



Connection at WWCC

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Initial Project

1. Ideas formed with students in mind
2. Traditions for student connection
 - Create an icon or emblem that students can take photos with at each campus
 - Art shows across all campuses
 - Expanded welcome events to all four quarters

First Steps

Identify key stakeholders

Ask questions on what is already being done

Find needs based on results of conversations

What we as a group decided was important:

- The project being accessible to all campuses
- Ensure we were working with stakeholders rather than reinventing the wheel
- Being conscious of budget concerns within this era of uncertainty

Barriers

1. Physical distances between campuses
2. Rules surrounding corrections education
3. Welding being at capacity to make icons
4. Library already running the art show
5. Student Life and Student Services already doing much of the work we suggested



Evolution of the Project

After meeting with stakeholders, we determined that focusing on employees of the college should be where we look.

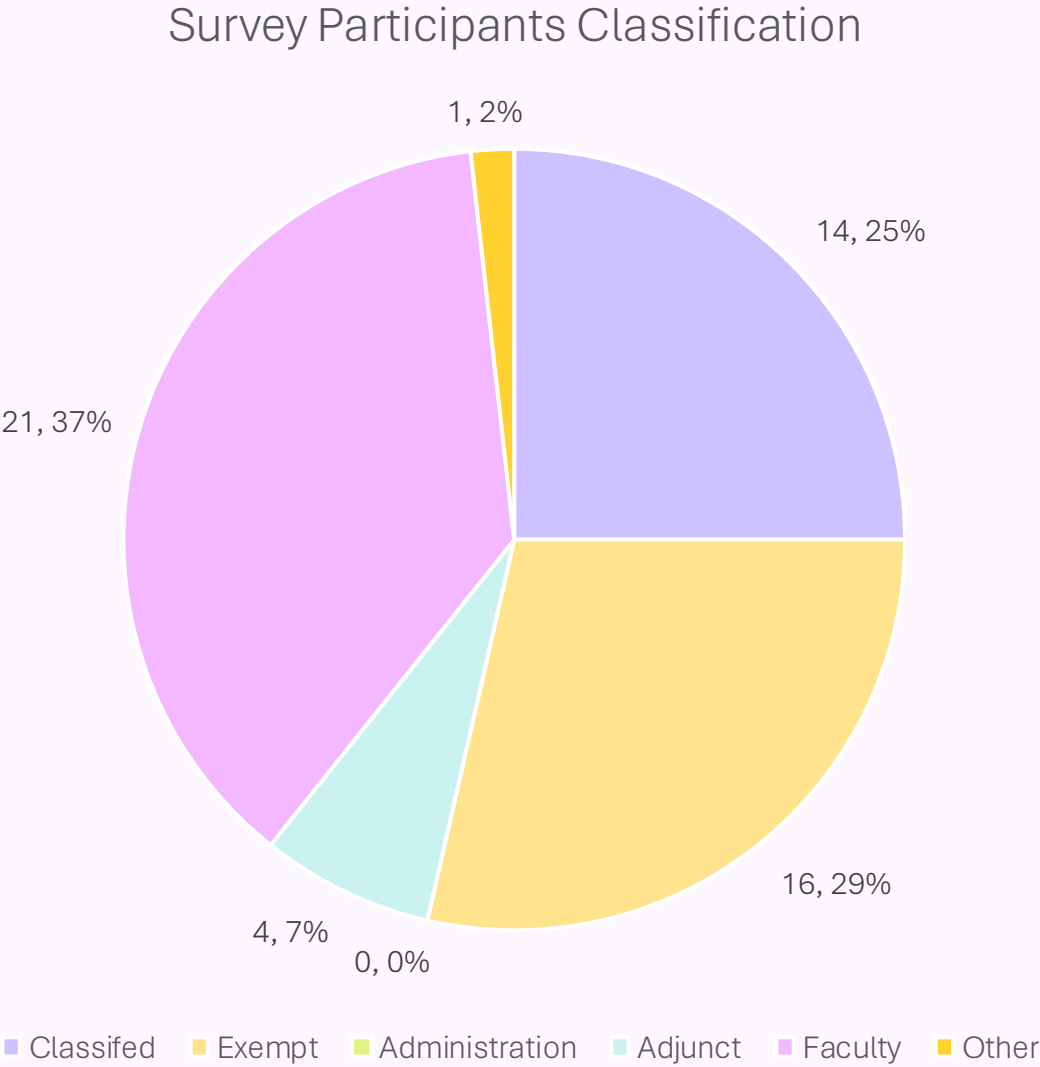
Project Determination

PACE Survey Results

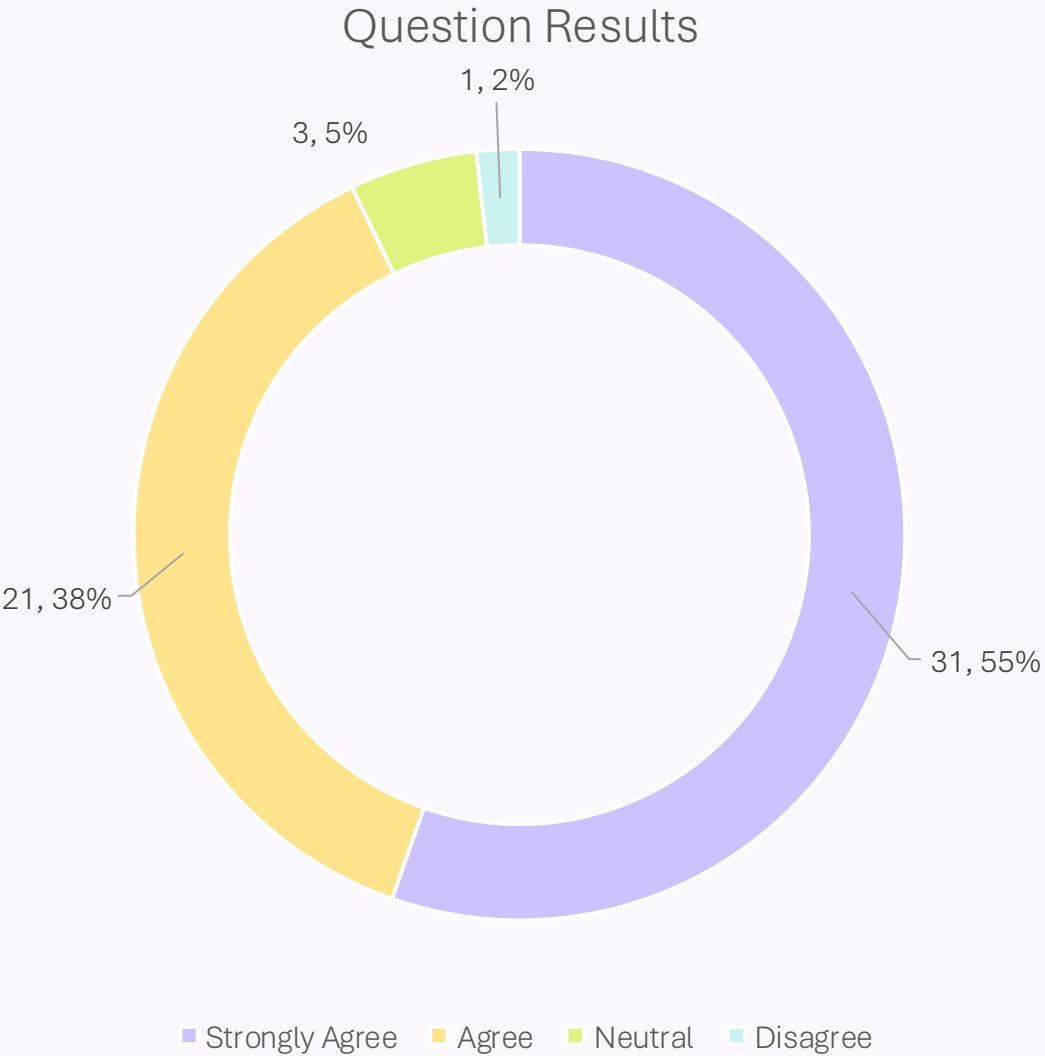
- Positive results
 - A spirit of cooperation exists in my department, 4.143 (#43)
 - I feel my job is relevant to this institution's mission, 4.462 (#8)
 - There is a spirit of cooperation within my work team, 4.104 (#3)
- Areas to Improve
 - A spirit of cooperation exists at this institution, 3.243 (#25)
 - Open and ethical communication is practiced at this institution, 3.245 (#16)
 - This institution has been successful in positively motivating my performance, 3.253 (#22)

Survey sent by this team to faculty and staff

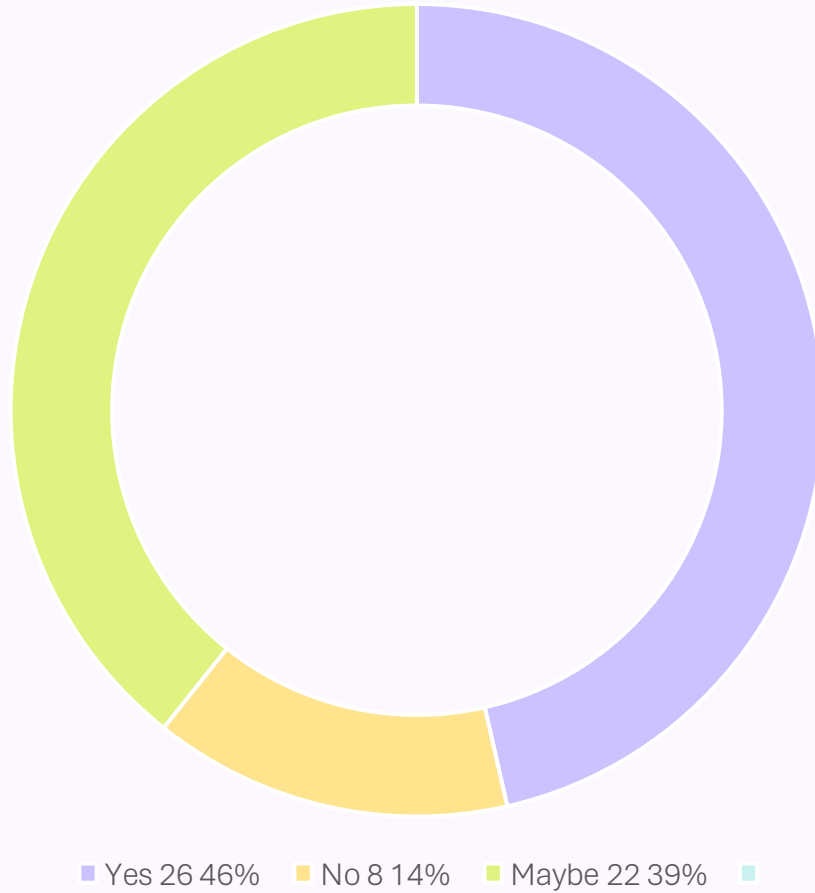
Who Was Surveyed?



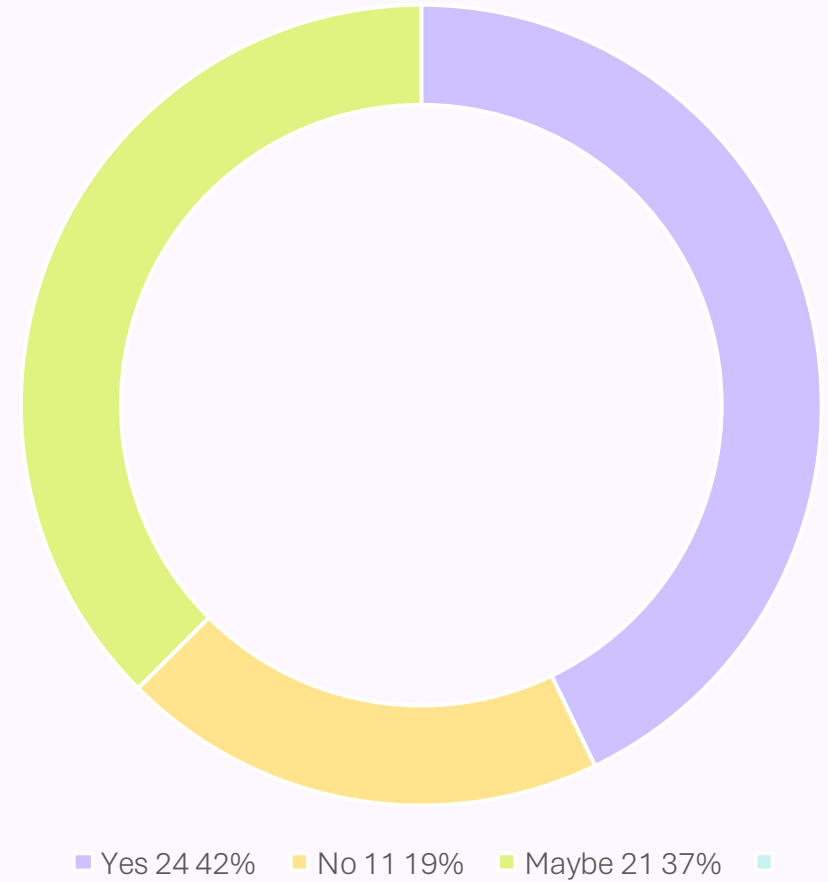
Question: To what extent do you agree with the following statement, "When faculty and staff feel connected, students are more likely to feel a sense of belonging"



Would you be interested in a 1-hour connection session with others in your employee classification during Fall Conference



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What Currently Helps You Feel Connected at WWCC?

Word Clouds by Sentiment

POSITIVE SENTIMENT



Positive connections are driven by relationships, collaboration, shared purpose, and opportunities to work together. People and meaningful work are at the heart of connection.

NEGATIVE SENTIMENT



Negative sentiment highlights feelings of disconnection, lack of inclusion, limited opportunities, and communication gaps. Some employees feel left out or that efforts don't follow through.

POSITIVE SENTIMENT

What helps connection across campuses and groups

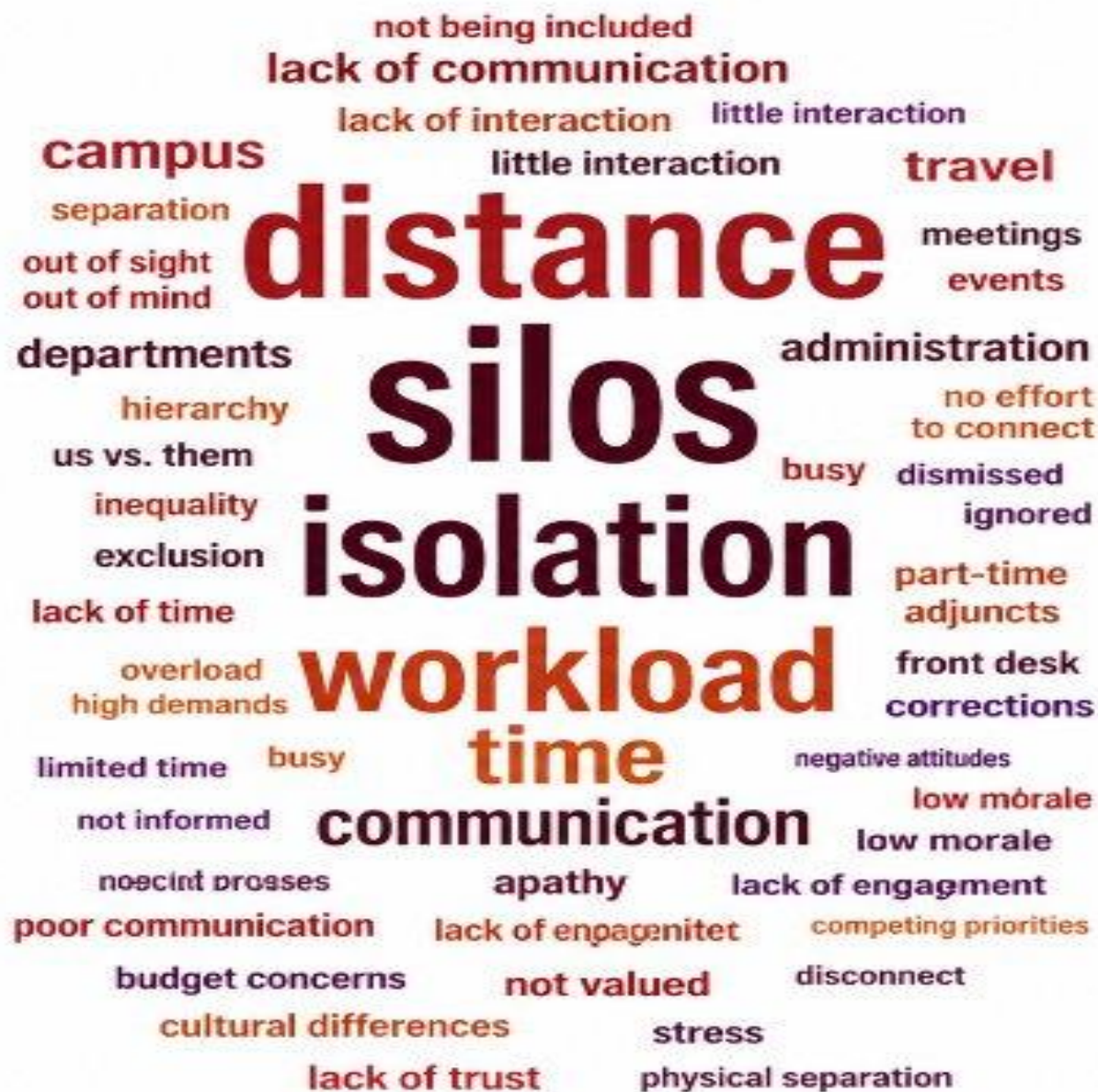


A word cloud for positive sentiment, with words in various shades of green and blue. The largest words are 'connection', 'communication', 'collaboration', and 'community'. Other prominent words include 'engagement', 'support', 'inclusion', 'trust', 'relationships', 'interaction', 'participation', 'teamwork', 'information', 'access', 'voice', 'respect', 'culture', 'feedback', 'understanding', 'recognition', 'awareness', 'visibility', 'balance', 'shared purpose', 'belonging', 'student success', 'celebrate', 'shared goals', 'working together', 'supportive', 'morale', 'positivity', 'flexibility', 'cooperation', 'unity', 'partnership', 'involvement', 'dialogue', 'effort', 'opportunities', and 'teamwork'.

relationships trust
interaction teamwork
participation information
opportunities teamwork information access
connection voice
communication respect
collaboration culture
community feedback
engagement understanding
support recognition
inclusion awareness
trust visibility
relationships balance
interaction shared purpose
participation belonging
opportunities student success
teamwork celebrate
information shared goals
access working together
voice supportive
respect
culture
feedback
understanding
recognition
awareness
visibility
balance
shared purpose
belonging
student success
celebrate
shared goals
working together
supportive
morale
positivity
flexibility
cooperation
unity
partnership
involvement
dialogue
effort

NEGATIVE SENTIMENT

Barriers that make it difficult to feel connected



A word cloud for negative sentiment, with words in various shades of red and orange. The largest words are 'distance', 'silos', 'isolation', 'workload', and 'time'. Other prominent words include 'communication', 'lack of communication', 'lack of interaction', 'little interaction', 'travel', 'meetings', 'events', 'administration', 'no effort to connect', 'busy', 'dismissed', 'ignored', 'part-time adjuncts', 'front desk corrections', 'negative attitudes', 'low morale', 'lack of engagement', 'competing priorities', 'disconnect', 'stress', 'physical separation', 'lack of trust', 'cultural differences', 'budget concerns', 'not valued', 'apathy', 'lack of engagement', 'poor communication', 'no cent process', 'not informed', 'limited time', 'busy', 'overload', 'high demands', 'lack of time', 'exclusion', 'inequality', 'us vs. them', 'hierarchy', 'departments', 'out of sight', 'out of mind', 'separation', 'campus', and 'travel'.

not being included
lack of communication
lack of interaction little interaction
campus little interaction travel
separation distance
out of sight meetings
out of mind events
departments administration
hierarchy no effort to connect
us vs. them busy dismissed
inequality ignored
exclusion part-time adjuncts
lack of time front desk corrections
overload workload
high demands time
limited time busy communication
not informed negative attitudes
no cent process low morale
poor communication lack of engagement
budget concerns competing priorities
not valued disconnect
cultural differences stress
lack of trust physical separation



Common Themes

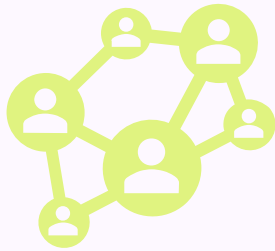
People want authentic connection

Communication gaps are a major driver of disconnection

Events with food

People don't lack opportunities for connection — they lack shared visibility, authentic interaction, and consistent communication across all campuses.

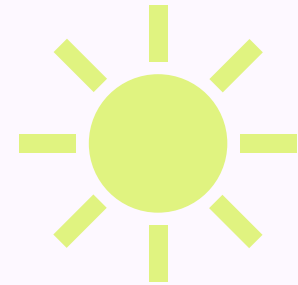
How It Connects Together



93% of our employees say that connected faculty positively impact student experience.



Connected employees drive productivity and engagement.



Positively affect current campus climate

The Plan

Bring staff and faculty together during Fall Conference

The Conclusion

Event should be mandatory, to the extent possible

Effort should be made to encourage adjunct faculty to attend

Utilize budget from Office of Connection and Belonging

Follow up after event is essential