

MCC PRESIDENT'S GOALS (2022)

- **Institutional Leadership** – Provide leadership to Cabinet members and other direct reports, including: Physical Facilities; Campus Police; Institutional Research; and the Center for Agrarian Learning. Support these areas with direction, access, open communication, respect/appreciation, and accountability. Assessment on these and other leadership behaviors will be conducted in January 2022, coordinated through the Office of Human Resources. Results will be used to guide these relationships throughout the year.
 - Provide direction/leadership in contractual negotiations with faculty
 - Continue to monitor and support professional growth during ongoing Pandemic disruptions.
 - In the current environment, continue to pursue additional avenues for clear, open communication with employees.
 - Pursue additional opportunities for Leadership Development training for all employees considering increased responsibilities at the College.
 - Provide appropriate on-boarding, mentoring, support for new CAO and recently hired CIO.
- **Fiscal Responsibility** – Work closely with the CFO to effectively manage emerging revenues and expenses in order to maximize resources that align with strategic plan goals. Support the appropriate use of finances to advance the College's mission. Work with all college representatives in creating, and presenting to the Board of Trustees for approval, a Budget that maximizes resources to fulfill the College's Strategic Plan.
- **Engage College Community** – A College Council will be introduced in early 2022, representing a diverse cross-section of employees. This Council will add an additional voice for employees in College planning and development.
- **Innovation** – Encourage institutional strategies focused on promoting student enrollment, engagement, retention, momentum, and completion. Support every opportunity to refresh practices that make the College more effective. Provide additional support to:
 - Develop new and/or modify existing practices that focus on student enrollment, retention, persistence, and completion.
 - Generate resources directed at creating successful learning in our current environment.
- **Crisis Leadership** – Continue to lead MCC's COVID-19 Emergency Task Force. Provide direction and support for the ongoing navigation of College operations through the pandemic. Manage and direct resources, including employee efforts and institutional funds, to create an effective and timely response to various disruptions to pre-COVID operations. Specific efforts include:
 - Oversee a response to changing health risks affecting both students and employees.
 - Maximize the opportunities for students to continue to enroll and learn at MCC.
 - Assess and respond to student and employee needs during this time of increased stress.
- **Racial Equity and Inclusion** – Continue to organize and lead the President's Task Force for Racial Equity and Inclusion. Provide leadership around efforts to create a welcoming and supportive learning community for both students and employees.
 - Will present assessment and recommendations from Diversity, Equity, Belongingness and Inclusion consultation in January, 2022. The assessment will form the basis for developing a 3-year plan for the college's development in this area.

- Will continue ongoing efforts to create a positive work and learning environment for all students and employees.
- **Community Engagement** – Continue to build trustful relationships with key stakeholders, including: community members; industry leaders; K-12 leadership; donors; local and state elected officials; and community nonprofit partners.
 - Will continue to focus on development of the manufacturing consortium with emphasis on growing work-based learning opportunities (apprenticeships, internships, etc.).
 - Continue developing emerging partnerships with K-12 to expand dual degree opportunities along with collaborative federal and state grants.
 - Look for opportunities to grow community participation in ‘lifetime learning’ (e.g. – RAP, continuing education, alumni engagement).
- **Advancement and Development** – Continue to use available resources that inspire and engage giving to the College.
 - Move to construction phase in resource development for equipping the Center for Advanced Technology and Innovation. Focus will include state, federal dollars as well as philanthropic contributions
 - Participate in efforts to continue developing resources for student scholarships and emergent needs.
- **Foglia Center for Advanced Technology and Innovation Construction Leadership**
 - Provide oversight as CATI moves from design phase to bid and construction phase
- **Board Relationships** – Continue to create an open, communicative, respectful relationship with every member of the MCC Board of Trustees.
 - Provide regular updates to Board on outreach activities and efforts.
 - Provide timely updates to Board on emergent issues.
 - Maintain an ‘open door’ approach to spontaneous communication from Board members.
- **Mission Advancement** – Continue to provide leadership in supporting every employee engaged in advancing the College’s Strategic Plan through activities identified in the College’s APS system (<https://insidemcc.mchenry.edu/ActionPlanning/>)