



## **PATHWAYS 2021**

***Vision: DSLCC Changes Lives, Strengthens Community, and Provides Pathways to Success***

### ***New Standing Committees (effective August 17, 2015)***

**Curriculum & Instruction** (formerly Curriculum, Instruction & Academic Support)

***Promote Student Success/Distance Learning/Create Tomorrow's Trained Workforce***

The Curriculum & Instruction Committee is responsible for advising college administrators, program heads, and faculty when making curricular changes in programs and courses. Duties include meeting regularly to review and recommend changes regarding curricula, and forwarding to the President and/or designee for approval and appropriate action all recommended proposals for implementation of new curricula, revisions to existing curricula, and discontinuance of curricula.

5 Faculty (serve as chair)  
1 Adjunct Faculty  
Director of Institutional Effectiveness  
Library Director  
Retention Coordinator  
Registrar  
Vice President of Academic Affairs (ex-officio)  
Vice President of Workforce Solutions (ex-officio)  
1 Student

**Faculty** (combine w/Professional Development)

***Improve Student Success/Retention/Promote a Positive Workplace/Distance Learning***

This Faculty Committee reviews needs of, and opportunities for, faculty and adjunct faculty. The committee reviews policies and procedures related to faculty including, but not limited to, evaluation, academic calendar, summer pay, and faculty development that strengthens the teaching/learning process. Committee recommendations are to be made to, and acted upon by, the President or his/her designee.

5 Faculty  
2 Adjunct Faculty  
CFAC Representative  
Director of Human Resources  
Vice President of Academic Affairs (ex-officio)  
Vice President of Workforce Solutions (ex-officio)



### **Institutional Effectiveness** (new)

#### ***Financial Stability/Promote a Positive Workplace Environment***

This Institutional Effectiveness Committee is responsible for generally overseeing the development and implementation of the DSLCC institutional effectiveness program, locally-based assessment activities directed by the Virginia Community College System, and the applicable requirements and standards of the Principles of Accreditation of the Southern Association of Colleges and Schools Commission on Colleges. Duties for committee members include helping QEP chair with the evaluation of QEP objectives. Committee recommendations are to be made to, and acted upon by, the President or his/her designee.

Director of Institutional Effectiveness - chair

3 Faculty (may include one adjunct faculty member)

QEP Chair/Co-Chairs

### **Diversity and Inclusion** (new)

#### ***Positive a Workplace Environment/Presence as Community Leader***

The Diversity and Inclusion Committee identifies goals and actions that demonstrate our commitment to diversity. The committee works to create an equal and inclusive community. It serves as a forum and catalyst for DSLCC programs and initiatives and manages the College Diversity Plan.

Director of Human Resources - chair

2 Faculty

1 Adjunct Faculty

1 Part-time staff

2 Classified Staff

1 External Member

1 Student



**Retention** (new)

**Improve Student Success/Strengthen the Student Experience**

This committee will analyze data such as retention, withdrawal, student satisfaction, etc., and recommend to the President strategies to enhance DSLCC's retention and graduation rates. Recognizing that retention improves as the quality of student learning and student life is enhanced, the committee also will recommend long-range strategies to address the ongoing needs of all students. The committee will also analyze and communicate retention data and best practices across campus; recommend the implementation of programs for identifiable at-risk groups; and evaluate institutional policies, practices, and procedures as they pertain to retention of students.

Retention Coordinator - chair

2 Faculty

1 Adjunct Faculty

Director of Technical Services

Director of Institutional Effectiveness

Director of Student Services

Director of the Achievement Center

1 Student Services Representative

1 Classified Staff

2 Success Coaches

Up to 2 Students

**College and Community Outreach** (replaces School Group and Community Outreach Committee)

**Expand DSLCC's Footprint/Grow the Enrollment Base**

This committee will serve as a forum for discussion of issues related to student outreach and marketing. In addition, the Committee will develop and recommend to the President and/or designee strategies related to service-area student outreach and recruitment; identify target markets and appropriate programs to meet those markets' needs; ensure the outreach efforts serve the underserved population; and review strategies and evaluate success.

2 Faculty

Assistant to the President for Marketing

Director of Institutional Advancement

Vice President for Academic Affairs

1 Workforce Solutions representatives

1 Student Services Representatives

4 Classified Staff

Career Coaches

2 Talent Search representatives

Business Manager

Admissions Officer

Dual Enrollment Coordinator



### **Policies and Procedures** (new)

#### **Strengthen the Student Experience/ Student Success/ Promote a Positive Workplace Environment**

This committee is appointed by the President. It ensures that DSLCC engages in collaborative decision-making and information-sharing in addressing issues and developing procedures that affect college students and employees. Goals/objectives for the committee include: (1) reviewing and recommending to the President any changes deemed necessary to current policies and procedures; (2) ensuring that current policies and procedures do not create barriers for students; (3) ensuring that current policies and procedures comply with regulatory requirements; (4) ensuring that current policies and procedures are: a) communicated to all college employees, b) posted appropriately on the college website, c) accessible to college staff on a shared network drive, and d) shared with students where appropriate; and (5) aiding in the process of developing and improving new and existing college policies and procedures.

2 Faculty  
1 Adjunct Faculty  
1 Classified Staff  
1 Technology Services Representative  
Director of Human Resources  
Vice President of Finance & Administration  
1 Student Services Representative  
Director of Institutional Effectiveness  
1 Classified Staff  
1 Student

### **Classified Staff** (expanded)

#### **Promote a Positive Workplace Environment**

The Classified Staff Committee reviews needs of, and opportunities for, classified staff. The committee reviews policies and procedures related to classified staff including but not limited to, staff development that strengthens the personal and professional skills of each staff member. Committee recommendations are to be made to, and acted upon by, the President or his/her designee.

7 Full-time Classified Staff  
2 Part-time Classified Staff  
Director of Human Resources  
Vice President of Finance & Administration (ex-officio)



**Safety and Security** (expanded)

**Strengthen the Student Experience/ Promote a Positive Workplace Environment**

This committee's responsibilities include (1) reviewing all comprehensive safety plans and all safety-related policies at the college including guidelines for the handling and disposal of hazardous materials, the use of adequate safety equipment in laboratories and other areas, and the development of a Fire Safety Plan and a General Disaster Plan; (2) assisting the local police and fire departments with conducting periodic inspections of buildings and grounds and making recommendations to ensure a safe and healthful environment, and conducting fire drills at least once each semester during the regular academic year; and (3) coordinating the training of employees in the use of safety equipment and proper safety procedures to be followed in case of emergencies. Committee recommendations are to be made to, and acted upon, by the President or his/her designee.

- 2 Faculty
- 2 Academic Affairs representatives
- 4 Facilities representatives
- Vice President for Finance & Administration
- 2 Business Office representatives
- 2 Technology Services Representative
- Director of Human Resources
- 1 Student Services Representative
- 1 Rockbridge Regional Center representative
- 1 Institutional Effectiveness representative
- 2 Library representatives
- 2 Workforce Solutions representatives
- 1 External member