Dr. Joe Schaffer

MEMORANDUM

DATE: June 17, 2020

TO: LCCC Board of Trustees

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FROM: Dr. Joe Schaffer, President

RE: FY20 Self-Evaluation and Proposed FY21 Goals

I am sure none of us could have ever imagined how the end of this fiscal year would have ended when we first entered it. The COVID-19 pandemic has changed so much, that it makes any authentic assessment of our intentions and efforts at the beginning, well, not seem so authentic. But even in the worst times, we cannot let circumstances justify our loosening of expectations for achieving results and accomplishing goals. It is within that spirit I offer my FY20 self-evaluation, and certainly within this context that I offer my proposed FY21 goals.

Smilar to the past, and in alignment with our performance management process, I will provide a succinct, yet comprehensive, self-assessment of how I believe I have performed over the past year. This assessment will focus on three primary performance domains:

- 1. Function-Based Performance how I have fulfilled the primary functions of my position and the expectations for a chief executive
- 2. Behavior-Based Performance howeddiavedue biageoluin rogrouping, 40777768vor876spectral 0/gesti2 aligns v92 hreW*nBT/F1 2



did not to lose sight of these responses, as I considered

Have I

3. Applied Baccalaureates at LCCC With the approval by the Legislature and direction of the Forward

<u>Key Contributors</u>: Cindy Henning, Vince Gibson, Kerri Coats, Seth Glause, Bob Salazar, Don Erickson, Wendy Soto, Billie Addleman, Walley Erickson, Dershie Barber, Bob Womack, and Lisa Trimble

6. Reaffirmation of Accreditation FY20 includes substantial work on preparing for our reaffirmation of accreditation. Much of this effort involved the successful completion and submission of our 2018 Systems Portfolio. However, this fall (2019) we will have one of the most significant steps leading up to our reaffirmation of accreditation, and that is a Quality Checkup site visit from the Higher Learning Commission (HLC). Thus, this goal is focused on assuring a successful visit, and from there, successful reaffirmation of our accreditation from HLC.

Outcome: This year, under the leadership and guidance of Dr. Kim Bender, we prepared for and held a successful site visit from HLC for our reaffirmation of accreditation. This type of visit is considered the Comprehensive Quality Review as part of our AQIP accreditation pathway. We received our final

2. Navigating State Budget Challenges It is no secret that Wyoming is facing significant revenue challenges. These are a result of the current COVID-19 pandemic and also continued pressure on the

for reductions in State funding, ranging from 10 to 30 percent. Even at the lowest ends, this level of budget cut will severely impact LCCC, our people, and our offerings. Proactively tackling this challenge will ensure we command the trajectory of our future, but it will be difficult.

- 3. Finalize Capital Construction As we push near a decade of physical transformation at LCCC, I hope to bring the majority of our capital construction projects to a close. This would include the successful completion and opening of the new Residence Hall, as well as moving our Recreation and Athletics Complex (RAC) from dream, to funding, final design, and construction. Smaller efforts, such as our continued rehabilitation of existing building facades will also be a focus, pending release of State major maintenance funding.
- 4. Strategic and Campus Master Planning This fall, even amidst the challenges we face with a global pandemic, we will celebrate the completion of our current LCCC strategic plan, as well as plan to launch our next one. In addition, per statute and rule, we are required to conduct and produce an updated campus master plan. Having both of these, as well as our strategic academic programming plan, launch of Guided Pathways, and conducting strategic enrollment management planning, all occur in concert would be complex, but also advantageous. This goal will be to have a completed strategic and campus master plan by the end of the academic year.
- 5. Implementation of New Program Planning My hope is to complete the strategic programming plan by late summer of 2020. This plan should guide some purposeful efforts to launch new programs that will , economic futures. Part of this will be a year-long effort with our Albany County Campus, as we help focus its purpose and future, and part will be to economic development, diversification, and recovery.

I sincerely thank you again for the opportunity to lead Laramie County Community College