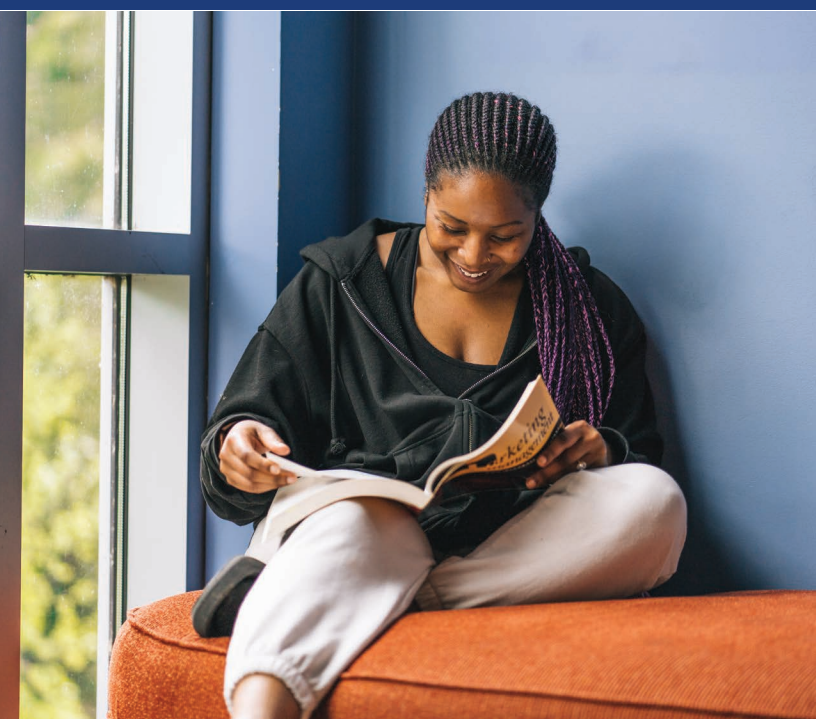




2019-2026 Grays Harbor College

# COLLEGE PLAN

Your Community. Your College. Your Future.



# MISSION

Grays Harbor College provides meaningful and engaging learning opportunities and support services to enhance the knowledge, skills, and abilities of our students and support the cultural and economic needs of our community.

# VISION

Grays Harbor College inspires our students and enriches our community by providing positive growth through learning.

# COLLEGE PRIORITIES

Grays Harbor College has identified five College Priorities: Enrich student learning; Promote student, faculty, and staff success; Foster a diverse, equitable, and inclusive learning environment; Ensure effective, efficient, and sustainable use of college resources; Strengthen enrollment, partnerships, and pathways to student achievement.

## COLLEGE PRIORITIES, OBJECTIVES, & INDICATORS



### College Priority #1: Enrich Student Learning

Objective 1: Cultivate the skills, knowledge, and habits of mind necessary to be better learners, thinkers and global citizens.

- 1.1 Students demonstrate proficiency in the (college-wide) Desired Student Abilities.
- 1.2 Students demonstrate proficiency in the Program Learning Outcomes.



### College Priority #2: Promote Student, Faculty, and Staff Success

Objective 1: Employees will engage in purposeful work set in a positive environment with dedicated resources.

- 1.1 Demonstrate through an Employee Satisfaction Survey that the college provides purposeful work, creates and maintains a positive environment, and provides needed resources for employees to complete their work.
- 1.2 Demonstrate through a Student Satisfaction Survey that employees have helped students reach their educational goals.

Objective 2: Students will reach their educational goals.

- 2.1 Students reach their goal(s) of course and degree/certificate completion.
- 2.2 Students reach their goal of obtaining and finding success in meaningful employment and/or Transfer.
- 2.3 Diversity, Equity, and Inclusion and Program-to-Program data demonstrates equitable success for all student groups.



### **College Priority #3: Foster a Diverse, Equitable, and Inclusive Learning Environment**

Objective 1: Maximize student potential by closing achievement and performance gaps.

- 1.1 Close equity gaps in GPA, Course Completion, and Student Progress Measures.

Objective 2: Create a culture of belonging through access and inclusion.

- 2.1 GHC Students, Faculty, and Staff indicate through words and actions that they feel a sense of belonging at GHC.

Objective 3: Institutional processes foster racial, social, and economic justice for students, faculty, and staff.

- 3.1 GHC institutional processes foster racial, social, and economic justice for all.



### **College Priority #4: Ensure Effective, Efficient, and Sustainable Use of College Resources**

Objective 1: Optimize use of resources to sustain college operations.

- 1.1 Achieve a positive trend over time toward higher education fiscal health ratio targets.
- 1.2 invest in strategic efforts supporting college innovation and sustainability.

Objective 2: Innovate to enable growth for fiscal viability to support the college mission.

- 2.1 Diversify revenue sources through strategic enrollment management and external opportunities to optimize growth potential.
- 2.2 Use SBCTC Fiscal Health Risk Analysis tool to promote sound financial practices.



### **College Priority #5: Strengthen Enrollment, Partnerships, and Pathways to Student Achievement**

Objective 1: GHC recruits and enrolls an appropriate number of students to support college operations.

- 1.1 Outreach and recruitment successfully garner new applications and enrollments,
- 1.2 GHC's intake process is equitable and efficient.

Objective 2: Retention and enrollment levels support both student goals and college operations.

- 2.1 GHC's diverse student body is supported and retained to complete their goals.
- Enrollment levels support college operations.

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In order to productively engage with equity, diversity and inclusion (EDI) issues, it is important to have a shared understanding of the language that we use. The Diversity Advisory Committee developed a glossary of Diversity Definitions during the 2021 academic year. To access this glossary, please visit <https://www.ghc.edu/edi/diversity-definitions>.

Grays Harbor College does not discriminate on the basis of race, color, national origin, sex, disability, sexual orientation, creed, religion, marital status, veteran status, genetics, or age in its programs, activities, and employment. The following person has been designated to handle inquiries regarding the non-discrimination policies:

Title II/Section 504 Coordinator - Darin Jones, Chief Executive of Human Resources  
Grays Harbor College  
1620 Edward P. Smith Drive  
Aberdeen, WA 98520  
360-538-4234

Title IX Coordinator – Kari Collen, Dean Of Student Access And Success  
Grays Harbor College  
1620 Edward P. Smith Drive  
Aberdeen, WA 98520  
360-538-4121