



INSTITUTIONAL EFFECTIVENESS PARTNERSHIP INITIATIVE

**FACULTY SENATE
FEBRUARY 3, 2021**

UPDATE ON THE PLAN



INSTITUTIONAL INNOVATION AND EFFECTIVENESS PLAN

- A result of the visit and observation by the Partnership Resource Team (PRT)
- A plan to address the areas of focus.
- Written by the College for the College.

WHO DEVELOPED THE PLAN



WRITING TEAMS

- Staffing Plan
- Resource Allocation Model
- Enrollment Management
- Participatory Governance*
- Integrated Program Review*

* Strongly recommended by the IEPI-PRT team to be added as areas of focus.

REVIEWED BY IEPI-PRT



- Submitted the plan to IEPI on **January 15, 2021**.
- Received feedback from IEPI on **February 3, 2021**.
- Writing Teams will review and finalize by **February 4, 2021**.
- Finalize and submit by **February 5, 2021**.

STAFFING PLAN GOALS



- Establish a benchmark of faculty, staff, and administrators needed to align enrollment with the efficient delivery of service following regulatory requirements and state benchmarks (budget 85/15, FON, 5% minimum reserves, 50% law). Ensure a mechanism to include staffing requests as part of resource allocation aligned with enrollment trends.
- Adopt a comprehensive recruitment and hiring procedure manual that outlines the hiring processes and final decision making; include process for filling interim positions.
- Create framework/plan/procedural manual that outlines: frequency of district classification and compensation reviews; model job description template.

RESOURCE ALLOCATION MODEL GOAL



- Review current resource allocation process, identify gaps and revise so it is clear, inclusive, and transparent.

ENROLLMENT MANAGEMENT GOAL



- Develop and implement the Enrollment Management Strategic Plan ...

PARTICIPATORY GOVERNANCE GOALS



- Undertake a collaborative review and revision of the institution's participatory governance processes.
- Develop and implement clear communication strategies for all constituency groups to address the need for inclusive, holistic, transparent, and student-focused processes.

INTEGRATED PROGRAM REVIEW GOAL



- Undertake a collaborative effort to update program review processes to better align with and be integrated into the staffing, enrollment management, and resource allocation processes as well as Student Equity and Guided Pathways Framework.

RESOURCES AND TIMELINE



- To be completed by end of **fall semester**.
- Resources to address the plans by IEPI-PRT is one time restricted **\$200,000**.