

HLC Accreditation Update

An inside look at NDSCS's Reaffirmation Process

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NDSCS Strategic Plan

Mission

NDSCS: The Science of Learning by Doing

Strategic Plan Priorities

Priority 1: Student Success



Priority 2: Community Engagement and Partnerships



Priority 3: Commitment to Continuous Improvement



What is a Strategic Plan?

A strategic plan communicates institutional priorities, goals, and a plan to achieve those goals. Strategic planning involves stepping back from day-to-day operations and asking where the institution will be focused, what actions will be taken to achieve the goals, and how the institution will know if the goals have been achieved.

It helps the institution carry out its mission, comply with regulations, stay fiscally and operationally healthy and focus on the future.

A strategic plan typically includes:

- An explanation of the planning process
- The institution's mission, vision and values
- Goals, objectives, and strategic issues
- Strategies, tactics and actions to achieve goals
- Metrics and key performance indicators (KPIs) to measure success

The 2025-2035 NDSCS Strategic Plan was developed over the past several months as a collaborative process involving both campus and community stakeholders.

The approved strategic plan will be available on the NDSCS website and on the Intranet soon.

Reaffirmation of Accreditation Timeline

Your Higher Learning Commission (HLC) Committee and Sub-committees have been working hard to gather information to demonstrate how NDSCS meets each of the five Criteria and the twenty-one Core Components. Here are the key dates toward submitting our Assurance Argument to the HLC.

November 22, 2024	Draft of Criteria 2, 3, 4 completed
December 6, 2024	Draft of Criteria 1 completed
January 15, 2025	Draft of Criteria 5 completed
February 15, 2025	Draft of Federal Compliance completed
March 12, 2025	Assurance Argument and Federal Compliance report submitted to HLC
April 14-15, 2025	HLC Team Visit to NDSCS
Fall 2025	Official notification from HLC on reaffirmation
Fall 2025	Preparations begin for 4 year review

Higher Learning Commission—Site Visit Team

Chair: Jon Bauer
President and Interim CFO
East Central College
Union, Missouri
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Phone: (636) 368-2432
Ethnicity: White
Gender: Male
Preferred Pronoun: He/Him/His



Jon Bauer—HLC Site Team Chair

Educational Experience

Degree	Institution	Year	General Subject Area	Specific Subject Area/Major
Ph.D. - Doctor of Philosophy	University of Missouri-Saint Louis	2004	Higher Education	Education
M.B.A. - Master of Business Administration	Fontbonne University	2000	Business Administration w/ Concentration	
B.S. - Bachelor of Science	Southern Illinois University Carbondale	1987	Communications; Political Science and Politics	
A.A. - Associate of Arts	Jefferson College	1984	General Studies; Liberal Arts	Communications

Higher Education Employment

Institution	Title	Start Date	End Date
East Central College	President	07/01/2012	08/15/2022
East Central College	Vice President, Finance & Admin. (CFO)	07/01/2005	06/30/2012
East Central College	Dean, Oil-Campus Site	07/01/2004	06/30/2005
East Central College	Dean, Enrollment Management	07/01/2001	06/30/2004
East Central College	Director, College Relations	07/01/1999	06/30/2001
East Central College	Director, Public Relations	08/01/1995	06/30/1999

Reviewer: Richard Grant Bush
Associate Vice President Economic and Workforce Development
Black Hawk College
Moline, Illinois
Email: rgbushphd@outlook.com
Ethnicity: White
Gender: Male
Preferred Pronoun: He/Him/His



Richard Grant Bush—HLC Reviewer

Educational Experience

Degree	Institution	Year	General Subject Area	Specific Subject Area/Major
Ph.D. - Doctor of Philosophy	Walden University	2006	Business Administration w/Concentration; Business - Human Resources; Computer and Information Science; Data Science; Information Science and Technology; Leadership; Management; Organizational Studies; Philosophy	Applied Management and Decision Sciences
M.A. - Master of Arts	Spring Arbor University	2001	Business Administration w/Concentration; Leadership; Management; Organizational Studies	Organizational Management
B.A. - Bachelor of Arts	Spring Arbor University	1999	Business Administration w/Concentration; Leadership; Management; Organizational Studies	Management and Organizational Development

Higher Education Employment

Institution	Title	Start Date	End Date
Black Hawk College	Associate Vice President Economic and Workforce Development	08/01/2022	
Black Hawk College	Dean, Career Programs	08/12/2019	08/01/2022
Baker College	Dean, College of Information Technology	05/02/2016	05/31/2019
Lawrence Technological University	Executive Director, eLearning Services and LTU Online	01/01/2010	04/29/2016
Lawrence Technological University	Director, Undergraduate Management Programs	01/01/2001	01/01/2010
Eastern Michigan University	Interim Associate Dean, Learning Resources and Technology	01/01/1999	01/01/2001

Reviewer: Renee J. Guyer
Faculty
South Central College
North Mankato, Minnesota
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Ethnicity: White
Gender: Female
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Renee J. Guyer—HLC Reviewer

Educational Experience

Degree	Institution	Year	General Subject Area	Specific Subject Area/Major
M.S. - Master of Science	Colorado State University	2007	Biology	Microbiology
B.A. - Bachelor of Arts	Coe College	2002	Biology	Biology and Molecular Biology

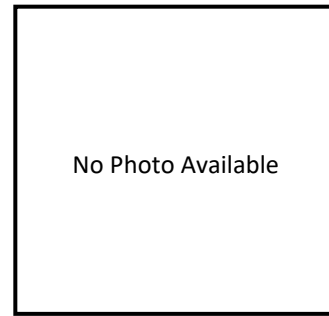
Higher Education Employment

Institution	Title	Start Date	End Date
South Central College	Faculty	08/06/2007	
Front Range Community College	Faculty	01/09/2006	08/01/2007
Colorado State University	Graduate Research Assistant	06/01/2003	05/31/2007
Colorado State University	Graduate Teaching Assistant	08/05/2002	05/31/2003

Teaching Experience (last 20 years)

Institution	Program Title	Start Date	End Date
South Central College	Biology, General		
Front Range Community College	Biology, General		

Reviewer: Sarah Rainey Robb
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Neosho County Community College
Chanute, Kansas
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Ethnicity: White
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Preferred Pronoun: She/Her/Hers



Sarah Rainey Robb—HLC Reviewer

Educational Experience

Degree	Institution	Year	General Subject Area	Specific Subject Area/Major
D.Ed. - Doctor of Education	Baker University	2017	Education - Policy and Leadership	Higher Education Leadership
M.S. - Master of Science	Pittsburg State University	2003	Biology	Natural History / Herpetology

Higher Education Employment

Institution	Title	Start Date	End Date
Neosho County Community College	Vice President for Student Learning	06/12/2015	
Neosho County Community College	Coordinator of Assessment	08/16/2010	06/11/2015
Neosho County Community College	Biological Sciences Faculty Member/ Faculty Senate President	08/14/2006	06/11/2015

Teaching Experience (last 20 years)

Institution	Program Title	Start Date	End Date
Neosho County Community College	Biology, General		

Reviewer: Sadique Isahaku
Executive Dean, Academic Strategy & Innovation
Milwaukee Area Technical College
Milwaukee, Wisconsin
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Preferred Pronoun: He/Him/His



Sadique Isahaku—HLC Reviewer

Educational Experience

Degree	Institution	Year	General Subject Area	Specific Subject Area/Major
Ph.D. - Doctor of Philosophy	Norwegian University of Science & Technology	2010	Education	Education Policy & Leadership
M.Phil. - Master of Philosophy	The Arctic University of Norway	1995	Social Science	Community Planning & Development
B.S. - Bachelor of Science	The Arctic University of Norway	1993	Social Science	Public Policy
B.S. - Bachelor of Science	Ahmadu Bello University	1984	Accounting	Accounting

Higher Education Employment

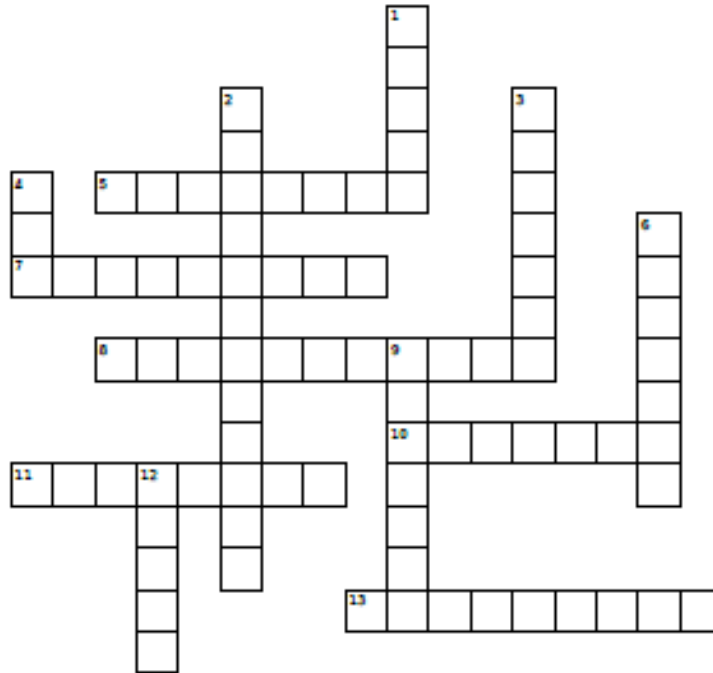
Institution	Title	Start Date	End Date
Milwaukee Area Technical College	Executive Dean, Academic Strategy & Innovation	03/01/2023	
Milwaukee Area Technical College	Dean, General Education Academic & Career Pathway	03/02/2015	03/01/2023
Milwaukee Area Technical College	Associate Dean	11/11/2014	02/27/2015
Upper Iowa University	Adjunct Associate Professor	10/01/2010	06/30/2014
Norwegian University of Science & Technology	Adjunct Assistant Professor	07/01/2008	08/31/2010
Beloit College	Director of Outreach Programs	08/01/2002	12/30/2005
Beloit College	Assistant Professor	08/03/1998	05/30/2008
The Arctic University of Norway	International Students Adviser	05/01/1992	06/30/1995
The Arctic University of Norway	Assistant Professor/Lecturer	06/01/1987	08/31/1998

Teaching Experience (last 20 years)

Institution	Program Title	Start Date	End Date
The Arctic University of Norway	Sociology, General		
Upper Iowa University	Business and Innovation/Entrepreneurship Teacher Education		
Norwegian University of Science & Technology	Education		
Beloit College	Education, General		

NDSCS Accreditation and Strategic Planning Crossword Puzzle

Crossword Puzzle



Down:

1. "Where Students Learn by _____"
2. The focus of our Quality Improvement Project
3. NDSCS's mascot
4. 19-state agency for NDSCS's accreditation
6. It's in Criterion 3
9. HLC Criterion 1 includes this term
12. 800 S. 6th St is where it's at

Across:

5. HLC Criterion 3 & 4 are about Teaching & _____
7. The 2nd Strategic Goal focuses on _____ Engagement
8. Strategic Priority 3 is Continuous _____
10. Strategic Priority 1 is _____ Success
11. You'll find this in Criterion 5
13. It's the main point of Criterion 2