**Strategic Planning Committee Meeting Minutes**

**Tuesday, October 3, 2023, 9 am- 10:00 am, Zoom.**

**Present:** Dr. Tom Hughes, Pamela Pierce, Pam Lyle, Karen Jones, Tania Sheldahl, Dean Holbrook, Lauri Dreher, Linda Shook, Michael Pierce, Tyler Rumsey, Patrick Burns, Philip Reid, Dr. Marylou Mercado, Frank D’Angelo, Ginney Bilbray and Ivonne Zuniga.

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| **ITEM** | **ACTION** |
| Energage Survey Overview | Pamela Pierce provides updates on Dr. Nix conducting meetings with various teams regarding the survey results to gather feedback and suggestions for improvement. She emphasizes focusing on what is working well while addressing areas of concern. Pamela also mentions changes in HR positions due to turnover and upcoming additions to address safety concerns within their strategic plan. Overall, there have been productive discussions based on survey results among different teams within YC.  The next survey might be distributed approximately in September or October 2024. |
| SPC Education | * College Majors Have a Big Impact on Income <https://www.cbsnews.com/news/college-major-top-and-lowest-earning-majors-impact-on-income-pay/>   + Karen and Pamela discussed the impact of college majors on income and belonging and explored ways to assist students in finding career paths and living wage jobs. * America's Student Loans Were Never Going to Be Repaid <https://www.nytimes.com/interactive/2023/07/13/opinion/politics/student-loan-payments-resume.html?searchResultPosition=3>   + Diana and Frank presented the challenges of student loans and the need for student loan repayment programs. It also discussed the importance of addressing graduation challenges, such as balancing school and life and finding ways to support students in completing their degrees. * PBS Community Colleges Pay Student Expenses Beyond Tuition Hoping to Boost Graduation Rates Video [https://www.pbs.org/newshour/show/community-colleges-pay-student-expenses](https://www.pbs.org/newshour/show/community-colleges-pay-student-expenses-beyond-tuition-hoping-to-boost-graduation-rates)   + Philip Reid presented challenges affecting graduation rates and discussed the importance of addressing these issues. He also highlighted the success of programs like YC Strong Foundation and the Promise program in supporting students and improving retention and graduation rates. |

Zoom link: <https://yavapai.hosted.panopto.com/Panopto/Pages/Viewer.aspx?id=50d02d98-9def-4e9f-9d14-b0900126e54b&start=74.514054>