



STRATEGIC PLANNING COUNCIL

Thursday, May 5, 2022

Virtual Meeting held via Microsoft Teams

MINUTES

In attendance:

MaryLou Araneo	Arlene Jackson	Dr. Irene Rios
Shady Azzam-Gomez	Theodore Koukounas	Dr. Tat Sang So
Joanne Braxton	John Lombardo	Dr. Lauren Tacke-Cushing
Dr. Caroline Burns	Janine Ludwig	Christina Vargas
Dr. Donna Ciampa	Dr. Patty Munsch-Eilbeck	Scott Votke
Kaliah Greene	Isaac Oddoye	Carol Wickliffe-Campbell
Dr. Mark Harris	Dr. Mary Reese	Dr. Helen Wittmann

Professor Theodore Koukounas began the meeting at 3:49pm:

- He welcomed the membership to the final SPC meeting of a remarkable year and thanked everyone for their participation and hard work throughout the year.
- He recapped the work done since restarting the strategic planning process after the Covid-19 pandemic halted the process in early 2020. Today we are looking at the final draft of the values, goals, and strategic objectives (SOs) that have been created.
- The minutes from April 14, 2022, were not yet available. They will be emailed to the membership next week for an electronic vote so we can close out the year.

The 2022-2027 Strategic Plan was discussed:

- The following documents were distributed to the membership via email:
 - Final draft document of the Strategic Plan
 - Updated values, goals, and institutional objectives
 - 2020-2021 Report of Institutional Effectiveness
 - Available data points linked to the different goals
- Previously, action items within our operational plan were linked to different goals such as the Presidential Goals, Institutional Goals (IGs), and Middle States Standards. This time we will be linking the action items to specific SOs.

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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Grant Campus
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Eastern Campus
121 Speonk-Riverhead Road
Riverhead, NY 11901-3499
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- The goal today is to approve the strategic plan, values, goals, and institutional objectives as presented and share them with the college community shortly, and the Board of Trustees at their next meeting.
- Suggested changes to the SOs were reviewed:
 - Under Student Learning, “Instill instructional best practices for community colleges within all course modalities” became “Instill research-based best practices within all instructional modalities”.
 - Under Student Engagement and Success, “Ensure access to student opportunities that encourage personal and professional growth” became “Provide and enhance opportunities that encourage personal and professional growth for students”.
 - Under Equity and Social Justice, “Ensure best practices in the recruitment, hiring and retention of college employees to better reflect the demographics of the broader community and the ideals of diversity, equity and inclusion” became “Ensure best practices in the recruitment, hiring and retention of college employees to advance diversity, equity and inclusion, and to better reflect the demographics of the community”. Also “Through systemic professional and student development, foster a unified college culture of inclusion and belonging” became “Through systemic and intentional professional and student development, foster a unified college culture of inclusion, belonging, and equity”.
 - Under Effectiveness and Sustainability, small changes were made to the three bulleted objectives resulting in “Amplify organizational and professional development opportunities that support student success and continuous institutional improvement”; “Integrate student outcomes data as a tool for supporting resource allocation”, and “Enhance fiscal sustainability through ongoing collegewide cost analysis”.
 - It was asked what type of student success data would we be looking at in regards to “Integrate student outcomes data as a tool for supporting resource allocation”. Graduation, retention, and course level success data would be examples of the data needed to support resources being allocated appropriately and timely.
 - The available data points document has a lot of ideas and is an ever-changing document. As you are looking at the IGs and SOs and think a key performance indicator is needed, please reach out so it can be added.
- The final draft was approved by the membership as currently written and will be presented to the college community and the Board of Trustees as indicated earlier in the meeting.

Next steps and linkages were discussed:

- The next step is linking the SOs with the operational plan activities/initiatives for the upcoming year.
 - The 2021-2022 Operational Plan was displayed while discussing changes to the document for the 2022-2023 academic year.
 - “Lead Responsibility” will likely be changed to “Collaborator”.
 - A row for linking the SOs to the activity/initiative will be added.
 - The date for collection of the initial operational plan for the year will likely be moved up to allow for presentation to the SPC.

- The President would like the SPC to take a careful look at what SOs are being considered and the extent they're being considered so we can better understand if there are any gaps in trying to address the goals and make suggestions moving forward.
- Assessment is just as important as the operational plan so work that doesn't rise to the operational planning level will be seen through the Assessment Advisory Council (AAC). Based on the new strategic plan, the AAC will be revamping assessment efforts of our academic and AES (Administrative and Educational Support) units.
 - During a recent "Assessment Day", many came out and finished their assessment plans. Those plans also tied to the IGs and will tie to the SOs.

The Revised Available Data Points document was displayed while being discussed:

- It has been categorized by IGs, not SOs at this point, and there is some overlap between the IGs as there is some collaboration between all areas.
- This list is not exhaustive. Please review it; suggestions are encouraged.
- The Current Values column will be finished soon. The Report of Institutional Effectiveness (IE) and our Factbook will give some institutional and campus level data to start with. Implementation of phase one of the dashboards has been moved up so that information will be available as well. SUNY's Factbook and IPEDS also have information available. Use these tools as you make your plans to see what benchmarks there are.
- Continuing Education, workforce, and special populations are some areas where we are looking for possible data points.
- A question was asked about what type of data is being looked at for IG 3 – Developmental education (year one). That would be the number of students who took developmental courses within their first year here.
- We know there are best practices from other organizations, perhaps an innovative way of looking at a program, we want to know about it and incorporate them into our metrics so if you know of something, please share it with us.

The Report of Institutional Effectiveness was discussed:

- The SPC is responsible for operational planning and the AAC is responsible for assessment. These two are tied together in the Report of Institutional Effectiveness (IE), which is published annually in the January following the end of the academic year.
- For the 2022-2027 Strategic Plan, the Report of IE will still capture our highlights and where we are as an institution, but it might look a little different.

The floor was opened to additional questions, comments, or concerns. It was asked if the mission will be revisited. There is a step towards revisiting it, just not now as we're at the end of the semester. We will be revisiting both the mission and the vision in the fall.

Keep in mind that once the Board of Trustees reviews the strategic plan, they may come back with recommendations like they did with the previous one so we are not quite at the finish line.

With no further business to discuss, the meeting was adjourned at 4:32pm.