

Sandhills Community College



The College Strategic Plan of Operations 2010-2013

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Foreword . . .

Each spring the Campus Planning Committee meets holds a Strategic Planning Meeting to review and update the three-year Campus Strategic Plan. The meeting begins with an update on the status of the goals from the previous years with focused discussion related to goals that were not achieved, deferred, or redirected.

Using information gleaned from annual program reviews in each of their respective areas, the three Vice Presidents then lead planning discussions related to each of the five chapters of the Campus Strategic Plan: Programs, Personnel, Facilities and Equipment, Technology, and Development. From this meeting, the strategic plan is drafted and reviewed by the three Vice Presidents and submitted to the President for his approval. Pending the President's approval, the three-year Strategic Plan is submitted to the Board of Trustees for approval.

Once the three-year plan has been approved by the Board of Trustees, the Office of Planning and Research distributes the plan to the campus community and assists in monitoring the progress of each of the goals.

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The Office of Planning and Research

Chapter 1: Programs

It is through its programs that SCC is able to “provide educational opportunities of the highest quality to all the people of the Sandhills.” *Programs* refer to new curriculum programs that meet the needs of the institution’s service area; student service programs designed to recruit, enroll and retain students; continuing education programs addressing literacy issues as well as the needs of local businesses; and administrative programs and initiatives designed to ensure that the college is run efficiently” (institutional goal #8). The *program* needs of the college for the upcoming one to three-year planning cycle are the driving force for the needs associated with the chapters of *The College Strategic Plan of Operations* (CSP) that follow.

Goals	Year	Key Staff	College Goal
Focus recruiting efforts in computer technology, landscape, and turfgrass programs	2010-2013	VP Turner Dean Layne	1 and 4
Develop timetable and implementation plan for conversion of Blackboard online courses to Moodle in anticipation of NCCCS shift to Moodle as the delivery platform in 2011.	2010-2011	VP Turner Dean Layne W. Kauffman	1, 2, and 7
Continue and expand work of Assessment Team	2010-2012	Dean Sullivan Dean Layne	10
Continue to implement on-line registration capability.	2010-2012	VP Adams VP Turner VP Gough D. Savin Dean Shoemake Dean Lewis	6
Continue to implement system of course prerequisite checks through Student Services and Instruction.	2010-2011	VP Gough VP Turner VP Adams D. Savin	6
Continue to evaluate the effect of increasing prerequisites to enroll in one hundred level courses on developmental education and college transfer	2010-2011	VP Turner Dean Layne Dean Sullivan	1, 2 and 3
Implement developmental education improvement plans, increase program oversight in mathematics, and continue to evaluate program efficacy	2010-2012	VP Turner Dean Layne Dean Sullivan	1, 2, and 3

Chapter 1: Programs

Goals	Year	Key Staff	College Goal
Continue evaluation of programs with respect to consolidation or expansion	2010-2011	VP Turner Dean Layne Dean Sullivan	1, 2 and 6
Continue to consolidate and strengthen Computer Technologies programs	2010-2011	VP Turner Dean Layne	1 and 4
Create an assistance program for programs with low enrollment and retention	2010-2013	VP Turner VP Adams Dean Layne	6 and 9
Implement a grant-funded trade program in masonry	2010-2011	VP Turner Dean Layne	1 and 4
Continue the implementation of a new syllabus standard for online courses with specific emphasis on linking course goals and assessment of student learning outcomes.	2010-2013	Dean Layne Dean Lewis	9
Implement Teacher Academy	2010-2011	VP Turner Dean Layne	1 and 4
Seek an articulation agreement with UNCP in Early Childhood Education	2010-2011	VP Turner Dean Layne	1, 2, 4 and 9
Re-evaluate the Evening Hybrid Core for College Transfer Diploma program	2010-2011	VP Turner Dean Layne	1, 2, 4 and 9
Establish Compliance Documentation Team for SACS COC reaffirmation	2010-2011	Dean Sullivan	10
Begin planning for Curriculum Fire Science program.	2010-2011	VP Turner Dean Layne	1 and 4
Conduct a second community business program needs assessment.	2010-2011	VP Turner Dean Sullivan	9
Hold Quality Enhancement Plan listening forums	2011-2012	Dean Sullivan	10
Create a donor funding source (program) for athletics.	2010-2011	VP Adams A. Denton	6 and 8
Establish partnership with Hoke County Sheriff to offer Basic Skills courses at the Hoke County Jail.	2010-2011	VP Turner Dean Korte	3 and 6
Double fire training FTE.	2010-2011	VP Turner VP Gough	4
Review and revise Campus Wide Benchmarks	2010-2011	Dean Sullivan	10
Conduct a two-year customer service reorganization and training initiative for the Division of Student Services.	2010-2012	VP Adams Dean Shoemake	6 and 8

Chapter 1: Programs

Goals	Year	Key Staff	College Goal
Continue to implement E-Procurement	2010-2012	VP Gough R. Gamble	8
Expand athletics to include baseball and/or softball	2010-2012	VP Adams VP Gough A. Denton	6 and 9
Establish Medical Ophthalmic Assistant program	2011-2012	VP Turner Dean Layne	1 and 4
Initiate Basic Skills Plus program	2011-2012	VP Turner Dean Korte	1,2 and 3
Initiate NCCER Electrician Program (CE)	2011-2012	VP Turner Dean Korte	1 and 4
Plan and implement Industrial Maintenance certificate program	2011-2012	VP Turner Dean Korte	1 and 4
Initiate courses in I pad training	2011-2012	VP Turner Dean Korte	1 and 4
Extend HRD and selected occupational programs to the Samarkand campus	2011-2012	VP Turner Dean Korte	1 and 4
Initiate GED to military enlistment course sequence	2010-2011	VP Turner Dean Korte Dean Layne	1, 4 and 8
Complete planning and initiate Mass Communication track in the Associate of Arts program	2011-2012	VP Turner Dean Layne	1 and 4
Pursue certificate for reverse transfer science majors in the medical lab technician field	2011-2012	VP Turner Dean Layne	1 and 4
Support the ADN effort to achieve NLN accreditation	2011-2014	VP Turner Dean Layne	1 and 4

Chapter 2: Personnel

Personnel refers to new positions determined by faculty and staff as recommended hires within the three-year planning cycle for one of the following reasons: 1) the position is a replacement for a person who is no longer employed in that position; 2) the position is in a new or expanding program; 3) the position fulfills a program need such as increased student enrollment; 4) the position addresses the ratio of part-time to full-time teaching in a department; 5) the position satisfies a demonstrated program need such as meeting the requirement of a credentialed person to teach college transfer courses; 6) the position demonstrates an outstanding “value added” to Sandhills Community College. *Personnel* also refers to faculty and staff development activities. Choice of personnel in the *College Strategic Plan of Operations* directly relates to the college’s Goal #7 “to hire faculty and staff that are reflective of our diverse community and of the highest quality....”

Goals	Year	Key Staff	College Goal
Hire replacement Data Specialist for IE Office	2010-2011	VP Turner Dean Sullivan	7,8 and 10
Hire 30 hour Planning and Research Associate to support SACS reaffirmation.	2010-2011	VP Turner Dean Sullivan	7,8 and 10
Hire full-time History instructor.	2010-2011	VP Turner Dean Layne	2
Hire Simulation and Gaming faculty member.	2010-2011	VP Turner Dean Layne	1 and 4
Hire one additional 30-hr. CED instructor.		VP Turner	3
Hire Applications Analyst/Programmer	2010-2011	VP Gough S. Savin	7
Hire Eagle Program Auditor	2010-2011	VP Gough C. Barton	7
Hire administrative assistant for two curriculum programs	2011-2012	VP Turner Dean Layne	
Hire full-time developmental education and English faculty member	2010-2012	VP Turner Dean Layne	1 and 4
Hire Master Advisor.	2010-2011	VP Adams	1, 2 and 6
Hire full-time Nursing Instructor (Curriculum)	2010-2011	VP Turner Dean Layne	1 and 7

Chapter 2: Personnel

Goals	Year	Key Staff	College Goal
Hire instructors for English/Humanities, Biology Lab Assistant, Networking, Esthetics, Cosmetology, Spanish, Communications and Drama, Nursing, Nursing Assistant, Baking, Engineering, and History	2010-2011	VP Turner Dean Layne	1, 2 and 7
Hire a grant supported, 30-hour instructor in Trades	2010-2011	VP Turner	1 and 7
Hire 30-hr. Basic Skills instructor for distance education	2010-2011	VP Turner	3
Hire School Director/Coordinator for BLET and EMS programs	2010-2011	VP Turner Dean Layne	1, 4 and 9
Hire full-time Con Ed registrar	2010-2011	VP Turner	8
Hire clerical assistant for Security Dept.	2010-2012	VP Gough D. Reece	6
Hire counselor as state funds support	2010-2011	VP Adams	6 and 8
Increase by 10% funding for faculty and staff development, including back-to-industry opportunities	2011-2012	VP Turner VP Gough	7
Hire two additional CED instructors	2011-2012	VP Turner	1,4 and 7

Chapter 3: Facilities and Equipment

Facilities and Equipment as defined in the *College Strategic Plan of Operations* include specific spaces and materials identified by faculty and staff as important to improving the quality of the learning environment of our students and “ensuring that the college is run efficiently” (Goal #8). The facilities needs expressed in the three-year plan may include renovating current facilities as well as constructing new ones. Equipment needs include upgrading or replacing existing equipment and purchasing new equipment. The *College Strategic Plan of Operations* may also include five to ten-year vision statements in the area of facilities and equipment.

Goals	Year	Key Staff	College Goal
Re-examine the need for open access computer learning laboratory space ; <i>companion goal in Chapter 4.</i>	2010-2013	VP Gough VP Turner J. Stacey	6 and 8
Equip auto addition to Sirotek Hall	2010-2011	VP Gough VP Turner	1 and 4
Fully fund Computer Replacement Plan.	2010-2011	VP Turner VP Adams VP Gough S. Savin	6 and 8
Locate space for and establish a library at the Hoke Center.	2010-2012	VP Turner VP Gough	1, 2, 3 and 5
Complete planning and remodeling of Blue Hall	2010-2011	VP Gough VP Turner VP Adams	1,4 and 8
Complete repair and renovations of Sirotek Hall.	2010-2011	VP Gough VP Turner C. Johnson	1,4, and 8
Renovate Small Business Center (VD 102/103) including chairs.	2010-2012	VP Turner VP Gough	8
Complete design work and construction for Logan Hall and New Physical Plant building.	2010-2012	VP Gough R. Peters C. Johnson	8
Locate space for adjunct faculty offices.	2010-2013	VP Gough VP Turner	1,2, 3 and 4

Chapter 3: Facilities and Equipment

Goals	Year	Key Staff	College Goal
Complete construction of the Emergency Services Training Facility. Phase I.	2010-2011	VP Turner VP Gough	4
Finalize plans and begin construction of Emergency Services Training Facility – Phase II.	2010-2011	VP Turner VP Gough	1, 2, 3, 4, 5, 6, 7, 8, 9, and 10
Continue renovation of basement in Kennedy Hall.	2010-2011	VP Gough C. Johnson R. Peters	2 and 5
Secure additional equipment and technology for Career Services and Recruitment.	2010-2011	VP Turner VP Adams VP Gough	1, 4 and 10
Replace end-of-service-life vehicle fleet.	2010-2011	VP Gough C. Johnson	8
Provide expansion space for Information Services in Stone Hall.	2010-2012	VP Gough S. Savin	8
Investigate feasibility of enhancing Print shop capabilities.	2010-2011	VP Gough S. Melone	8
Purchase document archiving system for Business Office and Student Services.	2010-2011	VP Gough	1,4, and 8
Relocate TRIO counselor to a space contiguous to grant.	2010-2011	VP Adams A. Patterson	6 and 8
Repair playing fields as appropriate.	2010-2011	VP Gough VP Adams	6 and 8
Design and construct athletic facilities and student injury space for athletics and for the Physical Fitness Technology program in Blue Hall.	2010-2011	VP Gough VP Adams R. Peters C. Johnson	8
Establish ITV room in Johnson Hall.	2011-2012	VP Gough VP Turner	1, 4 and 8
Investigate enhanced classroom technology.	2010-2011	VP Gough S. Melone	8
Complete Advance Planning for Allied Health Annex.	2010-2011	VP Gough C. Johnson R. Peters	8

Chapter 3: Facilities and Equipment

Goals	Year	Key Staff	College Goal
Complete the design and implementation of keyless door entry system.	2010-2012	VP Gough C. Johnson	8
Provide expansion space in Stone Hall for Student Services.	2011-2012	VP Turner VP Adams VP Gough	6, 8 and 10
Establish Advising/Testing Center/Lab.	2011-2012	VP Turner VP Adams	1, 4 and 10

Chapter 4: Technology

Technology as defined in the *College Strategic Plan of Operations* encompasses all computer-related technology including personal computers, software, printers, administrative computing systems, networking, and computerized equipment. The identification of these resources is driven by the administrative and instructional technology planning processes. This three-year plan addresses the College’s mission “to ensure that...modern technology is employed in all facets of the college’s operations” (goal #8). Chapter 4, in some cases, may include five to ten-year vision statements as they relate to visions highlighted in Chapter 3, Facilities and equipment.

Goals	Year	Key Staff	College Goal
Re-examine the need for an open access computer learning laboratory (computers); <i>companion goal in Chapter 3.</i>	2010-2013	VP Turner J. Stacey	6 and 8
Re-examine the equipment need for the open-access computer lab in Library 101.	2010-2011	VP Turner J. Stacey	6
Continue to enhance faculty effectiveness through the availability of technology as determined and requested in program reviews.	2010-2011	VP Turner Dean Layne	1, 2, 3 and 8
Continue to develop and enhance college intranet.	2010-2012	VP Gough S. Savin	8 and 9
Continue to enhance college wireless connectivity.	2010-2012	VP Gough S. Savin	8 and 9
Procure and implement mobile terminal police software.	2010-2011	VP Gough D. Reece	8 and 9
Review and purchase Smartboards for instructional use.	2010-2011	VP Turner Dean Layne	1,2,3 and 8
Implement purchase of replacement and new projectors for classrooms.	2010-2011	VP Turner VP Gough	1,2,3 and 8
Equip and certify ITV Room in Johnson Hall.	2011-2012	VP Turner VP Gough	1,2,3 and 8
Support simulation equipment for Science, Nursing and Allied Health programs.	2010-2013	VP Turner VP Gough	1 and 4
Install and implement online admission, registration, and payment for both Curriculum and Continuing Education classes (CIS Project).	2010-2011	VP Gough VP Turner VP Adams	6 and 8
Implement document management system to support Assessment Team work, Compliance Certification, Program Reviews, and Benchmarks.	2010-2011	Dean Sullivan S. Savin	10

Chapter 4: Technology

Goals	Year	Key Staff	College Goal
Purchase program to provide Meyers-Briggs on-line.	2010-2011	VP Adams R. Foster	6

Chapter 5: Development

The Role of Development as defined in the *College Strategic Plan of Operations* is to promote Sandhills Community College in the community and to seek financial support from the community. In the broadest sense this can also mean to seek additional support through public and private grants. An additional responsibility of the Development function, through the Sandhills Community College Foundation, is to ensure that donated funds are invested wisely and disbursed in ways that contribute to the educational excellence of the college. This portion of the three-year plan directly relates to the College’s stated mission in Goal #8 to “...raise funds necessary to advance the excellence of its program.” It may also include five-year *vision* statements.

Goals	Year	Key Staff	College Goal
Secure private financial support for the athletics program.	2010-2012	President Dempsey Dean Smith VP Adams	6 and 8
Continue capital campaign for the endowment.	2010-2013	President Dempsey Dean Smith	8
<i>Vision:</i> Take the endowment to the equivalent of \$50 million, including a \$20 million endowment** restricted to supporting <ul style="list-style-type: none"> • faculty salaries • start-up dollars for new programs • college buildings and infrastructure • support for student success • instructional equipment • faculty and staff professional development 	2013* * 2013: SCC 50 th target date to reach campaign goal ** the 2020 Fund for Sandhills	President Dempsey Dean Smith	8