

3354:1-11-01 Planning and Achievement Policy

- (A) The College shall honor its mission, vision, and values, while setting and achieving its goals. Goals will be achieved by marshalling employees and resources as directed in a strategic plan, while operating in accordance with College policies and procedures.
- (B) Policies, and the procedures that operationalize them, establish College-wide rules and processes that unite the College community in a daily effort to accomplish the College's mission, vision, values, and goals. Whereas the strategic plan mobilizes employees and resources through long-term, annual, and individual goals, College policies and procedures direct day-to-day decision making, set behavioral parameters, and establish specific goals.
- (C) The College's five-year strategic plan shall facilitate achievement of the College's mission, vision, and values. Annual goals shall flow from the strategic plan. (While goals are adopted and achieved annually, the College's mission, vision, and values are expected to be more enduring.) The College shall pursue operational excellence as it achieves its annual goals.
- (D) Operational excellence flows from the establishment and maintenance of a system of policies and procedures. Pursuant to Board bylaws and Ohio statute, the Board holds authority to operate the College, but delegates some of this authority to the President through policies. The College shall establish and maintain policies and procedures in order to support and catalyze operational efficiency and effectiveness.
- (E) The College's mission is, "To provide high quality, accessible and affordable educational opportunities and services - including university transfer, technical and lifelong learning programs - that promote individual development and improve the overall quality of life in a multicultural community."
- (F) The College's vision is, "Cuyahoga Community College will be recognized as an exemplary teaching and learning community that fosters service and student success. The College will be a valued resource and leader in academic quality, cultural enrichment and economic development characterized by continuous improvement, innovation, and community responsiveness."

- (G) The College's values are, "To successfully fulfill the mission and vision, Cuyahoga Community College is consciously committed to community, integrity, academic excellence, and achievement of individual and institutional goals. We are dedicated to building trust, respect, and confidence among our colleagues, students, and community."
- (H) The College declares that it is committed to the following ideals:
1. That it will educate students by means of free, open, and rigorous intellectual inquiry to seek the truth.
 2. That its duty is to equip students with the opportunity to develop the intellectual skills they need to reach their own, informed conclusions.
 3. Its commitment to not requiring, favoring, disfavoring, or prohibiting speech or lawful assembly.
 4. It is committed to create a community dedicated to an ethic of civil and free inquiry, which respects the autonomy of each member, supports individual capacities for growth, and tolerates the differences in opinion that naturally occur in a public higher education community.
 5. That its duty is to treat all faculty, staff, and students as individuals, to hold them to equal standards, and to provide them equality of opportunity, with regard to those individuals' race, ethnicity, religion, sex, sexual orientation, gender identity, or gender expression.
- (I) Annually, the President shall communicate the following fiscal year's goals to the Board.
- (J) The President or the President's designee is hereby directed to take all steps necessary and appropriate for the implementation of this policy.

Effective date: July 5, 2025

Prior effective date: December 15, 2005