

Goal 2: Embrace Organizational Excellence

Student success grows from a culture that fosters inclusivity, innovation, collaboration, and excellence. In all of our activities and dialog, we will strive to include and respect the diverse experiences, values and perspectives of our students and employees, and we will actively work to ensure that FRCC is a welcoming and inclusive environment. Because an investment in our employees is an investment in our students, we will recognize employee contributions and support training and professional development that help our employees, both full-time and part-time, grow. We will focus on agility and efficiency in our organizational processes since they ultimately affect our students' ability to navigate the college experience smoothly. We will invest in safe, accessible, and appealing facilities on all campuses that meet student and staff needs. We will also commit to fiscal responsibility and efficiency in all operations so that our resources can be focused on best assisting students, and we will invest in successful grant development and fundraising to broaden our funding sources. Finally, we will continue to assess our work and use data to make informed decisions.



FRCC will:

Objective 2.1	Objective 2.2	Objective 2.3	Objective 2.4	Objective 2.5
Foster a climate of inclusivity so that all students and employees, both full-time and part-time, are welcomed, supported, and valued for their contributions.	Promote an environment that supports and recognizes employee engagement, innovation, and collaboration, for both FT and PT employees.	Achieve greater agility and efficiency by streamlining processes and establishing clear organizational roles, responsibilities, and accountabilities.	Secure supplemental revenue streams that support key strategic initiatives.	Ensure that all employees and students can work and learn in safe, accessible, and appealing facilities.
Priority Initiatives 2016-2017				
<p>2.1.A – <i>In progress</i> Develop a college-wide inclusion philosophy by September 2017 that will guide campus-based and college-wide activities, including increased use of diverse perspectives in course and program curricula, to enhance the climate of inclusion. [Timeline updated September 2016] <i>Responsible: Cabinet, Campus Diversity Committees</i></p> <p>2.1.B – <i>In progress</i> Develop a plan by December 2016 that addresses hiring and retaining a more diverse workforce. <i>Responsible: Paul Meese</i></p> <p>2.1.C – <i>In progress</i> Develop a plan by November 2017 to achieve equity in outcomes for students from underrepresented groups, as compared to overall student outcomes. [Timeline updated September 2016] <i>Responsible: Jean Runyon, Campus Diversity Committees</i></p>	<p>2.2.A – <i>In progress</i> Review current practices and research strategies that support and recognize employee engagement, innovation, and collaboration by December 2016. <i>Responsible: Paul Meese</i></p>	<p>2.3.A ✓ COMPLETE: Identify a prioritized list of processes to streamline by June 2016, and begin plans to improve those processes. <i>Responsible: Joseph Harbouk & Gillian McKnight-Tutein</i></p> <p>2.3.A.2 – <i>In progress</i> Work with depts on improving 50 processes requested by the college community based on criteria set by process improvement taskforce, with goal of making go/no go decisions on improvements to each listed process by Nov. 2016, and completing implementation of each chosen to proceed by June 2017. <i>Responsible: Joseph Harbouk & Gillian McKnight-Tutein</i></p> <p>2.3.B ✓ COMPLETE: Establish functional org charts for each finance, administrative, and student services dept by Dec. 2016. <i>Responsible: Paul Meese & Dept Directors, Deans</i></p> <p>2.3.C ✓ COMPLETE: Implement class scheduling software by January 2017. <i>Responsible: Gillian McKnight-Tutein</i></p> <p>2.3.D - <i>In progress</i> Develop a revised management and financial model for online courses by Dec. 2016 that encourages more collaboration between Online Learning dept and campus depts. <i>Responsible: Cabinet</i></p>	<p>2.4.A ✓ COMPLETE: Prepare a competitive application for the next Title III grant cycle by Spring 2017. <i>Responsible: Stacey Hogan</i></p> <p>2.4.B – <i>In progress</i> Increase the number of grant awards we receive that are above \$500,000 by Spring 2017, and add staff in the grants department as necessary to develop additional proposals. <i>Responsible: Stacey Hogan</i></p>	<p>2.5.A – <i>In progress</i> Implement training on critical aspects of emergency preparedness and the standard emergency response protocol by Fall 2017, including full-scale exercises at each campus and regular table-tops and drills. <i>Responsible: Joseph Harbouk and campus VPs</i></p> <p>2.5.B – <i>In progress</i> Implement contingency planning and training for faculty and staff by June 2017, such that courses and critical services can be sustained in the event of an extended campus closure. <i>Responsible: Joseph Harbouk and campus VPs</i></p> <p>2.5.C – <i>In progress</i> Upgrade all exterior doors to electronic locks by Spring 2017. <i>Responsible: Joseph Harbouk</i></p>