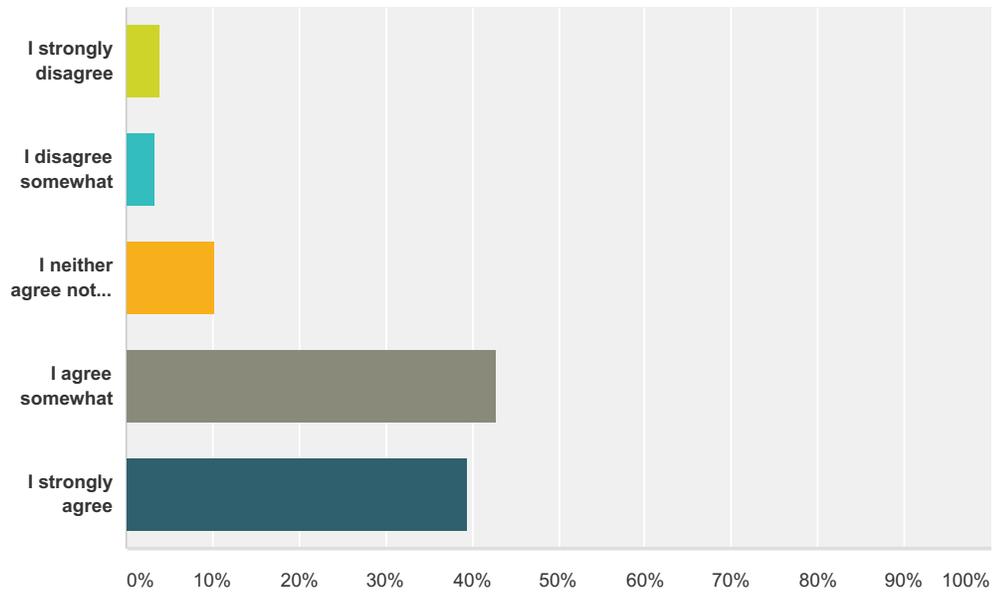


### Q1 To what extent do you agree that the Strategic Directions and Goal Statements reflect the College's institutional priorities?

Answered: 175 Skipped: 0



Answer Choices	Responses
I strongly disagree	4.00% 7
I disagree somewhat	3.43% 6
I neither agree nor disagree	10.29% 18
I agree somewhat	42.86% 75
I strongly agree	39.43% 69
<b>Total</b>	<b>175</b>

**Q2 Please provide any additional context for your previous answer or any comments you have on the Strategic Planning process to date.**

Answered: 72 Skipped: 103

#	Responses	Date
1	There have been meetings employees have been invited to attend. Have there been any surveys/meetings with students in the various demographics we are concerned about reaching/retaining to get their feedback as to what ICC is doing well, poorly, things they would like to have available t ICC, eetc	4/26/2017 9:33 PM
2	The proof of commitment is always in the actions not the words. Our processes sometimes make achieving our priorities and goals impossible or too painstakingly slow.	4/26/2017 4:55 PM
3	I believe the process has been very inclusive, thorough, and comprehensive.	4/26/2017 9:03 AM
4	One thing that we need to make sure happens (especially given the current financial climate of our state) is that if we really do have student success (persistence/completion/retention) at the core of what we are about, then the funds to support those priorities need to be protected. We need to prove that we don't just talk about supporting students--the college backs up the plan with support systems that will allow the students to achieve their goals. Maintaining high academic standards and putting in place a means to get students to meet those standards is key.	4/25/2017 5:43 PM
5	I think in order to achieve these goals the college needs to buy in on the idea that student success is the way to our success. This is not the message that is portrayed to students by all areas of the college.	4/25/2017 1:58 PM
6	they say it but they don't do it.	4/25/2017 12:40 PM
7	Student services/counseling/advisement/career services front line professional staff have not not been utilized well. Working more closely with faculty would enhance career services.	4/25/2017 12:11 PM
8	They are very good and are the right vision--but do we have the manpower and resources to do them?	4/25/2017 10:31 AM
9	I believe the plan is ambitious but achievable.	4/25/2017 9:50 AM
10	These look like excellent priorities which the College and my department are continuing to achieve.	4/24/2017 7:34 PM
11	Sometimes I feel that we focus too much on getting bodies in the seat and not enough about completion and what is best for the student.	4/24/2017 3:06 PM
12	Before any changes are made input MUST come from the people who actually work with the students in the specific area(s) and not from administration who don't deal with the day-to-day student engagement. Please be transparent. As staff are being told they will not get a pay increase this year, it is like a slap in the face when money is spent in other areas. Hopefully communication is the key to all of us working together to better the students experience and keep a positive attitude among the employees.	4/24/2017 3:04 PM
13	This process is needed for the future success of our College and to help ensure success of our students	4/24/2017 1:45 PM
14	There doesn't seem to be much said about students whose goal is to transfer to a four-year institution. Where do they fit in?	4/24/2017 1:34 PM
15	The full-time faculty union needs to be on board with this. If they are not going to own the directions and goals regarding innovation, teaching, and learning, it doesn't matter what we say. Get them, as represented by the Forum, to explicitly committ to owning these as well commitment among staff.	4/24/2017 11:30 AM
16	If students do not understand why they are in college on a certain track or course, what is the point of retention?	4/24/2017 10:36 AM
17	More paperwork and meetings and group decisions by people who are not primarily related to issue/event/etc at hand is a concern.	4/24/2017 9:38 AM
18	I really think we need to put more emphasis on the student role in all of this.	4/24/2017 8:55 AM
19	Do away with waiting list	4/24/2017 8:28 AM
20	I think we're heading in a good direction and look forward to seeing these implemented especially in the enrollment process. It's overwhelming and frustrating for students.	4/24/2017 8:28 AM

21	While targeting the underperforming, do not leave out the performing. The message received by the performing high school student is that they are not welcome at ICC. Perhaps ICC could advertise their Honors program. The goals of reaching out to the high schools and business is absolutely necessary.	4/24/2017 8:10 AM
22	The process has been comprehensive, deliberate, and inclusive	4/24/2017 7:51 AM
23	Students need to know that their education will help them with fulfilling employment opportunities. (not retail jobs)	4/24/2017 7:51 AM
24	I think it is really important to connect with our community at all levels to communicate how we serve our area and for recruitment and retention activities. Although we are known within our community, most do not have a clue what we offer our community in education and training. I also think it is very important we stop scheduling our courses around the faculty and programs and look at holistically scheduling courses around ease of curriculum completion.	4/23/2017 10:10 PM
25	we need to serve our customers, help them succeed.	4/23/2017 9:28 PM
26	The college is changing directions and establishing new priorities. We need to change to compete and survive in the economic downturn in the State of Illinois.	4/23/2017 1:38 AM
27	I feel the strategic directions and goals are comprehensive and attainable. I appreciate the invitation and opportunity to be a part of the process of developing these goals.	4/22/2017 10:43 PM
28	There are no statements that tell how we plan to meet those directions and goals; therefore, I cannot agree or disagree.	4/22/2017 3:57 PM
29	great goals and direction for the college	4/22/2017 12:19 PM
30	As faculty and a parent of a student, I think that we need better advisors (especially for the nursing dept!). Many students seem underprepared for classes and unsure of the classes they should be taking. I find myself having to explain basic things like time management rather than addressing the actual material I teach. Perhaps incoming students need a class in basic skills - and I think it should be compulsory, but free. I also find many students do not have the basic skills in reading, writing and arithmetic. The written work I receive is often of a level I would expect from a child in elementary school. My son's experience at trying to communicate with his advisor has been dismal. It takes weeks to get an appointment and he has been signed up for classes he does not need.	4/22/2017 10:20 AM
31	i'm part time	4/22/2017 7:38 AM
32	Strategic planning has to be as flexible as possible to adjust to the end result.	4/21/2017 6:30 PM
33	Nice words but no indication of how meeting them will be measured. It would be helpful to have specifics instead of just general statement	4/21/2017 6:08 PM
34	in the effort to reach under performing students, care must be taken so as not to hurt groups that are currently doing well,	4/21/2017 5:31 PM
35	The 5th statement refers to employee support and the college culture most directly. Unsure how much support this may be and how transparent the strategic agenda is for our employees.	4/21/2017 3:52 PM
36	The process has been a bit obscured; I wish it had been more open.	4/21/2017 3:07 PM
37	I am just concerned that student centered learning and at the same time improving outcomes for low completion gaps equals loss of academic integrity and standards.	4/21/2017 2:21 PM
38	I would also like to include that transition should also include our Adult Ed program. It is one of our core outcomes measures for WIOA.	4/21/2017 1:47 PM
39	The strategic plan can not work without vested, valued employee's. In the past year ICC has de-vested its employment base. Everyone is expendable and does not matter anymore. It feels like we are working at Walmart. If you want employees to really work at caring about the student, the institution needs to care about the employees. The new president has made it perfectly clear to everyone that ICC has no moral responsibility to any employee; we are all expendable.	4/21/2017 1:35 PM
40	Even though you say that everyone had input into this it still was decided by a hand selected group of people. Hope that you will involve the people that actually do this work in the discussions about how things are going to be accomplished. Still very top down. And yes, I was involved in the meetings and feel even more cut off, confused, unappreciated and disengaged than ever before.	4/21/2017 1:26 PM
41	A couple of goals seem to go against each other; it is important to maintain the integrity of the institute and the rigor of study, how will this impact the goal of improving success of African American students and Pell grant students unless there is a plan to increase support services.	4/21/2017 1:09 PM
42	These are great goals. However, communication is vital. Are you asking faculty for input? Do you give faculty access to data to make good decision?	4/21/2017 12:58 PM

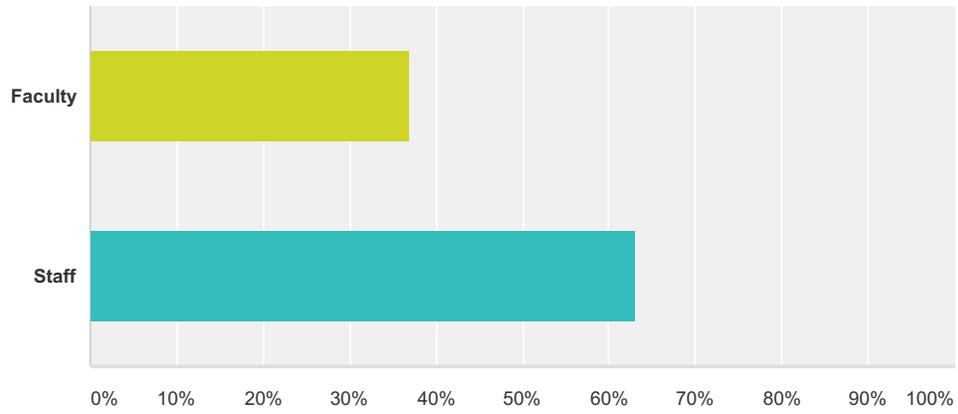
43	<p>I think the goal statements are exactly what ICC needs. It is disheartening how few people participated in these sessions and continually complained about the changes. The culture at ICC is stagnant, there is little accountability, too many silos, and the morale is down. There is a lot of fear here before a new president even came. Understanding the root of all the fear will help us move forward in a positive manner with this much needed change. Change is necessary and vital to the health of the college! The managers aren't buying into it and neither are their employees. There are so many rumors about how a manager was left out of meetings, consultants visits, process reviews, couldn't participate in strategic planning process because of meetings. They don't know how to prioritize, manage, communicate, encourage, or engage. Accountability starts at the top and trickles down. Many faculty have too much control and no desire to be a part of change. I worry that this plan will not be successful because of the lack of accountability, desire for change, and resources. We definitely need to right size the organization and put those committed to change in the right positions. If managers are not trained and supported differently or refuse to get on board they need to be taken out of their positions. Too many qualified people leave ICC because of those who aren't qualified. The strategic planning process was amazing and should be done this way more with more participation.</p>	4/21/2017 12:23 PM
44	<p>I am strongly agreed to that all teachers should be trained proficient to current technology.</p>	4/21/2017 11:59 AM
45	<p>My belief is that more work needs to be done in getting students ready for college. I have noticed that many students can't meet the prerequisites (testing scores) and until we find a way to fix this with our high school education system, less students will be prepared to come to ICC.</p>	4/21/2017 10:28 AM
46	<p>The goals all seem aimed at repairing an antiquated system and it's not clear to me how they align with what we are already doing well.</p>	4/21/2017 10:23 AM
47	<p>I strongly affirm ICC's commitment to training students for the workforce. However, I also affirm the value of a broadly and deeply educated citizenry, knowledgeable and reflective in the context of learning and values beyond the workforce. I think more emphasis should be placed on 'liberal' learning (in the sense of Liberal Arts). I think that value gets lost in the emphasis on workplace training. Both are important.</p>	4/21/2017 10:01 AM
48	<p>We need to understand that some are not going to college and that trade schools are also a large benefit to the community. I feel we are focusing greatly on that education being class room and study time. We have a wonderful AG and Horticulture program and these items are the wave of the future. Yes, we need to provide nurses to the community and this is a great demand, but there are several areas that are being overlooked and those are the ones whom are staying in Illinois. Many students want a way out of their situation. I feel we are going in the right direction with most of the goals.</p>	4/21/2017 9:35 AM
49	<p>These things should be in place already - just another way to say things they have said before</p>	4/21/2017 9:32 AM
50	<p>Redesigning programs for returning adults is very important to the community we serve. Two years to complete a program is too long for most of the people in need of finding gainful employment.</p>	4/21/2017 9:27 AM

<p>51</p>	<p>Illinois Central College needs to focus more on our non-traditional students- (adults 30 &amp; up). It's obvious that we have the Early College and recent high school graduates (traditional students) down pact when it comes to enrollment. Now let's focus more of our marketing and enrollment efforts towards the non-traditional students and help them get better jobs because they now have a certificate or an associate's degree in the field that they plan to work in. But the reality is that they are not going to come to Illinois Central College knocking down our doors, asking to enroll &amp; sign up for school. We need to learn to be more creative and go where they are at. We need to learn to get uncomfortable for a minute and get out of our comfort zone and go to the unemployment office, go to job fairs, local churches and seminars that focus on helping adults fix their credit, background and help them get back to work but with some education behind them. There are so many different programs going on around this town and we need to be involved in every single one. Jehan Gordan-Booth is doing an Expungement Seminar and Illinois Central College is a sponsor/partner with this particular program. That's awesome. But let's go deeper than that. Let's network with the New Millennium Institute, which is a man that used to work for the City of Peoria for 17 years and then worked right here at our college for 15 years. James "Agbara" Bryson spends his time going around the community helping those that are less fortunate by encouraging them to educate their self by having numerous workshops to help them obtain skills necessary for employment. Another person that we need to work with is David Berry, with Helping Hands Ministry. This particular organization also helps give former prisoners a second chance in life by also teaching them life skills, job training, placement services and etc. Or let's go even deeper, unfortunately the City of Peoria, was ranked one of the worst places to live for African Americans. Election time is over and Peoria has reappointed Mayor Jim Ardis, the same individual who also created Peoria Promise to help those children that are less fortunate to be able to receive scholarships so they can attend Illinois Central College for free or without a heavy financial burden. Right there Mayor Ardis and his program Peoria Promise is a big blessing and also another opportunity right in front of our face. Let's talk to Mayor Ardis and figure out a plan how we can collectively make Peoria Promise work even stronger and better to reverse that status about Peoria being the worst place to live and turn it into a positive. There are so many other agencies and professionals that we need to create partnerships with that also encourage the "adult market" to come to Illinois Central College and get educated. But what our marketing/admissions department needs to do is figure out exactly how many programs are out there like the few that are mentioned above and go personally sit and meet with the executive directors and tell them how Illinois Central College can help them help others, by explaining some of our "job ready" programs and etc. Another suggestion is that we need to go back to advertising heavily on the "Job Ready Programs/Certificates". People are scared right now, we have a new president, we are currently involved in a war and people need to feel safe and secure within their lives. The only way that people feel safe and secure is when they know that they have money and that they will make good money. Unfortunately, money is also the root of all evil, but money also "rules" the world and you are more powerful and pretty much can live life much more happily when you have a lot of it. But if you think about it the only way people can make good money is if they have a good job, but the majority of the time the only time you have a really good job is when you have a couple of degrees and some education behind your belt. It's a domino effect. The advertising billboards that we currently have listed are not attention getters at all. They just simply say come to Illinois Central College and "Unleash Your Potential". How does that attract our adult market? How does that attract our non-traditional students (which is the market that we are currently trying to focus on) and make them want to immediately call Illinois Central College when they get home and enroll asap? The fact of the matter is that it does absolutely nothing, but just make you aware that it must be time for another new semester at Illinois Central College and enrollment has started. Instead let's be smarter than our competition and focus on what actually matters and what will catch our non-traditional student's attention. For starters let's focus on a few of these main things when it comes to Illinois Central College and that makes us stronger when it comes to our competition. These are facts and thankfully our competition does not have any of these to offer their potential students, but we do and that's a blessing. So let's learn to focus and begin to advertise much more "heavily" on our positives which will always outweigh the negatives. - Tuition rates- \$143.00 per semester hour starting in 2017 fall term- our Board of Directors just approved this change, but we are still one of the most affordable colleges within the State of Illinois to attend - Peoria Promise &amp; Mayor Jim Ardis- his program helps others that are less fortunate attend school for free by offering scholarship opportunities - Daycare is provided for our students that have children - Housing options are available right next to our main location in ICC East Peoria - Offer several locations for our students- ICC East Peoria, ICC Peoria, ICC Downtown, ICC Pekin and etc. The above are just simply ideas and suggestions to make our college reach our desired goals for the near future. I am not in any way shape or form criticizing any of our employees or departments within our college. Please do not release my name because I do not any type of credit or acknowledgement for helping others, this is simply done to be of a help and blessing to others. Thank you- Tracey Evans</p>	<p>4/21/2017 9:21 AM</p>
<p>52</p>	<p>Do not see Professional Development as a possibility with current budget</p>	<p>4/21/2017 9:10 AM</p>
<p>53</p>	<p>Have a program for students interested in getting a career in skilled trades without all the academic classes</p>	<p>4/21/2017 9:10 AM</p>
<p>54</p>	<p>It would be nice to have dates and times that are more flexible to allow input from adjunct faculty and staff that have full time jobs that restrict their attendance from meetings at the college during the day.</p>	<p>4/21/2017 9:07 AM</p>

55	<p>Student success should be everyone's top priority! But sadly over the years the upper admin of this college have forgotten that and are more focused on their titles and "territory" and income then actually making people do their jobs and make sure the students have what they need to success.. Over the last 5-10 yrs this College has become a very sad and dismal place to work and see what it has been become due to greed. The 4th floor is grossly over staffed but NOTHING was done to correct this matter except to eliminate grunt level employees to the point that most departments are barely functioning... I am glad somebody had the guts to stand up forthemselves and their rights and principals and make the public just exactly how unfair the hiring practices are at this college. Department heads are allowed to "custom fit" job posting and listings to make it possible for only the "Chosen" employee or family member will get the position. The actions of the current supervisors in Facility Services has been doing this for years unchecked and if anyone speaks up then they are fired. I have worked here for over 14 yrs and in a job i get around the campus and see most of what goes on and I am seriously considering retirement cause what I see going on at this College is disgusting.</p>	4/21/2017 9:06 AM
56	<p>A lot of these changes are still in the works. It is too early to say if they will make it to completion. I agree that we are on the correct path but we still need to implement our ideas for change.</p>	4/21/2017 9:02 AM
57	<p>I believe that we are detoured by our student services. Have heard how unfriendly they are too not having a more user friendly schedule of classes.</p>	4/21/2017 8:59 AM
58	<p>I believe that trying to target and engage students still in high school will foster good relationships and help bring these students to the next level.</p>	4/21/2017 8:57 AM
59	<p>Innovation is going to be a major stretch for the college.</p>	4/21/2017 8:56 AM
60	<p>I am excited about the directions and goals however concerned with all employee engagement and changing the culture of ICC to successfully achieve the goals. I truly like the last goal, build capacity for change to support employee engagement, however feel this goal will be a challenge as our current Cabinet members seem to have self interests: they are not engaged with employees and lack professional support.</p>	4/21/2017 8:55 AM
61	<p>There is a disconnect between what is written at ICC and what is actually done and practiced.</p>	4/21/2017 8:54 AM
62	<p>I believe the college is improving to achieve these goals, but there still are some disconnects that need to be corrected with employees</p>	4/21/2017 8:47 AM
63	<p>I agree mostly. Too much emphasis on CTE and low performing students. Why not have some portion for the middle of the road students that we aren't reaching. Emphasis affordability and seamless transfer. Missing ICC's core opportunity.</p>	4/21/2017 8:46 AM
64	<p>I think that the college is doing a great job with the Strategic Planning process thus far. If the college continues to focus on these</p>	4/21/2017 8:45 AM
65	<p>The current state budget situation is destroying the college. Morale is at an all time low. Programs are not being allowed to spend what little money we have in the areas that need them most. Simply put, we are in deep trouble. If we don't enact a serious recruiting strategy ASAP, we won't need to worry about a strategic plan. It's already too late for fall of 17. We need to be working now for Fall of 18.</p>	4/21/2017 8:41 AM
66	<p>I think it is important to offer sophmore level courses for all degrees either online, independent study, or during non-traditional times. Ex: CMPSC</p>	4/21/2017 8:38 AM
67	<p>I wholeheartedly agree with the college's emphasis on creating partnerships with both schools and businesses. This will help drive enrollment, but also keep ICC engaged with these students much longer which will help them succeed.</p>	4/21/2017 8:35 AM
68	<p>I do not feel that the goal statements accurately reflect what's actually going on, which is a desire to build enrollment, not necessarily give supports to students who come underprepared.</p>	4/21/2017 8:35 AM
69	<p>While I believe the strategic direction and goals are great ideas. I have seen these goals previously, but no institutional accountability for the goals. The best goals are specific and measurable.</p>	4/21/2017 8:28 AM
70	<p>I sometimes think that we are too focused on "innovation" when we have students who aren't looking for innovation, they just want to learn, improve their skills, and find a job. And as much as I think online learning is a godsend for some people, I'm beginning to believe that more students would rather try and come to class, get the personal touch, than simply online.</p>	4/21/2017 8:27 AM
71	<p>You rely to much on district 150, little advertizing for the college and you think older individuals will solve your current enrollment issues.</p>	4/21/2017 8:20 AM
72	<p>I think we should be preparing students for a broader world beyond just this community.</p>	4/21/2017 7:00 AM

### Q3 My role at the College is best described as:

Answered: 173 Skipped: 2



Answer Choices	Responses	Count
Faculty	36.99%	64
Staff	63.01%	109
<b>Total</b>		<b>173</b>