



Higher Learning Commission Virtual Visit

Key Points: How is WCC Meeting HLC Criteria?

CRITERION ONE: Mission

- WCC's Mission has a **long history** and represents a commitment to providing **accessible** and **excellent** education and services to the college's populations.
- The Mission documents were most recently reviewed as part of the **2012 strategic plan**, and highlighted during preparations for the **2020 HLC visit**.
- WCC's **Values and Vision** include commitment to **teaching and learning** and **diversity** (Values) and **success** for students, staff, and community (Vision).
- WCC offers over **130 career and transfer programs**, education available online, at external sites and in **flexible formats**, and a wide range of **support services** that fit its mission and **diverse student population**.
- WCC supports **diversity** on campus through a variety of **activities**, student **clubs**, **policies**, and **procedures addressing the needs of all student populations**.
- WCC values its **role in the community** and provides **local community and economic impact** through **enrichment** courses, free programming and tuition for **seniors**, customized **business and industry** training, **trades partnerships** such as summer instructor training programs for the UA, Iron Workers, and other unions, **Free College Day**, and **events** on campus.

CRITERION TWO: Integrity: Ethical and Responsible Behavior

- WCC has **policies** in place to ensure **ethical behavior**, such as workplace rules, harassment, sexual misconduct, etc.
- Employees are required to complete **Essential Training** in topics related to a compliant and safe work environment on hire and annually thereafter.
- Human Resources promotes **integrity in hiring** through consistent processes. **Search committee** members complete **implicit bias** training.
- **Policies** regarding activity such as accounting of funds, investments and banking, purchasing, and other processes assure **integrity in financial operations**. WCC has a history of **clean financial audits**.
- WCC upholds **freedom of expression** in the classroom through **contractual language, policies, and opportunities on campus** such as the student *Voice* newspaper and other creative outlets. **Policies** are in place to address **academic dishonesty**.
- **Public Safety**, the **WCC Foundation**, and **auxiliary functions** such as the Health and Fitness Center all have mechanisms in place to ensure **responsible operations and oversight**.
- Students have resources to guide **responsible use of information**, such as **research instruction** in the Library.



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CRITERION THREE: Teaching and Learning: Quality, Resources, and Support

- WCC ensures its **academic programs** are **appropriate, current**, and have **clear, consistent learning goals** through **policies** on degree/certificate structure and curriculum effectiveness, and a clear, faculty-led **curriculum approval and review process** that assures quality **whether delivered on campus, off site, or online**.
- WCC's **general education model** was recently revised through an inclusive process and **aligned with the Michigan Transfer Agreement** to promote smooth transfer of core knowledge and skills. It was **approved by the Board of Trustees in 2017** and supports WCC's **General Education Philosophy** policy.
- The college offers a **diversity of perspectives** through its general education and other **courses**, other **global and diverse education initiatives** such as study abroad, global discussion series, and **co-curricular** student clubs and events.
- Faculty have pursued **scholarly and creative work** through journal and book publications, conference presentations, exhibits, and other activities, while **students** may publish in WCC literary publications such as the *Huron River Review*, take part in WCC or local art exhibits and performances, or pursue research opportunities as appropriate.
- The college provides **placement of students at entry** and a full range of **developmental education** to ensure success, and recently implemented the use the **high school GPA** as a placement measure based on best practices.
- WCC faculty and staff are **qualified** for the positions they hold. **Faculty credentials** are made clear on the college website and through the hiring process.
- The college has **sufficient faculty** to ensure effective teaching, with an **average 18:1** student to faculty ratio.
- WCC has well-funded, robust **professional development** programming coordinated through the **Teaching and Learning Center** that includes diverse offerings for full- and part-time faculty and staff, meets **contractual requirements**, and offers **resources** to help faculty and staff stay current and engaged in their work at the college.
- WCC has **infrastructure** to support excellent teaching learning and learning, including computer labs, science labs, health science simulation labs, new equipment for the Advanced Transportation Center, collaborative classrooms, and many other customized other spaces.
- WCC provides an array of **support services** to help students succeed. Highlights include **success coaches; advising** assigned to all new students; **24/7 counseling/advising**, including **mental health services**; extensive **library holdings and services**, including **research instruction**; dynamic **tutoring**, also available **online**; and student **sports, activities, and clubs, Career Transitions**, plus many more services.



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CRITERION FOUR—Teaching and Learning: Evaluation and Improvement

- WCC has a **program review process** in place to evaluate the **effectiveness of academic disciplines/programs** through review of extensive data and analysis, outcomes assessment, and action plans.
- The college has procedures to maintain **consistency** in its **curriculum, prerequisites, student learning expectations, and faculty qualifications** for all academic programs, regardless of delivery.
- WCC adheres to policy and best practices and **evaluates all credit transcripts**, including credit for prior learning and apprenticeship credit.
- The college maintains **specialized accreditation** for a number of academic programs as appropriate.
- WCC evaluates the **success of its graduates** regularly to determine how well WCC programs are preparing students for their selected occupation.
- Every WCC course and program has **clear outcomes for student learning**. The college has a **well-defined process for the assessment of students learning** that is guided by the faculty-led **Assessment Committee**.
- The college's **Assessment Academy Team** has led a **Quality Initiative** to improve **culture** of assessment, increase **professional development**, revise assessment of **general education**, and increase **course and program** assessment.
- **Student Development and Activities** and the **Library** have overseen **co-curricular assessment** to assess student learning outcomes in their areas.
- WCC has established **goals for student retention, persistence and completion**, including a **"20 by 20"** completion goal that has been achieved. The college is **scaling up strategies** (such as success coaching and student sirens) to impact broader populations.



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CRITERION FIVE: Resources, Planning, and Institutional Effectiveness

- The college practices **planning and allocation** of financial, physical, and human resources on campus to **support and sustain its mission**.
- WCC has prioritized **maintaining low costs** in recent years for in-district students through **flat or low tuition and fee rates** as well as promotion of initiatives such as **Open Educational Resources** to mitigate textbook costs.
- WCC observes careful financial stewardship. The college's **proactive response to enrollment** and other factors demonstrates its ability to sustain a **strong financial position supporting quality educational programs and services**. This is verified, for example, by a history of **clean financial audits**.
- The college's **strategic planning process** (2012-15, updated in 2016-19, and currently updating for 2020-23) **incorporated input** from the campus and external communities, and continues to depend on **expertise of groups and faculty/staff** across campus.
- WCC's strategic plan has **eight priorities aligned with WCC's mission** that guide long-term and annual college goals and budgeting. The **Board of Trustees is updated** on planning outcomes annually.
- **Communication and collaboration** on campus are promoted through broad participation on approximately forty **campus committees and teams**, such as groups guiding activities ranging from student success initiatives, retention, sustainability issues, strategic planning initiatives, and RFPs for auxiliary services, to name a few.
- WCC's **physical resources** are sufficient for current and future operations, with increased investments in the last five years in **deferred maintenance** and **classrooms**. The 2019 **master plan update** included input from ~200 internal and external participants.
- WCC's **Board of Trustees is knowledgeable about the college**, and receives financial, facilities, human resources, and special **reports at regular Board meetings**, as well as **citizen participation** (including designated time for **WCCEA** faculty union representatives). The Board provides **oversight of policies**, meets its **fiduciary and legal** responsibilities.
- WCC's **annual budget process** is **inclusive of units** across campus, **aligned with mission and the eight priorities** of the WCC strategic plan, and **publicly presented and approved by the Board** each year.
- The college utilizes **data collection methods** (such as surveys, enrollment data, graduate job studies, and national data sets such as IPEDS) to measure **effectiveness** (for example, as part of program review), learn from its work, and improve operations.