



Excelerate

INSPIRING EXCELLENCE & ACCELERATING ACHIEVEMENT

Mississippi Gulf Coast Community College

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A MESSAGE FROM THE PRESIDENT

Since its inception in 1911, Mississippi Gulf Coast Community College has endeavored to meet the needs of the community it serves. Throughout the decades, the College has held true to its mission, and I am proud of where we are as an institution today. I would like to thank the many stakeholders that participated in the development of our next strategic plan: *Excelerate 2030*. The Board of Trustees, college employees, students, and industry partners played a significant role in examining the strengths and weaknesses of the College and provided input as to the future direction of the College.

The environment of higher education and society is changing rapidly, and colleges are being challenged to anticipate those changes and respond in ways they never have before. Gulf Coast has its pulse on the transformational trends that impact the way we engage with our students and our community. We have an entrepreneurial spirit that drives us to continuously pursue innovative initiatives, and we rely on research and collective input to help us reach our goals.

In *Excelerate 2030*, Innovation is the unifying force of our four new institutional commitments: Teaching and Learning, Student Experience, Engagement & Partnerships, and Institutional Excellence. Each commitment incorporates areas of focus, and through a measured approach, MGCCC will prioritize opportunities for improvement and growth to continue the success we have experienced for more than 100 years.

At Mississippi Gulf Coast Community College, we have the power to change lives. Through our passion, dedication, and perseverance, we will continue to Inspire Excellence and Accelerate Achievement as we pursue innovative initiatives and do the great work we do. *Excelerate 2030* will be the blueprint for MGCCC's ten-year vision.

Dr. Mary S. Graham



MISSION

The mission of Mississippi Gulf Coast Community College is to meet the educational and community needs in George, Harrison, Jackson, and Stone counties by providing superior instruction through traditional and technological formats to offer workforce pathways, certificates, diplomas, and associate transfer and applied degrees. The College embraces lifelong learning, productive citizenship, service learning, and leadership development in a dynamic and innovative learning environment.

VISION

Mississippi Gulf Coast Community College will be a globally competitive learning community with an entrepreneurial spirit that inspires excellence and accelerates achievement.

VALUES

Accountability:

An acceptance of responsibility for appropriate actions, obligations, and duties.

Collaboration:

A process that facilitates transfer of knowledge, skills, and attainment of common goals.

Excellence:

A motivation where the highest standards are viewed as benchmarks to surpass.

Integrity:

A commitment to honesty and ethical behavior in all situations.

Leadership:

A process of directing groups of people toward a common goal.

Respect:

A feeling of esteem or regard for the unique qualities of all individuals.

Service:

An action performed for others without the desire for personal gain.

Social Responsibility:

An ethical, inclusive approach to serve and engage our community.

Strategic Plan Approach



Strategic Plan Approach

The College has a bold plan for the future of education and workforce training on the Mississippi Gulf Coast. The strategy is grounded in the College's mission, vision, values, and institutional commitments. In developing *Excelerate 2030*, MGCCC employed a strategic planning approach focused on "what type of institution it wanted to become" in ten years. The *Long-Term Planning Strategy* provides ongoing cycles (Three-Year Sprints) of assessment and adaptation, which will be driven by data obtained through implementation.

Excelerate 2030 is designed to be a dynamic, evolving plan that anticipates changing circumstances and delivers in response to those changes. To realize success in a fast-paced world, *Excelerate 2030* fuses together strategy and execution – a plan designed to continually make adjustments and periodic dramatic pivots. Fusing strategy and execution will serve as a catalyst to drive learning, flexibility, continuous improvement, and reinvention.



INTRODUCTION TO TRANSFORMATIONAL TRENDS

In order to stay relevant in the midst of rapid change, MGCCC is actively developing new strategies to redesign how the College will fulfill its mission. Across America, political and economic pressures have increased accountability and brought into question the value of postsecondary education, especially workforce readiness, cost, and access. Meanwhile, the American population and college students are becoming increasingly diverse, which creates a gravitational pull to focus on student success across various demographics (i.e., equity). Among these shifting demographics, the emerging majority will be older with a competing need to strike a balance between school and work/family needs. In order to meet the social and academic needs of future students, the College must shift to a more student-centered approach wherein we ensure the institution is "student ready" instead of questioning if students are "college ready."

MGCCC will evolve to meet these needs, ensuring the College is future-proof. In order to forecast how the College will need to change in coming years, there are at least four major transformational trends that will push MGCCC to become a complex adaptive system: redesigning education and training, adapting to demographic shifts, cultivating economic growth, and adopting emerging technology and data usage.

Redesigning Education

The coming environment of achievement and accountability may resemble an evolving kaleidoscope of metrics that reflect shifting social priorities.



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Blurring Traditional Lines

Traditional lines separating each phase of a student's educational journey are melting. As the lines blur, there is no longer a clear distinction between K-12, community colleges, universities, and workforce training. Dual credit and dual enrollment have already obscured the separation between secondary and postsecondary, a blend that goes beyond the classroom to include shared services and advisement.

Similarly, the transition between community colleges and four-year institutions is evaporating as universities accept all courses as transfer. Meanwhile, the demands of employers for training that results in valued skills and credentials is dissolving the delineation between credit and non-credit. Future trends toward blended learning also blur the platform to deliver training into a mosaic of face-to-face, online, and extended realities.

Modularize & Disaggregate Degrees

The disaggregation of services and curricula (i.e., blur) will lead to models of education that offer learners opportunities for training and education that "transcend traditional pathways to degrees and other credentials."¹ Along this educational journey, certificates and badges will allow students to provide employers with evidence and validation of the competencies earned through a broad spectrum of educational settings – both traditional and innovative paths. An increasing focus on mapping the skills *taught* to the skills *needed* in industry may represent a catalyst to help accelerate a push toward micro-credentials.

Focus on Achievement & Accountability

Blurred lines between educational entities and a push toward disaggregated credentials will fuel an increasing focus on student success metrics. Big data in combination with predictive analytics may offer institutions insight to address achievement gaps. This will lead to a sharpened focus on accountability as governing bodies require that student achievement metrics be disaggregated by demographic and socioeconomic indicators. The coming environment of achievement and accountability may resemble an evolving kaleidoscope of metrics that reflect shifting social priorities.

¹Alexandar, B., Ashford-Rowe, K., Barajas-Murphy, N., Dobbin, G., Knott, J., McCormack, M., Pomerantz, J., Seilhamer, R., and Weber, N. (2019). EDUCAUSE Horizon Report: 2019 higher education edition. EDUCAUSE. Retrieved from <https://library.educause.edu/-/media/files/library/2019/4/2019horizonreport.pdf?la=en&hash=C8E8D444AF372E705FA1BF9D4FF0DD4CC6F0FDD1>

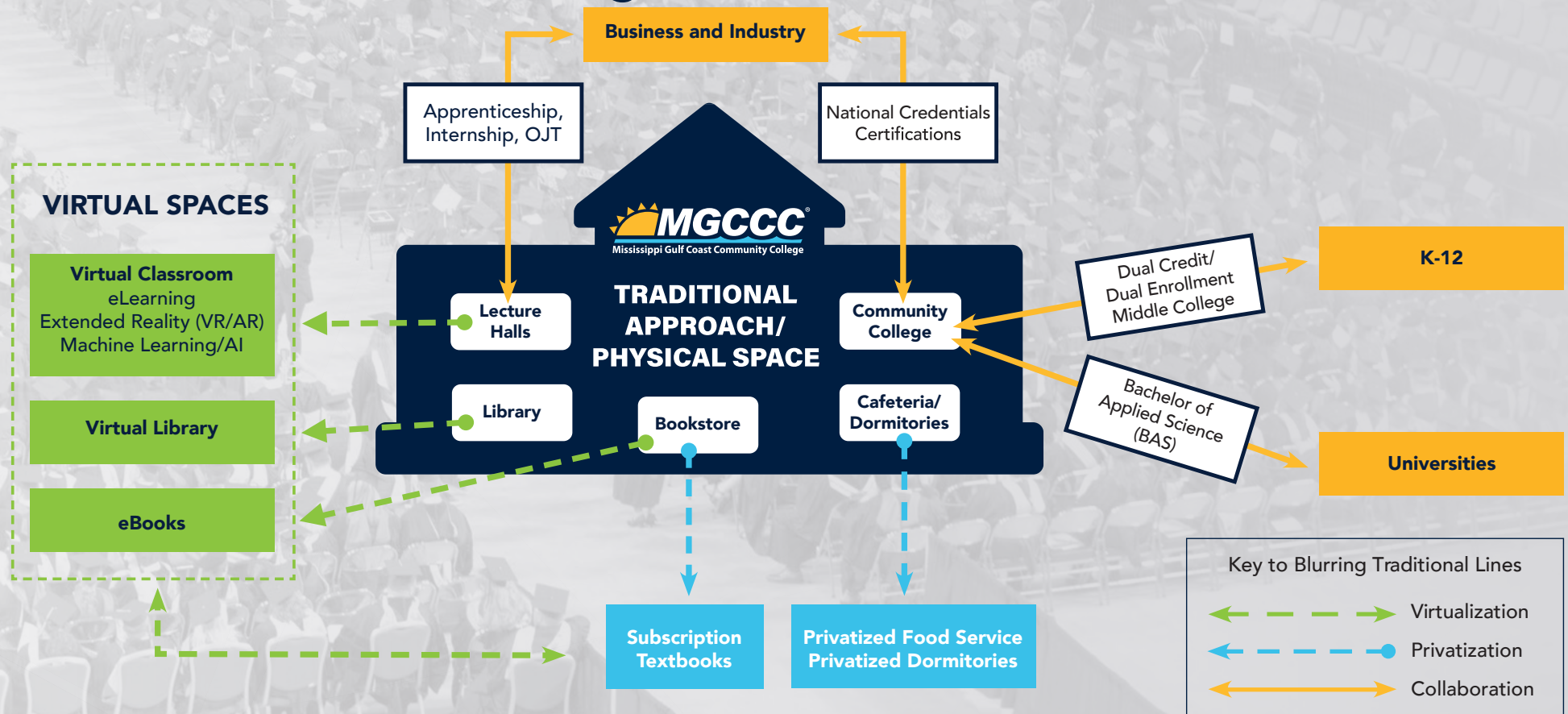
Rethink & Leverage Resources

Blurred lines, disaggregated credentials, and an accelerated focus on student achievement will increasingly place a strain on institutional resources. Diminishing state allocations and competition over local public and private funds are harbingers of future economic uncertainty. Great disruptions will take place in the coming years due to local, regional, and world affairs but also due to the evolution of education. MGCCC will need to be both agile and resilient in navigating these drivers of change.

Simplify Cost

Students are often confused about the true cost of a college education because the public dialogue about college costs frequently focuses on tuition, which only reflects a portion of the real cost. In the societal push toward transparency and customization, it will be important to streamline the cost of college and clearly communicate to consumers (e.g., students, businesses, etc.) the total cost. A simplified pricing structure would allow for a single price for a program or credit hour for both credit and non-credit offerings.

Blurring Traditional Lines



Demographic Shifts

In order to thrive in the shifting demographics of the next decade, colleges must ask the value proposition question: what do we offer students, and is it what they want?

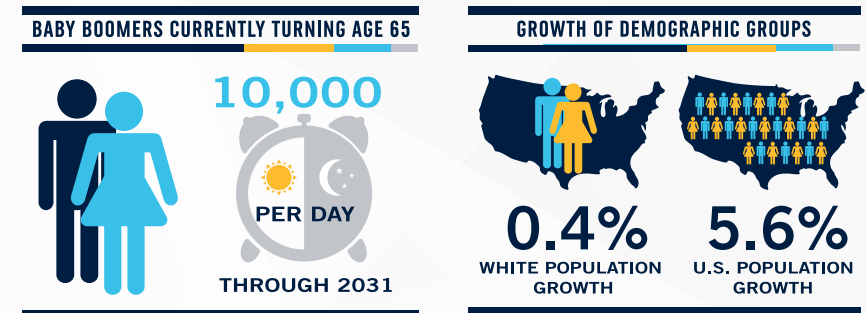
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Adapting To Demographic Shifts

Population projections indicate that the Mississippi Gulf Coast will experience complex demographic shifts between 2020 and 2030 that will transform its general population, student population, and workforce.

Embracing Diversity

The diversification of the population of the South by age and race is being experienced across all states. The general population across the country and Mississippi has been slowly aging (i.e., graying of America). Baby Boomers are currently turning age 65 at a rate of 10,000 per day, a trend that is expected to continue through 2031. Despite minor ebbs and flows, the prime working-age population in Mississippi has held steady over the past five years (2014–2019) while the young, college-going population of Mississippi residents aged 20–24 has declined by 20 percent.²



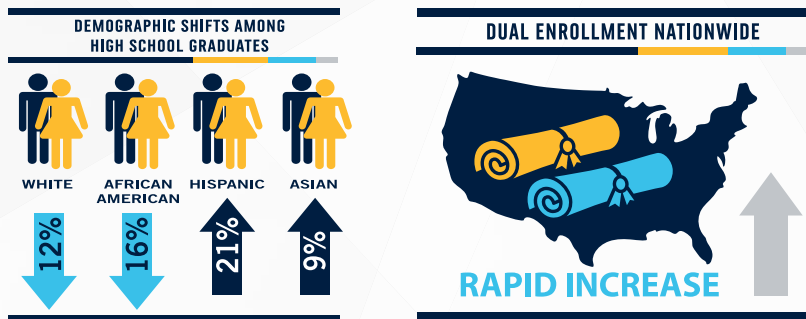
These demographic shifts are also reflected in the region's high school graduates. Projections are that the overall number of high school graduates on the Mississippi Gulf Coast will decline by 12 percent between 2020 and 2030. In short, the Mississippi Gulf Coast is poised to enter a period of high school enrollment stagnation and diversification over the next ten years.

Community college enrollment across the country has also decreased each year since reaching a peak in 2010. Enrollment has declined by more than one million students between 2010 and 2017. This is largely due to a rapid increase in dual enrollment students nationwide.

Dismantling Systemic Barriers

Dismantling systemic barriers will be key to a higher education institution's ability to serve its community successfully. Lack of financial resources coupled with a lack of knowledge about financial aid programs presents a major financial barrier to non-traditional and minority populations. Programs designed to educate students about the cost of a college education as well as applying for and receiving federal, state, and institutional financial aid are the major key to overcoming these barriers.

In addition to financial barriers, non-traditional, minority, and first-generation students face a number of systemic barriers related to an absence of role models and advising, resulting in the lack of knowledge, encouragement, and support required to pursue a higher education. To combat this, colleges must provide creative opportunities. Additional strategies must include stronger direct involvement at the K-12 level with programs designed to educate students on the benefits of a college education and career exploration.

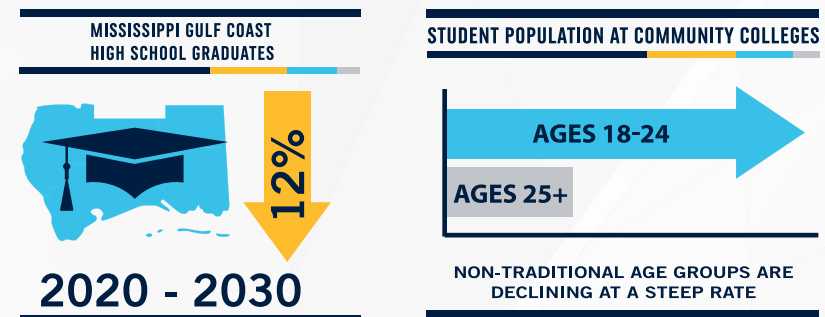


Colleges will also need to develop clear curricular pathways that draw connections between higher-paying jobs and long-term quality of life factors.

In 2020, 39 percent of all Mississippi jobs require some type of college education, yet only 34 percent of the state's adult population has some college education. By 2025, 60 percent of Americans will need some type of college education.³

The Value Proposition

In order to thrive in the shifting demographics of the next decade, colleges must ask the value proposition question: what do we offer students, and is it what they want? To dismantle systemic barriers, colleges must develop programs designed to create a sense of belonging and inclusion. They must offer programs to assist students in setting goals and staying on track. Advising must include wraparound services that address "life needs" as well as academic issues. Finally, students will need to see themselves as members of a learning community, and colleges must foster student success by helping to instill confidence, provide a sense of belonging, and explain the relevance of academic course work.



The complex demographic shifts predicted across the Mississippi Gulf Coast over the next ten years will certainly aggravate the systemic barriers faced by non-traditional, minority, and first-generation students.

²Blueprint Gulf Coast Initiative – Year 3: The Evolving Economy. Gulf Coast Business Council. 2019

³A Stronger Nation: Learning Beyond High School Builds American Talent. Lumina Foundation. Mississippi's Report 2019.

Culture of Economic Growth

In the midst of disruption and a push toward automation, upskilling the American workforce will be the seminal issue of our time.



Cultivating Economic Growth

In the midst of disruption and a push toward automation, upskilling the American workforce will be the seminal issue of our time. Upskilling the workforce on the Gulf Coast is not intended to correct what is wrong but to strengthen what has always been right – the premiere workforce in the state and region. Industries and the labor market are experiencing dynamic changes with the emergence of remote workers and increased productivity while utilizing fewer workers. The Gulf Coast Business Council report, *Coastal Mississippi Investment Opportunities Analysis*, predicts that employment opportunities will become increasingly competitive.⁴ Meanwhile, according to the Institute for the Future think tank, 85% of the jobs that will exist in 2030 have not yet been invented. To cultivate economic growth, industry needs more skilled workers, a commitment to innovation, and quality of place.

Economic development will be based on succeeding at attracting and developing talent while also luring new industry to Coastal Mississippi. Our region has an exceptional opportunity to leverage current assets and invest in projects that can help build a foundation for future growth.

The College will cultivate economic prosperity on the Gulf Coast by serving as the catalyst for local and regional workforce development initiatives.

In partnership with local business and industry, we will anticipate, develop, and deliver excellent training that upskills and equips our region with an agile and adaptable workforce. The Gulf Coast region boasts a number of major economic sectors that will require ongoing cultivation: advanced manufacturing, shipbuilding, healthcare, high-tech companies, energy, hospitality and tourism, military, small businesses, and banking.

⁴Gulf Coast Business Council. (2019). *Coastal Mississippi Investment Opportunities Analysis*. Retrieved from: <https://www.msgcbc.org>

Framework for Attracting Talent and Capital

For the Gulf Coast to be competitive in attracting talent and capital to our region, a common strategy must be established. Community and industry leaders will target economic growth utilizing this strategy as a model for prioritizing projects and assigning assets and resources to the projects. Utilizing the strategy in leveraging resources allows the Coast to provide a greater return on investment for Coastal Mississippi. In the adjacent framework, the economic pillars represent investment opportunities to generate growth, while the guiding principles represent core resources to be cultivated to attract a quality workforce and create sustained economic growth for our region.

MGCCC will become the primary organization that provides synergy for the Gulf Coast economy by anticipating and meeting the educational needs of all constituents.

MGCCC is a vital component of the investment strategy as an anchor institution of core economic development. Postsecondary education can upskill the workforce, attract highly-educated talent, and raise the education attainment level of the region. A technology-rich environment, strong military presence, and a robust blue economy will attract high-caliber talent to the region. The College will respond to the emerging needs of internal constituents, external partners, and the Gulf Coast region. Education and healthcare are among the fastest-growing sectors of the national economy; therefore, by prioritizing and investing resources to strengthen these sectors, Coastal Mississippi will attract high-skill jobs and professionals to the region.



Economic Development Opportunities

According to data compiled by the Bureau of Labor Statistics for the Mississippi Gulf Coast, the following industry clusters will have strong job growth opportunities over the next ten years:

- **Blue Economy**
- **Healthcare**
- **Emerging Technology**
- **Hospitality, Tourism, and the Creative Economy**
- **Manufacturing and Construction**
- **Logistics and Transportation**

Emerging Technology

This technological evolution has fundamentally changed the way humans interact and the landscape of higher education.



Analytics Technology

The term "Big Data" refers to a large volume of data that organizations collect and maintain. The amount of data that is being collected world-wide has increased exponentially over the last few decades, currently 2.5 quintillion bytes of data daily. Collecting quality data represents the foundation by which data insight and business decisions can be made.⁵

However, the act of collecting data alone is not an effective change agent. Rather, the analysis of data and identification of actionable signals within the data are critical elements to successfully driving continuous improvement and positive change within the organization. A key to MGCCC's future success will be the ability of the College to support a robust data-warehouse infrastructure and to have sound capability to analyze statistics, make data-driven predictions, and leverage data as a tool to promote student success.

"Distinguishing the signal from the noise requires both scientific knowledge and self-knowledge: the serenity to accept the things we cannot predict, the courage to predict the things we can, and the wisdom to know the difference."⁶

~Nate Silver

Prioritize Emerging Technology

As new technologies emerge in the market, it is vital for the College to stay current with innovative classroom technologies and learning platforms in order to remain relevant in higher education. The capabilities of emerging technology will have a transformative impact on the administrative and educational functions of the College. Machine learning, artificial intelligence, virtual assistants, mobile learning, online conversation agents, and blockchain technology will make a deep impact on colleges in coming years.⁷ This ranges from pedagogical issues, such as custom individualized learning, to operational issues, such as blockchain-based transcripts and interactions with students. Analytic technologies provide a platform for decision-makers at the institution to consume information and make well-informed decisions. Technology can be leveraged as a powerful teaching and learning tool in the classroom and directly contribute to positive student learning outcomes.¹

"We need technology in every classroom and in every student and teacher's hand, because it is the pen and paper of our time, and it is the lens through which we experience much of our world."

~David Warlick

Improve Digital Fluency

Technology has rewoven the fabric of modern society. Hardware (e.g., smart phones, computers, and industrial machinery) is constantly evolving, and software engineers are continually refining the operating systems and applications to be more efficient and sophisticated. This technological evolution has fundamentally changed the way humans interact and the landscape of higher education.

Students and incumbent workers must navigate through new platforms and systems in the workforce. In an effort to proactively meet or exceed workforce demands, MGCCC is committed to fostering a technology-based learning environment and developing critical thinking skills so that students can learn to adapt to new technological platforms throughout their career – thus improving digital fluency.¹

"Digital fluency is the ability to leverage digital tools and platforms to communicate critically, design creatively, make informed decisions, and solve wicked problems while anticipating new ones. Merely maintaining the basic literacies by which students and instructors access and evaluate information is no longer sufficient to support the complex needs of a digitally mediated society."

~ EDUCAUSE Horizon Report

Maximize Operational Technology

The use of operational technologies outside of the classroom are integral to the health, efficiency, and performance of the College. Operational technological platforms cut across all facets of the institution and include student information systems, customer relationship management software, cybersecurity, cloud-based services and applications, data analytics software, human resources recruitment and retention tools, finance applications, and IT backend infrastructure, including networks and security. The College places value in maximizing operational technologies that are deployed and ensuring that these technological tools streamline workflows and add value to the organization.^{1,8}

"The first rule of any technology used in a business is that automation applied to an efficient operation will magnify the efficiency. The second is that automation applied to an inefficient operation will magnify the inefficiency."

~ Bill Gates



⁵Marr, B. (2018). How much data do we create every day? The mind-blowing stats everyone should read. <https://www.forbes.com/sites/bernardmarr/2018/05/21/how-much-data-do-we-create-every-day-the-mind-blowing-stats-everyone-should-read/#60ef3fbf60ba>

⁶Silver, N. (2012). The signal and the noise: Why so many predictions fail--but some don't. New York: Penguin Press.

⁷Pew Research Center. (2017). Nearly half of Americans use digital voice assistants, mostly on their smartphones.

⁸Just in Time Research: Data Breaches in Higher Education. Retrieved from <https://www.educause.edu/ir/library/pdf/ecp1402.pdf>

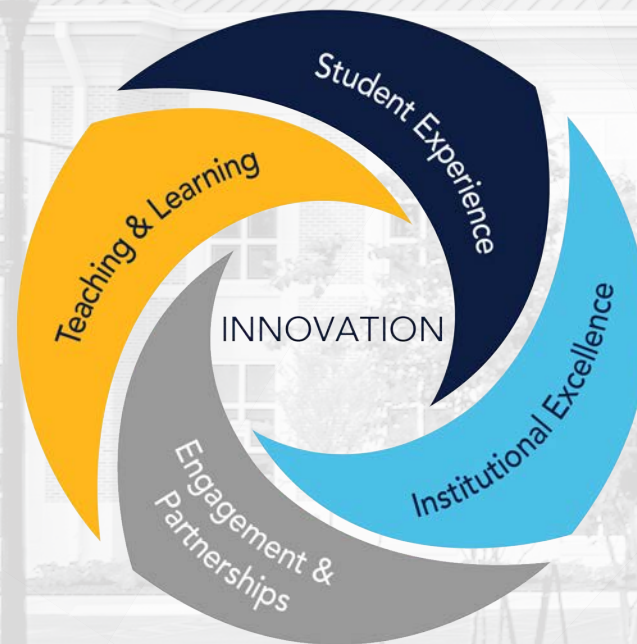
Inspiring Excellence

Institutional Commitments

Excelerate 2030 identifies and embraces four Institutional Commitments that will shape the focus of the College over the next ten years to accomplish the mission and vision of the College.

The overarching goal of the college is to **inspire excellence** through the four commitments of Teaching and Learning, Student Experience, Engagement & Partnerships, and Institutional Excellence.

Innovation, which exists at the heart of each commitment, further promotes an educational environment that is transformative and forward-looking. Each commitment has **areas of focus** that provide substance and tangible, measurable goals.



The commitments and the related areas of focus evolved throughout the strategic planning process from a variety of sources: stakeholders, trends in higher education, institutional data, and societal transformational trends.

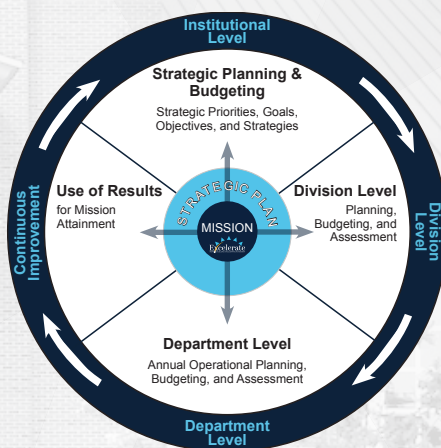
As part of the strategic planning process, divisions and departments will establish baseline goals for specific areas of focus within the four institutional commitments. Corresponding to the **areas of focus**, the college will use **a measured approach** (i.e. assessment) to determine the degree to which those goals will be met, reflecting on the evidence provided by the measures, taking appropriate action, and repeating the process.

Accelerating Achievement

Assessment

Because *Excelerate 2030* fuses together strategy and execution, the assessment plan will adopt a dynamic approach designed to continually make adjustments and periodic dramatic pivots. To facilitate continuous improvement, assessing the College's strategic plan occurs on an organizational (macro) level and divisional and departmental (micro) level. *Excelerate 2030* provides ongoing cycles (Three-Year Sprints) of assessment and adaptation in order to **accelerate achievement**.

INSTITUTIONAL EFFECTIVENESS MODEL



ORGANIZATIONAL LEVEL (Macro)

Annual Review of *Excelerate 2030*

At the macro-level, the accomplishment of the mission and strategic plan drive the entire process for comprehensive improvement. Institutional effectiveness at the organizational level begins with a planning, budgeting, and assessment process that supports the overall mission of the college. Performance of the *Excelerate 2030* metrics is tracked via the *Excelerate 2030* Institutional Profile Report. The *Excelerate 2030* Institutional Profile Report is designed to display the outcomes associated with the institutional strategic plan and drive year-to-year improvement.

Access to Data

The assessment strategy will employ real-time data (e.g. visualizations) that provides actionable data to drive relevant improvement and timely interventions. Stakeholders of the planning process will have access to internal, state, federal, and external reports. Building a data-rich environment will allow the College and its operating administrative, student support, and educational program units to analyze performance metrics and ensure relevancy, flexibility, and appropriate responses to fast-paced changes.

DIVISION AND DEPARTMENT LEVEL (Micro)


Annual Review of Operational Plans

The overall effectiveness of the institution at-large is a reflection of all of its moving pieces and hinges on the success of its micro-operational units. At the micro-level, division and department planning goals are tracked and aligned with an institutional commitment and area of focus. Administrative units, student support units, and educational programs use the structured planning process to document the outcomes associated with performance indicators, drive continuous year-to-year improvements, and foster an environment that supports exemplary departments, offices, and educational programs. The organizational-level plan drives division-level strategic planning, budgeting, and assessment.

Institutional Commitment #1

Teaching & Learning

The processes of engagement and communication between teacher and learner around a robust curriculum and strong support system that result in the acquisition of skills and an increase in knowledge.



INSPIRING EXCELLENCE AREAS OF FOCUS

STUDENT ACHIEVEMENT - PROGRESS AND COMPLETION

The College will foster an inclusive environment that promotes student success from start-to-finish by monitoring and evaluating a variety of student achievements.

QUALITY OF INSTRUCTION

The College will ensure excellent instruction through direct and indirect assessment by evaluating student artifacts, assessing student proficiency, and soliciting feedback from students, employees, and employers.

TRANSFORMATIVE INITIATIVES

The College will aggressively pursue innovative opportunities to create a streamlined and vibrant educational experience by increasing organizational efficiency, ensuring relevance, and pioneering transformative initiatives.

ACCELERATING ACHIEVEMENT

A MEASURED APPROACH

STUDENT ACHIEVEMENT - PROGRESS AND COMPLETION

- Graduation Rates
- Number of Graduates
- Withdrawal Rates
- Retention Rates
- Technical Skill Attainment and Licensure Pass Rates
- University Transfer Performance
- Time to Credential Attainment
- Job Placement Rates

QUALITY OF INSTRUCTION

- General Education
- Excellence in Faculty Evaluation
- Excellence in Faculty Training
- Program-Level Student Learning Outcomes
- Feedback from Students, Employees, and Employers
- Program Pass Rates
- Recognition for Excellence
- Centers of Excellence

TRANSFORMATIVE INITIATIVES

- School Structure
- QEP Assessments: Embracing Essential Skills
- Career Placement Programs
- Predictive Analytics

*The goal is to become a **national model** for community college education by demonstrating that **students from all backgrounds** can achieve scholastic and career success at high rates.*

HIGH IMPACT PRACTICES



Predictive Analytics



Institutional Commitment #2

Student Experience

Cultivating an environment that prepares students to achieve their goals and become productive members of society.

INSPIRING EXCELLENCE AREAS OF FOCUS

ACCESS

The College will ensure excellent service and access to higher education for all students in the Gulf Coast region, including historically underserved populations, by monitoring and evaluating key aspects of enrollment.

FINANCIAL LITERACY

The College will aim to provide a high-quality education to students at an affordable cost.

HOLISTIC STUDENT DEVELOPMENT

The College will provide rich developmental experiences by designing and implementing initiatives that enable student support programs, services, and activities to promote student learning and provide a healthy and sustainable learning environment.

ACCELERATING ACHIEVEMENT

A MEASURED APPROACH

ACCESS

- Effective Communication
- Efficient Processing
- Accurate Placement
- Equity and Inclusion
- Academic Advising
- Career Guidance
- Accommodations
- Compliance

FINANCIAL LITERACY

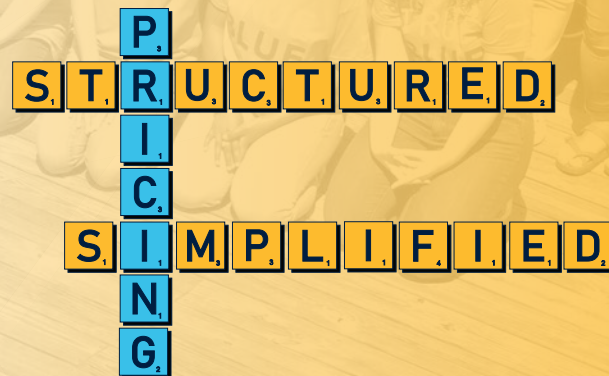
- Financial Assistance
- Scholarship Programming
- Cost of Educational Experience
- Default Rate
- Student Debt

HOLISTIC STUDENT DEVELOPMENT

- Orientation
- Effective Outreach
- Efficient Services
- Engaging Activities
- Social Awareness
- Personal Health
- Physical Wellness
- Scholarly Achievement
- Career Exploration
- Awards and Recognition

*The goal is to become a vibrant community that fosters **student success** by providing a holistic student **experience** that facilitates **learning** and **achievement**.*

HIGH IMPACT PRACTICES



Engagement & Partnerships

An intentional focus on understanding and responding to the current and emerging needs of internal constituents, external partners, and the Gulf Coast region.

INSPIRING EXCELLENCE AREAS OF FOCUS

ECONOMIC DEVELOPMENT & WORKFORCE

The College will cultivate economic prosperity on the Gulf Coast by serving as the catalyst for local and regional workforce development initiatives. In partnership with local business and industry, we will anticipate, develop, and deliver excellent training that upskills and equips our region with an agile and adaptable workforce.

COMMUNICATION

The College will connect with internal and external stakeholders, creatively promote all organizational initiatives and efforts, and ensure a dynamic and proactive approach to highlight synergistic and shared opportunities.

FOUNDATION & ALUMNI

The College will leverage partnerships to expand institutional capacity to meet the needs of our community, students, and stakeholders through strategically developing donated resources, building community relationships, and ensuring fiscal responsibility.

ACCELERATING ACHIEVEMENT

A MEASURED APPROACH

ECONOMIC DEVELOPMENT & WORKFORCE

- Business/ Industry Outreach
- Non-Credit to Credit Conversion
- Apprenticeship Growth
- Number of Companies
- Number of Trainees and Courses
- Credentials Awarded
- Trainee Wage Gain and Employment
- Community Involvement
- Labor Market Analytics
- Streamline Workforce Processes

COMMUNICATION

- Effective Advertising Campaigns
- Social Media Analytics
- Website Engagement
- Leveraging Data
- Intranet Usage
- Employee Engagement
- Economic Modeling
- Peer Benchmarking

FOUNDATION & ALUMNI

- Alumni Membership Growth
- Alumni Engagement
- Gala-Specific Donations
- Foundation Fund Growth
- Self-Sustaining
- Endowment Growth
- Digital Community Participation
- Athletic Donations

*The goal is to become the primary organization that provides **synergy** for the Gulf Coast economy by **anticipating** and **meeting** the educational needs of **all constituents**.*

HIGH IMPACT PRACTICES



Institutional Excellence

Focus on institutional operations and efficiencies, infrastructure, resources, and technologies that support and facilitate the advancement of the College's commitments, constituents, and community.

INSPIRING EXCELLENCE

AREAS OF FOCUS

PEOPLE

The College will ensure that its employees are highly qualified, are provided with regionally competitive benefits and compensation, receive continued training and development, maintain balanced workloads, and recognize the college as having a positive workplace environment.

FINANCES

The College will seek to facilitate year-over-year budget growth and stability that will retain adequate financial resources to support the mission of the college and maintain controls to ensure the security of the financial operations of the College.

OPERATIONS

The College will aggressively pursue innovative opportunities to create a streamlined and vibrant educational experience by increasing organizational efficiency, ensuring relevance, and pioneering transformative initiatives.

INFRASTRUCTURE

The College will plan for, initiate, and fund multiple infrastructure improvements aimed to provide a stable, productive, and efficient underlay for support of the College's mission.

TECHNOLOGY

The College will implement new and emerging technologies in the classroom, in the College's supporting venues, for student support, and in support of data management.

ACCELERATING ACHIEVEMENT

A MEASURED APPROACH

PEOPLE

- Highly Qualified Employees
- Workplace Environment
- Training and Development
- Balanced Workloads
- Regionally Competitive Benefits and Compensations

FINANCES

- Adequate Financial Resources
- Budget Growth
- Security of Financial Operations

OPERATIONS

- Key Operational Efficiencies
- Safe and Secure Environments
- Flexible Mitigation Strategies
- Coordinated and Flexible Contingency Plans

INFRASTRUCTURE

- Infrastructure Planning
- Infrastructure Funding

TECHNOLOGY

- Classroom Technology
- Supporting Venues
- Student Support
- Data Usage

HIGH IMPACT PRACTICES

RELEVANT

DYNAMIC

ENVIRONMENTS



*The goal is to become an organization that promotes student and employee success through **effective and efficient operations and infrastructure.***

Facility Master Plans Overview

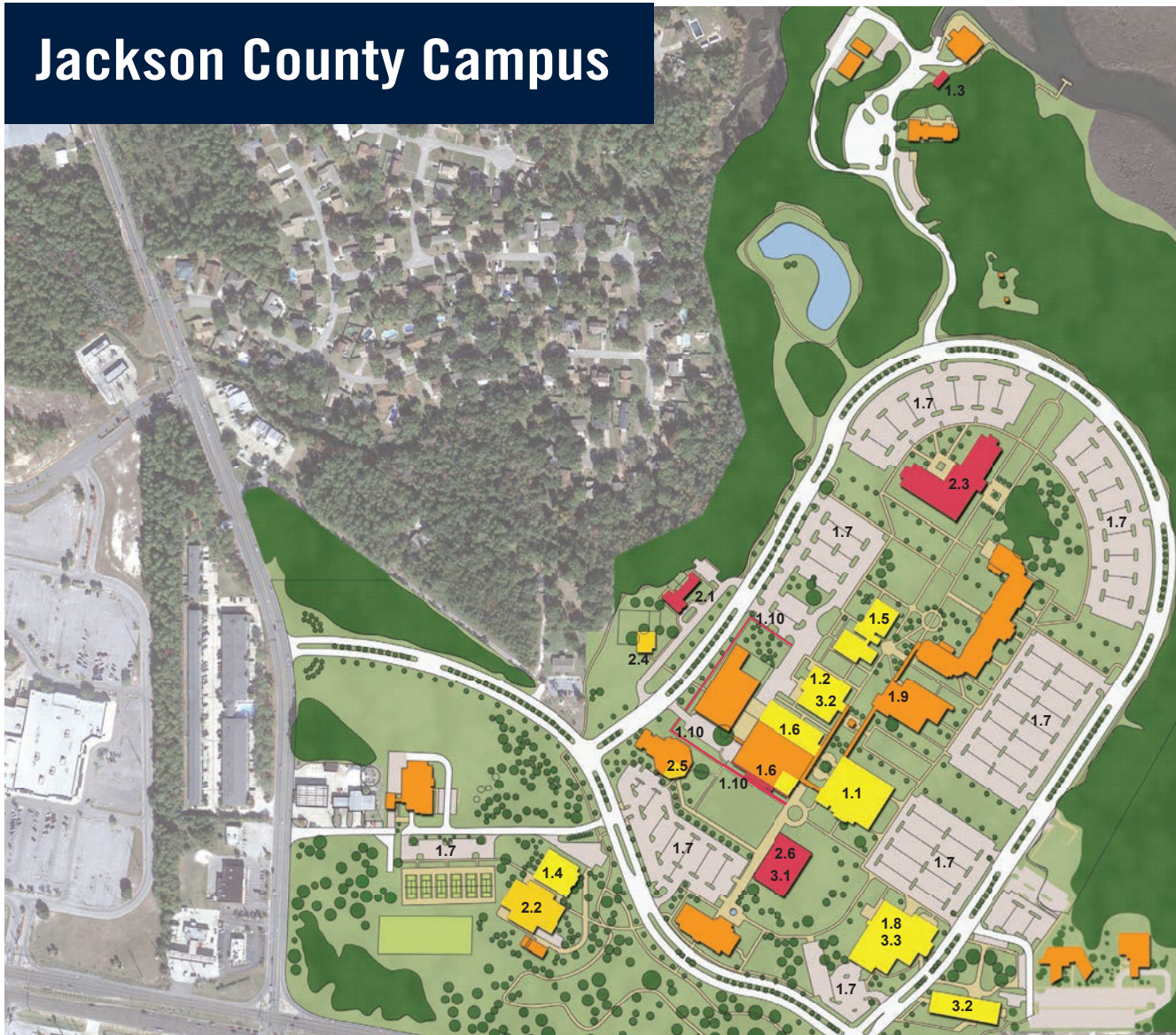


Overview

MGCCC's Facility Master Plans for campuses and centers provide a blueprint for expansion and growth to ensure the continued fulfillment of the College mission. For decades, the College has purposefully and successfully planned for growth in anticipation of meeting student and community needs in the four-county district. The respective campus/center facility master plans reflect the institution's commitment to achieving the vision of *Excelerate 2030* with a focus on the four institutional commitments: Teaching and Learning, Student Experience, Engagement and Partnerships, and Institutional Excellence. As a part of *Excelerate 2030*, the College will also develop a process to review the names of MGCCC campuses, locations, and facilities to ensure they support and align with the College's mission, vision, and values. The Facility Master Plans will lead to locations that are effective and efficient, exhibit aesthetically pleasing design, provide an edge over competitors, and produce the best workplace possible for its employees and students.

The direct link between facilities and focus areas of Excelerate 2030 offer refined and flexible facility management over time.

Jackson County Campus



Map Legend

Phase 1 (1-3 Years)

- 1.1 Renovate Learning Lab (1st Floor)
- 1.2 Upgrade Cafeteria & Bookstore Mechanical Systems & Flooring
- 1.3 New Comfort Station (Grant Funded)
- 1.4 Fill in Pool and Renovate Former Fitness Center to House E-Sports
- 1.5 Business & Office Technology, Finish Upgrades in Public Areas
- 1.6 CTE Office Upgrades & Renovations, Add Awning, Renovate Process Operations
- 1.7 Parking Lot Restoration & Resurfacing
- 1.8 Renovate Fine Arts Building - Phase I
- 1.9 Campus Wide Re-roofing
- 1.10 New Sidewalk Around Machine Tool Building, Link to New Sidewalk at CTE Building Entrance

Phase 2 (3-6 Years)

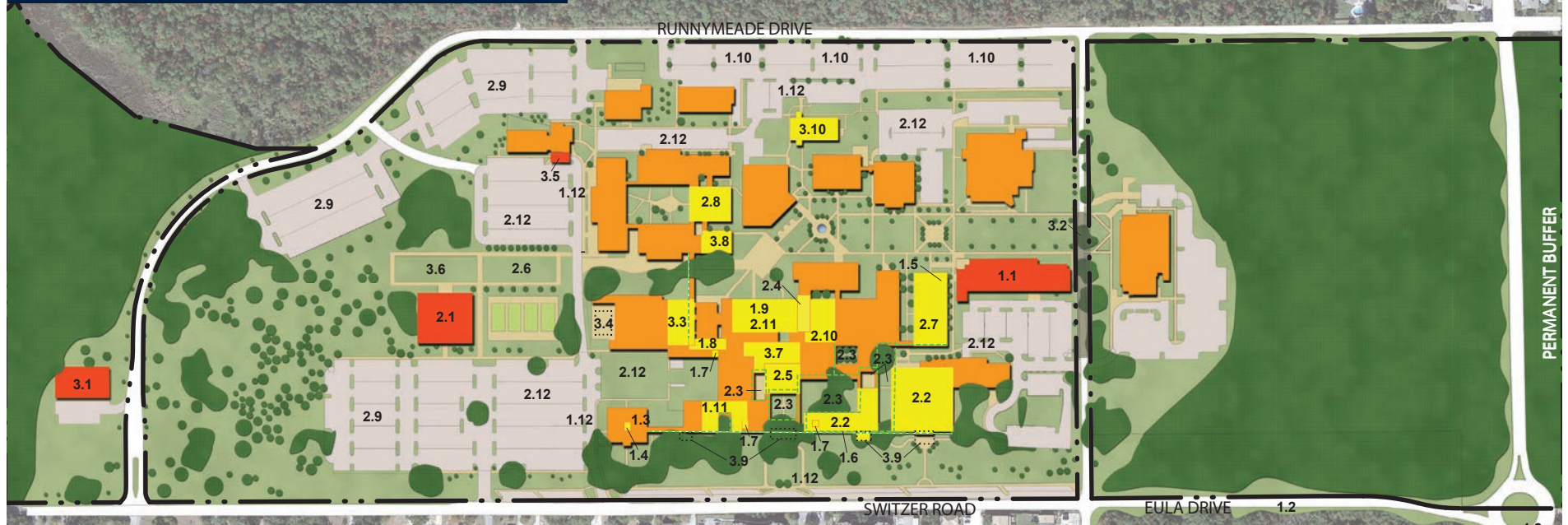
- 2.1 New Early Childhood Development
- 2.2 Replace VCT in Common Areas of Gymnasium
- 2.3 Construct new University Building (University Partnership Building)
- 2.4 Relocate Campus Police to former Early Childhood Education Center
- 2.5 Relocate Data Center
- 2.6 Demolish Science Building and Old Physical Plant

Phase 3 (6-10 Years)

- 3.1 Construct Student Services & Bookstore Building
- 3.2 Relocate Workforce Development & Adult Education to form Student Services Building
- 3.3 Renovate Fine Arts Building - Phase 2

- Existing
- New Facility
- Renovation

Harrison County Campus



Map Legend

Phase 1 (1-3 Years)

- 1.1 New STEM Building
- 1.2 New Access Road Along Eula Drive
- 1.3 Relocate Administrative and Business Offices to Upstairs Student Services Building
- 1.4 Renovate Existing Restrooms in the Student Services Building
- 1.5 Relocate Social Studies Offices to the Existing Developmental/Drafting (S) Building
- 1.6 Complete Remaining Soffit & Fascia Upgrades throughout the Campus
- 1.7 Renovate Two Remaining Sets of Usable Exterior Restrooms
- 1.8 Upgrade Entryway Near the Bookstore (Lighting, etc.)
- 1.9 Complete Library Facelift
- 1.10 Reconfigure Existing Parking Spaces Near IMPAC
- 1.11 Relocate Bookstore to Front of Campus
- 1.12 Add Directional Signage Throughout Campus

Phase 2 (4-6 Years)

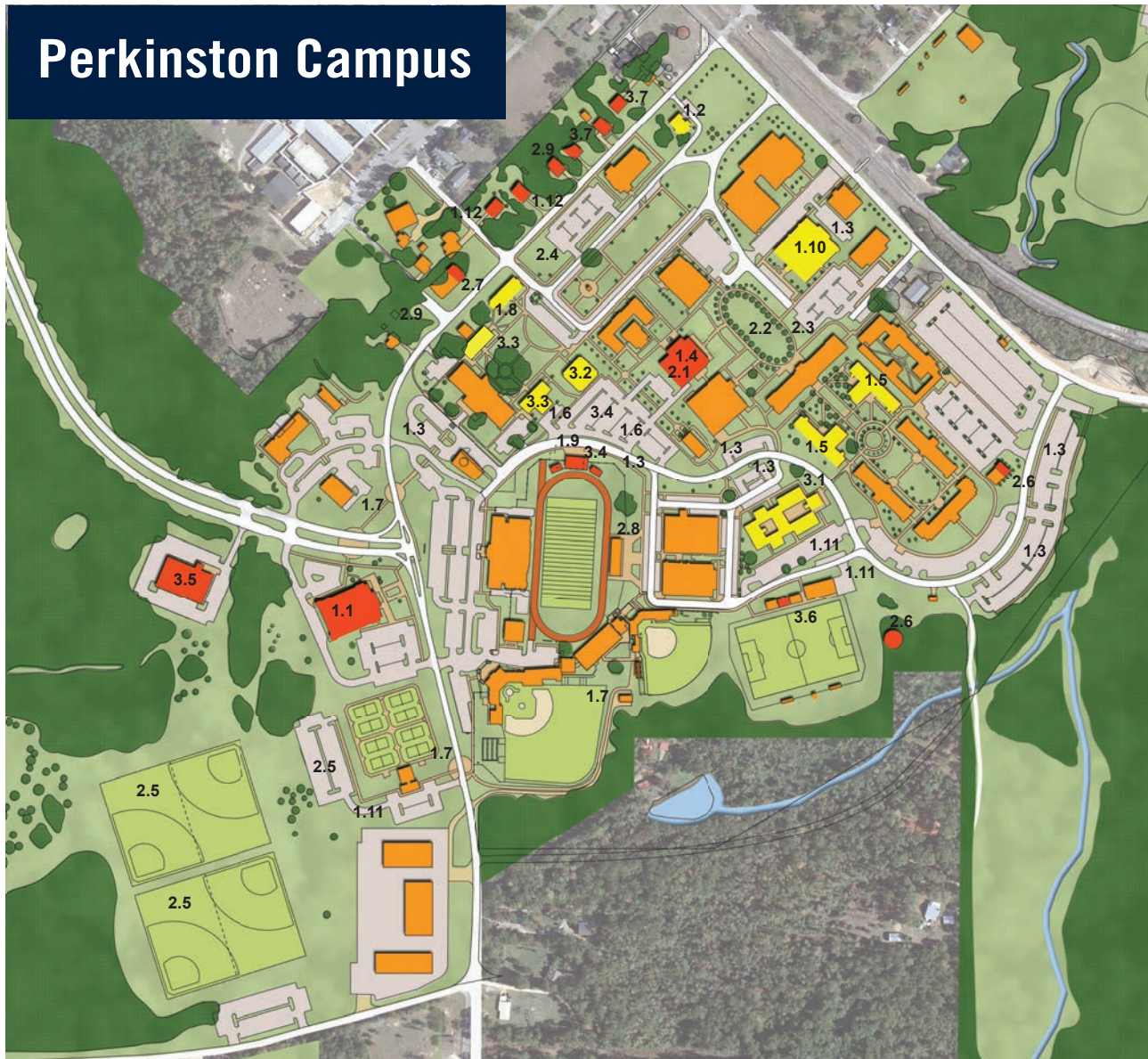
- 2.1 New IT Center of Excellence
- 2.2 Renovate Existing D Building with Flooring, Paint, Etc. (Includes Auditorium & Restrooms)
- 2.3 Upgrade the Campus Courtyards with New Shrubbery, Furniture, etc.
- 2.4 Renovate Existing G Building to Expand the Learning Lab/Library to the Vacated Social Studies Offices
- 2.5 Develop the Current Administrative Suite to Become a Student Focal Point
- 2.6 Remove Non-Renovated Tennis Court for Additional Parking or Green Space
- 2.7 Add New Flooring to the Existing Drafting/Developmental Education (S) Building & Renovate Restrooms
- 2.8 Renovate Existing P Building with New Flooring
- 2.9 Construct Additional Parking Spaces Around the Exterior of Campus
- 2.10 Renovate H Building with New Flooring (Including Renovation of Restrooms)
- 2.11 Renovate Learning Lab and Library to Enhance Connection
- 2.12 Parking Lot Restoration and Resurfacing

Phase 3 (6-10 Years)

- 3.1 Construct a New Maintenance Facility with Storage on the West Side of Campus
- 3.2 Close off Debuys Road
- 3.3 Renovate Gym Restrooms & Locker Rooms
- 3.4 Remove Pool to Add Additional Green Space
- 3.5 Add Canopy to Childcare Facility
- 3.6 Extend Plaza to the West Side of Campus
- 3.7 Renovate Commons Area (Including Restrooms) with New Finishes
- 3.8 Renovate the Existing Q Building for Programs
- 3.9 Addition of Focal Point Features at Main Entrances
- 3.10 Renovate Math and Computer Science (X) Building with New Finishes

Existing
 New Facility
 Renovation

Perkinston Campus



Map Legend

Phase 1 (1-3 Years)

- 1.1 New Basketball Arena
- 1.2 Renovate Alumni House Into Archives/Museum
- 1.3 New Parking - Academic and Housing
- 1.4 Demolish Heidelberg Hall
- 1.5 Owen and Moran Hall Interior Renovations and Façade Upgrades
- 1.6 New Parking - Union and Chapel
- 1.7 Pedestrian Walk and Parking
- 1.8 Renovate Jackson Hall for Instructional Spaces
- 1.9 Sekul Fieldhouse Façade Upgrades
- 1.10 Malone Hall Interior Finish Upgrades
- 1.11 New Parking - Athletics
- 1.12 New Duplex Campus Housing - Phase I

Phase 2 (3-6 Years)

- 2.1 New Student Services Building
- 2.2 Demolish Mellinger and Add Green Space
- 2.3 Expand Parking for Visual Arts Center
- 2.4 Demolish Darby Hall and Add Parking
- 2.5 New Intramural Fields and Parking
- 2.6 Expand West Plant and New Water Tower
- 2.7 Expand East Plant
- 2.8 Visitor Entry Plaza at Football Stadium (Drainage, Lighting, Accessibility, and Landscaping)
- 2.9 New Duplex Campus Housing - Phase II

Phase 3 (6-10 Years)

- 3.1 Renovate Andrews Hall
- 3.2 Renovate Denson Hall
- 3.3 Renovate Stone and Huff Halls
- 3.4 Demolish Campus Police Building (Move the Police Department to the Student Services Building), Reroute Road & Enlarge Parking Lot, and Construct Champion's Center & Stadium Entry Facility
- 3.5 Construct New CTE Facility
- 3.6 Construct Soccer Press Box and Cover Bleachers
- 3.7 New Duplex Campus Housing - Phase III

- Existing
- New Facility
- Renovation

George County Center



Map Legend

Phase 1 (1-3 Years)

- 1.1 New Maintenance/Storage/Electric Lineman Program Building & New Parking
- 1.2 Demolish Storage Building
- 1.3 Renovate Classrooms into Administration Suite
- 1.4 New Sidewalk

Phase 2 (3-6 Years)

- 2.1 Renovate Façade & Walkway
- 2.2 Renovate Administration Area into Bookstore

Phase 3 (6-10 Years)

- 3.1 New Educational Building
- 3.2 New Parking

Existing New Facility Renovation

The Bryant Center



Map Legend

Phase 1 (1-3 Years)

- 1.1 Pave Rear Parking Area
- 1.2 Expand Maintenance Building for Recycling Center

Phase 2 (3-6 Years)

- 2.1 New Additional Education Facility
- 2.2 Additional Parking for New Facility

Phase 3 (6-10 Years)

- 3.1 New Additional Education Facility
- 3.2 Additional Parking for New Facility

Existing New Facility Renovation

West Harrison County Center



Map Legend

Phase 1 (1-3 Years)

- 1.1 Renovation of CTE Building Lab Spaces
- 1.2 Renovation of Restrooms in Administration Building
- 1.3 Parking Lot Restoration and Resurfacing
- 1.4 Expansion to Covered Truck Parking

Phase 2 (3-6 Years)

- 2.1 Renovation of CDL Facility
- 2.2 Renovation of Restrooms in CDL Facility
- 2.3 High Bay Addition to Building for Large Trucks and Equipment
- 2.4 Renovation of Multipurpose Building

Phase 3 (6-10 Years)

- 3.1 Renovation of Existing Administrative Building
- 3.2 New Signage at Espy Avenue Entry
- 3.3 New Loop Road
- 3.4 New Administrative and Instructional Building
- 3.5 Lighting and Landscaping Improvements
- 3.6 New Parking

Existing New Facility Renovation

Advanced Manufacturing & Technology Center



Map Legend

Phase 1 (1-3 Years)

- 1.1 Renovate Restrooms
- 1.2 Renovate Welding & Shipfitting Areas
- 1.3 Expand Storage
- 1.4 Facility-Wide Electrical Upgrade

Phase 2 (3-6 Years)

- 2.1 New Canopy Over Open Outdoor Teaching Areas
- 2.2 Simulation Center Renovation
- 2.3 A/C Chiller Plant Upgrade
- 2.4 Add Operable Partitions Between Meeting Rooms

Phase 3 (6-10 Years)

- 3.1 Enclose Open Porches for Office Spaces
- 3.2 New Roofing
- 3.3 New Gate and Fencing
- 3.4 Through Site Loop (Road with New Gates & Fencing)
- 3.5 New Dumpster at Loop Road

Existing New Facility Renovation

Board of Trustees



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George County
Chairperson



Jim McIngvale
Jackson County
First Vice Chairperson



Dr. Michael Tatum
Harrison County
Second Vice Chairperson



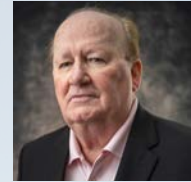
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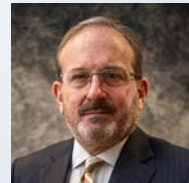
Dr. Rachel Carpenter
Jackson County



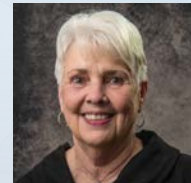
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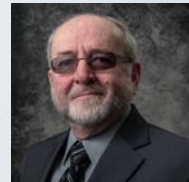
Dr. Robert Hirsch
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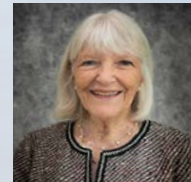
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Harrison County



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Harrison County

Executive Council



Dr. Mary S. Graham
President

On the Horizon

*As the largest institution of higher education on the Mississippi Gulf Coast, MGCCC is ideally positioned to respond to the rapidly changing landscape of higher education. The college must be innovative in its approach to changing demographics, technological advances, education and skills requirements, and other student and community needs. The MGCCC Board of Trustees acknowledges the challenges faced by institutions of higher education and endorses the adoption of MGCCC's new strategic plan, *Excelerate 2030*.*



Dr. Phil Bonfanti
Executive Vice President
Enrollment Management &
Student Success



Dr. Cedric Bradley
Vice President
Harrison County Campus



Dr. Suzi Brown
Executive Vice President
Institutional Advancement



Dr. Tammy Franks
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Jackson County Campus



Dr. Jason Pugh
Executive Vice President
Administration & Finance



Dr. Ladd Taylor
Vice President
Perkinston Campus



Dr. Jonathan Woodward
Executive Vice President
Teaching & Learning/
Community Campus

**Jackson County Campus**

2300 Hwy. 90
Gautier, MS 39553

Harrison County Campus*

2226 Switzer Rd.
Gulfport, MS 39507

George County Center

11203 Old Hwy. 63
Lucedale, MS 39452

Perkinston Campus

51 Main St.
Perkinston, MS 39573

**The Bryant Center
at Tradition**

19330 Hwy. 67
Biloxi, MS 39532

**Advanced Manufacturing
& Technology Center**

10298 Express Dr.
Gulfport, MS 39503

**Haley Reeves Barbour Maritime
Training Academy**

1000 Jerry Saint Pe' Hwy.
Pascagoula, MS 39568

**West Harrison
County Center**

21500 B. St.
Long Beach, MS 39560

Keesler Center

4503 M St.
Biloxi, MS 39534

**Naval Construction
Battalion Center**

Moreell Building, Building 60, Room 227
1800 Dong Xoai Ave. Gulfport, MS 39503

District Office

Harrison Hall
51 Main St.
Perkinston, MS 39573

**(Jefferson Davis Campus) Designated Harrison County Campus on July 22, 2020.*



"In compliance with Title VI of the Civil Rights Act of 1964, Title IX, Education Amendments of 1972 of the Higher Education Act, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990 and other applicable Federal and State Acts, the Board of Trustees of the Mississippi Gulf Coast Community College hereby adopts a policy assuring that no one shall, on the grounds of race, religion, color, national origin, sex, age or qualified disability be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination in any program or activity of the College. The Mississippi Gulf Coast Community College is an Equal Opportunity Employer and welcomes students and employees without regard to race, religion, color, national origin, sex, age or qualified disability."

Compliance with Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act, Title II of the Age Discrimination Act and Title IX of the Education Amendments of 1972 is coordinated by the Compliance Officer, Perkinston Campus, P. O. Box 609, Perkinston, Mississippi 39573, telephone number 601-528-8735, email address compliance@mgccc.edu.