

**York College Strategic Planning
Staff Forum April 11, 2019 - NOTES**

1. What top accomplishments did YC achieve with the last plan (2010-20) – by breakout table?

Accomplishments Notes by Breakout Table	
1	<ul style="list-style-type: none"> • Increased graduate programs and new majors • Improved advisement process • Implementation of CUNYFirst and Pathways
2	<ul style="list-style-type: none"> • Accessibility within the building has improved with new elevators • New graduate professional program (MSW, Master of Social Work)
3	<ul style="list-style-type: none"> • 3 new master's programs • Upgraded two elevators
4	<ul style="list-style-type: none"> • Additional academic programs (Bachelor's and Master's) • Study Abroad/Away • Undergraduate research • I-T/Technology
5	<ul style="list-style-type: none"> • Increase graduation rates • Graduate degrees (?) • IT technology
6	<ul style="list-style-type: none"> • Academics – MS/OT/Social Work/Pharm Science exist • IT infrastructure
7	<ul style="list-style-type: none"> • Creation of new programs and majors • New study-abroad programs increase experiential engagement beyond the classroom • Improvement in technological infrastructure

2. What do you think are YC's current strengths and challenges? (For example: what facilitates or gets in the way of student success, faculty/staff/administrator excellence, and strong programs/operations?)

	Strengths (by breakout table)	Challenges/Weaknesses (by breakout table)
1	<ul style="list-style-type: none"> • Enhanced campus life for students • Better virtual presence - online classes and social media 	<ul style="list-style-type: none"> • Slow systems reduces productivity • Uneven distribution of updated software and hardware • Limited financial resources for basic supplies and staffing • * Lack of promotion opportunities for staff * • Elevators and escalator not working
2		<ul style="list-style-type: none"> • Improve sanitary conditions • Advisement clarity to promote graduation on time /TAP more • Make the campus more accessible for people with disabilities • Escalators/elevators have been out of order or are constantly out of order
3		<ul style="list-style-type: none"> • Facilities – printing; bathrooms upgraded; water fountains • Upgraded computers for staff and upgraded hardware and software • Employee morale

	Strengths (by breakout table) – cont’d	Challenges/Weaknesses (by breakout table) – cont’d
4	<ul style="list-style-type: none"> • Variety of academic majors • Career Services • Tutoring Center (Collaborative Learning Center) • I-T (smart classrooms) 	<ul style="list-style-type: none"> • MONEY • Frequent leadership turnover • Campus cleanliness • Infrastructure (e.g., escalators) • Employee engagement • Low employee morale
5	<ul style="list-style-type: none"> • Well known OT, PA, Nursing • We think YC has a strong diverse culture • Community resources • The small intimate campus/support from faculty • Contribution from community politicians • On-campus work/career opportunities 	<ul style="list-style-type: none"> • Commuter campus • Financial weaknesses • Intra-campus communication • Retention • Lack of campus culture • Appreciation for multicultural awareness
6	<ul style="list-style-type: none"> • Faculty/staff/students are greatest strength 	<ul style="list-style-type: none"> • Lack of focus – institutional level. Example: FYE is dead because there are too many competing priorities • Morale
7	<ul style="list-style-type: none"> • Creation of master’s programs in various disciplines • Active, diverse campus community 	<ul style="list-style-type: none"> • Incorrect information being shared • Lack of communication from administration • Lack of funding • Poor facility management • Lack of institutional focus

3. Given this, what top 5 major activities should YC prioritize for the next five years?

	Top 5 Major Activities for YC to Prioritize 2020-25 (by breakout table)
1	<ol style="list-style-type: none"> 1. Improve customer service by staff for students 2. Advisement by faculty 3. Improve facilities – i.e., remodel bathrooms, elevators/escalators
2	<ol style="list-style-type: none"> 1. Clear advisement services for students to improve graduation and retention rates 2. ADA compliance both outside and within campus buildings 3. Improve sanitary conditions on campus 4. Departmental changes/improvements 5. Improvements in financial aid services – students being advised to take classes they do not need and ‘using up’ their FAFSA/TAP awards
3	<ol style="list-style-type: none"> 1. Facilities – modes of transportation 2. Building maintenance/rodents, cats possums 3. Budget 4. Increase employee morale
4	<ol style="list-style-type: none"> 1. Finding more revenue (meaningful fundraising) 2. More opportunities for professional development 3. Strengthening technology infrastructure 4. Focus on improving campus morale 5. Improve student development in terms of: civic engagement, taking advantage of services available (e.g., Writing Center, Career Services, Study Abroad)

Top 5 Major Activities for YC to Prioritize 2020-25 (by breakout table) – cont'd	
5	<ol style="list-style-type: none"> 1. Highlighting student success (we are part of CUNY) 2. Highlighting faculty success (we are part of CUNY) 3. Technology 4. Building and grounds (better facilities overall) 5. Communication (improvement)
6	<ol style="list-style-type: none"> 1. Transparent fundraising 2. Training for staff 3. Infrastructure refresh
7	<ol style="list-style-type: none"> 1. Increase funding 2. Reallocate resources to aid student support staff 3. Address top-heaviness 4. Get facilities up to code

4. Large group discussion – highlighting additional observations/things to prioritize.

- Sanitary conditions of facilities needs improving (*clapping when this comment made*)
- Tech development – progressing but could be better – need money for this
- Elevators – some new but not enough and the ones there aren't working
- Human capital is our asset
- Lack of institutional focus – competing priorities, lack of money for training. Things die and there's not follow-through, which leads to lack of respect for campus and lack of motivation.
- YC is the youngest senior CUNY. We're the second to last letter in the alphabet.
- We need to celebrate more
- Employee morale – employees don't feel appreciated.
- Frequent turnover in leadership – relates to lack of follow-through – people aren't replaced and their portfolios get shifted – things fall off
- Lack of accessibility – ADA compliance – even in this session. Needs more emphases (e.g., automatic doors)
- A lot comes back to money
- Campus is 1980's time capsule
- Knowing our part within CUNY (we need to know better)
- Rodent, possum, cats!
- Strong feeling money goes for what administration wants. Lack of clarity about where the money goes and why it focuses on certain things – transparency issue.