

Lord Fairfax Community College Strategic Plan 2007-09 Summary

I. Enrollment --- Maintain a high quality teaching and learning environment while increasing on-campus FTEs 3 percent annually; increasing LPCC enrollment by 2 percent; increasing under-represented populations by 5 percent; and increasing high school graduate enrollment by 5 percent over FY 2006-07.

- A. Implement enrollment management plan
- B. Implement enrollment management plan (recruitment)
- C. Implement enrollment management plan (retention)
- D. Implement enrollment management plan (evaluation)
- E. Conduct program reviews
- F. Achieve SACS reaffirmation of accreditation
- G. Develop a schedule of classes that is responsive to student needs
- H. Develop data-driven programs based on community needs
- I. Enhance support responsive to the learning environment

II. Workforce Training --- Increase individuals served through workforce training programs by 10 percent annually.

- A. Implement comprehensive marketing plan
- B. Develop new programs identified by cluster group meetings
- C. Develop a program to assist retirees to select and achieve new careers
- D. Add classes for one technical training career studies certificate at the Fauquier Campus
- E. Increase partnerships for technical training for LFCC's region

III. Graduation, Retention, Placement Rates --- Increase retention and graduation rates.

- A. Implement enrollment management plan (retention plan)
- B. Increase financial aid services and opportunities
- C. Enhance co-curricular programs of academic, cultural, leadership, wellness, and other athletic activities
- D. Increase job placement by at least 3 percent
- E. Assess, enhance, and develop support services that are responsive to the needs of distance learners

IV. Transfer to Four-Year Colleges and Universities --- Increase transfer rates by 3 percent annually.

- A. Expand transfer advising services
- B. Increase and expand transfer agreements
- C. Improve transfer advising services

V. Dual Enrollment and High Schools --- Improve and expand dual enrollment program.

- A. Increase quality of instruction
- B. Increase dual enrollment by 7 percent

VI. Private Funding --- Increase holdings by 5 percent annually.

- A. Implement a public awareness campaign plan for the LFCC Educational Foundation Inc.
- B. Raise money for the following projects:
 - 1. Cultural Events Fund
 - 2. Scholarships Fund (General, Day Care and Discretionary)
 - 3. Student Center Fund
 - 4. Student Life Fund
 - 5. Unrestricted Fund

VII. Employee Recruitment, Development, Relations, Management --- Recruitment - Hire the necessary qualified, competent, diverse and employable adjunct instructors, full-time faculty, administrators and classified staff to meet the growing needs of LFCC.

- A. Expand Pre-Employment Screening Program
- B. Implement state Recruitment Management System (RMS) for all vacancies

- C. Increase applicant pool and hires for full- and part-time positions through creative and assertive marketing efforts as outlined in the Employee Recruitment Campaign

VIII. Customer Service --- Assess and continually improve LFCC's dedication to be responsive, courteous and supportive to a diverse employee population through cooperation and collaboration.

- A. Conduct a climate survey
- B. Conduct Exit Interviews
- C. Provide HR coverage at the Fauquier Campus

IX. Professional Development, Learning --- Provide high-quality Professional Development opportunities to LFCC employees.

- A. Provide opportunities for career advancement within an EEO atmosphere
- B. HR team will continuously improve the use of resources (internal and external) to maximize their effectiveness with employees
- C. Develop and execute plans to strengthen organizational loyalty and a collaborative working environment between HR and employees through training initiatives (supervisor, classified staff and faculty forums)

X. Professional Development, Workforce --- Manage compensation programs to ensure pay equity for classified staff and fair and equitable compensation for faculty and administrators based upon individual credentials and policy.

- A. Conduct compensation analysis for classified staff
- B. Provide management with meaningful resources to reward exceptional behavior and performance on an on-going basis
- C. Develop an organization which manages fairly, consistently and effectively within a sound framework of strategies, supported by relevant policies, plans and objectives
- D. Ensure compliance with local, state, and federal legislation
- E. Cross-train staff in payroll processes

XI. Participative Governance

- A. Support, evaluate, and refine the LFCC participative governance model