A survey soliciting potential Action Project ideas was conducted from January 9 - January 20, 2012. The following prompt asked employees to supply text describing ideas for future AQIP Action Projects at MCC:

“In the second part of the survey, you will be asked to suggest one or more future AQIP Action Projects for MCC. The suggestions collected during the survey will be the beginning of a prioritization process that will decide the next AQIP Action Projects at MCC. Please give us 1-3 ideas you have for future MCC AQIP Action Projects. Please type a PROJECT TITLE and then a SHORT SUMMARY of your idea in each of the three sections below. You do not need to provide details such as staffing, budget etc. but be sure to give us the proposed activity and expected improvement outcome.”

A total of 158 unique text descriptions were submitted. For ease of use in future discussions, these suggestions have been thematically arranged into related categories or areas of interest; descriptions appear exactly as they were submitted by employees and no changes have been made for grammar, spelling or mechanics.

ORGANIZATIONAL CULTURE

- Integration of Part-Time and Adjunct Faculty Into MCC. Since most of the sections at MCC are taught by these people, they need to become a more integral part of the College. This is a HUGE challenge since many also teach at other institutions and are on campus a limited amount of time. For me this is more important than the sexual harassment test I was required to take in the fall semester. This impacts the quality of education and the quality of the experience MCC students receive. As An Adjunct Faculty member, I often feel like an
- Reorganization...we have far too many exec and too little use of faculty coordinators...we need empowerment/decentralization
- More effort at improving relationships and building collaboration across the college.
- Cross-Disciplinary/Divisional Interaction: Our organizational structure tends to lend itself to operation in silos. I often wonder how to break down these barriers and start tackling common/similar problems together.
- Create an all-college meeting with the President personally delivering an update on all college projects once per semester.
- College Community. More organized social events like the softball tournament. Maybe one for winter and one for summer.
- New Employee Information Project - A program to better familiarize new employees with the campus(es), processes, departments and other employees. A program such as this would expand on the new employee orientation that is done by HR to allow for a smoother transition to the "Mott way".
- Work/Life Balance Exploration of programs and philosophies used in other institutions to improve employee satisfaction including flexible work schedules, wellness programs and incentives, on-campus programming to promote holistic mind/body health outcomes. Project would include gauging current climate of employee satisfaction and identifying key areas of improvement. Once identified, top areas of improvement would be addressed using best practice models.

ADVISING

- Student Counseling: Frequently hear about mis-information given to students about various programs of study. Need to have specialists, not just first come-first serve helpers.
- Assign students to specific program-related advisors from the point of admissions all the way through graduation. Ensure that they are in the right Program Code and keep their records up-dated every semester.
• Registration/Advising. Devise some system where students don't have to wait in line for three hours to see an advisor. I think the advisors/counselors are truly value add to our students, but it is a bottle neck getting in to see them. Maybe the college can implement some type of online advising component to aid in the process.

• Better training for Academic Advisors. One of the most frequent complaints I hear from students is that they get different answers from different Advisors. The second complaint is that Advisors, who are faculty, put students into their own classes when the student doesn't know what they want/need.

• Improve Academic Advising. Many students take classes that are not needed or helpful to their program of study because of mis-information or lack of understanding of program requirements. Degree seeking students should be assigned to a specific advisor or advisor group by their program and should meet w/advisor regularly, (face-to-face or via email), to ensure they are making the best use of their time and tuition dollars. Additionally, students should be able to meet w/advisor and register based on status: those closest to obtaining their degree/certificate should have preference.

• Full Time Advisement Center: A study that would compare the value to the students between utilizing full time faculty or full time advisors and their influence and judgment to the benefit of the student. A center where non-partial qualified, continuous improvement training, and dedicated advisors who are continuously updated and trained in the changes of all areas of academics at Mott. Advisors that are up to date on new processes and procedures and who have a working knowledge of the current ones as well and can/will share this information with students.

• Advising has been a problem with developmental students taking classes they're not prepared for before they've completed the basic prerequisites.

• Improve advising and faculty/student relationships by a) having students see a single educational area faculty member who oversees their academic advising for the entire time at MCC AND b) creating an appointment system to better serve students in their initial advising intake.

• Advising: While good changes have been made in advising, more work needs to be done. Perceptually there are still issues with advisors filling their own classes, advisors not having the ability to advise outside their areas (a significant issue since students often change majors), incorrect information going to students, etc. Since other AQIP projects have focused on student preparedness, it would be helpful to relook at advising especially to make sure they have the right information.

• Better coordination of advisors to students. Advisor from each discipline matched to students interested in that degree.

• ACADEMIC GUIDANCE and PROGRAM CONFIRMATION Outcome: Improve graduation rates Activity: Require students to meet with advisors before every semester to confirm academic plan and choose classes. Advisors should also provide feedback regarding students' past performance in required classes, and assistance in helping students select a new path, if appropriate.

EMPLOYEE MENTORING

• Faculty Mentoring New Full-Time Faculty and Part-Time Faculty need a 'buddy' mentor to shepherd them through all the intricacies of Mott's mysterious and hidden forests. Despite the (brief) orientation and talk with your Dean, faculty are pretty much on their own after hired. Some take as long as two-three semesters to navigate the multiple processes necessary to even begin to teach a course, much less several.....

• In-Division (The mentor should be from the Division the new faculty is hired into) FORMAL Mentoring Program.....this program should include everything from where facilities are located to review of written and 'unwritten' policies. A written formal 'check-off' should be included.

• Implementing a mentoring system for all employees.
INTERDISCIPLINARY TEACHING

- Interdisciplinary Teaching The 21st century marketplace demands a more integrated, holistic approach to teaching at the college level than has been tradition. This project would explore interdisciplinary teaching, evaluate it in terms of our general education outcomes, and make a recommendation.

TRANSITION INTO MOTT

- To have orientation for transfer students mandatory as well as just new students.
- How to incorporate displaced workers into the academic credit environment in order to achieve long-range career change rather than short-sighted short-term body counts.
- Project title: Contingent Enrollment There is typically some attrition of students in the first two weeks of a semester. Contingent enrollment would help students get into classes they need now that there is a no overload policy. Second, the contingent enrolled student would not be behind the progress of the class. Third, it makes economic sense to have full classes. This arrangement may currently exist in some classes, however, an official process would be preferable because it would establish a que based on the time that the contingent students were enrolled.
- "Transitioning to Mott" I would like to see a liaison person from Mott Community College coordinate with all the different programs that Flint has to educate and get people back to work. Students have been mislead and misinformed about the programs we offer here at Mott. We need to make the transition from one program to Mott Community college a bit smoother.
- New Student orientation workshop What to expect, college class workload Recommended as part of admissions process What is expected of the student (attendance, homework) How to make it happen One person, speaker Follow the student's progress through each semester Track attendance, grades and completion
- Have orientation delivered by student service representative so that a student is truly orientated to all of those services. Faculty orient students to their classroom upon first visit so it is not necessary for faculty to run orientation as most of them are not truly familiar with student services.
- New Student orientation workshop What to do When feeling overwhelmed, what options are available through the college One person, speaker Follow the student's progress through each semester Track attendance, grades and completion

TRANSITIONING OUT OF MOTT

- Employment placement services have not offered students much to work with. We always hear about other college's success in this area but there is not profound statement offered for our graduates. Audit other college's programs, services and implement best practices.
- CAREER TRANSITIONS Outcome: Improve transition/placement rates for graduates Activity: As students near graduation, meet with "cohort groups" (from Idea #2 above) to work on resume/cover letter/interview skills. Bring in local employers to meet with students. Create a campus support network for students who have transitioned into employment to receive continued support and to provide feedback to current students and programs.

INSTITUTIONAL REPOSITORY

- Institutional Repository There was recently a detailed report on IR given to Dr. Fugate. I think this should be put into action.
- Institutional Repository Implementation - An institutional repository is an online storage, retrieval, and preservation system of digital collections and content created by an institution's faculty and staff. The contents are meant to be preserved and accessed in perpetuity. Over time, a repository can become an easily accessible showcase of the pedagogical, intellectual, and creative output of our institution.

2012 Action Project Survey Responses
WORKFORCE DEVELOPMENT / ADULT ED

- Merge more non-credit and credit programs together so students can utilize training to work and continue on career path.
- Combine entry testing workforce clients and regular students- save money.
- We should strengthen Workforce Education and promote adult learning. Literacy and basic math skills are a strong base for a well trained workforce.
- Develop or cooperate in a Community Basic Adult Education Program to help students achieve college ready skills or to achieve marketable job skills.

DATATEL / STUDENT RECORDS

- Provide an electronic Datatel manual with an exhaustive index/search for staff. Update emails could be sent if procedures change. As a result, staff has one source for answers instead of receiving mixed procedures from co-workers.
- Data Improvement, improve the way we treat information we received from students as far as the input of records, record keeping, and security of the record. We need to be able to eliminate duplicate ids and confusion of names, spelling and which id to use.
- Program code clean-up.
- Improvement of Academic Program Code Management: Incorrect maintenance of academic program codes on student records creates multiple issues and needs to be addressed to foster a genuine focus on improving student success outcomes. Lack of code maintenance impacts accuracy of federal and state reporting, effective advising, financial aid, and use of Degree Audit.
- Waitlist/retention. Fix it so on datatel it says "-2" not "2".
- Student systems overall: many of our aqip projects are haranged by limitations in datatel, and statements by our datatel representatives that the system simply "can't do that." While a different system would be a large undertaking, and affect most of the current projects, it would be easier to re-examine the system nearer to the beginning of this process, rather than further into the future, when it would affect even more projects.
- The update of academic program codes on student records. I have heard for years that the self-identified program codes on student records are not correct. This results in skewed data when reporting to State and Federal agencies.

COURSE OFFERINGS & CANCELLATIONS

- Have students who test below average in English skills required to take, and pass, a remedial English class: and offer a suitable number of remedial English classes to service this population.
- Additional sections of classes for developmental students on the main campus and at the branch campuses (e.g. ENGL 098, ENGL 099 and RDNG 016).
- Determine the cost of running a class once we have allocated all costs against an FTE of 82% of school capacity. This is to get rid of such arbitrary criteria as 2/3 full, but more importantly, to reduce the number of cancelled classes.
- One thing that I would like to analyze is the college's willingness to run classes that are less than 66% when those classes are: a. needed by students to graduate b. there is only section of the course c. all other courses in a subject or program area are full and this is the only one available / open d. high-wage jobs are available for those that finish this course
- Study the adoption of a policy of "No Class Cancellations"
- We need a minimum class size determination based on financial data to know when a class generates enough $$ to break even under varying conditions; Overload/PT/FT/in County or Lapeer, etc. The process today is far too arbitrary and capricious.
ASSESSMENT

- Professional Development-CTL? Programming that allows for mentoring opportunities but also for some sort of system where faculty can use each other to assess their classes. This could involve peer assessment but would NOT involve any requirements or penalties. It would be more of a system that would help faculty pair up with students or staff to visit each other’s classes, administer evaluations/discussion groups with each other’s classes and possibly even address issues that come up in the classroom.

- Improve Student Evaluation of Instructors Process. The SIEF needs, minimally, a Likert scale for rating instructor performance in each area. Additionally, each class should be evaluated every semester and the process should be streamlined so results are received back in a timely manner--probably online. Most instructors want to do the best job possible, and timely feedback would help them see where they can improve. Make eval so students must complete some form before getting their grades or some other method that requires some kind of response from students in each class.

- Develop/implement a more comprehensive plan to ensure and evaluate adequate student development of MCC’s overarching goals of citizenship, critical thinking and global awareness.

PHOTO IDENTIFICATION

- Student/faculty/staff Photos Research into the implementation of an identification system including a photograph for students, faculty and staff. Understanding of why Mott does not currently use a photograph with their IDs and cost/benefits to moving to such a system. In addition to photographs on IDs, research into linking the photos to student’s internal electronic file giving faculty the ability to render student lists with pictures and staff the opportunity to jog their memory of a student visually.

- Photo Identification for all faculty/students/staff. Mott is the only educational institution I know of who does not require its faculty/staff to have phone identification or photos on student id cards. This will improve overall security, help identify people who are supposed to be on campus vs. those just lounging in the Bistro and help offices on campus work with students in a safer manner.

- Every student on campus can be identified by photo online

CAMPUS IMPROVEMENTS

- Update facilities to accommodate student load and course offerings.

- Facilities development...courses/classes are very difficult to schedule with available rooms/buildings. I believe that with a greater number of facilities to utilize, our students would greatly benefit from additional course options.

- New parking structure on campus

- We need more parking on campus. The shuttles from Lot S is not reliable or timely enough - especially in poor weather conditions. I don't see why Lot G cannot be built up another level seeing as we have the hill to make it possible.

- Safe Lighting, Cameras, and Energy Efficiency -- Cameras facing parking lots would actually be turned on! Lighting of parking lots and walkways would be both energy efficient and bright. Vestibules would be added to entry ways in buildings like the VADC which currently do not have them leaving offices and classroom with cold winds blowing when the entry doors are opened. Classrooms would be reviewed for energy efficient HVAC, lighting and safe lighting (such as where tools are used and lighting is a safety factor).

- More landscaping and planting of native and beneficial plants - and do ongoing maintenance of all natural areas.

- Better signs / room numbers Building should be easy to navigate, room numbers should be set up in a way that makes it obvious which way to go, or that you are going in the wrong direction.

- Improved Signage to Campus Buildings Simple signs posted on each major street within the campus (Gorman Drive, Horrigan Drive, Prahl Drive), pointing out the directions of the main campus buildings. (For instance,
students traveling on Horrigan drive off of Court Street often miss the turn for Gorman Drive; students looking for the Tech Center will turn left off Gorman and have to turn around.

- Build parking levels as shuttle from Lot S is not consistent.
- Campus beautification—specifically grounds/landscaping
- Designated Smoking Areas: The implementation of smoking bans on campuses raises a concern as to where smokers will go. The ban on UM-Flint's campus has found smokers going into the downtown area; ours will most likely move into the cultural center, Burroughs park, and the college cultural residential area. By setting up designated areas for smoking far enough away from campus life, we might be able to curb this negative public appearance.
- #4 Better food on campus, or a re-tooling of the Bistro I almost dread the thought of getting food from the Bistro, they have a couple hot menu items that are good, but why can’t they at least perform to the minimum standard of a Coney island... A lot of the times when I am hungry I debate going off campus and usually just end up not eating, or snacking on a candy and pop.

**CHILD CARE / EARLY CHILDHOOD**

- Operation Family Support: I don’t know how feasible this is, but wouldn’t it be great if we had a child care center for our young student-mothers/fathers? I see child care (particularly for our developmental students) as a major educational obstacle. We have a early childhood education program here, why not treat it as a lab for that program? At the same time we could solve a major issue/worry for our students.
- EARLY CHILDHOOD LEARNING LABORATORY We propose the development of a comprehensive Early Childhood Learning Laboratory to facilitate student-parent educational success through access to child care. Expected improvement outcomes include: Increased student-parent enrollment, retention & graduation rates; Support for articulation agreement coursework; Access for ALL ECE students to a high quality laboratory field experience; Increased access to quality learning & development programs for children with high needs; Broadened community collaboration.

**GREEN INITIATIVES / RECYCLING, ETC.**

- Recycling Program on Campus: Need to move forward with a comprehensive recycling program for the College. Other area institutions have been doing this for years...MCC needs to get on board! GRIT team could handle education of employees and students -- explain why we are doing it, how the program will work, and how they can do their part.
- Waste Spotters Program I am so sick of hearing that we do not have any money while we all see money being wasted every day. We need a program to spot waste on campus and eliminate it. For example, the paper copies of everything (i.e. syllabi, proposals, newsletters, event notifications etc) that should be filed electronically! We all see things like this that are costing money needlessly. Put employees to work saving money!
- I am a new (12/7/11) temporary employee at Mott Community College. MCC surprises me every day in how well it runs and what a wonderful employer it is. I can surely understand why our college was rated in the top 10 across the country. The only area that I have come across during my short employment here that could use some enhancement is a green initiative. I haven’t witnessed too much commitment to saving the planet.
- Campus Recycling: conduct a waste stream audit, vendor audit and create a climate for sustainability. Huge amounts of glass, plastic, metal & cardboard are discarded by the food service area & end up in the landfill. Technology also discards cardboard & other packing materials. Possibly collaborate with other institutions (hospitals, schools, colleges) to implement a successful program here at MCC. Also, learn how this might feed into the local economy & impact our community.
TECHNOLOGY

- Mott should start an internet radio station. It would give opportunities to students who would like to pursue careers in the broadcasting field.
- Electronic Student Suggestion Box Create and monitor a suggestion box using WebAdvisor or a link on the MCC Website to give students an opportunity to voice complaints or offer opinions/support for improvement of student to MCC Student Services relations. No response is necessary, but information gleaned directly from the students would be very beneficial.
- Better learning environments, I think it is important that every class room be at least a smart room consisting of computer, podium, and projector. I think it is important to have a look and feel of a professional environment, not a high school feel where most people dread going.
- Technology This would involve some sort of workshop, class, or web tutorials that would show students how to do basic technology tasks (i.e. use blackboard, send e-mail, send attachments, etc.). It could be like the Tech Tuesdays or Wired Wednesdays but geared
- I would like to see some information streamlining- difficult to find things on the web site unless you know what you are specifically looking for. Goal- make information easier to access & make that access more intuitive
- Bigger computer lab, with longer hours, I attended Western Michigan 10 years ago, their largest computer lab was around 130 pcs and was open 24 hours a day thru Friday and 8-5 on Sat and Sun.
- Technical computer issues mainly MCC web advisor making sure all info is updated.
- Computer lab classroom where the instructor could schedule the classroom and have students start their written assignments on the computer. Have a computer tutor and writing tutor in the classroom with the instructor.
- Redesign/improvement of MCC website to better facilitate navigation for faculty, staff, and students. There is a TON of information on the website, and it’s difficult to find exactly what I'm looking for...even when utilizing the "search MCC" button...
- Implement a comprehensive integrated inventory system. There have been many thefts of college equipment over several years and often the items stolen are not identified as missing until days or weeks have passed. The implementation of a centralized system used by all with established processes, policies and procedures is critical to reducing the replacement costs of stolen items.
- Develop an IT program that gives faculty the choice of computer formats (Windows, Apple, Linux) and includes the development of at least some Apple computer labs for general faculty use.
- Create electronic storage for all student communications with multi-department access to provide continuity of customer service.

CAMPUS PROCESSES & DECISION MAKING

- Institutional committees need to be looked at. Some of the committees have had the same members for years and would benefit from some ‘new eyes’. Employees should not be on a committee for years at a time, as with anything, it becomes stale and routine.
- Department Rules & Regulations- I would like to see our staff be more knowledgeable about other department rules and regulations so that when students ask questions everyone is on the same page. One of the biggest complaints I get from students is that every department has a different answer. So it seems to be very confusing and frustrating for the students. I feel if we were more organized in that matter our enrollment will go up because we will have happier students.
- Inventory Control Process Improvement - Inventory control is vitally important for the college in terms of risk management and accounting accuracy. An improved culture at the College is required in order to strengthen the inventory control process. Every Mott employee is responsible for Mott Resources.
- Job Evaluations for Employees: Need to put in place some kind of annual or biannual employee evaluation process so individuals know what they are doing right, where improvement is needed. Also could be used as a
tool for identifying strengths, matching individuals to positions that better utilize their innate skill sets, and to encourage employees to get or finish a college degree.

- Career Path and stability of Human Resources. Salary gaps and the lack of opportunity for advancement result in low morale and productivity. Fix it. Arbitrary transfers & hires don't result in the best candidates or outcomes for the college.
- "Allocation of Space" at our campuses for new programs that are viable right now for occupations that are at the forefront in the multi-county area.
- The CPSC process is arcane and intimidating unless you already know all the unwritten rules. It also kills a lot of trees.

MARKETING / PUBLIC RELATIONS

- Enhanced Communication with Internal College Community: While the technology is there (gmail, website, etc.) and some improvement has been made in this area, I still think that we need to do a better job of communicating with employees and students regarding events, activities, programs, and other important messages. Not sure how to do this—maybe some kind of daily or weekly blog from the President or the Marketing? A place to share official college news along with personal news from staff and employees. Maybe do a separate one for students from the Student Life office.
- * I keep making this shorter and it still won't accept it. You should provide a letter count-down so we can monitor as we type.* College Marketing Expand the use of social media to enhance our image in the community. Consider using knowledgeable work study students to help implement the idea efficiently and for a reasonable cost. Proposed Activity: Establish social presence. Expected Improvement Outcome: Increased enrollment, more satisfied students, excellent "service learning" experience.
- Marketing: The college has received significant recognitions in the past year but we continue to run the same advertisements. An AQIP cross-functional team should look at our marketing plan and figure out newer, more dynamic ads and recommend ways to improve marketing within the budget limitations we have.

STUDENT SUCCESS / SERVICE IMPROVEMENTS

- Student Services Impact. Use technology, in person meetings, and other to figure out what areas of student services need to growth, develop, need training, or education to better serve students at MCC.
- Improving Student Services Any student at MCC will tell you that advising, counseling, and financial aid are a mess. Several institutions have adopted a "one stop shop" model, integrating student services and doing away with the long lines, confusion, and frustration that now characterize student encounters with advising, counseling, and financial aid. The expected outcome of this project would be greatly improved customer service in these areas. Students would be able to expect much shorter wait times, as well as more consistency in responses from area to area.
- Greatly improving the 'user friendliness' of counseling, financial aid, and advising. This is insufficiently integrated to meet the needs of students who do not already know how to use these resources. It needs to be made foolproof. In addition, my impression is that there is too separate a 'stove pipe' between these areas and the academic instructors. Instructors need more information about things such as financial aid in order to render informed informal advice.

FINANCIAL AID

- System to help students when MCC makes a mistake and drops their classes are forgets to put a PERK hold on their classes and the classes fill before the student becomes aware of the situation.
- Better system processes for Financial Aid students. Improvements are needed for communication with students and accurate information.
• Adjust MCC Financial Aid to Academic Progress System such that financial aid payouts/attendance policies are corrected so that students a) must attend class more than 50% a week and that b) they must attend for longer than a handful of weeks before getting their last payments.

• Financial Aid Overhaul- This is the area students complain about the most and it is killing our image, our brand and our ability to compete with neighboring colleges. I realize that federal oversight creates many problems for the college that can be misunderstood by students, but too many of them complain and are dropped from classes for this to be a totally student centered/federal government problem. If other colleges can streamline this process, so can we.

STUDENT DIVERSITY & INCLUSIVENESS

• Program to expand students "connections": -working on program to promote "global" partnerships...ie: study abroad etc...

• General Education based diversity education. This idea would involve a gen. ed experience that would address the fundamental knowledge about many of the "-isms" that our society faces today and how globalization impacts this. This would allow interdisciplinary classes to build upon this knowledge without having to teach the core concepts along with other class material.

• Expand the TRIO program to help our struggling students. We have so many students that come to us with serious issues that prevent them from doing their best work. TRIO helps them to become independent, productive citizens.

• Develop a program/dept. similar to Valencia's "Bridges to Success" to attract/retain students representative of community's ethnic background. Many students need assistance/help beyond academics. A program is needed which has high expectations of its participants (minimum GPA etc) and provides mentoring and growth opportunities in all aspects of their lives. An important part of Valencia's program is emphasis on community service projects and opportunities to "rub shoulders" with leaders and thinkers. The program would attract quality students and increase completion rates.

• Developing resources (non-academic) to help increase student success (particularly for non-traditional, first generation college students).

TUTORING FOR STUDENTS

• Peer Mentoring and Learning Communities for Student Success -- Create peer mentoring and intentional learning communities for new students to interact with upper level students while also connecting to faculty. Combining some of the best features of proven methods of retention and persistence, the social engagement created through peer support in the classroom can also build leadership skills and create opportunities for experiential learning at an early stage in students' academic careers.

• Offering workshops vs. entire classes and tutoring for all types of students—not just those who qualify through the Learning Center.

• Establish an online Writing Center. This could provide writing support for our students 24/7. Students have told me that it is difficult for them to use the current writing center as they work when it is open and transportation is sometimes a problem. It would also save them time and transportation expenses.

• Writing tutors available to come to the classroom.

RETENTION

• BUILDING CAMPUS COMMUNITY Action: Create, promote, and support more student centered events and activities on campus for a variety of purposes (small interest groups, student body at large, learning centered, entertainment centered, etc.) Purpose: promote student engagement and commitment to MCC resulting in greater retention and positive institutional image.
• Designate students an advocate to guide them through the enrollment process and beyond. Mott would be known as the "student friendly college".

• ACADEMIC COHORT ACTIVITIES Outcome: Improve graduation rates Activity: Create "cohort groups" of 10-15 students who share a degree program. Assign each group of advisor, and hold regular meetings/activities that help link students to their chosen career field (could include field trips, service learning, projects, etc.).

• Student Persistence/Retention: Research and develop strategies that can be used across the campus both in and out of the classroom to engage students and aid in retention. I know there is a computer program in the works - that will identify at risk students, but the college then has the responsibility of reducing those risks. This is a college responsibility - not just a student services responsibility or a faculty responsibility. AQIP projects involve cross functional teams which would allow this issue to be addressed broadly versus in individual pockets.

• Improved RETENTION and graduation rates.

• New Student Retention - I wonder if we have ever done a study on why students drop out of MCC after only one or two semesters. I had a brand new student in the fall, who was doing poorly. I tried to guide her, but she ended up failing my class. I suspect there were some personal issues at work which I could not address. I don't even know how or where to refer her for help. Once again I'm an Adjunct Faculty member. We do not need to "spoon-feed" these students, but we do need to understand their needs.

• Student Retention - working to help students make "connection" with Mott - both academically and socially.

• Improve minority RETENTION.

• Student retention

• Improve student retention by a) pushing the withdraw date forward to just after mid semester and b) requiring students meet with faculty or advisors when they are in risk of failing during the term (not afterwards).

PREVIOUS AQIP ACTION PROJECTS

The following Action Project suggestions align closely with previous projects that have already made recommendations through the AQIP process. These are presented below and organized by the previous AQIP Action Project that most matches the suggestion.

Professional Development

• Better Communication with faculty on what and WHEN they need specific training. For example...I really NEED an Intermediate BIBd class, but it is never offered when I can go.

• Faculty and Staff Safety Workshops covering a variety of potentially dangerous situations on campus that Faculty and Staff could be faced with and how to respond appropriately.

• More professional development opportunities for staff. Everything developed through CTL at this time is for faculty.

• More and better professional development offered for staff. While there are many topics offered through Professional Development geared toward faculty, there should be more geared toward the staff. It would improve morale and assist in updating offices.

• Training for all employees pertaining to resources at that college (e.g. where to refer students to when there is a concern, student services, support services). We have wonderful resources; however, I feel they are underutilized due to lack of knowledge.

• Faculty Professional Development Revision! With all due respect, the CTL is a waste of resources. It has been a long time since faculty have had the opportunity to learn from experts in teaching and learning in day long retreats and they are sorely needed. We need to get off this campus and concentrate on what is new in teaching and learning. Check the attendance-as it exists right now, professional development in teaching and learning is not working.
Developmental Education/Placement

- Under-prepared Students Continue and expand efforts to meet the needs of under-prepared students WHILE NOT neglecting the needs of our higher achieving transfer students. Implement programs that will enable us to teach college classes at a college level rather than reducing the rigor to meet the needs of under-prepared students who should not be in them until they are better prepared. Proposed activity: (Can't specify because I don't know the status of the current project.) Expected Improvement Outcome: Better prepared students, both incoming and outgoing.

- Have students who test below average in reading required to take, and pass, a remedial reading class; and offer a suitable number of remedial reading classes to service this population

- Mandatory placement. Really? Let students take what they want, and if they fail, oh well. (specifically, math) Many students score higher at UNIVERSITY placements than they do here. Also, many are tired after the 3 hour orientation, and don’t take it seriously. And the placement room is crowded and loud. Also, the fact that we only have ONE person to enter placement scores is Crazy! FIX THAT NOW. Scores should go in as soon as the test is finished!

- I would like to continue to see the changes being made across the developmental education courses here at MCC and how the changes affect students success rates.

- Many students come to us without the basic academic skills they will need to succeed in college classes. Creating a supportive developmental program that forwards their learning without exhausting their financial aid is a challenge.

- Automatic Accuplacer to Datatel Placement Test Score Entry Automatic entry of MCC placement test scores from Accuplacer computer testing modules into student Datatel record, thereby eliminating time spent waiting for scores to be posted manually.

- Program for underprepared students: -working to develop English and math proficiencies...etc working on stronger foundations for students.

Comprehensive Wellness Program

- Complete the Fitness Center.

- A stand alone fitness center. I know this has been discussed for years and the thought had been to renovate the Natatorium to make this happen. This could also be used as a Student Union, a place for students to call their own. Are improved fitness center could potentially help improve the health of faculty and staff thus reducing health insurance premiums.

- Healthy Habits for Life -- Mott would create an environment that supports healthy habits: eating, breathing, exercise, etc. ALL campuses would become smoke-free! and smoking cessation programs would be available for faculty, staff and students. Fresh and packaged food offered for sale or through events would focus on health benefits at affordable prices. Short exercise events would be offered at various times of day (not just "lunch" hour) to allow faculty to participate on a "drop-in" basis. Intro new "fitness" facility to faculty and at all student orientations.

- Need a Wellness Center Exercise Facility that offers for credit and not for credit classes as well as nutrition counseling, stress management, simple health monitoring (BMI, BP, Glucose) & referral, and a personal trainer option Goal- to improve the health of our community

- To design a gym facility for faculty and staff.

- MCC employee and faculty Health and Fitness Center to help lower the cost of health care and help promote a sense of well-being for all of us.
Campus Cultural/Behavioral Readiness

- Student behavior and economical situations that deter them from the learning process.
- How can students planning to enter college become more aware of the their responsibilities of being ready for college?
- Students are underprepared for college level classes, but they are also not well prepared for the process of getting through college. Streamline and clarify the steps necessary from admissions/registration through graduation/transfer.
- Student Incivility Student behavioral problems seem to not only be in the classroom but on campus in general. A mandatory training for students covering expected appropriate behavior and communication with Faculty and Staff on campus.
- Professionalism Starts Here: A campaign to get students to understand and demonstrate the key components of professional behavior. I see this as an outgrowth of the previous AQUIP Cultural Readiness project.
- New Student orientation workshop Time management Recommended as part of admissions process How to delegate time for school, family, work One person, speaker Follow the student’s progress through each semester Track attendance, grades and completion.
- Work on more consistency in the classroom as far as behavior expectations (classroom etiquette) and as far as college-level performance in the academic area.

Degree Audit

- Grad. audit - so students can use it.

Experiential Education

- Experiential learning...every student should have 2 or more relevant experiences related to his/her program of study...this needs to move from committee to action.

NON RESPONSES

- I do not have a 3# idea at this time.
- I don’t really have a third idea, but I’m typing this since the program will not let me move on.
- --
- I don’t have 3. We do a pretty darn good job!
- --
- I do not have a #3 idea at this time.
- I’m sorry, I don’t know anything about it. Wish I could be more helpful.
- As someone that has never been involved in this activity before, I would like to attend my first meeting to find out what it is all about before I can offer any constructive ideas that would benefit the college.