

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
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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.*