

## MCC PRESIDENT'S GOALS (2023)

- **Cabinet/Direct Report Leadership** – Provide leadership to Cabinet members and other direct reports, including Physical Facilities; Campus Police; Institutional Research; and the Center for Agrarian Learning. Provide direct access for open communication, convey respect/appreciation, and feedback with accountability.
  - **OMPR** – Encourage and support expansion of alumni outreach through a new part-time position aimed at strengthening alumni relationships.
  - **IT** – Provide leadership support as Information Technology continues to do some reorganization to maximize the pairing of talents/skills with roles.
  - **Instruction** – Continue to assist VP in developing a positive working relationship with Deans and faculty. Provide direction and assistance with upcoming faculty negotiation.
  - **Finance** – Work with Chief Financial Officer to execute current budget with special considerations for emergent developments (e.g. – early [Foglia](#) CATI construction, revenue, or expense changes). Convene cross-campus input for development of next budget cycle.
  - **Student Affairs** – Work with Student Affairs VP in continuing to develop interventions, services, strategies, and actions to promote student enrollment, retention, persistence, and completion.
  - **Human Resources** – Provide support, mentoring, and direction to new VP of HR, assisting her with developing relationships within her team and across the campus.
  - **Facilities** – Transition direct supervision of Facilities back to CFO. Continue assisting Facilities leadership in onboarding.
  - **Institutional Research** – Provide IR leadership with clear direction on how College will continue to focus on data-driven planning and decision-making. Will continue to examine dual credit impact, along with impact of retention efforts.
  - **Campus Police** – Support Chief in creating a positive relationship between police and students and employees. Work with Chief in providing opportunities for campus-wide emergency response training.
  - **Center for Agrarian Learning** – Continue providing direction and support to Director in the 4<sup>th</sup> year of grant funding, including leading the effort to provide long-term fiscal support
- **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 discussion and approval, a Budget that maximizes resources to fulfill the College's Strategic Plan.
- **Diversity, Equity, Belongingness, and Inclusion (DEBI) Leadership Practices** – Provide support and direction to new **AVP of DEBI**, giving her the resources of time, context, and mentoring to continue to develop a hospitable environment for all students to learn and all employees to work. Follow the recommendations of assessment in the implementation of best practices to enhance college culture.
- **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.

- Use data in adjusting practices to maximize impact on key student success efforts.
- Provide leadership in continuing to integrate HS Dual Credit operations within the College's general instructional practices.
- **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 philanthropy to the College.
  - Move to construction phase in resource development for equipping the [Foglia](#) 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 and direction to all entities connected to the construction of the Foglia CATI.
  - Communicate to all stakeholders (students, staff, Trustees, community) on the incremental progress in CATI construction).
- **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.
  - Expand onboarding practices for new Trustees to ensure they are equipped to effectively serve in their roles.
- **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/>).