Competency

Institutional Planning

Area of Focus

Improve the institution through strategic planning, resource integration linked to planning and evaulation based on planning outcomes.

Competency

Resource Management

Area of Focus

Sustain the college financially using ethical and equitable resource management to fulfill institutional goals, mission, and vision

Competency Communication

Area of Focus

Provide the college centralized communication points within the institution for consistent and accessible college information

Competency Collaboration

Area of Focus

Create Regional Opportunities for Partnerships with other Educational Institutions

Competency

Community College Innovation

Area of Focus

MC2IT

Competency

Professionalism

Area of Focus

Create and sustain professional development opportunities for the college constitutencies

Strategy	Leadership Coordination
Complete the new four year strategic plan, obtain college support and participation and achieve all 12/13 and 13/14 goals within the confines of state budget decisions and allocations	GAP and College Constituencies
Communicate all planning and outcomes to internal and external stakeholders for accountability to outcomes	President's Office and Marketing
Integrate additional planning requests from the state, district and community as appropriate: includes Student Task Force Recommendations, Board and District Goals, and Community requests	Student Services Council; Marketing and Public Relations; District Council
Complete the Accreditation Self Study and Site Visit 12/13 and 13/14	Institutional; Accreditation Liaison and Officer; Disjoint
Develop, communicate and implement future trends information and data as part of all insitutional planning through program review	Research and Institutional Effectiveness; Program Review Committee

Strategy	Leadership Coordination
Create quarterly budget reviews for all college budgets to ensure consistent expenditures and review of goal completion / train all faculty and staff in reading budget reviews and how to build a budget/videotape all training for posting on Professional Development and CBAC websites	Vice President Bennet and Staff; Deans and Faculty Leads; IS staff
Create revenue opportunities for the college through partnerships, foundation dollars, programs and rentals	Vice President Bennett; Faculty; Foundation; President's Office and MC2IT
Create opportunities for Innovation Funding; planned through program review and	Foundation; Company donations
Continue to refine and implement Institutional Effectiveness/Senates/CBAC recommendated Base Budget and Scheduled Maintenance Model	President's Office; Institutional Research; GAP; Vice President Bennett

Create and implement sustainable programs and services that can be institutionalized through effective planning and evaluation; review and account for such sustainability through strategic planning and the integration of program review, college wide goals and district goals	This is an ongoin goal to be coordinated through campus committees, facilities, Measure C planning and Economic Development Opportunities

Strategy	Leadership Coordination
Create an Annual Calendar that can be populated via Outlook	President's Office
Develop the staff Portal for college information	Rita Grogan and Penny Johnson / GAP
Write opinion/editorial pieces that inform our community about the needs of the community college system	President's Office; Public Information Office; EMT
Enlarge Mission College marketing to communitites other than Santa Clara: Sunnyvale and San Jose	President's Office; Marketing and Public Relations
Job Shadow in College Programs and Services	President's Office and Institutional Programs and Services
Create and present power-point presentations for community groups and others that details the good work of Mission College and that promotes partnerships and giving to the college	President's Office; Public Information Office; Vice Presidents; Foundation

Strategy	Leadership Coordination
Continue to work with Santa Clara Unified on increased artriculation of high school juniors and seniors to Mission College / target classes to transfer and college bound scholars / include Honors Program as part of the marketing	President's Office; Marketing; Student Services; Instruction
Increase the SB 1440 transfer degrees from 5 to 12 by 13/14 for direct articulation with SJSU	Academic Senate; Curriculum; Articulation Officer; Office of Instruction
Increase the International Student Program (based on RAM outcomes)	Student Services; International Student Program
Work with Foothill College on the Moffett Field Regional Center	President's Office; District
Explore opportunities to work with District on Contract Education Program housed at Mission College	President's Office; District

Strategy	Leadership Coordination
Apply for NSF	President's Office;
Create a steady funding stream for MC2IT	Foundation; President's Office; Research Office; Faculty Department Chairs
Create a regional awareness of the MC2IT	President's Office; Marketing
Create potential for business partnerships and fund-raising for signature and transfer programs	President's Office; Departments

Strategy	Leadership Coordination
Develop an annual professional development plan that incorporates all constitutents	Office of the President; Academic and Classified Senates; Staff Development
Develop a leadership development program that includes sucession planning and college leadership opportunities	Office of the President; Academic and Classified Senates; Staff Development
Develop a motivational/rewards plan for campus recognition and gratitude programs	President's Office and Staff Development
Include presidential training and workshops in my own professional development and to learn about best practices amongst other community college presidents	Office of the President
Create an online professional development resource for the college	Office of the President; DE Office; IS; Staff Development; District HR