



Classified Senate of Merced College

2023-2028 Education Master Plan Town Hall Series



March 23, 2023



Agenda

Who is Vivayic?

Building an EMP & Important Considerations

Ground Rules before Review

Strategy Review

Talk to Us – Questions? Comments?

Strategy Survey



Who is Vivayic?

Vivayic helps organizations design, plan, and implement large-scale learning efforts that result in better ways to train, teach, and learn. We develop custom solutions that focus on the needs of specific situations and assemble a best-in-class project team to work as a trusted extension of your team until the project is finished.

Wil Hodnett
Project Manager



Seth Heinert
Learning Analyst



Stacie Warner
Learning Analyst





EMP Taskforce + Vivayic

Consist of Administrators, Faculty, and Staff – chosen to represent you and keep constituency group needs top of mind.

The Role of the Taskforce:

1. Represent their respective constituency group
2. Ideate on how to continue moving Merced College forward for the next five years

The Role of Vivayic:

1. Facilitate surveys, conversations, and workshops to dial into more specific information
2. Guide the taskforce on the strategic planning processes



Phase 1: Input

The goal of this phase is to assess the current state and identify trends and issues most likely to affect the ability of Merced College to fulfill its mission and vision.

Where Are We? What are We Working On? What's Coming?

- ✓ Collect stories that help form a deep and rich understanding of the perspectives of current, prospective, and former students.
- ✓ Ongoing: Conduct an analysis of Twitter posts mentioning Merced College for theme generation and identification of ideas and insights.
- ✓ Plan and conduct surveys of students, alumni, employers, faculty/staff, and community leaders.
- ✓ Conduct a sensemaking workshop, using all available input, to identify and prioritize the trends, challenges, and opportunities most likely influencing the future of Merced College.



Phase 2: Innovation

This phase aims to allow for meaningful consideration of new ideas and perspectives in solving the opportunities and challenges presented in Phase 1 and to lead collective discernment of the strategic imperatives most likely to advance the vision of Merced College.

Key Activities and Outputs:

- ✓ Plan and conduct a two-day innovation challenge event.
- ✓ Summarize the event and generate one or more theories of change.
- ✓ Test theories against Phase 1 input and with workgroup and students.
- ✓ Summarize feedback and propose strategic imperatives for consideration.
- ✓ Facilitate the prioritization of strategic imperatives to take to Phase 3 – Testing.



Phase 3: Testing

The goal of this phase is to discern both the perceived effectiveness and perceived acceptance of the proposed strategic imperatives identified in Phase 2. Strategic imperatives – especially those that may represent a new perspective or approach – present potential for greater progress toward the college’s vision but can also present a greater risk if feasibility is not fully considered. This phase helps inform the final decision-making by the steering committee in selecting strategic imperatives and related goals to drive the organization’s future efforts.

Key Activities and Outputs:

- ✓ Identify key considerations for each strategic imperative to evaluate for feasibility
- ✓ Design, plan, and execute testing methods for the 4 strategic “umbrellas”.
- ✓ Collect feedback from testing efforts and synthesize findings.
- Prepare for and present findings at one or more “town hall” events to identify remaining questions and concerns while assessing the general level of buy-in for the identified imperatives.
- Prepare a final report of testing efforts for the task force.



EMP Development Process



Phase 4: Synthesis

The goal of this final phase is to bring the planning efforts to culmination in the form of the goals and supporting evidence needed to compose the draft EMP for Board consideration and approval.

Key Activities and Outputs:

- Prepare needed evidence and data
- Prepare a draft of the Educational Master Plan
- Work with Cabinet for reviews and revisions
- Prepare for and facilitate an in-depth review session with the Board of Trustees (April 2023)
- Work with AMP Task Force and Cabinet for final revisions
- Prepare the final draft of the Educational Master Plan for Board of Trustee consideration at May 2023 regular meeting



Who We've Talked To & Other Important Considerations



Administrators, Faculty/Staff: Interviews and Monthly touch bases, Innovation Challenge



Students: Interviews, Surveys, and In-person Panel (Innovation Challenge)



Community Service Organizations, Leadership, and Employers: Surveys



Data reflects the need for a system-wide approach to the EMP rather than Main Campus and Los Banos.



Ground Rules + Agreements

In order for this process to be enjoyable, constructive, productive, cooperative, and high-quality, let's talk through the following agreements:

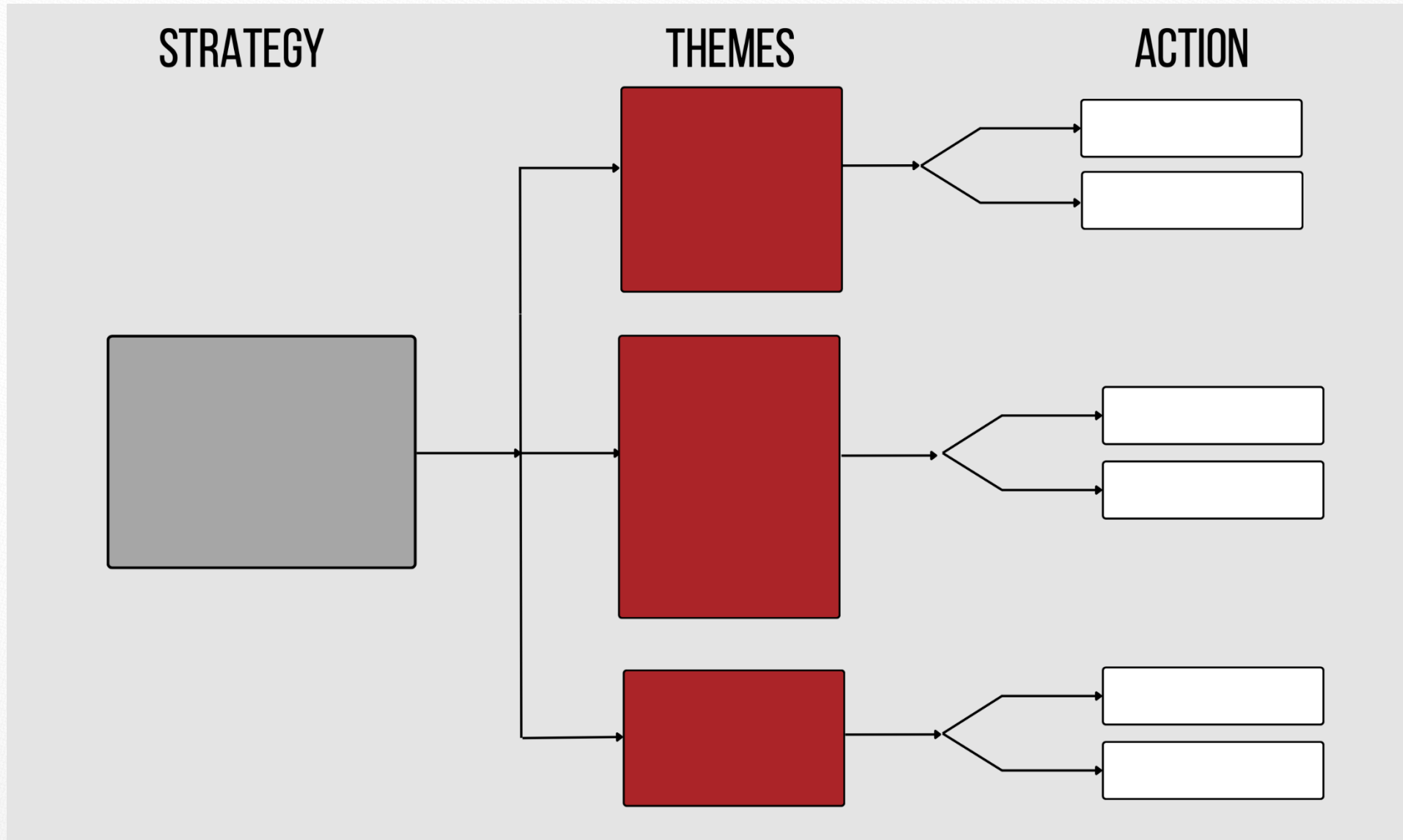
- Listen carefully to what others are saying
- Be aware of the purpose, stay on topic
- Engage with, build on, and respond to others' ideas/thoughts/perspectives
- Express disagreement or concerns constructively and with respect
- Be fully present

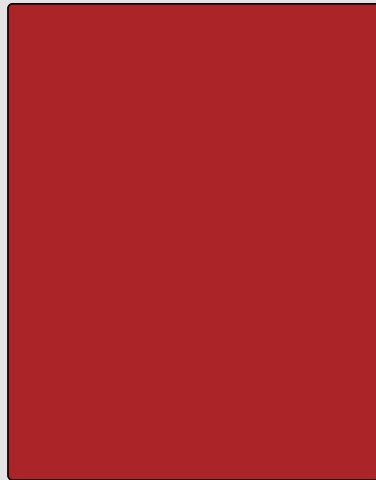
The goal: When every person can get 80% behind a decision – it doesn't need to be 100%.

Bus, Ring, Hill - What are you catching the bus for? What are you wed to? What hill are you dying on?



5 Identified Strategic Imperatives





GRAM, CTE



RESOURCES
DESIGNED TO GUIDE
STUDENTS SMOOTHLY
THROUGH THEIR
EDUCATION JOURNEY



ND PROVIDE PATHWAYS
TO EMPLOYMENT



COMMUNITY (EMPLOYERS AND
NEIGHBORING UNIVERSITIES)



STAFF AND STUDENTS
TO SIMPLIFY CHOICES AND
PRIORITY SO THAT SO THEY CAN
MAINTAIN A MANAGEABLE AND
SUSTAINABLE WORKLOAD





Talk to Us – Questions? Comments?



Please Scan and Take our Survey



<https://www.surveymonkey.com/r/XZG736B>

