A Message from the President

Dear Colleagues and Friends of the College:

*Focus 2020* will serve as the strategic plan for Thomas Nelson Community College over the next five years. It brings into sharp relief the three most critical things that we must accomplish during this period: (1) improve the overall success of students; (2) strengthen partnerships with the Peninsula community; and (3) enhance the College’s capacity for excellence.

These overarching goals have been established as a result of an extensive process of deliberation and consultation within and without the institution. Many thanks for the leadership provided by the Institutional Effectiveness Committee and for the contributions by those from various constituency and stakeholder groups who have participated at various stages of the planning process. The support and final endorsement of the College Board have been crucial.

Each year, our annual planning process will occur under the framework of the three strategic goals and the related objectives that identify more specifically the outcomes that we expect to realize between now and 2020. As a result, Thomas Nelson will remain true to our philosophy and core values, will successfully carry out our mission in our day-to-day activities, and will significantly advance towards our long-term vision for excellence, student success, and community responsiveness.

Sincerely,

*John T. Dever*

*President*
Success. It’s closer than you think.
Philosophy:
At Thomas Nelson,
- Learning Is Fostered
- Lives Are Changed
- Excellence Is An Attitude
- Responsiveness to Our Students and Community Is Paramount

Core Values:
- Students First
- Educational Excellence
- Community Responsiveness
- Integrity
- Diversity
- Mutual Respect and Shared Governance

Vision:
As the Peninsula’s Community College, Thomas Nelson is committed to excellence, recognized for student success, and dedicated to meeting the needs of our community.

Mission:
Thomas Nelson Community College changes lives, empowers students to succeed, and enhances the civic and economic vitality of the Peninsula community through high quality education and workforce training, excellent services, and innovative partnerships.
Guiding Principles

The development of Focus 2020 included reflection on Thomas Nelson’s guiding principles – our mission, vision, philosophy, and core values. We designed an inclusive mission review and strategic planning process that encouraged broad participation and meaningful discussion. That process helped us refine our mission statement, redefine our vision, and develop strategic goals to express who we are now and what we aspire to be as the Peninsula’s community college.

The College’s new mission and vision statements, and its existing philosophy and core values, are listed below:

Mission
Thomas Nelson Community College changes lives, empowers students to succeed, and enhances the civic and economic vitality of the Peninsula community through high quality education and workforce training, excellent services, and innovative partnerships.

Vision
As the Peninsula’s Community College, Thomas Nelson is committed to excellence, recognized for student success, and dedicated to meeting the needs of our community.

Philosophy
At Thomas Nelson learning is fostered, lives are changed, excellence is an attitude, and responsiveness to our students and community is paramount.

Core Values
The College’s strength lies in our value system. These core values embody the principles, ideals, and beliefs of our students, faculty, staff, administrators, and College Board. Our values form the foundation for our actions, and they reflect what is important to us and what we strive to be as members of the Thomas Nelson community:

• Students First – We are passionate about our students’ success and their futures, and we are committed to providing outstanding academic and workforce education opportunities in a supportive collegiate environment that will equip students to compete in the global workforce.

• Educational Excellence – We value high standards for learning and appreciate our dedicated faculty and staff who create learning environments that stimulate intellectual growth and academic achievement, encourage life-long learning, and help students realize their dreams.

• Community Responsiveness – We affirm our commitment to meeting the education and workforce training needs of our community and to building strong innovative partnerships that support the economic vitality of our region.

• Integrity – We expect everyone to take responsibility for their actions, to engage in ethical behavior, and to impart honesty, trust and transparency in all interactions.

• Diversity – We are committed to exploring and understanding our similarities and differences and fostering inclusive working and learning environments that promote respect and appreciation for our diverse cultures, beliefs, lifestyles and perspectives.

• Mutual Respect and Shared Governance – We value the contributions of everyone, encourage the sharing of ideas, and commit to equitable treatment in all that we do. We acknowledge a shared responsibility for institutional success and improvement, and commit to shared decision making characterized by broad participation, openness and teamwork.

Focus 2020:
Strategic Goals and Related Objectives

The goals outlined in Focus 2020 represent priorities we aspire to achieve in support of our mission of changing lives, empowering students to succeed, and enhancing the Peninsula’s civic and economic vitality. Our plan is designed to align with the new strategic plan of the Virginia Community College System (VCCS), Complete 2021. The strategic goals of Focus 2020 represent a holistic approach to improving student success and institutional effectiveness, and are intended to support achievement of the singular Complete 2021 goal of tripling the number of credentials awarded by VCCS colleges between 2015 and 2021.

The future is always marked by change. With Focus 2020 as our guide, Thomas Nelson will meet the challenges and capitalize on the opportunities change always brings. The College’s commitment to excellence in education and service will greatly benefit our students, faculty, staff, and the greater community as we apply proven and innovative ways to advance our mission over the next five years.

For each strategic goal, the operational objectives will serve as major examples for plan implementation during the 2015-2020 timeframe. Specific outcomes in support of plan goals will be developed annually as part of the College’s institutional effectiveness process, and those outcomes will be used to monitor and document success in fulfillment of Focus 2020 and the College mission.

Goal 1: Improve the Overall Success of Students – Provide students with the educational opportunities, resources, and support they need to accomplish their goals, succeed as students, and grow and develop as individuals and community members.

Related Objectives:
• Students progressing to 4-year colleges and universities will have developed strong proficiencies in general education competencies that effectively prepare them to succeed in their chosen majors, in their careers, and in community and civic life
• Students progressing directly into the workforce will have developed the skills and abilities needed to advance through career pathways and succeed in their chosen careers and in community and civic life
• Students will have clear and comprehensive roadmaps for effectively progressing toward and fulfilling their educational and career goals
• Students will have ready access to clear, consistent, and comprehensive information regarding all College programs and academic and student support services
• Students will be engaged in an appreciative and proactive advising system that emphasizes shared responsibility among students, faculty, and staff to further student success
• Students will be provided with instructional delivery methods that are strategically focused to promote educational goal completion and student success
• Students will be afforded expanded opportunities for personal growth and development and social interaction outside the classroom
Goal 2: Strengthen Partnerships with the Peninsula Community - Collaborate with education, industry, and other community partners to enhance the vitality of the Peninsula and expand opportunities for students.

Related Objectives:
- The College will serve as a catalyst for community partnerships
- The College will be responsive to emerging occupations and industries, and will provide students with the education and training needed to succeed in those emerging fields
- The College will proactively engage and serve its diverse communities, to include high school students and parents, military service members and their dependents, adult learners, and populations traditionally underserved in higher education
- The College will attract strong advocates and increased investment through clear articulation of its identity and value to the community, and promotion of its programs and initiatives
- The College will partner with community stakeholders and invest resources to establish and build signature programs in advanced manufacturing, health professions, information sciences, and the visual and performing arts
- The College will build and grow innovative community partnerships to provide students with enhanced opportunities for work-based learning and career exploration
- The College will partner with area 4-year colleges and universities to create and promote clear and accessible transfer pathways to baccalaureate degree programs and establish a shared commitment for transfer student success
- The College will partner with area school systems to help ensure that new high school graduates come to Thomas Nelson prepared to enter college courses and succeed

Goal 3: Enhance College Capacity for Excellence - Improve the College’s capacity to support and engage students, employees, and community members through investment in current and future employees, new and enhanced facilities, and improved operations.

Related Objectives:
- The College will operate as a high-performance learning organization that embraces the ideas and diversity of its employees as a major asset and works collaboratively at all levels to accomplish its mission
- Employees will be effectively supported as life-long learners, and will be provided with the professional development and training they need to excel in their positions and grow and develop as leaders
- The College will build and retain a highly qualified, diverse, and inclusive workforce
- The College will proactively streamline processes and align resources to provide students and the community with exceptional services and programs
- The College will capitalize on information resources and research to enhance its capacity for informed decision-making and institutional improvement
- The Hampton Campus will be transformed to provide a more appealing, engaging, and functional environment for students, employees, and community members
Acknowledgements

All great journeys begin with visionary leaders and champions. We thank you for helping the College envision its future.

Local College Board (2014-2015)

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Mr. Richard Hodges*, Interim Provost, Historic Triangle Campus (February 1, 2013 - June 30, 2015)

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* Strategic Planning Group

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Communications, Humanities & Social Sciences
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Health Professions
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Science, Engineering & Technology

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Ad Hoc Committee to Review the Mission and Vision Statements

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Ms. Ryan Douglas, SGA*
Ms. Lucinda Spryn, Faculty Senate
Ms. Latasha Holmes, CSSA*
Ms. Tiffany Ray, Mid-level Managers*
Mr. William “Bud” Barnett, Workforce Development
Ms. Kelly T. Williams, Coordinator for SACSCOC Reaccreditation

Strategic Planning Group

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Mr. Gary Pounder
Ms. Cecilia Ramirez
Ms. Kris Rarig
Dr. Michael Reynolds
Ms. Susan Stainback
Mr. Paul Tessier
Ms. Michelle Wampler
Ms. Robin White-Hicks

Thomas Nelson Community College is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools (SACSCOC) to award associate degree curricula. Contact the Commission on Colleges at 1866 Southern Lane, Decatur, Georgia 30033-4097 or call 404-679-4500 for questions about the accreditation of Thomas Nelson Community College.
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EDUCATION CENTER
located at An Achievable Dream Middle and High School
5720 Marshall Avenue
Newport News, VA 23605
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