

2015-2019

STRATEGIC PLAN

CREATING FUTURES
THROUGH
INQUIRY, KNOWLEDGE
AND APPLICATION



Letter from the President

This is a very exciting time for Southeast Community College as it establishes a new transformational direction to meet the current and future higher education needs of southeast Nebraska. The new plan will promote bold and creative solutions such as the development of learning centers in outlying counties, new career and technical programs, improved articulation with four-year institutions, renovated and expanded facilities, implementation of student success strategies, and data-driven enrollment management.

Southeast Community College's 2015-2019 Strategic Plan reflects a college-wide and systematic review and assessment of internal and external trends, challenges and opportunities. The plan includes a revised mission statement, core values and nine goals with specific objectives. The mission statement reflects the College's commitment to the highest quality programs and services to meet student, employer and community demand throughout the College's entire 15-county service area.

SCC's core values emphasize excellence, transparency, integrity, inclusion, and innovation in all aspects of its operations and focuses on the following six goal areas: enrollment and program growth, partnerships, financial strength, organizational environment, faculty and staff excellence, and student success and development. The College's annual budgeting process will be tied directly to the 2015-2019 Strategic Plan to optimize alignment of financial resources with strategies targeting specific strategic goals and objectives.

The 2015-2019 Strategic Plan is designed to create futures through inquiry, knowledge and application. SCC's new strategic plan emphasizes the College's commitment to its students, employers and its 15-county service area.

Mission

The mission of Southeast Community College (SCC) is to empower and transform its students and the diverse communities it serves.

The College provides accessible, dynamic, and responsive pathways to career and technical, academic transfer, and continuing education programs.

Student success and completion is maximized through collegiate excellence, exemplary instruction, comprehensive student support services, enrichment programs, and student-centered processes.

SCC is committed to a proactive and evidence-based approach that continually assesses and responds to student, community, and employer demand for higher education.



Core Values

Southeast Community College adheres to a set of core values that drive the decisions and actions of the institution.

1. **Excellence** – Commitment to the highest level of performance in all facets of the College’s programs, services, and operations through effective investment and support of all assets.
2. **Integrity** – Continuous pursuit of fulfillment of mission and goals through transparency and ethical practices in all College operations.
3. **Innovation** – Commitment to inquiry and the respectful challenging of assumptions to promote creativity, alternative points of view, and opportunities for ongoing discovery.
4. **Inclusion** – Promotion of opportunities and advancement for a diverse and dynamic student, faculty/staff, and community population through the creation of a positive, compassionate, and reflective culture.
5. **Stewardship and Accountability** – Commitment to investment in appropriate resources in fulfillment of the College’s mission and goals and reliance on responsible management of human, physical, and financial resources.



Enrollment and Growth

GOAL 1

Promote access to career and technical, academic transfer, and continuing education programs through proactive enrollment, student support, and program growth based on student, employer, and community demand.

- 1.1 Promote enrollment growth in academic transfer programs based on **course demand**.
- 1.2 Promote enrollment growth in career and technical programs based on student and **employer demand**.
- 1.3 Expand program and continuing education opportunities (i.e., satellites and/or **learning centers**) based on community and employer needs.
- 1.4 Improve accessibility to programs and services among underserved student populations.
- 1.5 Enhance **articulation** of courses to 4-year institutions.
- 1.6 Strengthen recruiting, admissions, advising, and financial aid processes.
- 1.7 Promote enrollment growth among **military veterans** through proactive recruitment and support services.
- 1.8 Promote enrollment growth among **homeschooled** students through proactive recruitment and support services.
- 1.9 Enhance and expand image and awareness of the College's programs and services through innovative, comprehensive, and dynamic marketing and promotion strategies.

PHYSICS



Student Success

GOAL 2

Improve student success, retention, completion, and academic excellence through high-quality academic and career programs and responsive, innovative student services.

- 2.1 Promote student success through initiatives designed to increase **student engagement** in the learning process.
- 2.2 Improve program and **student learning** outcomes.
- 2.3 Improve student success, completion, and retention rates while maintaining academic standards.
- 2.4 Promote preparedness of graduates for transfer to a 4-year institution and for the workplace.
- 2.5 Improve and expand academic and student support services.
- 2.6 Improve and **expand classroom technologies**.



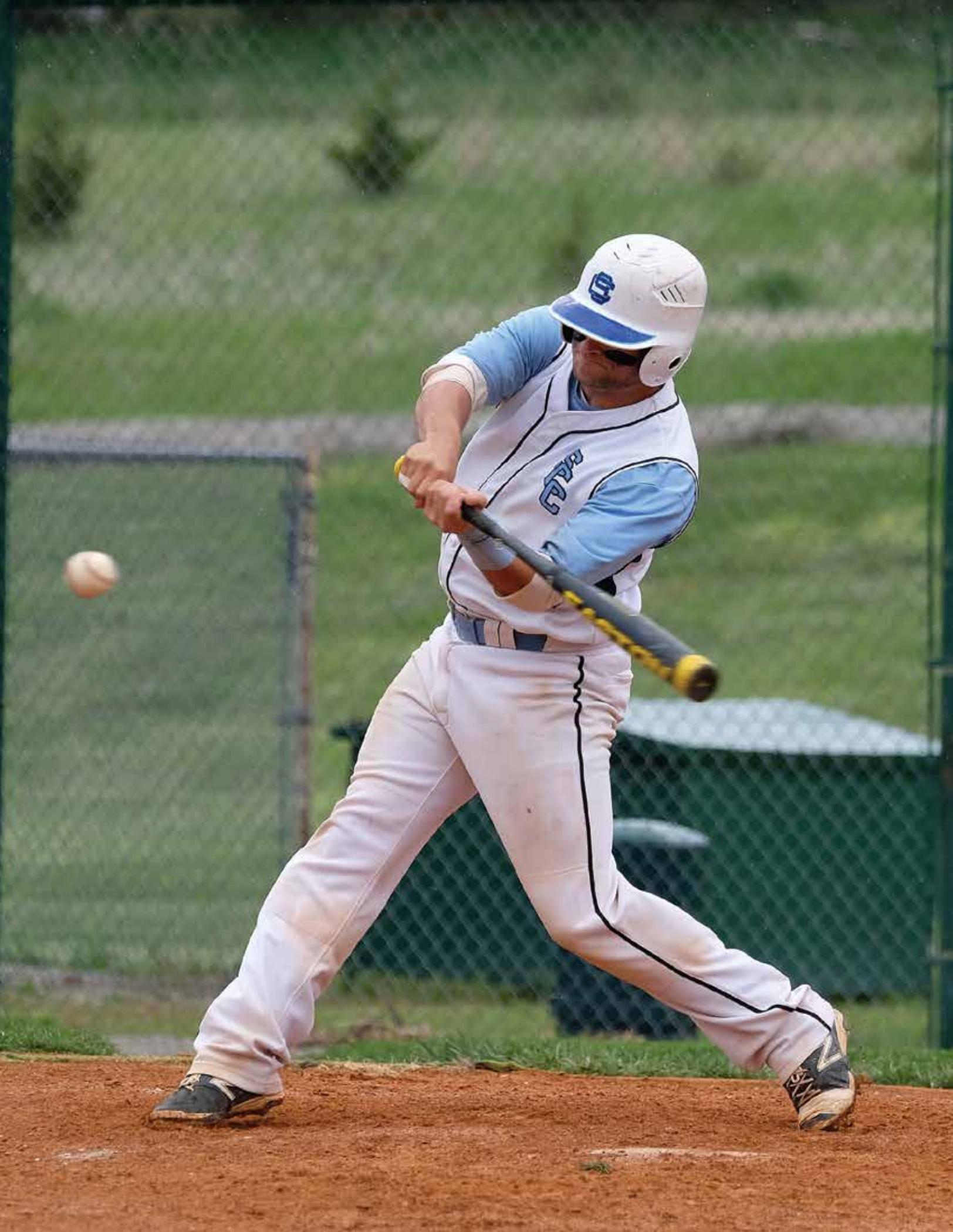
Student Enrichment

GOAL 3

Promote student lifelong learning and continuous personal growth through comprehensive student development programming.

- 3.1 Improve and expand student activities and **service learning** opportunities to promote **personal enrichment** and discovery.
- 3.2 Expand intercollegiate and intramural **athletic programs**/activities based on student demand.
- 3.3 Promote academic excellence of **high-achieving students** through opportunities for undergraduate research, additional academic honors, and other initiatives.
- 3.4 Promote student **physical and psychological health** through appropriate programs and services.
- 3.5 Promote cultural understanding and enrichment through **global and diversity education** opportunities.
- 3.6 Improve and expand student organizations for various student populations.
- 3.7 Promote and expand awareness and **appreciation of the arts** through formal and informal programming.

GOAL 3



Program

GOAL 4 Development

Promote the development of career, academic transfer, and continuing education programs to meet current and future needs.

- 4.1 Improve market research capacity to identify demand for existing and new career programs.
- 4.2 Improve and expand academic and career advising resources.
- 4.3 Ensure alignment of program curriculum with the knowledge, skills, and abilities required for career success.
- 4.4 Expand accessibility of **programs and services for all 15 counties** of the College's service area based on student, employer, and community demand.
- 4.5 Increase the number of students pursuing high-demand careers through **The Career Academy, SENCAP**, and other recruitment and academic programming initiatives.
- 4.6 Improve and expand dynamic and creative training solutions based on employer demand.
- 4.7 Expand articulation agreements for **academic transfer programs**.
- 4.8 Promote partnerships with 4-year institutions to increase access to undergraduate and graduate degrees.

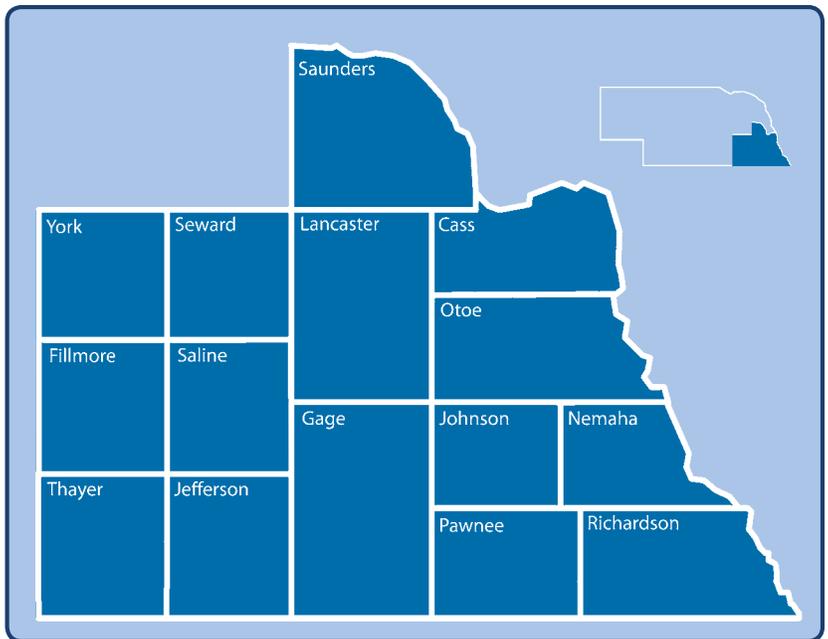


Nebraska City Arbor Lodge photo used with permission:
Nebraska City Tourism & Commerce, Inc., May 11, 2015

Ashley Purdy



*Goal 4.4
Expand accessibility of
programs and services
for all 15 counties of
the College's service
area based on student,
employer, and
community demand.*



Faculty and Staff

GOAL 5 Excellence

Promote excellence, innovation, and creativity among faculty and staff to support a positive and dynamic learning environment.

- 5.1 Improve and expand **human resource programs and services**, including hiring processes, diversity training, wellness programming, personnel management, and safety training.
- 5.2 Promote internal and external opportunities for **leadership**, professional development, and educational advancement to ensure a dynamic work environment.
- 5.3 Promote opportunities for faculty and staff development through **collaborative** initiatives such as **networking, research, conferences**, and participation in professional societies and associations.
- 5.4 Promote participation within internal and external committees and organizations to support **continuous learning** and skill development.
- 5.5 Improve **communication processes** and procedures across departments, divisions, and campuses.
- 5.6 Improve and expand the use and support of **technologies**.

GOAL 5



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Partnerships

GOAL 6

Develop and maintain community partnerships to promote collaboration and innovation among school districts, institutions of higher education, industry, community organizations, and governing entities.

- 6.1 Strengthen partnerships with **school districts and ESUs, both personnel and patrons**, in all **15 counties** to promote higher education access and preparedness in relation to career and technical and academic transfer programs.
- 6.2 Enhance partnerships to **improve transition and academic articulation with 4-year institutions**.
- 6.3 Strengthen partnerships with **industry leaders in all economic sectors** including, but not limited to, health sciences, manufacturing, technology, agriculture, business, finance, service, transportation, construction, and engineering to meet employer needs for a qualified workforce.
- 6.4 Promote **entrepreneurial opportunities** for individuals and small businesses with economic development organizations and civic leaders in the 15-county service area.
- 6.5 Improve external communication processes and procedures, including primary constituencies such as community organizations, SCC alumni, industry leaders, and governing entities.

GOAL 6



Touring the construction of the Career Academy. The Career Academy (TCA) is a partnership between Lincoln Public Schools and Southeast Community College.



Marty Kasl, Principal, Mechanical Engineer, LEED AP
eti - Engineering Technologies Inc., consistently hires SCC graduates.



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Educational GOAL 7 Environment

Enhance and maintain educational environments that promote learning, engagement, innovation, creativity, and safety.

- 7.1 Improve **College facilities, learning environments, student housing, and landscapes** through the development and implementation of a comprehensive and renewable **facilities master plan** and proactive maintenance plan.
- 7.2 Improve technology infrastructure to maximize informational assets, with dynamic and responsive functionality.
- 7.3 Improve readiness for emergency situations to ensure **student and employee safety**.
- 7.4 Improve safety and security at all College locations.
- 7.5 Improve space utilization through continual analysis and assessment of current and future facility needs.
- 7.6 Explore additional **student housing opportunities** based on a comprehensive feasibility analysis.

GOAL 7



Financial Stability

GOAL 8

Maximize the College's ability to fulfill its mission and accomplish its strategic goals and objectives while maintaining financial stability.

- 8.1 Promote the development of a **responsive state funding** mechanism that consistently meets the College's needs.
- 8.2 Promote budget and planning policies, procedures, and practices that ensure accountability while maximizing functionality.
- 8.3 Promote ongoing review of programs and services for cost effectiveness and viability.
- 8.4 Promote **proactive management of assets**.
- 8.5 Utilize research-based solutions to enrollment management and program expansion to guide the setting of tuition and tax rates.
- 8.6 Strengthen capacity to pursue **funding from external entities**.
- 8.7 Strengthen capacity of the **SCC Educational Foundation** to provide support for student scholarships and other College programs and services.
- 8.8 Strengthen the College's ability to initiate and complete capital projects.
- 8.9 Ensure the College maintains a comprehensive and **secure technology** infrastructure through expandable functionality, redundancy, and comprehensive technology planning.
- 8.10 Promote **transparency** in the College's budgeting and financial processes.



Nebraska State Capitol



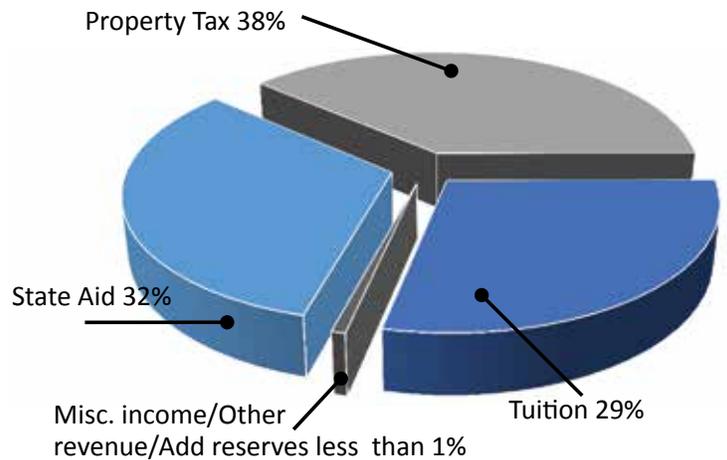
Nebraska Public Power District
Scholarship Presentation



Secure Server Technology

2015-2016 Proposed Revenue

State Aid (32%)	\$27,270,185
Tuition (29%)	\$24,077,262
Property Tax (38%)	\$32,515,948
Other/Add Reserves (<1%)	<u>\$600,000</u>
	\$84,463,395



Southeast Community College is funded by three primary sources of revenue: State aid, property taxes and tuition.

Organizational Environment

GOAL 9

Maximize operational efficiency by enhancing policies and procedures, staffing, and communication processes and practices.

- 9.1 Enhance **staffing levels** and organizational structure to promote excellence in all College operations.
- 9.2 Review and enhance all College policies and procedures by developing standardized documentation strategies.
- 9.3 Enhance employee orientation programming for both full-time and part-time employees.
- 9.4 Promote an **efficient operational pace** through effective organizational and academic calendars.
- 9.5 Enhance **positive communication processes** and practices.
- 9.6 **Maximize a positive and engaging organizational environment by encouraging input, reflective and transparent communication, and compassion and respect toward the views and ideas of others.**
- 9.7 Promote **physical and psychological health among faculty and staff** through innovative wellness programs, services, and facilities.
- 9.8 Promote effective use of valid and reliable **data in decision making, planning, and communication.**







www.southeast.edu

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2015-2016 Board of Governors:

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Nancy A. Seim, Lincoln; Pat Galitz, Faculty Representative, Lincoln

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Declaración de política sobre equidad/antidiscriminación - La política pública de Southeast Community College es de proveer equidad, y prohíbe discriminación, en todos asuntos referentes a la admisión, participación, y empleo contra toda persona por motivo de raza, color, religión, sexo, edad, estado civil, origen nacional, etnia, condición de veterano, orientación sexual, incapacidad, u otros factores prohibidos por ley o política del Colegio. Preguntas relacionadas a la política sobre equidad/antidiscriminación de Southeast Community College deben dirigirse a: Vice President for Access/Equity/Diversity, SCC Area Office, 301 S 68 Street Place, Lincoln, NE 68510, 402-323-3412, FAX 402-323-3420, o jsoto@southeast.edu.