

RANDOLPH COMMUNITY COLLEGE

2024-2030

Between 2023 and 2026, more than \$30 billion in capital investment is being made by new industries located within a 30-minute drive of RCC's Asheboro campus. The demand and reliance on the college to provide workforce development has never been greater. To meet the need and prepare for even greater growth, RCC has adopted "RCC 2.0" as their 2030 vision. RCC 2.0 building on 60 years of success and focuses on additional RCC:

Relevant – Stay relevant and aligned with students, employers, and community needs and priorities.

Careers – Focus on careers and ensure workforce development remains core to the institution's mission.

Commitment – Renew and grow meaningful commitment to each other, students, partners, and community.

Randolph Community College Mission:

To transform students and communities by providing open access to affordable, exceptional education and workforce training through partnerships and employee empowerment.

Randolph Community College Vision:

Reaching unparalleled and collective success for every student, employee, and community.

Imperatives: The Four ACES

Access: Increase access to education and career opportunities for students and employees.

Connection: Strengthen impactful connections within and between the college, industry, and the community.

Experience: Elevate the overall experience and environment for students, faculty, staff, and all stakeholders.

Success: Enhance the success of students, employees, and partners in achieving their goals.

Strategic Goals (2024-2030)

Access:

A1. Increase annual student enrollment to 15,000 by the year 2030.

A2. Increase services, engagement, and investment in Randolph County.

Connection:

C1. Enhance access to careers and growth opportunities for students and employees.

C2. Increase quality and quantity of partnerships to better serve the current and future workforce needs.

Experience:

E1. Increase efficiency and effectiveness in serving all students.

E2. Improve the college's operational, financial, and strategic position.

Success:

S1. Achieve or exceed NCCCS performance standards across all statewide performance measures by 2030.

S2. Promote a culture of growth and innovation among faculty, staff, and students.

Randolph Community College's seven-year strategic plan aligns with its core imperatives (ACES) and aims to fulfill its Mission and Vision. The first year emphasizes twenty-three key projects that promote growth and lay a foundation for long-term success. These initiatives complement ongoing college operations, focusing on improving student outcomes, employee achievements, and community engagement.

The strategic plan will be reviewed yearly, adjusting to new needs. Supporting departmental plans, like Enrollment, Technology, Facilities, and Finance, will be developed to further advance the college's objectives.

#	Initiative	Lead	Metrics
ACCESS: Increase access to education and career opportunities for students and employees.			
A1.1	Implement Strategic Enrollment Plan and increase 2025-2026 enrollment to 10,500 students.	VPSS	Enrollment #, Retention %, etc.
A1.2	Pursue possibilities of offering childcare services to students and employees by partnering with the Randolph-Asheboro YMCA.	CEO & EVP	Measuring if progress is being made.
A2.1	Expand RCC's footprint (RCC-Education & Engagement Center in downtown Asheboro, and RCC-Liberty Center).	CEO, EVP & CDO	Completed (Y/N)
A2.2	Take RCC services and resources to the community and industry.	ALL	Completed (Y/N)
A2.3	Evaluate/Increase program and credential offerings with emphasis on short-term workforce certificates.	VPLW	Measuring if progress is being made.
CONNECTION: Strengthen impactful connections within and between the college, industry, and the community.			
C1.1	Create a career center to connect students and employers.	VPSS	Completed (Y/N)
C2.1	Complete the programming and architectural design of Ai2C-NC.	EVP	Completed (Y/N)
C2.2	Provide additional structured committee and advisory group feedback loops.	ALL	Completed (Y/N)
C2.3	Develop a comprehensive RCC services/resources/POC catalogue.	EVP	Completed (Y/N)
C2.4	Foster a culture of Appreciation and Appreciative Inquiry.	ALL	Completed (Y/N)
EXPERIENCE: Elevate the overall experience and environment for students, faculty, staff, and all stakeholders.			
E1.1	Improve teaching and learning experience for f2f and online students and faculty by having standard classroom and QM-compliant courses.	EVP & VPLW	Measuring if progress is being made.
E1.2	Evaluate systemic operational processes and procedures improvements by launching a comprehensive customer-focused (RCC Way) initiative that includes employee recognition.	EVP	Completed (Y/N)
E2.1	Finalize and communicate a facilities assessment and master plan.	EVP	Completed (Y/N)
E2.2	Finalize and communicate a technology assessment and master plan.	EVP	Completed (Y/N)
E2.3	Improve signage and wayfinding at all RCC locations.	EVP	Measuring if progress is being made.
E2.4	Implement the recommendations of the faculty and staff compensation study.	EVP	Completed (Y/N)
SUCCESS: Enhance the success of students, employees, and partners in achieving their goals.			
S1.1	Improve all RCC's Performance Measures to State Average Band or better. It is understood that some measures, like graduation, are on a 4-year cycle.	VPLW, VPSS	Measure progress
S2.1	Review/improve/increase proper mandatory training and Professional Development for all employees including adjuncts and part-time staff.	EVP	Benchmark past PD offerings and measure increase.
S2.2	Launch RCC's REAL (Recognizing Employee Advancement and Legacy) Leadership Academy to prepare current and future leaders for success.	EVP	Completed (Y/N)
S2.3	Actively pursue additional funding and donations to the College.	CEO & CDO	Measure progress

Year-1 Initiatives (2024-2025)

#	Initiative	Lead	Measurement	Aligns with Goal #:
Access: Increase access to education and career opportunities for students and employees.				
A1.1	Increase 2024-2025 enrollment to 10,000 students and develop a comprehensive 5-year enrollment management plan to increase enrollment, recruiting, persistence, retention, and completion.	VPSS	Internal reports from data already collected by RCC.	A1
A1.2	Reduce barriers and challenges of employees and students by pursuing possibility of childcare operation through partnership.	CEO	Either complete or not complete.	A1
A1.3	Increase student progression and completion by offering at least 50% of all courses in a modified format such as 8-week blocks.	VPIW	Internal reports from data already collected by RCC.	A1
A2.1	Increase employee and college involvement in civic services to the community through volunteering.	COO	New baseline report: Current number of employees volunteering and how much time they spend volunteering.	A2
A2.2	Initiate partner identification and funding solicitation for RCC-Liberty Center.	CEO	Either complete or not complete.	A2
A2.3	Increase quality and capacity to serve emergency services agencies by implementing approved expansion and enhancements to the RCC-Emergency Service Training Center.	COO	New baseline report: compare current offerings and number of students from 2023-2024 to 2024-2025.	A2
A2.4	Elevate college's accessibility and leadership by increasing outreach and visibility at County and State levels.	CEO	New baseline report: number of events in which RCC is represented.	A2
A2.5	Create a signature community event at the college that serves as a vibrant public gathering bringing together faculty, staff, students, community members, and families.	CEO	Either complete or not complete.	A2
#	Initiative	Lead	Measurement	Aligns with Goal #:
Connection: Strengthen impactful connections within and between the college, industry, and the community.				
C1.1	Provide comprehensive career services for connecting students and employers.	VPSS	New baseline report: current listings and number of connections being made.	C1
C2.1	Finalize programing for Integrating AI in Building Trade, Advanced Manufacturing, and Agribusiness at the AI2C-NC building.	COO & VPIW	Either complete or not complete.	C2

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Year-1 Initiatives (2024-2025)

Continued...

#	Initiative	Lead	Measurement	Aligns with Goal #:
Experience: Elevate the overall experience and environment for students, faculty, staff, and all stakeholders.				
E1.1	Improve services and increase pathways to programs and training to <u>all</u> students by finalizing the One College model.	VPSS & VPIW	Either complete or not complete.	E1
E2.1	Improve operations and college experience by replacing the outdated card system with a modern campus ID solution for employees and students.	VPSS	Either complete or not complete.	E2
E2.2	Develop facilities master plan to include provisions for future growth and a location for storage.	COO	Either complete or not complete.	E2
E2.3	Develop a technology plan to include program-specific equipment replacement and refresh schedule.	COO	Either complete or not complete.	E2
E2.4	Continue campus improvements and beautification at all locations.	COO	Either complete or not complete.	E2
E2.5	Increase safety, security, and signage at all college locations.	COO	New baseline reports: number of safety/security measures in place, number of safety/security incidents, number of new signs.	E2
Success: Enhance the success of students, employees, and partners in achieving their goals.				
S1.1	Increase short-term training and certifications by expanding existing training and adding new noncredit pathways.	VPIW	New baseline report: Current number of noncredit pathways offered and current number of students completing currently offered pathways.	S1
S1.2	Collaborate with NC Carolina Campus Engagement to host an AmeriCorps VISTA member through the NC Hunger Corps initiative, aiming to tackle food insecurity within our campus community.	VPSS	Either complete or not complete.	S1
S1.3	Develop processes to award credit for short-term training that aligns with credit programs.	VPIW	Either complete or not complete.	S1
S2.1	Increase quality and quantity of professional development to all employees.	COO	New baseline report: current number of professional development opportunities offered.	S2
S2.2	Increase employee equity and career growth opportunities by conducting a comprehensive study.	COO	New baseline report: number of employees that had pay adjustments since study and number of employees that had career growth since study.	S2
S2.3	Recruit exceptional talent by increasing external funding through grants and working with the Foundation to start establishing endowments in Allied Health, Manufacturing, and Building Trade.	CEO	Progress towards soliciting funds.	S2
S2.4	Increase interactions, activities, and communications among faculty, staff, and students.	CEO	Either complete or not complete.	S2