

## No Excuses 2020 Team Meeting

October 23, 2015  
Dutton Hall, 103  
9:00 a.m.

### Minutes

**MEMBERS PRESENT:** Bob Austin – Chair, Diane Brice, Edythe Carter, Dr. Tamara Clunis, Lee Colaw, Cara Crowley, Nancy Forrest, Lyndy Forrester, Emily Gilbert, Janine Goode, Ellen Green, Alan Kee, Olga Kleffman, Dr. Russell Lowery-Hart, Jarrod Madden, Kristin McDonald-Willey, Jason Norman, Kelly Prater, Mark Rowh, Karen Taylor, Dr. Deborah Vess, and Reem Witherspoon

**Others present:** Recorder: Carolyn Leslie

**MEMBERS ABSENT:** Janet Barton, Terry Berg, Carol Bevel, Claudie Biggers, Mark Hanna, Cindy Lanham, and Penny Massey

**Student Representatives:** Cutter Love, and Abraham Tenorio

#### APPROVAL OF MINUTES – (Bob Austin)

- Bob Austin asked for approval of the minutes from the July 17, 2015 No Excuses Core Team meeting. Lee Colaw made a motion to approve the minutes, and Karen Taylor seconded the motion. The minutes were approved by majority vote.

#### PURPOSE FOR NO EXCUSES 2020 TEAM - (Bob Austin)

- Bob Austin discussed the change from the No Excuses Team to the No Excuses 2020 Team, and the new purpose of the committee.
  - The previous No Excuses Team was comprised of employees from across the AC campuses, representing different areas, and responsibilities in Amarillo College. The purpose of the committee was to identify and work toward goals as an Achieving the Dream school.
  - During the previous several months, the President's Cabinet devised the Strategic Plan. The new No Excuses 2020 Team will be focused on how to work, and evaluate the Strategic Plan with the goal of improved outcomes for students. The President's Cabinet makes up the leadership team for the No Excuses 2020 Team, and will meet monthly to set the agenda for the monthly No Excuses 2020 Team committee meetings.

#### NO EXCUSES REPORT CARD – (Dr. Russell Lowery-Hart)

- Dr. Lowery-Hart discussed the implementation of the Strategic Plan with the goal of having a 70% completion rate by 2020.
  - The five goals of the Strategic Plan were discussed: Completion, Alignment, Learning, Equity, and Financial Effectiveness.
    - These five elements will be focused on, and major structural changes will be launched in order to achieve the 70 percent completion rate. The mandate to reach 70 percent completion has been given by the state, federal funders, and the Amarillo College Board of Regents.
    - A restructure has to take place so every student can complete in a three year time frame. A twelve month comprehensive approach will help the students accomplish this as well as restructuring classes for 8 weeks rather than 16 weeks. The question of what happens if the student doesn't pass the first eight weeks will need to be addressed.

- Students need to be encouraged to select Amarillo College because there is a job associated with their completion. A goal of the Strategic Plan is to align our offerings with what Amarillo's business community needs from our student clientele.
- Dr. Lowery-Hart discussed the possibility of students being able to pre-enroll for two years' worth of classes when they enroll for their first semester.
- Another goal of the Strategic Plan is financial effectiveness for the college. Amarillo College is shifting to fund raising to better serve the students, and better support the employees.
- Dr. Lowery-Hart emphasized how the role of the new No Excuses 2020 Team is to be an accountability partner on working the Strategic Plan. The members of the 2020 Team have the skill set to represent the college, and will work to protect the students. When the group from Amarillo College visited Odessa College, they noticed how employees at Odessa College worked as a unit and culture with the same goal. They had access to their data at all times, understood what the data represented, and made adjustments based on the data.
- John Gardner is the founding director and Senior Fellow with the National Resource for the First Year Experience and Students in Transition. Dr. Betsy Barefoot, who is the Senior Scholar for the John Gardner Institute, is married to John Gardner. They will be on campus November 19<sup>th</sup> and 20<sup>th</sup> to analyze current processes in order to help make the Strategic Plan a reality. They will also speak to the No Excuses 2020 Team on November 20<sup>th</sup>.

#### **OVERVIEW FOR LAUNCH OF NO EXCUSES 2020 (FOUNDATIONS OF EXCELLENCE) – (Dr. Deborah Vess)**

- Dr. Vess discussed that in the next three months, Amarillo College is evaluating how to lay a foundation to implement the strategic plan.
  - A handout was given to the No Excuses 2020 committee members for the Foundations of Excellence event with John Gardner, and Dr. Betsy Barefoot. The handout identified the Nine Foundational Dimensions Committees, leadership for each committee, and members. Dr. Vess said anyone else who is interested in participating may do so, and anyone who thinks they would best serve on another committee than where they are listed may do so.
  - The Foundations of Excellence Project on November 19<sup>th</sup> will be the beginning of laying a foundation of strength for the Strategic Plan. Participants will be involved in planning out action items in order to implement the Strategic Plan.
  - A great deal of data will be collected through IR and a survey will go out to faculty, staff, and students getting information on their experiences at the college.
    - The nine focus groups will meet to identify the key points, and will come up with tangible items to align with the Strategic Plan. Institutions that implement this process have increased retention rates, and completion rates. This process will help the college accomplish the goal of 70 percent completion.
  - The objectives of the nine Foundational Dimensions Committees were discussed.
    - Philosophy – Do employees of Amarillo College have a clearly articulated philosophy of what we want to happen with a student? This committee will look at key performance indicators.
    - Organization – Look at how the institution is organized, what is working, and what is not working.
    - Learning – Look at retention, and completion of gateway courses. Is there something else we need to do?
    - Campus Culture – What is the culture like to key in to the first year experience? What is the culture like for the first minutes the student connects with Amarillo College until they leave?
    - Transitions – How does recruitment, and enrollment connect to the entire flow?
    - All Students – How do we serve all students? This is a key component of the infrastructure.

- Diversity – Is the whole approach geared to facilitate progress of any student?
- Roles and Purposes – This looks at what our rolls are and where we are. It looks for alignment for roles and purposes to connecting what happens before a student gets to AC and after a student leaves.
- Improvement – The data will be driven by looking at key performance indicators. Data will be tracked to make sure we are doing what needs to be done to get to 70%.
  - The groups will get together to evaluate what needs to be done to improve the data. This is an exciting way to work together. This is about getting the process started.
  - If someone would like to be added to the committee, they can email Dr. Vess.
  - Dr. Vess will send out a manual to the committee members that explains the dimensions.

#### **ADJOURNMENT**

- The meeting adjourned at 10:15 a.m.

#### **NEXT MEETING**

- November 20, 2015, Dutton Hall, Room 103, 8:30 a.m. to 9:30 a.m.

**Recorder: Carolyn Leslie**

*Carolyn Leslie*