Recommendations to be corrected by March 15, 2011

Recommendation 1: Building on a recommendation made by the 2004 evaluation team, the team recommends that the college strengthen the linkages among the program review, planning and resource allocation processes in order to:

a. Establish and publish a clear timeline and specific outcomes for the integration of the planning processes;
b. Establish and implement formal and systematic processes for assessing the effectiveness of the planning, program review, and resource allocation processes that include clear measures of effectiveness and direct evidence;
c. Ensure that the implementation of integrated planning and resource allocation is not solely dependent upon the receipt of new revenue, but rather focuses on continuous improvement even if this requires reallocating or reprioritizing the use of existing resources;
d. Assign administrative responsibility and accountability for the implementation of plans;
e. Align the program review cycle and the annual planning and budget cycles to ensure that planning and resource allocation are data-driven and based upon annual outcome measures;
f. Clarify, document and review the multiple paths for requesting resources;
g. Ensure an integrated process for continuous improvement of the planning process; and
h. Facilitate increased campus wide awareness and understanding of the college's integrated planning and decision-making processes
(Standards IB.2, IB.3, IB.4, IB.6, IB.7, IIIA.6, IIID.1.a, IIID.1.b, IIID.3)

Recommendation 4: As recommended by the 2004 evaluation team, the team recommends that the college complete all overdue employee evaluations, as required by Board policy and employee collective bargaining agreements, including fully implementing professional development plans to ensure that all staff obtain the necessary skills to satisfactorily perform their jobs (Standards IIIA.1.b, IIIA.5). The team also recommends that the evaluation processes of faculty and others responsible for learning clearly identify how the effectiveness of producing outcomes is addressed as a component of their evaluation (Standard IIIA.1.c).

Recommendation 5: The team recommends that the college use all traditional, federally-recognized Equal Employment Opportunity (EEO) ethnic categories in order to develop a comprehensive approach in describing and planning for the diversity of faculty and staff at the college (Standard IIIA.4).

Recommendation 6: As recommended by the 2004 evaluation team, the team recommends that the college move quickly to implement long range planning in Information and Technology Services that is linked to budget allocation (Standard IIIC).