Strengths of the College:

- Supportive administration
- Many areas of educational opportunities
- Committed to student success
- Excellent leadership
- Useful programs
- Excellent faculty and staff
- Team spirit
- Location
- Cost
- Variety of programs offered
- Increasing online programming
- New President, new ideas, new directions
- Faculty and staff are committed to our students’ success
- Small class size
- ACC Foundation is wonderful
- Dedicated faculty and staff
- Offered programs are very strong preparing our students for life beyond ACC
- Great administrative support
- Opportunity to explore different things
- Collaborating departments shows off the skillset of students
- Committed faculty, staff and administration
- Good location near growing cities
- Reputation for a strong college transfer program
- Wide array of continuing education, career and technical offerings
- Small enough to still have a personal feel, but large enough to offer many options
- Economical alternative for education seekers – vocational training and/or college transfer
- Reputation for producing competent candidates for workforce and providing valued continuing education services to the community
- Student-focused
- Community collaboration
- Variety of classes, online and hybrid
- Great faculty and administration
- Great location and access
- Diverse departments and programs
- Overall desire to help students by faculty and staff
- Board of Trustees that believe in supporting faculty and staff
- Student satisfaction
- Teachers that care
- Nice looking, well-kept campus appearance is really welcoming
- Great location
- Great staff that are willing to help each other and students
- Friendly staff and instructors
- Everyone cares about ACC and how they represent the college
- Able to obtain EMS equipment needed which has helped the program grow
- Small
- Student-centered
- Strong health sciences and industrial programs
- Strong transfer program
- Dedicated faculty
- Academic Advising Center
- Skills Lab
- Writing Center
- Faculty and staff care about development of students, not just academic skill sets for the classroom
- Majority of decisions made are student, community and faculty/staff focused
- Genuine concern/care for providing the best this college can offer
- Faculty/staff participation in college matters/decisions
- Good reputation for having quality academic programs
- Low tuition costs compared to local state and private universities
- Graduates seem to possess the skills and competencies required by our local employers
- Location between triad and triangle
- Departments that work together without being concerned which one garners the accolades
- Departments that get attention for their efforts in the community, i.e. horticulture
- College does a good job trying to meet needs of students who are university transfer in liberal arts
- Non-university transfer programs are strong
- Caring faculty and staff
- Active and supportive Foundation
- Student-centered
- Faculty and staff have a common goal of helping students
- Child Care Center to assist students and outside community
- New addition of the BSP 2000 class
- University Transfer Program is a plus for ACC
- Emergency Services in Continuing Ed division – BLET, Fire, and EMT
- Faculty, staff and students are personable, caring, and serious about their work
- Efficient college processes
• People who work at various levels and in diverse departments are accessible to each other as necessary
• Numerous and interesting fields of study
• C-Step and Middle College programs
• University Transfer
• Support systems (i.e. Skills Lab)
• Adept and dedicated instructors
• Dedicated staff and faculty
• Funding for students from ACC Foundation
• Student population and desire to seek higher education
• Location and accessibility
• Well-maintained facility
• Interested and supportive Board and higher administration
• Ability to work with community and business because of relationships built
• Affordability
• Reputation within the community
• Strong support from community industries that wish to see us grow to meet the changing needs of our population
• Emotional intelligence
• Friendliness
• Competence of the employees
• Cooperative and collaborative environment
• Dedication to student success
• Variety of educational programs offered
• Beautiful grounds/landscaping
• Friendly campus – students feel comfortable
• A lot of classes are offered at varied times
• Great location
• Excellent faculty, staff, and administration
• Employees are treated well
• Faculty are given necessary freedom to teach effectively and are not micro-managed
• Strong sense of community and camaraderie
• Experienced, dedicated and competent faculty and staff
• Performance-centered programs in Culinary Arts, Nursing, Dental Assisting, Automotive Technology
• The large number of dedicated faculty and staff
• Excellent support services all across campus (Advising Center, Library, Writing Center, Academic Skills Lab, Financial Aid Office)
• Open admission policy
• Excellent care of the grounds
• Knowledgeable faculty and friendly and helpful staff
• Caring staff with genuine concern for students’ success
- Good, qualified employees
- Desire for students to succeed
- Student-centered learning
- Faculty and staff are highly committed to student success
- The College’s Foundation
- Signature programs in Biotechnology, Culinary and Horticulture
- Small class sizes
- General education partnerships with the UNC system and other four-year institutions
- Student-focused and wants each student to succeed
- Faculty and staff go the extra mile to meet needs of students
- Continuing Ed partnerships within the community
- New President to bring fresh perspective and new goals for ACC
- Well-funded Foundation
- Diversity of programs
- Experienced faculty
- Location between triad and triangle
- Strives to make a connection with the students
- Knowledgeable staff
- Location
- Safe positive atmosphere
- Dedicated employees that are friendly
- Always striving to look for ways to meet students’ needs and encourage success
- Variety of courses and programs offered to students is excellent
- We respond quickly to student requests even if the request is not in our area
- A strong mentoring program for new employees
- Strong and caring leadership
- Employees truly care about student success
- College promotes a familial environment amongst family that rewards hard work, provides support during hardships, and always offers help when it is needed
- Offers a wide variety of opportunities for the community whether they want to follow a more technical/vocational path
- College has not bowed to the pressure to have sports teams and focuses on academics like an institution of higher learning should
- Personnel – we work as a team and focus on individual student success
- Very good support staff from the mailroom to President’s office
- Low cost tuition
- A free Academic and Career Readiness program
- Writing center for all students
- Scholarships to students through local businesses
- Diverse population
- Excellent working environment
- Faculty are student-centered
Leadership from top to bottom creates a family atmosphere
- Competent and compassionate personnel
- Very supportive administration of instructors and staff
- Technical and college-prep programs
- Diploma and certificate options
- Small-sized classes
- Writing Center
- Open computer lab and tutoring center
- Location
- Separate buildings/areas of buildings for distinct programs
- Opportunities for input in decisions of department, division and college
- Commitment of the faculty and staff to the education of our students
- Sense of family/team that binds faculty, staff and administration together
- Supportive working atmosphere
- Feel supported and trusted by department and division
- Enjoy overall academic freedom experienced as an instructor
- Friendly, caring faculty and staff
- High quality of classes that are taught
- University Transfer program
- Meeting the needs of students
- Becoming a more customer service oriented institution
- Opened additional sections to meet increasing enrollment
- Continuously tries to meet needs of our community
- Great location
- Low cost parking
- Qualified faculty
- Good balance between commitment to meeting students’ needs and commitment to preparing students well
- Wonderful sense of family and genuine caring among faculty and staff
- Belief in the value of what we do as faculty and staff
- Desire among most faculty and staff to communicate effectively with each other; departments work together on projects and sharing resources
- There is a good mix of experienced employees and employees with new ideas and energy
- Most faculty and staff members are flexible when needed and willing to adapt to change
- Most faculty and staff are very self-motivated and willing to go above and beyond their basic job descriptions
- Majority of students are focused on their goals and get the resources they need
- Award winning programs in Horticulture and Culinary
- Over time we have built a great reputation with our surrounding universities; this has made it possible for our transfer students to have many more opportunities
- Better communication with admissions staff
• Dedicated staff and faculty with diverse educational/personal background
• Central location to draw from neighboring counties
• Accredited by SACS
• Qualified instructors
• Variety of delivery methods of instruction – traditional, hybrid, online
• University Transfer program
• ACC Foundation
• Child Care Center
• Continuing Education
• Literacy Program
• Well-qualified instructors who care about the students
• Availability of courses
• Faculty, staff and administration work together
• Instruction
• Student preparedness
• Culture of ACC
• Front forward and interactive college
• Students’ access and availability to staff and faculty
• Perceived personal approach to being student-centered allows a positive and nurturing environment for our students to explore and excel in their educational and career explorations
• Great place to work with people willing to help students succeed
• Financial aid is a real help for the student and enables them to attend ACC
• Interested, caring instructors
• Good community outreach within the college
• Serves the county
• Just the right size
• Faculty and staff of the college truly care about students and their success
• Our campus foundation support our students on extraordinary levels
• Hiring ACC graduates as ACC employees
• Working across the curriculum with student design projects
• Working outside the boundaries of the campus with client-based projects
• New President
• Teaching and student-centered institution
• Attracting a good percentage of dedicated, hardworking students
• The new Writing Center
• Writing Across the Curriculum
• Warm, accommodating atmosphere
• Helpful, friendly staff and faculty
• Ethnically and demographically diverse student body
• Ample supplementary learning resources (Skills Lab, Writing Center, computer labs)
• Generous WP-drop policy
Hybrid/online class offerings expand enrollment and instruction access
Working across the curriculum
Working outside the boundaries of the campus
New President
Teaching-centered
Good percentage of dedicated students
Great group of faculty and staff who are very knowledgeable in their respective fields and have a desire to raise the bar at ACC
Strong partnerships
Location
Business and Industry has an excellent relationship with local industry which could be leveraged to provide input to Business Technologies
Formalized Minority Male Mentoring program to increase students’ success at ACC and beyond
Improved literacy and competency standards for Business Technology curriculum
Rigorous Business Administration academic core
Credentialed faculty in all learning areas
Highly desirable work environment
Student-centered
Dedicated teaching faculty to help ensure student success
Helpful staff to work with and provide students with services
Convenient location
Affordable tuition rate compared to public and private colleges/universities
Variety of program offerings
Excellent university transfer program
Matriculation rate to four-year college/university is excellent
Faculty and staff and administration are unified in their unwavering commitment to serve the students and the community
Everyone seems to work together for the good of the whole college
College-wide atmosphere is collaborative, positive and supportive
Divisions and programs are strong and focused on continual improvement
Professional development opportunities
Clear communication
Dedicated professionals
Diversity of students
Easy access and affordability for first-generation college students
Staff and faculty support
Financial Aid staff consistently goes above and beyond duties to assist students
ACC Foundation
Admissions/Student Development is student-focused and goes above and beyond to assist students
Outstanding Student Development leadership
• Strong student activities/SGA program with excellent leadership
• Student-centered
• Ample centers for academic assistance
• Very close and has created an environment that is very similar to that of a family
• Students come first
• Caring faculty and staff
• Faculty members are experts in their fields
• ACC values students and the quality of education
• ACC holds students to high standards
• Student-focused
• High level of teaching expertise/experience
• ACC Foundation
• Great reputation in business community
• Familial atmosphere
• College family
• Dedicated employees with high work ethics
• Collaboration across campus
• Wonderful work atmosphere
• College allows for individuals to be creative
• Open door policy of administration
• Quality of instructors
• Population increases for 20-44 year olds
• Growing Hispanic population
• Increase in out-of-county residents
• Increasing Arts & Sciences
• Business Technology has seen a dramatic increase over the past few years
• Student-centered
• Family atmosphere
• Student-centered approach
• Diversity of programs
• Excellent faculty and staff
• Attractive campus thanks to horticulture students
• Writing Center
• Focus on writing
• On-campus daycare
• The support of the ACC Foundation
• Affordability
• Local
• Community involvement
• Many options made available to students through on-site, online and hybrid classes
• SACS accreditation
• Involvement in community
• Various classes and opportunities to expand skills and education
• Location
• ACC Foundation
• Recognition within the community and neighboring cities
• Higher numbers of GED completion and ConEd opportunities
• The new Writing Center
• Student activities/clubs/organizations for student involvement with the College
• Dedication of instructors to their students
• Student orientations
• C-Step
• Financial aid for students
• The food bank
• We do a really great job at providing students with resources that they need

Weaknesses of the College:
• Need for new facilities to meet needs of students, staff and employers
• Decreased employer satisfaction
• Not using data to make decisions
• Snackbar prices are outrageous
• No WOW factor to appearance of campus
• Multiple local institutions competing for students
• Need for updated technology
• Need to do a better job on advising our students
• Communication is sometimes lacking, things get mixed in translation
• There is a thought that certain programs get special treatment
• Different responsibilities and expectations for different departments, yet all treated the same – expectations may need to be defined
• Heavy reliance on part-time faculty
• Need for updating classroom technology
• Lack of diversity in leadership positions
• The NC Comprehensive Articulation Agreement is not promoted nearly enough. Collaborative efforts with the high schools and advertisement campaigns promoting the benefits of this opportunity, are virtually null.
• Processes utilized in admissions, financial aid, and business office are antiquated and confusing for both students and employees
• Absence of modern technological safety measures and conveniences
• Dated auxiliary services are not appealing to many students
• Advising
• Communication across the college with staff, faculty and administration
• Failure to initiate or continue environmental/sustainability programs, activities, policies, or committee formation
• Technology and the inability to purchase technology on the open market to get better products for less money
• All trades should be housed in one building separate from main building
• Not enough classrooms
• Not enough parking
• Limited classroom space
• Inconvenience for students not to be able to pay tuition and register on the main campus for CE classes
• Security and other staff do not seem to understand why CE runs classes with college is closed or if the rest of the college is on break or off for a holiday
• Programs could be more in-line with career opportunities within the county
• Limited space and need of renovations in main building
• Limited space for growth in industrial programs
• Weak connections with employers in community
• Technology has improved over the past few years, however continued progress is needed
• Ability to provide needed courses for students is hampered for a variety of reasons
• Lack of communication creates uncertainty, confusion, and conflicts
• Lack of consistency breeds a lack of trust and negativity
• We seem to work in silos and not together enough and this affects communication in a negative way
• Communication of events should include at the very least, the public information office
• More advertisement about good things happening at ACC, the more students will want to come here
• Technology
• Need for more student labs and updated technology available to students
• Version of C-Step for students who would like to transfer to NC State or A&T
• More focus on our STEM students – appear to be getting lost in the shuffle
• Equipment/technology/space limitations – need for updated equipment and space
• Faculty at DC do not have access to A/V equipment as needed
• ACC could be more supportive of educational growth for faculty by means of funding and rewarding
• Communication between the departments
• Some of the programs of study recommend that students take ENG 110 or 111 very late in their curriculum sequence
• ESL students do not have a transitional curriculum to properly prepare them for college-level courses in English that address points of grammar that commonly present challenges for second language learners
• No new programs in several years
• Hasn’t kept abreast with staffing standards in some areas
• Hasn’t kept program offerings current with trends in market place
• Possible declines in FTE
• Lack of collaboration with four-year institutions to develop programs that students get the first 2 years
• Offices staffed below standards with fulltime employees
• Recruitment and retention
• No wellness promotion program for students
• Intramural sports would offer physical fitness and community among students
• Out of class activities like Zumba, track or yoga exercises would increase physical fitness and wellness among our campus
• Many classrooms in the Main building need major updating
• The walls do not have soundproofing, so students can hear classroom instruction next door
• Smaller classroom size impacts effective teaching
• Cluttered classrooms, leftover “stuff” in-between classes
• Classroom technology is not consistent and up-to-date in each classroom
• Expensive textbooks
• Incorrect information about grammar, punctuation and documentation are given to students from Skills Lab
• We are behind in technology, but we are catching up
• Some of our standing committees do not function well i.e. Technology Committee
• Poor oversight of DL courses administered online
• Budget challenges
• High failure rate in many intro courses due to poor reading and math skills
• Lack of a designated time for faculty and committee meetings, as well as student clubs
• No evaluations of department heads/division chairs by faculty and staff
• All faculty evaluations are conducted by students and department heads
• Poor condition of many of the classrooms
• Large number of adjunct instructors who teach at low pay and have few ways to be included
• Continued lack of technology in many classrooms
• Heavy faculty teaching load for many instructors
• DC campus – lack of space for classes/offices, no conference room, limited AV equipment, slow computer speed, phone lines maxed out
• Budget shortcomings
• Lack of diversity in mid-level and senior administration
• Communication process – slow, laborious and poor follow-up
• Lack of new programs – students take pre-reqs at ACC and leave
• Lack of a retention plan
• Understaffed departments
• Faculty and staff are not viewed as equal players in a student’s education process
• Technology needs more extensive updating
• More open computer labs
• Provide a holistic student experience
• More diversity in classroom
• More faculty training on academic advising for students
• Work on integration of globalization in curricula
• A better drop policy (responsibility is on faculty rather than the student)
• Foster a more close relationship with Elon University
• Excessive duplication in the evaluation process
• Students are sometimes coddled too much i.e. the drop/add policy. At most institutions, if you stop coming to class you receive an “F.” At ACC, it’s the responsibility of faculty to keep track of student absences and to make sure that drop was processed in WebAdvisor. Not only does this take up a lot of faculty time, it sets students up for failure once they leave ACC.
• The College needs a new vision of itself and how it fits within the community. We need to be more engaged in the community and establish more partnerships.
• Lack of consistency of advising provided
• Poor communication process between college service functions i.e. Distance Learning, IT, Admissions and Advising)
• Invisible recruiting function
• Losing the connection with students
• Losing appreciation for a skilled trade
• Lack of funding
• Size of facilities
• Advising – lack of communication and connection being made with students
• Courses are not offered often enough to complete program of study in a timely manner – students get discouraged
• Poor quality of technology in the classrooms
• College does not appropriate room space properly i.e. Main 206 should not be used for classes containing more than 15 students
• College does not have a WF option for grades
• Attitude towards plagiarism is somewhat lax, students are not being penalized like they should for intentional, egregious plagiarism
• Our test evaluations for being placed into ENG 111 need to actually assess writing generation and not just grammatical skills
• There is a lack of communication between directors and instructors when procedures/policies change
• No full-time instructors in the Academic and Career Readiness Program
• A need for more specialty health care degrees i.e. surgical tech, physical therapy, radiation – radiographer
• All employees must realize their contact with a student or person in the community has the potential to be the deciding factor in that individual’s decision to attend or support ACC
• Primary attitude of ACC employees should be one of service to students and agencies in our community
• No competency/placement test for computer skills and therefore, a CIS course requirement for most programs
• Too highly a level of introductory computer course for novices
• No ESL sections of courses taught by ESL trained instructors
• No ESL professional development workshops
• Too short of time during new student/personnel orientation for amount of information dispensed
• No wireless-printing option
• Not as engaged in the larger community as we could be
• Failure to analyze current programs and their relevance to the current economic needs of the community
• Classroom spaces are inadequate for size of class and needs in group work, presentations, etc.
• Student expectations and skills can vary so much. Would like to see emphasis on the “true etiquette” of respect, kindness, and understanding realistic expectations for each other, for scheduling, grades, etc.
• Academic Advising training for faculty
• Conduct a comprehensive training when an employee is hired and offer training during professional development days
• College-wide meetings, committee meetings held during afternoon when teaching/labs are going on
• Technology in classroom needs updating
• Morale and dissatisfaction with decisions (or lack thereof)
• Atmosphere of college is not welcoming to outsiders and potential new students
• New employees, and older ones, may not always know how or where to share their ideas or whether it is safe to do so
• Employees who do not have an opportunity to communicate with others outside of their area may think they have a disproportionate amount of work to do; good communication and understanding can remedy this
• Community is aware of our presence but is unaware of what we offer in terms of programs and services.
• More space is needed in many of the trade related classes
• Need for a full-time recruiter to reach out to industry
• Adjunct feel they are “second class”
• Grant writer to pursue opportunities for equipment funds
• Need to become more active in reaching out to the community and local industry
• Physical plant – original buildings on campus are showing age
• Communication between departments
• At Dillingham Center – space and equipment are major issues
• Main building is in need of repairs
• Lack of computer classrooms
• Financial aid for students
December 4, 2013

- Technology in classroom
- Budget constraints prevent us from being able to offer all of the programs we may see as necessary in the future
- We are doing more with less and at some point this strategy will weaken our scope to meet student needs
- We should always be reviewing and updating our strategies to strengthen those weak areas to prevent any major problems
- Lack of communication
- Computer equipment operates too slow and is outdated
- Communication between the different levels of instructors, staff and administration is poor
- Failure of departments supporting their teams
- Lack of mentoring program for adjuncts
- Excellent adjunct institute but need one-on-one mentor for the first 30-60 days especially in large departments
- Need of assistant department heads in large departments
- We need additional quiet study space, as well as, recreational space on campus for students
- We do not offer the same level curricular variety that some of our neighboring institutions offer. We need programs that will attract additional students.
- ABSS junior and seniors should not have to come to campus to enroll for Career and College Promise courses. Our enrollment dates and times are often inconvenient for that student population.
- Students are not required to meet with their advisor before registering for classes.
- Faculty and staff members receive little benefits/financial support for professional development towards advanced degrees.
- Our campus auditorium is outdated, as well as, too small to handle large meetings, pinning ceremonies, or inductions.
- Our campus décor/facilities are not modern/attractive
- Not offering enough payment options for students to cover tuition costs, such as payment plans.
- Rude and disrespectful behavior of students in commons area
- Grounds machinery operating outside of classroom during instruction hours (loud noise)
- Noise level tolerated in the commons area of the main building
- The atmosphere of disruption created by some students around campus to the “learning-centered” goal of the college
- The extreme range of the student “skill-level” in the classroom
  - Students lacking basic skills for college-level courses vs.
  - Students with excellent skills and abilities (exceeding expectations)
- Maintaining a good balance for all students in the classroom
- Courses are often taken and dropped without benefitting students’ academic progress
- Students are often underprepared for the level of rigorous coursework involved in sciences and mathematics, especially the component of work to be done at home.
- ACC must do more to ensure that students are adapted and ready to begin study at the demand and level of a university
- Some of the non-professionalism of support staff
- Advising – lack of comprehensive advisor training and advising resources, students not being aware of who their advisor is
- Only one full-time advisor in the Academic Advising Center
- During peak advising and registration periods, neither faculty advisors nor staff advisors in the Advising Center and Student Development have the time needed for comprehensive advising and prompt responses to inquiries. This will be increasingly difficult as the new CAA and DREs are rolled out next year.
- Technology needs improving
- Lack of document imaging has a huge impact on the services Student Development provides
- Orientation has recently expanded but attendance is low and buy-in across the college is weak. A comprehensive (potentially mandatory) orientation could lessen the extent of advising needs in the future.
- Public relations – we could do a better job educating the community about the value of education and how important it will be to meet entry level job requirements in the future
- Curriculum areas have little interaction with the business community. There doesn’t seem to be a consortium of business leaders that advises the Business Technologies division about current and future educational needs
- No outreach program for the growing, younger Hispanic workforce
- Lack of off-campus recruiting locations, for example at the VA office
- Lack of space and technology is stifling the growth of some technical programs
- More technological advancements made across the campus in various departments/classrooms to improve workflows and student learning experiences
- Not enough public access computers to accommodate students’ needs
- Inadequate capital funds to add new facilities for the College
- Classrooms could use some physical and technological updating
- No mechanism for faculty to evaluate administration, staff and programs
- Technology, or lack thereof in classrooms and need for additional computer labs
- Need to improve the technological skills of existing faculty and staff
- Need increased emphasis in promoting importance of technology to our students
- Teaching methods – using dated teaching materials
- We enable many students by not holding them accountable for what they do and don’t do
- Requiring every student to take ACA 111 – College Student Success
- Not making retention a priority
- Expand the number of classes offered in Health Sciences both day and night
- Waitlists – we need to open more sections or offer online
- Reevaluate programs of study to see if they truly reflect needs of community
- Economic development and partnerships with local businesses
- Providing better academic advisement to students
- Nursing Admissions requirements and process is in need of major review/updates
- Need to provide better customer service to students
- Lack of emphasis on global education
- No international study abroad experience for students
- Very few service learning projects
- Technology in many classrooms is subpar
- College does not move quickly in regards to new and growing technologies and real world issues
- Underutilization of technology to support college processes, including student management and recordkeeping for attendance and grades
- Additional technical training for staff
- Provide better advising at enrollment time
- Need expanded counseling services for students in distress
- Technology and time
- Sciences have a heavy course load because labs are not considered a separate prep
- Faculty unable to attend many college functions, committee meetings, time to devote to improving science or getting involved with projects to enhance STEM programs due to heavy course loads
- Administration is slow to act on things that may move the college forward
- Retention rates
- Declining FTE
- Declining population for all age groups, except 20-44 year olds
- Decrease in Orange County residents
- Need to increase enrollment in Biotechnology and other programs that have had negative or no growth
- Need to serve more residents of Alamance County since our service numbers have declined
- Need to teach new faculty about the importance of advising
- Technology and support for technology in the classroom
- Availability of healthy food on campus – need more variety in Snack Bar
- Funding
- Training of security officers
- Classrooms in main building are showing signs of aging and need updating
- Advising: faculty should advise students within their program structure; it should be required that all students meet with their advisors face-to-face prior to registering for classes; keeping a paper trail of advisor recommendations; having worksheets of expected courses for specific programs accessible to students to review
- A general studies program would allow senior citizens to return to school to take courses
- A general studies program for incoming freshman should be required to take the basics
• No space for student activities
• No varsity teams
• Limited funding
• Understaffed areas
• Lack of communication between higher to lower administration
• Many instructors and staff lacking computer literacy skills
• Outdated policies and procedures that need to be revised
• Advising
• Students need student IDs
• Advising is a big concern
• We need a system of student identification – students need to feel safe and this would be a step in the right direction

Opportunities of the College:
• College location and opportunity to attract more students
• Offering new programs could enhance college’s enrollment
• Community outreach to seek out potential students
• New program offerings
• Increase partnerships with employers to provide more jobs for our graduates
• Local businesses to offer internships
• Build a community center on campus
• Partner with 4-year institutions to get a BSN degree
• Offer more online classes for instate and out-of-state students
• Continue promoting college to raise both expectations and excitement level of attending ACC
• More involvement with community (i.e. open a non-profit open door clinic with Elon where nurses can take BP, give shots and offer a Phlebotomy program draw lab where medical assisting students and Elon’s PA program students provide care)
• Improving students’ writing is a wonderful goal
• Evaluate all courses we offer to see if some may need to be discontinued to make room for new programs/courses that students need now
• New programs and opportunity for existing programs evolve and transform
• Opportunity to connect with community in greater partnerships, locally and globally
• New President likely to bring innovative ideas of new programs to offer as well as strategies for improving existing offerings
• Good time to forge new community partnerships and strengthen old ones
• Explore new funding streams to supplement state and federal funds
• Good time for the college to come together as a community to support each other in work that we do, and to work on improving communication and teamwork
• As tuition continues to increase at university level, ACC should initiate a marketing campaign that highlights not only the cost effectiveness of attending the college transfer program, but the educational merits involved as well.
• Opportunity for PIM to collaborate with the Marketing curriculum to educate students using a practical application
• Vocational projects such as the ACCF homes should be reintroduced and heavily advertised to allow the community to see the college in action
• Incorporate Lean Six Sigma practices into our business system and/or intuitional effectiveness programs
• Offering community our on campus services – dental clinic, medical assisting, horticulture, carpentry, culinary
• Being a leader in environmental/sustainable practices, policies, programs and area (i.e. wind turbines, more solar panels, green roofs, porous parking lots, energy efficiency, decrease unnecessary lighting, less mowing, more natural areas, user-friendly outdoor spaces, more earth-friendly products)
• Figure out how to get manufacturing back to Burlington, NC
• Tie businesses and training back to the community and jobs
• To expand curriculum by adding degree programs for some of the CE classes such as Fire or EMS degree
• Build a training center for LEO, Fire and EMS that will allow us to offer more training and classes to meet the demands of these services for training
• For ACC to become accredited and help to draw students into Paramedic Academy
• New President allows for easy and direct employer and community development
• Changes in health care and mean population age will increase demand for health sciences careers
• Shortage in employees in industrial fields should allow for program growth and development
• Challenging economy makes community college a high quality bargain
• Enthusiastic staff with ideas and energy
• Strength current Nursing program and develop a partnership with other universities to offer our nursing students a bridge from AND to BSN.
• Consider a recruiting and mentoring program for nurse educators in preparation for the upcoming years
• New curriculum offerings and collaborative programs with other community colleges
• internet/two-way video and online course offerings
• Advertise our services such as cosmetology procedures to the community
• Students can benefit from personal and professional development classes
• Low self-esteem among students – need to find ways to boost this i.e. counselor
• Homeschool students and high school students
• Increase our STEM transfer options
• Capitalize on local high school students
• Offer more extracurricular activities i.e. intramurals, more campus activities
• New program offerings
• Better ways to market classes for curriculum and continuing education
• Better marketing for continuing education operation cycle
• PIM support for CE classes held outside of normal class schedule
• Growth potential due to central location
• Summer campus for middle school students
• Potential for student recruitment from overall region
• Publicity about our programs that covers a wider geographical area might be very good for our enrollment
• Relationships with businesses and community should allow ACC to see what new program offerings are needed
• New technologies and job market trends to assess new programs
• Participation in programs that encourage programs to begin at ACC and compete and a four-year institution
• Opportunity to grow through University Transfer program and through Career and College Promise program
• Reach out to the community through speakers and events
• Highlight faculty and who we are and what we do when we have 200+ scouts on campus
• Highlight our students and their club campus service projects
• Need for community to see the positive impact we make and teaching our students to do the same
• Develop networking opportunities with Elon University within our Allied Health programs. PA program at Elon could allow unique and beneficial learning opportunities for our nursing students and their PA students.
• New WAC program provides opportunity to improve writing skills of all employees so they can help students more effectively and present the college professionally in written materials
• Proactive plan needed for improvements to interior spaces especially Main building classrooms
• Look into another approach for assigning classrooms
• Hire a college employee to run the bookstore as a non-profit and sell books for just enough to cover the bookstore’s operating expenses
• Consider additional programs we need now to better serve the local community
• Find better ways to help students with technology
• To create a Distance Learning ombudsman to serve as an advocate for students enrolled in an “E” section who would investigate, report on, and help settle issues interfering with learning and performance
• To develop more business partnerships
• Additional community outreach
• Additional and enhanced business advisory council
• Evaluate existing programs
• Explore additional program options based on local/state needs
• Expand the offerings of the university transfer program
• Plan for a way to hold graduate and cultural events on campus
• Provide more counseling services for students
- Have trained ESL tutors in the Writing Center
- To continue to provide savings for traditional students before they move on to four-year schools
- Consider obtaining old landfill property in Southern Alamance County for $1.00 transfer fee to house emergency services programs
- Research new program offerings and expand its presence in the local community and the state
- Develop new programs
- Stronger community support and input
- Improve writing skill
- Expand student activities
- Recruitment of international students and other minority students
- Seek additional sources of revenue
- Increase partnerships with other institutions
- Curriculum globalization
- The more diverse courses we offer, the more students we will attract
- It is not time to cut programs at ACC, it is time to invest in the future
- New partnership with Goodwill Industries and the potential it brings
- Implement Career Readiness Certification to attract industry/employers to the count
- Pursuing grant funding to supplement our programs
- Increased efficiency of advising (culture established at college-level, carried out at a program-level). This would lead to greater persistence of students through degree programs.
- More college-level recruiting activities = greater enrollment figures
- Taking advantage of our location and outstanding reputation, endorsement and respect from other community colleges to grow
- Maintaining our relationships within the community
- Providing area with knowledgeable workforce
- We have a lot to offer other schools by processes we have and we have the opportunity to learn from other schools
- Talk to local businesses about tailoring courses to support specific skills that we can train their workforce on
- College should expand computer programming offerings i.e. offering basic freshman computer science courses like C++ and Java
- Work with the business community to offer the Writing Lab’s assistance with editing published information
- Create more programs to have instructors actually teach in secondary schools for specific skills
- The performing arts and media area
- STEM grant opportunities which connect high school students to the community college system
- Potential to be a change agent in the social and economic landscape in Alamance County and beyond
- More ESL options
- More certificate options
- Short-term programs/certificates focuses on changing local job market
- Incorporate more on-line resources into instruction
- Increase role/need of a strong university transfer program to help students achieve their goal of a four-year degree with limited funds to pay for that degree
- As Alamance County becomes part of the larger economic communities of the triad and triangle, the College would benefit from adopting a more regional identity and approach as opposed to an approach focused on Alamance County in isolation
- College should seize the opportunity to be more global in its course offerings and programming to help the County attract international businesses and the jobs they can provide to our citizens
- This is a time for higher education to take the opportunity to say, “yes, what we do, does matter. What we have is valuable and precious and we need to use it well.”
- Opportunity to be proactive and innovative with distance learning
- As Distance Learning program grows, make sure these courses are high quality and that the DL courses are equivalent in content and rigor as traditional classes
- Providing a better orientation program to new employees and a systematic update for existing employees
- Current employees could use refreshers in customer service, advising, Datatel, etc.
- Underserved local populations
- Could benefit from more opportunities to communicate with other parts of the college
- Good progress has been made in adding technology to classrooms and improving responses to technology problems through Information Services. The Library could use more technical staff to support technology in classrooms
- There could be more clarity about whom to contact for problems: Information Services vs. Learning Resources, Supply vs. Maintenance. A central help desk is a good idea for this
- There has been progress in recognizing and including adjunct faculty. More opportunities for recognizing the contributions of adjuncts and for mentoring them would be helpful.
- Look into additional program offerings (bring back Green Technology, more allied health)
- Arts & Sciences along with Advertising and Graphic Design program have a convocation/awards program each spring; this could be expanded to include the whole college – more recognition of excellence throughout the College.
- Need for more industry-curriculum partnerships
- Encourage faculty to have Moodle supplements and post grades online
- Efforts need to be made to diligently examine if new or expanded trade programs would be useful to the community
- Funding for new technology building
• Summer camp for high school students that would expose them to the hands-on courses we offer
• More community events
• Develop training courses for industry, continuing education, etc.
• Investigate textbook rental program
• Internships for students
• Always keep abreast of the changing world and creating classes that prepare students for the changes
• Finding a location to house EMS in Con Ed
• Investigate adding sports teams to attract younger students, four-year transfer students, etc.
• New program offerings
• Community partnerships
• Expansion of programs/establishment of new programs (e.g. sustainability)
• Academic-professional connections with public and private institutions
• Improve retention rates
• Continue involvement in the ever-changing workforce needs to increase curriculum and training opportunities to meet those workforce needs
• Physical location is a prime location to attract businesses with workforce needs
• Explore computerized machine training, logistics, bio engineering, and aviation
• Apply strategic planning in all program areas: curriculum, continuing education, and career and college readiness programs
• Staff development – taking classes to better prepare themselves and their careers
• Committees – opportunity to share ideas that might make the college better
• Create an affiliation with a four-year school and offer classes on campus towards a four-year degree under their program, maybe in the evening
• Create a strong afternoon program on campus for the Career and College Promise program from the high schools so they can take morning classes at their high school and afternoon classes at ACC
• Return to having a “college hour.” This would allow for greater attendance for campus programming efforts, as well as, assist with campus and club meetings.
• Establishing stronger relationships with ABSS to develop a bridge program for seniors attending the college next year. Each student from our county high schools could be guided through the admission process, or perhaps have counselors attend the high schools for one-on-one counseling.
• Establishing a technology fee to incorporate additional student friendly practices, such as:
  o Student help desk for issues with Moodle, ACCess, or other software
  o Staffed computer lab throughout the day for computer use (Skills Lab and Library are often full)
  o Free printing or printing kiosks which give students a set limit of free pages to print.
  o Check out laptops from the library for on-campus use
Receive flash drives during orientation with handbook, catalog and other important documents.

Student IDs for use in bookstore, library, financial aid, canteen, etc.

- Establish a 2+2 transfer partnership with Elon University
- Expand programmatic efforts to include athletics and service learning
- Create a formalized process for assisting undecided students who apply and have to pick a program, without truly knowing what they would like to pursue
- We have wasted programming/classroom space above the bookstore, student center and top level of the main building – utilize this better.
- We have an opportunity for our campus community to come together and understand that it is everyone’s responsibility to attract, retain, and assist our students towards graduation or their career/collegiate interests.
- With the impending changes to comprehensive articulation agreement, we could mandate meeting with a transfer advisor to discuss their major, transfer institution, and course selection.
- Increase the number of co-curricular programs that bridge academics and real world experiences.
- Healthcare degree expansion through curriculum courses and offering more online programs for students
- Getting more involved with ACC community and programs though inter-departmental projects
- Potential for more student employment opportunities through new client-based projects
- Cultivating new internships and entry-level design and print positions throughout the community
- Developing more involvement and collaboration with area universities and colleges
- Greater expansion into online and hybrid instruction
- Continued modernization of science and mathematics instruction implementing technology and improved methods
- Target students within Alamance and neighboring counties with applicable marketing and information campaigns
- Getting more involved with the community through inter-departmental projects
- Potential for more student opportunities with client-based projects
- Student internships and entry-level design and print positions
- Community outreach and partnerships with local businesses
- Expand the CCP program
- Formalize a reverse transfer program/process with neighboring four-year institutions, increasing ACC’s graduation rates and providing students with the credentials they have earned.
- Adopt a more regional focus to attract and train students
- Expand formal mentoring opportunities to other demographic groups to improve overall student success rates
- Alignments of the Business Administration concentration with those of the regional high schools
- Reach out to high school students at Orange County Senior High in Hillsborough and to high school graduates in western Orange County
- Increase opportunities for collaboration and influence from the bottom up in the decision-making process
- Continue to improve student advising capabilities
- Develop course sequence tracks for full-time Business Technologies students who enter the college in the spring semester
- Get involved with local economic development initiatives
- More collaboration with small business and industries that provide students with gainful employment
- Develop a service learning component to all curriculum areas of the College
- Increase enrollment and retention rates for student population
- Develop partnerships with local agencies to give ACC a greater presence in the community
- Enhance and improve overall functioning by soliciting information through the official yearly evaluations from faculty, the same way students evaluate faculty each semester
- Enhance quality of online courses
- Incorporate service learning as a means to enrich both the students and our community
- Increase awareness of student successes
- Expand Alumni Relations program
- Partnerships
- Consider ways to improve intake and processing of new students
- Mandating new student orientation
- Update and expand ACC’s Career Services program and integrate activities with course work to increase student awareness and utilization of services through ACC career
- Bring in employers as part of “Speaker Series Program”
- Analyze needs of local employers, consider new certificate/diploma offerings
- Identify opportunities whereby ACC students can provide meaningful service to local community. Service learning can become a key value of the College.
- Partner with World View, a non-profit organization designed to help community colleges globalize their curriculum and educate their faculty
- Partner with other colleges already offering studies abroad
- College has many opportunities to increase the job rate in Alamance as well as surrounding counties
- Opportunities to direct students to cutting-edge STEM programs at university level
- Opportunities to partner with other colleges on specialized majors that could benefit individuals and companies in our area
- Need for a C-Step type program for NCSU, UNCG and is possible Western Carolina and Appalachian
- Host a science lecture series
• Host a STEM competition for local high schools
• Need for a diversity program that includes LGBT people
• Development of a pathway for the ADN nursing student to continue their education
• Ability for the nursing program to work with continuing education to develop professional development for CEUs
• Need for another full-time faculty in nursing, acting as a clinical coordinator
• To improve retention rates
• Advertise in Orange County to increase enrollment from that area
• To grow Accounting and increase enrollment
• Develop a professional development process for new hires that stresses and teaches advising
• To serve more people in Alamance County, help increase enrollment
• Host more events for non-affiliated groups on campus
• Create partnerships with more businesses and universities
• Offer different programs and degree that are not currently offered
• Better use of land by the river through more access
• More outreach to the community through our popular programs (i.e. flu shot clinics by nursing students, local park by horticulture, automotive repairing donated cars for a local nonprofit)
• More targeted advertising about transfer program to high school students in this tough economy
• Establish a National Writing Project site at ACC that provides writing training for K-12 areas in the area – there is no central site in North Carolina currently
• Expand Nursing program to increased capacity
• Increase Distance Learning program and course offerings
• Have more local employers invited to campus to interview upcoming graduates
• Internship programs for students
• Expansion into the more tech sciences that can tap into the business sector would help advance our own diversity for study
• Find newer sources for sustainability including grant funding
• Develop more intensified courses that have a shorter span
• Develop the Distance Learning program to reach more FTE’s
• Create alternative sustainability and networking with businesses beyond our county boundaries to be able to know what’s in the market and stay innovative with the programs with teach
• Gain territory by working directly with the community and giving them programs they need
• Career testing for students
• College hour for club/organization meetings, campus speakers, faculty/staff/department meetings, advisory board meetings
• Gaining more community support
• Need to advertise more based on the opportunities that ACC offers the community

**Threats for the College:**

- Economy and budget cuts
- Funding formula: enrollment decreases = less fiscal resources
- Aging infrastructure and buildings
- Seek reasons as to why 14% of students stating that would not choose ACC if they had to start their education track over
- Local hospitals only hiring BSN nurses, therefore AND becomes unpopular and drastically affects nursing program
- Technology is very outdated – we need to keep current and keep pace with other schools in our area
- Not responding to the changes in community
- Programs not changing to keep up with industry standards
- State and federal budgets shrinking, as well as enrollment, funds are likely to be more scare
- Expectations are still high – it will be difficult for employees to continue doing more with less
- Dated curriculums are not being replaced with more current offerings
- Lapses in consistent processes in employment practices expose the school, leaving it vulnerable for attack and potential lawsuits
- Dated curriculums and technologies dissuade higher quality students
- Proprietary colleges
- Retention for course completions
- Decreased state funding
- Overemphasis on FTE at expense of instructional quality
- We may lose teachers to industry if the pay does not keep up to industry standard
- If we do not become accredited we will not have as many students to attend the Paramedic Program, therefore a reduction in FTEs
- Surrounded by multiple other collegiate opportunities
- Limited growth or changes in curriculum and career preparation in recent years
- Limited funding
- No clear enrollment planning/goals
- Limited efforts to create pathways to employment and increase connections with employers
- Lack of qualified nursing instructors in the near future – current workforce will retire soon
- Increases in tuition
- Lack of new course offerings
- Low employee morale
- People are afraid to speak plainly about what they observe and people seem to not know who they can trust
• It appears people expect retribution if they give negative feedback
• Low morale
• Gossip and negative innuendos happen frequently
• Accounts payable – potential to lose vendors due to length of time it takes to get payments approved and sent out
• Human Resources – needs to be more supportive of the “lower level” employees and not always assume management is correct
• Bullying in departments
• Budget cuts
• Failure to produce enough job training for unemployed non-degree seeking people
• Not adapting to changing needs
• Decreasing enrollment
• Recent limits on funding at state level
• Sister community colleges who offer new programs needed or wanted by student population
• Proximity to several four-year institutions who offer programs that our students cannot transfer ACC Associate degrees into in tact
• Declining enrollment and lack of retention efforts
• More personal system of advising is needed, intrusive advising in some cases
• Need for spending more time with students outside of the classroom and making connections that last
• Due to Developmental Math and English changes, we need to spend more time with students
• Student poverty and exhaustion leads to stress which impacts the students’ learning and can cause them to have a short fuse
• When transfer students take the courses they need elsewhere
• New campus in Hillsborough
• Declining enrollment
• Reduced funding from the NC legislature
• Potential dropout rate increase due to students no longer being tested for developmental
• Less time for weak students to get basic skills
• Assessment that sometimes does not match the instruction
• Lack of raises, merit pay and other incentives
• Further budget cuts combined with a decline in enrollment
• Lose FTE by sending students to other colleges due to programs that we do not/cannot offer
• Insufficient funds that would prevent development of programs to ensure graduates to be qualified for employment here and elsewhere
• Failure to develop new programs
• Failure to outreach to various populations
• Unstable funding
• Keeping pace with technology
• ACC must expand and the cheapest way is to expand online course offerings
• Offer more professional development sessions throughout the year
• Need for more instructors
• Low morale
• The era of budget cuts
• Government ineffectiveness, inefficiency and waste
• Funding cuts
• Losing contact with our community
• Upper management losing continuity with faculty, staff and students
• Uninformed community
• Funding levels appear to be decreasing which will affect programs we are able to offer
• Competition from GTCC
• The proposed removal of the school’s absence policy would be a mistake that would lead to more abuse of financial aid, increased absenteeism, and poorer student performance.
• Increasing trend towards online courses is problematic. Heard numerous students complain about their online class experiences. Certain courses should not be taught online. Students should be counseled in whether or not they are self-motivated enough to succeed in online course paradigm.
• Trend toward micro-managing of professionals
• There is a need to keep the counselor to student ratio low since we accept all students regardless of background
• We are surrounded by many other community colleges as well as four-year schools
• To remain relevant and pertinent to needs of the community
• Planned common-core math courses vs. curricula-specific math courses
• Too much focus on on-line (macro graded) training vs. in-class instruction (SAM and SNAP)
• A tendency to recommend/choose a hybrid/online course to complete a full-time schedule without consideration for demands of such, ever increasing tuition, bookstore and canteen costs
• Course-required texts not used by instructors
• The expanding roles of our sister colleges causing competition for the same potential students – we must have programs that attract those students here
• Adopting an approach that does not understand how the expanding triad and triangle are affecting our local economy could make the College irrelevant to the marketplace in which our graduates will be operating
• An unwillingness to make necessary changes, however painful, that may be called for in order for the College to fulfill its mission.
• Mandates or cuts which limit academic freedom
• Possibility of good classes going away because they are not required by certain programs or offered at every school
• Students not finishing their programs and/or being able to transfer to colleges/universities and programs that they want to. Feel students are unrealistic in their goals and concern that they will become frustrated and leave education for basic jobs
• Budgeting. It is important that we create opportunities to do as much (or more) with less. We need to be pro-active and not re-active.
• Failure to identify and recruit local underserved populations; aggressive recruiting by surrounding community colleges; growth of online colleges and universities
• As we grow, it is more difficult to be as personal and student-centered as we have been in the past. We need to make sure we keep that personal touch.
• Budget issues have caused dear among faculty and staff that they will lose their jobs. This causes distraction from concentrating on work.
• Bullying
• Located in an economically disadvantaged area. Many students come to us with financial need, criminal background and frankly, very poor expectations of themselves and their future.
• Professional development courses need to be developed on motivating and inspiring students
• Financial Aid and available childcare resources needs to be stressed
• Focus on meeting a standard not an FTE. WAC program is an excellent idea. The trade students, who hope to learn a trade and gain employment using hands-on knowledge, may not be the most academically gifted. WAC material needs to be relevant and useful, not to simply satisfy an edict from above.
• Increasing costs for tuition and materials
• Budget decreases and cutbacks
• Students not getting their full course of instruction. It’s an injustice to students who need the classroom instruction and have paid the price for total instruction only to find an instructor will not be present for class that day.
• Rising tuition
• Rising cost of textbooks
• Staying up-to-date with the current technology
• Changes in policies at the System Office and/or state legislature
• Budget
• Decrease in enrollment
• Not maximizing its involvement in the workforce opportunities that are needed for our area
• Budget cuts
• Surrounding counties and their institutions
• No direct affiliation with a four-year college (other than C-Step) that some other community colleges have for a student to continue classes towards a four-year degree
• Students having difficulty finding transportation to campus. Advocate for public county transportation, request to become a part of the Elon Bio Bus route, or possibly partner
with local agencies to provide “park and ride” transportation services from different areas of the county.

- Budget restrictions
- Security officers not allowed to have firearms on campus, for security measures.
- The noise level tolerated in the commons area – makes it difficult to concentrate on office work and advise students in my office
- The lack of security patrolling the 1st floor of Main in the Advertising and Graphic Design department
- Students having the ability to register for classes without any advisement from their advisor
- Threat of a few students trying to lower the curriculum standards by claiming the teacher doesn’t want them to succeed
- Low level of academic preparation and/or discipline of some students intending to transfer to university of study threatens to misdirect instructor resources towards compensating for academic weakness
- Competing academic offerings which fail to provide the support or complete set of resources provided by ACC, but nevertheless possibly seen as an alternative
- Malicious gossip
- Lack of integrity in some areas
- Budget cuts
- Other community colleges available within driving distance
- Current state and county funding policies
- Instructor salary freezes, elimination of merit pay, increasing instructor course loads coupled with larger class sizes may deter top candidates from pursuing careers at ACC as well as other community colleges in the state
- Demand for online courses and degrees is growing faster than ACC is able to develop and add these
- County Commissioners continue to refuse to back/fund capital expansion projects
- Larger colleges attract Alamance County and western Orange County students through more flexible scheduling and online offerings
- Lack of state and federal education dollars
- Lack certain curriculums currently offered at other local community colleges
- Lack of Pell grant funds for students to go to school
- Legislative cuts to budgets and programs
- Budget cuts
- Lack of community support in viewing higher education as an investment, not an expense
- Continued economic decline in local communities
- Complacency of staff and faculty
- Lack of support from administration, staff and faculty to facilitate meaningful change
- Need to keep up with technology in classrooms
- Need to keep up with global job market
- Demand for online and hybrid courses
- Student loans are being trimmed down
- Need for more student population
- Need to enhance class and degree offerings
- Competition with other community colleges, universities, private schools and online schools
- Make the community more aware of what we offer and the affordability of our offerings compared to other academic environments
- Isolationism and lethargy
- Bring more local communities onto campus, not just businesses and business leaders
- Need a culture of “yes we can” not “no we can’t, we tried it before, it won’t work”
- Need to foster an environment that is energizing and supportive of new ideas
- More acute care agencies are hiring BSN grads
- Advising – need to do a better job
- Non-completers – look into why students are not completing their goals
- Declining enrollment and FTE
- Lack of pay raises over the past few years
- Need to have better access to technology on campus
- Competition and degree programs offered by GTCC
- Needs more qualified and trained individuals to serve as security guards
- Budget cuts
- Loss of funding
- Stagnation of not advancing into the tech sciences will handcuff the ability of the College to meet the ever growing tech world
- Neighboring colleges have more programs that attract students
- Declining resources from the state and increasing dependence on tuition revenue and the Foundation
- Declining financial support for students (FAFSA)
- Students’ increasing mentality of entitlement that hinders success rates by misuse of federal funding
- Decreasing ability to retain top faculty
- Services are moving towards fierce compliances without funding to help meet requirements (state authorizations)
- No faculty/staff raises in 5 years
- Better protection/security
- Consideration for security to be able to carry concealed weapon
- We have no requirement for student IDs