ANNUAL REPORT

FY2022

Labette Community College

Introduction

Dr. Mark Watkins, Ed. D.
President

The 2022 Annual Report is a comprehensive description of how Labette Community College satisfied its mission, "…to provide quality learning opportunities in a supportive environment for success in a changing world" during the year, July 1, 2021, through June 30, 2022.

The big change here on campus has been the gymnasium remodeling and the athletic and academic complex construction. It is a wonderful addition to our campus which will help with student recruitment and provide our athletic teams a practice facility during days of inclement weather. We look forward to our grand opening event which will occur later in the fall 2022 semester.

In preparation for the upcoming HLC visit in 2025, we have been participating in the Higher Learning Commission's Student Success Academy to look for ways to be more effective when serving our students. Additionally, our Strategic Enrollment Management Team has been working to improve student recruitment, onboarding, retention, and completion.

Our Career and Technical Education Programs continue to educate and graduate students who fill local needs in the health and business industry. One bright spot included all LCC Radiography graduates who successfully passed their national board exams. In total, the college awarded 278 degrees and certificates to 255 students during the spring commencement.

We appreciate the support of our students and local communities!

Go Cardinals!

Mark Watkins
President

Labette Community College

Table of Contents

6 Strategic Plan

8 Core Values and Outcomes

42 Institutional Effectiveness

45 Timeline for Operational Plan

50 Organizational Charts

56 Highlights

99 Operational Plans

184 Student Organization Annual Report

194 Committee Support of Core Values

Labette Community College

Strategic Plan

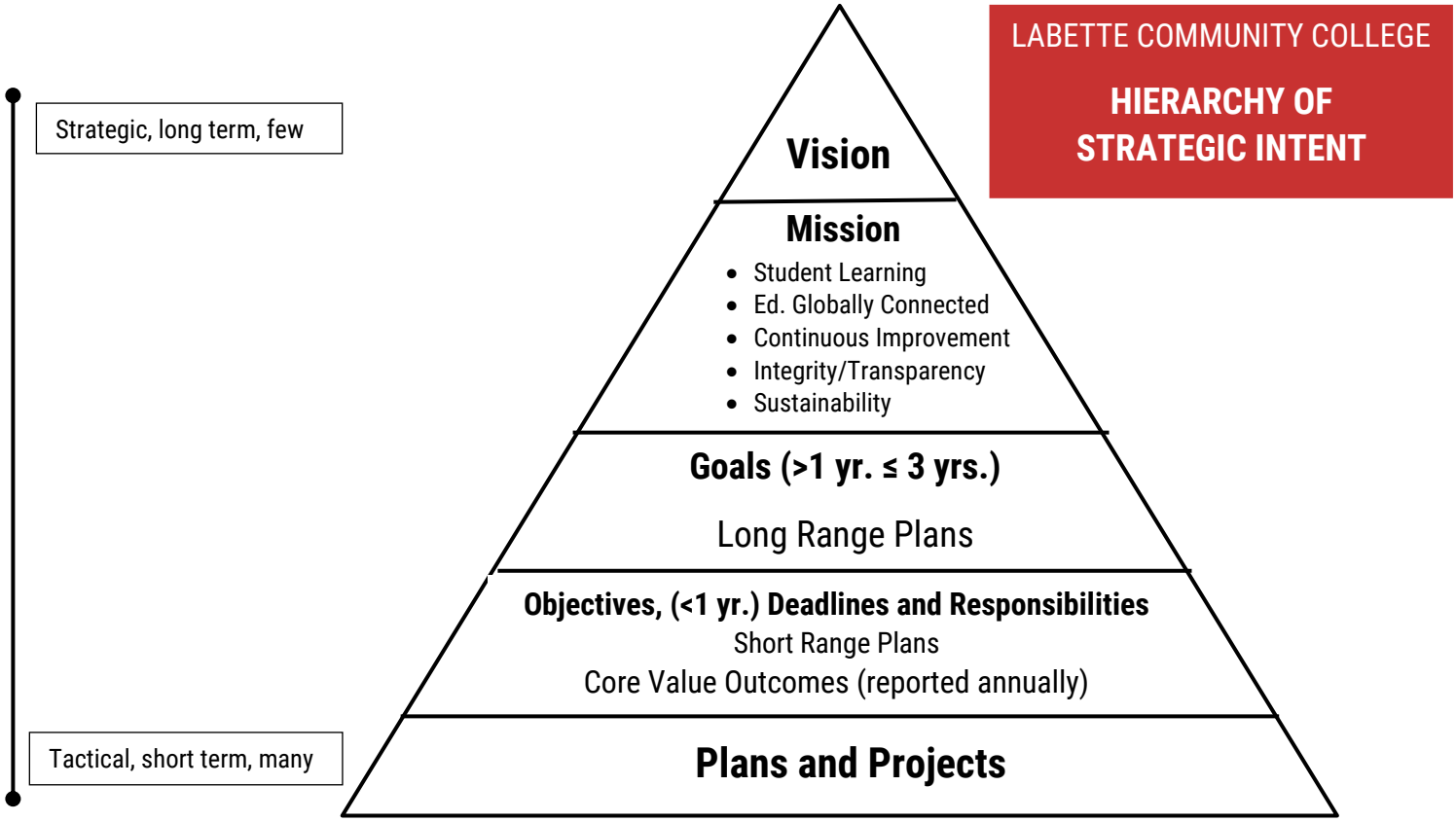
VISION STATEMENT

Labette Community College will continue to enhance its standing as an exceptional College by striving for excellence in all its programs, services, and activities.

MISSION STATEMENT

Labette Community College (LCC) provides quality learning opportunities in a supportive environment for success in a changing world.

Below is the Hierarchy of Strategic Intent which shows the relationships between global and more specific elements of LCC's strategy. The hierarchy construct is taken from the work of Alex Miller, University of Tennessee.

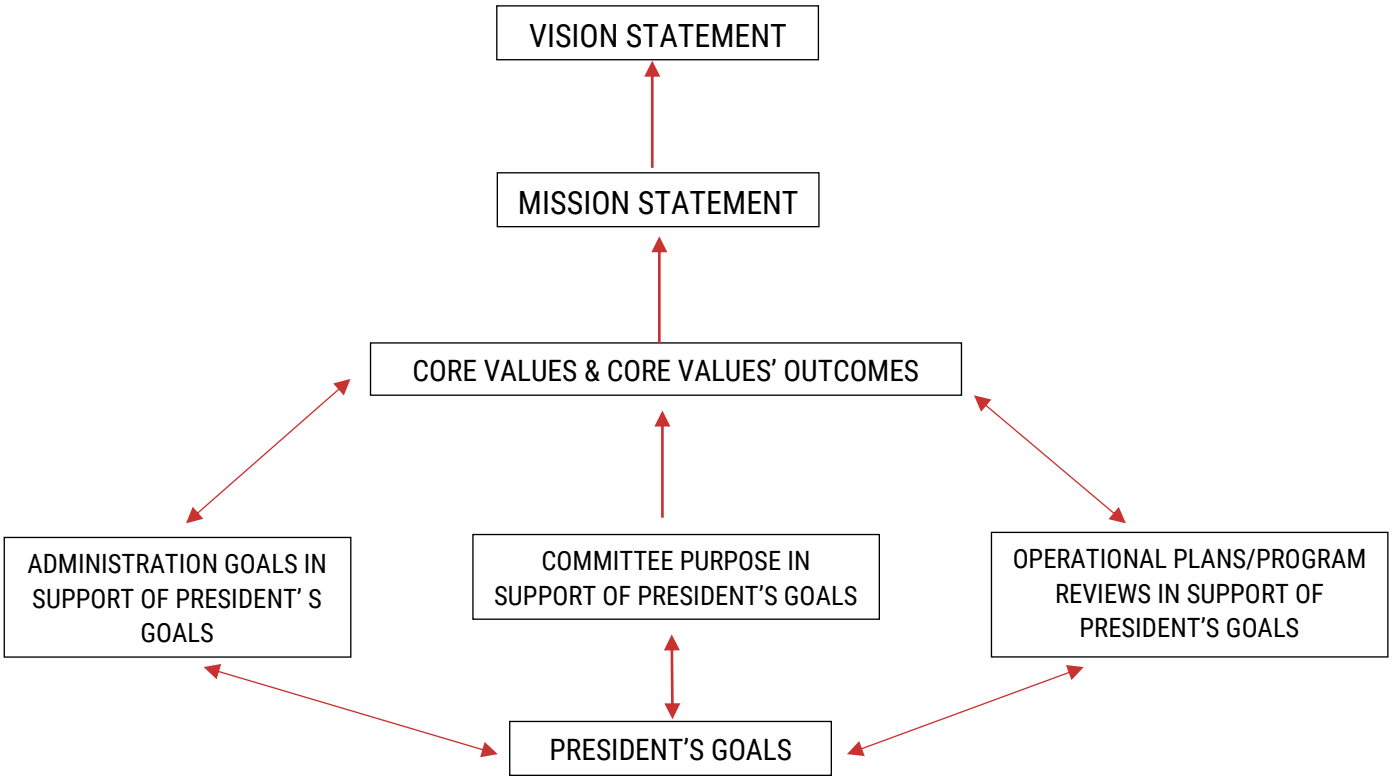


Labette Community College

Strategic Plan

Strategic Planning Process

Our strategic planning process is depicted below. The conceptual model provides a guide as to how LCC's five major areas (Academic Affairs, Finance & Operations, Student Affairs, Public Relations, and Foundation) satisfy our mission.



LCC's Core Values more clearly define our mission in terms of student learning, global connections, continuous improvement, integrity and transparency, and institutional sustainability. Core Values include more specific outcomes which are supported in the Operational Plans. In order to fulfill our community college mission, goals must be set and achieved. Goals are long-term in nature taking anywhere from one to three years to accomplish which fit the term length of LCC's Operational Plans. In our case, these area goals such as, Academic Affairs or Student Affairs, are linked to the Core Values.

Core Value 1: Student Learning

Labette Community College makes every effort to provide collegial programs and services by providing a caring and qualified faculty/staff to assist all students and community members in attaining the foundational skills and knowledge essential for success in work and in life, in a supportive and accountable environment.

President: Build “quality learning opportunities” for students in our service area and beyond. Emphasis should include new Career and Technical Educational (CTE) and Workforce opportunities. LCC will partner with area businesses and industry to help fulfill their skilled labor needs. Quality general education continue will continue to remain core to our comprehensive community college philosophy.

1. Explore new Workforce/CTE programs which will benefit our service area. Examples might include Diesel Technology, CDL, Railcar Repair, Airframe, and Powerplant, or Preventative Maintenance Technician. (As of AY22)
2. Increase the utilization of technology in the classroom (on-ground or online). (As of AY22)
3. Increase the number of developmental student successes through the use of resources such as Student Support Services, concurrent enrollment, co-requisite courses, improved pathways, etc. (added AY22)

Core Value Outcomes

1A. Cultivate a culture in which services, practices, policies, procedures, and personnel support learning as a major priority.

Academic Affairs

- Provide a full-time/adjunct ratio that allows for the best learning opportunities for our students that our budget will allow. (ongoing)
- Support faculty when implementing additional instructional methods, such as flipping the classroom, or when developing educational support sessions, such as education sessions for clinical instructors. (ongoing)
- Ensure course and program outcomes are reported at the end of each semester. (ongoing)

Finance & Operations

- Support the Zoom Classrooms and alternate course delivery methods. (As of FY22)
- Annually review sections of the policy and procedures manual and update as needed. (As of AY20)
- Ensure that we operate within the parameters of the policy and procedures manual. (As of AY20)
- Annual review the computer usage policy. (As of AY20)
- Aide in the expansion of the Workforce Training Center programs and CTE programs. (As of AY22)

Student Affairs

- Continue to make connections between the core outcomes and student organizing efforts. (As of AY21)
- Continue to administer Student Satisfaction Inventory and make modifications at the college based on the results. (As of AY21)
- Enhance policy and procedure for scheduling campus visits/tours to implement throughout “all campus”. (As of AY21)
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Public Relations

- Create design images/content in advertising which emulates student learning comes first at LCC. (As of AY21)

Core Value Outcomes

1B. Strive to make the student's experiences with LCC positive, nurturing, and focused on student learning and academic success.

Academic Affairs

- Support co-curricular activities and ensure they are accomplishing their goals by assessing year-end reports. (As of AY22)
- Promote diversity in all of our programs. (ongoing)
- Support program initiatives to implement practice exams and assessment tools to improve outcomes. (As of AY22)

Finance & Operations

- Upgrade computer labs and laptop carts as needed to keep technology current. (As of AY20)
- Perform maintenance and repairs on technology as needed. (As of AY20)
- Support new technology, equipment, and software, which has been added as a result of the pandemic. (As of AY22)

Student Affairs

- Update the Student Lounge with upgraded computers. (As of AY21)
- Support student organizations through student government allocations for their travel.
- Expand the Student Support Services academic advising plan of operation.
- Develop a monthly educational program for students to address mental health concerns. (As of AY2021)
- Improve customer service skills in the financial aid office to present ourselves to students as inviting, friendly, and caring staff.
- Send Financial Aid staff members to speak to College Success and workforce development classes each semester to discuss college financial literacy and the financial aid process. Reach out to faculty to book time at beginning of classes to discuss financial aid and answer student questions.

Public Relations

- Promotion of student success stories-through press releases, articles, advertising, and social media. (As of AY21)

Core Value Outcomes

1C. Make accessible a variety of services and programs that address learning needs.

Academic Affairs

- Continue to work with Student Support Service to increase the success of our developmental students. (As of AY22)
- Monitor course enrollment trends and opportunities, and expand or reduce as needed. (ongoing)
- Evaluate KCOG alignment of newly approved courses. (ongoing)
- Improved classroom and library learning environments (ongoing)

Finance & Operations

- Offer payment plans to students as a way of removing the financial barrier. (As of AY20)
- Perform the financial reporting for all grant funds including the SPARKS 1 & 2 and HEERF I, II, & III. (As of AY 22)
- Promote accessibility training for faculty and staff continuing to work through the five-year accessibility plan. (updated AY22)

Student Affairs

- Increase students applying for student financial aid. (As of AY21)
- Continue tutoring modalities such as asynchronous web-based interaction to address the needs of students whose primary mode of attendance is not daytime at the Main Campus. (As of AY21)
- Combine the Admissions and Scholarship Applications for new, incoming students.

Core Value Outcomes

1D. Use technology to expand opportunities for student learning and student services.

Academic Affairs

- Utilize Smartboards to improve student learning
- Support technology needed to improve course offerings including online resources, simulation courses, and clinical courses. (ongoing)
- Maintain current lab equipment and supplies to meet the needs of students. (As of AY22)
- Support and promote accessibility training. (As of AY22)

Finance & Operations

- Offer training to faculty and staff to get the most from our technology. (As of AY20)
- Support classroom technology as well as alternate delivery technology. (As of AY22)
- Encourage staff to participate in Jenzabar module training. (As of AY20)

Student Affairs

- Create a video blog geared toward students to post on social media sites pertaining to student academic success. Will focus on academic resources, overcoming hurdles, and hints for success. (As of AY21)
- Expand usage of the Advising/Case Management space on the Labette.edu website to advertise Case Management Services available.
- Review Advising Trees and uses them on a daily basis to determine what or if a student has met degree requirements.
- Maintain Zoom room for Cherokee Center students to converse live and directly with Financial Aid staff, ensuring students are informed about the financial aid process.
- Explore with IT methods to provide distance proctoring services to students testing through RedZone to further enhances services available to LCC online students.
- Implement online school meetings to Target area high school participants using an online conferencing platform.

Foundation

- Identify potential financial support for technology and equipment to support academic programs.
- Build partnerships to support the growth and/or retention of CTE programs.

Core Value Outcomes

1E. Provide quality programs and services at the main campus, the Cherokee Center, all extension sites, and online.

Academic Affairs

- Address the workforce training needs of our service area by offering appropriate courses at their places of business or on our main campus, Workforce Training Center, Cherokee Center, online, or extension sites. (As of AY22)
- Explore/implement new sustainable programs or educational opportunities which will benefit our service area, business and industry, and articulate or transfer into university settings for continued educational opportunities. (As of AY22)
- Address any accrediting agency recommendations. (ongoing)
- Implement Program Review Action Plans in operational plans. (ongoing)

Finance & Operations

- Support the classes and programs offered at the Cherokee Center. (As of AY20)
- Gather data for program reviews and serve on the committees. (As of AY20)
- Maintain the Agency Funds for the student organizations. (As of AY20)
- IT will support the online environment including any alternate delivery methods. (As of AY22)
- Support activities on campus and at the Cherokee Center. (As of AY20)
- Continue to assist with the Athletic Expansion (As of AY21)

Student Affairs

- Increase student life activities/student organizations on Main Campus, at the Cherokee Center, and with online students. (As of AY21)
- Increase admissions activities at the Cherokee Center. (As of AY21)
- Financial Aid will work with Admissions to make FAFSA completion a part of Senior/Junior Day. (As of AY21)

Core Value 2: Education for a Globally Connected

Labette Community College promotes the diversity in our communities and our world by valuing the dignity, worth, and potential of all persons; by using diverse delivery methods and evolving technology; and by improving the communities we serve through civic engagement opportunities.

President: Prepare our students for the interconnected, interdependent, and globally diverse society.

1. Make the Main Campus and Cherokee Center available to community organizations, school groups, and activities. (As of AY22)
2. Since LCC is an important part of the community, county, and service area, LCC employees are encouraged to participate in community clubs and activities. (As of AY22)
3. Add more program and institutional articulation agreements to strengthen LCC's ties with state and regional universities. (As of AY22)
4. Increase LCC diversity through an increase in our international student presence. Investigate an Intensive English program in the summer to help prepare international students for course work.
5. Increase diversity, equity, and inclusion awareness among employees through annual training or exercises such as Safe Zone Training. (As of AY22)

Labette Community College

Core Value 2

Core Value Outcomes

2A. Improve and expand linkages with educational partners and community agencies for mutual benefit.

Academic Affairs

- Continue to work with stakeholders to strengthen our Excel in CTE courses. (As of AY22)
- Continue to expand the program and institutional 2+2 Articulation and/or Affiliation Agreements to strengthen ties with state and regional universities. (As of AY22)
- Continue to add and strengthen relationships with clinical sites. (As of AY21)
- Build partnerships with area businesses and organizations. (As of AY21)
- Work with the Chamber of Commerce to increase community awareness of library services. (As of AY22)

Finance & Operations

- Support the Excel in CTE reporting requirements including reporting requirements. (Updated AY22)
- Assist in the financial evaluation of the new SB155 (Excel in CTE) programs and offerings. (As of AY20)
- Complete Excel in CTE KBOR Extraordinary Cost Project. (As of AY22)

Student Affairs

- Explore training peer and professional tutors in Adult Mental Health First Aid. (As of AY21)
- Connect with area high schools, particularly through programs like JAG to educate youth on the possibilities of attending higher education and the financial aid process to ensure community youth success.

Public Relations

- Engage community service organizations with the speaker's bureau. (As of AY21)
- Promote the mission of the college, both internally and externally, through campus & community events. (As of AY21)

Core Value Outcomes

2B. Respond to the diverse learning needs of our community.

Academic Affairs

- Strengthen our personal enrichment educational offerings in response to the needs of our community. (ongoing)
- Support inclusion of class projects that reflect diversity. (ongoing)
- Explore Continuing Education seminars for community and business needs. (As of AY22)

Finance & Operations

- Provide support for Diversity Committee activities. (As of AY20)
- Continue to improve online accessibility. (As of AY20)
- Provide accessibility training to improve student learning. (As of AY20)

Student Affairs

- Continue military-connected sensitivity training and provide faculty and staff multiple opportunities to learn about and support the military-connected student population. (As of AY21)
- Talent Search will conduct additional FAFSA nights. (As of AY21)
- Student Success Center and Talent Search will continue formalized methods of training and developing Peer Tutors. (As of AY21)
- Dedicate a specific space/room in the Student Union Building for International Students

Core Value Outcomes

2C. Increase the availability of skilled workers to meet the needs of the community and the State.

Academic Affairs

- Ensure all CTE courses and programs utilize industry-recognized assessment tools, and that all programs fully participate in KBOR alignment opportunities when scheduled to do so. (As of AY22)
- Ensure all HLC and KBOR requirements are adhered to when starting new programs. (ongoing)
- Hire appropriate faculty/coordinators to teach program courses at appropriate locations while meeting enrollment/retention/graduation goals. (As of AY22)
- Monitor CTE programs in regards to meeting enrollment/retention/graduation goals. (As of AY21)

Finance & Operations

- Support the new Workforce Training Center. (As of AY20)
- Assist with any grant funding opportunities. (As of AY22)

Core Value Outcomes

2D. Engage students in contributing to the well-being of their community through community service.

Academic Affairs

- Encourage faculty to include community service projects and activities as part of their courses. (As of AY21)
- Encourage Academic Affairs staff to participate in community services opportunities themselves. (As of AY21)

Student Affairs

- Expand community service projects for all SGA organizations to participate in. (As of AY21)
- SGA will seek ways to help students interact with needs in our community, especially, the children.

Foundation

- Introduce students to philanthropy so they can see the importance of contributing to the well-being of their communities.

Core Value Outcomes

2E. Offer a variety of online and on-ground courses at the main campus, the Cherokee Center, and all extension sites to best meet the needs of our students.

Academic Affairs

- Investigate an Intensive English program, perhaps in conjunction with PSU, to help prepare international students for course work in the fall. (As of AY21)
- Utilize ABE testing or another computerized testing to assess international students to address deficiencies and to try to improve just those deficiencies to get them through a course of action to have them ready to take college courses as quickly as possible. (As of AY21)
- Expand our face-to-face concurrent offerings and our online offerings to high school students. (As of AY21)

Finance & Operations

- Assist and support international students. (As of AY22)

Core Value 3: Continuous Improvement

Labette Community College strives for continual institutional improvement through strategic planning, program and department reviews, outcome assessments, professional development, performance agreements, policy and procedure updates, and campus environment enhancement.

President: Work to improve internal communication as a foundational element of institutional effectiveness. (As of AY2021)

Continue to pursue Professional Development opportunities for our employees. (As of AY2022)

All LCC employees are encouraged to read articles about research-based teaching strategies in classrooms, effective use of college activities, or best practices and benchmarks we could incorporate in our processes. (As of AY22)

Labette Community College

Core Value 3

Core Value Outcomes

3A. Improve the system of defining and assessing student learning outcomes.

Academic Affairs

- Create a co-curricular and extra-curricular assessment guide following HLC's criterion. (As of AY22)
- Research different software options for collecting and storing assessment data pertaining to student learning outcomes. (As of AY22)

Finance & Operations

- Support Academic Affairs in gathering information for assessing student learning outcomes including any new software or platforms. (Updated AY22)

Student Affairs

- Continue to administer and utilize the Student Satisfaction Inventory. (As of AY21)

Core Value Outcomes

3B. Hire, develop, support, and empower employees throughout the organization who take an active role in student learning and success.

Academic Affairs

- Support efforts to increase student recruitment, retention, and graduation rates in all departments and among all student groups. (As of AY21)
- Support continuing education for adjunct faculty through Monday Morning Mentor presentations. (ongoing)
- Support efforts of CTE Recruiter to increase program applications (As of AY21)
- Continue to review and revise online best practices, online handbooks, and online teaching courses to support instructors. (As of AY21)

Finance & Operations

- Implement salary increases for all employees as much as possible to attract qualified applicants and be able to retain good employees. (Updated AY22)
- Oversee the hiring process. (As of AY20)
- Review the employee evaluation process to determine if improvements can be made. (As of AY20)

Student Affairs

- Continue to enhance the role of the Case Manager/Advisor position in serving students as well as supporting training. (As of AY21)
- Military-Connected Student Services Coordinator & VA Student to attend Kansas School Certifying Official Workshop. (As of AY21)

3C. Offer and support professional development programs and opportunities to enhance faculty and staff effectiveness as facilitators of learning and strengthen leadership skills.

Academic Affairs

- Provide for faculty growth through the use of professional development funds. (As of AY21)
- Promote local professional development of faculty to strengthen programs. (As of AY21)
- Encourage Academic Affairs personnel to read articles about research-based teaching strategies, effective use of other college activities, or best practices and benchmarks that we could incorporate at LCC. (As of AY21)
- Support certification programs, continuing education modules, professional development opportunities, webinar reviews, and CEU opportunities to support our faculty. (As of AY21)

Finance & Operations

- Conduct professional development/training opportunities for faculty and staff: New Employee Orientation, Title IX, Redzone, Jenzabar, Red Flag, Safety, ALICE, Blood Borne Pathogens, EEO for hiring committees, and Diversity Training. (As of AY20)
- Oversee the faculty professional development accounts. (As of AY20)
- Assist staff and faculty with arrangements for professional development activities. (As of AY20)
- Oversee all grant funds for professional development. (As of AY22)

Foundation

- Keep “telling our story” to alumni and community members in traditional and new ways.

Public Relations

- Seek professional development, such as NCMPR or Graphic Design conference. (As of AY21)

Student Affairs

- Seek out a professional development opportunity in the area of enrollment management and retention. (As of AY21)
- Attend a Diversity Conference pertaining to Student Recruitment and Retention. (As of AY21)
- Military-Connected Student Services Coordinator to attend a conference related to military-connected students.
- Seek out retention-focused training for Student Life Specialist. (As of AY21)
- Student Support Services will attend professional development to enhance their advising, intervention, and leadership skills. (As of AY21)
- PowerFaids training for implementation of PowerFaids cloud.
- Target academic interventions for students matriculating in Health Science programs in order to increase their rates of academic success and retention
- Professional Development/Training with the Department of Education to keep up with changing regulations and processes.
- Continue our membership with NASFAA (National Association of Student Financial Aid Administrators) and purchase add-on NASFAA Credentialing Package.
- Talent Search to attend a Professional Conference pertaining to Student Recruitment, First Gen and Low Income focused.

Core Value Outcomes

3D. Improve the utilization of human, physical, technological, and fiscal resources.

Academic Affairs

- Provide a budget that supports the best possible learning opportunities for our students at the main campus, Cherokee Center, area high schools, and through hybrid, online, and additional instructional modalities. (As of AY22)
- Academic Affairs Office will create a strategic 5-year staffing plan to ensure a viable educational infrastructure that meets the organizational mission and vision. (As of AY22)

Finance & Operations

- Have strong financial policy and procedures in place. (As of AY20)
- Hire an IR person to assist in the increased demand of external reporting requirements. (As of AY22)
- Thoroughly review all expenditures. (As of AY20)
- Human Resource office will support and maintain human capital resources for staff, including transfer, resignation or retirement. (As of AY20)
- Perform deferred maintenance to buildings to prevent a backlog of deferred maintenance issues. (As of AY20)
- Continue to review and improve IT security. (As of AY20)
- Oversee accounting and purchasing for all COVID related funding including keeping current on all regulations and reporting requirements. (As of AY22)

Student Affairs

- Hire an additional general academic advisor. (As of AY21)
- Improve the quality of reporting by hiring an IR person to complete required reports and free up staff in at least three departments. (As of AY21)
- Begin implementation of spirit squad.
- Build restrooms and storage space at off-campus fields for basic equipment. (As of AY21)
- Resurface Baseball and Softball fields. Replace old irrigation issues. (As of AY21)
- Replace scoreboards at baseball and softball fields. (As of AY21)
- Purchase side basketball goals and a new volleyball net for the gymnasium. (As of AY21)
- Purchase wrestling mats for wrestling room. (As of AY21)
- Hire a maintenance staff member dedicated to the new Athletic Department facilities once built. (As of AY21)
- Research the cost of purchasing or leasing of bus for athletic teams and other large groups.
- Continue to revamp and/or streamline institution and foundation scholarship process with input from admissions, foundation, and president's council.

Core Value 4: Integrity and Transparency

Labette Community College operates in an environment of integrity and transparency through honest ethical practices, open communication, and accountability, for transactions with all constituencies.

President: Improve program outcomes' data integrity to inform both internal and external constituents about the effectiveness of our programs. (As of AY21)

Continue to improve college website accessibility and RedZone Coursework accessibility. (As of AY22)

Labette Community College

Core Value 4

Core Value Outcomes

4A. Improve tracking of and access to data to meet the needs of the institution and external contingencies.

Academic Affairs

- Research survey tools to assist with tracking efforts. (As of AY21)
- Prepare KBOR performance agreements. (ongoing)
- Prepare Perkins Core Indicators of Performance for CTE programs. (ongoing)
- Ensure academic program reviews accurately reflect the enrollment in our programs, the needs of our programs, and that the needs are pursued through the date on Perkins performance indicators, accreditation, and licensure exam pass rates when applicable. (As of AY22)

Finance & Operations

- Provide reports as needed for decision-making. (As of AY20)
- Provide reports to the Kansas Board of Regents and Kansas Association of Community College Trustees as needed. (As of AY20)
- Maintain valid documentation and complete all reporting requirements for COVID-related funding. (As of AY22)

Public Relations

- Update tracking system of Public Relations requests. (As of AY21)
- Update style manual (As of AY21)

Student Affairs

- Support the HLC and KBOR reporting efforts. (As of AY21)
- Admissions will work to more effectively by using Jenzebar's "funnel" feature to track students from prospect to enrollment. (As of AY21)
- SSS will implement a comprehensive recruiting strategy to focus on eligible students who are first-time college students. (As of AY21)

Core Value Outcomes

4B. Promote responsible stewardship of resources and public trust.

Academic Affairs

- Support the writing of grants to provide funding for program opportunities. (As of AY21)
- Explore additional continuing education opportunities to maximize facility use and revenue-generating opportunities. (As of AY21)
- Offer additional short-term training credentials. (As of AY21)

Finance & Operations

- Prepare for and participate in an annual financial audit. (As of AY20)
- Respond to requests for information under the Kansas Open Records Act. (As of AY20)
- Adhere to the LCC purchasing policy with modifications as necessary to expend COVID-related funding by Federal deadlines. (As of AY22)

Public Relations

- Create/update fact cards, and other forms of marketing materials which show transparency in funding. (As of AY21)

Student Affairs

- Investigate grant opportunities to enhance student services. (As of AY21)

Core Value Outcomes

4C. Enhance the college's image to stakeholders to generate business and community support by communicating the value and benefit of the college.

Academic Affairs

- Support the development of materials and/or possible external consultation in preparation for program site visits and self-study reports. (As of AY21)
- Support Public Relations Department efforts in advertising, marketing, and creation of materials. (As of AY22)

Foundation

- Keep donors and the public better informed on the activities and status of the Foundation

Public Relations

- Add social media platforms if applicable. (As of AY21)
- Target marketing and advertising for new programs at the Workforce Training Center. (As of AY21)
- Redesign of brochures. (As of AY21)
- Redesign of viewbooks. (As of AY21)
- Increase enrollment advertising via a social media platform. (As of AY21)

Student Affairs

- Continue to promote the college image as local civic organizations, in the media, and through other efforts. (As of AY21)
- Develop partnerships with Health Science Advisory groups to better prepare SSS program participants' entry into these programs and to better support the academic success of SSS program participants admitted to the programs.

Core Value Outcomes

4D. Strengthen internal communication practices.

Academic Affairs

- Strengthen internal communication by sharing academic affairs departmental information pertaining to course changes, program changes, departmental changes, etc. more frequently throughout the institution. (As of AY21)

Foundation

- Strengthen internal relationships

Student Affairs

- Enhance the student planners. (As of AY21)
- Create a master calendar/checklist for the Admissions Department to communicate recruitment events. (As of AY21)

Labette Community College

Core Value 5

Core Value 5: Sustainability of the Institution

Labette Community College encourages innovation and personal growth, maintains financial accountability, supports student retention and success, and plans strategically for the future while adhering to state, federal, and governing agency guidelines.

President: Begin work to improve the current gymnasium and complete athletic and academic new construction by spring 2022. (As of AY2021) Updated 12.17.2020 as per Architect and CMR meeting

Develop a strategic enrollment management plan to maximize enrollment, retain students through completion of the college career goals, pass Board exams if needed, and find intended jobs or successfully transfer to four-year institutions. (As of AY2021) *(HLC 4 Year Report note: Data that accompanies the final enrollment management plan or drive the President's initiatives could include, but are not limited to, the following: enrollment numbers, semester retention rates comparisons, program enrollment goals, and enrollment trends by populations, or Perkins CTE Credential Attainments. By including these data, LCC would position itself to improve the monitoring and tracking of student retention and completion of all programs.)*

Identify areas for deferred maintenance needs, such as restrooms, and make plans to prioritize and complete these projects. (As of AY19)

Increase the number of alumni events. (As of AY2021)

Build the alumni database to include student information which might be helpful for future planning. (As of AY2021)

Enroll total credit hours for end of semesters, Summer 2021 (2,734), Fall 2021 (13,727), and Spring 2022 (12,000): 28,461. (As of AY22)

Enroll total credit hours for Cherokee Center end of semesters, Summer 2021 (115), Fall 2021 (700), and Spring 2022 (550): 1,365. (As of AY22)

Increase the first to second-year retention rates of first-time, full-time college-ready freshmen to 62%. (As of AY2021) Included in the HLC 4-Year Report

Increase the retention rate of academically unprepared students who participate in our Student Support Services program to surpass our goal of 63.2%. (As of AY2021) Included in the HLC 4-Year Report

Core Value Outcomes

5A. Achieve targeted growth through an integrated enrollment management process.

Academic Affairs

- Support the enrollment management process. (As of AY21)

Finance & Operations

- Support and participate in the enrollment management process. (As of AY20)

Student Affairs

- Research, develop, and implement a formal Enrollment Management Plan. (As of AY21)
- Increase enrollment through new programs, enhanced recruitment efforts, and new partnerships. (As of AY21)
- Increase the number of students earning degrees and certificates. (As of AY21)

Core Value Outcomes

5B. Enhance student opportunities through increased scholarships and endowments.

Academic Affairs

- Support the Foundations Department's scholarship and endowment efforts. (As of AY22)

Finance & Operations

- Assist the Foundation as needed with the Auction and other scholarship opportunities. (As of AY20)
- Assist in the distribution of HEERF funds to students. (As of AY22)

Foundation

- Find ways to connect with alumni and bring them back to campus
- Focus on planned giving with key donors
- Support funding scholarships

Public Relations

- Promote Annual Scholarship Auction. (As of AY21)
- Acquire donations, decorations, and event planning for scholarship auction. (As of AY21)

Student Affairs

- Increase academic scholarships for students who meet the requirements. (As of AY21)
- Increase scholarships for student-athletes to the level the NJCAA allows. (As of AY21)
- Increase scholarships for international students. (As of AY21)

Core Value Outcomes

5C. Enhance the economic, academic, and social environment of the college to recruit and retain quality employees.

Academic Affairs

- Support increase of instructor pool by reaching out to previous graduates and by promoting retention and recruitment of faculty. (ongoing)
- Develop partnerships with other programs and businesses to enhance instructional opportunities. (ongoing)

Finance & Operations

- Host the holiday luncheon. (As of AY20)
- Prioritize deferred maintenance needs to maintain and attractive campus. (As of AY22)
- Coordinate and participate in the Athletic Expansion Project. (As of AY22)

Student Affairs

- Continue implementing the International Student Recruitment Proposal to increase the number of international students at the college. (As of AY21)
- Investigate opportunities to share the cost of student life programming opportunities with other colleges in the area. (As of AY21)
- Investigate new software for the college catalog that is easier to use and provides more formatting options. (As of AY21)
- Identify, recruit, and retain professional tutors in the areas of health science and math. (As of AY21)
- Plan/Implement monthly Student Affairs departmental team building activities/morale boosters.

Labette Community College

Core Values

Institutional Effectiveness by Core Values FY2022

		Core Value Level of Achievement
1.	**Student Learning** Labette Community College makes every effort to provide collegial programs and services by providing a caring and qualified faculty/staff to assist all students and community members in attaining the foundational skills and knowledge essential for success in work and in life, in a supportive and accountable environment.	**86.6%**
2.	**Education for a Globally Connected World** Labette Community College promotes diversity in our communities and our world by valuing the dignity, worth, and potential of all persons; by using diverse delivery methods and evolving technology; and by improving the communities we serve through civic engagement opportunities.	**74.4%**
3.	**Continuous Improvement** Labette Community College strives for continual institutional improvement through strategic planning, program and department reviews, outcome assessments, professional development, performance agreements, policy and procedure updates, and campus environment enhancement.	**89.0%**
4.	**Integrity and Transparency** Labette Community College operates in an environment of integrity and transparency through honest ethical practices, open communication, and accountability, for transactions with all constituencies.	**78.2%**
5.	**Sustainability of the Institution** Labette Community College encourages innovation and personal growth, maintains financial accountability, supports student retention and success, and plans strategically for the future while adhering to state, federal, and governing agency guidelines.	**83.3%**

Labette Community College

Core Values

LCC faculty, staff, and administration have attempted to demonstrate how well we have satisfied our five Core Values during the 2021-2022 Academic Year.

Data Generation
Data generated to measure how well we are fulfilling our Core Values derives from our Operational Plans. In the example below (Core Value 1, Outcome 1B, Objective 1), The English Department will develop a multi-modal learning component in English Composition 101. Once the academic year was completed, a rating was determined by the department responsible for the objective. In this case, the department assigned a four out of a possible four to the Satisfactory level of objective completion.

Core Value 1: Student Learning

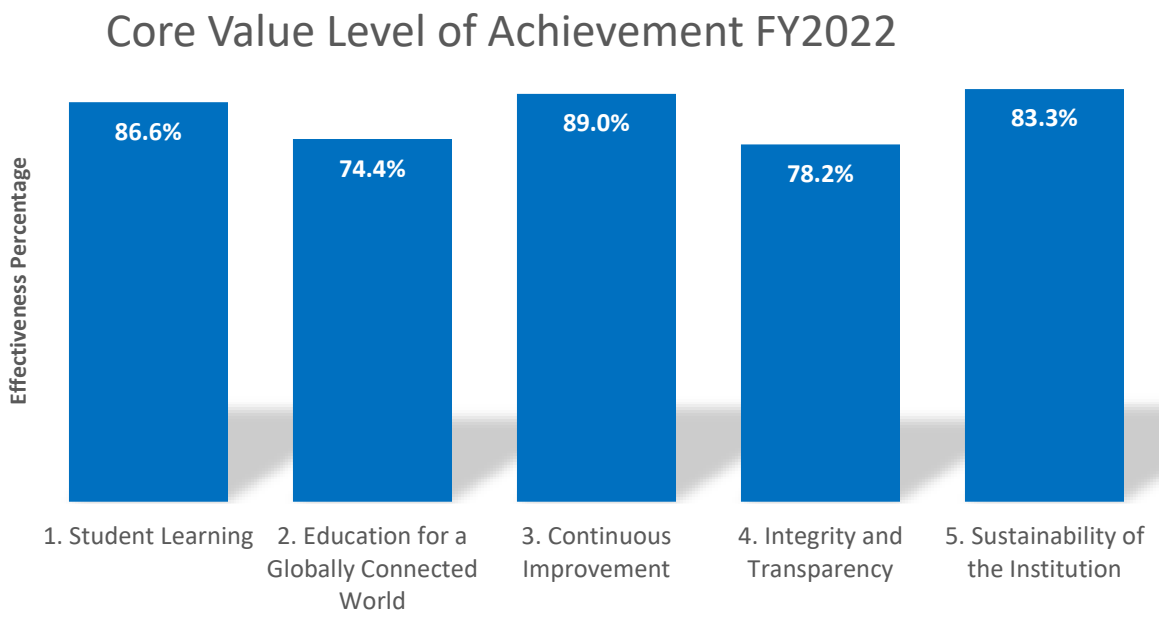
Labette Community College makes every effort to provide collegial programs and services by providing a caring and qualified faculty/staff to assist all students and community members in attaining the foundational skills and knowledge essential for success in work and in life, in a supportive and accountable environment.

Outcome 1B: Strive to make the student's experiences with LCC positive, nurturing, and focused on student learning and academic success.

Objective 1	Continue to develop a multi-modality learning component in English 101	
Estimated Cost	Existing Money $	New Money One Time $
	Grant Funded $	New Money Ongoing $
	Department Budget:	Student Fees (New/Existing) $
Exp. Completion	2022	
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating: 4 out of 4 Rationale: Adding multi-modality learning to our existing program will help students develop skills needed in the current technological environment and enhance the relevancy of our current educational program.	
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating: 4 out of 4 Students have been using their composition skills to create interesting and innovative ways to display the information beyond the standard academic paper.	

Data Collection

These numbers are collected from the five areas of the college (Student Affairs, Finance & Operations, Academic Affairs, Foundation/Alumni, and Public Relations) and aggregated by Core Value. Consequently, in the case of the English Objective, the chart below includes the 4 out of 4 scores as part of the Core Value 1 aggregate for an overall level of satisfaction of 86.6%.



Operational Plans are reviewed by members of the President's Council three times during the course of the year. Operational Plans are built, then reviewed midyear, and finally evaluated at the end of the academic year. Objectives that were partially completed are either carried over to the next academic year's plans or discontinued depending on the situation. All results are reviewed to determine what can be done to improve.

Labette Community College

Timeline for Operational Plans

1. All administrative areas other than Academic Affairs (which was done in May) will:
    a. Update the FY2022 plans, including additional carryover plans from FY2021.
    b. Complete the FY2021 Operational Plan reports (add results, comments, Satisfactory Level of Objective Completion (4-0) and Rationale, and change estimated costs to actual costs if possible) and submit to Jennifer Thompson for Fiscal Year 2021 Annual Report.
2. President develops President's Goals for FY2023.
    a. Prior to the development of the President's Goals, review the data from the following reports to identify areas of weakness upon which to improve.
        i. President's Goals currently enforce
        ii. Completed Operational Plans
        iii. Operational Plans currently enforce
        iv. Performance Agreement results
        v. Strategic Plan's areas of weakness (low scores)
        vi. Ensure we include work needed to satisfy HLC accreditation recommendations
        vii. Keep KBOR demands in mind
        viii. Consider Perkin's goals
        ix. Consider Diversity, Equity, and Inclusion

1. President's Council (If there is not enough time for the Council to review, including Cabinet reviews, modifies, and approves carry-over report containing a list of items not completed in FY2021 to be completed in FY2022, then send to all LCC. This should be sent to all LCC only after the BOT budget work sessions in July.
2. Prior to in-service, which is scheduled for the week of August 9-13, the President's Cabinet reviews and recommends any changes to the Academic Affairs FY2023 and FY2024 Operational Plans.
3. Student Affairs, Finance and Operations, Foundation, and Public Relations will use the Academic Affairs FY2023 and FY2024 Operational Plans to:
    a. Update or revise the first four areas of their Operational Plans for FY2023 and FY2024 (Objectives, Estimated Cost, Expected Completion Date, and Relevance to Outcome rating and rationale)
    b. Share their reports with the other administrative areas
    c. Submit to the President's Office by November 15 for Heidi to combine into one document.
4. President's Office prepares FY2022 Annual Report for the September BOT meeting. The Annual Report consists of:
    a. Introduction from the President
    b. Strategic Plan
    c. Core Values and Outcomes
    d. Institutional Effectiveness
    e. Timeline for Operational Plan
    f. Organizational charts (HR)
    g. Highlights
    h. Completed Operational Plans FY22
    i. Student Organization Annual Report
    j. Committee Support of Core Values

5. President's Office sends the FY2023 President's Goals to Administration. This will enable a connection between President's Goals, Administration's Goals, and Operational Plans. Any Administrative Goals (which will be included in Operational Plans as objectives) will become part of the normal OP development process.

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1. Board of Trustees reviews Annual Report for FY2021.
2. The President's Office will send out a campus-wide email to announce the posting of the Annual Report.
3. Establish FY2022-2023 Administrative Goals based upon Presidents' Goals.

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1. Board of Trustees reviews Report of Student Learning.
2. Strategic Operations Advisory Committee will review the completed FY2021 Annual Report, FY2022-2023 President/Administrative Goals, and review the Report of Student Learning.
3. IT Department will convert the Report of Student Learning into a PDF and post it to the President's Office page on the website. The President's Office will send out an email campus-wide to announce the posting of the Report of Student Learning.

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1. After the President's Office receives all FY2023 and FY2024 Operational Plans, they will be shared with the other administrative areas.

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1. Mid-year update report of FY2022 Operational Plans by all departments due to Heidi Flora.
2. The President's Office integrates FY2023 and FY2024 Operational Plans from all areas into one plan.

3. DOI begins evaluating Student Learning Outcomes' and Program Outcomes' results for the Fall 2021 semester in preparation to share with faculty at February Faculty/Staff meeting. Academic Affairs Assistant, Lindsey Drummond, obtains the data from Tracie Moon.

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1. President's Council will begin to review the FY2023 and FY2024 Operational Plans from all administrative areas.

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1. President's Council will complete its review of the FY2023 and FY2024 Operational Plans from all administrative areas and approve the FY2023 Operational Plans.

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1. Strategic Planning Committee will complete the review of FY2023 and review FY2024 Operational Plans (Objectives, Estimated Cost, Expected Completion Date, Objective Relevance to Outcome Rating and Rationale) from all areas.
2. President's Council will review the current Operational Plan. Any changes will be applied to the FY2024 Operational Plans.
3. President's Office sends the President's Goals to all LCC.

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1. Academic Affairs departments will:
    a. Complete the FY2022 Operational Plan report (add Satisfactory level of objective completion and Rationale, and change estimated costs to actual costs if possible) and submit to Heidi Flora.
    b. Heidi Flora will combine all Academic Affairs FY2022 Operational Plans.
    c. Heidi Flora will complete Academic Affairs FY2022 Carryover Report and insert them

d. Update the first four areas of the Operational Plans for FY2024 and write the FY2025 (Objectives, Estimated Cost, Expected Completion Date, and Objective Relevance to Outcome Rating and Rationale) and submit it to Heidi Flora. Be sure to use the Goals of the President, VPs, and Deans for guidance. (The FY2023 plans go into effect July 2022 while faculty members aren't under contract, so FY2025 is considered here as being 2 years out).
e. Faculty will complete the Highlights FY2022 list on WIKI.

2. Committee Chairs submit Committee Support of Core Values FY2022 to VPAA.

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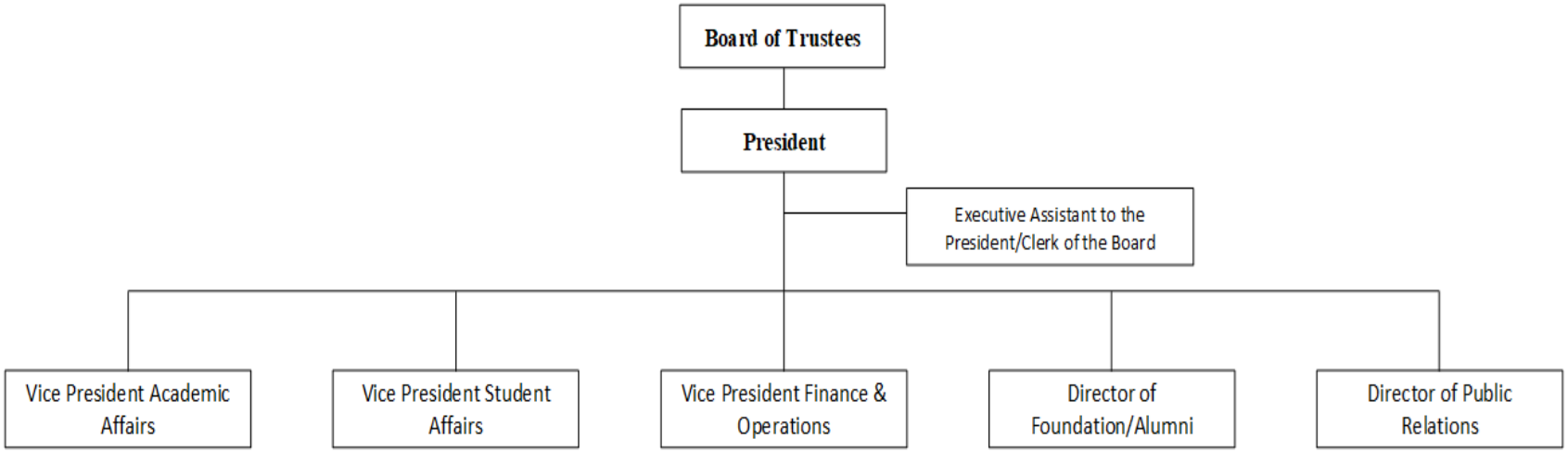
1. All administrative areas other than Academic Affairs (completed in May) will:
    a. Complete the FY2022 Operational Plan reports (add Satisfactory level of objective completion and Rationale, and change estimated costs to actual costs if possible) and submit them to President's Office to prepare for the annual report.
    b. Review and approve the FY2022 WIKI Highlights list and submit it to President's Office to prepare for the annual report.
2. VPAA will submit the Committee Support of Core Values to prepare for the annual report.
3. VPSA will submit the Student Organization Annual Report to prepare for the annual report.
4. HR will submit the organizational chart to the President's Office to prepare for the annual report.
5. DOI begins evaluating Student Learning Outcomes and Program Outcomes' results in preparation to share with Faculty at Fall In-service.

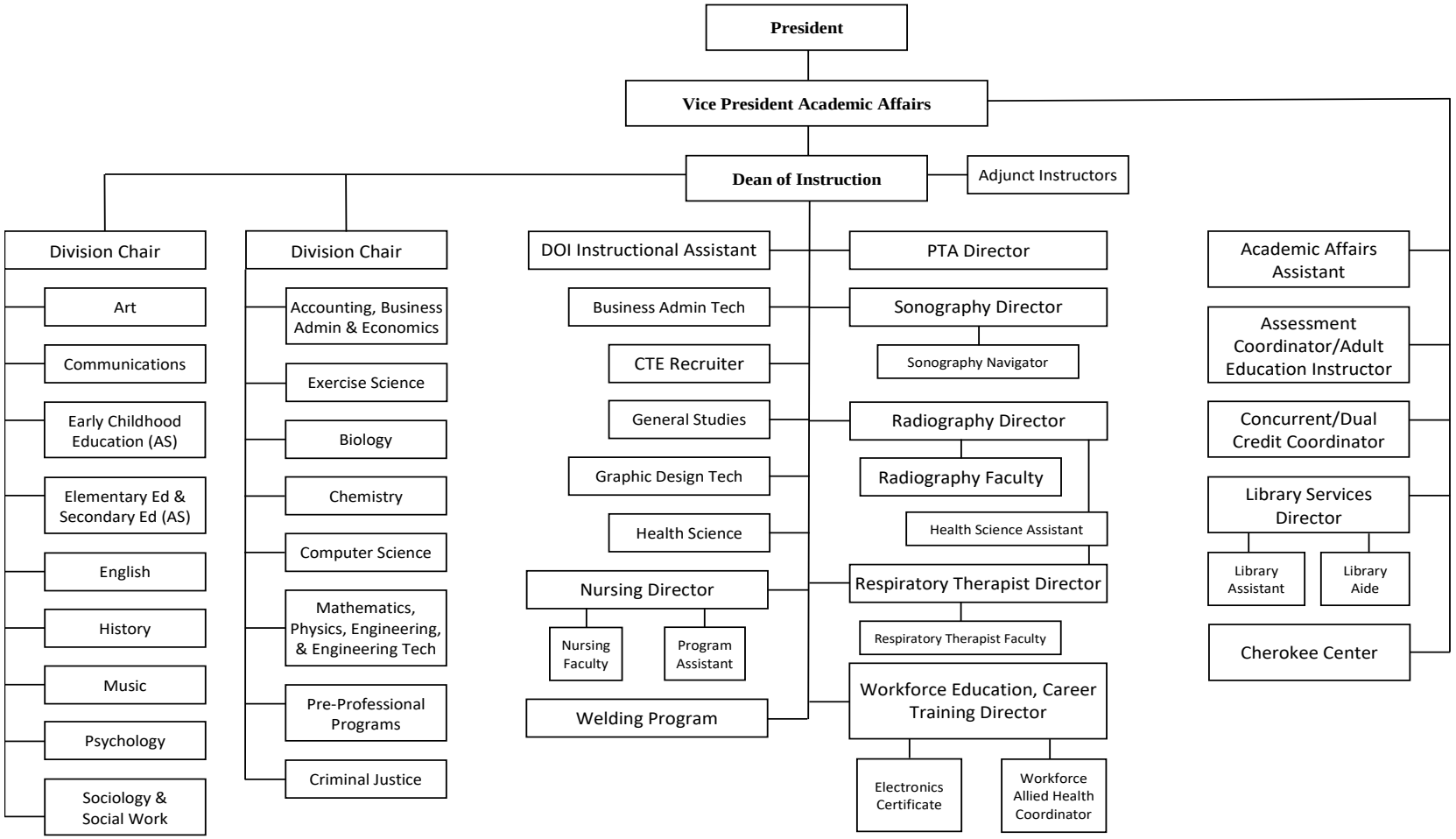
Labette Community College

Organizational Charts

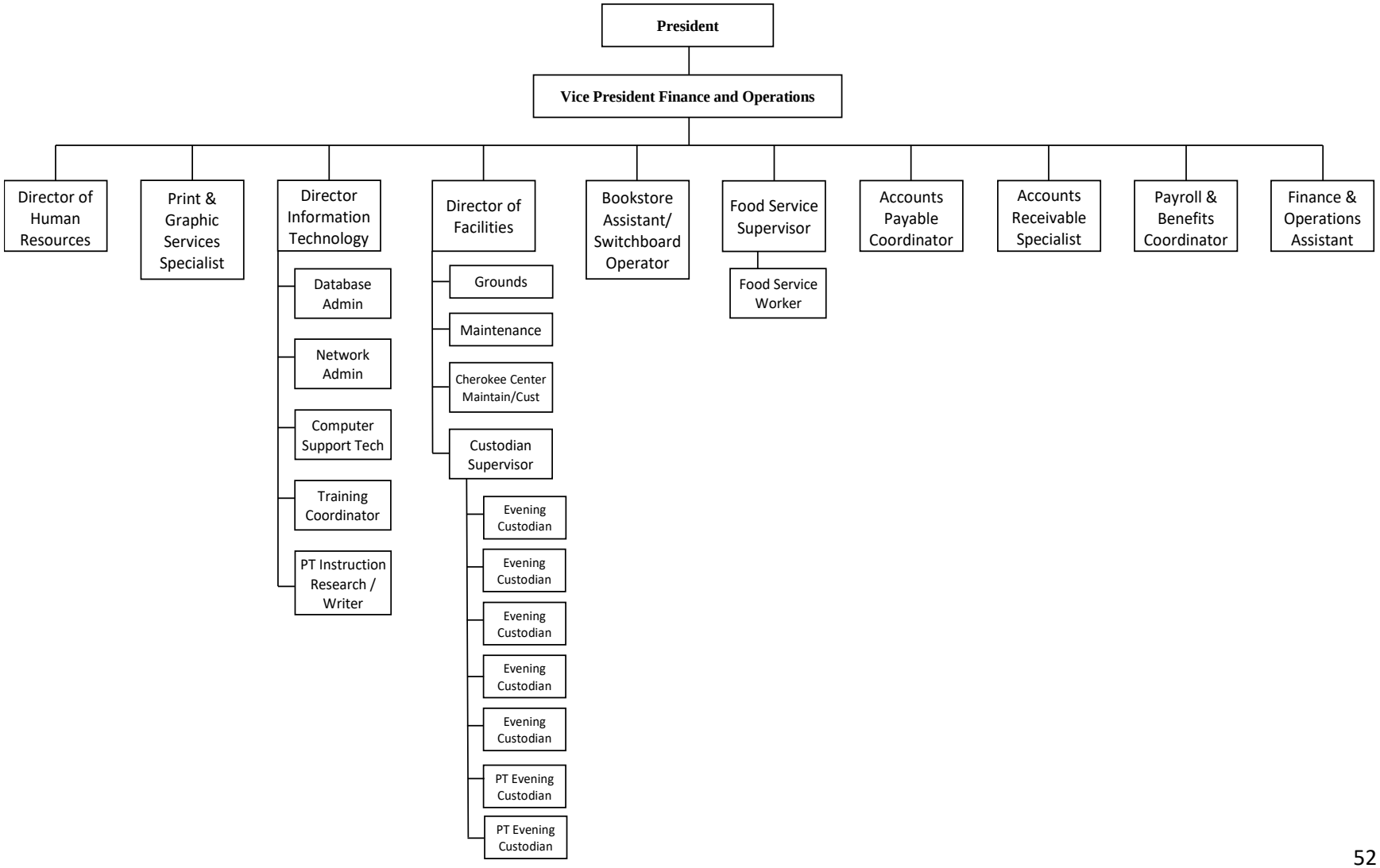
Organizational Chart: Office of the President



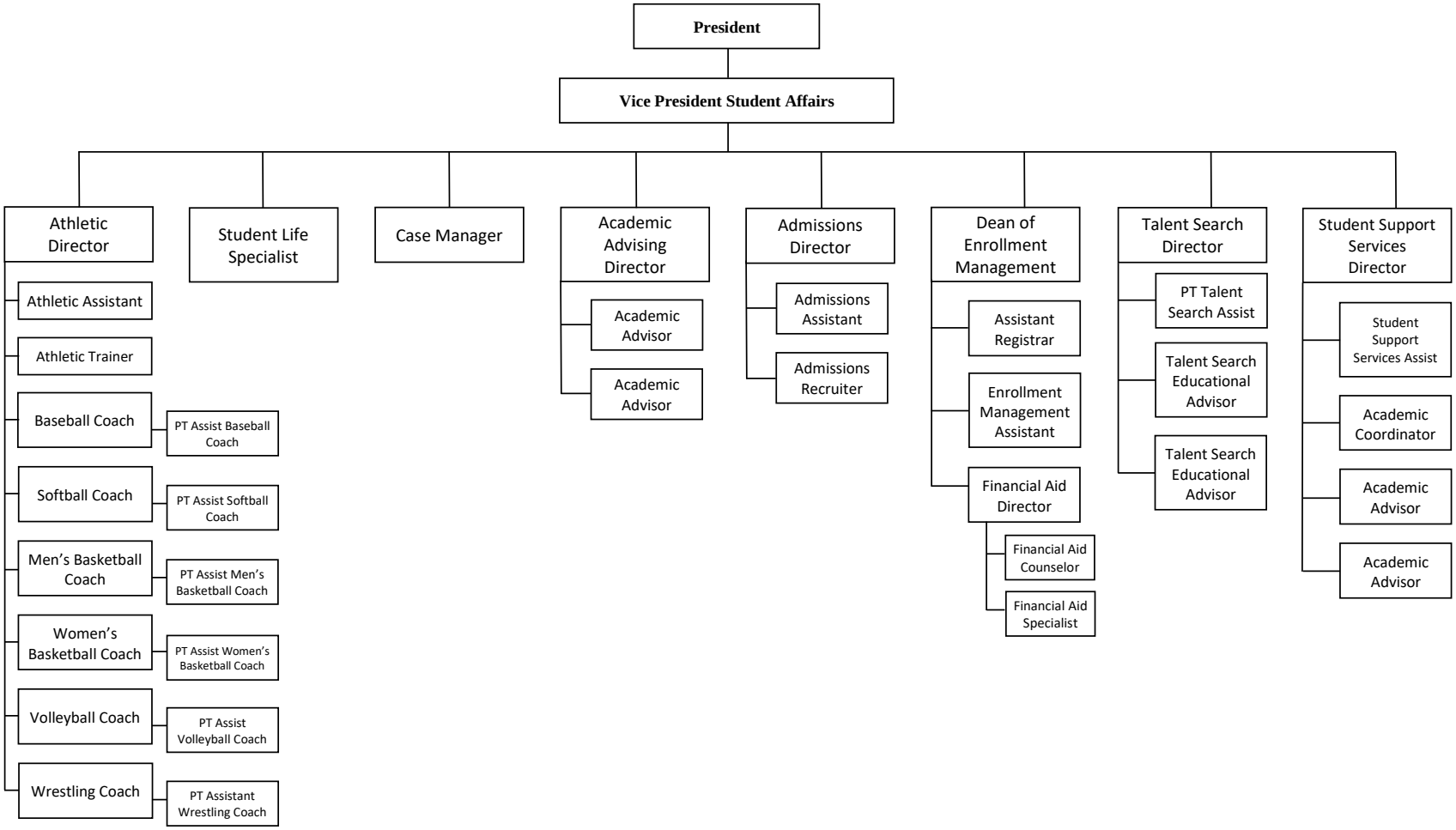
Organizational Chart: Academic Affairs



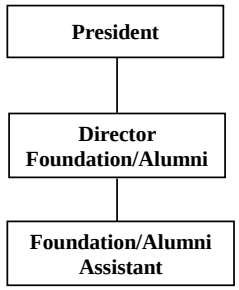
Organizational Chart: Finance and Operations



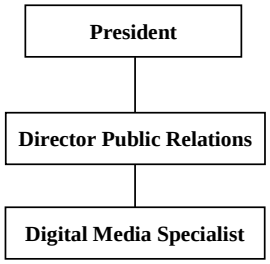
Organizational Chart: Student Affairs



Organizational Chart: Division of Foundation/Alumni



Organizational Chart: Division of Public Relations



Core Value 1: Student Learning:

Labette Community College makes every effort to provide collegial programs and services by providing a caring and qualified faculty/staff to assist all students and community members in attaining the foundational skills and knowledge essential for success in work and life, in a supportive and accountable environment.

1A: Cultivate a culture in which services, practices, policies, procedures, and personnel support learning as a major priority.

STUDENT AFFAIRS

Admissions

- Admissions Director worked with the Dean of Enrollment Management to update Policy 4.01 regarding enrollment eligibility. These updates are a work in progress by should be completed this summer.
- Admissions staff helped plan, implement, and execute monthly Advising Training sessions for all academic advisors.

Case Management

- Case Management staff participated in Advising Roundtable regularly.

Registration/Enrollment Management

- Once a student completes a degree check and it is determined they are eligible to graduate their degree will confer. Students are given the option to opt out of their degree to be conferred instead of opting in.

Student Life

- Provided opportunities for students to connect and participate in clubs and organizations to promote networking and leadership.
- Phi Beta Lambda
    - Awards Received:
        - National FBLA-PBL Gold Seal Chapter
        - National PBL: Fiona Bartelli – 7th place Public Speaking
        - Alexandria Hunter – 10th place Client Services

    - Kansas PBL:
        - Fiona Bartelli – 1st place Justice Administration; 2nd place Desktop Publishing; 2nd place Forensic Accounting; and Who's Who in Kansas PBL
        - Braden Hale – 1st place Personal Finance; 2nd place Information Management; 3rd place Impromptu Speaking; Who's Who in Kansas PBL
        - Taylore Hudgins – 1st place Impromptu Speaking; 1st place Public Speaking; Who's Who in Kansas PBL
- Phi Theta Kappa
    - Individual Awards:
        - Megan Baldwin – Achievement in Literature Award (Creative) – 4th place presented by Kansas/Nebraska Region PTK, Healthcare Edge Award, and Transfer Edge Award presented by Kansas Nebraska PTK
        - Fiona Bartelli – Regional Vice President of Service presented by Kansas/Nebraska Region PTK, All-Kansas Academic Team presented by PTK and Kansas, presented by PTK, Association of Community College Trustees, Coca-Cola Silver Scholar, Distinguished Chapter Officer Award Winner presented by Kansas/Nebraska Region PTK, Achievement in Literature Award (Research) – 2nd place presented by Kansas/Nebraska Region PTK, You Rock Award Winner presented by Kansas/Nebraska Region PTK, Alumni Association Scholarship Winner presented by Kansas/Nebraska Region PTK.

        - Copenhagen Browning – Regional Vice President of Fellowship presented by Kansas/Nebraska Region PTK.
        - Katrina Egermeier – Leaders of Promise Scholarship presented by International PTK, Achievement in Literature Award (Research) – 5thh place presented by Kansas/Nebraska Region PTK, Achievement in Art Award (Ceramics) – 2nd place presented by Kansas/Nebraska Region PTK, Achievement in Art Award (Drawing/Painting) – 4th place presented by Kansas/Nebraska Region PTK.
        - Haley Farran – Regional Vice President of Service presented by Kansas/Nebraska Region PTK.
        - Isabelle Fuentez – All-Kansas Academic Team presented by PTK and Kansas Association of Community College Trustees
        - Tammy Fuentez – Continued Excellence in Advising Award Winner presented by Kansas/Nebraska Region PTK
        - Ashley Horton – Regional Vice President of Communications presented by Kansas/Nebraska Region PTK, Distinguished Chapter Offer Award – 3rd place presented by Kansas/Nebraska Region PTK, Distinguished Chapter Officer Team Award – 3rd place presented by Kansas Nebraska PTK, Achievement in Art Award (Drawing/Painting) – 5th place presented by Kansas Nebraska Region PTK
        - Alexandria Jenkins – Competitive Edge Five Star Member Award and Research Edge Award presented by Kansas/Nebraska Region PTK
        - Peyton Simpson – Nota Bene Literary Journal, two works published, presented by International PTK.
- Radiography Club
    - Individual Student Awards Received:
        - Belle Bennett – KSRT 2nd place Scapular Y Shoulder View Image Competition
        - Cliff Oshel – KSRT 1st and 3rd place Swimmers T-spine Image Competition

        - Erin Jones – KSRT RAO Esophagus Contrast Image Competition
        - Abigail Long – KSRT Scientific Exhibit Competition; “Spina Bifida”
        - Jackie Dexter – KSRT Highest score on Written Ray Bowl test
        - Jackie Dexter, Cliff Oshel, Belle Bennett – KSRT 2nd place Ray Bowl Competition
- Student Government
    - Top 20 Cardinal Award
        - Fiona Bartelli
        - Copenhagen Browning
    - Cardinal Leadership Award
        - Fiona Bartelli

Student Success Center

- The Academic Coordinator hired and trained a cohort of 10 peer and professional tutors to offer a robust set of academic supports on the Main Campus, at the Cherokee Center, and through virtual meetings in Zoom.
- Professional mentors in NSG and PTA provided academic and professional support to students currently matriculating in each program.
- The Academic Coordinator partnered with the English department to design a Strategic Intervention Seminar targeted at increasing the persistence and pass rates of students enrolled in ENGL 103 English Comp I with Review.
- The SSC hosted athletics study halls for various teams, providing space, tutoring resources, and supervision for team members to focus on academics.

Student Support Services

- Contracted with Math department faculty to provide ongoing supplemental instruction support in all areas of math for project participants.

Talent Search

- 100% of TRIO Talent search recruiting was completed by February 1, 2022, meeting all grand required goals.
- Continual programming was offered both virtually and in person in light of the ongoing COVID-19 pandemic.
- The TRIO Talent Search grant was renewed for an additional 5 years in the amount of $1,355,230 for student programming.

1B: Strive to make the student's experiences with LCC positive, nurturing, and focused on student learning and academic success.

ACADEMIC AFFAIRS

Accounting/Business

- Cathy Kibler took Phi Beta Lambda students to both State and National Leadership Conferences in November 2021, March 2022, and June 2022
- Phi Beta Lambda student Taylore Hudgins competed in Impromptu Speaking at the Phi Beta Lambda National Conference in June 022 and placed 1st, becoming a National Champion

Library

- The Evolution of the Cardinal Mural was installed in the Library by Phil Jack and Melissa Kipp. It was created by Melissa Kipp's students and includes their names.
- The Library received a Collection Development grant in the amount of $1500 to develop a game collection for future game nights at the library.
- The Library received the Kansas Notable Books for 2021. The amount of purchase price of the books was reimbursed by a grant from the State Library of Kansas.
- The annual Paper of the Year awards were presented and the winning students earned a total of $400.

STUDENT AFFAIRS

Admissions

- Admissions Director taught as an adjunct instructor specifically teaching College Success Skills, focusing on academic success.

Athletics

- Once again, 16 student-athletes received athletic honors within the conference, region, and nationally for the 2021-2022 athletic seasons.
- Women's Basketball was ranked in the top 5 in the country all season.

- 39 Student-athletes received National and Conference honors for Academics with a 3.5 GPA or higher.
- 17 Student-athletes maintained a 4.00 GPA this year.
- The entire Athletic Department maintained a 2.81 GPA for the 2021-2022 academic year.

Case Management

- Cultivated relationships with a local mental health provider, trained in Mental Health First Aid, trained in student resiliency, and follow-up with all students who were referred to case management.

Registration/Enrollment Management

- Attended an advising round table with the Advisors to share information about the changes for the new catalog.

Student Success Center

- Peer and professional tutors and professional mentors provided one-on-one and small group academic support services in general education courses and specialty health science programs.
- The SSC provided open computer lab space and free printing for students.
- Several LCC athletic teams held study halls for student-athletes with tutoring support and supervision provided by the SSC.

Student Support Services

- SSS Academic Advisors provided individualized, intensive, and intrusive advising services to project participants, focusing on their academic success, degree completion, and transfer needs.
- Worked with Academic Affairs to identify SSS project participants with unsatisfactory grades at key points in the semester and provided academic support and advising to ensure student success.

Talent Search

- Partnered with TRIO Student Success Center by co-hosting an Onboarding Event for currently LCC TRIO Talent Search seniors who have identified LCC as their college choice. This even allowed

incoming LCC students to sign up for the SSC program, meet their advisors, visit the business office, enroll in classes, and experience life on campus (dorms, cafeteria, etc.)

FOUNDATION

- Executive Director served as Spirit Squad coach, very connected with students and active in their academic successes
- Presented Latzer Art Award to recognize the best student artwork at the student exhibit in the Fall and Spring Semesters. These cash awards help students with expenses for college.

PUBLIC RELATIONS

- Help coordinate student-centered events (work with admissions, student life)
- Digital media specialist also served as Asst. Women's Basketball Coach, very connected with students and active in their academic success.

1C: Make accessible a variety of services and programs that address learning needs.

ACADEMIC AFFAIRS

Library

- Scotty developed a ZOOM research skills tour for the concurrent students.

STUDENT AFFAIRS

Student Success Center

- Peer and professional tutors provided individual and small-group academic support and mentorship to LCC students in general education subjects.

Student Support Services

- SSS Academic Advisor supporting health science students provided a specialized curriculum to help prepare students for the T.E.A.S.in order to increase their scores and thus, their suitability to be selected for these competitive-entry programs.
- SSS Academic Advisors provided ongoing support through the RedZone for project participants, focusing on academic progress, planning, support and financial aid, and economic literacy.
- Deployed the College Credit Planner with all project participants to provide a detailed visual representation of students' degree progress as part of a targeted effort to increase retention, academic success, and degree completion of all project participants.

Talent Search

- Expanded tutoring services to be accessible both in-person and online for students who are better learners in an online environment.

1D: Use technology to expand opportunities for student learning and student services.

STUDENT AFFAIRS

Admissions

- Used Zoom and Facetime for virtual advising/enrollment appointments
- Updated/improved the online campus visit process through the Admissions website

Case Management

- Utilize Avochato to follow up with and reach out to students who needed additional support

Financial Aid

- Working with IT to determine what software for Financial Aid would be the best fit when moving to the cloud in Jenzabar or PowerFAIDS

Student Success Center

- Provided a 24/7 online scheduling system (TimeTap) for students to arrange individual and group tutoring sessions.
- Group and individual tutoring services were provided via Zoom to address the needs of distance students.

Student Support Services

- Utilized a 24/7 online scheduling system (TimeTap) for project participants to schedule individual sessions with their SSS Academic Advisors
- All project services were available via Zoom to address the needs of project participants who were not able to meet in person at either the main campus or the Cherokee Center.
- Utilized RedZone to provide structured academic advising and support to all project participants in an ongoing, asynchronous system

- Partnered with Case Manager to provide structured data collection and management of student contact information to track student utilization of services and supports.

1E: Provide quality programs and services at the main campus, the Cherokee Center, all extension sites, and online.

ACADEMIC AFFAIRS

Library

- Scotty met with the Library faculty from the University of Nebraska Omaha to begin to develop the Library Technician Degree

STUDENT AFFAIRS

Admissions

- Planned/Executed Annual Senior Days, Junior Days, 8th Grade Days, and Cardinal Enrollment Events.
- Planned/Executed New Student Orientation Event
- Help facilitate the annual Kansas Association of Collegiate Registrar and Admissions Officer (KACROA) Annual College Planning Conference

Athletics

- Established Covid-19 Protocol Guidelines for all sports to have fans at home competitions
- Purchased bat testers for baseball and softball teams. Tested each bat for compression to be legal to play
- Tested all student-athletes before each semester for Covid-19
- Tested all student-athletes for Covid-19 exhibiting any symptoms
- Monitored healthy roster questionnaire daily to prevent the spread of Covid-19
- Planned meals for all quarantined student-athletes throughout the year.
- Worked with all agencies for testing and vaccinations (Labette Health, CHC, Bowen Pharmacy)

Case Management

- Traveled to the Cherokee Campus as needed to meet with students in person. Maintained an open-door policy for any student to get support whenever they needed it.

Student Life

- Quality programming was provided to all students through opportunities to participate in leadership roles, activities to enhance the college experience, spirit-building activities, and community service.
    - ALICE Training
    - Commuter Appreciation Week – Cherokee Center
    - CORE Meeting
    - Easter Egg Hunt – Cherokee Canter and Main Campus
    - Fall Fest – Main Campus
    - Fall Welcome Week
    - Finals Frenzy in the Fall and Spring
    - Halloween Costume Contest – Cherokee Center and Main Campus
    - Holiday Sweater Contest – Cherokee Center and Main Campus
    - Homecoming Week Activities
    - LCC Awards Ceremony
    - LCC Board of Trustees monthly reports
    - LCC Free Dinner for Students
    - LCC Student Food Pantry
    - Pizza & Movie Night
    - Pumpkin Painting
    - Student Government Association Election
    - Student Government Association Monthly Meetings
    - Student Organization Fair in the fall
    - Wrestling to Nationals Send-off Collaboration with PR

Student Success Center

- Testing, tutoring, and advising services were provided at the main campus, the Cherokee Center, and online to address the academic support needs of all LCC students.

Student Support Services

- SSS Advisors ensure the provision of all project services to students whose primary attendance center is the main campus, the Cherokee Center, and online.

Core Value 2: Education for a Globally Connected World

Labette Community College promotes diversity in our communities and our world by valuing the dignity, worth, and potential of all persons; by using diverse delivery methods and evolving technology; and by improving the communities we serve through civic engagement opportunities.

2A: Improve and expand linkages with educational partners and community agencies for mutual benefit.

ACADEMIC AFFAIRS

Accounting/Business

- Cathy Kibler serves on the Labette County High School Business Department Advisory Board
- Cathy Kibler serves as the Treasurer for the Altamont United Methodist Church

Graphic Design Technology

- Melissa Kipp judged the 2022 Pittsburg State University Crimson Creative Awards on April 3, 2022
- Melissa Kipp provided job shadowing opportunities for two high school students to learn more about the field of graphic design technology

History

- Tim Miller is serving on the Kansas Board of Regent's Open Educational Resources committee and meets monthly with colleges and universities from across the state through that committee
- In March, Tim Miller attend the Kansas Association of Historians annual meeting at Newman University in Wichita and networked with history professors from across the state.

Library

- The Library received an Extended Services Grant for offering its services to the public. The grant in the amount of $2000 was from the Southeast Kansas Library System

- Scotty Zollars and Phyllis Coomes served on the task force to evaluate the State Library of Kansas
- Scotty Zollars completed the Marshall Breeding Annual Library Automation Perceptions Survey
- Phyllis Coomes completed the Southeast Kansas Library System's Materials Delivery Grant
- The Library received a Southeast Kansas Library System's Materials Delivery Grant of $2,226
- The Library in connection with the Diversity Committee presented Chief Glenna J. Wallace to speak on erasure and her views on DEEIB.
- Scotty Zollars assisted another Library Director in creating policies and procedures for their library
- Scotty Zollars assisted a Library Science graduate student with research on her dissertation
- Scotty Zollars contributed ideas for a proposed Library Technician program at a community college

Radiography

- Gale Brown is serving as the Kansas Society of Radiologic Technologists (KSRT) President-Elect for 2021-2022

STUDENT AFFAIRS

Admissions

- Admissions Director involved in Soroptimist International Women's Group
- Student Affairs staff assisted at the Annual KACROA-sponsored "Apply Kansas" Event held at Parsons High School
- Staff sent correspondence to Native American Tribal Higher Education affiliates to help establish and/or improve partnerships for students with tribal education benefits
- Donated promotional items to local high schools and other businesses and organizations

Athletics

- Worked at PHS, PMS, and LCHS athletic events and camps. Ex: Friday night football chain gangs, officiating, middle school golf tournament, speaking to teams, and engaged in all sporting camps.
- Continue to work with all youth sports organizations in the community.
- Volunteer work also includes the Stella Wells Auction, Christmas Parade, LCC Auction, PRC youth activities, and the American Legion Baseball Team
- Head Coaches and Athletic Director spoke at several civic organizations

Case Management

- Worked with K-State and Pitt State to further refine the transfer process

Financial Aid

- Attended FAFSA Day at Parsons High School
- Presented at various program orientations on campus: Nursing, Radiography, PTA
- Presented at Senior Day, Junior Day, and Health Science Events on campus

Student Life

- Addressed student food insecurity
    - LCC Student Pantry
        - Received grant funds from ARPA through Labette County
        - Received Blue Cross Blue Shield Pathways Grant
        - The Kansas Food Bank donated a 54-inch stainless cooler
        - Partnered with the Local Health Equity Action Team (LHEAT) through the KU Medical Center
        - Received donations from First Baptist Church's Care Cupboard including hygiene items in the form of "essentials bags" and feminine hygiene products

Student Success Center

- Provided physical space and use of College resources to the Stella Wells Christmas Baskets program to serve the needs of food-insecure persons in the Parsons community.

FOUNDATION

- Executive Director is a member of Parsons Soroptimist Club. Serving as Spring Fundraising Committee Chair (proceeds went to scholarships for local students). Also, served on Publicity Committee
- Presented at local civic organizations – Rotary and Soroptimist
- Served on LCC Gallery Committee
- Served on Christmas Parade Float committee
- Worked with a donor who gave a custom-made wooden bench to the Nursing Department
- Executive Director was elected to serve on the Advisory Board for the Kansas CC and Tech School Development Officers
- Chaired committee that decorated a Christmas tree (donated by LCC) for the Stella Wells Holiday Auction to raise funds for local families in need

PUBLIC RELATIONS

- PR Director serves on the St. Patrick's Catholic School and the school auction committee
- PR Director served as communication chair for St. Patrick Catholic Church
- Presented at local civic organization - Kiwanis

2B: Respond to the diverse learning needs of our community.

STUDENT AFFAIRS

Admissions

- Researched the home-schooled student population and how those students can be better served

Athletics

- Worked at local camps and regional camps
- Helped set up and take down blood drives
- Volunteered at local schools with fundraisers
- Volunteered for Guthridge and PMS site councils

Student Success Center

- Provided use of LCC computers and printing for community members during open lab hours

2C: Increase the availability of skilled workers to meet the needs of the community and the state.

STUDENT AFFAIRS

ATHLETICS

- Worked with Bowen Pharmacy for testing and vaccinating student-athletes
- Worked with Labette Health staff for testing student-athletes and return to play post-COVID evaluations
- Worked with CHC for COVID testing student-athletes

STUDENT SUCCESS CENTER

- Provided professional mentorship for students completing AAS degrees in health science to help prepare them to enter the workforce

2D: Engage students in contributing to the well-being of their community through community service.

ACADEMIC AFFAIRS

Accounting/Business

- The Phi Beta Lambda Club participated in the SGA Kids Fall Fest on October 26, 2021
- The Phi Beta Lambda Club participated in the Fall Blood Drive on October 13 & 14, 2021, and the Spring Blood Drive on February 15 & 16, 2022

Radiography

- The Radiography Club participated in the SGA Kids Fall Fest on October 26, 2021
- The Radiography Club participated in the Fall Blood Drive on October 13 & 14, 2021, and the Spring Blood Drive on February 15 & 16, 2022
- Club members collaborated with Curious Minds to assist with the Teddy Bear Clinic on April 2, 2022
- The Radiography Club collected donation items for the Lexi Lamb Foundation and they donated a theme basket for the LCC Scholarship Foundation

STUDENT AFFAIRS

Student Life

- Participated in multiple opportunities for community service
    - Fall and Spring Blood Drives
    - Kid's Fall Fest
    - Pop Tab Collection for Ronald McDonald House
- Student Organizations participated in many activities benefitting the community
    - Dental Assisting Club
        - Assisted CHSEK with dental screening
    - Phi Beta Lambda
        - Hosted a PALS donation drive
        - Coordinated Wear Purple Day

- Phi Theta Kappa
  - Donated $1,000 Honors in Action Grant to PALS for purchasing dog houses
  - Volunteered time to collect items and raise funds for PALS as part of the Honors Action Project
- Radiography Club
  - Donated Easter bags for Lexi's Lambs Project benefitting patients in the Wichita Pediatric Hospital
  - Participated in the Teddy Bear Clinic at Curious Minds
- Student Nurse Organization
  - Hosted a fundraiser to benefit Parsons State Hospital
  - Hosted a t-shirt fundraiser and donated the proceeds to SEK Interlocal PCMS Autism Classroom

FOUNDATION

- Supervised work-study student who learned valuable office skills and had several networking opportunities

Core Value 3: Continuous Improvement

Labette Community College strives for continual institutional improvement through strategic planning, program and department reviews, outcome assessments, professional development, performance agreements, policy and procedure updates, and campus environment enhancement.

3A: Improve and expand linkages with educational partners and community agencies for mutual benefit.

ACADEMIC AFFAIRS

Accounting/Business

- Robert Bartelli attended the St. Louis Federal Reserve Professors Conference, November 2021

Library

- Phylis Coomes attended a state interlibrary loan webinar

STUDENT AFFAIRS

Student Support Services

- Deployed the College Credit Planner, a visual took SSS Academic Advisors to utilize with their advisees to help track their academic progress and plan for timely degree completion
- Established degree completion timelines and trackers to increase the number of SSS project participants who earn certificates and degrees at LCC

3B: Hire, develop, support, and empower employees throughout the organization who take an active role in student learning and success.

ACADEMIC AFFAIRS

Accounting/Business

- Cathy Kibler attended the Phi Beta Lambda National Leadership Conference in Chicago, IL, June 23-27, 2022

Library

- Scotty Zollars attended the Kansas Library Association annual conference where he led two state-level organizational meetings, the Two-Year Library Director's Council (TYLDC) and the Kansas Council of Academic Library Deans and Directors (KCALDD)
- Scotty Zollars attended the Tilford Conference on Multiculturalism

STUDENT AFFAIRS

Admissions

- Served on several committees including the SEM Steering Committee, chairing the SEM recruiting and onboarding committees, the Auction for Scholarships Committee, and many other hiring and program review committees
- Hired a new Admissions Recruiter

Athletics

- Hired a Volleyball Assistant Coach
- Hired a Wrestling Assistant Coach
- In the process of hiring a Women's Basketball Assistant Coach
- The construction of the new athletic building is 2/3 done
- Continue to monitor the construction progress daily and answer any questions and troubleshoot daily

Case Management

- Served on hiring committees and Distinguish Faculty Committee

Registration/Enrollment Management

- Attended the Jenzabar Annual Meeting to learn about new features of the software

Student Life

- Diversity Committee
- SEM Retention Sub-Committee for Mentorship Programming
- SEM On-Boarding Committee
- SEM Retention Committee

Student Success Center

- Academic Coordinator recruited, trained, and supervised over a dozen peer and professional tutors to address LCC student academic support needs
- Academic Coordinator recruited, trained, and supervised four professional mentors to support LCC students pursuing AAS degrees in Nursing, Physical Therapy Assistant, and Radiography

Student Support Services

- Hired a full-time Academic Advisor who specialized in the diverse needs of SSS project participants who are student-athletes
- Employed a full-time Academic Advisor who specialized in the needs of SSS project participants who are pursuing health science degree programs
- Shared a full-time Academic Coordinator with the SSC who specialized in addressing diverse academic support and provides advising for SSS project participants pursuing general education programs

PUBLIC RELATIONS

- Partnered with Admissions staff to help to recruit efforts

3C: Offer and support professional development programs and opportunities to enhance faculty and staff effectiveness as facilitators of learning and strengthen leadership skills.

ACADEMIC AFFAIRS

Accounting/Business

- Cathy Kibler attended professional Development webinars presented by Pearson in April 2022; Intentionally Cultivating STEM Identity to Promote Diversity and Inclusion; Supply Chain Issues – Causes, Implications & the Path Forward; The Importance of MS Office Skills and getting a Job; Behavioral Skills Students Need Today
- Cathy Kibler attended Diversity, Equity, Equality, Inclusion & Belonging, presented by Chief Glenna J Wallace, Easter Shawnee Tribe of Oklahoma
- Cathy Kibler attended the Phi Beta Lambda National Leadership Conference in Chicago, IL held June 23-27, 2022

Biology

- Archana Lal co-presented a Microbrew talk titled “Seeing is Believing: Using Mainstream News Articles to Increase Student Engagement and Perception in Introductory Microbiology Courses” at the American Society for Microbiology Conference for Undergraduate Educators (ASMCUE). Virtual, July 2021.
- Archana Lal moderated 7 microbrew sessions during ASMCUE virtual, July 2021
- Archana Lal co-presented the following poster in ASMCUE 2021: Sumali Pandey, Samantha Elliot, Justine Liepkalns, Archana Lal, Danielle Condry, Rebakah Taylor, Thiru Vanniasinkam, Heather Bruns, Adam Kleinschmit, Louis Justement, Timonty Paustian, Phillip Mixter, Rebecca Sparks-Thissen, Sarah Sletten, Rachel Pritchard (2021) A Descriptive Study to Unpack the Vision and Change Movement for Undergraduate Immunology Education
- Archana Lal participated in the small group live chat with co-poster presenters and co-chaired a round table discussion titled “Find your next scholarly project” in a virtual setting during ASMCUE 2021

- Archana Lal co-presented the following poster at Society for American Biology Education Research conference (virtual), in July 2021. Dr. Sumali Pandey, Dr. Samantha Elliott, Dr. Adam Kleinschmit, Dr. Justin Lioepkalns, Dr. Rebekah Taylor, Dr. Louis Justement, Dr. Thiru Vanniasinkam, Dr. Heather Bruns, Dr. Archana Lal, Dr. Danielle Condry, Dr. Timothy Paustian, Dr. Phillip Mixter, Dr. Sarah Sletten, Dr. Rebecca Sparks-Thissen, Dr. Rachel Pritchard (2021) Key Concepts and Competencies for Undergraduate Immunology: recommendations from ImmunoReach Network
- Archana Lal attended the September ASM COVID-19 Research Registry Virtual Journal Club session "Evidence for adaptive evolution in the receptor-binding domain of seasonal coronaviruses OC43 and 229e "and" A human coronavirus evolves antigenically to escape antibody immunity.
- Archana Lal participated in an online symposium organized and presented by ImmunoReach co-group members every Friday from October 22, 2021 – March 15, 2022
- Archana Lal co-presented her work entitled "Chemistry of Stains and Cell Staining," an interdisciplinary approach to undergraduates' STEM education in the ImmunoReach Symposium on November 5, 2021.
- Archana Lal attended a webinar titled "SARS-CoV-2 Evolution and its Impact for Predicting Emerging Variants of Concern" by Dr. Sergei Pond on February 17, 2022, organized by COVID-19 Research Registry Virtual Journal Club, American Society for Microbiology
- Archana Lal attended a webinar titled "Teaching CRISPR-Cas Genome Editing to Undergraduates" by Dr. Cheryl Patten, Professor of Microbiology at the University of New Brunswick, Fredericton, Canada on March 29, 2022, sponsored by Wiley and the American Society for Microbiology.
- Archana Lal served as a Microbrew Reviewer and reviewed 14 microbrew submissions for possible presentation at the American Society for Microbiology for Undergraduate Educators Conference (ASMCUE) 2022 (March 18-30, 2022).
- Archana Lal submitted an abstract titled "ImmunoReach: An Interdisciplinary Active Learning Approach to Cell Staining" for

consideration for presentation in a Microbrew session at the American Society for Microbiology for Undergraduate Educators to be held virtually from July 13-15, 2022

- Archana Lal coauthored the following paper that was published in an immunology journal, Immunohorizons: Sumali Pandey, Heather A. Bruns, Danielle L. J. Condry, Adam J. Kleinschmit, Archana Lal, Sarah Sletten, Rebecca L. Sparks-Thissen, Thiru Vanniaskinkam, Rebekah T. Taylor, Louis B. Justement, Samantha L. Elliott. Antigen and Immunogen: An Investigation into the Heterogeneity of Immunology Terminology in Learning Resources. ImmunoHorizons may 1, 2022, 6 (5) 312.323;https://doi.org/10.4049/immunohorizons.2200004

English

- On February 25, 2022, the Department of English attended the Great Plans Conferences on Acceleration

Library

- Scotty Zollars, Phylis Coomes, and Hillary Bode completed all of the required Safe School Training
- Phylis Coomes attended a National COVID webinar from the Southeast Kansas Library
- Phylis Coomes attended an Interlibrary Loan and SharеIt webinar from the State Library

Nursing

- Kim Beachner attended National Nurse Educator Summit on October 18, 2021
- Kim Beachner attended Autoimmune Disease – Self vs. Non-Self on October 28, 2021
- Kim Beachner attended Nurse Educator Institute on April 12-14, 2022
- Kim Beachner Kim Beachner attended Next-Gen NCLEX Test Item Writing, Exam Soft & Nurse Tim Bristol on April 20, 2022
- Cheryl Smith attended the KCADNE Fall Forum on October 28-29, 2021
- Cheryl Smith attended the live webinar 8th Annual Maui Nursing and Allied Health Conference on November 15-16, 2021

- Cheryl Smith attended the online course from International Nursing Association for Clinical Simulation and Learning (INASCL), INASCL Simulation Education Program (ISEP) Course 1: Introduction to INACSI Standards. Completion date March 27, 2022, Course 2: Needs Assessment. Completion date April 1, 2022.
- Cheryl Smith attended the live webinar Nurse Educator Institute on April 12-13, 2022
- Kathi Bennett attended the KCADNE Fall Forum on October 28-29, 2021
- Kathi Bennett attended the live webinar Nurse Educator Institute on April 12-13, 2022
- Julie Page attended the KCADNE Fall Forum on October 28-29, 2021
- Julie Page attended Nurse Educator Institute on April 12-14, 2022
- Julie Page attended the Nurse Tim Next Gen NCLEX Item Writing Exam Soft webinar on April 20, 2022
- Julie Page attended Grand Rounds presented by Dr. Eric Hunn from Labette Health on March 8, 2022

Radiography

- Gale Brown attended the KSRT Board meeting on September 25, 2021, and January 22, 2022
- Gale Brown attended the ASRT COVID-19 Essentials live webinar on November 15, 2021
- Gale Brown attended the ASRT Cardiac Catherization and Clinical Education live webinars on December 15, 2021
- Gale Brown attended the MTMI Trauma Radiography – Clinical Techniques live webinar on March 12, 2022
- Tammy Kimrey, Ashley Moore, and Gale Brown attended the KSRT Conference in Lawrence, KS with their second-year students on March 31-April 1, 2022
- Gale Brown attended the ASRT CT Radiation Protection live webinar on April 19, 2022
- Gale Brown attended the ASRT Radiographic Exposure in Digital Imaging live webinar on May 5, 2022
- Gale Brown attended the MTMI Digital Artifacts live webinar on May 21, 2022

STUDENT AFFAIRS

Admissions

- Admissions Director and Recruiter attended the annual KACRAO conference in Colby, KS
- Admissions Director acted as the LCC representative for the 2021-2022 Kansas Community College Leadership Institute (KCCLI)

Athletics

- All coaches have attended CPR/AED training to be by NJCAA by-laws
- Athletic Director has attended many zoom meetings about KJCCC and NJCAA by-laws and COVID restriction changes. The first face-to-face meeting took place in April of 2022 in Hutchinson
- Coaches and Athletic Director continue to attend KJCCC sports and conference meetings
- Athletic Director and Athletic Department Assistant have passed the new NJCAA compliance exam
- Athletic Director and Department Assistant continue daily to adapt and learn the new NJCAA portal system

Case Management

- Attended monthly HECMA zoom calls with other non-clinical case managers for networking and support. Planning to attend HECMA yearly conference in person in 2022

Financial Aid

- The Financial Aid department will be completing the online FSA fundamentals training which will allow them to attend the Virtual Interaction portion of the Fundamentals training
- Financial Aid Director and Financial Aid Counselor attended the KASFA conference in Wichita.
- Attended Mental Health First Aid Training

Student Life

- Attended Prevention WorKS workshop
- Attended Student Government Advisor Virtual Session

Student Success Center

- Academic Coordinator attended professional development offered through T.A.S.S. (Teaching academic Success Skills) to address student academic support needs at LCC
- SSC Director completed 12 hours of professional development provided by the Veterans Administration to address the needs of service members and their dependents who are using VA education benefits (GI BILL) at LCC

Student Support Services

- SSS Academic Advisor serving SSS project participants who are student-athletes completed NACADA training to specifically address the academic advising needs of student-athletes
- SSS Academic Advisor serving SSS project participants who are pursuing health science degrees received training in Mental Health for Black and Brown Youth and College Student Wellbeing, Trauma & Resilience.

FOUNDATION

- Both staff members attended a conference in Colby, KS for Kansas Community College and Tech School Development Officers
- Both staff members completed training offered through LCC Human Recourses Department

PUBLIC RELATIONS

- PR Director serves in great capacity for the ERT during the COVID-19 pandemic
- PR Director held monthly Zoom meetings with digital marketing to educate on expansion into digital media

3D: Improve the utilization of human, physical, technological, and fiscal resources.

STUDENT AFFAIRS

Athletics

- We continually strive to make the competition live stream available for fall sports and constantly trying to improve the quality
- Due to a cold winter we had to replace another irrigation pump at the baseball field
- New Scoreboard for baseball. It is ordered and will need to be installed. Tank Connections has agreed to donate the steel I-beams
- Currently moving turf and netting from WFTC to the new facility
- Purchased wall padding for the wrestling room
- Working to pad south wall of baseball/softball indoor facility
- Continue to maintain fields on fundraised dollars
- Continue to save the college money by aerating and seeding fields each year
- Will be moving into a new facility soon

Student Life

- Improved layout and flow of Student Lounge for optimal utilization of multiple spaces to meet various student needs
- Added bean bag chairs for additional space to relax and socialize
- Added bottled water and additional snacks to the student lounge

Finance & Operations

- Streamlined the workflow by combining the printing & graphic design functions
- Upgraded the phone system
- Installed occupancy sensors in the annex
- Bandwidth upgrade
- Security camera expansion
- Added wi-fi to the baseball field
- Athletic expansion construction
- Added a sidewalk behind the Cardinal Event Center

FOUNDATION

- Wrote and secured a $20,000 grant from Parsons Area Community Foundation for Athletic Complex Construction
- The following office equipment and marketing items have been purchased by the Foundation: a workstation for a student assistant (work-study), giveaway items, and donor thank you gifts
- Maintained and updated the Foundation & Alumni Facebook page

PUBLIC RELATIONS

- The following office equipment and marketing items have been purchased in the Public Relations office area: promotional tee shirts and pens, license plates, and many other giveaway items
- Purchased new backdrop for photography
- Purchased a new camera/lens for the department
- Added new viewbook design
- Revised position of the graphic designer into graphic design/print services and Digital Media specialist to better serve college and students
- Large-scale digital marketing initiative
- Website content administrator
- Increased social media presence
- Increased amount of press releases being released to area media
- Implemented a large increase in digital advertising

Core Value 4: Integrity and Transparency

Labette Community College operates in an environment of integrity and transparency through honest ethical practices, open communication, and accountability, for transactions with all constituencies.

4A: Improve tracking of and access to data to meet the needs of the institution and external contingencies.

ACADEMIC AFFAIRS

Library

- Scotty Zollars completed the Library's annual report and circulated it to interested parties
- Scotty Zollars and Phylis Coomes reviewed the needed statistic for annual reports and adjusted in the areas that had new criteria to keep records on
- Phylis Coomes completed the State Library's Annual Interlibrary Loan Survey
- Scotty completed the ACRL and IPEDS reports

STUDENT AFFAIRS

Case Management

- Completed a database for resource and community services. Updated as needed on an ongoing basis
- Researched options for a database of students who have used case management - piloted two systems

Financial Aid

- Financial Aid completed a presentation for the Board of Trustees

Registration/Enrollment Management

- Completed annual and quarterly reports for HEERF Funds

Student Success Center

- SSC Director utilized data from tutoring, mentoring, study hall, and testing sessions to better address student needs for academic support provided by SSC staff

Student Support Services

- SSS project staff collect and compile a variety of student data relating to retention, academic success, and degree progress/completion throughout the year to evaluate intervention effectiveness and track progress toward standardized objectives approved by the US Department of Education

PUBLIC RELATIONS

- Increased photo opportunities for students and student-athletes
- Increase local news station coverage for stories
- Ensure that all appropriate press is released when students compete, win, etc. in state and national competitions to promote student accomplishments

4B: Promote responsible stewardship of resources and public trust.

ACADEMIC AFFAIRS

Financial Aid

- Extended the Labette County Scholarship deadline to the end of the semester or the student's last day of attendance

FOUNDATION

- Assisted others to prepare the main room and/or kitchen for use by helping set up tables, chairs, and podium. Showing them where things were located, etc.
- Helped ensure donor wishes were followed for construction and usage designations in the new Athletic Complex
- Served in an advisory capacity on other various facility issues

PUBLIC RELATIONS

- Photographed local PEO chapter for the 100-year celebration
- Maintained PR offices in a clean and professional manner
- Awarded a non-traditional grant for advertising

4C: Enhance the college's image to stakeholders to generate business and community support by communicating the value and benefit of the college.

ACADEMIC AFFAIRS

Library

- David Beach, former math professor and now community member, will take on the new community member position on the Library Committee

STUDENT AFFAIRS

Admissions

- Continue community involvement by the Admissions Director

Registration/Enrollment Management

- Successfully moved the Commencement ceremony indoors on the day of commencement due to inclement weather

Student Life

- Provided a presentation regarding the LCC Student Pantry to the Lion's Club
- Attended LHEAT and Montgomery County Wellness Coalition meetings

FOUNDATION

- Facilitated moving the endowed scholarship portraits to the Cardinal Event Center for display
- Worked with webmaster to update campaign website with construction progress photos throughout the year
- Held Distinguished Alumni Award Luncheon
- Held the Van Meter Award Luncheon
- Held the Cardinal Citation Award Reception
- Led many individual and small group campus tours
- Interviewed for local tv and newspaper stories

PUBLIC RELATIONS

- Assisted in the organization and implementation of Foundation events: Auction for Scholarships, Distinguish Alumni Awards, Van Meter Awards, and Donor Luncheon
- Served on the committee for the annual auction for scholarships

4D: Strengthen internal communication practices

FINANCE AND OPERATIONS

- Received an unqualified opinion on the financial audit

PUBLIC RELATIONS

- Served on program reviews, Emergency Resource Team, hiring committees

Core Value 5: Sustainability of the Institution

Labette Community College encourages innovation and personal growth, maintains financial accountability, supports student retention and success, and plans strategically for the future while adhering to state federal, and governing agency guidelines.

5A: Achieve targeted growth through an integrated enrollment management process.

STUDENT AFFAIRS

Student Affairs

- Developed and implemented the Strategic Enrollment Management plan with the assistance of the Steering Committee and four sub-committees that represented over 50 employees from across the college
- Began the HLC Student Success Academy project on campus to determine a project to address student success on campus. To date, the academy committee has completed a data pull, initiatives inventory, and infrastructure inventory

Case Management

- Monthly infographics on mental health topics each semester. Additional emails as needed on topics such as suicide prevention, when students showed signs of stress over national reports of athletes who had died by suicide
- Delivered presentation to the class (when invited) to discuss the topic of suicide prevention

Student Support Services

- All SSS staff members serve on Strategic Enrollment Management committees: Recruiting, Onboarding, Retention, and Completion

FOUNDATION

- Assisted with enrollment days
- Assisted Admissions with on-campus Cardinal Experience Days
- *Helped with student-centered events by working with Admissions and Student Life*

PUBLIC RELATIONS

- Admission events and advising
- Promoted and assisted with enrollment days
- Assisted Admissions with on-campus Cardinal Experience Days

5B: Enhance student opportunities through increased scholarships and endowments.

STUDENT AFFAIRS

Athletics

- Continue to help raise funds for scholarship dollars
- Explore new ways to make the scholarship dollars to bring in more enrollment

Case Management

- Maintained implementation of the Cardinal Kindness program. Tracked applications and outcomes, and was the point of contact for students who received funds
- Coordinated a successful tee shirt fundraiser

FOUNDATION

- Introduced new series on the Foundation and Alumni Facebook Page to highlight students who received scholarships with a photo and bio. Each post also had a summary of the scholarship donor's origin story
- Established three new endowed scholarships valued at over $16,000

PUBLIC RELATIONS

- Implemented a new giving program for LCC called "Presidential Partners" to raise unrestricted funds. It had a revenue of $8,000 in the first year
- Foundation Scholarship selection and award process provided $128,490 in scholarships to LCC students
- Partnered with PACF to participate in Giving Tuesday. $7,532 was raised for Arts Endowment and $2,439 was raised for Athletics Endowment
- Held most successful Auction for Scholarships ever grossing $56,552

5C: Enhance the economic, academic, and social environment of the college to recruit and retain quality employees.

ACADEMIC AFFAIRS

Accounting/Business

- Cathy Kibler, Accounting/Business Instructor, received the LCC Annual Distinguished Faculty Award

STUDENT AFFAIRS

Athletics

- Continue to reinforce academics as a priority
- Continue to recruit and retain quality employees, however, they should be paid more

Financial Aid

- Implemented a scholarship process for the Kansas Promise Act Scholarship

Core Value 1: Student Learning: Labette Community College makes every effort to provide collegial programs and services by providing a caring and qualified faculty/staff to assist all students and community members in attaining the foundational skills and knowledge essential for success in work and in life, in a supportive and accountable environment.

Outcome 1A: Cultivate a culture in which services, practices, policies, procedures, and personnel support learning as a major priority.

ACADEMIC AFFAIRS				CORE VALUE 1A
Nursing				
The Program Director will support Nurse Faculty to improve retention and completion rates in the program.				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget:	Faculty Salaries	Student Fees (New/Existing)	$
Exp. Completion	FY2022			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	Recruitment of highly qualified applicants to fully engage in the classroom and clinical setting is critical to ensure high program retention and completion rates.		
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Satisfactory Level Rationale:	The application of critical thinking and clinical judgment by nurse faculty members in the classroom and clinical settings will promote classroom success and program progress. (Include comments or results)		

FINANCE & OPERATIONS				CORE VALUE 1A
Human Resources				
Review and Update Policy and Procedure Manual – Chapter 1				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget:		Student Fees (New/Existing)	$
Exp. Completion	June 2022			
Object Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	It is important that we continue to review and edit all Policies and Procedures to prevent staff and legal issues.		
Satisfactory level of object completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	Completed revision and review of Chapter 1.		
Review and modify position descriptions for non-instructional staff				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget:		Student Fees (New/Existing)	$
Exp. Completion	June 2022			
Object Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Job descriptions are necessary for accountability, productivity and quality of work in addition to cooperation and achievement between the employee and the supervisor.		
Satisfactory level of object completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3		
	Satisfactory Level Rationale:	Completed.		

FINANCE & OPERATIONS				CORE VALUE 1B
IT				
Objective 1	Review and edit Computer Use Policies for both Staff and Students			
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget:		Student Fees (New/Existing)	$
Exp. Completion	June 2022			
Object Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating	2		
	Rating Rationale:	Policy changes will be necessary over the next few years to accommodate Audit Findings.		
Satisfactory level of object completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	Ongoing review needed.		

PUBLIC RELATIONS				CORE VALUE 1A
Creating design images/content in advertising which emulates student learning comes first at LCC.				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget:		Student Fees (New/Existing)	$
Exp. Completion	Continuous, every year			
Objective Relevance (4: Extremely Relevant 1: Slightly Relevant)	Rating Rationale:	2		
	Rating Rationale:	Create through photos, and design work.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	2		
	Satisfactory Level Rationale:	Complete through student testimonials, and other target advertising.		

Outcome 1B: Strive to make the student's experiences with LCC positive, nurturing, and focused on student learning and academic success.

ACADEMIC AFFAIRS				CORE VALUE 1B
Business Administrative Technology				
Explore the opportunity of having a separate classroom/lab just for Business Administrative Students and see about having the faculty/adjunct faculty/internship office created.				
Estimated Cost	Existing Money	$	New Money One Time	?? Computers shifted/moved
	Grant Funded	$	New Money Ongoing	$
	Department Budget:		Student Fees (New/Existing)	$
Exp. Completion	Spring 2022			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	It would be beneficial to have a separate lab for the students and to showcase the department when conducting student tours. The classroom could be modified to look more like workers in an office. The other office would be good to have interns working.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	1		
	Satisfactory Level Rationale:	It hasn't happened although I think it might be under consideration to have an alternate space.		

ACADEMIC AFFAIRS				CORE VALUE 1B
English				
Continue to develop a multi-modality learning component in English 101				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget:		Student Fees (New/Existing)	$
Exp. Completion	2022			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	Adding multi-modality learning to our existing program will help students develop skills needed in the current technological environment and enhance the relevancy of our current educational program. It will also create opportunities for students who have different learning styles to be successful as they incorporate those unique styles into their classroom experience.		

Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	Students have been using their composition skills to create interesting and innovative ways to display information beyond the standard academic paper.		
Start an English Club Student Organization				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$0
	Department Budget:		Student Fees (New/Existing)	$
Exp. Completion	2022			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	Having an English Club will provide students with extracurricular experience with writers and other literary artists, allow them the opportunity to explore careers in writing and English, and provide a safe and nurturing environment for a community devoted to literature and the arts.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	N/A		
	Satisfactory Level Rationale:	Due to the current environment of COVID, we will pursue this at a later date.		

ACADEMIC AFFAIRS				CORE VALUE 1B
Library				
With the assistance and advice of the Graphic Design and Art Departments, and in compliance with the Maintenance and Grounds Department, designed and painted a mural for the Library wall giving the history of the college and the development of the Cardinal mascot.				
Estimated Cost	Existing Money	$1,000	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget:	71-0000-026-249	Student Fees (New/Existing)	$
Exp. Completion	June 2022			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	2		
	Rating Rationale:	The mural will provide a visible history of the college and hopefully instill pride in the institution among students and employees. It will also improve the aesthetics of a facility and provide a talking point for community members. This has been approved by the administration and the Foundation. Email documentation is available upon request. The expected cost is estimated by a committee comprised of the Art and Graphic Design professors and Library Staff		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	The mural was printed and installed by Phil Jack as one of his last projects before retiring. The five students who collaborated and created the mural are remembered with their names on the mural. We have had many comments. We have announced the installation internally in the Ad Libs, and we are planning to announce it through other library outlets statewide and regionally.		
Increase faculty use of the Library's resources in their classes.				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget:		Student Fees (New/Existing)	$
Exp. Completion	June 2022			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	Since the move to the new facility, the library staff has noticed a decline in classes coming to use the library. Anecdotal evidence in the form of comments made by employees and students reveals that they feel the library is inconveniently located away from classes. The library staff desires to increase foot traffic. No funding will be required.		
	Rating:	4		

Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Satisfactory Level Rationale:	I have requested assistance from Public Relations on ideas. They have returned some ideas that I intend to implement. The Library is now required to be in the review of material brought before the C and I Committee.		
Develop a board game collection and begin board game nights				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$400
	Department Budget:	11-4101-701-000	Student Fees (New/Existing)	$
Exp. Completion	December 2021			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Many of the local community colleges with dorms have instituted game nights for students. The Library has a small collection of board games that have been donated by the Library Director. The Library staff will build on this collection to give the students more variety. The game nights will offer light snacks.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3		
	Satisfactory Level Rationale:	The Library received a $1500 grant in October from the Southeast Kansas Library System to develop a game collection for this. We are currently determining which games to buy. We have also done a survey of the students to find out what students would like to see in game nights. This will be carried over to FY23.		

FINANCE & OPERATIONS				CORE VALUE 1B
IT/Cherokee Center				
Improve wi-fi and internet as a whole				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget:		Student Fees (New/Existing)	$
Exp. Completion	June 2022			
Object Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating	4		
	Rating Rationale:	Students cannot rely on the wifi to complete homework and research, pushing students to leave the campus in search of better wifi. Retaining students on campus to complete homework encourages student learning and creates a positive student culture at LCC.		
Satisfactory level of object completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	Complete		

PUBLIC RELATIONS				CORE VALUE 1B
Promotion of 12 student success stories- through press releases, articles, advertising, social media				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget:		Student Fees (New/Existing)	$
Exp. Completion	Continuous, every year			
Objective Relevance (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Student Success may be promoted through a press release, articles (print/tv), advertising, and social media. Example; Honor roll release, student achievement/award news coverage.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3		
	Satisfactory Level Rationale:	This rationale was completed through the promotion of student success stories in a variety of media outlets.		

STUDENT AFFAIRS				CORE VALUE 1B
Case Manager				
Begin monthly educational program for students to address mental health concerns				
Estimated Cost	Existing Money	$1,000	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget:		Student Fees (New/Existing)	$
Exp. Completion	Fall 2021			
Objective Relevance to outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	As issues increase for college students, providing programming to be proactive in identifying mental health issues rather than reactive is important.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	2		
	Satisfactory Level Rationale:	This is an ongoing project that has been developed and will be implemented in the fall of 2022. This objective should continue to the FY23 year.		

STUDENT AFFAIRS				CORE VALUE 1B
Student Support Services				
Expand the current Student Support Services academic advising plan of operation, to incorporate an Academic Wellness case management approach to target participants at the highest risk of non-retention.				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$10,000	New Money Ongoing	$
	Department Budget:	Student Support	Student Fees (New/Existing)	$
Exp. Completion	Spring 2022			
Objective Relevance to outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	Targeted interventions to increase participants' rates of retention are critical to maintaining satisfactory objective rates as required by the U.S. Department of Education		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	Targeted case management interventions have improved retention and academic success rates for the most high-risk participants by nearly 6 percentage points over the previous five-year average retention/success rates.		

Outcome 1C: Make accessible a variety of services and programs that address learning needs.

ACADEMIC AFFAIRS				CORE VALUE 1C
Accounting/Business				
Evaluate BUAD 106 Principles of Leadership				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget:		Student Fees (New/Existing)	$
Exp. Completion	FY2022			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	This course was recently aligned as part of the KOCG process and was added to LCC's catalog in FY2020. Evaluate BUAD 106 and its place in LCC's course offerings by examining enrollment, if it has been added to any other LCC programs, and how universities have implemented it in their curriculum.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating	3		
	Satisfactory Level Rationale:	BUAD 106 has been approved and added to course offerings. However, it is not yet been added as a required class to any program's curriculum.		

ACADEMIC AFFAIRS				CORE VALUE 1C
Adult Education/GED				
Partner with LCC to increase the success of developmental students through the services of Adult Education.				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget:		Student Fees (New/Existing)	$
Exp. Completion	June 2022			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:			
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating	3		
	Satisfactory Level Rationale:	Two students were referred to LCC AE Program for Basic Skills in mathematics. One of the students enrolled in the program, but the student didn't complete the work. The other student referred didn't show up to enroll.		

ACADEMIC AFFAIRS				CORE VALUE 1C
English				
Ensure that all materials including videos, audio recordings, and documents are meeting accessibility guidelines.				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget:		Student Fees (New/Existing)	$
Exp. Completion	2022			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	Our department uses a number of delivery methods, particularly in our online classes, and all of those delivery methods are being updated to ensure accessibility for all students.		
	Rating:	4		

Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Satisfactory Level Rationale:	While this will be an ongoing project, working to make all materials accessible has been helpful to students and faculty.

ACADEMIC AFFAIRS				**CORE VALUE 1C**
Mathematics/Physics				
Members of the department will attend a professional development conference emphasizing developmental and remedial education in the college environment and/or accessibility.				
Estimated Cost	Existing Money	$1500-4500-Professional Development	New Money One Time	$
	Grant Funded		New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion	Ongoing			
Objective Relevance to outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	LCC is committed to improving the developmental math program and such conferences may assist in establishing best practices that could be adopted by the LCC math department.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3		
	Satisfactory Level Rationale:	One member of the department attended 2021 WSU Virtual Accessibility Summer Camp. One department member was scheduled to attend the 2021 American Mathematical Association of Two Year Colleges (AMATYC) conference but did not due to the Covid Pandemic. That department member plans to attend the 2022 AMATYC conference. Actual costs: $0 for FY2022. Professional development funds will be used for the 2022 AMATYC conference.		

ACADEMIC AFFAIRS				CORE VALUE 1C
Mathematics/Physics				
The department will look for new ways to implement and integrate new technologies into college algebra sequence and developmental math sequence courses as a means of improving retention in developmental math students. Technologies could include web-based homework platforms and computer labs dedicated to assisting developmental math students.				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion	Ongoing			
Objective Relevance to outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	LCC is committed to improving the developmental math program and the use of such technologies could be an essential component in improving retention in college algebra sequence and developmental math sequence courses.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	2		
	Satisfactory Level Rationale:	No new changes to the developmental curriculum have been implemented since the introduction of the Beginning Algebra with Review course. The Beginning Algebra with Review course has continued to experience reasonable success.		

ACADEMIC AFFAIRS				CORE VALUE 1C
Nursing				
Nurse Faculty will refer students, who score below 80% program benchmark on course exams by mid-semester, to the Student Success Center to complete tutoring modules that address learning needs.				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	KBOR Adult/CTE	New Money Ongoing	$
	Department Budget:		Student Fees (New/Existing)	$
Exp. Completion	FY2022			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	There will be efforts to assist students with remediation and test-taking success strategies.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	Student success is a priority for the Nursing Program to improve the program completion rates.		

FINANCE AND OPERATIONS **CORE VALUE 1C**

IT				
Continue to Implement the 5-Year Accessibility Plan				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget:		Student Fees (New/Existing)	$
Exp. Completion	End of FY2022			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:			
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3		
	Satisfactory Level Rationale:	Meetings have begun and training will resume in the fall.		

STUDENT AFFAIRS **CORE VALUE 1C**

Student Success Center				
Target academic interventions for students matriculating in Health Science programs in order to increase their rates of academic success and retention				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$1,000
	Department Budget	Student Success	Student Fees (New/Existing)	$
Exp. Completion	Spring 2022			
Objective Relevance to outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	Students in Health Science programs have unique, high-level academic support needs that can only be properly implemented by licensed practitioners in their fields.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3.5		
	Satisfactory Level Rationale:	Successful interventions provided for both NSG and PTA program participants showed marginal gains in retention and program success.		

Outcome 1D: Use technology to expand opportunities for student learning and student services.

ACADEMIC AFFAIRS	CORE VALUE 1			OUTCOME 1D
Adult Education/GED				
Continue to offer online GED coursework through Google Classroom.				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded		New Money Ongoing	$
	Department Budget:		Student Fees (New/Existing)	$
Exp. Completion	Ongoing			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:			
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	Adult education continues to offer coursework through google classroom.		

ACADEMIC AFFAIRS			CORE VALUE 1D	
Biology				
Purchase two slide boxes for storing prepared Histology slides (one for Main Campus and one for Cherokee Center), maintenance and service of current Lab equipment such as microscopes, scales, Vernier ware, sphygmomanometer, etc.				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$5,000
Exp. Completion	2022			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	The equipment is required for laboratory experiments in Anatomy & Physiology, and Biology		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	Slide boxes, maintenance, and service for lab equipment were completed allowing for high-quality lab experiences for students.		

Biology				
Purchase bulk dissecting specimens, chemicals, and consumable supplies to be used in the Anatomy & Physiology classes for the Main Campus and Cherokee Center to replace specimens, breakage of glassware, and worn-out physiology tools such as bone cutters, scalpel blades, histology slides, etc.				
	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$6,500
Exp. Completion	2022			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	The equipment is required for laboratory experiments in Anatomy & Physiology, and Biology.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	Specimens, chemicals, and consumables were purchased for Anatomy and Physiology allowing high-quality lab experiences for students.		
Purchase an autoclave for M 106				
Estimated Cost	Existing Money	$	New Money One Time	$10,000
	Grant Funded	$	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion	2022			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Currently, there is an old and small autoclave in M 106 that was obtained from the dental assisting program when the 30+ year-old autoclave in M106 was broken beyond repair. This small autoclave is working fine but is too small and requires running multiple cycles each day to sterilize the culture medium and used tubes and plates. It would be beneficial and time-saving to purchase a medium-sized autoclave. Also, in the event that the current one stops working, we need to have an additional autoclave to continue the lab exercises in Microbiology. Labs cannot be conducted in Microbiology in the absence of an autoclave.		

Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	The new autoclave was purchased in Fall 2021. The purchase price is approximately $16,000.		
Purchase chemicals, media, bacterial cultures, and other consumables for use in Microbiology, Principles of Biology I, and General Biology labs for the main campus and the Cherokee campus.				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$8,000
Exp. Completion	2022			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	Different chemicals, media, Petri plates, etc. are essential for the lab portion of Microbiology class. Since we offer 7-10 sections of Microbiology during each academic year, we consume a lot of supplies. Lab supplies and chemicals are needed to conduct lab exercises in Principles of Biology I class (offered only during the Fall semester) Lots of supplies are needed for different sections of General Biology labs as well.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	Specimens, chemicals, and consumables were purchased for Microbiology and Principles of Biology allowing for high-quality lab experiences for students.		
Maintenance and annual servicing for the 27 Microscopes (13 in M 106 and 14 in CKCAM 115), 1 Laminar Flow Hood (in M 106), 2 autoclaves (one in M 106, and one in CKCAM 115), and water deionizer (M 103) etc.				
Estimated Cost	Existing Money	$4000 (paid for by student fees)	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion	2022			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	Maintenance of such equipment is essential for proper usage and to help extend the life of this expensive equipment.		
	Rating:	4		

Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Satisfactory Level Rationale:	Maintenance on lab equipment was completed (Flow hood, autoclaves, etc.) allowing for continued safe lab operations.		
Purchasing a Black top desk/table for M 106 to have additional counter space to keep lab supplies and equipment etc.				
Estimated Cost	Existing Money	$	New Money One Time	$2,000
	Grant Funded	$	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion	2022			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	After completely cleaning and organizing M 106 there is space for one more blacktop table/desk. It will provide the much-needed counter space to provide lab supplies and equipment needed for students in one place to conduct lab experiments on any given day.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	An existing table that fits well in the space was shifted there. Has been working well.		

ACADEMIC AFFAIRS				**CORE VALUE 1D**
Business Administrative Technology				
Make better use of the RedZone Online meeting feature.				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion	Spring 2021			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	The online meeting feature worked pretty well for advising when I used it out of necessity. I will make this an option for all students and add them to the BAT advising group.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	It is a good option. Students who live a distance prefer this method.		

<table>
<tr><th colspan="3">ACADEMIC AFFAIRS</th><th colspan="3">CORE VALUE 1D</th></tr>
<tr><td colspan="6">Mathematics/Physics</td></tr>
<tr><td colspan="6">Continue to use and expand the use of TechSmith Capture and the Notepads</td></tr>
<tr><td rowspan="3">Estimated Cost</td><td>Existing Money</td><td>$</td><td>New Money One Time</td><td>$</td></tr>
<tr><td>Grant Funded</td><td>$</td><td>New Money Ongoing</td><td>$</td></tr>
<tr><td>Department Budget</td><td>$130/year</td><td>Student Fees (New/Existing)</td><td>$</td></tr>
<tr><td>Exp. Completion</td><td colspan="4">Ongoing</td></tr>
<tr><td rowspan="2">Objective Relevance to Outcome
(4: Extremely Relevant
1: Slightly Relevant)</td><td>Rating:</td><td colspan="3">4</td></tr>
<tr><td>Rating Rationale:</td><td colspan="3">TechSmith Capture videos represent the primary means of instruction in LCC’s online math courses. They are hosted on the Screencast website and the professional responsibility ensures no issues with bandwidth or storage space.</td></tr>
<tr><td rowspan="2">Satisfactory level of objective completion
(4: Extremely Effective
0: Not at all Effective)</td><td>Rating:</td><td colspan="3">4</td></tr>
<tr><td>Satisfactory Level Rationale:</td><td colspan="3">Jing videos hosted on screencast.com continue to be used in online math courses at LCC and as a supplemental resource in many on-ground math courses.

$100/year covers the cost of a Screencast Pro account used to host Jing videos</td></tr>
</table>

FINANCIAL AFFAIRS				CORE VALUE 1D
IT/Cherokee Center				
Evaluate and purchase a Smart Board for Archana Lal's classroom				
Estimated Cost	Existing Money	$	New Money One Time	$3,000
	Grant Funded	$	New Money Ongoing	$
	Department Budget	$	Student Fees (New/Existing)	$
Exp. Completion				
Object Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Evaluation will determine future needs.		
Satisfactory level of object completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3		
	Satisfactory Level Rationale:	Reallocated the M309 Smart Board.		

FOUNDATION & ALUMNI				CORE VALUE 1D
Research technology needs for Health Science programs and identify potential funding sources				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion	Ongoing			
Objective Relevance to outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:			
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	0		
	Satisfactory Level Rationale:	Moved to FY23		

STUDENT AFFAIRS				CORE VALUE 1D
Talent Search				
Objective 1	Implement online tutoring to Target area high school participants using an online conferencing platform.			
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$180	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion	Ongoing for the five-year life of the grant			
Objective Relevance to outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	This objective is directly using technology as a platform to provide tutoring services to a larger amount of students both 1:1 and in group settings. Tutoring is a key component that has been and will be written into the 2016 and 2021 grants.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	Tutor participation and training were successfully moved online to allow for more students to access the program's free tutoring services at a time that is most convenient for them.		

Outcome 1E: Provide quality programs and services at the main campus, the Cherokee Center, all extension sites, and online.

ACADEMIC AFFAIRS				CORE VALUE 1E
Business Administrative Technology				
Explore options for allowing students to attend virtual meetings instead of on-ground meetings in hybrid classes.				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget	$	Student Fees (New/Existing)	$
Exp. Completion	May 2022			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	I have several students who live a distance away and work full-time. For some, it is more difficult to attend the on-ground sessions. Rather than converting the courses completely online, we might have certain synchronous meetings in lieu of them attending the on-ground sessions. We would keep the on-ground sessions for the students who prefer them.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3		
	Satisfactory Level Rationale:	I have several students who live a distance away and work full-time. For some, it is more difficult to attend the on-ground sessions. Rather than converting the courses completely online, we might have certain synchronous meetings in lieu of them attending the on-ground sessions. We would keep the on-ground sessions for the students who prefer them.		

FOUNDATION & ALUMNI ASSOCIATION				CORE VALUE 1E
Research program/equipment needs for academic and athletic programs and identifies potential funding sources				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion	Ongoing			
Objective Relevance to outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Helping identify funding sources for academic and athletic programs is crucial to maintaining high quality because student needs can be greater than the regular budget can accommodate.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	Funds were raised for academics and athletics through the Presidential Partners program and annual giving.		

STUDENT AFFAIRS				CORE VALUE 1E
Admissions				
Plan on-campus recruiting events (Senior Day/Cardinal Enrollment Day) at the Cherokee Center				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$500
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion	Spring 2022			
Objective Relevance to outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	2		
	Rating Rationale:	Allowing students to choose the location of their on-campus experience would help the prospective student to become familiar with their campus location. It would also be more convenient for students who live closer to the Cherokee Center.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	0		
	Satisfactory Level Rationale:	This was not completed due to the change in focus for the Cherokee Center. It could be moved to the FY23 Operational Plan if deemed as a focus for the upcoming year.		

STUDENT AFFAIRS				CORE VALUE 1E
Student Life				
Objective 1	Increase student involvement at all LCC locations and increase interaction with online students.			
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion	Spring 2022			
Objective Relevance to outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Improve and increase applicable Student Life activities and offerings at Cherokee Center and other off-site LCC locations.		
	Rating:	3		

Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Satisfactory Level Rationale:	Improve and increase applicable Student Life activities and offerings at Cherokee Center and other off-site LCC locations.

Core Value 2: Education for a Globally Connected World: Labette Community College promotes diversity in our communities and our world by valuing the dignity, worth, and potential of all persons; by using diverse delivery methods and evolving technology; and by improving the communities we serve through civic engagement opportunities.

Outcome 2A: Improve and expand linkages with educational partners and community agencies for mutual benefit.

ACADEMIC AFFAIRS				**CORE VALUE 2A**
Communication				
Build and maintain at least one additional partnership between the Communication Department and area non-profits/businesses for students to gain experience within the field of communication (public relations, advertising, etc.)				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget	$	Student Fees (New/Existing)	$
Exp. Completion	FY2022			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Continue cultivating relationships with local media outlets and the Parsons Chamber to provide students the opportunity for unpaid internships in order for students to gain “real world” experience/knowledge in the field.		
Satisfactory level of objective completion (4: Extremely Effective	Rating:	4		
	Satisfactory Level Rationale:	Students in public relations and advertising classes class made valuable connections and gained knowledge from public relations/advertising professionals. Guest speakers included: The		

0: Not at all Effective)		Parsons Economic Development and Tourism Director, the Talent Development Manager for Crossland Construction, a Client Services Specialist for Ramsey MediaWorks, and the Sales and Business Development Manager at Norris Outdoor Advertising. Students also made connections at the local radio station and gained experience recording public service announcements.

ACADEMIC AFFAIRS **CORE VALUE 2A**

Library

Invite a community member to serve on the Library Committee

Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget	$	Student Fees (New/Existing)	$
Exp. Completion	June 2022			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	This item has been suggested. Since the move, we have had an increase in community members accessing library services on a daily basis. Having a member on the Committee would provide a different viewpoint. No funding is required.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	David Beach, retiring Math Professor and member of the Parsons Community, has agreed to serve as a community member.		

FINANCIAL AFFAIRS				CORE VALUE 2A
IT				
Review KanRen Membership				
Estimated Cost	Existing Money	$ 3,000	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget	$	Student Fees (New/Existing)	$
Exp. Completion				
Object Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Evaluation will determine future needs.		
Satisfactory level of object completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3		
	Satisfactory Level Rationale:	Renewed as Zoom is cheaper with KanRen membership		

PUBLIC RELATIONS				CORE VALUE 2A
Engage two community service organizations with a speaker's bureau list.				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget	PR	Student Fees (New/Existing)	$
Exp. Completion	Continuous, Every year			
Objective Relevance to Outcome(4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Important to engage, and offer free services to the community through speaking engagement services.		
Satisfactory level of objective completion (4: Extremely Effective0: Not at all Effective)	Rating:	2		
	Satisfactory Level Rationale:	Speaking engagements were complete, however, there is an opportunity to increase the number of organizations.		
Promote the mission of the college, both internally and externally, during at least 6 campus & community events.				
Estimate Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget	PR	Student Fees (New/Existing)	$
Exp. Completion				
Objective Relevance (4: Extremely Relevant 1: Slightly Relevant)	Rating:	2		
	Rating Rationale:	Important to promote the mission of the college during community and campus events to create community support.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	2		
	Satisfactory Level Rationale:	The mission of the college is carried out through events hosted on campus or community based, such as the auction or commencement and other community offerings.		

STUDENT AFFAIRS				CORE VALUE 2A
Student Life				
Hold a children's book donation drive so books can be given to all PreK and K students in our community.				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion	Spring 2022			
Objective Relevance to outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Looking at opportunities, such as Collective Goods or other venues, which will allow Student Life to generate a substantial amount of children's books to donate to children in our community.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	0		
	Satisfactory Level Rationale:	Due to personnel changes and position restructuring that included oversight of the pantry, this was not completed.		

STUDENT AFFAIRS				CORE VALUE 2A
Student Success Center				
Objective 1	Partner with Labette Center for Mental Health to offer Adult Mental Health First Aid to all peer and professional tutors			
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	
	Department Budget	SSC	Student Fees (New/Existing)	$
Exp. Completion	Spring 2022			
Objective Relevance to outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Peer and professional tutors have often directly engaged with learners with high needs for support academically, personally, and socially. Providing adequate training and response to adults experiencing crises will help.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	0		
	Satisfactory Level Rationale:	Moved to FY23 so we can utilize the Higher Education Mental Health First Aid.		

Outcome 2B: Respond to the diverse learning needs of our community.

ACADEMIC AFFAIRS				CORE VALUE 2B
Exercise Science				
Develop 1 community service project for Exercise Science Students.				
Estimated Cost	Existing Money	$	New Money One Time	$100
	Grant Funded	$	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion	December 2022			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Having students gain experiences with others that will help them understand the importance and impact exercise science can have on others.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3		
	Satisfactory Level Rationale:	A community service project with students was completed.		

ACADEMIC AFFAIRS				CORE VALUE 2B
Library				
Integrate diversity and inclusion into all of the library's displays, including student displays that exhibit these elements.				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion	December 2021			
Objective Relevance to outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	Students and LCC employees need to be aware of the diversity that exists, not only on our campus but also in the world that our students will go out and lead lives in in the future. Through these displays, the library staff hopes to raise this awareness. No funding is required.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3		
	Satisfactory Level Rationale:	The Library has had displays about World Religions, Indigenous Groups, and Native American Month, and has integrated		

		diversity and diverse cultures in other displays. Staff members that develop displays are encouraged to include DEI books in their displays.

STUDENT AFFAIRS				CORE VALUE 2B
Talent Search				
Design and implement formalized methods of training Tutors				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$150	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion	Spring 2022			
Objective Relevance to outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	As the Talent Search Tutor programs continue to grow, there is a greater need for accountability from our Tutors. Formalizing their training and development serves the needs of our students as our tutor platform will be both on-site and online.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3		
	Satisfactory Level Rationale:	TRIO Talent Search created a 2 steps training process; 1 meeting in-person and 1 meeting online to provide hands-on training, software training, and social skills training for hired tutors. This is a continually changing effort and will also be a focus for FY23 and FY24.		

Outcome 2C: Increase the availability of skilled workers to meet the needs of the community and the State.

ACADEMIC AFFAIRS				CORE VALUE 2C
Art				
Increase the availability of skilled workers.				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion				
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	Art courses at LCC focus on creative problem-solving projects. Creative problem solving is at the highest level of cognitive functioning. Humans entering any field of work will benefit from exercising and practicing creative problem-solving and using creativity. Many art projects also rely on and improve manual skills, craftsmanship, and dexterity.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	In the Art courses at LCC, the students work on a variety of projects that involve craftsmanship, dexterity, and problem-solving.		

ACADEMIC AFFAIRS				CORE VALUE 2C
Nursing				
Continue to support the Kansas Military Nurse Initiative by offering an opportunity for Army Medics (68W or equivalent) to articulate into the Nursing Program in the second semester and receive six (6) credits for prior learning.				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	KBOR Adult/CTE	New Money Ongoing	$
	Department Budget	$1600 Faculty Overload	Student Fees (New/Existing)	$
Exp. Completion	FY2022			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Implement a transition course for Army Medics to articulate into the Nursing Program once the Kansas State Board of Nursing (KSBN) and the Accreditation Commission for Education in Nursing (ACEN) have approved the initiative.		
	Rating:	0		

Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Satisfactory Level Rationale:	Implement course offering upon approval from NFO, C&I, BOT, KSBN, and ACEN. The program is seeking approval from KSBN in the summer of 2020 as part of the statewide plan.

ACADEMIC AFFAIRS **CORE VALUE 2C**

Respiratory Therapy				
Improve Public Image and General Public knowledge of the Respiratory Therapy Program and vocation by working with the CTE Recruiter				
Estimated Cost	Existing Money		New Money One Time	$
	Grant Funded		New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion	Ongoing			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	Part of the operational goal of the Respiratory Therapy Program is to work with the Career Tech Ed recruiter, Public Relations, and the Admissions department to increase the recruiting efforts for our program. This will be measured by the number of students who have Respiratory Therapy as a major and the number of students within the program.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3		
	Satisfactory Level Rationale:	The number of RT students has more than doubled, health science visits educated potential students, local high school career fairs also educated potential students. This will be an ongoing objective.		

FOUNDATION & ALUMNI ASSOCIATION				CORE VALUE 2C
Work with workforce director to investigate and pursue new opportunities for partnerships to support the growth of career and technical programs				
Estimated Cost	Existing Money		New Money One Time	$
	Grant Funded		New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion	Ongoing			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Partnerships help communication flourish and new opportunities will arise as a result.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	0		
	Satisfactory Level Rationale:	Moved to FY23		

Outcome 2D: Engage students in contributing to the well-being of their community through community service.

ACADEMIC AFFAIRS				CORE VALUE 2D
Communication				
Utilize course projects for service learning.				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion	FY2022			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Public Relations students select a service-learning project that benefits the LCC campus community and/or the Parsons community as well as engaging students in the "good causes."		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	Students in the public relations class hosted numerous virtual events to benefit area non-profits. Some of the organizations included PALS, Big Brothers Big Sisters, Parsons State Hospital Foundation, and many more. Students gained valuable real-world experience in a variety of public relations practitioner tools as well as brought awareness to area non-profits.		

ACADEMIC AFFAIRS				CORE VALUE 2D
Radiography				
Incorporate student learning and/or civic engagement hours within the Radiography Program for promoting civic engagement and community service.				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion	Spring 2022			
Objective Relevance to Outcome (4: Extremely Relevant	Rating:	2		
	Rating Rationale:	Assigning an appropriate number of engagement hours and achieving program goals for enhancing our students' critical thinking and leadership skills		

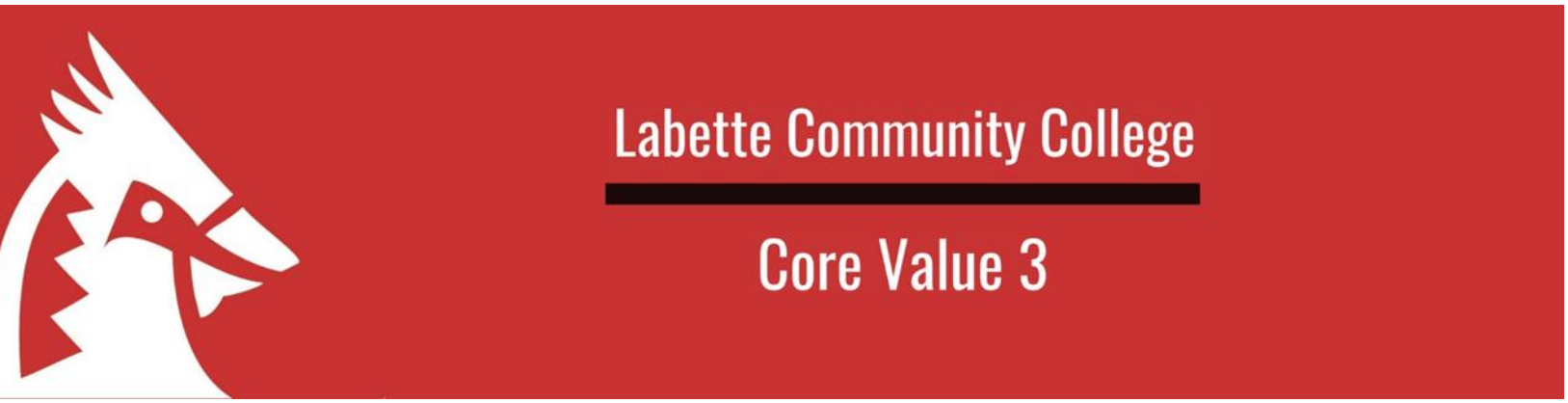
1: Slightly Relevant)		while promoting civic engagement. RADI 223-Critical Thinking & Analysis Course
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	2
	Satisfactory Level Rationale:	Second-year students successfully completed their trauma video projects in their RADI 223: Critical Thinking Course and they were able to reflect on their experiences and learn from their mistakes. These projects will be used as instructional examples for scenario-based learning projects for future radiography students during this course. The program hosted two representatives from the Kansas State Board of Healing Arts (KSBHA) to come to speak to the students about KSBHA Licensing & Professionalism to promote professional advocacy. The students participated in the Lexi Lamb Project by collecting donation items for the Lexi Lamb Foundation in Wichita KS. This foundation provides holiday gifts and other supplies he pediatric patients and their families while their children are receiving healthcare services in Wesley Children's Hospital and Ascension Via Christi St. Francis.

FOUNDATION & ALUMNI ASSOCIATION			CORE VALUE 2D	
Recruit students to help with the Auction for Scholarships				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion	Ongoing			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	When students help with the auction, they see first-hand how the community supports our college. It also plants seeds for them to give back to LCC in the future.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	We had a wide range and a bigger number of student helpers with the 2022 Auction.		

Outcome 2E: Offer a variety of online and on-ground courses at the main campus, the Cherokee Center and all extension sites to best meet the needs of our students.

ACADEMIC AFFAIRS				CORE VALUE 2E
Art				
Offer a variety of online and on-ground courses.				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion				
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	The art department offers night and day courses at Cherokee and the main campus. Online courses are offered for art education and art appreciation.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	Both Art Appreciation and Art Education were offered online and on-grounds.		

FINANCE & OPERATIONS				CORE VALUE 2E
IT				
Evaluate the use and possible expansion of Zoom Rooms or Mixed modality courses				
Estimated Cost	Existing Money	$	New Money One Time	$3,000
	Grant Funded	$	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion				
Object Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Evaluation will determine future needs.		
Satisfactory level of object completion (4: Extremely Effective 0: Not at all Effective)	Rating:	0		
	Satisfactory Level Rationale:	With changes at the Cherokee Center, this item was not complete. However, we have added additional equipment to traditional classrooms for remote instruction.		



Core Value 3: Continuous Improvement: Labette Community College strives for continual institutional improvement through strategic planning, program and department reviews, outcome assessments, professional development, performance agreements, policy and procedure updates, and campus environment enhancement.

Outcome 3A: Improve the system of defining and assessing student learning outcomes.

Outcome 3B: Hire, develop, support, and empower employees throughout the organization who take an active role in student learning and success.

<table>
<tr><th colspan="3">ACADEMIC AFFAIRS</th><th colspan="3">CORE VALUE 3B</th></tr>
<tr><td colspan="6">Distance Education</td></tr>
<tr><td colspan="6">The Distance Ed Committee will continue to review and revise components of the Online Handbook and the Online Teaching course to reflect up-to-date online practices and new innovations in the online environment to support and empower instructions.</td></tr>
<tr><td rowspan="3">Estimated Cost</td><td>Existing Money</td><td>$</td><td>New Money One Time</td><td>$</td></tr>
<tr><td>Grant Funded</td><td>$</td><td>New Money Ongoing</td><td>$</td></tr>
<tr><td>Department Budget</td><td></td><td>Student Fees (New/Existing)</td><td>$</td></tr>
<tr><td>Exp. Completion</td><td colspan="4">Ongoing</td></tr>
<tr><td rowspan="2">Objective Relevance to Outcome
(4: Extremely Relevant
1: Slightly Relevant)</td><td>Rating:</td><td colspan="3">4</td></tr>
<tr><td>Rating Rationale:</td><td colspan="3">The purpose of the Distance Education Committee is to provide advice and recommendations to LCC Administration and others as appropriate regarding instructional and institutional issues relating to distance education. The Committee also acts as a resource for faculty who teach video, hybrid, and online courses both by proactively seeking ways to improve distance learning and by finding solutions to new problems as they develop in the ever-changing online environment.</td></tr>
<tr><td rowspan="2">Satisfactory level of objective completion
(4: Extremely Effective
0: Not at all Effective)</td><td>Rating:</td><td colspan="3">4</td></tr>
<tr><td>Satisfactory Level Rationale:</td><td colspan="3">The Distance Education Committee continued to review and when necessary make revisions to the Online Handbook, the Online Course Evaluation Rubric, and the Online Teaching Course. Changes to the Online Teaching Course to reflect the college’s commitment to accessibility was made in Fall 2020 and discussions are underway to make similar changes in the Online Course Evaluation Rubric.</td></tr>
</table>

FINANCE & OPERATIONS				CORE VALUE 3B
Human Resources				
Implement salary increase for employees at the cost of living rate or slightly more				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion	June 2022			
Object Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	LCC must stay competitive in salaries when hiring talent.		
Satisfactory level of object completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	A 7% raise was approved for all staff. Faculty increases were also approved.		

STUDENT AFFAIRS				CORE VALUE 3B
Military-Connected Student Services				
School Certifying Official to attend the 2021 Kansas School Certifying Official Workshop in July 2021.				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$150	New Money Ongoing	$
	Department Budget	Outside Funding	Student Fees (New/Existing)	$
Exp. Completion	July 2021			
Object Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	Attending the KS School Certifying Official Workshop provides the SCO training on VA education benefits, updates to benefits, State tuition assistance, Forever GI Bill®, and compliance with VA policies and procedures to keep LCC in good standing with the VA.		
Satisfactory level of object completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	Modified—SCO attended VA virtual office hours for 12 hours of professional development in VA Education Benefits.		

''GI Bill® is a registered trademark of the U.S. Department of Veterans Affairs (VA). More information about education benefits offered by VA is available at the official U.S. government Web site at https://www.benefits.va.gov/gibill."

Outcome 3C: Offer and support professional development programs and opportunities to enhance faculty and staff effectiveness as facilitators of learning and strengthen leadership skills.

ACADEMIC AFFAIRS				CORE VALUE 3C
Dentist Assisting				
Attend workshops with faculty members/team building				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$5,000 Perkins Grant	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion	June 2022			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Offering professional development and opportunities such as attending conferences with the Program Director would increase morale, act as a team-building activity and satisfy CODA standards.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3		
	Satisfactory Level Rationale:	Professional development conferences were attended by staff to future develop their morale, and team building and satisfy CODA standards.		

ACADEMIC AFFAIRS				CORE VALUE 3C
Distance Education				
A member of the committee will attend a professional development conference emphasizing online teaching and learning to obtain new ideas for LCC courses and instructors.				
Estimated Cost	Existing Money	$1,500-Professional Development	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion	June 2022			
Objective Relevance to Outcome	Rating:	2		
	Rating Rationale:	The purpose of the Distance Education Committee is to provide advice and recommendations to LCC		

(4: Extremely Relevant 1: Slightly Relevant)		Administration and others as appropriate regarding instructional and institutional issues relating to distance education, such as curriculum issues, online instruction, computer software compatibility, training, and professional development. Pertinent information is communicated to the College to enhance online teaching and learning.
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4
	Satisfactory Level Rationale:	The IT Director/staff attended multiple conferences and workshops on the Jenzabar LMS and on Accessibility.

ACADEMIC AFFAIRS **CORE VALUE 3C**

Radiography

Purchase continuing education modules for our clinical instructors.

Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$3,605	New Money Ongoing	$
	Department Budget	Perkins	Student Fees (New/Existing)	$
Exp. Completion	Ongoing			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Purchase of continue educational ASRT modules for our clinical instructors to promote lifelong learning and enhance their leadership skills.		
Satisfactory level of objective completion (4: Extremely Effective0: Not at all Effective)	Rating:	3		
	Satisfactory Level Rationale:	JRC Standard Three Objective 3.5: Purchase ASRT Modules with Perkins ASRT Sectional Anatomy Essentials MRI/CT, Fluoroscopy Series, & Vascular Interventional modules for our clinical preceptors to promote lifelong learning and enhance their leadership skills. We also utilized these modules in our classrooms with our program students as supplement learning materials.		

<table>
<tr><th colspan="5">Radiography</th></tr>
<tr><td colspan="5">Professional Development to maintain lifelong learning for accreditation status.</td></tr>
<tr><td rowspan="3">Estimated Cost</td><td>Existing Money</td><td>$</td><td>New Money One Time</td><td>$</td></tr>
<tr><td>Grant Funded</td><td>$</td><td>New Money Ongoing</td><td>$</td></tr>
<tr><td>Department Budget</td><td>$389</td><td>Student Fees (New/Existing)</td><td>$</td></tr>
<tr><td>Exp. Completion</td><td colspan="4">Spring 2022 - Atlanta Society of Radiologic Technologists 30th Student & Radiographers Seminar & Educators Conference Spring February 25 - March 1, 2022 & KSRT April 2022</td></tr>
<tr><td rowspan="2">Objective Relevance to Outcome
(4: Extremely Relevant
1: Slightly Relevant)</td><td>Rating:</td><td colspan="3">3</td></tr>
<tr><td>Rating Rationale:</td><td colspan="3">Attend a national educator seminar every year and the Kansas Society of Radiologic Technologists (KSRT) annual conference to maintain compliance with the JRC Standard Two Objective 2.3 for providing professional development opportunities for the Program Director and faculty.</td></tr>
<tr><td rowspan="2">Satisfactory level of objective completion
(4: Extremely Effective
0: Not at all Effective)</td><td>Rating:</td><td colspan="3">3</td></tr>
<tr><td>Satisfactory Level Rationale:</td><td colspan="3">KSRT Conference – March 30 – April 1, 2022. The Program Director, faculty, and all second-year students attended the KSRT Conference in Lawrence KS. Gale Brown will be serving as the KSRT President and several students placed in the student competitions. KSRT Expenses from Radiography Budget fund #12-1210-601-000 & Faculty from Professional Development Accounts $80 each faculty member. (11-4200.630.030 & 11-4200.630.031)

*Atlanta Society Educator Conference was canceled due to pandemic restrictions. Rescheduled - November 11-15, 2022</td></tr>
</table>

Respiratory Therapy				
Program Director to obtain specialty license.				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$300	New Money Ongoing	$
	Department Budget	Perkins	Student Fees (New/Existing)	$
Exp. Completion	FY2022			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	The Program Director will achieve certification in a Respiratory Specialty, such as the Neonatal Pediatric Specialist, or the Adult Critical Care Specialist certification. This will enhance the knowledge base of the Program Director. That knowledge will then be passed on to the students.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	0		
	Satisfactory Level Rationale:	I was unaware of this objective, but I am willing to achieve this objective. It is true it would help with instructing students with the most up-to-date information. I did place in the budget enough money for myself, Jennifer, and Ross to take SAE (self-assessment exam) to help with our knowledge of the NBRC exams.		

FINANCE & OPERATIONS				CORE VALUE 3C
Human Resources				
Conduct professional development/training opportunities for staff.				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion	June 2022			
Object Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Focus on Employee department training, New employee orientation, Title IX, FERPA, Sexual Harassment, Diversity, RedZone, Jenzabar, Red Flag, Safety, ALICE, Bloodborne Pathogens, Customer Service, EEO laws for hiring committees and department. Training and professional development are essential for employees to provide quality service to the student, avoid litigation, and for staff to feel empowered in their duties.		
Satisfactory level of object completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	Employees seemed to appreciate the online training which they could complete at their own pace.		
Human Resources				
Research employee/staff engagement opportunities RE: Special Employee of the Month/Year				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion	June 2022			
Object Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	2		
	Rating Rationale:			
Satisfactory level of object completion (4: Extremely Effective 0: Not at all Effective)	Rating:	0		
	Satisfactory Level Rationale:	Not completed due to lack of interest.		

FINANCE & OPERATIONS				CORE VALUE 3C
IT				
Continue to require IT to participate in at least on Professional Development Opportunity				
Estimated Cost	Existing Money	$	New Money One Time	$3,000
	Grant Funded	$	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion				
Object Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	IT is changing, and Professional Development is critical.		
Satisfactory level of object completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	This was complete. All staff has completed professional development.		

STUDENT AFFAIRS				CORE VALUE 3C
Admissions				
Attend a Diversity Conference pertaining to Student Recruitment and Retention				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion	Spring 2022			
Objective Relevance to outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	Labette County taxpayers have voiced concern about the diversity of LCC's student population. Attending a conference to better learn how to serve our diverse students would help the Admissions Department to know how to increase diversity on campus and ensure that students are having a positive experience		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	0		
	Satisfactory Level Rationale:	Unable to attend due to funding.		

STUDENT AFFAIRS				CORE VALUE 3C
Case Manager				
Case Manager to attend training to obtain continuing education in mental health issues				
Estimated Cost	Existing Money	$2,000	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion	Spring 2022			
Objective Relevance to the outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	Case manager must complete training to continue to work with students.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	The Case Manager has attended HECMA-sponsored training, Florida State Training, and Mental Health First Aid training, all with improved understanding to help students persist and thrive.		

STUDENT AFFAIRS				CORE VALUE 3C
Financial Aid				
PowerFaids training for implementation of PowerFaids Cloud				
Estimated Cost	Existing Money	$	New Money One Time	$6,000
	Grant Funded	$	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion	Spring 2022			
Objective Relevance to outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	PowerFaids will be moving to the Cloud with new staff and ongoing changes to the software, the Financial Aid office will benefit from formal software training.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	0		
	Satisfactory Level Rationale:	The training did not occur due to the implementation not occurring yet. This item has already been moved to an upcoming fiscal year.		

STUDENT AFFAIRS				CORE VALUE 3C
Military-Connected Student Services				
School Certifying Official to attend AVECO Conference on Military-Connected Students				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$2,500
	Department Budget	Outside Funding	Student Fees (New/Existing)	$
Exp. Completion	February 2022			
Objective Relevance to outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Attending military related student affairs symposiums and conferences provides opportunities for learning, gathering of ideas, and networking with other institutions. These activities and partnerships are key components of establishing an effective and supportive Military-Connected Student Support Services program.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	Modified—SCO attended VA virtual office hours for 12 hours of professional development in VA Education Benefits.		

STUDENT AFFAIRS				CORE VALUE 3C
Student Success Center				
Target academic interventions for students matriculating in Health Science programs in order to increase their rates of academic success and retention				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion	Spring 2022			
Objective Relevance to outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	Students in Health Science programs have unique, high-level academic support needs that can only be properly implemented by licensed practitioners in their fields.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3.5		
	Satisfactory Level Rationale:	Successful interventions provided for both NSG and PTA program participants showed marginal gains in retention and program success.		

STUDENT AFFAIRS				CORE VALUE 3C
Student Support Services				
Identify professional development opportunities for SSS Academic Advisors to enhance their advising, intervention, and leadership skills				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$4,000	New Money Ongoing	$
	Department Budget	SSS	Student Fees (New/Existing)	$
Exp. Completion	Spring 2022			
Objective Relevance to outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Continual professional development in the targeted areas for growth of project participants is essential to reaching and exceeding the SSS program objectives		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	Advisors completed professional development in the following areas: • Academic Success Skills • Mental Health Issues for Black & Brown Youth • TRIO Program information and success • Adult Mental Health First Aid • College Student Wellbeing, Trauma, and Resilience • NACADA Student-Athlete Success		

FOUNDATION & ALUMNI ASSOCIATION				CORE VALUE 3
Host Gribben English Lecture Series				
Estimated Cost	Existing Money	$4,000	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget	English Department	Student Fees (New/Existing)	$
Exp. Completion	Ongoing			
Objective Relevance (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	This is a perfect example of LCC providing professional development programs to faculty and staff.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	0		
	Satisfactory Level Rationale:	The English Department decided to cancel the FY22 event due to a surge in Covid-19.		

PUBLIC RELATIONS				CORE VALUE 3C
Attend NCMPR/Graphic Design or other marketing conferences or webinars to build networking and gain knowledge about new marketing trends and graphic design				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget	PR	Student Fees (New/Existing)	$
Exp. Completion	FY2022			
Objective Relevance (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	The PR department has not taken part in off-campus professional development in many years. There is a need to stay current on marketing trends within the realm of community colleges.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	1		
	Satisfactory Level Rationale:	Did not attend any conferences, it is in budget to attend 2023.		

Outcome 3D: Improve the utilization of human, physical, technological, and fiscal resources.

FINANCE & OPERATIONS				CORE VALUE 3D
Office Services				
Continue working on Operations Manual for Office Services				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion	November 2021			
Object Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Would like Phil to complete to have documentation for whoever takes over the position		
Satisfactory level of object completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	Completed		
Work with Welding Program to build and install a work table for the wide format printer				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget	TBD	Student Fees (New/Existing)	$
Exp. Completion	May 2022			
Object Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	2		
	Rating Rationale:			
Satisfactory level of object completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	Completed		

FINANCE & OPERATIONS				CORE VALUE 3D
Facilities				
Update Landscaping at various areas around campus				
Estimated Cost	Existing Money	$	New Money One Time	$ 15,000
	Grant Funded	$	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion	June 2022			
Object Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Curb appeal is important in attracting students. May remove beds that require too much maintenance.		
Satisfactory level of object completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3		
	Satisfactory Level Rationale:	Some improvement was made but more is needed next year.		
Add a part-time day custodian				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$15,000
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion	August 2022			
Object Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	It is important to maintain the appearance and cleanliness of the college.		
Satisfactory level of object completion (4: Extremely Effective 0: Not at all Effective)	Rating:	0		
	Satisfactory Level Rationale:	Not completed due to budget.		

<table>
<tr><th colspan="5">Facilities</th></tr>
<tr><td colspan="5">Start the process of converting all lighting to LED</td></tr>
<tr><td rowspan="3">Estimated Cost</td><td>Existing Money</td><td>$TBD</td><td>New Money One Time</td><td>$</td></tr>
<tr><td>Grant Funded</td><td>$</td><td>New Money Ongoing</td><td>$</td></tr>
<tr><td>Department Budget</td><td></td><td>Student Fees (New/Existing)</td><td>$</td></tr>
<tr><td>Exp. Completion</td><td colspan="4">June 2022</td></tr>
<tr><td rowspan="2">Object Relevance to Outcome
(4: Extremely Relevant 1: Slightly Relevant)</td><td>Rating:</td><td colspan="3"></td></tr>
<tr><td>Rating Rationale:</td><td colspan="3"></td></tr>
<tr><td rowspan="2">Satisfactory level of object completion
(4: Extremely Effective 0: Not at all Effective)</td><td>Rating:</td><td colspan="3">3</td></tr>
<tr><td>Satisfactory Level Rationale:</td><td colspan="3">Gym was completed (except the court). All bad ballast at LCC were replaced with LED.</td></tr>
<tr><td colspan="5">Purchase New Van</td></tr>
<tr><td rowspan="3">Estimated Cost</td><td>Existing Money</td><td>$</td><td>New Money One Time</td><td>$26,000 - $30,000</td></tr>
<tr><td>Grant Funded</td><td>$</td><td>New Money Ongoing</td><td>$</td></tr>
<tr><td>Department Budget</td><td></td><td>Student Fees (New/Existing)</td><td>$</td></tr>
<tr><td>Exp. Completion</td><td colspan="4">December 2021</td></tr>
<tr><td rowspan="2">Object Relevance to Outcome
(4: Extremely Relevant 1: Slightly Relevant)</td><td>Rating:</td><td colspan="3">2</td></tr>
<tr><td>Rating Rationale:</td><td colspan="3">Needed to transport students</td></tr>
<tr><td rowspan="2">Satisfactory level of object completion
(4: Extremely Effective 0: Not at all Effective)</td><td>Rating:</td><td colspan="3">0</td></tr>
<tr><td>Satisfactory Level Rationale:</td><td colspan="3">Decided not to add another van at this time.</td></tr>
</table>

Facilities				
Continue to change out white boards to glass boards				
Estimated Cost	Existing Money	$6,000 – 8,000	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion	June 2022			
Object Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:			
	Rating Rationale:			
Satisfactory level of object completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3		
	Satisfactory Level Rationale:	Purchased for H109, H115, H211 & H224. Awaiting delivery.		
Student Success Center Bathroom Remodel				
Estimated Cost	Existing Money	$20,000	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion	June 2022			
Object Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	2		
	Rating Rationale:	Improve the appearance of the college for students and employees.		
Satisfactory level of object completion (4: Extremely Effective 0: Not at all Effective)	Rating:	0		
	Satisfactory Level Rationale:	Moved to FY23		

Facilities				
Door Replacement West Side Main Building				
Estimated Cost	Existing Money	$25,000	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion	June 2022			
Object Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	2		
	Rating Rationale:	Improve the appearance of the campus.		
Satisfactory level of object completion (4: Extremely Effective 0: Not at all Effective)	Rating:	0		
	Satisfactory Level Rationale:	Moved to FY24		
Install Occupancy Sensors in Annex				
Estimated Cost	Existing Money	$7,000	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion	June 2022			
Object Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Will save electricity.		
Satisfactory level of object completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	Completed. Also, did Hughes and SSC.		

<table>
<tr><th colspan="5">Facilities</th></tr>
<tr><td colspan="5">New Gutters at Workforce Training Center</td></tr>
<tr><td rowspan="3">Estimated Cost</td><td>Existing Money</td><td>$8,000</td><td>New Money One Time</td><td>$</td></tr>
<tr><td>Grant Funded</td><td>$</td><td>New Money Ongoing</td><td>$</td></tr>
<tr><td>Department Budget</td><td></td><td>Student Fees (New/Existing)</td><td>$</td></tr>
<tr><td>Exp. Completion</td><td colspan="4">June 2022</td></tr>
<tr><td rowspan="2">Object Relevance to Outcome
(4: Extremely Relevant 1: Slightly Relevant)</td><td>Rating:</td><td colspan="3">3</td></tr>
<tr><td>Rating Rationale:</td><td colspan="3">Guttering is needed to prevent future structural problems with the building.</td></tr>
<tr><td rowspan="2">Satisfactory level of object completion
(4: Extremely Effective 0: Not at all Effective)</td><td>Rating:</td><td colspan="3">0</td></tr>
<tr><td>Satisfactory Level Rationale:</td><td colspan="3">Not completed</td></tr>
<tr><td colspan="5">Hughes Building Roof Repair and Guttering</td></tr>
<tr><td rowspan="3">Estimated Cost</td><td>Existing Money</td><td>$TBD</td><td>New Money One Time</td><td>$</td></tr>
<tr><td>Grant Funded</td><td>$</td><td>New Money Ongoing</td><td>$</td></tr>
<tr><td>Department Budget</td><td></td><td>Student Fees (New/Existing)</td><td>$</td></tr>
<tr><td>Exp. Completion</td><td colspan="4">June 2022</td></tr>
<tr><td rowspan="2">Object Relevance to Outcome
(4: Extremely Relevant 1: Slightly Relevant)</td><td>Rating:</td><td colspan="3">3</td></tr>
<tr><td>Rating Rationale:</td><td colspan="3">The roof is in need of repair in various spots as well as guttering on the East side.</td></tr>
<tr><td rowspan="2">Satisfactory level of object completion
(4: Extremely Effective 0: Not at all Effective)</td><td>Rating:</td><td colspan="3">0</td></tr>
<tr><td>Satisfactory Level Rationale:</td><td colspan="3">Moved to FY23</td></tr>
</table>

Facilities				
Boiler Room/HVAC Roof Repair				
Estimated Cost	Existing Money	$25,000	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion	June 2022			
Object Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Roof is leaking		
Satisfactory level of object completion (4: Extremely Effective 0: Not at all Effective)	Rating:	0		
	Satisfactory Level Rationale:	Moved to FY23. Evaluation of all roofs will occur soon.		
Student Success Center Roof Repair				
Estimated Cost	Existing Money	$30,000	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion	June 2022			
Object Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	The roof is in need of repair		
Satisfactory level of object completion (4: Extremely Effective 0: Not at all Effective)	Rating:	0		
	Satisfactory Level Rationale:	Moved to FY23. Evaluation of all roofs will occur soon.		

Facilities				
Purchased used scissor lift				
Estimated Cost	Existing Money	$6,000	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget	Yes	Student Fees (New/Existing)	$
Exp. Completion	October 2022			
Object Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	2		
	Rating Rationale:	Currently, we pay approximately $200 per day to rent. Over time this will pay for itself in the money and time saved in renting.		
Satisfactory level of object completion (4: Extremely Effective 0: Not at all Effective)	Rating:	0		
	Satisfactory Level Rationale:	Decided not to purchase it due to storage.		
Collaborate with welding to add signage to the outside of all buildings currently unmarked				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion	FY2022			
Object Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	2		
	Rating Rationale:	Clearly labeling the buildings will make it easier to direct people on campus.		
Satisfactory level of object completion (4: Extremely Effective 0: Not at all Effective)	Rating:	0		
	Satisfactory Level Rationale:	Move to FY23 – if Welding Department has time available.		

FINANCE & OPERATIONS				CORE VALUE 3D
IT				
Continue to Rotate Equipment per the rotation schedule				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion				
Object Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	The rotation schedule needs maintained to keep technology up to date.		
Satisfactory level of object completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3		
	Satisfactory Level Rationale:	All rotations have been ordered and will be placed in the summer.		

PUBLIC RELATIONS				CORE VALUE 3D
Replace photography equipment (if needed)				
Estimated Cost	Existing Money	$	New Money One Time	$ 1,500
	Grant Funded	$	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion	2012			
Objective Relevance (4: Extremely Relevant 1: Slightly Relevant)	Rating:	2		
	Rating Rationale:	To provide quality photographs for marketing materials		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	Replaced camera with COVID funds.		
Purchase paper reusable backdrop for photo studio				
Estimated Cost	Existing Money	$	New Money One Time	$ 200
	Grant Funded	$	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion	FY2022			
Objective Relevance (4: Extremely Relevant 1: Slightly Relevant)	Rating:	2		
	Rating Rationale:	To provide quality photographs for marketing materials, as well as add a variety of backdrop choices for those being photographed.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	Complete, added photo backdrop		

STUDENT AFFAIRS				CORE VALUE 3
Athletics				
Wrestling mats for new wrestling room				
Estimated Cost	Existing Money	$	New Money One Time	$ 24,000
	Grant Funded	$	New Money Ongoing	$
	Department Budget	Athletics	Student Fees (New/Existing)	$
Exp. Completion	Fall 2021			
Objective Relevance to outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	New mats are made at 42x42 for competition. Our room will need to match the dimensions		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	These were purchased and will be ready to put into the new addition.		
Research cost of purchasing versus leasing of a bus for athletic teams and other large groups				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion	Fall 2021			
Objective Relevance to outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	A bus will provide safer travel for students.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	2		
	Satisfactory Level Rationale:	We are still looking into this option due to safety.		

Athletics				
Begin Spirit Squad				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion	Fall 2021			
Objective Relevance to outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Once the Capital Campaign is complete and current programs have needs met, the college would like to begin to increase the number of activities available for students.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	Completed as the Spirit Squad was started as a student organization. They are making an impact on campus and in the community. In addition, the squad for the upcoming school year includes students who had reached out about trying out from schools outside the service area.		

STUDENT AFFAIRS				CORE VALUE 3
Student Support Services				
Collect and analyze student data in order to monitor student progress, and satisfaction, and to make systemic changes to program interventions.				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget	SSS	Student Fees (New/Existing)	$
Exp. Completion	Spring 2022			
Objective Relevance to outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	As part of a comprehensive evaluation plan, SSS personnel use formative and summative evaluation processes to measure qualitative and quantitative data for continuous program improvement.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	Formative and summative evaluations completed at key points in the academic year have identified strengths in student retention and success as well as identified opportunities for growth in areas of degree progress and admission to health science programs.		

Core Value 4: Integrity and Transparency: Labette Community College operates in an environment of integrity and transparency through honest ethical practices, open communication, and accountability, for transactions with all constituencies.

Outcome 4A: Improve tracking of and access to data to meet the needs of the institution and external contingencies.

ACADEMIC AFFAIRS				CORE VALUE 4A
Library				
Review the current statistics and reports that are gathered and prepared by the library to see if changes need to be made.				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion	August 2021			
Objective Relevance to outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	Many of the reports and statistics are the ones that we have used for many years. The Library Director will review these to see if they still fulfill a needed function.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	The Library Director and Assistant reviewed the statistics required by the IPEDS and ACRL annual surveys. For those areas that statistics did not exist for wanted information, a method of collecting statistics on them were developed.		

ACADEMIC AFFAIRS				CORE VALUE 4A
Radiography				
Write and submit the Program's Self-Study Report for the Joint Review Committee on Education in Radiologic Technology as required for program accreditation and prepare for the Onsite accreditation visit.				
Estimated Cost	Existing Money	$	New Money One Time	$5,000
	Grant Funded	$	New Money Ongoing	$
	Department Budget	$5,000+/- (Not received JRCERT invoice to date)	Student Fees (New/Existing)	$
Exp. Completion	Self-Study Report March 2022 & Onsite Accreditation Visit November 2022. (tentative)			
Objective Relevance to outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	Collecting and accessing data required for the Program's Self-Study Report which is due by the first quarter in 2022 and the onsite accreditation visit scheduled for the fourth quarter in 2022. This report is required to maintain the current accreditation status by the JRCERT for our Program. Arrangements of lodging accommodations and covering airfares and meals for the site visitor team is the responsibility of the program or the Site-Visit (4th Quarter of Fall 2022) No Invoice yet – Pending		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	JRCERT Accreditation –Reaccreditation & Onsite Site Visit 4th Quarter Fall 2022. Report Pending June 2, 2022.		

FINANCE & OPERATIONS				CORE VALUE 4A
IT				
Continue to fill Open Records Request per approval				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion	Ongoing			
Objective Relevance to outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Required		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3		
	Satisfactory Level Rationale:	Completed		

PUBLIC RELATIONS	CORE VALUE 4			OUTCOME 4A
Update the tracking system of Public Relations requests				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion	Updated each year, continuous each year			
Objective Relevance (4: Extremely Relevant 1: Slightly Relevant)	Rating:	2		
	Rating Rationale:	The continuous update/improvement of the tracking system for PR requests is beneficial for the PR office and the issuer of the request to complete requests in a timely and cohesive manner.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3		
	Satisfactory Level Rationale:	Continuously updating tracking system.		
Update style manual				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget	PR	Student Fees (New/Existing)	$
Exp. Completion				
Objective Relevance (4: Extremely Relevant 1: Slightly Relevant)	Rating:	2		
	Rating Rationale:	The role of the PR department is to ensure that the campus community adhere to the guidelines and proper usage of the college brand.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	1		
	Satisfactory Level Rationale:	Continuing to work on updates.		

Outcome 4B: Promote responsible stewardship of resources and public trust.

ACADEMIC AFFAIRS	CORE VALUE 4			OUTCOME 4B
Nursing				
The Program Director will work alongside Nurse Faculty to discover program needs, collect data to support program needs, and write a KBOR Nurse Initiative Grant to secure funds for program opportunities and improvements.				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	KNI Grant	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion	FY2022			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	Secure funds for nurse faculty professional development, student services, and program needs through grant opportunities.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	KBOR sponsored KNI Grant. Program Director to write and manage the grant.		

FOUNDATION & ALUMNI ASSOCIATION				CORE VALUE 4B
Provide an annual report to donors				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$5,000
	Department Budget	PR	Student Fees (New/Existing)	$
Exp. Completion	Ongoing			
Objective Relevance (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	We will report on the Foundation's activities and financial performance throughout the preceding year. This will give stakeholders and other interested people details and help build awareness and trust.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	0		
	Satisfactory Level Rationale:	The report is currently in the first draft and will be completed in FY23.		

PUBLIC RELATIONS				CORE VALUE 4B
Create fact cards, or another form of marketing material that shows the transparency of funding				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget	PR	Student Fees (New/Existing)	$
Exp. Completion				
Objective Relevance (4: Extremely Relevant 1: Slightly Relevant)	Rating:	2		
	Rating Rationale:	Marketing pieces are necessary to gain the support of the community.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3		
	Satisfactory Level Rationale:	Updated fact cards/snapshot complete.		

Outcome 4C: Enhance the college's image to stakeholders to generate business and community support by communicating the value and benefit of the college.

FOUNDATION & ALUMNI				**CORE VALUE 4C**
Speak and/or volunteer at two community events				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion	Ongoing			
Objective Relevance (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	Word of mouth is the very best form of advertising. Speaking to community members helps build and or deepen relationships.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	Lindi gave presentations at Soroptimist, Rotary, and the annual conference of KS Community Colleges & Tech Colleges Development Officers. I chaired the Soroptimist Bingo Night to raise funds for scholarships. I also chaired the LCC volunteer group to donate a tree to the Stella Wells Christmas Auction.		
Serve on a committee to plan and execute the 100th-anniversary celebration for LCC				
Estimated Cost	Existing Money	$	New Money One Time	$TBD
	Grant Funded	$	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion	2023			
Objective Relevance (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	The anniversary is a perfect opportunity to tell our story and gain support.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	Lindi participated in both meeting held so far.		

PUBLIC RELATIONS				CORE VALUE 4C
	Target marketing and advertising health science programs			
Estimated Cost	Existing Money	$1,000	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget	PR	Student Fees (New/Existing)	$
Exp. Completion	Every year; continuous			
Objective Relevance (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	The PR department strategically rotates the specific target promotions of CTE programs each year.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3		
	Satisfactory Level Rationale:	Complete through a variety of advertising- digital, tv, radio, billboard, and print.		
	Redesign CTE-specific program print material			
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget	PR	Student Fees (New/Existing)	$
Exp. Completion				
Objective Relevance (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Yearly updates are necessary to stay current with the design and correct content of brochures used for recruiting.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3		
	Satisfactory Level Rationale:	Updated.		

PUBLIC RELATIONS				CORE VALUE 4C
Redesign of view books				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget	Admissions	Student Fees (New/Existing)	$
Exp. Completion				
Objective Relevance (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Yearly or every other year, updates are necessary to stay current with the design and correct content of view books used for recruiting.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3		
	Satisfactory Level Rationale:	Updated.		
Increase enrollment advertising on one social media platform (if needed)				
Estimated Cost	Existing Money	$1,000	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget	PR	Student Fees (New/Existing)	$
Exp. Completion				
Objective Relevance (4: Extremely Relevant 1: Slightly Relevant)	Rating:	2		
	Rating Rationale:	PR has utilized social media advertising in past as additional reach to students. If PR and Admissions deem necessary, will continue.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3		
	Satisfactory Level Rationale:	Added paid social media advertising through digital marketing.		

PUBLIC RELATIONS				CORE VALUE 4C
Replace decal of seal on main campus sign				
Estimated Cost	Existing Money	$	New Money One Time	$2,000
	Grant Funded	$	New Money Ongoing	$
	Department Budget	Facilities/PR	Student Fees (New/Existing)	$
Exp. Completion				
Objective Relevance (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Visual appeal, current seal is faded, branding		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3		
	Satisfactory Level Rationale:	Nearing completion.		
New sign face for Cherokee Center main sign				
Estimated Cost	Existing Money	$	New Money One Time	$1,000
	Grant Funded	$	New Money Ongoing	$
	Department Budget	Facilities/PR	Student Fees (New/Existing)	$
Exp. Completion				
Objective Relevance (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Logo update needed, sign is faded. Visual appeal and branding		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	1		
	Satisfactory Level Rationale:	Moved to 2023 Operational Plan.		

Outcome 4D: Strengthen internal communication practices.

FOUNDATION & ALUMNI ASSOCIATION				CORE VALUE 4D
Research ways to show gratitude to employees who give to LCC Foundation				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion	Ongoing			
Objective Relevance (4: Extremely Relevant 1: Slightly Relevant)	Rating:	2		
	Rating Rationale:	Finding ways to let our internal public know we appreciate them will help deepen relationships.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	Lindi ordered some LCC Foundation logo items for giveaways.		

PUBLIC RELATIONS				CORE VALUE 4D
Implement campus-wide employee profiles				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget	HR/PR	Student Fees (New/Existing)	$
Exp. Completion				
Objective Relevance (4: Extremely Relevant 1: Slightly Relevant)	Rating:	2		
	Rating Rationale:	Internal communication, a way to meet other employees		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	0		
	Satisfactory Level Rationale:	Moved to 2023 Operational Plan.		

Core Value 5: Sustainability of the Institution: Labette Community College encourages innovation and personal growth, maintains financial accountability, supports student retention and success, and plans strategically for the future while adhering to state, federal, and governing agency guidelines.

Outcome 5A: Achieve targeted growth through an integrated enrollment management process.

Outcome 5B: Enhance student opportunities through increased scholarships and endowments.

FOUNDATION & ALUMNI ASSOCIATION CORE VALUE 5 OUTCOME 5B				
Promote planned giving options				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion	Ongoing			
Objective Relevance (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	Planned gifts allow people to make bigger impact gifts than they could otherwise and many people don't realize it. Promotion and education will spread this message.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	When we redesigned our letterhead, we put "Please remember the LCC Foundation in your will or life insurance" at the bottom of our letterhead. We updated our Cardinal Legacy webpage and I visited with donors and encouraged them to join the Cardinal Legacy Society		
Submit grant proposals for scholarships				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion				
Objective Relevance (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	New grants for scholarships will allow us to help even more students pay for college and achieve their dreams.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	1		
	Satisfactory Level Rationale:	I applied for a grant through Walmart Foundation and did not receive it.		

PUBLIC RELATIONS				CORE VALUE 5B
Promote Annual Scholarship Auction				
Estimated Cost	Existing Money	$600	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget	PR	Student Fees (New/Existing)	$
Exp. Completion				
Objective Relevance (4: Extremely Relevant 1: Slightly Relevant)	Rating:	2		
	Rating Rationale:	Paid advertising is necessary to promote the attendance of the auction for scholarships.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3		
	Satisfactory Level Rationale:	Complete.		
Acquire donations, decorations, and event planning for annual scholarship auction (Foundation provides PR with acquisition list)				
Estimated Cost	Existing Money	$	New Money One Time	$
	Grant Funded	$	New Money Ongoing	$
	Department Budget		Student Fees (New/Existing)	$
Exp. Completion				
Objective Relevance (4: Extremely Relevant 1: Slightly Relevant)	Rating:	2		
	Rating Rationale:	The auction has noticed an increase in attendance, and items donated. The acquisition of items/services donated for the auction is needed to assist the Foundation office.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3		
	Satisfactory Level Rationale:	Complete.		

Outcome 5C: Enhance the economic, academic, and social environment of the college to recruit and retain quality employees.

Student Organizations

Campus Activities Board enhances LCC Students' experiences through meaningful and fun activities to foster connections with other students, staff, faculty, and the community. CAB serves to plan, organize, promote, and execute these Student Life activities offering a full and enriching LCC campus experience.

Advisor: Lauren Holmes

Membership	Meetings	SGA, Club, and Community Service Activities	Fundraising Efforts	Traveled Activities
8	8	26	0	0

Participation: In conjunction with Student Government Association CAB sponsored the following activities: ALICE training, Award Ceremony, Chief's Game Trip, Easter Egg Hunt, fall CORE Meeting, fall Blood Drive, Fall Fest Week, fall Welcome Week, fall Finals Frenzy, Halloween Costume Contest, Homecoming events and activities, Kid's Fall Fest, monthly LCC Free Dinner for Students, Pizza and Movie Night, spring Blood Drive, spring Welcome Back Week, Student Government Association Monthly Meetings, Student Organization Fair in the fall, Ugly Christmas Sweater Contest, and Wrestling to Nationals Send-Off in conjunction with Public Relations.

Cardinal Christian Fellowship holds weekly meetings to foster non-denominational outreach for Christian fellowship on the LCC campus.

Advisor: Dr. Doug Ecoff

Dental Assisting Club promotes unity, dental health education, and social opportunities in the dental health care environment. Dental Assisting Club establishes open communication and cooperation among students and faculty and provides an opportunity to promote dental health education and networking in the community.

Advisor: Leigh Ann Martin

Membership	Meetings	SGA, Club, and Community Service Activities	Fundraising Efforts	Traveled Activities
4	4	5	0	3

Participation: During the 2021-2022 school year Dental Assisting Club participated in helping with the LCC Student Pantry, Kid's Fall Fest, both Welcome weeks in the spring and fall, and provided Valentine's Day treats for the Cherokee Center. Dental Assisting Club participated in the following events: Reach Dental Equipment Lunch and Learn, radiology lecture by guest speaker Dr. Strader, 3M zoom meeting, assisted in Dental Screenings with CHSEK, completed nitrous certification with Dental Careers Institute, toured the MSSU Dental Hygiene Program, attended the Midwinter Dental Meeting in Chicago, IL, and attended the Dental Lab Lecture with guest speaker, James Pope.

Gay Straight Alliance exists to support the spectrum of LGBTQ+ students and their allies for information sharing, networking, and peer exchange. GSA provides a safe haven in which all lifestyles are accepted, applauded, appreciated, and instructed.

Advisor: Scotty Zollars

Membership	Meetings	SGA, Club, and Community Service Activities	Fundraising Efforts	Traveled Activities
2	6	5	0	0

Participation: GSA participated in the Organizational Fair, FallFest, Fall Blood Drive, Homecoming, and three Student Government meetings. This year GSA was represented in the Homecoming Court by the first trans male Homecoming candidate. It is reported they struggled as a group this year with only two members but did still participated and attended campus events.

Phi Beta Lambda is the college division of Future Business Leaders of America. PBL helps members to bridge the gap between the classroom and the business world by giving them an opportunity to learn first-hand about the business community. Goals include developing competent, aggressive business leadership, strengthening the confidence of students, creating more interest in and understanding of American business enterprise, developing character, encouraging scholarship, and facilitating from school to work. LCC PBL has a tradition of successfully competing at the State and National levels.

Advisor: Cathy Kibler

Membership	Meetings	SGA, Club, and Community Service Activities	Fundraising Efforts	Traveled Activities
5	7	13	2	3

Participation: PBL participated in Welcome Weeks in the spring and fall, CORE meeting, Student Organization Fair, Blood Drives in the spring and fall, Fall Fest, Finals Frenzy in the spring and fall, completing the bulletin board for November, Homecoming, Paint the Campus Red, provided supplies for the Easter Egg Hunt, hosted a PALS supply drive, and coordinated Wear Purple Day. PBL traveled to PBL Fall Leadership Conference in Omaha, Nebraska, PBL Career Connections in Tyson Corner, Virginia, and PBL State Conference in Emporia, Kansas.

Awards Received: National FBLA-PBL old Seal Chapter.
National PBL: Fiona Bartelli- 7th Place Public Speaking
Alexandria Hunter- 10th Place Client Services
Kansas PBL: Fiona Bartelli- 1st Place Justice Administration; 2nd Place Desktop Publishing; 2nd Place Forensic Accounting; and Who's Who in Kansas PBL
Braden Hale- 1st Place Personal Finance; 2nd Place Information Management; 3rd Place Impromptu Speaking; Who's Who in Kansas PBL
Taylore Hudgins- 1st Place Impromptu Speaking; 1st Place Public Speaking; Who's Who in Kansas PBL

Phi Theta Kappa is the international honor society for the two-year college. The purpose is to recognize academic achievement and provide opportunities for students to engage in scholarly leadership, service, and fellowship activities.

Advisor: Tammy Fuentez

Membership	Meetings	SGA, Club and Community Service Activities	Fundraising Efforts	Traveled Activities
9 active 129 paid members	4	14	4	6

Participation: Spring 2021 Auction for Scholarships, spring 2021 Finals Frenzy by donating all of the food for the Villas Volleyball tournament, Ronald McDonald House Donation by delivering all pop tabs collected by student organizations, fall 2021 Welcome Week, Student Organization Fair, CORE meeting, Blood Drive in both fall and spring, Kid's Fall Fest, providing pantry donations and volunteer hours, sponsored the Make your Mark Event in the Annex hallway, provided volunteer hours for PALS Awareness Activities through the Honors in Action Project, participated in Finals Frenzy in the fall of 2021 by providing Paint with PTK supplies, participated in Homecoming, and helped with the Blood Drive in the spring.

Fundraising: Shirt Fundraiser as part of a College Project to increase school spirit. Proceeds of $600.00 were given to the Spirit Squad.

Pie in the Face Fundraiser- PTK with Spirit Club sponsored this event during Fall Fest Week. All of the funds in the amount of $124.13 went to the Spirit Squad.

PALS Fundraiser- The chapter worked with PALS (local animal shelter) to raise funds and collect items. The chapter donated its $1000 Honor in Action Grant to PALS to purchase dog houses.

Scholar Dash Fundraiser- The Chapter held a bake sale and a “wear jeans for $5” event to raise money for the Phi Theta Kappa Golden Opportunity Scholarship for members.

Organization awards: 2021-2022 International Awards- Most Outstanding Chapter, Honors in Action, HiA Theme Hallmark Award, REACH Award Winner, Five Star Chapter Award Winner.
2021-2022 Kansas Nebraska Region Awards- Most Outstanding Chapter, Honors in action Hallmark Award, College Project 4th Place, Service Hallmark Award Winner, Great Idea Award Winner, Sister Chapter Award Winner.

Individual awards: Megan Baldwin- Achievement in Literature Award (Creative)-4th Place presented by Kansas/Nebraska Region PTK, Healthcare Edge Award, and Transfer Edge Award presented by Kansas/Nebraska PTK.

Fiona Bartelli- Regional Vice President of Service presented by Kansas Nebraska Region PTK, All-Kansas Academic Team presented by PTK and Kansas, presented by PTK, Association of Community College Trustees, Coca-Cola Silver Scholar, Distinguished Chapter Officer Award Winner presented by Kansas/Nebraska Region PTK, Achievement in Literature Award (Research)-2nd Place presented by Kansas Nebraska Region PTK, You Rock Award Winner presented by Kansas/Nebraska Region PTK, Alumni Association Scholarship Winner Presented by Kansas/Nebraska Region PTK.

Copenhagen Browning- Regional Vice President of Fellowship presented by Kansas/Nebraska Region PTK.

Katrina Egermeier- Leaders of Promise Scholarship presented by International PTK, Achievement in Literature Award (Research)- 5th Place presented by Kansas/Nebraska Region PTK, Achievement in Art Award (Ceramics)- 2nd Place presented by Kansas/Nebraska Region PTK, Achievement in Art Award (Drawing/Painting)- 4th Place presented by Kansas/Nebraska Region PTK.

Haley Farran- Regional Vice President of Service presented by Kansas/Nebraska Region PTK.

Isabelle Fuentez- All-Kansas Academic Team presented by PTK and Kansas Association of Community College Trustees

Tammy Fuentez- Continued Excellence in Advising Award Winner presented by Kansas Nebraska Region PTK.

Ashley Horton- Regional Vice President of Communications presented by Kansas/Nebraska Region PTK, Distinguished Chapter Officer Award- 3rd Place presented by Kansas/Nebraska Region PTK, Distinguished Chapter Officer Team Award-3rd Place presented by Kansas Nebraska PTK, Achievement in Art Award (Drawing/Painting)- 5th Place presented by Kansas Nebraska Region PTK.

Alexandria Jenkins- Competitive Edge Five Star Member Award and Research Edge Award presented by Kansas/Nebraska Region PTK.

Peyton Simpson- Nota Bene Literary Journal, two works published, presented by International PTK.

Physical Therapist Assistant Club allows currently enrolled PTA students opportunities for community involvement and leadership. Civic services activities are expected from each member to create an awareness of physical therapy in the public. The club members are involved with field trips. Kansas Physical Therapy Association conferences, fundraisers, and planning of pinning ceremony.

Advisor: Trent McGown

Membership	Meetings	SGA, Club, and Community Service Activities	Fundraising Efforts	Traveled Activities
11	5	2	0	1

Participation: PTA Club participated in Kid's Fall Fest and Pop Tab Recycling to benefit the Ronald McDonald House. They attended the Kansas Physical Therapy Conference in Overland Park, KS.

Radiography Club elevates the quality of patient care, promotes the art and science of radiologic technology, and promotes the program across LCC and within the surrounding service communities.

Advisor: Gale Brown

Membership	Meetings	SGA, Club, and Community Service Activities	Fundraising Efforts	Traveled Activities
21	7	22	1	1

Participation: Radiography participated in many events, volunteered time, and donated food during the 2021-2022 school year. These events include donating breakfast pizza for Welcome Weeks in the spring and fall and Finals Frenzy in the fall. The club participated in recruiting events such as 8th Grade Days, LCC Health Science Events for area High school students, Galena High School Career Fair, Riverton High School Career Day, Independence High School Career Day, and Girard High School Senior Interview Day. The Radiography Club volunteered for the LCC Free Meal, at the LCC Food Pantry, and for the Blood Drive in the spring and fall. The club participated in Homecoming by nominating two representative students for the Homecoming Court. They donated pop tabs to SGA benefiting Ronald McDonald House, the Garden Basket to the LCC Scholarship Auction, and Easter bags for the Lexi's Lamb Project benefiting children in the Wichita Pediatric Hospital. In the community, the

Radiography Club participated in the Teddy Bear Clinic at Curious Minds. In March, twelve club members and three faculty traveled to Lawrence, KS for the KSRT State Student Conference.

Individual Student Awards Received: Belle Bennett- KSRT 2nd Place Scapular Y Shoulder View Image Competition.
Cliff Oshel- KSRT 1st and 3rd Place Swimmers T-Spine Image Competition
Erin Jones- KSRT RAO Esophagus Contrast Image Competition
Abigail Long- KSRT Scientific Exhibit Competition; “Spina Bifida”
Jackie Dexter- KSRT Highest score of Written Ray Bowl test
Jackie Dexterm Cliff Oshel, Belle Bennett- KSRT 2nd Place Ray Bowl Competition

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Spirit Club promotes spirit and increases morale on the campus of Labette Community College. The club provides ways to get involved and support fellow students at the college.

Advisor: Tammy Fuentez

Membership	Meetings	SGA, Club, and Community Service Activities	Fundraising Efforts	Traveled Activities
12	3	9	5	1

Participation: The Spirit Club participated in the Student Organization Fair, CORE Meeting, Blood Drives in the spring and fall, Kid’s Fall Fest, Make Your Mark Event (handprints in the Annex), Homecoming, Wrestling Nationals Send Off, and cheered at all LCC Men’s and Women’s Basketball Games.

Fundraising: The Spirit Club hosted multiple fundraisers to launch Spirit Squad, these include a shirt fundraiser ($600.00), Pie in the Face Fundraiser (124.13), BINGO night ($1,200.00), 31 Bag Fundraiser ($250.00 plus gear for the squad), and Junior Cheer Clinic ($630.00).

Student Ambassadors are a select group of students with the mission of promoting a favorable image of LCC to the public; including prospective students, current students, parents, alumni, and the community. Ambassadors facilitate recruitment by hosting campus tours and assisting with on-campus recruiting events. These events include Junior and Senior Days, 8th Grade Day, Cardinal Enrollment Days, and athletic recruiting events. Student Ambassadors are also mobilized in the community as needed.

Advisor: Kylie Lucas

Membership	Meetings	SGA, Club, and Community Service Activities	Fundraising Efforts	Traveled Activities
11	2	8	0	0

Participation: Student Ambassadors participated in the Blood drive in the fall and Kid's Fall Fest. Ambassadors were also an integral part of recruiting days such as Senior Day,8th Grade Days, Junior Day, Cardinal Crawl, Cardinal Enrollment Days, and WrestleMania.

Student Government Association encourages active participation in the work of self-governance and ensures the representation of the views/perspectives of the students in the governance of the college.

Advisor: Lauren Holmes

Membership	Meetings	SGA, Club, and Community Service Activities	Fundraising Efforts	Traveled Activities
8	8	26	0	0

Participation: In conjunction with Student Government Association sponsored the following activities: ALICE training, Award Ceremony, Chief's Game Trip, Easter Egg Hunt, fall CORE Meeting, fall Blood drive, Fall Fest Week, fall Welcome Week, fall Finals Frenzy, Halloween Costume Contest, Homecoming events and activities, Kid's Fall Fest, monthly LCC Free Dinner for Students, Pizza and Movie Night, spring Blood Drive,

spring Welcome Back Week, Student Government Association Monthly Meetings, Student Organization Fair in the fall, Ugly Christmas Sweater Contest, and Wrestling to Nationals Send-Off in conjunction with Public Relations.

Student Nurse Association exists to provide input into standards of nursing education and influence the process of education, create opportunities for individual responsibility and leadership, stimulate loyalty to LCC, encourage student involvement in extracurricular activities, and assist in preparing students for membership and participation in professional nursing organizations.

Advisors: Cheryl Smith and Sherry Simpson

Membership	Meetings	SGA, Club, and Community Service Activities	Fundraising Efforts	Traveled Activities
35	5	9	2	0

Participation: SNO participated in Kid's Fall Fest, the Blood Drive in both the spring and fall, the welcome breakfast, and the farewell luncheon. During the 2021-2022 school year SNO donated candy for the Easter egg hunt. They made a monetary donation from fundraising to the Parsons State Hospital. SNO held a toiletry drive and donated the collection to the LCC Food Pantry. They additionally held a t-shirt fundraiser and the proceeds were donated to the SEK Interlocal PCMS Autism Classroom. The interlocal Autism students made thank you cards in appreciation of the donation to their classroom.

CORE VALUE OUTCOMES

Core Value 1: Student Learning

Labette Community College makes every effort to provide collegial programs and services by providing a caring and qualified faculty/staff to assist all students and community members in attaining the foundational skills and knowledge essential for success in work and in life, in a supportive and accountable environment.

A. Cultivate a culture in which services, practices, policies, procedures, and personnel support learning as a major priority.

Curriculum & Instruction Committee (C&I):

1. The C&I Committee reviewed the curriculum to ensure appropriate learning strategies were being applied in academic courses, and aligned academic content with academic standards.
2. The C&I Committee updated General Education Requirement. In the catalog, Pathway requirements are seen as meeting the necessary General Education courses for transfer within Kansas. A Statement was added to the definition of Pathway requirements to reflect this.

Distance Education Committee:

1. The Distance Education Committee continued to have as a major component of each Committee Meeting the sharing of ideas, teaching strategies, and solutions to problems common to the online environment.

Diversity Committee:

1. The Chair has developed a Diversity Group page where he posts articles related to DEI that members may refer to for becoming aware of DEI issues.

Library Committee:

1. The members of the Library Committee advise and suggest ways to improve existing library services and offer suggestions for new ones.
2. The members of the Library Committee advocate for the library in their respective departments and groups.

Strategic Enrollment Management Steering Committee & Sub-Committees (SEM):

1. SEM Steering Committee hosted the November Inservice Speaker on customer service.
2. SEM Onboarding Subcommittee updated the student FAQ's on the webpage.
3. SEM Retention Subcommittee instituted Early Academic Warning Grade Checks at 4 weeks, 8 weeks, and 12 weeks.
4. SEM Retention Subcommittee surveyed students on current class offerings and changed the class schedule for FY23 to block Monday-Thursday based on this data.

B. Strive to make the student's experiences with LCC positive, nurturing, and focused on student learning and academic success.

Curriculum & Instruction Committee (C&I):

1. The C&I Committee focused on student learning and academic success by reviewing catalog changes, revising course outcomes, and competencies, and aligning program processes.

Distance Education Committee:

1. The Distance Education Committee continued to review all new online courses developed by new instructors and to offer recommendations to experienced instructors who seek the committee's input on new online courses.
2. The Distance Education Committee continued to review and when necessary revise the Online Handbook, the Online Course Evaluation Rubric, and the Online Teaching Course.
3. The Distance Ed Committee discussed the ongoing Accessibility Training as it pertains to online and hybrid education and the Online Teaching Course.

Diversity Committee:

1. The committee exists to promote the diversity of our service area and the world beyond. We support and encourage the discovery and learning about other cultures and viewpoints which hopefully lead the students and employees of LCC to value the dignity, worth, and potential found in all people, and thus each other. We also encourage the students and employees to broaden their viewpoints challenge and/or examine their own viewpoints and make needed changes in those viewpoints for success in our changing world.
2. The committee continues to support the Gay Straight Alliance activities and efforts to support the LGBTQI students and employees of LCC.
3. The newly hired, Student Social Media Assistant posted regular diversity-inspired messages on the new Instagram account, CardinalCo.Op was developed by a subcommittee of the Diversity Committee.

Strategic Enrollment Management Steering Committee & Sub-Committees (SEM):

1. SEM Recruitment Subcommittee created "Ask Me – How Can I Help" buttons for all LCC employees to wear during Orientation sessions as well as the first two weeks of classes.
2. SEM Completion Subcommittee implemented the process of students having to "opt out" of graduation rather than "opt-in" for the May 2022 commencement.

3. SEM Retention Subcommittee has created a program called “Catch a Cardinal” to implement this upcoming summer to allow students/faculty/staff to recognize staff/faculty going above and beyond for students.
4. SEM Retention Subcommittee worked with Student Life to create more social interaction events that involve both students and staff.

C. Make accessible a variety of services and programs that address learning needs.

Cardinal Caring Committee (C3):

1. C3 raised awareness on campus and helped stock the shelves for the Pack the Pantry campaign.
2. Multiple bags of candy were dispersed throughout the campus during Halloween.
3. Student coffee bar several times during the year.
4. Final Frenzy treats.

Distance Education Committee:

1. The Distance Education Committee is committed to utilizing new technology in support of online education. The committee spent considerable time discussing the features and challenges found in the Jenzabar LMS.
2. The Distance Education Committee reviewed and discussed possible alternative LMS platforms.

D. Use technology to expand opportunities for student learning and student services.

Distance Education Committee

1. The Distance Education Committee continued to have as a major component of each Committee Meeting the sharing of ideas, teaching strategies, and solutions to problems common to the online environment.

Diversity Committee

1. The Diversity Committee's Student Social Media Assistant published diversity-inspired messages on Instagram.

Strategic Enrollment Management Steering Committee and Sub-Committees (SEM):

1. SEM Recruitment Subcommittee reviewed the current Admissions Daily Procedure within Jenzabar to determine possible changes and enhancements in communicating with potential students.
2. SEM Onboarding Subcommittee surveyed (separately) both students and advisors to gauge the academic advising culture at LCC.
3. SEM Onboarding Subcommittee laid the groundwork (research, brainstorming, and organization) for a general campus tour promotional video that is currently being filmed by the Public Relations Department.
4. SEM Retention Subcommittee surveyed students to see how they felt about Redzone and what improvements they would like to see to be implemented in the future.

E. Provide quality programs and services at the main campus, the Cherokee Center, all extension sites, and online.

Distance Education Committee:

1. The Distance Education Committee reviewed and/or approved the offering of the following online/hybrid courses this past year:
    - SOCI 202: Intro to Women's Studies
    - EDUC 201: Technology for Teaching & Learning
    - HEAL 109: General Physics for Health Science
    - COMM 106: Mass Media
    - OTEC 113: Business Accounting

Diversity Committee:

1. In addition to the Instagram account, DEI information was regularly posted at the Cherokee campus.

2. The Diversity Committee and the Library co-sponsored a talk from Chief Glenna Wallace of the Eastern Shawnee Tribe of Oklahoma.

Library Committee:

1. The Library Committee advocates, monitors and advises the staff on the needs of the main campus, Cherokee Center, and online programs.
2. The Library Committee will inform their areas of the changes in the database offerings and updates. They will refer their students to these resources.

Strategic Enrollment Management Steering Committee & Sub-Committee (SEM):

1. SEM Retention Subcommittee has created a Mentorship Committee to develop a mentoring program for students in the upcoming academic year.

Core Value 2: Education for a Globally Connected World

Labette Community College promotes diversity in our communities and our world by valuing the dignity, worth, and potential of all persons; by using diverse delivery methods and evolving technology; and by improving the communities we serve through civic engagement opportunities.

A. Improve and expand linkages with educational partners and community agencies for mutual benefit.

Curriculum & Instruction Committee (C&I):

1. The C&I Committee reviewed course transferability to baccalaureate degree programs with four-year institutions.

Diversity Committee:

1. The Chair of the Committee is a member of KBOR's Chief Diversity Officers organization.
2. He attends meetings with the group and then, shares the notes from the meetings with the administration and the Diversity Committee.

Library Committee:

1. A retired instructor that was a member of the Committee will continue on as the Community representative on the Committee.

Strategic Enrollment Management Steering Committee & Sub-Committee (SEM):

1. SEM Onboarding Subcommittee improved LCC's partnership with Southeast Kansas Works, including having a representative present during May's Advisor Roundtable to educate staff and faculty about their grant-funded program and the services available to students.
2. SEM Retention Subcommittee requested and got approved a housing sub-committee on campus to address housing insecurities for students along with the availability of off-campus housing.

B. Respond to the diverse learning needs of our community.

Distance Education Committee

1. The Distance Education Committee continued to explore the best use of the College's resources in providing online education by continuously evaluating online platforms and technologies and seeking to find better ways to offer training to instructors in the use of the technologies available to them.
2. The Distance Education Committee reviewed and discussed possible alternative LMS platforms.

Strategic Enrollment Management Steering Committee & Sub-Committees (SEM):

1. SEM Recruitment Subcommittee communicated with area Native American tribes to develop new recruitment opportunities for potential students.

C. Increase the availability of skilled workers to meet the needs of the community and the State.

Career Tech Education Advisory Committees:

1. Career Tech Education's Advisory Committees provide college programs with business industry needs, trends, and opportunities.

D. Engage students in contributing to the well-being of their community through community service.

Library Committee:

1. The Committee continues to have a student representative on the Committee.

E. Offer a variety of online and on-ground courses at the main campus, the Cherokee Center, and all extension sites to best meet the needs of our students.

Curriculum & Instruction Committee (C&I):

1. The C&I Committee reviewed and approved a variety of new course proposals and revisions of current courses. These include:

   Art

   - Revision of ART 103 Drawing I. Added course competencies.
   - Revision of ART 104 Drawing II. Added course competencies.
   - Added new course ART 108 3D Design. This 3-credit hour course is KCOG aligned.
   - Revision of the Art Program. Added 3D Design course to the concentration requirements.

Biology

- Revision of BIOL 201 Microbiology. Course outcomes change aligns with the new outcomes adopted at the Fall 2021 KCOG meeting.

Business Administration

- Revision of BUAD 215 Principles of Management. Course outcomes change aligns with the new outcomes adopted at the Fall 2021 KCOG meeting.
- Revision of BUAD 101 Introduction to Business. Course outcomes change aligns with the new outcomes adopted at the Fall 2021 KCOG meeting.
- Revision of BUAD 104 Business Law I. Course outcomes change aligns with the new outcomes adopted at the Fall 2021 KCOG meeting.

Business Administrative Technology

- Revision of OTEC 124 Medical Terminology. Course code change to HEAL 106.
- Revision of OTEC 136 Business Office Applications. Change in outcomes and competencies.
- Revision of OTEC 137 Medical Office Applications. Update syllabus, update course description, and the outcomes and competencies.

Computer Science

- Revision of the Computer Science Program. Updated the program to the new pathways.

Healthcare

- Added new course HEAL 109 General Physics for Health Sciences. This 4-credit hour course is required for the Sonography program. The program's accreditation requires that students have a General Physics course to start the program.

Health Science

- Revision of the Health Science Program. Updated Health Science Degree requirements.

Physical Education

- Revision of PED 103 Care and Prevention of Athletic Injuries. Course outcomes change aligns with the new outcomes adopted at the Fall 2021 KCOG meeting.
- Revision of PED 118 First Aid. The course title changed to First Aid and CPR and course outcomes change to align with the new outcomes adopted at the Fall 2021 KCOG meeting.

Physical Therapist Assistant

- Revision of PTA 100 Advanced Medical Terminology for the PTA. Increased credit hours from 1 to 2.
- Revision of the Physical Therapist Assistant Program. Pre-requisite change.

Pre-BSN

- Revision of the Pre-BSN Program. Removed the NURS 151 Therapeutic Nutrition and POLS 103 State and Local Government option.

Psychology

- Revision of PSYC 101 General Psychology. Course outcomes change aligns with the new outcomes adopted at the Fall 2021 KCOG meeting.
- Revision of PSYC 201 Developmental Psychology. Course outcomes change aligns with the new outcomes adopted at the Fall 2021 KCOG meeting.

Respiratory Therapy

- Revision of prerequisites. Removed Microbiology as a pre-requisite.

Social Work

- Revision of Human Systems/Diverse Perspectives course requirements.

Library Committee:

1. The Library Advisory Committee advocates for the needed library services for the faculty and students in their respective departments and groups.

Strategic Enrollment Management Steering Committee & Sub-Committee (SEM):

1. SEM Retention Subcommittee surveyed students about class offerings, days, and times and suggested the change to block scheduling for the upcoming academic year.

Core Value 3: Continuous Improvement

Labette Community College strives for continual institutional improvement through strategic planning, program and department reviews, outcome assessments, professional development, performance agreements, policy and procedure updates, and campus environment enhancement.

A. Improve the system of defining and assessing student learning outcomes.

Diversity Committee:

1. The Committee reworded the purpose statement of the Committee.
2. The group worked out common definitions for the word diversity, equity, equality, inclusion, and belonging.

B. Hire, develop, support, and empower employees throughout the organization who take an active role in student learning and success.

C. Offer and support professional development programs and opportunities to enhance faculty and staff effectiveness as facilitators of learning and strengthen leadership skills.

Diversity Committee

1. The Chair of the committee regularly supplies members with links to articles on the Diversity Group Red Zone that may assist them in implementing principles and practices of diversity in their respective areas.

Strategic Enrollment Management Steering Committee & Sub-Committee (SEM):

1. SEM Onboarding Subcommittee held multiple Advisor Roundtables to provide information and education on various departments and processes that impact academic advising at LCC.

D. Improve the utilization of human, physical, technological, and fiscal resources.

Distance Education Committee:

1. The Distance Education Committee continued to explore the best use of the College's resources in providing online education by continuously evaluating online platforms and seeking to find a way to utilize human, physical, technological, and fiscal resources effectively.
2. The Distance Education Committee reviewed and discussed possible alternative LMS platforms.
3. The Distance Education Committee continued to review and when necessary revise the Online Handbook, the Online Course Evaluation Rubric, and the Online Teaching Course.

Library Committee:

1. The Library Advisory Committee advocates for the needed library services for the faculty and students in their respective departments and groups.
2. The Library Committee keeps apprised of the Library's operational plans and budgets giving input on their content.

Core Value 4: Integrity and Transparency

Labette Community College operates in an environment of integrity and transparency through honest ethical practices, open communication, and accountability, for transactions with all constituencies.

A. Improve tracking of and access to data to meet the needs of the institution and external contingencies.

B. Promote responsible stewardship of resources and public trust.

Library Committee:

1. The Library Committee is kept aware of the Library's budget and gives input on the purchasing of resources.

C. Enhance the college's image to stakeholders to generate business and community support by communicating the value and benefit of the college.

Cardinal Caring Committee (C3):

1. The C3 committee held its annual campus cleanup that included staff and students.

Diversity Committee

1. A subcommittee of the Committee is working on evaluating documents that the President received. The Subcommittee is

working on seeing how to best communicate the College's DEI values and practices internally and externally.

Library Committee

1. It is hoped that the Community representative will bring ideas that will benefit our community patron.

D. Strengthen internal communication practices.

Distance Education:

1. The Distance Education Committee promoted internal communication by releasing immediately after each meeting a summary of what happened at that meeting. These summaries were emailed to all faculty and staff. Once approved, the minutes were also emailed to all faculty and staff.

Financial Aid Appeals:

1. The Financial Aid Appeals Committee continually works to improve the appeals process.

Core Value 5: Sustainability of the Institution

Labette Community College encourages innovation and personal growth, maintains financial accountability, supports student retention and success, and plans strategically for the future, while adhering to state, federal, and governing agency guidelines.

A. Achieve targeted growth through an integrated enrollment management process.

Strategic Enrollment Management Steering Committee & Sub-Committee (SEM):

1. SEM Steering Committee developed the 2021-2024 SEM Plan for LCC.

B. Enhance student opportunities through increased scholarships and endowments.

C. Enhance the economic, academic, and social environment of the college to recruit and retain quality employees.

Diversity Committee:

1. Another aspect of the research being done by the Subcommittee mentioned in Core Value 4 is to see how the College can recruit and retain a more diverse body of employees.