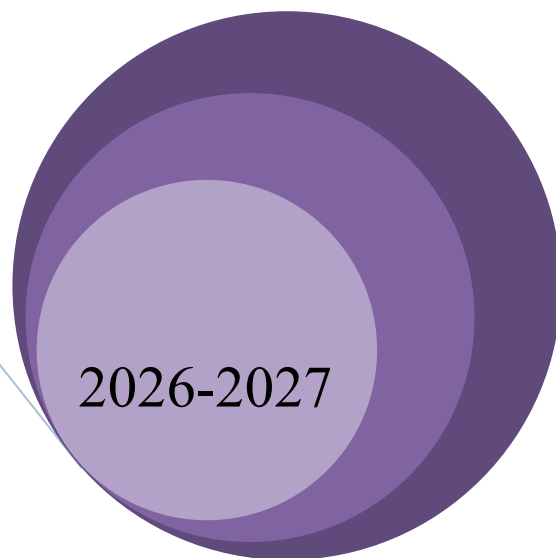




What are we doing to help students come and complete at the College?

What are we doing to help employees come and stay at the College?



President's Bi-Weekly Report

For period September 28, 2026 to October 9, 2026

**** Next Report is due Friday, October 23, 2026 "Pay Day"**

Strategic Projects for 2026-2027 Academic Year

In identifying the strategic projects for their departments, supervisors need to address at least one of the two **SMART** (Specific, Measurable, Achievable, Relevant, and Time-based) strategies shown below in alignment with the strategic plan and its key performance indicators (KPI's) to fulfill the College mission of student access and success, and align the human, fiscal, and physical (facilities, IT) resources. The two strategies are:

1. What are we doing to help students come and complete at the College?
2. What are we doing to help employees come and stay at the College?

PRESIDENT'S REMARKS – An Important Message (with help from AI)

A Shared Commitment to Our Students and One Another

Dear Colleagues,

Every day, I see the difference you make in the lives of our students and in the communities we serve. Whether you teach, advise, support students, maintain our facilities, or work behind the scenes, your contributions matter. I am grateful for your dedication to North Central State College and to our mission: providing individuals with the knowledge, skills, and inspiration to succeed in their chosen paths.

As we move forward, I want to focus our collective attention on two closely connected priorities: increasing student enrollment and strengthening our workplace culture. Both are essential to our future, and both require us to work together.

Enrollment is more than a number. Every student we welcome represents a life we can help change, a family we can support, and a stronger regional workforce. We have built meaningful partnerships with area schools and maintained a strong dual-enrollment presence. We must now build on that foundation by reaching more adult learners, reconnecting with students who left before completing a credential, and helping every student who comes to us persist and succeed. Recruitment, retention, and student success are shared responsibilities—not the work of any one office or department.

At the same time, we must make North Central State a place where people feel respected, supported, heard, and proud to work. I know that personnel changes have raised questions and concerns. People leave organizations for many reasons, including compensation, workload, career goals, supervisory relationships, and workplace climate. We review exit feedback and must continue to learn from it. I also recognize that personal responsibilities, economic pressures, and rapid changes in higher education can add stress to an already demanding workday.

We have taken steps to support our employees, including adjustments to salary ranges, annual pay increases, and continued investment in health and retirement benefits. These efforts matter, but they do not mean that every concern has been resolved. We need to keep listening, communicating clearly, involving people in decisions that affect their work, and finding practical ways to improve workload and professional support.

There is much to build upon. In our Achieving the Dream employee survey, 72% of respondents agreed that their work environment supports work-life balance, 65% felt they had what they needed to do their jobs effectively, and 84% understood the College's mission and values. These results show strengths as well as opportunities for improvement. Most importantly, when colleagues describe what they value about working here, they consistently point to our students and the impact we have on their lives. Our Achieving the Dream Student Success National Award reflects that commitment.

Culture is shaped by our daily actions: how we speak to one another, how we collaborate across departments, how we respond to challenges, and how we recognize good work. We can disagree constructively, address performance concerns fairly, and still treat one another with dignity. Leaders at every level, including me, must model the openness, accountability, and respect we expect throughout the College. Sharing negative thoughts does not enhance our culture, nor does it help each other be part of the solution. We need to extend the positive spirit and collaboration within each department to other departments across campus to make it a fruitful day for all involved.

I will continue to join division, department, and program meetings to listen to your experiences and ideas. I especially want to hear what is working, what is getting in the way, and what changes would make the greatest difference for our students and employees. I welcome candid input, including concerns you would prefer to share through appropriate confidential channels.

I ask each of us to consider two questions: What can I do to help one more student enroll, stay, or complete? And what can I do to make a colleague's day more positive and productive? Small actions, repeated across our College, can have a tremendous impact.

Our challenges are real, but so are our strengths. I believe in this College, in our mission, and in the people who bring that mission to life. Thank you for all you do—and for the part you will play in building an even stronger North Central State College.

With appreciation,

Dorey

ACADEMIC AND STUDENT SERVICES

01_ Admissions & Enrollment Management

Goal: Increase adult learner applications by 4% and improve adult learner application-to-enrollment yield to 40%, while maintaining current levels of all applicants.

- ✦ *Continued training and onboarding our new Admissions employees, including TFS training, admissions processes, student outreach, and advising appointment scheduling.*
- ✦ *Completed delivery of welcome bags to our area high schools and continued coordinating upcoming lunchroom visits to increase student engagement.*
- ✦ *Visited Mansfield Senior, Marion Harding, Tri-Rivers, River Valley, Fredericktown, Centerburg, Mount Vernon, East Knox, and Danville High Schools.*
- ✦ *Participated in the Galion College Fair, collecting 34 prospective student inquiries.*
- ✦ *Attended the Crawford Success Center Open House and Pioneer Career and Technology Center Senior Night.*
- ✦ *Participated in Shelby High School Application Day, assisting students with questions about NCSC and the application process.*
- ✦ *Attended Crestview High School's FAFSA/TFS event and Pioneer Career and Technology Center's FAFSA event, providing students and families with information about TFS and enrollment opportunities.*
- ✦ *Held our Adult Learner Information Sessions on October 6 to provide prospective adult students with information about programs and enrollment opportunities.*
- ✦ *Completed 21 admissions appointments, helping prospective students navigate the admissions process and connect with advising.*
- ✦ *Continued outreach to Spring 2027 applicants, including Health Sciences students, to assist with next steps and scheduling advising appointments.*
- ✦ *Confirmed upcoming high school lunchroom visits and continued coordinating additional recruitment opportunities.*
- ✦ *Continued preparations for this week's High School Counselor Meeting, including coordination of event details and departmental participation.*

02_ Engineering Technology, Business, Criminal Justice and Workforce (EBC) Division

Goal: Increase enrollment (headcount/FTE) 3% across all division programs.

The following are the scheduled tours and planned student recruitment events currently planned.

Recruiting and enrollment activity

✚ **Manufacturing Days Student Tours- Oct 1&2**

We hosted 120 students from Shelby City Schools on Thursday October 1. The students were engaged and the liaisons fielded questions about manufacturing and engineering programs as well as health careers and education.

On October 2, we hosted 70 students from Crestview School District and 40 students from Northmor Local School District. The students were equally engaged and enjoyed their tours.

✚ **Scholarship Lunch- Oct 8**

Current PTK President (Ryan Earles) to be student speaker.

✚ **Crawford WAGE Tours- Oct 15**

Crawford Success Center to host WAGE Tours. Brooke and Andrew will lead presentations about our programs along side the representatives from the Health Careers division.

✚ **Heartland Tech- Oct 20**

Students will explore college opportunities at North Central State College, learn about technology and cybersecurity programs, tour campus facilities, and hear about pathways from career-technical education into college and the IT workforce.

✚ **College Pathway Presentation- Oct 27**

Brooke to visit Pioneer Seniors to present college pathway presentation with job market opportunities.

✚ **College Pathway Presentation- Oct 27**

Brooke to visit Buckeye Central Seniors to present college pathway presentation with job market opportunities.

✚ **Crestview High School Tour- Nov 5**

Upcoming plan for Crestview HS to visit Kehoe for a comprehensive tour, very similar to what we did with them last year, which was very productive.

✚ **Co-op student site visits**

Andrew is scheduled to meet in person with coop students at Custom Control Technologies in Shelby on October 13 and at Schaeffler Transmissions in Wooster Ohio on October 21. Virtual meetings have occurred with students and their supervisors at Whirlpool in Clyde and National Machinery in Tiffin Ohio.

✚ *Meetings with Andrew are being scheduled during October and November for students pursuing coop positions in Spring term.*

✚ **Apprentices**

Academic plans for the 47 current apprentice students are in place on Ellucian. The apprentice students began meeting with liaisons and have planned their section registrations. Andrew will check in with each to make sure they are registration ready.

03_ Health Sciences Division

Goal: Student course completion rates, in key program courses, will remain greater than or equal to 85% in the fall term and greater than or equal to 90% in the Spring.

Health Science	day 14 #'s	Goal	Current #'s
Course	8/31/2026	85% or greater	10/8/2026
Chem 1030	45	38	42
BIOL-1230	41	35	40
BIOL-1550	95	82	90
BIOL-1730	16	14	16
BIOL-2751	233	198	229
PHTA-1070	19	16	17
PHTA-1040	Session B	Session B	Session B
PNUR-1012	30	26	30
RADS-1170	20	17	19
RADS-1175	Session B	Session B	Session B
RESP-1110	12	10	12
RNUR-1012	87	74	86
RNUR-1014	Session B	Session B	Session B
RNUR-2032	43	37	43
RNUR-2034	43	37	43
RNUR-2052	40	34	39

04_ Liberal Arts Division

Goal: Increase the Course Completion rates for Liberal Arts Online Zoom Courses by 2%, and completion rate in Gateway English courses by 3%.

- ✚ *Continued transfer discussions with Ashland University, The College of Wooster, and University of Cincinnati.*
- ✚ *Working with faculty on the program review for the Psychology program.*
- ✚ *Continued working with marketing to promote the Human Services and Education programs.*
- ✚ *Continued work with English and Math departments on improving student success.*
- ✚ *Attended statewide transfer meetings.*

05_ Assessment, Curriculum and Compliance

Goal: Prepare for and initiate work on the Higher Learning Commission (HLC) reaffirmation of

accreditation process, by establishing a steering committee, working teams assigned to each accreditation criterion, doing a comprehensive gap analysis to identify missing or insufficient evidence and documentation for each criterion and subcategory.

- ✚ *The preparation for the Multi-Location visit on November 4th and 5th continues. The reviewer has requested additional information, including student evaluations compared to NCSC averages, accreditation for the PN program, and enrollment numbers/faculty at both sites. The last of the data is being verified by IR and sent along.*
- ✚ *Criterion #3 and over-all progress of the HLC teams will be the subject of the President Open Forum on October 29th.*
- ✚ *The TASK data in the new template is continuing to be sent out. Over half have been sent out and the rest will be sent in the next week. Work on the Assessment webpage and a template for Co-Curricular assessment reporting is now being devised with support from the Assessment Committee Chair and Vice-Chair.*

06_ Title III

Goal: Provide faculty support for professional development, to enhance the student experience and promote student success through completion of ACUE Advanced Certification.

1. What are we doing to help students enroll and complete at the College?

- ✚ *Provided support and input for the Bachelor of Applied Science in Business Management (BASBM) proposal.*
- ✚ *Developed and distributed an OER report.*
 - *OER-Only Courses: 118*
 - *OER + Textbook Courses: 6*
 - *Total Courses Incorporating OER: 124*
 - *Courses Requiring No Textbook Purchase: 72*
- ✚ *Continued development of a General Education course data model to analyze student success and completion based on course modality and course length. The model will also include analyses of General Education courses utilizing OER. Currently, Title III data through Year 3 is being used in collaboration with the external evaluator to support model development. Plans are in place to incorporate General Education course analyses using Year 4 data.*

2. What are we doing to help employees come and stay at the College?

- ✚ *Continued participation in the ACUE Effective Online Teaching course.*
- ✚ *ACUE August-October courses concluded on October 9, with a make-up extension available through October 25.*
- ✚ *Collaborated with BSN faculty to standardize Canvas discussion instructions and discussion rubrics for BSN 3000- and 4000-level courses. Full implementation is planned for Fall 2027, with partial implementation beginning in Spring 2027.*

07_ Registrar (Student Records)

Goal: Build measurable performance baselines, automate repeatable work, document processes, and reduce rework across SRO, Advising, FA, IR/IS/IT, and academic areas.

- ✚ **Access:** Continued reviewing academic program requirements and degree-audit configurations, identifying grading-scale and minimum-grade inconsistencies that can prevent students from satisfying program requirements despite successfully completing coursework.
- ✚ **Success:** Completed the Student Records Office Program Review and began transitioning its findings into ongoing assessment activities, including process documentation, performance measurement, and identification of recurring operational challenges.
- ✚ **Resources:** Introduced a ten-area operational framework to organize Student Records responsibilities into defined tasks, processes, and procedures. This structure will support workload measurement, process ownership, cross-training, and future resource planning.
- ✚ **Access / Success:** Continued reviewing enrollment reporting and academic-record discrepancies, including course configuration and grading issues that can affect student records, registration eligibility, and institutional reporting.
- ✚ **Resources / Success:** Began coordinating departmental process documentation with HLC accreditation preparation, emphasizing policy adherence, procedural consistency, and the identification of evidence supporting institutional practices.

08_ Student Support Services

Goal: Raise TRIO retention to 70%, Tutoring visits by 25%, Career Services visits by 25%, and Specialized Support Services (Disability Services) visits by 15% through focused outreach and embedded services. Improve student satisfaction for Spring 2027 over Fall 2026 by 10%.

TRiO SSS

- ✚ Total active enrolled TRIO students (Fall 2026): 69
 - Fall 2026 TRIO Grant Aid – Awarded six students totalling \$5850.00.
 - Fall 2026 TRIO Academic Evaluation/Spring 2026 Course planning – Meet with (25) students (36% ongoing).
 - Fall 2026 Student Event & Activity Participation Survey – Received (38) student responses (55%).

Disability Services:

- ✚ The office of Disability Services responded to 5 Alerts(s)/Referral(s) to the office.
- ✚ The office registered 2 new student(s) for accommodations for courses for FA26.
- ✚ Current caseload (students followed) (90) Current active students FA26 (67)

09_Access & Enrollment (CCP)

Goal: Utilize CCP dual enrollment as a true student onboarding experience to the College.

Expand & embed CCP student access to NCSC's programming by 2% & traditional/non-traditional student services; support post-secondary student matriculation by 5% to the College (CCP to NCSC)

-  **Fall School Counselor Event (10/16):** Admissions and CCP teams collaborated to host school counselors from surrounding counties for fellowship, networking, and important college updates.
-  **College-Wide Collaboration:** Colleagues from Health Sciences, EBC, Liberal Arts, Student Services, and transfer partnerships shared academic program, scholarship, transfer, and upcoming college Open House updates.
-  **CCP Parent Information Night — Pioneer CTC:** Connected with students and families to share CCP opportunities, answer questions, and support informed college planning.
-  **CCP Faculty Information Session — Mansfield Senior HS:** Engaged prospective CCP instructors to strengthen partnerships and explore expanded college-level learning opportunities.
-  **Team Growth & Recruitment:** Search committee activities continued for the CCP Advisor and Assistant Director positions, supporting future team capacity and student services.

A great week of teamwork and progress! Sincere thanks to our colleagues across the college for their collaboration, contributions, and support in making it all happen!

10_Academic Services Support Team

Goal: Increase Canvas Master Courses by 50% ; Increase sustained Faculty Communities of Practice by 25% ; Increase engagement with probationary students: 25% of P1 with personal direct outreach by mid-term of semester and 15% of P2 and P3 are actively engaged in academic support activities during semester. Champion technology on the non-credit to credit process.

CANVAS MASTER COURSES:

- 89 Complete
 - 0 In progress
- Completed in the current reporting period:
- BIOL-1730 Master Course
 - BIOL-2751 Master Course
 - BIOL-1550 Master Course
 - RNUR-1030 Master Course
 - EMMT-1020 Master Course

FACULTY ENGAGEMENT: TOTAL (unique) Faculty engaged with at least 1 CTL internal program

For reporting period:	24 Faculty (6 FT/18 Adjunct). EBC: 5 HS: 8 LA: 11
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Current Percentage:	FT: 14% (of 43) ▲3% Adjunct: 12.5% (of 143) --
Planned for upcoming period:	• Faculty Book Club (ongoing) • Break Week Redesign Camps (6 Registered - 2 FT /4 Adj)

11_ Crawford Success Center

Goal: Increase Crawford Success Center headcount and credit hours by 3% each.

- ✚ October 1st - hosted 387 tenth graders for Manufacturing Day from Crawford County in collaboration with CCP.
- ✚ October 7th – participated in regional college fair at Galion High School, generated 34 formal inquiries in collaboration with admissions.
- ✚ Conducted 3 Accuplacer placement tests.
- ✚ College presentations to seniors at Colonel Crawford, Wynford, and Crestline since last report.
- ✚ Hosting 400+ eighth graders on October 15 for Crawford County WAGE tours in collaboration with EBC and HSC.

BUSINESS SERVICES 12_ Accounting Services

Goal: Advance student success by maintaining consistent review processes for student account olds, ensuring holds are justified, accurately maintained, and promptly released to minimize barriers to enrollment and persistence.

- ✚ We currently have 43 business holds and 1,953 collections holds. These are going to be closely monitored as we get nearer to priority registration opening.

13_ Financial Aid Office

Goal: Enhance the student financial aid experience by providing convenient, secure, and self-service digital tools by implementing Ellucian Advisor, Leveraging Ellucian Colleague Secure File Upload, and Expanding Online Financial Aid Forms

- ✚ Since implementing Ellucian Advisor it has changed name to AI Student Assistant. We continue to monitor this weekly and feed it information.
- ✚ Working on updating links on web, emails and forms from MyNC to MyNC Hub
- ✚ Completed active TG confirmations with the Feds
- ✚ Started the SAIG certification process for the year
- ✚ Compiling data for Department of Education Borrower Defense claims
- ✚ Still working on the set-up process and assigning roles in the new Student Forms product
- ✚ Attended the Higher Education Fraud Intelligence Exchange zoom meeting.

- *Schools discussed that applications need to stay in CRM and not to bring them into operating system until admissions can verify they are real applicants*
- *Schools mentioned making sure to use the fraud tools in CRM (recruit has a number of these)*
- *Schools mentioned watching IP addresses to see if multiple apps are coming from same IP address*
- *It was brought up that if you charge a minimal application fee (even \$5) that it can help to curb the fraudsters. Most will not pay if they have to apply. If they pay, then watch to see if payment is coming from same person/card for multiple apps. If a real student is struggling to pay, when the student comes in to meet with admissions then they can waive the fee and assist with application.*

14_Facilities Management

Goal: Facilitate Fallerius Renovation Phase II and update the Camera and Badging Systems.

Fallerius Renovation Project

Status Update: Completed phase one of the Fallerius Renovation

Police Academy Classroom

Timeline: September 2026

Status Update: Classroom is 90% completed, carpet installed, classroom walls and hallway painted and completed. Whiteboard material is ordered and will be installed once its arrival.

We are in the process of moving furniture and AV equipment to the classroom.

Pickle Ball Court

Timeline: September 2026

Status Update: The court has been resurfaced as of 9/29/26, the court will be striped 9/30/26.

Once finished facilities will install the post and net and cut down the old basketball hoop and post.

15_Information Technology & Information Systems

Goal: Facilitate installation of kiosks for wayfinding; Assess third-party student support coverage for evenings and weekends; Focus on cybersecurity.

 *IT is now looking at options to provide after-hours support.*

 *Continued testing Security Keys as a valid MFA source.*

 *IS project to re-evaluate Colleague security is ongoing.*

 *Began search for AV Technical Support staff member.*

16_ Child Development Center

Goal: Maintain full enrollment while evaluating all policies, procedures and monitoring standards.

Date~ Week of 9.28.26				
Class (Room)	Maximum Enrollment	Available Slots	Filled Spots	Notes
Adventure (39)	8	0	8	
Imagination (21)	8	0	8	
Puddles (24)	8	0	8	
Fascination (27)	8	1	7	One family withdrew from NCSC and w/d child. New student will start 10/19
Explorers (29)	21	0	20	Last spot is held for internal transition if needed.
Sunshine (32)	21	0	16	One child will start on 10/12 and another will transition internally on 11/30
Homebase	28	0	28	

Rule Reviewed

Staff Meeting scheduled on 10/9. No rule reviewed during this period of time.

17_ Office of Development, College Foundation

Goals: 1) Grow philanthropic support by 5% (Goal of \$525,000) and deepen strategic donor and employer partnerships. 2) Secure a 5% increase (Goal of \$109,184) in Non-Credit Workforce Contract Training revenue by end of FY27

✚ 30.6% to goal (\$161,095) – An additional \$21,500 pledged to come in but not included in the current percentage.

✚ Non-credit Workforce income FY27: \$8,342 raised towards goal

18_ Institutional Research

Goal: Work on data governance, definitions and key indicators for data-informed decision making.

✚ Advance data governance, shared definitions, and key indicators:

- Attended the Achieving the Dream (AtD) Data Summit and gained valuable insights related to data governance, AI and human agency, and other emerging topics in higher education data practice.
- Met with DHSS partners to further clarify requirements and move related work forward, helping strengthen shared understanding and support future decision-making.

✚ Support the institutional goals of student access & success:

- *Continued progress on major state and federal reporting requirements, including the IPEDS Fall Collection, submission of the HEI Summer Reporting, and successful completion and submission of the 2026 Financial Value Transparency (FVT) files by the October 1 federal deadline.*
- *These reporting efforts support institutional accountability, inform state funding calculations, and ensure continued compliance with federal requirements that can impact student financial aid eligibility.*

19 Grants

Goals: 1) Coordinate the DHSS project to meet the implementation timelines resulting in a Unified Data and Technology System linking Colleague and Canvas data by early 2027. Improve substantially over baseline project metrics on data empowerment being gathered by ATD/MDRC as project progresses. 2) Continue seeking alternative paths for grants including consortiums for federal competitive, congressionally directed spending, state and foundation opportunities. Contribute to efforts obtaining another three announced awards at \$100,000+.

DHSS:

- *About a dozen NC state employees are evaluating the initial dashboards (using synthetic data) and AI tools that in the beta version of the Unified Data and Technology System (UDTS).*
- *Several staff went to a DHSS meeting in Baltimore to connect with the other colleges in the grant and refine plans for implementing both the system and overall data governance.*

Grants

- *NCSC has been awarded a small grant (\$10,000) from the Eugene Haas Foundation to support students in advanced manufacturing/CNC.*
- *We have received tentative ODHE approval for a \$137,285 equipment request (RAPIDS).*

20 Human Resources

Goal: Strengthen employee retention through the development and implementation of a voluntary employee mentoring program including: structure and guidelines by Spring 2027, recruiting and training employee mentors, hiring quality staff who are focused on student success

Mentoring Program – working on initial draft

New hires/new positions: 9/27/26 – 10/10/26

- *9/27/26 – Shawn Conley, Accounting Clerk*

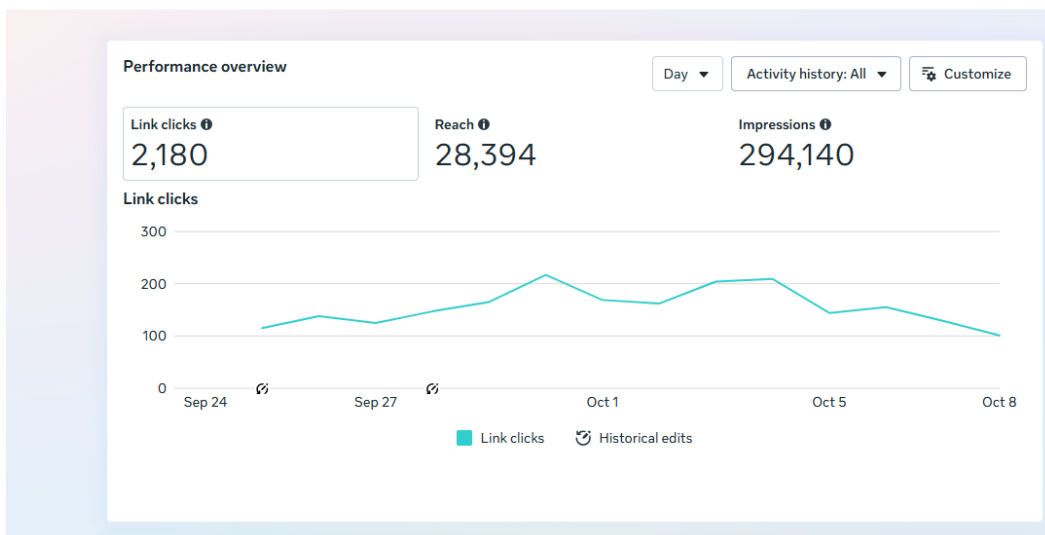
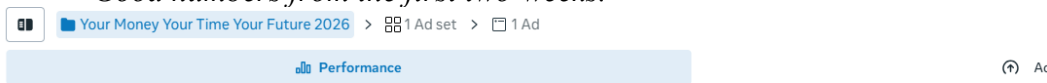
21 Marketing and Public Relations

Goals: 1) Develop a repository of assets for new director, and training in Fall for web users.

2) support Admissions throughout the recruitment cycle for CCP and traditional and adult students to increase enrollment

Numerous fall events have been/are being supported:

- *Open houses, Scholarship Luncheon, Forging the Future Workforce, and the NEW Monday evening connection.*
- *Scheduling the last two iHeart podcasts with Steve Haynes and his staff.*
- *Scheduling October and November podcast recordings in Bucyrus while Nate is unavailable.*
 - *October will feature Caree Bash*
 - *November is not yet scheduled.*
- + *The repository of assets has been put in place and will continue to grow.*
 - *You can find it at: Sharepoint/Marketing/Public*
- + *Web training on Tuesday, September 29 went well. Many new faces in attendance.*
 - *We have some login credential issues that persist. We're working on them.*
 - *Approximately 35 coworkers joined us for the event.*
 - *We've discussed offering this regularly moving forward.*
- + *Fall campaign is ramping up targeting multiple audiences.*
 - *Second round of ads have been launched.*
- + *Meetings are occurring for transition discussions.*
 - *Standing meeting put in place with Admissions/Recruitment*
 - *Met separately with Laurie and Caree*
 - *Foundation needs for the fiscal year*
 - *Met multiple times with Foundation team*
 - *Meetings with iHeart and Gannett*
- + *Working with admissions on t-shirts and giveaway items for recruitment.*
 - *T-shirts have been delivered.*
 - *We met with Laurie this week to discuss giveaway requests.*
- + *Early analytics from a new social ad campaign running **Your Time. Your Money. Your Future.** Good numbers from the first two-weeks.*



- ✚ *Our first Search Report for FY27 is quite strong. We hope this signals increased interest and activity towards future enrollment. (Report from Gannett/Local IQ)*

SEARCH KEYWORDS

Your top keywords drove 803 clicks in this 30 day period.

Sep 07, 2026 to Oct 07, 2026 ▾ All Campaigns ▾

	Keyword	Impressions	Clicks	CTR
1	north central state college	704	333	47.3
2	college Mansfield OH	845	272	42.17
3	ncstatocollege	83	40	48.19
4	college programs Mansfield	119	38	31.93
5	mansfield ohio college	81	28	35.8
6	college classes Mansfield OH	88	26	29.21
7	college degrees	50	18	36
8	north central state university	62	18	29.03
9	north central state university	38	16	41.03
10	college courses Mansfield	40	13	32.5

22_ Faculty Caucus

Goals: 1) Continue communication between faculty and students by increasing faculty usage of Aviso alerts (for Kudos too) by 3% and Aviso notes by 10%. 2) Encourage faculty participation in recruiting opportunities and events for either their program or for the college.

- ✚ *Continue encouraging faculty to use Aviso*

- ✚ *Requesting feedback regarding the mentoring process for full-time faculty asking (if we want a checklist for full-time faculty mentoring same as we do for part-time faculty)*

23_ Staff Caucus

Goal: Enhance staff engagement, connection, and retention by expanding participation in the Staff Caucus, partnering with Human Resources to develop a staff mentoring program, and using annual employee feedback to inform advocacy and continuous improvement efforts.

- ✚ *Staff Caucus remains committed to strengthening staff engagement, fostering meaningful connections, and supporting employee retention by increasing participation across the organization.*
- ✚ *Although the Staff Caucus Facilitator was unable to meet with Doug Hanuscin as planned due to scheduling constraints, productive discussion took place during the October 14, 2026, Staff Caucus meeting regarding the proposed Mentor/Mentee Staff Program. Members agreed that the*

next step should be to solicit feedback from all staff through a survey. The survey will focus on understanding what current employees would have found most helpful when they first joined the college and how they believe a mentorship program should be structured. The intention is to build a program that promotes inclusion, connection, and comfort for new staff members as they transition into their roles. Using staff feedback as a foundation, the group will continue developing a program that supports a welcoming and engaging workplace culture.

- ✚ *Staff Caucus Facilitator is meeting with Theresa Groth next week to workshop ideas for the promotional flyer we will be using for staff engagement and participation.*