Determining next steps for achieving Education Master Plan Goal 5: **Foster a Thriving Learning and Work Environment**

Institutional Effectiveness Committee
October 28, 2024

Ingrid Vargas, Dean of PRIE

Skyline College

Fostering a thriving learning and work environment for greater institutional effectiveness

Proposed supposition:

Creating a thriving campus climate in which all Skyline College community members experience a welcoming, collaborative, innovative and inspiring environment greatly enhances the institution's ability to effectively fulfill its mission and achieve its student outcome goals.

Using the Education Master Plan to address our campus climate challenges

Institutional challenge:

The results of the recent Campus Climate Review showed that for a significant proportion of our faculty and classified professionals, the institution is falling short of our stated ideal.

Employee Voice Survey Spring 2023

239 employee responses = 48% overall response rate

Employee Group	Count	Response Rate
Classified Professional	69	54%
Part-time Faculty	46	24%
Full-time Faculty	87	66%
Manager	21	64%
Administrator	13	81%
No Response	3	N/A

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Skyline College

Sense of Belonging

EMP Goal 5, Strategy A:

Create a more welcoming campus environment to increase student' and employees' sense of belonging

"I feel that I belong at Skyline College."
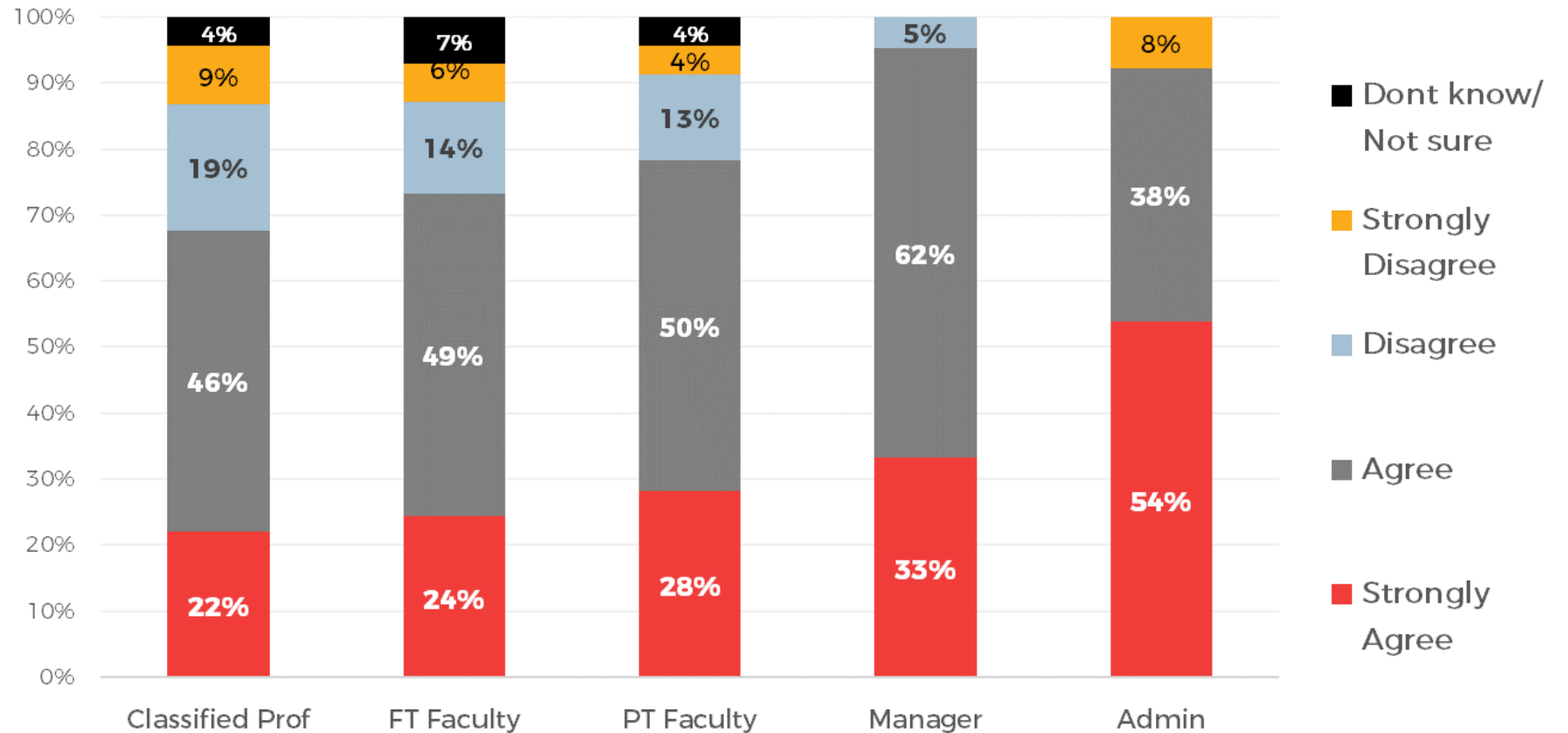
Experienced and/or witnessed an incident of bias at Skyline College based on each following identity markers:

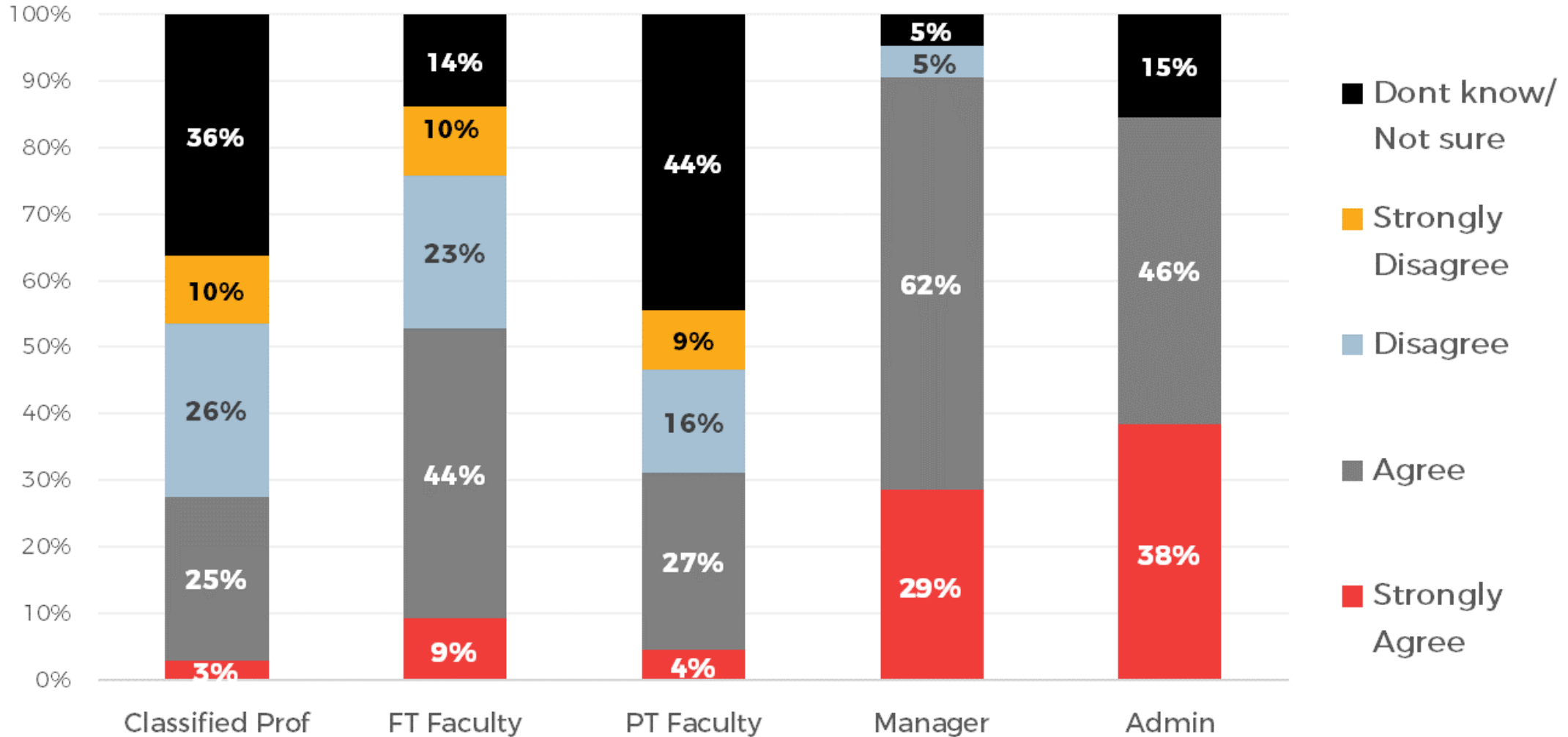| Bias based on:	Employee survey	Student survey
Employee classification or Student Income level	35%	9%
Racial Identity	33%	12%
Specific political viewpoint	29%	12%
Gender identity	25%	8%
Age	23%	10%
Mental Health	13%	11%
Learning Disability	13%	9%
Religious identity	12%	6%
Physical disability	11%	NA
Sexual orientation	10%	5%

Participatory Governance

EMP Goal 5, Strategy B:

Enhance participatory governance to promote broad and robust engagement in College leadership

"I am provided adequate opportunities to participate on college participatory governance groups."
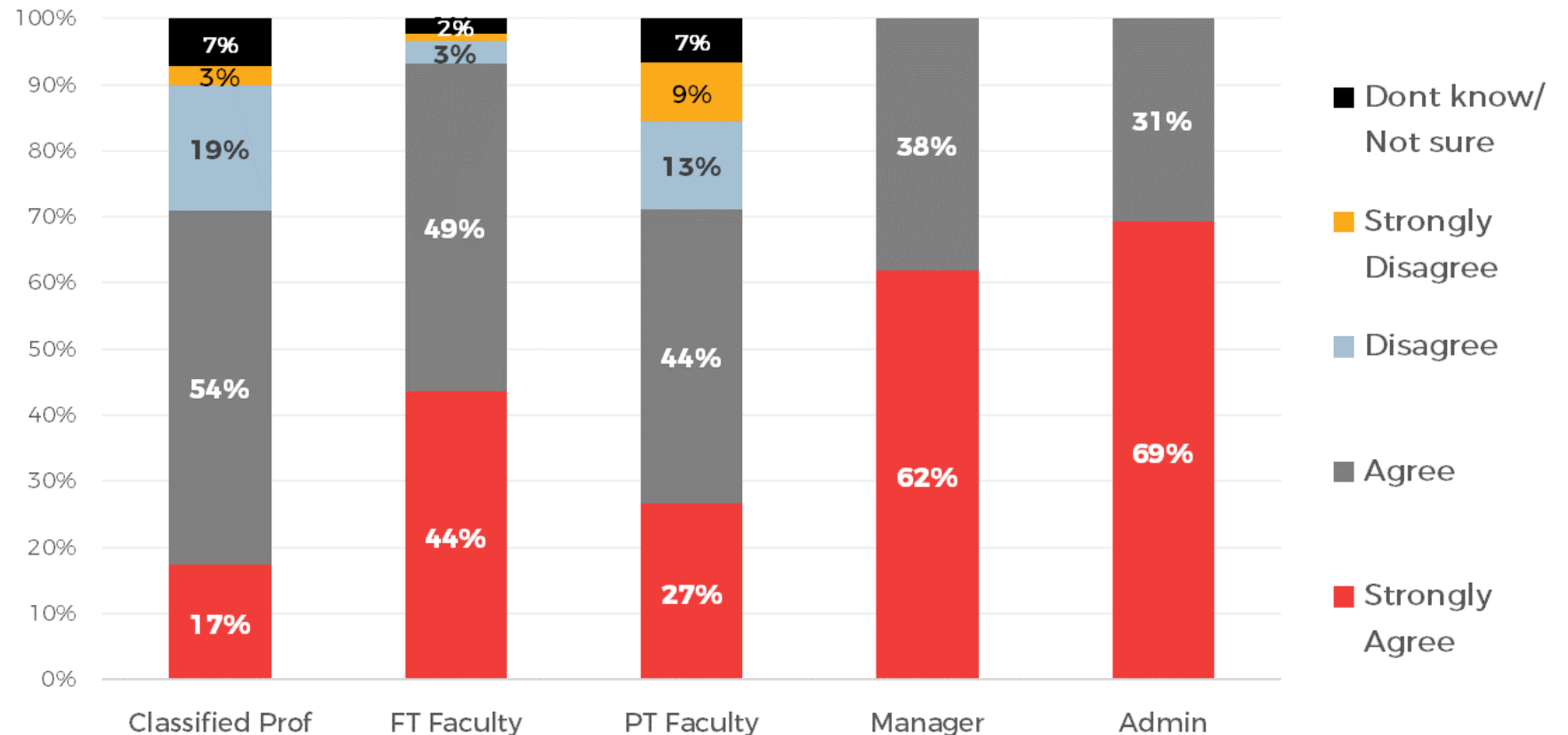
Participatory Governance

"Overall, the participatory governance process is working well at Skyline College."

Employee Wellness

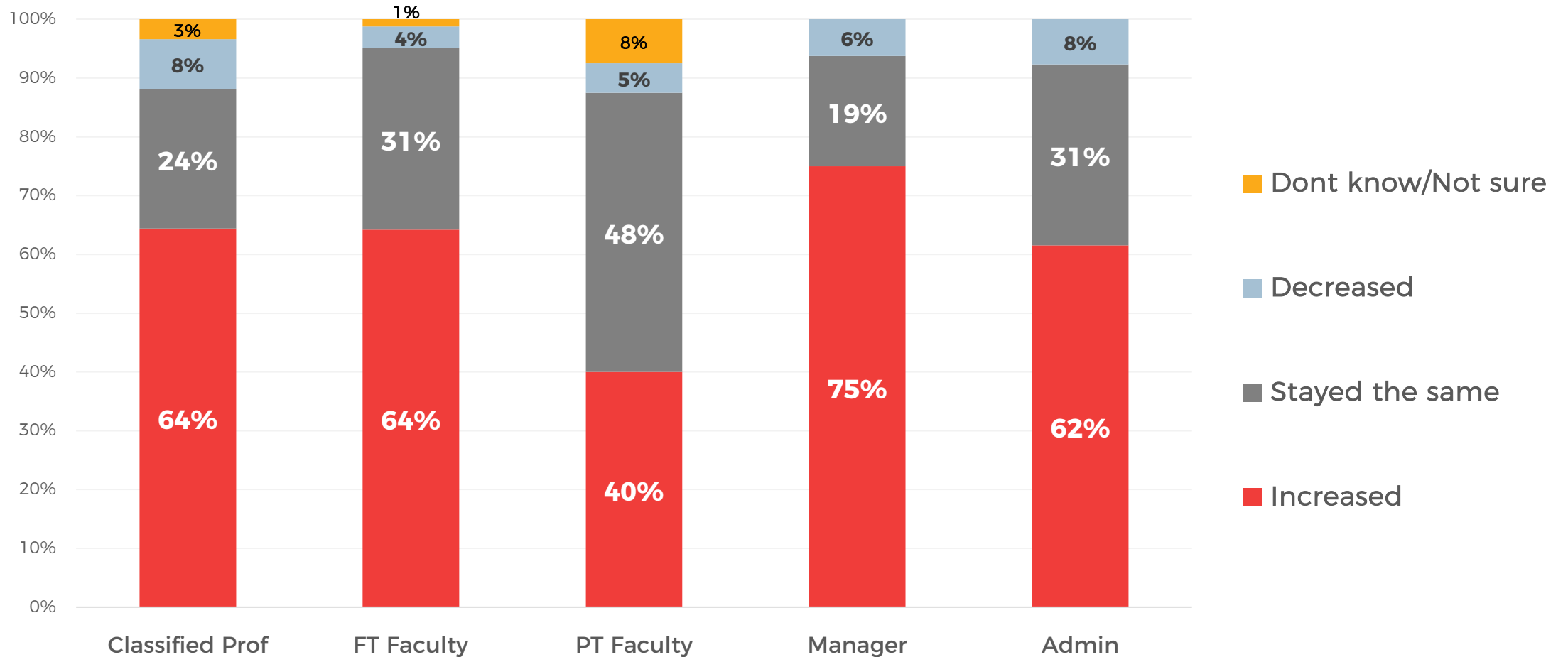**EMP Goal 5, Strategy C:**

Support student and employee wellness, including physical fitness, stress reduction and mental health

"I am able to have a healthy work life balance as a Skyline College employee."
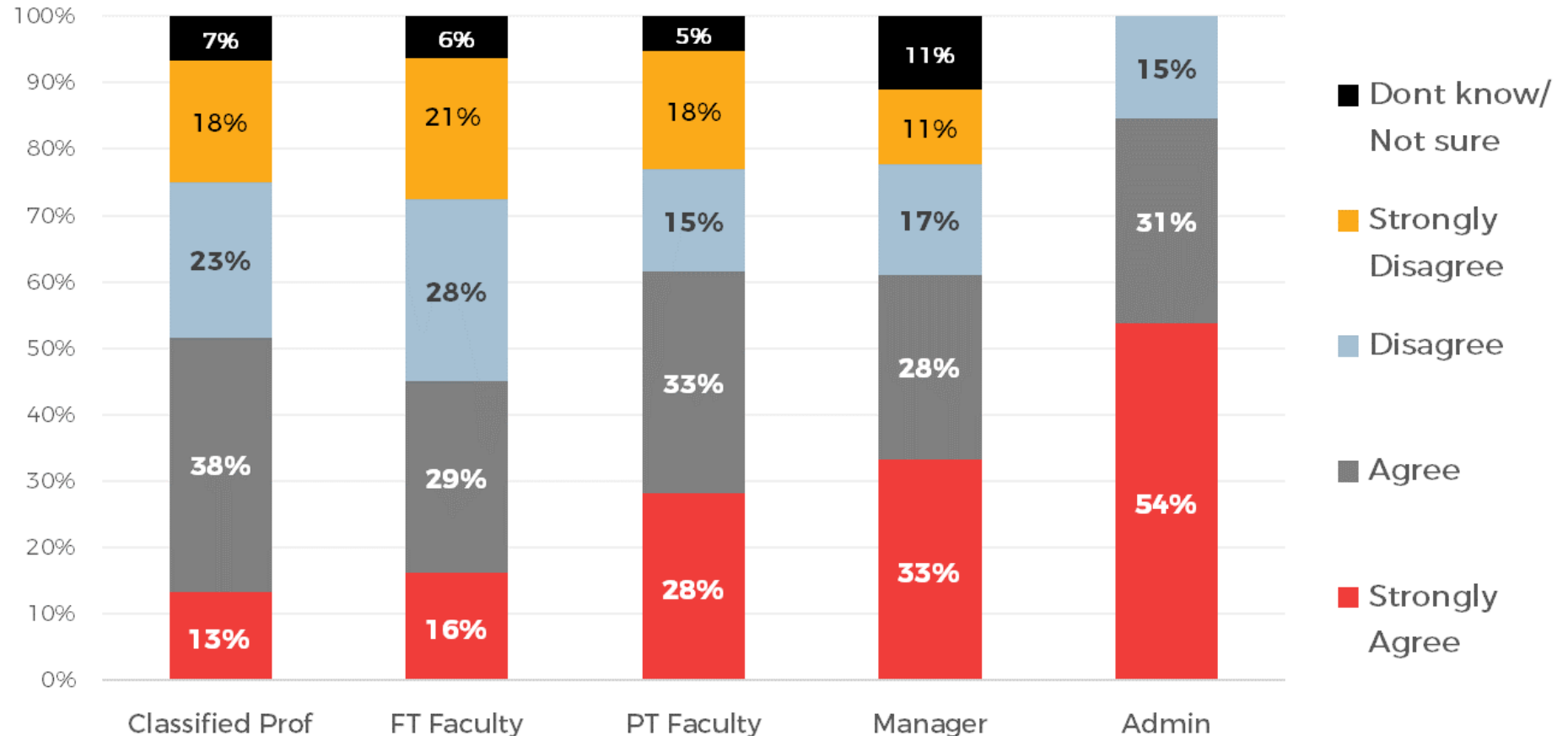
Employee Wellness

Change over the past year* in: "My work-related stress levels…"

*Spring 2022 to Spring 2023

Campus Partnerships and Collaboration

EMP Goal 5, Strategy D:

Cultivate partnerships and collaboration across programs and services to better serve students

"I feel there are sufficient opportunities to connect and collaborate with colleagues across departments/functions"
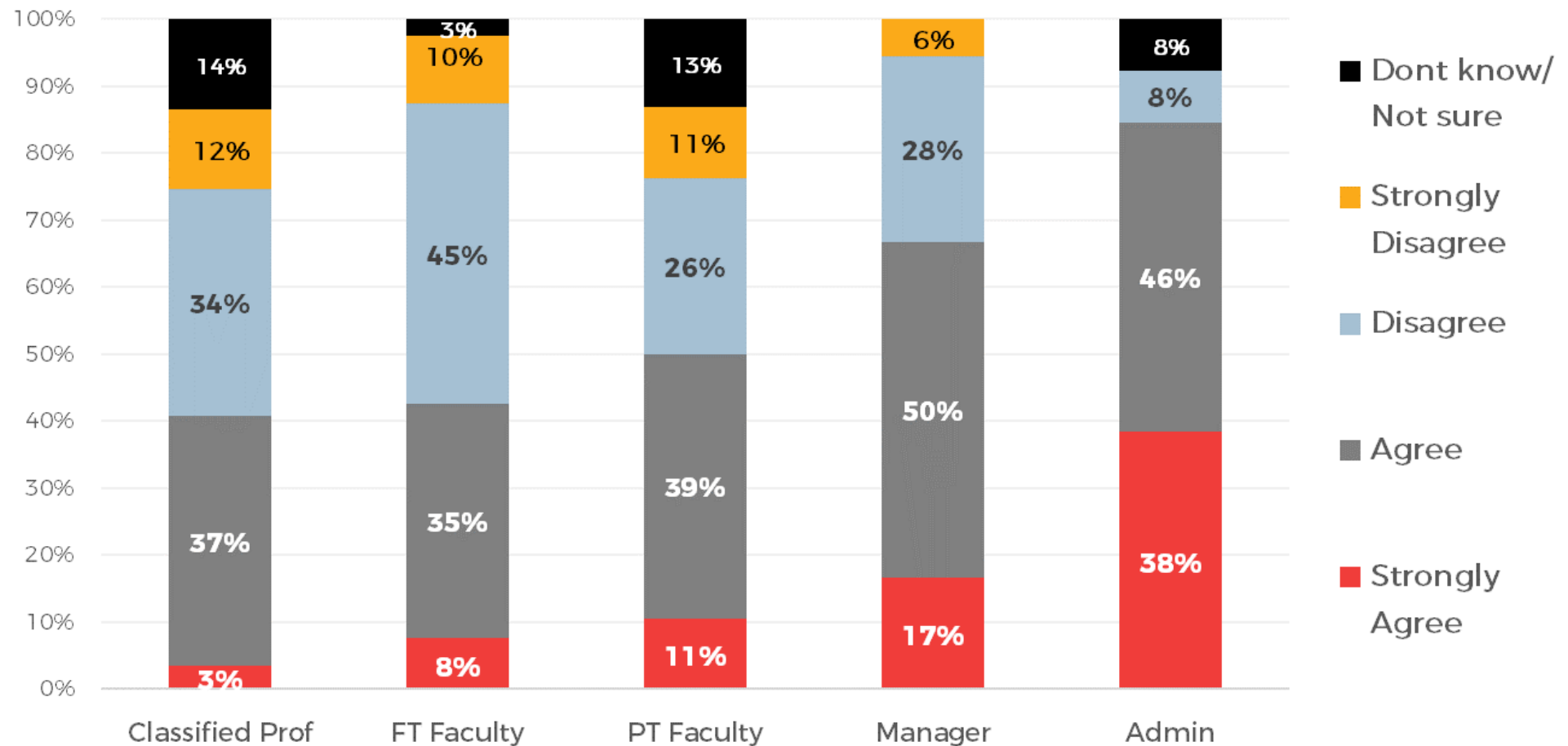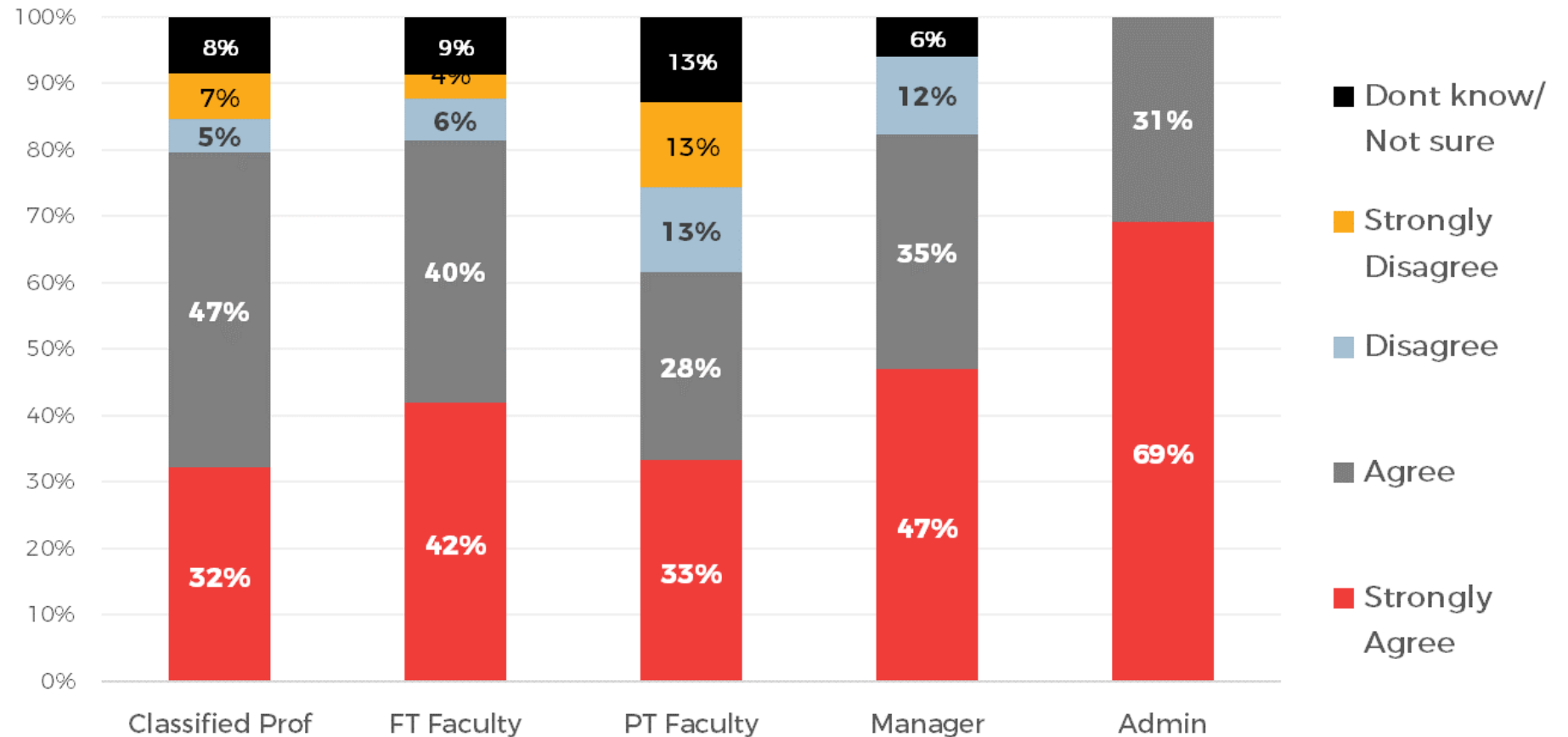
Leadership and Professional Development

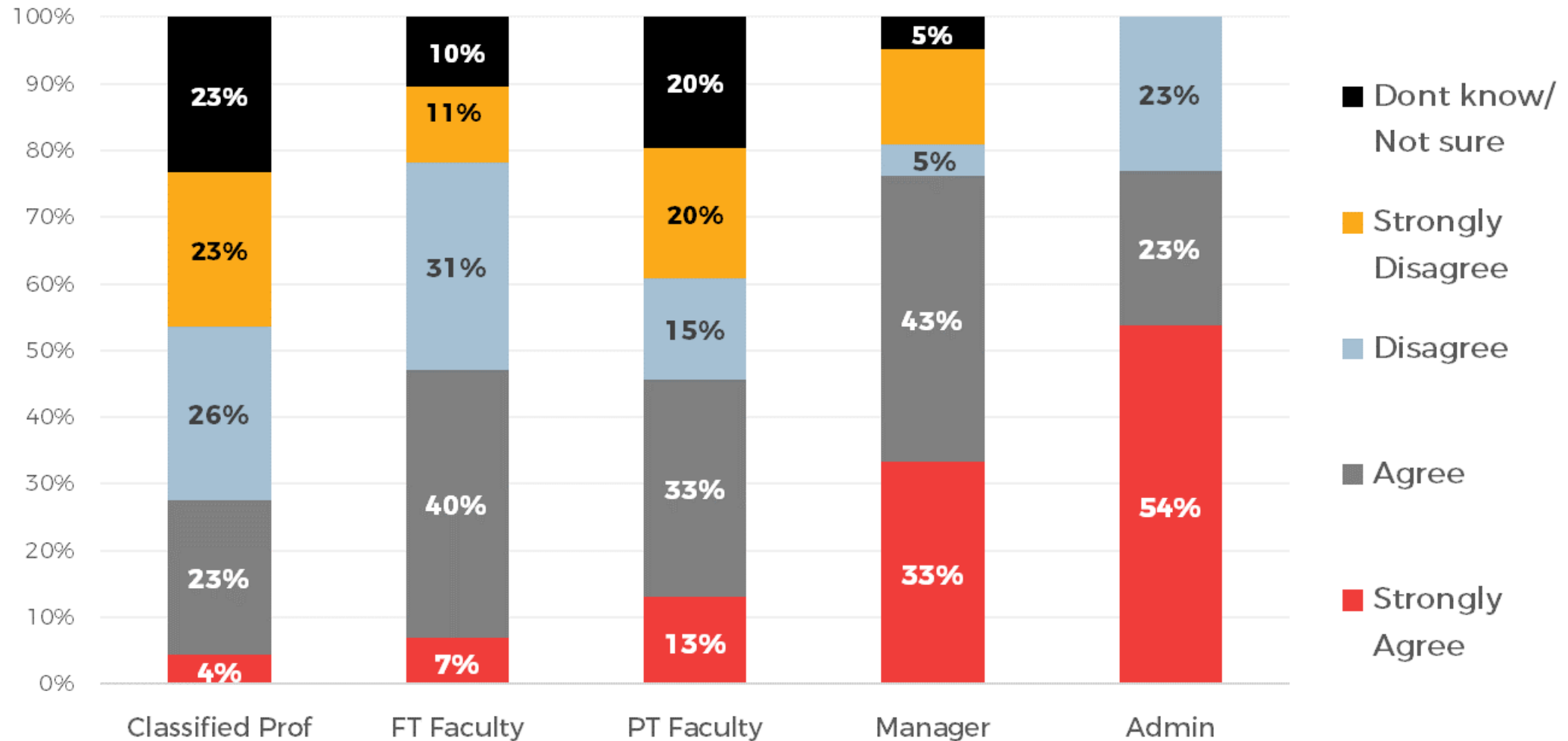"My supervisor supports my participation in professional development opportunities."

EMP Goal 5, Strategy E:

Empower faculty members and classified professionals to hone their expertise and expand leadership skills

Leadership and Governance

"The opinions of my constituent group are given appropriate weight in matters of institutional importance."

Break-Out Groups

Each group will discuss 1 of the following Goal 5 strategies and identify which [proposed activities](#) to focus on in AY2024-2025

A. Create a more welcoming campus environment to increase student' and employees' sense of belonging

B. Enhance participatory governance to promote broad and robust engagement in College leadership

C. Support student and employee wellness, including physical fitness, stress reduction and mental health

D. Cultivate partnerships and collaboration across programs and services to better serve students

E. Empower faculty members and classified professionals to hone their expertise and expand leadership skills