

# THRIVE 2027 Year 2 Action Plan

## Academic Affairs

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### Diversity, Equity, and Inclusion

**Objective D.1:** Students will experience diversity and inclusion in every aspect of classroom and campus life, and embrace and appreciate the diversity of their learning community (**Led by Enrollment Management and Student Success, Workforce Development, and Academic Affairs**)

- **Strategy D.1 B:** Carefully analyze student-focused college procedures and practices to look for areas of potential bias and revise to make them more equitable and inclusive

Action Step	Deadline	Responsible Party
Those policies that were reviewed in Year 1 will be reviewed again based on VCCS policies and current/updated business practices. They will tie this work into a more comprehensive policy review requested by Dr. Brannon.	March 2023	Academic Deans and Lonnie Schaffer
The following procedures (APM's) will be considered for creation, removal, review, or update, and will be updated/reviewed accordingly: 3.25 - Faculty Office Hours (Beth Dickens with CODD/ASAC guidance) 3.29 - Evaluation of Administrative / Professional Faculty (Ursula Bock) 3.30 - Evaluation of Adjunct and Associate Instructor Faculty (Beth Dickens) 5.50 - Definition of Credit Hours (Paul Long) 5.60 - Final Course Grade Appeal (Ursula Bock)	June 30, 2023	
There are additional procedures (pre-2020) that require review and revising.		

### Instructional Innovation

**Objective I.1:** Students will have ready access to consistently high-quality courses and programs, regardless of the type of course or the manner in which it is delivered **(Led by Workforce Development and Academic Affairs)**

- **Strategy I.1 A:** Guide students to their most beneficial credential/degree by communicating both workforce-focused and degree-seeking opportunities through advisors and the College website

Action Step	Deadline	Responsible Party
Review and update the College Catalog and webpages with accurate curriculum information related to Transfer VA, Passport and UCGS curricula.	June 30, 2023	Lead: Curriculum Specialist Support: Deans, chairs
Develop a timeline and formal process to share curricula, personnel, and other alterations related to student and academic affairs with the college community.	June 30, 2023	Leads: AA Deans with EMSS Deans

**Objective I.3:** The Peninsula Community will have increased access to higher education and be able to more fully engage with the College regardless of technology or transportation limitations **(Led by Workforce Development, Academic Affairs, and Finance and Administration)**

- **Strategy I.3 B:** Build academic schedules that prioritize the needs of our community and expand access to all, regardless of their geographic location or socioeconomic status

Action Step	Deadline	Responsible Party
Select Transfer Virginia Programs for adoption.	Select programs December 1, 2022	Leads: Deans and lead faculty of selected transfer programs
Complete the Transfer Virginia course and program adoption process. Align program and course adoptions with community and transfer needs and ensure UCGS offerings.	Adopt by January 2024	
Analyze each semester course schedules for enrollment growth opportunities and challenges.	October 15, 2022 and March 15, 2023	Lead: VPAA  Team: Master Scheduler, Deans, Department chairs
Identify and execute opportunities to increase enrollment, progression, and completion of programs. Ensure a variety of available course modalities and session lengths.	By schedule publication date	

Action Step	Deadline	Responsible Party
Implement enrollment strategies for the next subsequent semester schedule.		

## Powerful Partnerships

**Objective P.1:** Students will have new and expanded opportunities to participate in work-based learning opportunities and innovative educational partnerships **(Led by Workforce Development, Academic Affairs, and Institutional Advancement)**

- **Strategy P.1 B:** Conduct a comprehensive and thorough review of all College curricula with a committee of faculty, staff, workforce development, advisory, and business practitioners who are recognized as experts in their fields to ensure all current and future written, taught, and assessed curriculum, instruction, and experiences prepare students with 21<sup>st</sup> century skills to meet regional economic needs

Action Step	Deadline	Responsible Party
Develop the capacity to hold professional development for deans and department chairs surrounding strategic course scheduling and program growth.	Capacity development AY 22-23	VPAA with IRE, Deans and Department Chairs
Continue informal conversations about enrollment growth.	Professional development AY 23-24	
The ultimate goal is to develop action plans for enrollment growth in each program, as well as a timeline for action plan completion and assessment of progress toward enrollment growth. This work may expand to evaluate additional programs in Fall 2023 using the self-study evaluation model.		
Review three additional academic programs for viability and development of support goals.	AY 22-23	Deans, Faculty with IRE support.
Create and execute an annual calendar of program advisory committee meetings.	June 30, 2023	Deans with VPAA

## Additional Capacity-Building Efforts

- Include here any additional actions your division and/or units will need to take this year to increase their preparedness and capacity to execute on the major goals of our strategic plan

Action Step	Deadline	Responsible Party
Seek approval and budget to recruit and hire additional academic leaders.	10/30/2022	VPAA, HR
Recruit and hire approved positions.	6/30/2023	