MOTT COMMUNITY COLLEGE

Institutional Priorities: 2022-2024

| DIVERSITY, EQUITY, & INCLUSION | A COMMITTED EMPLOYEE CULTURE | A STUDENT-CENTERED ENVIRONMENT | STEWARDSHIP & SUSTAINABILITY | COMPLIANCE | WORKFORCE COLLABORATIONS & PARTNERSHIPS |

Strategic Plan: 2022-2024

STUDENT SUCCESS

GOAL 1
IMPROVE STUDENT SUCCESS

1.1 Increase full and part-time retention annually by 3%
1.2 Increase persistence by 1.5% and completion (graduation) by 5%
1.3 Streamline the enrollment process
1.4 Fully implement the pathway process for student progression toward a degree, certificate, or credential

GOAL 2
EXPAND STUDENT SERVICES

2.1 Develop enhanced crisis response support services
2.2 Implement a college-wide student mentoring program
2.3 Maintain and improve College spaces, infrastructure, systems, and technology to support student success

EMPLOYEE SUCCESS

GOAL 3
MAINTAIN POSITIVE WORK ENVIRONMENT

3.1 Increase employee satisfaction to "very satisfied" or above: 61%
3.2 Each Executive Cabinet Team will engage in 1 new major inter-division collaboration annually
3.3 Each Executive Cabinet member will continue developing and implementing clear formal and informal communication structures
3.4 Each MCC Leadership Team member will continue to engage routinely in employee acknowledgment and appreciation practices

GOAL 4
EXPAND PROFESSIONAL DEVELOPMENT OPPORTUNITIES

4.1 Develop and implement a successful MCC employee onboarding experience and career development plan which may include career advancement pathways and/or professional and personal development opportunities

GOAL 5
ENHANCE EMPLOYEE WAGES AND BENEFITS

5.1 Monitor appropriate market wage and benefits data and recommend adjustments as appropriate annually
5.2 Develop and implement a communication plan to help employees better understand options under existing benefit offerings

TEACHING & LEARNING

GOAL 6
EXPAND ACADEMIC COURSE AND DEGREE OPTIONS

6.1 Increase by 5% the number of embedded stackable credentials in credit and noncredit programs of study
6.2 Each semester all academic divisions will review and revise plans to offer flexible course modalities in scheduling. The plans will allow students the ability to complete in a timely manner

GOAL 7
ENHANCE TEACHING METHODS AND MODES

7.1 Increase evidence of enhanced teaching methods and pedagogy beyond traditional lecture format by 10%. This may include attending relevant professional development sessions

GOAL 8
EXPAND FACULTY DEVELOPMENT

8.1 Increase professional development sessions for faculty that address cultural awareness, civility, tolerance and conflict management by 15%

WORKFORCE PARTNERSHIPS

GOAL 9
INCREASE WORKFORCE PARTNERSHIPS

9.1 Increase partnerships and placements by 10% that offer students internships, externships, and apprenticeships
9.2 Executive Cabinet Members will increase workforce partnerships that directly support students in curricular and noncurricular support initiatives by 10%

GOAL 10
FOCUS ON STUDENT CAREER PREPARATION

10.1 Increase the number of noncredit-to-credit bridged programs annually by four
10.2 Develop and implement an ongoing internal communications campaign to increase employee knowledge of workforce and economic development

COLLEGE & COMMUNITY SUSTAINABILITY

GOAL 11
EXPAND MOTT'S PRESENCE IN THE COMMUNITY

11.1 All MCC Divisions will create one volunteer activity annually for employees in Flint and Genesee County

GOAL 12
INCREASE COMMUNITY ENGAGEMENT AND COMMUNICATION

12.1 Develop and implement a continuous communications campaign that educates the community on the value, successes, and services of the College to maintain at least a 90% or better favorable rating
12.2 Each Executive Cabinet Team will increase the number of on-campus community engagement activities annually by two

COMMITMENT · CIVILITY · COMPLIANCE

MOTT STRONG

2022-2024 Strategic Plan Goals adopted by Board of Trustees on August 23, 2021.

Our Foundational Beliefs: COMMITMENT | CIVILITY | COMPLIANCE

COMMITMENT · CIVILITY · COMPLIANCE

MOTT STRONG

INSTITUTIONAL PRIORITIES
& STRATEGIC PLAN
2022-2024

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