ORGANIZATIONAL HEALTH

Strengthen our organizational culture, our systems, and our stewardship of resources to better empower employees to fulfill our central mission: serving the community with high-quality education and training.

## Strategic Indicators Fall 2022 Update

Develop and implement a multi-year cycle for review of and revision to major processes. ✔

We are working to define which processes will be considered "major" to be reviewed on a cyclical basis. Working with process stakeholders, we will determine the parameters for review and the review cadence. The team is expecting to launch a short survey to a targeted stakeholder group to gather more information to define "major" processes and will also ask for information about where such training or other documentation is stored, in what format, and the name/position of the person responsible for maintaining it.

The College has organized three review/revision efforts related to major processes, in keeping with this element of the strategic plan. Some of these efforts were launched/organized outside the auspices of the Organizational Health implementation team but are named here to honor the investment that the College and employees have made in process improvement. These include budget development process redesign (summer 2022), CQI-for-CQI (assessment and planning redesign) (fall 2022 and ongoing), shared governance redesign (summer 2020 to present).

Create a foundation for training, transfer of knowledge, and a knowledge base for operational documentation. ✔
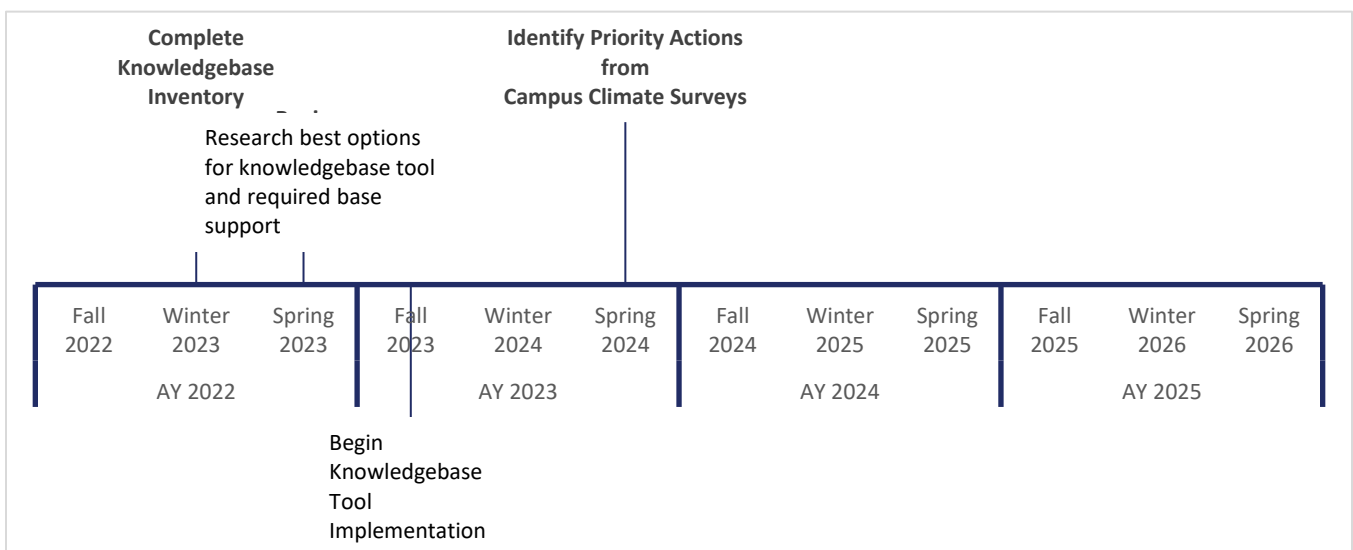
This knowledge base is the foundation for creating robust employee onboarding, training and transfer of knowledge processes. Investigation/research will be conducted to determine whether existing resource locations can be leveraged/improved or whether other tools would be more efficient.

The OHIT team will also leverage the inventory and discussions with relevant stakeholders to develop plans to deliver training, assess learning, and to organize a phased training roll-out. The survey will also ask location, format, and ownership questions of relevant stakeholders to inventory training or transfer of knowledge resources. Last, but not least, survey participants will be asked to identify departmental operational documentation so we can gain an understanding of what resources departments utilize to onboard new employees or transfer operational knowledge. We hope to have survey results by no later than January 2023.

Campus climate survey results indicate positive progress regarding key measures.   +

Organizational Health is participating in the Strategic Plan research team (partnering with Diversity, Equity & Inclusion and Institutional Research) to develop a comprehensive climate survey for students and employees. This survey will be deployed in Spring 2024. The research team will be asking the College community to engage in activities that will help design the climate survey over the course of AY22-23 and AY23-24.

✓
On Track

+
Progress Made, Assistance Needed

❗
At Risk