CRITERION ONE: Mission

- WCC’s Mission has a long history and represents a commitment to providing accessible and excellent education and services to the college’s populations.
- The Mission documents were most recently reviewed as part of the 2012 strategic plan, and highlighted during preparations for the 2020 HLC visit.
- WCC’s Values and Vision include commitment to teaching and learning and diversity (Values) and success for students, staff, and community (Vision).
- WCC offers over 130 career and transfer programs, education available online, at external sites and in flexible formats, and a wide range of support services that fit its mission and diverse student population.
- WCC supports diversity on campus through a variety of activities, student clubs, policies, and procedures addressing the needs of all student populations.
- WCC values its role in the community and provides local community and economic impact through enrichment courses, free programming and tuition for seniors, customized business and industry training, trades partnerships such as summer instructor training programs for the UA, Iron Workers, and other unions, Free College Day, and events on campus.

CRITERION TWO: Integrity: Ethical and Responsible Behavior

- WCC has policies in place to ensure ethical behavior, such as workplace rules, harassment, sexual misconduct, etc.
- Employees are required to complete Essential Training in topics related to a compliant and safe work environment on hire and annually thereafter.
- Human Resources promotes integrity in hiring through consistent processes. Search committee members complete implicit bias training.
- Policies regarding activity such as accounting of funds, investments and banking, purchasing, and other processes assure integrity in financial operations. WCC has a history of clean financial audits.
- WCC upholds freedom of expression in the classroom through contractual language, policies, and opportunities on campus such as the student Voice newspaper and other creative outlets. Policies are in place to address academic dishonesty.
- Public Safety, the WCC Foundation, and auxiliary functions such as the Health and Fitness Center all have mechanisms in place to ensure responsible operations and oversight.
- Students have resources to guide responsible use of information, such as research instruction in the Library.
CRITERION THREE: Teaching and Learning: Quality, Resources, and Support

- WCC ensures its academic programs are appropriate, current, and have clear, consistent learning goals through policies on degree/certificate structure and curriculum effectiveness, and a clear, faculty-led curriculum approval and review process that assures quality whether delivered on campus, off site, or online.

- WCC’s general education model was recently revised through an inclusive process and aligned with the Michigan Transfer Agreement to promote smooth transfer of core knowledge and skills. It was approved by the Board of Trustees in 2017 and supports WCC’s General Education Philosophy policy.

- The college offers a diversity of perspectives through its general education and other courses, other global and diverse education initiatives such as study abroad, global discussion series, and co-curricular student clubs and events.

- Faculty have pursued scholarly and creative work through journal and book publications, conference presentations, exhibits, and other activities, while students may publish in WCC literary publications such as the Huron River Review, take part in WCC or local art exhibits and performances, or pursue research opportunities as appropriate.

- The college provides placement of students at entry and a full range of developmental education to ensure success, and recently implemented the use the high school GPA as a placement measure based on best practices.

- WCC faculty and staff are qualified for the positions they hold. Faculty credentials are made clear on the college website and through the hiring process.

- The college has sufficient faculty to ensure effective teaching, with an average 18:1 student to faculty ratio.

- WCC has well-funded, robust professional development programming coordinated through the Teaching and Learning Center that includes diverse offerings for full- and part-time faculty and staff, meets contractual requirements, and offers resources to help faculty and staff stay current and engaged in their work at the college.

- WCC has infrastructure to support excellent teaching learning and learning, including computer labs, science labs, health science simulation labs, new equipment for the Advanced Transportation Center, collaborative classrooms, and many other customized other spaces.

- WCC provides an array of support services to help students succeed. Highlights include success coaches; advising assigned to all new students; 24/7 counseling/advising, including mental health services; extensive library holdings and services, including research instruction; dynamic tutoring, also available online; and student sports, activities, and clubs, Career Transitions, plus many more services.
Higher Learning Commission Virtual Visit

Key Points: How is WCC Meeting HLC Criteria?

CRITERION FOUR—Teaching and Learning: Evaluation and Improvement

- WCC has a program review process in place to evaluate the effectiveness of academic disciplines/programs through review of extensive data and analysis, outcomes assessment, and action plans.
- The college has procedures to maintain consistency in its curriculum, prerequisites, student learning expectations, and faculty qualifications for all academic programs, regardless of delivery.
- WCC adheres to policy and best practices and evaluates all credit it transcripts, including credit for prior learning and apprenticeship credit.
- The college maintains specialized accreditation for a number of academic programs as appropriate.
- WCC evaluates the success of its graduates regularly to determine how well WCC programs are preparing students for their selected occupation.
- Every WCC course and program has clear outcomes for student learning. The college has a well-defined process for the assessment of students learning that is guided by the faculty-led Assessment Committee.
- The college’s Assessment Academy Team has led a Quality Initiative to improve culture of assessment, increase professional development, revise assessment of general education, and increase course and program assessment.
- Student Development and Activities and the Library have overseen co-curricular assessment to assess student learning outcomes in their areas.
- WCC has established goals for student retention, persistence and completion, including a “20 by 20” completion goal that has been achieved. The college is scaling up strategies (such as success coaching and student sirens) to impact broader populations.
Higher Learning Commission Virtual Visit

Key Points: How is WCC Meeting HLC Criteria?

CRITERION FIVE: Resources, Planning, and Institutional Effectiveness

- The college practices planning and allocation of financial, physical, and human resources on campus to support and sustain its mission.
- WCC has prioritized maintaining low costs in recent years for in-district students through flat or low tuition and fee rates as well as promotion of initiatives such as Open Educational Resources to mitigate textbook costs.
- WCC observes careful financial stewardship. The college’s proactive response to enrollment and other factors demonstrates its ability to sustain a strong financial position supporting quality educational programs and services. This is verified, for example, by a history of clean financial audits.
- The college’s strategic planning process (2012-15, updated in 2016-19, and currently updating for 2020-23) incorporated input from the campus and external communities, and continues to depend on expertise of groups and faculty/staff across campus.
- WCC’s strategic plan has eight priorities aligned with WCC’s mission that guide long-term and annual college goals and budgeting. The Board of Trustees is updated on planning outcomes annually.
- Communication and collaboration on campus are promoted through broad participation on approximately forty campus committees and teams, such as groups guiding activities ranging from student success initiatives, retention, sustainability issues, strategic planning initiatives, and RFPs for auxiliary services, to name a few.
- WCC’s physical resources are sufficient for current and future operations, with increased investments in the last five years in deferred maintenance and classrooms. The 2019 master plan update included input from ~200 internal and external participants.
- WCC’s Board of Trustees is knowledgeable about the college, and receives financial, facilities, human resources, and special reports at regular Board meetings, as well as citizen participation (including designated time for WCCEA faculty union representatives). The Board provides oversight of policies, meets its fiduciary and legal responsibilities.
- WCC’s annual budget process is inclusive of units across campus, aligned with mission and the eight priorities of the WCC strategic plan, and publicly presented and approved by the Board each year.
- The college utilizes data collection methods (such as surveys, enrollment data, graduate job studies, and national data sets such as IPEDS) to measure effectiveness (for example, as part of program review), learn from its work, and improve operations.