

BOROUGH OF MANHATTAN COMMUNITY COLLEGE
The City University of New York

COLLEGE COUNCIL

Minutes

September 25, 2019

Everyone attended except:

James Blake
Vincent Cheng
Kathleen Dreyer
Erik Freas
Lane Glisson
Sunil Gupta
Joel Hernandez

Yolanda Medina
Emmanuel Paki
Manita Pavel
Mohamed Sofaini
Daniel Torres
Diane Walleser

- I. Interim President Karrin Wilks called the meeting to order at 2:06 pm.
- II. APPROVAL OF MINUTES:
 - A. The May 22, 2019 College Council Meeting minutes were unanimously approved.
 - B. The May 22, 2019 College Council Organizational Meeting Minutes were unanimously approved.
- III. STANDING COMMITTEE REPORTS
 - A. The Campus Facilities and Security Committee presented an update
 1. The Fiterman elevators are to be re-programmed to improve service to the lower levels, 4 to 8th floors.
 2. There is a Fiterman emergency video being prepared.
Questions were asked about the safety at Fiterman, the last fire drill took 11 to 13 minutes to get people out of the building. It was pointed that people do not know where to go. The evacuation procedure is to be revised
 3. Storage lockers for faculty in Murray and Fiterman were requested, it will be looked into, two locations were suggested.
- IV. OLD BUSINESS: Interim President Karrin Wilks presented an update on Designing for Success (ppt available)
 - The main objective is to improve student success not incrementally but dramatically. Outcomes are driven by design and based on evidence.
 - 85.5% of faculty agreed when asked on COACH survey of satisfaction that all students can learn under the right conditions.

- Designing for success integrates multiples planning efforts. It is a shared responsibility with different roles to play across the college. Task forces have been working for a couple of years and created reports with recommendations to be acted on. Likewise with the student enrollment management plan. Last year 180 faculty participated in the Equity and Inclusion taskforce. 150 students participated in Forums. Student's perceptions confirm what data showed.
- COACHE and soon to be Staff satisfaction surveys are available on the website, separately from Design for success.
- Thanks to Chris Shultz and his Office of Institutional Effectiveness and Analytics for all data collection and analysis that provides the evidence on what needs to be done, qualitative and quantitative.
- Equity and inclusion taskforce work included in the Strategic Plan.

All the above is available on the website.

- 3-year completion study looked at the factors predicting timely graduation: Full time enrolment, participation in a cohort program (any), attending immersion to exit remediation faster, high school CAA >75, enrolment in a major with a pathway to the Baccalaureate such as Accounting, Criminal Justice and Teacher Education. About 30% of students are currently in cohort programs, the question is how to take that to scale.

- Black and Latino males with a high school GPA < 70 and low income who graduated under 3-years had the conditions above. Together with tutoring. 30% of those in Criminal Justice.

- There is a new pre-probation outreach for students with a CAA <70, in and out of cohorts. There are new cohorts for Black and Latino males.

- Trying to leverage Federal Work Study to get mentors for all new students.

Fundraising in progress.

- Implementing academic and career communities. New cohorts based on interest.
- Phase two, six working groups.

1. Redesign the New Student Enrollment Experience (co-chairs Vincent Chang and Kristin Waters; cabinet liaison Diane Walleser)

2. Improve Learning and Engagement in the First Year (co-chairs Mahatapa Palit and Joe Ginese; cabinet liaison Erwin Wong)

3. Integrate Career Development throughout the Student Experience (co-chairs Lesley Rennis and Christopher Thunberg; cabinet liaison Michael Hutmaker)

4. Improve Completion and Transfer rates through Integrated Support Services (co-chairs Eda Henao and Greg Farrell; cabinet liaison Janice Zummo)

5. Strengthen our Culture of Care for Students, Faculty, and Staff (co-chairs Syreeta McFadden and Deborah Harte; cabinet liaison Marva Craig)

6. Strengthen BMCC's Role in a Thriving NYC and as a Leading Community College Nationally (co-chairs Michelle Rhonda and José Flores; cabinet liaison Sunil Gupta)

Develop credit-bearing first-year success courses (co-chairs Sangeeta Bishop and Janice Walters).

- Expect monthly College Council updates, College wide Forum in the Fall and Spring, next is October 25th 9 am to 1:30 pm. Student Forums.

- End of year reports from Phase 1 are on the website, any current and older documents are in, new will be added. Tabs for feedback and questions are there.

Questions

- Uncertainty on Design for Success with cut budgets and open searches for President. Constrains on budget. Enrollment down 2%. Lower allocation from CUNY because of lower enrolment for Community Colleges generally. Perkins funding for tutoring changed parameters to career and technical only, other funds add to be found. Faculty workload reduction has a cost. CUNY two-years ago did an adjustment to scale cutting 5 million dollars that remains. Open administration lines are not being filled to save. Not so for faculty. OTPS has cuts too. VP Samuels oversees Finance and Ass.VP Yafar oversees Facilities, position will the posted. Gloria Chao is now temporarily reporting to the President as Head of HR and Merrill Cannard was hired as Legal Council.
- A lot has to do with teaching, at what point will it go through governance before being implemented? Any course development will. If it needs to go through governance it will go through governance.
- Selection of Chairs and faculty working groups, was it in consultation with faculty other than Department Chairs? No. Open volunteer process. Chairs advised when there were too many, there was an attempt to involve all departments.
- Who responds feedback and comments? President's office.
- Ws predict lower completion? 15 cr to complete may increase Ws? Is the push reducing success? Student success goes up with 12-15 cr. What increases is drop rate, not clear what type of W. W in first semester decreases retention. Further study needed. Student life survey in Spring.
- How much money does each student bring in? Enrolment drop brought us 1.5 Million down based on average tuition.

VI. NEW BUSINESS:

VII. Interim President Wilks adjourned the meeting at 3:45 pm.



**DESIGNING FOR SUCCESS:
Strategic Planning Phase II
Taking What Works to Scale**

Karrin E. Wilks, Interim President

College Council Update • September 25, 2019

**BMCC's highest priority is
to improve student success,
not incrementally but
*dramatically.***

Designing for Success: An Approach to Strategic Planning

- outcomes are driven by design
- deep examination of factors affecting student success
- all students can learn under the right conditions
- shared responsibility across departments and divisions

Designing for Success: Integration of Multiple Planning Efforts

- BMCC Equity and Inclusion Task Force
- BMCC Strategic Enrollment Management Plan
- AACCC's Guided Pathways 2.0
- CUNY Academic Momentum and Developmental Education Reform
- Ongoing dialogue to strengthen our culture of care
- Efforts to improve career development opportunities for all students

Designing for Success Goals

- improve retention to double degree **completion** rates, and increase successful transfer and baccalaureate attainment
- improve **learning** through culturally responsive and sustaining pedagogy and support
- expand **career development** leading to meaningful work with family-sustaining wages
- achieve **equity** in these outcomes in a college community in which all members can thrive

Designing for Success: Strategic Planning Phase I: 2018-2019

- 180+ faculty and staff participated in five Designing for Success working groups and three subcommittees of Equity and Inclusion Task Force
- 150+ students participated in forums to provide feedback on what we are doing well and what we need to do better
- End-of-year reports posted on website
- Recommendations and findings incorporated into Phase II

Designing for Success: Evidence as the Basis for Action

- Critical Factors for Retention
- Three-Year Completion Study
- Supplemental Instruction
- Tutoring
- Mentoring
- Probation Predictive Analytics
- Tuition Waivers
- Student Forums Report
- Focus Groups Report
- Additional Outreach Analytics
- Applicants Survey
- Graduates Survey

Factors Significantly Predictive of Timely Graduation at BMCC:

- Full-time enrollment
- Participation in cohort program
- Enrollment in major with pathway to the baccalaureate and career
- Attended Immersion
- High school CAA of 75 or more

The Super Stars Study: Graduating in Three Years Against All Odds

Profile:

- Black and Latino males with average high school GPA below 70
- remedial needs
- average family income of \$24,000

Pathway to completion:

Path

- cohort program
- full-time/ credit accumulation
- tutoring/ passing classes/ no WU's
- immersion (to exit remediation)
- major with a pathway to the baccalaureate and career

Fall 2019 Action Based on Findings

- Pre-probation outreach for new students with CAA below 70 (not in cohorts and in cohorts)
- New cohort programs for Black and Latino males
- Reaching out to “Super Stars” to better understand their experience and keys to success
- Leveraging FWS to take mentoring to scale
- Developing fundraising cases



Arts & Humanities 

Government & Public Service 

Education 

Accounting, Business & Economics 

Science, Technology Engineering, Math (STEM) 

Behavioral & Social Sciences 

Communications & Media 

Health Professions 

Why Academic and Career Communities?

- Multiple pathways into college
- Information and orientation based on interest
- Exploration and experiential learning based on interest
- Career development activities in cohorts
- First-year success courses by community
- Clear pathways to graduation, transfer and careers

Designing for Success Phase II: Taking What Works to Scale

Steering Committee chaired by Chris Shults comprised of working group co-chairs and cabinet liaisons:

- Redesign the New Student Enrollment Experience (co-chairs Vincent Chang and Kristin Waters; cabinet liaison Diane Walleser)
- Improve Learning and Engagement in the First Year (co-chairs Mahatapa Palit and Joe Ginese; cabinet liaison Erwin Wong)
- Integrate Career Development throughout the Student Experience (co-chairs Lesley Rennis and Christopher Thunberg; cabinet liaison Michael Hutmaker)

Designing for Success Phase II: Taking What Works to Scale

- Improve Completion and Transfer rates through Integrated Support Services (co-chairs Eda Henao and Greg Farrell; cabinet liaison Janice Zummo)
- Strengthen our Culture of Care for Students, Faculty, and Staff (co-chairs Syreeta McFadden and Deborah Harte; cabinet liaison Marva Craig)
- Strengthen BMCC's Role in a Thriving NYC and as a Leading Community College Nationally (co-chairs Michelle Rhonda and José Flores; cabinet liaison Sunil Gupta)

Designing for Success Phase II: Taking What Works to Scale

Develop credit-bearing first-year success courses (co-chairs Sangeeta Bishop and Janice Walters)

- Accounting/Business/Economics
- Behavioral and Social Sciences
- Human Services and Criminal Justice
- Education
- More to come...

Designing for Success Phase II: Taking What Works to Scale

Getting involved:

- Over 160 faculty and staff on working groups
- Monthly College Council updates
- College-wide forum: October 25 9:30 am- 1:30 pm
- Student forums: November 19, November 20, November 21
- Web site: planning documents, data and resources, feedback and questions mailbox



**THANK YOU AND
QUESTIONS!**