

PRESIDENT'S CABINET MEETING

February 24, 2015

MINUTES

MEMBERS PRESENT:

Bob Austin, Terry Berg, Lee M. Colaw, Cara Crowley, Ellen Robertson Green, Russell Lowery-Hart, and Deborah Vess

OTHERS PRESENT:

Brenda Sadler

Discussion:

STRATEGIC PLANNING – Lowery-Hart distributed a handout concerning Amarillo College moving forward. Lowery-Hart expressed the need to establish Amarillo College's values and goals; he wishes to build an accountability interest within the actual goals. The values and goals will be a big part of the next Culture of Caring meeting. The mission and vision statements will remain the same for now. Lowery-Hart told what Bill Haslam, Governor of Tennessee, and U.S. Secretary of Education, Arne Duncan, said at the White House Summit; they reported that many colleges have only a 20% completion rate and higher education has to change their models or other options will make their way into the community and make higher education obsolete. Amarillo College has to identify targets, improve what we are doing, and shift processes. Lowery-Hart talked about the book he gave Cabinet members, *What Excellent Community Colleges Do*; he asked for their reactions. Austin said the book gave him a challenge and said the book offers a lot of potential we should be using as our framework. We need to write outcomes and goals and see where we are and what we are doing in relation to "No Excuses" and the Strategic Plan. Austin suggested tracking the most important things being done in advising and enrollment. Vess said we need to attain our goals at a systemic level; we need to look at developmental studies, curriculum, and pedagogy. Lowery-Hart said people at Amarillo College have been living in fear for years; Berg said it is more frustration due to upper management, lack of communication, ideas getting struck down, and the possibility of administrators and classified employees not receiving a raise when faculty receive a step raise yearly. Lowery-Hart said that all groups need to be focused on the same goals. Austin mentioned that in *What Excellent Community College Do* it says that "one should get on board or get out of the way." Colaw said people need goals to work toward. Austin reported that when we go with Civitas we will have a clear plan for each student. Block scheduling will help students not lose credits. The need was discussed to align programs with career clusters and House Bill 5. The class schedule conducted last fall asked questions about class scheduling; there were only 45 surveys received. The timing of the survey did not seem ideal; it started on a Friday and concluded on a Sunday. Odessa College has moved to all 8-week classes. Green told of her experience with the focus groups; the motivated group said they would take Saturday classes if offered. AC's system is producing 20% completers; we need at least 60-65%. Vess mentioned that current students learn differently than the method by which our faculty did. Lowery-Hart said there are 300 students in the honors program; 1,500 are eligible. We cannot stay the same or we will be obsolete in 20 years. The perspective of student success is not going away. Lowery-Hart said we have to be mindful of students' needs and offer more evening, Friday and Saturday classes; utilize block scheduling, and reorganize around career clusters. Cabinet identified core issues; the key is to execute goals and build the plan around the goals; we need to build confidence in people and communicate how we are planning to move forward; set targets; improve on what we are doing; make shifts; and communicate outcomes. The Strategic Plan does not need to be the amalgamations of a bunch of

divisional plans. Lowery-Hart asked Cabinet to take back ideas to their areas and bring back to Cabinet on where we are going with an action plan, and find out what are their ideas and action plans; framing is important. We need to figure out how to achieve a higher percentage of completers in the next five years. Most Aspen Leader schools are at 60-90% completion rates. There is a need to articulate what is needed for the following five goals: completion; align degrees and certificates with labor market demand; learning; equity; and financial effectiveness. Lowery-Hart said we need to rely heavily on our advisory boards to inform us about the job market needs in their area. Lowery-Hart wants a draft of the Strategic Plan by June; to be presented to the Board at the August 25 meeting.

POSITION JUSTIFICATIONS – (1) Green distributed a request for a Data Management Assistant position in Panhandle PBS. This would be a replacement position. This position is a critical fundraising position; it is a data entry and data base management position; this person processes the money; and tracks how much money is being spent and in the most efficient way. Austin moved, seconded by Berg. The motion passed. (2) Night shift custodian to serve campus-wide. (3) East Campus day custodian. (4) Washington Street Campus night custodian. All three custodian positions passed. (5) East Campus Housing Maintenance position. Berg said this position was given up in the past and they are requesting to gain the position back. The position passed, with Lowery-Hart abstaining. (6) Replacement of Human Resources Clerk. Lowery-Hart had some concern in replacing this position especially after AC spending the time and money for the HR Taskforce and their recommendations regarding reorganization within. Lowery-Hart requested a meeting with Berg and asked to table this position for now.

Next meeting: March 3, 2015

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