



2020-2025
**STRATEGIC
PLAN**

Mid Plan Updates



Message from the President

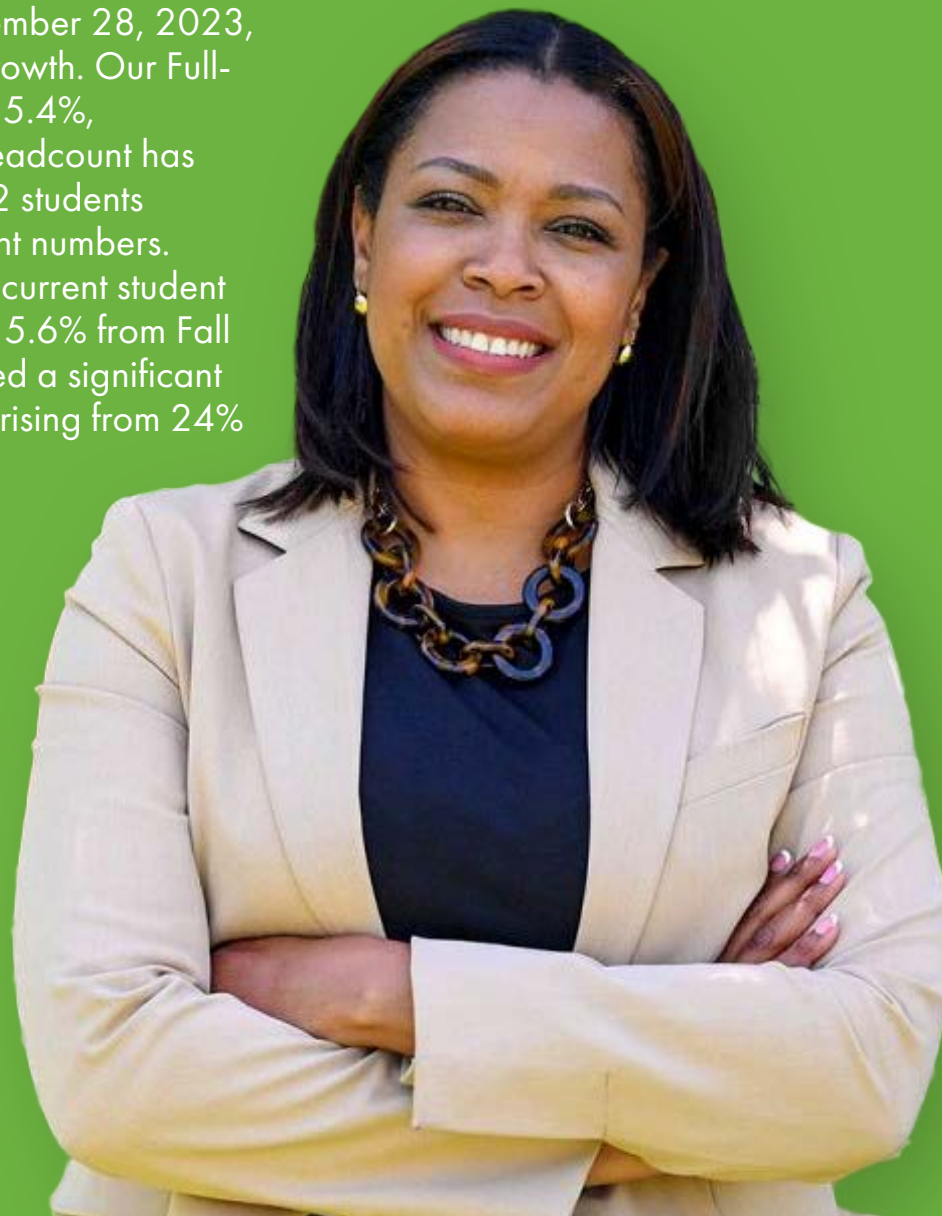
Dear Members of the Lamar Community College Community (LCC),

As we navigate the evolving landscape of higher education, it is my honor to provide a comprehensive mid-cycle update on the implementation of our institution's Strategic Plan 2020-2025. Despite the unprecedented challenges brought forth by the global pandemic, our institution has demonstrated resilience, adaptability, and unwavering commitment to our mission – to Enrich Lives through Learning.

Since the inception of this Strategic Plan 2020-2025, led by LCC's former president, Dr. Linda Lujan, LCC has undergone significant positive transformations. This mid-cycle update serves as a testament to LCC's collective achievements, as we not only confronted adversity head-on during the pandemic but also continued to capitalize on new opportunities for growth and excellence. The accomplishments outlined herein are a testament to the dedication of our faculty, staff, and students, who have embraced change and exhibited remarkable resilience in the face of uncertainty.

I am thrilled to share that as of September 28, 2023, LCC has experienced remarkable growth. Our Full-Time Equivalent (FTE) has surged by 5.4%, representing a 260 FTE increase. Headcount has seen a commendable 7% rise to 722 students compared to the fall 2023 enrollment numbers. We've also witnessed a surge in concurrent student enrollment, marking an increase of 15.6% from Fall 2022 to Fall 2023. LCC also realized a significant increase in the Fall enrollment yield, rising from 24% to an impressive 45%.

Our accomplishments have touched our workforce as well. The College successfully filled all 68 vacancies, representing 73.24% of our full-time staff by October 2023. This influx of new staff prompted the implementation of expanded internal and external training for all. The College has been selected as a leading institution to host a Workforce Resilience Program (WRP) Coordinator position, positioning us as pioneers in supporting local industry and workforce training.



Our commitment to enhancing teaching and learning experiences is evident through the transformative impact of the IREPO Grant on our classrooms and technology resources. Recognizing the technological needs of our students, we now provide state-of-the-art learning environments and address limited access to technology by offering laptops and hotspots for students, ensuring seamless participation in their educational journey.

LCC's dedication to education extends beyond the College's walls, as we've equipped 15 local high schools with the necessary technology to support concurrent enrollment learners. Initiatives like the LCC/PEP Career Fair/Job Expo and our involvement in various community events showcase our commitment to fostering meaningful connections with our community.

I am immensely proud of the achievements and milestones we've reached together. The successful implementation of our grants, including the Construction COPPER grant, the launching of the LCC-Lamar High School Latino Career Pathway Partnership, and the continuous efforts to enrich the lives of our students exemplify our collective commitment to excellence and service.

As we take stock of the progress made, let us remain steadfast in our commitment to academic excellence. The remaining action priorities for the last two years of our plan have been collaboratively developed and hold data-informed practices to help us continue to navigate challenges, innovate, strengthen, and elevate the future of Lamar Community College.

Thank you for your unwavering dedication to our shared mission.

Warm regards,

A handwritten signature in white ink, appearing to read 'Rosana', with a long, horizontal flourish extending to the right.

Dr. Rosana Reyes President
Lamar Community College



Mid Plan Task Force Members

Chad DeBono,
Vice President of Administration and Institutional Effectiveness

Larry McLemore,
Vice President of Academic and Student Services

Tara Silvey,
Human Resources Director

Kelly Emick,
Arts & Science Faculty - HLC Accreditation Liaison

Scott Crampton,
Athletics Director

Rachel Evans,
Executive Director, LCC Foundation

Jordan Kemp,
Director of Student Services and Enrollment Management

Tiarra Williams,
Executive Assistant to the President

Julie Jones,
MAP Center Director

Kyle Lasley,
Dean of Academics

Aubrey Lawrence,
Marketing Director

Deon Williams,
Success Coach and Student Life Coordinator

Kelli Gaines,
Title III Coordinator

Kendra King,
Cosmetology Instructor and CTE Dept Chair

Savanna Mauch,
Equine Business Management and CTE Dept Chair

Laurie Ybarra,
Admissions Coordinator

Delino Lewis,
Residence Life Coordinator and Women's Basketball Coach

Sean Lirley,
Director of Facilities

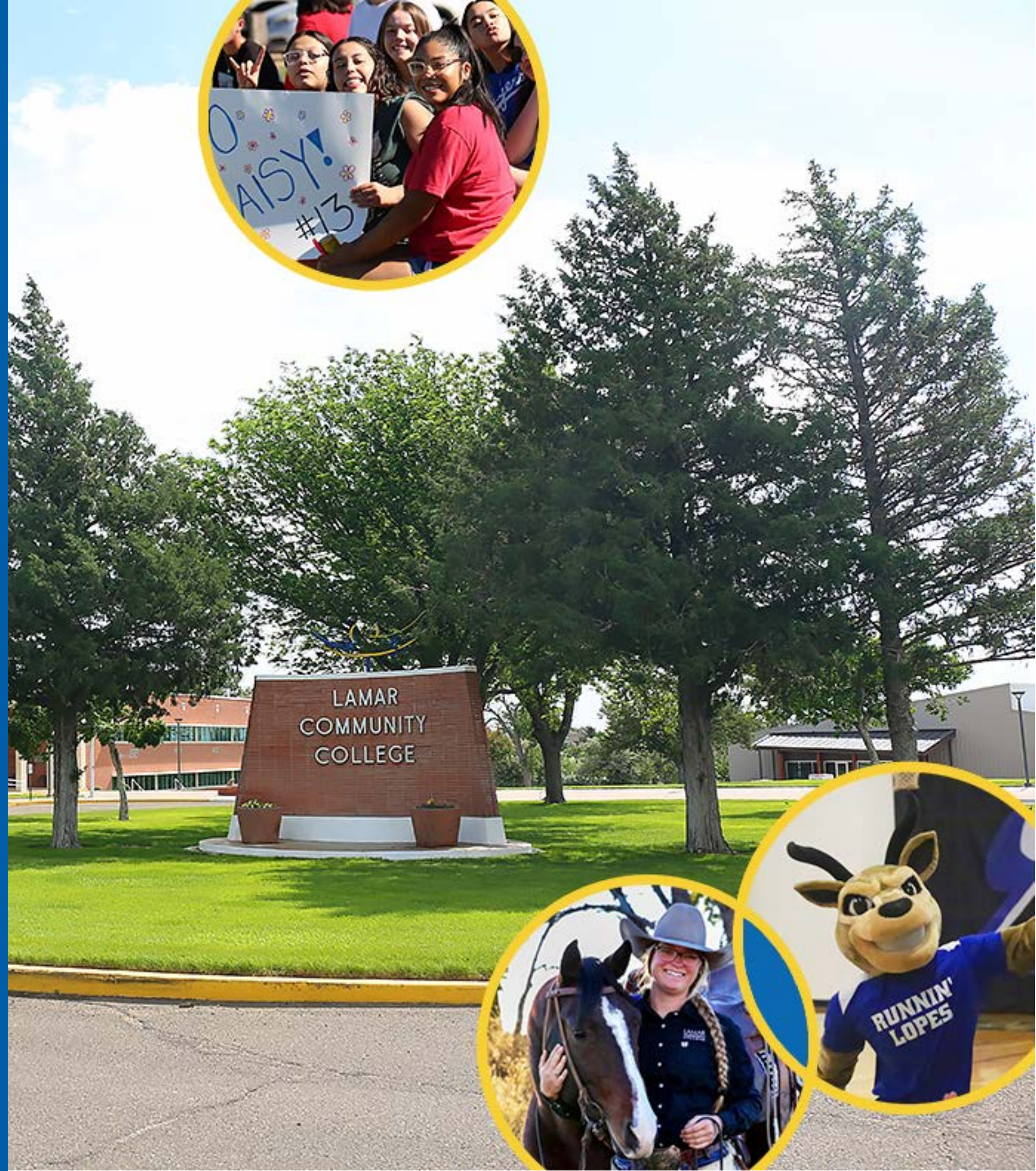
Morgan Clark,
Director of Nursing and Allied Health Care

Tamara Nickelson,
Controller

Jason Spano,
IT Director

Courtney Morris,
Work-based Learning Project Director

Ryan Lambert,
Data Science and Institutional Research



Mission:

We enrich lives through learning

Located on the golden plains of southeastern Colorado, Lamar Community College is focused on the educational needs of Prowers, Baca, Kiowa, and Cheyenne Counties. Yet its unique programs, NJCAA/NIRA athletics, small class sizes, dedicated staff, innovative spirit, and idyllic setting also make it a destination college for students of all ages from across Colorado, the nation, and the world.

Vision

Lamar Community College provides the highest quality education and service excellence in an environment of care, support, mutual respect, and integrity. unique programs, NJCAA/NIRA athletics, small class sizes, dedicated staff, innovative spirit, and idyllic setting also make it a destination college for students of all ages from across Colorado, the nation, and the world.



Role & Purpose

As part of the Colorado Community College System, LCC is committed to providing its students with:

- Academic programs that qualify students for transfer to four-year colleges and universities.
- Educational offerings that meet the occupational needs of students in career and technical fields.
- Instructional and support strategies that enable students to begin classes at any stage of academic preparation
- Opportunities for perpetual learning and lifelong development.
- Comprehensive assessment of student learning outcomes to continually improve our students' experiences and success.
- An environment that supports learners and opens minds to innovation, creativity, and possibilities.

Core Values

- Respect – We relate to colleagues, students, external stakeholders, and community members with consideration and thoughtfulness.
- Integrity – We steadfastly adhere to high moral principles, honesty, and professional standards; we nurture and expect the same values in our students.
- Open Communication – We operate through communication processes that guide our college in making decisions and seeking future opportunities; we communicate those decisions and actions to our internal and external stakeholders.
- Valuing People – We promote the development and intellectual growth of faculty, staff, administrators and students. We recognize internal and external stakeholders' contributions to the college. We foster integrity, excellence, passion, and the fulfillment of students' and employees' academic and professional goals.



BUILDING OUR FUTURE



CTE Building Construction at
Lamar Community College

Message from the President

Former President of LCC and Leader of the Initial Strategic Plan Task Force

On behalf of Lamar Community College, its employees, and the many students and communities we serve, I am very excited to present the college's 2020-2025 Strategic Plan. This plan was developed collaboratively through the efforts of a grass-roots Strategic Planning Task Force (SPTF) that engaged the entire college, our students, and our communities in establishing goals, priorities, and measures that will guide the college in ensuring student, community, employee, and resource success in the coming years.

The SPTF used an inclusive process which recognized and valued the diversity of our college communities; sought internal and external input; and aligned the plan with the Colorado Community College System strategic plan and the Higher Learning Commission's accreditation standards. Additionally, the SPTF looked closely at LCC's very successful 2017-2020 Strategic Plan to identify which elements to retain and which to improve. Among the lessons-learned from the previous plan were: 1) focus on what matters most to LCC's students, employees, and communities; 2) clarify and simplify the plan and its processes; 3) measure what matters; 4) commit resources to the plan; 5) engage everyone in implementing the plan; and 6) integrate all planning under the strategic planning umbrella.

This plan is innovative. This plan is elegant in its simplicity – a single ongoing goal coupled with a different annual theme for the next five years. This plan is also action-oriented and will guide our efforts and engage each of you at all of our employee convenings and throughout the year. This plan is not "the plan" – this is "OUR plan" and each of you will have a role.

Please join me in thanking the co-chairs and members of the Strategic Planning Task Force. They worked carefully and thoughtfully to ensure LCC has a plan that will make a difference for us now and into the future!

Warmest regards,

Linda Lujan, Ph.D.

Retired February 2023



Initial Task Force Members

Jenna Davis,
Director of Admissions (co-chair)

Robert Vazquez,
IT Director (co-chair)

Anne-Marie Crampton,
Executive Director, LCC Foundation

Kelly Emick,
Arts & Science Faculty

Berna Griego,
Student Services Transfer Coordinator

Mittie Helm,
Business Faculty

Dr. Paul Kraft,
MAP Center Director/ Title III Co-Director

Dr. Annessa Stagner,
Academic Dean

Rian Stubbs,
Men's Basketball Coach

Shelly Tombleson,
Human Resources Director across Colorado, the nation, and the world.



Introduction

The 2020-2025 Strategic Plan builds on LCC’s 2017-2020 Strategic Plan; it expands on the previous plan’s successes while addressing its challenges. Specifically, the re-envisioning of the new plan sought to create more tangible and relatable outcomes, a simpler format, and more ways for employees to engage and see progress. We desired something innovative that would stand apart from other colleges’ strategic plans, with fluidity that would respond to the changing needs of our students and communities. We wanted a plan that would address the practical needs we saw on campus while also considering the college’s long-term growth goals. Finally, we needed the plan to align with existing college plans and goals (i.e. Complete College America, CCCS Strategic Plan, Facilities Master Plan, IT Strategic Plan, Title III Grant, Academic Master Plan, Enrollment Management Plan, and LCC Foundation’s Strategic Plan) to ensure cohesion and integration supporting LCC’s ongoing focus on student equity and success, employee engagement, community wellbeing, and resource acquisition.

Ultimately the 2020-2025 Strategic Plan empowers LCC’s employees to make strategic decisions at the individual, department, and campus level. The plan empowers each employee to make immediate changes in their area in alignment with LCC’s integrated plans. Through department and budget planning processes departments can work and find their place and role within the 2020-2025 Strategic Plan. As a whole, campus will have the opportunity to create larger impacts through the action priorities chosen each year around a common theme.

Year 1-3 Goals

Through a proactive and responsive approach to student, resource, employee, and community needs, LCC will enroll at least 1000 total student* headcount by Fall 2025.

**Unspoken, but understood is the need to ensure each student persists and achieves his/her goals with our support*

TERM	HEADCOUNT	4% ANNUAL INCREASE IN HC
Fall 2019	835 (set in Sept)	*33
Fall 2020	868	+34
Fall 2021	902	+36
Fall 2022	938	+37
Fall 2023	975	+39
Fall 2024	1014	+40
Fall 2025	1054	219 total 5-year increase

A New Approach- The Plan

The 2020-2025 Strategic Plan is broken into five year-long themes. Each year includes action priorities focused in four areas: student success, community success, resource success, employee success.

- Year 1 (2020-21): Improving and Enhancing Aesthetics and Amenities
- Year 2 (2021-22): Communication
- Year 3 (2022-23): Expanding Access
- Year 4 (2023-24): Cultivating Growth & Sustainability
- Year 5 (2024-25): Service: Being the college that serves

Each year's theme was chosen through analysis of quantitative and qualitative feedback from internal and external stakeholders, current initiatives and planned work, and using the notion that each year's theme would build on the last, allowing the plan to achieve a compounding effect through its life.

Improving and enhancing aesthetics & amenities will bring visible changes in the first year. Advancing communication will also create visible changes and is a high priority for our students, employees and other stakeholders. As strategic growth occurs, the plan enables the college to turn our focus towards expanding access, and then sustaining all the different types of growth we have achieved. The final year of the plan will allow the college to think deeply about future decisions as we brand ourselves as the College that serves.

How it Works

For each year, there will be a layering of decisions. First, campus leadership will review and approve a list of potential campus-wide action priorities. At the annual fall employee meeting, campus employees will use the list to vote on the action priorities for that year. All employees will join an action priority task force so each employee will be actively involved in at least one action priority each year. Each task force will elect a chair, co-chair, and reporter who will comprise the task force's action priority (AP) executive team and guide the task force's project to completion that year.

Measures

Each task force will establish metrics, outcomes, and a timeline for their action priority during the annual Conversation Day work session. All task forces will follow a standard strategic planning calendar template, and all action priority measures will be placed on a common dashboard on SharePoint. Executive team members will be trained in updating the SharePoint site. EPT and PLC will monitor progress throughout the year.

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Mid Plan Strategic Outcomes

Transform The Student Experience

Enrollment Growth: The institution experienced a 5.4% increase in Full-Time Equivalent (FTE) students, representing 260 additional FTE. Headcount also rose by 7%, reaching 722 students compared to the previous fall.

Improved Fall Enrollment Yield: The fall enrollment yield surged from 24% to an impressive 45%, showcasing the success of recruitment efforts.

Enhanced Teaching and Learning Experience: The IREPO Grant has played a crucial role in upgrading 22 classrooms with state-of-the-art technology, including flat screens, projectors, and Microsoft Surface checkout programs. This initiative ensures an engaging and active learning environment.

Financial Support for Students: The institution received Career Advance Colorado funding, covering tuition and fees for students in specific degrees. The College identified 60 eligible students, awarding \$92,712.18, with plans to award more as qualifications are met.

We have 184 students enrolled in pre-collegiate COSI, a 12% increase from last year. LCC COSI team has added Springfield, Walsh, and Las Animas HS to our service sites. With these additional HSs, we have increased 50 students and the number of schools from 4 to 8.

Student Development Programs: Initiatives like Rodeo Bible Camp, LCC MSS Scholarship extension, and programs like Back to Work and Finish What You Started showcase the commitment to student growth and development.

Infrastructure and Construction Initiatives: Under the leadership of Professor Jake Specht, the Construction COPERR grant initiative acquired land for students to learn home construction, completing the renovation of two homes in the community.

Technological Advancements: Lamar Community College prioritizes technology access, implementing programs for students facing connectivity challenges, allowing them to borrow laptops or hotspots from the library.

Institutional Achievements: Lamar Community College proudly achieved enrollment surges, 12% of our student body qualified to be inducted into the Phi Theta Kappa honor society, successful completion of grants several major grants, implementation of cutting-edge educational technology, and the launch of a new website funded under the Title III grant.

Food Pantry Campaign has garnered over \$1,160 in cash contributions from compassionate community members. Additionally, we've been blessed with the donation of 19 cases and 10 pallets of food, graciously provided by esteemed partners. This outpouring of generosity reinforces the strength of our community bonds and our collective commitment to supporting our students.

The LCC Behavioral Health program: at LCC is starting to provide our community behavioral health providers and students with a Behavioral Health Assistant certificate beginning in the spring 24 semester. This certificate is grounded in short stackable micro-credential 21st-century skill areas, including empathy and healthy boundaries, and applied therapeutic communication skills. In addition, LCC has launched student supportive services in personal wellness and mental health support to our students this Fall. The LCC Behavioral Health team and their efforts are in collaboration with our sister colleges, CCCS, the Governor's office, and industry partners to build services and Behavioral Health AAS degrees across the state in this high-need, high-wage career.

Implemented a successful winter 2023 semester.

Transformational Partnership

Community Outreach and Events: Lamar Community College has actively engaged with the community through various events, including parades, fairs, and the successful LCC/PEP Career Fair/Job Expo, connecting students with over 40 industry partners.

Educational Partnerships: Lamar Community College expanded its reach by equipping 15 local high schools with resources for concurrent enrollment learners, emphasizing collaborative educational initiatives.

Successfully Launched the groundbreaking **Latino Career Pathway Partnership** in collaboration with Lamar School District English Language Learner team.

Transform Our Workforce

Staffing and Workforce Development: All 68 vacancies, representing 73.24% of full-time staff, have been filled, leading to expanded internal and external training programs for all staff.

Lamar Community College has been selected as one of the three leading colleges to host a **Workforce Resilience Program (WRP)** Coordinator position. This grant aims to support local industry, including non-for-profits workforce training and development in alignment with Skill Advance work currently underway at LCC. We will lead Trinidad College, Pueblo Community College, and Otero Community College.

The LCC Workforce Team recently brought back the **LCC/PEP Career Fair/Job Expo**. The successful event hosted over **40 industry partners** who interacted with **over 200 high school students and 30 college/adult students**.

Mid Plan

Strategic Outcomes

Demonstrate Our Value Proposition

Marketing and Outreach: The re-established Marketing office has been prolific, with a comprehensive and strategic approach to marketing, and engaging audiences. The Marketing department achieved remarkable success in its various initiatives including:

Print Media Presence: Published weekly ads in the Lamar Ledger since May 2023 and published over 20 articles and press releases in local papers and their related websites, and LCC social media/website.

Media Partnership: Established a significant sponsorship deal with CAF Media, resulting in the livestreaming of college games on their website and during commercial breaks. Made monthly appearances at KWAY and occasionally visited Sunday Spanish Radio programming.

Local Engagement: Placed ads in local high school yearbooks, basketball tournaments, and graduations programs and sent the newly update College viewbook to every home in Prowers, Baca, Kiowa, Bent, and Cheyenne Wells in December 2023.

Social Media Expansion: Initiated a TikTok account, garnering around 300-1,000 views per video. Instagram followers increased from 1,089 to 1,316. Facebook followers increased from 3,813 to 4,019.

Mascot Reveal Event - sponsored by TA, Lamar, CO.
Lamar Community College hosted a mascot reveal event on November 1, 2023, at the season's first Runnin' Lopes basketball games. The winning name from the Naming Contest was announced – Lightin the Lope, and we gave out concession vouchers for the first 100 people in the door, swag, and t-shirts throughout the event. LCC will also held a special tribute to the previous mascot that proudly served the Runnin' Lopes in the days of his prime.

LCC Foundation: Since January 1, 2023, the LCC Foundation has raised nearly \$100,000, with a recent surge in fundraising yielding over \$30,000 in the past two months. Key contributions include \$10,000 from TA Express for LCC's new mascot and an upcoming unveiling event, along with a substantial \$5,400 donation from Scooter's Coffee for Matching Student Scholarships. These donations signify a shared commitment to enriching educational opportunities and enhancing the LCC experience for our students.

Mid Plan

Key Performance Indicators

Recruitment

Fall enrollment yield (% of applicants that enroll) increased from 24% to **45% this Fall**.

HS ATTRIBUTE	HEADCOUNT					FTE				
	2019	2020	2021	2022	2023	2019	2020	2021	2022	2023
N	678	698	593	535	521	423.9	469.0	385.1	363.3	355.9
Y	311	347	317	309	293	132.9	146.0	146.1	132.3	138.2
Totals	989	1045	910	844	814	556.9	615.0	531.3	495.5	494.1

Retention

TERM	# IN COHORT	%RETAINED FALL -> SPRING	%GRADUATED FALL -> SPRING	% STOP OUT FALL -> SPRING
FALL 2022	397	74%	5%	21%
FALL 2021	410	75%	4%	21%
FALL 2020	441	71%	4%	25%
FALL 2019	536	71%	6%	25%

TERM	# IN COHORT	% RETAINED FALL -> FALL	% GRADUATED FALL -> FALL	% STOP OUT FALL -> FALL
FALL 2022	397	37%	24%	39%
FALL 2021	410	31%	27%	41%
FALL 2020	441	32%	27%	41%
FALL 2019	536	32%	25%	43%

Mid Plan

Key Performance Indicators

Retention

TERM	RACE SUMMARY	# IN COHORT	% RETAINED FALL -> SPRING	% GRADUATED FALL -> SPRING	% STOP OUT FALL -> SPRING	% RETAINED FALL -> FALL	% GRADUATED FALL -> FALL	% STOP OUT FALL -> FALL
FALL 2022	Student of Color	213	76%	7%	17%	43%	24%	33%
	Unknown	19	74%	0%	26%	21%	32%	47%
	White	165	72%	4%	24%	30%	24%	47%
FALL 2021	Student of Color	183	77%	4%	20%	34%	19%	46%
	Unknown	12	75%	0%	25%	25%	33%	42%
	White	215	73%	4%	22%	29%	34%	37%
FALL 2020	Student of Color	185	69%	3%	28%	30%	24%	46%
	Unknown	14	79%	0%	21%	36%	50%	14%
	White	242	72%	5%	24%	33%	29%	38%
FALL 2019	Student of Color	240	70%	3%	26%	29%	21%	50%
	Unknown	31	74%	0%	26%	23%	16%	61%
	White	265	72%	9%	19%	35%	30%	35%

Completion

GENDER	HEADCOUNT					# OF AWARDS				
	2019	2020	2021	2022	2023	2019	2020	2021	2022	2023
F	83	83	90	71	92	96	103	100	83	105
M	10	11	10	5	8	13	13	13	5	9
N	139	130	115	116	81	160	154	133	126	86

RACE SUMMARY	HEADCOUNT					# OF AWARDS				
	2019	2020	2021	2022	2023	2019	2020	2021	2022	2023
Student of Color	83	83	90	71	92	96	103	100	83	105
Unknown	10	11	10	5	8	13	13	13	5	9
White	139	130	115	116	81	160	154	133	126	86

YEAR 1

2020-21 IMPROVING AND ENHANCING AESTHETICS & AMENITIES

Recommended Action Priority Options

	STUDENT SUCCESS	EMPLOYEE SUCCESS	RESOURCE SUCCESS	COMMUNITY SUCCESS
Action Priority	Remodel dorm room with construction trades students (paint/lighting)	Updated furniture in offices and classrooms	Updated, attractive and accurate external signage across campus	Implementation team for additional Location sites (Granada, Cheyenne Wells, Springfield, Eads)
Achieved Outcome		CTE building finished/furnished Updated furniture and technology in multiple classrooms	Signage has been updated throughout campus	
Action Priority	Improve the dining experience and food options for students	Buildings pick a beautification project in their area	Website content review & design edits from all campus	Improve and market rental and meeting space
Achieved Outcome	Remodeled the cafeteria	Outdoor landscaping of CTE building and areas around Prowers House	Undergone a website redesign with ongoing updates	External room reservations have increased
Action Priority	Implement an "Outdoor Club"		Updated, attractive and accurate internal signage & bulletin boards	Evaluate the offerings and enrollment pro-cess for non-credit and continuing education options for community members to enroll in LCC courses at a cost-effective rate
Achieved Outcome				
Action Priority	Implementation team for Student Union space.			
Achieved Outcome				
Action Priority	Implementation team for CTE Building			
Achieved Outcome				

NOTE: Options were/will be gathered and vetted through college and community forums each year. Additional options could be added during each plan year’s implementation process. Collectively, each August, LCC will select a priority option in each of the four categories – Student Success, Employee Success, Community Success, and Resource Success as that year’s action priority for that category.

YEAR 2

2021-22 COMMUNICATION

Recommended Action Priority Options

NOTE: Options were/will be gathered and vetted through college and community forums each year. Additional options could be added during each plan year's implementation process. Collectively, each August, LCC will select a priority option in each of the four categories – Student Success, Employee Success, Community Success, and Resource Success as that year's action priority for that category.

	STUDENT SUCCESS	EMPLOYEE SUCCESS	RESOURCE SUCCESS	COMMUNITY SUCCESS
Action Priority	More use of streaming events.	Assessment team on employee satisfaction.	Strive for at least three recognized awards.	Listen to community needs related to hours of operations, academic offerings, rental spaces
Achieved Outcome	Events such as games, Nurse Pinning and Commencement have streaming options	Climate Survey		
Action Priority	Create a plan to use LCC phone app	Evaluate the onboarding process for a new employee		Offer additional open houses on campus
Achieved Outcome		Implemented NeoEd Onboard Revamped hiring process to include shortening the application to hire timeframe		
Action Priority	Utilization of digital content for students			Task force to determine community needs for Spanish speaking citizens. Host a minimum of two events.
Achieved Outcome	Expanded tutorials and lessons in D2L, digital engagement in tutoring, expanded online digital database in library			Created the Latino Career Pathway Program
Action Priority	Evaluate the communication flow prospective students receive			Maximizing community partnerships for community training. Create a progressive training environment.
Achieved Outcome	Updated and implemented new communication programs to better reach prospective students			Created a Workforce Development Project Director position to engage with the community and access workforce training needs
Action Priority	Evaluate the communication flow current students receive			
Achieved Outcome	Updated and implemented new communication programs and technology to better reach students			

YEAR 3

2022-23 EXPANDING ACCESS

Recommended Action Priority Options

NOTE: Options were/will be gathered and vetted through college and community forums each year. Additional options could be added during each plan year's implementation process. Collectively, each August, LCC will select a priority option in each of the four categories – Student Success, Employee Success, Community Success, and Resource Success as that year's action priority for that category.

	STUDENT SUCCESS	EMPLOYEE SUCCESS	RESOURCE SUCCESS	COMMUNITY SUCCESS
Action Priority	Evaluate hours of operation, course availability, etc. to meet the needs of the students we serve	Expand opportunities for employees to support campus events and activities	Increase recruitment activities and strategies for enrollment growth in all categories of students, including adult learners	Develop a calendar of internal and external opportunities
Achieved Outcome	Expanded our CTE courses such as Construction Trades and Cosmetology Offered courses at remote locations: Springfield, Eads and Granada	Employee Engagement organized a Welcome Back bash for employees and students Meet the Team events have been organized for students and staff to engage with the athletic teams Created Students vs Staff games and activities throughout the year	Increased the enrollment of Out-of-State students/Reciprocity	Published the master calendar on the LCC website Displaying the calendar information in multiple locations. i.e emails, website, bulletins, campus monitors, flyers, etc. Joined the Lamar CitybyApp to promote LCC events and connect the community
Action Priority	Increase staffing in the Library and Tutoring Center	Increase wellness activities and make the fitness center free and accessible to all employees	Provide new sport opportunities	Coordinate and promote the opportunities on the calendar to the community
Achieved Outcome	Tutoring Center staffing increased by 350% and hours logged by students increased from 131 hours in the Fall of 2022 to 1065 hours in the Fall of 2023	The Fitness Center fee has been waived for employees	Created a Men's and Women's soccer teams	Increased activities on and off campus Moved marketing in-house and increased promotional activity on social media
Action Priority	Offer more Hy-Flex courses		Provide non-credit, work based courses	
Achieved Outcome	Improved technology throughout campus classrooms to allow for more Hy-Flex courses and integration		Hired a grant funded Work-based Learning Project Director	

YEAR 4

2023-24 CULTIVATING GROWTH AND SUSTAINABILITY

Recommended Action Priority Options

NOTE: Options were/will be gathered and vetted through college and community forums each year. Additional options could be added during each plan year’s implementation process. Collectively, each August, LCC will select a priority option in each of the four categories – Student Success, Employee Success, Community Success, and Resource Success as that year’s action priority for that category.

	STUDENT SUCCESS	EMPLOYEE SUCCESS	RESOURCE SUCCESS	COMMUNITY SUCCESS
Action Priority	Decrease student time to enrollment to <1 week during the registration timeframe	Evaluate job descriptions to ensure efficient yet effective employee roles	Establish budget process that evaluates enrollment potential and leads to strategic investments	Continue a dynamic relationship with our community to maintain a positive perception
Achieved Outcome				
Action Priority	Increase professional development & process training for student success staff	Enhance on-boarding of new and existing employees	Invest in program plan for Trustees Building	Develop a work-based learning program that connects industry, LCC, and potential students
Achieved Outcome				
Action Priority	Provide more inclusion for student life activities	Market positions and promote retention with work/life balance to meet LCC needs	Invest in campus housing to maintain and grow on-campus enrollment	Facilitate regular engagement with community donors and potential donors of LCC
Achieved Outcome				
Action Priority	Work with Resource Success to improve the dorms for students	Create employee lounge to build a sense of community among LCC employees	Align campus master calendar for planning use of facilities	Provide time for faculty to recruit in regional high schools
Achieved Outcome				
Action Priority		Work with resource success to purchase current textbooks in all of the fields across our curriculum		
Achieved Outcome				

YEAR 5

2024-25 SERVICE: BEING THE COLLEGE THAT SERVES

Recommended Action Priority Options

NOTE: Options were/will be gathered and vetted through college and community forums each year. Additional options could be added during each plan year’s implementation process. Collectively, each August, LCC will select a priority option in each of the four categories – Student Success, Employee Success, Community Success, and Resource Success as that year’s action priority for that category.

	STUDENT SUCCESS	EMPLOYEE SUCCESS	RESOURCE SUCCESS	COMMUNITY SUCCESS
Action Priority	Finalize Website Redesign	Evaluate job descriptions to ensure efficient yet effective employee roles	Invest in Wellness Center Upgrades	Continue a dynamic relationship with our community to maintain a positive perception
Achieved Outcome				
Action Priority	Create more reasonable options and support for students	Enhance on-boarding of new and existing employees	Continue investment of Perkins and other funds into CTE facilities	Develop a work-based learning program that connects industry, LCC, and potential students
Achieved Outcome				
Action Priority		Market positions and promote retention with work/life balance to meet LCC needs		Facilitate regular engagement with community donors and potential donors of LCC
Achieved Outcome				
Action Priority		Create additional spaces for offices/update furniture to existing ones		Provide time for faculty to recruit in regional high schools
Achieved Outcome				
Action Priority		Enact a Community Service Work Day		
Achieved Outcome				



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