



**PREPARING FOR THE**  

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**MIDDLE STATES VISIT**

November Town Hall

# MSCHE Evaluation Team Chair's Preliminary Visit

Dr. Clayton Railey

Executive Vice President & Provost of Teaching, Learning, and Student Success

Prince George's Community College

## Monday, November 14, 2022

8:30am – 9:30am	Meeting with President Debi Preston
9:45am – 10:45am	Meeting with Co-Chairs Dr. Rob Schreyer, Dr. Liz Anderson
11:00am – 12:00pm	Meeting with Steering Committee – Kelsey Theater
12:00pm – 1:00pm	Meeting with Faculty and Staff – Kelsey Theater
1:00pm – 1:45pm	Lunch
2:00pm – 3:00pm	Meeting with Students – Kelsey Theater
3:15pm – 4:00pm	Meeting with Leadership Team

## Tuesday, November 15, 2022

9:30am – 10:30am	Debrief Meeting with Co-Chairs/Final Visit Logistics
10:45am – 11:45am	Debrief Meeting with President Debi Preston



# Standard I: Mission and Goals

## Strengths

- The college has routinely reviewed and revised its goals and priorities as part of the strategic planning process.
- The College's mission and goals are widely distributed and known by the students, faculty, and staff.
- The College elevated diversity, equity, and inclusion by hiring its first Director of DEI and empowering the shared governance committee to create the College's first comprehensive DEI plan.

## Challenges

- Translating a complex strategic plan into actionable initiatives that the college community can implement.

## Institutional Opportunities

- While the Mission is still an accurate reflection of the College's role in the community, MCCC has an opportunity to refine the statement to better reflect current best practices and inclusive language.

# Standard II: Ethics and Integrity

## Strengths

- The College provides regular opportunities for community feedback on issues such as: employee engagement, campus climate, student tuition and assessment and other key topics through forums, town halls, focus groups, surveys, and shared governance committees.
- Commitment to dialogue and transparent communication with the College labor associations through regular labor management meetings.

## Challenges

- Refocusing the college community on its core mission in light of turmoil created by recent crises in leadership.
- Maintaining consistent practices when policies and procedures are not always accessible or current.

## Institutional Opportunities

- Complete implementation of recommendations made by external consultants.
- Establish a practice of deploying standardized employee engagement and climate surveys in alternate years to track outcomes and measure improvement.
- Adopt a strategy for systematic and timely review and revision of college policy and procedure.
- Establish regular opportunities for structured and transparent communication between BOT and College constituents.

# Standard III: Design and Delivery of the Student Learning Experience

## Strengths

- Highly qualified and committed faculty & staff dedicated to the success of students.
- A full complement of academic support services for students is offered both in person and virtually.

## Challenges

- Maintaining consistent coordination of third party relationships and related programs.

## Institutional Opportunities

- Institutionalize the expectation for ongoing professional development and provide intentional pathways for faculty development.
- Expand the Center for Teaching and Learning to include more pedagogical development and training in inclusive pedagogy.



# Standard IV: Support of the Student Experience

## Strengths

- The recent implementation of a OneStop center reflects the colleges commitment to best practices in student services.
- Clear, current and comprehensive standard operation procedures for a variety of processes in registration and enrollment have facilitated cross training and ensured consistency of student support.
- Virtual services that began out of necessity have been strategically continued to provide additional flexibility for students.

## Challenges

- Determine appropriate staffing for the James Kearney Campus in light of fluctuating student enrollment and variable needs.

## Institutional Opportunities

- Integration of OneStop and Center for Retention and Completion (CRC) to provide improved continuity with student support services.
- Leverage technology (Advice CRM and Retention Alert in BlackBoard) to improve early student intervention.
- Review and update student policies with particular focus on conducting a DEI policy audit.
- Increase college wide awareness of institutional assessment initiatives.



# Standard V: Educational Effectiveness Assessment

## Strengths

- Dedicated faculty and staff that have embraced a culture of assessment as a key component of student success
- Nine externally accredited programs, all in good standing and fully compliant
- Consistent, active program and course revision, peer-reviewed by the Curriculum Committee
- Addition of ID allows for innovations in assessment related to hybrid, remote and online modalities.

## Challenges

- Past turnover in Academic leadership had resulted in inconsistent oversight of Academic Program Review.

## Institutional Opportunities

- Explore new ways to use TracDat to include all information such as self-studies and academic program reviews for programs with external accreditation.
- Incorporate demographic data into course assessment for highly enrolled courses and programs.

# Standard VI: Planning, Resources and Institutional Improvement

## Strengths

- Comprehensive strategic plan developed with multiple stakeholders.
- Information Technology requests are prioritized in conjunction with academic divisions to align with strategic initiatives.
- New strategic plan served as catalyst for updated facilities, Academic, Information technology.
- Allocated appropriate resources dedicated to DEI.

## Challenges

- Turnover in staff and administrative positions resulting in loss of institutional history and confusion about processes.
- Reductions in staff have hampered our ability to maintain key external relationships.

## Institutional Opportunities

- Revise timeline for Academic Program Reviews to align with budget cycle.
- Assess the College planning and budgeting process to better support the College's mission and goals.
- Implement staff retention strategies to address high turnover



# Standard VII: Governance, Leadership and Administration

## Strengths

- Clearly written policies provide definitive guidance for the constitution and functioning of the governing body (Board of Trustees).
- Faculty and staff are actively engaged in policy making
- Policymaking and oversight responsibility are clearly determined in College policy.
- Recent change in College leadership offers an opportunity to improve the culture of respect, communication, and transparency.

## Challenges

- The Board of Trustees lacks mechanisms for productive exchange with constituents.

## Institutional Opportunities

- Explore ways to strengthen internal governance processes to empower faculty and staff
- Develop a more robust and consistent evaluation of governance and leadership



# Questions?



# Updates

- Rumors
- LA Building
- HR Compensation Study
- Updating Contact Information
- Mercer Tuesday
- Holiday Reception





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