

Mountain Empire Community College
MECC Strategic Plan Goal Progress – April 2024

Progress toward 2023-24 strategies from MECC College Strategic Plan:

Goal 1: The College will initiate an intentional focus on equity for internal stakeholders.

- 1h.** Review hiring processes to ensure that candidates understand the equity focus and mission of our College.
- 1i.** Evaluate existing and identify new faculty recruitment and retention strategies to attract and retain qualified and diverse employees and ensure that how we hire is reflective of our College communities.
- 2b.** Ensure that College marketing materials are representative of the local population.

Goal 2: The College will ensure representation of diverse populations to external stakeholders.

- 2a.** Ensured representation of marginalized voices is prominently featured in high-profile events on campus through the identification and recruitment of outside speakers, panelists, and programs about diversity-related topics.
- 2d.** Established and strengthened partnerships with organizations that provide services to underrepresented populations including regional adult basic education, corrections, mental health service providers, and addiction recovery providers.

Goal 3: All faculty will be supported and engaged in high impact strategies that focus on and incorporate the individual needs of our students and reflect research in the scholarship of teaching and learning, regardless of instructional delivery modality.

- 3b.** Engage faculty discipline teams in an equity-driven review of curriculum content of cultural responsiveness and representation.
- 3e.** Evaluate effectiveness of 8-week terms, flexible hybrid course delivery, and online course delivery to respond to the changing needs of students; explore year-round scheduling to improve retention and persistence (see report on Opportunity 2027, item 3.)

Goal 5: MECC will expand, renew, and revise academic and student services functions by making them more convenient, comprehensive, intrusive, and focused on improved student retention and success. The College's activities specifically create more flexible program pathways, incorporating a plan to provide all students with increasing Quantitative Literacy skills necessary for them to solve real world problems and become more productive citizens.

- 5a.** The College will hire four new full-time faculty members.
- 5b.** MECC will renovate several traditional classroom spaces, converting them into laboratories to be used in biology, anatomy, phlebotomy, and other Health Science courses.
- 5c.** The College will reduce the number of FTEs taught by adjunct faculty.
- 5d.** MECC graduates will improve their Quantitative Literacy skills.

Goal 6: MECC will provide all students with a culture of care that responds to the needs of our diverse student population.

- 6a.** Create a baseline for the campus climate related to diversity and equity as a source for developing initiatives to improve institutional culture.
- 6b.** Provided students with a safe space through focus group opportunities to deliver qualitative feedback discussing their perceptions of and experiences with diversity and inclusion in course content, delivery, and teaching practices.
- 6c.** Provided students with a safe space to evaluate their coursework experiences with diversity and inclusion with an emphasis on course content, delivery, and teaching practices. This strategy involved the addition of a diversity and inclusion item on the course evaluation.

- 6e. Ensure that student support services are advertised equitably to students with varying level of campus and internet access.
- 6f. Coordinated with local Departments of Social Services via Single Stop to ensure students are directed to appropriate non-MECC resources, such as childcare and housing opportunities.

GOAL 7: MECC will support students' educational success.

- 7c. Assess existing technology platforms to provide new tools needed by students, staff, and faculty to remove barriers to success.
- 7e. Identify specific barriers that lead to equity disparities in application and enrollment processes.
- 7g. Build academic schedules that prioritize the needs of students and expand access to all students, regardless of their geographic location or socioeconomic status, to ensure they can get the courses they need when they get them.

Goal 8: MECC will support students' career success.

- 8a. Utilize a career concierge approach that guides students to the right educational choices for their career goals and upon which students may continue to rely on over the course of their academic career.

Goal 9: MECC will work with employers and Colleges both inside and outside of the service region to ensure usability of credits and degrees earned upon graduation.

- 9b. Align curricular content with the expressed business needs of employers, including periodic review and updates by business advisory groups; develop methods and schedules to update all credentialing programs to ensure alignment with industry changes.
- 9c. Implemented all *Transfer Virginia* changes to ensure student transferability of credits earned.

Goal 11: MECC will provide all students with access to affordable college educations that support their need for financial flexibility.

- 11b. Increased the number of programs and courses that are available fully Open Educational Resource (OER)/low cost by 2.
- 11c. Increased access to low-cost Pell--eligible digital materials in 3 programs.
- 11f. Increased financial aid to students through various funding sources, including the MECC Promise, packaged to students in a clear and understandable manner. Additionally, increased communication and intentionality of communication to students regarding financial aid opportunities and processes.
- 11a. Publish "all inclusive" pricing that reflects full cost of education, including materials and certification exams.
- 11g. Increase access to possible financing plans for students

Goal 12: MECC will support the vitality and sustainability of our College.

- 12b. In each year of the plan, the Presidential Leadership Series will be offered to 12-15 members of the MECC faculty, staff and administration.
- 12f. Continue to raise funds to reduce the gap between student's expected cost of attendance and the available federal, state, and private scholarship funding.
- 12g. Strategically seek grant and private foundation funding that will support program and infrastructure needs.
- 12h. Support a robust community-wide 50th anniversary Home Craft Days celebration, and plan for College's 50th anniversary fundraising.
- 12i. Introduce at least three public events, such as fundraising, public art, and student and community engagement activities on campus.