



# EMP Proposed Institutional Goals Feedback

Ed Master Plan (EMP)  
Steering Committee  
Planning and Resource Council (PaRC)  
June 10, 2015

# Overview

- Proposed institutional goals (May 13)
- Process and proposed goals shared with college community
- Feedback encouraged
  - Open forum (June 4)
  - Online feedback (May 26 to June 8)



# Open Forum

- Equity
  - Increase student participation/voice
    - Shared governance
    - Feedback (of experiences)
    - International & resident student interactions
- Student Success
  - Clarify “support for online quality”
    - All online interaction
    - Role of instruction and student services



# Open Forum

- Employee Support
  - Onboarding student employees
  - Consider employee compensation
    - Adjuncts
    - Cost of living
  - Promoting employee participation/voice
    - One community
    - Clearer pathways to involvement



# Open Forum

- Innovation
  - Needs to be rewarded
  - Realistic given job responsibilities?
- Collaboration/Partnerships
  - Promote service learning
- Governance
  - Increase access to data



# Open Forum

- Leadership
  - Reward leadership (employees and students)
  - Promote culture of leadership
- Funding
  - Overlap with collaboration/partnerships
  - Think outside the box



# Open Forum

- Suggestions
  - Equity is not diversity
  - Student access to services once they are enrolled



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# Online Feedback

- Highly rated goals (based on weighted methodology):
  - (1) Equity: Create a culture of equity that promotes student success and strong support for underserved students
  - (2) Leadership: Articulate a clear vision and priorities for the College.
  - (3) Collaboration/Partnerships: Increase lifelong learning opportunities for our community

N=10; Weighted methodology involves summing total scores where a rank of 1 would be given a weight of 15, a rank of 2 would be given a weight of 14 and so on such that a rank of 15 would be given a weight of 1. The total score (max score=150) sums all weighted rankings.



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# Online Feedback

- Highly rated goals (based on weighted methodology):
  - (4) Student Success: Reduce barriers and facilitate students' ease of access across the District and region.
  - (5) Student Success: Encourage student participation in leadership and activities outside the classroom that engages students with the college and the community.
  - (6) Employee Support: Provide better onboarding, support and professional development for all college employees.



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# Online Feedback

- Moderately rated goals (based on weighted methodology):
  - (7) Employee Support: Encourage employee participation in leadership and activities that engage them with the college and the community.
  - (8) Governance: Strengthen everyone's sense of community and commitment to the College's mission; expand participation from all constituencies in shared governance.
  - (9) Governance: Promote consistent and clear communication in order to create a more informed, cohesive, and engaged community.



# Online Feedback

- Moderately rated goals (based on weighted methodology):
  - (10) Innovation: Recognize and support a campus culture that values innovation and creative problem solving.
  - (11) Collaboration/Partnerships: Partner with business and industry to prepare students for the workforce.
  - (12) Student Success: Enhance support for online quality and growth for instruction and student services.



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# Online Feedback

- Lower rated goals (based on weighted methodology):
  - (13) Collaboration/Partnerships: Collaborate with K-12, adult education, and four-year colleges in ways that serve students and society.
  - (14) Funding: Increase advocacy at the state level, increase grants and private donations to secure stable and sustainable funding, and manage college resources strategically.
  - (15) Innovation: Employ a data-driven decision-making process.



# Next Steps

- Finalization of goals
  - How many goals?
  - Narrow/collapse goals?
- Additional campus feedback?



# Questions?

Thank you!

FOR MORE INFORMATION  
SEE THE [EMP WEBSITE](#)



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