

HLC Site Visit – Possible Topics of Discussion with Staff

1. Understanding of Institutional Mission

- How staff roles align with and support the institution's mission.
- Awareness of strategic goals and priorities.

2. Student Support and Services

- How staff contribute to student success (e.g., advising, financial aid, career services, wellness).
- Coordination between academic and student support units.
- Accessibility and responsiveness of services.

3. Assessment and Improvement

- Involvement in assessment of services or operations.
- Use of data to improve programs, services, or processes.
- Participation in program reviews or institutional planning.

4. Communication and Collaboration

- Communication between departments and with leadership.
- Opportunities for staff input in decision-making.
- Collaboration with faculty and other units.

5. Professional Development and Support

- Opportunities for training and growth.
- Support for innovation and improvement in job functions.
- Staff morale and recognition.

6. Equity, Inclusion, and Campus Climate

- Efforts to create an inclusive and welcoming environment.
- Support for diverse student and employee populations.
- Awareness of DEI initiatives and policies.

7. Institutional Integrity and Compliance

- Understanding of policies and procedures.
- Ethical practices and accountability.
- Transparency in operations and decision-making.