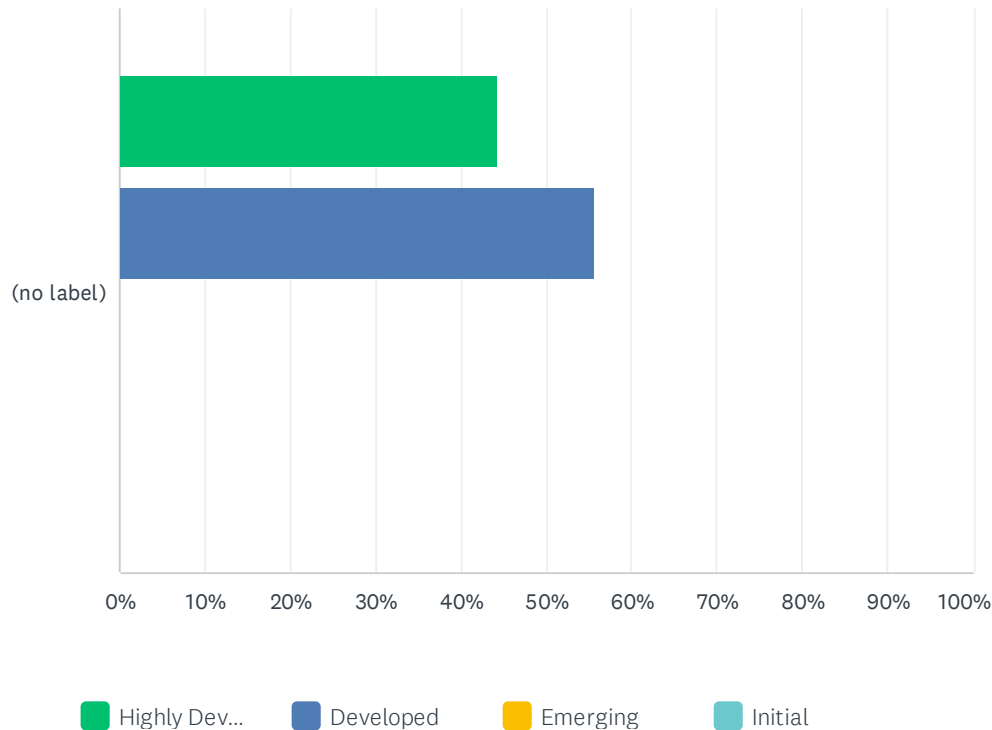


Q1 SUPPORT OF THE COLLEGE MISSION Highly Developed: Exhibits ongoing and systematic evidence of mission achievement. Developed: Exhibits evidence that planning guides program and services selection that supports the college's mission. Emerging: Evidence that planning intermittently informs some selection of services to support the college's mission. Initial: Minimal evidence that plans inform selection the of services to support the college's mission.

Answered: 9 Skipped: 0



	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	TOTAL	WEIGHTED AVERAGE
(no label)	44.44%	55.56%	0.00%	0.00%	9	3.44
	4	5	0	0		

#	FEEDBACK:	DATE
1	Full support of the college's mission. Many programs on campus have the facilities to operate because of this department's work.	7/24/2024 8:44 AM
2	Lots of key points on resources beyond funding but noted no metrics listed to follow. Lots of effort goes into these proposals and projects in addition to grants and some these may be difficult to find marked metrics for to show contribution and progress.	7/5/2024 10:53 AM
3	Planning clearly guides this department	6/12/2024 10:48 AM
4	Clearly the role of this department supports the mission of KCC.	5/30/2024 2:58 PM

Q2 ACCOMPLISHMENTS IN ACHIEVING STRATEGIC GOALS

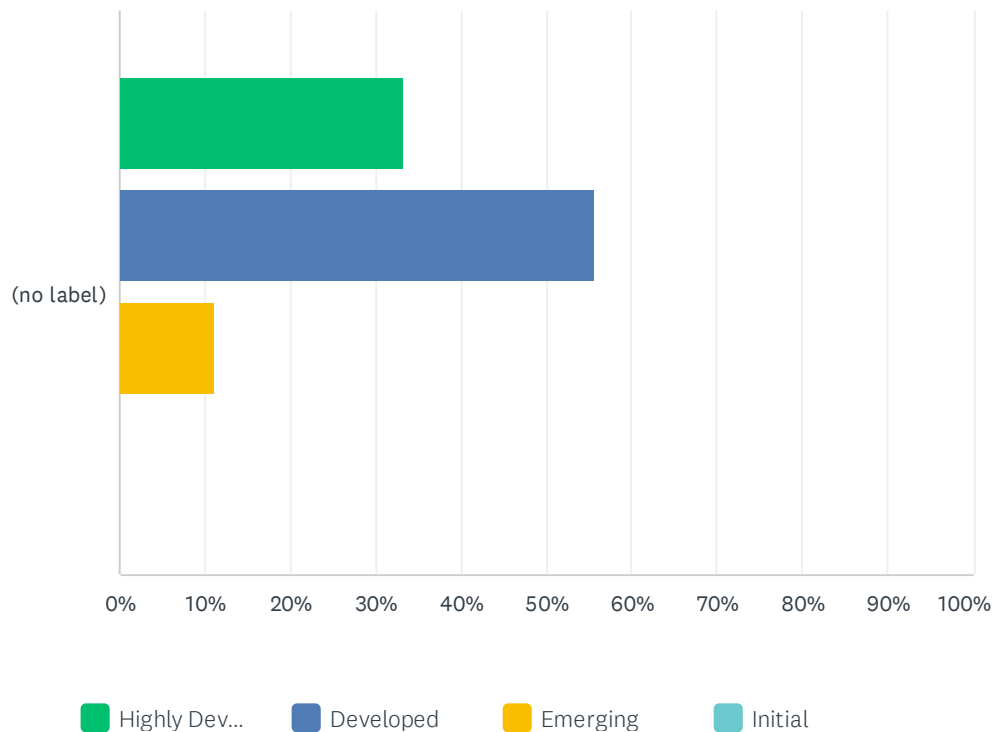
Highly Developed: Exhibits ongoing and systematic evidence of goal achievement.

Developed: Exhibits evidence that planning guides services selection that supports goal achievement.

Emerging: Evidence that planning intermittently informs some selection of services to support the goal achievement.

Initial: Minimal evidence that plans inform selection of services to support goal achievement.

Answered: 9 Skipped: 0

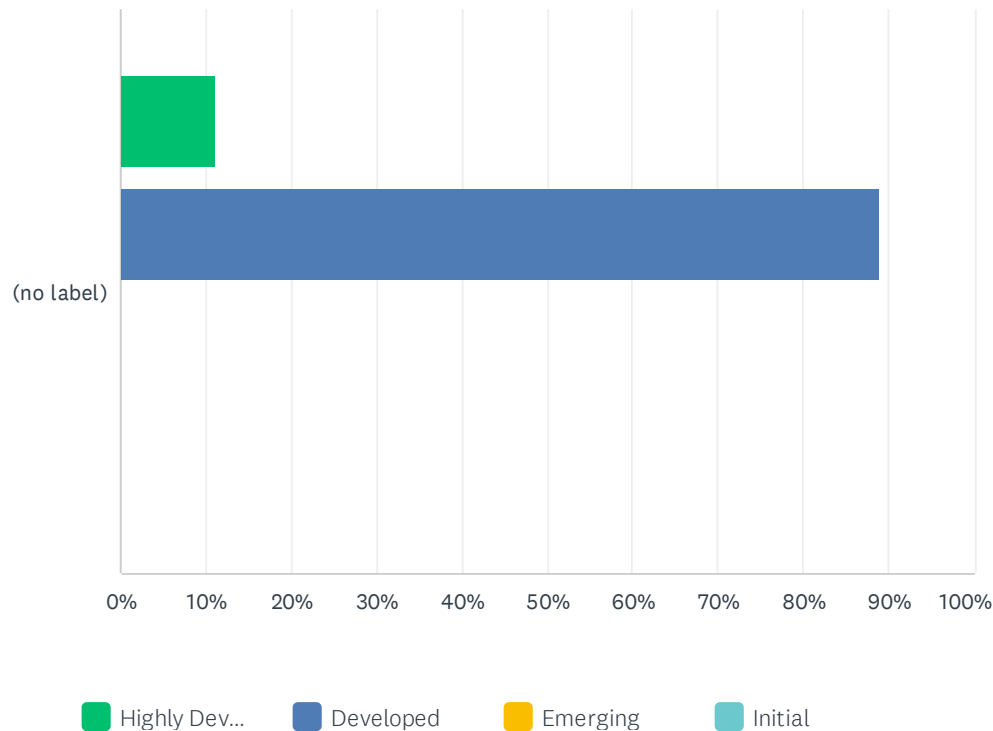


	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	TOTAL	WEIGHTED AVERAGE
(no label)	33.33%	55.56%	11.11%	0.00%	9	3.22
	3	5	1	0		

#	FEEDBACK:	DATE
1	Fully aware of their goals and open to new opportunities.	7/24/2024 8:44 AM
2	Good details here.	7/5/2024 10:53 AM
3	The department's ongoing and systematic use of planning and strategies to accomplish goals is impressive, especially in the area of the sustainability and efficiency of the department itself.	6/12/2024 10:48 AM
4	Strong support was provided in regard to achievement of strategic goals, and the note related to "a few boxes left unchecked" certainly showed thoughtful review.	5/30/2024 2:58 PM
5	Lacks depth and breadth.	5/22/2024 4:31 PM

Q3 PERSONNEL SUMMARY Highly Developed: Employs a sufficient number of qualified personnel to maintain its support and operations functions, and job duties accurately reflect duties, responsibilities and authority of the position. Developed: Employs an adequate number of qualified personnel to maintain its support and operations functions, and job duties accurately reflect the majority of job duties, responsibilities and authority of the position. Emerging: Has a plan to employ an adequate number of qualified personnel to maintain its support and operations functions, and job duties accurately reflect the majority of job duties, responsibilities and authority of the position. Initial: Staffing is insufficient to meet the needs of the program.

Answered: 9 Skipped: 0



	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	TOTAL	WEIGHTED AVERAGE
(no label)	11.11%	88.89%	0.00%	0.00%	9	3.11
	1	8	0	0		

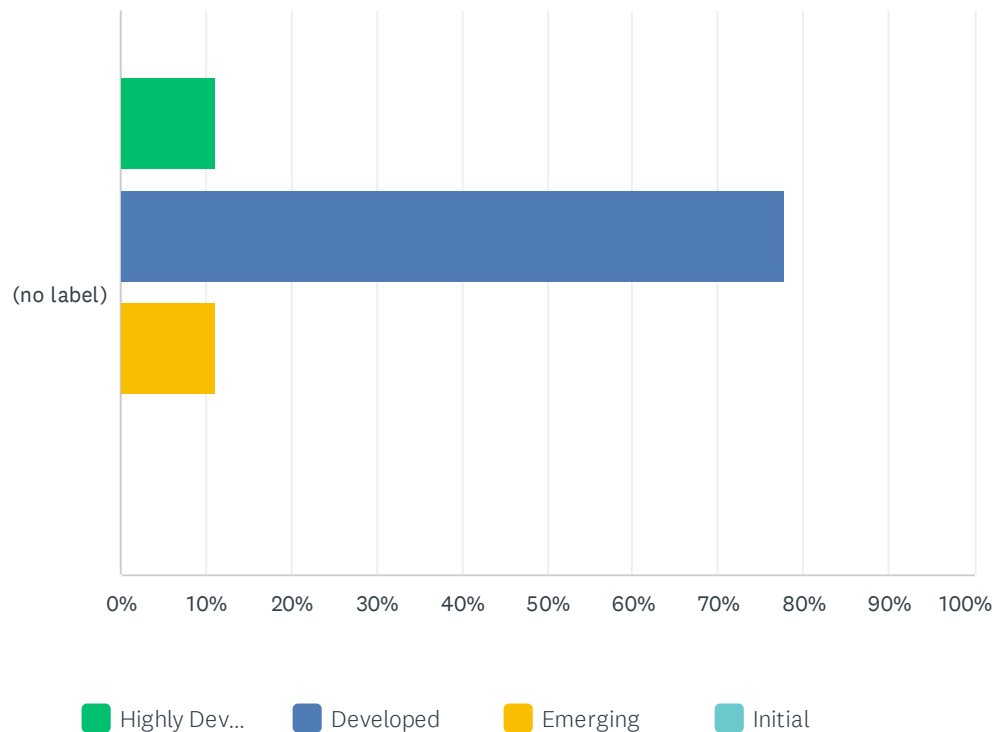
#	OTHER (PLEASE SPECIFY)	DATE
1	One of the department's greatest strengths.	7/24/2024 8:44 AM
2	It appears the addition of the third staff has helped with the workload to meet the needs of the department.	7/5/2024 10:53 AM
3	Addition of post-award coordinator supports the goals of the dept.	6/12/2024 9:15 PM

Grants Resource Development Program Review Feedback

4	Obtaining and retaining enough support staff in this department is the product of careful planning and accomplishment of goals. "the proof is in the pudding"	6/12/2024 10:48 AM
5	Per this program review, staffing is sufficient at this time.	5/30/2024 2:58 PM
6	Team has expanded over time.	5/22/2024 4:31 PM

Q4 STAFF DEVELOPMENT Highly Developed: Exhibits ongoing and systematic support of professional development opportunities. Developed: Exhibits support of regular professional development opportunities. Emerging: Evidence of intermittent professional development opportunities. Initial: Minimal evidence of professional development opportunities.

Answered: 9 Skipped: 0



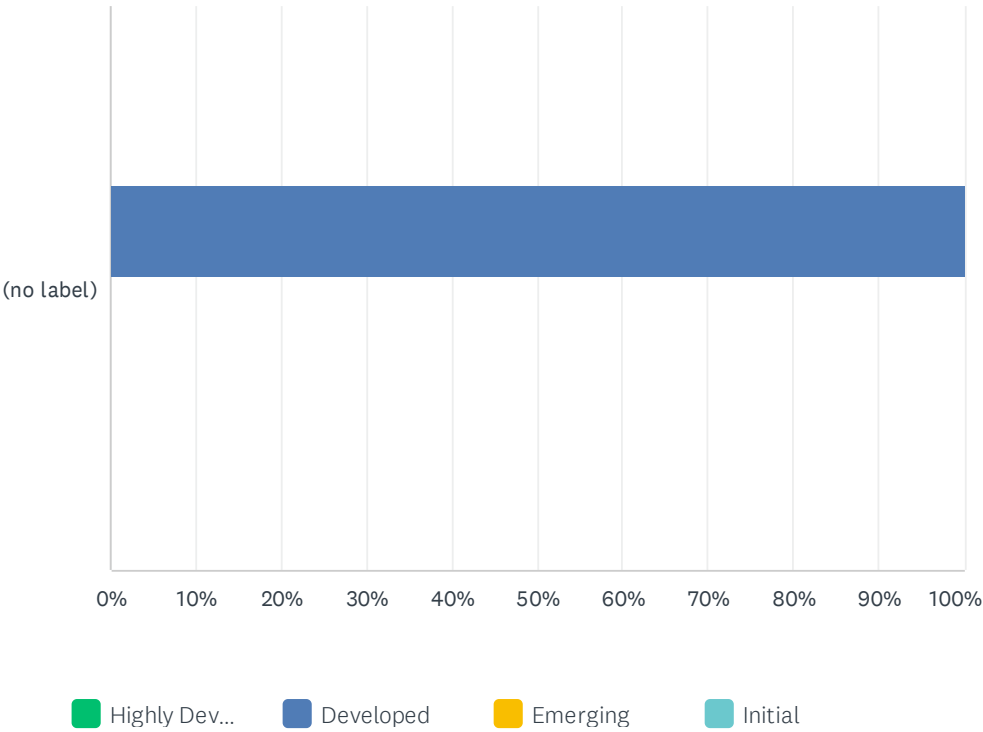
	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	TOTAL	WEIGHTED AVERAGE
(no label)	11.11%	77.78%	11.11%	0.00%	9	3.00
	1	7	1	0		

#	FEEDBACK:	DATE
1	Staff development appears to be in place as appropriate.	7/5/2024 10:53 AM
2	Kudos for tackling the potential of AI in writing grants. Our robots will be asking other robots for money. Fantastic. HOWEVER, there is a significant concern surrounding the use of an external AI, because our information could potentially be used for AI training data sets. The grants department needs to have a serious, forward-looking discussion with the IS Department about the cost and equipment needs associated with obtaining a private, secure AI. This is connected to #5 Facilities and equipment.	6/12/2024 10:48 AM

3	Again, strong supporting examples were provided for this section.	5/30/2024 2:58 PM
4	Regular professional development has occurred.	5/22/2024 4:31 PM

Q5 FACILITIES AND EQUIPMENT Highly Developed: Facilities and resources meet current and future needs of the college. Developed: Facilities and resources meet current needs of the college Emerging: Evidence of a plan to have facilities and resources meet current and future needs of the college. Initial: Minimal evidence that facilities and resources meet current and future needs of the college.

Answered: 9 Skipped: 0



	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	TOTAL	WEIGHTED AVERAGE
(no label)	0.00%	100.00%	0.00%	0.00%	9	3.00
	0	9	0	0		

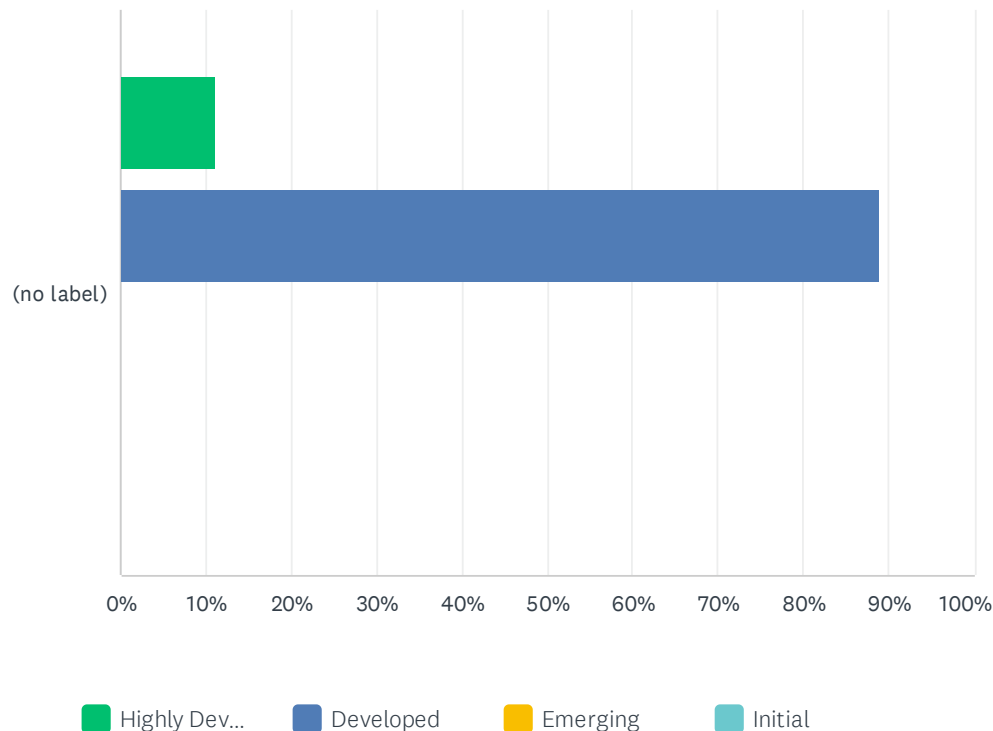
#	FEEDBACK:	DATE
1	Office space and locations can always be challenging but I can see why being located centrally would be a "moonshot".	7/5/2024 10:53 AM
2	This department will have an increasing need for technology and space. This is a conversation that must be shared with Facilities and the IS Department for their budgets in the future. there is a significant concern surrounding the use of an external AI such as CoPilot, because our information could potentially be used for AI training data sets and security/privacy is not assured. The grants department needs to have a serious, forward-looking discussion with the IS Department about the cost and equipment needs associated with obtaining a private, secure AI. This is also connected to #6 Budget.	6/12/2024 10:48 AM

Grants Resource Development Program Review Feedback

3	Per the report, facilities are sufficient, though moving the full department together in the future is a goal.	5/30/2024 2:58 PM
4	Modest facilities and infrastructure are required to support this program	5/22/2024 4:31 PM

Q6 BUDGET Highly Developed: Financial resources meet current needs and are projected to meet future needs. Developed: Financial resources meet current needs. Emerging: Evidence of a plan to acquire financial resources to meet current needs. Initial: Minimal evidence that financial resources meet current needs.

Answered: 9 Skipped: 0

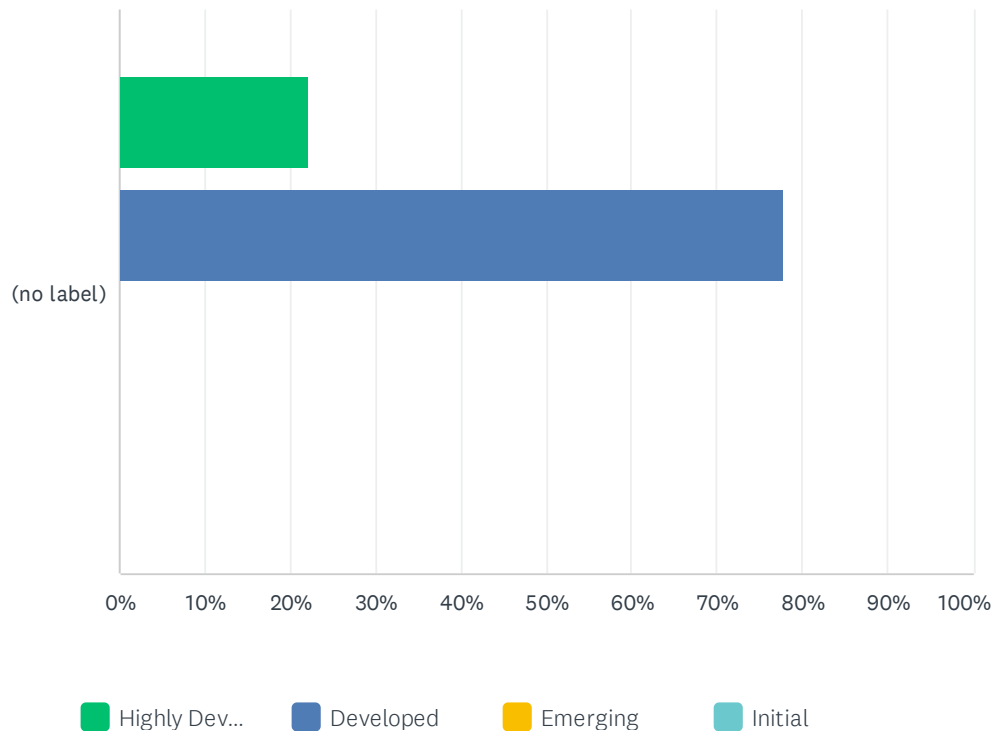


	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	TOTAL	WEIGHTED AVERAGE
(no label)	11.11%	88.89%	0.00%	0.00%	9	3.11
	1	8	0	0		

#	FEEDBACK:	DATE
1	Incredible return on investment.	7/24/2024 8:44 AM
2	Well managed.	6/22/2024 9:17 AM
3	As previously discussed in items #5 and #6, The grants department needs to have a serious, forward-looking discussion with the IS Department about the cost and equipment needs associated with obtaining a private, secure AI. Post-compliance work is hugely important to a successful grant. This may be an increasing item in future budgets.	6/12/2024 10:48 AM
4	Per the report, the budget appears sufficient at this time.	5/30/2024 2:58 PM
5	Budget currently meets program needs	5/22/2024 4:31 PM

Q7 STRENGTHS AND WEAKNESSES Highly Developed: Strengths and weaknesses are described accurately and thoroughly. Developed: Most strengths and weaknesses are described accurately and thoroughly. Emerging: Some strengths and weaknesses are described accurately and thoroughly. Initial: Minimal evidence that strengths and weaknesses are described accurately and thoroughly.

Answered: 9 Skipped: 0



	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	TOTAL	WEIGHTED AVERAGE
(no label)	22.22%	77.78%	0.00%	0.00%	9	3.22
	2	7	0	0		

#	FEEDBACK:	DATE
1	The weakness area is well developed and some of the spots could be looked at to be reviewed and maybe find some assistance to help with.	7/5/2024 10:53 AM
2	Realistic assessment taking place and good understanding of the strengths and weaknesses facing the department.	6/22/2024 9:17 AM
3	A thing not addressed in the strengths and weaknesses section (which is very thorough and thoughtful) is departmental sustainability over time -- planning for staff turnover and transition. If one member of this incredibly important team leaves, are documentation, training, and process instructions in place to help onboard new persons? This department is rapidly becoming a multi-person, expert team....and needs to have plans in place to avoid a full-on meltdown in the event of unanticipated staffing changes.	6/12/2024 10:48 AM
4	Strengths and weaknesses were clearly articulated and described well during the presentation. The depth of examples related to the weaknesses/challenges was appreciated so this reader	5/30/2024 2:58 PM

Grants Resource Development Program Review Feedback

could fully understand the uniqueness of the Grants department!

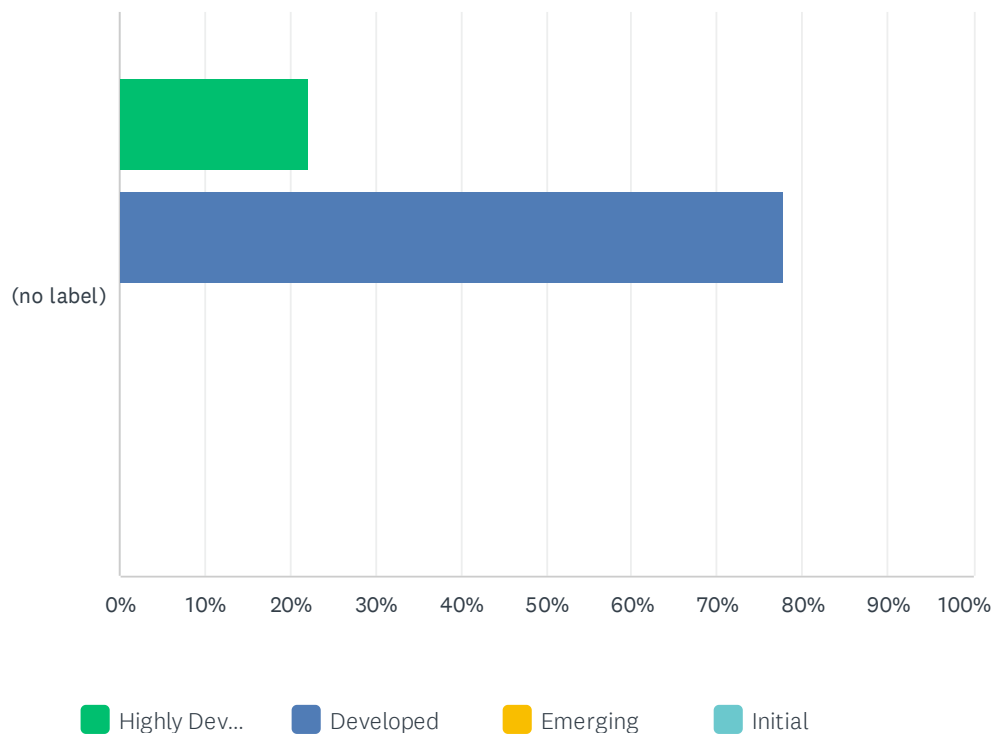
5

Grant team has varied but complementary skill sets. This team has been very effective and successful securing resources for the college. The grant team works hard to connect with all divisions of the college to identify needs and link to potential funding sources.

5/22/2024 4:31 PM

Q8 NEW GOALS AND PLAN Highly Developed: Multiyear planning process with evidence of use of assessment data in planning. Developed: Multiyear planning process with some assessment data. Emerging: Short-term planning process recently implemented. Initial: Minimal evidence of planning process.

Answered: 9 Skipped: 0

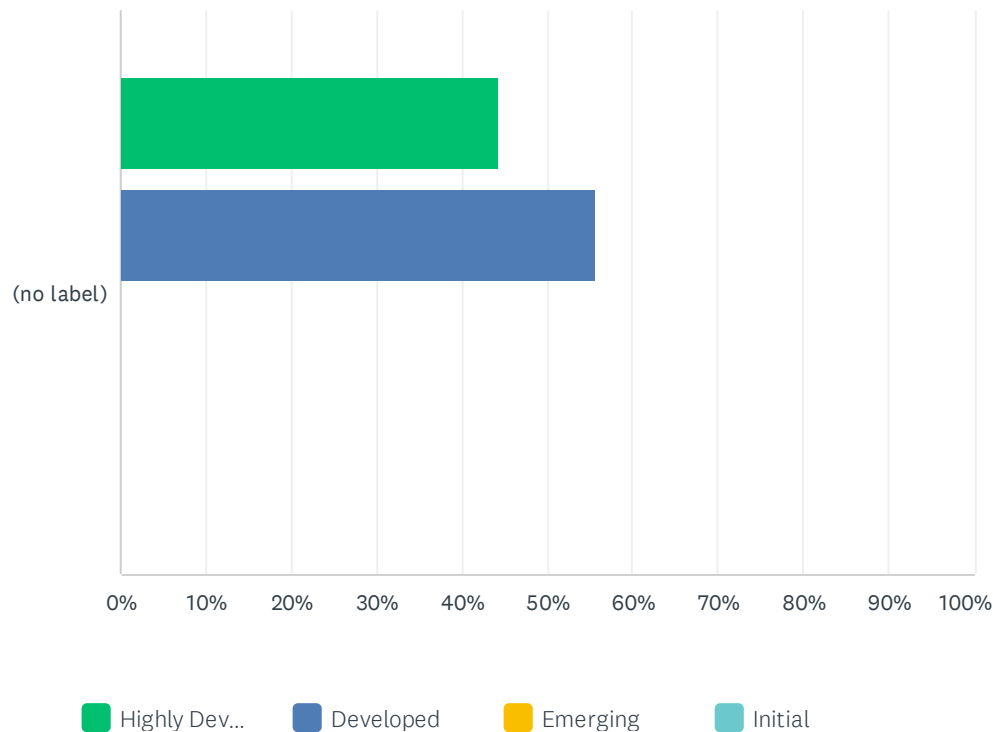


	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	TOTAL	WEIGHTED AVERAGE
(no label)	22.22%	77.78%	0.00%	0.00%		
	2	7	0	0	9	3.22

#	FEEDBACK:	DATE
1	Thorough examination of new sources for grants.	7/24/2024 8:44 AM
2	How realistic is 4 proposals a month? Is this a reasonable goal?	7/5/2024 10:53 AM
3	Good planning taking place and solid goals for the next couple years.	6/22/2024 9:17 AM
4	Excellent future goals and plan, WITH THE EXCEPTION of department internal sustainability. Unless I missed it, the new goals are full-throttle go ahead goals, and rely heavily on the ability of current staff to sustain the workload with physical and mental energy. Life has a way of getting people to slow down unexpectedly, and this must be planned for.	6/12/2024 10:48 AM
5	Tremendous detail and solid goals in each strategic area; metrics and timelines were noted.	5/30/2024 2:58 PM

Q9 OVERALL PROGRAM EVALUATION Highly Developed: Evidence of ongoing systematic use of planning in selection of programs and services. Developed: Program exhibits evidence that planning guides program and services selection that supports the college. Emerging: There is evidence that planning intermittently informs some selection of services to support the college. Initial: Minimal evidence that plans inform selection the of services to support the college's mission.

Answered: 9 Skipped: 0

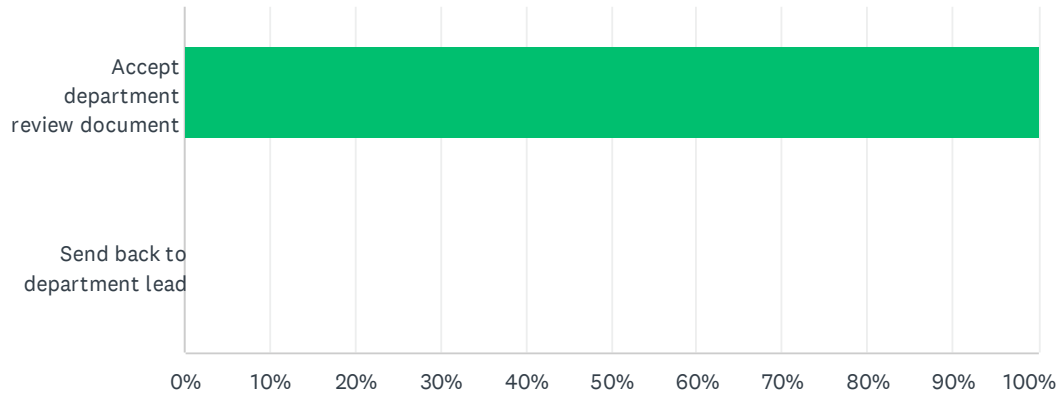


	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	TOTAL	WEIGHTED AVERAGE
(no label)	44.44%	55.56%	0.00%	0.00%	9	3.44
	4	5	0	0		

#	FEEDBACK:	DATE
1	Excellent and efficient department.	7/24/2024 8:44 AM
2	This is a high functioning department.	6/22/2024 9:17 AM
3	This report was very concise and included sufficient detail and depth in each section. Awesome job!	5/30/2024 2:58 PM
4	The grants team is developing an extensive repository of grant materials and resources. Planning is occurring regularly for the short term and long term.	5/22/2024 4:31 PM

Q10 Should this non-instructional department review be accepted by CIIC or sent back to the department lead for further work?

Answered: 9 Skipped: 0



ANSWER CHOICES	RESPONSES	
Accept department review document	100.00%	9
Send back to department lead	0.00%	0
TOTAL		9

Q11 Please highlight the strengths of the department.

Answered: 9 Skipped: 0

#	RESPONSES	DATE
1	Personnel and the major return on investment.	7/24/2024 8:44 AM
2	The grants department has set many goals and future focused areas aligning with the vision of growing the college.	7/5/2024 10:53 AM
3	The Grants team is very dedicated and seems to work cohesively together.	6/28/2024 2:15 PM
4	Good leadership and strong review and planning processes in place. Strong team.	6/22/2024 9:17 AM
5	Experience, intentional planning, sticking to the "grants are like puppies" mantra to help others understand the limitations.	6/12/2024 9:15 PM
6	Excellent planning, strategies, and vision for how to grow the department successfully	6/12/2024 10:48 AM
7	Clear strengths in teamwork, focus, commitment, and especially in relationship-building throughout the campus, the community, and the state.	5/30/2024 2:58 PM
8	Talented team Motivated and actively engaged staff. this team has been actively and intentionally raising the awareness of faculty and staff regarding grant projects and work.	5/22/2024 4:31 PM
9	Qualified Staff	5/21/2024 7:44 AM

Q12 Please outline weaknesses of the department.

Grants Resource Development Program Review Feedback

Answered: 9 Skipped: 0

#	RESPONSES	DATE
1	None.	7/24/2024 8:44 AM
2	Agreeing with their own assessment there are challenges with larger scale projects deadlines and requirements that are likely outside of their control that they have to navigate and help coordinate.	7/5/2024 10:53 AM
3	Many grants are on the horizon with many deadlines looming.	6/28/2024 2:15 PM
4	The work ahead and broad needs of the college will likely begin to outstrip the capacity of the department to be responsive.	6/22/2024 9:17 AM
5	Evolving funder needs and timelines, challenges inherent in tracking spend out (hopefully the new position supports the team and colleagues through this)	6/12/2024 9:15 PM
6	staffing, sustainability, transition planning.	6/12/2024 10:48 AM
7	Not a weakness of this department, but just an observation that I would hope faculty from areas related to grant applications and monitoring would be willing to assist as needed!	5/30/2024 2:58 PM
8	If this team were to lose staff, staff would be very difficult to replace. Ex. What would happen to this team if they did not have Holly.	5/22/2024 4:31 PM
9	Sometimes there's a disconnect in communication with the personnel receiving the grants	5/21/2024 7:44 AM

Q13 Please make recommendations for department improvement.

Answered: 9 Skipped: 0

#	RESPONSES	DATE
1	None	7/24/2024 8:44 AM
2	The continued education and learning on how grants work, and how others can help you help them viewpoint.	7/5/2024 10:53 AM
3	Continue what you are doing. Perhaps look at retaining some student workers to help the department with tasks that take up staff time (e.g., copying, filing, typing, answering phones, etc.) It would be a win-win for the student and the department.	6/28/2024 2:15 PM
4	No specific improvements to offer. Keep working in the direction laid out for the future.	6/22/2024 9:17 AM
5	Continue to teach us what we need to know to be responsible stewards; remind us grants are like puppies lest we forget.	6/12/2024 9:15 PM
6	-plan to increase department staffing probably annually -plan to improve efficiency with dedicated, private AI tools - clearly address staffing sustainability and transition planning	6/12/2024 10:48 AM
7	This is a highly respected department on campus, I have no recommendations other than to keep offering the "lunch and learn" opportunities to help train folks around campus on the grants process.	5/30/2024 2:58 PM
8	This team will need to develop SOPs to provide stability and continuity over time.	5/22/2024 4:31 PM
9	N/A	5/21/2024 7:44 AM

Q14 Please enter your name.

Answered: 9 Skipped: 0

Grants Resource Development Program Review Feedback

#	RESPONSES	DATE
1	David Edgell	7/24/2024 8:44 AM
2	Nannette	7/5/2024 10:53 AM
3	Edis	6/28/2024 2:15 PM
4	Charles Massie	6/22/2024 9:17 AM
5	Gail Schull	6/12/2024 9:15 PM
6	Tom Nejely	6/12/2024 10:48 AM
7	Linda Williamson	5/30/2024 2:58 PM
8	Jamie Jennings	5/22/2024 4:31 PM
9	Rick Ball	5/21/2024 7:44 AM