HLC Criterion 3.C.: Staff Qualifications

Pima Community College
Board of Governors Study Session
7/31/15
3.C. The institution has the faculty and staff needed for effective, high-quality programs and student services.

- What is the issue?
- How do we know this is an issue?
- Why is this an issue now?
What is the process to address the issue?

- HLC Peer Review
- HLC Liaison
- Benchmarking for common practice
Timeline

- June 2015: Assumed Practice policy change
- July 7, 2015: HLC Liaison contact
- July 9, 2015: Provost and VC of HR meet with AFSCME
- July 10, 2015: Chancellor at Staff Council
- July 14, 2015: District Staff Meeting
- July 14, 2015: ALL-SSC Email
Timeline cont.

- July 20, 2015: Guiding Group Meeting I
- July 22, 2015: Guiding Group Meeting II
- July 22, 2015: ALL-SSC Email
- July 29, 2015: AFSCME Meeting
- July 31, 2015: BOG Study Session
- August 7, 2015: NACADA IPR Review Begins
- August 26, 2015: Pima Classes Begin
What are the options & likely outcomes?

- Do Nothing
- Assess & Wait for Further Guidance
- Grandfather & Future Hires
- Assess, Plan & Show
- Require Degree for All
## Assessment

### PCC Student Services
- **PCC Advising**
- **HLC Advising**

<table>
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<th>Job Duties</th>
<th>HLC &quot;Advising&quot;</th>
<th>Position 1</th>
<th>Position 2</th>
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College Approach

- Least amount of impact on staff
- Individual plans
- Communicate early and often
- Compliance with HLC
- Common practice
- Student experience
Questions and comments.....