

No.	Input Format (V-verbal, W-written, E-electronic)	Forum Loc (A, H, L, N, R, SL, S; O - online)	2010 Date	Forum Type (Stakeholders: B, E, S, C)	Category (see Key)	<h2 style="text-align: center;">2010 Employee Comments/Input</h2> <p>Q1: What does WITC do well in serving communities, area businesses, and our students?            Q2: What improvements can WITC make to better serve the community, area businesses, and our students?            Q3: What does WITC do well in service our staff?            Q4: What improvements can WITC make to better serve our staff?</p> <p><i>Category Key: 1) Student focused, 2) Partners and External Stakeholders, 3) Staff Support and Development, 4) Leadership/Communication, 5) Planning and Implementation of Continuous Improvement, 6) Other/Unknown</i></p> <p>* signifies that the input received applies to more than one category</p>
1	V	S	11/4	E	1	Students are concerned about online classes. Marketing program - everything is online and there are students who don't know online. There are specific learning styles. Is our mission to just have online classes?
2	V	S	11/4	E	1	Décor - we recently had one of the classrooms repainted and the color scheme is horrible. There are better color schemes for learning styles.
3	V	S	11/4	E	1	There are things students need to know to operate the online classes. *1,5
4	V	S	11/4	E	5	There are things students need to know to operate the online classes. *1,5
5	V	S	11/4	E	1	An added feature to the online class is Skype, or when time is made for the student to see the instructor. *1,5
6	V	S	11/4	E	5	An added feature to the online class is Skype, or when time is made for the student to see the instructor. *1,5
7	V	S	11/4	E	6	The recent change with the community outreach coordinators - is that really the way to go? Where there were 22 people before, there will now be 1.
8	V	S	11/4	E	1	Can we ask for an Accuplacer cut score prior to student enrollment?
9	V	S	11/4	E	1	We need to do due diligence on what the outcomes are of those students who are going through that process. [re: cut scores]
10	V	S	11/4	E	1	Some students don't have the skills to get the Accuplacer score and need to brush up; however, there isn't a program for students to go into to get financial aid. Ex. Nursing and Occupational Therapy programs.
11	V	S	11/4	E	1	Regarding keeping our programs up-to-date for students in the trades programs, if we can replace one or two pieces of equipment each year you don't create a hole anymore. Is there a plan to continue that? The concern is that the budget will ratchet down from past years. If we keep some consistent funding we won't slide back. *1, 5

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12	V	S	11/4	E	5	Regarding keeping our programs up-to-date for students in the trades programs, if we can replace one or two pieces of equipment each year you don't create a hole anymore. Is there a plan to continue that? The concern is that the budget will ratchet down from past years. If we keep some consistent funding we won't slide back. *1, 5
13	V	S	11/4	E	4	For managers and instructors, the end user perception is that we have new initiatives but nothing rolls off the plate. Ex. Program review program - there is frustration as there is a lot to do and not enough time to do it. We keep adding things and don't take anything off the plate. We need to do something to make things more balanced for these staff.
14	V	S	11/4	E	1	Continue articulation agreements (2 plus 2). There may be an opportunity at UW-Superior, with the retirement of the UW-Superior Chancellor, as well as at UW-River Falls and other schools.
15	V	S	11/4	E	4	A comment was made by someone outside of the College that it appears that WITC has its "stuff" together in post-secondary education. We were encouraged to use marketing and promotion to keep doing what it takes to change the perception. [Utilize the 6th ranking and value of the College.]
16	V	S	11/4	E	1	When the economy turns around, what are we looking at for dislocated workers in the long term (say in 5 years)?
17	V	S	11/4	E	3	We need more face-to-face fireside chatting; we need to hear more of this [forum discussion] and to be able to share the back story. *3, 4
18	V	S	11/4	E	4	We need more face-to-face fireside chatting; we need to hear more of this [forum discussion] and to be able to share the back story. *3, 4
19	V	S	11/4	E	1	Relative to course delivery methods and strategic planning, we need personalized interactive education as something is lost with online for some courses. Strategically can we really stay strong with our reputation relative to being able to meet with our instructors? A hybrid (blended) model might be good. *1, 5

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20	V	S	11/4	E	5	Relative to course delivery methods and strategic planning, we need personalized interactive education as something is lost with online for some courses. Strategically can we really stay strong with our reputation relative to being able to meet with our instructors? A hybrid (blended) model might be good. *1, 5
21	V	S	11/4	E	1	One person doesn't like to refer to soft skills as "soft skills" because human interaction is "hard". We need to be more thoughtful. Students need some structure (online may not work). Upfront assessment is needed.
22	V	S	11/4	E	1	Counseling is needed for students who want to take online classes. Students may be tech savvy, but they are not mature enough and self-disciplined enough to take the online classes, especially if the class has minimal structure. Most students are not prepared to jump into online classes.
23	V	S	11/4	E	1	Provide instructional design training (strategies) for our instructors who teach online courses to meet all of the areas of learning. We also want to leverage best practices. *1, 3
24	V	S	11/4	E	3	Provide instructional design training (strategies) for our instructors who teach online courses to meet all of the areas of learning. We also want to leverage best practices. *1, 3
25	V	S	11/4	E	1	Blended courses - we are trying some things but because of our systems (PeopleSoft) we are told we can't do it. We need to evolve. *1, 5
26	V	S	11/4	E	5	Blended courses - we are trying some things but because of our systems (PeopleSoft) we are told we can't do it. We need to evolve. *1, 5
27	V	S	11/4	E	1	Is there a way to determine the number of assignments per credit? [Guidelines for online courses are needed.]
28	W	S	11/4	E	4	(Q1) There have been major improvements within the College's marketing (ex. name recognition and specific program awareness). Kudos to Kathy Maas and her staff.
29	W	S	11/4	E	1	(Q2) Provide online instruction for students - Intro to... to assist in the online orientation prior to taking courses.
30	W	S	11/4	E	3	(Q2) Coheasiveness between Academic Affairs and Student Affairs. *3, 5

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31	W	S	11/4	E	5	(Q2) Coheasiveness between Academic Affairs and Student Affairs. *3, 5
32	W	S	11/4	E	2	(Q2) Articulation with UW-Superior and UM-Duluth, etc.
33	W	S	11/4	E	6	(Q3) Provides good benefit package for employees.
34	W	S	11/4	E	2	(Q3) Funding for staff development opportunities. *2,3
35	W	S	11/4	E	3	(Q3) Funding for staff development opportunities. *2,3
36	W	S	11/4	E	3	(Q4) Online learning - providing quality training for instructors. Best practices - design - assessment - quality training - quality instruction.
37	W	S	11/4	E	3	(Q4) More professional offerings for managers, specifically. They are hired and then what?
38	W	S	11/4	E	6	(Q1) We provide a well-educated, well-prepared workforce. Through these forums, you are taking things into consideration from the community, business, and students; so I think this is a <u>great</u> tool! WITC is connected to the community it serves (as it should be).
39	W	S	11/4	E	1	(Q2) Making sure we're teaching our students (who will become the local workforce) using the latest technologies - so our graduates continue to be well-prepared. *(1, 5)
40	W	S	11/4	E	5	(Q2) Making sure we're teaching our students (who will become the local workforce) using the latest technologies - so our graduates continue to be well-prepared. *(5, 1)
41	W	S	11/4	E	1	(Q2) I've heard students also ask for/suggest on-site daycare (convenient, plus, what a resource for the ECE program students if we had this - idea came from UW-Superior who has daycare on campus for students, staff, and faculty
42	W	S	11/4	E	6	(Q3) I feel we are a close-unit community and communication is open. People are all <u>very helpful</u> and welcoming. If we need training for something, WITC will provide it (free of charge, even!) and this is nice and convenient! Good healthcare, good benefits, <u>great</u> place to work! (Best job I've ever had - I love what I do and I love it here!)
43	W	S	11/4	E	1	(Q4) I like the idea of on-site daycare (the convenience of it would be nice).

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44	W	S	11/4	E	5	(Q4) Also, having a "real" bookstore (as opposed to the back end of Student Services) would be nice - more space; however, I do have to say Diane S. has done a great job with the bookstore in a short amount of time as it seems to run smoothly and I've heard <u>no</u> student complaints - I dealt with many when we went through the UW-S's bookstore.
45	W	S	11/4	E	5	(Q4) Yearly forums would be nice too!
46	W	S	11/4	E	1	(Q1) Workforce development, trained labor-experience with latest technology and equipment, incumbent workers, service to dislocated workers, professional development training opportunities and improved marketing-educating on what we offer.
47	W	S	11/4	E	4	(Q1) Explain the average salary and employment rates vs. UW. How about a mailing of our graduate survey results summary to K-12 contacts?
48	W	S	11/4	E	2	(Q2) Better K-12 partnerships and communications. Ask them what they need - more surveys.
49	W	S	11/4	E	5	(Q2) We do needs assessments for programming, but not for the community in general. *5,6
50	W	S	11/4	E	6	(Q2) We do needs assessments for programming, but not for the community in general. *5,6
51	W	S	11/4	E	4	(Q2) Provide more focus on opportunities available - not just academic program, which is where the \$ and focus has <u>always</u> been.
52	W	S	11/4	E	3	(Q3) Benefits package; respecting feedback from all; performance evaluation system; professional development opportunities; improved opportunities to network with colleagues; and the development of <i>The Connection</i> and Big-Brotherish Communicator.
53	W	S	11/4	E	3	(Q4) Encourage 360 degree evaluations for all managers and faculty.
54	W	S	11/4	E	3	(Q4) Provide incentives for healthy living. For example, could reimburse all or portion of fitness membership (with individual agreements to meet pre-established requirements for greater accountability).
55	W	S	11/4	E	3	(Q4) Why not an all staff meeting close to the holiday season? Celebrate mid-year.

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56	W	S	11/4	E	4	(Q4) Better educate our taxpayers on the benefits to help improve awareness and level of confidence (need their support!).
57	W	S	11/4	E	6	(Q1) Program costs are cost effective for our students; especially tuition.
58	W	S	11/4	E	6	(Q1) Students are learning and getting jobs.
59	W	S	11/4	E	6	(Q1) The majority of students believe we are meeting their needs.
60	W	S	11/4	E	1	(Q2) Have a course for online students to take prior to taking the program.
61	W	S	11/4	E	1	(Q2) Need full-time Accommodations Specialist at each campus. Small investment to meet the need of many students. Currently not adequate to need. *(1,5)
62	W	S	11/4	E	5	(Q2) Need full-time Accommodations Specialist at each campus. Small investment to meet the need of many students. Currently not adequate to need. *(5, 1)
63	W	S	11/4	E	3	(Q3) \$ for professional development.
64	W	S	11/4	E	3	(Q4) Provide more training in instruction design for instructors teaching online. What we are doing now is <u>not enough!</u>
65	W	S	11/4	E	1	(Q1) Students should be pre-advised when applying to WITC that some of their required courses might only be available online. Some students think they are signing on for a face-to-face experience only to learn later, after investing time and money, that this is not the case. We should be honest from the "get go" so students have the opportunity to look elsewhere if they so choose.
66	W	S	11/4	E	5	(Q4) In the future, these forums for staff should be scheduled during activity hour so all staff members have the opportunity to attend. At the very least, give instructors the "go ahead" to cancel a class so they are able to attend. The result will be that this will feel like a more sincere invitation for all employees to provide input.