

# The Higher Learning Commission Action Project Directory

## Moraine Park Technical College

### Project Details

<b>Title</b>	College Council: Transformation of a Culture	<b>Status</b>	ACTIVE
<b>Category</b>	5-Leading and Communicating	<b>Updated</b>	
<b>Timeline</b>		<b>Reviewed</b>	
	<b>Planned Project Kickoff</b> 08-18-2014	<b>Created</b>	06-11-2014
	<b>Target Completion</b> 08-14-2015	<b>Version</b>	1

### 1: PROJECT GOAL

- A:** Moraine Park reviewed strategic planning processes with a focus on a five-year plan. The process gathered input from internal and external stakeholders, reflecting effective and open communication. This project provides an opportunity to nurture underlying optimism that makes Moraine Park an employer of choice. While internal uncertainties were heightened by changes in leadership, additional variables included turnover rates and changes to benefits and job duties. External variables (Wisconsin's Act 10, union decertification, etc.) also influenced culture and morale. This project is designed to implement a College Council. The scope of the project includes reviewing existing systems framework and communication processes.

### 2: REASON FOR UNDERTAKING THIS PROJECT

- A:** This project emerged from PACE survey review, Systems Appraisal feedback, strategic planning discussions, and Quality Checkup Visit feedback. The purpose of this project is to confront and develop strategies to improve the culture, to strengthen communications, and to empower all employees. With morale being challenged because of changes in leadership and the effects of Act 10 in Wisconsin, this College Council and its communication plan is a high priority to ensure employees feel they have a voice in the direction and decision-making of the college.

### 3: ORGANIZATIONAL AREAS AFFECTED

- A:** This College Council is cross-functional and cross-representational. The makeup of the council's membership is to involve a cross-section of all employee groups and campuses: support staff, faculty, students, management, and administration. For 2014-2015, the membership of this council will be those employees who participated in the May 2014 Strategy Forum, and this Ad Hoc team will develop (with suggestions from the greater college community) the framework, recommendations and decision-making power for this College Council. The Council from 2015 forward will continue to have college-wide representation; the membership, however, will be determined by volunteer appointment rather than administrative or supervisory appointment. This council and its mission will affect all MPTC employees.

### 4: KEY ORGANIZATIONAL PROCESSES

- A:** The original Strategy Forum team recommending and supporting the College Council Action Project intend for the council membership to develop and identify positive change processes, unmitigated fear tactics, employee empowerment opportunities and improved communication strategies related to rebuilding and enhancing in a positive manner the present college culture. The expectation over a 3-5 year overall timeline (under additional Action Projects for 2015 and beyond) is for the college to have strengthened communication processes, allayed employee fears and anxieties, and a celebrated college culture to respect and support honest and open dialogue.

### 5: PROJECT TIMEFRAME RATIONALE

- A:** This Action Project has the timeline of one year, to include establishing council membership (by position, not personnel) by October 2014, a council purpose and mission written by December 2014, additional Action Project Charters created by March 2015, and implementation and new communication-strategy projects underway by August 2015. With this Action Project creating the College Council, the establishment of this College Council is targeted for completion for August 2015.

## **6: PROJECT SUCCESS MONITORING**

- A:** The Ad Hoc committee will meet monthly through the 2014-2015 academic year to review goals, timelines, objectives, and other processes related to the implementation of such council. Monthly meetings, agendas, minutes and action steps will allow us to monitor the status of the project in August 2015. Meetings of the Ad Hoc committee are set for June and July, to develop a communication plan for the college community.

## **7: PROJECT OUTCOME MEASURES**

- A:** The Ad Hoc committee will have established council membership (by position, not personnel) by October 2014, a council purpose and mission by December 2014, additional Action Project Charters created by March 2015, and implementation and new communication-strategy projects underway by August 2015. With this Action Project creating the College Council, the establishment of this College Council is targeted for completion for August 2015. This College Council Action Project will be deemed a success if in fact Moraine Park Technical College moves forward with a College Council in August 2015 that meets the objectives, goals and metrics as noted in this Action Project declaration.