guided Pathways project, Academics and Student Services will develop and implement a plan to promote access, progress, and success that meets the needs of underprepared and non-traditional students by April 30, 2019.
2. Student Services will expand the Start to Finish program to accommodate up to 30 additional under prepared students by June 30, 2017.
3. Student Services and Community Engagement will increase enrollment year over year in (non-direct credit) Early/Middle College classes/programs by 10% by September 30, 2017.
4. Student Services and Marketing will develop and implement a comprehensive Strategic Enrollment Management plan by June 30, 2017.

GOAL 3: Operational Efficiency and Effectiveness

Develop day-to-day work processes that are accurate, easy to use and understand, non-duplicative, communicated to appropriate audiences, and secure in their application.

1. Cabinet will align the College's strategic plan and the divisional strategic plans with HLC criteria and guidelines to reduce duplication of effort and coordinate the gathering of evidence of compliance by June 30, 2017.
2. Student Services will implement and execute a corrective action plan for high priority Title IV financial aid and records office compliance requirements by December 30, 2016.
3. Facilities will ensure the physical plant and campuses continue to meet the needs of students and the communities in our region (e.g., Capital Outlay Grant planning, Hanson and Temporary Kitchen openings, Wine and Culinary Education Center – Phase I) by June 30, 2017.
4. Human Resources will improve employee minority recruitment by 2.5% and turnover rates to less than the current 11% (excluding retirements) by June 30, 2017.
5. Human Resources will develop a baseline indicator and an annual measurement tool for employee engagement by June 30, 2017.
6. Marketing will establish common institutional, interdepartmental project management training, tools, and processes including digital document version control, storage, and archive by June 30, 2018.

GOAL 4: Purposeful Innovation

Discovering and implementing new approaches to our work that improve the teaching and learning experience for faculty and students, enhance student success, and expand the ability of faculty and staff to meet the needs of internal and external stakeholders.

1. Academics will develop and implement a process and criteria for vetting new innovation proposals (including LMC Foundation Breaking Barriers program) and for evaluating the effectiveness of the pilots projects by June 30, 2017.
2. Information Technologies, Student Services, and Academics will improve College academic and student success processes through the development and implementation of the Integrated Pathways and Advising for Student Success (IPASS) plan by December 30, 2017.

GOAL 5: Community Outreach and Engagement

Ensuring the college is a community leader in the educational, economic, and cultural affairs of the region it serves; ensuring the College is in tune with the needs of our industry, K-12, and other community partners who serve as our constituents and our students' employers.

1. Community Engagement will work with other College constituencies to develop a community engagement and outreach plan by December 30 2016.
2. Community Engagement will collaborate with other College consistencies to increase the number of partnerships with businesses, K-12, community organizations, and other higher educational institutions by 10% by June 30, 2017.
3. The LMC Foundation will seek, cultivate and steward constituents including engaging Foundation and board members in an effort to raise \$1 million by June 30, 2017.
4. Cabinet will finalize the funding strategy to meet the needs of the current 5-year capital project plan by December 31, 2016.