

**ATD Café Comments 11/9/18**

<b>Category/Question</b>	<b>Response</b>
<b>Policies &amp; Practices - Strengths</b> - Where do we have the greatest strengths to build upon in this capacity area?	Our policies and practices support student progression & momentum towards completion. Our policies & practices support the student during the first-year experience.
<b>Policies &amp; Practices - Strengths</b> - Where do we have the greatest strengths to build upon in this capacity area?	We do have stakeholders effectively implemented. Faculty & staff support the student during the 1st year and communicate well to our students about reaching a degree & completion.
<b>Policies &amp; Practices - Strengths</b> - Where do we have the greatest strengths to build upon in this capacity area?	Policies/practices for first year experience; policies/practices supporting student connection during the pre-enrollment period; policies/practices for student progression/momentum towards completion
<b>Policies &amp; Practices - Areas to Improve</b> - Where do we have the greatest needs for bolstering capacity?	We need to ensure that we are effectively involving external stakeholders in implementing & improving student success policies & practices. (Students & community members) Our policies & practices don't always support student transition to four-year institutions.
<b>Policies &amp; Practices - Areas to Improve</b> - Where do we have the greatest needs for bolstering capacity?	Making sure everyone understands the involvement of external stakeholders in student success policies.
<b>Policies &amp; Practices - Areas to Improve</b> - Where do we have the greatest needs for bolstering capacity?	Effective involvement of external stakeholders in implementation/improvement of student success policies/practices
<b>Policies &amp; Practices - Actions</b> - What actions can we take to build strength in this capacity area?	Continue pre-enrollment activities for students. Provide education through training & communication regarding stakeholders in their roles are in student success policies.
<b>Policies &amp; Practices - Actions</b> - What actions can we take to build strength in this capacity area?	Provide education through training & communication regarding external & internal stakeholders in their roles are in student success policies.
<b>Policies &amp; Practices - Actions</b> - What actions can we take to build strength in this capacity area?	Continue pre-enrollment period efforts (practices supporting additional early contact Oct/Nov prior). Be more intentional with Advisory committees and get their ideas for student success initiatives. Additional presentation/communications to internal staff about student success initiatives and practices. Use active learning activities.
<b>Equity - Strengths</b> - Where do we have the greatest strengths to build upon this capacity area?	There is a commitment to promote and improve equity.
<b>Equity - Strengths</b> - Where do we have the greatest strengths to build upon this capacity area?	Are faculty & staff prepared to work with a diverse student population? Are hiring and retention policies in places that address equity and diversity?

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<b>Equity - Strengths</b> - Where do we have the greatest strengths to build upon this capacity area?	Are faculty & staff prepared to work with a diverse student population? Does the strategic plan include goals to advance equity?
<b>Equity - Areas to Improve</b> - Where do we have the greatest needs for bolstering capacity?	There is a lack of understanding of how to do this work of promotion and improvement.
<b>Equity - Areas to Improve</b> - Where do we have the greatest needs for bolstering capacity?	Are equity considerations embedded in college unit plans and practices? How the college defined metrics to promote and enhance equity? Are equity concepts embedded in co-curricular and academic supports?
<b>Equity - Areas to Improve</b> - Where do we have the greatest needs for bolstering capacity?	Are equity concepts, such as inclusion and social justice, embedded within curriculum?
<b>Equity - Actions</b> - What actions can we take to build strength in this capacity area?	Engage in broad and courageous conversations of the inequities.
<b>Equity - Actions</b> - What actions can we take to build strength in this capacity area?	Get a clear definition of equity first.
<b>Equity - Actions</b> - What actions can we take to build strength in this capacity area?	Make sure we all understand definition of equity. Perhaps discuss at update/conference. Establish metrics to promote and enhance it.
<b>Leadership &amp; Vision - Strengths</b> - Where do we have the greatest strengths to build upon in this capacity area?	President actively supports to improve student success. Culture for student success exists all levels of the college.
<b>Leadership &amp; Vision - Strengths</b> - Where do we have the greatest strengths to build upon in this capacity area?	The President supports efforts to improve student success and the college has a clear vision for success.
<b>Leadership &amp; Vision - Strengths</b> - Where do we have the greatest strengths to build upon in this capacity area?	We have strong leadership from the President on down with a culture of shared leadership.
<b>Leadership &amp; Vision - Areas to Improve</b> - Where do we have the greatest needs for bolstering capacity?	Lack of accountability for faculty leaders. Personnel decisions are not made in relation to student success or it is at least not known if it is.
<b>Leadership &amp; Vision - Areas to Improve</b> - Where do we have the greatest needs for bolstering capacity?	Lack of open dialog and risk-taking among college leaders.
<b>Leadership &amp; Vision - Areas to Improve</b> - Where do we have the greatest needs for bolstering capacity?	Letting people know more about telling people that we use data to make decisions.

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<b>Leadership &amp; Vision - Actions</b> - What actions can we take to build strength in this capacity area?	Present to new faculty info to collect and from promotions to purpose for access to data and all data in all to develop expectations to frame accountability. And to know what to ask for. Coordinate training to bring awareness of available data and where to get it. Have section in faculty evaluations in relation to student success-update faculty evaluations.
<b>Leadership &amp; Vision - Actions</b> - What actions can we take to build strength in this capacity area?	Decisions need to be made based on data versus gathering data after decisions are made. Provide an environment where consistent and careful reuse successful initiatives are replicated or reinforced while focusing efforts on limited initiatives per academic cycle.
<b>Leadership &amp; Vision - Actions</b> - What actions can we take to build strength in this capacity area?	Target concise data to specific groups.
<b>Engagement &amp; Communication - Strengths</b> - Where do we have the greatest strengths to build upon in this capacity area?	Do college leaders communicate a sense of urgency to improve student success outcomes? Is the value of student success regularly communicated to the college community?
<b>Engagement &amp; Communication - Strengths</b> - Where do we have the greatest strengths to build upon in this capacity area?	College leaders communicate a sense of urgency regularly to improve student success outcomes in the college community and internally within the college.
<b>Engagement &amp; Communication - Strengths</b> - Where do we have the greatest strengths to build upon in this capacity area?	Communicate well as a whole. Communication is encouraged and opportunities to communicate are provided.
<b>Engagement &amp; Communication - Areas to Improve</b> - Where do we have the greatest needs for bolstering capacity?	We don't know who our internal & external stakeholders are. People don't feel empowered to take action towards student success.
<b>Engagement &amp; Communication - Areas to Improve</b> - Where do we have the greatest needs for bolstering capacity?	We do not consistently examine and discuss student success data and strategies for improvement. We need to consistently engage ALL adjunct faculty/staff.
<b>Engagement &amp; Communication - Areas to Improve</b> - Where do we have the greatest needs for bolstering capacity?	Lack of knowledge and understanding of their role and process in student success and the big picture. Individual role can impact overall success.
<b>Engagement &amp; Communication - Actions</b> - What actions can we take to build strength in this capacity area?	Identify internal and external stakeholders for each department. We could do better communicating with each department: nursing to math, nursing to science, nursing to English, etc.
<b>Engagement &amp; Communication - Actions</b> - What actions can we take to build strength in this capacity area?	We need to help faculty/staff understand that we are all a team to improve student success. We want to have a highly engaging presentation and communication that shares data on student success with everyone (faculty and staff). We should celebrate successes.

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<b>Engagement &amp; Communication - Actions</b> - What actions can we take to build strength in this capacity area?	Offer adjunct faculty more opportunities to meet together as a whole with faculty or deans to facilitate dissemination of college success initiatives.
<b>Strategy &amp; Planning - Strengths</b> - Where do we have the greatest strengths to build upon in this capacity area?	Most people know we have a strategic plan for student success and a plan to continuously improve.
<b>Strategy &amp; Planning - Strengths</b> - Where do we have the greatest strengths to build upon in this capacity area?	Does the college's strategic plan focus on student success?
<b>Strategy &amp; Planning - Strengths</b> - Where do we have the greatest strengths to build upon in this capacity area?	Established culture of student success. Understand that there is a culture of continuous improvement. Strategic plan that focuses on student success.
<b>Strategy &amp; Planning - Areas to Improve</b> - Where do we have the greatest needs for bolstering capacity?	Staff need to understand student success agenda and how resources are allocated in support of student success.
<b>Strategy &amp; Planning - Areas to Improve</b> - Where do we have the greatest needs for bolstering capacity?	Faculty said they don't know if the college has a group of individuals responsible for coordinating and executing the student success agenda. Student success agenda integrated into other core works and do revenue and resource allocation decisions support student success? Are professional development opportunities designed to advance student success?
<b>Strategy &amp; Planning - Areas to Improve</b> - Where do we have the greatest needs for bolstering capacity?	We cannot identify the core group responsible for student success. Making sure people understand their role in the college.
<b>Strategy &amp; Planning - Actions</b> - What actions can we take to build strength in this capacity area?	Educate staff to understand student success agenda and resource allocation in support of student success.
<b>Strategy &amp; Planning - Actions</b> - What actions can we take to build strength in this capacity area?	More alignment between staff and college mission. Share budget data for revenue and resource allocation to support student success.
<b>Strategy &amp; Planning - Actions</b> - What actions can we take to build strength in this capacity area?	New faculty training -continual reinforcement of initial training. Mentors, faculty development opportunities, etc. Should be same for staff.
<b>Teaching &amp; Learning - Strengths</b> - Where do we have the greatest strengths to build upon in this capacity area?	Does the college offer a comprehensive array of learning support for students (also tutoring strengths)?
<b>Teaching &amp; Learning - Strengths</b> - Where do we have the greatest strengths to build upon in this capacity area?	Faculty wanting success of students. Technology. Compliance Assist.

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<b>Teaching &amp; Learning - Strengths</b> - Where do we have the greatest strengths to build upon in this capacity area?	Faculty commitment to student success. We maximize our use of technology and an array of learning supports for our students. We monitor student progress and provide student support (Compliance Assist). We use data to improve educational practices. We also use learning outcomes to improve curriculum and instruction (Gen. Ed. Assessment).
<b>Teaching &amp; Learning - Strengths</b> - Where do we have the greatest strengths to build upon in this capacity area?	Faculty commitment to student success, technology, and learning support. Compliance Assist-monitor student progress
<b>Teaching &amp; Learning - Strengths</b> - Where do we have the greatest strengths to build upon in this capacity area?	Provides a variety of learning and support services for students. In addition, provides opportunities and use technology to support student success.
<b>Teaching &amp; Learning - Strengths</b> - Where do we have the greatest strengths to build upon in this capacity area?	Faculty commitment to student success. We make use of technology. Compliance Assist.
<b>Teaching &amp; Learning - Areas to Improve</b> - Where do we have the greatest needs for bolstering capacity?	Do professional development activities support adjunct faculty participation?
<b>Teaching &amp; Learning - Areas to Improve</b> - Where do we have the greatest needs for bolstering capacity?	Inconsistency. Overall lack of ownership of adjunct. Lack of funding and access.
<b>Teaching &amp; Learning - Areas to Improve</b> - Where do we have the greatest needs for bolstering capacity?	We are inconsistent with professional development activities supporting adjunct faculty participation. Overall, it may seem like there is not ownership over adjunct faculty from some departments. Lack of funding and accessibility may contribute to not enough professional development. (Professional development for faculty on conference days).
<b>Teaching &amp; Learning - Areas to Improve</b> - Where do we have the greatest needs for bolstering capacity?	Inconsistent: no ownership, overall lack. Lack of funding, lack of easily accessible professional development. Professional development on conference day.
<b>Teaching &amp; Learning - Areas to Improve</b> - Where do we have the greatest needs for bolstering capacity?	The staff may not be informed as much or have an understanding of faculty development.
<b>Teaching &amp; Learning - Areas to Improve</b> - Where do we have the greatest needs for bolstering capacity?	Inconsistent. Overall lack of ownership over adjunct. Lack of easily accessible professional development and funding. Having professional development at conference and update days.
<b>Teaching &amp; Learning - Actions</b> - What actions can we take to build strength in this capacity area?	Communicate opportunities more effectively. More opportunities for both full-time and adjunct faculty for professional development.
<b>Teaching &amp; Learning - Actions</b> - What actions can we take to build strength in this capacity area?	Professional development on conference/update days.

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<b>Teaching &amp; Learning - Actions</b> - What actions can we take to build strength in this capacity area?	Have professional development on conference/update days. Provide training for department coordinators to ensure consistency with adjuncts. Encourage coordinators to provide training to their adjunct faculty.
<b>Teaching &amp; Learning - Actions</b> - What actions can we take to build strength in this capacity area?	Have professional development on conference day. Training of coordinators over adjunct faculty.
<b>Teaching &amp; Learning - Actions</b> - What actions can we take to build strength in this capacity area?	Make opportunities for adjunct/staff to engage in faculty development opportunities. Faculty communicate with adjunct and staff about what they are doing (e.g. continuing ed and evidence based practice).
<b>Teaching &amp; Learning - Actions</b> - What actions can we take to build strength in this capacity area?	Have professional development on conference/update days. Provide training for coordinators to ensure consistency of adjuncts. Offer and encourage training.
<b>Data &amp; Technology - Strengths</b> - Where do we have the greatest strengths to build upon in this capacity area?	Does relevant data exist for inform decision-making?
<b>Data &amp; Technology - Strengths</b> - Where do we have the greatest strengths to build upon in this capacity area?	The data is there.
<b>Data &amp; Technology - Strengths</b> - Where do we have the greatest strengths to build upon in this capacity area?	Does relevant data exist for inform decision-making? Does reliable data exists to inform decision?
<b>Data &amp; Technology - Areas to Improve</b> - Where do we have the greatest needs for bolstering capacity?	Do the IT and Institutional Research staff collaborate to optimize process in data use? We don't know what data exists.
<b>Data &amp; Technology - Areas to Improve</b> - Where do we have the greatest needs for bolstering capacity?	Misunderstanding on how college evaluates student success initiatives. A lot of uncertainty among staff regarding the reliability of availability of data to inform decision-making.
<b>Data &amp; Technology - Areas to Improve</b> - Where do we have the greatest needs for bolstering capacity?	Are student success technologies being adopted to improve meaningful information? Do data analysis yield insights about the past and future? I don't know. Do the IT & IR staff collaborate to optimize process for data use?
<b>Data &amp; Technology - Areas to Improve</b> - Where do we have the greatest needs for bolstering capacity?	Do the IT & IR staff collaborate to optimize process for data use? Does the college use benchmarking to identify strategies for improvement and innovation?
<b>Data &amp; Technology - Actions</b> - What actions can we take to build strength in this capacity area?	Connect decision made to data.
<b>Data &amp; Technology - Actions</b> - What actions can we take to build strength in this capacity area?	Translate available data into practical, usable formats (charts, graphs, etc.) to inform internal & external stakeholders about student success.

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<b>Data &amp; Technology - Actions</b> - What actions can we take to build strength in this capacity area?	Put standard reports or public reports out to the faculty and staff. Recommend that during departmental meetings there are discussions regarding the collected data and how it compares to future and past.