AWC Steering Committee

5 Priorities Summation, in Buckets, Clean Draft

December 2024

Themes:

**Ecosystem of Belonging**

* **Belonging to the college in all walks of life (e.g., men, women, LGBTQIA, childcare, elderly, first gen, )**
* Create a **Culture of Belonging** incl. Critical needs svcs awareness, First Gen, affinity groups
* **Celebrating together** – more recognition together of milestones for students, growth of all staff and
* **Culture of Belonging** - Required orientation course/Orientation week/canvas orientation course
* Create an **Ecosystem of Belonging**
* **Multi-Language forms and ads**
* Create an **ecosystem of belonging** that fosters a sense of community and integrates cultural appreciation and celebration into all areas of the college.
* Develop plan and act on **Recruiting diverse, qualified staff and faculty (belonging/PD)** (reflective of student body? Community demographics? - Lori)
* Expand **DEI and social justice initiatives**/programs in college and community collaborations- culturally responsive/timely
* Offer more **student / public support in Spanish** (San Luis has a great model)
* Establish **culturally responsive, safe (affinity group) spaces on campus**, such as Latinx resource centers or affinity groups, to foster community and inclusion. - Celebrate Latinx heritage through college-wide events, integrating cultural appreciation into academic and extracurricular programming.

**Language support/Excelencia/Internationalism**

* Supporting language learning across the curriculum; s**upporting multilingualism** (prof dev)
* Excelencia plan that **puts the S in HSI** – awareness, cultural training for faculty & staff, creates affinity and ties to Culture of Belonging
* Create an Ecosystem of belonging where everyone feels welcomed and they belong
* **Multi-Language forms and ads**
* **Language Support for Hispanic students**; offering more programs in Spanish and support in Spanish (San Luis has a great model)
* **Internationalization**: 1. Forming/setting up "International advisory board" for our departments/divisions. (i.e. I formed and International Agriculture Advisory Board for Ag department) 2. Preparing “Bilateral Agreement” for faculty/student/staff exchanges 3. Organizing International workshops/meeting/conferences and even for strategic planning by inviting experts from Canada/Germany/France/Holland…
* Completing (**Seal of) Excelencia**

**Wraparound services & Reducing Barriers**

* Provide **Comprehensive Wraparound** Services
* “Box” **housing to meet short-term need for students and their families** (portable buildings, stackable, highly modulars, quick set-up\_)
* **Eliminate or alleviate external barriers** to the pursuit of education by expanding wraparound services, **student employment opportunities**, and financial support.
* Wrap-around Services
* Provide Comprehensive Wraparound Services to include **peer mentors & SI** (supplemental instructors)
* Wrap Around **Streamlining admissions process**
* Wrap Around **Streamlined Administrative Processes.** Simplifying college processes will improve the student experience.
* Create an **environment of flexibility/adaptability** when it comes to helping students with basic needs / Wraparound services (hotel dorms?)
* Wrap Around **/ Transportation - More options for bus routes to and from San Luis, Somerton, and Wellton**. Students already pay the mandatory transportation fee and it's not convenient/accommodating for them (wraparound services)
* AWC Discover Sessions **mandatory (orientation)** for degree seeking students and adding Financial Aid to the session Wrap Around (Removes Barriers) and Academic Offerings
* **Technology** Help Desk personnel / terminals across the campus. Specifically, **3C HelpDesk** – 3C is supposed to be a one stop shop but as an advisor that works with new and returning students, the students never know their log ins, passwords, or have been locked out of their account and are sent to another building across campus to find a hidden IT. Students cannot be served or find classes if they can’t access their self-service, and some don’t make it back to 3C.
* Help Desk Station in the 3C building
* **Enhance Affordability and Financial Literacy -** Offer tuition-free or discounted summer bridge programs for Latinx and first-generation students to strengthen college readiness. - Partner with financial institutions to provide financial literacy workshops and emergency micro-grants to reduce financial stress.
* **Wrap Around Svcs** Free laptop rentals for students and tablets for faculty that must grade on the go. There are students working full-time that can only take night courses and when they don’t exist, they must use a WEB based course, but they do not have a laptop. Some get embarrassed when they can’t afford a $75 rental for four months.

**Professional Development (or could be embedded in each objective)**

* **Financial** Literacy for students
* **PD college wide to ensure everyone can deliver the best student Experience ,**
* **Create a pamphlet (Kiosk? Tech?) for all employees to be aware of what other departments do**
* **Cultural** Training
* **AI / VR / Experiential Learning prof dev** for faculty & staff
* Training and Prof Dev for **digital tools** to improve the lives of students, faculty and staff
* **AI across the college**; integrating in several areas. **(Includes PD)**
* More **professional development** for all staff about college - including training about other departments as there is a lack of knowledge about other areas of the college.
* Expand **equity** through inclusive hiring practices, flexible learning and **Prof Dev** options, and tailored outreach programs, creating opportunities for diverse employees and students to thrive
* Invest in professional development and **lifelong learning, personalized pathways**, fostering innovation and leadership among employees
* Implementing recent/novel tools **AI and Machine Learnin**g etc. **Including PD**.
* **Leadership** (workshops, meetings, bringing professional groups/experts for these activities) for faculty/students (Wraparound services?) (Professional Dev?)
* Coaching, team building, mentoring implementation for student/faculty/staff and integrating and Individual Development Plan (IDP) for each and every one of AWC family members (Personalized **Professional Development** Treatment)
* Invest in **Faculty/Employee Development** - Recruit and retain faculty, especially those who reflect the demographics of the student body. Establish paid faculty mentoring programs. - Provide professional development focused on culturally responsive teaching practices and the unique needs of first-generation and Latinx students including support for learning additional languages or multilingual teaching strategies.
* Faculty/Employee Development/Investment - Focus on recruitment and professional development for full-time and adjunct faculty. Recruit and retain faculty, especially those who reflect the demographics of the student body. Establish paid faculty mentoring programs. - Provide professional development focused on culturally responsive teaching practices and the unique needs of first-generation and Latinx students including support for learning additional languages or multilingual teaching strategies.

 **AI / ML / VR and Experiential Learning**

* **AI / VR / Experiential Learning Plan** that keeps us current or cutting edge to prep, **including PD for faculty & staff.** Students and improve the lives and jobs of our employees
* Expand our definition of **workforce development to consider all students our future workforce**, regardless of major. Enhance workforce development across disciplines to include career pathways, **experiential learning,** internships, apprenticeships, connection to local industries, and mentorship to successfully prepare students for a career in their chosen discipline.
* **Experiential Learning** for all students (or opportunities for all)
* AI across the college; integrating in several areas. **(Includes PD)**
* Strengthening ties with the local community is important as the trickle down effect will ultimately benefit the students by providing more opportunities. Example stronger community partnerships could lead to more **apprenticeships, internships**, and opportunities of employment while going to school, to include **Experiential learning**
* **Leverage AI** to enhance personalized learning, streamline operations, and drive continuous improvement, ensuring excellence across academic and administrative functions.
* Implementing recent/novel tools **AI and Machine Learnin**g etc. **Including PD**.
* **Embed Experiential Learning into Curriculum** / Establish Experiential Learning Committee - create internships, service learning, or project-based learning in all degree programs, connect all students to professional networks when possible - Highlight career pathways during orientation and integrate alumni success stories to inspire and guide students. Faculty PDD that emphasizes pedagogical approaches that emphasize hands-on learning where appropriate. Link all to workforce pathways for all students.

**Technology**

* **Automation** of processes to free up the people stuck in manual processing to be engaged with conversations, actions, engagement and creation
* **Technology** that enhances the student experience (e.g., app)
* The college needs to improve its service to students, faculty and staff in an increasingly digital world, Through intentional integration of softwares, **Training and ProfDev**, and when needed, AI part of solution
* Technology Access and Digital Literacy ,
* **Communications** -A different method other than emails for reminders with registration dates, withdrawal deadlines, grad app deadlines, Change of Major dates Examples Whats app or Trulio (**TECH TOOLS** )
* **Redefine internal processes**—hiring, salary structures, procurement, and student engagement—using cutting-edge technologies and agile strategies to set a new standard for higher education.

**Industry Partnerships / Career Exploration**

* **Connecting students to employment opportunities while they are in school, internships, working on campus, etc.**
* **Integrate Workforce Pathways** Create partnerships for internships/ work experience
* **Create partnership with internship possibilities (experiential learning) ,**
* Expand our definition of **workforce development to consider all students** our future workforce, regardless of major. Enhance workforce development across disciplines to include career pathways, experiential learning, internships, apprenticeships, connection to local industries, and mentorship to successfully prepare students for a career in their chosen discipline.
* Options for **adult students (upskill, reskill**, or go to college for the first time) (SEP already working on this, can connect)
* Strengthening ties with the local community is important as the trickle down effect will ultimately benefit the students by providing more opportunities. Example stronger community partnerships could lead to more apprenticeships, internships, and opportunities of employment while going to school. **Experiential learning**
* Connections to **employment opportunities** after graduation
* Integrate **Workforce Pathways** - Create stackable credential programs that lead to high-demand careers, ensuring Latinx students can achieve milestones while working toward degrees. - Partner with local industries to offer paid internships, apprenticeships, and mentorship programs that prepare students for regional job markets
* **Workforce / Experiential Learning** Have leadership reach out to industry on a regular basis and reinforce the value or a collaboration / partnership of having a source of workforce. Many businesses and industries are not connected with AWC programs.

**Early College and 25+ Strategies**

* **Early College & 25+ Strategy t**o recruit, retain, complete. New definition of completion. Leveraging data for targeted interventions. PD for faculty & Staff, Assessment
* **Long term planning for resources for Instruction** planning for 2+ years that includes Dual Credit courses then AWC hosted courses, then where they deliberately map to universities.
Ditto for course mapping to Stackable certs.
* Enhance the **dual enrollment experience**. Expand and refine dual credit opportunities to foster both a spirit of exploration and distinct/intentional pathways from HS to AWC.
* **Dual credit advising/guidance**, intentional course selection, **expansion of GE offerings**, communication/celebration upon completion (next steps).
* Expand Dual Enrollment and Early College Programs
* Increase 25+ recruitment, support and programming options

**Academic Offerings (calendaring? Shorter terms? Inventory & staffing?)**

* Develop a **Seamless Transfer Ecosystem**
* **Leverage Data to improve academic offerings, calendar / schedule, transfer partnerships**
* **Improve Academic Offerings**
* Flexible Learning Options
* Develop a **course schedule that is conducive to today’s student**. Allows for the completion of degrees/certificates in a time frame and modality that works for them (short-term, accelerated, evenings, not necessarily tied to 16-week semesters)
* **Expand Course Inventory**
* **Academic Offerings** **Industry Partnerships -** Options for adult students (upskill, reskill, or go to college for the first time) (SEP already working on this, can connect)
* **AWC Discover Sessions mandatory for degree seeking students and adding Financial Aid to the session Wrap Around (Removes Barriers) and Academic Offerings**
* Create and deliver shorter, more **flexible** class formats and **learning**, for example 8-week continuous sessions, enabling students to progress at different rates outside of the 16-week Fall/Spring semester (**Calendaring**)
* **Budgeting for future Needs** - We continue to experience enrollment growth but do not budget additional faculty lines. Adjunct pay is very low compared to most.
* Academic Offerings I found a rock and a hard place. I was told by the leadership that the college is not at full capacity but as an advisor all of the classes are full at max capacity and classes cannot be found for the students that we are supposed to be serving. The waitlist was removed because a new class was supposed to be created if students are waiting. This has not happened, and the students are denied a life-changing opportunity and community service. At what point does the college grow and/or the new classes get created to include everyone in the community. Next semester is not considered proactive / reactive or serving our community. Alternative classes are not viable.

**Data / Streamline Admin Processes / Affordability / Shared Governance**

* **Data** transparency and access to create data-driven initiatives
* **Leverage Data for Targeted Interventions** - Use data analytics to identify and address equity gaps in enrollment, persistence, and completion among Latinx students. - Develop dashboards for real-time tracking of student progress, enabling proactive academic and financial interventions\*. Need to better understand how to staff to meet demand and collectively recognize *how* that happens means collaboration with instructional needs, like tools assessment and outcomes, and planning, with schedule planning integrated with Guided pathways planning.
* **E**nhance Affordability and **Financial Literacy**  - have a Canvas course that’s required for financial literacy
* Streamline Administrative Processes
* **Revisiting the shared governance model**
* Restructuring **shared governance.** It is not working as intended. Too much important work is either being duplicated, falling in the cracks, or not being reported to key stakeholders.