



MCHENRY COUNTY COLLEGE

# OUR PLAN

STRATEGIC PLAN 2025–2030



  
McHenry  
County College

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## OVERVIEW

### LETTER FROM THE PRESIDENT

McHenry County College (MCC) has the honor of providing every individual in our community with an access to education. The relevant and transferrable learning experiences MCC provides have the power to inspire and transform lives.

As we look ahead to the future work of MCC, this Strategic Plan for the coming five years is both a blueprint for growth, as well as a reaffirmation of the resolute commitment to our mission, *Our Focus is Learning. Student Success is Our Goal*. This promise is more than words; it is the foundation on which we build every decision, every initiative, and every action.

In this next chapter of our journey, we remain focused on putting students first. We understand that every student's path is unique. We also understand that how we define our "student" must expand and grow based on who we continue to serve, so it is our responsibility to ensure that every student receives the support, services, programs, and opportunities to thrive.

More than ever, it is critical that we remain flexible, adaptive, and ready to shift as the world around us shifts. Our community—and our globe—is evolving at an extraordinary pace, and we will continue to embrace an entrepreneurial mindset as we adapt to new opportunities to serve our community of learners. As a critical player in the economic and social health of our county, MCC will explore innovative teaching methods, leverage technology, and seek out new partnerships to ensure our students are prepared for the future. Being agile will allow MCC to continue meeting the changing needs of our students while remaining true to our core mission of learning and success.

We also recognize the success of our students is deeply intertwined with the well-being of those who support them. As we dedicate ourselves to student success, we also commit to creating a respectful, supportive, and fulfilling environment for our employees. A well-supported and collaborative workforce creates the space for students to succeed.

Over the next five years, our combined efforts will reaffirm a culture where learning is at the heart of everything we do, and student success is always our primary goal. This strategic plan will guide us with a solid system of values and priorities to continue to build an inclusive, forward-thinking community where students feel empowered, supported, and inspired to believe in themselves and their potential.

Thank you to our community of friends, supporters, and partners, and to our passionate, committed, and resourceful faculty, staff, administration, and Board of Trustees who are forever focused on supporting our students now and in the future.



Dr. Clint Gabbard  
President





## MCC OVERVIEW

Founded in 1967, McHenry County College (MCC) serves one of the largest and most dynamic counties in Illinois, providing credit courses, workforce and short-term training, community enrichment, and special events and engagement opportunities for thousands of participants annually. Fully accredited through the Higher Learning Commission, MCC is among the state's most successful and innovative community colleges, demonstrating an upward trend in enrollment and ranked highly in the areas of student success and completion. MCC's main campus is in Crystal Lake, IL. Its Catalyst Campus, located in downtown Woodstock, is home to the University Center at MCC, as well as the Career Spark Center, Talent Impact Center, Community Enrichment Center, and Illinois Small Business Development Center.

The College offers a wide variety of associate's degrees and certificates, as well short-term skills education and training designed to help students enter the workforce quickly or continue their education at a four-year college or university. With a unified and laser-focused mission of student success, MCC strives to inspire and equip students to successfully live and work in the world. Central to fulfilling this mission are MCC's employees who play an essential role in getting students to whatever is next on their journey. MCC's thoughtful and open environment fosters respect and celebrates diverse ideas and perspectives. Making meaningful connections, practicing critical thinking, focusing deeply on the community which we serve, and practicing and inspiring excellence through passion and trustful stewardship—these are the values represented by the College's vibrant and inclusive culture.

## ABOUT OUR PROGRAMS

**133**

Degrees and Certificates

**95**

Certificates

**38**

Associate of Applied  
Science (AAS) degrees

*\*+4 AAS and 2 certificates pending  
ICCB approval*

**108**

Career and Technical  
Education Programs



MCC Served Over

**13,000**

Credit Students in Fiscal Year 2024

**Community  
Enrichment**

**2**

court  
programs

**10,601**

enrolled in  
personal development  
and community  
program classes

**1,300**

enrolled in  
youth program  
classes

**College in  
the High  
School**

Offered in  
**14** high  
schools

**4,371**

dual credit/dual  
enrolled high  
school students

**54**

students  
graduated with  
dual degrees

**1,168**

students enrolled in Adult Education programs,  
including ESL, citizenship, High School  
Equivalency, and Bridge classes.



## ABOUT OUR EMPLOYEES

As of Fall 2024, MCC had a workforce of 584 employees composed of:

- 92 full-time faculty
- 236 adjunct faculty
- 56 administrators
- 169 full-time staff and 31 part-time staff

## OUR DISTRICT

The College is located in northwest Illinois near the Wisconsin border. MCC's district covers 600 square miles across most of McHenry County and small parts of Boone, Lake, and Kane counties. There are 30 incorporated municipalities and two unincorporated Census Designated Places (CDPs), which cross the Wisconsin border. The College district encompasses 18 school districts with 76 schools. There are a total of nine public high school districts, with 14 individual public high schools and one private high school in the county. MCC's boundaries were drawn many years ago based upon K-12 school district boundaries and were not intended to be contiguous with the county border. Because MCC's district closely aligns with that of McHenry County, county-level data is used for planning purposes. Roughly 77% of the MCC district is considered rural, and the other 23%, concentrated in the eastern half of the county, is suburban in nature. The county has a population density of 511.9 people per square miles, covering a total of 603.17 square miles of land. McHenry County is located on the western edge of the Chicago urbanized area and is included in the Chicago Metropolitan Statistical Area (MSA).

## ENROLLMENT

MCC served over 13,000 credit students including 4,371 dual credit/dual enrolled high school students in fiscal year 2024 in addition to nearly 12,000 students who enrolled in workforce development and/or professional and community education classes.

Among the credit student population:

- 1,168 students were Adult Education students enrolled in Adult Basic Education (ABE), Adult Secondary Education (ASE), and/or English as a Second Language (ESL) classes
- 3,958 students were enrolled in Career/Technical Education (CTE) programs
- 8,181 students were enrolled in baccalaureate transfer or general studies programs

Credit students enrolled in over 47,000 seats and attempted nearly 149,000 credits. Workforce development and professional and community education students enrolled in a total of 15,199 seats including:

- 2,657 seats in workforce development classes
- 641 seats in professional development classes
- 10,601 in personal development and community programs classes
- 1,300 in youth program classes

## ENROLLMENT TRENDS

MCC's overall credit student enrollment grew substantially over the past five years despite declines reported by peer institutions across the state during the same period. Much of MCC's growth is attributed to increases of adult education and dual credit/high school students that helped offset a decline among core college credit students during the Covid-19 pandemic. Within the past year, enrollment has remained steady due to a rebound among core college credit students that has helped to mitigate an anticipated loss in dual credit/high school enrollments.

Figure 1. MCC Enrollment Trend for Credit Students

Credit Student Enrollment	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	1-Year % Change	5-Year % Change
<b>Overall</b>							
Headcount (unduplicated)	11,434	11,885	12,884	13,313	13,307	0.0%	16.4%
Credit Hours Attempted	130,345	133,650	42,694	152,426	148,689	-2.5%	14.1%
<b>Core Credit</b>							
Headcount (unduplicated)	7,963	7,561	7,321	7,424	7,768	4.6%	-2.4%
Credit Hours Attempted	108,233	104,052	104,210	103,204	101,957	-1.2%	-5.8%
<b>Dual Credit/High School</b>							
Headcount (unduplicated)	2,465	3,513	4,711	4,850	4,371	-9.9%	77.3%
Credit Hours Attempted	13,501	22,989	31,750	41,471	37,816	-8.8%	180.1%
<b>Adult Education</b>							
Headcount (unduplicated)	1,006	811	853	1,039	1,168	12.4%	16.1%
Credit Hours Attempted	8,610	6,609	6,735	7,750	8,916	15.0%	3.6%

Workforce and community enrollment declined in the early pandemic period from fiscal year 2020 to fiscal year 2022 but has since reversed trajectory with enrollment growth over the past two years. This growth is likely connected to the expansion of short-term skills training opportunities through MCC's Career Spark Center, as well as enhanced engagement programs through the Community Enrichment Center. The College's Talent Impact Center, providing customized technical, employable, and managerial training options, also contributed to this growing enrollment.



Figure 2. MCC's Workforce and Community Education Enrollment Trend

Workforce and Community Education Enrollment	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	1-Year % Change	5-Year % Change
Headcount (unduplicated)	11,769	7,640	8,633	10,708	11,917	11.3%	1.3%
Seats Taken (duplicated)	15,997	9,411	10,415	13,367	15,199	13.7%	-5.0%

The College relocated these growing programs to its new Catalyst Campus in Woodstock, IL, also using this new physical location as an opportunity to rename and refresh program offerings.

### CREDIT STUDENT PROFILE

As of the Fall 2024 Census date, MCC's credit student body was:

- 59% part time
- 55% female
- 62% White, 20% Hispanic, 3% Black/African American, 3% Asian
- 51% aged 19 and under, 26% aged 20-24, 12% aged 25-34, 9% aged 35-55, and 3% aged 56+
- 33% first generation
- 35% of credit hours are taken online

Over the past five years, MCC's student demographics have shifted toward higher proportions of first generation and racial/ethnic minority students. MCC's online enrollment peaked during the Covid-19 pandemic and, while it has declined since then, enrollment in online sections remains above pre-pandemic proportions.

### STUDENT OUTCOMES

MCC has seen an uptick in its student outcomes over the past five years toward higher persistence and completion rates. As of the most recent reporting period:

- Persistence rates increased in fiscal year 2024 with 74.38% of students persisting from Fall 2023 to Spring 2024 and a five-year high of 51.78% of students persisting from Fall 2023 to Fall 2024.
- 1,897 students completed a degree or certificate in fiscal year 2024, a 17% increase over fiscal year 2020.
- MCC's 3-year (150% of normal time) completion rate for first-time, full-time, degree/certificate seeking students that started in Fall 2020 reached a five-year high and surpassed the state average for the first time at 39%.

## **MCHENRY COUNTY COLLEGE LEADERSHIP**

### **BOARD OF TRUSTEES**

Suzanne Hoban, Chair (Woodstock)  
Dale Morton, Vice Chair (Bull Valley)  
Alyssa Kueffner, Secretary (Woodstock)  
Tom Allen (Lakewood)  
Tess Reinhard (Crystal Lake)  
Elizabeth Speros (Crystal Lake)  
Molly Walsh (Crystal Lake)  
Adonia Fulk, Student Trustee

### **PRESIDENT'S EXECUTIVE CABINET**

Dr. Clint Gabbard, President  
Dr. Daniela Broderick, Interim Vice President of Academic Affairs  
Christina Haggerty, Vice President of Marketing, Communications, and Development  
Tim Hopkins, Chief Information Officer  
Dr. Talia Koronkiewicz, Chief People Officer  
Bob Tenuta, Chief Financial Officer/Treasurer

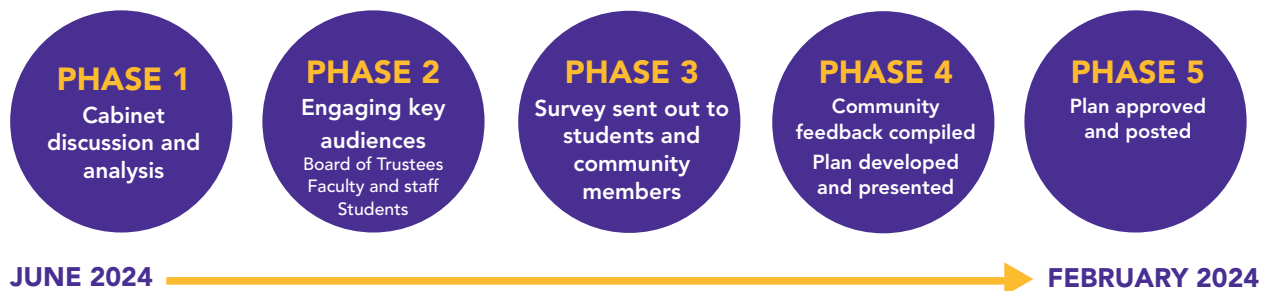




## PLANNING PROCESS, RESEARCH, AND DATA COLLECTION

### CONSTITUENT ENGAGEMENT AND FEEDBACK PROCESS

McHenry County College engaged in an in-depth planning process for the development of its 2025-2030 Strategic Plan, comprised of five specific phases:



This phased planning process included leveraging several channels for feedback, including: an audit of the College's existing Strategic Plan and its outcomes; a variety of focus group and input sessions for the Board of Trustees, MCC faculty, staff, and administration, and students; a community-wide perceptions survey delivered online to key constituent groups (students, alumni, employees, retirees, industry and education partners, donors and friends, and legislative officials); and an environmental scan of the county and its projections.

Information gathered from all data sources, including additional key reference materials (McHenry County Labor Report; Environmental Scan; MCC Equity Plan; PACE Survey), was reviewed and explored to help identify key areas of focus for the College, ultimately creating several areas of focus for the coming five years.

### EXISTING PLAN PROGRESS

In Spring 2024, MCC's Executive Cabinet began a review of the institution's progress on its existing strategic plan, which resulted in the production of MCC's Strategic Plan 2019-2024 Summary Report. The report highlighted several areas of progress for the College over the past five years:

- Enhancing Student Engagement, Completion, and Career Readiness
- Financial Resource Generation and Sustainability
- Infrastructure and Technology Solutions
- Diversity, Equity, Belonging, and Inclusion
- Facility Planning
- Strengthening Community Engagement

*This report created a starting point for future planning discussions. The full report can be found in the Appendices.*



Building upon the report, Executive Cabinet leveraged a strategic planning and analysis tool called SOAR (Strengths, Opportunities, Aspirations, Results), using appreciative inquiry that emphasizes positive, proactive thought. Through this tool, they identified areas' strengths, as well as opportunities/aspirations for the next five years through the lens of the College's mission statement. A summary of these findings is below, with a subsequent glossary to provide explanation for some of the terms highlighted.

**OUR—This is us—MCC employees, the people who innervate our entire strategy.**

STRENGTHS	OPPORTUNITIES/ASPIRATIONS
<ul style="list-style-type: none"> <li>• Hospitable Work</li> <li>• Communication with Key Audiences (pre- and post-COVID)</li> <li>• Agility and Flexibility</li> <li>• Institutional Pride</li> <li>• Physical Planning and Renovations</li> <li>• Collaboration and Teamwork</li> <li>• Fiscal Stability</li> <li>• Safe Environment</li> <li>• Supervisor/Employee Relationships</li> <li>• Accessibility to Resources</li> <li>• DEBI Efforts</li> </ul>	<ul style="list-style-type: none"> <li>• Talent Acquisition and Development</li> <li>• Employee Well-Being</li> <li>• Two-Way Communication Opportunities</li> <li>• Employee/Supervisor Relationship Growth</li> <li>• Employee Recognition and Reward Process</li> <li>• Technology and Systems</li> </ul>

**FOCUS—Where we direct our daily energies.**

STRENGTHS	OPPORTUNITIES/ASPIRATIONS
<ul style="list-style-type: none"> <li>• Agility</li> <li>• Self-Assessment</li> <li>• Responsiveness and Resourcefulness</li> <li>• Service Excellence</li> <li>• Community Engagement and Connection</li> </ul>	<ul style="list-style-type: none"> <li>• Employee Well-Being</li> <li>• Talent Development</li> <li>• DEBI Efforts</li> <li>• Capacity-Building Efforts (processes and efficiencies; technology and infrastructure)</li> <li>• Sustainability Efforts (efficiencies; curriculum)</li> </ul>

**LEARNING—The way in which our faculty and academic programs engage, collaborate, and grow.**

STRENGTHS	OPPORTUNITIES/ASPIRATIONS
<ul style="list-style-type: none"> <li>• Faculty Engagement</li> <li>• Faculty Self-Esteem</li> <li>• Faculty Sense of Belonging</li> <li>• Collaboration with Others</li> <li>• Creating Meaningful Connections</li> <li>• Faculty Skill Increases</li> <li>• Connectedness of Community Enrichment Professional Education Programming</li> <li>• Career Services</li> <li>• Adult Education Outpost Connections</li> <li>• Workforce Industry Collaboration</li> <li>• University Center and Transfer Collaboration</li> </ul>	<ul style="list-style-type: none"> <li>• Review and Re-think Learning/Teaching Model to Include Knowledge-Based and Skills-Based Models</li> </ul>

**STUDENT—Supporting the individuals we are all entrusted to serve.**

STRENGTHS	OPPORTUNITIES/ASPIRATIONS
<ul style="list-style-type: none"><li>• Communication Channels</li><li>• Student Well-Being</li><li>• Collaboration and Engagement</li><li>• Connection Points on Physical Campus (CO/LABs, etc.)</li><li>• Assigned Advising</li></ul>	<ul style="list-style-type: none"><li>• Latine Student Population Needs (financial resources, housing, transportation)</li><li>• Student Basic Needs</li><li>• Access and Disability Support</li><li>• Student Well-Being Support</li><li>• Broadening “Trustee” Definitions</li><li>• Navigate360 Efforts</li><li>• Creating More Viable Pathways</li></ul>

**SUCCESS—Those efforts in place to move the institution forward.**

STRENGTHS	OPPORTUNITIES/ASPIRATIONS
<ul style="list-style-type: none"><li>• Collaboration and Partnerships</li><li>• Communication Across the Institution</li><li>• Innovative and Entrepreneurial Thinking</li><li>• Time to Implementation</li><li>• Financial Health</li></ul>	<ul style="list-style-type: none"><li>• Enhanced Communication Efforts</li><li>• Certainty – Setting and Communicating</li><li>• Clear Expectations</li><li>• Focus on Transparency</li><li>• Capacity-Building (job opportunities; process and efficiency; technology and infrastructure; skills development)</li></ul>

## GLOSSARY OF TERMS

### *Strengths and Opportunities/Aspirations*

TERM	DEFINITION
Agility and Flexibility	Adapting quickly and effectively to changing circumstances.
Capacity Building	Developing and strengthening skills, knowledge, and resources of individuals to achieve goals and address challenges and opportunities.
Communication Channels	The methods through which information is shared with a group of individuals; these can be formal or informal (email, text, meetings, social media, etc.).
Employee Well-Being	The overall health, happiness, and satisfaction of employees, which encompasses physical and emotional health, job satisfaction, and professional growth.
Entrepreneurial Thinking	A mindset that emphasizes innovation, problem-solving, and a proactive attitude toward creating new opportunities or solutions.
Hospitable Work	Creating a workplace that is welcoming, supportive, inclusive, and flexible for employees.
Navigate360	A supplemental tool to help students connect with resources, communicate with staff and faculty, keep track of tasks, and schedule appointments.
Student Basic Needs	The fundamental resources and services students need to thrive, including: food; housing; financial support; health and wellness; transportation; childcare; and technology access.
Student Well-Being	The overall health, happiness, and satisfaction of students, which includes their quality of life, physical, mental, emotional, and social aspects – all essential to support their academic success, personal growth, and long-term development.
Talent Acquisition and Development	Attracting, recruiting, and retaining skilled employees who contribute to the long-term success of the institution.
Teaching Models	The approach to how instruction is designed, organized, and delivered to students.
Technology and Systems	The tools, platforms, and processes used to manage, organize, and facilitate operations.



## FOCUS GROUPS AND INPUT SESSIONS

Building on the data gathering process already in progress, and to gather additional data to inform the 2025-2029 Strategic Plan, MCC requested input from employees, students, and the Board of Trustees through a series of focus groups and input sessions in Summer-Fall 2024. Special sessions were first conducted with MCC faculty and the Board of Trustees. To reach additional employees, Executive Cabinet members facilitated discussions with their respective teams where they also followed the SOAR model of appreciative inquiry. During these sessions, employees had the opportunity to voice their thoughts about MCC's current strengths along with anticipated opportunities and their aspirations for the future of the College. Information from these sessions was compiled through the *Strategic Planning Insights Form* and aggregated into the *MCC Strategic Plan Feedback Summary and Assumptions* document. From the aggregate feedback, several themes emerged as critical to the institution's future success:

- **Constituent Well-Being**—*Providing wraparound support and encouragement to both students and employees—continuation of hospitable work practices and expansion of student resource access.*
- **Program Expansion**—*Growing specific programs and pathways, as well as degree and credential options.*
- **Technology Focus**—*Focus on safety, security, access, and support.*
- **DEBI**—*The ongoing need to create a safe, inclusive, and welcoming environment for all.*
- **Process Improvements**—*Capacity building, efficiency, and gathering a greater ability to produce given the quick-changing needs of our community.*
- **Relationship Building**—*Developing collaborations to support programs and services.*
- **Talent Acquisition and Retention**—*Building a culture of excellence through our people.*
- **Employee Development**—*Growing employee knowledge and expertise through relevant educational resources.*
- **Communication and Transparency**—*Consistent internal communication across and at different levels of the institution; reaching students in relevant and visible ways.*

*This complete document is in the Appendices.*

Similarly, MCC facilitated listening sessions with students where they had the opportunity to share their thoughts about MCC's strengths, opportunities, and what they would tell future students to be successful. Information from these sessions was also used to identify key themes and is reported in aggregate in the *MCC Strategic Plan Feedback Summary and Assumptions* document.

## COMMUNITY PERCEPTIONS SURVEY

In addition to in-person focus groups and input sessions, an online survey was sent out to the greater McHenry County community to gather a greater number of responses. This home-grown survey was used to gather feedback from MCC constituent groups, including students, alumni, employees, retirees, industry and education partners, donors and friends, and legislative officials. This survey assesses perceptions about MCC's course offerings and services and helps to identify strengths and future opportunities. MCC has used data from this survey to further inform the development of its strategic plan goals and strategies, ensuring it continues to meet community needs and interests.

The survey produced 310 responses to questions about how our community views the College fitting into the future of the county. Here is a demographic breakdown of respondents:

Respondents	Number of Responses	% of Responses
Currently Enrolled Credit Student	66	21.57%
Currently Enrolled Student – Workforce, Community, Adult Education	41	13.40%
Dual Credit Student	3	.98%
Prospective/Future MCC Student	1	.33%
Current Employee	129	42.16%
MCC Retiree	21	6.86%
MCC Alumnus	14	4.58%
K-12 Administrator, Staff, or Instructor	5	1.63%
Community Partner	17	5.56%
MCC or Foundation Board Member	9	2.94%

A summary of key themes from the Fall 2024 Community Perceptions survey is included in the Appendices while some key findings are noted below.

- 93% of respondents rated MCC's culture as very good/good
- 96% rated MCC's focus on learning as very good/good
- 96% rated MCC's efforts toward supporting student success as very good/good
- 97% rated MCC very good/good overall
- 98% indicated they would recommend MCC to their friends and family members

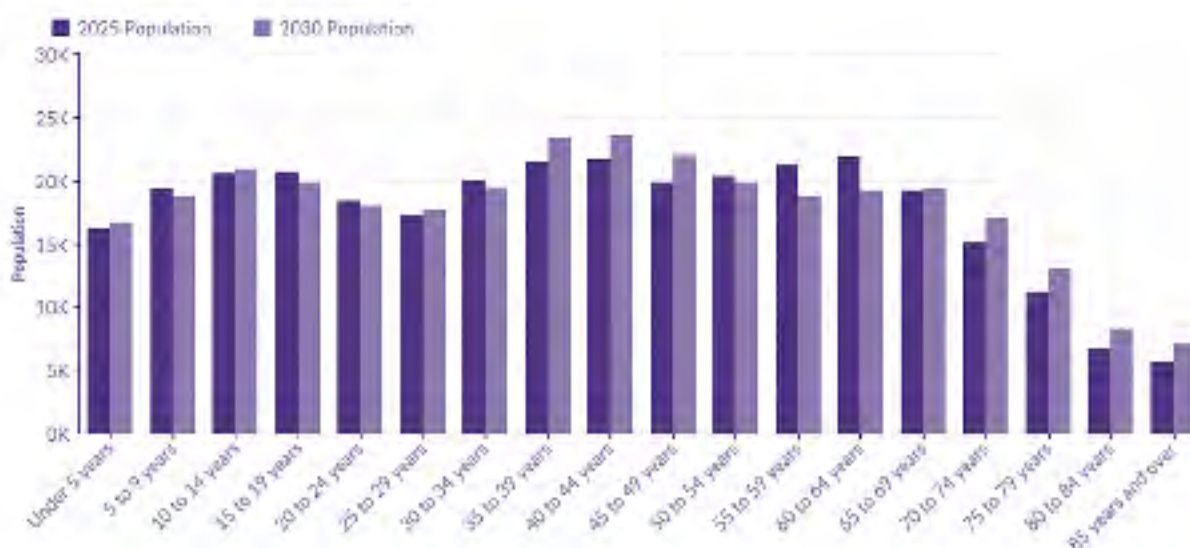
Overall, perceptions of MCC are favorable among the community and satisfaction with MCC is high.

## ENVIRONMENTAL SCAN SUMMARY

MCC conducted an environmental scan in Fall 2024 to inform its strategic planning discussions. The purpose of the scan was to provide an overview of demographic, economic, and workforce data for the district that could inform decisions about the current and future operation of the College. In addition, the scan provides an overview of anticipated trends that could impact the future of higher education and should inform an understanding of future opportunities and challenges. A copy of the complete Environmental Scan is included in the Appendices; key findings are provided below.

**Demographic Shifts**—Over the next five years, McHenry County’s population demographic is projected to shift toward higher percentages of middle-aged residents, males, and racial/ethnic minorities. While MCC’s current credit student profile is mostly traditional aged (18 to 24 years), female, and white, these shifts in the county population could result in a more diverse pool of prospective and enrolled students. As the birth rate continues to decline, McHenry County has a smaller population of school- and college-age students than it has had in the past. This trend is expected to continue over the next five years and is already being seen in the form of declines in McHenry County school district enrollments and high school graduate counts. The figure below shows projected population changes by age group from 2025 to 2030 that are expected to result in lower numbers of traditional-age college students starting next year. Increases among the middle-aged population will present opportunities for exploring the needs and interests of this market in more depth. Data show that nearly a third of residents aged 25 and older do not currently have any higher education, which suggests there is a market that could benefit from MCC’s academic programming.

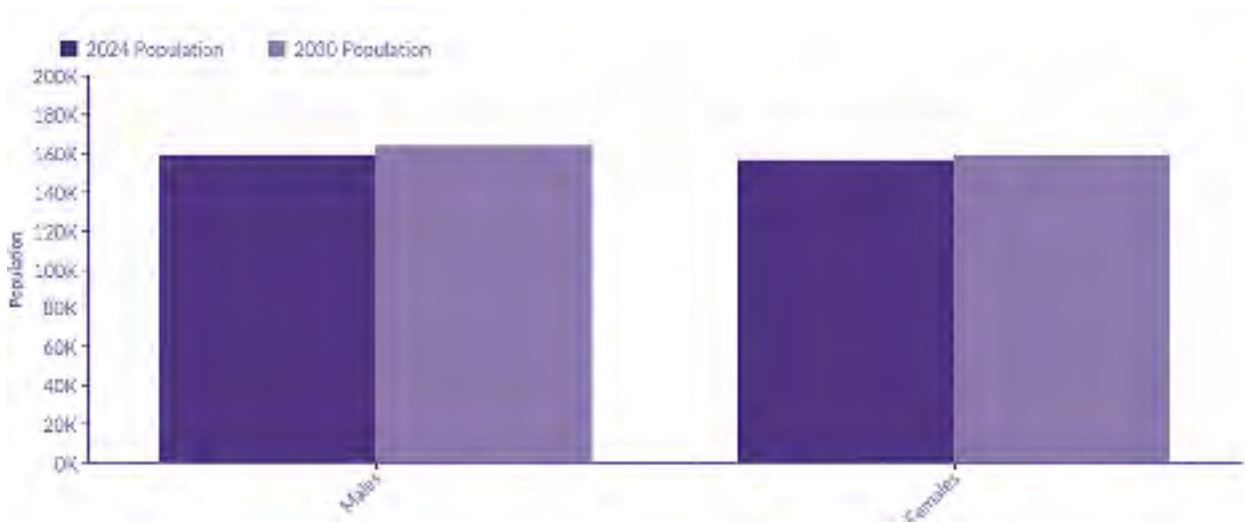
Figure 3. McHenry County Population Projection by Age



Source: Lightcast Data Analyst, October 2024.

Like age, the gender distribution of McHenry County residents is projected to shift from 2024 to 2030 toward a higher proportion of males, as shown in the figure below. While MCC’s current student profile consists of a higher proportion of female credit students, the shift in county population will provide opportunities to appeal to more males as well as to provide more services and resources to meet the needs of that population in the future.

Figure 4. McHenry County Population Projection by Gender



Source: Lightcast Data Analyst, Retrieved October 2024

Furthermore, the racial/ethnic composition of McHenry County is projected to continue shifting toward a higher proportion of Hispanic/Latine residents over the next five years. Currently, 16% of county residents identify as Hispanic/Latine and that proportion is expected to grow to roughly 19% by 2030. Since MCC's current student profile consists of a higher proportion of Hispanic/Latine students (more than 25%) than the county population, MCC has already begun exploring future opportunities to meet the needs of this growing population and will continue to do so going forward.

**Economic Trends**—Overall, McHenry County's local economy is strong as it has continued to rebound from the Covid-19 pandemic. Median household income is up across the board, though it varies by community, and unemployment rates have declined substantially. Unfortunately, economic growth has also resulted in a higher cost of living for the county due to high inflation over the past few years. With more residents returning to work and having less disposable income, MCC may see a decline in those who are able to pursue higher education. Opportunities to provide skills training and professional development through workforce training could help bring higher education to those who may benefit from the impact a college education could make on their employment and earnings. MCC should also continue its efforts to provide financial assistance and provide an affordable option for higher education for county residents as it has done in the past.

Figure 5. Median Household Income Trends by Community

Area Name	2023 Median Household Income
Algonquin village, Illinois	\$129,658
Cary village, Illinois	\$107,158
Crystal Lake city, Illinois	\$103,018
Fox Lake village, Illinois	\$65,528
Gilberts village, Illinois	\$120,568
Harvard city, Illinois	\$67,938



Huntley village, Illinois	\$83,357
Island Lake village, Illinois	\$91,852
Johnsburg village, Illinois	\$110,000
Lake Barrington village, Illinois	\$126,316
Lake in the Hills village, Illinois	\$110,988
Lakemoor village, Illinois	\$100,764
Lakewood village, Illinois	\$172,891
Marengo city, Illinois	\$71,196
McHenry city, Illinois	\$83,651
Spring Grove village, Illinois	\$137,891
Wonder Lake village, Illinois	\$126,711
Woodstock city, Illinois	\$82,287

Source: U.S. Census Bureau, American Community Survey, 2023

**Labor Market**—The top industries for McHenry County continue to be Retail Trade, Manufacturing, and Health Care and Social Assistance. Over the next five years, the largest growth is projected to be in the Health Care and Social Assistance industry while manufacturing jobs are projected to decline.

While many of the jobs in the top industries do not require a college education and do not pay a living wage, MCC's intent is to prepare students for occupations that are considered high demand, high wage, and high skill. Top occupation groups that meet those criteria include Management Occupations, Business and Financial Operations Occupations, Construction and Extraction Occupations, and Healthcare Practitioners and Technical Occupations. MCC provides a more thorough discussion of its focus on these occupation groups as part of its Comprehensive Local Needs Assessment, which is provided in the Appendices.

An analysis of current demand for workers in McHenry County affirms the demand for healthcare and social assistance workers with the employers seeking nurses, medical assistants, dental hygienists, and pharmacy technicians according to the number of recent job postings as seen in the figure below. It is not surprising then that the top posted qualifications include Registered Nurse (RN), Cardiopulmonary Resuscitation (CPR) certification, Basic Life Support (BLS) certification, Certified Nursing Assistant (CNA), Licensed Practical Nurse (LPN), and First Aid certification.



Figure 6. Industry Employment Projections for McHenry County

Industry Description	2024	2030	Change	Percent
Health Care and Social Assistance	12,051	12,750	699	6%
Wholesale Trade	5,801	6,263	462	8%
Other Services	6,229	6,670	441	7%
Accommodation and Food Services	9,787	10,104	317	3%
Government	14,715	15,021	306	2%
Administrative and Support and Waste Management and Remediation Services	4,882	4,961	79	2%
Transportation and Warehousing	2,645	2,816	171	6%
Retail Trade	13,572	13,709	137	1%
Professional, Scientific, and Technical Services	1,136	13,709	137	1%
Mining, Quarrying, and Oil and Gas Extraction	59	63	4	7%
Agriculture, Forestry, Fishing and Hunting	1,449	1,445	-4	0%
Utilities	101	96	-5	-5%
Educational Services	1,380	1,366	-14	-1%
Construction	9,115	9,077	-38	0%
Information	632	582	-50	-8%
Arts, Entertainment, and Recreation	1,949	1,870	79	4%
Management of Companies and Enterprises	549	453	-96	-17%
Finances and Insurance	1,937	1,778	-159	8%
Manufacturing	12,877	12,519	-358	-3%
<b>Total, All Industries</b>	<b>108,183</b>	<b>110,296</b>	2,113	2%

Source: Lighcast Data Analyst, 2024.



Figure 7. Top Occupations Requiring a Degree by Number of Job Postings, McHenry County

Occupation Title	Unique Job Postings
Registered Nurses	379
Licensed Practical and Licensed Vocational Nurses	229
Medical Assistants	72
Dental Hygienists	50
Pharmacy Technicians	48
First-Line Supervisors of Retail Sales Workers	46
Maintenance and Repair Workers, General	46
Teaching Assistants, Except Postsecondary	39
Medical and Health Services Managers	38
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	30

Source: Lighcast Data Analyst, 2024.





In addition to the top qualifications being sought by area employers, job postings data also provide insight into the to skills employers are seeking. These top skills include communication, personal attributes, initiative and leadership, customer service, critical thinking, and problem solving with the top software skills in Microsoft Office, Excel, Outlook, PowerPoint, and Word. The World Economic Forum provided a list of the top ten employability skills reported by employers, which found that skills related to AI and Big Data, Leadership and Social Influence, and Design and User Experience are emerging along with persistent skills like analytical thinking, creative thinking, flexibility/agility, curiosity and lifelong learning, technological literacy, and empathy. MCC provides a more thorough labor market analysis as part of the full Environmental Scan.

**Trends in Higher Education**—In addition to the myriad of data previously mentioned, MCC conducted a literature review to identify the top emerging trends in higher education to inform its assessment of future opportunities and potential challenges. The following trends emerged as the most important and potentially impactful for MCC’s future planning:

- Return on Investment
- Diversity, Equity, and Inclusion (DEI)
- Federal Policy
- Technology
- New Education Models
- The College Safety Net

*These trends are discussed in more detail in the full Environmental Scan document, found in the Appendices.*

## HOW MCC IS POISED FOR SUCCESS IN THE NEXT FIVE YEARS

After reviewing the collection of feedback gathered from all data sources, College executive leadership assembled all information gathered into a summary of strengths and opportunities, as documented below. This summary categorizes feedback by critical elements of MCC's mission statement, Our Focus Is Learning. Student Success Is Our Goal.

### SUMMARY OF STRENGTHS AND OPPORTUNITIES/ASPIRATIONS

#### OUR—Valuing Employees and College Culture

##### *Strengths*

- Hospitable work
- Employee development
- Culture of respect
- Mission-focused and student centered
- Innovative
- Agility/flexibility
- Collaboration/Cooperation
- Data informed
- Friendly and welcoming
- Comprehensive
- Connection with the external community
- Fiscal stability

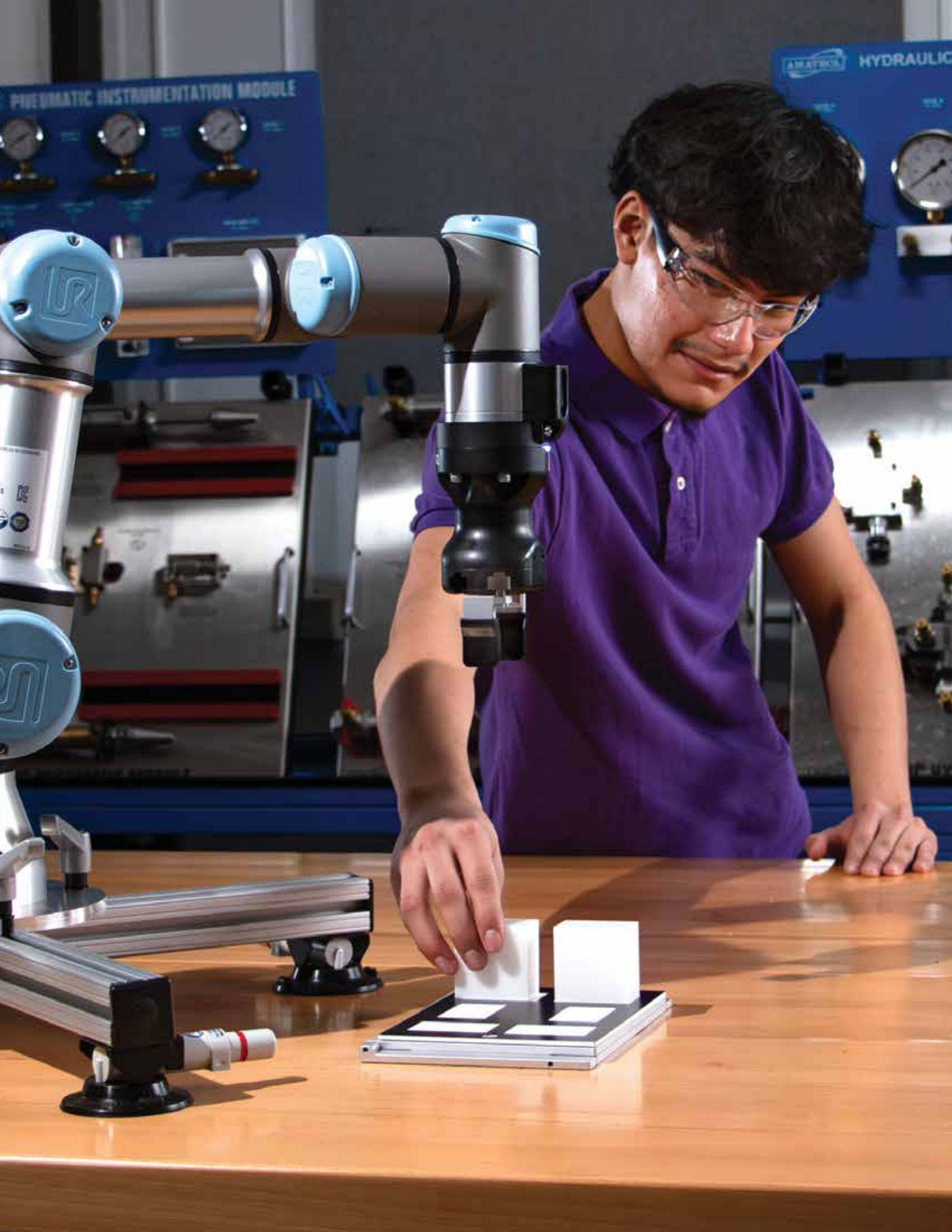
##### *Opportunities/Aspirations*

- Increase diversity and equity efforts
- Reduce workload on overburdened employees/build capacity
- Increase competitiveness of salary and benefits to attract and retain talent
- Enhance opportunities for employee development
- Process improvement
- Employee training/cross training
- Improve internal communications
- Foster inter-departmental connectedness
- Expand facilities (office and meeting spaces)
- Broaden focus for more cohesion across the institution (e.g. credit, noncredit, adult ed, etc.)
- Improve onboarding efforts

#### FOCUS—Where We Direct Our Daily Energies

##### *Strengths*

- Agility
- Responsiveness
- Transparency
- Service excellence
- Focus on student needs
- Community engagement and connection



### *Opportunities/Aspirations*

- Constituent well-being
- Program expansion
- Technology advancements
- Diversity, Equity, Belonging, and Inclusion (DEBI)
- Process improvements
- Relationship building
- Talent acquisition and retention
- Employee development
- Communication and transparency

*\*See page 27 for a full description of MCC's areas of focus for the next five years.*

## **LEARNING—The Way Our Faculty and Academic Programs Engage, Collaborate, and Grow**

### *Strengths*

- Pedagogy and facilities are kept current
- Dedicated and engaged faculty
- Faculty professional development opportunities
- Program variety
- Partnerships
- Tutoring services/support
- Investment in facilities
- Educational value (low cost and high quality)

### *Opportunities/Aspirations*

- Remain current with emerging trends (e.g. technology)
- Enhance alignment between curricular and co-curricular learning
- Improve student engagement
- Expand partnerships (high school, 4-year, community)
- Maximize credit for prior learning
- AI training
- Expand short-term skills training and experiential learning opportunities/internships
- Improve assessment practices
- Expand healthcare and social assistance programming to meet the needs of the local labor market; explore dental hygiene
- Explore return on investment and employment outcomes for students
- Invest additional resources and services for Adult Education students
- Expansion to offering bachelor's degrees
- Improve online student learning and success
- Explore and address impacts of dual credit on enrollment and outcomes



## **STUDENT SUCCESS – Supporting Our Students Holistically**

### ***Strengths***

- Welcoming and safe environment
- Wide variety of existing student support services and resources
- Attention to student needs
- Commitment to student success
- Community connections
- Broad understanding of students, including adult ed., community ed., and dual credit, in addition to traditional students
- Student outreach and support
- Collaboration across areas to support students holistically
- Student satisfaction
- Student scholarships and financial support

### ***Opportunities***

- Increase student engagement inside and outside of the classroom
- Simplify resources for students and delivery of information/student communications
- Learn more about new and upcoming generations of students; appeal to an older demographic
- Expand services for evening students
- Identify/create dedicated student spaces and amenities
- Continue DEBI efforts
- Increase technology support for students
- Improve tracking of students who leave MCC (employment and transfer)
- Pursue HSI and funding for expansion of services for Latine students
- Secure funding to offset potential impacts on financial aid

## **VALUES CLARIFICATION PROCESS**

Our values guide our behaviors and how we respond to others. These last five years have brought certain areas into better focus. While our existing values have been effective in our commitment to MCC's mission, other values have risen to the surface, given our beliefs in higher education and the world in general. As part of the planning process, MCC Executive Cabinet looked deeply at existing values as they relate to areas of opportunity and focus for the future, and the following input was provided:

- Connecting a value more closely to the core mission of the College – getting those we serve to their next goal/place
- A need to highlight more clearly what makes MCC distinct, including emphasis on innovation, entrepreneurial thinking, and ingenuity
- Reference to the agile and flexible manner in which the College provides programs and services
- Better and broader emphasis on accessibility
- Clarity about definition and application of critical thinking
- Broadening understanding of diversity
- Re-defining connectedness to include belonging
- Create a more meaningful way of defining “community-focused”
- Include reference to enthusiasm and pride, which are reflective of MCC's culture

## SUPPORTING DATA

In keeping with its commitment to data-informed decision making, MCC gathered, reviewed, and discussed a variety of data to inform the development of its strategic plan. The Extended Cabinet met several times to conduct data dives into internal and external data sources and survey data to identify current strengths and opportunities for the future.

### MCC KEY PERFORMANCE INDICATORS

McHenry County College identified four key institutional areas of focus and 31 associated metrics to serve as Key Performance Indicators (KPIs) for tracking the impact of its goals, strategies, and initiatives under the 2019-2024 Strategic Plan. The KPIs consist of critical measures of student enrollment, momentum, and success in addition to measures of operational and institutional effectiveness. The College maintains an interactive dashboard for reporting and tracking each Key Performance Indicator (KPIs) that provides employees and the Board with data to inform decision-making at the College. KPI data come from the Illinois Community College Board (ICCB), National Community College Benchmark Project (NCCBP), Illinois Postsecondary Profiles, Community College Survey of Student Engagement (CCSSE), Personnel Assessment of the College Environment (PACE), and Noel Levitz Student Satisfaction Survey in addition to MCC internal records. Each metric is tracked over a multi-year period and includes a benchmark comparison to a regional, state, or federal peer group where relevant. A full, detailed, summary of MCC's KPI trends over the past five years is provided in the Appendices. The dynamic KPI Dashboard can be accessed by MCC employees and the Board through the MCC Employee Portal.

The KPI data show that, as of the end of the 2019 to 2024 Strategic Plan, MCC has made great strides in meeting its targets for student success, financial stability, partnerships, and valuing people. Overall, students are more successful and both students and employees are more engaged and satisfied than they were at the start of the plan. In addition, the College has built strong partnerships with the area high schools around dual credit and dual enrollment in addition to increasing its market share of credit and non-credit students. Furthermore, the College continues to be in strong financial standing while maintaining affordability for students.

While there is still more work for the College to do in some of these areas and, as such, several of the KPIs will be carried over to the next plan, a new set of KPIs will be identified that aligns with the refreshed goals and objectives going into the next five years.







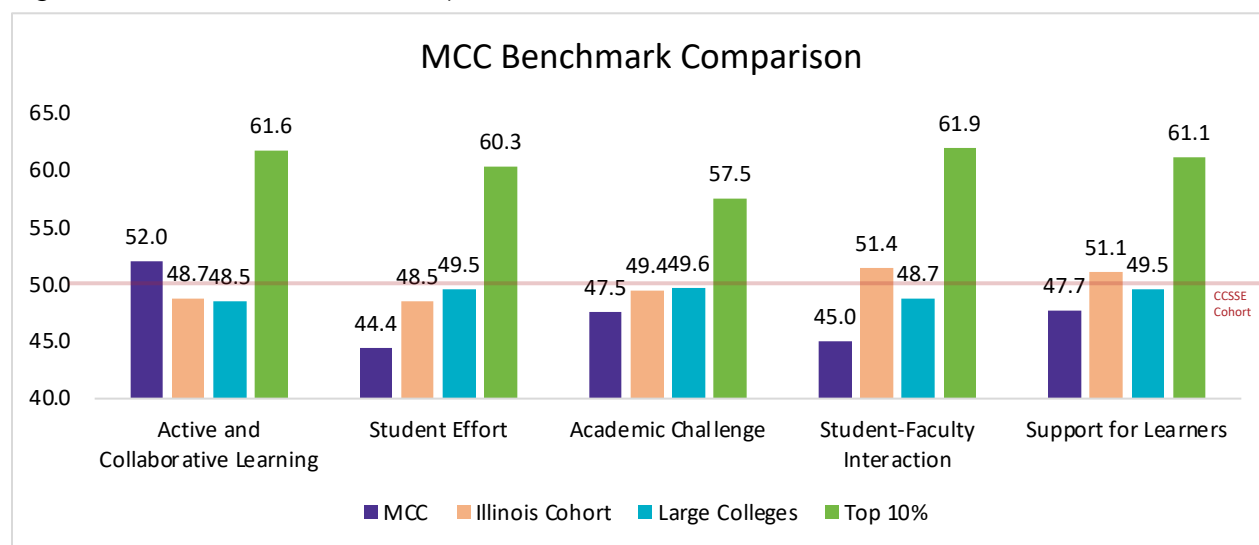
## STUDENT, EMPLOYEE, AND COMMUNITY INPUT

Stakeholder feedback is integral to MCC's planning and decision-making. The College administers several institutional surveys on a recurring basis in addition to soliciting input through focus groups and listening sessions to solicit feedback from students, employees, and members of the community that provides insight into stakeholder engagement and satisfaction.

### COMMUNITY COLLEGE SURVEY OF STUDENT ENGAGEMENT (CCSSE)

The Community College Survey of Student Engagement (CCSSE) is a formal survey tool that gathers student feedback about their experiences inside and outside the classroom, their interactions with other students and MCC employees, and their overall satisfaction with the College. MCC has used data from the CCSSE to guide discussions and planning on strategies and tactics designed to increase student engagement and promote high-quality teaching and learning and delivery of student services. A summary of the most recent key findings from the CCSSE is provided in the Appendices, though an overview of MCC's benchmark comparison for Spring 2023 is provided below:

Figure 8. CCSSE Benchmark Comparison for MCC



Overall, students rated their overall educational experience at MCC as 3.20 out of 4 and 94.5% indicated they would recommend the College to their friends and family. Satisfaction levels have steadily increased since 2017 along with ratings of Support for Learners, Active and Collaborative Learning, and Academic Challenge, while there have been decreases in Student Effort and Student-Faculty Interaction.

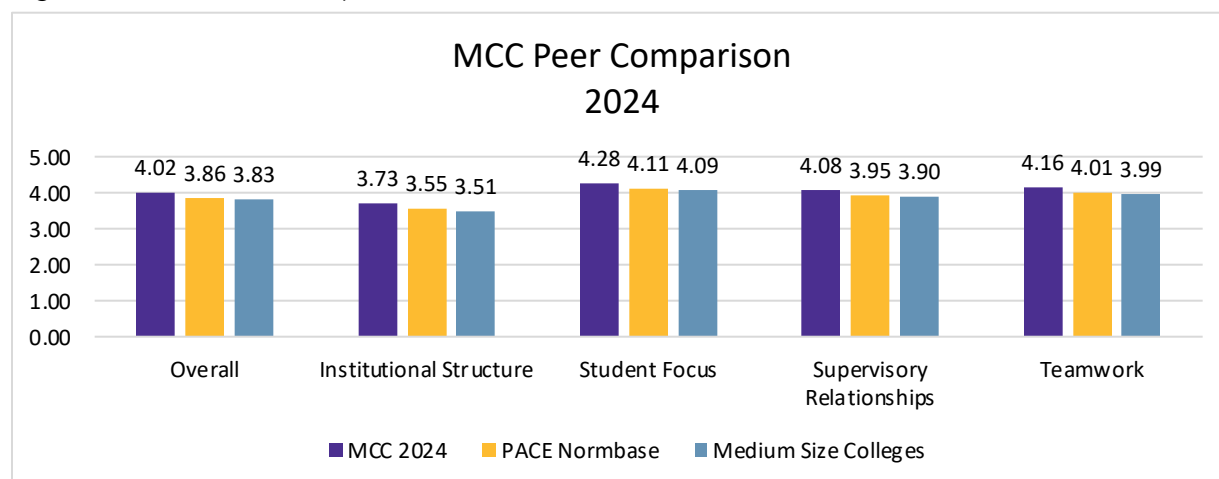
### PERSONNEL ASSESSMENT OF THE COLLEGE ENVIRONMENT (PACE)

The Personnel Assessment of the College Environment (PACE) survey is a formal tool that gathers employee perceptions about college culture. MCC has used data from the PACE survey to guide discussions and planning on strategies and tactics designed to increase employee satisfaction and engagement and promote a hospitable work environment. A summary of the most recent key findings from the PACE survey is provided in the Appendices, though an overview of MCC's climate factor comparison for Spring 2024 is provided below.





Figure 9. PACE Peer Comparison



Ratings for each of the PACE climate factors have increased steadily since 2014 and fall above the PACE norm base and the average for medium-sized colleges, though slight differences exist among MCC's different personnel classifications with administrators and faculty generally providing more favorable ratings than staff. Overall, 79% of employees would recommend working at MCC to their friends and family.

### GRADUATE FOLLOW-UP SURVEY

The Graduate Follow-Up Survey is a systematic survey for gathering information from MCC degree and certificate completers 9-12 months after they graduate. This survey provides information about students' outcomes after leaving MCC, including employment and transfer data in addition to assessing students' experiences at the College. This survey currently is the primary mechanism for assessing MCC students' employment and earnings. MCC tracks data from the Graduate Follow-Up Survey in a dynamic dashboard available through the MCC Employee Portal. Key findings from the most recent survey administration are included below.

- 75% of respondents report being employed within a year of completing a degree/certificate at MCC with 45% employed in a field related to their MCC program
- 62% of employed graduates work within McHenry County
- 39% of respondents report having transferred to continue their education after completing a degree/certificate at MCC
- 98% of graduates report being very satisfied/satisfied with the quality of their MCC education
- 99% of graduates indicate they would recommend MCC to their friends and family

Overall, MCC graduates are highly satisfied with the education they received at MCC and have successfully found work or continued their education after completing a degree or certificate at the College.

## **MCHENRY COUNTY LABOR REPORT (FALL 2024)**

Much like the Environmental Scan, the McHenry County Labor Report shares information about the local workforce related to demographics, industry, and occupations. Its identification of the community's strengths, challenges, and opportunities for economic growth aligns with Environmental Scan results, as well as matches the feedback given by community constituents. A copy of the complete McHenry County Labor Report is located in the Appendices.

# OUR PLAN

FOR 2025-2030

# OUR PLAN

## THE MCHENRY COUNTY COLLEGE STRATEGIC PLAN

### 2025–2030

#### EXECUTIVE SUMMARY

This strategic plan outlines key priorities aimed at advancing the mission of McHenry County College through a focus on our people, our craft, and our students.

While our mission and the solid system of values and priorities remain steadfast, the ever-changing landscape of education requires us to continue our resilience, adaptability, and proactivity in responding to new opportunities that emerge. This planning roadmap will also strengthen MCC's foundation, allowing us to further embrace the resilience needed to adapt to change.

McHenry County College faculty, staff, and administration are committed to achieving the following adopted Mission, Vision, Values, Focus, and Priorities for 2025-2030. These core elements reflect the central focus of our institution and its people, specifically:

- Providing wraparound support and encouragement to both students and employees through the continuation of hospitable work practices and expansion of student resource access.
- Growing programs and pathways, as well as expanded degree and credential options.
- Leveraging technology through safe, secure, and accessible practices.
- Creating a safe, inclusive, and welcoming environment for all.
- Gathering a greater ability to produce given the quick-changing needs of our community.
- Developing collaborations to support programs and services.
- Building a culture of excellence through our people.
- Growing employee knowledge and expertise through relevant educational resources.
- Enhancing consistent internal communication across and at different levels of the institution.
- Reaching students in relevant and visible ways.

Together, these collective priorities will enhance our learning environment, support the well-being of all constituents, and position the College for continued success.





## MISSION

Our Focus is Learning. Student Success is Our Goal.

## VISION

McHenry County College (MCC) champions learning as essential to our community's well-being. We transform all students we serve by inspiring and equipping them to successfully live and work in the world.

## OUR VALUES

At McHenry County College, we strive to:

Achieve a **welcoming** and **inclusive** environment where everyone feels a sense of **belonging** and has **access** to opportunities.

Celebrate **diversity** in all of its aspects, continually learning to **respect and celebrate** all ideas, perspectives, and life contexts.

Encourage the development of **critical thinking** skills and the pursuit of knowledge and understanding so that by continually questioning, learning, and applying insight, **informed decisions** are made.

Ensure our programs and services play a central role in enhancing the **economic resilience and vitality of our community**.

Spot and seize opportunities, turning them into **entrepreneurial innovations** that fuel swift progress.

Bring **integrity, follow-through**, and an **energetic focus** to our daily efforts.

Manage all resources entrusted to us—whether people, finances, or the environment—with **trust, integrity, and accountability**.

Live our mission by recognizing that learning is an evolving process, and we must remain **adaptable**, shifting our focus and efforts as the world and its needs change.

## OUR FOCUS

### **Constituent Well-Being**

*Providing wraparound support and encouragement to both students and employees – continuation of hospitable work practices and expansion of student resource access.*

### **Program Expansion**

*Growing specific programs and pathways, as well as degree and credential options.*

### **Technology Advancements**

*Focusing on safety, security, access, and support.*

### **Diversity, Equity, Belonging, and Inclusion (DEBI)**

*The ongoing need to create a safe, inclusive, and welcoming environment for all.*

### **Process Improvements**

*Capacity building, efficiency, and gathering a greater ability to produce given the quick-changing needs of our community.*

### **Relationship Building**

*Developing collaborations to support programs and services.*

### **Talent Acquisition and Retention**

*Building a culture of excellence through our people.*

### **Employee Development**

*Growing employee knowledge and expertise through relevant educational resources.*

### **Communication and Transparency**

*Enhancing consistent internal communication across and at different levels of the institution; reaching students in relevant and visible ways.*

## OUR PRIORITIES FOR 2025–2030

OUR PEOPLE	OUR CRAFT	OUR STUDENTS
<ul style="list-style-type: none"> <li>• Expand opportunities for hospitable work and employee well-being.</li> <li>• Enhance employee onboarding and orientation practices.</li> <li>• Increase employee and skills development programs for individuals at all levels of the institution.</li> <li>• Provide employees with clear, consistent information, as well as channels for giving input.</li> <li>• Set and communicate clear expectations.</li> <li>• Grow employee-supervisor relationships.</li> <li>• Increase employee recognition and engagement activities to help individuals feel included.</li> <li>• Continue focus on growing relationships with key community partners and constituents.</li> </ul>	<ul style="list-style-type: none"> <li>• Seize new opportunities that align with the College mission.</li> <li>• Expand programs to anticipate and meet workforce and community needs.</li> <li>• Broaden teaching and learning approach to better connect work to learning.</li> <li>• Expand definition of “students” to include learners with a variety of personal, educational, and professional goals.</li> <li>• Streamline processes to improve efficiency and create quicker impact.</li> <li>• Make technology work for the institution by leveraging its benefits for both the classroom and institutional processes.</li> </ul>	<ul style="list-style-type: none"> <li>• Grow programs that support our most vulnerable student populations.</li> <li>• Expand opportunities for student well-being and support.</li> <li>• Expand student access to resources that address their basic needs.</li> <li>• Ensure all students have access to the same services and resources.</li> <li>• Expand access and disability services to those who need them.</li> <li>• Create more viable pathways for students to take.</li> <li>• Leverage new tools/channels to consistently communicate important college information.</li> </ul>

## STRATEGIES AND KEY INITIATIVES/TACTICS

Upon the review and adoption of the Strategic Plan 2025-2030 priorities by the MCC Board of Trustees, College executive leadership will create an initial list of strategies that will include outcomes/measurements when possible and submit to the Board of Trustees for subsequent discussion in 2025.

McHenry County College’s strategies are often dictated by circumstances in an ever-changing world. Given the institution’s keen ability to respond to opportunities and needs swiftly, executive leadership will continue to update the Board as efforts emerge and progress.



# APPENDICES

## APPENDICES

Strategic Planning Insights (Fall 2024)  
MCC Strategic Plan Feedback Summary and Assumptions  
MCC Strategic Plan Student Feedback Summary  
MCC Community Perceptions Survey Results (Fall 2024)  
Key Performance Indicators Summary (Fall 2024)  
MCC Environmental Scan 2024  
McHenry County Labor Report Fall 2024  
MCC Strategic Plan 2019-2024 Summary Report  
MCC Equity Plan 2024  
PACE FY 2024 Survey Findings  
Community College Survey of Student Engagement (CCSSE)

# Q1 What are MCC's STRENGTHS related to "Our"?(What are the things MCC already does well in its mission focused on MCC's employees and culture and what are the underlying factors that support those things?)

Answered: 6    Skipped: 2

#	RESPONSES	DATE
1	Our internal support and training for our employees is exemplary. We have open and frank discussions with respect for each other's opinions. Our leadership is always delivered positively and with hope, and follow-through is the norm. Our strengths are our people that go the extra mile and, even when stretched thin, keep a smile on their faces and service in their hearts. Another strength is our continuous drive to innovate and stay relevant for our area's businesses and employers through facilities, certifications and degrees.	11/12/2024 5:19 PM
2	Hospitable workplace program has helped many employees and has changed the culture of MCC and how we view work.	11/12/2024 3:22 PM
3	Hospitable work arrangements; remote work options; flexible scheduling; opportunities for engagement and socialization (e.g., receptions, kick off meals, swag/gifts, tree lighting, etc...); opportunities for input; collaboration; employee development opportunities	11/12/2024 3:07 PM
4	• Inclusion • Employee support/career growth • Staff council - voice and quality candidates • Benefits- including EAP • Professional development opportunities • Higher education pay - relatively competitive • Culture/we walk the talk/culture of trust to do our jobs • Agility • Open dialogue - comfortable sharing feedback • Opportunities to learn about updates on campus (Town hall, Wake-up, Division meetings) • Growth – encourage career progression • Extras - branded gifts, lunches, employee awards • MCC connects each position as it relates to mission. We matter! • Work together very well as a team	10/28/2024 7:27 AM
5	• HR professional learning/employee development - x3 • Communication efforts: - x6 o eNews (automatic posts) o The Flush o Wake up with Talia o Town Halls o SA Division Meetings - increase o Have seen administration take feedback that have been implemented • Creativity and collaboration between departments and employees - dual credit orientation/NSO - faculty - x6 • CLEP testing • Approachable and Available Staff x4 • Employee benefits; vacations, hospitable workplace, FMLA, FSA, Summer Fridays- x 6 • Positive work environment/culture/mingling / Bagel Wednesday- x4 • Allowing you to do your job- take out micromanaging • Tools needed to do job • Finding the money to support departments • Talent share and the amount of volunteer help • Always looking to offer more programs, seeking new opportunities • MCC is careful to create a team of certain personalities – that people are excited about what they are doing – enthusiasm is important • Welcome packets • Willingness to help on the fly • Employees have been flexible through the pandemic, software, changes in policies and procedures • How to assist students and assess their current needs, provide resources, has improved -x6 • Trust amongst departments • MCC does a good job with diversity. I think they've made an intentional effort to hire, try to reach all demographics of people	10/8/2024 1:39 PM
6	-Student-Focused -Collaborative -Fiscally Responsible -Innovations- CATI, POS, University Center, Co-Curricular, Dual Credit (NSO and Advisors) -Agile -Resourceful- Seeking out grants and newer tech -Responsive to community and workforce needs- Kids in College, Dual Credit, Adult Ed, Amazon Courses -Strong industry partners and relationships (area high schools, hospitals, clinical sites) -Affordability -Co-Reqs, HIPs -Strong academic leadership team - Strong faculty -Contributes to the cultural life of the community	9/17/2024 12:45 PM

**Q2 What are MCC's OPPORTUNITIES and ASPIRATIONS related to "Our"?(What are the things MCC could capitalize on in the future that could have positive outcomes on its mission focused on its employees and culture? What would you love for MCC to achieve over the next five years related to its mission focused on its employees and culture? What are your dreams for MCC's workforce and culture?)**

Answered: 6   Skipped: 2

#	RESPONSES	DATE
1	I would like to see more diversity in new hires - especially to have a faculty that better reflects area demographics. Continue to promote equity across all areas of the college and continue the drive to make it the normal operating procedure at all levels.	11/12/2024 5:19 PM
2	Continue to offer flexible options for employees to get their work done and serve students.	11/12/2024 3:22 PM
3	achieve pay equity and offer competitive salary and benefits to attract and retain talent; develop opportunities for internal promotion/advancement; identify ways to reduce workload on overburdened positions; build capacity through process improvement and innovation (AI?); better process documentation and transition planning; more cohesive annual strategies/focus rather than disparate projects/initiatives	11/12/2024 3:07 PM
4	<ul style="list-style-type: none"> <li>• Non-English speaking students, have more educational resources to obtain education</li> <li>• Increase pay</li> <li>• Professional development</li> <li>• School spirit</li> <li>• Improve the hiring process:               <ul style="list-style-type: none"> <li>o Expedite it</li> <li>o Better communication</li> <li>o Return on investments</li> </ul> </li> <li>• New employee training/On the job training/classes in programs such as Colleague and Ad Astra</li> <li>• Involving each other in events</li> <li>• Satellite employees - more inclusion</li> <li>• Committees for process improvement (similar to former AQIP model) that includes faculty, staff, administrators that you may not know/help learn more about other roles and build relationships</li> <li>• Employee retention</li> <li>• Employee training on systems such as answering phone calls and transferring calls</li> </ul>	10/28/2024 7:27 AM
5	<ul style="list-style-type: none"> <li>• Professional Development /Training for employees/NSO for us x4</li> <li>o It should not be up to colleagues to train colleagues</li> <li>o Budget</li> <li>o Colleague</li> <li>o Microsoft suite</li> <li>o Softdocs</li> <li>o Webi</li> <li>• Learning opportunities– what is available, highlights</li> <li>o LinkedIn</li> <li>o Experiential learning opportunities</li> <li>o MCC instructor-led courses that provide credit toward salary bonus. Faculty do this x2</li> <li>o Career Track building x4</li> <li>• Need to know more about academic departments and student affairs, faculty (cross-collaboration, cross-training) x4</li> <li>o Department/courses overview</li> <li>o Practical and not theoretical</li> <li>o Share sell sheets more</li> <li>• Hospitable work environment</li> <li>o Shorten meetings to 25 and 50 minutes</li> <li>o No meetings over the lunch hour/ensure employees get a lunch</li> <li>o Flexibility with scheduling</li> <li>• Need a reminder about the eNews – x3</li> <li>o Repository of the older posts</li> <li>• Bring back birthday potlucks – soup was a fun one</li> <li>• Parking garage, parking in general</li> <li>• Landscaping, more plants and greenery</li> <li>• Recreational space</li> <li>• Area for breaks, lounges</li> <li>• Master list of what's going on- daily (monitors), weekly, monthly x3</li> <li>• Engage more with students in departments like Student Accounts</li> <li>• Community support</li> <li>• Take a look at our own processes and improve them; timelines, have someone else look at it to ensure it works for us</li> <li>• Understanding what all employees are going through (Student Affairs and Academic Affairs)</li> <li>• Feedback from students – what are they learning in MCC101? x2</li> <li>• Alumni Relations Position – building alumni relations; alumni perks</li> <li>• Would like to see vacant positions filled faster than they are</li> <li>• Would like to see a common calendar where everything is posted x2</li> <li>• All offices should be seen as “Student Facing” not only the Student Resource Center</li> <li>• Clear communication, and walk them down</li> <li>• Who's willing to be a contact</li> <li>• Language learning opportunities – ESL</li> <li>• Streamline next steps</li> <li>• Learning about them before they come here to anticipate their needs</li> <li>• Better idea of how to on-board the student per each department</li> <li>• Interdepartmental connection is just starting, more opportunities for this to happen and grow x3</li> <li>• DEBI, growth in this area and continued knowledge building</li> <li>• Continuing to be open minded</li> <li>• Professional development</li> <li>• Lowered health insurance costs</li> <li>• Increased remote work opportunities</li> <li>• Free professional development opportunities</li> <li>• Spanish language courses for</li> </ul>	10/8/2024 1:39 PM



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free, supporting our goal to becoming an HSI • Sign-language courses for free, supporting universal design and students with disabilities • Guest speakers for wider perspectives and motivation • Competitive salaries, invest in internal employees as much as new talent x4 • More than \$4000 a year to develop professionally or pursue higher education • Better onboarding and adequate training in teaching people systems like colleague etc.

6	<p>-limited space (offices, classrooms, and supply closets); aspire to have a systematic approach to assignment -More work-based learning opportunities for all Pathways -Increase full-time faculty to sustain student learning -More improvements for Dual Credit and partnerships; identify how to strengthen -Keep demonstrating our educational value to the community and employers -Identifying bridges from Adult Ed to other Pathways in the college -Continuity of engagement in the P-20 systems -Broaden the engagement of the arts and performing arts with the community -Look for opportunities to shorten/accelerate the completion rate- Competency-based education -Make scheduled classes more flexible -Being alert and proactive with the balance of Dual Credit and HigherEd -Ensure career pathways are aligned (Dual Credit, AdultEd, and high schools) -Dual credit to onboard AAS ie. revamping Dual Degree at scale -Increase parent/community education on Pathway offerings -Explore career pathways starting as non-credit into credit</p>	9/17/2024 12:45 PM
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### Q3 What are MCC's STRENGTHS related to "Focus"? (What are the things MCC already does well in directing its daily energies and what are the underlying factors that support those things?)

Answered: 7   Skipped: 1

#	RESPONSES	DATE
1	We have such a great internal network of support for students that need assistance from tutoring to tuition.	11/12/2024 5:19 PM
2	We think outside of the box on how to serve students and allow employees to work with some flexibility.	11/12/2024 3:24 PM
3	focus is on serving our students, first and foremost; everyone understands and embraces the mission	11/12/2024 3:11 PM
4	<ul style="list-style-type: none"> <li>• Heads down serving our community</li> <li>• Collaboration internally and externally</li> <li>• Creative solutions</li> <li>• Innovative</li> <li>• Anticipate student needs</li> <li>• Through supporting each other's events, helps strengthen knowledge of other programs</li> <li>• Focus on helping students, supporting specific needs</li> <li>• Creating a sense of belonging for students and employees</li> <li>• Scholarships and grants</li> <li>• Our focus is on the whole institution, no silos between credit and Career Spark, Talent Impact, and Community Enrichment programs</li> <li>• Executed CATI and Catalyst Campus projects</li> <li>• E-news</li> </ul>	10/28/2024 7:27 AM
5	<ul style="list-style-type: none"> <li>• Employees are respectful of each other's schedules (sometimes)</li> </ul>	10/16/2024 10:59 AM
6	<ul style="list-style-type: none"> <li>• Listen to the needs of the community o Hospitals, manufacturing o Needs and demand, shortage</li> <li>• Value for credit and non-credit AND for certificates and transfer programs</li> <li>• Chosen names in colleague</li> <li>• Center for teaching and learning for faculty</li> <li>• Navigate 360 to support students (especially first-generation students)</li> <li>• New committees: Collaborative programming and Student Engagement</li> <li>• Emerging HSI</li> <li>• Chat function / Teams / Quick responses x3</li> <li>• Fuller staffs in many student affairs offices – don't feel guilty about taking vacations x2</li> <li>• Hospitable workplace x2</li> <li>• Wake up with Talia, town hall, the positive kudos x2</li> <li>• Overall wellness is encouraged (step program)</li> <li>• Prioritizing flexibility</li> <li>• Students come first</li> <li>• Navigate360 – utilizing technology to get to students, data reporting</li> <li>• We focus very well on the student and their general wellbeing and their academic success</li> <li>• Drop of non-attendance benefits the students in the long run, and benefits the college</li> <li>• Meeting the students where they are at</li> <li>• New positions</li> <li>• Bring calmness to my work and to the student x2</li> <li>• Being insightful about our projects</li> <li>• Thinking outside the "office"</li> <li>• Assuming the best of your students</li> <li>• Actively working in the community to support and grow programs / UC x3</li> </ul>	10/8/2024 1:40 PM
7	<ul style="list-style-type: none"> <li>-High-impact practices</li> <li>-University Center-</li> <li>-Offering BA in the community</li> <li>-Student transition support, retention efforts</li> <li>-Navigate 360- updating technology</li> <li>-Accessibility, different modes and modalities of instruction as well as length of classes</li> <li>-Wide variety of opportunities at the Center for Teaching and Learning</li> <li>-Engagement for ACUE</li> <li>-Faculty-led training</li> <li>-Shared decision-making with committees</li> <li>-Learning Communities-</li> <li>-Two-fers</li> </ul>	9/17/2024 12:46 PM

**Q4 What are MCC's OPPORTUNITIES and ASPIRATIONS related to "Focus"?(What are the things MCC could capitalize on in the future that could have positive outcomes on where we direct our daily energies? What would you love for MCC to achieve over the next five years related to where we direct our daily energies? What are your dreams for MCC's focus?)**

Answered: 7   Skipped: 1

#	RESPONSES	DATE
1	Bilingual courses and programming for CTE certificates etc. Entrepreneurial opportunities for area residents and small business through the three Innovation Centers. I would like to continue to develop fluid and integrative programming with area schools that provides concrete roadmaps for students within our county from K-14 and on to the University Center and into viable employment and careers. Bringing more degree options to the University Center and creating more partnerships to support hands-on internships, apprenticeships etc. should be a permanent goal.	11/12/2024 5:19 PM
2	Continue to serve students with new programs and offering different times and types of course offerings.	11/12/2024 3:24 PM
3	Make time and space for other important areas of focus (e.g., professional development, wellness, process improvement, documentation, etc...). We are so involved in our daily tasks, it is hard to set aside time for these other things. Capitalize on "shared time" since it is easier to focus when others are doing the same and you are not worried about missing something or someone needing something from you. The dream is to have a more comprehensive focus that still supports the mission but is more holistic for the good of the college.	11/12/2024 3:11 PM
4	<ul style="list-style-type: none"> <li>• Tools and training to eliminate gray work.</li> <li>• Leverage best practices and process improvement. (Internal – business office/accounting, marketing) Staff training on these processes too</li> <li>• Student completion rates across all program areas</li> <li>• Increase scholarships for credit and Career Spark/Community Enrichment programs</li> <li>• Promoting mental health resources. For example, reducing the stigma, providing more resources, support groups</li> <li>• New marketing strategies and opportunities/Simplify our messaging</li> <li>• More use of Talent Impact programming for employee development</li> <li>• Stronger onboarding for new employees</li> <li>• Opportunities for employees to connect: <ul style="list-style-type: none"> <li>o Retreats</li> <li>o All staff gatherings</li> <li>o Mentorship</li> </ul> </li> <li>• Keep top of mind “we are the brand image of MCC” to community in our daily interactions</li> <li>• Remember daily that we are both a bridge to a 4-yr university degree to university and a path to career training (Credit certificates and AAS degrees, Career Spark programs)</li> </ul>	10/28/2024 7:27 AM
5	<ul style="list-style-type: none"> <li>• Lack of patience and realistic timelines for getting responses from others</li> <li>• Employees need to utilize the resources and information available versus frequent calls/emails to employees to get their answer.. there needs to be some personal accountability to find the information</li> <li>• Lack of boundaries to get access to information (bathrooms, hallways, café)</li> <li>• There is so much work to be done with tight timelines – everything is a crisis to get tasks done fast</li> <li>• Project Priority/Project Management</li> <li>• Starting to say no to projects and/or providing/receiving realistic timeframes to allow for intentional, productive work</li> <li>• Meeting culture – unproductive meetings, needing an agenda, could be cut in half, could be emails.</li> <li>• Not adequate office spaces and conference rooms for departments to function best</li> <li>• Better delineation of which departments can do what, should do what</li> <li>• How can we incorporate Behaviors of Excellence and other guiding documents into our daily work.</li> <li>• Blind spots for respecting people's calendars, work styles, timelines,</li> </ul>	10/16/2024 10:59 AM
6	<ul style="list-style-type: none"> <li>• Staff position to support students and staff with technology (Similar to Center for Teaching and Learning that faculty has access to)</li> <li>• DEBI <ul style="list-style-type: none"> <li>o Recruiting</li> <li>o Supporting initiatives</li> <li>o Training</li> </ul> </li> <li>• DEBI lens with decisions and team meetings</li> <li>• Systemized process/standards for student names that are hyphenated</li> <li>• Support for 1st gen students</li> <li>• Data collection, analysis, and</li> </ul>	10/8/2024 1:40 PM

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decision-making • Assessment of efforts (workshops, events, initiatives) • Continue to investigate how students engage (posters, emails, canvas, messages) • Balance of availability vs planned work – being available can be exhausting x6 • Reduce duplication of efforts – especially when it comes to events. • Brown bag lunches with different departments – what are common acronyms. Job shadowing? • Cross-training x2 • More remote work opportunities (2 days) • Lunch options (1 hour lunch) • AI-further utilize • Prioritizing flexibility • Utilize Teams more • Overbooking of meetings, following the 50 minute or 25 minute meeting protocol • Employee Development/Refreshment Day (Mental Health Day) o Ensure people take their breaks; more health & fitness options x2 • Classes in the evening for employees x2 o Now we can only take courses in the evening if they pertain to our jobs • New Employee – Opportunity to meet people • We could see more focus on financial success – the students' ability to pay x2 • Why do we allow students to register for all online classes, if they don't have access to resources – like a laptop o Or registering for all in person classes, and they don't have transportation • Create more small satellite locations to provide spaces around the community for student support, study spaces, etc. • More programs added to UC and educating partner schools about collaboration with MCC

7	-More improvement for Competency-based learning to meet industry standards -More space and staff for the Center for Teaching and Learning - Even as some areas of the institution grow, other areas can grow as well- not focusing on just one area of improvement -Leverage the University Center to create more transfer programs and pathways -Expand Learning Communities to include more interdisciplinities -Evening support and services to grow night classes (Library, IT, Registration., etc...)	9/17/2024 12:46 PM
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## Q5 What are MCC's STRENGTHS related to "Learning"? (What are the things MCC already does well in its mission focused on learning and what are the underlying factors that support those things?)

Answered: 7   Skipped: 1

#	RESPONSES	DATE
1	Our small class sizes.	11/12/2024 5:27 PM
2	We offer many programs and work to keep current in our pedagogy and facilities. State of the Art is a term often used with our labs.	11/12/2024 3:26 PM
3	Strong program development/modification processes; abundant data; dedicated faculty; strong academic structure and faculty involvement through Academic Council committees/projects; faculty professional development opportunities; strong support services and interventions for students; new early alert tools/processes	11/12/2024 3:17 PM
4	<ul style="list-style-type: none"> <li>• Resources offered to students, such as tutoring, co-labs, hands-on spaces</li> <li>• Wide variety of class offerings, such as HVAC, twofer, dual credit - something for everyone</li> <li>• Innovation, collaboration, and future focus on removing barriers to learning</li> <li>• Learning for faculty and staff - new professional development opportunities</li> <li>• Newly added programming and classes offered</li> <li>• University Center is live!</li> <li>• Teaching employability skills such as interviewing, business etiquette and leadership</li> <li>• Student clubs</li> <li>• Instructional quality for credit, Career Spark, Talent Impact, and Community Enrichment programs</li> </ul>	10/28/2024 7:27 AM
5	<ul style="list-style-type: none"> <li>• A variety of degree and certificate programs</li> <li>• Transfer programming and agreements</li> <li>• UC@MCC Partnership – woohooo!</li> <li>• Adult Education multiple locations</li> <li>• Dual Credit Expansion</li> <li>• Faculty are accessible and hopefully flexible</li> <li>• Co/Labs are a fantastic learning space</li> <li>• Academic Support Services are available and spaces robust (going through upgrade too)</li> <li>• Partnerships/Experiences with faculty and students outside of the classroom</li> <li>• Study Abroad</li> <li>• Variety of learning modalities offers flexibility for students</li> </ul>	10/16/2024 10:59 AM
6	<ul style="list-style-type: none"> <li>• Academic workshops through Sage and Success Coaches x2</li> <li>• AI workshop the library is offering x2</li> <li>• Open Education Resources</li> <li>• Mode of tutoring: online and in person</li> <li>• Flexibility in class schedules (8 weeks, etc.)</li> <li>• Modes of instruction / hands on learning x4</li> <li>• Navigate 360 – resource requests and get help; early alert x2</li> <li>• Intentional hiring: learning specialists, success coaches, math specialist</li> <li>• Collaborative programming/ Cocurricular o Planetarium, fab lab, library, skyway, DEBI o Learning is not just what is in the classroom o Field trips</li> <li>• Dual credit – faculty connections and work across different areas</li> <li>• ICAPS – expand to different programs</li> <li>• So many different program types – credit and non-credit grade schemes</li> <li>• Stackable certificates – presented easily on the website</li> <li>• University Center is amazing x4</li> <li>• CATI programs – HVAC, CNC, Fab Lab x3</li> <li>• How to better plan for class demand in subjects like English, math, and sciences</li> <li>• Can we offer courses in another language – sciences in Spanish?</li> <li>• Automatic graduation – expand this with new programs/degrees</li> <li>• Bigger gym, athletic facilities</li> <li>• Expand apprenticeship and internship opportunities. Mentorship at the faculty level</li> <li>• Health career programs – sonography, radiologic technology x3</li> <li>• Museum of Science and Industry partnership – bring families to campus o Auto-reply to emails</li> <li>• Co-curricular programming</li> <li>• Ensure that we have resources available; speak to students (e-books, technology)</li> <li>• Workshops offered to students; pathways to career workshop.</li> <li>• Something for everyone- diverse offerings (credit, non-credit, community, workforce)</li> <li>• Engaging the community-being part of the community - Lieberman x3</li> <li>• See a need/holes in offerings and add</li> <li>• Veterans-access to services to assist with learning</li> <li>• Adaptive Learning- Twofers, Learning Community- helps students to engage with each other</li> <li>• Collaborate across departments</li> <li>• Updating information for new programs and transfer opportunities</li> <li>• Staying on-campus</li> <li>• Professional Certifications for students – Professional organizations</li> <li>• Dual Credit</li> <li>• Many instructors pivoted quickly to teaching online courses – now most are offered in a variety of learning modalities x2</li> <li>• Open access to education – anyone who wants to take classes, can</li> <li>• The campus feels very well rounded – there is something for everyone</li> <li>• Build in experience within the AS</li> <li>• Internships micro internships x2</li> <li>• Co-reqs</li> <li>• Twofers/supertwofers</li> <li>• Engaged faculty</li> <li>• Sage</li> <li>• Student advocacy for their writing assignments</li> <li>• Research appointments are</li> </ul>	10/8/2024 1:41 PM

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on the rise • 3 librarians teaching 78 since the beginning of the semester • Student groups co-curriculars • Offer different modalities x3 • Academic services x4 o SAGE o 24/7 tutoring o ADS tutoring • Student success coaches • Honor accommodations for students o Welcoming to students with needs • Flexible faculty • 65 degrees and 90+ certificates • Catering the offered programs to the needs and demand of the students. • Faculty has done a very good job of connecting with the community, understanding what their needs are, going to employers, having those meetings, continuing the advisory boards, being able to stay current within the different fields • Faculty who are willing to go above and beyond for students when they are willing to put in the work.

7	-Center for Teaching and Learning- responsive and proactive, multitude of opportunities for professional development and incentives for faculty to grow -Great instructors -Multiple modes of tutoring- Online, in-person, TutorMe -Innovative ways to address developmental courses through corequisites and multiple placement measures -High-impact and relevant practices - Lab spaces (EMS, Nursing, etc...) -Collab spaces -Passionate instructors committed to lifelong learning -Faculty-sponsored leave programs	9/17/2024 12:47 PM
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**Q6 What are MCC's OPPORTUNITIES and ASPIRATIONS related to "Learning"?(What are the things MCC could capitalize on in the future that could have positive outcomes on its mission focus on learning? What would you love for MCC to achieve over the next five years related to its mission focus on learning? What are your dreams for learning at MCC?)**

Answered: 7   Skipped: 1

#	RESPONSES	DATE
1	Set the expectations for a full-time faculty member higher - better define what it means to be a fulltime faculty member in terms of working and advising students in specific content fields, increasing interactions between faculty and students in a mentor/mentee manner. Make sure Professional Development includes activities and participation in the faculty member's specific discipline, not just pedagogy and technology. Keep faculty current and updated in their fields which are changing at a faster rate than ever. Elevate expectations of fulltime faculty. Hire more adjuncts and keep fulltime faculty to a set number of contact hours a semester without providing them overloads - include the expectation that time outside of class should include time on campus to create an atmosphere for college students that is more conducive to learning and interacting....not the empty faculty offices that currently exist most days. Make the action of academia more apparent on our campus. Reduce the number of online load hours a fulltime faculty member can count towards their overall load. Make sure courses are evaluated for updates and not allowed to remain 'as is' for years. I would love to see students hang around on campus because they are seeing their teachers doing amazing things and they want to be a part of the action!	11/12/2024 5:27 PM
2	Continue to look for what is new and upcoming and offer courses, certificates and degrees in the latest areas of technology and labor.	11/12/2024 3:26 PM
3	More cohesive connection between curricular and co-curricular learning; improved learning outcome assessment processes; stronger understanding of impact of dual credit on student success; focus on improving student success in online/blended courses; increase student engagement outside the classroom; learn more about how to leverage AI for good	11/12/2024 3:17 PM
4	<ul style="list-style-type: none"> <li>• Expanding on courses and careers offered through Foglia CATI</li> <li>• Continue outreach and program expansion at Catalyst Campus. Such as medical offerings TSS offered to companies</li> <li>• Community outreach never stops</li> <li>• Never stop learning</li> <li>• Encourage staff and faculty engagement with peers</li> <li>• AI addressing it.</li> <li>• Open to offering assistance to different kinds of learners such as hands on, hearing it, read to them, see it, do it</li> <li>• Reach out to high schools more and in different ways.</li> <li>• Promote more about scholarships. Such as a free class on teaching the dues of how to fill scholarship and grant forms.</li> <li>• ESL Credit. Career Spark classes</li> <li>• University Center add more universities and colleges</li> <li>• Opportunity for more eight week classes. And year round programs to enter careers quickly</li> </ul>	10/28/2024 7:27 AM
5	<ul style="list-style-type: none"> <li>• Employee learning (More on OUR section)</li> <li>• Community Education Topics – variety</li> <li>• Responding to community requests for additional learning opportunities</li> <li>• Truly connecting the programs we offer to employee awareness of activities (community enrichment, talent impact)</li> <li>• Challenging for employees or students to attend programs on short notice</li> <li>• Enhancing communication campaigns</li> </ul>	10/16/2024 10:59 AM
6	<ul style="list-style-type: none"> <li>· Need for more training on AI for employees and students x2</li> <li>· Train students how to use their computers</li> <li>o Lab environment (where they can ask questions)</li> <li>§ Students who are studying computers (computer programming)</li> <li>§ Internships</li> <li>§ Student employees</li> <li>§ Full time staff person</li> <li>o More than just IT help desk</li> <li>§ How to print x3</li> <li>§ Use canvas</li> <li>§ Navigating basic functions (shortcuts, tab)</li> <li>§ Microsoft (indenting, page numbers, headers, footers)</li> <li>§ Saving and uploading</li> <li>§ Online resources</li> <li>· Support open education resources (online books)</li> <li>· Supporting faculty to print for bookstore</li> <li>· Supporting to students to print for their own use</li> <li>· Clarity of roles and processes for employees to be able to talk about</li> <li>· Meet MCC for employees</li> <li>· Supporting student self-advocating</li> <li>· Service-learning opportunities, internship, apprenticeship x2</li> <li>· Coffee</li> </ul>	10/8/2024 1:41 PM

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stations · Collaboration opportunities during events · Experiential learning; more support or faculty · Different class options and opportunities · Additional Job shadowing opportunities · Engaging community- making community aware of what we offer for learning · Community knowledge about what we do · Changing the stereotype about learning at a community college · Outside speakers and presenters x2 · Hospitality cart/stand for students to grab before class · Learning together (Academic Affairs – Faculty and Student Affairs) · Finding the right resources for each student · Courses x7 Help students understand if this course is suitable to take Specific programs receiving resources; structure of classes More support resources for struggling courses Reimagining how courses are structured Looking at what courses are truly needed at transferring to a 4 year institution A blend of offerings, more 8 week courses Conflicting course scheduling for degrees; students having to go outside of MCC to accomplish courses · Adding a residential option – students are homeless or close to homelessness, international students, athletics – at least for these students who need to · Get more adjuncts for some of our fields, and/or have more full time faculty – we tend to cancel many classes due to lack of instructors · Night classes – a full program isn't really available after traditional work hours · Students can really benefit from utilizing the CLEP tests – it could save them time · How do we better support adult students? Work with their availability and needs · Want more faculty engaged in student affairs · Better information on the outcomes of careers services, more ways to plug students in while they're here · Nav360-still learning- multiple cases for the same student · Work based learning for every pathway · Financial aid information to give out at the high school-how to college materials across offices · Getting students the information prior to coming to MCC · Opportunity to grow the offerings at the University Center · Connection and learning from our alumni · Outside speakers · Room for growth in terms of the flexibility of faculty · Dental program · Continued growth · CATI o Renewable energy as part of CATI · Continue asking and serving what the community is asking for · Don't remain in the past in terms of back-office processes o High tech on the front end o Apple and GPay · NSO has been mentioned 3 times below · MCC 101 to include "student planning" tool and perhaps find a way to get this information to students before NSO. Student planning" is an important tool and most new students struggle to use it. · Teaching soft skills in MCC101 or smaller, shorter sessions after NSO or even a bridge program after NSO to teach self-advocacy, using time-management tools etc. The #1 navigate360 support request was "needing help being successful in college" and these skills would help support those needs. · Rethinking NSO - maybe a cohort or class that moves along together and has several layers to it. Have students be a part of a bridge program or some opportunities to learn skills to support academic learning along with starting classes

7	-Grow tutoring and other academic support offerings -More faculty adopting high-impact and relevant practices -Grow language support -Lab spaces need a continuous evaluation of requirements- especially F building -Assessment on all levels- implementation of new GenEd goals and using results to implement change -Technology accessibility- utilizing and optimizing the use of technology (AI and other current/emerging technologies)	9/17/2024 12:47 PM
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## Q7 What are MCC's STRENGTHS related to "Student"? (What are the things MCC already does well in its mission to support students and what are the underlying factors that support those things?)

Answered: 7   Skipped: 1

#	RESPONSES	DATE
1	We have many internal support systems from mental health, financial support and academic tutoring opportunities for students.	11/12/2024 5:32 PM
2	The process of registering for courses and financial aid are smooth	11/12/2024 3:27 PM
3	strong student support service offerings; attention to student needs; focus on empathy and understanding when serving students; emphasis on belonging and inclusion	11/12/2024 3:22 PM
4	<ul style="list-style-type: none"> <li>• Resources: o Academic and student affairs o Clubs and organizations o Workforce Development • Quality of education and affordability • Student spaces • Sense of community • Instructor support - going above and beyond • Recognition of and implementation of student feedback - listening to community needs and wants • Committed to student success no matter what, guiding towards the end game of reaching their goals • Inclusion • Sage Learning Center • Career Services • Internships and apprenticeships • Removal of barriers • Communication • Tracks to success • Scholarships</li> </ul>	10/28/2024 7:28 AM
5	<ul style="list-style-type: none"> <li>• Support services – addressing basic needs and life o Mental health, transportation, academic services, scholarships, food insecurity • What do we not do for students?! • Bridging community connections to workforce • Extending hours to reach students and meet them where they are. • We define students more broadly here and o Adult Ed, Community Education, Kids &amp; College, • Keep growing programs to meet students academic needs to stay in the community • Dynamic • Student employment and internships • Career exploration</li> </ul>	10/16/2024 11:00 AM
6	<ul style="list-style-type: none"> <li>• Tutoring –lots of opportunities to reach them o ADS tutors o Online, in person, TutorMe • Academic support—choices • Student-focused approached • Outside of academics—resources x2 o Pantry o Purple closet o Cafes cards/vouchers o Gas cards o Transportation • Mental health resources x2 o Crisis counselor on campus o Better Mynd –peer support o Together all—online counseling o 24/7 • Laptop loaner • Open until 6pm • Everything we do helps all students regardless of situation • Student Services hallway – centralized services o Building structure has all services in a line • Collaborating with community on program development • Growth of Access &amp; Disability Services – more robust • Incorporated into mission statement – we live to the mission • Innovation, collaboration, kind, accessible • Collaboration spaces for students • Genuine support to students, genuine care to students • Answering the students calls to action, co-lab; • Hiring an additional counselor • Student outreach, connect, phone calls, communications, text messages, follow through; do what you say you are going to do. • Testing center new systems, convenient methods through Canvas. • Treat as individuals • Approachable • Recognize diversity in the student body (non-traditional, culture, etc.) • Open door policy • Advocacy and amount of services • Adaptive at fulfilling needs • Hearing student voice and opinions • Course offerings and program offerings • Navigate 360 – makes finding help more accessible, both for students and for faculty/ staff • Staff and faculty are comfortable with a warm hand-off – walking a student over to another office – culturally it is accepted and normal here – and encouraged • Providing FAFSA workshops and availability to come in any time, without having to make an appointment • Dual credit orientations to welcoming – feel part of the campus • There are a lot of activities for students – current students and prospective students • The building of the University Center is huge • Focus on removing barriers • New software • Accessibility • Wholistic care of the students • Food pantries • Transportation • Scholarships • All hands on deck • Program pages are very good • Support from the day they think they want to be a student until the day they start until they graduate for years ; Support in a way to allow students to grow to • Collaboration with other departments - connecting students to the right people &amp; warm transfers • We don't have typical college students, our students are from all ages, demographics and backgrounds. MCC does a nice job of recognizing that and being able to support whatever they may need and getting them to the right person to support whatever their need might be based on unique</li> </ul>	10/8/2024 1:42 PM

## Strategic Planning 2025-2030: Insight Form - Fall 2024

circumstance. Resources x9 · MCC is competitive as far as the programs that are being offered within the community based on demand and against other programs offered at other schools. University center allows students to get a bachelor's degree. x2 · Updated facilities and buildings

7	<p>-Variety of transferable and industry-aligned programs -Collab -Student support: Tutoring, longer library hours, laptop loaners -Nonacademic student support- Transportation, Purple Closet, Purple Heart, food security, Student Success Fund, scholarship, ADS -DEBI has begun to be incorporated into the classroom -Navigate 360 and effort to increase access to support services -Student Success Coaches -Orientations for traditional students -Celebrate the diversity of the student population -Lunch and Learn -High satisfactory rating from students who used student support services (CCSSE) -Collaborative learning had higher satisfactory ratings (CCSSE) -Various opportunities for students to engage with co-curricular programming -Grant support- private, local, federal, and state level -Advising and orientation support for Dual Credit -PCCS and Dual Degree courses -Small class size allows for student-faculty engagement -High job placement rate for Fire Science and Nursing -Adult Ed has increased enrollment -Higher conversion rate for Dual Credit than other Illinois community colleges (38%) -In Arts and Humanities, students are competing at State -Support students in the transition from college to the workplace -Undecided Pathway workshops and initiatives -Selective in hiring of student-facing workers -Student worker opportunities -Childcare services are available -Strong Art engagement with the community</p>	9/17/2024 12:49 PM
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**Q8 What are MCC's OPPORTUNITIES and ASPIRATIONS related to "Student"? (What are the things MCC could capitalize on in the future that could have positive outcomes on its mission to support students? What would you love for MCC to achieve over the next five years related to its mission of supporting students? What are your dreams for student support at MCC?)**

Answered: 7   Skipped: 1

#	RESPONSES	DATE
1	I would like to see a single home page in Canvas with buttons that allow students to easily find all of the support areas available to them. Something that defines the function of each support service with a single word that makes finding their way around quick and easy. 360 is just a start. Too much comes at our students right now from too many sectors and non-standardized approaches. They cannot easily find phone numbers, emails or even understand what some departments do based on their name alone. Information delivery to students has gotten more complex through too many technological venues - the opposite of what technology is supposed to do for them.	11/12/2024 5:32 PM
2	We already offer large amounts of scholarships and funding options. We could improve on job placement and offering internships.	11/12/2024 3:27 PM
3	improving student communication strategies; better understanding the needs of emerging populations (HSI, non-traditional age students, etc...); learn more about the new generations of students and their expectations for learning;	11/12/2024 3:22 PM
4	<ul style="list-style-type: none"> <li>• Develop new ways to receive feedback</li> <li>• Training for staff about available MCC student resources</li> <li>• Bagel Wednesday type events for students, communication!</li> <li>• Support for student organizations</li> <li>• More grants and scholarships for Career Spark, Talent Impact, and Community Enrichment programs</li> <li>• Employability/soft skills development for students</li> <li>• Faculty being more open to including Talent Impact or Community Enrichment learners in the credit classroom, openness to Credit for Prior Learning</li> <li>• Being committed to responding to students in a timely manner</li> <li>• Evaluating our Career Spark, Talent Impact, and Community Enrichment class evaluations and establishing goals for using the feedback</li> <li>• Mental health awareness and training</li> </ul>	10/28/2024 7:28 AM
5	<ul style="list-style-type: none"> <li>• Training for how to understand our student body and best support them</li> <li>• Communication with students – texting versus email, using apps</li> <li>• Training for student employees – opportunities for more participation for them to learn about the College</li> <li>• Alumni – engaging with students to</li> <li>• Alumni – returning to work at MCC</li> <li>• Mentorship programs</li> </ul>	10/16/2024 11:00 AM
6	<ul style="list-style-type: none"> <li>• Hours –students want evenings and weekend hours</li> <li>• Online chat feature</li> <li>• Cross training— knowing what other departments do</li> <li>• Non-credit orientation for students</li> <li>• Support adult learners</li> <li>• Canvas shells</li> <li>• Resources available x3</li> <li>• Orientation for late enrollment</li> <li>• Explain the value of credit and non-credit at the same time</li> <li>• Focus more on trades and non CTE students</li> <li>• Bookstore not located within other services</li> <li>• Increase childcare offerings – times during the week, try to keep open during the summer x2</li> <li>• Expand our childcare, longer hours, not available over the summer</li> <li>• Learning more about student identity development with</li> <li>• High schools send out information translated, but has to be sought out, not as accessible</li> <li>• How can multiple languages be incorporated?</li> <li>• How can we increase student responsiveness?</li> <li>• Student navigators during COVID that saw good results?</li> <li>• Calls to newly admitted students – see good results, incorporate on wider scale</li> <li>• Increased in employee pay</li> <li>• Student employee incentives</li> <li>• True lounge space, relaxing area; gaming options; no offense against co-lab, more of a recreational space.</li> <li>• More grant programs</li> <li>• Turnaround time on emails</li> <li>• Communication to students</li> <li>• Apps? Which ones?</li> <li>• IT/technical support on how to use systems</li> <li>• Texting capabilities for departments</li> <li>• How are we communicating with students who do not have access to technology</li> <li>• Students who attend in evenings- access to similar services (do they</li> </ul>	10/8/2024 1:42 PM

## Strategic Planning 2025-2030: Insight Form - Fall 2024

feel separated or neglected) Equal access! · Streamline with faculty to help student outcomes · More student areas besides hallways; more private study areas (visible, easily accessible) · More dedicated space on campus to complete their school work · Better usage of computer labs · Acting on feedback from students x2 · Post graduate career training opportunities and alumni · Adult Education track to Credit Hour · Increase the offerings at the University Center · MSW program is only for advanced standing students – open it up to make it more accessible · Wish there were more ways to engage and entice students to become engaged · Offerings may not feel open to older students · We could use more money to support students during financial times of need – the numbers from COVID funding is no longer available x2 · More money for student assistance programs · Expand our child care, longer hours, not available over the summer · Expand cafeteria hours · Level of preparedness is low, more instructors to come library for a course · Promoting the library more · Faculty being front-line x2 · More collaboration with faculty to help learn about and promote programs · Faculty Adapting to different communication styles with students · Faculty interaction-how accommodations are utilized remove the silo · More feedback · Website key word search-confusing to navigate · More informational sessions for students in the different areas, tech, navigating our campus · More awareness when on-boarding · Wish we could be more equitable in reaching more diverse students · Different languages · Language Line across the college · Sharing of resources · Pocket Talk used for all · Find ways to inform students of all the support services available to them · Keeping up with evolving support services and changes so that everyone has correct information to support the students · Continue pushing Navigate 360 and revamp student resource page · Teaching students how to use Navigate and other student-centered tools within MCC101

7

-Utilizing DEBI -Need more orientation initiatives for non-traditional, late-start enrollment, and late registration students -Housing support/assistance for students- initiatives -Expanding childcare services and hours -Expand diversity in CATI programs -More open lab time outside of class (use faculty office hours) -Technology support/computer literacy- meeting offerings, 1:1 assistance, workshops, a staffed desk, AOT student volunteers -Need a designated space for Arts and Humanities students to showcase talent. Possibly a partnership within the community. -Athletic field upgrades -Transportation, especially for the evening. Stronger partnership with Pace or Uber? -More interdepartmental/divisional initiatives to support student learning -Expand music students' engagement with the community -Strengthen Student Life and academic partnership

9/17/2024 12:49 PM



## Q9 What are MCC's STRENGTHS related to "Success"? (What are the things MCC already does well to move the institution forward and what are the underlying factors that support those things?)

Answered: 8 Skipped: 0

#	RESPONSES	DATE
1	Our Foundation office is AMAZING and has gone so very far in removing financial barriers for area students!!!! Can't say enough about this. Also, our leadership has found support to keep our facilities state-of-the-art to support the ever-changing economic outlook and job market!	11/12/2024 5:36 PM
2	data informed; collaborative (inclusive of student, employee, and community voices); strong vision and focus on mission; leveraging opportunities as they arrive; communication from the president (town hall)	11/12/2024 3:30 PM
3	We are planning and growing as fast as we can with resources and staff. The STATE funding is an underlying factor and need in the community is another.	11/12/2024 3:28 PM
4	<ul style="list-style-type: none"> <li>• Use of measurement/ability to compare</li> <li>• Faculty with industry/professional experience</li> <li>• Say-Do – We do what we say we will do:               <ul style="list-style-type: none"> <li>o CATI</li> <li>o Catalyst Campus/University Center</li> </ul> </li> <li>• Community engagement - Local employers, support and productive relationships</li> <li>• Removing barriers – Scholarships (staff contribution)/financial aid</li> <li>• Focus on staff and students when investing in the future (8M equalization funds)</li> <li>• Growing partnerships:               <ul style="list-style-type: none"> <li>o MSI</li> <li>o MCEDC</li> <li>o Brazil Trade Delegation</li> <li>o GCEP</li> <li>o Strong Transitions</li> <li>o Manufacturing Pathways Consortium</li> </ul> </li> <li>• Bridging learning to outcomes</li> <li>• Helping individuals to continue learning</li> <li>• Retention of satisfied students and learners</li> <li>• More efficient processes and commitment to barrier removal (as compared to our peer institutions)</li> </ul>	10/28/2024 7:45 AM
5	<ul style="list-style-type: none"> <li>• Fiscally solid</li> <li>• New buildings and renovations</li> <li>• Increased student enrollment</li> <li>• Increased academic programs and strengthening the curriculum in those areas</li> <li>• Excellent grant funding</li> <li>• All-Gender Restrooms</li> <li>• New spaces for accessibility, diversity, equity, belonging, and inclusion</li> <li>• Community partners – very connected into the community</li> <li>• Fundraising efforts</li> <li>• Student Farm</li> <li>• Culinary Programs – Sweet Scots &amp; Tartan Bistro</li> </ul>	10/16/2024 11:00 AM
6	<ul style="list-style-type: none"> <li>• Outstanding benefits and leave policies</li> <li>• Tuition waivers</li> <li>• Educational and Professional Learning (EPL)</li> <li>• Telework – having a framework established and availability for many positions</li> <li>• Collaborative culture across the entire college</li> <li>• Positive MCC culture</li> <li>• Employee-centered decision making in most circumstances</li> <li>• Amount of free food available</li> <li>• Lots of celebration/recognition amongst departments</li> <li>• Bagel Day</li> <li>• Free yoga and wellness programs</li> <li>• Free Fitness Center and incentives</li> <li>• We have many resources available to employees</li> <li>• Time Off Vouchers</li> </ul>	10/15/2024 12:57 PM
7	<ul style="list-style-type: none"> <li>• Catalyst Campus</li> <li>• Rebranding to have clear direction and be more inclusive</li> <li>• MSI partnership</li> <li>• Learning Center Renovation</li> <li>• Strategic positions: positions that are student centered</li> <li>• Community involvement (proactive)</li> <li>• Pride parade</li> <li>• Football games</li> <li>• Tables at events</li> <li>• Not dropping for non-payment</li> <li>• Dropping for non-attendance</li> <li>• Dual credit –dual credit orientation x2</li> <li>• Student graduation, retention, persistence</li> <li>• Emotional success – mentorship opportunities for them to</li> <li>• Alumni hall – recognize success of past students</li> <li>• We have different types of students that have different goals and aspirations</li> <li>• Calling campaigns to follow-up, remind about planned classes, new student enrollment coach calls, applied but not registered, group advising sessions</li> <li>• Being able to serve approximately 10,000 students with current staff levels</li> <li>• Foundation office, great community partners.</li> <li>• New buildings, event space, CATI building</li> <li>• Navigate 360, build bridges between employees and faculty.</li> <li>• Providing community education for community members</li> <li>• Listen to departmental needs (expand areas, add necessary additions)</li> <li>• Laptop rental program</li> <li>• Vending machines with necessary supplies</li> <li>• Partnership with food bank and community partners</li> <li>• Free haircuts</li> <li>• School supplies/sustainability center</li> <li>• Funding x6</li> <li>• Financial funding/affordability</li> <li>• Low tuition costs</li> <li>• Access to other opportunities for funding- The Foundation, the VA, workplace x3</li> <li>• Overcoming financial burdens for students (Student Success Fund) x2</li> <li>• Foundation and scholarships</li> <li>• University Center-knowing the next step, having the opportunity for the next step (Kailley did</li> </ul>	10/8/2024 1:43 PM

## Strategic Planning 2025-2030: Insight Form - Fall 2024

not say this one 😊) • CATI, Liebman and certification programs- 21st Century skills • Building strength in our community- jobs, workforce development, stay here and work/live in the county x9 • Not about making money, about making the county a good place to live • Community needs drive our decisions • Improvements in the last 20 years • Students are first and foremost • Athletics is awesome; transferring students to 4 year schools • Study Abroad • MCC is used communally, many community meetings happen here – it's a part of the community • MCC has a sense of ownership or stewardship to an entire community (our entire district) - not just our “student” (like a university might) • Investing in the new buildings is a strength x2, and the new health programs – will be huge • Many people are valuing the AAS and Certificates • Our connection to our community • Technology to make our processes more efficient-streamlining processes • Eliminating software that no longer applies • Universal design • Updating the college • Connection to the local schools • Open houses • Library offering • Admitted student days • Dual-credit • Great culinary program that serves the community, staff, and faculty • Catering programs to demands of the community • Pursue and receive a lot of grants • MCC offers so many resources to students x2 • People even at higher levels seem approachable

8	-Supportive Learning Environment -Academic Advising -Career Services -Diverse Program Offerings -Financial Aid and Scholarships -Student Engagement -Tutoring and Academic Support -Strong Alumni Network -Online and Hybrid Programs	9/17/2024 12:57 PM
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**Q10 What are MCC's OPPORTUNITIES and ASPIRATIONS related to "Success"? (What are the things MCC could capitalize on in the future that could have positive outcomes in moving it forward? What would you love for MCC to achieve over the next five years related to its efforts to move the institution forward? What are your dreams for MCC's success?)**

Answered: 8 Skipped: 0

#	RESPONSES	DATE
1	More internships and apprenticeships within the county would be sweet! And, placing an advising role in the faculty contract would require faculty to stay current in the job scene for their field which would be conveyed to their students...win/win.	11/12/2024 5:36 PM
2	measuring and communicating the outcomes of initiatives better; better data collection/reporting at the strategy and goal levels to identify progress and celebrate success; be clear about what success looks like (targets, KPIs, etc...) and what we collectively are working toward	11/12/2024 3:30 PM
3	Build new public safety building and a field house for athletics.	11/12/2024 3:28 PM
4	<ul style="list-style-type: none"> <li>• Making sure measurements are impactful</li> <li>• Data collection and how data is used</li> <li>• New ways to engage/communicate with the ever-evolving student</li> <li>• Scripts for front desk employees to answer questions about programs</li> <li>• Connect main campus with off site locations/satellite employees</li> <li>• Communication to community about Career Spark, Talent Impact, and Community Enrichment programs</li> <li>• Increase in CS, TI, and CE programs</li> <li>• Apprenticeship programs</li> <li>• More credit and Career Spark programs for ESL – more translation support/ICAPS model</li> <li>• Review advising process - more ability for one-on-one advising</li> <li>• Ensuring student success - students understanding what grades and success mean at MCC</li> <li>• Continual process improvement on how we work!</li> <li>• More opportunity for internships/collaboration with businesses</li> </ul>	10/28/2024 7:45 AM
5	<ul style="list-style-type: none"> <li>• Lean employee count – departments are stretched.</li> <li>• Supporting students/employees – holistic support for our constituents</li> </ul>	10/16/2024 11:00 AM
6	<ul style="list-style-type: none"> <li>• Telework - Desire to increase telework or broaden availability</li> <li>• Fitness Center – Need extended Hours</li> <li>• Professional Development Expansion</li> <li>• Professional Development Learning System</li> <li>• Career development and pathways/laddering</li> <li>• Mentoring</li> <li>• Job Shadowing/Experiential Opportunities for learning</li> <li>• Leadership Development</li> <li>• Manager Training</li> <li>• Communication</li> <li>• E-News: can you keep the historical submissions for reference</li> <li>• E-News: Reminders to check</li> <li>• More holistic calendar for scheduling purposes</li> <li>• Centralized event calendar for employees!!</li> <li>• Using calendars strategically.</li> <li>• Workforce Planning/Succession Planning</li> <li>• It is hard to find information on the Employee Portal</li> <li>• Increased search features in SharePoint</li> <li>• Project Management Training</li> <li>• Project Document System needs to be re-evaluated and utilized differently</li> <li>• Email distribution lists, Teams vs. Email,</li> <li>• What is the preferred practice for using the various tools MCC has – what are operational tasks that we need to know the MCC way?</li> <li>• Onboarding training for all the resources offered at MCC (Help Desk, IT, etc... )</li> <li>• Extended and expanded onboarding</li> <li>• We have the resources: How do we promote, train, access, update, etc...</li> <li>• Need a Performance Management System</li> </ul>	10/15/2024 12:57 PM
7	<ul style="list-style-type: none"> <li>o Transportation Shuttle service –promotion of these types of things/extending these services Public transportation—need bus line that supports our students Promotion at the train station</li> <li>o Athletics Promotion Athletic Resource Investment (Gym, Fitness Center, Coaches, New Equipment) Bigger and better sports programs</li> <li>o How do we help plan for next steps?</li> <li>o Alumni reception and communication How can we better track them after they leave MCC – not just in transfer Recognize alumni on programmatic level</li> <li>• Include in orientation packets Alumni Relations – not just for money</li> <li>o Housing Student housing International Student Housing Opportunity</li> <li>o Communication Being able to adapt – communication like texting Communication and marketing- how do we spread awareness to</li> </ul>	10/8/2024 1:43 PM

## Strategic Planning 2025-2030: Insight Form - Fall 2024

the entire county about what we have- better/further outreach o Community Community Engagement Opportunities • We can do a better job at marketing opportunities to the entire community o We could do more for things like – concerts in the park, Our new event space could be an opportunity for more community-wide events More partnerships with community entities o Learnings for Employees and/or Students Focus on employee learning Free tuition, more vouchers, waivers and awareness of those- company vouchers, businesses send professionals to classes, etc. Increasing professional development opportunities Open session IT sessions Night help Virtual IT help IT trainings o K – 12 Outreach How do we leverage the high schools to get the information out about MCC programs and options? Lets continue to market opportunities to younger students K-8 • Payment plan for Lumens for non-credit • What are the trends outside of our institution or outside of higher education • Employee pay, employee retention • Need more office, storage, meeting space • HSI designation, grant programs • Streaming the classroom • Are we providing options to auto caption all Zooms, etc., all videos so we are open to • Open houses by 6 pathways, and other 6 pathways • Better translations • Appearance when drive by because outside does not reflect the greatness of the inside • Improve onboarding, add some shadowing for use of systems • Supporting needs of not just students but also their families, especially if we want to adequately support Hispanic students, their decisions and actions almost always involve family. Flyers and information in Spanish, supporting staff's learning Spanish to communicate with families even a little bit • Professional development office to start offering opportunities again for free learning

8	-Strengthening Industry Partnerships -Enhancing Career Services -Increasing Scholarship Funds -Expanding Mentorship Programs -Integrating Technology in Learning -Strengthening Transfer Pathways -Promoting Lifelong Learning -Fostering Inclusive Excellence -Developing Soft Skills Training -Achieving High Graduation Rates -Building a Comprehensive Student Support Network -Expanding Global Learning Opportunities -Enhancing Research Opportunities -Creating a Culture of Innovation -Increasing Community Engagement -Improving Facilities and Resources -Enhancing Personalized Learning	9/17/2024 12:57 PM
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**MCC STRATEGIC PLAN 2025-2030**  
**Compiled Feedback and Assumptions**

**Strengths and Opportunities Summary – Gathered from Stakeholder Feedback**

The following strengths and opportunities have been identified from feedback provided by employees, students, and members of the broader MCC community in Fall 2024 through: 1) the *Community Perceptions Survey*; 2) the *Strategic Planning Insights Form (input from constituent focus groups)*; and 3) the *2024 Environmental Scan*.

**OUR** – Valuing Employees and College Culture

*Strengths*

- Hospitable work
- Employee development
- Culture of respect
- Mission-focused and student centered
- Innovative
- Agility/flexibility
- Collaboration/Cooperation
- Data informed
- Friendly and welcoming
- Comprehensive
- Connection with the external community
- Fiscal stability

*Opportunities*

- Increase diversity and equity efforts
- Reduce workload on overburdened employees/build capacity
- Increase competitiveness of salary and benefits to attract and retain talent
- Enhance opportunities for employee development
- Process improvement
- Employee training/cross training
- Improve internal communications
- Foster inter-departmental connectedness
- Expand facilities (office and meeting spaces)
- Broaden focus for more cohesion across the institution (e.g. credit, noncredit, adult ed, etc.)
- Improve onboarding efforts

**LEARNING** – The Way Our Faculty and Academic Programs Engage, Collaborate, and Grow

*Strengths*

- Pedagogy and facilities are kept current
- Dedicated and engaged faculty
- Faculty professional development opportunities
- Program variety
- Partnerships

- Tutoring services/support
- Investment in facilities
- Educational value (low cost and high quality)

#### *Opportunities*

- Remain current with emerging trends (e.g. technology)
- Enhance alignment between curricular and co-curricular learning
- Improve student engagement
- Expand partnerships (high school, 4-year, community)
- Maximize credit for prior learning
- AI training
- Expand short-term skills training and experiential learning opportunities/internships
- Improve assessment practices
- Expand healthcare and social assistance programming to meet the needs of the local labor market; explore dental hygiene
- Explore return on investment and employment outcomes for students
- Invest additional resources and services for Adult Education students
- Expansion to offering bachelor's degrees
- Improve online student learning and success
- Explore and address impacts of dual credit on enrollment and outcomes

### **STUDENT SUCCESS** – Supporting Our Students Holistically

#### *Strengths*

- Welcoming and safe environment
- Wide variety of existing student support services and resources
- Attention to student needs
- Commitment to student success
- Community connections
- Broad understanding of student inclusive of adult ed, community ed, dual credit in addition to traditional students
- Student outreach and support
- Collaboration across areas to support students holistically
- Student satisfaction
- Student scholarships and financial support

#### *Opportunities*

- Increase student engagement in and out of the classroom
- Simplify resources for students and delivery of information/student communications
- Learn more about new and upcoming generations of students; appeal to an older demographic
- Expand services for evening students
- Identify/create dedicated student spaces and amenities
- Continue DEBI efforts
- Increase technology support for students

- Improve tracking of students who leave MCC (employment and transfer)
  - Pursue HSI and funding for expansion of services for Latine students
  - Secure funding to offset potential impacts on financial aid
- 

### **Assumptions – Themes for Strategic Plan 2025-2030**

- *Constituent Well-Being – Providing wraparound support and encouragement to both students and employees – continuation of hospitable work practices and expansion of student resource access.*
- *Program Expansion – Growing specific programs and pathways, as well as degree and credential options.*
- *Technology Focus – Focus on safety, security, access, and support.*
- *DEBI – The ongoing need to create a safe, inclusive, and welcoming environment for all.*
- *Process Improvements – Capacity building, efficiency, and gathering a greater ability to produce given the quick-changing needs of our community.*
- *Relationship Building – Developing collaborations to support programs and services.*
- *Talent Acquisition and Retention – Building a culture of excellence through our people.*
- *Employee Development – Growing employee knowledge and expertise through relevant educational resources.*
- *Communication and Transparency – Consistent internal communication across and at different levels of the institution; reaching students in relevant and visible ways.*

## **MCC STRATEGIC PLAN 2025-2030**

### **Student Feedback Session**

November 20, 2024

In-Person Student Participation – 18 students

#### **GENERAL FEEDBACK – HOW MCC SERVES STUDENTS**

##### **Strengths:**

- Welcoming environment
- Students are encouraged to be their own person
- Strong staff support
- Services available (ex. ADS)
- Events on campus and how to learn about them
- Ability to choose classes and explore – makes it easier to figure out what you really want to do
- Safe feeling – can open up to others

##### **Opportunities/Aspirations:**

- Further expansion of University Center programs
- Create more consistent experiences for students taking classes outside of traditional credit classes (Adult Education, workforce) – currently confusing and not seamless process
- More involvement of students and more student engagement opportunities
- More athletic opportunities for women
- Internships for non-trade career paths
- More resources needed for advising – need to get better direction and advice (Career Coach was not helpful – said by several)
- More connection with getting help with degree pathway guidance (advising)
- Further expansion of all-gender restrooms
- Better promotion and awareness of transfer student resources
- More frequent communication to students about big changes at the College (via homepage of website, Canvas, and The Flush)
- More extracurriculars, especially athletics and music
- Better directions on where to go to get the right resources
- More help with awareness of mental health support – more proactive support

#### **HOW WOULD YOU DESCRIBE MCC TO OTHERS?**

- Friendly and inviting
- Not just for traditional students
- Many services, including daycare
- A great place to figure yourself out
- Great place to meet new people, discover yourself and what you want to do next
- A perfect starting point – or starting over point
- More special than other colleges – offers variety for anyone – at any point

#### **WHAT WOULD YOU TELL A FUTURE MCC STUDENT TO BE SUCCESSFUL**

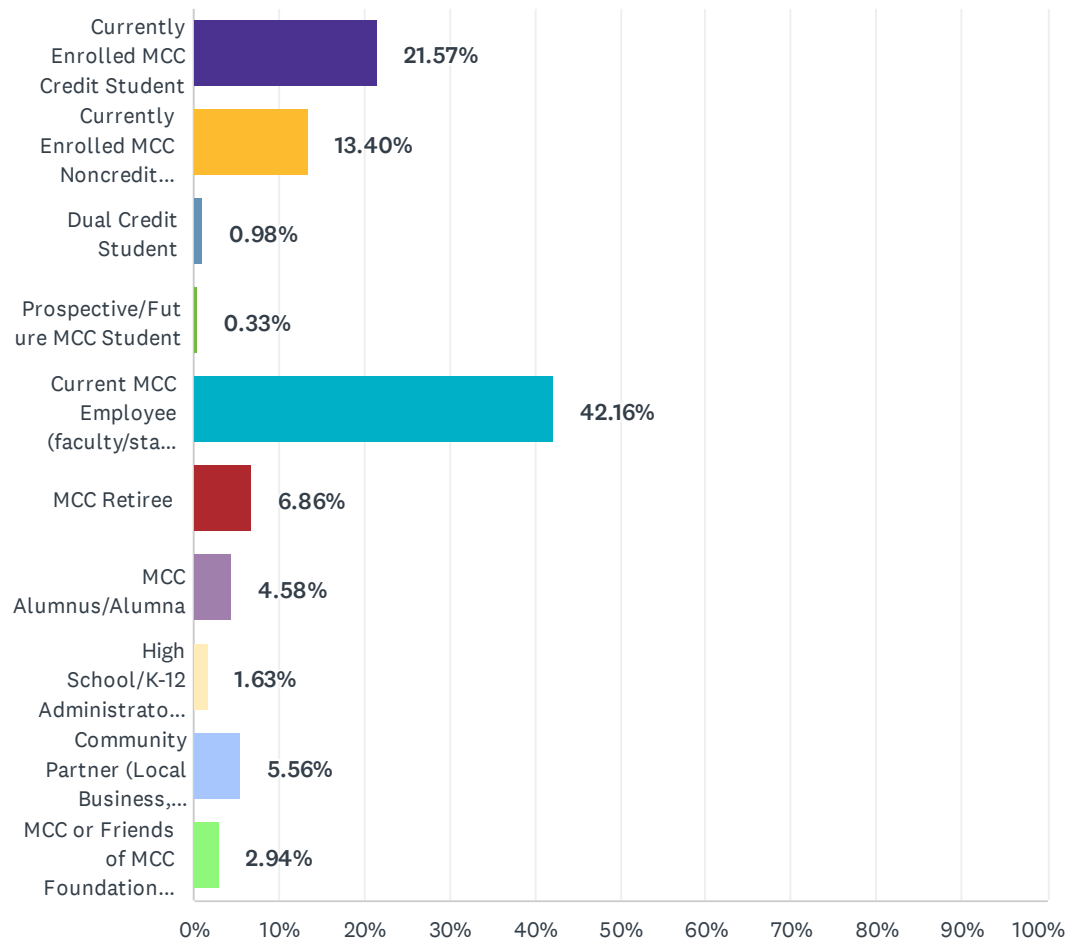
- Stay committed to just keep moving forward
- Don't procrastinate and keep yourself on-task
- Check Canvas regularly
- Read syllabus carefully at beginning of every semester
- Look into processes before starting
- It's okay to work at your own pace – it's your journey, no one else's
- Meet with advisors regularly
- Reach out to your instructors and ask questions – communicate



McHenry County College Community Perceptions Survey - Fall 2024

Q1 Which of the following best categorizes your connection to MCC?

Answered: 306 Skipped: 4

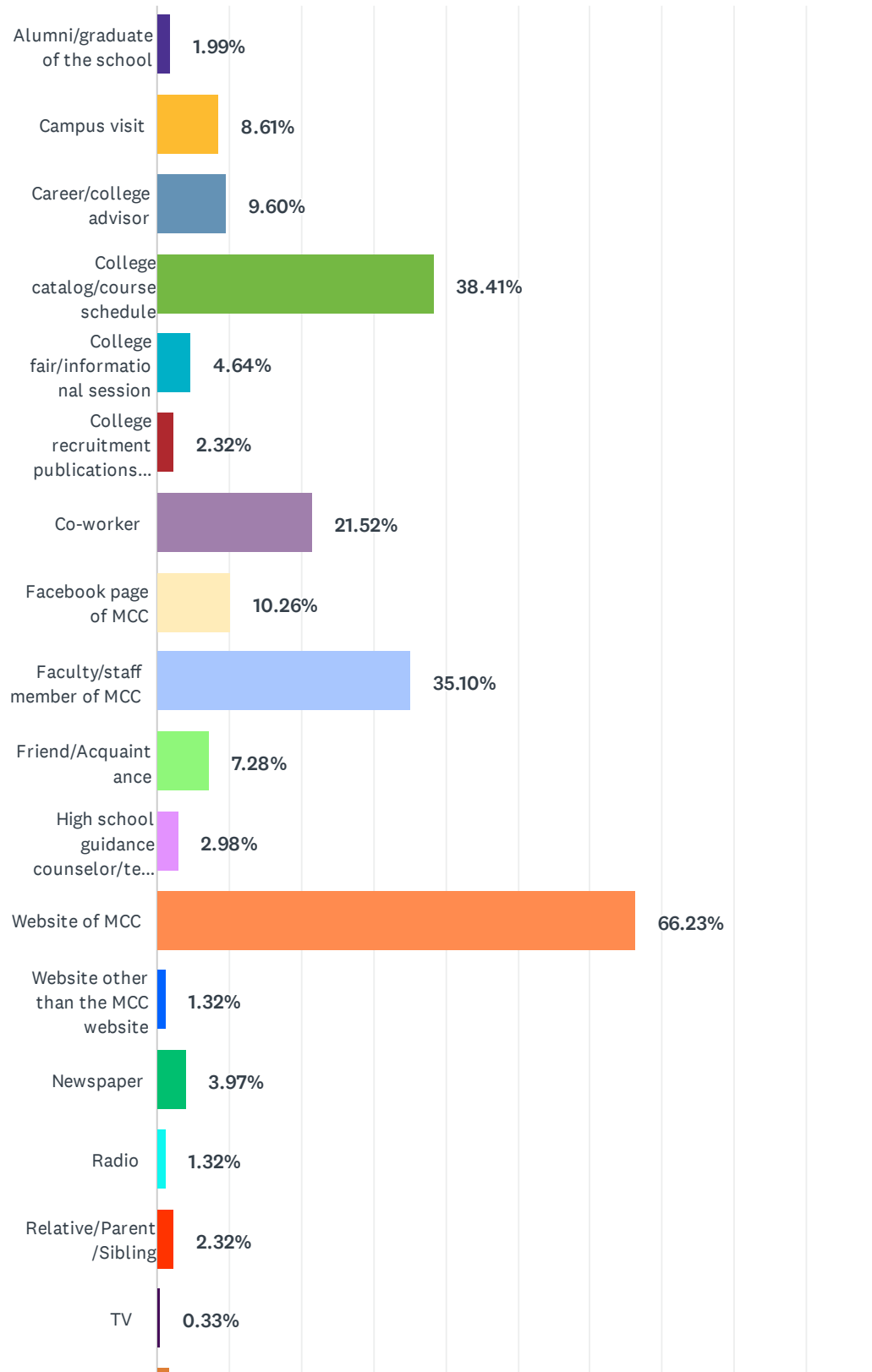


# McHenry County College Community Perceptions Survey - Fall 2024

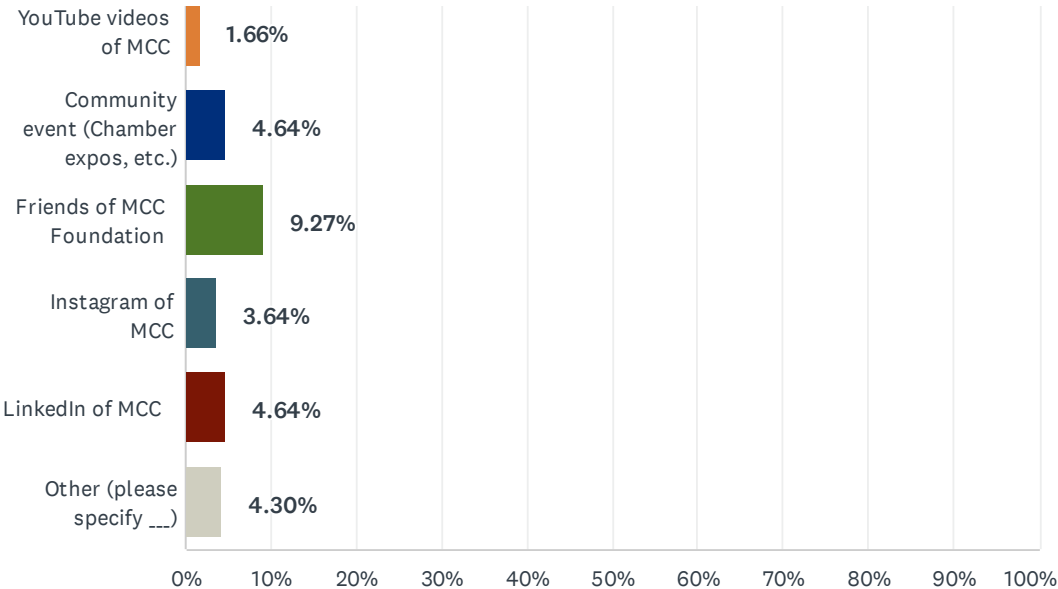
ANSWER CHOICES	RESPONSES	
Currently Enrolled MCC Credit Student	21.57%	66
Currently Enrolled MCC Noncredit Student (Community Education or Adult Education)	13.40%	41
Dual Credit Student	0.98%	3
Prospective/Future MCC Student	0.33%	1
Current MCC Employee (faculty/staff/administration)	42.16%	129
MCC Retiree	6.86%	21
MCC Alumnus/Alumna	4.58%	14
High School/K-12 Administrator/Staff/Instructor	1.63%	5
Community Partner (Local Business, County Official, or Agency)	5.56%	17
MCC or Friends of MCC Foundation Board Member	2.94%	9
TOTAL		306

## Q2 Which of the following sources do you turn to most frequently to find accurate information about McHenry County College?

Answered: 302 Skipped: 8



McHenry County College Community Perceptions Survey - Fall 2024



# McHenry County College Community Perceptions Survey - Fall 2024

ANSWER CHOICES	RESPONSES	
Alumni/graduate of the school	1.99%	6
Campus visit	8.61%	26
Career/college advisor	9.60%	29
College catalog/course schedule	38.41%	116
College fair/informational session	4.64%	14
College recruitment publications/mail	2.32%	7
Co-worker	21.52%	65
Facebook page of MCC	10.26%	31
Faculty/staff member of MCC	35.10%	106
Friend/Acquaintance	7.28%	22
High school guidance counselor/teacher	2.98%	9
Website of MCC	66.23%	200
Website other than the MCC website	1.32%	4
Newspaper	3.97%	12
Radio	1.32%	4
Relative/Parent/Sibling	2.32%	7
TV	0.33%	1
YouTube videos of MCC	1.66%	5
Community event (Chamber expos, etc.)	4.64%	14
Friends of MCC Foundation	9.27%	28
Instagram of MCC	3.64%	11
LinkedIn of MCC	4.64%	14
Other (please specify ____)	4.30%	13
Total Respondents: 302		



### Q3 How would you describe McHenry County College (MCC) to someone who is not familiar with the school?

Answered: 262 Skipped: 48

#	RESPONSES	DATE
1	very accomadating	11/29/2024 1:10 PM
2	MCC offers a great education at a reasonable price - great for someone who has limited resources, someone who doesn't exactly know what they want to study, or someone who wants to get their Associates degree to transfer to a 4-year school.	11/25/2024 3:45 PM
3	It's a full-service community college	11/25/2024 3:21 PM
4	Great facility and engaged, helpful staff	11/23/2024 8:57 AM
5	An amazing, affordable, and accessible resource in the community for education, development, and culture.	11/22/2024 12:00 PM
6	Great school with fantastic program options, skilled faculty, and dedicated staff.	11/22/2024 10:24 AM
7	A progressive rural community college with a truly expansive course catalog from Astronomy to Art to Robotics.	11/21/2024 3:01 PM
8	I would describe MCC as a two-year college that is great for students to obtain an associate's degree or begin their journey to a four-year degree. I would describe it as a school that has a great transfer system for Illinois Universities.	11/21/2024 12:32 PM
9	It has grown a lot in the last 10 years and has much to offer.	11/21/2024 10:24 AM
10	Fine beginning to a college education while saving money for the first two years of school	11/20/2024 8:18 PM
11	Worth it.	11/20/2024 4:59 PM
12	It is a friendly environment, and everyone is very helpful with any questions.	11/20/2024 4:40 PM
13	Student-centric.	11/20/2024 4:35 PM
14	An amazing school where students can explore and gain new and useful skills.	11/20/2024 4:00 PM
15	A great place to get a quality education full of great professionals.	11/20/2024 2:09 PM
16	Quality education at an affordable price	11/20/2024 12:18 PM
17	A place where you can receive a quality education- very committed to student success, a very supportive place to work	11/20/2024 10:18 AM
18	I graduated from here in 1978 and I let people know how proud I am of the expansion of the campus and the additional resources now provided. I encourage people to visit the FOGLIA/CATI building as well as the UC. I let them know that everyone on campus is focused on the well-being and future endeavors of each student.	11/20/2024 9:39 AM
19	College that offers amazing hands on programs that will either prepare you for a 4 year university or a trade.	11/20/2024 9:19 AM
20	Its a very good place to find what you would like to do in the future, whether it be continuing your education or going into a trade, there are many resources available for every student.	11/20/2024 9:18 AM
21	Fantastic opportunity to explore affordable education	11/20/2024 9:11 AM
22	A wonderful and caring community focused on educating and developing McHenry County as a whole.	11/20/2024 9:10 AM
23	Misunderstood as a lesser-than 2-year college. I worked at Crystal Lake South High School before coming to MCC and students were embarrassed to admit they were going to MCC. Now	11/20/2024 8:43 AM

# McHenry County College Community Perceptions Survey - Fall 2024

that I work here, I do not understand that attitude. The facilities and instructors are of high quality.

24	Community driven	11/20/2024 8:40 AM
25	Community college in rural Illinois.	11/20/2024 8:38 AM
26	MCC is a small community college that tries their best to support students to achieve their educational goals.	11/20/2024 8:35 AM
27	I would say that it delivers high-quality, affordable education close to home. It's a great option for someone who is unsure of what career they'd like to pursue since we offer so much and it's at a lower cost, so the stakes aren't as high as having to spend more time at a four-year school. It's also great if you know what you want to pursue but just want to save money on student loans. We also have a lot of wonderful resources available to the community, especially with the new LISI and MSI programs as well as the existing Catalyst Campus offerings.	11/20/2024 8:29 AM
28	I would describe MCC as a wonderful community college that values and appreciates each and every student that comes onto our campus. If you're looking to further your education or just learn a new skill or spend a fun evening learning something new, you're in the right spot. It's a great school not far from home that is affordable, welcoming and is there to help fulfill your dreams to getting you to that end result you were looking for-your degree or perhaps a fun evening with friends or family!	11/20/2024 8:23 AM
29	Community college in McHenry county that provides many opportunities for personal growth and advancement.	11/20/2024 8:21 AM
30	Excellent choice for Higher Education. Programs offered: for transfer to a 4 year college, Certificates that can be earned from 1 to 2 years participation to get into the workforce.	11/20/2024 8:19 AM
31	MCC offers a wide range of programs for community members of all ages.	11/20/2024 8:10 AM
32	Local community college.	11/20/2024 8:02 AM
33	Great local learning institution.	11/20/2024 6:44 AM
34	Yes, very caring environment.	11/20/2024 6:21 AM
35	Well rounded educational institution with a family feel.	11/20/2024 5:23 AM
36	An excellent place to start your college education.	11/19/2024 9:03 PM
37	Friendly.	11/19/2024 8:09 PM
38	MCC is an innovative college, offering quality programs and great student resources.	11/19/2024 7:46 PM
39	Constantly growing, friendly atmosphere that promotes academic and social standards	11/19/2024 7:20 PM
40	County college that offers both credit and non-credit classes, as well as classes through community businesses	11/19/2024 7:17 PM
41	MCC offers one of the best and most inspired beginnings to a young person's educational aspirations.	11/19/2024 7:13 PM
42	A great 2-year school for students who plan to go on to a 4-year university as well as a great resource for career and technical courses and professional development opportunities.	11/19/2024 7:10 PM
43	MCC has so much to offer to the community of all ages. It is a great resource for education, community engagement, personal growth and community service.	11/19/2024 7:04 PM
44	It's an excellent college.	11/19/2024 6:51 PM
45	Small but mighty school where you can stumble and receive support back up.	11/19/2024 6:07 PM
46	MCC works really hard to meet the needs of each individual student.	11/19/2024 6:05 PM
47	MCC is a small community college with university quality faculty and facilities. Everyone is genuinely friendly and eager to assist one another.	11/19/2024 6:03 PM
48	Jewel of the community-	11/19/2024 5:40 PM

## McHenry County College Community Perceptions Survey - Fall 2024

49	Great community resource. More than just Associate degrees	11/19/2024 8:56 AM
50	A great opportunity!	11/18/2024 6:29 PM
51	It's an excellent community college with strong support for the community as well as for college age kids.	11/18/2024 3:06 PM
52	Very good school. Heard it was rated as top in the country or something similar.	11/18/2024 2:03 PM
53	MCC provides resources that most students may need to succeed like accommodations for learning, food/gas cards, group study sessions/one-on-one tutoring, etc.). There are many areas to sit to either study or have a time for ourselves to wind down. There are many opportunities to disorder what we wanted to do, plus, attending workshops in wanting to get better at something!	11/17/2024 11:00 PM
54	a very open school	11/17/2024 10:34 PM
55	Easy to locate classes and facilities. Friendly professors and staff. If you're lost, everyone is nice and will help you.	11/17/2024 6:43 PM
56	Excellent & affordable community college with a wide variety of degrees and certificates. Partners with several Universities to offer 4 year degrees.	11/17/2024 4:50 PM
57	local community college offering programs beyond the typical 2 year degree.	11/17/2024 2:04 PM
58	An art school.	11/16/2024 10:55 PM
59	It is the community college for McHenry County.	11/16/2024 2:18 PM
60	It has a lot of resources and energy put into it despite being a 2-year college.	11/16/2024 1:59 PM
61	A school that is friendly and welcoming with an amazing, diverse curriculum.	11/16/2024 8:59 AM
62	Nice campus with job opportunities	11/15/2024 12:55 PM
63	I think it is a nice campus and offer a good selection of options for credit and non credit courses	11/15/2024 11:08 AM
64	The new [REDACTED] is really behind all the time and messed up my [REDACTED] I was not able to get it.	11/15/2024 10:28 AM
65	Growing, modern facility	11/14/2024 11:57 AM
66	MCC appears to be inclusive, offers opportunities to stay at MCC or get college credits to move on to other educational colleges/universities. The faculty is very interested in setting the students up for success. The campus is clean and I have felt safe. The parking lot has ample lighting at night.	11/14/2024 10:36 AM
67	A great resource for the community.	11/14/2024 8:32 AM
68	A tremendous asset to our community, student success focused, forward thinking	11/14/2024 3:13 AM
69	Easy going and diverse.	11/13/2024 9:36 PM
70	Community College	11/13/2024 5:49 PM
71	Growing and dynamic college	11/13/2024 5:17 PM
72	A great place to start your college education especially if you're not sure of your career path!	11/13/2024 4:04 PM
73	MCC offers so many opportunities for education for the students and community.	11/13/2024 3:58 PM
74	I would tell them how I personally enjoy the variety of non-credit classes available to the community.	11/13/2024 3:34 PM
75	Very like it	11/13/2024 3:25 PM
76	Good place to get started after high school to help you figure out which career path to take. Inexpensive way to do your first 2 years of college.	11/13/2024 1:33 PM
77	MCC is a great place to start your future. There are a lot of opportunities available.	11/13/2024 12:45 PM
78	It's an educational institution that offers a variety of opportunities and options to the	11/13/2024 12:20 PM

## McHenry County College Community Perceptions Survey - Fall 2024

community it serves. There is something available for everyone based on their needs.

79	A great place to take a variety of classes where the faculty, staff, and administration really care.	11/13/2024 11:15 AM
80	Two year community college in northern IL	11/13/2024 10:53 AM
81	A reputable school for learning.	11/13/2024 10:15 AM
82	An open enrollment higher education institution serving the greater McHenry county area with excellent learning opportunities for the community at large.	11/13/2024 9:38 AM
83	Superb college and stepping stone to successful future. Great instructors. Collegial, friendly environment. Something for everyone.	11/13/2024 7:42 AM
84	A great resource and jewel of the community.	11/13/2024 6:51 AM
85	McHenry County College (MCC) is a community college located in Crystal Lake, Illinois. It offers a wide range of program, associate degree, certificates, and continuing education courses. The campus has very welcoming atmosphere and provides various resources to support success, such as tutoring centers, career services and any other extracurricular activates.	11/12/2024 6:38 PM
86	Diverse	11/12/2024 6:04 PM
87	Don't know....only signed up for sr. hiking	11/12/2024 4:55 PM
88	MCC provides quality and affordable education to individuals within McHenry County.	11/12/2024 3:35 PM
89	I good value for the first two years of college	11/12/2024 3:28 PM
90	Community College located in Crystal Lake where you can completed an Associates Degree, transfer, or complete workforce training to further your career.	11/12/2024 3:11 PM
91	Community College serving the community with both credit programs and non-credit opportunities.	11/12/2024 2:54 PM
92	It's a great local 2 year community college that also offers some 4 year programs/degrees.	11/12/2024 2:48 PM
93	Good	11/12/2024 2:30 PM
94	Excellent value, with a lot of great teachers.	11/12/2024 1:19 PM
95	It is a community college with partnerships that may allow you to finish degrees withing the county	11/12/2024 12:16 PM
96	Community forward institution that offers a variety of programs.	11/12/2024 12:11 PM
97	Typical community college. Always building itself and improving for the next phase	11/12/2024 12:09 PM
98	This is the local community college for McHenry County	11/12/2024 11:42 AM
99	Flexible, progressive institution that provides needed non-credit, credit and training opportunities to all age groups in the community.	11/12/2024 11:16 AM
100	An excellent educational community.	11/12/2024 11:15 AM
101	Provides a lot of opportunities for a community college!	11/12/2024 11:14 AM
102	Great environment. Amazing staff.	11/12/2024 11:03 AM
103	MCC is a regional community college that provides more than you think, definitely worth taking a look at their course offerings.	11/12/2024 11:03 AM
104	Hospitable, friendly, great programs	11/12/2024 11:02 AM
105	Local community college with lots of different programs for students planning to go on to four year or people who want to study for a certificate.	11/12/2024 10:02 AM
106	That it is a place that members of our community from the age of 15 months can use.	11/12/2024 9:54 AM
107	Great place to get started. Lots of help available if you want it.	11/12/2024 9:52 AM
108	Medium sized community College, well staffed and run and funded. Area students are	11/12/2024 9:50 AM

## McHenry County College Community Perceptions Survey - Fall 2024

generally prepared academically by their high schools. Students struggle to adjust to the independence and rigor of college work.

109	It's a great school with amazing programs full of people that put students first	11/12/2024 9:49 AM
110	Very progressive and well aware of community's educational and employer needs.	11/12/2024 9:43 AM
111	An important part of the county is to educate and train our adults for career success and enlightenment.	11/12/2024 9:37 AM
112	It's an affordable way to get the education you need for your career.	11/12/2024 9:33 AM
113	Quiet Country Community College	11/12/2024 9:21 AM
114	Great school with great programs	11/12/2024 9:11 AM
115	A community college in Crystal Lake.	11/12/2024 8:52 AM
116	A small to medium sized community college, attentive to student and community needs, making efforts to innovate to stay relevant in both educational and professional capacities.	11/12/2024 8:51 AM
117	a huge but fun campus and lots of opportunity	11/12/2024 8:47 AM
118	It's a great school with some surprisingly amazing instructors for a community college.	11/12/2024 8:38 AM
119	Offers a wide variety of opportunities to learn something new	11/12/2024 8:33 AM
120	MCC is a community college with a beautiful campus and a staff that deeply cares about its students.	11/12/2024 8:26 AM
121	Excellent community college with close ties to McHenry County	11/12/2024 8:24 AM
122	This community college offers a variety of courses for students of all ages.	11/12/2024 8:21 AM
123	MCC has something for EVERYONE! Kids and College, Community Enrichment, traditional transferable degrees, workforce training, certificate programs...the list is endless.	11/12/2024 8:08 AM
124	Good college for the money. Good community programs	11/12/2024 7:55 AM
125	I only deal with the music department and the music department offers a lot of variety	11/12/2024 7:44 AM
126	I describe MCC as one of the best local resources people have to continue their education.	11/12/2024 7:36 AM
127	good school close to home	11/12/2024 6:42 AM
128	A diverse, innovative junior college that is a great place to start and determine your path to reach your goals.	11/12/2024 6:29 AM
129	Incredible innovation	11/12/2024 6:23 AM
130	From an employee perspective, MCC compensates employees at a rate far below the market wage and external comparables.	11/12/2024 4:56 AM
131	Doesn't judge anyone, nice	11/12/2024 12:48 AM
132	Small community college with many resources to get information and very affordable.	11/11/2024 10:56 PM
133	Great source for informational and interesting classes and programs.	11/11/2024 10:51 PM
134	Great resource for education on a variety of subjects	11/11/2024 10:47 PM
135	A school that serves all members of the community with opportunities for education and training, and a safe space for all to learn.	11/11/2024 10:05 PM
136	A better value than NIU and smaller class sizes and more attention.	11/11/2024 9:46 PM
137	MCC provides quality higher and career education, with continuous life long learning at its heart.	11/11/2024 9:31 PM
138	Great way to get prerequisites out of the way!	11/11/2024 9:05 PM
139	Good starting point to get gen Ed's or start an associates in something	11/11/2024 8:39 PM
140	Comprehensive community college with reasonable tuition, and many opportunities for financial	11/11/2024 8:05 PM

# McHenry County College Community Perceptions Survey - Fall 2024

support. There is a strong "can do" atmosphere at the College.

141	Decent school. Good variety of degrees	11/11/2024 8:04 PM
142	Local community College	11/11/2024 7:58 PM
143	MCC offers many areas of study, and it is constantly adding more. Even if you plan to get a bachelor's degree, MCC is a great place to start.	11/11/2024 7:52 PM
144	A great place to continue your education while saving money.	11/11/2024 7:39 PM
145	Amazing. Progressive. Growing. Welcoming. Innovative.	11/11/2024 7:29 PM
146	MCC is an excellent community college which feels a lot like a 4 year university.	11/11/2024 7:10 PM
147	Great school, a perfect start for students looking to transfer .	11/11/2024 6:59 PM
148	Excellent education in a stimulating environment, with great value	11/11/2024 6:56 PM
149	A tremendous experience for all McHenry for residents of McHenry county	11/11/2024 6:31 PM
150	Nice campus offering both credit and continuing ed classes.widexselectiib	11/11/2024 6:12 PM
151	MCC is a dynamic community asset.	11/11/2024 5:44 PM
152	Its the local community college.	11/11/2024 5:37 PM
153	It has something for everyone & is a vital player in our community.	11/11/2024 5:28 PM
154	Focused on student success, accessible, quality education.	11/11/2024 5:21 PM
155	Community college that is small	11/11/2024 5:16 PM
156	Helpful, collaborative, strong focus on student success	11/11/2024 5:14 PM
157	A smaller (tho always growing) community college full of helpful, friendly people who want to students to succeed.	11/11/2024 5:14 PM
158	Community college with good opportunity for education and transfer to 4 yr school. Many career programs and certifications available	11/11/2024 5:05 PM
159	Vibrant, student focused, forward thinking, engages and supports issues with the surrounding community, good reputation,	11/11/2024 5:05 PM
160	A very well run community college with an ever expanding array of majors and programming to support the county.	11/11/2024 4:44 PM
161	The classes available are diverse and instructive	11/11/2024 4:41 PM
162	I'd say that MCC is what you make it! Most people are generally kind and helpful but as with all places you will encounter some that aren't.	11/11/2024 4:40 PM
163	Community college	11/11/2024 4:34 PM
164	Local Community College	11/11/2024 4:23 PM
165	Growing community college with many programs to offer.	11/11/2024 4:15 PM
166	McHenry County College (MCC) in Crystal Lake, Illinois, is a community college offering diverse programs for higher education and career advancement. Students can pursue associate degrees, certificates, or continuing education courses to transfer to a four-year university or enter the workforce.	11/11/2024 4:08 PM
167	Positive work environment; every day is different, engaging.	11/11/2024 4:05 PM
168	"a hidden gem in our community"	11/11/2024 4:03 PM
169	excellent. affordable education resource. They have a variety of course offerings from career to enrichment.	11/11/2024 3:56 PM
170	McHenry County College is a jewel.	11/11/2024 3:50 PM
171	An above average community college experience that prepares you well for transfer to a university, although they now have a university center, which allows you to obtain a bachelor's	11/11/2024 3:46 PM



# McHenry County College Community Perceptions Survey - Fall 2024

	degree.	
172	Great school, excellent faculty and diverse areas of study, affordable, excellent programs for community (adults and kids)	11/11/2024 3:44 PM
173	A community college that offers an excellent education for students seeking an undergraduate degree and/or preparation for career training. Instructors are top-notch and care about student success. Plus, the fitness center and library are open to the public. The Black Box Theatre offers quality student plays and musicals.	11/11/2024 3:42 PM
174	small suburban community college with many community events	11/11/2024 3:40 PM
175	MCC offers a wide variety of educational and learning opportunities.	11/11/2024 3:37 PM
176	a community college	11/11/2024 3:32 PM
177	MCC is an inspiring center for continuous learning. The faculty goes above and beyond to help students succeed. The facilities are fresh and inviting and there are a variety of support services available. The college is committed to offering affordable courses, significant scholarship opportunities, and collaborating with local businesses to understand future workforce needs.	11/11/2024 3:31 PM
178	Well rounded school but you can't depend on the free McRide services.	11/11/2024 3:14 PM
179	MCC is a college that provides higher education learning for our community members to make progress toward their educational and occupational goals. The college is open admission, has a low tuition rate, and passionate faculty and staff.	11/11/2024 3:11 PM
180	Friendly School where the staff is always willing to go above and beyond to help students in every way possible.	11/11/2024 3:08 PM
181	It's small enough to know you and large enough to make a difference.	11/11/2024 3:04 PM
182	An excellent instotition with strong academics and the latest technology.	11/11/2024 2:56 PM
183	It's a great school they have a map posted on campus and online for new students and anyone visiting to find where they need to go	11/11/2024 2:53 PM
184	Super welcoming place for all types of students.	11/11/2024 2:53 PM
185	Science strong progressive community college	11/11/2024 2:31 PM
186	Quaint version of Harper	11/11/2024 2:27 PM
187	community college which amazing resources to help you succeed	11/11/2024 2:25 PM
188	MCC is a community college offering degrees, certificates, and courses for the community to further their skills and education. Programs are offered both for college credit and non-credit career training. MCC also offers community-based programming through Kids and College, special events, and workshops.	11/11/2024 2:23 PM
189	Its an excellent school to get your gen eds out of the way and help to figure out your next steps for a career or further college education	11/11/2024 2:20 PM
190	I describe MCC as a stepping stone for greater knowledge, if I'm talking to someone who is not familiar with this college.	11/11/2024 2:19 PM
191	A college with a wide range of offerings and particularly strong in music	11/11/2024 2:15 PM
192	Local community college	11/11/2024 2:14 PM
193	Community college	11/11/2024 2:13 PM
194	Excellent community college that innovatively partnered with 4-year institutions to offer full degrees locally in accessible and affordable ways.	11/11/2024 2:08 PM
195	It's a community college. Small campus.	11/11/2024 2:06 PM
196	Its a nice school and the layout is easy to follow.	11/11/2024 2:05 PM
197	MCC is a community college with a wealth of opportunities for students to pursue their academic interests. It has a broad catalog with wonderful educators who care about their	11/11/2024 2:05 PM

# McHenry County College Community Perceptions Survey - Fall 2024

	students.	
198	its the best affordable college in illinois, strong helpful staff, family friendly, great on keeping schedules consistant through semesters	11/11/2024 2:04 PM
199	Welcoming college that provides supoort and guidance to their students.	11/11/2024 2:03 PM
200	Friendly, full of resources, a great place to take classes	11/11/2024 2:02 PM
201	Small junior college with many opportunities to learn.	11/11/2024 1:49 PM
202	Highly recommend	11/11/2024 1:47 PM
203	There is something for everyone at MCC!	11/11/2024 1:47 PM
204	Great, welcoming place for students with multitude of resources	11/11/2024 1:45 PM
205	An affordable, quality education that will prepare a person for further education or for a career.	11/11/2024 1:41 PM
206	We are a community college serving everyone in McHenry County. We also have services such as library and campus café, bookstore, etc. that are open to the general public. MCC offers credit and non-credit instruction for students of all ages.	11/11/2024 1:40 PM
207	Outstanding benefit to the community with a plethora of opportunities to learn and expand social network.	11/11/2024 1:39 PM
208	A great community college that provides a ton of resources to their students and gives them the tools that they need to succeed in any program they choose.	11/11/2024 1:22 PM
209	A community college focused on the success of our students	11/11/2024 1:20 PM
210	So much more than people think! It has endless opportunities for student. The faculty all are passionate about their students. Faculty are treated like professionals.	11/11/2024 1:18 PM
211	Community college serving lower level undergraduates, training programs and serving the community	11/11/2024 1:17 PM
212	A great asset to our community	11/11/2024 1:08 PM
213	MCC is a friendly community college that is open to all people in terms of financial security, friendship, and diversity.	11/11/2024 1:07 PM
214	A fantastic community college with lots to offer.	11/11/2024 1:07 PM
215	Great campus. Offer so many opportunities for both students and community. We are fortunate to have this resource.	11/11/2024 1:06 PM
216	high quality education and friendly staff who works there.	11/11/2024 1:06 PM
217	MCC offers 2-year degrees, certificates, and other learning experiences to students and members of the community. It is a student-focused college with small class sizes, involved instructors, and staff dedicated to student success.	11/11/2024 1:06 PM
218	Community college that champions students at every/any stage of education and life.	11/11/2024 1:05 PM
219	McHenry County College is a local college that offers two-year degrees, certificates, and other programs to a wide range of people in McHenry County.	11/11/2024 1:05 PM
220	Clean, well-maintained, state-of-the-art, comfortable, safe	11/11/2024 1:02 PM
221	Good affordable local school with many offerings	11/11/2024 12:57 PM
222	It's a community college just outside Crystal Lake. It offers affordable schooling whilst living at home. There are all sorts of classes you can take and clubs to participate in. It offers fairly decent opportunities for pretty much any starting point in a career path.	11/11/2024 12:57 PM
223	Classes will prepare you for advancement academically. I am only there at night so I cannot speak to campus environment.	11/11/2024 12:55 PM
224	It is a great college to start your first two years of college and it is a growing college with the new CATI building. It's a great place to work and go to school.	11/11/2024 12:54 PM
225	Excellent schools with a boat load of programs. There is surely something that will be of	11/11/2024 12:51 PM

# McHenry County College Community Perceptions Survey - Fall 2024

interest of helpful. I also say "Why wouldn't you?" I tell people it does not make sense to go somewhere else when you have MCC in your backyard. And now with the University Center, MCC is a no-brainer.

226	It's nice, but I feel hypnotized at times.	11/11/2024 12:49 PM
227	Supportive	11/11/2024 12:48 PM
228	It's a nice place to go to and the people are super nice and helpful.	11/11/2024 12:47 PM
229	A great place to start your education	11/11/2024 12:46 PM
230	A good school with numerous and helpful resources to succeed.	11/11/2024 12:39 PM
231	MCC has a great foundation of leaders to help the students get to their highest potential.	11/11/2024 12:38 PM
232	MCC is the place for everyone, representing our entire community! A safe place to explore, learn and share!	11/11/2024 12:37 PM
233	My local Community College. My favorite locations are their Sustainability Center and Student Resource Center	11/11/2024 12:37 PM
234	Good for HS grads, to obtain a 2 yr Associates Degree to allow them to go on further with their education.	11/11/2024 12:37 PM
235	A community college with degrees that are better than some, worse than others. Overall a decent campus but, as with anything there are always room for improvements.	11/11/2024 12:36 PM
236	A great local community college.	11/11/2024 12:34 PM
237	Vibrant and multi-faceted educational institution serving McHenry County.	11/11/2024 12:33 PM
238	Excellent education for a reasonable cost	11/11/2024 12:32 PM
239	Excellent opportunity.	11/11/2024 12:31 PM
240	Fantastic place to start a college education at a very reasonable cost. Now with a four year degree available, one may be able to finish their degree at MCC@	11/11/2024 12:26 PM
241	It's pretty easy to get around and all resources are online or just asking.	11/11/2024 12:24 PM
242	A 2 year collage that offers continuing education classes.	11/11/2024 12:22 PM
243	Excellent school and very supportive of students.	11/11/2024 12:21 PM
244	A community college that offers a wide array of courses fitting to just about any degree you'd need, offered at an affordable price.	11/11/2024 12:21 PM
245	Community College	11/11/2024 12:20 PM
246	A local college that offers more affordable programs for students to earn a degree or certificate that will transfer to other schools or that they could use to get a good job; also offers a variety of programs for community members and area businesses.	11/11/2024 12:18 PM
247	MCC has some great facilities and faculty.	11/11/2024 12:14 PM
248	A suburban community college	11/11/2024 12:13 PM
249	An outstanding community college with resources to help a student either earn an associates degree or certification. This is a great opportunity for students who want to transfer to a 4 year college or university and want to save money or for students who want to earn a certification to gain skills to go directly to the workforce.	11/11/2024 12:12 PM
250	Smaller sized community college	11/11/2024 12:10 PM
251	Innovative	11/11/2024 12:10 PM
252	MCC is an institution of higher education that has its mission focused on learning and students.	11/11/2024 12:10 PM
253	An excellent, high quality community college which provides many opportunities to the residents of McHenry County.	11/11/2024 12:09 PM

# McHenry County College Community Perceptions Survey - Fall 2024

254	It's a small community college that seems to be great for students, not so much for staff.	11/11/2024 12:09 PM
255	MCC is a user-friendly welcoming campus where each student is treated as an individual. (My daughter attends the college in addition to me being a community partner)	11/11/2024 12:04 PM
256	As a wonderful, local learning community for credit and non credit courses.	11/11/2024 12:03 PM
257	MCC has much to offer the community - young and old!	11/11/2024 12:03 PM
258	A great college that's close to home and reasonably priced.	11/11/2024 12:03 PM
259	MCC has continued to upgrade its programs based on student/community needs and is consistently looking to improve its all around experience.	11/11/2024 12:01 PM
260	A community asset offering a wide range of programs and services to a broad range of ages and varying skills.	11/11/2024 12:00 PM
261	MCC offers a number of programs that are beneficial to the community.	11/11/2024 11:59 AM
262	Great school	11/11/2024 11:50 AM

## Q4 Based on what you have seen or heard, what are the main strengths of MCC?

Answered: 260 Skipped: 50

#	RESPONSES	DATE
1	they are willing to work with you, teachers and staff are great	11/29/2024 1:10 PM
2	Cost, education value, catering to student needs	11/25/2024 3:45 PM
3	It tries to help students	11/25/2024 3:21 PM
4	Sense of community with faculty	11/23/2024 8:57 AM
5	Excellent faculty, dedicated staff, and great facilities.	11/22/2024 12:00 PM
6	Community engagement, student services, educational excellence.	11/22/2024 10:24 AM
7	People walk away with very positive things to say about their interactions on campus.	11/21/2024 3:01 PM
8	I believe the main strengths of MCC are being a great college for those looking to save money.	11/21/2024 12:32 PM
9	The variety of courses, credit and non-credit, that are available.	11/21/2024 10:24 AM
10	Inexpensive start for first 2 years of basic education	11/20/2024 8:18 PM
11	Community involvement.	11/20/2024 4:59 PM
12	Making each student feel at home and give help when needed.	11/20/2024 4:40 PM
13	Focus on the students.	11/20/2024 4:35 PM
14	Innovation. Always trying something new. There's always so much going on; new programs, new events, new buildings.	11/20/2024 4:00 PM
15	Inclusion. Quality. Flexibility.	11/20/2024 2:09 PM
16	Strong faculty, commitment to student success, good relationship between administration and faculty, administration who truly care about student success	11/20/2024 10:18 AM
17	How much care is provided to our students and how we are always looking for ways to improve their time here.	11/20/2024 9:39 AM
18	Hands on learning experiences, and learning support	11/20/2024 9:19 AM
19	It has a wide spectrum of classes available and a lot of student support as well. Not to mention, it is quite affordable as well.	11/20/2024 9:18 AM
20	Moving forward with more service orientated programs of study. Willingness to see students succeed.	11/20/2024 9:11 AM
21	Listening. MCC has done a wonderful job at listening to the community about what education is needed in the county, to students about what resources are needed, and listening to the staff and faculty about what would make MCC a better place to work at.	11/20/2024 9:10 AM
22	Facilities, teacher professional development, giving instructors time and space to get better.	11/20/2024 8:43 AM
23	Leadership	11/20/2024 8:40 AM
24	There is a lot of stuff -- Merch and resources.	11/20/2024 8:38 AM
25	Strengths are: support staff and degree offerings	11/20/2024 8:35 AM
26	I think MCC's strengths are its accessibility, meaning we try to eliminate as many barriers to entry as possible. Where as some other schools have a high cost that keeps potential students away, MCC tries to find resources to help students afford school. We meet them	11/20/2024 8:29 AM

## McHenry County College Community Perceptions Survey - Fall 2024

where they are. And also, there's no pretentiousness--everyone I have witnessed with students is welcoming and friendly in an instance that could otherwise be intimidating.

27	The main strengths are in its faculty and staff. They will make you feel comfortable from your first touch (in person, phone, email) and always there to help support you on your journey to your degree, certificate or even your one-time class.	11/20/2024 8:23 AM
28	MCC is committed to enriching the community.	11/20/2024 8:21 AM
29	Dedicated instructors and departments that encourage all students to find and achieve their goals. Outreach and collaboration with local businesses and organizations to assist with employment opportunities.	11/20/2024 8:19 AM
30	Variety of programs offered. Scholarship opportunities.	11/20/2024 8:10 AM
31	Affordability, location, facilities are fairly new and upkept. Working towards adding new programs that are CTE based not transfer based.	11/20/2024 8:02 AM
32	Community involvement	11/20/2024 6:44 AM
33	The strength of the MCC team.	11/20/2024 6:21 AM
34	Variety of educational opportunities that lead to the working world.	11/20/2024 5:23 AM
35	Excellent Faculty and a variety of programs (degrees and certificates)	11/19/2024 9:03 PM
36	Innovation, collaboration, student-centered, industry partnerships.	11/19/2024 7:46 PM
37	Friendly staff, eager learners	11/19/2024 7:20 PM
38	The foundation and connection to the community	11/19/2024 7:17 PM
39	Caring and knowledgeable instructors, welcoming staff, excellent academics for a reasonable price	11/19/2024 7:13 PM
40	Many of our courses transfer to other colleges and universities for students who plan to continue on for a 4-year degree. We also have caring employees who care about the courses they teach and one another. It's a good community college.	11/19/2024 7:10 PM
41	goal and success focus, visionary leadership based on needs of the community and industries	11/19/2024 7:04 PM
42	MCC mission and goal towards our student's success	11/19/2024 6:51 PM
43	Most of the people outside of administration, the daily operations folks.	11/19/2024 6:07 PM
44	Resources for students (both educational and resources to help them with their lives outside of school)	11/19/2024 6:05 PM
45	Faculty is of high quality. The facilities are incredible.	11/19/2024 6:03 PM
46	Driven by MCC mission statement- student success	11/19/2024 5:40 PM
47	student success, accessibility	11/19/2024 5:38 PM
48	Strong leadership, good facilities	11/19/2024 8:56 AM
49	Cheap and	11/18/2024 6:29 PM
50	Its outreach and accessibility.	11/18/2024 3:06 PM
51	Large campus, variety of classes, most professors are decent. Campus is well-maintained.	11/18/2024 2:03 PM
52	Allowing students to create their own club of interest, Many events that provide free food for anyone needing something to eat, Hearing the concern of students and doing something about it, Forming connections to better understand passions and goals, etc.	11/17/2024 11:00 PM
53	great education and professors	11/17/2024 10:34 PM
54	Affordable, many bonuses, scholarships	11/17/2024 6:43 PM
55	Variety of degrees and certificates. Solid core of instructors and administrators.	11/17/2024 4:50 PM
56	Location. Options.	11/17/2024 2:04 PM



# McHenry County College Community Perceptions Survey - Fall 2024

57	Their arts program is good.	11/16/2024 10:55 PM
58	It is a local and low-cost option for coursework.	11/16/2024 2:18 PM
59	It has a lot of resources and energy put into it despite being a 2-year college.	11/16/2024 1:59 PM
60	Faculty and administrators.	11/16/2024 8:59 AM
61	Nursing, welding and Culinary	11/15/2024 12:55 PM
62	Location and course offerings	11/15/2024 11:08 AM
63	Class options, class sizes are small, horticulture classes, mechanics classes	11/14/2024 11:57 AM
64	There appears to be a lot of extracurricular activities and seminars that are available to the students. Unfortunately, I have not be able to attend any of them because of work and school schedules. And being inclusive to everyone that attends MCC. And the PATH Grant has been beneficial in helping me to continue my education.	11/14/2024 10:36 AM
65	Leadership team	11/14/2024 3:13 AM
66	It's diversity and flexibilty with all types of adults like first years students, returning , students or parents who want a change.	11/13/2024 9:36 PM
67	Local	11/13/2024 5:49 PM
68	Sustained growth, passion of faculty	11/13/2024 5:17 PM
69	Working with students and providing a solid education.	11/13/2024 4:04 PM
70	There is more to MCC than meets the eye.	11/13/2024 3:58 PM
71	The constant addition of new programs for non-credit learning.	11/13/2024 3:34 PM
72	Friendliness	11/13/2024 3:25 PM
73	Sage tutoring!!	11/13/2024 1:33 PM
74	Some strengths are having tutors available in the library. Having meeting of leadership. Having labs open. Having different clubs that allows everyone to feel involved and welcomed.	11/13/2024 12:45 PM
75	The people are friendly, the college is clean, the college is inviting, its affordable, they offer many financial options and there are many resources available to students.	11/13/2024 12:20 PM
76	Faculty, staff, and administration. The amount that they care and are willing to help students succeed.	11/13/2024 11:15 AM
77	It's staff and faculty - all want to help students succeed and break down barriers for them	11/13/2024 10:53 AM
78	The variety of different paths for education.	11/13/2024 10:15 AM
79	low tuition, highly qualified educators, and a welcoming environment.	11/13/2024 9:38 AM
80	Size. Breadth of offerings and instructors. Personal instructor/student bonds.	11/13/2024 7:42 AM
81	Affordability and so many course/degree options. Something for almost everyone.	11/13/2024 6:51 AM
82	It has partnerships with local businesses and universities, making it easier for students to transfer credits and pursue further education or job opportunities for students.	11/12/2024 6:38 PM
83	variety of classes	11/12/2024 6:04 PM
84	Dont know	11/12/2024 4:55 PM
85	Local, affordable, trying to find educational programs relevant to today and the future. Opening up the Catalyst/University Center.	11/12/2024 3:35 PM
86	cheap and small	11/12/2024 3:28 PM
87	Provide schooling before transferring to a university at a fraction of the cost.	11/12/2024 3:11 PM
88	Innovative programs and keeping up with current demands for the demographic.	11/12/2024 2:54 PM
89	Student's success is very important. MCC employees care and make a big effort to help	11/12/2024 2:48 PM

# McHenry County College Community Perceptions Survey - Fall 2024

students in many different ways. Employees help and support one another.

90	Stuff	11/12/2024 2:30 PM
91	Focus on student success. Great teachers.	11/12/2024 1:19 PM
92	Proximity and advancement opportunities in multiple areas	11/12/2024 12:16 PM
93	Affordability	11/12/2024 12:11 PM
94	Student happiness and health	11/12/2024 12:09 PM
95	The main strength of MCC is its ability to convene stakeholders in the community.	11/12/2024 11:42 AM
96	Flexible schedule, diversity programs, professional instruction	11/12/2024 11:16 AM
97	The education in all aspect of learning/job seeking. A close knit community.	11/12/2024 11:15 AM
98	Providing opportunities for students and very passionate about student's success.	11/12/2024 11:14 AM
99	The opportunities and curriculum.	11/12/2024 11:03 AM
100	Great facilities, no CATI building, innovation, science and art are all strong. The MCC community is a strength, very supportive.	11/12/2024 11:03 AM
101	The programs and the faculty	11/12/2024 11:02 AM
102	Variety of programs, affordability, online classes, dual degree	11/12/2024 10:02 AM
103	The college is responding to the needs of the community due to the active engagement of our leadership. They are also garnering great support of our community members which is proven by the fact that we have been able to build two new buildings and renovate a third without having to go to a ballot.	11/12/2024 9:54 AM
104	The faculty make the courses. When students "shop" for courses they specifically identify which faculty they want to take it with. Specifically in the STEM/transfer side and usually upper level courses, they will transfer with-out finishing their associates if they feel they will get a better education somewhere else.	11/12/2024 9:52 AM
105	Competent administration, motivated faculty, adequate funding.	11/12/2024 9:50 AM
106	Programs, the new advancements in medical and CAD. [REDACTED] is doing a great job and the employees seem to really care for the student	11/12/2024 9:49 AM
107	Continued contact with employment community.	11/12/2024 9:43 AM
108	Great culture. Dedicated faculty and staff. A large breadth of programs	11/12/2024 9:37 AM
109	MCC provides personal attention to students. Faculty and staff care about students' success. I am a staff member, so I'm biased, I'm sure, but I hear this from students as well.	11/12/2024 9:33 AM
110	Easy to get to	11/12/2024 9:21 AM
111	Mfg.	11/12/2024 9:11 AM
112	Marketing to the public.	11/12/2024 8:52 AM
113	Close-knit community, recent campus and programmatic improvements, accessible leadership.	11/12/2024 8:51 AM
114	closeness, cost and DC programs	11/12/2024 8:47 AM
115	Instructors	11/12/2024 8:38 AM
116	Good Programs	11/12/2024 8:33 AM
117	MCC excels in accessibility services for the disabled and a hands-on approach from skilled professors and guidance advisors.	11/12/2024 8:26 AM
118	Strong community ties, commitment to providing quality education to a wide range of students	11/12/2024 8:24 AM
119	Good atmosphere, pleasant surroundings, and helpful personnel.	11/12/2024 8:21 AM
120	MCC is not stagnant. MCC evolves as the community and industry needs evolve. Always working together on the next building improvement, next academic programming additions, and	11/12/2024 8:08 AM

# McHenry County College Community Perceptions Survey - Fall 2024

new ideas to serve the community.

121	Involvement with the community	11/12/2024 7:55 AM
122	The faculty.	11/12/2024 7:44 AM
123	Economics, value for your dollar. The money I spent on my tuition at MCC was the some of the best money I've ever spent.	11/12/2024 7:36 AM
124	good class selections great professors	11/12/2024 6:42 AM
125	Continuing to grow with an eye to the future; providing great opportunities for our young people to be productive citizens.	11/12/2024 6:29 AM
126	Leadership, being thought leaders for what type of education is needed for the future workers	11/12/2024 6:23 AM
127	The employees are the strength and backbone of this institution.	11/12/2024 4:56 AM
128	Teachers are nice and helpful, no one judges you for who you are	11/12/2024 12:48 AM
129	Very kind and caring staff all around. Actually care about student success vs just collecting money from students.	11/11/2024 10:56 PM
130	Low cost education and enrichment.	11/11/2024 10:51 PM
131	Courses are designed around the community	11/11/2024 10:47 PM
132	High quality faculty and facilities.	11/11/2024 9:46 PM
133	A diverse array of offerings, focusing on different parts of the community and where they are in the educational path.	11/11/2024 9:31 PM
134	Tuition costs and proximity to work and home.	11/11/2024 9:05 PM
135	Good support. Instructors that actually care	11/11/2024 8:39 PM
136	Staff commitment to student success. Expansion of programming with the new Science Building and CATI Center.	11/11/2024 8:05 PM
137	Good location, good on-line classes available	11/11/2024 8:04 PM
138	Science and health majors	11/11/2024 7:58 PM
139	Local - Variety of Majors - affordable - helpful faculty and staff	11/11/2024 7:52 PM
140	Quality education; lower cost.	11/11/2024 7:39 PM
141	Strong Foundation, Funders, and Supporters. Involved in the community. Collaborative. Strong leadership. Variety of course offerings. Opportunities for dual credit, dual degrees. University Center opportunities are amazing.	11/11/2024 7:29 PM
142	The quality of instructors and attention to the students. Great resources are available for those who chose to use them. You can tell the college supports the students and wants them to succeed in every way.	11/11/2024 7:10 PM
143	Faculty, facilities art collection	11/11/2024 6:59 PM
144	Faculty and staff that support student success	11/11/2024 6:56 PM
145	Meeting the needs of people in Mcheny county	11/11/2024 6:31 PM
146	Good selection of credit, non-credit, vocational classes. Offering credit transfers.	11/11/2024 6:12 PM
147	I love the idea of a 4 year degree option.	11/11/2024 5:44 PM
148	Very willing to help students succeed. They offer technical classes that are actually helpful.	11/11/2024 5:37 PM
149	Faculty and Staff Community involvement Range of classes both credit & non credit Programs	11/11/2024 5:28 PM
150	Accessibility, affordability, welcoming, quality of education	11/11/2024 5:21 PM
151	Good programs	11/11/2024 5:16 PM
152	Tries new things, keeps students in mind, provides many types of assistance to struggling	11/11/2024 5:14 PM

# McHenry County College Community Perceptions Survey - Fall 2024

	students, cares about students	
153	Responsive staff & faculty, diverse coursework that educates both academic & vocational students, well designed and maintained physical plant.	11/11/2024 5:14 PM
154	Reasonable tuition and local	11/11/2024 5:05 PM
155	Student support, values the arts, prepares students well for 4 year schools.	11/11/2024 5:05 PM
156	How plugged into the needs of the community the college is and designing programming accordingly.	11/11/2024 4:44 PM
157	I believe the classes which are non credit assist adult growth and education	11/11/2024 4:41 PM
158	MCC has a lot of resources for students which is amazing!	11/11/2024 4:40 PM
159	The number of different opportunities for study in type and kind	11/11/2024 4:34 PM
160	Community driven	11/11/2024 4:23 PM
161	Growth	11/11/2024 4:15 PM
162	Community colleges like MCC offer an affordable option for undecided students to sample a variety of program areas before committing to an area of study.	11/11/2024 4:08 PM
163	Innovative, resourceful, very student focused.	11/11/2024 4:05 PM
164	The space and programs offered.	11/11/2024 4:03 PM
165	foundation and counselling resources	11/11/2024 3:56 PM
166	Quality education with caring teachers at a reasonable price.	11/11/2024 3:50 PM
167	Faculty and the university center	11/11/2024 3:46 PM
168	Affordable, quality education, spacious facilities, innovative, popular dual-credit program.	11/11/2024 3:42 PM
169	Great faculty and staff	11/11/2024 3:40 PM
170	MCC's continuing evolution to serve the needs of its constituency.	11/11/2024 3:37 PM
171	affordable, variety of program's, financial aid, scholarships and university center	11/11/2024 3:32 PM
172	Caring and competent faculty, collective focus on student success, innovative programs, resourceful staff and administration.	11/11/2024 3:31 PM
173	Great teachers. Great facilities. An abundance of class options. Fantastic and convenient 4yr transfer program.	11/11/2024 3:14 PM
174	Content expert faculty, values-driven employees, and a strong commitment to the wellbeing of the community.	11/11/2024 3:11 PM
175	The teaching modes that are available to all community members and students. Several different options that MCC offers for learning.	11/11/2024 3:08 PM
176	Great staff and faculty.	11/11/2024 3:04 PM
177	Planning and delivering of new programs and facilities.	11/11/2024 2:56 PM
178	Mcc is very welcoming and has friendly staff and students	11/11/2024 2:53 PM
179	impressive buildings and such a nice atmosphere; strong visual arts department; student services are strong, lots of help for students; a good place to work	11/11/2024 2:53 PM
180	LISI, faculty, library	11/11/2024 2:31 PM
181	Access. Great college guidance for youth. Adding 4 year programs.	11/11/2024 2:27 PM
182	making sure you get what you need to move on	11/11/2024 2:25 PM
183	The focus on caring for the students and community.	11/11/2024 2:23 PM
184	Well Funded, Well Managed with an excellent assortment of class material for any new high school graduate or anyone else looking for higher education	11/11/2024 2:20 PM

# McHenry County College Community Perceptions Survey - Fall 2024

185	Main strengths of MCC I seen or think of are it's time schedules of various classes like English I Composition or Drawing, and the fact there are only four days of MCC each week.	11/11/2024 2:19 PM
186	MCC economically offers a quality education in many subjects.	11/11/2024 2:15 PM
187	Local course offerings. Affordability.	11/11/2024 2:14 PM
188	Able to transfer easily to University Center for undergraduate degree.	11/11/2024 2:13 PM
189	Ability to offer 4-year degrees along with a wide range of credit and non-credit classes for all members of the community.	11/11/2024 2:08 PM
190	Providing workforce trainings and classes.	11/11/2024 2:06 PM
191	The main strengths is that they cater to full time daytime students.	11/11/2024 2:05 PM
192	MCC has wonderful staff members who care about the students and each other. It has a wonderful sense of community and is a very inviting environment.	11/11/2024 2:05 PM
193	sage learning center, tutor me, awesome work environment, zoom help, access and disability, clubs	11/11/2024 2:04 PM
194	The support and resources it provides to their students	11/11/2024 2:03 PM
195	MCC has many amazing career-based programs that can give people a jump start in their careers.	11/11/2024 2:02 PM
196	█ is one of your best strengths. She does a great job with █. The instructors are pretty great as well.	11/11/2024 1:49 PM
197	Good teachers,staff helpful.	11/11/2024 1:47 PM
198	MCC listens to the community and develops new programs, classes, events accordingly.	11/11/2024 1:47 PM
199	Student centered, great communication	11/11/2024 1:45 PM
200	Affordability, quality education, diversity of courses and training, home town atmosphere	11/11/2024 1:41 PM
201	Excellent Involvement with the community.	11/11/2024 1:40 PM
202	Supports for students who know how to access them, kindness of staff and faculty, interest in seeing students succeed.	11/11/2024 1:40 PM
203	Diverse opportunities and experiences available.	11/11/2024 1:39 PM
204	Advising, financial aid, SOWL, tutor me, and access to instructors. Canvas is easy to navigate too, easier than ECC online program.	11/11/2024 1:22 PM
205	- Everyone's commitment to helping students succeed by reducing barriers and finding ways to introduce creative support options - A collaborative approach to supporting each other as colleagues	11/11/2024 1:20 PM
206	Large opportunities with a small-community vibe. It is a welcoming place that does not treat students like a business and faculty like sweatshop workers. The College is innovative and always looking for growth opportunities. The College, as show by this survey, looks to the people for feedback and values that feedback.	11/11/2024 1:18 PM
207	Up to date facilities and outstanding faculty; caring and supportive staff and administrators.	11/11/2024 1:17 PM
208	In touch with the employers in McHenry County. Quality education available locally Linked with bachelors program	11/11/2024 1:08 PM
209	Dedication, hard work, strong work ethic, and effective communication.	11/11/2024 1:07 PM
210	Affordable, great resources, longevity with the faculty	11/11/2024 1:07 PM
211	Many offerings. Great career training.	11/11/2024 1:06 PM
212	students first, supporting faculty and staff	11/11/2024 1:06 PM
213	The college operates in a manner that truly puts students first.	11/11/2024 1:06 PM
214	Student focus; collaboration with community/industry partners to continually assess and stay	11/11/2024 1:05 PM

# McHenry County College Community Perceptions Survey - Fall 2024

current with program needs.

215	A caring invested staff and faculty, flexibility to pivot when needed (Covid), and commitment.	11/11/2024 1:05 PM
216	Community events, networking/internship resources	11/11/2024 1:02 PM
217	Assortment of classes	11/11/2024 12:57 PM
218	I've heard the nursing program is pretty good. The BlackBox theatre is really cool, especially since you don't have to be a student to participate. There are a ton of inclusive student-run clubs. There is a lot of tutoring opportunities. I've heard of a program for assistance, even if you just need interview clothes. MCC's advisors are really good, and if they're not sure of something, they know who direct you to who would know the answers you're looking for.	11/11/2024 12:57 PM
219	Student support. Dual credit/ making college courses accessible to all.	11/11/2024 12:55 PM
220	That it is always working to have new programs for students.	11/11/2024 12:54 PM
221	The breadth of its programs.The academic programs and the community programs are fantastic. Also, theUniversity Center is an outstanding resource for the community, along with the CATI building and the new science center.	11/11/2024 12:51 PM
222	Teaching.	11/11/2024 12:49 PM
223	Support from faculty, ease of scheduling classes, options of classes	11/11/2024 12:48 PM
224	Seems to me that they just want everyone to succeed	11/11/2024 12:47 PM
225	Low cost	11/11/2024 12:46 PM
226	Professors.	11/11/2024 12:39 PM
227	Building students into leaders. Finding ways to help those that struggle.	11/11/2024 12:38 PM
228	The people! Such a talented group of faculty, staff, administration.	11/11/2024 12:37 PM
229	Offering learning communities (like twofers) are incredible opportunities for students to grasp the intersections of classes. Its clubs contain a host of passionate community organizers.	11/11/2024 12:37 PM
230	I have used it to take courses as I received promotions in Operations/Logistics & learn more about Production, Inventory Control, Japanese, etc	11/11/2024 12:37 PM
231	MCC seems to have a fairly competent staff system that are generally willing to assist with issues that arise and are knowledgeable about their section.	11/11/2024 12:36 PM
232	Wide variety of classes, lots of offerings to both full time and part time students.	11/11/2024 12:34 PM
233	Programming, affordability, course that meet needs.	11/11/2024 12:33 PM
234	Programs that are offered to the community. Low cost of obtaining an education	11/11/2024 12:32 PM
235	Faculty Community service support	11/11/2024 12:31 PM
236	The faculty. They care about their students. There is a much more student focused educational opportunity at a community college level. I heard it from my students when they transitioned to four year universities and lost the close interaction with their instructors.	11/11/2024 12:26 PM
237	Can't say part time student don't see much time here on campus.	11/11/2024 12:24 PM
238	Offering students a chance to earn college credits close to home.	11/11/2024 12:22 PM
239	cares about students and their success.	11/11/2024 12:22 PM
240	For me, it is the arts program.	11/11/2024 12:21 PM
241	I think MCC is pretty accommodating and attentive. I have certain needs that I've been able to get met quite easily, typically with inly a quick discussion with and advisor or such. It's also pretty easy to get your questions answered. Advising, admissions, etc, all the offices are pretty quick with responses or redirections.	11/11/2024 12:21 PM
242	Cost	11/11/2024 12:20 PM
243	Climate/culture, CATI, community engagement	11/11/2024 12:18 PM



# McHenry County College Community Perceptions Survey - Fall 2024

244	MCC has some great facilities and faculty.	11/11/2024 12:14 PM
245	cheap with good teachers	11/11/2024 12:13 PM
246	Quality of Education, Schedule Flexibility (variety of ways students can take classes), Facilities, Certification Programs, New option to partner for 4 year degree.	11/11/2024 12:12 PM
247	Resources for everyone	11/11/2024 12:10 PM
248	Student centered, innovative, collaborative	11/11/2024 12:10 PM
249	The faculty, staff, and administrators.	11/11/2024 12:10 PM
250	diverse educational options	11/11/2024 12:10 PM
251	Excellence in Teaching, a wide variety of programs, Accessibility, and Inclusion.	11/11/2024 12:09 PM
252	It seems like we offer a positive student experience.	11/11/2024 12:09 PM
253	Campus is easy to navigate, staff are student-focused, classes are offered remotely	11/11/2024 12:04 PM
254	Classes and support while trying to figure out your learning path.	11/11/2024 12:03 PM
255	As a retired educator of 38 years, MCC truly seems to be a valuable source for education and enrichment within our county.	11/11/2024 12:03 PM
256	Variety of classes.	11/11/2024 12:03 PM
257	Dual credit programming, Certification programs, newer facilities, and supportive administration	11/11/2024 12:01 PM
258	Dual Credit. Great teachers. Broad range of learning opportunities. MCC University Center offers opportunity to get a 4 year degree locally at an affordable price. Catalyst Center and SBDC is great for workforce training and for entrepreneurs. Walkability to downtown Woodstock Square is amazing!	11/11/2024 12:00 PM
259	It has expanded its course offerings to include the possibility of gaining a bachelor's degree through cooperation with several universities.	11/11/2024 11:59 AM
260	Wonderful instructors	11/11/2024 11:50 AM

## Q5 What would you say are potential future opportunities for MCC?

Answered: 226 Skipped: 84

#	RESPONSES	DATE
1	Offer more 4-year degree options or help students navigate this (are the student advisors/counselors all up to speed and giving accurate advice to students who want to transfer?)	11/25/2024 3:45 PM
2	It could support its staff a whole lot more	11/25/2024 3:21 PM
3	Keep investing in quality teachers and keep the campus modern. What a wonderful campus experience at MCC	11/23/2024 8:57 AM
4	Continued investment and improvements to the departments that haven't benefited directly from receiving new buildings. We want to make sure we stay up to date, and the spaces look appealing to prospective students for all areas of study.	11/22/2024 12:00 PM
5	Community engagement so we can get more people in the doors to have those positive interactions.	11/21/2024 3:01 PM
6	I think that in the future MCC could place more of an emphasis on their sporting events. Not many people are in attendance.	11/21/2024 12:32 PM
7	For our industry, we would love to see the last 3 courses needed for a Department of Labor Mold Maker Certificate. Our current apprentice will need to take those last 3 requirements through ECC.	11/21/2024 10:24 AM
8	More online classes for those who cannot afford to attend in person	11/20/2024 8:18 PM
9	Getting a presence at more conventions in the region that aren't specifically school/education related conventions. Such as GaryCon, GenCon, C2E2, etc. I always see other midwest colleges (2 & 4 year) set up there and since there are a LOT of "youth-centric" conventions in the greater Chicago area: I feel like we are missing out on a way to get our name out there more.	11/20/2024 4:59 PM
10	To give more opportunity to the community to the seniors to keep learning and maybe have internships with computer teaching for the returned senior population.	11/20/2024 4:40 PM
11	Four-year degrees at the Crystal Lake campus.	11/20/2024 4:35 PM
12	Keep doing what you're doing.	11/20/2024 2:09 PM
13	Increase partnerships with additional four year institutions with the University Center	11/20/2024 10:18 AM
14	Providing some sort of residential housing for our in-need students.	11/20/2024 9:39 AM
15	Certificates that stake into an associates.	11/20/2024 9:19 AM
16	Connecting with other colleges for transfer opportunities and with the University Center there are many potential directions MCC can take with its students post their time at MCC.	11/20/2024 9:18 AM
17	More medical programs...Dental Hygienist, Sonography, X-ray tech	11/20/2024 9:11 AM
18	Everything related to the veteran community. Acknowledgements, holidays, and CH awarded from JSTs	11/20/2024 9:10 AM
19	Specifically in the automotive department, the industry is evolving rapidly with electric vehicles and hybrids. Our department's future potential is very exciting. Our biggest hurdle or limit for future programming is the physical space that we have to use. The safety regulations for high voltage vehicles are very restrictive from a facilities standpoint and the space we currently have does not support those safety requirements.	11/20/2024 8:43 AM
20	Having credit classes offered in another language or translators.	11/20/2024 8:40 AM
21	Employee title changes to be competitive with other community colleges. Elevate student	11/20/2024 8:38 AM

# McHenry County College Community Perceptions Survey - Fall 2024

	activities and streamline student activities to sequential and meaningful programs.	
22	Continue to expand the healthcare related career degrees, as well as take student feedback about instructors seriously. Not saying students should be king of the castle about it, but I'm aware of faculty that get regular complaints. It doesn't seem like their is anything being done about that, and I don't want students feeling disappointed in the education they get here.	11/20/2024 8:35 AM
23	Future opportunities are to just continue to be a welcoming, community-based institution. I think a safe gathering place will become even more crucial in the next few years, and I think MCC has the opportunity to be that place for so many students--whether its via classes, student clubs, community events, etc.	11/20/2024 8:29 AM
24	Opportunities are limitless at MCC for people of all ages.	11/20/2024 8:23 AM
25	By staying up on technology, i believe we are Personalizing the learning experience for our students and community members. i would say we are already heading in that direction.	11/20/2024 8:19 AM
26	Updating programs and facilities.	11/20/2024 8:02 AM
27	The new catalyst	11/20/2024 6:44 AM
28	With the University Center, I believe there is much potential.	11/20/2024 6:21 AM
29	Non-degree educational classes for blue collar personnel. HVAC, welding, electrtrician, plumbing.	11/20/2024 5:23 AM
30	Continued growth (physically and program wise) as well as increase enrollment as student realize it is not High School 2.0	11/19/2024 9:03 PM
31	NA	11/19/2024 7:20 PM
32	Not sure to be honest. Definitely keep the connections to the community	11/19/2024 7:17 PM
33	Focus on the gender gap and recruit more male students (our data shows a significant and increasing discrepancy and we have potential to grow), and also offer enticing options for the adult population in McHenry County.	11/19/2024 7:13 PM
34	We can continue to add and expand new courses and programs and stay up-to-date as changes come with technological advancements. We can also continue to work on efforts to serve all members of the community by staying up-to-date with DEBI initiatives as applicable.	11/19/2024 7:10 PM
35	continue strengthening job connectors	11/19/2024 7:04 PM
36	It will keep growing.	11/19/2024 6:51 PM
37	Developing transfer partnerships with more universities and expanding degrees. Strengthening workforce development.	11/19/2024 6:03 PM
38	internships- apprenticeships- collaborations with area companies	11/19/2024 5:40 PM
39	space for classes, growth, meeting new career trends	11/19/2024 5:38 PM
40	Connecting the community with opportunities at CATI	11/19/2024 8:56 AM
41	Having more degrees and partnerships with local colleges	11/18/2024 6:29 PM
42	It depends on the needs of the community. I'm not sure what those are.	11/18/2024 3:06 PM
43	Not sure	11/18/2024 2:03 PM
44	Hosting events that interest students/community members. If students have no idea what to do, they visit Career Services or attend an event related to it, to find what they would like to pursue in the future.	11/17/2024 11:00 PM
45	go to MCC for a fun time	11/17/2024 10:34 PM
46	4 year Nursing Programs plus new building	11/17/2024 6:43 PM
47	That would be based on future student/community needs.	11/17/2024 4:50 PM
48	Continue to expand programs being offered. Also offer more community education/hobby type classes and education.	11/17/2024 2:04 PM

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49	Cooking or any sort of artistic major.	11/16/2024 10:55 PM
50	MCC appears to attract quite a few older community members who are not just here to pick up some credits on their way to a 4 year college. Perhaps we should lean into that more and offer more classes that are simply "interesting" courses. They might not fill like a normal course, and they don't necessarily transfer to a degree program, but they can draw in more of the community to educate and update them on information and civics	11/16/2024 1:59 PM
51	Continue expanding to accommodate a growing community.	11/16/2024 8:59 AM
52	That Adults from the surrounding communities can take classes with students as Culinary, horticulture and others.	11/15/2024 12:55 PM
53	Clay classes without having to join for a semester	11/15/2024 11:08 AM
54	addition of other extra curricular sports programs for student athletes	11/14/2024 11:57 AM
55	Include opportunities to be student Phlebotomists and EKG Technicians in hospital/doctor offices like what is offered for the CNA and CMA programs to get real work and real medical experiences. Some of the people in the test center need to be more familiar and aware of how the instructors/professors set up the testing so that there isn't any miscommunication.	11/14/2024 10:36 AM
56	Be more involved in the community.	11/13/2024 9:36 PM
57	Connection with 4 year universities	11/13/2024 5:49 PM
58	Expand electives/non-credit opportunities for workforce development	11/13/2024 5:17 PM
59	Growth of programs for the future careers in our changing world.	11/13/2024 4:04 PM
60	I'm not sure.	11/13/2024 3:58 PM
61	More courses in the arts, for non-credit. Perhaps begin a travel department that organizes group educational trips, for non-credit experiences	11/13/2024 3:34 PM
62	Great	11/13/2024 3:25 PM
63	Expand technical and non-degree offerings that are needed in the community.	11/13/2024 1:33 PM
64	I believe we will have more opportunities for our Hispanic speakers.	11/13/2024 12:45 PM
65	Keeping tuition affordable and low, field experience for all certificate and degree options, additional computer lab spaces, color printers, seamless transition programs for adult education students, and computer Literacy support for students. Students struggle with technology. Is there a way to create an open lab space to show them how to navigate all the electronic resources they will utilize in the classroom or outside of the classroom.	11/13/2024 12:20 PM
66	Politics/policy/advocacy - our students need to know how to protect and/fight for what is important to them. They need to know how not to be a bystander	11/13/2024 10:53 AM
67	New paths of technological studies.	11/13/2024 10:15 AM
68	Continue to develop curriculum to prepare students for the modern workforce.	11/13/2024 9:38 AM
69	Two-year tech programs in synch with tech industries (no need for 4-year degrees).	11/13/2024 7:42 AM
70	Keep growing and offering even more programs to help educate our community. Stand strong and committed to education in light of future challenges to higher education.	11/13/2024 6:51 AM
71	They can expand their program offering, having more online and hybrid classes, they can reach students from away. They are growing by having more access from partnerships from other colleges.	11/12/2024 6:38 PM
72	grow the "university."	11/12/2024 6:04 PM
73	Older retired people are healthy and active thee days. How about trips into Chicago?	11/12/2024 4:55 PM
74	Possibly partnering with a few additional universities, continuing to grow healthcare and CATI programs.	11/12/2024 3:35 PM
75	Continue to offer robust parnerships with more degree programs at the University Center.	11/12/2024 3:11 PM
76	Continuing to grow in trade, and technology.	11/12/2024 2:54 PM

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77	Competitive pay seems to come up a lot (but benefits are great).	11/12/2024 2:48 PM
78	Other stuff	11/12/2024 2:30 PM
79	More direction and leadership in certain divisions of the college.	11/12/2024 1:19 PM
80	Aviation program	11/12/2024 12:16 PM
81	Transferability	11/12/2024 12:11 PM
82	More science backed majors with the universities in the area	11/12/2024 12:09 PM
83	Continue economic development opportunities,	11/12/2024 11:16 AM
84	More public health courses.	11/12/2024 11:15 AM
85	I think CATI provides amazing entrepreneurial opportunities, a place for businesses to prototype for manufacturing!	11/12/2024 11:03 AM
86	Programs and full-time faculty growth	11/12/2024 11:02 AM
87	More health care related programs and more opportunities for students to transfer to the University Center.	11/12/2024 10:02 AM
88	More full time quality instructors. More research opportunities or internships for students to explore early and clearly understand their potential academic paths.	11/12/2024 9:52 AM
89	Our biggest threat is high failure and disengagement following COVID. This is not unusual among colleges.	11/12/2024 9:50 AM
90	All the new programs offered. The new community events thru LISA, some great improvements around campus too	11/12/2024 9:49 AM
91	Meeting the future needs of local employers. Making sure students have a path to a four year degree if that is their future goal.	11/12/2024 9:43 AM
92	To be more of a hub in the county. I want more people to know what is available and then go and seek what is offered.	11/12/2024 9:37 AM
93	Work-based learning is in demand from employers. MCC could provide more opportunities, but we also need to teach students the value of the skills they are learning and how to describe them to employers. For example, they need to emphasize group work, technical skills, problem-solving, and/or leadership skills they are building at MCC.	11/12/2024 9:33 AM
94	Bachelors degree programs	11/12/2024 9:21 AM
95	Connections with other schools	11/12/2024 9:11 AM
96	Morale is incredibly low among employees; many are unhappy and feel that they do not matter, and are also looking at jobs at other nearby colleges. This is the topic of more than half of the conversations I have listened to.	11/12/2024 8:52 AM
97	Expansion of staff opportunities to encourage professional growth within the institution and increase ability to service students successfully.	11/12/2024 8:51 AM
98	going to local high schools	11/12/2024 8:47 AM
99	I feel the gatekeepers in the [REDACTED] and the [REDACTED] are particularly difficult to work with. The other staff in these departments are fantastic.	11/12/2024 8:38 AM
100	continue to offer skills based training for career choices	11/12/2024 8:33 AM
101	I think MCC should focus on accommodating students who want to make a change. There are currently no vegan options in the vending machines aside from one bad of pistachios, and the vegan options at the cafeteria could be better. I have attempted to reach out to staff several times regarding teaching a summer class or hosting a club regarding animal rights, and no one ever returned my inquires.	11/12/2024 8:26 AM
102	I would like to see an increased focus on serving individuals with disabilities and special needs.	11/12/2024 8:24 AM
103	Offer educational and cultural bus trips for seniors.	11/12/2024 8:21 AM

# McHenry County College Community Perceptions Survey - Fall 2024

104	Creating more opportunities for hands-on classes for high schoolers who don't have access to a vocational school. The continued POS will be a great opportunity for students and community partnerships.	11/12/2024 8:08 AM
105	Getting word out about the college and it's programs	11/12/2024 7:55 AM
106	Advertise more, make advanced degree easier to access. I went online to learn more about getting my masters ... It took me far too long to find info. I don't think the community knows much about being able to continue your degree past an associate degree. I haven't seen much about the Foglia Center either. Stats are telling.	11/12/2024 7:36 AM
107	Continuing to work with local HS's with programs that give them college credits and prepare them for their desired field.	11/12/2024 6:29 AM
108	Maintaining the mission of the last decade when new leadership cycles in	11/12/2024 6:23 AM
109	From an employee perspective...none. An overwhelming majority of employees are interviewing and actively pursuing positions outside the college which pays a fare market wage.	11/12/2024 4:56 AM
110	more science certificates	11/12/2024 12:48 AM
111	More adult education. More certification driven courses	11/11/2024 10:47 PM
112	Even closer ties with the manufacturing community to take the most advantage of the CATI center.	11/11/2024 9:31 PM
113	Better communication from financial aid	11/11/2024 8:39 PM
114	Expansion of sustainability at MCC with solar arrays largely powering the main campus and shuttle service offering a transportation option from downtown Woodstock and Crystal Lake if student interest is uncovered.	11/11/2024 8:05 PM
115	Continued on-line expansion	11/11/2024 8:04 PM
116	I can't wait to see where the Universit center leads us	11/11/2024 7:52 PM
117	More adult education. Possibly BA/BS degree?	11/11/2024 7:39 PM
118	Continued growth. Serving more students of all ages.	11/11/2024 7:29 PM
119	Continue to grow and offer opportunities for learning that are in addition to typical college classes, like what the CATI Center is doing.	11/11/2024 7:10 PM
120	More exploration of medical fields	11/11/2024 6:59 PM
121	Continued evolution in community partnerships to enhance education and programming	11/11/2024 6:56 PM
122	Meeting thr needs of the mamfact	11/11/2024 6:31 PM
123	Broadened 4 year programs that can be completed for those seeking a degree.	11/11/2024 6:12 PM
124	unlimited	11/11/2024 5:44 PM
125	More extensive cooperation with high schools & 4 year colleges & universities	11/11/2024 5:28 PM
126	More degrees at the university center.	11/11/2024 5:21 PM
127	Expanding	11/11/2024 5:16 PM
128	Expand the student pool as demographics change, innovate with employees as well as students, update technology and flexible work arrangements	11/11/2024 5:14 PM
129	I have always felt MCC should give more attention to community events, lectures, plays, musical events, etc. Make it a real focus of culture for the whole county and beyond. Also feel the library continues to lose viability where it was always one of my favorite areas of the college.	11/11/2024 5:14 PM
130	Expand to fulfill needs based on jobs available	11/11/2024 5:05 PM
131	Raising awareness of community offerings, such as the programs offered by LISI.	11/11/2024 4:44 PM
132	To broaden my interests	11/11/2024 4:41 PM



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133	I'd love to see better transportation for students like myself who can't drive. I also really would like to see more support for trans/gender-nonconforming folks like more gender-neutral bathrooms on campus.	11/11/2024 4:40 PM
134	High schoolers and retired	11/11/2024 4:34 PM
135	N/A	11/11/2024 4:23 PM
136	Additional bachelor's degrees at the Catalyst Center	11/11/2024 4:15 PM
137	Continuing strong relationships with local employers to provide the pipeline of employees with the skills they need.	11/11/2024 4:08 PM
138	Continue to grow programs offered.	11/11/2024 4:05 PM
139	More medical learning opportunities.	11/11/2024 4:03 PM
140	More in High school college credits. expansion of ESL training	11/11/2024 3:56 PM
141	I don't know.	11/11/2024 3:50 PM
142	Continue to expand on ways to get community involved	11/11/2024 3:44 PM
143	More opportunities for senior citizens or collaboration with other senior programs to offer cost-saving continuing ed.	11/11/2024 3:42 PM
144	Need to grow student population	11/11/2024 3:40 PM
145	Further growth with regard programs offered, particularly through the University Center.	11/11/2024 3:37 PM
146	Offer more classes during the day and have more online alternatives.	11/11/2024 3:32 PM
147	Expanded partnerships with local businesses that enable students to get some hands-on experience, possibly leveraging connections with past MCC students.	11/11/2024 3:31 PM
148	An option for the free pace rides would be similar to Chicago's Upass. During the semester, students could opt in to get a discounted pace pass so they can take unlimited bus rides. Great for those who can't get the free rides.	11/11/2024 3:14 PM
149	MCC could do more to be even more flexible to the needs of non-traditional students in a society where it is harder and harder for the average student to learn in a traditional way. The college feels like a ghost town after 5pm, which is when a certain percentage of students primarily take courses.	11/11/2024 3:11 PM
150	MCC has grown a lot to accommodate the community, but there is still more room for growth. It would be nice to have classes for dental hygienist and an updated and larger fitness center.	11/11/2024 3:08 PM
151	Growth in footprint and opportunities.	11/11/2024 3:04 PM
152	Growth in allied health professions.	11/11/2024 2:56 PM
153	They offer many great opportunities as it is. I mean maybe just broadcasting more for people to know all the great programs and scholarships they have	11/11/2024 2:53 PM
154	Pay the adjuncts a reasonable wage	11/11/2024 2:31 PM
155	More for adults	11/11/2024 2:27 PM
156	More healthcare programs.	11/11/2024 2:23 PM
157	I really think that Manufacturing has got to come back to America, this also follows true for the trades.	11/11/2024 2:20 PM
158	My potential future opportunities for MCC are to likely either apply a job for animating movies in public studios or begin a new career on YouTube to post original 3D Animated videos.	11/11/2024 2:19 PM
159	Staying ahead of new technologies	11/11/2024 2:15 PM
160	Continued expansion of offerings.	11/11/2024 2:14 PM
161	Expand the University Center to include graduate studies.	11/11/2024 2:13 PM
162	More adult education classes	11/11/2024 2:10 PM

# McHenry County College Community Perceptions Survey - Fall 2024

163	The lectures at the opening for LISI on 11-8-24 were extremely informative and engaging. I'd love to see more of these broad-interest lectures and presentations geared to older adults and offered at the University Center in Woodstock!	11/11/2024 2:08 PM
164	I don't know	11/11/2024 2:06 PM
165	I cannot say.	11/11/2024 2:05 PM
166	more twofers	11/11/2024 2:04 PM
167	Growing their university center	11/11/2024 2:03 PM
168	Continue to promote associate degrees and transfer programs. Financially, MCC is a great way to save money and still earn a college degree.	11/11/2024 2:02 PM
169	Storytelling festival.	11/11/2024 1:49 PM
170	Automation, robotics ,electrical ,welding	11/11/2024 1:47 PM
171	I think MCC is always thinking ahead.	11/11/2024 1:47 PM
172	Increasing employee morale. Have heard from multiple offices that there are no students after 5 pm on any days this entire semester. Yet, we are open until 6 "for students". Seems like we are indifferent to employees especially when staying open late makes no sense for most offices.	11/11/2024 1:45 PM
173	Continually adding opportunities for training for future jobs	11/11/2024 1:41 PM
174	Classes for the person who is not a traditional student, but would like to work in the trades. More "classes" for senior citizens to obtain info on a variety of subjects.	11/11/2024 1:40 PM
175	I believe MCC can improve the website to allow for a more robust question/answer capability. If people could ask their question on the website and be auto-routed or have a live chat option, it may alleviate the calls and emails to the wrong offices and inquiries being tossed all around. This may also be a great way to connect students with needs for supports to those supports. I know there are a ton more people at MCC who could use help than who know how to ask for it. I also think that MCC's presentations/events can improve in small but impactful ways. I attended the [REDACTED] event and was so impressed by much of it (the speakers, the planning, the food, the OMPR materials). However, these few things got in the way of the professionalism of the night including not having someone in the booth to switch presentations for each speakers or to make sure the mics are not feeding back and the lights are on correctly (both of which went wrong at the event); clearing the stage of the table with bags under it and papers on it/mic stands being stored onstage behind the podium; keeping the auditorium doors and stage doors closed during the event so students passing by were not a part of the event; and more of a presence for crowd control and funneling. If MCC had any sort of usher corps or even a single "tech" person in charge at events like this it would make our presentation to the community-at-large more professional and polished.	11/11/2024 1:40 PM
176	Enhance marketing of opportunities. Sometimes I find out about events I would have liked to take advantage of after the fact.	11/11/2024 1:39 PM
177	University transfers	11/11/2024 1:22 PM
178	There are businesses outside of MCC's immediate environment that could still be tapped into more with regards to connecting students to possible career opportunities/internships.	11/11/2024 1:18 PM
179	Excellent outreach and supportive surrounding communities	11/11/2024 1:17 PM
180	Continuing to strengthen the relationship with McHenry County employers to keep the graduates in McHenry County. Finding a need and filling the gap	11/11/2024 1:08 PM
181	I would say career programs and education on emotional intelligence to end hate crimes.	11/11/2024 1:07 PM
182	Unsure at this time	11/11/2024 1:07 PM
183	Career path. Opportunity for community to access or refresh skills.	11/11/2024 1:06 PM
184	connecting University Center classes to reimbursement tuition form, so it doesn't cost anything out of pocket	11/11/2024 1:06 PM
185	I would encourage the College to think broadly in defining student success and prioritize data-	11/11/2024 1:06 PM

# McHenry County College Community Perceptions Survey - Fall 2024

	informed decision-making.	
186	Continued development of local funding sources to level up government resources, enabling cutting edge focus.	11/11/2024 1:05 PM
187	I think in the future MCC could offer more programs that would draw more students to careers that are becoming necessary.	11/11/2024 1:05 PM
188	N/A	11/11/2024 1:02 PM
189	Somehow equate degrees/studies with future income & job possibilities so students are aware before they get into something they love but can't live on.	11/11/2024 12:57 PM
190	The University Center is really promising. Obviously you can get your associates at MCC, but I think the University Center partnerships are an amazing opportunity to study while staying at home and kinda staying with MCC at the same time if you're most comfortable with the people there.	11/11/2024 12:57 PM
191	Education is just as good with a fraction of the costs.	11/11/2024 12:55 PM
192	Keeping current with the employer trends such as CATI Building and having classes with trades.	11/11/2024 12:54 PM
193	MCC needs a field house, a swimming pool, a larger gymnasium, a larger auditorium, and a football field (not for football but for other uses).	11/11/2024 12:51 PM
194	Idk.	11/11/2024 12:49 PM
195	I'm not to sure	11/11/2024 12:47 PM
196	Opportunities to find oneself	11/11/2024 12:46 PM
197	Expand to offer more courses.	11/11/2024 12:39 PM
198	MCC has great programs to get you ready for the work force.	11/11/2024 12:38 PM
199	Opportunities are abundant as long as you never stop learning!	11/11/2024 12:37 PM
200	Opening a dedicated food bank for students and faculty suffering from food insecurity.	11/11/2024 12:37 PM
201	Stay ahead of what is needed in the workforce so as to properly train/teach/prepare students for those needs. A close alliance with all businesses/careers to source this out.	11/11/2024 12:37 PM
202	Not entirely sure. If they do a good job with the College Center place who knows where that might lead.	11/11/2024 12:36 PM
203	More opportunities for non-credit and adult education courses.	11/11/2024 12:34 PM
204	More agricultural connections. Also, can we find a way to create career pathways especially accessible for our bilingual county residents?	11/11/2024 12:33 PM
205	Continue to expand program offerings	11/11/2024 12:32 PM
206	I believe the college is already heading in the right direction. The move to integrate technical skill opportunities shows that the emphasis is not solely placed on academic prowess but also on hands-on technical skills that can still offer students incredible job skills and high income opportunities.	11/11/2024 12:26 PM
207	None that I see	11/11/2024 12:24 PM
208	Expand classes to make it easier for students to complete their 2 year degree	11/11/2024 12:22 PM
209	backfill positions so other staff don't have to take on those extra responsibilities, which leads to burnout.	11/11/2024 12:22 PM
210	Raise community awareness and expand programs to show off programs to the McHenry County communities; create opportunities for college/community interaction.	11/11/2024 12:21 PM
211	Honestly I would love to see more degree paths come to MCC's university center. I may be biased, but being able to get a BFA would be amazing. MCC has such a solid foundation for intro level classes, I think it might be easy to transition into building that up into something students could get their bachelor's for? I'm sure there are some other degree paths like that,	11/11/2024 12:21 PM

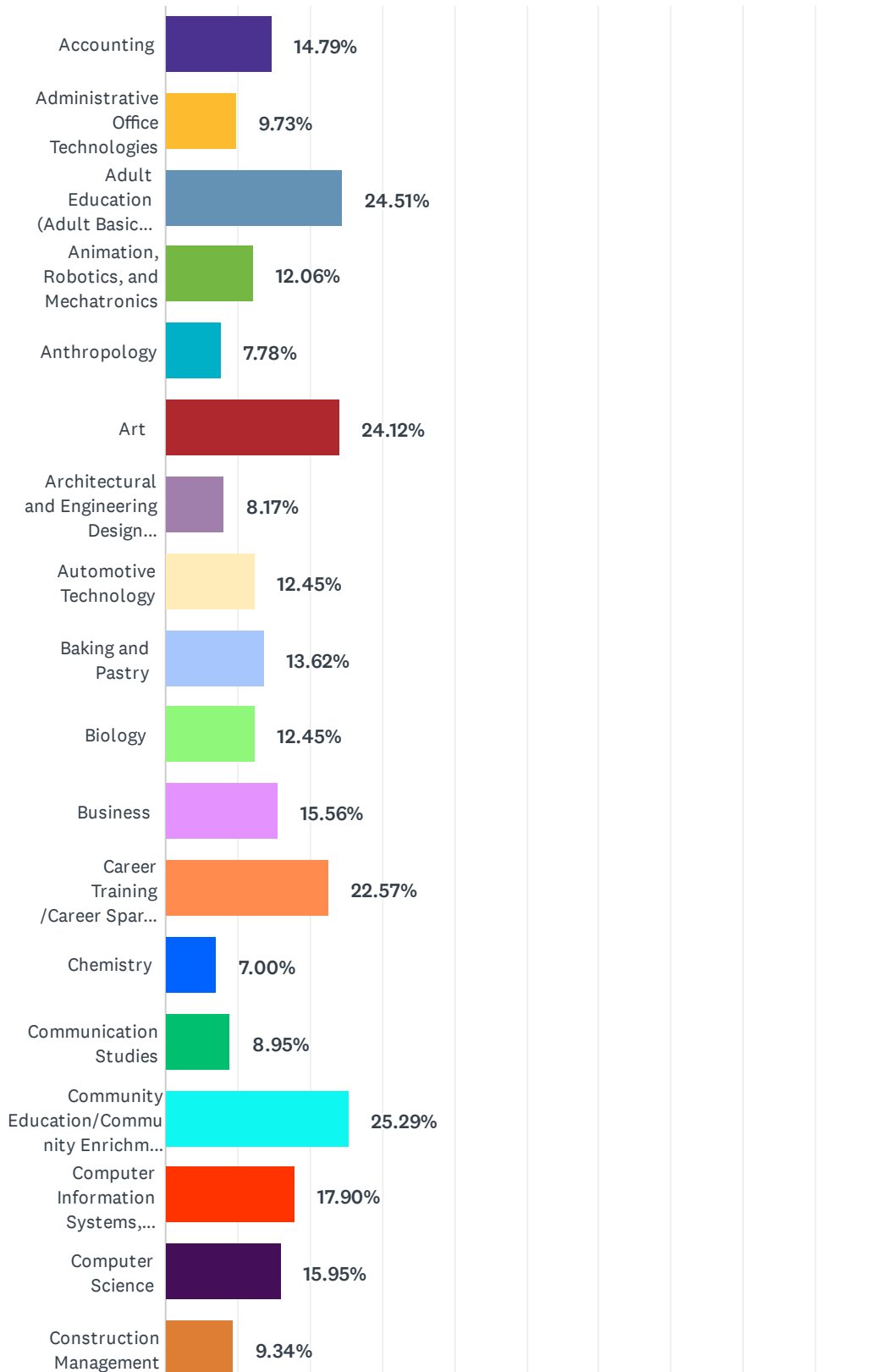
# McHenry County College Community Perceptions Survey - Fall 2024

so perhaps looking at what is the strongest in terms of variety and quality would allow for expansion of the University Center?

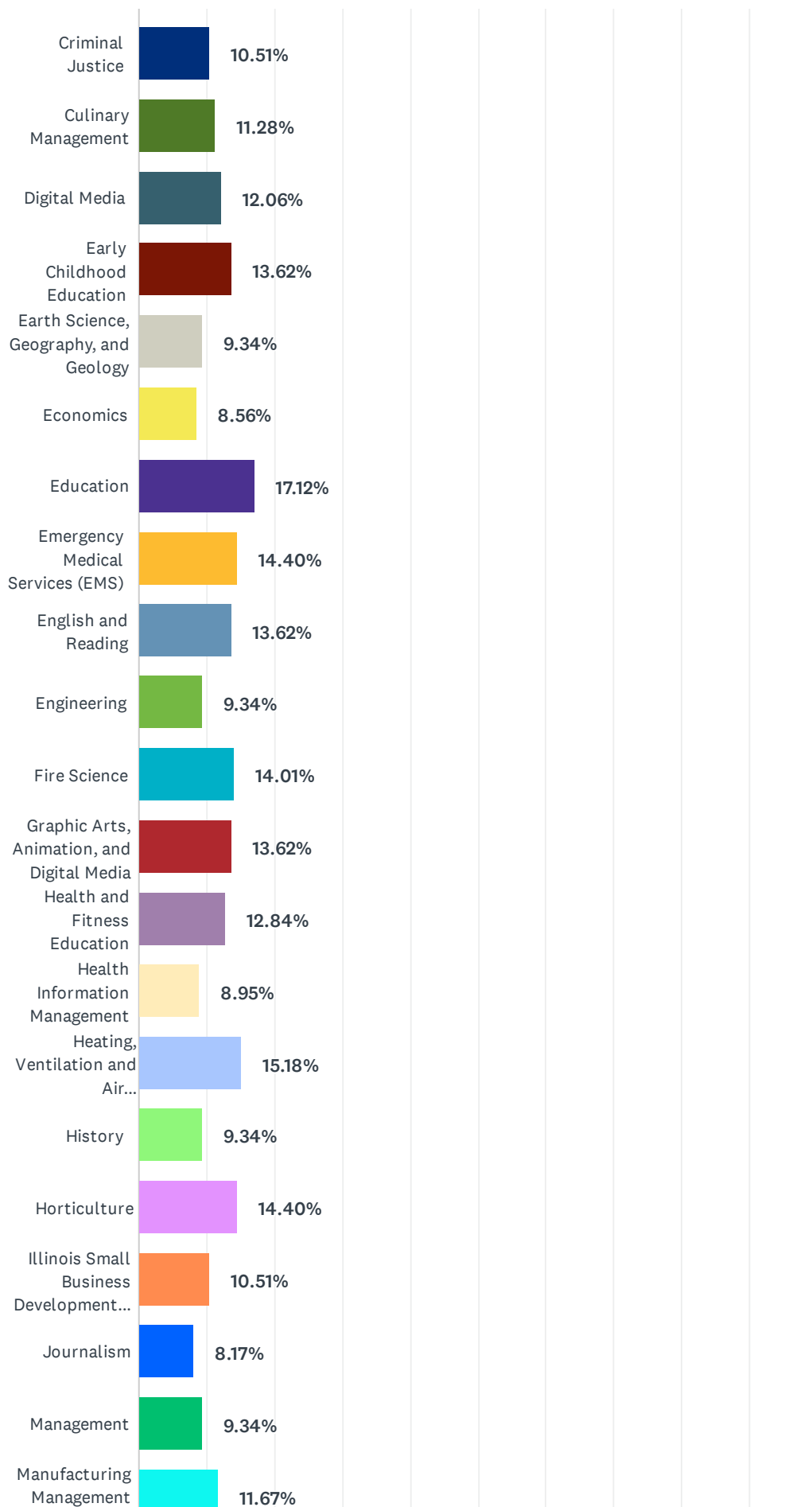
212	Better location and space for the art gallery.	11/11/2024 12:14 PM
213	Internships, Continue to expand facilities to support trades and hands-on certifications. Match programs offered at Harper so students can stay at MCC. Continued presence at the High Schools.	11/11/2024 12:12 PM
214	the University Center	11/11/2024 12:10 PM
215	Academic retention efforts	11/11/2024 12:10 PM
216	More events that are open to the community.	11/11/2024 12:10 PM
217	Expansion to offer more programs, but it is essential to keep that small school feeling.	11/11/2024 12:09 PM
218	I work [REDACTED] with a supervisor who is not very present [REDACTED] is pulled in a LOT of different directions) and therefore my coworkers are on their own power trips. I have witnessed more unprofessional behavior here at MCC than any other previous work place (I have worked at numerous other places, this is not my first job).	11/11/2024 12:09 PM
219	I wish scholarship information was more widely available ~ my daughter approached the department a couple of times but left empty-handed - I'm only hearing from her perspective but it seemed like she could have left with timelines for upcoming opportunities	11/11/2024 12:04 PM
220	nothing	11/11/2024 12:03 PM
221	I would like to see MCC continue to branch out to the various ages in our county.	11/11/2024 12:03 PM
222	Keep up with the large variety of classes.	11/11/2024 12:03 PM
223	Continuing to fine to instructional programming and projecting future opportunities as the county continues to evolve	11/11/2024 12:01 PM
224	Would love to see affordable student housing offered near University Center for students who want to live near school while earning their degree and working. Developing leadership training program for McHenry County municipalities, in partnership with LGMC.	11/11/2024 12:00 PM
225	To find a donor who has the money and will to build a performing arts center.	11/11/2024 11:59 AM
226	Continue providing quality instruction	11/11/2024 11:50 AM

## Q6 Which of the following academic programs currently offered by MCC are most important to you? (select all that apply)

Answered: 257 Skipped: 53

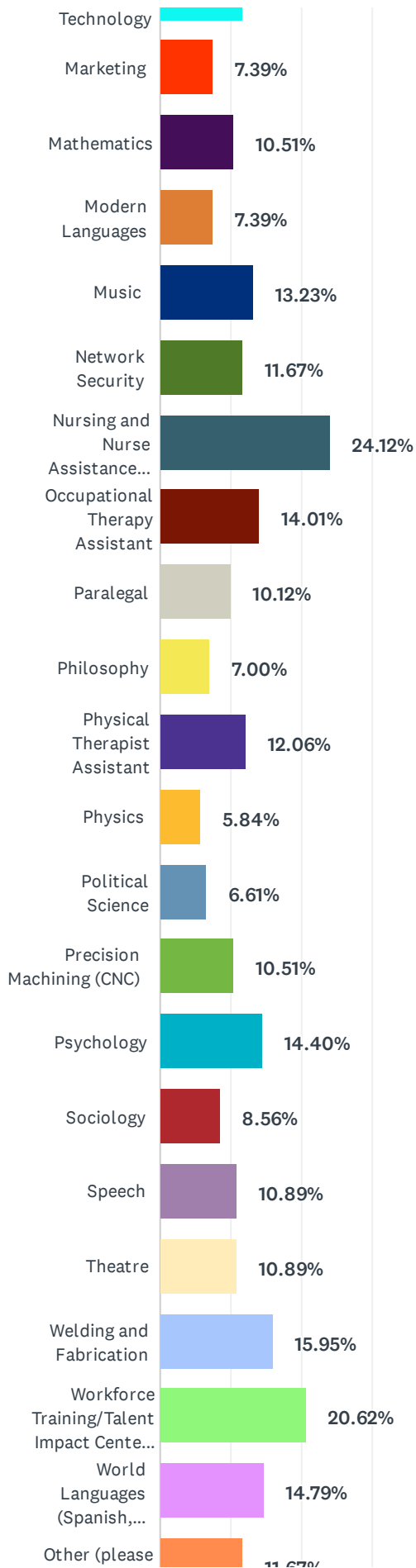


# McHenry County College Community Perceptions Survey - Fall 2024

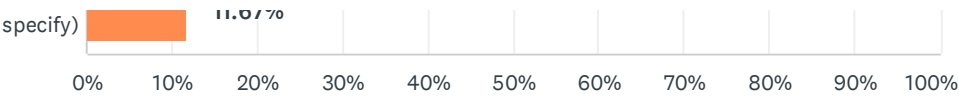




# McHenry County College Community Perceptions Survey - Fall 2024



McHenry County College Community Perceptions Survey - Fall 2024



# McHenry County College Community Perceptions Survey - Fall 2024

ANSWER CHOICES	RESPONSES	
Accounting	14.79%	38
Administrative Office Technologies	9.73%	25
Adult Education (Adult Basic Education, Adult Secondary Education, and ESL)	24.51%	63
Animation, Robotics, and Mechatronics	12.06%	31
Anthropology	7.78%	20
Art	24.12%	62
Architectural and Engineering Design Technology	8.17%	21
Automotive Technology	12.45%	32
Baking and Pastry	13.62%	35
Biology	12.45%	32
Business	15.56%	40
Career Training /Career Spark Center - Catalyst Campus	22.57%	58
Chemistry	7.00%	18
Communication Studies	8.95%	23
Community Education/Community Enrichment Center - Catalyst Campus	25.29%	65
Computer Information Systems, Database Management, and Mobile Applications	17.90%	46
Computer Science	15.95%	41
Construction Management	9.34%	24
Criminal Justice	10.51%	27
Culinary Management	11.28%	29
Digital Media	12.06%	31
Early Childhood Education	13.62%	35
Earth Science, Geography, and Geology	9.34%	24
Economics	8.56%	22
Education	17.12%	44
Emergency Medical Services (EMS)	14.40%	37
English and Reading	13.62%	35
Engineering	9.34%	24
Fire Science	14.01%	36
Graphic Arts, Animation, and Digital Media	13.62%	35
Health and Fitness Education	12.84%	33
Health Information Management	8.95%	23

# McHenry County College Community Perceptions Survey - Fall 2024

Heating, Ventilation and Air Conditioning (HVAC)	15.18%	39
History	9.34%	24
Horticulture	14.40%	37
Illinois Small Business Development Center	10.51%	27
Journalism	8.17%	21
Management	9.34%	24
Manufacturing Management Technology	11.67%	30
Marketing	7.39%	19
Mathematics	10.51%	27
Modern Languages	7.39%	19
Music	13.23%	34
Network Security	11.67%	30
Nursing and Nurse Assistance Education	24.12%	62
Occupational Therapy Assistant	14.01%	36
Paralegal	10.12%	26
Philosophy	7.00%	18
Physical Therapist Assistant	12.06%	31
Physics	5.84%	15
Political Science	6.61%	17
Precision Machining (CNC)	10.51%	27
Psychology	14.40%	37
Sociology	8.56%	22
Speech	10.89%	28
Theatre	10.89%	28
Welding and Fabrication	15.95%	41
Workforce Training/Talent Impact Center - Catalyst Campus	20.62%	53
World Languages (Spanish, German, French)	14.79%	38
Other (please specify)	11.67%	30
Total Respondents: 257		

#	OTHER (PLEASE SPECIFY)	DATE
1	They are all important to our students needs, but I personally don't have a preference.	11/20/2024 9:41 AM
2	Medical classes that will help our community as a whole.	11/20/2024 8:27 AM
3	Adult education/ELL	11/19/2024 6:07 PM
4	Senior activities	11/19/2024 2:01 PM

# McHenry County College Community Perceptions Survey - Fall 2024

5	Continuing Adult Education	11/17/2024 4:55 PM
6	The University Center	11/14/2024 3:14 AM
7	I loved the Halloween courses...area lore, ghosts, etc. Fun programs.	11/13/2024 3:39 PM
8	Project Management	11/13/2024 3:08 PM
9	I think all certificate and degree programs are important. Not one single academic area is more important than the other.	11/13/2024 12:25 PM
10	They're all important!	11/13/2024 7:44 AM
11	As an employee I support all of the programs, so they are all important to me.	11/12/2024 2:56 PM
12	All of the above are important	11/12/2024 11:21 AM
13	I think they are all important	11/12/2024 9:50 AM
14	All are just as important	11/12/2024 9:22 AM
15	More broadly, it is important to me that MCC continues to reevaluate programs to remain competitive and meet the needs of our students.	11/12/2024 8:59 AM
16	Not interested in one more than another at this time	11/11/2024 5:30 PM
17	Ota program	11/11/2024 5:18 PM
18	Not sure what the Catalyst Camous is but my interests are I. The community, non-credit areas	11/11/2024 5:17 PM
19	All are important as each benefits members of the community; diversity is important	11/11/2024 3:49 PM
20	I'm retired and hold a graduate degree. My interest leans to offerings related to the nonprofit community.	11/11/2024 3:40 PM
21	All of the Above	11/11/2024 3:36 PM
22	These are all important to meet the needs of a diverse population.	11/11/2024 2:58 PM
23	N/a	11/11/2024 2:33 PM
24	Social work	11/11/2024 2:28 PM
25	Financial Management (especially for young adults)	11/11/2024 2:21 PM
26	Industrial Maintenance	11/11/2024 1:51 PM
27	Employee Development and Continuing Education	11/11/2024 1:43 PM
28	Physical education	11/11/2024 1:42 PM
29	All of them	11/11/2024 1:13 PM
30	All of them	11/11/2024 12:04 PM

## Q7 What additional academic program options should MCC consider for the future?

Answered: 150 Skipped: 160

#	RESPONSES	DATE
1	Cosmetology/Esthetics, Massage Therapy	11/22/2024 10:35 AM
2	I think there are a lot of good programs already.	11/21/2024 12:35 PM
3	Keep adding to manufacturing. Specific DOL certificates require more than you have now.	11/21/2024 10:32 AM
4	astronomy	11/20/2024 4:42 PM
5	Engineering.	11/20/2024 4:37 PM
6	I can't think of any,	11/20/2024 2:11 PM
7	At this time, I think they have it all covered.	11/20/2024 9:41 AM
8	Non-profit management	11/20/2024 9:23 AM
9	Please see my answer to question 5	11/20/2024 9:12 AM
10	Adult enrichment courses in the automotive industry. Possible electrical diagnosis courses for young professional technicians currently employed in McHenry County. Those courses would be offered for shop owners to send their technicians to us for a day or night class.	11/20/2024 8:46 AM
11	Translated credit courses.	11/20/2024 8:43 AM
12	Expand healthcare, create focused education about video production (not necessarily film, but more about how to make videos for business/social media)	11/20/2024 8:39 AM
13	Radiology, Supply Chain Management, Interior Design	11/20/2024 8:33 AM
14	More health-based classes such as radiology, ophthalmology, or dental.	11/20/2024 8:27 AM
15	Not really sure.....	11/20/2024 8:24 AM
16	sign language	11/20/2024 8:13 AM
17	Radiology, dental hygiene	11/20/2024 8:12 AM
18	Spanish second language!!!!	11/20/2024 8:09 AM
19	Speech pathology, finance	11/20/2024 8:08 AM
20	More bachelor's degree programs at the catalyst	11/20/2024 6:56 AM
21	Everything seems to be going towards automation and proprietary rights. The college should follow the trend.	11/20/2024 6:33 AM
22	I think the above list is pretty extensive	11/19/2024 7:22 PM
23	I have not done enough research to know.	11/19/2024 7:16 PM
24	I would like to see us add more 2nd-level courses. For instance, we often have 101 sections or 100 sections, and some courses could be enhanced or built upon with a higher level. We have MCC102, for instance, but we don't always run it as often as we run MCC101.	11/19/2024 7:15 PM
25	AV- MEDIA- journalism- social media	11/19/2024 5:42 PM
26	Bringing back the downtown play options and other senior field trips.	11/19/2024 2:01 PM
27	More Education Degrees and More Trades like cutting hair	11/18/2024 6:30 PM
28	Biblical studies	11/18/2024 3:33 PM



# McHenry County College Community Perceptions Survey - Fall 2024

29	I don't know what the needs are.	11/18/2024 3:08 PM
30	Nutrition and Health, becoming a dietitian maybe? Also, an environmental degree to gain environmental awareness at all times.	11/17/2024 11:06 PM
31	gaming	11/17/2024 10:35 PM
32	That should be driven by student/community needs.	11/17/2024 4:55 PM
33	More options for in person summer school.	11/17/2024 2:07 PM
34	More language options, and more professors for common classes like economics or composition.	11/16/2024 10:56 PM
35	Aeronautics/Flight School	11/16/2024 2:20 PM
36	?	11/16/2024 9:02 AM
37	Entrepreneur program	11/15/2024 12:59 PM
38	Flower arrangements 1 evening 1 arrangement	11/15/2024 11:11 AM
39	As I previously stated, I would like programs that offer student Phlebotomy and EKG Technician opportunities. I have been told that Harper College offers these kinds of programs for their students. This is something that cannot help me now, but for future students.	11/14/2024 10:37 AM
40	Japanese and ASL as actual credited languages!!	11/14/2024 8:34 AM
41	Electrician, dental hygienist, sonogram	11/13/2024 4:06 PM
42	Not sure	11/13/2024 4:00 PM
43	Courses on Taxes, or Investing; Acrylic Painting for begining adults; Nutrition; Gluten-free cooking	11/13/2024 3:39 PM
44	I don't know	11/13/2024 3:28 PM
45	American Sign Language as a credit course	11/13/2024 1:36 PM
46	Have a class where they have Spanish speaking teachers.	11/13/2024 12:48 PM
47	Sonography and dental hygiene are two great programs MCC should consider offering.	11/13/2024 12:25 PM
48	Environmental Science, Environmental Ethics and Policy, Sustainable Development, Incorporation of sustainable principles into general education requirements. Expand Political science to include advocacy and policy making	11/13/2024 11:02 AM
49	AI	11/13/2024 10:17 AM
50	A.I. Cyber crime prevention.	11/13/2024 7:44 AM
51	Massage therapy, dental hygienics, veterinary technology	11/13/2024 6:56 AM
52	I would like to have more world languages classes. I went in to take a ALS class but they don't offer it, even online	11/12/2024 6:41 PM
53	Not sure	11/12/2024 6:06 PM
54	More serious practical art courses in oil, water media and pastels. also for advanced students (and not just hobby stuff) Plein Air is a huge and growing segment.	11/12/2024 4:58 PM
55	Sports management, Public Administration - University Center	11/12/2024 3:16 PM
56	Plumbing and Electrician	11/12/2024 1:20 PM
57	Aviation	11/12/2024 12:18 PM
58	unsure	11/12/2024 12:13 PM
59	Forensic anthropology	11/12/2024 12:12 PM
60	Corporate level training in addition to the auto mechanics program.	11/12/2024 11:21 AM
61	More classes or in-depth classes for architecture and interior design.	11/12/2024 11:16 AM

# McHenry County College Community Perceptions Survey - Fall 2024

62	I can't think of any that we don't already offer.	11/12/2024 11:05 AM
63	Certificate in Ethical AI Use	11/12/2024 9:53 AM
64	not sure	11/12/2024 9:50 AM
65	special education	11/12/2024 9:40 AM
66	Students have asked for training related to dispensaries and marijuana, but I don't know if it's worth offering.	11/12/2024 9:39 AM
67	Computer / AI related	11/12/2024 9:22 AM
68	Metrology	11/12/2024 9:12 AM
69	Dental hygienist, information technology (we have a little, should have more)	11/12/2024 9:10 AM
70	Additional Career Spark programs including cosmetology, esthetics, massage therapy, expansion of health care programs and professional certifications.	11/12/2024 8:59 AM
71	Animal husbandry and veterinary care	11/12/2024 8:48 AM
72	Watercolor Massage	11/12/2024 8:42 AM
73	Bring back the discussion groups for retirees; it encouraged an exchange of ideas	11/12/2024 8:35 AM
74	Something that caters to those wanting to work in the nonprofit field.	11/12/2024 8:28 AM
75	Offer other foreign language classes, Polish, mandarin, ukrainianz	11/12/2024 8:24 AM
76	If the college is going to partner with other universities to offer advanced degrees, push master's programs, especially with Alumni. I'm an MCC alumna (2000). I want to get my master's now, this is an opportunity for MCC to bring my education full circle". And it'll help grow your alumni network.	11/12/2024 7:41 AM
77	expand in geology, and earth classes.	11/12/2024 12:53 AM
78	Dental hygienist, practical uses of AI, green manufacturing,	11/11/2024 9:34 PM
79	Artificial Intelligence training	11/11/2024 9:08 PM
80	N/A	11/11/2024 8:41 PM
81	Environmental science.	11/11/2024 8:10 PM
82	Cdl, sonography	11/11/2024 8:00 PM
83	More non-credit classes just for fun	11/11/2024 7:54 PM
84	How about focusing on building onto the programs that are less expensive on campus (like math, social science, English, etc.) instead on focusing on expensive programs? How can we sustain those if transfer programs keep shrinking?	11/11/2024 7:49 PM
85	I think everything is pretty much covered already.	11/11/2024 7:14 PM
86	Sciences, math medical and computer	11/11/2024 7:04 PM
87	Expansion of healthcare programming	11/11/2024 6:58 PM
88	Whatever need arises	11/11/2024 6:38 PM
89	None that comes to mind. I	11/11/2024 6:16 PM
90	nothing comes to mind	11/11/2024 5:46 PM
91	Continue to work with McHenry County businesses to fill their need for workforce.	11/11/2024 5:30 PM
92	Cosmetology, esthetician licensing, secondary education for CTE instructors	11/11/2024 5:23 PM
93	More certification courses	11/11/2024 5:18 PM
94	Any and all in the medical field	11/11/2024 4:46 PM
95	None at present	11/11/2024 4:45 PM

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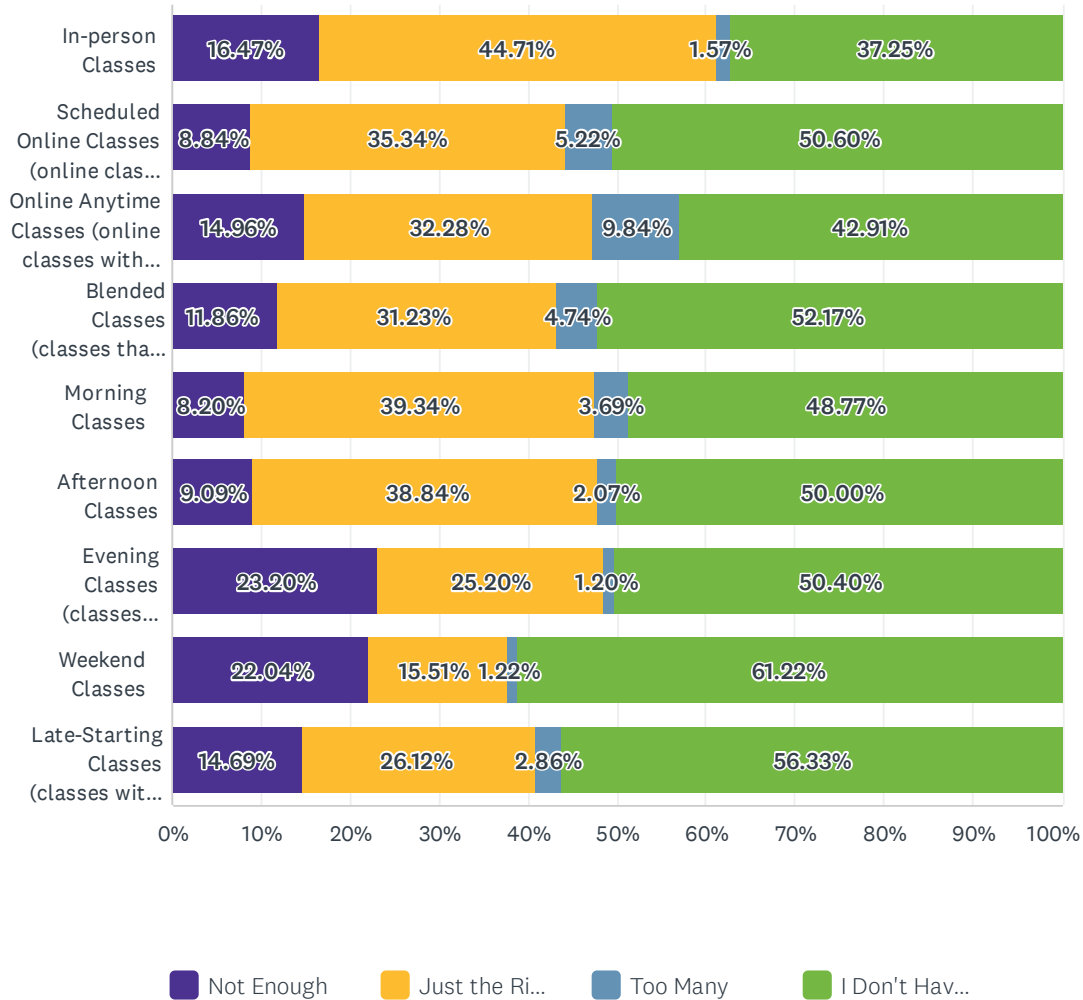
96	I'd love to see some classes for American Sign Language.	11/11/2024 4:42 PM
97	Military	11/11/2024 4:37 PM
98	Possibilities are endless.	11/11/2024 4:23 PM
99	Radiology	11/11/2024 4:08 PM
100	Dental Assistant, real estate.	11/11/2024 4:07 PM
101	expanded cyber security training More Non ( 4 year ) college careers	11/11/2024 4:01 PM
102	Opportunities for more types of 4-year degrees with university partners that can be earned through university center	11/11/2024 3:49 PM
103	Home health care or caregiving, walking class in the fall semester.	11/11/2024 3:48 PM
104	None come to mind.	11/11/2024 3:40 PM
105	court reporting. phone repair.	11/11/2024 3:23 PM
106	Dental Hygiene	11/11/2024 3:16 PM
107	Health and human services.	11/11/2024 2:58 PM
108	Some more animal behavior courses	11/11/2024 2:54 PM
109	N/a	11/11/2024 2:33 PM
110	1. 2D Animation 2. YouTube Career 3. Digital Music Production	11/11/2024 2:25 PM
111	Perhaps Mechanics and not just working on cars also electrical and plumbing trades	11/11/2024 2:22 PM
112	Knowledge of government services.	11/11/2024 2:21 PM
113	pre-law classes	11/11/2024 2:17 PM
114	All educational institutions should be doing more related to gerontology and helping address the healthcare needs increasing daily with the aging population.	11/11/2024 2:14 PM
115	Do not really know or can think of any.	11/11/2024 2:07 PM
116	N/A	11/11/2024 2:06 PM
117	Automation and robotics s	11/11/2024 1:51 PM
118	Dental hygiene	11/11/2024 1:49 PM
119	Radiology, Sonography, AGRICULTURE BUSINESS (lots of area kids went to kish for this but they closed it because they don't have faculty), Special Ed certificate	11/11/2024 1:48 PM
120	All the ones discussed in the recent townhalls	11/11/2024 1:46 PM
121	I can't think of any. You have it covered	11/11/2024 1:44 PM
122	Dental Hygiene and Assisting, Veterinary Technician Training.	11/11/2024 1:43 PM
123	Radiologist program	11/11/2024 1:24 PM
124	Religious studies; AI research and development; more modern languages; literature	11/11/2024 1:19 PM
125	More diverse art classes	11/11/2024 1:16 PM
126	Strengthen apprenticeship opportunities	11/11/2024 1:11 PM
127	Gender Studies, Womens studies, LGBTQ studies, and renewable energy.	11/11/2024 1:09 PM
128	Any other medical specialties (radiologist, phlebotomist, etc.) to meet forthcoming healthcare needs.	11/11/2024 1:09 PM
129	More specific, continuing education classes on programming	11/11/2024 1:04 PM
130	Business end of some of these majors for those who want to work for themselves. More geared towards a solo entrepreneur-business basics, legal aspects, customer service, hiring, etc other than the actual business of creating art or being a plumber.	11/11/2024 1:01 PM

# McHenry County College Community Perceptions Survey - Fall 2024

131	Education classes for students interested in becoming junior high school or high school teachers.	11/11/2024 12:53 PM
132	Bachelor program.	11/11/2024 12:50 PM
133	Don't know	11/11/2024 12:50 PM
134	None	11/11/2024 12:48 PM
135	Previosly answered	11/11/2024 12:41 PM
136	Maybe more programs feared towards farm kids. Something that they might have already experienced some that would still allow them to do what they love.	11/11/2024 12:38 PM
137	?	11/11/2024 12:34 PM
138	N/A	11/11/2024 12:25 PM
139	Offer more certification programs as an alternative to associates degrees.	11/11/2024 12:24 PM
140	Senior lectures	11/11/2024 12:21 PM
141	Radiology	11/11/2024 12:20 PM
142	dental hygiene	11/11/2024 12:17 PM
143	Dental Hygienist, Vet Tech, Plumbing, Electrician (partner with local trades and manufacturers).	11/11/2024 12:17 PM
144	More medical based	11/11/2024 12:12 PM
145	Maybe hospitality / hotel management?	11/11/2024 12:11 PM
146	Classroom Management For Educators Effective Parenting Strategies	11/11/2024 12:07 PM
147	Finance, Government Administration, Sales, Organizational Change Management	11/11/2024 12:05 PM
148	Additional partnerships with 4 year universities that allow MCC students automatic enrollment into selective 4 year college programs	11/11/2024 12:04 PM
149	It should offer a course/s in jazz theory in addition to traditional music theory.	11/11/2024 12:03 PM
150	Data science / Analytics Cloud computing	11/11/2024 11:52 AM

Q8 MCC offers classes in a variety of formats, schedules, and times of day. Please tell us what you think about the recent number of offerings of each type below:

Answered: 259 Skipped: 51



# McHenry County College Community Perceptions Survey - Fall 2024

	NOT ENOUGH	JUST THE RIGHT AMOUNT	TOO MANY	I DON'T HAVE ENOUGH INFORMATION TO RESPOND	TOTAL	WEIGHTED AVERAGE
In-person Classes	16.47% 42	44.71% 114	1.57% 4	37.25% 95	255	1.76
Scheduled Online Classes (online classes with a specific meeting day and time)	8.84% 22	35.34% 88	5.22% 13	50.60% 126	249	1.93
Online Anytime Classes (online classes without a specific meeting day and time)	14.96% 38	32.28% 82	9.84% 25	42.91% 109	254	1.91
Blended Classes (classes that are delivered through a mix of in-person and online delivery)	11.86% 30	31.23% 79	4.74% 12	52.17% 132	253	1.85
Morning Classes	8.20% 20	39.34% 96	3.69% 9	48.77% 119	244	1.91
Afternoon Classes	9.09% 22	38.84% 94	2.07% 5	50.00% 121	242	1.86
Evening Classes (classes offered after 5pm)	23.20% 58	25.20% 63	1.20% 3	50.40% 126	250	1.56
Weekend Classes	22.04% 54	15.51% 38	1.22% 3	61.22% 150	245	1.46
Late-Starting Classes (classes with a start date after the beginning of the semester that typically run for 8 or 12 weeks)	14.69% 36	26.12% 64	2.86% 7	56.33% 138	245	1.73

#	WHAT OTHER FORMATS, SCHEDULES, OR TIMES WOULD YOU LIKE US TO CONSIDER OFFERING CLASSES?	DATE
1	More evening/weekend classes and flex online offerings, to at least be able to offer students a fully flexible online and/or combination of flex online/evening or weekend class schedule for those who work fulltime during the typical work week (M-F/8-5).	11/22/2024 10:35 AM
2	I would have liked to see more gen eds in intersessions. For those of us who truly hate math, the condensed version is intense but a great way to be fully focused on the content and "rip off the bandaid"	11/21/2024 3:03 PM
3	More online	11/20/2024 8:23 PM
4	None	11/20/2024 2:11 PM
5	accelerated classes/programs	11/20/2024 9:23 AM
6	Not really sure....	11/20/2024 8:24 AM
7	Schedule beyond the basic hours, starting by 8 and running till 5 pm	11/20/2024 8:08 AM
8	Evening.	11/20/2024 6:33 AM
9	Asynchronous with at least one required meeting with the instructor.	11/19/2024 7:15 PM
10	?	11/16/2024 9:02 AM
11	none	11/15/2024 12:59 PM
12	Having more online classes for spring.	11/13/2024 12:48 PM
13	More Online classes for those who work and can't do in person	11/13/2024 10:50 AM
14	Not sure	11/12/2024 6:06 PM
15	Robust summer and other intersession offerings.	11/12/2024 3:16 PM
16	You left intersession and summer off this list.	11/12/2024 9:53 AM



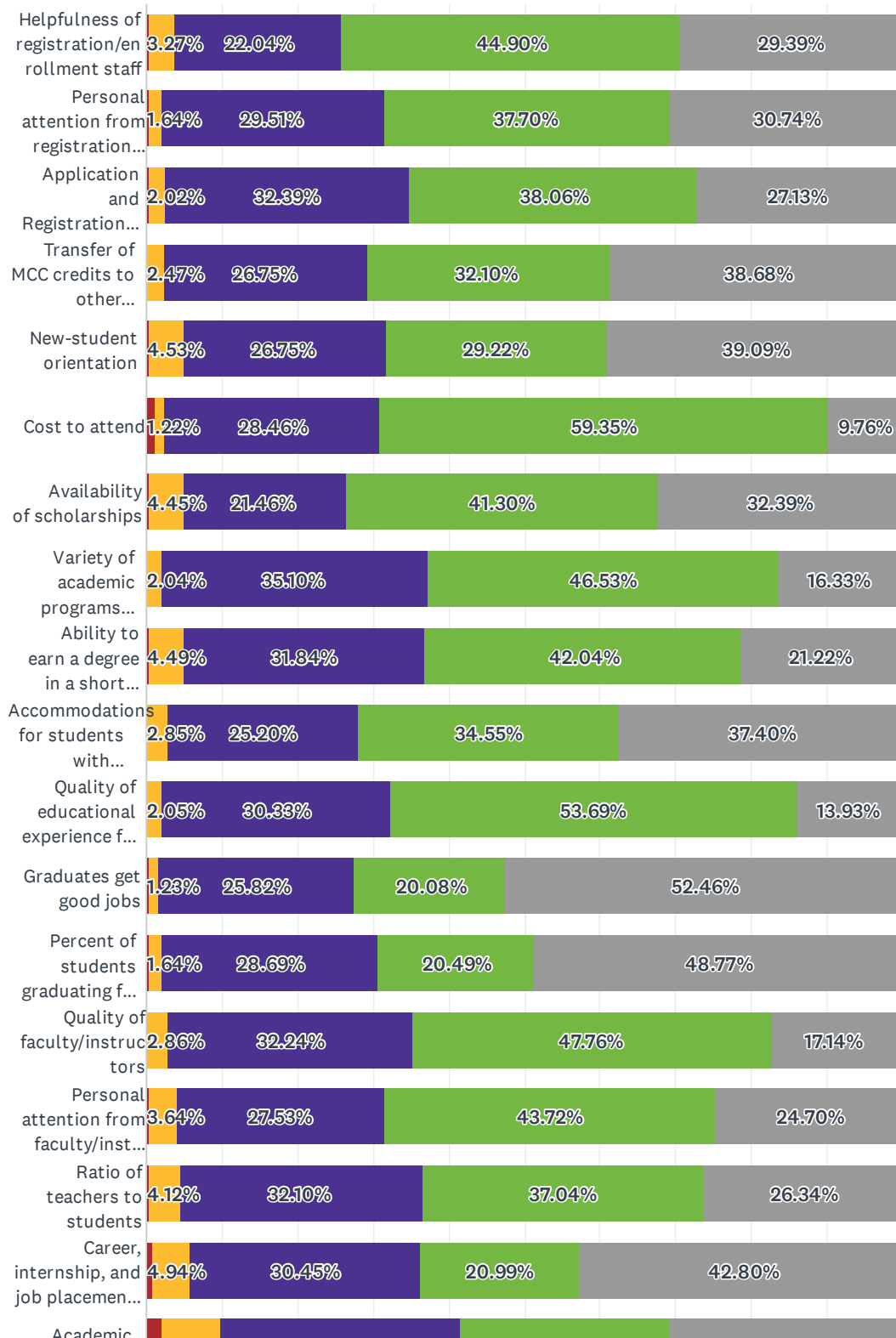
# McHenry County College Community Perceptions Survey - Fall 2024

17	none	11/12/2024 9:40 AM
18	I just wanted to mention that many students take online when in-person sections are full. Many don't do well in those sections.	11/12/2024 9:39 AM
19	Departments need to communicate with each other more as students are having great difficulty planning their classes for their degrees when the classes they need are constantly conflicting with each other schedule wise; this is a huge problem with EGR degrees.	11/12/2024 9:10 AM
20	AccelOne day per week classes that are not blended, just extended time in the one weekly class meeting.	11/12/2024 8:59 AM
21	more classes on both monday/wednesday and tuesday/thursday	11/12/2024 12:53 AM
22	Really miss the credit schedule by mail. There are still people in the county without internet access	11/11/2024 7:04 PM
23	All online	11/11/2024 5:18 PM
24	I'm not really sure! I would like to see more learning communities for higher level classes. I see a lot of them for lower level classes like Composition One but I'd like to see more past that.	11/11/2024 4:42 PM
25	some more "short order" compressed classes..6 -8 weeks	11/11/2024 4:01 PM
26	Consider offering a yoga class in the evening.	11/11/2024 3:48 PM
27	there should be more flexible online classes for people that work full-time and have families.	11/11/2024 3:35 PM
28	n/a	11/11/2024 3:23 PM
29	To answer this would require statistical data and analysis.	11/11/2024 2:58 PM
30	N/a	11/11/2024 2:33 PM
31	I'm perfectly fine on how schedule or time formats for various classes work	11/11/2024 2:25 PM
32	Sorry I dont have enough information to answer this question	11/11/2024 2:22 PM
33	n/a	11/11/2024 2:17 PM
34	Just remember, returning students and evening students have full time jobs and MCC does not offer enough classes for students who work full time during the day	11/11/2024 2:07 PM
35	N/A	11/11/2024 2:06 PM
36	more classes for the full time working adults	11/11/2024 2:04 PM
37	One day classes	11/11/2024 1:46 PM
38	Think of the working individuals when you move forward. Nobody can take only 1 class a week at 6pm and succeed in a 60 credit program.	11/11/2024 1:24 PM
39	Early-starting classes	11/11/2024 1:09 PM
40	Maybe a few classes for weekends.	11/11/2024 12:50 PM
41	?	11/11/2024 12:34 PM
42	No suggestions	11/11/2024 12:24 PM
43	Honestly, I'm not sure if this would be a good idea but perhaps an online work at your own pace class? One in which you could really finish the class in a month or something like that. Of course it should still have quality work, but have the class completed as soon as you are able? Maybe with permission from an advisor only though	11/11/2024 12:24 PM
44	More continuing education and classes that appeal to adults (ie.art classes) offered in the evening.	11/11/2024 12:17 PM
45	I think you've got a great representation of many formats.	11/11/2024 12:11 PM
46	onsite (businesses)	11/11/2024 12:11 PM
47	I think MCC is doing a great job.	11/11/2024 12:07 PM

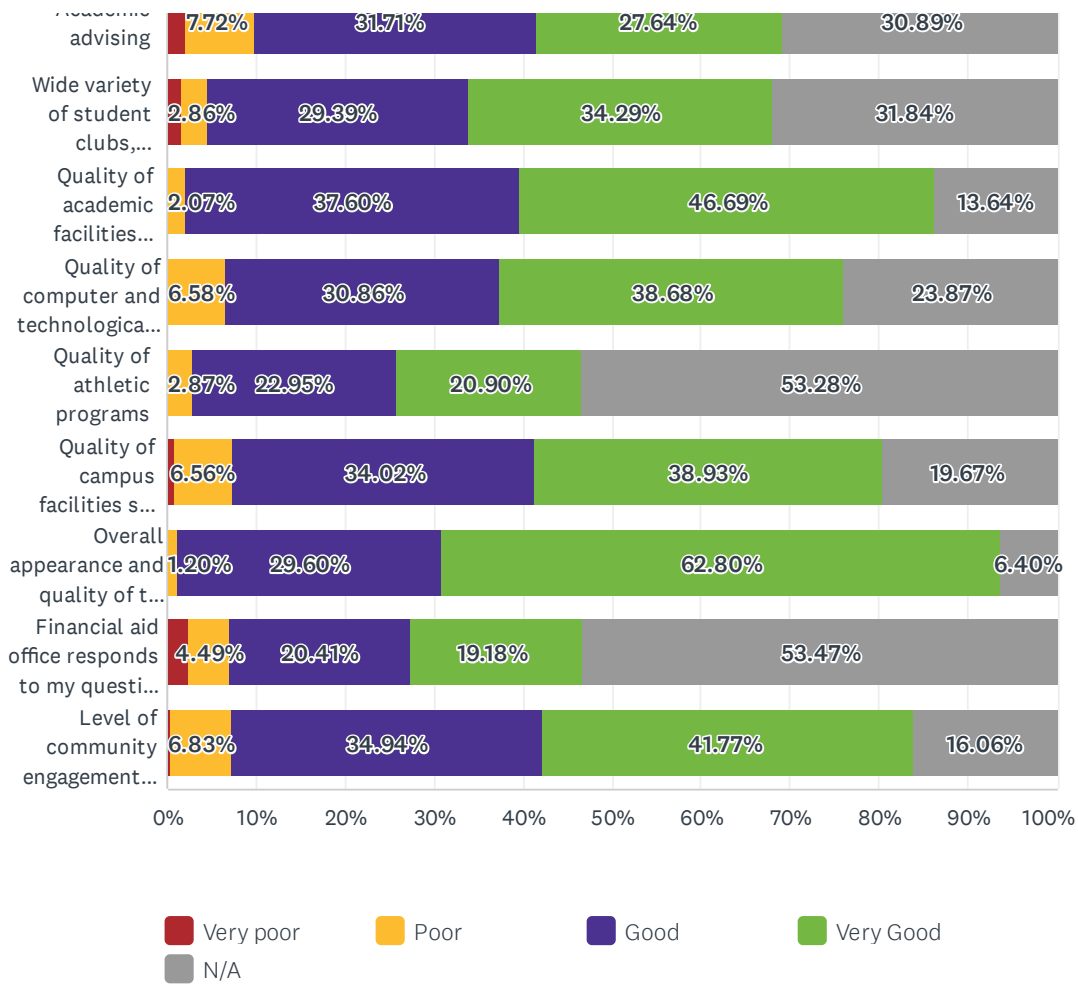


Q9 Next, we'd like to better understand how you rate McHenry County College on the following aspects using the scale provided. Select one answer per row.

Answered: 252 Skipped: 58



## McHenry County College Community Perceptions Survey - Fall 2024



# McHenry County College Community Perceptions Survey - Fall 2024

	VERY POOR	POOR	GOOD	VERY GOOD	N/A	TOTAL	WEIGHTED AVERAGE
Helpfulness of registration/enrollment staff	0.41% 1	3.27% 8	22.04% 54	44.90% 110	29.39% 72	245	3.58
Personal attention from registration/enrollment staff	0.41% 1	1.64% 4	29.51% 72	37.70% 92	30.74% 75	244	3.51
Application and Registration process	0.40% 1	2.02% 5	32.39% 80	38.06% 94	27.13% 67	247	3.48
Transfer of MCC credits to other institutions	0.00% 0	2.47% 6	26.75% 65	32.10% 78	38.68% 94	243	3.48
New-student orientation	0.41% 1	4.53% 11	26.75% 65	29.22% 71	39.09% 95	243	3.39
Cost to attend	1.22% 3	1.22% 3	28.46% 70	59.35% 146	9.76% 24	246	3.62
Availability of scholarships	0.40% 1	4.45% 11	21.46% 53	41.30% 102	32.39% 80	247	3.53
Variety of academic programs offered	0.00% 0	2.04% 5	35.10% 86	46.53% 114	16.33% 40	245	3.53
Ability to earn a degree in a short amount of time	0.41% 1	4.49% 11	31.84% 78	42.04% 103	21.22% 52	245	3.47
Accommodations for students with disabilities	0.00% 0	2.85% 7	25.20% 62	34.55% 85	37.40% 92	246	3.51
Quality of educational experience for MCC students	0.00% 0	2.05% 5	30.33% 74	53.69% 131	13.93% 34	244	3.60
Graduates get good jobs	0.41% 1	1.23% 3	25.82% 63	20.08% 49	52.46% 128	244	3.38
Percent of students graduating from MCC (graduation rate)	0.41% 1	1.64% 4	28.69% 70	20.49% 50	48.77% 119	244	3.35
Quality of faculty/instructors	0.00% 0	2.86% 7	32.24% 79	47.76% 117	17.14% 42	245	3.54
Personal attention from faculty/instructors	0.40% 1	3.64% 9	27.53% 68	43.72% 108	24.70% 61	247	3.52
Ratio of teachers to students	0.41% 1	4.12% 10	32.10% 78	37.04% 90	26.34% 64	243	3.44
Career, internship, and job placement advising/services	0.82% 2	4.94% 12	30.45% 74	20.99% 51	42.80% 104	243	3.25
Academic advising	2.03% 5	7.72% 19	31.71% 78	27.64% 68	30.89% 76	246	3.23
Wide variety of student clubs, activities, and events	1.63% 4	2.86% 7	29.39% 72	34.29% 84	31.84% 78	245	3.41
Quality of academic facilities (such as classrooms and labs)	0.00% 0	2.07% 5	37.60% 91	46.69% 113	13.64% 33	242	3.52
Quality of computer and technological resources (such as Wi Fi access, etc.)	0.00% 0	6.58% 16	30.86% 75	38.68% 94	23.87% 58	243	3.42
Quality of athletic programs	0.00% 0	2.87% 7	22.95% 56	20.90% 51	53.28% 130	244	3.39
Quality of campus facilities such as workout facilities, student lounges, and other common areas	0.82% 2	6.56% 16	34.02% 83	38.93% 95	19.67% 48	244	3.38

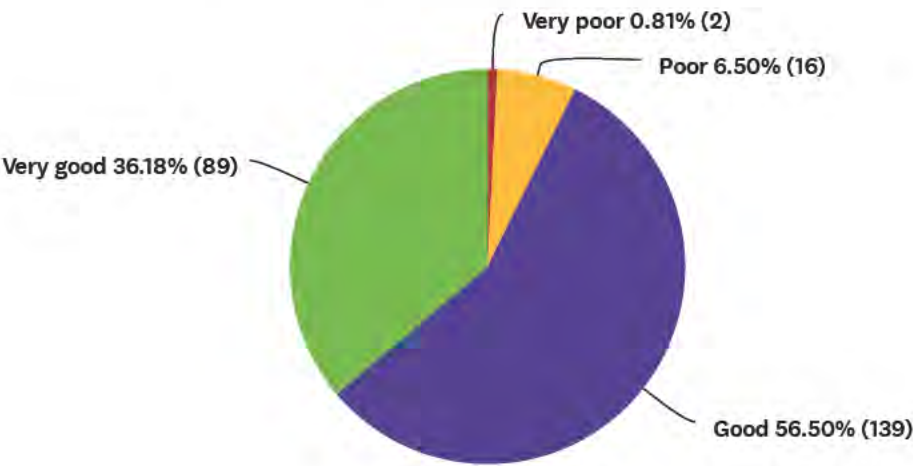
# McHenry County College Community Perceptions Survey - Fall 2024

Overall appearance and quality of the campus	0.00% 0	1.20% 3	29.60% 74	62.80% 157	6.40% 16	250	3.66
Financial aid office responds to my questions in a timely manner	2.45% 6	4.49% 11	20.41% 50	19.18% 47	53.47% 131	245	3.21
Level of community engagement (e.g., events, activities, communications)	0.40% 1	6.83% 17	34.94% 87	41.77% 104	16.06% 40	249	3.41



Q10 How would you rate MCC's culture?

Answered: 246 Skipped: 64

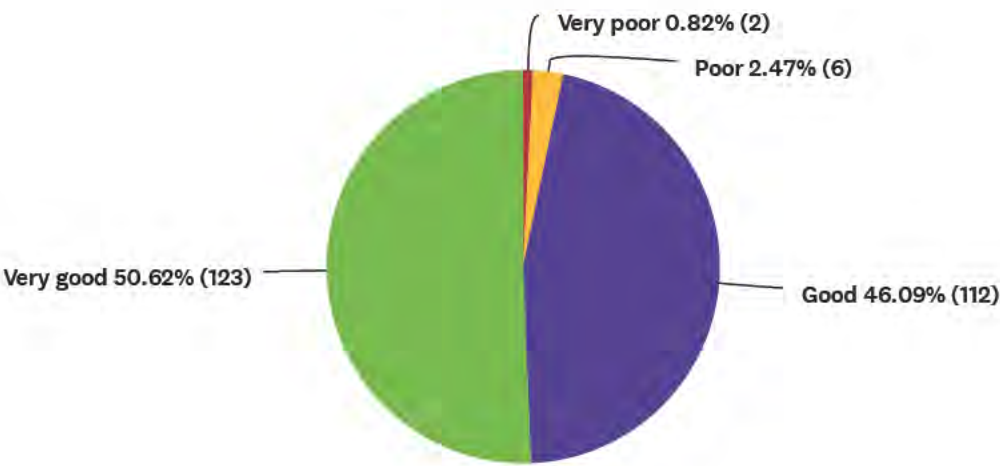


ANSWER CHOICES		RESPONSES	
Very poor (1)		0.81%	2
Poor (2)		6.50%	16
Good (3)		56.50%	139
Very good (4)		36.18%	89
TOTAL			246

BASIC STATISTICS				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	4.00	3.00	3.28	0.62

Q11 How would you rate MCC’s focus on learning?

Answered: 243    Skipped: 67

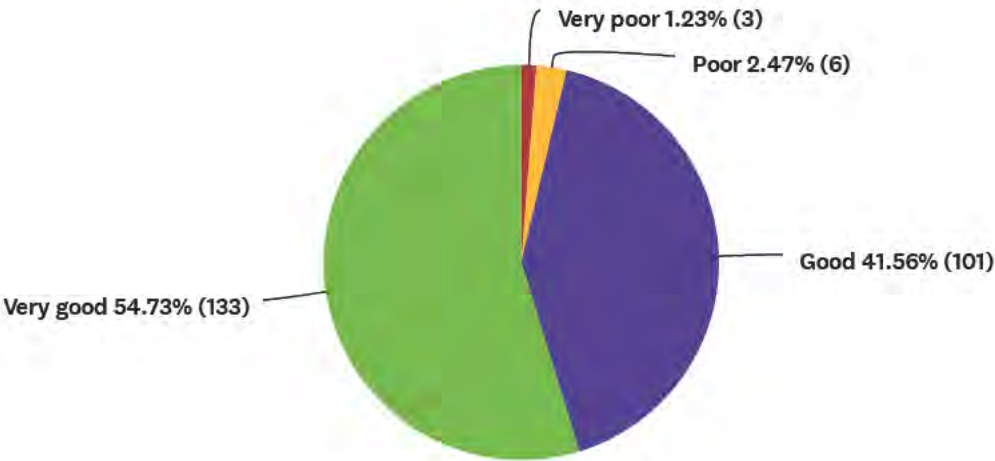


ANSWER CHOICES		RESPONSES	
Very poor (1)		0.82%	2
Poor (2)		2.47%	6
Good (3)		46.09%	112
Very good (4)		50.62%	123
TOTAL			243

BASIC STATISTICS				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	4.00	4.00	3.47	0.59

Q12 How would you rate MCC’s efforts toward supporting student success?

Answered: 243    Skipped: 67

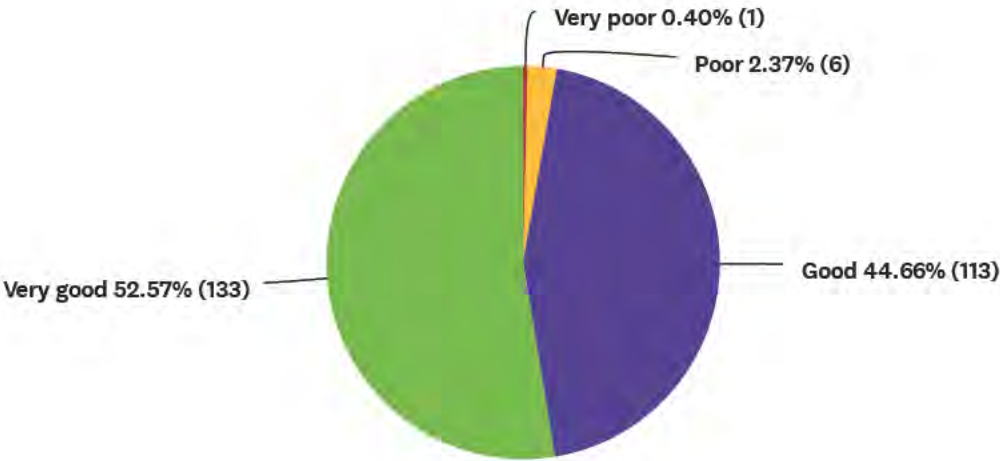


ANSWER CHOICES		RESPONSES	
Very poor (1)		1.23%	3
Poor (2)		2.47%	6
Good (3)		41.56%	101
Very good (4)		54.73%	133
TOTAL			243

BASIC STATISTICS				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	4.00	4.00	3.50	0.61

Q13 Overall, how would you rate MCC based on what you know right now?

Answered: 253    Skipped: 57



ANSWER CHOICES		RESPONSES	
Very poor (1)		0.40%	1
Poor (2)		2.37%	6
Good (3)		44.66%	113
Very good (4)		52.57%	133
TOTAL			253

BASIC STATISTICS				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	4.00	4.00	3.49	0.57

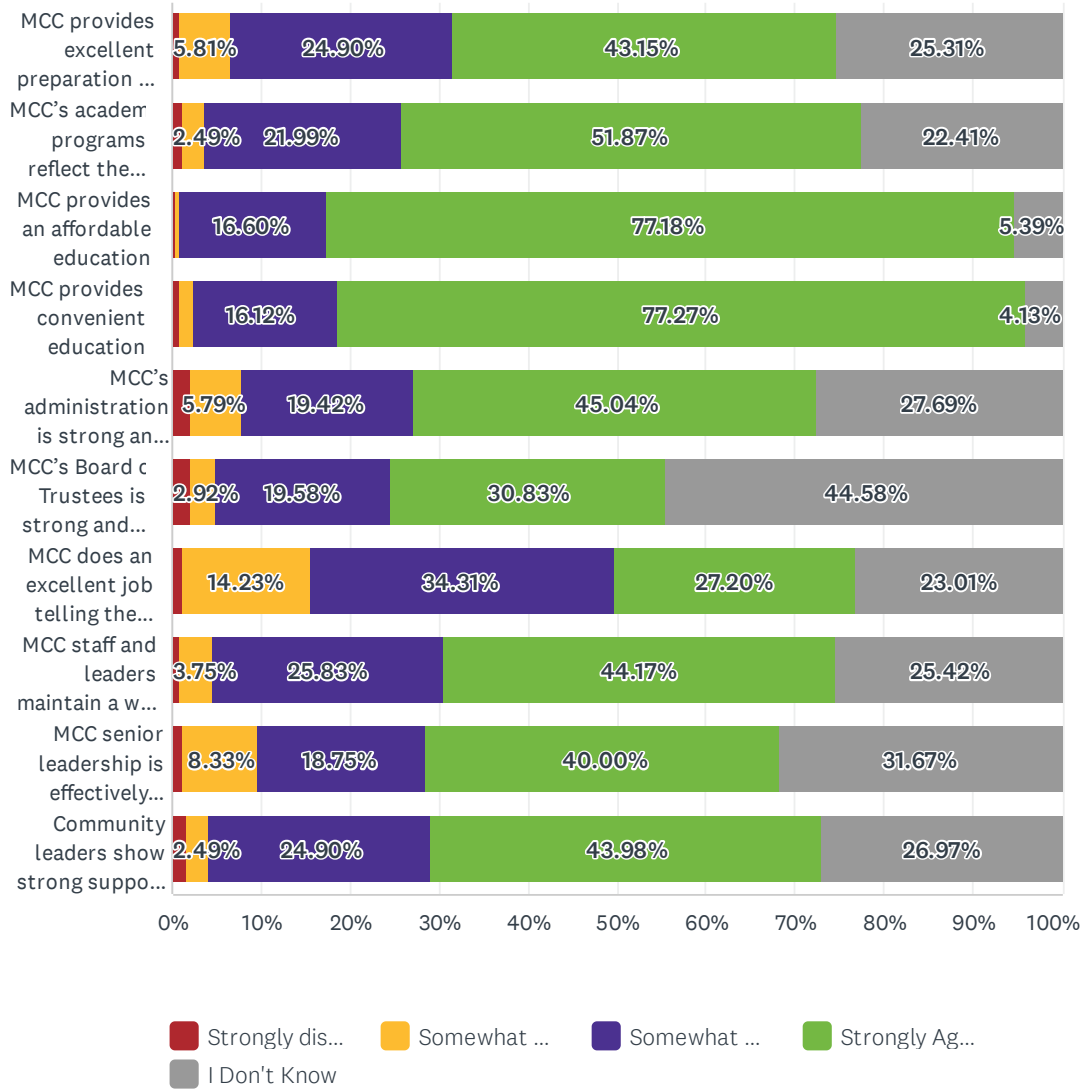
## Q14 What could MCC do to improve its overall rating?

Answered: 7   Skipped: 303

#	RESPONSES	DATE
1	Have real conversations about the toxicity here rather than just doing everything for students and hiring more administrators	11/20/2024 8:15 AM
2	Both students and employees feel as if they do not matter, and are being left behind. Students are constantly mistreated by professors, a lot of which have accommodations in Access and Disability that are being purposely ignored by those teaching their classes. Students are also constantly having immense trouble getting into contact with professors who do not respond as well as departments like [REDACTED]; the former causes them to drop their classes, and the latter causes them to stop attending all together. Students are losing trust that they will be supported by things that we already have put in place for them; if we promise them that we will be there to help them, we need to keep that promise and follow through. Employees do not feel heard, and feel that they are appreciated less and less and that more and more is taken away from them with each year that passes. Many who have not already left for other colleges are talking about it or in the process of applying for jobs, and many have second and even third jobs alongside the one they have here. It's incredibly hard to be and stay positive when everyone else working around here is talking about these things 85% of the time; morale is very, very low. Employees need to be appreciated more, and less needs to be taken away from them; they end up going to work at another college that gives them more, and this leads to us having bad retention and turnover.	11/12/2024 9:43 AM
3	pay their employees a fare market wage immediately. Not in a 8 year step program. After all, [REDACTED] did not have to wait 8 years for [REDACTED] increase.	11/12/2024 5:04 AM
4	The board of education needs to redo their maximum time frame status and look at returning students past mistakes and need a forgiveness or stature of limitations.	11/11/2024 2:10 PM
5	Make it easier for first gen students to register	11/11/2024 1:21 PM
6	Because of "POLITICS" & "EGO'S", MCC had been way behind in offering classes/training in Truck Driving, Nurses Aides/RN, Manufacturing & Job Fairs for the TRADES, just to name a few! I hope for the students, that this "CULTURE" has changed	11/11/2024 12:55 PM
7	This is only for the staff experience, not the student experience which does seem to be very positive. As a staff member, it seems that our middle management is completely buried in so many meetings that they physically cannot do the detailed work of running their departments. Our working directors really need to be more available to their direct reports and the need to have the ability to get in the weeds with us to accomplish the work we are tasked with. They cannot do that when they have to attend a million meetings every week. It seems like we need two directors for every department - one that can deal with administration and attend meetings to discuss 'big picture' items, and another that is working in the department and focusing on the details of how to implement these 'big picture' items that are passed down from administration.	11/11/2024 12:19 PM

## Q15 Please indicate how much you agree or disagree with each of the following statements.

Answered: 243 Skipped: 67





# McHenry County College Community Perceptions Survey - Fall 2024

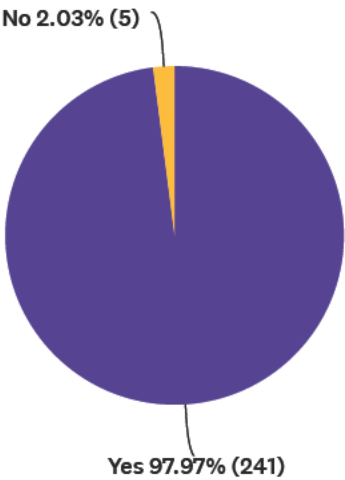
	STRONGLY DISAGREE (1)	SOMEWHAT DISAGREE (2)	SOMEWHAT AGREE (3)	STRONGLY AGREE (4)	I DON'T KNOW	TOTAL	WEIGHTED AVERAGE
MCC provides excellent preparation for students seeking immediate employment	0.83% 2	5.81% 14	24.90% 60	43.15% 104	25.31% 61	241	3.48
MCC's academic programs reflect the needs of local employers	1.24% 3	2.49% 6	21.99% 53	51.87% 125	22.41% 54	241	3.60
MCC provides an affordable education	0.41% 1	0.41% 1	16.60% 40	77.18% 186	5.39% 13	241	3.80
MCC provides a convenient education	0.83% 2	1.65% 4	16.12% 39	77.27% 187	4.13% 10	242	3.77
MCC's administration is strong and respected in the community	2.07% 5	5.79% 14	19.42% 47	45.04% 109	27.69% 67	242	3.49
MCC's Board of Trustees is strong and respected in the community	2.08% 5	2.92% 7	19.58% 47	30.83% 74	44.58% 107	240	3.43
MCC does an excellent job telling the community about its students' successes	1.26% 3	14.23% 34	34.31% 82	27.20% 65	23.01% 55	239	3.14
MCC staff and leaders maintain a wide array of community relationships to promote its students and mission	0.83% 2	3.75% 9	25.83% 62	44.17% 106	25.42% 61	240	3.52
MCC senior leadership is effectively dealing with important issues facing the college	1.25% 3	8.33% 20	18.75% 45	40.00% 96	31.67% 76	240	3.43
Community leaders show strong support of the MCC mission	1.66% 4	2.49% 6	24.90% 60	43.98% 106	26.97% 65	241	3.52

# McHenry County College Community Perceptions Survey - Fall 2024

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
MCC provides excellent preparation for students seeking immediate employment	1.00	4.00	4.00	3.48	0.69
MCC's academic programs reflect the needs of local employers	1.00	4.00	4.00	3.60	0.63
MCC provides an affordable education	1.00	4.00	4.00	3.80	0.44
MCC provides a convenient education	1.00	4.00	4.00	3.77	0.51
MCC's administration is strong and respected in the community	1.00	4.00	4.00	3.49	0.76
MCC's Board of Trustees is strong and respected in the community	1.00	4.00	4.00	3.43	0.76
MCC does an excellent job telling the community about its students' successes	1.00	4.00	3.00	3.14	0.76
MCC staff and leaders maintain a wide array of community relationships to promote its students and mission	1.00	4.00	4.00	3.52	0.65
MCC senior leadership is effectively dealing with important issues facing the college	1.00	4.00	4.00	3.43	0.77
Community leaders show strong support of the MCC mission	1.00	4.00	4.00	3.52	0.67

Q16 Would you recommend McHenry County College if you had a friend or relative who was considering attending a community college?

Answered: 246    Skipped: 64



ANSWER CHOICES		RESPONSES	
Yes		97.97%	241
No		2.03%	5
TOTAL			246

## Q17 What could MCC do to make you more likely to recommend it to a friend or family member who is considering attending a community college?

Answered: 4   Skipped: 306

#	RESPONSES	DATE
1	Knowing more about what alumni are doing, where they are, and how the college is implementing campus wide efforts to support DEI.	11/20/2024 8:47 AM
2	Just look at ratemyprofessor.com and just look through the reviews of your professors, sometimes professors don't necessarily teach, they just have you read a book and fill out a quiz that's auto-graded by canvas or some other online program. I feel like I could get this information off Google, and it makes it challenging to pursue something when I feel like I'm not getting the support from professors. Also open up more classes, a lot are listed on the course catalog but never show up. I'm doing my fourth and final semester at MCC and I have been watching this one Geography class because I wanted to take it, and it never opened up, same with a few art classes. If you have no one to teach it, why show it. It gives that false advertising field. Also, I've heard that advising messes up what classes you should take. This has personally happened to me and others as well, I understand that can happen, but when I asked I wanted to go into a degree in Graphic Design and then my advisor asked what that is when the school offers Graphic Design classes, it's a bit worrisome.	11/16/2024 11:06 PM
3	Better financial aid assistance and better support from professors regarding their accommodations. I would want to have faith that my friend or family member would be supported.	11/12/2024 9:51 AM
4	Since I am older than majority of the students. I could not recommend MCC to others. Evening students I feel are treated like 2nd class citizens. [REDACTED].	11/11/2024 2:12 PM

## Q18 Please include any additional things you would like us to consider as we are preparing our next strategic plan.

Answered: 89    Skipped: 221

#	RESPONSES	DATE
1	██████ has been a fabulous teacher	11/23/2024 9:02 AM
2	Technology support for students	11/22/2024 3:08 PM
3	People always seem so surprised about all that we offer. I wish they knew we were open to them whether they are students or not so they can be more exposed to our mission.	11/21/2024 3:09 PM
4	Approach area high schools to improve their record of basic subjects. MCC seems to continually need to add remedial classes to repeat the basic education which should have been taught in high school	11/20/2024 8:36 PM
5	continue to reach out to the community	11/20/2024 4:47 PM
6	More focus (meaning more staff) on the neurodiversity of the student population.	11/20/2024 4:47 PM
7	Things are going very well here. Keep up the good work.	11/20/2024 2:12 PM
8	More discussion with staff/instructors regarding needs and wants. Decisions are made by administrators who are not the end users, and so staff/instructors are forced to figure work arounds for bad decision making.	11/20/2024 9:46 AM
9	The faculty are extremely passionate about their jobs!	11/20/2024 9:39 AM
10	Since this is a 'Perception Study' in my opinion, more attention needs to be given to our grounds. We have a very active horticulture program. Perhaps, they can fill the flower beds/containers. More attention needs to be given to picking up random trash in the parking lots, scrape the old gum off the exterior garbage cans, ect. We need to have a better 'curb' appeal and inviting entrances. It is evident that there isn't enough attention to these areas.	11/20/2024 9:19 AM
11	I know it's unrealistic, but I think adding more amenities to campus would do us a world of favors in helping us engage with students. Whether that's food options, coffee or tea shop, or more spaces dedicated for students to use/hangout. I think part of our difficulty in keeping students on campus for events that can enrich their experience is that they don't really love being on campus basically just hanging out at a cafeteria table. Not sure if this would be considered in a Strat plan, but I had to shout it out!	11/20/2024 8:47 AM
12	Nothing I can think of right now, but because of the leadership at MCC, I believe their focus, along with the focus of those in the community we serve, MCC will continue to grow, and flourish in the coming years. I believe in us.	11/20/2024 8:36 AM
13	Does it even matter? Administration is just going to do what it wants anyway.	11/20/2024 8:16 AM
14	Focus on learning objectives and the basic needs of students and move away from DEI, as it is a turn off and unnecessary to the majority of the students. Money could be spent on improving programs.	11/20/2024 8:14 AM
15	Bring in consultants to stay up with latest innovations that are out there.	11/20/2024 6:41 AM
16	Concentrate on reducing Dual Enrolment in the High School and have the students get screened prior to enrolling in a Dual Credit Class.	11/19/2024 9:08 PM
17	I've been part of the community for almost 2 decades now as either a student or an employee and I would just say as we continue to grow and evolve, it's also helpful to continue to do mixers and informal gatherings to keep the community feel and allow staff and students time to collaborate and communicate and get to know one another. I used to walk down the hallway and I knew most of the people I walked by. It seems like in recent years there are some new staff and administrators that I don't know at all or some people don't stay as long where we used to have people (and still do have some) who worked here for 20, 30 or more years. We do	11/19/2024 7:26 PM

## McHenry County College Community Perceptions Survey - Fall 2024

still have some long-term employees, and I think it's helpful to continue doing bagel days or Coffee with Colleagues or other chances for people to network and mingle to keep the community feel and the collaboration and teamwork with one another. I would also like to meet some of the newer administrators less formally, like have some informal gatherings with cabinet members so people that are part-time or adjuncts or staff can get to know the newer administrators. I'm just remembering times when [REDACTED] was here and [REDACTED] knew everyone and walking down the hall I would see [REDACTED] and smile and wave and there are still some colleagues like that, and I feel like there are some colleagues that I don't even know who they are and I've been part of the college for so long, I would like to know who they are. Our work has meaning and we have many people who care, and I think it's helpful for us to learn more about each other as people to keep the community feel as we grow.

18	More educational outreach and support for non-English speakers in the surrounding communities.	11/19/2024 6:12 PM
19	Bring back an active RAP program.	11/19/2024 2:03 PM
20	Don't be too concerned with identity politics. Maintain some sort of neutrality. Be logical with your decisions, not focusing solely on emotions (of the students). There are a lot more conservative students out there than you think. Making the most logical choice will not please everyone, but remember that no choice made will ever please everyone. Remember that the outspoken minority are very loud; they drown out the silent majority who do not usually speak up.	11/18/2024 3:43 PM
21	Hosting getting ready for adulthood events which can really help those wanting to become independent in society.	11/17/2024 11:12 PM
22	no	11/17/2024 10:36 PM
23	I think over all everything is great, I think the facility and the school are remarkable. I just think there needs to be better evaluating for advising and teachers.	11/16/2024 11:06 PM
24	The college needs better support and structure for taking classes out to visit various places in the community, on field trips and similar job-related visits.	11/16/2024 2:07 PM
25	?	11/16/2024 9:08 AM
26	Better announcements and openings for outside people (continued. ed adults) to take classes where students do not fill them as in culinary, horticulture and others. Still allowing students first selections and understanding a program as culinary may have a class that needs a prerequisite before taking.	11/15/2024 1:11 PM
27	The [REDACTED] is really behind all the time and messed up my [REDACTED] I was not able to get it.	11/15/2024 10:31 AM
28	Offer student work/clinical opportunities so that they can better understand the field that they are studying.	11/14/2024 10:46 AM
29	I think there is a lack of strong leadership at the [REDACTED] level. I think [REDACTED] and [REDACTED] need a stronger leadership presence.	11/13/2024 5:23 PM
30	Continue to build your offering of adult, non-credit classes.	11/13/2024 3:42 PM
31	Pay more attention to adult students who want to learn English and find a job	11/13/2024 3:38 PM
32	With the increase in the immigrant population, what services has MCC thought about adding to better support students. There are not many resources for students who speak other languages. I don't ever see any programs in other languages.	11/13/2024 1:01 PM
33	N/A	11/13/2024 12:51 PM
34	I would like to have a rally somewhere at the Gym perhaps	11/13/2024 8:37 AM
35	More local PR about how students with 2-year degrees are having success and are in demand from employers. Need more parents on board with this!	11/13/2024 7:48 AM
36	Not sure	11/12/2024 6:10 PM
37	parity for adjuncts	11/12/2024 3:32 PM
38	More clear vision and leadership in different divisions of the college. Greater accountability for	11/12/2024 1:24 PM



# McHenry County College Community Perceptions Survey - Fall 2024

divisions.

39	Maybe not additional but continuing to increase information on all aspects of the college to the communities it serves, especially since education is under attack.	11/12/2024 11:30 AM
40	One thing I do get frustrated with is professors, I've had 6 classes with MCC and out of those 6 classes, 2 professors have been really challenging to work with, one of them I dropped because of that. I have used the website "rate my professor" and I'm concerned with how most teachers I look into, doesn't have the best teaching skills or quality to be a teacher.	11/12/2024 11:19 AM
41	Too many staff employees and we (many of us) don't know what they do...poor communication from the upper administration to everyone else.	11/12/2024 11:10 AM
42	I had a crazy idea. What if we provided everyone in the community with one free class?	11/12/2024 11:09 AM
43	Overall, this is a great place to learn and work. It's also a 'safe place' for many students and that is from the open-minded people who run it--thank you [REDACTED]	11/12/2024 9:55 AM
44	Please take feedback from students and employees seriously and genuinely. Education is a very sensitive thing for many people, and all it takes is one bad thing to happen to them for them to stop going to school all together.	11/12/2024 9:55 AM
45	None	11/12/2024 9:46 AM
46	At a time when the value of higher education is being attacked by politicians, I think we need to work even harder to make sure students and the community understand the value of an MCC education. Personally, I try to get students to think about why they chose to attend college and what their goal is when they work toward a credential. Many students don't even know why they are taking college classes, just that they "should" or that it will lead to a higher income.	11/12/2024 9:46 AM
47	[REDACTED] and [REDACTED] both have power trips and in my experience try to make getting information or assistance harder than necessary..especially for those with disabilities.	11/12/2024 8:48 AM
48	I believe MCC could be doing better when it comes to environmental and animal welfare. There are many things I am open to discussing, and I would really appreciate someone following up regarding my inquiry.	11/12/2024 8:33 AM
49	The Concert band needs a bigger facility to perform concerts. We have to check the availability of the local high schools to use their auditoriums. Performing a concert offsite is logistically complicated, plus having an audience find us as we use offsite facilities.	11/12/2024 7:49 AM
50	I'm not sure people in the community know all of the great things that MCC has to offer.	11/12/2024 7:43 AM
51	Increase user fee's instead of pursuing a property tax increase to fund the salary catch up provisions for under paid employees.	11/12/2024 6:00 AM
52	More attention to the performing arts	11/11/2024 10:17 PM
53	We need more collaboration and communication among different areas of the college. The new buildings and programs are great, but some areas are left behind (and are being replaced by dual credit). Faculty need more support; we keep being asked to do more, and teaching is not sufficiently supported. Stipends are great, but there are only so many hours in the day, and innovation and creativity require time and energy.	11/11/2024 8:07 PM
54	I am so impressed with everything at the college, from the minute I walk into the building and interact with people. I believe the staff and everyone involved with student learning genuinely cares about the success of the students. You can just feel it.	11/11/2024 7:21 PM
55	Hard copies of class schedule, more evening classes for returning students	11/11/2024 7:08 PM
56	The threat of dual credit to reduce enrollment at MCC is concerning. Students are increasingly coming to MCC unprepared for college classes, yet the state has required us to loosen pre-requisites to get into those classes (especially using high school GPA). The use of AI will change how we assess students and what skills we expect them to have in the workforce.	11/11/2024 5:26 PM
57	Great school	11/11/2024 5:19 PM
58	Continue to offer courses to help students get good jobs in areas that offer good salaries without the expense of a four year university	11/11/2024 5:11 PM

# McHenry County College Community Perceptions Survey - Fall 2024

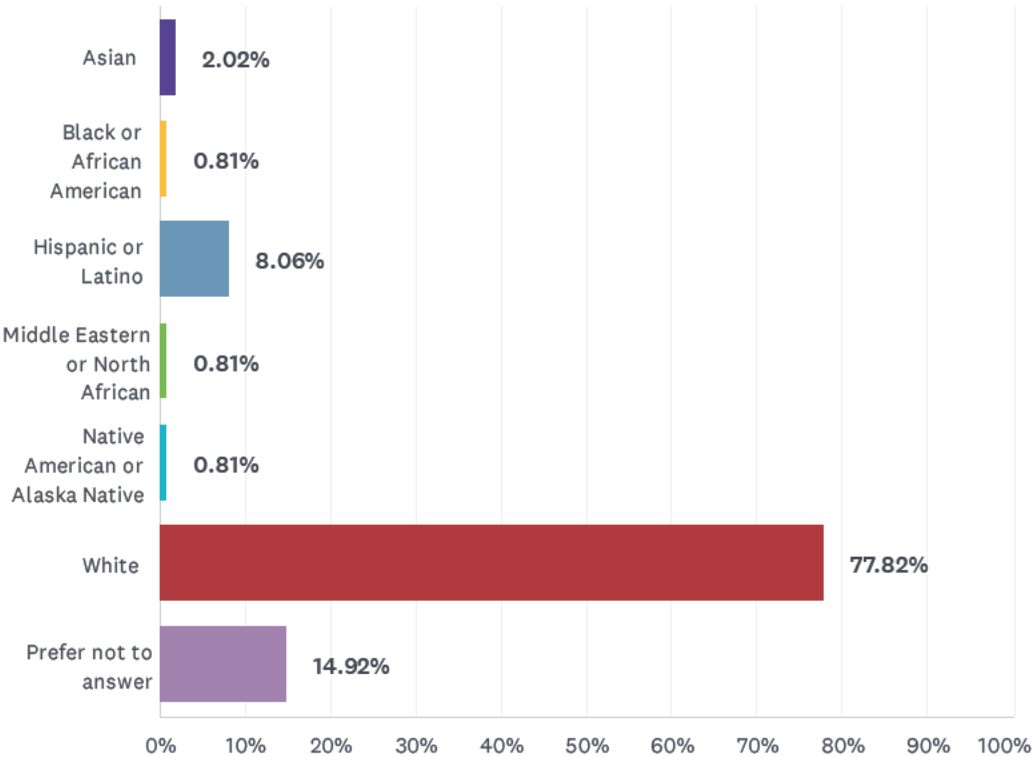
59	Additional in-person classes and /or lectures for seniors.	11/11/2024 5:07 PM
60	Nothing else	11/11/2024 4:53 PM
61	I would really like to see even more support for queer students on campus and creating a safe space. I would also really like to see better consideration when it comes to disabled students. There are some places on campus that just simply aren't accessible. When I attended a conference a while ago I noticed most of the podiums are built with people who can stand in mind. There doesn't seem to be consideration for folks who can't do that like wheelchair users. I'd like to see that change.	11/11/2024 4:46 PM
62	Admins "say" they support students and staff...	11/11/2024 4:17 PM
63	advertise scholarships for the HS students better	11/11/2024 4:04 PM
64	I'm a fan of MCC. I don't like that RAP is no longer on the main campus because interaction with younger people keeps us on our toes.	11/11/2024 3:56 PM
65	What additional transportation services could be added to accommodate students?	11/11/2024 3:44 PM
66	There should be more quality instructors.	11/11/2024 3:43 PM
67	n/a	11/11/2024 3:30 PM
68	Many of the questions asked need data presented to be able to answer them honestly, or more n/a options.	11/11/2024 3:02 PM
69	Wider communication on a regular basis of MCC progress in local newspaper, Independent, etc. # enrolled each semester by program, program completion rate, post Ed job placement rates. New programs. Articles highlighting programs on a quarterly or biannual. Be known.	11/11/2024 2:27 PM
70	Encourage strong connection with University Center and resources in the Woodstock community such as Artisans on Main, Woodstock Public Library and the Opera House.	11/11/2024 2:20 PM
71	Statue of limitations when it comes to maximum time frames. Every semester I need to appeal the MTF status because I had withdrawn from 7 classes from 1995 to 2002. This is still held against me when it comes to federal aid. MCC is making it hard for me to return. And frankly, I do not think I will. You need to reconsider the county boarders. I live and pay for McHenry county taxes but I am not considered McHenry county. My taxes go to ECC, yet all my credits are here at mcc because 30 years ago I lived in the district limits. They need to individualize each returning students academic progress and make changes accordingly.	11/11/2024 2:15 PM
72	N/A	11/11/2024 2:09 PM
73	Very good institution educational. Organizing, teaching, etc ,very recommended	11/11/2024 1:56 PM
74	Stop the hypnosis tactics.	11/11/2024 1:30 PM
75	Adding additional office space for faculty	11/11/2024 1:19 PM
76	My wish is to integrate educated residents into our own community. Strengthen your "Hire A Scot" and intern program to bring highly educated employees to our workforce. Four year universities offer clinicals and internships and those students many times stay in the location of their school or don't come back to McHenry County	11/11/2024 1:15 PM
77	Make sure to consider climate change when it comes to career options.	11/11/2024 1:11 PM
78	Stay on top of REGIONAL, STATE & NATIONAL employers needs, and be pre-emptive in offering the required training/classes ahead of the need....not after....as has been the past practice.	11/11/2024 1:03 PM
79	More nursing professors and nursing support please.	11/11/2024 12:54 PM
80	Proud to be associated with MCC.	11/11/2024 12:41 PM
81	Please continue to keep employee wellness in mind under the new plan	11/11/2024 12:32 PM
82	Recommend promoting the college to non-traditional (older) students.	11/11/2024 12:30 PM
83	Communication of events, lectures to the outside community is poor.	11/11/2024 12:25 PM
84	dual credit is killing this school and education as a whole	11/11/2024 12:20 PM

## McHenry County College Community Perceptions Survey - Fall 2024

85	Plans to create a more diverse working environment.	11/11/2024 12:14 PM
86	Keep that small school feeling.	11/11/2024 12:13 PM
87	Meeting the needs of employers and students with flexibility and offering a broad spectrum of coursework that can be completed with on the job training in mind. Flexibility. Flexibility. Flexibility. Personalizing education to meet individual needs and abilities.	11/11/2024 12:11 PM
88	Keep working to drive education within our community!	11/11/2024 12:10 PM
89	Part of why I moved to McHenry County was for my daughter to attend the college.	11/11/2024 12:10 PM

Q19 What is your race/ethnicity? Select all that apply.

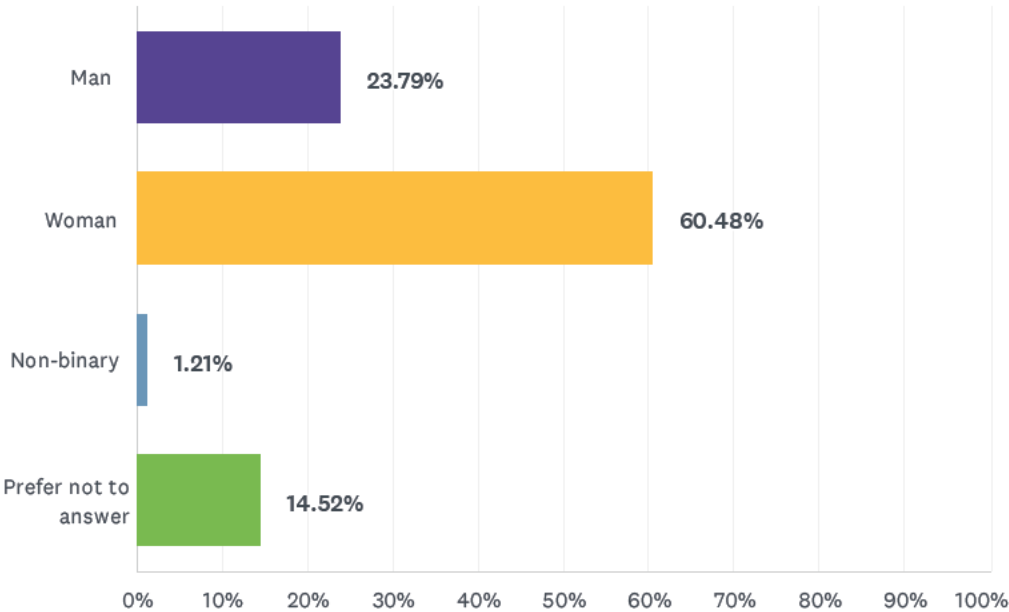
Answered: 248    Skipped: 62



ANSWER CHOICES	RESPONSES	
Asian	2.02%	5
Black or African American	0.81%	2
Hispanic or Latino	8.06%	20
Middle Eastern or North African	0.81%	2
Native American or Alaska Native	0.81%	2
White	77.82%	193
Prefer not to answer	14.92%	37
Total Respondents: 248		

Q20 What is your gender identity?

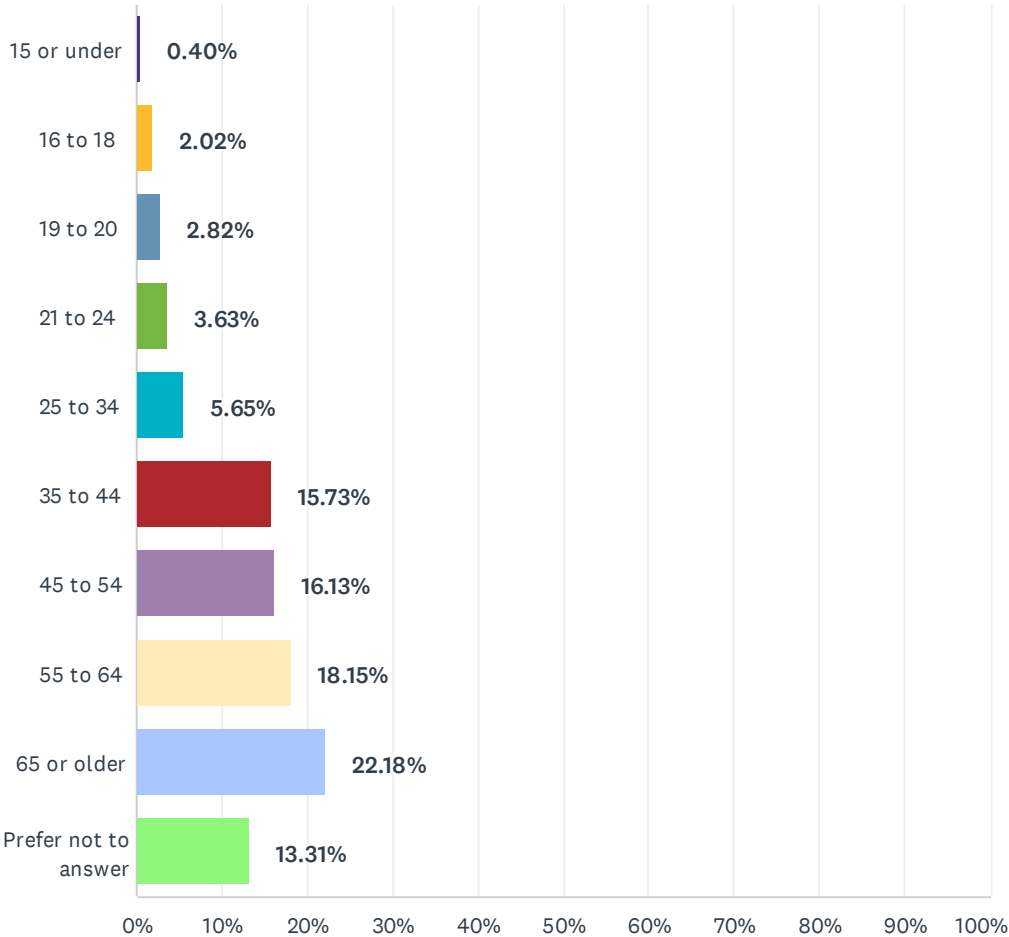
Answered: 248    Skipped: 62



ANSWER CHOICES	RESPONSES	
Man	23.79%	59
Woman	60.48%	150
Non-binary	1.21%	3
Prefer not to answer	14.52%	36
TOTAL		248

Q21 What is your age group?

Answered: 248    Skipped: 62





# McHenry County College Community Perceptions Survey - Fall 2024

ANSWER CHOICES	RESPONSES	
15 or under	0.40%	1
16 to 18	2.02%	5
19 to 20	2.82%	7
21 to 24	3.63%	9
25 to 34	5.65%	14
35 to 44	15.73%	39
45 to 54	16.13%	40
55 to 64	18.15%	45
65 or older	22.18%	55
Prefer not to answer	13.31%	33
TOTAL		248



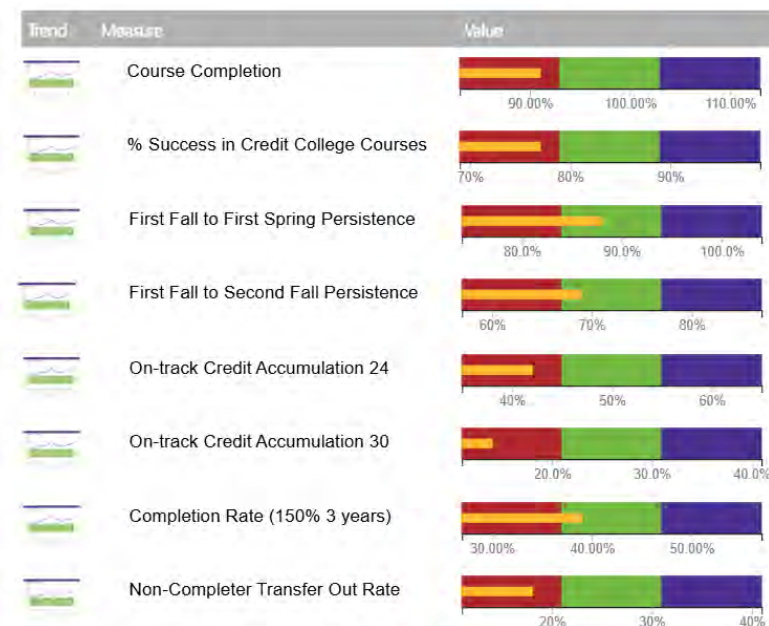
## Key Performance Indicator (KPI) Summary

# Background

- MCC identified four key institutional areas of focus and 31 associated metrics the College intended to use as Key Performance Indicators (KPIs) to track its success under the 2019-2024 Strategic Plan.
- KPI data come from the Illinois Community College Board (ICCB), National Community College Benchmark Project (NCCBP), Illinois Postsecondary Profiles, Community College Survey of Student Engagement (CCSSE), Personnel Assessment of the College Environment (PACE), and Noel Levitz Student Satisfaction Survey in addition to MCC internal records.
- Each metric is tracked over a multi-year period and includes a benchmark comparison to a regional, state, or federal peer group where relevant
- MCC set a target range for each metric based on its desired performance compared to a benchmark group or its own trend; each metric is assessed as “Needs Attention”, “On Target”, or “Exceeds Target” based on its current value in comparison to the target range.
- Overall areas of focus are assessed based on where the majority of associated metrics fall.

# Student Success

## Student Success

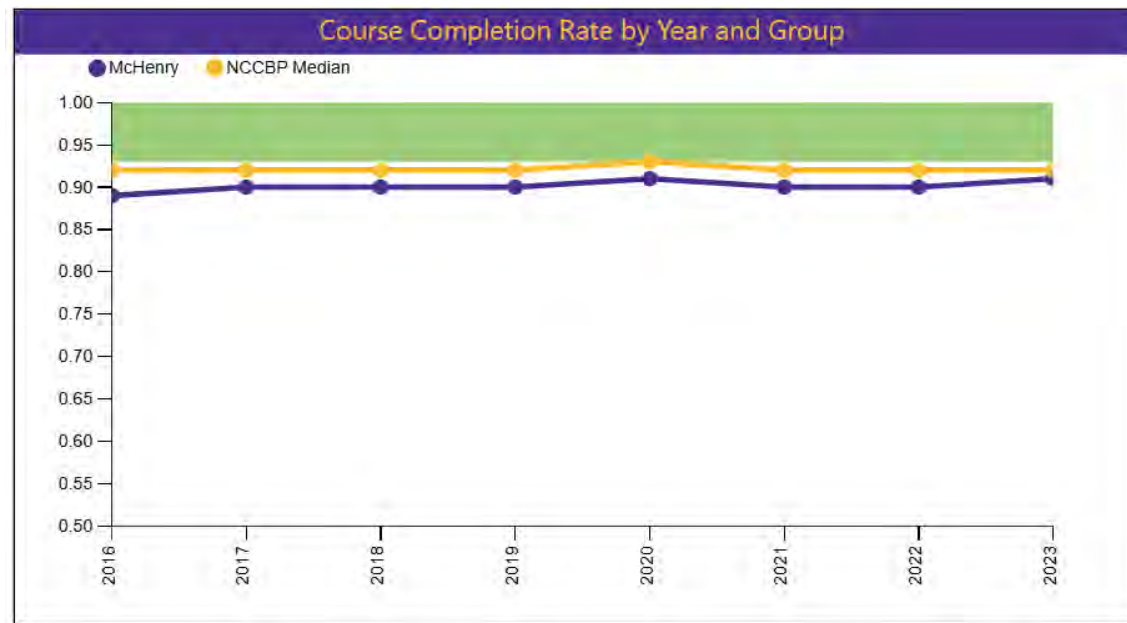


Five of MCC's eight student success metrics currently fall below the target range.

# Student Success

Current Status:  
Needs Attention

## Course Completion



MCC has not made any progress in its course completion outcome over the past five years and remains below the target range.

### Definition

Percentage of fall completed classes in all credit, college-level courses. A course is considered to be complete if a letter grade of A, B, C, D, F, or Passing was awarded.

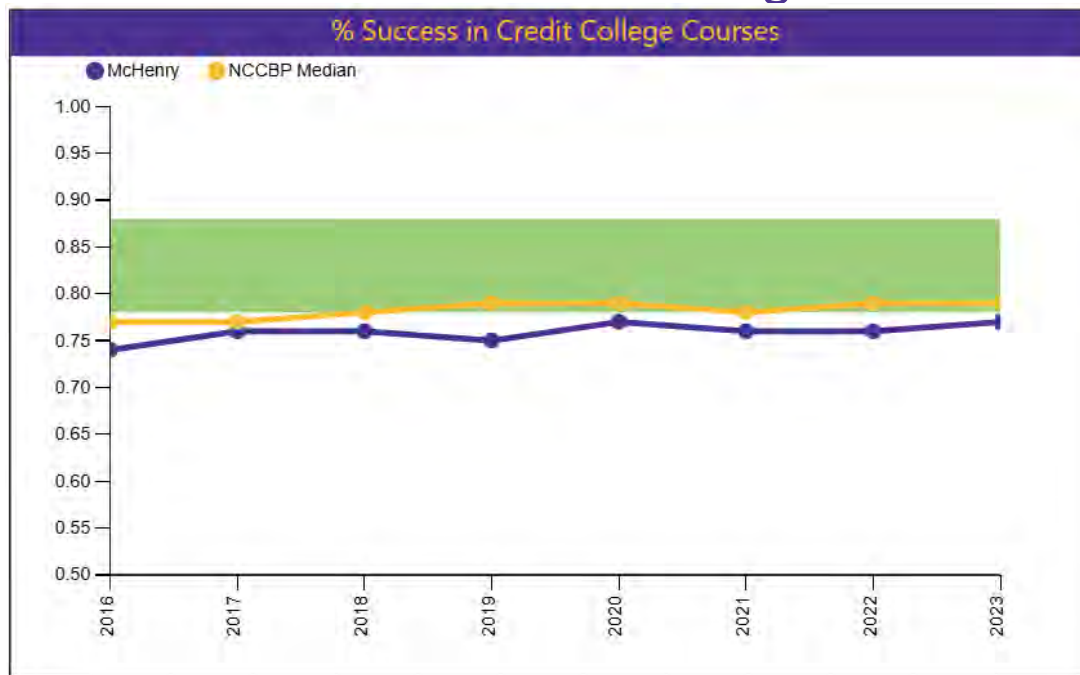
### Target

Within 10% higher than the maximum benchmark group average value from the past five years.

# Student Success

Current Status:  
Needs Attention

## Percent Success in Credit College Courses



MCC has made some progress in its success rate outcome since 2019, increasing from 75% to 77%, though it remains below the target range.

### Definition

Percentage of fall successfully completed classes in all credit, college-level courses (i.e., Success Rate). A course is considered to be successful if a letter grade of A, B, C, or Passing was awarded.

### Target

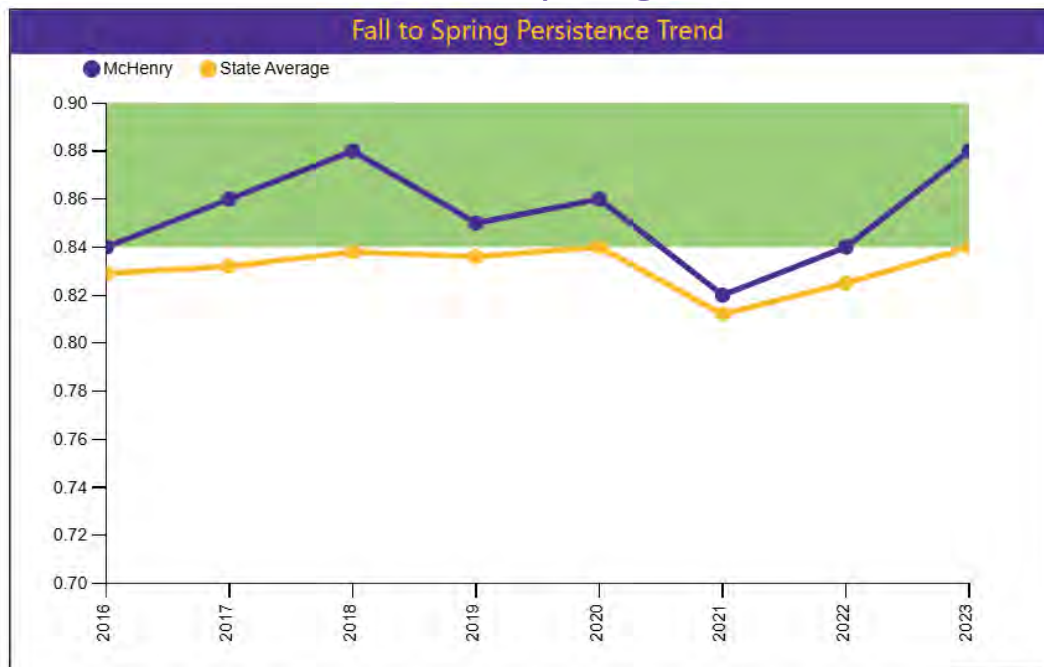
Within 10% higher than the maximum benchmark group average value from the past five years.



# Student Success

Current Status:  
On Target

## First Fall to First Spring Persistence



MCC has made considerable progress in its fall-to-spring persistence rate since 2019, increasing from 85% to 88% and widening the gap between the state average.

### Definition

Percentage first-time, full-time degree/certificate-seeking students who enrolled at MCC in the fall and returned to MCC in the spring of their first academic year.

### Target

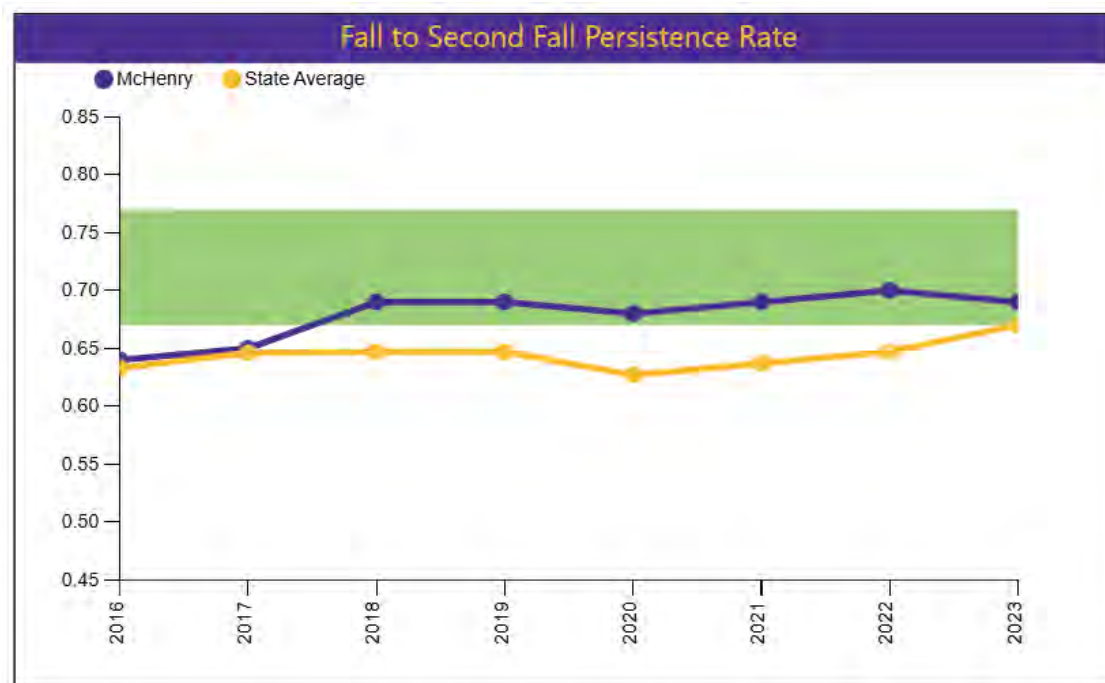
Within 10% higher than the maximum benchmark group average value from the past five years.



# Student Success

Current Status:  
On Target

## First Fall to Second Fall Persistence



While MCC has not made any progress in its fall-to-fall persistence rate since 2019, it continues to fall within the target range above the state average though the gap has narrowed for the most recent cohort.

### Definition

Percentage first-time, full-time degree/certificate-seeking students who enrolled at MCC in the fall and returned to MCC in the spring of their first academic year.

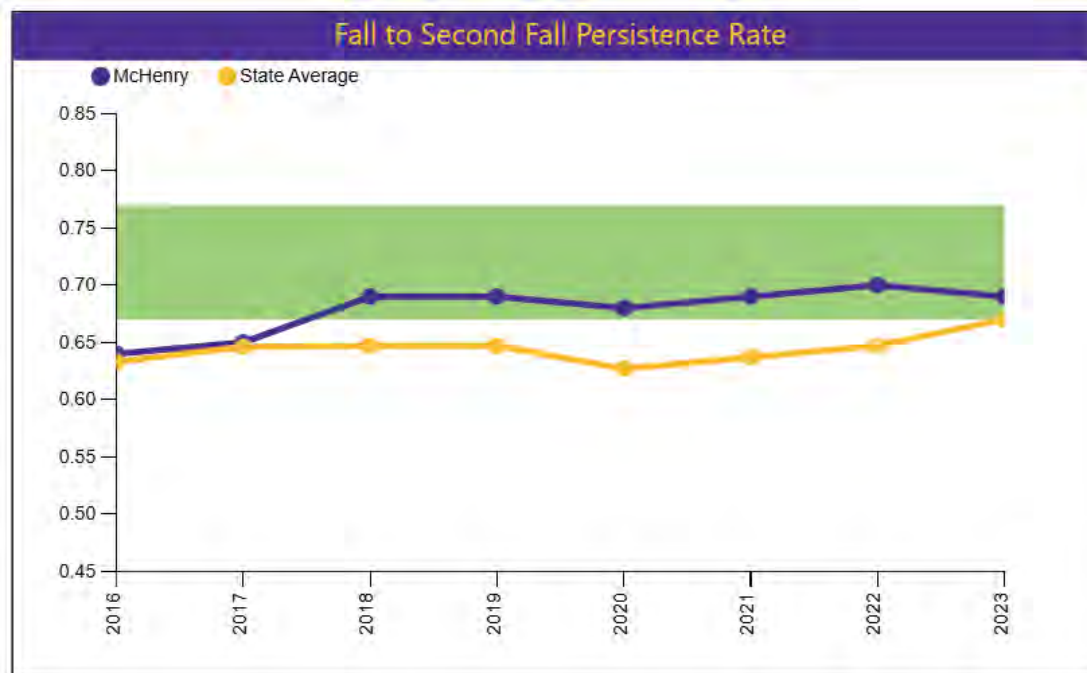
### Target

Within 10% higher than the maximum benchmark group average value from the past five years.

# Student Success

Current Status:  
On Target

## First Fall to Second Fall Persistence



While MCC has not made any progress in its fall-to-fall persistence rate since 2019, it continues to fall within the target range above the state average though the gap has narrowed for the most recent cohort.

### Definition

Percentage first-time, full-time degree/certificate-seeking students who enrolled at MCC in the fall and returned to MCC in the fall of their second academic year.

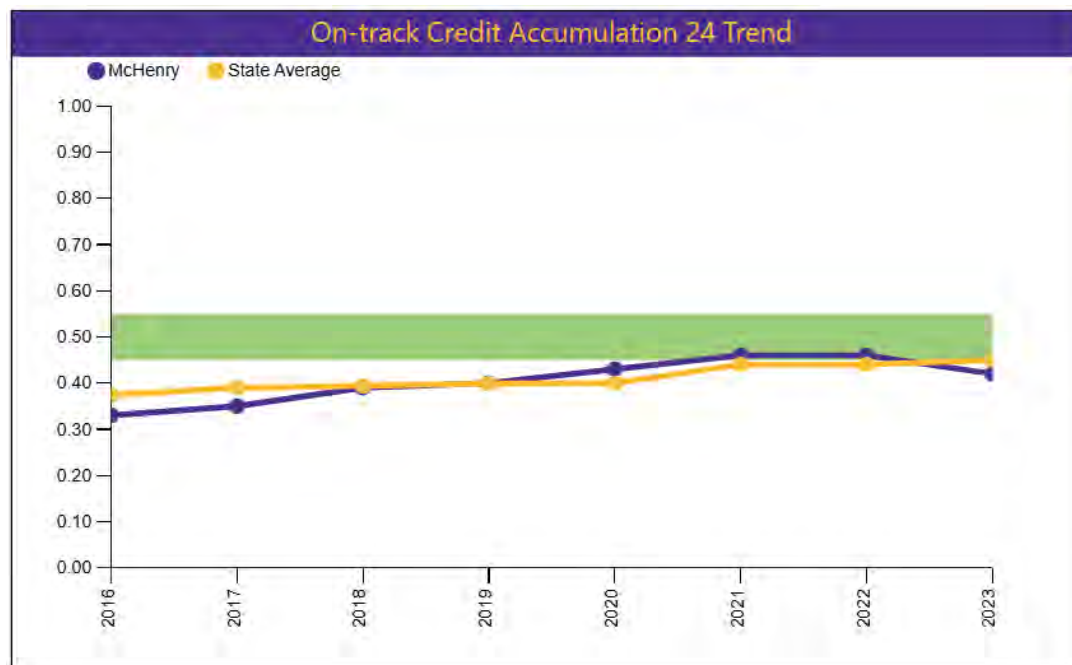
### Target

Within 10% higher than the maximum benchmark group average value from the past five years.

# Student Success

Current Status:  
Needs Attention

## On Track Credit Accumulation 24



While MCC has made some progress in its 24-credit accumulation rate since 2019, it currently falls below the target range and below the state average for the first time in five years.

### Definition

Percentage first-time, full-time degree/certificate-seeking students who earned 24 or more credits in their first academic year.

### Target

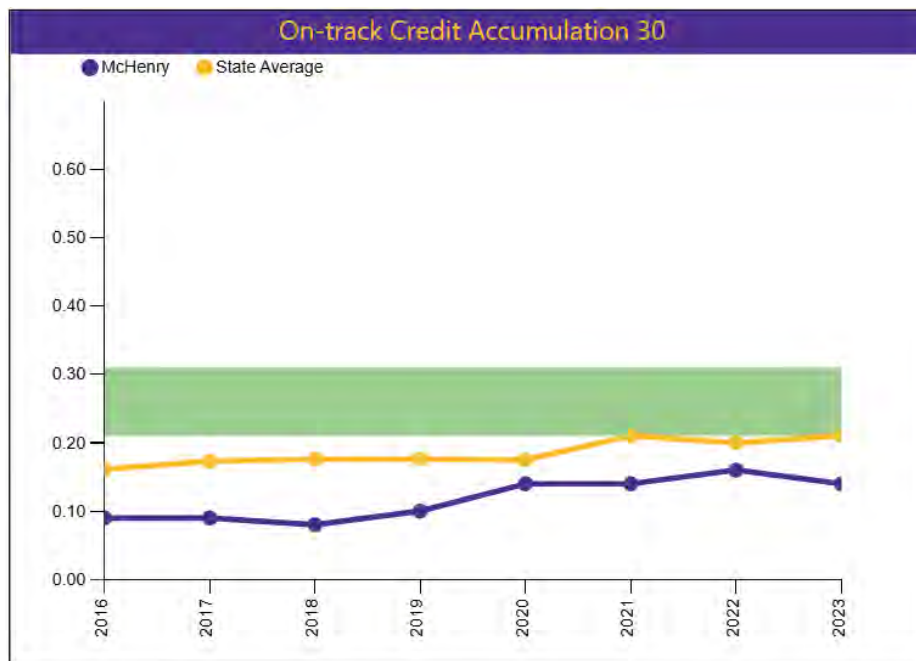
Within 10% higher than the maximum benchmark group average value from the past five years.



# Student Success

Current Status:  
Needs Attention

## On Track Credit Accumulation 30



### Definition

Percentage first-time, full-time degree/certificate-seeking students who earned 30 or more credits in their first academic year.

### Target

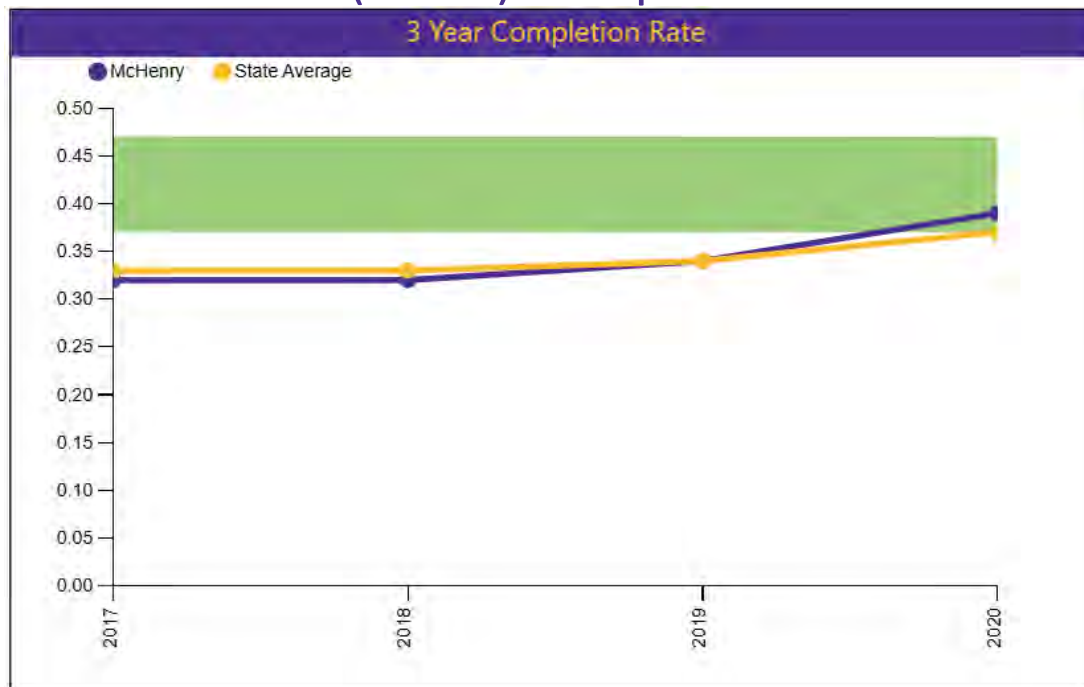
Within 10% higher than the maximum benchmark group average value from the past five years.

While MCC has made some progress in its 30-credit accumulation rate since 2019, it continues to fall well below the target range and has not narrowed the gap with the state average in the most recent reporting period.

# Student Success

Current Status:  
On Track

## 3-Year (150%) Completion Rate



MCC has made considerable progress in 3-year completion rate over the past few years and now falls above the state average and within the target range for the first time.

### Definition

Percentage first-time, full-time degree/certificate-seeking students who completed a program within three years.

### Target

Within 10% higher than the maximum benchmark group average value from the past five years.



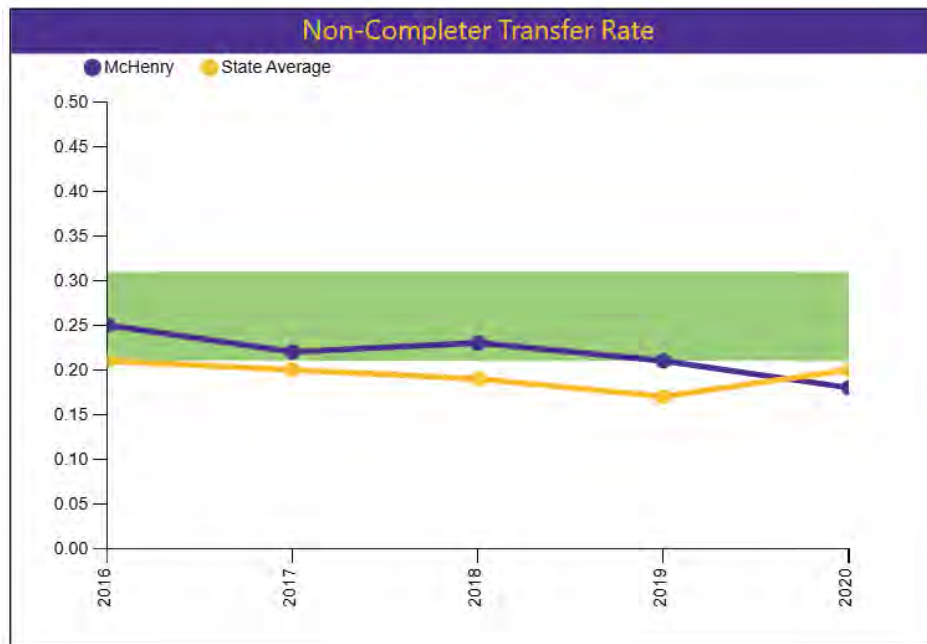


# Student Success

Current Status:

On Track

## Non-Completer Transfer Out Rate



MCC has declined considerably in its non-completer transfer out rate over the past few years and now falls below the state average and below the target range for the first time.

### Definition

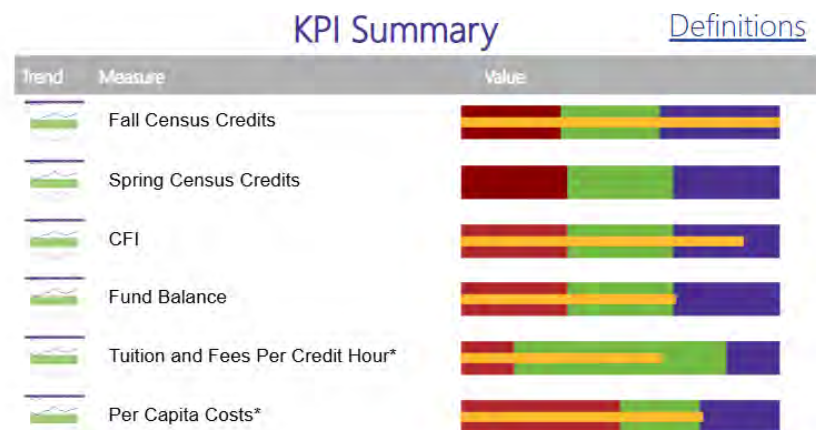
Percentage first-time, full-time degree/certificate-seeking students who did not complete a program within three years that transferred to another institution.

### Target

Within 10% higher than the maximum benchmark group average value from the past five years.



# Financial Stability



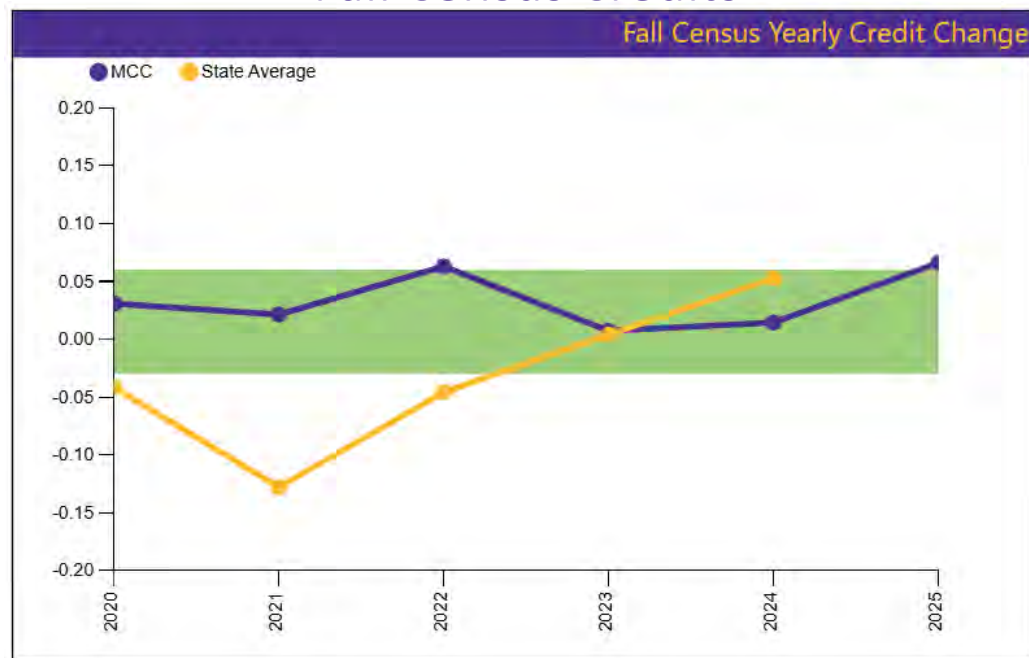
Measures with a \* indicate those that are reverse coded due to lower values being positive. As a result, the MCC values will display as negative.

All but one of MCC's six financial stability metrics currently fall at or above the target range.

# Financial Stability

Current Status:  
Exceeds Target

## Fall Census Credits



MCC's fall census enrollment grew well beyond the target range at a nearly 7% overall increase in the most recent reporting year.

### Definition

Percent yearly change in fall term census credit hour enrollment.

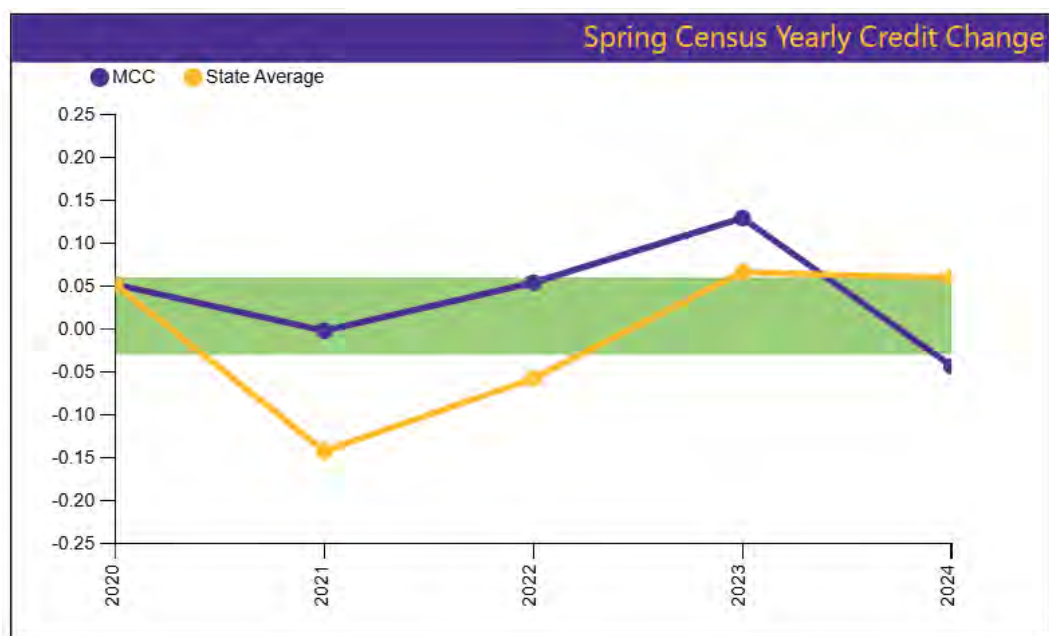
### Target

Within 3% of the prior fall census enrollment.

# Financial Stability

Current Status:  
Needs Attention

## Spring Census Credits



MCC's fall census enrollment fell beneath the target range at a nearly -4% decline in the most recent reporting year.

### Definition

Percent yearly change in spring term census credit hour enrollment.

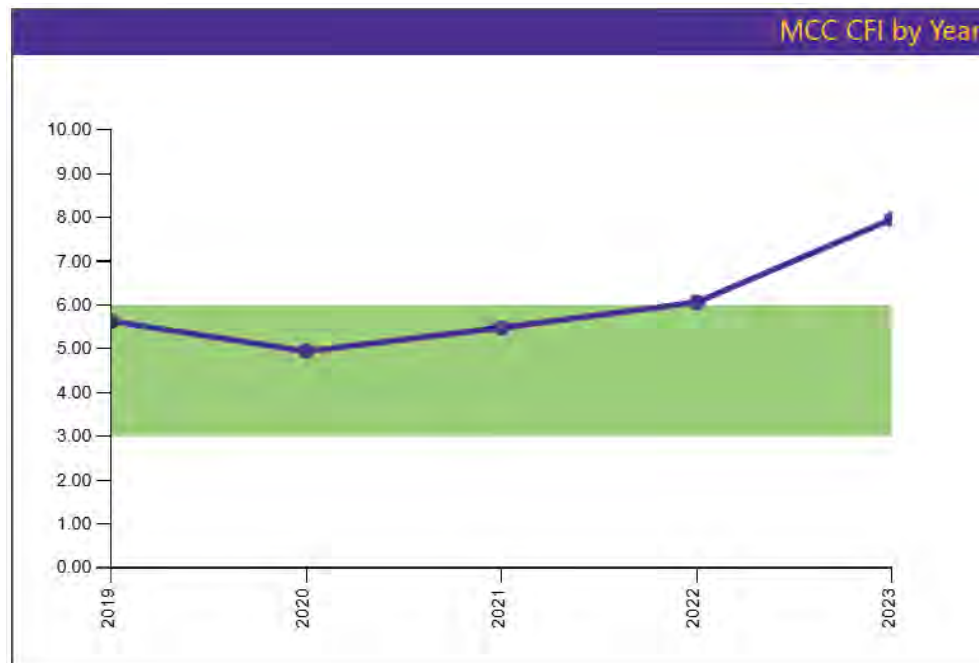
### Target

Within 3% of the prior fall census enrollment.

# Financial Stability

Current Status:  
Exceeds Target

## Composite Financial Index (CFI)



MCC's CFI falls well above the target range at a score of 8 in the most recently reported year.

### Definition

Composite Financial Index score. Scores range from 1 to 10 with higher scores indicating increased financial stability.

### Target

Score of 3 or higher

# Financial Stability

Current Status:  
Exceeds Target

## Fund Balance



MCC's fund balance falls just above the target range at a value of 8.04 in the most recently reported year.

### Definition

Budgeted operating fund balance remaining in the fund that is left over after the fund assets have been used to meet liabilities.

### Target

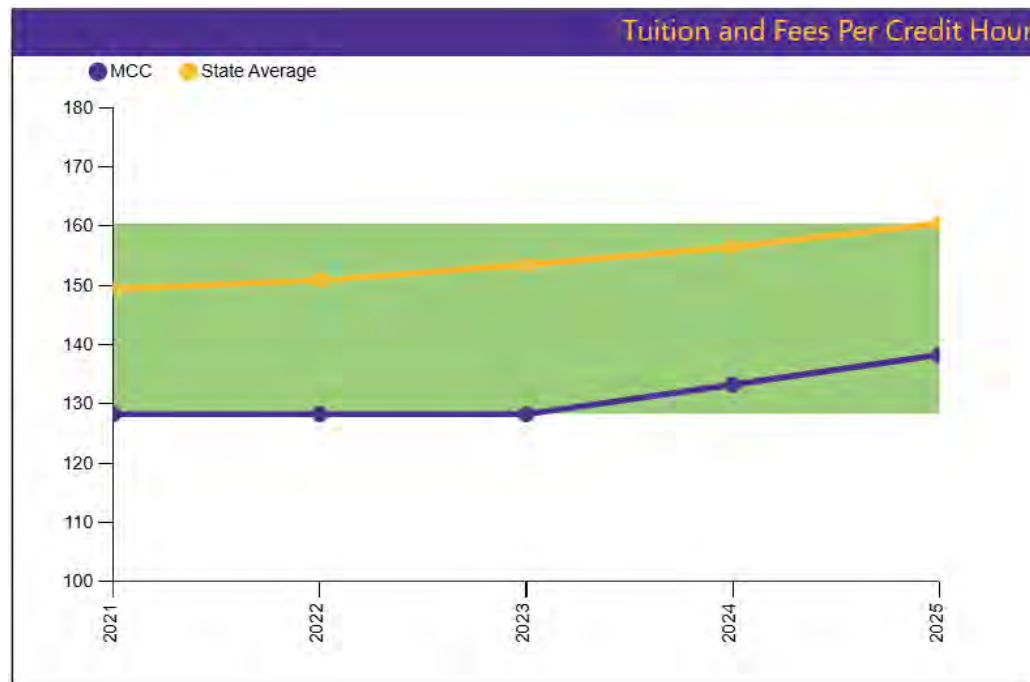
Between 4 and 8



# Financial Stability

Current Status:  
Exceeds Target

## Tuition and Fees Per Credit Hour



MCC's tuition and fees fall within the target range despite increasing slightly the past few years; the rate of increase was only slightly higher than the rate of tuition and fee increases at the state level.

### Definition

Amount of tuition and fees charged per credit hour.

### Target

2 standard deviations below the state average tuition

# Financial Stability

Current Status:  
Exceeds Target

## Per Capita Cost



MCC's per capita cost slightly exceeds the target range and has remained stable over the past five years despite increases in the state average during that time.

### Definition

The average cost per student.

### Target

2 standard deviations or more below the lowest state average per capita cost over five years.

# Partnerships

## KPI Summary

[Definitions](#)



### Partnerships

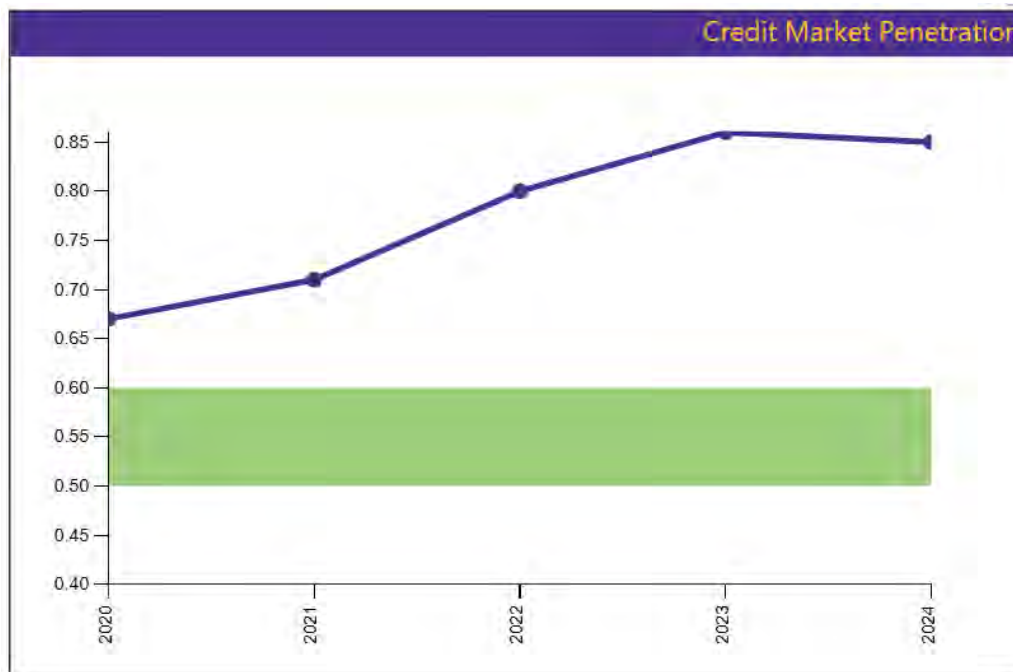
- Needs Attention
- On Target
- Exceeds Target

All four of MCC's partnerships metrics currently above the target range.

# Partnerships

Current Status:  
Exceeds Target

## Credit Market Penetration



MCC's credit market penetration exceeds the target range and has steadily increased over the past five years now falling at the 85th percentile.

### Definition

Unduplicated credit headcount compared to the total service area population. Represented as the College's percentile rank compared to its NCCBP peer group.

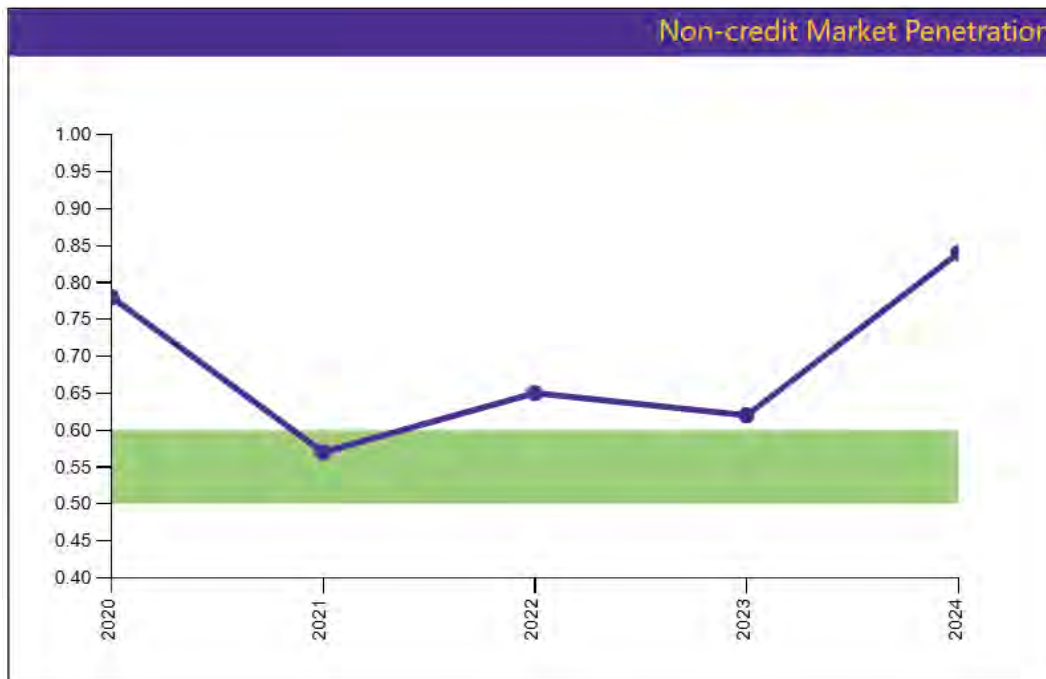
### Target

Within the 50-60<sup>th</sup> percentile of the NCCBP benchmark.

# Partnerships

Current Status:  
Exceeds Target

## Non-Credit Market Penetration



MCC's non-credit market penetration exceeds the target range and has rebounded over the past five years now falling at the 84th percentile, above its ranking in 2020.

### Definition

Unduplicated non-credit headcount compared to the total service area population. Represented as the College's percentile rank compared to its NCCBP peer group.

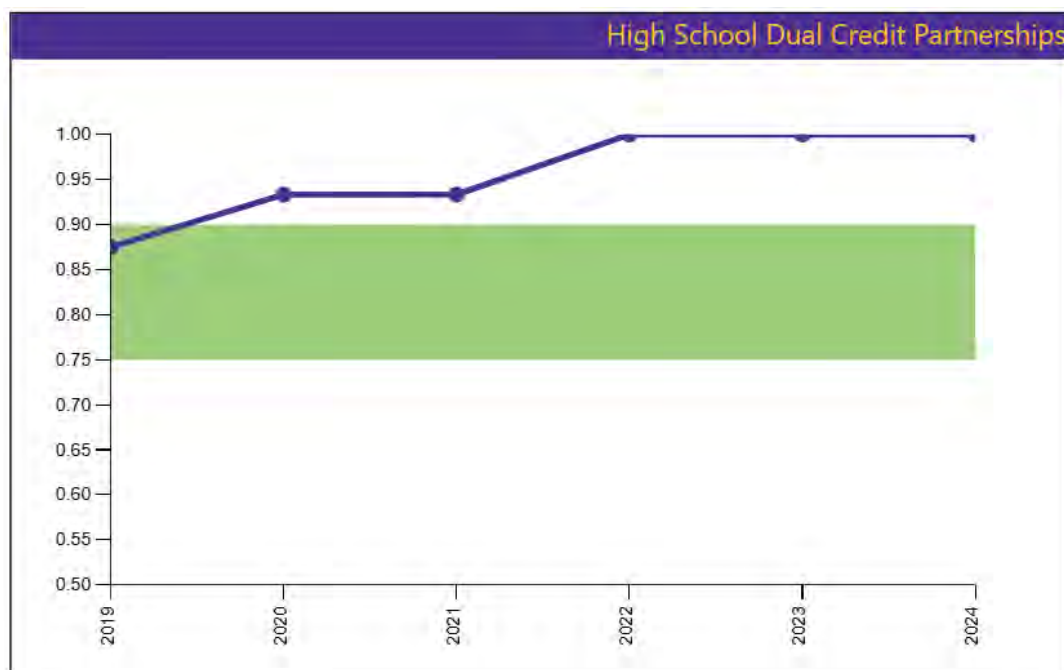
### Target

Within the 50-60<sup>th</sup> percentile of the NCCBP benchmark.

# Partnerships

Current Status:  
Exceeds Target

## High School Partnerships



MCC quickly exceeded its target range for this metric and has been at 100% since 2022.

### Definition

The percent of district schools that have a dual credit arrangements with MCC.

### Target

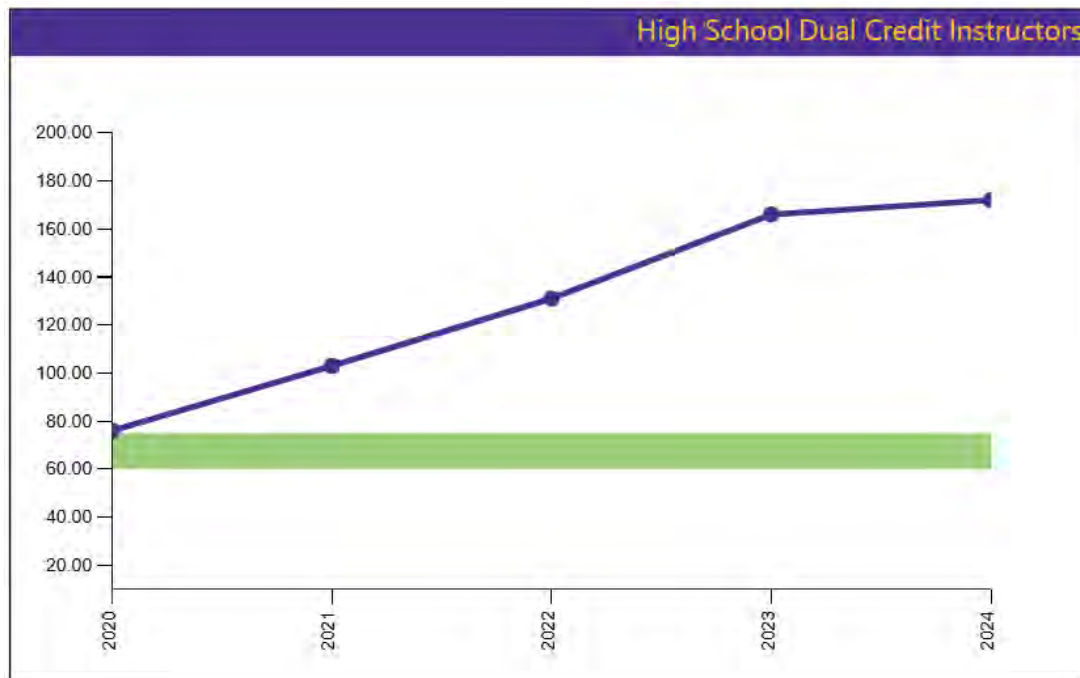
75% to 90%



# Partnerships

Current Status:  
Exceeds Target

## Dual Credit Instructors



MCC quickly exceeded its target range for this metric and has steadily increased the number of dual credit instructors since 2020.

### Definition

The number of certified dual credit instructors.

### Target

60 to 75 instructors

# Valuing People

## Valuing People



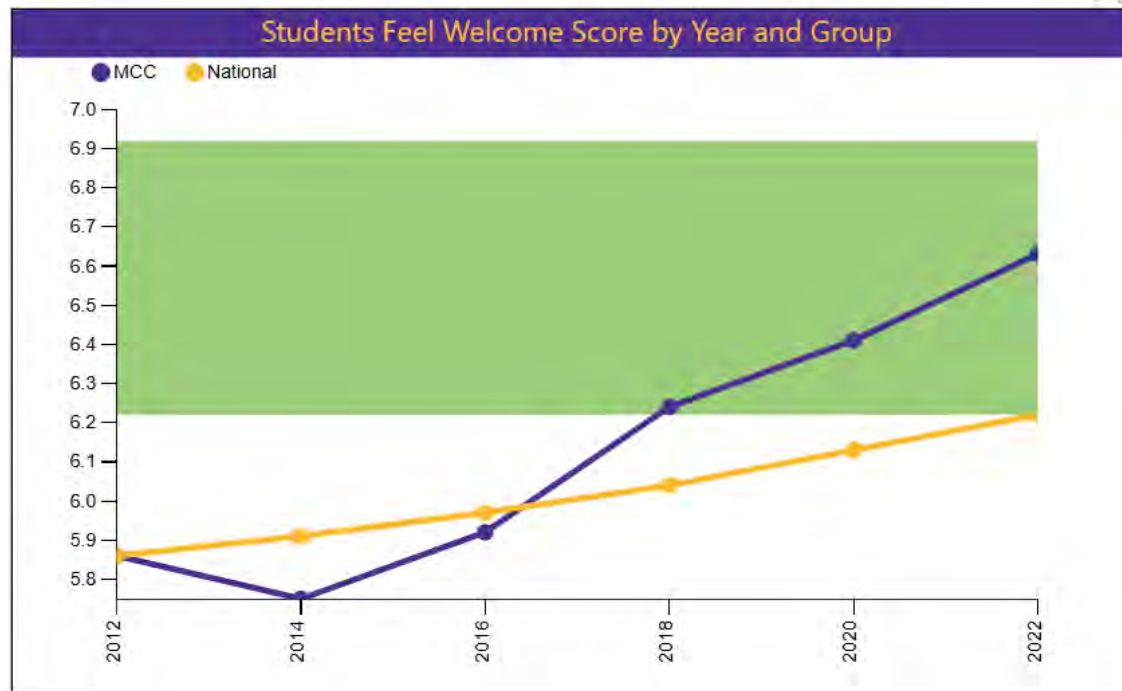
MCC is on target for ten of its thirteen valuing people metrics.

# Valuing People

Current Status:

On Target

## Students Feel Welcome



MCC has made substantial progress in this area over the past few survey administrations and falls well above the peer comparison group.

### Definition

Rating on the Ruffalo Noel Levitz Student Satisfaction Survey item 20 (Students are made to feel welcome here). Item is rated on a 7-point scale.

### Target

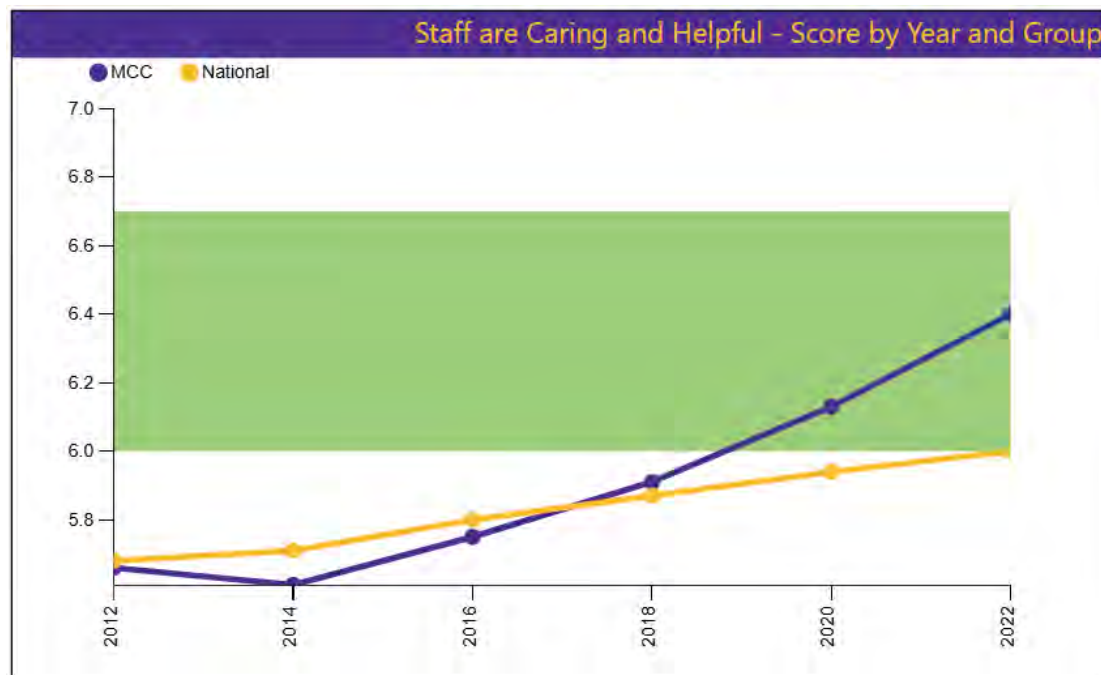
0.7 points or more above the highest national benchmark score during the tracking period.

# Valuing People

Current Status:

On Target

## Staff are Caring and Helpful



MCC has made substantial progress in this area over the past few survey administrations and falls well above the peer comparison group.

### Definition

Rating on the Ruffalo Noel Levitz Student Satisfaction Survey item 1 (The campus staff are caring and helpful). Item is rated on a 7-point scale.

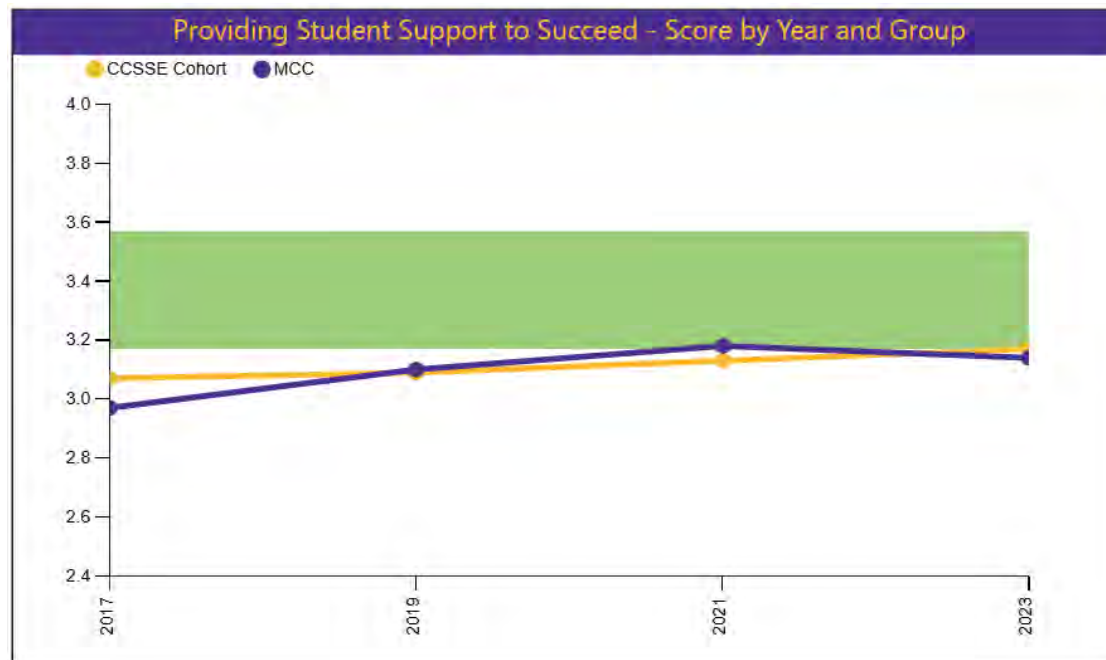
### Target

0.7 points or more above the highest national benchmark score during the tracking period.

# Valuing People

Current Status:  
Needs Attention

## Providing Student Support to Succeed



MCC not made much progress in this area over the past few survey administrations and currently falls just below the peer comparison group.

### Definition

Rating on the CCSSE Survey item 9b (Providing the support you need to help you succeed at this college). Item is rated on a 5-point scale.

### Target

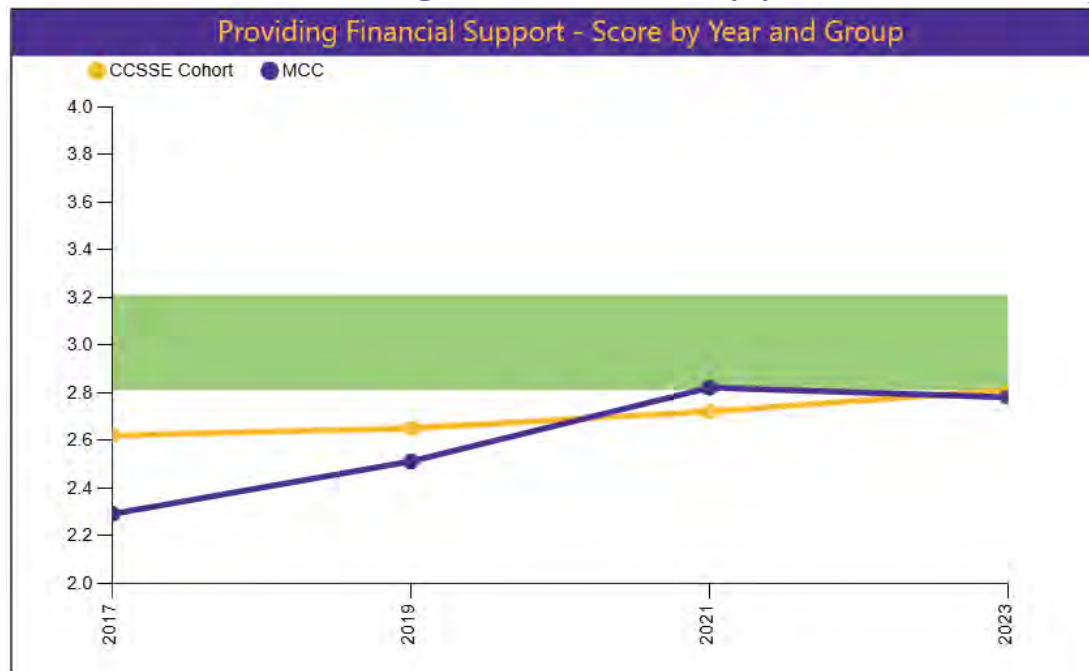
At or above the peer high value or the benchmark median score (50) or improvement over the prior survey administration



# Valuing People

Current Status:  
Needs Attention

## Providing Financial Support



While MCC has improved since 2019, the most recent rating declined slightly from the high point in 2021 and the College currently falls just below the peer comparison group.

### Definition

Rating on the CCSSE Survey item 9f (How much does this college emphasize providing the financial support you need to afford your education). Item is rated on a 5-point scale.

### Target

At or above the peer high value or the benchmark median score (50) or improvement over the prior survey administration

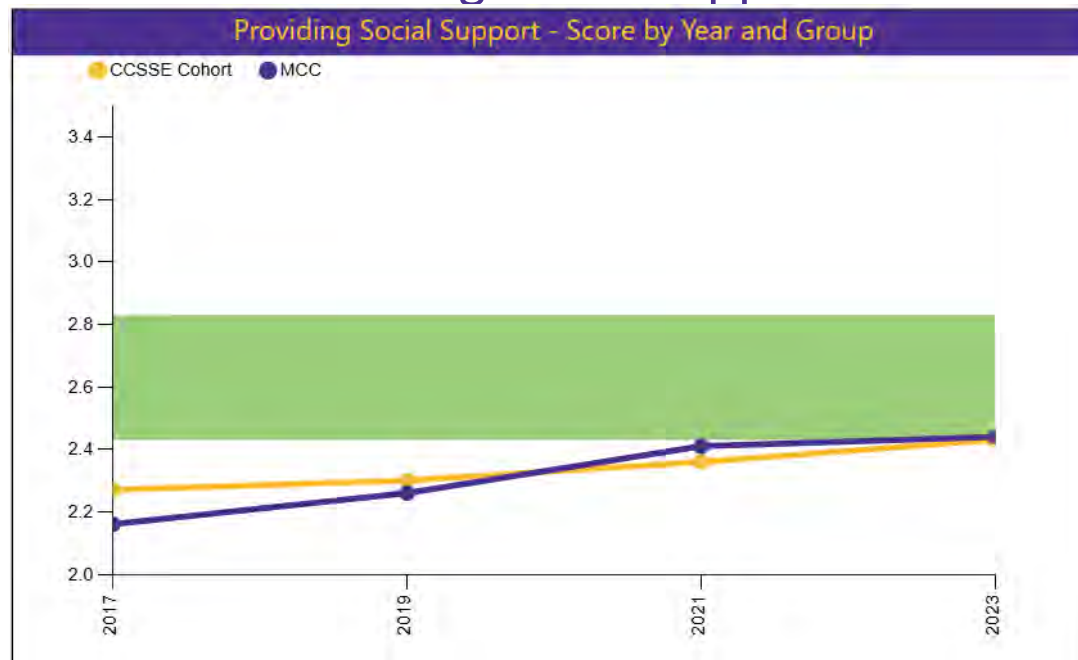




# Valuing People

Current Status:  
On Target

## Providing Social Support



MCC has improved over the past few survey administrations and is currently on par with the peer comparison group.

### Definition

Rating on the CCSSE Survey item 9e (How much does this college emphasize providing the support you need to thrive socially). Item is rated on a 5-point scale.

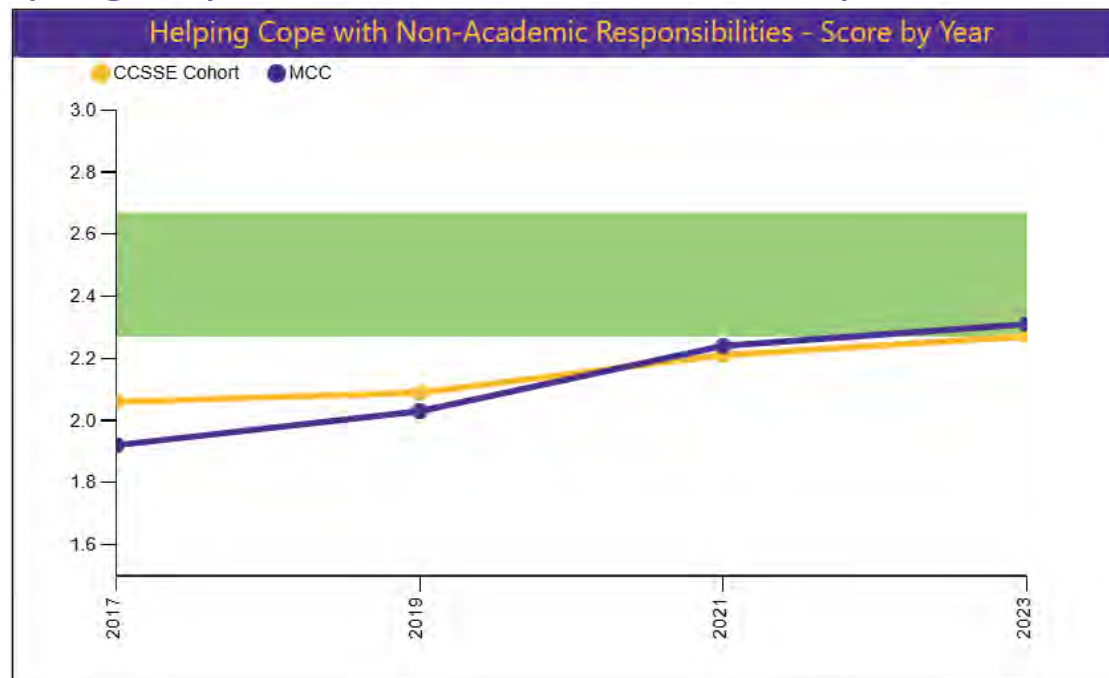
### Target

At or above the peer high value or the benchmark median score (50) or improvement over the prior survey administration

# Valuing People

Current Status:  
On Target

## Helping Cope with Non-Academic Responsibilities



MCC has improved over the past few survey administrations and is currently slightly above the peer comparison group.

### Definition

Rating on the CCSSE Survey item 9d (How much does this college emphasize helping you cope with your non-academic responsibilities (work, family, etc.)). Item is rated on a 5-point scale.

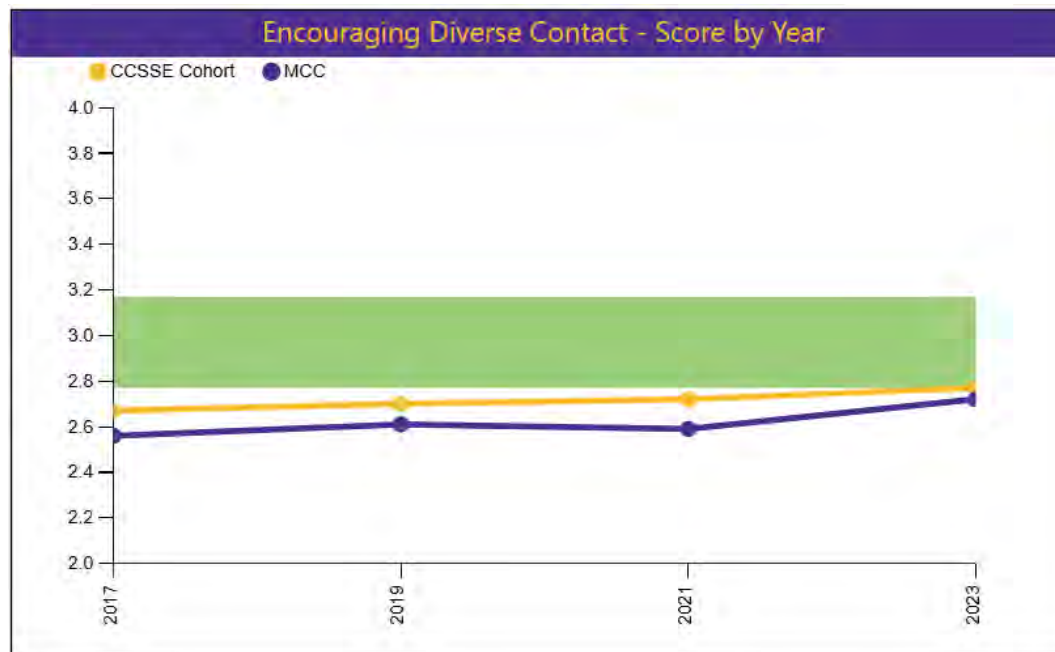
### Target

At or above the peer high value or the benchmark median score (50) or improvement over the prior survey administration

# Valuing People

Current Status:  
Needs Attention

## Encouraging Diverse Contacts



While MCC has improved in this area since 2019, it currently falls slightly below the peer comparison group.

### Definition

Rating on the CCSSE Survey item 9c (How much does this college emphasize encouraging contact among students from different economic, social, and racial or ethnic backgrounds).

Item is rated on a 5-point scale.

### Target

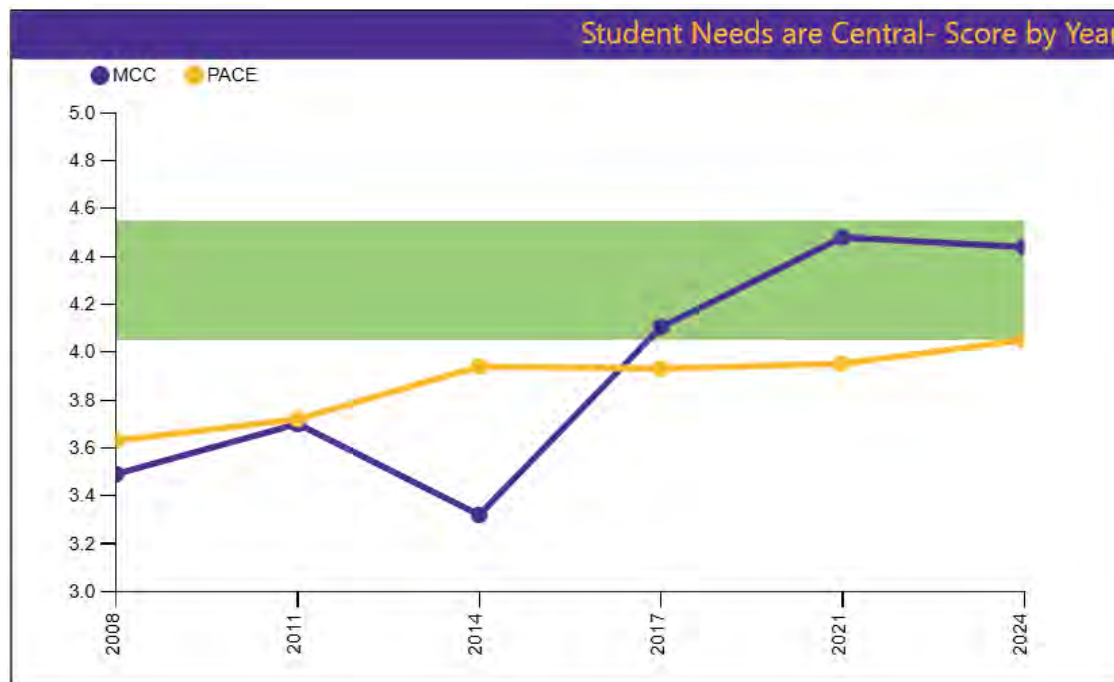
At or above the peer high value or the benchmark median score (50) or improvement over the prior survey administration



# Valuing People

Current Status:  
On Target

## Student Needs are Central



MCC has improved in this area over the past several survey administrations and currently falls well above the peer comparison group.

### Definition

Rating on the PACE Survey item 7 (The extent to which student needs are central to what we do). Item is rated on a 5-point scale.

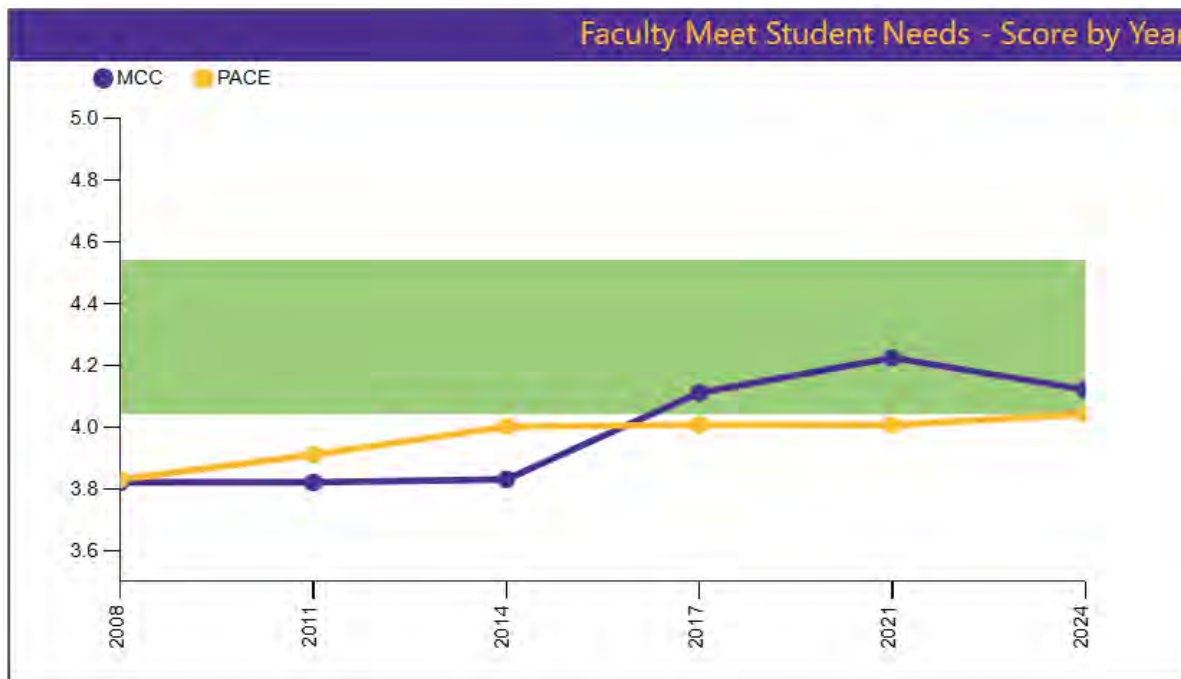
### Target

Above the peer 5-year high value

# Valuing People

Current Status:  
On Target

## Faculty Meet Students' Needs



MCC has declined in this area since its previous survey administration though still falls slightly above the peer comparison group.

### Definition

Rating on the PACE Survey item 17 (The extent to which faculty meet the needs of students). Item is rated on a 5-point scale.

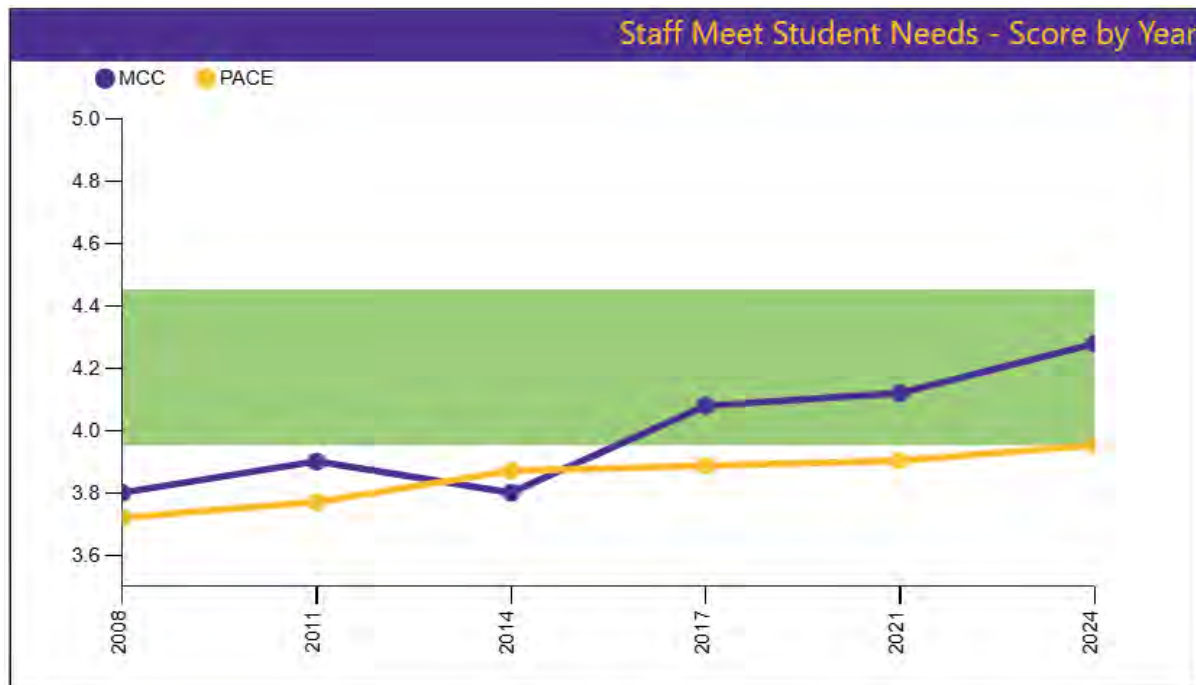
### Target

Above the peer 5-year high value

# Valuing People

Current Status:  
On Target

## Staff Meet Students' Needs



MCC has experienced steady growth in this area over the past several survey administrations and continues to fall above the peer comparison group.

### Definition

Rating on the PACE Survey item 28 (The extent to which classified personnel meet the needs of students). Item is rated on a 5-point scale.

### Target

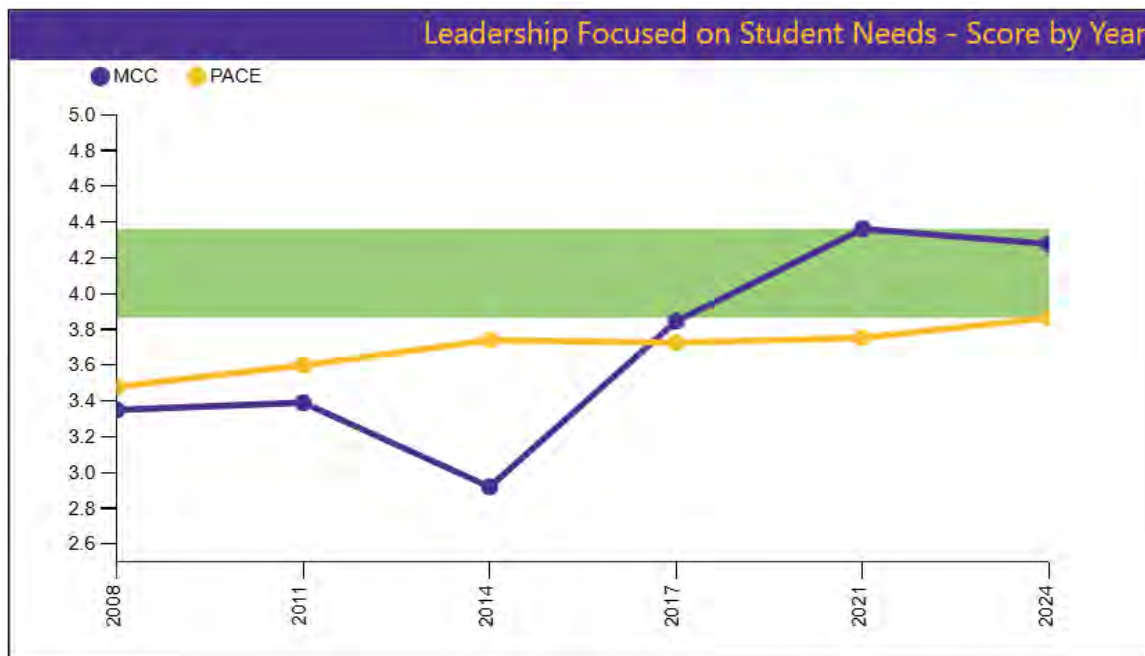
Above the peer 5-year high value



# Valuing People

Current Status:  
On Target

## Leadership Focused on Student Needs



MCC experienced notable growth in this area from 2014 to 2021 but declined slightly in the most recent survey administration. The College continues to fall above the peer comparison group.

### Definition

Rating on the PACE Survey item 6 (The extent to which administrative leadership is focused on meeting the needs of students). Item is rated on a 5-point scale.

### Target

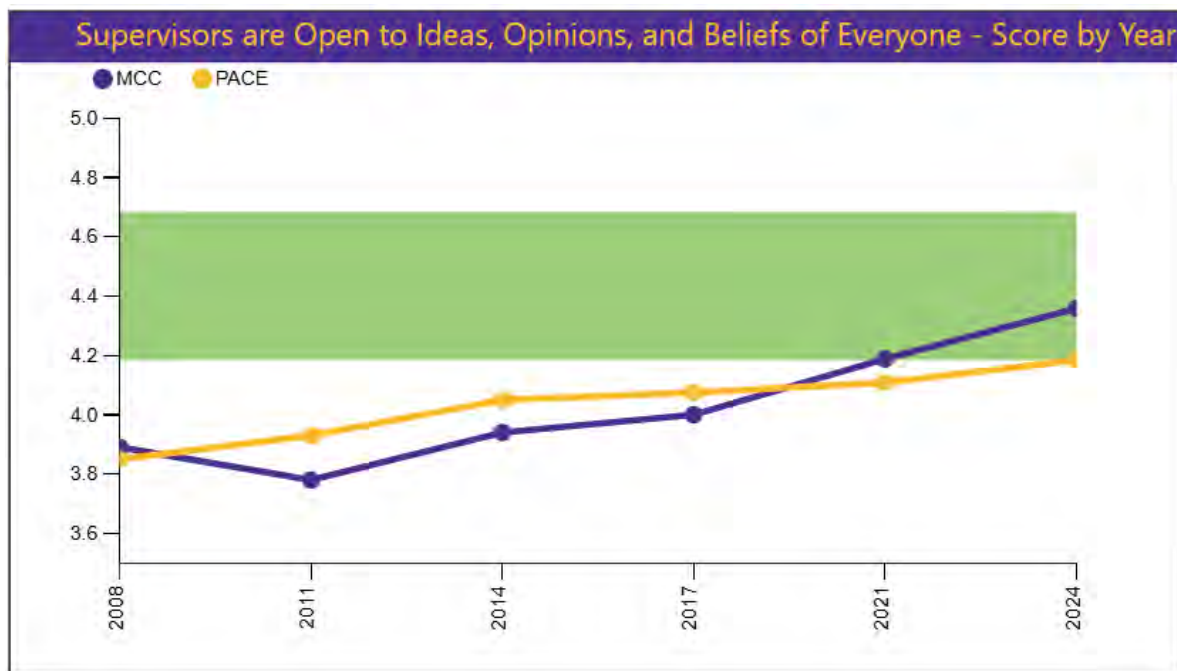
Above the peer 5-year high value

# Valuing People

Current Status:

On Target

## Supervisors are Open to Ideas



MCC experienced steady growth in this area since 2011 and currently falls above the peer comparison group.

### Definition

Rating on the PACE Survey item 9 (The extent to which my supervisor is open to the ideas, opinions, and beliefs of everyone). Item is rated on a 5-point scale.

### Target

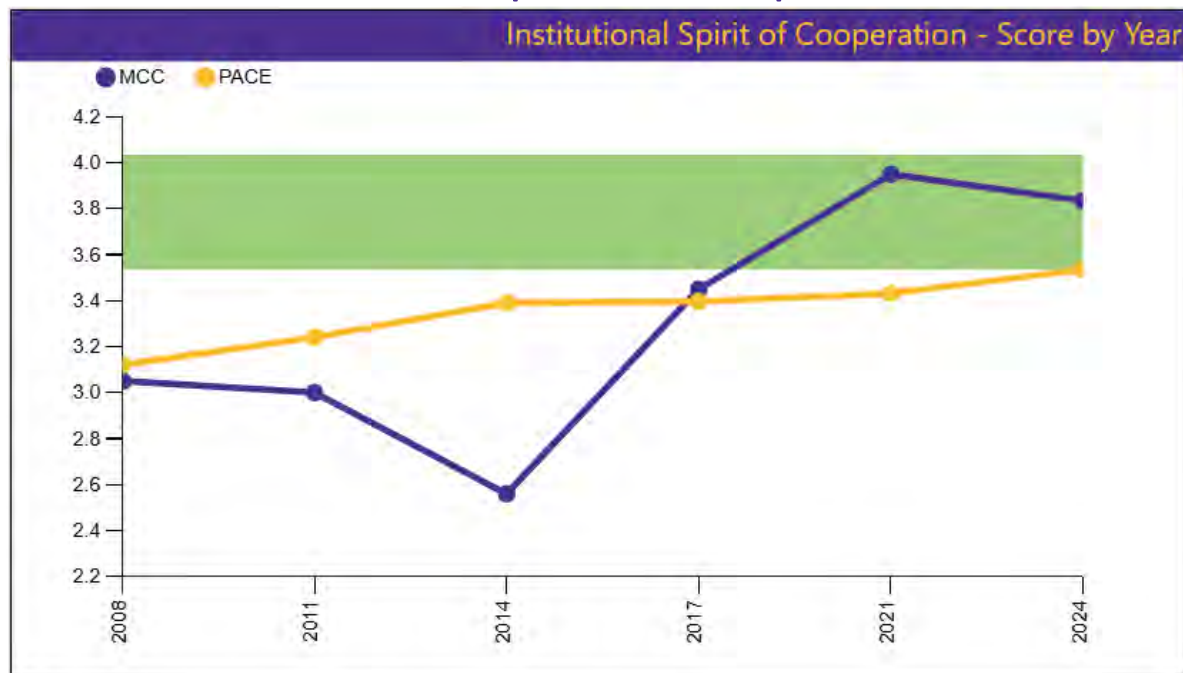
Above the peer 5-year high value

# Valuing People

Current Status:

On Target

## Institutional Spirit of Cooperation



MCC experienced substantial growth in this area from 2014 to 2021 but has since declined slightly while remaining above the peer comparison group.

### Definition


Rating on the PACE Survey item 25 (The extent to which a spirit of cooperation exists at this institution). Item is rated on a 5-point scale.

### Target

Above the peer 5-year high value

# KPI Dashboard

Current MCC employees can access a dynamic KPI dashboard on the Data page of the employee portal (login required)

[Definitions](#)

Key Performance Indicators

<u>Student Success</u>	<u>Financial Stability</u>	<u>Partnerships</u>	<u>Valuing People</u>
<div><div>● Needs Attention</div><div>● On Target</div><div>● Exceeds Target</div></div>	<div><div>● Needs Attention</div><div>● On Target</div><div>● Exceeds Target</div></div>	<div><div>● Needs Attention</div><div>● On Target</div><div>● Exceeds Target</div></div>	<div><div>● Needs Attention</div><div>● On Target</div><div>● Exceeds Target</div></div>

# **ENVIRONMENTAL SCAN 2024**

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## **SECTION 1: EXECUTIVE SUMMARY**

Economic, social, and political conditions over the past five years have been favorable for McHenry County College's (MCC's) enrollment, also benefiting from the expansion of new programs, services, facilities, and the development of external partnerships all contributing to its growth. Prospects for the coming five-year period may present more challenges and will require the College to adapt and innovate to overcome potential negative impacts on enrollment, funding, and opportunity.

Demographic shifts that began in the past several years are expected to continue with MCC's district population becoming more racial/ethnically diverse due to growth among Hispanic/Latine residents, in addition to continuing its shift toward a larger proportion of male residents. As the county demographic continues to change, the College can expect more growth among Latine students and will need to continue its work to ensure the success of this growing student population.

MCC will also begin to realize the impacts of an aging county demographic over the next five years. Declining birth rates that stemmed from the Great Recession in 2008 are expected to impact enrollments beginning in 2025 and are already being foretold by a decline among middle and high school students that could result in a loss in the number of dual credit/high school enrollments, as well as the number of high school graduates looking to transition to higher education in the near future. To offset this decline, the College will need to consider the needs and interests of more non-traditional age groups for its future planning.

A positive outcome of the aging county population is the number of job openings that will emerge from a need to replace retiring workers in the coming years. These openings will provide opportunities for MCC's Career and Technical Education completers, particularly in the field of Healthcare and Social Assistance. Aside from replacement jobs, added growth in new jobs for the county is projected to be minimal over the coming five years. There will be opportunity, however, for the College to focus on upskilling the incumbent workforce especially in emerging technologies such as Artificial Intelligence, Big Data, Design and User Experience, and other top skills for the future.

Finally, the current socio-political climate presents some potential challenges for the College that should be considered when planning for the next five years. While there is a great deal of uncertainty around federal policy changes, the College should be prepared for possible impacts on federal funding, student financial aid, protections for undocumented students, female, and transgender students, programming for Diversity, Equity, Belonging, and Inclusion, accreditation, and state/federal oversight. These possible changes, along with growing uncertainty about higher education and concerns about students' return on investment, may require the College to advocate for itself and its students more than it has had to in the past.

Although the College may face challenges over the next five years, it will also encounter opportunities to explore new avenues, innovate, and continue serving the community, provided it stays focused on its mission and goals while staying agile enough to navigate and adapt to any unforeseen changes that may arise during the implementation of its new Strategic Plan.

## SECTION 2: INTRODUCTION

McHenry County College's (MCC's) strategic planning and continuous improvement process began in 2006 when it joined the national Academic Quality Improvement Program (AQIP) through the Higher Learning Commission. In 2010, the College's Educational Master Plan for 2011-2015 was unveiled, integrating the institution's Core Principles, Academic Plan, presidential goals, and the AQIP Systems Appraisal Portfolio.<sup>1</sup> Rebranding for MCC was a related initiative that aligned with this process, and, in 2011, the core values of *Change Ready*, *Quality*, and *Community* were introduced. These values were informed by input from current and prospective students, faculty and staff, alumni, high school guidance counselors, workforce and community development affiliates, and other community partners and stakeholders. MCC used the first environmental scan published in 2012 to inform a renewed strategic planning process using this report to help identify district-wide trends.

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<sup>1</sup> McHenry County College Master Plan, August 2011, <http://www.mchenry.edu/emp/>

Because of the strategic planning process in 2013, the College committed to focus on five core initiatives through 2018:

- Increase student engagement, completion, and success.
- Maintain the College's financial stability, and expand infrastructure and technology to establish state-of-the-art learning environments that inspire postsecondary education and career development.
- Ensure high-quality services and learning opportunities through a culture of continuous improvement, innovation, and accountability.
- Engage in partnerships that enable MCC students to succeed in a global economy.
- Attract, develop, and retain quality instructors who are outstanding scholars/teachers and an excellent, diverse staff who are committed to the mission of MCC<sup>2</sup>.

In July 2016, Northern Illinois University's Center for Governmental Studies was contracted by MCC to conduct a second environmental scan. That report was used to inform the strategic planning process for the 2019-2024 Strategic Plan under the same branding elements as the 2013 report. Under that plan, the college adopted eight values:

### **MCC Values**

- |                 |                     |               |
|-----------------|---------------------|---------------|
| • Inspiration   | • Thoughtfulness    | • Excellence  |
| • Connectedness | • Community-Focused | • Passion     |
| • Diversity     |                     | • Stewardship |

In addition, MCC identified eight institutional goals for its 2019-2024 Strategic Plan:

1. Create accessible, high-impact student-focused services, interventions, and facilities that increase student engagement, completion, and career readiness.
2. Develop and execute transparent strategies for generating and sustaining financial resources necessary to drive College innovations and operations.
3. Deliver agile, secure, cost-effective, and sustainable infrastructure and technology solutions to drive institutional innovation and empower a positive learning and work environment.
4. Attract, retain, engage, and value diverse and dynamic faculty, staff, and administrators who are committed to excellence in our ever-changing context.

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<sup>2</sup> McHenry County College Strategic Plan, August 2013, <http://www.mchenry.edu/strategicplan/>

5. Strengthen collaborations with the community and local industry to ensure that all College efforts are focused on improving the quality of life and economic development for those individuals who learn with us.
6. Inspire and challenge students in every learning experience through the careful professional expertise of faculty who engage and support students, and expect high levels of learning.
7. Articulate the College's key value propositions in order to strategically increase community engagement and support, improve enrollment, and prepare the next generation of learners.
8. Develop effective strategies in all our interactions with students and each other that welcome and value our diversity.

As the College develops its next strategic plan that will take it from 2025-2030, it has grounded its work in its mission: Learning is our focus. Student Success is our goal. As such, the College has focused its discussions around five components of the mission: Our; Focus; Learning; Student; and Success. This focus helped college leadership better understand the institution's strengths, opportunities, and aspirations. To contextualize these components of the mission, MCC identified the following definitions for each component:

- **Our:** This is us – MCC employees, the people who innervate our entire strategies.
- **Focus:** Where we direct our daily energies.
- **Learning:** The way in which our faculty and academic programs engage, collaborate, and grow.
- **Student:** Supporting the individuals we are all entrusted to serve.
- **Success:** The efforts in place to move the institution forward.

**Purpose of the Report.** The purpose of this environmental scan is to identify data that may be helpful to consider in making informed decisions about the current and future operation of MCC. A wide range of data sources addressing economic, demographic, educational, and workforce trends has been reviewed. While a level of subjectivity is involved in selecting which data elements to include, the intent is to stimulate conversation among MCC constituents, rather than to present an exhaustive inventory of available data or propose causal relationships. MCC has access to high-quality data through its partners, such as the McHenry County Workforce Investment Board, and through its own internal continuous improvement processes. As a result, MCC is in the best position to identify the more nuanced short- and long-term implications of the trends and characteristics included in this report. Potential uses of this scan are to confirm or change strategic directions, identify emerging issues to explore further, and educate MCC faculty, staff, and other key constituents about the environment in

which MCC operates. These uses can contribute to the knowledge and insight needed for MCC's continuous improvement journey.

## **SECTION 3: DISTRICT GEOGRAPHY**

McHenry County College is in northeast Illinois on the Wisconsin border. MCC's district covers most of McHenry County and a small part of Boone, Lake, and Kane counties. As of the 2020 Census, there are 5 cities, 25 villages, 13 Census Designated Places (CDPs), 4 unincorporated communities, and 17 townships within McHenry County. In Wisconsin, two counties are on the border of the district, Walworth, and Kenosha Counties. McHenry County has 18 K-12 school districts with 76 schools; nine of the districts are public high school districts made up of 14 individual public high schools. Additionally, there is one private high school in the county.<sup>3</sup> There are no four-year colleges or universities located in McHenry County; however, in 2024, MCC partnered with Aurora University, Roosevelt University, Northern Illinois University, and Southern Illinois University to provide access to a set of bachelor's and advanced degree programs through a University Center located at the College's Catalyst Campus in Woodstock.

MCC's boundaries were drawn many years ago, based upon K-12 school district boundaries and were not intended to be contiguous with the county border (see Figure 1 below). However, because MCC's district closely aligns<sup>4</sup> with that of McHenry County, county level data is used throughout this report.

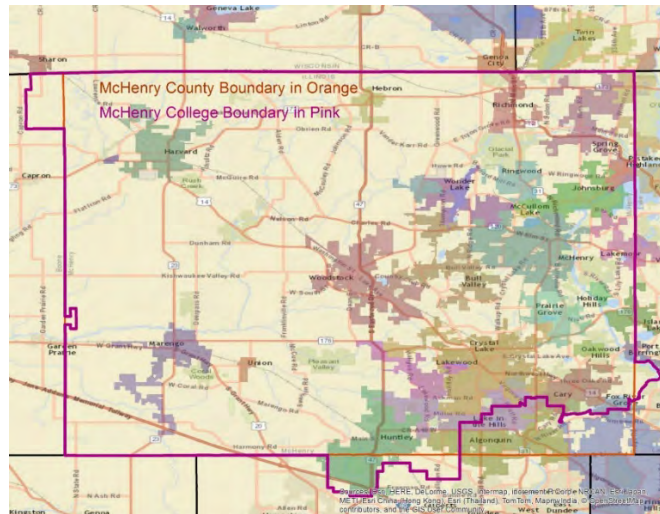
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<sup>3</sup> McHenry County College Strategic Plan, August 2013, <http://www.mchenry.edu/strategicplan/> (p. 2)

<sup>4</sup> According to the 2015 Comprehensive Annual Financial Report, 97 percent of the district is in McHenry County (p. iii).



Figure 1. Map of McHenry County College District Boundary



McHenry County is one of five collar counties that border Cook County and is found on the western edge of the Chicago urbanized area. McHenry County is included in the Chicago-Naperville-Elgin Metropolitan Statistical Area (MSA)<sup>5</sup>. The county encompasses approximately 603 square miles of which only 1.3% (7.6 square miles) is water-based. McHenry County is the 34<sup>th</sup> largest county in Illinois by total area according to the U.S. Census Bureau.

Figure 2. McHenry County 2020 Census Urban Areas



Source : [www.arcgis.com/apps/mapviewer](http://www.arcgis.com/apps/mapviewer)

McHenry County as a whole is classified as “urban”, though approximately 14% of the county population lives in areas considered rural. Figure 2 highlights the census urban areas within McHenry County as defined by the U.S. Census Bureau based on data from the 2020 Census. All areas that fall outside of a census urban area can be considered rural.<sup>6</sup>

<sup>5</sup> A metropolitan area is defined as counties with more than 25% of the working population commuting towards a central city such as Chicago.

<sup>6</sup> <https://data.census.gov/table/DECENNIALDHC2020.P2?q=mchenry%20county.%20IL%20rural>

## SECTION 4: COUNTY POPULATION

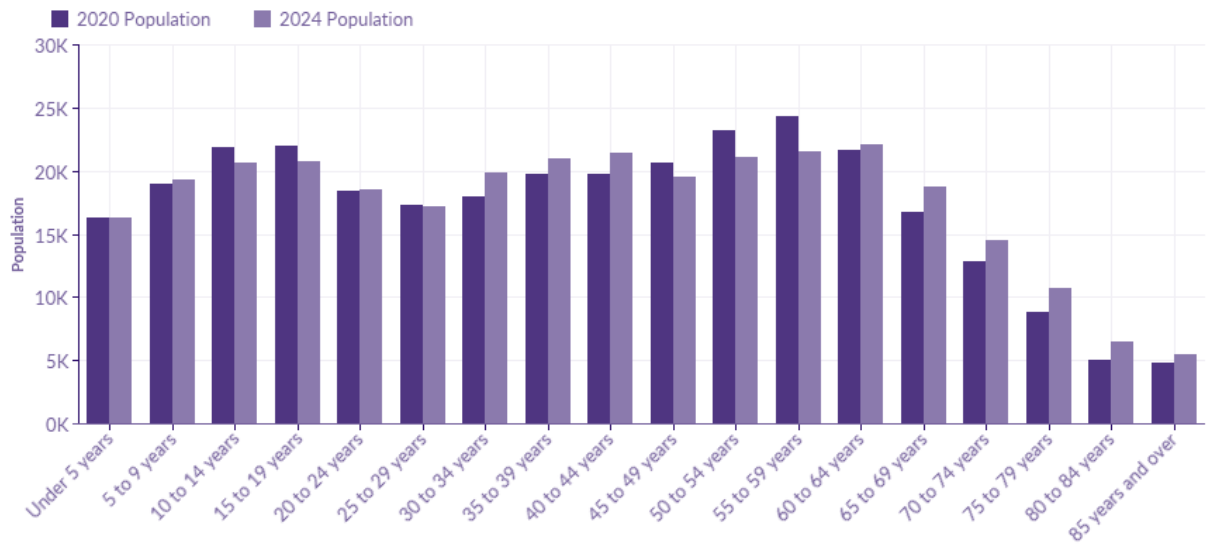
As of the 2020 Census, McHenry County had a population of about 310,229, making it the sixth most populous county in Illinois. As of 2024, McHenry County is home to roughly 314,867 residents, an increase of 2% (roughly 7,400 residents) over its population in 2019. McHenry County experienced a higher rate of growth than the state of Illinois between 2019 and 2024. While MCC's population has grown, the overall population within the state of Illinois has declined 1% during the same period.

Over the next five years, McHenry County's population demographic is projected to shift away from MCC's traditional student demographic, which has tended to be represented by higher proportions of 18- to 24-year-olds, females, and white students. Current trends indicate the College may need to adjust to meet the needs and interests of a constituency that is comprised of higher percentages of middle-aged residents, males, and racial/ethnic minorities.

**Age.** MCC's district population has aged substantially over the past twenty years and is slightly higher than the populations of the state and country. Based on data from the U.S. Census Bureau, the median age of McHenry County residents increased by six years from 2000 to 2022 with a change from 34.2 years to 40.5 years during that time. By comparison, the statewide median age increased by five years going from 34.7 years in 2000 to 39.5 years in 2022. The national median age as of 2022 was 38.5 years.

Figure 3 shows the shift in McHenry County's population by age group over the past five years. The shift toward an older population can be seen through 5-6% declines among the 10 to 14 and 15-19 age groups, MCC's key demographic of high school and pre-college age students, and increases among residents aged 30 to 44 and 60 years and older. Interestingly, the county also experienced declines in the 45-49 age group (-6%), the 50-54 age group (-9%) and the 55-59 age group (-11%) during this time. Fortunately for MCC, the county population of traditional college-age students (20 to 24 years) remained stable with a 1% growth during this time, however, projections show that over the next five years the county will experience a decline among traditional college-age residents.

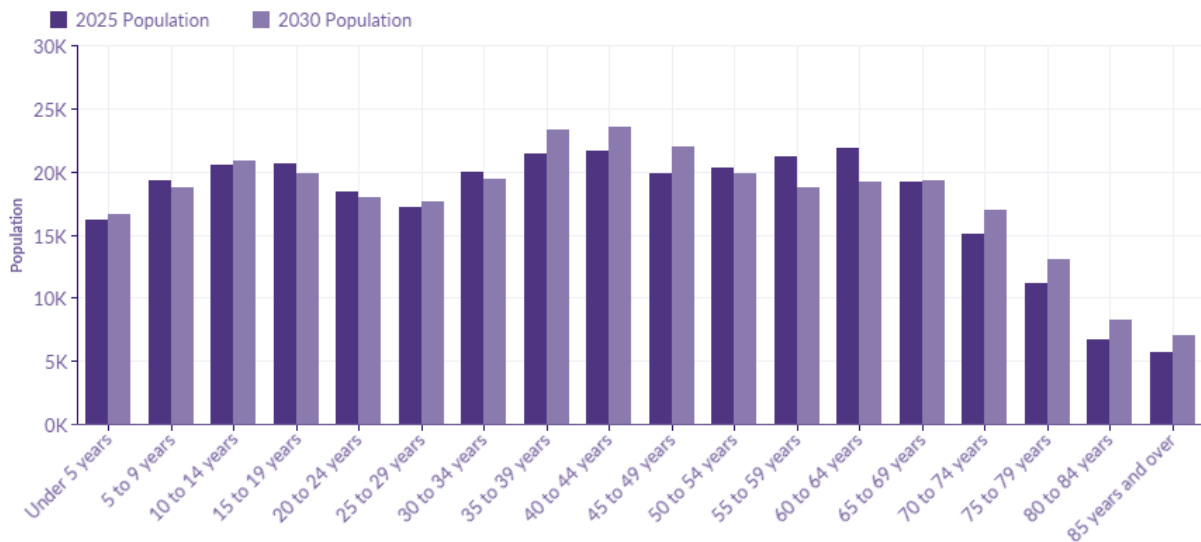
Figure 3. McHenry County Population Changes by Age Group 2020-2024



Source: Lightcast Data Analyst, October 2024.

From 2025 to 2023, the populations of McHenry County residents aged 15 to 19 and 20 to 24 are projected to decline 3% each along with declines among residents in the 30 to 34 and 50 to 64 age groups. Lightcast Data Analyst projects growth among the 35 to 49 age groups as well as in residents aged 65 and older. As the county continues to age, MCC will need to adjust its strategies to meet the needs of a more non-traditional college-age demographic.

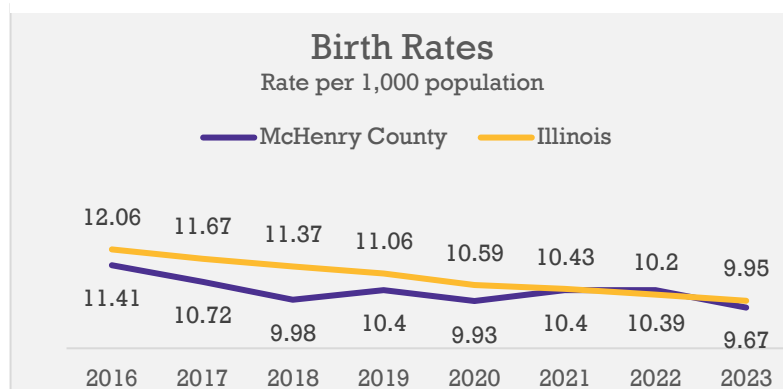
Figure 4. McHenry County Population Projection by Age 2025-2030



Source: Lightcast Data Analyst, October 2024.

**Birth Rate.** The trend of an aging county population seems partially driven by declines in births as birth rates across Illinois and McHenry County have been on the decline for 10+ years (Figure 5). In just in the last five years, the birth rate in McHenry County declined from 10.4 to 9.7 births per 1,000 population. While the county birth rate rose above the rate for Illinois in 2022, the county rate typically falls behind that of the state. Birth rates serve as an early predictor of college enrollment trends since changes in birth rates affect the number of graduating high school students

Figure 5. Birth Rates Trends for McHenry County and Illinois 2016-2023



eligible to enroll in college 18 years later. MCC, along with the rest of higher ed, is currently experiencing the impact of declining birth rates from 18 years ago, during the great recession, which is resulting in lower enrollment among traditional college-age students. Higher education has long been bracing for the impact of a large decline in high school seniors that was predicted to start around 2025<sup>7</sup>. Given the trend in declining birth rates that has continued since that time, along with projected changes in the age of McHenry County residents over the next five years, MCC should continue to prepare for changes in the average age of its student body for the near future.

**School District Enrollment.** Another way to look at the potential impact of an aging population and decline in birth rates within the county is through enrollment trends for MCC's feeder high school districts. Figure 6 shows a 7% decline in enrollments experienced throughout McHenry County's schools from 2018 to 2024.

<sup>7</sup> Schuette, A. (2023). *Navigating the Enrollment Cliff in Higher Education*, Trellis Company.

Figure 6. McHenry County School District Enrollment Trend 2018-2024

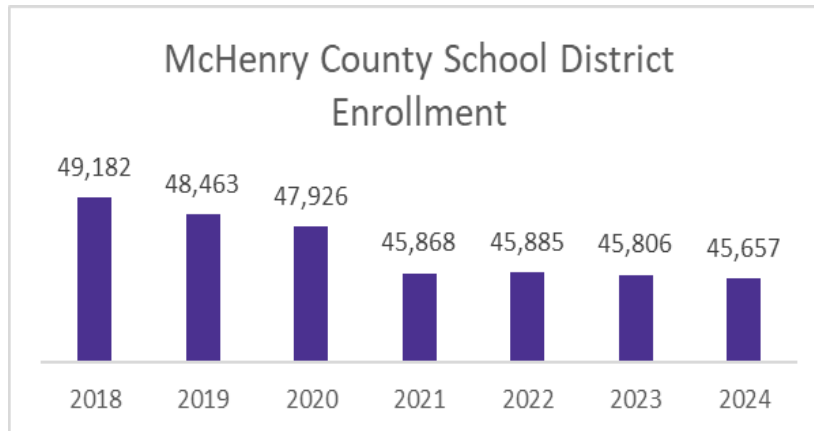


Table 1 on the following page shows the trend by school district. Richmond-Burton CHSD 157 experienced the largest drop in enrollment since 2019 with a 19.8% decline, or a loss of 468 students. Prairie Grove CSD 46 had the largest increase (28.6%, or an additional 195 students). MCC's largest feeder district, Harvard SD 36, experienced an 11.3% decline, a loss of 1,082 students. Overall, there were 3,525 fewer students in fiscal year 2024 as there were in fiscal year 2018. The peak year for student enrollment was in 2011; the numbers have incrementally declined since then coinciding with the trend of declining birth rates in the county. While declines have occurred among all grade levels, the largest declines from 2018 to 2024 occurred among 5<sup>th</sup>, 8<sup>th</sup>, and 11<sup>th</sup> grade students suggesting the impact on college enrollment may wax and wane for several years.

Collectively, McHenry County high schools have lost 1,321 9<sup>th</sup> to 12<sup>th</sup> grade students since 2018, an 8% loss.

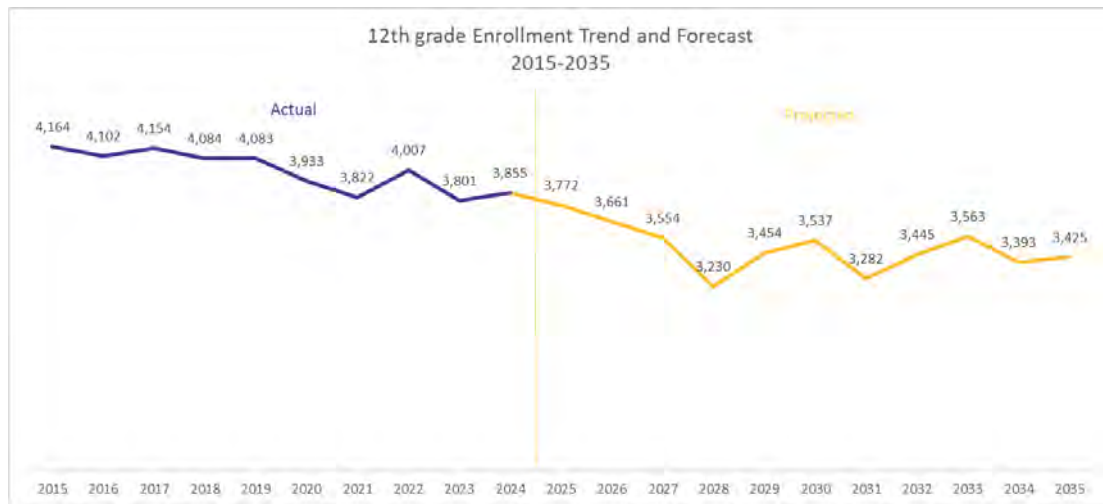
Table 1. Enrollment Trends by MCC Feeder School District 2018-2024

<i>District Name</i>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Alden Hebron SD 19	414	428	421	377	413	438	416
Cary CCSD 26	2,475	2,526	2,492	2,316	2,369	2,302	2,333
CHSD 155	6,113	5,985	5,791	5,688	5,598	5,405	5,340
Consolidated SD 158	7,553	7,445	7,376	7,066	7,012	7,109	7,033
Crystal Lake CCSD 47	416	405	418	407	414	408	429
Fox River Grove Cons SD 3	395	422	391	376	368	402	420
Harrison SD 36	2,733	2,721	2,704	2,584	2,522	2,510	2,499
Harvard CUSD 50	9601	9353	9182	8843	8645	8595	8519
Johnsburg CUSD 12	1861	1797	1832	1701	1690	1703	1696
Marengo CHSD 154	701	681	672	673	673	685	689
Marengo-Union E Cons D 165	1,016	1,051	1,044	988	1,015	1,055	1,081
McHenry CCSD 15	4464	4401	4376	4100	4069	4079	4049
McHenry CHSD 156	2221	2184	2184	2186	2218	2222	2231
Nippersink SD 2	1,160	1,140	1,152	1,066	1,111	1,102	1,126
Prairie Grove CSD 46	683	690	720	688	773	813	878
Richmond-Burton CHSD 157	666	640	616	583	568	549	534
Riley CCSD 18	291	301	291	267	287	270	261
Woodstock CUSD 200	6,419	6,293	6,264	5,959	6,140	6,159	6,123
<i>Total, All Districts</i>	<b>49,182</b>	<b>48,463</b>	<b>47,926</b>	<b>45,868</b>	<b>45,885</b>	<b>45,806</b>	<b>45,657</b>

Source: Illinois State Board of Education, Fall Enrollment Counts by Fiscal Year

A reversal of the decline in high school students is not expected soon based on enrollment forecasts for the next ten years. Figure 7 shows the 12<sup>th</sup> grade enrollment history and trend from 2015 to 2035. If the district enrollment trends over the past five years stay roughly the same, the number of high school seniors is projected to continue declining through 2035 and would bottom out around 2028 with some periodic increases aligning with students aging up from some of the younger grade levels that have experienced increases over the past few years.

Figure 7. 12th Grade Enrollment Trend and Forecast 2015-2035



Source: MCC Office of Institutional Research, High School Enrollment Projection

Based on trends over the past five years, MCC can expect around 90% of the high school seniors to graduate and 22% of those graduates to attend MCC in the fall following their completion of high school. Given the decline in the number of high school seniors projected for 2025, MCC may see as much as a 6% decline in its fall enrollment from high school seniors in fall 2025 and as much as a 12% decline from 2024 to 2030, a loss of around 100 new students over five years. Table 2 shows the predicted impact in enrollment by year.

Table 2. Projected McHenry County Enrollment from Public HS Graduates

Projected McHenry County Enrollment from Public High School Graduates, Fall 2018-2035													
		Graduation Year											
		Actual						Projected					
		2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Number of Students Enrolled	1st Grade	3,179	2,987	2,974	3,124	3,042	3,085						
	2nd Grade	3,172	3,234	2,914	3,070	3,229	3,105	3,134					
	3rd Grade	3,243	3,223	3,153	2,991	3,155	3,306	3,148	3,178				
	4th Grade	3,392	3,269	3,161	3,253	3,043	3,237	3,348	3,188	3,218			
	5th Grade	3,515	3,433	3,231	3,213	3,347	3,130	3,285	3,398	3,236	3,266		
	6th Grade	3,662	3,560	3,397	3,272	3,287	3,413	3,166	3,323	3,437	3,273	3,304	
	7th Grade	3,800	3,666	3,508	3,393	3,343	3,350	3,431	3,183	3,341	3,455	3,290	3,321
	8th Grade	3,738	3,811	3,616	3,531	3,451	3,391	3,369	3,450	3,200	3,359	3,474	3,308
	9th Grade	4,050	3,931	3,961	3,853	3,742	3,657	3,323	3,554	3,640	3,377	3,544	3,666
	10th Grade	3,901	4,037	3,823	3,828	3,765	3,692	3,584	3,257	3,483	3,567	3,309	3,473
	11th grade	3,890	3,758	3,821	3,667	3,744	3,668	3,560	3,455	3,140	3,358	3,439	3,191
	12th grade	4,083	3,933	3,822	4,007	3,801	3,855	3,772	3,661	3,554	3,230	3,454	3,537
Spring Graduates (est.) <sup>1/</sup>		4,032	3,895	2,654	3,976	3,741	3,677	3,395	3,295	3,199	2,907	3,109	3,184
Public HS Student Fall Enrollment at MCC (est.) <sup>2/</sup>		893	909	895	836	818	795	747	725	704	639	684	700
% Change from previous year <sup>3/</sup>		7%	1.79%	-1.54%	-6.59%	-2.15%	-2.81%	-6.05%	-2.94%	-2.94%	-9.12%	6.96%	2.40%

<sup>1/</sup> Graduation rate projection is based off of a 5-year rolling average graduation rate projection for McHenry County high schools (as reported on ISBE Report Cards)

<sup>2/</sup> Market share calculation is based off of a 5-year rolling average HS yield projection from 2020-2024.

<sup>3/</sup> May not add up due to rounding



To mitigate predicted declines among recent high school graduates, MCC will need to look at ways to increase its enrollment of other age demographics such, as high school/dual credit students as well as older non-traditional age groups.

**Educational Attainment.** As McHenry County College considers the potential to increase enrollment among its population of older county residents, current levels of educational attainment will be a key factor. Based on data from Lightcast Data Analyst, as of 2024, 67% of McHenry County residents aged 25 and older have at least some college, while 26% have a high school diploma and 6% have not graduated high school. These percentages have shifted slightly since 2019 when 66% of residents had at least some college.

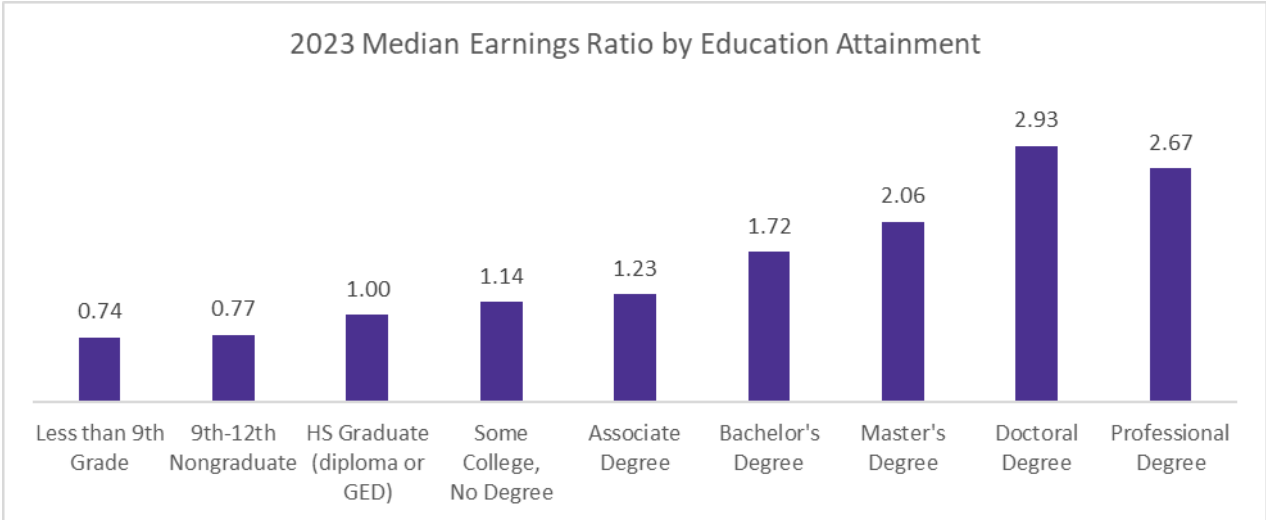
Educational attainment in McHenry County differs by race/ethnicity and gender. As of 2024, 48% of white, non-Hispanic residents aged 25 and older had a college degree compared to 43% of Black, non-Hispanic residents, 64% of Asian, non-Hispanic residents, and 36% of Hispanic residents of any race. Among the Black population of the county aged 25 and older, 50% have a high school diploma. Among the Hispanic population of the county aged 25 and older, 52% have a high school diploma. By gender, 43% of male residents aged 25 and older and 48% of female residents have a college degree. Males from historically underrepresented racial/ethnic groups have the lowest levels of educational attainment.

There are many factors that affect one's ability to pursue higher education including cost, flexibility with work and home responsibilities, and accessibility. MCC should continue working to understand and address the potential barriers to a college degree for the approximately 58,000 residents in its district who currently have a high school diploma and may benefit from completing at least some level of college.

One way to appeal to residents who may not currently have a college education is by making the connection between education level and median earnings. As Figure 8 shows, progression in education is a strong determinant of earnings. If one earns a bachelor's degree, it would be expected they would earn an average of 72% more in earnings than someone with a High School diploma. Those with at least some college and those with an associate's degree earn 14% to 23% more than those with high school diplomas or GEDs, respectively. In addition, the Bureau of Labor Statistics finds that unemployment rates are inverse to educational attainment; those with lower levels of education tend to have higher unemployment rates compared to

those with higher levels of education. In 2023, the unemployment rate for persons aged 25 and older with a high school diploma was 3.9 compared to 2.7 for those with an associate’s degree and 2.2 for those with a bachelor’s degree.

Figure 8. Median Earnings Ratio by Education Attainment

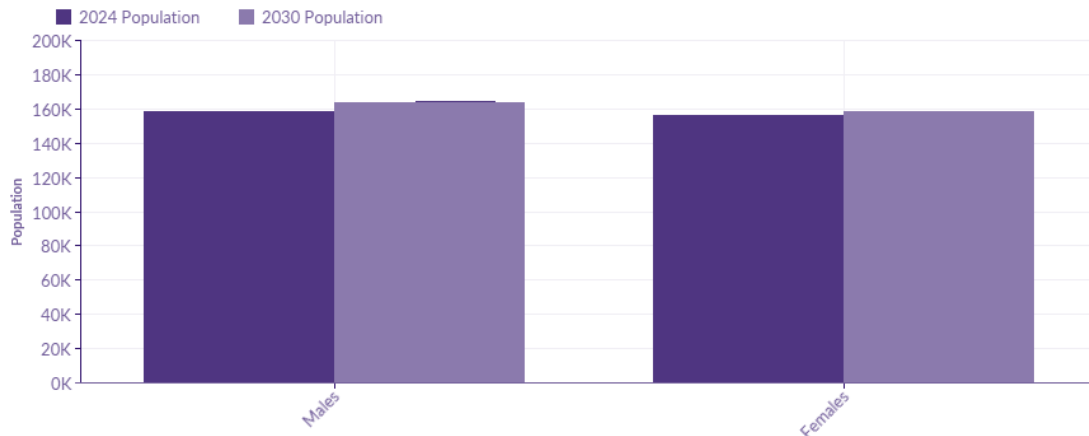


Source: U.S. Census Bureau, 2024, Table PINC-03

**Gender.** McHenry County is split nearly evenly regarding gender with 50.3% of the population assigned as males and 49.7% assigned as females as of 2024. The number of male residents grew 4% from 2019 to 2024 while the rate of growth for female residents was only 1%. Figure 9 shows the comparison of male and female county residents for 2024 and 2030. By 2030, the number of male residents is projected to grow another 3% compared to 1% for females, which will result in a slightly higher proportion of males (50.9%) by 2030 compared to females (49.1%).

Currently, MCC’s core credit student population is predominantly female. While the shift toward more male residents of the county may seem small and therefore inconsequential, the predicted county population gender shift could have implications for the College’s recruitment and student support strategies. As the male county population increases, MCC may need to develop strategies for attracting and retaining male students as well as for improving male student success, which currently lags behind success and completion rates for female students.

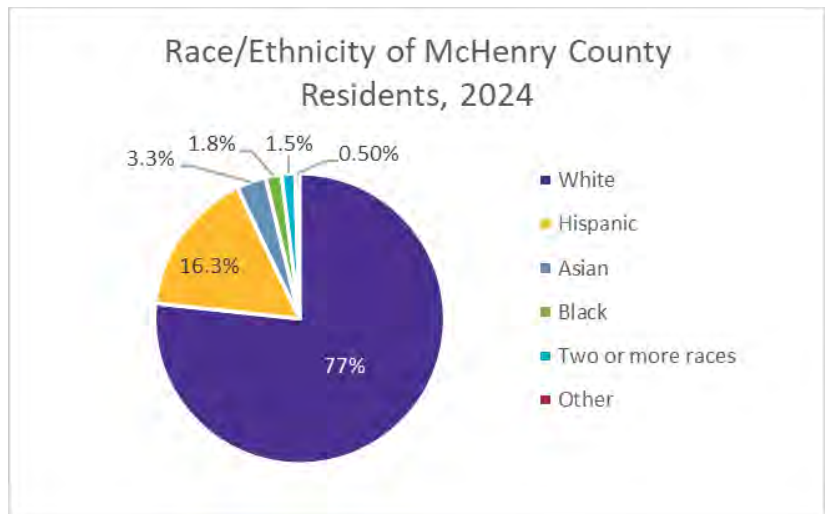
Figure 9. McHenry County Population by Gender 2024 and 2030



Source: Lightcast Data Analyst, Retrieved October 2024

**Race/Ethnicity.** As of 2024, the racial/ethnic composition of the McHenry County population (Figure 10) is predominantly white, non-Hispanic with 77% of residents reported as such. The remaining population is reported as 16% Hispanic, 3% Asian (non-Hispanic), and 2% Black (non-Hispanic). The racial/ethnic composition of the county has shifted over the past several years, however, and is predicted to continue shifting into the near future. Notably, the proportion of Hispanic residents in the county has

Figure 10. Race/Ethnicity of McHenry County Residents 2024



increased since 2018 and is projected to continue increasing through 2030 when roughly 19% of the population is expected to be reported as Hispanic.

MCC has already started seeing a shift in its student population that corresponds with the increase in Hispanic residents within the county. As of 2024, nearly 26% of the overall student population at MCC identified as Hispanic/Latine. As more of MCC's student population identifies as Hispanic/Latine, the College will need to find academic and student success strategies to address equity gaps in student outcomes as shown in the College's 2024 *Equity*

*Plan.* Specifically, the plan shows gaps in Latino student persistence, retention, graduation, and advancement rates compared to their peers in addition to credit accumulation and retention gaps among Latinas. Given the increase in its Hispanic/Latine student population and projected growth among this population for the future, MCC has already begun the process of pursuing a Hispanic Serving Institution (HSI) designation and potential related grant opportunities for the near future. This designation and any accompanying opportunities will elevate the need for the College to develop strategies to meet the needs of its Hispanic/Latine students both academically and socially.

**Community Indicators.** There are several other characteristics of the county population, beyond age, gender, and ethnicity, that could affect MCC’s plans for its future. Table 3 provides information about various community indicators intended to provide a more comprehensive understanding of the McHenry County population to inform the College’s development of strategies for the next five years.

*Table 3. McHenry County Community Indicators, 2023*

Foreign Born (Mexico, India, Poland most common origins)	9.0%
U.S. Citizenship	95.9%
Disabled	9.7%
Veteran Status (Vietnam most common service period)	5.4%
Median Household Income	\$100,884
Median House Value	\$270,600
Below the Poverty Level (predominantly white female)	6.2%
Severe Housing Problems	12%
Households with a Computer	96.8%
Households with Broadband Internet	94.7%
Language other than English Spoken at Home (predominantly Spanish)	17.3%

Sources: U.S. Census Bureau, McHenry County Profile, 2023 ACS; DataUSA

## SECTION 5: REGIONAL LABOR MARKET

Understanding the regional labor market is critical to MCC's focus on meeting the needs of its community and ensuring its graduates are prepared for employment in high skill, high wage, and high demand occupations upon fulfilling their academic goals. By understanding current and future trends in the top industries, occupations, skills, and qualifications employers are seeking, the College can align its program offerings to meet future needs.

While much of the demand for new and replacement workers will be in fields that do not require a College education and do not pay a high wage, these are not the types of occupations that MCC should focus on. Instead, the College should be more attuned to in-demand careers that will require upskilling and additional education for incumbent workers, as well as the top-paying career opportunities that require higher educational attainment. Particular attention should be paid to anticipated growth within the Health Care and Social Assistance industry as the market for jobs in the Manufacturing industry is projected to slow.

**Top Industries.** As Figure 11 shows, the top three industries for McHenry County are Retail Trade, Manufacturing, and Health Care and Social Assistance. Data from the Illinois Department of Employment Security (IDES) for McHenry County show 759 retail trade establishments employing an average of 12,819 workers, 516 manufacturing establishments employing an average of 12,723 workers, and 643 healthcare and social assistance establishments employing an average of 10,995 workers. Rounding out the top five industries in the county are Accommodation and Food Services with 585 establishments employing an average of 9,235 workers and Construction with 1,141 establishments employing an average of 6,630 workers.

Figure 11. Top Industries for McHenry County

The graph below shows the q1 2023 data for McHenry County for Multiple Industries, private ownership.

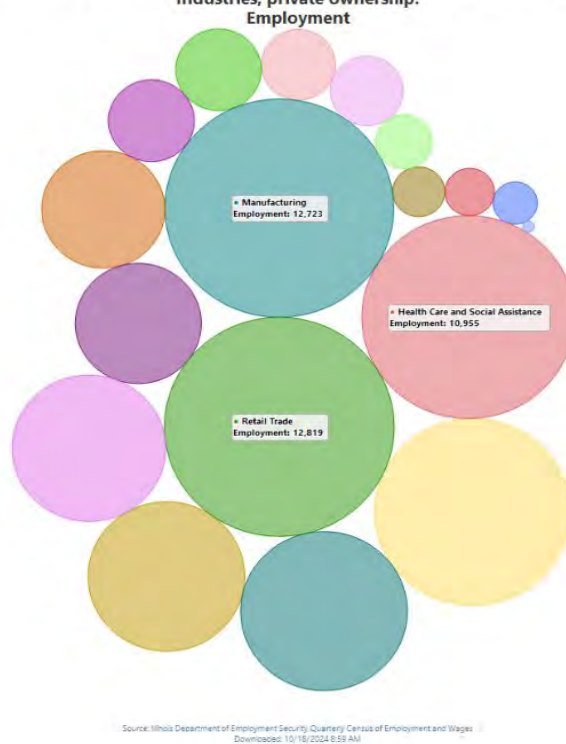


Table 4 provides the change in employment by industry from 2019 to 2024. The largest increase over the past five years has been a 33% increase in wholesale trade employment for a gain of 1,434 workers in that industry. The largest meaningful decline was in the Manufacturing industry, which lost 14% of its workforce since 2019 (2,059 workers). While still being among the top industries for the county, Manufacturing has been on the decline since as far back as 2000 losing roughly 41% of its workforce (roughly 9,000 workers) since then. McHenry's other top industries, Retail Trade and Health Care and Social Assistance, grew since 2000, 8% (951 workers) and 64% (4,696 workers), respectively. Over the past five years alone, Health Care and Social Assistance grew its workforce by 7% (808 workers) while Retail Trade remained stable with 1% growth (88 workers). Overall, McHenry County lost 1% of its workforce, 574 workers, since 2019.

*Table 4. McHenry County Employment by Industry 2019-2024*

Industry Description	Employment		Change 2019 - 2024	
	2019	2024	Number	Percent
Wholesale Trade	4,367	5,801	1,434	33%
Mining, Quarrying, and Oil and Gas Extraction	50	59	9	18%
Transportation and Warehousing	2,327	2,645	318	14%
Health Care and Social Assistance	11,243	12,051	808	7%
Construction	8,719	9,115	396	5%
Professional, Scientific, and Technical Services	4,715	4,882	167	4%
Utilities	99	101	2	2%
Real Estate and Rental and Leasing	1,117	1,136	19	2%
Other Services	6,159	6,229	70	1%
Accommodation and Food Service	9,707	9,787	80	1%
Retail Trade	13,484	13,572	88	1%
Government	15,004	14,715	-289	-2%
Educational Services	1,458	1,380	-78	-5%
Finance and Insurance	2,060	1,937	-123	-6%
Administrative and Support and Waste Management and Remediation Services	7,781	7,303	-478	-6%
Information	699	632	-67	-10%
Agriculture, Forestry, Fishing, and Hunting	1,618	1,449	-169	-10%
Arts, Entertainment, and Recreation	2,202	1,949	-253	-11%
Manufacturing	14,936	12,877	-2,059	-14%
Unclassified Industry	18	14	-4	-22%
Management of Companies and Enterprises	994	549	-445	-45%
<b>Total, All Industries</b>	<b>108,757</b>	<b>108,183</b>	<b>-574</b>	<b>-1%</b>

Source: Lightcast Analyst, 2024

**Industry Concentrations.** Specializations or concentrations of related industries are a widely recognized economic development phenomenon and play a vital role in promoting and maintaining the vitality of cities, regions, and states. Location quotients (LQ), or employment concentrations, are one of several methodological tools used in research to quantify and compare concentrations of industries in a particular area to another and are critical for assessing an area's economic strengths and weaknesses. Location quotients are especially useful in showing both the distinguishing industries and the commonalities between regional economies. They can serve to confirm the intuitively obvious or show emerging trends as economies change, grow, and diversify. If the LQ is 1.0, that industry has the same share of employment as the U.S. If the LQ is greater than 1.0, it has a greater share of local area employment than the national average, and if less than 1.0, a smaller share. For example, the LQ for the entertainment industry in Los Angeles, California is well above 1.0 because of the high concentration of employment in that sector.

Industries with high LQs are usually export-oriented, which is important because they bring money into an area, rather than recirculate it like retail and food service operations do. LQs also help identify industries that distinguish McHenry County from the surrounding region.

Given the importance of this information to program and curriculum planning and helping students connect with local employers, a more detailed look at the industries (3-digit NAICS) that have a location quotient greater than 1.5 is presented in Table 5. Manufacturing is dominating the field with several related industries that have a high presence in McHenry County.

*Table 5. Industries with Location Quotients Greater than 1.5, McHenry County, Illinois*

NAICS Code/Industry Description	Location Quotient	Major Sector	Employment 2024
NAICS 326 Plastics and Rubber Products Manufacturing	3.77	Manufacturing	1,760
NAICS 313 Textile Mills	3.46	Manufacturing	207
NAICS 333 Machinery Manufacturing	3.42	Manufacturing	2,477
NAICS 323 Printing and Related Support Services	2.74	Manufacturing	653
NAICS 332 Fabricated Metal Product Manufacturing	2.71	Manufacturing	2,504
NAICS 335 Electrical Equipment, Appliance and Component Manufacturing	2.41	Manufacturing	646
NAICS 111 Crop Production	2.32	Agriculture	1,266
NAICS 237 Heavy and Civil Engineering Construction	2.31	Construction	1,674
NAICS 455 General Merchandise Retailers	2.15	Retail Trade	4,278



NAICS 423 Merchant Wholesalers, Durable Goods	2.08	Wholesale Trade	4,504
NAICS 331 Primary Metal Manufacturing	1.81	Manufacturing	426
NAICS 482 Rail Transportation	1.79	Transportation & Warehousing	242
NAICS 327 Nonmetallic Mineral Product Manufacturing	1.77	Manufacturing	481
NAICS 811 Repair and Maintenance	1.55	Other Services	1,783
NAICS 903 Local Government	1.52	Government	13,637

Source: Lightcast Analyst, 2024.

**Industry Projections.** Current labor market projections anticipate minimal growth in the County's workforce from 2024 to 2030 with only a 2% increase, around 2,000 added jobs, across all industries. Table 6 details projections by industry for McHenry County at the 2-digit NAICS level. Among McHenry County's largest industries, Health Care and Social Assistance is expected to have the largest growth in terms of jobs added at 699 while Retail Trade is expected to remain steady with a 1% increase (137 added jobs). Manufacturing, however, is expected to have the largest loss in jobs over the next five years among all industries with a loss of 358 jobs, a 3% decline. Within Manufacturing, the largest losses are projected in Plastics Product Manufacturing (-304 jobs, -19%), Medical Equipment and Supplies Manufacturing (-129 jobs, -46%), and Electrical Equipment Manufacturing (-69 jobs, -12%). The largest area for growth in the Health Care and Social Assistance industry for McHenry County is projected to be in Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly (246 jobs, 20%). Industry projections are calculated by Lightcast as a general guide and external circumstances can change the course of some of these expected trends.

Trends at the state level show some similarities and differences when compared to the county projections. Overall, Illinois is projected to increase 3% in jobs over the next five years. Like the county, the highest area of growth at the state level is also Health Care and Social Assistance with a projected growth of 7%, roughly 64,421 additional jobs. Manufacturing is projected to fare better at the state level, however, with a projected 2% growth amounting to around 12,135 added jobs. Retail Trade, on the other hand, is projected to have the largest loss at the state level with a -1% decline, a loss of 7,399 jobs.

Table 6. Industry Employment Projections, McHenry County, Illinois

Industry Description	2024	2030	Change	Percent
Health Care and Social Assistance	12,051	12,750	699	6%
Wholesale Trade	5,801	6,263	462	8%
Other Services	6,229	6,670	441	7%
Accommodation and Food Services	9,787	10,104	317	3%
Government	14,715	15,021	306	2%
Administrative and Support and Waste Management and Remediation Services	4,882	4,961	79	2%
Transportation and Warehousing	2,645	2,816	171	6%
Retail Trade	13,572	13,709	137	1%
Professional, Scientific, and Technical Services	1,136	1,153	17	1%
Mining, Quarrying, and Oil and Gas Extraction	59	63	4	7%
Agriculture, Forestry, Fishing and Hunting	1,449	1,445	-4	0%
Utilities	101	96	-5	-5%
Educational Services	1,380	1,366	-14	-1%
Construction	9,115	9,077	-38	0%
Information	632	582	-50	-8%
Arts, Entertainment, and Recreation	1,949	1,870	-79	-4%
Management of Companies and Enterprises	549	453	-96	-17%
Finance and Insurance	1,937	1,778	-159	-8%
Manufacturing	12,877	12,519	-358	-3%
<b>Total, All Industries</b>	<b>108,183</b>	<b>110,296</b>	<b>2,113</b>	<b>2%</b>

Source: Lightcast Data Analyst, 2024.

**Occupation Projections.** Another lens for examining area employment trends and forecasts is through occupation classification. While industry sectors focus on the type of production associated with enterprises, such as manufacturing or transportation, occupational classifications focus on specific roles and job responsibilities, such as janitor or manager, that may span across multiple industries. Occupational trends are particularly important for postsecondary institutions as they have implications for program and curriculum development and certifications.

Occupation projections developed by Lightcast report on the number of expected openings resulting from growth (i.e., new jobs) and replacements due to turnover and retirement over a set period (see Table 7). Growth in employment comes as firms add production. Replacements are due to retirements or someone leaving for another occupation. Most openings in each occupation group are replacements as the county's workforce continues to age into retirement.

Table 7. Projected Employment Growth by Occupation Group, McHenry County, Illinois

Occupation Group	2024	2030	Job Growth 2024-2030			Median Salary
			New	Replacement	Total	
Transportation and Material Moving Occupations	10,641	11,111	481	8,504	8,985	\$17.51
Food Preparation and Serving Related Occupations	9,759	10,115	400	11,206	11,606	\$13.74
Healthcare Practitioners and Technical Occupations	5,584	5,845	335	1,897	2,231	\$33.82
Educational Instruction and Library Occupations	7,500	7,706	213	3,991	4,203	\$24.90
Healthcare Support Occupations	3,411	3,612	232	3,002	3,234	\$17.92
Installation, Maintenance, and Repair Occupations	4,306	4,490	220	2,281	2,501	\$24.40
Building and Grounds Cleaning and Maintenance Occupations	4,118	4,298	190	3,357	3,547	\$16.69
Management Occupations	9,303	9,460	233	4,341	4,573	\$45.69
Personal Care and Service Occupations	3,377	3,511	180	3,532	3,712	\$14.78
Community and Social Service Occupations	1,508	1,640	132	807	939	\$22.90
Computer and Mathematical Occupations	1,794	1,919	128	653	781	\$41.27
Business and Financial Operations Occupations	4,825	4,907	143	2,321	2,464	\$34.34
Sales and Related Occupations	10,030	10,080	177	8,036	8,212	\$15.92
Architecture and Engineering Occupations	1,461	1,507	51	567	617	\$38.65
Life, Physical, and Social Science Occupations	524	557	34	242	277	\$34.91
Protective Service Occupations	2,130	2,159	41	1,389	1,430	\$31.00
Farming, Fishing, and Forestry Occupations	491	516	34	441	475	\$14.26
Military-only occupations	326	347	20	219	239	\$15.02
Arts, Design, Entertainment, Sports, and Media Occupations	1,575	1,575	50	951	1,000	\$22.28
Unclassified Occupation	0	0	0	0	0	\$0.00
Legal Occupations	633	632	4	215	219	\$46.43
Construction and Extraction Occupations	6,036	6,032	119	3,037	3,156	\$30.90
Production Occupations	8,827	8,578	94	5,499	5,593	\$18.20
Office and Administrative Support Occupations	10,026	9,700	74	6,780	6,855	\$19.46
<b>Total, All</b>	<b>108,183</b>	<b>110,296</b>	<b>3,583</b>	<b>73,267</b>	<b>76,850</b>	<b>\$24.79</b>

Source: Lightcast Data Analyst, 2024

As of 2024, the top occupation groups for McHenry County were Transportation and Material Moving Occupations, Sales and Related Occupations, Office, and Administrative Support Occupations. By 2030, Food Preparation and Serving Related Occupations are expected to surpass Office and Administrative Support Occupations in the top three occupation groups for

the county. Unsurprisingly, these areas are also those with the highest projected growth over the next five years.

Many of the occupations in these top groups do not require a college degree or certification and do not provide livable wages and, as such, are not likely areas the College would develop programming around. However, as part of MCC's *Comprehensive Local Needs Assessment* as part of its Perkins grant reporting in 2024, the College identified occupations that are considered high wage, high skill, and high demand that represent opportunities for its CTE program graduates and help to identify areas for future focus in terms of program development, modification, and expansion that would result in gainful employment. Top occupation groups that meet the high demand, high wage, and high skill criteria include Management Occupations, Business and Financial Operations Occupations, Construction and Extraction Occupations, and Healthcare Practitioners and Technical Occupations.

**Current Demand for Workers.** The real-time demand for workers, as well as the required skills, credentials, and other attributes can be assessed through web-based technologies that scan millions of job and applicant postings on popular sites such as Monster, SimplyHired, and Indeed or posted by various state and local employment bureaus. Lightcast Data Analyst, a product developed through a merger between EMSI and Burning Glass Technologies, is one such tool for measuring current demand for workers across a broad variety of industries and occupations. While some employers do not post job listings on public job sites, it does give a sense of the types of jobs available within the McHenry County College District.

Table 8 lists the top ten occupations currently in demand for McHenry County based on the number of unique job postings appearing in the past year. In addition to being indicative of regional demand, the postings for Registered Nurses and other healthcare professionals also reflect a strong nationwide demand.

Table 8. Top Occupations Requiring a Degree by Number of Job Postings, McHenry County

Occupation Title	Unique Job Postings
Registered Nurses	379
Licensed Practical and Licensed Vocational Nurses	229
Medical Assistants	72
Dental Hygienists	50
Pharmacy Technicians	48
First-Line Supervisors of Retail Sales Workers	46
Maintenance and Repair Workers, General	46
Teaching Assistants, Except Postsecondary	39
Medical and Health Services Managers	38
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	30

Source: Lightcast Data Analyst, 2024.

The top occupations shown in Table 8 align with the most popular job qualifications mentioned in job postings for the county (Table 9). These qualifications were found within the job ads and ranked according to the number of postings in which they appeared. Aside from a driver's license, Registered Nurses and other healthcare related certifications appeared most often. This is not surprising as the healthcare sector has shown substantial growth, and several major hospitals and clinics are in the region. The demand for healthcare occupations is not expected to slow soon given the predominance of the Health Care and Social Assistance industry in McHenry County and its projections for continued growth.

Table 9. Top Qualifications Listed in Job Postings, McHenry County, Illinois

Qualification	Total Citations
Valid Driver's License	2,431
Registered Nurse	1,428
Cardiopulmonary Resuscitation (CPR) Certification	1,100
Basic Life Support (BLS) Certification	904
Certified Nursing Assistant (CNA)	420
Licensed Practical Nurse (LPN)	401
First Aid Certification	300
Advanced Cardiovascular Life Support (ACLS) Certification	220
Certified Pharmacy Technician	188
Certified Medical Assistant (CMA)	183
Automated External Defibrillator (AED) Certification	180
Emergency Medical Technician (EMT)	155
Teaching Certificate	152
Nurse Practitioner (APRN-CPN)	151

Source: Lightcast Data Analyst, 2024.

**Employability Skills.** When analyzing the top skills requested by employers, duplication is clear as most job ads list multiple skillsets (Tables 10 and 11). It gives a sense of the kinds of skills that employers are looking for in new employees, although it is difficult to assess how and to what degree employers evaluate these skills (i.e., are they based on the applicant’s on-the-job experience, credentials obtained, or pre-employment testing). However, it is clear that “soft skills” or “people skills” such as communication, initiative and leadership, and customer service, are highly valued for a wide range of jobs and that skills like critical thinking and problem solving continue to be highly sought by employers. Skills like ethical standards and conduct, planning, multitasking, time management, organizational skills, and teamwork are growing while self-motivation is rapidly growing and is likely to be more prominent in the future.

Table 10. Top 10 Skill Subcategories by Number of Job Postings

Skill Subcategory	Unique Job Postings
Communication	9,440
Personal Attributes	8,748
Initiative and Leadership	7,764
Customer Service	6,906
General Sales Practices	4,786
Regulation & Legal Compliance	4,663
Business Management	4,596
Critical Thinking & Problem Solving	4,181
Business Operations	4,061
Physical Abilities	3,437

Source: Lightcast Data Analyst, 2024.

Table 101. Software Skills by Number of Job Postings

Software Skill	Unique Job Postings
Microsoft Office	1,180
Microsoft Excel	1,020
Microsoft Outlook	643
Microsoft PowerPoint	421
Microsoft Word	332
Epic EMR	206
Spreadsheets	156
SAP Applications	150
Salesforce	110
AutoCAD	107

Source: Lightcast Data Analyst, 2024.

In addition to the top skill subcategories, job postings data are used to understand trends in top software skills sought by employers. Top software skills are listed in Table 11. As of 2024, the top software skills by number of job postings are dominated by Microsoft Office systems. These software skills are all projected to grow with Outlook, PowerPoint, Spreadsheets, SAP Applications, and Salesforce projected to be rapidly growing according to Lightcast Data Analyst.

Figure 12 lists the most valuable skills for the workforce of today and in the future according to the World Economic Forum.

Figure 12. The Most Valuable Skills for Jobs of the Future

## What are the Most Valuable Skills for Jobs of the Future?

According to research by the World Economic Forum (Future of Jobs Report, 2023), 44% of employers surveyed said that the top 10 employability skills will change over the next five years. The Table below lists the top skills of the current job market and the top skills predicted for jobs of the future.

Current Skills	Future Skills
1. Analytical Thinking	1. Analytical Thinking
2. Creative Thinking	2. Creative Thinking
3. Resilience, Flexibility, Agility	3. AI and Big Data
4. Motivation and Self-Awareness	4. Leadership and Social Influence
5. Curiosity and Lifelong Learning	5. Resilience, Flexibility, and Agility
6. Technological Literacy	6. Curiosity and Lifelong Learning
7. Dependability & Attention to Detail	7. Technological Literacy
7. Empathy and Active Listening	8. Design and User Experience
8. Leadership and Social Influence	9. Motivation and Self-Awareness
9. Quality Control	10. Empathy and Active Listening

Over the next several years, skills like AI and Big Data as well as Design and User Experience will emerge in the top 10 taking the place of skills like Dependability and Attention to Detail and Quality Control. Other skills in the current top 10 will become more prominent, particularly Leadership and Social Influence which is expected to move up in importance.

MCC should assess how its courses and programs align with the emerging skills of the future to ensure students are competitive in the future workforce.



**Commuting and Workforce Mobility.** Worker commuting patterns can be indicators of the true size and scope of the regional labor markets, and in metropolitan environments they can indicate the degree of economic interdependency with the surrounding region. An area's ability to pursue economic development depends in part on the supply and mobility of workers. Matching local talent with local jobs is not easily done in a labor market as large, mobile, and diverse as the Chicago metropolitan area. The larger communities within the McHenry County (Algonquin, Crystal Lake, Harvard, McHenry, and Woodstock) are major regional business centers, employing significantly more workers than live within the county. At the same time, many District residents commute to jobs in the surrounding metropolitan area. Although this situation presents workers and employers tremendous opportunities for employment, as well as talent acquisition, it also creates considerable challenges for educational institutions in deciding the types training or degree programs to offer. Nevertheless, understanding overall trends in workers commuting patterns, location of regional centers of business activity and the projected employment demand for key industries and occupations offer important insights into how the community college system can best position itself to serve the needs of future students and the business community.

Commuting patterns are best described as worker outflow (employed residents in a specified area that work outside the area) and worker inflow (workers living in other areas but employed in a specified area). The regional labor force consists of those who live in McHenry County but are employed in the surrounding areas, those who are employed in the county but live elsewhere, and those who both live and work in the county. Labor market data for the county show a substantial number of workers commute to jobs outside the county but in the nearby region. Data from the 2016-2020 American Community Surveys show 160,951 workers living in McHenry County, compared with employment of 114,450 workers within the county, resulting in a net outflow of 46,501 workers to jobs in the surrounding areas (Table 12). This net outflow of workers has decreased compared to 2014 but still is higher than net outflow from years prior to that even as employment and the number of workers living in the county have continued to grow. Since 2014, the number of workers employed in the county increased by 45%. Meanwhile, the number of employed residents (who may work inside or outside the county) has grown 24%.

Table 11. Commuter Inflow/Outflow for McHenry County 2006-2020

	2020		2014		2010		2006	
	Count	Share	Count	Share	Count	Share	Count	Share
Working in the District	114,450	100.0%	78,799	100.0%	84,527	100.0%	77,135	100.0%
Living in the District	160,951	140.6%	129,330	164.1%	126,021	149.1%	117,038	151.7%
Net Job Inflow (+) or Outflow (-)	-46,501	-	-50,531	-	-41,494	-	-39,903	-

Source: U.S. Census Bureau, American Community Surveys.

Roughly three quarters (76%; 8,417 workers) of the county workforce lives in the county while the remaining quarter, or 28,000 workers, commute from outside the county. Of those commuting in for work, 26% come from Kane County, 25% come from Lake County, 16% come from Cook County, 13% come from out of state (the vast majority from Wisconsin), and 8% come from Boone County.

Among McHenry County's resident workforce, roughly 48% (86,417) work within the county. Most of the resident workforce (51%; 74,500 individuals) commutes to other counties for work. The region's transportation network permits for easy access for McHenry County residents to a variety of employment opportunities around the greater Chicago area while allowing them to live a more affordable suburban or rural lifestyle. Overall, 18% (29,257) of McHenry's resident workforce commutes to Cook County, 12% (19,805) commutes to Lake County, and 8% (12,217) commutes to Kane County.

## SECTION 6: LOCAL ECONOMY

An examination of the state of the local economy provides essential insight the strengths and challenges faced by district residents, and therefore potential and current students. These insights help guide the College's beliefs, goals, and strategies around meeting students' basic needs. While unemployment rates have come down since the pandemic period, the cost of living for the county has increased. As housing prices and other expenses increase, residents have less income to spend on their educational pursuits and may need to rely more on alternate financing options.

**Median Household Income and Financial Need.** As Figure 13 shows, the median household income for Illinois climbed to \$87,820 as of 2023, up 17% from 2020. As of 2022, the median household income for the state was around \$3,000 higher than the national median. At the county level, the median household income was \$25,000 above the national median and around \$22,000 higher than the state median for 2022. McHenry County's median

*Figure 13. Median Household Income in Illinois 1990-2023*



household income in 2023 was reported as \$100,884, up 12% from 2020. Based on data from the 2023 American Community Survey from the U.S. Census Bureau, roughly 29% of McHenry County households have an annual income of \$150,000 or more while 22% have an income between \$100,000 and \$149,000, 13% have an income between \$75,000 and \$99,000, and 36% have an income below \$75,000.

While the McHenry County median household income is higher than the statewide median, incomes vary significantly throughout the county. City level median incomes range from a low of \$65,528 in Fox Lake up to \$172,891 in Lakewood (Table 13). As of 2023, none of the communities had median annual incomes below the sustainable 'living wage' level of \$63,086 (\$30.33 per hour for 2080 hours per year) calculated by the Massachusetts Institute of

Technology as needed for two working adults and two children.<sup>8</sup> However, based on 2018-2022 American Community Survey five-year estimates from the U.S. Census Bureau, more than 25,000 households have an annual income well below the local living wage.

*Table 12. Median Household Income Trends within McHenry County*

Area Name	2023 Median Household Income
Algonquin village, Illinois	\$129,658
Cary village, Illinois	\$107,158
Crystal Lake city, Illinois	\$103,018
Fox Lake village, Illinois	\$65,528
Gilberts village, Illinois	\$120,568
Harvard city, Illinois	\$67,938
Huntley village, Illinois	\$83,357
Island Lake village, Illinois	\$91,852
Johnsburg village, Illinois	\$110,000
Lake Barrington village, Illinois	\$126,316
Lake in the Hills village, Illinois	\$110,988
Lakemoor village, Illinois	\$100,764
Lakewood village, Illinois	\$172,891
Marengo city, Illinois	\$71,196
McHenry city, Illinois	\$83,651
Spring Grove village, Illinois	\$137,891
Wonder Lake village, Illinois	\$126,711
Woodstock city, Illinois	\$82,287

*Source: U.S. Census Bureau, American Community Survey, 2023*

As median household income has grown, the cost of living for the region has increased as well. McHenry County continues to have a higher cost of living than the state and national medians. The Lightcast Cost of Living Index for McHenry County is 103, roughly .3% higher than the national cost of living (100) and 3.2% higher than the cost of living for the state (99.8), which means residents of the county pay more for goods and services than residents of other communities across the state but roughly the same as the national average. In general, grocery, health, housing, and utilities costs for the county are lower than costs at the national level

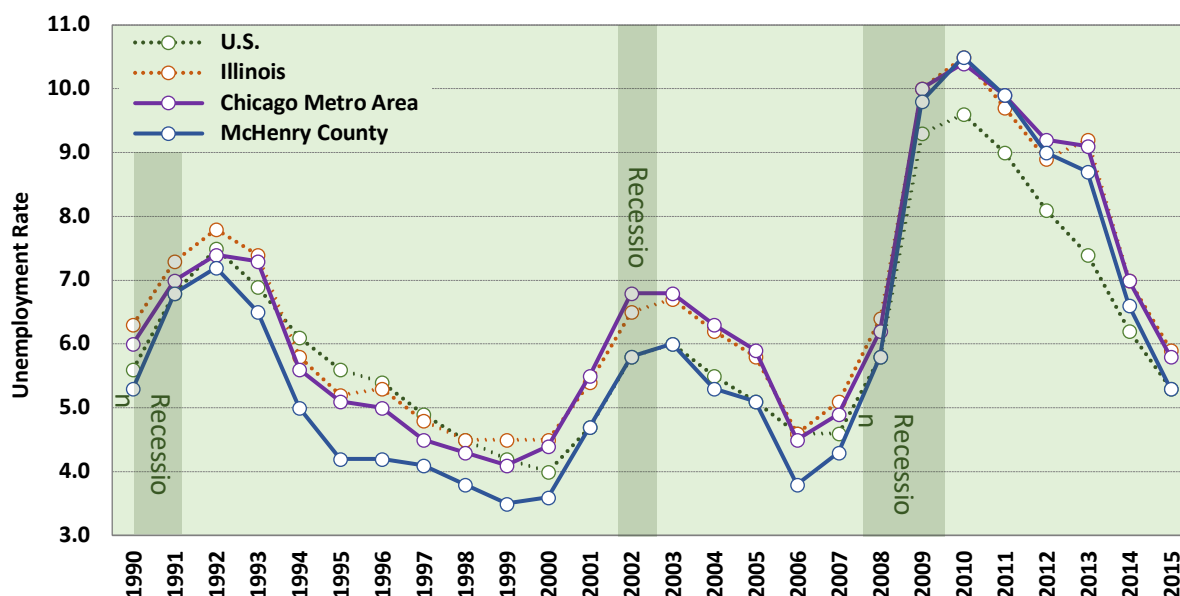
<sup>8</sup> Glasmeier, A.K. (2024). Poverty in America Living Wage Calculator. Massachusetts Institute of Technology. <http://livingwage.mit.edu/>.

though higher than the state. Transportation and miscellaneous costs for the county tend to be higher for the county compared to the state.

In the post-pandemic period, costs for goods and services across the country rose significantly as inflation rate reached a peak value of 9% nationally and 7.6% regionally in 2022. At the same time, growth in income lagged resulting in a reduction in overall buying power for most Americans. The good news is that nation-wide inflation has fallen back to 2.6% as of July 2024 and the national inflation-adjusted median household income has since rebounded and has returned to its pre-pandemic level. At the regional level, inflation has reduced to 3.1% in the first half of 2024 though it remains higher than pre-pandemic levels.

**Unemployment.** Figure 14 shows the unemployment rate trend comparison for McHenry County, Illinois, and the U.S. from 1990 to 2015. During this period, there were several fluctuations in the unemployment rates with increases coinciding with times of recession. The pattern is consistent across the county, state, and nation. Unemployment rates peaked around 10% in 2010 because of the Great Recession (2007 to 2010) but fell to 5.5-6% by 2015.

*Figure 14. Unemployment Rate Comparison 1990-2015*

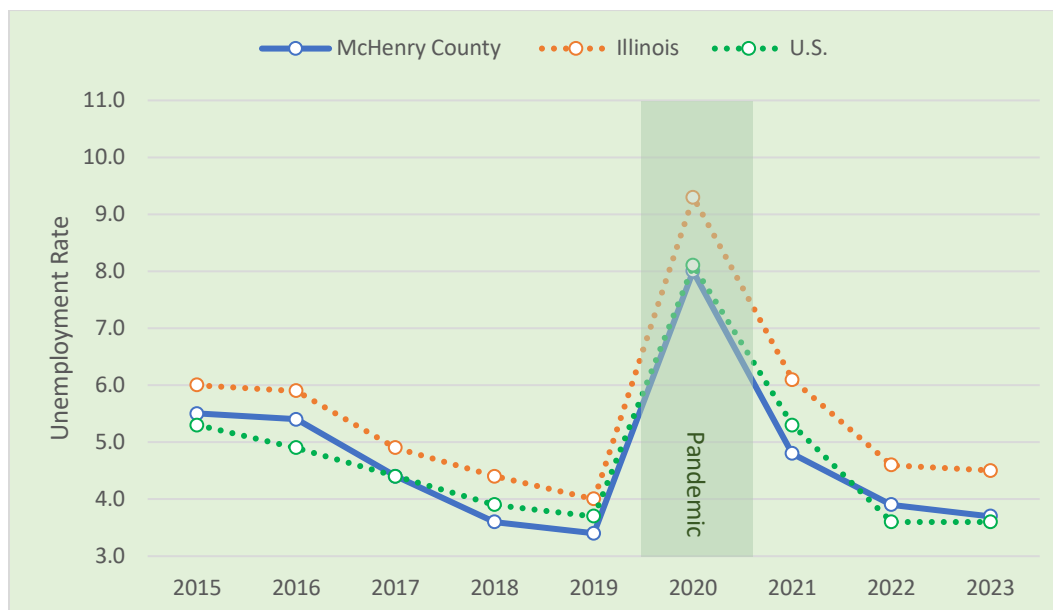


Source: U.S. Bureau of Labor Statistics, 2016.

Since 2015, rates continued to fall to a low of 3.4% to 4% in 2019 before rising sharply back up to rates of 8-9% in 2020 due to the COVID-19 Pandemic in 2020. Rates have since declined

over the past three years back down to pre-pandemic rates of 3.7% for McHenry County, 4.5% for Illinois, and 3.6% for the U.S. overall (Figure 15).

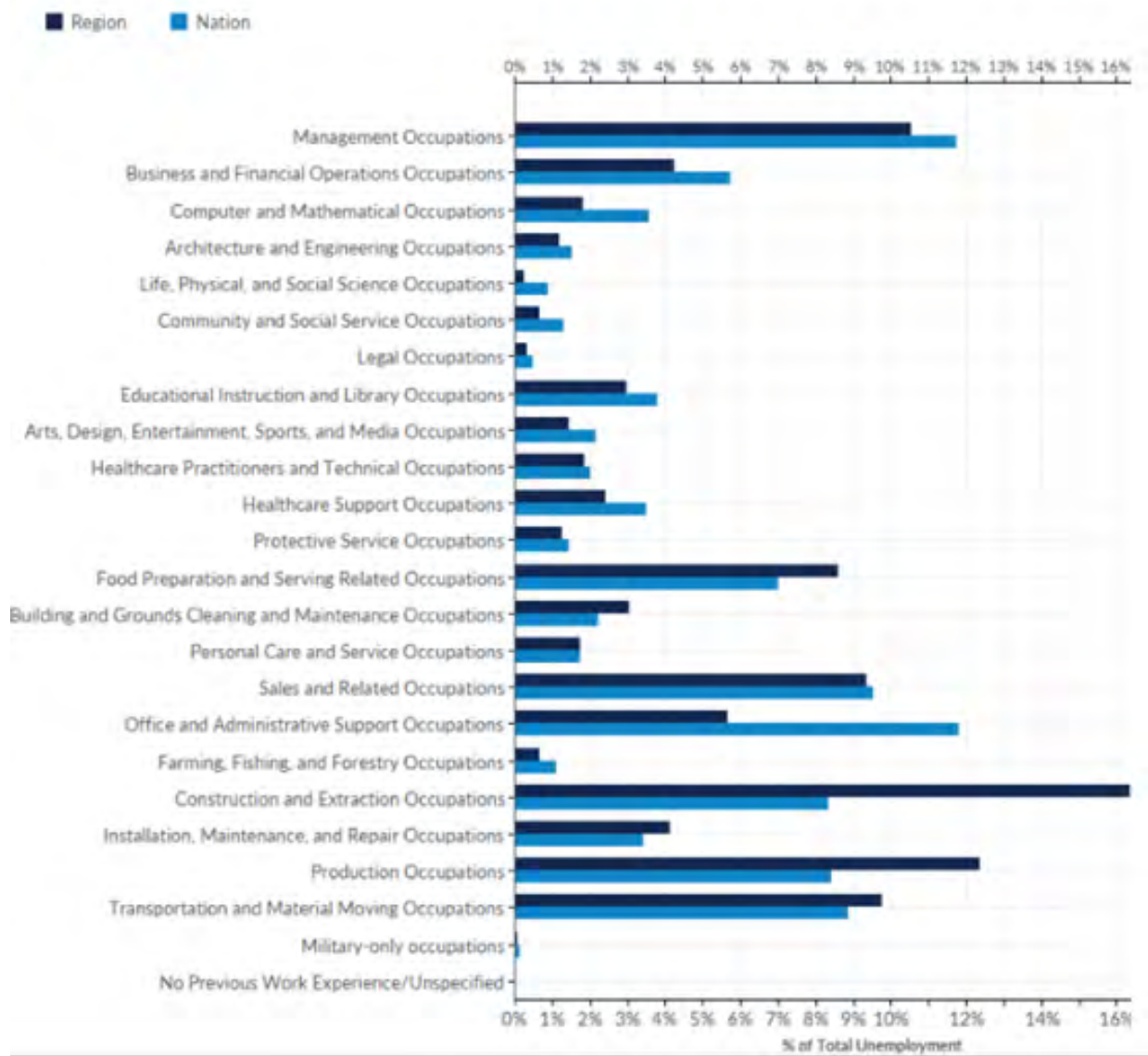
Figure 15. Unemployment Rate Comparison 2015-2023



The sharp increase in unemployment during the pandemic was largely due to mandatory government shutdowns of area businesses that were implemented to curb the spread of the virus. Once area businesses were able to re-open, most of the jobs were recovered. Figure 19 shows unemployment rates by occupation for McHenry County as of June 2024. Construction and Extraction occupations comprise the highest percent of regional unemployment at 16% (1,557 workers), followed by Production occupations (1,177 workers) at 12%, Management Occupations (1,001 workers) Transportation and Material Moving occupations (927 workers) each at 10%, and Sales and Related Occupations (890 workers) and Food Preparation and Serving Related Occupations (819 workers) each at 9% of the region's unemployed workforce. As of June 2024, there were 9,546 unemployed workers in McHenry County.

Unemployment tends to be positively correlated with college credit enrollment. During times of high unemployment, community colleges tend to experience an uptick in their credit student population. As unemployment rates continue to decline in the region, however, enrollment at the College may be negatively affected. As college credit enrollments decline, there could be more opportunities to provide training to upskill incumbent workers through workforce and community programming.

Figure 16. Unemployment Rates by Occupation



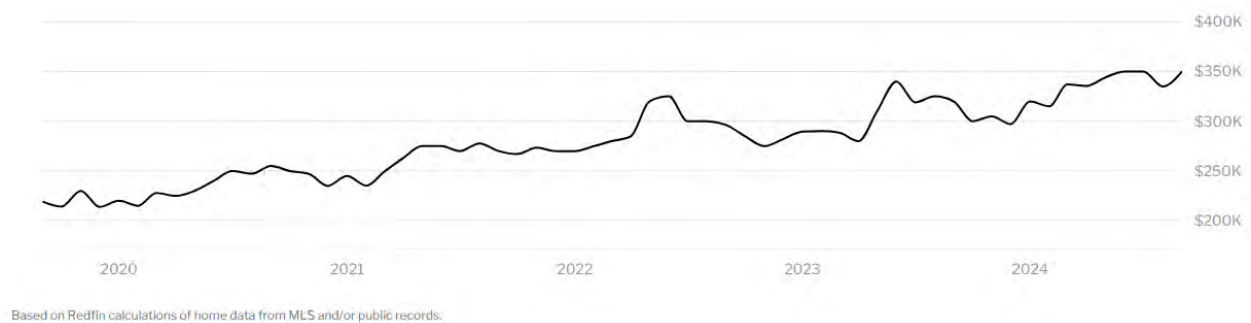
Source: Lightcast Data Analyst, Q3 2024



**Labor Force Participation.** The unemployment rate estimates the percentage of workers in the labor force who are currently unemployed but seeking work, while the labor force participation rate is the percentage of the population 16 and older who are either working or actively seeking work. Many analysts believe that the official unemployment rate understates the employment situation because it does not account for people who have dropped out of the labor force. The participation rate is affected by the number of discouraged workers who are no longer seeking employment, so it is important to consider labor force participation along with the unemployment rate. Based on the most recent 5-year average (2018-2022) data reported by the U.S. Census Bureau, McHenry County has a civilian labor force participation rate of 69.9%. This means that roughly 70% of county residents aged 16 and older participate in the civilian labor force, which excludes anyone on active duty in the United States Armed Forces. By comparison, the labor force participation rate for Illinois was 65% as of August 2024 and the rate for the U.S. was around 63%.

**Housing.** McHenry County is currently experiencing a rise in median home sale prices that is inversely correlated with a decrease in inventory that was worsened by the COVID-19 pandemic. The median sale price for homes in McHenry County reached \$350,000 in September 2024 (+9.4% over the prior year) with 375 homes sold (-13% from the prior year).

*Figure 17. Median Sale Price Trend for McHenry County 2020-2024*



A similar trend has occurred across the state of Illinois. The median sale price for homes in Illinois reached a high of \$290,000 in September 2024, an increase of 45% from September 2019 (pre-pandemic). At the same time, there was a low in the number of closed sales at 10,700 in September 2024 compared to 13,051 in September 2019 (-18%). Home sales have steadily

declined each year since 2020 while sale prices have incrementally increased over the past five years.

The trend of increasing home sale prices is good news for higher education institutions as it suggests greater fiscal stability from property taxes in the long-term. Due to the low inventory, however, the inflow of new residents to the county may be negatively impacted until policy changes are enacted to offer more housing opportunities and increase affordability in the region.

**Financing College.** The availability of financial aid has an enormous impact upon the ability of low-income students and students of color to attend a postsecondary institution. Compared with students at four-year public and private institutions, community college students are much more likely to come from low-income households, to be first-generation college students, and to attend part time while working or taking care of children.<sup>9</sup> Even modest increases in tuition can require families to make difficult budget decisions and defer or destroy the dreams of students. McHenry County College fares well in comparison to the average for Illinois Community Colleges regarding tuition and fees. For 2025, MCC's total tuition and fees per credit hour is \$138.25, compared to \$160.42 for the state. MCC's tuition and fees consistently falls below, but within 80% of, the state average.

In addition to low tuition and fee costs for students, financial aid is a primary tool used to enhance the affordability of postsecondary education. Within the past few years, changes in federal financial aid have been focused on making grant funding accessible to a broader contingent of students. Despite the intent, many colleges experienced declines in their first-year student enrollment in Fall 2024, which was largely attributed to challenges with changes to the Free Application for Federal Student Aid (FAFSA)<sup>10</sup>. This shift was particularly pronounced among four-year institutions and may have positively impacted community college enrollments, which increased this fall, due to the more affordable nature of those institutions drawing in students who would have otherwise chosen to attend another institution

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<sup>9</sup> National Center for Education Statistics. (2009). *National postsecondary student aid study: 2007-08* (NPSAS:08). Washington, DC: U.S. Department of Education. Available from <http://www.nces.ed.gov/das>

<sup>10</sup> Source: Inside Higher Ed (2024). *First-Year Enrollments Take a Tumble*. Retrieved on October 31, 2024 from <https://www.insidehighered.com/news/admissions/traditional-age/2024/10/23/after-fafsa-issues-steep-drop-first-year-enrollment>.

had they received their financial aid in time. As challenges with the FAFSA are resolved, community colleges may experience a subsequent decline in enrollments.

Despite being the more affordable option compared to four-year institutions, community colleges still see a high degree of student financial need and reliance on financial aid programs. Financial aid comes in a variety of forms through federal funding via Pell and SEOG Grants, Stafford Loans, and workforce development grants. It is also provided at the state level through grants, scholarships, and loans. According to the Illinois Student Assistance Commission (ISAC), students in Illinois may receive up to \$15,795 in federal funding if they qualify for Pell and Map grants.

The Free Application for Federal Student Aid (FAFSA) completion rate can provide insights on the number of seniors that anticipate attending college since data shows that seniors who complete the FAFSA are more likely to enroll in college immediately after graduating from high school. In McHenry County, there were roughly 3,700 high school seniors attending public high schools in 2023-2024 of whom 2,200 (60%), completed the FAFSA (see Table 14).

*Table 13. FAFSA Completions in Public High Schools*

High Schools	# FAFSA Completed	Seniors in School	FAFSA Completion Rate
Alden-Hebron High School	10	30	33%
Cary-Grove Community High School	232	362	64%
Crystal Lake Central High School	241	395	61%
Crystal Lake South High School	204	340	60%
Harvard High School	60	171	35%
Huntley High School	475	720	66%
Johnsburg High School	96	154	63%
Marengo High School	74	137	54%
McHenry High School	300	545	55%
Prairie Ridge High School	187	284	66%
Richmond-Burton High School	67	142	47%
Woodstock High School	140	233	60%
Woodstock North High School	122	206	59%

Source: Illinois Student Assistance Commission (<https://www.isac.org/home/fafsa/2024.html>)

## SECTION 7: TRENDS IN HIGHER EDUCATION

It is important for the College to keep abreast of the ever-changing landscape for higher education to anticipate impacts on its people and processes. While it is not possible to anticipate all future changes and impacts, some have already begun to emerge that should be considered as colleges plan for the future.

**Return on Investment.** Over the past four years, there was a considerable effort at the federal level to address issues of student loan repayment resulting in the cancellation of loans for many people who experienced a high degree of debt incurred through their pursuit of higher education. This effort was met with a high degree of controversy though it highlighted the importance of considering the return on investment in college for many. As higher education continues to fall under the microscope, there has been considerable discussion about the value of pursuing a degree or certificate and whether college is worth the expense. A study by the Pew Research Center<sup>11</sup> found that economic outcomes have improved for young adults both with and without college degrees, leading some to question the value add of a college degree. Nearly 30% of U.S. adults surveyed by Pew indicated that the cost of getting a four-year degree is not worth it, and 47% indicated it was worth it only if they could do so without taking out loans leaving less than one quarter (22%) of respondents saying a college degree is worth it even with loans. The perceived importance of a college degree is also changing over time with half of respondents saying that it is less important to have a college degree to get a well-paying job today than it was 20 years ago. Interestingly, these results vary based on partisanship with 33% of democratically leaning respondents saying it is extremely or very important for someone to have a degree to get a well-paying job in today's economy compared to 17% of republican leaning respondents. This is a particularly important distinction given that McHenry County tends to lean more conservative in its partisanship and may need to make a stronger value proposition to attract potential students within the district.

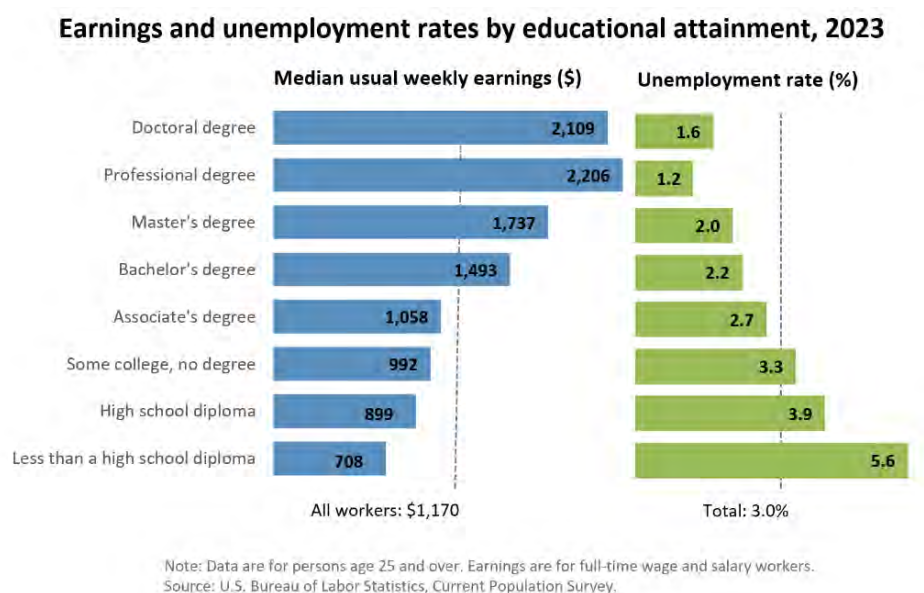
The federal government has renewed requirements for schools to provide gainful employment data for students along with more transparency in reporting student loan repayment rates to provide a better understanding for students who may be seeking out a degree or certificate.

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<sup>11</sup> Pew Research Center (2024). *Is College Worth It?* <https://www.pewresearch.org/social-trends/2024/05/23/is-college-worth-it-2/>

This transparency is intended to enable students to make more informed decisions about their educational pursuits though it may not do much to combat current perceptions about of the value of a college education compared to workers without a college credential. Colleges may need to rely on other data to make the case that a college degree is worthwhile. The Bureau of Labor Statistics continues to provide data showing the positive correlation between earnings and educational attainment as well as an inverse relationship between unemployment rate and education level as shown in figure 18.

*Figure 18. Earnings and Unemployment Rates by Educational Attainment*



Additionally, in 2021, the Illinois Community College Board commissioned Northern Illinois University's Center for Governmental Studies (CGS) to conduct a statewide economic impact analysis as well as provide individual community college impact analyses each individual college. The reports analyzed earnings outcomes for program completers. Education at a community college can be viewed as an investment. Students attending college pay for their education in both cash and in foregone earnings. The net cash price is the cost of tuition, fees, books, and room and board. Foregone earnings result when a student spends time going to school and studying in place of earning money at work.

The analysis in the 2021 Economic Impact Study focused on the return on investment of students that completed a program, referred to as 'completers', in FY 2018. The cost of attending school during the FY 2017 and FY 2018 school years is compared with projected

earnings over a 40-year post graduation period. The results are net present value (NPV) and internal rate of return (IRR) estimates for the average completer in FY 2018.

The net cash price of attending school was obtained from the National Center for Education Statistics' College Navigator tool. College Navigator employs Integrated Postsecondary Education Data System (IPEDS) data from the National Center for Education Statistics to calculate the 'average net price' for annual attendance at each school.

The other major cost for college attendees is their foregone earnings, often referred to as the 'opportunity cost' of attending college. The estimate for foregone earnings is based on the average earning level of high school graduates in the state, which was \$9,751 for 20-year-olds and \$10,919 for 21-year-olds according to the U.S. Census Bureau 2014-2018 American Community Survey.

The major benefit of completing college is the resulting increased earnings. Pre-enrollment to post-completion earnings gains were calculated for graduates of 2-year Associate of Applied Science and 2-year certificate programs at McHenry County College. These are the completers most likely to directly enter the workforce and not pursue additional education directly following their community college completion. Table 26 presents the net return analysis for MCC students over a 40-year period. Overall, MCC FY 2018 graduates were estimated to earn around \$567,000 more after 40 years than workers without an AAS or long-term certificate.

The net present value of investing in an MCC associate's degree or long-term certificate over 2 years is about \$224,000. If a student put \$31,873 in an investment that returned 40 annual payments equivalent to the earnings gains from an associate's degree or long-term certificate, they would earn interest at a rate of 25.6%. This analysis is conservative because it is based on increased earnings in the first post-completion year and earnings for many program completers grow significantly in the second through fifth post-completion years.

Table 14. Estimated Net Return on Investment for MCC Associate Degree Completers<sup>28</sup>

Year	Net Price	Opportunity Cost	Total Cost	Increased Earnings	Discounted Cash Flow	
-1	\$5,497	\$9,751	\$15,248		-\$15,858	
0	\$5,706	\$10,919	\$16,625		-\$16,625	
1				\$9,174	\$8,807	
2				\$9,816	\$9,047	
3				\$10,503	\$9,293	
4				\$11,239	\$9,546	
5				\$12,025	\$9,805	
...	...	...	...	...	...	
38				\$15,763	\$3,342	
39				\$15,763	\$3,208	
40					\$3,080	
		Total Increased Earnings		\$567,011	NPV	\$224,340
					IRR	25.6%

While this return on investment is substantial, it is worth noting that the 40-year earnings gain for FY 2018 completers is around 34% lower than the estimated earnings gains ICCB reported for FY 2011 completers (\$760,269) in the 2014 Economic Impact Study. For FY 2018 completers, the total cost during the two years the student was in school, including out of pocket expenses and foregone earnings was \$32,483, an increase of roughly 7% over the cost for completers in FY 2011 (\$30,466). While the cost of attending college continues to increase, MCC graduates are not experiencing as much of an income gain compared to their peers who did not complete a degree/certificate.

In the most recent ICCB analysis, the earnings outcome results for McHenry County College were lower than the statewide average for all Illinois community college completers. Statewide, the average net present value for completers of 2-year Associate of Applied Science and 2-year certificate programs was about \$239,000. The average ROI across the state, based on a typical initial investment of \$33,368, was 26.8%<sup>12</sup>.

**Diversity, Equity, and Inclusion (DEI).** There was a boom in higher ed's focus on diversity, equity, and inclusion that followed a period of racial unrest in 2020 that resulted in many

<sup>12</sup> Source: Center for Governmental Studies (2021). *Illinois Community Colleges' Economic Impacts and Student Employment Outcomes*.



schools adopting more inclusive policies and practices, creating DEI offices and positions, and updating their values and goals to enhance equitable outcomes for students. DEI has since come under the microscope in the past two years, and DEI efforts among colleges and universities have slowed or even reversed in many parts of the country. Currently, Illinois has not been negatively affected by DEI legislation at the state level, though many institutions across the nation have made changes to their DEI offices, jobs, statements, trainings, and other DEI-related activities<sup>13</sup>. As this landscape continues to evolve and become more refined, colleges will need to decide the best approaches for continuing this work in the years that follow, particularly as new state and federal guidelines emerge that may not align with institutional mission and values.

**Federal Policy.** Over the past four decades, the American public has become increasingly skeptical of higher education as an unquestioned public good. This skepticism is expected to intensify over the next four to five years. From 2017 to 2020 there was a period of increased oversight over for-profit colleges, implementation of new Title IX rules, and removal of institutions' affirmative action policies. While much of these efforts were reversed from 2021-2023, experts are predicting additional changes over the next four-to-five years at the federal level that could impact higher education institutions, including the potential dissolution of the U.S. Department of Education, changes to college accreditation, impact on specific student populations, restrictions on campus protests, and plans to bring about a "revolution in higher education". The next administration is expected to undo several of the current higher education policies including those related to student loan repayment and civil rights protections.<sup>14</sup> While many of these proposed changes would require congressional approval and updates to the Higher Education Act, which are considered to be unlikely, many colleges and universities are looking ahead to prepare for any impacts these policy implementations and reversals could have on their students and operations. Institutions should remain agile and be prepared to pivot over the next several years to adjust their policies and practices based on changes at the federal level.

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<sup>13</sup> Chronicle of Higher Education (2024). *Tracking Higher Ed's Dismantling of DEI*.  
<https://www.chronicle.com/article/tracking-higher-eds-dismantling-of-dei>

<sup>14</sup> Inside Higher Ed (2024). *What Trump's Victory Means for Higher Ed*.  
<https://www.insidehighered.com/news/government/politics-elections/2024/11/06/what-trumps-victory-means-higher-ed>

**Technology.** Since the pandemic, there has been a substantial shift in the types of technologies students, faculty, and college staff are using to do their jobs, along with a greater emphasis on protecting the digital environment. Students are still looking for online and hybrid learning options that enhance access to higher education and there is a focus among many colleges on continuously improving student outcomes in those modalities. In addition, the use of new and emerging Artificial Intelligence (AI) tools has grown rapidly over the past few years and is expected to play a more prominent role in offering personalized learning experiences for students in the future. The expansion of AI comes with potential costs, however, as colleges address concerns about information literacy and the ethical use of AI systems for students. The use of design statements for written assignments is expanding as schools work to promote responsible use of AI tools. In addition, many colleges are developing AI literacy frameworks and incorporating AI training into their courses and programs to ensure students are knowledgeable and have AI skills that will make them competitive in the future workforce. AI use is not limited to teaching and learning, however, as AI tools are being developed and marketed toward the community college workforce as well. Workshops and courses focusing on prompt development and highlighting use cases for AI in Human Resources, Institutional Research, Information Technology, and other offices all point to future expansion of these tools in the world of work. Other trends in the workplace include continued demand for remote work arrangements and an increasing need to address cybersecurity concerns and enhance data protections. According to Educause<sup>15</sup>, here are the top five information technology trends impacting community colleges' technology strategies, policies, and practices in 2024:

*Figure 19. Educause Top IT Trends, 2024*

Rank	Trend
1	Increasing need for data security and protection against threats to personal privacy
2	Demand for continued hybrid and remote work arrangements
2 (tie)	Increased focus on improving hybrid and online learning
3	More calls for data-informed decision-making and reporting
4	Increased efforts towards creating equitable and inclusive environments and experiences
5	More attention to well-being and mental health
6	Growing efforts towards digital transformation and institutional resilience

<sup>15</sup> Source: Educause (2024). *2024 Higher Education Trend Watch*.

**New Education Models.** As higher education institutions search for ways to expedite progress and cut costs for their students, several potential models have emerged that would change the way students have traditionally acquired a college education. Potential models that would allow students to complete a credential faster and for less money include the K-14 and K-16 models, which entail partnerships between high schools, community colleges, and four-year institutions that encourage students to acquire credits toward associate's degrees and certificates while in high school and/or expedite the completion of a bachelor's degree at the community college level. Other models aim to get students into the workforce faster by involving students in more paid work experiences while they complete their education. Colleges should remain flexible to considering and exploring new models that shift the traditional college experience to one that is designed to provide earlier, faster, and more affordable pathways for students to meet their academic goals.

**The College Safety Net.** Since the COVID-19 pandemic, there has been an increased emphasis on the importance of colleges and universities providing services and resources to ensure students' basic needs are being met to support their academic success. Students who have challenges meeting their basic needs for food and housing as well as those in need of transportation, computer/Internet access, and mental health treatment often struggle to meet their academic goals due to lower retention, persistence, course success, and completion rates. Many institutions have shifted to a holistic model for providing wraparound student support services to address these needs. As student populations continue to shift toward higher proportions of traditionally underrepresented and historically minoritized and marginalized groups of students, institutions will need to continue their efforts to provide safety net services such as emergency financial assistance, campus mental health services, food and transportation waivers, loaner laptop and Internet hotspot programs, and empathetic faculty and staff who are ready and able to provide support to address students' non-academic needs.





McHenry County Workforce Center

An Illinois **workNet**® Center

A proud partner of the American **JobCenter**® network

**NEED JOB HELP  
COME ON IN**

**500  
RUSSEL CT.**

**By the Numbers:  
McHenry County  
Labor Report Fall 2024**



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# Introduction

## Goals of the Report

- To provide businesses with current data to assist with their decision making.
- To identify the changing demographics and its impact on the local workforce and economy.
- To identify sectors that make up the economic base of the County and the skills necessary for employment.
- To highlight industries and occupations with growth potential, as well as declining areas.
- To engage local leaders, businesses and educators in workforce and economic development of the County by providing information that can be used to develop strategic plans to meet current and future needs.

County Overview/Demographics					
People & Income Overview (By Place of Residence)	Value	U.S. Rank	Industry Overview, 2023 (By Place of Work)	Value	U.S. Rank
Population (2023)	313,573	233	Covered Employment	96,358	303
Growth (%) since 2020 Census	0.80%	1,318	Avg Wage per Job	\$53,513	1,032
Households (2022)	115,467	239	Manufacturing - % All Jobs in County	13.1%	1,103
Labor Force (persons) (Ann. Avg. 2023)	169,714	175	Avg Wage per Job	\$69,717	742
Unemployment Rate (Ann. Avg. 2023)	3.7%	1,029	Transportation & Warehousing - % All Jobs in County	0.40%	2,928
Per Capita Personal Income (2022)	\$65,807	456	Avg Wage per Job	\$70,293	313
Median Household Income (2022)	\$99,128	117	Health Care, Social Assist. – % All Jobs in County	11.90%	1,295
Poverty Rate (2022)	5.9%	3,082	Avg Wage per Job	\$46,812	1,699
High School Diploma or More - % of Adults 25+ (2022)	93.90%	403	Finance and Insurance - % All Jobs in County	1.70%	1,951
Bachelor's Degree or More - % of Adults 25+ (2022)	35.3%	379	Avg Wage per Job	\$78,076	684

StatsAmerica is a service of the Indiana Business Research Center at Indiana University's Kelley School of Business. This initiative is funded in part by the U.S. Commerce Department's Economic Development Administration. Some information is supplemented from Lightcast Q3 2024 Data Set | [www.economicmodeling.com](http://www.economicmodeling.com)

**For customized workforce and wage reports contact the McHenry County Workforce Network Board at [mcwnboard@mchenrycountyil.gov](mailto:mcwnboard@mchenrycountyil.gov)**

Resources: **A full listing of the resources used to compile the report can be found on page 43.**

The McHenry County Workforce Network (MCWN) and MCWN Board administers the federal Workforce Innovation and Opportunity (WIOA) Title 1 Workforce Development Grant for the County of McHenry, Illinois.

Acknowledgements: This report has been compiled and prepared by:

Jake Rohn, Director, McHenry County Workforce Network Board  
 Jeffery Poynter, Director, McHenry County Workforce Network  
 Chris Nejd, Assistant Director, McHenry County Workforce Network



## **Recent Highlights of the Workforce Network and Workforce Network Board**

- ✓ Served over 3,412 people with their job search needs through services such as job club, job fairs, seminars, mock interviews and resume critiques.
- ✓ Of the 47 Adults/Dislocated Workers who completed services, 21 were employed at organizations within McHenry County. Of the 18 young adults that completed services, 14 were either employed or continuing their career path by entering into a bachelor's degree program.
- ✓ 80 WIOA eligible customers started training for high demand occupations.
- ✓ 111 individuals completed work-based learning training, such as On the Job Training (OJT), Internships and Incumbent worker training, with employers in the County. This helps to address the needs of County employers to develop a skilled workforce from a small talent pool. These programs offset the costs for employer based training and reimbursed County employers over \$554,000.
- ✓ Provided over 11,000 services throughout the workforce system that included 1,332 first time customers of the McHenry County Workforce Center.
- ✓ 57.8% of our grant dollars have been spent on direct training services for individuals and County employers, which exceed the Department of Commerce and Economic Opportunity (DCEO), the State department that administers WIOA grants, requirement that 50% of program dollars be spent on direct training services.
- ✓ Workforce Network Job Fairs connected 210 employers with 665 job seekers.
- ✓ McHenry County Workforce Center continues to respond to the community needs adapting service delivery to provide programs and services both virtually and in person.
- ✓ Met or Exceeded Program Year (PY) 2023 WIOA 15 performance goals negotiated with Department of Commerce and Economic Opportunity.
- ✓ Worked with local training providers to expand offerings within in-demand occupations for MCWN customers looking to improve employability skills or changing careers.
- ✓ Continue to deliver and enhance our series of workshops on Internet Job Search tools and techniques. Renewed the Internet Job Seeker Series and Network to Success Job Club programming for job seekers in McHenry County for PY 24.
- ✓ McHenry County received \$1,843,534 to provide workforce development services and programs for county businesses and residents for the 2024 Program Year, that began July 1, 2024. This is an Increase of 1.9% or \$35,245 from the previous program year.
- ✓ Developed and maintained a balanced, business led, WIOA compliant Workforce Development Board that represents the local business community, made up of members from Manufacturing, Healthcare, Agriculture, Economic Development, Marketing, Education, Labor, and Community Organizations.
- ✓ Developed the Local and Regional Workforce Development plans that provide an overview of the workforce development conditions and initiatives for the next 4 years.
- ✓ Maintained and fostered a working relationship with local, state, and federal legislators, providing relevant information on local workforce development needs and initiatives.
- ✓ The fourth cohort of young adults completed Parents Alliance Employment Project Search. MCWN Board, MCWN, and Parents Alliance partnered with Northwestern Medicine Huntley Hospital, McHenry County College, and IL Dept of Human Services to provide work-based learning for ten (10) out-of-school youth with disabilities to participate in a progression of services and training at Woodstock Hospital leading to unsubsidized job placement. The fifth cohort of students is slated for the 2024-25 school year.

# MCHENRY COUNTY WORKFORCE NETWORK PROGRAM BY THE NUMBERS

During PY23 (7/1/23 to 6/30/24) McHenry County  
Workforce Network (MCWN) spent

**\$1,082,414** for all grants



**Connecting  
3412  
Job Seekers to**



**223**  
Opportunities to  
connect with  
local businesses

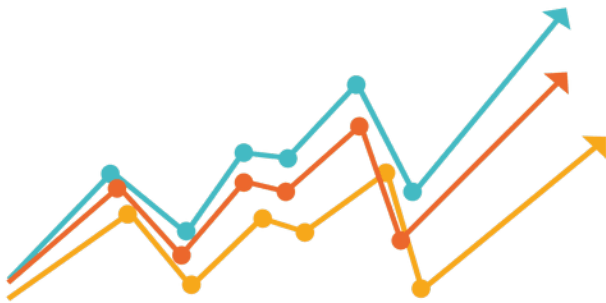


**\$2+  
million**

earned in wages by our  
customers who completed  
training programs,  
Internships, or received job  
search assistance

# Over \$554K

granted to businesses in McHenry County for



# 111

interns and custom training solutions

# Over \$502,000

granted to job seekers for Career training in high demand Career Fields



# Over \$110,000

Granted for young adult initiatives towards disability employment

# Over \$25,900

Granted in Support Services to reduce barriers to developing career pathways

# Developing Career Pathways in McHenry County Through WIOA Educational Training

## Manufacturing

Individuals that completed educational training and gained employment during PY 23 averaged wages over **\$18.**



## Business

Individuals that completed educational training and gained employment during PY 23 averaged wages over **\$26.**

## I.T

Individuals that completed educational training and gained employment during PY 23 averaged wages over **\$22.**



## Healthcare

Individuals that completed educational training and gained employment during PY 23 averaged wages over **\$20.**

## Transportation

Individuals that completed educational training and gained employment during PY 23 averaged wages over **\$28.**





# Average Training Duration Per Industry Within the WIOA Program

## Manufacturing

On average, it took roughly 13 weeks for an individual to finish training in the manufacturing field.

## Business

On average, it took roughly 65 weeks for an individual to finish training in the business field.



## Transportation

On average, it took roughly 10 weeks for an individual to finish training in the transportation field.

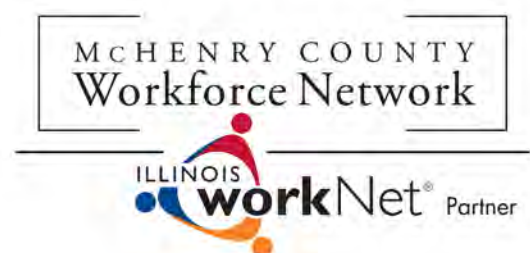


## I.T

On average, it took roughly 23 weeks for an individual to finish training in the IT field.

## Healthcare

On average, it took roughly 59 weeks for an individual to finish training in the healthcare field.



## Economic Overview of McHenry County

**313,573**

**Population (2023)**

Population grew by 5,428 over the last 5 years and is projected to grow by 6,253 over the next 5 years.

**107,786**

**Total Regional Employment**

Jobs decreased by 1,452 over the last 5 years but are projected to grow by 2,600 over the next 5 years.

**\$100.1K**

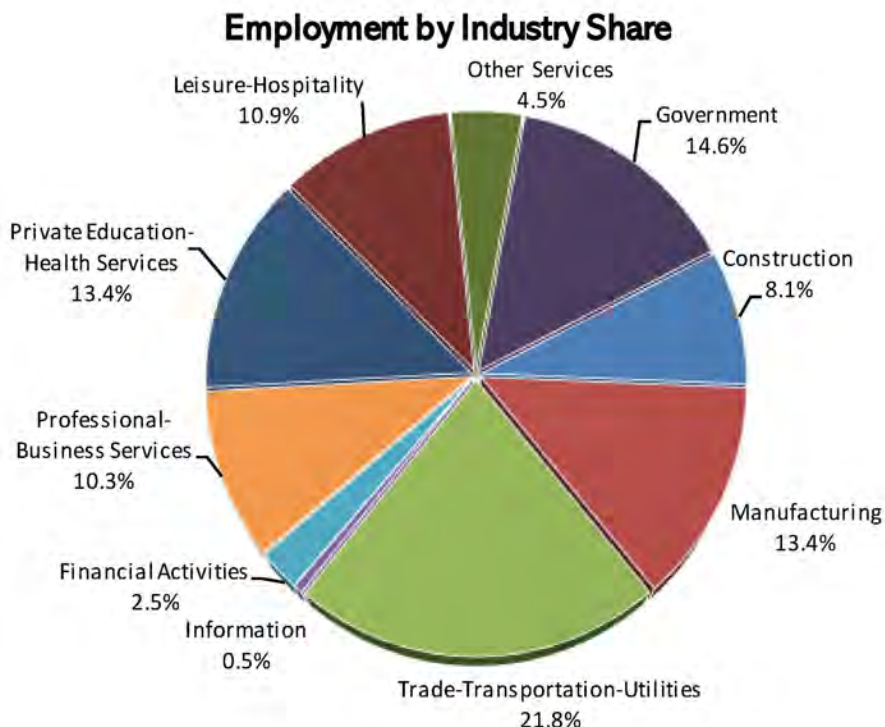
**Median Household Income (2022)**

Median household income is \$25.0K above the national median household income of \$75.1K.

### Takeaways

- As of 2023 the region's population increased by 1.8% since 2018, growing by 5,428. Population is expected to increase by 2.0% between 2023 and 2028, adding 6,253.
- From 2018 to 2023, jobs declined by 1.3% in McHenry County, IL from 109,238 to 107,786. This change fell short of the national growth rate of 4.3% by 5.6%. As the number of jobs declined, the labor force participation rate decreased from 69.2% to 67.5% between 2018 and 2023.
- Concerning educational attainment, 23.2% of McHenry County, IL residents possess a Bachelor's Degree (2.0% above the national average), and 9.6% hold an Associate's Degree (0.8% above the national average).
- The top three industries in 2023 are Education and Hospitals (Local Government), Restaurants and Other Eating Places, and Local Government, Excluding Education and Hospitals.

Lightcast Q3 2024 Data Set | [www.economicmodeling.com](http://www.economicmodeling.com)

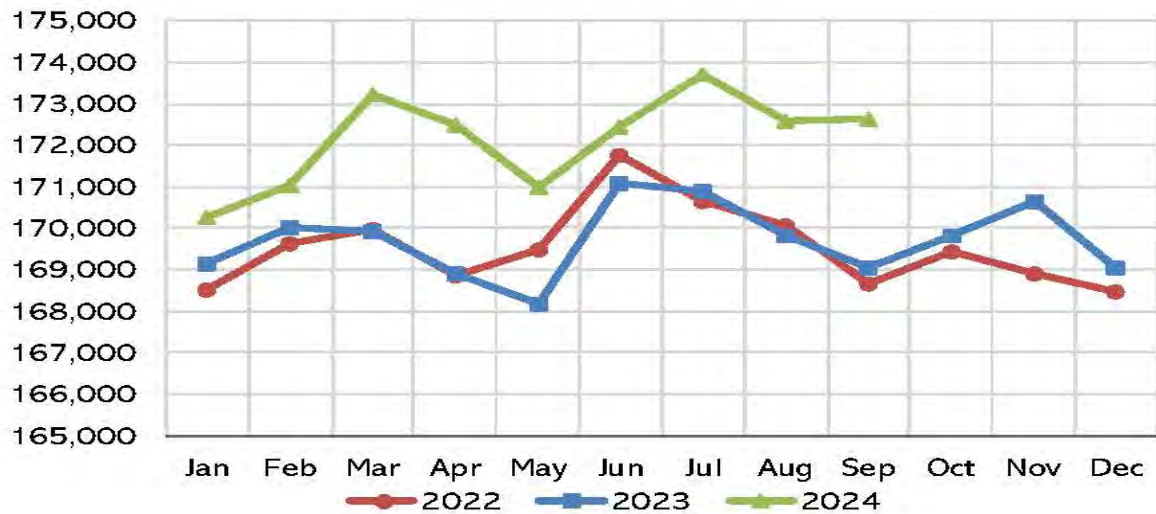


Note: Current month is preliminary

Source: IDES—Workforce Information Update—Local Workforce Investment Area 2

## Economic Overview Cont.

### Total Labor Force



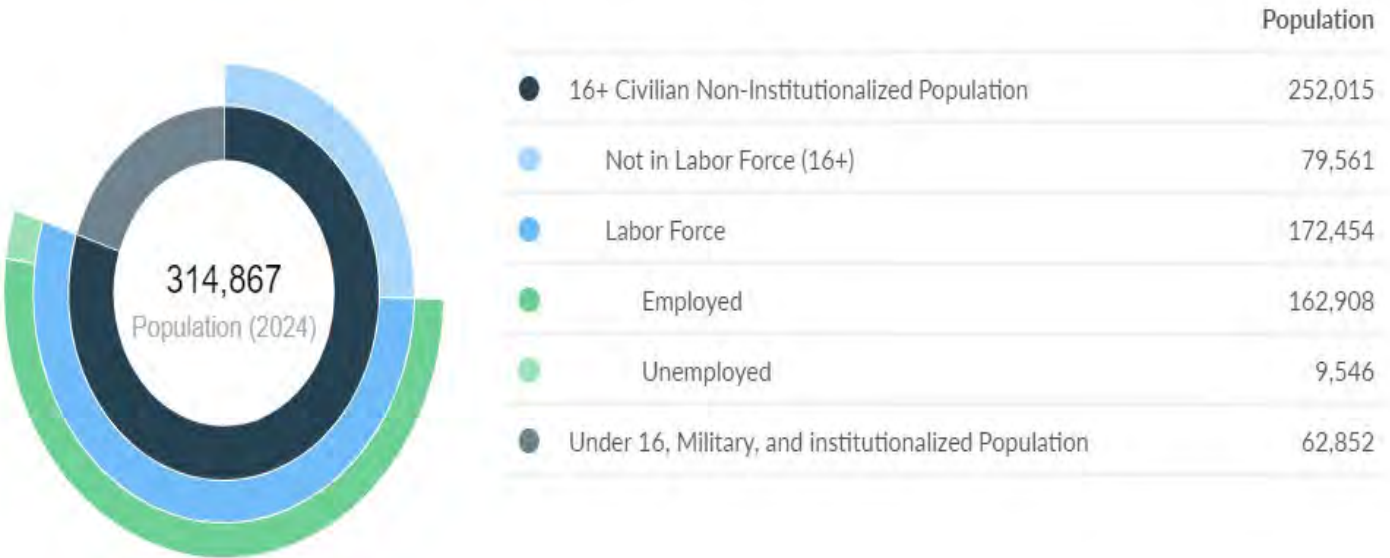
	Sep-24	Aug-24	Sep-23	Month Ago		Year Ago	
<i>Labor Force Information</i>				#	%	#	%
<i>Civilian Labor Force</i>	172,647	172,600	169,040	47	0.0%	3,607	2.1%
<i>Employment</i>	165,033	164,257	162,493	776	0.5%	2,540	1.6%
<i>Unemployment</i>	7,614	8,343	6,547	-729	-8.7%	1,067	16.3%
<i>Unemployment Rate (%)</i>	4.4	4.8	3.9	-0.4		0.5	
<i>Employment by Industry Information</i>							
<b>Total Nonfarm</b>	<b>97,028</b>	<b>96,940</b>	<b>98,275</b>	<b>88</b>	<b>0.1%</b>	<b>-1,247</b>	<b>-1.3%</b>
Total Private	82,271	82,737	83,403	-466	-0.6%	-1,132	-1.4%
Goods Producing	20,692	20,931	20,635	-239	-1.1%	57	0.3%
Service Providing	76,336	76,009	77,640	327	0.4%	-1,304	-1.7%
Construction	7,858	7,885	8,063	-27	-0.3%	-205	-2.5%
Manufacturing	12,776	12,992	12,521	-216	-1.7%	255	2.0%
Trade-Transportation-Utilities	21,233	21,120	20,722	113	0.5%	511	2.5%
Information	517	514	624	3	0.6%	-107	-17.1%
Financial Activities	2,395	2,446	2,476	-51	-2.1%	-81	-3.3%
Professional-Business Services	10,134	9,907	11,064	227	2.3%	-930	-8.4%
Private Education-Health Services	12,987	12,947	12,902	40	0.3%	85	0.7%
Leisure-Hospitality	10,059	10,534	10,920	-475	-4.5%	-861	-7.9%
Other Services	4,254	4,340	4,060	-86	-2.0%	194	4.8%
Government	14,757	14,203	14,873	554	3.9%	-116	-0.8%

Source: IDES—Workforce Information Update—Local Workforce Investment Area 2



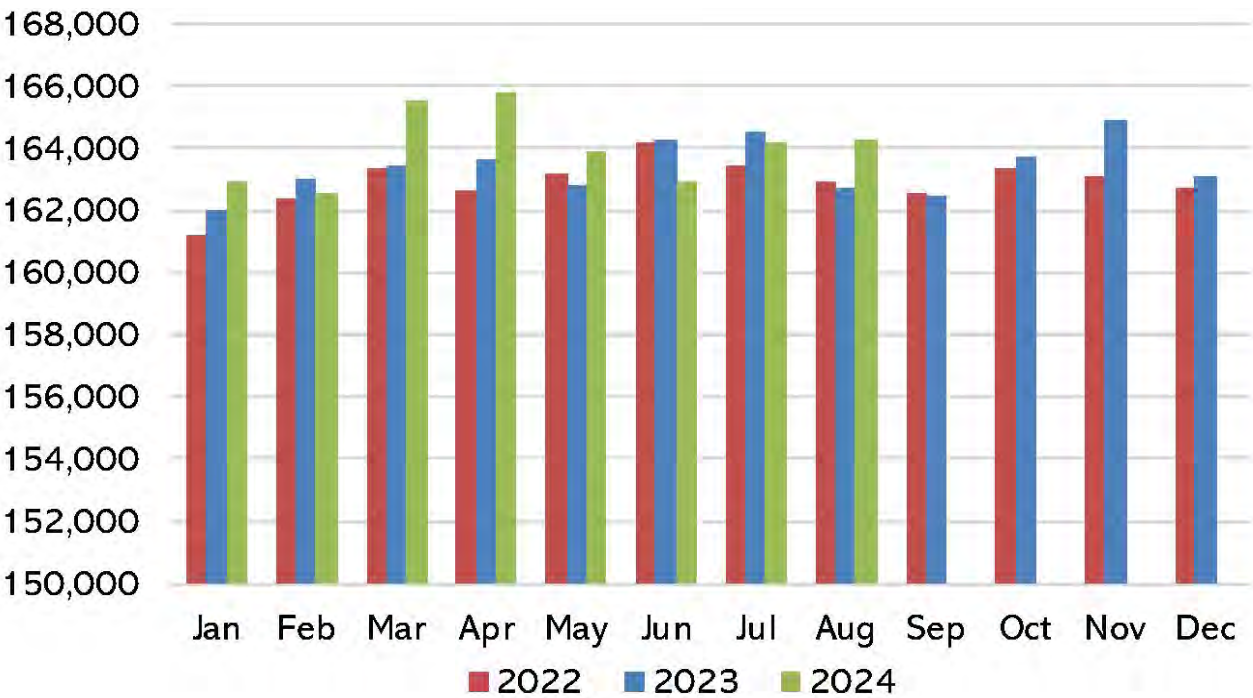
# Economic Overview Cont.

## June 2024 Labor Force Breakdown



Lightcast Q3 2024 Data Set | [www.economicmodeling.com](http://www.economicmodeling.com)

## Number of Employed

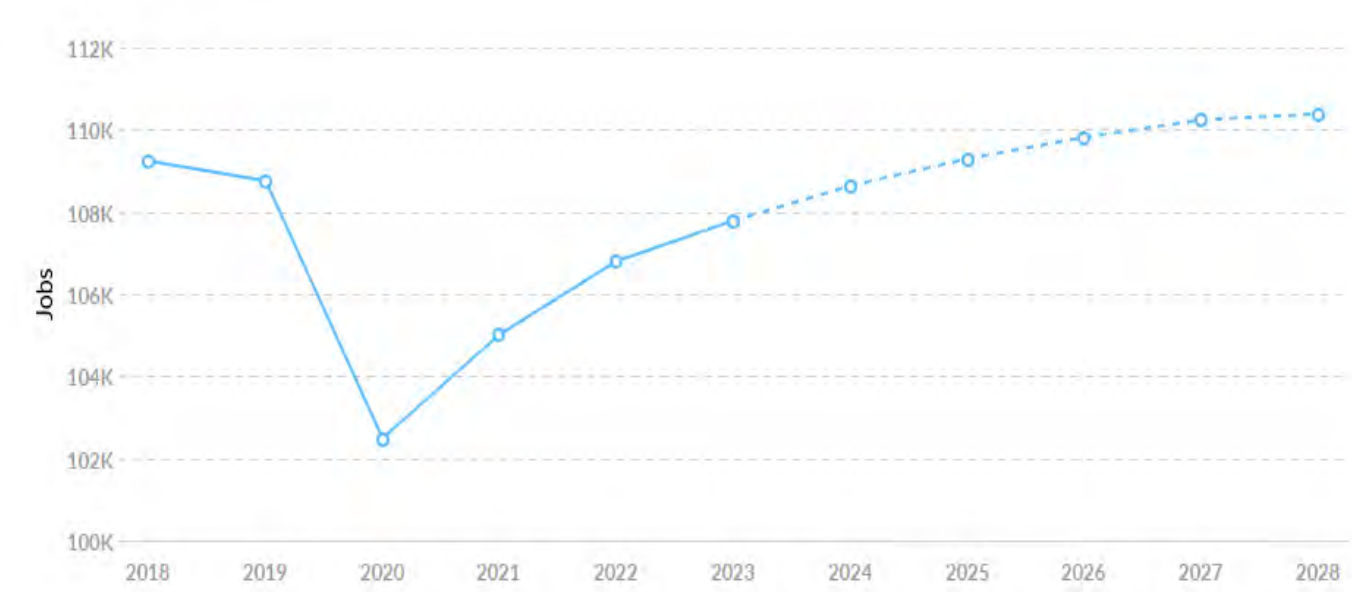


Source: IDES—Workforce Information Update—Local Workforce Investment Area 2

## Economic Overview Cont.

### Job Trends

From 2018 to 2023, jobs declined by 1.3% in McHenry County, IL from 109,238 to 107,786. This change fell short of the national growth rate of 4.3% by 5.6%.



Timeframe	Jobs
2018	109,238
2019	108,757
2020	102,481
2021	105,012
2022	106,795
2023	107,786
Projected 2024	108,635
Projected 2025	109,293
Projected 2026	109,816
Projected 2027	110,237
Projected 2028	110,386

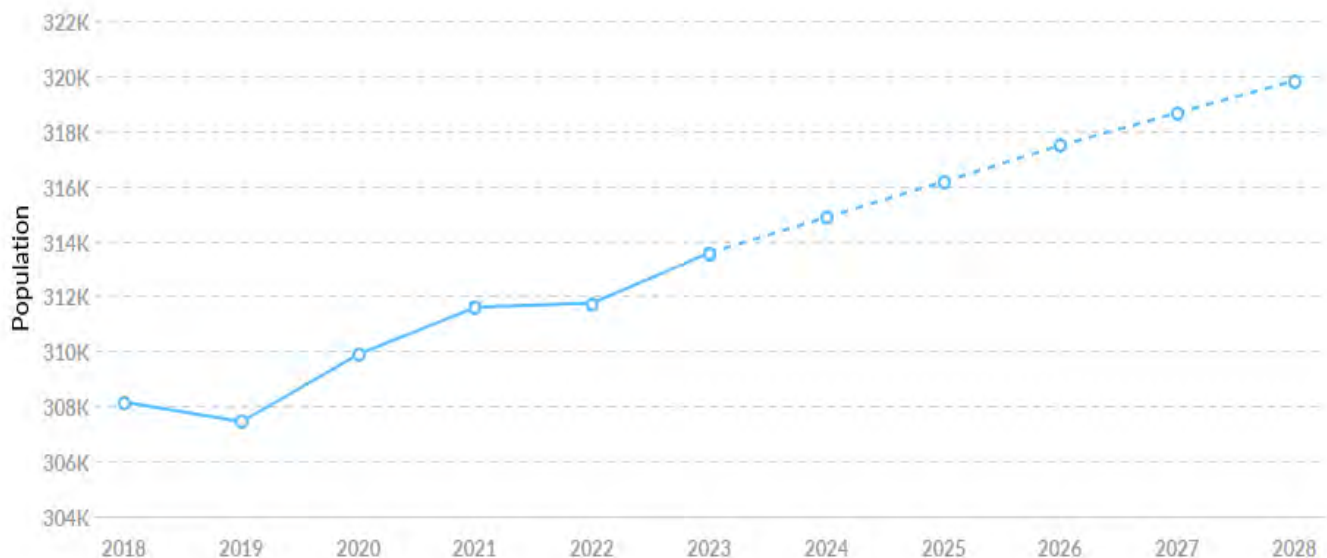
## Population Characteristics

	McHenry County, IL	60 Minute Commutable Range from McHenry County	Illinois	United States
<b>Population (2023)</b>	313,573	1,601,814	12,563,179	335,528,243
<b>Jobs (2023)</b>	107,786	828,781	6,600,934	172,265,362
<b>Cost of Living Index</b>	103.0	103.7	99.8	100.0
<b>Gross Regional Product</b>	\$14.01B	\$144.15B	\$1.06T	\$27.04T
<b>Exports</b>	\$11.04B	\$159.41B	\$894.79B	\$11.78T
<b>Unemployment Rate (June 2024)</b>	5.5%	NA	6.1%	6%
<b>Median Household Income (2022)</b>	\$93,801	NA	\$72,563	\$69,021
<b>Violent Crimes per 1,000 people</b>	0.67	NA	2.53	3.60
<b>Property Crimes per 1,000 people</b>	5.40	NA	13.70	18.22

Lightcast Q3 2024 Data Set | [www.economicmodeling.com](http://www.economicmodeling.com)

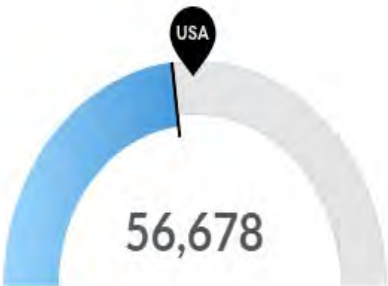
## Population Trends

As of 2023 the region's population increased by 1.8% since 2018, growing by 5,428. Population is expected to increase by 2.0% between 2023 and 2028, adding 6,253.



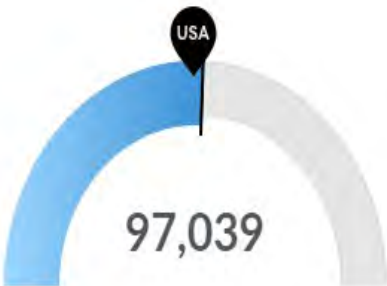
Lightcast Q3 2024 Data Set | [www.economicmodeling.com](http://www.economicmodeling.com)

## Population Characteristics – Cont.



### Millennials

McHenry County, IL has 56,678 millennials (ages 25-39). The national average for an area this size is 63,389.



### Retiring Soon

Retirement risk is about average in McHenry County, IL. The national average for an area this size is 93,425 people 55 or older, while there are 97,039 here.



### Racial Diversity

Racial diversity is low in McHenry County, IL. The national average for an area this size is 128,203 racially diverse people, while there are 67,763 here.



### Veterans

McHenry County, IL has 13,870 veterans. The national average for an area this size is 15,938.



### Violent Crime

McHenry County, IL has 0.67 violent crimes per 1,000 people. The national rate is 3.6 per 1,000 people.



### Property Crime

McHenry County, IL has 5.4 property crimes per 1,000 people. The national rate is 18.22 per 1,000 people.

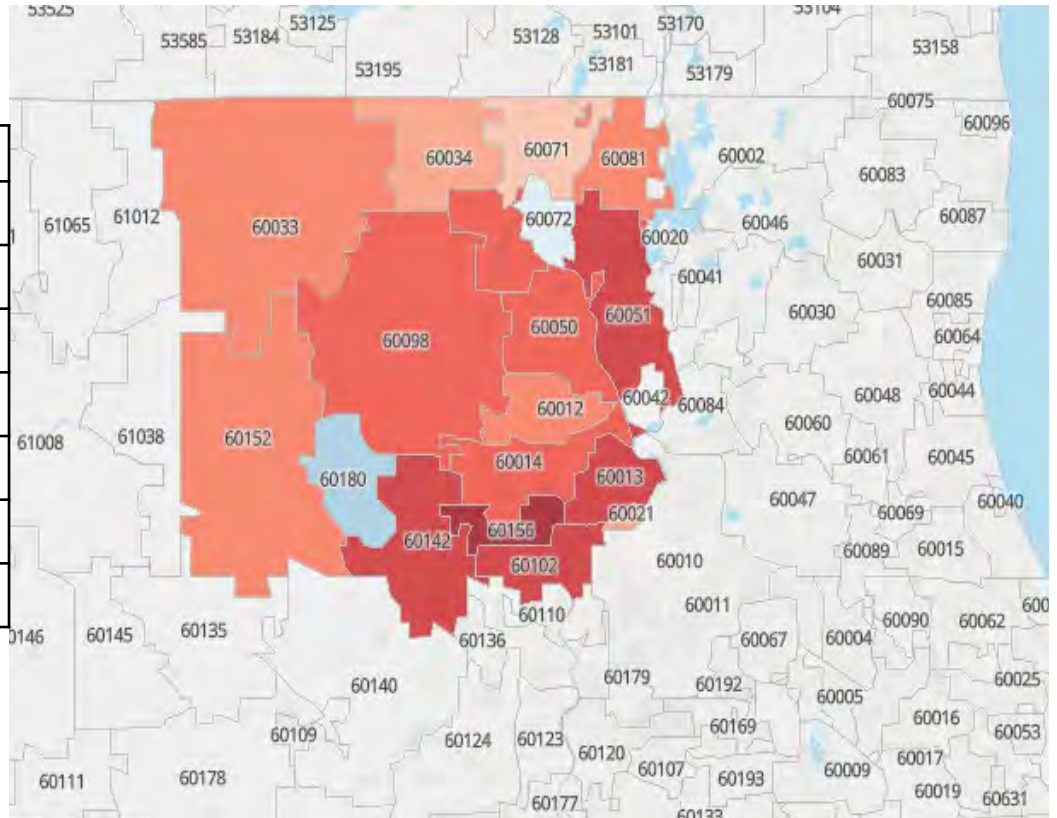
## Population Characteristics – Cont.

### Place of Work vs Place of Residence

Understanding where talent in McHenry County, IL currently works compared to where talent lives can help you optimize site decisions.

#### Net Commuters

	925 to 2,322
	0 to 924
	0 to -924
	-925 to -2,322
	-2,323 to -4,228
	-4,229 to -7,548
	-7,549 to -11,319
	-11.320



#### Where Talent Works

Zip	City	2023 Employment
60014	Crystal Lake, IL	23,425
60098	Woodstock, IL	13,701
60050	McHenry, IL (City)	11,260
60102	Algonquin, IL	10,260
60142	Huntley, IL	7,311

#### Where Talent Lives

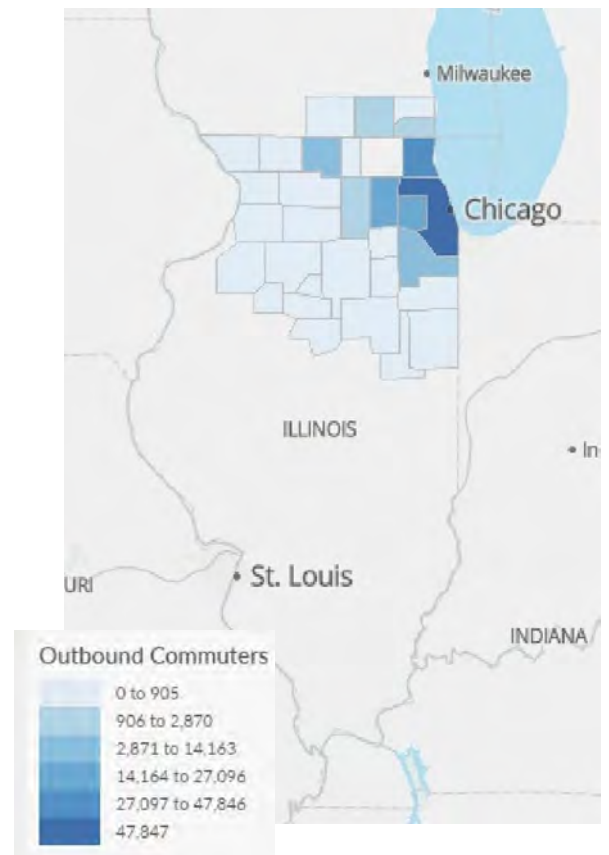
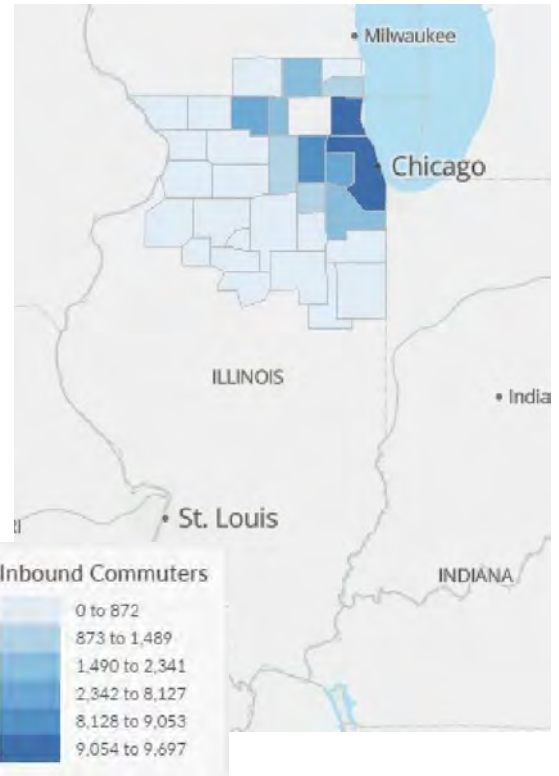
Zip	City	2023 Workers
60014	Crystal Lake, IL	27,748
60098	Woodstock, IL	18,348
60102	Algonquin, IL	17,907
60050	McHenry, IL (City)	16,959
60156	Lake in the Hills, IL	16,958



## Population Characteristic - Commuting Patterns

County	Inbound Commuters to McHenry County	Outbound Commuters from McHenry County	Net Commuters
Cook County, IL	9,697	47,847	(38,149)
Lake County, IL	9,054	27,097	(18,043)
Kane County, IL	8,128	16,092	(7,964)
DuPage County, IL	2,957	14,164	(11,207)
Will County, IL	1,890	3,064	(1,174)
Winnebago County, IL	2,342	2,871	(529)
Walworth County, WI	1,490	1,423	68
DeKalb County, IL	1,160	1,100	59
Kenosha County, WI	1,191	906	285
Boone County, IL	1,672	416	1,255
Kendall County, IL	873	524	349
La Salle County, IL	347	376	(29)
Racine County, WI	402	275	128
Kankakee County, IL	259	274	(15)
Grundy County, IL	148	182	(34)
Rock County, WI	204	194	11
Ogle County, IL	267	191	76
Lee County, IL	269	138	132
Stephenson County, IL	219	125	94
Whiteside County, IL	101	104	(3)
Bureau County, IL	68	84	(16)
Livingston County, IL	36	51	(15)
Woodford County, IL	29	12	18
Henry County, IL	76	31	45
Iroquois County, IL	31	24	7
Jo Daviess County, IL	22	23	(2)
Marshall County, IL	23	3	20
Ford County, IL	12	23	(10)
Carroll County, IL	23	12	12
Putnam County, IL	11	3	8
Stark County, IL	7	2	5
	43,011	117,630	(74,619)

This dataset shows the number of inbound, outbound, and net commuters for the selected region.





# Labor Utilization

## Labor Force Participation Rate Trends



Timeframe	Labor Force Participation Rate
2019	69.83%
2020	66.09%
2021	65.95%
2022	68.26%
2023	67.78%
January - March 2024	68.05%
Apr-24	68.45%
May-24	67.84%
Jun-24	68.43%

## Labor Utilization – Cont.

### Labor Underutilization for Illinois and the United States, annual averages (percent), 2019-2023

Measure	Illinois					United States				
	2023	2022	2021	2020	2019	2023	2022	2021	2020	2019
<b>U-1 Persons unemployed 15 weeks or longer, as a percent of the civilian labor force</b>	2.1	1.7	3.2	3.1	1.5	1.4	1.3	2.8	2.8	1.3
<b>U-2 Job losers and persons who completed temporary jobs, as a percent of the civilian labor force</b>	2.5	2.2	3.8	7.1	2.0	1.9	1.7	3.2	6.1	1.7
<b>U-3 Total unemployed, as a percent of the civilian labor force (official concept of unemployment) (1)</b>	4.9	4.4	6.0	9.1	3.9	3.9	3.6	5.3	8.1	3.7
<b>U-4 Total unemployed plus discouraged workers, as a percent of the civilian labor force plus discouraged workers (2)</b>	5.2	4.6	6.2	9.4	4.1	4.2	3.9	5.6	8.4	3.9
<b>U-5 Total unemployed, plus discouraged workers, plus all other persons marginally attached to the labor force, as a percent of the civilian labor force plus all persons marginally attached to the labor force (2)</b>	6.0	5.3	7.0	10.0	4.7	4.8	4.5	6.4	9.2	4.5
<b>U-6 Total unemployed, plus all persons marginally attached to the labor force, plus total employed part time for economic reasons, as a percent of the civilian labor force plus all persons marginally attached to the labor force (2)</b>	8.6	7.7	10.0	14.1	7.4	7.4	6.9	9.4	13.6	7.2

#### Footnotes:

(1) The U-3 rates presented are unofficial state estimates derived from the Current Population Survey (CPS). The official measure is a model-based estimate available through the Local Area Unemployment Statistics (LAUS) program at [www.bls.gov/lau/data.htm](http://www.bls.gov/lau/data.htm).

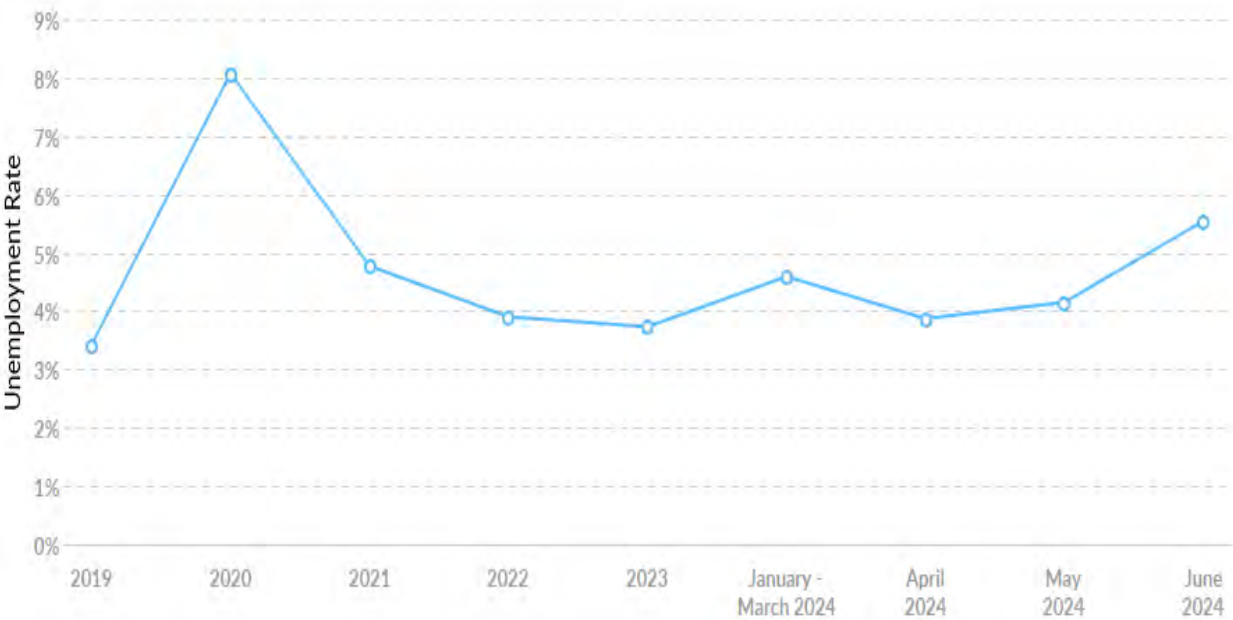
(2) Persons marginally attached to the labor force are those who currently are neither working nor looking for work but indicate that they want and are available for a job and have looked for work sometime in the past 12 months. Discouraged workers, a subset of the marginally attached, have given a job-market related reason for not currently looking for work. Persons employed part time for economic reasons are those who want and are available for full-time work but have had to settle for a part-time schedule.

Source: <https://www.bls.gov/lau/stalt.htm>

# Unemployment Overview

## Unemployment Rate Trends

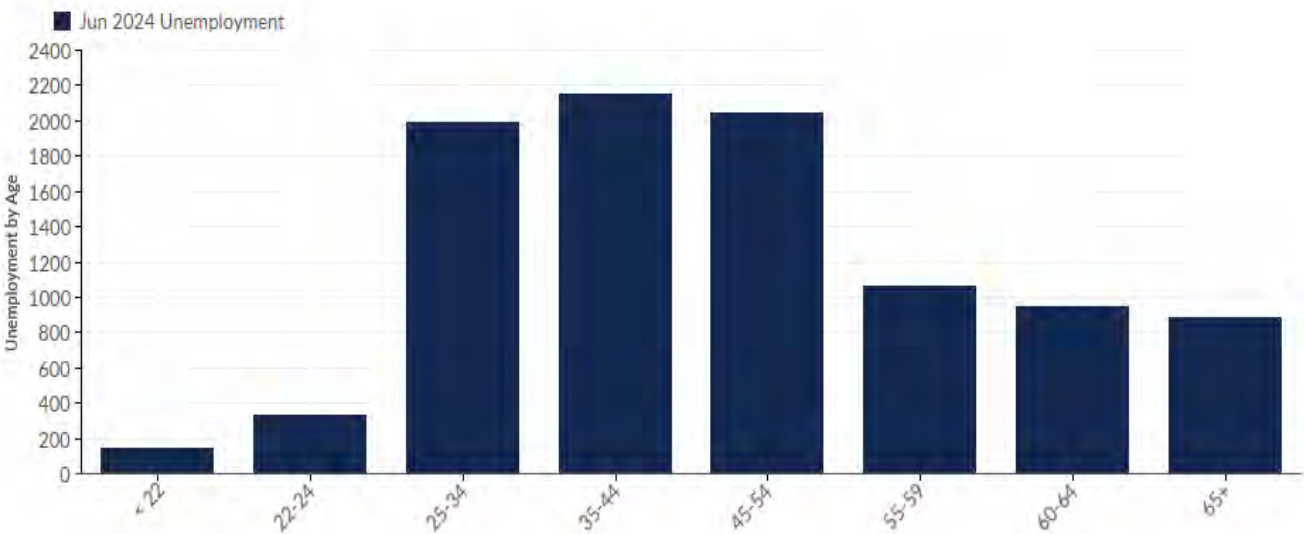
McHenry County, IL had a June 2024 unemployment rate of 5.54%, increasing from 3.42% 5 years before.



Timeframe	Unemployment Rate
2019	3.42%
2020	8.07%
2021	4.77%
2022	3.90%
2023	3.73%
January - March 2024	4.59%
Apr-24	3.87%
May-24	4.15%
Jun-24	5.54%

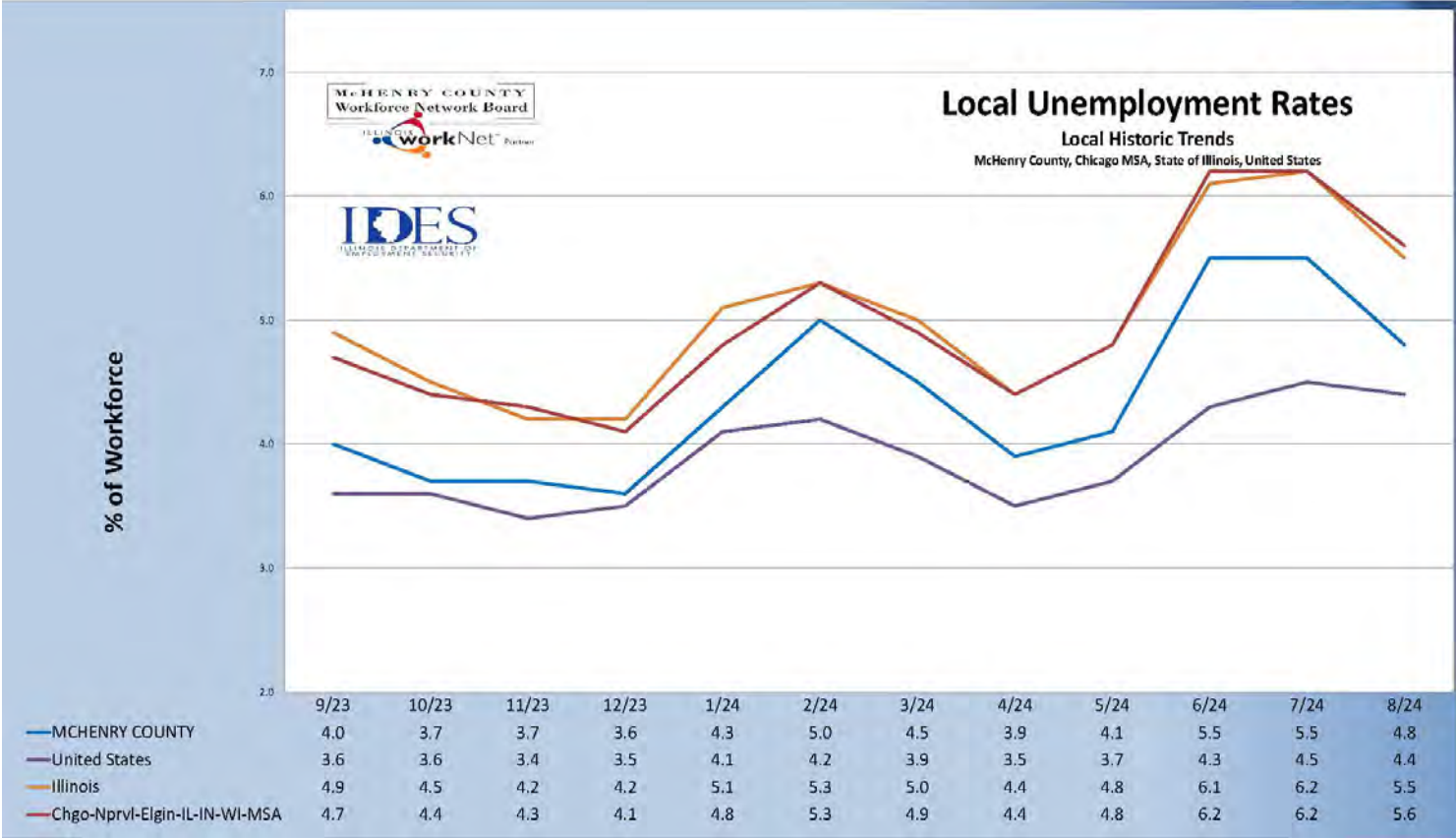
# Unemployment Overview Cont.

## Unemployment by Age



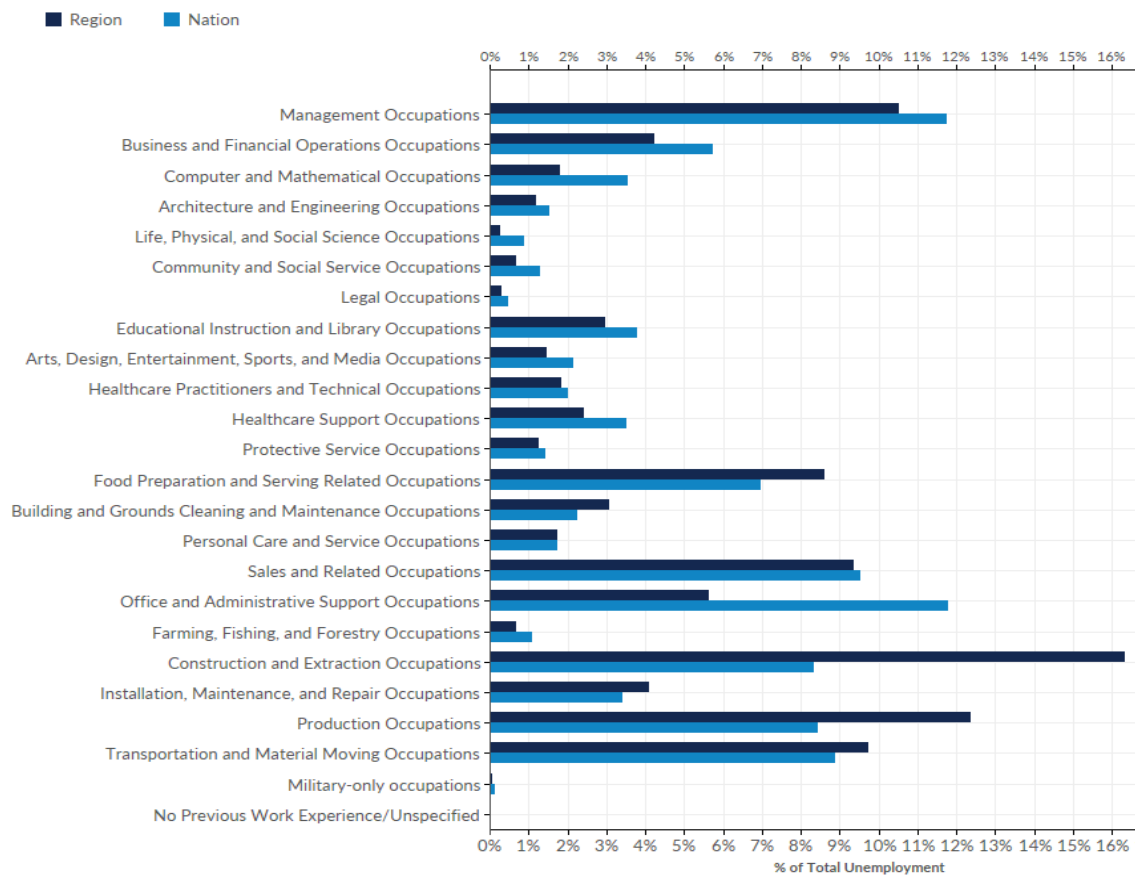
Lightcast Q3 2024 Data Set | [www.economicmodeling.com](http://www.economicmodeling.com)

## Local Unemployment Comparison



Data Sourced From <https://ides.illinois.gov/resources/labor-market-information/laus.html>

## Unemployment Overview Cont.



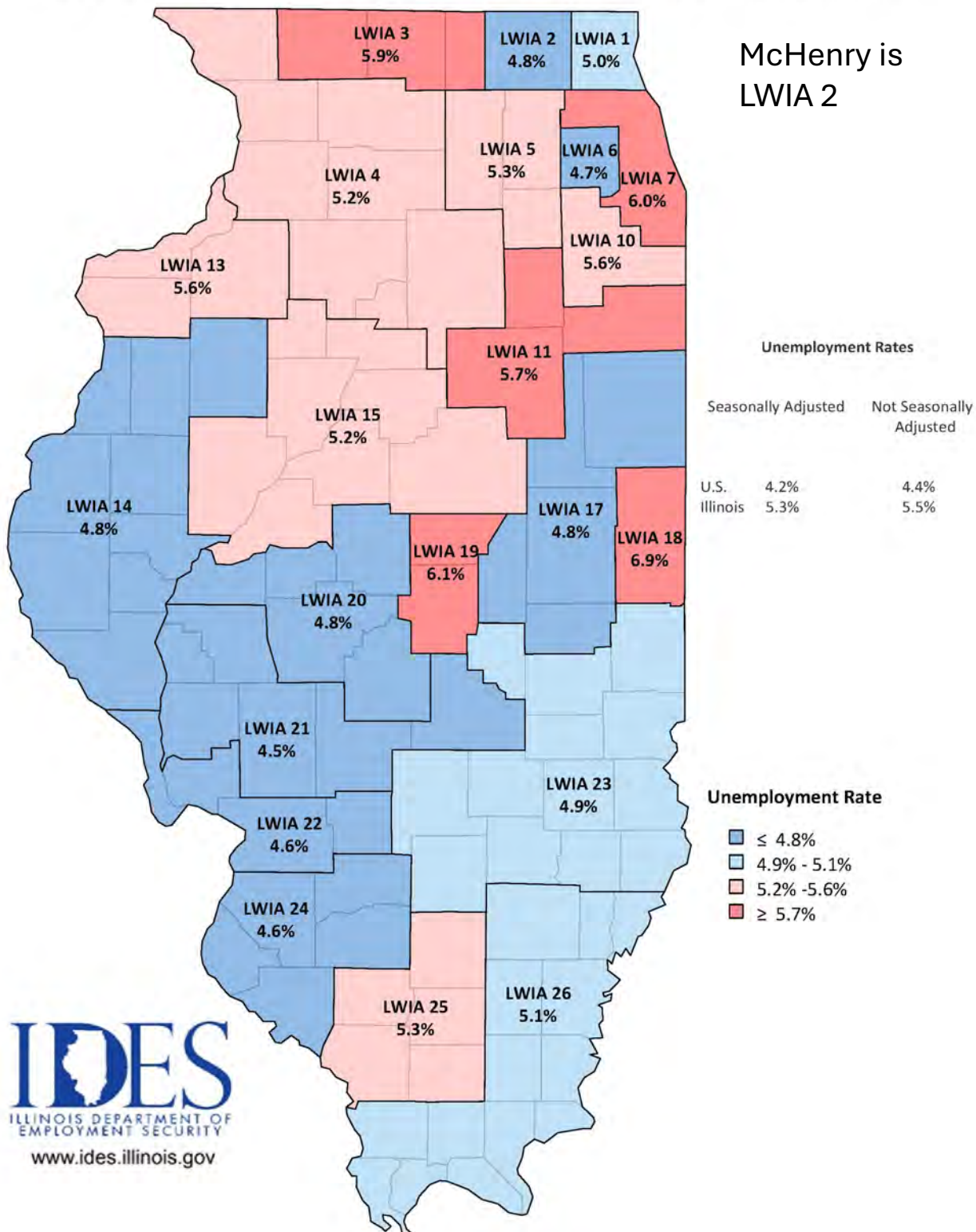
SOC	Occupation	Unemployed (6/2024)	% of Regional Unemployment	% of National Unemployment
11-0000	Management Occupations	1,001	10%	12%
13-0000	Business and Financial Operations Occupations	400	4%	6%
15-0000	Computer and Mathematical Occupations	170	2%	4%
17-0000	Architecture and Engineering Occupations	112	1%	1%
19-0000	Life, Physical, and Social Science Occupations	22	0%	1%
21-0000	Community and Social Service Occupations	61	1%	1%
23-0000	Legal Occupations	27	0%	0%
25-0000	Educational Instruction and Library Occupations	281	3%	4%
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	136	1%	2%
29-0000	Healthcare Practitioners and Technical Occupations	174	2%	2%
31-0000	Healthcare Support Occupations	228	2%	3%
33-0000	Protective Service Occupations	119	1%	1%
35-0000	Food Preparation and Serving Related Occupations	819	9%	7%
37-0000	Building and Grounds Cleaning and Maintenance Occupations	289	3%	2%
39-0000	Personal Care and Service Occupations	164	2%	2%
41-0000	Sales and Related Occupations	890	9%	9%
43-0000	Office and Administrative Support Occupations	536	6%	12%
45-0000	Farming, Fishing, and Forestry Occupations	62	1%	1%
47-0000	Construction and Extraction Occupations	1,557	16%	8%
49-0000	Installation, Maintenance, and Repair Occupations	390	4%	3%
51-0000	Production Occupations	1,177	12%	8%
53-0000	Transportation and Material Moving Occupations	927	10%	9%
55-0000	Military-only occupations	3	0%	0%
99-0000	No Previous Work Experience/Unspecified	0	0%	0%



## Unemployment Overview Cont.

Illinois Unemployment Rate by Local Workforce Innovation Area  
August 2024 - Not Seasonally Adjusted

IL Dept. of Employment Security, Economic Information & Analysis Division

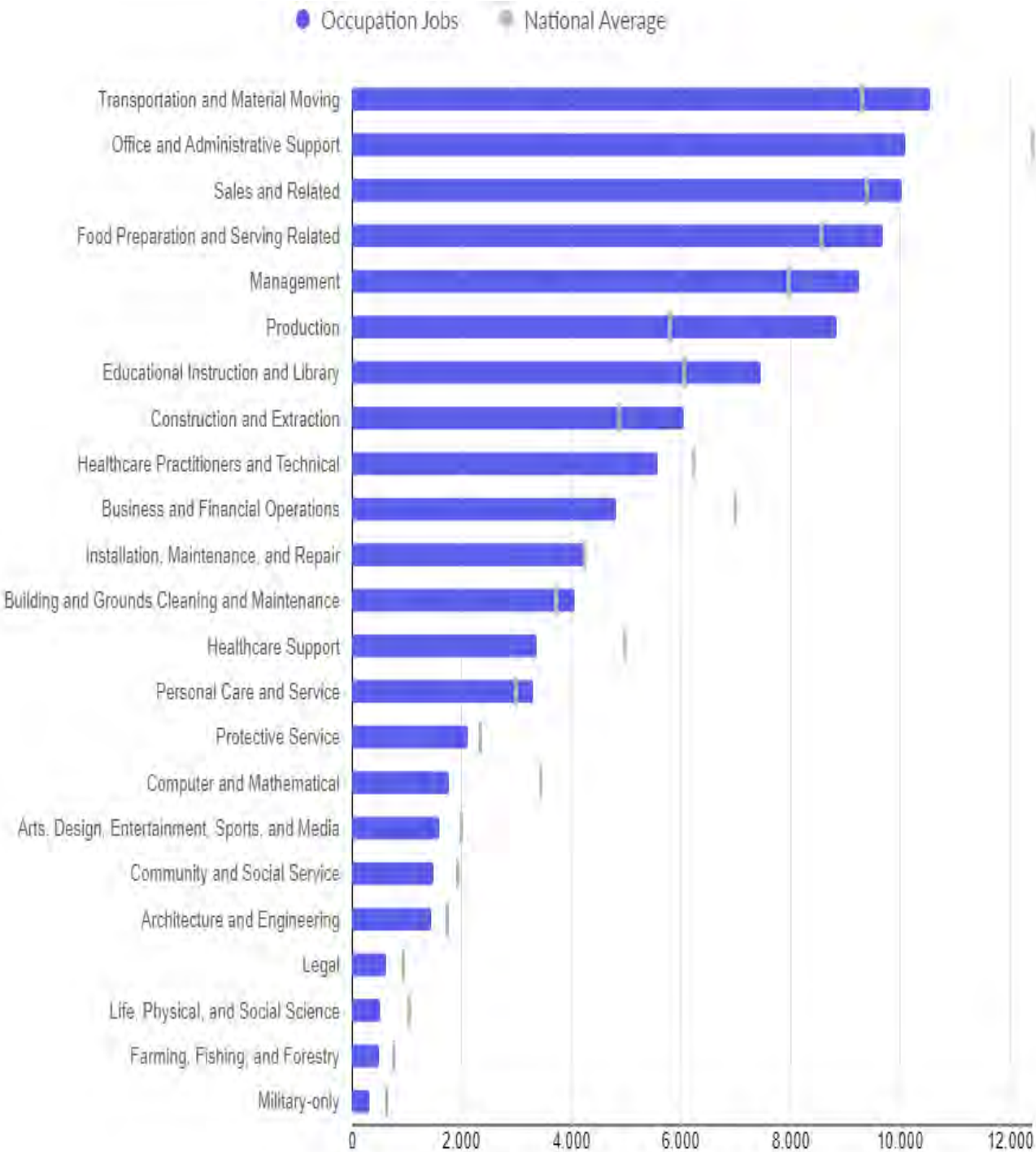


Data Sourced From <https://ides.illinois.gov/resources/labor-market-information/laus.html>



# Occupations Characteristics Overview

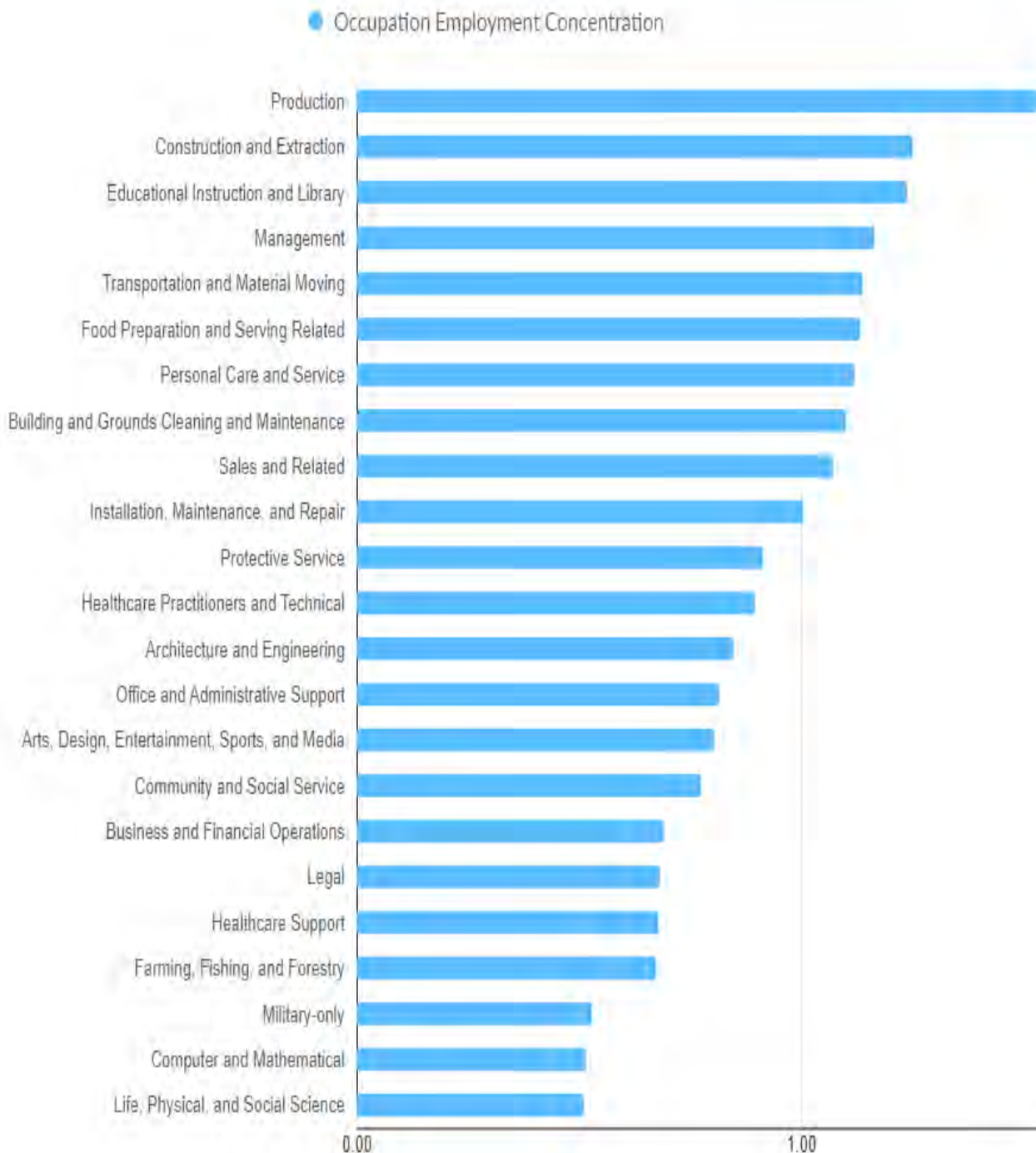
## Largest Occupations



## Occupations Characteristics Overview – Cont.

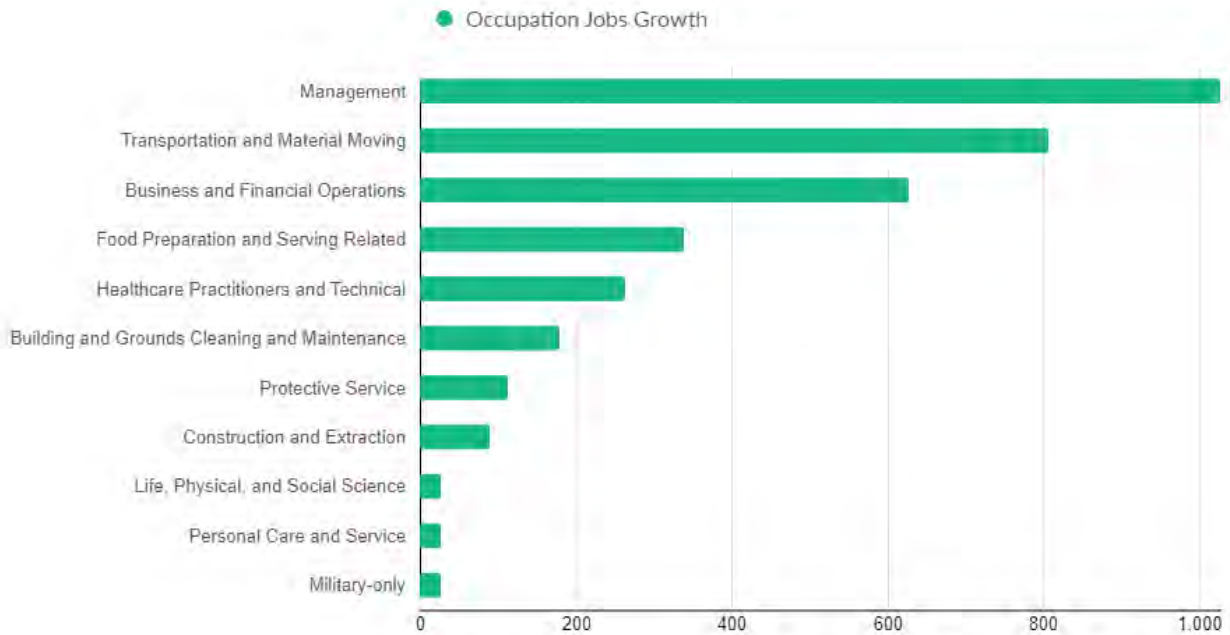
### Top Occupation Employment Concentration

Employment Concentration (also known as Location Quotient) quantifies the concentration of employed workers in a region relative to the national average. It can reveal what makes a particular region “unique” in comparison to the national average.



# Occupations Characteristics Overview – Cont.

## Top Growing Occupations



Occupation	2018 Jobs	2023 Jobs	Change in Jobs	% Change in Jobs	2023 Employment Concentration	Oct 2023 - Sep 2024 Unique Average Monthly Postings	2023 Median Hourly Earnings	Automation Index
Management	8,236	9,263	1,027	+12%	1.17	166	\$47.11	84.7
Transportation and Material Moving	9,760	10,567	807	+8%	1.14	129	\$18.03	111.0
Business and Financial Operations	4,191	4,819	628	+15%	0.69	67	\$35.40	89.4
Food Preparation and Serving Related	9,351	9,689	338	+4%	1.13	147	\$14.16	125.4
Healthcare Practitioners and Technical	5,312	5,575	263	+5%	0.90	301	\$34.82	88.3
Building and Grounds Cleaning and Maintenance	3,887	4,066	179	+5%	1.10	53	\$17.16	122.5
Protective Service	2,008	2,121	113	+6%	0.91	22	\$32.00	99.1
Construction and Extraction	5,963	6,052	89	+1%	1.25	28	\$31.71	122.7
Life, Physical, and Social Science	491	517	26	+5%	0.51	45	\$35.97	84.5
Personal Care and Service	3,284	3,310	26	+1%	1.12	46	\$15.33	96.9
Military-only	297	323	26	+9%	0.53	0	\$15.47	0.0

# Occupations Characteristics Overview – Cont.

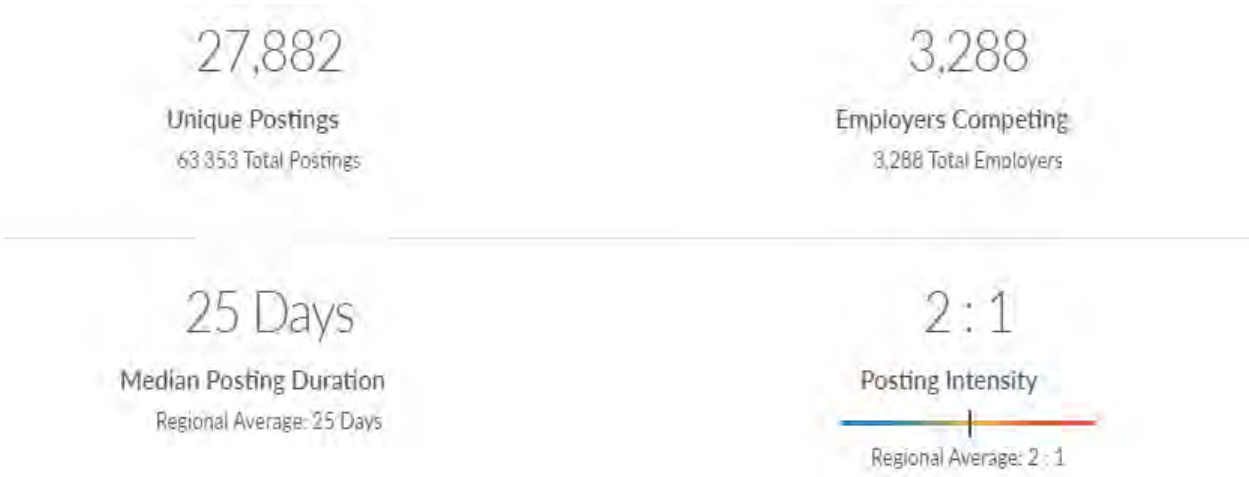
## Top Occupation Earnings



## Unique Job Posting Trends

[Deduplication](#) is the process of identifying duplicate job postings and only counting one of the duplicates. The unique posting count is the count of postings after the deduplication process has taken place. The [total posting count](#) is the count of postings before deduplication. For example, if a user runs a report that returns 12 total job postings and 2 unique job postings, this means that the 12 postings contained 10 duplicates and only 2 unique job advertisements.

### Job Posting Overview



### Top Cities Posting

City	Total/Unique (Sep 2023 - Sep 2024)	Posting Intensity	Median Posting Duration
Crystal Lake, IL	17,289 / 7,092	2 : 1	25 days
McHenry, IL	9,526 / 4,603	2 : 1	27 days
Algonquin, IL	10,105 / 4,236	2 : 1	24 days
Woodstock, IL	6,447 / 2,894	2 : 1	26 days
Huntley, IL	6,946 / 2,878	2 : 1	26 days
Cary, IL	4,044 / 1,722	2 : 1	21 days
Harvard, IL	2,245 / 1,209	2 : 1	24 days
Marengo, IL	1,480 / 646	2 : 1	24 days
Lake in the Hills, IL	1,326 / 566	2 : 1	25 days
Spring Grove, IL	934 / 424	2 : 1	25 days












## Unique Job Posting Trends – Cont.

### Top Posted Occupations

Occupation (O*NET)	Total/Unique (Sep 2023 - Sep 2024)	Posting Intensity	Median Posting Duration
Retail Salespersons	3,133 / 1,225	3 : 1 	26 days
Registered Nurses	2,672 / 1,218	2 : 1 	28 days
Personal Care Aides	1,913 / 729	3 : 1 	24 days
Customer Service Representatives	1,901 / 667	3 : 1 	24 days
First-Line Supervisors of Retail Sales Workers	1,659 / 647	3 : 1 	27 days
Production Workers, All Other	1,734 / 634	3 : 1 	21 days
Fast Food and Counter Workers	1,197 / 478	3 : 1 	29 days
Laborers and Freight, Stock, and Material Movers, Hand	1,101 / 440	3 : 1 	21 days
Maintenance and Repair Workers, General	1,064 / 432	2 : 1 	26 days
Heavy and Tractor-Trailer Truck Drivers	757 / 381	2 : 1 	28 days

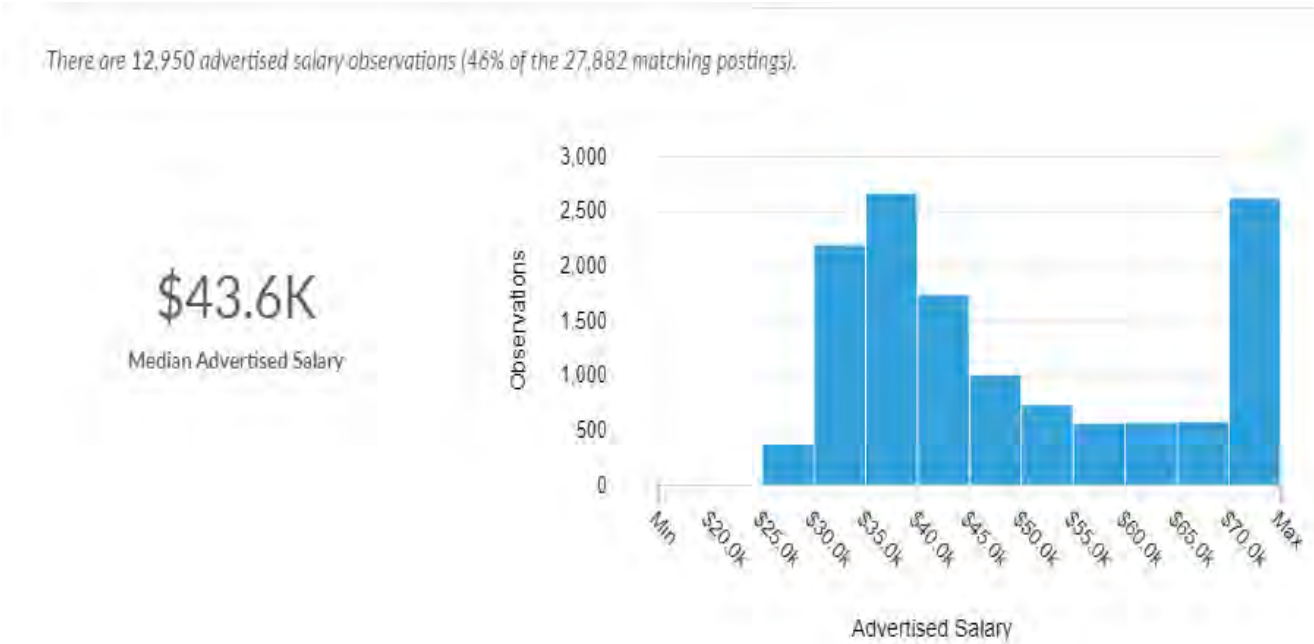
### Top Industries

Industry	Total/Unique (Sep 2023 - Sep 2024)	Posting Intensity	Median Posting Duration
Employment Placement Agencies	4,110 / 2,208	2 : 1 	19 days
General Medical and Surgical Hospitals	4,096 / 1,978	2 : 1 	28 days
Temporary Help Services	1,605 / 725	2 : 1 	19 days
Limited-Service Restaurants	1,624 / 697	2 : 1 	26 days
Full-Service Restaurants	1,631 / 658	2 : 1 	27 days
Home Health Care Services	1,372 / 555	2 : 1 	26 days
Offices of Physicians (except Mental Health Specialists)	1,133 / 554	2 : 1 	28 days
Supermarkets and Other Grocery Retailers (except Convenience Retailers)	1,103 / 498	2 : 1 	31 days
Elementary and Secondary Schools	818 / 470	2 : 1 	24 days
Department Stores	1,250 / 408	3 : 1 	31 days



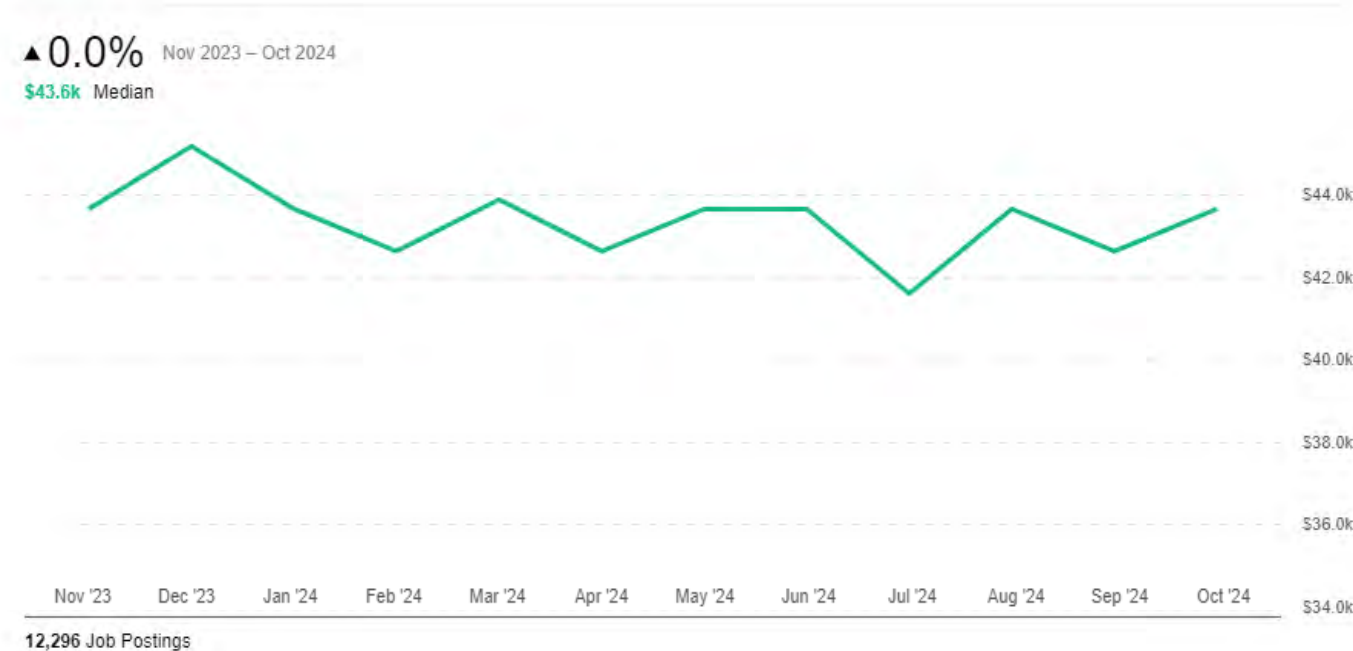
## Unique Job Posting Trends – Cont.

### Advertised Salary



### Advertised Salary Trend

What are employers saying? These data are gathered from the salary ranges offered by employers in their online job postings. While these wages are not always markers of the overall market rate, they do show how advertised salaries from employers are increasing or decreasing over time.



# Business Characteristics Overview

## Business Size



*\*Business Data by DatabaseUSA.com is third-party data provided by Lightcast to its customers as a convenience, and Lightcast does not endorse or warrant its accuracy or consistency with other published Lightcast data. In most cases, the Business Count will not match total companies with profiles on the summary tab.*

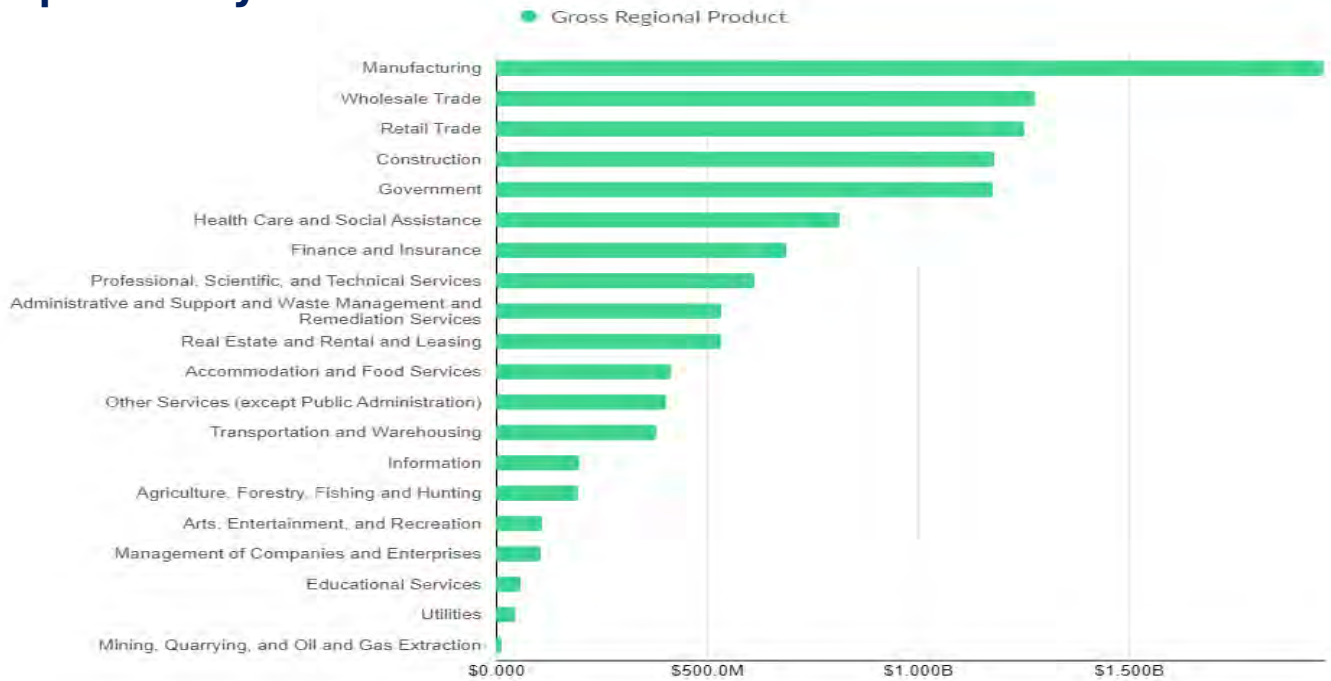
## 37,612 Companies Employ Your Workers

Online profiles for your workers mention 37,612 companies as employers, with the top 10 appearing below. In the last 12 months, 3,056 companies in McHenry County, IL posted job postings, with the top 10 appearing below.

Top Companies	Profiles	Top Companies Posting	Unique Postings
Northwestern Medicine	1,272 <div></div>	Northwestern Memorial Healthcare	1,161 <div></div>
Motorola Solutions	639 <div></div>	Aerotek	583 <div></div>
Advocate Aurora Health	515 <div></div>	Northwestern Medicine	450 <div></div>
McHenry County College	431 <div></div>	Mercy Health	356 <div></div>
AT&T	384 <div></div>	Walmart	345 <div></div>
United Airlines	380 <div></div>	Walgreens Boots Alliance	227 <div></div>
Walmart	367 <div></div>	McHenry County College	209 <div></div>
Allstate	360 <div></div>	Sunbelt Staffing	188 <div></div>
Sears	349 <div></div>	Soliant Health	185 <div></div>

## Business Characteristics Overview – Cont.

### Top Industry GRP



Industry	2018 Jobs	2023 Jobs	Change in Jobs	% Change in Jobs	2023 Employment Concentration	2023 Earnings Per Worker	2023 GRP
Manufacturing	15,069	12,910	-2,159	-14%	1.56	\$83,963	\$1.96B
Wholesale Trade	4,265	5,698	1,433	+34%	1.46	\$89,086	\$1.28B
Retail Trade	13,885	13,655	-230	-2%	1.34	\$42,289	\$1.25B
Construction	8,667	9,107	440	+5%	1.46	\$91,867	\$1.18B
Government	14,970	14,731	-239	-2%	0.95	\$74,109	\$1.18B
Health Care and Social Assistance	11,452	12,006	554	+5%	0.85	\$57,601	\$813.86M
Finance and Insurance	2,114	1,997	-117	-6%	0.46	\$96,300	\$687.76M
Professional, Scientific, and Technical Services	4,701	4,888	187	+4%	0.64	\$82,063	\$611.35M
Administrative and Support and Waste Management and Remediation Services	8,004	7,101	-903	-11%	1.09	\$53,828	\$533.11M
Real Estate and Rental and Leasing	1,096	1,122	26	+2%	0.59	\$58,301	\$532.47M
Accommodation and Food Services	9,445	9,709	264	+3%	1.08	\$26,363	\$413.14M
Other Services (except Public Administration)	5,995	6,055	60	+1%	1.14	\$44,950	\$404.09M
Transportation and Warehousing	2,180	2,567	387	+18%	0.55	\$68,102	\$379.24M
Information	851	658	-193	-23%	0.33	\$73,389	\$198.17M
Agriculture, Forestry, Fishing and Hunting	1,745	1,455	-290	-17%	1.16	\$62,606	\$194.28M
Arts, Entertainment, and Recreation	2,282	2,020	-262	-11%	1.06	\$31,665	\$108.98M
Management of Companies and Enterprises	944	576	-368	-39%	0.36	\$165,292	\$106.47M
Educational Services	1,417	1,362	-55	-4%	0.52	\$34,529	\$59.29M
Utilities	98	102	4	+4%	0.28	\$133,680	\$42.83M
Mining, Quarrying, and Oil and Gas Extraction	48	48	0	0%	0.13	\$86,026	\$13.64M

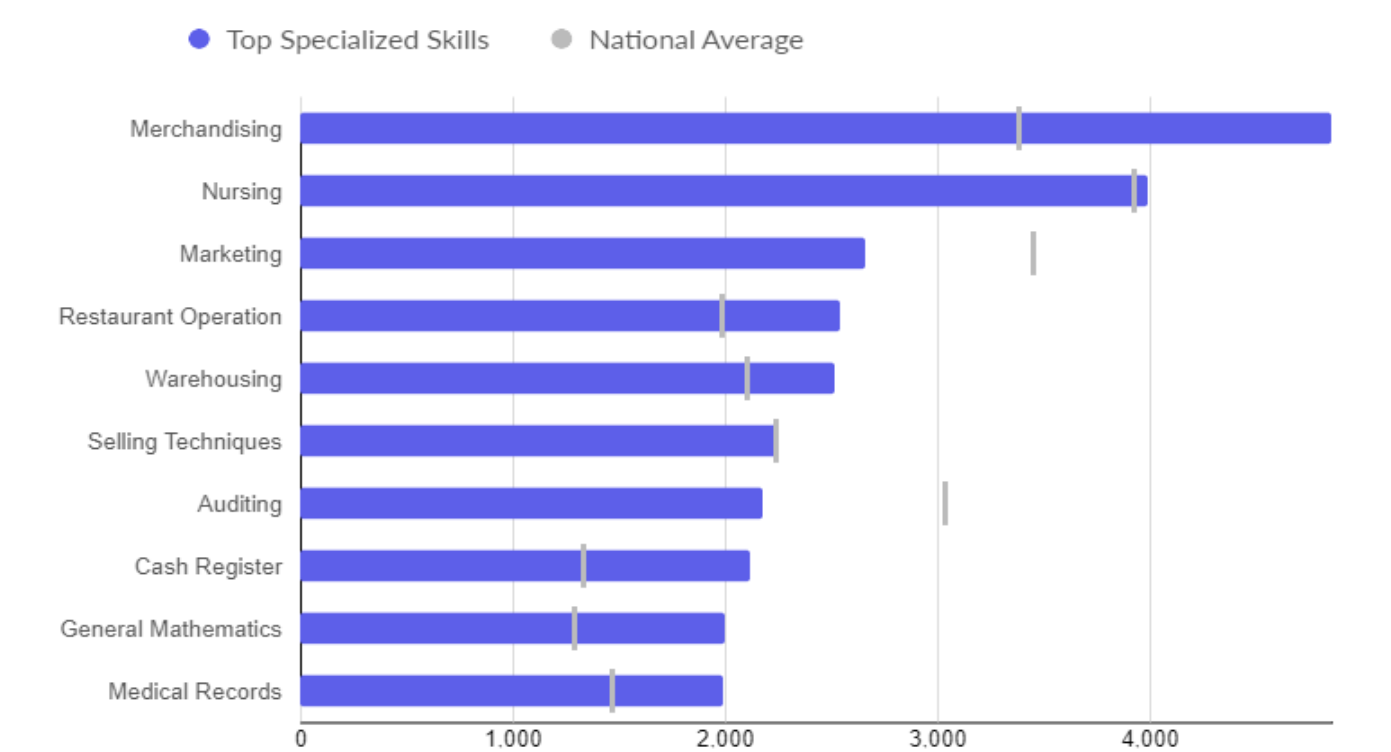
# Education Attainment and In Demand Skills

## Education Attainment

Concerning educational attainment, 23.2% of McHenry County, IL residents possess a Bachelor's Degree (2.0% above the national average), and 9.6% hold an Associate's Degree (0.8% above the national average).

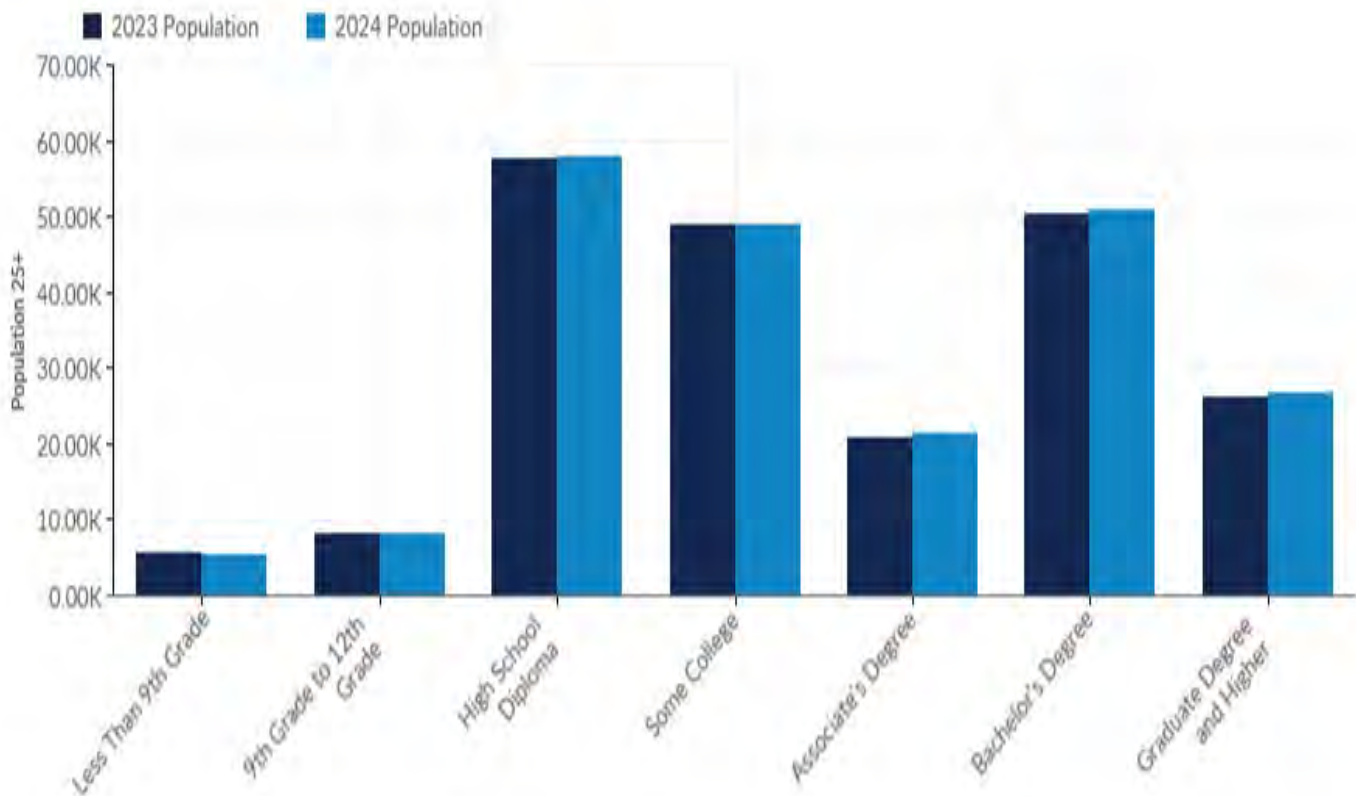


## In Demand Skills



# Education Attainment and In Demand Skills – Cont.

## Education Attainment by Level (2023-2024)

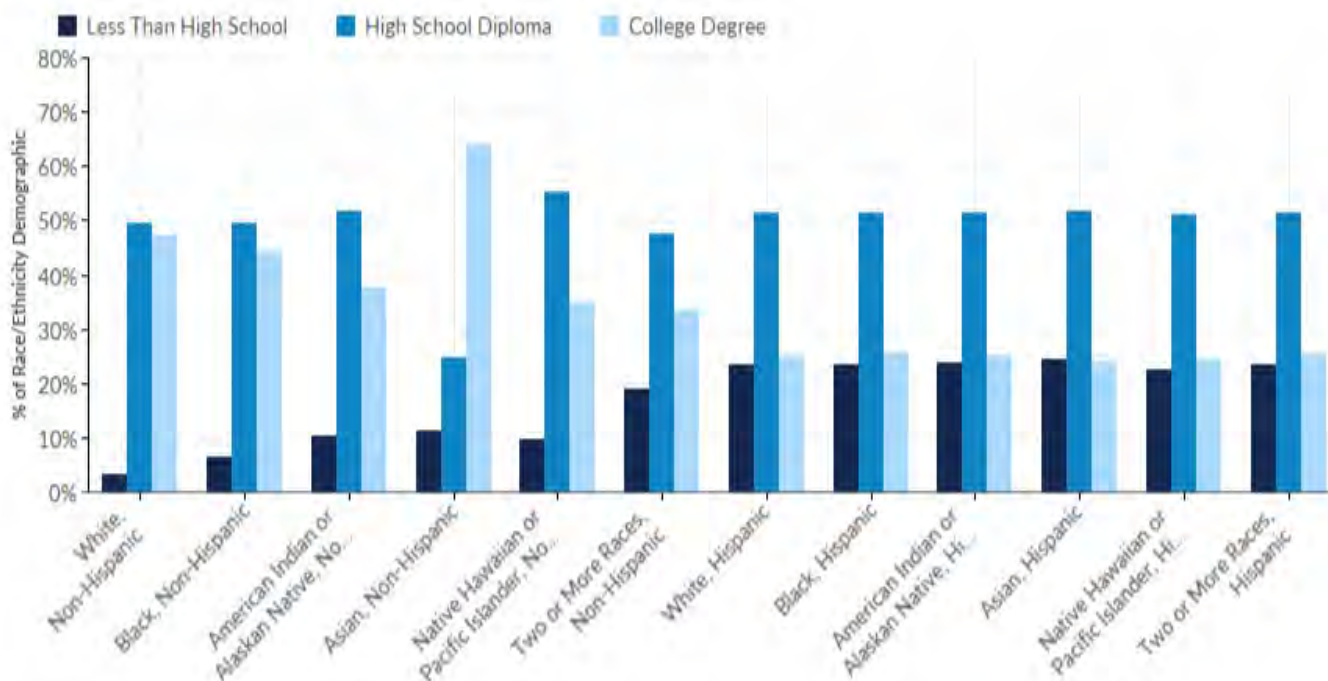


Education Level	2023 Population	2024 Population	2023 % of Population	2023 State % Population	2023 National % Population
Less Than 9th Grade	5,559	5,471	3%	5%	5%
9th Grade to 12th Grade	8,269	8,156	4%	5%	6%
High School Diploma	57,539	57,937	26%	25%	26%
Some College	48,902	49,012	22%	20%	19%
Associate's Degree	20,855	21,266	10%	8%	9%
Bachelor's Degree	50,309	51,000	23%	22%	21%
Graduate Degree and Higher	26,165	26,735	12%	15%	14%
	217,598	219,578	100%	100%	100%



## Education Attainment and In Demand Skills – Cont.

### Education Attainment by Race/Ethnicity (2023-2024)

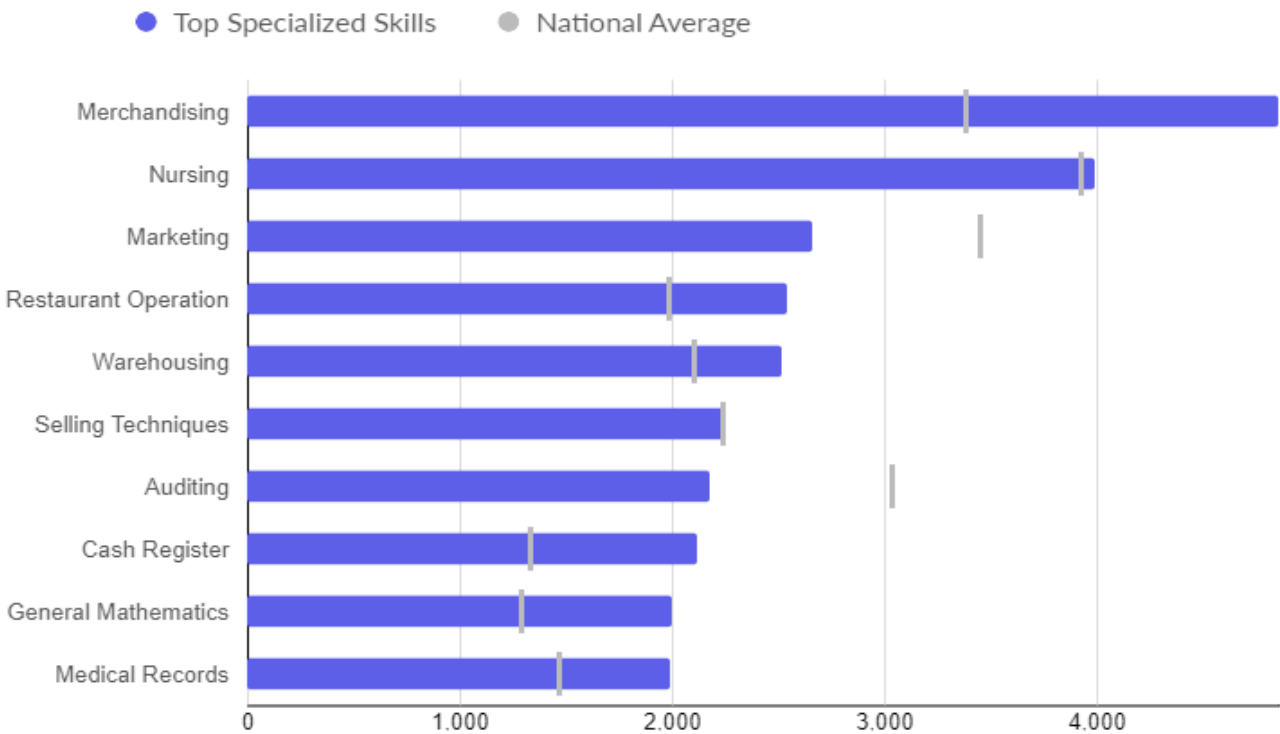


Race/Ethnicity	2023 Population	2024 Population	2023 Less Than High School	2023 High School Diploma	2023 College Degree
White, Non-Hispanic	176,502	176,606	5,745	87,370	83,386
Black, Non-Hispanic	3,425	3,592	220	1,691	1,514
American Indian or Alaskan Native, Non-Hispanic	345	342	36	179	130
Asian, Non-Hispanic	7,118	7,385	799	1,758	4,562
Native Hawaiian or Pacific Islander, Non-Hispanic	94	100	9	52	33
Two or More Races, Non-Hispanic	1,878	1,941	355	895	627
White, Hispanic	26,097	27,365	6,158	13,398	6,541
Black, Hispanic	441	463	103	226	113
American Indian or Alaskan Native, Hispanic	887	922	210	456	222
Asian, Hispanic	193	203	47	100	46
Native Hawaiian or Pacific Islander, Hispanic	53	57	12	27	13
Two or More Races, Hispanic	565	602	133	290	143
	217,598	219,578	13,828	106,441	97,329



# Education Attainment and In Demand Skills – Cont.

## In Demand Skills

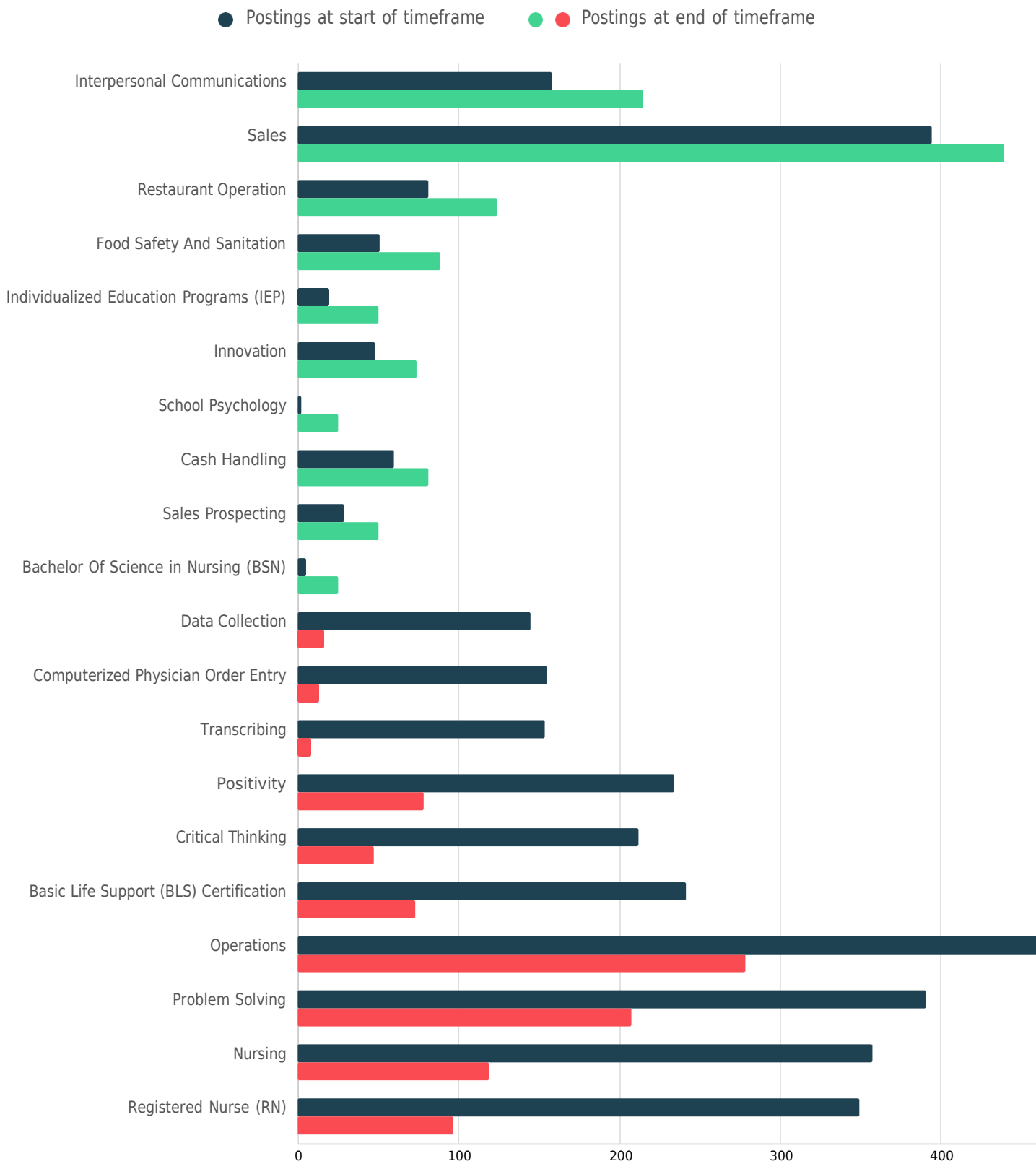


## Top Qualifications

Qualification	Postings with Qualification
Valid Driver's License	2,914
Registered Nurse (RN)	1,714
Cardiopulmonary Resuscitation (CPR) Certification	1,276
Basic Life Support (BLS) Certification	1,127
Certified Nursing Assistant (CNA)	515
Licensed Practical Nurse (LPN)	480
First Aid Certification	352
Advanced Cardiovascular Life Support (ACLS) Certification	279
Certified Medical Assistant (CMA)	220
Certified Pharmacy Technician	219

## Education Attainment and In Demand Skills – Cont.

### Hot and Cold Skills by Job Postings

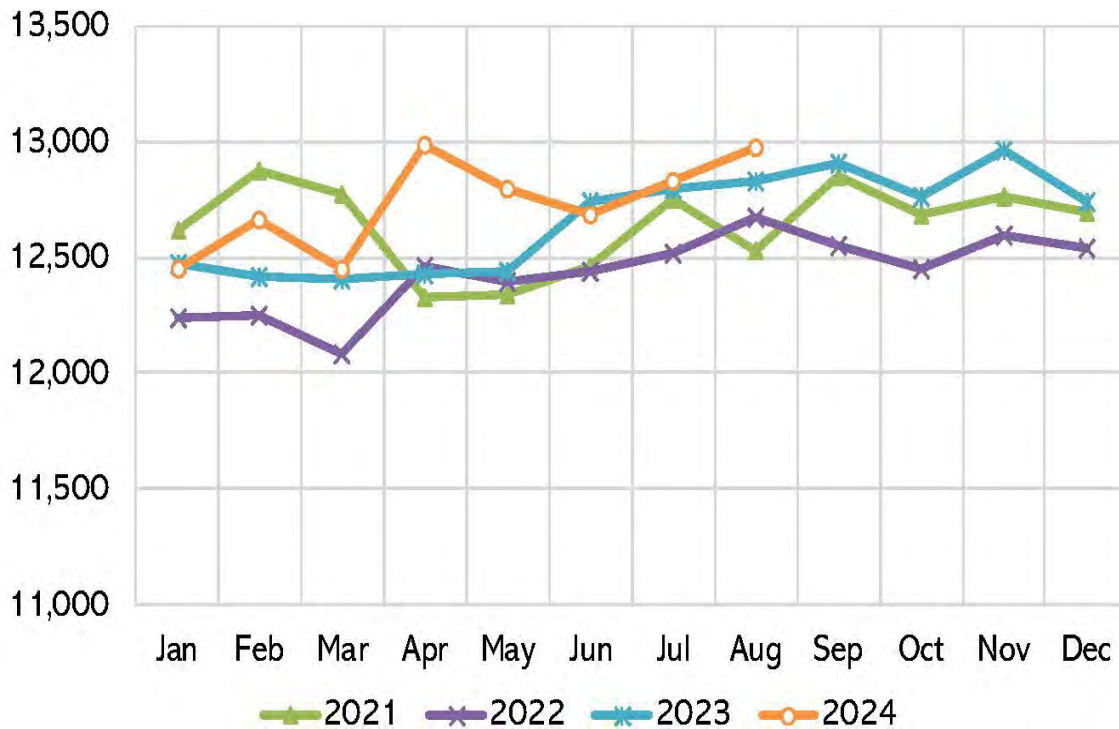


## Employment Statistics

### Manufacturing Employment



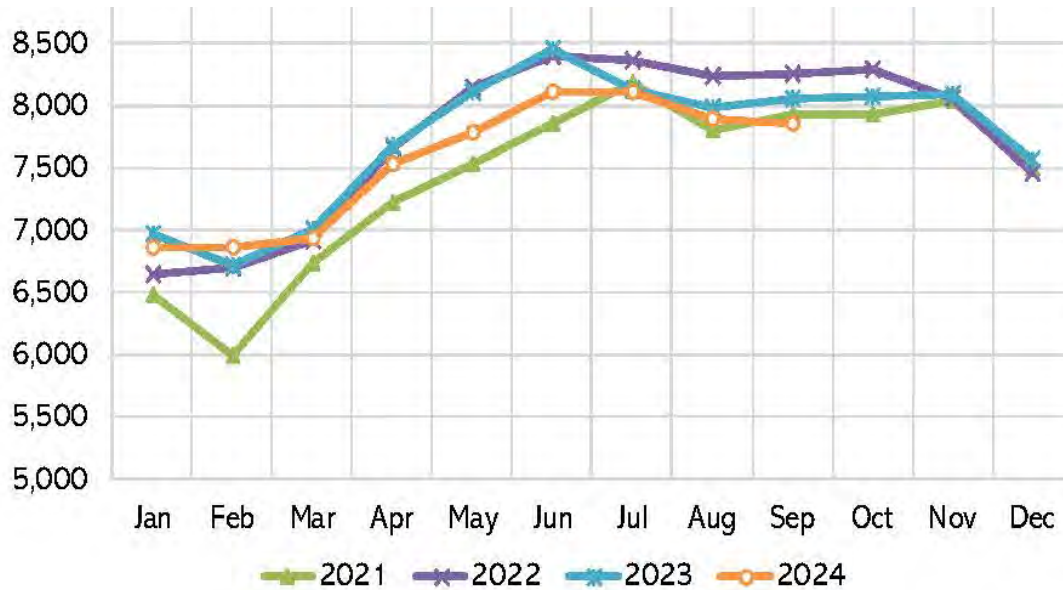
### Private Education and Health Services Employment



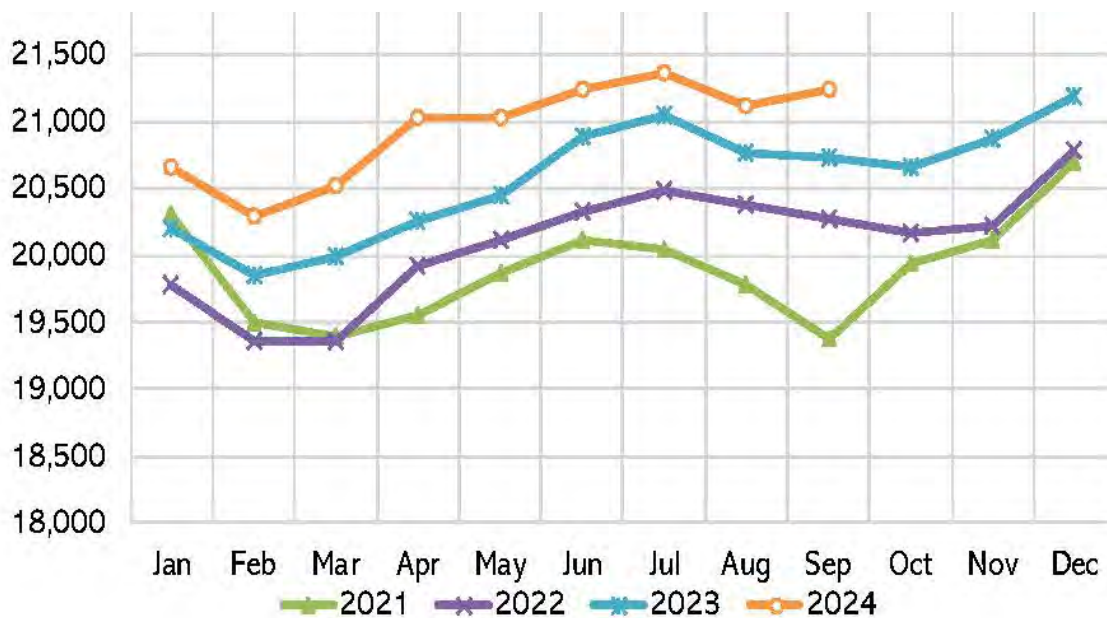
Source: IDES –Workforce Information Update—Local Workforce Investment Area 2

## Employment Statistics – Cont.

### Construction Employment



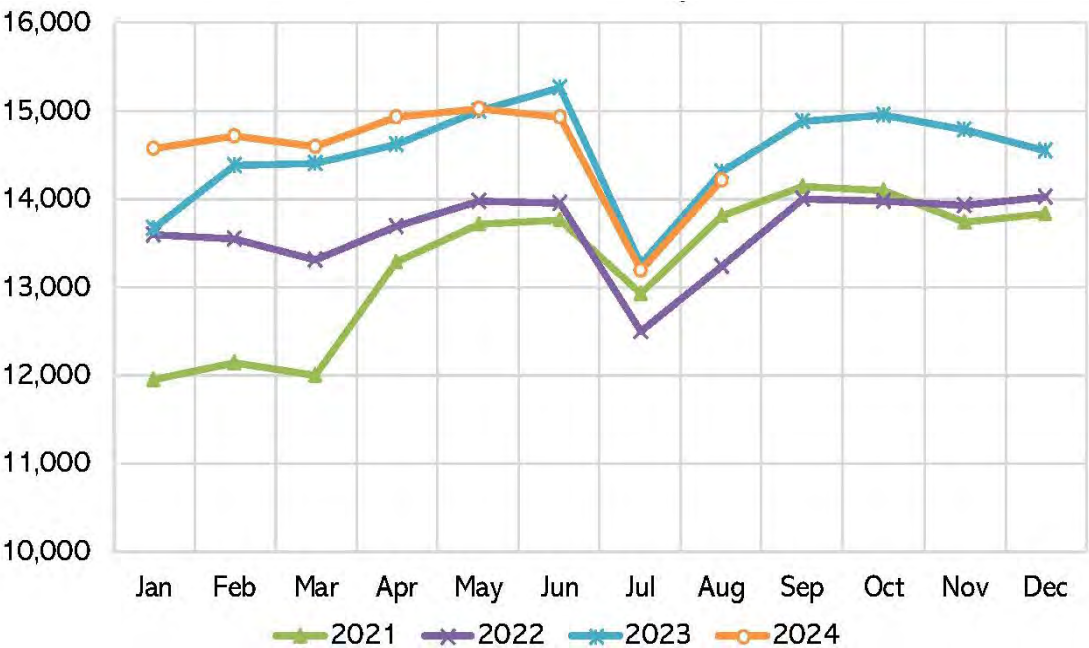
### Trade, Transportation, and Utilities Employment



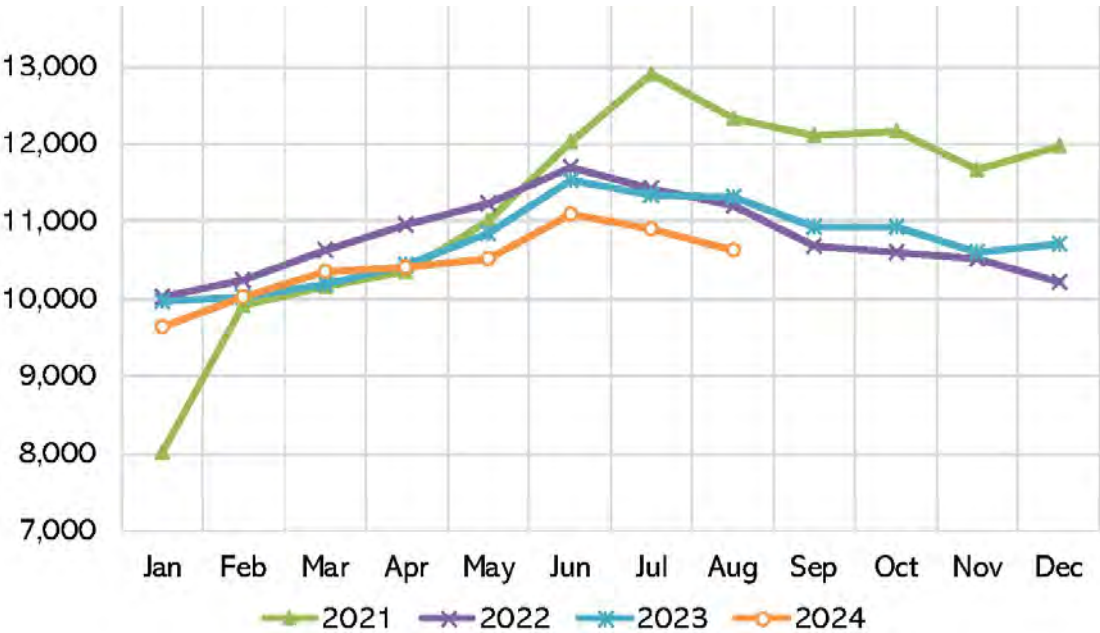
Source: IDES—Workforce Information Update—Local Workforce Investment Area 2

## Employment Statistics – Cont.

### Government Employment



### Leisure and Hospitality Employment



Source: IDES –Workforce Information Update—Local Workforce Investment Area 2

## Region Definition

**EDR4, the Illinois Northeastern Economic Development Region #4, is defined as the following counties:**

Cook County, Illinois; DeKalb County, Illinois; Du Page County, Illinois; Grundy County, Illinois; Kane County, Illinois; Kankakee County, Illinois; Kendall County, Illinois; Lake County, Illinois; McHenry County, Illinois; Will County, Illinois;

## FAQ

### What is a location quotient?

A location quotient (LQ) is a measurement of concentration in comparison to the nation. An LQ of 1.00 indicates a region has the same concentration of an industry (or occupation) as the nation. An LQ of 2.00 would mean the region has twice the expected employment compared to the nation and an LQ of 0.50 would mean the region has half the expected employment in comparison to the nation.

### Explain Cost of Living Index?

The Cost of Living Index (COLI) comes annually from C2ER and provides a baseline for understanding how regional costs of living compare to the nation and to each other. The index is comprised of six major categories: grocery items, housing, utilities, transportation, health care, and miscellaneous goods and services. For example, an index below 100 means the region has a lower cost of living, whereas above 100 means it is more expensive to live.

### What is replacement demand?

Replacement demand is the number of jobs required due to replacements—retirements and turnover resulting from workers moving from one occupation into another. Note that replacement demand does not include all turnover—it does not include when workers stay in the same occupation but switch employers. The replacement demand shown in this report may also be understated; thus, it can be taken to be a minimum measure of the number of workers who will need to be trained for the occupation due to replacements. The total projected demand for an occupation is the sum of the replacement demand and the growth demand (which is the increase or decrease of jobs in an occupation expected due to expansion or contraction of the overall number of jobs in that occupation).

### What is a cluster?

A cluster is a geographic concentration of interrelated industries or occupations. If a regional cluster has a location quotient of 1.25 or greater, the region is considered to possess a *competitive advantage* in that cluster.

### What is the difference between industry wages and occupation wages?

Industry wages and occupation wages are estimated via separate data sets, often the time periods being reported do not align, and wages are defined slightly differently in the two systems (for example, certain bonuses are included in the industry wages but not the occupation wages). It is therefore common that estimates of the average industry wages and average occupation wages in a region do not match exactly.

### What is NAICS?

The North American Industry Classification System (NAICS) is used to classify business establishments according to the type of economic activity. The NAICS Code comprises six levels, from the “all industry” level to the 6-digit level. The first two digits define the top level category, known as the “sector,” which is the level examined in this report.

### What is SOC?

The Occupational Classification (SOC) is used to classify workers into occupational categories. All workers are classified into one of over 820 occupations according to their occupational definition. To facilitate classification, occupations are combined to form 23 major groups, 96 minor groups, and 449 occupation groups. Each occupation group includes detailed occupations requiring similar job duties, skills, education, or experience.

### What is WIOA?

The **Workforce Innovation and Opportunity Act (WIOA) 2014** - Current replaces the Workforce Investment Act. This new law represents a renewed commitment to workforce development with an eye to the future through innovation and support for individual and national economic growth.



## **Resources and Sources:**

### **Bureau of Economic Analysis (BEA)**

*BEA* produces GDP and related data from the national accounts programs of the U.S. Department of Commerce.

### **Bureau of Labor Statistics (BLS)**

*BLS* is the principal fact-finding agency for the Federal Government in the broad field of labor and statistics.

### **Chmura Economics and Analytics: JobSEQ - 2016.2**

Specialties include economic consulting, economic development, workforce development, economic impact studies, publications, and software development

### **Illinois Department of Employment Security (IDES)**

*IDES* administers the Unemployment Insurance program for the State of Illinois and reports data on employment for the state.

### **Illinois Workforce Development System (IWDS)**

*IWDS* is the Illinois Dept of Commerce and Economic Opportunity's web based WIA / WIOA program management tool for WIA / WIOA professional staff to manage customer and provider records, to report and compare performance among training programs and customer outcomes, and to search and find information about WIA / WIOA-certified training programs.

### **Institute for Supply Management, ISM Chicago**

*ISM Chicago* is the Chicago Purchasing Managers' report on Chicago Business Activity including Employment, New Orders, Order Backlogs, Supplier Deliveries, Prices Paid, and Capital Equipment Buying Policy.

### **McHenry County Economic Development Corporation**

Provides Business & Resource Connections for: Large Employers, Small Cap Businesses, Manufacturers, Financial Institutions, Government Entities

### **McHenry County Graphic Information System Department**

Develop and maintains the Geographic Information System of McHenry County by providing efficient, high quality GIS leadership, coordination, infrastructure, data development and maintenance, and GIS services to meet the needs of McHenry County and the communities served.

### **S&P/Case-Shiller Home Price Indices**

*The S&P/Case-Shiller Home Price Indices* are the leading measures for the U.S. residential housing market, tracking changes in the value of residential real estate both nationally, as well as in 20 metropolitan regions.

### **Stats America**

*STATS America* is a service of the Indiana Business Research Center at Indiana University's Kelley School of Business. This initiative is funded in part by the U.S. Commerce Department's Economic Development Administration and Indiana University.

### **U.S. Census Bureau**

*U.S. Census Bureau* is the source for current population data and the latest Economic Indicators, Households to Business to Government - Income & Spending.

### **U.S. Department of Health and Human Services**

*The Department of Health and Human Services* is the principal agency for protecting the health of all Americans. It is comprised of the Office of the Secretary (18 Staff Divisions) and 11 Operating Divisions, including the office of the Assistant Secretary for Planning and Evaluation which determines the HHS Poverty Guidelines.

### **The University of Illinois at Urbana-Champaign, Regional Economics Applications Laboratory**

*The Regional Economics Applications Laboratory (REAL)* at the University of Illinois at Urbana-Champaign is a regional science research center for advanced graduate students in the fields of economics, geography, urban and regional planning, computer science, and mathematics. Professor Geoffrey J.D. Hewings is a co-founder of REAL and currently serves as Director.

## Services available through the McHenry County Workforce Network

### **Employer Services:**

#### **Employment and Recruiting**

Job Postings

Job Fairs

Applicant Match / Pre Screening

#### **Assessments**

Skills Assessment / Work Keys

Customized Workforce Solutions

Training Programs

Job Assessment for Persons w/ Disabilities

#### **Training Assistance Grants**

New Hire Worker Training Grants

Incumbent Worker Training Grants

Work Experience Internships

Work Based Training for Older Workers (55+)

#### **Economic Development**

Labor Market Information

Wage and Salary Information

#### **Employment Services**

Unemployment Insurance

Tax Credits

Fidelity Bonding

Required Employment Posters

### **Job-Search Services:**

Resource Room Computers  
with internet access for your job search

Skill Assessments

Career Planning Workshops

Job Search Workshops

Resume Reviews

Mock Interviews

Network to Success

Job Club Networking Group

Job Fairs

Career Advising

Training Grants

Computer Classes

Work Readiness Workshops

Unemployment Claim Assistance

Services for Justice Involved, including Returning Citizens

**McHENRY COUNTY**  
**Workforce Network Board**



500 Russel Court  
Woodstock, IL 60098  
815-338-7100

[www.mchenrycountywib.org](http://www.mchenrycountywib.org)







MCHENRY COUNTY COLLEGE  
STRATEGIC PLAN 2019-2024  
**SUMMARY REPORT**

# **MCC STRATEGIC PLAN 2019-2024**

# **SUMMARY REPORT**





# EXECUTIVE SUMMARY

Since the implementation of McHenry County College's five-year Strategic Plan in 2019, the College has focused on a variety of innovative strategies that support its mission – ***Our Focus is Learning. Student Success is Our Goal.*** This important work also strives toward meeting our updated vision, as articulated in the plan:

***McHenry County College (MCC) champions learning as essential to our community's well-being. We transform all students we serve by inspiring and equipping them to successfully live and work in the world.***

Many transformative examples are evident via the strategies and tactics that have been implemented over the past five years as part of various planning efforts. The College has seen advancements in a multitude of ways, including student engagement, enrollment, accessibility, career readiness, term-to-term persistence, and more. This progress is a testament to MCC's continued focus on our students.

This Strategic Plan Summary displays the progress the College has made on its goals and serves as a foundation on which to build as we consider our 2025-2030 Strategic Plan.

## Enhancing Student Engagement, Completion, and Career Readiness

College leadership has listened to student feedback and worked with employees throughout the institution to develop creative and fast-to-implement solutions that increase student success. This includes the expansion of resources that address food insecurity, transportation challenges, technology barriers, and mental health support. We have focused on streamlining communication and making information easier to find by implementing tools such as Navigate360, AIM-ADS, and a chatbot on the website. The Dual Credit program has also seen continuous improvement with the addition of specialized orientation programs and advisors hired to assist in students' transition to college. Efforts to align course offerings with student demand, such as the waitlist management process, have further supported student persistence, ensuring that they can maximize their credit hours each term. We have also expanded career readiness initiatives, including new programs, workshops, and increased internship opportunities. The College's walk-in advising model has proven effective, with nearly 10,000 students served in 2023. Scholarship opportunities have also expanded, with the number of awards growing significantly from 307 in FY 2019 to 876 in FY 2024, demonstrating the College's commitment to supporting its students financially.

## Financial Resource Generation and Sustainability

The College has adopted a multi-faceted approach to increasing revenue while effectively managing expenses. Revenue growth has been achieved through expanding event programming and developing new revenue streams from expanded grants, philanthropy, and event facilities like the planetarium. Revenue from the MCC Store has also grown, driven by a shift in focus from textbook sales to a broader range of merchandise. The College's financial management remains strong, evidenced by continuous unqualified audits and the successful maintenance of a Composite Financial Index (CFI) above the 3.0 threshold. Key facility renovations have been completed without taxpayer support, showcasing financial prudence. Efforts to cultivate a grant-seeking culture among employees have been successful, with 18 projects funded through the mini-grant program over the past two years. Grant funding has supported innovative programs such as the Center for Agrarian Learning and the student farm, which have thrived due to operational and expansion grants.

## Infrastructure and Technology Solutions

MCC has undertaken a comprehensive strategy to optimize infrastructure and technology, focusing on improving classroom scheduling, enhancing technology use, and strengthening information security. Significant strides have been made in making student transactional processes more user-friendly, empowering students to manage their academic journeys from course registration to financial aid management. Information Technology has played a critical role in implementing new software across the College. Security remains a top priority, with the implementation of Multi-Factor Authentication and ongoing encryption efforts safeguarding sensitive data. The move towards a cloud-first model has further enhanced service delivery while reducing onsite infrastructure needs. Support for remote work has also been a priority.

## Diversity, Equity, Belonging, and Inclusion (DEBI)

The College has provided continuous opportunities for in-person listening and discussion of DEBI-related topics, including events such as Equi-Table Talks and Meaningful Meals. The hiring of an Associate Vice President of DEBI has helped us establish a set of DEBI definitions as a foundational and institutional framework. Continuous learning opportunities have been facilitated for all employees, including a comprehensive training series, which began in Fall 2022.

## Facility Planning

The College has successfully completed multiple capital projects to ensure that facilities remain safe, durable, and relevant to the current and future college landscape. Some of these projects included the construction of the Foglia Center for Advanced Technology and Innovation (CATI) and a comprehensive renovation to open the Catalyst Campus in Woodstock, which includes the new University Center at MCC. Other projects included a new Building D roof, CO/LAB spaces for student collaboration, milling and paving Ring Road around the campus, and an update of the MCC Store.

## Strengthening Community Engagement

A strong, positive, and engaged relationship between MCC and its community partners plays a crucial role in the overall success of the College. In the past several years, College administration, leadership, faculty, and staff continue to collaborate with the community at every level – to continue program enhancement, build interest and enrollment, grow financial support, and engage community champions for the College. MCC worked closely with numerous school districts to further relationships that support dual credit and dual degree growth. We continued to convene the Manufacturing Pathways Consortium and have been growing relationships with key community leaders in business, education, nonprofits, and government, seeking input on our curriculum and finding ways to collaborate and serve the community. Ongoing efforts to develop relationships with individuals who can provide philanthropic support have continued to be positive and growth-oriented.

**Throughout this summary, the focus on Student Success will be evident. As this is core to the College's mission, it is woven into all strategies and efforts that support MCC's institutional goals.**

# SUMMARY OF PROGRESS

**GOAL 1** – Create accessible, high-impact student-focused services, interventions, and facilities that increase student engagement, completion, and career readiness.

## KPI – ACCESSIBILITY

### Active Strategy

Invest in communication tools and technology to provide easy access for students.

### Progress to Date

- Navigate360
- Student email
- AIM – ADS
- Chatbot on the website

### Evidence of Success

- All MCC students receive email accounts.
- Current students, prospective students, and community members utilize the chatbot installed on the main page of the mchenry.edu website and embedded in Admission's webpage. Inquiries are fielded daily, and students are provided quick answers to their questions or are referred to the appropriate departments for support as necessary.

## KPI – ENROLLMENT

### Active Strategy

Provide academic and transfer advising for Dual Credit (DC) students to assist with transition to college.

### Progress to Date

- The DC Expansion Grant through the Department of Education (DOE) supports hiring a DC Advising and Outreach Specialist. The Illinois Community College Board (ICCB) DC Access and Equity Grant supports hiring a DC Advising and Transfer Specialist.
- These positions are funded until August 2025 and June 2025 respectively. Both positions have been hired as of April 2024.
- Dual Credit advisors will primarily work within partnering high schools to assist dual credit students with transition to MCC and other postsecondary institutions.

## KPI – STUDENT ENGAGEMENT

### Active Strategy

Establish Dual Credit orientation programming.

### Progress to Date

The DC Expansion Grant through DOE supports Dual Credit orientation programming. An online orientation program will supplement an on-campus program for approximately 4,000 high school dual credit students in September 2024.

## KPI – TERM-TO-TERM PERSISTENCE

### Active Strategy

Provide a triage/drop-in Advising Center for students during peak advising times.

### Progress to Date

- By offering a walk-in model, the Advising Office makes it easier for students to receive immediate assistance with any questions or concerns they may have. This accessibility eliminates the need for students to schedule appointments in advance, making it more convenient for them to seek help when needed. This can be specifically advantageous for students with busy schedules or for unexpected issues that arise.
- MCC increased staffing in Advising and included Advising responsibilities in key positions across the division to assist during peak periods.

### Evidence of Success

- In 2023, the Advising Office assisted a total of 9,697 students, with 6,869 coming in as walk-ins and 2,828 having scheduled appointments.
- Students who walked in experienced an average wait time of nine minutes, highlighting the average of providing both walk-in and appointment options. This allows students to choose the service that aligns best with their schedule, ultimately removing barriers and ensuring high-quality service.

## KPI – TERM-TO-TERM PERSISTENCE

### Active Strategy

Ensure class offerings meet student demands and allow students to maximize credit hours/term using business intelligence.

### Progress to Date

- Program of Study initiative, co-requisites, and multiple other measures.
- Developed a waitlist management process to inform deans about course waitlists and potential new sections.

### Evidence of Success

Implemented a waitlist communication process in Spring 2024, resulting in one new section created for that term (20 total students enrolled). Two new sections (21 total enrollments) were created in Summer 2024.

## KPI – TERM -TO-TERM PERSISTENCE

### Active Strategy

Improve retention through analysis of courses, and course sequencing.

### Progress to Date

Pathways: sell sheets, analog, Curriculog, Program of Study, 2+2 agreements.

### Evidence of Success

Guided Pathways have been created for all AA, AS, AFA, AES, and AAS degrees and published and approved (Curriculog) through different modalities, sell sheets, and on our online catalog (Analog).

## KPI – STUDENT ENGAGEMENT

### Active Strategy

Develop strategies to improve the academic engagement of students in the learning process.

### Progress to Date

- Increased the number of academic workshops offered by the library and the Sage Learning Center.
- Added tutoring for Early Childhood Education and Nursing Assistant programs.
- Online 24/7 tutoring available through TutorMe for all students enrolled in an MCC course.

### Evidence of Success

1,928 students completed online orientation for fall.

## KPI – TERM-TO-TERM PERSISTENCE

### Active Strategy

Improve retention of Student Athletes.

### Progress to Date

- New Scot Orientation
- Assigned advisor and team advising sessions
- Student-Athlete Council
- Bilingual eligibility packet
- Academic success tables
- Relocation of Athletics Office

### Evidence of Success

- Maintained 3.0 Dept. GPA
- MBB-Soccer had the highest team GPA in seven years
- The Fall 2024 goal is to increase department persistence rate to 96%

## KPI – CAREER READINESS

### Active Strategy

Create new programs for career readiness.

### Progress to Date

- “Pathways to Your Career” and other undecided student efforts
- Career Services Office relocated to student resource hallway in Building A
- Annual Career Services workshop series
- Introduction of Apprenticeship and Micro-Internship programs
- Expanded grant funding for internships

### Evidence of Success

- “Pathways to Your Career” is offered every fall and spring semester and highlights each meta-pathway. It includes discussions with experts from diverse backgrounds, offering valuable insights about the academic programs, career opportunities, and local industries tied to each meta-pathway.
- We have also created an “undecided” webpage, which introduces four steps of career exploration. In the last few months, there have been 352 page views.
- The Pathways Office provides undecided students with support.
- The PDV 110 course has been revised.
- Career Services provides 40-45 workshops annually.
- Internships grant-funded at highest level for past three years.

## KPI – AFFORDABILITY

### Active Strategy

Grow both existing and new scholarship opportunities (credit and noncredit).

### Progress to Date

- High Impact Scholarships, Learn It to Earn It, increased outside scholarships, increased tuition waivers for Athletics, and Noncredit Career Training Scholarships.
- The Friends of MCC Foundation created a dedicated scholarship and outreach position focused on both students and individual scholarship donors. This has allowed a more focused effort toward scholarship growth. In 2023, the position who provided coordination of the scholarship platform and with extensive knowledge of scholarships was moved into this role to better serve scholarship donors and MCC students.

### Evidence of Success

- High Impact Scholarships provide 11 full-tuition scholarships each year for students. The inclusion of these scholarship applications in the general applications has increased the number of applicants.
- Since Spring 2020, the Learn It to Earn It program has helped students “earn” tuition for 317 credit hours—a total reduction of \$23,867 in student debt.



## KPI – AFFORDABILITY

### Active Strategy

Maximize federal funding opportunities, immediately putting resources in the hands of our students.

### Progress to Date

Through Title III Higher Education Emergency Relief Funding, we have supported students with transportation through McRide and Uber, and assisted with food insecurities through Café Cards.

### Evidence of Success

COVID Relief dollars from Title III:

- Café Cards - \$274,088
- Transportation - \$93,934
- MCC Store Cards - \$51,000 - Purple Pride Dollars.

## KPI – AFFORDABILITY

### Active Strategy

Grow general scholarships, and the Scot Success Scholarship, allowing us to expand the number of students who receive financial support.

### Progress to Date

- Total scholarship awards have grown from 307 in FY 2019 to 876 awards in FY 2024. This growth is due to new general scholarships, including the Scot Success Scholarship. To date, Scot Success has awarded approximately \$450K.
- Noncredit scholarship funds and transfer scholarships have also increased.
- Education to Empowerment has increased to 10 annual scholarships, resulting in \$100K in annual funding.

## KPI – STUDENT ENGAGEMENT

### Active Strategy

Grow grants so we can pilot innovative and progressive programming.

### Progress to Date

- Increased the number of grant applications and awards.
- Received awards from new funders (Advance McHenry County, Motorola Solutions Foundation, Congressionally Directed Spending/Community Project Funding, etc.).

### Evidence of Success

- Increased grant dollars applied for from an average of about \$3.5M five years ago to more than an average of \$8M annually.
- Increased grant awards from \$2.3M in FY 2019 to more than \$4.3M in FY 2024.

## KPI – COURSE RETENTION AND SUCCESS

### Active Strategy

Continue Title III efforts.

### Progress to Date

Initiatives include HIPS, Gateway course revisions, undecided student support, assigned advising, Co/Labs, Pathways, and Navigate360.

### Evidence of Success

These initiatives have been started and/or implemented/institutionalized starting in 2019 through 2024.

## KPI – ENROLLMENT

### Active Strategy

Develop creative programming/initiatives targeted toward high school students who have applied to MCC, but not registered for classes.

### Progress to Date

- The Admissions Office conducts online and in-person New Student Orientation (NSO) and follows up after each NSO session. New Student Enrollment Coaches call and email all students a week after they apply to the College.
- We have overhauled and improved the welcome package and updated “next steps” resources. Several outreach campaigns have been instituted, including a postcard campaign to all incomplete applicants; faculty postcard in alignment with pathway to all new applicants; email and text campaign for general registration dates; and presentations at each high school to all students who have applied to MCC as a “pre-NSO.” We also began calling campaigns to all students who are flagged as “Applied, Not Enrolled” to check in with their needs.
- NSO provides a solid start for new students at MCC. Students who attend orientation learn more about the College and our resources as well as the degree and certificate options we provide.
- The new student experience builds from the pathway model by allowing students to choose one of 12 possible areas of focus within their application. Once the application is completed, new students continue the process by registering for MCC’s orientation, which incorporates pathways resources through every step of the process.

### Evidence of Success

- NSO—1,928 students completed online orientation and 872 attended in-person orientation for fall. The survey results indicate that NSO had several positive outcomes. 80.36% of students reported feeling more familiar with MCC’s campus after orientation, and 60.71% said they felt more familiar with the common terminology used in college, which can be important for academic success.
- The orientation also had a positive impact on students’ attitudes about starting at MCC with 69.64% of students reporting a more positive attitude.
- A significant number of students—66.07%--agreed that they have a first semester plan that includes relevant courses and a personalized goal, indicating that the orientation helped students in planning their academic journey.

## KPI – ENROLLMENT

### Active Strategy

Increase enrollment and retention via increased access to the enrollment process with expanded technology.

### Progress to Date

- Admissions: Recruit buildout
- College and Career Readiness: Dual Enroll implemented for Dual Credit registration.

### Evidence of Success

- Standardized daily use and logging of data in Recruit system by recruiters.
- Tracking prospective student interactions and following up with prospect interest.
- Utilizing “Events” in Recruit to advertise recruitment initiatives and track interest.
- Updated the new student application to align with academic pathways and to be inclusive of diverse students’ needs.
- In College and Career Readiness, more than 6,200 Spring 2024 registrations were processed through Dual Enroll.

## KPI – ENROLLMENT

### Active Strategy

Engage MCC Alumni to serve as advocates and recruiters for the College.

### Progress to Date

- We have created an annual summer block party focused on alumni engagement and are more intentional with engaging alumni at Commencement (and the week prior) and other special community events (President’s Dinner, Donor Appreciation, etc.).
- In 2019, the Foundation recruitment team began work on connecting a group of alumni to create an Alumni Engagement Committee with the intent to assist with student recruitment, but this initiative became stalled. However, we have been in an active process of hiring a new part-time alumni position.

### Evidence of Success

- 872 attended in-person orientation for fall.
- Over 300 people attended the first MCC Community Block Party with over 30 new alumni registering.

## KPI – ENROLLMENT

### Active Strategy

Grow and sustain a Student Success Fund (SSF) to continue emergency support efforts.

### Progress to Date

Established the SSF to support emergency expenses. This fund was expanded from \$500 to \$1,000 per qualified student during COVID. It has since been reduced to \$500. The Foundation is now looking to expand the SSF to include more student support services such as transportation and food.

### Evidence of Success

\$197K in emergency funding has been provided to 328 students since 2018.

## KPI – STUDENT GRADUATION/COMPLETION

### Active Strategy

Focus further on supporting undecided students, including specific class support and working with the Office of Marketing and Public Relations (OMPR) on web updates.

### Progress to Date

There has been an increased focus on undecided students.

### **Evidence of Success**

- Created an undecided website, NSO undecided room, and assigned advising. Pathways Office will provide undecided student support.
- Automated communications have been set up based on application selection of undecided pathway.
- PDV 110 has been revised.

## **KPI – TERM-TO-TERM PERSISTENCE**

### **Active Strategy**

Increase student retention at MCC by streamlining policies and procedures.

### **Progress to Date**

- Assigned Advising was implemented in Spring 2024, allowing students to view their pathway-specific advisor in Self-Service.
- Self-Service “quick registration” was enabled in Summer 2024, allowing one-click registration from a student’s Self-Service home page once a section has been planned.
- The provisional waiver process was revised, allowing guest/visiting students to register via Self-Service in addition to via the Registration Office.

### **Evidence of Success**

- 1,446 students (unduplicated) have been assigned an academic advisor in 2024.
- In the first 30 days of Summer 2024, quick registration enabled and revised the provisional waiver process.
- 1,759 registrations were completed via Self-Service (1,092 were completed in Summer 2023 and 894 were completed in Summer 2022 over the first 30 days).

## **KPI – TERM-TO-TERM PERSISTENCE**

### **Active Strategy**

Research, review, select, and implement a college-wide student retention software system.

### **Progress to Date**

Navigate360

### **Evidence of Success**

A 31-person cross-campus team recommended that the institution adopt Navigate360. Implementation has been on-going since its purchase, with training taking place this spring, a pilot this summer, and full launch planned for the Fall 2024 semester.

## KPI – TERM-TO-TERM PERSISTENCE

### Active Strategy

Connect Pathways with select MCC 101 sections.

### Progress to Date

A select number of classes and SuperTwoferers have an MCC 101 pathway-specific course attached.

### Evidence of Success

MCC 101 has been linked to psychology and art. Last year, it was connected via the SuperTwofer program to philosophy/art, psychology/English, and sociology/speech. Next year, MCC 101 is scheduled to be connected to the same SuperTwoferers, as well as sociology, English, and biology.

## KPI – TERM-TO-TERM PERSISTENCE

### Active Strategy

Increase student retention via timely identification of and intervention with at-risk students.

### Progress to Date

- Developed key staff positions: learning and retention specialists, success coaches, academic support coaches, assigned advisor for Athletics.
- Interventions included Early Alert, TutorMe, mentoring program, navigators, and other student assistance efforts.
- Transitioned Early Alert to Navigate360 in Summer 2024.

## KPI – TERM-TO-TERM PERSISTENCE

### Active Strategy

Conduct a pilot retention alert system that measures outcomes, with the goal of increasing the number of faculty that use the system.

### Progress to Date

- Early Academic Alert reporting was communicated and made available to faculty by linking the form to the important links of the faculty portal.
- Navigate360, a retention software platform, is being created and set up for employee use. Faculty feedback has been provided consistently to ensure it will be utilized by faculty.

### Evidence of Success

- A button was created in the faculty portal for the Early Academic Alert form for easy access and identification for faculty.
- Navigate360 is a goal of the Student Affairs Engagement Academic Council sub-committee. Faculty on the committee have provided feedback for the successful creation and implementation of the program in Summer 2024.

## KPI – STUDENT ENGAGEMENT

### Active Strategy

Improve awareness of mental health concerns and suicide prevention.

### Progress to Date

- Aligned crisis intervention under student engagement efforts and created a wellness space for students in distress (Room A252).
- Hired a staff position, the Coordinator of Student Wellness, to ensure a targeted approach to awareness and education.
- Awarded the Mental Health Act grant to fund services.
- Offered Question, Persuade, and Refer (QPR) Suicide Prevention Training.
- Expanded student online service offerings by contracting with Together All, a free, anonymous, online, peer to peer mental health community available 24/7.
- Contracted with online therapy platform that provides synchronous telehealth counseling sessions.
- Provided mental health first aid training for employees.

### Evidence of Success

- In the summer of 2023, MCC offered mental health first-aid trainings.
- A student wellness position was approved and filled in November 2023.
- Offered QPR training every semester with participation from both students and employees.
- Contracted with Together All, a peer-to-peer online mental health service, in March 2023.
- Talkspace was available for students as the online therapy platform available to students 24/7.

## KPI – COURSE RETENTION AND SUCCESS

### Active Strategy

Create fully functional online services and programming that will support the students of the Upward Bound (UB) program.

### Progress to Date

Talkspace, TutorMe, Vector Solutions, and Career Coach.

### Evidence of Success

UB students receive most resources available to all MCC students. These students were also added to Lumens and assigned to respective UB courses.



# COMPLETED

## KPI – STUDENT ENGAGEMENT

### Completed Strategy

Effectively launch and communicate benefits of student email accounts.

### Progress to Date

Student email via Microsoft was successfully implemented.

### Evidence of Success

All MCC students receive email accounts.

## KPI – TERM-TO-TERM PERSISTENCE

### Completed Strategy

Increase student retention by improving the clarity of student pathways toward completion.

### Progress to Date

Meta-pathways.

### Evidence of Success

Revised our meta-pathways to align with our district's K-12 career pathways. Went from six meta-pathways to 12 meta-pathways.

## KPI – COURSE RETENTION AND SUCCESS

### Completed Strategy

Provide collaborative and quiet study spaces to support learning outside the classroom.

### Progress to Date

Created Co/Labs

### Evidence of Success

Last Title III reporting year, we had 14,070 students reserve one of the three CO/LABS for study tables, club meetings, and faculty-led groups.

## KPI – CAREER READINESS

### Completed Strategy

Develop and pilot the use of the Career Coach system to empower student success as post-graduates.

### Progress to Date

- Career Coach is embedded in MCC 101 and available to all MCC students; it is shared with high schools, workforce partners, and community members.
- The Career Coach widget is embedded on all program pages.
- Career Coach was reformatted to align with MCC meta-pathways.

### Evidence of Success

10,500+ Career Coach visits in FY 2023.

## KPI – AFFORDABILITY

### Completed Strategy

Remove students' financial barriers.

### Progress to Date

- Provided scholarships and student assistance
- Removed library holds
- Conducted an audit of Registration holds and student account updates
- Widely available waiver codes for application fee
- Removed drop for non-payment
- Focused on promotion of Free Application for Federal Student Aid (FAFSA) and the Alternative Application for Financial Aid

### Evidence of Success

- The Financial Aid Office has increased efforts to promote financial aid completion, offering personal or group opportunities to learn and assist with document completion. We revised policies and procedures to make the financial aid experience more efficient, and removed additional barriers that hindered completion.
- The Financial Aid Office has provided FAFSA Workshops at many of the local high schools and libraries along with hosting FAFSA Workshops on MCC's campus.

## KPI – COURSE RETENTION AND SUCCESS

### Completed Strategy

Expand resources that support efforts to mitigate food insecurity and transportation challenges.

### Progress to Date

Student assistance programs continue to support the needs of our students. The efforts making the most impact are transportation and Café Cards.

### Evidence of Success

- From April 2022–April 2023, 800 MCC Café cards were awarded to students to relieve food insecurities.
- From October 2021–April 2023, over 4,300 student transportation requests were received by McRide.
- From November 2021, there were 966 students granted Uber requests.

**GOAL 2** – Develop and execute transparent strategies for generating and sustaining financial resources necessary to drive College innovations and operations.

## KPI – FINANCIAL STABILITY

### Active Strategy

Increase revenue opportunities based on changing customer demand.

### Progress to Date

- Growth in existing event programming
- Increase in rental fees to be competitive
- Expanded rental program for specific facilities (i.e., planetarium)
- Additional event revenue as result of endowed innovation positions

### Evidence of Success

Significant growth of planetarium and special event registrations over the past two years.

## KPI – FINANCIAL STABILITY

### Active Strategy

Oversee negotiations of all contracts into which the College enters.

### Progress to Date

All contracts involving financial commitments are reviewed at multiple levels; contracts are also edited when applicable.

### Evidence of Success

The College has had no defaults or breaches of contractual obligations and has not had to pursue litigation for vendor breaches.

## KPI – FINANCIAL STABILITY

### Active Strategy

Deliver successful annual financial audits with few to no material or significant deficiencies. Successfully maintain the annual Composite Financial Index (CFI) ratio above the 3.0 threshold. Produce annual budgets that maintain compliance with Board Policy 2.1.5.1.

### Progress to Date

- The College has had continuous annual unqualified audits.
- The CFI index has also been successful in keeping the CFI above 3.0 with the exception in years 2018-2020. This was a result of Governmental Accounting Standards Board (GASB) 75 adoption for other post-employment benefits (OPEB). Netting out the effect of GASB 75 results in a CFI greater than 3.0.

### Evidence of Success

Continuous unqualified annual financial reports. CFI net of GASB 75 effect exceeds the 3.0 threshold. Compliance with Board Policy 2.1.5.1 has been met annually.

## KPI – FINANCIAL STABILITY

### Active Strategy

Align the budgeting process with the College's Master Plan and Strategic Plan.

### Progress to Date

Combined-effort, campus-wide inputs develop the annual budget. The President's Cabinet refines the data input and selects initiatives that further the mission and goals of the College.

### Evidence of Success

- Actual performance compared to budgets.
- Success of both CCHC and ICCRMC consortiums.
- Lowest per capita cost in the State.
- Since 2015, the College developed a plan to renovate 183,777 square feet of its facilities totaling \$69M with no taxpayer support.
- Healthy fund balances annually in compliance with Board Policy 2.1.5.1 and CFI performance.

## KPI – FINANCIAL STABILITY

### Active Strategy

Create opportunities for new/pilot program funding.

### Progress to Date

- Grant funding for the Center for Agrarian Learning (CAL) and the student farm
- Mini-grant program
- Application for Open Education Resource (OER) grant

### Evidence of Success

- Received grants for operational support of CAL along with funding to expand the student farm.
- Applied for a grant to develop new OER projects.
- Implemented the mini-grant program to allow for small-scale pilot programs.

## KPI – FINANCIAL STABILITY

### Active Strategy

Increase MCC Store revenue opportunities based on changing customer demand.

### Progress to Date

- The MCC Store continues to support trade grants with both resources and supplies.
- The change in model to less textbook sales, more merchandise is supported through use of new vendors and creative partnerships to bring in new and attractive apparel, leading to a growing interest in MCC-branded items by students, community members, and employees.

### Evidence of Success

- Growth in supply budget and offerings.
- Increased sales of apparel and other branded merchandise.

# COMPLETED

## KPI – EXPENSES

### Completed Strategy

Adaptive reuse of space.

### Progress to Date

Remodeled former science lab into noncredit Allied Health lab.

### Evidence of Success

The science lab is now used by four noncredit Allied Health programs and is in use year-round.

## KPI – FINANCIAL STABILITY

### Unknown Strategy

Grow financial assistance opportunities that increase student access.

### Progress to Date

- Student assistance programs
- Student Employment Title IV funding increased
- Laptop loaner program
- Increased MAP Grant awards

### Evidence of Success

- Federal Title IV funding for student employment will be \$124,623, and an additional \$143,854 from the Federal Supplement Education Opportunity Grant (FSEOG) for the upcoming academic year.
- Since 2019, 80% more students have received funding through the Monetary Award Program (MAP) grant.
- The funds have increased by almost 50%, nearing \$600,000 issued to students to help cover tuition and fees.

## KPI – FINANCIAL STABILITY

### Completed Strategy

Secure grant funding to support College initiatives leading to student success.

### Progress to Date

Title III, ICCB College Bridge, COVID Relief, ECACE, HEERF, Motorola, Gene Haas, and Cowlin Foundation (SSF) grants.

### Evidence of Success

- Significant increase in the number of grants that fund scholarships, thereby increasing access to MCC (Motorola Solutions Foundation, Gene Haas, etc.).
- Funding also allowed for the additional contractual services of TutorMe, a supplemental online tutoring service available 24/7 and a partnership with Samaritan Counseling for additional in-person support with a licensed counselor to respond to students in distress or crisis.
- Funding was also used for the creation of student assistance programs aimed at supporting our students with the most critical needs.

**GOAL 3** – Deliver agile, secure, cost-effective, and sustainable infrastructure and technology solutions to drive institutional innovation and empower a positive learning and work environment.

## KPI – ACCESSIBILITY

### Active Strategy

Optimize classroom scheduling to ensure ideal enrollment and usage of space.

### Progress to Date

- Regularly meeting with deans/academic affairs leadership to troubleshoot scheduling challenges and provide creative space options.
- Revisiting Higher Education Scheduling Index (HESI) scheduling software to show historic data that informs future scheduling.

### Evidence of Success

Meeting regularly with Ad Astra to revisit smart scheduling, using better data over time to inform scheduling process – to begin Fall 2024.

## KPI – ACCESSIBILITY

### Active Strategy

Maximize technology to re-imagine student transactional processes to be more accessible, efficient, and user-friendly.

### Progress to Date

- Colleague Self-Service has been kept up to date to make available all new enhancements.
- Work has been done on Self-Service to ensure it is easy to use, informative, and functional.
- Colleague enhancements to formatting of non-English names has allowed the use of authentic names in student systems.

### Evidence of Success

Students use Self-Service on a regular basis to plan their degrees, register for classes, check their grades, establish payment plans, receive financial aid counseling, and order transcripts.



## KPI – EFFICIENCY

### Active Strategy

Support increases in effectiveness and efficiency by consulting on and helping implement new and updated college-wide and departmental software.

### Progress to Date

Information Technology (IT) has been more insistent about being a partner during software evaluation and implementation. Purchasing rules have changed so that IT is made (mostly) aware regarding any new IT-related purchases.

### Evidence of Success

IT was involved from the beginning regarding implementations of multi-departmental software applications such as Curriculum, Navigate360, and other systems. IT has been a leader and a trusted partner in helping to implement new systems and updating software to take advantage of new features and security enhancements.

## KPI – EFFICIENCY

### Active Strategy

Improve processes related to planning, testing, and implementing changes and upgrades.

### Progress to Date

IT has led a revamp of the testing and upgrade process of the ERP. IT has also adopted a formal change management process to better control changes and improve communications.

### Evidence of Success

A weekly Change Management meeting is held, at which upcoming changes are reviewed before approval and implementation. The ERP has a formal schedule for testing and release of quarterly upgrades that has reduced workload and helped ensure robust testing.

## KPI – EFFICIENCY

### Active Strategy

Improve communication and knowledge transfer with end users to publicize IT activities and support resources.

### Progress to Date

- IT has made many training opportunities available to staff with the goal of empowering the users of software and systems to be more effective and efficient.
- IT has developed an extensive knowledge base.
- Periodic communications are sent on topical technology issues.
- IT has also participated in community events such as Career Quest to promote computer science careers to younger audiences.

### Evidence of Success

- Provided training on Web Intelligence (WebI) Report Running, WebI Report Writing, WebI Fundamentals and Advanced Topics, SoftDocs Forms and Workflow Development, OneDrive Usage, moving from the Shared Drive to OneDrive, Microsoft Teams, MiCollab, and general issue training.
- Created IT Alerts and IT Info for timely notification of issues and updates regarding new technology availability.
- Implemented new hire and annual KnowBe4 security training.

## KPI – EFFICIENCY

### Active Strategy

Move to a cloud-first model to ensure agility and availability of user services and resources, transitioning software to cloud hosting when possible.

### Progress to Date

IT chooses cloud solutions when possible and when it makes sense to do so. Reducing the on-site environment often improves resiliency, simplifies administration, and reduces overhead.

### Evidence of Success

IT has moved several critical formerly on-site systems to the cloud. The cloud is now the preferred option when selecting new systems. Several newly acquired software and systems have been chosen, in part or in whole, because they are cloud-based.

## KPI – STUDENT SUCCESS

### Active Strategy

Enhance existing services to better support end-user needs.

### Progress to Date

All services are constantly evaluated for improvement potential. Changes to services are made with the end-user as the main focus.

### Evidence of Success

New processes are implemented as opportunities are identified to ensure IT provides the highest quality service and adopts leading-edge technology such as Artificial Intelligence (AI).

## KPI – STUDENT SUCCESS

### Active Strategy

Maintain and improve hardware, software, and services environment to account for changing needs, required upgrades, and improve service delivery.

### Progress to Date

- Utilization of cloud services to manage a comprehensive set of updates and software packages to allow for less exception while upgrading on-prem infrastructure within server and software lifecycles.
- Purchase and implementation of Curriculumlog, Acalog, Register Blast, AIM, disability services software, and Navigate360 (EAB).

### Evidence of Success

Numerous systems assist in the management of upgrades and service delivery.

## KPI – SAFETY AND SECURITY

### Active Strategy

Increase awareness of information security challenges by implementing a robust education and training program, including phishing educational messages to employees, training for student employees, and annual information security training for all employees.

### Progress to Date

IT has established and conducted an information security training program that includes yearly training for all current employees, student employees, and training for new employees during the onboarding process. IT also conducts regularly scheduled simulated phishing messages.

### Evidence of Success

- Increase in the reporting of suspected phishing messages.
- Incidents of recipients clicking on a link in a simulated phishing message has remained very low.
- The Information Security Officer position has been established and staffed to keep security at the forefront of all IT activities and increase responsiveness to threats.

## KPI – SAFETY AND SECURITY

### Active Strategy

Enhance college and end-user information security environment.

### Progress to Date

This is an ongoing effort that will never end. Security is at the heart of all our efforts and is either the main topic of conversation or an important element in most meetings and discussions regarding service provisioning.

### Evidence of Success

IT has implemented many security-related improvements, which include security audits, increasing minimum password lengths, implementing Multi-Factor Authentication (MFA) for staff, implementing MFA for students, ongoing encryption of sensitive databases and endpoints, upgrading the backup solution, improving after-hours security monitoring, development of a risk register, and establishing training campaigns for security awareness.

## KPI – EMPLOYEE ENGAGEMENT

### Active Strategy

Create a program for employees to pilot/test new innovations and ideas.

### Progress to Date

- Created annual mini-grant program (collaboration between the Foundation and Grants offices) starting for projects in FY 2023.
- Currently in year three of funding with the goal of institutionalizing successful initiatives.

### **Evidence of Success**

- Through two years, nearly 20 applications were received and funded more than \$45,000 in small-scale innovative projects, most of which have been institutionalized.
- Examples include a parent-friendly library study space, Adult Education snack table, software for the Speech Department, a large-format printer for art classes, and a digital display board for Career Services.

## **COMPLETED**

### **KPI – ACCESSIBILITY**

#### **Completed Strategy**

Update the MCC network to ensure connectivity and security.

#### **Evidence of Success**

Switch environment replaced by newer equipment.

### **KPI – ACCESSIBILITY**

#### **Completed Strategy**

Improve Talent Management (recruiting and applicant tracking, onboarding, and performance evaluation) technology system capabilities to ensure an accurate and easy to use system for all staff, with customizable options to adapt to changing organizational conditions and processes.

#### **Progress to Date**

Purchased NeoEd Human Resources software in May 2021. NeoEd includes three platforms: Insight (applicant tracking); Onboard (new employee onboarding and orientation); and Perform (employee performance management). The College has fully implemented Insight and is actively implementing Onboard.

#### **Evidence of Success**

NeoEd Insight is fully integrated into college operations. Hiring supervisors are trained to use this platform to select and hire employees.

**GOAL 4** – Attract, retain, engage, and value diverse and dynamic faculty, staff, and administrators who are committed to excellence in our ever-changing context.

## KPI – EMPLOYEE ENGAGEMENT

### Active Strategy

Develop a culture of grant-seeking.

### Progress to Date

- Mini-grants
- Onboarding process
- Best practices
- Kickoff meetings

### Evidence of Success

- Mini-grants: 18 employee-driven projects over two years with awards to various departments across campus.
- Also increased culture of grants knowledge through attending new faculty orientation, providing grant managers with increased training opportunities, and establishing processes for grant implementation.

## KPI – EMPLOYEE ENGAGEMENT

### Active Strategy

Support an agile workforce by providing tools and services to allow for more modern remote capabilities.

### Progress to Date

- IT shepherded the deployment and support of more than 250 laptops to enable staff to begin scheduled telework.
- Online services such as Office 365 (Teams, Word, Excel, etc.) and Zoom were made broadly available to enable remote access and collaboration.
- Single Sign On (SSO) was expanded to allow for remote access to services.

### Evidence of Success

- Employees have successfully transitioned to scheduled and episodic telework.
- There has been ongoing enhancement of secured print and scanning functionality across campus.

## KPI – EMPLOYEE ENGAGEMENT

### Active Strategy

Create employee-specific engagement opportunities to celebrate the MCC brand.

### Progress to Date

- Created Faculty Appreciation Day
- Offer special employee-only promotions

### Evidence of Success

The MCC Store is going into the third year of appreciation days and special incentives for specific shopping groups. These efforts continue to raise awareness and sales for the MCC Store and position it as a strong partner with other college departments.

## KPI – EMPLOYEE DEVELOPMENT

### Active Strategy

Train officers and specific college employees on “Stop the Bleed” emergency medical response.

### Progress to Date

- All department personnel have been training.
- Working on the best way to train staff.

### Evidence of Success

Documentation of training is available.

## KPI – EMPLOYEE DEVELOPMENT

### Active Strategy

Implement division-wide staff professional development centered upon learning, understanding, and supporting the increasingly complex student population with specific intentionality on linking together various student services.

## KPI – EMPLOYEE DEVELOPMENT

### Active Strategy

Offer broader opportunities for employee development, leadership, and skills training.

### Progress to Date

Minimal training has been offered for staff and administrators. Efforts were shifted to Covid response and then supporting the build-out of HR NeoEd software.



## KPI – EMPLOYEE DEVELOPMENT

### Active Strategy

Conduct mental health education about response during emergency situations.

### Progress to Date

MCC has mental health training from numerous sources throughout the year. This is ongoing and mandated by the State.

### Evidence of Success

Certificates from Officers Training are available.

## KPI – SAFETY AND SECURITY

### Active Strategy

Reinforce a safe and secure physical and virtual environment.

### Progress to Date

Provide ongoing educational materials and safety classes.

### Evidence of Success

We provide confirmation of safety training completion.

## KPI – EMPLOYEE SATISFACTION

### Active Strategy

Expand opportunities for recognition, appreciation, and flexibility tailored for faculty, staff, and administrators.

### Progress to Date

- Piloted hospitable work for flexibility and recognition.
- Allowed administrators to have more options to show employees they are valued through flex schedules, telework, and time-off vouchers.
- Re-launched employee awards based off the Behaviors of Excellence.

### Evidence of Success

- 497 vouchers issued to recognize employees; one day of telework implemented successfully for eligible employees.
- Over 65 employee nominations were submitted for employee awards.

## KPI – EMPLOYEE SATISFACTION

### Active Strategy

Enhance inclusion efforts for employees.

### Progress to Date

Initiative transitioned to AVP DEBI – see those strategies.

# COMPLETED

## KPI – EMPLOYEE DEVELOPMENT

### Completed Strategy

Align employee development efforts with the Office of Human Resources.

### Progress to Date

- Hired a Director of Employee Development within HR Department. The position was vacant for more than half the Strategic Plan timeframe.
- The 2024-2028 Staff Council Contract created a framework to increase employee development for staff and administrators and provide monetary awards upon completion.

### Evidence of Success

Launched the Educational and Professional Learning (EPL) process for staff and administrators July 1, 2024.

## KPI – EMPLOYEE DIVERSITY

### Completed Strategy

Reduce bias and increase diversity awareness for hiring managers during the candidate screening and interview process.

### Progress to Date

- Interview and bias training conducted for hiring managers.
- Implementing diversity checklist to modify Talent Acquisition materials.
- Purchased new applicant tracking system, NeoEd, which allows more opportunity for candidate screening.

### Evidence of Success

75% of administrators trained for interview and bias.

## KPI – EMPLOYEE ENGAGEMENT

### Completed Strategy

Explore and implement progressive workplace measures to ensure the health, wellness, and engagement of employees.

### Progress to Date

- Conducted flu and vaccination clinics and annual biometric screening.
- Rapidly created a Covid testing lab; performed extensive Covid testing, tracking, and reporting. Also created a special leave allowance.
- Exploring adding women and family health benefit.
- Launched Hospitable Work for Staff and Administrators (see attachment). This includes free Fitness Center membership, flexible work arrangements, telework (including episodic telework), telework vouchers, no lunchtime meetings.

### Evidence of Success

- Vaccine Clinic (9/2023) - 56 participants
- Wellness Screening (2/2024) - 58 participants
- 109 employees have signed up for the Fitness Center benefit

## KPI – EMPLOYEE SATISFACTION

### Completed Strategy

Focus on employee activities that support mental and physical health, and personal development.

### Progress to Date

- Created a committee to address employee engagement and wellbeing.
- Offered yoga weekly after work and at lunchtime.
- Hosted multiple wellness programs, including Mental Health First-Aid training.

### Evidence of Success

- Over 100 employees utilizing Fitness Center.
- Active participation in programming.

**GOAL 5 – Strengthen collaborations with the community and local industry to ensure that all College efforts are focused on improving the quality of life and economic development for those individuals who learn with us**

## KPI – EMPLOYER PARTNERSHIPS

### Active Strategy

Expand Nursing AAS and Certified Nursing Assistant (CNA) program enrollment with support from the Pipeline for Advancement of Healthcare (PATH) grant.

### Progress to Date

AAS Nursing will increase to biannual enrollment allowing for growth. Additional sections of Nursing Assistant Education Certificate (NAE) were offered in 2023-2024.

## KPI – K-12 PARTNERSHIPS

### Active Strategy

Build a college and career readiness culture.

### Progress to Date

- Workforce Development introduced career exploration for middle school students - Career Quest 2024.
- College and Career Readiness (CCR) transitional math course and Memorandum of Understanding (MOU) implemented within all partner public high schools to increase college ready math placement upon high school graduation.
- Transitional English course and MOUs implemented within four districts to assist with college-ready English placement CCR.
- Increased number of dual credit classes in the high schools.

### Evidence of Success

- Workforce Development: 800+ 8th grade students participated in career awareness and planning activities at the middle school and at MCC.
- CCR: Additional multiple measures placement for college-level MAT and ENG via portability codes reported on high school transcripts for students earning a "C" or better. Over 350 section offerings at the local high schools and more than 6,200 seats registered in Spring 2024.

## KPI – TRANSFER PARTNERSHIPS

### Active Strategy

Work collaboratively with other two- and four-year colleges, trade schools, apprenticeship programs, etc.

### Progress to Date

The College opened the University Center at MCC in Woodstock in August 2024. To date, MOUs are in place with Aurora University, Northern Illinois University, Southern Illinois University, and Roosevelt University. We have created 16 2+2 agreements for bachelor's degrees and will also offer master's degrees.

## KPI – COMMUNITY PARTNERSHIPS

### Active Strategy

Support the regional food economy through farm viability trainings, partnership with industry, and a well-developed Entrepreneurial Agriculture degree program.

### Progress to Date

- Launched the Center for Agrarian Learning (CAL) in January 2020 and created the Entrepreneurial Agriculture degree and two certificates in fall 2020. Advanced agriculture internship opportunities were also established on campus and on area farms with grant funding to pay students while they also earn credit.
- Offered many CAL programs over the past four years for farm and food entrepreneurs; created strong partnerships with McHenry County Farm Bureau, University of Illinois Extension, and area non-profits. The Advisory Committee established for CAL and the Entrepreneurial Agriculture/Horticulture Department meets twice per year, gleaning feedback from the industry.
- Expanded the MCC Student Farm to include many specialty crops in addition to the vegetable production areas which enhance both for-credit and non-credit programs.
- Completed an in-depth food hub study as needed for aggregation and processing of local farm products in the county.

## KPI – COMMUNITY PARTNERSHIPS

### Active Strategy

Engage members of the community through leadership and collaboration opportunities.

### Progress to Date

Committee and Board engagement; development leading to better workforce relationships.

## KPI – COMMUNITY PARTNERSHIPS

### Active Strategy

Strengthen MCC's connection to the surrounding community through grant-funded projects.

### Progress to Date

- Grant awards that provide the opportunity for partnership with community organizations include Upward Bound, Advance McHenry County, Specialty Crop Grant, and Congressionally Directed Spending.
- MCC supports other organizations' grant seeking, such as Northern Illinois University.
- College and Career Readiness: Dual Credit Expansion grant secured through Department of Education supports high school teachers seeking dual credit qualifications.

### Evidence of Success

- Ability to request and quickly receive required partnership/support letters for grants from organizations/business across sectors.
- For example, the Dual Credit DC Expansion Grant has funded over 25 teachers to complete nine graduate credit hours towards their completion of dual credit minimum qualifications and creating additional access for area students to participate in dual credit within their high school.

## KPI – COMMUNITY PARTNERSHIPS

### Active Strategy

Encourage the College to serve the needs of the community.

### Progress to Date

- Workforce Development implemented the Lumens registration system, aligned the Kids and College program with the Career Pathway model, introduced a Spring Break Kids and College program, eliminated the Retired Adult Program (RAP), expanded Personal Development programming, and introduced Community Connection classes to spotlight local small businesses. Career Services resources are also available to the community.
- The Illinois Small Business Development Center (ISBDC) partnered with municipal incubator projects.
- Introduced workforce training for the nonprofit community and re-entry training for formerly incarcerated individuals.
- Introduced job fairs specific to individuals with disabilities and provided employer awareness training for hiring individuals with disabilities and/or formerly incarcerated individuals.
- Court programs moved to Lumens to provide community members the ability to self-register in mandated training.
- The Liebman Institute for Science Innovation (LISI) endowment is providing science programs to the community.

### Evidence of Success

- 70% of learners across the Workforce Development division now self-register, which frees up registration staff.
- The Kids and College program sees a higher percentage of returning students.
- The municipal incubator initiative is growing with other municipalities investigating introduction.
- Seeing a consistent run-rate of new nonprofit training classes.
- Targeted job fairs expanded from one per year to two based on employer and job seeker demand.
- The training program for formerly incarcerated individuals won the Society for Human Resources Management (SHRM) Pinnacle Award.
- Frequency of scheduled sessions increased.
- 77% of the over 7,000 court programs participants self-registered in a class.

## KPI – COMMUNITY PARTNERSHIPS

### Active Strategy

Create revenue and engagement opportunities to access MCC facilities.

### Progress to Date

By creating more levels of rental fees (to include in-kind and nonprofit), our ability to offer a variety of competitive-yet-accessible spaces has grown over the past three years.



## KPI – EMPLOYER PARTNERSHIPS

### Active Strategy

Expand partnerships that provide internships, on-the-job training, and/or employment to students.

### Progress to Date

- Implemented Handshake as the electronic job board and departmental internal system of work.
- Obtained renewable internship grant funds to offset employer wages for internships.
- Job and Internship Fair moved from once per year to twice per year.
- Implemented Insightly CRM to track employer contacts and relationship status.
- Introduced Healthcare Forum to bring together employers, educators, and community partners.

### Evidence of Success

- 10,000+ job seeker profiles added to Handshake/Hire-a-Scot.
- Internship grant awarded at the highest level for three years running.
- Record numbers of employers and job seekers participating in job fairs.
- 5,000 employer records maintained in the CRM.

## KPI – EMPLOYER PARTNERSHIPS

### Active Strategy

Expand work-based learning experiences (apprenticeships, internships, job shadowing) specific to individual pathways.

## KPI – COMMUNITY PARTNERSHIPS

### Active Strategy

Grow strategic partnerships with workforce, K-12, legislators, and community organizations.

### Progress to Date

- Workforce Development introduced the Manufacturing Pathways Consortium (MPC), a partnership of employers, K-12 educators, and community partners. Also launched the MPC Rotational Internship Program.
- Introduced various opportunities for high school students, including Construction Management internships, the Entrepreneurship Pitch Night county-wide competition.
- College and Career Readiness (CCR) established Dual Credit partnerships with all nine public school districts and one private high school.
- A Dual Degree program was established with Harvard, Huntley, and Woodstock high school districts.

### Evidence of Success

- The Manufacturing Pathways Consortium has 225 members from 90 manufacturers, 15 educational institutions, and 42 community partner organizations. The Consortium celebrated year three of the high school Rotational Internship Program with 186 applicants. The program has seen an increase in school and community participation.
- Launched the Construction Management internship in 2024 and received 72 applicants.
- CCR established and signed intergovernmental agreements with all area high school districts in summer 2023. Each high school is currently offering dual credit.
- The Dual Degree program graduated 35 high school students with AA/AS degrees in May 2023. In May 2024, graduates nearly doubled to 65 AA/AS completers.

## COMPLETED

### KPI – EMPLOYER PARTNERSHIPS

#### Completed Strategy

Develop or enhance the Career and Technical Education Programs that will be housed in the Foglia Center for Advanced Technology (CATI) building through the Program of Study framework.

#### Progress to Date

Submitted to ICCB and received confirmation of approval for Heating, Ventilation, and Air Conditioning (HVAC); Welding and Fabrication; Precision Machining; and Automation, Robotics, and Mechatronics programs.

#### Evidence of Success

New AAS and stackable certificates are now in the catalog and on the website.

### KPI – EMPLOYER PARTNERSHIPS

#### Completed Strategy

Conducted a Program of Study initiative to develop new or enhanced curricular offerings in career and technical education programs other than those in CATI.

#### Progress to Date

Submitted to ICCB and received confirmation of approval for Administrative Office Technologies, Culinary Management, Accounting, Network Security, Software Application Design and Development, and Horticulture programs.

#### Evidence of Success

New AAS and stackable certificates are now in the catalog and on the website.

## KPI – K-12 PARTNERSHIPS

### Completed Strategy

Continue quality assurance for dual credit programs, which will be pursued through a new FY 2024 Dual Credit Agreement.

### Progress to Date

- Intergovernmental agreements have been signed with all high school Dual Credit and Dual Degree partners for AY24.
- Faculty MOU for Dual Credit established new faculty liaison role to ensure adequate faculty oversight of Dual Credit curriculum. Academic Council created an improved Dual Credit observation process. Annual review process implemented with high schools in April 2023.

### Evidence of Success

- Intergovernmental agreements are all signed.
- Liaisons reviewed and approved 28 of 32 new Dual Credit course requests in October 2023. The liaisons also participated in 28 curriculum alignment meetings with school district administrators and dual credit instructors in February.
- A thorough Dual Credit syllabi audit was performed by academic deans in 2024 prior to dual credit observations taking place. Dual Credit observers used Curriculog and SoftDocs to document dual credit observations in AY24 for review and approval by liaisons. Each district met individually with department chairs/liaisons to discuss Dual Credit courses and review necessary improvements and curriculum updates for the following academic year. The second round of annual review meetings was held in April 2024. Dual Credit instructors have also begun submitting assignments for review by liaisons.

## KPI – TRANSFER PARTNERSHIPS

### Completed Strategy

Create bridge programs with local partners for AAS to BA completion; measure outcomes.

### Progress to Date

There are several AAS to BA 2+2 transfers set up at the University Center: Criminal Justice, Graphic Design, Early Childhood Education, Accounting, and Industrial Management and Applied Engineering.

## KPI – COMMUNITY PARTNERSHIPS

### Active Strategy

Grow strategic partnerships with workforce, K-12, legislators, and community organizations.

### **Progress to Date**

- The Foundation increased efforts on corporate outreach through sponsorships and collaboration with Workforce Development.
- Created an annual sponsorship brochure that highlights all the Foundation's key events and sponsorship levels.
- Intentional "asks" for multiple level sponsorships from individual and corporate sponsorships.

### **Evidence of Success**

- The Foundation Golf Invitational has grown from \$80,000 in gross revenue to over \$100,000, primarily through increased levels of sponsorships.
- Education to Empowerment sponsorships have grown to over \$20,000 annually with 2023 generating over \$25,000 in sponsorships.

## **KPI – EMPLOYER PARTNERSHIPS**

### **Completed Strategy**

Build the Foglia CATI.

### **Progress to Date**

Construction nears completion, with move-in date of Fall 2024.

### **Evidence of Success**

The building is expected to be occupancy-ready for the Fall 2024 semester.

## **KPI – EMPLOYER PARTNERSHIPS**

### **Completed Strategy**

Partner with community workforce businesses (Scot Forge, Boltswitch, local fire departments) to ensure educational materials are available.

## **KPI – EDUCATIONAL PARTNERSHIPS**

### **Completed Strategy**

University Center at McHenry County College engagement.

### **Progress to Date**

MCC has launched the University Center at McHenry County College and partnered with four universities to offer bachelor's and master's degrees beginning in Fall 2024. Partners include Aurora University, Roosevelt University, Southern Illinois University, and Northern Illinois University.

### **Evidence of Success**

Students are actively enrolling in academic programs offered through the four partner universities.

**GOAL 6** – Inspire and challenge students in every learning experience through the careful professional expertise of faculty who engage and support students, and expect high levels of learning.

## ACCOMPLISHMENTS

### KPI – FACULTY DEVELOPMENT

#### Active Strategy

Ensure faculty are well-trained in pedagogy and methodologies through faculty development opportunities.

#### Progress to Date

- Collaborated with Association of College and University Educators (ACUE) and an Instructional Designer.
- Dual Credit instructors participate in annual May training at MCC and breakout with academic departments for curriculum alignment discussions.

#### Evidence of Success

- ACUE: The total unique headcount of all faculty participants is 70 (35 full-time, 33 adjunct faculty, and 2 administrators).
- Instructional Designer: 554.5 Instructional Designer hours.
- College and Career Readiness: 128 Dual Credit instructors attended training in May 2022 and May 2023. The third annual training took place in May 2024.

### KPI – ENGAGEMENT

#### Active Strategy

Encourage meaningful faculty and student engagement that promotes and supports the learning process.

#### Progress to Date

- A definition of co-curricular is being developed and conversations are happening with faculty to build co-curricular into faculty assessment.
- An ALEKS Math Placement Pilot took place in summer 2021. Faculty were contracted to work with students who placed into developmental MAT 090 and MAT 095. The ongoing support provided as a pilot would help students retest and place out of developmental math.

#### Evidence of Success

Faculty conversations are happening in Academic Council sub-committees to focus on creating co-curricular and student engagement initiatives.

## KPI – PROGRAM DEVELOPMENT

### Completed Strategy

- Introduce new Entrepreneurial Agriculture program in Fall 2020; recruit and register a full student cohort.

### Progress to Date

- Program developed and approved by ICCB.

### Evidence of Success

- Had first graduate in 2023, still recruiting to fill a cohort.

## COMPLETED

## KPI – EMPLOYER PARTNERSHIPS

### Completed Strategy

Identify faculty to design and teach new noncredit Career Training programs to meet the needs of local employers.

### Progress to Date

Introduced Medical Assistant, Pharmacy Technician, Motorcycle Technician, and Home Inspection programs.

### Evidence of Success

All programs are meeting revenue expectations and student placement goals.

## KPI – FACULTY DEVELOPMENT

### Completed Strategy

Partner with the Center for Teaching and Learning on high-impact instructional practices.

### Progress to Date

- Faculty are working on the expansion of and increase in the quality of learning communities, First-Year Seminar (MCC 101), work-based learning, collaborative assignments, undergraduate research, and innovative course materials.
- Many faculty are enrolled in ACUE courses and making use of Instructional Designer to improve upon these HIPs.

### Evidence of Success

- ACUE: the total unique headcount of all faculty participants is 70 (35 full-time, 33 adjunct faculty, and 2 administrators).
- Instructional Designer: 554.5 Instructional Designer hours.



## KPI – REVENUE

### Completed Strategy

Prepare for a new grant cycle and new objectives for the Upward Bound Program grant.

### Progress to Date

Grant submitted and renewed.

### Evidence of Success

Grant renewed for five years in FY 2022.

**GOAL 7:** Articulate the College's key value propositions in order to strategically increase community engagement and support, improve enrollment, and prepare the next generation of learners

## KPI – ENROLLMENT

### Active Strategy

Increase brand awareness and drive enrollment growth by using multiple marketing and communication channels to reach prospective students and influencers.

### Progress to Date

Campaigns throughout the year utilizing digital and print advertising, billboards, radio, video, social media, HTML email, and direct mail.

### Evidence of Success

With each piece of a campaign that goes out, metrics show increased engagement. Enrollment Services typically sees increased traffic and/or inquiries.

## KPI – ENROLLMENT

### Active Strategy

Grow program awareness to prospective students and influencers through expanded digital marketing opportunities.

### Progress to Date

This past year, the College created an ad campaign that includes postcards, billboards, digital ads, broadcast commercials, radio, and social media promoting the new programming in the Foglia CATI, and point-of-sale programs. Real students were featured in the photos and video footage for this campaign.

### Evidence of Success

Admissions is experiencing increased inquiries and interest in the programs we're promoting.

## KPI – COMMUNITY ENGAGEMENT

### Active Strategy

Create community connections and volunteer opportunities for Upward Bound (UB) participants.

### Progress to Date

Over the past year, the UB program has established partnerships with Braveheart's and Shepherd Premier Senior Living of Harvard, Soulful Prairies and the Woodstock Opera House to allow for volunteer, employee, and internship opportunities for the UB students.

### Evidence of Success

UB students are able to accrue volunteer hours that will fulfill their commitment to the National Honor Society and Cum Laude Society along with enhancing their scholarship and college entrance opportunities that, overall, supports their transition into higher education.

## KPI – COMMUNITY SUPPORT

### Active Strategy

Advocate and engage on behalf of the College with external groups.

### Progress to Date

We have engaged community members (K-12 leadership, civic and community groups, nonprofit organizations, workforce partners, alumni) in an array of programming and events each year, directly correlating with an increased awareness of college efforts, improved perception of the College and its programs, and expanded partnership efforts.

### Evidence of Success

- Received healthcare partner letters of support for grants and discussions to grow programming
- LGMC annual education day hosting
- President's Dinner attendance and sponsorship capacity
- Increase in donor and sponsorship support overall

**GOAL 8** – Develop effective strategies in all our interactions with students and each other that welcome and value our diversity.

## KPI – EDUCATIONAL PARTNERSHIPS

### Active Strategy

Continue to build strong collaboration between the local K-12 system and MCC.

### Progress to Date

- Admissions, College and Career Readiness, school counselors, and MCC guests have met monthly to collaborate on initiatives and identify solutions to needs in the community.
- The College is currently exploring a new data-sharing agreement.
- We also have been invited to visit the high schools to assist with training of faculty on syllabi compliance.

## KPI – INCREASED DIVERSITY

### Active Strategy

Improve recruitment and retention of Latine students with disabilities.

### Progress to Date

The Office of Access and Disability Services provides ongoing case management, follow up, and support to students with disabilities, English-language learners, and/or those facing other barriers to education.

### Evidence of Success

Services offered for students with language support include weekly 1:1 tutoring in writing and Math in English, weekly 1:1 meetings with an Academic Support Coach in English, academic adjustments such as time-and-a-half on tests, tests read aloud, a peer notetaker in class, and the ability to record class lectures in English. Note: if a student has a disability, they may be eligible for additional accommodations.

## KPI – CLOSE EQUITY GAPS

### Active Strategy

Increase scholarship funding for diverse and underserved populations through grant opportunities.

### Progress to Date

Grants that serve marginalized students or otherwise increase access: Upward Bound, College Bridge, Motorola Solutions Foundation, ECACE, PATH, NSF S-STEM, Student Success Funding through Cowlin Foundation, DC Expansion Grant through DOE (funds dual credit fee for free and reduced lunch students in K-12).

### Evidence of Success

Increase in amount of scholarship funding received and awarded through grants.

## KPI – PROMOTE DIVERSITY, EQUITY, BELONGING, AND INCLUSION

### Active Strategy

Engage in inclusive language and information sharing to create a sense of belonging for the College community.

### Progress to Date

In everything we create, we take care to be inclusive and, when appropriate, translate into other languages.

### Evidence of Success

Feedback from student groups sharing appreciation for support and inclusion (Pridefest, Mexican Independence Festival).

## KPI – PROMOTE DIVERSITY, EQUITY, BELONGING, AND INCLUSION

### Active Strategy

Create intentional messages that affirm MCC's value of diversity.

### Progress to Date

Affinity day/month acknowledgement promotion throughout the year in signage, social media messaging, and by supporting programming.

## KPI – INCREASE DIVERSITY

### Active Strategy

Increase enrollment and retention of adult learners with evidence-informed initiatives.

### Progress to Date

Marketing initiatives with focus on strategies that speak to contemporary and nontraditional students, especially as they relate to skill-specific careers in-demand in our area (including programs in the Foglia CATI).

## KPI – PROMOTE DIVERSITY, EQUITY, BELONGING, AND INCLUSION

### Active Strategy

Increase Workforce Training available in Spanish.

### Progress to Date

Added Spanish language instruction in Forklift Operator and Food Service Sanitation courses.

### Evidence of Success

Programs meet revenue goals and run consistently.

## KPI – PROMOTE DIVERSITY, EQUITY, BELONGING, AND INCLUSION

### Active Strategy

Provide educational connection opportunities for students.

### Progress to Date

- Working with the Student Diversity and Inclusion Coordinator and other SA professionals on specific, intentional programming (i.e. inclusive leadership immersive experiences, college bridge program).
- Continuing to work with AVP of Student Affairs and SRC team on embedding the DEBI framework.

## KPI – PROMOTE DIVERSITY, EQUITY, BELONGING, AND INCLUSION

### Active Strategy

Create DEBI communication plan.

### Progress to Date

DEBI definitions were added to the College's employee landing page. MCC Equity Plan is being added to myMCC Employee Portal for reference.

## KPI – PROMOTE DIVERSITY, EQUITY, BELONGING, AND INCLUSION

### Active Strategy

Ensure that materials, signage, visuals, and graphics reinforce the value of diversity at MCC.

### Progress to Date

The AVP of DEBI has worked collaboratively with various offices to create materials that align with the college brand and messaging. Have also created an annual calendar.

### Evidence of Success

The website is now multilingual. Multiple resources and materials now have bilingual (and sometimes multilingual) versions.

# COMPLETED

## KPI – CLOSE EQUITY GAPS

### Completed Strategy

Develop key Diversity, Equity, Belonging, and Inclusion (DEBI) strategies.

### Progress to Date

- Introduced the QERI Equitable decision-making process to various divisions/departments.
- Established DEBI definitions as a foundational and institutional framework.
- Facilitated and created professional learning opportunities for faculty.

### Evidence of Success

DEBI syllabus statement and definitions created and shared.

## KPI – CLOSE EQUITY GAPS

### On-Hold Strategy

Improve transition of students with disabilities from high school to MCC.

### Progress to Date

With the transition of staffing in the office and shifting priorities, the Access and Disabilities Office was not able to commit to getting this off the ground.

## KPI – PROMOTE DIVERSITY, EQUITY, BELONGING, AND INCLUSION

### Completed Strategy

Provide leadership, direction, and support for addressing issues surrounding diversity in multiple college settings, including departmental level discussions, and leadership group environments.

### Progress to Date

Ongoing collaboration with AVP of DEBI to support college programming, training, and education opportunities.

### Evidence of Success

- College support and commitment to DEBI definitions.
- Submitted the Equity Plan to ICCB.



## KPI – PROMOTE DIVERSITY, EQUITY, BELONGING, AND INCLUSION

### Completed Strategy

Continue training and engagement for employees.

### Progress to Date

- Launched Equi-TABLE Talks—a space for conversation about DEBI-related topics.
- Working in collaboration with the AVP of HR and the Director of Employee Engagement to create professional learning opportunities.

### Evidence of Success

- Equi-Table Talks
- Effective Teaching Practices DEBI-related modules

## KPI – PROMOTE DIVERSITY, EQUITY, BELONGING, AND INCLUSION

### Completed Strategy

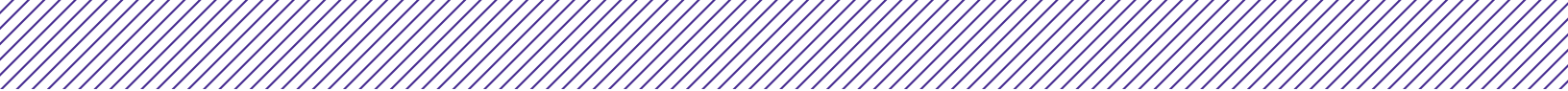
Hire an Associate Vice President of DEBI.

### Progress to Date

Completed.

### Evidence of Success

This position has become a part of extended Cabinet and contributed to both the creation of DEBI definitions as well as student and employee-centered programming. A most recent success point has been the official support of DEBI definitions by the MCC Board of Trustees.









# MCHENRY COUNTY COLLEGE 2024 EQUITY PLAN



## McHenry County College 2024 Equity Plan

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## II: INTRODUCTION

At McHenry County College, we are persistent in our commitment to cultivate a campus community where diversity, equity, belonging, and inclusion (DEBI) are not merely aspirational concepts but foundational principles that supports the College's mission and vision.

This Equity Plan provides a thorough analysis of IPEDS and institutional data to identify equity gaps that may hinder the success and well-being of our students. Through a thorough analysis and synthesis of the data, student success narratives emerged that represented an intersection of the diverse dimensions highlighted in the Equity Plan guideline. The team then formulated targeted strategies to address the notable gaps reflected in the student success narratives.

This plan, therefore, signifies a collaborative effort to enhance programs and services for key student groups, ensuring their college experience is both inclusive and equitable. Furthermore, it reflects the College's ongoing dedication to fostering a campus environment that promotes academic excellence and a sense of belonging for all members of our campus and broader community.

### A. Institutional Vision of Diversity, Equity, Inclusion, and Accessibility

#### McHenry County College Mission

Our focus is learning. Student success is our goal.

#### McHenry County College Vision

McHenry County College (MCC) champions learning as essential to our community's well-being. We transform all students we serve by inspiring and equipping them to successfully live and work in the world. This vision exemplifies our values and desire to create an inclusive learning environment.

#### MCC Values

- **INSPIRATION**
- **CONNECTEDNESS**
- **DIVERSITY**
- **THOUGHTFULNESS**
- **COMMUNITY-FOCUSED**
- **EXCELLENCE**
- **PASSION**
- **STEWARDSHIP**



These values are essential to student success at MCC. This success is driven by our students engaging in educational activities to achieve a degree, a certificate, or skills that enhance their lives. We can accomplish such success by creating a student-centered community where students are provided with robust support services and an inclusive learning environment. Additionally, we aim to attract and retain diverse and dynamic faculty, staff, and administrators committed to excellence in our ever-changing context.

### **Definitions and Diversity, Equity, Inclusion, and Accessibility (DEIA) Statement**

McHenry County College is committed to providing our diverse student body with an inclusive learning environment where they feel welcome, valued, and supported. We strive to ensure that our students with disabilities are provided with reasonable accommodations, resources, and assistance to have equitable access to the college, its facilities, and technology to be successful both on campus and within the broader community.

The DEIA statement is grounded in our institutional definitions of Diversity, Equity, Belonging, and Inclusion (DEBI) and in our DEBI syllabus statement that faculty members may include in their syllabus. The definitions and syllabus statement are below.

#### **MCC's Diversity, Equity, Belonging, and Inclusion (DEBI) Definitions**

**DIVERSITY** – Embodying all our varied identities, including race, ethnicity, sexual orientation, gender and gender expression, age, religion, national origin, disability, body size, socioeconomic status, language, culture, perspective, and communication styles, collectively and as individuals.

**EQUITY** – Enhancing opportunities and accessibility to educational resources and information and promoting fair treatment for all.

**BELONGING** – Creating a sense of feeling welcomed, validated, and accepted in all spaces and aspects of one's human experience.

**INCLUSION** – Valuing all individuals and fostering a culture of respect and dignity that honors the individual's voice and their contributions to the College.

### **Diversity, Equity, Belonging, and Inclusion Syllabus Statement**

It is my intent to co-create a welcoming and inclusive learning environment that focuses on equity in resources, information, accessibility, and opportunities. The diverse experiences and backgrounds of each student and the instructor add value to the course and are benefits that enhance and expand learning for everyone.

## B. Institutional Vision for Equity

McHenry County College defines equity as “enhancing opportunities and accessibility to educational resources and information and promoting fair treatment for all.” This definition requires all campus partners to identify equity gaps, barriers, and obstacles that prohibit student access, persistence, and success.

## III. DATA ANALYSIS

Equity gaps generally pertain to disparities in academic achievement and access to opportunities and resources among different demographic groups, such as race, ethnicity, socioeconomic status, gender, and first-generation college status. These gaps underscore systemic inequalities that impede certain groups from accessing and thriving in higher education at the same level as their peers.

Section A highlights the IPEDS and institutional data that underscores the trends presented in Section B. The notable gaps and context are presented in section C and will be examined and explored further in this plan and the following academic year.

In addition to the equity gaps among our student population, the plan also highlights some equity bridges, including programs, services, and support designed to eliminate or at least mitigate the persistence of these gaps for our students. The equity bridges are reflected in Section D.

### A. Data Trends

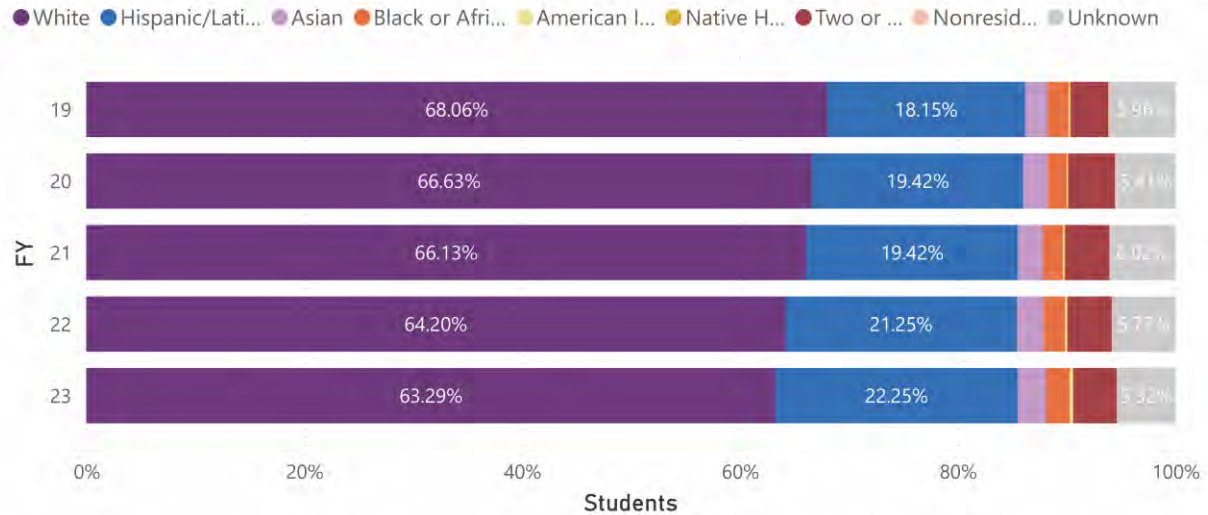
MCC’s Equity Team reviewed the data provided by ICCB on student enrollment and other success outcomes to identify gaps and better understand data trends over the past five years. Data trends across those categories are presented in the next few pages. When synthesized, the data revealed seven notable gaps and two overall student success narratives, which will be the focus of this plan. Those gaps and narratives are presented in section III.C.

#### Enrollment

MCC’s analysis of student enrollment shows that the College’s core credit student population has become more racial/ethnically diverse over the past five years, driven largely by increases in the Hispanic/Latine student population. MCC compared its student racial/ethnic composition with that of its employees and with the broader county population and found that the percentage of Hispanic/Latine students has been growing across the board though a larger proportion of MCC core credit students (22%) are Hispanic/Latine compared to the county population (16%) and MCC employees (9%). MCC’s Black/African American student population mirrors the county and employee populations (2%).

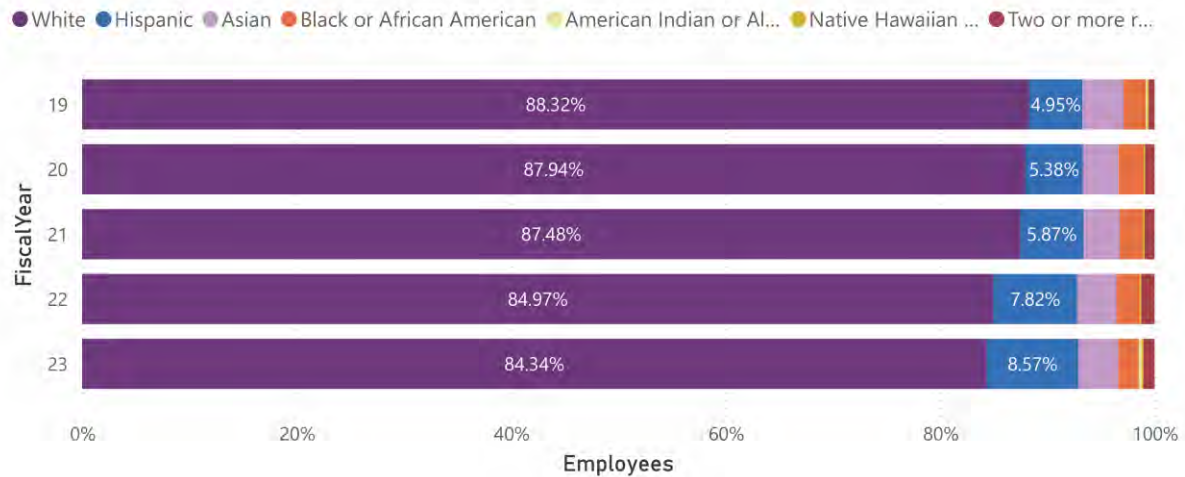
**Figure 1. MCC's Core Credit Student Population Trend by Race/Ethnicity**

**Student Enrollment by Race/Ethnicity**



**Figure 2. MCC's Employee Population Trend by Race/Ethnicity**

**Overall Employee Population by Race/Ethnicity**



In addition to an emphasis on Latine and Black students, the Equity Plan & Practices Framework identifies the following target populations for the College to consider when assessing equity gaps:

### Low Income

- Students who receive Pell grants

### Adult

- Students aged 25 and older

### Rural

- Students whose zip code of their primary residence is in a non-metropolitan county, a census tract with a Rural-Urban Community Area (RUCA) code of 4-10, or a census tract with at least 400 sq. mi. with population density of 35 or less per sq. mile with RUCA code of 2 or 3.

### Students with Disabilities

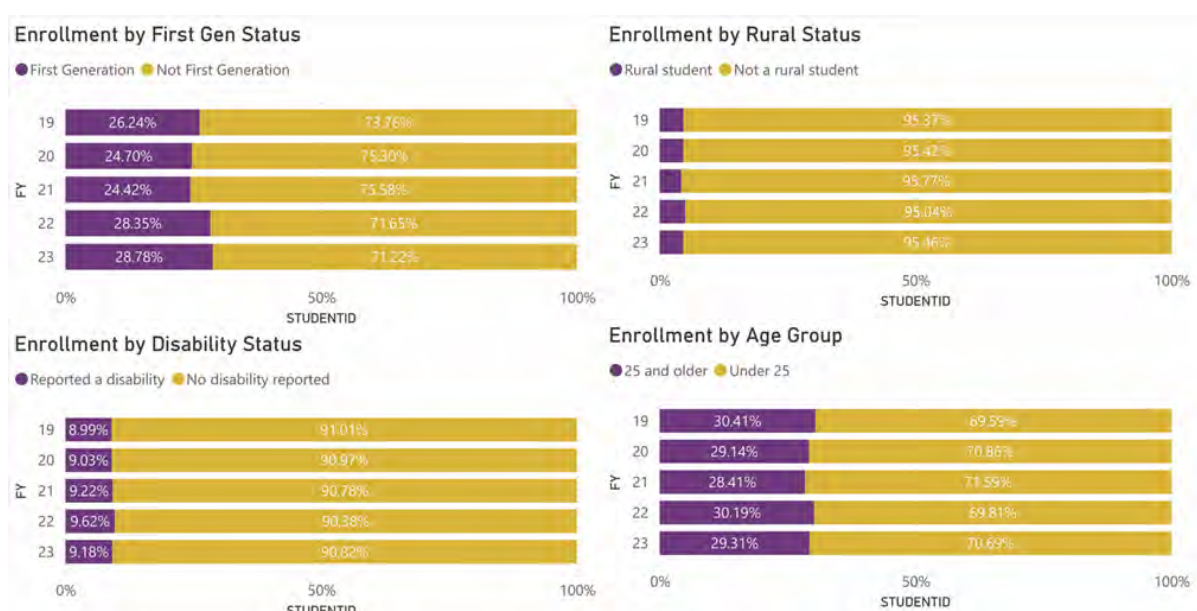
- Students who reported a physical or mental impairment to the College.

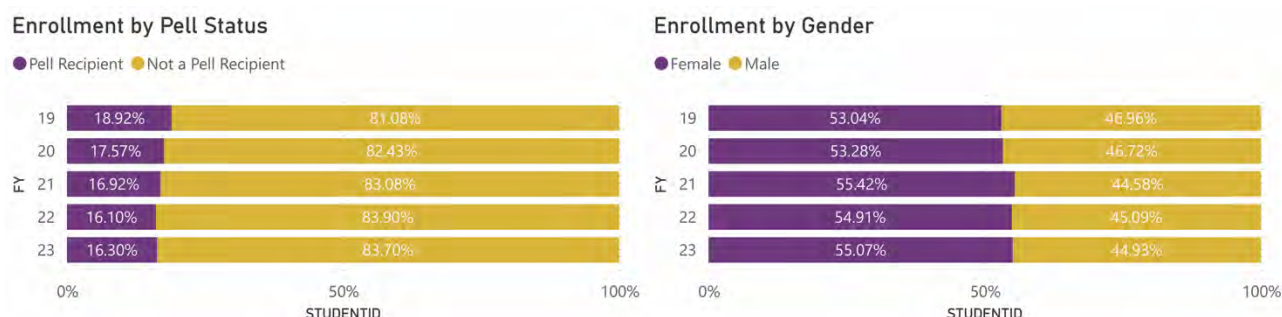
### Other Underrepresented Groups

- First Generation Students: students who are the first generation in their family to attend college
- Female students

An analysis of MCC's core credit student population by the target underrepresented groups specified in the Equity Plan & Practices Framework shows that proportions of first-generation students have increased in the past few years while other subgroup populations have declined or remained steady over the past five years with some slight year-to-year fluctuations as presented in Figure 3.

**Figure 3. MCC's Core Credit Student Population Trends by Underrepresented Groups**





To better understand the intersectionality between target underrepresented groups, MCC examined the proportion of each group disaggregated by key racial/ethnic groups. Through this examination, the College determined there is a substantial degree of overlap between race/ethnicity and the other underrepresented groups. Students of color (both Black/African American and Hispanic/Latine) are more likely to also be first generation students, students with disabilities, low-income students, rural students, and adult students compared to White students as presented in the table below. More about the intersectionality of students will be provided as a part of the student success narratives.

**Figure 4. Intersectionality of Core College Credit Students in FY23**

Racial/Ethnic Group	Percent First Gen	Percent Students with Disabilities	Percent Low Income (Pell Recipients)	Percent Rural	Percent Adult (25+)	Percent Female
<b>Black/African American</b> (N=161)	35%	13%	28%	1%	42%	53%
<b>Hispanic/Latine</b> (N=1645)	50%	6%	25%	12%	24%	59%
<b>White</b> (N=4679)	24%	10%	13%	2%	28%	54%

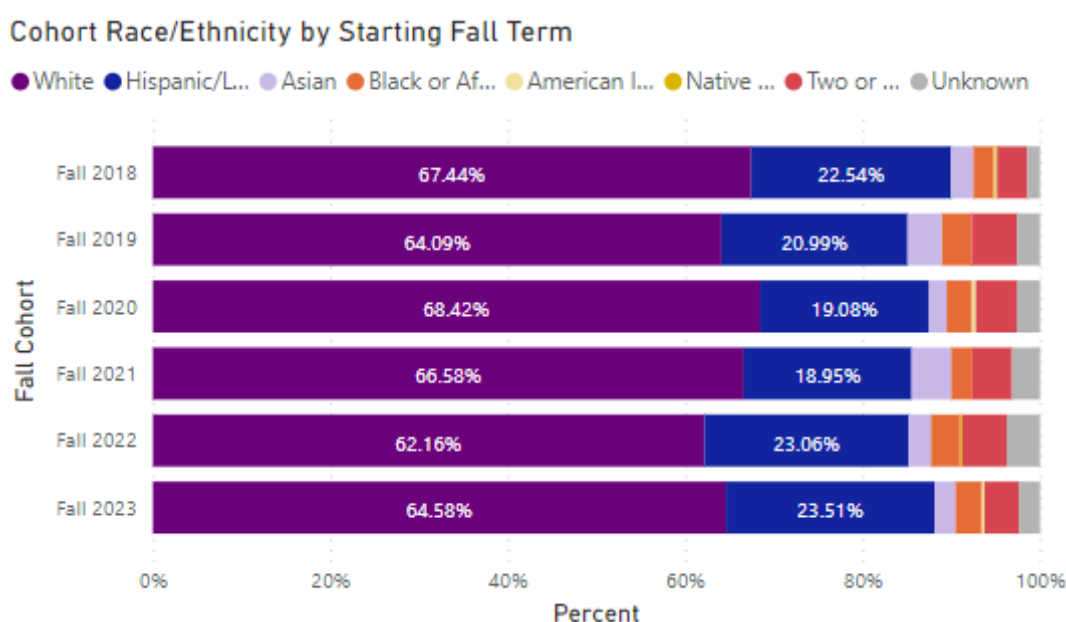
An understanding of the intersectionality between these groups is important for the College's awareness of students' needs and for determining where to focus its efforts to improve student success. While MCC reviewed enrollment and outcomes data for each student group specified in the Equity Plan and Practices Framework individually, the College decided to focus its attention and efforts on student groups that represent large and growing populations for which it could have the largest impact from its initiatives.

Given the small proportions of rural students and students with reported disabilities and the intersectionality of these groups with other student demographics, the College's outcomes analyses presented herein will focus more closely on the larger student subgroups with particular focus on race/ethnicity given the multi-impact it could have by addressing the needs of Hispanic/Latine and Black/African American students.

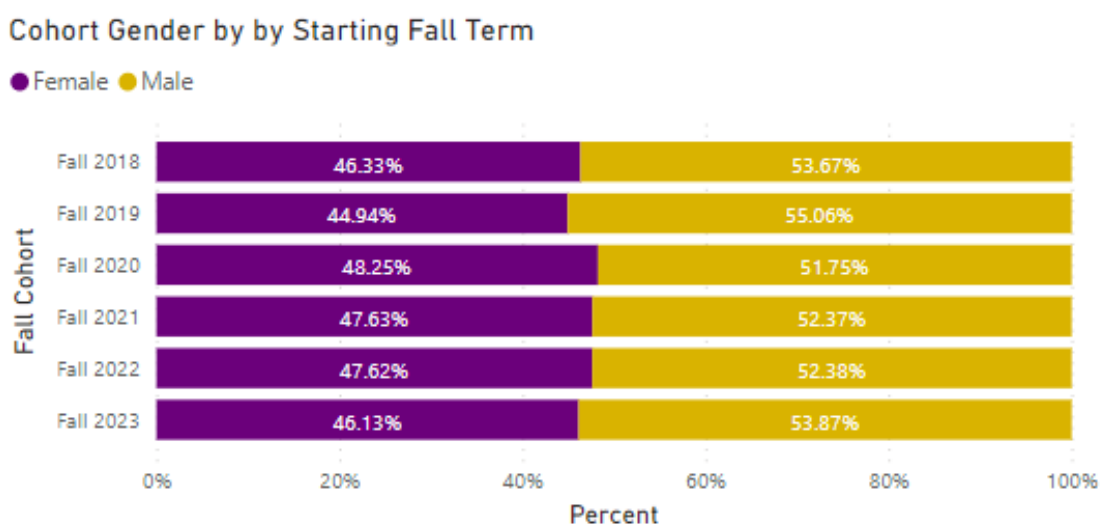
## IPEDS Cohorts

The outcomes data MCC analyzed for this study are based on IPEDS cohorts of full-time, first-time degree/certificate-seeking students. The following figures present the racial/ethnic and gender distributions of students in the Fall cohorts from 2018-2023. The cohorts closely mirror the demographics of MCC's overall core credit student population. Due to the low proportion of Black/African American students in the population (2%) and the smaller number of students in the IPEDS cohorts, there is a very small number of Black/African American students in each cohort (<20), which makes outcomes analysis challenging for this student group.

**Figure 5. Race/Ethnicity of MCC's IPEDS Full-Time, First-Time Degree/Cert. Seeking Cohorts**



**Figure 6. Gender of MCC's IPEDS Full-Time, First-Time Degree/Cert. Seeking Cohorts**





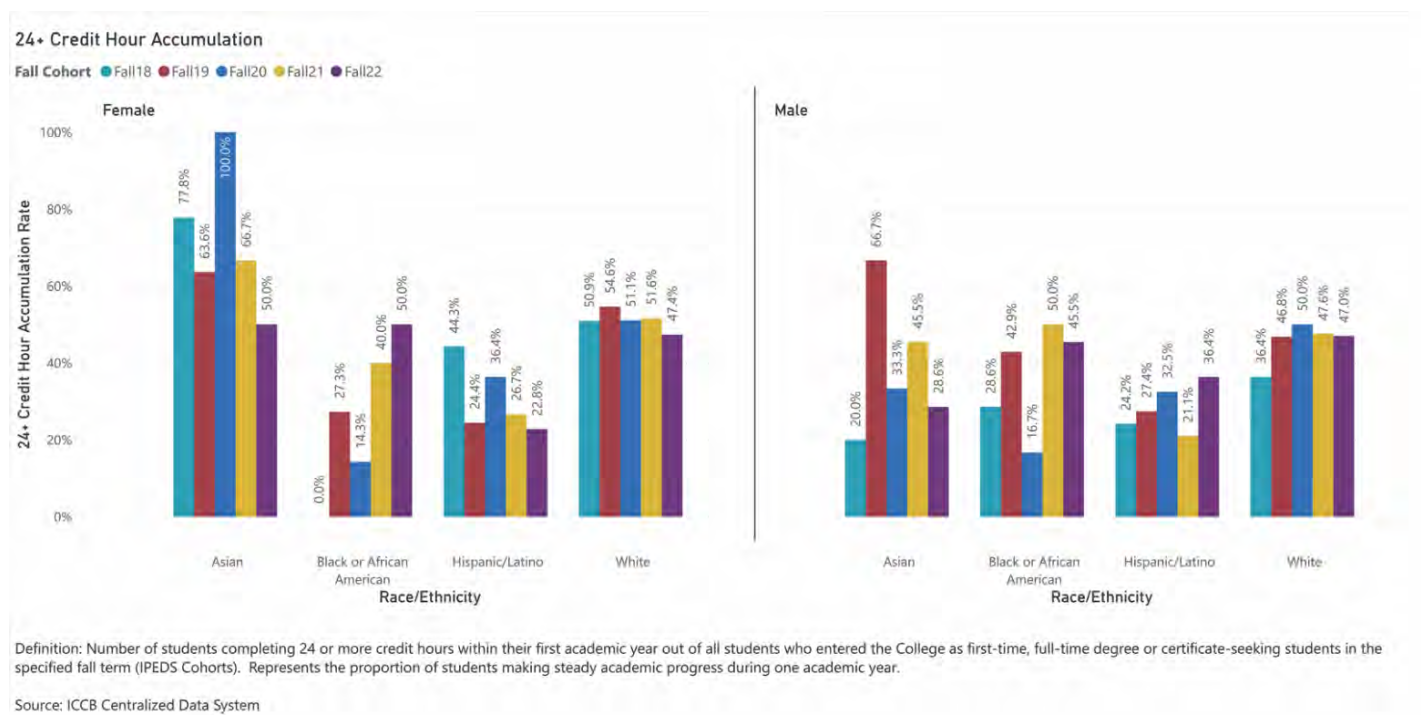
## Persistence

For this study, persistence is defined as the proportion of first-time, full-time degree/certificate-seeking students making academic progress in their first year as measured by credit hour accumulation (24+ and 30+ credit hours) as reported by ICCB.

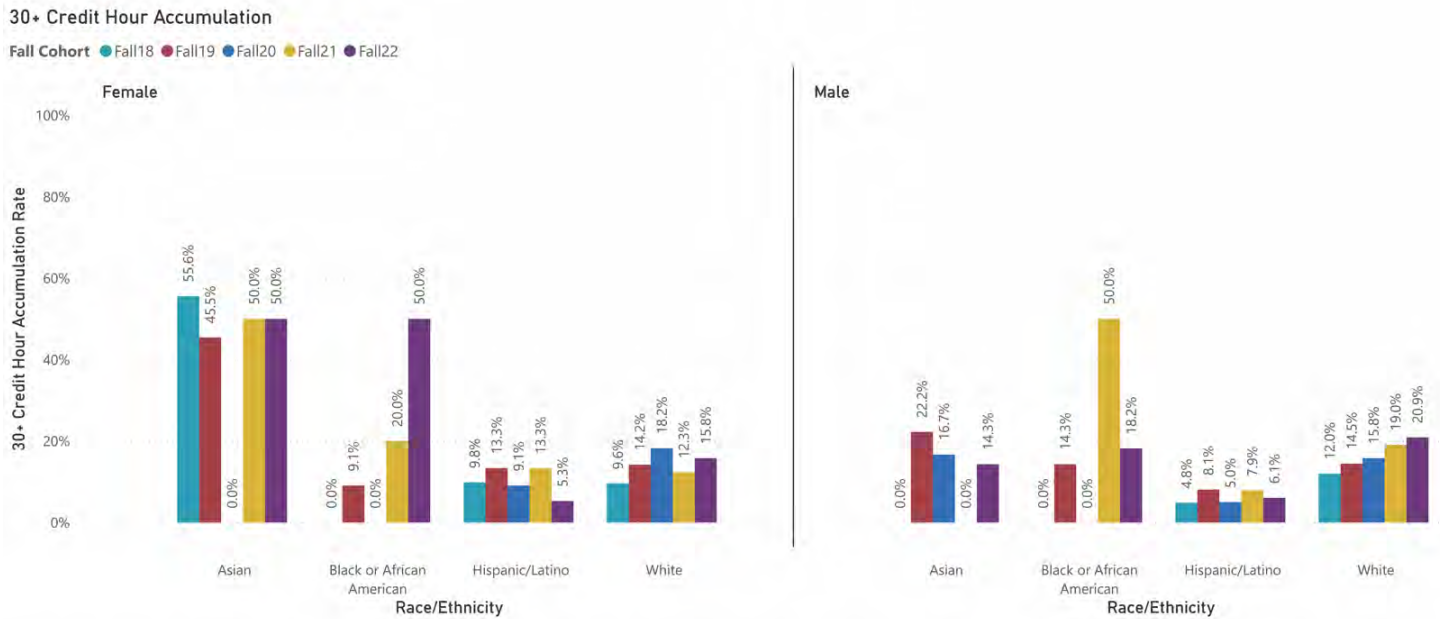
MCC's review of its persistence data found gaps for both male and female Hispanic/Latine students. For example, in fall 2022, 23% of female Hispanic/Latine students (N=57) and 36% of male Hispanic/Latine students (N=33) achieved the 24+ credit hour accumulation milestone in their first year. These rates are lower than the 47% of both male (N=134) and female (N=114) White students. Similarly, 5% of female Hispanic/Latine students and 6% of male Hispanic/Latine students achieved the 30+ credit hour accumulation milestone compared to 16% and 21% of their White counterparts, respectively.

In addition to the gaps for Hispanic/Latine students, MCC also noted credit hour accumulation gaps among its first generation and low-income students.

**Figure 7. 24+ Credit Hour Accumulation of Full-Time, First-Time Degree/Certificate Seeking Cohorts by Gender and Race/Ethnicity**



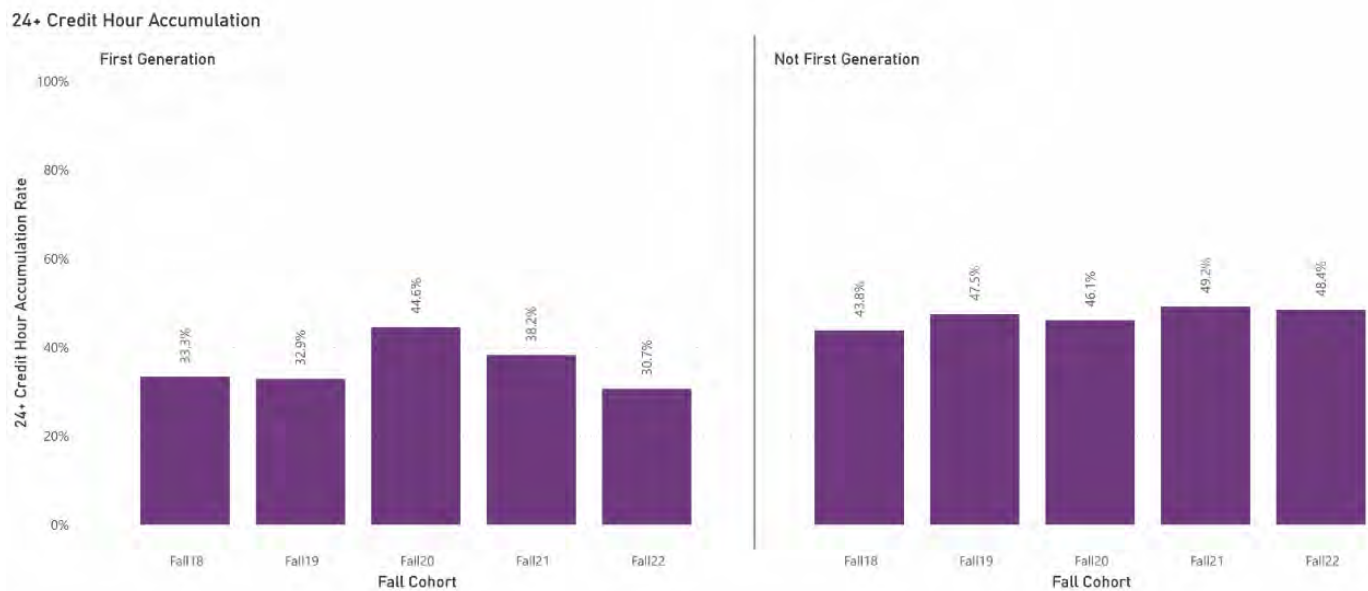
**Figure 8. 30+ Credit Hour Accumulation of Full-Time, First-Time Degree/Cert. Seeking Cohorts by Gender and Race/Ethnicity**



Definition: Number of students completing 30 or more credit hours within their first academic year out of all students who entered the College as first-time, full-time degree or certificate-seeking students in the specified fall term (IPEDS Cohorts). Represents the proportion of students making steady academic progress during one academic year.

Source: ICCB Centralized Data System

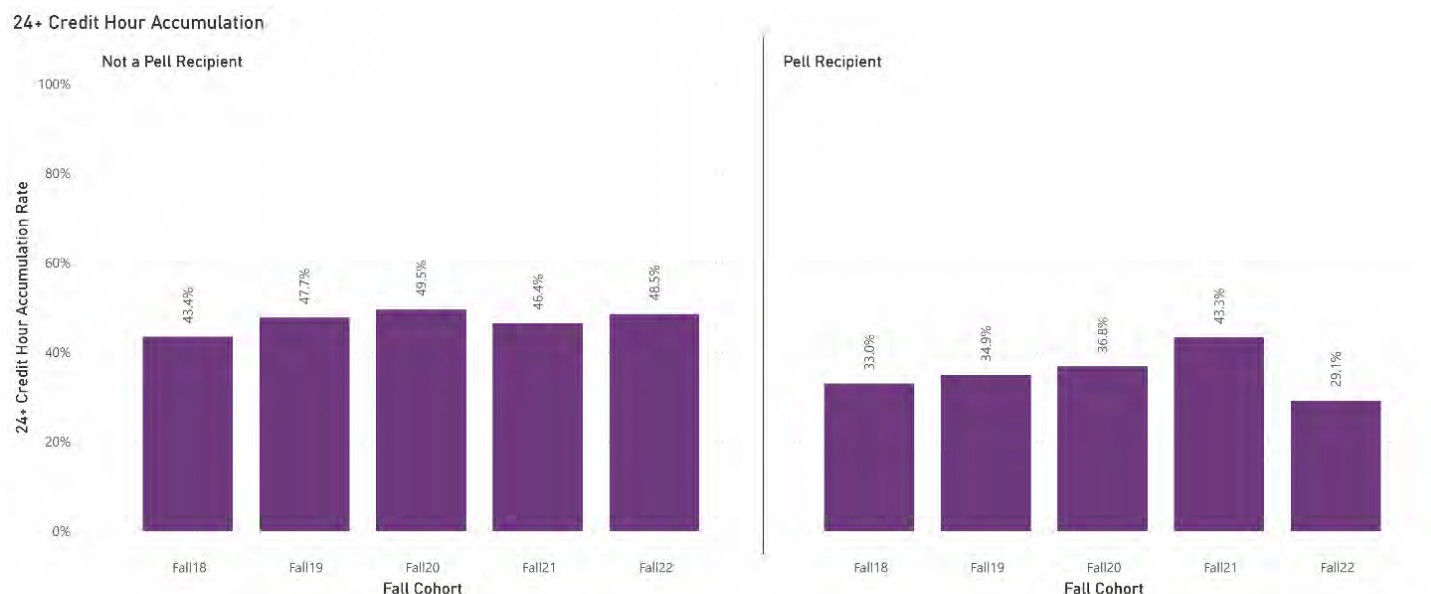
**Figure 9. 24+ Credit Hour Accumulation of First-Generation Students by Full-Time, First-Time Degree/Cert. Seeking Cohort**



Definition: Number of students completing 24 or more credit hours within their first academic year out of all students who entered the College as first-time, full-time degree or certificate-seeking students in the specified fall term (IPEDS Cohorts). Represents the proportion of students making steady academic progress during one academic year.

Source: ICCB Centralized Data System

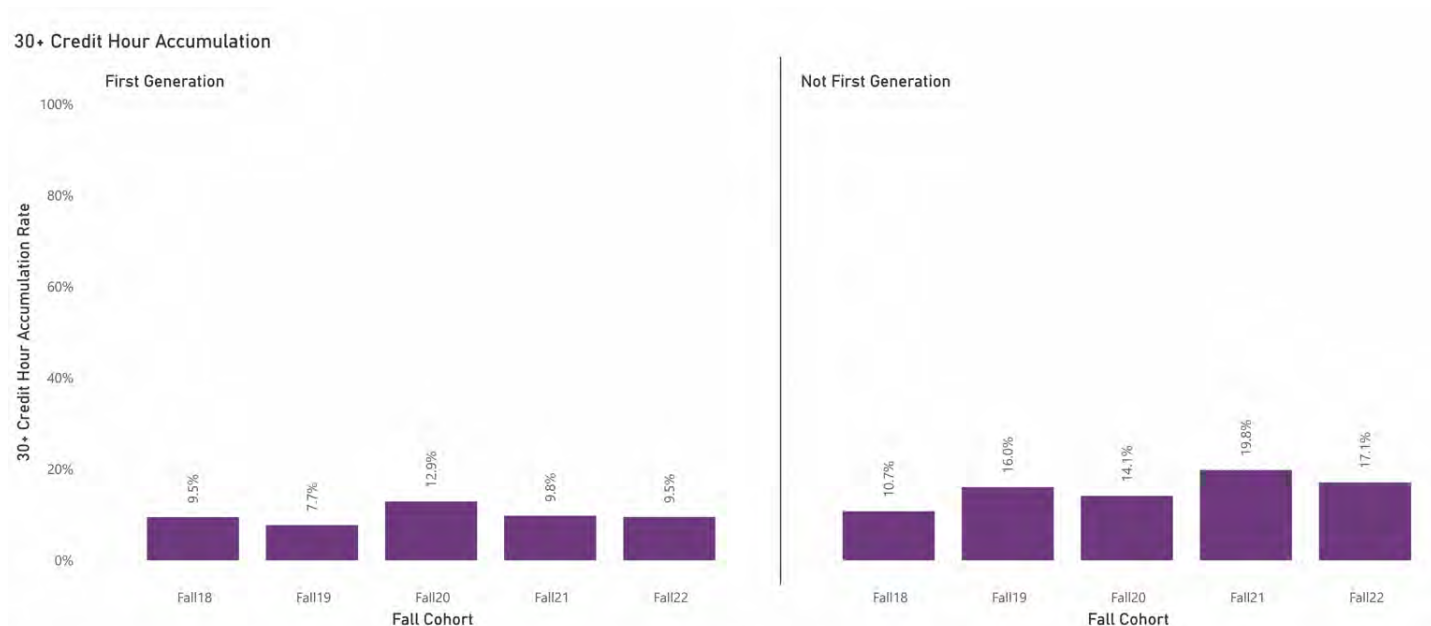
**Figure 10. 24+ Credit Hour Accumulation of Low-Income Students by Full-Time, First-Time Degree/Cert. Seeking Cohort**



Definition: Number of students completing 24 or more credit hours within their first academic year out of all students who entered the College as first-time, full-time degree or certificate-seeking students in the specified fall term (IPEDS Cohorts). Represents the proportion of students making steady academic progress during one academic year.

Source: ICCB Centralized Data System

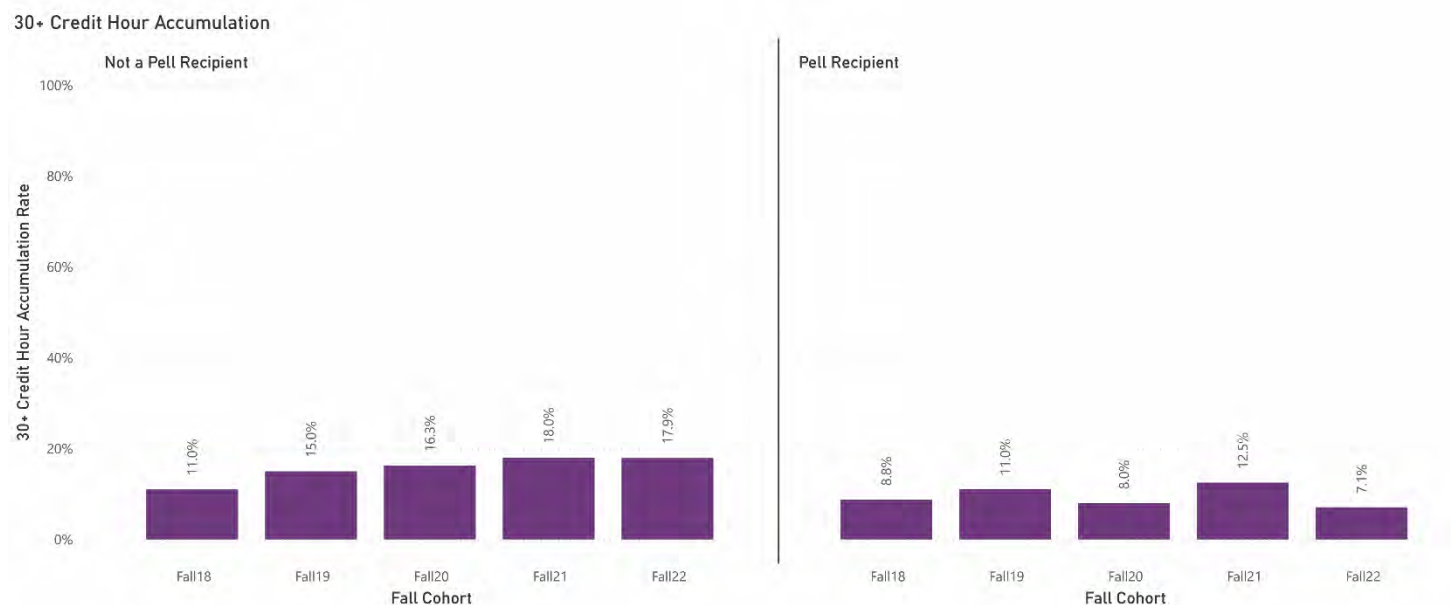
**Figure 11. 30+ Credit Hour Accumulation of First-Generation Students by Full-Time, First-Time Degree/Cert. Seeking Cohort**



Definition: Number of students completing 30 or more credit hours within their first academic year out of all students who entered the College as first-time, full-time degree or certificate-seeking students in the specified fall term (IPEDS Cohorts). Represents the proportion of students making steady academic progress during one academic year.

Source: ICCB Centralized Data System

**Figure 12. 30+ Credit Hour Accumulation of Low-Income Students by Full-Time, First-Time Degree/Cert. Seeking Cohorts**



Definition: Number of students completing 30 or more credit hours within their first academic year out of all students who entered the College as first-time, full-time degree or certificate-seeking students in the specified fall term (IPEDS Cohorts). Represents the proportion of students making steady academic progress during one academic year.

Source: ICCB Centralized Data System

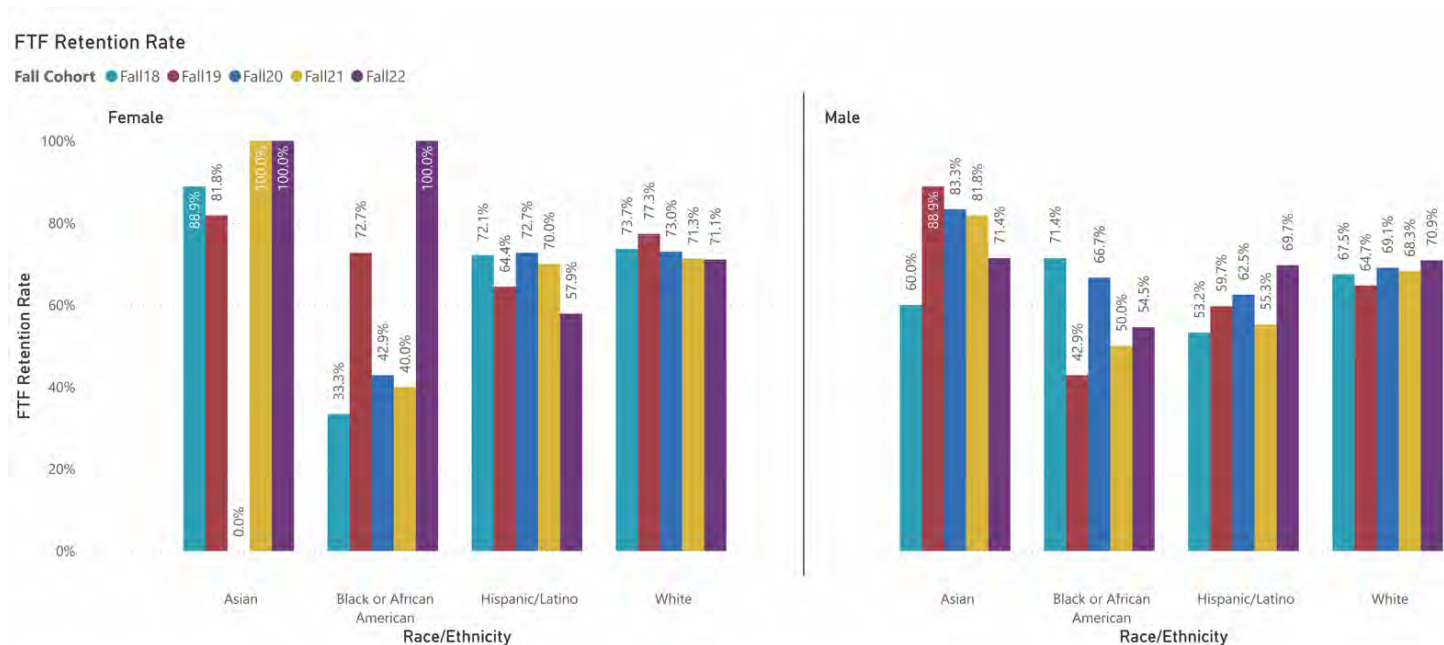
## Retention

For this study, retention is defined as the rate at which first-time, full-time degree/certificate-seeking students graduate and/or return to the College from their first fall term to the subsequent fall term (also referred to as fall-to-fall persistence rates).

MCC's review of its retention data found a gap for female Hispanic/Latine students. For example, in fall 2022, 58% of female Hispanic/Latine students (N=57) were retained compared to 70% of Hispanic/Latine males (N=33) and 71% of both male (N=134) and female (N=114) white students.

In addition to the gap for female Hispanic/Latine students, MCC also noted retention gaps and/or declining success trends among its first generation and low-income students.

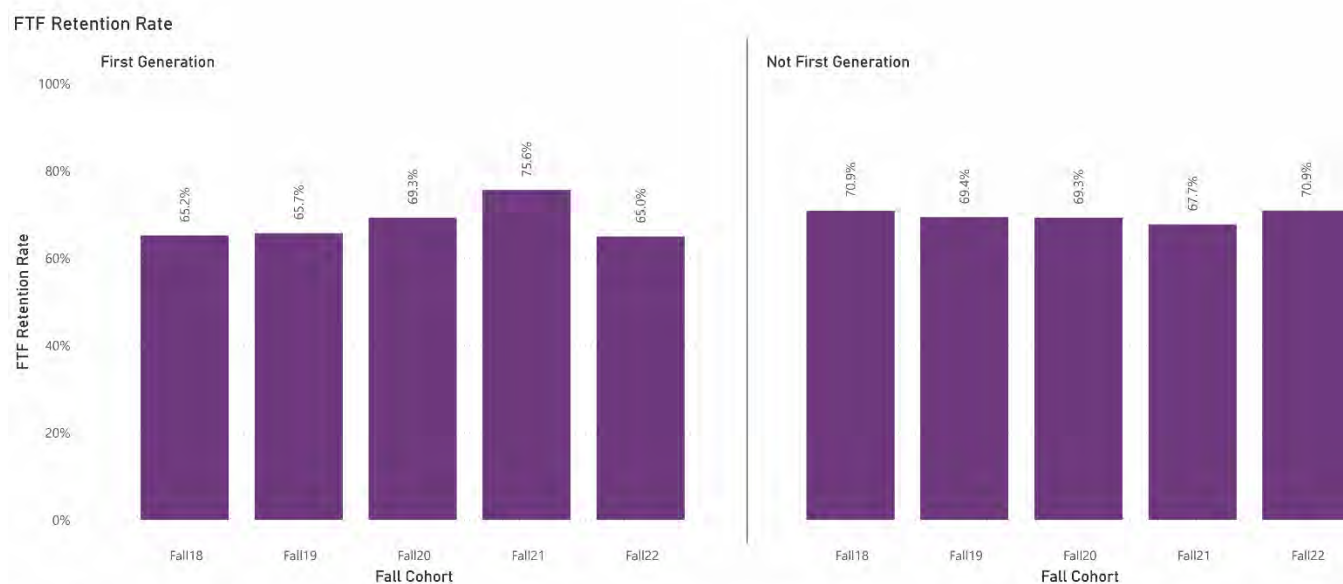
**Figure 13. Fall-to-Fall Retention of Full-Time, First-Time Degree/Cert. Seeking Cohorts by Gender and Race/Ethnicity**



Definition: Number of students returning to the College from fall-to-fall plus those who graduated during the intervening year out of all students who entered the College as first-time, full-time degree or certificate-seeking students in the specified fall term (IPEDS Cohorts). Represents the proportion of students making steady academic progress during one academic year.

Source: ICCB Centralized Data System

**Figure 14. Fall-to-Fall Retention of First-Generation Students by Full-Time, First-Time Degree/Cert. Seeking Cohort**

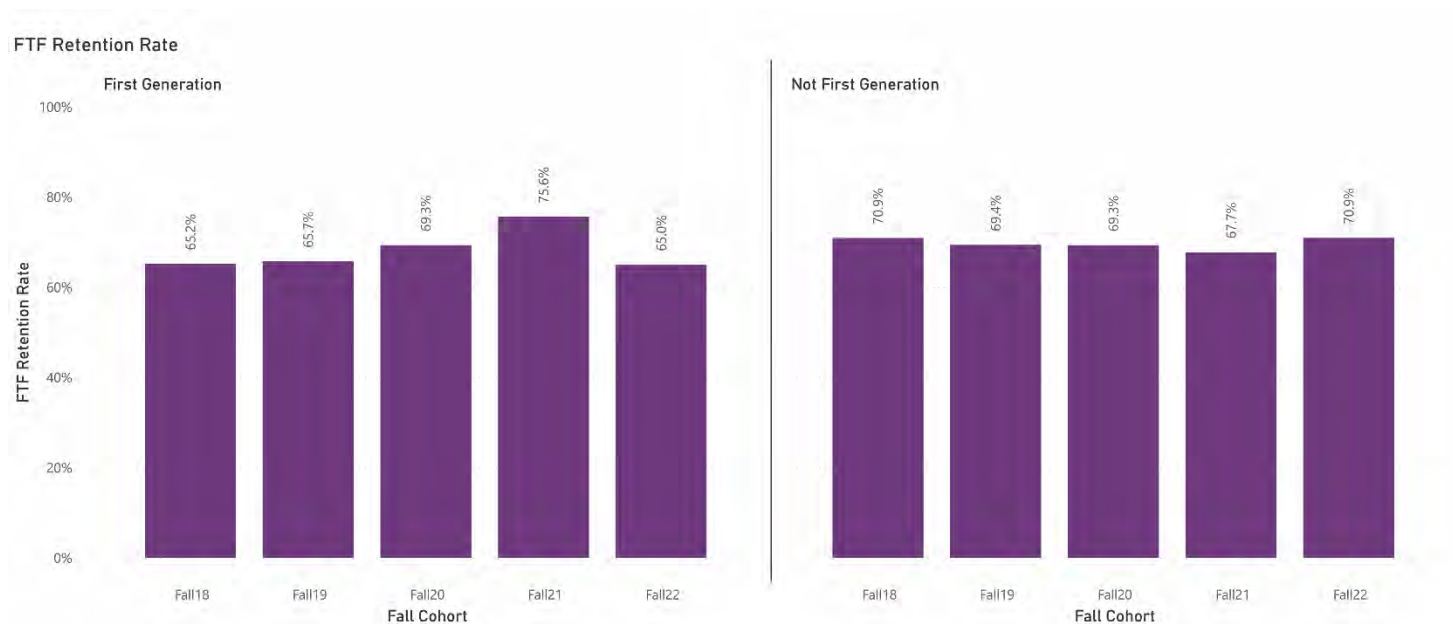


Definition: Number of students returning to the College from fall-to-fall plus those who graduated during the intervening year out of all students who entered the College as first-time, full-time degree or certificate-seeking students in the specified fall term (IPEDS Cohorts). Represents the proportion of students making steady academic progress during one academic year.

Source: ICCB Centralized Data System



**Figure 15. Fall-to-Fall Retention of Low-Income Students by Full-Time, First-Time Degree/Cert. Seeking Cohort**



Definition: Number of students returning to the College from fall-to-fall plus those who graduated during the intervening year out of all students who entered the College as first-time, full-time degree or certificate-seeking students in the specified fall term (IPEDS Cohorts). Represents the proportion of students making steady academic progress during one academic year.

Source: ICCB Centralized Data System

## Graduation Rate

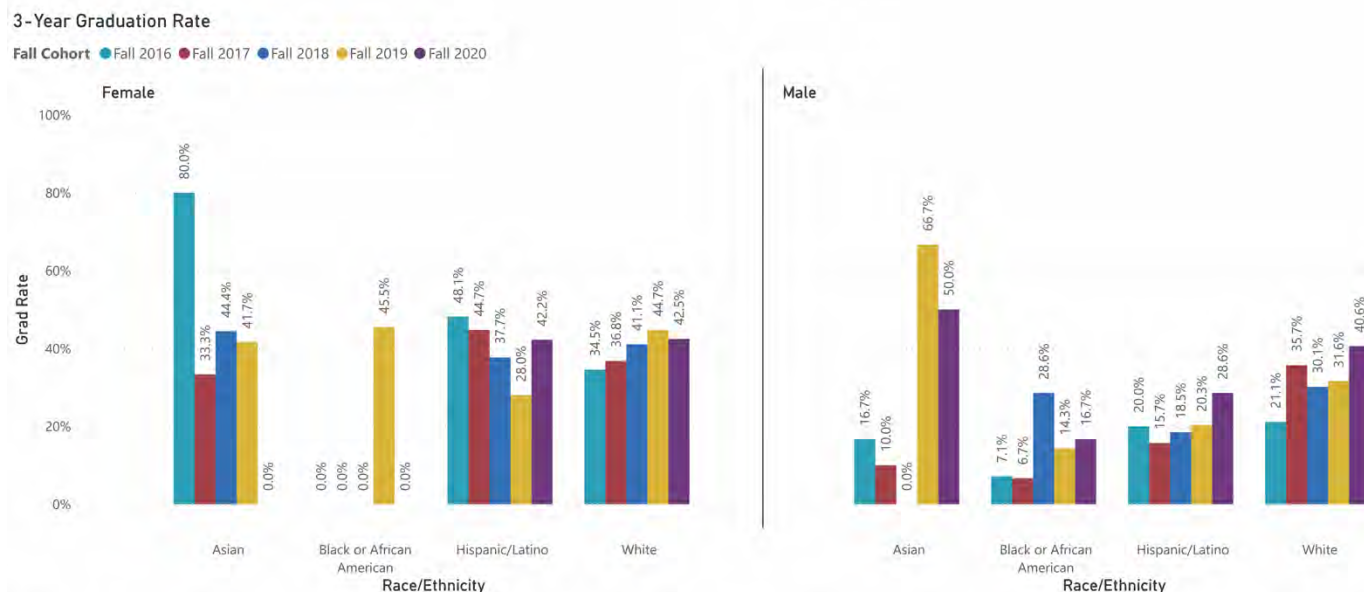
Graduation rate is defined as the rate at which first-time, full-time degree/certificate-seeking students complete a degree or certificate within three years (150% of normal time) from their starting fall term.

MCC's review of its retention data found a gap for male Hispanic/Latine students. For example, 29% of male Hispanic/Latine students in the fall 2020 cohort (N=42) graduated within three years compared to 42% of Hispanic/Latine females (N=45), 43% of female white students (N=146) and 41% of male white students (N=165).

In addition to the gap for male Hispanic/Latine students, MCC also noted completion gaps among its low-income students, particularly in the most recent cohort.

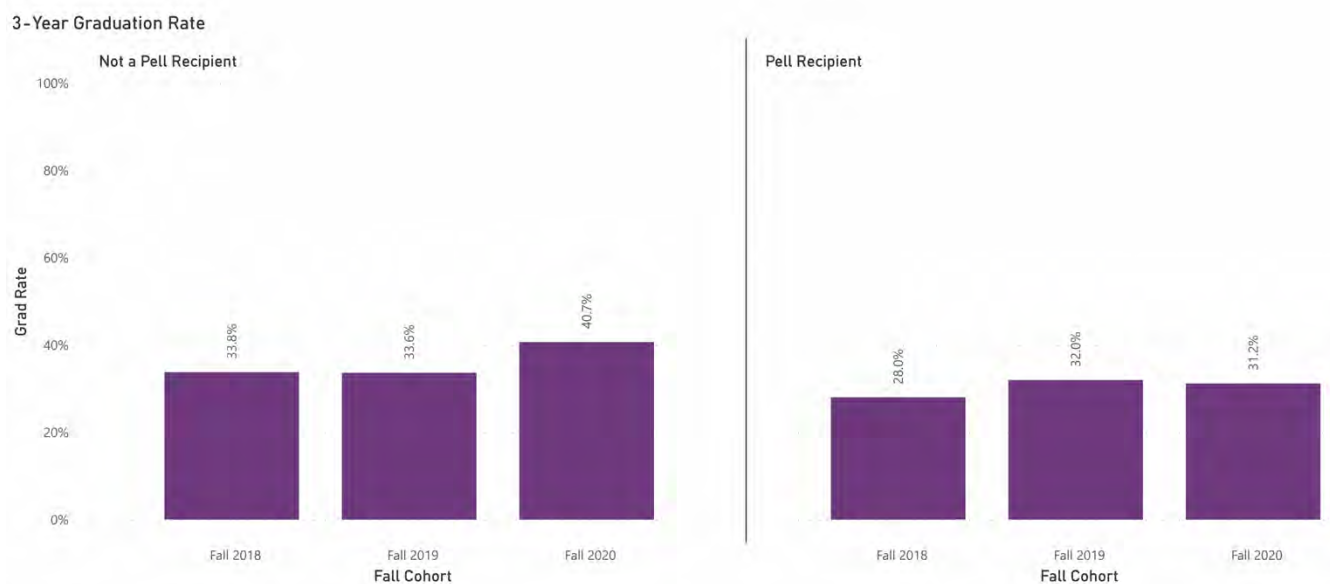


**Figure 16. 3-Year Graduation Rate of Full-Time, First-Time Degree/Cert. Seeking Cohorts by Gender and Race/Ethnicity**



Definition: Number of students graduating within 150% of normal time (3 years) out of all students who entered the College as first-time, full-time degree or certificate-seeking students in the specified fall term (IPEDS Cohorts). Represents the rate at which students graduate from the College.

Source: ICCB Centralized Data System



Definition: Number of students graduating within 150% of normal time (3 years) out of all students who entered the College as first-time, full-time degree or certificate-seeking students in the specified fall term (IPEDS Cohorts). Represents the rate at which students graduate from the College.

Source: ICCB Centralized Data System

**Figure 17. 3-Year Graduation Rate of First-Generation Students by Full-Time, First-Time Degree/Cert. Seeking Cohort**

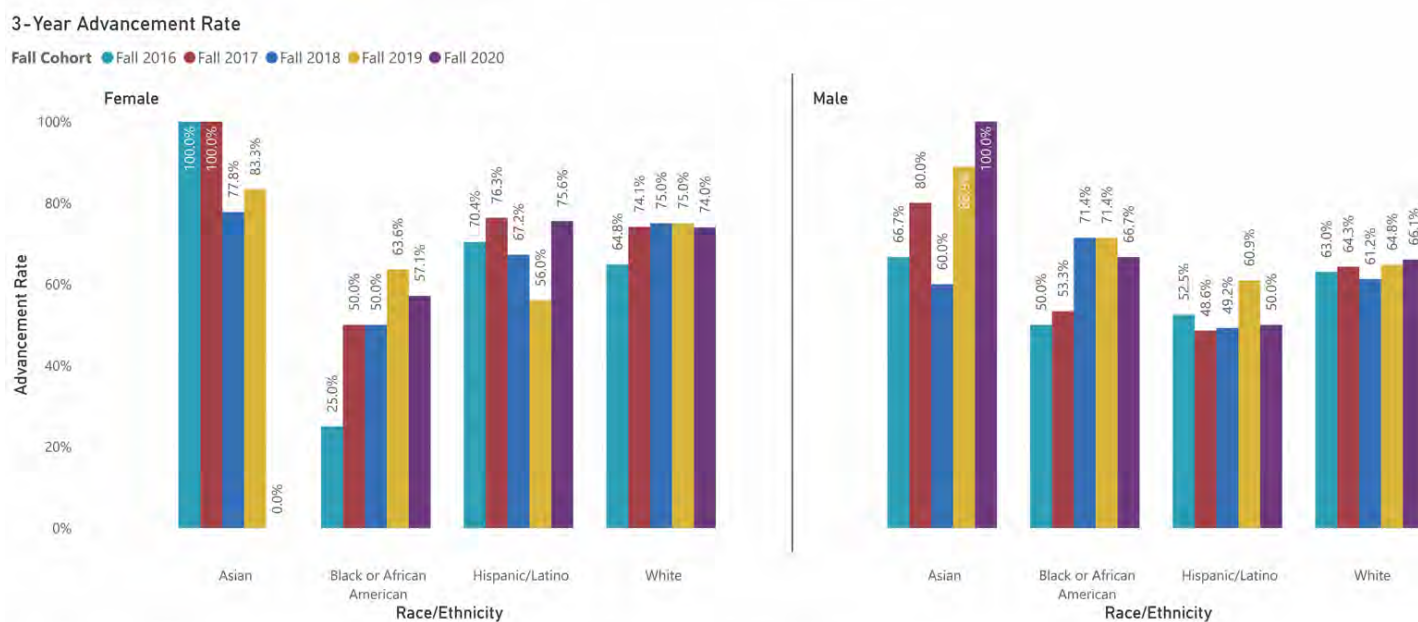
## Advancement Rate

Advancement rate is defined as the rate at which first-time, full-time degree/certificate-seeking students complete a degree or certificate, transfer to other higher education institutions, or were still enrolled within three years (150% of normal time) from their starting fall term.

MCC's review of its retention data found a gap for male Hispanic/Latine students. For example, 48% of male Hispanic/Latine students in the fall 2020 cohort (N=42) graduated within three years compared to 75% of Hispanic/Latine females (N=45), 73% of female white students (N=146) and 67% of male white students (N=165).

In addition to the gap for male Hispanic/Latine students noted above, MCC also noted advancement gaps among its low-income students.

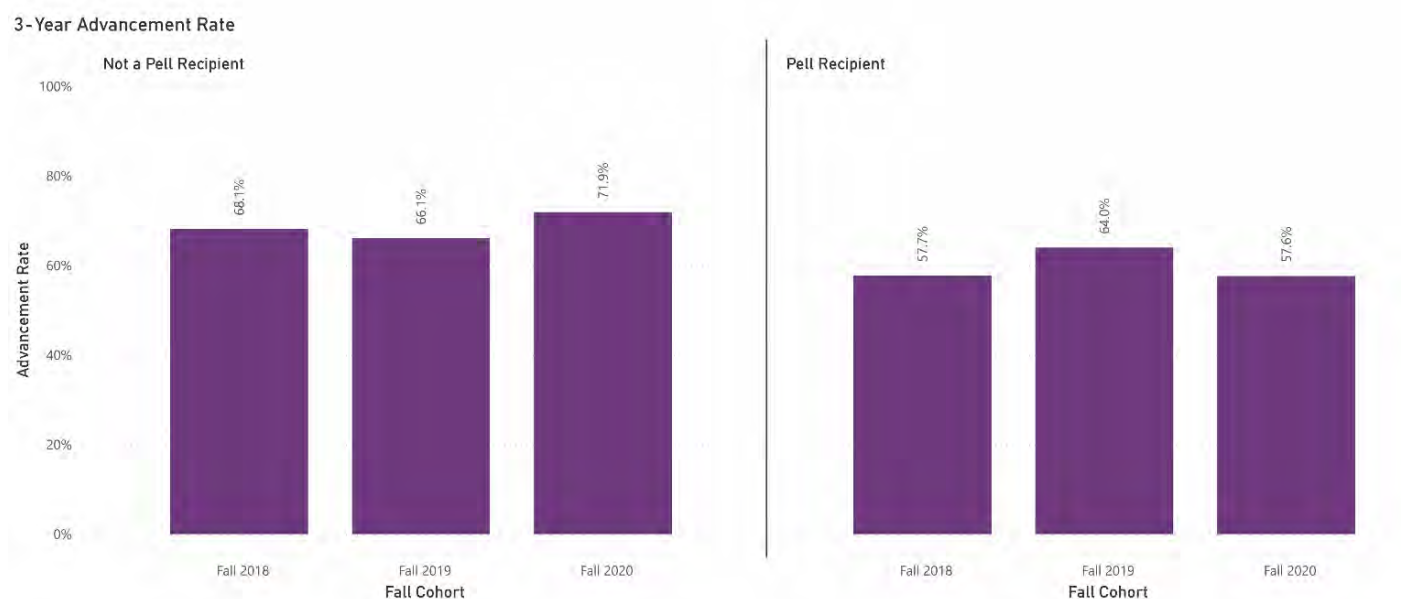
**Figure 18. 3-Year Advancement Rate of Full-Time, First-Time Degree/Cert. Seeking Cohorts by Gender and Race/Ethnicity**



Definition: Number of students graduating, transferring, or still enrolled at the College within 150% of normal time (3 years) out of all students who entered the College as first-time, full-time degree or certificate-seeking students in the specified fall term (IPEDS Cohorts). Represents the rate at which students advance their education.

Source: ICCB Centralized Data System and National Student Clearinghouse

**Figure 19. 3-Year Graduation Rate of Low-Income Students by Full-Time, First-Time Degree/Cert. Seeking Cohort**



Definition: Number of students graduating, transferring, or still enrolled at the College within 150% of normal time (3 years) out of all students who entered the College as first-time, full-time degree or certificate-seeking students in the specified fall term (IPEDS Cohorts). Represents the rate at which students advance their education.

Source: ICCB Centralized Data System and National Student Clearinghouse

### Credentials Awarded

MCC reviewed data on the number and type of credentials awarded between fiscal year 2019 and fiscal year 2023 by gender and race/ethnicity to identify differences in student outcomes. Through this analysis, the College found that its female Hispanic/Latine students tend to complete more certificates than degrees. In FY23, 42% (111 out of 267) of the credentials awarded to female Hispanic/Latine students were degrees and 58% were certificates.

This finding was particularly interesting in the context of female Hispanic/Latine students' lower retention and persistence rates but similar graduation rates compared to their peers (note: completions are not factored into formulas for determining retention and persistence). It seems that female Hispanic/Latine students are completing short-term degrees/certificates that require fewer than 24 or 30 credit hours and less than 1 year to complete.

### Student Loan Repayment Rates

MCC reviewed student loan record data from the Department of Education procured through the College's Financial Aid Office to identify any gaps in student loan default rates. The College found that there were no notable findings regarding student loan repayment/default rates. MCC's 3-year cohort default rate for the 2020 cohort was 0%. Data

for more recent cohorts (2021-2023) currently show that all students are in good standing (not in default) with their loans by either being deferred, in repayment, cancelled, or otherwise being managed. Given these findings, data were not analyzed further by student demographics.

## **B. Additional Relevant Institution-Specific Data**

### Graduate Outcomes

MCC analyzed data from its annual follow-up survey of recent graduates to determine whether there are gaps in employment rates based on graduate race/ethnicity. Through this analysis, the College found that graduates from racial/ethnic minority groups are more likely to be employed but less likely to be employed in a related field after one year than their White peers. Among Spring 2022 graduates, 75% of racial/ethnic minority students were employed within one year with 47% employed in a related industry compared to 71% of white graduates who were employed and 54% who were employed in a related industry.

In addition, MCC compared the percentage of graduates who were pursuing continued education one year after graduating from the College and found that 11% of racial/ethnic minority graduates reported continuing their education at a four-year institution compared to 31% of white students.

### Student Engagement and Satisfaction

MCC analyzed data from its regular institutional surveys to determine whether there are notable gaps in students' self-reported engagement and satisfaction. Overall, MCC found that Black/African American and Hispanic/Latine students reported higher levels of engagement than their White peers. White students scored lower (44.4) on the Community College Survey of Student Engagement benchmark item for Student Effort than Black (57.6) and Latine (45.5) students. Latine students scored higher in Student-Faculty interaction (49) compared to White students (44.5) and reported using advising and career counseling more often than their peers.

In terms of satisfaction, Latine students consistently report higher satisfaction levels than their peers. Satisfaction is more varied among Black students, however. On the CCSSE, Black and Latine students rated their overall educational experience higher (3.33 and 3.30, respectively) than their White peers (3.20). On the Noel Levitz Student Satisfaction Inventory, however, Black students reported lower satisfaction in many cases though the small number of Black respondents makes these results difficult to interpret. On the Noel Levitz survey, Latine students reported higher satisfaction rates across all scale categories compared to White students and 65% of Latine students indicated they would "definitely" enroll at MCC if they "had to do it over again".

These findings are presented in greater detail under section IV.C of this report.

## Basic Needs

In assessing data from its inaugural administration of the Hope Center Student Basic Needs Survey from Fall 2023, MCC found that students from racial/ethnic minority groups self-reported greater food and housing insecurity than White students. 59% of Latine respondents (n=140) and 67% of Black respondents (n=15) reported basic needs insecurity compared to 46% of White respondents (n=361). These findings are presented in greater detail under section IV.C of this report.

## C. Notable Equity Gaps and Student Success Narratives

The Equity team identified seven notable gaps across underrepresented, minoritized, or marginalized student groups as described in the Equity Plan framework. The data were synthesized to reveal two distinct student success narratives, representing a unique intersectionality profile for the College's Latine and Black/African American students, respectively, which will be discussed later.

### Notable Gaps

#### Latina Student Outcomes

Latina students completed more short-term certificates, which resulted in fewer Latina students meeting credit hour thresholds (24+ and 30+), though their 3-year graduation rates are comparable to their White female peers.

Credit accumulation and fall-to-fall retention rates have declined for Latina students from the Fall 2020 to Fall 2022 cohorts. This will be further explored and evaluated, as it could indicate future completion/advancement gaps.

#### Latino Student Outcomes

Latino students have lower persistence (credit hour accumulation), retention (fall to fall), 3-year graduation, and advancement (graduate, transfer, still enrolled) rates than their peers.

Latino student retention has increased since the Fall 2020 cohort, though credit accumulation gaps did not change during that time.

#### Black Student Outcomes

Black/African American students have lower success rates (persistence, retention, completion, advancement) than their peers, though success data for this group is difficult to analyze due to small numbers of students in cohorts. Fewer than twenty students were included in the data from Fall 2018-Fall 2023.

#### First-Generation Student Outcomes

The population of first-generation students in the cohort increased from Fall 2020 to Fall 2022, but persistence (credit accumulation) and retention (fall to fall) rates declined for this group of students while they have stayed the same or increased for students who are not first-generation.

These gaps may be early indicators of future completion/advancement gaps for first-generation students in the fall 2022 cohort.

Larger proportions of Latine and Black/African American students in the fall 2022 cohort are first-generation students compared to the fall 2020 cohort.

#### Low-Income Student Outcomes

Low-income students (Pell recipients) persist (reach credit accumulation milestones), are retained (fall to fall), graduate, and advance at lower rates than their peers.

Credit hour accumulation rates for low-income students declined from the fall 2020 to fall 2022 cohort, though retention rates (fall to fall) remained the same.

The proportion of low-income students in the cohort increased from fall 2020 to fall 2022.

Larger proportions of Latine and Black/African American students are low-income (Pell recipients).

#### Student Engagement and Satisfaction

Latine and Black students report higher engagement levels and Latine students report greater satisfaction than their White peers on institutional surveys.

#### Student Basic Needs

Latine and Black students reported higher unmet basic needs including food, housing, and homelessness than their White peers.



### **Latine Student Success Narrative**

Our Latine student demographic reflects a complex intersectionality profile of marginalized identities and experiences that may have impacted their academic success rates. For example, many of our Latine students are first-generation, low-income, and complete certificate programs at a greater rate than their counterparts. These students hold marginalized, minoritized, and excluded identities that have historically created more barriers and obstacles to opportunities and resources than their peers.

MCC's Latine demographic represents nearly 26% of the overall student population, which is higher than the County population (16% in 2024). As the county's demographic changes, this population is projected to increase and grow over the next several years. Therefore, MCC will prioritize and focus our attention on the growing Latine student population to ensure that we are prepared to serve the needs of these students effectively.

### **Black/African American Student Success Narrative**

The second trend was among our Black/African American student demographic. Notably, fewer than 20 Black/African American students were included in the data for the Fall 2018 to Fall 2023 cohorts, with the Fall 2023 cohort having only 10 Black/African American students. Therefore, less data was available to analyze and inform actionable decisions. However, we recognize that, like our Latine student population, this group reflects a complex intersectionality profile, and their student success rates fall below some of their peers. For example, this group of students is more likely to complete certificate programs, are low-income, and are first-generation.

MCC is committed to collecting more actionable data to analyze and inform student success outcomes for this group. Notably, the Black/African American student demographic (2.2%) reflects the county population (2.1% in 2024) and is expected to remain steady over the next few years. While we do not anticipate this student demographic to increase, we are committed to ensuring this group's student success rates increase and comparable to their peers.

In conclusion, these two groups of racially minoritized students are experiencing similar student success rates. Therefore, the strategies and efforts to address the equity gaps identified for these students will require further examination and development. For this plan, the College identified specific strategies and activities outlined in Section V that will also highlight the College's continual effort to provide opportunities, resources, and services in the classroom and beyond for these student groups and all students.



#### **D. Potential Barriers: Questions to Guide Further Analysis and Exploration**

The Equity Plan Team is committed to collecting, analyzing, and synthesizing more data to determine any barrier, policy, or practice that allows these gaps to persist. Additionally, we are implementing an equitable decision-making process based on the Equity Tank Model to address inequities.

A few relative assumptions can be made based on the data reviewed and emerging trends identified. More data is needed to confirm such assumptions. A process by which more data is collected to address the notable equity gaps will be part of the College's strategic plan. However, four key questions emerged after discussing the equity gaps and trends that will guide the next steps.

The questions below will examine and attempt to help the College understand the success rates for the two key student groups (Latine and Black/African American) throughout the next academic year and the degree to which the supports, services, and instruction, and interventions were effective and added value to their overall goals.

1. Latine and Black/African American students complete more certificates than degrees. When disaggregated further, a question was why our Latina students' persistence and retention rates are falling below their White counterparts, and is that an indication of future completion and graduation equity issues? Has this group of students been able to access resources and opportunities to pursue higher education, degrees, or certificates to increase their marketability? Was their goal to achieve a short-term certificate?
2. Why are our students who are Pell Grant recipients persisting and advancing at a lower rate, and how can they access more grants and scholarships to decrease their out-of-pocket costs and the potential for creating student loan debt? How can we better support these students' academic success if their financial needs are being met?
3. How can we enhance the practices, policies, and interventions that created the sense of satisfaction and engagement reported by many of the College's minoritized student groups?
4. How can we further determine what basic needs were unmet and effectively connect these students to available resources? How can we determine if there is a correlation between meeting their basic needs and their academic success and well-being?

## E. Programs, Efforts, and Changes: Equity Bridges

While MCC is currently engaged in several efforts to support equity, this plan will highlight four. Each effort is designed to “enhance opportunities and accessibility to educational resources and information and promote fair treatment for all” as defined by the College’s equity definition.

Each is an inclusive effort and can potentially impact how students access assistance, resources, and interventions. These efforts can also impact how they engage in the classroom to achieve their academic success goals. Section V will highlight additional strategies, practices, and innovative activities to address notable equity gaps and the key questions above.

### College Bridge Program

In 2022, MCC received a college bridge grant, leading to over 100 racially diverse students participating in the program during the first year. Initially launched as MCC and Me, the program has since been rebranded, revamped, and institutionalized We as Experience Re<sup>3</sup>al. This updated program operates under three guiding principles: embrace, engage, and empower. Through Experience Re<sup>3</sup>al, students participate in identity-based learning and programming, mentoring and coaching, and develop their inclusive leadership development and advocacy skills around social responsibility and social justice.

Additionally, they benefit from various social and cultural experiences within their local and national communities, enhancing their educational and personal growth. This program has become a bridge—a gateway for students with diverse identities and marginalized experiences to find a sense of belonging and access services and resources to ensure their success.

### Scholarships and Grants

All MCC students are eligible to receive grants and scholarships through various College resources for tuition, books, fees, and other expenses to reduce out-of-pocket costs. For example, the D&B scholarship is provided to students who expressed significant need and might not otherwise be able to attend college without financial support. Additionally, students are awarded funds through the MCC Foundation. In the 2023-24 academic year, the foundation awarded over 800 scholarships. 25% of those scholarships were awarded to the College’s Latine student population.

The College anticipates the percentage of Latine students receiving scholarships through the Foundation and other granting entities will grow as this particular student population continues to grow. Although these funds significantly help many students, affordability remains a priority as we explore further ways to support student success.

Ultimately, the College desires to continue the trend of students being awarded grants and scholarships to avoid student loan debt. As noted above, the data revealed that the 3-year cohort loan default rate for the 2020 cohort was 0%. By increasing the number of scholarships and grants students receive and examining the degree to which students are made aware of the various scholarships and grants offered by the College, we can more likely alleviate affordability as a barrier for many of our students.

This is one of the proactive equity measures the College can take to support students' successes in the classroom and enhance or improve their marketability and employability upon graduation, continuing education goals, or potentially aid in closing the wealth gap by mitigating the potential of these students to incur student loan debt.

### Recruitment and Advising

The College is implementing Navigate 360, a new system that enhances student advising and coaching. It will allow staff to identify and support students facing academic, financial, and other challenges. Assigned advising is a process designed to help students find community, build relationships, and navigate campus resources successfully. In addition, recruitment and student service presentations are offered in Spanish. Prospective students can access information via our website in several languages.

Additionally, staff engage in community outreach with local high schools, municipalities, businesses, and organizations to recruit students of all ages and backgrounds. For instance, high school students are invited to the Amplify Conference, an identity-based recruitment event reflecting MCC's efforts to create a pipeline for high schools in our local community.

The College has also participated in or served as a sponsor for various community events such as the Mexican Independence Day, Juneteenth, and the Woodstock Pride activities. Participating in these activities serves as a recruitment activity and, more importantly, promotes the College's message of belonging for all. While we believe these services impact students' success, we will more intentionally collect data to determine the degree to which these interventions, practices, and processes affect equity gaps.

### Inclusive Curriculum Design and Faculty Development

Over the summer, faculty members will have the opportunity to participate in a pilot project. The primary purpose of this pilot project is to examine the impact of inclusive curriculum design resources and strategies on the course syllabus, classroom environment, pedagogy, and assessment methods. Faculty members will participate in four scheduled sessions over a one-week period. They will also be expected to complete daily assignments and participate in a focus group at the end of the fall semester to share their insights, which will guide future activities and the project's expansion to more faculty members.

This project will be offered to cohorts of faculty in perpetuity. Additionally, faculty members have engaged in book studies on belonging and connection. Approximately 60 faculty

members participated in an Effective Teaching Practice program. Five learning modules (18 hours) were dedicated to diversity, equity, belonging, and inclusion in the classroom. This and similar efforts will be scaled to include more faculty members.

#### IV: ASSESS CLIMATE (CAMPUS CLIMATE SURVEYS)

##### A. Methods and Approaches Used to Assess Climate and Culture

MCC regularly administers several nationally recognized surveys to assess student engagement, satisfaction, campus climate and culture.

MCC also regularly administers in-house assessments and surveys to gather more information about students' experiences post-completion. For example, the College administers the Graduate Follow-Up survey for recent graduates one year after completion. The college also administers course/instructor feedback surveys at the end of each course, such as the Sexual Misconduct Campus Climate survey per federal regulations. The College will continue to do so annually. Most recently, MCC conducted a focus group/listening session with area employers as part of the Perkins Comprehensive Local Needs Assessment (CLNA) process.

Faculty and Staff are invited to complete the Personnel Assessment of the College Environment (PACE) survey. The College uses information gathered through these surveys to identify strengths and areas for improvement compared to identified peer groups. These surveys collect demographic data so results can be disaggregated to identify gaps in student experiences and faculty perceptions and satisfaction.

##### B. How Assessments are Administered, Completed, and Analyzed

The College administers regular climate assessments and institutional surveys to gather information and feedback from students, graduates, employees, and community partners. Each survey is administered on its own timeline, in its own format, and for its own purpose, as detailed in the table below.

Assessment	Frequency	Most Recent Administration	Format	Audience	Purpose
<b>Ruffalo Noel Levitz Student Satisfaction Inventory</b>	Biennially; even years	Spring 2024	Online	Random sample of MCC core credit students actively enrolled in the spring term (excludes dual credit/high school and Adult Ed)	This survey asks students to rate their satisfaction with various experiences at the College, such as campus life, safety and security, campus climate, and the College's services. Students are also asked to rate the importance of various college services.

<b>Community College Survey of Student Engagement</b>	Biennially; odd years	Spring 2023	Online	Core credit students enrolled in sampled credit class sections (excludes dual credit/high school and Adult Ed)	This survey asks students to rate their level of engagement and satisfaction with various College services.
<b>Center for Community College Student Engagement Race/Ethnicity Survey</b>	TBD	Fall 2023 (inaugural administration)	Online	Core credit and Adult Education students enrolled in the fall term (excludes dual credit/high school students)	This survey assesses students' basic needs, including insecurity (food, housing, homelessness), additional needs such as technology, transportation, and mental health services, and their use of the college's support services and resources.
<b>In-House Graduate Follow-Up Survey</b>	Biannually; 9-12 months after winter and spring commencements	Spring 2024 (in progress)	Online and via call center	MCC graduates	This survey asks students about their employment status and activities after graduation from MCC and about their satisfaction with the College.
<b>Sexual Misconduct Campus Climate Survey</b>	Annual; Spring	Spring 2024 (inaugural administration)	Online	Core credit students enrolled in the spring term (excludes dual credit/high school and Adult Ed students)	This survey asks students about perceptions and experiences with various types of sexual misconduct including harassment and assault as well as about their confidence in the College's policies and practices and use of support services.
<b>Personnel Assessment of the College Environment (PACE) Survey</b>	Every 3 years	Spring 2024	Online	MCC faculty, staff, and administrators	This survey asks faculty and staff to provide feedback on the college's institutional culture and employee experience.
<b>Comprehensive Local Needs Assessment</b>	In alignment with Perkins requirements	Spring 2024	NA	MCC employer partners	Prior to the focus group, attendees received data on the local labor market, including racial/ethnic and gender gaps in the local workforce. Attendees discussed ways the College

					could prepare students for work in high-paying, high-demand, and high-skill jobs after graduation.
<b>Course and Instructor Feedback Form</b>	At the end of each semester	Spring 2024	Online	Students enrolled in credit courses in each term	This survey asks students to provide feedback about their experience in each course. MCC recently modified its end-of-course feedback form and plans to use these forms in the future to gather aggregate findings related to students' classroom experiences. Several items were added to these surveys to assess experiences with diversity, equity, belonging, and inclusion. The new version of this survey will be administered starting in Fall 2024. The College will begin analyzing data from these surveys starting in Spring 2025 and beyond.

Results from MCC's regular climate assessments and institutional surveys are processed in the Office of Institutional Research (OIR) before being delivered to the College's Extended Cabinet for review and discussion. After the Cabinet's review and discussion of key findings, results are circulated from the College's VPs to administrators and staff in their respective areas, and follow-up meetings are held with OIR to drill into the data more deeply to address thoughts, questions, and needs in each area. Departments and divisions develop action items and initiatives to address key findings from the surveys.

### **C. Summarize the key findings of the campus climate assessment that will inform your Equity Plan and Practices.**

Noel Levitz

In Spring 2022, MCC's most recent administration of the Noel Levitz Student Satisfaction Survey, the College yielded a 20% response rate (n=564 respondents). An analysis of the data from this administration revealed the following notable gaps between the responses of



White, Black, and Latine students (note: due to the low number of Black respondents ( $n=14$ ), results related to Black students should be interpreted cautiously).

- Hispanic students reported higher satisfaction rates across all scale categories compared to White students.
- Black/African American Students reported lower satisfaction rates with all scale categories except Academic Advising Effectiveness and Admissions/Financial Aid Effectiveness.
- 74% of Black/African American students were satisfied that “students are made to feel welcome here” compared to 92% of White students.
- Overall satisfaction with MCC is nearly identical for Hispanic (90%) and White (89%) students but slightly lower for Black/African American students (83%).
- 37% of Hispanic students and 33% of Black/African American students report that their experience at MCC was “much better than expected” compared to 27% of White students.
- 65% of Hispanic students and 58% of White students said they would “definitely” enroll at MCC again if they “had it to do over again” compared to 50% of Black/African American students

### CCSSE

In Spring 2023, MCC’s most recent administration of the Community College Survey of Student Engagement, the College yielded a 69% response rate ( $n=790$  respondents). An analysis of the data from this administration revealed notable gaps between the responses of White, Black, and Latine students. Most notably, Latine and Black students reported higher engagement and satisfaction levels than White students. A comparison of responses to key CCSSE items by racial/ethnic group is provided below:

**CCSSE Survey Notable Responses**

CCSSE Item	White	Black <sup>1/</sup>	Latine
Student Effort Benchmark	43.4	57.6	45.5
Student-Faculty Interaction Benchmark	44.5	39.7	49
Support for Learners Benchmark	47.4	55.6	48.1
Overall Educational Experience	3.19	3.33	3.30

Would recommend MCC to a friend or family member	94%	100%	98.3%
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*1/ Findings related to Black students should be interpreted with caution due to low number of respondents (n<20).*

### CCCSE Race/Ethnicity

In Fall 2023, MCC's first administration of the Race/Ethnicity survey, the College yielded a 2.4% response rate (n=119 respondents). While the College reviewed data from this survey to gather insights for this plan, the low response rate reduces the College's confidence in the validity and reliability of the survey results.

The College acknowledges the importance of data from this survey. It will work to promote the survey more effectively in the future to solicit a higher and more representative response from its student population. While 35% of survey respondents (n=39) were members of historically marginalized racial/ethnic groups, nearly all (n=23) self-reported as Hispanic and only one respondent self-reported as Black (four self-reported as Asian, one as Other, and ten as two or more races).

### HOPE Center Student Basic Needs Survey

In Fall 2023, MCC's first administration of the HOPE Center Student Basic Needs Survey, the College yielded a 16% response rate (n=697 respondents). An analysis of this survey found that Latine students reported higher unmet basic need compared to White students. Black students also reported high unmet basic needs but due to the low number of respondents (n=15) the results for this group should be interpreted cautiously.

- 56% of Latine respondents (n=140) reported having some degree of food insecurity (19% marginal, 19% low, 19% very low) compared to 43% of White respondents (n=361).
- 49% of Latine respondents (n=140) reported having housing insecurity compared to 35% of White respondents (n=361).
- 59% of Latine respondents (n=140) and 67% of Black respondents (n=15) reported any basic needs insecurity (food, housing, homelessness) compared to 46% of White respondents (n=361).

### PACE Survey

In Spring 2021, MCC's most recent administration of the Personnel Assessment of the College Environment for which we currently have data, MCC yielded a 61% response rate (n=386). The following notable findings relate to MCC employees' perceptions of diversity, equity, belonging, and inclusion:

- 70% of respondents were satisfied with “the extent to which my institution has a strong commitment to promoting racial/ethnic harmony”.
- 80% of respondents were satisfied with “the extent to which my institution is accepting of people of different racial/ethnic backgrounds”.
- 53% of respondents were satisfied with “the extent to which people of different racial/ethnic backgrounds are well-represented among faculty”.
- 38% of respondents were satisfied with “the extent to which people of different racial/ethnic backgrounds are well-represented among senior administrators”.
- 56% of respondents were satisfied with “the extent to which a racially/ethnically inclusive institution is created through my institution's practices.”
- 61% of respondents were satisfied with “the extent to which faculty pedagogical decisions integrate the experiences and voices of students from diverse racial/ethnic backgrounds. 54% of respondents were satisfied with “the extent to which students from diverse racial/ethnic backgrounds believe that institutional policies incorporate their perspectives.”
- 68% of respondents were satisfied with “the extent to which my institution advances the educational persistence of students from diverse racial/ethnic backgrounds.”
- 72% of respondents were satisfied with “the extent to which students from diverse racial/ethnic backgrounds are satisfied with their educational experience at my institution.”

### Graduate Follow Up Survey

On MCC's Spring 2023 administration of its Graduate Follow-Up Survey of Spring 2022 graduates, the College yielded a 42% response rate (n=507 respondents). An analysis of this survey resulted in the following notable findings:

- 75% of racial/ethnic minority graduates were employed within a year of graduating (compared to 71% of White graduates).

- 47% of racial/ethnic minority graduates were employed in an industry related to their MCC program/credential within a year of graduating (compared to 54% of White graduates).
- 11% of racial/minority graduates reported pursuing further education after graduating (compared to 31% of White graduates).

## V: POLICIES, STRATEGIES, SERVICES, AND PRACTICES

As mentioned in Section III, MCC has identified two student populations to prioritize for this equity plan. The strategies, efforts, and activities to close the equity gap for these groups are outlined in the chart below, along with an implementation timeline, actions, and desired outcomes. The strategies presented in the table below are based on the three guiding questions posed in Section III. For reference, those questions appear in the box below.

1. Why are our Latina students' persistence and retention rates falling below their White counterparts, and is that an indication of future completion and graduation equity issues? Has this group of students been able to access resources and opportunities to pursue higher education, degrees, or certificates to increase their marketability? Was their goal to achieve a short-term certificate?
2. Why are our students who are Pell Grant recipients persisting and advancing at a lower rate, and how can they access more grants and scholarships to decrease their out-of-pocket costs and the potential for creating student loan debt? How can we better support these students' academic success if their financial needs are being met?
3. How can we enhance the practices, policies, and interventions that created the sense of satisfaction and engagement reported by many of the College's minoritized student groups?
4. How can we further determine what basic needs were unmet and effectively connect these students to available resources? How can we determine if there is a correlation between meeting their basic needs and their academic success and well-being?

### Strategies, Timeline, and Outcomes Approach

Strategy	Actions Implementation	Implementation Timeline	Desired Outcomes and Benchmarks
Explore implementation practices and actions to enhance the student	-Further explore and examine the persistence and retention rates among Latine students,	In progress	-Increase Latine students and other underrepresented student success rates.

success outcomes for Latine students and other underrepresented student groups by proxy.	<p>particularly Latina students' completion rates.</p> <p>-Seek consultation from HSI/HSCC experts to apply best practices and recommendations that may affect equity gaps among Latine students.</p>		- Apply HSI practices, initiatives, and considerations as appropriate for the growing Latine student population.
Alleviate or mitigate affordability as a barrier by increasing access to information about scholarships, grants, and other financial resources.	<p>-Track students' awareness of scholarships, grants, loans, and other non-repayment financial resources.</p> <p>-Continue tracking the number of scholarships, grants, and loans for key target student groups.</p> <p>-Assess and disaggregate retention and persistence success rates for emerging patterns and trends for the target student groups.</p> <p>-Track the number of students who access and engage with student assistance programs specifically for special populations, including unhoused, veterans, and undocumented students. Determine how these services support student success rates.</p>	Fall 2024-Spring 2025	<p>-Increase the number of students applying for and receiving scholarships, grants, and other non-repayment aid.</p> <p>-Determine if this level of support correlates to their overall academic success and well-being.</p>
Maintain the satisfaction and engagement rates for key student groups.	<p>-Build upon the current centralized data management process to assess what specifically contributes to reported satisfaction and engagement rates of students.</p> <p>-Create a plan to replicate and enhance the efforts that are working.</p>	Fall 2024-Spring 2025	-Create a culture of belonging and inclusion for all students, paying close attention to key student groups' satisfaction and engagement rates for any change.

Create additional data collection metrics for key student groups and special populations.	<ul style="list-style-type: none"> <li>-Develop data-sharing agreements with local high schools to track students entering college and the workforce upon graduation.</li> <li>-Create strategies to attract and recruit students from special populations and disaggregate success rates for trends for these groups of students.</li> </ul>	Fall 2024/Spring 2025	<ul style="list-style-type: none"> <li>-Identification of prospective special student populations for CTE programs.</li> <li>-Enhance and build upon the relationships with local middle and high schools to recruit underrepresented students. Track for comparison and change.</li> </ul>
Determine what basic needs remain unmet that may prohibit academic success and wellness for key student groups.	<ul style="list-style-type: none"> <li>-Utilize existing institutional data to specifically identify students' unmet basic needs.</li> <li>-Track students' use of and engagement with various campus resources. This would include tutoring, ADS, and student assistance.</li> <li>-Assess student's success rates and their satisfaction with the support services.</li> </ul>	Fall 2024/Spring 2025	<ul style="list-style-type: none"> <li>-Mitigate academic success challenges, barriers, or obstacles.</li> <li>-Provide assistance and resources to manage and maintain optimal wellness.</li> </ul>
Embed inclusive curriculum practices, interventions, and innovations into the course experience.	<ul style="list-style-type: none"> <li>-Determine the degree to which faculty implemented inclusive curriculum design practices and principles by disaggregated student course experience data.</li> <li>-Expand the inclusive curriculum design pilot to include more faculty and assess the degree to which the pilot successfully met the desired goals.</li> </ul>	In Progress	<ul style="list-style-type: none"> <li>- Co-create a welcoming and inclusive learning environment that focuses on equity in resources, information, accessibility, and opportunities.</li> </ul>

#### D. Describe the approach to the development of this plan.

The Equity Plan was developed with input and insight from faculty, staff, and students. Data were collected through various forms, including surveys and focus groups. The College's Institutional Research Department (IR) then organized the data. An initial review was conducted with IR and the Office of Diversity, Equity, Belonging, and Inclusion (DEBI).



All data were presented to the Equity Plan team for further analysis to determine and discuss equity gaps across all student demographics. Notable equity gaps were identified. The gaps were synthesized and two prominent student success narratives emerged. These narratives became the basis for this equity plan and the focus of the abovementioned strategies and activities.

### **E. Integration with Other Institutional Plans**

In summer and fall 2024, MCC is beginning the process of updating its Strategic Plan for 2025-2029. The initiatives under this 2024 Equity Plan will support MCC's current Goal 8: Develop effective strategies in all our interactions with students and each other that welcome and value our diversity.

The data gathered and lessons learned through the implementation of this Equity Plan will inform goal updates and strategies that will be incorporated into the upcoming strategic plan.

Additionally, the College will begin developing its Strategic Enrollment Management Plan (SEM) in the Fall 2024. The goal is to align the strategies presented in the table above with those in the Strategic Enrollment Management Plan, where appropriate. Finally, as the College continues to assess and explore how best to serve our students, we anticipate the need to enhance our current efforts and develop new initiatives that support the mission of the College.

### **F. Sharing Feedback with the Campus Community and Other Partners**

The College will continue collecting data to inform equitable decisions for our students' success through surveys, focus groups, listening sessions, and individual interviews with faculty, students, and staff. Information regarding this plan will be shared more broadly with campus partners, students, and other identified individuals and groups through our internal communication system. This would include email, campus newsletter, town halls, and other relevant meeting.

## VI: Illinois Equity Plan-Business Enterprise Program

The following responses provide a comprehensive review of McHenry County College's efforts to comply with the BEP goals and the College's commitment to diversity, equity, and inclusion in the procurement process. Some of the information required will be provided in an attachment.

The procurement contact is Maricella Garza, mgarza@mchenry.edu, (815) 455-8708.

### A. BEP Compliance Plans and Annual Expenditures

Please see the attached documents.

### B. Doing Business with Minority, Women, and Persons with Disabilities; not BEP

The College engages in doing business with the above-mentioned firms, vendors, and businesses.

### C. Comprehensive Description of Outreach, Training, Technical Support, etc.

The College is committed to vendor diversification. McHenry County College participates in utilization of local business and businesses owned and controlled by minorities, women, persons with disabilities, and veterans through the contracting and subcontracting process where feasible. McHenry County College will continue to support and encourage diversity and inclusion.

Additionally, the College has pushed our retail online suppliers to identify BEP eligible suppliers and is now providing reporting noting 10% of our Online account spend is with eligible suppliers.

In terms of training, the college will support administrative and staff members in attending and participating in training, workshops, conferences, and seminars dealing with procurement through qualified minorities, veterans, females, and persons with disability-owned businesses in compliance with the Act. These efforts have included and will continue to include the following actions.

- Run advertisements annually in print and digital media to encourage vendor registration and promote vendor diversity participation.
- Attend virtual and in-person supplier diversity fairs (Booth Exhibitor), conferences and training, in addition to working with local universities and colleges to highlight and distribute BEP information.

- Research diverse vendors listed on the Business Enterprise Program database when issuing bids/Requests for Proposal
- Research vendors for services and commodities and refer them for certification in the Business Enterprise Program database.
- Encourage contractors and subcontractors at pre-bid, pre-proposal, virtual, or in-person conferences and meetings to register with the Business Enterprise Program and emphasize these goals and importance to the State and McHenry County College.
- Encourage prime vendors to review the Business Enterprise Program database for potential diverse sub-contractors.
- Participate in the Illinois Community College System Procurement Consortium (ICCSPP) Steering Meeting to highlight diverse vendor participation and updated information.
- Develop improved language to include aspirational goals on bid/Request for Proposal specifications, advertisements, and forms.
- Maintain purchasing website to reflect our diversity initiatives and promote new vendor registration at McHenry County College and with the Business Enterprise Program, referencing links to the Business Enterprise Program website on the vendor application form and website.
- Cross-check and verify all new vendor requests against the Business Enterprise Program database and update the college's vendor database accordingly.
- Update the College's vendor application form to request them to submit a current letter of certification in addition to encouraging vendors to register and certify with the Business Enterprise Program
- Maintain and update all bid/Request for Proposal documents to request diverse supplier and subcontractor information.
- Participate and join any "Lunch and Learn" diversity workshops for 2023 with other community colleges to disseminate information on working with diverse vendors and businesses. This would include encouraging participation and inviting vendors and State agencies to attend.

### Challenges in BEP procurement at MCC

McHenry County College was unable to achieve the aspirational goal of 30% outlined by the Business Enterprise Program "BEP" due to the extreme challenges presented by the focus on state projects, reduced new contract solicitation, and the departure of our Facilities Manager due to external recruitment and the hiring of a new Facilities Manager.

With college operations and student learning still largely remote, the College experienced a decrease in the need for on-campus supplies. Staffing retention issues have caused multiple challenges and created many barriers.

However, in reviewing the six main categories (includes "other services" BEP firms) of expense/service of the \$919,699.82 that included the one main BEP company making up 94% of the spending and others making up 6%. The main category is Janitorial Services. The College has pushed our retail online suppliers to identify BEP-eligible suppliers and now reports that 10% of our online account spending is with eligible suppliers.

## FINAL THOUGHTS

This process allowed The Equity Team to deeply analyze the services, instruction, interventions, and assistance provided to students. We assert that many of our historically under-resourced and underrepresented students—when given equitable access to opportunities and resources, will thrive on our campus and significantly impact their community. It is the commitment to these students and all students that drives faculty and staff to continue to make the necessary improvements to achieve the mission and vision of the college and help our students achieve their goals.

Finally, notable gaps were revealed in the data across student success dimensions. Therefore, we recognize the need to examine those gaps further to determine the most effective and valuable services and interventions MCC can offer students to mitigate those obstacles. We also acknowledge this equity plan and analysis process as an opportunity to ensure some of our most vulnerable students are successful and persist toward graduation. This plan will help guide some of those efforts and MCC's commitment to all students.





Personnel Assessment of the College  
Environment (PACE) - Spring 2024  
Key Findings



# Alignment with MCC Mission and Goals

**2023-2024 Institutional Focus:**  
Implement hospitable work  
benefits for employees

**Our focus is learning. Student success is our goal.**

**Attract, retain, engage, and value diverse and dynamic faculty, staff, and administrators who are committed to excellence in our ever-changing context.**

- Reduce bias and increase diversity awareness for hiring managers during candidate screening and interview process
- Align employee development efforts with the Office of Human Resources
- Enhance inclusion efforts for employees
- Explore and implement progressive workplace measures to ensure the health, wellness, and engagement of employees
- Support an agile workforce by providing tools and services to allow for more modern remote capabilities



# What is PACE?



## **PACE CAMPUS CLIMATE SURVEY**

An initiative of the Belk Center at NC State

“The PACE Climate Survey allows community college leaders to better understand their institution’s culture and overall capacity to promote student success by hearing directly from employees about how they perceive and experience their work” (NILIE).

An external survey administered by the Belk Center that captures employee perceptions of the culture, policies, and practices of the college based on four climate factors: institutional structure, supervisory relationships, teamwork, and student focus.

A tool to assess institutional climate, which is correlated with individual- and institution-level performance and success.

A source of information that informs the college’s strategic planning and decision-making efforts.

[The Research Behind PACE](#)



# PACE Overview

Survey	Audience	Purpose	Administration Timeframe	Format	Length
<b>Personnel Assessment of the College Environment (PACE)</b>	Employees working at the college in spring 2024. Includes faculty, staff, and administrators	Assessment of <u>institutional climate</u> from the employee perspective. Informs planning and decision- making.	February 19- March 18	Online survey delivered via email	15 minutes

563 employees  
invited to  
participate in  
Spring 2024

311 employees  
completed the  
Survey

55% Response  
Rate

# PACE Climate Factors

## Institutional Structure

The Institutional Structure climate factor focuses on the mission, leadership, spirit of cooperation, structural organization, decision-making, and communication within the institution.

## Supervisory Relationships

Supervisory Relationships provides insight into the relationship between an employee and a supervisor and an employee's ability to be creative and express ideas related to the employee's work.

## Teamwork

Teamwork explores the spirit of cooperation within work teams and effective coordination within teams.

## Student Focus

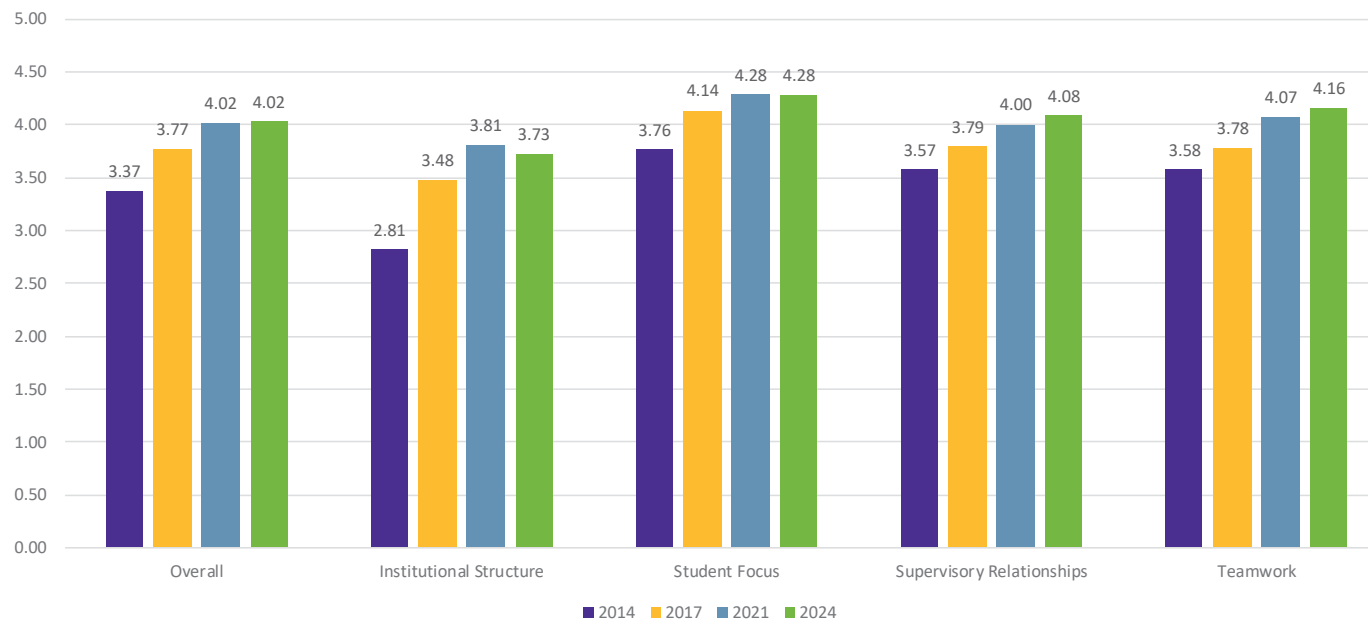
The Student Focus climate factor considers the centrality of students to the actions of the institution as well as the extent to which students are prepared for post-institution endeavors.

## Overall

46 standard questions  
rated on a 5-point  
agreement scale  
(Strongly Disagree, Disagree,  
Neutral, Agree, Strongly Agree)

# MCC Climate Factor Trend

MCC Climate Factor Trend  
2014-2024



## Notable Findings

- MCC made significant gains in all areas over the past 10 years.
- Overall, MCC's mean rating is the same as 2021.
- Supervisory Relationships and Teamwork increased since 2021.
- Institutional Structure declined compared to 2021.
- None of the changes from 2021 to 2024 are statistically significant.



Items corresponding to each climate factor were rated on a 5-point agreement scale; mean scores closer to 5 indicate higher levels of agreement.

# Comparison Groups

## PACE Normbase

- All institutions in the PACE database that administered between the 2018-2019 and 2022-2023 administration years.

## Medium Size Colleges

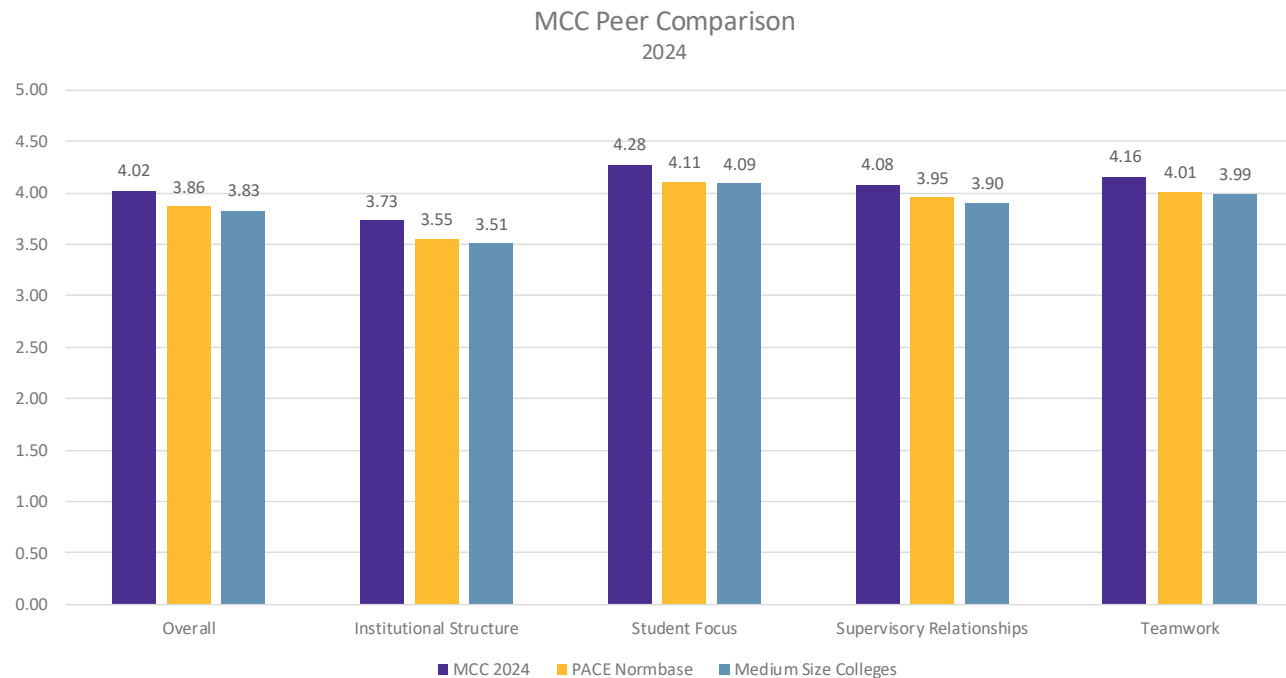
- Participating institutions with 5,000 to 9,999 students enrolled for credit.

## Previous Administration

- A comparison to MCC's 2021 PACE results.



# MCC Climate Factor Peer Comparison



## Notable Findings

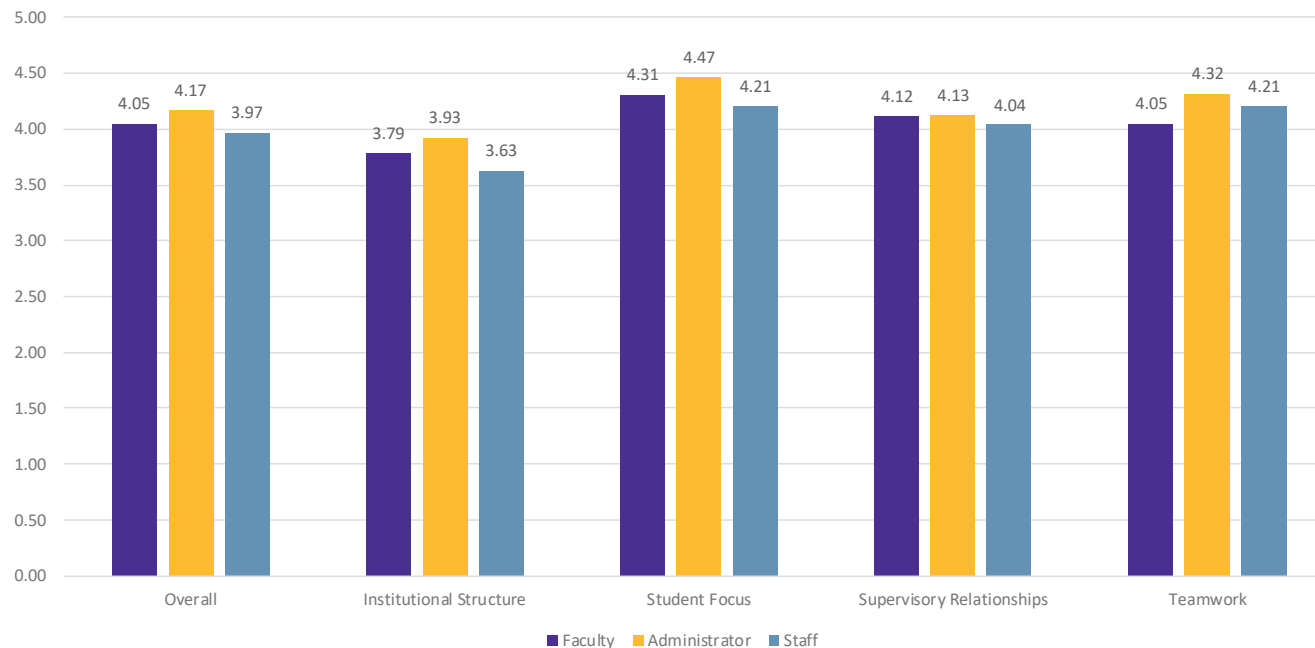
- MCC received higher mean ratings in all areas compared to the comparison groups.
- Differences between MCC and the comparison groups are statistically significant in all cases.



*Items corresponding to each climate factor were rated on a 5-point agreement scale; mean scores closer to 5 indicate higher levels of agreement.*

# MCC Climate Factors by Personnel Classification

MCC Climate Factor Comparison by Personnel Classification  
2024



## Notable Findings

- Administrators rated MCC higher in all climate factors comparatively.
- Staff rated MCC lowest in all factors except Teamwork.
- All employee groups rated Student Focus the highest and Institutional Structure the lowest.



Items corresponding to each climate factor were rated on a 5-point agreement scale; mean scores closer to 5 indicate higher levels of agreement.

# Strengths and Opportunities

## Top 10 Mean Scores

### Institutional Structure

- Q6. Institutional leadership is focused on meeting the needs of students (4.28) ↓0.08

### Supervisory Relationships

- Q2. My supervisor/chair expresses confidence in my work (4.42) ↑0.12
- Q9. My supervisor/chair is open to the ideas, opinions, and beliefs of everyone (4.36) ↑0.17

### Student Focus

- Q7. Student needs are central to what we do (4.44) ↑0.13
- Q8. I feel my job is relevant to the institution's mission (4.62) ↑0.09
- Q18. Student diversity is important at this institution (4.28) ↑0.16
- Q28. Staff meet the needs of students (4.28) ↑0.08
- Q31. Students receive an excellent education at this institution (4.33) ↑0.01
- Q35. This institution prepares students for a career (4.39) ↑0.07
- Q37. This institution prepares students for further learning (4.37) ↑0.03

## Bottom 10 Mean Scores

### Institutional Structure

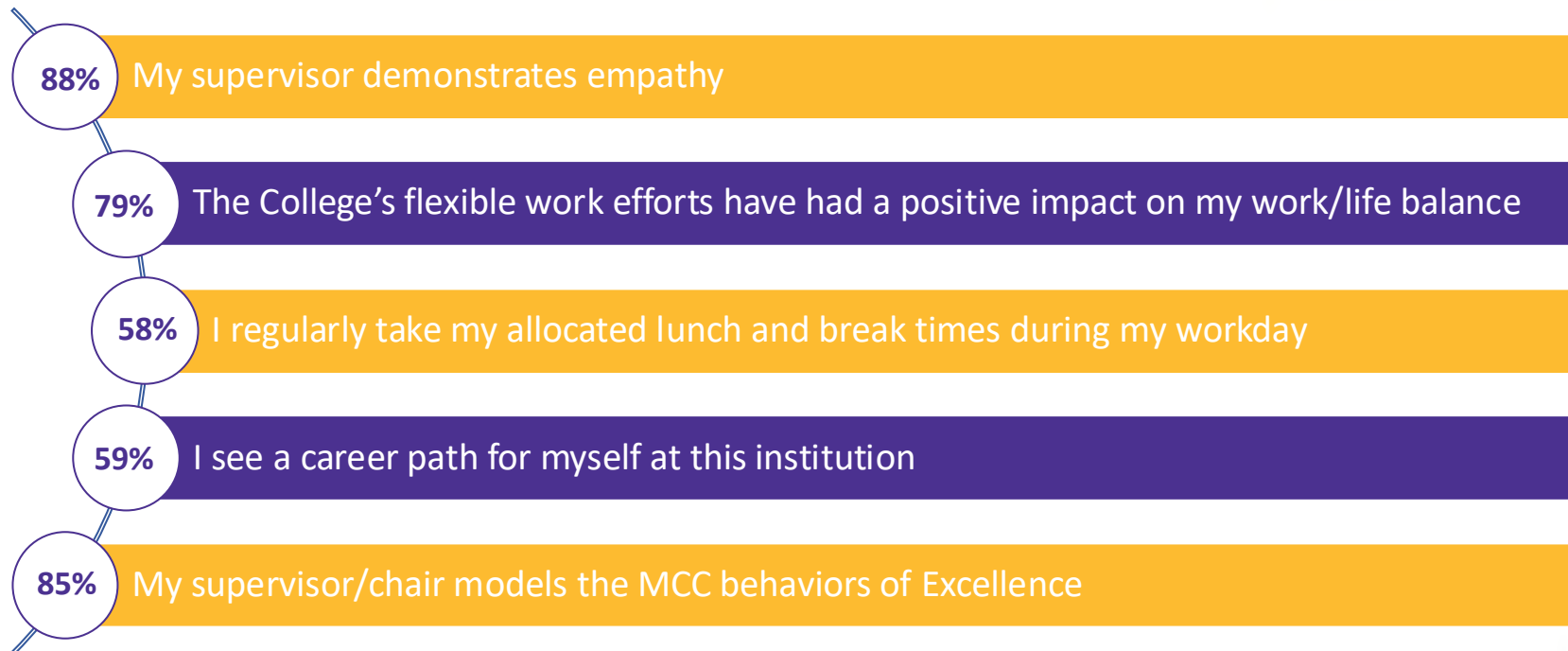
- Q4. Decisions are made at the appropriate level at this institution (3.72) ↑0.01
- Q10. Information is shared within this institution (3.57) ↓0.05
- Q11. Institutional teams use problem-solving techniques (3.70) ↓0.16
- Q15. I am able to appropriately influence the direction of this institution (3.37) ↓0.04
- Q16. Open and ethical communication is practiced at this institution (3.72) ↓0.06
- Q22. This institution has been successful in positively motivating my performance (3.64) ↓0.08
- Q32. This institution is appropriately organized (3.55) ↓0.21
- Q38. I have the opportunity for advancement at this institution (3.22) ↑0.01
- Q41. I receive adequate information regarding important activities at this institution (3.76) ↓0.12
- Q44. Administrative processes are clearly defined (3.39) ↓0.19



Items were rated on a 5-point agreement scale; mean scores closer to 5 indicate higher levels of agreement.

# MCC Custom Questions

Note: these items were not included in prior survey administrations.



*Percents represent proportion of respondents who agree or strongly agree with each statement; the inverse value indicates neutrality or disagreement*

# MCC Custom Questions

Note: these items were not included in prior survey administrations.



# Racial Diversity Question Set

## Top 5

- My supervisor/chair treats all employees equally regardless of racial/ethnic background (4.45) ↑0.11
- My supervisor/chair promotes meeting the needs of students from diverse racial/ethnic backgrounds (4.40) ↑0.10
- My supervisor/chair is open to the views of people from racially and ethnically diverse backgrounds (4.39) ↑0.05
- My supervisor/chair maintains an environment that is supportive of people from different races/ethnicities (4.38) ↑0.12
- My supervisor/chair provides feedback and evaluates subordinates fairly, regardless of race/ethnicity (4.38) ↑0.14
- My institution is accepting of people of different racial/ethnic backgrounds (4.31) ↑0.17

## Bottom 5

- People of different racial/ethnic backgrounds are well-represented among institutional leadership (3.43) ↑0.36
- People of different racial/ethnic backgrounds are well-represented among faculty (3.59) ↑0.09
- People of different racial/ethnic backgrounds are well-represented among staff (3.68)
- Faculty pedagogical decisions integrate the experiences and voices of students from diverse racial/ethnic backgrounds (3.91) ↑0.10
- My institution incorporates perspectives of students from diverse racial/ethnic backgrounds when making institutional policies (3.93) ↑0.27



Items were rated on a 5-point agreement scale; mean scores closer to 5 indicate higher levels of agreement.



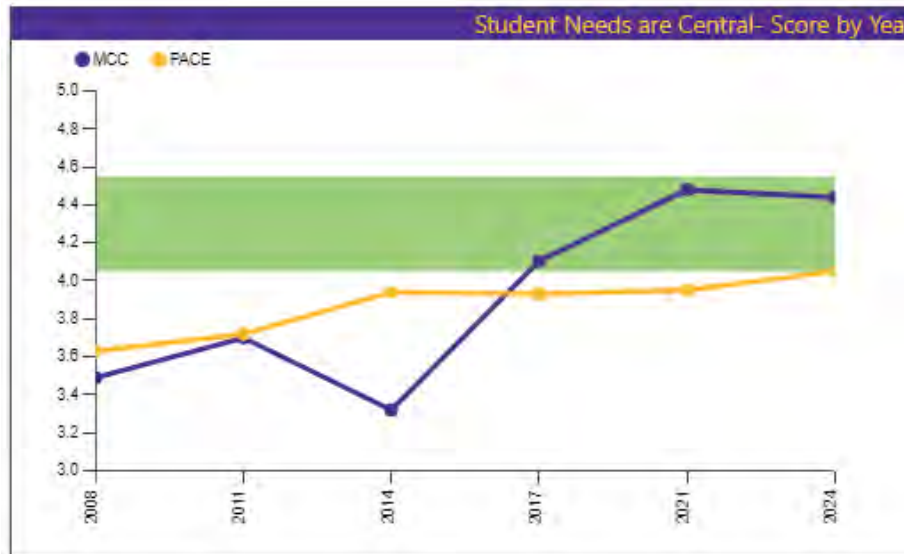
# Racial Diversity Question Set

Question	2024	2021	Medium Comparison Group
My institution values racial/ethnic diversity	83% agreement	74% agreement	80% agreement
My institution has a strong commitment to promoting a healthy racial/ethnic campus climate	81% agreement	NA	82% agreement
My institution is accepting of people of different racial/ethnic backgrounds	89% agreement	80% agreement	84% agreement

# KPIs – Valuing People

**Meets Target**

Q7. The extent to which student needs are central to what we do



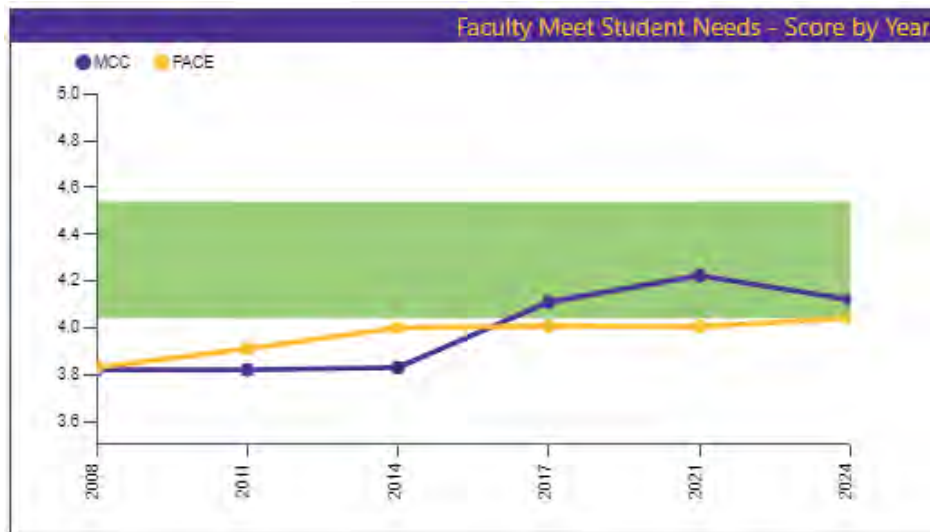
- MCC's mean rating reached a high point in 2021.
- MCC's current mean rating is slightly lower than the previous administration.
- MCC's current rating is within the target range.

Group	2017	2021	2024
MCC	4.10	4.48	4.44
PACE Normbase	3.93	3.95	4.05
Stat. Sig.	**	***	***

# KPIs – Valuing People

**Meets Target**

Q17. The extent to which faculty meet the needs of students



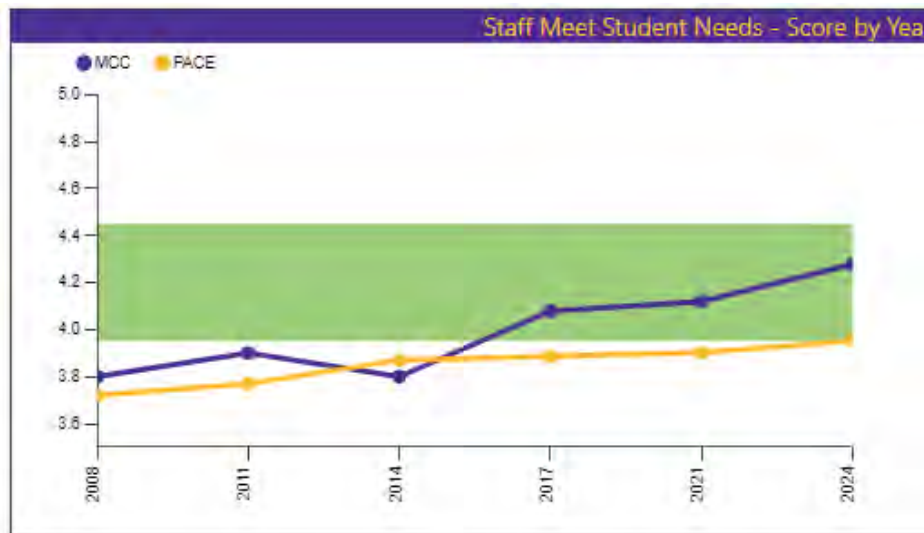
- MCC's mean rating has declined since 2021.
- MCC's current mean rating is slightly (not statistically significant) higher than the PACE Normbase.
- MCC's current rating is within the target range.

Group	2017	2021	2024
MCC	4.11	4.22	4.12
PACE Normbase	4.01	4.01	4.04
Stat. Sig.	*	***	

# KPIs – Valuing People

Area of growth!

Q28. The extent to which staff meet the needs of students



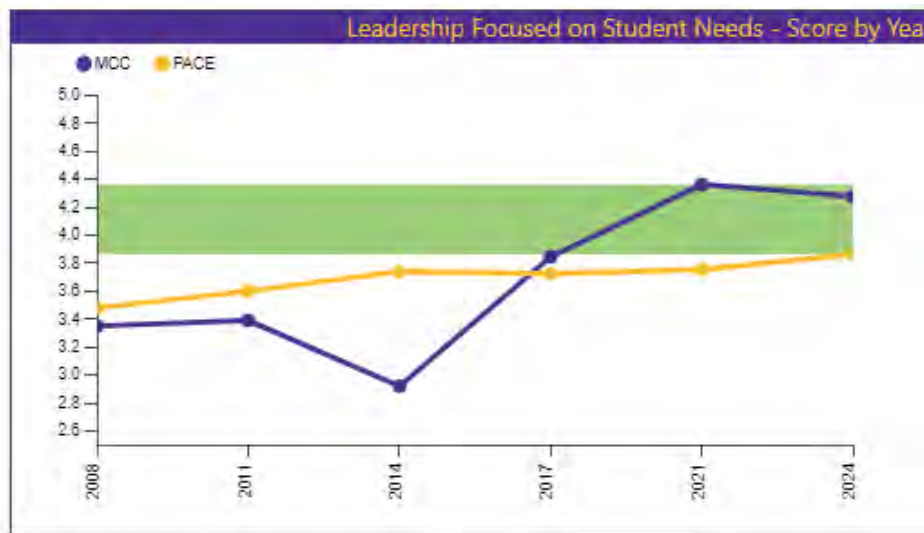
Group	2017	2021	2024
MCC	4.08	4.20	4.28
PACE Normbase	3.89	3.90	3.95
Stat. Sig.	***	***	***

- MCC's mean rating has increased 2014 reaching a new high in 2024.
- MCC's current mean rating is statistically significantly higher than the PACE Normbase.
- MCC's current rating places it within the target range.

# KPIs – Valuing People

**Meets Target**

Q6. The extent to which leadership is focused on meeting the needs of students



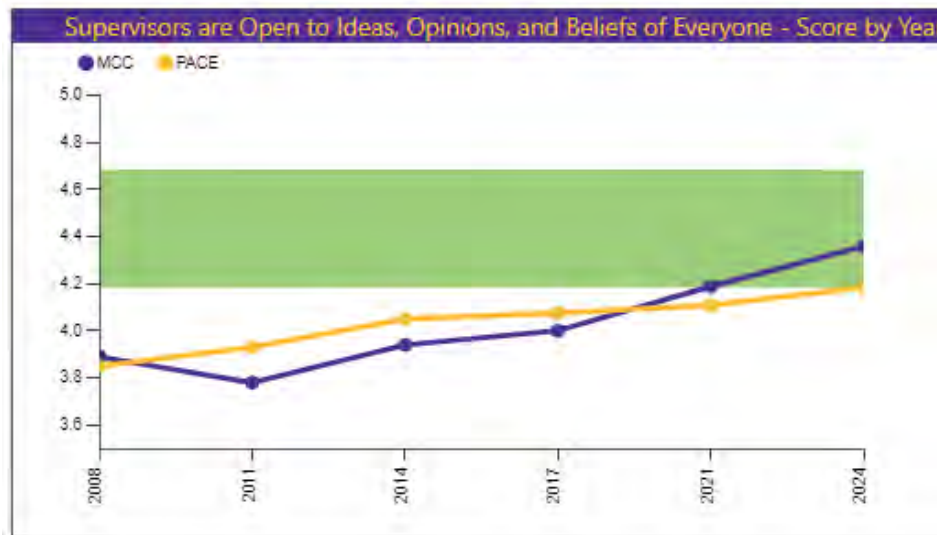
- MCC's mean rating has declined slightly since 2021.
- MCC's current mean rating is statistically significantly higher than the PACE Normbase.
- MCC's current rating places it within the target range.

Group	2017	2021	2024
MCC	3.85	4.36	4.28
PACE Normbase	3.73	3.75	3.86
Stat. Sig.	*	***	***

# KPIs – Valuing People

Area of growth!

Q9. The extent to which my supervisor is open to the ideas, opinions, and beliefs of everyone



- MCC's mean rating reached a new high in 2024.
- MCC's current mean rating is statistically significantly higher than the PACE Normbase.
- MCC's current rating places it within the target range.

Group	2017	2021	2024
MCC	4.00	4.19	4.36
PACE Normbase	4.08	4.11	4.18
Stat. Sig.			**



# KPIs – Valuing People

**Meets Target**

Q25. The extent to which a spirit of cooperation exists at this institution

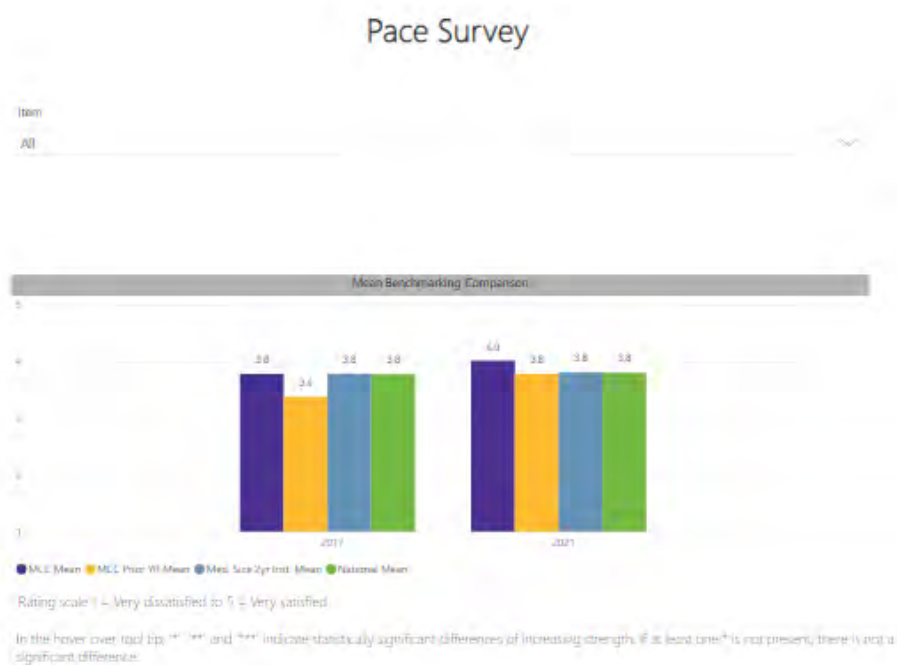


Group	2017	2021	2024
MCC	3.45	3.95	3.83
PACE Normbase	3.40	3.43	3.54
Stat. Sig.		***	***

- MCC's mean rating declined since 2021.
- MCC's current mean rating is statistically significantly higher than the PACE Normbase.
- MCC's current rating falls within the target range.

# PACE Results Dashboard

Updates coming in Fall  
2024



Visit the [Institutional Surveys page](#) on the MCC Employee Portal to access the dynamic PACE results dashboard.



**Community College Survey of Student Engagement - McHenry County College (2023 Administration)**  
**2023 Frequency Distributions - Main Survey**

Comparison Group: Large Colleges in the 2023 Cohort\*

[Weighted]

			Your College		Large Colleges		2023 Cohort	
Item	Variable	Responses	Count	Percent	Count	Percent	Count	Percent
Item 1								
1. Did you begin college at this college or elsewhere?	ENTER	Started here	643	82.6	35,322	71.8	158,877	70.9
		Started elsewhere	135	17.4	13,845	28.2	65,099	29.1
		Total	778	100.0	49,168	100.0	223,976	100.0
Item 4: In your experiences at this college during the current academic year, about how often have you done each of the following?								
4a. Asked questions in class or contributed to class discussions [ACTCOLL]	CLQUEST	Never	29	3.7	2,145	4.4	9,131	4.1
		Sometimes	252	32.4	15,071	30.7	65,560	29.3
		Often	268	34.4	15,677	31.9	73,194	32.7
		Very often	229	29.5	16,263	33.1	76,045	34.0
		Total	778	100.0	49,156	100.0	223,929	100.0
4b. Made a class presentation [ACTCOLL]	CLPRESEN	Never	213	27.3	16,742	34.1	73,773	33.0
		Sometimes	304	39.1	18,798	38.3	85,795	38.4
		Often	191	24.5	8,964	18.3	42,232	18.9
		Very often	70	9.0	4,571	9.3	21,694	9.7
		Total	778	100.0	49,075	100.0	223,494	100.0
4c. Prepared two or more drafts of a paper or assignment before turning it in [STUEFF]	REWROPAP	Never	147	18.8	10,527	21.5	45,904	20.6
		Sometimes	247	31.7	14,879	30.4	67,802	30.4
		Often	234	30.1	13,455	27.5	62,764	28.1
		Very often	151	19.4	10,118	20.7	46,566	20.9
		Total	778	100.0	48,978	100.0	223,036	100.0
4d. Worked on a paper or project that required integrating ideas or information from various sources [STUEFF]	INTEGRAT	Never	45	5.8	4,674	9.5	20,738	9.3
		Sometimes	170	21.8	11,588	23.6	52,349	23.4
		Often	280	36.0	17,130	34.9	78,441	35.1
		Very often	283	36.4	15,647	31.9	71,734	32.1
		Total	778	100.0	49,040	100.0	223,262	100.0
4e. Come to class without completing readings or assignments [STUEFF]	CLUNPREP	Never	232	30.0	22,255	45.4	102,161	45.8
		Sometimes	370	47.8	20,442	41.7	93,082	41.7
		Often	111	14.4	4,028	8.2	17,949	8.0
		Very often	61	7.9	2,280	4.7	9,894	4.4
		Total	775	100.0	49,005	100.0	223,086	100.0
4f. Worked with other students on projects during class [ACTCOLL]	CLASSGRP	Never	58	7.5	12,572	25.7	57,653	25.9
		Sometimes	297	38.3	17,395	35.6	77,676	34.9
		Often	272	35.1	11,728	24.0	53,535	24.1
		Very often	148	19.1	7,177	14.7	33,733	15.2
		Total	775	100.0	48,872	100.0	222,597	100.0
4g. Worked with classmates outside of class to prepare class assignments [ACTCOLL]	OCCGRP	Never	323	41.5	23,740	48.5	105,379	47.3
		Sometimes	312	40.1	15,370	31.4	69,622	31.2
		Often	96	12.4	6,234	12.7	30,072	13.5
		Very often	47	6.0	3,623	7.4	17,841	8.0
		Total	778	100.0	48,966	100.0	222,915	100.0

\* The comparison group and cohort columns on this page EXCLUDE your college.

Please see Table 1 for unweighted sample and population values of demographic items.

**Community College Survey of Student Engagement - McHenry County College (2023 Administration)**  
**2023 Frequency Distributions - Main Survey**

Comparison Group: Large Colleges in the 2023 Cohort\*

[Weighted]

			Your College		Large Colleges		2023 Cohort	
Item	Variable	Responses	Count	Percent	Count	Percent	Count	Percent
Item 4: In your experiences at this college during the current academic year, about how often have you done each of the following?								
4h. Tutored or taught other students (paid or voluntary) [ACTCOLL]	TUTOR	Never	613	78.9	38,183	78.0	172,410	77.3
		Sometimes	100	12.8	7,305	14.9	33,937	15.2
		Often	50	6.4	2,077	4.2	9,950	4.5
		Very often	15	1.9	1,391	2.8	6,630	3.0
		Total	777	100.0	48,957	100.0	222,927	100.0
4i. Participated in a community-based project (service-learning activity) as part of a regular course [ACTCOLL]	PARTICCBP	Never	630	81.2	38,265	78.3	169,782	76.2
		Sometimes	97	12.5	7,180	14.7	35,152	15.8
		Often	35	4.5	2,149	4.4	11,296	5.1
		Very often	14	1.8	1,289	2.6	6,516	2.9
		Total	777	100.0	48,883	100.0	222,746	100.0
4j. Used e-mail to communicate with an instructor [STUFAC]	EMAIL	Never	33	4.3	1,234	2.5	5,869	2.6
		Sometimes	279	35.9	10,705	21.9	48,140	21.6
		Often	278	35.7	14,718	30.1	67,012	30.1
		Very often	187	24.1	22,301	45.6	101,949	45.7
		Total	777	100.0	48,958	100.0	222,970	100.0
4k. Discussed grades or assignments with an instructor [STUFAC]	FACGRADE	Never	117	15.1	5,510	11.2	23,556	10.6
		Sometimes	380	48.8	19,137	39.1	85,716	38.4
		Often	172	22.1	12,943	26.4	60,127	26.9
		Very often	109	14.1	11,408	23.3	53,806	24.1
		Total	778	100.0	48,998	100.0	223,206	100.0
4l. Talked about career plans with an instructor or advisor [STUFAC]	FACPLANS	Never	219	28.1	12,521	25.6	54,623	24.5
		Sometimes	353	45.3	20,421	41.8	91,782	41.2
		Often	137	17.6	9,469	19.4	44,752	20.1
		Very often	69	8.9	6,498	13.3	31,615	14.2
		Total	778	100.0	48,909	100.0	222,773	100.0
4m. Discussed ideas from your readings or classes with instructors outside of class [STUFAC]	FACIDEAS	Never	317	40.8	22,988	47.1	102,292	46.0
		Sometimes	319	41.1	16,390	33.6	75,818	34.1
		Often	87	11.2	5,764	11.8	27,266	12.3
		Very often	53	6.9	3,637	7.5	17,000	7.6
		Total	776	100.0	48,779	100.0	222,376	100.0
4n. Received prompt feedback (written or oral) from instructors on your performance [STUFAC]	FACFEED	Never	23	2.9	2,744	5.6	11,668	5.2
		Sometimes	208	26.9	12,929	26.4	58,762	26.4
		Often	330	42.6	18,077	37.0	83,068	37.3
		Very often	214	27.7	15,139	31.0	69,328	31.1
		Total	776	100.0	48,889	100.0	222,827	100.0

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**Community College Survey of Student Engagement - McHenry County College (2023 Administration)**  
**2023 Frequency Distributions - Main Survey**

Comparison Group: Large Colleges in the 2023 Cohort\*

[Weighted]

			Your College		Large Colleges		2023 Cohort	
Item	Variable	Responses	Count	Percent	Count	Percent	Count	Percent
Item 4: In your experiences at this college during the current academic year, about how often have you done each of the following?								
4o. Worked harder than you thought you could to meet an instructor's standards or expectations [ACCHALL]	WORKHARD	Never	71	9.1	4,637	9.5	20,556	9.2
		Sometimes	331	42.6	17,010	34.8	76,649	34.4
		Often	263	33.9	16,282	33.3	74,505	33.4
		Very often	112	14.4	11,010	22.5	51,148	23.0
		Total	775	100.0	48,939	100.0	222,857	100.0
4p. Worked with instructors on activities other than coursework [STUFAC]	FACOTH	Never	441	56.7	32,690	67.1	146,080	65.8
		Sometimes	233	29.9	10,278	21.1	48,289	21.8
		Often	68	8.8	3,515	7.2	17,255	7.8
		Very often	36	4.6	2,226	4.6	10,341	4.7
		Total	777	100.0	48,710	100.0	221,965	100.0
4q. Discussed ideas from your readings or classes with others outside of class (students, family members, co-workers, etc.) [ACTCOLL]	OOCIDEAS	Never	111	14.3	8,597	17.6	38,631	17.3
		Sometimes	313	40.5	18,080	37.0	81,719	36.7
		Often	208	26.9	12,631	25.8	58,082	26.1
		Very often	141	18.3	9,624	19.7	44,517	20.0
		Total	773	100.0	48,932	100.0	222,948	100.0
4r. Had serious conversations with students who differ from you	CONVSTUDIFF	Never	287	37.0	22,156	45.2	98,527	44.2
		Sometimes	312	40.2	16,541	33.8	76,562	34.3
		Often	127	16.3	6,612	13.5	30,789	13.8
		Very often	49	6.4	3,664	7.5	17,059	7.7
		Total	774	100.0	48,972	100.0	222,936	100.0
4s. Skipped class	SKIPCLAS	Never	464	59.7	34,192	69.8	158,373	71.0
		Sometimes	267	34.4	12,906	26.4	56,525	25.3
		Often	31	4.0	1,324	2.7	5,725	2.6
		Very often	15	2.0	543	1.1	2,355	1.1
		Total	777	100.0	48,964	100.0	222,979	100.0
Item 5: During the current academic year, how much has your coursework at this college emphasized the following mental activities?								
5a. Memorizing facts, ideas, or methods from your courses and readings so you can repeat them in pretty much the same form	MEMORIZE	Very little	53	6.8	4,005	8.6	18,376	8.6
		Some	241	31.2	13,002	27.8	60,903	28.4
		Quite a bit	291	37.6	16,903	36.1	77,947	36.3
		Very much	189	24.4	12,861	27.5	57,540	26.8
		Total	774	100.0	46,771	100.0	214,766	100.0
5b. Analyzing the basic elements of an idea, experience, or theory [ACCHALL]	ANALYZE	Very little	35	4.6	1,827	3.9	8,243	3.8
		Some	178	22.9	10,215	21.9	48,011	22.4
		Quite a bit	330	42.7	19,495	41.8	89,824	41.9
		Very much	231	29.8	15,157	32.5	68,278	31.9
		Total	774	100.0	46,695	100.0	214,356	100.0

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**Community College Survey of Student Engagement - McHenry County College (2023 Administration)**  
**2023 Frequency Distributions - Main Survey**

Comparison Group: Large Colleges in the 2023 Cohort\*

[Weighted]

			Your College		Large Colleges		2023 Cohort	
Item	Variable	Responses	Count	Percent	Count	Percent	Count	Percent
Item 5: During the current academic year, how much has your coursework at this college emphasized the following mental activities?								
5c. Forming a new idea or understanding from various pieces of information [ACCHALL]	NEWIDEAS	Very little	29	3.8	2,285	4.9	10,047	4.7
		Some	218	28.2	10,913	23.4	50,130	23.4
		Quite a bit	315	40.7	18,286	39.2	84,991	39.7
		Very much	212	27.3	15,161	32.5	68,875	32.2
		Total	774	100.0	46,645	100.0	214,042	100.0
5d. Making judgements about the value or soundness of information, arguments, or methods [ACCHALL]	EVALUATE	Very little	63	8.1	5,261	11.3	23,254	10.9
		Some	211	27.5	13,550	29.0	62,831	29.3
		Quite a bit	314	40.9	16,203	34.7	74,628	34.9
		Very much	181	23.5	11,645	25.0	53,414	24.9
		Total	769	100.0	46,660	100.0	214,127	100.0
5e. Applying theories or concepts to practical problems or in new situations [ACCHALL]	APPLYING	Very little	54	7.0	3,765	8.1	16,182	7.6
		Some	198	25.5	11,990	25.7	55,867	26.1
		Quite a bit	298	38.4	16,692	35.7	76,843	35.9
		Very much	225	29.0	14,245	30.5	65,405	30.5
		Total	774	100.0	46,692	100.0	214,297	100.0
5f. Using information you have read or heard to perform a new skill [ACCHALL]	PERFORM	Very little	46	6.0	3,376	7.2	14,305	6.7
		Some	211	27.3	10,697	22.9	49,112	22.9
		Quite a bit	295	38.1	15,925	34.0	73,411	34.2
		Very much	221	28.6	16,776	35.9	77,838	36.3
		Total	774	100.0	46,774	100.0	214,666	100.0
Item 6: During the current academic year, how much reading and writing have you done at this college?								
6a. Number of assigned textbooks, manuals, books, or packets of course readings [ACCHALL]	ASSIGREAD	None	39	5.1	1,421	3.1	6,732	3.2
		1–4	372	48.0	21,299	46.2	96,227	45.4
		5–10	187	24.1	11,820	25.6	54,153	25.6
		11–20	89	11.5	5,958	12.9	27,589	13.0
		More than 20	87	11.3	5,624	12.2	27,086	12.8
		Total	774	100.0	46,122	100.0	211,788	100.0
6b. Number of books read on your own (not assigned) for personal enjoyment or academic enrichment [STUEFF]	BKREADOWN	None	284	36.7	14,238	30.8	66,843	31.5
		1–4	350	45.2	21,520	46.6	97,705	46.1
		5–10	90	11.7	6,139	13.3	27,680	13.1
		11–20	24	3.1	2,106	4.6	9,806	4.6
		More than 20	26	3.4	2,158	4.7	10,013	4.7
		Total	774	100.0	46,162	100.0	212,048	100.0

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**Community College Survey of Student Engagement - McHenry County College (2023 Administration)**  
**2023 Frequency Distributions - Main Survey**

Comparison Group: Large Colleges in the 2023 Cohort\*

[Weighted]

			Your College		Large Colleges		2023 Cohort	
Item	Variable	Responses	Count	Percent	Count	Percent	Count	Percent
Item 6: During the current academic year, how much reading and writing have you done at this college?								
6c. Number of written papers or reports of any length [ACCHALL]	NUMPAPRRPTS	None	51	6.5	5,413	11.7	24,250	11.4
		1–4	260	33.6	15,066	32.7	71,191	33.6
		5–10	269	34.8	13,862	30.0	62,372	29.4
		11–20	122	15.8	7,275	15.8	32,890	15.5
		More than 20	71	9.2	4,526	9.8	21,264	10.0
		Total	774	100.0	46,142	100.0	211,966	100.0
Item 7								
7. Mark the response that best represents the extent to which your examinations during the current academic year have challenged you to do your best work at this college [ACCHALL]	CHALNGXAM	Extremely easy	9	1.1	344	0.8	1,510	0.7
		(2)	16	2.0	686	1.5	3,000	1.4
		(3)	28	3.6	1,665	3.7	7,589	3.6
		(4)	141	18.2	7,961	17.5	36,699	17.6
		(5)	303	39.1	14,602	32.1	66,852	32.0
		(6)	196	25.3	12,658	27.8	57,263	27.4
		Extremely challenging	83	10.7	7,600	16.7	35,988	17.2
		Total	774	100.0	45,516	100.0	208,901	100.0
Item 8: Which of the following have you done, or are you currently doing at this college?								
8a. Internship, field experience, co-op experience, or clinical assignment	DONEINTRN	No	670	87.2	38,240	84.2	169,923	81.4
		Yes	98	12.8	7,192	15.8	38,868	18.6
		Total	769	100.0	45,432	100.0	208,791	100.0
8b. An English course taught specifically for students whose first language is not English (ESL, ESOL)	DONEESL	No	725	94.2	42,182	92.9	194,375	93.3
		Yes	44	5.8	3,245	7.1	14,048	6.7
		Total	770	100.0	45,427	100.0	208,423	100.0
8c. Developmental/remedial reading course (also referred to as Basic Skills, College Prep, etc.)	DONEDEV RD	No	664	86.0	37,259	82.1	171,742	82.4
		Yes	108	14.0	8,101	17.9	36,786	17.6
		Total	772	100.0	45,360	100.0	208,528	100.0
8d. Developmental/remedial writing course (also referred to as Basic Skills, College Prep, etc.)	DONEDEV WR	No	643	83.2	36,399	80.2	168,032	80.6
		Yes	130	16.8	8,963	19.8	40,479	19.4
		Total	772	100.0	45,363	100.0	208,511	100.0
8e. Developmental/remedial math course (also referred to as Basic Skills, College Prep, etc.)	DONEDEV MT	No	621	80.7	34,855	76.8	160,026	76.7
		Yes	149	19.3	10,535	23.2	48,681	23.3
		Total	770	100.0	45,390	100.0	208,708	100.0
8f. Honors course	DONEHNRS	No	728	95.2	42,252	93.6	193,692	93.5
		Yes	37	4.8	2,892	6.4	13,493	6.5
		Total	764	100.0	45,144	100.0	207,185	100.0

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**Community College Survey of Student Engagement - McHenry County College (2023 Administration)**  
**2023 Frequency Distributions - Main Survey**

Comparison Group: Large Colleges in the 2023 Cohort\*

[Weighted]

			Your College		Large Colleges		2023 Cohort	
Item	Variable	Responses	Count	Percent	Count	Percent	Count	Percent
Item 9: How much does this college emphasize the following?								
9a. Encouraging you to spend significant amounts of time studying [ACCHALL]	ENVSCHOL	Very little	35	4.6	1,710	3.8	7,721	3.7
		Some	221	28.7	9,240	20.5	44,154	21.2
		Quite a bit	327	42.5	18,105	40.1	83,466	40.1
		Very much	187	24.3	16,065	35.6	72,570	34.9
		Total	770	100.0	45,120	100.0	207,910	100.0
9b. Providing the support you need to help you succeed at this college [SUPPORT]	ENVSUPRT	Very little	22	2.8	1,883	4.2	8,355	4.0
		Some	167	21.7	8,099	18.0	37,365	18.0
		Quite a bit	265	34.4	16,066	35.6	75,875	36.5
		Very much	316	41.0	19,028	42.2	86,151	41.5
		Total	770	100.0	45,076	100.0	207,747	100.0
9c. Encouraging contact among students from different economic, social, and racial or ethnic backgrounds [SUPPORT]	ENVDIVRS	Very little	87	11.4	6,362	14.1	28,519	13.8
		Some	225	29.2	12,052	26.8	55,700	26.9
		Quite a bit	257	33.5	13,484	30.0	63,149	30.5
		Very much	200	26.0	13,086	29.1	59,923	28.9
		Total	769	100.0	44,984	100.0	207,291	100.0
9d. Helping you cope with your non-academic responsibilities (work, family, etc.) [SUPPORT]	ENVNACAD	Very little	185	24.2	13,135	29.2	60,247	29.1
		Some	282	36.7	14,605	32.5	67,736	32.7
		Quite a bit	201	26.2	9,824	21.8	45,442	21.9
		Very much	99	12.9	7,428	16.5	33,790	16.3
		Total	766	100.0	44,991	100.0	207,215	100.0
9e. Providing the support you need to thrive socially [SUPPORT]	ENVSOCAL	Very little	128	16.7	10,151	22.6	44,931	21.7
		Some	306	39.9	15,305	34.0	71,015	34.3
		Quite a bit	211	27.6	11,160	24.8	52,218	25.2
		Very much	121	15.8	8,358	18.6	38,999	18.8
		Total	766	100.0	44,973	100.0	207,164	100.0
9f. Providing the financial support you need to afford your education [SUPPORT]	FINSUPP	Very little	123	16.1	7,325	16.3	32,239	15.6
		Some	198	25.8	11,275	25.1	51,730	25.0
		Quite a bit	238	31.1	12,112	26.9	56,154	27.1
		Very much	207	27.0	14,250	31.7	67,004	32.3
		Total	766	100.0	44,964	100.0	207,127	100.0

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**2023 Frequency Distributions - Main Survey**

Comparison Group: Large Colleges in the 2023 Cohort\*

[Weighted]

			Your College		Large Colleges		2023 Cohort	
Item	Variable	Responses	Count	Percent	Count	Percent	Count	Percent
Item 10: About how many hours do you spend in a typical 7-day week doing each of the following?								
10a. Preparing for class (studying, reading, writing, rehearsing, doing homework, etc.) [STUEFF]	ACADPR01	None	20	2.6	521	1.2	2,622	1.3
		1–5	312	40.5	13,955	31.3	66,734	32.4
		6–10	233	30.2	13,616	30.5	62,223	30.2
		11–20	141	18.4	9,981	22.4	43,819	21.3
		21–30	45	5.8	4,045	9.1	18,751	9.1
		More than 30	19	2.4	2,539	5.7	11,957	5.8
		Total	769	100.0	44,657	100.0	206,106	100.0
10b. Working for pay	PAYWORK	None	122	15.8	11,073	24.9	51,755	25.2
		1–5	60	7.8	2,986	6.7	14,810	7.2
		6–10	55	7.1	3,671	8.2	17,179	8.4
		11–20	148	19.2	6,007	13.5	26,887	13.1
		21–30	160	20.8	7,076	15.9	30,803	15.0
		More than 30	226	29.3	13,723	30.8	64,095	31.2
		Total	770	100.0	44,537	100.0	205,529	100.0
10c. Participating in college-sponsored activities (organizations, campus publications, student government, intramural sports, etc.)	PARTICXCUR	None	641	83.6	36,034	80.9	163,818	79.6
		1–5	93	12.1	5,957	13.4	28,795	14.0
		6–10	14	1.9	1,432	3.2	6,652	3.2
		11–20	12	1.5	652	1.5	3,448	1.7
		21–30	2	0.3	221	0.5	1,364	0.7
		More than 30	4	0.6	269	0.6	1,615	0.8
		Total	766	100.0	44,564	100.0	205,691	100.0
10d. Providing care for dependents living with you (parents, children, spouse, etc.)	CAREDE01	None	401	52.1	19,290	43.3	87,297	42.5
		1–5	157	20.4	7,935	17.8	35,162	17.1
		6–10	81	10.6	4,244	9.5	18,826	9.2
		11–20	36	4.6	2,897	6.5	13,000	6.3
		21–30	14	1.9	1,691	3.8	7,939	3.9
		More than 30	80	10.4	8,448	19.0	43,170	21.0
		Total	770	100.0	44,504	100.0	205,394	100.0
10e. Commuting to and from classes	COMMUTE	None	47	6.1	16,226	36.5	76,077	37.0
		1–5	577	75.0	20,661	46.4	93,555	45.5
		6–10	92	12.0	4,645	10.4	21,624	10.5
		11–20	24	3.1	1,591	3.6	7,434	3.6
		21–30	2	0.2	498	1.1	2,610	1.3
		More than 30	28	3.6	883	2.0	4,267	2.1
		Total	769	100.0	44,503	100.0	205,567	100.0

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**Community College Survey of Student Engagement - McHenry County College (2023 Administration)**  
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Comparison Group: Large Colleges in the 2023 Cohort\*

[Weighted]

			Your College		Large Colleges		2023 Cohort	
Item	Variable	Responses	Count	Percent	Count	Percent	Count	Percent
Item 11: How much has your experience at this college contributed to your knowledge, skills, and personal development in the following areas?								
11a. Acquiring job- or work-related knowledge and skills	GNWORK	Very little	175	22.7	8,960	20.5	37,371	18.4
		Some	220	28.6	12,193	27.8	55,148	27.2
		Quite a bit	203	26.4	11,797	26.9	55,797	27.5
		Very much	171	22.3	10,862	24.8	54,412	26.8
		Total	768	100.0	43,812	100.0	202,728	100.0
11b. Writing clearly and effectively	GNWRITE	Very little	68	8.9	4,254	9.7	19,497	9.6
		Some	240	31.2	11,056	25.2	51,181	25.2
		Quite a bit	257	33.4	16,067	36.6	73,996	36.5
		Very much	204	26.5	12,468	28.4	58,286	28.7
		Total	768	100.0	43,845	100.0	202,960	100.0
11c. Speaking clearly and effectively	GNSPEAK	Very little	87	11.3	5,740	13.1	25,702	12.7
		Some	229	29.7	11,624	26.5	54,056	26.7
		Quite a bit	258	33.5	14,715	33.6	68,401	33.7
		Very much	195	25.4	11,737	26.8	54,657	26.9
		Total	769	100.0	43,816	100.0	202,817	100.0
11d. Thinking critically and analytically	GNANALY	Very little	44	5.7	2,259	5.2	9,758	4.8
		Some	166	21.6	8,546	19.5	38,763	19.1
		Quite a bit	306	39.9	16,796	38.3	77,875	38.4
		Very much	252	32.8	16,220	37.0	76,441	37.7
		Total	769	100.0	43,820	100.0	202,836	100.0
11e. Solving numerical problems	GNSOLVE	Very little	142	18.5	7,183	16.4	32,760	16.2
		Some	240	31.2	12,143	27.7	55,438	27.4
		Quite a bit	209	27.2	13,443	30.7	63,014	31.1
		Very much	178	23.2	11,037	25.2	51,485	25.4
		Total	769	100.0	43,806	100.0	202,697	100.0
11f. Working effectively with others	GNOTHERS	Very little	81	10.5	5,451	12.4	23,831	11.8
		Some	214	27.9	11,923	27.2	53,412	26.3
		Quite a bit	254	33.0	13,861	31.6	65,202	32.2
		Very much	220	28.6	12,574	28.7	60,280	29.7
		Total	768	100.0	43,810	100.0	202,725	100.0
11g. Learning effectively on your own	GNINQ	Very little	44	5.7	2,437	5.6	10,488	5.2
		Some	167	21.7	7,654	17.5	34,781	17.1
		Quite a bit	288	37.5	15,100	34.5	70,756	34.9
		Very much	270	35.1	18,630	42.5	86,825	42.8
		Total	769	100.0	43,821	100.0	202,851	100.0

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**2023 Frequency Distributions - Main Survey**

Comparison Group: Large Colleges in the 2023 Cohort\*

[Weighted]

			Your College		Large Colleges		2023 Cohort	
Item	Variable	Responses	Count	Percent	Count	Percent	Count	Percent
Item 11: How much has your experience at this college contributed to your knowledge, skills, and personal development in the following areas?								
11h. Developing clearer career goals	GNCARGOAL	Very little	101	13.1	5,690	13.0	24,155	11.9
		Some	206	26.8	10,542	24.1	47,629	23.5
		Quite a bit	236	30.7	12,982	29.6	61,245	30.2
		Very much	226	29.4	14,590	33.3	69,738	34.4
		Total	768	100.0	43,804	100.0	202,767	100.0
11i. Gaining information about career opportunities	GNGAINCAR	Very little	127	16.6	7,363	16.8	31,557	15.6
		Some	225	29.3	11,540	26.3	52,445	25.9
		Quite a bit	213	27.7	11,835	27.0	56,231	27.7
		Very much	204	26.5	13,108	29.9	62,613	30.9
		Total	769	100.0	43,846	100.0	202,846	100.0
Item 12.1: How often have you used the following services during the current academic year?								
12.1a. Academic advising/planning [SUPPORT]	FREQCACAD	Never	172	22.4	7,793	18.1	34,748	17.5
		1 time	209	27.2	9,683	22.5	42,885	21.6
		2–4 times	294	38.2	18,836	43.9	89,088	44.8
		5 or more times	94	12.2	6,643	15.5	32,193	16.2
		Total	769	100.0	42,955	100.0	198,914	100.0
12.1b. Career counseling [SUPPORT]	FREQCACOU	Never	533	69.4	27,116	63.2	125,868	63.4
		1 time	129	16.7	7,183	16.7	32,403	16.3
		2–4 times	77	10.0	6,718	15.7	31,119	15.7
		5 or more times	30	3.9	1,889	4.4	9,067	4.6
		Total	768	100.0	42,906	100.0	198,457	100.0
12.1c. Job placement assistance	FREQJOBPL	Never	715	93.1	37,939	88.6	174,213	88.0
		1 time	28	3.7	2,587	6.0	12,374	6.2
		2–4 times	21	2.7	1,721	4.0	8,519	4.3
		5 or more times	4	0.5	549	1.3	2,904	1.5
		Total	768	100.0	42,797	100.0	198,010	100.0
12.1d. Peer or other tutoring [STUEFF]	FREQTUTOR	Never	538	70.0	29,066	67.9	133,887	67.6
		1 time	81	10.5	4,599	10.7	21,343	10.8
		2–4 times	79	10.3	5,459	12.8	25,572	12.9
		5 or more times	70	9.2	3,670	8.6	17,133	8.7
		Total	768	100.0	42,794	100.0	197,935	100.0
12.1e. Skill labs (writing, math, etc.) [STUEFF]	FREQLAB	Never	561	73.1	29,038	67.9	129,997	65.8
		1 time	67	8.7	4,070	9.5	18,416	9.3
		2–4 times	82	10.7	5,380	12.6	26,648	13.5
		5 or more times	58	7.5	4,264	10.0	22,650	11.5
		Total	768	100.0	42,752	100.0	197,712	100.0

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**Community College Survey of Student Engagement - McHenry County College (2023 Administration)**  
**2023 Frequency Distributions - Main Survey**

Comparison Group: Large Colleges in the 2023 Cohort\*

[Weighted]

			Your College		Large Colleges		2023 Cohort	
Item	Variable	Responses	Count	Percent	Count	Percent	Count	Percent
Item 12.1: How often have you used the following services during the current academic year?								
12.1f. Child care	FREQCHLD	Never	740	96.2	40,999	95.9	188,146	95.2
		1 time	3	0.4	616	1.4	3,003	1.5
		2–4 times	9	1.2	618	1.4	3,430	1.7
		5 or more times	17	2.2	507	1.2	3,154	1.6
		Total	769	100.0	42,740	100.0	197,733	100.0
12.1g. Financial aid advising	FREQFAADV	Never	429	55.8	19,284	45.0	83,788	42.3
		1 time	148	19.2	8,632	20.1	40,240	20.3
		2–4 times	142	18.5	10,440	24.4	52,496	26.5
		5 or more times	50	6.5	4,484	10.5	21,588	10.9
		Total	768	100.0	42,841	100.0	198,111	100.0
12.1h. Computer lab [STUEFF]	FREQCOMLB	Never	414	53.9	28,390	66.4	127,339	64.4
		1 time	141	18.3	3,913	9.2	18,448	9.3
		2–4 times	104	13.5	5,455	12.8	26,415	13.4
		5 or more times	110	14.4	4,973	11.6	25,649	13.0
		Total	769	100.0	42,731	100.0	197,850	100.0
12.1i. Student organizations	FREQSTORG	Never	633	82.3	34,136	80.0	154,695	78.3
		1 time	65	8.5	3,495	8.2	16,652	8.4
		2–4 times	40	5.1	3,058	7.2	16,012	8.1
		5 or more times	31	4.0	1,993	4.7	10,165	5.1
		Total	769	100.0	42,681	100.0	197,523	100.0
12.1j. Transfer advising/planning	FREQTRADV	Never	468	61.0	26,681	62.6	126,049	63.9
		1 time	155	20.1	7,507	17.6	33,337	16.9
		2–4 times	104	13.6	6,476	15.2	28,666	14.5
		5 or more times	41	5.3	1,949	4.6	9,112	4.6
		Total	768	100.0	42,613	100.0	197,163	100.0
12.1k. Library resources and services	FREQLIB	Never	318	41.3	17,549	41.1	79,084	40.0
		1 time	129	16.8	6,397	15.0	30,095	15.2
		2–4 times	191	24.9	10,327	24.2	48,655	24.6
		5 or more times	131	17.1	8,453	19.8	39,866	20.2
		Total	769	100.0	42,726	100.0	197,699	100.0
12.1l. Services for students with disabilities	FREQDISABSV	Never	656	85.3	37,709	88.1	175,870	88.8
		1 time	42	5.4	1,668	3.9	7,232	3.7
		2–4 times	32	4.2	1,811	4.2	8,089	4.1
		5 or more times	39	5.0	1,609	3.8	6,908	3.5
		Total	769	100.0	42,797	100.0	198,099	100.0

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**Community College Survey of Student Engagement - McHenry County College (2023 Administration)**  
**2023 Frequency Distributions - Main Survey**

Comparison Group: Large Colleges in the 2023 Cohort\*

[Weighted]

			Your College		Large Colleges		2023 Cohort	
Item	Variable	Responses	Count	Percent	Count	Percent	Count	Percent
Item 12.1: How often have you used the following services during the current academic year?								
12.1m. Services for active military and veterans	FREQMILSVCS	Never	734	95.5	40,089	93.6	185,297	93.5
		1 time	15	2.0	866	2.0	4,161	2.1
		2–4 times	11	1.4	1,052	2.5	5,036	2.5
		5 or more times	8	1.1	805	1.9	3,578	1.8
		Total	769	100.0	42,812	100.0	198,072	100.0
Item 12.2: How satisfied are you with the services?								
12.2a. Academic advising/planning	SATACAD	Not at all	53	8.8	1,789	5.2	7,717	4.8
		Somewhat	237	39.8	12,469	35.9	56,931	35.1
		Very	307	51.4	20,287	58.4	96,602	59.6
		N.A.	0	N/A	195	0.6	950	0.6
		Total	597	100.0	34,740	100.0	162,199	100.0
12.2b. Career counseling	SATCACOU	Not at all	14	5.8	948	6.2	4,114	5.8
		Somewhat	97	41.7	6,085	39.5	27,537	38.8
		Very	122	52.4	8,223	53.4	38,646	54.4
		N.A.	0	N/A	134	0.9	683	1.0
		Total	233	100.0	15,391	100.0	70,979	100.0
12.2c. Job placement assistance	SATJOBPL	Not at all	1	1.3	495	10.5	2,349	10.1
		Somewhat	19	36.2	1,963	41.7	9,788	42.1
		Very	33	62.5	2,152	45.7	10,549	45.4
		N.A.	0	N/A	102	2.2	541	2.3
		Total	53	100.0	4,712	100.0	23,227	100.0
12.2d. Peer or other tutoring	SATTUTOR	Not at all	10	4.1	745	5.6	3,275	5.2
		Somewhat	76	33.0	4,814	35.9	22,387	35.7
		Very	145	62.8	7,722	57.6	36,434	58.0
		N.A.	0	N/A	133	1.0	687	1.1
		Total	231	100.0	13,413	100.0	62,782	100.0
12.2e. Skill labs (writing, math, etc.)	SATLAB	Not at all	3	1.5	575	4.3	2,704	4.1
		Somewhat	81	38.9	5,050	37.8	24,840	37.5
		Very	123	59.6	7,560	56.5	37,747	57.0
		N.A.	0	N/A	191	1.4	932	1.4
		Total	207	100.0	13,376	100.0	66,223	100.0
12.2f. Child care	SATCHLD	Not at all	1	3.7	329	19.2	1,565	16.6
		Somewhat	6	20.9	599	34.9	3,150	33.4
		Very	22	75.4	717	41.7	4,201	44.6
		N.A.	0	N/A	73	4.3	502	5.3
		Total	29	100.0	1,718	100.0	9,417	100.0

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**Community College Survey of Student Engagement - McHenry County College (2023 Administration)**  
**2023 Frequency Distributions - Main Survey**

Comparison Group: Large Colleges in the 2023 Cohort\*

[Weighted]

			Your College		Large Colleges		2023 Cohort	
Item	Variable	Responses	Count	Percent	Count	Percent	Count	Percent
Item 12.2: How satisfied are you with the services?								
12.2g. Financial aid advising	SATFAADV	Not at all	19	5.8	1,542	6.7	7,029	6.3
		Somewhat	140	41.6	7,664	33.1	35,916	32.0
		Very	177	52.6	13,718	59.3	68,257	60.8
		N.A.	0	N/A	220	1.0	1,050	0.9
		Total	337	100.0	23,144	100.0	112,252	100.0
12.2h. Computer lab	SATCOMLB	Not at all	12	3.5	454	3.2	2,312	3.4
		Somewhat	122	34.8	4,190	29.9	21,365	31.0
		Very	217	61.7	9,177	65.5	44,388	64.3
		N.A.	0	N/A	191	1.4	933	1.4
		Total	352	100.0	14,011	100.0	68,998	100.0
12.2i. Student organizations	SATSTORG	Not at all	10	7.6	455	5.4	2,176	5.2
		Somewhat	44	32.4	3,298	39.5	16,395	39.1
		Very	81	60.0	4,464	53.5	22,685	54.1
		N.A.	0	N/A	133	1.6	699	1.7
		Total	136	100.0	8,349	100.0	41,954	100.0
12.2j. Transfer advising/planning	SATTRADV	Not at all	26	8.6	960	6.2	4,288	6.1
		Somewhat	137	45.5	6,003	38.5	26,549	38.0
		Very	138	45.9	8,432	54.0	38,161	54.6
		N.A.	0	N/A	209	1.3	887	1.3
		Total	300	100.0	15,605	100.0	69,885	100.0
12.2k. Library resources and services	SATLIB	Not at all	6	1.3	546	2.2	2,505	2.1
		Somewhat	122	27.1	6,706	27.1	31,870	27.3
		Very	323	71.7	17,260	69.8	81,081	69.5
		N.A.	0	N/A	227	0.9	1,145	1.0
		Total	451	100.0	24,739	100.0	116,601	100.0
12.2l. Services for students with disabilities	SATDISABSV	Not at all	11	10.1	422	8.5	1,746	8.0
		Somewhat	29	26.1	1,461	29.5	6,545	30.0
		Very	72	63.9	2,993	60.4	13,066	59.9
		N.A.	0	N/A	78	1.6	442	2.0
		Total	113	100.0	4,954	100.0	21,799	100.0
12.2m. Services for active military and veterans	SATMILSVCS	Not at all	3	8.4	317	12.0	1,313	10.5
		Somewhat	14	41.7	776	29.4	3,940	31.4
		Very	17	50.0	1,468	55.6	6,833	54.5
		N.A.	0	N/A	80	3.0	459	3.7
		Total	34	100.0	2,641	100.0	12,545	100.0

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**Community College Survey of Student Engagement - McHenry County College (2023 Administration)**  
**2023 Frequency Distributions - Main Survey**

Comparison Group: Large Colleges in the 2023 Cohort\*

[Weighted]

			Your College		Large Colleges		2023 Cohort	
Item	Variable	Responses	Count	Percent	Count	Percent	Count	Percent
Item 12.3: How important are the services to you at this college?								
12.3a. Academic advising/planning	IMPACAD	Not at all	35	4.5	2,176	5.2	10,159	5.2
		Somewhat	200	26.1	8,786	20.9	40,476	20.7
		Very	531	69.4	31,176	74.0	144,531	74.1
		Total	765	100.0	42,138	100.0	195,167	100.0
12.3b. Career counseling	IMPCACOU	Not at all	102	13.4	5,983	14.3	29,155	15.1
		Somewhat	289	37.8	12,346	29.5	56,963	29.4
		Very	372	48.8	23,487	56.2	107,409	55.5
		Total	763	100.0	41,817	100.0	193,527	100.0
12.3c. Job placement assistance	IMPJOBPL	Not at all	199	26.1	10,059	24.2	46,789	24.3
		Somewhat	283	37.1	13,375	32.2	61,409	31.9
		Very	281	36.9	18,134	43.6	84,451	43.8
		Total	763	100.0	41,569	100.0	192,649	100.0
12.3d. Peer or other tutoring	IMPTUTOR	Not at all	179	23.5	8,937	21.5	42,292	21.9
		Somewhat	285	37.4	14,367	34.5	65,837	34.1
		Very	298	39.1	18,285	44.0	84,689	43.9
		Total	763	100.0	41,589	100.0	192,819	100.0
12.3e. Skill labs (writing, math, etc.)	IMPLAB	Not at all	197	25.9	9,551	23.0	43,615	22.7
		Somewhat	277	36.3	14,323	34.5	65,864	34.2
		Very	289	37.8	17,682	42.5	83,007	43.1
		Total	763	100.0	41,556	100.0	192,486	100.0
12.3f. Child care	IMPCHLD	Not at all	415	54.3	22,520	54.4	101,988	53.2
		Somewhat	171	22.5	7,324	17.7	34,943	18.2
		Very	177	23.2	11,519	27.8	54,838	28.6
		Total	763	100.0	41,364	100.0	191,769	100.0
12.3g. Financial aid advising	IMPFAADV	Not at all	125	16.3	5,995	14.4	26,871	13.9
		Somewhat	241	31.5	9,199	22.1	41,371	21.4
		Very	399	52.2	26,476	63.5	124,806	64.7
		Total	765	100.0	41,670	100.0	193,048	100.0
12.3h. Computer lab	IMPCOMLB	Not at all	210	27.5	11,562	27.9	52,640	27.3
		Somewhat	266	34.9	13,262	32.0	61,316	31.8
		Very	287	37.6	16,673	40.2	78,633	40.8
		Total	763	100.0	41,496	100.0	192,589	100.0
12.3i. Student organizations	IMPSTORG	Not at all	272	35.8	14,377	34.7	66,376	34.6
		Somewhat	289	38.0	14,571	35.2	67,399	35.1
		Very	200	26.3	12,436	30.1	58,167	30.3
		Total	760	100.0	41,384	100.0	191,942	100.0

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**Community College Survey of Student Engagement - McHenry County College (2023 Administration)**  
**2023 Frequency Distributions - Main Survey**

Comparison Group: Large Colleges in the 2023 Cohort\*

[Weighted]

			Your College		Large Colleges		2023 Cohort	
Item	Variable	Responses	Count	Percent	Count	Percent	Count	Percent
Item 12.3: How important are the services to you at this college?								
12.3j. Transfer advising/planning	IMPTRADV	Not at all	139	18.2	8,245	19.9	40,375	21.0
		Somewhat	216	28.3	11,061	26.7	52,113	27.2
		Very	408	53.5	22,079	53.4	99,346	51.8
		Total	763	100.0	41,384	100.0	191,834	100.0
12.3k. Library resources and services	IMPLIB	Not at all	108	14.1	5,954	14.3	27,206	14.1
		Somewhat	294	38.6	12,056	28.9	56,155	29.1
		Very	361	47.3	23,657	56.8	109,650	56.8
		Total	763	100.0	41,668	100.0	193,012	100.0
12.3l. Services for students with disabilities	IMPDISABVC	Not at all	293	38.2	16,405	39.5	75,101	39.0
		Somewhat	178	23.2	7,663	18.4	35,715	18.5
		Very	296	38.6	17,475	42.1	81,729	42.4
		Total	766	100.0	41,543	100.0	192,545	100.0
12.3m. Services for active military and veterans	IMPMLSVC	Not at all	377	49.6	20,106	48.5	89,701	46.6
		Somewhat	171	22.5	7,361	17.7	34,928	18.2
		Very	212	27.9	14,022	33.8	67,724	35.2
		Total	761	100.0	41,490	100.0	192,353	100.0
Item 13								
13. During the current academic term at this college, I completed registration before the first class session(s).	COMPLREG	No; I was not registered for any of my courses before the first class session(s)	11	1.4	605	1.4	3,024	1.5
		Partly; I was registered for some of my courses before the first class session(s)	16	2.1	943	2.2	4,254	2.1
		Mostly; I was registered for most of my courses before the first class session(s)	52	6.7	2,821	6.6	12,091	6.1
		Yes; I was registered for all of my courses before the first class session(s)	688	89.8	38,490	89.8	179,380	90.3
		Total	767	100.0	42,860	100.0	198,749	100.0
Item 14								
14. The one response that best describes my experience with orientation when I first came to this college is:	EXPORIENT	I was unable to participate in orientation due to scheduling or other issues	102	13.7	5,713	13.7	27,405	14.2
		I was not aware of a college orientation	126	16.8	8,404	20.2	36,152	18.7
		I enrolled in an orientation course as part of my course schedule during my first academic term	84	11.2	2,761	6.6	14,919	7.7
		I attended an on-campus orientation prior to the beginning of classes	256	34.3	10,951	26.3	51,954	26.9
		I took part in an online orientation prior to the beginning of classes	178	23.9	13,858	33.2	62,646	32.4
		Total	745	100.0	41,687	100.0	193,075	100.0

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**Community College Survey of Student Engagement - McHenry County College (2023 Administration)**  
**2023 Frequency Distributions - Main Survey**

Comparison Group: Large Colleges in the 2023 Cohort\*

[Weighted]

			Your College		Large Colleges		2023 Cohort	
Item	Variable	Responses	Count	Percent	Count	Percent	Count	Percent
Item 15								
15. During my first academic year at this college, I participated in a first-year experience program.	PARTICFYE	No	522	68.2	33,199	78.0	146,865	74.4
		Yes	243	31.8	9,368	22.0	50,439	25.6
		Total	766	100.0	42,567	100.0	197,304	100.0
Item 16								
16. During my first academic term at this college, I participated in an organized learning community (a formal program in which groups of students take two or more classes together).	PARTICLRNC	No	678	89.8	37,710	89.8	170,953	87.7
		Yes	77	10.2	4,287	10.2	24,062	12.3
		Total	755	100.0	41,997	100.0	195,015	100.0
Item 17								
17. During my first academic term at this college, I participated in a student success course (a course that teaches the skills needed to succeed in college).	PARTICSSC	No	439	58.2	29,599	70.2	130,736	66.9
		Yes	316	41.8	12,591	29.8	64,745	33.1
		Total	755	100.0	42,190	100.0	195,481	100.0
Item 18								
18. I was told that I should enroll in a developmental/remedial course (also referred to as Basic Skills, College Prep, etc.) in my first academic term at this college, and I...	TOLDENRDEV	Did not enroll in any of these courses	206	26.9	8,712	20.5	39,473	20.0
		Did enroll in one of these courses	160	20.9	7,256	17.1	34,689	17.6
		Did enroll in more than one of these courses	39	5.1	5,001	11.8	23,197	11.8
		N.A.	361	47.2	21,585	50.7	100,048	50.7
		Total	766	100.0	42,554	100.0	197,408	100.0
Item 19								
19. During the current academic term at this college, my instructors clearly explained a class attendance policy that specified how many classes I could miss without a penalty.	ATTNDPOLICY	None of my instructors explained a class attendance policy	24	3.1	1,982	4.7	9,217	4.7
		Some of my instructors explained a class attendance policy	81	10.7	3,381	8.0	15,359	7.8
		Most of my instructors explained a class attendance policy	138	18.2	5,688	13.4	25,410	12.9
		All of my instructors explained a class attendance policy	517	68.0	31,245	73.9	146,416	74.5
		Total	760	100.0	42,295	100.0	196,402	100.0
Item 20								
20. Before the end of my first academic term at this college, an advisor helped me develop an academic plan (a personalized plan with a defined sequence of courses for completing a college certificate or degree and/or for transferring to a 4-year college or university).	DEVACADPLN	No	359	47.6	13,357	31.6	58,201	29.7
		Yes	281	37.2	22,654	53.6	109,299	55.7
		I'm still in my first academic term; I have not yet developed an academic plan.	115	15.2	6,225	14.7	28,647	14.6
		Total	755	100.0	42,235	100.0	196,146	100.0
Item 21								
21. Someone at this college contacts me if I am struggling with my studies to help me get the assistance I need.	STRGLASSIST	No	385	50.3	16,714	39.4	73,224	37.2
		Yes	129	16.9	11,915	28.1	60,219	30.6
		N.A.	252	32.8	13,742	32.4	63,280	32.2
		Total	766	100.0	42,370	100.0	196,723	100.0

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**Community College Survey of Student Engagement - McHenry County College (2023 Administration)**  
**2023 Frequency Distributions - Main Survey**

Comparison Group: Large Colleges in the 2023 Cohort\*

[Weighted]

			Your College		Large Colleges		2023 Cohort	
Item	Variable	Responses	Count	Percent	Count	Percent	Count	Percent
Item 22								
22. During the current academic year at this college, I have participated in supplemental instruction/supplemental learning (extra class sessions with the instructor or an experienced student).	PARTICSI	Never	590	77.1	32,487	76.7	150,391	76.4
		Less than 1 time a week	112	14.6	5,458	12.9	25,400	12.9
		1–2 times a week	50	6.6	3,392	8.0	16,310	8.3
		3–4 times a week	8	1.1	668	1.6	3,151	1.6
		More than 4 times a week	5	0.7	362	0.9	1,533	0.8
		Total	766	100.0	42,367	100.0	196,785	100.0
Item 23: How likely is it that the following issues would cause you to withdraw from class or from this college?								
23a. Working full-time	WRKFULL	Not likely	207	27.0	15,278	36.4	72,434	37.1
		Somewhat likely	190	24.8	9,451	22.5	43,941	22.5
		Likely	156	20.4	7,278	17.3	33,199	17.0
		Very likely	213	27.8	9,971	23.8	45,705	23.4
		Total	766	100.0	41,979	100.0	195,279	100.0
23b. Caring for dependents	CAREDEP	Not likely	403	52.7	20,243	48.3	94,259	48.4
		Somewhat likely	162	21.1	9,135	21.8	43,086	22.1
		Likely	105	13.7	6,445	15.4	29,137	15.0
		Very likely	96	12.5	6,055	14.5	28,322	14.5
		Total	765	100.0	41,878	100.0	194,804	100.0
23c. Academically unprepared	ACADUNP	Not likely	343	44.9	21,273	50.9	102,397	52.7
		Somewhat likely	219	28.7	10,887	26.1	49,410	25.4
		Likely	109	14.3	5,507	13.2	24,599	12.7
		Very likely	92	12.0	4,092	9.8	17,922	9.2
		Total	763	100.0	41,758	100.0	194,327	100.0
23d. Lack of finances	LACKFIN	Not likely	280	36.6	12,503	29.9	59,386	30.5
		Somewhat likely	164	21.4	9,636	23.0	44,047	22.6
		Likely	130	17.0	7,403	17.7	34,506	17.7
		Very likely	192	25.0	12,329	29.4	56,887	29.2
		Total	766	100.0	41,871	100.0	194,827	100.0
23e. Transfer to a 4-year college or university	TRANSFER	Not likely	245	32.0	17,737	42.4	87,848	45.1
		Somewhat likely	170	22.1	8,445	20.2	39,342	20.2
		Likely	155	20.2	6,472	15.5	28,207	14.5
		Very likely	197	25.7	9,214	22.0	39,374	20.2
		Total	765	100.0	41,868	100.0	194,771	100.0
Item 24								
24. How supportive are your friends of your attending this college?	FRNDSUPP	Not very	15	1.9	1,929	4.6	8,416	4.3
		Somewhat	101	13.1	5,578	13.3	25,073	12.8
		Quite a bit	241	31.5	10,760	25.6	49,796	25.4
		Extremely	410	53.5	23,779	56.6	112,416	57.4
		Total	766	100.0	42,045	100.0	195,701	100.0

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**Community College Survey of Student Engagement- McHenry County College (2023 Administration)**  
**2023 Frequency Distributions - Main Survey**

Comparison Group: Large Colleges in the 2023 Cohort\*

[Weighted]

			Your College		Large Colleges		2023 Cohort	
Item	Variable	Responses	Count	Percent	Count	Percent	Count	Percent
Item 25								
25. How supportive is your immediate family of your attending this college?	FAMSUPP	Not very	24	3.2	1,133	2.8	5,182	2.7
		Somewhat	47	6.4	3,564	8.8	15,903	8.4
		Quite a bit	158	21.7	7,571	18.7	34,676	18.4
		Extremely	501	68.7	28,185	69.7	132,902	70.4
		Total	729	100.0	40,453	100.0	188,663	100.0
Item 26: Indicate which of the following are your reasons/goals for attending this college.								
26a. Complete a certificate program	GOALCERT	No	413	55.4	21,930	53.4	98,523	51.6
		Yes	333	44.6	19,152	46.6	92,577	48.4
		Total	746	100.0	41,082	100.0	191,101	100.0
26b. Obtain an associate degree	GOALAA	No	129	17.0	7,597	18.3	35,392	18.3
		Yes	628	83.0	33,922	81.7	157,741	81.7
		Total	757	100.0	41,519	100.0	193,133	100.0
26c. Transfer to a 4-year college or university	GOALTR4YR	No	208	27.5	13,849	33.6	72,644	37.9
		Yes	549	72.5	27,421	66.4	119,234	62.1
		Total	757	100.0	41,270	100.0	191,877	100.0
26d. Obtain or update job-related skills	GOALJOBSKILL	No	294	39.1	13,223	32.2	58,439	30.6
		Yes	458	60.9	27,815	67.8	132,693	69.4
		Total	752	100.0	41,038	100.0	191,132	100.0
26e. Change careers	GOALCHGCAR	No	560	74.7	25,338	62.0	116,044	61.0
		Yes	189	25.3	15,555	38.0	74,207	39.0
		Total	749	100.0	40,893	100.0	190,251	100.0
26f. Self-improvement/personal enjoyment	GOALSELFIMP	No	218	28.7	11,150	27.0	49,504	25.8
		Yes	542	71.3	30,147	73.0	142,719	74.2
		Total	760	100.0	41,297	100.0	192,223	100.0
Item 27: Indicate which of the following are sources you use to pay for your tuition at this college.								
27a. My own income/savings	PAYOWNINC	Not a source	185	24.4	12,576	30.4	60,987	31.7
		Minor source	235	31.0	12,166	29.4	57,692	30.0
		Major source	339	44.6	16,590	40.1	73,814	38.3
		Total	760	100.0	41,332	100.0	192,493	100.0
27b. Income/savings from family	PAYFAM	Not a source	311	40.9	23,472	57.1	112,157	58.6
		Minor source	156	20.5	7,234	17.6	34,272	17.9
		Major source	293	38.5	10,370	25.2	44,942	23.5
		Total	761	100.0	41,076	100.0	191,372	100.0
27c. Employer contributions	PAYEMPLOYER	Not a source	648	85.4	35,078	85.7	161,765	84.8
		Minor source	55	7.3	3,161	7.7	15,044	7.9
		Major source	56	7.4	2,669	6.5	13,970	7.3
		Total	758	100.0	40,908	100.0	190,779	100.0

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**Community College Survey of Student Engagement - McHenry County College (2023 Administration)**  
**2023 Frequency Distributions - Main Survey**

Comparison Group: Large Colleges in the 2023 Cohort\*

[Weighted]

			Your College		Large Colleges		2023 Cohort	
Item	Variable	Responses	Count	Percent	Count	Percent	Count	Percent
Item 27: Indicate which of the following are sources you use to pay for your tuition at this college.								
27d. Active military or veterans benefits	PAYMILBEN	Not a source	718	95.0	38,369	94.0	178,928	93.9
		Minor source	15	2.0	845	2.1	4,136	2.2
		Major source	23	3.1	1,613	4.0	7,395	3.9
		Total	756	100.0	40,828	100.0	190,458	100.0
27e. Grants	PAYGRANT	Not a source	528	69.6	20,951	50.9	92,670	48.3
		Minor source	91	12.0	5,240	12.7	25,131	13.1
		Major source	139	18.4	14,978	36.4	74,195	38.6
		Total	759	100.0	41,169	100.0	191,996	100.0
27f. Scholarships	PAYSCHOL	Not a source	494	64.6	25,682	62.6	113,319	59.2
		Minor source	128	16.7	6,012	14.7	29,701	15.5
		Major source	143	18.7	9,301	22.7	48,258	25.2
		Total	764	100.0	40,995	100.0	191,278	100.0
27g. Student loans (bank, etc.)	PAYSTULOANS	Not a source	654	86.2	31,077	75.8	141,542	74.0
		Minor source	51	6.7	3,068	7.5	14,996	7.8
		Major source	54	7.1	6,863	16.7	34,621	18.1
		Total	758	100.0	41,008	100.0	191,160	100.0
27h. Public assistance	PAYPUBASSIST	Not a source	677	89.6	34,721	84.8	161,099	84.4
		Minor source	41	5.4	2,615	6.4	12,614	6.6
		Major source	38	5.0	3,615	8.8	17,186	9.0
		Total	755	100.0	40,951	100.0	190,899	100.0
Item 28								
28. When do you plan to take classes at this college again?	WHENTKAGN	I will accomplish my goal(s) during this academic term and will not be returning	150	19.6	8,436	20.2	39,933	20.6
		I have no current plan to return	57	7.4	1,945	4.7	10,146	5.2
		Within the next 12 months	451	59.0	24,566	59.0	112,072	57.7
		Uncertain	107	14.0	6,714	16.1	32,076	16.5
		Total	765	100.0	41,661	100.0	194,226	100.0
Item 29								
29. At this college, in what range is your overall college grade point average (GPA)?	COLGPA	D or lower	24	3.1	1,053	2.5	5,126	2.7
		C	118	15.5	5,804	14.0	27,174	14.1
		B	318	41.7	16,354	39.4	75,966	39.3
		A	274	36.0	16,231	39.1	76,170	39.4
		I do not have a GPA at this college	28	3.7	2,035	4.9	8,935	4.6
		Total	761	100.0	41,476	100.0	193,371	100.0

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**Community College Survey of Student Engagement - McHenry County College (2023 Administration)**  
**2023 Frequency Distributions - Main Survey**

Comparison Group: Large Colleges in the 2023 Cohort\*

[Weighted]

			Your College		Large Colleges		2023 Cohort	
Item	Variable	Responses	Count	Percent	Count	Percent	Count	Percent
Item 30								
30. In what range was your overall high school grade point average (GPA)?	HSGPA	D or lower	32	4.2	1,391	3.4	6,334	3.3
		C	139	18.3	6,947	17.0	31,833	16.7
		B	308	40.7	15,526	38.0	71,461	37.5
		A	209	27.6	12,904	31.5	61,501	32.3
		I do not remember	70	9.2	4,136	10.1	19,447	10.2
		Total	758	100.0	40,904	100.0	190,576	100.0
Item 31								
31. When do you most frequently take classes at this college?	TIMCLASS	Day classes (morning or afternoon)	632	83.2	31,493	76.0	147,758	76.6
		Evening classes	127	16.8	9,204	22.2	41,847	21.7
		Weekend classes	1	0.1	729	1.8	3,197	1.7
		Total	760	100.0	41,426	100.0	192,802	100.0
Item 32: During the current academic term, how many classes are you taking...								
32a. Face-to-face (a class in which all instruction is face-to-face in a classroom)	NUMCLF2F	None	8	1.1	16,945	41.5	78,535	41.4
		1	208	27.2	6,965	17.1	33,582	17.7
		2	239	31.3	7,019	17.2	31,858	16.8
		3	177	23.2	4,784	11.7	21,560	11.4
		4	88	11.6	3,041	7.4	13,737	7.2
		5 or more	44	5.8	2,067	5.1	10,653	5.6
		Total	764	100.0	40,821	100.0	189,925	100.0
32b. Online (a class in which all instruction is online)	NUMCLOL	None	423	56.7	13,057	32.2	56,781	30.0
		1	197	26.4	10,017	24.7	47,133	24.9
		2	83	11.1	8,065	19.9	38,964	20.6
		3	34	4.5	4,670	11.5	22,759	12.0
		4	4	0.6	2,697	6.6	13,021	6.9
		5 or more	5	0.6	2,059	5.1	10,674	5.6
		Total	745	100.0	40,564	100.0	189,333	100.0
32c. Hybrid (a class that is a mixture of face-to-face and online instruction)	NUMCLHYB	None	619	84.0	29,581	75.1	135,259	73.7
		1	81	11.1	5,973	15.2	28,295	15.4
		2	14	2.0	2,132	5.4	10,819	5.9
		3	12	1.6	918	2.3	4,723	2.6
		4	4	0.5	413	1.0	2,219	1.2
		5 or more	7	0.9	372	0.9	2,226	1.2
		Total	737	100.0	39,389	100.0	183,541	100.0

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**Community College Survey of Student Engagement - McHenry County College (2023 Administration)**  
**2023 Frequency Distributions - Main Survey**

Comparison Group: Large Colleges in the 2023 Cohort\*

[Weighted]

			Your College		Large Colleges		2023 Cohort	
Item	Variable	Responses	Count	Percent	Count	Percent	Count	Percent
Item 33								
33. How many total credit hours have you earned at this college, not counting the courses you are currently taking this academic term?	TOTCREARND	None	57	7.5	3,703	8.9	17,612	9.2
		1–14 credits	247	32.4	12,996	31.4	59,235	30.8
		15–29 credits	172	22.5	8,940	21.6	42,576	22.1
		30–44 credits	114	14.9	5,713	13.8	27,131	14.1
		45–60 credits	123	16.1	5,772	13.9	26,193	13.6
		Over 60 credits	50	6.6	4,258	10.3	19,527	10.2
		Total	762	100.0	41,383	100.0	192,274	100.0
Item 34								
34. How many total academic terms have you been enrolled at this college?	TOTTERMS	This is my first academic term	140	18.5	7,603	18.4	36,828	19.1
		This is my second academic term	224	29.7	11,553	28.0	53,700	27.9
		This is my third or fourth academic term	247	32.7	11,944	28.9	56,224	29.2
		This is my fifth or sixth academic term	91	12.1	5,522	13.4	25,480	13.2
		I have been enrolled more than six academic terms	52	6.9	4,670	11.3	20,271	10.5
		Total	755	100.0	41,293	100.0	192,502	100.0
Item 35								
35. Would you recommend this college to a friend or family member?	RECOMMEN	No	32	4.2	2,010	4.8	10,491	5.4
		Yes	730	95.8	39,595	95.2	183,378	94.6
		Total	762	100.0	41,605	100.0	193,869	100.0
Item 36								
36. How would you evaluate your overall educational experience at this college?	OVRALLEXP	Poor	3	0.4	654	1.6	3,040	1.6
		Fair	101	13.3	4,405	10.6	20,904	10.8
		Good	356	46.6	18,678	44.8	85,721	44.1
		Excellent	303	39.7	17,944	43.1	84,557	43.5
		Total	764	100.0	41,681	100.0	194,221	100.0
Item 37								
37. Do you have children who live with you and depend on you for their care?	CHILDREN	No	671	88.0	31,753	76.3	143,147	73.8
		Yes	91	12.0	9,855	23.7	50,716	26.2
		Total	763	100.0	41,607	100.0	193,863	100.0
Item 40								
40. Are you married?	MARRIED	No	690	90.1	33,836	81.3	154,212	79.5
		Yes	76	9.9	7,790	18.7	39,825	20.5
		Total	765	100.0	41,627	100.0	194,037	100.0
Item 41								
41. Is English your native (first) language?	ENGFIRST	No	121	15.9	8,899	21.4	36,566	18.9
		Yes	644	84.1	32,706	78.6	157,303	81.1
		Total	765	100.0	41,605	100.0	193,869	100.0

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**Community College Survey of Student Engagement - McHenry County College (2023 Administration)**  
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Comparison Group: Large Colleges in the 2023 Cohort\*

[Weighted]

			Your College		Large Colleges		2023 Cohort	
Item	Variable	Responses	Count	Percent	Count	Percent	Count	Percent
Item 42								
42. Are you a current or former member of the U.S. Armed Forces, Reserves, or National Guard?	MILITARY	No	747	97.6	39,885	95.8	185,884	95.9
		Yes	18	2.4	1,738	4.2	8,037	4.1
		Total	765	100.0	41,623	100.0	193,921	100.0
Item 44								
44. Are you a student-athlete on a team sponsored by this college's athletics department?	STUATHLETE	No	746	97.8	40,824	98.1	188,075	97.1
		Yes	17	2.2	776	1.9	5,685	2.9
		Total	763	100.0	41,600	100.0	193,760	100.0
Item 46								
46. What is the highest academic credential you have earned?	HIGHESTED	None	13	1.7	985	2.4	5,242	2.7
		GED	13	1.7	2,006	4.8	9,850	5.1
		High school diploma	629	82.1	27,815	67.0	125,673	65.0
		Vocational/technical certificate	31	4.1	3,326	8.0	17,449	9.0
		Associate degree	45	5.9	3,769	9.1	19,078	9.9
		Bachelor's degree	29	3.8	2,786	6.7	12,259	6.3
		Master's/doctoral/professional degree	5	0.7	811	2.0	3,705	1.9
		Total	766	100.0	41,498	100.0	193,256	100.0
Item 47: Who in your family has attended at least some college? (Mark all that apply)								
47a. Mother	SOMECOLMO	Not marked	296	38.0	27,317	55.5	121,668	54.3
		Marked	482	62.0	21,909	44.5	102,586	45.7
		Total	778	100.0	49,226	100.0	224,254	100.0
47b. Father	SOMECOLFA	Not marked	388	49.9	31,353	63.7	143,341	63.9
		Marked	390	50.1	17,873	36.3	80,913	36.1
		Total	778	100.0	49,226	100.0	224,254	100.0
47c. Brother/Sister	SOMECOLSIB	Not marked	369	47.4	27,009	54.9	123,028	54.9
		Marked	409	52.6	22,217	45.1	101,226	45.1
		Total	778	100.0	49,226	100.0	224,254	100.0
47d. Child	SOMECOLCHLD	Not marked	759	97.6	46,669	94.8	211,459	94.3
		Marked	19	2.4	2,557	5.2	12,795	5.7
		Total	778	100.0	49,226	100.0	224,254	100.0
47e. Spouse/Partner	SOMECOLSP	Not marked	707	90.9	41,946	85.2	189,230	84.4
		Marked	71	9.1	7,280	14.8	35,024	15.6
		Total	778	100.0	49,226	100.0	224,254	100.0
47f. Legal Guardian	SOMECOLGUAR	Not marked	759	97.5	48,516	98.6	220,936	98.5
		Marked	19	2.5	710	1.4	3,318	1.5
		Total	778	100.0	49,226	100.0	224,254	100.0
47g. No one	SOMECOLNONE	Not marked	649	83.4	42,267	85.9	191,664	85.5
		Marked	129	16.6	6,959	14.1	32,590	14.5
		Total	778	100.0	49,226	100.0	224,254	100.0

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