

Oakland Community College

*Strengthening college operations and organizational, academic
and financial structures
in order to improve student success*



OAKLAND COMMUNITY COLLEGE®

CBT Team for OCC Project

- **George Boggs**, Project Leader & Point of Contact
- **Robert Jensen**, Strategic Advisor
- **Darroch (Rocky) Young**, Chief Consultant
- **Cy Gulassa**, Faculty & Union Relations
- **Mary Gershwin**, External Relations
- **Edmund Buckley**, CAMP
- **Diane Troyer**, Student Success & Workforce
- **Eleanor Brown**, Student Services
- **Michael Brandy**, Organization & Fiscal Planning
- **Jan Lyddon**, Student Services & Evaluation
- **Julie Slark**, Institutional Research and Data Capacity

OCC Challenges

- OCC is facing significant budget shortfalls through 2025.
- To improve student success measures & to close achievement gaps, OCC must build a culture of evidence, & decisions must be data-informed.
- OCC needs to complete work on the integrated College Academic Master Plan (CAMP).



OCC Challenges

- OCC needs to align campus & college operations, governance, & communications— & clarify lines of authority.
- OCC should review its organizational structure to ensure best practice.



OCC Challenges

- OCC needs to implement program review across all college areas & to create tools to evaluate future program needs.
- OCC needs to review its resource allocation model to be sure that scarce resources are effectively utilized.
- OCC needs a comprehensive review & revision of academic policies & procedures.

OCC Challenges

- OCC needs to review evaluation & professional development programs to be sure that administrative staff members are operating effectively.
- OCC needs to evaluate & strengthen College Student Services.



OCC Challenges

- OCC can benefit from strengthening external engagement.
- OCC needs appropriate Board oversight of the College budget process, including monitoring & assessment as well as best practices for awarding of contracts.



Discovery Phase I

- May 15-18 site visit focused on:
 - Fiscal challenge
 - Data capacity
 - Identifying benchmark colleges
- CBT Team Members:
 - George Boggs
 - Mike Brandy
 - Diane Troyer



Discovery Phase II

- June 14-15 site visit focused on:
 - Governance & decision-making
 - Organization & structure
 - Lines of authority, reporting, & accountability
- CBT Team Members:
 - George Boggs
 - Rocky Young
 - Cy Gulassa
 - Ray Giles



Year One ReDesign Tasks

- Identify extent of fiscal challenge & develop timelines for addressing it.
- Enhance data capacity & application.
- Gather information from benchmark colleges.
- Complete work on comprehensive & integrated CAMP.



Year One ReDesign Tasks

- Clarify lines of authority, reporting, & accountability.
- Recommend best practices for campus & college operations, governance, & communication.
- Review College administrative structure.



Year One ReDesign Tasks

- Establish program review criteria & tools to evaluate future program needs.
- Conduct comprehensive review & revision of academic policies & procedures.
- Evaluate & recommend strategies to enhance student success.



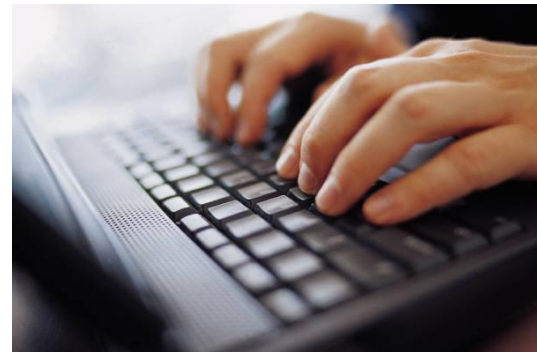
Year Two ReDesign Tasks

- Review & update College budget allocation model with a focus on student success.
- Strengthen external engagement to support College.
- Develop performance appraisal system for administrators.



Year Two ReDesign Tasks

- Develop policies & procedures for Board monitoring & assessment of budget & for awarding of contracts.
- Complete data capacity building & college-wide application of data to strategic & operational decisions to compliment Achieving the Dream & to promote student success.



Year Two ReDesign Tasks

- Recommend measures for maintaining a balanced budget & continued fiscal health.



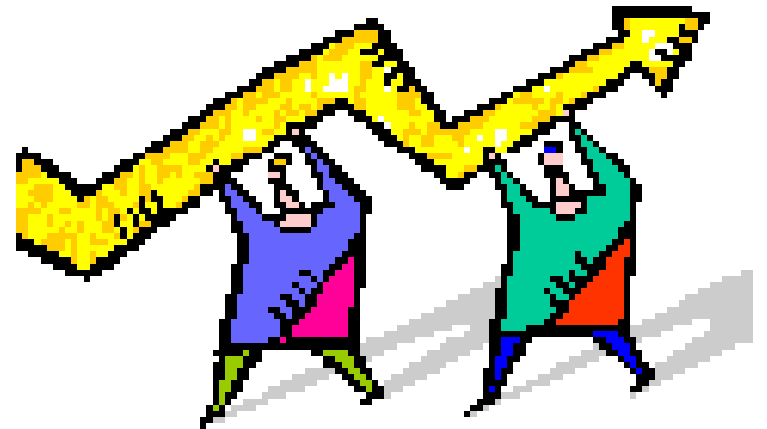
Implementation

- CBT is working with OCC Leadership & appropriate College groups on solutions & an implementation timeline for recommendations.
- CBT is committed to the continued success of OCC.



CBT Engagement

- CBT team leaders are meeting with the Chancellor's Cabinet to clarify expectations & determine timelines for actions to be taken.
- CBT team leaders are meeting with the College community to answer questions & solicit input.



Reporting

- CBT will provide quarterly written reports to the Chancellor & Board.
- CBT will provide oral reports to the Board semiannually as requested.
- At the conclusion of the project, CBT will deliver a comprehensive final report with observations & recommendations to the Chancellor & the Board.



- On behalf of CBT, I appreciate the opportunity to be of service & to assist OCC to provide even greater service to its students & to meet the challenges ahead.



OAKLAND COMMUNITY COLLEGE®