THRIVE 2024 Year 1 Action Plan

Academic Affairs

Diversity, Equity, and Inclusion

Objective D.1: Students will experience diversity and inclusion in every aspect of classroom and campus life, and embrace and appreciate the diversity of their learning community (Led by Student Affairs, Workforce Development, and Academic Affairs)

- **Strategy D.1 B**: Carefully analyze student-focused College policies, procedures, and practices to look for areas of potential bias and revise to make them more equitable and inclusive

Action Step	Deadline	Responsible Party
Create a comprehensive list of all Academic Affairs policies, procedures, and practices that have direct impacts on students and their experience at the College	3/18/2022	Academic Affairs Leadership Team
Identify the most important set to review first, and assign responsibility for review to members of the Academic Affairs team	4/8/2022	Academic Affairs Leadership Team

Instructional Innovation

Objective I.1: Students will have ready access to consistently high-quality courses and programs, regardless of the type of course or the manner in which it is delivered **(Led by Workforce Development and Academic Affairs)**

- **Strategy I.1 A:** Guide students to their most beneficial credential/degree by communicating both workforce-focused and degree-seeking opportunities through advisors and the College website

Action Step	Deadline	Responsible Party
Update program information on the College website so that it is fully up-to-date, accurate, and effective in communicating program purpose and potential careers	4/30/2022	Academic Division Deans, Program Chairs, and Curriculum Specialist
Develop and implement a calendar for maintaining quality program information on the College website	4/30/2022	Academic Affairs Leadership Team and Curriculum Specialist
Develop and implement a process to ensure that advisors are continually updated and informed with respect to curriculum changes and other key academic information	4/30/2022	Academic Affairs Leadership Team and Curriculum Committee

Objective I.3: The Peninsula Community will have increased access to higher education and be able to more fully engage with the College regardless of technology or transportation limitations **(Led by Workforce Development, Academic Affairs, and Finance and Administration)**

- **Strategy I.3 B:** Build academic schedules that prioritize the needs of our community and expand access to all, regardless of their geographic location or socioeconomic status

Action Step	Deadline	Responsible Party
Develop a scheduling process that is based on the practice and philosophy of Pathways and produces an accessible, equitable, and inclusive schedule that accommodates student needs and preferences	6/30/22	Academic Affairs Leadership Team, Department Chairs, and College Enrollment Team

Powerful Partnerships

Objective P.1: Students will have new and expanded opportunities to participate in work-based learning opportunities and innovative educational partnerships **(Led by Workforce Development, Academic Affairs, and Institutional Advancement)**

- **Strategy P.1 B:** Conduct a comprehensive and thorough review of all College curricula with a committee of faculty, staff, workforce development, advisory, and business practitioners who are recognized as experts in their fields to ensure all current and future written, taught, and assessed curriculum, instruction, and experiences prepare students with 21st century skills to meet regional economic needs

Action Step	Deadline	Responsible Party
Conduct a program health and viability review for all academic programs	3/18/2022	Vice President for Academic Affairs (VPAA) and Academic Division Deans
Initiate program discontinuance processes and approval steps for those programs with viability concerns and no clear path to program growth	4/25/2022	VPAA and Academic Division Deans
Initiate program review processes for those programs with viability concerns and evidence of potential for growth	4/25/2022	VPAA and Academic Division Deans
Engage all faculty in professional development training programs related to College resources and good practices for growing enrollment at the program level	Ongoing	VPAA and Academic Division Deans
Update advisory committee membership and gain approval from the College Board	4/11/2022	VPAA and Academic Division Deans