Decision Making from Program Data

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PATRICK & HENRY COMMUNITY COLLEGE

Overarching Goal and Focus

- ▶ Increase engagement post-pandemic

- ▶ What makes community colleges different

- ▶ Three areas of interactions
  - ▶ Employee to Employee
  - ▶ Employee to Student
  - ▶ Student to Student

Guiding Principles

Brick & Mortar w/for-profit customer service

Enrollment Decline Philosophy

Pendulum Effect

21st Century updating

Embrace employees too

Right people in the right place at the right time

If the horse is dead, dismount

Leap and the net will appear

Above all: Do the right thing and avoid indecision

Types of programs

Service

Academic

Schedule

Student engagement hours
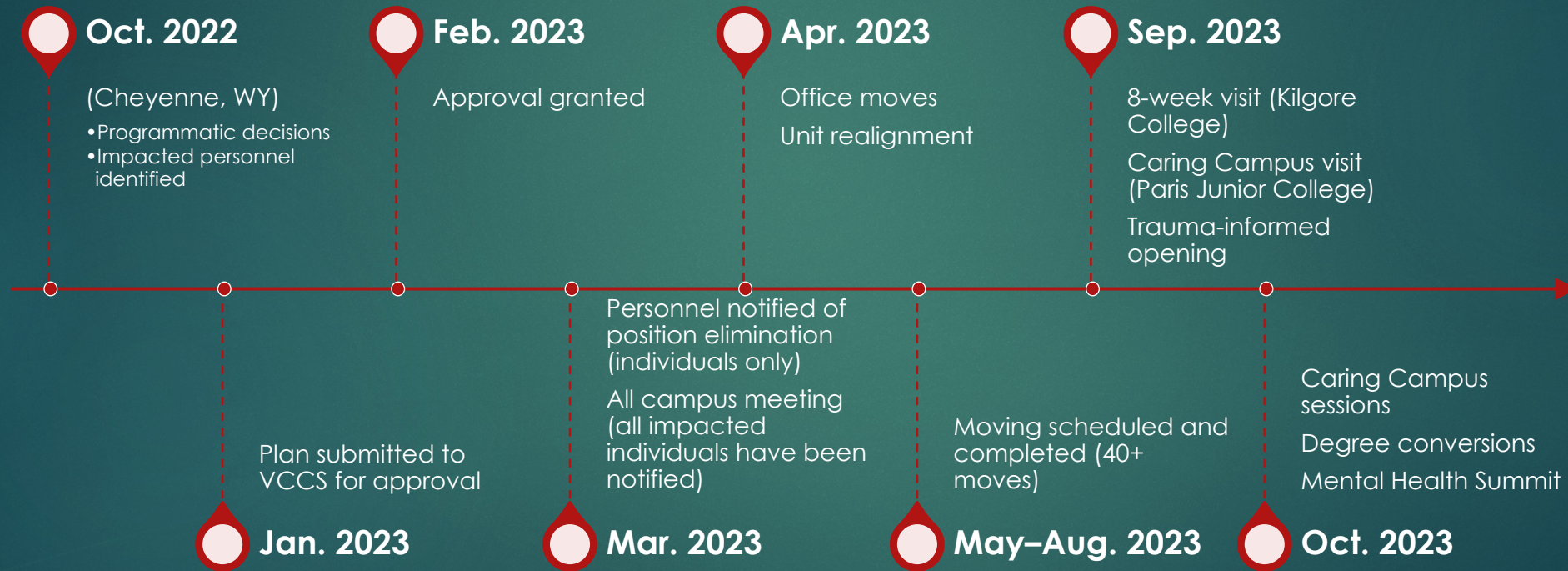
Restructuring Plan

People & Relationships

Position elimination conversations

Office realignment conversations

Scheduling conversations

Programming conversations

Mental Health push

Caring Campus initiative

Trauma-informed practices

Window of time for culture change

Timeline for restructuring

Oct. 2022

(Cheyenne, WY)
- Programmatic decisions
- Impacted personnel identified

Feb. 2023

Approval granted

Apr. 2023

Office moves
Unit realignment

Sep. 2023

8-week visit (Kilgore College)

Caring Campus visit (Paris Junior College)

Trauma-informed opening

Plan submitted to VCCS for approval

Jan. 2023

Personnel notified of position elimination (individuals only)

All campus meeting (all impacted individuals have been notified)

Mar. 2023

Moving scheduled and completed (40+ moves)

May–Aug. 2023

Caring Campus sessions

Degree conversions

Mental Health Summit

Oct. 2023

Position Elimination

March notifications (fourth overall in last decade)

7 positions (2 staff, 1 dean, 4 faculty)

Staff Positions

Middle college program
- COVID modality change

Library services
- Increase in online resources/databases

Administrative Position

- Dean of Information Technology
  - Pres → VP → Dean → Faculty
  - Workflow issues
  - Division misalignment

Faculty Positions

- Academic Program Decisions
  - Opportunity to upskill
    - We don't want to be a part of your education, we want to be a part of your career
  - Wage Data
    - Above ALICE population
    - Opportunity to upskill above ALICE population
  - If X did not exist, student would enroll in Y
  - Relevancy
  - Inter-program Competition

Academic Program Data

Culinary

Number of graduates

100% dual enrollment (if not for X, they would enroll in Y)

Wage data (below ALICE with no opportunity to Upskill)

Business

New transfer requirements

Inter-program competition

Credentialed transfer faculty

Information Technology

Relevancy

Need for programming over computer systems/information literacy

Science

Program closures in 17/18 after increasing faculty

The right thing to do

- ▶ Difficult conversations
- ▶ Point person ending someone's career
- ▶ How to share control through communication

Office Realignments

- Realignment Goals
  - Get faculty closer to their classrooms
  - Get supervisors closer to their direct reports
  - Align services to promote one-stop

Office Realignments (cont.)

IT, DE, and IR move	2nd Floor LRC and 1st Floor Walker	BIO/Social Science realignment	Early Childhood pairing
West Hall/Gen Ed Hub	MET supervision	Simplify for students (Applied Sciences, Health Sciences, and Transfer Sciences)	SSC and Trio Moves (Pantry)

Scheduling Changes

- Why?
  - National push, should we?
- Conversion of 16 week to 8 week
  - Began with online 8's
  - Fall 2022 – Spring 2024 8-week Face-to-Face Implementation
    - Phased approach (optional)
    - Mistake?
  - Fall 2023 Kilgore College visit
    - Valuable insight into full implementation
  - Fall 2024 full scale implementation

Scheduling Data

Grade	8-week	16-week
A	44.4%	40.9%
B	21.0%	20.4%
C	11.0%	13.0%
D	5.8%	6.0%
F	16.7%	15.1%
W	1.1%	4.7%

Type	8-week	16-week
Students	2352	7638
Courses	125	448
Mean Enroll	19	17
GPA	2.54	2.43

Type	Term	8-week	16-week
C or Higher	Fall 2023	74.6%	78.9%
	Spring 2023	76.4%	74.3%
Non-completers	Fall 2023	19.0%	15.9%
	Spring 2023	17.7%	19.7%

Mental Health

📉	**QEP Data**	One area of decline
🧠	**Trauma Informed Practices**	Internal focus
🌳	**Caring Campus**	Environmental focus
🤝	**External Partnerships**	TimelyMD Piedmont Community Services

Next steps

Continue the work!

Full implementation of the 8-week scheduling

Programming changes (transfer degrees, technical studies, etc.)

Mental Health commitment

Continue to increase engagement

Questions?

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