

PASCO-HERNANDO STATE COLLEGE

Strategic Plan 2021 — 2024

**WE ARE
GOLD**

PLANNING TOMORROW'S SUCCESS TODAY



A MESSAGE FROM THE PRESIDENT



Pasco-Hernando State College has a 50-year history of providing accessible, affordable quality higher education and training for area residents. In 2022-2023, PHSC will reach the milestone of celebrating its Gold Anniversary—a testament to past accomplishments and a catalyst for transforming the College in the future. We have come a long way since our founding as the ‘College without walls’ in 1972. PHSC now annually serves nearly 15,000 students at five campuses, the new Instructional Performing Arts Center, and virtually.

As we reflect back on a rich history of serving the educational needs of area students, we also look toward the future—planning for tomorrow’s success today. This strategic plan will guide our work as we embrace updated vision and mission statements and prioritize our actions to ensure a strong future for our College.

This strategic plan reveals the goals, subsequent strategies for achieving the desired outcomes, and the manners in which our success will be measured. The strategic planning process illustrates how we will connect our current state of being to the achievement of these aspirations. Each strategy introduced offers a look into the overall general purpose of the College, but also brings focus to what PHSC currently does well and will do well in the future.

I am extremely pleased with the outcome of the new mission and vision statements, as well as the four key goals designed to guide our work over the next three years.

Thank you for your continued interest in Pasco-Hernando State College and supporting us for 50 years.

Sincerely,

A handwritten signature in black ink that reads "Timothy L. Beard". The signature is written in a cursive, flowing style.

Timothy L. Beard, Ph.D.

President, Pasco-Hernando State College

INTRODUCTION

Pasco-Hernando State College (PHSC) developed this strategic plan through a comprehensive, disciplined and thoughtful planning process built on the foundation of past success. It will serve to guide the future direction of the institution.

PHSC, as a state-funded institution, recognizes the responsibility to prioritize the needs of our students, faculty, staff and two-county service district. As the economy becomes more advanced and globally connected, students and employees must be prepared to live and work in this ever-changing environment. Students and employees must also be culturally responsive and affirm diversity, have the ability to adapt to changes in technology, and pursue lifelong learning.

As the College expects students to be able to adapt to evolving circumstances and work environments, embrace learning, and seek continuous improvement, PHSC also must model this as an institution. Through a collective willingness to learn and adapt, the College will ensure success in the years ahead.

Approved by the District Board of Trustees, PHSC's Strategic Plan outlines the goals for the next three years. This comprehensive publication sets the agenda as the College builds upon and celebrates 50 years as providers of high quality, affordable, accessible educational opportunities for Pasco and Hernando County residents.



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VISION

We will be the premier college of choice for our community, driving transformational change for intellectual, social, and economic mobility through educational opportunities.

MISSION

Pasco-Hernando State College, a comprehensive, learning-centered institution, serves its community by providing affordable, accessible, and diverse educational experiences that empower students to achieve academic success, personal enrichment, and socio-economic advancement.

CORE VALUES



Excellence

Continuous improvement in teaching, learning, operations and service through innovation, responsiveness, and rigorous data analysis create the expectation for and delivery of exceptional educational, workplace and community achievements.



Integrity

Civility, stewardship, accountability, and a commitment to safety create an environment of transparency, trust, and respect at all levels within the college and with our community stakeholders.



Success

A commitment to student and employee engagement, development, and achievement creates a holistic focus on the competencies and skills that will empower students and employees to make positive decisions for educational attainment, career advancement, and personal growth.



Equity

Intentional actions taken to ensure the fair treatment of all and the commitment to make necessary interventions to advance underserved individuals and groups through inclusion and measurable support create a diverse and rewarding educational and workplace culture.



Community

Engaging, serving, and partnering with our community creates a mutually beneficial relationship that expands and enhances the educational, entrepreneurial, and economic opportunities to improve our quality of life.





GOAL 1

CREATE VALUE for its students, employees and community members.

Strategies:

1. Develop and deploy accessible learning experiences via various modalities through academic pathways that foster intellectual openness, present foundational knowledge, and develop critical analysis skills that create the desire for life-long learning.
2. Provide a holistic and engaging student experience that enhances students' intellectual, mental, financial, professional and social growth, as well as their sustainability and wellness.
3. Create, promote and invest in professional development programming and systems that provide employees with opportunities for career advancement, professional networking, leadership development, and community service.
4. Respond to community needs by providing programs, training and services that enrich the educational, social and economic environment of the region.
5. Engage in collective impact strategies and initiatives that align community resources and partners to address problems and leverage assets for regional transformation.

GOAL 2

ENCOURAGE INNOVATION at all levels of the organization which contribute to operational improvement, organizational learning and professional growth.

Strategies:

1. Encourage and support the practice of intrapreneurship within its employees, departments and divisions by creating and nurturing collaborative environments that model and promote innovative thinking and behavior.
2. Develop select innovation teams tasked with improving and enhancing the College's learning environment, support services and operational areas.
3. Establish relationships, practices, networks and spaces that involve students as co-partners in their learning, personal growth, and career aspirations.
4. Provide, deploy and enhance learning opportunities for its employees that inspire and motivate them to engage in creative discussions to improve processes across the institution.





GOAL 3

CHAMPION DATA to understand, define, strengthen and improve the learning and decision-making process and environment.

Strategies:

1. Develop and procure software systems and technology that allow students and employees to access information and data which will assist them in their enrollment, function and success at the College.
2. Use data to improve the learning and work environment of the College with a commitment to continuous improvement.
3. Use data from local, state and national repositories to identify, understand and analyze community, education and workforce needs.
4. Use data benchmarking to identify organizational strengths, deficiencies and inefficiencies in order to allow for corrective action to improve organizational responsiveness and performance.

GOAL 4

BUILD RESOURCES which support and advance the mission and vision of the College.

Strategies:

1. Develop, pursue, engage in, and support legislative advocacy at the local, state and federal levels which secure established funding streams and support increased financial revenue allocation.
2. Partner with community and entrepreneurial leaders, businesses and economic interests to develop relationships that enhance and increase institutional financial support and revenue.
3. Work with the PHSC Foundation to inspire individuals, groups and organizations to support and partner with the College on financial campaigns, operational gift income and program support initiatives.
4. Identify and apply for grant-funding opportunities which will support and augment the institution's fiscal sustainability.





MEASURES OF EXCELLENCE



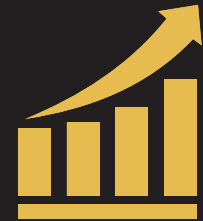
Academic Return
on Investment



Student Learning



Completion



Enrollment



Student Well-Being
& Engagement



Financial Stability



Campus and
Information Security



Employee
Satisfaction

PHSC

PASCO-HERNANDO STATE COLLEGE

Brooksville • Dade City • New Port Richey • Spring Hill • Wesley Chapel

855.NOW.PHSC

phsc.edu



Pasco-Hernando State College is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award associate and baccalaureate degrees. Contact the Southern Association of Colleges and Schools Commission on Colleges at 1866 Southern Lane, Decatur, Georgia 30033-4097 or call 404.679.4500 for questions about the accreditation of Pasco-Hernando State College.

Pasco-Hernando State College is committed to equal access/equal opportunity in its programs, activities, and employment. For additional information, visit phsc.edu.