



MEDGAR EVERS COLLEGE

RISE

**STRATEGIC PLAN
2023-2030**







MEDGAR EVERS

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MEDGAR EVERS COLLEGE

MESSAGE FROM THE PRESIDENT

Dr. Patricia Ramsey



Dear Friends,

The strategic planning process can be likened to using a GPS when embarking on a journey. While travelers may have a general sense of how to reach their destination, GPS technology provides precise, step-by-step navigation, reducing the likelihood of getting lost. A GPS determines the traveler's current location, calculates the optimal route, and offers an estimated arrival time. If unexpected obstacles arise, the system suggests alternative routes, but the traveler retains the autonomy to accept or decline these recommendations.

Similarly, a strategic plan serves as an institution's navigational tool. Stakeholders assess the institution's position by analyzing its strengths, weaknesses, opportunities, and threats. The strategic plan defines the institution's destination by setting clear goals, while the initiatives within the plan function as turn-by-turn directions guiding progress. As with a GPS, a strategic plan must remain dynamic, allowing for adjustments in response to changes in the internal and external environment.

In June 2023, CUNY released its 2023-2030 strategic plan, CUNY Lifting New York, which prompted a transformation of the CUNY Performance Management Process (PMP). Although the Medgar Evers College (MEC) Strategic Planning Committee had initiated work on the MEC strategic plan in Fall 2022, we deliberately realigned our approach to ensure alignment with CUNY Lifting New York.

MEC's 2023-2030 strategic plan provides a structured roadmap for advancing the College's social justice mission, as articulated in the new mission statement. This mission is pursued through Rigorous curricula, Innovative teaching and learning practices, Scholarship, and Experiential Learning (RISE)—a framework that underscores our commitment to academic excellence and student success.

I extend my sincere gratitude to the Strategic Planning Committee for their agility and dedication to adapting the MEC plan to align with the new CUNY plan. Their commitment to this endeavor, along with the valuable insights provided by MEC stakeholders through the 2023-2030 strategic plan feedback survey, has been instrumental in shaping our collective vision for the College's future.

Medgar Evers College is a vibrant institution, an asset, and an anchor institution for the Central Brooklyn community. As we implement this strategic plan and guide Medgar Evers College into the future, let's reflect on the words of the scroll that was given to Mrs. Evers regarding naming the College for Medgar Evers: "It is our hope that his ideals will inspire students and faculty of the college in their pursuit of truth as the surest path to human freedom and social justice."

MEDGAR EVERS COLLEGE
President



MEDGAR EVERS COLLEGE

AT A GLANCE

INSTITUTIONAL OVERVIEW

Medgar Evers College (MEC) is an essential institution within the City University of New York (CUNY), serving as a beacon of opportunity, academic excellence, and community engagement in the heart of Central Brooklyn. Since its founding in 1970, MEC has remained steadfast in its mission, which is deeply rooted in the principles of social justice, equity, and empowerment. Through its dynamic academic programs and strong ties to the community, the College continues to uplift and transform lives by providing students with the knowledge, skills, and resources needed to succeed in an evolving global landscape.

“The students that come through these doors are depending on us every day. And every day we need to commit to making sure that the service we give is steeped in excellence.

-Sherill-Ann Mason
SEEK Director

MEC offers 33 degree programs across its four academic schools, each designed to prepare students for success in their chosen fields:

- School of Business
- School of Education
- School of Liberal Arts
- School of Science and Allied Health

With a strong commitment to student achievement, upward mobility, and civic engagement, Medgar Evers College remains a catalyst for change, equipping students with the tools to make meaningful contributions both locally and globally.

MEDGAR EVERS COLLEGE STRATEGIC PLANNING PROCESS

The strategic planning process at Medgar Evers College was intentionally designed to be inclusive, data-driven, and iterative, ensuring broad engagement and continuous improvement at every stage. From the outset, the formation of the Strategic Planning Committee brought together faculty, administrators, students, and community stakeholders, creating a diverse and representative group committed to shaping the College's future.

The process began with an extensive environmental scanning phase, incorporating a comprehensive SWOT analysis and external benchmarking to evaluate institutional strengths, identify areas for growth, and address external challenges. Recognizing the importance of campus-wide engagement, the College actively sought input through surveys and focus groups, allowing for meaningful participation and valuable insights from the entire community.

In 2023, as a critical milestone in this process, the College developed a new mission statement, reaffirming its unwavering commitment to social justice, academic excellence, and student success. The strategic plan was then carefully structured to align with CUNY's broader strategic framework, ensuring cohesion with system-wide goals and institutional priorities.

To translate the plan into action, an implementation and assessment structure was established, providing a roadmap for tracking progress, measuring impact, and making necessary adjustments. With a focus on continuous evaluation and improvement, Medgar Evers College remains dedicated to adapting to emerging needs and challenges while advancing its mission to serve students and the broader community.



MEDGAR EVERS COLLEGE

MISSION & VISION

MISSION

Medgar Evers College (CUNY) a four-year culturally diverse institution birthed out of the Black community of Central Brooklyn, is rooted in social justice, dedicated to increasing the upward mobility of its students and producing graduates who are civically engaged and prepared to provide leadership to address issues from local to global concern. It does so through:

- Rigorous curricula
- Innovative teaching and learning practices
- Scholarship
- Experiential Learning

VISION

Medgar Evers College will be recognized as a model for social justice and a global leader in advancing knowledge. It will be achieved through ACCESS

- Accountability, Academic Research/Scholarship
- Continuous Improvement
- Community Engagement
- Equity (health, food, justice, environmental)
- Sustainability and Strategic Partnerships
- Student Success



MEDGAR EVERS COLLEGE

CORE VALUES

Medgar Evers College is committed to the following core values that guide our mission and strategic direction.

ETHICS AND INTEGRITY

At Medgar Evers College, this means honesty, trustworthiness, and consistency of character to always do the right thing. The College values ethical behavior, honesty, fairness, and respect both within its grounds and in the global community. Academic integrity ensures that those who teach perform their duties honestly with fairness and respect for their colleagues, their students, and the community at large.

EXCELLENCE

Medgar Evers College values high standards of performance by all college constituencies. Excellence means superior quality, reliability, the fulfillment of all commitments, and the continuous achievement of significant milestones.

ACCESS

As an institution, Medgar Evers College values fair and comprehensive access to every aspect of higher education opportunity. This includes empowering students in the classroom with evidence-based teaching methods and technology, the fair administration of college resources, the availability to participate in student-centered initiatives, internships, and off-campus teaching environments, and access to information in all its forms. All this leads to the goal of intellectually developing students so they may achieve their academic, career, and personal goals.

SERVICE

At Medgar Evers College we are dedicated to serving our students and the broader community, promoting civic engagement and social responsibility.

CIVILITY AND COLLABORATION

The College values an academic community of students, faculty, and staff who embrace and operate with integrity to ensure a collegiate culture that is honest and respects diverse viewpoints.

MEDGAR EVERS COLLEGE

STRATEGIC GOALS & INITIATIVES

GOAL 1: Enhance retention, and graduation rates through comprehensive, innovative, and well-focused institution-wide strategies.

Initiatives

1. Develop a Strategic Enrollment Management Plan
2. Strengthen recruitment through partnerships with Brooklyn high schools
3. Expand peer mentoring programs
4. Increase adult learner enrollment
5. Implement academic program recruitment strategies



GOAL 2: Continue to offer high-quality innovative educational programs and student experiences with professional development for faculty and staff, with ongoing assessment for continuous improvement.

Initiatives

1. Conduct comprehensive program review and curriculum updates.
2. Increase faculty professional development opportunities.
3. Expand student experiential learning and internship programs.





GOAL 3: Advance our community through research, assessing existing partnerships, and establishing new ones that are of strategic value to the college and its students.

Initiatives

1. Establish new strategic partnerships with community organizations and businesses.
2. Increase research funding opportunities for faculty and students.
3. Develop outreach programs that support workforce development.

GOAL 4: Modernize Medgar Evers College by continuously assessing its financial position in a rapidly evolving higher education landscape and optimizing administrative and technological workflows to enhance operational efficiency, ensuring that all systems remain current and sustainable.

Initiatives

1. Upgrade technology and campus facilities to support student success.
2. Implement data-driven decision-making processes.
3. Strengthen financial sustainability through strategic resource management.



MOVING FORWARD

A COMMITMENT TO EXCELLENCE AND IMPACT

Medgar Evers College is steadfast in its commitment to academic excellence, student success, and community impact. The 2023-2030 Strategic Plan reflects a bold vision for the future, driven by a dynamic and adaptable approach that ensures continued growth and sustainability. As we move forward, we remain dedicated to fostering a thriving academic environment that empowers our students and enhances the broader community.

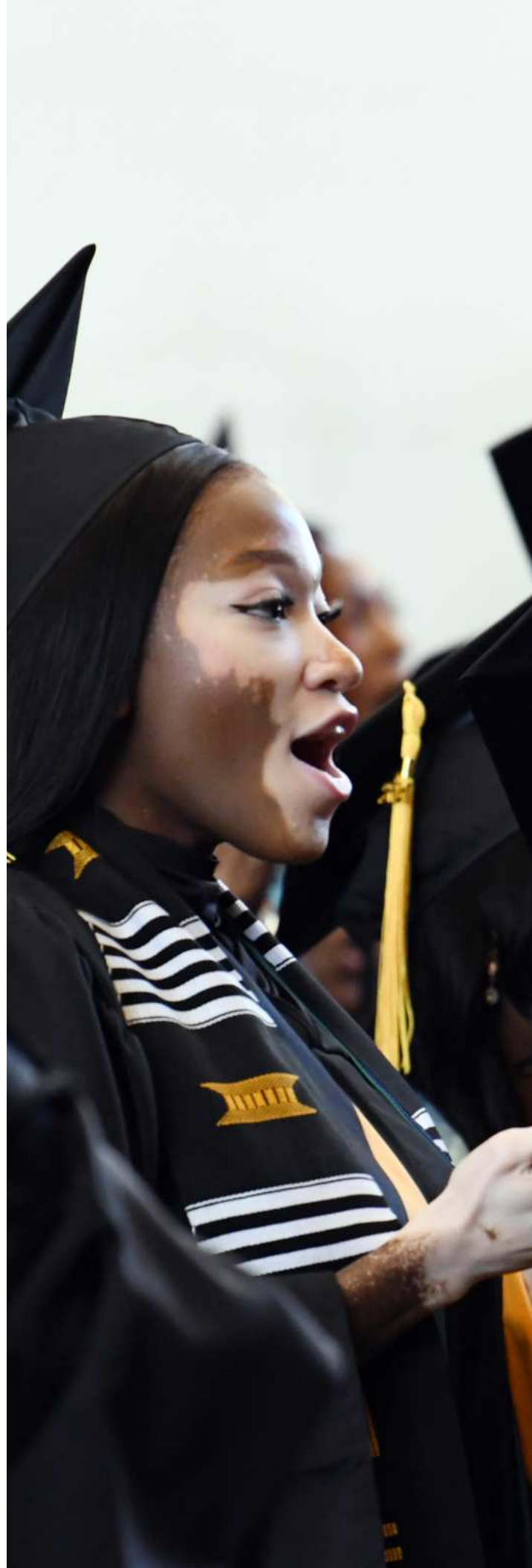
MEC and HBCU students gather at the site of Emmett Till's accuser, in Mississippi, to reflect on history, promote unity, and advocate for social justice. (2023)



STRATEGIC PLAN

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2023-2030

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