



**Achieving the Dream Core Team/Strategic Plan Goal Two Meeting
September 18, 2013 3:00 pm, White Fund Room, Amesbury St. Lawrence**

Minutes

Attendees: J. Abreu, P. Dulchinos, T. Fallon, L. Gagnon, E. Gonzalez, T. Greene, W. Heineman, R. Lizotte, K. Mitchell, L. Nadeau, D. Perez, J. Rogers, P. Schade, S. Shain, M. Suarez-Shannon, G. Young
Recorder: D. LaValley

1. Review of NECC Community College Survey of Student Engagement Results:

Bill Heineman distributed the CCSSE report [CCSSE NECC 2013 Key Findings.pdf](#) and ask to pay particular attention to the results in figures 2, 3, and 4. Tom distributed the handout, "CCSSE Benchmark Results -2013" that shows longitude data. [CCSSE Benchmark Results 2013.pdf](#) All reports are on Tom's web page.

- Our lowest score is figure 2, Active and Collaborative Learning. Figure 3; 6C, Academic Challenge was the highest score. Figure 4;4h, peer tutoring weaker than other schools. Less work and engagement on classwork outside of class.
- From 2007 and 2013 we have made progress, but in comparison to other schools we haven't made as much. Our students are rushing to school and to work, etc. A lot has to be done to have students talking to students. 75% of students are first generation college students (K. Mitchell). (S. Shain) Technology has a lot to do with using smart phones and not talking face-to-face. Engaging students in classroom with small groups and getting away from the lecture. The students will rise to the occasion when given a challenge (M. Suarez-Shannon). We are not being diverse enough in our methods with the diverse students in a class. The challenge has to be raised. We can't teach to the lowest level in the class (J. Abreu).
- Bill asked, Are there ways this group can help spread that message to others? How do we spread the word? Using reading strategies enhances the teaching and learning experiences. (T. Schade). Workshops are going to be happening. Culture and Equity Breadloaf sessions will soon start. End of program professors learn how to integrate into their philosophy of teaching. They will come away with 3 lesson plans increasing Cultural Competancy. (M. Suarez-Shannon)

2. Review of Feedback from Achieving the dream on NECC Annual Report:

Bill Heineman asked for reactions of the letter.

- T. Fallon commented on status of IR/IT relations and is happy with it. Intersection of IR and IT needs to be work on, but Tom says it is getting better. Involvement of adjuncts is needed. Bill stated that Sharon and Christine DeRosa will focus on that intervention as part of their CCLA project.

- Diversity, the rhetorical commitment is there, but we're not practicing it, or at least not getting the results we need. Recruitment of staff and faculty and we are still talking about it 10 years later. Grace stated, we get them but can't keep them. (J. Abreu) Feels like some faculty candidates get put aside because where they got their degree. We haven't set a particular percentage for how diverse our candidate pools need to be. How do we get a diverse pool? What are we doing during the selection process so that we are being fair? (B. Heineman). Some candidates get eliminated as the application is not complete. (J Rogers) We may be biased in the way we are writing a job description. Are we being too stringent in what we are asking for? Grace has interviewed diverse candidates who couldn't take the position because they could not afford to move here. We have much work to do in this area.

3. Discussion of Campus Climate Survey from BSU – Magdalena Suarez-Shannon, Josh Abreu

A snapshot of where attitudes are for 3 groups that Bridgewater State University developed. Based on the results of 2003 initiative, 2012 did another survey and had an implementation committee. Bill asked for reaction to doing a survey like this. Is it asking right questions and appropriate for NECC?

- Is it necessary for the 3 different surveys (Administrators and Staff, Students, Faculty and Librarians)? Why are Librarians with professors grouped together as questions more for professors? Is a 40 question survey going to be responded to by all people? BSU is a leader in diversity. M. Suarez-Shannon asked the President of BSU, why they are a leader? "Because there is a deep, deep commitment." This is how it became systemic. We need to be strategic in what we want to do.
- Bill asked all to read through questions and will they give you operational help? Are these the questions that will give you helpful answers? You will need to do a survey in another 5 years. BSU did it in 3 years, then 2 years and 2 years in a row. We need to be very intentional in what we want on this survey. (J. Abreu). Is this instrument going to be helpful with the areas we need to address? (B. Heineman) Josh believes the results are online as they only received survey. Support inclusion orientation research: project compass, evaluate the progress. (M. Suarez Shannon)
- Send reactions to Josh and Magdalena on what is missing or comments. Important next step: sit down with Tom and data team to see what is doable. Come up with survey that we embrace and are prepared to deal with. Maybe a focus group here to assure we have the right questions. (B. Heineman)

4. Other Business:

A. PRESS Grant Technical Assistant Kent Farnsworth Visit: Sept 30/Oct 1

B. ATD Coaches Jim Tschechtelin and Terri Manning Visit: Nov 6/7

C. Other items

Bill: stated math group got together to decide how to change our developmental math transition goal given the changes in the math chart. We will use the same measure we have and add a different measure for those going through a non-stem math pathway. Recommend we go to 70% successful transition rate for goal 2016.

- **October 16th next meeting – will be held in SC213, Haverhill**