Northland Pioneer College
Strategic Plan
2012-2015

Presidential Strategic Initiatives, May 2012

Northland Pioneer College's updated 2012-2015 Strategic Plan is thorough and well thought out. However, the president of the college has identified certain strategic initiatives that must move rapidly to the forefront of college planning, decision-making and implementation. Additionally, the recently unveiled requirement by the Higher Learning Commission for a new accreditation pathway demands immediate attention to these initiatives. The president is issuing the following strategic initiatives as a preface to the NPC Strategic Plan; these strategic initiatives must be the main focus of our work together for the next several years.

1. Complete preliminary design of Open Pathway electronic portfolio and begin using the portfolio by November 2012
2. Orient college-wide actions, planning and budgeting toward student success
3. Determine and implement initial performance metrics for student success
4. Continue rollout of web conferencing for course scheduling and delivery
5. Develop one significant new partnership to enhance opportunities for students and communities
6. Continue to dedicate available resources to support network and technology infrastructure, new accreditation model, assessment of student learning and facilities infrastructure

Pillar 1:   **Improve Student Learning and Success in all Instructional Areas**

Overall Responsibility: Vice President for Learning and Student Services

<u>**Priority 1**</u>:   **Improve student success**

Next Major Milestone: *May 30, 2013*

Responsibility: *All NPC*

Goals:

1.1.1 Develop learning opportunities that will assist with student success
Supports HLC Core Components 2de, 3acd, 4ac

- Research new program possibilities in each division to meet community and student needs
- Assess the need for alternative curriculum, scheduling, and delivery systems in each division
- Continue to expand internship opportunities
- Improve pedagogical strategies and techniques to enhance student learning in all divisions

1.1.2 Provide a culture of continuous improvements in all courses/programs that reflects current technology and global knowledge
Supports HLC Core Components 2de, 3abde, 4abc

- Implement Information Literacy Competency Standards for Higher Education in all divisions
- Review, expand and create programs and course offerings
- Continue improvement of distance education delivery systems i.e. online offerings, hybrid courses, audio, video, smart classrooms, and Adobe Connect

1.1.3 Evaluate, document, and improve learning and learning environments in all courses and programs
Supports HLC Core Components 2de, 3bde, 4abc

- Develop a schedule in each division to audit and evaluate curriculum to assess current viability
- Utilize student success data to schedule courses
- Update curriculum programs and course offerings in response to community and workforce needs and student interests
- Revise and improve program review processes in all divisional areas
- Investigate the impact of reducing minimal enrollment in classes from 15 to 12

1.1.4 Create adequate support services to enhance student success
Supports HLC Core Components 2de, 3cd, 4c

- Improve college-wide tutorial program
- Implement new student orientation
- Investigate the expansion/coordination of student access to open computer labs and writing centers

1.1.5 Develop a balanced approach for scheduling
Supports HLC Core Components 3acd, 4c

- Determine the optimal mix of online, live, audio/video offerings for each campus and center
- Determine the optimal mix of morning, early afternoon, late afternoon, evening, and weekend courses for each campus and center for each discipline with the college
- Determine the optimal class size for each discipline by time of day for course offerings, medium of delivery, and location

Priority 2   **Arts and Science**

Next Major Milestone: *May 30, 2013*

Responsibility: *Dean of Arts and Science*

Goals:

1.2.1 Expand distance delivery of general education through audio, video, and smart classrooms
Supports HLC Core Components 3acd, 4c

- Survey student needs for expansion of general education course offerings on these media
- Increase general education course offerings, each semester via these media
- Increase the use of web-based supplementary materials in general education classes

1.2.2 Research the feasibility of stand-alone class offerings in general education courses in English composition, mathematics, art/humanities, and social/behavioral science
Supports HLC Core Components 3acd, 4c

- Research the feasibility of hiring a full-time faculty teaching in philosophy, art, and social/behavioral sciences
- Explore the possibilities of hiring a full-time math faculty based at Kayenta
- Discuss with Apache County the possibility of hiring faculty members in math, biological and physical sciences and social/behavioral sciences

1.2.3 Promote faculty development activities that contribute to student learning
Supports HLC Core Components 2ade, 3cd, 4a

- Promote sabbatical opportunities within budget restraints
- Promote conference participation within budget restraints
- Investigate other professional development opportunities including use of in-house expertise

1.2.4 Integrate general education assessment of student knowledge into continued course level improvement
Supports HLC Core Components 3cd, 4abc

- Integrate general education outcomes into ten selected courses that are core requirements of AAS degrees in five different AAS programs
- Improve the rubrics and standards in general education outcomes
- Develop means to assess information literacy and diversity in ten courses
- Expand the critical thinking and quantitative assessment into twenty new courses
- Explore the possibilities of hiring a full-time assessment coordinator who reports to the Director of Institutional Effectiveness

1.2.5 Promote increased student involvement in the fine and performing arts
Supports HLC Core Components 2d, 3e

- Increase full tuition and fees support to students in music, theater, and studio art each semester
- Expand offerings in music
- Add new courses in the fine arts, both studio and non-studio

Priority 3   **Career and Technical Education**

Next Major Milestone: *May 30, 2013*

Responsibility: *Dean of Career and Technical Education*

Goals:

1.3.1   Create new programs for Skills Center at PDC and NATC at SCC
Supports HLC Core Components 2ade, 3abcde, 4abc

- Review requirements for the following new programs
    - Mechatronics and Robotics
    - Construction Technology
    - Administrative Justice and Emergency Management
- Evaluate the feasibility of developing new programs
- Work with Advisory Boards to prioritize new course offerings

1.3.2   Enhance and Improve Current CTE Curriculum
Supports HLC Core Components 2ade, 3abcde, 4abc

- Combine AIS and BUS Departments by Fall 2013
- Develop online WLD100 and WLD150 courses by Fall 2013
- Develop a schedule for CTE course review by department

1.3.3   Provide Professional Development for CTE Faculty and Staff
Supports HLC Core Components 2ade, 3cd, 4a

- Provide Automotive with Atech training for the 2012-2013 academic year
- Expand faculty participation in the state wide CTEAZ conference
- Survey all CTE faculties pertaining to professional development needs

Priority 4   **Developmental Education**

Next Major Milestone: *May 30, 2013*

Responsibility: *Director of Developmental Education*

Goals:

1.4.1   Increase focused content in multi-course setting
Supports HLC Core Components 3cd, 4a

- By May 30, 2013 75% of labs scheduled will be content specific
- By May 30, 2014 100% of labs scheduled will be content specific
- By May 30, 2013 all courses in lab setting will have technology component

1.4.2   Pilot highest-level developmental courses as standalone classes utilizing distance learning
Supports HLC Core Components 3d, 4ac

- By May 30, 2013 create a standalone English class (090) and offer it utilizing distance learning

- Research the possibility for stand-alone classes for the higher-level developmental courses

1.4.3 Strengthen departmental assessment of student learning
Supports HLC Core Components 3cd, 4abc

- Explore the feasibility of hiring a data analyst to support learning
- By May 30, 2014 establish summative assessments for all courses

Priority 5   **Nursing and Allied Health**

Next Major Milestone: *May 30, 2013*

Responsibility: *Dean of Nursing and Allied Health*

Goals:

1.5.1 Continue to evaluate and expand program offerings provided by the Allied Health Division
Supports HLC Core Components 2ad, 3abcd, 4b, 5a

- Review requirements for the following new programs
  - Respiratory Therapy (RT)
  - Medical Laboratory Technologist (MLT)
  - Physical Therapy Assistant (PTA)
  - Occupational Therapy Assistant (OTA)
- Evaluate the feasibility of developing this new coursework
- Work with constituents to prioritize new programming

1.5.2 Continue to expand access to Nursing Assistant (NAT) and Nursing program offerings
Supports HLC Core Components 2ad, 3abcd, 4b, 5a

- Complete NAT lab at SCC
- Continuously evaluate demand for programming and develop processes to quickly respond to stakeholders needs
- Work with partners in Chinle to expand nursing programming
- Evaluate admission criteria for NAT and Nursing

1.5.3 Provide expanded access to online and face-to-face course work in the Allied Health Division
Supports HLC Core Components 2ad, 3abcd

- Create and deliver core allied health course work online (Medical Terminology, Pharmacology, Health Law and Ethics, Nutrition, MDA)
- Provide resources for professional development for faculty who are learning to work in an online environment
- Support current efforts to ensure students are prepared for online learning
- Continuously work to identify and recruit talented Allied Health Adjunct faculty

Pillar 2:   **Strengthen Institutional Planning and Accountability**

Overall Responsibility: President

<u>**Priority 1**</u>:   **Support Student Success**

Next Major Milestone: *Fall 2012 and ongoing*

Responsibility: *Vice President for Learning and Student Services, Director of Information Services, Director of Institutional Effectiveness, Director of Marketing and Public Relations, Academic Deans, Dean of Students and staff, Career Services Advisor, Priority 1 Team*

Goals:

2.1.1 Facilitate student enrollment in a variety of learning opportunities
Supports HLC Core Components 1abcd, 2bc, 3b, 4ac, 5ac

- Conduct environmental scanning, including student, personal interest/lifelong learning for all age ranges, and employer markets (January 2014)
- Develop and implement a marketing and communication plan for current and potential programs
- Work with local K-12 institutions to identify and educate students on college-ready skills and college options

2.1.2 Support enrolled students' educational goals
Supports HLC Core Components 1abcd, 2abcde, 3abcde, 4abc, 5abcd

- Systematically assess academic student learning outcomes
- Systematically plan and evaluate institutional effectiveness among student services departments (March 2013)
- Initiate periodic review of academic programs for currency and market relevance
- Engage in periodic environmental and peer comparisons to help stay current on best practices in higher education
- Measure and track student intent across educational experience
- Identify risk factors that lead to student failure to achieve goals/non-completion
- Design and implement appropriate intervention strategies for at risk students
- Establish college-wide committee to develop and initiate "active advising" model (December 2012)
- Obtain and utilize feedback on college support systems through regular pre- and post-graduation student surveying (May 2013)
- Improve data entry and storage practices in Jenzabar and ancillary systems

2.1.3 Promote and measure student attainment of post-completion goals
Supports HLC Core Components 1abd, 2b, 4abc, 5acd

- Develop alumni communication and tracking strategy (May 2014)
- Initiate feasibility study to enhance career exploration, job placement, and graduate promotion services (December 2012)
- Develop and implement regular cycle of alumni and employer surveying (May 2014)
- Develop plan for cultivating alumni loyalty, commitment, and identification with NPC (May 2014)
- Initiate feasibility study for development of alumni mentoring program (May 2014)

Pillar 3: Strengthen Technology to Support Learning and Service

Overall Responsibility: Director of Information Services

Priority 1: **Provide technology solutions to increase student success**

Next Major Milestone: *October 31, 2012*

Responsibility: *Director of Information Services, Priority 1 Team*

Goals:

3.1.1 Increase technology availability, access, and support that focuses on student needs
Supports HLC Core Components 1a, 3d, 5abd

- Provide ubiquitous wireless data access at all instructional locations (August 2012)
- Actively solicit input from students regarding their technology needs
- Provide virtual desktop and software application access to students in a model that supports "any time, any place, and to any internet connected device" (October 2012)
- Develop a plan to assist students with procuring computer hardware to support their learning (January 2013)
- Provide effective and prompt helpdesk support
- Provide high availability and redundancy for critical technology systems
- Provide fast and reliable network connectivity to each college location
- Offer training on technology skills for students as part of student orientation (June 2013)
- Expand support for assistive technologies for DRA students
- Support online and distance education course development and usage
- Ensure high availability of open lab resources and times
- Provide effective technologies and processes to enhance communications

Priority 2: **Develop and maintain a reliable, safe, progressive and efficient infrastructure to support the essential functions of the College**

Next Major Milestone: *October 31, 2012*

Responsibility: *Director of Information Services*

Goals:

3.2.1 Enhance technology resources and infrastructure to increase and improve support for college operations while reducing the college's impact on the environment
Supports HLC Core Components 1a, 3d, 5abd

- Increase computer support positions to meet increased demands due to rapidly emerging technologies
- Actively solicit input from college employees regarding their technology needs
- Develop and implement a set of best practices for IT service management with a focus on change management processes (October 2012)
- Implement security and recovery plans that include active secondary or parallel systems and backup at remote locations and between locations for critical services (January 2013)
- Implement a comprehensive print management and PC reservation solution (January 2013)
- Explore the implementation of single sign-on authentication for all College systems
- Install wireless audio-amplification systems in PAC and symposiums
- Implement an internal NOC (December 2012)
- Provide minimum 100Mbps WAN connections between all instructional locations (December 2012)
- Integrate document-imaging and electronic form processing into primary business and enrollment processes (January 2013)
- Maintain standardized technology infrastructure aligned with College and industry standards
- Develop and implement a regular replacement cycles for all equipment and software according to an approved maintenance plan (October 2012)
- Ensure all computer and communications systems comply with federal and state laws, regulations and policies
- Monitor and manage direct and indirect energy consumption of all IS Assets with real time reporting and annual reduction targets
- Provide continuous, reliable and secure network data storage for all college employees
- Strengthen and support existing network infrastructure through discovery, documentation, and remediation efforts
- Expand the use of mobile devices by college employees
- Develop a system to provide an integrated photo ID/data card to students and staff members that serve as an authentication method for various college systems and services (August 2013)

Priority 3:   **Provide technological solutions to increase instructional effectiveness and administrative support**

Next Major Milestone: *October 31, 2012*

Responsibility: *Director of Information Services*

Goals:

3.3.1   Enhance technology resources and infrastructure to increase and improve support for classroom instruction, including all areas of distance learning
Supports HLC Core Components 3d, 4c, 5ad

- Provide audio/video-capable portable computers with access to DRA resources for every student requesting access and migrate DRA software to domain profiles
- Provide computer based testing as a library service (December 2012)
- Implement centralized scheduling for computing labs to accommodate departments outside of AIS/BUS/CIS to use the labs and also allow for open lab time for all students (October 2012)
- Support the updates and upgrades for the college's learning management systems

3.3.2   Provide administrative and student services with increased efficiency, scope and reach through technology
Supports HLC Core Components 3cd, 4c, 5ad

- Develop, implement, and monitor a five year plan to address issues related to college-wide efficiencies related to the current ERP/SIS (Jenzabar)
- Enable 100% online registration and offer as a student enrollment option
- Dedicate resources to increase the use of reporting tools

3.3.3   Establish, develop and deliver training
Supports HLC Core Components 3cd, 5ad

- Provide basic curricula for using all college-wide systems
- Develop an efficient solution for 24/7/365 user self help for technology issues to include a knowledge base on common issues as well as screencasts that walk users through setup and usage of supported applications (August 2012)
- Establish and maintain professional organization memberships, as budget allows
- Provide continuous training for IS staff

Pillar 4:   Strengthen Human Resources and Employee Relations

Overall Responsibility: Vice President for Administrative Services

Priority 1:   **Establish stability, consistency and excellence in College staff and services through enhanced training, to foster student success**

Next Major Milestone: September 30, 2012

Responsibility: Human Resources Director & staff, Employee Relations Committee, Priority 1 Team

Goals:

4.1.1 Provide training appropriate for all employees
Supports HLC Core Components 1a, 2e, 3bc, 5d

- Provide customer service training to all front line personnel (September 2012)
- Continue to evaluate and revise the employee two-part orientation program in August and January each year (September 2012)

4.1.2 Provide mandatory training regarding legal issues in the workplace
Supports HLC Core Components 2ae, 3c

- Provide training topics regarding legal issues for managers and supervisors (September 2012)
- Explore best options for delivering mandatory training and training completion-accountability (online, convocation, small group, etc.)
- Facilitate general employee safety training programs (September 2012)

Priority 2:   **Strengthen hiring, evaluation and compensation standards**

Next Major Milestone: December 31, 2012

Responsibility: Executive Team, Director of Human Resources, Academic Deans, Campus and Center Managers

Goals:

4.2.1 Create a more automated plan to enhance procedures that foster the hiring of qualified personnel
Supports HLC Core Components 2e, 5a

- Evaluate current hiring processes and possibility of recruitment management system (December 2012)
- Create and implement an online employment application (December 2012)

4.2.2 Evaluate and assess job performance
Supports HLC Core Components 2e, 5ad

- Review, evaluate and revise evaluation tools and procedures (March 2013)
- Research, develop and implement training for supervisors on how to conduct a performance review (March 2013)

4.2.3 Create and maintain an equitable and transparent compensation structure
Supports Core Components 2e, 5a

- Evaluate, and possibly revise, our current hiring placement system for faculty, non-exempt, and exempt employees (June 2013)
- Evaluate recommendations and implement updates to the compensation process based on funding (June 2013)

4.2.4 Review adjunct faculty employment standards, hiring procedures and compensation
Supports Core Components 2e, 5a

- Investigate creating a salary schedule similar to full-time faculty (September 2013)
- Explore option of expanding benefits to adjunct faculty (September 2013)
- Annually survey Deans for adjunct staffing needs (September 2013)

Priority 3:   **Foster an institutional environment that encourages teamwork, pride in job and institution, and professional growth and development**

Next Major Milestone: *September 30, 2013*

Responsibility: *Director of Human Resources & staff, Executive Team*

Goals:

4.3.1 Improve communications college-wide
Supports Core Components 2a, 3d, 5c

- Create an employee ID badge system, with possible link for timekeeping and payroll purposes (September 2013)
- Conduct regular college-wide site visits by HR Director (September 2013)
- Establish and enhance written communication protocols (September 2013)

4.3.2 Develop programs that recognize individual and group achievement
Supports Core Components 3c, 5a

- Review or establish a written procedure for college service awards (December 2013)
- Review or establish written procedure for retirement recognition for faculty & staff (December 2013)
- Review or revise Employee Recognition program (Employee of the Month)
- Develop and implement a more comprehensive wellness program (December 2013)

4.3.3 Promote professional development opportunities for staff and faculty
Supports Core Components 3bc, 5a

- Actively recruit in-house talent to present professional development workshops or convocation break-out meetings (March 2014)
- Support and enhance ongoing professional development committees (March 2014)

4.3.4 Foster teamwork
Supports Core Components 2b, 3b, 5d

- Research effective team-building activities (September 2013)
- Promote interdisciplinary teaching and/or cross training (September 2013)
- Investigate the possibility of establishing a formal employee mentoring program to foster teamwork and assist with assimilation (September 2013)

Pillar 5: Strengthen Fiscal Resources to Support Critical Programs and Services

Overall Responsibility: President, Vice President of Administrative Services and Vice President for Learning & Student Services

Priority 1: **Support scholarship and fundraising opportunities for student success**

Next Major Milestone: June 30, 2014

Responsibility: President, Vice President of Administrative Services, Vice President for Learning & Student Services, Priority 1 Team

Goals:

5.1.1 Support community through 501c organization to raise student scholarships
Supports HLC Core Components 3d, 5abcd

- Assist with finding new 501c Board members in northern part of District (June 2014)
- Financial Aid to develop stronger relationships with 501c Board (June 2014)
- Financial Aid to assist 501c in establishing new scholarship specific to student needs (childcare, transportation, books, etc.)
- Advertise available scholarship and encourage students to apply for scholarship, especially in northern part of District (June 2014)

5.1.2 Encourage and support students with fund raising activities
Supports HLC Core Components 3d, 5abcd

- Advise and consult with students on fund raising opportunities (June 2013)
- Provide marketing and administrative support for student fund raising efforts (June 2013)

Priority 2: **Identify and develop a variety of grant and partnership opportunities**

Next Major Milestone: June 30, 2014

Responsibility: President, Vice President of Administrative Services, Vice President for Learning & Student Services, Director of

Financial Services, Director of Institutional Effectiveness, Director of Small Business Development, Dean of CTE

5.2.1 Establish a grants management function
Supports HLC Core Components 3d, 5abcd

- Hire a consultant or establish an internal team to develop a grants management function at NPC (June 2014)
- Develop procedures for managing grants (June 2015):
    - Identify available grants
    - Identify student needs (child care, transportation, disabilities, etc.)
    - Identify program and infrastructure needs
    - Prioritize which grants to apply for
    - Ensure matching components of grant are properly included in budget
    - Establish annual target for grants
    - Develop a depository of statistical information to support grant writers

5.2.2 Partner with businesses to raise funds for programs
Supports HLC Core Components 3d, 5abcd

- Establish ambassador teams to approach key businesses for funding opportunities (June 2014)
    - Small Business Development and Business & Industry Training to support community in business attraction and business expansion
    - Small Business Development and Business & Industry Training to continue to establish training opportunities for current and future workforce
    - Support apprenticeship and internship programs

Pillar 6:   Strengthen Facilities through Planning, Development and Renewal

Overall Responsibility: President, Vice President for Administrative Services

Priority 1:   **Identify effective facility resources to improve student success; incorporate into future facility planning and development**

Next Major Milestone: *November 30, 2012*

Responsibility: *Vice President for Administrative Services, Director of Information Services, Director of Facilities, Dean of Students, Priority 1 Team*

Goals:

6.1.1   Review current research to identify role of facilities in improving student success
Supports HLC Core Components 2ae, 3cde, 4abc, 5cd

- Establish a broad based committee to systematically review current research identifying role of facilities in improving student success (August 2012)
- Explore opportunities to implement facility resources based on findings of committee (September 2012)

6.1.2   Implement facilities resources to improve student success
Supports HLC Core Components 1c, 2ae, 3cde, 4abc, 5cd

- Develop recommendations to specify facility resources that should be included in future planning and facility development (November 2012)
- Develop plans to implement approved recommendations (December 2012)
- Develop and implement a tracking to verify role of facilities on student success (December 2012)
- Begin implementation of approved plans and begin tracking (August 2013)

Priority 2:   **Evaluate facilities to maximize efficient usage while responding to current needs and considering future instructional needs**

Next Major Milestone: *September 30, 2012*

Responsibility: *Vice President of Administrative Services, Executive Team, Campus and Center Managers, Academic Deans*

Goals:

6.2.1   Improve availability and use of current facilities
Supports HLC Core Components 1a, 2b, 3de, 4a, 5acd

- Explore the creation of an effective and transparent room availability management system to promote use and collaborative study (September 2012)
- Investigate opportunities to create recreation/relaxation/child-friendly/play areas (November 2012)
- Study cost/benefit of installing keyless controlled access systems (December 2012)
- Investigate the concept of bringing together individual/group study rooms with model classroom equipment and other existing technology/resources (January 2013)

6.2.2   Include safety features in current and new facilities
Supports HLC Core Components 1c, 2b, 5acd

- Complete a Student Safety and Learning Environment assessment and Survey (March 2013)
- Install interior windows on office and entry doors to provide view to internal corridors (Ongoing)

- Consider emergency response planning and management in development of new facilities (Ongoing)

6.2.3 Prioritize implementation of Master Facilities Plan to respond to current needs and provide for growth opportunities
Supports HLC Core Components 1cd, 2b, 3bcde, 5acd

- Begin construction of CTE skill center at the Painted Desert Campus (September 2012)
- Prioritize the documented facility needs and resources for existing and future programs (November 2012)
- Determine resources needed for implementation of Master Facilities Plan and explore funding options (December 2013)
- Explore partnership options for future facility development (June 2013)

6.2.4 Establish a preventative facility and equipment maintenance program
Supports HLC Core Components 1c, 2b, 5acd

- Inventory and identify existing equipment and identify equipment categories (December 2012)
- Incorporate costs for maintenance into budgets; cost will be based on preventative maintenance cycle for facilities (February 2013)
- Incorporate equipment maintenance program in budget (February 2013)
- Establish planned maintenance and replacement cycle for equipment (June 2013)

6.2.5 Evaluate and prioritize facility use for existing programs
Supports HLC Core Component 1cd, 2b, 3bcde, 5acd

- Evaluate facility needs of existing programs and departments (September 2012)
- Develop and implement retention or disposal plans for dormant program materials (December 2012)
- Evaluate and prioritize based on community, student and workforce needs, cost and trends (January 2013)

6.2.6 Identify specific facility needs for existing and future programs
Supports HLC Core Components 1cd, 2b, 3bcde, 5acd

- Develop a current use catalog and future program plans (December 2012)
- Explore options for potential partnering of new program development (June 2013)

<u>Priority 3:</u>   **Disseminate and implement safety and emergency plan for natural disasters, manmade events, health threats, and hazmat events**

Next Major Milestone: *September 2012*

Responsibility: *Vice President for Administrative Services, Director of Human Resources, Director of Information Services, Director of Marketing and Public Relations*

Goals:

6.3.1 Regularly review and update safety and emergency plan
Supports HLC Core Components 1d, 2be, 5cd

- Determine best methods and frequency to regularly communicate plan elements to employees, students and communities (July 2012)

6.3.2 Implement training of safety and emergency plan
Supports HLC Core Components 1d, 2be, 5cd

- Begin implementation of ongoing crisis/safety training for all employees (September 2012)
- Schedule and conduct safety and emergency plan drills at least annually district-wide or at all individual locations (November 2012)

<u>**Priority 4:**</u> **Evaluate and implement the Higher Education Presidents Climate Commitment**

Next Major Milestone: *November 2012*

Responsibility: *Vice President for Administrative Services, Dean of Career and Technical Education, College Council, Sustainability Committee*

Goals:

6.4.1 Identify opportunities to move the college toward climate leadership
Supports HLC Core Components 1cd, 2a, 5acd

- Reconstitute the climate leadership committee (August 2012)
- Climate leadership committee to identify and evaluate opportunities to implement assurances to and recommendations from the Higher Education Presidents Climate Commitment (November 2012)

6.4.2 Implement recommendations associated with the Higher Education Presidents Climate Commitment
Supports HLC Core Components 1d, 2e, 5cd

- Continue to implement one recommendation annually to move toward climate leadership (January 2013)
- Identify and list ideas to allow climate leadership implementation to occur at individual/local level (January 2013)
- Determine plan and begin to document actions taken to move forward; communicate actions taken to College and communities (May 2013)
- Include climate leadership concepts in all planning processes and document justification for decisions to include or exclude (July 2013)

- Prioritize additional recommendations and develop a plan to increase and improve actions taken (July 2014*)*
- Identify partnerships and funding resources to implement expanded plans (January 2015)

6.4.3   Develop climate commitment curriculum
Supports HLC Core Components 1cd, 2abe, 3be, 4a, 5a

- Identify new classes and programs in which climate commitment is a key or core topic (March 2013)
- Create classes that are non-major specific in different majors, disciplines, and degree program areas to promote climate commitment activities (March 2014)
- Market climate commitment course offerings and programs to move toward an Associates of Arts in climate commitment (March 2015)

Key to Abbreviations

AAS – Associate of Applied Science

AIS – Administrative Information Services

BUS – Business

CIS – Computer Information Systems

CTE – Career and Technical Education

CTEAZ – Career and Technical Education Arizona

DRA – Disability Resource and Access

ERP/SIS – Enterprise Resource Planning/Student Information System

HR – Human Resources

HLC – Higher Learning Commission

IS – Information Services (division)

IT – Information Technology

MDA – Medical Assistant

NAT – Nursing Assistant Training

NATC – Northeast Arizona Training Center

NOC – Network Operations Center

NPC – Northland Pioneer College

PAC – Performing Arts Center

PDC – Painted Desert Campus

SCC – Silver Creek Campus

WAN – Wide Area Network

WLD - Welding

WMC – White Mountain Campus