

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 full-time and part-time 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.

Accomplishments and 2018-2020 Priority Initiatives

Objective 2.1	Objective 2.2	Objective 2.3	Objective 2.4	Objective 2.5
<p>Accomplishments</p> <ul style="list-style-type: none"> ✓ Developed a college-wide Philosophy of Inclusion (2.1.A); convened the Equity, Inclusion, and Diversity Council (2.1.A.2) ✓ Implemented Implicit Bias 	<p>Accomplishments</p> <ul style="list-style-type: none"> ✓ Implemented annual All-College Meeting and Professional Development Day for full-time and part-time employees; added discipline meetings starting 	<p>Accomplishments</p> <ul style="list-style-type: none"> ✓ Identified via survey a prioritized list of processes to streamline and worked with departments to improve 79 processes (2.3.A, 2.3.A.2) ✓ Established 	<p>Accomplishments</p> <ul style="list-style-type: none"> ✓ Awarded a \$2.2 million Title III grant (2.4.A) ✓ Awarded four new grants that are above \$500,000 each and added staff in the grants department to 	<p>Accomplishments</p> <ul style="list-style-type: none"> ✓ Implemented training on critical aspects of emergency preparedness and the standard emergency response protocol including full-

Objective 2.1	Objective 2.2	Objective 2.3	Objective 2.4	Objective 2.5
<p>training for all hiring committees (2.1.B, 2.1.B.2)</p>	<p>Fall 2019</p> <ul style="list-style-type: none"> ✓ Added instructor representatives on Faculty Senates ✓ Initiated recognition of instructor years of service 	<p>functional org charts for each finance, administrative, and student affairs department (2.3.B)</p> <ul style="list-style-type: none"> ✓ Implemented Ad Astra scheduling software (2.3.C) ✓ Developed a revised management and financial model for online courses (2.3.D) ✓ Reassign Time Task Force presented recommendations to Cabinet. Related work is ongoing. (2.3.E) ✓ Developed FRCC Key Performance Indicators (KPI) and disseminated annual KPI report (2.3.F) 	<p>develop additional proposals (2.4.B)</p> <ul style="list-style-type: none"> ✓ Raised more than \$1 million toward equipment for Center for Integrated Manufacturing (CIM) (2.4.C) ✓ Launched capital campaign and raised more than \$1 million for the Health Care Careers Center (2.4.D, 2.4.D.2) 	<p>scale exercises at each campus and regular table-tops and drills (2.5.A)</p> <ul style="list-style-type: none"> ✓ Upgraded all exterior doors to electronic locks (2.5.C) ✓ Completed BCC student life remodel (2.5.D) ✓ Finished Health Care Careers Center (HCCC) design and began construction (2.5.E)
<p>Current Priorities</p> <ul style="list-style-type: none"> • Develop a plan by May 2020 to achieve equity in outcomes for students from underrepresented groups, as 	<p>Current Priorities</p> <ul style="list-style-type: none"> • INITIATIVE IN REVISION FOR VISION 2025: Review current practices and research strategies that 	<p>Current Priorities</p>	<p>Current Priorities</p> <ul style="list-style-type: none"> • Between January, 2020, and December, 2020, raise an additional \$750,000 for the Health Care 	<p>Current Priorities</p> <ul style="list-style-type: none"> • Implement contingency planning and training for faculty and staff by June 2021, such that

Objective 2.1	Objective 2.2	Objective 2.3	Objective 2.4	Objective 2.5
<p>compared to overall student outcomes (2.1.C) <i>Responsible:</i> <i>Elena Sandoval-Lucero, Jean Runyon</i></p>	<p>support and recognize employee engagement, innovation, and collaboration by December 2016 (2.2.A) <i>Responsible:</i> <i>Strategic Planning Committee</i></p>		<p>Careers Center (2.4.D.3) <i>Responsible:</i> <i>Ryan McCoy, Jean Runyon</i></p>	<p>courses and critical services can be sustained in the event of an extended campus closure (2.5.B) <i>Responsible:</i> <i>Patti Arroyo</i></p>