

CHC Educational Master Planning Committee
Brainstorming by Constituency Groups on Concrete Ideas for Progress on Goals:
Transcript of Results, Strategic Direction 7
November 23, 2009

Strategic Direction	Recommended Goals	
7 Organizational Development	7.1 Optimize the organization's human resource capacity. 7.2 Manage change proactively.	
Goal Number	Ideas for Concrete Steps or Actions	
7.1	C2	Active employee development focused on developing skills vital for particular areas.
7.2	C2	Establish what the baseline capacity of employees is in order to see where to get to
7.2	C2	Transparency in Administrative Unit Outcomes. Research & Planning needs to be aware of department findings within units.
7.1	A2	Same database as #2 SD. Faculty enters their interests, activities & responsibilities. We can tap into mutual areas of expertise and interest.
7.1	A2	College hour! Faculty need "time" to share best practices, e.g., assignments, etc.
7.1	A2	Secure an individual to meet with the depts. & write the Program Review and other admin reports.
7.1	A2	Secure a person to design and support the campus online program.
7.1	A2	Post templates on a database of . . .? e.g., Program Review and all required reports
7.2	A2	Prior to changes, consult with related units to garnish all parties ideas on how to effectively implement changes (ALL AREAS)
7.2	A2	Institute a system to capture students turned away from classrooms/classes — drop rationale
7.2	A2	Document/discuss problems of overflow of students. College Hour.
	S7	Development of faculty, staff, mgmt, and students: Require faculty/department retreats
	S7	Development of faculty, staff, mgmt, and students: Offer optional workshops for students on time mgmt, stress mgmt for free (2 hrs or so)
	S7	Development of faculty, staff, mgmt, and students: Send mgrs to retreats/workshops to increase leadership/professional skills
	S7	Development of faculty, staff, mgmt, and students: Offer workshop training for staff
	S7	Managing Change: Explaining changes and reasons for changes as they happen.
	S7	Managing Change: Offer training on how to implement changes and resources for who to call
	S7	Capacity Enhancement: Offer incentives for people interested in increasing their capacity
	S7	Adherence to High Standards: Promote people's successes at higher standards
	S7	Adherence to High Standards: Explain what expected standards are and how to meet them
	S7	Application of research findings: Create a culture of acceptance for research findings
	S7	Application of research findings: Encourage people share and implement findings w/their depts..
	S7	Application of research findings: Offer incentives for people to implement findings
	S7	Recruitment and Hiring of High Quality Employees: Establish standards of success for faculty using 1) Classroom evaluations, 2) Student Success Rates in your classes (if only one person passes your class, might be something to consider before CHC offers you a job)
7.1	M4	Improve organizational learning capabilities through campus wide training.
7.1	M4	Improve hiring process to focus on high quality candidates not just legal issues
7.1	M4	Area level manager included in 2 nd level interviews
7.2	M4	Increased training — team building, dept. training