

CougarLEAP Project

Status Update as of September 17, 2021

Project	Status	Next Steps
Succession Planning and Leadership Training	<ul style="list-style-type: none"> Project is complete 	<ul style="list-style-type: none"> Review and approval of deliverables by Collin team
Climate Assessment	<ul style="list-style-type: none"> In progress. Campus Climate survey is complete. Response rates were 68% for the Admin/Staff survey and 79% for Faculty 	<ul style="list-style-type: none"> Conduct data analysis on responses and facilitate focus groups
Wellness	<ul style="list-style-type: none"> Project is complete 	<ul style="list-style-type: none"> Review and approval of deliverables by Collin team
Faculty Peer Review Process	<ul style="list-style-type: none"> In progress. Current state process documentation has been completed and conducted several working sessions with the COE team 	<ul style="list-style-type: none"> Conduct faculty and administration interviews
Employment Experience	<ul style="list-style-type: none"> In progress. Established working team and conducted new hire employee experience survey 	<ul style="list-style-type: none"> Conduct interviews and focus groups Conduct process mapping sessions with the HR team
Employee Complaint Process	<ul style="list-style-type: none"> In progress. Established working team and interviews have been conducted 	<ul style="list-style-type: none"> Conduct process mapping sessions
Discipline Process	<ul style="list-style-type: none"> Participants for focus groups have been identified 	<ul style="list-style-type: none"> Begin focus groups
Differentiated Compensation	<ul style="list-style-type: none"> In progress. Eight peer colleges participated in the survey for differentiated compensation based on performance 	<ul style="list-style-type: none"> Review the survey results and directional recommendations Schedule a demonstration of Workday capability