



Year-End Strategic Plan Accomplishments

2023-2024

Mission

Owens Community College is the conduit to changing lives for the better in northwest Ohio. Through affordable, accessible, high quality education and training, and connecting with business and industry through relevant programs, we create pathways to a better quality of life and progress for the Region.

Vision

Owens Community College will be the connector between people, industry and dynamic growth in the Region. By creating solutions to the education, training and workforce needs of the Region, we will be an indispensable partner and a first choice to students, employers and the northwest Ohio community.

Values

Inclusive | Transformational | Intentional | Adaptive | Empowering



Strategic Objectives

1. Building a Community of Belonging
2. Expanding Our Partnerships
3. Developing an Agile Framework
4. Deepening Employee Engagement
5. Ensuring a Sustainable Organization
6. Telling Our Story





STRATEGIC OBJECTIVE #1

Building a Community of Belonging

Become the hub of the Region where the institution is known for its caring, welcoming environment where everyone, regardless of background, educational experience and goals, employment skills, and comfort level in a classroom, bands together to enrich the Region.

Building a Community of Belonging

SELECTED HIGHLIGHTS

Dozens of programs and events to create shared understanding, including:

- Jill of All Trades
- Military Appreciation Night at Mud Hens and Walleye Games
- Continued revitalization of Owens Express Athletics
- Expanded Counseling Support and the awarding of a \$164,782 grant to fund mental health
- Autism Awareness Week
- Indigenous Peoples' Day
- Workforce Development Programming with unhoused persons through Cherry Street Mission Ministries in Toledo and the City Mission of Findlay



Building a Community of Belonging

SELECTED HIGHLIGHTS, CONT.

- Services such as the Center for Campus and Community Connections serving more than 650 students on the Toledo-area campus and distributing more than 1,000 food items on the Findlay-area campus
- Significant update of the Emergency Management Plan
- Created active training portal for workplace safety; trained 194 employees on a variety of workplace safety topics





STRATEGIC OBJECTIVE #2

Expanding Our Partnerships

Nurture and cultivate robust partnerships serving as the catalyst for growth and success, connecting northwest Ohio and beyond.

Expanding Our Partnerships

SELECTED HIGHLIGHTS

- Creating bachelor's degree completion options for students through articulation and pathway agreements with partners including
 - Lourdes University, Tiffin University, Ohio Northern University, Grand Canyon University, University of Cincinnati, University of Findlay, Lake Erie College, Siena Heights University, University of Toledo, and Bowling Green State University
- Renewed Career Choice program with Amazon
 - More than 100 students participated; 8 graduated in 2022 - 2023
- Received OPOTA Close to Home designation for regional law enforcement to access training (1 of 7 in Ohio)
- Continued maturation of the Center to Advance Manufacturing



Expanding Our Partnerships

SELECTED HIGHLIGHTS, CONT.

- Northwest Ohio Innovation Consortium and Hydrogen Hub
- Create, lead, and engage in workforce efforts such as:
 - Ohio Semiconductor Network, Owens Employer Series
- Continue Artist in Residence program featuring local artists
- The BIG Read program partners widely, including with libraries, area schools, and Lucas County Metropolitan Housing Authority
- Findlay-area campus partnership with Millstream
- Significant faculty outreach and service, including:
 - Presentations, professional organization service, clinics available to the public, partnering with community organizations



STRATEGIC OBJECTIVE #3

Developing an Agile Framework

Provide an agile framework, rooted in continuous quality improvement and based on a thorough understanding of the ever-changing student needs, which helps students to efficiently obtain their desired outcomes.



Developing an Agile Framework

SELECTED HIGHLIGHTS

- Completed Feasibility Study for Toledo locations
 - Beginning to engage in partnerships and create microsites
- Continued implementation of Workday
 - Business and Human Resources live; Student in progress
- Reorganization of Enrollment Management and Student Affairs
 - Streamline enrollment processes; increase support for students
- Improved scholarship application and process
- Collaboration with Whirlpool and Goodyear in credit and non-credit education and training, even creating a specialized certificate



Developing an Agile Framework

SELECTED HIGHLIGHTS, CONT.

- Implement grant administration software to improve efficiency
- Revise and update policies to improve student experience
 - Discontinuation of transcript withholding for non-payment, created drop for non-attendance, updated Title IX and conduct policies to align with federal guidelines and support student development
- New academic programs
 - Electrical, mechanical and semiconductor certificates
 - Cardiac sonography
- Faculty and staff education to improve student outcomes
 - Joining Complete College America
 - Participating in teaching excellence programming through ACUE





STRATEGIC OBJECTIVE #4

Deepening Employee Engagement

Create organizational strength by fostering a culture of trust and community through shared leadership, recognizing individuals' contributions and promoting life long growth.

Deepening Employee Engagement

SELECTED HIGHLIGHTS

- Reinstated Employee Engagement Committee
 - Held employee Meal of Thanks served by senior leadership
- Employee service recognition ceremony
- Held “The College Tour” watch parties on both campuses
- Created Employee Emergency Fund through the Foundation
- Pathways to Leadership program for selected employees
- Continued College Forum and President’s Open Office Hours



Deepening Employee Engagement

SELECTED HIGHLIGHTS, CONT.

- Added one-time college closings
 - Solar Eclipse, Friday, July 5, and Fun Free Friday
- Completed compensation analysis for non-bargaining unit employees
 - Began implementation of select positions
 - Will repeat every two years
- Revamped certain academic leadership positions to improve functioning and satisfaction
- Findlay-area campus working together to host Girl Scouts STEAM program





STRATEGIC OBJECTIVE #5

Ensuring a Sustainable Organization

Promote high quality education and training built upon a sustainable fiscal model driven by strategic enrollment growth and balanced resource management.

Ensuring a Sustainable Organization

SELECTED HIGHLIGHTS

- First bond approval and issuance for \$25 million for the renovation and expansion of the School of Nursing and Health Professions, an investment for the entire college, community, and workforce development
- Over \$1.5 M in grants and \$750,000 in requests ~ pending approval
- Engage in grants individually and in partnership with other institutions and organizations, including:
 - NSF-ExLENT grant with Toledo, TPS and Dana
 - NSF-EPIIC grant with Tri-C, Youngstown State, Madison and Tuskegee
 - Several state grants
 - Findlay Community Foundation for Early Learning Center



Ensuring a Sustainable Organization

SELECTED HIGHLIGHTS, CONT.

- State funding requests pending in addition to biennial capital allocation for CDL in Findlay and Robotics and PLC expansion
- Continue to solidify annual giving and campaigns
 - Current fiscal year giving on pace to exceed prior year
 - 2 new scholarships totaling over \$60,000
 - Equipment for Healthcare Education Ctr. - more than \$550,000 so far
 - Sponsorship for Golf Classic, Jill of All Trades, and Creative Expressions more than \$100,000
- Implemented strategies to improve enrollment
 - Conversion improvement, outreach strategies
 - New students and CCP enrollment continue to grow



Ensuring a Sustainable Organization

SELECTED HIGHLIGHTS, CONT.

- Moved Broadcast Media Studio to new location, making improvements
- Continued stewardship of capital resources, completing multiple infrastructure projects
- Continue critical updates to our information technology assets, including Oracle and Degree Works





STRATEGIC OBJECTIVE #5

Telling Our Story

Thoughtfully communicate our story to strategically position Owens Community College as a first choice in education, partnerships and investments.

Telling Our Story

SELECTED HIGHLIGHTS

- Celebrated 40th Anniversary of the Findlay Campus
- Inaugural class of the Alumni Hall of Fame recognized
- Named Best Community College and Best Career Technical College by Best of Toledo
- Multiple presentations by president, executive leadership, faculty, and staff locally and nationally
- Internal process improvements to empower areas to maximize newsletters, social media, and outreach



Telling Our Story

SELECTED HIGHLIGHTS, CONT.

- All social media channels saw an increase in followers
- Media mentions increased 7% and reach increased 71%
- Owens Impact brochure, Conversations podcast, and volleyball social media entry all have won national awards
- New efforts in commercials, online advertising, and billboards
- Leveraging The College Tour
- Conversations podcast continues to grow in listenership and the President's Blog maintains a steady presence

