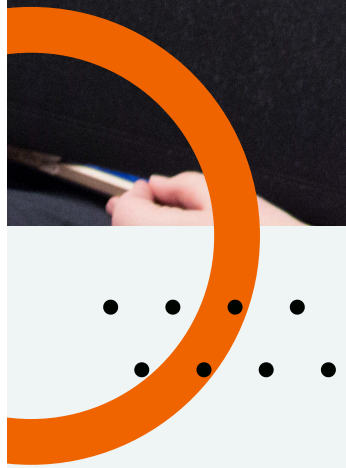




CONNORS STATE COLLEGE



A COWBOY COMMITMENT

Strengthening Connections, Building Capacity, and Advancing Technology for Future Growth

2024-2028 STRATEGIC PLAN



WELCOME MESSAGE

02

It is with immense pride and a deep sense of responsibility that I introduce our 2024-2028 Strategic Plan, titled "A Cowboy Commitment: Strengthening Connections, Building Capacity, and Advancing Technology for Future Growth." This plan represents not just a roadmap for the next four years, but a commitment to the enduring values and vision that have always defined Connors State College.

As we embark on this exciting journey, I am reminded of the rich history that has shaped our institution. From our founding days, Connors State College has been a place where potential is nurtured, where dreams take flight, and where futures are built. Today, we stand on the threshold of a new era, poised to embrace the challenges and opportunities that lie ahead.

"A Cowboy Commitment" is more than just a strategic plan; it is a testament to our collective dedication to excellence. We are strengthening connections within our community, ensuring that every student, employee, and stakeholder feels an integral part of our shared mission. As we build connections, we empower individuals with the skills, knowledge, and confidence to succeed in an ever-changing world. In a world where technological innovation drives progress, we are committed to providing state-of-the-art resources and learning opportunities. Our goal is to prepare our students not just for the jobs of today, but for the careers of tomorrow, fostering a culture of continuous learning and adaptation.

As we move forward, we do so with the collective strength of our community. Each member of the Connors State College family plays a vital role in realizing our vision. Your passion, your dedication, and your belief in our mission are what will propel us into a future filled with promise and potential.

I invite you to join us in this endeavor. Together, we will chart a course that honors our past, celebrates our present, and boldly embraces our future. Let us reaffirm our Cowboy Commitment to each other, to our community, and to the generations of students who will call Connors State College their alma mater.

Thank you for your continued support and dedication. Here's to a future as bright as the legacy we've inherited.



DR. RON RAMMING

PRESIDENT



OUR PURPOSE

MISSION

Connors State College is committed to building futures one student at a time as we cultivate excellence in our community and the global society.

VISION

Connors State College integrates tradition and adaptability to be the college of choice for students seeking access to affordable education for their lifelong learning needs.



OUR VALUES

REAL EDUCATION

Our commitment to education means you'll get real learning experiences. What you see is what you get, and what you'll get is an authentic education that equips you with the skills to thrive in the jobs of the future.



FUTURE PATHWAYS

Navigate your future with us, where we're committed to affordability, accessibility, and eliminating barriers to education. We offer you numerous pathways to reach your goals, whether you are at the beginning of your career or if you're looking to take the next step.



OUR COMMUNITY

At Connors, you're more than just a name on a roster; you're a valued member of our community. Our dedicated faculty and staff ensure that you receive personalized attention. From our president to our professors, we know you and we are invested in your journey.



OUR OUTCOMES

05

Student Enrollment and Experience

Our student enrollment and experience ensure we have a long-term sustainable education institution.



Curriculum & Programming

We have relevant and leading-edge certificate and degree offerings supporting the needs of the State, region, and community to be ready for their next step on Day 1.



Alumni & Resource Development

We have expanded our alumni and donor engagement beyond our current program to develop an overall Connors State brand, increased connections, and collaboration.



Business & Community Engagement

Our communities –civic, business, and educational – see CSC as a foundational pillar that they come to first for educational and skill needs.



Operations & Facilities

Campuses are operating in financially secure, healthy college environments and are updated with the latest technologies and tools within safe, modernized, and well-maintained sustainable facilities.

Faculty and Staff

Our faculty and staff are developed professionally and fulfilled with a common goal that drives a healthy and sustainable culture at CSC.



OUTCOME #1

STUDENT ENROLLMENT & EXPERIENCE

Our student enrollment and experience ensure we have a long-term sustainable education institution.

- 1** Goal 1.1 - By Academic Year 2028, we are generating at least 47,000 credit hours annually.
- 2** Goal 1.2 - By Dec. 31, 2028, we will have enrolled 1,100 new students (that includes FF, transfers, and concurrent enrollment).
- 3** Goal 1.3 - By Academic Year 2028, improve student retention and completion metrics to at least the average of rural 2-year Oklahoma colleges as measured by IPEDS AY 2028.
- 4** Goal 1.4 - By Dec. 31, 2024, we have increased student experience and participation across all CSC events and activities.

OUTCOME #2

CURRICULUM & PLANNING

We have relevant and leading-edge certificate and degree offerings supporting the needs of the State, region, and community to be ready for their next step on Day 1.

- 1** Goal 2.1 - By Feb. 29, 2024, STEM, Nursing, OTA, PTA, Business, Computer Science, Agriculture, and Education will have a fully functional and effective Advisory Council.
- 2** Goal 2.2 - By June 30, 2025, we will have a strategy in place with processes for how we will develop and grow Micro-credentialing and Certification goals.
- 3** Goal 2.3 - By June 30, 2025, we have a strategy in place for reviewing and updating the curriculum.

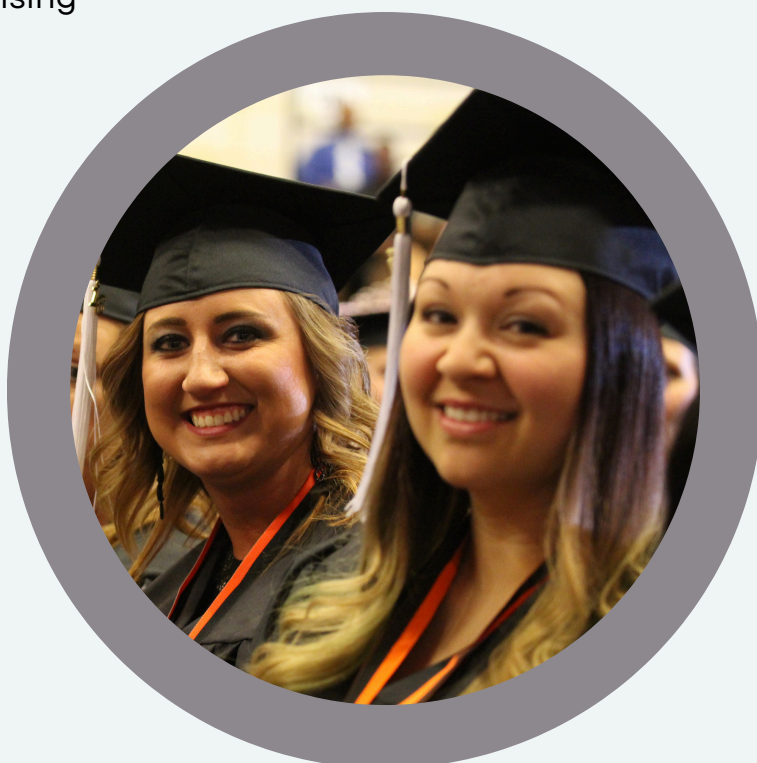


OUTCOME #3

ALUMNI & RESOURCE DEVELOPMENT

We have expanded our alumni and donor engagement beyond our current program to develop an overall Connors State brand, increased connections, and collaboration.

- 1** Goal 3.1 - By Dec. 31, 2026, we have tripled (need baseline) the membership of the CSC Alumni Friends organization.
- 2** Goal 3.2 - We are conducting 4 alumni/career networking events per academic year.
- 3** Goal 3.3 - By March 31, 2024, we have developed a comprehensive fundraising plan within the Foundation.
- 4** Goal 3.4 - CSC maintains 100% employee participation in Foundation giving program.



OUTCOME #4

BUSINESS & COMMUNITY ENGAGEMENT

Our communities—civic, business, and educational—see CSC as a foundational pillar that they come to first for educational and skill needs.

- 1** Goal 4.1 - By Aug. 1, 2026, develop 10 new business education agreements utilizing tuition/scholarships for their employees.
- 2** Goal 4.2 - By May 31, 2024, specific program areas hold one networking event per semester with business partners actively seeking to hire our students.
- 3** Goal 4.3 - By June 30, 2024, we have identified the 5 target organizations we want to develop deeper partnerships for career placement, internships, networking, and micro-credentialing/certifications.
- 4** Goal 4.4 - By May 31, 2025, we have a process to capture and increase community service and engagement hours for faculty, staff, and students.

OUTCOME #5

OPERATIONS & FACILITIES

Campuses are operating in financially secure, healthy college environments and updated with the latest technologies and tools within safe, modernized, and well-maintained sustainable facilities.

- 1 Goal 5.1 - By Dec. 1, 2024, we have an updated campus master plan.
- 2 Goal 5.2 - By Dec. 31, 2025, we have capital resources and a spending plan/campaign to facilitate long-term campus facilities needs for Warner and Muskogee.
- 3 Goal 5.3 - By June 30, 2028, we have reduced our deferred maintenance by 50% (dependent upon legislation decisions).
- 4 Goal 5.4 - Connors State College maintains a CFI total score of 3.0 or higher.
- 5 Goal 5.5 - By Academic Year 2028, we have increased student housing to 400.



OUTCOME #6

FACULTY & STAFF

Our faculty and staff are developed professionally and fulfilled with a common goal that drives a healthy and sustainable culture at CSC.

- 1** Goal 6.1 - By April 15, 2024, we have conducted a faculty and staff feedback survey to drive future goals and initiatives. (Outputs communication improvements, retention, culture, etc.)
- 2** Goal 6.2 - CSC faculty and staff compensation is at or above the average 2-year OK rural college.
- 3** Goal 6.3 - By Dec. 31, 2024, we have determined an annual retention rate for faculty and staff broken out by department (should drive further initiatives and potential goals).
- 4** Goal 6.4 - By May 31, 2025, all faculty and staff have completed a personal development plan review (should drive further initiatives and potential goals).
- 5** Goal 6.5 - Strive to broaden and grow our faculty and staff to reflect human diversity within our constituencies and our student population.



CONNORS

— STATE COLLEGE —

Building Futures One At A Time Since 1908

Warner Campus

700 College Road
Warner, OK 74469-2204
918-463-2931

Three Rivers Port Campus

2501 N. 41st Street East
Muskogee, OK 74403
918-687-6747

connorsstate.edu