

Adopted by Board on 9/24/12

STRATEGIC GOALS	METRICS/TARGETS
Learner Success (SD#1)	
B1. NMC will improve learner success in terms of persistence and completion. (Institutional Effectiveness #1)	<ol style="list-style-type: none"> 1. Incubate and accelerate, as determined, impactful practices identified and/or designed by the “Redesigning the Learning Experience” and “Enhancing Developmental Education” AQIP Action Projects. (Metrics included on Attachment A) 2. Evaluate learner childcare needs through partnership with the Great Start Collaborative Initiative
B2. All learners will be able to document their intercultural learning experiences. (Strategic Direction #1)	Incubate a co-curricular learning “certification” by June 2013 in order for learners to track and provide evidence for intercultural and service learning experiences.
Financial Thriveability	
B3. NMC will develop and implement a budget plan that includes expansion of revenue opportunities along with operational efficiencies to assure fiscal thriveability. (Strategic Direction #2; Institutional Effectiveness #5)	<ol style="list-style-type: none"> 1. By December 2012, evaluate the future for Headlee reinstatement. 2. By December 2012, approve Campus Master Plan. 3. FY14 budget will include Portfolio B plan components. 4. FY14 budget will be based on multi-year Enrollment Plan (size and composition). 5. By June 2013, evaluate the future of power plant co-generation for NMC energy needs and technician programming. (Metrics included on Attachment A)
National and International Expertise (SD#2)	
B4. NMC will incubate partnerships resulting in developing national and international expertise in select areas. (Strategic Direction #2)	<ol style="list-style-type: none"> 1. Develop an incubation plan and allocate resources in the FY14 budget for: <ol style="list-style-type: none"> a. Value-added agriculture initiatives b. Entrepreneurism initiatives c. International initiatives d. Allied Health initiatives e. Early College and other credit acceleration programs 2. Complete National-level accreditation for Nursing Program by June 2014 3. Develop a Bachelor’s Degree in Applied Maritime Technologies implementation plan by June 2013
Networked Workforce (SD#3)	
B5. NMC will evaluate the employee classification and compensation systems and make adjustments as required. (Institutional Effectiveness #4)	Complete review and adjustments, as necessary, to the employee classification and compensation systems in time to inform FY14 budget.

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<p>B6. NMC will increase institutional leadership capacities needed to implement the strategic plan. (Institutional Effectiveness #5)</p>	<ol style="list-style-type: none"> 1. By June 2013, as part of NMC's succession plan, NMC will have 25% of positions with documented processes in place in to assure the transfer and safeguarding of organizational knowledge. 2. By June 2013, the Talent III action project team will: <ul style="list-style-type: none"> • Accelerate Leadership Development in four key areas for all formal leaders (directors, managers, chairs, etc.) <ol style="list-style-type: none"> a. Handling difficult situations b. Managing transformational change c. Risk assessment management d. Measuring results • Accelerate the new Employee Performance PDCA process for all non-faculty staff • Incubate alignment between Workforce Planning and Recruitment/Selection processes with the Competency Model <p>(Metrics included on Attachment A)</p>