

Delta Team Meeting Notes

12/6/06

Manager	Jeanne Howell	Community	Dennis Alexander
Manager	Lynda Warren	Student	Flamur Vehapi
Faculty	Lori Sours	Classified	Bill Jiron
Faculty	Nicole Theis-Coulter	Classified	Barbara Cournoyer
Faculty	Eileen Micke-Johnson		
Faculty	Kiersta Fricke-Gostnell		

Today's Purposes

- 1) Select a faculty member to represent Delta Team on the Synthesis Team
- 2) Finish the mission statement
- 3) Finish the value statement definitions
- 4) Finish our vision statement
- 5) Identify RCC strategic issues

What Delta Team member will serve on the Synthesis Team?

Lori Sours has volunteered. Thanks Lori!

Which Mission Do We Like? Any Final Tweaks?

MISSION STATEMENT

Purpose - Mission Statement: to clarify the organization's purpose, and indicate why it is doing what it does.

RCC's Current Mission Statement:

The mission of Rogue Community College is each learner's success. We nurture hope, fill educational gaps and empower people to change their lives. Through teaching and service, we model respect, dignity and integrity and provide leadership that focuses on the individual. Rogue Community College enriches its community by embracing equality and diversity. We anticipate the changes in our dynamic world and take the necessary risks to assure access to all learners. We are a powerful force for quality of life in our region.

Draft Mission Statements:

- (1) The mission of RCC is to provide rigorous, relevant, accessible, and affordable education and training which foster individual goals and enhances the economic growth and quality of life in southern Oregon.
- (2) The mission of RCC is to provide rigorous, relevant, and affordable education and training which fosters individual learner success and enhances the quality of life in southern Oregon.
- (3) The mission of RCC is to provide high quality, relevant, affordable education and training which supports individual learner success and the economic growth of southern Oregon.

Team Choice: The mission of RCC is to provide high quality, relevant, accessible, and affordable education and training which supports individual goals and learner success, and enhances the economic growth and quality of life in southern Oregon.

Which Values Do We Like? Any Definition Tweaks?

VALUES STATEMENT

Purpose of the Value Statement: to articulate how the organization will conduct itself and answer the questions—how do we want to treat others and how do we want others to treat us? Teams recommend how best to use the values (e.g. as a values statement, as criteria for selecting strategies, as part of RCC’s vision statement).

RCC’s Current Core Value Statement:

Rogue Community College serves its community by providing opportunities for education. This service is advanced by our dedication to these core values:

COURAGE empowers us to provide leadership, to take risks, to welcome change and to persevere. It sustains exploration, inquiry and critical thinking.

INTEGRITY binds us to fairness and truth, to honesty, and to actions and philosophies that meet the highest ethical standards.

RESPECT cultivates a personally and intellectually open environment that honors individuality and the strength created by diversity. It calls for freedom of expression with responsibility.

Delta Team’s Value Selections for the Institution:

INTEGRITY inspires us toward a standard of excellence shaped by the highest ethical principles.
RESPECT nurtures a responsible and compassionate environment in which individuals and ideas are treated fairly and with dignity.
INNOVATION promotes an agile culture empowering us toward leadership, risk-taking, and creativity in meeting the new, changing, and unmet needs of our region.
ACCOUNTABILITY assures us that our business and interpersonal transactions are responsible and transparent with measurable outcomes.
SERVICE enables us to enhance the quality of life in our community.
TEAMWORK commits us to sharing our accumulated skills to promote positive student experiences and success.
STEWARDSHIP ensures the continued viability of the institution.

What Vision Elements Are Missing or Should Be Changed?

VISION STATEMENT

Purpose of Vision Statement: to describe what the organization should look like as it successfully implements its strategies and achieves its full potential. It describes what RCC will look like after it successfully implements its strategies. Another definition shared by Eileen: a vision statement is a current description of our anticipated future reality.

Vision Statements:

- Focus on a better future
- Encourage hopes, dreams, and noble ambitions
- Build on the college’s history and culture & appeal to high ideals and values

- Clarify purpose and direction
- State positive outcomes
- Emphasize the college's uniqueness and distinctive competencies
- Use metaphors, images, pictures
- Communicates enthusiasm, kindles excitement, fosters commitment
- Best not to wordsmith by committee – hand over to one person

RCC's Current Vision Statement:

Framing individual and community success by:

- o Inspiring to learn
- o Teaching with dignity
- o Living with respect

Delta Team's Selected Vision Elements for RCC:

RCC...

- ❖ Maintains a student focus with fewer enrollment barriers; better advising; more retention strategies like child care and peer mentors; more classes with flexible delivery methods; career guidance services; flexibility in earning certificates; and student life features.
- ❖ Works as one college with inspired leadership at all levels, interdepartmental coordination and awareness, and effective communication overall.
- ❖ Makes decisions and sets priorities that are mission driven and grounded in the college's core values.
- ❖ Assures that RCC is the higher education institution of choice in our region.
- ❖ Develops new programs and career/education pathways that meet regional needs.
- ❖ Partners successfully with high schools and their students, employers and their workforce, and the community to meet needs and use resources wisely.
- ❖ Operates a streamlined organization with clear lines of authority and accountability
- ❖ Responds effectively to the resource needs of programs, facilities, students, and staff.
- ❖ Hires personnel that reflect regional demographics; assists them to achieve their full potential at the institution; and provides appropriate recognition and compensation.

What Are RCC's Major Strategic Issues?

Process: Delta Team members reviewed the draft of issues assembled by Mary and made some additions. Then, the group split up into pairs and evaluated whether each issue was primarily operational or strategic using the filter grid in Exercise #6. In the sort below, you will find the issues organized according to our decisions.

Homework for January 10th meeting: 1) Team members will come having individually selected the 5 strategic issues from the list below that each believes are the most important challenges facing RCC in the coming 4 years. Please use the worksheets from exercise #6 to assist you write a rationale for each selection. 2) Suggest you also prioritize the operational issues that you would like RCC's Executive Council to consider.

Operational?	Issue	Strategic?
From SWOT suggested strategic issue column:		
	How can RCC effectively protect against brain drain and loss of institutional memory by the large number of employees retiring?	√
	How can RCC achieve such priorities as attract more students including under- and unserved populations, assure voter support, promote pathways and grow distance learning?	√
	What things can RCC do to deal with rising costs and its fairly fixed revenue sources?	√
From SWOT Weaknesses:		
	What can the RCC leadership do to reinvent itself and become a motivational force for staff and cultivate an agile culture capable of meeting the new, changing, and unmet needs of our region? (also from Values)	√
	What can RCC do for a better ratio of full- and part-time staff?	√
	What things can RCC do to help part-time staff have a broader vision of the college and student needs?	√
From SWOT Threats:		
	What steps can RCC take to help students believe they are making a good investment in their education given the region's somewhat low wages?	√
From Mission, Vision, Values:		
	How can RCC secure more resources for programs, facilities, students, and staff?	√

	What things can RCC do to develop new programs and introduce career/education pathways to meet student and workforce needs?	√
	How can RCC provide adequate faculty and staff and support them in their work?	√
	How can RCC increase its community visibility and its enrollment?	√
From SWOT suggested strategic issue column:		
√	What strategies can RCC devise to respond to employers during times of recession to quickly get training approved?	
√	What are the solutions to reducing textbooks and child care costs for students?	
√	How can RCC identify and develop its most important strategic partnerships?	
√	How can RCC downplay the “us and them” aspect of its institutional culture to better serve its students and eliminate barriers between staff and departments?	
√	What can RCC do to offer students more advising and counseling help; greater flexibility in earning certificates; enhanced student life features. (also from Vision)	
From SWOT Weaknesses:		
√	How can RCC improve staff morale? What steps must RCC take to hire and support personnel that will reflect regional demographics; improve new staff orientation and part-time faculty training, improve staff morale; develop technology skills; honor and recognize staff; provide appropriate compensation? (from Vision)	
√	How can RCC address the heavy teaching load of its full-time faculty?	
	From SWOT Opportunities:	
√	How can RCC incubate training that supports business & industry and economic growth in southern Oregon? (also from Mission)	
√	What can RCC do to provide career pathways for ESL students?	
√	How can RCC grow dual enrollment amongst high school students?	
From SWOT Threats:		
√	What steps can RCC take to help its staff understand that we are in the	

	business of training the workforce?	
	From Mission, Vision, Values:	
√	How can RCC demonstrate its commitment to student success, teaching excellence, and lifelong learning?	
√	What things can RCC do to cultivate an environment where staff and students believe that are treated fairly and respectfully?	
√	How can RCC streamline its organizational structure to clarify lines of authority and strengthen accountability?	

How Does Each Issue Relate to the SWOT, Mission, Vision, Values?

See homework above.