



Trinidad State Junior College

College Strategic Plan
2005—2008



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The Planning Cycle
College-wide Engagement in the Planning Process



Introduction

Trinidad State Junior College began a revised strategic planning process in 2005. Previously, the College planning process revolved around the development of a five-year Academic Master Plan. A consultant was hired to develop the plan with some assistance from college personnel. However, it was discovered that faculty and staff had little buy-in to the plan and so the document was underutilized. Under a new Administration, the revised process has a clear planning cycle focused on growth, collaboration, and continuous improvement. The process includes college-wide engagement from the faculty and staff; directors, supervisors and deans; vice presidents; a Strategic Planning/Monitoring Committee; the president; President's Cabinet; and Advisory Council. To determine strategic planning goals for the college, TSJC uses data from annual program and staff reviews as well as the results from various campus surveys and institutional research.

Our strategic planning and research efforts grow out of our mission statement. Our vision and the four priorities, along with goals for each, support that statement. These priorities are: Student Access, Student Success, Operational Excellence, and Community Relationships. The College Strategic Plan serves as a tool for decision-making and resource allocation. The document consists of one- to three-year goals. The planning cycle will be an annual process and will involve the college in a constant pattern of measurement, discovery, discussion, and improvement.

Chapter 1: Programs

TSJC’s mission states “*We are committed to offering traditional and alternative approaches to education, providing quality instruction, and promoting lifelong learning.*” It is through its programs that TSJC is able to fulfill this commitment.

Programs refer to:

- I. Administrative programs and initiatives intended to make certain that the college is run efficiently.**
- II. Student service programs designed to recruit, enroll, and retain students.**
- III. Customized training programs that address the needs of local businesses.**
- IV. Continuing education programs which provide valued opportunities to our community.**
- V. Curricular programs that satisfy the needs of our service area.**

I. Administrative Program Goals – <i>Intended to make certain that the college is run efficiently.</i>	YEAR	KEY PERSONNEL	VISION STATEMENT GOAL(S)	STATUS
Assessment				
Create a standing committee with the charge to develop both existing and future technology resources at TSJC. This committee would also investigate emerging educational technologies and techniques and evaluate the potential uses and appropriateness of those technologies for TSJC.	2005/2007	Faculty & staff; Technical staff	1b, 3c	In progress
Overhaul the Embedded General Education Assessments and get to 75% participation (counting both full-time and part-time faculty).	2005/2008	B. Philbin; Faculty	2a, 3c	In progress
Reach 100% implementation of “Program Assessments.”	2005/2007	B. Philbin; Faculty	2a, 3c	In progress
Athletics				
Improve and enhance communication with faculty relating to student athletes, with emphasis on grades and attendance.	2005/2008	Coaching staff	2a, 2b, 2c, 2d, 3b	In progress
Recruit student athletes aggressively throughout the state, encouraging them to bring other students.	2005/2008	Coaching staff	1d	In progress
Develop Exercise Science and Recreation Program.	2005/2007	S. Douglas; R. Holden	1a, 3a	In progress
Reinstate the co-ed golf program.	2005/2007	R. Holden	1a, 3a	In progress

I. Administrative Program Goals, continued	YEAR	KEY PERSONNEL	VISION STATEMENT GOAL(S)	STATUS
Bookstore				
Produce positive net profit for school after all expenses are paid.	2005/2008	L. Cusimano; R. Veltri	3b, 3d	In progress
Operate with a 5% or less net profit to demonstrate to student population our commitment to keeping costs to students as low as possible.	2005/2008	L. Cusimano; R. Veltri	3b, 3d	In progress
Improve communication with faculty regarding required textbooks.	2005/2008	L. Cusimano; R. Veltri	2b, 3a, 3b, 3d	In progress
ERP (Banner system)				
Work toward the completion of the new system-wide ERP (Banner) project for TSJC.	2005/2008	G. Coke; Financial Aid Staff; All TSJC employees	1a, 1b, 1c, 3b	In progress
Library				
Educate and encourage students to use currently available resources that would help them complete their assigned work.	2005/2008	J. Champion	1b, 2b, 2d	In progress
Continually improve the library environment and security.	2005/2008	J. Champion	2b	In progress
Improve communication concerning the Library services available to the student body, faculty, and staff.	2005/2008	J. Champion	3b, 3c	In progress
Increase the Trinidad community use of the Freudenthal Memorial Library.	2005/2008	J. Champion	4c	In progress
Perkins				
Form and operate a College Perkins Committee.	2005/2008	L. Bates; A. Chavez; L. Weber; T. Scarlett; S. Stacey; P. Blake	1a, 1b, 1c, 2b, 3d, 4b	In progress
Coordinate Perkins planning with general fund planning to help faculty members prepare a trained workforce.	2005/2008	L. Bates; P. Blake; A. Chavez; T. Scarlett; S. Stacey; L. Weber	1a, 1b, 1c, 1d, 2a, 2b, 2c, 4b	In progress
President's / Vice-President's Office				
Implement profitability formula for both CTE programs and Arts & Sciences.	2005/2008	R. Woods; F. Lopez	3b, 3c, 3d, 4a	In progress
Establish departmental budget process involving faculty.	2005/2008	R. Woods; F. Lopez	3b, 3c, 3d	In progress

I. Administrative Program Goals, continued	YEAR	KEY PERSONNEL	VISION STATEMENT GOAL(S)	STATUS
President's / Vice-President's Office, continued				
Increase budget by leasing two buildings on the Trinidad campus.	2005/2006	R. Woods; F. Lopez	3b, 3c, 3d	In progress
Improve shared governance college-wide.	2005/2008	R. Woods; TSJC Faculty Senate; Classified Senate; Cabinet	1d, 2b, 3b, 3c	In progress
Improve communication/unity between A&S and CTE and between the Trinidad and Alamosa campuses.	2005/2008	R. Woods; TSJC Faculty Senate; Classified Senate; Cabinet	1d, 2b, 3b, 3c	In progress
End FY 05 with a balanced budget.	2005/2006	R. Woods; F. Lopez; All TSJC faculty & staff	3a, 3b, 3d	In progress
Involve the community in program changes and new program development.	2005/2008	R. Woods; All TSJC faculty & staff	3b, 4a, 4c	In progress
Establish agreements with community businesses needing workforce/customized training.	2005/2008	R. Woods; F. Lopez; J. Vigil; All Deans	3b, 4a, 4b, 4c	In progress
Address city leaders regarding college restructuring, events, and issues.	2005/2008	R. Woods	3b, 4a	In progress
Continue to improve TSJC staff, faculty, and administrative involvement in the community.	2005/2008	R. Woods; All TSJC faculty & staff	3b, 4a, 4c	In progress
Continue to establish "outreach centers" throughout the TSJC service area.	2005/2008	R. Woods; Cabinet	1a, 1c, 3a, 3b, 3d, 4a, 4c	In progress
Increase enrollment and retention of nursing students at TSJC nursing sites.	2005/2008	R. Woods; P. Blake; K. Howell	1a, 1c, 2a, 3a, 3b, 3d, 4a	In progress
Implement the Certified Medical Assistant program on the Alamosa campus.	2005/2007	R. Woods; T. Scarlett; M. Maestas	1a, 1b, 2b, 2c, 3a, 4a	In progress
Implement the following new career and technical certificate programs on the Trinidad campus that meet the needs of local businesses and industry: <ul style="list-style-type: none"> • Welding; • Diesel Mechanics; • Heavy Equipment Operation 	2005/2007	R. Woods; S. Veltri; P. Blake; J. Ribaldo	1a, 1c, 2b, 2c, 3a, 4a, 4c	In progress

I. Administrative Program Goals, continued	YEAR	KEY PERSONNEL	VISION STATEMENT GOAL(S)	STATUS
President's / Vice-President's Office, continued				
Increase enrollment on the Trinidad campus by 50 annualized FTE each year.	2006/2008	R. Woods; S. Veltri; A. Borja; C. Rankin; D. Ulibarri; P. Blake; All TSJC faculty & staff	1a, 1b, 1c, 1d, 2a, 2b, 2d, 2d, 3a, 3d, 4a, 4b, 4c	
Increase enrollment on the Alamosa campus to 650 annualized FTE by 2008.	2006/2008	R. Woods; T. Scarlett; M. Maestas; M. Atencio; All TSJC faculty & staff	1a, 1b, 1c, 1d, 2a, 2b, 2d, 2d, 3a, 3d, 4a, 4b, 4c	
Increase transfer agreements with all four-year colleges in Colorado.	2005/2008	R. Woods; P. Weurding; L. Bates; C. Rankin; D. Ulibarri	2c, 2d, 3a, 3b, 4a	In progress
Improve retention rates by 0.75%.	2006/2008	R. Woods; All TSJC faculty & staff	1a, 1b, 1c, 2a, 2b, 2c, 2d, 3a, 3b, 4a, 4b, 4c	
Improve graduation rates by 0.4%.	2006/2008	R. Woods; All TSJC faculty & staff	1a, 1b, 1c, 2a, 2b, 2c, 2d, 3a, 3b, 4a, 4b, 4c	
Increase international student enrollment by 5 students per year.	2006/2008	R. Woods; S. Veltri	1d, 3b	
Increase enrollment, retention, and graduation of underserved students by 0.75%.	2006/2008	R. Woods; SSS staff; TRIO staff	1a, 1b, 1c, 2a, 2b, 2c, 2d, 3a, 3b, 4a, 4b, 4c	
Continue to provide effective leadership of TSJC and to evaluate changes in the structure of the College.	2005/2008	R. Woods; F. Lopez; Cabinet	3a, 3b, 3c, 3d	In progress
Continue to support the System needs and leadership.	2005/2008	R. Woods; F. Lopez	3b	In progress
Maintain a reserve base of 4%.	2005/2008	R. Woods; F. Lopez	3d	In progress
Minimize audit comments.	2006/2008	R. Woods; F. Lopez; S. Stacey; G. Fresquez; G. Coke; K. Dahl	3d	

I. Administrative Program Goals, continued	YEAR	KEY PERSONNEL	VISION STATEMENT GOAL(S)	STATUS
President's / Vice-President's Office, continued				
Increase the percentage of TSJC's budget devoted to instruction by 0.5%.	2006/2008	R. Woods; F. Lopez	3a, 3b, 3d	
Establish partnerships with local school districts by sharing instructor salaries, increased concurrent enrollment, and college awareness programs.	2006/2008	R. Woods; S. Veltri; C. Rankin; T. Scarlett; M. Maestas	2a, 2b, 2c, 2d, 3b, 4a, 4c	
Make TSJC an alcohol free college.	2005/2006	R. Woods; All TSJC faculty & staff	2b	In progress
Provide VP funded mini-grants for assessment-based instructional improvement projects.	2006/2008	F. Lopez; Assessment committee	2a, 2b, 2c, 2d, 3a, 3b, 3c, 3d	
Public Relations				
Improve the communication and use of marketing and advertising funds by centralizing efforts and materials.	2005/2008	L. Duran; M. Sanderson;	3b, 4a, 4c	In progress
Maintain participation in the Community College System Communications Council.	2005/2008	L. Duran	3b	In progress
Develop an Advertising Plan in line with current budget.	2005/2008	L. Duran; F. Lopez	3b, 3c, 3d	In progress

II. Student Services Program Goals – Designed to recruit, enroll, and retain students.	YEAR	KEY PERSONNEL	VISION STATEMENT GOAL(S)	STATUS
Increase the number of Title V graduating students who transfer to a four-year institution by 4%.	2005/2008	M. Zappanti; K. Carlisle	2a, 2b, 2c, 2d, 4a, 4b, 4c	In progress
Sponsor diverse activities/events that entertain and educate. Encourage participation by commuter and resident students, traditional and non-traditional.	2005/2008	C. Duran; SGA officers; All TSJC faculty & staff	1a, 1d, 2b, 2c, 4c	In progress
Develop better communication to inform students, faculty, and staff of all activities and events.	2005/2008	C. Duran; SGA officers; Marketing Committee	3b	In progress
Identify and assess current practice of application process for: admission to the College; financial aid; residential living.	2005/2006	Student Services personnel	1a, 1b, 3b	In progress
Complete TSJC's reporting of COF.	2005/2008	G. Coke	1a, 1b, 3b	In progress
Provide a safe dorm environment for residential students, conducive to learning, with a focus on the recently adopted non-alcohol policy.	2005/2008	Directors of Student Housing; Administrative Staff	2b, 3b, 3c	In progress
Promote dorm opportunities for Alamosa students to help increase enrollment.	2005/2008	M. Atencio	2c, 2d	In progress
Create a budget dedicated to enrollment strategies.	2006/2007	F. Lopez; S. Veltri; P. Blake; T. Scarlett	3a, 3c, 3d	
Identify and assess present marketing materials and timeline for media delivery, remaining competitive through innovative ideas.	2005/2008	Marketing Committee; S. Veltri; M. Maestas; recruiters; SS staff	1a, 1b, 3b, 3d, 4a	In progress
Develop and revise new program brochures for Massage Therapy, Construction Tech, and Machining on the Alamosa campus.	2005/2008	M. Maestas	1a, 1d	In progress
Increase the number of GED graduates referred to TSJC for career, educational counseling, and enrollment by 5%.	2005/2008	N. Wilkinson; A. Rael- Lindsay; ABE staff; LRC staff	1a, 2a, 2b, 2c, 2d, 4a	In progress
Increase contact with Colorado high school students statewide.	2005/2008	A. Borja; S. Veltri; M. Atencio	3b	In progress

II. Student Services Program Goals – continued	YEAR	KEY PERSONNEL	VISION STATEMENT GOAL(S)	STATUS
Build strong high school counselor relationships throughout Colorado as evidenced by referrals.	2005/2008	A. Borja; S. Veltri; M. Atencio	4a	In progress
Seek job opportunities for graduating and current students. Advise and assist all students with job placement.	2005/2008	V. Salazar	1b, 2c	In progress
Re-establish job placement services on the Trinidad campus.	2007/2008	S. Veltri	1b, 2c	
Create and maintain an accurate database on job placement for students.	2005/2008	V. Salazar; S. Veltri	1b, 2c	In progress
Create and maintain a network between the college and community for job placement.	2005/2008	V. Salazar; S. Veltri	1b,	In progress
Develop a “call center.” Utilize highly trained staff to answer phones and conduct phone campaigns.	2007/2008	S. Veltri	1a, 2b, 3b, 4a	
Identify current retention strategies and evaluate effectiveness of each.	2005/2006	S. Veltri; Student Services staff	2a, 2b, 3a, 3b	In progress
Meet all criteria required by CCCS for the transfer and input of SIS student records into the new Banner System.	2005/2008	G. Coke	1a, 1b, 1c, 3b	In progress
Seek additional methods for the retrieval of student information through Banner for the administration of Institutional Research.	2005/2008	G. Coke	1a, 1b, 1c, 1d, 3b	In progress
Implement new procedures for TSJC advising (OnCourse) in the Banner System.	2005/2008	G. Coke	1a, 1b, 1c, 3b	In progress
Maintain a CCC Online Coordinator of student registrations, advising, and support for distance learners.	2005/2008	G. Coke	1a, 1b, 1c, 3b	In progress
Continue support of Counseling Center with dedicated General Funds to offer 20 hours per week of counseling to students on the Trinidad Campus.	2005/2008	S. Veltri; F. Lopez	2b	In progress
Involve at least 50% of academic and 25% of Career and Tech programs in utilizing the Writing Center.	2005/2008	Faculty; Writing Center tutors; Writing Center staff	1a, 1b, 1c, 1d, 2a, 2b, 2d	In progress

II. Student Services Program Goals – continued	YEAR	KEY PERSONNEL	VISION STATEMENT GOAL(S)	STATUS
Involve students in community activities/ organizations.	2005/2008	C. Duran; Community & civic leaders; local schools	2b, 2c, 2d, 4a, 4c	In progress
Encourage more Alamosa campus students to purchase REX Gym facility pass for Adams State College.	2005/2008	M. Maestas	1a, 1d	In progress
Provide more on-campus student activities in Alamosa.	2005/2008	M. Maestas	1a, 1d	In progress
Increase retention in ABE/GED/ESL.	2005/2008	LRC staff; ABE staff	2a, 2b, 2c, 2d	In progress
Increase student enrollment from Salida, Pagosa Springs, and Canon City by 10%.	2005/2008	M. Atencio	2c, 2d	In progress
Encourage certificate students to pursue the Associate of General Studies degree.	2005/2008	M. Atencio; M. Maestas; S. Veltri; A. Borja	2c, 2d	In progress

III. Customized Training Program Goals – <i>Address the needs of local businesses.</i>	YEAR	KEY PERSONNEL	VISION STATEMENT GOAL(S)	STATUS
Develop a customized training program for TSJC which provides revenue generating opportunities and promotes TSJC.	2005/2006	J. Vigil	3a, 4a, 4b	In progress
Develop and/or strengthen partnerships to promote TSJC and help achieve economic goals.	2005/2006	J. Vigil	4a, 4b	In progress
Expand Customized Training in the San Luis Valley.	2006/2007	J. Vigil	3a, 4b	
Provide free public service events by utilizing corporate sponsorships to cover event costs.	2006/2007	J. Vigil	4c	
Build TSJC’s Customized Training program into “trainer of choice” for service area.	2007/2008	J. Vigil	3d, 4a, 4b, 4c	

IV. Continuing Education Program Goals – <i>Provide valued opportunities to our community.</i>	YEAR	KEY PERSONNEL	VISION STATEMENT GOAL(S)	STATUS
Start Summer College for Kids Program.	2005/2006	C. Rankin; D. Ulibarri	1a, 2b, 2d, 4a, 4c	In progress
Expand Summer College for Kids Program.	2006/2008	C. Rankin; D. Ulibarri	1a, 2b, 2d, 4a, 4c	
Offer College for Kids-Christmas Edition	2005/2006	C. Rankin; D. Ulibarri	1a, 2b, 2d, 4a, 4c	In progress
Offer as many Adult Continuing Education classes as can be staffed and as needs/ opportunities arise.	2005/2008	C. Rankin; D. Ulibarri	1a, 2b, 2d, 4a, 4c	In progress
Offer Friday “Skill Building” classes for Math for Primero High School students.	2005/2006	C. Rankin; D. Ulibarri	1a, 2b, 2d, 4a, 4c	In progress
Expand “Skill Building” classes to include other area high schools.	2006/2008	C. Rankin; D. Ulibarri	1a, 2b, 2d, 4a, 4c	

V. Curricular Program Goals – Arts & Sciences <i>Satisfy the needs of our service area.</i>	YEAR	KEY PERSONNEL	VISION STATEMENT GOAL(S)	STATUS
Arts and Humanities				
Re-establish the AA art emphasis.	2005/2008	D. Holdread	1a, 2a, 2b, 2c, 2d	In progress
Develop a program of course offerings which meets the needs of the art community.	2006/2008	D. Holdread	1a, 1d, 2a, 2b, 2c, 2d, 3b, 4a, 4c	
Establish learning communities at TSJC which create interdisciplinary offerings and utilize area resources.	2006/2008	D. Holdread	1a, 1c, 1d, 2d, 3c, 4a, 4c	
Develop art outreach programs to area high schools and home school students.	2006/2008	D. Holdread	1a, 1c, 1d, 2d, 3d, 4c	
Cultivate collaborations with art institutions and organizations.	2006/2008	D. Holdread	1a, 2a, 2b, 2d, 3a, 3b, 4a, 4c	
Develop a K-12 teacher training “Art-Across-the-Curriculum” program.	2006/2008	D. Holdread	1a, 1c, 2a, 2b, 2d, 3b, 4a, 4b, 4c	
Research availability of Arts and Humanities Audio-Visual resources.	2006/2008	D. Holdread	1a, 1d, 2a, 2b, 2c, 2d, 3b, 4a, 4b, 4c	
Increase recruitment for both Music and Theater.	2006/2008	F. Lopez; H. Vaugious; J. Antista	1a, 3a, 4a	
Business				
Expand hybrid web-enhanced course offerings in an effort to market TSJC to potential business students who are working.	2007/2008	L. Pearson	1b, 1c, 2b, 2d, 4a	
Increase recruiting efforts made by business instructors.	2006/2008	L. Pearson	3a, 3d, 4a	
Expand course offerings in the business department to include courses with a more entrepreneurial focus.	2006/2008	L. Pearson; A. Rigdon	3a, 4a, 4c	
Provide students with practical, hands-on business experience through the operation of a campus convenience store/coffee shop.	2007/2008	L. Pearson; A. Rigdon; S. Veltri; C. Rankin; E. Lopez	1c, 2b, 3a, 4a, 4c	
Communications				
Create Community Cultural Enrichment classes for students interested in literature.	2006/2008	English instructors	4c	
Publish Literary magazine.	2006/2008	S. Spencer; C. Ludden; J. Lee; T. Compton	2b, 2c	

V. Curricular Program Goals – Arts & Sciences, continued	YEAR	KEY PERSONNEL	VISION STATEMENT GOAL(S)	STATUS
Communications, continued				
Incorporate new technology into the classroom.	2005/2006	English instructors	1a, 1b, 1c	In progress
Monitor student's Accuplacer Placement scores with regard to correct student placement, and use supplemental GSRT testing and writing samples.	2005/2006	T. Compton; K. Carlisle; English Instructors	2b,3b	In progress
Math/Science				
Offer workshops for difficult math concepts for Math Lab students.	2005/2006	L. Watson	1a, 1c, 2a, 2b, 2d	In progress
Offer workshops for the final exam in each Math Lab course.	2005/2008	L. Watson	1a, 1c, 2a, 2b, 2d	In progress
Administer diagnostic Pretest to confirm or correct placement by Accuplacer.	2005/2008	L. Watson; Math Lab personnel	1a, 1c, 2a, 2b, 2d	In progress
Move Mat 107 (Career Mathematics) to a lecture course.	2007/2008	L. Watson	1a, 1c, 2a, 2b, 2d	
Develop new Energy/Technology program(s) in partnership with local energy companies.	2006/2008	B. Philbin; C. Rankin; S. Veltri	1a, 3a, 4a	

V. Curricular Program Goals – Career & Technical Education <i>Satisfy the needs of our service area.</i>	YEAR	KEY PERSONNEL	VISION STATEMENT GOAL(S)	STATUS
Establish articulation, escrow agreements, and concurrent enrollment opportunities for CTE programs with high schools.	2006/2008	S. Veltri; P. Blake	1a, 1d, 2a, 2b, 2c, 2d, 3a, 3b, 4c	
Establish transfer agreements for CTE programs with four-year universities.	2006/2008	S. Veltri; P. Blake	1a, 1d, 2a, 2b. 2c. 2d. 3a. 3b. 4c	
Promote and expand TSJC/Career & Business partnerships.	2006/2008	C. Nash; S. Veltri; P. Blake; Advisory Committee	1a, 3a, 3b, 4a, 4b	
Increase the number of students in CTE programs by 4% annually.	2006/2008	C. Nash; S. Veltri; P. Blake; Advisory Committee	1a, 2a, 3a, 4b	
Agricultural Business Management				
Increase program enrollment to exceed 25 students per year.	2005/2008	R. Hinton; A. Ortiz; L. Pearson; B. Sumpter	2a, 2b, 2c	In progress
Develop web-enhanced technology component for lecture portion of the class.	2006/2007	R. Hinton; A. Ortiz; L. Pearson; B. Sumpter	1b, 1c, 2b	
Aquaculture				
Increase the number of graduates who successfully enter the job force in the field of aquaculture or continue on for a B.S. Degree in fishery Biology or related fields.	2005/2008	T. Smith; S. Caton	1a, 1b, 1c, 1d, 2a, 2d, 3a, 3c, 4a, 4b	In progress
Develop and maintain federal and state partnerships in all sectors of the industry.	2005/2008	T. Smith; S. Caton	1a, 1c, 2b, 2c, 3b, 3d, 4a, 4b	In progress
Secure the Aquafarm for future student use and experiential learning activities.	2005/2008	T. Smith; T. Scarlett	2b, 3c, 3d, 4a, 4b, 4c	In progress
Automotive Service Technology				
Explore and secure partnerships to provide focused training for students with job placement opportunities.	2006/2007	B. Lucas; S. Veltri; P. Blake; T. Scarlett; M. Maestas; T. Kingery	2a, 2b, 3a, 3b, 3c, 4a, 4b	

V. Curricular Program Goals – Career & Technical Education, continued	YEAR	KEY PERSONNEL	VISION STATEMENT GOAL(S)	STATUS
Automotive Service Technology, continued				
Develop a professional growth plan for Automotive Technology that will focus on program improvement.	2005/2006	B. Lucas; S. Veltri; P. Blake; T. Scarlett; M. Maestas; T. Kingery	1c, 2a, 2b, 2c, 2d	In progress
Maintain a diverse Advisory Committee representative of the industry.	2006/2007	B. Lucas; S. Veltri; P. Blake; T. Scarlett; M. Maestas; T. Kingery	1d, 3b	
Computer Networking Technology				
Offer more advanced courses on wireless networking, security, and state-of-the-art hardware/software.	2007/2008	L. Harris; M. Falk	1a, 1b, 2a, 2b, 2c, 2d, 3a, 3c, 3d	
Continue partnerships with local high schools to offer concurrent enrollment.	2005/2008	L. Harris; S. Veltri; M. Falk; T. Scarlett	1a, 1b, 2a, 2b, 2c, 2d, 3a, 3c, 3d	In progress
Open industry certification testing center.	2007/2008	M. Falk; A. Rael-Lindsay; V. Salazar; L. Harris; S. Veltri	1a, 1b, 2a, 2c, 3a, 3b, 3c, 3d, 4a, 4b, 4c	
Construction Technology				
Solicit a larger internship base.	2007/2008	M. Jones; R. Olguin	3d, 4b	
Upgrade the Construction Management emphasis curriculum in the areas of contract management, project management, and cost estimation.	2007/2008	M. Jones; R. Olguin	1b, 2b, 3d, 4b	
Cosmetology				
Expand Barbering program to Trinidad campus.	2006/2008	K. DeCristino; S. Veltri	2a, 2b, 3a	
Expand Esthetician program to Trinidad campus.	2006/2008	K. DeCristino; S. Veltri	2b, 3a	
Set up training procedure for salons participating in the STW program on the Alamosa campus.	2006/2008	G. Trujillo	1c, 2a, 2d	
Create more opportunities for community involvement and leadership development for students.	2006/2008	G. Trujillo; K. DeCristino	1d, 2b, 3a, 4c	

V. Curricular Program Goals – Career & Technical Education, continued	YEAR	KEY PERSONNEL	VISION STATEMENT GOAL(S)	STATUS
Criminal Justice				
Implement a Homeland Security Program which would articulate into a transfer degree with universities that offer the Homeland Security Management degree.	2006/2007	S. Veltri; P. Blake	1a, 3a, 3b, 4a	
Develop network opportunities between law enforcement, military agencies and Criminal Justice/CLETA.	2005/2006	R. Boepple; S. Veltri; P. Blake; T. Scarlett	1a, 3b, 4a	In progress
Increase FTE for hybrid (web-enhanced technology) classes for the Criminal Justice/CLETA program.	2005/2006	R. Boepple; S. Veltri; P. Blake; T. Scarlett	1a, 1b, 1c	In progress
Dental Assistant				
Explore opportunities/partnerships to offer certificate and/or AAS degree in Dental Assistant.	2005/2006	P. Blake; S. Veltri	1a, 3a, 3b, 4a	In progress
Secure program approval and offer course of study.	2006/2007	P. Blake; S. Veltri	1a, 1b, 1c, 2b, 3c, 3d, 4a	
Early Childhood Education				
Add more classes that can be delivered in the hybrid, web-enhanced, format.	2005/2008	K. Carlisle; S. Burns	1a, 1b, 1c	In progress
Increase the number of academic core classes required for the degree or offer a choice between an academic core and ECE electives to increase transferability of the AAS degree.	2005/2008	K. Carlisle; P. Blake; S. Burns; Advisory Committee	1a, 2c	In progress
Improve quality of lab experience in ECE on the Trinidad campus.	2005/2008	K. Carlisle; P. Blake	2b, 2d, 3b, 4a, 4b	In progress
Increase the number of students achieving an AAS.	2006/2008	K. Carlisle; S. Burns	1a, 1b, 1c, 1d, 2a, 2d, 3a, 4a,	
Increase the visibility of the ECE program in the community.	2006/2008	K. Carlisle; S. Burns	2b, 3b, 4a, 4c	
Emergency Medical Services				
Provide opportunities for EMS students to prepare for job placement by experiencing clinical situations.	2005/2008	D. Haverfield; P. Blake	2b, 2c	In progress
Offer new courses to continue to provide students with current technology.	2007/2008	D. Haverfield; P. Blake	2a	
Develop and deliver selected EMS courses via video conferencing.	2007/2008	D. Haverfield; P. Blake	1a, 1b, 1c, 3d, 4a, 4b	
Develop hybrid online EMS classes when appropriate.	2007/2008	D. Haverfield; P. Blake	1b, 1c, 3a, 4a, 4b	

V. Curricular Program Goals – Career & Technical Education, continued	YEAR	KEY PERSONNEL	VISION STATEMENT GOAL(S)	STATUS
Engineering Technology				
Maintain and improve communication between TSJC and CSU-P with regard to transfer. Explore other transfer articulation agreement opportunities.	2006/2008	T. Pearson	1a, 1b, 2a, 2c, 2d, 3a, 3b	
Host design contests for high school students.	2007/2008	T. Pearson; P. Blake	1a, 1d, 2b, 2c, 2d, 3b	
Fine Woodworking				
Increase public awareness of training and placement opportunities for Fine Woodworking students.	2006/2007	J. Relyea	4a, 4b	
Fire Safety Science				
Develop and secure program approval for two year AAS degree.	2006/2007	S. Veltri; P. Blake	1a, 3a, 3b, 4a	
Recruit students for Fire Safety Science.	2006/2008	S. Veltri; P. Blake	1a, 1b, 1c, 2b, 3a, 3d, 4a	
Gunsmithing				
Improve industry partnerships and explore corporate sponsorship of facilities and equipment.	2005/2008	P. Blake; K. Gipson; D. Nolan; C. Hofmeister	3a, 3b, 4a, 4b	In progress
Reinstate Advanced Certificate program.	2006/2008	P. Blake; K. Gipson; D. Nolan; C. Hofmeister	1d, 3a, 3d, 4b	
Expand short term programs.	2006/2008	P. Blake; K. Gipson; D. Nolan; C. Hofmeister; S. Havill	1a, 1c, 2b, 2d, 3a, 3d, 4a, 4b, 4c	
Hospitality Studies				
Pursue a certificate program and AAS degree.	2005/2008	L. Bates; S. Veltri; P. Blake; T. Scarlett	1a, 3a, 3b, 4a	In progress
Manufacturing Technologies				
Explore and offer alternative schedules.	2005/2008	J. Ribauda; S. Veltri	1a, 1c, 1d, 2b, 2d, 4b	In progress
Increase public awareness of training and placement opportunities for students in Manufacturing Technology.	2006/2007	J. Ribauda; V. Salazar; S. Veltri	1b, 1c, 1d, 4b	

V. Curricular Program Goals – Career & Technical Education, continued	YEAR	KEY PERSONNEL	VISION STATEMENT GOAL(S)	STATUS
Massage Therapy				
Offer post graduate courses for Certified Massage Therapists.	2005/2006	M. Husted; K. Evans	2d, 4a, 4b, 4c	In progress
Offer evening courses on the Alamosa campus.	2005/2006	M. Husted;	1a, 2b, 2c	In progress
Develop a student internship program for the Alamosa campus.	2006/2007	M. Husted;	2b, 2c, 2d, 4a, 4c	
Develop a community outreach program in Alamosa.	2007/2008	M. Husted;	2b, 2c, 2d, 4a, 4c	
Expand the Massage Therapy Department into a Holistic Health Professional Associates Degree program.	2007/2008	M. Husted; K. Evans	1a, 2c, 2d, 3a, 3d	
Multimedia/Graphic Design				
Seek program approval for adding Animation (moviemaking and gaming) to the Multimedia program on the Trinidad campus.	2006/2007	W. Story; S. Veltri; P. Blake	1a, 4b	
Expand Graphic Design program offerings to the Alamosa campus.	2005/2006	S. Johnson; G. Rasmussen	1a, 4b	In progress
Add Graphic Design courses to offer a degree on the Alamosa campus.	2007/2008	S. Johnson; D. Meyerholz; G. Rasmussen; P. Robbins	1a	
Nursing				
Meet or exceed the State Standards for Nursing Education Programs.	2006/2008	K. Howell; Nursing staff	2a, 3b, 4b	
Meet or exceed the expected NCLEX pass rate for first-time writers.	2006/2008	K. Howell; Nursing staff	1c, 2a, 3b, 2c, 2d, 3a, 3d, 4b	
Upgrade the instructional aids and laboratory equipment to provide enhanced nursing instruction.	2005/2007	K. Howell; Nursing staff	3d	In progress
Occupational Safety & Health				
Move to e-books for OSH courses.	2007/2008	L. Trusty	1c	
Promote additional OSH related customized training.	2005/2006	L. Trusty; J. Vigil	4b	In progress
Office Technologies				
Modify Office Technologies program to meet the changing needs of business and to include an internship program.	2005/2006	S. Johnson	1a, 3a	In progress
Offer mini-certificates for Accounting Clerk and Medical Transcription.	2005/2008	S. Johnson; P. Robbins	1a, 4b	In progress

V. Curricular Program Goals – Career & Technical Education, continued	YEAR	KEY PERSONNEL	VISION STATEMENT GOAL(S)	STATUS
Office Technologies, continued				
Strengthening the PBL student organization.	2005/2008	D. Meyerholz	1d, 2c	In progress
Web Management				
Expand the Web Master Certificate program into a two year AAS program.	2007/2008	D. Meyerholz; T. Scarlett	1a, 4b	
Provide students with more access to the courses through the use of hybrid online delivery methods.	2006/2007	D. Meyerholz	1b, 1c	

Chapter 2: Personnel

Personnel refer to:

I. New positions recommended for hire by faculty and staff within the three-year planning cycle for one of the following reasons:

- a. the position is a replacement for a person who is no longer employed in that position
- b. the position is in a new or expanding program
- c. the position fulfills a program need such as increased student enrollment
- d. the position addresses the ratio of part-time to full-time teaching in a department
- e. the position satisfies a demonstrated program need such as meeting the requirement of a credentialed person to teach college transfer courses

II. Faculty and staff development activities.

I. New positions recommended for hire	YEAR	KEY PERSONNEL	VISION STATEMENT GOAL(S)	STATUS
Administrative				
Hire a Dean of Student Services.	2005/2006	R. Woods	2b	In progress
Hire a Grant Writer.	2006/2007	R. Woods	3b, 3d	
Hire a Web Master.	2005/2006	R. Woods	1a, 3b, 3d	In progress
Improve full-time faculty/part-time faculty ratio from 21% full-time faculty to 35% full-time faculty by 2008, depending on state funding.	2006/2008	R. Woods; F. Lopez	1d, 2a, 2b, 3d	
Increase custodial staff by two full-time employees.	2005/2006	R. Woods; F. Lopez	3d	In progress
Hire a Marketing Director.	2006/2007	R. Woods;	3a, 3b, 4a	
Hire a Vice-President for the Alamosa campus.	2006/2007	R. Woods	3a, 3b, 3c, 3d	
Hire Title V Director – half-time position.	2005/2006	R. Woods;	1d, 2d, 3a, 4a	In progress
Hire Accounts Payable Clerk	2006/2007	R. Woods; F. Lopez	3d	
Student Services				
Increase staff in Student Services for advising, recruitment, and retention. (Trinidad campus).	2006/2007	S. Veltri; F. Lopez	2c, 2d, 3b	
Arts & Sciences				
Hire half-time faculty member (new position) to teach Instrumental Music and Music Theory.	2006/2007	J. Antista; C. Rankin	1a, 1d, 2b, 3d, 4a	

I. New positions recommended for hire, continued	YEAR	KEY PERSONNEL	VISION STATEMENT GOAL(S)	STATUS
Arts & Sciences, continued				
Hire full-time instructor in Theatre Department.	2006/2007	H. Vaugious; C. Rankin	1a, 1d, 2b, 3d, 4a	
Hire full-time Philosophy instructor.	2006/2007	C. Rankin	1a, 3a	
Hire a full-time Psychology/Sociology instructor.	2006/2007	C. Rankin	1a, 3a	
Hire full-time English instructor.	2006/2007	C. Rankin	2a, 2b, 2c, 2d	
Add half-time English instructor.	2007/2008	C. Rankin	2a, 2b, 2c, 2d	
Hire ¾ -time Biology instructor.	2006/2007	C. Rankin	1a, 3a	
Career & Technical Education				
Hire a Dean of Career and Technical Education.	2005/2007	R. Woods	2a, 2b, 2c, 3a, 3b, 3c, 3d, 4a, 4c	In progress
Re-appropriation of Career and Technical Education division to incorporate Division Chairs.	2005/2007	R. Woods; Dean of CTE	2a, 2b, 2c, 3a, 3b, 3c, 3d, 4a, 4c	In progress
Hire a licensed Barber for Cosmetology (Trinidad campus).	2006/2007	K. DeCristino; S. Veltri; P. Blake	2b, 3a	
Recruit and hire qualified instructors for Fire Safety Science.	2006/2008	S. Veltri; P. Blake	1a, 1b, 1c, 2b, 3a, 3d, 4a	
Hire full-time and part-time instructor for Diesel Mechanics/Heavy Equipment program on Trinidad campus.	2006/2007	S. Veltri; J. Ribaldo; P. Blake	1a, 2b, 3a, 3d, 4b	
Hire new instructor or train present instructors on Graphic Design software programs (Alamosa campus).	2006/2007	S. Johnson; T. Scarlett	1a	
Hire part-time Dental Assistant faculty.	2006/2007	P. Blake; S. Veltri	2b, 3a	
Hire full-time nursing faculty.	2006/2007	P. Blake; S. Veltri;	2b, 3a	
Hire part time faculty for Hospitality Studies program.	2005/2007	S. Veltri; L. Bates	1a, 1b, 1c, 2b, 3a, 3d, 4a	In progress
Hire instructor for the Welding program.	2006/2007	S. Veltri; J. Ribaldo; P. Blake	1a, 2b, 3a, 3d, 4b	

II. Faculty and staff development activities	YEAR	KEY PERSONNEL	VISION STATEMENT GOAL(S)	STATUS
Administrative				
Provide high-quality, state-of-the-art professional development opportunities related to the arts of instruction and pedagogy, including training on available, as well as new, technology.	2005/2008	B. Philbin; Faculty; Cabinet	1c, 1d, 3c	In progress
Encourage all staff to learn and be granted development access to appropriate parts of the TSJC website.	2006/2008	TSJC faculty & staff; Technical staff	1b, 1d, 3b	
Train faculty to be more responsive to Hispanic and other minority students and to encourage them to complete a four-year degree. (Title V)	2006/2008	M. Zappanti; C. Rankin; Faculty	2a, 2b, 2c, 2d	
Provide funding to allow staff to attend appropriate training.	2006/2008	Cabinet and staff	1a, 1c, 3a, 3b, 3d, 4a	
Arts & Sciences				
Provide funding to allow A&S instructors to attend appropriate continuing education.	2006/2008	A&S faculty; C. Rankin; D. Ulibarri	1a, 1c, 3a, 3b, 3d, 4a	
Career & Technical Education				
Provide funding to allow CTE instructors to attend activities to upgrade skills and interact with industry.	2006/2008	CTE faculty; P. Blake; S. Veltri; T. Scarlett	1a, 1c, 3a, 3b, 3d, 4a, 4b	

Chapter 3: Facilities and Equipment

Facilities and equipment include specific spaces and materials identified by faculty and staff as important to improving the quality of the learning environment of our students.

I. The *facilities* needs expressed in the three-year plan may include renovating current facilities as well as construction of new ones.

II. *Equipment* needs include upgrading or replacing existing equipment and purchasing new equipment.

I. Facilities - May include renovating current facilities as well as construction of new ones.	YEAR	KEY PERSONNEL	VISION STATEMENT GOAL(S)	STATUS
Submit Capital Construction budget requests for new projects	2005/2007	F. Lopez	2b, 3a, 3d	In progress
Dorms				
Huggins Hall – bathroom tile replacement.	2006/2007	F. Lopez; Private contractor	2b	
O’Connor Hall – Replace carpet on the first floor.	2006/2007	Custodial staff; Private contractor	2b	
Romero Hall – Replace carpet.	2006/2007	Custodial staff; Private contractor	2b	
Huggins/O’Connor Halls – Replace windows.	2007/2008	F. Lopez; Private contractor	2b	
Replace sinks in all 4 dormitory facilities.	2005/2006	J. Iuppa	3c, 3d	In progress
Complete upgrade of all shower facilities within Huggins Hall.	2006/2008	F. Lopez; J. Iuppa	1a	
Re-roof one dormitory building per year.	2005/2008	J. Iuppa	1a	In progress
Library				
Install added security system for books.	2006/2008	F. Lopez; J. Champion	2b, 4c	
Physical Plant				
Complete remodeling of Cosmetology department. New floor, electrical re-wiring to accommodate required voltage, updated fashionable salon equipment, new hair washing stations and complete painting.	2005/2006	J. Iuppa; R. Olguin	2a, 2c, 3b, 4a, 4b, 4c	In progress
Upgrade Massari Theatre stage lighting.	2005/2006	J. Iuppa	1a, 1b, 4a, 4c,	In progress

I. Facilities, continued	YEAR	KEY PERSONNEL	VISION STATEMENT GOAL(S)	STATUS
Physical Plant, continued				
Design and restructure dressing room facilities within Massari Theatre.	2005/2006	J. Iuppa	1a, 1b, 4a, 4c,	In progress
Abate asbestos in dining area, install new flooring, window covers, and awning.	2005/2006	J. Iuppa	1a, 3b	In progress
Place banners at CTE building identifying and promoting programs housed therein.	2005/2006	J. Iuppa	1a, 3b, 4b	In progress
Upgrade electrical power supply along with a reliable electrical back-up system for network computer system in order to sustain emergency 911 system 24/7.	2006/2007	K. Dahl; J. Iuppa; F. Lopez	3b, 3d, 4c	
Re-roof Freudenthal Library and Davis Buildings.	2006/2008	J. Iuppa	3d	
Student Services				
Improve Game Room – air conditioning or ventilation; Electronic Pin Ball machines; Handicap Access.	2005/2008	C. Duran; Maintenance staff	1a, 4c	In progress
Upgrade and maintain physical appearance of the Writing Center.	2007/2008	F. Lopez; Deans; Physical Plant	1b, 2b, 3c, 3d	
Design and remodel two rooms to be distance learning classrooms/computer labs to serve the incoming classes from four-year institutions (Title V).	2005/2007	J. Iuppa; R. Olguin; M. Zappanti; C. Rankin	3a, 3b, 3c, 3d	In progress
Arts & Sciences				
Reconfigure Massari 204 to accommodate Technical Music course using computers, Midi's and Finale software.	2006/2007	Building Trades; Music faculty	3d, 4a, 4c	
Construct storage structure for choral shell and other related equipment.	2007/2008	Building Trades	3d	
Replace chalkboards in rooms with dry erase boards.	2006/2007	F. Lopez; C. Rankin	2a, 2b	
Find and/or modify a space on the Trinidad campus suitable for a convenience store/coffee shop run by the business students, and purchase equipment needed for the store.	2007/2008	L. Pearson; A. Rigdon; S. Veltri; C. Rankin; F. Lopez; S. Stacy	1c, 2b, 3a, 4a, 4c	
Career & Technical Education				
Find more room for Esthetician program.	2006/2007	S. Veltri; F. Lopez	3d	
Secure a lab environment/kitchen for Hospitality Studies program.	2006/2007	S. Veltri; L. Bates	1a, 1b, 1c, 2b, 3a, 3d, 4a	

II. Equipment - Include upgrading or replacing existing equipment and purchasing new equipment.	YEAR	KEY PERSONNEL	VISION STATEMENT GOAL(S)	STATUS
Physical Plant				
Purchase a bus for athletics.	2006/2007	D. Nuschy; F. Lopez; J. Iuppa	1a, 1d	
Secure funding and start the bidding process for a new boiler system.	2005/2007	F. Lopez; J. Iuppa	2b, 3d	In progress
Arts & Sciences				
Add 2 student electric pianos, or 10 new electric pianos if new ones cannot link with existing ones.	2006/2007	J. Antista; C. Rankin; F. Lopez	1a, 1c	
Purchase Choral and Band Music.	2006/2008	F. Lopez	1a, 3d	
Purchase percussion and used clarinet.	2005/2006	J. Antista	1a, 1c, 3d	In progress
Upgrade equipment and develop facilities to support the visual arts.	2005/2008	D. Holdread	1a, 3d	In progress
Upgrade equipment for science labs.	2005/2008	Science faculty	2a, 3a	In progress
Career & Technical Education				
Provide up-to-date instructional equipment and supplies for the CTE Programs.	2005/2008	S. Stacy; T. Scarlett; P. Blake; S. Veltri	2b, 3d	In progress
Ensure that TSJC graduates are trained in the usage of modern GPS equipment in the Engineering Technology program.	2007/2008	T. Pearson; P. Blake	1a, 1b, 2a, 2b, 2d, 3a, 3b	
Obtain industry standard equipment for all phases of Fine Woodworking.	2005/2008	J. Relyea	2a, 2b	In progress
Purchase Fire Safety Equipment for training.	2006/2008	S. Veltri; P. Blake	1a, 1b, 1c, 2b, 3a, 3d, 4a	
Obtain state-of-the-art equipment for Manufacturing Technology program on the Alamosa campus.	2005/2008	T. Scarlett; S. Stacey	3d	In progress

Chapter 4: Technology

Technology encompasses all computer-related technology including personal computers, software, printers, administrative computing systems, networking, and computerized equipment. The identification of these resources is driven by the administrative and instructional technology personnel and planning processes.

Technology - All computer-related technology including personal computers, software, printers, administrative computing systems, networking, and computerized equipment.	YEAR	KEY PERSONNEL	VISION STATEMENT GOAL(S)	STATUS
Information Technologies				
Provide campus-wide secured wireless network to both the Trinidad and Alamosa campuses.	2005/2006	IT personnel	1b, 2b, 3a, 3b	In progress
Replace 50 administrative computers to provide support for Banner deployment.	2006/2007	IT personnel	1b, 2b, 3a, 3b	
Implement PaperCut print usage and monitoring for instructional computing to reduce the printing waste and costs by 20-30%.	2006/2007	IT personnel	1b	
Build campus "Super Lab" with a 45 station capacity.	2006/2007	IT personnel	1b, 2b, 3a, 3b	
Replace outdated campus "smart classroom" technology.	2007/2008	IT personnel	1b, 2b, 3a, 3b	
Replace campus switch infrastructure.	2007/2008	IT personnel	1b	
Replace all full-time faculty desktops with laptops.	2006/2008	IT personnel; Faculty	1a, 1b, 1c, 2b, 3a, 3b	
Develop a standing committee responsible for Web page technology.	2005/2006	IT personnel; Faculty; Students	1b, 2b, 3a	In progress
Develop a standing committee responsible for current and future technology at TSJC.	2005/2006	IT personnel; Faculty; Students	1b, 2b, 3a	In progress
Purchase additional mobile computer lab technology.	2007/2008	IT personnel	1a, 1b, 1c, 2b, 3a, 3b	
Create a hardware replacement cyclical purchasing plan.	2006/2008	IT personnel	1a, 1b, 1c, 2b, 3a, 3b	
Student Services				
Improve Game Room - Video game systems.	2005/2008	Student Life Coordinator;	3d	In progress

Technology, continued	YEAR	KEY PERSONNEL	VISION STATEMENT GOAL(S)	STATUS
Arts & Sciences				
Purchase and implement the use of an electronic response system, such as CPSrf Higher Education.	2007/2008	K. Dahl; L. Pearson	1b, 1c, 2a, 2b	
Purchase Macromedia Captivate software package to use in web-based instruction and distance education classes.	2007/2008	K. Dahl; L. Pearson	1b, 1c, 2b	
Purchase Bill Moyer Writers and Poets Video Series.	2006/2007	J. Campion	1b	
Produce oral interview video and book preserving history of Las Animas cowboys and ranchers.	2007/2008	C. Ludden	1c, 4c	
Career & Technical Education				
Add more diagnostic equipment and OBD II Mockup units for Auto Service Technology.	2006/2008	B. Lucas; S. Veltri; P. Blake; T. Kingery; T. Scarlett	1a, 1b, 2b, 2d, 3d, 4b	
Upgrade WWW access and LAN performance.	2005/2006	L. Harris	1a, 1b, 2a, 2b, 3a, 3d	In progress
Configure state-of-the-art personal computer workstations for CNG program in Alamosa.	2005/2006	M. Falk	1a, 1b, 1c, 2a, 2b, 2c, 2d, 3a, 3c, 3d, 4b	In progress
Develop the mobile laboratory concept more completely for Construction Technology.	2006/2007	R. Olguin; S. Veltri; P. Blake	1b, 1c, 2b, 3d	
Equip the EMS program with state-of-the-art technology equipment.	2006/2008	D. Haverfield; P. Blake	2b	

Chapter 5: Development

Development refers to financial support through donated funds received from the community as well as additional support through public and private grants.

Development - Financial support through donated funds received from the community as well as additional support through public and private grants.	YEAR	KEY PERSONNEL	VISION STATEMENT GOAL(S)	STATUS
Alumni-Foundation				
Continue to update and maintain an alumni-donor database for accurate tracking of donors, contributions, and pledges.	2005/2008	T. DeAngelis	3b	In progress
Develop an annual campaign.	2005/2008	T. DeAngelis	3b	In progress
Develop direct-mail gift solicitations.	2005/2006	T. DeAngelis	3b, 3d	In progress
Increase the Alumni database by 8%.	2005/2008	T. DeAngelis	3b, 3d	In progress
Raise \$1 million in in-kind and cash gifts.	2005/2007	T. DeAngelis	3b, 3d	In progress
Schedule planned-giving seminars.	2005/2008	T. DeAngelis	3b	In progress
Promote TSJC and the Alumni-Foundation through off-site presentations.	2005/2008	T. DeAngelis	3b	In progress
Dorms				
Apply for energy grant to fund replacement of windows in Huggins and O'Connor Halls.	2007/2008	D. Nuschy F. Lopez	2b	
President's Office				
Secure capital construction project funds to replace boiler system.	2005/2006	R. Woods	3a, 3b, 3d	In progress
Find support through the community for the Southern Colorado Repertory Theatre.	2005/2006	R. Woods; H. Vaugeois	3b, 3d, 4a, 4c	In progress
Raise funds through a ½ cent county tax initiative.	2006/2007	R. Woods	3d	
Increase capital construction projects through funding from the legislature.	2006/2007	R. Woods	3d	
Student Services				
Secure funding (Bar NI Grant) to offer part-time counseling services to students.	2005/2006	SSS personnel	2b	In progress
Secure funding with outside agencies to provide more career exploration and college bound programs to local students and non-traditional prospects.	2006/2007	S. Veltri	3d, 4a	

Development, continued	YEAR	KEY PERSONNEL	VISION STATEMENT GOAL(S)	STATUS
Arts & Sciences				
Seek General Fund/Foundation funding to continue/increase Music and Theatre Scholarship funding to take into account sophomore scholarships.	2005/2008	J. Antista; H. Vaugeois; G. Fresquez; T. DeAngelis	1d, 2b, 3d	In progress
Secure funding for performance and concert support for operetta.	2007/2008	J. Antista; H. Vaugeois	1a, 2b	
Obtain funding, through grants or other resources, for start-up of on-campus convenience store/coffee shop, run by business students.	2007/2008	L. Pearson; A. Rigdon; S. Veltri; C. Rankin; F. Lopez; S. Stacy	1c, 2b, 3a, 4a, 4c	
Secure funding through grants to increase community interest in the Loudon-Henritze Archaeology Museum.	2006/2007	L. Martin	3a, 4c	
Career & Technical Education				
Apply for Building Highways, Building Careers grant to prepare secondary and post-secondary students and women, disadvantaged and at-risk adults for careers in Construction Technologies.	2005/2006	L. Bates; C. Nash	2b, 2c, 2d, 3a, 3b, 3d, 4a, 4c	In progress
Apply for Education Excellence grant to allow secondary and post-secondary students to explore and plan for their career pathways.	2005/2006	L. Bates;	2b, 2c, 2d, 3a, 3b, 3d, 4a, 4c	In progress
Apply for Hospitality Studies/Food Management grant to prepare secondary and post-secondary student for careers in Hospitality and Food Management.	2005/2006	L. Bates; A. Rigdon	2b, 2c, 2d, 3a, 3b, 3d, 4a, 4c	In progress
Apply for Agriculture Technology for southeastern Colorado grant to prepare students in the areas of both agriculture technology and business.	2005/2006	L. Bates; L. Pearson	2b, 2c, 2d, 3a, 3b, 3d, 4a, 4c	In progress
Apply for Caring for Colorado Foundation grant to purchase three SimMan mannequins to provide training for all the nursing staff.	2005/2206	M. Zappanti; S. Veltri; K. Howell	2b, 2c, 2d, 3a, 3b, 3d, 4a, 4c	In progress
Apply for USDA (HSI-Education) grant to establish degree programs in Ag-Business and Ag Production Technology.	2005/2006	L. Pearson	2b, 2c, 2d, 3a, 3b, 3d, 4a, 4c	In progress

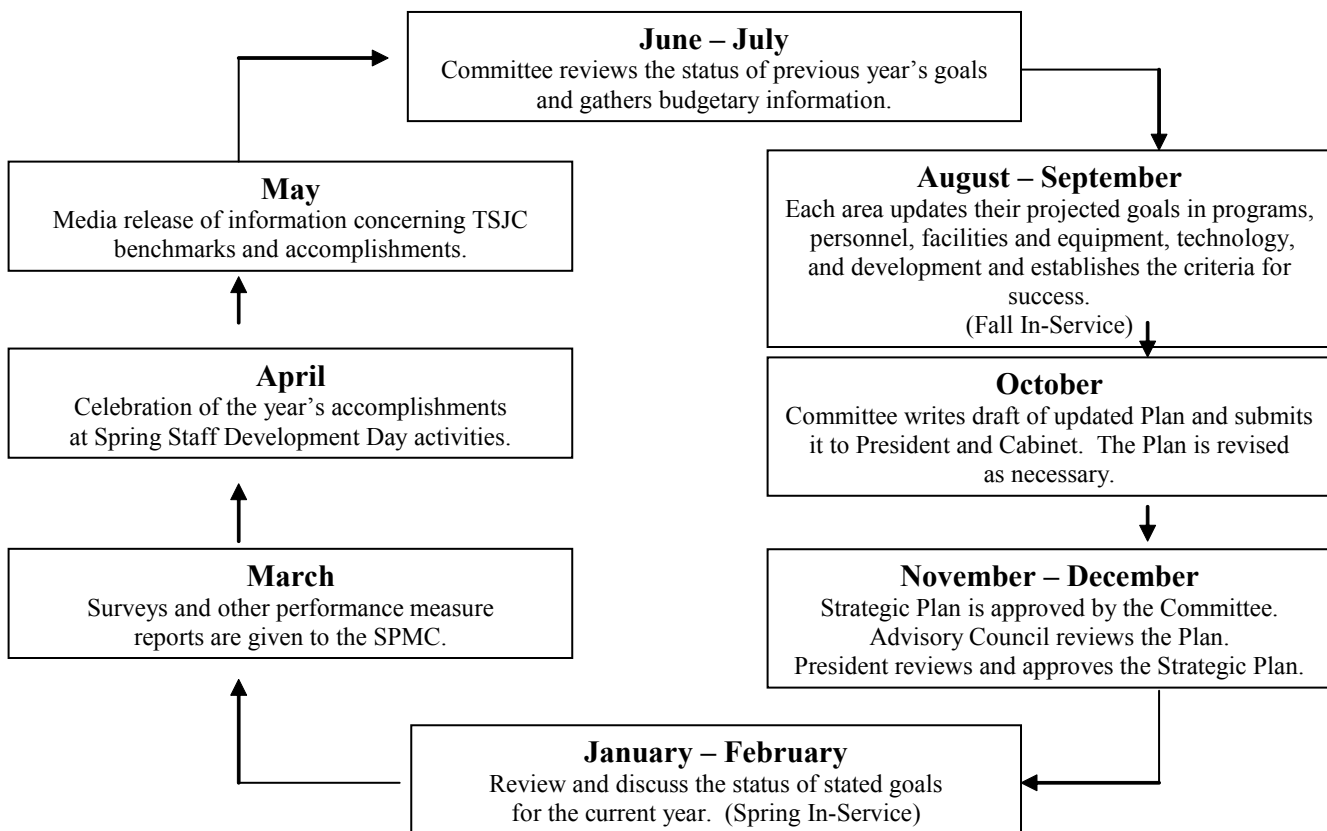
Appendix

1. The Planning Cycle

2. College-wide Engagement in the Planning Process

Trinidad State Junior College Strategic Plan

Academic Year Planning Cycle



College-wide Engagement in Planning

