

## 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: Chang, Jimmy H.

EMPLOYEE ID: [REDACTED]

SUPERVISOR: Liao-Troth, Matthew

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) continue to adapt and make adjustments to the scheduling model to reflect current pandemic-related circumstances, while ensuring that the course offerings continue to meet student needs.
- 2) collaborate with the state to finalize and implement the revised math pathways, as a result of SB 366.
- 3) identify and meeting department structuring and faculty staffing needs.

By doing:

- 1) analyzing enrollment data and trends, adjusting course needs by modality, where appropriate, for each semester.
- 2) receiving formal guidance from the state a timeline to implement the pathways, which may be for the 2024-25 academic year.
- 3) reviewing the current departmental leadership structure and make recommendations for appropriate restructuring for 2023-24. For faculty staffing, a continuous review of full-time/adjunct faculty ratios will occur by campus as well as the whole department.

Measurement/Results:

- 1) Reviewing the enrollment data as well as evaluating the external pandemic-related situation, collaboration with College, campus and departmental leadership will help determine the scheduling model for future semesters. This includes the continued return of increasing on-campus offerings while balancing the number of LiveOnline and asynchronous "traditional" online offerings.
- 2) The guidance will most likely be based on the formal recommendations from the statewide Math Pathways committee.
- 3) The restructuring of the Math department will reflect enrollment trends and other institutional factors. With faculty needs, depending on the needs of each campus, we will fill them via new replacement faculty requests and/or internal transfers, where appropriate.

Employee Comments:

The pandemic has resulted in significant changes in our scheduling approach in recent years. While we continue to gradually increase our on-campus offerings as we rebound from the pandemic, LiveOnline has seen increased interest from students, and this has affected enrollment from both on-campus and asynchronous online offerings. We will continue to make adjustments where appropriate.

With the math pathways, our department saw promising success since 2019, when we revised our math pathways to increase student access to college-level math courses. The passage of SB 366 will result in additional changes which will most likely increase greater access to college-level math, and we will be prepared to make these adjustments accordingly. Timely communication of these changes will be very important.

Due to declining enrollment trends in recent years, the size of our department has decreased college-wide. To reflect current trends, we are prepared to revise the departmental leadership model accordingly while continuing to effectively serve students and faculty. With departmental staffing needs, current ratios indicate our department is fine overall. Recent faculty departures have allowed for our department to utilize acting full-time faculty positions to determine whether long-term budgeted positions would be needed. We anticipate a series of faculty retirements within the next 3-5 years, and we will use the budget for those positions to fill staffing needs accordingly.

Supervisor Comments:

Professional Development Goals:

I want to achieve:

By doing:

Measurement/Results:

1) Continue to contribute to making positive changes statewide regarding mathematics at the post-secondary level.

2) Enhance my leadership skills and potential.

1) Serving on the statewide Mathematics Council Steering Committee and the statewide Math Pathways Committee.

2) Identify areas of strength along with areas of reinforcement and/or improvement.

1) As part of the statewide Mathematics Council Steering Committee, provide recommendations for statewide implementation to increase student success, progression and completion of mathematics courses. In recent months, the work on this committee has primarily hinged on the work of the statewide Math Pathways Committee, which has made recommendations that are being reviewed by the state.

2) Assess results and to revise goals, where appropriate, around areas of strength and reinforcement.

**Employee Comments:**

It is an honor and privilege to serve on the statewide Mathematics Council Steering Committee, as well as the statewide Math Pathways Committee. The latter committee has done a lot of work over these last few months, and it has been a joy to collaborate with colleagues across the state, representing both the Florida College System and the State University System.

Regarding leadership skills, there is always room to grow. I would like the opportunity to work with fellow Deans as well as other leaders to further enhance our leadership team. Furthermore, I look forward to identifying areas where I can further develop, and to further use my strengths in order to continue leading the Math department. The recent Dean appraisal results were heartening, and I will incorporate the feedback for the years ahead.

**Supervisor Comments:**

Employee Approval: Y 05/24/22 03.45.48 PM

Supervisor Approval: Y 05/31/22 08.48.53 AM

**Employee and Supervisor Comments**

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

**Employee Comments:**

Continuing the overall trend of increasing success rates in our department in recent semesters is an encouraging accomplishment. There is still room for improvement to be sure, but our department has quite a ways in guiding our students towards greater success in recent years. The department's overall success rate was similar in both fall and spring, and they both saw slight increases overall.

Outside the department, it has been great to represent the College and making contributions to the statewide Math Pathways committee. In particular, I have been fortunate to collaborate with, and speak on behalf of, colleagues across the state on the "Algebra to Calculus" subcommittee, one of three on the committee. The proposed recommendations, if approved, will be implemented for the 2024-25 academic year.

**Supervisor Comments:**

Great work during another challenging year. I think your successes in your area with year over year student success improvement is a testament to your leadership of your faculty, and intentionality in planning and implementation of curricular and student support approaches over several years. You have also adjusted well to leading your department with two of your academic chairs pulling double duty as acting associate deans, which reflects the culture of student success you have cultivated in Math.

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

**Employee Comments:**

An ongoing challenge is to navigate the current collective bargaining environment with faculty, both full-time and adjunct. Most faculty in the department understand and are aware of the situation, so it will be important to make sure communication remains constant, consistent and accurate.

I will also be interim Dean of CCIT while we continue the search for the incoming Dean. A challenge will be to learn all about the department, including the faculty, staff and curriculum. However, I welcome the opportunity to learn more about workforce, since its opportunities are currently limited in the Mathematics department.

**Supervisor Comments:**

I believe you have been navigating our changing faculty work environment very well, and have asked the right questions to guide the deans council as a whole on how to address this topic. We will see what the future brings in this changing environment for the college. I definitely value your historical perspective that has helped explain how we got to where we are now!

I do think your strong grounding in the college and leadership over time is an asset that comes into play even if you are not cognizant of it. I look forward to your upcoming year as the lead dean. I think you will do well, and it will give you an additional set of leadership experiences across the college.

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

**Employee Comments:**

In the Mathematics department, I currently have what I need. A year from now, our department may undergo some reorganization, but we will have the resources to make any changes happen. With CCIT, I should know soon what resources may be needed, and will report on them. Part of my goal will be to make sure the incoming Dean will have the resources necessary to succeed and for a smooth transition.

**Supervisor Comments:**

I think the insights you gain from leading the College of Computer & Information Technology will help inform your leadership of the Math department. Please, between Math, CCIT, and lead dean, reach out immediately if you see gaps as I am stretching you a bit in this coming year. I think as we finalize the assistant and associate dean roles in the coming year and sunset the academic chair role we will also be reflecting on the coordination of work load so I will very much appreciate your insights.

**Employee Final Comments (optional):**