

## COLLEGE MISSION, PHILOSOPHY, & VISION

Throughout its history, Illinois Central College has retained a consistent understanding of its fundamental mission. However, as the College has grown and responded to student and community needs, its Mission has also expanded and evolved.

### **Mission Statement**

The Mission as published on page 415 of the *2001-2003 College Catalog* states, “The mission of the College is to (1) enable students to reach their educational potential and (2) serve as a resource for the educational and cultural needs of the community.”

The Mission of Illinois Central College was revised in 1992 and affirmed most recently in January 2000. It is published in the annual report, the Strategic Plan, the catalog, and on the web site, all of which are available to the public. The catalog, in particular, is widely distributed, providing a highly effective means of informing the public of the College’s Mission and Philosophy.

### **Philosophy**

The current Philosophy of the College is printed on page 415 in the *2001-2003 College Catalog*, in the Annual Report and on the College’s web site. It states:

The College was formed on the belief that individuals have worth and dignity in their own right and should be educated to the fullest extent of their abilities and motivation. Education of each citizen creates a better community for all. The College strives to provide quality education appropriate to each individual’s needs within the bounds of fiscal responsibility. Illinois Central College is committed to non-discrimination and equal opportunity regardless of race, gender, ethnicity, religion, or physical capability. We believe that by representing the diversity of our district, we enrich the learning experience and create a broader and better understanding of our global community. In support of building this learning environment, we are dedicated to being a leader in recruiting, retaining, and promoting a diverse group of students, faculty, and staff.

The student is the center of all that is done at Illinois Central College. The College strives to provide students the knowledge, skills and understanding for successful and satisfying careers and for intelligent participation in and preservation of a free and democratic society. This includes the development of a higher sense of values and the desire for continuous education throughout life. To achieve these purposes, the College encourages excellence in teaching and close communication between instructor and student.

In order to achieve and fulfill the Mission and Philosophy, the College:

- Promotes student access through both admission policies and reasonable student costs that encourage enrollment of those who can benefit from the instruction and services offered.
- Enhances the academic and personal development of all students through a full range of support services.
- Provides a broad general education curriculum for students in all programs as a basis for further study and specialization.
- Offers the requirements and prerequisites in preparation for successful transfer to a four-year institution to complete a baccalaureate degree.
- Provides a variety of occupational and technical programs in preparation for successful employment.

- Provides opportunities for students to appreciate and benefit from the diversity of people in a global community.
- Provides developmental and remedial level studies for students with academic deficiencies.
- Offers continuing education opportunities for students interested in meeting personal goals or updating employment skills and pursuing cultural and leisure interests.
- Cooperates with other educational, business, and governmental entities to address educational needs related to the economic health of the residents of the District.
- Provides special cultural, recreational, and general interest events which enrich the life of the community.

The above goals are listed on page 415 of the 2001-2002 *College Catalog* and have been communicated to and internalized by faculty and staff members. Seventy-seven percent of full-time faculty members and 70% of full-time staff report knowing where to find the College's Mission, Philosophy, and Core Values.

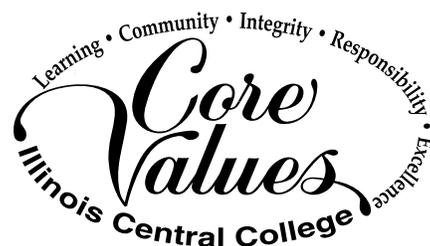
Also, according to the results of the self-study faculty survey, 95% of full-time faculty members and 70% of part-time faculty members are "very familiar" or "somewhat familiar" with the Mission and Philosophy of the College. The staff results show that 94% of the full-time staff members are familiar with the Mission. When asked if the Mission and Philosophy represent the direction of the College, 94% of part-time faculty members answered "yes" while 82% of full-time faculty members did. Furthermore, 98% of the full-time faculty members and 99% of the full-time staff are in agreement with the Mission and Philosophy. Staff members indicated they also agree that the Mission and Philosophy correlate with the direction of the College when 96% of full-time staff members and 79.9% of the part-time staff members answered "yes."

Just as importantly, 95.5% of full-time faculty members and 84.2% of full-time staff members believe the purpose of their job contributes directly to the overall Mission and Philosophy of the College. The part-time staff and the part-time faculty members do not feel as positive about the contribution of their job with 73.4% of staff members and 82.7% of faculty members answering "yes."

However, when asked if decisions at the College are made based upon the values of the Mission, 66.8% of full-time staff members and 52.4% of full-time faculty members "strongly agreed" or "agreed." More optimistic were the 73.4% of the part-time staff members and the 84.3% of the part-time faculty members who "strongly agreed" or "agreed" that the Mission influences decisions made at the College.

## Core Values

Values are enduring beliefs that guide behavior in carrying out the Mission and Philosophy of the College. Values explain how Illinois Central College conducts business and, as such, they are viewed as an important extension of the Mission and Philosophy.



Employees from all of the College's departments and representatives of student groups developed the College's Core Values of Learning, Integrity, Responsibility, Community, and Excellence. The entire Illinois Central College community believes and practices these Core Values.

Most College employees feel that they play an active role in making the core values a part of all that Illinois Central College does.

	YES	NO
Full-time Faculty Members	89.1%	10.9%
Part-time Faculty Members	70.8%	29.2%
Full-time Staff Members	72.4%	27.6%
Part-time Staff Members	56.3%	43.8%

Both full-time and part-time faculty members see evidence of a commitment in fellow employees to the five Core Values with part-time perceiving more commitment by answering “always” or “usually.”

	Full-time Faculty	Part-time Faculty
Learning	94.5%	94.5%
Integrity	90.7%	97.2%
Responsibility	89.7%	92.5%
Community	70.1%	90.7%
Excellence	88.8%	93.5%

While full-time faculty members see a commitment to the Core Values in other faculty members, they do not feel they see as high a commitment in the administrators. In contrast, the part-time faculty members believe administrators are committed to the Core Values. Those answering “always” or “usually” are as noted below:

	Full-time Faculty	Part-time Faculty
Learning	72.6%	90.2%
Integrity	66.1%	91.2%
Responsibility	70.7%	89.2%
Community	73.6%	94.2%
Excellence	67.9%	90.3%

The reason for the difference may be that full-time faculty members have more interaction with administration than part-time do.

However, the administrators feel that they are committed to all Core Values, but faculty members are not committed to every Core Value.

	Commitment of Administrators	Commitment of Faculty Members
Learning	95.2%	100%
Integrity	81.0%	85%
Responsibility	85.7%	80%
Community	90.5%	45%
Excellence	76.2%	85%

## **Vision**

In summer 1999 a process began to develop the College's vision for the future with acceptance of a statement in fall 2000. A vision statement is an important companion for the Mission, Philosophy, and Core Values statements; it performs a function they do not. The College's vision is what it aspires to be. It enables the College to meet and exceed the needs and expectations of students, partners in education, and community. It instills staff and faculty with a sense of purpose and pride. Illinois Central College's Vision states, "We are a national leader in preparing people who succeed in the job market, baccalaureate programs, career advancement, and lifelong learning."

## **Alignment of Mission, Philosophy, Vision with the Strategic Plan**

To determine the relationship of the Mission, Philosophy, and Vision with the College goals in the Strategic Plan, the following evaluative crosswalks were performed:

- A crosswalk of the Strategic Plan and the College Mission.
- A crosswalk of the Vision and the College Mission.
- A crosswalk of the Strategic Plan and the College Philosophy.
- A crosswalk of the Vision and College Philosophy.

The results of the crosswalks, found in the Resource Room, indicate that the College's long- and short-range goals are consistent with the College Mission and Philosophy. Nearly 59% of the full-time faculty members and 51% of the part-time faculty members thought that the Vision was related to the Mission while a crosswalk of the Vision and Philosophy determined that they correlate.

## **Strengths**

- Illinois Central College has adopted a Mission that is consistent with the Illinois Community College Act.
- Nearly 60% of full-time faculty, part-time faculty, and full-time staff members feel that the accomplishments of the College are consistent with the College's Mission, Philosophy, and Core Values.
- Faculty and staff members agree with and support the Mission and Philosophy.
- Within the last two years, the Mission, Philosophy, Core Values, and Vision have been recently either reviewed, revised, and/or reaffirmed.
- The Strategic Plan and College goals fit the Mission, Philosophy, Core Values, and Vision of the College.

## **Opportunities for Improvement**

- Only 42% of part-time staff feel that the College's accomplishments are consistent with the Mission.
- The Mission and Vision are not as prominently displayed on campus as are the Core Values.

## **Recommendations**

- The College should consider ways to strengthen the part-time staff members' awareness and the community's awareness of its Mission, Philosophy, and Core Values.

