



Strategic Plan Goals, Objectives, Strategies

Great Basin College's Mission:

Transforming lives through education

Vision: *Great Basin College will prepare students for lifelong learning in an evolving global workplace.*

Philosophy:

Great Basin College will match the needs of our students, industry, and state, preparing for careers in an evolving workplace now and in the future through a robust and flexible mixture of degrees, certificates, workforce training, and community education—with open access, through innovative delivery, with an interdisciplinary and equity lens, and by dedicated faculty and staff.

Strategic Plan Themes, Goals and Objectives:

Theme 1: The Student Experience

Goal: Increase the percentage of students pursuing and completing their educational goals through Great Basin College providing affordable, flexible, and equitable opportunities.

- 1.1. Student Success: Support the student's journey from point of contact to program completion or transfer.**
 - 1.1.1. Improve and expand educational programs from dual enrollment through bachelor's degree opportunities with well-lighted pathways.
 - 1.1.2. Create clear pathways, from initial recruitment to initial enrollment for all students. (Recruitment and advising).
- 1.2. Student Satisfaction: Increase student satisfaction in their variety of experiences at GBC.**
 - 1.2.1. Increase the percentage of GBC students who believe GBC has contributed to their personal and professional development by meeting their educational goals.
 - 1.2.2. Measure student job placement and solicit feedback from alumni and employers for their satisfaction with a GBC education.
- 1.3. Student Retention and Completion: Assess and improve student retention from course to degree completion or transfer.**
 - 1.3.1. Monitor student enrollment and success, with an emphasis on disaggregated data, and apply resources efficiently to meet challenges to retention and success.
 - 1.3.2. Provide an education and well-lit pathway through a rich mix of course delivery options, scheduling options, and additional approaches to student achievement.



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Theme 2: Inclusion, Diversity, Equity, Access and Sustainability (IDEAS)

Goal: Enhance IDEAS across all college operations and services.

2.1. Access: Remove barriers to student access and opportunities.

- 2.1.1. Improve the college culture of understanding of student access barriers.
- 2.1.2. Promote more flexible scheduling and instructional delivery formats to be inclusive of all student's needs.

2.2. Diversity: Focus on inclusive and equitable practices.

- 2.2.1. Identify and provide training each semester to focus on inclusive and equitable practices.
- 2.2.2. Provide training on equitable hiring practices with selection and hiring committees.
- 2.2.3. Recruit and retain diverse exceptional faculty and staff.

Theme 3: Workforce Development

Goal: Provide a skilled and knowledgeable workforce.

3.1. Partnerships, Collaborations, and Outreach: Build relationships and collaboration opportunities to provide seamless connections between community colleges, high schools, universities, and employers.

- 3.1.1. Continue to build the relationship with University of Nevada, Reno as we converge our purpose, mission, and operations.
- 3.1.2. Identify and engage stakeholders through relevant sources of data to align a GBC education for workforce needs and to create experiential learning opportunities.
- 3.1.3. Partnership with Nevada high schools and other workforce development entities to engage with employers and industry associations to identify workforce needs to collaboratively develop a workforce ready pipeline.

Theme 4: Community (Continuing Education, Marketing, and Alumni)

Goal: Lifelong Learning and Collaborations: Create lifelong learning opportunities and partnerships with the communities we serve.

4.1. Develop and promote new continuing education and programming opportunities for community engagement.

- 4.1.1. Identify and define program offerings from target audiences and GBC service areas.
- 4.1.2. Develop an alumni-relationship program to mentor students and increase connections within the communities.

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4.3. Implement data-driven marketing strategies to increase and strengthen community outreach.



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Theme 5: Institutional Effectiveness

Goal: Institutional Effectiveness: Demonstrate a continuous process to assess institutional effectiveness—from course to program to institution—using disaggregated data to define mission fulfillment.

5.1. Develop a continuous improvement loop that will empower the institution to make effective change.

5.1.1. Identify GBC's internal and external environments for current and emerging patterns, trends, and expectations. Develop leading and lagging indicators to anticipate future needs.

5.1.2. Develop leading and lagging indicators to anticipate future needs.

5.2. Improve and inform decision-making through increased access to comprehensive, timely, and quality data.

5.2.1. Implement the closing the loop process and annually review outcomes and the NSHE strategic plan metrics for institutional effectiveness.

5.2.2. Analyze and publish disaggregated indicators of student achievement to implement strategies and deploy resources for mitigation of perceived gaps in equity and success.

Theme 6: Resources

Goal: Resources: Secure and sustain the resources necessary to maximize the College's capacity for excellence.

6.1. Evaluate and improve available resources annually.

6.1.1. Use data and funding as a guide to utilize resources to meet the needs of GBC students and institution.

6.1.2. Assess current technology trends that lead to continuous improvement.

6.1.3. Enhance transparency and usefulness of the budget process.

6.1.4. Develop a diverse revenue stream to maximize success and support our long-term growth.

6.2. Promote a culture of professional development and the sustainable balance of mental, physical and emotional wellness.