

Planning

FDLTCC's self-study process during spring 2008 identified some of the concerns expressed by Commission evaluators in spring 2009, and thus, the college had already begun improvements in the area of strategic planning. At the time of the Commission's comprehensive evaluation in spring 2009, the college's plan had been operational for only six months; as a result, Commission evaluators were unable to assess with certainty the effectiveness of the college's work in that area.

The Higher Learning Commission has placed FDLTCC on notice in this area of operations, specifically with regard to Criterion 2, Core Component 2A: The organization realistically prepares for societal and economic trends. Core Component 2C: The organization's evaluation and assessment processes provide reliable evidence of institutional effectiveness that clearly informs strategies for continuous improvement. Core Component 2D: All levels of planning align with the organization's mission, thereby enhancing its capacity to fulfill its mission.

To adequately resolve this area of concern, FDLTCC must take the following necessary action: "Strategic Planning that includes full implementation and continues the engagement of the college community. It should provide evidence of the allocation of resources and the development of institutional measurements to assess the fulfillment of the college mission and effective planning for their future" (p. 27, Assurance Section, *Final Report*).

The college's primary actions and the results of those actions to date are summarized below.

FDLTCC's Primary Actions

- 2008 – 2009: Five of seven work groups completed 80 to 100% of benchmarks for 2008 – 2009
- 2009: Conducted enrollment study, in alignment with strategic plan and budget process
- 2009: Fortified staffing, in alignment with strategic plan and budget process
- 2009: Piloted new academic alert process, analyzed results, reported and discussed with campus, in alignment with strategic plan, budget process, and retention committee
- Currently work groups have reconvened during fall semester 2009, revisiting previous results and reporting work plans through the Leadership Team

Results of Actions

- Increased base enrollment of tuition-paying students during fall semester 2009
- Continued adherence to budget process and related financial decision making mechanisms
- Effectively managed serving students during registration peak and enrollment increase through strategic use of intermittent employees
- Positioned college to meet FY10 budget goal of 820 FYE
- Piloted and evaluated orientation process for temporary faculty during fall 2009
- Currently refining and implementing again orientation process for temporary faculty during spring 2010 based on fall 2009 evaluation
- Reviewing summer 2010 staffing
- Reviewing credentialing process
- Reviewed, revised, and implemented campus policy regarding weather/emergency-related class cancellations/campus closures
- Awarded Title III grant
- Continuing work with the tribe on identifying joint academic opportunities
- Implemented retention and recruitment work goals established in 2008 - 2009
- Reviewed, evaluated, and monitored academic alert process
- Increased involvement in academic alert process in spring and again in fall 2009
- Currently reviewing and updating articulation agreements
- Currently reviewing transfer success data
- Began discussion of facilities planning slated for 2011
- Began discussion of academic planning to coincide and align with 2011 facilities planning
- Currently reviewing academic program inventory for accuracy
- Currently reviewing workforce data, including trends 2006 – 2016, in relation to future academic program planning
- Currently reviewing opportunity to establish broad-based Associate of Science degree in the Health Sciences
- Currently developing more defined process for data-driven academic program planning that also includes campus-wide and community input
- Conducted assessment of IT services
- Currently evaluating results of IT assessment, the outcome of which will drive decision making during spring 2010
- Improved and expanded access to website
- Currently reviewing compliance with HLC policies and new regulations in the Reauthorization of the Higher Education Act