

VHCC's Goals Supporting *Achieve 2015* July 2010 through June 2011

PREAMBLE

To contribute to the economic and civic vitality of the commonwealth and its international competitiveness, Virginia's Community Colleges commit to increasing access to affordable education and training for more individuals so they acquire the knowledge and skills to be successful in an ever-changing global economy.

GOAL: ACCESS	
Increase the number of individuals who are educated and trained by Virginia's Community Colleges by 50,000 to an annual total of 423,000, with emphasis on increasing the number from underserved populations by at least 25,000 individuals.	
1	<p>Increase Enrollment from Underserved Populations Increase enrollment in underserved populations by 3% over 2009-10.</p> <ul style="list-style-type: none"> • Increase enrollment by 3% <ul style="list-style-type: none"> ○ Enrollment increased by 3.47% • Explore having a VHCC week at regional high schools to promote dual enrollment, guaranteed admissions, and VHCC programs <ul style="list-style-type: none"> ○ Open House held at VHCC on March 3 with 73 high school students attending. Eleven programs were highlighted creatively by faculty. Career Coaches highlighted VHCC during this week by visiting Senior Classes. • Explore having a technical programs open house and invite all CTE students from regional high schools <ul style="list-style-type: none"> ○ Technical programs included in Open House on March 3. CTE students were invited.
	<p>Develop and Launch Wizard 3.0 Develop and launch Virginia Education Wizard 3.0 for use by students in grades 7 through 12, throughout the commonwealth, in the formation of personalized academic and career plans.</p> <ul style="list-style-type: none"> • Support Virginia Education Wizard 3.0 <ul style="list-style-type: none"> ○ All VHCC SDV Courses are required to include a component on the Wizard. Workshops to promote the Wizard were held at all high schools. Virginia Education Wizard Bookmarks are included in all Transition Folders.
3	<p>Include Tech Prep and Career Pathways Programs on the Wizard Post all approved secondary to postsecondary Tech Prep and other career pathway programs of study on Virginia's Education Wizard.</p> <ul style="list-style-type: none"> • Review and update as needed VHCC Tech Prep and other career pathway programs of study <ul style="list-style-type: none"> ○ Programs updated and information submitted to VCCS.

4	<p>Promote Virginia Education Wizard By November 1, 2010, Presidents shall submit a plan to promote the Virginia Education Wizard as a career and college planning tool in their college environment.</p> <ul style="list-style-type: none"> • Require use of the Virginia Education Wizard in all SDV classes <ul style="list-style-type: none"> ○ Required in all SDV classes • Increase use of Virginia Education Wizard by Career Coaches <ul style="list-style-type: none"> ○ Workshops held at each high school by Career Coaches. Students completed assessments at each grade level • Include Virginia Education Wizard bookmark in transition folders for all new students <ul style="list-style-type: none"> ○ Bookmarks included in Transition Folders for all new students.
5	<p><i>Educational Programs</i> Annually develop 10 academic programs (degree, certificate, or career studies certificate) that respond to emerging, critical workforce needs.</p> <ul style="list-style-type: none"> • Develop 2 new career studies certificate, certificate, or degree programs <ul style="list-style-type: none"> ○ Career Studies Certificates in Electronic Health Records implemented in fall 2010 and Hospitality and Tourism developed in spring 2011. • Explore options for fully online speech and science classes • Hybrid courses currently offered. Faculty continues to explore options. • Implement Energy Technology degree and certificate <ul style="list-style-type: none"> ○ Energy Technology degree and certificate programs fully implemented. New full-time faculty member recruited for fall 2011. • Acquire library resources to support new career studies certificates, certificates, or degrees. <ul style="list-style-type: none"> ○ Materials purchased for Energy Technology, Hospitality and Tourism, Organic Food/Plant Production, and Electronic Medical Records
6	<p>Increase Enrollment in Postsecondary Programs by Middle College Participants Enroll at least 50% of Middle College GED recipients in postsecondary community college programs.</p> <ul style="list-style-type: none"> • VHCC does not participate in the Middle College Program.

7	<p>Increase Enrollment in Community Colleges by Students Served by Career Coaches Increase the percentage of high school graduates from high schools served by a career coach who, within one year of graduation, enroll in a community college, as compared with 2009-10.</p> <ul style="list-style-type: none"> • Increase by 3% <ul style="list-style-type: none"> ○ Enrollment increased by 1% ○ VHCC sponsored College Night and ECMC College Night. Financial Aid workshops held at high schools for all seniors and on campus for parents/students. Career Coaches meet monthly with college staff to stay abreast of VHCC programs and services. • Increase courses taught by distance education by at least 1 hybrid or online course from each division <ul style="list-style-type: none"> ○ On-line activities added to all NUR courses; BHSS added a Career Studies Certificate in Electronic Health with all courses in hybrid format; BHSS adding SPA and FRE in distance format beginning summer 2011. S&ET added Vector Calculus and Differential Equations as a hybrid course. • Promote the General Studies degree to Washington County dual enrollment students <ul style="list-style-type: none"> ○ Washington County Public Schools advised that they no longer wish to promote this program. Students can individually pursue the degree. • Add new MTH 163-64 and MTH 271-272 dual enrollment courses <ul style="list-style-type: none"> ○ New courses added and implementation has been very successful. • Increase number of Internet COMPASS tests administered to potential dual enrollment students <ul style="list-style-type: none"> ○ Fifty additional Internet COMPASS tests administered to potential dual enrollment students • Provide information on all available scholarships to Educational Talent Search and Upward Bound students <ul style="list-style-type: none"> ○ Information provided to all ETS and UB students.
c	<p>Expand Great Expectations Enrollments Expand the number of students in the Great Expectations program by 25% over 2009-10.</p> <ul style="list-style-type: none"> • Expand the number of students in Great Expectations by 5% <ul style="list-style-type: none"> ○ Five additional students serves—29% increase • Review and update academic administrative forms to facilitate student success <ul style="list-style-type: none"> ○ Forms reviewed; Counselors proposed changes to Curriculum Change Form to Academic Programs Committee. Request tabled.
c	<p>Assess and Improve Effectiveness of Online Registration for Non-Credit Courses Evaluate the effectiveness of on-line registration system for noncredit courses and determine next steps for increased access and customer service.</p> <ul style="list-style-type: none"> • Support VCCS guidelines for increase access to on-line registration <ul style="list-style-type: none"> ○ Attend all WDS meetings on on-line registration implementation • Increase visibility of the online registration option on WT & CE website and training guide <ul style="list-style-type: none"> ○ Have included information on the process in the training guide and on website • Include additional instructions for use of online registration in the training guide and on website <ul style="list-style-type: none"> ○ Did not include this since process is not working • Evaluate the registration process on course evaluation survey to obtain feedback <ul style="list-style-type: none"> ○ Did not include this since process is not working

10	<p>Provide Support for Veterans</p> <p>Implement a career assessment tool in the Virginia Education Wizard to assist veterans in finding civilian occupations that align with their military skills and experiences.</p> <ul style="list-style-type: none">· Promote a Career Assessment Tool in the Virginia Education Wizard to veterans<ul style="list-style-type: none">○ Provided Wizard promotional bookmarks to veterans
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GOAL: AFFORDABILITY

Maintain tuition and fees at less than half of the comparable cost of attending Virginia's public four-year institutions, and increase the annual number of students who receive financial assistance and scholarships by 36,000.

11	<p>Increase Financial Aid Applicants and Recipients Increase the number of students who apply for and who receive financial aid and scholarships by 10% over 2009-10.</p> <ul style="list-style-type: none">· Develop single page flyer with scholarship information for faculty to provide a comprehensive list to assist faculty in notifying and nominating appropriate students<ul style="list-style-type: none">○ Two flyers are in development—one for students and one faculty. Completion fall 2011· Conduct Financial Aid Workshops for students and parents<ul style="list-style-type: none">○ Workshops conducted· Promote the On-Ramp Grant by providing assistance to qualified students in admissions, financial aid, and program information<ul style="list-style-type: none">○ Staff worked closely with On-Ramp Grant Coordinator to identify qualifying students.
12	<p>Increase Training Funds from Local Workforce Boards Increase the amount of total training funds received from local workforce investment boards on behalf of unemployed and underemployed individuals.</p> <ul style="list-style-type: none">· Actively participate in WIB meetings including on-ramp information<ul style="list-style-type: none">○ Workforce Dean appointed to WIB board· Promote and seek approval from WIB for new training programs<ul style="list-style-type: none">○ Phlebotomy and Grounds man Training
13	<p>Develop Six Year Financial Plan Develop financial plan to support implementation of the new strategic plan.</p> <ul style="list-style-type: none">·
14	<p>Reflect Tuition Commitment in Six-Year Financial Plan Tuition and fees will remain below half of the average cost of attending a public four-year institution.</p> <ul style="list-style-type: none">·

GOAL: STUDENT SUCCESS

Increase the number of students graduating, transferring or completing a workforce credential by 50%, including increasing the success of students from underserved populations by 75%.

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Increase Use of Virginia Education Wizard

Increase the number of Virginia students in grades 7 through 12 who have created profiles in the Virginia Education Wizard by 8,000, the number of Virginia community college students who have created profiles by 5,000, and number of Wizard users who have created a transfer plan by 2,000 in 2010-11.

- Use Career Coaches to ensure that all high school students have the opportunity to create a Wizard profile by the end of their Sophomore year
 - Career Coaches offered workshops for students
- Educate 100% of Educational Talent Search and Upward Bound students about the Virginia Education Wizard
 - Presentations made at all ETS and UB school meetings in Fall 2010

16	<p>Increase the Number of Students Completing Career Pathways Programs</p> <p>Increase the number of Career Readiness Certificates by 3%, the number of career and technical education awards by 1.5% overall, and the number of career and technical education awards for underserved students by 3%.</p> <ul style="list-style-type: none"> • Increase career and technical awards by 1.5% overall and by 3% for underserved students <ul style="list-style-type: none"> ○ CTE awards increased by 19% overall. Data for underserved students incomplete. • Review specialized articulation agreements with four year universities <ul style="list-style-type: none"> ○ Articulations agreements with ETSU and Virginia Intermont reviewed and updated • Provide Career Coaches with tools and information needed to promote Career/Technical programs <ul style="list-style-type: none"> ○ Career Coaches met with faculty in CTE programs. Brochure created and distributed to promote CTE program. • Promote Career and Technical programs at College Night, ECMC College Night, Financial Aid Workshops, WIA Career Academy, and other venues <ul style="list-style-type: none"> ○ CTE faculty participated in these events and CTE brochure was distributed to attendees. • Include SDV 106 as a required class in Applied Science Programs to prepare students to enter the workforce <ul style="list-style-type: none"> ○ SDV 106 is a required course in the IT specialization in Business Administration and an option in other business curricula • Promote the VHCC Technology Camp <ul style="list-style-type: none"> ○ Technology Camp promoted throughout all 7 area middle schools plus Johnson County and Marion Middle • Host a Spring 2011 8th Grade Career Carnival to promote career and technical programs <ul style="list-style-type: none"> ○ Career Carnival held on 3/30/11. S &ET and Nursing faculty were highly represented at the event. • Provide educational opportunities to prepare VATNP graduates for the current workforce including the demand for Health Informatics <ul style="list-style-type: none"> ○ VATNP curriculum under revision to include health care informatics and technology. • Provide online/hybrid courses for nursing pharmacology and nursing assessment <ul style="list-style-type: none"> ○ Courses under revision. • Continue to offer Workkeys/Keytrain to technical program students in spring 2011 <ul style="list-style-type: none"> ○ Forty-two technical students went through Keytrain. ○ To-date 43 CRC's awarded. • Seek funding to offer Workkeys/Keytrain to Washington County Technical School student <ul style="list-style-type: none"> ○ Offered testing to technical schools in Washington County and Smyth County ○ Received Advanced Manufacturing Grant and awarded 58 individuals with tuition assistance for credentialing/certification course work ○ Promoted Advance Manuf. Grant to manufacturers for credentialing/certification course work • Test all On-Ramp students <ul style="list-style-type: none"> ○ Twenty-one On-Ramp students were tested for CRC • Continue to work with VEC and People Inc. to test qualified candidates <ul style="list-style-type: none"> ○ Six candidates tested for CRC
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Redesign Developmental Education

Implement appropriate recommendations of the Developmental Mathematics Redesign Team and convene the Developmental English Redesign Team in accordance with the Developmental Education Initiative Grant and Re-engineering efforts.

- Track and report on mainstreaming students who have the ability to complete developmental English requirements in Fast Track course sequences
 - In fall 2010, ENG 01 and 04 were dynamically dated to be sequenced by ENG 111 in the same term. Eighty percent of the developmental English students moved on to ENG 11 within the term.
- Increase retention of students from developmental courses to gatekeeper courses in English by 20%
 - English tutorials made available to all students enrolled in ENG 01 and high school seniors during spring 2011 to facilitate entry into gateway ENG 111. Placement retests Permitted for high school students completing mastery at 80%. Teaching assistants embedded in developmental writing courses in spring 2011. In spring 2011 40% of students successfully completing developmental writing entered ENG 111 in the subsequent summer or fall. Data for spring 2011 and subsequent enrollment is incomplete but to date 24% of students successfully completing developmental writing have enrolled in a subsequent section of ENG 111 in summer or fall. Online math modules made available to high school students.
- Implement recommendations of the Developmental Mathematics Redesign Team
 - Recommendations will be fully implemented spring 2011. Faculty recommended establishing two math labs.
- Increase by 15% the number of new students who take SDV their first semester
 - Number of new students increased by 6.5% Strategies will continue to be implemented to further increase the number of students.
- Monitor success of MTH 05 beginning in fall 2010
 - MTH 05 had a 35% success rate in fall 2010. Course will be phased out due to developmental math redesign.
- Establish stronger “intrusive advising” strategies for Project EXCEL students who are at risk
 - Project EXCEL students are required to meet regularly with counselors and participate in retention activities.
- Explore ways to implement math and English on-line tutorials (developed through CEED grant funding) into high schools
 - Math tutorials available to high school students. English tutorials available on line and in hard copy.

18	<p>Student Success Reporting</p> <p>Provide comprehensive reporting on a variety of student success measures aligned with <i>Achieve 2015</i>.</p> <ul style="list-style-type: none"> • Develop online “VHCC Cares” link which assists students with issues pertaining to enrollment and student success through a chat service providing a guaranteed 24 hour follow up <ul style="list-style-type: none"> ○ Contacted other colleges to discuss their programs; funding requested through TAA grants for implementation 2011-2012 • Identify best practices for online instruction/learning and share with faculty <ul style="list-style-type: none"> ○ Best practices shared with BH&SS and Nursing faculty • Review guidelines for evaluating online courses and make updates as appropriate <ul style="list-style-type: none"> ○ ASSURE model for designing online courses reviewed. • Review and evaluate one third of online classes each year and make recommendations as appropriate <ul style="list-style-type: none"> ○ Goal will be implemented during 2011-12. More emphasis will be placed on quality of online classes. • Ensure prospective graduates have applied for all eligible degrees/certificates/diplomas <ul style="list-style-type: none"> ○ Counselors notified students of eligibility for additional degrees/certificates/diplomas. The number of General Education Certificates awarded increased from 32 to 54. • Improve success rate for distance education courses by 5% <ul style="list-style-type: none"> ○ Data for fall semester reflected an increase of 3% • Develop strategies to improve responses to Early Alerts <ul style="list-style-type: none"> ○ Phone call added to notification process beginning fall 2011
19	<p>Support Teaching Excellence</p> <p>Develop and deliver a virtual series, <i>Current Topics in Teaching and Learning</i>, to equip faculty to meet emerging needs (example: Handling Increased Class Sizes).</p> <ul style="list-style-type: none"> • Enhance online instruction and student learning by having 40% of faculty teaching online to enroll in TOP, IDOL, and/or ASSURE (MODEL) courses <ul style="list-style-type: none"> ○ 35% of faculty teaching online and hybrid courses completed TOP. 56% of faculty teaching fully online courses completed TOP. • Promote adjunct faculty mentoring <ul style="list-style-type: none"> ○ Assistants to the deans and full-time faculty in certain disciplines mentor adjuncts. A more structured approach will be implemented in fall 2011. • Schedule discipline meetings for full-time, adjunct, and dual enrollment faculty <ul style="list-style-type: none"> ○ English, history, mathematics, and information technology meetings held. Additional disciplines will meet in fall 2011. • Provide training to support instructional design for new online or hybrid courses <ul style="list-style-type: none"> ○ Training will be offered in 2011-2012.
20	<p>Enhance Institutional Effectiveness</p> <p>To enhance institutional effectiveness, implement a data repository/data warehouse, and associated reporting tools as needed for use by the colleges for institutional research and reporting needs.</p> <ul style="list-style-type: none"> • Evaluate productivity of all programs and make recommendations <ul style="list-style-type: none"> ○ Five year productivity data received late spring semester 2010. Data will be used to make recommendations for 2012-2013.

GOAL: WORKFORCE

Double the annual number of employers provided training and services to 10,000, with a particular focus on high-demand occupational fields.

23	<p>Serve Employers through College Courses and Programs Increase the number of employers served through college credit and noncredit courses, customized training, and other outreach efforts by 5%.</p> <ul style="list-style-type: none">• Establish a tracking system of employers served in all divisions (SBDC, Career Fairs, Work-study program, co-op, internships, career development office, etc)<ul style="list-style-type: none">○ Tracked businesses served for workforce division. Total 151 (LY 137) Increase of 10.2%• Establish prospecting guidelines and processes for WFT &CE Division to increase number of employers served in customized and open enrollment training<ul style="list-style-type: none">○ Office assistant was assigned duty of prospecting. Made calls to companies for classes with low enrollment, offered tuition assistance for grant classes, updated mailing and calling list, reminded students of upcoming classes.• Offer “jump seats” in open enrollment classes to business contacts in order for them to preview class content<ul style="list-style-type: none">○ Had 2 businesses preview classes• Expand mailing list to target specific customers (i.e. trade renewal licenses, online classes, baby boomers)<ul style="list-style-type: none">○ Expanded and updated mailing list for businesses. Created targeted mailing lists for several mailings• Continue to revamp training guide to meet customer demand and appeal to local customers<ul style="list-style-type: none">○ Revamp training guide each semester• Develop a library of short video clips of classes that can be placed on the website to provide previews for customers<ul style="list-style-type: none">○ Did not get to do this with lose of additional part-time employee• Increase awareness of On-Ramp Grant through visits and presentations to businesses who are laying off employees or closing<ul style="list-style-type: none">○ Made 12 visits and presentations to businesses (6 new companies)○ Made contact with 261 potential students (77 students enrolling at VHCC and 38 receiving funding)
24	<p>Enhance Reporting of Revenue for Noncredit Courses and Programs Improve financial and data systems to capture and report revenue figures for noncredit courses and programs and other workforce services.</p> <ul style="list-style-type: none">• Support VCCS guidelines for reporting revenue for noncredit classes<ul style="list-style-type: none">○ Incomplete at systems office (VCCS)• Office manager will attend and participate on the WDS Taskforce to provide feedback and support for system established<ul style="list-style-type: none">○ Office manager attended all workgroup meetings

25	<p>Increase Statewide Contracts to Employers Increase from 2009-10 levels the number of statewide contracts secured by the system office and delivered by colleges to serve employers.</p> <ul style="list-style-type: none"> · Implement statewide training initiatives/contracts that appeal to our service regions needs <ul style="list-style-type: none"> ○ Boston Reed, Ed2Go, Protrain, Clean Edison, Gatlin Education, RedVector, and the Income Tax School.
26	<p>Enhance Green Jobs Programs Develop an inventory of green jobs employment opportunities and community college education and training programs.</p> <ul style="list-style-type: none"> · Schedule classes available through state MOU with CleanEdison (BPI and LEED) <ul style="list-style-type: none"> ○ Promoted in fall 2010 training guide · Schedule NCCER Your Role in the Green Environment for open enrollment <ul style="list-style-type: none"> ○ Scheduled in fall 2010 · Promote green jobs courses in training guide, constant contact, and on website <ul style="list-style-type: none"> ○ Advertised in all electronic media

GOAL: RESOURCES

Raise at least \$550 million in cumulative gifts and grants to support the mission of Virginia's Community Colleges.

27	<p>Submit Target Resource Goals By July 1, 2011, colleges will submit target resource goals for FY2011.</p> <ul style="list-style-type: none">Develop VHCC Foundation resource goals for FY2011 at annual board meeting and submit target goals by established deadline. <p>VHCC Foundation resource goals were developed at June board meeting and submitted prior to September 1, 2010.</p>
28	<p>Coordinate Board Development Services and Workshops Coordinate board development services/workshops for the 23 college foundations by creating a customizable curriculum to assist in building capacity in resource fund development.</p> <ul style="list-style-type: none">Develop a VHCC Educational Foundation Board leadership and mentoring program for FY2010 and participate in workshops offered by the VCCS. <p>VHCC Foundation Board members were offered an opportunity to participate in all workshops offered by the VCCS and a common reading book "Asking" was purchased for each VHCC Educational Foundation Board member. The Executive members of the foundation board continue to explore options for a leadership and mentoring program.</p> <ul style="list-style-type: none">Develop an orientation program for new board members. <p>An orientation program was developed for new board members that include VHCC Educational Foundation Policy along with a review of the mission of VHCC.</p>
29	<p>Increase VFCCE Fundraising Increase the Virginia Foundation for Community College Education fundraising totals by 10% from 2009-10.</p> <ul style="list-style-type: none">Increase the VHCC Educational Foundation fundraising totals by 15% from 2009-2010. Fundraising revenue will exceed \$720,000 in 2011 an increase of 16% from 2009-2010.Develop a Naming Opportunities brochure by Nov. 2010. <p>A Naming Policy for VHCC was approved by the VHCC College Board at the September 2010 board meeting. The Naming Opportunities brochure is under development.</p> <ul style="list-style-type: none">Develop an annual giving plan that will expand and increase the VHCC Foundation's donor base. <p>An annual giving plan was developed and presented at the September 2011 VHCC Foundation Board meeting for approval. The foundation donor base expanded by 4% during the 2010-2011 school year.</p> <ul style="list-style-type: none">Host at least two new cultivation events during the 2010-2011 school year. <p>The VHCC Educational Foundation hosted the August 2010 Washington County Chamber of Commerce breakfast for the community and held "Dancing with the SW Virginia Stars" in May 2011. Both events were new cultivation events.</p> <ul style="list-style-type: none">Research and purchase a data & information management program that can provide accurate, timely, and appropriate information about the foundation's donor database. <p>A data & information management program was purchased in November 2010 that will now allow VHCC to research, manage and track potential donors from the community.</p>

30	<p>Obtain Support for Career Pathways Secure at least \$1,000,000 in grants to develop and expand workforce and career pathways activities that involve colleges and local workforce partners.</p> <ul style="list-style-type: none"> · Continue to support On-Ramp Grant. ·
31	<p>Increase Support for Career Coaches Assist colleges in increasing local support – from local school divisions, grants, foundations, and others – for Career Coaches by 10% over 2009-10 levels.</p> <ul style="list-style-type: none"> · Investigate opportunities to secure local support for the VHCC Career Coach Program.
32	<p>Recognize Philanthropy The Chancellor will host an event for Presidents and others that will focus on ways colleges can expand philanthropic investments.</p> <ul style="list-style-type: none"> · VHCC will plan and conduct an annual corporate recognition event along with establishing corporate donor levels during the 2010-2011 school year. Corporate donor recognition levels were developed during the 2010-2011 school year and the VHCC Foundation Board continues to explore options to recognize corporate giving. · Establish procedures for recognizing board members for the donations and accomplishments. Procedures for recognizing board members were reviewed by VHCC Foundation Board members and scheduled for board approval at the September 2011 meeting.

MANAGEMENT GOALS

In order to accomplish the goals set forth in *Achieve 2015* and these Chancellor's Goals, various management goals are necessary.

33	<p>Monitor New Strategic Plan Monitor implementation of the new strategic plan for Virginia's Community Colleges for 2010-15.</p> <ul style="list-style-type: none"> · Implement VHCC Strategic Plan initiatives (DC)
34	<p>Achieve Maximum Benefits from Higher Education Restructuring Level 2 Designation Implement processes and procedures to take full advantage of delegated authorities in the approved Memoranda of Understanding for Level 2 status in the functional areas of Capital Outlay and Information Technology.</p> <ul style="list-style-type: none"> ·
35	<p>Meet Management Standards Meet specified academic, administrative, and financial Institutional Performance Standards (IPS) required to receive incentives provided for in the Higher Education Restructuring Act.</p> <ul style="list-style-type: none"> ·
36	<p>Coordinate Sustainability Program Implement appropriate recommendations from the Report of the Chancellor's Task Force on Environmental Sustainability.</p> <ul style="list-style-type: none"> · Assign responsibility for Environmental Sustainability to the current Administrative Services Committee. Establish and forward Environmental Sustainability goals to VCCS. · Establish a "Go Green/Sustainability" page for VHCC website. <ul style="list-style-type: none"> ○ Rough draft of Web Page ready for review.
37	<p>Continue Re-engineering Task Force Continue the Chancellor's Re-engineering Task Force and implement recommendations as appropriate.</p> <ul style="list-style-type: none"> ·
38	<p>Continue Emergency Preparedness Continue to improve and test Continuity of Operations Plans and procedures.</p> <ul style="list-style-type: none"> · Increase awareness and training of campus community in emergency procedures. <ul style="list-style-type: none"> ○ We have established time line for drills annually and each semester. Also, a campus in-service on safety has been provided. · Keep all emergency plans up to date. <ul style="list-style-type: none"> ○ Emergency plans are currently up to date. · Explore VHCC participation in Community Emergency Response Team (CERT) training. <ul style="list-style-type: none"> ○ CERT training was offered with little interest. Will be rescheduled for 2011-2012.
39	<p>Implement Human Resource System Implement the human resource system according to the project plan.</p> <ul style="list-style-type: none"> · VHCC will support and participate <ul style="list-style-type: none"> ○ VHCC has attended VCCS meetings and conference calls regarding the implementation of the Human Resource System. All employees have been required to complete training in preparation of the live date. Training sessions were scheduled on campus to help employees. The implementation went live on May 13.

40	<p>Expand Chancellor’s Faculty Diversity Program Expand participation in the Chancellor’s Faculty Diversity Program by 5% over the previous year.</p> <ul style="list-style-type: none"> · VHCC has developed a plan that is being put into place to support the Chancellor’s faculty diversity plan.
41	<p>Develop College Diversity Recruitment Plans With assistance from the system office Human Resources staff, colleges will develop and submit a diversity recruitment plan for teaching faculty positions by April 1, 2011.</p> <ul style="list-style-type: none"> · Plan submitted.
42	<p>Project Management By March 1, 2011, colleges will submit reports on their plans and current status for implementation of the technology project management standards and guidelines relative to Level 2.</p> <ul style="list-style-type: none"> · Plan submitted.
43	<p>Complete Internal Audit Plan Complete the FY 2011 Internal Audit Plan.</p> <ul style="list-style-type: none"> ·
44	<p>Provide Legal Services Expand and develop templates and online training relative to legal issues to streamline advice and services.</p> <ul style="list-style-type: none"> ·

Additional VHCC Goals

- Pursue the numerous campus development projects: Heartwood Artisan Gateway, Greenhouse addition, Campus Bookstore re-location, parking lots, Motorcycle Range, Smoking Pavilion
 - The construction Heartwood Artisan Center will be complete and open for business in June 2011. The construction was complete for the Greenhouse addition in March 2011. The relocation of the Campus Bookstore was complete at the beginning of Fall semester 2010. As for the parking lots and Motorcycle Range, a parking fee increase was introduced and approved by VHCC to allow for a Motorcycle Range behind LRC. This fee increase will still need to be approved by the State Board. A smoking pavilion will be revisited next year - the main issue is funding.
- Enhance understanding and appreciation for B&G via operational improvements: comparisons with sister colleges, "customer" satisfaction survey
 - A tour of the sister colleges and a "Customer Satisfaction" survey has been put on hold due to the workload and limited staff of the Buildings & Grounds Department. The Buildings & Grounds Superintendant has been meeting with the VP of Instruction and the Division Deans to understand and meet the expectations of the college. The survey will be revisited next year.
- Enhance Campus security: additional cameras and lights, and improved lock system
 - In process of adding 5 additional security cameras to the campus. The Lock System for all classroom doors is still in process – an order will be placed in the near future (Summer 2011).
- Implement Business Office and Accounting enhancements including Red Flag, Payment Portal, Year Round Pell, and Updated Fixed Asset Procedures.
 - Red Flag rules and Payment Portal implementation was moved to FYE 2011-2012 by VCCS. Year Round Pell was implemented, set-up and working. Fixed Asset Procedures were revised and updated.