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El Dorado Report Planning Workshop Spring Creek Campus

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**ELDORADO REPORT
PLANNING WORKSHOP – SPRING CREEK CAMPUS**

1. WE CAN BEST SERVE THE NEEDS OF OUR DISTRICT BY

- 1.1 Determining what the needs are through telephone surveys, questionnaires, community surveys, and town forums.
- 1.2 Involving the community in various aspects of the College including strategic planning.
- 1.3 Focusing on doing a few things well but remaining flexible. We need to be innovative and different.
- 1.4 Developing strong quality, comprehensive educational programs that enhance transferability and provide job training and skill development, and advising and support systems that will attract and retain students.
- 1.5 Articulating our programs with area high schools and four year colleges and universities and placing a high priority on our 2+2+2 programs.
- 1.6 Being available. Maintaining a sincere caring attitude toward our students.
- 1.7 Staying in contact with local businesses and industries effectively using advisory committees and listening to input from students.
- 1.8 Inviting civic clubs, church groups, professional and service organizations to schedule meetings on campus to provide tours and orientation to the College and facilitating "brainstorming" sessions.

2. THE COLLEGE'S PROGRAM PRIORITIES SHOULD BE

- 2.1 To provide only those programs in which we can excel.
- 2.2 Transfer, transfer, transfer – advising and articulation, job training, retraining and skill development.
- 2.3 Degree programs that will transfer to senior institutions, degree/certificate programs that will prepare students to secure employment and self enrichment classes.
- 2.4 Short term intensive training in vocational areas utilizing community education (non credit) to offer new special and general interest classes.
- 2.5 To assess what is essential to the development of the whole student.
- 2.6 High tech programs in electrical, mechanical, and industrial engineering, computer science, software design, robotics, manufacturing support and optic science.
- 2.7 Concerned with exit competencies rather than entrance competencies – conferring of degrees is important but the success of the individual is paramount.

2.8 A heavy emphasis on both honors and developmental programs.

3. **NEW TECHNOLOGY WILL HAVE A SIGNIFICANT IMPACT ON THE COLLEGE'S PLANNING PROCESS. IT WILL REQUIRE US TO:**

3.1 Define obsolescence, hire staff at the forefront in the technological areas; review the way buildings are utilized and programs are developed.

3.2 Alter the teaching/learning equation requiring less in the way of lecture and more in the way of individualized instruction.

3.3 Focus on curriculum planning.

3.4 Provide alternative educational delivery systems and better internal communications.

3.5 Utilize new technology to enhance lab component.

3.6 Enhance our communications systems to allow for the rapid transmission of more and better data.

3.7 Keep current via conferences and workshops and become problem solving oriented.

3.8 Ensure the availability of funds for the continuous upgrading of instructional equipment.

4. **EMPHASIS SHOULD BE PLACED ON OFF CAMPUS, IN-PLANT PROGRAMS, AND ON-THE-JOB TRAINING**

4.1 The purpose of on-the-job training must be carefully analyzed for each program area.

4.2 In-plant training is very cost effective - strong internship and/or co-op program are keys to job placement and provide a way to validate technical programs.

4.3 Taking the product to the consumer is a proven method of conducting business - if enrollment supports offering and if task can be performed better in plant.

4.4 Maintaining contact with large employers in the community and being informed of growth and decline of area businesses is essential.

4.5 It is an excellent way to be visible to the public and to offer a service.

4.6 This is a huge market that should continue to be tapped.

4.7 Such programs should be used to supplement on-campus programs.

5. **TEACHER SHORTAGES CAN BE ALLEVIATED BY**

5.1 Recruiting, recognizing, rewarding, retraining, and retaining - quality staff. Acknowledge and reward contributions--competitive salaries/benefits must be offered.

5.2 Maintaining professional credibility.

- 5.3 Identifying vacancies as soon as possible – advertise in professional journals and recruit those who have special knowledge and experience.
- 5.4 Looking at alternatives to traditional teaching methods.
- 5.5 Encouraging teaching expertise in multiple disciplines, providing sabbaticals, and increasing the pool of part-time instructors.
- 5.6 Adding a component to our salary structure which considers the relative market value for each discipline.
- 5.7 Working with teacher-training professionals at area universities, such as NTSU, ETSU, and UTD.
- 5.8 Establishing enrollment ceilings reflecting desirable ratios of student to faculty.
- 5.9 Establishing an "Executive on loan" program.

6. ENTRANCE COMPETENCIES SHOULD BE ESTABLISHED FOR ALL EDUCATIONAL PROGRAMS

- 6.1 Identify specific skills students must have in order to successfully complete their curriculum.
- 6.2 Provide a full-range of valid and reliable assessment and diagnostic testing, for reading, writing, and math – to be used for advisory purposes and to assist and place students in proper programs.
- 6.3 Provide the student with every opportunity to succeed and provide a "safety net" for the student that does not succeed.
- 6.4 Establish measurable exit competencies – basic competency in reading, writing, math and perhaps general knowledge.

7. A PROGRAM BALANCE BETWEEN CORE GENERAL EDUCATION REQUIREMENTS AND TECHNICAL SKILLS WILL BE NECESSARY FOR ALL ASSOCIATE DEGREE APPLICANTS.

- 7.1 It will be important to provide students with good life skills – technical skills may soon be outdated while good communication skills will last throughout changes...
- 7.2 Heavy emphasis must be placed on written and oral communication skills.
- 7.3 All associate degrees must have a core general education requirement. (15 credit hours recommended by Southern Association).
- 7.4 The general education core should be grounded in outcome competencies that match our educational philosophy and mission.
- 7.5 The general education core can not be comprised of traditional education courses that represent special interests.
- 7.6 Develop short term program alternatives – where individuals can obtain a certificate without going through all the general education requirements.

8. ENROLLMENT FLUCTUATIONS CAN BE MINIMIZED BY

- 8.1 Developing a means of identifying the fluctuations in a timely manner.
- 8.2 Sustaining strong marketing effort at all times – staff conservatively – hire professional staff who are competent in two or more areas in order to be more flexible – keep administrative and support staff at lean level.
- 8.3 Developing a superior academic transfer program as it is usually less impacted by economic developments.
- 8.4 Having a large enough fund balance to cover impact of decreases in enrollment and corresponding funding. We must be flexible and respond quickly to need.
- 8.5 Monitoring students' progress and place emphasis on retention program to stabilize or increase enrollment.
- 8.6 Using adjunct faculty wisely.
- 8.7 Offering mini sessions and other variable programs through continuing education.
- 8.8 Establishing strong links with the area high schools – summer college classes could be offered to rising seniors.

9. WE MUST BE CONCERNED WITH THE NUMBER OF STUDENTS WHO ACTUALLY GRADUATE WITH DEGREES BUT BE CONTENT TO SEE THAT OUR STUDENTS DO WELL IF THEY LEAVE EARLY

- 9.1 We must be concerned with students' entry level aspirations and whether they achieve them. It is vital that our students do well when they leave us to transfer, enter the job market, or go back to their home/job environment.
- 9.2 Good follow-up studies could substantiate the success of our students in meeting their goals thereby validating our existence and providing timely evaluations of traditional as well as non-traditional credit.
- 9.3 Provide students with tools necessary for success either in transfer or on the job.
- 9.4 Degrees distinguish us as more than a "higher school" offering credibility to the College and giving the students a more immediate goal to achieve.
- 9.5 We must provide a quality, well-rounded educational experience.

10. THE EMERGING NEW PROGRAMS DURING THE NEXT FIVE YEARS INCLUDE

- 10.1 Programs concerned with communications and the processing of information, i.e., Micro computing, software design, fiber optics, electronics, discrete mathematics, new languages, computer science and engineering.
- 10.2 International trade, cultural communications, programs for senior adults, photography, graphic arts, human resources training.

10.3 Management of recreational centers - mental health professionals. Emerging technical skills in computer integrated manufacturing, banking and finance, and office administration.

10.4 Small business management - transportation - restaurant management - food service.

11. OBTAINING THE NECESSARY FINANCIAL SUPPORT TO MEET CAPITAL CONSTRUCTION NEEDS WILL REQUIRE US TO

11.1 Look to local support to fill needs.

11.2 Sell bonds, raise taxes, apply for grants, seek donations.

11.3 Be more visible in the community. Community involvement and support is necessary to obtain financial support.

11.4 Establish priorities to determine where funding should be guaranteed balancing capital needs against other priorities.

11.5 Secure donations from some of the wealthy people in district for specific capital projects in return for an agreement to name a building or a wing, lab, garden, etc., after them.

11.6 Explore lease/purchase arrangement for facilities and equipment.

12. ADDITIONAL REVENUE FOR OPERATION WILL REQUIRE US TO

12.1 Seek Foundation and grant monies - solicit business and industry contributions.

12.2 Become more cost efficient internally - Charge nominal fees for specific courses and laboratory experiences.

12.3 Develop a foundation for CCCC to encourage tax deductible contributions.

12.4 Take tax proposal to our electorate.

12.5 Engage in profit-rendering activities such as theater productions, visiting lecture series, etc.

12.6 Expand continuing education areas to include more state-reimbursed courses and more contract training with business and industry.

12.7 Obtain pledges and gifts from alumni.

12.8 Engage in various fund raising activities.