

REVISED Purple Group Report on Question 4.

Should President Nolan make any changes to LCC's strategy? If yes, what specific changes and why? If not, why not? Secondly, which one or two of the 5 "Practices of Exemplary Leadership" will be most important to the changes you're recommending?

The President should maintain the general strategy of implementing Guided Pathways as a means to achieving the four goals of the college. However, we believe that the implementation strategy itself must be completely reviewed and revised to address the problems which have been identified from within the case study. That being said, guided pathways should not be seen as the sole solution to address the vulnerabilities and future success of the college.

I. Develop an inclusive, engaged and empowering campus culture. (20/20 lens)

- Create a learning culture by building upon the legacy to develop a positive future (case 1, book 83)
 - Create a larger stakeholder develop a participatory approach to implementation to guided pathways
- The president will develop listening sessions that are open to the campus community
- The campus leaders regularly attend various departmental meetings throughout campus to engage internal stakeholders
- All initiatives should be considered through an equity minded focus to all program and strategies in order to support the diverse student population.(case, 15)

Professional development will be provided to examine concepts such as implicit bias, micro-aggressions and how to become culturally competent educators.

II. Guided Pathways

- Go back to the board and revise the timeline of Guided Pathways for a more realistic implementation process that is inclusive and well thought out. (Concave lens)
- Work to create a campus culture that will support the organic development and implementation of these changes.
- Educating the campus community about guided pathways- in a common setting such as convocation or flex day. **De-mystify it and discuss the purpose and how that purpose ties to the collective mission.(ethical driver**
- Identify ways to have stakeholders be involved in the development and implementation of guided pathways (respond to the social drivers, 68)
- Support **professional** development, curriculum development, advisement and student services alignment. (LCC strategies)
- **Promote student service and academic affairs collaboration.**
- Invest on full-time faculty (case 11)

III. Create an ongoing consortium with our regional partners.

- Partner with our external partners which include k-12, A-SU, local industry and healthcare (case 3)
- Actively work with our local, state and political officials (book 69) – political driver

- Work with our consortium and alumni to Increase endowment (case 14)

IV. Comprehensive rebranding and marketing of the district, its role in the region and its mission for students.

- Develop a consistent message that builds on the past successes and looks into an optimistic future for the region and college. (p.1 and 3)
- Marketing has to reflect the diversity of our student population
- Outreach efforts to our k-12 partners and community organizations
- Redesign our website

V. Restructure Resource Allocation & Planning Process focused on sustainability.

- Educate the campus community regarding the reality of fiscal challenges and future predictions (p.13 & 14)
- Develop options to the campus community for revenue growth and reduce expenses (case 13)
- Seek additional funding sources (economic drivers)
- Leveraging and breeding resources
- Provide data to the campus community to make informed decisions (case 17)

One or two of the 5 “Practices of Exemplary Leadership” will be most important to the changes you’re recommending?

1. Inspire a shared vision
2. Enable others to act