



**CENTRAL OREGON**  
community college

**Strategic Plan Goal 4 Progress Report**

---

# **2018 – 23 COCC Strategic Plan Institutional Efficiency Update**

**COCC Board of Directors  
June 2020**



## Strategic Plan Goals

1. Student Success - November
2. Student Experience - January
3. Community Enrichment - March
4. **Institutional Efficiency - Today**



## Institutional Efficiency Defined

Strengthen systems, policies and procedures to create more proactive, responsive and effective internal processes.



## What will “institutional efficiency” look like?

### **Efficient, effective and sustainable operations**

- Clearly defined decision-making process
- Information is accurate, consistent and accessible

### **High quality work and learning environment**

- Employees identify as part of the College community
- Employees contribute to an effective, supportive and inclusive work environment
- Opportunities for professional growth and development



## Institutional Efficiency Initiatives

- IE-1 Improve practices and systems related to providing a supportive and productive workplace.
- IE-2 Develop effective and efficient policies and procedures that are applied uniformly across the College.
- IE-3 Define, document and practice clear operational decision-making.
- IE-4 Improve information sharing practices and communication sources.



## Institutional Efficiency Initiatives

- IE-1 Improve practices and systems related to providing a supportive and productive workplace.**
- IE-2 Develop effective and efficient policies and procedures that are applied uniformly across the College.
- IE-3 Define, document and practice clear operational decision-making.
- IE-4 Improve information sharing practices and communication sources.



## Institutional Efficiency Activities

✓ “Great Colleges to Work For” survey

✓ No areas “poor/needs attention”

IP Celebrate: Pride, job satisfaction, facilities

IP

IP Needing attention: Fairness; policies, resources, and efficiencies; senior leadership; communication



## How are we doing?

Initiative	Metric	Metric Description	2018-19
IE - 1	1	Rate "Good" or higher in 12 of 15 Great Colleges to Work For (GCTWF) dimensions	
	2	Employee related metrics	
IE - 2	1	This institution is well run (GCTWF)	
	2	The institution has clear and effective procedures for dealing with discrimination (GCTWF)	
	3	Our orientation prepares new faculty, administration and staff to be effective (GCTWF)	
	4	Our review process accurately measures my job performance (GCTWF)	
	5	Teaching is appropriately recognized in the evaluation and promotion process. (GCTWF)	





IE - 3	1	The role of faculty in shared governance is clearly stated and publicized (GCTWF)	
	2	Faculty are appropriately involved in decisions related to the education program (e.g. curriculum development and evaluati..	
	3	Faculty, administration and staff are meaningfully involved in institutional planning (GCTWF)	
	4	We have opportunities to contribute to important decisions in my department (GCTWF)	
	5	Senior leadership provides clear direction for this institution's future (GCTWF)	
IE - 4	1	Senior leadership communicates openly about important matters (GCTWF)	
	2	There is regular and open communication among faculty, administration and staff (GCTWF)	
	3	In my department, we communicate openly about issues that impact each other's work. (GCTWF)	
	4	At this institution, we discuss and debate issues respectfully to get better results (GCTWF)	



## Goal Work Group Team

- Seana Barry, Human Resources
- Erika Carman, Instruction/Curriculum
- Lew Cousineau, Faculty
- Darren McCrea, Information Technology Services
- Aimee Metcalf, College Relations
- Alicia Moore, Student Affairs (chair)
- Brynn Pierce, Institutional Effectiveness (co-chair)
- JJ Shew, HR/Fiscal



**CENTRAL OREGON**  
community college

## Strategic Plan Goal 4 Progress Report

---

**Comments and Questions?**