

Appendix 6
IDEA ANALYSIS FORMS FROM CONVERSATION DAY

April 26, 2005

During Conversation 3, approximately 40 groups discussed specific ideas to improve Shawnee State University. Each group completed an Idea Analysis Form to document their suggestion. The following pages are the Idea Analysis Forms that were submitted. Special thanks to the Office of Outreach Services for taking the handwritten forms and typing them into a common format.

Making a Significant Difference by Acting on What Matters
Idea Analysis Report Form

Idea Title: **Technology in every classroom**

Report from Table Group: **5**

A. Most Critical or Pressing Aspects that make this Area Most Important for Action:

1. **Have resources available at hand for variety of teaching needs – same equipment everyday.**
2. **Won't have to cart around equipment from building to building.**
3. **Won't waste time getting personnel back to classroom to set up/correct problems. Saves on wear/tear of equipment as it's carted around.**

B. Difference to be made by Acting on this Area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)

1. **Results Desired: Appropriate equipment in each classroom; great learning environment – meets all learning styles; won't waste precious class time.**
2. **Processes Impacted: Learning environment; meets learning styles; fewer equipment problems; more creativity and multi-modal delivery of information.**
3. **People Benefited: Students in classroom; media services won't have to run around as much; faculty when teaching.**
4. **Culture/High-Performance Principle to be developed: Helping students learn/ Understanding students needs/ Value people/ Continue improving**

C. Provocative Proposition that we forward for consideration:

We propose: That the college have the most efficient/ user friendly technology available in every classroom (the same equipment in each classroom), across campus. Computers, networks, communication media, etc. be available to every faculty member for classroom use. Training: the example on the sheet is fine.

Because:

ON BACK: WRITE SPECIFIC STRATEGIES OR ACTIONS FOR ACCOMPLISHING YOUR RECOMMENDATION-----I.E, IDEAS ON SPECIFICALLY

Invest in:

1. Computers/box light/screen
2. On-line access
3. Communication/presentation media
4. Stereo equipment
5. VCR/DVD players and in computers (with speakers included)

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Idea Analysis Report Form

Idea Title: **Helping students learn**

Report from Table Group: **6**

A. Most Critical or Pressing Aspects that make this Area Most Important for Action:

1. **Many first generation students**
2. **Students lack confidence.**
3. **Students lack learning skills**

B. Difference to be made by Acting on this Area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)

1. **Results Desired: Student retention increased**
2. **Processes Impacted: Helping students learn**
3. **People Benefited: All students needing assistance**
4. **Culture/High-Performance Principle to be developed: Assist with learning process**

C. Provocative Proposition that we forward for consideration:

We propose: That the university commit the financial and human resources to test student learning ability and establish information desks throughout campus.

Because: Many of our students need assistance with learning and information to be dispensed in a timely manner.

ON BACK: WRITE SPECIFIC STRATEGIES OR ACTIONS FOR ACCOMPLISHING YOUR RECOMMENDATION-----I.E, IDEAS ON SPECIFICALLY

1. **Information desk in each building 8 a.m. to 8 p.m.**
2. **Extended hours in admission and financial aid.**

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Idea Analysis Report Form

Idea Title: **Improving Institutional Responsiveness to Students Personal Needs**

Report from Table Group: **7**

A. Most Critical or Pressing Aspects that make this Area Most Important for Action:

1. **Improves our competitiveness with other universities**
2. **Addresses educational needs of more diverse population**
3. **Responds to growing needs for alternative ways of delivering education**

B. Difference to be made by Acting on this Area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)

1. **Results Desired:**
Give clear goals
2. **Processes Impacted:**
3. **People Benefited:**
Students
4. **Culture/High-Performance Principle to be developed:**

C. Provocative Proposition that we forward for consideration:

We propose: **That we improve communication, resource all location curriculum development, Human Resources, to better address the human + academic needs of existing and potential student populations**

Because: **Because we have concluded**

ON BACK: WRITE SPECIFIC STRATEGIES OR ACTIONS FOR ACCOMPLISHING YOUR RECOMMENDATION-----I.E, IDEAS ON SPECIFICALLY

1. **Internet Degree Program**
2. **Night and Weekend College**
3. **graduate programs**
4. **Required cross-disciplinary minors**
5. **counseling and advising enhancements**

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Idea Analysis Report Form

Idea Title: University College

Report from Table Group: 8

A. Most Critical or Pressing Aspects that make this Area Most Important for Action:

1. **Students are confused about procedures and regulations**
2. **We have a high drop-out rate**
3. **We need to coordinate multiple and overlapping activities**

B. Difference to be made by Acting on this Area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)

1. **Results Desired: Students will make good choices and become more confident. Retention will improve, graduation rate will improve**
2. **Processes Impacted: Learning, planning, transfer student processing, activities, and registration**
3. **People Benefited: Students, registration and financial aid staff**
4. **Culture/High-Performance Principle to be developed: Focus, learning**

C. Provocative Proposition that we forward for consideration:

We propose: That we create a new organizational structure called “University College.” This unit will coordinate advisors and services for “at-risk” students and offer a variety of special services.

Because: Many of our students are not sophisticated about institutional processes and are also academically unprepared.

ON BACK: WRITE SPECIFIC STRATEGIES OR ACTIONS FOR ACCOMPLISHING YOUR RECOMMENDATION-----I.E, IDEAS ON SPECIFICALLY

Making a Significant Difference by Acting on What Matters
Idea Analysis Report Form

Idea Title: Scholarship and the GEP

Report from Table Group: 8

A. Most Critical or Pressing Aspects that make this Area Most Important for Action:

1. **Integration of teaching and scholarship - Boyer**
2. **Students need UL class to prepare them for intellectual and scholarly challenges in their disciplines.**
3. **Enhance the reputation of SSU as innovation in undergraduate research.**

B. Difference to be made by Acting on this Area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)

1. **Results Desired: Students better prepared as written in their fields; SSU as undergrad research leader**
2. **Processes Impacted: Collaborative relationship; people; helping students learn**
3. **People Benefited: Students, faculty, employees**
4. **Culture/High-Performance Principle to be developed: Learning, people, foresight, collaboration**

C. Provocative Proposition that we forward for consideration:

We propose: A major fund raising effort to encourage faculty-student research collaboration. This will be facilitated through an UL writing-in-the-disciplines course that is part of the GEP.

Because: In order to be successful, students need to be introduced to and acculturated into the big heat professional and scholarly students of their fields.

ON BACK: WRITE SPECIFIC STRATEGIES OR ACTIONS FOR ACCOMPLISHING YOUR RECOMMENDATION-----I.E, IDEAS ON SPECIFICALLY

1. **Create fund**
2. **GEP proposal**

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Idea Analysis Report Form

Idea Title: **Resource & Information Center (step1) to support MySSU**

Report from Table Group: **9**

A. Most Critical or Pressing Aspects that make this Area Most Important for Action:

1. **Update for procedures**
2. **Less confusion campus-wide**
3. **Serve not only student population but those things being served by campus info**

B. Difference to be made by Acting on this Area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)

1. **Results Desired:**
Efficient communications
2. **Processes Impacted:**
Organization across all departments and activities
3. **People Benefited:**
Everyone can access
4. **Culture/High-Performance Principle to be developed:**
Responsibility shift to individual rather than dept.

C. Provocative Proposition that we forward for consideration:

We propose: The creation and development of a central resource/information center with tech access to distribute current information and alleviate confusion and time waste.

Because: Better efficiency

ON BACK: WRITE SPECIFIC STRATEGIES OR ACTIONS FOR ACCOMPLISHING YOUR RECOMMENDATION-----I.E, IDEAS ON SPECIFICALLY

6. **(\$)**
7. **Create space and Staff**
8. **Main Center**
9. **Brochures**
10. **Technology support**
11. **Connect SSU and Resource 25 and Dept. Websites, etc.**

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Idea Analysis Report Form

Idea Title: Renovate University Center and expand recreational facilities.

Report from Table Group: 11

A. Most Critical or Pressing Aspects that make this Area Most Important for Action:

1. **We have outgrown the current space in the UC.**
2. **Need more cafeteria/eating areas for community and housing students.**
3. **New UC and recreational facilities are key to recruiting and retaining students.**

B. Difference to be made by Acting on this Area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)

1. **Results Desired: New and expanded facilities.**
2. **Processes Impacted: Enrollment and retention**
3. **People Benefited: Entire campus and local community**
4. **Culture/High-Performance Principle to be developed: Focus**

C. Provocative Proposition that we forward for consideration:

We propose: That the University Center be expanded and additional recreational facilities be developed and implemented.

Because: We have outgrown the present facility and this area is a key to enrollment and retention of students.

ON BACK: WRITE SPECIFIC STRATEGIES OR ACTIONS FOR ACCOMPLISHING YOUR RECOMMENDATION-----I.E, IDEAS ON SPECIFICALLY

1. **Request for capital funds.**
2. **Exploration of bonding**
3. **Capital campaign**

Types of Facility Renovations/additions

1. **UC expansion – additional student organization space, bookstore, office space, campus visitor center, coffee bar, expanded dining opportunities.**
2. **Turf soccer field**
3. **New tennis courts**
4. **On campus softball facility**
5. **Expanded intramural facilities**
6. **Expanded gymnasium facilities**

Making a Significant Difference by Acting on What Matters
Idea Analysis Report Form

Idea Title: **Student centered course scheduling system**

Report from Table Group: **11**

A. Most Critical or Pressing Aspects that make this Area Most Important for Action:

1. **Too many courses offered in same time slots.**
2. **Creates conflicts for students.**
3. **Potential difficulties in being able to schedule courses necessary for graduation in a timely manner.**

B. Difference to be made by Acting on this Area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)

1. **Results Desired: Spreading schedule more evenly, more evening courses**
2. **Processes Impacted: Retention, graduation rates, recruitment, and student athlete schedules.**
3. **People Benefited: Students.**
4. **Culture/High-Performance Principle to be developed: Focus, agility.**

C. Provocative Proposition that we forward for consideration:

We propose: That the university move to a more student-friendly course scheduling system which more fully utilizes the academic day and academic week and provides more offerings/sections of high demand classes.

Because: Students are having difficulty getting the classes they need at the times they need them.

ON BACK: WRITE SPECIFIC STRATEGIES OR ACTIONS FOR ACCOMPLISHING YOUR RECOMMENDATION-----I.E, IDEAS ON SPECIFICALLY

1. **Hire more faculty in high-demand areas.**
2. **Faculty and administration must take a more collaborative approach to scheduling and staffing courses.**
3. **Use the impending transition to semesters to foster a change in the “scheduling” culture that currently exists on campus.**

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Idea Analysis Report Form

Idea Title: **Provide innovative programs**

Report from Table Group: **12**

A. Most Critical or Pressing Aspects that make this Area Most Important for Action:

1. **Attract a broader scope of students.**
2. **Retention would rise as we accommodate the time availability of students.**
3. **Makes fiscal and physical sense. (Use of facilities)**

B. Difference to be made by Acting on this Area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)

1. **Results Desired: Increased enrollment/retention**
2. **Processes Impacted: Recruitment**
3. **People Benefited: Incoming students.**
4. **Culture/High-Performance Principle to be developed: foresight**

C. Provocative Proposition that we forward for consideration:

We propose: **That the university commit the financial and human resources to establish itself as a provider of innovative and unique programs, including university college and online, evening and weekend courses to meet student needs.**

Because: **SSU must be adaptive to attract new students that are non-traditional**

ON BACK: WRITE SPECIFIC STRATEGIES OR ACTIONS FOR ACCOMPLISHING YOUR RECOMMENDATION-----I.E, IDEAS ON SPECIFICALLY

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Idea Analysis Report Form

Idea Title: **Our employees are our most valuable asset.**

Report from Table Group: **13**

A. Most Critical or Pressing Aspects that make this Area Most Important for Action:

1. **Value employees**
2. **Change campus culture from a managerial and physical standpoint**
3. **Diversity**

B. Difference to be made by Acting on this Area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)

1. **Results Desired: Improves job satisfaction and retention and trust in management**
2. **Processes Impacted: Evaluation processes, incentive and recognition program, hiring**
3. **People Benefited: University community, both internally and externally.**
4. **Culture/High-Performance Principle to be developed: People**

C. Provocative Proposition that we forward for consideration:

We propose: That management place more emphasis on professional development, reward and recognition in order to promote a more diverse university community.

Because: The most valuable asset that this university has is its employees.

ON BACK: WRITE SPECIFIC STRATEGIES OR ACTIONS FOR ACCOMPLISHING YOUR RECOMMENDATION-----I.E, IDEAS ON SPECIFICALLY

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Idea Analysis Report Form

Idea Title: Improving Communication

Report from Table Group: 16

A. Most Critical or Pressing Aspects that make this Area Most Important for Action:

1. **Misunderstanding of department activities**
2. **Valuing other department activities/problems**
3. **Improve cooperation between departments**

B. Difference to be made by Acting on this Area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)

1. **Results Desired:**
Greater understanding, tolerance, valuing other individuals' contribution
2. **Processes Impacted:**
Every university process would be improved
3. **People Benefited:**
All university employees
4. **Culture/High-Performance Principle to be developed:**
Improvement/ valuing people

C. Provocative Proposition that we forward for consideration:

We propose: Revolving department visitations to improve communications

Because: It would improve communication and understanding between departments.

ON BACK: WRITE SPECIFIC STRATEGIES OR ACTIONS FOR ACCOMPLISHING YOUR RECOMMENDATION-----I.E, IDEAS ON SPECIFICALLY

1. **On a rotating basis, faculty should spend time in other departments, listening to their job requirements.**
2. **Instructor swap outside their own department. Related area/ topics**

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Idea Analysis Report Form

Idea Title: Higher salaries for assistant and associate professors

Report from Table Group: 16

A. Most Critical or Pressing Aspects that make this Area Most Important for Action:

1. Help faculty recruitment
2. Help faculty retention
3. Improve quality of education

B. Difference to be made by Acting on this Area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)

1. Results Desired: Job satisfaction of faculty
2. Processes Impacted: Retention – less turnover
3. People Benefited: Students and faculty
4. Culture/High-Performance Principle to be developed: Value people

C. Provocative Proposition that we forward for consideration:

We propose: A one-time 10% pay increase for assistant and associate professors.

Because: This will bring SSU salaries up to state and national averages, improve faculty recruitment and retention, and improve the quality of education at SSU.

ON BACK: WRITE SPECIFIC STRATEGIES OR ACTIONS FOR ACCOMPLISHING YOUR RECOMMENDATION-----I.E, IDEAS ON SPECIFICALLY

Making a Significant Difference by Acting on What Matters
Idea Analysis Report Form

Idea Title: Valuing People

Report from Table Group: 17

A. Most Critical or Pressing Aspects that make this Area Most Important for Action:

1. Improves Morale
2. When people feel valued, they are motivated to work harder and with more enthusiasm.
3. Fosters a trickle-down effect

B. Difference to be made by Acting on this Area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)

1. Results Desired:
2. Processes Impacted:
3. People Benefited:
4. Culture/High-Performance Principle to be developed:

C. Provocative Proposition that we forward for consideration:

We propose: We recommend that the university invest time, money, and resources into recognizing and rewarding employees, on an ongoing basis, for individual and collaborative efforts to enhance and improve the university.

Because: It would increase morale, makes people feel valued and motivated.

ON BACK: WRITE SPECIFIC STRATEGIES OR ACTIONS FOR ACCOMPLISHING YOUR RECOMMENDATION-----I.E, IDEAS ON SPECIFICALLY

People to work harder and with more enthusiasm

12. Merit rewards (\$)
13. Publish accomplishments in the statement
14. Plaque, pin, or little bear in recognition of job well-done
15. Quarterly reception or banquet to recognize
16. Simple means of nominating persons for a job well-done
17. Devise rewards system that allows employees to acquire points. The persons would be recognized/rewarded once a certain level of points were acquired.
18. The university should give the employees more of a voice with issues that impact our working conditions.

19. Receive tokens for a job well-done to be used to make purchases from the bookstore.

Making a Significant Difference by Acting on What Matters
Idea Analysis Report Form

Idea Title: Expanded educational opportunities for students and staff

Report from Table Group: 18

A. Most Critical or Pressing Aspects that make this Area Most Important for Action:

1. Fully utilize present facilities
2. Expanding student body (traditional and non-traditional students.)
3. Maximizing human resources

B. Difference to be made by Acting on this Area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)

1. Results Desired: Meeting needs of larger cross section of students bring continuing educational opportunities for staff internal and educational employees kept current
2. Processes Impacted: Understanding student's and other stakeholders needs building collaborative relationships
3. People Benefited: SSU faculty, staff, students, students from outside
4. Culture/High-Performance Principle to be developed: Involvement, foresight, learning

C. Provocative Proposition that we forward for consideration:

We propose: That Shawnee State University create expanded educational opportunities for students and staff that will allow us to utilize our present facilities while also encompassing the needs of current staff.

Because: We have concluded that human capital in form of university personnel and students will allow the university to remain competitive in the future market.

ON BACK: WRITE SPECIFIC STRATEGIES OR ACTIONS FOR ACCOMPLISHING YOUR RECOMMENDATION-----I.E, IDEAS ON SPECIFICALLY

Making a Significant Difference by Acting on What Matters
Idea Analysis Report Form

Idea Title:

Report from Table Group: 21

A. Most Critical or Pressing Aspects that make this Area Most Important for Action:

- 1.
- 2.
- 3.

B. Difference to be made by Acting on this Area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)

1. **Results Desired:**
2. **Processes Impacted:**
3. **People Benefited:**
4. **Culture/High-Performance Principle to be developed:**

C. Provocative Proposition that we forward for consideration:

We propose: that we establish communication, decision making, recognition, and resource allocation processes where everyone shares and understands the big picture purpose and vision for college where everyone at all levels feel that college is theirs to improve, change, and help become what it can potentially become.

Because: we have concluded that what holds us back most is our own assumptions and ways of doing things and that to focus on students academic achievements and excellent educational programs and services we need a fully engaged staff whose staff whose talents and expertise are tapped and who have resources to learn and development professionally to better serve the institution

ON BACK: WRITE SPECIFIC STRATEGIES OR ACTIONS FOR ACCOMPLISHING YOUR RECOMMENDATION-----I.E, IDEAS ON SPECIFICALLY

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Idea Analysis Report Form

Idea Title: **Revolution**

Report from Table Group: **22**

A. Most Critical or Pressing Aspects that make this Area Most Important for Action:

1. **We need to support creative freedom.**
2. **We need to meet the needs of our stake holders.**
3. **We need to support innovation thinking, planning, and implementing.**

B. Difference to be made by Acting on this Area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)

1. **Results Desired:**
Distribute power where it belongs among the stake holders.
2. **Processes Impacted:**
All essential governance processes
3. **People Benefited:**
All stake holders
4. **Culture/High-Performance Principle to be developed:**
Ideas have priority over Hierarchical structures

C. Provocative Proposition that we forward for consideration:

We propose: That SSU establish a working group to husband/ vet creative ideas from all sectors of the University. This working group will be charged with soliciting input from all levels of the University and it will be empowered to present its recommendations to a committee composed of UFS, UAA, USA, and SGA members.

Because:

ON BACK: WRITE SPECIFIC STRATEGIES OR ACTIONS FOR ACCOMPLISHING YOUR RECOMMENDATION-----I.E, IDEAS ON SPECIFICALLY

1. **The University must accept the principle that all voices must be heard.**
2. **The University must establish this committee by asking all constituencies to elect members to this University-wide committee.**
3. **This committee must be brought into the current governance structure.**

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Idea Analysis Report Form

Idea Title: **Accountability**

Report from Table Group: **23**

A. Most Critical or Pressing Aspects that make this Area Most Important for Action:

1. **All staff, faculty, and administrators need to know what jobs are.**
2. **Students should be made aware of activities of faculty, staff and administrators that affect them.**
- 3.

B. Difference to be made by Acting on this Area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)

1. **Results Desired: Good performance – Rewarded; Bad performance – Reprimanded**
2. **Processes Impacted: Unions – everyone’s job!**
3. **People Benefited: Students, faculty, staff and administrators.**
4. **Culture/High-Performance Principle to be developed: Involvement.**

C. Provocative Proposition that we forward for consideration:

We propose: **A system that makes everyone accountable for their job performance.**

Because: **Improvements need to be made in all areas and by all personnel.**

ON BACK: WRITE SPECIFIC STRATEGIES OR ACTIONS FOR ACCOMPLISHING YOUR RECOMMENDATION-----I.E, IDEAS ON SPECIFICALLY

1. **Job descriptions for everyone.**
2. **Flow chart for who’s in charge – exp. Complaint from student – 4:00 p.m. – who do they go to.**
3. **Upper administrator shifts should be staggered : 9-5 President; 11-7 Provost or Assistant**
4. **Get faculty and staff union to police their members.**
5. **Have administrators evaluations affect raises, etc.**

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Idea Analysis Report Form

Idea Title: No Leader Left Behind

Report from Table Group: 24

A. Most Critical or Pressing Aspects that make this Area Most Important for Action:

- 1.
- 2.
- 3.

B. Difference to be made by Acting on this Area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)

1. **Results Desired:**
2. **Processes Impacted:**
3. **People Benefited:**
4. **Culture/High-Performance Principle to be developed:**

C. Provocative Proposition that we forward for consideration:

We propose: That the university commit human, financial resources to establish leadership standards in order to constantly communicate expectations for leaders in all campus positions. We also propose the development of an ongoing leadership training program with accountability standards

Because: Ineffective communications on campus may be related to a lack of accountability processes, and a hostile environment for creating effective leaders.

ON BACK: WRITE SPECIFIC STRATEGIES OR ACTIONS FOR ACCOMPLISHING YOUR RECOMMENDATION-----I.E, IDEAS ON SPECIFICALLY

Making a Significant Difference by Acting on What Matters

Idea Analysis Report Form

Idea Title: **Policy and Procedure**

Report from Table Group: **26**

A. Most Critical or Pressing Aspects that make this Area Most Important for Action:

- 1.
- 2.
- 3.

B. Difference to be made by Acting on this Area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)

1. **Results Desired:**
2. **Processes Impacted:**
3. **People Benefited:**
4. **Culture/High-Performance Principle to be developed:**

C. Provocative Proposition that we forward for consideration:

We propose: **The University commits the necessary resources for every department to establish written policies and procedures and make available university-wide**

Because: **We need to improve inter-department communications: A. terms of consistency B. to avoid legal issues**

ON BACK: WRITE SPECIFIC STRATEGIES OR ACTIONS FOR ACCOMPLISHING YOUR RECOMMENDATION-----I.E, IDEAS ON SPECIFICALLY

20. **University-wide committee on policies**
21. **Develop written procedures**
22. **Post to website**
23. **Every dept. name a web Leader**
24. **must be consistent in structure of info**

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Idea Analysis Report Form

Idea Title: **Streamlining day to day budgetary operations**

Report from Table Group: **28**

A. Most Critical or Pressing Aspects that make this Area Most Important for Action:

- 1.
- 2.
- 3.

B. Difference to be made by Acting on this Area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)

1. **Results Desired:**
More efficiency
2. **Processes Impacted:**
Speed of financial transactions
3. **People Benefited:**
Offices, customers, students
4. **Culture/High-Performance Principle to be developed:**
Perceptions and credibility

C. Provocative Proposition that we forward for consideration:

We propose: **Greater improvement of budget managers in the process of everyday operations**

Because: **what holds us back most is the delay of the purchase of necessary G+S**

ON BACK: WRITE SPECIFIC STRATEGIES OR ACTIONS FOR ACCOMPLISHING YOUR RECOMMENDATION-----I.E, IDEAS ON SPECIFICALLY

1. **To efficiently operate offices and provide expected services to our customers and students**

Making a Significant Difference by Acting on What Matters
Idea Analysis Report Form

Idea Title: **Technology Assistance Center in the library**

Report from Table Group: **29**

A. Most Critical or Pressing Aspects that make this Area Most Important for Action:

1. **Students are expected to complete coursework using technology but not the skills**
2. **Faculty need individual assistance with software during extended hours**
3. **Students need these skills not just for school**

B. Difference to be made by Acting on this Area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)

1. **Results Desired: More confident students, more competent students, retention of students, more integration of technology in classes.**
2. **Processes Impacted: Supporting institutional operations, helping students learn, leading and communicating**
3. **People Benefited: Students, faculty and support staff**
4. **Culture/High-Performance Principle to be developed: Learning, agility, information, focus**

C. Provocative Proposition that we forward for consideration:

We propose: That a technology assistance center be developed to provide students and staff hands-on support and to teach them to become proficient in technology and information systems.

Because: They lack skills and they need help.

ON BACK: WRITE SPECIFIC STRATEGIES OR ACTIONS FOR ACCOMPLISHING YOUR RECOMMENDATION-----I.E, IDEAS ON SPECIFICALLY

Making a Significant Difference by Acting on What Matters
Idea Analysis Report Form

Idea Title: Supporting Institutional Operations

Report from Table Group: 30

A. Most Critical or Pressing Aspects that make this Area Most Important for Action:

1. **Budgeting, endowment, fund-raising processes.**
2. **Contribution to learning and other aspects.**
3. **Leadership; focus; people**

B. Difference to be made by Acting on this Area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)

1. **Results Desired: Being the best that we can be for the benefit of the students.**
2. **Processes Impacted: Valuing people explores your commitment to the development of faculty, staff and administration.**
3. **People Benefited: The community as a whole as well as students, faculty, staff (and student athletes)**
4. **Culture/High-Performance Principle to be developed: People/Focus/Integrity**

C. Provocative Proposition that we forward for consideration:

We propose: That the University commit the financial resources necessary for a state-of-the-art centralized multi-purpose athletic complex.

Because: To maximize students and community involvement on the Shawnee State campus.

ON BACK: WRITE SPECIFIC STRATEGIES OR ACTIONS FOR ACCOMPLISHING YOUR RECOMMENDATION-----I.E, IDEAS ON SPECIFICALLY

1. **To include our campus community**
2. **Athletic programs/complexes**
3. **Intramurals**
4. **Athletic training programs**
5. **Holistic Health grant for Golden Bears**
6. **Bear cubs program through area schools – Early intervention programs (including pool availability)**

Accomplish by:

1. **Fund-raising (Capital campaign)**
2. **Grant writing possibly**
3. **Form committees**

Making a Significant Difference by Acting on What Matters
Idea Analysis Report Form

Idea Title: A capital campaign conducted by SSU

Report from Table Group: 31

A. Most Critical or Pressing Aspects that make this Area Most Important for Action:

1. **Cutbacks in federal and state support**
2. **Lack of taxes to support**
3. **Need for higher salaries for faculty/administrators to attract them here and keep them; also provide funds for campus housing; keep tuition low.**

B. Difference to be made by Acting on this Area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)

1. **Results Desired: Increase support; quality and more diverse student population**
2. **Processes Impacted: Supporting institution operations, helping students learn, continuous improvement**
3. **People Benefited: All SSU personnel**
4. **Culture/High-Performance Principle to be developed: Focus, people, agility, learning, involvement – really all principles listed are included.**

C. Provocative Proposition that we forward for consideration:

We propose: A capital campaign to broaden the private and public funding support bases in order to build our university's endowment as a way to meet SSU's current and future needs and serve as an impetus to alumni support.

Because: Cutbacks in federal and state funding, not raising taxes, need for higher salaries to attract and keep quality faculty and administrators as well as high-quality programs.

ON BACK: WRITE SPECIFIC STRATEGIES OR ACTIONS FOR ACCOMPLISHING YOUR RECOMMENDATION-----I.E, IDEAS ON SPECIFICALLY

1. **Follow through on recent Consultant's recommendation**
2. **Programs to make needs of university known**
3. **Leadership campaign (in-house)**

Making a Significant Difference by Acting on What Matters
Idea Analysis Report Form

Idea Title: **Creation of Institutional research office measuring effectiveness**

Report from Table Group: **32**

A. Most Critical or Pressing Aspects that make this Area Most Important for Action:

1. **Better utilization of data in decision making process**
2. **Essence of AQIP**
3. **Support for academic accreditation and program review**

B. Difference to be made by Acting on this Area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)

1. **Results Desired: Informed and improved decisions can be made**
2. **Processes Impacted: Budgeting strategic planning accreditation process services provided to students.**
3. **People Benefited: Entire campus community**
4. **Culture/High-Performance Principle to be developed: Information, involvement and foresight.**

C. Provocative Proposition that we forward for consideration:

We propose: That Shawnee State University establishes an office of Institutional Research.

Because: We need to improve upon the collection of data in order to systematically make academic and administrative decisions.

ON BACK: WRITE SPECIFIC STRATEGIES OR ACTIONS FOR ACCOMPLISHING YOUR RECOMMENDATION-----I.E, IDEAS ON SPECIFICALLY

Making a Significant Difference by Acting on What Matters
Idea Analysis Report Form

Idea Title:

Report from Table Group: 34

A. Most Critical or Pressing Aspects that make this Area Most Important for Action:

Increase in a campus resides, students- double in last few years

Provide action + inc, enrollment

B. Difference to be made by Acting on this Area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)

Results Desired:

Rec. Center will reg. parking + build a park garage

Processes Impacted:

Selling parking permits, fees to set up system

People Benefited:

Students, community, all campus community

Culture/High-Performance Principle to be developed:

Focus, involvement, planning

C. Provocative Proposition that we forward for consideration:

We propose: Building a parking garage to accommodate the increased campus residents and use of new Recreation Center.

Because: Campus residence and campus use is increasing.

ON BACK: WRITE SPECIFIC STRATEGIES OR ACTIONS FOR ACCOMPLISHING YOUR RECOMMENDATION-----I.E, IDEAS ON SPECIFICALLY

Making a Significant Difference by Acting on What Matters
Idea Analysis Report Form

Idea Title: College of Educators

Report from Table Group: 36

A. Most Critical or Pressing Aspects that make this Area Most Important for Action:

1. Extensive accreditation requirements of state and federal grants
2. Need for dedicated education classrooms.
3. Difficulty with finding a departmental chair

B. Difference to be made by Acting on this Area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)

1. Results Desired: Administrative team; centralized and dedicated classroom
2. Processes Impacted:
3. People Benefited: All students, esp. those in education; education faculty
4. Culture/High-Performance Principle to be developed: Deliver greater bang for the buck

C. Provocative Proposition that we forward for consideration:

We propose: That DTE be reconceived as a college with its own administrative Dean and dedicated classroom.

Because: The extreme licensure and accreditation requirements by the state and federal governments require a full-time administrator so the teacher faculty can focus.

ON BACK: WRITE SPECIFIC STRATEGIES OR ACTIONS FOR ACCOMPLISHING YOUR RECOMMENDATION-----I.E, IDEAS ON SPECIFICALLY

Making a Significant Difference by Acting on What Matters
Idea Analysis Report Form

Idea Title: **Facilities/Buildings planning and continuous improvement**

Report from Table Group: **36**

A. Most Critical or Pressing Aspects that make this Area Most Important for Action:

1. **Offices**
2. **Labs**
3. **Expanding programs**

B. Difference to be made by Acting on this Area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)

1. **Results Desired:** **Planning for future – preparing for increased enrollment**
2. **Processes Impacted:**
3. **People Benefited:** **People will have better facilities for preparation and teaching**
4. **Culture/High-Performance Principle to be developed:** **Student success.**

C. Provocative Proposition that we forward for consideration:

We propose: **The University commits the financial and human resources to evaluate the current utilization of our facilities and determine the need for new facilities to accommodate additional lab space, office space, storage needs, and technology needs.**

Because: **Of enrollment and program growth.**

ON BACK: WRITE SPECIFIC STRATEGIES OR ACTIONS FOR ACCOMPLISHING YOUR RECOMMENDATION-----I.E, IDEAS ON SPECIFICALLY

Making a Significant Difference by Acting on What Matters
Idea Analysis Report Form

Idea Title: **Prepare Community for University**

Report from Table Group: **39**

A. Most Critical or Pressing Aspects that make this Area Most Important for Action:

B. Difference to be made by Acting on this Area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)

Results Desired:

Processes Impacted:

People Benefited:

Culture/High-Performance Principle to be developed:

C. Provocative Proposition that we forward for consideration:

We propose: **The University develops an SSU-wide program to educate community parents and students to advantages and expectations of the college experience and post-college work environment**

Because:

ON BACK: WRITE SPECIFIC STRATEGIES OR ACTIONS FOR ACCOMPLISHING YOUR RECOMMENDATION-----I.E, IDEAS ON SPECIFICALLY

Making a Significant Difference by Acting on What Matters
Idea Analysis Report Form

Idea Title:

Report from Table Group: 44

A. Most Critical or Pressing Aspects that make this Area Most Important for Action:

1. **Retention of students**
2. **Development of land**
3. **Acquisition of land**

B. Difference to be made by Acting on this Area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)

1. **Results Desired:**
More land + Development = More students
2. **Processes Impacted:**
Committees on land development +acquisition
3. **People Benefited:**
College students - Community
4. **Culture/High-Performance Principle to be developed:**
Grow or die

C. Provocative Proposition that we forward for consideration:

We propose: Acquisition and development of more land by Shawnee State University

Because: Additional land and development of campus will contribute to growth of student population at SSU.

ON BACK: WRITE SPECIFIC STRATEGIES OR ACTIONS FOR ACCOMPLISHING YOUR RECOMMENDATION-----I.E, IDEAS ON SPECIFICALLY

Making a Significant Difference by Acting on What Matters
Idea Analysis Report Form

Idea Title:

Report from Table Group:

A. Most Critical or Pressing Aspects that make this Area Most Important for Action:

None

None

None

B. Difference to be made by Acting on this Area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)

Results Desired:

Processes Impacted:

People Benefited:

Culture/High-Performance Principle to be developed:

C. Provocative Proposition that we forward for consideration:

**We propose: To establish communication + Leadership across all levels of campus
When making decisions that impact the change university-wide for
Example (semester conversion)**

**Because: The semester conversion process is being enforced with short deadlines,
And no true understanding of the rationale for doing so, the results
Could be determined to student learning, enrollment, retention, non-
Traditional, first generation college students who have life
Circumstances that require more flexible opportunity to enroll in class**

**ON BACK: WRITE SPECIFIC STRATEGIES OR ACTIONS FOR ACCOMPLISHING YOUR
RECOMMENDATION-----I.E, IDEAS ON SPECIFICALLY WHAT COULD BE DONE.**

Making a Significant Difference by Acting on What Matters
Idea Analysis Report Form

Idea Title: Create Committee for Collaborative Action to promote communication between campus, constitutions and greater community.

Report from Table Group: Students, Faculty, and Staff

A. Most Critical or Pressing Aspects that make this Area Most Important for Action:

Need for enhanced communication

Manage growth

More administration, support for existing collaborations

B. Difference to be made by Acting on this Area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)

Results Desired:

Opportunities for students, faculty, and staff to help SSU grow w/ collaboration

Processes Impacted:

Student hire ability

People Benefited:

Students, Faculty, staff, community; institutionalize positive

Culture/High-Performance Principle to be developed:

C. Provocative Proposition that we forward for consideration:

We propose: The creation of new opportunities for communications and collaboration for students, faculty, staff, and the greater community. Collaborate across the curriculum. Promote collaboration and communications across the curriculum as a part of each day's coursework.

Because:

ON BACK: WRITE SPECIFIC STRATEGIES OR ACTIONS FOR ACCOMPLISHING YOUR RECOMMENDATION-----I.E, IDEAS ON SPECIFICALLY

Making a Significant Difference by Acting on What Matters
Idea Analysis Report Form

Idea Title: **Better, More Accurate Advising**

Report from Table Group:

A. Most Critical or Pressing Aspects that make this Area Most Important for Action:

1. **Unprepared students**
2. **Students taking longer to graduate than they should**
- 3.

B. Difference to be made by Acting on this Area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)

1. **Results Desired:**
Students take classes they actually need and are prepared. Not wasting students + Professors time
2. **Processes Impacted:**
Helping students learn; Understanding students' needs
3. **People Benefited:**
Students and professors
4. **Culture/High-Performance Principle to be developed:**
Focus, Foresight, Information

C. Provocative Proposition that we forward for consideration:

We propose: **Faculty need to be more informed on critical aspects of guidance and advising students**

Because: **Students are unprepared for class and they have a poor sense of ownership of their own education**

ON BACK: WRITE SPECIFIC STRATEGIES OR ACTIONS FOR ACCOMPLISHING YOUR RECOMMENDATION-----I.E, IDEAS ON SPECIFICALLY

Making a Significant Difference by Acting on What Matters
Idea Analysis Report Form

Idea Title: **Improve Communications**

Report from Table Group:

A. Most Critical or Pressing Aspects that make this Area Most Important for Action:

1. **Needs to be timely and given to all**
2. **Needs to identify as “high priority” if it is**
3. **procedures need to be written, planned, and followed**

B. Difference to be made by Acting on this Area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)

1. **Results Desired:**

All will know and things will run more smoothly

2. **Processes Impacted:**

All

3. **People Benefited:**

All

4. **Culture/High-Performance Principle to be developed:**

Leadership

C. Provocative Proposition that we forward for consideration:

We propose: That procedures be discussed and put in place to make communications more timely, inclusive, primitive, and focused

Because: Solving specific communication problems

ON BACK: WRITE SPECIFIC STRATEGIES OR ACTIONS FOR ACCOMPLISHING YOUR RECOMMENDATION-----I.E, IDEAS ON SPECIFICALLY

25. Make MySSU available to sec. so they can post info about classes

26. Write communication procedures

27. Committee to discuss and identify problems that includes admin., faculty, staff, etc. to make recommendations on a yearly basis

Making a Significant Difference by Acting on What Matters
Idea Analysis Report Form

Idea Title:

Report from Table Group:

A. Most Critical or Pressing Aspects that make this Area Most Important for Action:

- 1.
- 2.
- 3.

B. Difference to be made by Acting on this Area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)

1. **Results Desired:**
2. **Processes Impacted:**
3. **People Benefited:**
4. **Culture/High-Performance Principle to be developed:**

C. Provocative Proposition that we forward for consideration:

We propose: That the University commits the financial and human resources to establish recognition and rewards to its staff and admin. To allow promotion in current positions

Because: Keeping people in their positions and promoting within helps maintain more consistent customer service and enhance job satisfaction and gives incentive for growth

ON BACK: WRITE SPECIFIC STRATEGIES OR ACTIONS FOR ACCOMPLISHING YOUR RECOMMENDATION-----I.E, IDEAS ON SPECIFICALLY

Making a Significant Difference by Acting on What Matters
Idea Analysis Report Form

Idea Title: Education/Technology Effective learning strategies/program

Report from Table Group:

A. Most Critical or Pressing Aspects that make this Area Most Important for Action:

1. Growing technology
2. Unprepared students
3. Higher percentages of unprepared student technology and education

B. Difference to be made by Acting on this Area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)

1. Results Desired:
More self-sufficient students
2. Processes Impacted:
Student retention, college skills upgraded
3. People Benefited:
Benefits to surrounding area opportunities to under prepare
4. Culture/High-Performance Principle to be developed:

C. Provocative Proposition that we forward for consideration:

We propose: the development of an educational technology and effective learning strategies program.

Because: many students are underprepared to use technology and develop life-long learning strategies.

ON BACK: WRITE SPECIFIC STRATEGIES OR ACTIONS FOR ACCOMPLISHING YOUR RECOMMENDATION-----I.E, IDEAS ON SPECIFICALLY

Making a Significant Difference by Acting on What Matters
Idea Analysis Report Form

Idea Title:

Report from Table Group:

A. Most Critical or Pressing Aspects that make this Area Most Important for Action:

- 1.
- 2.
- 3.

B. Difference to be made by Acting on this Area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)

1. **Results Desired:**
2. **Processes Impacted:**
3. **People Benefited:**
4. **Culture/High-Performance Principle to be developed:**

C. Provocative Proposition that we forward for consideration:

We propose: Full Fund statistician assessment Office, who provides continuous feedback on learning

Because: It drives good decision making

ON BACK: WRITE SPECIFIC STRATEGIES OR ACTIONS FOR ACCOMPLISHING YOUR RECOMMENDATION-----I.E, IDEAS ON SPECIFICALLY

Making a Significant Difference by Acting on What Matters
Idea Analysis Report Form

Idea Title:

Report from Table Group:

A. Most Critical or Pressing Aspects that make this Area Most Important for Action:

- 4.
- 5.
- 6.

B. Difference to be made by Acting on this Area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)

5. **Results Desired:**
6. **Processes Impacted:**
7. **People Benefited:**
8. **Culture/High-Performance Principle to be developed:**

C. Provocative Proposition that we forward for consideration:

We propose: **Continued improvement in the area of staff development, training, and information sharing.**

Because: **We have concluded that the need for coordination and communication is vital**

ON BACK: WRITE SPECIFIC STRATEGIES OR ACTIONS FOR ACCOMPLISHING YOUR RECOMMENDATION-----I.E, IDEAS ON SPECIFICALLY

Making a Significant Difference by Acting on What Matters
Idea Analysis Report Form

Idea Title:

Report from Table Group:

A. Most Critical or Pressing Aspects that make this Area Most Important for Action:

- 1.
- 2.
- 3.

B. Difference to be made by Acting on this Area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)

1. **Results Desired:**
2. **Processes Impacted:**
3. **People Benefited:**
4. **Culture/High-Performance Principle to be developed:**

C. Provocative Proposition that we forward for consideration:

We propose: That we establish communication, discussion-making, recognition and resource-allocation processes that create an environment permeated by trust, where everyone experiences themselves as creators of rich learning experiences for students- where everyone shares and understands the “big picture” purpose and vision for SSU – where everyone at all levels feels the college is theirs to improve, change, and help become what it can potentially become.

Because: What interests us most is our own assumptions and processes and that to focus on student achievement and excellent educational programs and services we need a fully engaged team where talents and expertise are utilized and who have resources appropriate to support the university mission.

ON BACK: WRITE SPECIFIC STRATEGIES OR ACTIONS FOR ACCOMPLISHING YOUR RECOMMENDATION-----I.E, IDEAS ON SPECIFICALLY

1. **Revitalize our strategic plan so we know exactly where we are going.**
2. **Implement a university-wide communication mechanism to inform and update all university constituencies.**
3. **Revise budgeting process to allocate resources to strategic planning resources.**
4. **Implement continuing collaborative process to minimize contractual issues.**

Making a Significant Difference by Acting on What Matters
Idea Analysis Report Form

Idea Title:

Report from Table Group:

A. Most Critical or Pressing Aspects that make this Area Most Important for Action:

- 1.
- 2.
- 3.

B. Difference to be made by Acting on this Area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)

1. **Results Desired:**
2. **Processes Impacted:**
3. **People Benefited:**
4. **Culture/High-Performance Principle to be developed:**

C. Provocative Proposition that we forward for consideration:

We propose: We recommend that we develop a culture of continual communication that serves to inform decision making; employee recognition, development and support; and the budgeting process. This will, in turn, create an environment where a spirit of collegiality, permeated by trust and accountability, enhances the teaching and learning environment.

Because: There is a perception among the campus community that leadership and communication are high priority areas that present challenges for us as an institution. According to the survey, our greatest opportunities for impact and creating high performance lie in leadership, communication and collaboration.

ON BACK: WRITE SPECIFIC STRATEGIES OR ACTIONS FOR ACCOMPLISHING YOUR RECOMMENDATION-----I.E, IDEAS ON SPECIFICALLY

Making a Significant Difference by Acting on What Matters
Idea Analysis Report Form

Idea Title: **It isn't just about getting a grade or a job**

Report from Table Group:

A. Most Critical or Pressing Aspects that make this Area Most Important for Action:

1. **Students often believe that they only need certification rather than education**
2. **Student satisfaction is decreased because they often don't understand why what we ask them to learn has value.**
- 3.

B. Difference to be made by Acting on this Area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)

1. **Results Desired: Students will have an increased appreciation for what they are learning. Students will recognize education as a lifelong holistic endeavor.**
2. **Processes Impacted: Helps students learn.**
3. **People Benefited: Students, faculty region**
4. **Culture/High-Performance Principle to be developed: Involvement, learning, focus, integrity, agility.**

C. Provocative Proposition that we forward for consideration:

We propose: Expand the discussion of and explanation of general education from orientation onward. Emphasize general/liberal/life education in all university publications.

Because: See critical/pressing needs.

ON BACK: WRITE SPECIFIC STRATEGIES OR ACTIONS FOR ACCOMPLISHING YOUR RECOMMENDATION-----I.E, IDEAS ON SPECIFICALLY

Making a Significant Difference by Acting on What Matters
Idea Analysis Report Form

Idea Title: Building better collaborative relationships within the University and the local community.

Report from Table Group:

A. Most Critical or Pressing Aspects that make this Area Most Important for Action:

1. Constructively and sincerely working together results in better outcomes.
2. Development of policies and procedures for the collective good of all requires cooperation
3. It's important to step out of our own functional area to see what together we can accomplish

B. Difference to be made by Acting on this Area: (What results do you most want to see? What processes, what people, and what cultural characteristics of the college would benefit?)

1. Results Desired: Better understanding, knowledge, confidence, respect, cooperation
2. Processes Impacted: Governance, valuing people, better communications, improved policies and procedures
3. People Benefited: The university and local community
4. Culture/High-Performance Principle to be developed: Collaborative relationships shared institutional focus "buy-in"

C. Provocative Proposition that we forward for consideration:

We propose: The establishment of a University task force charged with developing and implementing activities involving all University groups as well as the local community with the goal of building better collaborative relationships.

Because: We further propose contacting other AQIP schools dialog on their successful plans

ON BACK: WRITE SPECIFIC STRATEGIES OR ACTIONS FOR ACCOMPLISHING YOUR RECOMMENDATION-----I.E, IDEAS ON SPECIFICALLY