

## 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 Spring 2023 Update

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



The College has organized three review/revision efforts related to major processes, in keeping with this element of the strategic plan. 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). The Organizational Health team will monitor and ally with leaders of these redesign efforts as needed.

**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 Organizational Health team is meeting with internal staff experts related to available knowledge base tools (e.g. TeamDynamix, SharePoint) to evaluate their potential use as knowledge base solutions. These meetings will continue through the end of spring 2023 term. Over the course of summer 2023 term, the Organizational Health team will finalize a choice of knowledge base tool, and begin populating content. A working goal will be to have a beta version of the knowledge base to share with the College community in early AY23-24, anticipating that populating the knowledge base will continue to be a major effort over the course of AY23-24.

The Organizational Health team has met with various groups over the course of AY22-23 to build an inventory of potential elements of this knowledge base. The Organizational Health team will also mine the final versions of the Year Six and Seven reports to find meaningful content and process description for the future knowledge base. Organizational Health co-chairs and sponsors have met with (and will continue to collaborate with) the leaders of various handbook creation efforts (e.g. Associate Faculty Handbook, Grants Handbook), to ensure consistency across documents and reduce the potential for duplication of effort, as these handbooks and knowledge base are created.

**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 Fall 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**