

CALL TO ORDER

President Moore called College Council to session at 2:06 p.m.

ATTENDEES

Council Members Present:

Mary-Rita Moore, Christopher Clem, Dr. Michael Flaherty, Mike Garrity, Audrey Jonas, Kevin Li, James Malarski, Gerardo Porras, Elise Rapala, Susan Rohde, Dr. Purva Rushi, Shelley Tiwari.

Absent: Erica Baffa, Dayanne Figueroa, Laura Martin Del Campo.

Others Present: Garrick Abezetian, Andrea Bangura, Susan Campos, Derrell Carter, Erin Stapteton-Corcoran, Colleen Rockafellow, Christina Skasa, Brenda Jones Watkins, Hilary Meyer, Jacqueline Lynch, Jodi Koslow Martin.

APPROVAL OF MINUTES

Dr. Michael Flaherty made a motion to approve the minutes of the January 27, 2020 College Council meeting, seconded by Mike Garrity. The motion carried unanimously by voice vote.

HOT TOPICS

None.

OPERATIONAL ASSEMBLY

Mike Garrity reported Operational Assembly met on February 4, 2020 and provided the following highlights. Student Affairs reported Triton College is looking to use EverFi as an online training platform for students. The software provides prevention education and compliance training that can be used by students and staff. Human Resources reported they are preparing for the employee group in-service days and compiling a list of individuals and groups for the Retirement & Recognition Ceremony that will be on April 30. Technology reported the titanium platform is built, and counselors are configuring the software for their use. Technology has been involved in Guided Pathways committee meetings regarding Technology and Marketing requirements. Diversity continues their work with the Kaleidoscope Group who will facilitate open listening and focus sessions in February and March for employees and students. Research has posted the 2019 factbook on the employee portal, and 10th day enrollment numbers are recorded; detailed analysis will be ready this Spring.

Mike Garrity provided the following updates on old business that the Operational Assembly continues to address. The committee discussed the addition of a preferred name field in colleague, the preferred name will be displayed on a student's record, class rosters, grade sheets, student ids, and emails. They are working on a single sign-on for students in blackboard, they will add additional licensing to the 365 accounts to provide this access, a summer rollout is planned. Colleague id number will be added to the student photo id, IT is working the requirements to make this change. A demo of the Ellucian self-serve software

will be held early March for Guided Pathways and CRM advising/student registration platforms.

Mike Garrity distributed a copy of a recommendation from Operational Assembly to sunset the Strategic Enrollment Management (SEM) Committee due to the lack of participation since 2018. Council discussed the recommendation, and the consensus is to sunset the SEM Committee.

ACADEMIC SENATE

Michael Flaherty reported that Academic Senate met on February 11 and provided the following updates. College Curriculum Committee continues to update the goals and objectives on all course offerings. Dr. Flaherty highlighted that Math 037 Elementary Statistics Supplement, a co-requisite for Math 170 Elementary Statistics, was approved by Senate and will move forward to request Board approval. This co-requisite course will allow students who place in dev ed math to take the college level course concurrently. Academic & Scholastic Standards Committee planned to vote on new language regarding timeline when students place into Math Readiness courses; due to additional feedback, the committee will work on revisions and vote at a later meeting. Academic Support Committee conducted a survey with faculty regarding retention alert; the information is available for review. Campus Quality announced printed catalogs will be available upon request for enrollment advisors and they are reviewing club sponsorships. The Assessment Committee reported Learning Assessment week is April 13-17 and they continue to prepare for the HLC Focused visit. Senate voted to remove the TADEC (Technology Advisory Distance Education Committee) as a Senate Committee due to a lack of activity. Dr. Flaherty noted that this group can be revisited as necessary.

STUDENT SUCCESS

Shelley Tiwari reported a group is attending the Achieving the Dream (ATD) Conference and will share information at a future Council meeting. Achieving the Dream coaches visit is March 12 and 13, the agenda will focus on Guided Pathway work. Ms. Tiwari will share the final agenda with Council.

OLD BUSINESS

None.

NEW BUSINESS

GREAT COLLEGES TO WORK FOR SURVEY RESULTS

Associate Vice President Derrell Carter shared highlights from the 2019 survey which consisted of sixty statements for employees to rank. 140 employees completed the survey out of over 900 sent out. Triton's responses were in line with the average community college responses, with Triton's highest scores received in employees being highly connected to their supervisor or department chair, and employees understanding how their job connects with the institutional mission. Attached is a copy of the presentation and the full survey results can be viewed on the HR page of the employee portal [here](#).

EQUITY & INCLUSION LISTENING SESSIONS

AVP Carter provided a summary of the Diversity, Equity, and Inclusion work and timeline, see the attached presentation. The Kaleidoscope Group will facilitate listening sessions and focus groups with employees and students in February and March. The Kaleidoscope Group will provide a report and recommendations to the College Leadership in late April.

FY21 BUDGET UPDATE

Associate Vice President Garrick Abezetian provided an update on the budget timeline and progress. Council members received the divisional mission and goal statements. President Moore reminded Council that the cutoff for FY20 invoices is approaching and asked Council to share this reminder with their employee groups.

COMMUNICATION GOAL UPDATE

On behalf of the council subcommittee, Christopher Clem presented an overview of the proposed communication guidelines document for representatives of College Council. Council discussed and agreed with the communication document. The guidelines will be incorporated into the onboarding process for new council members.

ANNUAL COLLEGE COUNCIL SURVEY

Dr. Purva Rushi shared a draft of the College Council Annual Survey questions. Council discussed and provided feedback on FY20 questions and survey timing. A final draft will be considered at the next meeting.

NEXT STRATEGIC PLAN DEVELOPMENT

Dr. Purva Rushi shared the framework for the next Strategic Plan, see the attached presentation. Discussion occurred amongst the Council.

OTHER

President Moore announced that Andrea Bangura will join College Council as the Student Affairs Representative in March.

President Moore encouraged all in attendance to support the Barista Class which serves coffee drinks and pastries on Monday, February 24, 1:30 p.m. - 3:00 p.m. in the Bistro.

NEXT MEETING

The next meeting of College Council is March 23, 2020, 2:00 p.m. – 4:00 p.m. in B-204/210.

ADJOURNMENT

Dr. Michael Flaherty made a motion, seconded by Christopher Clem, to adjourn the meeting. College Council was adjourned at 3:38 p.m.

/jf



Advancing Diversity, Equity, and Inclusion

Jodi Koslow Martin

VP of Enrollment Management and Student Affairs

Derrell Carter

AVP of Communications and Institutional Advancement

5/19



Triton College

| It's about you.

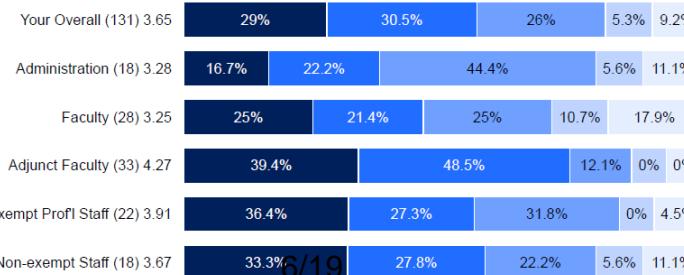
DEI at Triton College



ModernThink
ModernThink Higher Education Insight Survey 2019
Triton College
Response Distribution Report
Full Data Set



50. This institution places sufficient emphasis on having diverse faculty, administration and staff.



Triton College DEI Journey



- Selected The Kaleidoscope Group to facilitate listening sessions and focus groups to gain a deeper understanding of perceptions and experiences around key DEI topics at Triton College.
 - Chicago-based diversity and inclusion firm
 - 30 years of experience assisting organizations, including community colleges, through DEI journeys
- Findings from the listening sessions and focus groups will be combined with other institutional data to provide insight-driven recommendations for implementing a long-term, sustainable strategy to support an inclusive learning environment.



Listening Sessions

- Listening Sessions
- Tuesday, February 25, 1-2 p.m., B204/210
- Monday, March 2, 10-11 a.m., B204/210
- Wednesday, March 11, 5-6 p.m., E-210E



Focus Groups

Monday, March 2

- 1 pm (African-American employees, Caucasian employees)
- 3 pm (African American students, Caucasian students)
- 5 pm (Administrative)

Wednesday, March 11

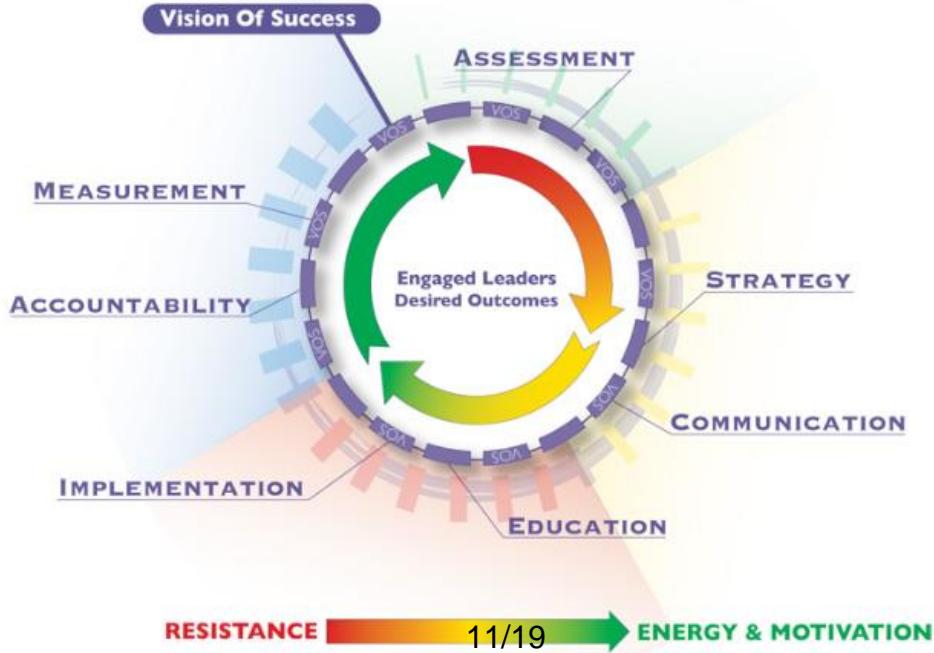
- 9 am (Hispanic/Latinx employees)
- 9 am (LGBTQ employees)
- 11 am (Hispanic/Latinx students)
- 11 am (LGBTQ students)
- 2 pm (Asian American employees)
- 2 pm (Asian American students)



Next Steps

- Listening Sessions/Focus Groups – Feb. – March 2020
- Kaleidoscope Final Report & Recommendations – April 2020
- Triton College DEI action plan – Fall 2020

DEI Journey





The Next Strategic Plan

Purva Rushi, Ph.D.

Executive Director of Strategic Planning and Accreditation

12/19



Triton College

| It's about you.



Current Strategic Plan

Strategic Plan Composed of:

Vision: The Ideal for Triton College

Mission: What and Why of Triton College

Goals: Strategies to Achieve the Mission

Shared Values: Workplace qualities that guide how we achieve our Mission, Vision

May 2019: New Mission and Vision

Mission: Valuing the individual, educating and serving the community.

Vision: A community with equitable opportunity for growth and success.

Current Values (*guided prior Mission and Vision*): Integrity, Communication, Excellence, Teamwork, Service

13/19

June 30, 2021:
Current 7-year Strategic Plan sunsets

Time for New Goals and Shared Values



Next Strategic Plan Process



Feb 27 and 28, 2020

1. Kick-off with Institute
for Strategic Planning
Team of 30+

2. Team learns to
develop goals, shared
values aligned with
priorities, new Mission
and Vision; build buy-in

March 2020-March 2021

TEAM:

1. Engages in meetings
and collects feedback
from employees,
community members,
Trustees

2. Develops draft goals
and shared values

Spring 2021

Target date for Board of
Trustees approval of
draft Strategic Plan

July 1, 2021

Target date to begin
Strategic Plan



What To Expect



CRITICAL
ANALYSIS



ENGAGEMENT



REGULAR
UPDATES



STRENGTHENED
CULTURE



“Great Colleges to Work For” Survey Results

Derrell Carter

AVP, Communications and Institutional Advancement

16/19



Triton College

| It's about you.

“Great Colleges to Work For” 2019 Survey Highlights



140 employees took survey	A black icon depicting two stylized human figures walking side-by-side.
60 statements grouped in 15 categories	A black icon consisting of a circle with a single dot in the center, representing a survey or poll.
Employees chose their level of agreement with each statement	A black icon of a target with an arrow hitting the exact center (bullseye), symbolizing accuracy or agreement.
Likert scale: 1 to 5 (1 = strongly disagree, 5 = strongly agree)	A black icon of a traditional balance scale, used to represent a range of responses or a midpoint between extremes.
3.56 out of 5 overall survey score, average for community colleges	A black icon of a bar chart with three bars of increasing height, representing data analysis or performance metrics.
Supervisors and department chairs received highest scores	A black icon of a ribbon tied in a knot, often used to denote an award or top achievement.



Survey Highlights

Highest Employee Perceptions: Category and Statements

Highest Overall Category Score: Supervisors/Department Chairs

Category Consisted of 7 Statements:

- | | |
|------|--|
| 4.18 | My supervisor/department chair makes his/her expectations clear. |
| 3.91 | I receive feedback from my supervisor/department chair that helps me. |
| 3.98 | I believe what I am told by my supervisor/department chair. |
| 4.01 | My supervisor/department chair regularly models this institution's values. |
| 4.04 | My supervisor/department chair is consistent and fair. |
| 3.92 | My supervisor/department chair actively solicits my suggestions and ideas. |
| 4.40 | I have a good relationship with my supervisor/department chair. |

Highest Statement Scores: Across all 15 Categories

There were 11 statements with an average score over 4.0

- | | |
|------|--|
| 4.45 | I understand how my job contributes to this institution's mission. |
| 4.40 | I have a good relationship with my supervisor/department chair. |
| 4.18 | My supervisor/department chair makes his/her expectations clear. |

Survey Highlights



Lowest Employee Perceptions: Category and Statements

Lowest Category Score: Faculty, Administration, and Staff Relations

Category consisted of 2 statements:

- 3.35 Faculty, administration, and staff work together to ensure the success of institutional programs and initiatives.
- 2.96 There is regular communication among faculty, administration, and staff.

Lowest Statement Scores: Across all 15 Categories

These were the only statements with an average score below 3.0

- 2.87 Our recognition and awards programs are meaningful to me.
- 2.95 There's a sense that we're all on the same team at this institution.
- 2.96 There is regular communication among faculty, administration, and staff.