

Southern State Community College  
Strategic Plan Monitoring Report  
Summer 2007

Definitions: VPAA: Vice President of Academic Affairs -- VPSA/EM: Vice President of Student Affairs and Enrollment Management -- VPBF: Vice President of Business and Finance -- F07: Fall 2007 -- IP: In Progress -- NS: Not Started

2007
2008
2009
Ongoing

**SSCC Strategic Plan**  
**Strategic Priority IV: Teaching and Learning Excellence**

Action Objective	Description	Primary Reporting Responsibility	Other Contributing Representatives	Status Report Due	Target Completion	Status as of 8.07
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**Goal 4.1: Support and enhance excellence in teaching and learning for full- and part-time faculty and staff through training and development and mentoring programs.**

*Professional Development and Training – Develop a comprehensive training program by:*

4.1.1	Conducting annual surveys of faculty and staff to identify specific training requests.	VPAA	Dean of Instruction, Faculty, Campus Directors	Quarterly: F07	Fall 2008	IP
<b>Progress Reported 8/17/07</b>	<i>During Opening Week in Fall 2008, a survey will be delivered to faculty and staff requesting their input on particular training needs.</i>	<b>Possible Next Actions</b>		None noted at this time		<b>Next Report Due: Spring 2008</b>
4.1.2	Developing and publicizing an annual schedule of training or professional development activities.	VPAA	Dean of Instruction, Faculty, Campus Directors	Quarterly: F07	Fall 2009	NS
<b>Progress Reported 8/17/07</b>	<i>Based on the information received following the Fall 2008 survey, the College will be better positioned to develop an annual schedule.</i>	<b>Possible Next Actions</b>		None noted at this time		<b>Next Report Due: Fall 2008</b>
4.1.3	Identifying incentives to compliment the pursuit of professional advancement.	VPAA	Dean of Instruction, Faculty, Campus Directors	Quarterly: F07	Fall 2007	IP
<b>Progress Reported 8/17/07</b>	<i>Annually faculty are provided opportunities for professional development that includes travel. Other incentives such as monies to enhance instruction are being considered.</i>	<b>Possible Next Actions</b>		None noted at this time		<b>Next Report Due: Winter 2007</b>

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*Adjunct Instruction – Support and enhance the quality of adjunct instruction through:*

4.1.4	Developing a comprehensive strategy for orienting and mentoring adjunct faculty.	VPAA	Dean of Instruction, Faculty, Campus	Quarterly: F07	Spring 2008	IP
<b>Progress Reported 8/17/07</b>	<i>In addition to an annually updated Adjunct Handbook, the Academic Office also coordinates an annual dinner which includes departmental meetings and specific training appropriate to adjunct faculty.</i>		<b>Possible Next Actions</b>	Consider coordinating something for the faculty that start in the winter, spring, or summer quarters.		<b>Next Report Due: Winter 2007</b>
4.1.5	Establishing an adjunct faculty liaison at each campus responsible for orientation and serving as a campus contact.	VPAA	Dean of Instruction, Faculty	Quarterly: F07	Spring 2008	IP
<b>Progress Reported 8/17/07</b>	<i>For 2008 budget planning, consideration will be given to creating a supplemental contract to satisfy this strategic objective.</i>		<b>Possible Next Actions</b>	None noted at this time		<b>Next Report Due: Winter 2007</b>
4.1.6	Developing a quarterly correspondence informing adjunct faculty of adjunct faculty hires, campus events, curriculum changes, program announcements and other pertinent information.	VPAA	Dean of Instruction, Dean of Assessment and Planning, Communications Director, Faculty, Campus Directors	Quarterly: F07	Summer 2008	IP
<b>Progress Reported 8/17/07</b>	<i>It is expected that this kind of information will be included in the president's newsletter that is scheduled for publication in 2007.</i>		<b>Possible Next Actions</b>	None noted at this time		<b>Next Report Due: Winter 2007</b>
4.1.7	Organizing training activities specific to the needs of an adjunct instructor.	VPAA	Dean of Instruction, Faculty	Quarterly: F07	Summer 2008	Completed
<b>Progress Reported 8/17/07</b>	<i>Administration will continue to seek input from adjunct faculty through the survey that is distributed during the annual adjunct faculty dinner.</i>		<b>Possible Next Actions</b>	None noted at this time		<b>Next Report Due: Winter 2007</b>

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**Goal 4.2: Implement an organizational structure that supports learning.**

*Human Infrastructure – Through the organization of human resources, place greater emphasis on student learning by:*

4.2.1	Positioning campus leaders as more of a student and campus advocate for the specific populations and geographic region the campus serves.	President	VPAA, Campus Directors	Quarterly: F07	Fall 2007	Completed
<b>Progress Reported 8/17/07</b>	<i>This has been completed through the organizational restructuring of President Stout. The College now supports three independent Campus Director positions at the South, North, and Fayette Campus and a dual responsibility position including campus duties at the Central Campus.</i>		<b>Possible Next Actions</b>	None noted at this time		<b>Next Report Due: None Due</b>
4.2.2	Evaluating the effectiveness of the structure currently maintained by administrative staff.	President	VPAA, VPBF, VPSA/EM	Quarterly: F07	Fall 2007	Completed
<b>Progress Reported 8/17/07</b>	<i>Evaluation complete and organization of administrative staff has been updated.</i>		<b>Possible Next Actions</b>	None noted at this time		<b>Next Report Due: None Due</b>
4.2.3	Developing departmental and campus plans that support the overall strategic plan while capitalizing on distinctiveness.	President	VPAA, Campus Directors, Dean of Assessment and Planning	Quarterly: F07	Summer 2008	IP
<b>Progress Reported 8/17/07</b>	<i>The reorganization addresses this goal however, much work lies ahead while the campus director positions are filled and subsequently, those individuals get experience working within the new structure.</i>		<b>Possible Next Actions</b>	Hire new campus directors		<b>Next Report Due: Winter 2007</b>
4.2.4	Recruiting and investing in excellent faculty, staff, and administrators.	President	VPAA, VPBF, VPSA/EM	Quarterly: F07	Ongoing	Ongoing
<b>Progress Reported 8/17/07</b>	<i>The College continues to do regional and occasional national searches for qualified personnel in all areas. Recently, during the course of the massive restructuring, several searches including the camps directors and the VP of Student Affairs and Enrollment Management positions have had to be readvertised to provide for a more comprehensive applicant pool. In regards to investment in excellent personnel, the college continues to support a tuition reimbursement program and the College also actively encourages personnel to attend local, regional, and national conferences for purposes of professional development. For adjunct faculty, the College coordinates at least one professional development activity each quarter.</i>		<b>Possible Next Actions</b>	None noted at this time		<b>Next Report Due: Winter 2007</b>

**Goal 4.3: Demonstrate quality through student learning outcomes assessment**

See complete goals and objectives in the following section of this plan under Assessment and Institutional Effectiveness.

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**Goal 4.4: Support and develop, where necessary, resources that enhance instructional quality.**

*Technology – Develop clearer technology support in order to enhance instructional needs by:*

4.4.1	Establishing baseline expectations for technology training among faculty and staff.	VPAA	Dean of Instruction, Dean of Assessment and Planning, Faculty	Quarterly: F07	Winter 2009	IP
<b>Progress Reported 8/17/07</b>	<i>Scheduled as part of the activities during Opening Week, "Technology in the Classroom" will be offered.</i>		<b>Possible Next Actions</b>	unified vision including significant input from the IT Manager as to what basic skills should be required of all		<b>Next Report Due: Winter 2007</b>
4.4.2	Defining the level of technology support for students, departments, faculty, and staff and identifying and addressing resource deficiencies.	VPAA	IT Manager, Technology Committee	Quarterly: F07	Fall 2008	IP
<b>Progress Reported 8/17/07</b>	<i>Wireless access at all campuses has been the most significant effort to this end. Further, the introduction of a help-desk and its subsequent expansion has made an impact on technology support.</i>		<b>Possible Next Actions</b>	Focus on Help-Desk Improvement		<b>Next Report Due: Winter 2007</b>

*Rewards/Acknowledgment – As appropriate, use finances or other incentives to enhance quality by:*

4.4.3	Promoting entrepreneurial approaches to support scholarly activities that tie into the priorities of the department and the college.	President	VPAA, VPBF, VPSA/EM	Quarterly: F07	Ongoing	Ongoing
<b>Progress Reported 8/17/07</b>	<i>Dual enrollment has been the most recent effort toward goal 4.4.3. The College is currently a partner with a local service center in which both entities utilize grant monies to expand scholarly activities at both the secondary and post-secondary levels. Also, the promotion of the Foundation has complimented some of the academic areas through the purchase of equipment.</i>		<b>Possible Next Actions</b>	None at this time		<b>Next Report Due: Winter 2007</b>
4.4.4	Developing a unified plan for publicizing and disseminating information about scholarly activities.	VPAA	Communications Director, Dean of Assessment and Planning	Quarterly: F07	Winter 2008	IP
<b>Progress Reported 8/17/07</b>	<i>The communications office has had a long tradition of publicizing any information relating to scholarly activities of the faculty. In addition to the regular news releases, the SSCC community newsletter will also reserve space for such highlights.</i>		<b>Possible Next Actions</b>	None at this time		<b>Next Report Due: Winter 2007</b>
4.4.5	Exploring the positive and negative aspects of performance based salary increases or incentives.	President	VPAA, VPBF, VPSA/EM	Quarterly: F07	Spring 2008	NS
<b>Progress Reported 8/17/07</b>	<i>This project will start by researching best practices.</i>		<b>Possible Next Actions</b>	Begin compiling an inventory of what other comparable colleges are doing .		<b>Next Report Due: Winter 2007</b>