


# *Discovery Day – The Art of Impact*

Thursday, November 5th, 2026

*If you require any technical assistance on this day, please email us at LashCTL@BristolCC.edu*

## SCHEDULE-AT-A-GLANCE

| Time | Topic | Location |
|---|---|---|
| **8:15 AM – 8:40 AM** | **Breakfast & Check-In**<br>Bring your Bristol ID and skip the line! When you head to breakfast, notice the large TV with ATD data on our students. Jade Vieira will be hosting a data sensemaking workshop to explore the data further. | Building H<br>Lobby |
| **8:45 AM – 9:25 AM** | **Welcome**<br>Danielle Licitra, Director of Institutional Assessment<br><br>**Opening & Introduction**<br>Dr. Sedgwick Harris, President<br>Brian Fernandes, Director of Athletics<br>Paul Coogan, Mayor of Fall River | Building H<br>Theatre |
| **9:35 AM – 10:35 AM** | **Workshop Session I** | Descriptions & locations below |
| **10:45 AM – 12:00 PM** | **Workshop Session II**<br>ICAT Survey Administration – All Participants | Topic & locations below |
| **12:00 PM – 1:00 PM** | **Lunch**<br>We tried something different! | Building G |
| **1:00 PM – 4:00 PM** | **Academic Affairs Work Group(s)** | Topics & locations below |
| | **Student Services & Enrollment Management Work Group(s)** | Topics & locations below |
| | **Administration, Strategy, Operations, & Employee Services Work Group(s)** | |
| **3:45 PM – 4:30 PM** | **Art Exhibition Closing Reception & Social**<br>Coffee, Tea, Hot Chocolate & Sweets!<br><br>Pop in for your late afternoon caffeine or a sweet treat made by the Culinary Arts students to close out the day. This unstructured social provides an opportunity, on your way out, to view the *Full Circle* Exhibit, enjoy sweets, and share with colleagues a "nugget" you found useful! | Art Gallery |

## LEARNING OBJECTIVES

- List three (3) assessment concepts related to their work.
- Increase knowledge regarding continuous improvement practices.
- Develop one (1) actionable step within their area that contributes to building a culture of continuous improvement.

# CONCURRENT WORKSHOPS – SESSION I

| 9:35 AM - 10:35 AM | | | |
|---|---|---|---|
| **Track** | **Topic** | **Facilitator(s)** | **Location** |
| All | Achieving The Dream – From Data to Action | Kate O'Hara, Vice President of SSEM \| Mike Nester, Interim Executive Dean of Academic Affairs | E208 |
| NUPs | Building a More Equitable Workplace: Results of Bristol's Compensation Transformation | Emmanuel R. Echevarria, Chief of Staff \| Pamela Legg, Director of Labor Relations & Workplace Standards | L208 |
| All | Data Sensemaking | Jade Vieira, Director of Strategic Analytics \| Shelly Murphy, Chair Communication \|Michael Sipala, Professor of Biology | L120 |
| All | Emergency Preparedness Updates & Improvements | Mark Nataly, Chief \| Baxter Smith, Deputy Chief \| Stephen Rivard, Daniel Racine, & Scott Kruger, Emergency Prep | L103 |
| All | From Employer Voices to College Action: Using Business & Industry Feedback to Drive Student Success | Jillian Bumpus, VP Economic and Workforce Solutions | L107 |
| All | From Rubric to Results: Turning Canvas Rubrics into Evidence of Learning | Tahais Real-Martins, Instructional Designer \| Rachel Rebello, Instructional Designer | L119 |
| All | How to work with the Office of Grant Development in submitting a proposal at Bristol | Peter Freeman, Director of Grant Development | E209 |
| All | HR Listening Session: A Conversation About Employee Experience | Jill Tuttle, Chief Human Resource Officer \| Alicia Lewis, Director of Employee Experience \| Cassie Wilcox, Strategy Manager of Employee Success | L205 |
| Faculty | Library Learning Commons Canvas Site and Orientation & AI Module Results | Laura Hogan, Reference & Instruction Librarian \| Kolby Peixoto, Reference & Instruction Librarian \| Teresa Marceira, Reference & Instruction Librarian \| Patrick Durkey, Reference Librarian | L102 |
| All | From 15 Weeks to 7: Same Learning? A Collaborative Conversation | Elzbieta Nowakowski, Professor & Program Chair, Paralegal & Legal Studies | H129 |
| All | OER Current Trends and Policies | Alejandro Latinez, Professor, Spanish & Portuguese \| OER Fellows | D106 |
| All | Revising Bristol's Business Program — How Data and Process Design inform Curriculum Changes | Ray Franke, Dean-School of Business, Industry & Career Programs \| Jon Bjornson, Chair – Business Programs \| Jennifer Machado, Chair – Office & Medical Office Administration | E-208A |
| All | Shared Governance Open Forum Q&A Session | Stephen Bassler, Risk/Compliance Officer \| April Lynch Vice President of Strategy & Innovation | L105 |
| All | The EOP in Practice: Recognize, Respond, & Collaborate | Johanna Bielawski, Title IX & Equity Compliance Officer | E203 |
| Faculty | The Universal AI Micro-Credential: A Credential That Updates Like an App | Steven Frechette, Professor of Cybersecurity & Department Chair | L106 |
| All | Understanding the Earnings & Accountability Reporting Requirement: What Faculty & Staff Need to Know | Alaina Marcotte, Director of Financial Aid \| Tamecka Hardmon, Registrar \| Tim Hathaway, Director of Curriculum Engagement | L207 |
| Faculty | When Assessment Meets Imagination – Turning Student Challenges into Creative Learning Opportunities | Kelli Hiller, Program Director Medical Technology & Phlebotomy \| Jeff Sinko, Assistant Professor, MLT Health Sciences | L101 |

# CONCURRENT WORKSHOPS – SESSION II

| 10:45 AM - 12:00 AM | | | |
|---|---|---|---|
| **Track** | **Topic** | **Monitor(s)** | **Location** |
| All | ICAT Survey Administration | Tamecka Hardmon, Registrar | B109 |
| | | Jessica Gordano, Clerk V Financial Aid | B201 |
| | | Sandra Bartolo, Comptroller | G218 |
| | | Christine Hubbard, Interim Vice President for Academic Affairs | K101 |
| | | Amanda Beaulieu-Smith, Coordinator Learning Resources | K102 |
| | | Kristin Wakefield, Director Strategic Innovation & Professional Development | K103 |
| | | Joyce Brennan, VP of Marketing & Communication | K104 |
| | | Will Duffy, Senior Special Programs Coordinator | K105 |
| | | Nick O'Brien, Senior Special Programs Coordinator | A115 Lash CTL |
| | | Judith Grant, Executive to the VP of Workforce Solutions | K118 |
| | | Danielle Licitra, Director, Institutional Assessment | Library |
| | | Shelly Murphy, Chair Communication<br>Michael Sipala, Professor of Biology | L220 |

## Get Curious. Stay Curious. Be Part of Bristol Curiosity.

*Lead with Curiosity. Measure Impact. Find Success.*

# CUSTOM WORKING GROUPS

| **Academic Affairs Work Group**<br>**1:00 PM - 4:00 PM**<br>***Please see your Dean, or Chair if your department is not listed for further information*** | | | |
|---|---|---|---|
| **Time** | **Topic/ Department** | **Facilitator(s)** | **Location** |
| **1:00 PM – 4:00 PM** | Merging of CJ Degree Programs | Dana Mayhew, Associate Professor<br>Department Chair of Criminal Justice | L120 |
| | Communication Program Review | Shelly Murphy, Chair &<br>Associate Professor | L119 |
| | Culinary Arts: Developing practical work & culinary skills rubric. | Esteban Martinez, Department Chair | G14 |
| | Deaf Studies Program | Dana Schlang, Professor of ASL/<br>Deaf Studies | B102A |
| | World Language Department | Carlos Almeida, Professor of Portuguese | L205 |
| | Early Childhood Education<br>Program Review | Melissa Cardelli, Department Chair<br>Carole Tessier, Department Chair | C114 |
| | History Transfer Program | Edward Guimont, Department Chair | E208-A |
| | Elementary Education | Engin Atasay, Professor of Education | E115 |
| | Sociology Department Program Review Session | Colleen Avedikian, Department<br>Chair/Professor | E209 |
| | Vet Health Care | Christine Houghton, Department Chair | E208 |
| | English: Addressing Accessibility<br>Challenges in English Classes | Chris Yokel, Department Chair | B102 |
| | Dental Hygiene | Sarah Wilhelmsen, Department Chair,<br>Dental Hygiene | L102 |
| | Health Sciences | Kelli Hiller, Program Director | J117 |
| | CIS Game Development Program | Lisa Patacchiola, Assistant Professor of<br>Computer Information Science | L220 |
| | Psychology Department | Lisa Delano-Botelho, Department Chair | L106 |
| | Art & Design: Determine Alignment Process for Foundation-level Art & Design courses | Marisa Millard - Chair, Visual &<br>Performing Arts Department,<br>Coordinator/Chair of Applied Arts<br>Programs<br>David Graves, Coordinator/<br>Chair of Fine Arts Program | L104 |
| | English as a Second Language | Jacci Barry, Chair ESL Department | B101 |
| | Business Administration Department –<br>Program Review | Jon, Bjornson, Dept. Chair, Associate<br>Professor of Business Administration<br>& Hospitality Management | K119 |

## Get Curious. Stay Curious. Be Part of Bristol Curiosity.

*Lead with Curiosity. Measure Impact. Find Success.*

| **Student Services & Enrollment Management Work Group**<br>**1:00pm - 4:00pm** | | | |
|---|---|---|---|
| **Time** | **Topic** | **Facilitator(s)** | **Location** |
| **1:00 PM – 4:00 PM** | Check in with SSEM Senior Leadership | | |

| **Administration, Strategy, Operations, & Employee Support Work Group**<br>**1:00 PM - 4:00 PM**<br>***Please see your Dean, Director, or Vice President if your department is not listed for further information*** | | | |
|---|---|---|---|
| **Time** | **Topic** | **Facilitator(s)/ Department** | **Location** |
| **1:00 PM – 4:00 PM** | Using Web Metrics & Campaign Dashboards for Continuous Improvement | Joyce Brennan, Vice President Marketing & Communications | D100 |
| | Exploring Airtable for Data Collection and Reporting | Kristin Wakefield, Director of Strategic Innovation & Professional Development | A-115 |
| | OGD Data Assets and Standard Operating Procedures | Peter Freeman, Director of Grant Development | Grants Office |
| | Human Resources | Jill Tuttle, Chief Human Resource Officer | HR Office |
| | Kahoot Klassic: Test Your Knowledge of all Things Bristol | Information Technology Services Leaders | L207 |
| | From Employer Voices to College Action: Using Business & Industry Feedback to Drive Student Success | Jillian Bumpus, VP Economic & Workforce Solutions | L107 |

# WORKSHOP DESCRIPTIONS

**Achieving the Dream: From Data to Action (E-208)**

*Kate O'Hara, Vice President of SSEM | Mike Nester, Interim Executive Dean of Academic Affairs*

Learn more about Achieving the Dream (ATD), who they are, what our partnership means for Bristol, and why this work matters to our student success goals. We'll share key takeaways from the ATD Data Summit and introduce data sense-making as a focus for the year ahead; bringing data, context, and institutional perspectives together to better understand student experiences and identify opportunities for improvement. We'll also briefly explore ATD's Community Vibrancy Framework and how it connects student success with Bristol's broader role in strengthening our regional community.

**Building a More Equitable Workplace: Results of Bristol's Compensation Transformation (L-208)**

*Emmanuel R. Echevarria, Chief of Staff | Pamela Legg, Director of Labor Relations & Workplace Standards*

Following the identification of pay inequities across NUP classifications, Bristol implemented an equal pay strategy, redesigned its compensation structure, and established a job leveling framework. In partnership with Hanover Research, the College analyzed compensation, longevity, retention, and workforce trends. This presentation shares the results of that work and highlights opportunities to further advance equity, attract talent, and retain employees.

**Data Sensemaking (L-120)**

*Jade Vieira, Director of Strategic Analytics | Shelly Murphy, Chair Communication |Michael Sipala, Professor of Biology*

This interactive session invites participants to move beyond simply reviewing data to making meaning of it. Participants will identify meaningful patterns, generate questions, and consider what their areas might explore next. Participants will leave with at least one data-informed question for further exploration that can support continuous improvement.

**Emergency Preparedness Updates & Improvements (L-103)**

*Mark Nataly, Director Campus Police & Preparedness | Baxter Smith, Deputy Chief of Police & Preparedness*
*Stephen Rivard, Director STEM | & Daniel Racine, & Scott Kruger, Emergency Prep Team*

We will share information about our improvements to Bristol's Emergency Preparedness initiatives, explain the importance of those initiatives, and encourage thoughts and suggestions as to how we might improve further.

**From Employer Voices to College Action: Using Business & Industry Feedback to Drive Student Success (L107)**

*Jillian Bumpus, VP Economic & Workforce Solutions*

Bristol regularly engages business and industry partners to better understand the evolving needs of our regional workforce. But how do we ensure that what we hear from employers translates into meaningful improvements in the student experience across the college? Using insights from Bristol's recent Business & Industry Breakfast, this interactive workshop will explore how employer feedback can serve as a valuable source of information for continuous improvement, student success, and institutional collaboration. Participants will examine real employer feedback, consider its implications for their own programs and functional areas, and work collaboratively to identify opportunities to strengthen student learning, career readiness, support services, and pathways to employment. Together, we will explore a practical approach to moving from employer feedback to college-wide action, including how we collect, share, respond to, and measure the impact of employer insights. Whether you work in Academic Affairs, Student Services, Enrollment, Workforce Development, or college operations, your role contributes to preparing students for success beyond Bristol.

**From Rubric to Results: Turning Canvas Rubrics into Evidence of Learning (L-119)**

*Tahais Real-Martins, Instructional Designer | Rachel Rebello, Instructional Designer*

Rubrics give students clear expectations, make grading more consistent and efficient, and, when used in Canvas, create a record of how students perform on each part of an assignment. In this facilitated workshop, Bristol Online's instructional designers will explain why rubrics are a valuable assessment tool, then demonstrate how to create a rubric in Canvas, attach it to an assignment, and use it to grade submissions in SpeedGrader. Participants will learn how to bulk download rubric assessments for all students into a single spreadsheet, making it easy to see how the whole class performed on each criterion and where students are excelling or struggling. Goal: Building, attaching, and grading with a Canvas rubric and using its downloaded results to identify one improvement to their teaching or assignment design. Along the way, participants will identify three key assessment concepts (rubric criteria, performance levels, and criterion-level analysis), deepen their understanding of how assessment data drives continuous improvement, and develop one actionable step for their own courses.

**How to work with the Office of Grant Development in submitting a proposal at Bristol (E-209)**

*Peter Freeman, Director of Grant Development*

The Office of Grant Development (OGD) is continuously working to better support the Bristol community in developing and submitting winning grant proposals. To that end, OGD would like to update participants on the roles, responsibilities, and workflows that coordinate individuals across the College in planning, writing, budgeting, and ultimate submission of grant proposals. The goal of this workshop is to ensure all participants understand and have an opportunity to discuss how they and OGD should work together in this process.

**HR Listening Session: A Conversation About Employee Experience (L-205)**

*Jill Tuttle, Chief Human Resources Officer | Alicia Lewis, Director of Employee Experience | & Cassie Wilcox, Strategy Manager of Employee Success*

Our employees are one of our greatest strengths, and their experiences are critical to the success of our students and the institution. This listening session is an opportunity to reflect on what we are doing well, what helps employees thrive, and what changes could enhance the employee experience and support long-term retention. Through a positive and forward-looking discussion, we hope to identify both the qualities that make this a great place to work and the improvements that will help us continue to attract, engage, and retain talented employees.

**Library Learning Commons Canvas Site and Orientation & AI Module Results (L-102)**

*Laura Hogan, Reference & Instruction Librarian | Kolby Peixoto, Reference & Instruction Librarian | Teresa Marceira, Reference & Instruction Librarian | Patrick Durkey, Reference Librarian*

Discover what the current data from a soft launch of the LLC Site has revealed.

**From 15 Weeks to 7: Same Learning? A Collaborative Conversation (H-129)**

*Elzbieta Nowakowski, Professor & Program Chair, Paralegal & Legal Studies*

What are the opportunities and challenges of offering traditional 15-week courses in a 7-week format? Building on the college's existing experience with accelerated courses, this interactive session will begin with a brief overview of the benefits and considerations associated with shorter course formats. Most of the session will focus on collaborative brainstorming and discussion about how seven-week courses might work across different disciplines, which courses may be particularly well suited to this format, and what we can learn from existing approaches.

**OER Current Trends and Policies (D-106)**

*Alejandro Latinez, Professor of Spanish & Portuguese*

This session is an opportunity to explore the current state of Open Educational Resources (OER) in the college, considering the latest college data, state requirements, career focus initiatives (for example, the CA-ROTEL Project), and the role of AI (OER and Generative OER). The session will also be an opportunity to share colleagues' current experiences and needs using OER.

**Revising Bristol's Business Program: How Data & Process Design Inform Curriculum Changes (E-208a)**

*Ray Franke, Dean - School of Business, Industry & Career Programs | Jon Bjornson, Chair – Business Programs | Jennifer Machado, Chair - Office & Medical Office Administration*

How should Bristol's Business Administration program prepare students for the changing demands of the regional and national economy? This interactive workshop will engage faculty and the Bristol community at large in discussing proposed curriculum changes to the Business Career programs. For that, the core development team will review data that informed decision making, the overall change process, and discuss proposed (but not final) changes. Participants will help assess course recommendations, identify opportunities for integration and innovation, and shape a curriculum that supports student success and regional employers.

**Shared Governance Open Forum Q&A Session (L-105)**

*Stephen Bassler, Risk/Compliance Officer | April Lynch Vice President of Strategy & Innovation*

Provides the opportunity for those with questions about Bristol's new Shared Governance Model to ask their questions and get further clarity on how the model is expected to work. We welcome the opportunity to hear from the broader community so we can implement the model effectively.

**The EOP in Practice: Recognize, Respond, and Collaborate (E-203)**

*Johanna Bielawski, Office of Title IX & Equity Compliance/Office of the President*

How do we put Bristol's updated Equal Opportunity, Non-Discrimination, and Title IX Plan (EOP) into practice in everyday interactions? This interactive workshop moves from policy awareness to practical application. Through realistic scenarios, small-group discussion, and opportunities to practice responses, participants will explore how to recognize potential concerns, respond thoughtfully, and connect individuals with appropriate reporting options and support. Participants will also identify challenges and brainstorm ways to make implementation of the EOP clearer and more accessible across the College. Goal: For participants to leave better prepared to respond to a concern and contribute at least one practical recommendation for improving the student or employee experience.

**The Universal AI Micro-Credential: A Credential That Updates Like an App (L-106)**

*Steven Frechette, Professor of Cybersecurity & Department Chair*

AI is changing jobs faster than curriculum cycles can respond. Bristol's Universal AI Micro-Credential (UMC), a nearly $1M project funded by MassTech's Mass AI Innovation Challenge, treats a credential like software. Its core outcomes stay fixed, while employers help update the problems, data, and tools students work with in agile cycles. The result shortens the distance between industry and credit-bearing programs, scales across disciplines, and gives incumbent workers a fast path to upskill or reskill. This session presents the model, the cybersecurity pilot, and how we'll use data to keep improving it. Participants will explore how an agile, employer-informed credential can keep pace with AI-driven change & identify where the model could apply in their own programs.

**Understanding the Earnings & Accountability Reporting Requirement: What Faculty and Staff Need to Know (L-207)**

*Alaina Marcotte, Director of Financial Aid | Tamecka Hardmon, Registrar | Tim Hathaway, Director of Curriculum Engagement*

Join the Registrar, Director of Financial Aid, and Director of Curriculum Engagement for an overview of the new Earnings and Accountability Reporting Requirement. This session will highlight key regulatory expectations, reporting implications, and institutional responsibilities, followed by an opportunity for questions and discussion. The workshop will then transition to a collaborative session on CIP code alignment and program design to support compliance and student success.

**When Assessment Meets Imagination: Turning Student Challenges into Creative Learning Opportunities (L-101)**

*Kelli Hiller, Program Director Medical Laboratory Technology & Phlebotomy Faculty & Professional Staff Senate President |Jeff Sinko, Assistant Professor, MLT Health Sciences*

What happens when assessment data reveals gaps in student learning in Medical Laboratory Technology? We got creative! This workshop explores how continual assessment can inspire innovative teaching strategies. Using real classroom examples from the Medical Laboratory Science program, discovering how art, games, storytelling, and hands-on activities can help reinforce difficult concepts, increase student engagement, and make information stick!