



## STRATEGIC PLANNING COUNCIL

Thursday, March 31, 2022

Virtual Meeting held via Microsoft Teams

### MINUTES

*In attendance:*

Nina Acquavita	Theodore Koukounas	David Schneider
MaryLou Araneo	Thomas Law	Dr. Tat Sang So
Shady Azzam-Gomez	John Lombardo	Dr. Lauren Tacke-Cushing
Joanne Braxton	Dr. Elizabeth McCormick	Denny Teason
Dr. Donna Ciampa	Janine Muccio	Christina Vargas
Dr. Daphne Gordon	Isaac Oddoye	Scott Votke
Kaliah Greene	Dr. Matthew Okerblom	Carol Wickcliffe-Campbell
Arlene Jackson	Dr. Mary Reese	Dr. Helen Wittmann
Dr. Camille Karlson	Dr. Irene Rios	Joshua Wolfson

Professor Theodore Koukounas began the meeting at 3:48pm:

- He welcomed the membership to the meeting.
- He thanked everyone for participating in the town halls and for encouraging their constituents to participate as well. They were very successful.
- The minutes from February 10, 2022 were reviewed, and there being no corrections suggested, a motion was made to approve them. A vote was taken and the minutes were accepted as written.

The Spring 2022 Town Halls were discussed:

- The last of the three town halls was held yesterday. There was a lot of discussion; copious notes have been taken and numerous email comments received. The subcommittees will continue to vet and enhance the language to make sure we have captured the thoughts of the college community.
- We are at the point where this group has accepted the final draft of the values, goals, and strategic objectives. The next step is the key performance indicators (KPIs) and how that may affect all the divisions at the College.

*Suffolk County Community College promotes intellectual discovery, physical development, social and ethical awareness, and economic opportunities for all through education that transforms lives, builds communities and improves society.*

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The Available Data Points document was discussed:

- The document is meant to be the start of a conversation. It does not include KPIs. It was created after looking at the strategic objectives. The goal is to have a suite of KPIs that could be tied to several different strategic objectives.
- Several examples were mentioned:
  - Looking at the Open Access strategic objective, “Strengthen proactive outreach and recruitment to secondary schools”. In thinking about data points that we have available, we generate a high school yield report in the fall as well as a count of the number of Beacon students. One of the things we were considering was creating a report that would look at Beacon students that then enroll at the College.
  - Looking at the Open Access strategic objective, “Create and implement strategy for recruiting and enrolling adult students”. We thought a possible data point for adult learner-specific enrollment plans and outcomes was a good idea but we weren’t sure if we already have something of that nature.
- As the different strategic objectives were reviewed, we were thinking about the different data points we already have. We would like the SPC to begin considering some of the other data points you believe we should consider or possibly create a report for.
- The source is where that report would live; whether it would be a collaborative effort or a specific office’s responsibility.
- Based on the feedback, strategic objectives will not change that much.
- We have 2 more meetings for the semester: April 14<sup>th</sup> and May 5<sup>th</sup>. The goal is to have the Strategic Plan presented to the Board of Trustees by May, but no later than June.
- The Current SUNY Suffolk Value column on the document is where we are now and the Target Value column is where we would like to be. That is going to be a bigger discussion but right now we are looking for feedback about this document.
- President Bonahue does not want the KPIs indicators to be something the President’s Council comes up with; he wants it to be a collaborative effort with the SPC.
- Feedback on this document is appreciated. Are there any other data points that should be added to the document at this time as we move to start creating KPIs?
- There was a question about what is meant by the student yield in the Beacon Program. In the Beacon Program, courses are offered at the high schools and sometimes those students then enroll at the College. That is not something we report on now but it is something that has been requested before. Essentially it would be looking at how many students who enroll in the Beacon Program then become SCCC students.
- It was asked if it would be helpful to review the strategic objectives to look at where we want to be headed and then look at the type of data that would be needed to inform forward-looking decisions. The Values and IGs subcommittees have discussed this and the data points on this document were created after reviewing the strategic objectives. One example is persistence and retention. If we set a goal for increasing retention to a certain percentage, why are we selecting that percentage? Is it a national figure? KPIs should be forward-thinking.
- College-wide and campus cultures and equitability were discussed.
  - We are re-engaging in the Community College Survey of Student Engagement (CCSSE) this year and adding an in-house climate survey for both students and employees. The CCSSE allows us to customize a limited number of questions and we can disaggregate the data to see if there are any disparities.

- There are standard benchmarks we can use to measure where we can start prioritizing equity. SUNY implemented a 25-point Diversity, Equity & Inclusion action plan last year. A SUNY-wide racial climate survey is expected.
- The measures around hiring are not just based on the outcome. When looking at hiring data, you look at the entire hiring process, starting with how many applications came in, and follow the process to the conclusion of how many were onboarded. This allows us to see if we have achieved some diversity and inclusion or if changes need to be made.
- It was asked how we determine our benchmarks. It will not come from just one source; we will be reviewing ideas from several professionally recognized organizations. The National Community College Benchmark Project is one source available to us and we are establishing a relationship with the VFA as they also have some benchmarks we can look at.
- KPIs from our last strategic plan can act as a guide. The College executives are the ones putting out the reports and action plans that link to the strategic objectives so it is important that they participate in this process. Everyone's contribution to the process is appreciated. It is important that we create a document that each one of the units can relate to.
- The data in this document will also be disaggregated; you can drill down to specific data points. This document is just to get the conversation started as the way the strategic objectives are currently written are different than what we're used to.
- The 2022 Factbook will have the most recent institutional data and should be available by the second week of April. The Report of Institutional Effectiveness also has some additional data points and is available for review on the OPIE webpage.
- Please review the document and if you don't see data points you feel should be included, please let Kaliah or Ted know so they can be added to the list. These should be forward-thinking. A point to consider is if we were to build a new Suffolk County Community College, what would it look like?

The 2021-2022 Operational Plan June and August updates will not be sent to the SPC until the Fall semester. At that time, you will also receive the new initiatives that will be going into the 2022-2023 Operational Plan. The Strategic Plan, the Operational Plan, and assessment all tie together; the Strategic Plan is just the start where we begin building the indicators we are going to use to measure whether we are achieving these objectives or not.

Please continue to engage the people in your respective areas and encourage feedback because we are still collecting commentary and suggestions. Please email Kaliah or Ted with comments, questions, or suggestions.

With no further business to discuss, the meeting was adjourned at 4:23 pm.