

**Making A Significant Difference by Acting on What Matters
Idea Analysis Report Form**

Idea Title:

- Group #1 Helping Students Learn
 - Group #2 LCC Alternative Enrollment Action Plan
 - Group #3 Toilet Height at the Horse Barn
 - Group #4 Developing Effective Communications
 - Group #6 Communication Infrastructure
 - Group #7 Build an intellectual, cultural academic learning environment
 - Group #9 Collaboration
 - Group #10 Growing Interdepartmental Relationships
 - Group #12 Better Info for Better Planning
 - Group #14 Planning Continuous Improvement
 - Group #15 Valuing People & Accomplishing Distinctive Objectives
 - Group #? Decision Affordability
 - Group #? Increase Qualified Fulltime Faculty
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Group #1 Helping Students Learn

A. Most Critical or Pressing Aspects that Make this Area Most Important for Action:

1. Help students achieve their goals.
2. Assist students in their technology needs.
3. Apply resources towards students' needs.

B. Difference to be made by acting on this area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)

1. Results desired: Retention, graduation
2. Processes Impacted: Recruitment, funding
3. People benefited: Students, campus as a whole.
4. Culture/High-Performance Principle to be developed: Involvement

C. Provocative Proposition that we forward for consideration:

We propose: Upgrading the technology for student use, i.e., e-mail access to students

Because: We are in the information age which is crucial for the students.

On back: Write specific strategies or actions for accomplishing your recommendation—i.e., ideas on specifically what could be done.

Improve web-site links.

Funding priority –

- a) Technology for students
- b) Communication/information

Group #2 LCC Alternative Enrollment Action Plan

A. Most Critical or Pressing Aspects that Make this Area Most Important for Action:

1. Student enrollment
2. Student growth thru choices
3. Enhanced service area

B. Difference to be made by acting on this area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)

1. Results desired: Increased enrollment, greater opportunity for over-all student enrichment.
2. Processes Impacted: Technology, budget, professional development for faculty, scheduling, student services, marketing
3. People benefited: Students currently enrolled, campus & community growth, higher standards & visibility for LCC. Athletics/travel time
4. Culture/High-Performance Principle to be developed: Collaboration & broaden the high quality we currently offer.

C. Provocative Proposition that we forward for consideration:

We propose: An Alternative Enrollment Action Plan to support & deliver programs & courses on-line, evening, & weekend & hybrid deliveries to enhance opportunities for Southeastern Colorado & the Rocky Mountain states region.

Because: Competitive; choices of offering & opportunities. Enhance our current curriculum. Create an energy & enthusiasm among the campus & community.

On back: Write specific strategies or actions for accomplishing your recommendation—i.e., ideas on specifically what could be done.

Idea Analysis Plan

#1. Develop:

Alternative Enrollment Action Task Force. Involving a diverse group of those folks from Student Services, Technology, scheduling & admin. as the core group to develop the action plan. Then identify a priority list for programs & courses to be delivered and bring into the Task Force the subject matter experts necessary to begin a filter implementation of this Enrollment Action Plan.

#2. Research:

Now Task Force & Subject Matter Experts go visit programs that would best sister what we would like to accomplish.

#3. Collaborate:

Now sister partner visits LCC & collaborates & communicates with all campus & community support.

#4. Implementation –

Would be as far as your imagination could take you on-line.

Group #3 Toilet Height at the Horse Barn

A. Most critical or pressing aspects that make this area most important for action:

1. Enhances campus-wide operations
2. Creates trust within the organization & students
3. United cooperation

B. Difference to be made by acting on this area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)

1. Results desired: Mutual trust with everyone
Respect
2. Processes impacted: All
3. People benefited: All (everyone)
4. Culture/High-Performance principle to be developed: Creates a culture of trust that dept. & individual is performing best practices & processes within their dept..

C. Provocative proposition that we forward for consideration:

We propose: Increased effort of communication across dept./division lines whether it be individually or by committee or supervisor/dept. heads/deans/directors, etc.,,,,,,

Because: Will promote efficiencies within the campus operations resulting in increased customer service and satisfaction.

Also, an end result will be increased and/or better morale.

Group #4: Developing Effective Communications

- A. Most critical or pressing aspects that make this area most important for action:
1. Lack of consistency in processes due to lack of communication & involvement between department/programs.
 2. Changes in process without notification/training leads to student/staff frustrations, negative feelings.
 - 3.
- B. Difference to be made by acting on this area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)
1. Results desired: A common vision of processes as well as ownership of them.
 2. Processes impacted: All campus processes.
 3. People benefited: Current students and staff as well as potential students and staff
 4. Culture/High-Performance principle to be developed: Collaboration
- C. Provocative proposition that we forward for consideration:
- We propose:** That all campus processes be developed in cross-functional teams
- Because:** Everyone being affected by the process would have input on its developments

On back: write specific strategies or actions for accomplishing your recommendation...i.e., ideas on specifically what could be done.

Faculty and staff have the same information when assisting those affected by the process, whether that be in recruitment, admissions, enrollment and retention of students, or having financial support for a pet project.

1. List processes
2. Identify process stakeholders
3. Facilitate the development of a workable process with the input of the stakeholders.

Group #6: Communication Infrastructure—Communication: Collaboration

- A. Most critical or pressing aspects that make this area most important for action:
1. Interdepartment communication with students, faculty & staff
 2. Development of and communication of departmental processes, updated
 3. Share communication with community
- B. Difference to be made by acting on this area: (what results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)
1. Results desired: More user-friendly and effective processes for students, faculty, staff and community.
 2. Processes impacted: Collaboration
 3. People benefited: Students, faculty, staff and community
 4. Culture/High-Performance principle to be developed: Collaboration/involvement
- C. Provocative proposition that we forward for consideration:
- We propose:** creating a communication infrastructure based on sharing and distributing important information between departments and community.
- Because:** Shared information is vital to effectiveness, equilibrium and growth of our institution.

On back: write specific strategies or actions for accomplishing your recommendation....i.e., ideas on specifically what could be done.

Better student information system like newspaper, student e-mail
Ultimate list = student info database.

Group #7 Build an intellectual, cultural, academic learning environment

A. Most critical or pressing aspects that make this area most important for action:

1. The community college should be the center for intellectual & cultural activity.
2. Lack of intellectual & cultural activity at LCC & community.
- 3.

B. Difference to be made by acting on this area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)

1. Results desired: better connections with faculty and students. Makes learning ongoing and more effective.
2. Processes Impacted: Stimulates the life of the mind for all. Creates the capacity for self learning.
3. People benefited: Students, faculty, staff & community.
4. Culture/High-Performance principle to be developed: Helping students learn, valuing people, focus

C. Provocative proposition that we forward for consideration:

We propose: to build an intellectual, cultural academic learning environment

Because: the community college should be the center for intellectual and cultural activity which would result in better connections with faculty, students and community. It would promote a more effective and exciting learning environment and provide stimulation for the mind. It would create the capacity for self learning and on-going learning.

On back: write specific strategies or actions for accomplishing your recommendation...i.e., ideas on specifically what could be done.

Build a Student Union/Cultural Events Center

Seek alternate funding for increasing fulltime faculty across unrepresented areas/disciplines

Establish competitive speech performance program

Speaker series

Film series

Annual honor topic

Honors program

Team teaching special topics

Traveling art exhibits

Vibrant, enthusiastic, lifelong center of activity for our LCC community

Group #9 Collaboration

- A. Most critical or pressing aspects that make this area most important for action:
1. People have to be respectful of one another
 2. Recruiting and retaining students
 3. So that we can improve as a college
- B. Difference to be made by acting on this area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)
1. Results desired: Improved processes for problem solving. Building support among community members for the college.
 2. Processes impacted: attitudes. Our way of thinking and doing our work (systems)
 3. People benefited: Students
 4. Culture/High-performance principle to be developed:
- C. Provocative proposition that we forward for consideration:
- We propose:** that we collaborate to improve problem solving within the college, strengthen relations with our service area, and improve college functions such as recruiting and retention of students
- Because:** Better collaboration will benefit students, the college, the community, and the service area and make LCC a better place to work.

On back: write specific strategies or actions for accomplishing your recommendation...i.e., ideas on specifically what could be done.

We focus on getting things done and moving forward in proactive and positive ways
People like one another? their work?
Look like we know that we can count on anyone at anytime to help. Collaborate

Group #10 Growing Interdepartment Relationships

- A. Most critical or pressing aspects that make this area most important for action:
1. lack of communication/negative communication
 2. students are victims
 3. negative work environment
- B. Difference to be made by acting on this area: (what results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)
1. Results desired: a) view ourselves a group with common goals & objectives
b) know your role & how you connect with others
c) breakdown assumptions, other depts., individuals
 2. Processes impacted: major processes (recruitment, retention, student learning, operations)
 3. People benefited: employees & students
 4. Culture/High-Performance Principle to be developed: collaboration
- C. Provocative proposition that we forward for consideration:
We propose: “How I fit,” web prep, combine results, meeting with ball of yarn & printed results; task forces for aligning processes
Because: We have concluded that we need to be a quality campus-wide network.

On back: write specific strategies or actions for accomplishing your recommendation....i.e., ideas on specifically what could be done.

What does it look like when done?

Well oiled machine

We respect ours & others roles in reaching LCC's institutional goals

What are steps to get there?

See purpose

Group #12 Better Information for Better Planning

- A. Most critical or pressing aspects that make this area most important for action:
1. Era of continuous and rapid change in financial, resource allocation, demographic proportion, technological development and work force, training requirements.
 2. Good data & assessment allow for the college to keep pace with the continuous and rapid changes and continuously improve
 3. Assessing student learning, programs, community, needs, diversity, financial and other resource allocation and development in order to develop processes, strategies and action plans to help the college achieve its vision/mission.
- B. Difference to be made by acting on this area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)
1. Results desired: Information and data available that will enhance decision making, student learning, community economic development, workforce development and college resource allocation.
 2. Processes impacted:
Planning continuous improvement
Building collaborative relationships
Measuring effectiveness
 3. People benefited: College community, service area, individual student
 4. Culture/High-Performance principle to be developed: Focus, includes or impacts them all
- C. Provocative proposition that we forward for consideration:
We propose: The college allocate more resources and effort measuring its effectiveness
Because: Data is necessary to effectively manage activities and drive change and continuous improvement.

On back: write specific strategies or actions for accomplishing your recommendation....i.e., ideas on specifically what could be done.

Need to beef up our institutional research capacities.

Need to develop and improve data collection tools and processes to capture, analyze and disseminate data and information.

Group #14 Planning continuous improvement

- A. Most critical or pressing aspects that make this area most important for action:
1. Lack of available cultural opportunities
 2. Classes opened to general population
 3. Student success & achievement
- B. Difference to be made by acting on this area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)
1. Results desired: Higher enrollment
 2. Processes impacted: Broader thought process
 3. People benefited: All general population
 4. Culture/High-Performance Principle to be developed: More population awareness
- C. Provocative proposition that we forward for consideration:
We propose: Community cultural arts
Because: Encourages higher enrollment

On back: write specific strategies or actions for accomplishing your recommendation....i.e., ideas on specifically what could be done.

Follow through

Committee:

For research

Grants available (funding)

Scheduling of events

Volunteers

Group #15 Valuing people & accomplishing distinctive objectives

- A. Most critical or pressing aspects that make this area most important for action:
1. Respect – all individuals deserve and want respect regardless of title.
 2. Rapport – creating trust, interest, opportunities
 3. Validation
- B. Difference to be made by acting on this area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)
1. Results desired: To value each person, regardless of title—value each person for their own particular diversity, everyone is benefited.
 2. Processes impacted: Helping all individuals to accomplish objectives and goals, understanding each person’s individuality/diversity. Teach and lead others to be teachers and leaders, building collaboration to develop communities, self esteem, etc. Embrace diversity
 3. People benefited: Everyone—more productive citizens, empowerment, passion
 4. Culture/High-Performance Principle to be developed: Integrity, develops future leaders by becoming involved—acting as mentors to bring future students
- C. Provocative proposition that we forward for consideration:
We propose: We recommend that LCC develop an outreach program that will enhance and promote individual growth both inside and outside of the college community
Because: Maximize the untapped potential of each individual.

On back: write specific strategies or actions for accomplishing your recommendation...i.e., ideas on specifically what could be done.

“Every student has the potential to learn.” The “desire” comes from someone’s belief in him/her.

Group #? Increase Qualified Full-time Faculty

- A. Most critical or pressing aspects that make this area most important for action:
1. Lack of continuity in instruction.
 2. Lack of ability to offer advanced course offerings and new academic programs.
 3. Attracting students through new offerings, building academic prestige.
- B. Difference to be made by acting on this area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)
1. Results desired: Improve student learning through stability, programs, institutional integrity
 2. Processes impacted: Advising course offering selection including advanced offerings. Expand program offerings.
 3. People benefited: Students!!
 4. Culture/High-Performance Principle to be developed: Institutional integrity
- C. Provocative proposition that we forward for consideration:
- We propose:** that LCC consider hiring of more full-time, qualified faculty.
Because: It will allow for improved student learning, more course offerings in each discipline (academic diversity). Allow more consistency within academics.

On back: write specific strategies or actions for accomplishing your recommendation....i.e., ideas on specifically what could be done.

- 1) Needs assessment through prioritizing.
- 2) Cost analysis.
- 3) Aggressive recruiting & hiring.
- 4) Professional development mandated for hires to enhance learning curriculum.
- 5) Mentoring with experienced faculty for new hires regarding institutional processes and curriculum elements.

Group #? Decision Affordability

- A. Most critical or pressing aspects that make this area most important for action:
1. Improve morale thus improving communication
 2. Promote atmosphere of trust
 3. Empower employees
- B. Difference to be made by acting on this area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)
1. Results desired: Create a model (participation model) that will result in all faculty and staff “buying into” decisions made on campus.
 2. Processes impacted: AQIP Process
 3. People benefited: The entire LCC community—staff/faculty, students, community
 4. Culture/High-Performance principle to be developed:
Involvement/collaboration/information/integrity/people/foresight
- C. Provocative proposition that we forward for consideration:
- We propose:** That we establish communication & decision making process permeated by
- Leadership realization and buy ion (importance of faculty issues)
 - Not a filtering system, but a direct system with participatory leadership
 - Create cross-sectional/functional teams