

Strategic Plan 2024-2026

“All In... Imagine the Possibilities”

Year 2 Summary Report

Office of Institutional Effectiveness Planning

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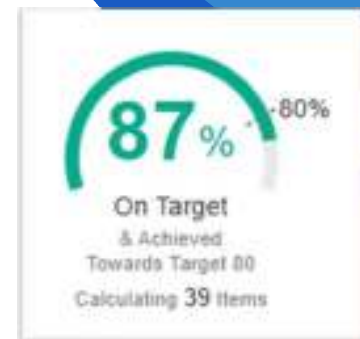
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***Strategy without tactics is the
slowest route to victory. Tactics
without strategy is the noise
before defeat.***

--Sun Tzu, Author of “The Art of War”

Strategic Priorities

Areas of Focus for the 3-Year Plan



Advance Student Enrollment and Success

Move to comprehensive, institutionally coordinated efforts & activities (informed by data analysis), to advance student enrollment, growth, and success.



Strengthen Advocacy

Expand the viability, impact and success of the college and its students through sustainable connections with internal and external constituencies.



Foster our People and Culture

Encourage and promote a shared set of workplace beliefs, attitudes, standards, purposes, and behaviors that are aligned with the college's mission and values to shape a thriving culture at Rhodes State College.

“
***The secret in education
lies in respecting the
student.***

--Ralph Waldo Emerson, Philosopher & Poet

Priority 1 – Advance Student Enrollment & Success

3-Year Roadmap

Institutional Goals

Priority 1. Advance Student Enrollment and Success

1.1 Expand Impact

Increase FTE by **3%** to drive growth and expand RSC's impact on students, community & partners.

[YR1: 1% → **YR2: 1%** → YR3: 1%]

1.2 Engage & Retain

Increase all traditional and non-traditional student retention by **5%**.

[YR1: 1% → **YR2: 2%** → YR3: 2%]

**NOTE: Percent increase from baseline year, 2022-23*

Year 2 Performance

FY 2024-2025

Strategic Priority	Year 2 Target	Year 2 Achievement
Priority 1. Advance Student Enrollment and Success	• 1% increase in full-time enrollment (FTE) • 2% increase in student retention (traditional and non-traditional).	• 2024-25 FTE = 17.9% (CCP and traditional) • 2024-25 student retention = 6.02% (traditional and non-traditional).

**NOTE: Percent increase from baseline year, 2022-23.*



“

***If not us, then who? If not
now, then when?***

-- John Lewis, U.S. Congressman & Civil Rights Leader

Priority 2 – Strengthen Advocacy

3-Year Roadmap

Institutional Goals

Priority 2. Strengthen Advocacy

2.1 Raise Awareness

Heighten college visibility and influence through expanding involvement of RSC employees and Boards by **5%**.

[YR1: 1% → **YR2: 2%** → YR3: 2%]

2.2 Forge Alliances

Maintain state of the art technology and facilities through increased private and public donations by **\$3M**.

[YR1: \$1M → **YR2: \$1M** → YR3: \$1M]

Year 2 Performance

FY 2024-2025

Strategic Priority	Year 2 Target	Year 2 Achievement
Priority 2. Strengthen Advocacy	• 1% increase in employee and BOT involvement • \$1M in private and public donations.	• 5% increase in employee and BOT involvement • \$4.2M in private and/or public donations received.



“
***No matter how brilliant your
mind or strategy, if you're
playing a solo game, you'll
always lose out to a team.***

-- Reid Hoffman, LinkedIn co-founder

Priority 3 – Foster Our People and Culture

3-Year Roadmap

Institutional Goals

Priority 3. Foster our People and Culture

3.1 Cultivate Culture

Shape a caring and welcoming culture as demonstrated by an **overall score of 75%** or above in the Great Colleges to Work For Assessment.

[YR1: 70% → **YR2: 72%** → YR3: 75%]

3.2 Build our Team

Recruit new hires that fit the RSC culture as demonstrated by a 1st year retention rate **at or above 75%**.

[YR1: 70% → **YR2: 73%** → YR3: 75%]

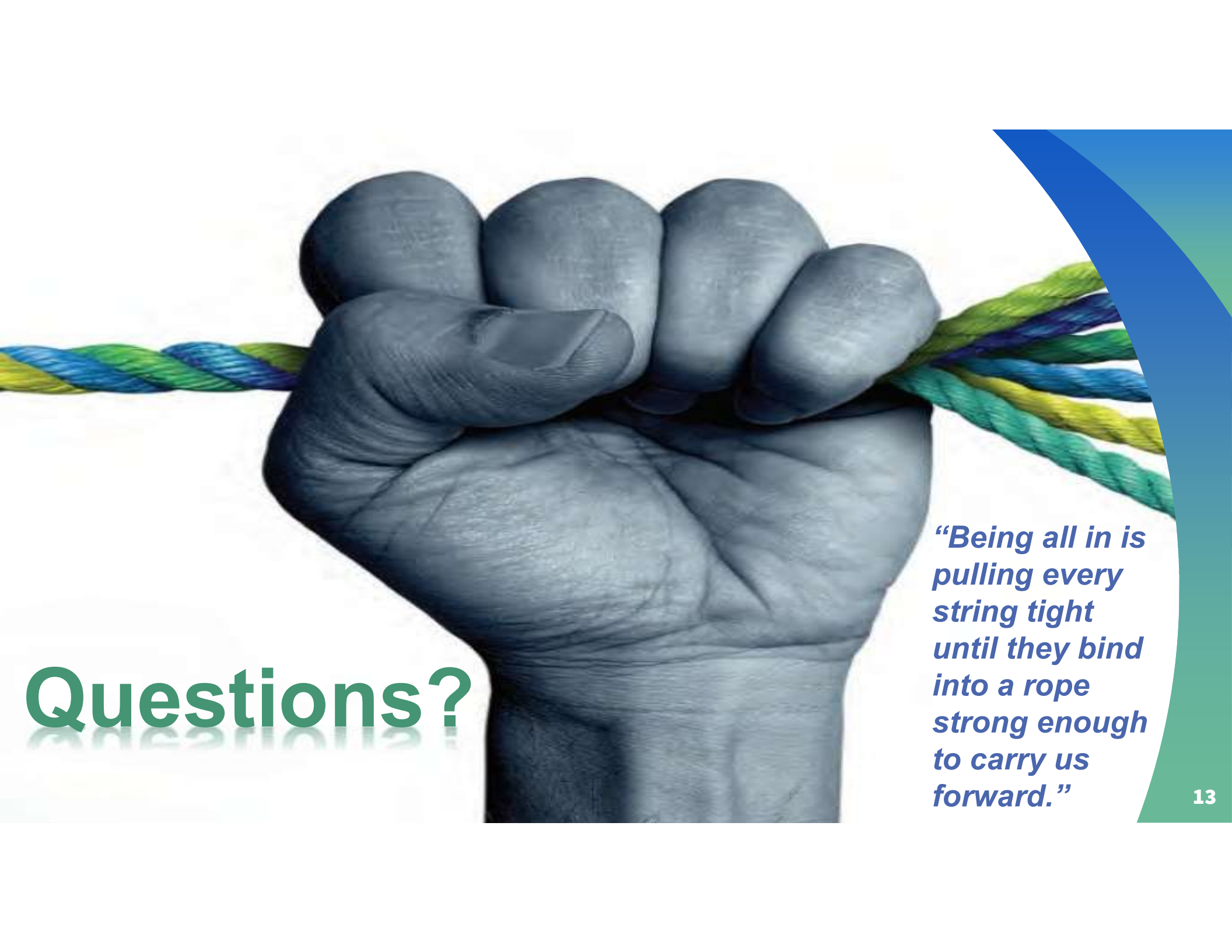
Year 2 Performance

FY 2024-2025

Strategic Priority	Year 2 Target	Year 2 Achievement
Priority 3. Foster our People and Culture	- Great College's to Work For (GCW) Assessment Score, at or above 70% 1st Year employee retention rate at or above 70%	2024-25 GCW Assessment Score = 70% (no change due to SB1) 1st Year employee retention rate = 87%



Questions?

A close-up photograph of a hand pulling on a rope made of many colorful strands. The hand is shown from the side, with fingers curled around the rope. The rope is composed of numerous individual strands in various colors including blue, green, yellow, and purple. The background is white, and there is a blue and green curved graphic element on the right side of the image.

“Being all in is pulling every string tight until they bind into a rope strong enough to carry us forward.”