

## MCC PRESIDENT'S GOALS (2020-2021 Update)

- **Institutional Leadership** – Provide leadership to Cabinet members and other direct reports, including: Physical Facilities; Campus Police; Institutional Research; and the Center for Agrarian Learning. Support these areas with direction, access, open communication, respect/appreciation, and accountability. Assessment on these and other leadership behaviors will be conducted as a baseline in January 2021, coordinated through the Office of Human Resources. Results will be used to guide these relationships throughout the year. Sample areas of assessment include:
  1. Holds himself and me accountable for high levels of achievement.
  2. Actively develops and nurtures a positive culture within the College.
  3. Inspires a high level of initiative and motivation to achieve the strategic initiatives of the College.
  4. Accessible for both scheduled and spontaneous interactions.
  5. Open to my ideas and thoughts regarding my areas of College responsibility.
  6. Supportive of my professional development.
  7. Supportive/championing of my areas of College responsibility.
  8. Respectful of me, my talents, and my role.
  9. Appreciative/values my leadership efforts.
  10. Clear in his communication and expectations.
  
- **Fiscal Responsibility** – Work closely with the CFO to effectively manage emerging revenues and expenses in order to maximize resources that align with strategic plan goals. Support the appropriate use of finances to advance the College's mission.
  
- **Innovation** – Encourage institutional strategies focused on promoting student enrollment, engagement, retention, momentum, and completion. Support every opportunity to refresh practices that make the College more effective. Provide additional support to:
  - Develop new and/or modify existing practices that focus on student enrollment, retention, persistence, and completion.
  - Generate resources directed at creating successful learning in our current environment.
  
- **Crisis Leadership** – Continue to lead MCC's COVID-19 Emergency Task Force. Provide direction and support for the ongoing navigation of College operations through the pandemic. Manage and direct resources, including employee efforts and institutional funds, to create an effective and timely response to various disruptions to pre-COVID operations. Specific efforts include:
  - Oversee a response to changing health risks affecting both students and employees.
  - Maximize the opportunities for students to continue to enroll and learn at MCC.
  - Assess and respond to student and employee needs during this time of increased stress.
  
- **Racial Equity and Inclusion** – Continue to organize and lead the President's Task Force for Racial Equity and Inclusion. Provide leadership around efforts to create a welcoming and supportive learning community for both students and employees.
  - Explore attaining external consultation to assist in developing a strategy to incorporate best practices in racial equity and inclusion.

- **Community Engagement** – Continue to build trustful relationships with key stakeholders, including: community members; industry leaders; K-12 leadership; donors; local and state elected officials; and community nonprofit partners.
- **Advancement and Development** – Continue to use available resources that inspire and engage giving to the College.
  - Engage in an upcoming campaign to raise resources for equipping the Center for Advanced Technology and Innovation.
  - Participate in efforts to continue developing resources for student scholarships and emergent needs.
- **Board Relationships** – Continue to create an open, communicative, respectful relationship with every member of the MCC Board of Trustees.
  - Provide regular updates to Board on outreach activities and efforts.
  - Provide timely updates to Board on emergent issues.
  - Maintain an ‘open door’ approach to spontaneous communication from Board members.
- **Mission Advancement** – Continue to provide leadership in supporting every employee engaged in advancing the College’s Strategic Plan through activities identified in the College’s APS system (<https://insidemcc.mchenry.edu/ActionPlanning/>)