



**Linn-Benton**  
Community College



**Empowering  
Student Success,  
Enriching Our Community**

STRATEGIC PLAN 2025-2030

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# Message from the College President Lisa Avery



Dear community,

On a beautiful sunny day in April, we embarked on an exciting journey—creating our new strategic plan. I was truly inspired by the incredible turnout at our first virtual meeting, where staff, students, and community members gathered with enthusiasm and a shared vision for our future.

Guided by our partners at CampusWorks, this initiative has been an ambitious and rewarding project. As president, it has been my privilege to actively contribute and collaborate on a strategic plan that will shape the future of Linn-Benton Community College. Together, we've embraced the opportunity to create a path forward—one which reflects our commitment to success through inclusive education and community engagement.

From the beginning, we sought to ensure every voice was heard. We invited participants from all organizations and stakeholders we serve and support to share

their perspectives. I am grateful for the insight and passion brought to this effort by students, staff, and community members.

Active engagement from them was vital, and we embraced both the challenges and opportunities that came our way. Thanks to the leadership of our Tri-Chairs Amber Vore, Shannon Harbert, and Eric Bryant (afterwards Gabby Triana), who kept us moving forward, we engaged in a series of workshops, focus groups, and surveys that shaped our collective vision. Their dedication, alongside their regular duties, has been remarkable.

At the heart of this work is the student experience. Together, we are shaping a welcoming and inclusive environment that supports each student from their first step on campus to their graduation. Our ability to create opportunities for our students and community, while striving for excellence, only succeeds when we have broad involvement and honest, transparent communication.

I want to extend my sincere gratitude to all who have participated in this process. From our Board of Education to our Foundation Board, Executive Team, and community leaders, your contributions have been invaluable. And to our students, staff, and survey participants—your honest feedback is what drives us forward.

This strategic plan is just the beginning. The most important work lies ahead as we bring our plan to life, following the strategic action steps we've created through ongoing efforts and collaboration. I know it will position us to meet the future with a solid foundation to continue LBCC's growth and innovation with inclusiveness through Education for All.

Thanks,

  
Lisa

# Thank you to the Contributors Who Made this Work Possible

We thank the Strategic Planning Committee and tri-chairs, The Board of Education, the LBCC Foundation Board, Executive Team, and all community members who gave their valuable input into this process. We could not have done it without you.

## Strategic Planning Committee

### Tri-Chairs

Amber Vore  
Shannon Harbert  
Eric Bryant/Gabby Triana

### Committee Members:

Rachel Biscoe	Beth Lyons
Stacie Braun	Jessica Maddox
Rob Camp	Virginia Mallory
Kristi Collins	Dale Moon
Jennifer Conrod	Toni Morrison
Nandini Das	Oriana Mulatero
Angel Dorantes	Joshua Murray
Emma Eaton	Keryn Neary
Minnie Evans	Raymund Ocampo
Linnea Everts	Trista Ochoa
Bethany Gilbert	Katelynn Omete
Travis Gray	Brian Reed
Whit Hamilton	Meg Roland
Leslie Hammond	Tamara Ross
Jan Hardy	Nicole Schukow
Marcia Harnden	Matt Scotton
Sam Hines	Mark Urista
Lisa Hoogesteger	Lauren Visconti
Julia Larsen	Sarah Walker
Sarah Lench	Ashley Willner
Tina Leonard	Katie Winder
Michael Lopez	Pete Zerr

## LBCC Board of Education

Kristin Adams  
Sherlyn Dahl  
Jeff Davis  
Ron Edwards  
Dick Running  
John Sarna  
Stacie Wyss-Schoenborn

## LBCC Executive Team

Lisa Avery  
Steven Broncheau  
Ann Buchele  
Jason Dorsette  
Sheldon Flom  
Heather Mercer

## Others

CampusWorks  
LBCC Foundation Board

# The Ideal LBCC Student Experience

*The Student Experience Statement is key to our commitment to keeping students at the focus of everything we do at Linn-Benton Community College. It outlines our promise to enhance student experiences and how our staff will be there to support that mission. This statement guides us in creating a space where students can thrive academically, personally, and professionally.*



## 4 Core Tenets

01

Students engage in rigorous educational programs that are challenging yet supportive, fostering excellence, meaningful contributions, and lifelong learning.

02

Every student feels valued and included, achieving their goals within a community that prizes connection, trust, and personal relationships.

03

Accessibility is key, with streamlined processes that ensure students can readily engage in their education through effective, interpersonal interactions.

04

Our campus life is vibrant and welcoming, encouraging students to immerse themselves in activities that promote skill development, community connection, and personal growth.



# Our Commitment

*To support this ideal experience, Linn-Benton Community College is committed to:*

## **Fostering a nurturing environment**

where community and collaboration are at the heart, encouraging students to connect with peers, faculty, and the wider community.

## **Providing comprehensive support services**

tailored to meet the needs of each student, facilitated by our caring faculty and staff.

## **Cultivating a sense of belonging**

and community involvement through educational experiences both inside and outside the classroom, which are designed to be engaging, affirming, and fun.

## **Embracing a culture of trust,**

caring, and human-centered innovation, where students are encouraged to think critically, engage creatively, and elevate their educational journey to new heights.

## **Leveraging data-driven insights**

to strategically invest and tailor training for our staff and faculty, thereby enhancing our effectiveness in serving students.



# A Culture that Resonates with Students

## Our Mission

Linn-Benton Community College cultivates an environment for success through inclusive education and community engagement.

## Our Vision

Linn-Benton Community College transforms communities and lives through educational innovation and excellence.

## We Value:

- ▶ **Opportunity:**  
We support the fulfillment of potential in ourselves and each other by ensuring accessible and consistent opportunities for all.
- ▶ **Excellence:**  
We aspire to the highest ideals in honesty, integrity, and accountability, continually striving to uphold high standards in all we do.
- ▶ **Inclusiveness:**  
We honor and embrace the uniqueness of every individual, fostering a sense of belonging and promoting the free and civil expression of ideas, perspectives, and cultures.
- ▶ **Learning:**  
We commit to the lifelong pursuit of knowledge, skills, and abilities to improve our lives and our communities, ensuring that students achieve their learning goals.
- ▶ **Engagement:**  
We actively connect as students, faculty, staff, and community, fostering engagement practices that strengthen our collective involvement.





# Strategy: Academic Programs

*Linn-Benton Community College will support community prosperity by focusing on high-demand academic programs with life-sustaining wages, preparing students for career agility and strong critical thinking skills. We will offer flexible learning options and use up-to-date economic and regional needs data to respond to conditions in both Linn and Benton counties.*



## Objectives

- ✓ Improve classroom experiences and critical thinking skills for students through innovation in teaching and learning, such as through Faculty Communities of Practice.
- ✓ Ensure use of the Program Demand Index (PDI) by academic departments to align degree programs with labor market trends and needs in Linn and Benton counties.
- ✓ Improve online modality offerings and success through quality online instruction and online student support services.
- ✓ Within three years, ensure all degree programs incorporate an outcome addressing Diversity, Equity, and Inclusion.



# Strategy: Coordinated Student Support

*Linn-Benton Community College will meet students' evolving needs by providing support inside and outside the classroom, equipping them with the resources and guidance necessary to achieve their academic and career goals.*



## Objectives

- ✔ Improve current support services to be more relevant, useful, and responsive to students' needs.
- ✔ Create specific support systems for students from underserved populations.



# Strategy: Targeted Recruitment

*Linn-Benton Community College will create targeted and equitable recruitment strategies that adapt to the dynamic and diverse populations of Linn and Benton counties, preparing community members to thrive in an ever-changing world.*

## Objectives

- ✔ Focus strategies to build overall awareness and visibility of LBCC and establish LBCC as an inclusive college.
- ✔ Increase LBCC representation/ attendance at rural events by 50% over three years.
- ✔ Increase qualified leads for Linn-Benton Community College by 110% average year-over-year within the next 3 years through targeted digital advertising campaigns and optimized lead capture strategies, with a specific focus on expanding reach and engagement in rural and underserved areas.



# Strategy: Student Connectedness

*Linn-Benton Community College will foster student success by strengthening students' connections to the college through proactive outreach and engagement opportunities, creating a sense of belonging for all students.*



## Objectives

- ✓ Promote student engagement and active learning inside and outside the classroom.
- ✓ Increase student participation in clubs, campus events, and activities.
- ✓ Increase student participation in active learning experiences.



# Strategy: Community Engagement

*Linn-Benton Community College will continuously engage with the community. We will promote ongoing collaboration among students, staff, and local organizations, fostering pride, accountability, and connection.*

## Objectives

- ✓ Strengthen community partnerships between LBCC and entities within Linn and Benton counties and the region.
- ✓ Maintain strong community education participation with at least 30% of community education participants returning in the next academic year.



# Strategy: Employee Satisfaction

*Linn-Benton Community College will enhance employee satisfaction by promoting a transparent, connected, and supportive culture. We will create an environment that nurtures professional growth, development, and well-being, supporting all employees' success.*

## Objectives

- ✔ Maintain a culture of professional development by highlighting accomplishments and/or participation annually, and by including a professional development goal in appraisals.
- ✔ Consider enhancements to the existing governance structure to ensure a culture of seeking and providing employee input on college initiatives.
- ✔ Expand support systems within the college and connect to systems outside the college that help faculty and staff of color and under-represented groups navigate the college and region.





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**Thank You**