

HCCC Board and Presidential Retreat

***Looking Backward and Forward:
Review of the 2021-24 'Hudson Is Home!' Strategic Plan and
Preparing for HCCC's New Planning Process***

Thursday, November 9, 2023
Gabert Library, Sixth Floor Atrium
and Dineen Hull Gallery



Opening Remarks



Dr. Chris Reber
President

*Welcome, and Review of Board
and Presidential Retreat Agenda*



Part I: State of the Strategic Plan Presentation

Strategic Priorities:

- **Diversity, Equity and Inclusion**
- **Student Success**



Strategic Direction 1: A Culture of Student Success and Completion Grounded in Data and Best Practices



**Nicole Bouknight
Johnson**

Vice President for
Advancement and
Communications



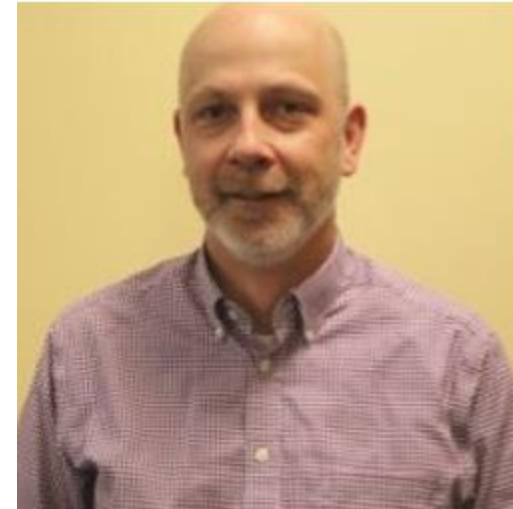
Dr. Heather DeVries

Associate Vice
President for
Academic Affairs



Dr. Lisa Dougherty

Vice President for
Student Affairs and
Enrollment



John Scanlon

Associate Vice President
for Institutional
Research and Planning

Strategic Direction 1

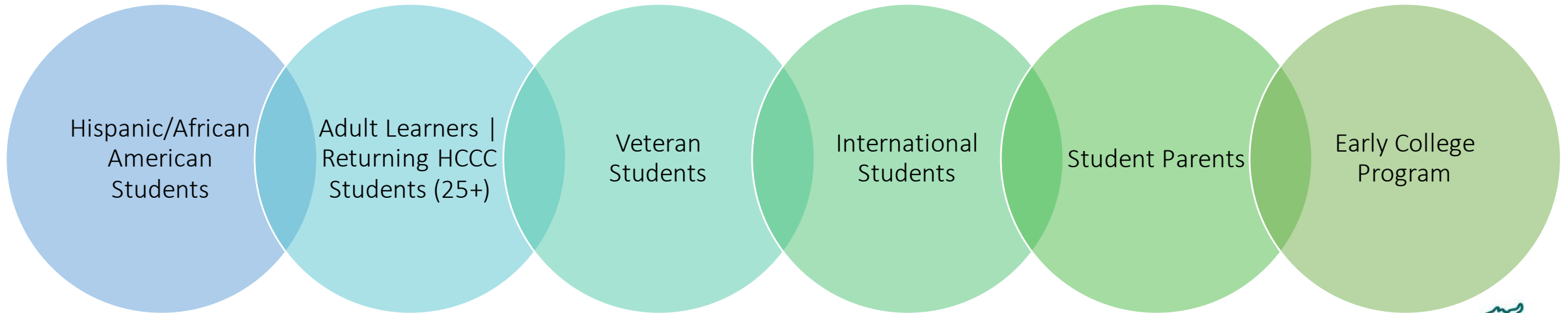
Strategic Initiatives 1-4:

- Promote equitable outcomes by meeting the unique academic and non-academic needs of diverse student populations.
- Develop, refine, and continuously improve a user-friendly system and platform for making data more accessible to faculty and staff.
- Develop and enhance sustainable resources for continuous improvement of student support programs and practices.
- Implement a holistic support program for greater student success



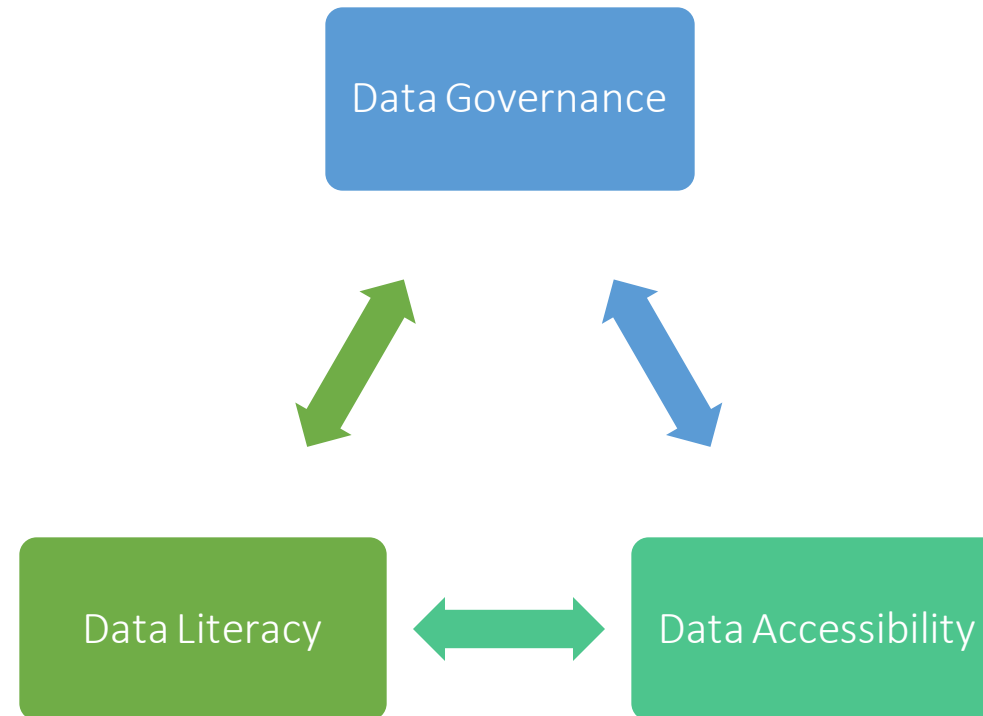
Strategic Direction 1

Initiative #1: Promote equitable outcomes by meeting the unique academic and non-academic needs of diverse student populations.



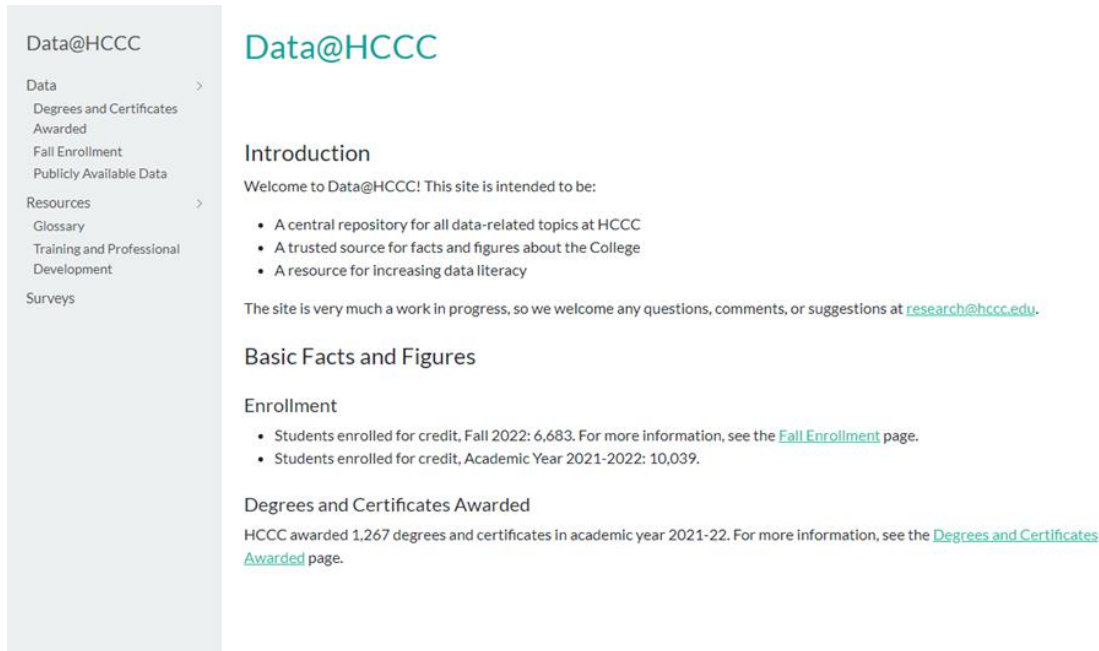
Strategic Direction 1

Initiative #2: Develop, refine, and continuously improve a user-friendly system and platform for making data more accessible to faculty and staff.



Strategic Direction 1

Initiative #2: Develop, refine, and continuously improve a user-friendly system and platform for making data more accessible to faculty and staff.



The screenshot shows the Data@HCCC website. On the left is a navigation menu with categories: Data@HCCC, Data (with sub-items: Degrees and Certificates Awarded, Fall Enrollment, Publicly Available Data), Resources (with sub-items: Glossary, Training and Professional Development, Surveys), and a search icon. The main content area features the Data@HCCC logo, an introduction paragraph, and three sections: 'Basic Facts and Figures', 'Enrollment', and 'Degrees and Certificates Awarded'. Each section contains a list of bullet points and links to related pages.

Data@HCCC

Introduction

Welcome to Data@HCCC! This site is intended to be:

- A central repository for all data-related topics at HCCC
- A trusted source for facts and figures about the College
- A resource for increasing data literacy

The site is very much a work in progress, so we welcome any questions, comments, or suggestions at research@hccc.edu.

Basic Facts and Figures

Enrollment

- Students enrolled for credit, Fall 2022: 6,683. For more information, see the [Fall Enrollment](#) page.
- Students enrolled for credit, Academic Year 2021-2022: 10,039.

Degrees and Certificates Awarded

HCCC awarded 1,267 degrees and certificates in academic year 2021-22. For more information, see the [Degrees and Certificates Awarded](#) page.

INFORMATION TECHNOLOGY
INSTITUTIONAL RESEARCH AND PLANNING

POLICY ON INSTITUTIONAL DATA GOVERNANCE

Purpose:

The purpose of this Data Governance Policy is to ensure Hudson County Community College (“College”) has a framework for the effective management, protection, and responsible use of institutional data.

The State of the Data at
HCCC

Data Summit
April 20th, 2023



Strategic Direction 1

Initiative #3: Develop and enhance sustainable resources for continuous improvement of student support programs and practices.

Advancement and Communications:

- Achievements
- Impact
- Future Goals



Strategic Direction 1

Initiative #4: Implement a holistic support program for greater student success.



Strategic Direction 1: Positive Outcomes

Fall-to-Fall Retention

+11%

Over 5 years

150% Graduation Rate

+88%

Over 5 years

Hudson Scholars

+208%

100% graduation rate,
compared to pre-Hudson
Scholars

+300%

For traditionally
underrepresented students

Strategic Direction 1: Achieving the Dream

Priority 1: Increase fall-to-fall persistence for students from 58% to 64% by June 2024.

Priority 2: Create a culture of care that supports students in persisting (fall-to-fall) from 61% to 67% by June 2024.

Strategic Direction 1: Questions?



Strategic Direction 2: A College Community that Celebrates and Advances Diversity, Equity and Inclusion in All Forms



Anna Krupitskiy
Vice President for
Human Resources



Dr. Yeurys Pujols
Vice President for
Diversity, Equity and
Inclusion

Strategic Direction 2: A College Community that Celebrates and Advances Diversity, Equity and Inclusion in All Forms

Initiatives 5 - 7:

- Assess and revise course curricula to ensure a diversity of voices and perspectives.
- Employ diverse, equitable, and inclusive hiring and promotion practices for the development of a workforce that reflects the diversity of Hudson County Community College students.
- Assess and implement opportunities and recommendations for employee classification, compensation, and equity.



Strategic Direction 2

Hudson County Community College 9/11 Memorial



KEYNOTE SPEAKER:
Victoria Regina Lockhart



An accomplished author, Victoria Lockhart has penned six remarkable books. Her latest work, *The Day I Lived*, recounts her harrowing experiences on 9/11, providing a poignant exploration of the day's events, from morning to night. The emotional resonance of her story, especially her family's relief upon hearing her voice, is incredibly powerful.

ORGANIZADO POR:
Consejo Asesor Latino de HCCC

¡Hudson es tu casa! 2da Feria Anual de Educación & Recursos Comunitarios



**sábado
7 de octubre 2023**
North Hudson Campus
4800 Kennedy Boulevard
Union City, NJ 07083

11 am - 3 pm

- Inscripción, Becas, Ayuda Financiera, Certificado de ESL & Más
- Proveedores de Servicios Sociales & Gubernamentales
- Consulados: Dominicano, Colombiano, Ecuatoriano, Mexicano y Salvadoreño
- Entretenimiento en Vivo & Actividades Familiares

Para pre-registrarse escanee el Código QR:



Para más información, envíe un correo electrónico a: admissions@hccc.edu



HUDSON COUNTY COMMUNITY COLLEGE
¡Hudson es tu casa!
www.hccc.edu



Hudson County Community College

Black History Month

Chris Smalls

February 1st 2023

Guest Speaker
Chris Smalls
1:00 p.m. - 2:00 p.m.

Food & Networking
2:00 p.m. - 2:30 p.m.

Location:
6th Floor Atrium,
Gabert Library Building

Made history by taking on Amazon

Bonus: Take a sneak peek at the Contemporary Peacekeepers exhibit in the Benjamin J. Dineen III and Dennis C. Hull Gallery.




PLEASE JOIN US FOR

Juneteenth

Celebrating Freedom Through the Arts



HUDSON COUNTY COMMUNITY COLLEGE
Hudson is Home!
WEDNESDAY, JUNE 21, 2023
6:00 p.m.

Gabert Library, Benjamin J. Dineen III and Dennis C. Hull Gallery
71 Sip Avenue, Sixth Floor, Jersey City, NJ 07306

The evening includes song, dance and gospel performances.
Food and refreshments will be provided.

This Celebration is open to all HCCC students, faculty, staff and community members

Hudson County Community College

Dr. Martin Luther King, Jr. An Inspirational Celebration in Honor of His Legacy



Please join us for this special performance



Angela Birchett
Lead vocalist, session singer, live music host, actor, songwriter, and educator

Birchett made her Broadway debut in the 2015 Tony Award-winning revival of *The Color Purple*. Additionally, she has several regional and touring credits, including *The Color Purple* (first national tour), *Dreamgirls* as Effie White, *Once On This Island* as Anika, *Smoky Joe's Cafe* as BJ, and *Hairspray* national tour as Motormouth. Her television credits include CBS' *Kevin Can Wait* and NBC's *Brooklyn*. Most recently, she starred in Lifetime's *The Clark Sisters: Four Ladies of Gospel* as Jacky Clark Chisholm, which reached millions of viewers in its opening weekend, making it one of the most viewed premieres on cable television of 2020.

As founder of AB Creative, Inc., Birchett has created educational programming and one-on-one development that encourages individuality, celebrates black culture through the performing arts, and empowers students and aspiring artists with a "toolkit" to secure their place in the ever-changing entertainment industry.

For more information on the artist, visit <https://www.angelabirchett.com>



Joey Joseph-DiCarlo
NYC/NJ based musician

Joseph-DiCarlo, originally from Louisiana, most recently played keyboards in the orchestra for *Boyz n the Hood: The Musical* on Broadway. Other favorite credits include *Pippin* (Broadway/ Nat'l Tour), *The Color Purple* (Tour), *Hairspray* (Tour), and multiple productions at Papermill Playhouse.

PLEASE JOIN US!

TUESDAY, JANUARY 17 at 11:30 a.m.

Gabert Library, 71 Sip Avenue, 6th Floor,
Jersey City, New Jersey

Please register here:
<https://www.hccc.edu/arts/inspirational-legacy-celebration-01172023>

Snacks and light refreshments will be served.





Strategic Direction 2

The 2023 Diversity, Equity and Inclusion Summer Retreat



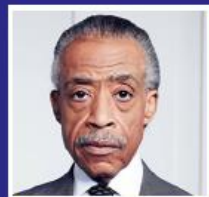
The 2023 Diversity, Equity, and Inclusion Summer Retreat will provide safe spaces for diverse thought by raising awareness and engaging in crucial conversations to build pathways leading to transformational change. The daylong convening will include engaging sessions centered around social justice, accessibility, gender identity, equity, team building, and taking stock of the College's Diversity, Equity, and Inclusion journey. Participants will become familiar with HCCC's Diversity, Equity, and Inclusion efforts, learn something new, and find new opportunities to get involved in the College and the Community.

The 2023 Diversity, Equity and Inclusion Summer Retreat



Wednesday, July 26, 2023 | Culinary Conference Center - 161 Newkirk Street, Jersey City, NJ

FEATURED SPEAKERS



Rev. Al Sharpton

President and Founder,
National Action
Network (NAN)



Dr. Jelani Cobb

Dean and Henry R. Luce
Professor, School
of Journalism,
Columbia University



THE 2023 DIVERSITY, EQUITY AND INCLUSION RETREAT AGENDA

8:00 a.m.	Check-in/Breakfast	Banquet Room
9:00 a.m.	Opening Plenary	Scott Ring Room
10:00 a.m.	Program Recognitions*	Scott Ring Room
10:45 a.m.	Reverend Al Sharpton Keynote Address	Scott Ring Room
11:30 a.m.	PACDEI Impact Award Luncheon	Banquet Room
1:00 p.m.	Concurrent Workshops/Sessions	Scott Ring/Johnston Rooms
2:00 p.m.	Dr. Jelani Cobb "The Future of Equity in Higher Education"	Scott Ring Room
3:00 p.m.	Concurrent Workshops/Sessions	Scott Ring/Johnston Rooms
4:00 p.m.	Closing Plenary	Scott Ring Room

* Throughout the evening session of the Retreat, members of the President and Founders Council on Diversity, Equity and Inclusion (PACDEI) and other members of the College community will briefly showcase programs and initiatives. These include the Teaching and Learning Symposium on Social Justice in Higher Education, the Diversity, Equity, and Inclusion Student Program, General University's Diversity and Inclusion Certificate program, the Hubert Schacter Program, Title IX and Gender Equity Training, the CARES Team, and the College's participation in the Social Equity Leadership Academy from Achieving the Dream and the University of Southern California's Social Equity Center.



Strategic Direction 2

'HACU on the Road' provided opportunities to share higher education best practices in support of Hispanic students, and forge alliances and partnerships.



THURSDAY, MAY 4, 2023
Hudson County Community College will host Dr. Antonio Flores and other leaders of the Hispanic Association of Colleges and Universities (HACU) in a full-day campus visit. The following sessions are open to students, faculty, and staff. Please join us!

2:15 p.m.
TOWN HALL
Culinary Conference Center,
161 Newkirk Street, Scott Ring Room,
Jersey City, NJ

4:30 p.m.
CLOSING RECEPTION
Gabert Library, 71 Sjp Avenue,
6th Floor Atrium, Jersey City, NJ

Food and beverages will be served.

For more information:
Mirta Sanchez
msanchez@hccc.edu



Strategic Direction 2

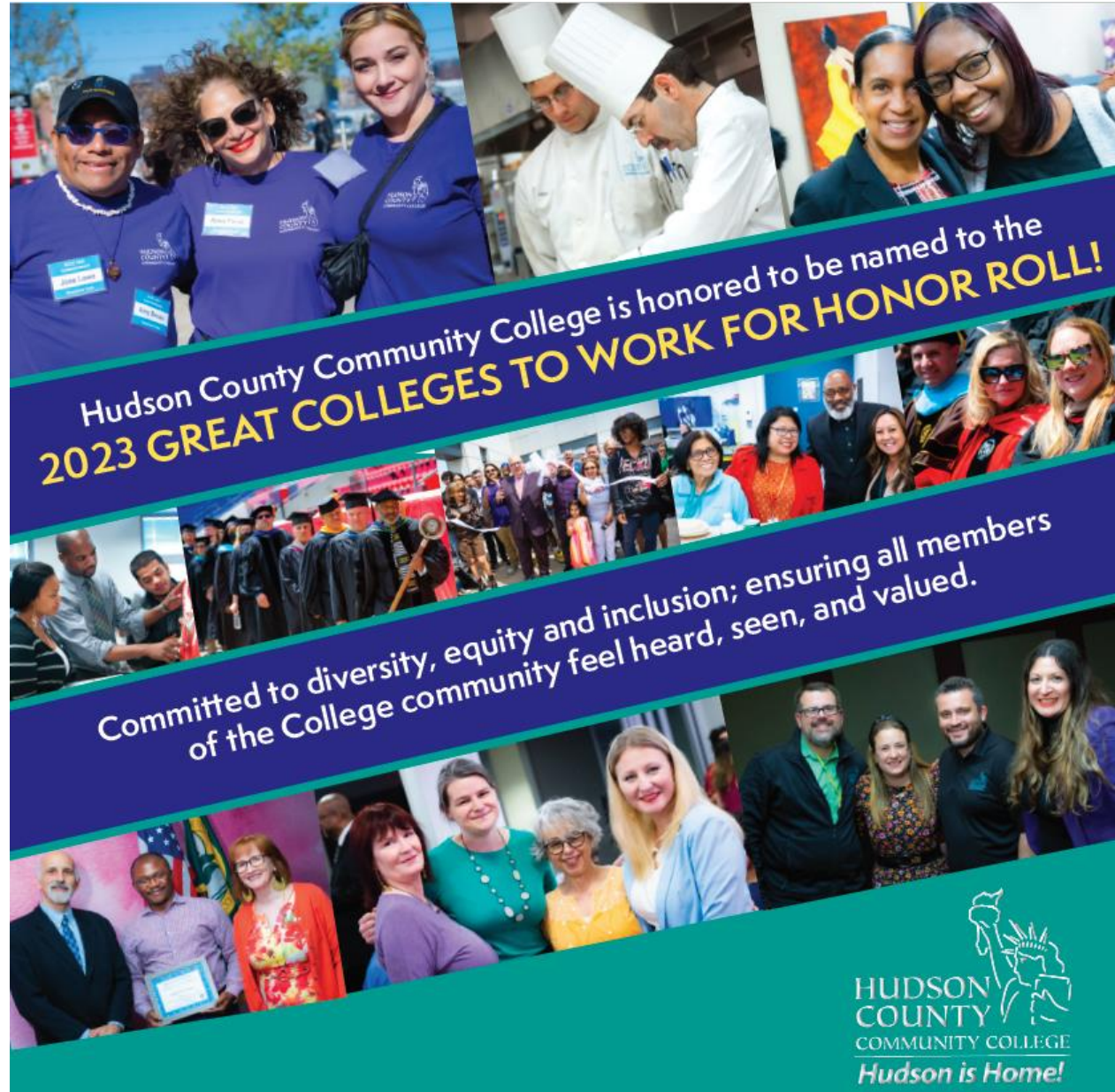
Recruitment, Advancement, and Retention



Strategic Direction 2



Strategic Direction 2



Hudson County Community College is honored to be named to the
2023 GREAT COLLEGES TO WORK FOR HONOR ROLL!

Committed to diversity, equity and inclusion; ensuring all members
of the College community feel heard, seen, and valued.

HUDSON COUNTY COMMUNITY COLLEGE
Hudson is Home!



Strategic Direction 2: Questions?

Strategic Direction 3: Innovative Programming for Students Aligned with Workforce and Community Needs



Dr. Heather DeVries

Associate Vice President
for Academic Affairs and
Assessment



Dr. Darryl Jones

Vice President for
Academic Affairs



Lori Margolin

Associate Vice President
for Continuing Education
and Workforce
Development



Strategic Direction 3

Initiatives 8 – 11:

- Assess and revise course curricula, degree and certificate programs to address workforce and community needs.
- Develop and expand articulation agreements that link and align non-credit and credit programs, and pathways to four-year colleges and universities.
- Establish flexible, short-term credential programs.
- Increase opportunities for service learning through apprenticeships, internships, externships, other high-impact experiences, and prior learning assessment.

Guiding Question:

What Do Students Need to Successfully Pursue and Advance in Career Pathways that Meet Employer Needs and Uplift Communities?

Strategic Direction 3: Students, Employers, and Community



Strategic Direction 3: Initiatives

Ongoing

- Continuing Education – Business, Computers, ESL, Health Care, Au Pair, Youth
- Events – Cannabis, Girls in Technology
- Workplace Literacy and Basic Skills – Local Entrepreneurs
- Pathway and Apprenticeship Programs
- Transition Education Program



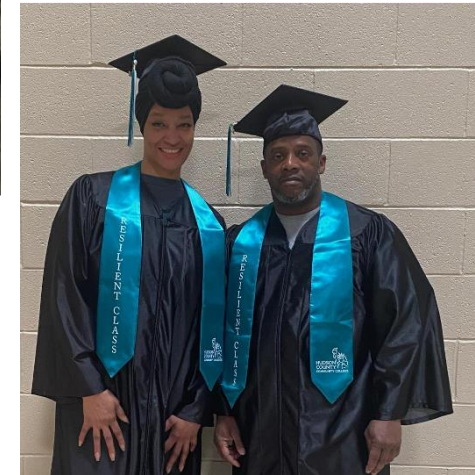
New

- Water Utility Workforce Program
- HCCC Skills Training Academy for Workfirst NJ Recipients
- Incumbent Training – Bridgeway Behavioral Health Services
- Student Interns for Local Businesses
- Pre-apprenticeship Program



In Development

- Credit for Prior Learning
- Cybersecurity Pathway
- Student Parent Workforce Program
- American Dream Customized Career Pathways
- Diesel Mechanic Apprenticeship



Strategic Direction 3: Grants



THE ASPEN INSTITUTE



RUTGERS



HCEDC



Jobs for the Future



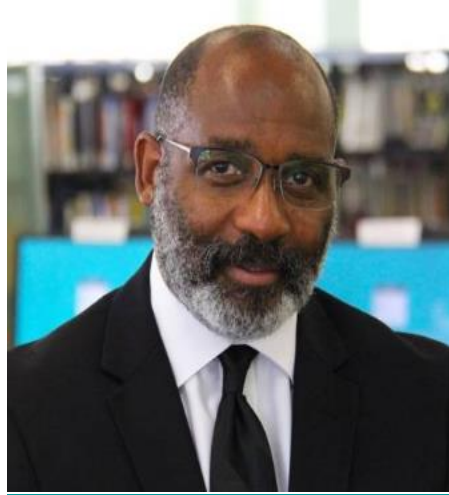
Strategic Direction 3: Questions?

Strategic Direction 4: Faculty and Staff Professional Development in Teaching, Learning, and Student Support Best Practices



Dr. Heather DeVries

Associate Vice
President for
Academic Affairs and
Assessment



Dr. Darryl Jones

Vice President for
Academic Affairs



Anna Krupitskiy

Vice President for
Human Resources



Dr. Yeurys Pujols

Vice President for
Diversity, Equity and
Inclusion

Strategic Direction 4

Strategic Initiatives 12 –14:

- Provide professional development opportunities that enhance the individual skill and growth needs of faculty and staff to promote student success.
- Provide comprehensive professional development for faculty and staff in First Aid, CPR, mental health support, and interventions to promote the College's culture of care.
- Create and support opportunities for faculty and staff to share best practices in teaching, learning, support services and business operations.

Leveraging
Our Own
Talent

Engaging
External
Experts

Showcasing
Our Best
Practices

Traveling and
Tuning In

Strategic Direction 4

ALICE Active Shooter Response Training



RUN HIDE FIGHT

This training is designed to teach participants the skills and strategies to increase survivability during the gap between the time a violent event occurs and law enforcement arrives.

Training participants should register for one of the two options, and be available to stay for the duration of the program.

Thursday, September 21
12 p.m. to 5 p.m.

Friday, September 22
12 p.m. to 5 p.m.

OR

Register:
<https://tinyurl.com/Session-9-21>

Register:
<https://tinyurl.com/Session-9-22>

STEM Building - 263 Academy Street, Multipurpose Room, Jersey City, NJ
Lunch will be served.

This training is open to all HCCC students, faculty and Staff.



WOMEN'S HISTORY MONTH

THE OFFICE OF HUMAN RESOURCES PRESENTS
PROFESSIONAL CAREER PATHS -EMPLOYEE PANEL



GILDA REYES
ASSISTANT PROFESSOR,
HUMANITIES AND
SOCIAL SCIENCES

ANSHUMA JAIN
ASSISTANT DIRECTOR,
HUMAN RESOURCES

LORI BYRD,
INTERIM PROGRAM
DIRECTOR,
NURSING

Wednesday, MARCH 15, 2023
JOIN US @ 3 P.M. VIA WEBEX

PANEL, DISCUSSION, AND
OPEN FORUM QUESTIONS
FACILITATED BY:

ANNA KRUPITSKIY
VICE PRESIDENT
HUMAN RESOURCES



Become an active participant in shaping a welcoming and inclusive working and learning environment.

Stand with us against sexual discrimination, sexual harassment, and unwanted acts of a sexual nature.



What is gender equity, and why does it matter? Arm yourself with the tools needed to champion for the fair treatment of all. Learn about your rights, benefits, obligations, and opportunities.

In-person: Scott Ring Room, 2nd Floor
Culinary Conference Center
Remotely: Via WEBEX
Registration is required



For more information,
contact: dei@hccc.edu.

TITLE IX and SEXUAL HARASSMENT

COMMUNITY TRAINING FOR
Students, Faculty, Staff
REGISTER HERE!

ATTEND ONE OF THE TRAINING SESSIONS:

Tuesday, April 18th, 2023

Session 1: 10:30 a.m. - 12:00 p.m.

LUNCH SERVED

Session 2: 1:30 p.m. - 3:00 p.m.

Wednesday, April 26th, 2023

Session 3: 1:00 p.m. - 2:30 p.m.

SNACK SERVED

Session 4: 3:30 p.m. - 5:00 p.m.



Implicit Bias Training

Fall 2023



Professional Development Series for
Employees, By Employees



Lillisa J. Williams
Professional Speaker,
Professional
Development
Consultant/Trainer,
Author and Life Coach

Are you currently or planning to be a part of a screening committee? If you answered yes, then this workshop is for you. This workshop will discuss how to be a DEI Champion, promote diversity, and manage implicit bias before, during, and after a search. We will address other issues that enhance a fair, equitable, and consistent screening process.

Please Join Us Thursday, October 19, 2023
3p.m. to 4:30p.m.

Full Time employees are eligible for up to \$9,000 per fiscal year towards professional development.



Strategic Direction 4

Keynote Address: What is Your Legacy?



KEYNOTE SPEAKER

FREDERICK SHEGOG

*Message LLC, President
Motivational Speaker*

**FALL 2023
CONVOCATION**

Wednesday,
August 30, 2023

9:30 a.m.

Culinary Conference Center
161 Newkirk Street
Jersey City, NJ



John Samuel
THE IDEA OF BELONGING

HUDSON COUNTY COMMUNITY COLLEGE
Center for Teaching, Learning, and Innovation

**Teaching and Learning Symposium on
Social Justice in Higher Education 2023**

Monday, February 27–Friday, March 3, 2023



**Show up!
Listen up!
Speak up!**

Join us for a powerful and phenomenal week-long pedagogical event as acclaimed thought leaders in social and racial justice share their expertise.

VIRTUAL EVENT

COLLEGE SERVICE DAY - FALL 2023

IGNITING EMPLOYEE ENGAGEMENT



Please join us for:

All College Adjunct Faculty Orientation
**Accessibility: Improving the
Student Learning Experience**

THURSDAY, JANUARY 19, 2023



Strategic Direction 4



Strategic Direction 4: Questions?

Strategic Direction 5: Facilities and Technology that Serve the College and Community



**Dr. Nicholas
Chiaravalloti**

Vice President for
External Affairs and
Senior Counsel to the
President



Patricia Clay

Associate Vice President
for Information Technology
and Chief Information
Officer



Dr. Lisa Dougherty

Vice President for
Student Affairs and
Enrollment



Veronica Zeichner

Vice President for
Business and Finance,
and Chief Financial
Officer

Strategic Direction 5

Strategic Initiatives 15-18:

- Institute technological best practices for improved teaching, learning, business operations and services.
- Expand high-quality and diverse remote, online and hybrid learning modalities.
- Continually improve remote learning support and services to enhance student experiences and outcomes.
- Construct and occupy the Academic Tower.



Strategic Direction 5

Initiative #15: Institute technological best practices to improve teaching, learning, business operations and service



- CourseDog Classroom and Events Scheduling and Management
- Fischer Identity Management and SSO MFA
- Grant-funded Immersive Telepresence Video (ITV) for North Hudson Campus
- Information Technology Services and Center for Online Learning
- Continuous Training in New Technology; Emphasis on ITV, AI
- Laserfiche Digital Records and Workflow Platform for Student and HR Records
- Smartsheet Forms and Workflows for Business Processes Efficiency
- Microsoft A3/A5 Security for Employees
- Networking Infrastructure for the Tower
- Network Managed Services
- Virtual CISO Consulting Services

Strategic Direction 5

Initiative #16: Expand high-quality and diverse remote, online and hybrid learning modalities

- Fully Online Programs
- Online Course Development and Revision
- New Online Programs
 - Business and Culinary Arts (4)
 - Nursing and Health Sciences (4)
 - STEM (1)
 - Humanities and Social Sciences (5)
- Zero Cost (OER – Textbook-free) Courses
- Adding Technology to Improve Engagement in Online, Hybrid, and ITV Courses: eGlass, Slido Polling and Quizzes, Honorlock, Namecoach, Nearpod
- Video Studio for Personalized, High-Quality Video
- Virtual Desktop Infrastructure (VDI) Expansion



Strategic Direction 5

Initiative #17: Continually improve remote learning support and services to enhance student experiences and outcomes

Remote and In-Person Student Services

- Enrollment Management Council
- Marketing
- Placement Process
- Special/Emerging Cohorts
- ESL/Foundations Pre-Requisites
- Academic Standing
- Auto-Graduation



Coursedog

CAMPUSWORKS

 NAVIGATE

Onboarding
Think Tank


HUDSON
COUNTY
COMMUNITY COLLEGE

Initiative #18: Construct and Occupy the Academic Tower

Tower Timeline and Funding

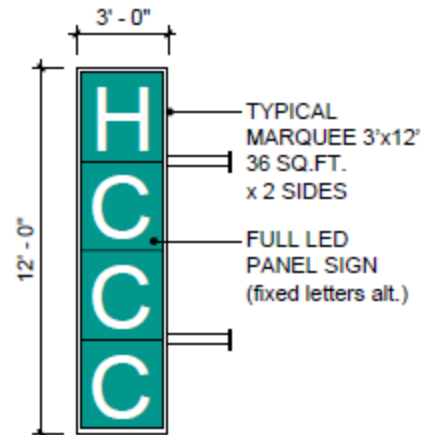
BID TIMELINE		TOWER FUNDING	
Submission returned from State Comptroller's Office (start of advertisement)	November 1, 2023	Budget	\$91,138,856
Prebid meeting	November 13, 2023	Chapter 12	\$22,388,874
Questions due	December 28, 2023	Pathside	\$9,000,000
Submission of addendum notice in newspapers seven days before bid opening	January 3, 2024	70 & 162-168 Sip Avenue	\$16,000,000
Bids due	January 12, 2024	Total	\$47,388,874
Board of Trustees award	March 13, 2024	Funding Gap	\$43,749,982
Initiate contract negotiations	March 20, 2024	Sunken Costs	\$1,000,000
Post award submission to State	April 3, 2024	College Reserve Funding	\$8,142,880
		Total	\$56,531,754
		Funding Gap	\$34,607,102
		Federal Appropriation	\$2,200,000
		New Jersey Higher Education Technology Infrastructure Funding	\$637,779
		Total Funding	\$59,369,533
		Funding Gap	\$31,769,323
		Hudson County Bond Ordinance (not to exceed \$32million)	\$31,769,323

Strategic Direction 5



PROPOSED STEM CENTER RENDERING -
ACADEMY STREET

Wayfinding Project



Strategic Direction 5: Questions?

Closing – Local and National Points of Pride

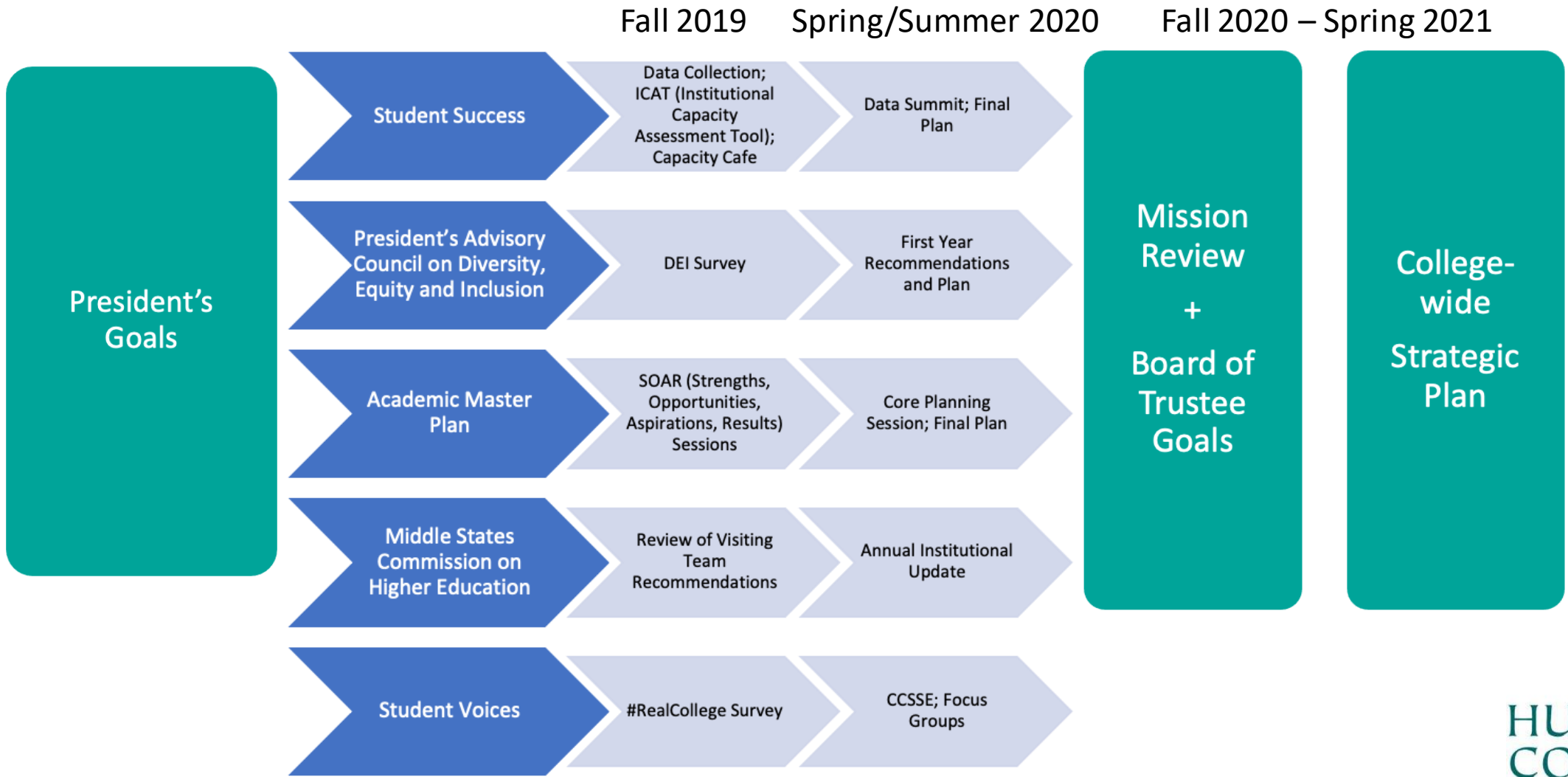
- 2024 Finalist for Bellwether Legacy Award for Hudson Scholars Program.
- 2023 Association of Community College Trustees (ACCT) recognized Vice Chair Lee with its highest honor, the prestigious M. Dale Ensign Trustee Leadership Award, at the national ACCT Leadership Congress Gala in Las Vegas. Trustee Lee is also the recipient of the 2023 ACCT Northeast Region Outstanding Trustee Award.
- 2023 Higher Education Excellence in Diversity Award from *INSIGHT Into Diversity*
- 2023 Hispanic Association of Colleges and Universities (HACU) selected Hudson County Community College (HCCC) Vice President for Diversity, Equity and Inclusion (DEI), Dr. Yeurys Pujols, as a Fellow in the fifth cohort of the HACU Leadership Academy/La Academia de Liderazgo. HCCC Associate Registrar, Irma Williams, selected to participate in HACU's inaugural Enlace Mid-Level Leadership Program as a recipient of a Capital One grant.
- 2023 HCCC President Dr. Christopher Reber again named to the NJBIZ "Education Power 50" list.
- 2023 Most Promising Places to Work in Community Colleges by *NISOD and Diverse: Issues in Higher Education*.
- 2023 NAPE Heart and Hope Award presented to Natalia Vazquez-Bodkin.
- 2023 NAPE Teamwork Award, recognizing an education team that succeeds in promoting DEI in career and technical education (CTE) or Science, Technology, Engineering and Math (STEM), presented to the HCCC Gateway to Innovation Team.
- 2023 American Association of Community Colleges' (AACC) 2023 Dale P. Parnell Distinguished Faculty Recognition Award to Dr. Clive Li .
- 2023 'Inspiring Programs in STEM' Award from *INSIGHT Into Diversity* magazine.
- 2023 Bellwether College Consortium Award Winner.
- 2023 Great Colleges to Work For; Honor Roll - 7 Categories.
- 2023 Achieving the Dream Leader College.



Part II: Board Reflections and Looking Ahead



Looking Back: The Development of the 2021-24 Strategic Plan



Looking Ahead: Planning for 2024 and Beyond

Fall 2023

Spring 2024

Summer/ Fall 2024

Board of
Trustee Goals
and
Presidential
Goals

2021-2024
Strategic Plan

BOT and Presidential Retreat

Assessment and Closing the
Loop

Student Success

Assessment and Data Summit

Recommendations, Goal
Setting, and Plan

President's
Advisory Council
on Diversity, Equity
and Inclusion

Assessment, Climate Survey and
Open Forum

Recommendations and Plan

Academic Master
Plan

Assessment and Survey

Roundtable, Recommendations,
and Plan

New College-
Wide Strategic
Plan

Group Discussion

Discussion Questions:

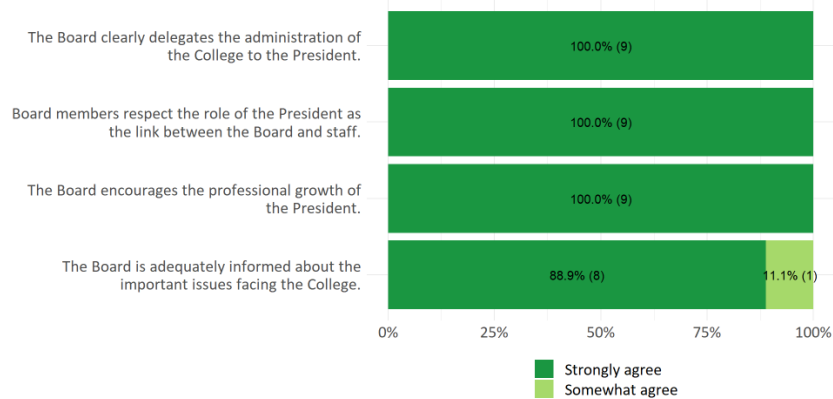
1. What are your thoughts about the opportunities and challenges going forward? What is your vision for the future?
2. What are essential priorities for the College's new Strategic Plan?
3. How can the administration better support the board?

Board and Individual Trustee Self-Assessment

Strengths

- Board Organization and Structure
- Policy Role and Direction
- Board-President Relations
- Board Leadership
- Board Goals, College Mission, and Strategic Plan

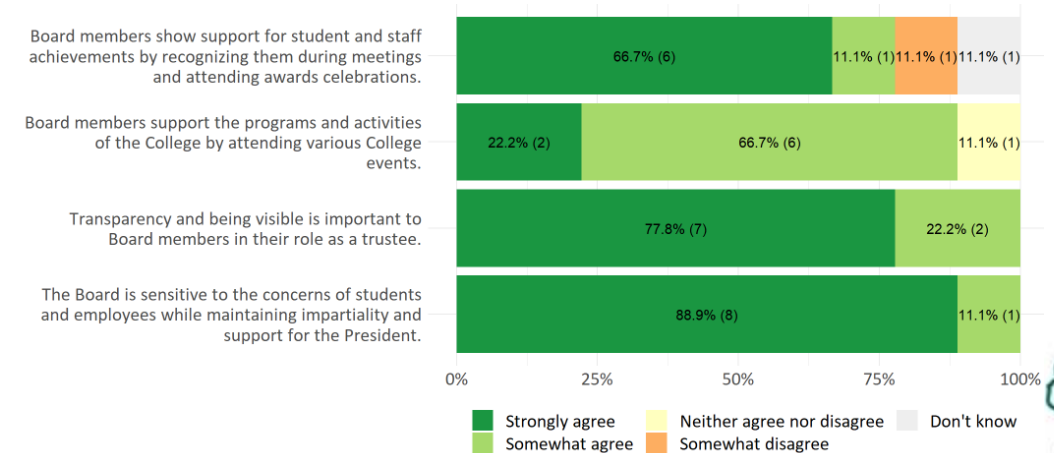
4 Board-President Relations



Areas for Improvement

- College and Community Relations
- Operational Knowledge – Board and College
- Board Education

5 Community College and Student Relations



Board and Individual Trustee Self-Assessment

12 Open-Ended Comments

As a trustee, I am most pleased about:

- The President and the makeup of the board.
- I am most pleased about the dedication to our underserved collegiate community.
- Our ability to work together with the administration for the continued success of the college.
- The continuing positive trajectory of the college and its programs on the State and National levels.
- Being kept adequately informed on issues affecting the college.
- I am very pleased about the success rate of our students, the prestigious awards HCCC has received because of the determined and highly motivated staff, administration and students, PACDEI initiatives and our community outreach.
- Contribution of the college to the local community and board collegiality.
- The overall growth our college is experiencing.

As a trustee, I am most concerned about:

- Graduation rate.
- I am most concerned about student retention and program completion.
- Maintaining reasonable standards for our students and employees.
- The potential threats to federal funding of many of the college's priorities.
- The retention and graduation rates of our students.
- I am concerned about moving forward, continuing to grow the college and continuing to support our students who have all kinds of special needs. I am concerned about access to the college due to a lack of parking.
- Outside influence and finance.
- Nothing, really. We're in a really good place at this time.



Summary and Closing

