

Oakland Community College

Proposal to provide consulting services

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



OAKLAND COMMUNITY COLLEGE®

- CBT is a comprehensive community college consulting firm able to **customize** expert teams to meet client college needs.
- CBT consultants each have decades of on-the-ground, hands-on, daily experience at colleges.
- CBT consultants are distinguished former CEOs, senior administrators, & faculty who have dedicated their lives to serving community colleges.
- See <http://www.collegebraintrust.com/> for a listing of consultants & examples of projects.

- CBT respects the **unique culture** of each client college. We understand the importance of a common vision, shared governance, & campus-wide buy-in. We know what it's like to be required to do more with less—and still to be expected to achieve positive, measurable outcomes. Our reputation is founded on **results**, & clients speak highly of the impact of CBT services.

- CBT consultants have completed over 40 projects for colleges across the US.
- Projects have dealt with organizational assessments, reorganizations, strategic & master planning, financial realignment, Board workshops, internal governance reviews, compensation studies, & accreditation issues.

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
- **Sylvia Lee**, Student Services & Accreditation
- **Michael Brandy**, Organization & Fiscal Planning

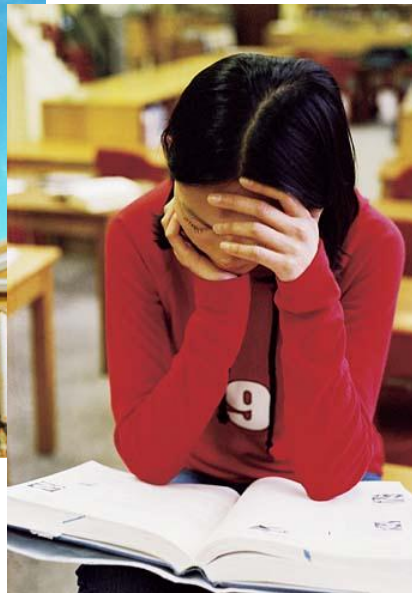
OCC Strengths

- OCC is Michigan's largest community college & has an excellent academic reputation.
- OCC has historically been fiscally sustainable, & finances have been conservatively managed.
- OCC leaders have the foresight to plan for a future of improved student success in an environment of projected declines in public revenue.



OCC Strengths

- OCC Institutional Research & Assessment & Effectiveness are high quality.
- OCC is an Achieving the Dream College.



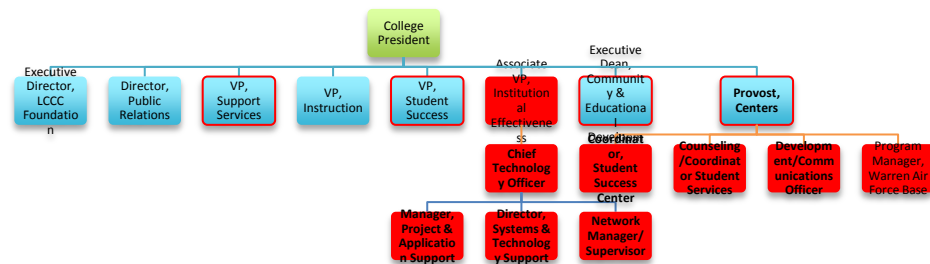
OCC Challenges

- 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.



An Integrated Planning Model

- An *educational master plan* sets forth the programs & services needed in the foreseeable future to improve how well the college meets its mission.
- A *strategic plan* sets forth what strategies will be implemented in order to support & improve the needed programs & services, along with plans for finding the resources necessary to implement the strategies.

Informed Planning Drives Decisions

- *A program review* process requires *all* programs & services to review their program goals, assess their success in achieving those goals, & propose new or revised goals for the future.
- *Resource allocation* plans should be tied to student need & data driven outcomes: focusing on such areas as finances (including budgeting), facilities, technology, & human resources.
- *Evaluation* of the results of implementing plans is a component of a healthy process.

Year One ReDesign Tasks

- 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.



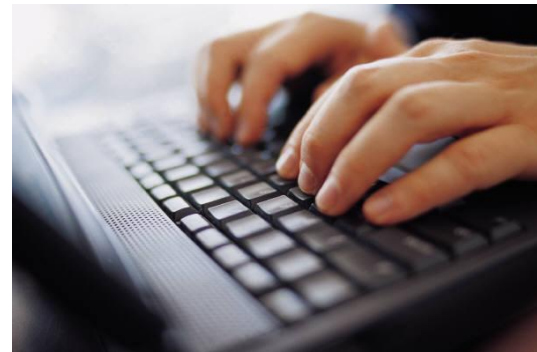
Year Two ReDesign Tasks

- 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.



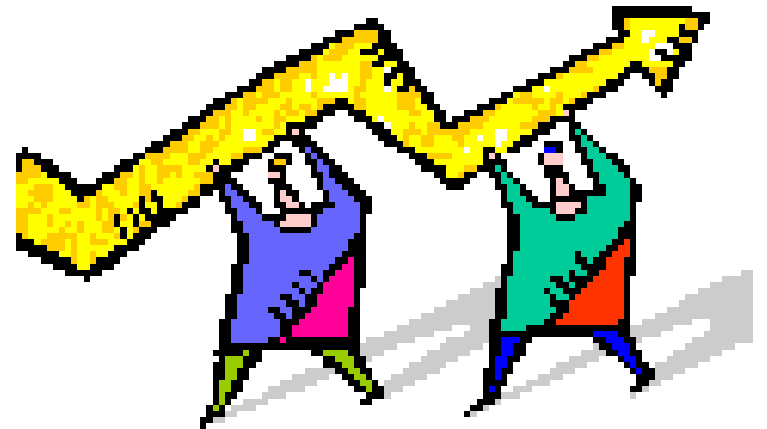
Implementation

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



CBT Engagement

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



Needed from OCC

- Identification of important internal and external stakeholders.
- Access to relevant information and people.
- Cooperation, transparency and open communication.
- A commitment to action.



Reporting

- CBT will provide quarterly reports to the Chancellor & Board.
- 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®