

Luoma Leadership Academy 2013-2014, Action Learning Project #6 Executive Summary
 Long-Term Sustainability and Growth Plan for the North Hennepin Community College Buffalo Site

Team Members: Jennifer Bendix, Fairmont Center Director, MN West Community and Technical College; Carmen Bradach, Chief Human Resources Officer, Northeast Higher Education District; Brad Krasaway, Director Student Life, Rainy River Community College; Kristine Ramos-Walker, Director TRIO Student Support Services, Hennepin Technical College; Joseph Collins (**Action Learning Project Coach**), Educational Technical Services Manager, North Hennepin Community College

Team Sponsors (North Hennepin Community College): Dr. Lisa Larson, Interim President (Executive Sponsor); Nerita Hughes, Director Professional Training & Development; Jane Reinke, Vice President of Academic Affairs; Janet McClelland, Creative Director

Team Charge: The objective of this project is to identify the cause of enrollment decline at the NHCC Buffalo Site and to develop a plan to achieve a successful outcome for the educational needs of the City of Buffalo and the greater Wright County area while increasing the success of NHCC enrollment at an offsite location.

Team Direction and Focus: The project team studied the data provided by the college and some of the research that had been conducted for the college and realized there was not enough data pertaining to Wright County area to do a root cause analysis and make a solid recommendation. A survey was then developed to gather data from business leaders, students, and community members of Wright County to see if they knew of NHCC’s presence in their area. The survey also looked into a needs assessment of what educational opportunities were desired and when would be the best time to offer them. After studying all of the data returned from the survey, interviewing other Minnesota State Colleges and Universities (MnSCU), the college’s strategic vision, and looking at MnSCU’s “Charting the Future” initiative the team developed recommendations.

The recommendations are as follows:

<p>Recommendation #1</p> <ul style="list-style-type: none"> • Hire a Site Coordinator/Admissions Specialist • Fully Funded Five-Year Marketing Plan • Focused Academic Programming: offer degree programs that align with job growth and PSEO
<p>Recommendation #2</p> <ul style="list-style-type: none"> • Relocate site to a more visible site within the City of Buffalo • Partner with local business and/or public office • Improve signage • Create concurrent enrollment opportunities
<p>Recommendation #3</p> <ul style="list-style-type: none"> • Create the opportunity for completion of associates through bachelors

Team Lessons Learned:

1. We are not Institutional Researchers and have an immense amount of respect for what they do.
2. Distance can work if everyone is committed to it working.
3. When Luoma says set aside a certain number of hours to do the work, they mean it.
4. Great communication between team members is essential and responding in a timely fashion is helpful and respectful.
5. Planning out our meetings way in advance is a necessity with such busy schedules (even if we end up canceling some dates and adding others).
6. A group of strangers can come together & function as a cohesive, high-functioning, and powerful team.
7. Reflection is valuable both personally and professionally.
8. Respecting, Trusting, and Understanding others leadership and personality traits and utilizing the DiSC was helpful.