

Mission Refresh and Strategic Planning

Fullerton College

2022-2023

Goals of Mission Refresh

- Determine viability and appropriateness of current mission, vision, and core values (as per college policy identified in the Integrated Planning Manual)
- Incorporate a commitment to anti-racism (as approved by Faculty Senate, PAC, Classified Senate, and Associated Students in 2021-2022)
- Use revised mission to focus the 2023-2025 Strategic Plan

Today's Activity

Review survey results and discuss how to incorporate a commitment to anti-racism in the mission statement and/or core values



Results of Ranking of Current Core Values

| Rank | Value | Avg. Rank | 1st Place Votes |
|------|----------------|-----------|-----------------|
| 1 | Equity | 3.8 | 29 |
| 2 | Diversity | 4.1 | 13 |
| 3 | Community | 4.2 | 28 |
| 4 | Inclusivity | 5.4 | 1 |
| 5 | Respect | 5.5 | 16 |
| 6 | Integrity | 5.6 | 8 |
| 7 | Excellence | 6.4 | 19 |
| 8 | Growth | 6.7 | 9 |
| 9 | Innovation | 7.2 | 2 |
| 10 | Responsibility | 8.2 | 3 |
| 11 | Partnership | 9.0 | 0 |

Proposed Core Values

Academics
Acceptance
Access
Accessibility
Accountability
Affordability
Antiracism
Belonging
Care
Collaboration
Collegiality
Courage
Critical thinking
Cultural competency
Curiosity
Democracy

Diversity
Education
Empathy
Equity
Expectation
Fairness
Feminism
Generosity
Global citizenship
Health
Honesty
Inclusion
Inclusivity
Intellectual curiosity
Investment
Justice

Kindness
Knowledge
Purpose
Sense of belonging
and understanding
Service
Sincerity
Social justice
Stewardship
Support
Technology
Tolerance
Transparency
Understanding
Valuing difference



- Proposed Core Values by frequency

Common Themes from Other Comments

Condense and Shorten List

- *There are too many of them. Several could be combined. when there are too many things to remember, nothing is remembered.*
- *While I do like the values listed and [they] are important, I do think the list is quite extensive. If the list was smaller, I feel like it would be easier to apply on a daily basis.*
- *I think the list is too expansive. Many of the ideas are similar (e.g., diversity, respect, and equity) or equally important. Pairing the list down to five core values makes more sense*

Update Descriptions

- *Some of the language is a bit dated.*
- *Many of the explanations use the same words as in the title.*
- *While equity and diversity are represented, the language used to define these is vague and does not highlight the central insight of the value.*

Discussion Activity #1

With your group
revise your assigned
Core Value description

Add your core value to
one of the posters.

Discussion Activity #2

With your group, draft a core value that focuses on a commitment to anti-racism.

Add your core value to one of the posters.

Discussion Activity #3

Draft a short passage (1-2 sentences) that incorporates a commitment to antiracism that could be added to the current Mission Statement.

Write your passage on one of the posters.

Next Steps

- **Wednesday Sept. 28:** Campus-wide forum to review and give feedback on draft revised mission, vision, and core values.
 - 3:00-5:00 p.m. Rooms 224-228
- **October:** Approval “road show,” with stops at Faculty Senate, Classified Senate, Associated Students, and PAC
- **Wednesday Nov. 2 at 3:00 p.m. and Thursday Nov. 3 at 12:00 p.m.:** Presentation of Strategic Plan Framework
 - Rooms TBD