

Patrick Henry Community College Strategic Plan: 2016-2021											2016-17			2017-18			2018-19			2019-20									
Area	Division	Connection to Mission	Pillar	Goal	Strategy	Method to Assess	Data Source	Impacted Stakeholder(s)	Strategy Lead/Committee	Budget	Results			Relative Applicability (Compare to your other goals) 3 = high app student & institution 2 = high app student or institution, low app other 1 = low app for both	Revised Goal	Revised Strategies	Revised Budget	Results			Revised Goal (Keep the goal, revise the goal, delete the goal, or add a new goal)	Revised Strategies	Revised Budget	Results			Revised Goal (Keep the goal, revise the goal, delete the goal, or add a new goal)	Revised Strategies	Revised Budget
											M = Met	PM = Partially Met	NM = Not Met					N/A = Not Applicable	M = Met	PM = Partially Met				NM = Not Met	N/A = Not Applicable	M = Met			
Finance	Human Resources	Academic Excellence	Progress	Increase the percentage of minority faculty members over the next five years.	Add at least three minority publications to the standard advertising of open faculty positions. Promote the Chancellor's Minority Student Fellowship program through the D & I Council, on the PHCC web site and PHCC News & Notes.	Define minority and measure change in minority employees from baseline year 15/16.	Personnel query in PeopleSoft	Faculty, staff and students	HR Dir.	0	Possible advertising costs	One completed. Promote the Chancellor's Minority Student Fellowship program through the D & I Council	2	Will continue efforts to increase minority hiring	Continue with same strategy due to favorable results		PM: 1 minority faculty hired for 2017-2018	Keep the goal	Revise the strategy to include attending at least (2) college job fairs in 2018 outside of Martinsville Henry County.	Larger job fairs tend to require a registration fee of about \$100. We would need a PHCC table banner if unable to borrow from another department.	PM: Have registered for larger job fairs, but was unable to attend due to one being sold out, and inclement weather on the day of the other. Need to order a PHCC table banner.	Keep: Try again next year as diversity recruitment is still needed.	Keep current strategy	Keep					
Finance	Human Resources	Workforce Development	Transition	5 PHCC interviews per academic year to students who graduate or obtain certificate	Guaranteed interviews within six months of cert. completion or graduation for students who meet the minimum qualifications of the position.	Interview protocol	documents from interview process	Completing students	HR Dir.	0		NM. Unable to spearhead and implement due to immediate shifting of HR priorities to retirements and college-wide restructuring.	1	Will refocus and work to achieve goal this year, given more stability in HR office			NM. Shifting priorities in HR department.	Keep the goal	Revise the strategy: Recent graduates will receive an email by July 15, 2018 to announce the initiative and provide instructions.	PM: Email was distributed, but have not had any recent graduates to apply for posted jobs.	Keep: Try again next year. Many of recent openings required a Bachelor's or Master's degree and our recent graduates usually do not meet that requirement.	Keep current strategy	Keep						