



FOOTHILL COLLEGE

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

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.



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.



Online Feedback

- Moderately rated goals (based on weighted methodology):
 - (7) Employee Support: Encourage employee participation in leadership and activities that engagement 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.



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](#)**