Identifying Core Priorities

Developing a Shared Set of Principles & Strategies for Budget Reductions

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Planning & Budget Committee Meeting
Cañada College

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Suggestions for Developing a Shared Set of Principles & Strategies for Budget Reductions

1. Focus on the College’s Mission and Values.

2. Differentiate the crucial from the important.

3. Actively encourage open dialog.

4. Don’t lose sight of the future.
Core Values

- Creating an **inclusive** environment for teaching and learning by honoring, respecting, and embracing diversity within our College and surrounding community.
- Providing a personal, **caring** atmosphere.
- Promoting student access, success, self-efficacy, and **passion for learning**.
- Practicing the inclusion of **shared governance** processes in all appropriate aspects of College life.
- Striving to be an **innovative** college by responding to the changing needs of students, community, and industry.
- Encouraging a passion for **life-long learning**.
- Demanding and insuring **excellence in teaching and supporting our students**.
- Incorporating **ethical approaches** into all aspects of the educational process.
- Practicing the inclusion of **shared governance** processes in all appropriate aspects of College life.

College Mission

To ensure that students from diverse backgrounds have the opportunity to achieve their educational goals by providing quality instruction in general, transfer, career, & basic skills education that foster personal development & academic success.

Let’s revisit the rational and motivations for selecting the College’s 11 Strategic Goals (see handout).

1. Institutionalize Evidence-based Decision making

2. Build Responsive programs

3. Quickly Adapt to Environmental Trends

4. Improve Basic Skills Success, Persistence & Retention

5. Improve Student Success in Transfer Programs

6. Strengthen Workforce Programs

7. Increase Revenue Through New Sources

8. Build Substantive Collaborations with External Partners

9. Expand Student Involvement in Civic Engagement

10. Expand Faculty & Staff Development Opportunities

11. Improve Certificate & Degree Programs

Strategic Goal approved by College Council on 4/19/2007.
Group Exercise: select which 3 goals you feel are the most crucial to achieving the college’s mission.

Important

Crucial

Results from the straw poll on next slide ...
Results from the Group Exercise

N = 54

Total # of Votes Received

1. Institutionalize Evidence-based Decision making 18
2. Build Responsive programs 1
3. Quickly Adapt to Environmental Trends 6
4. Improve Basic Skills Success, Persistence & Retention 31
5. Improve Student Success in Transfer Programs 18
6. Strengthen Workforce Programs 14
7. Increase Revenue Through New Sources 3
8. Build Substantive Collaborations with External Partners 6
9. Expand Student Involvement in Civic Engagement 1
10. Expand Faculty & Staff Development Opportunities 2
11. Improve Certificate & Degree Programs 3

Note: A complete description of each goal was read aloud to the room prior to voting. For a complete description of each goal see: http://canadacollege.edu/inside стратегиуспланирование/docs/goals-strategies-draft-3-26-07.pdf
We encourage everyone to think about these priorities as you begin the painful exercise of developing a strategy to guide your recommendations on budget cuts.

**Most Selected Goals from Today’s Straw Poll**

1. Institutionalize Evidence-based Decision making
   - 18

4. Improve Basic Skills Success, Persistence & Retention
   - 31

5. Improve Student Success in Transfer Programs
   - 18

6. Strengthen Workforce Programs
   - 14
What else will you be receiving today

1. Detailed budget data outlining expenses for every college function broken out by category and year.

2. A budget document nearly devoid of structure. We will provide the structure of your choosing.

3. An open invitation for further information, analysis & any assistance in interpreting information.
When applying core principles strive to be consistent, objective, creative & caring

Some questions to ask when considering a reduction for a specific functional area:

1. How essential is the function to the core mission?

2. How will the reduction likely impact the core mission in the short term and long term?

3. What are the consequences of the reduction on all areas of the institution?

4. Can we leverage existing resources in other areas to ease the pain and/or share the workload?

5. Are there any possible alternatives?
Summary

1. Focus on the College’s Mission and Values.
   - Consider adopting a statement of principles to guide budget reductions

2. Differentiate the crucial from the important
   - Consider today’s dialog and the group’s ranking of goal priorities

3. Actively encourage open dialog.
   - Anticipate a demand for more dialog in your calendars & schedules

4. Don’t lose sight of the future.
   - Consider our position after the reductions and the platform available to support future growth once we emerge from this period of contraction.