

OPERATIONS

2023-2024 STRATEGIC PLAN

1 – CHANGING REGULATORY AND COMPLIANCE STANDARDS:

Barton Core Priority 3, 4/HLC Criterion 5.A.1, 5.A.4; 5.B.2.

Meeting regulatory and compliance standards is a tough challenge. Facilities managers must prevent threats to human health and safety.

- Proactively deal with compliance standards through planned efforts.
- Ensure staff have proper certifications and training.
- Safe handling of hazardous waste, physical security is not only a top priority, but also a highly visible area of compliance risk and legal liability.
- Ensure all appropriate audits are successfully completed.
- Provide quality, cost-effective mandatory training.
- Provide training, create awareness, and implement reasonable workplace accommodations.
- To provide employment opportunities to all individuals.
- Employment decisions at Barton will be based on merit, qualifications, and abilities.

2 – KEEPING ACCURATE RECORDS:

Barton Core Priority 3, 4/HLC Criterion 2.E.3, 5.A.1, 5.A.4, 5.B.2, 5.C.4, 5.D.1, 5.D.2

Be prepared to advise appropriate leaders about critical financial and human resource questions.

- Closely monitor the maintenance work across the college.
- Maintain complete lists of aging infrastructures.
- What are the institutions strategic capital requirements?
- How much cash should the institution have on hand?
- How much dept can the institution afford?
- What processes are required to obtain the necessary capital?
- Manage complex employment laws.
- Establish collaborative partnerships with departments to plan, anticipate and respond in a cost-effective way to employee challenges.
- Ensure all employees are treated equitably and consistently.
- Lead policy/procedure review and changes.
- Research alternate methods for employee time keeping.

3 – EFFICIENCY AND WORK ENVIRONMENT:

Barton Core Priority 3, 4/HLC Criterion 1.A.3, 5.A.1, 5.A.2, 5.A.3, 5.A.4, 5.A.5, 5.C.2, 5.C.4, 5.C.5

Extend the life of assets and complex building management systems.

- As facilities and mechanical systems reach and exceed their expected operating lives, significant issues of “repair or replace” must be addressed.
- Facility managers need to prevent, correct, and replace equipment, counting all the associated costs, so they might also preserve a piece of the budget for emergency replacements and repairs.

Identify whether strategies can be supported financially, given the institution’s capital capacity.

- Quantify future financial risk, consider alternative scenarios, specify sensible reactions to expected/unexpected changes.
- Build cash and department capacity.
- Promote financial stewardship.
- Integrate the financial planning framework with the college’s decision-making framework.
- Maintain list of capital projects.

3 – EFFICIENCY AND WORK ENVIRONMENT (CONTINUED):

Promote, support and leverage technology resources and tools to respond to college needs, improve and enhance workflow efficiency, and improve customer service.

- Implementing low-cost and no-cost energy efficient measures.
- Lead the execution of the Campus Climate Survey.
- Create, promote, and foster an organizational environment that values development, diversity, and growth opportunities for all employees.
- Research alternative methods for employee evaluation.
- One of the most important assets is our human resources. We will continually provide a positive work environment.

4 – ASSET MANAGEMENT:

Barton Core Priority 3, 4/HLC Criterion 5.A.1, 5.A.1, 5.A.4, 5.A.5, 5.B.3, 5.C.2, 5.C.5

There is a growing recognition that facility management contributes to the health and well-being of building occupants, thereby benefiting efficiency, productivity, and profitability.

- Building/communicating security and emergency plans.
- Educate and inform the people using the college.
- Updating/enhancing facilities as budgets permit.
- Providing a trained campus safety force.

Constantly changing landscape of higher education demands rigorous, comprehensive financial planning that is visible college wide.

- Cost assessment of strategic initiatives.
- Communication to Board of Trustees, President, and other decision makers about financial stresses.
- Assist the college leaders in keeping college mission and priorities in budget management.
- Use detailed planning to develop financial projections.
- Ensure the college learns from past financial decisions and applies that learning to improve effectiveness, capabilities, and sustainability.

Ensuring adequate staffing capacity and staff retention in the face of retirements, new sourcing models, growing external competition, rising salaries, and the demands of technology.

- Balance the right mix of internal and external experts supporting the human resources, fiscal department, and technology environment.
- Support the recruitment and retention of a highly talented, inclusive, and diverse workforce.
- Provide accurate and timely workforce information and analysis.
- Provide ongoing support of the organization's on-boarding, employee engagement and succession efforts.

STRATEGIC GOALS	CORE PRIORITIES	KPI METRIC	HLC CRITERIA
1. Advance student entry, reentry, retention, and completion strategies.	1. Drive Student Success	1. Student Success 2. Student Completion	1. Mission
2. Foster excellence in teaching and learning.		3. Student Learning 4. Ratios	2. Integrity: Ethical and Responsible Conduct
3. Expand partnerships & public recognition of Barton Community College.	2. Cultivate Community Engagement	5. Partnerships 6. Enrollments	3. Teaching and Learning: Quality, Resources, and Support
4. Promote a welcoming environment that recognizes and supports student and employee engagement, integrity, inclusivity, value, and growth.	3. Optimize the Barton Experience	7. Barton Experience	4. Teaching and Learning: Evaluation and Improvement
5. Develop, enhance, and align business processes.	4. Emphasize Institutional Effectiveness	8. Composite Financial Index 9. Grants	5. Institutional Effectiveness, Resources and Planning