

NUNEZ STRATEGIC PLAN

Strategies & Goals 2025 - 2030



The Nunez Community College Strategic Plan provides a framework for positioning the college to be relevant, responsive, and focused on the regional needs of the community. The overall purpose of the college is to provide the highest level of service to students, employees, and our community. The Strategic Plan summarizes the strategies, goals, and values to support this overall purpose.

STRATEGIES & GOALS

STUDENT EXPERIENCE

All-encompassing interactions, opportunities, and support systems students encounter during their educational journey that provide them with confidence in their knowledge, skills, and abilities to be well-prepared and successful in life.

- **Reshape the traditional structures of higher education Student Experience Institutional Systems to align to current student needs that include**
 - Providing ways for students to achieve their goals in a more affordable way (program revision, credentials, certificates, etc.).
 - Graduating with credentials or a degree that quickly moves students into employment.
 - Building caring environments where students feel like they belong and can grow and develop their professional skills.
 - Providing all students with an Affinity Group aligned to areas that are meaningful to them (groups where students share common interests).
 - Foster opportunities for students to be engaged outside of class to keep them on campus.

- Integrate transferable, professional skills in all programs to prepare students for future employment. Skills include communication, time management, problem-solving, teamwork, etc. Students will be supported with
 - The design of learning outcomes that define the Nunez graduate.
 - How to integrate these skills in all programs.
 - Ways to recognize students with badges, certificates, or other methods that give students an employability advantage.
 - Nunez Community College will be committed in offering every student “best in class” customer service as a result of
 - Clearly defined customer service expectations to serve students.
 - Faculty and staff development on aligned customer service outcomes.
 - Assessing the level of customer service to students, with a commitment to continuous improvement to achieve and sustain “best in class” performance levels.
 - Build strong, intentional business and industry partnerships to position students for employment.
 - Provide students with the following types of opportunities: Mentors, internships, paid externships, apprenticeships, and various types of student employment.
 - Engage students in service projects to teach them interpersonal, project design, and professional skills such as mock interviewing and job shadowing.
 - Provide students with opportunities to gain job preparation skills, such as résumé writing, interviewing, and presenting available through the Nunez Career Center workshops and as integrated into programmatic introductory courses.
 - Build a healthy pipeline of employees for industry partners.
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INNOVATION

Personalized, transferable, and accessible educational experiences that provide students with the skills they need to be employed and successful in a rapidly changing world.

- Increase job opportunities for the regional area and Louisiana by capitalizing on the strengths and opportunities of the region that includes credentialing through programs
 - Focused on Coastal Studies aligned to community and industry needs with an emphasis in coastal preservation and restoration such as credentialing in heavy equipment, GIS, surveying and drone operations.
 - By serving as an energy hub for the region and state and capitalizing on the strategic direction and focus on the Nunez regional community (e.g. Venture Global, PBF, Gulfstream, Gulf Wind, Louisiana International Terminal, and other regional partners).
 - Aligned to port development and opportunities in the Nunez regional community.
 - Advancing core programs and developing future programs in response to industry and community needs in
 - Cybersecurity
 - IT
 - Maritime
 - Transportation and Logistics

- Fiber Optics
- Healthcare
- Aerospace Manufacturing
- Athletics and Intramural Sports

● **Become a state leader in Process Technology (PTEC) offerings leading to marketable credentials and transferable skills.** Prepare students to gain skills in applying systems, tools, and techniques to deliver products and services, and improve speed and agility of processes within key business enterprises linked to regional needs. As part of offerings within a specific industry, include learning outcomes that support students in transferring key PTEC skills to multiple industries.

Process technicians

- Apply and manage processes in industries (oil, energy, utilities manufacturing, chemical, etc.).
 - Understand diversified opportunities in the energy sector related to oil and gas, liquified natural gas (LNG), and renewable energy.
 - Operate, monitor, and repair equipment and ensure safety protocols are followed.
 - Engage in computer simulations to run business operations.
 - Apply solid supply chain management and logistics applications.
 - Apply knowledge and skills to work as a machinist and millwright.
 - Apply knowledge and skills in biomanufacturing.
- **Build strategic public and private partnerships that support students being employed in high wage jobs.**
- House private industries on campus to train and prepare students for high need and wage jobs.
 - Build more comprehensive and programmatic integration for 2-to-4-year programs that includes stackable credentials and general education as part of the program components.
 - Access industry expertise to continuously update program curriculum and student outcomes as well as integrate industry experts as instructors.

TALENT DEVELOPMENT & PIPELINE

Provide opportunities for recruiting and retaining high performing faculty and staff.

- **Build opportunities for faculty (Full-time, Part-Time) and staff to grow and develop to provide the highest level of student experiences.**
 - Design engaging onboarding and peer mentoring programs for faculty and staff, including robust training for people who have technical expertise but have not taught in a higher education institution.
 - Open opportunities for faculty and staff to engage in leadership development opportunities.
 - Design opportunities for faculty and staff to gain “soft skills” such as problem-solving, critical thinking, effective communication, teamwork, etc., with a goal of integrating those skills into learning outcomes for students in their respective courses.
 - Create internal professional learning communities for sharing best practices and ideas.
 - Provide faculty and staff opportunities to participate in Affinity Groups aligned to areas that are meaningful to them (groups where faculty and staff share common interests).
 - Operationalize the Nunez values to guide employees on expectations for being part of a best-place-to-work environment.
 - Design promotional levels for faculty and staff that specifically define expectations by level and provide them with an opportunity to grow and advance.

- **A**pply a recruitment pipeline to tap into expertise that aligns to core programmatic priorities aligned to placing students in jobs.
 - Define job roles and responsibilities for faculty and staff that place a high priority on providing students with experiences that position them to be successful in the workplace.
 - Expand the Nunez hiring model to create opportunities for students to tap into industry expertise.
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OPERATIONAL EFFICIENCY & GROWTH

Maximize internal business processes, build new business models, and provide high levels of customer service.

- **D**esign new business models that align to continuously evolving economic needs and innovative ideas.
 - Explore financial models that support varying ways for the college to generate revenue.
 - Engage in collaborative relationships among academic and operational departments to experiment and scale best practices.
 - Determine ways to generate revenue for new offerings and revamp what we currently offer or charge for some areas we are currently producing.
- **C**ontinuously apply a process improvement strategy to provide the best services to students at the lowest possible cost to the student and the institution. Process improvement areas include improving
 - Financial processes.
 - Operational processes.
 - Student services processes
 - Recruitment & Advising
 - Curriculum Development and Revisions
 - Course Scheduling
 - Student Support Services
 - Institutional processes.
- **P**rovide the highest level of internal and external customer service
 - Design and execute high quality customer service practices within our departments to serve each other in the institution.
 - Define customer service expectations, develop our people on the practices, and hold people accountable to applying consistent and high-quality customer service practices.
- **R**eview ways to gain operational support from LCTCS that reduce overhead costs associated with technology, operational support services, and program advancements and specializations.
 - Reduce operational and personnel expenditures that can be better leveraged by collaboration within and across larger systems.
 - Build a regional focus to share best practices and access a larger menu of options for students.

Annual Unit

Academic & Student Affairs

Finance & Operations

Strategic Partnerships

ORGANIZATIONAL SCORECARD

Strategic Goals

Standards of Service Excellence

- Caring
- Commitment
- Culture of Continuous Improvement

2025-2030 STRATEGIC PLAN

STUDENT-CENTERED TEACHING & LEARNING CARING & INTEGRITY INNOVATION

NUNEZ CORE VALUES