

Notes: Institutionalize Human Capital Systems and Practices for Sustained Improvements

Advance a human capital strategy that supports goals for improved teaching and learning

Align components of human capital practice to student success reform agenda and goals

Prioritize and sustain progress in words and deeds

NOTES:

Lesson from the Field: Recruiting Human Capital to Rural Institutions

- *Moderator:* Josh Wyner, Executive Director, Aspen Institute College Excellence Program
- Greg Williams, President, Odessa College

NOTES: Use the note-catcher below to capture reflections during the presentation and discussion.

IDEAS	QUESTIONS
OPPORTUNITIES	CHALLENGES

Team Time: Reflections on Human Capital Practices for Guided Pathways Implementation

Directions: Review your Human Capital Assessment Tool result heatmap. Then, discuss the questions below with your team.

Based on your Aspen human capital assessment tool results, where is your college strongest and weakest?

- **In establishing a vision** for human capital that is owned at the senior team level and has clear priorities for faculty, staff, and leaders? In what particular questions/domains?
- **In recruitment, hiring, and onboarding processes** aligned to priorities for human capital at the faculty, staff, and leadership levels? In what particular questions/domains?
- **In professional development practices** that promote the skills and practices aligned with prioritized reforms and a culture of continuous improvement? In what particular questions/domains?
- **In retention, promotion, and tenure practices** that reward efforts to improve student outcomes and enact priority reforms? In what particular questions/domains?

What areas of agreement and disagreement does the assessment tool reveal? What surprised you and why?



What are the most effective ways your human capital practices have advanced the implementation of your guided pathways work? In what ways are your human capital practices not aligned with your guided pathways efforts?

What challenges do you have (or anticipate) in further implementing a strong human capital strategy, and how might you address them?

What human capital ideas from the presentation would support your institution in advancing guided pathways work? What immediate next steps will you take to ensure action on these lessons learned?