

## Mission Statement & Visionary Commitments

### SPC Mission Statement

The mission of St. Petersburg College is to empower our students and community to achieve success and economic mobility through academic excellence and engagement.

### College Visionary Commitments

#### Academic Excellence

We will provide a high-quality education for our students by creating an innovative and engaging learning environment within a supportive, collegial culture.

#### Economic Mobility

We will provide opportunities for our students to be prepared for high-wage, high-need careers and professional growth, which will contribute to their economic success and improve the quality of life within our community as well as assist in ending generational cycles of poverty.

#### Community Engagement

We will invest in the well-being and growth of our community by serving as a leader, a convener, and a catalyst for positive change. We will maintain this commitment by creating strong partnerships, participating in civic learning and community engagement, and cultivating a community of care.

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REVIEW YEAR: 2021-2022

REVIEW STATUS: Completed

EMPLOYEE: Carver, Eric H

EMPLOYEE ID: [REDACTED]

SUPERVISOR: Conner, Jamelle J

SUPERVISOR ID: [REDACTED]

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## SMART Goals

### Well written, motivating goals are SMART:

<b>Specific</b>	Clearly and specifically defines <u>what</u> and <u>how</u> you want to accomplish something.
<b>Measureable</b>	Answers the question 'How do you know you've accomplished the goal?' with tangible evidence.
<b>Achievable</b>	Stretches you slightly so you feel challenged, but defined well enough so that you can achieve them.
<b>Relevant</b>	Answers the question, 'Why do you want to achieve this goal?' and focuses on the outcome.
<b>Time-bound</b>	Links to a realistic timeframe that creates a practical sense of urgency.

SMART Goals:

I want to achieve:

1. Improve student enrollment at Midtown
2. Create efficiencies with Virtual Advising Center
3. Establish Collegiate H.S. at DT Campus
4. Alignment of STEM / STEAM programs to further identify the DT campus as a center for arts and innovation.
5. Support the successful implementation of the Center of Economic Impact and Inclusion.

By doing:

1. Incorporating workforce programs to impact economic mobility
2. Conducting a CIP (continuous improvement process) to assess gaps, needs, and potential challenges.
3. Collaborate with departments to align resources and talent to ensure successful launch of Collegiate HS in Fall 2022 and assess resources in Spring 2023
4. Support college programs on program alignment post real estate study.
5. Collaborating with VP Business and Finance, Acting Dean of Workforce, and Community Partners to market, advertise products, and facilitate activities.

Measurement/Results:

1. Improved student enrollment numbers in workforce programs by Fall 2022.
2. Present VP a report in Fall 2022 after one full year of operating this concept. Will consult with VP on FY 23-24 budget post report.
3. Improved enrollment and campus utilization.
4. Additional program/course offerings in STEM / STEAM programs.
5. Generation of revenue by the end of Fall 2022 and Evaluation Report in Spring 2023.

Employee Comments:

These goals are subject to minor change as we have yet to receive details from compensation study, budget awards for FY 2022-23, and outcome of Real Estate Committee presentation.

Supervisor Comments:

As this segment is for 21-22 goals and these goals are certainly well presented for 22-23 goals as well, we can focus on work currently doing toward these outcomes.

Professional Development Goals:

I want to achieve:

1. Increasing knowledge of Global Health - which includes elements of business, academics, marketing, and government grant/funding.
2. Increase professional development in Higher Education Leadership

By doing:

1. Completion of Graduate Certificate through Uniformed Services University in Global Health Engagement.
2. Completion of professional development activities such as webinars, conferences, and courses relative to higher ed leadership.

Measurement/Results:

1. Completion on courses in Fall 2022, Spring 2023, and Summer 2023.
2. Certificates and applied knowledge to current position as aligned with the SMART Goals illustrated above.

Employee Comments:

I would also like to learn more details on how SPC's budget is developed and allocated as appropriate so I can help make the budgeting process easier.

Supervisor Comments:

Employee Approval: Y 05/16/22 03.18.56 PM

Supervisor Approval: Y 05/24/22 04.06.02 PM

### Employee and Supervisor Comments

#### **What do you consider to be your greatest contribution(s) to your department or SPC this year?**

##### Employee Comments:

Support for legislative asks at previous campus assignments and developing new campus vision for DT and MT campuses. This is a new focus to integrate workforce programs at a larger scale and compartmentalize offices for optimum function. Additionally, my contributions consistently focus on mitigating risks.

##### Supervisor Comments:

Dr. Carver successfully led the Health Education Center, Vet Tech Center, Allstate Center, and Fire Training Center, serving as a strategic liaison with organizations throughout Pinellas County, as well as supporting the college in legislative asks related to those sites. He transitioned to become the Provost of the Downtown and Midtown Centers and quickly jumped into several strategic projects in mid-implementation to provide strategic leadership to help them be successful, including the launch of the new Collegiate High School opening this Fall. I look forward to seeing the success of these campuses grow as a result of Dr. Carver's leadership.

#### **How could you improve in your current role?**

##### Employee Comments:

I can improve in many ways! Through the campus learning phase, I am continuing to work through task prioritization. There are several departments competing for space, time, and support. I am continuing to work through new contracts with partners and supporting the establishment of the first A.S. Collegiate H.S.

##### Supervisor Comments:

Dr. Carver is already on top of learning about the many facets of new projects and intricacies of these two unique campuses. He is building and strengthening partnerships in the community. Dr. Carver has endless energy when it comes to tackling unique issues and working with others to find and implement solutions.

#### **What support or resources do you need from your supervisor to improve in your current role?**

##### Employee Comments:

Continued advocacy for support from the Business VP and her team. When teams can't get supplies, resources, and personnel, this significantly impacts campus operations and opens SPC to greater liability. I do understand we are moving forward with additional funding which will support these challenges.

##### Supervisor Comments:

I fully support Dr. Carver and his continued leadership. As mentioned, additional funding has been provided in the coming year budget to support our students, campuses and employees. Administrative departments are also working on improvements to processes and procedures that will result in greater efficiencies and effectiveness for the college.

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Employee Final Comments (optional):

Thank you as always for the support!