Mission Statement

Nunez Community College is a student-centered institution that delivers relevant and innovative curriculum integrating the arts, sciences, and humanities leading to academic credentials and workforce opportunities. Nunez serves a vital role in the community by engaging with partners to support student success and personal growth.

Vision Statement

To be a comprehensive and dynamic institution that serves its community and produces critical thinkers who will impact society in meaningful ways.

Core Values

Student-Centered

We provide a positive environment where decisions support student success.

Teaching and Learning

We embrace an institution in which everyone is both an educator and a learner.

Caring

We foster a culture of compassion, empathy, and inclusivity to better serve our community.

Innovation

We value progressive, creative, and adaptive practices that address the challenges of a global society.

Integrity

We commit to a respectful environment that values equality, trust, and accountability.
Strategic Theme 1: Student-Centered

Goal 1: To expand access to all student services offered by the College

Objective 1.1: To expand recruitment/outreach efforts by 3%.

Strategies: 1.1a - Wider reach in recruitment
1.1b - More events/tours
1.1c - Develop unique recruiting events designed for underserved populations in our communities (i.e. first-generation, adult, and minority students)
1.1d - Greater use of media/social media
1.1e - Develop programmatic brochures
1.1f - Participate/develop more community events

Performance Indicators: "Recruit" tracking system

Objective 2.1: To increase Fall full-term headcount

Strategies: 2.1a - Schedule optimization

Performance Indicators: SSPS and IPEDS data

Objective 3.1: To increase the number of offerings of financial support to students by 3%.

Strategies: 3.1a - Provide more scholarship application information
3.1b - Develop seminars, workshops, etc.

Performance Indicators: Number of scholarships applications Number of scholarships awarded
Goal 2: To enhance student support

Objective 2.1: To increase the number of early advising events by 3%.

Strategies:
2.1a - Provide virtual advising
2.1b - Increase phone assistance
2.1c - Provide advisor training
2.1d - Track number of sessions/events
2.1e - Increase engagement of Program Managers and Department Chairs
2.1f - Assign faculty advisors within programs
2.1g - Track majors

Performance Indicators: Advising tracking reports

Objective 2.2: To increase the number of qualified tutors

Strategies:
2.2a - Provide more contact hours for tutors in subject-specific content areas
2.2b - Provide adequate space and materials for tutoring sessions.
2.2c - Collaborate with faculty to ensure best practices in providing tutoring service to students.
2.2d - Increase opportunities for tutor training and professional development. (Online portal)
2.2e - Establish a tutor homework hotline through Canvas.
2.2f - Develop a process of referrals to tutoring and mentoring sessions.

Objective 2.3: Develop Service Learning opportunities (awareness) both internally and externally

Strategies:
2.3a - Establish student ambassadors
2.3b - Develop mentorship committees/task force for first generation, adult, and minority students.
2.3c - Develop programmatic service learning activities/initiatives
2.3d - Increase engagement with business and industry partners
2.3e - Provide volunteer opportunities with business and industry partners

**Goal 3:** To increase student success

**Objective 3.1:** Increase retention rate by 3%

**Strategies:**
3.1a - Develop 1-hour HUDV courses that are designed with programmatic/course specific curriculum.
3.1b - Redesign how advising happens with advisors and faculty.
3.1c - Optimize course schedule.
3.1d - Increase program manager engagement in advising, mentoring and tracking students.
3.1e - Provide notification of internal resources available to students.
3.1f - Develop a process for referrals to tutoring and mentoring.

**Objective 3.2:** Increase total number of completers by 3%.

**Strategies:**
3.2a - Develop more short-term exit points for certifications.
3.2b - Increase advising efforts (Reg Fest, Mindful Mondays, etc.)
3.2c - Improve/repair pre-reg/co-reg process in Banner.
3.2d - Increase number of field/state/board certifications offered/attached to program courses.
3.2e - Hire coordinator to integrate student data systems (Banner, Xenegrade, Degree works, SIS for WRU, Google)
3.2f - Increase the number of internships/externships offered

**Objective 3.3:** To increase the number of transfer outs to post-secondary institutions

**Strategies:**
3.3a - Increase the number of articulation agreements
3.3b - Host more transfer fairs on campus
3.3c - Attend transfer fairs at four-year institutions

**Performance Indicators:** Transfer out report

**Objective 3.4:** Increase job placement opportunities/WRU/career services

**Strategies:**

3.4a - Hire a Career Services Coordinator

3.4b - Increase engagement of industry/business partners (Career Expo)

3.4c - Improve communication with Adult Ed (Accuplacer Prep (program specific))

3.4d - Increase programmatic advisory board engagement

3.4e - Facilitate and maintain good stewardship of business/industry relationships

**Strategic Theme 2: Teaching and Learning**

**Goal 1:** Improve the quality of instruction in both lecture-based and online courses.

**Objective 1.1 -** Increase the number of professional development opportunities for faculty (FT & PT)

**Strategies:**

1.1a - Increase attendance at conferences/annual meetings

1.1b - Develop professional learning circles across academic disciplines

1.1c - Plan more departmental collaborations to discuss schedules, curriculum, advising, etc.

1.1d - Review all majors, adult education courses, and general education courses to ensure issues of race and equity are embedded in the curriculum and discussed in a healthy and culturally changing manner.

1.1e - Develop adjunct training/orientation modules

1.1f - Implement faculty peer observations for feedback

1.1g - Define responsibilities of ETC committee.

1.1h - Research and implement best practices in online environment
1.1i - Develop online training for students (Ex: how to take an online course)

**Goal 2: Develop remediation initiatives (Prep courses/connect to Adult Ed)**

**Objective 2.1 - Redesign Developmental Education**

**Strategies:**
- 2.1a - Develop and implement UNO initiative (Link to Success)
- 2.1b - Increase the number of Accuplacer (standardized) workshops
- 2.1c - Improve relationship with Adult Ed students
- 2.1d - Explore options for student placement testing

**Goal 3: Increase programmatic accreditation**

**Objective 3.1 - Research programmatic accrediting or endorsing organizations**

**Strategies:**
- 3.1a - Review programs to seek accreditations/endorsements
- 3.1b - Develop RN program

**Strategic Theme 3: Caring**

**Goal 1: Improve employee morale**

**Objective 1.1 - Improve collaboration through increased engagement across and within all departments.**

**Strategies:**
- 1.1a - Develop virtual meeting spaces
- 1.1b - Develop work share opportunities across departments.
- 1.1c - Develop and implement an Assessment/Planning Summit to encourage interdepartmental planning.
- 1.1d - Continue to address equitable pay across all units.
- 1.1e - Establish a college-wide committee/task force from within the faculty, staff, and students to meet and generate actionable recommendations focused on diversity/inclusion within all Nunez workplaces.
Performance Indicators: Data from: Work share Form Number of Work share agreements
Nunezonline.net data HR Compensation Packets

Objective 1.2 - Improve two-way communication between the Executive Leadership and all employees of the College.

Strategies: 1.2a - Increase the number of Chancellor Q & A sessions.
1.2b - Increase the number of college-wide, team-building/bonding activities.

Performance Indicators: Results of activities held: Number of Q & A sessions Number of Chancellor Chats

Goal 2: Offer campus-wide customer service training

Objective 2.1 - Develop and implement a more effective customer service system.

Strategies: 2.1a - Develop a call center
2.1b - Develop and implement a ticket system
2.1c - Develop a more interactive college catalog
2.1d - Develop and implement a live chat system
2.1e - Create and implement a video chat for advising
2.1f - Improve awareness of Degree Works through intentional training activities
2.1g - Increase awareness of all college resources and services through simulation training

Performance Indicators: Data from all systems Slideshow of resources/services displayed on campus monitors

Goal 3: Provide campus-wide mental health training and awareness

Objective 3.1 - Increase training opportunities for faculty, staff and students on how to identify and address potential mental health issues.
Strategies: 3.1a - Improve engagement with the campus Health Center  
3.1b - Collaborate with the Methodist Foundation to provide trainings  
3.1c - Develop and implement a Canvas course to recognize/identify mental health issues

Goal 4: Establish a Diversity, Equity and Inclusion campus-wide Committee

Objective 4.1 - Provide training and cultural awareness professional development opportunities

Strategies: 4.1a - Develop and implement diversity and cross-cultural activities across all departments

Performance Indicators: Number of trainings/attendance  Number of Mindful Monday sessions  
Distressed student referral form usage

Strategic Theme 4: Integrity

Goal 1: Improve Financial Stability

Objective 1.1 - Establish and promote effective branding aligned with the college mission.

Strategies: 1.1a - Increase public relations and marketing activities  
1.1b - Complete college-wide marketing research  
1.1c - Create a marketing guideline for logos, colors, etc  
1.1d - Increase the number of community outreach efforts (i.e. Advocacy Breakfast, Government Officials outreach, Day at the Capitol)

Objective 2.1 - Increase grant writing opportunities across all departments.

Strategies: 2.1a - Hire a designated grant writer/coordinator  
2.1b - Increase awareness of grant opportunities  
2.1c - Create a database of available grants  
2.1d - Develop professional development opportunities focusing on grant writing (i.e. BoR, LCTCS)
2.1e - Research and secure grants geared to programming so that first-generation college and adult education students have the tools necessary to succeed.

Objective 3.1 - Restructure alumni engagement

Strategies: 3.1a - Establish official Nunez Alumni Association
3.1b - Develop alumni database
3.1c - Create alumni e-newsletter
3.1d - Develop alumni engagement opportunities

Performance Indicators: Number of marketing campaigns Number of ads Social media data Number of grants proposed/awarded Number of grant writing meetings held

Goal 2: Improve development and review of policies and procedures

Objective 2.1 - Increase awareness of all policies and procedures across the campus

Strategies: 2.1a - Develop interdepartmental procedures that align with policy
2.1b - Develop an internal compliance process to include training (cross-training)
2.1c - Improve accountability of campus procedures through tracking database
2.1d - Prioritize development of student-related policies and procedures

Goal 3: Improve Infrastructure

Objective 3.1 - Restructure Facilities Department and operations

Strategies: 3.1a - Hire more facilities personnel
3.1b - Hire a Director of Facilities
3.1c - Improve communications with facilities
1.1d - Establish a working Safety Committee with a designated Safety Officer
3.1e - Improve community engagement through the use of campus facilities
3.1f - Change building names and numbers for efficiency
3.1g - Develop and implement a key control system

**Performance Indicators:** Number of facilities requests   Number of tickets closed   Sign-in sheets/community activities

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**Strategic Theme 5: Innovation**

**Goal 1:** Modernize processes and procedures

**Objective 1.1** - Develop systems for interdepartmental collaboration

**Strategies:**

1.1a - Increase system integration of processes to improve student tracking from recruitment to alumni.

**Objective 1.2** - Transition the Planning and Assessment processes to a complete online portal

**Strategies:**

1.2a - Develop an internal planning and assessment system
1.2b - Train all faculty, staff and students in using the online portal

**Performance Indicators:** Number of systems designed   Tracking of usage   Completed annual planning forms

**Goal 2:** Expand and maintain both a digital and a remote presence in order to remain relevant in the 21st century technological environment

**Objective 2.1** - Develop at least 2-4 complete online programs

**Strategies:**

2.1a - Offer more cloud-based courses
2.1b - Develop more Skills Shop trainings and courses
2.1c - Develop IBCs that are relevant to trending business needs
2.1d - Increase awareness and access of non-credit and community/leisure courses
2.1e - Offer more non-credit/leisure courses for personal fulfillment

**Performance Indicators:** Number of complete online programs   Tracking of IBCs   Tracking of non-credit course offerings