

Results from Convocation Mission & Values Discussion


On August 15, 2018, all College of Marin employees were given a handout of COM's mission and values and invited to participate in a one-hour discussion from 11 a.m.- noon in AC 255 and FH120. Approximately 100 employees participated. They were asked to use the mission and values as a framework for answering the following two questions:

1. *In which parts of its mission and values is COM strong?*
2. *In which parts of its mission and values does COM need to improve?*

Below is a synopsis of the issues and areas that were most commonly noted along with a designation of whether they were strengths, need improvement, or both. The transcribed detail is included as an appendix.

 **Diversity/Equity** *Strength and Needs Improvement*

- Student Support programs
- Student Diversity
- Faculty/staff hiring and communication

 **Sustainability** *Strength and Needs Improvement*

 **Basic Skills/pathways/AB705** *Strength and Needs Improvement*

 **K-12 Outreach & Partnerships** *Strength*

 **Community Outreach/Marketing/Communication to Students**
Strength and Needs Improvement

Convocation Forums Summary

Improvements

- Need more cultural sensitivity, gender identity awareness, more outreach (AC)
- Equity issues in Marin – marginalized communities (AC)
- Sustainability – composting in cafeteria, faculty lounges (AC)
- Lifelong learning impeded by repeatability issues, public impacted by PE, Music, Art, other popular classes (AC)
- IVC Housing?
- Improve offerings for younger students (day and night) (AC)
- Connect to SFSU or SSU, liberal studies? (AC)
- Marketing for a BA or BS programs due to time constraints & traffic (AC)
- More faculty, admin, staff diversity in hiring practices to mirror student population (AC)
- Integration of ESL partnership with subjects (AC)
- Improve college readiness – skills workshops, orientation (AC)
- Support equity programs like EOPS & COMPASS (AC)
- Address basic needs of students so they can afford school (AC)
- Reimagine how we address basic skills needs (AC)
- Strengthen relationships with local K-12, curriculum alignment, expand collaboration opportunities (AC)
- Math – alternate classes (AC)
- ESL facilities, enrollment communication & support (AC)
- Marketing dept (AC)
- Building trades specific vocational training (AC)
- Additional gardeners, M & O staff (AC)
- Funds for maintaining new bldgs. (AC)
- Diversity hiring (AC)
- Housing (AC)
- Stronger support for students with physical, emotional issues (AC) (Values)
- Outreach services – knowing how our students are & their challenges, prep faculty to respond to student needs (AC) (Values)
- Student communication – campus wide
- Improve prep for transfer students (AC)
- Better sustainability for pavement, water, recycling (AC)
- Collaboration/communication – expression of diverse perspectives (AC)
- More pathway support for basic skills, ESL (AC)
- Student services – ESL, financial aid (AC)
- More diversity in hiring (AC)
- Increased recruitment and retention of students of color (AC)
- More support for parents, reentry students (AC)
- Nontraditional students falling through the cracks (AC)
- Not enough repetition of classes (AC)
- More advertising for CTE programs (AC)
- More advertising about programs at IVC (AC)
- Lack of faculty/staff/admin diversity (FH)
- Lack of support for underrepresented students (FH)
- More options for certifications (FH)

Convocation Forums Summary

Improvements

- Lack of multi lingual resources (FH)
- Lack of communication/collaboration between depts. and within depts. (FH)
- Time to degree data – capturing who is actually interested in transferring (FH)
- Student life – the “real” college experience, housing opportunities (FH)
- Basic skills, math pathway (FH)
- Diversity in faculty/staff/admin(FH)
- Equity/inclusion education for faculty (FH)
- Student focused learning innovation (FH)
- Increase participation in PGS (FH)
- Increase collaboration and communication (FH)
- Math program (FH)
- Accountability (office hour) (FH)
- Communication - some disconnects regarding partnerships for faculty (FH)
- P/T faculty retention (FH)
- Basic skills in math and language (AC)
- Student centered learning (AC)
- Transparency, improving mutual respect, financial openness (AC)
- CTE (AC)
- Basic skills (AC)
- Lifelong learning (AC)
- Community and cultural enrichment (AC)
- Collaboration (AC)
- Diversity (AC)
- Sustainability (AC)
- More diverse hiring practices (AC)
- Enrichment, diversity, inclusion – invite positive role models from the community (AC)
- CTE requirements? (AC)
- Students discouraged (AC)
- Faculty/staff diversity hiring needs to reflect student population (AC)
- Sustainability – recycling, composting, water. Transparency (AC)
- Better communication between college and students – how students can succeed, available resources (AC)
- Onboarding, enrollment, scheduling, website (AC)
- Collaboration between faculty & staff, sharing understanding of the student experience (AC)
- Increased financial aid – more aide to parents, working students, more scholarships (FH)
- Increased involvement in student government (FH)
- More student centered events, better student club visibility (FH)
- Ethnic studies library (FH)
- UC writing sample workshops (FH)
- Diversity – faculty and staff should reflect student population (FH)
- Sustainability – recycling, water, composting, environmental impact, more communication (FH)
- Student onboarding, online enrollment and scheduling, website
- Communication, transfer info, counseling (FH)

Convocation Forums Summary

Improvements

- Support for lifelong learning (FH)
- Student orientation
- More support for connecting different disciplines (FH)
- Caps for classes (FH)
- Cost of living in Marin (FH)
- Class repeatability

Convocation Forums Summary

Strengths

- Child development Program and ECE – lots of team building, support within and without, prep work for children and students (AC)
- Community Partnerships – cultural enrichment, intergenerational interaction (AC)
- Student centered focus has made counseling available (AC)
- Summer Bridge, COMpass, Puente, Umoja (AC)
- IVC ESCOM very satisfied with clubs and space (AC)
- Keep rockin CTE – good collaboration, welcoming environment (AC)
- Transfer and Career fairs with UC's and HBCU (AC)
- COMpass, K-12, 0-cost textbooks, pathways, Basic Skills Initiative, Summer Bridge (AC)
- ESL – credit and noncredit (AC)
- AB705 – removes barriers, based on transcripts not tests (AC)
- Strong workforce training (AC)
- Student learning communities – Puente, Umoja, MAPS (AC)
- Strong sustainability – solar panels (AC) (Values)
- Strong accountability – syllabi (AC) (Values)
- Academic excellence (AC) (Values)
- Preparing students for transfer (AC) (Values)
- Lifelong learning (AC)
- Learning communities – Puente, Umoja, MAPS (AC)
- Community and cultural enrichment (AC)
- Office of equity and inclusion (AC)
- Sustainability (AC)
- ESL (AC)
- Basic skills classes, opportunities (AC)
- Student diversity (FH)
- High 4 year transfer rates (FH)
- Strong counseling department (FH)
- Strong k-12 programs (FH)
- Excellent education for the money (FH)
- Number of CTE offerings & completions (FH)
- ESL program (FH)
- Improving diversity (FH)
- Sustainability (FH)
- Accountability (FH)
- ESL (FH)
- Recognition of need for sustainability (FH)
- Partnerships/mentorships (FH)
- Diversity (FH)
- Baseline skills (FH)
- Communication/collaboration (FH)
- Equity/diversity (AC)
- Lifelong learning (AC)

Convocation Forums Summary

Strengths

- Value, inspire and encourage (AC)
- Mission and values are strong (AC)
- Prep for transfer, degrees and certificates (AC)
- ESL (AC)
- Academic excellence (AC)
- Community centered education (AC)
- Lifelong learning (AC)
- Outreach to K – 12, Summer Bridge, COMpass (AC)
- Transparency and communication from admin (AC)
- New student resources – Pantry, COMCare, Mental Health Services (AC)
- New faculty (FH)
- Summer bridge (FH)
- Communication (FH)
- Comcare, Pantry, Mental health (FH)
- Educational excellence (FH)
- Community outreach (FH)