AREAS OF FOCUS

- Staffing Plan
- Resource Allocation
- Enrollment Management Plan
- Participatory Governance
- Integrated Program and Services Review
<table>
<thead>
<tr>
<th>DATE</th>
<th>PURPOSE</th>
<th>REMARKS</th>
</tr>
</thead>
<tbody>
<tr>
<td>October 12, 2020</td>
<td>Initial Visit</td>
<td>• Appreciative Inquiry</td>
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<tr>
<td>November 30, 2020</td>
<td>Second Visit</td>
<td>• Discuss the Outcomes of the Initial Visit&lt;br&gt;• Institutional Effectiveness Plan</td>
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<tr>
<td>September 23, 2021</td>
<td>Third Visit</td>
<td>• Progress of Implementing the IE Plan</td>
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<td>Fourth Visit</td>
<td>• Optional if no significant progress is made in any of the Areas of Focus</td>
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</tbody>
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UPDATES

HUMAN CAPITAL MANAGEMENT PLAN
- Renamed from “Staffing Plan”
- Hired a consultant to help the team
- Developing a staffing benchmark per department/division based on metrics
- Developing a comprehensive document to address hiring, staffing, and periodic classification study

RESOURCE ALLOCATION
- Reduced scope of the area of focus
- Hired consultants to help the team
- Limited the process for allocating resources related to program and services review
- Developed a draft process/flowchart for integrated planning and budgeting
UPDATES

ENROLLMENT MANAGEMENT PLAN
• Dovetail on the work of the Enrollment Management taskforce created by College Council
• Hired consultants to guide the development of the plan

PARTICIPATORY GOVERNANCE
• Same team as the Planning and Decision Making Handbook taskforce created by College Council
• Encouraged Dr. Jim Wright to serve as a consultant (pro bono)
• Reviewed the current document
UPDATES

INTERGRATED PROGRAM AND SERVICES REVIEW (PSR)

• Reviewed models of PSRs from different institutions
• Developed a draft timeline for PSRs
• Developed a draft form for PSRs
FINISH LINE

December 2021