Listening Session Summary
Tri-C Foundation Board
Thursday, February 20, 2025

Breakout Group 8

Strategies to Thrive

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

Add a sticky note with your **NAME** and how many **YEARS** you've been connected with Tri-C

Listening Session Summary
Tri-C Foundation Board
Thursday, February 20, 2025

Contents

Listening Session Summary
Tri-C Foundation Board
Thursday, February 20, 2025

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

Immediate action is needed to address declining enrollment and the changing needs of students in Northeast Ohio.

The Foundation Board emphasized the importance of community impact, strategic planning, and innovation, the focus is on collaboration with businesses, community partnerships, and understanding generational needs. Affordability, accessibility, and removing barriers like food and housing insecurities are critical.

The introduction of applied bachelor's degrees at lower costs and the need for multiple revenue streams are highlighted.

The role of the Foundation is crucial in enabling access and focus. Ultimately, the goal is to provide transformative education, economic opportunities, and a sense of belonging while maintaining the mission.

Responses

Accreditation and Program Expansion
Addiing a 4 year degree is huge!!!! And the cost savings is great!!!
Applied bachelors degree at the same credit hour price!
Need for accreditation given all the new programs (4 year) planned.
Adapting to Technological Innovations
innovation
innovation and non-traditional approaches - what are the unintended implications and how do we get ahead of those
Strategies around technology of the future (AI)
Technology is changing rapidly = skills must also change
Ambition and Opportunity
ambition
Ambition meets opportunity
loved the reference to linking ambitions to opportunities
Barrier-Free Educational Support
reducing barriers
removing obsticles
The need to eliminate barriers as a way to affirmatively help moving forward
Call for Immediate Action and Strategic Planning
Be willing to think/work outside the box as part of executing on the vision.
can't do it alone - need to engage others
Data and how it's used to tell the story of need

Listening Session Summary
Tri-C Foundation Board
Thursday, February 20, 2025

Immediate action needed

Must work to effectively regenerate public support

Need to re-think our norms; act differently

sense of urgency - act now

Strategic planning NOW is critical

That we don't have time to waste, we need to be moving now.

The urgency of need to define next steps

Timely marketing campaign

Understanding the generational needs

Community Engagement and Sustainability

cmmunity support shrinking

Collaboration with the business community; training the workforce they need

community impact

community partnerships

community support

connecting the college with community.

Consolidation/partnerships

Long term viability of the organization... what it takes to sustain ourselves and community impact

measure of success is broad - its about the community

Possible collaboration with other Community Colleges and communities that are in need.

power of collective

Recognizes that transforming communities starts with an individualâ€™s needs

sense of belonging

the connection to our diverse communities

Diversifying Degree Programs

Addition of Applied Bachelor degrees

Applied bachelors degrees

Bachelor's degrees--additional offerings

Lower cost for bachelor's degrees

Emphasizing Communication and Access

Focus on access

Empowering College Aspirations

How to get high choolers to talk about going to college? Have aspirations

I went to college because my peer group went to college.

Job placement on campus

Empowering Student Opportunities

creating the systems that help students overcome social/economic opportunities

helping students see their future by making them aware of their opportunities

helping students see their opportunity

Enabling Student Success

Clarity of school model

providing access to start future students on the right path

the role of the Foundation is increasingly cirtical to enable student access and focus

Enhancing Affordability and Funding

accessibility

affordability

affordabilityproacrive approach.

Listening Session Summary
Tri-C Foundation Board
Thursday, February 20, 2025

Enhancing Toga Parties and Resources

strengthen

Enrollment and Demographic Challenges

Declining enrollment

Demographic shift = declining enrollment & challenges

North East Ohio seeing major population headwinds so going to be challenging to continue to grow enrollment

overcoming demographic trends

some of the stats around the student population may discourage more traditional students

Impactful Opportunity Development

Economic opportunity

Provides economic impact

Provides opportunity for generational impact

Improving Community College Outreach and Services

Strengthen student services

Inclusive Education Support

foundation message may dissuade those that don't have barriers... need to demonstrate it is for all students

make sure taht we are removing the barriers to education like food and housing insecurity

Students want system that overcomes barriers

Other

case for change - data driven

differentiating between certification, degree, and professional programs in a visual manner

Doubling down on the mission

emphasis on ambition, and ultimately impact on health of our region

Engage the community to understand the true value add of the programs to allow for better pipeline of students and successful outcome.

For all

Grabbing people off of the SNH virtual bus and putting them on fhe Tri-C bus

I though it conneced well to the Tri the Tri C brand

Increasing student ambition

Life changing education

Must make the clear case between completion and job/career opportunities

obstacles to success

Opportunities look different to different students

resonates most is focus on workforce an having an employment agency

Students demand ROI

Students want sense of belonging

the botanical garden v flower shop analogy was powerful

thrive and succeed

Transformative

two major milestones ahead of us (accreditation and levy) not that far away

Understand where students' ambition comes from

vision stays true to the Mission

Will a rebrand be necessary for the bachelor degree addition portion of the vision to work (stigma around community college)

Revenue Diversification and Sustainability

Additional revenue sources

Development of multiple separate and distinct funding streams for the College

Listening Session Summary
Tri-C Foundation Board
Thursday, February 20, 2025

Future proofing funding by creating new revenue streams (placement agency, executive education)

Internal placement agency, would like to learn more

Strategic Focus on Access and Agility

Access is still at the forefront with strategic shifts/adds. (Hannah)

Agility is important

How do we compete in the online market place

The need to stay focused on the goals despite the times

Student Support and Education Access

can we help overcome a culture of non-education?

Student economic challenges--housing, food insecurity

Students juggle jobs, classes, family

Sustainable Economic Growth Strategies

Multi-directionality of model

the idea of multiple, creative revenue streams

understanding of different paths

Listening Session Summary
Tri-C Foundation Board
Thursday, February 20, 2025

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

Tri-C offers affordable tuition and accessible education through multiple campuses and strong community partnerships. The institution is committed to affordability, providing wrap-around services, and having strong corporate connections to ensure job readiness. Tri-C offers a variety of programs, including credentials, associate, and bachelor's degrees, with an emphasis on lifelong learning and innovative approaches.

The college maintains a strong presence in the community, supports students financially through scholarships, and focuses on student success and outcomes.

Tri-C's experienced faculty, leadership, and comprehensive support services contribute to its positive reputation and adaptability to meet the needs of non-traditional students.

Responses

Affordable Education Access
Access (financially affordable and location) for all
accessibility
affordability
Affordabiltiy
Affordable options - from credentials to full bachelor degrees
Affordable tuition
cost! value of the offering for the cost as compared to other options
funding model
good financial tax structure
low cost, high accessibility to programs
More easily adaptive
Campus Accessibility
access - multiple campuses
Facilities across all of Cuyahoga County.
location location location
Multiple campuses in region
multiple locations
multiple locations across the region
CMSD Student Partnership
all CMSD students auto-enrolled
CMSD partnership
Connection to CMSD students
partnership with CMSD to admit all students
Community Engagement
A strong presence in the community
focus on community impact

Listening Session Summary
Tri-C Foundation Board
Thursday, February 20, 2025

good community support

Partners in community

Community Program Alignment

Community connections - programs informed by local needs

connectivity to business community

strong community connections

Comprehensive Student Support

commitment to providing resources to help student navigte obstacles.

providing support and wrap-around services that meet students where they are

range of services that support students so they can focus on education not other stressors

Corporate Partnerships and Engagement

Community partnerships - specifically inviting employers in to curriculum design, sharing soft/durable skill focus
areas or needs, etc. (Hannah)

Connectivity to key influencers

Corporate connections

Established relationships with employers in a wide variety of industries

How to engage the small to mid-size employers in what Tri-C is doing.

partnerships with corporations

relationships and partnerships with employers in the region

Strong corporate partnerships

Diverse Program Offerings

2+2 programs give Associate Degree grads access to higher paying jobs while finishing their BS

cost effective 4 yr program no assoc college provide

Credential programs

Enrepreneurial programs have potential to help students gain financial literacy

Successful outcomes in specific majors/programs

Variety of options (2 year, 4 year, certificates)

Educational Program Diversity

non-credit programs

Programs for everyone

range of programs - the four components of the overall system of opportunities

variety of educational options (but.. are all still viable)

variety of programs / paths

Experienced Faculty Leadership

Dr. Baston well known in community college world

Experienced faculty

Our talented President , faculty and staff

strength of faculty

Faculty and Student Focus

350 tenured professors

College has a good brand, positive image

Generations of students attending at the same

knowledgeable faculty

Student first culture

Innovative Education Programs

Deep curriculum

disruptive vision & willingness to take smart risks

Listening Session Summary
Tri-C Foundation Board
Thursday, February 20, 2025

Hands on training. Need more on the soft skills.

Innovative culture

Lifelong learning

Practical useful education that can be immediately applied

Programs which resonate with the students of today

Willingness to try new and creative approaches to education

Other

are we being efficient? doing too much? trying to be all things to all people?

compelling leader

connectivity to local public and private sector organizations

education options reflect the life/work needs of non-traditional students

excellent facilities

favorable repurtation

flexible schedules and modality

great community partner

Integration into the social services fabric = easy access to program information

Local relationships with corporations that support programming

multiple aveues to success

Network within the community dedicated to supporting the organization

partnership with four-year institutions

reach and breadth; embedded in the community with reach

Reputation for comprehensive training in the employer community

Strong levy support; and capital campaign support

support services and affordability

the community partners Tri C has established

value

we care!

Wealth of institutional resources

Skills Development Focus

adaptability

Job readiness

Perseverance

Wayne

Strong Leadership and Governance

active board

Consistent strong leadership

Great board members

humility - listening to constituents

visible leadership

Student Financial Support

graduating with little to no student debt

Scholarships

Strong scholarship support for students

Student transfer

Student Success Commitment

100 % of students are accepted

Listening Session Summary
Tri-C Foundation Board
Thursday, February 20, 2025

Cammittment to proving entry poitts for students in a variety of ways nad eve haing community based locations to enter

Invested in student success

We understand and try to address the unique challenges our students face.

Student Support Services

Sense of belongingthrough wrap-around support services

wrap around services, all CMSD kids are accepted, strong ties to community groups

Wrap-around services (Hannah)

Wraparound services for students like food pantries

Wraparound support

Wrap-around support services

Tri-C Institutional Support

Tri-C allows life to not get in the way of learning

Tri-C Foundation Board

Tri-C Jazz Fest

Workforce Development Focus

High growth workforce focus

Responsive to regional employers' hiring needs

That Tri C is very outcomes focused on work placement

Listening Session Summary
Tri-C Foundation Board
Thursday, February 20, 2025

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

The Foundation Board identified several key skills and traits for success include adaptability, flexibility, resilience, self-awareness, effective communication (both verbal and written), problem-solving, critical thinking, work ethic, financial literacy, collaboration, time management, social and networking skills, leadership, a positive attitude, and a continuous learning mindset.

These encompass both soft and technical skills, emphasizing the importance of being able to adapt to changes, handle feedback, work within a team, and navigate the modern workplace effectively.

Responses

Adapting to Change
Ability to adapt to a changing world
ability to influence
able to handle rejection
adaptability, flexibility
Adaptability/ flexibility
career flexibility
change - ready - ability to adapt
curiosity - ability to ask questions, be inquisitive
Flexibility
flexibility and adaptability
Flexibility, adaptability
open-mindedness
remain affordable
Resilience
self awareness and adapting to feedback
Timeliness
Willingness to forge unknown paths
AI Awareness and Transition
AI understanding - how to use in daily work or how impacts area of specialty
basic financial fundamentals - how businesses make money
Financial awareness. How to help an employer be successful.
financial literacy
Know to ask for help
Knowing how to find information
transition from student to employee
Critical Problem Solving
basic math competencies
Conflict Resolution
Creative problem solving

Listening Session Summary
Tri-C Foundation Board
Thursday, February 20, 2025

Critical Thinking

critical thinking skills

critical thought

general common sense and how it supports your trained expertise

Problem solving

Problem solving & critical thinking

problem solving and critical thinking

solution seekers

Curiosity and Continuous Learning

curiosity

Desire to continue learning

life long learner mentality

Effective Communication

communication - verbal and written skills

Communication & interviewing skills --ie: elevator pitch

communication skill sets and Interviewing training

communication skills

communication skills

Communication: verbal and written

effective communication skills without using a smartphone

Student's ability to communicate or "sell" their skills /experiences and/or identifying skill adjacencies (Hannah)

the soft skills of communication, awareness, discipline, self-promotion are critical

The ability to communicate verbally

Networking and Collaboration

networking skills & approach

Skills about working in a shared space - workplace etiquette

Social / collaboration skills (Soft skills)

Other

Applied Experiences

Assertiveness, speak their mind

communication of resources available will ensure student success to the degree that students will engage

Communications skills

Community support/interest in giving back

effective listening

ensure an understanding of what is current/contemporary in the market vs existing curriculum

Entrepreneurial skills

Excitement for work

Familiarity and comfort with technology

find a way to engage with community

job searching, interviewing, professional presence

leadership traits

life skills support

mix of trades and business/ entrepreneurship

planning and organizing skills

positive attitude

sense of entrepreneurship

Verbal and written communication

Listening Session Summary
Tri-C Foundation Board
Thursday, February 20, 2025

visionaries/ change agent

work experience/internships

Workforce readiness skills, understanding value of asking questions and following directions

Personal Resilience

accountability

Confidence

empathy

Grit

Overcome obstacles

Perseverance

Professional Skills Development

networking skills

soft skills - professional development

technical skills

Social Interaction and Relationships

Ability to build relationships

Ability to develop and maintain relationships

The ability to interact socially

Soft Skills and Business Acumen

Both technical skills around technology and AI, but also soft skills. showing up on time, interacting in person, pushing through challenges

self help abilities

skills plus business acumen - how ensure both?

Soft skills

soft skills

soft skills, showing up on time

soft/durable skills (Hannah)

Team Collaboration and Management

Ability to work within a team as well as independently the value of taking assignments and then integrating work into the whole

collaboration

multitasking/juggle and prioritization

project management

Team player/collaborative

Time Management

time management - how to juggle multiple priorities across work and life

Work Ethic and Values

A good work ethic

EQ is far more important than IQ

how to be a responsible contributor to our society

Morality

Organizational understanding

sense of purpose

Understanding of importance of commitment, reliability, hardwork

Understanding of Workplace culture

work ethic

work ethic, dependability, integrity,

Listening Session Summary
Tri-C Foundation Board
Thursday, February 20, 2025

Question 4

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

Summary

The Tri-C Foundation Board identified several key institutional values that should be nurtured or further developed to meet future challenges. Their responses emphasize the importance of empathy, compassion, flexibility, adaptability, and resilience in fostering a supportive and inclusive environment for students.

Additionally, they highlighted the need to strengthen educational excellence, student experience, faculty development, and continuous improvement to drive innovation and quality. Core values such as integrity, accountability, ethics, respect, humility, and trust were also noted as essential for maintaining a strong institutional culture.

To enhance community engagement and accessibility, the Board emphasized affordability, inclusivity, sustainability, and partnership building as priorities. Finally, they underscored the importance of technology, critical thinking, self-reliance, and risk-taking in preparing students for the evolving workforce.

Overall, the focus remains on creating a dynamic and forward-thinking institution that prioritizes student success, faculty growth, and strong community connections.

Responses

Accessibility and Accountability
accessibility
accessibilty
accountibiity
Adaptability and Resilience
adaptability
Adaptibility
Connectivity
Flexibility
flexibility and creativity
Resilience
responsiveness
Affordability and Accessibility
Accwssibility
affordability
Affordable
Community Collaboration
collaboration
Collaboration (with industry, other institutions, etc)
community engagement
community listening and connection

Listening Session Summary
Tri-C Foundation Board
Thursday, February 20, 2025

Community Engagement
community
community engagement
CommunityCommitment
connections

Creativity and Innovation
Creative
Creativity
Entrepreneursim
innovation
Innovative

Empathy and Compassion
caring
Compassion
empathy
responsible
supportive

Inclusivity
Inclusion
inclusivity
inclusivity

Other
Access (Hannah)
Access for all
Access, Affordability, Adoption,
accountability
analytical thinking
collaboration
continuous improvement
Critical Thinking
customer service
Energized teams (it's going to take a lot to get there)
inclusiveness
inquisitiveness
integrity
legacy
partnership building
quality vs. quantity
Remaining current
Self Reliance
students are at the center of everything
succession planning
sustainability
technology
the best ROI
Trust and trustworthy
Truth sincerely faithful resilience

Listening Session Summary
Tri-C Foundation Board
Thursday, February 20, 2025

Value should exceed the cost.

Risk and Tolerance

appreciation of incredibly varied circumstances

embracing risk

Risk Taking

Tolerance

Student Support and Excellence

campus/student experience

Educational Excellence (Hannah)

excellence in academics and work

Help students find their 'ambition' to take advantage of those opportunities

help students self-promote

training & development of faculty

Wellness and Ethics

ethics

Humility

mental/emotional wellness

moral compass

respect/civility

Listening Session Summary
Tri-C Foundation Board
Thursday, February 20, 2025

Strategies to Thrive

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

Summary

To not only meet future challenges but thrive, the Tri-C Foundation Board recommends a strategic focus on access, flexibility, and collaboration in higher education. Strengthening communication and community engagement while maintaining fiscal responsibility will be key to sustaining long-term success.

The Board emphasizes the importance of building strong partnerships with other institutions and industries to expand student opportunities and career pathways. Additionally, Tri-C should prioritize high-impact initiatives, work to increase endowment growth, and explore strategic acquisitions of struggling colleges to broaden its reach and influence.

By fostering innovation, resource sustainability, and community alignment, Tri-C can position itself as a leader in higher education and workforce development.

Responses

Emphasizing Communication and Access

Be bold

Clear Communication

Flexibility

Keep access at the forefront

Enhancing Higher Education Partnerships

Connect more with small and mid-size employers.

Develop deep partnerships with other higher ed institutions, reduce under performing certificate/degree programs,

Further cultivate community/employer partnerships

Increase alignment with industry to put students to work during degree completion

Enhancing Toga Parties and Resources

Clear

Resources

Toga Parties

Improving Community College Outreach and Services

consider acquisition / leadership of other community colleges that are struggling

program outreach to high performing high schools

Other

community engagement

deepen and build on relationship with the corporate partners

Establish additional groundbreaking employer partnerships

INCREASE ENDOWMENT

Partner with nonacademic institutions

Promoting Fiscal Responsibility and Community Growth

A+O=TC ambition & opportunity creates a thriving community

Listening Session Summary
Tri-C Foundation Board
Thursday, February 20, 2025

ensure rigorous and transparent fiscal responsibility - broadcast ROI/outcomes!

fiscal health community

self-reliance funding sources & environment are uncertain

Strategic Course and Training Focus

Be as flexible as possible while remaining within thre requirements of higher ed accreditation

Collaboration/Affordability/Access

Continue to focus on multiple modalities and parts of term for courses and training

Focus on the highest ROI paths. Should we trim some majors, courses or projects

Leveraging technology/digital learning

Student-Centric Strategy and Funding

ask students their thoughts on this

RAISE MORE MONEY FOR STUDENTS

Ruthlessly prioritize based on what will make the most impact for students. A smaller list of excellent accomplishments is better than a longer list of mediocre accomplishments.

takeover CSU