

CampusWorks On-Campus Discussion Worksheet Summary – Fall 2021

Total Worksheets Returned: 67

- Faculty: 22
- P-Staff: 27
- C-Staff: 18

TIP: When looking at the comment summaries, focus on the “Total” column. The constituency group breakdowns are there if you’d like more detail. See attached Excel file for the detailed comments sorted by question, category, and theme.

SWOT survey – STRENGTHS

When I read through the strengths, it represented my thoughts.	Responses
Yes	53
No	3
Comments instead of Yes/No	9
Total Providing Feedback	65

If not, why. Anything missing? Comments provided by:	Responses
Faculty	12
P-Staff	8
C-Staff	7
Total Providing Comments	27

If not, why. Anything missing? Other comments.

Category	Themes	Faculty	P-Staff	C-Staff	Total
Strength		11	7	3	21
	Program, course, activity offerings - Workforce/CTD; unique activities; variety of programs; co-curricular activities; internships/apprenticeships; unique teaching areas; teaching college; face-to-face, hands-on experiences	3	2	3	8
	Community support - Expand in Cody; is support waning?	1	1	0	2
	Foundation support	0	2	0	2
	Faculty and staff - Awesome, kind	2	0	0	2
	Facilities	2	0	0	2
	Personalized attention	1	0	0	1
	Relaxing atmosphere	1	0	0	1
	Residential campus	0	1	0	1
	Scholarships	1	0	0	1
	Support services	0	1	0	1
Suggestion		7	1	6	14
	Too much focus on international - Not enough focus on local area; international students are a small group to have so much focus, leaving behind other students	3	1	1	5
	Don't change name - Current name is good; proximity to Yellowstone not close enough to warrant change	2	0	1	3
	Need more programs/courses	1	0	2	3

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	- More agriculture focus; more tech programs				
	Need greater value of international program by community	0	0	1	1
	Need job security	0	0	1	1
	Need to include C-Staff more	1	0	0	1

SWOT survey – WEAKNESSES

When I read through the weaknesses, it represented my thoughts.	Responses
Yes	40
Mostly	3
No	8
Comments instead of Yes/No	12
Total Providing Feedback	63

If not, why. Anything missing? Comments provided by:	Responses
Faculty	16
P-Staff	19
C-Staff	12
Total Providing Comments	47

If not, why. Anything missing? Other comments.

Category	Theme	Faculty	P-Staff	C-Staff	Total
Community		3	7	2	12
	Community connections	1	6	2	9
	Not weak in community	1	1	0	2
	Relationships with high schools	1	0	0	1
Internal		13	18	7	38
	Funding/Budget	2	3	0	5
	Internal Relationships	1	4	0	5
	Staffing/workload	1	1	2	4
	Administration	2	1	0	3
	Facilities	0	1	2	3
	Planning	3	0	0	3
	Resistance to change	1	2	0	3
	Not resistant to change	0	1	0	1
	Customer service	0	2	0	2
	NWC Name	1	1	0	2
	Shared governance	1	1	0	2
	Not weak in shared-governance	1	1	1	3
	Wages/salary	0	0	2	2
Programs		3	6	5	14
	Programming changes	1	3	5	9
	Transfer/workforce balance	2	2	0	4
	Need one-stop shop	0	1	0	1
Publicity		3	1	3	7
Recruiting		3	2	1	6
	Recruiting	3	1	1	5
	Recruitment not weakness	0	1	0	1

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SWOT survey – OPPORTUNITIES

When I read through the opportunities, it represented my thoughts.	Responses
Yes	46
No	5
Comments instead of Yes/No	12
Total Providing Feedback	63

If not, why. Anything missing? Comments provided by:	Responses
Faculty	12
P-Staff	13
C-Staff	5
Total Providing Comments	30

If not, why. Anything missing? Other comments.

Theme	Faculty	P-Staff	C-Staff	Total
Programs	8	5	4	17
Community connections	3	4	0	7
Rebranding	2	0	3	5
Recruiting	2	2	0	4
International	1	2	0	3
Publicity	0	3	0	3
Administration	2	0	0	2
Grants	1	0	0	1
Professional development	1	0	0	1

SWOT survey – THREATS

When I read through the threats, it represented my thoughts.	Responses
Yes	50
No	3
Comments instead of Yes/No	10
Total Providing Feedback	63

If not, why. Anything missing? Comments provided by:	Responses
Faculty	12
P-Staff	13
C-Staff	4
Total Providing Comments	29

If not, why. Anything missing? Other comments.

Theme	Faculty	P-Staff	C-Staff	Total
Competition for students	3	5	0	8
Funding	4	2	1	7
Hiring/Retaining Employees	3	1	1	5
National issues	0	3	1	4
Publicity	1	3	0	4
Community connections	2	1	0	3
Administration	1	1	0	2
COVID-19	1	0	1	2
Employee apathy	0	1	0	1
Foundation	1	0	0	1

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Internal relationships	0	1	0	1
Programs	1	0	0	1
Small town	0	0	1	1

PRIDE/LEGACY

**Additional takeaways – there is a lot of pride in and a positive legacy around Northwest College.
Comments:**

Comments provided by:	Responses
Faculty	3
P-Staff	2
C-Staff	3
Total Providing Comments	8

Theme	Faculty	P-Staff	C-Staff	Total
Most favorable	0	2	3	5
Combination	2	0	0	2
Least favorable	1	0	0	1

OTHER RELEVANT COMMENTS

Comments provided by:	Responses
Faculty	5
P-Staff	4
C-Staff	0
Total Providing Comments	9

Theme	Faculty	P-Staff	C-Staff	Total
Local/region	2	3	0	5
Campus	2	0	0	2
Board	1	0	0	1
Location	0	1	0	1

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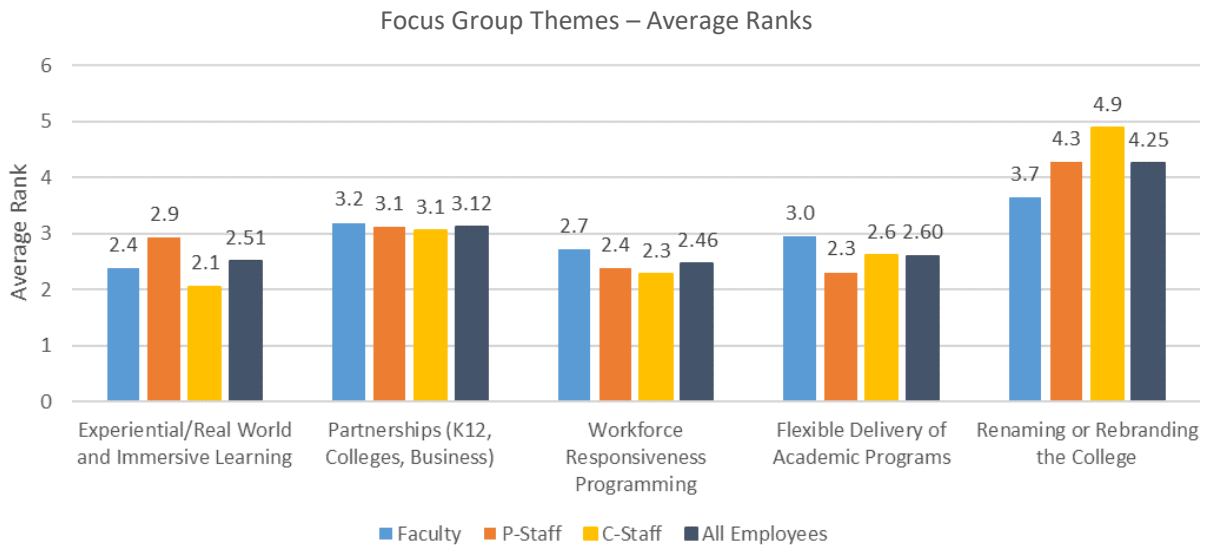
FOCUS GROUP THEMES

Five focus themes emerged from the group sessions. Number in order of importance to you with number 1 is most important and number 5 least important.

Summary: Workforce Responsiveness Programming and Experiential/Real World and Immersive Learning were closely ranked as the top two most important themes, followed by **Flexible Delivery of Academic Programs** and **Partnerships (K12, Colleges, Business)**. **Renaming or Rebranding the College** was the least important.

#2 Focus Group Themes <i>Five focus themes emerged from the group sessions. Number in order of importance to you with number 1 is most important and number 5 least important:</i>	Average Rank				Overall Preference
	Faculty	P-Staff	C-Staff	All Employees	
Experiential/Real World and Immersive Learning	2.4	2.9	2.1	2.51	2nd
Partnerships (K12, Colleges, Business)	3.2	3.1	3.1	3.12	4th
Workforce Responsiveness Programming	2.7	2.4	2.3	2.46	1st
Flexible Delivery of Academic Programs	3.0	2.3	2.6	2.60	3rd
Renaming or Rebranding the College	3.7	4.3	4.9	4.25	5th

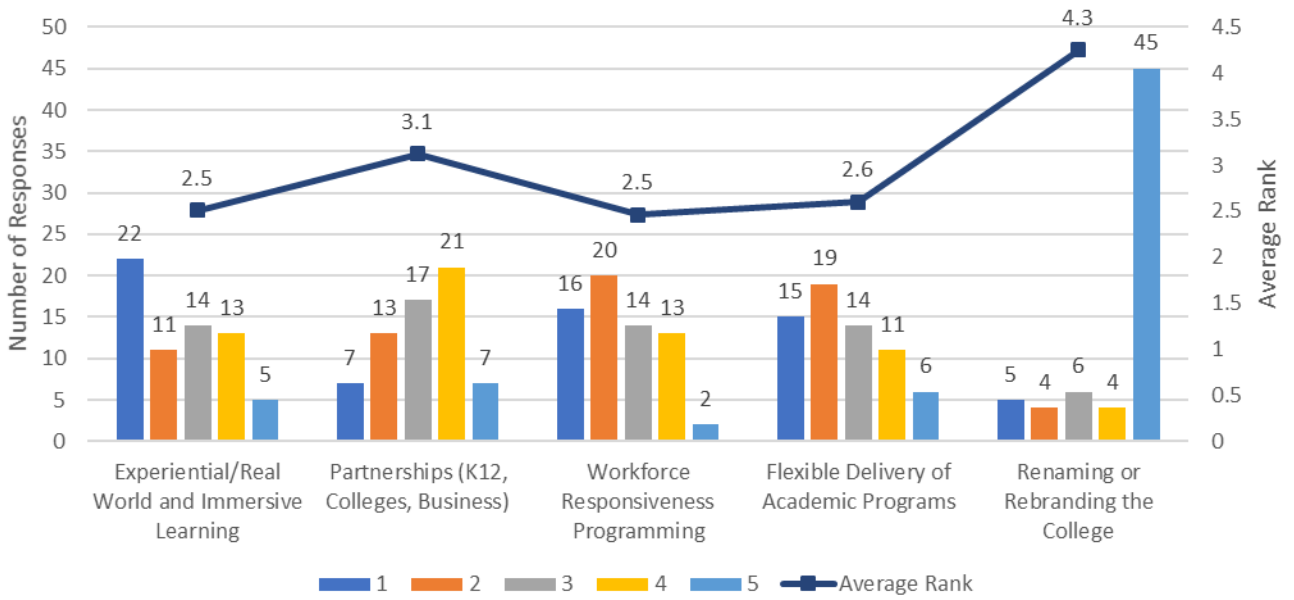
Note: Lower ranks indicate greater importance; higher ranks indicate lesser importance.



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ALL EMPLOYEES: #2 Focus Group Themes <i>Five focus themes emerged from the group sessions.</i> <i>Number in order of importance to you with number 1 is most important and number 5 least important:</i>	Number of Responses by Rank					Total	Average Rank
	1	2	3	4	5		
Experiential/Real World and Immersive Learning	22	11	14	13	5	65	2.5
Partnerships (K12, Colleges, Business)	7	13	17	21	7	65	3.1
Workforce Responsiveness Programming	16	20	14	13	2	65	2.5
Flexible Delivery of Academic Programs	15	19	14	11	6	65	2.6
Renaming or Rebranding the College	5	4	6	4	45	64	4.3

Focus Group Themes – Number of Responses and Average Ranks



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MISSION

I know the mission of our College.	Responses	Comments provided by:	Responses
Yes	46	Faculty	6
No	7	P-Staff	4
Comments instead of Yes/No	2	C-Staff	3
Total Providing Feedback	55	Total Providing Comments	13

Category	Detailed Theme	Faculty	P-Staff	C-Staff	Total
Yes		3	1	3	7
	Favorable	1	1	1	3
	Not distinctive	2	0	0	2
	Affordable	0	0	1	1
	Maximize online enrollment	0	0	1	1
No		2	3	1	6
	Not by memory	1	3	0	4
	College hasn't figured out	0	0	1	1
	Student and community focused	1	0	0	1
Other	Decisions not attached to mission	1	0	0	1

VISION

I know the vision of our College.	Responses	Comments provided by:	Responses
Yes	25	Faculty	10
No	25	P-Staff	11
Comments instead of Yes/No	4	C-Staff	8
Total Providing Feedback	54	Total Providing Comments	29

Category	Detailed Theme	Faculty	P-Staff	C-Staff	Total
Yes		5	2	2	9
	Current vision, not future	1	1	0	2
	Unclear	0	0	2	2
	Can't stop planning	1	0	0	1
	College doesn't/I don't know where we're going	1	0	0	1
	Need to memorize compass visual	0	1	0	1
	Vision is most important	1	0	0	1
	Isn't this why we're doing this?	1	0	0	1
No		4	7	6	17
	Don't know where we're going	1	1	2	4
	Not by memory	1	3	0	4
	Don't know details	1	0	2	3
	Unclear	0	1	1	2
	Interim positions hinder planning	0	0	1	1

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	Key gap	0	1	0	1
	Limbo state	0	1	0	1
	Maximize enrollment and program potential	1	0	0	1
Other		1	2	0	3
	Better long term vision	0	1	0	1
	Proactive planning	1	0	0	1
	Where we are going is changing	0	1	0	1

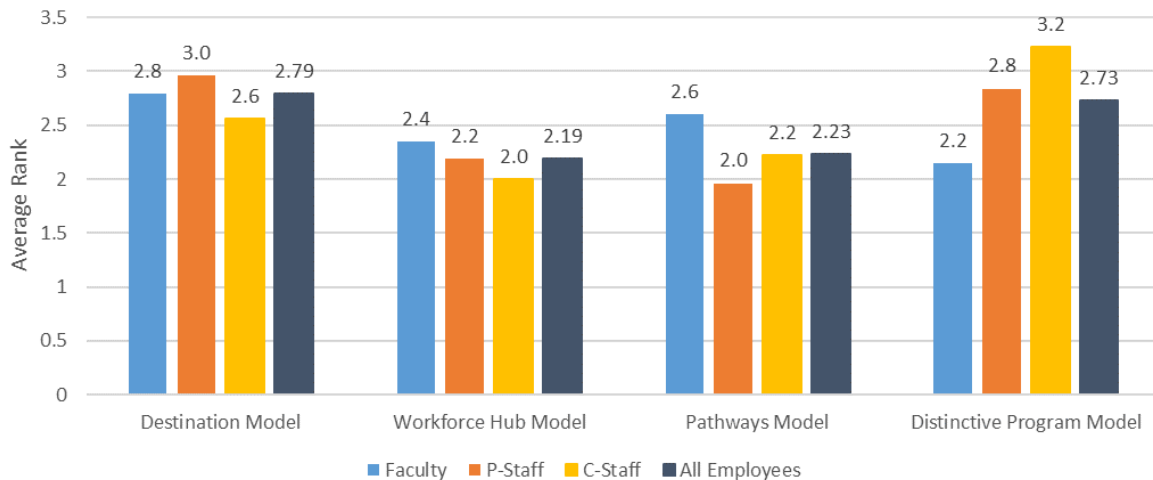
CORE MODELS

Rank Core Model options in order of most favorite (1) to least favorite(4).

Summary: Workforce Hub and **Pathways** were closely ranked as the top two favorite models. **Distinctive Program** and **Destination** were fairly closely ranked as the two least favorite models.

#5 Core Model Options <i>Rank Core Model options in order of most favorite (1) to least favorite(4):</i>	Average Rank				Overall Preference
	Faculty	P-Staff	C-Staff	All Employees	
Destination Model	2.8	3.0	2.6	2.79	4th
Workforce Hub Model	2.4	2.2	2.0	2.19	1st
Pathways Model	2.6	2.0	2.2	2.23	2nd
Distinctive Program Model	2.2	2.8	3.2	2.73	3rd

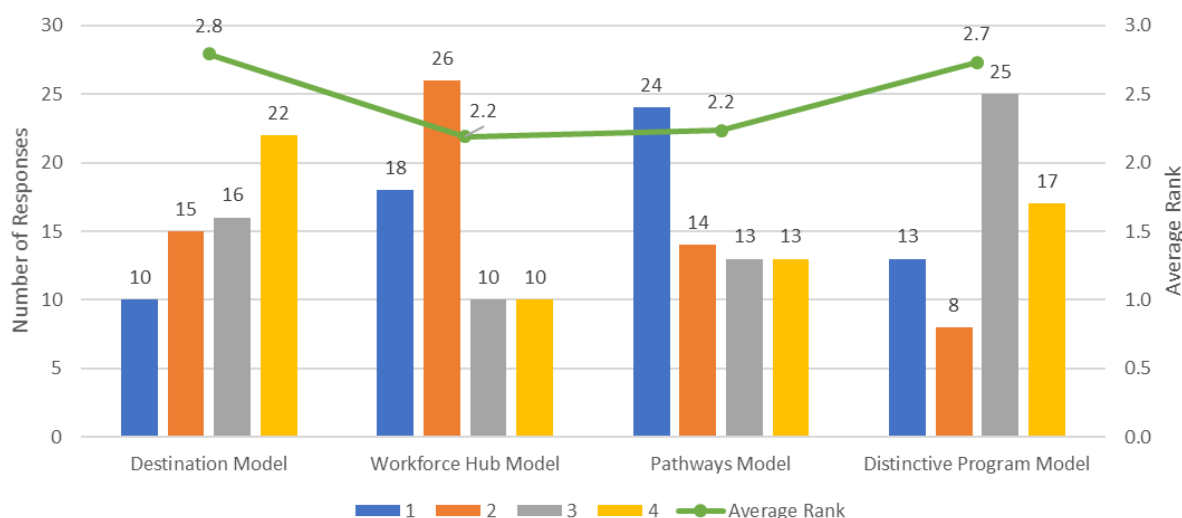
Core Model Options – Average Ranks



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ALL EMPLOYEES: #5 Core Model Options <i>Rank Core Model options in order of most favorite (1) to least favorite(4):</i>	Number of Responses by Rank				Total	Average Rank
	1	2	3	4		
Destination Model	10	15	16	22	63	2.8
Workforce Hub Model	18	26	10	10	64	2.2
Pathways Model	24	14	13	13	64	2.2
Distinctive Program Model	13	8	25	17	63	2.7

Core Model Options – Number of Responses and Average Ranks



Comments provided by:	Responses
Faculty	10
P-Staff	11
C-Staff	7
Total Providing Comments	28

Category	Detailed Theme	Faculty	P-Staff	C-Staff	Total
Destination		5	3	2	10
	Utilize our location	1	1	0	2
	Destination could be exclusionary	0	0	1	1
	Destination leads to low persistence	1	0	0	1
	Destination may not attract many students	0	1	0	1
	Destination needs more than name change	1	0	0	1
	Destination offers most growth potential	0	1	0	1
	Destination requires money	1	0	0	1
	Use field station more	1	0	0	1
	Focus on local area	0	0	1	1

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Distinctive Program		1	2	1	4
	Distinctive program a big stretch	0	1	0	1
	Distinctive program not distinctive	0	0	1	1
	Distinctive program part of other models	0	1	0	1
	Distinctive program too nebulous	1	0	0	1
Pathways		1	1	1	3
	Already do pathways	1	0	0	1
	Pathways easiest for students but limits choices	0	0	1	1
	Pathways serves community	0	1	0	1
Workforce Hub		2	3	0	5
	Capitalize on emerging workforce needs	1	0	0	1
	Not enough capacity for workforce hub	0	1	0	1
	Workforce hub seems limited	0	1	0	1
	Workforce important for Wyoming	0	1	0	1
	Workforce will strengthen community	1	0	0	1
Multiple		4	6	3	13
	Use combination of models	0	3	3	6
	Need more information	3	2	0	5
	Already doing these	1	0	0	1
	Rebrand no matter what	0	1	0	1
Other		1	1	0	2
	Leaders should decide	0	1	0	1
	Liberal arts missing	1	0	0	1

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FURTHER COMMENTS

Comments provided by:	Responses
Faculty	12
P-Staff	8
C-Staff	5
Total Providing Comments	25

Category	Detailed Theme	Faculty	P-Staff	C-Staff	Total
Rebrand/rename		6	5	3	14
	Rebrand/rename	2	3	0	5
	Initially preferred renaming/rebranding, but now prefer other models	0	0	1	1
	Rebranding not essential for growth	0	0	1	1
Regional schools	Build relationships with regional schools	4	0	0	4
Be flexible	Be flexible	0	2	1	3
Programs		5	4	1	10
	Bring journalism/radio back	1	0	1	2
	Narrow our focus	1	1	0	2
	Traditional classroom setting still our priority	0	1	0	1
Recruiting	Recruit beyond service area	1	1	0	2
Stay local	Focus on local area	0	1	0	1
Student-led marketing	Let students help with marketing	1	0	0	1
Students and community	Focus on students and community	1	0	0	1
Core Models		3	2	1	6
Destination	Not all programming should be related to Destination	0	0	1	1
Distinctive Program	Distinctive programs attract quality students	1	0	0	1
Pathways	Pathways can include workforce	1	0	0	1
Workforce Hub	Help diversify local economy	0	1	0	1
Workforce Hub	More to college than creating workers	1	0	0	1
Workforce Hub	Support local workforce	0	1	0	1
Other		3	1	0	4
	Thank you!	2	0	0	2
	Just do something!	0	1	0	1
	Get grants	1	0	0	1