

## **Standard I: Mission and Institutional Effectiveness**

### Committee Discussion – Major Assessment and Planning Issues Identified

#### Mission

Student learning is implied but not explicitly mentioned.

Considerable discussion regarding mission and student learning did take place last year but need to be continued.

Mission is used as a guide on campus (accreditation survey – most faculty agreed it was widely publicized) and central to discussions, but not often explicitly mentioned. Specific programs such as MPS and the Office of Diversity have been implemented in response to the mission statement and master plan.

Mission speaks about diversity but does not define what is meant by diversity – what types of diversity are the most important.

Some evidence from the Diversity Survey that there are differences between groups on their assessment of De Anza's diversity – the Diversity Advisory Committee is evaluating – this should continue to be a system part of the an institutional evaluation.

There is still a question of how we hold individual departments accountable to the goals outlined in the mission and master plan. I strategic plan is needed to set indicators of achievement that can be tracked as an incentive for divisions and departments to move towards the goals.

Normally what is tracked by the President and VP's (such as Prod) will become important to managers – the data elements should be expanded to track multiple goals.

#### Decision-making

Student Representation in Decision-making needs to be required

Committee membership, along with terms should easily available on the web  
Should ensure that membership turns over – perception that it does not (same people)

While data is used for decision-making sometimes the elements used are not widely reported—for example VP Instruction re-allocating FTEF based on enrollments – the college community could benefit from knowing that this does occur.

There needs to be better discussion across VP Level areas. Very seldom do Planning and Budget Teams come together. Decisions are made in “silos” with only discussions at VP Level. Policy of allowing each VP area to make decisions on replacements needs to be examined – should be institutional. Do we weigh the relative value of replacing the Dean of Counseling versus the Director of Budget and Personnel.

## Using and Communicating Assessment Results

General agreement that the new research structure was working well and that more reliable data was available on a timely basis. However, the 1/3 reduction in research staffing over the last two years, along with the loss of two additional planned positions has limited the research offices ability to meet all needs.

Minutes centralized in one place

Training for committee members (eg IPBT) on research statistics available

Surveys of student satisfaction (Marketing) should become routine and not in response to crisis

Many departments doing assessment – these should be cataloged in one place – a best practices web site. Need to develop a dialogue between departments on results dealing with student learning.

SIS system is limiting the ability to identify and track specific populations

Research should find more opportunities to share findings with various committees—being placed on agenda -- college council, Instructional Deans Council, etc.

Research should have a “port-let” on the new ETS portal.

## Planning and Resource Allocation Process

Need to better tie data to long term planning.

Develop reports that are examined on a routine basis to measure progress towards plans

Need to find a way to link planning with budgets. Since most dollars are in A budgets – budgets are simply rolled over from year to year. The allocation of new positions (such as faculty hires) should be assessed against our mission and goals. Perhaps line-item departmental budget information should be made available to budget and planning teams.

Find ways to blend results – for example how to we make our student equity goals explicit in the resource allocation process using data? Use data to adjust program mix based on environmental scans assessing program demand in the future.