

**South Georgia State College
Academic and Student Affairs Strategic Plan**

South Georgia State College Strategic Plan

SGSC MISSION

South Georgia State College, a state college of the University System of Georgia, is a multi-campus, student-centered institution offering high-quality associate and select baccalaureate degree programs. The institution provides innovative teaching and learning experiences, a rich array of student activities and athletic programs, access to unique ecological sites, and residential options to create a diverse, globally-focused, and supportive learning environment.

SGSC VISION

South Georgia State College will be a regional leader in offering an array of academic programs delivered by talented faculty and reinforced by a skilled support staff. This will attract, prepare, and graduate students who will accomplish their career goals and lead the region to economic success.

SGSC VALUES

South Georgia State College embraces the traditional values of Higher Education as set forth by the University System of Georgia—Integrity, Excellence, Accountability, and Respect. To accomplish its vision SGSC also identifies the following LEAD core values:

- **Leadership – acting to achieve shared goals around core values.**
- **Engagement – facilitating close interaction between students, faculty, staff, and community partners.**
- **Affordability – Emphasizing efficiency and effectiveness to provide a quality education and to achieve an affordable degree.**
- **Diversity – creating a collegial environment composed of people of diverse backgrounds.**

South Georgia State Strategic Plan Goals

GOALS

Goal #1 “Academic Programs”

SGSC will continue to develop existing and/or new academic programs based on the identified needs of the community.

Goal #2 “Talented Faculty/Staff”

SGSC will recruit and retain talented and diverse faculty and staff with competitive salaries, innovative development programs, close-knit communities, and an idyllic quality of life.

Goal #3 “Student Success”

SGSC will improve student success rates as measured by course completion, retention, graduation, and transfer to other post-secondary institutions after preferably attaining a degree from SGSC.

Goal #4 “Regional Economic Development”

SGSC will collaborate with its community and region through the establishment and maintenance of partnerships for educational purposes. These partnerships will result in the strengthening of SGSC’s academic programs, student success rates, and economic health of the region.

Academic and Student Affairs Strategic Plan 2019-2024

Mission:

Academic and Student Affairs will provide excellence in innovative teaching and learning, student success, and student life experiences, resources and programs, with a well-qualified and professional faculty and staff.

Academic and Student Affairs Strategic Plan Five-Year Goals:

- 1. Submit a minimum of 2 new program proposals per year to the USG for approval.**

Supports SGSC Strategic Plan Goal 1.

Five year goals:

- 1. Submit at least 10 proposals for new baccalaureate and/or Nexus degrees to the USG for approval.**
- 2. Maintain a database for analysis of new program needs and viability.**

Action Items:

- 1. Conduct a needs assessment using data from the department of labor, local Chambers of Commerce, Economic Development Authorities, and other identified stakeholders to determine future workforce needs.**
- 2. Conduct faculty and student inventories to determine strengths for new academic program development.**
- 3. Conduct faculty inventories to ensure adequate faculty staffing levels to serve student needs and make adjustments as needed.**
- 4. Conduct support services inventories to ensure adequate provision of resources to support new programs.**

Key Measures:

- 1. Reports will be generated and recommendations forwarded by end of spring 2019 regarding potential program submissions.**
- 2. A minimum of two proposals will be developed for submission for launch in fall 2020.**

Budget implications:

- 1. Anticipated additional faculty positions:**
 - a. Chair, Long-Term Health Care Management**
 - b. Faculty member, Long-Term Health Care Management**
 - c. Faculty member, Professional Business and Technical Writing**
 - d. Faculty member, Education**
- 2. Faculty/Staff time related to work on needs inventories, assessments, and analysis.**

2. Provide ongoing professional development training for faculty and staff.

Supports SGSC Strategic Plan Goal 2.

Five year goals:

- 1. Establishment and support for a Center for Professional Development for faculty and staff in Academic and Student Affairs.**
- 2. Development and maintenance of professional development standards for faculty and staff.**
- 3. Provide opportunities for 100% of faculty and staff in Academic and Student Affairs to engage in ongoing professional development.**

Action Items:

- 1. Develop onboarding policies and procedures for new faculty and staff.**
- 2. Create a Center for Professional Development for faculty and staff in Academic and Student Affairs.**
- 3. Explore cost-effective professional development opportunities that bring high-impact training to SGSC campuses.**

Key Measures:

- 1. Increase faculty and staff participation in professional development activities by 10% in both Academic and Student Affairs over the previous year.**
- 2. Increase the number of professional development opportunities brought to SGSC campuses for faculty and staff.**
- 3. Establish onboarding programs for new faculty and staff in Academic and Student Affairs for implementation in fall 2019.**

Budget Implications:

- 1. Faculty/Staff time related to policy and procedure creation, mentoring.**
- 2. Budget for a Center for Professional Development to support professional development activities.**

3. Increase graduation and retention rates at SGSC.

Supports SGSC Strategic Plan Goal 3.

Five year goals:

- 1. Fully establish the professional advising model at SGSC.**
- 2. Increase 3-year graduation rates by 10%.**
- 3. Increase year-over-year retention rate by 10%.**
- 4. Establish database for tracking retention and graduation data.**
- 5. Establish ongoing marketing for all academic programs and to encourage purposeful choices by our students.**

Action Items:

- 1. Implement new cluster advising model pilot incorporating additional professional advising staff.**
- 2. Collect data on factors resulting in loss of retention, including bringing together retention data already collected.**
- 3. Establish the Academic Advising Committee.**
- 4. Track effectiveness of current retention initiatives.**
- 5. Establish correction plans based on data analysis.**
- 6. Increase marketing for all academic programs on both campuses with a focus on short, social media video clips that highlight current academic programs and future academic programs. (Pathway Pitch Program)**
- 7. Provide co-curricular programming in support of SGSC's educational programs.**

Key Measures:

- 1. Increase 3-year graduation rates by 2%.**
- 2. Increase year over year retention rate by 5%**

Budget Implications:

- 1. Additional professional advisor positions:**
 - a. School Advising Specialists (3)**
 - b. Residential Advisor/Coach (1)**
- 2. Faculty/Staff time engaged in data collection.**
- 3. Institutional Effectiveness office time in data collection.**
- 4. Incentives (gift cards, etc.) for Pathway Pitch Winners.**

4. Establish strong partnerships with communities in the service region.

Supports SGSC Strategic Plan Goal 4.

Five-year goals:

- 1. Advisory boards will exist for each baccalaureate program.**
- 2. Internship opportunities will exist for each baccalaureate program as appropriate.**
- 3. Strong community partnerships between Academic and Student Affairs and community partners will be developed.**

Action Items:

- 1. Establish Advisory Boards for each baccalaureate degree that includes community partners.**
- 2. Create internship opportunities for baccalaureate degrees as appropriate.**
- 3. Establish community partnerships in areas of mutual interest and benefit for SGSC and community entities.**
- 4. Inventory current community partnerships to determine viability.**
- 5. Hold yearly meetings with community partners.**

Key Measures:

- 1. An advisory Board will be created for each baccalaureate program.**
- 2. A plan will be developed for integrating internships into the curricula of appropriate baccalaureate degrees.**
- 3. Policies and procedures for internships will be created for the appropriate degrees.**
- 4. Community partnerships will be established outside of Academic Affairs as appropriate.**

Budget Implications:

- 1. Faculty/Staff time in establishing and meeting with Advisory Boards.**
- 2. Budget support for Advisory Board meetings.**