



## **Institutional Effectiveness Committee**

### **Meeting Minutes**

March 26, 2021

1:00 – 3:00 pm

Zoom

### **Attendees**

Michele Mathis (chair), Dr Pamela Senegal, Lisa Palmer, Lisa Cooley, Dr. Barbara Buchanan, Dr. Don Miller, Shelly Stone-Moye, Mark Wencel, Beth Townsend, Melissa Robbins, Grace Mattson

### **Welcome**

- Quick overview of the document being used for the strategic planning meeting; MIRO Software was suggested by Melissa Robbins.
- The work teams developed 22 goals and 71 objectives. The IE Committee will review and streamline.
- The goals should be focused and aligned with our 50-year plan, 5 Pillars and informal conversations about equity.

### **What does the 5 pillars from the Aspen Community College Excellence Program mean?**

- Dr Senegal gave the pillars, their meaning and noted some titles had changed; Completion, Transfer, Equity, Learning, Labor Market.

### **What is missing from the current goals?**

- Institutional culture – incorporate community culture; PACE survey and Educational Support Services survey are used to evaluate this.
- College culture – how do we maintain the ‘family feel’ of PCC, self-care, morale and quality faculty and staff?
- Redesign and redefine focus on Global Awareness – equity salary study, Odessa Model (see how others perform and incorporate that success at PCC), PeopleAdmin (track analytics as relate to demographics of employees to assess hiring practices)

### **Should Completion and Transfer be separate?**

- It was decided to separate Completion and Transfer so that more focus could be put on each. Students can be brought in with a short-term credential focus and progress towards a higher level for completion. When discussing Completion, we must not forget to include transfer degree programs.

### **Should Labor and Community Partnerships be merged?**

- The group agreed to merge the two, but debate over the title ensued. We don’t want to forget that “community” is our middle name, but Economic Development is really what



we are striving for in this area. Several title suggestions were made to merge the two. It was decided to include all components (Community and Economic and Workforce Development) for now. We will revisit the title at a later date.

We created a section called “parking lot” for things we aren’t ready to let go of just yet, but not sure where they will best align. We will revisit these later.

We decided as a group to do our first pass review looking at the goals (pale yellow sticky notes) and come back around to the objectives at the next meeting. Some edits to objectives were captured when the conversation went in that direction naturally, but the focus of the meeting was on the larger goals.

### **Strategic Plan Goal Review for each pillar**

- Learning
  1. Piedmont Community College will offer support services (on campus and virtual) that enhances the development of knowledge and abilities. This was a change from the original focus of the goal which was seen as too much overlap with goal 3. As a result, goal one was edited to focus more on support services related to learning, and goal 3 was expanded a bit to include the intent of goal 1. The term “core competencies” was removed because it created confusion with our required general education competencies.
  2. Students will improve soft skills to increase academic achievement and employability, soft skills for their area based on advisory committees and other input. Only a slight edit from the proposed goal. We removed the specific soft skills listed in favor of allowing the advisory committees to determine relevant goals for their area.
  3. Piedmont Community College will support the enhancement of all course offerings (traditional, online blended, and hybrid) through continuous quality improvement techniques, faculty and students. Expanded to include aspects of goal 1 above.
- Community and Economic and Workforce Development
  1. Community Outreach was changed to “Forming partnerships”
  2. Increase Community Engagement (PCC presence in community); Pacers Pay it Forward (be strategic). We want to make sure we are strategic in the volunteer activities we are saying “yes” to. Are we doing things out in the community that ultimately benefit our students?
  3. The two goals from labor market were combined to read “Piedmont Community College will ensure that we are meeting business and industry needs for training.” It was decided that this captured the intent behind the two goals previously listed separately.
- Completion



1. This was edited to include all possible degree/ credential programs. Now reads, "Piedmont Community College will increase the rate of completion of students in high quality credentials of value, including degree, diploma, and certificate programs and other credentials."
  2. "Piedmont Community College will increase the rate of students completing high school credentials" was added as a second goal under completion to ensure that all PCC students are encouraged to complete. ABS programs weren't really captured in goal 1.
- Transfer
    1. Piedmont Community College will increase the rate of students who transfer to 4-year institutions and complete baccalaureate degrees.
    2. Some discussion about the meaningfulness of our articulation agreements, we edited this to read "Piedmont Community College will develop more meaningful articulation agreements to streamline transfer processes for students" (money on the table) to emphasize the need to get support behind the agreements that allows us to market them more effectively.
  - Equity
    1. Will be reviewed at our next meeting. We want to think through ways to make sure that equity is represented in all that we do at PCC. The buckets developed by the work teams will need to be revisited in the next meeting.

## **Adjournment**

Meeting adjourned at 2:55 pm

As recorded by Lisa Palmer