

No.	Input Format (V-verbal, W-written, E-electronic/Online)	Forum Loc (A, H, L, N, R, SL, S; O - online)	2013 Date	Forum Type (Stakeholders: B, E, S, C)	Category (see Key)	<p>2013 Forums - MASTER (ALL) - by Category</p> <p><b>Questions: Bus/Ind and Community:</b> Q1: What future goals of your community (or business) might impact WITC? Q2: What education, training, or employee recruitment issues will your community (or business) face in accomplishing the goals you listed for the first question? Q3: In your view, how can WITC best serve your community (or business)?</p> <p><b>Employees:</b> Q1: What does WITC do well in serving communities and area businesses? Q2: What improvements can WITC make to better serve the community and area businesses? Q3: What does WITC do well in serving our staff? Q4: What improvements can WITC make to better serve our staff? Q5: What does WITC do well in serving our students? Q6: What improvements can WITC make to better serve our students? <b>Students:</b> Q1: What does WITC do best to serve you as a student? Q2: Why did you choose WITC? Q3: In the future, what improvements can WITC make for students?</p> <p><b>Category Key:</b> 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</p> <p>* signifies that the input received applies to more than one category</p>
1	V	A	10/29	B	1	WITC does a good job training people. What can community do to help keep the graduates in the area? How do we attract and keep people. *1, 2
2	V	A	10/29	B	1	Early Childhood students; we have a shortage of them. Partnering with the community would help. Sustainable Agriculture jobs have increased in the area and we need additional support in that area. *1, 2
3	V	A	10/29	B	1	It's all about efficiencies. We struggle with people having the right soft skills coming in. We are competitive nationally. Need good work ethics. Need professional people in the manufacturing world. Having the right attitude is very important. We are working with high school students.
4	V	A	10/29	B	1	Having trouble with students having the right work ethics too. It's a very different world now and it's hard to keep a company in business. Everyone looks at things differently now and it's not working well for businesses.
5	V	A	10/29	B	1	Several banks in the community. Need great customer service along with work ethic these days. Need basic math skills. Many new young people do not know how to balance a check book. They are basically eighth grade level. Need personal finance skills.
6	V	A	10/29	B	1	Some of the people that we hire have good skills, but have no idea how to run their personal lives. That creates problems in the work world to have to deal with. WITC has partnered with the extension offices to help deal with these needs. Options for students to have free financial advice and help. *1, 2

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7	V	A	10/29	B	1	Civility in the workplace, conflict resolution skills need to be taught. Need to advise students that they might not get the job right away, but they need to work up to the position that they graduated from. Different positions in the industry will help you gain additional skills while your position is on hold. Sometimes things are not instant.
8	V	A	10/29	B	1	Can we require people to do "life skills course"? Every student needs a personal finance course.
9	V	A	10/29	B	1	Math and English, most students don't have the skills they need by 12th grade. Student needs these skills. Some students can't even read a ruler.
10	V	A	10/29	B	1	The earlier we put those inputs of life skills in students the better. Start early in their lives.
11	V	A	10/29	B	1	Lean manufacturing. I gave tour to ninth grader. He said he was strong in math and English skills, but asked how good he was with communication skills. He couldn't answer that. Would like lean manufacturing skills taught in the Trade and Tech programs or ALL our programs. Incorporating LEAN into programming would better prepare students for careers. Could partner with NWOMC or Con Ed. *1, 2
12	V	A	10/29	B	1	"RISE" grant. To do a piece of education at a time instead of doing it all at once and get credit for it. This will work for students who can't be fulltime. From a continuing education prospective that would be great for the workforce side would be wonderful. Laddering, chunking, certificates, modules for education. This would be a great benefit to employers.

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13	V	A	10/29	B	1	How important is it to have a certificate or just the skills? A lot of businesses do training on the job. Certificates are wonderful to have, but really need people that have the basic knowledge of the job, we will teach them the rest. *1, 5
14	V	A	10/29	B	1	Focus on attitude and work ethic.
15	V	A	10/29	B	1	Need grads to be prepared to offer support and suggest improvements for efficiencies with employer.
16	V	A	10/29	B	1	Courses need to connect with local employment to better prepare grads for career (internship). *1, 2
17	V	A	10/29	B	1	2-yr Industrial Control program would prepare grads for C. G. Bretting.
18	V	A	10/29	B	1	Continuous training in soft skills for students. Customer service, personal finance, math.
19	V	A	10/29	B	1	Professionalism/Soft skills vs. technology. Important for students/potential employees to have personal skills (finance, etc. ). Most people don't believe they need these skills. *1, 5
20	W	A	10/29	B	1	Q1: We have an aging workforce and anticipate increased need for Medical Assistants, LPN, RN, in the next 5-10 years
21	W	A	10/29	B	1	Q2: Entry level programs, in the future very little turn over at present.
22	W	A	10/29	B	1	Q3: Right now we would benefit for any continuing education (accredited) offerings that are ANCC & AAMA certified. Also professional growth programs on communication, conflict resolution, working in a multi-generational environment, change strategies, management. Perhaps RN certification prep courses - ER, Orthopedics, OB, etc.

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23	V	N	10/17	B	1	K-12 marketing to educate people about technical colleges. Students need to talk to K-12 instructors and bring parents into the conversations. *1, 2
24	V	N	10/17	B	1	Competitors may be looking at newer and better ways of doing things, so we need to be aware and adapt. *1, 3
25	V	N	10/17	B	1	Change within manufacturing will impact us, along with logistics (ex: 3-D printing)
26	V	N	10/17	B	1	Need building blocks, not necessarily a 2-year degree.
27	V	N	10/17	B	1	TED talks, MOOC's other energizing technologies (lion and gazelle analogy).
28	V	N	10/17	B	1	Bill Gates - be alert to technology and media. Don't get left behind.
29	V	N	10/17	B	1	Smart phone apps will impact delivery. Follow on support is needed = continuous education.
30	V	N	10/17	B	1	Need to keep manufacturing teaching relevant and current.
31	V	N	10/17	B	1	Enhance the college experience. For example, international experience to help differentiate yourself.
32	V	N	10/17	B	1	Perform peer marketing - "phone a friend".
33	V	N	10/17	B	1	Go to Meeting and Webex are effective tools so people don't have to travel. (ex: e-ChiLD we use Adobe Connect and Lync).
34	V	N	10/17	B	1	At the State level we need to leverage money for the Youth Apprenticeship programs. *1, 5
35	V	N	10/17	B	1	www.risepartnership.org - nimble/stackable.
36	V	N	10/17	B	1	We need to work on building skills beyond the basics to prepare students and move them to the next level.
37	V	N	10/17	B	1	Creating K-12 certificates - there is financial incentives in the area.
38	V	N	10/17	B	1	Youth options is great!

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39	V	N	10/17	B	1	We need to do more career exploration before junior high. CNA is an entry point.
40	V	N	10/17	B	1	Develop building blocks and expose students to other healthcare tracks beyond doctors and nurses.
41	V	N	10/17	B	1	I went to a technical college after graduating from a 4-year college. A 4-year college for all is not a good model.
42	V	N	10/17	B	1	Career choices are made after contact with an inspirational teacher. *1, 3
43	V	N	10/17	B	1	The bar keeps going up. Expectations are higher.
44	V	N	10/17	B	1	Look at courses to address business needs. *1, 3
45	V	N	10/17	B	1	Youth Options - offer program to meet needs (i.e. CNA)
46	V	N	10/17	B	1	Prepare people for next steps with training needed. (even soft skills) i.e. Steps - RN to BSN. *1, 3
47	V	N	10/17	B	1	Need to change the mindset of students coming out of high school, so they know what their options are.
48	V	N	10/17	B	1	STEPS program as a model and best practice.
49	V	N	10/17	B	1	Limited scope x-ray technician required by state by smaller clinics. Other certifications: ACLS, geriatrics, phlebotomy, ATD Advanced Technical Degree. *1, 2
50	V	N	10/17	B	1	International Global business is a need - communication. Multi-lingual especially in service tech (3rd world) - intercultural.
51	V	N	10/17	B	1	Fluid Power Technology - Hydraulics is a need (manifolds, etc.) There is a need in this area and not many are doing it. There are four vendors in MN that are having the same difficulty finding technicians in this area. Alexandria Tech - Industrial Maintenance in Superior? (Follow-up with Steve Miller) Rae Ann Ailts *1, 2

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52	V	N	10/17	B	1	Some of the first classes cut with budgets are business classes, so these skills are not learned early on or that a student even has any interest in this area. Just the basics are taught, reading, writing, and math.
53	E	O	11/11	B	1	World Class Banking. Skilled and accountable career minded staff.
54	E	O	11/11	B	1	Lack of career focus in the younger generation. Lack of patience and discipline to overcome obstacles.
55	E	O	11/11	B	1	Smart skills people who can adapt and think beyond just narrow specialized skill sets.
56	E	O	11/11	B	1	We are always looking for skilled positions in the LEAN, QA, electrical, machining, and maintenance areas. Even if it is not an exact fit, it is desired.
57	E	O	11/11	B	1	Teach LEAN to all students in industrial settings. *1, 5
58	E	O	11/11	B	1	Teach proper methods of communication.
59	E	O	11/11	B	1	Expanded sales and marine repair. Qualified marine tech, and sales staff.
60	E	O	11/11	B	1	Continue to educate barber/cosmetology students. Also by preparing students in all areas with skills that will allow them to stay in the area and work in their chosen field.
61	E	O	11/11	B	1	Need for OTAs. We continue to take OTA students.
62	E	O	11/11	B	1	Need skilled machinists!
63	E	O	11/11	B	1	Student programs in CAD, CAM, CNC, Welding and automation will only grow. Skills are needed in the age of the digital-communications. Soft Skills in "Positive Thinking & Confident Attitudes" are needed. *1, 5

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65	E	O	11/11	B	1	Students must be willing to work hard and be smart about the work being done. Strive for quality in education and training.
66	E	O	11/11	B	1	Law Enforcement Training - able to continue yearly training for jail officers with enough classes available to allow for shift coverage while those are at training. *1, 3
67	E	O	11/11	B	1	Diversified training, more options than jail in-service, more specialized.
68	E	O	11/11	B	1	Hiring of new employees in the dental industry, i.e. hygienists and assistants.
69	E	O	11/11	B	1	Number of adequately trained and educated hygienists coming out of 2 year programs suffers compared to preparedness of candidates from 4 yr programs. Continue to emphasize radiography skills, general knowledge of instrument and materials usage and dental nomenclature. The externship program is excellent as chairside with live patients is invaluable in training assistants to work with a specific dentist. Teach the basics, the individual differences between dentists is learned on the job.
70	E	O	11/11	B	1	Hire more gas welders. We need more students that want to go into the occupation of gas welding.
71	E	O	11/11	B	1	People are not coming out of the education systems able to read and follow basic directions. They are not coming into the work force with any sense of urgency. The second goal of my business is to educate my clients and to do so with urgency. *1, 5

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72	E	O	11/11	B	1	Train on multiple levels -- not just books. We have not had an intern apply to our business in years!! We now have one coming here from Eau Claire -- where are local interns? *1, 2
73	E	O	11/11	B	1	Number of student who will continue their education at WITC after leaving high school. By continuing to provide excellent data on number of students from our high school that continue their education and their success rates there. Provide updated information on programs that could be beneficial to students and areas of employment in the area that are in need so we can advertise those to students planning their futures.
74	E	O	11/11	B	1	Retaining and attracting workforce through jobs, training and an outstanding quality of place. People will need access to the training needed for the next generation of jobs in our region.
75	E	O	11/11	B	1	To transition to a wireless communication company. Additional technology. Finding applicants with suitable wireless training. Continue to integrate technology training into all programs.
76	E	O	11/11	B	1	Net integration of applications into our company business applications. We see a need to skill and training programmers. Moving forward with providing students with the technical skills, and the verbal and written skills to communicate effectively.
77	E	O	11/11	B	1	Having the ability to hire new employees from a qualified pool in the finance field.



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78	E	O	11/11	B	1	<p>Due to a shortage of competent production workers and competitive pressure, we will be increasing the amount of automation used in our factory. As a result, we will need more electro/mechanical and process technicians. On shoring. We are now down to buying only two major components in China and want to migrate to 100% made in America. In order to do so, we will be adding specialized machinery and hiring skilled workers to operate, adjust and monitor that equipment.</p>
79	E	O	11/11	B	1	<p>Expansion of new products into the motorcycle industry, requiring significant design and mechanical skills/knowledge, as well as creative flair. Expansion of online and print marketing and presentation of product lines through various magazines and websites. Expansion of manufacturer direct retail sales, through use of store front and online website.</p>
80	E	O	11/11	B	1	<p>Marketing, persons proficient with Adobe Suite products, including InDesign and Photoshop, capable of designing and laying out full catalogs, digital banners/ads and magazine ads. Able to write proficiently enough for press releases and consumer inquiries. Offering programs to educate students on mechanical engineering, product development and drawing/drafting classes. Offering marketing courses focusing on digital and print advertising, as well as social media marketing and online marketing. Including Adobe Creative Suites training. Offering education in web site development, and technical database management, as well as advanced excel and multi-language programming for .php .aspx .html and other popular web languages.</p>

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81	E	O	11/11	B	1	CNA- It would be beneficial for us for the students that complete clinicals at our facility to be interested in working as a CNA. After students complete the CNA course it can take 6-12 weeks for them to get an appointment to take the testing for certification. It would be beneficial for the students if Testing was available in a more timely fashion. ADN program. The length of time you are out of the program for several failed classes seems excessive.
82	E	O	11/11	B	1	Prospective employees that have good communication skills, good business ethics and acumen.
83	E	O	11/11	B	1	Potential employees should have basic reading, writing and math skills. An understanding of basic employer needs: Attendance - we need you at the job, every day; You're hired to perform the work, not just show up; The quality and quantity of your work is important - without it, we don't need to hire you; Willingness to learn - we have an opportunity, if you're ready to accept it; This can be your career, not just a job. Training and certification for entry level production positions. Training in the basics: Reading and comprehension; Writing clearly to properly communicate (includes spelling and grammar - no texting shortcuts!); Basic math skills - addition, subtraction, multiplication (including percentages), division in English/Imperial and Metric; Training in basic business principles - why attendance, quality, quantity, etc. is important to the bottom line and success/failure of the business. *1, 5

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84	E	O	11/11	B	1	A workforce trained and skilled in customer service. We can train managers and team members the nuts/bolts of restaurant work, but it's difficult to train people how to work with others in a team environment, as well as how to respond properly to criticism and challenges that they will face daily in the service industry.
85	E	O	11/11	B	1	Continue to support the educational needs of farmers and agribusinesses in NW Wisconsin. Training and recruiting young people to work on farms and agricultural businesses. *1, 2
86	E	O	11/11	B	1	Provide ever-changing, diverse training opportunities for law enforcement officers.
87	E	O	11/11	B	1	Well trained billing and coding professionals in health care. Hosting webinars for communicating effectively with internal and external customers. This may be done via on-line courses that employees can take while at work.
88	E	O	11/11	B	1	With the amount of competitors just a mouse click away, businesses must focus on keeping customers happy while being able to maintain a tight ship with less and less margin to work with. Employees need to be trained in and understand concepts of lean manufacturing and be constantly looking for ways to improve business concepts. *1, 5
89	E	O	11/11	B	1	I feel many employers are willing to "train" employees (within reason) if the candidate or employee makes the right fit for their business. If candidates/employees understand the basics of obtaining and keeping a job (good attendance, willingness to learn, get along well with others), most employers offer tuition reimbursement. Granted, some positions may require licenses or certifications for a specific job, but most employers will consider candidates that can or have proven good work ethic.

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90	E	O	11/11	B	1	Hiring machinist and welders. The continuous need for machinists and welders. Graduating qualified machinists and welders.
91	E	O	11/11	B	1	To grow and offer new services we need a well trained work force with excellent computer skills. Having a staff with excellent people skills.
92	E	O	11/11	B	1	Having a staff with excellent people skills. We may need to have courses available in the evening and weekends so our staff could participate in them. Provide top rate quality education to the students attending WITC so they have the skills necessary when they are hired.
93	E	O	11/11	B	1	Training of new employees to replace our retiring employees. Also increase number of employees to cover the large geographic area we cover. Always looking for skilled tradesman in Plumbing and HVAC. Mechanical based CAD training. Our industry needs more people with skills in business management and commercial building control systems as they relate to construction. Continue to training tradesmen in the following areas. Working along with the large manufactures of HVAC equipment to keep training up to speed with the current technology of the industries manufacturers whose units and people are working on daily. Training of welders. Currently our industry has a shortage of welders. There is numerous types of welding used today and a lot of training needs.

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94	E	O	11/11	B	1	Growth is our crisis. We need people with up-to-date skills in Welding, CNC Programming, Computer Programming, Logistics, Marketing and Sales. Not just entry-level, but opportunities for continuing education to keep job skills current. Teaching technical skills may be the easy part. Can those skills be transferred to real-world environments? Do they have "soft skills" that will make them a good employee, teammate and member of the community?
95	E	O	11/11	B	1	Interpersonal skills need to be addressed to minimize the amount of office drama. Too many employees do not know how to communicate with each other efficiently and without someone getting offended. More emphasis on soft skills needs to be addressed in the education system prior to candidates starting their jobs.
96	V	R	10/22	B	1	Manufacturing has changed. We're finding employees are lacking some of the softer skills, e.g. getting along with others, problem solving, teamwork, email.*1, 3
97	V	R	10/22	B	1	Problem solving skills and getting along with others are skills that are really lacking.
98	V	R	10/22	B	1	Suggestion for community members to get involved with boys clubs, girls clubs, etc. to teach soft skills to children as they are younger and more impressionable. Can learn them early on.*1, 2
99	V	R	10/22	B	1	Need for well-rounded machinists in machine shops - not just CNC tool operators. Having to train internally. Encourage WITC programs to include more basic training for machinists and the understanding of how a machine shop operates - job shop, wide skill set, programming setup, lathes, boring mills. Look at certificate options and apprenticeships.*1, 2, 3
100	V	R	10/22	B	1	Need for both well-rounded machinists and for machine operators. Perhaps training initially for machinists, then allow them to specialize with various machines.*1, 2, 3

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101	V	R	10/22	B	1	Link the Walker initiative for apprenticeship sites with the need for machinists in different machine shops. *1, 2, 3
102	V	R	10/22	B	1	Sophistication of machine tools is getting greater, so may be interested in 'super machinist' ongoing training. *1, 2
103	V	R	10/22	B	1	Equipment is very expensive. How could college afford all the pieces of equipment?
104	V	R	10/22	B	1	Youth Options program is available, but how much is it utilized and encouraged at the HS level?
105	V	R	10/22	B	1	Banking industry is switching from sit and serve to sales type service, including calling customers. Need for more training for students with soft skills and presentations, sales, and speaking skills.
106	V	R	10/22	B	1	Disconnect between what technical colleges are teaching and what SPS is requiring. Be sure to stay on top of those requirements. (Fire, EMS)
107	V	R	10/22	B	1	Criminal Justice - work to make our program more competitive with other technical college programs. WITC has progressed, but not sufficiently. Need facility for emergency driving training, etc. Can also be used by fire, EMS, etc. *1, 2, 5
108	V	R	10/22	B	1	Need more training in sales and marketing - communication skills, advertising, promotion, etc. Internships for businesses would be very beneficial with some basic curriculum expectations like that, rather than just typing or copying. *1, 2, 3

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109	V	R	10/22	B	1	<p>Nursing Assistants under 18 can't work in facility without second person on shift because they can't by law lift patients. This puts a greater burden on employers, and affects their prep for future nursing program.</p> <p>Training on social networking etiquette would be very beneficial, regarding privacy rights, comments, etc.</p> <p>Training needed on how to relate to patients and express empathy, explain care, etc. that new employees may not understand, especially if they are more familiar with texting instead of speaking. Will hire someone because of attitude and personality over skill set any day. *1, 2</p>
110	V	R	10/22	B	1	<p>Strong work ethic and positive attitude is sought over skill set. Skills can be taught. Students need to understand what is expected and why, texting, internet use, social media, etc. Need to work when at the job. Is explained at time of hire, but is still an issue. *1, 2, 3</p>
111	V	R	10/22	B	1	<p>Professionalism - what to wear for job interviews, texting on the job, piercings, etc. Add to employability skills training.*1, 2, 3</p>
112	V	R	10/22	B	1	<p>Training should be prior to college - K-12 would be best, then just reinforced in college classes.*1, 2</p>
113	V	R	10/22	B	1	<p>Desire to be able to hire staff that could be trusted to work at home - agriculture field, dairy and feed management understanding, world-wide company so bi-lingual is very important. All employees are also sales persons, so training to see sales as fun instead of something to fear.*1, 2</p>
114	V	R	10/22	B	1	<p>Customer service - interactions with customers very important. Work with helping displaced workers to get enrolled in new education programs. All skills need development for those retrained students.</p>

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115	V	R	10/22	B	1	Manage expectations for graduate salaries so aware that they may NOT be hired at the average rate of pay reported in our graduate follow-up surveys. Dependent on many factors, like where employed (South Dakota vs. WI, etc.)
116	V	R	10/22	B	1	Approximately one third of the programs employed at 100% related are manufacturing programs. Anything being done to further support that obvious need? (Discussion on government funding for trade and technical TAACCCT grant to assist in funding welding and machining needs.) *1, 5
117	V	R	10/22	B	1	We need to promote the 2-year college over 4-year college with community and parents to obtain a better grasp on the offerings that are available here and why WITC is such a practical and wise choice for furthering education.*1, 4
118	V	S	10/10	B	1	Lack of Industrial Control Technician graduates. Spin-off of HVAC program with more computer based, j controllers, higher computer skills. Control and programming, global wiring, with the rate of changing technology the graduates have to have a good understanding of the top technology. Geo-thermal needs to be a bigger part of the curriculum. WITC graduates don't know anything about geo-thermal technology. Don't train on dated equipment. Controlling, programming, and wiring is very technical. Add as an additional component of the HVAC program.
119	V	S	10/10	B	1	Soft skills, more professional attitude needs to be stressed in the curriculum (HVAC). Help students understand that they need to put time in before they advance in their career. They can't start at the top.



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120	V	S	10/10	B	1	Dave Minor explained the apprenticeship program and asked employers if they would be interested in having h.s. students placed in their business to learn the trade while in high school. Employer indicated that he would prefer they spend time focusing on the emotional intelligence piece. Employers will fill in the specific technical skills needed for the job if the graduate has this emotional intelligence. Needs to be instituted earlier--at the h.s. level--they are not getting it at home. *1, 2
121	V	S	10/10	B	1	Add a Financial component to the Human Services program. This would be beneficial to employers in the health field. Understanding what some of the financial documents are that clients bring in and how they impact their clients.
122	V	S	10/10	B	1	Customer service piece very important in the Human Services program. Writing skills needs improvement.
123	V	S	10/10	B	1	Graduates need to be flexible and have ability to change -- computer system, program, no longer acceptable to dig in heels and not accept change.
124	V	S	10/10	B	1	Discernment/thinking ability/critical thinking expected by employers. Develop an orientation to program that collects stories from employers what they are expecting as employers and they are looking for in attributes of a graduate/worker. Plant a bean seed and use it as a demonstration of how a student goes from a seed to a tall bean plant. Explain the progression. As educators we need to be the model to students. Encourage students to use U-tube to find the 'best of' in their industry to hear actual employers talk about what they are looking for in employees.

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125	V	S	10/10	B	1	Emotional intelligence is not unique to just the younger graduate, each generation brings their own set of issues. Older--are they willing to change/younger--are they patient, willing to put in their time.
126	V	S	10/10	B	1	Would Emotional Intelligence course offering be useful in Con Ed? Absolutely! For existing employees, h.s. students.
127	V	S	10/10	B	1	External learning site for WITC's dental assistant program students. Students appreciate so much more being placed in an actual dentist office with real dentist, real assistance, etc.
128	V	S	10/10	B	1	Employer mentioned the experiential learning in internships are very beneficial. (Shadowing a professional) Expose students to different work place settings so they can see different models. Ie. Internships, shadowing, etc.
129	V	S	10/10	B	1	Does WITC discuss with our students what it is really like to be employed in the career they are seeking? To work on a manufacturing floor, any career? Some may choose to go into manufacturing now if they knew that it isn't the dirty shop job of the past.
130	V	S	10/10	B	1	Employers are hiring more than just a machinist---they are looking at how they will fit into their organization, how do they communicate, will they be able to participate in the work place, and will they gain something from working in the organization.
131	V	S	10/10	B	1	When teaching Emotional Intelligence you need to address substance abuse. Does WITC have resources to help students with substance abuse?
132	V	S	10/10	B	1	Partner with highschools and employers to help 'fix' the root problem--broken kids. *1, 2

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133	V	S	10/10	B	1	Need stable, mature people willing to stay longer than 1 to 2 years. What are employees feeling? What are their long-term goals? Employers need to know these things in order to place employee in the appropriate position. Graduates sole purpose in their career should not be based on their income. We need to relay to students/graduates that money/income should not be their only goal.
134	V	S	10/10	B	1	Biggest challenge for newly hired is passing the test for hiring. Interpersonal skills, benchmarks against the job they are applying for. What is their personality? (Extrovert, introvert, etc.) This employer will be sending us their test for hire.
135	V	S	10/10	B	1	Management skills are lacking, IT and technology is a strong-hiring area for several employers. Need more training in financial literacy. A good business program would fit this need. Leadership skills needed in graduates.
136	V	S	10/10	B	1	Appreciation expressed on the development of the Human Services Associate Program. Still have a shortage of Nursing Assistant graduates.
137	V	S	10/10	B	1	Include advisory committees and industry partners in developing employment skills in graduates. *1, 2
138	W	S	10/10	B	1	Q1: Need Heavy equipment operators and high quality office workers--maturity and self-motivated.
139	W	S	10/10	B	1	Q3: Applicants and internships/work experience. *1, 2
140	W	S	10/10	B	1	Q1: Please know that job shadowing in health care (hospitals & clinics) is not possible as patients are sick and regulations on privacy increase. Consider using U-tube for job shadowing and interviews with targeted professional to give young people a sense of what works. *1, 2

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141	W	S	10/10	B	1	Q2: We will need computer literate people for every role as health care progresses. IT degrees will be increasingly important. A two year coding degree will be increasingly important after 2014.
142	W	S	10/10	B	1	Q3: Continue training nurses and ensure that your curriculum links up nicely to a four-year degree program. (ie. Help 2 year nursing grads to go on to eventually get a 4 year.) Consider purchasing a 'tele-health' cart to introduce nursing via tele-health. Stress thinking skills, teamwork, communications, collaborating with other professionals.
143	V	A	10/29	C	1	Economic Development Council was never implemented. 21 Different categories of people in Ashland. Keep up local bore program. Travel more than 21 miles. Enlarge programs for manufacturing jobs. There is a great need. Manufacturing jobs are going begging for graduates. Nuts and bolts is not what it is anymore. It's not that way anymore. Need skilled electronic people. Need to teach people to fill out job applications and how to do an interview. Need to learn how to write a business letter. A lot of our young people move away and don't come back. Who is going to be here? Ashland has lost 5% of the population per year. We need to keep them here. *1, 2
144	V	A	10/29	C	1	Hold classes in local communities. Need to continue to do that. Strengthens the community. Internships - host sites. Willing to do that. WITC offers GED opportunities. Criminal Justice has a big interest in reentering offenders back into the community. Future business graduates - help them to identify resources in the community. Students may not know where to look. *1, 2

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145	V	A	10/29	C	1	Very little is said about the non-profit organizations. Grant-funded organizations. Need this in the curriculum so the students know what to expect. Students don't get that training and it makes it hard for them. Successful combination of efforts with successful program outcomes is needed. People have unrealistic expectations in this field. Better integration of this in WITC programs.
146	V	A	10/29	C	1	Connect students with business/entrepreneur opportunities. (Venture capital, store fronts, etc. incubator). *1, 2
147	V	A	10/29	C	1	Do student internships.
148	V	A	10/29	C	1	Need more active military recruitment.
149	V	A	10/29	C	1	Strengthen computer skills within the healthcare industry.
150	V	A	10/29	C	1	Help to inform students about resources in our area.
151	V	A	10/29	C	1	More emphasis on working in nonprofit environment (instead of focus on entrepreneurship).
152	V	A	10/29	C	1	Better integration of nonprofit into curriculum.
153	V	A	10/29	C	1	Certification of farmers to meet growing needs.
154	V	A	10/29	C	1	GAP (Good Agriculture Practices) certificate opportunity. Winery certificate opportunity, culinary training.
155	V	A	10/29	C	1	Beef up 2-yr degree for manufacturing. Gold collar (NWCEP).
156	V	A	10/29	C	1	Expand teaching of soft skills like "interviewing", work ethics.
157	V	A	10/29	C	1	Don't forget to train re: non-profit sector (many students will end up working or being connected to this environment) Better integration of profit/non-profit into curriculum.

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158	W	A	10/29	C	1	Q2: We specifically are looking for students and graduates in these areas: Certified Medical Assistant, Admin Medical, Lab tech, Certified Nursing Assistant, Nursing, Dental Assistant. We are looking to continually expand and support our community health center. Possibility of adding health IT
159	W	A	10/29	C	1	Q3: Continue to produce high quality graduates in the medical / dental fields that are focused on using / practicing these skills in the community.
160	W	A	10/29	C	1	Q2: Good Agricultural Practices (GAP) training and certification. Culinary training, Applied research related to value -- added products, Marketing to "sustainable" industries re: rail/air/shipping/highway and human resource availability; Enticement of applied research industries e.g. Verent biofuels, campaign urbana; expand non-credit community course offerings; provide forums on financial investment for retirees; expand "best practices" across all campuses but specifically to Ashland. Upgrade the presentation technology (audio, video, etc.), add training in 3D printing, patent issues, trademark issues, nano-technology
161	W	A	10/29	C	1	Q1: Hold Programs in local communities, Washburn, Bayfield, classes *1, 2
162	W	A	10/29	C	1	Q1: Use local business & government to host internships, GED programs in jails. Use students to help. *1, 2
163	W	A	10/29	C	1	Q1: Improve your non-profit management course profile. Almost 50% of all graduating student will at some time work in a non-profit or grand dependent capacity. How to plan, strategic planning instruction, what are goals - what are objections, what is a non-profit budget? How do you find grants - what are fund raisers requirements- how to write proposals-how to evaluate program outcomes.

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164	W	A	10/29	C	1	Q2: Finding students who are interested in pursuing this field of knowledge. Most people who are suddenly identified to do a proposal writing do not have adequate skills become discouraged at lack of results & drop out of the process. Way too much emphasis placed on the "for profit sector" management skill etc -- the two fields should not be mutually exclusive.
165	W	A	10/29	C	1	Q3: Continue moving into the future by teaching about alternate energies. Provide students with opportunities to practice searching and submitting grant proposals and or setting up a non-profit agency. *1, 5
166	W	A	10/29	C	1	Q3: By improving (upgrading, enlarging) your 2 year programs to prepare students for manufacturing jobs that are currently going begging across America- while too many people fail to get jobs without specific job skills.
167	V	H	11/5	C	1	Would like to see more blended classes - both online and a instructor available for questions.
168	V	H	11/5	C	1	Would like to see an X-ray technician program. 2 year degree. (a lot of clinical time & internship) *1, 3
169	V	H	11/5	C	1	More hands-on police science inservices in Hayward Outreach Center and not go to campuses. - Less travel & expenses. *1, 3
170	V	H	11/5	C	1	Nice to have ITV and online option so students don't have to drive.
171	V	H	11/5	C	1	CNA program - need to be able to test at end of class instead of a separate time and location. Need testing locally. *1, 5

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172	V	H	11/5	C	1	Need more Physical Therapy, Occupational Therapy (OTA & PTA) graduates. *1, 3
173	V	H	11/5	C	1	More clinical time for nursing program. Seeing gaps when they start working and the facilities need to do a lot of training. Need more nursing instructors & clinical sites. *1, 2
174	V	H	11/5	C	1	Short on medical coders, medical records employees, and IT technology in the medical field.
175	V	H	11/5	C	1	Offer a Nurse informatics option? - St. Scholastica offers *1, 3
176	V	H	11/5	C	1	Need basic computer skills, need to be able to do face-to-face until they get the computer skills. Word, Excel, PowerPoint. Available in Hayward. *1, 3
177	V	H	11/5	C	1	GED/HSED testing will be changing in 2014. New requirements - more difficult test - all testing will be on the computer.
178	V	H	11/5	C	1	Modes of education - take some science classes as blended (hybrid) - lecture in Hayward over ITV and then 1 lab once a week or once every 2 weeks- less travel and some time with instructors - not all over online or ITV. *1, 3
179	W	H	11/5	C	1	Q2: Communication
180	W	H	11/5	C	1	Q3: More ITV classes
181	W	H	11/5	C	1	Q1: I would like to have a more skilled labor pool in the Hayward area. Job applicants seem to be lacking in basic computer skills and also CDL license training for bus & truck w/hazard material. Limited or no local training opportunities in Hayward.
182	W	H	11/5	C	1	Q2: CDL license training! And: excel/word/powerpoint classes for the "older" employee to attend 1 or 2 classes per week in person, not on-line.
183	W	H	11/5	C	1	Q2: Continued Education per WI Training & Standards. 24 hours minimum per year.



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184	W	H	11/5	C	1	Q3: Offer more Law Enforcement In-services and specialized training courses. In-person ... classes, not via ITV.
185	W	H	11/5	C	1	Q3: Testing CNA Skills in Hayward. Advertising and making available. Increasing nursing out-put, additional nursing certifications (AIS,BLS) increasing knowledge & skills in nursing, pharmacy tech skills, & nursing assistants. *1, 3
186	V	L	10/31	C	1	Skills gap - welding, soft skills, CNC
187	V	L	10/31	C	1	How can we help address the soft skills gaps? There is a change in philosophy that education is valuable and a way to be self-sufficient. Education is not emphasized. Soft skills is waning. *1, 5
188	V	L	10/31	C	1	Requirements for the GED diploma is increasing next year. This will be a challenge for some students.
189	V	L	10/31	C	1	Apply disciplines of application of the skills in everyday problems and do critical thinking.
190	V	L	10/31	C	1	Job Fairs for sophomores and middle school students.
191	V	L	10/31	C	1	Have more classes closer so employees can get to classes. No time or gas to travel. Have classes over ITV. - work with employers on times of classes, etc..
192	W	L		C	1	Q1: Transition our high school Tech Ed Department to train students to be career & tech college ready. Increase math, reading, & writing skills so students can continue to learn in college or on the job in order to gain an advantage.
193	W	L	10/31	C	1	Q2: HSED requirements are increase. Preparing students to pass the test is critical. Provide training for our teachers to develop technology education that best prepares students to be marketable.*1, 3

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194	W	L	10/31	C	1	Q3: GEDO 2 - HSED acquisition. Partner to develop night technology skills classes. Job fairs for younger students. *1, 3
195	W	L	10/31	C	1	Q2: Extra training, computer base, Microsoft office, technical - maintenance, welding, team building/hiring a team player.
196	V	N	10/17	C	1	Can we open up a delivery method for more rural small schools? Maybe more satellite campuses. *1, 2
197	V	N	10/17	C	1	We need partnerships with industry for instruction similar to those of K-12. *1, 2
198	V	N	10/17	C	1	Soft skills are important. Concerned with relational information with ECE and online. Over the years, when working with relational things that we can accept. Online people do not have soft skills and Business and Industry need to have these skills. When doing training, part of the training needs to have learning in the new environment. Need to look at the difference between working in a different culture. It can be hard for layoff people transferring into a new work environment. (ex. Polaris) *1, 2
199	V	N	10/17	C	1	Are you leveraging MOOC's? Could be useful for lifelong learning.*1, 3, 5
200	V	N	10/17	C	1	Free resources to augment learning and classroom/online.
201	V	N	10/17	C	1	We have a void for Sheetmetal Fabrication candidates. We have to go to Fond du Lac right now to meet the needs. St. Paul has programs HVAC work, but not really what we need. How do we go about researching the need for that? Sheering, bending, punching is needed. 24 gauge and larger. *1, 2, 5

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202	V	N	10/17	C	1	Aging population affects curriculum and program mix. Keep that in mind. Accessibility to buildings needed. How do we deal with healthcare facilities? We need people to figure out Medicare changes. *1, 2
203	V	N	10/17	C	1	WI demographics show an increase in the county because we are close to the cities. We hear everything from the cities, but need a better marketing plan to market WITC and dealing with the growth. Does WITC develop into a university flavor to catch the big population explosion that will happen with the opening of the Stillwater bridge? We have a lot of competition, so we need to try and keep our students here. *1, 5
204	V	N	10/17	C	1	Bachelor degree completion opportunities on campus to serve students.
205	V	N	10/17	C	1	32 credit transfer - we need to articulate more with 4-year colleges. *1, 2
206	V	N	10/17	C	1	Q: Has WITC looked at ACT scores vs. other scores when entering students? A: Not tech college friendly; currently ACT does not meet our needs whereas ACCUPLACER, COMPASS, does. *1, 2
207	V	N	10/17	C	1	Transcribed Tech Reading/Writing/Math could benefit many students. Have many other schools adopted either 3 years of math, vs. college prep math?
208	V	N	10/17	C	1	Portfolio assessment instead of ACT or as incoming assessment data? Unsure, might be able to use this as credit for prior learning. *1, 2
209	V	N	10/17	C	1	Department of Corrections is huge and has more than just correctional officers, but there are many people don't know what is all involved with the corrections. Recruitment for people, the community needs to be better informed of what it's all about. We could partner with K-12 to explain/educate people on our programs. *1, 2

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210	V	N	10/17	C	1	<p>Ag Technicians/Mechanics (MMOPPT) is experiencing a huge growth. People with technical skills who can turn a wrench can find jobs easily. Graduates need technical abilities (GPS &amp; Auto Steer). Looking to do partnerships for a win win situation. Currently on the Ag Mechanics advisory committee. Just a heads up that we have more flexibility to do this. Business and Industry could partner for equipment donation/utilization. John Deere has changed their stance. *1, 2</p>
211	V	N	10/17	C	1	<p>Q: Everyone who teaches - Is there some emphasis of agility to allow instructors to change course if needed within the program? A: We need to adapt to change. Students need to know there will be times that they will need to learn other things with the company they work for. WTCS is an agile system with some flexibility for this. *1, 2</p>
212	E	O	11/11	C	1	<p>I teach the Visual Arts at Barnum HS in Minnesota. Due to the utter lack of coursework in this area, our graduating students would not see WITC as a viable educational option, and would choose to attend college elsewhere. I do not have a technical/vocational partner in the Northland to work with. It would be nice to be able to set goals that would be mutually beneficial to both of our institutions. *1, 2, 5</p>
213	E	O	11/11	C	1	<p>The importance of interpersonal as well as technical skills.</p>
214	E	O	11/11	C	1	<p>Continued opportunities to provide junior and high school students with "hands on" experiences, i.e. Career Days, Summer Camps, shadowing, articulation/transcripted credit. Cost of transporting students to events. Provide WITC/High school courses on-site, along with maintaining the presence of youth option and NWECS opportunities on-line and via IP video.</p>

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215	E	O	11/11	C	1	We are expanding our healthcare services to include behavioral health and pharmacy. We also offer dental and primary medical care. It has been difficult to find certified pharmacy technicians as well as lab technicians to fill our clinical support roles. *1, 5
216	E	O	11/11	C	1	Affordable housing. *1, 5
217	E	O	11/11	C	1	College & career readiness for all students. Retaining the graduates in the area to continue to have a strong work force. Continue to attract businesses to the area to provide for economic growth and economic stability.
218	E	O	11/11	C	1	There are many high school students looking for technical schools that offer something in the arts area, particularly I see a demand for graphic design type fields, however, students must go to Minnesota or move to portions of the state very far away from Northwestern WI. Looking at perhaps offering a major like this in the future would be of interest to me as a school counselor.
219	E	O	11/11	C	1	Students need continued training and education to be able to be employable and meet the needs of our economy. Continue to stay student focused. Some students are not meeting the assessment requirements for some programs. Ideally we could still serve these students through our technical college system in some capacity to help them become more employable.
220	E	O	11/11	C	1	Growth with the new bridge.
221	E	O	11/11	C	1	Technical training for new jobs.
222	E	O	11/11	C	1	Expansion of our business could increase our need for CSS staff and technical staff.
223	E	O	11/11	C	1	Smaller waiting list. More available classes. *1, 5

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224	E	O	11/11	C	1	Demonstrate being student focused: A neighbor of mine completed the law enforcement program. When he applied for jobs, he was told that the underage drinking charge from his youth disqualified him. He'd had a background check from instructors who certainly knew this info. Taking in students to fill seats isn't ethical. This student will pass along his negative experience of working hard and paying for a degree he can't use. Don't give students checks from loans, etc. In three weeks they run off with the money, and WITC loses a student and the money. All financial support should go right to the college.
225	E	O	11/11	C	1	To have better employees with the technical and people skills to communicate better with my customers. Lack of personal communication including the ability to write and not text everything. Give a more complete well rounded course of study and not just focused on technical skills. I am looking for multi-faceted people.
226	E	O	11/11	C	1	Offer credit classes in a nontraditional way, but not online.
227	E	O	11/11	C	1	I believe that WITC is a very important tool for the community. Many students have realized good employment to support their families after only one of two years of training. Two examples: I have a son and a son-in-law that each took a one year program at WITC and have done very well in their careers. Continue with the high quality of instructors. *1, 3
228	E	O	11/11	C	1	Re-focus mission to serve community in addition to traditional students.

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229	E	O	11/11	C	1	<p>I would like to see more artistic diversity and creative enterprises in Rusk County. The Creative Community. Vital lifelong learning opportunities for the adults of Rusk County, keeping people educated and energized. It would take the involvement of both WITC providing leadership and resources as well as the community offering teachers and expertise. Not sure who would be involved in developing an actual college here in Rusk County, not simply on-line classes with minimal teacher/student interactions. For the first two goals, both related, there would need to be more and better continuing education programming and recruiting of teachers to provide such classes. These kinds of classes could also be incorporated into a curriculum of the arts and creative enterprises - involving both college students and "non-traditional" students in the classes. Community development of the creative community as economic development. Develop more creative and extensive continuing education programming, incorporating more of the arts. Create a physical presence here in Rusk County. *1, 3, 6</p>
230	E	O	11/11	C	1	<p>Recruitment and retention of qualified medical professionals (RNs, technicians, assistants).</p>
231	E	O	11/11	C	1	<p>Continuing to provide training in medical professional fields and specialized training opportunities in areas such as culture change and customer service.</p>
232	E	O	11/11	C	1	<p>Sending students to WITC to obtain a degree. Having ESL or EEL students get support at WITC.</p>

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233	E	O	11/11	C	1	<p>The need for more agriculture associate degree programs with WITC. Currently, we only have technical degree programs. If an associate degree in agriculture is not an option, we will be looking into the consortium feature to roll classes from multiple technical colleges that WITC does not offer. Currently WITC only offers a Farm Business Management program and a Dairy Herd Management program - both are technical diplomas. In today's market, an associate degree is required to be able to succeed and advance in your chosen field (agriculture included).</p>
234	E	O	11/11	C	1	<p>We are losing local students/talents who are going to other technical colleges outside of the WITC system because of the lack of associate degree programs through WITC. Currently, students have to go to Fox Valley, Southwest Wis, Western Wi, Northcentral and Madison technical colleges for any type of agriculture associate program. Some options to offer at the Rice Lake WITC location would be the following associate degree 2 year programs - Agri-Science Technician, Agricultural Equipment Technology, Agriculture Power Equipment, and Dairy Science. Rice Lake WITC could improve service to the agriculture community by offering more associate degree programs so that we retain local talents here.</p>



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235	E	O	11/11	C	1	<p>More agriculture associate degree programs to be offered in Rice Lake. While most students are working locally, they have to travel to other cities outside of the WITC system for an agriculture degree. Other technical colleges that offer an associate degree program are - Fox Valley, Madison, Northcentral, Chippewa Valley, etc. Programs like Agri Business and Science Technology, Agri Science Technician, Agricultural Equipment Technology, Agriculture Power Equipment, and Dairy Science are all associate degree programs that should be offered in Rice Lake given our heavily populated agriculture population. Currently, the technical degree programs offered in Rice Lake are not enough when students graduate and need that associate degree for employment opportunities and advancements. WITC could improve service to our community by offering agriculture associate degree 2 year programs.</p>
236	E	O	11/11	C	1	<p>Economic development. Job training for residents. Basic skills and computer training. Resources to improve the quality of life for residents. Provide training of basic employment skills, teaching students a trade or skill.</p>
237	E	O	11/11	C	1	<p>I want to see more help given to people wanting to start a farming enterprise--real business skills, writing business plans, how to get started raising local foods. WITC will expand its course options by offering more technical training that responds to today's issues.</p>
238	E	O	11/11	C	1	<p>Jobs, education.</p>
239	V	R	10/22	C	1	<p>Heard comments from public sector regarding online classes feeling a lack of instructor contact. Wants to encourage making sure we don't lose soft skills areas.</p>

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240	V	R	10/22	C	1	Has concern over lack of training on job seeking skills, face-to-face training, mock interviews, soft skills, professional dress, etc. because that may ultimately become a poor reflection on us if graduates begin to suffer in job placement. Much of this is culture related, but we don't want it to reflect on us.
241	V	R	10/22	C	1	Hands-on quality of learning.
242	W	R	10/22	C	1	International education - people are starting to talk on WITC's involvement various countries. I met the exchange teacher from Finalnd - fantastic!
243	V	S	10/10	C	1	Need to spend more time in the high schools to get the word to kids about the programs that WITC offers. Bring the programs right to the high schools. Classroom presentations and other opportunities for h.s. students to touch the program. (ie. Welding program) *1, 2, 5
244	V	S	10/10	C	1	Raise awareness of the actual work-force--80% require a technical degree or less; 20% a 4-year degree or higher. To parents, students, etc. *1, 2
245	V	S	10/10	C	1	Effort on behalf of senior citizens. Need for enhancements for seniors citizens from personal enrichment to a career change/back to work.
246	V	S	10/10	C	1	Active marketing campaign for seniors working in the community--form an advisory committee made up of senior citizens to provide the leadership. *1, 2
247	V	S	10/10	C	1	Market the 4th best college. Drop the 'Real College' 'Real World' Tagline. *1, 5
248	V	S	10/10	C	1	Market the affordability of WITC. Bankrate.com results and placement. Market the lack of debt incurred with a WITC degree. *1, 5
249	V	S	10/10	C	1	Market our placement rates. *1, 5
250	V	S	10/10	C	1	Match online offerings to face to face.

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251	V	S	10/10	C	1	Market to the 24-40 year old. *1, 5
252	V	S	10/10	C	1	Always keep curriculum #1 and stay innovative.
253	V	S	10/10	C	1	Offer Driver's Education classes. *1, 2
254	V	S	10/10	C	1	Online classes for people to update skills (not working toward degree).
255	V	S	10/10	C	1	WITC has kept their programming and curriculum to programs that are working.
256	V	S	10/10	C	1	WITC does well at providing custom training. *1, 2
257	V	S	10/10	C	1	What is WITC doing in the area of credit for prior learning?
258	V	S	10/10	C	1	Skills gaps are getting further apart. *1, 5
259	V	S	10/10	C	1	Continue to offer community programs in rural areas.
260	W	S	10/10	C	1	Q2: Service industry -hotel/motel/restaurant. Geriatric care. IT for small electronic devices, i.e. smart phones, iphones and tablets-ipads.
261	W	S	10/10	C	1	Q1: The variety of businesses that are here and the new ones coming Economic Development is the future and WITC fits into the education and skills needed for our future employees. *1, 2
262	W	S	10/10	C	1	Q2: The future is 'now' and the training time is now and WITC is working to listen to the needs of employers' and students' "future needs". *1, 2
263	W	S	10/10	C	1	Q3: The ability to listen to the needs of the community-employers-government officials-and to incorporate where possible into the curriculum of the campus. *1, 2
264	V	SL	9/30	C	1	Career days are good for recruitment of students. Get the students in the campuses. *1, 2
265	V	SL	9/30	C	1	Need technical education opportunities (ie. Health services, machining) in the highschoools and grade schools so they have experience and hands-on experiences. Have summer classes from WITC during summer school time in the highschoools. *1, 2

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266	V	SL	9/30	C	1	Technical college education should be funded more by the state as there are statistics showing the return on investment is better for technical college graduates. *1, 2
267	V	SL	9/30	C	1	Need a program that trains several skills for health facilities - especially within the small health facilities. Maintenance facility generalist - not just HVAC - but more overall facility technical skills ( i.e. health care maintenance use of emergency generators, budgeting, medical equipment checking, budgeting, purchasing). Need Certified Medical Assistant that also can do office skills.
268	V	SL	9/30	C	1	Health facilities are mandated to have electronic medical records - IT with medical/clinical background. Maybe an IT certificate as well as the Certified Medical Assistant degree.
269	V	SL	9/30	C	1	Offer courses on heavy duty equipment operation.
270	V	SL	9/30	C	1	Offer park and recreation classes/courses. Also repair equipment and work with personnel, book-keeping, maintenance - generalist. More customized training.
271	V	SL	9/30	C	1	Develop a mentoring program for young students going into the workforce - professional etiquette, soft skills, and work ethic. *1, 2
272	V	SL	9/30	C	1	Workers that want to stay in this area. Get the word out to local businesses about "Tech Connect". Also work with finance instructors to spread the word.
273	V	SL	9/30	C	1	Grow our apprenticeship programs to give the students positive and real-life experience. Experiential learning to build experience & recruit employees. Similar to K-12 co-op programs. *1, 2
274	V	SL	9/30	C	1	College should look at jobs in the paper to determine the types of workers we need in the area. Give the college ideas on programs and courses.

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275	V	SL	9/30	C	1	The college needs to prepare for the baby-boomers exiting the workforce.
276	V	SL	9/30	C	1	Find ways to improve the perception of the 2-year education vs. 4-year education.
277	V	SL	9/30	C	1	We need to understand the parental support/influence on our students.
278	W	SL	9/30	C	1	Q3: Continue several classes for continuing education in the health fields.
279	W	SL	9/30	C	1	Q1: Hospitals need skills in Electronic Med records/IT as well as in clinical background. Each medical facility (clinic, hosp, rural health co-op) needs to convert to electronic medical records (EMR) *1, 5
280	W	SL	9/30	C	1	Q3: Keep offering local inexpensive Continuing Ed classes for people in the Health Care industry.
281	V	A	10/29	E	1	Q: Is there a balance between online, ITV, face-to-face, and how is the ratio driven? A: We made some decisions that was driven by numbers, and staffing of classes. If we get below 12 we struggle supporting those classes and the effectiveness of the course. Sometimes offering online could mean a sacrifice of communicating content. There is a need of soft skills in the community and these need to be addressed. How do we prepare students to be successful online.
282	V	A	10/29	E	1	Wait lists are student driven as far as online, ITV.
283	V	A	10/29	E	1	When a course gets cancelled and the course needs to be offered online, then the student has to pay more because online courses cost more. Fees are set by the state, so we cannot change that, but these fees could be picked up by the Foundation. *1, 4

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284	V	A	10/29	E	1	Quality of labs; it is essential. Hybrid classes allows students some soft skills in learning how to do both environments.
285	V	A	10/29	E	1	Need some type of transfer degree in Ashland. How can we offer this? Students are asking for this.
286	V	A	10/29	E	1	Many youth programs but they don't promote to the students.
287	V	A	10/29	E	1	Need financial literacy for students
288	V	A	10/29	E	1	Incorporate sustainability across curriculum.
289	V	A	10/29	E	1	IPV Computer labs = better learning experience. Need improved ITV equipment for labs.
290	V	A	10/29	E	1	Flexible options for scheduling classes (i.e. multiple start times).
291	V	A	10/29	E	1	Requests for transfer degree - partnerships with other colleges that lead to 4-yr. degree.
292	V	A	10/29	E	1	Keep students who need accommodations in mind when making software and facilities decisions.
293	V	A	10/29	E	1	Need for life skills education for all (specifically those with accommodation needs).
294	V	A	10/29	E	1	Foundation support available for coverage of technology fee charges to students that are switched due to low enrollment.
295	V	N	10/17	E	1	"Think Tanks" during career day to see what these students think.
296	V	N	10/17	E	1	Student participation in competitions is important to expand their horizons. Travel to competition.
297	V	N	10/17	E	1	Apprenticeships like Bosch are important.
298	V	N	10/17	E	1	4-year colleges are reluctant to accept transfer credits from our Accounting program because we cover skills from their 3rd and 4th year courses. *1, 2

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299	V	N	10/17	E	1	Grants provided to let high schoolers experience different careers and give awareness to what WITC offers. *1, 2
300	V	N	10/17	E	1	Opportunity for marketing Correctional Officer - within the school. Work with recruiters when soldiers get back to show them what is available to them. *1, 2
301	V	N	10/17	E	1	What does your college experience is going to be like. Ask them? There are parents out there do not have that "talk" with their kids to see what they are going to do with their future. Family units and dynamics are much different these days. There is much we can do to connect with younger ones as far as technology. Create a WITC app for that 6th grade level. Have the students develop the games - they want to be the creator.
302	V	N	10/17	E	1	Exercise and fitness programs, some of outside accreditation agencies are starting to require this - Criminal Justice - Corrections, OTA, and ADN. Great emphasis on physical fitness within careers is coming, how will we address this coming need? Could be an attraction for students to come to us.
303	V	N	10/17	E	1	International relations is a good step.
304	V	N	10/17	E	1	Extra-curricular activities are a big draw. A lot of students want the "college" experience and like the dorm situation.
305	V	N	10/17	E	1	2 + 2 - there still seems to be a glitch with students losing transferable credits. Need to make this more seamless when transferring. Transferability needs to be marketing more. *1, 2
306	V	N	10/17	E	1	College for kids at Superior. Assigned student ID# and tracking to see if they persist. *1, 2
307	V	N	10/17	E	1	"Meet them where they're at" - How could we use technology to engage younger students (i.e. apps).

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308	E	O	11/11	E	1	We can offer programs that would better the area businesses for future employment.
309	E	O	11/11	E	1	Teachers are always available, they get a lot of breaks and time to work on class assignments.
310	E	O	11/11	E	1	With our LRC, ETC, and Student Success Center, we do an excellent job of serving students with a variety of learning styles. WITC staff serve as excellent role models in our community to students. *1, 3
311	E	O	11/11	E	1	With classes leaving the NRCC and returning to the main campus in NR, please add more classrooms with computers and more parking. With remodeling plans pending, please construct a proctored testing room on NR campus with many computers. WITC does everything for students well as we are #4 in the nation.
312	E	O	11/11	E	1	Supplying local businesses with employees.
313	E	O	11/11	E	1	Have more of a healthcare focus.
314	E	O	11/11	E	1	Yes, providing options for classroom classes without the travel.



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315	E	O	11/11	E	1	<p>WITC does everything they can to see that students succeed by offering many resources to them for help. We also will run a class for 1 student to enable them to graduate on time. We do everything that we can to see to it that they know what classes they need to take and when, this is something I have never heard of at another college. The pdf's that are created each semester for each campus and program enable the students to "know" what they need to take that semester. We need to enable our students to take control of their education. In my previous comment I talked about the pdf's that we create so that students "know" what to register for but is that really doing them any favors? Shouldn't we teach students how to read their curriculum check lists to empower them to take charge of their academic lives? Are we really teaching them to be responsible future employees? Is it unrealistic to expect students to attend school on Fridays? Why do we set that precedent when they get into the real world will they not have to work on Fridays? I have heard it from more than one faculty saying we cannot expect students to come to school on Fridays. I say why not? Should we not inspire our students to respect themselves and their education by setting an example of how we dress and act as well as how we maintain our campus? If we do not respect ourselves as individuals or as a college how can we expect students to respect themselves? Isn't this a core value that we want to teach them and how easy by example. *1, 3</p>
316	E	O	11/11	E	1	<p>WITC does a great job with their students and everyone seems to be eager to see them all achieve. We have a great Foundation and I am shocked at how many scholarships are given out.</p>

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317	E	O	11/11	E	1	The staff hired by the college is well qualified. In terms of providing the need human resources, I feel the college does a solid job in preparing students for the workforce. *1, 3
318	E	O	11/11	E	1	We need to have careful discussions about the balance of cost, serving students, and employability for businesses when we are setting up online classes. So many classes have moved to online to better utilize resources and provide offerings to students. The tradeoff is a less-prepared student in the non-technical aspects of their job. Employers are telling us that are students are not coming out of our degree as well prepared socially and professionally with online only courses. *1, 2
319	E	O	11/11	E	1	Provide us with an opportunity to better serve the students in a financially workable manner OTHER THAN pushing them into online. We need to get clever here; maybe 3 hours online and 1 hour in an online meeting environment. Something that allows us to more personally engage with the students, AND allows us to determine where they need help personally (socially) and professionally. This is our biggest challenge right now. Our employers are telling us our mainly online students are below par. *1, 2
320	E	O	11/11	E	1	For the most part, you have an excellent staff that puts students first, above everything. That is bringing about your 4th in the Nation status: certainly your Strategic Planning is important, but that is transparent to students. The 4th in the Nation status is happening in the trenches, with the front-line staff serving students at an "above-and-beyond" level. Better balance online offerings with creative alternatives to re-connect students and faculty to achieve better learning across soft-skills areas. *1, 4

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321	E	O	11/11	E	1	<p>Better balance the "administrivia" the College requires me (faculty) to do. I need to be freed up to prepare excellent learning opportunities and teach at a high level. I'm not best serving the students when I'm buried in all the required paperwork of college-wide outcomes, TSA, Program Review, WIDS, .....etc. I teach in a performance-based model. This involves hands-on projects, which I strongly believe best serves the students' learning. With the push to online, projects become very challenging; prefab, multiple-choice testing created by the publishing company becomes so very much easier. Is this really the direction you want me to head???? The selling point our students have always had against a 4-year degreed competitor in the job market is hands-on versus theory. We cannot lose that. *1, 3</p>
322	E	O	11/11	E	1	<p>Offer more IPV classes at the Outreach Centers, particularly General Studies classes. Determine a strategic direction for the Outreach Centers at the PC level, and see that it is supported by the Academic Deans. Determine a strategic direction for the Outreach Centers at the PC level, and see that it is supported by the Academic Deans. *1, 5</p>
323	E	O	11/11	E	1	<p>Students are greeted and smiled at when they arrive. Student Services is always helpful. Online students need to better connect with the college and their instructors. There seems to be a disconnect. I hear complaints about trying to get in touch with instructors, and trying to get help with homework.</p>
324	E	O	11/11	E	1	<p>Provides effective and affordable education to citizens. Provides affordable training to businesses. Anything and everything needed to help a student be successful. Provide on-campus childcare. *1, 5</p>

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325	E	O	11/11	E	1	They always come first. This is often evident in what so many focus on.
326	E	O	11/11	E	1	Allow interns to work in their offices. Provide service learning projects as part of the classroom activities. Clubs provide service to many organizations. Less online classes to better serve businesses with the skill sets both hard skills and soft skills that students need to be successful in the workforce/community. Keep students involved in onland classroom activities and service learning projects to meet community needs as well as academic needs. Faculty and staff stand by each other and support each other in the day-to-day activities SERVING students. Faculty serve students on a DAILY/HOURLY/minute-by-minute basis 24/7. Faculty and local staff work together to meet student needs. Get administration on board. Let them be part of the team and not just the dictating unit running the college. *1, 3, 5
327	E	O	11/11	E	1	Faculty and staff are available daily to assist students in developing skills--both software and interpersonal to be employable. Faculty work with students daily to advise and assist on their journeys to the workforce.
328	E	O	11/11	E	1	Campus staff is helpful, caring, supportive, and knowledgeable. Have administrative decisions take student needs into consideration. *1, 3
329	E	O	11/11	E	1	Providing an education to our students to become what our business and industry needs in today's world. Continue to provide updated classes and programs to our students.
330	E	O	11/11	E	1	We are ranked 4th because of our true compassion for our students. The students are the most important person on the campus. To provide the most updated classes and information that we can to the students.
331	E	O	11/11	E	1	Offer continuing education classes. Offer affordable program classes close to home.

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332	E	O	11/11	E	1	Offer classes that support technical and soft skills at a time and delivery method that works for them.
333	E	O	11/11	E	1	We give them quick feedback both with Student Services and in the classroom.
334	E	O	11/11	E	1	ABE, 1815 services. Provides service by supervised students in training areas: auto repairs, cosmetology, house construction, dental services, student volunteer projects directly for the community. Student internships with area businesses builds relationships. Campus advisory committees build relationships. Continuing education offerings are direct support to the community. WITC provides economical quality education opportunities to its communities.
335	E	O	11/11	E	1	WITC employs staff who work to support student success across many challenges. WITC staff believe in teaching students the skills they need to be successful, contributing members of communities. Continue to clarify and streamline administrative processes for students in registration and communications.
336	E	O	11/11	E	1	I think we offer a variety of programs and stay in touch with industry needs. Listening to the Advisory Committees is a key in the process, they are the employers and have their thumb on the pulse of what skills are needed. *1, 2
337	E	O	11/11	E	1	We need to offer a larger variety of methods of learning, here's my suggestion: 1. Keep online the way it is, it needs to be a separate class. 2. For the students that find out that online is not for them, we need to accommodate them by offering our in-class person to person classes via ITV. Blended in-person classes would be the solution. 3. We need all classrooms set up so that all lectures can be recorded.

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338	E	O	11/11	E	1	Instructor Reviews by Students: I think all classes should be subject to review, in particular the communication aspect of instructors getting back to students in the online format. I am still hearing some online students having issues.
339	E	O	11/11	E	1	Make face-to-face classes blended for ITV and Flex Lab type classes. A student does not have to attend unless they need help/lecture for that particular concept. This will eliminate the student from being "forced" into online classes. More flexible timeframes of classes.
340	E	O	11/11	E	1	Find out why the attrition rate in online classes is high. We need to fix this with better service to the students who cannot succeed in online and strive to retain them in the programs.
341	E	O	11/11	E	1	We offer competitive prices, now we need to let everyone know. WE OFFER A GREAT VALUE!!!
342	E	O	11/11	E	1	Continuing Education class offerings, driven by our outside stakeholders.
343	E	O	11/11	E	1	Financial aid questions are answered in a timely fashion at most of our campuses by most of our staff. I hear stories of students struggling to enroll in post-secondary education who have been helped tremendously by our financial aid staff. Good work!! *1, 3
344	E	O	11/11	E	1	All campuses need to focus more on student success from the enrollment process through graduation.

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345	E	O	11/11	E	1	Look at having more evening courses in some of the trades areas. People are interested in these and very few are available. Freshen up some of our programs - specifically business programs are offered. It would be great to see more certificate offerings / pathway offerings / or new formats. We have to compete with a lot of colleges in these areas, and it would be nice to offer a certificate for those in other majors who may want to be business owners as well. The program numbers in these areas has been going down, so would be an ideal time to be innovative.
346	E	O	11/11	E	1	Provides quality education. Assists with finding employment. Caring environment.
347	E	O	11/11	E	1	We graduate students who are needed in the workforce and are well prepared for the work they will do. I think service to our students is our strength. I have been impressed with how hard our faculty and staff work to meet the needs of our students.
348	E	O	11/11	E	1	Engaging students in meaningful and job-preparing learning experiences.
349	E	O	11/11	E	1	Offer credit classes in the late afternoon (after 5 pm)/evenings similar to what the Flex lab was. Set them up as independent study and 'stacked' with other classes we should be able to get more than 8-10 students between the classes so it is feasible to run them (keyboarding, MS Word A, Computers & Bus Technology) or (Excel A & B, Access A & B, Outlook). That way students would have access to faculty when they need assistance instead of online only offerings.
350	E	O	11/11	E	1	Establish Systems Thinking and Sustainability as a College-Wide Outcome for the college. Much as the comment above, this "front and center" appearance of these aspects of education. *1, 3
351	E	O	11/11	E	1	Providing engaging curriculum and strong faculty support for student learning. Engaged learners are more successful in the future, and a stronger asset to their future employers.

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352	E	O	11/11	E	1	<p>Incorporate systems thinking and sustainability increasingly into all programs across the college. This will be a tremendous "value added" to the student learning experience. If and when this becomes a Collegewide outcome, then it will be incorporated into all programs in a most meaningful way as WITC sees and supports these enriching elements as value-added education and experiences.</p>
353	E	O	11/11	E	1	<p>I used think we were the best in this, but recent years has been different. We don't seem to use community information in making many of our credit programming decisions. EX: We cancelled the marketing program but had over 50 students in the program. In service speakers talk about the highest needed jobs in the future (accounting, admin prof, etc.) yet we do little to promote those dwindling programs. We aren't positioned to run classes for students who work FT jobs anymore w/o flex/blen classes. We definitely seem to be more staff focused than student need focused. If staff are not interested in teaching ITV to reach greater areas, they aren't encouraged to do so. The delivery methods are limited to classroom or online w/o use of our current extraordinary technology. Non-traditional students or students who work FT jobs are often not prepared for online and we lose them, then lose them forever. We are not prepared to meet working students' schedules and skill levels, as distance students are forced into online classes and many fail. We then lose them for good.</p> <p>*1, 5</p>



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354	E	O	11/11	E	1	<p>Our CE Division is working very hard to meet the needs of today's workforce and have embraced distance learning w/o forcing everyone into online options. Credit programming could move toward this direction and be more successful, but I don't see that happening. It seems that a few managers make the decisions for their department on this and it thus affects the ENTIRE student body and subsequently, other credit programming areas. Other tech colleges still embrace flex class or blended class options to reach their distance learners. WITC's students do NOT all come directly from the 4 main campus cities. More effort should be made to attract and retain that potentially large student base. Reconsider flex lab and blended class options at ALL sites. Encourage/require/train instructors, especially GS instructors to teach classes ITV and to use ITV as an office hour option to reach those who might be struggling in online. *1, 3</p>
355	E	O	11/11	E	1	<p>There is a gap in scheduling and in letting students and staff know when classes will be available on the website for their shopping carts. The Outreach Centers aren't notified as to what classes are coming. We have search on our own by looking through each instructor schedule on The Connection to see what we will be getting so that we can promote them to our local students. WITC does create staff committees to tackle concerns and projects, but the process of choosing who gets to go on those committees is blurred. Don't always feel that the representation of the group is spread out enough. *1, 3, 4</p>
356	E	O	11/11	E	1	<p>Take us seriously when we talk about the frustrations of not being able to get some classes offered in blended or flex modes. Instead we've been told "we will never offer xx class."</p>

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357	E	O	11/11	E	1	I feel most of the classroom work for credit and continuing ed is of high quality. I think we have high quality instructors. The CE division is now able to offer classes with lower enrollment based on the sliding pay scale. That allows more classes to run and fewer CE customers being unhappy because of cancellations. We always put students at the priority of everything we do.
358	E	O	11/11	E	1	Locally our VP and Dean of Students schedule meetings at the beginning of each semester to meet with each class as a welcome and information session. This has been well received. *1, 4
359	E	O	11/11	E	1	The faculty, OTS and custodians care about the students. They have feelings and realistic expectations. They COMMUNICATE to them. They RESPECT them. *1, 4
360	E	O	11/11	E	1	Many professional development opportunities are available through our credit programs and through continuing education as well as our adult basic education programming.
361	E	O	11/11	E	1	Faculty and staff seem to go the extra mile for students when possible and appropriate. We could dedicate some resources to services that are currently organized and carried out by committees or just tacked onto someone's job made into someone's specific job. Ex. of important services that really need some attention in order to be effective & move us forward include academic advising, diversity services, testing, career services, tutoring and international education. Can you remember when we didn't have a registrar? People do the best they can in the interim, but we can do better.
362	E	O	11/11	E	1	We now have more options for those who are not as prepared as they should be for college, with more courses at the prepared learner level.

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363	E	O	11/11	E	1	We can give them more experiences to interact with people who are different from themselves, whether that is by gender, race, religion, economic status, disability, or program. The cohort model for CTE truly does help with retention, but we need to be able to mix the students up a little more when possible, such as when they take general studies courses or participate in activities. We can more conscientiously bring in guest speakers or performers that we can learn from. Help break some barriers.
364	E	O	11/11	E	1	As we remodel our buildings, we can create spaces where students and faculty can interact either informally or formally (such as for advising). For example, right now there is not a place on the Superior campus where faculty can meet one on one with students in a private setting. All of the offices in the faculty area now have staff and LRC study rooms are now off limits. Where can we take students who are upset or who are not doing well, but don't want the whole world to know?
365	V	R	10/22	E	1	Student enrolled for distant classes, and ended up signing up online without realizing there was the option of ITV. Real time ITV would have been beneficial, but wasn't adequately promoted. Can our options be better promoted so they see those options upfront?
366	V	R	10/22	E	1	Flexibility and lifestyles are making online an appealing option for students, but then many students are struggling with motivation, understanding, etc. Some type of additional common practice with face-to-face, ITV, occasional classroom, etc. to increase that skill set would be helpful. *1, 5
367	V	R	10/22	E	1	Losing students (attrition rate) in getting them from first level of a course to second level of a course if they don't really have the skill set to be successful online. *1, 3

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368	V	R	10/22	E	1	Something additional required of online students when they begin to struggle to catch them up or meet their needs before they fall behind, or until they learn how to successfully complete online courses. Re-establish task force or other focus group. *1, 5
369	V	R	10/22	E	1	Dazzle them with brilliance - with our service regarding online learning.
370	V	R	10/22	E	1	Follow up with the students dropping out of or failing out of online courses via survey to see what additional services or teaching methods could have been used to help them be successful.
371	V	R	10/22	E	1	Will we consider flexibility in presentation, e.g. teaching night classes as an option for those working during the day? Great option to draw people into introductory classes so they may feel more comfortable later on enrolling online. Hybrid classes help bridge that gap and build their skill set. *1, 5
372	V	R	10/22	E	1	Need more evening or weekend offerings. We are one of the lowest in WI in offering this option to our students. *1, 5
373	V	R	10/22	E	1	Student Services - trade act students are required to take FT credit, but then fail in a class and are below FT status. They lose their unemployment and funding, and need to drop out. We are failing to meet those students' needs.
374	V	R	10/22	E	1	Some students know they aren't prepared for online courses, but it may be the only offering of that course, e.g. Intro to Microcomputers, or Keyboarding.
375	V	R	10/22	E	1	If offering online courses, are lectures recorded and available for online students to view? Is there consistency in format? Is need for consistency necessary (gen eds vs. program classes)? *1, 3

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376	V	R	10/22	E	1	Develop a nonthreatening manner to review the structure of Blackboard classes. Already in place by peers in Quality Matters, but student feedback would also be valuable. *1, 3
377	V	R	10/22	E	1	Students need to be given adequate notice regarding calendar and date changes for their classes. Was particularly poor for MA classes this fall (there were changes three times in last week before classes started). Poor service as students try to arrange work schedules, day care, after school care, etc. Not following our own policy regarding the amount of time before classes start that class can be rescheduled/changed. Stick to academic calendar deadlines. *1, 4, 5
378	V	R	10/22	E	1	LERN markets continuing ed by putting paper in people's hands to see our offerings. Consider doing something to market by paper showing our specific types of alternative delivery methods and explaining them to the public. *1, 3
379	V	R	10/22	E	1	Making sure our students know we can train them - teaching the basic skills courses needed to help them be successful. Some test and fail, so they give up.
380	V	R	10/22	E	1	Advertise our affordability and emphasize what students are getting for their investment. *1,3,4
381	V	R	10/22	E	1	In screening students or general public coming in, discuss things like need for Intro to Computers. Applicant had wanted to apply for position, but had no computer knowledge so was unable to even complete an application. *1, 3
382	V	R	10/22	E	1	Skills gap - how do we meet needs of those with high technical skills, but low on the soft skills or basic skills (math, English, etc.)? Are we addressing how to meet those basic skill needs and fill those gaps as enhancements for their success? Working towards that with bridges, prepared learner, etc. *1, 5
383	V	R	10/22	E	1	WITC is good value for the dollar compared to other 2-year colleges.

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384	V	S	10/10	E	1	Online students don't receive the same notifications as on-campus students. There is a gap. Specifically students that are on schedule to graduate.
385	V	S	10/10	E	1	Massive Open Online Courses (MOOCS) - free. Are we going to offer them? Scoop it. *1, 2
386	V	S	10/10	E	1	High school career day - partnering with the parents and B&I. Bring them all here. *1, 2
387	V	S	10/10	E	1	WITC to embrace service learning to give back to the community and work with our B&I partners. Add a component into our curriculum to provide service learning. *1, 2
388	V	S	10/10	E	1	Stress Professional Profile/Life Skills in curriculum.
389	V	S	10/10	E	1	Uniforms for students has been a positive change! Students feel more professional and outsiders view this as positive.
390	V	S	10/10	E	1	More on-campus student services available in the evenings and weekends. *1, 3
391	V	S	10/10	E	1	ETC is part of LRC and they do test proctoring for both our students and outside students. There is no quiet environment in the LRC/ETC for testing. We need to address this--testing environment is very strict. There is a new 'taskforce' to address this issue to develop a recommendation.
392	V	S	10/10	E	1	Faculty can no longer reserve the LRC/ETC for a private student meeting. Superior is the only campus without a designated private faculty conference room.
393	V	S	10/10	E	1	Advising week and inservice is always the same week. Can we change that? *1, 3
394	V	S	10/10	E	1	Offer 200 level courses for our students in technical college.
395	V	S	10/10	E	1	Where is the college on Flipped Classrooms? (student centered learning) - doing homework in classroom, lecture at home. Using Podcasts, blackboard, etc. for presenting lesson. *1, 3, 5

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396	V	S	10/10	E	1	Where is the college on Flipped Classrooms? (student centered learning) - doing homework in classroom, lecture at home. Using Podcasts, blackboard, etc. for presenting lesson. *1, 3, 5
397	V	S	10/10	E	1	Incorporate Emotional Intelligence into curriculum for greater student success.
398	V	SL	09/30	E	1	Mobile applications for students & staff. (per Jim Dahlberg - looking at what Oracle offers and how LTC is doing mobile apps.) (ie. Enrollment, payments) Make web content more application friendly. *1,3
399	V	SL	09/30	E	1	Academic Advising process could be better. *1,3
400	V	SL	09/30	E	1	Mandatory degree audit.
401	V	SL	09/30	E	1	Recruitment of students. Take advantage of partnering with highschool activities (low pressure opportunities) and showing off our campuses and programs (i.e. highschool clubs that relate to our programs). Take advantages of all opportunities to get highschool students and parents on our campuses (ie. transcribed credit students, use success stories) Note: Students want a "college" experience with dorms, they don't know what they want to do, etc.. *1, 2
402	V	SL	09/30	E	1	How can we link local businesses supporting student-workers (ie. Pay tuition for work pay-back). *1, 2
403	V	SL	09/30	E	1	Utilize our buildings to draw community & business people in. Are we in touch with our local businesses to draw students? Get the right people at the table to maximize these opportunities. Should we offer a program that would take longer during underutilized times on our campuses? *1, 2, 5

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404	V	SL	09/30	E	1	Give students an experience of many programs for those that are undeclared. Create more opportunities with partnering with other technical colleges for something we don't offer. *1, 2
405	V	SL	09/30	E	1	We are getting requests for specific technical training (i.e. x-ray machines). *1, 2
406	V	SL	09/30	E	1	What are we doing to recruit foreign students (ie. Health fields)? Note: There are a lot of barriers with working with foreign students.
407	V	SL	09/30	E	1	Continue developing career pathways (show highschool to technical college to 4 year to employment).
408	V	SL	09/30	E	1	Improving & supporting infrastructure for students bringing their own technical devices. Looking at the cloud-based access. (ie. Office 365)
409	V	SL	09/30	E	1	Utilizing test centers and computer labs better. *1, 5
410	V	SL	09/30	E	1	Student demographic expansion: How do we get students less than 27-29 yrs. old interested in WITC? *1, 5
411	V	A	10/29	S	1	Improvements to the science lab. Better facility (bigger). Not enough space. Videos on LRC computers didn't play correctly/update Flash so they can play videos in Marine Repair shop.
412	V	A	10/29	S	1	Be nice if you offered Physical Therapy. Too long of wait lists in other schools.
413	V	A	10/29	S	1	Extending library hours maybe over the weekends including IT lab.
414	V	A	10/29	S	1	IT has a lot of lab work, so need more lab hours open and want more online courses.
415	V	A	10/29	S	1	Need to promote the area better. Ashland didn't promote the lake. Some students didn't even know there were going to be by a great lake. Nicolet promotes the outdoors. *1, 2
416	V	A	10/29	S	1	Do they do workshops/job fairs of area employers? Haven't seen one in about two years. *1, 2
417	V	A	10/29	S	1	Childcare is needed. *1, 5



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418	V	A	10/29	S	1	There is a lot need for some type of photography program.
419	V	A	10/29	S	1	I had instructor direct me to the LRC because I needed Adobe. Only certain computers had the software needed for program. This should be loaded on all computers in LRC at the college. Numerous students have troubles with computers in the LRC. Need updated computers. Certain online classes wouldn't view links sent by instructors in the LRC. *1, 5
420	V	A	10/29	S	1	The sam cards for Microsoft products doesn't work on Internet Explorer or Chrome and only sometimes on Firefox, or use someone for Administration to make work. Needed right plugins and add-ons in order to work.
421	V	A	10/29	S	1	CPR refreshers. How does that work? Why is there only one a year? Our company needs refreshers done every 6 months and WITC does not offer it enough to satisfy the needs. Don't want to drive to Rice Lake to do it. Need more offerings for area.
422	V	A	10/29	S	1	Updating Adobe Flash Player on computers to play YouTube video the newer learning resources. *1, 5
423	V	A	10/29	S	1	Work order program for Marine Repair Technician is a mess.
424	V	A	10/29	S	1	I would like to see more wrench time in classes. Applied Science is being taught more of a math class instead of being science based.
425	V	A	10/29	S	1	More wrench time.
426	W	A	10/29	S	1	Q1: Easy access to services
427	W	A	10/29	S	1	Q2: The friendly staff, small class sizes.
428	W	A	10/29	S	1	Q3: Help students be more informed about certain events, instead of learning them later. Others that could be used for other classes like new lab set-ups for classes will help a lot.

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429	W	A	10/29	S	1	Q1: WITC staff makes the students feel welcome and included. Whatever question you have, there is someone who can help you get an answer, if they don't know they find someone to answer your question.
430	W	A	10/29	S	1	Q3: To have the student use computers all have the same programs and updates. For instance you work on a project in class, and try to open it in the LRC, the links are missing or unable to open due to errors. Instructors refer you to use LRC.
431	W	A	10/29	S	1	Q1: I like the experience that a person gets in a short time period. I am taking machine tool operation & Paul Kalin is an awesome instructor.
432	W	A	10/29	S	1	Q2: Friends have come here in the past and said they had a good experience. I like that the classes are smaller so that you have more time with your instructors.
433	W	A	10/29	S	1	Q3: WITC could offer more programs
434	W	A	10/29	S	1	Q1: Real skills in a real job market, hands on learning, good support
435	W	A	10/29	S	1	Q2: Local career opportunities hands on skills
436	W	A	10/29	S	1	Q3: work facility, child care *1, 5
437	W	A	10/29	S	1	Q1: It provides a needed service to me as a student as an integral educational tool
438	W	A	10/29	S	1	Q2: Cost, location, good reputation, fun and meaningful activities & opportunities
439	W	A	10/29	S	1	Q1: I think it provides real education to prepare its students to enter the workforce while improving our likelihood of success.
440	W	A	10/29	S	1	Q3: More more programs, more online programs, more rental books.
441	W	A	10/29	S	1	Q2: Growing up in Ashland, WITC always had a good reputation it I had been smart I would have chosen to attend immediately after high school.

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442	W	A	10/29	S	1	Q1: Attending WITC is affordable and payment plans are convenient
443	W	A	10/29	S	1	Q3: Lower text book costs my textbooks for one semester cost 40% of tuition.
444	W	A	10/29	S	1	Q1: Provide proper education for a successful career
445	W	A	10/29	S	1	Q2: Close to home, low educational cost
446	W	A	10/29	S	1	Q3: So far from my first semester experience WITC has provided everything and more for students. I have not been able to take full advantage of the opportunities only because there are so many. I am happy with my choice to attend WITC and have no regrets doing so ...find a new program besides Blackboard, loading problems. Consider living facilities/dorms for Ashland campus, might get a larger population of high school graduates.
447	W	A	10/29	S	1	Q2: I choose WITC because it's close to home and offers the generals I need. Also generals transfer easily.
448	W	A	10/29	S	1	Q1: They always help if we have questions.
449	W	A	10/29	S	1	12: I choose WITC because it's close to home, had great ratings, had classes able to transfer to other colleges if needed and had a great friendly environment when toured.
450	W	A	10/29	S	1	Q3: If at all possible make/have credits transfer to more colleges throughout the state and neighboring states. *1, 2
451	W	A	10/29	S	1	Q1: Very willing to help with any questions I have and help me figure out best course of action to be ready for program. The staff is very willing to help and offer advice.
452	W	A	10/29	S	1	Q2: Location. Program. Affordability. I realize improvements to science lab are expensive but this is a top ranked nursing school! It could stand some improvements!!! *1, 5

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453	W	A	10/29	S	1	Q3: Improvements to the science lab. Better facility (bigger). Not enough space. Videos on LRC computers didn't play correctly/update Flash so they can play videos in Marine Repair shop. *1, 5
454	V	N	10/17	S	1	I was trying to transition into college, it would have been nice to have a little more time than a week to get things in order as far as financial aid and getting books (multiple students faced this issue). Because of tight timeframe it leaves you with decisions of whether "if you can or should buy books or if you will be attending school". Send notice of approvals of financial aid earlier. How can we improve the communication processes? *1, 3, 5
455	V	N	10/17	S	1	Fill out FAFSA earlier in Spring and it could help you get funding faster, not just before deadline.
456	V	N	10/17	S	1	Scholarships - I have applied multiple times and I have never gotten them. Q: Who is getting these scholarships? A: 387 Scholarships were given out last year. Get in there and keep applying. We could increase/improve communication. Improve communication with students regarding scholarships and availability. More than what we currently have. More scholarships are needed. *1, 4, 5
457	V	N	10/17	S	1	Dreamkeepers scholarship program is awesome. *1, 3
458	V	N	10/17	S	1	Need one person on campus whose main focus is to help students locate money. *1, 3
459	V	N	10/17	S	1	Additional areas for grants. Financial aid sometimes is just not enough. Need more scholarship opportunities and where to go for grants. *1, 3, 5
460	V	N	10/17	S	1	Did not know there is a book in the LRC for scholarships. Need to improve communication with students regarding this. Maybe communicate during admissions process, mid-term advising. *1, 4

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461	V	N	10/17	S	1	There a lot of students that are not 18-20; we now work and have family responsibilities, car insurance, healthcare, food. We can't pay our bills, and get good grades. Other forms of money would be great. Expenses related to time needed for studying are overwhelming sometimes. *1, 3, 5
462	V	N	10/17	S	1	Have you ever considered bringing in other students to talk with other students. Word of mouth is a powerful tool to use to promote WITC. Little perks like bookstore care, gas card, free book rental for signing students up. Maybe have a fundraiser for reserve parking. *1, 6
463	V	N	10/17	S	1	It wasn't communicated real well on what workstudy people do. Are you cleaning floors or working with the actual program. Something like this could be used on a resume. *1, 4
464	V	N	10/17	S	1	Where do you go to find out about workstudy. Financial aid director should be able to help you with this. *1, 4
465	V	N	10/17	S	1	Having a couple reserved parking spaces available to auction off for students.
466	V	N	10/17	S	1	Recruiting students; there is a lack of students in available clubs to keep them running (DECCA).
467	V	N	10/17	S	1	Improve communication on student clubs - expand on what we have. Need to promote better (inform) maybe in the Fall and Spring. *1, 4, 5
468	V	N	10/17	S	1	I have had a great experience here, instructors very helpful. Only complaint - it is very noisy in the Industrial Automation classroom. It's so noisy you can't even hear or talk. Remodeling project is in the works for that problem. It is very hot in that room. Some of the equipment we use is too wore out and outdated. Make sure the instructional equipment and supplies are adequate. Lacking in some areas. When something actually works it's considered a 'miracle' vs. learning something on that bread board. *1, 5, 6

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469	V	N	10/17	S	1	Class sizes - such a technical thing. One teacher trying to accommodate 18 students. Young students dominate with teacher and older students do not get as much instructional time with instructors. Ten students would be more efficient. There is things that we could do better in this area. Need TA or 2nd teacher. *1, 3
470	V	N	10/17	S	1	A suggestion: With the MAS program - print intensive program. Paper costs for programs/printing costs. Maybe add 10 to 15 dollars to that program because of the nature of things that do need to be printed out vs. other programs. Maybe other programs can donate printing dollars to other programs that do use it a lot. *1, 5, 6
471	W	N	10/17	S	1	Q2: Location and great program options
472	W	N	10/17	S	1	Q3: Keep offering a broad range of programs that they offer.
473	W	N	10/17	S	1	Q2: My sister and sister-in-law both attended WITC in New Richmond. Both are in the medical field and like their jobs and earn a good living for their families. I choose WITC because they offer the program I was interested in. New Richmond is close to home also.
474	E	O	11/11	S	1	An affordable and relevant education that enables me to have the skills I will need to increase my hire ability. It would be nice if the programs were more flexible for those of us that need to work full time while attending school. It takes longer to finish when a class is offered only once a year and to take it a student has to choose between working and school. More night classes and online class options.

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475	E	O	11/11	S	1	I appreciate that the teachers work more one on one with us students; it makes it a lot easier to understand the information that is being taught. The rating of the school is excellent. It's close to my home and I like that. A few more dates available for classes would be nice; I like to learn in class more than online and some classes only offer one day a week classes.
476	E	O	11/11	S	1	I have a few friends that have transferred from UWS and UMD and they like it much better because it feels more like a home then the other schools.
477	E	O	11/11	S	1	Provides quality learning at a lower tuition than other technical colleges. Providing good hands on experiences throughout the nursing program. Instructors are invested in their students.
478	E	O	11/11	S	1	Improvement: Better cafeteria options including a better variety of grill items and take and go items. I much prefer the ETC in its own room. I think in the library it is too crowded now. Bigger lockers. You can't even fit a backpack in the slim ones we have now. Some of my purses won't even fit in them. And for the nursing students who carry the rolling luggage bags, it would be nice to stick them in a locker while on lunch so we didn't have to constantly roll them around with us. Thanks!
479	E	O	11/11	S	1	I chose WITC because of the recommendation of my mother who graduated with an Administrative Professionals degree. She was in her forties when she went back to school and she said she had a great experience and learned a lot in the two years that she was there. She said it was worth it for the money that you paid and you were always surrounded by caring people that wanted to see you succeed.

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480	E	O	11/11	S	1	WITC provides me with a fair learning environment. Always willing to help when needed. After much research I found WITC to be one of the better technical colleges around. They also offered the program I was looking for. I have a buddy that referred me to this college he loves it. The tuition is affordable.
481	E	O	11/11	S	1	It gives me the opportunity to learn better by having smaller class sizes, which I am much more comfortable with. I chose WITC because it was close to home, affordable and I've had family that has gone through WITC in the past. Maybe making books cheaper, or giving us a student discount. I think people would also like if there were a couple more program options, such as Physical Therapy, which is the new field I want to get into.
482	E	O	11/11	S	1	The price for the credits are reasonable. The college is close to home and work. I like the criteria and programs that are available.
483	E	O	11/11	S	1	I picked to go to WITC because I have heard from multiple people that this school offers many great programs and it has a high job employment rate after graduation. This school is also very affordable for high school graduates. I like this school because it is far enough away from home, but close enough to home. I also enjoy living on UWS campus.
484	E	O	11/11	S	1	Flexibility of scheduling.
485	E	O	11/11	S	1	The best service to me is the option to take online courses. I work full time and also live 40 mins away. Online classes fit my needs. I chose WITC because of its small class sizes and program options. Also, the program that I chose does not have a lot of unimportant classes.



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486	E	O	11/11	S	1	They work with me through everything from financial aid, scheduling, and a lot of the instructors are really great at making things work in times of difficulties. It is hard being an online student not having that interaction but most instructors help it to be a little easier. It is important as an instructor to make sure they are setting you up for success and not for failure. They try to help where ever they possibly can, and if they cannot, they try to give you resources or direct you in the right way to get to where you need to be. They are very good at working with the students and setting them up to succeed.
487	E	O	11/11	S	1	Flexibility - online classes.
488	E	O	11/11	S	1	Gives me an affordable education at a near-by campus. Length of program. Have a workout facility for the students - do not care for the old BACC one.
489	E	O	11/11	S	1	The resource center and staff in the learning center are great and have helped me a lot already this fall. The online courses are great for me as a returning student who continues to work full time.
490	E	O	11/11	S	1	The instructors here know what they are teaching and know how to get the knowledge across to the students. I liked the size and class size. Lower tuition would be nice to give better opportunity for those who want to come to college to be able to afford to.
491	E	O	11/11	S	1	WITC helps me get accommodations for classes.
492	E	O	11/11	S	1	I picked to come to WITC because felt it would help me on my career path.

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493	E	O	11/11	S	1	WITC has had more than enough computers for us students to complete most of our work on and activities to liven up our days while we are going to school here! My three siblings before me chose this school and shortly after graduation, were hired in their field. I have seen great things come from their time here as students and now in their careers! This campus and UWBC are the closest to where I live and I wanted to come somewhere I was familiar with, from coming to three prior graduations!
494	E	O	11/11	S	1	Most of the staff and instructors are very helpful and friendly. All but one of the instructors I have had have been helpful and go above and beyond helping me understand the assignments. It was the closest to my home. Making more classes available face-to-face during the day instead of just at night or online. *1, 3
495	E	O	11/11	S	1	Offer convenience of online classes, but support from most instructors. Some are not as good at communicating online or via email. For the completely on line program and the affordable cost of education. Better communication from accounting instructors especially. The main accounting instructors are poorer communicators, with the exception of Sharon Wichlidahl. *1, 3
496	E	O	11/11	S	1	WITC offers a great mix of online and in-person classes that has enable me to progress through my program rather quickly. The instructors have all been extremely helpful and knowledgeable, and they truly make the effort to ensure all students' questions and concerns are addressed in a timely manner. The Rice Lake campus is close to my home and offers an exceptional selection of undergraduate degree programs. The majority of my program courses are available to complete online which has enabled me to advance quickly. Continue to offer high quality education at an affordable rate.

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497	E	O	11/11	S	1	It provides me with the education I need to succeed in my field of study. It gives me variety in student life and shows me that the school is growing to meet the changing needs. I chose WITC because of the small class sizes and proven success rate of graduating students. I have had family complete their education there and know of the support and benefits firsthand. I also was made aware of the effort to grow as a college and explore new areas like international education.
498	E	O	11/11	S	1	Growing as a college in the international education area. Very important to me. *1, 5
499	E	O	11/11	S	1	Scholarships. I think we need to provide additional help to students applying for scholarships. Yes there is a video on the page but posting help in the LRC for those students who have trouble writing or expressing themselves in words would be helpful. I have helped 6 people write their scholarship applications, had I not helped they would have not applied. Also the teachers and Foundation need to be more proactive in the classrooms telling students about the scholarships and how it works. *1, 5
500	E	O	11/11	S	1	Provides a flexible learning schedule and program that is overseen by staff that go the distance to provide the best possible service to each and every student.
501	V	R	10/22	S	1	Any thought on reorganizing the educational system to break up the programs to allow students to progress at their own pace to accelerate programs via the technology available, e.g. prerecorded lectures that can be viewed or reviewed as needed, etc. How would/could that be put into place? Flipped classrooms - watch lecture, go to class for lab. *1, 3, 5

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502	V	R	10/22	S	1	Struggled taking an online course because was unable to access instructor. Discussion notes were not adequate. Lectures instead of just reading would have been/would be beneficial for online classes. Need instructional contact component. *1, 3
503	V	R	10/22	S	1	Video streamed lectures available on demand. *1, 3
504	V	R	10/22	S	1	Concern over safety measures with spacing of blue lights during lockdown. Two incidents, but don't really see lights until after you step into the hallway. Lights in all classrooms? (Discussion followed on RAVE emergency notification implementation.) *1, 5, 6
505	V	R	10/22	S	1	Student in their second year accounting, and wants to continue to baccalaureate degree and CPA certification. (Discussion on articulation agreement or possibility of a 4-year college renting space here to continue presenting further schooling, or working with UW-Barron County, career counselors, etc.) *1, 2, 5
506	V	R	10/22	S	1	Would like more classes available in person (Access, Electronic Health Records) that currently are only available online.
507	V	R	10/22	S	1	Suggested creation of a gymnasium. (Expansion of facilities is classroom/program driven. Gymnasium not a possibility as we currently have one available at UW-Barron County.)
508	V	R	10/22	S	1	How are programs evaluated for continuation/termination, and which campus locations are they offered at? (Discussion on program review and program viability.)
509	V	R	10/22	S	1	How do we promote one united campus/college with standardization in various areas, e.g. discipline, communication methods, scholarships, books, syllabus, even Student Senate or clubs, etc? (College Administrators/Deans are working towards that end, but it is still in an implementation mode as new areas of discrepancy are brought up.)

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510	V	R	10/22	S	1	One Student Senate - Districtwide - all campuses? Or should it remain by location to not lose local control? Perhaps local Senate with representation to a collegewide committee. *1, 5
511	V	R	10/22	S	1	Scholarships - would like to see larger payouts. (Some donors put stipulations regarding scholarship HS or city, program, etc. instead of simply expressing preferences. Students need to apply for full payout of scholarships. We also offer emergency loans.)
512	W	R	10/22	S	1	Q1: Respect me as a student wanting to gain further education, regardless of my age, race, beliefs, etc.
513	W	R	10/22	S	1	Q2: The program offered and the more open inclusion of non-traditional students
514	W	R	10/22	S	1	Q3: Thank you for this forum to talk personally with each other!
515	V	S	10/10	S	1	Grading scale - not an accurate portrayal of the work that is put in. B grade at another institution is a C at WITC. Too rigorous. Another student really likes the increased/higher standards. It makes WITC graduates more competitive.
516	V	S	10/10	S	1	Library is not conducive to studying. Many students have to come to the library to study because they have children/families at home but now it is too loud with the combined ECE/LRC. Private study rooms are not sound-proof and don't have computers. Students can check out a laptop but then they can't print. The library is also very cold.
517	V	S	10/10	S	1	Students really need child care. *1, 2
518	V	S	10/10	S	1	Promote the Student Success Center as a good option/avenue for additional studying space.
519	V	S	10/10	S	1	Students would like/need access to the H: (network/) drive or skydrive from home with a secure login. Also increase the size/capacity of this drive.

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520	V	S	10/10	S	1	WITC seems to be geared more to recent highschool graduates and offers primarily day classes. This student (pre-ADN) would like more evening class offerings to accommodate the non-traditional/older student.
521	V	S	10/10	S	1	Allow Criminal Justice students more experience (on-campus) with security. They currently write-out the parking tickets. It was suggested to have them participate in the lock-down drills for further experience.
522	V	S	10/10	S	1	All the rooms have large windows--even with the lights off--the students felt exposed during the lock-down drill. Need to communicate to students that during a real emergency the faculty and students should flip the tables, desks, furniture so that all students can be behind something. *1, 5
523	V	S	10/10	S	1	Suggested expanding the hours in the LRC, including weekends. *1, 3
524	V	S	10/10	S	1	Offer Internships with area businesses. Dean of Student Services indicated that Internship opportunities are posted on the TechConnect. *1,2
525	V	S	10/10	S	1	Better inform students of TechConnect. None of the students in attendance knew of TechConnect.
526	V	S	10/10	S	1	Link TechConnect jobs on the scrolling TV screens information at each campus. *1, 3
527	V	S	10/10	S	1	The LRC database resources is 'lovely' and student commented that it is wonderful.
528	V	S	10/10	S	1	Welding program is great--very good instructors.
529	V	S	10/10	S	1	Cafeteria is great but would suggest making it more affordable. Would suggest tying it to the total tuition package like a food program where students can use their student id card to pay for food. *1, 5

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530	V	S	10/10	S	1	Enhance majors/programs with partnerships on campus. Have students 'hang out' with the campus health nurse and apply their knowledge in serving the students. Or have the ECE students provide day care. *1, 2
531	V	S	10/10	S	1	Student loan amounts may need to be adjusted based on program.
532	V	S	10/10	S	1	Cell phone coverage/reception is very poor in many locations on campus. Address dead zones. Other campuses have 'Help Centers/Blue Lights' type stations. Steve updated that we will be doing an assessment on coverage on all the locations because of the new RAVE system. *1,5
533	V	S	10/10	S	1	Student mentioned the dollar credit for printing (\$25 credit on PaperCut) is appreciated.
534	V	S	10/10	S	1	First Aid/CPR certification for students, especially for the Trades programs.
535	V	S	10/10	S	1	Implement 'Air' and wireless printing on campus.
536	V	S	10/10	S	1	LRC facilities do not allow for faculty/student meetings. *1, 3
537	W	S	10/10	S	1	Moving the ETC to the LRC was a bad move. The ETC used to be a quiet space that students could study and take tests. Now it is just as noisy if not worse than the LRC part. Students have NO quiet place to study anymore and now have to find a new place outside of WITC to do studying. If I wanted a noisy place I would just pull my child out of daycare and study at home. The four study rooms are not enough plus they are always filled with faculty. Many students have been complaining about this situation and would love to see something done about it. Oh, and it is WAY too cold to think in there too!!!
538	W	S	10/10	S	1	Q2: I chose WITC because they are more focused on me and that I am not just a number. More one-on-one time, very flexible class scheduling. They treat me like a person.

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539	W	S	10/10	S	1	Q3: Better grading scale, other than that I don't really think that anything needs to be changed. In my opinion. Better security procedures, and letting the Criminal Justice program do more security details. More CPR certifications.
540	W	S	10/10	S	1	Q1: On board with cutting-edge technology, Office 2013. Listen to students concerns. Staff's willingness to assist students. Staff treat students with respect and dignity. Great learning environment (comfortable/clean). Reasonable fees and tuition. Great atmosphere and staff. *1, 3
541	W	S	10/10	S	1	Q2: I visited and researched several colleges and found WITC to have a great atmosphere, respectful staff, great reputation, reasonable fees and tuition, free parking, and not a lot of red tape to fight. Excellent student support. *1, 3
542	W	S	10/10	S	1	Q3: Improvements would be: Grading scale-standardize-to normal 90, 80, 70. Camera in parking lot. Expanded LRC hours-weekends. Expand student loan amounts ratio available per program. *1, 3
543	W	S	10/10	S	1	Q1: Smaller class sizes. Teachers really get to know you as a student. The WITC head officials want to know what they can do to make the entire system better. Lots of parking space/lots of technology sources available.
544	W	S	10/10	S	1	Q2: Very good education for two-year programs. Located close to home. Ranked high in two-year college nationwide study. Smaller class sizes. Offers lots of educational opportunities. I had heard about the strong connection between students & teachers.



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545	W	S	10/10	S	1	Q3: Improvements should be: Grading scale should be adjusted - 90, 80, 70 (A,B,C) respectively. Keep on improving the school in ways that will benefit the nationwide rank for WITC. Further connect with students to establish a deep, considerate personal relationship. Promote study options (LRC, SSC) further.
546	W	S	10/10	S	1	Q1: I feel as though my instructor has been kind, supportive, encouraging (Barb Williams). Microsoft learning, editing, formatting I have few computer skills....but Barb is patient enough to let me learn at my pace. Barb is the best thing at WITC Superior Campus! Professionalism, friendliness, kindness is staff. *1, 3
547	W	S	10/10	S	1	Q2: Location! I spend much time in Superior/Duluth. Cosmetology school! (Customer) Reasonable rates. Upgrade my computer schools.
548	W	S	10/10	S	1	Q3: I am only on campus 2 days 12 hours per week. Thus far I feel the only thing to say is keep up the good work. Have heard students say the way financial aid is handled isn't the best. Might be something to look into. (I paid cash)
549	W	S	10/10	S	1	Q1: Gives me a place to study. Allows me to get an education. Applying for scholarships was extremely easy and convenient. Thank you.
550	W	S	10/10	S	1	Q2: Counselor, Mary F suggested which classes to take and when. Friendly staff that speaks when they see us. Helpful staff. *1, 3
551	W	S	10/10	S	1	Q2: Have more evening classes for employed students. I am not able to work during the day because classes I need, with the exception of Chemistry, were only offered during the day or online. I am not fit for on-line classes. I am not disciplined enough for on-line courses. Have more three hour blocks of classes rather than splitting or dividing classes into two days a week.

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552	W	S	10/10	S	1	Q1: The instructors and staff treat me with respect and value me. I feel treated as an individual and cared for. *1, 3
553	W	S	10/10	S	1	Q2: I chose WITC because of location, program selection.
554	W	S	10/10	S	1	Q3: Make access to our H drive (network) available off campus. Reevaluate the grading system. Provide a more affordable cafeteria option. Perhaps even include a meal plan on tuition. *1, 5
555	W	A	10/29		1	Q3: Physical therapy is a big occupation and it's hard to get into schools because of the waiting lists. It would be nice if physical therapist assistant was offered at WITC.
556	V	A	10/29	B	2	We have no recruiting problems with employees because of WITC. Thank you! Partnerships with community is good.
557	V	A	10/29	B	2	We are becoming more interested in efficiencies. Need computer efficiency, computer, ordering. Need employees to bring in fresh ideas on how to do things more efficiently. Living in Ashland, how can WITC help to create new businesses in area? A: Always a challenge for us, but partnering would help, conferences.
558	V	A	10/29	B	2	WITC does a good job training people. What can community do to help keep the graduates in the area? How do we attract and keep people. *1, 2
559	V	A	10/29	B	2	How quick can WITC adapt or change format to take care of needs of the community? A: There are some support roles that could help. Supervisory Management is one. Keep track and watch to see what is going on.
560	V	A	10/29	B	2	Early Childhood students; we have a shortage of them. Partnering with the community would help. Sustainable Agriculture jobs have increased in the area and we need additional support in that area. *1, 2

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561	V	A	10/29	B	2	National Climate Assessment Appointment system is coming out again. A lot of attention will be given to that. 22 different reviews will happen with that. How to become more resilient. Partner with Northland and other to provide support skills to help Ashland become a "0" output.
562	V	A	10/29	B	2	Impressed with partnership we have with WITC and their employees. We had a billing challenge and almost instantly we had answers and feel gratitude to the support we had. Moving college graduates to a real job. Need a connecting course with students to know what will happen in the "real world" job.
563	V	A	10/29	B	2	(Northland?) would like to see a two year Industrial Control program with IS and IT basics with electrical start up skills. PLC's, hydraulics, safety lockouts, has gained visibility in the community. Need opportunities to work with industry to see what it's like to work on the front line. C. G. Bretting does a great job with the community. Bretting provides work opportunities for student while they are still in school.
564	V	A	10/29	B	2	Some of the people that we hire have good skills, but have no idea how to run their personal lives. That creates problems in the work world to have to deal with. WITC has partnered with the extension offices to help deal with these needs. Options for students to have free financial advice and help. *1, 2

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565	V	A	10/29	B	2	Lean manufacturing. I gave tour to ninth grader. He said he was strong in math and English skills, but asked how good he was with communication skills. He couldn't answer that. Would like lean manufacturing skills taught in the Trade and Tech programs or ALL our programs. Incorporating LEAN into programming would better prepare students for careers. Could partner with NWOMC or Con Ed. *1, 2
566	V	A	10/29	B	2	Strengthen connection with employers as part of student experience.
567	V	A	10/29	B	2	Continued partnership/student extern/intern at MMC and Advisory Committee.
568	V	A	10/29	B	2	Support existing business and entrepreneurship.
569	V	A	10/29	B	2	Partnerships to create early childhood center and emphasize development. This leads to young families staying in the area. Offer possible transfer agreements.
570	V	A	10/29	B	2	Partnering with Northland re: sustainability programs/courses. National Climate Assessment will be done in April 2014.
571	V	A	10/29	B	2	Positive relationships with CEP.
572	V	A	10/29	B	2	Courses need to connect with local employment to better prepare grads for career (internship). *1, 2
573	V	A	10/29	B	2	Provide continued education training to area employers for communication skills, conflict resolution, management, etc. because they need the CEU's.
574	V	A	10/29	B	2	In April 2014, (National Climate Assessment) there will be a major climate change survey. Analyze what we can do/partner with Northland College to prepare people to work in this area. *2, 4
575	V	A	10/29	B	2	Building relationships with Key partners.

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576	V	A	10/29	B	2	Plan with businesses on future needs as a result of retirements. *2, 5
577	V	A	10/29	B	2	Work with businesses on start-up ideas, innovation. *2, 5
578	V	N	10/17	B	2	Need to market better the two-year technical college to parents, teachers, counselors to increase awareness.
579	V	N	10/17	B	2	Enthusiastic business and industry partners (and students) are effective advocates.
580	V	N	10/17	B	2	Need to persuade parents about the value of a 2-year degree and technical colleges.
581	V	N	10/17	B	2	Displays at parent/teacher conferences.
582	V	N	10/17	B	2	Best practice = Bosch apprenticeships.
583	V	N	10/17	B	2	K-12 marketing to educate people about technical colleges. Students need to talk to K-12 instructors and bring parents into the conversations. *1, 2
584	V	N	10/17	B	2	We need to address marketing information to parents. Perhaps through direct mail.
585	V	N	10/17	B	2	TechConnect communication with the community so they know where to look for employees. Advertise and have easier access. *2, 3
586	V	N	10/17	B	2	Need to change quickly enough to adapt to business and industry and education.
587	V	N	10/17	B	2	Interface more frequently with outside business and industry.
588	V	N	10/17	B	2	Peer to peer marketing - best practices in Superior. Employers come in to meet with students and students bring in friend.
589	V	N	10/17	B	2	Another best practice: "Manufacturers Revealed" in Superior.
590	V	N	10/17	B	2	Have a kindergarten day on campus - "Play nice in the sandbox". *2, 3
591	V	N	10/17	B	2	Partnerships and promotion - Susan Lockwood, Dori Marty, and Charlie Glazman are doing a great job.

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592	V	N	10/17	B	2	At Western - trimester format serves Business and Industry
593	V	N	10/17	B	2	We should be using LinkedIn to have contact with business and industry. *2, 3
594	V	N	10/17	B	2	We grow our people through the business. It had been difficult to find 3 or 4 classes for employees to continue growing.
595	V	N	10/17	B	2	Youth options is a fantastic opportunity to for students to explore their career choices. You need to do more.
596	V	N	10/17	B	2	WITC needs to become a test site for CNA testing. It will be helpful and increase success. *2, 3
597	V	N	10/17	B	2	Explore careers in middle school (grades 5 & 6). This marks step clearly in younger students (STEPS program as a model).
598	V	N	10/17	B	2	Connect employers with students that are ready to be employed. Building Blocks is crucial.
599	V	N	10/17	B	2	How do we share healthcare opportunities?
600	V	N	10/17	B	2	Two needs, bringing in great skillful people. Develop current employees. They need to have nice soft skills.
601	V	N	10/17	B	2	How does a business (healthcare) connect with WITC students? Opportunity for WITC leaders to get more information out on students for business. *2, 4
602	V	N	10/17	B	2	Need to communicate our placement process and TechConnect with Business and Industry.
603	V	N	10/17	B	2	Shadowing opportunities.
604	V	N	10/17	B	2	Some markets are saturated, with long waiting list. What will WITC do to accommodate this?
605	V	N	10/17	B	2	Clinical site saturation is an issue for healthcare career training. Radiography, lab technician (increase training), Medical technician, Pharmacy Technician (increasing automation). These are all entry points in healthcare careers.

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606	V	N	10/17	B	2	Limited scope x-ray technician required by state by smaller clinics. Other certifications: ACLS, geriatrics, phlebotomy, ATD Advanced Technical Degree. *1, 2
607	V	N	10/17	B	2	There are tight pipelines in some health areas.
608	V	N	10/17	B	2	We like to grow and develop employees in place.
609	V	N	10/17	B	2	Let the employer pay for 2+2 concepts.
610	V	N	10/17	B	2	Fluid Power Technology - Hydraulics is a need (manifolds, etc.) There is a need in this area and not many are doing it. There are four vendors in MN that are having the same difficulty finding technicians in this area. Alexandria Tech - Industrial Maintenance in Superior? (Follow-up with Steve Miller) Rae Ann Ailts *1, 2
611	V	N	10/17	B	2	If you haven't been in the K-12 talking with the teachers, you should be - get out there. Business and Industry also needs to be proactive.
612	E	O	11/11	B	2	Student focused career development utilizing local business and industry to expose students to the benefits of career planning rather than just job achievement
613	E	O	11/11	B	2	When interns are available send out a newsletter to businesses to see if there is interest.
614	E	O	11/11	B	2	Dual credit options for students. School/Business partnerships. Continued building of partnerships with WITC. Continue to develop relationships with area high schools.
615	E	O	11/11	B	2	Purchase of more advanced machine tools (requiring even more skilled machinists). Keep your standards high while producing more graduates. Stay connected with the external business world.

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616	E	O	11/11	B	2	My goal for the WITC campus is to serve on the "Advisory Committee" for the Mechanical Design Technology program. Support as a Advisory Committee member and community "Technology & Manufacturing" supporter. As a community supporter of "Technology & Career-Education", I believe in the mission of the Wisconsin Technical College System. Strongly support 'Career-Education', especially in manufacturing & design. Promote involvement and leadership with "professionals in the field". (Apply opportunities to visit and discuss the immediate needs.) *2, 4
617	E	O	11/11	B	2	Work in a positive manner to support Western Wisconsin needs. Ask for help from the industry experts. Use resources within the community for needs at the college.
618	E	O	11/11	B	2	The stakes are always high if we work together to promote "Tech-Education" and the rewards are a strong work-force. *2, 5
619	E	O	11/11	B	2	Strengthen the labor force availability for our business.
620	E	O	11/11	B	2	We are a Head Start program looking for staff trained in Early Childhood Education and Human Services.
621	E	O	11/11	B	2	Being a seasonally focused business, it is hard to get staff to dedicate themselves to provide what is needed. Need to partner with other seasonal businesses that would complement mine.
622	E	O	11/11	B	2	Train on multiple levels -- not just books. We have not had an intern apply to our business in years!! We now have one coming here from Eau Claire -- where are local interns? *1, 2



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623	E	O	11/11	B	2	Linking business and education to ensure the skills being trained are the ones that are needed. Driving investment and job creation by preparing a compelling business case to cost-justify the decision to locate, expand or stay in our region. We will need to be able to prove our workforce quantity and quality to the business community.
624	E	O	11/11	B	2	Finding qualified and trained individuals.
625	E	O	11/11	B	2	The more well-trained and rounded the student is the better of a chance they have of us hiring them. We need the student to be well rounded and customer service orientated.
626	E	O	11/11	B	2	Lack of local support. Funding opportunities.
627	E	O	11/11	B	2	We need to hire competent electro/mechanical and process technicians from your schools.
628	E	O	11/11	B	2	Previous NA clinical students were interested in working as a CNA. Recruitment of those students has become increasingly difficult as some of them are only in the course because it is required to get into the WITC program of their choice
629	E	O	11/11	B	2	Expansion of design & engineering. Continue existing dialog and partnership.
630	E	O	11/11	B	2	Skills gap high school to work. Being a partner and working cooperatively with us.
631	E	O	11/11	B	2	We strive to increase sales and in turn employ more people within the community, possibly WITC students/graduates.
632	E	O	11/11	B	2	Continue to support the educational needs of farmers and agribusinesses in NW Wisconsin. Training and recruiting young people to work on farms and agricultural businesses. *1, 2

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633	E	O	11/11	B	2	Implementation and expansion of electronic health records that will create efficiencies, compliance, and effective billing practice. Expansion of business practice by adding partners/physicians and additional locations.
634	V	R	10/22	B	2	Suggestion for community members to get involved with boys clubs, girls clubs, etc. to teach soft skills to children as they are younger and more impressionable. Can learn them early on.*1, 2
635	V	R	10/22	B	2	Partner with industry and K-12 to advertise and promote B&I.
636	V	R	10/22	B	2	B&I offer scholarships to HS students entering technical fields and perhaps maintain them as future employees.
637	V	R	10/22	B	2	Projected shortage of nurses still prevalent - by year 2035 - 30,000/year predicted. Encourage WITC to continue to increase nursing program offerings. Commend the articulation agreements with 4-year colleges for bachelor's degree completion.
638	V	R	10/22	B	2	Need for well-rounded machinists in machine shops - not just CNC tool operators. Having to train internally. Encourage WITC programs to include more basic training for machinists and the understanding of how a machine shop operates - job shop, wide skill set, programming setup, lathes, boring mills. Look at certificate options and apprenticeships.*1, 2, 3
639	V	R	10/22	B	2	Need for both well-rounded machinists and for machine operators. Perhaps training initially for machinists, then allow them to specialize with various machines.*1, 2, 3
640	V	R	10/22	B	2	Link the Walker initiative for apprenticeship sites with the need for machinists in different machine shops.*1, 2, 3

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641	V	R	10/22	B	2	Sophistication of machine tools is getting greater, so may be interested in 'super machinist' ongoing training. *1, 2
642	V	R	10/22	B	2	Criminal Justice - work to make our program more competitive with other technical college programs. WITC has progressed, but not sufficiently. Need facility for emergency driving training, etc. Can also be used by fire, EMS, etc. *1, 2, 5
643	V	R	10/22	B	2	Need more training in sales and marketing - communication skills, advertising, promotion, etc. Internships for businesses would be very beneficial with some basic curriculum expectations like that, rather than just typing or copying. *1, 2, 3
644	V	R	10/22	B	2	Nursing Assistants under 18 can't work in facility without second person on shift because they can't by law lift patients. This puts a greater burden on employers, and affects their prep for future nursing program. Training on social networking etiquette would be very beneficial, regarding privacy rights, comments, etc. Training needed on how to relate to patients and express empathy, explain care, etc. that new employees may not understand, especially if they are more familiar with texting instead of speaking. Will hire someone because of attitude and personality over skill set any day. *1, 2
645	V	R	10/22	B	2	Strong work ethic and positive attitude is sought over skill set. Skills can be taught. Students need to understand what is expected and why, texting, internet use, social media, etc. Need to work when at the job. Is explained at time of hire, but is still an issue. *1, 2, 3
646	V	R	10/22	B	2	Professionalism - what to wear for job interviews, texting on the job, piercings, etc. Add to employability skills training. *1, 2, 3

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647	V	R	10/22	B	2	Training should be prior to college - K-12 would be best, then just reinforced in college classes.*1, 2
648	V	R	10/22	B	2	Desire to be able to hire staff that could be trusted to work at home - agriculture field, dairy and feed management understanding, world-wide company so bi-lingual is very important. All employees are also sales persons, so training to see sales as fun instead of something to fear.*1, 2
649	V	R	10/22	B	2	Employer panel currently at the end of the year. Recommend employer panel at beginning of the year, too, so students go through their training aware of what employers expect and keep that in mind throughout their training.*2, 3
650	V	R	10/22	B	2	Commend the expansion of barber/cosmetology and trend programs that complement it. *2, 5
651	V	R	10/22	B	2	When hiring, auto employer would like to be able to obtain a list of auto graduates to contact to see if they are interested in work. Is that something that could be made available?
652	V	R	10/22	B	2	Advocate at State level - hiring CNAs under age 18 is difficult.
653	V	R	10/22	B	2	Strengthen alumni connections.
654	W	R	10/22	B	2	Q1: Just the paradigm shift to healthcare and job coaching. I would be willing to have maybe even sponsor some internship programs in our agency.*2, 4

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655	W	R	10/22	B	2	Q2: In relationship to the forum that was discussed are the soft skills of then newer generation - I understand how it is not necessary the college's responsibility and that should have been done in elementary school, but maybe changing the curriculum to encompass more skills so students are better prepared for the world of work. More experienced based curriculum, having businesses come in and teach or just lecture. (I would be willing teach or lecture). Also look at a more certified program for at-risk student for HSED/GED, I know the college offers HSED and testing but more based on the on the Fresh Start Program. Because we need to invest in the young people in this community. This could be a collaborative event to have stakeholders invest in the community. Its growth. *2, 4
656	V	S	10/10	B	2	Problem with employee retention, especially with those with top skills and the North/South Dakota shortage and high salaries.
657	V	S	10/10	B	2	Dave Minor explained the apprenticeship program and asked employers if they would be interested in having h.s. students placed in their business to learn the trade while in highschool. Employer indicated that he would prefer they spend time focusing on the emotional intelligence piece. Employers will fill in the specific technical skills needed for the job if the graduate has this emotional intelligence. Needs to be instituted earlier--at the h.s. level--they are not getting it at home. *1, 2
658	V	S	10/10	B	2	Partner with highschools and employers to help 'fix' the root problem--broken kids. *1, 2
659	V	S	10/10	B	2	High school rep mentioned that there is a personal finances course in the works at the secondary (highschool) level.

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660	V	S	10/10	B	2	Greater access to programs/courses participation by developmentally disabled. The College needs to outreach to that population.
661	V	S	10/10	B	2	Include advisory committees and industry partners in developing employment skills in graduates. *1, 2
662	V	S	10/10	B	2	Promote internships in programs.
663	W	S	10/10	B	2	Q3: Applicants and internships/work experience. *1, 2
664	W	S	10/10	B	2	Q1: Please know that job shadowing in health care (hospitals & clinics) is not possible as patients are sick and regulations on privacy increase. Consider using U-tube for job shadowing and interviews with targeted professional to give young people a sense of what works. *1, 2
665	V	A	10/29	C	2	Involved with a group concerning food development. Economic corridor for food production. Certification - Food Grid Certificate Opportunity. Culinary training relating to food products. NR has culinary training, travel is a problem. Most people are in a state of poverty. No money for gas. Campus needs to come to the region.
666	V	A	10/29	C	2	Thought there should be a way to tap into resources in the region. Used UW-Stout - that could have been handled here at WITC. 3-Dimensional printing. Fabrication lab - patent and trademark, nanotechnology. Cannot turn to community for these ideas. Terms of wind structure. A lot of retired individuals who are entrepreneurs, we need to tap into them. What would draw them in? A: Something I'm really interested in. Inventory the talent for this type of skills.
667	V	A	10/29	C	2	Tap into retiree talent. Goes beyond it. Tap into general talent pool in the area. *2, 5

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668	V	A	10/29	C	2	<p>Non-profit org - Ashland Charter School. Washburn City Council. WITC has a very positive position in the community. Alliance for Sustainability - global standpoint - There must be a way to graduates idea that there are no cookie cutter jobs. We are looking to try and get a pipeline of graduate to employee. Non-traditional grads - what can we do for them. WIN has nice concepts, but WITC should help incubate grads. Looked into business incubators. K-12 population is struggling to get students up to par for entry into colleges. Ask faculty into K-12 classes to get them set up for career choices. It's setting them up for better success. Project based learning school. Believe on hands-on application. Degree programs at WITC go hand in hand with this. Idea of what it means to have community engagement. Tenure promotion, opportunities for more meaningful internships to get students to come to you. Good project - alliance partnered with you to provide funding, students conducted energy audits - win win situation. Providing real world applications, creates better relationships with community. Kristine Kelley - Alliance for Sustainability.</p>
669	V	A	10/29	C	2	<p>Maker place - a site for any age to come in and play with equipment to give them exposure to programs. Foster expertise of retirees with the young. We don't have a lot of square footage for space to do such a thing, but there is an opportunity for WITC to explore. Needs to be community based. Need to integrate students into this incubator.</p>
670	V	A	10/29	C	2	<p>Northwest Regional planning board. Take advantage of talent in the room. I adore the college. Need swimming pool. Need active military program on campus. Beef up programs for law enforcement. Share ambulance, sheriff, police. You need to gear up. *2, 5</p>

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671	V	A	10/29	C	2	Economic Development Council was never implemented. 21 Different categories of people in Ashland. Keep up local bore program. Travel more than 21 miles. Enlarge programs for manufacturing jobs. There is a great need. Manufacturing jobs are going begging for graduates. Nuts and bolts is not what it is anymore. It's not that way anymore. Need skilled electronic people. Need to teach people to fill out job applications and how to do an interview. Need to learn how to write a business letter. A lot of our young people move away and don't come back. Who is going to be here? Ashland has lost 5% of the population per year. We need to keep them here. *1, 2
672	V	A	10/29	C	2	Need community partnerships. We host internship opportunities. We need to continue to have great students come out of the health field. Need more diverse students coming out. Things are changing in medical field and we need more diverse people coming out of the colleges.
673	V	A	10/29	C	2	Hold classes in local communities. Need to continue to do that. Strengthens the community. Internships - host sites. Willing to do that. WITC offers GED opportunities. Criminal Justice has a big interest in reentering offenders back into the community. Future business graduates - help them to identify resources in the community. Students may not know where to look. *1, 2
674	V	A	10/29	C	2	Once a semester do a field trip to a local business to make better connections.
675	V	A	10/29	C	2	Do you work with a strategic planning organizations? Integration planning. How do you engage our community with the values they have. How we do a collective impact model as a whole to share common goals with the community. More meaningful conversations. Need to move forward.



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676	V	A	10/29	C	2	Connect students with business/entrepreneur opportunities. (Venture capital, store fronts, etc. incubator). *1, 2
677	V	A	10/29	C	2	Work with Alliance of Sustainability to foster business incubator.
678	V	A	10/29	C	2	Engage with K-12 re: mentorship to understand skill sets needed for career/employment.
679	V	A	10/29	C	2	Partner with community organizations (like all for sustainability) to provide community engagement re: Alliance receives grant to provide energy assessments for residents performed by students).
680	V	A	10/29	C	2	Continue to partner with local municipalities using the facilities.
681	V	A	10/29	C	2	Community healthcare is changing/not the same as hospital environment - need graduates who can work in variety of settings. Need internships.
682	V	A	10/29	C	2	Offer classes in local community.
683	V	A	10/29	C	2	Need to do internships with local municipalities.
684	V	A	10/29	C	2	Need to work with students (offenders) being entered back into school for GED contracts.
685	V	A	10/29	C	2	Collective Impact Model - working together on shared set of goals.
686	V	A	10/29	C	2	Active involvement in K-12. (w/elementary charter school in Ashland).
687	V	A	10/29	C	2	Incentive and create synergy with community organizations.
688	V	A	10/29	C	2	Extend use of facility for community.
689	V	A	10/29	C	2	Work with Corrections on potential community members re-entry into programs.
690	W	A	10/29	C	2	Q1: Hold Programs in local communities, Washburn, Bayfield, classes *1, 2
691	W	A	10/29	C	2	Q1: Use local business & government to host internships, GED programs in jails. Use students to help. *1, 2

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692	W	A	10/29	C	2	Q2: Identify local business resources for future businesses. Resources, power, fiber, utility, etc. *2, 5
693	W	A	10/29	C	2	Q2: All of the above- please continue allowing the use of your facilities for city/county/regional meetings, conferences.
694	V	H	11/5	C	2	More clinical time for nursing program. Seeing gaps when they start working and the facilities need to do a lot of training. Need more nursing instructors & clinical sites. *1, 2
695	V	H	11/5	C	2	Educate guidance counselors, instructors and highschool staff about 2-year schools as an option. Not enough communication about technical degrees. Businesses need 2 year degrees. - Solution: Employers and WITC get into the highschools. Partnerships are key! *2, 4
696	V	H	11/5	C	2	Help eliminate stigma that going from highschool to a 2 year school is negative. Especially educate the parents of students in what the opportunities are. *2, 4
697	V	H	11/5	C	2	Give highschool students the opportunity to go into the careers and job shadow - thru a class in the highschool. - Have graduates go into the highschools.
698	W	H	11/5	C	2	Q1: More communication with the Hayward Community School District about the programs that are provided locally by WITC.
699	V	L	10/31	C	2	Highschools challenged to get tech ed instructors that feed into The College's programs.
700	V	L	10/31	C	2	Utilize Fast Forward grants thru Rockwell
701	V	L	10/31	C	2	WITC serve as <b>coordinator</b> for schools - offer classes at night for tech ed students (HS and adults) - work with B & I to offer tours & building to teach - use highschool facilities to do the classes - work with highschool administrators with WITC - apply model of CNA courses in highschools

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702	V	L	10/31	C	2	Rusk County manufactures are cooperating together to share instruction and employees - invite WITC to these consortium meetings to consolidate classes
703	V	L	10/31	C	2	United Way putting together small grants for finishing education.
704	V	L	10/31	C	2	Transportation is a barrier. Coordinate several businesses to get the # of students needed to run a class.
705	V	L	10/31	C	2	Get people on the local radio stations and information in local papers about how WITC is working with businesses. Efficient way to get the publicity up.
706	W	L	10/31	C	2	Q3: Coordinate with local employers to offer shared classes, possible apprentice type programs for maintenance that could work for people.
707	V	N	10/17	C	2	Can we open up a delivery method for more rural small schools? Maybe more satellite campuses. *1, 2
708	V	N	10/17	C	2	We need partnerships with industry for instruction similar to those of K-12. *1, 2
709	V	N	10/17	C	2	Q: How do you do hands-on when a lot of the learning is done online? A: There is a lot of blended courses that will help with the hands-on. Need to train for understanding of new work environment and soft skills. *2, 5
710	V	N	10/17	C	2	Soft skills are important. Concerned with relational information with ECE and online. Over the years, when working with relational things that we can accept. Online people do not have soft skills and Business and Industry need to have these skills. When doing training, part of the training needs to have learning in the new environment. Need to look at the difference between working in a different culture. It can be hard for layoff people transferring into a new work environment. (ex. Polaris)*1, 2

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711	V	N	10/17	C	2	We have a void for Sheetmetal Fabrication candidates. We have to go to Fond du Lac right now to meet the needs. St. Paul has programs HVAC work, but not really what we need. How do we go about researching the need for that? Sheering, bending, punching is needed. 24 gauge and larger. *1, 2, 5
712	V	N	10/17	C	2	Aging population affects curriculum and program mix. Keep that in mind. Accessibility to buildings needed. How do we deal with healthcare facilities? We need people to figure out Medicare changes.*1, 2
713	V	N	10/17	C	2	32 credit transfer - we need to articulate more with 4-year colleges. *1, 2
714	V	N	10/17	C	2	In MN, you can take a course at any community college in the state and they are transferable to the U of M system. What is WI doing to make that happen?
715	V	N	10/17	C	2	With our current funding sources - we (K-12) cannot keep up with technology. Is there programs you could share to help out the K-12 system? Possibly to share equipment/technologies or purchase.
716	V	N	10/17	C	2	Q: Has WITC looked at ACT scores vs. other scores when entering students? A: Not tech college friendly; currently ACT does not meet our needs whereas ACCUPLACER, COMPASS, does. *1, 2
717	V	N	10/17	C	2	Portfolio assessment instead of ACT or as incoming assessment data? Unsure, might be able to use this as credit for prior learning. *1, 2
718	V	N	10/17	C	2	Department of Corrections is huge and has more than just correctional officers, but there are many people don't know what is all involved with the corrections. Recruitment for people, the community needs to be better informed of what it's all about. We could partner with K-12 to explain/educate people on our programs. *1, 2

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719	V	N	10/17	C	2	Ag Technicians/Mechanics (MMOPPT) is experiencing a huge growth. People with technical skills who can turn a wrench can find jobs easily. Graduates need technical abilities (GPS & Auto Steer). Looking to do partnerships for a win win situation. Currently on the Ag Mechanics advisory committee. Just a heads up that we have more flexibility to do this. Business and Industry could partner for equipment donation/utilization. John Deere has changed their stance. *1, 2
720	V	N	10/17	C	2	K-12 need to work on areas of disciplinary literacy support.
721	V	N	10/17	C	2	Q: Everyone who teaches - Is there some emphasis of agility to allow instructors to change course if needed within the program? A: We need to adapt to change. Students need to know there will be times that they will need to learn other things with the company they work for. WTCS is an agile system with some flexibility for this. *1, 2
722	V	N	10/17	C	2	Need to continually stay on top of market needs. That requires collaboration, possibly problem solving in group settings.
723	E	O	11/11	C	2	I teach the Visual Arts at Barnum HS in Minnesota. Due to the utter lack of coursework in this area, our graduating students would not see WITC as a viable educational option, and would choose to attend college elsewhere. I do not have a technical/vocational partner in the Northland to work with. It would be nice to be able to set goals that would be mutually beneficial to both of our institutions. *1, 2, 5

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724	E	O	11/11	C	2	We are looking to grow. The Frederic Community lies in the middle of several other communities that can easily access Frederic. When walking out the doors of our school, there are several district within 20-25 minutes, including St. Croix Falls, Unity, Luck, Siren, Webster, Cumberland, and Grantsburg. This is a prime location for WITC to establish a "mini-campus."
725	E	O	11/11	C	2	State funding for technical education.
726	E	O	11/11	C	2	Continually improving the communication with students and families about the benefits of a technical education. Helping families, parents in particular, recognize these benefits. Helping to prepare students for employment.
727	E	O	11/11	C	2	Community Health Assessment goals of addressing obesity by increasing fruits and vegetables along with increasing exercise. Addressing Alcohol and drug use in the community and educate on the effects. Access to health care. BSN nurses as many of our staff retire. BSN nurses that are aware of community and population health. Education to your staff and students about prevention and public health issues in the community.
728	E	O	11/11	C	2	Local foods. Offender re-entry skill development/education.
729	E	O	11/11	C	2	The County is offering educational programs on web marketing, etc. This should be something that WITC should be able to offer.
730	E	O	11/11	C	2	Resource for community services, such as training for sewing, canning, computers.
731	E	O	11/11	C	2	WITC will help develop more local businesses by providing this training.

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732	V	R	10/22	C	2	Improvement in communication to parents and prospective parents of late, but still have a ways to go. Keep up that promotion and work with the HS Guidance Counselors to continue to promote. Parents are still the key influence for incoming students.
733	V	R	10/22	C	2	Likes the articulation agreements in place and the simplicity in being able to move on to a 4-year program for those students seeking that so they can work and learn simultaneously. Used to be two very distinct career paths, but we now have a great transition in place.
734	V	R	10/22	C	2	K-12 connection - many students would really benefit from technical college training to find themselves and receive an education at the same time. However, structurally we are at a disadvantage. K-12 guidance counselors have 4-year degrees, so they naturally push 4-year colleges. It's what they know.
735	V	R	10/22	C	2	Legislative push for testing on skills and rigor; however, the need for soft skills has been eliminated in the K-12 format. Competition for recognition and hard skills, without developing teamwork and good attitudes.
736	V	R	10/22	C	2	Teacher requirements: Tech Ed instructors require a bachelor's degree. Lobby for those requirements to match what we're selling.
737	V	R	10/22	C	2	Get more exposure to K-12 group - advertising how we apply concepts.
738	W	R	10/22	C	2	Q1: Providing professional development to educators in the region. Hiring potential employees with IT and administrative assistant degrees from WITC. *2, 3
739	W	R	10/22	C	2	Q3: By providing facility / services of Conference Center. Graduating quality potential hires. *2, 6

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740	W	R	10/22	C	2	Internship- we tried to require internship within the Business & Marketing department when I taught, but Ashland and Superior balked at the idea. Thus, the compromise was a "work component" in each associate degree program. I always thought this was a lame idea. UW-Stout has a fantastic intern/co-op program. All we have to do is look at the nursing program and the importance of their "clinical" and practicum experience. This would be a fantastic selling point for WITC - just like your placement statistic.
741	V	S	10/10	C	2	Need to spend more time in the high schools to get the word to kids about the programs that WITC offers. Bring the programs right to the high schools. Classroom presentations and other opportunities for h.s. students to touch the program. (ie. Welding program) *1, 2, 5
742	V	S	10/10	C	2	Raise awareness of the actual work-force--80% require a technical degree or less; 20% a 4-year degree or higher. To parents, students, etc. *1, 2
743	V	S	10/10	C	2	Transfer of credits with 4-year institutions.
744	V	S	10/10	C	2	Active marketing campaign for seniors working in the community--form an advisory committee made up of senior citizens to provide the leadership. *1, 2
745	V	S	10/10	C	2	Open communication on upcoming events.
746	V	S	10/10	C	2	Offer Driver's Education classes. *1, 2
747	V	S	10/10	C	2	There is a need to expose our community to the needs of the industries to fill skilled positions.
748	V	S	10/10	C	2	WITC does well at providing custom training. *1, 2
749	W	S	10/10	C	2	Q3: More community education. Marketing WITC information in school district/school newsletters, i.e. elementary schools, middle schools, high schools.



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750	W	S	10/10	C	2	Q1: The variety of businesses that are here and the new ones coming Economic Development is the future and WITC fits into the education and skills needed for our future employees. *1, 2
751	W	S	10/10	C	2	Q2: The future is 'now' and the training time is now and WITC is working to listen to the needs of employers' and students' "future needs". *1, 2
752	W	S	10/10	C	2	Q3: The ability to listen to the needs of the community-employers-government officials-and to incorporate where possible into the curriculum of the campus. *1, 2
753	V	SL	9/30	C	2	Career days are good for recruitment of students. Get the students in the campuses. *1, 2
754	V	SL	9/30	C	2	Need technical education opportunities (ie. Health services, machining) in the highschoools and grade schools so they have experience and hands-on experiences. Have summer classes from WITC during summer school time in the highschoools. *1, 2
755	V	SL	9/30	C	2	Transcribed credit is growing. Need to do more. This is a way to get into the highschoools and help the students gain technical college credits in highschool.
756	V	SL	9/30	C	2	Technical college education should be funded more by the state as there are statistics showing the return on investment is better for technical college graduates. *1, 2
757	V	SL	9/30	C	2	Develop a mentoring program for young students going into the workforce - professional etiquette, soft skills, and work ethic. *1, 2
758	V	SL	9/30	C	2	Grow our apprenticeship programs to give the students positive and real-life experience. Experiential learning to build experience & recruit employees. Similar to K-12 co-op programs. *1, 2

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759	W	SL	9/30	C	2	Q2: More cross training with nursing students to be able to adapt to Critical Access. Also HVAC along with Health Care Maintenance. Example: use of emergency generators-medical equipment checking, fire drills ect, budgeting/ purchasing. *2,*3.
760	W	SL	9/30	C	2	Q2: The public High Schools are going to need to step up to the plate and take responsible actions to prepare the American youth. *2, 5
761	V	A	10/29	E	2	Important to develop entrepreneurs in the community. Facilitate the success of entrepreneurs which keeps money in the community.
762	V	A	10/29	E	2	How do we as a college promote and support graduates and community members start up new businesses? Do competitive marketing to see if business is viable. Boot camps to see what skills are needed? *2, 5
763	V	A	10/29	E	2	What are we doing to promote business and industry leaders?
764	V	A	10/29	E	2	Developing and facilitating success of entrepreneurs.
765	V	A	10/29	E	2	Transfer degree to 4-year college.
766	V	N	10/17	E	2	Need a Career Day for middle schoolers. If they can't come here, could we go there?
767	V	N	10/17	E	2	WITC Career Apps would interest younger, tech savvy students. *2, 5
768	V	N	10/17	E	2	Partnerships are important, i.e. Bosch.
769	V	N	10/17	E	2	Parents have a negative perception of a 2-year degree as a dead-end.
770	V	N	10/17	E	2	4-year colleges are reluctant to accept transfer credits from our Accounting program because we cover skills from their 3rd and 4th year courses. *1, 2
771	V	N	10/17	E	2	Nexen tour - best practice for professional development. Useful by not costly. *2, 3

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772	V	N	10/17	E	2	The more we can be heard and seen in the community the better we will be. There is a lot of marketing opportunities. (i.e. getting into local paper for test out, graduation announcements in paper are effective, Facebook promotion by employees is reaching outside audiences. Human interests stories of students in local papers. Create spotlights - like we do in the Career Impact magazines that come out). Also, alumni are promoting. *2, 4
773	V	N	10/17	E	2	Could we connect with middle schoolers (8th & 9th graders) to help them select their curriculum "paths" to WITC? i.e. STEM initiatives with middle school girls and links to WITC.
774	V	N	10/17	E	2	Counselors talking to younger students before 9th grade, so you can give them opportunities and let them know about youth options while in high school and not at the last minute. (6th, 7th, and 8th grade is good time so incoming students are prepared).
775	V	N	10/17	E	2	We need parent buy-in to the great opportunity that WITC provides.
776	V	N	10/17	E	2	Grants provided to let high schoolers experience different careers and give awareness to what WITC offers. *1, 2
777	V	N	10/17	E	2	Get high schoolers on campus and make it a fun place to be. Also get parents on campus. More programs need to get on board with this. Amazing race for middle school activity = come to WITC.
778	V	N	10/17	E	2	Opportunity for marketing Correctional Officer - within the school. Work with recruiters when soldiers get back to show them what is available to them. *1, 2
779	V	N	10/17	E	2	Representatives at Parent teacher conferences. Also market to those who don't make it in the 4-year colleges and give them opportunities (Turkey letter).

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780	V	N	10/17	E	2	2 + 2 - there still seems to be a glitch with students losing transferable credits. Need to make this more seamless when transferring. Transferability needs to be marketing more. *1, 2
781	V	N	10/17	E	2	Minnesota includes 8th grade all the way through.
782	V	N	10/17	E	2	College for kids at Superior. Assigned student ID# and tracking to see if they persist. *1, 2
783	V	N	10/17	E	2	"Amazing Race" is a good program. Middle School activity to come to WITC. *2, 6
784	V	N	10/17	E	2	Workforce Resource & WIB's are a good resource for students in some programs where students need horizons to be broadened.
785	V	N	10/17	E	2	Technical colleges and the university colleges in WI need to get it together better. Our current structure makes this difficult. Other states have figured it out and WI is behind other states in figuring out what is best for students and our economy. It's all about "turf" and we need to try and get this barrier eliminated.
786	V	N	10/17	E	2	Q: Did Business and Industry talk mention sponsorship? A: Talked about youth apprenticeship. Spoke about business support but not exactly sponsors. Business and Industry seemed to be at a state of helping out.
787	E	O	11/11	E	2	Continue to strengthen business liaisons within the community.
788	E	O	11/11	E	2	WITC keeps good lines of communication with its stakeholders.
789	E	O	11/11	E	2	Involvement of stakeholders with campus.
790	E	O	11/11	E	2	WITC is a great asset to the community. We are very lucky to have such a great campus in our community.

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791	E	O	11/11	E	2	<p>I think our contract classes are a very good way for us to establish a relationship with business in the community. We do have collaborative events such as the Manufacturing event. I think we always need to be reaching out to businesses as well as the people in the community by have "college" events but perhaps we could have other community events that are not college events, perhaps in the conference center bringing the community here for something besides college related events. Perhaps speakers or demonstrations or some other events that the community would be interested in attending just to get our name out there.</p>
792	E	O	11/11	E	2	<p>We do a great job of meeting the employment and training needs of local business and industry. Quarterly electronic surveys to business and industry contacts to better gauge changing needs and trends.</p>
793	E	O	11/11	E	2	<p>We need to have careful discussions about the balance of cost, serving students, and employability for businesses when we are setting up online classes. So many classes have moved to online to better utilize resources and provide offerings to students. The tradeoff is a less-prepared student in the non-technical aspects of their job. Employers are telling us that are students are not coming out of our degree as well prepared socially and professionally with online only courses. *1, 2</p>

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794	E	O	11/11	E	2	Provide us with an opportunity to better serve the students in a financially workable manner OTHER THAN pushing them into online. We need to get clever here; maybe 3 hours online and 1 hour in an online meeting environment. Something that allows us to more personally engage with the students, AND allows us to determine where they need help personally (socially) and professionally. This is our biggest challenge right now. Our employers are telling us our mainly online students are below par. *1, 2
795	E	O	11/11	E	2	WITC seems well connected with area businesses and business groups. The continuing education division has employees that meet regularly with employers. Sometimes it can be hard to find instructors for classes at local businesses. *2, 3
796	E	O	11/11	E	2	Try to support local initiatives to promote education. Should get more involved with youth and other non-profit entities that can be supported in the community.
797	E	O	11/11	E	2	We have Advisory committees.
798	E	O	11/11	E	2	Include community stakeholders in "needs" surveys.
799	E	O	11/11	E	2	I believe that the next priority of support is to partners and external stakeholders. Maintain communication that includes invitation into WITC and its programs and invite community & business in often. *2, 4
800	E	O	11/11	E	2	I think we offer a variety of programs and stay in touch with industry needs. Listening to the Advisory Committees is a key in the process, they are the employers and have their thumb on the pulse of what skills are needed. *1, 2
801	E	O	11/11	E	2	We try to meet the needs of our various communities in all of our eleven counties.

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802	E	O	11/11	E	2	We try to accommodate all reasonable requests for educational opportunities. Try for more active membership on advisory committees. We try to offer what our active advisory committee members say they want to see in their communities.
803	E	O	11/11	E	2	We need to develop a list of who goes to the various rotary / town organizations and meetings from the college. It seems like there are a lot on the orgs in the communities or our campuses, but not as many in the ones outside. Some of our staff may be involved in those, but it just isn't known. Would be nice to establish a list of who goes where from when we are getting information out to our partners.
804	E	O	11/11	E	2	Continually refine programs to match employer expectations.
805	E	O	11/11	E	2	We have strong advisory committees that give valuable input to our programs.
806	E	O	11/11	E	2	Keeping in touch, listening to needs, etc.
807	E	O	11/11	E	2	Continue to strengthen partnerships throughout the district in this area of strengthening the regional economy through uplifting systems thinking and sustainability in our regional decision-making, collaborative efforts and so forth.
808	E	O	11/11	E	2	We offer training, and customized training on the latest technology to keep the businesses up to date. We listen to feedback from area employers and change our training based on that feedback.
809	E	O	11/11	E	2	Work with business partners on training needs. Work with the Native American tribes on training.

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810	E	O	11/11	E	2	WITC provides a wide variety of education and training opportunities: extensive degree and diploma programs designed with input from our partners in the community through the advisory boards for each program; programs such as EMT in which many students have direct sponsorships from their communities; business training on campus and off-site; non-credit continuing education held at locations throughout our district.
811	E	O	11/11	E	2	There are very close linkages with employers in our region, including advisory board representation and continuing education involvement on area workforce boards.
812	E	O	11/11	E	2	WITC could build relationships with the four tribes that are located within our district. In some cases they are some of the largest employers, but they are pursuing training opportunities from other entities including other colleges within our district, such as UWS.
813	V	R	10/22	E	2	Collaborate for government funding within WTCS, within WITC, and more.
814	V	R	10/22	E	2	70% of all manufacturing positions can currently be filled by employees with technical diplomas to associate degrees. State projects 54% of general job market can be filled by the same. Market more in K-12 for tech college value and future employment opportunities.
815	V	R	10/22	E	2	Host more opportunities for business and industry to see what we do and to tie into faculty to communicate their needs. *2, 4
816	V	S	10/10	E	2	We need to do more of what we did last week--Superior's Manufacturing Reveal. Partnering with business & industry. Keep WITC 'out there'.
817	V	S	10/10	E	2	Need ideas on how to bring the high schools and parents into WITC to show them what WITC offers.



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818	V	S	10/10	E	2	When we have events such as Superior's Manufacturing Reveal -- have a focus for highschool students so that they feel welcomed and have activities that are focused on them--not just employers. Leadership community.
819	V	S	10/10	E	2	How can we reach the parents? Offer Career Day for both students and their parents. Get the highschool involved and communicated to parents.
820	V	S	10/10	E	2	Massive Open Online Courses (MOOCs) - free. Are we going to offer them? Scoop it. *1, 2
821	V	S	10/10	E	2	High school career day - partnering with the parents and B&I. Bring them all here. *1, 2
822	V	S	10/10	E	2	Focus on the development of soft skills of high school students. Partner with h.s. and B&I to do this.
823	V	S	10/10	E	2	WITC to embrace service learning to give back to the community and work with our B&I partners. Add a component into our curriculum to provide service learning. *1, 2
824	V	S	10/10	E	2	Work collaboratively with the 4 year university for credit transfer. Content and timing--focus should always be on what is best for the student.
825	V	S	10/10	E	2	Reach out through Youth Leadership.
826	V	SL	09/30	E	2	Recruitment of students. Take advantage of partnering with highschool activities (low pressure opportunities) and showing off our campuses and programs (i.e. highschool clubs that relate to our programs). Take advantages of all opportunities to get highschool students and parents on our campuses (ie. transcribed credit students, use success stories) Note: Students want a "college" experience with dorms, they don't know what they want to do, etc.. *1, 2

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827	V	SL	09/30	E	2	How can we link local businesses supporting student-workers (ie. Pay tuition for work pay-back). *1, 2
828	V	SL	09/30	E	2	Utilize our buildings to draw community & business people in. Are we in touch with our local businesses to draw students? Get the right people at the table to maximize these opportunities. Should we offer a program that would take longer during underutilized times on our campuses? *1, 2, 5
829	V	SL	09/30	E	2	Give students an experience of many programs for those that are undeclared. Create more opportunities with partnering with other technical colleges for something we don't offer. *1, 2
830	V	SL	09/30	E	2	How do we retool programs and staff? How do we make quick response to business needs? (i.e. Bosch, rapid response teams for highschool academy) #2, 4, 5
831	V	SL	09/30	E	2	Concern that we are having trouble getting health facilities to take our health students for clinicals/internships or they only want our best students. How do we build relationships with those facilities?
832	V	SL	09/30	E	2	We are getting requests for specific technical training (i.e. x-ray machines). *1, 2
833	V	SL	09/30	E	2	Take opportunities for classes on Fridays and evenings - better utilization of buildings. Target a program on Fridays and weekends and evenings - target Business & Industry specialized training. Note: There are a lot more students signing up for online classes. *2, 5
834	V	SL	09/30	E	2	Look at offering our campus libraries for city & community needs (see Duluth library article). Bring more community into our buildings.

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835	V	SL	09/30	E	2	Have employers that hire our students available at the campus when prospective students are on site so they can talk to them about job opportunities.
836	V	A	10/29	S	2	Need to promote the area better. Ashland didn't promote the lake. Some students didn't even know there were going to be by a great lake. Nicolet promotes the outdoors. *1, 2
837	V	A	10/29	S	2	Some type of outing clubs that could do hikes or tours of the area.
838	V	A	10/29	S	2	Do they do workshops/job fairs of area employers? Haven't seen one in about two years. *1, 2
839	V	A	10/29	S	2	Need jobs fairs with area employers.
840	V	A	10/29	S	2	Explore job fair opportunities (have done in the past).
841	W	A	10/29	S	2	Q3: If at all possible make/have credits transfer to more colleges throughout the state and neighboring states. *1, 2
842	V	N	10/17	S	2	Incentives for bringing in other students. Word of mouth advertising. Free text book rental, lunches/cafeteria credit, gas card, bookstore gift certificate, PaperCut credit. *2, 3
843	V	R	10/22	S	2	Student in their second year accounting, and wants to continue to baccalaureate degree and CPA certification. (Discussion on articulation agreement or possibility of a 4-year college renting space here to continue presenting further schooling, or working with UW-Barron County, career counselors, etc.) *1, 2, 5
844	V	S	10/10	S	2	Students really need child care. *1, 2
845	V	S	10/10	S	2	Offer Internships with area businesses. Dean of Student Services indicated that Internship opportunities are posted on the TechConnect. *1,2

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846	V	S	10/10	S	2	Enhance majors/programs with partnerships on campus. Have students 'hang out' with the campus health nurse and apply their knowledge in serving the students. Or have the ECE students provide day care. *1, 2
847	V	A	10/29	B	3	Staff Development in climate change education.
848	V	A	10/29	B	3	LEAN concept reinforcement in programs.
849	V	N	10/17	B	3	TechConnect communication with the community so they know where to look for employees. Advertise and have easier access. *2, 3
850	V	N	10/17	B	3	Use content media options - mobile devices to push content.
851	V	N	10/17	B	3	Adapt to the changing nature of manufacturing - use educational streams to support those changes. This will enhance the college experience for students.
852	V	N	10/17	B	3	Get out of the building (faculty and staff) to get new ideas.
853	V	N	10/17	B	3	Distance Learning - Alternate Delivery, Remediation - technical skills and technical experience of alternate delivery. Improve to keep pace with changing times to keep students current.
854	V	N	10/17	B	3	Competitors may be looking at newer and better ways of doing things, so we need to be aware and adapt. *1, 3
855	V	N	10/17	B	3	Have a kindergarten day on campus - "Play nice in the sandbox". *2, 3
856	V	N	10/17	B	3	Career choices are made after contact with an inspirational teacher. *1, 3
857	V	N	10/17	B	3	Counselors have a lot to deal with - career counseling is not the only task for them.
858	V	N	10/17	B	3	Peer to peer marketing (faculty to students).
859	V	N	10/17	B	3	We should be using LinkedIn to have contact with business and industry. *2, 3
860	V	N	10/17	B	3	Look at courses to address business needs. *1, 3

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861	V	N	10/17	B	3	Infusing money into the K-12 system to build foundation for technical college.
862	V	N	10/17	B	3	Building blocks for various steps (embedded certificates). Keep in mind additional training for special industry needs.
863	V	N	10/17	B	3	WITC needs to become a test site for CNA testing. It will be helpful and increase success. *2, 3
864	V	N	10/17	B	3	Prepare people for next steps with training needed. (even soft skills) i.e. Steps - RN to BSN. *1, 3
865	V	N	10/17	B	3	Other areas of healthcare, WITC needs to look at what are the next levels for healthcare employees with the healthcare environment. There is a lot of cross-training going on in the industry. Need to add certificates (continued ed courses).
866	V	N	10/17	B	3	Need professional development courses to grow employees that are already employed within healthcare.
867	V	N	10/17	B	3	Personal contact within the tech college is helpful. There is a lack of awareness about TechConnect. Instructors speak directly to students when jobs are posted.
868	E	O	11/11	B	3	Hiring qualified, well-rounded employees.
869	E	O	11/11	B	3	Keeping and promoting employees with bachelors and graduate degrees not just associate or diploma programs. Offer related programs for education and training. Internships.
870	E	O	11/11	B	3	Finding people with skilled abilities who are licensed in their field.
871	E	O	11/11	B	3	Employees understanding LEAN and systematic problem solving, and improvements.
872	E	O	11/11	B	3	Incentive programs, Management Training to improve communication skills as well as Conflict resolution training.
873	E	O	11/11	B	3	Continued employee development has to be short and crisp.

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874	E	O	11/11	B	3	Law Enforcement Training - able to continue yearly training for jail officers with enough classes available to allow for shift coverage while those are at training. *1, 3
875	E	O	11/11	B	3	New hires.
876	E	O	11/11	B	3	Plan for Growth. We will need skilled screenprinters and machine operators as well as electronic assemblers. Finding good workers with above average mechanical skills.
877	E	O	11/11	B	3	Lack of qualified technicians and operators. Waste industry operational and environmental education.
878	E	O	11/11	B	3	By reducing your administrative costs and bureaucracy. There is a feeling in the community that you have a bloated back office operation that is adding to our tax load without helping you deliver trained, competent graduates.
879	E	O	11/11	B	3	Sustainability of competent healthcare employees/leaders. Continue to offer or begin to offer healthcare classes such as RN, CNA, Administrative Professionals, Coding, Phlebotomy, IT, Ambulance/Paramedics, etc.
880	E	O	11/11	B	3	Leadership training and initiatives for middle/program managers.
881	E	O	11/11	B	3	Increase in production and support personnel.
882	E	O	11/11	B	3	Providing adequate training to existing employees to handle the demands of the career. More specifically, increase leadership and management training to supervisors. *3, 4
883	E	O	11/11	B	3	Open communication and continued curriculum development to meet or exceed industry demands/changes.

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884	E	O	11/11	B	3	Customer demands have changed towards more and more technical products, electronics and such. Manufacturing these products requires fast turnaround in an extremely competitive global market. The need for employees that are trained in automation, CNC programming, Tool & Die Making/Repairing and maintenance of more technical equipment is in great demand and many employers are "fighting" over what seems to be a smaller and smaller group of qualified candidates trained in this area.
885	E	O	11/11	B	3	The most common question I hear from employers is, "Where are all the candidates who want to work?" Many candidates have too high of expectations set as to what many believe they are entitled too or deserve when they truly don't have the skills and abilities many feel they possess, but in fact, do not. Many candidates also are not willing to work "off shifts", weekends, whatever is needed to maintain the requirements of that particular business. More recruitment for technical positions (at least for the manufacturing industry). Lots of job openings that are going unfilled for months due to not enough candidates to go around.
886	E	O	11/11	B	3	The ability for our company's growth has a direct link to the ability of WITC to provide training and qualified individuals for new companies coming to the area. *3, 4, 5
887	V	R	10/22	B	3	Manufacturing has changed. We're finding employees are lacking some of the softer skills, e.g. getting along with others, problem solving, teamwork, email.*1, 3
888	V	R	10/22	B	3	STEM initiatives should be encouraged more at HS level. Many other clubs are promoted (FBLA, FFA, etc.) but rarely STEM.*3, 6

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889	V	R	10/22	B	3	Need for well-rounded machinists in machine shops - not just CNC tool operators. Having to train internally. Encourage WITC programs to include more basic training for machinists and the understanding of how a machine shop operates - job shop, wide skill set, programming setup, lathes, boring mills. Look at certificate options and apprenticeships.*1, 2, 3
890	V	R	10/22	B	3	Need for both well-rounded machinists and for machine operators. Perhaps training initially for machinists, then allow them to specialize with various machines.*1, 2, 3
891	V	R	10/22	B	3	Link the Walker initiative for apprenticeship sites with the need for machinists in different machine shops.*1, 2, 3
892	V	R	10/22	B	3	Need more training in sales and marketing - communication skills, advertising, promotion, etc. Internships for businesses would be very beneficial with some basic curriculum expectations like that, rather than just typing or copying.*1, 2, 3
893	V	R	10/22	B	3	Strong work ethic and positive attitude is sought over skill set. Skills can be taught. Students need to understand what is expected and why, texting, internet use, social media, etc. Need to work when at the job. Is explained at time of hire, but is still an issue.*1, 2, 3
894	V	R	10/22	B	3	Professionalism - what to wear for job interviews, texting on the job, piercings, etc. Add to employability skills training.*1, 2, 3
895	V	R	10/22	B	3	Employer panel currently at the end of the year. Recommend employer panel at beginning of the year, too, so students go through their training aware of what employers expect and keep that in mind throughout their training.*2, 3
896	V	R	10/22	B	3	Need Certified industrial welding instructors.



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897	W	R	10/22	B	3	Q3: Continue with "certifications" for CPR, meds, fire safety, etc.
898	V	A	10/29	C	3	Recognition/incentive or community engagement.
899	V	H	11/5	C	3	Have more staff at Hayward Learning Center to answer questions and help the students.
900	V	H	11/5	C	3	Would like to see an X-ray technician program. 2 year degree. (a lot of clinical time & internship) *1, 3
901	V	H	11/5	C	3	More hands-on police science in services in Hayward Outreach Center and not go to campuses. - Less travel & expenses. *1, 3
902	V	H	11/5	C	3	Need more Physical Therapy, Occupational Therapy (OTA & PTA) graduates. *1, 3
903	V	H	11/5	C	3	Offer a Nurse informatics option? - St. Scholastica offers *1, 3
904	V	H	11/5	C	3	Need basic computer skills, need to be able to do face-to-face until they get the computer skills. Word, Excel, PowerPoint. Available in Hayward. *1, 3
905	V	H	11/5	C	3	CDL training needed. No licensing available nearby.
906	V	H	11/5	C	3	Modes of education - take some science classes as blended (hybrid) - lecture in Hayward over ITV and then 1 lab once a week or once every 2 weeks- less travel and some time with instructors - not all over online or ITV. *1, 3
907	W	H	11/5	C	3	Q3: In Hayward, provide more basic college courses which students could transfer to University of Wisconsin. There are limited options in Hayward. Also after general excel, word & powerpoint classes for adults in Hayward. Older work force/employees are having difficulty keeping up with computer skills. *3, 5

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908	W	H	11/5	C	3	Q3: Testing CNA Skills in Hayward. Advertising and making available. Increasing nursing out-put, additional nursing certifications (AIS,BLS) increasing knowledge & skills in nursing, pharmacy tech skills, & nursing assistants. *1, 3
909	W	L	10/31	C	3	Q2: HSED requirements are increase. Preparing students to pass the test is critical. Provide training for our teachers to develop technology education that best prepares students to be marketable.*1, 3
910	W	L	10/31	C	3	Q3: GEDO 2 - HSED acquisition. Partner to develop night technology skills classes. Job fairs for younger students. *1, 3
911	W	L	10/31	C	3	Q1: Need for more computer training/knowledge loss of retirees and refilling positions with less qualified employees, need for training on soft skills, retirement of maintenance personal and lack of many candidates with this experience.
912	V	N	10/17	C	3	We all love WITC - it's got a great brand. The employees make us successful.
913	V	N	10/17	C	3	Are you leveraging MOOC's? Could be useful for lifelong learning.*1, 3, 5
914	E	O	11/11	C	3	Continue long tradition of finding instructors who are dedicated and/or have worked in the trade they teach.
915	E	O	11/11	C	3	Quality. Legitimacy. Low academic and intellectual skills of staff and students.
916	E	O	11/11	C	3	Every staff member and student will reach their fullest potential. Keep us up to date on innovative programming that we can take advantage of or better train our students for.
917	E	O	11/11	C	3	Provide staff the necessary tools to allow success and growth in their profession.
918	E	O	11/11	C	3	At this time we will continue to use WITC for our CPR certifications and the process seems to working well for us.

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919	E	O	11/11	C	3	Training on new software.
920	E	O	11/11	C	3	Continue to recruit quality instructors. Work hard at lobbying legislation to support technical education.
921	E	O	11/11	C	3	WITC has faculty and staff that make education work. Treat them with respect and awe! You are top heavy with managers: Deans upon deans, etc. One vice president's salary hires three instructors and a number of support staff. Word of mouth is important. Who are students interacting with on the front lines? Faculty and support staff. Invest in them financially, professionally, and by giving them the respect and recognition they deserve.
922	E	O	11/11	C	3	Valuing staff and students: Training for managers, administrators (Presidents, VPs, etc.). Overworked and underappreciated staff and faculty. The more support, respect, and appreciation will exponentially pay off in the workplace and classroom. Giving out free sundaes doesn't cut it. Just as you want staff to respect students on a daily basis, managers/presidents/vice presidents need to tow the line. It's not all about what you say; it's what you do. *3, 4
923	E	O	11/11	C	3	I believe that WITC is a very important tool for the community. Many students have realized good employment to support their families after only one of two years of training. Two examples: I have a son and a son-in-law that each took a one year program at WITC and have done very well in their careers. Continue with the high quality of instructors. *1, 3

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924	E	O	11/11	C	3	<p>Staff must have this ability on how to USE technology, to transfer to students and stakeholders. Ongoing training, similar to what UW Superior does for employees, management, etc. Why do we have to travel all the way to Superior, why can't these same classes/series be offered here?</p>
925	E	O	11/11	C	3	<p>I would like to see more artistic diversity and creative enterprises in Rusk County. The Creative Community. Vital lifelong learning opportunities for the adults of Rusk County, keeping people educated and energized. It would take the involvement of both WITC providing leadership and resources as well as the community offering teachers and expertise. Not sure who would be involved in developing an actual college here in Rusk County, not simply on-line classes with minimal teacher/student interactions. For the first two goals, both related, there would need to be more and better continuing education programming and recruiting of teachers to provide such classes. These kinds of classes could also be incorporated into a curriculum of the arts and creative enterprises - involving both college students and "non-traditional" students in the classes. Community development of the creative community as economic development. Develop more creative and extensive continuing education programming, incorporating more of the arts. Create a physical presence here in Rusk County. *1, 3, 6</p>

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926	E	O	11/11	C	3	By having trained staff at WITC to help ESL/EEL students succeed. Right now, our students do not select WITC since there is not support. We have this great post-secondary school in our backyard but since there is not a lot of support they go to CVCT or to the Twin Cities.
927	V	R	10/22	C	3	What types of issues have you (Bob) had with your staff since Act 10 went into effect? Listening sessions with staff, valuing staff culture project, benefits committee, etc. for ways employees can voice opinions and feelings with negotiations strictly forbidden now.
928	V	R	10/22	C	3	Adjunct faculty felt WITC handled Act 10 much better than many public school handled the loss of contracts with their staff.
929	W	R	10/22	C	3	Q1: Providing professional development to educators in the region. Hiring potential employees with IT and administrative assistant degrees from WITC. *2, 3
930	W	R	10/22	C	3	Q2: Seems we have constant turnover in IT Staff.
931	W	SL	9/30	C	3	Q2: More cross training with nursing students to be able to adapt to Critical Access. Also HVAC along with Health Care Maintenance. Example: use of emergency generators-medical equipment checking, fire drills ect, budgeting/ purchasing. *2,*3.
932	W	SL	9/30	C	3	Q1: Career day presentations at local high schools. Have the college present summer school curriculum to local High School to develop interest. Involve local successful people to endorse WITC advertising and presentations in person. *3, 4
933	V	A	10/29	E	3	I think it's a bit concerning that more staff are not taking part of the opportunity to attend a forum.

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934	V	A	10/29	E	3	Some ITV and online is needed to serve students. Some students have a large online load. This is affecting staff who serve the online programs. Caps are moving up and some faculty have increased loads to serve more students.
935	V	A	10/29	E	3	Facilities: Courses are IP Video. Some classes need computers. We need to look at updating/dual labs so I can see my students and they can see me. Currently cannot do that. *3, 5
936	V	A	10/29	E	3	Need a little bit more faculty involvement when designing ITV room/labs.
937	V	A	10/29	E	3	Looking at lighting for ITV rooms. Getting a lot of glare off the screens in Room 209. Ergonomically not good for the body in trying to avoid glare. *3, 5
938	V	A	10/29	E	3	Communication and input. Risk taking is encouraged. Job positions that have been moved around in Shell Lake. Where is the input being gathering and how are those decisions made? How is it being communicated to staff? This could be done better because there is issues in this area. Make sure we are engaging staff, they may have a different perspective and could be effective in the decision-making. Both perception and reality. *3, 4
939	V	A	10/29	E	3	Employment opportunity development for people with accommodation needs.
940	V	A	10/29	E	3	Green awareness opportunities for employees.
941	V	A	10/29	E	3	Online faculty workload considerations.
942	V	A	10/29	E	3	User input in design of facilities, for example, ITV labs.
943	V	A	10/29	E	3	Implement system thinking in processes.
944	V	A	10/29	E	3	Improve communication with in-house opportunities regarding internal jobs.
945	V	A	10/29	E	3	Faculty/staff input on development of facilities. *3, 5

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946	V	A	10/29	E	3	Impact on staff on taking other delivery modes vs. face-to-face.
947	V	N	10/17	E	3	We're in the business of education - what are we doing for our staff?
948	V	N	10/17	E	3	There should be succession planning for instructors, and it would be nice if education meant the same for instructors as it does for students. Faculty have certification courses, but don't know if other education is offered to support staff. Don't know how available staff development funds are anymore. Need to help people move to the next level and explore other positions = human capital.
949	V	N	10/17	E	3	What level of education is required? Can we coach? Certification courses are okay, but support staff could use some funding or incentives.
950	V	N	10/17	E	3	Personal professional development to help people thrive and serve our students best.
951	V	N	10/17	E	3	Q: Is the Individual Learning Plan (ILP) a useful tool? A: We don't promote it enough, it is underutilized.
952	V	N	10/17	E	3	Succession and mentoring managers shouldn't feel threatened by this process. *3, 4
953	V	N	10/17	E	3	Higher ed degrees - cost prohibitive vs. benefit = ROI
954	V	N	10/17	E	3	Nexen tour - best practice for professional development. Useful but not costly. *2, 3
955	V	N	10/17	E	3	Human capital is a huge issue.
956	V	N	10/17	E	3	Dean/Manager should be a coach or mentor.
957	V	N	10/17	E	3	New managers might not even know about professional development for staff and they don't pursue it enough.
958	V	N	10/17	E	3	Staff development funds never seem to be used and why not?
959	V	N	10/17	E	3	Hiring your heroes program - military.

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960	E	O	11/11	E	3	Flexibility is good, we usually get vacation days that we want off of. Great benefits. Better communication flow. More communication in general. Longer lunch breaks?
961	E	O	11/11	E	3	With our LRC, ETC, and Student Success Center, we do an excellent job of serving students with a variety of learning styles. WITC staff serve as excellent role models in our community to students. *1, 3
962	E	O	11/11	E	3	WITC hires staff who truly care and are easily accessible. Make the new addition's south door accessible to faculty as an entrance via a key fob, as seen on other campuses. Place a second copy machine upstairs connected to only faculty laptops to reduce the "bottle neck" effect of only having one copy machine for all printing (e.g. your printed email ends up inside another instructor's PowerPoint printings). *3, 6
963	E	O	11/11	E	3	Employee focus.



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964	E	O	11/11	E	3	<p>There are opportunities for training and improvement internally as well as externally. We need to focus on equality within departments. When the handbook says up to the managers discretion sometimes that means that one or 2 people in a department will be allowed to flex their hours and others will not, perhaps because they have been here forever and have "always" done it but we don't allow it any more, or perhaps their direct supervisor is not on campus and they are allowed and the other employees in the department under the supervisor on campus are not allowed. Not being valued. When staff are told they need to adhere to a specific dress code and they see faculty, not the T&amp;T faculty, but others wearing jeans and sweatshirts and running pants to teach their classes it contributes to a feeling of unfairness. Again I think this comes under the heading of manager discretion. Why are staff required to dress better than faculty?</p>

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965	E	O	11/11	E	3	<p>WITC does everything they can to see that students succeed by offering many resources to them for help. We also will run a class for 1 student to enable them to graduate on time. We do everything that we can to see to it that they know what classes they need to take and when, this is something I have never heard of at another college. The pdf's that are created each semester for each campus and program enable the students to "know" what they need to take that semester. We need to enable our students to take control of their education. In my previous comment I talked about the pdf's that we create so that students "know" what to register for but is that really doing them any favors? Shouldn't we teach students how to read their curriculum check lists to empower them to take charge of their academic lives? Are we really teaching them to be responsible future employees? Is it unrealistic to expect students to attend school on Fridays? Why do we set that precedent when they get into the real world will they not have to work on Fridays? I have heard it from more than one faculty saying we cannot expect students to come to school on Fridays. I say why not? Should we not inspire our students to respect themselves and their education by setting an example of how we dress and act as well as how we maintain our campus? If we do not respect ourselves as individuals or as a college how can we expect students to respect themselves? Isn't this a core value that we want to teach them and how easy by example. *1, 3</p>

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966	E	O	11/11	E	3	<p>We could do a better job opening lines of communication and demonstrating respect/appreciation for all staff. Be more accepting of flexible schedules and working from home. Based on our policy, it's pretty obvious we're WAY behind the times and resistant to alternative work arrangements. (Even though research has proven that staff working from home are 25% more productive!) Yes - obviously it's not for everyone. We can't have the front desk empty or "virtually" provide all services. However, there are many positions IDEAL for this arrangement. Hiring pools will be small if this isn't a REAL option soon. Encourage/facilitate meetings/collaboration among campus social committees. They go a long way in creating a positive culture and improving morale; much could be gained through collective brainstorming and more consistent planning/implementation procedures.</p> <p>Ask the social committees for input regarding all-staff and/or campus inservices.</p>
967	E	O	11/11	E	3	<p>Why so much oversight and intervention with expense forms? Shouldn't that be the manager's responsibility? Do we really have the staff capacity to provide those hours? Let the manager have the accountability they've been hired/paid for. Random audits make sense; devoting support time to review every single document definitely does not. Training opportunities - continuous improvement. *3, 5</p>

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968	E	O	11/11	E	3	<p>Staff are getting tired of traveling to Rice Lake for all day inservices. It may be fine if you live in Rice Lake or Shell Lake -- but for the rest of us the day is too long and too expensive for the college. We would like to see this taken into consideration when planning these events. We have IPV and that works fine. WITC feels like family but it seems like we are getting heavy on the management hires and light on the raises. Decisions are made - for example - moving all of the Associate VPs to VPs and it is hard to justify when the raises over the past few years have been lean. Benefit costs eat away at any raise we do get and it is frustrating. We work hard - all of us - and a raise is the only way some of us feel valued. We have a great staff development process but few of the OTS utilize it. We need to find a way to have the OTS be more open to additional training.</p>
969	E	O	11/11	E	3	<p>The staff hired by the college is well qualified. In terms of providing the need human resources, I feel the college does a solid job in preparing students for the workforce. *1, 3</p>
970	E	O	11/11	E	3	<p>Support the employees (financially) with their involvement in community organizations. Rotary membership, for example, is quite costly; yet the college and students benefit from my involvement with that.</p>
971	E	O	11/11	E	3	<p>I have a job; for that I am thankful. I feel the college makes strong attempts at WITC-sponsored staff development opportunities. They don't always hit the mark, but the college is trying. We have a nice facility and technology with support.</p>

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972	E	O	11/11	E	3	While the college reorganization has worked well for upper management in the administrative functions of the college, we have not resolved the issue of challenge it has placed on the Dean/faculty level. We are simply not getting things done at a quality level because we never see anyone. We spend the small amount of time we ARE in contact focusing on negative challenges and putting out fires. We have no time for collaborative, quality improvement planning. We are buried in minutia/busy work.
973	E	O	11/11	E	3	WITC seems well connected with area businesses and business groups. The continuing education division has employees that meet regularly with employers. Sometimes it can be hard to find instructors for classes at local businesses. *2, 3
974	E	O	11/11	E	3	The rate of pay for OTS seems fine; however, the pay for some instructors seems low; particularly the Nursing Instructors. They can make a lot more money in the public sector with Master's Degrees in Nursing. The OTS staff seems to be unhappy. It might be the lack of leadership available to them directly at their location. Too often, the boss is at another campus. *3, 4

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975	E	O	11/11	E	3	<p>WITC aims to provide well-trained employees. Discontinue programs that are no longer needed WITHOUT CREATING NEW POSITIONS FOR THE TEACHERS WHO ARE DISPLACED. Implement new programs in response to employer needs. Expectations are clearly communicated to staff members. Open all Teaching &amp; Learning Days to adjunct faculty, who should be paid a stipend to attend. Provide all staff with adequate resources to do their jobs, including much improved technical support (I have waited MONTHS), far fewer "hoops" set up by Administrative Office staff, and adequate, local clerical support. Distribute workloads more evenly. *3, 4, 5</p>
976	E	O	11/11	E	3	<p>Develop more effective means for self-directed work groups.</p>
977	E	O	11/11	E	3	<p>Shows support through awards and recognition at in-service. Look at additional ways to award employees for successes be it big or small. Even little recognition can go a long way. Family picnics or get togethers improve longevity and goodwill. Allows people to connect.</p>

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978	E	O	11/11	E	3	<p>Allow interns to work in their offices. Provide service learning projects as part of the classroom activities. Clubs provide service to many organizations. Less online classes to better serve businesses with the skill sets both hard skills and soft skills that students need to be successful in the workforce/community. Keep students involved in onland classroom activities and service learning projects to meet community needs as well as academic needs. Faculty and staff stand by each other and support each other in the day-to-day activities SERVING students. Faculty serve students on a DAILY/HOURLY/minute-by-minute basis 24/7. Faculty and local staff work together to meet student needs. Get administration on board. Let them be part of the team and not just the dictating unit running the college. *1, 3, 5</p>
979	E	O	11/11	E	3	They are so far providing health insurance and contributing to WRS.
980	E	O	11/11	E	3	Campus staff is helpful, caring, supportive, and knowledgeable. Have administrative decisions take student needs into consideration. *1, 3
981	E	O	11/11	E	3	Providing a fabulous work environment.

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982	E	O	11/11	E	3	Offers professional development opportunities. Be transparent in professional development offerings. Sometimes it seems like professional development opportunities are offered to only select, handpicked staff members. Have a better game plan on how to offer professional development to the staff. It seems that there are broad categories that could be created such as Keeping up with Technology (for switches to Windows 7 or Office 2010), Learning New Technology (for new WIDS online, or new software that is used college-wide), Communication Techniques (for staff email, phone, IM etiquette), Soft Skills (dealing with interpersonal skills, conflict resolution, time management, etc.), Assessment and Curriculum, etc.
983	E	O	11/11	E	3	I appreciate my "fringe" benefits and desperately hope they can be maintained! Give commitment to support of staff benefits. Make and communicate a plan for building and using a wage increase scale.
984	E	O	11/11	E	3	We are almost always given adequate tools to perform our jobs.
985	E	O	11/11	E	3	Pay and benefits second to none. What the market north of Hwy 29 bears for pay and benefits. A good work environment free of harassment.
986	E	O	11/11	E	3	Financial aid questions are answered in a timely fashion at most of our campuses by most of our staff. I hear stories of students struggling to enroll in post-secondary education who have been helped tremendously by our financial aid staff. Good work!! *1, 3
987	E	O	11/11	E	3	I feel there is a lot of support for trying new initiatives in the college. More training for new managers on what is expected of them and their role.
988	E	O	11/11	E	3	Staff involvement in interviews, committees, etc. on campus.



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989	E	O	11/11	E	3	Facility is inviting. Paychecks are timely. Implement raises to reflect the performance of the college. WITC is promoting the #4 ranking, but not rewarding those who helped achieve it monetarily.
990	E	O	11/11	E	3	Staff respect each other and are very willing to help out whenever needed.
991	E	O	11/11	E	3	Establish Systems Thinking and Sustainability as a College-Wide Outcome for the college. Much as the comment above, this "front and center" appearance of these aspects of education. *1, 3
992	E	O	11/11	E	3	Make it like a family here - strong support of all.
993	E	O	11/11	E	3	Sit down with groups/unions and TALK & LISTEN to what they are saying about programs, benefits, wages, college initiatives. Since Act 10 you have cut all ties with open communication with these groups that literally keep the college functioning on day to day basis. Talking is not negotiations! You wonder why morale is so low, but you don't do anything to listen to us. *3, 4
994	E	O	11/11	E	3	As per comments on previous pages, I think there are two ways we can better serve our students. First in this block, I would say to provide "continuous improvement" or staff development across the college in Systems Thinking and Sustainability. A staff that is well developed in these areas will of consequence be better-able to serve the students both now and into the future.

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995	E	O	11/11	E	3	<p>Our CE Division is working very hard to meet the needs of today's workforce and have embraced distance learning w/o forcing everyone into online options. Credit programming could move toward this direction and be more successful, but I don't see that happening. It seems that a few managers make the decisions for their department on this and it thus affects the ENTIRE student body and subsequently, other credit programming areas. Other tech colleges still embrace flex class or blended class options to reach their distance learners. WITC's students do NOT all come directly from the 4 main campus cities. More effort should be made to attract and retain that potentially large student base. Reconsider flex lab and blended class options at ALL sites. Encourage/require/train instructors, especially GS instructors to teach classes ITV and to use ITV as an office hour option to reach those who might be struggling in online. *1, 3</p>
996	E	O	11/11	E	3	<p>There is a gap in scheduling and in letting students and staff know when classes will be available on the website for their shopping carts. The Outreach Centers aren't notified as to what classes are coming. We have search on our own by looking through each instructor schedule on The Connection to see what we will be getting so that we can promote them to our local students. WITC does create staff committees to tackle concerns and projects, but the process of choosing who gets to go on those committees is blurred. Don't always feel that the representation of the group is spread out enough. *1, 3, 4</p>
997	E	O	11/11	E	3	<p>Our technology staff (distance learning, tech support, etc.) are always eager and willing to serve. They want that equipment used to its maximum potential and that is encouraging.</p>

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998	E	O	11/11	E	3	Treat us with respect. When you ask our opinion on something then listen to it. I just get told I am lucky to have a job. Have the staff at the Shell Lake office that make the decisions actually spend some time on the campuses so they understand how things really work.
999	E	O	11/11	E	3	Professional Development opportunities.
1000	E	O	11/11	E	3	Offering training to business either at a campus or their locations. Provides a clean environment. Custodians do a very good job.
1001	E	O	11/11	E	3	Health insurance has continued to deteriorate over the last 3 years. We are now paying more money for worse coverage. Going from self-insured to full-insured has cost the employees so much money. Why do employees have to pay 14% - 21% of the premium? Why is the college shoving the high deductible down our throats? What has allowed to happen to WITC's health insurance really shows how the college values their employees.
1002	E	O	11/11	E	3	Better raises. The new vice presidents got over 8% raise!!!! How can the college justify that expense???? Staff do not get enough raises to support the ridiculous prices the college is now charging for insurance.
1003	E	O	11/11	E	3	WITC could do more to help staff, faculty, and students learn about the diversity within our district by reaching out more to area tribes, refugees (Somali in Barron and others).
1004	E	O	11/11	E	3	WITC has quite a bit of training materials available on the Connection training site and takes the time to offer technology training to employees. Computers and software are updated regularly so that people can continue to be more efficient.

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1005	E	O	11/11	E	3	WITC provides workers with good wages and benefits. Although there has been some reduction in people's net incomes due to legislative actions, we are still competitive in our region. Although formal union negotiations are no longer allowed, we could still have a cross-functional/departmental group take a look at these areas and make recommendations to be considered to make this more transparent as well.
1006	E	O	11/11	E	3	Although we have some good internal training opportunities in technology, our professional development budgets have been stagnant for about 6 years which really does not help us to take advantage of learning opportunities that could make the college more innovative. We know that we need to maintain our buildings and equipment, but I'm not sure that we are doing enough to help inspire our faculty and staff to achieve even more by learning opportunities outside our state or WTCS colleges.
1007	E	O	11/11	E	3	Communication has continued to deteriorate. There are several changes going on at the Shell Lake office. Were all the stakeholders involved in the decision to make these changes? There are more stakeholders in this college than the VP's. And what about the rest of the district? The campuses have no idea who is doing what at the administrative office. *3, 4
1008	V	R	10/22	E	3	Losing students (attrition rate) in getting them from first level of a course to second level of a course if they don't really have the skill set to be successful online. *1, 3
1009	V	R	10/22	E	3	Most valuable thing the college could do for me would be to help me help my online students to be successful.

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1010	V	R	10/22	E	3	Business Services has been told they needed 12 enrolled in order to offer face-to-face or the class becomes an online only course. Students become frustrated because they signed up for face-to-face.
1011	V	R	10/22	E	3	Instructors may offer office hours once/week or once every other week to meet students' needs, or offer those hours in the learning commons.
1012	V	R	10/22	E	3	If offering online courses, are lectures recorded and available for online students to view? Is there consistency in format? Is need for consistency necessary (gen eds vs. program classes)? *1, 3
1013	V	R	10/22	E	3	Develop a nonthreatening manner to review the structure of Blackboard classes. Already in place by peers in Quality Matters, but student feedback would also be valuable. *1, 3
1014	V	R	10/22	E	3	Collaborating scheduling.
1015	V	R	10/22	E	3	LERN markets continuing ed by putting paper in people's hands to see our offerings. Consider doing something to market by paper showing our specific types of alternative delivery methods and explaining them to the public. *1, 3
1016	V	R	10/22	E	3	Advertise our affordability and emphasize what students are getting for their investment. *1,3,4
1017	V	R	10/22	E	3	Have forums more frequently with staff to collect data/concerns in this matter.
1018	V	R	10/22	E	3	CCTF is a great step.
1019	V	R	10/22	E	3	In screening students or general public coming in, discuss things like need for Intro to Computers. Applicant had wanted to apply for position, but had no computer knowledge so was unable to even complete an application. *1, 3

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1020	V	S	10/10	E	3	High School Relations committee is being formed--will assist in avoiding overlap of communication and getting the right word out for events.
1021	V	S	10/10	E	3	Open houses are great for our staff to learn about all the programming offerings! Inform, educate, etc.
1022	V	S	10/10	E	3	More on-campus student services available in the evenings and weekends. *1, 3
1023	V	S	10/10	E	3	TRMS (TV monitors with messages) for students....we have no specialist college-wide. The Superior campus systems was on the fritz and it took awhile before it could be fixed. We need someone that is an 'expert' on this technology.
1024	V	S	10/10	E	3	Advising week and inservice is always the same week. Can we change that? *1, 3
1025	V	S	10/10	E	3	Adjunct faculty are invited to come to inservices but they are not paid to come. They are missing out on the information. Space and budgeting issue. Could we video stream inservice content to them?
1026	V	S	10/10	E	3	Inconsistency in divisions paying adjunct faculty--credit doesn't pay for inservice attendance....CNED does.
1027	V	SL	09/30	E	3	Mobile applications for students & staff. (per Jim Dahlberg - looking at what Oracle offers and how LTC is doing mobile apps.) (ie. Enrollment, payments) Make web content more application friendly. *1,3
1028	V	SL	09/30	E	3	Academic Advising process could be better. *1,3
1029	V	SL	09/30	E	3	Value-stream mapping for improvement of processes. There is a staff concern that this will eliminate jobs. Make sure to communicate the reason why the processes are changing. *3, 4

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1030	V	SL	09/30	E	3	Succession planning for upcoming retirements (ex. Leadership training, broad opportunities to supervise staff or projects, use ILPs with staff). Survey interest, either in mass or individuals, in leadership opportunities and advancement. Will the positions be filled as they become vacant? This is a concern with preparing yourself for those future position opportunities and then the position not being filled.
1031	V	SL	09/30	E	3	There should be focus-specific professional development activity opportunities.
1032	V	SL	09/30	E	3	We should allow discounting for employees for WITC classes.
1033	V	SL	09/30	E	3	Have a mentoring option in all employee groups.
1034	V	SL	09/30	E	3	How do we recruit good people - especially with the higher turnover and budget constraints? What is the plan of recruitment of new staff (use success stories of current staff and why they stay)? *3, 6
1035	V	N	10/17	S	3	I was trying to transition into college, it would have been nice to have a little more time than a week to get things in order as far as financial aid and getting books (multiple students faced this issue). Because of tight timeframe it leaves you with decisions of whether "if you can or should buy books or if you will be attending school". Send notice of approvals of financial aid earlier. How can we improve the communication processes? *1, 3, 5
1036	V	N	10/17	S	3	Dreamkeepers scholarship program is awesome. *1, 3
1037	V	N	10/17	S	3	Need one person on campus whose main focus is to help students locate money. *1, 3
1038	V	N	10/17	S	3	Additional areas for grants. Financial aid sometimes is just not enough. Need more scholarship opportunities and where to go for grants. *1, 3, 5

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1039	V	N	10/17	S	3	Marketing of potential scholarship opportunities; possibly during admission process, advisors need to reinforce, use the web page. *3, 4
1040	V	N	10/17	S	3	There a lot of students that are not 18-20; we now work and have family responsibilities, car insurance, healthcare, food. We can't pay our bills, and get good grades. Other forms of money would be great. Expenses related to time needed for studying are overwhelming sometimes. *1, 3, 5
1041	V	N	10/17	S	3	Class sizes - such a technical thing. One teacher trying to accommodate 18 students. Young students dominate with teacher and older students do not get as much instructional time with instructors. Ten students would be more efficient. There is things that we could do better in this area. Need TA or 2nd teacher. *1, 3
1042	V	N	10/17	S	3	Incentives for bringing in other students. Word of mouth advertising. Free text book rental, lunches/cafeteria credit, gas card, bookstore gift certificate, PaperCut credit. *2, 3
1043	W	N	10/17	S	3	Q1: Great teachers that help you learn from the program you are in.
1044	E	O	11/11	S	3	WITC serves me well as a student by having caring instructors that help you in any way that they can or they lead you in the right direction if they are unable to answer your question.
1045	E	O	11/11	S	3	WITC has the tools that I need to further my education. The online availability classes are so helpful. The cost of going to WITC is probably the best way that they can serve me.
1046	E	O	11/11	S	3	WITC has a great learning environment to help me achieve my full potential as a student. This school also has a great staff that is caring and supportive every day. I really like how hands on this school is, instead of learning from a text book all the time.



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1047	E	O	11/11	S	3	You have a knowledgeable staff and faculty from what I have experienced already. That is great as they are very helpful to us students.
1048	E	O	11/11	S	3	Being an older student and disable the instructors and staff understand and help with my needs.
1049	E	O	11/11	S	3	Use the technology that the college teaches.
1050	E	O	11/11	S	3	WITC does best to serve me at the student success center were I get the help me with school work.
1051	E	O	11/11	S	3	As a student you are able to ask almost anyone a question and if they personally cannot answer, they will send you to someone who hopefully can. I love the staff know each other and can direct you, pretty smoothly, to where you need assistance.
1052	E	O	11/11	S	3	Most of the staff and instructors are very helpful and friendly. All but one of the instructors I have had have been helpful and go above and beyond helping me understand the assignments. It was the closest to my home. Making more classes available face-to-face during the day instead of just at night or online. *1, 3
1053	E	O	11/11	S	3	Offer convenience of online classes, but support from most instructors. Some are not as good at communicating online or via email. For the completely on line program and the affordable cost of education. Better communication from accounting instructors especially. The main accounting instructors are poorer communicators, with the exception of Sharon Wichlidahl. *1, 3

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1054	E	O	11/11	S	3	Very helpful in assisting me in setting up the correct classes in my field of study each semester. I have taken my child care classes through WITC and really liked the whole online program from the school. The staff is friendly and helpful for the most part. I have had a few problems with staff but not too much. The issues were solved immediately. I have heard of great student outcomes after graduation. The only concern that I have this semester is a instructor has some health problems, which is uncontrollable and very sad to hear, but maybe a sub should be in place when that staff is out ill to keep up on student responses to questions and problems in the class.
1055	E	O	11/11	S	3	Highly recommended by friends and family. More involved, inspiring instructors. They are good, but there is room for improvement.
1056	V	R	10/22	S	3	Any thought on reorganizing the educational system to break up the programs to allow students to progress at their own pace to accelerate programs via the technology available, e.g. prerecorded lectures that can be viewed or reviewed as needed, etc. How would/could that be put into place? Flipped classrooms - watch lecture, go to class for lab. *1, 3, 5
1057	V	R	10/22	S	3	Struggled taking an online course because was unable to access instructor. Discussion notes were not adequate. Lectures instead of just reading would have been/would be beneficial for online classes. Need instructional contact component. *1, 3
1058	V	R	10/22	S	3	Video streamed lectures available on demand. *1, 3
1059	V	R	10/22	S	3	Need to market the pathways to continue further education. The pathways are in place, but not marketed effectively. Advisors need to advertise articulation agreements.

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1060	V	S	10/10	S	3	Suggested expanding the hours in the LRC, including weekends. *1, 3
1061	V	S	10/10	S	3	Link TechConnect jobs on the scrolling TV screens information at each campus. *1, 3
1062	V	S	10/10	S	3	LRC facilities do not allow for faculty/student meetings. *1, 3
1063	W	S	10/10	S	3	Q1: Staff do everything. They help me if I need it for financial aid and if I need improving on classes. They did more for me than any other school could.
1064	W	S	10/10	S	3	Q1: On board with cutting-edge technology, Office 2013. Listen to students concerns. Staff's willingness to assist students. Staff treat students with respect and dignity. Great learning environment (comfortable/clean). Reasonable fees and tuition. Great atmosphere and staff. *1, 3
1065	W	S	10/10	S	3	Q2: I visited and researched several colleges and found WITC to have a great atmosphere, respectful staff, great reputation, reasonable fees and tuition, free parking, and not a lot of red tape to fight. Excellent student support. *1, 3
1066	W	S	10/10	S	3	Q3: Improvements would be: Grading scale-standardize-to normal 90, 80, 70. Camera in parking lot. Expanded LRC hours-weekends. Expand student loan amounts ratio available per program. *1, 3
1067	W	S	10/10	S	3	Q1: I feel as though my instructor has been kind, supportive, encouraging (Barb Williams). Microsoft learning, editing, formatting I have few computer skills....but Barb is patient enough to let me learn at my pace. Barb is the best thing at WITC Superior Campus! Professionalism, friendliness, kindness is staff. *1, 3
1068	W	S	10/10	S	3	Q2: Counselor, Mary F suggested which classes to take and when. Friendly staff that speaks when they see us. Helpful staff. *1, 3

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1069	W	S	10/10	S	3	Q1: The instructors and staff treat me with respect and value me. I feel treated as an individual and cared for. *1, 3
1070	V	A	10/29	B	4	Innovation/Entrepreneurship in NW WI is needed.
1071	V	A	10/29	B	4	Community Leadership - How do we keep students here?
1072	V	A	10/29	B	4	In April 2014, (National Climate Assessment) there will be a major climate change survey. Analyze what we can do/partner with Northland College to prepare people to work in this area. *2, 4
1073	V	A	10/29	B	4	Investigate new programming to meet local needs even in small communities (e.g. Brettings - PLC's, etc.)
1074	V	N	10/17	B	4	Communicate more on TechConnect.
1075	V	N	10/17	B	4	Staff and faculty - get out into community - get to know business in districts.
1076	V	N	10/17	B	4	Communicate to students at a much earlier age (middle school) to understand career pathways (like in health field - identify all different related careers).
1077	V	N	10/17	B	4	How does a business (healthcare) connect with WITC students? Opportunity for WITC leaders to get more information out on students for business. *2, 4
1078	V	N	10/17	B	4	Sometimes you can get your two-year degree and work while continuing your education. There is not enough of this message out there for potential students wanting to continue their education.
1079	E	O	11/11	B	4	Communication is something that can always see improvement, in any industry. We encourage growth within our organization whenever possible. This sometimes requires additional training, and a lot of the times leadership abilities.

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1080	E	O	11/11	B	4	My goal for the WITC campus is to serve on the "Advisory Committee" for the Mechanical Design Technology program. Support as a Advisory Committee member and community "Technology & Manufacturing" supporter. As a community supporter of "Technology & Career-Education", I believe in the mission of the Wisconsin Technical College System. Strongly support 'Career-Education', especially in manufacturing & design. Promote involvement and leadership with "professionals in the field". (Apply opportunities to visit and discuss the immediate needs.) *2, 4
1081	E	O	11/11	B	4	Growth is the obvious choice. Grow the business! The result of service with knowledge and urgency!! My goal is to grow my business to the point of being able to have more year-round, full-time staff and provide the benefits and salary to keep them.
1082	E	O	11/11	B	4	Communication of business needs to education.
1083	E	O	11/11	B	4	Continued communication with local businesses. Developing programs that support local student and business needs.
1084	E	O	11/11	B	4	Providing adequate training to existing employees to handle the demands of the career. More specifically, increase leadership and management training to supervisors. *3, 4
1085	E	O	11/11	B	4	A gaming management and leadership curriculum preferably conducted onsite at the client property would be of interest to us. High level customer service. Hospitality training.
1086	E	O	11/11	B	4	Excellent customer service in health care setting, internally and externally.

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1087	E	O	11/11	B	4	<p>Nearly all businesses now must be competitive in a global economy. Many employees have job duties that interact with other businesses or customers that cross many borders, different races, different ethics, languages, cultures, countries. Candidates and employees must be open to learn and know differences in everyday business life.</p>
1088	E	O	11/11	B	4	<p>With the ever changing world of banking, our goal is to continue to provide excellent customer service through well trained and knowledgeable employees who encourage customers to do what is best for them and the bank and not only one party (ex. only benefits the bank or only benefits the customer). We would like to be the first or second bank in each community we serve and we can accomplish this goal by hiring well trained and local employees. We will need to find candidates who are well trained in the complicated regulations and practices of banking. Teller candidates should not only have cash handling experience, but a working knowledge of basic banking regulations prior to beginning. Training a teller is one of the longest processes we face currently because there are a lot of moving parts to a teller's job.</p>
1089	E	O	11/11	B	4	<p>The ability for our company's growth has a direct link to the ability of WITC to provide training and qualified individuals for new companies coming to the area. *3, 4, 5</p>
1090	V	R	10/22	B	4	<p>Question if there is any ongoing follow-up with graduates after the 6-month graduate follow-up to see if they are still within their field, and if they are still enjoying their work. (Explanation on Longitudinal study and Alumni Association as things currently in place and expanding.)</p>

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1091	V	R	10/22	B	4	We need to promote the 2-year college over 4-year college with community and parents to obtain a better grasp on the offerings that are available here and why WITC is such a practical and wise choice for furthering education.*1, 4
1092	W	R	10/22	B	4	Q1: Just the paradigm shift to healthcare and job coaching. I would be willing to have maybe even sponsor some internship programs in our agency. *2, 4
1093	W	R	10/22	B	4	Q2: In relationship to the forum that was discussed are the soft skills of then newer generation - I understand how it is not necessary the college's responsibility and that should have been done in elementary school, but maybe changing the curriculum to encompass more skills so students are better prepared for the world of work. More experienced based curriculum, having businesses come in and teach or just lecture. (I would be willing to teach or lecture). Also look at a more certified program for at-risk student for HSED/GED, I know the college offers HSED and testing but more based on the on the Fresh Start Program. Because we need to invest in the young people in this community. This could be a collaborative event to have stakeholders invest in the community. Its growth. *2, 4
1094	V	A	10/29	C	4	Ag area - fostering the idea of gathering information on how many dollars are generated out of this area. Feasibility study - logistics, Workforce Development. Efforts are scattered beyond this region and really hard to do this. Need leadership in this area to draw these together. Resources seem to evaporate very quickly. Need to reach out to the retirees - building is empty during the evenings and need to get it filled up.

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1095	V	H	11/5	C	4	Educate guidance counselors, instructors and highschool staff about 2-year schools as an option. Not enough communication about technical degrees. Businesses need 2 year degrees. - Solution: Employers and WITC get into the highschools. Partnerships are key! *2, 4
1096	V	H	11/5	C	4	Help eliminate stigma that going from highschool to a 2 year school is negative. Especially educate the parents of students in what the opportunities are. *2, 4
1097	V	H	11/5	C	4	Need to publicize our statistics, our highly successfully students.
1098	W	H	11/5	C	4	Q2: Advertising employment opportunities. Pharmacy Tech, nursing informatics, maybe post in paper through WITC opportunities.
1099	V	L	10/31	C	4	Provide Leadership to serve as a regional training coordinator to provide tech ed to a consortium of high schools.
1100	V	L	10/31	C	4	There is an insensitivity to the rural poverty. Need to look at our policies to support these people. Walk the walk. *4, 5
1101	V	L	10/31	C	4	How do we address the trust level that WITC is interested in Rusk County. More programs and classes. Better teachers. Get businesses together to make classes & programs that are successful.
1102	E	O	11/11	C	4	Trained and talented workforce. Getting the message out: Technical training leads to good paying and rewarding jobs.
1103	E	O	11/11	C	4	Upward mobility of employees.



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1104	E	O	11/11	C	4	Visibility. Poor quality employees. Improve quality and visibility of staff and programs. More recognition in area. Recognition as a twin ports college. Seldom thought of over others in area. Interact with university of Wisconsin system for degrees and first years of four year degree. Compete with LSC and DBU.
1105	E	O	11/11	C	4	Maintain good communication to as what skills students need to be successful in the WITC programs.
1106	E	O	11/11	C	4	Sand fracking needs masonry, wood techs, etc. WITC is rated #4; use that in your T V commercials. Present marketing is done to make us as good of a college to choose as those for profit. We are better: Potential students need to know that WITC is accredited, and that faculty are credentialed. Our prices are cheaper. We offer more financial aid. Market that. *4, 5
1107	E	O	11/11	C	4	Valuing staff and students: Training for managers, administrators (Presidents, VPs, etc.). Overworked and underappreciated staff and faculty. The more support, respect, and appreciation will exponentially pay off in the workplace and classroom. Giving out free sundaes doesn't cut it. Just as you want staff to respect students on a daily basis, managers/presidents/vice presidents need to tow the line. It's not all about what you say; it's what you do. *3, 4
1108	E	O	11/11	C	4	Reach out to us more often and ask what we need.
1109	E	O	11/11	C	4	WITC takes more leadership in building Chequamegon Bay as a sustainable corner of the world! WITC will be more powerful and visible by offering stronger regional leadership. Teach classes that can be turned into businesses in the region.

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1110	V	R	10/22	C	4	Banner showing movement from 7th to 6th to 4th ranking by Washington Monthly is very impressive.
1111	W	R	10/22	C	4	People are complementary especially about WITC placing 4th in the nation. Your marketing folks did a good job with that award.
1112	W	R	10/22	C	4	Bob is doing a good job keeping tabs on Madison. We are thankful that he and Nancy Glenn are part of the Heart of the North lobby group.
1113	W	R	10/22	C	4	Interesting observation, good or bad - if you ask Rice Lake business community who the deans or managers are at WITC, they will say Craig Fowler and Jack Haines and sometimes Nancy Glenn. However nobody else is mentioned. Try asking sometime.
1114	W	R	10/22	C	4	There still needs to be a better communication with the WITC retirees - especially if someone passes away - which word has it that all of us are going to do someday.
1115	V	S	10/10	C	4	Longer lead time on events that are coming to keep the public informed.
1116	V	S	10/10	C	4	Student quotes - have them tell what they received at WITC.
1117	V	S	10/10	C	4	Student quotes - have them tell what they received at WITC.
1118	W	SL	9/30	C	4	Q1: Career day presentations at local high schools. Have the college present summer school curriculum to local High School to develop interest. Involve local successful people to endorse WITC advertising and presentations in person. *3, 4
1119	W	SL	9/30	C	4	Q1: As Washburn County Economic Development and Washburn County Industrial Development have the goal of increased business and the employment association, it is important that WITC be notified of employment needs of new and existing businesses so educational requirements can be met. *4, 5

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1120	W	SL	9/30	C	4	Q2: It is difficult to predict the skills necessary for employment for new businesses, but something we will begin discussing with new and existing businesses in Washburn County. *4, 5
1121	W	SL	9/30	C	4	Q3: Increasing periodic or necessary communication is key to filling business needs with technical ed students.
1122	V	A	10/29	E	4	When a course gets cancelled and the course needs to be offered online, then the student has to pay more because online courses cost more. Fees are set by the state, so we cannot change that, but these fees could be picked up by the Foundation. *1, 4
1123	V	A	10/29	E	4	Accelerating format of classes. Q: Is there a push to offer 8 week courses? A: Not that we know of; could have financial aid implications. Need to be open minded and see if we can offer this so we are customer oriented.
1124	V	A	10/29	E	4	Communication and input. Risk taking is encouraged. Job positions that have been moved around in Shell Lake. Where is the input being gathered and how are those decisions made? How is it being communicated to staff? This could be done better because there is issues in this area. Make sure we are engaging staff, they may have a different perspective and could be effective in the decision-making. Both perception and reality. *3, 4
1125	V	A	10/29	E	4	Continue to support Renewable Energy and Sustainability.
1126	V	A	10/29	E	4	Concern of lack of staff involvement for things like these forums. (fyi - also have other ways to give input).
1127	V	A	10/29	E	4	How is the balance of IP/Face-to-Face/Online determined? By student need or college need? A: Need to balance students with efficiency).

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1128	V	A	10/29	E	4	Employment decisions. What is the input used to make the decision? How is the decision communicated? Issues in this area seen by general staff. Reorganizations especially (vs. posting processes) Both perception and reality.
1129	V	N	10/17	E	4	Succession and mentoring managers shouldn't feel threatened by this process. *3, 4
1130	V	N	10/17	E	4	Succession planning - commitment of continuous education for staff for ALL levels at college. Faculty have certification incentives, but incentives for other staff?
1131	V	N	10/17	E	4	Get out and be HEARD and SEEN in the public.
1132	V	N	10/17	E	4	The more we can be heard and seen in the community the better we will be. There is a lot of marketing opportunities. (i.e. getting into local paper for test out, graduation announcements in paper are effective, Facebook promotion by employees is reaching outside audiences. Human interests stories of students in local papers. Create spotlights - like we do in the Career Impact magazines that come out). Also, alumni are promoting. *2, 4
1133	E	O	11/11	E	4	Continue to seek new and improved methods of publicizing our programs (such as Career Impact, which is an excellent publication!). Hire all campus's publicity people (like Jena V.) full-time.
1134	E	O	11/11	E	4	Communication.

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1135	E	O	11/11	E	4	<p>I perceive that we have a very top-down communication model. Issues come down through the top, get filtered through the various layers, the intent is often lost, and very little seems to get accomplished. The days of a peon like myself, a faculty member, going in to make a presentation to the PC to get an immediate decision, is gone. This inefficiency and murky "chain of command" system is causing numerous problems: 1) a ridiculous amount of miscommunication. 2) loss of productivity.</p>
1136	E	O	11/11	E	4	<p>For the most part, you have an excellent staff that puts students first, above everything. That is bringing about your 4th in the Nation status: certainly your Strategic Planning is important, but that is transparent to students. The 4th in the Nation status is happening in the trenches, with the front-line staff serving students at an "above-and-beyond" level. Better balance online offerings with creative alternatives to re-connect students and faculty to achieve better learning across soft-skills areas. *1, 4</p>

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1137	E	O	11/11	E	4	<p>Better balance the "administrivia" the College requires me (faculty) to do. I need to be freed up to prepare excellent learning opportunities and teach at a high level. I'm not best serving the students when I'm buried in all the required paperwork of college-wide outcomes, TSA, Program Review, WIDS, .....etc. I teach in a performance-based model. This involves hands-on projects, which I strongly believe best serves the students' learning. With the push to online, projects become very challenging; prefab, multiple-choice testing created by the publishing company becomes so very much easier. Is this really the direction you want me to head???? The selling point our students have always had against a 4-year degreed competitor in the job market is hands-on versus theory. We cannot lose that. *1, 3</p>
1138	E	O	11/11	E	4	<p>The rate of pay for OTS seems fine; however, the pay for some instructors seems low; particularly the Nursing Instructors. They can make a lot more money in the public sector with Master's Degrees in Nursing. The OTS staff seems to be unhappy. It might be the lack of leadership available to them directly at their location. Too often, the boss in at another campus. *3, 4</p>

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1139	E	O	11/11	E	4	WITC aims to provide well-trained employees. Discontinue programs that are no longer needed WITHOUT CREATING NEW POSITIONS FOR THE TEACHERS WHO ARE DISPLACED. Implement new programs in response to employer needs. Expectations are clearly communicated to staff members. Open all Teaching & Learning Days to adjunct faculty, who should be paid a stipend to attend. Provide all staff with adequate resources to do their jobs, including much improved technical support (I have waited MONTHS), far fewer "hoops" set up by Administrative Office staff, and adequate, local clerical support. Distribute workloads more evenly. *3, 4, 5
1140	E	O	11/11	E	4	Promote WITC more effectively.
1141	E	O	11/11	E	4	Personal recognition for excellence.
1142	E	O	11/11	E	4	Get administration to support the students and staff on the local campuses and not just push paper and hire more people in Shell Lake. Let the administration SEE what goes on in the classroom on a day-to-day basis. Local staff and faculty work daily to provide students with the soft and hard skills necessary to be employable.
1143	E	O	11/11	E	4	BE PRESENT. CARE about what goes on at the local campuses. LISTEN to and support the faculty and staff at the local campuses.
1144	E	O	11/11	E	4	Have a president that is more aware of who works here and what we do. Have management that is accessible.
1145	E	O	11/11	E	4	Better communication and feedback.

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1146	E	O	11/11	E	4	Use more informal ways to get feedback. Middle and upper management needs to be more visible on the campuses for this. For example, in a classroom I only get feedback from students when I "wander around" the room. This informal feedback allows me to address issues when they are small, before they get overblown.
1147	E	O	11/11	E	4	I believe that the next priority of support is to partners and external stakeholders. Maintain communication that includes invitation into WITC and it's programs and invite community & business in often. *2, 4
1148	E	O	11/11	E	4	I appreciate my supervisor and his open minded approach to department operation.
1149	E	O	11/11	E	4	Communicate on the scheduling end of classes. The faculty is willing to work "out of norm" hours to service students.
1150	E	O	11/11	E	4	More emphasis on what we do well and where the major areas for improvement need to come from.
1151	E	O	11/11	E	4	Have forums across the district with our VPs. Each has an area of expertise. Let them talk at each of the campuses what their visions are for our college.
1152	E	O	11/11	E	4	Incorporate systems thinking and sustainability more consistently within all programs across the district. This is a "value added" that can be a tremendous asset to strengthening our regional economy - and help both future employees, and our current employers through the connections WITC has within and throughout our NW Wisconsin communities.



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1153	E	O	11/11	E	4	Sit down with groups/unions and TALK & LISTEN to what they are saying about programs, benefits, wages, college initiatives. Since Act 10 you have cut all ties with open communication with these groups that literally keep the college functioning on day to day basis. Talking is not negotiations! You wonder why morale is so low, but you don't do anything to listen to us. *3, 4
1154	E	O	11/11	E	4	There is a gap in scheduling and in letting students and staff know when classes will be available on the website for their shopping carts. The Outreach Centers aren't notified as to what classes are coming. We have search on our own by looking through each instructor schedule on The Connection to see what we will be getting so that we can promote them to our local students. WITC does create staff committees to tackle concerns and projects, but the process of choosing who gets to go on those committees is blurred. Don't always feel that the representation of the group is spread out enough. *1, 3, 4
1155	E	O	11/11	E	4	Take a FEW risks! We can tell staff that they are encouraged to take risks but when it comes right down to it, supervisors often squelch that out-of-the-box thinking.
1156	E	O	11/11	E	4	Better communication from the top (President) down to everyone including support staff, custodians, faculty and management and depending on the subject - include students.
1157	E	O	11/11	E	4	Locally our VP and Dean of Students schedule meetings at the beginning of each semester to meet with each class as a welcome and information session. This has been well received. *1, 4

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1158	E	O	11/11	E	4	The faculty, OTS and custodians care about the students. They have feelings and realistic expectations. They COMMUNICATE to them. They RESPECT them. *1, 4
1159	E	O	11/11	E	4	So much has been put on the Connection and is open to anyone to look at and reference at their convenience or on their own. That type of transparency is healthy for the organization. The more we trust one another, the better.
1160	E	O	11/11	E	4	Organizations run better when there is a culture of trust vs. suspicion. There are a number of ways that trust can be built, but a good one is to have more positive interactions with people. Since our campuses & admin. offices are spread out over our large geographic district, we need to be purposeful in providing more opportunities for PC, managers, faculty & staff to interact with one another beyond in-services, forums, & other formal opportunities. People want to see leaders out more.
1161	E	O	11/11	E	4	We really do not have adequate feedback loops to provide our president, PC members, or managers with the kind of information that could really help them to excel and bring people with them along the way. We do not have processes or mechanisms to help managers regularly gather feedback from their employees on how they are leading and how they can do better. The 360 deg. survey & multi-rater tools are not enough. Perhaps more training in how to solicit critical feedback would help.

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1162	E	O	11/11	E	4	<p>Communication has continued to deteriorate. There are several changes going on at the Shell Lake office. Were all the stakeholders involved in the decision to make these changes? There are more stakeholders in this college than the VP's. And what about the rest of the district? The campuses have no idea who is doing what at the administrative office. *3, 4</p>
1163	V	R	10/22	E	4	<p>Students need to be given adequate notice regarding calendar and date changes for their classes. Was particularly poor for MA classes this fall (there were changes three times in last week before classes started). Poor service as students try to arrange work schedules, day care, after school care, etc. Not following our own policy regarding the amount of time before classes start that class can be rescheduled/changed. Stick to academic calendar deadlines. *1, 4, 5</p>
1164	V	R	10/22	E	4	<p>Advertise our affordability and emphasize what students are getting for their investment. *1,3,4</p>
1165	V	R	10/22	E	4	<p>Host more opportunities for business and industry to see what we do and to tie into faculty to communicate their needs. *2, 4</p>
1166	V	R	10/22	E	4	<p>This session could have been an opportunity to gather and voice concerns of employees, but instead the focus was immediately put on the student. That is why our ranking continues to climb, because we are student focused.</p>

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1167	V	SL	09/30	E	4	Value-stream mapping for improvement of processes. There is a staff concern that this will eliminate jobs. Make sure to communicate the reason why the processes are changing. *3, 4
1168	V	SL	09/30	E	4	What is the organization going to look like in transition? What is the plan? How do we communicate it? Are we communicating the right message to the right audience?
1169	V	SL	09/30	E	4	How do we retool programs and staff? How do we make quick response to business needs? (i.e. Bosch, rapid response teams for highschool academy) #2, 4, 5
1170	V	N	10/17	S	4	Scholarships - I have applied multiple times and I have never gotten them. Q: Who is getting these scholarships? A: 387 Scholarships were given out last year. Get in there and keep applying. We could increase/improve communication. Improve communication with students regarding scholarships and availability. More than what we currently have. More scholarships are needed. *1, 4, 5
1171	V	N	10/17	S	4	Did not know there is a book in the LRC for scholarships. Need to improve communication with students regarding this. Maybe communicate during admissions process, mid-term advising. *1, 4
1172	V	N	10/17	S	4	Marketing of potential scholarship opportunities; possibly during admission process, advisors need to reinforce, use the web page. *3, 4
1173	V	N	10/17	S	4	It wasn't communicated real well on what workstudy people do. Are you cleaning floors or working with the actual program. Something like this could be used on a resume. *1, 4
1174	V	N	10/17	S	4	Where do you go to find out about workstudy. Financial aid director should be able to help you with this. *1, 4

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1175	V	N	10/17	S	4	Improve communication on student clubs - expand on what we have. Need to promote better (inform) maybe in the Fall and Spring. *1, 4, 5
1176	E	O	11/11	S	4	If they have complaints about instructors, to work with the instructors to make them able to better serve their students.
1177	E	O	11/11	S	4	WITC also helped me with fine tuning my leadership skills and communication skills.
1178	V	L	10/31	S	5	Childcare is a barrier. Coordinator of child care provided for classes. Go to businesses to get scholarships for their employees to go back to school. Relieve cost and childcare barriers.
1179	V	A	10/29	B	5	The local hospital is constantly sending employees away to learn different skills, conflict resolution training, common sense, if WITC had these locally it would be nice in the continuing education area.
1180	V	A	10/29	B	5	How important is it to have a certificate or just the skills? A lot of businesses do training on the job. Certificates are wonderful to have, but really need people that have the basic knowledge of the job, we will teach them the rest. *1, 5
1181	V	A	10/29	B	5	Professionalism/Soft skills vs. technology. Important for students/potential employees to have personal skills (finance, etc. ). Most people don't believe they need these skills. *1, 5
1182	V	A	10/29	B	5	Plan with businesses on future needs as a result of retirements. *2, 5
1183	V	A	10/29	B	5	Work with businesses on start-up ideas, innovation. *2, 5
1184	V	A	10/29	B	5	Evaluate how quick WITC is to adapt to change.
1185	V	A	10/29	B	5	Focus on sustainability - Agriculture and related programs are expanding.

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1186	V	A	10/29	B	5	Evaluate opportunities with climate change efforts, perhaps certificates?
1187	V	A	10/29	B	5	Consider a 2-year Industrial Control curriculum. (Field Service).
1188	V	A	10/29	B	5	Looking for soft skills training with attitude and work ethic.
1189	V	A	10/29	B	5	Continue CWO analysis and improvement. Business and Industry need this! Work ethic/Customer Service can provide a competitive advantage to business. (Financial literacy be added?).
1190	V	A	10/29	B	5	Team building, conflict resolution training, life skills, communication, common sense (Continued Ed opportunities too in this area).
1191	V	A	10/29	B	5	Consider adding "LEAN" component in programming or certificate.
1192	V	A	10/29	B	5	Laddering opportunities, Certificates, credentials, modules.
1193	V	A	10/29	B	5	Logistics education to serve business needs (Computer skills, truck routes, shipping) and efficiency training (LEAN).
1194	V	N	10/17	B	5	Identification of niche areas to utilize distance education?
1195	V	N	10/17	B	5	At the State level we need to leverage money for the Youth Apprenticeship programs. *1, 5
1196	V	N	10/17	B	5	Don't get stuck on doing things the same forever- Stay competitive.
1197	V	N	10/17	B	5	Think about future state of education and figure how to get there. Online delivery - Youtube/TED. Private colleges may fill skills gap through investment to education interviews. Additive manufacturing expansion.
1198	V	N	10/17	B	5	Trimester format addresses business needs and may move the students through the programs quicker.

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1199	V	N	10/17	B	5	Better publicize placement opportunities. Publish graduates from programs in local newspapers.
1200	V	N	10/17	B	5	Needs for healthcare include: Radiology Techs, Lab Techs, Pharmacy Techs.
1201	V	N	10/17	B	5	Business and Industry is not familiar with TechConnect. Is there a need for a Placement Office?
1202	V	N	10/17	B	5	We need the ability to become testing sites for various areas (CNA).
1203	V	N	10/17	B	5	Need a "Office of Placement" - how to connect directly to potential employers.
1204	W	N	10/17	B	5	Need an area testing at the Superior campus
1205	E	O	11/11	B	5	Limited pool to choose from, forcing us to do more in house training and coaching.
1206	E	O	11/11	B	5	Teach LEAN to all students in industrial settings. *1, 5
1207	E	O	11/11	B	5	Offer programs that best fit our area. Discuss tourism and possible careers in related fields.
1208	E	O	11/11	B	5	Assist by providing access to Medical based web search engines.
1209	E	O	11/11	B	5	New Machines that are coinless in operation. Possible Layoff's due to upgrading technology. Strategic Plan for Customer Service and Professionalism.
1210	E	O	11/11	B	5	More onsite training and education of employees for hands on experience.
1211	E	O	11/11	B	5	Becoming a dominant player in the "programmable" electric brushless motor industry.
1212	E	O	11/11	B	5	Improve programming effectiveness on brushless dc motors. Programming support. Education of internal technicians and engineers as well as customer representatives. Provide high level training for circuit board programming.
1213	E	O	11/11	B	5	Continual Improvement 24-7.
1214	E	O	11/11	B	5	Quality is a life-long journey. Continuous improving is always on-going. Always be a source for the "Community-Needs in the Local Industries".

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1215	E	O	11/11	B	5	The stakes are always high if we work together to promote "Tech-Education" and the rewards are a strong work-force. *2, 5
1216	E	O	11/11	B	5	Being able to spread out training to allow coverage by offering more training options/classes.
1217	E	O	11/11	B	5	LMTs are generally not working as employees. Their program is geared only towards starting a business, with much bias against working for someone else. They start on their own, don't succeed, or can't hold out long enough to get their business going. Some of their education should be on working in an existing business. Most newly graduated LMTs do not have enough practice with the standard massage and are not trained well in deep tissue, hot stone or chair massage. They also are not trained in web practices/online advertising, how to use credit card processing, how to do laundry, how to answer the phone, beginning to end customer service skills, etc. Improvement can be made by graduating massage therapists who are excellent at basic massage techniques and competent at standard business practices & skills and customer service skills.
1218	E	O	11/11	B	5	Awareness of available careers in our field.
1219	E	O	11/11	B	5	Awareness of careers in our field.



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1220	E	O	11/11	B	5	Our goal is to continue to serve the local residents in the way they want and need to be served. This means that things change with the times. Is the travel agent business the same as it was 20 years ago? What became of the railways as the main method of transport in this country? There are others. So with the every increasing methods on Technical ways to do business, to communicate and to manage our lives -- my business is going to adapt. We need education to mirror those changes as well.
1221	E	O	11/11	B	5	People are not coming out of the education systems able to read and follow basic directions. They are not coming into the work force with any sense of urgency. The second goal of my business is to educate my clients and to do so with urgency. *1, 5
1222	E	O	11/11	B	5	Continue to be flexible and responsive to training needs. Attract funds needed to support new training offerings. Be creative in pursuing funding to keep programs affordable. Continue to provide forums where business can communicate needs. Challenge local high schools to deliver students who are ready to learn at the college level.
1223	E	O	11/11	B	5	Network/Internet security is a key concern. Employees training in the deployment and maintenance of hardware and software to protect company assets.
1224	E	O	11/11	B	5	Solid waste reduction. Environmental preservation of resources. Service offerings.
1225	E	O	11/11	B	5	Keep doing what you are doing! Great job!

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1226	E	O	11/11	B	5	<p>Mechanical Engineering, or digital CAD or other 3D modeling software. We require well trained engineers with a passion for motor sports, ideally motorcycles. In the design, testing and fitment of new aftermarket accessories for the latest motorcycles on the market. Online and storefront retail sales, and online marketplace management. We currently sell directly to Amazon.com and are investigating other avenues such as eBay Stores, Sears.com and other online marketplaces. In combination with our own consumer/business sales website, we require computer IT technicians able to keep track of all online marketplaces to ensure purchase orders are filled timely and without error, and that product information is correct on all sources.</p>
1227	E	O	11/11	B	5	<p>More reliance on "cloud" based systems and data storage, including security of systems and data store in the "cloud". This will require employees to be more knowledgeable of the positive and negative uses of the new data processing frontier. Employees will need to become more knowledgeable of entity governance and internal controls, and how controls effect business and reliability of reporting.</p>
1228	E	O	11/11	B	5	<p>Continuing education/certification for healthcare positions.</p>
1229	E	O	11/11	B	5	<p>WITC as a resource for various concepts, projects, information resources.</p>

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1230	E	O	11/11	B	5	<p>Potential employees should have basic reading, writing and math skills. An understanding of basic employer needs: Attendance - we need you at the job, every day; You're hired to perform the work, not just show up; The quality and quantity of your work is important - without it, we don't need to hire you; Willingness to learn - we have an opportunity, if you're ready to accept it; This can be your career, not just a job. Training and certification for entry level production positions.</p> <p>Training in the basics: Reading and comprehension; Writing clearly to properly communicate (includes spelling and grammar - no texting shortcuts!); Basic math skills - addition, subtraction, multiplication (including percentages), division in English/Imperial and Metric; Training in basic business principles - why attendance, quality, quantity, etc. is important to the bottom line and success/failure of the business. *1, 5</p>
1231	E	O	11/11	B	5	<p>Cost associated with offering the training compared to the number of employees who need training.</p>
1232	E	O	11/11	B	5	<p>Mainly, addressing the need for accommodating students in a curriculum or training module who have childcare and transportation issues that interfere with their ability to participate. Onsite training eliminates a lot of those challenges as they usually have a standard mode of transportation for work and their child care needs are routinely met. This creates the least amount of hardship for them to acquire new skills. Proposing some solutions for my aforementioned organizational needs.</p>
1233	E	O	11/11	B	5	<p>Economic growth to continue to employ graduates of the ag mechanics program. Qualified and trained technicians.</p>

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1234	E	O	11/11	B	5	Continued financial success and solvency in small business health care setting - accounts receivable, billing practice, coding.
1235	E	O	11/11	B	5	A goal is to prepare employees to assume management and leadership roles. This is a government entity and people must prepare for the challenges of budget constraints and increased public demands.
1236	E	O	11/11	B	5	With the amount of competitors just a mouse click away, businesses must focus on keeping customers happy while being able to maintain a tight ship with less and less margin to work with. Employees need to be trained in and understand concepts of lean manufacturing and be constantly looking for ways to improve business concepts. *1, 5

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1237	E	O	11/11	B	5	<p>In our Land Records Office we try to place everything on-line for people to access our data and self-serve. We provide hundreds of geospatial databases/layers of information for the public related to land. As more of the information is acquired and provided people may not read the information correctly. Many people are forgetting how to read a simple map, but with the enhanced technology people are finding new ways to access data such as mobile mapping applications. Need IT familiar with this. Provide mapping data on mobile devices. Provide geospatial data via web through interactive mapping applications. Finding people who know how to use land records, such as Land Survey field. The state is in an aggressive program to create better parcel maps and having more people working with the Public Land Survey System in the local area is very difficult. We have always hired people from outside of the area on contract and then when a permanent position would open the only people qualified for the position is the contract person currently working in the office. Finding qualified people with Land Records, Land Survey, Tax Descriptions is very difficult. We see this for Realtors, Title fields also when they use our office.</p>
1238	E	O	11/11	B	5	<p>The ability for our company's growth has a direct link to the ability of WITC to provide training and qualified individuals for new companies coming to the area. *3, 4, 5</p>
1239	V	R	10/22	B	5	<p>Criminal Justice - work to make our program more competitive with other technical college programs. WITC has progressed, but not sufficiently. Need facility for emergency driving training, etc. Can also be used by fire, EMS, etc. *1, 2, 5</p>
1240	V	R	10/22	B	5	<p>Commend the expansion of barber/cosmetology and trend programs that complement it. *2, 5</p>

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1241	V	R	10/22	B	5	Approximately one third of the programs employed at 100% related are manufacturing programs. Anything being done to further support that obvious need? (Discussion on government funding for trade and technical TAACCCT grant to assist in funding welding and machining needs.) *1, 5
1242	V	S	10/10	B	5	Burlington Northern has a shortage of machinist, welders, truck drivers, etc. These jobs will be filled by other countries if WITC doesn't look forward and plan.
1243	V	A	10/29	C	5	Tap into retiree talent. Goes beyond it. Tap into general talent pool in the area. *2, 5
1244	V	A	10/29	C	5	Northwest Regional planning board. Take advantage of talent in the room. I adore the college. Need swimming pool. Need active military program on campus. Beef up programs for law enforcement. Share ambulance, sheriff, police. You need to gear up. *2, 5
1245	V	A	10/29	C	5	Campuses must come to the regions (because travel is an issue)- high poverty area.
1246	V	A	10/29	C	5	Point campus for area agricultural markets/organizations/entrepreneurs - general talent pool list, etc. (of retirees etc.).
1247	V	A	10/29	C	5	Consider opening campus to retirees and others to foster ownership.
1248	V	A	10/29	C	5	Increase public safety programs (Ashland looking at building a public safety complex).
1249	V	A	10/29	C	5	Help communities grow and thrive - How do we keep our kids?
1250	V	A	10/29	C	5	Strategic "Management" vs. "Strategic Planning".
1251	V	A	10/29	C	5	How can WITC serve "Our" community vs. "Your" community?
1252	V	A	10/29	C	5	Collective Impact Model - working together on shared set of goals.
1253	V	A	10/29	C	5	Tap into retiree talent. Goes beyond it. Tap into general talent pool in the area.
1254	V	A	10/29	C	5	Non-traditional employment track.

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1255	V	A	10/29	C	5	Need to keep young members in the community.
1256	W	A	10/29	C	5	Q3: Expand "Best Practices" across all campuses but specifically to Ashland. Upgrade the presentation technology (audio, video, etc). 3-D printing, patent issues, trademark issues, nano-technology.
1257	W	A	10/29	C	5	Q2: Identify local business resources for future businesses. Resources, power, fiber, utility, etc. *2, 5
1258	W	A	10/29	C	5	Q3: Continue moving into the future by teaching about alternate energies. Provide students with opportunities to practice searching and submitting grant proposals and or setting up a non-profit agency. *1, 5
1259	W	A	10/29	C	5	Q1: Believe it or not, we need a swimming pool! How about more active military recruitment program? We are trying to create a public safety building. Beefing up programs for law enforcement/protection/paramedics. *1, 5
1260	W	A	10/29	C	5	Q1: Believe it or not, we need a swimming pool! How about more active military recruitment program? We are trying to create a public safety building. Beefing up programs for law enforcement/fire protection/paramedics. *1, 5
1261	V	H	11/5	C	5	CNA program - need to be able to test at end of class instead of a separate time and location. Need testing locally. *1, 5
1262	V	H	11/5	C	5	Employers are willing to send employees to specialized classes during the day.

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1263	W	H	11/5	C	5	Q3: In Hayward, provide more basic college courses which students could transfer to University of Wisconsin. There are limited options in Hayward. Also after general excel, word & powerpoint classes for adults in Hayward. Older work force/employees are having difficulty keeping up with computer skills. *3, 5
1264	W	H	11/5	C	5	Q1: There are not many job opportunities in the Hayward area. Thinking about the future and job growth development.
1265	V	L	10/31	C	5	Struggle to find employees for industry. Electronics, inventory control, plastic injection molding (Rockwell)
1266	V	L	10/31	C	5	How can we help address the soft skills gaps? There is a change in philosophy that education is valuable and a way to be self-sufficient. Education is not emphasized. Soft skills is waning. *1, 5
1267	V	L	10/31	C	5	There is an insensitivity to the rural poverty. Need to look at our policies to support these people. Walk the walk. *4, 5
1268	V	N	10/17	C	5	Q: How do you do hands-on when a lot of the learning is done online? A: There is a lot of blended courses that will help with the hands-on. Need to train for understanding of new work environment and soft skills. *2, 5
1269	V	N	10/17	C	5	Are you leveraging MOOC's? Could be useful for lifelong learning.*1, 3, 5
1270	V	N	10/17	C	5	We have a void for Sheetmetal Fabrication candidates. We have to go to Fond du Lac right now to meet the needs. St. Paul has programs HVAC work, but not really what we need. How do we go about researching the need for that? Sheering, bending, punching is needed. 24 gauge and larger. *1, 2, 5



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1271	V	N	10/17	C	5	WI demographics show an increase in the county because we are close to the cities. We hear everything from the cities, but need a better marketing plan to market WITC and dealing with the growth. Does WITC develop into a university flavor to catch the big population explosion that will happen with the opening of the Stillwater bridge? We have a lot of competition, so we need to try and keep our students here. *1, 5
1272	E	O	11/11	C	5	I teach the Visual Arts at Barnum HS in Minnesota. Due to the utter lack of coursework in this area, our graduating students would not see WITC as a viable educational option, and would choose to attend college elsewhere. I do not have a technical/vocational partner in the Northland to work with. It would be nice to be able to set goals that would be mutually beneficial to both of our institutions. *1, 2, 5
1273	E	O	11/11	C	5	Ability to remain competitive. WITC has always done an excellent job of tracking the needs of its stakeholders, responding quickly and offering relevant training. Will need to keep an eye on tuition/costs so as not to become financially out of reach (does not imply this hasn't been the case).
1274	E	O	11/11	C	5	We are expanding our healthcare services to include behavioral health and pharmacy. We also offer dental and primary medical care. It has been difficult to find certified pharmacy technicians as well as lab technicians to fill our clinical support roles. *1, 5
1275	E	O	11/11	C	5	Affordable housing. *1, 5
1276	E	O	11/11	C	5	We have a continued interest in new businesses coming into our town. We have a strong school district, manufacturing, and processing businesses already existing so a goal to strive for enough employees for the businesses and availability for expansions if feasible.

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1277	E	O	11/11	C	5	New healthcare facility in a few years.
1278	E	O	11/11	C	5	Shortage of qualified Nurses or qualified medical CMA's.
1279	E	O	11/11	C	5	Smaller waiting list. More available classes. *1, 5
1280	E	O	11/11	C	5	Sand fracking needs masonry, wood techs, etc. WITC is rated #4; use that in your T V commercials. Present marketing is done to make us as good of a college to choose as those for profit. We are better: Potential students need to know that WITC is accredited, and that faculty are credentialed. Our prices are cheaper. We offer more financial aid. Market that. *4, 5
1281	E	O	11/11	C	5	Frac sand mining. Housing. Not sure, but I am concerned about the speed which WITC can react to new community training requirements. Having a focused means to know what is going on and the needs that come about with change.

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1282	E	O	11/11	C	5	<p>I would like to see more artistic diversity and creative enterprises in Rusk County. The Creative Community. Vital lifelong learning opportunities for the adults of Rusk County, keeping people educated and energized. It would take the involvement of both WITC providing leadership and resources as well as the community offering teachers and expertise. Not sure who would be involved in developing an actual college here in Rusk County, not simply on-line classes with minimal teacher/student interactions. For the first two goals, both related, there would need to be more and better continuing education programming and recruiting of teachers to provide such classes. These kinds of classes could also be incorporated into a curriculum of the arts and creative enterprises - involving both college students and "non-traditional" students in th classes. Community development of the creative community as economic development. Develop more creative and extensive continuing education programming, incorporating more of the arts. Create a physical presence here in Rusk County. *1, 3, 6</p>
1283	E	O	11/11	C	5	Focus on customer service.
1284	E	O	11/11	C	5	Job training and business development.
1285	W	R	10/22	C	5	<p>From what managers and employees relate to me, WITC is not much of a fun place to work. Although, I did hear for the first time ever that the last "all district" in-service went pretty good. I still think you need to bring in someone like Roxanne Emerich, to see what she could accomplish.</p>

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1286	V	S	10/10	C	5	Need to spend more time in the high schools to get the word to kids about the programs that WITC offers. Bring the programs right to the high schools. Classroom presentations and other opportunities for h.s. students to touch the program. (ie. Welding program) *1, 2, 5
1287	V	S	10/10	C	5	Market the 4th best college. Drop the 'Real College' 'Real World' Tagline. *1, 5
1288	V	S	10/10	C	5	Market the affordability of WITC. Bankrate.com results and placement. Market the lack of debt incurred with a WITC degree. *1, 5
1289	V	S	10/10	C	5	Market our placement rates. *1, 5
1290	V	S	10/10	C	5	Market to the 24-40 year old. *1, 5
1291	V	S	10/10	C	5	Skills gaps are getting further apart. *1, 5
1292	W	SL	9/30	C	5	Q1: Hospitals need skills in Electronic Med records/IT as well as in clinical background. Each medical facility (clinic, hosp, rural health co-op) needs to convert to electronic medical records (EMR) *1, 5
1293	W	SL	9/30	C	5	Q2: The public High Schools are going to need to step up to the plate and take responsible actions to prepare the American youth. *2, 5
1294	W	SL	9/30	C	5	Q1: As Washburn County Economic Development and Washburn County Industrial Development have the goal of increased business and the employment association it is important that WITC be notified of employment needs of new and existing businesses so educational requirements can be met. *4, 5
1295	W	SL	9/30	C	5	Q2: It is difficult to predict the skills necessary for employment for new businesses, but something we will begin discussing with new and existing businesses in Washburn County. *4, 5

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1296	V	A	10/29	E	5	Hope that our strategic plan continues to support the Energy Efficiency program. If we are able to reduce our usage by 20% we could use this money to support other objectives for the college. Choose achievable goals to reduce usage internally for WITC.
1297	V	A	10/29	E	5	It's important to incorporate sustainability into our programs. We need to practice what we preach. One of the benefits of the rain garden is to keep moisture in the ground. Look into ways of retaining water. Storm water runoff charges need to be looked at and the treatment of runoff water.
1298	V	A	10/29	E	5	How do we as a college promote and support graduates and community members start up new businesses? Do competitive marketing to see if business is viable. Boot camps to see what skills are needed? *2, 5
1299	V	A	10/29	E	5	Facilities: Courses are IP Video. Some classes need computers. We need to look at updating/dual labs so I can see my students and they can see me. Currently cannot do that. *3, 5
1300	V	A	10/29	E	5	Looking at lighting for ITV rooms. Getting a lot of glare off the screens in Room 209. Ergonomically not good for the body in trying to avoid glare. *3, 5
1301	V	A	10/29	E	5	Room design - seems to be a consistent thing of architects to put screens in front white boards. That does not work. We use both, so we need to be able to do both.
1302	V	A	10/29	E	5	Systems decision-making application opportunities both internally and in curriculum.

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1303	V	A	10/29	E	5	When I'm in the community I hear how good WITC is, but they could really use a swimming pool to teach lessons. Specials Education for 18-20 year olds with disabilities and also life skills classes. Include financial for people with disabilities. Young employees need to learn to financial planning early in their life so they're not in a jam later in life. Also healing touch for animals/human courses to help alleviate pain for before and after surgery. When we purchase software for computers, consider people with disabilities. Don't use Adobe Flash, no visual impairment people can use these. HTML 5 does work. Need business in town that will work with people with disabilities (Ashland).
1304	V	A	10/29	E	5	IPV Labs - portable. Do not work well in computer labs. Need to evaluate equipped labs?
1305	V	A	10/29	E	5	Consideration of continued support of the Renewable Energy and Sustainability Committee.
1306	V	A	10/29	E	5	Offer Entrepreneurship boot camp or other support mechanism.
1307	V	A	10/29	E	5	Consistency of facilities to meet hybrid or face-to-face. (Quality of science labs at the campuses).
1308	V	A	10/29	E	5	ITV course facility setup (dedicated labs with computer).
1309	V	A	10/29	E	5	Planning for technology aspects in labs for future aspects of delivery. (e.g. Medical Office Specialist Ash/Sup).
1310	V	A	10/29	E	5	Faculty/staff input on development of facilities. *3, 5
1311	V	A	10/29	E	5	ITV ergonomics in facilities.
1312	V	A	10/29	E	5	Swimming pool needed. Facility implications.
1313	V	A	10/29	E	5	Awareness of software needs for disabilities.
1314	V	N	10/17	E	5	WITC Career Apps would interest younger, tech savvy students. *2, 5

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1315	V	N	10/17	E	5	Tuition reimbursement for degree completion?
1316	V	N	10/17	E	5	Greater emphasis on physical fitness within careers is coming. How will we address this coming need? It could be an attraction for students to come to us.
1317	V	N	10/17	E	5	Marketing materials (Career Impact report, news releases) help promote all WITC has to offer. Social media impact (FaceBook, LinkedIn). How do we market to high school students - younger? Creation of color books using crayons with WITC with them.
1318	E	O	11/11	E	5	We do a good job of seeking out needed skills in the community. Continue to be proactive in anticipating career and employment needs in the community.
1319	E	O	11/11	E	5	After being upstairs for one year, many faculty would like to have a safe, secure environment and one restroom.
1320	E	O	11/11	E	5	Why so much oversight and intervention with expense forms? Shouldn't that be the manager's responsibility? Do we really have the staff capacity to provide those hours? Let the manager have the accountability they've been hired/paid for. Random audits make sense; devoting support time to review every single document definitely does not. Training opportunities - continuous improvement. *3, 5
1321	E	O	11/11	E	5	WITC is in constant contact with their partners in B&I as well as with the community.
1322	E	O	11/11	E	5	We continuously listen - which is what we should do - but we don't need to make every "wish" come true if it isn't cost-effective. I fail to see why every campus needs their own bookstore when there are e-books, online ordering of books and universities next door that would supply books.

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1323	E	O	11/11	E	5	Offer more IPV classes at the Outreach Centers, particularly General Studies classes. Determine a strategic direction for the Outreach Centers at the PC level, and see that it is supported by the Academic Deans. Determine a strategic direction for the Outreach Centers at the PC level, and see that it is supported by the Academic Deans. *1, 5
1324	E	O	11/11	E	5	WITC aims to provide well-trained employees. Discontinue programs that are no longer needed WITHOUT CREATING NEW POSITIONS FOR THE TEACHERS WHO ARE DISPLACED. Implement new programs in response to employer needs. Expectations are clearly communicated to staff members. Open all Teaching & Learning Days to adjunct faculty, who should be paid a stipend to attend. Provide all staff with adequate resources to do their jobs, including much improved technical support (I have waited MONTHS), far fewer "hoops" set up by Administrative Office staff, and adequate, local clerical support. Distribute workloads more evenly. *3, 4, 5
1325	E	O	11/11	E	5	Provides effective and affordable education to citizens. Provides affordable training to businesses. Anything and everything needed to help a student be successful. Provide on-campus childcare. *1, 5



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1326	E	O	11/11	E	5	<p>Allow interns to work in their offices. Provide service learning projects as part of the classroom activities. Clubs provide service to many organizations. Less online classes to better serve businesses with the skill sets both hard skills and soft skills that students need to be successful in the workforce/community. Keep students involved in onland classroom activities and service learning projects to meet community needs as well as academic needs. Faculty and staff stand by each other and support each other in the day-to-day activities SERVING students. Faculty serve students on a DAILY/HOURLY/minute-by-minute basis 24/7. Faculty and local staff work together to meet student needs. Get administration on board. Let them be part of the team and not just the dictating unit running the college. *1, 3, 5</p>
1327	E	O	11/11	E	5	<p>We have open communication w/ the community and actively seek their input at least in my field, through meetings, advisory boards and evaluations.</p>
1328	E	O	11/11	E	5	<p>There are a lot of class offerings in the locations; we try to reach out to the communities through the newspapers, schools, and other mediums.</p>
1329	E	O	11/11	E	5	<p>Have an additional business training contact in the New Richmond area - with it being the fastest growing region in the state, we need to establish ourselves as strong partners to business in that area before CVTC or someone else does.</p>
1330	E	O	11/11	E	5	<p>Quicker response time for credit program development. More new programs and retooling existing programs.</p>
1331	E	O	11/11	E	5	<p>We will need to expand our facilities in order to develop new programs and continue to meet the education needs of our area.</p>

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1332	E	O	11/11	E	5	I think that WITC should expand to a 2 year associate's degree in liberal arts/general studies so that local students could do the first 2 years of college here at WITC before transferring to a 4 year college or university.
1333	E	O	11/11	E	5	I would like to see English Composition taught so that students in nursing and other fields can more easily transfer their English classes to a 4 year college.
1334	E	O	11/11	E	5	Provides support for continuous improvement of each/all staff members. In light of my the comments on the previous page, if we are to be leaders in systems thinking and sustainability, then we need to provide strong staff development of these skills at all levels of our college.
1335	E	O	11/11	E	5	Strengthen the CWO assessment process - to provide opportunity for closing the loop learning for all programs with regard to the laudable outcomes articulated by the CWOs. We should experience continuous improvements with these CWOs into the years ahead.

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1336	E	O	11/11	E	5	<p>I used think we were the best in this, but recent years has been different. We don't seem to use community information in making many of our credit programming decisions. EX: We cancelled the marketing program but had over 50 students in the program. In service speakers talk about the highest needed jobs in the future (accounting, admin prof, etc.) yet we do little to promote those dwindling programs. We aren't positioned to run classes for students who work FT jobs anymore w/o flex/blen classes. We definitely seem to be more staff focused than student need focused. If staff are not interested in teaching ITV to reach greater areas, they aren't encouraged to do so. The delivery methods are limited to classroom or online w/o use of our current extraordinary technology. Non-traditional students or students who work FT jobs are often not prepared for online and we lose them, then lose them forever. We are not prepared to meet working students' schedules and skill levels, as distance students are forced into online classes and many fail. We then lose them for good. *1, 5</p>
1337	E	O	11/11	E	5	<p>Allow credit divisions to have more flexibility and/or budget to market their programs. Set up parameters and templates. As it is now, the dwindling programs have little option to reach their market and no one seems to be doing that for them.</p>
1338	V	R	10/22	E	5	<p>Flexibility and lifestyles are making online an appealing option for students, but then many students are struggling with motivation, understanding, etc. Some type of additional common practice with face-to-face, ITV, occasional classroom, etc. to increase that skill set would be helpful. *1, 5</p>

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1339	V	R	10/22	E	5	Something additional required of online students when they begin to struggle to catch them up or meet their needs before they fall behind, or until they learn how to successfully complete online courses. Re-establish task force or other focus group. *1, 5
1340	V	R	10/22	E	5	Will we consider flexibility in presentation, e.g. teaching night classes as an option for those working during the day? Great option to draw people into introductory classes so they may feel more comfortable later on enrolling online. Hybrid classes help bridge that gap and build their skill set. *1, 5
1341	V	R	10/22	E	5	Need more evening or weekend offerings. We are one of the lowest in WI in offering this option to our students. *1, 5
1342	V	R	10/22	E	5	Students need to be given adequate notice regarding calendar and date changes for their classes. Was particularly poor for MA classes this fall (there were changes three times in last week before classes started). Poor service as students try to arrange work schedules, day care, after school care, etc. Not following our own policy regarding the amount of time before classes start that class can be rescheduled/changed. Stick to academic calendar deadlines. *1, 4, 5
1343	V	R	10/22	E	5	Skills gap - how do we meet needs of those with high technical skills, but low on the soft skills or basic skills (math, English, etc.)? Are we addressing how to meet those basic skill needs and fill those gaps as enhancements for their success? Working towards that with bridges, prepared learner, etc. *1, 5

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1344	V	R	10/22	E	5	Planning in place regarding performance based funding metrics (10%, 20%, 30%) and do we have items in place to make improvement? Working with State to meet those definitions, formulas, etc.
1345	V	S	10/10	E	5	How can we better leverage Friday's in our scheduling? Space utilization consideration.
1346	V	S	10/10	E	5	Where is the college on Flipped Classrooms? (student centered learning) - doing homework in classroom, lecture at home. Using Podcasts, blackboard, etc. for presenting lesson. *1, 3, 5
1347	V	SL	09/30	E	5	Focus on improvement of efficiencies in operational business processes. (ex. ImageNow, workflows, value-stream mapping)
1348	V	SL	09/30	E	5	Utilize our buildings to draw community & business people in. Are we in touch with our local businesses to draw students? Get the right people at the table to maximize these opportunities. Should we offer a program that would take longer during underutilized times on our campuses? *1, 2, 5
1349	V	SL	09/30	E	5	How do we retool programs and staff? How do we make quick response to business needs? (i.e. Bosch, rapid response teams for highschool academy) #2, 4, 5
1350	V	SL	09/30	E	5	Take opportunities for classes on Fridays and evenings - better utilization of buildings. Target a program on Fridays and weekends and evenings - target Business & Industry specialized training. Note: There are a lot more students signing up for online classes. *2, 5
1351	V	SL	09/30	E	5	Utilizing test centers and computer labs better. *1, 5
1352	V	SL	09/30	E	5	Improve annual operational budget process workflow so we don't lose planning information.

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1353	V	SL	09/30	E	5	Student demographic expansion: How do we get students less than 27-29 yrs. old interested in WITC? *1, 5
1354	V	A	10/29	S	5	Childcare is needed. *1, 5
1355	V	A	10/29	S	5	I had instructor direct me to the LRC because I needed Adobe. Only certain computers had the software needed for program. This should be loaded on all computers in LRC at the college. Numerous students have troubles with computers in the LRC. Need updated computers. Certain online classes wouldn't view links sent by instructors in the LRC. *1, 5
1356	V	A	10/29	S	5	Updating Adobe Flash Player on computers to play YouTube video the newer learning resources. *1, 5
1357	V	A	10/29	S	5	Food Stop - employees need a raise. Betty needs help:)
1358	V	A	10/29	S	5	Improvement o science lab (bigger... space!).
1359	V	A	10/29	S	5	More online courses for IT students.
1360	V	A	10/29	S	5	Day care opportunities.
1361	V	A	10/29	S	5	All campus computers have all software available. (LRC computers are dinosaurs)- also couldn't watch some video links for online resources. (same happening in Marine Repair Technician W/M-Shop/lab).
1362	V	A	10/29	S	5	SAM cards - need all Firefox - not all computers/browser works - not even in classrooms.
1363	V	A	10/29	S	5	Updating Adobe Flash Player on computers to play YouTube video the newer learning resources.
1364	V	A	10/29	S	5	Work order program for Marine Repair Technician is a mess.
1365	V	A	10/29	S	5	Applied science being taught too much as a math class.
1366	W	A	10/29	S	5	Q3: Longer open hours.

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1367	W	A	10/29	S	5	Q3: work facility, child care *1, 5
1368	W	A	10/29	S	5	Q2: Location. Program. Affordability. I realize improvements to science lab are expensive but this is a top ranked nursing school! It could stand some improvements!!! *1, 5
1369	W	A	10/29	S	5	Q3: Improvements to the science lab. Better facility (bigger). Not enough space. Videos on LRC computers didn't play correctly/update Flash so they can play videos in Marine Repair shop. *1, 5
1370	V	N	10/17	S	5	I was trying to transition into college, it would have been nice to have a little more than a week to get things in order as far as financial aid and getting books (multiple students faced this issue). Because of tight timeframe it leaves you with decisions of whether "if you can or should buy books or if you will be attending school". Send notice of approvals of financial aid earlier. How can we improve the communication processes? *1, 3, 5
1371	V	N	10/17	S	5	Scholarships - I have applied multiple times and I have never gotten them. Q: Who is getting these scholarships? A: 387 Scholarships were given out last year. Get in there and keep applying. We could increase/improve communication. Improve communication with students regarding scholarships and availability. More than what we currently have. More scholarships are needed. *1, 4, 5
1372	V	N	10/17	S	5	Additional areas for grants. Financial aid sometimes is just not enough. Need more scholarship opportunities and where to go for grants. *1, 3, 5

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1373	V	N	10/17	S	5	There a lot of students that are not 18-20; we now work and have family responsibilities, car insurance, healthcare, food. We can't pay our bills, and get good grades. Other forms of money would be great. Expenses related to time needed for studying are overwhelming sometimes. *1, 3, 5
1374	V	N	10/17	S	5	Improve communication on student clubs - expand on what we have. Need to promote better (inform) maybe in the Fall and Spring. *1, 4, 5
1375	V	N	10/17	S	5	I have had a great experience here, instructors very helpful. Only complaint - it is very noisy in the Industrial Automation classroom. It's so noisy you can't even hear or talk. Remodeling project is in the works for that problem. It is very hot in that room. Some of the equipment we use is too wore out and outdated. Make sure the instructional equipment and supplies are adequate. Lacking in some areas. When something actually works it's considered a 'miracle' vs. learning something on that bread board. *1, 5, 6
1376	V	N	10/17	S	5	A suggestion: With the MAS program - print intensive program. Paper costs for programs/printing costs. Maybe add 10 to 15 dollars to that program because of the nature of things that do need to be printed out vs. other programs. Maybe other programs can donate printing dollars to other programs that do use it a lot. *1, 5, 6



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1377	W	N	10/17	S	5	<p>Q3: Since the school is primarily for learning the classroom environment should be conducive to learning. I have found my classroom to be very unwelcoming for learning. The IACN classroom is noisy with a lot of background distraction, compounded by a soft spoken instructor. I am almost 3/4 of the way through my program and have not seen no improvement since I first mentioned it to the instructor my first semester. I can't wait to be done and gone.</p>
1378	E	O	11/11	S	5	<p>The health information tech class I was after. The online training and testing programs seem to have some bugs in them, as they are not straight forward and always user friendly. Support services to student and curriculum selection could be improved here. When I actually started using them, they were a nightmare to navigate until I got used to their idiosyncrasies. If the files for SAMs could have been down loaded and "unzipped" from the compressed files to ones I could easily access on my lap top. This should have been done before classes really started and not on a individual basis, but as a service to all students in the classes.</p>
1379	E	O	11/11	S	5	<p>I liked the fact it was moving with the future with technology and that it keeps up with what the job market wants and needs.</p>
1380	E	O	11/11	S	5	<p>This school is already on its way to becoming one of the best technical colleges, and Rice Lake campus is doing a fine job thinking of ways to improve the great thing they have going here. I could see maybe having more eating area could benefit, but sounds like that is coming next fall.</p>

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1381	E	O	11/11	S	5	Growing as a college in the international education area. Very important to me. *1, 5
1382	E	O	11/11	S	5	Scholarships. I think we need to provide additional help to students applying for scholarships. Yeas there is a video on the page but posting help in the LRC for those students who have trouble writing or expressing themselves in words would be helpful. I have helped 6 people write their scholarship applications, had I not helped they would have not applied. Also the teachers and Foundation need to be more proactive in the classrooms telling students about the scholarships and how it works. *1, 5
1383	V	R	10/22	S	5	Any thought on reorganizing the educational system to break up the programs to allow students to progress at their own pace to accelerate programs via the technology available, e.g. prerecorded lectures that can be viewed or reviewed as needed, etc. How would/could that be put into place? Flipped classrooms - watch lecture, go to class for lab. *1, 3, 5
1384	V	R	10/22	S	5	Concern over safety measures with spacing of blue lights during lockdown. Two incidents, but don't really see lights until after you step into the hallway. Lights in all classrooms? (Discussion followed on RAVE emergency notification implementation.) *1, 5, 6
1385	V	R	10/22	S	5	Student in their second year accounting, and wants to continue to baccalaureate degree and CPA certification. (Discussion on articulation agreement or possibility of a 4-year college renting space here to continue presenting further schooling, or working with UW-Barron County, career counselors, etc.) *1, 2, 5

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1386	V	R	10/22	S	5	One Student Senate - Districtwide - all campuses? Or should it remain by location to not lose local control? Perhaps local Senate with representation to a collegewide committee. *1, 5
1387	V	S	10/10	S	5	All the rooms have large windows--even with the lights off--the students felt exposed during the lock-down drill. Need to communicate to students that during a real emergency the faculty and students should flip the tables, desks, furniture so that all students can be behind something. *1, 5
1388	V	S	10/10	S	5	Cafeteria is great but would suggest making it more affordable. Would suggest tying it to the total tuition package like a food program where students can use their student id card to pay for food. *1, 5
1389	V	S	10/10	S	5	Cell phone coverage/reception is very poor in many locations on campus. Address dead zones. Other campuses have 'Help Centers/Blue Lights' type stations. Steve updated that we will be doing an assessment on coverage on all the locations because of the new RAVE system. *1,5
1390	W	S	10/10	S	5	Q3: Make access to our H drive (network) available off campus. Reevaluate the grading system. Provide a more affordable cafeteria option. Perhaps even include a meal plan on tuition. *1, 5
1391	V	A	10/29	B	6	Students come out with degree/certificate and need to understand they will still need to work to advance. (Can't start on top). "Shape Expectation".

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1392	E	O	11/11	B	6	I am a Douglas County contracted employee of Northwest Passage. Northwest Passage runs multiple adolescent treatment facilities throughout the state. Northwest Passage's goal of providing the best care available to the corresponding communities could have an impact on the various WITC campuses. As a solo contracted employee, I'm not aware of specific issues that impact our goals.
1393	E	O	11/11	B	6	Holding forums and committees which involve perceived insignificant roles in the community such as contracted positions within Douglas County.
1394	E	O	11/11	B	6	I am selling my business, a barber shop, and possibly a barber/cosmetology graduate/student may want to purchase it.
1395	E	O	11/11	B	6	Replacing an aging workforce with new skilled talent. Need more and better WITC graduates.
1396	E	O	11/11	B	6	Training and support for the retiring people (baby-boomers) is needed. Companies in the manufacturing field are in need of skilled welders and automation people.
1397	E	O	11/11	B	6	To hire more massage program graduates, and provide them with 401k, vacation time and healthcare benefits.
1398	E	O	11/11	B	6	Our line of work has limited resources for interested people to learn from.

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1399	E	O	11/11	B	6	We would like to continue to grow as a company and having professional, well trained, educated and well-rounded HVAC service technicians is of high importance to us as a company. Utilizing current and new testing equipment. Work on current HVAC equipment. Educate the students on geothermal. Teach them to be professional, not just a tech that does not sell or deal with customers. They must have customer service skills.
1400	E	O	11/11	B	6	The need for certified nursing assistants has grown. I know that the classes have increased with this being a requirement to get into the ADN program but not as many who take the course actually become certified. We serve as a clinical site for the NA and ADN program. If we are in need of NA's we previously were able to hire from the students doing clinical here. I now see many of the students who do not have any interest in doing NA work as they are only in the course as a WITC requirement to get into a health program.
1401	E	O	11/11	B	6	We will need capable technical people, designers, technicians.
1402	V	R	10/22	B	6	STEM initiatives should be encouraged more at HS level. Many other clubs are promoted (FBLA, FFA, etc.) but rarely STEM.*3, 6
1403	W	S	10/10	B	6	Q2: Identifying best from hundreds of applicants. Ability to pass pre-hire assessments.
1404	V	A	10/29	C	6	Innovation/Patents - WIN (Wisconsin Innovation Network) organization- inventory the talent.
1405	V	A	10/29	C	6	Need swimming pool.
1406	W	A	10/29	C	6	Q1: Establishment of human capital resource base (WIN) and agriculture - economic corridor

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1407	V	H	11/5	C	6	Don't add Ladysmith & Hayward Outreach Centers together. They have different demographics.
1408	V	L	10/31	C	6	Challenge of mind set that just get a job to pay the bills - not encouraging our children - parents leading by example may not happen - highschool presentations to students - anything to encourage them - the students need to see people that have come from a challenged background so they know they can do it. Have presentations for students & parents to create awareness.
1409	E	O	11/11	C	6	Lower property taxes. Stop taking property tax money.
1410	E	O	11/11	C	6	Local industry retention and expansion.
1411	E	O	11/11	C	6	Technological sophistication. Not just being able to use technology, but to form it in a way that maximizes its utilization. Increase community outreach.
1412	E	O	11/11	C	6	Safe environment.
1413	W	R	10/22	C	6	Q3: By providing facility / services of Conference Center. Graduating quality potential hires. *2, 6
1414	W	S	10/10	C	6	Q1: Revitalization of Tower Avenue after rebuild.
1415	W	SL	9/30	C	6	Q1: City of Shell Lake has an excellent Industrial Park. Mayor Peterson invites you to stop at City Hall. We would be more than happy to give you a tour.
1416	W	SL	9/30	C	6	Q2: We (the city) will decide on technical education students to finish the needs of the industrial park.
1417	W	SL	9/30	C	6	Q3: It's on-going, public relations, people need to see results.
1418	V	A	10/29	E	6	Opportunities to improve energy use internally at college.
1419	V	N	10/17	E	6	Study and teaching abroad or to other parts of the country. Make WITC 'sexier' more than the usual for a 2-year school.

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1420	V	N	10/17	E	6	"Amazing Race" is a good program. Middle School activity to come to WITC. *2, 6
1421	V	N	10/17	E	6	Could we connect at other events in lobby, waiting for events to open, etc.?
1422	V	N	10/17	E	6	We need to improve our connections with workforce and vets.
1423	V	N	10/17	E	6	Student life & intermural sports can be a draw.
1424	E	O	11/11	E	6	We offer many classes in continuing education that many community members are very faithful to. Community focused.
1425	E	O	11/11	E	6	With future remodeling pending for our campus, please give faculty a safe, secure environment upstairs and one restroom.
1426	E	O	11/11	E	6	WITC hires staff who truly care and are easily accessible. Make the new addition's south door accessible to faculty as an entrance via a key fob, as seen on other campuses. Place a second copy machine upstairs connected to only faculty laptops to reduce the "bottle neck" effect of only having one copy machine for all printing (e.g. your printed email ends up inside another instructor's PowerPoint printings). *3, 6
1427	E	O	11/11	E	6	It would be awesome if our electronic survey actually matched the paper copy that was distributed... (This one sucks - I've been following my notes on the paper version we received, and now they don't match up. Very frustrating!!)
1428	E	O	11/11	E	6	Many of the faculty and staff have taken the initiative to involve themselves with volunteer organizations (Rotary, Downtown Association, etc.). These are valuable networking opportunities for employee, the college, and the students. Not sure where this fits. It definitely builds relationships within the community; but it also is a resource for classroom learning and student connections in to future careers.

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1429	E	O	11/11	E	6	Everyone has a stake in our successes from the top on down. It doesn't all have to be top driven to be successful for us.
1430	E	O	11/11	E	6	Provides quality education, credit and continuing ed to strength the workforce.
1431	E	O	11/11	E	6	WITC is number 4. Doesn't that say we're doing a great job?
1432	V	SL	09/30	E	6	How do we recruit good people - especially with the higher turnover and budget constraints? What is the plan of recruitment of new staff (use success stories of current staff and why they stay)? *3, 6
1433	V	A	10/29	S	6	After 30 years of being out of school, the place looks good.
1434	V	A	10/29	S	6	Need to promote the area better. Ashland didn't promote the lake. Some students didn't even know there were going to be by a great lake. Nicolet promotes the outdoors.
1435	V	A	10/29	S	6	There is a lot opportunity for some type of photography program.
1436	V	A	10/29	S	6	CPR refreshers. How does that work? Why is there only one a year. Our company needs refreshers done every 6 months and WITC does not offer it enough to satisfy the needs. Don't want to drive to Rice Lake to do it. Need more offerings for area.
1437	W	A	10/29	S	6	Q1: Very open, welcoming and willing to help anyone no matter the person, or time.
1438	W	A	10/29	S	6	Q2: The close area to family and the cost effectiveness for the education that you get at this school
1439	W	A	10/29	S	6	Q2: It is close to home and has the program I wanted along with the lower cost.



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1440	V	N	10/17	S	6	Have you ever considered bringing in other students to talk with other students. Word of mouth is a powerful tool to use to promote WITC. Little perks like bookstore care, gas card, free book rental for signing students up. Maybe have a fundraiser for reserve parking. *1, 6
1441	V	N	10/17	S	6	I have had a great experience here, instructors very helpful. Only complaint - it is very noisy in the Industrial Automation classroom. It's so noisy you can't even hear or talk. Remodeling project is in the works for that problem. It is very hot in that room. Some of the equipment we use is too wore out and outdated. Make sure the instructional equipment and supplies are adequate. Lacking in some areas. When something actually works it's considered a 'miracle' vs. learning something on that bread board. *1, 5, 6
1442	V	N	10/17	S	6	A suggestion: With the MAS program - print intensive program. Paper costs for programs/printing costs. Maybe add 10 to 15 dollars to that program because of the nature of things that do need to be printed out vs. other programs. Maybe other programs can donate printing dollars to other programs that do use it a lot. *1, 5, 6
1443	W	N	10/17	S	6	Q1: Provides a quality education at an affordable price in a relatively small classroom environment. The intimacy of a small campus provides the setting for friendly interaction and pleasurable socializing among the students and staff.
1444	E	O	11/11	S	6	Not to harp too much on the parking lot, but I'm sure in the winter it's not as much of a problem as in the summer: all the lines on the student parking lot make it a bit confusing. Maybe brighten up the parking lines a little would be nice.

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1445	E	O	11/11	S	6	Because online classes were the only thing that would work for me to go to school. They were not too expensive like other online schools.
1446	E	O	11/11	S	6	It would help if the school could have a week before classes for us to come in and get help getting things like SAMs training online registration and computer set up done prior to the first week of actual classes. I lost almost a week of study time fighting with both the SAMs and the Evolve programs.
1447	E	O	11/11	S	6	I liked the graduation rate and the after graduation to work rate.

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1448	E	O	11/11	S	6	<p>The online classes need improvement. I have 2 different classes with the same instructor and she has each one formatted differently. When school started I used the tech outreach option and had someone review Blackboard with me and make sure that my laptop would support the scheduled classes. All was fine.. Then the school got an updated of windows and I'm assuming that the teachers had option of changing formats for notes etc. Well one of my classes the format was updated but not the others. Because of this I can no longer access my course work and have to go to the campus to print off the work and then submit my assignments through email. I have little time to be on campus working 2 jobs. The online option was chosen for the convenience and flexibility but that is no longer there and is using more resources (time, money) to complete the class. I have reached out to the help desk and instructor for help and answers but nothing proved fruitful. I had my laptop checked 3 times to make sure nothing was wrong with it, I even talked to a help desk in person and nothing! Emily found that the format was changed for the one class and is the cause of the issue. How am I supported when there is no answers to my problems. If I started the year successful then I should be able to continue on the same path. The lack of support from staff has made me fearful of my role as a student pioneering the international education program studying abroad on Scotland. What happens when I'm overseas and it can't be fixed or I can't talk to someone in person? I don't feel it here at home and I'm sure that I won't feel it 3000 miles away. We are a growing technology school and I get changes but when in have done my part in making sure my computer and programs supported online learning. This change requires additional cost and was not outlined or required when I signed up for classes.</p>

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1449	E	O	11/11	S	6	Impulsiveness. Improvement of quality of life. Attending school was the only way I could handle staying in northern WI.
1450	V	R	10/22	S	6	What is the bullying policy at WITC? (Not expected in this environment, but in the handbook, is covered under harassment and code of conduct. Discipline may include sanctions all the way up to expulsion and criminal complaints filed.)
1451	V	R	10/22	S	6	Concern over safety measures with spacing of blue lights during lockdown. Two incidents, but don't really see lights until after you step into the hallway. Lights in all classrooms? (Discussion followed on RAVE emergency notification implementation.) *1, 5, 6
1452	V	R	10/22	S	6	Library - contains several books on Islam and some other religions and/or political persuasions but no Bible is on any of the four campuses. Suggest equal representation.
1453	V	S	10/10	S	6	Suggested having a camera in the parking lots for security purposes. (Steve/Bonny indicated that additional cameras are on order.)
1454	W	S	10/10	S	6	It would be very helpful if library was a QUIET place like last semester.
1455	W	S	10/10	S	6	This is cold in the library. Very high change in temp degrees for outside. Been this way for days. Please adjust. Other classrooms are warm.