

# PRESIDENT'S CABINET MEETING

August 16, 2016

## MINUTES

### CALLED TO ORDER

9:10 am on 08/16/2016

### ADJOURNED

11:30 am on 08/16/2016

### MEMBERS PRESENT

Bob Austin, Cara Crowley, Lyndy Forrester, Russell Lowery-Hart, Steve Smith, Mark White

### MEMBERS ABSENT

Deborah Vess

### OTHERS PRESENT

Joy Brenneman

### DISCUSSION:

1. COUNSELING CENTER	Lowery-Hart
<p>Russell received a letter from Dusty Barrick, an AC Foundation Board member. He likes the idea of AC's counseling center but suggests that we pay the interns from West Texas A&amp;M University. Dr. Alan Kee is working on a way to find salary funds, which will be approximately \$10,000, for the 19-hour staff positions. Cabinet discussed the launch of the counseling center and finding a potential donor. Steve recommended using the revenue funds from the soon-to-be launched AC coffee shop to support the counseling center interns' personnel expenses.</p>	
<p><b>ACTION ITEMS</b> Mark and Steve will work on securing a vendor for the AC Coffee Shop. Steve will find funds to support the costs of the interns until the AC Coffee Shop can support the costs.</p>	White & Smith

2. CABINET MEETING STRUCTURE	Lowery-Hart
<p>Needs to be more substantive and address core issues that will get us to 70%. Cabinet should bring big issues to table and once a month talk about issues in specific areas. Collin Witherspoon will start attending meetings with data sets that require action.</p>	

DISCUSSION	Cabinet
<p>Mark referenced an article entitled <i>Economy's Tragic MisMatch</i> which noted that students are not going into technical education programs. There is a shortage of males in higher education. The PLI group looked at the shortage of welders and will present data points related to that. It was noted that there is a disconnect between faculty and labor market needs. The TG grant will help our advisors and local high school counselors understand the need for technical education, but will not fund equipment so the aviation program will not benefit from this grant. AC could leverage courses with AACAL and articulate credit. Students would be able to complete a Level I certificates through dual credit. Will need to continue counselor training.</p> <p>Cornerstone: Lyndy asked for input on the weight variance of the employee's self-evaluation. Should it be 80/20? Cabinet recommended that it should be 70/30 with the caveat that next year it will be 15 self/15 peer/70 supervisor.</p> <p>Russell asked the cabinet to answer the question, "What is your theory of change for AC, for getting to 70%?"</p> <ul style="list-style-type: none"><li>• Steve – some things must be changed completely – "building for the need". For example, get students going to school year-round, not just Fall and Spring</li><li>• Mark – take ownership of everything, not just your specific area</li></ul>	

- Bob – start teaching to the test, leverage systems to get better outcomes. For example – certificates /credentials for students coming out of high school
- Cara – find ways to connect with the 21<sup>st</sup> century learner

An AC workgroup is working on implementing Ellucian's Student Planning Module. It has been loaded into the system. It creates a default pathway, but agreement is needed on the courses required to complete the pathway and inclusion of summer terms in the course sequence. This should be the work of the Completion Committee. The Business Office could then create payment plans. Cabinet discussed some possible ways to incentivize completion and suggested that we should get student input. Including a 3-year plan for students was touched on briefly.

## **RUSSELL'S PRESENTATION TO CABINET**

**Lowery-Hart**

### Social Belonging Theory Study found that...

- Students who begin with uncertainty in their first 3 – 4 hours struggled and had more difficulty with academic adversity
- Those who start with certainty were more resilient and had greater academic success

Our students need a person. One suggestion was to have recruiters housed mainly on the high schools campuses allowing students to build relationships with AC people while still in high school.

### Crafting the value proposition

Type I person - Alleviating stress: fostering comfort, reassurance, peace of mind

Type II person - Alleviating boredom: fostering excitement

Leading this restructure, we have to always craft the value proposition with reassurance, fostering comfort, and peace of mind for faculty and staff. Need to talk with people not at them acknowledging that we are a shared governance.

Inspire people to action by appealing to their emotional side, not just presenting facts and figures. Then, the rational side can take hold.

Resistance is always three things:

- Can't do it
- Won't get it
- Isn't worth it

### Increase motivation by...

- Autonomy – let people do their jobs (this might be covered in supervisor training)
- Mastery – develop skills
- Relatedness – why this is important
- Purpose – unified across the college

Always give a reason. Note that the biggest influence on employee motivation is the direct supervisor.

## **NOW WHAT**

**Lowery-Hart**

### Celebrations of No Excuses 2020

- AC is an Achieving the Dream Leader College
- 8-week classes have increased enrollments
- DevEd results show increased success
- We have established financial security and stability
- We have an HR department we can understand

#### Priorities moving forward

- A website that helps students get where they need to be and engages the community
  - Raise the profile of the Foundation tying the college to the community
  - Link to pathways and careers
  - Link to counseling and the Advocacy Resource Center
- Develop a strategic plan for the east campus which will tie in with AISD and Highland Park.
  - Mark will work with the Deans and Dr. Vess to create a Strategic Plan for East Campus, West Campus, Dumas, and Hereford. All strategic plans will include a building usage plan.
- Connectedness of all ventures and initiatives going on and interconnect these on the website
- Clear pathways – needs to go to the Completion Committee to map out the process, steps, and a timeline
- Create a taskforce to work on faculty compensation. Russell will talk with Nancy Forrest, Faculty Senate President, to identify faculty to include. Needs to integrate with the student schedule and mapping of courses.
- Take the idea of more recruiters to the Marketing and Recruiting Committee. Consider creating a joint “somewhere” committee with AISD.
- Website – Chris will think through what that committee will work on.