

Listening Session Summary
Tri-C Board of Trustees
Tuesday, March 4, 2025

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Question 1

Reflecting on our Vision: Reflecting on the context and Dr. Baston's message just shared, what stands out to you as the most essential outcomes Tri-C must achieve in the next five years? What challenges should we be especially mindful of?

Summary

Tri-C must focus on providing visionary and strong leadership, maintaining a strong financial position, offering 24-7 tutoring and mentoring opportunities, and meeting students where they are.

The institution should leverage partnerships with community organizations, offer skill-based applied courses, maintain the lowest tuition in the state, and provide innovative programming. Public financial support, workforce and career solutions, value for cost, and flexibility in scheduling are crucial.

Tri-C should utilize the Corporate College for career enhancement credentials, blend degree and certificate programs, and respond to employer needs. The leadership and faculty should be dynamic and visionary, ensuring that 86% of graduates stay in the region.

Tri-C must be nimble, geographically reach more students, and act as a bridge within the NE Ohio economic infrastructure, focusing on cost and geographic convenience, while being responsive to community needs.

Responses

Bachelor's Degree Expansion

4-5 4-year degrees

bachelor's degrees

Get approval for 5 new bachelor's degrees

Business Community Engagement

collaboration with business community

Expand employer partnerships

partnerships with more potential employers

Remain a conduit for collaboration in the city

Capacity Building Strategies

better utilization of space

building capacity

free up financial resources from excess capacity

Demographic Challenges in NEO

Challenge: declining regional population

Challenge: NEO demographics / shrinking population

reduced demographics in Northeast Ohio

Diversified Program Offerings

Challenge: Automation & dramatically shifting / shrinking job market

enlarge certificate and curriculum offerings to match employment opportunities.

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increase number of potential vocational and workforce opportunities

Serve students where they're at with multiple programs and multiple credentials for students of all ages and career aspirations

Economic Development Leadership

Outcome: leader in economic development and population growth for NEO

Outcome: Financial health and sustainability

Enhanced Graduate Employability

expand geographic reach

increase hiring from TRI-C graduates

possibly expand into adjacent counties

Innovative Job Placement Strategies

Assure and measure job placements

deep partnerships with employer groups

Equitable opportunities

job creation

Outcome: Leader in job placement and careers in NEO

Outcome: Multi county institution

Outcome: unique, impactful employment agency

Research Jobs that have not been created yet

Students getting meaningful employment aligned with their area of study

Track graduates job successes post graduation

Instructor Recruitment and Levy Passage

Challenges: Putting in place the instructors that can work with the modern student

Passing the levy

Navigating Higher Education Challenges

challenge of attitudes against secondary education

challenge of declining enrollments

Challenges: Community College / Higher education stigmas

political forces interfering with higher education

Other

changes in the political climate

mental health

Passing HLC re-assessment

reappointment for Phoebe D'Y,

Share Tri-C's value proposition

Strategic Enrollment Growth

Increase enrollment

Increase graduation rates

Increase project learning

Increase student enrollment over 5 years

increased competition among colleges

Outcome: Growth in enrollment every year

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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 might give our students a competitive advantage and create social impact in our community?

Summary

The Tri-C Board of Trustees emphasizes the importance of providing low-cost tuition, high-caliber staff, convenient campus locations, and strong leadership. They highlight the need for comprehensive social services, partnerships with community organizations, and strong connections with local high schools.

They stress the value of skill-based applied courses, innovative programming, and public financial support. Tri-C offers extensive tutoring and mentoring, flexible scheduling, and programs that blend degree and certificate options, catering to the evolving needs of the workforce and community.

The institution is dedicated to workforce solutions, career enhancement credentials, and maintaining a strong financial position.

Responses

Affordable Programs and Regional Impact

86% of our graduates stay in region
ability to blend degree and certificate programs
affordable
Corporate College and Entrepreneurship school
lowest tuition in the state
Value / Cost

Enhanced Student Support Services

24-7 tutoring and mentoring opportunities
Ability to meet students where they are
automatic enrollment of CMSD students
convenience of campus locations
Direct access to local high school students
low-cost tuition with high caliber staff
matriculation into four-year colleges
multiple campuses
unique needs of our students--need more social services -tuition low
wrap-around services for our students

Flexibility and Convenience

Cost & geographic convenience
flexibility in schedules
scale / geographic reach
scheduling flexibility

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Innovative Programming

innovative programming

nimble

Visionary Leadership and Financial Stability

board of directors

Dave Kuntz, strong financial position

Dynamic & visionary leader

Executive leadership & faculty

outstanding leadership and vision

strong financial position

Strong leadership

visionary leadership

visionary President

Workforce Development Programs

a proven player in workforce / career solutions

Access to employers

Applied courses--skill based

Bridge and connector within NE Ohio economic infrastructure

CCC has been focused on workforce and is well positioned for the changing needs of our community, unlike 4 years.

more responsive to employer needs

partnerships with community organizations for increased alignment and synergy

public financial support

the way we can partner

Utilize corporate college for career enhancement credentials

Variety of workforce 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

Tri-C offers flexibility in schedules, low tuition costs, and high-quality staff. The convenience of multiple campus locations and partnerships with local high schools and community organizations enhances student support.

They provide wrap-around services, 24/7 tutoring and mentoring, and innovative programming. Tri-C's strong leadership and financial position, along with public financial support, ensure their ability to meet student needs and align with workforce demands.

They offer applied, skill-based courses, career enhancement credentials, and a variety of workforce offerings, making them a valuable bridge within the NE Ohio economic infrastructure.

Responses

Critical Thinking Skills

analytical skills

creative problem-solving

critical thinking

Entrepreneurial Skills

anticipation and future focus

commitment to continuous learning

Entrepreneurial

entrepreneurship

learn from mistakes--do not be afraid to fail

passion for your work

Real world work experience

seek out opportunities

self-starter in unstructured environments

strong work ethic

working in an urban environment

Lifelong Learning and Adaptability

Adaptability / nimbleness

commitment to lifelong learning

faculty connectivity with real time experiences

Resiliency

Self awareness

Personal Development and Emotional Intelligence

emotional intelligence

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empathy

integrity, ethics

Skills and Traits for Success

discipline

financial acumen

flexibility to learn new skills

Intellectual curiosity

need ability to measure skill attainment

Soft Skills and Communication

communication

Communication (written and verbal)

communication skills

focus

Interpersonal Skills

leadership skills

people skills

Skills over content

social skills--ability to work in groups

soft skills

technical skills

Team Leadership and Collaboration

ability to collaborate

collaboration

leadership and followership--playing a role on a team

team player

willingness to work with others

Tech and AI Proficiency

AI

AI

Tech & AI fluency

Tech savvy (cloud working, AI, etc.)

technology

vision

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Question 4

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

Summary

Tri-C should nurture community participation, partnerships with local employers, and a commitment to community. Emphasizing people-centric thinking, institutional and community organization collaboration, and bringing in community talent for new ideas is essential.

Creative, market-led program creation and expanding teaching methods through collaboration with SMEs, along with fostering a collaborative mindset both internally and externally, are crucial values to develop.

Responses

Adaptability and Innovation

Embrace change

flexibility

innovation

Innovation

open to changing environment

Community Engagement and Collaboration

Bringing in community talent to bring new ideas

collaboration with community organizations

Collaborative mindset (internal and external)

commitment to community

community participation

creative program creation-market led

Expand the way that we teach- collaborating with SMEs

Institutional collaboration

partnerships with local employers

people centric thinking

Education Excellence and Support

academic excellence

Career focused

caring faculty

Challenging faculty & students to think big

commitment to low-cost tuition

Empowering students to strive for excellence

financial aid to make sure that poverty is not a barrier

focus on the college brand to attract the students we can most educate and give opportunities

generosity and kindness--the \$100 gifts that faculty can bestow

Students taking multiple disciplines vs one program

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Other

civic pride

eliminating challenges of housing and food insecurity

wrap around support

Skills Development and Innovation

hands on project-based learning

love of learning and developing additional skills

Need ways to demonstrate and measure skills attainment

reduce barriers between degree & certificate programs with transition paths

Revise Sabbatical Programs

Upskill alums

Upskill staffs

Utilize subject matter experts outside the academy

Values and Inclusivity

diversity

empathy for others

integrity

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Strategies to Thrive

What unmet needs might our community be asking of Tri-C that, if we met, might be a game changer?

Summary

The community is seeking increased participation, partnerships with local employers, and a commitment to community-focused and people-centric approaches. There is a need for institutional collaboration, engagement with community organizations, and leveraging local talent for innovative ideas.

Creative, market-led programs and expanded teaching methods in collaboration with SMEs are also desired, alongside fostering a collaborative mindset both internally and externally.

Responses

Career Development

Path to career success and ongoing growth

Reacting to what is happening in the world

Community Engagement and Value

Be convener

More seamless / frictionless employer connections

value for their tax dollars

Education Support

meeting the evolving wrap around needs of our students to help them succeed in their academic program

Wraparound services

Empowering Learning Community

affordability

affordable + short term coursework that leads to meaningful work

clear career pathways

corporate college expansion

ease of enrollment

Lead community in providing affordable access to excellent learning

programming that leads to meaningful work in an expedited manner

using AI in productive and helpful ways

Other

Connector and bridge

having intergenerational programs and offerings

Skills Development and Mentorship

being a thought leader as to as to the next--5-10 years out-ca

Enhanced Mentoring

mentorship

Seniors mentoring younger students and the younger students mentoring seniors

Success coaching

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Talent retention
upskilling