



**Achieving the Dream Core Team/Strategic Plan Goal Two Meeting  
August 14, 2013 3:00 pm, SC213**

<b>Minutes</b>
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**Attendees:** K. Mitchell, R. Lizotte, S. Shain, L. Nadeau, L. Glenn, G. Young,  
P. Dulchinos, D. Perez, T. Fallon, J. Rogers, W. Heineman

**Recorder:** J. Bailey

**1. DREAM Conference Presentation Ideas**

Bill Heineman asked for presentation ideas for the conference in Feb. 2014 as the proposal needs to be submitted soon. Suggestions were:

- Mini grants – Rick said unsure how much there will be to report.
- Latino retention/completion (Dawna) – involves multiple strategies
  - Summer bridge
  - Retention ambassadors
  - Tertulias ClubDawna volunteered to develop a proposal with the help of other team members.
- Problems being a leadership college when funding drops off (sustainability) (P. Dulchinos)

**2. Visits this Fall**

**A. PRESS Grant Technical Assistant Kent Farnsworth: September 30/October 1**

**a. Plans for the PRESS “Big Meeting” on September 30<sup>th</sup>-noon**

Will begin with a video (Lynne), pizza, cake, feature on mini grants and Kent will say a few words, then break up into 4 groups: Mini grant, EA, CSS, and SI.

**b. Other meetings with Kent** – he will let us know who he wants to see.

In process: the writing of a case study about making policy around CSS. This will be used as a teaching tool for other ATD colleges. Outline due later in the fall.

**B. ATD Coaches Jim Tschechtelin and Terri Manning: November 6/7 –**

- This is likely to follow the usual format. Core Team will meet on Nov. 6 (with Jim and Terri) instead of Nov. 20. Details will follow.

### 3. Brief Reports from Strategy Teams: Plans for the Coming Year

#### A. First Year Experience - Janice Rogers

- Claire organized a great training in June – 42 faculty and staff attended
- 2 new trainees will shadow faculty in the fall (staff)
- Expansion to high schools – need to increase faculty pool. Problem is commitment for a year – schedule alternates between Fall & Spring – currently interviewing
  - Consider hiring a temporary full time faculty member
  - Consider a full time faculty member in English also
- Developed a hybrid CSS for summer for HS sophomores
- Plan to pilot use of rubrics to assess course outcomes in the fall
- Developed a graduate course on FYE for Salem State and Endicott
- Future direction – emergency meeting will be held – propose discipline specific CSS – will start with Humanities, Behavioral Science, and Math; required for Liberal Arts students?

#### Early Alert – Dawna Perez

- Upcoming year continue the same as last year
- Starfish software is on hold
- Will continue to utilize student academic progress reports
- 1370 reports turned in for the spring for 747 students, 306 students were flagged.

#### B. Culture and Equity – Josh & Magdalena away today. Bill Heineman presented their report.

- Bill said now that this group is entering year two, he is encouraging them to decide how to measure success.
- Looking at a diversity rubric NERCHE has one which they are looking into using.
- Possibly a pre and post employee attitude toward diversity issues.
- They are proposing workshops for faculty on teaching in diverse classrooms.
- A visit to South Texas College is planned. Purpose is minority student support.
- They are working on diversifying staff/faculty – more social events in Lawrence – a mixer to bring in potential adjunct faculty to get our base more diverse.
- They are looking for someone to advocate for full consideration of all candidates on search committees. Always the same people serving on these committees.
- Lane suggested reviewing our procedures with the team and HR to decide if more stringent requirements are necessary to improve our chances of hiring diverse faculty and staff.

#### C. Transitions to Academic Success – Trish Schade not present to report on this

### 4. Other Business

- 5 people will visit Mohawk Valley Community College in NY next week. As a leader college, will talk to them about our experience.
- **Sept. 18 next meeting – will be held in the White Fund Room, Amesbury St. Lawrence.**