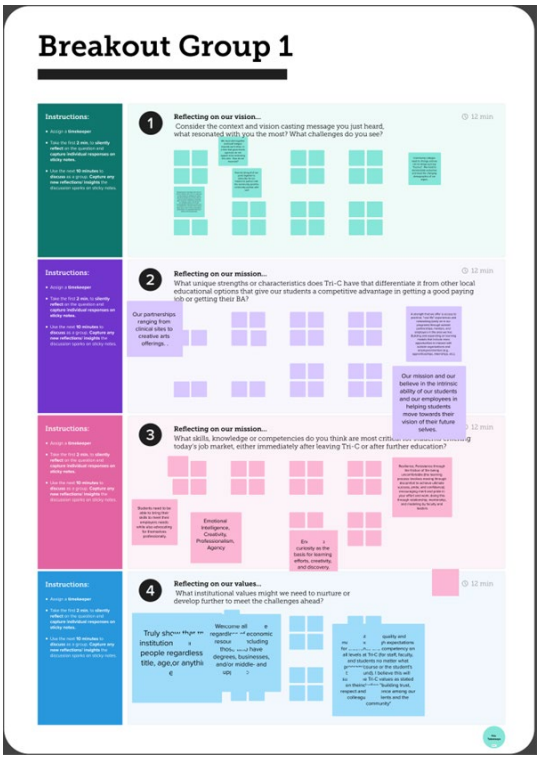
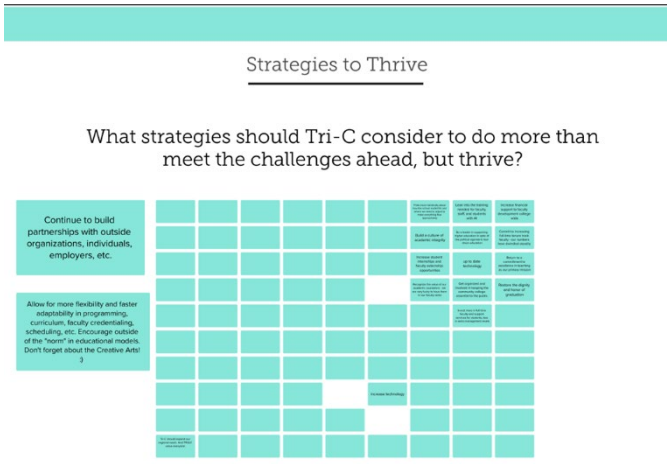
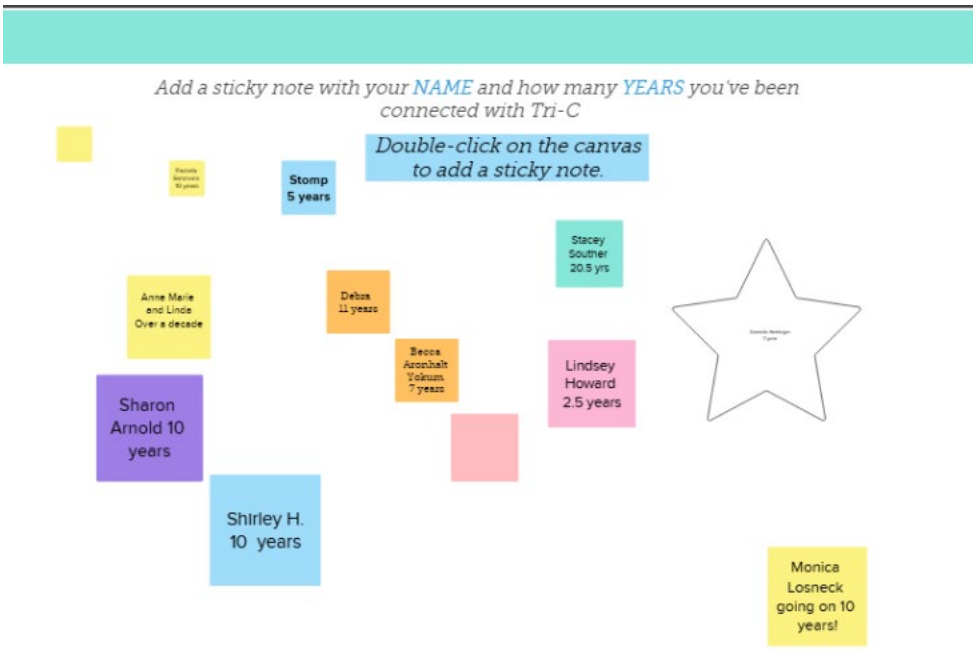
Listening Session Summary
Faculty
Monday, February 17, 2025







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Question 1

Reflecting on our Vision: Consider the context and vision casting message you just heard, what resonated with you the most? What challenges do you see?

Summary

Community colleges need to adapt to changing demographics and demonstrate outcomes rather than just asking for trust.

There is concern about moving away from teaching towards more management layers, neglecting student support and faculty. Change should focus on the teaching mission amidst political challenges in higher education. Faculty feel disenfranchised and there is a need to rebuild trust. The use of technology and media literacy across the lifespan, including older adults, is important. It's crucial to remain united and think strategically despite rapid changes. Offering more continuing education for alumni and focusing on etiquette and AI literacy is essential.

Responses

Challenges in Higher Education

A culture of academic dishonesty - why try to learn

Change can be good - but we need to remain focused on our teaching mission throughout

Community colleges need to change and we can no longer just say "trust us". We need to demonstrate outcomes and meet the changing demographics of our region.

Faculty feel disenfranchised - need to rebuild a culture of trust where change isn't happening just for the sense of change

How do bring all of our parts together to advocate for our mission to partner with the community (and the community partner with us)?

Resonated: people wanting to know that their time in higher ed has a purpose

The political climate around higher education in ohio is a huge challenge and one we need to focus closely on

We seem to be moving away from vision of teaching and adding more management layers and not on student support services and faculty

Other

Not become short-sighted by focusing on market demands to the exclusion on our teaching mission, leaving a generation which cannot determine when AI is wrong

use of etiquette when encountering others

Technology and Lifespan

Focus throughout the lifespan. Include older adults.

Future evolve of AI

Include more instruction on media literacy

the use of technology across the lifespan

Unity and Vision Building

Offer more continuing education class for alumni

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Something that resonated with me from what Dr. Baston said is that it is important to think about our strategic and vision now (even though we are busy with the "here and now" activities). A challenge that I recognize is that things around us are changing rapidly, and it feels overwhelming to attempt to predict what is needed for an unknown future. Along these lines, I think it will be important to build flexible and adaptable/responsive options and programming.

We must stick together and build bridges towards each other…in a time that government agencies do not appear to be endorsing this view. How do we reconcile?

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Question 2

Reflecting on our Mission: What unique strengths or characteristics does Tri-C have that differentiate it from other local educational options that give our students a competitive advantage in getting a good paying job or getting their BA?

Summary

The Ohio Association of Two Year Colleges (OATYC) offers affordable, practical degrees with hands-on experience and strong connections to four-year institutions. They focus on faculty development, small class sizes, and support services like SAS tutoring. The college is involved in national associations, provides resources like food banks and housing, supports immigrants with English Language Programs, and has partnerships for practical experiences and networking. They offer programs in person, online, and hybrid, and have a commitment to excellence in teaching and resources. Notable programs include nursing with above-average NCLEX scores and a BA program in engineering initiated by Tri-C.

Responses

Academic Excellence and Support
Commitment to excellence in teaching and resources to pursue that
Damn good faculty
Focus on faculty development
Focus on supporting students -, support services like SAS tutoring etc.
Our mission and our believe in the intrinsic ability of our students and our employees in helping students move towards their vision of their future selves.
Resource rich institution
Small class sizes
Teaching focused institution
Community-Centric Programs
Community resources-food bank,housing,
Ohio Options Programs
Programs geared to the community
support for immigrants- English Language Programs
Well integrated into our community
Diverse College Offerings
advantages: affordability,practical degrees, hands-on experience
College is involved in national association of community collleges.
Cost per credit and relationships with other college
different course lengths
good connections to 4-year institutions
high school feed-in
Ohio Association of two year colleges OATYC
Tri-C initiated BA program engineering
tuition costs
Other
accessibility

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community connections
Modality options: In person, online, hybrid
Nursing NCLEX scores above national average
reputation
sense of longevity
Stomp - sense of community

Practical Learning Partnerships

A strength that we offer is access to practical, "real life" experiences and networking (early on in our programs) through outside partnerships, mentors, and employers in the area we live. Building and expanding on learning models that include more opportunities to interact with outside organizations and employers/mentors (e.g., apprenticeships, internships, etc.).
developing new programs/ degrees/ certificates to meet community needs
Internships
Our partnerships ranging from clinical sites to creative arts offerings. .

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Question 3

Reflecting on our Mission: What skills, knowledge or competencies do you think are most critical for students entering today's job market, either immediately after leaving Tri-C or after further education?

Summary

Students should acquire practical experience, job market knowledge, and hands-on skills, including tools like QuickBooks and Excel for accounting.

They should demonstrate mastery through proctored exams, internships, and use of career centers. Essential skills include time management, work/life balance, teamwork, strong work ethic, project management, emotional intelligence, creativity, professionalism, and ethical AI use.

Developing resilience, a growth mindset, accountability, critical thinking, problem-solving, curiosity, communication, cultural competency, networking, adaptability, data literacy, and media literacy is crucial. Encouragement from faculty and leaders, high standards, and belief in their capabilities will help students succeed.

Responses

Building Confidence and Accountability
Accountability
Believing in themselves
confidence
Overcoming obstacles
Building Resilience and Growth Mindset
ability to further their education
Growth mindset
Resilience, Persistence through the friction of the being uncomfortable (the learning process involves moving through discomfort to achieve ultimate success, pride, and confidence); encouraging merit and pride in your effort and work; doing this through relationship, mentorship, and modeling by faculty and leaders
See that they are capable of more
Critical Thinking and Problem Solving
critical thinking skills
Critical thinking/ problem solving skills
general study skills- where to find reliable information when they need it
problem-solving skills
Emotional Intelligence and Professionalism
Emotional Intelligence, Creativity, Professionalism, Agency
Ethical use of AI
Increase emotional intelligence by learning skills to work with others.
Learning how to network with others in their field.
Professionalism
Enhancing Communication and Networking
communication skills

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Cultural Competency/DEI Awareness
Networking Skills
Fostering Curiosity and Creativity
Become excited about learning
Encourage curiosity as the basis for learning efforts, creativity, and discovery.
Learning how to facilitate creativity
Other
Adaptability/Resilience
AI knowledge
Be held to high standards so they are prepared to suceed at a 4-year institution
Communication
Data Literacy
media literacy skills
Preparing Students for Job Market
Demonstrate that they have mastered the material vs. AI ie. proctored exams
hands-on experiences
Internships to gain valuable experience and explore the field
Knowledge of job market
Learn to use common tools for the field i.e. quickbooks/excel for accounting
practical experience
Students need to be able to bring their skills to meet their employers needs while also advocating for themselves professionally.
Utilize the career center
Professional Development Skills
5 year plan
Project/Time management skills
Strong work ethic
Teamwork/Collaboration
time management
work/life balance

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Question 4

Reflecting on our Values: What institutional values might we need to nurture or develop further to meet the challenges ahead?

Summary

The institution should value all people regardless of their background and focus on retention, professionalism, adaptability, resilience, cultural competency, teamwork, technology, grit, equity, inclusion, civility, authenticity, and compassion.

Prioritize faculty development through micro-credentialing, upskilling, and reskilling opportunities, and integrate AI and emerging technologies in coursework.

Increase full-time tenure track faculty, strengthen work-based learning experiences, and align academic programs with local industries.

Invest in teaching and student support rather than extra management, maintain high standards of excellence, welcome all economic backgrounds, and emphasize academic integrity, literacy, public speaking, leadership, and management.

Responses

Academic Program Enhancement

Develop faculty micro-credentialing opportunities

Expand access to upskilling and reskilling opportunities, including micro-credentials and certificates.

Integrate AI and emerging technologies into coursework so students stay competitive.

Strengthen ties between academic programs and local industries for curriculum alignment and job placement.

Strengthen work-based learning experiences, including internships, apprenticeships, and co-ops.

Increase budget for faculty development collegewide

Increase full time tenure track faculty numbers

Invest more in full-time faculty who can continue to improve their practice rather than their side-job

Invest more in teaching and student support, less in extra management tiers

Excellence and Integrity at Tri-C

Academic Integrity

Bring dignity and honor back to graduation

Consistency in quality and maintenance of high expectations for excellence and competency on all levels at Tri-C (for staff, faculty, and students no matter what program/course or the student's background). I believe this will support the Tri-C values as stated on theincluding "building trust, respect and confidence among our colleagues, students and the community"

Teaching and student support come first

Other

Develop leadership and management of a team

Develop Public speaking

increasing literacy

Welcome all people regardless of economic resources, including those who have degrees, businesses, and/or middle- and upper-income.

Values and Skills in the Institution

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TeamworkÂ means being able to get along with the people you work with.
adaptability
Authenticity
Civility
Compassion
Cultural competency like learning a new language
Equity and Inclusion
GRIT
Professionalism
Resilience
Retention
Truly show that the institution values ALL people regardless of title, age,or anything else.
up to date technology

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Strategies to Thrive

What strategies should Tri-C consider to do more than meet the challenges ahead, but thrive?

Summary

Recognize the value of academic counselors and build a culture of academic integrity.

Support higher education despite political challenges and maintain the essential role of community colleges.

Increase financial support for faculty development, restore the honor of graduation, and prioritize excellence in teaching.

Allow flexibility in programming and curriculum, encourage innovative educational models, and invest in up-to-date technology.

Expand student internships and faculty externships, invest more in full-time faculty and support services, and lean into AI training.

Build partnerships with external organizations, expand regional reach, and value everyone.

Increase full-time tenure track faculty and ensure the school model is holistic and adaptable.

Responses

Empowering Students and Faculty
Lean into the training needed for faculty, staff, and students with AI
Invest more in full-time faculty and support services for students, less in extra management levels
Increase student internships and faculty externship opportunities
Enhancing Academic Environment
Return to a commiitment to excellence in teaching as our primary mission
Restore the dignity and honor of graduation
Get organized and involved in keeping the community college essential to the public.
Be a leader in supporting higher education in spite of the political agenda to tear down education
Build a culture of academic integrity
Recognize the value of our academic counselors - we are very lucky to have them in our faculty ranks
Increase financial support to faculty development college wide
Innovative Educational Approaches
up to date technology

Allow for more flexibility and faster adaptability in programming, curriculum, faculty credentialing, scheduling, etc.
Encourage outside of the "norm" in educational models. Don't forget about the Creative Arts! :)
increase technology
Other
Continue to build partnerships with outside organizations, individuals, employers, etc.
Tri-C should expand our regional reach. And TRULY value everyone.

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- Think more holistically about how the school model fits and where we need to adjust to make everything flow appropriately
- Commit to increasing full-time tenure track faculty - our numbers have dwindled steadily