

RESPONSIVE ACTION PLAN

To address institutional challenges revealed by the PACE Survey.

PRIMARY DOMAINS FOR ACTION

- 1 COMMUNICATION
- 2 POLICY COMPLIANCE
- 3 INSTITUTIONAL STRUCTURE
- 4 STUDENT FOCUS & SUPPORT
- 5 SHARED GOVERNANCE
- 6 SAFETY

ACTIONS, RECORDS & MEASURES

on the domains for action

- Special convenings of the Faculty and Staff Senate
- New Department-level meetings and discussions
- Exploration of other methods of communication and decision-making
- Re-engaging the workflow committee
- Implementation of the budget committee process
- Communication of progress on the on-going process

MEASURES

FOR CONTINUOUS IMPROVEMENT

- Evaluating and quantifying employee input
- Monthly measures of climate pulse

HISTORIC CHANGE

This is a unique opportunity for the College to enhance its internal processes. By crafting a comprehensive plan that fits together, we can significantly benefit students, faculty, and staff.

TIMELINE OF ACTIONS

- Feb 24**
Special convening of the Staff Senate
Request to revisit the “Open Conversations” with employees
- Mar 24**
Planning of “Open Conversations” format
 - Dates and approach generated
- April 24**
“Open Conversations” format
 - Discussion of PACE
- May 24**
Staff Senate Meetings with Minutes
 - Creation of an intranet system (discussed)
 - Accurate updates of the College’s “Org Chart”
 - More regular emails from the executive office
 - Onboarding and mentoring needs
- June 24**
Workflow Committee Meetings
 - Onboarding and mentoring needs
 - Continuous feedback for employees
 - Succession planning and promotion opportunities
- July 24**
Staff Senate Meetings with Minutes
 - Onboarding and mentoring needs continued with HR
 - Improvements in communicating what staff really want
- Aug 24**
Preliminary presentation on the PACE results
 - Background, most significant results
 - Response was extremely positive
- Sept 24**
Open Conversations
 - Policies and accountability
Departmental Meetings
Policies | Financial Aid Office | Athletics Dept. | Security
Budget Subcommittee Meeting - Faculty
- Oct 24**
Budget Subcommittee - Staff Senate
Appreciative Inquiry meetings
Monthly College Climate Pulse
 - Short, Quantitative and Qualitative anonymous survey
- Nov 24**
Student campus life engagement in governance
Safety on Campus Forum
- Dec 24**
Special PACE-related Departmental Meetings
SPUC Meeting
New meetings requested by employees