

NUNEZ COMMUNITY COLLEGE

2025

LOOKING FORWARD

Mission Statement

Nunez Community College is a student-centered institution that delivers relevant and innovative curriculum integrating the arts, sciences, and humanities leading to academic credentials and workforce opportunities. Nunez serves a vital role in the community by engaging with partners to support student success and personal growth.

Vision Statement

To be a comprehensive and dynamic institution that serves its community and produces critical thinkers who will impact society in meaningful ways.

Core Values

Student-Centered

We provide a positive environment where decisions support student success.

Teaching and Learning

We embrace an institution in which everyone is both an educator and a learner.

Caring

We foster a culture of compassion, empathy, and inclusivity to better serve our community.

Innovation

We value progressive, creative, and adaptive practices that address the challenges of a global society.

Integrity

We commit to a respectful environment that values equality, trust, and accountability.

NUNEZ COMMUNITY COLLEGE
2020-2025 STRATEGIC PLAN

Strategic Theme 1: Student-Centered

Goal 1: To expand access to all student services offered by the College

Objective 1.1: To expand recruitment/outreach efforts by 3%.

Strategies: 1.1a - Wider reach in recruitment

1.1b - More events/tours

1.1c - Develop unique recruiting events designed for underserved populations in our communities (i.e. first-generation, adult, and minority students)

1.1d - Greater use of media/social media

1.1e - Develop programmatic brochures

1.1f - Participate/develop more community events

Performance Indicators: "Recruit" tracking system

Objective 2.1: To increase Fall full-term headcount by 3%

Strategies: 2.1a - Schedule optimization

Performance Indicators: SSPS and IPEDS data

Objective 3.1: To increase the number of offerings of financial support to students by 3%.

Strategies: 3.1a - Provide more scholarship application information

3.1b - Develop seminars, workshops, etc.

Performance Indicators: Number of scholarships applications Number of scholarships awarded

Goal 2: To enhance student support

Objective 2.1: To increase the number of early advising events by 3%.

Strategies: 2.1a - Provide virtual advising

2.1b - Increase phone assistance

2.1c - Provide advisor training

2.1d - Track number of sessions/events

2.1e - Increase engagement of Program Managers and Department Chairs

2.1f - Assign faculty advisors within programs

2.1g - Track majors

Performance Indicators: Advising tracking reports

Objective 2.2: To increase the number of qualified tutors

Strategies: 2.2a - Provide more contact hours for tutors in subject-specific content areas

2.2b - Provide adequate space and materials for tutoring sessions.

2.2c - Collaborate with faculty to ensure best practices in providing tutoring service to students.

2.2d - Increase opportunities for tutor training and professional development. (Online portal)

2.2e - Establish a tutor homework hotline through Canvas.

2.2f - Develop a process of referrals to tutoring and mentoring sessions.

Objective 2.3: Develop Service Learning opportunities (awareness) both internally and externally

Strategies: 2.3a - Establish student ambassadors

2.3b - Develop mentorship committees/task force for first generation, adult, and minority students.

2.3c - Develop programmatic service learning activities/initiatives

2.3d - Increase engagement with business and industry partners

2.3e - Provide volunteer opportunities with business and industry partners

Goal 3: To increase student success

Objective 3.1: Increase retention rate by 3%

Strategies: 3.1a - Develop 1-hour HUDV courses that are designed with programmatic/course specific curriculum.

3.1b - Redesign how advising happens with advisors and faculty.

3.1c - Optimize course schedule.

3.1d - Increase program manager engagement in advising, mentoring and tracking students.

3.1e - Provide notification of internal resources available to students.

3.1f - Develop a process for referrals to tutoring and mentoring.

Objective 3.2: Increase total number of completers by 3%.

Strategies: 3.2a - Develop more short-term exit points for certifications.

3.2b - Increase advising efforts (Reg Fest, Mindful Mondays, etc.)

3.2c - Improve/repair pre-reg/co-reg process in Banner.

3.2d - Increase number of field/state/board certifications offered/attached to program courses.

3.2e - Hire coordinator to integrate student data systems (Banner, Xenegrade, Degree works, SIS for WRU, Google)

3.2f - Increase the number of internships/externships offered

Objective 3.3: To increase the number of transfer outs to post-secondary institutions

Strategies: 3.3a - Increase the number of articulation agreements

3.3b - Host more transfer fairs on campus

3.3c - Attend transfer fairs at four-year institutions

Performance Indicators: Transfer out report

Objective 3.4: Increase job placement opportunities/WRU/career services

Strategies: 3.4a - Hire a Career Services Coordinator

3.4b - Increase engagement of industry/business partners (Career Expo)

3.4c - Improve communication with Adult Ed (Accuplacer Prep (program specific))

3.4d - Increase programmatic advisory board engagement

3.4e - Facilitate and maintain good stewardship of business/industry relationships

Strategic Theme 2: Teaching and Learning

Goal 1: Improve the quality of instruction in both lecture-based and online courses.

Objective 1.1 - Increase the number of professional development opportunities for faculty (FT & PT)

Strategies: 1.1a - Increase attendance at conferences/annual meetings

1.1b - Develop professional learning circles across academic disciplines

1.1c - Plan more departmental collaborations to discuss schedules, curriculum, advising, etc.

1.1d - Review all majors, adult education courses, and general education courses to ensure issues of race and equity are embedded in the curriculum and discussed in a healthy and culturally changing manner.

1.1e - Develop adjunct training/orientation modules

1.1f - Implement faculty peer observations for feedback

1.1g - Define responsibilities of ETC committee.

1.1h - Research and implement best practices in online environment

1.1i - Develop online training for students (Ex: how to take an online course)

Goal 2: Develop remediation initiatives (Prep courses/connect to Adult Ed)

Objective 2.1 - Redesign Developmental Education

Strategies: 2.1a - Develop and implement UNO initiative (Link to Success)

2.1b - Increase the number of Accuplacer (standardized) workshops

2.1c - Improve relationship with Adult Ed students

2.1d - Explore options for student placement testing

Goal 3: Increase programmatic accreditation

Objective 3.1 - Research programmatic accrediting or endorsing organizations

Strategies: 3.1a - Review programs to seek accreditations/endorsements

3.1b - Develop RN program

Strategic Theme 3: Caring

Goal 1: Improve employee morale

Objective 1.1 - Improve collaboration through increased engagement across and within all departments.

Strategies: 1.1a - Develop virtual meeting spaces

1.1b - Develop work share opportunities across departments.

1.1c - Develop and implement an Assessment/Planning Summit to encourage interdepartmental planning.

1.1d - Continue to address equitable pay across all units.

1.1e - Establish a college-wide committee/task force from within the faculty, staff, and students to meet and generate actionable recommendations focused on diversity/inclusion within all Nunez workplaces.

Performance Indicators: Data from: Work share Form Number of Work share agreements

Nunezonline.net data HR Compensation Packets

Objective 1.2 - Improve two-way communication between the Executive Leadership and all employees of the College.

Strategies: 1.2a - Increase the number of Chancellor Q & A sessions.

1.2b - Increase the number of college-wide, team-building/bonding activities.

Performance Indicators: Results of activities held: Number of Q & A sessions Number of Chancellor Chats

Goal 2: Offer campus-wide customer service training

Objective 2.1 - Develop and implement a more effective customer service system.

Strategies: 2.1a - Develop a call center

2.1b - Develop and implement a ticket system

2.1c - Develop a more interactive college catalog

2.1d - Develop and implement a live chat system

2.1e - Create and implement a video chat for advising

2.1f - Improve awareness of Degree Works through intentional training activities

2.1g - Increase awareness of all college resources and services through simulation training

Performance Indicators: Data from all systems Slideshow of resources/services displayed on campus monitors

Goal 3: Provide campus-wide mental health training and awareness

Objective 3.1 - Increase training opportunities for faculty, staff and students on how to identify and address potential mental health issues.

Strategies: 3.1a - Improve engagement with the campus Health Center

3.1b - Collaborate with the Methodist Foundation to provide trainings

3.1c - Develop and implement a Canvas course to recognize/identify mental health issues

Goal 4: Establish a Diversity, Equity and Inclusion campus-wide Committee

Objective 4.1 - Provide training and cultural awareness professional development opportunities

Strategies: 4.1a - Develop and implement diversity and cross-cultural activities across all departments

Performance Indicators: Number of trainings/attendance Number of Mindful Monday sessions

Distressed student referral form usage

Strategic Theme 4: Integrity

Goal 1: Improve Financial Stability

Objective 1.1 - Establish and promote effective branding aligned with the college mission.

Strategies: 1.1a - Increase public relations and marketing activities

1.1b - Complete college-wide marketing research

1.1c - Create a marketing guideline for logos, colors, etc

1.1d - Increase the number of community outreach efforts (i.e. Advocacy Breakfast, Government Officials outreach, Day at the Capitol)

Objective 2.1 - Increase grant writing opportunities across all departments.

Strategies: 2.1a - Hire a designated grant writer/coordinator

2.1b - Increase awareness of grant opportunities

2.1c - Create a database of available grants

2.1d - Develop professional development opportunities focusing on grant writing (i.e. BoR, LCTCS)

2.1e - Research and secure grants geared to programming so that first-generation college and adult education students have the tools necessary to succeed.

Objective 3.1 - Restructure alumni engagement

Strategies: 3.1a - Establish official Nunez Alumni Association

3.1b - Develop alumni database

3.1c - Create alumni e-newsletter

3.1d - Develop alumni engagement opportunities

Performance Indicators: Number of marketing campaigns Number of ads Social media data Number of grants proposed/awarded Number of grant writing meetings held

Goal 2: Improve development and review of policies and procedures

Objective 2.1 - Increase awareness of all policies and procedures across the campus

Strategies: 2.1a - Develop interdepartmental procedures that align with policy

2.1b - Develop an internal compliance process to include training (cross-training)

2.1c - Improve accountability of campus procedures through tracking database

2.1d - Prioritize development of student-related policies and procedures

Goal 3: Improve Infrastructure

Objective 3.1 - Restructure Facilities Department and operations

Strategies: 3.1a - Hire more facilities personnel

3.1b - Hire a Director of Facilities

3.1c - Improve communications with facilities

3.1d - Establish a working Safety Committee with a designated Safety Officer

3.1e - Improve community engagement through the use of campus facilities

3.1f - Change building names and numbers for efficiency

3.1g - Develop and implement a key control system

Performance Indicators: Number of facilities requests Number of tickets closed Sign-in sheets/community activities

Strategic Theme 5: Innovation

Goal 1: Modernize processes and procedures

Objective 1.1 - Develop systems for interdepartmental collaboration

Strategies: 1.1a - Increase system integration of processes to improve student tracking from recruitment to alumni.

Objective 1.2 - Transition the Planning and Assessment processes to a complete online portal

Strategies: 1. 2a- Develop an internal planning and assessment system

1.2b - Train all faculty, staff and students in using the online portal

Performance Indicators: Number of systems designed Tracking of usage Completed annual planning forms

Goal 2: Expand and maintain both a digital and a remote presence in order to remain relevant in the 21st century technological environment

Objective 2.1 - Develop at least 2-4 complete online programs

Strategies: 2.1a - Offer more cloud-based courses

2.1b - Develop more Skills Shop trainings and courses

2.1c - Develop IBCs that are relevant to trending business needs

2.1d - Increase awareness and access of non-credit and community/leisure courses

2.1e - Offer more non-credit/leisure courses for personal fulfillment

Performance Indicators: Number of complete online programs
Tracking of IBCs
Tracking of non-credit course offerings