

Employee feedback on the accreditation process, January 2009

“With a mission of student success, Casper College provides educational opportunities to improve quality of life and sustainable community building and citizenship. The college is a premier public comprehensive two-year institution that provides academic transfer, vocational, continuing education and basic skills education for the citizens of Casper, Natrona County, the State of Wyoming and the World.”

An opportunity to share thoughts and feelings about the accreditation process was provided to all employees and Student Resident Hall Advisors during the spring '09, return week. Paul Marquard, HLC coordinator, introduced visiting HLC accreditation liaison Andrew Lootens-White, who observed while Paul conducted an information-gathering exercise. Andrew afterwards gave a short presentation. Employees were separated out of their normal “comfort groups” and Criterion committees were mixed together to aid in the open discussion. Paul asked the attendees to think of how the Mission Statement relates to the following questions:

- 1) How does my job relate to the college Mission Statement?
- 2) How does my job promote student success?
- 3) How has assessment, the strategic plan, or the self-study changed what I do?

The following answers were gathered and shared with the group in attendance:

How does my job relate to the college Mission Statement?

- I prepare students to fulfill job needs in the community.
- I encourage quality life style and community involvement in activities.
- Classroom group work offers an opportunity to practice in a safe environment so that we can prepare them for the workplace.
- We deal with diverse personalities.
- I teach basic skills so that people understand why the economy is in a mess, and what we can do to prepare for it.
- I teach political science so they know why we fight over things rather than act on it.
- We help to develop and secure funding for new programs which meets the needs of our students and community. The web site is the gateway to Casper College. We provide a bridge for interaction between the CC community and the world.
- My graduates provide services and help citizens be more involved.
- My office helps the campus secure resources, build public support and supports requests of the Casper College community.
- I am in adult education to provide opportunities for those who have not had them.
- By encouraging one-on-one interactions between students and faculty and providing rules which promote a sense of self-discipline, I help create a learning climate.
- I teach them to set goals and plan for the future.
- By interacting with students in and out of the classroom and teaching team building, I model interpersonal communications.
- I guide them through the maze of bureaucracy.
- I tailor educational opportunities to the needs of students and community.
- I interact with students in and out of the classroom; teach team building and model interpersonal communication and citizenship skills.
- I encourage knowledgeable and involved citizenship.
- I help students maintain, resolve, and improve life issues to stay focused on their education.
- I help build a community of professional development for faculty to enable them to grow with distance learning, by adhering to best practices. I provide support for both faculty and students.
- I provide financial opportunities for students to perform educationally and meet needed guidelines.
- I teach acting so that people can learn to use their imagination to deal with the world around them.
- Students learn skills that help them procure and maintain jobs in the paralegal and nonparalegal areas. Their academic training enables them to achieve success in four-year and graduate programs. Furthermore, all students must participate in CC legal services and are encouraged



to participate in other service learning. All students must become members of the Legal Association of Wyoming which aids them in many ways.

- My job is to get people here to make learning happen.
- My job is to provide students equal access and opportunities.
- I bring money into the institution for all programs.
- I help students by definition at a time of transition, examine the deconstruct of stereotypes and social constructs.
- Encouraging students to know they have a purpose in life and education makes that possible.
- By visualizing a bigger picture of accommodations and incorporating technologies I help students with disabilities so they can learn to mentor others to increase their self-awareness.
- My job helps students grow as family members; parents and caring community members.
- I help students see things differently and up close.
- I help students achieve life goals and rewarding life experiences.
- I provide scholarship opportunities for traditional and nontraditional students and nurture institutional pride prior to and after graduation so we continue to attract students and public support.
- I provide vocational and continuing education along with job skills to promote student success in the work force.
- We improve the quality of life for students by providing them with the ability to increase their income while instilling a sense of morals and ethics during their time at Casper College.
- We provide students with the vocational knowledge and skills necessary for the employment of life.
- Student success in both academics and community awareness is assured through individualized advising and instruction in the classroom as well as practical application settings. Facilitation of student organizations encouraging volunteerism and service learning is offered and the provision of resources for future growth and development in order maintains Casper College as a premier public comprehensive institution.
- We see our students as individuals, not numbers. Yes, we care!
- Improve citizenship by emphasis on importance of personal behavior for future professions, and secondarily an emphasis on constitutional rights we have in our country.
- Constantly reevaluate yourselves and your programs.
- We serve the global community by engaging students in critical thinking regarding their place in the world and we facilitate their educational, profession and personal journey to enhance lifelong learning.
- At this point the self-study has had little impact on what we do-however, each factor, assessment, planning, self-study, has shown us how we are linked and each lend to student success and the CC mission.
- It really doesn't matter if students understand the principle of incorporation of the 14th amendment.

- We train students to save lives, promote health and improve the quality of life for the district, state, country, and the world.
- As a faculty member, teaching my subject with enthusiasm, promotes student success and life enrichment that then filters into the greater community.
- Prepare students to fulfill job needs in our community and beyond.
- We provide our students with the skills necessary to succeed in life. Through this we build relationships between our students and community members.
- I help build self-esteem and confidence to improve attitudes for a lifelong learning.
- By exposing students to service and civic responsibility we link students to good citizenship and quality of life.
- I provide students with a safety net so that they can navigate through life's journey.

How does my job promote student success?

- By utilizing the visual arts through lectures and travel experiences I help them understand our global culture to enhance citizenry.
- I create enthusiasm for the subject area which promotes students to want to learn beyond what is required.
- Provide them with the tools and self confidence to succeed (communication, research, problem solving, analytical skills, critical thinking).
- I connect with others.
- I not only give students facts but the taste of the ability to learn long after they leave Casper College.
- I provide firm background for transfer student's success which helps us see if we are open with other students. This directly shows success in employment; better quality of life and improved healthcare.
- Team building.
- With retention resources, problem solving and interventions.
- I approach students as individual people rather than numbers.
- I adapt to students' learning styles. I turn roadblocks into opportunities.
- We empower students with strategies and skills. We provide support for certification and licensing.
- I help relationships develop to ensure individualized attention and personal success.
- Students come with misconceptions of criminal justice so I guide them so they can understand what that career entails so they can decide how to proceed in the future.
- I help bridge communications between students and instructors and lead them to who can best help them.
- I remove barriers that make it difficult for students to finish courses by providing consistent support.
- I provide a place for students to get tools to resolve personal issues that get in the way of their educational success.
- By utilizing real-life experiences and innovative learning environments I provide comprehensive student support to traditional and nontraditional students.



- With distance education I put students first on every issue and advise them on classes which traditionally fill early.
- I properly advise students into fields of study which might be best for them.
- I give faculty the tools to help teach and measure the student success.
- I provide financial support so students can focus on learning.
- We provide students the opportunity to explore their worlds.
- We are opportunity facilitators.
- We are not just nine-to-fivers!
- We adjust teaching strategies to fill gaps in student learning.
- I serve as a liaison between students and academics. I keep accurate records and serve as a source of information to students.
- We facilitate academics by serving as role models.
- I serve on the “Gen-Ed” committee which ensures basic life and career skills are taught. I also promote distance education.
- In adult education, we provide many locations to take our services to the students.
- My role in human resources is to get the right people (employees) here and to comply with legal standards so that the students are best served.
- I get to work closely with students in performance. Through performance I see students and we discuss classes and relationships leading to student development.
- I explain a complex subject (economics) so they can understand how it applies to the real world.
- I help students understand their place in the world.
- My job is to promote student success by encouraging positive self-esteem to become their own self advocate and make sure they have accessibility to all they need to maximize their potential.
- In deference to Plato, I have restructured my course to identify measurable steps so that students can see the outcome based on the steps that they take.
- I give them skills to be successful in all their classes.
- I ensure students are placed in classes that match their skill set and encourage them to reflect on themselves; students are also allowed to make their own choices.
- I go the extra mile for my students such as finding child care and providing resources to accommodate student retention.
- I work directly with students to enroll them in classes that will allow them degree completion.
- I serve the community by providing well trained pharmacy technicians in cooperation with the pharmacies toward sustainable community building.
- I facilitate the educational journey from application to graduation which helps students transfer to continue their higher education.
- I cultivate job skills to provide safe and effective health care personnel.
- I engage students in critical thinking regarding their place in the world and communication that enhances quality of life.

- I serve college constituents in information services to connect them with the world, expanding horizons and preparing them for lifelong learning.
- I promote effective communication.
- By creating a positive living environment we allow students to focus on academic success.
- I challenge students to achieve a higher level of thinking.
- My job focuses on improving quality of life and sustainable community and citizenship. We ensure the environment of the residence halls will positively impact students.
- By demonstrating, training and developing trade skills we ensure job skills needed for great careers.
- I help them develop basic written and oral communication skills so students can utilize these skills in other college level courses.
- By opening the window of communication through self-confidence in self-expression and finding the inner child.
- I put students in positions of leadership to learn through hands on experiences.
- Student success is defined by passion. I help them find their passion.
- I help students recognize their place in the world in the context of history.
- I teach students if you make it your own it will be known. I develop their interpersonal skills for the real world. I want to teach people how to run to the river with their hair on fire; i.e. how to take a risk. I make a relaxing environment suitable for student studying.
- I provide students with the tools they need to compete in the job market, and promote a higher quality of life.
- I help student success by having flexible schedules to meet student needs. I provide current equipment. I teach with enthusiasm. I sponsor student organizations. I lead and encourage community service projects.
- I provide one-on-one help and challenge students to achieve a higher level of critical thinking.
- Students learn who they are and can then showcase their strengths through the support I provide. They then define their own success.
- I insure student success through skill development and lead students to learn lifelong health avenues to lead strong lives.
- I provide the opportunity to improve language skills to become more productive citizens.
- I create an environment with the goal for students to learn skills that would be useful in transfer or in the job market.



How has assessment, the Strategic Plan, or the Self-Study changed what I do?

- It has encouraged us to do department reviews and operations and to focus on outcomes utilizing data which we document. The self-study needs to be an on-going process to provide a mechanism to know what we do.
- It provides statistics to review objectively rather than subjectively. Assessment takes time! Teaching without assessment tools is a mistake.
- Assessment has shown the need to be nimble when reacting to student and community needs. It has shown me that we should continually reevaluate what we are doing and be open for change.
- Assessment has made me a more student-oriented instructor.
- The First Year Experience committee has improved orientation and added MAP Works.
- It causes instructors to always be self-reflective.
- The Strategic Plan adds technology to class requirements and methods.
- It has encouraged disciplinary and interdisciplinary discussions.
- It added service learning to class requirements.
- We are in the process of hiring an Director of Assessment to help us use our strategic plan to plan ahead and better serve the campus.
- New courses have been added based on assessment as well as new committees.
- We take a look at our own role and how we can improve the way we do our jobs to better align with our Mission Statement. This makes us become more student oriented through stronger relationships with other departments.
- It has taught faculty and students to develop critical thinking skills and to question how/why we do things.
- Assessment has made me reflect on my teaching especially when class work is reviewed by colleagues. Awareness of procedures and stating why we do something has facilitated critical thinking about my actions.
- Strategic Plan: Encourages new courses which require students to develop critical thinking skills. It teaches us all (students and faculty) to question why, how, etc.
- Assessment offers more statewide educational opportunities and encourages us to look at the future of programs and where they are heading. Newer teaching methods are encouraged. Strategic planning allows for change to programs to reflect changing job environments.
- The planning process has required faculty to be more mindful of the entire curriculum of the college as opposed to just their departments.
- It has developed an awareness of accountability. Also, it has developed an understanding that all members of the college have a key role in student and community success.
- It has helped student aid transition through activities, finance, instruction, and guidance.

- We have a better understanding of the interconnectedness of how the tinkertoys of our collective skills fit together to expand and complete the learning mosaic.
- We stretch our students out to open their minds to expel the clouds of ignorance.
- The Strategic Plan has given us the means to get to a common “end”...it has encouraged us as we develop a vision of where we want to go and what we want to provide for our students...our goals are now all tied to the Strategic Plan... this has been very helpful.
- It has encouraged us to open the door for various ways of testing ensuring a finished degree for easier transferability.
- I have learned I have to spend more time explaining the vital concept of economic efficiency and spend more time explaining the importance of measurement. We have raised standards for college-bound students to maximize their success.
- Assessment: Connects students and employees with outside community (conferences, articulation, study abroad...); Increase in diversity of learning opportunities and teaching methods in and out of the classroom; Collaboration across campus (academic and student services).
- All of our goal setting has been tied to the Strategic Plan...it was not like that before; there was no document to guide us.
- We use Standards Boards data from books to redesign/ change the curriculum.
- The Self-Study has shown us where we are and helped with communication challenges.
- It has brought out our strengths and weaknesses.



