

Strategic Plan Goals (LMC EMP)

<b>Unit Name</b>	<b>1. Increase equitable student engagement, learning, and success.</b>
<b>Bookstore</b>	Goal 1: Develop an Inclusive Access program on campus
<b>PIE</b>	Goal 3: Oversee institutional effectiveness and facilitate research analysis as a means of continuous improvement
<b>Brentwood</b>	Goal 1: Develop marketing plan; Build/establish new connections/relationships in proximity of new Brentwood Center
<b>Brentwood</b>	Goal 2: Develop plan for engaging community at the new center
<b>Brentwood</b>	Goal 3: Create calendar of collaborative activities with Student Life Office, other Student Services programs to broaden opportunities for students in Brentwood
<b>Instruction</b>	Goal 3: Increase the number of courses offered in both fully online classes and a coordinated hybrid distance education offering of existing degrees and certificates
<b>Marketing</b>	Goal 1: Eliminate implicit bias in marketing communication
<b>Marketing</b>	Goal 2: Evaluate existing web content and adjust as needed for accuracy, usability, & accessibility
<b>Marketing</b>	Goal 3: Explore, evaluate and update social media platforms.
<b>Student Services</b>	Goal 1: Formalize 1st year experience for new students
<b>Student Services</b>	Goal 2: Develop infrastructure/program to support success strategies for foster youth
<b>Student Services</b>	Goal 3: Improve mental health services/support on campus
<b>Workforce</b>	Goal 2: Work with intentionality toward breaking down bureaucratic obstacles that are barriers to student access, retention and completion to ensure students are qualified and able to meet the workforce needs of the local, regional and state economies.
<b>Workforce</b>	Goal 3: Promote high wage, high demand jobs through the rebranding of Career Education and jobs for all majors.
<b>Academic Support</b>	Goal 1: To research student use based on populations described in the student equity plan and address student needs accordingly, creating partnerships with other programs on campus.
<b>Academic Support</b>	Goal 2: To increase tutoring and consulting services in Brentwood and improve access upon the completion of the new Center.
<b>Academic Support</b>	Goal 3: To institutionalize IA/graduate student program and synchronous online tutoring program in order to offer greater access to students.
<b>A&amp;R</b>	Goal 1: Provide adequate staffing sufficient to support students.
<b>A&amp;R</b>	Goal 2: Veterans and Veterans Resource Center – grow the program and develop resources for student veterans.
<b>A&amp;R</b>	Goal 3: Continue to evaluate and improve processes.
<b>A&amp;R</b>	Goal 4: Continue to support professional development.
<b>Athletics</b>	Goal 1: Hire more full-time faculty
<b>Athletics</b>	Goal 2: Add more women's sports team
<b>Athletics</b>	Goal 3: Hire a full-time Athletic Director
<b>CAA</b>	NA
<b>CalWork</b>	Goal 2: Increase the number of CalWORKs students that receive their textbooks on the first day of school.
<b>Career Services</b>	Goal 2: Increase student access to career exploration activities through implementation of annual campus-wide career events
<b>Career Services</b>	Goal 3: Broaden student access to career exploration tools through integrating Career Exploration resources into classroom and counseling sessions
<b>Counseling</b>	Goal 1: Development and implementation of Guided Pathways initiatives: Work with other departments and programs across LMC regarding the creation of Guided Pathways.
<b>DSPS</b>	Goal 3: Increasing disability awareness and inclusion and access equity for students with disabilities
<b>DSPS</b>	Goal 4: Maintain and increase DSP&S enrollment. Reaching all underserved populations identified in the Equity plan
<b>EOPS/Foster Youth</b>	Goal 1: Increase number of African American Males that participate in EOPS Summer Bridge and the Brothers of Excellence Program (BOEP)
<b>EOPS/Foster Youth</b>	Goal 2: Increase and retain the number of Foster Youth accepted into EOPS and CARE
<b>EOPS/Foster Youth</b>	Goal 3: Improve retention of EOPS and CARE students from Fall to Spring semester

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<b>EOPS/Foster Youth</b>	Goal 5: Continue to Promote Academic Networking to EOPS and CARE students
<b>Financial Aid</b>	Goal 1: Increase the Free Application for Federal Student Aid (FAFSA) filing and application completion rate for currently enrolled students.
<b>Financial Aid</b>	Goal 2: Increase the Free Application for Federal Student Aid (FAFSA) filing rate for currently enrolled ESL and foster youth students.
<b>Financial Aid</b>	Goal 3: Provide financial literacy activities for currently enrolled students to support student retention and success.
<b>Honors</b>	Goal 1: Maintain Sustainable, Equitable Enrollment and Participation Numbers or Secure Necessary Funds to Handle Growth
<b>Honors</b>	Goal 3: Honors Faculty Staff Development with an Emphasis on Equity and Best Practices in Honors Pedagogy
<b>Honors</b>	Goal 4: Research Opportunities for Honors Students
<b>International Student</b>	Goal 1: By 2021, the goal is to increase International Student Enrollment at LMC to 50 students. Enrollment at LMC to 75 by 2023
<b>International Student</b>	Goal 2: Ongoing data collection and tracking improvement to determine needs of students within the program.
<b>International Student</b>	Goal 4: Effectiveness of targeted communication , marketing, and recruitment plan will be assessed 2018-2019
<b>International Student</b>	Goal 5: Creation and implementation of a robust international student orientation will be assessed 2018-2019
<b>Library</b>	Goal 1: Work with the GE Committee to implement an Information Literacy GESLO
<b>Library</b>	Goal 2: Equitable library resources and services in Brentwood.
<b>Library</b>	Goal 3: Strategically create and utilize online tools to support instruction.
<b>MESA</b>	Goal 2: Enhance MESA Community
<b>MESA</b>	Goal 3: Increase MESA student involvement
<b>Outreach</b>	Goal 1: Create a self-sustaining outreach infrastructure to handle the ever changing demands in student outreach by spring 2019.
<b>Puente</b>	Goal 1: Develop and grow the Puente program by deepening the second-year experience for Puente students
<b>Puente</b>	Goal 2: Increase Puente's transfer- ready students to 33% in 3 years and 50% in 4 years.
<b>SSPR</b>	Goal 1: Collegewide implementation of Starfish Early Alert
<b>SSPR</b>	Goal 2: Identify obstacles and establish partnerships to support student success
<b>SSPR</b>	Goal 3: Decreases the number of students going from Probation I to Probation II
<b>SSPR</b>	Goal 4: Increase engagement with students as a part of the onboarding process
<b>Student Life</b>	Goal 1: Increase high involvement in LMCAS. By 2023, we would like to increase LMCAS membership from 10 to 15.
<b>Student Life</b>	Goal 2: Increase high involvement in student clubs. By 2023, we would like to have an increase in chartered clubs/organization to 40 active clubs/organizations.
<b>Student Life</b>	Goal 3: Expand the current offering of student activities and leadership programs that focus on social justice that lead to high engagement on campus including continuation of annual programming and development of new programs.
<b>Student Life</b>	Goal 4: Increase the utilization of the LMC Food Pantry by the student body. By 2023, we would like to increase the student utilization by 10%
<b>Transfer Academy</b>	Goal 2: Increase student engagement among continuing Transfer Academy students, after completion of first year, through increase of program activities
<b>Transfer Academy</b>	Goal 3: Increase program success of African American students as highlighted by the Los Medanos College Student Equity Pan
<b>Transfer Services</b>	Goal 1: Increase transfer rates among Black/African American students by 15% in 5 years- Increase the number of Black/African American students transferring to the University of California system by 15 students by December 2025.
<b>Umojia</b>	Goal 1:Program effectiveness through the creation of a standard data tracking tool/method by Summer of 2018

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<b>Umojia</b>	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.
<b>Umojia</b>	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.
<b>Umojia</b>	Goal 4: By Fall 2019, develop an FYE strategy for the Umoja Scholars Program, with the purpose of increasing course success and retention rates.
<b>AdminJustice</b>	Goal 1: Increase success rate for African-American and low income students
<b>Anthropology</b>	Goal 1: Incorporate/implement at the beginning of each semester to bring in support services staff to engage students at the beginning of the course to increase equitable student learning and success.
<b>Anthropology</b>	Goal 2: Increase or update curriculum resources to improve and enhance student learning and success.
<b>Anthropology</b>	Goal 3: Creating more links to completion toward an AAT such as working with the transfer center and other student resources.
<b>Appliance</b>	Goal 1: Expand HVAC Program
<b>Appliance</b>	Goal 2: Streamline AS for Appliance
<b>Appliance</b>	Goal 3: Offer New Cert. for HVAC
<b>Appliance</b>	Goal 4: New Teaching Area in Lab
<b>ASTRO</b>	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.
<b>ASTRO</b>	Goal 2: Evolve the ASTRO 10 curriculum away from the traditional white, Western European orientation that it has in normal astronomy college classes and textbooks and make our LMC course more easily relatable by and relevant to LMC's students of color.
<b>Biology</b>	Goal 1: Continue to support and explore skills developed by students in the Biology program with those emphasized at transfer institutions and in the STEM workforce.
<b>Biology</b>	Goal 2: Expand Biology Department offerings at the Brentwood Center after the new facility is built.
<b>Biology</b>	Goal 3: Meet the equipment, maintenance, and supply needs of current and future lab curricula department-wide, including conversion of SCI-103 to a fully functional wet lab.
<b>Biology</b>	Goal 4: Make a successful transition to the new compressed calendar format in a manner consistent with excellent pedagogy, with minimal impact on FTES.
<b>Business</b>	Goal 1: Explore opportunities to establish more student engagement opportunities collegewide.
<b>Business</b>	Goal 3: Explore opportunities to reduce unsuccessful student completions.
<b>Chemistry</b>	Goal 1: Laboratory Best Practices: Implement a Chemical Stockroom program modeled after standard best practices of industrial and government labs and Resolve laboratory and stockroom issues that negatively impact student learning.
<b>Chemistry</b>	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
<b>Chemistry</b>	Goal 3: Undergraduate Research: Provide all STEM majors a research experience during their studies at LMC
<b>CDE</b>	Goal 2: To implement Universal Design for Learning Principles (Language Translator Software, Professional Development)
<b>CDE</b>	Goal 3: Partner with other departments and programs to develop contextualized coursework
<b>CDE</b>	Goal 5: To maintain and expand partnerships with external agencies
<b>Computer Science</b>	Goal 1: Research and develop a Cybersecurity program.
<b>Computer Science</b>	Goal 2: Continue with ITTP Pathways development
<b>Computer Science</b>	Goal 3: Develop course for high demand pathways
<b>Art &amp; Humanities</b>	Goal 1: Hire a full-time 2D Media Specialist
<b>Art &amp; Humanities</b>	Goal 3: Develop broader range of curriculum in art history (photo, architecture, graphic design, and African/Oceanic ).

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CWEE	Goal 1: Increase/Scale program orientations into existing programs – CalWORKs, EOPS, learning communities.
CWEE	Goal 2: Evaluate and refine/support policy on section staffing to support student success and completion and growth of the program
CWEE	Goal 3: Update workbook with enhanced and additional “soft skill” emphasis – New World Of Work and Earn and Learn East Bay resources
CWEE	Goal 4: Work more closely with employers already employing LMC students to encourage CWEE enrollment and use as tool for professional development
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 1: Establish student centered initiatives i.e. additional Honors sections to enrich the learning process and support student success
EMS	Goal 1: Offer LMC Healthcare Career Pathway Academy to all 5 HS in our service area
EMS	Goal 2: Offer a COA for EMS that include EMS 10, EMS 13 and BIOSC30
EMS	Goal 3: Recruit new staff and reclassify our aides and assistants into programs specialists.
Engineering	Goal 2: Increase the number of school laptops to accommodate class size and invest in new ones, which can support currently implemented engineering software.
English	Goal 1: Assess and improve our new placement system, composition sequence, and DE course offerings. Establish standards for success in English 100.
English	Goal 2: Institutionalize support services and professional development for 95 and 100S, such as instructional assistants, Nettutor, and in-class student tutors
English	Goal 3: Increase success rates for African American and other underserved students (e.g. low- income, Pacific Islanders, foster youth) while closely monitoring the achievement gap. Continue research and PD on equity-related issues.
English	Goal 5: Create roles for English in the guided pathways model.
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 2: Improve ESL course completion and success leading to certificate achievement and transitioning into chosen GE and/or CTE coursework
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 3: Additional staffed laboratory hours to assist high risk student during non-instructional time.
Fire	Goal 2: Increase number of hybrid and/or content captured courses
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.)
Journalism	Goal 3: Explore creating a tutoring/mentoring component to the Journalism Program
Kinesiology/PE	Goal 1: Continued success/completion rates for Low Income student
Kinesiology/PE	Goal 2: Continued success/completion rates for African American students
Kinesiology/PE	Goal 3: Increase the number of AAT degrees for LMC students
Law Enforcement	Goal 1: Raise awareness of law enforcement careers through a Law Enforcement Pathway and market them to potential student.
Law Enforcement	Goal 2: Increase professional development opportunities around diversity, equity and law enforcement training and the local community.

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<b>Unit Name</b>	<b>1. Increase equitable student engagement, learning, and success.</b>
<b>Vocational Nursing</b>	Goal 1: Provide tutoring and mentoring to VN students to increase success in the program.
<b>Vocational Nursing</b>	Goal 3: Develop VoNur 07 and VoNur 18 into an online course formats.
<b>Vocational Nursing</b>	Goal 4: Develop and offer a prerequisite Drug Dosage Calculation course for both RN and VN students to improve success in the Math portions of the VN Courses.
<b>Management</b>	Goal 1: Explore opportunities to establish more student engagement opportunities collegewide.
<b>Management</b>	Goal 3: Explore opportunities to reduce unsuccessful student completions.
<b>Math Devel Ed</b>	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.
<b>Math Devel Ed</b>	B. Goal 3: Find more open textbooks that align with developmental math courses to reduce costs for students.
<b>Math Devel Ed</b>	B. Goal 4: Improve professional development for adjunct faculty for teaching developmental classes
<b>Math Devel Ed</b>	P. Goal 1: Adequately staff the math department with full time faculty so that fifty percent of courses are taught by full time faculty.
<b>Math Devel Ed</b>	P. Goal 2: Develop and expand our accelerated offerings through focused leadership, including student recruitment, curriculum, and professional development
<b>Math Devel Ed</b>	P. Goal 3: Design and implement a programmatic effort to support under-served students, including but not limited to students of color and low income students; coordinate our effort with other campus projects.
<b>Math Devel Ed</b>	P. Goal 5: Measure the effects of the new placement processes on Math 28, 29 and 30.
<b>Math Devel Ed</b>	P. Goal 6: Redesign Geometry to have it better align with Pre-Calculus and Calculus content
<b>Math Transfer</b>	Goal 1: Adequately staff the math department with full time faculty so that fifty percent of courses are taught by full time faculty.
<b>Math Transfer</b>	Goal 2: Develop and expand our accelerated offerings through focused leadership, including student recruitment, curriculum, and professional development
<b>Math Transfer</b>	Goal 3: Design and implement a programmatic effort to support under-served students, including but not limited to students of color and low income students; coordinate our effort with other campus projects.
<b>Math Transfer</b>	Goal 5: Design and implement professional development in the form of teaching communities and ordered pairs mentoring for faculty teaching transfer level mathematic
<b>Math Transfer</b>	Goal 6: Redesign Geometry and Precalculus (trigonometry) preparation for calculus
<b>Math Transfer</b>	Goal 9: Find more open textbooks that align with Transfer level math courses to reduce costs for students.
<b>Math Transfer</b>	Goal 10: Identify attrition points in transfer pipeline and work to improve course completions and term to term persistence.
<b>Math Transfer</b>	Goal 11: Increase number of and continually improve online math course offerings.
<b>Philosophy</b>	Goal 1: A stainable cohort of students graduating with the Philosophy AA-T
<b>Philosophy</b>	Goal 2: Increase student awareness and declaration of philosophy as a major, provided support for their success, focusing on underserved groups.
<b>Philosophy</b>	Goal 3: Offer all philosophy courses with zero cost, completing the Zero Textbook Cost Degree promise
<b>Philosophy</b>	Goal 4: Increase faculty knowledge of “nontraditional” philosophies and issues, including but not limited to Asia, African, Black, Chicano and Feminist.
<b>Physics</b>	Goal 1: Increase the number of course sections to relieve overcrowding in the PHYS 40 sequence and in PHYS 15.
<b>Physics</b>	Goal 2: Invest in human resource to sustain excellent teaching (Hire another full-time Physics professor.)
<b>Physics</b>	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.)
<b>Political</b>	Goal 1: Establish a Political Science Transfer AA degree
<b>Political</b>	Goal 3: Establish student-centered initiatives and special project designed to enrich the educational process as well as support student success.

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<b>Psychology</b>	Goal 1: Incorporate information about student support services to increase equitable student learning and success.
<b>Psychology</b>	Goal 2: Increase/update curriculum resources to improve and enhance student learning and success.
<b>Psychology</b>	Goal 3: Provide information that will assist students in completing their AAT in Psychology.
<b>PTEC</b>	NA
<b>Recording Arts</b>	Goal 2: Improve gender balance of student population in program
<b>Sociology</b>	Goal 1: Incorporate information about student support services to increase equitable student learning and success.
<b>Sociology</b>	Goal 2: Increase/update curriculum resources to improve and enhance student learning and success.
<b>Sociology</b>	Goal 3: Provide information that will assist students in completing their ATT in Sociology.
<b>Speech/Communication</b>	Goal 1: Develop SPCH 110 Cohort courses for learning communities like: Puente, Umoja and MESA. And non-learning communities: ESL
<b>Speech/Communication</b>	Goal 2: Develop C.T.E. specific Public Speaking and/or Interpersonal Communication courses, i.e. Public Speaking for First Responders, or Public Speaking for Child Development Majors or Interpersonal Communication for Nursing Majors.
<b>Speech/Communication</b>	Goal 3: Increase transfer and completion rates of ADT in Communication Studies.
<b>Speech/Communication</b>	Goal 4: Increase the number of debate students who transfer to 4-year universities and compete
<b>TravelMarketing</b>	Goal 1: Prepare students for employment in the travel industry by providing current information, resources, and opportunities for networking with other students, alumni, and industry professionals.
<b>TravelMarketing</b>	Goal 2: Improve student success rates, completions, and skill attainment.
<b>TravelMarketing</b>	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.
<b>Welding</b>	Goal 1: Start the new course Fabrication Techniques
<b>Welding</b>	Goal 2: Continue to offer and build the best Welding program in the Bay Area
<b>Welding</b>	Goal 3: Find more internship opportunities for our students who only want to work summer semesters
<b>World Language</b>	Goal 1: AA- American Sign Language
<b>World Language</b>	Goal 2: Spanish for the Workplace, Intersession Courses- 1-2 units
<b>World Language</b>	Goal 3: Spanish for Spanish Speakers Course Offered (after many years of absence)
<b>World Language</b>	Goal 4: Hiring of a new adjunct Sign Language Instructor
<b>World Language</b>	Goal 5: Increased Completers for the new AA-T in Spanish

**Total of 179 Goals**