**Admin/TechPro (ATP) Constituency Meeting**  
5.30.17 | 10:00 – 11:30 | Community Room

Chair: Jen Macken  
Chair-Elect: Glenn Holly  
37 Members of ATP were in attendance

1. **CCCS CLIMATE SURVEY** – Michele discussed the results of the CCCS climate survey. The data for our group (“staff”) is challenging to interpret because the results weren’t disaggregated by constituency (ATP vs. classified).



* + What is *most important* to staff?
    1. Relationship with immediate supervisor
    2. Trust between employees and senior management
    3. Communication between employees and senior management
    4. Flexibility to balance work and life issues.
  + What is *least important* to staff?
    1. College mission and vision
    2. Relationships with co-workers
    3. College commitment to a diverse, inclusive workforce
    4. Healthcare and medical benefits
  + What are staff *most satisfied* with?
    1. Flexibility to balance work and life issues
    2. Relationships with co-workers
    3. Paid time off
    4. Healthcare and medical benefits
  + What are staff *least satisfied* with?
    1. Overall pay and compensation
    2. Organizational commitment to professional development
    3. Career advancement opportunities
    4. Communication between employees and senior staff

The discussion about the climate survey led to further discussion:

* **Professional Development** – Should this be viewed from an individual or institutional perspective? How do we keep track of these opportunities? We will discuss this topic in more depth at a future meeting.
* **Communication** – the pieces are often in place for this, but it can be challenging to keep information current; the open forums are helpful and could be recorded in the future to allow those unable to attend in person the opportunity to watch them; we will discuss possible forum topics at a future meeting; Tim would like our help making a map of when decisions are made in our areas and what information/data would be helpful to make them; a task force is also working on this as communication is one of our AQIP action projects

1. **GOAL SETTING** – We talked about how goals are established for the college; Michele and Tim would like our feedback and suggestions for college goals



* The RRCC mission and values were vetted through a college-wide process
* The 2013 – 2018 Strategic Plan Goals are aligned with the CCCS system goals and established through an internal process
* The Quality Indicators/CCCS System Indicators on ongoing measures of our success as a college; the percent changes from year to year are part of Dr. Haney’s annual performance goals
* The 2017 – 2018 annual implementation goals are submitted to the system and also serve as part of Dr. Haney’s performance evaluation
* Suggested goals from the group included:
  + Stabilizing enrollment
  + Recruitment goals to address the needs of our service area (specifically aging populations and mountain communities, the loss of potential transfer students to 4-year institutions, and the 40% of students who come from outside our service area, etc.)
* Questions were also raised by the group:
  + How do our college goals inform/affect the expectations for our individual programs?
  + What about students who only want to take one class? How are they factored into success rates/how do we best serve them?
* If you have further suggestion for goals, please fill out the attached goal setting sheet and send it to Jen, Tim, and/or Dr. Haney.

1. **ATP CONSTITUENCY FOR 2017 – 2018**
   * Congratulations to Glenn Holly, our new ATP Chair-Elect!
   * ATP has decided to meet on a monthly basis throughout the year
   * The following topics were suggested for future meetings:
     1. ILEARN
     2. Guided Pathways
     3. Potential open forum topics
     4. HLC/Accreditation
     5. Communication
     6. Professional development
     7. Academic Veteran Support/Upward Bound
     8. Community engagement and outreach
     9. Budget review and development
     10. Affirmative action and equal opportunity
     11. Space planning
     12. Economic impact of the institution and our students