

# THRIVE 2027 Year 2 Action Plan

## Enrollment Management and Student Success

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### 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 Enrollment Management and Student Success, 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 timeline and assign review for student affairs policy and procedure review <ul style="list-style-type: none"><li>▪ APMs</li><li>▪ All other college policies and procedures</li></ul>	December 2022 (APMs)  June 2023 (All Others)	VP EMSS
Review and make recommendations for revision - seek input from constituency groups.	June 2023	VP EMSS
Share changes to policies, procedures, and practices with campus community.	June 2023	EMSS Leadership Team
Create both virtual and in-person/on-campus services to meet the diverse student needs (i.e., virtual drop-in or scheduled appts., develop fillable forms, etc.).	June 2023	EMSS Leadership Team

## Instructional Innovation

**Objective I.2:** Employees will be empowered to innovate and find new solutions to increase student access and support student learning (**Led by Enrollment Management and Student Success and Academic Affairs**)

- **Strategy I.2 B:** Maximize the effectiveness of course instruction modalities/modes offered at the College by supporting ongoing and continuous professional development for employees

Action Step	Deadline	Responsible Party
Create and implement a series of varied professional development opportunities throughout the academic year to bring Academic Affairs and the Division of Enrollment Management and Student Success to an increased understanding of course modalities, scheduling, departmental roles, responsibilities, and procedures.	May 2023	VP EMSS EMSS Leadership Team
Schedule and facilitate division meeting/trainings each semester.	June 2023	VP EMSS EMSS Leadership Team
EMSS leadership will identify and secure professional development registration, cost, adjusted schedules, etc. for at least two (2) professional development programs for their direct reports with 75% attendance.	June 2023	EMSS Leadership Team
All EMSS leadership team members will complete at least one cultural competence training.	June 2023	EMSS Leadership Team
EMSS Leadership Team will review EWPs for all direct reports, update and adjust accordingly, facilitate discussions, and develop plans around career development, advancement, best practices, continued education, participating on hiring committees, and serving as a search advocate.	June 2023	EMSS Leadership Team

## Modernized Marketing and Recruitment

**Objective M.1:** Students will be engaged across digital platforms in a more intentional and thorough manner (**Led by Institutional Advancement, Enrollment Management and Student Success, and Academic Affairs**)

- **Strategy M.1 B:** Ensure that faculty and staff are trained in the use of identified/selected platforms to increase connectivity opportunities with their students regarding advisory sessions, office hours, tutoring, instruction, lab, research, internship, externship, and partnership opportunities that they sponsor and oversee

Action Step	Deadline	Responsible Party
Provide and/or coordinate basic Navigate Training at least once a semester for existing personnel (faculty, staff, students, etc.), and as needed throughout the academic year.	June 2023	Dean for Retention and Student Success EMSS Leadership Team
Engage students in campus life and activities via virtual Student Commons offered on Canvas to promote events and increase student club and organization participation by at least 3% by the end of the academic year.	October 2022	Coordinator of Student Life and Leadership
Contact VCCS and collaborate with other institutional colleagues to review Perceptive Concept (Image Now-electronic record-keeping system) and determine the best course of action to initiate transition from eDoma to Perceptive Concept (Image Now).	May 2023	Registrar/Dean of Enrollment Management
Restructure the electronic Navigate retention tool to support redesigned efforts to improve the effectiveness of early alert.	June 2023	Dean for Retention and Student Success

- **Strategy M.1 D:** Review and redesign the current College website to ensure that all social media and digital communications platforms are directly linked to the system and offer ease of access and communication in a systematic fashion

Action Step	Deadline	Responsible Party
Collaborate with VPCC Public Relations staff to align departmental web pages and social media platforms to the College sites.	January 2023	EMSS Leadership Team

Action Step	Deadline	Responsible Party
Assess the current athletic webpage prior at the start of each semester (or more frequently if time sensitive) and engage with the Institutional Advancement to plan and implement strategies that will highlight and engage students, community, and faculty on our athletics web page (i.e., add and update yearly schedules and events on the athletics web page, scores, stats, highlights, social media links, contacts, and sponsors, etc.).	February 2023	Director of Athletics
Collaborate with Institutional Research to assess current online recruitment questionnaire and update accordingly to allow for the greatest opportunity to learn more about potential athletes and their specific sport interest(s).	March 2023	Director of Athletics
Create the Request for Information (RFI) page and collaborate with Communications to connect the webpage with social media and develop internal procedures to follow up with inquires.	June 2023	Registrar/Dean of Enrollment Management

### Transparent and Authentic Communication

**Objective T.1:** Students will have clear channels of communication with the College to ask questions, resolve issues, and receive the information they need to be successful and feel valued (**Led by Enrollment Management and Student Success and Workforce Development**)

- **Strategy T.1 B:** Utilize newly-adopted technologies to host virtual town halls and forums that provide broad and transparent updates to students and allow time for questions, feedback, and conversation

Action Step	Deadline	Responsible Party
Provide in-person opportunities for students to meet with the Interim Vice President for Enrollment Management and Student Success to share their experiences and utilize various platforms to receive student feedback.	May 2023	VP EMSS Coordinator of Student Life and Leadership

### Additional Capacity-Building Efforts

- Include here any additional actions your division and/or units will need to take this year to increase their preparedness and capacity to execute on the major goals of our strategic plan

<b>Action Step</b>	<b>Deadline</b>	<b>Responsible Party</b>
All EMSS Leadership team members will develop at least one (1) recruitment and three (3) retention goals	October 2022	EMSS Leadership Team