

# Draft Goal Areas

Visit to Senates

12.1.25

## **Goal Area: Equitable Student Access and Onboarding**

**Example Goal:** Expand access to college and ensure that every student, especially first-time, first-generation, and historically underserved students, has a clear, welcoming, and supported entry into LMC.

**Example Activities:** Dual enrollment, outreach, early and intrusive advising, pre-enrollment support, financial and tech access, and operational systems that make entry easy and equitable.

## **Goal Area: Student Learning, Success, and Employment Outcomes**

**Example Goal:** Enhance equitable learning, holistic support, and career-connected education to improve completion, transfer, and sustainable employment outcomes.

**Example Activities:** Tutoring and advising, guided pathways, integrated academic and career planning, applied learning opportunities, technology-enabled instruction, and collaboration between instruction, student services, and operations to support learning environments and career readiness.

## **Goal Area: Inclusive, Safe, and Anti-Racist College Culture**

**Example Goal:** Foster a campus where students and employees feel respected, valued, and safe, supported by inclusive physical and digital environments and equitable practices across all areas of the College.

**Example Activities:** DEIB and anti-racism professional development, cross-racial engagement, mentorship, affirming spaces, inclusive hiring and evaluation practices, accessible facilities and technology.

## **Goal Area: Community, Industry, and Educational Partnerships**

**Example Goal:** Strengthen partnerships with schools, community organizations, and employers to expand career pathways, applied learning, and civic engagement.

**Example Activities:** Dual enrollment with high schools, workforce partnerships, internships, co-op programs, transfer pipelines, and operational support for community initiatives (facilities, data sharing, events).

### **Goal Area: Career and Workforce Development**

**Example Goal:** Ensure that LMC students are prepared for sustainable, high-wage employment through programs aligned with evolving regional and global workforce needs.

**Example Activities:** Program-to-employment pipelines, career fairs, employer partnerships, collaboration with business services on program sustainability, and technology that connects students to workforce data and opportunities.

### **Goal Area: Institutional Effectiveness and Operational Excellence**

**Example Goal:** Streamline and strengthen college processes, systems, and infrastructure to create an efficient, equitable, and responsive institution.

**Example Activities:** Business and administrative services efficiency, fiscal stewardship, facilities and technology modernization, data-informed planning, sustainable resource management, and continuous improvement practices.

### **Goal Area: Student and Employee Belonging, Engagement, and Well-Being**

**Example Goal:** Promote holistic well-being, engagement, and community across campus through inclusive spaces, programs, and support for students and employees.

**Example Activities:** Student success coaching, mentorship, campus events, health and wellness services, cross-campus collaboration, safe and welcoming facilities, and morale-building initiatives for staff and faculty.

### **Goal Area: Innovation, Adaptability, and Future Readiness**

**Example Goal:** Build a forward-thinking college that embraces innovation, sustainability, and adaptability across teaching, operations, and technology.

**Example Activities:** Technology modernization, flexible facilities planning, sustainability initiatives, digital literacy, and preparation for emerging educational and workforce trends.