

INTERNAL WEAKNESSES

FIVE (5) TOP WEAKNESSES IDENTIFIED BY TEAM B	DESCRIPTION	OPTIONS FOR MINIMIZING OR OVERCOMING WEAKNESSES	DISTINCTIVE COMPETENCY(IES)
(1) Connectivity	<p>Considerable “we/they” thinking among employees and “us/them” thinking between campuses. There is a also a disconnect between the value of credit and non-credit course offerings. Inservice meetings are too business-like and should focus on improving cohesiveness. Need commitment to “pooled interdependence” theory – <i>“creating a common overall identity, but with separate functioning parts.”</i></p> <p>The team also attributes the connectivity problem to the need for a shared vision, including priorities in decision-making processes and determination of the “right size” for our three-campus college.</p>		
(2) Access to Classes	<p>Classes not always available at the right time and the right place for students to finish their programs on timely basis. The distance between campuses contributes to this problem, including but not limited to transportation. Another contributor is or may be the ratio of FT:PT faculty.</p>		

FIVE (5) TOP WEAKNESSES IDENTIFIED BY TEAM B (CONT.)	DESCRIPTION	OPTIONS FOR MINIMIZING OR OVERCOMING WEAKNESSES	DISTINCTIVE COMPETENCY(IES)
(3) Institutional Research	Organizational institutional data is not readily accessible to faculty and staff. The data is not always consistent. Non-transfer students, for example are not being tracked (see “other weaknesses” below). Also institutional research capabilities and resources are also limited and not visionary. Some examples of how visionary research may serve the college better would be taking a look at how to attract high school students (see “other weaknesses” below). Or, determining how to be more responsive to students’ and communities’ needs – see <i>Responsiveness</i> under top strengths).		
(4) Recruitment and Retention	Loss of students up front (before or after placement test), lack of student recruitment practices, poor retention practices.		
(5) Customer Service -- Telephones -- Website	While, the college’s mission is each learner’s success, and faculty and staff are dedicated to this purpose and doing an outstanding job, the new automated telephone system is causing difficulty for students and staff. Also, the College’s website is full of good information, but the information is difficult to find.		

OTHER WEAKNESSES IDENTIFIED BY TEAM B:	DESCRIPTION	OPTIONS FOR MINIMIZING OR OVERCOMING WEAKNESSES	DISTINCTIVE COMPETENCY(IES)
(1) On-line registration for non-credit students	Also see <i>customer service</i> above.	Improving this process may be a goal associated with improving customer service.	
(2) Tracking non-transfer students	Also see <i>institutional research</i> above.	Tracking non-transfer student may be a goal to consider when discussing ways to improve institutional research.	
(3) RVC/Physical Space	Cramped and crowded offices and classroom space and limited parking.		
(4) Funding	Limited and decreasing funding has resulted in deferred maintenance issues and physical/technical infrastructure problems as well as human resources and growth and quality issues.		
(5) Campus /intercollegiate activities to attract high school students	Also see <i>recruitment and retention</i> above.	This may be one of the goals to consider when discussing the issue of recruitment and retention practices at RCC.	