

Western Technical College

President Selection Forums

Key Themes Identified

Report Prepared for District Board Meeting—December 20, 2016

STRENGTHS

- State-of-the-art facilities
- Faculty—qualified, caring, committed to student success
- Proven leader in workforce education and meeting regional workforce needs
- Western Brand, Image, and Reputation
- Nationally recognized leader in sustainability efforts
- Regional Learning Centers that provide accessibility to education throughout the region
- Innovative programs and services
- Affordable, adaptable, and resilient
- Partnerships and engagement with community, employers, educational institutions
- Core alignment of brand, vision, mission, values, strategic goals, key results, practices and culture
- Technical education focus
- Community-wide support
- Culture of caring

KEY ISSUES/CHALLENGES

- Maintaining financial stability and finding alternative funding sources
- Maintaining current enrollment and increasing future enrollment to reach Vision 2020 goal of 10,000 students
- Maintaining commitment to Regional Learning Centers and defining their role in meeting the unique needs of employers and students in their regions
- Recruiting, hiring, compensating, and retaining good employees
- Implementing a data-based decision-making process with well-defined metrics to measure effectiveness and the ability to access data easily
- Maintaining open/transparent lines of communication with all employees at all levels and all locations of the college
- Political uncertainty at state and national levels
- Developing innovative, future-oriented programs and services that align with state-of-the art facilities

- Maintaining regional innovative, cooperative, and collaborative approaches to education and training for employers and K-12 districts
- Balancing union/management relations post Act 10
- Staying current with changing technology and workforce needs
- Allocating resources to meet emerging needs—i.e. trades programs/apprenticeship
- Maintaining an “eyes on the road” approach to achieving Vision 2020 goals
- Balancing ratio of full-time and adjunct faculty
- Restoring a sense of stability related to implementation of current and future initiatives
- Continuing to build trust with all employees

ESSENTIAL PERSONAL SKILLS AND PROFESSIONAL CHARACTERISTICS

- Ethical
- Visionary
- Servant Leader
- Humble
- Student-centered
- Fund-friend raising skills
- Communication skills
- Leadership
- Integrity
- Decisive
- Open and transparent in communication
- Commitment to community involvement
- Good listener
- Strategic
- Technical college experience
- Politically astute
- Sensitive to college’s history
- Approachable
- Teaching experience
- Financial management experience
- Charisma
- Sense of humor

NOTE: *These key themes emerged after 85 people provided input to the three questions posed in a variety of settings: Town Hall meetings with faculty and staff (3), Community Forums (4), Phone Interviews (6), On-Line Surveys (38). Face-to-face sessions took place in La Crosse, Mauston, and Viroqua and were held on November 30, December 5, 6, 7, 8, 9. A Community Forum session was scheduled for the Sparta Public Safety Training Center but was cancelled due to low participation. Notes were taken for each of the sessions and the phone interviews.*

Jerrilyn A. Brewer, Facilitator

Jill Grennan, Executive Assistant