

## **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.