

Idea Analysis – Proposals
AQIP Vital Focus, March 2007
Revised 04.02.07

Title	Proposal	Because
A new writing center, including writing across the curriculum program.	That MATC fund an expanded writing center facility and staff.	Individual instruction is a proven way to improve success and retention; and writing improves both learning and assessment.
Mandatory college success course be taken by every students.	Free mandatory college life skills course that is offered at the start of every program/course that must be passed before they enter program – must develop a remedial academic plan if not successful with the support of mentors, advisors, PSRP, faculty, counselors.	We are not retaining students when they haven't been placed in appropriate course or program.
Value people: Involve and consider impact on students/staff when implementing changes.	That we establish communication and participatory democratic decision making processes that involves and considers students and staff at all levels.	When staff is valued and respected there is more buy-in when implementing changes.
Work Environment	That college administrators take a leading role in creating a work climate that is open, supportive, and communicative, to embrace all members, students, faculty, and staff, at all campuses.	We all have a stake in our success or our failure.
Employees of MATC perceive positive work environment.	Begin department level conflict resolution exercises employing non-departmental, internal ?? to rebuild trust, instill teamwork, respect ideals.	Articulated discomfort and ??? observed at institution will level.
All who interact with MATC will have a positive experience.	Collaborative work teams where recommendations will be valued and acted upon.	We matter and can make a difference. Listen to us. Value our ideas.
Link student photos to rosters.	Add 'faculty' to one card ID.	Faculty would like to be identified when they attend book fairs and when they apply for faculty discounts.
Process for developing innovative ideas.	Institutional leaders develop a process specifically for the development of innovative ideas.	We want a clear mechanism for pursuing innovative ideas.
Innovation.	MATC provide rewards, innovation and grass-roots ideas.	It infuses new energy and is self-perpetuating and takes MATC into the future.
Collaboration problem solving on the ground level.	Innovation incubators with cross collaborative – people in the areas sharing their problems and ideas.	We need to work together to work out kinks in the system, gather innovative ideas, and realize our connectiveness.

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Leverage partnership resources to build MATC opportunities.	To build partnerships that leverage resources, build infrastructure to enhance MATC.	The college continues to have scarce resources, potential areas of expansion and interested partners.
Employer outreach program.	To create employer outreach programs to increase the awareness of MATC's specialized education processes.	It will benefit both the employer, the employees and enhance their competitiveness.
Marketing technical programs and flexible education.	Targeted marketing of our technical programs (including flexible educational opportunities) to both high school and returning adult populations.	We need to increase community awareness of the accessibility to our programs and take value and need for technical professions that do not require a 4-year degree.
Increasing accessibility	The college dedicates itself to the goal of increasing enrollment by making courses and programs more easily accessible to our students and potential students.	In order to fulfill their goals and dreams in a timely manner, they need flexibility in course, program and support services as well as adequate facilities, faculty and resources.
Implementing and enhancing MAAPing.	Implementing and enhancing MAAPing across the district to include more remedial courses, better prepared high school students, career development and connecting students to faculty and staff through advising.	We want to improve comprehensive student success.
Learning center / computer access for all.	Creation of a high quality learning center that brings together many individualized activities into a centralized location.	Student population is not currently being well served. There is limited student access to computers.
Proper screening in English and Math.	The college commits the financial and human resources to provide proper screening and education in English and math and knowledge of program for nursing and surgical tech programs before acceptance.	We have concluded that students are not adequately prepared leading to lack of success, leading to financial hardship for the students.
Outreach programs/technology needs/space needs.	MATC support and fund outreach programs and services at all campuses including all technology needs and classroom space.	We have an obligation to students' success throughout the district.
Develop support and processes for flexible alternative deliveries.	Hiring additional support staff for flexible alternative deliveries.	We want to move forward and grow as a college with alternative deliveries and to standardize processes and infrastructure.

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Develop seamless communication mechanisms across all student areas.	The college develops seamless communication mechanisms across all student areas by establishing a cross-functional team to evaluate and streamline current processes.	We want all students to succeed with a positive experience and be supported across all service areas.
Match.com: Helping teachers find their ideal classroom.	Improving the scheduling and course offering process to make effective and appropriate use of all available classrooms, furniture, and technology.	In order to support best pedagogical practice, MATC needs to provide for the diversity of teaching and learning styles present in our instructor and student population.
Fostering consistent management culture.	Formalized training for new and existing managers.	It will improve quality, consistency, and ultimately morale of employees.
Laptop rental library.	Budget for 1000 laptops student rental cost / deposit / hourly fee / no grade if laptop is not returned.	More access to computer technology means student success.
Financial aid for all students in need.	That every student must complete financial aid form if eligible (unless they consciously opt out). Also, all students must go into a program to take classes (could be a non-decided program).	Financial resources / aid are a critical part of student retention and success.
Strategic financial planning that addresses student needs.	Financial planning for a referendum to address students needs for space, capital equipment, and program accessibility.	Technology and student needs outgrew campus spaces.
New health sciences expansion.	New health sciences center.	Rapidly growing demand for healthcare workers; rapidly changing technology; opportunity to partner with expanding health care facilities / medical research companies.
Permanent office for part-time faculty support.	OPT's office for part time support.	Part-time faculty need initial and ongoing support, need a centralized clearing house of info, know what resources are available to them, be more integrated with the college as a whole.
Increase CPAAC/ALD part-timers hours	Increase the maximum number of hours for CPAAC instructors from 13 to 17 per weeks.	It will increase the continuity of instructor/student contact, especially in lab settings, and will therefore increase student learning and retention.

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Hiring Process.	Stop abuse of emergency hires. Simplification of hiring process/compress timeline; fix web application; final hiring down to centers.	[nothing written]
Enhance MAAP.	Enhance MAAP program to address the gap between completing remedial requirements and the reality of the requirements necessary for academic success in professional programs.	[nothing written]
All students will succeed.	Every student – remedial complex, special or program be recognized as a “bonafide” student of MATC with all the benefits and services MATC offers.	Every student needs to feel valued as though they belong here, and their needs values and learning styles are being met. So as to retain them since that will be a great retaining tool for MATC.
Accessing consistent, accurate, timely information through technology.	A system of website enhancements that will include a search feature when a topic is not found on the A-Z feature.	It affects the entire MATC population and future population.
Communication	Improved clarity and effectiveness in communication at all levels of the college for all stakeholders.	It will increase stakeholders’ satisfaction and students and staff will know what is expected of them.
Communication	Ability to search MATC website within the MATC website – needed for staff and students. Involve staff in asking what is needed, involve users and ask them what they need.	Staff and students unaware of services available – cannot locate needed information by using “askMATC”.
Training.	Increasing training and cross training opportunities for all college employees.	Increased knowledge of all aspects of college operations (IT, PSRP) and programs will lead to better service for all MATC stakeholders (faculty, staff, students, employees) and will help identify areas that need improvement.
Master facilities plan.	A series of sessions, centralized conversations interdepartmental; 1) communication about program needs; 2) master facilities plan.	Provide a collaborative of student learner needs between ??

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An effective organization.	We propose going to a server thin-client that allows education to take place in the college; more computer support to instruction where it is needed.	We will be more productive and allowing us to teach more students with limited resources.
Explore college name change.	College name change and internal alignment to include title changes.	Reflect reality of existing community college at MATC and signal to internal and external community the quality and expertise (shows value).
Room numbering.	Changing room numbers – renumbering the building new maps, better communication.	Whole college closed over Christmas break to rejuvenate staff.
Establish/improve communication mechanisms/processes across all campuses.	That there be better communication between administrators / deans / full time, part time, faculty / PSRPs / regionals.	This provides a more positive teaching experience for instructors and a more positive learning experience for students.
Comprehensive Plan.	To expand access by completing a comprehensive plan that examines improved utilization of existing facilities, alternative delivery strategies, remodeling facilities, and new construction as viable options for serving more students.	We have concluded that in order expand access, the college must invest in new delivery methods, new facilities, and new scheduling options that more closely meet community needs.
All students regardless of area of study (credit or non-credit) should be served equally.	Equal access to all MATC services and processes for non-credit students (testing; assessment; registration / enrollment; orientation; advising; one card).	We value all our students and Wisconsin's economy depends on the success of our students.
Reduce class size.	Departments establish class size limits for each course as appropriate to the needs of students.	Appropriate class sizes will increase opportunities for student centered learning and one on one accommodation for learners with diverse needs and will improve retention.
Training tools.	For the goal of student success, all faculty are an integral part of the institution and receive daily support of training tools to do the job and channels for active participation.	It is important to provide students with consistent services.
Better communication between departments and branches.	A better communication process from top decision makers to decision implementers.	We need more consistency, which will result in higher employee morale.

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Quality control for the quality control process.	A quality control process for the quality improvement process, including collaborative change impact reviews, held in a timely fashion as soon as possible after change is implemented, involving more field staff.	Unanticipated results of changes have negatively impacted the efficiency of the college and could be mitigated with input from the field.
Implement mandatory student mentoring program.	MATC implement a coaching/mentoring program where students (starting with A&S) are paired with an MATC employee to successfully negotiate their first year.	Students come to college without the knowledge or attitudes to succeed as defined by goal #1.
Resources for technical programs.	That more resources be directed towards the technical portion of the college.	We would like our students to be able to take advantage of present day and future technology in order to meet the needs of current and future employers / employment.
Positive experience.	To professionally developed target marketing for programs – centralized first experience for students.	It will increase enrollment and bring to forefront of competitors.
Opportunities and options for learning reflect the needs of students and clients.	Marketing / promoting occupational degrees with high job placement with high pay and stop focusing on how to leave this institution.	There are jobs available and the academic aspect is under utilized.
Expand enrollment of the Health occupation program students.	Building of a free standing building for Health occupation programs – hire more instructors that will work pm shifts and fill the employer needs in the community. Offer a part-time track for health occupation students.	The community needs nurses and the need will continue as the baby boomers population is sky rocketing.
Develop/Adapt operational processes.	Development/adaptation of operational processes at all levels to support growth in flexible learning opportunities including, ITV, fastrack, online, etc.	Changing demographics and needs; support college goals; changing market demands it and if 50% increased goal is to be met we need operational infrastructure to support it.
Student learning.	Build support for students that develop their essential skills in reading, writing, math and technology.	This will improve potential for success, persistence and retention.
Increased support for part-time faculty	Providing equal pay and resources for all faculty	All students deserve equal instruction.

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Retention through mandatory advisement.	All full-time students are assigned to meet with a personal academic advisor during their first semester and ongoing as needed.	It will promote faculty / student relationships and insure efficient program completion through proper course selection and credit load.
MAAP	Enhanced and broaden MAAP and advisement based on results and better use of student / MATC resources.	Ability to require students to attend college success to learn and staggered start dates – if problem encountered in a class – student can switch to college success without wasting time and money; increase success.
Inclusion of all students.	To redefine and enhance the definitions of student and success to be more inclusive and better reflect students in the context of their community.	Some students and their achievements are not being valued and particularly because of MATC's need to provide better service to minorities, students of color, and students of low socio-economic status.
College fosters a more intensive relationship in high schools.	College fosters a more intensive relationship in high schools including parents and the community centers.	It promotes student readiness to achieve college success.
Re-evaluation at each unit	Starting in 2007, formal collaborative re-evaluation at each unit of structures, measured by outcome levels of student centeredness.	Some units sense significant powerlessness, confusion, and unpredictability. These work against high performance principles.
Equal pay for equal work – PT faculty paid percentage of contract.	That PT faculty be paid percentage of full time contract based on course load.	It is fair, professional and necessary.
Elimination of sports.	Elimination of sports: need for space; quite a few classrooms could be in the space; academics need to be emphasized in a global, employment environment.	There is a lack of attendance; need for more parking spaces if we are to recruit more students, turn tennis courts into parking lots.
IT vision.	The college develop a comprehensive IT vision that will achieve the college CI goals by defining the skills and competencies necessary to become a world-class benchmarkable institute within 5 years.	If left unchecked this will negatively affect our ability to execute the college strategic plan.

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Promote MATC programs.	Develop a district-wide plan to promote MATC programs and services to K-12 through continuous collaborative efforts that engage students, parents and faculty in conversations and hands on experiences.	We want to increase the opportunity for students and increase students' retention; we want MATC to be the college of choice.
Communication	That "source board" be created to provide guidelines for policies and procedures and who provides what service – i.e. departmental directories.	We perceive problems with communication and people's ability to perform their jobs and get questions answered.
Central call center.	A district answer center where personal experts provide right touch, just in time, support to users.	Getting an answer is important, but getting the right answer matters most. And, there is no substitute for direct person to person contact for best interactive experience.
Create more developmental classes with ongoing support.	Additional developmental courses and services (learning center, technology)	MATC needs to better meet the needs with incoming students.
Literacy skills.	The college commit the financial and human resources for consistent application of curriculum outcome criteria R/T basic adult literacy prior to program placement.	More students are placed in classes and skills for success and consequently fail and many of these students then encumber financial aid responsibilities.
Student ombudsman.	Creation of the position of student ombudsman.	We need help for individual students and we need follow-up for their problems in special situations that are not easily handled by existing infrastructure.
Flexible course offerings.	That the college create more flexible course offerings (summer, weekend, nights, online, etc) that reflect consistent collaboration such as requirement training for BB and faculty and communication between divisions (learning center) and incorporate forward thinking technology that meets the need of marketplace.	We have concluded that expanding in these areas will facilitate student success and meet the needs of our current and future students.

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Clarity and accessibility of academic paths.	That the college create, fund, and provide the financial technological, human resources, necessary to define clarity and to the multiple academic paths offered to our students.	There are gaps and overlaps in marketing accessibility and availability of individual academic paths.
Master plan for Image and Information marketing.	That the college create, fund and develop a master plan for educating the district wide public. Advertise for personal growth for all curriculum students and life long learners.	Unmet expectations by students; registration and website; descriptions not reflective of actual classes; technology glitches.
MATC master plan.	MATC creates a master plan study leading to the construction of a new facility that would increase our capacity, bring new IT support, and hire new staff in order to provide a wider range of courses including ESL and evening offerings.	We see this college working at capacity now, with waitlisted students waiting to be served. MATC should be the leader in providing services to the full range of our population.
More focus on tech ed.	Additional college resources to vocational technical programs growth and recruitment.	There is an identified critical need to fill positions in skilled trades, health care, and technology.
Fair, firm and friendly.	To be clear in our expectations and consistent in our follow through, while eliminate fears.	We wish to encourage professional performance, because everyone deserves respect.
Fena Shui	A redesign and redefine of MATC's face within the community, with an easier to use website and more appealing campus.	When people feel comfortable, they learn better.
Student orientation	All students will be set-up and oriented to the student portal Inside MATC at the time of placement testing. Student email address will be main method of communication from the college to students.	New students are confused by our communication process and don't know where to go for info.
Establish a more positive work environment by increasing effectiveness and communication.	That we establish better systems and processes for communication and decision-making which emphasizes clarity, efficiency, transparency and timelines. All stakeholders should understand the direction, purpose, and vision of the college.	Communication is critical to all stakeholders having positive experiences with MATC.

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Improve public perception of MATC's image.	Increased marketing toward non-traditional students.	We have concluded there is a potential for greater involvement by district residents. Increased marketing will educate them on opportunities available through MATC.
Support of PT faculty.	MATC follow a 3 part written consistent class assignment policy for PT faculty to create stability followed up by 6 hours per month paid collaborative planning meetings for part timers. Make clear curriculum requirements available to all faculty.	PT turnover needs to be reduced in order to create stability for faculty and students. PT morale needs to be improved ; quality of instruction needs to be increased.
Partnerships with business.	The college commit the financial facility and human resources to target partnership with business and industry, which will result in increased donations and industry support in occupational programs.	Existing resource base is shrinking. It is not sufficient to support the growth and maintenance of current and future levels.
Working with corporations in a synergy manner.	MATC have a better public relations, marketing and collaborative way to inform and partner with the business community and public schools about our programs.	We want to place qualified students. We need to expand our educational services.
Transforming leaders, one at a time.	A college wide initiative to examine leadership in the college especially with regard to involvement of faculty and staff as stated in the AQIP principles of high pro orgs.	A culture of involvement is required for us to be an effective institution.
Technology policy and assessment.	Formation of a workgroup consisting of faculty and staff to develop continuous quality improvement in technology policy.	
Critical and objective assessment of reorg.	Honest and critical evaluation of reorganization in regards to success of students.	This will increase staff buy in to changes.
Year round flex time for PSRP and Admin.	Year round flex time for PSRP and Admin.	It would result in more productive and healthier employee's, improve morale and improve work environment overall.

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Development of a comprehensive plan/process to increase ethnic diverse faculty, admin and support staff.	The development of a comprehensive plan for the hiring of ethnic diverse staff (admin., faculty, support staff) to include budget, outreach, faculty involvement, benchmarking, grow our own, etc, strategies.	We need to reflect our community and student population. It will increase our multi-cultural perspective and global awareness as employees.
Communication	MATC needs a more personal, verbal, and regular exchange of information with an interdisciplinary agenda base.	Being informed of various on goings to keep faculty and staff in the game.
Communication	To strengthen the line of communication.	It will provide timely information on decisions affecting depts..., programs, and students.
Employment services center	Center for employment services with a focus on collaboration with employers and faculty to ultimately serve the students and alumni.	We want the students, alumni, faculty and employers to know that there is a central location for these services.
Communication	Communication about program needs; master facilities plan.	Provide a collaboration of student learner needs between systems.
Hiring Process	That a study is conducted of the hiring process for part time and full time faculty. An improved process should provide more advance notice to faculty in order to prepare for teaching.	More notice would help improve the quality of teaching.