



Southwest  Tech

Committees or Councils? Engaging and Empowering Faculty and Staff to Achieve Excellence

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Board Leadership Highlights

- Policy Governance
- Board of the Whole – Voice of the Majority
- Establish the “Ends”
- Monitor Progress



Presidential Responsibilities

- Determine the “means”
- Performance of the entire college



Brief History and Context

- The Good, the Bad, and the Ugly
- Our “Council Model”







Executive

Academic

College

Leadership

Operations



Key Principles

- Representation
- Alignment
- Communication
- Empowerment
- Achievements



College Council Overview

Membership and Leadership

The College Council set goals to improve:

1. Employee retention
2. Satisfaction with employment
3. Satisfaction with benefits



Workgroups and Project Teams

Project Team and Work Groups

- Diversity Team
- Internal Communication Group
- Wellness Team
- Professional Development Team
- Culture Work Group

Outcomes

- Charge Forward!
- Rights and Responsibilities
- Health Incentives
- Faculty/Staff Trainings
- Speed of Trust/Orange Frog



Workgroups and Project Teams

Project Team and Work Groups

- Compensation Equity and Sustainability Teams
- Calendar Work Group
- Communication Team
- Culture Work Group

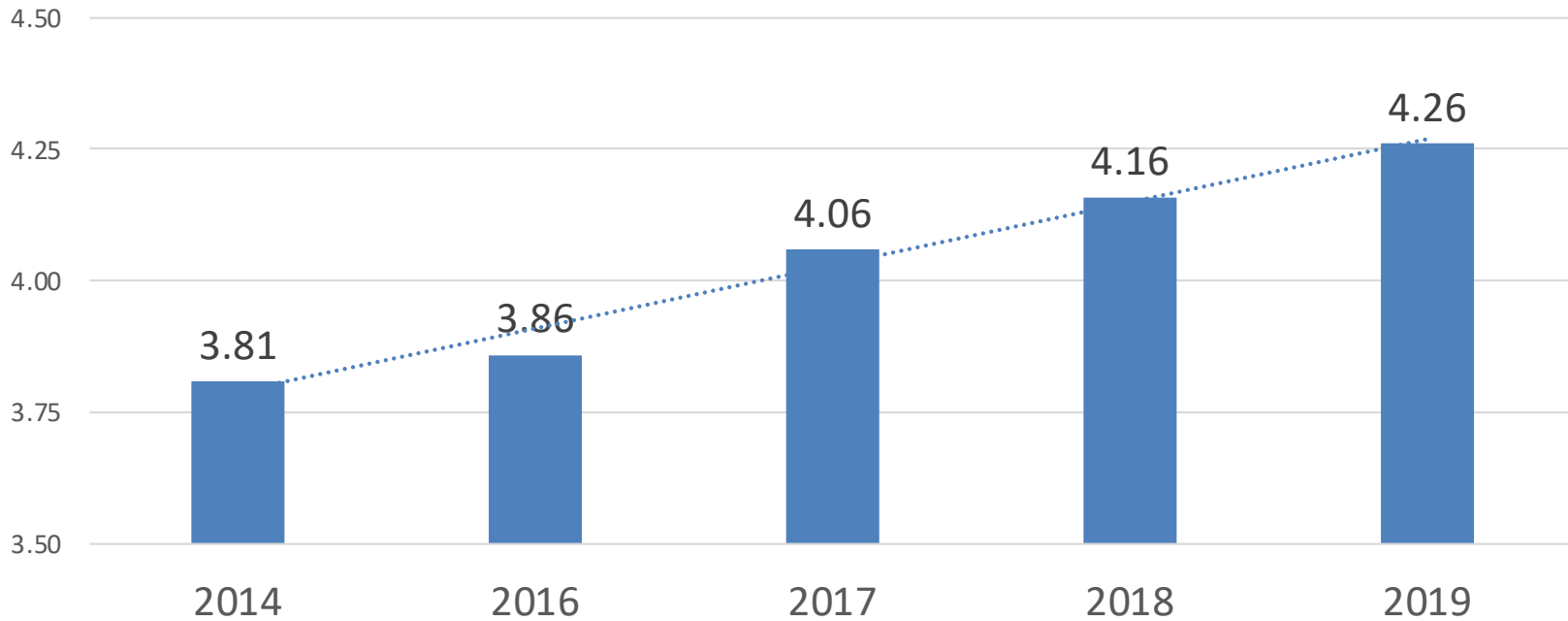
Outcomes

- Invested in raises and benefits
- Quality Time Off
- The Hub – Intranet
- Coaching Sessions



College Council Results

Overall Satisfaction with Employment at SWTC





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Adding Value to the Student Worker Experience

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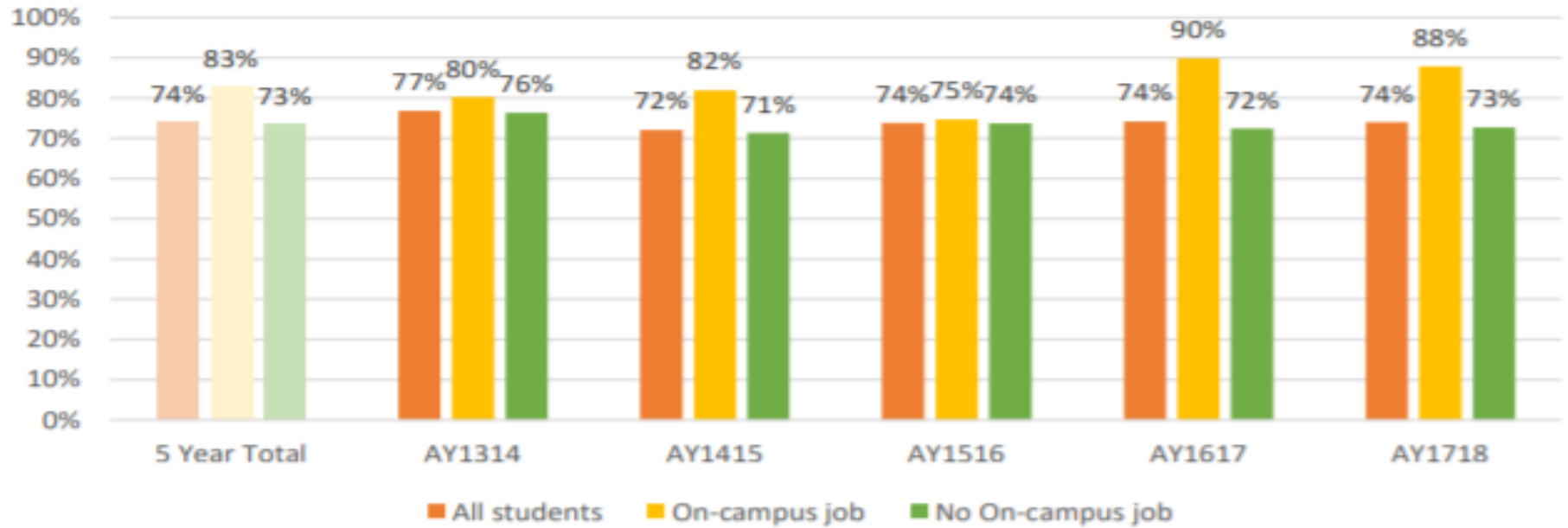


Cross Functional Team





Term-to-Term Retention Rates for Students with On-Campus Jobs





Goals

- Increase number of qualified applicants per job opening
- Offer competitive wage scale for student workers
- Increase number of student job opportunities
- Assist managers with the student worker experience by integrating core abilities and ways to better articulate experiential learning outcomes into a student's resume





Accessibility for Students

Web Presence

- Online Application
- Job Descriptions
- Rate of Pay

Marketing Plan

- Student Portal
- Social Media



Value Added Job Description

Tier One

Tier Two



Campus Communication

- Departmental meetings
- In-service
- College forums



Phase 2

- Standardized Performance Feedback
- Enhancing Marketing Efforts
- Adding Additional On-Campus Positions



From Discussion to Action

How did we do it?

Project Team Process



Campus Wide Dialogue



Data Analysis and College Need



Institutional Outcomes

College Health Indicators

- Student retention
- Student graduation
- Job Placement
- Employer Satisfaction

Outcomes

- Over 80%
- Over 60%
- Over 95%
- Over 97%



Institutional Outcomes

College Goals

- Service District High School
- Loan default rate
- Employee Satisfaction
- Employee Giving
- Fundraising

Outcomes

- Nearly 25%
- From 17% to 4.5%
- 4.21/5.00 – Highest ever
- Over 90% - 4 years in a row
- Million dollars per year



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