

Strategic Plan Update

Focus on College Life & Culture

RE-ALIGNMENT AND BENCHMARKS

EXEMPT COUNCIL / APRIL 25, 2017

SPU Timeline

Nov 22, 2016: Charge to the Strategic Plan Steering Committee

Nov 21, 2016 – Jan 30, 2017: Strategic Plan Update Steering Committee meetings, process development, and task force recruitment

Jan 31 – Feb 28: Four meetings of the Strategic Plan Task Force resulting in SPU DRAFT

March 14 - 21: DRAFT presentation to President's Cabinet and feedback

April 1 – May 15: Roll-out to college community for questions and feedback

May 16: SPUTF reconvenes for final review

May 23: Return to President's Cabinet with final draft

May 30: Announcement and celebration; publication on public-facing website

SPU Steering Committee

- Dr. Jill Wakefield, Convener, Interim President of Bellevue College
- Patty James, Chair, Associate Vice President of Effectiveness and Strategic Planning
- Ray White, Vice President of Administrative Services
- Gita Bangera, Interim Vice President of Instruction
- Ata Karim, Vice President of Student Affairs
- Sayumi Irey, Interim Vice President of Diversity
- Gayle Barge, Vice President of Institutional Advancement
- Al Lewis, Vice President of Economic and Workforce Development
- Faisal Jaswal, Assistant Dean of Student Programs
- Rob Viens, Dean of Science
- Tracy MacLean, Associate Director of Planning and Effectiveness

SPU Task Force

- Rob Viens and Tracy MacLean, co-convenors
- Sam Akeyo, representative from Student Council
- Caroline Leffal, representative from Faculty Council
- Diem O'Rourke, representative from Classified Council
- Greg Schmidt, representative from Exempt Council
- Jennifer Carnahan, representative from Resources and Planning Council
- Dexter Johnson, representative from Infrastructure Council
- Pavy Thao, appointed to represent Council on Inclusion and Diversity
- LaMeshia Reese-taylor, representative from Student Success Council
- Nancy McEachran, full-time faculty member
- Chris Bell, liaison with Academic Master Plan revision task force

Materials that informed the process

- Core themes developed and adopted in 2009
- Core theme objectives and indicators, initially prepared by President's Cabinet and recently revised and approved
- Strategic Plan developed AY 13-14
- Academic Master Plan developed AY 13-14
- Annual Review of the Strategic Plan published spring 2016
- Board comments on the Strategic Plan from summer retreat 2016

SPU Task Force Goals

- Honor the strategic planning work of the past 3 ½ years
- Create alignment among the Core Themes, the Strategic Plan, and the other major plans
- Establish meaningful benchmarks/metrics
- Make necessary changes to fill gaps or to recognize external and internal changes



Philosophy

To re-align the priority initiatives within the framework of the four core themes, while retaining the spirit of the original six goals and adding meaningful metrics.

Core Themes

Student Success

- Key concepts: access, persistence, completions, success initiatives, demographics

Teaching & Learning Excellence

- Key concepts: curriculum, program design, faculty professional development, learning outcomes assessment

College Life & Culture

- Key concepts: equitable practices, decision-making, efficiency, quality of work life, safety

Community Enrichment & Engagement

- Key concepts: continuing education, funding, community partnerships, alumni engagement, college identify

Philosophy

Core theme

- **Priority initiatives**
- **Measurements** (core theme indicators and plan indicators)
 - Actions, leaders, and timelines
 - Links to next-level operational plans

Strategic Plan Update

The [Strategic Plan Update draft](#) can be found on the [Designing Our Future website](#).

DRAFT

College Life & Culture Core Theme

BC values a learning and working environment through its commitments to support a campus environment that is diverse, inclusive, open, safe, and accessible; to model a college community that affirms and embodies pluralism and values collaboration and shared decision making; and to honor and practice sustainability, creativity and innovation.

Key concepts: Equitable practices, decision-making, efficiency, quality of work life, safety.

A.

Integrate social justice into everyday college operations, providing an equitable environment of non-discrimination, universal design, and accessibility. (SP 3.2)

A. How we're measuring success

- Faculty and staff demographics reflect the ethnic, racial, and cultural makeup of the service area. (CTI 3.1.1)
- BC uses equitable employee search and hiring practices. (CTI 3.1.2)
- BC facilities meet or exceed state and federal regulations. (CTI 3.1.3)
- Learning and working environments are accessible for all students and employees. (CTI 3.1.4)
- Additional plan actions and indicators (e.g. accommodations for students and employees).

B.

Support the revised governance system and improve operational decision-making structures. (SP 5.1)

C.

Create uniform and efficient processes based on higher education best practices (SP 5.2), including areas such as sustainable planning and change management (5.4 / 5.6), onboarding and ongoing training, emergency preparedness, and succession planning. (6.4)

D.

Improve the systems for sharing information. (5.3)

E.

Be the region's college of choice for employment—providing employees with an engaging climate, competitive compensation, and shared value system. (SP 6.1)

F.

Support professional development, advancement, work-life balance, and wellness for all employees. (SP 6.2, 6.3)

G.

Mitigate inequities experienced by part-time faculty and staff. (SP 3.3)

How can you participate?



- Use the survey link sent through BC-FYI or available on the Designing Our Future webpage.
- Complete one survey for each of the four core themes.
- Comment anonymously or give your name and be entered in a raffle for a BC-themed gift bag (one gift bag per core theme).

Ideas for feedback

- Identify confusing or misleading wording
- Suggest additional plan actions and indicators
- Point out a significant omission
- Note aspects that might not be consistent with BC's identity
- Recommend ways to make the SPU process more effective in the future