

2025-2026 ACADEMIC PRIORITIES

Date of Submission: November 4, 2025

About People & Culture Council

The People and Culture Council is a venue for participatory decision-making related to policies, procedures and the strategic issues specific to organizational health and employee support. These may include (but are not limited to) employee retention and climate, employee onboarding and training, and improving the effectiveness of CCC work processes.

2025-2026 Council Members	Council Co-Chairs: <input type="checkbox"/> Melissa McCormack <input type="checkbox"/> Sarah Steidl Recorder: <input type="checkbox"/> Alex Lam Leads: <input type="checkbox"/> Julia Nicholson <input type="checkbox"/> Kattie Riggs <input type="checkbox"/> Shirlee Miller <input type="checkbox"/> Casey Layton	Members: <input type="checkbox"/> Csea Leonard <input type="checkbox"/> Sunny Olsen <input type="checkbox"/> Ashley Sears <input type="checkbox"/> Maria Sorrentino <input type="checkbox"/> Jennifer Pope <input type="checkbox"/> Aundrea Snitker <input type="checkbox"/> George Burgess <input type="checkbox"/> Mark Devendorf <input type="checkbox"/> Miranda Butler <input type="checkbox"/> Anne-Mary Nash-Haruna	<input type="checkbox"/> Melissa Padron <input type="checkbox"/> Stephanie Murphy <input type="checkbox"/> Amber Steele <input type="checkbox"/> Adam Wickert <input type="checkbox"/> Michelle Baker <input type="checkbox"/> Tina Francisco-Evans <input type="checkbox"/> Miranda James <input type="checkbox"/> Bill Fricke <input type="checkbox"/> Kathleen Hollingsworth <input type="checkbox"/> Liz Koch

Public Council Meeting Dates	Start Time	End Time	Location
Friday, November 14, 2025	1:00 pm	2:30 pm	Virtual via Zoom
Friday, December 12, 2025	1:00 pm	2:30 pm	Virtual via Zoom
Winter and Spring Meetings TBD			

2025-2026 Priorities

Priority #1 (Organizational Learning)	Institutional Knowledge Management
<p>Priority Outcomes:</p> <p>Create a recommendation for review in Oversight Group regarding knowledge management at the college.</p> <ul style="list-style-type: none">Given the scope and wide-ranging impact of the project, it was determined that a formal recommendation was necessary.Creating a recommendation that addresses four key questions provides a foundation for handoff to the implementation team. <p>Collaborate with the SharePoint implementation team on issues related to use of Cougar Pause, community engagement and feedback, and inclusive planning.</p> <ul style="list-style-type: none">While the implementation team is responsible for the delivery of the recommendation, the Organizational Learning Committee will remain involved throughout 2025-2026 Academic Year.Organizational Learning will become the venue for continued community input into the development and roll-out of SharePoint.	
<p>Community Collaborators:</p> <p>Implementation Team</p> <p>Co-leads of the implementation team will regularly meet with the Organizational Learning Committee to plan and coordinate efforts for inclusive planning and college engagement.</p>	
<p>Resources Needed:</p> <ul style="list-style-type: none">Funding for consultant work to kick off implementationStaff time for each unit responsible for creating/maintaining a SharePoint page	

**Priority #2
(Policy)**

Policy & Procedure Review Process

Priority Outcomes:

Create at least one policy revision/recommendation for review in Oversight Group regarding policies under the People & Culture Policy Committee's purview.

At this point there are roughly 70 policies and procedures under the People & Culture Policy Committee's purview, so the plan is to start with reviewing about three per term.

Community Collaborators:

Policy Owner's and Shepherds

These are the divisions, departments, individuals that will help with the any necessary revisions and help answer questions regarding the policy/administrative regulation (procedure) along the way.

CCC Board of Education

If the policy being revised/reviewed is a Board policy, the Board Policy Review Committee will be involved in the process.

Resources Needed:

- Staff time to make suggested edits/revisions to a policy.
- Staff time to review any proposed changes to a policy.
- Staff time to utilize the Cougar Pause when reviewing policies.
- Staff time to make changes to webpage.
- Staff time to attend the People & Culture Council meeting.
- Staff time to attend the Oversight Group meeting (if a Board policy).

**Priority #3
(Wellness & Recognition)**

Awards and Recognition

Priority Outcomes:

Addressing Awards and Recognition

The plan is to create a robust system for cataloging, supporting, and promoting recognition programs, ultimately celebrating employee wellness journeys.

- Create a Centralized Recognition Resource Hub: Develop and maintain a comprehensive catalog of all current recognition programs within the organization. This hub will be a central repository of information, including program details.
- Develop a Recognition Best Practices Library: Create an online database with links to videos, books, and articles that showcase tried-and-true and modernized employee recognition practices. This library will specifically address the unique challenges and opportunities of post-COVID work environments, providing resources for recognizing both in-office and remote employees. This will empower leaders and teams to find the information they need to build and enhance effective recognition programs independently.

Community Collaborators:

CCC Community

All CCC community members are encouraged to participate and contribute to a culture of recognition by participating in the work for this priority.

Resources Needed:

- Staff time for collection, cataloging, and posting of resources and library information
- Online space to host resources