HCC Strategic Planning
Staff, Faculty, Student, and Community Kickoff Forums

January 10, 2017
February 7, 2017
February 8, 2017
March 1, 2017
Purpose of Forum Today

Get faculty, staff, student, and community input on strategic priorities that support HCC’s completion agenda for the next 5 years.
<table>
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<tr>
<th>Phases*</th>
<th>Activities</th>
<th>Jan</th>
<th>Feb</th>
<th>March</th>
<th>Apr</th>
<th>May</th>
<th>June</th>
<th>July</th>
<th>Aug</th>
<th>Sept</th>
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<tbody>
<tr>
<td>1. Identify evidence-based high-level priorities</td>
<td>• Facilitate faculty/staff/student forums (at least 1 for each group) – discuss roles in completion, solicit evidence-based input on future plan priorities – work w/ Senate, SGA, etc. to promote</td>
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<td></td>
<td>• Create online space to upload SP updates, allow for ongoing comments</td>
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<td></td>
<td>• Convene SP Committee to review forum feedback, discuss PRR data, and outline priorities</td>
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<tr>
<td>2. Undertake SWOT and data mining</td>
<td>• Consultant assist with review of other college websites, plans – to bring in environmental scanning/market analysis data</td>
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<td>• Convene SP Committee to undertake environmental scanning/SWOT analysis</td>
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<tr>
<td>3. Construct strategic plan framework</td>
<td>• Convene SP Committee (1-2x) to establish goals, priority areas of activity focus, and measureable outcomes</td>
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<td>4. Vet framework</td>
<td>• Host faculty/staff/student forums to provide input into the framework</td>
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<td></td>
<td>• Solicit input from Bronx community stakeholders, working with CBNP, Bronx Corridors Project, and other community engagement avenues</td>
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<td>5. Prepare plan</td>
<td>• SP Committee members work with consultant to draft narrative</td>
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<td>• Plan narrative completed and produced</td>
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<td>• Plan publicly available</td>
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# The Strategic Plan Committee

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Department</th>
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<tbody>
<tr>
<td>David Gómez</td>
<td>President</td>
<td>President's Office</td>
</tr>
<tr>
<td>Christine Mangino</td>
<td>Provost</td>
<td>Academic Affairs</td>
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<tr>
<td>Esther Rodríguez-Chardavoyne</td>
<td>Senior Vice President</td>
<td>Administration &amp; Finance</td>
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<tr>
<td>Semah Altam</td>
<td>Student</td>
<td>Liberal Arts &amp; Science</td>
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<tr>
<td>Nathaniel Cruz</td>
<td>Vice President</td>
<td>SDEM</td>
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<tr>
<td>Isela Herrera</td>
<td>Student/SGA Chair of Senate</td>
<td>Liberal Arts &amp; Science</td>
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<tr>
<td>Ernest Ialongo</td>
<td>Professor</td>
<td>Behavioral &amp; Social Sciences</td>
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<tr>
<td>Piotr Kocik</td>
<td>Director</td>
<td>OIRSA</td>
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<tr>
<td>Dolly Martínez</td>
<td>Deputy to the President/AVP</td>
<td>President's Office</td>
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<tr>
<td>Amaris Matos</td>
<td>Director</td>
<td>Academic Affairs</td>
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<tr>
<td>Nelson Nuñez-Rodríguez</td>
<td>Associate Professor</td>
<td>Natural Sciences</td>
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<tr>
<td>Daliz Pérez-Cabezas</td>
<td>Manager</td>
<td>CEWD</td>
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<tr>
<td>Salim Rayman</td>
<td>Professor</td>
<td>Dental Hygiene</td>
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<tr>
<td>Johana Rivera</td>
<td>Associate Dean</td>
<td>SDEM</td>
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<tr>
<td>Elisabeth Sergile</td>
<td>Associate Director</td>
<td>OIRSA</td>
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<tr>
<td>Pearl Shavzin</td>
<td>Administrative Coordinator</td>
<td>Administration &amp; Finance</td>
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<tr>
<td>Elisabeth Tappeiner</td>
<td>Head, Technical Services</td>
<td>Library</td>
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<tr>
<td>Anna Pond</td>
<td>Consultant</td>
<td>President's Office</td>
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Have you ever been part of a strategic planning process?
What is strategic planning?
Definition of Strategic Planning

Strategic planning is an organization's process of defining its strategy, or direction, and making decisions on allocating its resources to pursue this strategy. It may also extend to control mechanisms for guiding the implementation of the strategy.

Strategy has many definitions, but generally involves setting goals, determining actions to achieve the goals, and mobilizing resources to execute the actions. Strategic planning is a process and thus has inputs, activities, and outputs. It is typically iterative, with feedback loops throughout the process. Strategic planning provides inputs for strategic thinking, which guides the actual strategy formation. The end result is the organization's strategy, including a diagnosis of the environment and competitive situation, clarity on what the organization intends to accomplish, and key initiatives or action plans for achieving those accomplishments.

Definition excerpted from WIKIPEDIA
HCC’s Mission

Access to Higher Education
Provide access to higher education for all who seek it.

Community Resources
Continuing education
Cultural events
Community development and service

Socio-economic Mobility
Careers
Liberal Arts
Transfer Professional Programs

Diversity & Multiculturalism
Ethnic
Racial
Cultural
Linguistic

Intellectual Growth/Lifelong Learning
Linguistic
Mathematical
Technological
Critical thinking
Spanish/English bilingual education offerings

English/Math Skills Development
Integral part of its mission
Transitional language instruction for all ELL students
Developmental Education (for barrier to intellectual growth)

The mission of Eugenio Maria de Hostos Community College is to offer access to higher education leading to intellectual growth and socio-economic mobility through the development of linguistic, technological, and critical thinking proficiencies needed for lifelong learning and for success in a variety of programs including careers, liberal arts, transfer, and those professional programs relating to economics.

The College takes pride in its historical role in educating students from diverse ethnic, racial, cultural and linguistic backgrounds, particularly Hispanics and African Americans. An integral part of fulfilling its mission is to provide transitional language instruction for all English as a Second Language students along with Spanish/English bilingual education offerings to foster a multicultural environment for all students. Hostos Community College, in addition to offering degree programs, is determined to be a resource to the South Bronx and other communities served by the College by providing continuing education, cultural events, and expertise for the further development of the communities it serves.
Three-year Graduation Rate and Projected Three-year Graduation Rate for First-Time Full-Time Freshmen

2011-16 Strategic Plan

SP 11-16 Extension Year

2017-2022 Strategic Plan

Aspen Prize 2015 Application
Completion Agenda Defined

AY 07-08 (F05 Cohort) AY 08-09 (F06 Cohort) AY 09-10 (F07 Cohort) AY 10-11 (F08 Cohort) AY 11-12 (F09 Cohort) AY 12-13 (F10 Cohort) AY 13-14 (F11 Cohort) AY 14-15 (F12 Cohort) AY 15-16 (F13 Cohort) AY 16-17 (F14 Cohort) AY 17-18 (F15 Cohort) AY 18-19 (F16 Cohort) AY 19-20 (F17 Cohort) AY 20-21 (F18 Cohort) AY 21-22 (F19 Cohort)

7.7 10.5 11.5 8.2 10.3 11.9 12.6 20.6 50.0
Why 50% Completion?

It’s not...

- About reducing the quality of our programs
- At the expense of excellence in serving our students
- Going to be held against anyone doing their best
- Going to hurt Hostos if we don’t hit the mark
Why 50% Completion?

It is aspirational but doable

• Based on analysis of completion trends

• Builds on progress from the last plan
Why 50% Completion?

It is the right thing to do

• Students come here to complete something

• The difference between college and no college is estimated at $1 million in lifetime earnings

• $285.7 billion in added tax revenues from students earning higher wages

• $19.2 billion in taxpayer savings as students experience better health, lower crime rates, and reduced utilization of safety net services
Why 50% Completion?

It is what we would want for our families
Why 50% Completion?

Questions?
Who helped you finish something that’s important to you?
Who have you helped finish something?
Questions For Breakouts

• What do you think are HCC’s current strengths and challenges related to student completion?

• Based on that, what 3-5 major activities should the college prioritize to address in the next 5 years?

Breakout then share highlights with large group
Final Thoughts?
Join Us!

Future dates:

**College Community Forums:**
Thursday, February 9, 2017
Wednesday, April, 19, 2017
at 3:30 PM
in the Savoy Multipurpose Room
Thank you!