

**Design for Success Meeting**  
**Facilitated Table Discussion Outcomes**  
**February 27, 2015**

**Question 1: The best elements of the proposed design are?**

- Spreading student services across campus and disciplines, i.e., STEM Counselor
- Speech in Literature and Language Arts
- Potential for geographic synergy
- The best part is that offices will be co-located in same area with peers in your area
- Mixing units will introduce new ideas/blood/people
- Potential for VPI to have experience in the classroom
- Dean workload seems more equitable (academic support)
- Disciplines are more closely related (logically grouped), e.g., research based sciences
- History/Humanities/Philosophy ☺
- Political Science + Sociology + Psychology makes sense
- Barbados, Tahiti, and Antigua seems to make sense
- Having the conversation to begin to look at how we can better serve students
- Splitting Literature and Language Arts from Library/Learning Center
- Campus Life & Student Learning – Veterans with a home
- Success & Student Learning ??
- Math, Accounting and Computer Science together
- Barbados, Antigua and Hawaii
- Common disciplines together; sharing resources
- Integration and blending of Student Services with emphasis on student success
- Tahiti blend looks good; Antigua too
- Administration of Justice with Public Safety
- Library w/Student Services – yes!
- Student focus/retention/support = Success
- Mix people from different disciplines
  - Synergy
  - Diversity of teaching
  - New ideas
  - Sharing experiences
  - New delivery models
- Speech and English seem logical
- More equitable – size
- PE + Med/Health Care
- Tahiti, Hawaii, Antigua (Tahiti and Antigua are best)
- We like Puerto Rico!

**Question 2: The least effective element of the proposed design is?**

- Access & Student Learning needs work
- Ag with Tech Ed
- In most cases, there is at least one “arbitrary” design issue
- Aruba seems “heavy”
- Math seems on “an island”
- Math and Sociology switch
- Move Graphic Arts to Bahamas
- Evaluation within Jamaica is Support and Student Learning
- Curricular mapping, Student \_\_\_\_\_/GELO, ILO \_\_\_\_\_ A, B, C (unable to decipher all words)
- Aruba
  - Least cohesive
  - Outliers seem farther removed from “core” subjects
- Counseling/Student Services
- Veterans in an ineffective area
- Aruba and Jamaica
- Split Math and Science ☹
- Geography and Accounting?
- Childhood Development and Science
- Will Deans be knowledgeable about different areas?
- It is not evident how the movement of departments will facilitate student success
- Splitting Tech Ed is not good
- Lack of designs to choose from
- (Lack of) Data for work load balance
- Aruba big – Last fit together, but where
  - Anthro, Sciences, Nursing
- No data to evaluate the size of islands
- Swap Math and Social Science
- TRIO away from EOPS
- The current make up makes sense
  - Department chairs to spread workload
  - Is there an assumption that faculty lack synergy and are not student success oriented w/current configuration?
  - Some islands have disciplines on both campuses that makes management more difficult
  - Barbados is light on academic programs; faculty could be more evenly distributed here
- Student Services still separate from other campus functions
- Students are absent from this process – must include
- Students’ needs vary and structure must allow for service as needed:
  - High school
  - New
  - Returning
  - Transfer
- Where is Liberal Studies?
- Where is Career Center?
- Aruba too big
- Jamaica

- No well supported argument that it will do anything but equalize dean load!

**Question 3: What changes to the proposed design will more effectively support student success, student equity and completion?**

- Include CalWORKs and ASMJC by name
- Include student input
- Categorize students by their group or needs
  - First time, high school grad
  - Returning – Younger Adult
  - Returning – Older Adult
  - Continuing Students
- Keep soft sciences with Social Science
- Keep hard sciences with Math
- Keep Dean with understanding of hard sciences
- EOPS and International Students serve similar populations of students
- TRIO/SSS move to Support and Student Learning
- Subgroups: Size, Location and Integration
- May need chairs
- Communication Studies focuses on the performance based application of our field, therefore, Comm staying in the Arts Division will lead to greater continuity and success for our students.
- Department chairs to spread workload
- Best changes for Student Services, Student Equity and \_\_\_\_\_ are changes that address the \_\_\_\_\_ within those issues. Changing departments into divisions \_\_\_\_\_ affect positive change for Student Services (unable to decipher all words)
- Fire Science with Health Care
- Add a tropical island
  - Anthropology
  - Psychology
  - Sociology
  - Human Services
  - Child Development
- Evaluations to support student learning will affect seamless student experience
- Counselor in every building
- Identifying 2 – 3 ILOs/student pathways
- Shared governance will follow and help hone solutions
- Gen Ed areas + Student Learning Dean (diversity of factors)
- Look at other models of design success (CSU/UC)
- Use student experience/flow as decision-making flow
- Look at “first-time in college” as a place for non-majors
- Make Distance Ed w/Instructional Designer under Equity and Student Learning
- Suggested:
  - Add a new island
  - Puerto Rico - to include
    - History
    - Anthropology
    - Geography

- Political Science
    - Psychology
    - Child Development
    - Sociology
    - Human Services
  - Veterans with Support and Student Learning
  - TRIO w/Support and Student Learning
- Math back with Science
- Speech back to AHC
- Separate Tech Ed with Workforce
- Community Ed with Fire Science, EMT, HS and Administration of Justice
- Math + Computer Science ->Aruba
- Child Development cluster -> Jamaica or Allied Health (Med. Assist, Resp Care, RN) ->Aruba
- Child Development cluster-> remaining Hawaii (HE + Athletics, PE)
- TRIO (Not pre-college) -> Support (Existing Students)
- Finding models that integrate student support wherever students are
- Online customer support structure
- Move Tech Ed to Barbados from Tahiti
- Move Speech Comm to Tahiti
- Move TRIO from Access to Support
- Create additional island
  - Psychology, Child Development, Sociology, Human Services, History, Philosophy
- Scheduling needs to look across disciplines
  - Who needs pre-reqs
- Look at number of faculty on each island
- Science and Nursing
- There are highly functioning collaborative groups already – This is student success – Keep supporting these relationships, e.g., keep Comm in Arts Division or Ag
- Identify how current proposal will lead to student success
- How much change becomes detrimental to student success?
- Further discussion with student services leaders to be sure realignment is efficient and sensible.
- Put Math and English together – Basic fundamental skills
- Reorganizing services makes sense to serve students; but reorganizing divisions is transparent to students
- Strengthen advisor’s roles within divisions-whatever those become
- Move Tech Ed Programs from Tahiti to Barbados
- Move Workforce, Comm Ed & Contract Ed to Tahiti. Supported structure more aligned between campuses and faculty have a dean on one campus – Students with access to support.
- Library and Learning Center with its own administrator (boots on the ground manager)
- Math should remain with the sciences due to natural cross curricular nature of the discipline

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| <u>Hard Sciences</u><br>Math<br>Physics<br>Geology<br>Anatomy<br>Chemistry<br>Microbiology<br>Earth Sciences<br>Computer Science | <u>Social Sciences</u><br>Anthropology<br>Geography<br>Political Science<br>Psychology<br>Sociology<br>Human Services<br>Child Development | <u>Outliers</u><br>Accounting<br>Office Tech |
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- Assign a couple of counselors to each division to facilitate integration (part of the time)
- Keep it simple! Our language in planning and instruction is confusing – which can lead to withdrawal or failing grades
- Involve students!!
- Our hiring processes should emphasize those with a track record of facilitating student success
- Once a plan is set – keep it! Otherwise, confusing
- Physical separation of student services is not addressed! Students are confused by the physical and logistical process of matriculating!
- Faculty advising – formal part of our jobs (career/vocational) & formally listed in the catalog
- We need an exclusive department to focus on student recruitment and mentorship. Students need guidance on navigating the college system
- Tahiti = Ag only, Barbados = all other from Tahiti
- New island = Psychology, Human Services, Child Development, Political Science, History
  - If no new island, then between Jamaica and Aruba
    - Graphic Arts -> Bahamas
    - Office Tech -> Tahiti
    - Anthropology -> Bahamas
    - Equalize hard sciences and social sciences
- Bahamas = Graphic Arts, Anthropology and Speech Comm
- Slower changes; move a few things and see what works. If too many things are changed at the same time and there are problems, we cannot see what worked and what failed.
- Blend it all and change/add Associate VPs and make/add department chairs to lead smaller area specific groups.

**Comments:**

- Not enough information to see a best model. No logic to proposed model.
- Should be thoughtful consideration about divisions that have heavy management demands (e.g., Ag, Tech Ed, Theater/Music)
- Abrupt massive changes usually lead to major disruptions and problems, as opposed to small, controlled, incremental changes.
- Difficult to weigh in on the distribution of workload, but we need more information. For example:
  - Size of each department
  - Faculty – adjunct and full-time
  - Number of FTES
- Minimize stress = minimize change
  - Change where needed-not for sake of change

- Student Success and Learning isn't going to depend on our structure. We have to decide that we are all focused on those things to make Student Success and Learning happen.
- Professional Development to make us more aware of who our students truly are so we can serve them better.
- Overall: Increase office hours in divisions and student services on both campuses for better student access.
- Why wasn't Student Services given islands?
- How will "success" be documented and understood throughout our structure, regardless of where the "boxes" are located?
- Not enough info to address issue; more clarification on criteria needed.
- More communication and involvement as one BIG TEAM.