

Ad-Hoc Committee to Review Delta of Tomorrow Listening Sessions Data

Context:

At the end of September and beginning of October 2021, I laid out an aggressive plan to develop what I called The Delta of Tomorrow. This plan, along with supporting documentation centered Diversity, Equity, Belonging, and Inclusion in our efforts for the forthcoming future. Ensuring transparency, this plan was communicated at Town Halls, the Board of Trustees, and other venues, and also posted on the [President's page](#).

Part of the development of The Delta of Tomorrow is a thoughtful approach to gaining input from all employees who desire to engage about what the College will be for students in the future, as noted in the Goals for 21-22. We are nearly done with the Listening Sessions for each area on campus. The data that we received from those will be used to ensure that we create a college that fits into students' lives rather than the other way around. In listening to you, we hoped to garner information on what you have learned and what you may need to leverage us into being the most flexible and rigorous institution for our students.

Vision:

The vision for use of this data is to develop a methodical approach to serving students beyond the traditional M-F, 8:30-4:30 pm timeframe. A concrete example would be the development of a package of student services that could be offered at common, two-day-a week intervals at a similar time period. Being able to say to students, for example, we have remote services available Sundays and Tuesdays 5 pm-10pm, and that are staffed by employees from home, would be an asset to our region.

There also may be some employee-centric ideas that we can and should capitalize on. I do want to offer some clarity: As mentioned at Learning Days and multiple Town Halls, our approach to the Listening Sessions and any approach to remote work will be based on a vision of serving students and offering academic and student support services at predictable times in intentional ways. While supervisors may allow for short-term remote work possibility, employees are expected to be in-person, on campus, unless their job description is amended to meet the needs of our new Delta of Tomorrow vision.

A statement from this committee that also recommends an approach to remote work, approved by the supervisor, to accommodate work schedules that are often beyond normal work hours would also be appreciated.

Request for Ad-Hoc Committee:

To that end, I would like to solicit help from ECAPs and SSEC to cull through the data we have gathered from listening sessions and present President's Cabinet, and, where relevant, the new Council on Strategic Innovations for Completion, Belonging, Equity, Diversity, and Inclusion by February 1, 2022.

Specifically, I would like three members from each body to work with Loyce Brown and Andrea Usury to present to the Cabinet recommendations we believe will fit into the above vision. Please nominate the three members by December 10, 2021.