



Engagement Plan

President Caron Daugherty



“Building trust, developing relationships, and diving into functions and operations are my commitments for engaging with FHTC and the community.”

—President Daugherty

COMMITMENT AS PRESIDENT

To ensure that decisions are made with the mission, vision, and values of FHTC framing them.

To model and lead a community of respect, open communication, engagement, support, and fair and equitable operations.

To be accessible and available to students, faculty and staff, the community, and the Board of Trustees.

COMMITMENT TO STUDENTS

An inclusive and welcoming environment where all students can attain their goals and achieve success.

A community dedicated to providing access to support systems and learning spaces, so students can focus on success.

A breadth of resources to support students in academic and career planning from enrollment to graduation.

COMMITMENT TO FACULTY AND STAFF

A collaborative and engaging workplace where faculty and staff of diverse backgrounds feel and believe they belong.

A participative culture that values reflection, feedback, and listening.

A management-by-walking-around engagement model for conversation, discussion of hot topics, and moments that encourage openness, creativity, and innovation.

COMMITMENT TO THE COMMUNITY

A recognition of the symbiotic relationship to contribute to the health and growth of the region in supporting educational attainment and meeting workforce needs.

To serve as a trusted and valued partner in meeting community needs alongside education, healthcare, industry, business, nonprofit, and social service partners.

To continue the tradition of annually reporting the progress and value of the College to its community.

COMMITMENT TO THE BOARD OF TRUSTEES

An engaged leader committed to student access, success, goal attainment, and credential completion.

A service leader to empower, recognize, and support the leaders within – without whom, FHTC cannot live its mission or values or achieve its vision.

An accountable leader to communicate with Trustees in a consistent manner with respect and cognizant of Open Meetings regulations and guidance while valuing the trust and confidence placed on the president.

FOCUS

Building Relationships and Understanding Functional Areas

1. Relationship Building: *Campus and Community*
2. FHTC: *Organizational Culture and Organizational Chart*
3. Kansas: *Statewide Operations*

» ACTIONS

Begin Employee 1:1s: Meet with full-time employees with four questions guiding the conversations.

- a) When FHTC is at its best, what does that look like to you?
- b) What moment in your experience of working with FHTC stands out as one that makes you most proud to be part of this organization, a time when you saw the heart of this organization?
- c) What do you experience or what do you see students experience as the most clear and present weakness or barrier to our success and growth?
- d) The sky's the limit: What opportunities would you like to see us develop, implement, explore, try, consider?

» OUTCOMES

Learn Flint Hills Technical College strengths, weaknesses, opportunities, threats; policies and procedures

Learn the people and heart of Flint Hills Technical College through 1:1s with employees

Learn Emporia community and service area

Learn KBOR policies and practices

FOCUS

Exploration of Operations and Functions; Connecting with Partners

1. FHTC Operations and Functions
2. Outreach to Partners: *Education, Industry, and Community*

» ACTIONS

Exploring Operations: Learn FHTC operations and functions through meeting with Executive Team:

- a) Student Services
- b) Instructional Services
- c) Business Services
- d) Advancement

Connecting with Partners:

- a) Meet with USD 253 Emporia Schools leadership
- b) Meet with area school district leadership
- c) Meet with Emporia State University leadership
- d) Meet with Emporia Main Street and Chamber of Commerce leadership
- e) Schedule tours and meetings with community and industry partners

» OUTCOMES

Learn life cycles and operational calendars and goals of each division

Understand history and relationships with educational partners

Learn history with community and industry partners and value of FHTC and students to their functions

FOCUS

Establishing Relationships with Faculty and Students; Connecting with Community Leaders

1. Faculty and Student Leadership Relations
2. Community Leaders, Partners: *Government, Nonprofit, Donors*

» ACTIONS

Meet with Faculty

Meet with Student leadership

Meet with Community leaders

Meet with Program Advisory Committee Members

Conclude Employee 1:1s

» OUTCOMES

Establish relationships to foster trust and investment with internal relationships

Establish relationships to foster trust and investment with external relationships

First Year Goals

1. Successful reaffirmation of HLC accreditation
2. Faculty, staff and student engagement
3. Community engagement and stakeholder conversations
4. Programming assessment and needs analysis
5. Workforce training and needs analysis