



January 10, 2012

## Core Team Meeting

1:00 – 4:00 p.m.

### Minutes

**MEMBERS PRESENT:** Bob Austin; Dr. Mike Bellah; Diane Brice (Data Team Member) Dr. Tamara Clunis; Sharon Doggett; Pam George; Melody Graves; Dr. Lana Jackson; Kara Larkan-Skinner; Dr. Russell Lowery-Hart; Dr. Paul Matney; Danita McAnally; Mark Rowh; April Sessler; Jeannetta Smiley; Tony Thomas; Renee Vincent; Dr. Kathy Wetzel  
Achieving the Dream Coaches: Nancy Stowers; Linda Watkins  
Recorder: Joy Brenneman

**MEMBERS ABSENT:** Lee Colaw; Danielle Flowers; Ellen Green; Victor Montes; Charlotte Rhodes

#### WELCOME & DISCUSSION

##### Faculty/Staff Reaction to Damen Lopez presentation:

- Clarified his message - not lowering expectations, but doing what it takes for students to be successful
- Addressed the belief that there are some students who should not be in college
  - Where we are today is not where colleges were 20 years ago
  - Effectively articulated that not every student will go to college but we should not make that decision for them at 7 but instead prepare them so that they make their own choice
  - Appreciated his comments regarding the "critical mass" and his flying in the "V" (geese) metaphor

##### Chats & Stats Update:

- 5 total – several well-attended
- Covered each data packet
- Developmental Education will finish up final report this week
- Hispanic success rates were surprising; very low rates for African Americans

##### Data Team Update:

- Following up on Chats & Stats and original data
- Using data to answer some of the bigger questions (story stays the same however they slice the data)
- Next steps include student focus groups

#### REVIEW ACTION/WORK/IMPACT

Teams are fulfilling and are ahead with the action plan

#### PRIORITIZE STRATEGIES

Russell reviewed the process and criteria used in creating the list. Program inventories were reviewed.

- Link to strategic plan
- Meet best practices

- Number of students impacted
- Cultural by-in
- Cost & scalability of targeted population
- Leverage with other initiatives (grants, SACS, QEP)
- Financial support

#### Advising (Bob Austin & April Sessler)

- Challenges
  - Number of students is overwhelming
  - Advising among students is not consistent
- Need for additional advising positions is critical (temporary solutions through some grants)
  - More personalized advising; more time per student
- Advising is tied to other institutional priorities
- Policy implications
- D.R.E.A.M. institute will come in to play

#### Career Center (Russell Lowery-Hart)

- Gates process will allow us to create and hire two positions – currently in the planning and implementation stage
- Plan is to use the old cafeteria space – prominent place with web interface
- Will partner with TWC who will place two of their employees with access to their database in our location
- Initial goal is to impact 2,000 students
- Will align career clusters with the career center
- Funds to sustain will come from a sunsetted program
- Building funds from the bond election

#### Course Redesign: (Dr. Mike Bellah & Dr. Kathy Wetzel)

- Redesigning high-risk/gate-keeper/core classes (Title V funds)
- English
  - Faculty worked to improve and standardize course work; faculty have choices to choose from when designing their courses and access to resources not available before
  - Redesigned Comp I&II will begin Tuesday, January 17<sup>th</sup>
  - Strong online component, even within on-campus courses
  - Focus is to improve student learning by making it more active, technological, and applied
  - Evaluation is built into the Title V grant
  - Result of faculty collaboration; faculty driven
- Math
  - Will redesign intermediate and college algebra
  - Will poll students next week to ask what they want/need
  - Course re-design dovetails with another grant in the Math Dept.
  - Have already done literature reviews; researched best practices; and visited other schools

#### FYS/QEP: (Dr. Lana Jackson)

- First pilot course last fall (students not college ready)
- Built curriculum with 9 learning outcomes including self discovery, strengths, self-discipline
- Will integrate with career center
- No General Studies section – don't put people without a direction in the same class

- Goal is that all FTIC students will be required to take the course

Mentoring: (Dr. Russell Lowery-Hart)

- Many of pockets of mentoring happening currently (English Finishers group, Math Outreach Center, NEU Champions)
- Peer mentoring (student to student) has huge effect; not just faculty/staff mentoring
- Don't know what it should look like yet
  - Part of the conversation with Damen Lopez; students think it has value
- AtD best practice
- Can use targeted mentoring;

Professional Development: (Dr. Russell Lowery-Hart)

- AtD Best Practice
- Training is happening in many places; segmented pockets
- Part of the conversation with Damen Lopez
- Needs to be brought together with purpose, focus, and common goals
  - Student success focus

Poverty/Social Service Coordination: (Dr. Russell Lowery-Hart)

- The only one of our priorities which is not a best practice for AtD
- Significant issue
- Philosophy – we now have to care about the social barriers to obtaining a college education that our students face
- Resources
  - We are linking initiatives on campus with resources in the community
  - PPS grant will hire a Social Services Coordinator
    - Faculty/staff will have access to the Social Services Coordinator and community and campus resources
  - AC website; AskAC
  - Retention Alert System in colleague being finalized with Datatel
    - Faculty can create a case for an at-risk student; multiple cases on same student will alert Social Services Coordinator who will make sure student's needs are addressed
    - Will integrate with Blackboard
    - Will lead to intervention

Redesign DevEd prep & placement: (Dr. Tamara Clunis)

- DevEd Council has been meeting since last year
  - Student refresher course prior to placement testing
    - Will pilot prior to summer and fall registration
- DevEd is high priority according to data
- Will have impact on Cabinet decisions and strategic plan
- Goal is to increase success

Tutoring expansion: (Dr. Russell Lowery-Hart)

- AtD Best Practice
- Happening in pockets
  - Need more alignment in training, evaluation, linking, and collecting student information
- Students see value in it
- Need in English Dept. for ESL tutoring

- Strong emphasis on tutoring in course redesign

Core Team ranked these priorities, and the AtD coaches tallied the results.

Four priorities were identified.

FYS/QEP – Course Redesign – Tutoring Expansion – Poverty

**ACTION ITEM:** Core team members attending the D.R.E.A.M. conference will attend workshops specific to these strategies and bring ideas back to group.

### **ACTION: Late Registration**

- Kara Larkan-Skinner discussed data points from 2010 data
  - Students who registered late vs. all students registered (included late registrations)
    - Fall 2010: all – 70% success; late – 59% success
    - Spring 2011: all – 73% success; late – 60% success
    - Summer 2011: all – 81% success; late – 73% success
- Discussed ending registration prior to first class day (different dates for some classes)
  - Could be logistically hard to implement
  - Communication problem with staff/faculty/students
  - Registration controls only date driven – not time driven
- Need to redefine our expectations away from numbers (previous funding) to success (future funding)
- Late registrants are unprepared
- Bob Austin called for a motion to end late registration
  - Motion – Tony Thomas
  - 2<sup>nd</sup> – Dr. Mike Bellah
  - Further discussion
    - Need policy to define exceptions (e.g. Health Sciences)
    - Need to identify task force to come back with recommendations for policy implementation
  - Task force created
    - Diane Brice, Dr. Tamara Clunis, Melody Graves (suggested members: Jason Norman, Edie Carter, Jerry Moller)
  - Motion carried

**ACTION ITEM:** Task force will report back at next meeting

### **DISCUSS POLICY AUDIT PROCESS**

- Need to develop process to collect information on key policies
- Bob Austin will chair task force to collect information
- Task force created
  - April Sessler, Mark Rowh, Diane Brice, Kara Larkan-Skinner
- Task force will:
  - Identify people responsible for collecting information; contact them, and collect information from them
  - Work with IR (Kara) to analyze the data collected
- Questions on survey will be designed to get to the barrier; will survey those responsible for providing services, etc.
  - What policies and procedures create barriers?
  - What do we have in place that helps students succeed?

- Based on research

**ACTION ITEM:** Bob will call meeting, collect information, and bring back report to this committee

**ACTION ITEMS (not referenced in minutes above)**

- Need Communication Plan

**NEXT MEETING: February 6, 2012; 2:00 – 3:00 p.m., Library 113**