

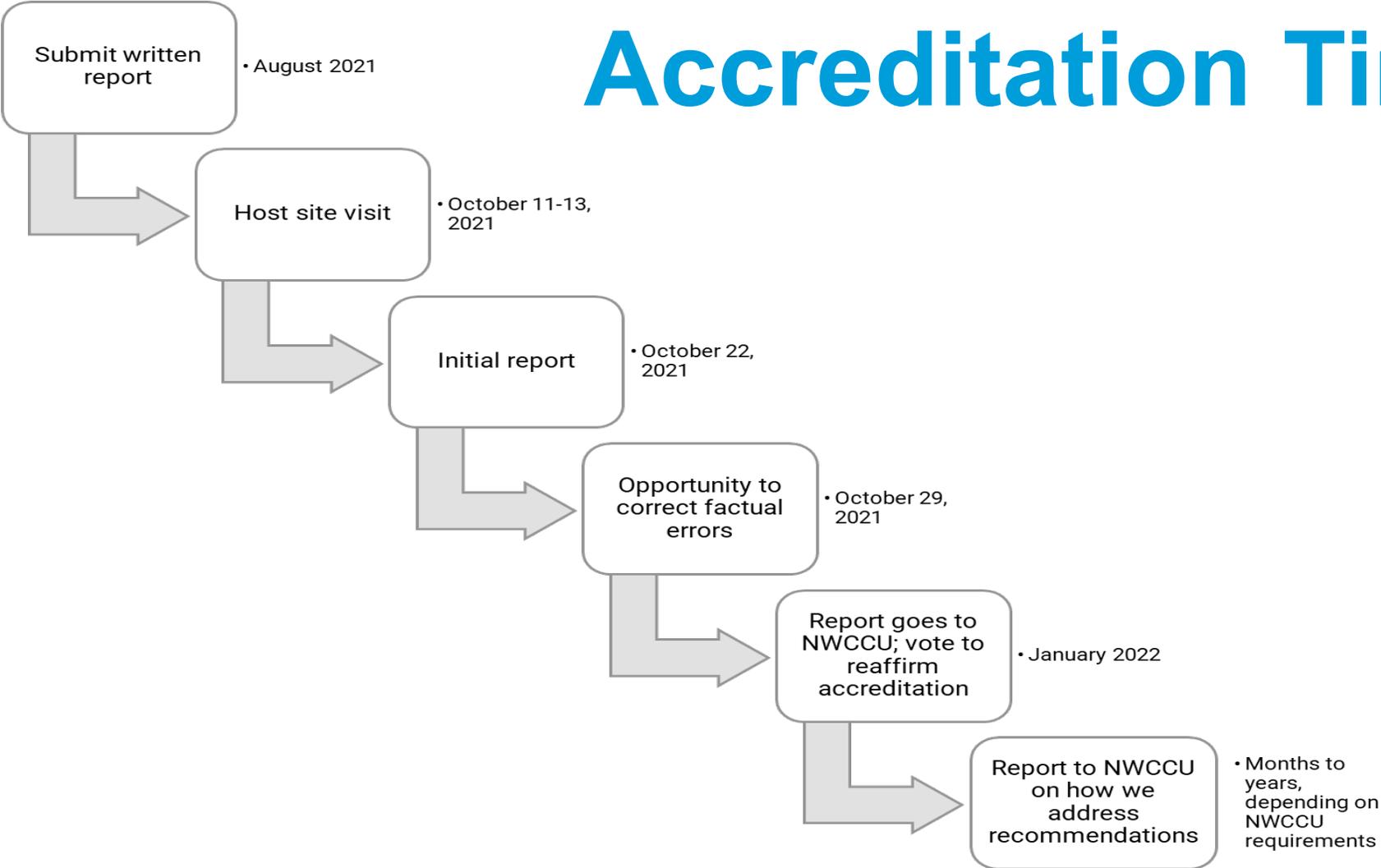
# NWCCU Accreditation Update

## January 27, 3-4 pm

- **Q&A:** After the presentation, time will open for questions
  - Pre-submitted questions will be answered first
  - If time allows, time will open for live questions
    - In person attendees: If you anticipate asking a question, please sit in an aisle seat for easier mic access
    - Virtual attendees: Submit your question in the Q&A panel in Zoom (the chat panel is used only for information sharing by the moderators)
- **Recording:** This meeting is being recorded and will be made available to view after.

# What is Accreditation and How Does it Work?

# Accreditation Timeline



# Commendations



## **Commendation #1: Board Leadership**

*The evaluation team commends the institution for a strong relationship between the Board and the college executive leadership that supports assessment of mission fulfillment and fiscal oversight.*



## **Commendation #2: COVID-19 Response**

*The evaluation team commends the institution for their commitment to faculty, staff, and students in continuity of student learning, employee support, and health and safety in response to the ongoing COVID-19 pandemic.*



## **Commendation #3: Commitment for Equitable Outcomes for Students**

*The evaluation team commends the institution for their commitment to systematically implement academic and student services to generate equitable outcomes for all students.*

# Recommendations

## *Learning Outcomes*



### **Recommendation #1: Publish Course Learning Outcomes**

*The evaluation team recommends that the institution consistently provide course-level learning outcomes for all enrolled students.*



### **Recommendation #2: Effective System of Learning Assessment**

*The evaluation team recommends that the institution implement an effective system of assessment to evaluate the quality of learning in its programs.*

# Recommendations

## People & Culture



### **Recommendation #3: Transparent and Timely Complaints**

*The evaluation team recommends that the institution demonstrate that faculty and staff complaints are reviewed and responded to in a fair, equitable, and timely manner by trained and qualified personnel.*



### **Recommendation #4: Standardized Practices for Conditions of Employment**

*The evaluation team recommends that the institution implement, clearly communicate, and sustain standardized practices for conditions of employment, evaluation, retention, promotion, and termination of employees.*



### **Recommendation #5: Employee Evaluation**

*The evaluation team recommends that the institution implement systematic and standardized evaluation practices based on written criteria that are published, easily accessible, and clearly communicated; applied equitably and consistently; and provide meaningful feedback on performance.*

# Recommendation #1: Publish Course Learning Outcomes

*“The evaluation committee reviewed 75 randomly selected syllabi from spring 21 and fall 21 and found that approximately 35% of them did not provide expected student learning outcomes to enrolled students through syllabi. Those that did provide course learning outcomes often did so under the heading ‘course objectives.’”*

## Response

1. Require all syllabi to have course learning outcomes 
2. Require all syllabi be put in the “syllabus” section of canvas 
3. Provide training on meeting these requirements 
4. Standardize terminology 
5. Ensure representative syllabi are truly representative 
6. Conduct regular audits 

-  In Development
-  In Progress
-  Complete

# Recommendation #2: Effective System of Learning

## Assessment

*“The evaluation committee is concerned that the narrative approach of program assessment is not an effective instrument to systematically evaluate the quality of learning in its programs. There is no indication that the system is an effective framework for directly assessing student learning.”*

## Response

1. Integrate learning outcomes assessment, general education assessment, and instructional program review. 
2. Assessment coordinator reclassified as Director of Learning Outcomes Assessment (will report within the Provost’s office) 
3. Discuss and finalize design principles with SLOA 
4. Create 3-4 new-style program assessment plans (1 is completed now) 
5. Translate the General Education signature assignment map into functional designation guides for faculty 
6. Address the LOA program review’s call for more resources to be directed at learning outcomes assessment 

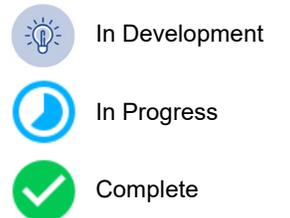
-  In Development
-  In Progress
-  Complete

# Recommendation #3: Transparent and Timely Complaint Process

*“The opportunity for a transparent environment for employees to communicate and address complaints and grievances could benefit SLCC.”*

## Response

1. Board of Trustees audit of employee concern process 
2. Conduct qualitative culture assessment 
3. Fill the director for employee relations position 
4. Develop new post-complaint reconciliation process 
5. Create an institutional ombuds office 



## Recommendation #3: Transparent and Timely Complaint Process (cont)

*“The opportunity for a transparent environment for employees to communicate and address complaints and grievances could benefit SLCC.”*

### Response

6. Contract with third-party investigators 
7. Implement new case management technology for EEO and ER 
8. Hire a case management and communication coordinator in EEO and ER 
9. Publish annual EEO and ER reports 
10. Implement new BIT process for faculty and staff 

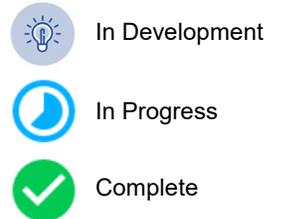
-  In Development
-  In Progress
-  Complete

# Recommendation #4: Standardized Practices for Conditions of Employment

*“The criteria and procedures for employee evaluation, retention, promotion, and termination are not clear to all college constituents, and some college employees perceive that decisions related to promotion in particular are not fair and equitable. Clarification of these criteria and procedures would address concerns raised by the college community about bias and preferential treatment.”*

## Response

1. Establish interim appointment protocols 
2. Discussion team to continue to improve faculty handbook 
3. Conduct training for associate deans on faculty evaluation process  

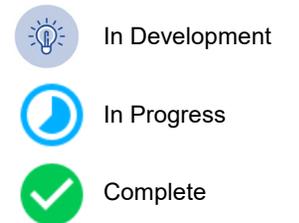


# Recommendation #5: Employee Evaluation

*“Given the absence of regular and systematic evaluations for all employees, the institution does not ensure that employees are consistently provided with meaningful feedback about performance and strategies for improvement.”*

## Response

1. Launch new reporting system for staff growth, planning and support (GPS) 
2. Revise supervisor essentials training (require for all new supervisors) 
3. Create new administrator performance evaluation process 
4. Explore new employee recognition programs 



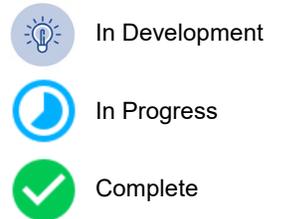
# Other Related Efforts

## Compensation Equity

- Commission a compensation equity audit 
- Administer the paraprofessional adjustments (more information forthcoming) 
- Revise Pay for Performance (merit) process to align more directly with GPS. 
- Publish compensation benchmarks for transparency 

## Career Development

- Update the talent management process 
- Train supervisors on talent management 
- Allocate significant new funding for talent management 



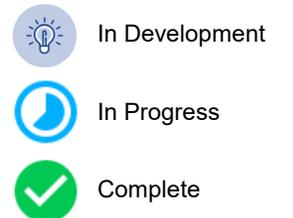
## Other Related Efforts (cont)

Expanding employee supports for mental health

- Expand Employee Assistance Program (EAP) benefits 
- Launch mental health and employee wellbeing initiative 

Strategic Alignment

- Host alignment workshop at SLCC 360 
- Create strategic plan timeline chronology 
- Launch new strategic planning process in Fall 2022 
- Build out strategic indicators that have meaning at the department level 
- Revise strategic plan website with more regular updates and progress reports 



# Questions