

Activity 3: What Needs to Change?

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To ensure we are being realistic as we begin this work, talk as a group about what stands in our way of accomplishing our long-range goals.

Come to a consensus on 1 to 3 things that need to change for us to accomplish our goals.

WHAT NEEDS TO CHANGE FOR US TO ACCOMPLISH OUR LONG-RANGE GOALS?

(Responses reformatted for ease of reading)

- Money
- More student-centered dialogue
- Institutional commitment that we won't try to solve problems over email
- Follow-through, measuring outcomes
- Collegiality
- Lack of resource allocation to facilitate pursuit of goals
- We need to improve accessibility, outreach, and use of resources by providing the personnel to support existing staff.
- Streamline our process
- Dogmatism
- Accessibility in terms of transportation to and from our campuses
- Support students through transportation, housing, childcare, and healthcare
- Budget Neighborhood opposition, recruiting best faculty
- Community outreach, partnership, and integration
- Community biases, Money/Finances, Morale
- Competing priorities, flexibility to changing environment, leadership when folks retire
- Better communication for staff (who does what), more support staff, more funding for non-instructional needs
- More communication between management and staff
- Need more staff
- Managers and leaders need to be more present in their departments
- Improve collaboration and knowledge sharing among COM employees
- Outreach to segments of the community that don't know the educational opportunities that are available at COM
- More coordination of transportation with local transit authorities
- More community outreach with K-12 schools
- More community outreach with employers for partnerships
- Support part-time faculty who have limited time due to other obligations or distant locations
- Transportation, cost of living in Marin, need for more ESL sections/support-high school to COM transition
- We are drastically understaffed, department silos, need to streamline processes and follow through
- Listening to and acting on student feedback
- Monetary support of staff/employees so we are not classified as "low income" in Marin County

- Transportation: gas cards, partnerships with Uber/Lyft, free parking, free classes to offset transportation cost
- Expand online course offerings
- Allow students to add open classes after first day
- Optimism!
- Enrollment process is difficult for many students especially ESL
- Not enough full-time positions for faculty
- Not enough admin staff for teachers/students
- Transportation: accessible, gas cards, shuttles
- Grow nursing program; POCR courses; Hybrid courses and expand class hours
- Improved collaboration in DEIAA work, better communication and outreach methods regarding resource, and improved transportation accessibility
- Accessibility: transportation/scheduling/enrollment
- Too much discussion; not enough action
- Too much administrative “thumb” on the scales in decision making and shared governance
- Transportation that is more direct and efficient than the busing system
- Something like direct shuttles at peak times
- Equitably distribute resources
- Input from all, and let all voices count
- Encourage all employees for doing this and extra work
- We need time and money for effort
- Increase interaction across the District
- Break down the silos
- More appreciation efforts
- Celebrate and appreciate no matter how big or small
- Support full-time faculty time by cycling teaching and service semesters
- Inefficient processes
- Power, privilege, and positionality
- Transparency and access
- Technology systems.
- Enrollment is challenging
- Not enough administrative staff