

“5 THINGS”

LARAMIE COUNTY COMMUNITY COLLEGE
SPRING 2021 IN-SERVICE
DR. JOE SCHAFER, PRESIDENT

#BuildaBetterNormal





1

MEET THE BOARD OF TRUSTEES

LCCC BOARD OF TRUSTEES



Wendy Soto, Chair



Bob Salazar, Vice Chair



Don Erickson, Treasurer



Janine Thompson, Secretary



Carol Merrell, Trustee



Brenda Lyttle, Trustee



Jess Ketcham, Trustee

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WENDY SOTO, BOARD CHAIR

Trustee Soto was born and raised in Wyoming and has spent most of her life in Laramie County. She is a charter graduate of the LCCC paralegal program (1990). She obtained a general studies associate in 2004 while pursuing a bachelor's degree from UW and went on to earn a master's degree in public administration from UW in 2012.

Wendy worked as a paralegal for private practice litigation firms for many years, served thirteen years with the Board of Equalization, and is now the executive director of Wyoming's Commission on Judicial Conduct and Ethics.

She also served as an adjunct instructor in the LCCC paralegal program for many years. Wendy has served on the board of directors for the Legal Assistants of Wyoming, Community Action of Laramie County, Cheyenne Little Theater Players, Wyoming Equality, the Advisory Committee for the LCCC paralegal program and as a volunteer for Habitat for Humanity.



BOB SALAZAR, VICE CHAIR

Bob Salazar was elected to the board in 2016. Bob was born and raised in Cheyenne. He graduated from UW in 1977 with BS in Statistics and a MS in Systems Science/R&D Management from the University of Denver in 1991. He worked in the Defense and Telecommunications industry for 24 years and lived in India for 3 years developing International Business for mobile telephone and entertainment services.

He returned to Cheyenne in 2002 and received an Education Teaching Certification from UW and was a Math/Statistic teacher at East High and adjunct instructor at LCCC for 14 years. He is currently on the Board of PODER Academy Charter School and a HOPE member.

Some know him as the quantitative brain of the board. He doesn't mind be called a nerd. Sometimes he has even been called "Yoda"; and he has been actively involved as the Trustee representative for Guided Pathways. He is also on the board of the WACCT. He was re-elected in 2020 for a second term.



DON ERICKSON, TREASURER

Don Erickson was elected to the board in 2012. He is a former mayor of Cheyenne, serving 12 years from the late 70s through the 80s. He has two degrees from the University of Illinois: BS in Health Education and a MEd in Medical Education Research. He also has a Master of Public Health from the University of North Carolina.

Trustee Erickson has served on numerous civic and health related boards and organizations including Wyoming Employer Support of the Guard and Reserve (ESGR), board director of the Cheyenne Regional Air Service Focus Team, and a member of the Cheyenne Frontier Days Heels and the Airport Golf Club.



JANINE THOMPSON, SECRETARY

Janine Thompson was elected to the board in 2018. She is an alumna of LCCC obtaining AS degrees in Business Administration and Accounting. She received her BS in Business Management and her MBA in Finance and Accounting from Regis University.

Trustee Thompson was an LCCC adjunct faculty of accounting for 12 years and has been the owner of the Cheyenne accounting firm *1st Accounting Solutions* since 2001.

She has served on numerous boards including the Wyoming Judicial Nominating Commission and the Wyoming Board of Professional Responsibility for attorneys. She has also volunteered her time for many local organizations such as the Cheyenne Competitive Baseball Association, the Center for Dispute Solution, CLIMB Wyoming and Holy Trinity Church.



JESS KETCHAM, TRUSTEE

Jess E. Ketcham is a fifth generation Laramie County resident. He served two years as LCCC Board of Trustees Chairman, and was just re-elected to a second term.

Jess went to school in Cheyenne and graduated from East High School. He attended LCCC to study Agriculture Education after which he transferred to UW where he graduated with a Bachelor's of Science in Agriculture Business.

After graduation, he accepted a position as a Personal Banker at Wells Fargo Bank in Cheyenne. He furthered his banking career working as a Senior Auditor for the State of Wyoming in the Banking Division for eight years. An opportunity arose when he was offered a position with the Budget Division as a Senior Budget Analyst. Trustee Ketcham is now the Budget Administrator of the State Budget Department.

An active community member, Jess is also a Lead Assistant Chairman for the Cheyenne Frontier Days Parades Committee.



BRENDA LYTTLE, TRUSTEE

Elected in 2006 and re-elected in 2010, 2014 and 2018, Brenda Lyttle is the longest-serving Trustee at LCCC.

Brenda is an attorney and works in private practice in Cheyenne. She received a bachelor's degree in English and Theater Arts from Drake University in Iowa, and her Juris Doctorate from the University of Wyoming College of Law. She has attended classes at LCCC, acted in and directed theater productions on campus, and has played clarinet in the LCCC Wind Symphony.

Trustee Lyttle is very active with Cheyenne Little Theater Players through acting, directing and costuming. In addition to spending time with their family and playing with the grandkids, Brenda and her husband John love travel, motorcycle trips, and their summer lake home in Glendo.



CAROL MERRELL, TRUSTEE

Carol Merrell has been a trustee at LCCC since 2010. She is a registered radiological technologist, an LCCC graduate and has a bachelor's degree in Psychology from UW. Currently she manages her family's rental real estate business.

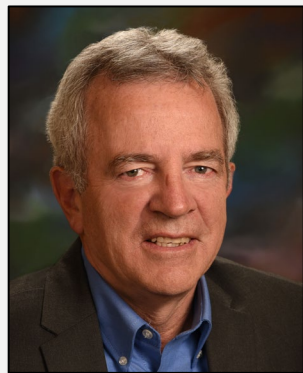
She is an enthusiastic volunteer for several organizations, including Safe House, the Downtown Development Authority, the Parent Advisory Committee at Central High, her church and Youth Alternatives. She has been an active volunteer at CRMC for the past 10 years and is a past president of the CRMC Foundation Board.

One of her projects, as a volunteer, was Merrell's Morsels, in which the volunteers sold cookies in the lobby to raise money for scholarships offered to LCCC students in the health-related professions. The volunteers' goal of \$100,000 was met in May 2009. She is also an associate member of Civic League, a member of PEO and several other groups.



EX-OFFICIO TRUSTEES

Butch Keadle, ACC



William 'Butch' Keadle, small business owner, Laramie Wyoming. Wyoming native, born on the air base in Cheyenne. Lived in Laramie, since 1986, graduate of the University of Arizona.

Served on various non-profit and for profit boards in Laramie and for the State of Wyoming. Most notability, Chairman of the Laramie Business Alliance, Chamber of Commerce, Medicine Bow Technologies, Insurance Unlimited, Inc., and LSC Properties.

Joined the LCCC foundation in 2004, and helped to develop the new ACC building in Laramie in 2005. In 2011, asked to serve as an Ex-Officio trustee for Albany County Campus in Laramie.

Karyn Forbes, Student Ex-Officio



Karyn Forbes is from Hayden, Colorado. She was elected to SGA in the spring of 2019, appointed to the board of trustees as Student Ex-Officio in that fall, and reappointed in the fall of 2020.

After graduating from LCCC with her AS in Agricultural Business in 2020, she returned to take more classes to then transfer to Fort Hayes State University in Hays, Kansas to work for her BS in Agricultural Business.



The background of the slide features a warm, orange-toned photograph. On the left, a modern building with large windows is visible. On the right, a large sculpture of an eagle with its wings spread wide is perched on a tall pole. The sky is filled with soft, wispy clouds, suggesting a sunset or sunrise. In the center, a large, bold black number '2' is set within a white, scalloped-edged circular frame.

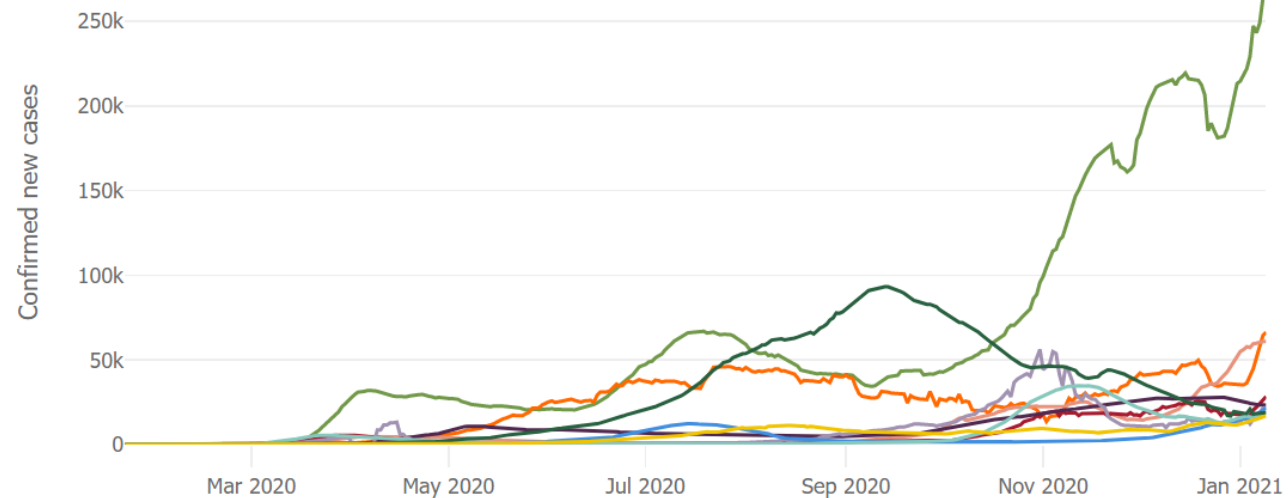
2

COVID-19, THE PANDEMIC, AND LCCC

FAR FROM FLATTENING THE CURVE

DAILY CONFIRMED NEW CASES (7-DAY MOVING AVERAGE)

Outbreak evolution for the current 10 most affected countries



Click any country below to hide/show from the graph:

United States	Brazil	United Kingdom	Germany
Russia	France	South Africa	Italy
India	Colombia		

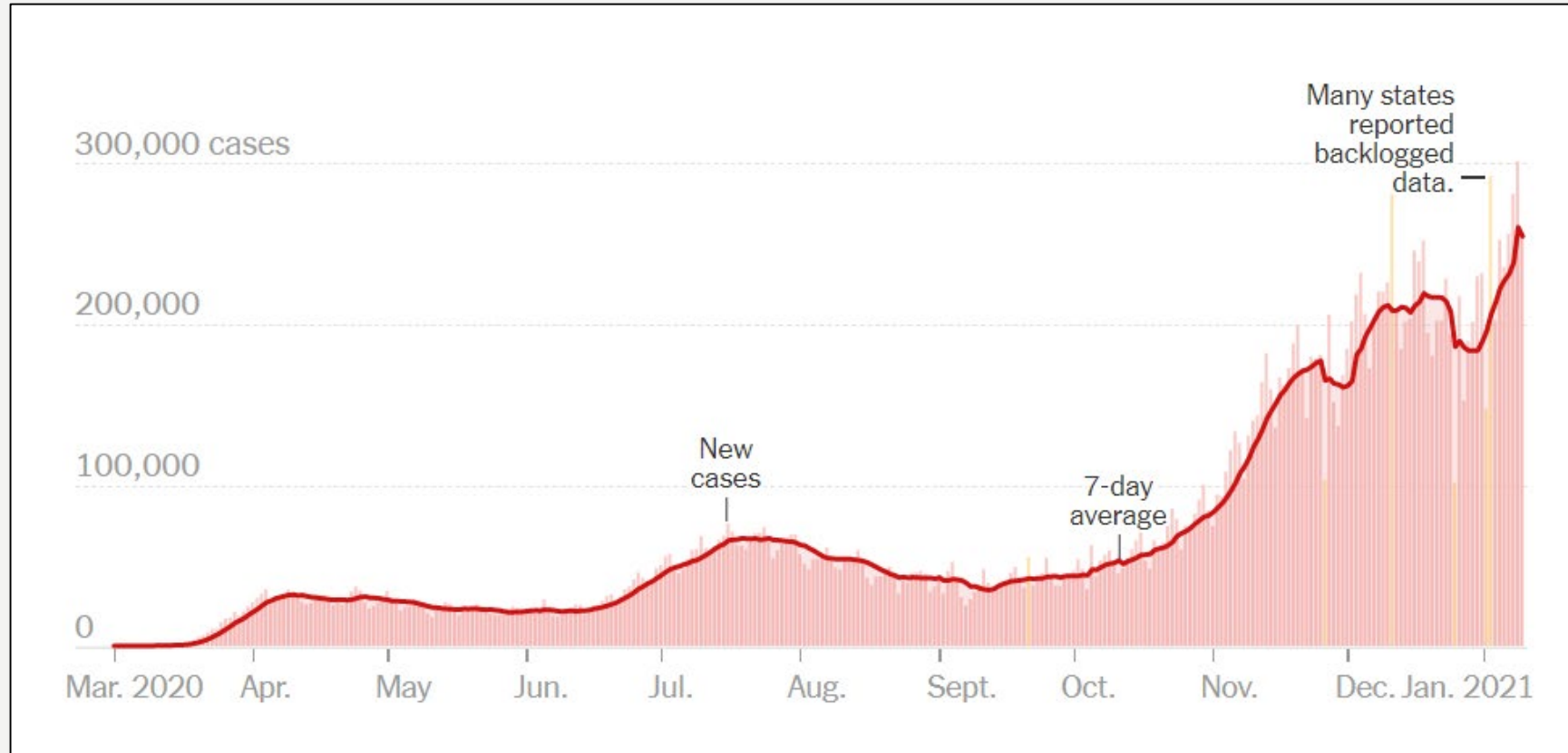
USA

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Source: Johns Hopkins. Available at <https://coronavirus.jhu.edu/data/new-cases>



CORONAVIRUS IN THE U.S.: LATEST MAP AND CASE COUNT



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Source: New York Times using state and US Census Bureau data. Available at <https://www.nytimes.com/interactive/2020/us/coronavirus-us-cases.html#states>

NEW COVID-19 DEATHS BY DAY

New reported deaths by day



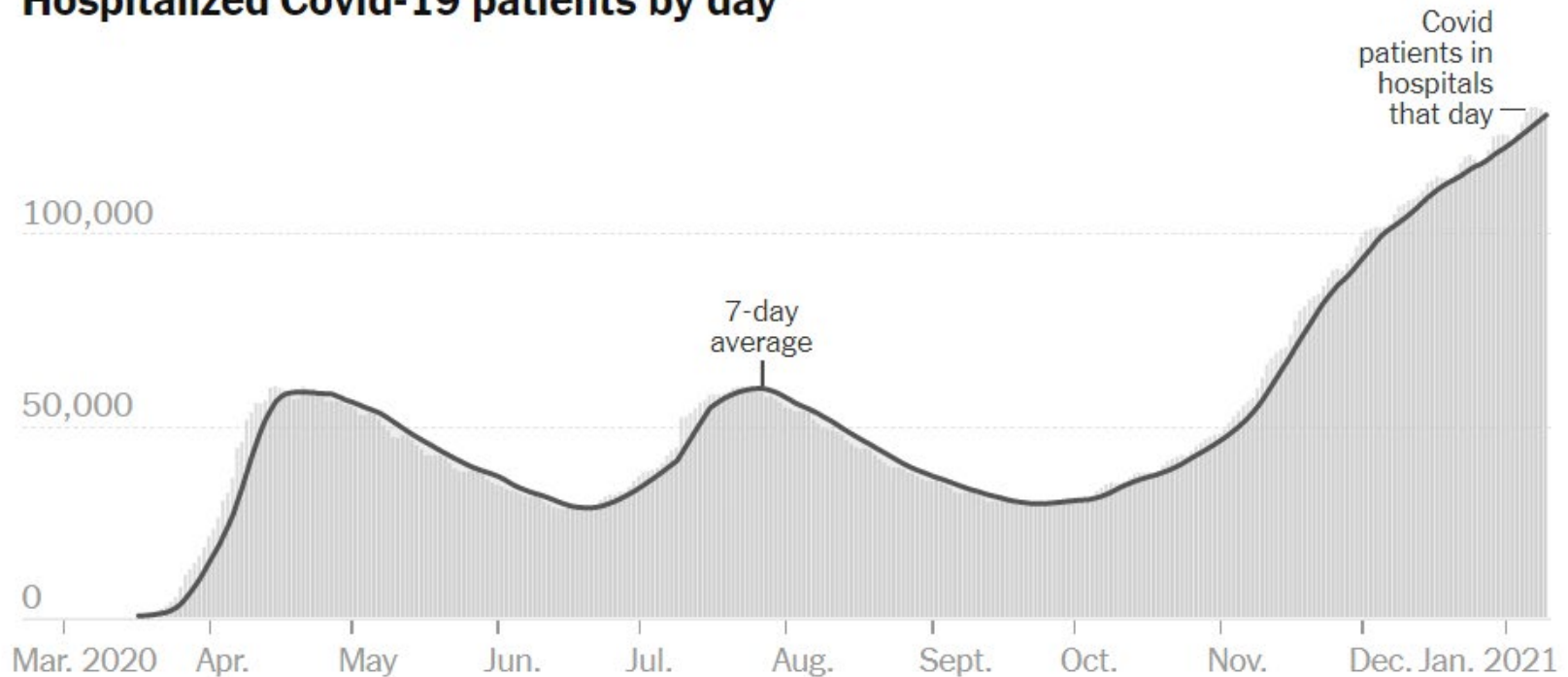
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Source: New York Times using state and US Census Bureau data. Available at <https://www.nytimes.com/interactive/2020/us/coronavirus-us-cases.html#states>



COVID-19 IN US HOSPITALS

Hospitalized Covid-19 patients by day



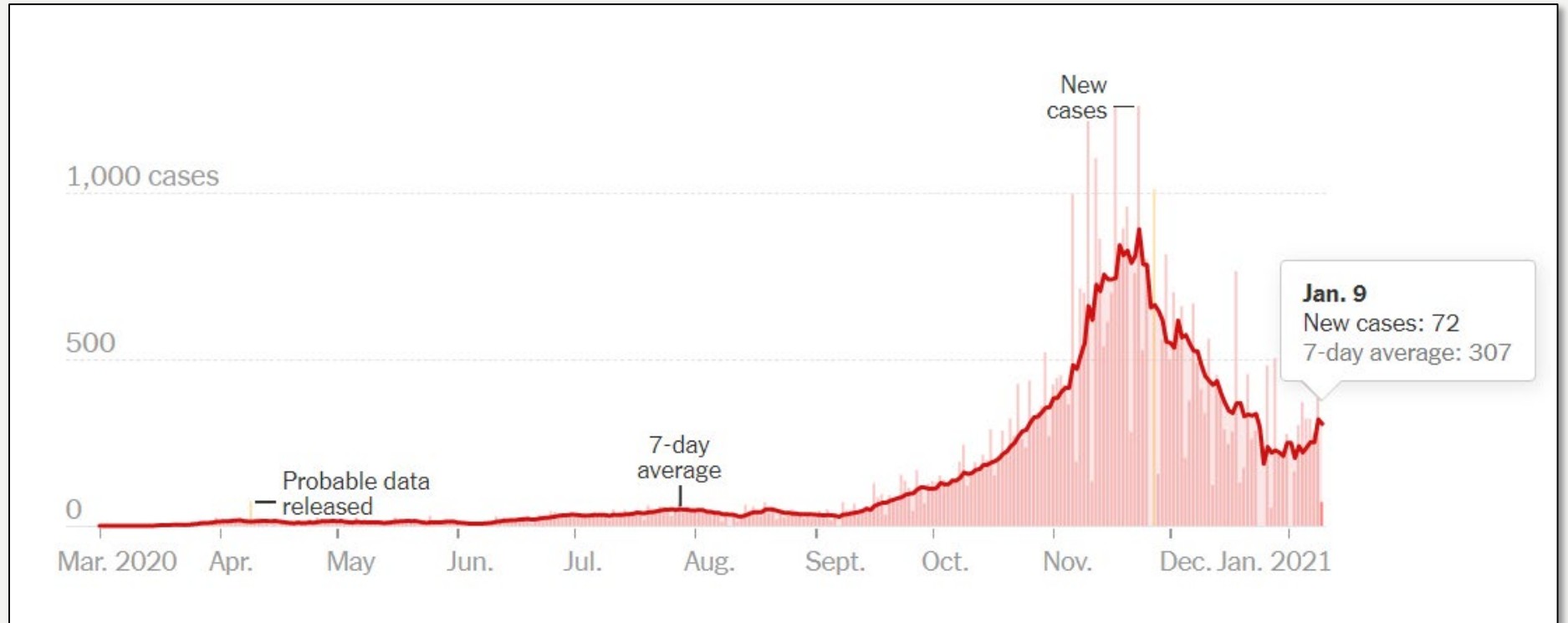
Source: Hospitalization data from the Covid Tracking Project. ■ Currently hospitalized is the number of patients with Covid-19 reported by states to be in a hospital on that day. Dips and spikes could be due to inconsistent reporting by hospitals.

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WYOMING COVID-19 CASE COUNT

7 DAY AVERAGE OF NEW CASES

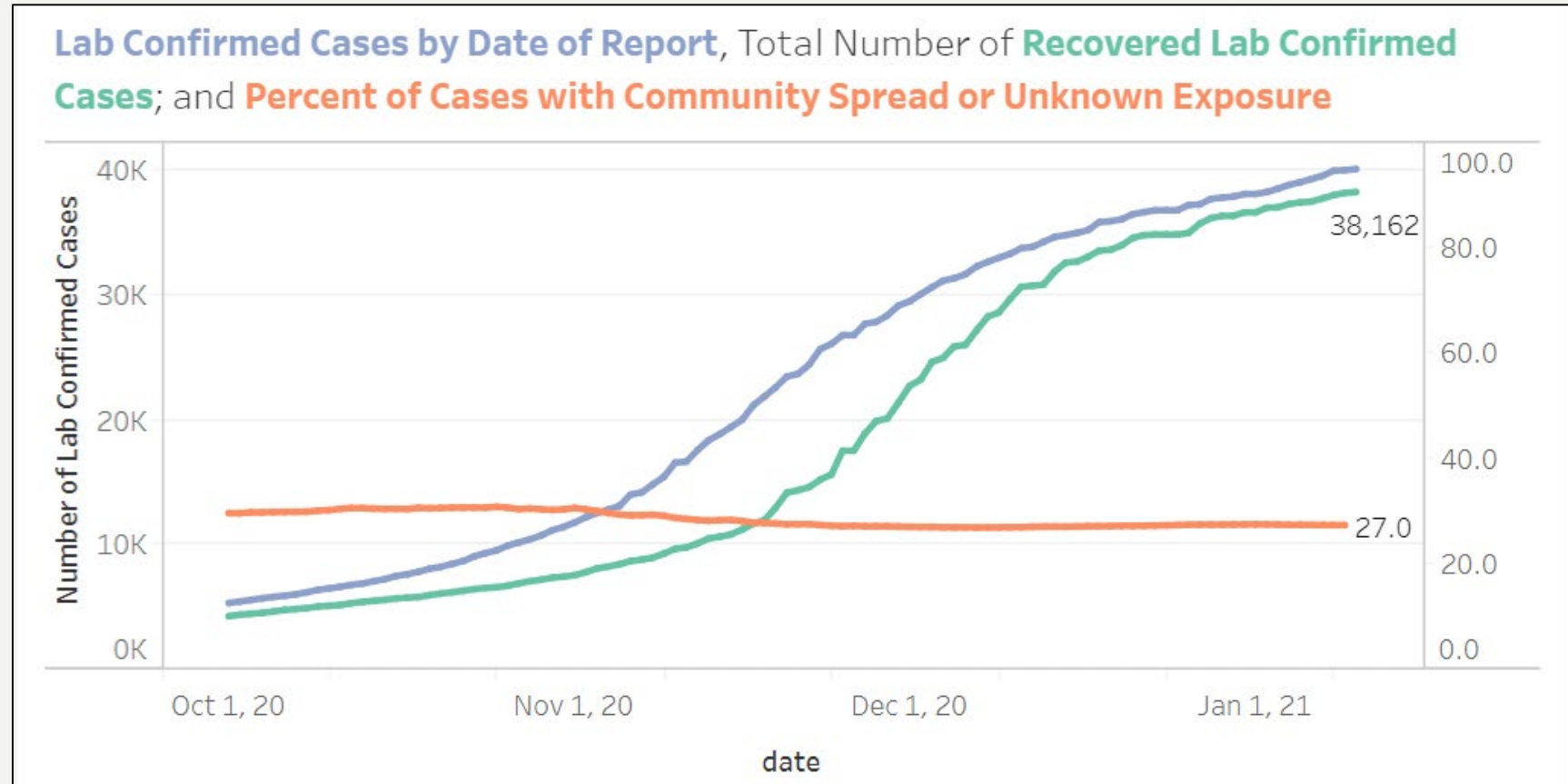


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Source: WY Dept. of Health Covid-19 Information, available at [here](#).



CASES, RECOVERIES AND SPREAD



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Source: WY Dept. of Health Covid-19 Information, available [here](#).

COVID-19 IN WY

2,039

Active Cases in WY

374

Active Probable WY

303

Active in LCCC Area

202,826

People Tested

20.0%

Positive Rate

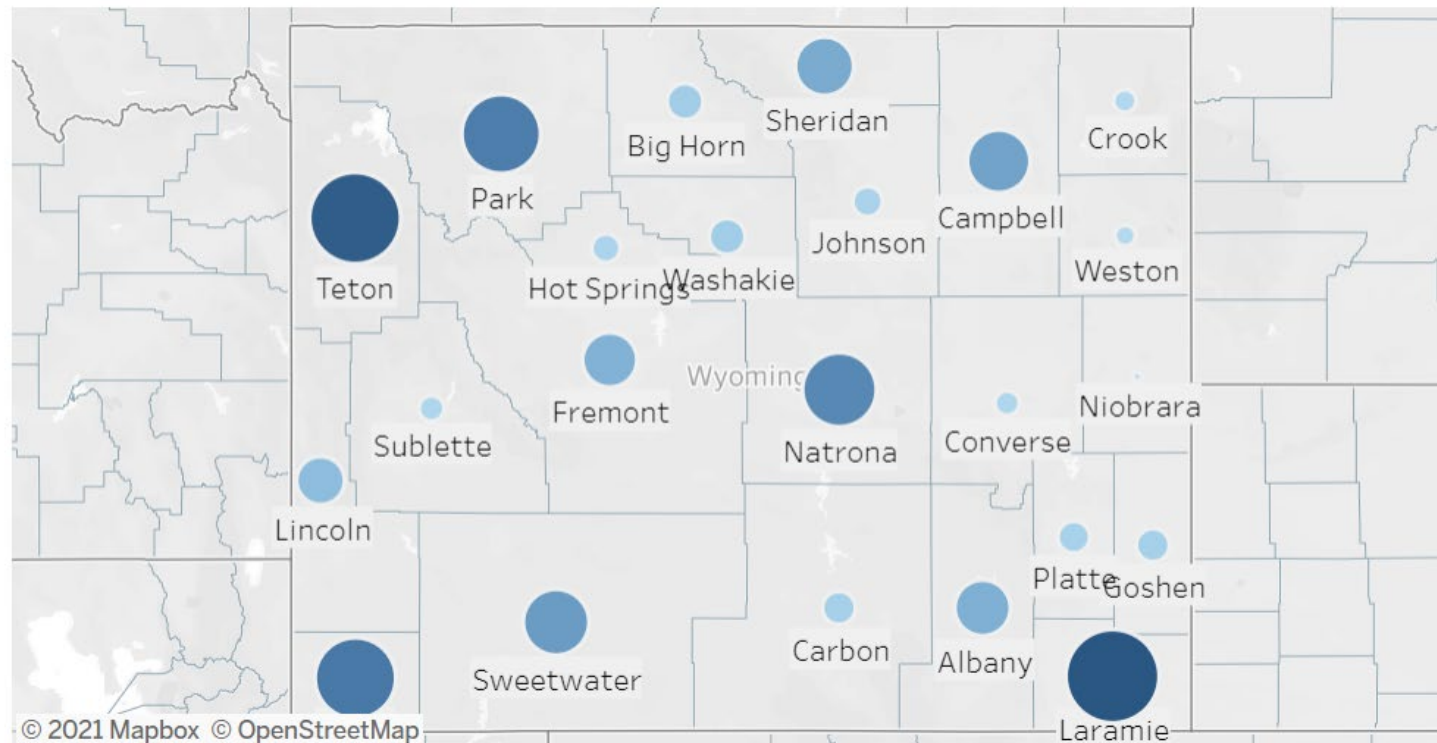
489

Deaths

Wyoming COVID-19 Lab Confirmed Cases by County of Residence

Hover over a county name to see county level breakdowns | Date Updated 1/11/2021

[Click here to view county numbers in a table](#)



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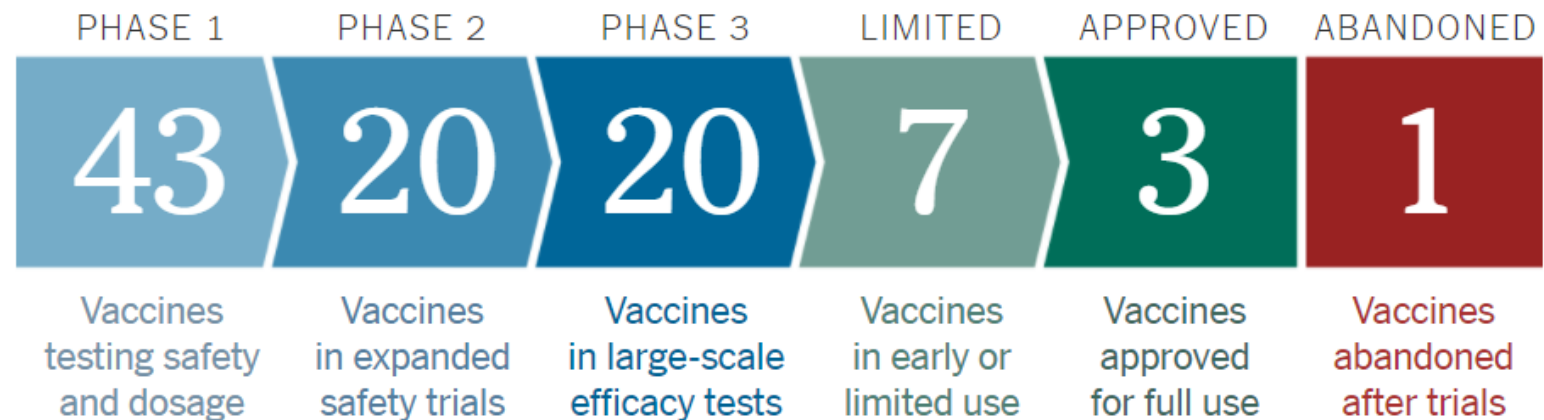
Source: WY Dept. of Health Covid-19 Information, available [here](#).



VACCINE TRACKING

Coronavirus Vaccine Tracker

By Carl Zimmer, Jonathan Corum and Sui-Lee Wee Updated Jan. 9, 2021



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Source: <https://www.nytimes.com/interactive/2020/science/coronavirus-vaccine-tracker.html?auth=link-dismiss-google> | tap

VACCINE IN WYOMING: KEY POINTS

- **Getting vaccinated is free; you will not be asked to pay any fees.**
- Wyoming is using a phased approach because of limited availability.
- Wyoming is currently working on distribution to groups 1A and some counties have moved to 1B.
- Healthcare workers involved in direct patient care and vulnerable residents of Wyoming's long-term care facilities are among the first groups targeted to receive the vaccines for group 1A.
- Priority group 1B for Wyoming generally includes people who are 70 years of age or older and frontline essential workers who must interact with the public and are unable to consistently physically distance.
- Setting priority groups and vaccine ordering are handled at the state level, while vaccinations are coordinated at the [county level](#) by local health offices.
- Details on exactly where [counties](#) are with their progress and specific vaccine availability and distribution information will largely be more available locally than from the state.
- Each of the currently authorized vaccines requires two doses for maximum effectiveness.

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Source: Adapted from the WY Dept. of Health COVID-19 Vaccine Information, available [here](#).



VACCINE PHASING

1. Phase 1a (limited supply of vaccines)★
2. Phase 1b (limited supply of vaccines)
3. Phase 2 (greater supply of vaccines)
4. Phase 3 (sufficient supply, slowing demand)

Location	Total Vaccine Expected in January	Total Vaccine Received in December
Albany County	1,000	1,200
Laramie County	3,900	3,275
Wyoming	24,725	21,300

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Source: Adapted from the WY Dept. of Health COVID-19 Vaccine Information, available [here](#).



VACCINE PHASING PHASE 1A

Table 1: COVID-19 Vaccine Phase 1a Prioritization Schedule

Priority	Sub-group of Phase 1a Vaccine Distribution
1	Hospital staff — direct inpatient care staff and emergency department (ED) staff, including providers working temporarily at the hospital
2	EMS personnel /Fire Dept. personnel that are EMTs
3	Long-term Care Facility (LTCF)/Assisted Living Facility (ALF) Healthcare Providers (HCPs)
4	Public Health Nursing (PHN) staff and other HCPs administering vaccines to critical populations in Phase 1a
5	Tribal Public Health and HCPs — receiving vaccine through Indian Health Services
6	PHN and HCPs who regularly conduct COVID sample collection
7	Inpatient/residential Behavioral Health Facility HCPs
8	Urgent care clinics and other medical clinics
9	Law Enforcement — patrol officers and correctional facility officers (city, county, state and federal); Coroners and Deputy Coroners
10	Licensed/credentialed medical and dental direct care staff working in other locations who have regular exposure to potentially positive COVID-19 patients or infectious material
11	PHN offices and local health departments — nurses and staff
12	LTCF and ALF residents and other staff not already vaccinated; Intermediate Care Facilities (staff and residents); Residential service settings for people with intellectual or developmental disabilities of 3 or more DD Waiver participants (Participants and direct support professionals)
13	Home health healthcare providers- including Aging network in-home providers
14	School nurses
15	Public Health Laboratory and other laboratories — staff conducting COVID-19 testing if not already included in above groups; Blood bank staff
16	Pharmacy staff
17	Other healthcare facility staff - ancillary support staff who have regular exposure to potentially positive COVID-19 patients or infectious material, including supporting staff from out of state

¹ <https://www.cdc.gov/mmwr/volumes/69/wr/mm6949e1.htm>

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Source: Adapted from the WY Dept. of Health COVID-19 Vaccine Information, available [here](#).



VACCINE PHASING PHASE 1B

Table 2: COVID-19 Vaccine Phase 1b Prioritization Schedule

Priority	Sub-group of Phase 1b Vaccine Distribution
1	Fire, police, 911, correctional staff, search and rescue, and other in-person emergency response personnel not included in Phase 1a (including ancillary support for air ambulance and hospitals and Department of Family Services caseworkers)
2	Funeral service practitioners and in-person employees necessary for funerals
3	People who are ≥ 70 years of age or older. If necessary, populations may be broken down to vaccinate those who are ≥ 80 first
4	National Guard and Air Guard members likely to be activated for response to the pandemic
5	In-person employees within congregate settings such as group homes, halfway houses, homeless shelters, child and youth serving facilities
6	Healthcare providers, behavioral health providers, and social workers unable to physically distance and unable to provide services through telehealth. Healthcare facility surveyor/compliance evaluator and ombudsmen.
7	K-12 Education (teachers and support staff)
8	Child care service providers
9	Public transit employees- community transportation buses
10	Grocery store employees, commercial meat processing employees, feedlot employees, other food supply chain facility employees, and food manufacturing companies with 25 or more employees
11	US Postal Service employees and delivery service companies (such as Fed Ex and UPS) likely to have more than 15 minutes of exposure to members of the public; Clinical laboratory specimen courier employees

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Source: Adapted from the WY Dept. of Health COVID-19 Vaccine Information, available [here](#).



SPRING SEMESTER @ LCCC

Our 3 Objectives Remain:

1. Keep people safe.
2. Deliver a quality education/service.
3. Ensure the sustainability of LCCC.



SPRING SEMESTER @ LCCC

- Operating in a low density fashion continues this spring.
- Masks and social distancing will remain the norm.
- Testing – Use vault tests (saliva tests that are done at home) this spring as long as we have availability.
 - We are continually monitoring for cost effective rapid tests and will add if available.
 - Testing in the residence halls will continue, including surveillance testing with residence hall students, athletes, and other groups as needed (no change from the fall).
- Waste water testing of the residence halls will be conducted twice a week to help monitor for outbreaks.
- Daily health screenings will continue (although ITS is testing a simplified form).
- Commencement plans are in the works, hoping for in-person.
- Summer semester will look similar to normal (fingers crossed!).



SPRING SEMESTER @ LCCC

Students – Quarantines and Absences

- We will take a more targeted approach to our excused absences (quarantines) when it relates to athletic teams. Last fall, when one member of an athletic team tested positive, County Health would quarantine the whole team. Only quarantining those most likely to have been in contact with the person in question.
- We will also follow the new guidance put forth by the CDC and test individuals (who live on campus) in quarantine 5-7 after exposure to hopefully get them out of quarantine earlier (provided that they are symptom free).
- Deborah Ambroso has developed a robust protocol to assist and follow up with students who have contracted COVID or are quarantined because of COVID to ensure that we are providing them with the services we have in place at the College.



CARES STUDENT AID

~ \$3.5 MILLION AWARDED TO DATE

\$751,327

US Department of Education:
Higher Education Emergency Relief
Fund - Emergency Student Aid

\$159,125

US Department of Education:
Governor's Emergency Education Relief
Fund - Early Start Student Assistance

\$2,264,737

US Treasury: Coronavirus Relief Fund
Wyoming Cares Student Aid

\$269,044

US Treasury: Coronavirus Relief Fund
Wyoming Adult Worker Aid

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TECHNOLOGY INFRASTRUCTURE

Owl Cameras for Classrooms

Owl cameras track the presenter as they move, allowing greater interaction in hybrid settings.

Cisco Jabber Unified Communications

Allows LCCC employees to communicate without requiring access to a campus based-phone setup.

Mobile Workforce Solutions

Microsoft Surface, docking stations, and peripherals for remote employees.

Student Remote Learning Solutions

Laptops, hotspots, and web cameras made available for student checkout.

WiFi Expansion

Expanded LCCC WiFi coverage to parking lots and exterior spaces (student access option during closure).

Communication Display Expansion and Upgrades

Outdated SmartBoards replaced with large screen monitors in distanced classrooms and re-purposed meeting areas.

Classroom Podium Technology Upgrades

Technology replacements and additions to support increased hybrid and remote teaching.

Campus System Software Expansions

DigArc Sections to enable distanced collaboration in class scheduling. ImageNow AP, HR and Contracting and Procurement to lessen physical interaction required of paper forms and documents.



REMOTE TEACHING AND LEARNING

Equipment and Kits for Remote Lab Work

Tools and supplies needed for students to perform lab work from home or other off-campus locations.

Student Lab Equipment

Additional equipment and supplies to lessen sharing of materials during student lab work.

Proctoring Software Expansion

Expansion of LCCC's Respondus Monitor software to allow for unlimited seats.

Virtual Labs and Simulations

New or expanded access to virtual labs/simulators and additional software capacity/licenses in BATS, HSW, and M&S.

Lab Instructor Demonstration Systems

Cameras and software to permit recording of live demonstrations of hands-on skills in CTE programs.

Health Science PPE

Additional PPE necessary to meet new standards of patient interaction and care for labs and clinical practices.

Music and Theatre Digital Studio

Equipment and Software for the creation, production, and streaming of theatre productions and music performances.

Desktop Driving Simulator

Virtual driving skills software and units for LCCC's Driver's Education program to reduce the one-on-one time a student spent with the instructor in a car.



COVID MITIGATION

HVAC - Indoor Air Quality & Changeover

Migration from pneumatic to digital building system controls for enhanced controllability of the indoor air – particularly in higher transmission risk (greater density, high volume traffic) areas.

Flexible use Classroom Furniture

Enables classroom re-configuration ability needed to meet individual distancing requirements, accommodate study cohorts, and be arranged for effective hybrid/remote delivery models.

Camera Upgrades for COVID Protocol Monitoring

Upgrades allow LCCC density management notification when expected capacity in a certain area is reached or exceeded. Upgraded system also assists with contact tracing by scanning using images of identified COVID-positive individuals and path of locations accessed on campus.

Environmental Safety and Health

Face shields, physical barriers, plexiglass guards, disinfectant, cleaning solution, spray bottles, hand sanitizer, gloves, gowns, paper towels, wipes, glasses, masks/disposable face coverings etc.





Global Plasma Solutions

STEP 1

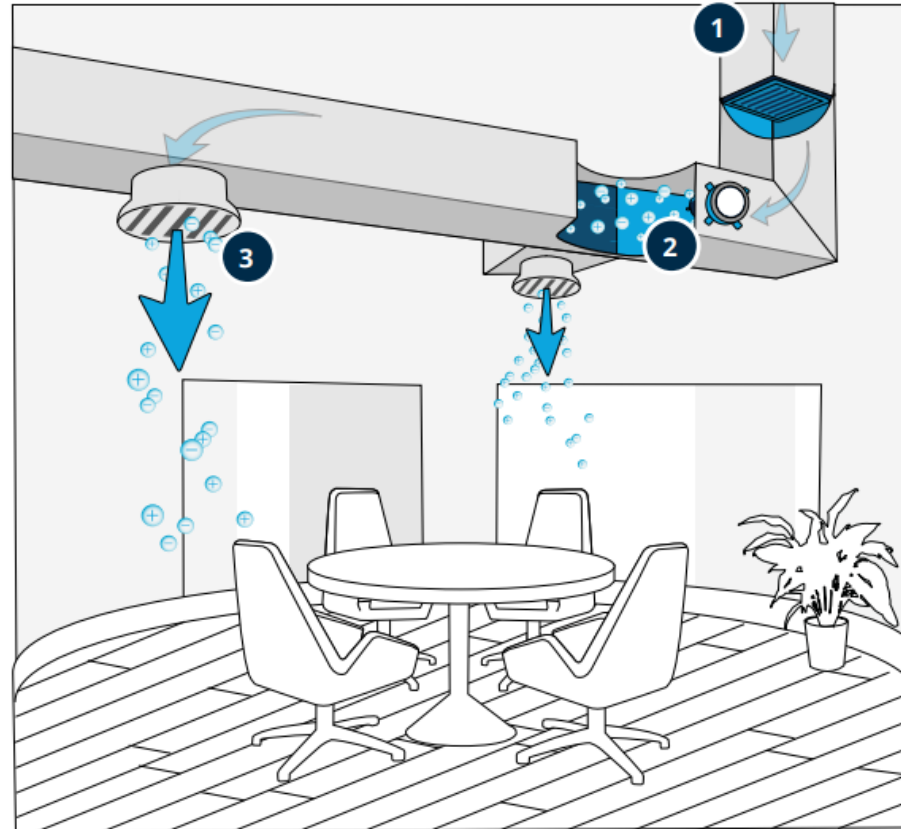
Conditioned air flows into the distribution duct system

STEP 2

The air is ionized by the GPS device

STEP 3

Positive and negative ions are delivered into your environment



Studies have proven the ability of GPS technology to reduce infectivity of certain viruses by 90% or more.

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Source: Global Plasma Solution's "Better Air through Science" available [here](#).





3

BUDGET AND LEGISLATIVE OUTLOOK

CARES II

- The Coronavirus Response and Relief Supplemental Appropriations Act (CARES II), enacted on December 27, 2020, provides **\$22.7 billion** for institutions of higher education, primarily through the Higher Education Emergency Relief Fund (HEERF).
- **LCCC HEERF Estimates - \$3,324,000**
 - \$808,327 must go directly to students in the form of emergency grants.
- **What can it be used for?**
 - Defray expenses associated with COVID-19 (including lost revenue, reimbursement for expenses incurred, technology costs associated with a transition to distance education, faculty and staff trainings, and payroll);
 - Carry out student support activities authorized by the HEA that address needs related to coronavirus; or
 - Provide financial aid grants to students (including students exclusively enrolled in distance education), which may be used for any component of the student's cost of attendance or for emergency costs that arise due to coronavirus, such as tuition, food, housing, health care (including mental health care), or child care.
- Other funding will likely be available through other agencies/streams (e.g., Early Childhood)



FINANCIAL WOES BEHIND US?

Consider what we have had to do:

- Since FY16, State aid to LCCC has been reduced by more than 25%.
- Step 2 and Step 3 cuts alone have resulted in cutting \$8 million out of LCCC's biennial budget.
- Full-time, benefited employees have been reduced by 43; 11% of the workforce.
- Since FY16, Part-time (adjunct) Faculty have been reduced by almost 30%.
- LCCC has terminated 20 academic degree and certificate programs and suspended offering another 14.
- LCCC closed its outreach centers at FE Warren Air Force Base and in Eastern Laramie County (Pine Bluffs)
- To preserve the early childhood education provided by LCCC's pre-school (the Children's Discovery Center), parents had to absorb more than a 30% increase in their tuition – making it even harder and more expensive for our young professionals to find childcare and pre-k education.
- Numerous other significant reductions in essential services – library, student advising, business operations, human resources, career services, business training, community education, etc.



LEGISLATIVE PRIORITIES

The Big Picture for Wyoming

- The Race for Talent: The future of any state, community, and its economy is going to be entirely dependent on its ability to develop, recruit, and retain talent. That talent must, and will continue to increasingly require, some form of post-secondary education or training.
- Wyoming is Losing Ground: for nearly five years now, we have spent most of our time figuring out how we cut budgets, reduce programs, reduce services, just to keep operating. At the very time when the state needs its community colleges to be thinking of the future (adding programs, and responding to the state's needs), we are instead consumed with the continued process of budget cutting and retrenchment for survival. That cycle has to stop.

Our message: Don't Cut the Solution

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DON'T CUT THE SOLUTION

Governor

- Limit future cuts to the community colleges
- Utilize the LSRA to bridge the gap between the current funding crisis and a long-term sustainable funding solution.

Legislature

- Incorporate a state-wide funding mechanism to reflect the state-wide services the colleges provide.
- Provide more tools in the toolbox locally to the Boards of Trustees.
- Utilize a 1 percent increase in Sales Tax to support education.
- Invest in a need-based, adult-focused financial aid program.
- Ask the voters to include the community colleges in the Wyoming Constitution as UW and K12 are.



LEGISLATIVE SESSION

Here is what we know:

- CREG Report should be released soon.
- Meeting today (Jan 12) remotely for formalities and assigning committee bills.
 - Gov Gordon to make a brief State of the State address (2pm today?)
- Standing Committees meet Jan 19, 20, 21 to work and report out bills.
- Reconvene virtually on Jan 27 for eight days.
 - Individual bills to be assigned to committees on the 8th day.
- Committees meet again to work bills week of Feb. 22.
- Session to reconvene March 1 in-person if health metrics allow.



LCCC BUDGET OUTLOOK

Bottom Line...

Barring any further reductions in state support, we should be okay moving forward this year. BUT, we'll have to be strategic and disciplined as we develop the FY22 budget and think about the future.



The background of the slide features a photograph of a modern building with large windows on the left and a large, golden eagle sculpture in flight on the right. The entire image is overlaid with a semi-transparent orange filter. In the center, there is a white, scalloped-edged circular shape containing a large black number.

4

BIG TOPICS THIS SPRING

STRATEGIC PLANNING

Celebrating our 2013-2020 Strategic Plan

- Guided Pathways leadership
- Numerous research-based, high-impact practices established
- Curriculum reVolution and General Education reform
- Partnership and alignment with UW and 4-year Institutions
- Improving alignment and relationships with K12
- Development of the CET and its focus on supporting teaching and learning
- Over \$125 million in Capital Construction on the LCCC campus
- and much, much more.



DEVELOPING THE NEXT STRATEGIC PLAN

Some Big Questions

Do we want to grow (Growth Strategy)?

- Planning to grow the College through new programs, capturing more of the market, increasing geographic reach, or a combination of these and others.

Do we want to maintain (Stabilization Strategy)?

- Planning that would help maintain the College's current program offerings, staffing, market, enrollment, etc.

Do we want to retrench (Defensive Strategy)?

- Planning to help reset the institution on only areas we feel we can retain the most competitive advantage and or to increase the health of the College.



10 STEP PROCESS (6-9 MONTHS)

- 1. Assembling the Team**
- 2. Establish a Timeline**
- 3. Environmental Scanning (Internal and External)**
- 4. Identification of Critical Issues (SWOT)**
- 5. Mission Statement and Values Review/Update**
- 6. Vision Statement, Strategic Goals and Outcomes Development**
- 7. Develop Evaluation and Monitoring Framework**
- 8. Draft Strategic Plan**
- 9. Approval of Strategic Plan**
- 10. Orientation and Implementation Planning**



SOME BIG ELEMENTS

- Strategic Enrollment Management (SEM) Planning
- Finalizing the Academic Master Plan
 - Changes to Provide Support to the Academic Schools
- Business Plan for an Online Campus (LCCC Online)
- Capitalizing on What We Have Learned from the Pandemic





5

EDUCATION, DEMOCRACY, AND HEALING



DOWNFALL OF DEMOCRACY?



- Socrates - The downfall of democracy? An uneducated public.

“foolish leaders of Democracy, which is a charming form of government, full of variety and disorder, and dispensing a sort of equality to equals and unequaled alike.”



- Thomas Jefferson – Founding father of public support (social compact) of education.

"An educated citizenry is a vital requisite for our survival as a free people."



WHAT'S HAPPENING AND WHY?

UNCONSCIOUS BIASES

- Affinity Bias (Similarity Bias) - the tendency people have to associate with others who share similar characteristics, values, interests, backgrounds, etc.
- Conformity Bias – the tendency to behave like those around us rather than using our own personal judgement (Herd Mentality).
- Social Proof (Informational Social Influence) – the tendency to see an action as more appropriate when others are doing it (Bandwagon Effect).
 - The more people doing it, the more impactful, especially when we view them as similar.
 - More susceptible when we are uncertain, unsure, or the situation is unclear.
- Commitment & Consistency Bias (Escalation of Commitment) – the tendency to remain committed to our past behaviors, particularly those exhibited publicly, even if they do not have desirable outcomes.
 - Once a person makes a commitment or decision, our tendency is to incorrectly process, or not fully process subsequent information in support of our original commitment/decision.



HOW DO WE COMBAT THESE BIASES?


It starts with us, individual and collectively.

General Education at LCCC - We value how students think as much as what they learn. A successful gen ed program will help students transform their lives regardless of their path after graduation.

1. Practices of Exploration, Research, and Problem Solving
2. Practices of Creativity and Innovation
3. Practices of Empathy and Integrity
4. Practices of Communication and Collaboration

Students who are successful in these four essential practices will be better prepared to be leaders in their fields and their communities.

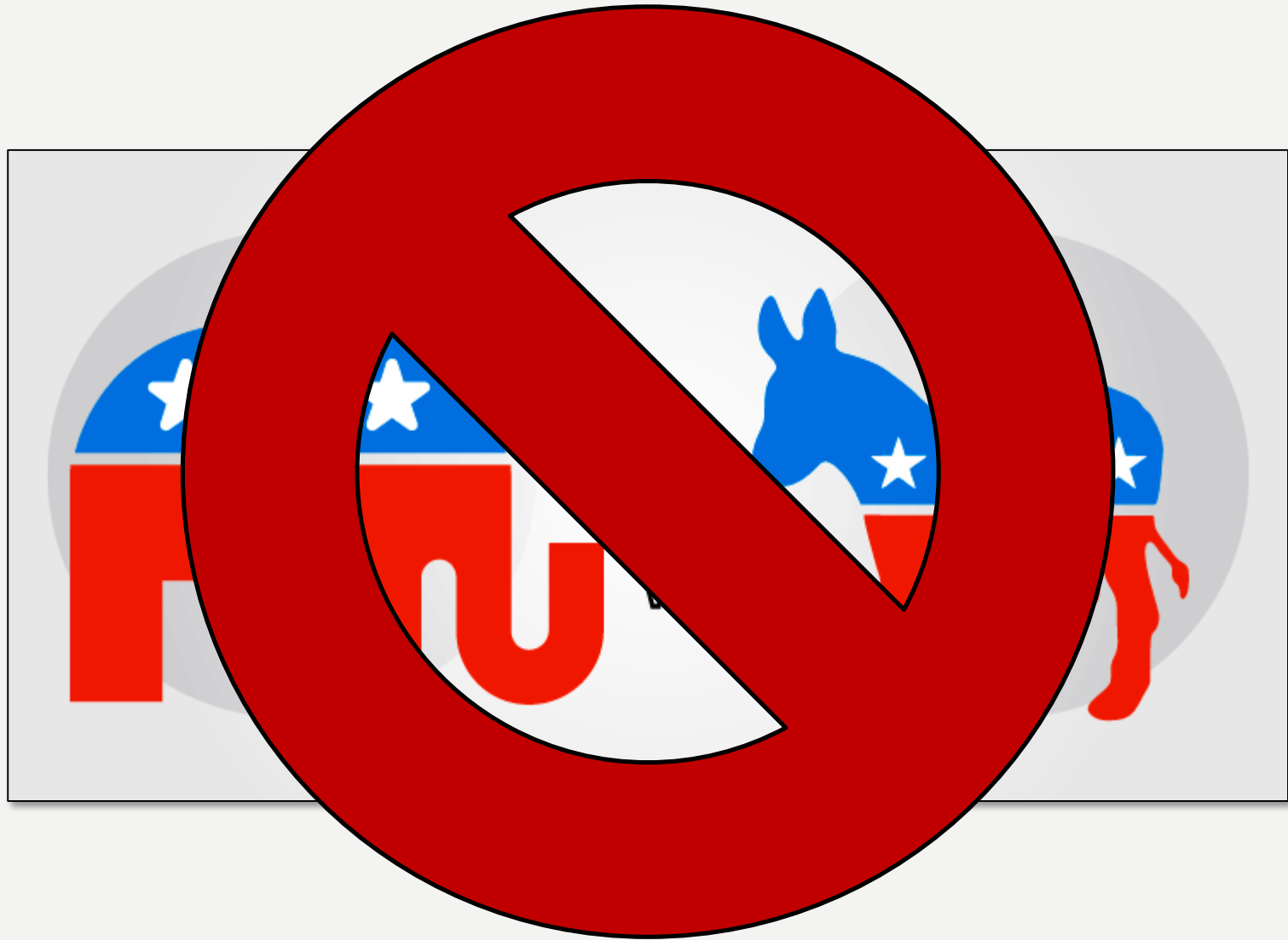




"I know no safe depository of the ultimate powers of the society but the people themselves; and if we think them not enlightened enough to exercise their control with a wholesome discretion, the remedy is not to take it from them, but to inform their discretion by education. This is the true corrective of abuses of constitutional power."

-Thomas Jefferson, 1820.





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FROM ONE OF OUR OWN

“One of the things I like the most about the practices is that they are apolitical. Now is a time to stop thinking and talking about what other people are or are not doing and to take a hard look at our own personal set of practices and habits of mind.

- How much empathy am I extending to people who disagree with me?*
- How much effort am I putting into making sure that my news sources are using credible information?*
- What am I contributing to my community to make it a better place for us all, not just for a few.*
- What actions (not words) can help me to accomplish this goal and can help me to form relationships with people who look different than me and who have different beliefs than I do?*

We don't need to talk about politics to form genuine respect and meaningful relationships with those around us. That respect and relationship is the glue that keeps communities from fraying when things get dicey. I own that.”

Melanie Young, English Faculty at LCCC

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We are LCCC.
We prepare the future.
We are the future.

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