

# Assurance Argument



**Review date: 9/23/2024**

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## 1 - Mission

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The institution's mission is clear and articulated publicly; it guides the institution's operations.

### 1.A - Core Component 1.A

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The institution's mission is articulated publicly and operationalized throughout the institution.

1. The mission was developed through a process suited to the context of the institution.
2. The mission and related statements are current and reference the institution's emphasis on the various aspects of its mission, such as instruction, scholarship, research, application of research, creative works, clinical service, public service, economic development and religious or cultural purpose.
3. The mission and related statements identify the nature, scope and intended constituents of the higher education offerings and services the institution provides.
4. The institution's academic offerings, student support services and enrollment profile are consistent with its stated mission.
5. The institution clearly articulates its mission through public information, such as statements of purpose, vision, values, goals, plans or institutional priorities.

## Argument

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**1.A.1.** In 2016, Lansing Community College (LCC) adopted our current mission statement:

*"Lansing Community College provides high-quality education ensuring that all students successfully complete their educational goals while developing life skills necessary for them to enrich and support themselves, their families, and their community as engaged global citizens."*

When the [Executive Leadership Team](#) decided to propose a new mission statement, the College undertook a holistic review of candidate mission statements. A [Mission Statement Review and Revision Team](#) was established, and the [Academic Senate](#) participated in an early conversation of draft alternative mission statements. The [mission review process](#) included presenting an alternative mission statement, breaking down both the old and proposed statements into their constituent parts, identifying themes, and then taking into consideration the extent to which various groups participating in the mission review conversations identified with and/or preferred elements of the old and proposed new mission statements.

LCC hosted several facilitated [community conversations](#), focusing on the future of the College and identifying its primary mission. All LCC students, staff, faculty, and administrators were encouraged to participate, with conversations being held at the Main Campus, West Campus, Livingston Center, and LCC North. Additional conversations were held at the Letts Community Center, Cristo Rey Community Center, and Southside Community Center to facilitate external stakeholder engagement.

In November 2016, the Board of Trustees reviewed the [review process](#) and [proposal](#), and approved the new mission statement in [December 2016](#).

The new mission statement was communicated in various ways, including the College website, marketing materials, and internal communications. Many employees include the LCC Mission Statement as part of their [email signature line](#). Anyone reviewing the Human Resources webpage "[Top Insider Tips for All LCC Applicants](#)" is directed to the College's [Statements of Purpose](#) webpage, and all [new employees](#) and all [new student employees](#) are introduced to the College's mission statement during orientation.

**1.A.2.** The Board of Trustees reviews the mission, vision, and motto [annually](#), for both language and underlying practical philosophy; example adopted Board minutes from [March 2019](#) and [January 2021](#). Nearing completion of [Strategic Plan 2021-2024](#), the College has begun creating a new strategic plan. The President, within his 2022 annual [self-evaluation](#), proposed to the Board that LCC, the Board, and the community should engage in a review and possible revision of our guiding statements.

LCC's mission focuses on education, enrichment, and the ability of our graduates to support themselves and their families. Our first two [Guiding Principles](#) emphasize this mission, and "careers" in particular. Our mission also emphasizes being "engaged global citizens," as do our eight and tenth guiding principles. Our ninth guiding principle emphasizes cooperative relationships with external constituencies, and President Robinson's [welcoming statement](#) to the community addresses LCC serving as a regional leader in workforce and economic development. Each of the additional principles supports these broad goals, with the final principle that "LCC is a dedicated community member working for the betterment of all."

To support LCC moving forward, the Dean of Community Education and Workforce Development led his counterparts through an [Activity System Mapping](#) exercise. The purpose of this exercise was for each division of the College to [re-evaluate its mission statement](#), ensuring alignment between their divisional mission, all strategic initiatives, and the College mission. This task was put on hold pending our current review of the mission statement.

**1.A.3.** LCC's mission statement emphasizes the educational goals of "all students," as well as their role within their families and their community. The vision statement further highlights the "needs of a changing community." Several of the College's [Guiding Principles](#) emphasize the following key points: being a comprehensive community college (#1), having a career emphasis (#2), striving to be "state of the art" in all we do (#6), maintaining vital connections to the world (#7), recognizing a special responsibility for students who face potential barriers to being successful in pursuing an education (#8), and seeking cooperative relationships with both private and public organizations to best serve student and community needs (#9).

**1.A.4.** LCC's mission is broad, yet focused on our community. As an open access institution, we offer a wide variety of academic programs in accordance with our intention to ensure "all students" are able to "successfully complete their educational goals." Thus, we offer both transfer degree programs and career and technical education that supports the needs of regional

employers and leads to careers with meaningful wages. Either path ultimately leads to our students being able to “support themselves, their families, and their community...”

We offer over 100 specialized certificates and over 110 associate degree programs in our [Arts and Sciences](#), [Health and Human Services](#), and [Technical Careers](#) Divisions. There are also personal interest and tailored workforce programs offered by our Community Education and Workforce Development Division – for example, [Adult Enrichment](#) and [Workforce Solutions](#). We offer a full range of student support services, including in-person support at all locations and online support for all students. The College surveys students to help determine what they need to be successful (see Core Component 3D). As evidence of our commitment to diversity, and the goal in our mission statement for our students to be “engaged global citizens,” we are fortunate to have a [diverse student body](#). The most recent data reveal a male/female ratio of 43/57%, 26% students of color, and 31% of our students are of non-traditional age (25+). The [Center for Data Science](#) provides a [data dashboard](#) for LCC personnel to monitor student enrollment (with demographics [for comparison to census data](#)), student success, persistence, retention, and awards conferred.

**1.A.5.** LCC has a long-standing vision statement, motto, and set of guiding principles, which along with our mission statement comprise our [Statements of Purpose](#). From our homepage, if one selects “[ABOUT](#),” there is a link for the “Mission Statement and Guiding Principles,” which links to the Statements of Purpose webpage. This information is also included in the [College Catalog](#). LCC maintains a presence on social media sites such as Facebook, informing the public of our many activities and opportunities. As noted above, applicants for jobs at LCC are encouraged to review the mission, vision, and values, and to consider how they can contribute. The [LCC Connect](#) radio program provides public information about a variety of LCC activities and opportunities, as does the [President’s Report](#). The [Strategic Plan](#), [Academic Master Plan](#), [Five Year Capital Outlay Plan](#), and the Board of Trustees [Annual Ends Report](#) all emphasize the mission of the College. Thus, LCC clearly articulates its mission to our community.

## Sources

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- Student Enrollment Dashboard
- Tech Careers Homepage
- Workforce Solutions BCI Homepage

### 1.B - Core Component 1.B

The institution's mission demonstrates commitment to the public good.

1. The institution's actions and decisions demonstrate that its educational role is to serve the public, not solely the institution or any superordinate entity.
2. The institution's educational responsibilities take primacy over other purposes, such as generating financial returns for investors, contributing to a related or parent organization, or supporting external interests.
3. The institution engages with its external constituencies and responds to their needs as its mission and capacity allow.

## Argument

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**1.B.1.** LCC's mission statement proclaims our commitment to ensuring educational success not merely for students themselves, but also for the benefit of their family and community. In addition, our [Vision](#) is "Serving the learning needs of a changing community," and our [Guiding Principles](#) include statements on being a comprehensive community college, preparing those we serve to thrive in a diverse world, and being dedicated to the betterment of our entire community. In support of these key aspects of our mission and vision, we have made extensive commitments to local school districts through our [K-12 Operations](#) and to both community members and local employers through our [Community Education](#) and [Workforce Development](#) Division (see 1.B.3.). "[Community](#)" is one the headings on our homepage, and it reveals direct links to "Community and Continuing Education," "College Credit in High School," and "Business & Community," with the latter column including links to Workforce Solutions, the Job Training Center, and more.

As further demonstration of these commitments to the public good, LCC's mission guides the overall direction of the College's initiatives. Both the [Strategic Plan](#) and the [Academic Master Plan](#) place the mission at the forefront of our decision-making and planning processes. The College has an [Academic Senate](#) comprised of faculty, administration, and students; the [charter](#) for this body places student success first and foremost. The [Board of Trustees](#) is comprised of publicly-elected members of the community, per Michigan's [Community College Act of 1966](#), and the Board Ends Policies clearly identify [five areas of focus](#) for the College: 1) Mission, Vision, Motto; 2) Student Access and Equity; 3) Student Learning and Success; 4) Community Impact; and 5) Diversity, Equity, and Inclusion. These Ends clearly demonstrate the Board's focus on education and serving our community. The Board packet for October 2023 included the most recent Board of Trustees [Annual Ends Report](#) as presented to the public.

**1.B.2.** LCC is an independent public institution. As such, we have no parent organization, external interests, or investors. The [Board Members' Code of Conduct](#) requires they "...must present non-conflicting loyalty to the best interests of the community, college, and its students." In addition, said "...loyalty must supersede any conflicting loyalty such as that to advocacy or interest groups and membership on other Board or staffs." The Board Bylaws require any member having a [conflict of interest](#) to disclose annually said conflict and refrain from debating or voting on the issue. In October 2023, contained within the Board of Trustees Annual Ends

Report for public presentation, the Board and College leadership emphasized that the [foundation of our mission is providing education](#). During the development of our new strategic plan, the Board will be included in an intentional review of the mission and related strategic planning. Further highlighted in this report is program recognition, program accreditation, connections with community stakeholders, and student employability following graduation.

Regarding the educational responsibilities of LCC's [Executive Leadership Team](#), the Board exercises its responsibilities and interests through delegation to the President (Core Component 2C). The President and other members of college leadership, as well as all employees, are bound by the mission, vision, and guiding principles, as well as the [Ethics and Standards of Conduct for Employees](#) policy. The College follows a comprehensive and collaborative budget strategy consistent with our strategic directions (Core Component 5B). All LCC employees are invited to participate, as is the [Budget Committee of the Academic Senate](#). All budget recommendations and requests must align with the College's [Strategic Plan](#), and the Board of Trustees approves the budget. To ensure that the College serves as a responsible steward of public funds, particular attention is paid to financial integrity throughout these processes (see 2A2).

The [LCC Foundation](#) provides scholarship support for students, believing that financial resources should not be an obstacle to obtaining an education. The Foundation also helps students submit successful scholarship applications by organizing scholarship workshops. The Foundation also maintains separate funds to provide assistance in other ways. For example, the [LCC Cares](#) fund provides for emergency grants or [food cards](#) for any student in need, which can be administered by an [Academic Success Coach](#). Likewise, the [Veterans Program Fund](#) provides funds for scholarships, professional development, and emergency needs grants. The Foundation seeks to stay connected with former students through the [Alumni Committee](#).

The Foundation supports employees of the College through the [Employee Development Fund](#), which organizes fellowship activities and supports professional development activities, all with the intent of enhancing everyday work life at LCC.

The Foundation's funds are maintained and managed separately from the College, under the supervision of the LCC Foundation Finance Committee. The Foundation is audited annually, and Form 990 audited tax returns are available on the College's website.

**1.B.3.** LCC engages in cooperative relationships with two primary groups of external stakeholders: [K-12 educational partners](#) and [business/industry partners](#). Our primary K-12 focus is on dual enrollment, which provides opportunities for high school students to earn college credit at LCC while still in high school. Our K-12 partners include the Clinton County Regional Education Service Agency, Eaton Intermediate School District, Ingham Intermediate School District, Livingston Educational Service Agency, and the Lansing School District. Our K-12 programs for college credit include [traditional dual enrollment](#), [High School Advantage](#), Career and Technical Education Direct Credit, [Career and Technical Education Credit-By-Exam](#), Early/Middle College Partnerships, and The Early College at LCC. The State of Michigan (Section 209 of the [State School Aid Act of 1979](#)) requires all community colleges to file an [annual report](#) providing information on all relevant programs to include key information such as participation rates, costs, faculty qualifications, student resources, and instructional resources.

LCC participates in the [H.O.P.E. and Promise Scholarships](#), which support local students preparing for earning an LCC certificate or degree. Students are initiated into these programs as they enter 6<sup>th</sup> grade, and are mentored and supported as they progress through school toward eventual high school graduation. These students are then financially supported while pursuing further education at LCC.

LCC also leads the [Coalition for College and Career Readiness \(C3R\)](#), which brings together stakeholders from the tri-county region to foster best practices for aligning high school and college programs to increase college and career readiness amongst regional students. Various workgroups have focused on key challenges facing students from local high schools as they prepare for college. A [recent report](#) focused on identifying the number of students in our region who need developmental support in math, reading, and/or writing, and their subsequent persistence and retention rates upon matriculating at LCC. In addition to the individual meetings of working groups, C3R holds summit meetings twice a year, and every three years they prepare a [State of C3R report](#).

To ensure that LCC is serving our K-12 partners to the best of our ability, the College recently engage MGT Consulting Group to produce a comprehensive K-12-specific Strategic Plan with the objectives of partnering with and creating a pipeline from every public high school in our region. LCC now utilizes a [LifeCycle Review and Strategic Plan](#), an [Environmental Scan](#), a [Stakeholder Summary](#), and a dual credit [Implementation Plan](#) to guide our efforts.

LCC's processes for identifying business/industry stakeholders are centered on open communication and data collection and analysis, followed by methodological outreach. LCC's [Best Practices Resolution](#) addresses three categories: Economic Development and Business or Industry Partnerships, Educational Partnerships, and Community Services. Each category covers five standards of local strategic value, called "best practices." Public Act 103 of 2023, Section 230 of the Michigan Omnibus Public Education Act requires the college meet at least four of five best practice standards under each category.

LCC's Community Education and Workforce Development Division (CEWD) offers employer-entrepreneur educational initiatives such as the [Business & Community Institute](#) (BCI) and the [Small Business Development Center](#) (SBDC) that help provide services to the business community. BCI's connection with the Michigan New Jobs Training Program offers funding opportunities that help pay for customized employee skills training. BCI is actively involved with the Lansing Economic Area Partnership (LEAP) and the Michigan Economic Development Corporation (MEDC) to recruit new companies and create economic development opportunities for our region. LEAP lists LCC as one of two preferred vendors for education, alongside Michigan State University. LCC and Michigan State University recently joined with MEDC to participate in the largest investment in state history to expand [semiconductor education and training](#). These partnerships allow BCI to identify new stakeholders to target for services and/or partnerships.

Advisory committees throughout the College inform program leadership about changes and trends in the economy and local workforce. Advisory committees are required to meet at least once per academic year to review goals and objectives and assess the degree to which



stakeholder needs are met, and to remain relevant and innovative. Following advisory meetings, reviews are conducted and revisions are made to appropriate program curricula. Feedback from advisory committee members is required during program review. The [advisory committee handbook](#) details the process of determining and responding to key stakeholder needs. LCC also reviews the information it includes within the [Comprehensive Local Needs Assessment](#), which is submitted to the Michigan Department of Labor & Economic Opportunity - Workforce Development in compliance with Perkins V funding.

To further assess the needs of stakeholders throughout our six-county region, BCI sends tailored annual [Needs Assessment Surveys](#) to over 400 contacts throughout various industry sectors. Surveys ask questions such as skill sets needed, preferred delivery mode for training, needed workforce skillsets, and details about the employer. Business Development Managers then meet with potential clients to ask [discovery questions](#), creating BCI training specifically for the client's needs. This allows LCC to respond to growing and changing needs of area organizations. BCI also distributes [customer satisfaction surveys](#) that assess the value of working with BCI. Surveys are tailored to corporate training [participants](#), [continuing education students](#), [youth](#), [older youth](#), and [parents](#) of youth. The survey results are collected confidentially through cloud-based software and provided to the Dean of CEWD. The Dean submits the information as part of the Annual Ends report.

Based, in part, on survey results from students and faculty, CEWD organizes a wide variety of educational and training experiences for community members including corporate accounts, school children as early as 2<sup>nd</sup> grade, LCC students at additional locations and in internship programs, and community members ranging up to retirees. One example of a particularly popular community education program is [Motorcycle Safety](#). For fiscal year 2023, a total of 1,037 training/consulting & academic courses resulted in LCC serving 9,833 training participants, business clients, and academic students (duplicated count). CEWD records these activities on a dashboard, which allows for [year-end summaries](#).

CEWD is also responsible for overseeing LCC's additional locations and lifelong education programs. CEWD supports academic programs by maintaining quality facilities and student support services at additional locations, three of which are comprehensive facilities: [LCC East](#), [West Campus](#), and the [Livingston County Center](#).

LCC contributes substantially to local culture through its [Performing Arts](#) programs and its support for [Arts Connect at LCC](#). Each year, LCC presents more than 30 theatre, dance, and musical performances in Dart Auditorium, The Black Box Theatre, or our outdoor amphitheater. Additional performances by faculty and students occur at numerous off-campus events. Many LCC Performing Arts productions have earned impressive awards, including [We Shall Overcome: Raising Our Voices Together](#), a collaboration between Performing Arts and the Office of Diversity and Inclusion, which won a 2021 Gold Telly Award in the Social Justice category. Arts Connect at LCC is a hub for LCC's arts events, ongoing programming, academic programs, and activities that have an arts component.

LCC also maintains [LCC Connect](#) radio programming on WLNZ 89.7 FM. Featured programs include Alumni Stories with Steve Robinson (LCC's President) and Art Happens Here with

Bruce Mackley (Director of Marketing), as well as programs in various categories: Academics, For Students, Community Shows, Arts & Advocacy, Tech Talks, and About LCC. The [Voices Vibes Vision](#) publication includes information on LCC Connect, including streaming data on the number of listeners, listening hours, and podcast engagements. Our most popular podcast, Who's that Star, had over 1,800 engagements, and our most popular month, August 2022, had 17,343 listening hours.

The Board of Trustees receives an overview of the College's efforts to support the full range of our external constituencies in the [Community Impact](#) section of the Annual Ends Report. The President's Report also emphasizes [community engagement](#).

To further advance LCC's support of external constituencies, the College seeks support from the state and federal governments. To achieve these ends, the College retains the services of multi-client [lobbyist](#) and maintains an active [Federal Agenda](#). The Federal Agenda highlights areas of excellence at LCC that support our local communities and beyond, including our Center of Academic Excellence in [Cybersecurity](#), advanced manufacturing programs (including partnerships with General Motors and Ultium Cells LLC), extensive [apprenticeships](#) in the Technical Careers Division and the Health and Human Services Division, aviation maintenance and drone technology, and our commitment to establish new facilities for the Veterans Resource Center and an advanced [Simulation Education Center](#). The Academic Senate is also [informed](#) of these activities, to provide opportunities for feedback.

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- We Shall Overcome
- West Campus
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- Youth Student Feedback Form

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## 1.C - Core Component 1.C

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The institution provides opportunities for civic engagement in a diverse, multicultural society and globally connected world, as appropriate within its mission and for the constituencies it serves.

1. The institution encourages curricular or cocurricular activities that prepare students for informed citizenship and workplace success.
2. The institution's processes and activities demonstrate inclusive and equitable treatment of diverse populations.
3. The institution fosters a climate of respect among all students, faculty, staff and administrators from a range of diverse backgrounds, ideas and perspectives.

### Argument

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**1.C.1.** In 2014, LCC's [Academic Senate](#) adopted the AAC&U's [Essential Learning Outcomes](#) (ELOs) as institutional learning outcomes. The first of these outcomes is Knowledge of Human Cultures and the Physical and Natural World. The third outcome is Personal and Social Responsibility, which includes civic knowledge and engagement – local and global – and intercultural knowledge and competence. As will be described in Criteria 3 and 4, all program pathways must align with all of the ELOs, and each general education course must align with at least one ELO. The ELOs are assessed annually, with reports presented to the [Provost Cabinet](#), [Academic Senate](#), and the [Board of Trustees](#). Thus, curricular programs at LCC require exposure to diverse and/or global perspectives. In addition, our [Center for Teaching Excellence](#) offers a course entitled [Pedagogy of Equity](#), which prepares faculty to intentionally design inclusive courses and work spaces while also embracing diversity and engaging students in course work that is meaningful, relevant, and accessible. LCC requires new faculty and faculty undergoing performance reviews to participate in [D2L Course Design Training](#), which also includes Universal Design for Learning (UDL) and Accessibility (Section 3) and Diversity, Equity, Inclusion, and Belonging (Section 4).

LCC offers a variety of cocurricular and extracurricular activities that help students become informed citizens and, hopefully, expand their horizons with regard to diverse, multicultural perspectives. We determined through our [Quality Initiative](#) that cocurricular activities must incorporate student learning that can be assessed. Each cocurricular activity must align with at least one ELO, and the [Committee for Assessing Student Learning](#) is still in the process of identifying which activities are cocurricular, as opposed to extracurricular.

Activities which are cocurricular, open to all students, and which address our multicultural and global society include [ACCESS](#), [LUCERO](#), [Men About Progress](#), and [WISE](#). Our [Student Leadership Academy](#) offers scholarships for students willing to complete leadership coursework, experience campus councils and committees, and participate in community and service-learning projects.

We support a variety of events which provide students and employees with opportunities to enhance their knowledge of good citizenship and the diversity of our society within a global context, including:

- Lansing's [2023 Juneteenth celebration](#)
- [Humphrey Fellows](#) luncheons
- Annual [Constitution Day](#) events
- Annual [Take a Stand! Sit In!](#) events
- Events on [Banned Books Week](#) and [Beyond the Book](#); Beyond the Book is LCC's [community reading program](#).

Recently, LCC developed an Internationalization of the Campus Strategic Plan, with three areas of focus: globalization of the campus, international student recruitment, and study abroad/study away. Implementing this plan includes increasing global diversity in our courses, emphasizing cross-cultural projects, developing a new [Global Fest](#) (to be a multi-day event), creating an international recruitment plan, establishing partnerships with colleges that offer study abroad/away, and ensuring effective communication of these activities. Already in place is a collaboration between Health and Human Services faculty and the Job Training Center to teach an [Introduction to Health Careers for English Speakers of Other Languages](#) course. Students attending the pilot course were provided free tuition through a Strengthening Community Colleges grant.

To prepare students for workplace success, as described in the [Annual Ends Report](#), LCC identified careers in our region, with an emphasis on high-wage, high-skill, and high-demand jobs. We offer programs that align with 40 of the 72 careers identified. Careers that align with our programs offer significantly higher wages and experience lower turnover rates than careers for which we do not offer training. Beyond merely providing education, LCC's [Career and Employment Services](#) (CES) offers one-on-one career advising on topics such as preparing cover letters and resumes, interviewing skills, and job search strategies. CES holds weekly Employer Spotlights and hosts questions and answers on the College's website in advance of employers' campus visits.

To further ensure that our students are [employable](#), LCC focuses on (examples from the classes of 2022 and 2023):

- Licensure pass rates: LCC's overall licensure exam pass rate is 87%.
- Employment rates: 84% of students completing programs in Health and Human Services were employed in their field after graduation
- Alumni surveys: 176/217 respondents reported they are employed in their field of study within six months after graduation

As further noted in the [Local Strategic Value Resolution](#), as required by the State of Michigan, LCC adheres to best practices regarding economic development and business or industry partnerships by ensuring that students are prepared for workplace success through activities such as:

- Connections with local hospitals and health care providers offering apprenticeships and Earn While You Learn projects – e.g., nursing students working at Sparrow Hospital as Patient Care Technicians up to 20 hours per week
- LCC utilizes advisory committees for many programs
- LCC provides hundreds of short-term training programs ranging from on-site, customized corporate training to multi-company forums for regional companies such as General Motors, Ultium Cells, and Dean Transportation
- The College’s Fire and Police Academies partner with local agencies, and Aviation Maintenance Technology partners with Delta Airlines
- The Small Business Development Center provides training and consulting to small business owners regarding start up, expansion, or navigating through crisis management situations

**1.C.2./1.C.3.** LCC has a series of Board policies which require all personnel to comport themselves with proper ethical and moral conduct, befitting an institution dedicated to treating all people equitably and with respect. In June 2020, the Board of Trustees unanimously approved a [Resolution Addressing Racial Injustice Through Diversity, Equity, and Inclusion](#), thereby directing the President to ensure equity in law enforcement and to create and implement a collegewide [Equity Action Plan](#) to address racial injustice, diversify the faculty, and establish processes that will eliminate barriers to racial and social inequities. As one consequence of the resolution regarding law enforcement, there is now a [monthly public safety report](#) to the Board regarding the activities of LCC’s [Police Department](#).

LCC has had an active [Office of Diversity and Inclusion](#) (ODI), led by the Chief Diversity Officer, who reports directly to the President of the College. In addition to taking the lead on the Equity Action Plan, ODI has operated three units dedicated to diversity, equity, and inclusion: the [Cesar Chavez Learning Center](#), the [Centre for Engaged Inclusion](#), and the [Equity Center](#). In May 2024, the College announced that under the leadership of a new Chief Diversity Officer, ODI would be rebranded as the Office of Empowerment (OE). OE will be reorganizing to include the Cesar Chavez Multicultural Center, Maya Angelou Training Center, and Martin Luther King Jr. Equity Center. This is a current and ongoing reorganization.

The initial [Equity Action Plan: A Path Forward](#) was developed in 2020, and continues to be implemented collegewide. In addition, LCC supports other activities that demonstrate our commitment to inclusivity, equitable treatment, and support for all marginalized people, such as:

- [Courageous Conversations](#)
- [Help Portraits](#)
- Advertising in Spanish in the multicultural magazine [Adelante Forward](#)
- Tech Forward events, free and open to all community members, encourage [women](#) and [men of color](#) to learn about high-wage, high-demand technical careers and corresponding LCC programs; includes a speaker, networking, and lunch
- Additional DEI efforts in the Technical Careers Division are being led by their newly established [DEI Committee](#)
- Free training in [Mental Health First Aid](#)
- [Learning Commons](#) hosts a [Peer Tutor Job Fair](#) with cider and donuts

- [Adult Resource Center](#) hosts a [Holiday Family Sponsorship](#) event
- C3R Summit focused on our [Autism-Friendly Campus](#) initiative
- With a local church, LCC supports [HBCU College Fairs](#)
- [Career and Employment Services](#) organizes [professional clothing drives](#)
- [LCC Foundation](#) hosts an annual [Scholarship Breakfast](#), where two student recipients are among the invited speakers
- [Student Affairs Division](#) organizes and supports a [Pop-Up Food Pantry](#); the Dean of Student Affairs recently addressed the [Academic Senate](#) to discuss our ongoing efforts to address [food insecurity](#)
- LCC maintains a [Veterans Memorial](#), and inducts honorees each year on Veterans Day
- LCC's [Veterans Services](#) has been recognized by the Michigan Veteran Affairs Agency as a Gold-level status Michigan Veteran Friendly School since 2016
- [First-Generation College Celebrations](#)
- Indigenous People Awareness Committee has organized celebrations for [Earth Day](#)
- [Global Discussion Tables](#)
- Library subscribes to [Culturegrams](#), providing information about daily life and culture, history, and geography around the world

LCC's student athletes [participate in community service](#) such as helping out at local road races and athletic fundraising events, the softball team helps with the annual Silver Bells parade, athletes from all LCC women's sports help with Dapper Dads Sparrow Foundation for Women's Health event, and the baseball team volunteers every Friday with [KCS Angels](#) at the Gier Community Center. Volleyball team members coach in the Lansing Youth League, members of the baseball team work with youth league camps, and some teams help with blankets for the homeless.

The Health and Human Services Division (HHS) has a Recruitment and Outreach Coordinator who tracks [community service opportunities for HHS](#) faculty, staff, and students. LCC supports activities amongst all employees by offering paid [Community Service Leave](#).

Collegewide activities and initiatives that promote inclusive, equitable, and respectful behavior on behalf of all employees at LCC include mandatory DEI training each year and the College's adoption of the principles of [Appreciative Education](#). Appreciative Education is the student development theory adopted by our [Achieving the Dream](#) steering committee and Academic Senate, and is being embedded into all operations at LCC.

## Sources

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- Academic Senate Agenda 3 Nov 23
- Academic Senate Agenda 7 Oct 22
- Academic Senate Minutes 3 Oct 14
- ACCESS
- Adelante Forward Ad
- Adult Resource Center
- Adult Resource Center Family Support



- Annual Assessment Presentation to PC 2023
- ATD webpage
- Banned Books Week
- Best Practices Resolution 2024
- Beyond the Book
- Beyond the Book Event
- Board Packet May 2023
- Board Packet May 2023 (page number 63)
- Board Packet May 2023 (page number 85)
- Board Packet May 2023 (page number 99)
- Board Packet October 2023
- Board Packet October 2023 (page number 288)
- Board Packet October 2023 (page number 308)
- Board Packet October 2023 (page number 311)
- Board Packet September 2023
- Board Packet September 2023 (page number 99)
- Board Resolution Racial Injustice June 2020
- C3R Autism Friendly Campus
- Career Employment Services
- CASL Charter webpage
- Center for Engaged Inclusion
- Cesar Chavez Learning Center
- City Rescue Mission of Lansing
- Clothing Donation
- Community Service Leave
- Constitution Day
- Courageous Conversations
- CTE Website
- Culturegrams
- D2L Course Design Training
- Earth Day
- Equity Action Plan 2020
- Equity Action Plan website
- Equity Center
- ESOL Health Careers
- Essential Learning Outcomes
- Foundation Scholarship Breakfast 2023
- Global Discussion Tables 2024
- Global Fest 2024
- HBCU Fair
- Help Portraits
- HHS Community Outreach 2023
- Homeless Angels
- Humphrey Fellows Luncheon 2023
- Inclusion Advocates
- Juneteenth 2023

- KCS Angels
- LCC Foundation
- LCC Police Department
- Learning Commons
- LUCERO
- Men About Progress
- Mental Health First Aid Training
- ODI
- Office of Empowerment
- Pedagogy of Equity
- Peer Tutor Job Fair Flier
- PopUp Food Pantry
- PopUp Food Pantry Presentation
- Presidents Report December 2023
- Presidents Report December 2023 (page number 3)
- Punks With Lunch Lansing
- QI Report 2023
- Student Affairs Division
- Student Leadership Academy
- Take a Stand Sit In
- Tech Forward Men of Color
- Tech Forward Women
- Veterans Memorial Ceremony
- Veterans Services webpage
- Veterans Services webpage (page number 3)
- WISE

## 1.S - Criterion 1 - Summary

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The institution's mission is clear and articulated publicly; it guides the institution's operations.

### Summary

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The Lansing Community College mission statement was developed with input from internal and external stakeholders. Though comprehensive, the mission focuses on our identity as an educational institution. The Board of Trustees reviews the mission annually. In October 2023, the Board and the President indicated their intent to review and update the mission during the development of a new strategic plan. The current Strategic Plan and Academic Master Plan both stem directly from the College mission. Indeed, all that we do is guided by our mission. The mission, vision, motto, and guiding principles are available on our website.

LCC is a public community college with a Board of Trustees elected from within the community. Board members must follow strict conflict of interest rules which clearly state they must serve "the best interests of the community, college, and its students." The mission indicates our intent to serve the public good by going beyond merely educating our students to helping them support "their families, and their community as engaged global citizens." The College supports our K-12 partners and provides community education and workforce development and training. Extensive use of advisory committees includes members of the business and industry communities in our decision-making processes.

From the Board of Trustees resolution addressing racial injustice, through our active Office of Diversity and Inclusion, to our general education program, LCC is deeply committed to engaging with our community in ways that embrace all aspects of diversity and multiculturalism. Key components of our cocurricular programming exist within ODI. Students are encouraged to participate in community service, and key program personnel seek opportunities for them. Numerous activities occur on campus, supported by programs across the College, demonstrating that we live this commitment every day.

### Sources

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*There are no sources.*