

A. Learning Environment for Student Success:

Advance our learning-centered culture, promoting student success in an atmosphere of respect, professionalism, and high academic standards.

A1. Promote a climate that fosters creativity and innovation to enhance teaching, learning, and assessment.

- A1.2 Commissioned a study of Career and Technical Programs in industrial technology.
- A1.3 Submitted federal grant applications to enhance our STEM programs.
- A1.5 Began incorporating undergraduate research at PSC with the assistance of the Council of Undergraduate Research and the National Council of Instructional Administrators.
- A1.6 Hired a Sustainability Coordinator who is working with faculty to investigate sustainability careers, related coursework, and programs.
- A1.11 Installed equipment for six smart classrooms.

A2. Attract quality faculty who embrace student-centered learning.

- A2.1 Created a new position, Associate Dean of Faculty Affairs, to support adjunct faculty and provide workshops on active and collaborative learning.
- A2.2 Updated the Minimum Qualifications to Teach policy.

A3. Encourage the hiring of faculty and staff who reflect the diversity of the students.**B. Targeted Recruitment, Improved Retention, and Increased Educational Attainment:**

Improve recruitment of targeted student populations and strengthen academic performance, retention, and completion.

B1. Strengthen college-wide efforts to recruit targeted populations.

- B1.1 Enlarged the role of the Enrollment Development Council to include retention and completion and renamed it the Recruitment and Retention Council.
- B1.2 Created new marketing pieces to promote the Business Solutions, Continuing Education, and Adult Education departments. The Web sites have been updated to reflect the new branding.
- B1.3 Improved communications to PSC students and the general public through the use of social media.

B2. Establish a systematic, evidence-based approach to improve student retention and completion.

- B2.1 Developed target figures to drive the increase in degree and certificate completion needed to meet the 2020 national graduation goals.
- B2.2 • Developed a database to track first-time full-time PSC students and created an outreach process to respond to their needs.
 - Recommended an Early Alert System (Starfish Software) to help instructors contact students who are falling behind in class.
- B2.3 Developed a financial aid handbook, made printable award letters available on Web Advisor, and sent e-mails to keep students informed about financial aid deadlines, disbursements dates, and other pertinent information.
- B2.4 Developed a student-ambassador/buddy program and recruited students for fall 2011.
- B2.5 Opened the Learning Achievement Center and continued the Protégé and Pipeline programs to support African American male students.
- B2.6 • Served more than 180 students with the new TRIO/Support Services program during spring 2011. Nineteen graduated in May 2011.
 - Applied for Federal TRIO/Talent Search and TRIO/Educational Opportunities Center grants.

B3. Develop effective pathways for English-as-a-Second-Language (ESL) and Adult Basic Education (ABE) students to move from non-credit into credit programs.

- B3.1 Offered an English 099 (fundamental English III) bridge course for ESL students.

C. Effective and Accountable Resource Management:

Ensure the effective use of human, financial, technological, and physical resources.

C1. Collect, analyze, and use data to implement best practices and measure progress in all areas of administration and resource management.

- C1.1 Designed interactive data tools that allow administrative access to academic and financial records. Created a new academic success tool to track data trends for student success, retention, and graduation.
- C1.2 Revised an employee's job responsibilities to provide additional support for strategic planning and institutional effectiveness.
- C1.3 Introduced a file sharing system to deliver institutional research to administrators.
- C1.4 Developed new procedures to facilitate review of Illinois Community College Board reports.
- C1.5
 - Improved the college budget process through a more focused analysis of various budget areas.
 - Received the Government Financial Officers Association certificate for excellence in financial reporting for FY10 financial statements.
- C1.7
 - Established a capital budgeting process that reflects the priorities of the College.
 - Replaced three roofs, demolished two buildings, improved the Transportation, Warehousing, and Global Logistics existing property, and acquired new property.
 - Purchased School Dude software to process physical plant and facilities work orders and support preventative maintenance plans.
 - Formed committees to evaluate classroom and office furniture and make recommendations. Made initial purchases to replace office chairs and classroom furniture.
 - Improved landscaping.
- C1.8
 - Conducted Earth Week activities to expand students' understanding of sustainable technologies and practices.
 - Formed working groups to formulate plans for developing of the Nature Preserve and community garden.
 - Purchased new bicycle racks and made PACE bus cards available for purchase on campus.
- C1.9
 - Developed an Emergency Committee and an Emergency Operations Plan.
 - Received a grant for crisis management and installed Prepared Responder software to provide automated information to local emergency responders.
 - Implemented PSC Alert (an emergency communication tool), conducted a campus-wide fire drill, and administered a campus safety and security survey.

C2. Expand and improve professional development for employees to meet institutional goals.

- C2.1 Increased the FY2012 professional development budget by \$100,000.
- C2.2 Initiated a review of current programs and practices to support professional development.

D. Strong Community Partnerships:

Enhance current and develop new strategic partnerships.

D1. Develop a comprehensive approach for establishing, maintaining, and strengthening mutually beneficial partnerships.

- D1.2 Piloted an Early College Initiative involving 55 Crete-Monee High School students and initiated discussions with Bloom and Rich Townships.
- D1.3
 - Partnered with Illinois Institute of Technology to provide scholarships of up to \$25,000 per student for majors in the STEM disciplines.
 - Partnered with Governors State University to implement two Dual Degree Programs that will allow PSC graduates with A.A. and A.S. degrees to transfer seamlessly.
 - Partnered with Southern Illinois University on a fully online baccalaureate business degree.

D2. Collaborate with community partners on grant opportunities and other innovative ways to share resources.

D2.1 Participated in the following ongoing projects:

- Collaborated with SMHEC members to offer joint information technology training and professional development. (Business office personnel have already taken advantage of multiple training opportunities.)
- Participated in the development of the Mutual Aid program by the SMHEC Crisis Management Task Force.
- Participated in a SMHEC Sustainability Task Force and explored a consolidated electricity purchase.

D2.2 Participated in the following ongoing projects:

- Partnered with the Illinois Green Economy Network to obtain tools and funding for greening the campus and curriculum.
- Partnered with the Calumet Stewardship Initiative to enhance the College's 32-acre nature preserve.
- Partnered with the Bloom High School Biodiesel Club to collect the College's waste cooking oil for conversion to biodiesel.

E. Advances in Technology:

Expand and improve the application and effective use of technology across the College.

E1. Maintain the institutional commitment to implementing the goals of the Information Technology Strategic Plan by enhancing the following:

- E1.1**
- Installed and configured a WatchGuard firewall to control and filter Internet traffic while preventing unauthorized access to network resources.
 - Installed spam filters and anti-virus software to further protect College systems from external attacks.
 - Implemented a security and incident response plan.
- E1.2** Implemented a new multi-layer data back-up process.
- E1.3**
- Improved network capabilities by implementing a Storage Area Network.
 - Expanded wireless access points across the campus.
- E1.6** Updated the user interface for Datatel Colleague and trained end users.
- E1.7**
- Configured and tested VoIP to begin rollout to the campus community in the next 18 months.
 - Implemented e-Commerce in the Business Office to allow online student payment.

E2. Promote a climate of innovation in using technologies that enhance student success and administrative effectiveness.

- E2.1** Installed and configured Microsoft Exchange.
- E2.2** Installed the network infrastructure (servers and wireless access points) to support the first group of virtual desktop devices in the library.
- E2.4** Facilitated student access to the direct loan website that provides instructions on how to complete the electronic direct loan promissory note.
- E2.5** Purchased and installed three student information kiosks.