

NORCO COLLEGE ACTION PLAN FOR STRATEGIC PLANNING GOALS 2013-2018

GOAL 7: STRENGTHEN OUR COMMITMENT TO OUR EMPLOYEES

GOAL OBJECTIVES			COMMITTEE(S) LEADING	BASELINE MEASURE	TARGET OUTCOME
Objective 1: Provide professional development activities for all employees.			PDC/TC	Regular Workshops provided	Ongoing
Objective 2: Increase the percentage of employees who consider the college environment to be inclusive.			Legacy	2012 Diversity Climate Survey: Questions 3, 9-11, 19 & 23	
Objective 3: Decrease the percentage of employees who experience unfair treatment based on diversity-related characteristics.			Legacy	2012 Diversity Climate Survey: Question 16	
Objective 4: Increase participation in events and celebrations related to inclusiveness.			Legacy/LAC	Avg. 25 faculty & 15 staff at Read 2 Succeed & Poetry Performance events	+ 2% annually
Objective 5: Implement programs that support the safety, health, and wellness of our college community.			Safety		
Activities	Method(s) of Measureme nt	Overseeing Committee	Timeline	Responsible Offices/Parties	Objective(s) Addressed
Lynda.com Technology Training Tutorials	Vendor Provided Statistics	TC	Fall-Spring 2015	TC	Objective 1
“Technology and You” Workshops	Attendance Statistics	TC	Ongoing	TC	Objective 1
Bring more awareness of the Professional Development workshops, as well as allow better planning for attending these workshops.	Offer an end of year survey so	PDC	2014-15	PDC	Objective 1

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	that we may examine the level of satisfaction with our PDC offerings for all employees.				
Section on NC web site that reflects the diversity of the college		Legacy			2
Promotional information shared and book giveaways at FLEX and Professional Development workshops/events	Perform at a minimum of 1 faculty FLEX event and 1 staff development event during fall & spring semesters	LAC	Fall & Spring semesters	LAC/Library	Objective 4
Send separate e-mails to staff and to faculty to personally invite them to the events	Surveys issued to staff and faculty	LAC	Fall & Spring semesters	LAC/Library	Objective 4
T-shirt or Button booth at inclusion event that allows people to publicly identify their diversity. "I bet you didn't know I...." and displayed in offices after event.		Legacy			
Promote survey participation for resurvey in 2015. Clickers during the Committee of the Whole meeting.		Legacy			