

Strategic Plan Goals (LMC EMP)

| | Strategic Plan Goals (LMC EMP) |
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| Unit Name | 3. Promote innovation, expand organizational capacity, and enhance institutional effectiveness. |
| PIE | Goal 1: Lead institutional accreditation processes |
| PIE | Goal 2: Lead and coordinate college-wide planning process including program review and assessment |
| PIE | Goal 3: Oversee institutional effectiveness and facilitate research analysis as a means of continuous improvement |
| Brentwood | Goal 3: Create calendar of collaborative activities with Student Life Office, other Student Services programs to broaden opportunities for students in Brentwood |
| Business | Goal 1: Business Services information distribution (webpage) |
| Business | Goal 2: Business process improvement and documentation |
| Business | Goal 3: Refine resource allocation process to improve efficiency and effectiveness |
| Business | Goal 4: Improve budget reporting and analysis |
| Business | Goal 5: Streamline/align college human resource and payroll functions |
| Custodial/Ground | Goal 1: Increase security for Grounds Department |
| Custodial/Ground | Goal 2: Update Vehicles for Grounds staff. |
| Custodial/Ground | Goal 3: Bring Sustainability to the entire campus |
| Instruction | Goal 2: Establish an on-going budget allocation for Instructional Technology Training & Development |
| Instruction | Goal 4: Explore and implement Guided Pathways to the extent recommended by the Guided Pathways Advisory Committee |
| Instruction | Goal 5: Continue to increase collaboration among and between Student Services & Instruction |
| ITS | Goal 1: Internal Procedure Improvements |
| ITS | Goal 2: Staff Training Program |
| ITS | Goal 3: Infrastructure Improvements |
| ITS | Goal 4: Inventory/Purchase Strategy for Software |
| Marketing | Goal 2: Evaluate existing web content and adjust as needed for accuracy, usability, & accessibility |
| Marketing | Goal 3: Explore, evaluate and update social media platforms. |
| President | Goal 1: Communication, Campus Climate & Community Engagement: The President's Office will respond to the need for better communication within the College, enhanced efforts to link the community with the College, and to ensure a safe and pleasing environment for students and employees. |
| President | Goal 2: Governance, Planning & Institutional Effectiveness: As key components of leadership for the College, the President's Office will ensure that effective mechanisms are in place related to participatory governance, effective planning, and an environment of continuous improvement |
| President | Goal 3: Student Success & Engagement: The President's Office will: direct efforts and resources toward activities that increase student success rates and improve student outcomes; reinforce the importance of completion to students, employees, and the community; and promote the enhancement of student engagement. |
| President | Goal 4: Resource Development & Allocation: The President's Office will provide appropriate leadership and stewardship in formulating a comprehensive and stable resource development and allocation strategy for the College. |
| President | Goal 5: Unit Assessment: Service and Support, Sustainable Operations & Continuous Improvement: With a focus on continuous improvement and meeting institutional needs, the President's Office will conduct an informal "self-evaluation" to determine opportunities for enhancing/streamlining operations. |
| Student Services | Goal 4: Realign programs and services in support of student/college priorities |
| Workforce | Goal 1: Grow existing LMC programs or assist with developingew programs that support workforce needs. |
| Academic Support | Goal 4: Hire permanent classified program assistant position to ensure consistency and maintenance of campus-wide tutoring program. |
| A&R | Goal 1: Provide adequate staffing sufficient to support students. |

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| A&R | Goal 2: Veterans and Veterans Resource Center – grow the program and develop resources for student veterans. |
| A&R | Goal 4: Continue to support professional development. |
| A&R | Goal 5: Repair or replace the big grate. |
| CalWork | Goal 3: To minimize the LMC CalWORKs intake documents & to revise the forms to be completed on an annual (academic year) basis, rather than each semester. |
| Career Services | Goal 1: Develop three-year strategic plan for Career Services, with goals related to programs, services, and organizational needs by January 2019. |
| Career Services | Goal 4: Develop robust internship and job placement program by 8/1/2021 |
| Career Services | Goal 5: Transition Cooperative Work Experience Education from Workforce Development to Career Services by September 2018 |
| Counseling | Goal 3: Create group counseling sessions during the start of each semester (the first two weeks) to assist with enrollment, adding/dropping courses and answering FAQs. As well as developing protocols regarding scheduling, room assignment and marketing. |
| Counseling | Goal 4: Create SLOS for the various student counseling appointment types (i.e., financial aid appeals, comprehensive ED plans, abbreviated ED plans, express counseling, probation & dismissal counseling, DSPS counseling, EOPS & CalWORKS Counseling, and distance counseling). |
| DSPS | Goal 1: Increase DSP&S Staff at Brentwood Center |
| DSPS | Goal 2: Implement Clockwork including note taking, testing accommodations, alternate media, and faculty portal. |
| Financial Aid | Goal 4: Provide staff development training to learn new solutions and strategies offered by Colleague system to streamline the management of student financial aid accounts. |
| Honors | Goal 1: Maintain Sustainable, Equitable Enrollment and Participation Numbers or Secure Necessary Funds to Handle Growth |
| Honors | Goal 2: Successfully Navigate the Transition to the New Honors Center |
| Honors | Goal 3: Honors Faculty Staff Development with an Emphasis on Equity and Best Practices in Honors Pedagogy |
| Honors | Goal 4: Research Opportunities for Honors Students |
| International Student | Goal 3: By fall 2019 a professional development training plan will be implemented in order to equip faculty and staff working with International Students |
| International Student | Goal 6: Commitment of participating in least one Professional development opportunity focused on international students for the next five years. |
| Library | Goal 2: Equitable library resources and services in Brentwood. |
| Library | Goal 3: Strategically create and utilize online tools to support instruction. |
| MESA | Goal 1: Increase MESA Effectiveness |
| Puente | Goal 3: Increase student engagement within and outside the Puente program by creating a space on campus designated for Puente students. |
| SSPR | Goal 1: Collegewide implementation of Starfish Early Alert |
| SSPR | Goal 2: Identify obstacles and establish partnerships to support student success |
| Student Life | Goal 5: Professional Development By fall 2019 a professional development plan will be implemented to ensure that staff are adequately prepared to meet the needs of students and engage in social justice programming as set out in goal #3 |
| Transfer Services | Goal 2: Increase transfer activities and discussions in classroom settings, engaging students, faculty, and staff- hold transfer presentations in every English 100 and 100/100S section, every semester, by June 2020. |
| Transfer Services | Goal 3: Build National Student Clearinghouse reports to capture transfer information for student groups identified in Student Equity Plan- Transfer Services staff will receive training in NSCH and create transfer reports for LMC learning communities and other programs by August 2019. |
| Umojia | Goal 1: Program effectiveness through the creation of a standard data tracking tool/method by Summer of 2018 |
| Umojia | Goal 2: By Fall 2019, develop a Black Male Cohort track in collaboration with 3SP, to widen the network of intentional support for Black Males in the Umoja Scholars Program. |

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| Umojia | Goal 3: By Fall 2019, develop an Outreach Program, in collaboration with campus and community partners, that includes adopting a high school, specifically for the purpose of enrolling new students in the Fall semesters. |
| AdminJustice | Goal 2: Complete transformation of curriculum from that of a vocational program to that of a social science |
| AdminJustice | Goal 3: Expand the program to include adding another full time assistant professor |
| Anthropology | Goal 2: Increase or update curriculum resources to improve and enhance student learning and success. |
| Appliance | Goal 1: Expand HVAC Program |
| Appliance | Goal 2: Streamline AS for Appliance |
| Appliance | Goal 3: Offer New Cert. for HVAC |
| Appliance | Goal 4: New Teaching Area in Lab |
| ASTRO | Goal 1: Increase cohesion among the astronomy faculty. The astronomy part-timers and Scott never meet during the semester, there is no interchange of teaching ideas, and there is no communication about how much or how well everyone teaches and assesses the GE SLOs. |
| Automotive | Goal 2: Complete the curricular redesign and alignment to better provide students with early off-ramp options to employment and clearer pathways for those seeking A/S and cert. completion. Identify additional funding sources that will be necessary to equip the program for these courses with the resources needed for student success here and beyond the program. |
| Automotive | Goal 3: Expand course offerings to meet the growing demand not only within the automotive industry but other sectors seeking workers with technical/mechanical skills. (BART, Drill Tech, Industrial maintenance, etc.) |
| Automotive | Goal 4: Train current and future faculty and staff members for new and emerging sectors in the automotive industry. With a specific focus on electric vehicles and autonomous self-driving vehicles. |
| Biology | Goal 2: Expand Biology Department offerings at the Brentwood Center after the new facility is built. |
| Business | Goal 2: Explore entrepreneurship certificate pathways with other LMC department: · Music, · Art, · Childcare, · Automotive, · Travel, · Management |
| Chemistry | Goal 2: Chemistry at Brentwood: Hire and Mentor a new full-time Chemistry Instructor in anticipation of expansion of the Chemistry Program into the new Brentwood Center |
| Chemistry | Goal 3: Undergraduate Research: Provide all STEM majors a research experience during their studies at LMC |
| CDE | Goal 1: To market and promote a clear multi-subject teacher credential pathway based on the Early Childhood Education degree. |
| CDE | Goal 2: To implement Universal Design for Learning Principles (Language Translator Software, Professional Development) |
| CDE | Goal 4: To improve the security and operations of the Child Study Center (hire an hourly front desk position, install ProCare) |
| CDE | Goal 5: To maintain and expand partnerships with external agencies |
| Art & Humanities | Goal 2: Improve and sustain quality computer labs for arts and graphics communication students. Software and hardware refresh on a consistent basis. |
| Art & Humanities | Goal 3: Develop broader range of curriculum in art history (photo, architecture, graphic design, and African/Oceanic). |
| Art & Humanities | Goal 4: Develop broader range of curriculum for a 2D media specialist that could be integrated with a new motion graphics course and career pathways. |
| CWEE | Goal 5: Develop additional internships strategically aligned with CWEE using regional Work- Based-Learning tool/salesforce platform and network, “Earn and Learn East Bay” |
| Dramatic Arts | Goal 1: Establish permanent conference funding for KCACTF |
| Dramatic Arts | Goal 2: Establish permanent funding for Equity Speaker Series and work with business office to create new streamlined pathways for event success |
| Dramatic Arts | Goal 3: Publish new works created by the department to be made available for the public and the students who made them |
| Dramatic Arts | Goal 4: Implement diverse cultural plays and learning in all courses department wide. |
| Economics | Goal 2: Encourage professional development within the Economics discipline both at the department level and campus wide |

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| Economics | Goal 3: Increase engagement of the adjunct faculty in building relationship with learning communities and other student services (e.g.: Umoja, Puente, FAIM). |
| Engineering | Goal 3: Recruit engineering students for independent study/projects in order to enhance their learning and facilitate their successful transition to local industry/national labs. |
| English | Goal 4: Revise the DE Lead position in keeping with our new composition sequence, and to ensure leadership when the Transformation Grant ends. |
| ESL | Goal 1: Implement/teach assess, and update/improve the new Noncredit and Credit ESL courses at both Pittsburg and Brentwood campuses, offering both day and evening night sections |
| ESL | Goal 3: Via the work of the AEBG Transition Specialist and the ESL Counselor, increase ESL student access, pathway identification, and equitable success. |
| ETEC | Goal 1: Decrease congestion in the laboratory by expanding the laboratory facility. |
| Fire | Goal 1: Increase training and professional development for new and continuing nursing faculty. |
| History | Goal 1: Hire a full-time history professor who will specialize in a non-American, non-Western field. |
| History | Goal 2: Acquire funding for the purchase of technology that will allow more varied approaches to teaching and learning (clickers, Camtasia, etc.) |
| History | Goal 3: Acquire funds for professional development |
| Journalism | Goal1: Maintain currency in the field by updating technology in the Journalism Lab and providing professional development to faculty and staff. |
| Management | Goal 2: Explore entrepreneurship certificate pathways with other LMC department: · Music · Art · Childcare · Automotive · Travel · Management |
| Math Devel Ed | B. Goal 1: Adequately staff the math department with full time faculty so that at least fifty percent of courses are taught by full time faculty. |
| Math Devel Ed | B. Goal 2: Improve departmental use of data from lab/tutoring assessment research, including but not limited to training for student tutors and faculty tutoring in the math lab. |
| Math Devel Ed | B. Goal 3: Find more open textbooks that align with developmental math courses to reduce costs for students. |
| Math Devel Ed | B. Goal 4: Improve professional development for adjunct faculty for teaching developmental classes |
| Math Devel Ed | P. Goal 1: Adequately staff the math department with full time faculty so that fifty percent of courses are taught by full time faculty. |
| Math Devel Ed | P. Goal 4: Improve departmental use of data from lab/tutoring assessment research, including but not limited to training for student tutors and faculty tutoring in the math lab. |
| Math Devel Ed | P. Goal 5: Measure the effects of the new placement processes on Math 28, 29 and 30. |
| Math Devel Ed | P. Goal 7: Transform our use of instructional technology, with a potential shift away from calculators to computer/app based options |
| Math Transfer | Goal 4: Improve departmental use of data from lab/tutoring assessment research, including but not limited to training for student tutors and faculty tutoring in the math lab. |
| Math Transfer | Goal 7: Transform our use of instructional technology, with a potential shift away from calculators to computer/app based options |
| Math Transfer | Goal 9: Find more open textbooks that align with Transfer level math courses to reduce costs for students. |
| RN | Goal 1: Increase training and professional development for new and continuing nursing faculty |
| Philosophy | Goal 1: A sustainable cohort of students graduating with the Philosophy AA-T |
| Philosophy | Goal 2: Increase student awareness and declaration of philosophy as a major, provided support for their success, focusing on underserved groups. |
| Philosophy | Goal 3: Offer all philosophy courses with zero cost, completing the Zero Textbook Cost Degree promise |
| Physics | Goal 1: Increase the number of course sections to relieve overcrowding in the PHYS 40 sequence and in PHYS 15 |
| Physics | Goal 2: Invest in human resource to sustain excellent teaching (Hire another full-time Physics professor.) |

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| Physics | Goal 3: Have appropriate facilities resources to appropriately teach our courses in both Pittsburg and Brentwood Center (Acquire \$3000 for a one-time purchase of equipment to replace older equipment, augmenting existing equipment to address increased class sizes, and for repairing broken equipment. Obtain a dedicated budget for buying, repairing and maintaining equipment at the Brentwood Center.) |
| Political | Goal 2: Encourage professional development within the political science discipline and at the departmental and campus-wide levels. |
| Speech/Communication | Goal 5: Build up professional expertise within department by way of increasing conference presentations with a goal of improving equity goals of the college. |
| TravelMarketing | Goal 3: Enhance and promote faculty's understanding and use of online teaching and learning practices/ pedagogy, with the intent of increasing student engagement, learning, and success. |
| Welding | Goal 1: Start the new course Fabrication Techniques |
| Welding | Goal 2: Continue to offer and build the best Welding program in the Bay Area |
| World Language | Goal 1: AA- American Sign Language |
| World Language | Goal 2: Spanish for the Workplace, Intersession Courses- 1-2 units |
| World Language | Goal 3: Spanish for Spanish Speakers Course Offered (after many years of absence) |
| World Language | Goal 4: Hiring of a new adjunct Sign Language Instructor |
| World Language | Goal 5: Increased Completers for the new AA-T in Spanish |
| | A Total of 128 Goals |