

ICCTA

Illinois Community College Trustees Association

QUICK SURVEY RESULTS **Mission / Vision / Values Statements**

April 29, 2024

A total of 22 colleges/districts responded to ICCTA's Quick Survey on MISSION/VISION/VALUES STATEMENTS.

HIGHLIGHTS:

- ❖ All 22 responding institutions have a Mission/Vision/Values Statement.
- ❖ Among the methods used to promote the statement: posted on the college website; printed on the back of college business cards; read at the start of board meetings; tied to planning and budgeting goals; featured during a 'symbolic affirmation' by college employees; and used as the focus of a "Leave Your Mark" campaign to showcase employees who display the college's values.
- ❖ 2/3 of responding colleges have adopted specific definitions for diversity, equity, inclusion, and belonging.

1. DOES YOUR INSTITUTION HAVE A MISSION STATEMENT? VISION STATEMENT? VALUES STATEMENT?

Yes – 22

- Danville
- DuPage: We have all three.
- Elgin
- Heartland
- Illinois Eastern
- Illinois Valley
- Kankakee: The college has all three, as well as a philosophy statement.
- Kishwaukee
- Lake County: We have all three.
- Lake Land: We have a Mission, Vision, and Values statement at Lake Land College.
- Lewis and Clark
- Oakton
- Parkland: We have a Mission Statement, Statement of Core Values, and a Strategic Plan for Excellence.
- Richland
- Rock Valley
- Sandburg
- Sauk Valley: Yes, yes, yes
- South Suburban
- Southeastern: Yes. Yes. Yes.
- Southwestern: Yes to all
- Spoon River: We have a Mission Statement, Vision Statement, and Core Values.
- Triton

2. IF SO, WHERE ARE THESE OFFICIALLY DOCUMENTED (IE: POLICY MANUAL, COLLEGE CATALOG)?

- Danville: College catalog and Web site
- DuPage: College policy manual.
- Elgin: Mission, Vision, Philosophies, Key Imperatives and Shared Values are located on the website. They are also included in each Board book for board meetings. The Board alternates reading aloud the Board Purpose and the Shared Values at each meeting.
- Heartland: Policy manual, handbooks, website
- Illinois Eastern: Policy Manual, Webpage, Strategic Plan, College Catalog
- Illinois Valley: Website, catalog, handbooks, board policies and around campus
- Kankakee: College website, college catalog, Cavaliers Care booklet, posters and fliers around campus
- Kishwaukee: Board Policy Manual and the College Website
- Lake County: CLC's mission, vision, and values are stated prominently on CLC's public-facing website and internal Hub for communication with employees, numerous printed publications (ex: Strategic plan, monthly Board Reports, annual Community Impact Report, biannual issues of CLC Connects magazine). The mission, vision, and values are also displayed prominently in commonly used spaces on all campuses, through wall graphics, pop-up banners, and signage. The mission, vision and values are also displayed and/or incorporated into CLC's key presentations delivered to students, staff, faculty and community members (ex: commencements, All-College Kickoff sessions, State of the College addresses). The list of CLC values is also graphically positioned in a standardized CLC PowerPoint template used for internal and external audiences.
- Lake Land: This is located on the Lake Land College website, under the "About Us" page, as well as page 1 of our Board Policy Manual.
- Lewis and Clark: Try to make these omnipresent throughout organization. They are essential at framing and driving the focus of our work.
- Oakton: On the website, college catalog, board book, official documents such as the strategic plan
- Parkland: All of these are displayed on our website. The Mission and Purposes and Statement of Core Values are included as part of our board book each month, and all of our financial requests are attached to specific goal(s) of the Strategic Plan. They may also be found in the policy and procedures manual and in the college catalog.
- Richland: Policy manual, catalog, etc.
- Rock Valley: Policy Manual (Board Approve annually per approval of the manual), Also in the Employee Handbook, Course Catalog, website
- Sandburg: College website, official forms, etc
- Sauk Valley: Yes; they are approved by the Board of Trustees.
- South Suburban: College website, catalog, strategic plan, student handbook
- Southeastern: Catalog. Web. Board room wall. Various places in campus. Multiple college publications.
- Southwestern: Website; college catalog; policy manual; hung in all classrooms; Mission is printed on back of business cards
- Spoon River: The Mission, Vision, and Core Values are officially documented in SRC's Policy Manual and College Catalog.
- Triton: College Catalog, Website, various college publications

3. ARE ALL EMPLOYEES EXPECTED TO ABIDE BY YOUR MISSION? VISION? VALUES?

Yes -- 22

- Danville
- DuPage
- Elgin: That is the expectation.
- Heartland
- Illinois Eastern: We periodically have a symbolic "affirmation" by employees, and also use the mission/values as a part of the employee evaluation process.
- Illinois Valley: Yes but that isn't as easy as it sounds always
- Kankakee
- Kishwaukee
- Lake County: The strategic plan aligns with and is designed to uphold and advance the mission and vision of the College. It is through annual goals that employees engage in the support of the mission and vision. All new employees are oriented to the missions, vision, values and strategic plan during their onboarding process. The values are embedded within the performance management system. The Values have a definition and a set of defined behaviors to assist employees to put them into practice in their daily activities. Additionally, the Values form the basis of the quarterly CLC Employee Recognition program.
- Lake Land
- Lewis and Clark
- Oakton
- Parkland
- Richland
- Rock Valley
- Sandburg
- Sauk Valley: One would hope
- South Suburban
- Southeastern: We tie it to planning and budgeting in our institutional effectiveness cycle. This is all documented.
- Southwestern
- Spoon River
- Triton

4. DO YOU HAVE STATED DEFINITIONS FOR DIVERSITY, EQUITY, INCLUSION, AND POSSIBLY BELONGING? ARE THESE FOUND IN A POLICY? ARE THEY FOUND ELSEWHERE? PLEASE SPECIFY.

Yes -- 15

- Danville: Following our "Core Values" statements we have a "Statement of Inclusion" that the Board adopted two years ago.
- DuPage: These definitions are articulated in the college's equity plan and on its website.
- Elgin: Diversity, Equity, and Inclusion are stated philosophies and included on the website and in each month's board book. ECC has a Chief Equity, Diversity, Inclusion and Belonging Officer as a member of the president's cabinet.
- Heartland: Equity, Diversity and Inclusion. They are included in our Strategic Plan and Values.

- Lake County: The DEIA statements, like the mission, vision and values are documented and approved in the strategic plan and were formally adopted by the Board of Trustees. These statements are found on the CLC public-facing website and internal Hub for communications with employees. They are represented on printed on signage placed in classrooms and office spaces on all campuses.
- Lake Land: Lake Land College has an Inclusion and Diversity webpage with stated definitions. Board Policy 01.03.01 - Commitment to Diversity, Equity, and Inclusion is found in our Board Policy Manual which can be found on our website also.
- Lewis and Clark
- Oakton: We have definitions of Diversity, Equity and Inclusion as part of our Office of Access, Equity and Diversity - those documents are on the colleges intranet @ MyOakton
- Parkland: Parkland's Commitment to Inclusiveness is reiterated on our website, as expressed through our Mission and Values statements. We also have a statement of non-discrimination and civility statement, both of which can be found in our policy and procedures manual.
- Richland: DEIB is one of the College's Core Values
- Sandburg: It's stated in our policies
- Sauk Valley: They are not approved by the Board of Trustees.
- Southeastern: Embedded. Plus Multiple policies.
- Southwestern: They are contained in the college's draft Strategic Plan
- Triton: They are found in the college's Strategic Plan.

NO – 7

- Illinois Eastern: Under development in our DEI plan. However, many of our values address DEI values as well.
- Illinois Valley: Equity is one of our core values but we need to have more conversations on what this means for us.
- Kankakee: The college's commitment to EDI is included in its philosophy statement. The college's Center for Equity, Diversity and Inclusion's mission and vision are posted on its webpage. The Coordinator of Equity, Diversity, Inclusion and Student Success is currently compiling definitions for Diversity, Equity, Inclusion and Belonging, and these will be posted on the college's website.
- Kishwaukee: We have a College DEI Statement. It does not include belonging. It is posted around our campus, part of our strategic plan, and on our website. We do not provide definitions for these words.
- Rock Valley: Definitions are not identified in the Manual.
- South Suburban: DEI Taskforce is addressing this issue and recommending creating a policy and statements to be adopted in 2024.
- Spoon River: We do not currently have stated definitions for Diversity, Equity, Inclusion, and Belonging, but it is on the agenda for the July Retreat for the Board of Trustees.

PLEASE SHARE ANY ADDITIONAL FEEDBACK REGARDING YOUR INSTITUTION'S MISSION / VISION / VALUES STATEMENT.

- Danville: We're due for another mission review in two years.
- DuPage: With the last 12 months, the college revised its mission statement to emphasize our focus on student success. We also refined our definition of equity -- one of the college's five values.

- Elgin: I will be happy to share our document regarding Elgin Community College Identity should anyone be interested.
 - Illinois Valley: <https://www.ivcc.edu/mission/> -- Operational definitions not up yet
 - Kankakee: The board annually reaffirms the college's mission, vision, core values and philosophy.
 - Lake Land: Lake Land College is currently running a ""Leave Your Mark"" campaign for the academic year to showcase employees who have displayed the College's values. The college also introduced the Growth Tree. Here is a link to a video introducing it:
<https://www.youtube.com/watch?v=ODJjJUHscYM>
 - Lewis and Clark: All are also incorporated into the strategic plan.
 - Richland: Richland recently (2022) updated mission, vision and Core Values to include DEIB value statement
 - Rock Valley: DEI Board Policy - Rock Valley College is committed to creating and sustaining a diverse, equitable, and inclusive campus where all learners can make progress towards their educational and career goals. Therefore, the College shall establish initiatives, measures, programs, procedures, and curriculum to advance equity and inclusion for students, staff, faculty, administration, vendors and contractors, and other community partners.
 - Sandburg: Where dreams come to life, and lives come to change is our mission at Sandburg
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For more information, please contact:

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