

Richland College Organizational Actions 2011-12

*Each ThunderTeam member is responsible and accountable for execution			Alignment of			Plans for				Cost to the College \$		
Organizational Actions	TT Member	Continuous Improvement Plan Originator	SPP	KPI	Measures	HR Capability	HR Capacity	Technology	Facilities	Budget Amount	Grant / External Support \$\$	Strategic Challenge Addressed
1. create an exceptional learning experience for students through:												
Implementation of AtD Initiatives	ZB, TS	Gatekeeper Course Champions, Zina Gardiner, Coord. Mentoring	2	2.1, 2.2	All	Prof. Dev. required	Faculty Release Time, TEDs	None unless we decide to add Learn Labs	Furniture for Tutoring	\$35,000 if a learn lab is added.	AANAPISI (\$292,340)	C1-2, 9
Participation in the Carnegie Collaboratory pilot	ZB	T. Georgiou	2	2.1, 2.2	All	Prof. Dev. required	Faculty Release Time, TEDs	Classroom Computer Support	Classroom Configuration Changes		STATWAY (\$50,000)	C1-2, 9
Use of assessment results to improve student learning	KE, ZB	Mary Jo Dondlinger	4	4.2	All	Prof. Dev. required	Stipends	Use of WeaveOnline	Training rooms	QAC Team (\$25,675), Admin. Salary cost (\$46,339)		C9 - 10
Renovation and upgrading of the infrastructure to ensure a safe, aesthetically pleasing, and ecologically responsible learning environment	All TT*	Ron Clark	4	4.2, 4.3	4.2.1, All 4.3	None	None	None	Renovation, Upgrades	\$4,073,254		C7
Collaboration with DCCCD leadership to ensure an effective and efficient college financial aid process	TS	Tony Summers	2	2.3	2.3.1	None	None	Student Kiosks	None	\$59,520		C11
2. effectively select, support, and engage employees through:												
Use of right-fit hiring strategies	Gutierrez, All*	Dan Gutierrez	3	3.3	3.3.1	Prof. Dev. required	Benchmarking & Lit. Review	None	None	12,000		C5,6,8
Effective on-boarding	Gutierrez	D. Gutierrez, N. Kammerer	3	3.2, 3.3	3.3.1	Prof. Dev. required	All Supervisors	Use of YouTube & PowerPoints	None	\$7,989.30		C5,6,8
Effective and relevant professional development	Gutierrez	N. Kammerer	3	3.1, 3.2	3.1.3, 3.1.5, 3.2.1, 3.2.2	None	None	Use of YouTube & PowerPoints	None	TOLI (\$213,563), Conf. Travel (\$168,882)		C5
Comprehensive and informative employee evaluation	Gutierrez, All*	Dan Gutierrez	3	3.1, 2	All	Prof. Dev. required	Contracted Services	None	None	\$10,000		C8-9

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Organizational Actions Richland College will focus its organizational-level efforts to	TT Member	Continuous Improvement Plan Originator	SPP	KPI	Measures	HR Capability	HR Capacity	Technology	Facilities	Budget Amount	Grant / External Support \$s	Strategic Challenge Addressed
3. ensure a successful SACS 2013 reaffirmation through:												
Compliance Certification	JJ	J.James	4	4.2	4.2.1, 4.2.7	Prof. Dev. & Travel req'd	Study of SACS Guidelines	None	None	Travel to SACS (\$7,000), Travel to Summer Institute (\$8.810), \$25,000 for compliance costs, NTCCC SACSCOC (\$650)	Travel to SACS Baldrige&SA CS offset (\$2,800)	C10
Pilot of a transformational QEP	KE, JJ, ZB	MF Gibbons	4	4.2	4.2.1, 4.2.7	Prof. Dev. req'd	Extra Service / Stipends	None	None	QEP & Credentials Team (\$17,6912)		C10
Demonstration of institutional effectiveness	KE, All*	F.Vera, M.J. Dondlinger	4	2.6	All	Prof. Dev. req'd	Additional facilitators	Continued support of WeaveOnline contract	None	\$7,000 Weave Contract, \$10,500 CCSSE and \$1,000 NCCBP fees		C3,4,9