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Creating Futures**

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TO: Dr. Monty Sullivan
LCTCS President

THROUGH: Joseph F. Marin *JFM*
Chief Operations Officer

FROM: Joel Watkins
Director of Budget and Planning

DATE: April 4, 2018

RE: Consulting Services Contract between Bossier Parish Community College and Studer Education Group

FOR BOARD ACTION

Recommendation: Staff recommends that the Board approve a consulting services contract between Bossier Parish Community College and Studer Education Group, effective February 1, 2018 to January 31, 2021. This contract is subject to the approval of the Office of State Procurement, Professional Contracts.

Background: Bossier Parish Community College seeks to enter into a consulting services contract with Studer Education Group to provide training and resources to the leadership of Bossier Parish Community College to maximize institutional effectiveness. Studer Education Group will provide leadership development, training, and resources to BPCC leaders through the implementation of Studer's *Evidence-Based Leadership Framework*® and *Nine Principles of Organizational Excellence*®.

Studer will provide reports, create surveys, design scorecards, and coach leadership on strategic and action planning throughout the three-year contract. Studer will work with BPCC to increase institutional effectiveness through the following means:

- Constructing a strategic plan that addresses campus and community priorities for the institution.
- Developing 90-day action plans and scorecards addressing the strategic priorities that set accountability measures for leadership.
- Establishing a leadership development institute to train the next leaders of the institution in organizational management.
- Creating an employee recognition program to consistently recognize the value high performing employees have on the institution, thus boosting morale.

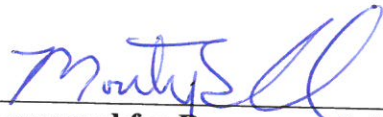
Through the Act 391 and Act 360 projects, BPCC has grown its footprint and increased a need for streamlined processes. BPCC has not worked with a consulting company like this before to help increase effectiveness by examining processes, training leadership, and tracking measurable goals through action plans that will contribute to the successful completion of the strategic plan. This process will help BPCC become more effective

and efficient. Studer will gather data from the campus and community, develop and align measurable outcome metrics, coach leaders and staff on core tactics to apply these actions, confirm performance over compliance to increase efficiency, and measure continuous progress to recognize organizational wins. Through this process, the ultimate goal is to impact student achievement. Getting great system-wide results in student achievement requires disciplined focus in each of the following areas: departmental and operational excellence, employee engagement and morale, efficiency and return on investment, and a central focus on student outcomes and services. Working with Studer Education will provide the necessary means to achieve results across the institution.

Fiscal Impact: Not to exceed \$336,000.

History of Prior Actions: N/A

Benefits to the System: The execution of this contract will provide needed leadership development to employees of Bossier Parish Community College. Improving faculty and staff engagement, establishing a leadership development institute, and promoting systems improvement for better institutional effectiveness are several of the major components in the Studer strategy. The *Evidence-Based Leadership Framework*® and *Nine Principles of Organizational Excellence*® align to the national *Baldrige Excellence Framework*® and are specifically designed for educational institutions. Ultimately, this process will increase student achievement through a more efficient and high-performing institution.



Approved for Recommendation to the Board
Dr. Monty Sullivan, President

Date