

Wiregrass Georgia Technical College

Colleague Survey 2016

How can WGTC enhance your professional development training? What additional topics would you like to have added as professional development training?_47

- necessary ones
- Communication. How we can communicate more effectively between departments, with our peers and our students.
- Satisfactory
- I would like to have training on the new tablets we have received to better use them in the classroom.
- I liked having the one-training-a-month format, especially the online modules.
- Most of the professional developmental I have taken here at Wiregrass has been geared for high school students. College age and older learning styles would be great
- I think that Wiregrass does an extraordinary job at professional development.
- funds and time to attend teaching and other professional conferences
- support travel budgetsTechnology training - how to use excel, etc
- If we are going to be using the IOTA company, we need training on how to set up surveys correctly.
- Retaining students
- By allowing us to attend the Peer groups and trainings that are sponsored of the campus. Our budget does not allow us to go to much professional development.
- General duties of a Program Coordinator
- I think we have plenty of staff development already.
- Allow the rank and file attend state meetings/conferences where we can meet with our colleagues to network and learn from each other's best practices. It seems the same few people to go to all the conferences over and over.
- Annual training.
- I would like to see professional development that is more position focused rather than just the mandatory state standards.
- I feel that we have enough training.
- N.A
- I have worked for WGTC only 4 months and in a prison. Don't feel that I know enough to answer questions that would apply to my situation
- Collaboration with my peers from other colleges.
- N/A
- It is hard to go to some training. We teach many classes and do not have time when some classes are offered. The training we have is great but no time to take classes. Some of use are are on small campus and can not always get to Valdosta.
- By having equipment that works
- Provide training that relates to my job.
- Allow me to participate in training opportunities. I see that a large number of directors and coordinators get to attend professional development activities but I never hear of them sharing their experiences with their departmental employees.
- Professional development training should be twice a year. sensitivity training.
- I think that professional development is handled really well.
- Additional topics should cover the differences in teaching methodologies when teaching high school students versus college students.
- n/a

- In adult ed, TCSG offers a lot of staff development. In addition, we offer local staff development.
- I think that the topics are interesting and necessary. I can't think of any that need to be added. However, I personally find the entire reporting process of professional development extremely confusing. I think that process should be easier, less confusing, and explained more in-depth. Therefore, perhaps some training on the reporting side of professional development might be in order?!
- More in person training at all of the campuses.
- NA
- give us more time dedicated to this.
- None noted at this time.
- Continued focus on campus safety with more topics in the area of crisis management, such as irritable customer, disgruntled employee and active shooter situations.
- I would like more one on one training not online.
- More opportunities for off-campus specialized seminars, conferences, and courses. Bring more lecturers to our campuses to provide onsite PDT.
- The trainings should not be required as often. They are repetitive.
- In my area of work, I believe I have received and continue receiving the training that I need to better perform my duties.
- I feel like Wiregrass really provides the right amount of training.
- Training on dealing with millennials. Nobody wants to work.
- We need to put a manager training program in place especially in areas where management staff is close to retirement and to plan for future growth. We do not do much to encourage professional development college wide. It's more about meeting mandatory training hours each year.
- I would like additional ways of providing individual instruction. I like that we have drills for the safety of staff and our students.
- I think they are doing just fine.
- Nothing
- Staff development, building a cohesive team
- I do not need any additional training.
- N/K
- Need more training on best management practices.
- Just continue the staff development trainings.
- I would like the opportunity to have Microsoft Office programs classes available.
- Teaching on a person's personal space
- none
- Pay for outside training on topics related to one's job
- To make sure all employees understand customer services no matter what area you work in. We are here to help everyone and if we display the greatest service to our students, our school will blossom even more.
- When there is training off campus for those who are not in leadership, allow them to go so that individual can grow. I would like to see more management training for those who are supervisors from someone outside of WGTC. I would also like to see a professional customer service training done for everyone. Please no one from WGTC to do the training.
- Wgtc enhances my professional development by offering trainings for me to attend. Additional trainings maybe more leadership classes.
- I think Wiregrass does an excellent job enhancing professional development training. I think more training on safety is important. Morale building and customer service would be great.
- I feel WGTC can enhance my professional development training by sending me to different trainings.
- Keep giving training as needed annually.

- MORE TRAINING IN BLACKBOARD FOR NEW INSTRUCTORS AND OTHER TRAINING NEEDED TO PREPARE A NEW INSTRUCTOR WHO HAS BEEN HIRED FOR THE COLLEGE.
- There are no additional training modules that I would like added.
- More opportunities for training that do not interfere with class schedules.
- I would like to attend more professional development training classes on campus, but I would like it to be a bit more flexible. Maybe offer training on the weekends or evenings. Most of the time I am teaching a class when training is taking place, therefore I am unable to attend.
- I think we have enough professional development training without adding additional topics.
- Professional development would be better if we could bring outside vendors or companies to provide training. I feel that most people do not remember what is said by our peers in a training session. We need to keep current with local/state policies and what is going on in our region.
- any that would be helpful
- Training on different software
- There should be more training in each instructor's individual occupational fields, training that is more specialized for each instructor's field of study. This does not necessarily have to be taught by Wiregrass, but could include trips allowed to associate with other instructors across the state and world who share their ideas and are given opportunities to speak with business professionals in the industry. There are meetings and conferences often that instructor's could participate in.
- I believe that all individuals, including myself, need more training/information on communicating.
- Professional development in T&I would mean sending us to career specific training opportunities to help us maintain our knowledge at current industry standards.
- Classroom management. Conflict resolution.
- attend classes in your career area free. allowing to work all areas in that field.
- Professional development good
- Wiregrass does well in providing professional development as it relates to safety, health, and technology, as it relates to fire drills, active shooter, required health related topics, drugs, cyber-security, etc. Consideration should probably be given, which some may believe is not needed, in areas pertaining to interpersonal skills, communications, listening, cultural diversity.
- Marketing training
- Teaching and Learning Strategies, Need time to explore learning opportunities
- I would like some professional development in my field. I would also like to meet with my area sometimes to discuss teaching techniques, pedagogy and best practices. These should be mandatory along with other training. It would go a long way in helping our students.
- n/a
- Speakers or videos on profession behavior. Some people do not know rules of curtsy, and the proper way to interact with others. That causes misunderstandings that lead to unnecessary stress. There is no ill will intended. With more knowledge of proper rules of curtsy and communication this could be avoided.
- I like workshops that will give me some professional development as well as personal development. To me they both go hand in hand for it is the person who is the professional. I believe in the overall well-being of the whole person. Dealing with personality styles is a topic I would like to cover simply because we deal with people all the time and it is important to spot a personality and know how to deal with it; problem-solving techniques. Also, dealing with people can become stressful so, effective stress dealing methods is another development training I would like to see; creativity, quality improvement, and excellent customer service.
- I think the professional development training offered so far has been more than adequate.
- Topics are well chosen, would like additional development in specialty areas for each instructor.
- Wiregrass can enhance my professional development by offering more training that would help us identify those with all types of disability issues, especially learning disabilities. Although, we cannot ask a student if they have

a disability, we should be able to have the tools needed to accommodate those that we recognize with a problem. Most are never diagnosed or realize they have a problem, so they won't report it to our Special Pops Coordinator. We can't retain those that we can't help.

- No additional topics are needed.
- There are no additional topics I would like added.
- Continue the technology trainings. Offer more supervisory training skills.
- They already have. Attended Phase 1 and scheduled to attend Phase II. This would have been more beneficial if it would have been done prior to teach any class.
- satisfied with current training
- Campus cross training; spending at least one full week per campus, per job.
- I have professional development covered but would like firearms training
- I would like training that is motivational as well as instructional for my area of responsibility. I want to be well informed but sometimes its nice to get a little jolt of renewed excitement.
- Dealing with student demographics, faculty-student interaction and student-related issues are future potential professional development options.
- na
- We NEED to attend our peer groups. We can learn invaluable tips and best practices at these meetings. As far as topics, I think some training on basic communication courtesies/skills (face-to-face, phone and email). We have some that do not use basic common courtesies when communicating with co-workers and students.
- I think every new hire should have a full week of training in every department. There should only be one trainer per department for every campus. This would help streamline all campus'. The trainer would have a meeting once every semester with each individual department on any changes. Allow travel to conventions, peer groups for all faculty and staff.
- By offering training programs regularly.
- nothing. All is ok.
- WGTC does an excellent job with professional development training.
- Instructors need classroom management and teaching strategies. New teachers need a mentoring type program
- Marsha, Sally, and HR do a good job of helping acclimate new hires. However, there needs to be a list of those things we don't often think of to tell new hires (until it is too late) which can be given to them. This could be included in their new employee orientation session. Things like limits to copy counts, who to contact for basic campus needs, and how to mail letters and packages.
- I think the professional development training program at WGTC is better than it has ever been. I would like to see more opportunities for customized professional development based on the individual employees' needs if our budget will allow. The general sessions that are generic to all employees are generally very good.
- IT WOULD BE HELPFUL TO ADD MORE COMPUTER BASED PDU TRAININGS. ALSO CUSTOMER SERVICE TRAINING WOULD BE AN EXCELLENT IDEA FOR ALL EMPLOYEES.
- There are no additional topics needed at this time to enhance my professional development.
- Additional staff development for developing online processing forms to reduce amount of paper used.
- I am a part time employee and I would like to get more help in things I need to know in the program I work in.
- Seminars are great. FREE STUFF is always a great motivator. A new topic we could address would be customer service / hospitality.
- Offer professional development on the below topics: fidelity, justice, and honesty for staff, faculty, and especially deans
- In my experience so far, WGTC has done a great job of development. I'm not sure I would add anything at the moment.

- I would like to have a few open months of optional training rather than 12 months with required training. In the past I remember learning some fun, classroom oriented software (at the time I think it was called Microsoft PhotoStory). This was fun software to know that I could teach my HS class as a filler for time. That was a fun hour of 'training'!
- Google Drive training
- More continuing education classes. We do a really good job of attending and being offered the opportunity to attend.
- Allow educators to take classes, on-campus or online, within our own system without charge or having to fill out FAFSA. Tuition should be waived for full time employees who want to expand their knowledge base, either to enhance their teaching skills or for personal enrichment.
- I would like more training on dealing with difficult customers. With local gangs becoming more prominent, I would like more training on what to look for.
- I think that we are trained extensively
- Continue with the training resources you currently have. None at this time.
- Have an actual orientation for the rules and logistics of the school itself before the person starts his or her job.
- Continue to allow me to attend professional workshops.
- Offer more training opportunities on less busy days such as Fridays. Offer professional development to enhance skills within your department so that you are able to grow with in the organization.
- No comment
- I believe we should be able to receive our MOS certifications, especially those faculty/staff that work on computers daily, or other certifications that affect our field of study. Every employee should be given access to training in Word, Excel, and Outlook to help them better serve their departments and students. Sometimes, the computer basics should be made mandatory, like during faculty orientation, along with the QEP faculty training. It is based on K-12 framework and is geared more towards brand new employees that haven't been in the classroom at all.
- More program and class-based training would be beneficial to instructors. Having an allowance for a certain number of conferences and developmental training (outside of those provided via WGTC) would allow instructors to grow in their fields, and, in turn, better assist students.
- Offer more professional development training.
- nothing this school is grate.
- none They do a great job
- Although I haven't been here long and are unaware of the previous developmental trainings, I feel that professional inter-office/organizational communication should be an important topic to offer. It is indeed a fact that communication is the key component in any successful relationship regardless of its nature. Enhancing, encouraging, and fostering an environment and work atmosphere where employees/employers are expected, mandated and taught to lead and treat one another with the same level of respect is the most fundamental way in getting others to perform at their most productive level for themselves and the organization as a whole. This not only brings camaraderie to the workplace, but also a sense of commitment and desire in wanting to give Wiregrass' constituents the best it has to offer.
- N/A
- More safety training
- None
- More Health Benefit workshops to help us understand how to go our election choices. I read everything but still did not get it.
- I believe there is enough training!!
- Need updated equipment
- The topics covered now are sufficient.

- I think we need more training on how to handle dangerous situations such as active shooters or bomb threats.
- Let us go to the Forsyth for advanced training.
- More classes on customer service, servant leadership. Employee/student relations.
- How to handle disgruntled students, etc...
- Continue to offer professional development.
- No Comment
- n/a
- None
- I think our professional development is on target.
- leadership
- I do not see anything that needs to be enhanced for our training; I feel that the training we receive is very helpful and informative and well thought of.
- Continue offering training to improve teaching and lecturing students to improve student participation in class.
- I feel the professional development training sessions are satisfactory.
- need more on customer service
- Test Security options for use with Blackboard
- WGTC can enhance my professional development training by constantly assessing me on my knowledge and skills. This encourage me to stay on top. Right now I don't know of any topics that I would add. I have only being employed with WGTC for a year.
- Cross training into other areas
- Professional development classes that are offered are very good. I have no request at this time.
- Nothing
- NA
- Advanced Excel topics.
- na
- N/A
- Wiregrass can enhance my professional development training by continuing to keep me current as new methods/strategies becomes available on the GED testing. I am anticipating the Fast Track Program training in January, 2017.
- WGTC can enhance my professional development training by continuing to add professional development training for me and other employees. I need to be informed from day to day all changes on additional topics.
- N/Ab)- identifying the different learning styles and ways to improve job performance according to learning style- identifying your strengths
- There are many trainings needed outside of the school, but budget restraints do not allow it.
- More classroom management training
- Not sure.
- Provide funds for college courses.
- Provide webinars on professional development for managers. Bring in industry leaders to share best practices in leadership.

What gives you a sense of pride as an employee of Wiregrass?_48

- our facility, our faculty, our staff, and our students
- I am a product of Wiregrass. My life has been directly affected by our college as is our students and their families. I view every student and their families or significant others as a potential recruit. I think we have the opportunity to make a big impact on our community. I am proud of Wiregrass.

- Working with a great team, all departments are friendly and competent.
- Working with such a wonderful group of individuals. The family feel that we have.
- Our mission as a work-force ready college.
- the product we turn out
- What gives me pride is the knowledge that our students are in an environment that is all about learning, and bettering themselves through workforce training.
- getting free stuff with the logo on it
- Student accomplishment
- When I look back on my record of accomplishments here, I am very proud. So I guess the answer is the job I have done.
- Seeing our graduates
- The students who verbally let me know that they appreciate my efforts.
- I believe the school has a good reputation, and puts well-rounded students into the workforce.
- When I see my graduates going to work in the field.
- Seeing students succeed.
- Seeing students succeed and being able to change their lives for the better.
- I am proud of WGTC when we come together to assist another employee or student.
- Seeing people get excited at the opportunity of reaching their goals.
- The students that come through this school give me a sense of pride. It makes me happy to see them start here and continue and education even after they have graduated and I love to watch them learn.
- I am the only wiregrass employee at the Institution, so I am proud to be the only Post-Secondary school representative here. I am proud that wiregrass has seen a need to further educate these men.
- We are not so big that we cannot give one-on-one attention to our students.
- N/A
- Seeing our students succeed.
- Seeing the students complete their program and seeing them working and advancing in the fields that they studied in. When you get to see those get their GED and continue to pursue and advance no matter what their age is.
- Doing my job to the best of my ability.
- Not much because WGTC definitely does not stand behind its' employees.
- As an employee of Wiregrass being able to assist the students with financial aid and going the extra distant to make sure they have funds to start and finish their program of study, when the student or parent call or come back by and thank me for going that extra mile.
- Being a part of impacting someone's life in a positive manner.
- My program.
- Helping people, no matter who it is. Students, instructors, the public.
- Knowing that we are making a difference in the lives of our students and our communities. Having community call on you as the first choice of training.
- Wiregrass is a well-known institution and recognized as having a great reputation. I am proud to be affiliated with that reputation as an employee.
- The friendliness and courtesy the faculty and staff have. They really make you feel wanted and like you're a valuable part of the staff
- Seeing my students achieve their goals, graduating and becoming gainfully employed in their field.
- Being a part in the learning process for students.
- TO be part of a well-organized, dedicated organization.
- Working with coworkers that are team oriented and focused on providing the best possible customer service to all customers.

- The free gifts and appreciation from all of the departments.
- Seeing the number of students that graduate and the rapport that they have with their instructors. It is also great to know that we have such a dedicated and professional group of mid-level management and employees that present such a positive and professional image in the public. They represent the college without having to expecting recognition themselves.
- This is a place of education, where ideas and bettering lives happen daily. That good sense of achievement exists only when our students feel they have achieved their education in a meaningful manner for their present condition and their future. This changes lives, the student's, their families' and our community's.
- I see a lot of effort on behalf of the staff to help the students.
- Being apart of a team that help make dreams come true is one of my biggest prides. Everyone combining their work and special talents really makes Wiregrass a special place to work. Seeing students progress, accomplish things that they never thought they could has been a very proud moment for me.
- Seeing students succeed.
- Seeing students succeed. Watching them overcome obstacles to reach their goals. Seeing the set goals for the first time and succeed.
- I am proud to say that we are helping to make the world a better place and allowing people the education in order for them to meet their goals. This will help them to better their future.
- The fact that I am helping students on their path to success.
- My student telling me thank you.
- The branding of Wiregrass
- I love the small atmosphere and the willingness of my upper administrators to assist me when needed.
- The school is a good reputable school that almost everyone brag on. The staff and faculty are good people to work with.
- That we are helping students.
- Being able to teach students hands on for their profession.
- I get a sense of pride from the people I work with as well as the learning atmosphere for students and staff alike.
- That I am here for the students and that its a chance to touch someone's life
- employees are friendly, caring, and family based atmosphere
- Working at a college that offers Engineering Tech; ASN; Computer Information Systems; Electrical, Maintenance, Air Conditioning, Welding, and Automotive programs (education for higher skill and higher wage jobs)
- The fact that I get help others. My greatest pride is when I see an older person in tears because they can't do math or comp but in 12 months they walk across the stage. This really give me joy because I helped someone in an area that they didn't know and now they have learned a new knowledge.
- My president. She is awesome. I am glad I am here. She is what motivates me because she is transparent and she believes in lower level individuals.
- I enjoy seeing people graduate and achieve their goals.
- Being able to help a student or fellow co-worker out. Knowing that I am making a difference in someone's life.
- The sense of pride as an employee of Wiregrass is being part of a team and knowing I did my best to ensure success in my students.
- The environment that I work in and the people that I work with.
- I JUST ENJOY BEING A EMPLOYEE OF WGTC AS AN ADJUNCT AND WOULD LOVE TO BE HERE PERMANENT AND FULL TIME.
- Some of our programs are unique from university and lead to actual jobs.
- Knowing that these students have skills necessary to get good jobs upon graduation.
- I love being an employee at Wiregrass! Seeing the students reach their goals and achieving their dreams gives me a sense of accomplishment because I, as an instructor, was part of that process.

- Having our students thinking and saying that they are getting the best education that our school system can offer in south Georgia.
- the fact that we are changing lives for students and their families
- knowing that I work for a college that is steady advancing
- Working for a Technical College that cares about it's students
- The success of our students.
- when a student would walk away with the answers they need an I have been able to help them out to that extent
- knowing that that I have the access and ability to change someones life on a daily basis as an instructor at this level.
- When a student graduates and the look of pride on their face. Our great programs. Dual enrollment classes.
- I get my pride from hearing the work force to say that they hired students from Wiregrass.
- helping change students lives
- A sense of pride is felt when I see students walk across the stage at graduations knowing their future and in many cases their families futures have a better opportunity for success. I also get a sense of pride when I'm in the community with my Wiregrass name tag on and people ask about Wiregrass or share that they are Wiregrass graduates.
- the accomplishments of students
- Student Success
- I like the population we serve. I like the diversity of it. I enjoy teaching people and opening them up to things they may not see everyday.
- n/a
- The positive feedback and interaction that I receive from the public and knowing that we all working to improve our society.
- I am satisfied when I am productive, producing quality work to help the students succeed.
- The way that Wiregrass treats their employees and their pride and involvement in the community.
- The impact the school has on individual students in the community. To see students working in field and know they were at Wiregrass is a great feeling.
- This survey is one part of my pride of being a Wiregrass employee. This tells me that WGTC wants to know my opinion and what suggestions that I have to make technical education a successful choice for our students. Our President and all those who stand behind her because they are always looking for new and innovative ways to make what we do work for the betterment of those we serve.
- We all work together well with no major problems. Also, we put the students first.
- The students give me a sense of pride.
- I am proudful that Wiregrass supports employees furthering their education.
- Respect from staff and students
- My students success
- I have earned a sense of pride by working diligently as well as supporting others in there jobs. I personally feel that a since pride has to earned not rewarded.
- Knowing we make a difference in the students lives.
- The success of our students. I am always amazed at the programs we offer and the ways that we help students be successful.
- Discounts on services provided by the college (dental, facials etc.)
- making differences in peoples futures
- I am proud of how much we have changed recently- internally. The spirit of fear is slowly but steadily being replaced with unity. I am proud of the leadership for taking the difficult steps towards that change. I think that our increased enrollment numbers -of which I am also proud of- reflects the removal of fear from our work-a-

day world and for the first time in a long while we were able to truly give our all heart and soul to working towards great enrollment numbers for fall.

- I love working for WGTC. Helping students further their education gives me a sense of pride.
- Knowing that I'm making a difference in the students' knowledge of their chosen profession.
- The awesome fellow employees and knowing we are bettering futures for students.
- I feel a sense of pride knowing that my job is having a positive impact on my students and my community.
- Our mission
- The compassion most seem to have for not just students but also one another.
- Making a difference in the lives of our students and making our communities better places to live, work, and play.
- I ENJOY MEETING NEW PEOPLE. I ENJOY HELPING OTHERS AND THIS GIVES ME A GREAT SENSE OF PRIDE. I AM APASSIONATE ABOUT SERVING OTHERS.
- Being able to interact on a daily basis with the students and staff gives me a sense of pride as an employee of Wiregrass.
- Knowing that WGTC has the resources to help students succeed in their goals.
- n/a
- A sense of knowing that my efforts and hard work shows through my work and a feeling of security that I can only provide myself by working diligently and putting forth effort to maintain my job here at WGTC.
- Student graduate success
- Knowing that WGTC cares for the success of students and faculty/staff makes me proud.
- First-To see my students working in an environment they are happy in! Second-honesty and integrity. When the leadership team all the way down to the maintenance staff maintains these two - I know I work for a good organization!
- Establishing relationships with community partners and making a difference in the lives of our students
- The quality of graduates that we turn out.
- When my students "get it"! Sometimes it's a struggle, and to see the light bulb go off in someone's head is totally worth it.
- Knowing that we are helping to change someone's life for the better.
- Empowering students is what gives me a sense of pride being a Wiregrass instructor. I love to teach students what I know and send them out into the world as a quality Wiregrass graduate
- Working with the people of the school.
- I'm teaching and helping students learn.
- Growth of the school and that we look to the community to serve their needs.
- To know I contribute to students' education.
- I enjoy being an instructor because I have the potential to make a difference in the lives of others.
- Knowing that I make a difference in the student's lives and seeing them walk across that stage.
- The dual enrollment students
- Being a part of an institution that graduates workforce-ready students. An institution that believes in high standards and achievements for all students
- I work for the best school in town.
- See students finish and graduate and go to work.
- Prior to employment here, I had little knowledge of the scope of Wiregrass. After being here for 6 months now, I am impressed by the depth of what this college has to offer. I was unaware of the types of programs and the availability of several resources of educational, social assistance and different parameters of economic and professional development offered. It has made me realize just how much value this college possesses and provides for the community.

- I love the friendly environment. As I walk down the hallways on a day to day basis, I see faculty, staff members, administrators and students. Everyone is always so nice and friendly. The atmosphere is very warm and welcoming. It gives me a sense of pride to be apart of not only an organization, but a family.
- Watching the students as they achieve their goals
- Knowing how we all play a part in advancing the student who doesn't attend a 4-yr college.
- What we do for our students. We succeed because they know we really do care
- Positive learning environment
- Watching students better their future
- From the President, to the VPs, Deans, and employees they all show a sense of respect for each other. This makes me feel apart of the family.
- What gives me pride is when we see large numbers of students placed into the field they studied in.
- Our job placement rates.
- The sense of belonging in this organization. I came from a public safety career that treats everyone as family. This organization has been much the same way.
- I love knowing that we are helping make a difference in the lives of others. We are changing lives and our communities.
- Working for the college as a whole.
- Helping the student and knowing that they have all of thematerial they need to succeed.
- Making sure we look good
- Wiregrass helps students achieve their goal of getting an education to enhance their lives.
- I love working for Wiregrass.
- workforce development
- Being able to help students in anyway possible gives me a sense of pride because I love helping others and helping them see the potential in themselves. It also gives me a sense of pride knowing that I can help some become successful in life and push them forward to make their dreams come true.
- the care and attention shown to students while attending Wiregrass and encouragement by the staff
- Above all else, helping people choose a career path and develop skills related to that field gives me a sense of pride as a Wiregrass employee.
- beautiful campus
- The autonomy I am provided
- The staff, but most importantly is the Mission that gives me the sense of pride to be an employee of Wiregrass.
- What we do for the communities and the students. We really do change lives.
- The positive things that I read in the newspaper as to what we are doing or have accomplished at WGTC.
- The staff is very helpful.
- Our ability to provide services for students to develop knowledge and skills.
- Working for an organization that helps better the lives of those we serve.
- na
- The positive feedback from the Lowndes and other surrounding communities.
- When students graduate and receive their GED or degree in a career area, it gives me pride knowing that we have enhanced their lives, and they can have a better life.
- It is a sense of pride knowing that they care about other students learning and education so I feel
- As an employee of Wiregrass, I'm able to make a difference in a student's life.
- I love my job! I love seeing students complete their studies and the pride for them that comes with this.
- The fact that I work for an college that really cares about the education of our students.
- I like knowing that I'm helping students no matter what diploma/degree they are working towards.
- Working with the student and seeing there success.
- Being empowered to do my job and being able to take advantage of opportunities for professional growth.

What are your ideas to move the college forward and plan for the future?_49

- continue to provide excellence
- Learn how a student, parent or other utilizes our website. I answer the phone and get questions all day on how to navigate on our website to find various forms, information etc. If you sit with a student as they click through it is eye opening to see how some processes we take for granted as being easy are confusing for the person not used to using our interface.
- Expand DOC training - possible culinary classes.
- The college needs to focus more on adults. I feel like we are becoming more of a high school rather than a college. I feel the focus toward adult college students have and are being ignored and we are bending too far over for high school students. (I am not saying they are not important, but they are not the only group that attends the college.)
- I continuously plan ways to improve processes within my department.
- Turn wiregrass into a true 4 year institute of technology
- I think by implementing more and more workforce opportunities for the students will allow the college to progress.`
- remove the "reply all" feature from our email system.focus on developing the institution as a place of learning and not as a place of training
- strengthen the planning process
- To help provide the highest quality education possible to our students.
- Remodel older programs and introduce new programs in industries that are growing or developing
- We answer these questions and nothing happens.
- For my particular program we are moving from a diploma program to an Associates degree program, this will put us in alignment with what the north Georgia technical colleges have already been doing for awhile.
- Going towards hi tech in certain programs
- While following the guidelines set by the college, make decisions based on what is best for the student and not just for numbers alone. Sometimes the best thing to get the student in for WGTC enrollment number purposes is not actually the best thing for the individual student.
- Not sure
- I think we need to focus on retaining faculty.
- I think we should offer more program options at ALL campuses.
- N.A
- Add more different courses to the institution which is in the process
- I don't have any... except to do my job - well.
- more community involvement
- Not putting so much on instructors, let us teach. We have so much to do with teaching classes and adding on paper work for high school classes also. We need help with the extra that goes along with high school classes.
- Bringing more programs such as RN, Esthetician, to Coffee campus, try to start functions that will allow students to get to know staff and faculty to show them that we appreciate them.
- Stabilize instruction and consider effectiveness of programs.
- We need to increase student retention if we all want to have a job in the future.
- N/A
- I would really like to continue to find innovative ways to increase the percentage of high school students that are enrolled with us. We are already over 30% of enrollment. I would like to see that number rise.
- Plan for the future by developing a series of talks with industry professionals so that students may be able to see how their chosen program will lead them in the work environment. Also, the IT department needs to get better at updating the computer systems or, at the very least, allow the instructors to do it.

- We need to keep GOOD employees, need to be loyal to employees you have. When employees love where they work it makes where they work GREAT!
- Continue to focus on the what is important--our student. Every choice should be made with the student in mind.
- Firstly, I think that some of the older parts of the building need to be updated both cosmetically and technologically. The computers are quite old as well as a lot of facilities, bathrooms, etc. I think that nice glass displays need to be placed outside of just the front entry areas and down the wings/halls as well. These would look nicer, help compliment some of the flyers and announcements that need to be shared with the students, and could replace the plastic frames that are mounted on some of the walls throughout the buildings. Some attention needs to be paid to the library to promote it. It's a great library, but I hardly ever see anyone in there. What can we do to get people to utilize that part of our school?
- More classes and programs offered to more high schools.
- NA
- Continual learning improvements and state of the art programs with highly trained instructors.
- None at present
- Continue to look for innovative ways to bring distance learning technologies to the classroom to give students who cannot physically attend class more opportunities to take classes online.
- We should continue to grow. We are on our way to being a successful school.
- Push activities and programs on all the campuses equally. Bridge the gap of separation between the North and South foundations and unify the campuses. Start a committee or team to figure out why we are losing good faculty and instructors. When they leave, the programs suffer and so do the students. IF THERE ARE NO STUDENTS, THERE IS NO FUTURE.
- I plan is to become a better instructor through practice and research.
- I think when you talk about education, there shouldn't be any barriers. EVERYONE should feel welcomed. Educated people make better families which inter make for better communities. Let the reader use discernment.
- adding more programs,
- Get budgets inline. We have too many administrators. Cut at the top and invest in programs.
- More initial training for new faculty so that they have buy-in for what they are doing and a greater understanding of who they touch through teaching. Would help with retention of good faculty. Recognition of innovative ideas.
- I plan to keep encouraging my students and coworkers to do their best and to never be shy about asking for help.
- I believe the college is already moving forward.
- Teaching up to date technology and software.
- Building unified customer service; greater a better flow for students who utilize multiple departments
- I feel we are headed in the right direction.
- The college is already moved in a such great ways. One being the MOWR program which I think is fantastic.
- Grow the college enrollment.
- To continue to offer students the best training and education and to have the faculty to support that.
- As a part time, off-site instructor, I would like to have more information about programs available at my site. Possibly offering online classes from one remote location. I would like to see more testing at off-site locations as well. I would be willing to monitor them at my location.
- Apperciate the employees more, its not always a raise or money, its a heart-felt thank and we apperciate you
- #1 take care of the staff, when staff feels appreciated they will always go above and beyond in their jobs, and in turn, the students are better served
- Remember that this is also a college for adults. Check into scholarships for people who have worked and been laid off. Encourage leaders to adopt a payment plan like NelNet to help with all school expenses.

- To be open to new ideas. Listen to employees who work directly with students for ideas to improve the school. Students can give us ways to improve our daily activities.
- Listen to others ideas. Meaning those who actually do that particular job everyday. Everyone should promote whatever event is on campus. If they or their class cannot attend ask for a different time or day. Don't just not attend or respond. We are here to improve the lives of our students. It happens when we are all involved.
- I believe if we continue to do what we are doing and maybe offer more classes in the future.
- Come up with more ways to promote the college in business and in the community.
- I plan on implanted different ideas to increase enrollment as well as get the college involved in different events.
- More options for the students to choose from.
- I FEEL THAT THE IDEAS THAT YOU ALL HAVE IS WORKING. I WOULD NOT RECOMMEND ANY NEW IDEAS.
- None
- Maintain a positive relationship with my students and preparing them for the world while doing as much as I can to help them succeed
- My ideas are to recruit more students and search for more innovative ways of teaching in the classroom. I also look for free professional development seminars online and subscribe to various magazines for personal/professional improvement. I also try to retain the students that are in my classes through encouragement and finding sources to assist with any personal issues that the students may have that may keep them from coming to class. Ex. transportation, childcare.
- we need to make sure that we are producing the best students possible that the community needs to meet progress needs.
- First of all, we have added so many programs that we are not concentrating on any specific way to help students. I feel that by adding so many TCCs we are losing out on students completing their associate's degree. We are providing an easy way out and it hurts the retention.
- always keeping the student interested
- Change as the industry around us change
- Be sure to keep your employees happy to reduce the turnover rate, therefore having knowledgeable trained employees that are dedicated to their area.
- Good question. I am not in the ranks that make these decisions. I sure would like a better line/comradary (sorry for the spelling) between campus locations.
- That is beyond my pay grade. My job is to keep my program on the right road to success by keeping the information and skills assessments up to industry standard thereby knowing I am producing a well educated and ready work force for our area
- Offer more programs. I would also like to see us add some Saturday classes. Even just core. Some schools offer Hybrid courses where they
- On the job training in their field. Lab assistants,
- include employees who do the work in the decision making process
- Moving the college forward and planning for the future must be considered. Determining who we believe are our future students is very important. Dual enrollment has been very successful as I believe it addresses a much younger demographics. I believe we should also continue to be mindful of the demographics changing within our SDA. As industry in our area stays the same, expands, or gets smaller our efforts to provide programs or educational opportunities in areas that industry is growing, which appears to be hospitality related, or health care. I believe we should continue to emphasize programs that are part of Governor's Deal strategic industries. Consider going to where we believe the students are. Though the potential students there may have barriers such as transportation and childcare that Wiregrass has very little, if any, way in assisting. Continue to be part of communities and engaging local, state, and federal elected officials, as well as other community leaders. I believe the Foundations can continue to be strong advocates for technical education.
- new programs for new markets. App development programs

- We need to utilize the equipment we have to maximize the students learning equipment. Example symposium in classroom used primarily to connect to the projector. Expensive simulation manikin under utilized.
- We need to stop coddling our students and behave as a college. Yes, the population we serve needs extra help that doesn't mean we should bend our rules and standards. We need to make learning meaningful. Make them work for their accomplishments they will feel better. We also need better morale between our colleagues.
- n/a
- We have great leadership that I think will move us forward.
- Provide excellent customer service to help current students and prospective students, and interaction with them as well.
- I love the connection with the high school and I would like to see that expand.
- Keep faculty involved at the classroom level. Be sure we don't get too "top heavy" in administration that the actual area where learning takes place gets ignored.
- My idea to move the college forward is to keep finding ways to become better at what we do. But without wearing out your employees. Change is good, but too much change at one time is tiring and can cause a lack of motivation for us all.
- We need to keep programs up to date which I feel we are doing.
- My ideas are to become aligned with 4 year institutions by promoting critical thinking by the students.
- Continue rewarding employees when a job well done has gone into effect.
- New ideas are hard to implement as resources are not shared accordingly and support is not there from the leadership
- have none
- To do whatever necessary.
- Continue to promote our program and keep up with equipment technology.
- Larger foundation. We really need to remove all financial barriers from students.
- The college must appreciate its faculty and staff on a greater level.
- to better serve the service area and reach out to local schools, businesses, and industries.
- We have so many innovative endeavors in the works right now that it is hard to see what could go next. I think that it maybe helpful to plan to rotate some of the majors located only in Valdosta to other campuses. Even if it was something where it was only offered every 2 or 3 years, I think that things like fire science, horticulture, culinary, dental, opticianry, and etc. could make if marketed and done properly. If offering the whole program on Cook, BHI and Coffee is not feasible, then maybe having the first level of class available on those campuses on a rotating schedule will allow more students from those areas to access those programs. While those areas may not be able to sustain all those different programs ever term, those service areas still need a trained workforce with those skills. Further, many students cannot drive to Valdosta daily for 18 to 24 months to complete the programs that they really want. Others get started and find out that it is not for them, offering first level classes on those campuses can help frustration from both of those categories of students.
- Student enrollment.
- To grow my program and increase enrollment.
- none
- WGTC should continue to seek diversity in the administrative staff and offer more degree programs.
- Instructors must be allowed to manage their programs and have a voice in the policies that affect it directly. How easy or hard a task is for admissions, registrar, etc. should not dictate program policies such as entry, etc.
- I am reevaluating my courses; checking the rigor here and other places to make sure we are on par with other colleges.
- We have lost too many valuable employees over the last several years. I think that an exit interview should be conducted to identify trends of why people leave. Once the trends are issues are identified, then we can work to correct any problems.

- WE COULD START BY LOOKING MORE IN DEPTH TO THE RETENTION RATES OF STUDENTS; MOSTLY IN THE LPN AND ASN PROGRAMS. THERE HAS BEEN SEVERAL STUDENTS WE HAVE LOST BECAUSE OF SCHOOL POLICY AND ADDENDUM(S) TO THE CURRICULUM. MOST OF THESE STUDENT DON'T RETURN TO WGTC. THIS IS A SERIOUS ISSUE.
- I feel that the direction the college is going in at this time is a positive one.
- Offering more online resources to students. So many of our students want to take care of their business with the college online.
- The program I work in needs better and more up to date equipment.
- I typically don't play a part in the development of WGTC but if I did I would promote more to the community with promotional events geared towards new students such as, on Free Application Day I would make it an event. Somehow, I would give WGTC merchandise away as gifts for signing up, nothing major maybe a T-shirt and a cup. Also for the students that stay in school and complete their courses, they should be rewarded with a Grad Night, where they would dress formal and come eat a special dinner prepared by WGTC culinary arts with entertainment also.
- Advance the program into new avenues with alternating times/options for classes
- n/a
- Thinking
- New allied health building in Valdosta to accommodate the student body.
- We need to increase enrollment; but that includes increasing our standards and focus on our customers...the employees, without bending to every whim of the students. If we trade quality for quantity, nobody wins. More butts in the seat doesn't mean quality students exiting the program.
- Keeping up with the job market and trends.
- Continue to offer more courses on the outlying campuses.
- Continue to offer career relevant courses that support the job opportunities for the surrounding areas that we serve.
- Stop being dependent on the high schools. They might be our lifeblood but if this school is going to survive, it has to stop bending to make the high schools happy. We are the ones doing their students a favor with MOWR, not the other way around.
- I think we need to look ahead 5-10 years as far as industry growth and change our programs to meet the future.
- Better communication, more programs, better equipment in work place, and enforce rules the same for each department.
- No comment
- I am trying to create a learning environment where the students want to come and learn. I try to make it inviting and welcoming, and make it as fun as possible, so the current students will help me in recruiting new students. So far, it has been working.
- I think our campuses and administration should be more open to change, especially change that would benefit our students. While I have been an instructor here, I have seen many proposals for change immediately shut down without much thought given. Even if the proposed change turns out not to be a good idea for WGTC, both sides should enter the conversation with an open mind.
- Recruiting more students. Have employers to join in on a team that will provide jobs for the students once they graduate.
- updating some outdated stuff like paint or flooring.
- to keep up with new technology so we can put out the best student
- Offer more evening classroom instruction for those who work daytime hours such as computer classes. Many people prefer classroom interaction and instruction, because it offers a more hands on/more involved approach. Many tend to learn better in a real time learning environment verses the disadvantage of wait time of on-line

communication. Consequently, I feel that because this appeals to a great demographic, the college could benefit from enrollment increases from this addition to more evening courses.

- To continue to recruit and retain students. To ensure students have a high success rate with job placement. To make sure current students have the skills needed to graduate.
- Being involved with things that are going on
- None
- None at this time
- n/a
- Not sure
- RECRUIT, RECRUIT, RECRUIT in different ways to increase the enrollment of the high school students transitioning to college as well as the seniors who may want a new opportunity.
- No comment
- I hope to be able to take over some POST training.
- Increase student retention in my program, increase enrollment college wide. I think we can accomplish this by becoming a more credible college (as we already are) and offering programs that are vital to our community as well as interesting for our student body.
- I think by helping staff/faculty improve our customer services skills this will set our college apart from other options.
- I think the college is heading in the right direction. Continuing to stay abreast of current hot jobs and providing them for the students is great.
- No Comment
- none
- None
- wGTC seems to be progressive
- get allied health building and make sure all program coordinators are top in field
- I do not have any ideas I can think of off of the top of my head. I think if we could maybe have more student fun activities days like maybe every month to let the students know that education can be fun.
- none
- Wiregrass has been better at increasing its social media presence, and it is through that that I feel most students will be introduced to the school. Having a balanced representation of each program on social media could help potential students get an understanding of what is offered.
- more marketing events
- Develop additional courses in my subject matter
- My ideas as to move the college forward for the future are to make a career planning an annual event for myself, continue to set goals, and explore new education/training opportunities.
- Continue to improve the services to the students and the college as provided by the ARC. Continue to work on the team to build and implement a model for CBE. Be a part of the solution for closing the gap in getting students in the door and through the enrollment process (find and help find solutions to removing the sticking points)
- Continuation of new programs that attract students in and around the area. These programs will be dictated by the needs of the communities' businesses.
- Follow the educational goals of the college
- NA
- Adequate succession planning for key positions.
- Create some sort of sports/kinesiology program
- In my opinion the college is moving toward the future in a positive way under the leadership of Dr. Anderson.

- My idea to move the college forward is to provide a fast tract to career choices in which students can complete their study within a year and a half.
- The college can move forward by continuing to involve the community and making students feel like their education is important no matter where they come from in life and who they are.
- find ways to increase our student enrollment and retention rate
- Putting employees in position based on their strengths for the position.
- I think the college is already moving in the right direction by increasing our High school enrollment.
- Not sure.
- Continue the interactions with the community and high schools.
- Continue to work with community partners to increase job opportunities for our graduates.

How can you improve student learning and/or the learning environment?_50

- focus on the needs of the students
- See aboveB. We have made great strides towards that with the ARC! They are doing an amazing job.
- Use DOC literacy/learning assessments to pre-screen candidates for classes.
- I am constantly updating lessons, trying to find ways to make my class more interesting and making the material easier to understand. I try to list to suggestions made by the students.
- I participate in orientation sessions and try to bring the most current information available to our new students.
- I think the students mostly need stronger discipline in the classroom. With that the good students will thrive and the bad ones will drop
- I think the student learning/ learning environment can be improved by a high importance instructor presence.
- dress well, etc.
- improve efficiency of operations
- Continue to find funding for the most up-to-date equipment possible for faculty to purchase for their labs.
- Continue using the online tutor and add occupational tutors
- We answer these questions and nothing happens
- I am using web-enhancement, providing the students with power points, online tests and study guides. More hands-on interaction within the skills lab prior to the clinical experience
- Not sure
- Always be straight with students and tell them what we think is best for them, even if it is not what they want to hear.
- Not sure
- By retaining faculty. The turn over effects the quality of education.
- I think we should bring back face to face tutoring in the student success center.
- N.A
- I feel that once I receive equipment and technology that has been ordered student learning will be greatly enhanced
- I don't normally have direct contact with a student unless they happen by my office.
- N/A
- Less side jobs, let us teach and own it
- Create a Chat (tutor) system so that the students can get assistance when the instructor isn't available. Encourage study groups being that the campus hours of operation allows it.
- Hire and retain quality instructors.
- I am not involved in this area. I keep my area nice, friendly, and clean.

- by offering more evening classes. evening tutors, and more instructors that have a passion to teach and want their student to learn and pass the program.
- I'm not sure. I think as long as our college stays on top of providing the best learning environments that we can.
- move away from traditional multiple choice, true false, essay type tests and to something more hands on. This is a technical school, most students come here for the hands on, not theory.
- no comment
- We need to ensure all teachers are teaching every class. In addition, grade reports need to be monitored to ensure student learning.
- Computers and printers need to be updated. Again, updating some of the facilities cosmetically, I feel, would help students feel better about the classroom environment.
- More reliable and more user friendly facilities. In addition, make sure all tandberg classrooms have computers in them for the students to access.
- NA
- provide labs that are conducive to quality learning.
- With increased analysis of student responses and learning to use in educational planning.
- Continue to focus on upgrading technology to keep up with current trends in various industries to ensure our students are ready to take their place in today's workforce once they have completed their program of study.
- We should advertise the tutoring lab more.
- Continue to foster a positive relationship with all students, not just my own. Get involved with student organizations and have open lines of communication with students to find out directly from them what it is that they need.
- -
- I think it's important to have a clean environment for the students. When I say clean, I don't only mean, the trash picked up and the toilets cleaned. The doors, walls and floor need to be cleaned everyday or as needed. Things need to be fixed as soon as possible. I believe this shows the students we take pride in our establishment and they should too.
- Provide more (on hands) training, and tutoring session.
- Incorporate more technology - but that is not easy or cheap.
- Work to provide more access to student services and awareness of resources available.
- I can provide a more individualized approach as well as continue to build my relationship with everyone.
- N/A
- Up dated technology and software.
- Address each student issue as a priority
- Being readily available when needed.
- N/K
- Try new approaches to teaching.
- I think we do everything possible to teach the students what they need to go out into their profession in the real world.
- I can improve student learning by listening to students and enabling them to succeed. Sometimes, encouragement is the greatest motivator. I will tutor where needed.
- I motivating and having an open door policy
- staff training and individually working on my teaching methods so that students get the best learning opportunities possible
- Actively engage each student in the classroom and in activities; individual attention does wonders in the classroom (face-to-face and online) for learning and retention and is really not that difficult
- By having tutors here to help when students are in need. Also, have a work lab so students will have a place to do their work.

- By being positive towards students and acting like I want to teach or work. They feed off the energy.
- By being prepared and being able to transfer the information to students.
- Encourage and promote a smooth transition from when they walk in the door to when they graduate. Help students locate resources that may affect their learning. Even though they may not have issues while at school a lot of our students have lives that can affect their learning and ability to graduate from their program. Get more involved with outside resources for our students.
- Try to get approval for the students to go to different centers to talk with and observe other teachers.
- Communication, be a good listener.
- I CAN IMPROVE STUDENT LEARNING BY MAKING SURE THAT I TEACH THE MATERIAL AND OFFER MUCH HELP AS I CAN WITHIN THE COURSE ROOM BY MAKING MYSELF MORE ACCESSIBLE TO THE STUDENTS. THE LEARNING ENVIRONMENT IS FINE. THERE IS NOTHING I WILL CHANGE ABOUT THE LEARNING ENVIRONMENT.
- Not applicable to my area
- Better access to academic databases, such as JSTOR.
- I can improve student learning by being open minded, learning the needs of individual students, tailoring my instruction to keep their attention and learning from seasoned instructors who are kind enough to offer advice.
- By staying abreast of the ever changing needs of our community and community employer needs.
- First of all, let's hire qualified instructors, who are interested in excelling the student forward toward success and completion. We have hired so many instructors that they look at coming to work here as just a job, not a career. They leave in the middle of the semester and don't feel that it causes issues with continuing to educate the students. This must stop. People should enjoy what they do.
- keeping up with the latest technology
- Making the classes more available . Certain classes that should be online are not
- The learning environment could improve with faster computer speeds that don't always freeze or take a tremendous amount of time to load even the smallest of documents.
- What I can do is to obtain the information that will point the student to the correct area they need to go. I try to get the answer while they are in my office instead of sending them all over the place. I don't like it when that is done to our students.
- Attending the QEP program with Ms. Dukes expanded my ability to deliver material in ways I had never thought of and I believe it made me a better instructor.
- Provide good service to the students with detailed explanations of expectations.
- starting an apprenticeship in their field, and get credit for the work.
- continue to provide good customer service
- I believe I can improve student learning and the learning environment by being supportive of the school's strategies and efforts to recruit, enroll, and graduate students. I believe by also being supportive of the faculty and staff, as well as providing a positive image of how I feel about the school are ways of supporting the learning environment.
- more early intervention. mentoring
- creative strategies, we all talk the same talk about difficulty teaching, we need expert help.
- I think more training on pedagogy and teaching and in our specific fields. I need more planning time. I know money is tight but a small budget for some accompanying resources.
- n/a
- Video libraries, continue the free tutoring, make sure they have a place on campus where they can study and have access to computers.
- Students need to be encouraged and required to take responsibility for their learning and be independent thinkers/ learners. Provide an active-learning environment.
- I would like to see more special population services in the class room utilized.
- Be sure lecture classrooms are available and set up as lecture, not computer labs.

- I can improve student learning by getting to know my students and being compassionate without being empathetic to their needs.
- I know of nothing that we are not already doing.
- The learning experience can be improved by adding new and innovative ways for the students to learn. Tradition is a barrier in some instances to student motivation.
- Offering proper training, cross training for all departments. The more you know.
- Giving them real world application
- updated equipment and replacement of old structures IE labs and classrooms.
- By offering moral support.
- Continue to promote our program and keep up with equipment technology.
- Ensure that all students have the support services that they need to be successful. This is not a general statement. I believe that we need to be very intrusive in our support. DON'T ALLOW ANY STUDENTS TO FALL THROUGH THE CRACKS.
- Staying afloat of current educational trends and resources to assist my students' learning abilities and interests can help me to improve their environment.
- by keeping up with the advances in technology in every field of study
- I have spent most of the day answering these questions and I do not have time to complete this question. I need to submit the survey or lose all of my answers.
- N/A
- By gaining more teaching experience.
- by providing a good learning environment
- I can improve student learning by researching and implementing more creative/ nontraditional instruction.
- Improve the quality of instruction. Remove most of the on-line courses. Invest more in the training of instructors. Hire more full time core instructors and cross train them to teach in multiple areas
- By listening to the students each term... not just checking one or twice a year for areas in need of improvement.
- Give teachers the autonomy to personalize the classes that they teach. Obviously, we need to ensure that every teacher covers all competencies. We also need to be consistent with textbooks. On the other hand, a teacher should have the flexibility to modify his or her teaching calendar, tests, study guides, activities, etc.
- NA
- N/A
- Staying up to date with the equipment students will need when entering the workforce.
- More hands on.
- I don't think there needs to be much improving, student learning for me is based solely on the effort and input of the student. Maybe easier student programs such as angel and ban web.
- NA
- I think, in general, faculty need to strive to meet students at their level. Lording over a classroom, in my experience, tends to create a learning barrier in the classroom, and it inclines students to "check-out" during class.
- Increase the workforce in IT as well as software. Students are learning Office 2013 in the classroom and this software has not been purchasable for almost 1 year. If we could purchase the software would we have enough manpower to install it? As a technical college, we need to be on the 'cutting edge'. It's challenging to explain to students why they are learning on 2013 when they have 2016 at home and we don't teach it.
- Become a better teacher, never stop learning.
- Field trips that don't take an act of congress to push through; visiting different businesses around the communities - again, a pain to organize and pull off. Higher standards for grading - a D as a passing grade is ridiculous, and doesn't force the student to work for the higher grade.

- Faster running computers.
- By learning myself everyday
- Ensure the facilities are working properly and safely.
- Set up standards and stick to them. Do not hold students' hands or let them turn in things whenever they want. That is not preparation for the work force.
- make sure it's a "safe" environment in which they feel open to ask questions and learn
- N/A
- No comment
- On the Ben Hill campus, I feel we should be able to create our own course schedules. There are times when I cannot even give my students more than 7 credit hours for a Spring semester! No one, outside of our campuses, seems to care that our students aren't being served like they are supposed to be. It's all about rotation. I wish someone would look into this and see that not everything that works in big towns, works in small towns too.
- A couple of students have mentioned to me that there is a lack of security on campus, especially at night. They do not feel safe, because they never see anyone patrolling the campus (Valdosta). I agree with these students. If you are teaching a night class, once the students leave, the campus becomes a deserted and empty place. The lights constantly go off because no one is moving around. It can be quite terrifying.
- The classrooms need to come alive. I bring enthusiasm and excitement to the classroom. I believe that learning should be fun. I would differentiate in the classroom because I know there are diverse learners in the class therefore, it is my responsibility to ensure that every student has the opportunity to learn.
- keep the computers working and up to date.
- fine new ways to teach my program so younger student will stay involved with the class
- It is difficult for me to answer this question, because I don't have an assessment of the current learning environment. However, it is always important to any student that they feel that they are profiting from the course and their instructor. The instructor is key in making the student feel a sense of importance and priority in class. This can be done through communication, availability, and participation in all areas of instruction ranging from prompt email responses to assistance with understanding course work. However, the first impression a potential or current student gets from Wiregrass begins with the Admissions office or other Student Affairs offices. Since they are the first people that visitors see, it is vital that their impact is the best memorable experience whether it's verbal and nonverbal interaction. I feel that the response from this will lead to the best form of advertisement for Wiregrass.
- Hold student forums Let the student's voice be heard
- More communication between the campuses
- Do not know
- Continue to share with my students the things I learn through our professional development
- I believe the Mathematics department is constantly trying to improve student achievement by using common assessments and collaborative planning.
- With better equipment
- More small group professional development, BEST practices, and training.
- No comment
- Work harder to help people understand the relationship with history, community the law and the criminal justice system.
- Professional development of myself. Clear concise plans for the student to follow with achievable goals in place.
- With a customer service mentality I feel this would change the mindset of those dealing directly with our students from a self-centered mindset to one student focused. Therefore empowering our students to succeed. I listened to how one student shared how his instructor knew him by name and what a difference that made to him and encouraged him.
- Continuing to be available to the students and assisting them in the areas that I am able to.

- Making sure that more than one person knows the material.
- don't know
- none
- Improving student learning is an ongoing objective.
- stay engaged
- Improvement in student learning to me is up to the student. If the student knows that he or she can do better in their class(s), then it is up to them to get motivated and stay ahead of the game. Now, assistance can also help students, the ones who needs more motivation and perseverance from teachers.
- Be proactive, and be available to students after class
- I can improve the student learning environment by engaging in more than one-way communication. I find it helps students to have their input and ask them questions throughout the lecture so they don't get bored and phase out.
- maintain computer/study labs better
- Continue to learn and grow in online instruction
- What I have notice is that students like to experience what you are teaching them. I am aware that everything can't be an experience, but they do learn and attain information better.
- We let the students know that the ARC is a resource for them. Finding the right one for a student can make a difference in their outcomes. Provide honest and accurate advisement (online may not be a good fit); seeking help before its too late; discuss approach by the student in college success; advocate for the student with the VPAA, Deans, and faculty when merited. Review and provide information to the stakeholders on course completion rates (DFWs)Potential problem areas.
- Offer an environment that is clean and conducive for learning that does not have a lot of distractions.
- Engage students in active learning activities
- Offer a seminar/class/training for new students who are returning after a long break in education/training. Include training in computer skills, study skills, time management, online course training, etc. Upgrade computers and software in the labs.
- No response
- na
- Encouraging students that attendance is the key to academic success.
- Because many Adult Education students do own a computer, I can improve both, student learning and the learning environment,by implementing computer time for students to work in Aztec.
- I know students learning environment can always use some improvement even if it means beautifying the room and building up the morale of the students.
- provide students the necessary information to improve their learning
- Provide friendly spaces on campus and make students feel want to come
- Technology is the key. We need to incorporate more technology driven tools in our programs.
- Make sure high school students know what they're getting into when they take college-level courses. Some of them are not prepared for the demands of a college course.
- More adjuncts
- Ensuring our faculty maintain current knowledge in their field and receive continuous training on new instructional methodology for optimum learning.

List any new trends, technology advancements, etc. that you feel would enhance the quality of training and/or training environment that is offered to students at WGTC?_51

- always keeping updated computer software
- I don't know any new trends but as mentioned above take a step back and simply interact one on one with a new student and see how effectively they can use our website.
- N/A
- I don't really know any new technology at the moment.
- Making sure our machines, equipment, computers, software are all up to date with what industry utilizes. I would hope that learning support can be improved.
- tablets in the classroom
- Sous Vide Cooking techniques and more emphasis on internships.
- automatic flushing toilets
- smart phone apps
- I don't know about this.
- Working more with industry and onsite training
- We answer these questions and nothing happens
- For my program there are advancements in technology that move rapidly, we are in need of medical/surgical mannequins to simulate a real working environment
- Not sure
- Not really a trend, some of the offices desperately need newer computers. They are working with old machines that don't work properly or efficiently most of the time. Many are just plain worn out.
- Not sure
- N/A
- N/a
- N.A
- Don't know what kind of technology trends that could be used in a Prison.
- n/a
- n/a
- Computer labs for classes that are hands on. we have to find labs to do book work and exams.
- Maybe a program that will allow students to rent or buy tablets or laptops especially for those that may not be able to complete it on the campus after the school closes.
- Enhanced online instruction would be good.
- Smart boards would be nice to have in the classrooms.
- I think each department should have some sort of training/conference before the fall semester so that each section of the department knows what the others are doing. we need to work more as a team than as a my section.
- I think we do a good job of using cutting-edge technology
- YouTube videos for easier access.
- Update the computers. Student are constantly having difficulty downloading medical, Criminal Justice, CDL, etc.. information to do homework. Computers freeze up etc..
- All computers need to be evaluated and a list of priorities compiled based on (1) the age of the operating system and (2) the needs of the program.
- Utilizing textbooks online has become a big trend versus buying books hard copy.
- Use of a handheld smart board that would allow the instructor to carry around a handheld version that was mirrored on a larger board for all the students to see.
- NA

- Provide more student friendly and inviting common areas that are comfortable.
- None at present.
- WebEx is a technology that would go a long way in enhancing the student learning environment. With this technology, instructors could provide instruction and training to students on any device with an Internet connection from any where in the world.
- Smart boards would be nice, and grants for students who can not afford laptops.
- Replacing outdated and non dependable equipment such as the Tandberg system would be a good start. A more reliable internet would be a close second.
- -
- N/A
- I believe Wiregrass takes full advantage of technology.
- Students do not seem to do as well in online only classes. I would make more class hybrid. Blackboard is too cumbersome, is not reliable, and my students do not like it.
- none that I know of.
- I recently received an "egghead" in my classroom and it helps me when we have a great lesson in a book to cover, but there are not enough supplies for the entire class.
- N/A
- Update windows and Microsoft software.
- n/a
- none
- N/K
- Using I-pads and smart phones.
- Just having up to date equipment and the most efficient running of said equipment
- I think the quality and type of technology offered is sufficient.
- I think each library at wiregrass should invest in the WEPA printing stations, one its saves on paper and ink, but it allows the students to use their student ID to print....that same technology fee of 25.00 can be placed on there every semseter for them to print/make copies.
- desperately need new/updated computer equipment in Allied Health computer lab, and not enough computers to accommodate the volume of students
- Use technolgies specific to the industry. Individually engaging students is a low tech option that also enhances the quality of training and the environment
- None
- Create online videos of instructors going over lessons. Put it on blackboard.
- maybe more interactive software and games.
- Technology advancement seem to be up to date at WGTC.
- WCTC has a pretty good technology form.
- I do not know anything at this time.
- THERE IS NOTHING THAT I WOULD ENHANCE ABOUT THE TRAINING ENVIRONMENT
- Kahn Academy tutorials
- Better access to academic databases, such as JSTOR.
- More online tools would be great! We have great online tools, but not a lot of variety. Most of my students would prefer to work on the computer. Also, more comfortable seating would be helpful.
- I have none at the moment.
- Computer technology has advanced so much. As faculty/staff, I don't see that we use it to its capacity. I see handwritten messages taped to walls like we are in K-12. When do we put the paper down and use the technology that we should be using as a technical college?
- n/a

- none
- Better technology, such as improved computers.
- I do not know
- The only way for me to answer this would render the survey no longer anonymous.
- At home proctored exams.
- more computer labs
- new equipment in labs; new computers
- Though I am not as engage in this area but see the trend of social media continually expanding. I see a trend of more and more communications and daily activities are done via the internet and cell phones. I cannot say there is a market for this but I often here older adults say I will give my cell phone, laptop, or tablet to my son or granddaughter to repair and lock, etc. Not sure if this is what the survey question had in mind.
- stay focused on mobile technology
- Simulation, we have the mannequin but lack knowledge in setting up the lab and writing scenarios
- There needs to be computers in all tandberg rooms. Especially when kids can't see the screens clearly from campus to campus.
- n/a
- We are pretty advanced as is. Telemedicine training.
- Current ones are fine
- none needed
- I believe we have the technology, what is lacking are the instructors to utilize the technology. Nursing lab instructors should be utilized for all the extensive technology already available, both LPN and RN
- Technology is advancing and we all use a lot of different types of technology including social media. We have to move with technology. It's being used more often than we may want it but we need access to the technology that is associated with the learning process of what we teach.
- I know of nothing at this time that could be done in this area without spending a great deal of money.
- I have none that I know of at this moment.
- It would be nice to provide the students with the current tech in the field but budget and resources seem to be difficult to obtain.
- smart boards in classrooms
- NA
- Smart boards in the classrooms.
- Always keep updated instructional equipment. Faculty need to be proactive in asking for equipment.
- Extensive Blackboard training during orientation.
- not so much as technology advancements as more face to face instead of tanburging classes. not everyone learns this way and it deters a lot of potential students
- I think that e-sign in systems could be very helpful for our student affairs areas. These areas are always congested during the "busy" times and many students get frustrated waiting in multiple lines or sometimes the wrong line. Systems like Check In Systems or eSignInSheet can be customized to find out what a student needs and which office they need to see. It can even put them on to more than one list, so they can wait concurrently instead of consecutively. Most of our students should be able to use them since even in the rural areas the doctor's offices are using these type systems.
- Take some of the Barracuda blocks off. It is ridiculous that you can not look up another colleges information from being blocked. We all pretty much have smart phones these days so if we wanted to look at social media or whatever that is blocked we could do it on our phone. So just block social media not everything else.
- None
- none
- Web based classes with other countries would be a great idea for our students.

- n/a
- We do a great job of using new advances here. We are limited a little bit by what our students can access at home. Online technology is great but only if everyone can access it.
- I think we should ask our program advisory committee members this question.
- NA
- N/A
- Enhanced interactive learning with 3D assistance.
- N/A
- Tablets, Touch Screens, and a Program Apps to download.
- NA
- None at the moment. WGTC is one of the more technologically advanced institutions I have been affiliated with.
- Increase the workforce in IT as well as software. Students are learning Office 2013 in the classroom and this software has not been purchasable for almost 1 year. If we could purchase the software would we have enough manpower to install it? As a technical college, we need to be on the 'cutting edge'. It's challenging to explain to students why they are learning on 2013 when they have 2016 at home and we don't teach it. Program specific-I would like to purchase about \$13,000 in software but the program budget is about 25% of that - there is no way to advance the program without the funds. Why ask instructors about their desire/needs to have a 'state of the art' lab if there is no way to get it?
- I don,t have any today
- We advertise up-to-date equipment, yet I can name a few places where that's lacking; allowing instructors to go for advanced degrees with the college assisting with tuition or paying a higher wage when a higher education level is reached. Seminars, webinars, etc for trends/advancement should be as important as some of the useless EDUs we receive.
- Allow students to meet with people already in-field and ask questions.
- I am not sure of any
- Robotics Programming and Maintenance type course for technology that is used in the automotive factories.
- None.
- Virtual reality
- N/A
- No comment
- I would like to see the use of more simulations, especially in the business and computer environment.
- Some of the classrooms have very slow computers that take five minutes to recognize the fact that there is a jump drive plugged in. Opening a webpage to show students something is almost as bad as 90s dial up.
- There should be a training course for the use of computers. Non-traditional students struggle with online classes because they are not experience enough.
- i don't know.
- online Training and real world hand on training
- Unfortunately, because I am not a social media enthusiast nor am I tech savvy, I can't offer any ideas on the matter of new trends outside of what is already being done.
- N/A
- More hands on staff development
- Electronic books
- none at this time
- I got a slate for Math.. LOVE this.
- Not sure
- More use of social media in class.
- No comment

- I would love to be able to do more hands on stuff.
- In my dept of Allied Health we have things like the high fidelity simulation manikins which add a real life like component to our programs that I feel is vital.
- I really feel we need to incorporate more technology in our classrooms. Our local high school students are coming to our campuses after being taught in classrooms with smartboards. I know this is costly and public schools get a lot of this equipment given to them through grants. I do love that we have the 3D rover, that was a great move on our part.
- I think the training tools are good.
- No Comment
- i have none
- none
- WGTC seems to be up to date on technology
- using iphone in lessons
- I have none.
- none
- We have made great strides when it comes to new hardware and software related to most of my program. A new video switcher and more studio-specific equipment would be beneficial.
- none at this time
- More training for students in Blackboard
- Digital delivery: No longer shackled to books as their only source of content, educators and students are going online for find reliable, valuable and up-to-the-minute information. And Integrating technology with student centered learning: Interest-driven: Build the curriculum around student's own interests.
- CBE would provide an alternative for the working student that has many obligations.
- N/A
- NA
- Integrate Augmented Reality where applicable. Modular classrooms to allow collaborative learning.
- No response
- na
- The overall updating of technology on our campuses.
- Not applicable
- WGTC can meet certain trends by providing a laptop for all their employees.
- having updated technology, latest software and operating systems
- We already make good use of new technology
- By Providing our students with better Wifi service. Allowing them to access sites that peak their interest.
- Not sure.
- None
- N/A

How can you become more involved in the communities we serve?_52

- I am a Cub Scout leader and allow my son to play in all sports. Through his actions I connect with others.
- Look for internship opportunities with some of the local non-profit organizations. Partnership for Health for example.
- N/A
- Getting involved in community activities and making yourself available to people in the community. Volunteering would be a great way to be involved in the community.

- Being more willing to talk up Wiregrass when people in public recognize me from here or see that I work here.
- more community service days
- By going to different school systems and promoting our program and being involved in community events in the downtown area with a lot of exposure.
- actually living in the communities
- volunteer
- I serve on several committees, boards, etc. in the community I live in but really don't have time to be involved in other communities.
- Joining a civic organization
- I am very involved in the communities we serve because I am a member of various organizations whose main purpose is community involvement.
- Promote the program through city-wide events such as fourth of July celebration for example we could have a tent with program/school information. Utilize radio stations and schools as a way of getting the word out about the program
- By getting involved in the community functions such as the BBQ festival and going to the stores like Walmart and Harveys and greeting the people of the communities we serve and letting them know the about the programs offered at Wiregrass.
- I am already very involved in my community.
- Not sure
- By participating in more volunteer work within the community as an organization.
- We could send someone from recruitment and marketing out into the community when there is any type of function to promote our programs.
- N.A
- constantly promoting Good Will toward Wiregrass and continue to sell present and potential Wiregrass Programs
- Attend community events.
- outreach activities, community service
- Leadership committees, going into the communities with Wiregrass promotional.
- By reaching out to those that have lost jobs, need jobs, and need help being placed by creating possible positions through our Economic Development partnerships. Doing functions like taking fruit baskets to the nursing homes or having a day where we may go read to elementary students, Start a Shadowing program.
- I'm not going to be.
- I am involved in the community already.
- we need to go out once a month (not at the beginning of the semester) into the diverse communities. We need to reach our at risk high school student that are on the verge of quitting, our parenting group through DEFAC and The Fatherhood program, and our migrant community.
- I would be happy to be more involved in anyway that might help Wiregrass.
- Attending professional seminars.
- I do this.
- I am very involved in civic organizations and economic development.
- Perhaps, if time allows, I can attend more community functions than what I'm already doing?!
- Attend events in the city. As an institutional body the more you emphasize that your'e a part of the community and not excluded from it, the easier it'll be to be involved and a part of these communities.
- Our students are very involved already
- Provided adequate time to get out and promote programs and our mission.
- Already involved in community to max of ability.

- Get involved with community causes and continue to strengthen partnerships with local industry, businesses and organizations.
- By participating in more local events.
- I am already very involved in several of the communities we serve. A better question would be how Wiregrass as a body could be more involved in the communities we serve. I'm not talking about entertaining to donors either.
- -
- Promoting our program in the different activities that the city has on an annual bases.
- By attending events that happen around us.
- Community service projects give us a higher profile in the community and make us more valuable to the community.
- Serve on boards related to workforce and education.
- I am a member of the literacy group in the county that I teach. We are working together to let people know about the program and how they can get started.
- I think I could become involved by helping plan events for the school. And maybe sponsoring or advising a school club.
- Have student to send to help them.
- Being present at community events, doing an open house for elected officials, going to speak with GED providers outside of WGTC, have a mobile open house date where small events are set up at libraries to showcase college/programs.
- just get involved
- N/K
- Get out in the community more.
- We get our students involved in the community as part of their schooling. So to keep doing that, is great.
- I can join more organizations in the community that support students and their education.
- open community day where we do blood pressure checks, manicure, food demonstration, tips on dental and health, show people about technology
- by attending events sponsored by WGTC
- Many of us are already involved in the community in many ways and I expect our leaders are even more involved because their involvement has much more influence
- By participating in the local activities put on by the community.
- ?
- By participating in the different community programs such as family connection and the YMCA.
- Take application packets/Business and Industry information out to areas in the community and to schools. Make ourselves known to the community. Participate in more community involvement activities that show the community not only are we a college that thrives on student success but we care about our community and the families in our community.
- By attending different events and again putting on different events. I feel we should set up beginning of school and after school to give students free learning tools and supplies.
- Help in any way that's needed.
- DOING OUTREACH AND REACHING OUT TO THE COMMUNITIES BY PUTTING THINGS IN THE NEWSPAPER, RADIO STATIONS, AND TO THE HIGH SCHOOLS. WOULD LOVE TO KEEP ADVERTISING TO THE HIGH SCHOOLS SO THAT THE HIGH SCHOOL STUDENTS CAN EARN COLLEGE CREDITS.
- No Idea - Not in Marketing
- Presenting lectures to local historical groups such as the DAR and the UDC.
- Activities like Get Wired and Wired-Up are great ways to get active in the community. Maybe, we can hold events like this off campus to reach areas that may not know the types of programs that are offered here at Wiregrass.

- By volunteering more of my time to students that need tutoring in my field.
- By attending business after hours. Volunteering in the community
- n/a
- Keeping up with community events and making ourselves available
- Be given opportunities to meet with community leaders more often.
- unsure
- There are many outlets for community service available if one chooses to to take advantage of them is a personal choice.
- I am pretty involved already but could attend more Foundation functions.
- making myself available when needed.
- have Wiregrass sponsored events
- By attending and participating in more Chamber and community events in more counties.
- have more faculty out in the community
- involve in church activities and volunteer with different organizations
- I am already involved in the communities I serve. I come from a social service and volunteer background. Also, I think we need more student activities. When I get a hang of everything I would like to look into a mentoring program for young women trying to go into professional settings. College means academia and fun. We need more clubs and activities for them.
- n/a
- I feel that I am very involved.
- Look for local events, volunteer time, donate, or organize your own event.
- I think Wiregrass does a great job with this.
- Volunteer activities in community
- I would love to volunteer in a lot of the community activities but my schedule is usually very tight.
- I need to talk the school up more to the right audience.
- Participating in community events will get me more involved.
- I think Economic Development needs much improvement.
- It is difficult at best as many community agencies are not receptive as outsiders are not welcomed
- not sure
- Make the community aware of all events on a regular basis.
- By visiting businesses which hire our students and volunteering
- Visiting business and industry and our local high schools.
- Volunteering my time for extended hours of operation when the college has functions.
- na
- Be allowed to participate in the community events and be re-cooped the time.
- N/A
- By spreading information about our program to surrounding schools.
- I can't. Do not have enough free time
- By participating in different community activities and attending meetings such as Family Connections, would allow me to be more involved with my community.
- Working 50+ hours makes for very little time to get involved in more community events
- Simply by taking part. Going, meeting, doing...
- Continue to be visible, and be nimble enough to address their training needs.
- BECOME MORE VISIBLE IN THE COMMUNITY AND SCHOOL SYSTEM; NOT JUST HIGH SCHOOL. I THINK WE HAVE PLACED A LOT OF EMPHASIS ON HIGH SCHOOL STUDENTS. WE SHOULD EXPLORE MORE INTO THE ADULT EDUCATION AND NON-TRADITIONAL STUDENTS
- N/A

- By joining civic groups.
- N/A
- Charity or cause work. City development. Giving back to the community day where we could set up like tables to give to different causes, all money collected from Faculty, Staff, and Students, because they would want to help also.
- Actively speaking; joining group organizations
- I could volunteer more.
- Have time off to get in the community to serve. TO be in the community to ask how Wiregrass can serve them in ways we are not currently doing so. Time off class to volunteer with students at Day of Caring for UW. Volunteer time at Food Bank to learn soft skills. With the classroom (40% of time) and administrative demands (60% of time) there is no 'extra' time to take unless we are given the time or required to take the time. Would Wiregrass be willing to pay for one person each year to join Leadership Lowndes? This community group is very involved and can help involve Wiregrass even more!
- Participate in ribbon cuttings and open houses
- Very involved already, one can always improve.
- Attend more educational events, job fairs, etc.
- Participating in school tours of our campuses.
- We reach out to the communities through several venues. I try to incorporate the community through myself and my students by sending them into the community for mock interviews and we attend several events around the community as support
- Volunteer at different charities that serve the communities.
- N/a
- Attend more community functions
- Offer paid time to be involved in the community
- I am already involved as much as I would like to oblige myself.
- I would like to see us in the festivals and community events again. Let our small towns know that we are here for them.
- Many students have mention the fact that the campus feels restrictive. It is very much a transitory campus-- people come here for class and then immediately leave. I feel like we need more places for students to congregate between classes or events to make students feel like it's okay to hang out on campus after their classes.
- Attend the county/city government affairs. Get to know the leaders of the community. Plan activities that will include the participation of these counties/cities.
- I don't know how IT could really do that.
- be present @ local car shows and festivals and work with industry
- At the moment, I have a healthy balance of services that I am currently involved in and therefore would not be able to serve in greater ways beyond work hours. I; however, would be able to expand the scope of what I already do to reach other circles. I could also dedicate more time per supervisor approval to assist with campus events whenever possible.
- Continue to participate in community events and assist with community fairs.
- Joining organizations etc
- By volunteering to help local student organizations
- Participate in more college-wide activities
- I am involved in the community outside of Wiregrass
- Not sure
- Partnership, creating relationships, and keeping communication after the relationships are developed; reaching out to new partners in the community.

- No comment
- With current political environment reaching out to the community for this program is a challenge.
- My program currently has 4 local clinical sites that we maintain relations with. We also have and are developing more relations with many surrounding public safety agencies to bolster our presence in the community.
- The more we are out in our communities whether at our churches, ball fields, etc... we should always be willing to share a positive story with others.
- Participate in more community events.
- No Comment
- don't know
- Attend community meetings and interact with the members of organizations in the community
- WGTC is involved in our communities
- all need to be involved
- I could become more involve by going to more of the committee meetings and seeing what different things they have planned to go out in the community and get people to come to school.
- none
- Attending local film festivals and supporting local filmmakers would show potential students that 1) There are opportunities for them outside of school and 2) Their hard work will not go unnoticed.
- marketing events
- Visit local high schools to promote our MOWR courses
- I am currently involved in several organizations, and sit on several boards, locally and state wide.
- Continue to be an ambassador for the college.
- Become a part of the Chamber and serve on committees.
- Attend community functions
- NA
- Chamber functions.
- na
- By being an ambassador for our college.
- Understanding the importance of community involvement, It is my belief that I can become more involved in community activities if
- I can become more involved in the community by attending different programs, being a volunteer, and escalating ways to promote Wiregrass Adult Education program.
- by going out into the community and encourage people to further their education
- Search organizations that need volunteers
- I'm very involved in the our community. I serve in my outreach ministry at my church. Our program is extremely involved in the community. We attend anywhere from 8 to 12 community events a year with our students participating. We absolutely enjoy it.
- Not sure.
- Schedule planned community time.
- Through volunteerism on community projects and activities. Look for networking opportunities.

How can you ensure the communities we serve are aware of programs offered by Wiregrass?_53

- let people know I work here
- We do a good job of advertising I think. Putting our graduates to work is the best way to get the word out. Word of mouth from successful graduates.
- DOC training fact sheet displayed in prison visitation rooms
- People are talking to me about what I teach at Wiregrass. I try to talk to them. My Mom has suggested people talk to me about what is available at Wiregrass. She has someone working at her house that wanted to go back to school and she told him to talk to me about Wiregrass.
- Being more willing to discuss our programs when out and about if given the opportunity.
- industry visits school visits
- By marketing the programs to specific career/workforce businesses related to specific programs, and through the specific advisory boards that allow community involvement.
- high school recruitment and at nursing homes
- advertising
- Instructors need to be out in the communities beating the bushes like they used to.
- Using every opportunity to spread the word
- I am constantly talking about the programs at Wiregrass but if your ideas and suggestions are not supported by leadership, then why continue to try. I think we should go into the neighborhoods and survey what the community thinks about our programs and ways that we can recruit them into enrolling into Wiregrass.
- Attend events that are held throughout the year within the city, pass out school brochures for all program information
- By getting involved in the community functions such as the BBQ festival and going to the stores like Walmart and Harveys and greeting the people of the communities we serve and letting them know the about the programs offered at Wiregrass.
- Use of instructors, former students, and employers of graduates would be a great way to get the word out to the community. Maybe put articles in the paper or articles/videos online featuring success stories. I think most employees already speak positively about the college.
- Not sure
- By promoting the program while volunteering.
- When there is a new or returning program being offered we should run ads in the local newspapers, on radio, and social media.
- N.A
- Don't know
- Make sure the information out there web, print, etc is correct and promoted at every opportunity.
- outreach, community fairs, co
- When promoting classes. Make sure to be campus specific. Each community needs their own promotional supplies. Yes we are one College, but we need to let each community know what each campus has to offer.
- By going to the local shopping centers, warehouses, schools and ask if we can promote Wiregrass by leaving signage or flyers.
- Any time I am in public and can provide information about the college I do that. I answer questions, encourage people to come to the college, and portray the college in a positive manner.
- I do my best to promote the college in my community.
- brochures with all of the programs there lengths, tuition and fees, and job outlook. most of the program information is online but if a potential student and parent are at the school already, they are told it's online, they want something the can see then and discus with some one, program should have someone available to talk with the potential student if they have specific program question.

- I think we do a great job of getting the word out into the community. We just need to keep doing what we're doing and looking for innovative ways to do more.
- create marketing packages for each program that instructors can adapt and use at various recruiting events.
- I do this.
- Several employees, not just a few, need to be involved in the community. How do we ensure instructors are seeing business/industry partners beyond just two advisory meetings per year? Partners should know who the instructor is who teaches in their field.
- Utilizing sites students use like Facebook is a great way to promote our institution. Word of mouth and just talking to people is also helpful. Having flyers with school information on hand is usually beneficial.
- By integrating the college in the communities in a greater way.
- Going to all areas promoting our school every opportunity.
- advertise heavily on new accreditations facility improvements and our dedication to provide to students training that prepares them for the workforce.
- By spreading the word in various contexts and by having students help in recruiting efforts.
- By utilizing our college and community relations department in making cold calls, visiting local industries and forming ties with the communities we serve.
- More advertising of the 'looked over' programs.
- I wear Wiregrass shirts almost every where I go if it is appropriate and am constantly talking to people about the educational opportunities that we have.
- -
- We can attend different functions of the city. We can also take the initiative and provide informative lectures at different community bases organizations.
- Promote and promote some more, Instagram, bill boards. We do a great job promoting on the radio!
- Community service projects give us a higher profile in the community and make us more valuable to the community.
- Constant recruiting.
- We hand out flyers about the application days and also about the list of programs and how long it approximately takes to complete them.
- By word of mouth or social media
- Advertise the programs.
- community awareness campaigns
- keep the information out there...social media, newspaper, radio...word of mouth
- Advertisement and recruitment
- More marketing.
- Advertising
- Sharing flyers, speaking at meetings regarding upcoming events at Wiregrass are ways to ensure the communities know of programs offered at Wiregrass.
- By having an open house where WGTC students that graduating run the booths and recruit, it has a greater effect when someone has or about to complete the programs talk to potential students. I know Albany Tech does and it is a big way to let the community know what they have to offer
- word of mouth, sharing flyers, website updates, etc
- Talk about them and play up the programs that result in high wage jobs
- advertisements and community involvement
- NA
- By collaborating with the community partners and inviting them to different events.
- Advertise them in newspapers, radio, and signs. Get more clubs involved in community involvement.
- By going and setting up and putting the word out.

- By word of when needed.
- NEWSPAPERS, RADIO STATIONS, TELEVISION ADVERTISEMENTS
- No Idea - Not in Marketing
- I mention the programs to people at businesses as I go about my business on the town.
- Recruitment activities are a great way to get the word out. During community-wide events such as health fairs, job fairs, etc., we can get the word out about our programs.
- By making sure that our students know about the programs that we offer. They make up the communities that we serve.
- We have a recruitment coordinator, why is she not recruiting for students and not just high school students. She should be out in the community at every opportunity she can.
- by advertising
- Make sure we are advertising on the correct radio stations and do more outreach
- Better marketing of programs to the community through partnerships created with community leaders. These partnerships could be through internships, job shadowing, etc.
- unsure
- By participating in event scheduled by the colleges public relations and community outreach programs. Which I do as much as possible and see the same few people at almost every event.
- Word of mouth, promotional materials at meetings, and attending events to promote Wiregrass.
- more face to face services in the community
- don't know because it's not communicated to me what programs we offer; sometimes I have to read the paper or others tell me what's going on
- my ensuring the communities we serve are aware of all the programs offered by Wiregrass is very challenging as programs are numerous when one considers certificates, diplomas, degrees and the many activities available through continuing education and adult education. I attempt to be knowledgeable in areas of health care, fire science, commercial truck driving, and IT to name a few. I also promote free application days and other such activities. I would suggest considering an open house event held on the four campuses. I understand this may require staff and faculty working on Saturday but I believe though we have been here 50 years, many in the community still see us their father or mother's trade school. This, I believe would help in improving community awareness and would require a lot of collaboration with others.
- develop county teams from across the college and let people from those areas serve on the team. They know people in their communities and given the right tools, they could be a valuable link for community awareness
- Television, billboards, VSU set up a table in the cafeteria about their nursing programs
- I mentor young girls and answer any and all questions that come my way when I'm out and about.
- n/a
- Talk about Wiregrass when you have an opportunity. Wear Wiregrass clothing or badge, many people inquire about the college when they see these articles. Offer them a tour of the college if they come and see you. Tell them to visit our website.
- Positively promote the college and share program information with someone at the grocery store, post office, doctor, daily errand stops. Word of mouth is the best way to make people aware.
- The way they utilize the media already is great!
- Discuss or present programs frequently to groups
- I think that the use of our Advisory Committees is a great source but we need more involvement in the lower-class society.
- Same as answer six.
- If we attend community events and let the community know. Word of mouth is a great tool also. Sometimes, overhearing a conversation about school can open the line of communication to discuss the programs offered at Wiregrass GA Technical.

- Continue to reach out to the community at local events, companies, etc...
- More quality advertisement
- high school and industry visits
- Assign a Church/organization etc. to employees of the college to make sure that that particular area is always covered. Not ever one is involved in Church but most ever one is involved with some kind of organization.
- Advertisement and word of mouth.
- Be aware of the programs myself and promote them everywhere I go. Always take advantage of the radio spots that the marketing group provides.
- Word of mouth.
- More time spent out in the served communities showcasing our programs and answering questions whether about programs, admissions, or financial aid.
- We need to attend or host events for the many different segments of the communities not just business and industries. For example, civic clubs, churches, sporting leagues, art guilds, etc..
- Advertising.
- By spreading information about our school to the community
- By promoting the college via word of mouth.
- I can increase community awareness about WGTC through fliers and social engagements.
- Speak fondly and with passion to all peers, friends, acquaintance, and others that come in contact with me.
- Word of mouth. Listen in public and look for opportunities to share what we are about.
- Visibility
- THEY CAN LOOK ON OUR WEBSITE. WE CAN PLACE MORE LITERATURE IN MORE BUSINESS AROUND TOWN.
- N/A
- By getting out and distributing flyers to businesses.
- N/A
- Promotion. Billboards, Banners, and Vehicle Displays. Making sure WGTC is an option at surrounding High schools and departments of labors, keeping the program listing and information there current.
- Through presentations
- Simply by discussing them more outside of the WGTC halls.
- Talk! With pride for the organization we can brag and talk about what we do and how well we do it... but if we don't know about it we can't talk about it!Communication is key and Wiregrass has ALWAYS had an issue with this. I have known things before VP's knew them - this is frustrating. Students have known something before faculty knew it - VERY FRUSTRATING!
- Talk about credit and non-credit training opportunities at community functions and club meetings
- More time on the radio, TV, and print.
- Better marketing/advertising.
- By telling people about us during conversations.
- I like to tell of the wonderful things that go on around our campuses.
- Word of mouth.
- We already have advertising.
- Advertising, taking advantage of radio spots, word-of-mouth, make sure our graduates are top-notch
- Sponsor more community events
- We have social media as well as other advertisement strategies, so I believe WGTC is using a variety of resources to promote the programs.
- We need more advertising for Northern region programs. Also, see if there are more programs that can be offered in this region to give the students and community what they need.
- We should have an easier way to communicate. Knowing who to contact for certain things (i.e. the chain of command) is often hard to follow.

- Offer some of type of event at the campus and invite the communities in to participate.
- I don't know
- radio, newspaper, word of mouth
- More awareness could be spread through more face to face advertising within the community beyond television and radio. Because not everyone indulges in social media and aren't always tuned to a radio or television, there can exist an untapped market. Word of mouth is very effective, but is only effective when one receives the information to pass along. As I stated in an earlier question, I myself was unaware of the quality of programs and resources here at Wiregrass and I live 4 minutes away. So I was that untapped market. Therefore, I feel that if Wiregrass representatives attended broadcasted community events, it would benefit those who would not otherwise, and it would be a viable way to inform others of all that Wiregrass has to offer.
- Attend Family Connections meetings, inform others about the Advisory Council and participate in current community events.
- More advertising, having brochures in public places, newspapers
- None
- Learn college-wide what we do and share with all I know and be ready and apted to answer questions that are asked of me.
- I believe Wiregrass is well known in the community
- Commercials for radio and tv
- Promote every and anywhere.
- No comment
- I talk to people everywhere I go. But in my program word of mouth is great. I love hosting training for local law enforcement and those who have an active role. then they can go back and say what an awesome program we have.
- The first is word of mouth. If we graduate happy successful students they will spread the word of our program. We also have various other things such as media outreach that really are effective at getting us noticed.
- Same as mentioned above, we can share by talking it up. Folks view employees as authoritative voices from Wiregrass.
- Continue to participate in community events and/or go to more functions to recruit students.
- Advertising more on the Radio, TV, Internet etc.... and mabbesome flyers.
- word of mouth
- In adult education, we post fliers about our program in businesses or offices that allow thisno
- We are constantly advertising
- keep our wiregrass hats on 24-7
- By the staff in student affairs going to different locations and letting people know about the different programs we have to offer and how it could help benefit them by just taking that step and going to college.
- continue to be a representative of Wiregrass and encourage the community to further their education or enhance their professional skills
- One way to bring awareness to my program specifically is to hold a film festival open to the public that showcases the work that my students have done. This will be something that will have to start on a small scale, but as enrollment increase, these festivals may be able to be held more than once a year.
- talking to students and prospective students, more marketing events
- Promote the programs at Wiregrass through word of mouth and social media
- There are several ways we can make the communities we serve aware of our programs:1. Social Meadia2. Web site3. Local Newspaper, Radio, TV4. Business After Hours (Chamber)5. Host events such as (5K Run, Cook-Off, Hair Shows, meetings, etc.)6. Billboards7. Do drives with local organization8. Offer or do different Sponsorship9. Local schools public and private10. Make our school and activities visible and well known.

- I always try to be an ambassador for the college. We should always be willing to talk about all the services and opportunities we provide to the students. Word of mouth is one of the strongest methods of getting the word out.
- While visiting communities flyers can be distributed, word of mouth, displays that are used at booths during fairs and festivals allows us to talk and provide information about WGTC
- Provide information through local churches, newspapers, and social media
- Radio, television, campus events.
- Share info with key personnel in school system, city/county government, churches, and civic organizations.
- na
- See question #6.
- To ensure that the communities we serve are aware of programs offered by Wiregrass, I have visited some businesses and distributed flyers as well as told them about our programs.
- I can continue to spread the word about how Wiregrass Adult Education can make a difference in their lives and make people aware of programs at Wiregrass by promoting Educational fairs and promoting fairs to educate students about other programs once they complete the GED program.
- spread information by word of mouth or provide brochures
- Recruit at events when possible
- Word of mouth and attending community events.
- Not sure.
- Department booths.
- Discuss the course offering to family, friends, church groups, etc.

The committee structure allows for shared governance. Are there others you would like to be involved in or see started?_54

- no that I know of
- N/A
- N/A
- I don't know of anything at the moment.
- I would like the ones we have to be allowed to make decisions and serve the purpose they are intended to have.
- no
- N/A
- others what?
- Technology
- We need a faculty governance committee. If we are a college, we ought to act like one.
- No
- I am on one committee that is not structured. We did not follow the Robert's Rules of Order; therefore, we did not vote on any decisions nor was anyone taking notes. We met for documentation only. We have not had another meeting since the first one.
- None that I can think of at this time
- Don't know
- Mediation/dispute resolution. I have not had a need for this personally, but I have seen other people who could have benefitted. I have received training on this and served on such a committee at a previous job.
- Not sure
- No. However, I would like to see the committees have more a of say in the processes at WGTC. Giving committee members a voice would get people more involved.

- N/A
- N.A
- No
- No
- n/a
- No
- A Committee of Appreciation that makes sure we are recognizing the business, manufacturers, as well as student government.
- no
- I was never asked to be on a committee. I would gladly serve if asked. If you look at the employees on the committees you will find many employees on multiple committees and I do not feel that gives the college adequate representation.
- none at the moment.
- none
- Make sure committees have the correct people on them. A committee that makes decisions on classroom related teaching methodologies, should at the very least, be a majority of instructors.
- n/a
- Recruitment
- Not at this time.
- N/A
- NA
- No, we have too many now.
- No
- No.
- No.
- I already serve on several and not sure if we need anymore. We may even have to many.
- -
- N/A
- N/A
- We need a Faculty Senate. Too many decisions are made that effect us but we have no input into the process. We know more about what works and what doesn't - but are never asked only told.
- Not that I'm aware of.
- N/A
- N/A
- no
- n/a
- none
- N/K
- None
- No
- Not at this time.
- Wellness Committee for people who want to be healthy and trying to do some thing about it. For example have free blood pressure checks and the allied health students get to do it. Also have healthy meals and snacks through the semester, let the culinary arts students prepare the snacks.
- no
- No
- None, I am on three.

- Yes, a college moral committee.
- No
- Committee that can help promote student success such as with providing outside resources and help with retention. (This could go hand in hand with Marketing & Institutional Communications Committee).
- I would like to get the center started back up for Early Childhood in Fitzgerald, Ga. This would help the school as a whole out tremendously and also my students and me. My students would be able to do there observation there and I could just walk down and do the observation. Time is saved, money is being made by the school and money is being saved for students and the school due to me not having to travel to do observations. I feel this Early Childhood Center need to be put to use. I know our numbers would go beyond with available child care for our students and workers.
- n/a
- NO I WOULD NOT SEE ANY OTHERS AT THIS TIME.
- No, because not all committees are created equal and allow for shared governance. Some committees are just information sessions, and cannot create new policies or procedures. Noticing ways in which student success could be achieved is ignored. Experience and expertise in your field is irrelevant to individuals who make decisions because those who make decisions have goals other than student success (i.e. increasing revenue, increasing reputation, suppressing dissent, political, and personal elevation).
- No
- I'm not sure
- None at this time.
- The committee structure is no effective. The committees do not any authority to voice opinions or ideas that could help the college. Usually, there are people in the committees that govern what the people think and how the meetings should go. Most of the time, items have already been decided before the committees meet and no one has included the committee chair, so items can be taken back to committee. There are only two people on this campus that make the decisions about everything and anything.
- n/a
- no
- No.
- no
- No, I am on the ones that I feel I can have a positive impact with.
- Not at this time.
- allow students to
- if this survey is anonymous how do you know what committees I list to be involved in; would like to see faculty morale committee back
- I believe the committee structure for WGTC is a good and strong gesture for employee input. There may be some question on their effectiveness. I don't see a need of the creation of additional committees. I do suggest consideration be given in which the President meet with the committee chairs, possibly as a group, to get feedback from the committee chairs on the effectiveness of the committees and participation of the members.
- committees are good
- no too busy
- Because of my schedule, I am unable to serve on committees, but I would like to.
- n/a
- Not at this time
- Not at this time.
- no
- N/A adjunct faculty

- I would like to see more college communities. I think that this would help our students advance in their career path.
- No
- No.
- Not very involved and seem like a waste of time
- no
- No
- No
- I love the committee structure. It allows me to make decisions for the college and gives me a better understanding of what is going on.
- More student-based activities, clubs and organizations.
- na
- No
- No.
- None
- no.
- No at this time.
- The committees don't seem to really allow for shared governance. There are only a few making all the decisions and none of those are instructors. As a matter of fact, a few of those that seem to have input have never taught one day. The committees seem to be in name only. We even have specific requirements for the make-up of the interview panel for new hires and the recommendation of that panel is not even considered in the final decision - why have one? I respect that the President has full authority to hire whomever and don't resent that but to put new hires through a committee panel and that panel's opinion not even be considered seems like a waste of time for all involved.
- I know we have a social committee but I feel we need a morale or empowerment committee that focuses on the employees are individuals as well as team members.
- I think the ones we have are sufficient. Some just present information and do not give the opportunity for employees to give input.
- NO; WE HAVE TOO MANY COMMITTEES IN MY OPINION. IT SEEMS LIKE WE BASICALLY FORM THE COMMITTEE FOR THE SAKE OF CHECKING A BOX TO SAY WE HAVE A COMMITTEE. MOST OF THE TIME THE DECISIONS ARE MADE FROM ADMINISTRATION.
- N/A
- N/A
- N/A
- Small on campus events such as student /staff events.
- Not at the present time
- n/a
- Not at this time. I am on a committee and volunteered for another committee :) I like the committee structure. Often one of the committees I serve on makes a decision -->the leadership team is not happy with it -->then the committee is encouraged to make a 'different' decision with the influence of exactly what they want the decision to be. Why have a committee if the decisions don't stick?
- No I'm good.
- No opinion on this matter.
- No.
- No
- No.
- No.

- No
- N/A
- No
- No.
- Gen Ed is often the red-headed step-child of technical schools. We should allow them to feel more included in the system because students must pass these classes in order to graduate. Thus, we should create a committee that centers around Gen Ed inclusion.
- I would like to see a recruiting team. This team would be responsible for attending different events, career day at the schools, career day church, even to connect with different employers to offer career day on jobs.
- not really.
- no
- I have not been informed of committee structures nor it's nature and on how to become a part of one. Therefore, I cannot comment on any preferences or the development of one.
- Not at this current moment
- More activities for students, such as Skills
- No
- None at this time
- no clue
- no
- N/A
- One committee I heard of was the website oversight committee. I heard of this through a reminder that appeared on my calendar. This committee seems important for helping provide service to existing and prospective students. What bothers me about this committee is that it seems to have been created in a sly manner and not advertised to the general staff body. I would have liked to have an opportunity to join this project and provide insight. I feel that people were purposely excluded so that certain people could have their way.
- None I can think of...
- Not at this time.
- not that I can think of
- Not at this time.
- No Comment
- no
- np
- no thanks
- none
- No.
- none
- N/A
- none at this time
- No
- Not at this time.
- Retention Committee
- NO.
- NA
- No.
- None
- na
- No.

- No, there aren't that I would like to see started.
- I think everything needs some improvement and I need to stay involved with my students, employers, and employees. I can open minded about new suggestions to better programs.
- N/A
- Not at this time
- N/A
- Not sure.
- None
- Not at this time.

What ways are you included in the decision making process for WGTC?_55

- unknown
- I am not. This goes back to communication. Decision making excludes those that are on a certain level and we are often the ones interacting daily with the students and implementing the policies. We are a valuable resource.
- Regular contact with DOC administrators
- I try to leave most of the decision making to the ones with the experience. However, I do feel when I have something to say, that I am listened to and my ideas are considered.
- I am on a couple different committees.
- other than my classroom directly very little else
- By being allowed academic freedom in our classes, that go by our state standards.
- I make all the decisions for my classes.
- budget requests
- I'm on a few committees and sometimes I am asked questions. I don't think anyone listens to my answers though.
- Through involvement in committees and faculty meetings
- I am included in the decision of my department.
- At the program level, I have the ability to recommend certain changes when I think they are necessary such as changing books for example.
- I don't know if I am involved in the decision making process.
- I don't feel I am included.
- Library Committee
- I am asked my opinion regarding my specific area.
- not at all
- I'm not.
- Very involved with decision making concerning the Institution
- My duties allow my input.
- not included
- Committees
- I serve on some of the committees.
- In general decision making, I am not included. In my department, ideas are requested and considered.
- I am not included in any decision making processes at WGTC.
- as a student I am a member of Student Government Association and President of Student Veterans of America
- I am to carry out the decisions once they are made.

- i really don't feel like I am. sure I can control my program, but even then, I have had deans tell me what type of tests I have to give or I have to have discussion boards. I've been on committees and made recommendations, but nothing ever comes of it. I know I don't have all the answers, not saying I do, but it does seem that the higher up your job title, the more important your opinion.
- I am not.
- Committees, supervisor, etc
- I help make decisions in my department by working with my supervisor and co-workers.
- N/A
- NA
- recommendations
- By feedback in professional development meetings.
- I have a voice in the technology being used organizational wide, as well as identifying technology that will allow for the college to continue to compete with other educational organizations in this sector.
- no way
- This survey, if taken seriously is a good start. I can only make suggestions and offer solutions to problems and hope that it makes it up the ladder to the main office.
- -
- I guess on a small scale, through surveys such as these.
- surveys we take, meetings that i'm invited to.
- I'm a member of a committee, but we have no power.
- Committees, Part of Senior Staff.
- We have a curriculum committee for my program that allows instructors to share their resources that work the best for them. We all learn from each other.
- Through participating in surveys such as this one.
- By being on the committees.
- none
- asked by upper administration
- N/K
- I am included in many of the decisions for academic affairs.
- I am not.
- I offer my thoughts and ideas to my supervisor. I do know that my ideas count.
- committees, my director includes me
- mostly just my department and advisory committee meetings
- Surveys and shared governance committees are ways to try to participate in decisions.
- None.
- A lot of times none, but there are a few.
- by offering input on different idess and programs in our dept. to be implemented.
- When participating in surveys.
- I am not included.
- By sharing my ideas with the lead instructor.
- I AM NOT INCLUDED IN THE DECISION MAKING PROCESS FOR WGTC.
- I am not included in decision making processes. I am on committees which are not allowed to influence policies or procedures. I am made to follow policies until a student has a complaint that would reflect negatively on upper management/administration. Policies/procedures are ignored and not upheld if a student complains to any administration or posts something on facebook. Example: student registered for classes, and then dropped them within the second week. They have a large balance due to financial aid. Student complains and goes above the heads of the appropriate departments. Student is allowed to have their courses dropped to get rid of their

balance, or is allowed to setup a payment plan. Yet other students, who withdraw at the same time, are held to their balance because they did not become vocal or volatile.

- Coordination with area supervisors about curriculum and cooperation with area high schools.
- I'm not actively involved in the decision making process for WGTC.
- Through departmental meetings.2. Serving on WGTC committees.
- Not included, things are decided and then put into action.
- none
- Helping with the barbering program
- I can make decisions on textbooks for the courses taught, but other than that instructors are not usually allowed or included in decision making processes.
- none
- thru the committee process.
- My Dean asks for input in decision making. Committees I serve on have some input.
- being on one or some committees on campuw
- not included
- I serve on a committee.
- being asked my opinion. we are encouraged to express ideas.
- I don't feel that I am. Decisions are mad, people come and go and I find out information through the grapevine!!!!!!!!!!!!
- I am not.
- n/a
- supervisors ask for input, surveys, by going to a supervisor and sharing an idea, sometimes by voting
- Surveys, the opportunity to update the Mission Statement,
- This survey and the committees I am on in the program I work in.
- N/A adjunct faculty
- I am very limited in the decision-making process at WGTC but not because I am over-looked, I have not applied myself as much.
- I am always consulted before a major decision is made in my area. This has not been the case at other schools where I have worked.
- I am not really sure.
- committee meetings
- Not at all or very little input
- not sure
- Not
- member of various committees
- In every way. Wiregrass is awesome.
- Faculty meetings and staff development.
- na
- I am on a committee but really do not have a say. We are pretty much told and the meeting this is what we are going to do.
- I voice my ideas, but decisions are made at the top of the ladder.
- Through committee board meetings.
- by attending committee meetings,etc.
- I am included on the decision making process at WGTC through surveys and staff meetings and serving on committees.
- I'm not.
- Surveys like this for one... Committee participation... Open door policies of administration... etc.

- By committee's, by this survey, etc. I still think that the college has a lot of room to improve in this regard. Decisions are still made behind closed doors by a select few.
- SURVEYS..I SUPPOSE
- N/A
- By being part of the staff and having direct contact with students to know their needs.
- N/A
- N/A
- Sometimes it appears as if directors are included in the decision making process but they ultimately are not; deans make the decisions and override any decisions they do not like; they should be the directors and deans; an example is an interview committee; there is no need for a committee because the dean makes the ultimate decision regardless so drop the committee
- Well, my dean's open-door policy greatly helps with this.
- Given some decisions on committees - faculty has very little decision making ability. Research this - follower-centered leadership versus leader-centered leadership Wiregrass uses leader-centered but the organization would have MORE SUPPORT if they effectively used follower-centered leadership.
- Mission Statement, Committee Meetings
- Set on a committee, our dean listens to us and hears our recommendations.
- None, except for maybe my semester scheduling.
- I'm not sure that I am.
- We hold meetings within our department to help change policy
- Serving on the Physical Facilities Committee and providing input.
- None.
- Committee involvement, my Dean asks what I think of something and sometimes takes my ideas into account
- only through employee survey
- No comment
- Majority of the time, I'm told about the decisions after they are made.
- Not much. As I stated earlier, the decisions are made by the administration. Any new and exciting ideas are usually shut down without much consideration, unless they financially benefit WGTC. Our students should not be considered as customers who need to be served. They are students who are here to learn. If they are not learning, then we are not doing our jobs. And, they cannot learn if we are not treating them as adults by holding them to deadlines. As a technical college, we are to get students ready for the workforce, but we are not doing that if we continue to hold their hands (or give them multiple chances to complete an assignment) to make sure that they pass a class. Their future career and employers would not give them multiple chances.
- I'm not yet involved but I hope to become more involve with the decision making process in the future.
- I work as a team with my coworkers to get task done.
- very little
- I am included in no decision making processes.
- I am provided with a survey that allows me to voice my opinion or offer additional suggestions.
- By being on teams and participating in different activities
- None
- We are asked college-wide questions about topics and are able to response through email or surveys
- Even as an adjunct, I am always asked for my opinion.
- I am included
- I am involved in the surveys, an open communication with my supervisor.
- I'm included in the decision making process through meetings my department has, but I'm rarely included in the process outside of that.
- I have input to my dean.

- Consultation about my program.
- Through surveys such as this. Through our committee meetings. And departmental meetings.
- Completing evaluations, offering suggestions, etc.
- No Comment
- i'm not
- none
- employees are included on committees and via surveys
- very
- About the students and how we can make them feel like this is their school, not just a building they come to every day.
- Advisory committee
- As a new employee, my decisions have so far not extended outside of my specific programs and how I teach me classes.
- surveys
- My Dean always involves me in the decision making process for all students taking courses in my field
- I am a new Adjunct instructor.
- As part of the senior staff - we can always present our thoughts and opinions. In addition we all serve on committees that provide a voice.
- Serve on various school committees.
- NA
- NA
- Committees. Budget process.
- na
- Staff meeting with my department.
- By completing surveys, involves me in the decision making process for Wiregrass Technical College.
- I am included in decision making process when I attend educational training, workshops, videos, and complete surveys. I also have the opportunity to discuss problems and ways to better the programs with my employer.
- I help students get enrolled into school.
- N/A
- I serve on a two different committee.
- None, that I'm aware of.
- I am part of committees.
- Serves on committees, participate in leadership meetings, and departmental meetings.

What ideas do you have for increasing the student enrollment at WGTC?_56

- unknown
- I would have said focus on retention but I think the ARC will help with that going forward.
- N/A
- Like mentioned earlier, I think we need to focus on the adult population in the communities and those interested in returning to school. It seems to me that the only emphasis is on high school and middle school students. I think focusing on middle school students is a waste of time. They are not old enough to make decisions about continuing their education. That time could be used on those interested in attending our school. Wire up needs to focus on just high school students and adults in the community. I have never understood why there is so much focus on middle school because by the time they get to senior status, they will not remember any of this. I know from my experience in working with middle school students.

- Capitalizing on untapped potential in Adult Ed students; supporting our new students who are in need of learning support and planning for their first time at a college.
- our system TCSG as a whole needs to target grade schools and middle schools, because what the kids are being taught is without a 4 year college degree you are not going to be a success and since most of our high school students are not going to get a 4 year degree but don't want to come out here because it is just a trade school and the kids are taught philosophy that young.
- I think by offering more and more programs to local highschool, that would lead into those students who participate in the high school programs to come to WGTC.
- Scholarships to high school students
- expand LHS MOWR offer more transfer credit classes
- Quit running off the good teachers and leaving the worst ones to teach.
- Add more occupational classes in the high schools
- First we really need to reach out to more nontraditional students and have programs accustomed to their needs. I think that Instructors should be mandated to go to community events on Saturdays to recruit students.
- Networking and letting people know about the program. Social Media is a great way to do this as well, and I notice my particular program is never mentioned on the Wiregrass facebook page.
- By getting involved in the community functions such as the BBQ festival and going to the stores like Walmart and Harveys and greeting the people of the communities we serve and letting them know the about the programs offered at Wiregrass.
- Find ways to offer more "hands on" training that does not require as much English/math. Many times older people just want to "learn a trade" and are not interested in taking core classes. The problem is that Pell doesn't pay for most of the TCCs that don't have core requirements, and many students can't afford the classes on their on. I know it can't be a free ride for everyone, but we often lose folks who don't want diplomas or degrees.
- Not sure
- Developing more student based activities.
- We need to have a more involved community presence in the areas we serve.
- Adding more programs and more programs that can bridge over to VSU or other colleges. Also, have more Tanberg classes so students on different campuses can take the classes that aren't offered on their campus without having to drive an hour or so.
- Don't know
- Pursuing those who just lost their jobs due to plant closings.
- transitioning GED students by involving them in activities, more technical certificates and/or continuing ed. classes.
- More involvement in each community.
- We have to first let the ones we have know that they are important and then going out into the community doing more face to face promotion
- Strive to improve our reputation be providing good service and quality instruction.
- Hire and keep excellent instructors. I have seen too many qualified instructors leave WGTC in the last several years because they were unhappy at this institution.
- going out to the community, getting some sort of partnership with Moody AF Base for certifications, testing, ect., finding a way for VA to pay for continuing ED for certification, grant writing and other classes that we get question on to help advance careers and education, make sure more options on financial aid assistant, offer more programs where GED student can attend GED and program of study.
- I submit suggestions as soon as I think of them and have submitted several ideas.
- I feel we need to be more involved in the creation of online rich media content. Marketing via banners, newspaper ads and TV commercials just isn't enough anymore. We need more of a video presence on YouTube, apps on the Play and App stores and an updated webpage.

- Keep your GOOD instructors, Students complain that they cant find who their friend had, or they heard this one is good. This matters to students. Make using the internet easier, il understand bandwidth problem, but if other colleges have YouTube, Facebook etc.. you don't think that makes a difference in this day and age your wrong. Do something about book prices. That would make a big difference!
- I think that there needs to be one dean per campus that can focus on student enrollment, ensuring all programs are being taught at a level in which we are proud and ensuring we meet the needs of each campus. Credit instructors need to recruit from adult education. We also need to look at the cost per student beyond what HOPE pays. Is there a way that we can reduce textbook costs?
- Perhaps, presentations at and/or working with local high schools in each of our service areas would be beneficial. I think that some young people are not aware of the programs offered or not exactly sure what they want to do after high school...
- Start on the students early. More use of the MOWR programs from 9th grade on up.
- NA
- promote our mission and project our programs so they attract students.
- None at present
- More free app days. An increase in marketing spots by instructors to promote their programs.
- We should offer free application day online
- Work harder to retain our quality instructors. Reputation plays a big part in recruitment and retention.
- Create incentives for students for students to want to come and remain on campus. For example, offer more fields that might attract more varied students. a number of students have said they would love basketball or other athletic area wile waiting in between classes.
- Getting the information out, very important.
- color printed hand outs, events that are opened to not only student but prospects as swell.
- My program is never highlighted in any advertisements. I know we have a lot of programs and all cannot be highlighted. Rarely is anything put on Facebook about the school any more.
- Targeted marketing to MOWR students prior to high school graduation. Apprenticeships with local industry for current employees that do not have an education. Flex schedules for classes (where appropriate) similar to Moody Fast Track program. More student activities that fit our student type and encourage them to be involved.
- Advertisements and also encouragement from staff.
- Continue hosting events such as Wired Up. And participating in events at local high schools that will promote the greatness of Wiregrass.
- Advertise the program and let the students know there are jobs out there for them.
- recruitment and retentions, helping other have more support during the admissions process and in atleast semester one.
- get in the schools more with the parents. Parents do not know what we have. Students don't always relay the information.
- The outreach to high schools and companies.
- We need to market to potential students who are out working and would like a new career field.
- Keep going out into the high schools and such.
- I think students that have graduated would do a great service to their communities if they returned to their respective schools and spoke in small groups to possible students.
- open house, Holiday open house, recruitment in the Park day
- reaching out to high school students and their parents so that they know the opportunities available
- Ensure that we have quality programs that prepare people for high wage in-demand jobs around this region of the state
- Advertising and word of mouth. I tell my story and you tell yours of how Wiregrass has helped you.

- We focus a lot on high schools. Lets start going to the mall twice a month. It does not have to be on a Saturday. The mall is open everyday.
- By going out and getting with community organizations and passing out flyers and putting together presentations.
- More community involvements in events and helping the community. Community service, show the community we care not only about education but improving lives. We can wear our WGTC shirts and hand out information while serving at food banks, cleaning up parks, etc. Not just wait for an event to come up and participate, but create a community event. This can strengthen the community tie to WGTC and business within the community. All it takes is one person to see the changes we can make and it will start a conversation for future students to be a part of what we can do. Parents/grandparents can see all the good work we do and they can encourage their children to be apart of what we do. Parents/grandparents want to see their children doing good and making something of themselves. By getting student involved in community service projects we can keep students off the streets and out of trouble at the same time prepare them for careers. This can also promote work ethics in our students and help retain them. Students/younger generations love to be social able and make connections this can help give them mentors and help them with careers.
- The idea I have is getting the Early Childhood Center opened back up and possible implement them on all the campuses. Most people I talk to tell me they would love to go back to school but they don't have a baby sitter.
- Communication better with the student and be more understanding.
- ADVERTISEMENT TO THE HIGH SCHOOLS, RADIO, AND NEWSPAPER FOR THE COUNTIES THAT WGTC SERVES.
- Improve quality of students
- Recruit at high school events for graduating seniors.
- Do a lot of recruitment in area community-sponsored events.
- Have a Learning Support program in the Arts and Sciences with a teacher in charge of student learning rather than a computer.
- Focusing on the student, not the bottom line.
- offering more programs that interest the students
- Making sure our programs reach the right people by putting out flyers in schools , comunties and surrounding counties
- More marketing of programs through college and career fairs and more awareness of programs offered. There also should be more articulation agreements in place with VSU to smooth the process of students that want to continue their education after graduation from WGTC. Many students want to get their associates and advance to a bachelor's degree in the same field, but are unable to transfer most of their courses to VSU.
- I think we need to go back to a quarter instead of semester term. I think that would draw in more students.
- partnering with the high schools, advertising at the unemployment office and job placement centers around town.
- I think we need to focus on informing parents of 8th graders on the Duel enrollment opportunities available once their child enters HS.
- continuing community events
- put focus on mission of workforce development
- Ideas of increasing student enrollment, to me goes hand in hand with retaining students. The ARC was an excellent idea. I would like consideration of an update by the ARC be be shared with faculty and staff on the its effectiveness. Our best recruiters are the students we serve and their employers. Some ideas I have for increasing student enrollment would to not only feature students that have successfully completed a technical program at WGTC but ask the employers to speak on the students' behalf during a television, radio, or print media. My opinion when paid staff promotes a program has less validity than if a student, graduate or employer promotes a program.
- get back to the basics of short term, job ready programs

- If more loans are scholarship are available the enrollment would increase
- Morale- happy instructors make the program. 2. Training-informed teachers enhance the program. 3. Activities- Give students a well-rounded college experience. 4. Efficiency- I have heard several grumbles from students about the inefficiency of the school and programs.
- n/a
- Promoting our graduates successes in the newspaper. When people read of others successes, they will think, "I can do that!" and want to join the success.
- Meeting the students needs and the needs of the community. Financial Aid has a real deal breaker for students. Motivate the students.
- None
- Consider needs of the community/student population. Night programs, while difficult to begin and often maintain, usually pull very motivated students who have no other time for school.
- For those who are in high school or even middle school, we need to appeal to the parents more. They really don't see the advantage of technical education.
- I know of none that we are not already doing.
- I have no ideas on increasing enrollment.
- starting with the high schools is working
- Dedicated involvement and information sharing at many levels
- none
- communication
- Advertisement for our programs ie; program banners we can display at job fairs and such
- Retention of our current students. No student is allowed to fail due to academic reasons. Provide sufficient support services.
- Increase morale among faculty and staff and then enrollment can also increase.
- More time spent out in the served communities showcasing our programs and answering questions whether about programs, admissions, or financial aid.
- See numbers 3 and 5Some specific targeting to the Hispanic communities. We need fluent Hispanic speakers to visit and speak with the families. This will help the non-English speaking extended families understand and be a part of the system.
- Make more classes offered online and more night classes.
- Spreading information about our program to surrounding schools, and getting high school students more involved in their vocational tech programs.
- by promoting the college every time I have a chance.
- WGTC should find ways to assist our foreign students with the exorbitant amount of fees that they have to pay.
- Continue to market to the parents of high school students, advertising, and word of mouth.
- We must make our presence known. PR does great but cannot do it alone.
- Offer more programs. Offer more courses each semester. Increase evening offerings.
- RECRUIT MORE IN MEANINGFUL AREAS-HOUSING AUTHORITIES, BATTERED WOMEN SHELTERS, CONNECT WITH LOCAL CHURCHES. IF POSSIBLE, SOME CLASSES CAN BE OFFERED AT ON LOCATION.
- Networking:Getting other agencies involved to promote WiregrassExtending the free application day.
- More online class offerings.
- N/A
- Promoting in the right areas, targeting people who want to find their career path and have better opportunities come there way. Also letting them know that after they graduate WGTC is still by there side if they should want help find a job.
- Commuter's discount; up the menu and food variety at Upper Crust; give food discounts for grades; offer attractive financial incentives to students with children/families, jobs

- Though we are already in the community high schools, is there something that could be done in the form of after school programs for some hs students? This would be a great way to market to students who may not consider WGTC as a first option after high school. Also, student retention is critical to keeping numbers up, to which we can all immediately contribute.
- MOWR has been our golden key to get these HS students! Great plan from the State!!!
- High School visits targeting VICA / VOCA / FFA and CTAE students.
- None at this time.
- Ensuring local high schools support what we do and encourage students to take advantage of the MOWR program.
- Offer more courses on the outlying campuses
- Continue to advertise and inform the community what the college has to offer to better ones situation.
- None.
- We need to have programs that offer meaningful degrees to our communities and that they transfer to 4 year schools.
- More exposure on the benefits of technical college versus a traditional college
- WGTC could leave pamphlets or flyers in public places such as the Public Library, Employment Office, and other facilities.
- I think we're doing pretty much everything we know to do.
- Higher standards.If we want to retain our dual enrollment students (the majority of our student population), we need to make sure that our standards are higher. Many of our high school students do not take our classes seriously because they see us as a transitory school--one they get their core classes at and move on. One student even mentioned that WGTC was "the trade school by the interstate." If we want to retain these students and increase enrollment, we need to change our perceived image.
- Recruiting more students and showing the percentage of students that goes straight into the workforce after completing courses at WGTC
- have more programs that are for jobs in this town.
- We need more TV adds
- I shared some of my views in questions #3,#4, and #7.
- WE need to poll current students to see what suggestions they have that will increase student enrollment. More departments should be available to attend community fairs that will increase recruitment. We need more publicity within the community. (face to Face recruitment is important)
- Talking to people out in the community
- None
- Transition all of my studnets from GED to Wiregrass first, unless they are serious about going other places.
- offer different times and more online classes
- Continue to advertise
- Partner with popular radio stations, increase the creativity of flyers (they are already amazing), continue to use student testimonials.
- To increase student enrollment, Wiregrass really needs to court experienced, dedicated instructors. If you have excellent instructors, the quality of education goes up, and by word of mouth, more people hear that Wiregrass is a good school.Over the past few years, I've watched numerous departments have a revolving door of instructors after an experienced instructor leaves. This seems to happen because young, green instructors are hired, and these quickly realize that they have better opportunities elsewhere.
- Work harder and the things I listed above.
- Turning out a quality student that has a job in the workforce will increase the amount of people interested in coming here. Offering programs that fit the local need.Offering flexible classes conducive to student learning.

- I love that we are providing more TCC's - I think this will help encourage folks to come take a semester or two with us and then hopefully see the need to return for a diploma and/or degree level.
- Participate in community events.
- No Comment
- n/a
- none
- advertising and one on one recruitment
- more direct marketing, more workforce involvement/ownership
- Getting more involved in the community and asking people what suggestions do they have that could help us help them.
- Offer more classes that the students and community are seeking. There are a lot of people in the community who travels to other colleges and towns to enroll in the courses offered, such as Medical Assisting, Surgical Tech, Xray tech. These professions are on an increase and Wiregrass does not offer them locally. The people in the community have to drive 30 minutes to Tifton for these courses.
- I am confident that I can assist in increasing enrollment by doing a bit of what I have listed above, attending more local film festivals, creating an annual (at first) film festival to be held on campus. Creating a YouTube page
- more recruitment activities
- More MOWR courses facilitated at local high schools
- The list on number seven are a few ways I think would work.
- areas need to be considered - 1. retention (save the ones you have)- take a close look at gateways, flexibility, empathy (life happens) 2. find ways to streamline the system of getting them in (many take the time to come in and start the process, but do not follow-through)3. promote end-of-program opportunities (careers) - that's why they come 4. I know online does not have a favorable view- but in this age of education - a robust and quality online component is a necessity. I suggest investing in a instructional designer that can develop a strong online program area (content, methodologies, and assessments)
- Continue to aggressively recruit students at all events that WGTC may have representatives in attendance.
- Recruit student attendance and participation
- NA
- Offer more opportunities for programs that don't require core classes and put students to work sooner. Example - Having a hairdresser who didn't get a diploma by taking ENGL or PSYC is not important to most people. Knowing the competencies to pass the licensing exam is what really matters. I think we could attract more students if they could complete the programs in less time.
- na
- Community events participation, encourage students to refer other people we can serve, etc.
- The ideas that I have for increasing enrollment in Wiregrass Georgia Technical College includes continuous advertisement through flyers, social media, and face-to-face communication with local businesses.
- WGTC can go out to the communities to invite students to come to the school for free tours and do some educational promotional fairs that involve free gifts. Show the people that WGTC will go to the extreme to increase the enrollment at the school.
- go out into communities and high schools to spread information about the programs by word of mouth, social media, brochures, etc.
- Focus on retention. Word of mouth from a satisfied student goes a long way
- No absence policy. Offering students loans.
- Not sure.
- None

- Assign part-time recruiters to go into neighborhoods to meet with groups and discuss the earning potential of the various programs. Offer suggestions on how to prepare for positions that may require the student to relocate.

What are your suggestions to improve current programs offered at WGTC?_57

- unknown
- Think we do a good job
- N/A
- I just think if more courses could be offered at all locations the enrollment would pick up plus offering evening classes for those that work during the day and cannot attend during those hours.
- Our learning support could be implemented differently. More of an effort at retaining instructors would be helpful. Looking at real reasons why programs/instructors are struggling would be essential. Allowing that information to be collected by a non-threatening source would give truthful results.
- faculty retention. This place has a reputation of a career of 6 months or lifetime with very little in the middle
- I think the programs at WGTC do a great job!
- get rid of the hair and nails dept.
- improve budget request process
- N/A
- Some program areas would benefit from remodeling
- We really need to work with some of our Instructors because their attitudes toward students result in students going to other colleges.
- Competitive admissions has helped some, but I feel more effort should be focused on work ethics. I think a course in work ethics should be taught as a core class before entry into any program.
- Pay Instructor more money so they are not tempted to leave when another offer is given to them. We loose to many good instructors and the instructors are what keeps our programs going.
- More/different programs at the smaller campuses.
- Do a Needs Survey in our service area.
- I think we need to take a look at programs with low enrollment and those that do not have a growing job field. We should consider revamping our program offerings to offer current programs that are needed within out service area.
- I think that if a certain program is offered on one campus, all specializations of that program should be available to the student on that same campus.
- See above.
- Don't know
- I don't have any.
- more technical certificates
- Make sure that the instructors get the support needed.
- By making sure we have the supplies and equipment that they need and trying to correct internet outages as much as possible.
- Programs should be evaluated to be sure that they should be retained. We have programs here where few students graduate and completion does not improve the students' ability to earn a living.
- Hire and keep excellent instructors. I have seen too many qualified instructors leave WGTC in the last several years because they were unhappy at this institution.
- More evening course in Business, core classes, more classes face to face rather than online.
- No suggestions at this time.

- One major issue in the classroom are computer systems. We have slowly been updating computer hardware, but the software is not being maintained and not being updated properly. The IT department is in dire need of a complete overhaul in how they operate their department.
- Stop with the book price hikes! That all I hear from students. That and the CD that go with the books. Make us the college that doesn't charge an arm and a leg for books.
- I think that there needs to be one dean per campus that can focus on student enrollment, ensuring all programs are being taught at a level in which we are proud and ensuring we meet the needs of each campus. Effective observations need to take place in the program areas.
- I heard a student the other day say that an instructor told her at the beginning of classes that only about a 1/3 of the class will make it out of the program and graduate. This shocked me! Instructors should be supportive of students and promote their program. Instructors could also offer tutoring hours or perhaps this can be tied back into the library and have tutoring in there during certain hours?!
- Allow for more flexibility in teaching styles. All teachers teach differently and when you allow a teacher to execute in the best way possible everyone benefits. In addition, establishing a set fee for instructors per class would help. Instructors don't take a class with fewer students any less serious, but when the pay is drastically different from what was anticipated it kinda saps the energy and fire out of the professors.
- NA
- improve instructor training and continually update labs and equipment so that we provide the best environment for students.
- None at present
- Ensure budgets will meet instructor needs in the classroom to give students the most up to date equipment and technology to work with during their time in their program.
- Just growth in the programs
- Increase cooperation and collaboration within each program on each campus. If a program is doing something on one campus, perhaps the same program on the other campuses should be doing the same. The divisiveness within some of our programs is horrible.
- Encourage internships.
- N/A
- Keep hiring great instructors.
- It seem we sometimes start programs with very little commitment to its success. Determine what is needed in our community and commit to it.
- Just faculty that want to be involved. Faculty make or break a program. Their enthusiasm or lack of it carries over to the classroom, to employers and to staff.
- N/A
- N/A
- By making sure the instructors have something about their programs to give out to student or anyone interested in the program. The student can ask for a pamphlet on a program and there is not any material to give a student.
- None, I think the program offerings are good.
- i think it is great
- N/K
- Need to take a look at new future positions that may be needed.
- I think our programs our great. Maybe adding new programs.
- None at this time.
- evaluate which programs are working,growing and those that are not.
- have consistency in staff and programs across all campuses, compensate staff with salaries that are comparable and competitive in the field that they are in

- Actively engage students in the classroom. Have regular industry visits to ensure our technology and curricula are aligned with employer needs.
- Make sure we are coinciding with the communities needs.
- Lets make sure instructors are being held accountable. Look at the annual report from Career Services.
- Making sure that we are using the latest and most popular materials to teach our students.
- More medical programs. Agriculture programs if Coffee County. Promote work ethics in our classrooms more. I know our instructors are very busy, but by increasing work ethic activities this can improve student learning in and outside the classroom.
- My suggestions is to participate in different events in the communities and word of mouth.
- Get programs that's needed for this area, where students will not have to travel for specific programs.
- ADVERTISEMENT TO THE HIGH SCHOOLS, RADIO,AND NEWSPAPERS FOR THE COUNTIES THAT WGTC SERVES.
- Some of our programs are not needed in field. For example: Criminal Justice. To become a police officer, you just have to attend their academy. Do we need programs that have low enrollment or job perspective? What if we introduced programs that are likely to lead to better employment? Could we have more courses that would lead to VSU? What about an associates in Social Work, Court Clerks, Art Design, Biology Major, Pre-Med, etc? What are skills that someone would need to work as a tech in a hospital? Or to become a manager at a chain restaurant or store? Could plumbing or building construction be brought in? What "blue collar" jobs are abundant here that require some experience?
- Better access to academic databases, such as JSTOR.
- I have no suggestions at this time.
- Restructure the Arts and Sciences Learning Support program.
- Terminate a lot of TCCs that have been added. We took a perfectly good Cosmetology program and shattered it by adding TCCs and providing ways for students to graduate early.
- none
- Make sure programs have labs, and computer labs available for students in their program
- Lessen the course load required of instructors, so they have more time to plan and prepare for the courses they must teach.
- I have no idea.
- Keep them funded and upgrade to industry standard to ensure we are training the student to the highest standards making them employee-able.
- Making good hiring decisions. The best teachers are knowledgeable, enthusiastic, outgoing, positive, and have a thirst for knowledge. We should be looking for these attributes before we hire anyone to teach our students.
- invite the real workforce more than once a year.
- let faculty create their own schedule because they know what they need and have to fight to get it changed; rotation schedule is not a one size fits all; classes should be scheduled to meet student need not a rotation need
- Suggestions in improving current programs is tough. Enrollment I believe would dictate the success or continuation of programs. I believe WGTC does a good job to provide the latest technology for student instruction. I may not understand the entire story but seems like we may have too many programs.
- deeper advisory board involvement.
- none at this time
- Make them easy for students to complete. Make them worthwhile. The word will spread quickly especially for students who want to get their degree and get done.
- n/a
- Strengthen the ones we have with as much hands on as possible.
- No suggestions.
- none
- Be sure standards for classes are clear to students, encourage student responsibility for personal actions.

- Keep looking for ways to make the programs attractive to our communities and community businesses.
- I know of nothing at this time that could be done in this area without spending a great deal of money.
- This is up to the department. Without an in dept knowledge of a program, I am unsure how I can provide suggestions to improve it.
- Programs are good and plentiful jut not enough interest form community for whatever reason
- Training to stay current with industry
- More continuing education programs offered campus wide.
- Have budgets able to sustain new technology
- Eliminate low enrollment programs or determine if a new instructor is needed to grow the program. We have limited resources and we can't fund programs that are under performing.
- No improvement to current programs.
- na
- See number 3
- More night classes, especially for allied health programs.
- More instructors.
- none
- None at this time.
- Spend time, resources, and money on making instruction better by investing in the instructors.
- Evaluate each individual and frequently for student progression, retention, and reasons for attrition. Stay current with advances and what the rest of the world is doing in that field. When necessary... make changes. Don't cling to what we have always done.
- Do our homework and find out why we have lost so many good teachers. Fix the problem when we find out what it is. This is a huge concern.
- TRAIN NEW INSTRUCTORS ON CLASSROOM MANAGEMENT. TRAIN ALL INSTRUCTORS TO BE POLITE AND RESPECTFUL TO ALL STUDENTS. SOMETIMES INSTRUCTORS ARE THE REASON STUDENTS LEAVE THE COLLEGE. INSTRUCTORS SHOULD SET THE TONE FOR THEIR CLASSROOM AND TREAT ALL STUDENTS EQUALLY. NO FAVORITES.
- N/A
- Keeping up to date with classroom resources.
- N/A
- Improved Technology based on each individual program.
- Current programs? All of them?
- n/a
- Remove non-profiting programs and the programs with little job-placement to allocate funding to the programs in need.
- Its always a work in progress, I don't have any suggestions right now.
- Offer them at additional times, perhaps more occupational courses in the evening for students who work 8-5 jobs. Update standards and curriculum to reflect the changing times. Stop teaching the same things, the same ways, and expect different results.
- Offering required classes for graduation during the summer semester.
- Provide the students with access to live tutors. Tutors.com does not offer all courses with a tutor. Also, there should be cutoff parameters for entry into programs. Weaker students make for weaker programs
- Course instruction is up to date on what is be needed and used in the job fields.
- Nothing that can be changed specifically at Wiregrass.
- I think we need to revise a lot of our programs to make them more current by building our own, if it doesn't already exist in TCSG. Also, we need to make sure the rigor is such that a student can apply what was taught.
- More quality faculty

- None
- Do a needs assessment and see if there's something else we can offer. Hire faculty that actually want to be here. Sometimes, credentials aren't the only thing that need to be looked at when hiring. This plays a big part in how well the programs actually succeed. The instructor can make or break a program.
- Communication and advertising is lacking. The reason many people do not attend events or participate in programs is because they do not know that they are available.
- A great curriculum for the course. This should outline what the students should know after completion of the course. There should be a general concern that the material being used to teach these courses line up with test that have been generated for the students.
- have more computer classes for Linux and cisco.
- run success stories in news paper
- Because I am unaware of the current status of the programs here, I cannot comment on any improvements.
- N/A
- Some of the instructors need to be more concerned about their students
- None
- None at this time
- none
- latest equipment
- N/A
- No comment
- Offer more hands on information and activities.
- Increase the quality of our educators.
- I see a lot of request for online classes.
- Bringing back certain programs that have been removed such as digital media and/or graphic design. There are a lot of students that are interested in those programs that are not able to participate in them since they have been removed.
- No Comment
- n/a
- none
- none
- better advisory committees, keeping us on cutting edge
- I have none.
- Add more courses geared toward the medical field
- I can only speak for my program, but I am very pleased with the facilities and the courses offered.
- more computer/study labs
- Be sure current programs align to job readiness skills
- I am not aware of any issues in other programs.
- i think the commitment to excellence is there (lab equipment and etc). I believe an investment
- N/A
- NA
- NA
- Shorten them when possible and still offer the main key competencies.
- Add the physical training portion of Law Enforcement to the Criminal Justice class. For example: Pistol and rifle training, defensive tactics, officer survival, cardiovascular fitness(fit for duty) training, handcuffing techniques, etc.
- N/A

- I feel that our current programs are very effective. Therefore, I have no suggestions to improve current programs offered at Wiregrass.
- Many improvements can come with training and educational knowledge.
- N/A
- N/A
- By improving our facilities
- Not sure.
- None
- Ensure faculty stay abreast of the new technologies in their field.

How can WGTC make better use of your skills and abilities?_58

- unknown
- Communication. Appreciate that those on the front lines, interacting with students and doing data entry are a valuable resource for how procedures are working.
- Offer basic culinary classes as part of DOC training catalog
- I feel like Wiregrass is using my skills. I am always happy to help in any way I can. Not sure really how to answer this right now.
- I trust that my supervisor(s) will involve me in things that they see I am fit to participate in.
- im good
- I think WGTC makes great use of our skills!
- shorter work day
- Better Planning
- I think they are making good use of them now.
- NA
- We answer these questions and nothing happens
- I cannot think of any answer at this time. I feel utilized appropriately
- Not sure about that
- Trust me more and allow me to use my best judgment without fear of reprisal. I always try to be professional in my position, yet at times I feel micromanaged and apprehensive/fearful of making a mistake. Have round table or other informal sessions where we can speak freely about our concerns.
- Not sure
- I am being fully utilized.
- ?
- N.A
- Don't know
- I already use my skills to the best of my ability at the request of my department. I believe my talents are being used.
- n/a
- Take suggestion from instructors who are with students everyday, in marketing programs, advising, involvement when talking to high school counselors. We know our classes better than anyone
- I consider myself a people person and have been on both sides of the fence so I can relate to a lot of the students and be person of contact for public events and programs such as the REACH program as a Mentor.
- I don't know.
- Management should listen to its' employees not just the directors and vice presidents. We have a great group of staff at WGTC but I feel we are not appreciated and valued. We are definitely not asked our opinions about making life better at WGTC.

- none
- Our high school program has grown big enough that I believe it would be of benefit to have an Assistant Director of High School Services. I think I could definitely help here.
- more doing, less paperwork and committee meetings. If there is something that needs to be done, then lets do it and not spend time in a committee.
- Start listening to your employees. Or maybe just ask once in awhile. Someone that actually deals with a student.
- I'm currently working the best I can for Wiregrass.
- I think that there is a lot of handwritten paperwork. I think that a lot of time can be saved if information is completed and stored online versus handwritten and stored hard copy.
- Offer more of your part time professors fill time positions.
- NA
- Provide adequate support so that we have time to improve.
- I have had many experiences in public education, including grant writing and would be happy to assist in writing grants.
- Concentrate more on online offerings and distance learning technologies to fit classes around a student's life.
- By moving me up
- I feel that they already take advantage of me pretty well.
- Some political science courses for our students would be welcomed.
- I believe they are already being used.
- I love working with students and finding solutions for them. I feel like my skills are being used.
- Ask me what I think sometime. I'm smarter than you may think.
- Not sure.
- N/A
- N/A
- By helping the instructor to have more time to help the students we have outside of class. The student need help and the instructors does not have the time to help the student because of all the meetings or others things that are required of them to get done.
- n/a at this time
- I love my job and what I do.
- N/K
- More academic freedom in the classroom.
- not sure
- Becoming a full time employee would make a huge difference in the offsite community I am in.
- they haven't so far, they put people in a box... I have advanced skills in instructional technology and catering but they don't use them
- don't overload instructors with duties that become overwhelming and pull valuable time away from student time and class preparation time
- Take time to know employees so that their skills and abilities are made known. Most people have skills beyond their current job.
- They are by allowing me to work here and help every student that I come in contact with.
- Sometimes its not all about a degree.
- By offering more classes to develop teachers as well as students. And make more positions open to growth.
- Give me and some others a chance to show leadership that we are capable of doing so much more than what we are hired to do. We all play a large role in this college and we are all hired to do certain jobs, but sometimes we can excel in other areas if given the opportunity.
- I just want to do what I have to do to make sure we expand all programs.

- If I had more hours, I can better be used.
- WGTC CAN MAKE BETTER USE OF MY SKILLS AND ABILITIES BY MAKING SURE THAT I HAVE THE MATERIAL NEEDED TO TEACH THE STUDENTS. WGTC I ALL READY DOING THAT AND I LOVE THAT SOMEONE HELPS ME WHEN I NEED THE HELP.
- If there was someone in my office that could handle the walk-ins (with Banner access), that would be great. Walk-Ins usually want the same things, which are simple enough to solve. Unfortunately, they are time consuming. Other offices have multiple people on the same campus, doing the same thing. I feel alone on a very busy campus. I am on the busiest campus, dealing with all the walk-ins and problems. The only other people in my office are a work-study (who cannot work in banner/cannot help w/ banner-related issues), a part-timer (not allowed to normally interact with customers), and a full timer (who does not help with walk-ins and does different tasks).
- Better access to academic databases, such as JSTOR.
- Offer more training
- Allow me to structure a Learning Support program.
- Providing more training.
- n/a
- I am doing that at this moment
- N/A
- To allow Deans and VP's to share folks across departments. There are some skills I have that would help another department. I would also suggest a willingness to share employees as well.
- I believe my skills an abilities are well used and then some.
- I think I am being utilized appropriately for my skills.
- transferring to areas that is needed strengthening.
- empower me to do my job
- I believe my skills and abilities are being utilized properly. With any new position there is a degree of learning the nuances that help one be successful. I enjoy my job and believe I contribute to the success of students and WGTC.
- Ad hoc committees
- I feel that my skills and abilities are exhaust at this time.
- I like planning and decorating. I would be great on committees but again my schedule won't allow for it. I also need more time to plan.
- n/a
- I am using my skills well where I am.
- I have plenty of opportunities to use my abilities.
- I think they do a great job utilizing the staff and their talents.
- N/A adjunct faculty
- More pay would be great but besides that I would have to say recognize the skills and abilities that I have and find ways to use it within the college.
- I think that my skills are being used correctly.
- They do just fine now.
- Allowing time and proper use of said skills
- not sure
- not sure
- Let the instructor teach their class without bogging them down with paperwork and training not related to what they teach
- No need. I am perfectly satisfied.
- Participate in presentations.

- na
- Learn what skills we have to offer and let us put those skills to work for the college.
- Promotion.
- Better support.
- I think we already are.
- So far, I feel that skills and abilities are being fully utilized.
- Allow time for continuing education in regards to instruction and my field of expertise.
- I feel pretty used now (not meaning in a negative way). I think each person has to make their strengths known and inset themselves when opportunities arise. Make their desires to be useful known.
- Personally, I do feel fulfilled with my job. I think there are others who are underutilized.
- GET TO KNOW YOUR STAFF; IT WOULD SURPRISE LEADERSHIP TO KNOW THAT THERE ARE SOME HIGHLY CAPABLE STAFF MEMBERS WHO NECESSARILY DON'T HAVE ALL THE CREDENTIALS BEHIND THEIR NAME BUT POSSIBLY COULD PERFORM CERTAIN DUTIES AND HAVE GREAT IDEAS
- I think Wiregrass is doing a great job utilizing my skills and abilities.
- Allowing work student students to help with distributing everyday paperwork.
- N/A
- I think we have done pretty well so far.
- Let me directors direct their programs in their area of expertise and pull out committees that are making decisions on things they know nothing about
- n/a
- What happened to the leadership team teaching classes? If this still takes place, I do appreciate not filling jobs unless it's necessary.
- You guys are doing a pretty good job of it right now.
- Not sure; pretty stretched as it is.
- N/A
- Allow me to do my job to the best of my ability.
- Be able to work on tasks that is more relevant to my job and not have time taken away for menial tasks that takes away from doing those tasks.
- Let me teach the classes the way I want to teach them and find people who specialize in grammar to teach ENGL 1010.
- I think I'm utilized well. Just give me a clear direction and I'll make sure I reach a goal set for me.
- Offer more duties that will enhance my skills and not just limit it to what I am doing on a daily basis.
- I already have several roles/responsibilities.
- Let me offer the classes I need to offer, when I need to offer them for my students.
- I think it all comes back to being open to change. When ideas are presented that you weren't expecting (or maybe even wanting) be able to have an open mind. Another thing is appreciation. The turn-over rate for WGTC is quite high. Many people leave after a couple of years because of the lack of appreciation and lack of feeling heard.
- By including me in the decision making of the Institution
- get the IT department Golf carts so that we do not have to waste time walking everywhere. in a day I will sometimes walk 5 miles just at work.
- giving all I got
- I would like to make decisions based upon what I have learned about my position. I would enjoy improving procedures and the logistics of how to perform certain of my roles more effectively. I do feel; however, that my manager does allow me freedoms and authorities to perform and make decisions that makes the job easier and more efficient.
- N/A

- By assisting to help if needed
- None
- I am new to full-time it will come, as the opportunity presents itself.
- I am definitely being fully utilized!
- By asking
- N/A
- No comment
- No idea.
- I am currently enrolled in programs here at WG myself that are allowing me to develop further in my education and therefore in my teaching as well.
- I'm always willing to learn.
- Continue to provide opportunities for them to be utilized.
- No Comment
- n/a
- none
- you are employing me....
- know employee skills and tap into those
- I feel my skills and abilities are being used at their best each and everyday. WGTC is actually one of the reasons I am where I am in the workforce today, a full-time job in the Financial Aid.
- none
- I've used by skills and abilities to create videos of students giving speeches to be shown to help market the school.
- don't know. I already give 200% and get very little in return.
- Additional administrative and instructional duties
- I feel that I am using my skills and abilities with the Hospitality Program. I am open for suggestions and always willing to learn new things.
- Just being part of the team to improve a student's overall experience at the college. I generally work very well with other staff and departments in finding solutions.
- my skills are already being utilized.
- NA
- NA
- No response
- Hire me as an instructor for those areas of training just mentioned
- I am currently serving on several committees within my department and helping train new instructors.
- Wiregrass Georgia Technical College can maximize my skills and abilities by promoting me to a new position.
- I have the ability to broaden the knowledge of students and enhance students' learning with different skills and their education.
- WGTC can allow me to have more opportunities to use my skills and abilities. I would like to possibly be a software trainer, teacher, or IT specialist.
- Feel I am a good fit for my current job
- I'm great at recruiting and organizing
- Not sure.
- Well utilized.
- Ensuring workload is equitably distributed throughout the college to create growth opportunities and lessen job burnout.

Why should a potential student choose Wiregrass?_59

- hands-on experience
- Practical programs that lead to skills needed for employment. Value; can graduate with a marketable skill and not be in serious debt.
- N/A
- We do offer a high quality education, training at Wiregrass is the best I have seen, the faculty care about the students and go the extra mile to help them be successful.
- Wiregrass offers training and education for jobs that are in demand. We have great support systems in place overall, and if the lines of communication within our college can continue to improve, our customer service in both academic and student affairs will continue to improve as well.
- the product we turn out
- in my opinion, We are teaching pertinent information of which the students need to know for workforce success!
- I teach here, and I know I'm better than those idiots at VSU.
- transfer credit
- If they want a job, we help get them one. If they want higher education, our credits transfer.
- Affordable, fast, and relevant
- We answer these questions and nothing happens
- The cost is less than a four year college. Courses are more focused on the actual job they will be providing. Hands-on training. Good reputation.
- For the outstanding instruction and the potential for getting a job upon graduation
- Cost/value, small classes, personal attention
- No better place to receive a quality education in such a timely manner and at an affordable price.
- To take advantage of our Technical and Industrial programs.
- We work hard to get our students enrolled and just as hard once they're here to keep them.
- N.A
- Only thing offered at the prison
- Close to home. Friendly. Affordable.
- the programs here a great, small class sizes, inexpensive
- Hands on
- Because we have a lot to offer by creating a hands on environment and job placement.
- Wiregrass provides relevant training that applies to employment. Many programs will significantly increase the earning potential for graduates.
- It is the only college in our area that offers they training needed to be successful in the workplace.
- best hands on experience
- Wiregrass can help a student achieve almost any desired educational goal in a variety of ways.
- cost and quality.
- We are actually a great place! We have some great instructors,(if they don't leave). We have great campus, we have great programs. We care, when we are able.
- Availability.
- The availability of sites and programs is a great plus for Wiregrass.
- The student will be provided with skills that will benefit them moving forward into their careers.
- NA
- We are here to serve them and prepare them to become positive contributors to society and effective workers for employers.
- Its a great deal for an education!

- Traditional brick and mortar colleges encourage students to fit their life around the college. With the competition of online colleges growing at an increasing rate, it is imperative that WGTC get the message out to students that we fit the college around their lives and schedules. If we do this, then this would be a significant reason why a student would choose Wiregrass.
- great learning environment, faculty cares, and they will do anything to help you achieve your goals.
- The cost of a quality education at Wiregrass is relatively inexpensive in comparison to other schools. Most importantly, most programs of study have dedicated professionals that really care about their students and the results they produce.
- -
- Because Wiregrass believes in them.
- Cost, our tuition is hard to beat. Wiregrass offers a very comfortable environment for students, Coffee campus just upgraded to new modern comfy furniture for our students. Smaller classes offer more focus and time on the students. We have great faculty and staff that will go above and beyond to help a student in any way they can. But what I love most- Wiregrass also helps you find a job after you graduate. It's all about the student.
- There are some awesome and dedicated instructors here. In the past work experience weighed heavy on who was hired, now it seems we have more educated people that don't really know what they are doing.
- We offer a program for every interest. Most programs lead to good jobs (maybe entry level jobs but they are a great starting point). Low tuition, small classes, the feel of being a part of something.
- They will have a more hands-on approach to the field that they are passionate about.
- Because of all the wonderful programs offered here that will lead an individual into their career path.
- Because of the smaller classes. The instructors can help them one to one instructions.
- services offered
- Awesome atmosphere. Courses available.
- Because of the job turn around after graduation.
- Low tuition and speed of graduating. Good jobs after completion of program.
- To gain hands on experience for a profession they are interested in at a lower cost.
- Wiregrass offers many programs that will establish a student in the working world. The track record for students transitioning to the working world is great.
- Its a chance to come in contact with people that will encourage and help them through their program and not to give up
- close to home, great education opportunities, caring instructors, affordable
- Short term training
- Make all students in this community aware of how great we are and the things we do in this community.
- The class are easy here.
- Because we provide excellent leadership and academics to be able to compete with any school out there.
- We can prepare them for their future careers. We are here to help them with their careers. We are a family here on the Coffee Campus that loves helping each other and loves helping students.
- Wiregrass has caring instructors and facility. I love being a part of a team. If everyone can get aboard the train it will never stop running.
- A good college to attend, so I recommend this college to anyone.
- I FEEL THAT A POTENTIAL STUDENT SHOULD CHOOSE WIREGRASS TECH IF THEY WANT TO GET INTO A HANDS ON CAREER. SAY FOR INSTANCE NURSING HE LPN PROGRAM. IF YOU WANT TO BECOME A NURSE, GET INTO THE NURSING PROGRAM AND GAIN THE HANDS ON EXPERIENCE NEEDED OF BECOMING A NURSE. I FEEL THAT THE PROGRAMS OFFERED HERE ARE GOOD AND IT HELPS A PERSON WHO WANTS TO GET INTO THEIR CAREER FASTER BY GAINING THEIR CERTIFICATE DIPLOMA WITHIN TWO YEARS.
- To get core credit and transfer to a university.

- It gives them training in jobs that they can start earning money immediately upon graduation, or prepare them for classes at the university level.
- A potential student should chose WGTC because of the many programs that we offer.
- The potential student should choose the school that will give the student the best education opportunities.
- N/A
- because it is a great college
- The instructors work with the students and WGTC offer alot of programs for student success
- It is a great, affordable option to learn a trade or skill to start their career or advance in their current job.
- They should choose us because of our accreditation.
- Smaller class sizes, instructors who really care about student success who are willing to go the extra mile for any of their students.
- Small class sizes, caring instructors, local campuses, ease of advisement.
- because of the job placement after graduation.
- lower tuition and hands on training
- Potential students should come to WGTC for the quality of education, the opportunity to utilize current technology, the reasonable cost, and the ability to obtain employment in their field.
- Because Wiregrass provides an outstanding education at a great value.
- Convenience, reputation, opportunity for future growth
- Small class sizes. Great technology. The ability to transfer credits.
- n/a
- Because they can find success at WGTC and it is at home where they have a support group to help and encourage them while they continue to mature.
- WGTC has amazing instructors, caring environment, articulation agreements, and helps students prepare for the future.
- Because they have great programs and staff.
- Cost less, flexibility of schedules
- A potential student should choose Wiregrass because it is inexpensive, you learn from not only the knowledge of the instructors but also from real-world experiences and you are almost certain to get a job within your field.
- We have small classes and we put the student first.
- It's affordable, and the instructors go the extra mile to ensure student success.
- Because learning a new trade is just as important than any other career path.
- It can be less expensive than others
- to better them selves and learn a trade
- Wiregrass has a lot to offer if it is utilized.
- We offer a state of the art facility where they can learn a trade and be successful in that trade with the training and facilities we provide
- We are awesome and offer the programs that students need.
- Flexibility of schedule and cost.
- the individual attention that most students want/need compared to a larger university atmosphere
- We are located within their local community. We have HOPE Grant for diploma programs that BOR schools do not have. We offer certificates and diplomas that can help them get a job and have some money coming in while they pursue a degree.
- Affordability, smaller class sizes than a University, and 99% job placement rate.
- Because it is a great learning environment
- Because it is a good school, with good staff and good support.
- WGTC is a school that provides quality education through hands on learning.
- Because we are a fast way to get hands on skills for a real job.

- Education at Wiregrass is: economical, personal, cutting edge, current and relevant in field, yet we are a family.
- It should be because of our reputation of being the place to get good training. In some cases that may be true, but realistically, I think most students choose us because we are convenient and free.
- WIREGRASS IS AN AWESOME COLLEGE AND WE HAVE SO MANY WONDERFUL PROGRAMS. WE ARE REASONABLY PRICED AND OFFER SEVERAL SCHOLARSHIPS.
- A potential student should choose Wiregrass because of the many diverse programs that are offered.
- Individualized class structure and relatively quick turnaround time to start in the workforce.
- N/A
- It is a slow paced environment that gives you the information as well as the experience you need to get a start in your work field.
- Convenience, easy to pass, small friendly environment, warm faculty
- Because of the varied and many options for degrees/diplomas that get them into the workforce quickly, WGTC is a well-suited and viable option for many young and older adults.
- dedicated faculty/small class size/credit hour cost/college level classes to transfer/MOWR/easy parking
- The depth and breath of the programs offered. The quality of the faculty.
- Hometown feel, low expense, quality educators.
- Instructors make every effort to help students reach their potential and become productive members of society. Students are prepared for working in their chosen field.
- Wiregrass is a great place to learn. We offer a variety of programs to choose from and we are a community school.
- To better ones chances of getting the basic skills in a trade so it would increase their chances of getting good paying job.
- N/a
- Cost, faculty are dedicated to ensure success, smaller class sizes offer a better relationship between student and faculty.
- You are hands on ready for the real world when you finish your program of study
- It offers courses with convenient time and reasonable tuition as well as instructors with experience in the programs that they teach.
- Regardless of the program the student is enrolled in, most of the faculty knows them by name, even in the hallways. That makes a huge difference in how the student feels when they come in the doors here at the BHI campus. It creates a bond between students and faculty/staff. Students know when someone is there for them and to help them.
- There are many grants and scholarships available for students to help aid in financing their education. The instructors are understanding and willing to help.
- Because of the high percentage of qualified students that attended and has moved on into the workforce as a quality worker
- more hands on in class then if you when to VSU and just got someone talking for 3 hrs.
- Because The Instructors are great loving, caring and we want to see student succeed
- A student could benefit from the class size and structure here at Wiregrass. Also, Wiregrass offers a very cost-effective way to afford getting an education and the quality of education demonstrated at Wiregrass is shown when students receive State and Regional awards.
- Wiregrass is family oriented, nurturing and inexpensive. The career placement rate is very high. Students have several opportunities to advance and bridge into VSU.
- We offer great programs at Wiregrass if students are undecided about what they want to do come see us and we will get you started
- It offers students the skills required to succeed in many fields which they may not receive in a 4-yr program.
- Because of all that we have to offer, our caring staff, and the many doors of opportunity.

- Small classes.. I think most teachers work with the individual needs of the students
- Because we have the best instructors around!
- Wiregrass employment rate upon graduation is 98%, this alone means that I can go to school and have confidence that I will find a job after graduation. The classrooms are 80% hands on. You are required to complete an intern in most programs, an internship means experience, experience means a better resume, a better resume means and interview that could lead to employment.
- No comment
- Price, student teacher ratio, close to home.
- I think we offer a wide variety of classes that will fit many schedules. We are competitive in the local job market and we have a great school.
- Because we are the best choice! Our students can enroll at Wiregrass and take advantage of the low tuition and if they enroll in one of our SIWDG, they could go to college for FREE! That's huge and we are working to get this message out. Our graduates also leave our college with little or no college debt and enter jobs earning a good living.
- Wiregrass is a great school. It has many programs that students are interested in taking when either furthering their career or wanting to begin a career.
- No Comment
- easy
- Quality of the education that is provided and convenience of a local college
- because we are the best
- great job opportunities
- They should choose Wiregrass because it is a wonderful institution to attend and the programs offered gives you hands on experience with in the job field you wish to pursue.
- We are local and we have caring instructors and staff
- Students who want to get a quick and comprehensive understanding of a career path should choose Wiregrass. The program may only be two-years, but as student, you really have to work hard in order to succeed.
- lots of programs with funding available, day and evening hours for most courses, and online.
- Faculty and staff at Wiregrass are extremely helpful, easy to work with and appreciative of their instructors.
- Today Technical training is the most appropriate chose for may careers. Wiregrass students are incredibly bright and are able to adapt to the working force after graduation. By attending Wiregrass you will have smaller classes, little to no student loan fees after graduation and it also offer you an experience where as most colleges can't.
- A great ROI. In addition- the overall experience- the student is just not a number on the enrollment reports. A caring staff and faculty dedicated to helping them achieve success in college and life.
- WGTC has the program that they are interested in pursuing but we need to show the student that they are important to us and that we are willing to assist them in obtaining their diploma or degree. We are a caring school and we will assist you the entire time you spend with us at WGTC.
- To improve educational level
- Number of programs available, financial aid, fast completion.
- Small class sizes. Excellent placement rate.
- Ever evolving programs
- A student can receive a good quality education that they can use or go anywhere in the world.
- A potential student should choose Wiregrass because he/she would receive a quality education from highly qualified instructors. The teacher to student ratio is the right size for the student to be awarded individual assistance outside the classroom if warranted. In addition, peer tutors are available to assist potential students to ensure their success.

- A potential student should choose Wiregrass because the school can broaden their knowledge and enhance their learning to better themselves and they can receive a better job.
- Wiregrass has wonderful faculty, staff, and students. It also has a positive and peaceful learning environment.
- Caring faculty and staff
- Our classes are smaller, our Instructors are highly qualified and we care about the success of our students.
- There are many good programs here that open up a variety of career paths for students. We have good instructors.
- Patience and caring for there success.
- Great training opportunity at a low cost that has financial resources to help pay the cost.

What are your recommendations for strengthening the connection between WGTC and business and industry?_60

- give local business opportunity to utilize resources without cost on a limited basis
- N/A
- N/A
- Meeting with business community and inviting them in to see what is going on in the classrooms and listen to suggestions they have. Get students out in the community and businesses and see how things are accomplished and see how it relates to the training they are receiving. Let the business see first hand the quality of education students are receiving by encouraging internships and such.
- During advisory meetings, regularly ask our community representatives if their needs are being met by our students and programs. Giving them a chance to provide us with honest feedback that can be used for planning.
- maybe we should find out where our industry partners are having a trade show and then we go to it
- By continuing to grow our advisory board committees.
- Go after the small businesses
- More frequent advisory committee meetings
- Increase internship opportunities
- We need to have a stronger presence with business and industry.
- Shadowing/preceptorship programs in the last semester of program.
- not sure
- Make sure we are meeting with community/business leaders on a regular basis to determine their needs for employment or training for their current employees.
- Not sure
- We need to be more present in the community.
- ?
- Probably better communication.
- Don't know
- Just maintain a good relationship.
- Reach out to more businesses, small businesses included.
- Changing up advisory committee members
- Maybe sending them appreciation cards, baskets, have more of them come in and actually see the students in training. We could also have an event in an open area such as a family day event for the ones we're connected to.
- I don't know. I have never dealt with that.
- I do not have any recommendations.

- bring them out and meet the students in each program, have them to talk with the program directors let them know what we offer, ask them what they need from our college they can use.
- I still think we should have a Wiregrass Partner of the Month. Where we display the business name on our LED sign saying they are our partner of the month. It's a small inexpensive way to publicly say, "We appreciate you."
- invite industry professionals to come into the classroom to talk to the students.
- Just listen to what people want. I find by talking to students and even outside, no one listens to them. Business whats good work ethics, students don't have that. When a instructor tries to teach them, you don't back them up.
- In Econ. Dev., I believe it needs to be more regional, rather than have staff operate all county areas. Ex. one director in the northern handle the facilities, continuing ed, and contract training in the northern region; one in the southern does the same.
- Perhaps, businesses and WGTC can create some kind of partnership with employment opportunities or bettering their own workforce by training their employees through Wiregrass. If a company has training that needs to be completed for students, in what ways could Wiregrass help with that?
- Have more businesses come and speak and have a presence at the school.
- NA
- Provide staff that understand the workforce problems that industry faces and can provide them with well qualified employees. We have to continue to evaluate needs and offer what industry needs to develop their workforce.
- Continued interaction and conversations with industry leaders and workers.
- A continued presence by our Economic Development and Marketing teams is essential. These departments are key in keeping strong connections in these areas as well as identifying new industries and markets for our college to connect with.
- more job placement
- Continue with continuing education offerings first. I would also like to recommend letting more of our instructors get out into these businesses and discuss their programs and offer any help with lecturing or continuing education as well. We have some of the best in the industry. Why do we not let them promote themselves out in businesses and industry like we expect them to do during our bi annual advisory board meetings. They only see us twice a year. They should be able to count on us like we rely on them.
- Administration should visit places and go where business people congregate, such the art Receptions at the Turner Center for the Arts.
- I don't know what currently being done, so I can't comment.
- N/A
- Give them a better graduate.
- Apprenticeships, better make up of advisory members, make the industries/business owners feel like we need them as much or more than they need us.
- N/A
- N/A
- none
- more business connection meetings, Chamber of Commerce; maybe a business event at the college- invite business leaders, large and small business and get feedback
- Get them involved in the classes.
- N/K
- Get out to the businesses and help train their employees to the specific needs of the company.
- Keeping the advisory committee is a big plus.
- I think seeing that our students do go out ant achieve in the working world. It would be great for students to speak to business organizations to allow businesses to know just how important their support is.

- more connections that benefit the students that are graduating
- improve advisory committee rosters and stay in contact with employers that may hire your students after graduation
- Invite business and industry leaders into the classroom and tour students through their companies. Let them know we want to be their choice for employees.
- Community involvement.
- When instructors do go out into the community they can ask about the equipment or systems are being used.
- By be able to give students on the job training and have them do co-operative programs
- More involvement in the community and businesses. Encourage business to come setup booths once a month in our break area for students to look at jobs and see what kind of education is required to work in different businesses. This could help improve job placement rates and possible scholarships.
- To talk to businesses and industries to see what they are looking for in an employee and see if we can build a repore so they know we are training to fit there status as well.
- The process of communications between business and the college.
- REACHING OUT TO THE DIFFERENT EMPLOYERS AND ALLOWING THE WGTC STUDENTS DO THEIR INTERNSHIPS AT THE DIFFERENT PLACES. THIS WLL ALSO STRENGTHEN THE BUSINESS AND INDUSTRY.
- No idea - not in marketing
- Employer events to see students in action and collect resumes.
- Training and recruitment. Maybe hire a person specifically to be a liaison between WGTC and the business community (if we don't already have one) to find out what the needs of the businesses are as it pertains to hiring and training employees and matching programs to employers.
- Making sure that the student is qualified and certified to do the job that business and industry is looking for.
- Branching out to new industry and business.
- n/a
- Make sure we are on the right track with our teaching and introducing the students to the industries in their field of study
- Have more guest speakers from the industry in the classroom, that could then put a face to the students of Wiregrass. That could also help the students to form relationships with our industry partners.
- I would strongly suggest that the workload to be spread out evenly among the campuses. I do not work in this area, but I am aware of some of the workload that is disseminated to the Valdosta campus.
- Continuing education for instructors and facility updates equal better trained students making stronger workforce and instilling confidence of industry/ business partners in our ability to produce quality workers.
- I think we have a good connection with business and industry. They contact us when needed and know what we can offer to their employees.
- wearing my school badge draws a lot of attention. many questions are asked.
- meet their needs
- I'm not sure how accurate my following statements are but simply an observation. At one point instructors were asked to conduct industry visit and have the advisory board made up of people from the industry. I'm not certain if this still occurs or if it occurs in an effective manner. I do realize that this takes the instructor's time from the classroom. The instructor and industry leaders may also have time challenges/conflicts to participate. Would it be possible and this may be occurring, to have the industries address the classes though this may be occurring.
- More faculty teaching classes to industry that are non-credit.
- xxxxxxxxxxxxxxxxx
- Joint initiatives for continuing ed, volunteering, and mentorship programs.
- n/a
- Visits to the companies,dissuasion group meetings at different locations, including WGTC

- Open-house between the students visiting the businesses and the businesses visiting the programs.
- They have this already going on!
- Very good at present, continue contacts and listening to needs of industry.
- Communication!!
- I have no recommendations but this is hard because we are not business/industry men and business/industry men are not educators.
- I am not sure what is being done now.
- Evaluate the Economic Development department.
- More face time and events where the industry can relate its needs
- visits
- Communication
- B&I visits, job fairs, luncheons for industry leaders at the college
- Faculty and staff should be in the communities more!
- Create more internship opportunities for students.
- we should invite area businesses and industries to tour the campuses and programs.
- Our instructors need some assigned time to make industry visits. Bring in business and industry leaders for a speaker that would benefit them like Lou Castro and have instructors and dean of the business and industries be present to interact with them.
- Make it a requirement to visit the business and industries.
- Internships
- by asking industry etc, what can we do to supply the work force they need.
- WGTC should make sure that the programs being offered are providing a pool of perspective employees for local business.
- Continue to run quality programs and produce excellent workers. With policies that we have now because of the fear of law suits we will continue to produce weaker graduates as instructors aren't even supported in demanding attendance. Occupational programs are so micromanaged they are stifled. Core courses are poorly run and way to watered down to really benefit students once they begin the occupational phase of their education.
- More communication... not just by a select few.
- Industry visits. Advisory committees. Ensure that we are teaching programs that provide graduates to fill their vacant jobs.
- NA
- N/A
- Offer more opportunities that bring companies to Wiregrass to see what the college has to offer.
- N/A
- Job fairs and a updated information about the fields that students will be in.
- Strengthen the reputation of the college first
- Have we considered having faculty observe businesses as a way of teaching students the classroom material in a way that suits these particular business's needs?
- Lack of communication in Wiregrass/don't know what we do at this time...so therefore unable to know what we do to determine what we don't do.
- Allow the faculty to perform "community visits". We already do, how ever some may not.
- Better advertising, business-specific; more on-site visits; allow businesses to come in as guest speakers for on-campus seminars. But these seminars must promoted, made part of a class grade, count as internship hours, etc
-
- Making sure local businesses know what we offer and will assist them any way we can.
- Continue to put out quality students that will make quality employees for these industries

- Keep asking them what is relevant to their needs as an industry to provide the right course work.
- N/a
- Continued partnerships; Economic Development really lays the foundation. Academics and ED could work closer together to deliver what industries need.
- N/A
- More communication
- Make sure WGTC is out there offering what needs to be offered. Also, make sure there are people in the offices that will go above and beyond for those needs.
- Hold students to the workplace and workforce development that we guarantee our students to have in their future careers. They need to be held to work ethics, not only in the work ethics grades, but also in their overall grade for the class.
- Set up meetings to meet the leaders of these businesses and industries to become partners for hire after students complete course/graduate.
- go out and see what the local business need then make classes and programs for them.
- when VP,s go into industry let your instructor go work together and communicate with one another
- Recommendations for strengthening that connection would be to find ways to secure more business and industries to job fairs and other job opportunity events. I feel that advertisements could feature Wiregrass students as employees hired by local businesses. It's one thing to think that one can go to Wiregrass and get a job but when the public sees that goal reached and its reward in a local business advertisement, it becomes less of a thought and more of seeing the reality of getting a degree or certificate at Wiregrass.
- Perhaps frequent information sessions and collaborative partnerships established. Quarterly meetings would be beneficial.
- Make sure the Business and Industry are aware of the programs we offer, so they can hire out graduates
- None
- We are doing alot. Stay the course.
- none
- More industry visits
- Open and constant communication.
- No comment
- LISTEN to advisory committee!!!! It's not just something we have to do. They are begging us to help. We should give them what we want.
- Again turning out a quality student. If I can go buy a quality product somewhere I am not going to go purchase one that is going to tear up on me. Our business industry is no different. They want quality graduates.
- To continue telling our story and providing them with skilled and educated employees.
- Meeting with the decision makers for said businesses and industries and finding out what they are looking for when hiring in those fields. Then make sure that we are teaching and training are students to properly provide those things that they are looking for.
- No Comment
- n/a
- none
- this is an upper management chore
- advisory committees, CEO/plant manager meetings
- I have none. I think our connections with different businesses and industries are strengthen just fine.
- Involve the community in job fairs, and offer classes to the different industry to better improve employee skills
- We are increasing the number of business for which my students can serve as interns. That is a great step in the right direction.
- involve them more in advisory meetings

- Include local businesses in the decision making process when designing new courses to offer at Wiregrass.
- The best way to always stay connect with the business and industry is to have an open line of communication, collaborate with ads (newspaper, website etc..), do events together, sponsorship etc..
- ED probably has some of the strongest ties to industry- strengthening that area would be positive. Although advisory meetings are great- I think that many faculty may only have conversations on these dates and do not really connect on a regular basis. I would encourage more guest speaking opportunities for industry to come into the classrooms and labs. I believe it would be a win-win for all (faculty, employer, and student)
- Offer an incentive for the business to participate in course work. An incentive could be lowering the cost for 25% of the time for the first class conducted.
- Establish goals and visions that are interconnected
- NA
- Tours of the campuses and programs.
- na
- Open communication between the college and business and industry.
- My recommendations for strengthening the connection between Wiregrass and business and industry is to become more active. Meaning, Wiregrass representatives should go to business and industry and advertise telling them about programs that would enhance their career or could begin a new career. Then have representative from their business to come and explore Wiregrass programs.
- The school can promote fairs at businesses to keep a strong connection with the employers.
- N/A
- N/A
- Having an open-house night. Once a year to showcase our program to our industry leaders.
- Not sure.
- Advisory Board expansions.
- Conduct more networking activities to bring in community leaders to campus: those with the hiring authority.

List your ideas on increasing student retention and graduation. _61

- Showing them you care is the best way to retain students. However, outside influences such as life will always be a factor that
- Communication. Students and often faculty do not read emails. It is easy to apply to graduate but students still seem unaware they have to or do not do so in a timely manner. We are already putting some really good policies in place that will help with retention.
- N/A
- Work with the students, offer one on one tutoring, try to find other students to work with students to be successful.
- Providing instructors and students support as needed. Some need life-planning skills, as issues they have outside of school affect their performance in schools. Showing students that one key to success is to maintain communication with their instructors.
- our block scheduling has really helped that
- By having a 4 semester class rotation, and encouraging students to stay on the path to completion.
- remove mymathlab
- disburse financial aid as earned
- We have studied this problem for several years and until we actually act on what we have found, there will never be an increase in either.
- Use more internships, bring in more potential employers as speakers/guest lecturers, and provide more occupational tutoring.

- We answer these questions and nothing happens
- Students should have rules, and expectations laid out before they enter into the program. So often a student begins a program and realizes they did not know all there was to know about that program.
- I'm not sure I think we do a good job and but some students have the perception that they can miss as much time from class as they want not show up for final exam and still pass this is not real world thinking.
- Cut as much red tape as possible while staying within state regulations. Students get discouraged when are met with so many obstacles to enrollment. Also more staff -- on smaller campuses some offices have only one staff member, and students come back/call repeatedly trying to reach someone who may be out for a while. I see their frustration. Additionally, in many instances, students need personal counseling and there is none available within a reasonable distance -- unless the student lives in Valdosta. Personal issues are often the cause for folks repeatedly withdrawing from classes, getting poor grades, or just "disappearing."
- Not sure
- A calculated schedule that focuses on the courses current program students need to graduate.
- ?
- N.A
- Don't know
- Try to track down those who drop out for whatever reason. Encourage EVERY student to finish.
- n/a
- Not sure
- Making sure our instructors are giving it there all and when we notice students slacking or too shy to ask for help that we reach out to them instead of waiting until the last minute and then their in a mindset of "I can't get this" and give up. In other words reach out to them when they don't reach out to us.
- Keep faculty. Constant change of program instructors has a negative impact on programs.2. Keep tutors and expand services when possible.3. Keep equipment up to date as much as possible.
- Quit running off the faculty.
- keeping tract of attendance, have an at the beginning mandatory attendance where you can not miss for than 2 consecutive days in a month and you can not miss more than 5 days or you will be dropped. No Financial aid, no refund , no credits. Unless Dr's excuse. and no more than 10 days before refunds are dispense . More understanding between students and instructors concerning classes.
- Students need to feel invested in Wiregrass. They need to be part of a Wiregrass culture where they can identify with the school with pride.
- move away from the traditional multiple choice, true false type tests and utilize more hands on projects. Have students create instead of research and write.
- Listen to the students. What they want to do, not what money it will bring in. That is how we lose students. If a course will not transfer, tell them the truth!! don't ignore the question or out and out lie. Calling and asking students why they aren't in school, only makes them mad. Don't do it. Keeping students means treating them like adults, give them classes they need and want.
- ARC should be marketed more so students know to visit them for retention as well.
- #1--Instructor support is key. Also, instructors could also utilize peer mentors for struggling students. Perhaps, WGTC could offer some kind of affordable transportation for students that have issues with having a vehicle. Daycare is also an issue for some students and the affordability of it. Could daycare services be offered?
- Some students have misconceptions that their classes within their particular area are the only ones that matter. They assume the core classes are just a burden and expect to be spoon-fed the information. It should be emphasized more forcefully that even those core classes matter. They should be told that regardless of the area they want to enter into, they can't get there if they don't take those core classes serious.
- NA

- Educate faculty and staff as to how to recognize individual needs and assist students in their learning needs so that they will stay with it.
- Unfortunately, financial incentives are the only way some young people are motivated.
- From start to finish, students need to see that all areas of the college are committed to their success. Whether it is admissions checking on a student who has missed a semester of classes or an instructor going the extra mile to ensure a student grasps a concept that the student is struggling with, all departments must be committed and do whatever it takes to ensure that students complete their program. You can't fake passion and genuine concern.
- Some people just do not care and we can do nothing to fix those people, those who want to succeed will succeed
- Retain quality instructors. Providing stability in the classroom is an important key to every student's success. Cull out students that are just here to collect their check and then leave.
- Dean of Students should do things that might campus for fun for students. Such as Open Mic Night for Students/Faculty and Staff. Volleyball or other tournaments among departments.
- Personal interest; a sense of connection. That translates into good communication and genuine concern for the student.
- more hands on training, provide easy access to tutoring (have sessions just for tutoring in areas that students struggling in)
- We are too easy. If we put more responsibility on the student and quit giving them everything we would produce a better worker. We may suffer in the short term but over time a degree or diploma from WGTC would be more valuable.
- Treat regular students like we do MOWR students... more attention, more support, and hold faculty accountable for teaching. Add campus counselors.
- We play educational games as well as other activities to keep the focus of all of the students.
- N/A
- none
- Direct support; professors send needs improvement/failing students to advisor/tutor as the problem is first discovered and follow up after referral. A process like this would help build student morale and show staff's dedication to their success.
- I believe we do so much. The students are going to have to take some responsibility.
- N/K
- Use a system to work with and follow students through to graduation that gives them support and guidance as needed.
- I think instructors do everything they can to retain and graduate students. Most of that responsibility should fall on the student to grasp and retain the information they are being taught and to try their hardest.
- Students can't be numbers. They are individuals and must be treated as such. Encouragement and help is important when needed. Treat students as people, not a paycheck.
- periodic check in by advisors not just at registration time but periodically through the semester to see how the student is progressing
- improving or raising standards for competitive entry programs, don't overload/overwhelm the staff so that more focus is on students
- Keep students actively engaged in the classroom and activities. Refer to advisors, counselors, foundations, and outside help to meet their needs so they can complete school.
- Make sure students know that they are not alone in this journey and introduce them to the ARC.
- I think accountability is first. Why are instructors leaving. If instructors are leaving then why should students stay. They see and feel what their instructors feel and see. Communicate more from one building to another. We hear the negative what about the good changes.

- By staying in contact with students and discussing what they need from the school in order for them to continue their education.
- Promote outside resources for our students. Students are not only going to school but they have lives outside school that they may need some help with. If we can improve the overall life of a student then the student will go out and help others at the same time promote WGTC. Work Ethics needs to come back into the classroom and the overall college. Have monthly work ethics awards for students who demonstrate great work ethics or have a booth setup in break areas that talk about a work ethic trait for the month. Lunch and learn about work ethics.
- I feel like the graduation is too weak. There should be more implemented in the graduations. Actually allow them to sing a graduation song or something to that affect. Also have refreshments for the graduates because they need to know that we are very proud of what they have accomplished and reassure them we stand by WGTC.
- Listen and be more understanding. Let the student know that we care about them.
- I FEEL THAT THE IDEAS YOU ALL HAVE IS DOING WELL.
- Students need to be held to good grades. If students fail a course, they should not be allowed to take it online. From reviewing students records who are on Academic Dismissal, students fail their online courses repeatedly. Especially students who are already not doing well. Online courses take personal discipline, which many students struggle with.
- Keeping the students on track. Face to face meetings with students and instructors to see where they are falling off track.
- Make students aware of what programs are available to assist them at WGTC. Some students have issues with transportation and/or childcare. WGTC can provide information to the students to help them in these areas. Also, VSU offers counseling for free to WGTC students. There are a variety of programs available to assist students.
- Have a "solid" and "legitimate" Learning Support Program. 2. Prepare our students for the "Field of Their Choice".
- Students have not bought into the college. There are no avenues for them to get involved except by joining a club or SGA. We need a Campus Life person that is interested in helping the students by having activities for them. One activity each year is not enough to keep the students, most of them do not even come to the events. Marketing events on campus are done without a lot of preparation. Change the orientation, it does not give the student what they need, most is redundant.
- n/a
- more on line classes
- There should be stricter standards in place for acceptance to the college. As long as the standards are as low as they are, we will consistently have low retention and graduation rates.
- I have none
- Bending rules and schedules to meet student needs. If they make required contact hours and complete assignments it should not matter when they attend class/lab. I know this does not work for all programs but for the ones it does we should be able to do it.
- I think that tutoring is a big part of it. Making sure the instructors make a referral to the tutoring center if a student is struggling but remembering we can not learn it for them. We are going to have students not be successful at times because they just won't study.
- inform and remind them of the job placement after graduation. some students did not know this.
- faculty work with students
- I mentioned earlier that the creation of the ARC was a good idea and one that will help with student retention. Of course it may take a few semesters to actually see the fruit of their handwork. I also believe having activities or organizations that students can become a part of is important. The SGA, SKILLS USA, Wired Up are examples.
- I think the ARC is good. Stay in touch with students before problems get too complicated to remedy

- xxxxxxxxxxxxxxxxxxxx
- Learning communities. We have orientation but do we have faculty and student mixers? We have to have a relationship with our students.
- n/a
- Focus on getting students involved in clubs where they can make friends, strengthen their own skills and relationships with others, build confidence in themselves as they become a part of something bigger than themselves and feel better about themselves.
- Mentoring programs, advisors staying in contact with students regularly, restrict online classes for students who continue to fail them, incentives and rewards.
- I feel like this is being done well already.
- Be sure students are advised about courses and understand what they are getting into for student requirements and time. Better advisement
- Work with your students as much as possible. Its not always about the deadlines and I think some people put too much emphasis on deadlines instead of making sure the student is learning what they need to learn so they will stay in school and eventually graduate. Patience!
- I have no ideas which are not already being done.
- I have no ideas at this time.
- Accountability on many levels
- Flexibility in class hours
- Allowing the small I's and little u's to participate
- Retaining students is a difficult task as students have different mindsets and life issues we cannot always control
- Measure attrition/retention for all programs every semester.2. Make us accountable to retain students from inception.3. Find ways to employ students on campus
- Allow students to take only the courses desired for their interested fields and career path.
- na
- I think that we are on the right track with the ARC and the early alert. We just need to expand early alert and train the instructors more on what to do and when.
- Again more classes offered online and at night.
- Having a successful program and a higher graduation rate.
- none
- By continuing to offer flexible class schedules, reduced cost and low student to teacher ratios, WGTC should be able to retain and graduate students.
- Tutoring services, early intervention, and improving instructor quality.
- I see a need for more tutors. I know we have some in place and online services available but I wonder if it is enough.
- I think the ARC is a great start. We need tutors on all campuses. Online tutoring may be a solution for some, but probably not for most of our students.
- SEE NUMBER 10 ANSWER
- N/A
- Offer students the kind of tutoring they need to succeed.
- N/A
- Using the job interest test and advising student to pursue a career in the one best fit for them, also to try to get them to attend tutoring if certain areas of learning are difficult for them.
- NA
- In my experience, the major contributor to losing students is the lack of communication. For some reason, students seem to be afraid to communicate with instructors. This seems to reflect back to my comment about

meeting students at their level. We faculty should always be approachable so students can in good faith bring their classroom problems to us.

- Thinking
- Working with the students so that they know the work force standards. Sometimes a student enters a program where they are just not a good fit. Other times students have "life events" happen which require you to work with them.
- None specific at this time.
- Offering required classes for graduation during the summer semester.
- Providing students with the help they need to succeed. As I stated previously tutors for all programs would be great.
- Encourage the students to finish for themselves and be the best they can be,
- N/a
- Make degree tracks meaningful.
- Be forthcoming with information about the programs and what it takes to succeed in that program financially and mentally.
- None
- Textbooks need to be looked at again. They are outrageously priced. Some students can't even afford to come to school because of the textbooks. Offer more activities and/or create a welcoming atmosphere for them to come to the association meetings. Several students across the campuses have turned away from the associations because of the lack of people-skills from employees in that area.
- Put more responsibility on the student and not on the instructor. Yes, instructors should care about their students and about retention rates; however, having to track down students who go missing halfway through the semester or having to give multiple chances to those who are failing is not fair to the other students: the ones who want to learn and want to be in the classroom. It takes time away from grading assignments, planning and revamping lectures, and creating quizzes/assignments. In the end, are we really helping our students or are we adding to the "privileged" generation--those who expect a trophy for participation?
- Stay involved with the students; keep track of their progress, conduct Student-Instructor conferences
- i don't know.
- work with student get to know your students help them all you can
- Maybe students tend to not graduate because of finances, transportation or some belief of inability. If the only struggle students have is the lack of knowledge regarding all financial aid sources available to them, that assuredly would increase retention. Therefore, as much as possible the school should ensure that those resources are widely made known. A transient system to the college would be very successful in increasing retention as well as student enrollment. However, that responsibility and challenge may lie more with the city than with the college. Lastly, making sure that students feel that they have the ability through tutelage even from their instructors to help them understand coursework and perform well on tests. Many times students fail and lose faith because they don't have sufficient help or encouragement in class.
- Ways to increase student retention are: have frequent phone blitzes, track students more frequently and send frequent postcards. Graduation can be increased by: more publicity, scholarships for cap & gown (believe it or not students sometimes don't have money to participate) and extended deadlines. Adult Ed students have GED testing up until 2 weeks before graduation. Their names are not included in the commencement paperwork, although they can participate and walk.
- Staying in contact with former grads
- None
- Various programs should visit the GED classes on the extended campuses more, as well as admissions.
- I believe an attendance policy would help.
- Keep the subject exciting and more interesting, Constantly encouraging students to give their best effort

- Teachers reaching out to students when the students do not come to class, phone calls, emails, postcards.
- No comment
- Most of my ideas have already been implemented. Being more flexible with attendance to accommodate those who are already working.
- Working with the student to ensure that they are meeting their goals and objectives through performance based assessments and communicating clearly with the students the requirements expected of them. Making sure that we set reasonable, attainable goals that are industry standards to ensure we have a high quality student.
- We need to help our current students focus on the goal- graduation. I'm hoping the new Navigate online program we are working on will help carry that message somehow with our current students. I love that the ARC has been created as a hub for our students to sign up and return the next semester. I believe the ARC employees are following up with those who are not registered to see what's going on. That's the personal customer service part that will help our students know we care.
- Recruit with the local high schools, middle schools, provide exciting programs that the students enjoy participating in. Make Wiregrass available for local organizations to meet or have campus tours so that when they get to college level, they are considering Wiregrass.
- No Comment
- n/a
- none
- teach teach teach However some things are not controllable by the teacher.... transportation, childcare, financial issues
- quality instruction
- Making students more aware about graduation and the requirements needed in order to graduate, follow up with students one on one to let them know their progress in the class, and one on one tutoring sessions, when needed.
- Catch the students who are failing early and offer assistance
- I believe my program encourages student retention because the classes allow them to both explore their creativity while learning the technical skills needed to succeed in the workplace.
- need tutors for allied health classes
- Especially with MOWR students, high school coordinators should follow up with students more frequently
- Stay connected with students, keep them motivated, keep them engaged, try to show them the future with and without their education, get to know your students, show them that you care and they are important to the school.
- Part of my responsibility is retention. I think empathy in some cases would go a long way. I see students almost daily that life has happened to them, and they need that break to continue on. A strong online component- students need flexibility due to work and family obligations. I think that eventually moving all advisement under the ARCs would improve retention and completion. I have seen the good and bad results on students by their past mistakes (not dropping classes, GPA issues, owing money back that they cannot pay and etc.) On the flip side- I have seen the positive results of them coming in when they have issues- help them make better decisions-(drop classes without incurring academic and/or FA penalties), seeking help financially (can't buy all the books and etc) by connecting them with the foundation. Advocate for them with faculty and other Deans. Just by providing an honest observation of their efforts, and giving that word of encouragement and support.
- Continue to reinforce the things that are already being done. Students have to feel that they are wanted to remain. yes, they want an education but are they made to feel that they are important to us as a school.
- Provide students with guidance and support
- NA

- Offer more opportunities for programs that don't require core classes and put students to work sooner. Example - Having a hairdresser who didn't get a diploma by taking ENGL or PSYC is not important to most people. Knowing the competencies to pass the licensing exam is what really matters. I think we could attract more students if they could complete the programs in less time. Some students go to work before completing the core.
- Can't think of any, WGTC already goes out of their way for students.
- Keep encouraging students the value of getting a good education.
- My ideas on increasing student retention and graduation is to continue to encourage current students to share the good news about our GED program as well as visit business and post flyers. More importantly, having previous graduates of the GED program to return and speak with class.
- Students' retention and graduation can improve when the students have more time to stay at the premises to improve their performances with tests.
- provide more incentives for students
- Increasing retention will increase graduation. Hope to see improvement in retention with the ARC.
- Working above and beyond to help our students succeed. Allowing students to attend a different class to make up time. Allowing students to retest if necessary.
- Not sure.
- Work more with middle and high schools to help teachers on the message that education is important.
- Continue the role of the ARC in connecting with students early in the process to help them complete actions needed before classes start.

What do you like most about working at WGTC?_62

- part-time hours
- I still believe in what we do
- Being part of a friendly and competent team, outreach to disadvantaged populations
- I enjoy working with the students, the interaction with the students. We also have a wonderful faculty and staff that makes coming to work a pleasure.
- The people I work with directly, and being able to help students if needed.
- seeing a student that truly loves his field of study succeed
- The atmosphere, and coworkers.
- Dr. Anderson tbh
- Nice Campus
- I love what I do and the people I work with.
- Working with the students
- Serving the students is my reward.
- Autonomy
- The people
- Students
- Love what I do and the people I work with.
- My supervisor is flexible.
- I love helping students realize their dreams and goals are never impossible.
- My co-workers, helping the students
- WGTC makes me feel wanted and needed
- I get to use my talents and abilities to help others.
- n/a
- Students

- I like the fact that I work for a place that allows and encourages advancement as well as being able to say we were able to make someone's goal are dreams a reality. TEAMWORK!!!
- The opportunity to work with students.
- I have benefits.
- My job and helping people.
- Getting to work with high school students and their parents.
- the health insurance
- My boss and my job.
- I believe in what I do everyday at Wiregrass.
- My supervisor is very nice and supportive. I have never felt like I was supported in any of my previous jobs, but truly feel like I have a voice here with my current supervisor. I feel like my boss listens to me without judgment and is concerned about my feelings and ideas.
- The level of feedback we get is very high and very quick.
- NA
- The faculty staff and students.
- part-time status
- the sporadic nature of my position. I have never liked doing the same thing every day. This position challenges my skills in all areas every day and there is always opportunity to gain additional knowledge and skills.
- I love the people and homeliness of the school.
- The camaraderie with our faculty and staff (most) is very enjoyable but the ability to interact with the students and positively impact their lives is the best part of working at Wiregrass.
- My students are very unique, each. They make coming here worth it.
- I like the people I work with and that fact that I have the opportunity to influence someone's life in a positive way.
- Students. It never gets boring and the fact that I can help a person accomplish something is the best feeling. I love being apart of a team (faculty and staff) that really care for students and their success, it makes me feel very pride.
- Great coworkers. Very dedicated to seeing students succeed.
- There is a great group of people who care about student success here and that is great to be a part of.
- I get to interact with so many different people.
- My interactions with the students.
- I love working at Wiregrass because it is like a family and everyone knows each other.
- services
- Great people.
- For what the school stands for and the co worker relationships.
- The students and the people I work with.
- Being in a teaching environment.
- I like the people I work with. I love my off-site campus.
- the work relationships I have build and the students that I come in contact with. Flexilbilty to be off if some thing is going on with me or my family
- great co-workers and bosses, everyone across the campuses try to help one another and share ideas, good support, close to home/hometown, able to give back to the community by teaching others the knowledge you have
- Working at a college that offers Engineering Tech; ASN; Computer Information Systems; Electrical, Maintenance, Air Conditioning, Welding, and Automotive programs (education for higher skill and higher wage jobs)
- This a great place to work and have an opportunity to help others succeed in a technical college education.

- Dr. Anderson is a great leader.
- Being able to work with a dynamic group of students and teachers.
- Helping people and working alongside my co-workers (they are awesome).
- Working as a team and the school itself.
- The people that I work with on a daily basis.
- I LOVE BEING A WIREGRASS EMPLOYEE. THE STAFF HERE IS NICE AND FRIENDLY AND EVERYONE IS SO HELPFUL. I ALSO LIKE THE IDEA OF BEING AVAILABLE TO MY STUDENTS AND I LOVE THAT MY STUDENT RESPECT ME AS THEIR INSTRUCTOR.
- Some of our programs are unique from university and lead to actual jobs.
- The students and the faculty/staff
- What I like most about working at Wiregrass is seeing the faces my students when they have accomplished their goals!
- Having a class of students that is aware that what I am teaching will assist them in their future educational requirements.
- I like coming to work and working with great co-workers.
- salary,benifits,coworkers,students
- Teaching students skills that will help them in life
- Working with the students and watching them grow through the semesters.
- The people I work with
- The people and students I work with everyday
- The people i work with and the students. Helping the students makes it worth being here everyday.
- team work. other instructors can fall in wherever needed.
- at one time I enjoyed the family atmosphere but we seemed to have lost that
- What I like most about working at WGTC are the people I associate with and my job.
- Satisfaction that what i do makes a difference in peoples lives and helps businesses perform better
- xxxxxxxxxxxxxxxxxxxx
- Teaching.
- n/a
- Being able to work with people to encourage them and help them improve their life situation.
- I enjoying serving the students most of all.
- The supportive work environment.
- Interactions with students, support of faculty & staff.
- Working with those who want to learn new things and the flexibility.
- We all work together well with no major problems. Also, we put the students first.
- I like working with the students.
- Tuition wavier program and some of the people and students make it easy to come to work.
- It provides a daily challenge in many communities
- working with students
- working with the students
- The family atmosphere, smiling faces to greet you as you are walking down the halls. Making a difference in the students lives
- The students.
- Classes offered.
- gratification of helping others improve their futures
- My co-workers
- I love helping people.
- The opportunity to make a change in student lives.

- The staff
- I most like working with my team.
- The mission and the students
- I feel like a part of a professional community that still values individuals as close colleagues and respects individualism within reason.
- The students.
- FOR THE MOST PART IT IS A FRIENDLY ENVIRONMENT
- I love how the staff interacts with one another in a positive way.
- My department is the right size to accomplish our tasks.
- N/A
- I like working at the place that seemed to give me a chance and helped me develop my skills. I graduated from here and I love having a chance to show them how they taught me and still have the ability to learn here.
- Convenience, cohesiveness with units, love my occupation and career choice
- the family atmosphere and that WGTC gives faculty and staff a voice.
- The students. This is the best thing we have!
- The work environment and the intangible benefits. I have most certainly worked in a lot less desirable environments.
- The students.
- Knowing that we are helping to change the lives of so many people.
- the feeling of working as a family. It makes coming to work more enjoyable when you know there is an atmosphere of support
- The schedule and people.
- A few of my colleagues are nice.
- My department relies on each other. We have fun at work and can have intelligent conversation about the best practices in classrooms and reaching difficult students.
- The faculty and staff are very welcoming and helpful.
- I enjoy sharing my knowledge and experience with those who are seeking to go into medical careers.
- Again, seeing that I make a difference in the student's lives is the biggest thing for me. Also, on the BHI campus, it feels like family! We've all been through a lot together and regardless of departments, we are all friends. We can all laugh and cut up, but get down to business when we need to also. I also feel like this helps in the recruitment and retention of our students.
- I enjoy the relationships that I form with students. The students are appreciative for help and want to take more of my classes. I love seeing the student who doesn't understand something (or has a negative attitude about something) changing their mind. The moment when the topic or concept clicks for them is my favorite, seeing their eyes widen and them going "Oh, I understand now."
- The freedom and teaching adult students. Everyone is friendly to each other
- the family feeling I get when I talk to people.
- helping student reach their dream and goals
- What I enjoy most about working at WGTC is the camaraderie that we have in our office. Everyone has been a joy to be around. I see no major interoffice conflicts and I enjoy the diversity of duties that I have and the manager that I work for. She makes it easy and enjoyable for me to come to work and to my job. I also enjoy the various activities that I am able to be a part of whether its outdoor campus activities, lunch celebrations for students, team building activities and more. I have an office area where I can work in private without having to share an open space with others. The student/teacher environment is exciting, not monotonous, and downright fun much of the time. I never feel boredom.
- I like that faculty and staff are friendly, happy and family oriented. The environment is warm and exciting. I love that our President is very personable!!!!

- I love all the people, the students I interact with each and every day, and the visitors that come on our campus by helping them find where they need to go and trying to make them comfortable with everything
- Just enjoy teaching
- The Spirit of the Staff and the excitement about what we do.
- I like the people I work with (and for) and I enjoy teaching the students.
- Not sure
- My department is awesome, Adult Education. We are a family with strong leadership, Mrs. Smith and Mrs. McDuffie.
- I love the ability to help students obtain a technical education, the people I work with, and the variety of job duties for which I am responsible.
- The people I work with. My students.
- The sense of purpose, for me I spent my whole career up until now in EMS. For me I feel that I can have a greater impact in prehospital care by teaching it.
- That we have leadership that continues to think outside the box. I believe that's what helps our college most. Life is about change and I love how Wiregrass wants to not only roll with the change, but be the change.
- It is a nice campus that is able to educate and train students to complete a technical degree. The students are able to get real-world experience from instructors that have a background and experience in the industry that they are studying in.
- No Comment
- employee's and students
- Co-workers and caring attitude of everyone
- my job and coworkers
- mission
- I like everything about working at WGTC, but the most thing I like is being able to meet new people and enjoy building working relationships.
- Family oriented
- I like seeing what students are able to accomplish using the skills developed during my classes.
- good supervisor and co-workers
- I feel appreciated
- The most thing I like about WGTC, they show the students are important, the activities they do to keep the students involved and engaged. WGTC also listen to the students.
- The interactions with the students!
- The environment is basically friendly.
- The staff and students
- That I make a difference in the lives of the students I touch.
- Strong sense of community.
- Friendly staff, caring/reasonable supervisors, flexible hours
- WGTC is very family orient.
- What I like most about working at Wiregrass is seeing students pass all components of the GED test and graduating. It's priceless!
- I love to utilize my skills and knowledge with others to enhance students ability to learn.
- It's a peaceful working environment. My coworkers are very helpful.
- Caring/compassionate staff makes for a family environment.
- Helping people.
- The people, the enthusiasm of both colleagues and most students.
- Teaching

- Working daily with caring, concerned colleagues who are open to learning more efficient ways to serve our students.

What do you like least about working at WGTC?_63

- unknown
- Lack of appreciation and communication
- N/A
- This is a personal thing but others have said they feel the same. Most of us have to go into the high schools and teach. With that being said, lots of times we are unable to take our annual leave days. However, some of the people in the office talk days during the semester that are not annual leave time. Just a couple of weeks ago, some of the ladies were on a trip and posting all kinds of pictures of them having all kinds of fun while the rest of us were working including those of us that could not even take our annual leave time due to high school classes. They were posting things on social media for everyone to see. I felt like it is a slap in the face to those of us that are working and teaching classes. I feel everyone should use annual leave time when it is given and not during semester hours. I will be unable to take spring break next year because of a high school class that will not have their spring break at the same time.
- Some of the dishonesty and distrust that is allowed to continue by those who have authority to stop it. Those with authority who manage others using threat tactics and propagating fear and disunity. It makes all of us feel bad and look even worse. It is not contained within these walls. We are told that we should not be negative, but some in positions of authority are allowed to operate that way consistently. Having to report this each year on the survey, and feeling like it isn't being listened to is quite frustrating.
- sometimes I get bored
- The stress at times.
- all those bloody reply all messages from every idiot on campus
- Mobile Units
- My pay. Others make a lot more and do a lot less work. Administration has his/her favorites and every one knows who they are. Makes trying to improve your output rather useless.
- Changes that are not communicated
- Not being appreciated for my dedication and hard work.
- It is very discouraging when students blame their instructors for their weaknesses.
- The stress of trying to get things turned in on time but that is not just Wiregrass but anywhere you that you work that has a high stress level job.
- In some offices, too few employees are each doing too many jobs to be effective at any of them. Double standards: rules are not the same for all employees. Sometimes employees are not respected, and supervisors jump to conclusions about situations without talking with the employees to find out what happened. Not treated as professionals despite experience and positive evals. Decisions about policies are made without talking to the people who will implement those policies -- and may have some useful input. Including staff on decisions could possibly reduce the number of times we have to change how we do something (the constant changes get very confusing). Other issues: Cliques and gossip! Lack of trust is a huge issue.
- Nothing
- The lack of communication and consistency.
- Gossip
- The pay is not that great, I need more hours, and the communication between departments is horrible.
- Very satisfied
- Sometimes the hours...
- I'm bored.

- Not sure Love my job
- The pay, and sometimes there seems to be a feeling of separation between the campuses, which we are working on in some ways.
- It is very unstable here. Faculty leave regularly which makes it hard to be positive about some programs. Staff leave as well. Focus doesn't seem to be on most employees or on students. A few favored employees seem to be able to do whatever they want with no accountability.
- I am underpaid. I am a highly qualified employee but severely underpaid.
- comparing other and they don't do the same job. you should be like this person they do XYZ and they don't even do the same job.
- It is very hard to have promotion opportunities. I want to stay at Wiregrass but I would also like to seek out opportunities to advance.
- The constant fires. Everyday it seems, at least in my department, that there is this issue that must be done immediately. Then, when its done, nothing happens from it and it is usually never mentioned again. It would be helpful if, when these issues popped up, that calmness could rule the day.
- Lack of trust by administration. Tattling about stuff, feel like I'm in grade school. Micromanaging. If someone in another dept does something wrong, don't punish the whole school. We are all not dishonest.Lack of employee respectStudents being given the run around when trying to find something. (I end up with a upset student)Not getting a raise for years, knowing other people have. We all deserve a small raise, even .10 an hour. We can see how much people make, its online. WE all work hard, not just some.
- People sitting around gossiping, saying they want to make the college better, but they are just complaining. Also, those speaking badly about the college to ones in the community.
- The workload is extremely heavy. I never feel when I leave here that I got all my work done for the day.I always feel like I'm constantly under a mound of pressure when I'm here to get it all done. I feel as if from the time I enter the building until I leave that I am in a race, and this can be quite stressful sometimes.
- The fact that our pay changes based on the number of students in a class. Our quality of teaching doesn't change, so why should our compensation.
- NA
- The long hours and the rumor mill.
- Hours
- Seeing the performance of individuals not match the pay they receive.
- I wish I were offered a full time position just for the hours, not the benefits or leave.
- The divisiveness and separation within programs and between the North and South campuses. Just because Valdosta is bigger does not mean it is more important. Unfortunately this is the opinion of a large number of faculty and students.
- I work more than the 40 hours I should.
- The numbers we have to keep up with, but I guess it is a business.
- N/A
- Not feeling appreciated. I feel like I am supposed to be a good little robot that is supposed to be OK with whatever I'm told to do and DON'T ROCK THE BOAT.
- Sometimes decisions are made that don't really fit what happens in the day to day. Not every change is going to be liked and that is normal but sometimes it seems the changes are not made for the good of the student or we hold onto things and people that are not good for the student. We don't hold certain people account for their actions/work/effort.
- The status of my position.
- Nothing. I enjoy working here.
- How the instructors that teach the high school student does not get their annual leave time like the other instructors because they have to work the schedule that the high school have and not Wiregrass. You have to

teach during the breaks. They have to take a day here or there when the high school is off. There are others that take time off during the semester and the instructor cannot because they have students and have to be in class. You see pictures taken during the week on facebook where other at Wiregrass is on trips having a good time but instructors are in class working.

- separation of departments; some departments not knowing what others do and can not correctly refer students to each department
- nothing
- N/K
- Policies and procedures constantly changing.
- N/A
- I dislike the few hours that I work. I see a need in the community, however, in the larger picture, my student population is small.
- there are not enough raises and employees are overloaded with more work than pay.
- training at start of employment was not thorough and consistent, several changes to supervisors since being here, pay is suboptimal for my field and for responsibility that job requires
- Watching students complete programs which lead to low wage jobs or no jobs in the area
- The higher up employees treating the lower employees like they don't matter. And the fact that managers give orders to other campuses but never visit them. I think all managers should at least do a quarterly visit so you will see how it works verse taking the word of others. I would like to see me unity in the company.
- The gossiping women. It seems like one of those TV shows. So petty. The sad part is that its sometimes supervisors.
- Not having enough time to maybe implement programs that may take more time than is allotted.
- Limitations on what we can really do to reach out to students and help them. I know funding is a big issue when trying to help students.
- I don't have anything that I don't like .
- My hours of working.
- THERE IS NOTHING I LIKE LEAST ABOUT WORKING WITH WGTC.
- The lack of adherence to policies/procedures. We do not have enough students to allow us the same temperament as universities. A university can handle a few students getting upset that they were made to follow policies/procedures. Between our low enrollment, and lack of adhering to policies/procedures, students are allowed to run ramshod over us.
- The rigidity of the work schedule when trying to plan for my own children's activities
- I do not like not having adequate planning time to complete lesson plans or finish required training.
- Teaching hybrid classes that does not give the class time needed to explain the class material that is required for the course.
- The fact that two people make all the decisions. The Administration is not tasked with supervising their own staff/faculty. There appear to be favorites. We have had so many Moultrie Tech people brought over here and employed as if we cannot do the job without them. This is not Moultrie Tech.
- n/a
- like what i do
- The lack of promotion opportunities available and the treatment of the instructors. A bulk of the WGTC faculty is instructors. There should be more appreciation shown to the hard-work and dedication of these instructors. Someone that feels appreciated will go above and beyond their call of duty. There is always a Boss's Appreciation Day recognition and an Admin. Assistant Appreciation Day recognition, but never Teacher Appreciation Day recognition. Instructors are constantly being told what they need to fix and improve, but never told thank you or shown appreciation.
- Lack of pay raises and lack of communication.

- Lack of sense of Job security is because of low enrollment. I come to work everyday thinking it may be my last and the feeling get worse toward the end of each semester.
- Negativity.
- not having your own parking space at your department area.
- sometimes feel like big brother is watching
- What I like least about working at WGTC is the time it takes to get some thing done but I do understand there are required procedures or processes that must be followed.
- Negative co-workers
- lack of communication
- The culture and politics.
- n/a
- I use to dislike the negativity and factions, but I am not seeing that anymore. We seem to have become more unified and I think that reflects good leadership/
- I am part-time so for me there is not enough work hours.
- n/a
- N/A adjunct faculty
- I'm sorry but the pay.
- At this time there is nothing about WGTC which I dislike.
- Not being available during the day for my daughter, because I now teach exclusively in the high school. It is extremely hard to make doctor appointments. Also, there is not substitutes for these instances.
- Negativity. The mental health is an issue for some employees.
- I don't believe im valued as an instructor that is why there seems to be a high turnover in instructors
- low pay scale
- not sure
- Nothing
- The paperwork.
- The pay. Faculty hours (expected to work an entire day as staff).
- the fact that everything seems to be taken away from a once thriving campus and redirected to valdosta/douglas campuses.
- We have had many years with an atmosphere of fear but we are moving away from that. We also had many years without a raise but we got one this year so, I am happy.
- Politics
- Training schedules and time
- the pay
- I do not like working the mobile unit.
- The lack of any real say so in what occurs within the program.
- Like others... more pay would be nice but is not always available.
- Unbalance in workload. Some people do very little and others are overloaded. I also think we put too much emphasis on dual enrollment. I think dual enrollment is great, but it should not be our primary focus. The quality and quantity of courses and programs offered on our campuses should be given more thought. Especially our night programs. We offer very little in the evening, and there are a lot of people who work during the day and would love to come to school at night.
- WORKING 10 HOUR DAYS IN THE SUMMER WOULD BE MY ONLY COMPLANT. THAT CALLS FOR A LONG DAY AWAY FROM FAMILY.
- I love working at Wiregrass. I love everyday I come to work.
- Too spread out.
- N/A

- I have no complaints.
- Lack of respect for directors
- n/a
- The drama. The politics. The lack of appreciation(\$\$\$) for higher education (why not pay for higher ed?). Least qualified being hired when more qualified are denied the opportunity
- Nothing really
- The pay and lack of administrative support. The fact that 8% of the employees earn 25% of the salaries....
- Gossiping.
- Retention is the number one priority and we are left with really weak students that cannot pass state examinations for certifications. Students complaints are taken over the teachers also.
- The pay.
- The amount of hours required in office, the lack of academic standards, the inability to get one solid answer to any questions, the majority quality of students (there are always exceptions).
- I don't feel personally valued by many of those above me, to be honest. I wish this weren't the case. I feel I haven't been given the chance to prove myself. Also, the internal customer service (inter-department)is a very frequent problem
- The salary.
- I really don't have a complaint about the structure; however, the pay could be better.
- Some of the negative attitudes that are employed here, as well as the lack of communication among campuses. Unfortunately, going back to #4, and the schedule issue. I get so frustrated having to beg to do what I'm supposed to do. I feel like the deans and VP do not think we can do our own schedule. I understand having to monitor the situation because some people will take a mile, but for us to not have a say so in it at all, or have to fight every semester, is very upsetting as a faculty member.
- The overly structured atmosphere. I believe that the best atmosphere conducive to learning is one that is open minded, one where students and faculty/staff feel free to learn and teach. There seems to be this shared atmosphere of fear among employees--this fear of who to trust. Even at this moment, as I'm writing this, there is part of me who feels like there is a chance that this is not really an anonymous survey. However, no one talks openly about this. We just sit back quietly, doing what we are told and knowing that nothing (probably) will change.
- I have no least likes
- the old building and outdate infrastructure.
- paper work
- At the moment, I cannot say what I like least, because I thoroughly enjoy my job.
- I wish we could get paid bi-weekly instead of once a month.
- When you hear people saying negative things about the college and it goes out into the community
- None
- Not being able to meet the colloge-wide staff and be introduced to them. I am a new fll-time staff member, and I have yet to be intorduced to the staff on the credit side.
- n/a
- Pay is not good enough
- N/A
- There are multiple things that make WGTC unpleasant to work with: 1) lack of communication. This occurs laterally and horizontally. I see departments that don't want to communicate with each other and administrators that don't communicate with subordinates. 2) I see a fair amount of political maneuvering that shouldn't be happening since we all have the same goal of workforce development.
- Constant changing of Deans.
- I really can't think of anything at this point.

- I get frustrated with the negative folks. It takes one bad attitude to spoil your day. But, I'm learning to see these folks as opportunities for me to respond with a positive story or statement. It's not always receive well, but I'm not responsible for their happiness.
- Parking. The frequent occurrence of mice in certain locations.
- The lack of communication between the different departments,
- n/a
- nothing
- im Happy
- too big
- I love my job at WGTC.
- nothing
- As an employee that has been here only six months, I have yet to determine any dislikes.
- would like to make a little more to warrant all the time and energy spent
- How far it is from home
- I currently don't have anything I like least about working at WGTC.
- Transparency, personal accountability and fear of making a mistake. Personally, I try not to let these areas keep me from moving forward on things and consider myself pretty open. Although I think things have greatly improved, I believe some still take comments and observations from a personal perspective and not from a business point of view. Issues, problems and ideas that could improve the college as a whole may go unmentioned and may hinder finding better solutions and ideas.
- We seem to not be able to work together as a unified body.
- NA
- That other employees at the same level make more money even though I have been employed longer at Wiregrass.
- Gossip and negative attitudes of some employees. The excessive paid time and productivity that many employees waste per day in smoking areas is very discouraging to others who are sometimes barely able to take a lunch break.
- Haven't had a raise in pay in six years. Part time personnel apparently don't receive pay increases.
- Nothing I have enjoyed the years for as an employee at WGTC.
- I have no dislikes about working at Wiregrass!
- Sometimes the paper work can be a little stressful, but the job is such a joy.
- When there is an issue, sometimes a person is addressed from a third party rather than the person who is actually having an issue with an individual. If there is an issue, I would prefer face to face communication rather than an email. Strengths should be focused on more than weaknesses.
- Sometimes lack of communication.
- Nothing. I love my job!
- There's nothing that I can think of.
- None
- Constant stress due to heavy oversight required to administer federal and state mandates.

How can you improve your performance at WGTC?_64

- unknown
- We can always improve. I can improve by remembering why I am here and not allowing politics and personalities to affect my day.
- Achieve more certifications relating to my field
- I feel I am doing the best I can and I am constantly trying to improve as I mentioned in earlier questions.

- I am willing to work hard at learning any new tasks I am asked to.
- I try to stay up with new training aids that may help with my students
- By being as organized as I can be!
- probably sleep well and all that kinda stuff
- More training
- I get great results.
- Better time management
- I do a great job at WGTC.
- Time. I am very new to teaching and have already learned a lot, and have made needed changes along the way.
- Not sure
- I work every day to do this.
- Not sure
- I can learn to delegate more.
- I always have room for improvement, lately I have had a little difficulty with time management. There is so much to do and so little time.
- N.A
- Hopefully I will get more efficient with each semester
- At this point in my life... I'm giving it all I can.
- I do everything I am asked, and not asked. I do a good job.
- I feel I need to make sure to follow my calendar and keep on track.
- I can improve by being on top of my emails, and making sure I'm giving 100% customer service. I have always been a team player and work well with everyone.
- Learn more information that relates to my job.
- I do a great job at WGTC. My performance is exceptional as it is.
- More training, classes seminars and conferences.
- Continuing to learn new skills and improve the ones I already have.
- by having clear observations on job performance and having an understanding of what needs to improve. Can't get better if you don't know what you are in need of improving.
- be more patience
- Continue to work to my fullest potential.
- Again, I think that the workload could be lighter or maybe if just some of the paperwork could be completed more online versus in hard copy.
- Work on presenting the information in my own way. Make the information your own and it is much easier to teach to others.
- NA
- Take a vacation more frequently
- Having more time to plan
- By continuing to work on my customer service skills and strive to provide the best possible experience for all customers.
- I could memorize the extensions
- Focus more on individual projects and tasks and avoid taking on too much at once. Unfortunately that seems to be the norm.
- I could be better at paperwork. It is just too much at times.
- Becoming more proficient at what I do. Make sure I know the answers to questions and when I don't, know where to find them.
- Work harder,
- Continue to stay on top of my industry. That is not easy when you are in the classroom all the time.

- Figure out a way to stay focused on the student success goal daily.. sometimes you get pulled into making the job easier but that may hurt the student in the long run. Focus on things that matter to student success and let other things not take priority.
- I can plan further in advance to ensure that lessons are taught to maximum potential.
- N/A
- By enjoying my job.
- n/a at this time
- I need to take a few refresher technology classes.
- Involvement and communication
- Delegate more.
- Just continue to keep up with continuing education of my profession so I can properly teach the students.
- I need to learn new skills and keep up on any and all new staff development and programs available.
- I am already wide open doing double duty, so to improve take some of the laod off, hire a part time person for my department or pay me more.
- continuous learning on my part, becoming more organized and comfortable with the subjects that I teach
- Learn all I can about the current job
- By staying up to date on training along with policy and procedures.
- ?
- By continuing to work with students and learning from them.
- Assisting other departments more.
- Attend different trainings.
- I could improve with more time, because my time is limited on what I can accomplish in a day.
- MY PERFORMANCE HAS NEVER BEEN EVALUATED BUT I FEEL THAT WHAT I AM DOING AS AN INSTRUCTOR TEACHING IS DOING PRETTY GOOD IN PRESENTING THE MATERIAL THAT I AM TEACHING.
- Having a reliable full-timer to answer walk-ins and allowing me to do my job.
- Finding ways to incorporate other media into my lectures
- I can improve my performance at WGTC by seeking more professional development opportunities that are offered at no cost online. I can also seek advice from seasoned
- Keeping abreast of new teaching methods and technologies in my field that assists in the learning process.
- Doing my job to the most of my ability.
- n/a
- Keeping up with everything that i have todo outside of my class
- Study up and be more aware of new teaching trends.
- I always look for ways to improve. There is room for improvement in various areas. Software - look for free help information. There is not much for some state specific software.
- Don't know I teach my program and sub in several others and usually this requires additional hours with out just compensation. But I do it willingly to help out my fellow instructors and their students
- Try to stay as positive as possible so that is becomes contagious and rubs off on others.
- continue education in the career area
- leadership to appreciate the hard work; seems only a select few are appreciated
- My performance at WGTC can be improved by increasing my understanding of various aspects of credit, financial aid, student services. The fact that each has criteria that in some cases are not related but does have an effect on the student's ability to receive financial aid or enroll.
- Work smarter and harder every day
- xxxxxxxxxxxxxxxxxxxxxxxx
- Training and time.
- n/a

- Get more rest.
- Things constantly change. Staying informed and updated, be more organized.
- -
- Better utilization of technology in classroom
- Getting feedback of whether I'm doing good or whether I need more training. I'm open to both.
- Talk the school up and help get more students here.
- My performance will increase with my experience.
- Have a supportive and appreciative supervisor.
- It is difficult to instill discipline and hold students accountable when the system allows them to get away with what they do
- cant, I have and always will give my best
- Stay silent
- Keep the atmosphere friendly and morale up by offering fun events with faculty and staff
- Continue to learn and advance my knowledge.
- Professional development and taking additional coursework in my area.
- na
- Be cloned
- I give my all 100% of the time!
- More training
- by paying attention to learning opportunities,workshops,webinars,etc.
- I can improve my performance by continuing to improve my self.
- Continue to remain positive and remember the real goal is to ensure a better future for the students.
- Self evaluation and critique; then take action.
- Become better organized.
- NOT SURE
- I can't think of anything at this time to improve my performance at WGTC.
- More electronic forms and less paper to distribute.
- N/A
- Slowing my pace and paying more attention to one task at a time.
- NA
- n/a
- NA
- One can always improve by striving to be a better "Servant Leader."
- I'm pretty awesome already - I would like to finish my Master's degree in order to teach higher level courses.
- N/A
- Continue to learn my trade and further my education as well
- Continue to work and improve on any opportunities as an employee.
- N/a
- Time management
- becoming full time
- I am always continuously learning, so I attribute my improvement to that fact.
- Receive course materials in a timely manner so I can prepare for the classes ahead of time.
- As I stated earlier, I think a change in atmosphere could do wonders for WGTC. Feeling free to talk openly to each other and knowing that the administration cares and understands the struggles of instructors.
- Gaining better knowledge of the program and how everything works.
- take better notes.

- keep up to date with technology
- At the moment, I personally feel that I work at a very productive pace and am able to get the important matters met on a timely basis. Whenever necessary, I know when and how to prioritize my tasks so that what has to be accomplished within a determined time frame gets accomplished.
- N/A
- By being more efficient
- None
- Increase my numbers and keep
- I'm sure there are plenty of ways to improve!!
- Not sure
- Continue to become a better me by perfecting my craft to teach.
- No comment
- Try harder to get enrollment numbers up.
- A better awareness of goals and policies, most of this will come with time. Staying abreast of current industry trends.
- By seeking opportunities to increase my skills that would add value to what I do at Wiregrass.
- Through professional development and mentoring.
- No Comment
- n/a
- Participate in workshops or institutes that help me understand ways to teach students in the adult education classes
- I strive daily to teach to the best of my ability
- use visionary skills more
- By being more open, more out spoken, and coming more out of my shell.
- Continue taking courses and workshops that will help me improve my instructor skills
- Improving my performance will come with time. As I get more accustomed to my class rotation, any potential bumps in the road can be found and taken care of.
- adjust my time accordingly to get all work done.
- Continue to learn instructional strategies for the online classroom
- I can improved my performance, by attending all/some of the different training that are offered, listen to the students and pay attention to the way of learning style each student my have.
- Improve my knowledge of other areas as it relates to the students. My area is a very multi-faceted part of the college that demands a wide ranging knowledge of several areas.
- Work towards making things better; bring different groups together to show strength
- Continue to be open minded
- NA
- To be able to concentrate on a smaller number of items and do them well rather than a mul
- na
- Observing my students evaluations and improving to serve their needs.
- Because I am working at my full potential, I am uncertain about how I can improve.
- I probably would be able to improve my performance a little better if I was a full time employee and did not face my students leaving going to court and prison so much.
- Focus more on my work, ask fewer questions, speed up when completing work, have more confidence, have better time management skills
- Get better organized
- By continuing to educate myself so that I can become a better teacher.

- Find better ways to teach the material in my courses, to make sure students are both engaged and retaining what they learn.
- Need more time outside class for course improvement.
- Be open to new learning opportunities.

What can you do to better improve your customer service skills?_65

- If you have a polite management course or a course on common sense with manners, I would take it.
- Remember that we are part of a team.
- N/A
- Not sure about this.
- I can remember to set my out of office messages!
- I try to treat each visitor as a customer and if I can walk them to where they need to go
- By always having a smile and greeting everyone in the halls!
- smile, say "thank you, come again", laugh at bad jokes, give them an extra roll of toilet paper even if they don't ask for one
- communicate clearly
- Get a better class of clientele.
- Listen closer
- I think we can treat everyone with respect and not have condescending attitudes. I think we take too many things personally when students are upset which cause us not to be more effective with students.
- Be more patient
- I think me customer service skills are just fine.
- Although I am not a perfect employee, but I believe I have excellent customer service skills. I try to always put myself in the position of the person I am assisting.
- Not sure
- N/A
- Always be patient.
- N.A
- Don't know under the circumstances
- Be open to conversations.
- I don't work much with the students, but when I do, it is good. I have several years of customer service experience.
- Learn more about what goes on in departments. ARC?????
- I can make sure that I bring a smile to work on my face and in my voice with me because sometimes that one person that sees or hears it may need it. SHOW MYSELF FRIENDLY!
- I try to provide good customer service because I care about our students, but sometimes I'm tired and not as patient as I would like to be. I don't know how to improve that.
- I have excellent customer service skills. I do a great job representing the college and my department.
- keep working on it to improve, remember your mistake and learn from them
- I think we do a great job with customer service and should always strive to make those we come in contact with have a positive view of Wiregrass in all of our interactions.
- Empathy.
- Can't, I am excellent at Customer Service!
- I think that my skills in this area are top-notch.
- Continued interactions creates enhanced skills. It just happens over time.
- NA

- receive more customer service training
- I don't know
- Ensure that all my customers feel that I am doing everything within my power to ensure that their issue(s) are important to me and that I am working to resolve them as quickly and efficiently as possible.
- I could smile more often.
- I think that they are already pretty solid.
- -
- Make sure I treat every person who walks through the door with the dignity that they deserve. A big smile and a warm tone of voice goes a long way, also.
- As a new member of Advisement I'm sure I can gain more knowledge and be able to assist student better.
- Return calls and respond to emails more promptly.
- Constant reminder of how we would want to be treated. Slow down when working with students... don't rush them through the process.
- I believe that the encouragement to ask questions (no matter of importance) is vital to any customer service environment.
- N/A
- I am doing everything that I know how to do better.
- staff development opportunities centered around this topic
- contact
- N/K
- Take more time with each and every student.
- To continue to be aware of how I project myself.
- I can reach out to people and talk about Wiregrass. I am not an outgoing person and I do my best work texting.
- self evaluate how I help students and how can I do better with it
- make an effort to reach out
- Give students/employees undivided attention (don't answer phones or texts when meeting with others). Help students see their path toward graduation and beyond and encourage progress in that direction. Understand that sometimes students have life problems that hinder their ability to stay in school. Don't encourage them to stay so that they withdraw later and owe money to the college. That puts them further behind and isn't good service to them.
- I think I have great customer skills but I would like to add to what I have. I feel good customer service skill takes you a long way.
- Get training from an outside source.
- By continuing to make myself available to students and their parents.
- 100% Responsibility 0% excuses when helping students.
- I have an awesome customer service skills.
- Use all training available to me.
- I FEEL MY CUSTOMER SERVICE SKILLS ARE GOOD. I AM ALWAYS HELPFUL AND PRESENT A POSITIVE ATTITUDE NO MATTER WHERE I AM.
- None
- Try to be more understanding of the student's personal situations
- I can improve my customer service skills by talking more with my students. I love the interaction. I try to make my students feel that I am approachable and willing to listen to their concerns.
- Place me in my customers place when I am working with a customer(my student).
- More training.
- n/a
- Making we are available when needed

- I believe my customer service skills lack little room for improvement.
- patience
- I have great customer service skills and have a complete understanding that anyone walking in my door is a customer form another teacher, students, administration or someone off the street that need work performed in our facility
- Mine are pretty good although I am sure there are areas I could work on. Internal customer service is something we all could work on.
- continue being available for them
- know what is going on in the college; only certain people and departments are informed
- I believe my customer service skills are fairly strong but to learn more about the functions of other departments will improve my customer service skills by providing accurate information or not having to ask someone for the information.
- Always put yourself in the student/customer's shoes
- xxxxxxxxxxxxxxxxxxxxxxxxx
- Time to make myself knowledgeable about the school and what we have to offer.
- n/a
- I can improve many areas, but I know how to offer good customer service. Acknowledge the customer immediately, smile, greet them pleasantly. Listen and give them your undivided attention. Help them with what you can do, then if possible walk them to the next person that they need to see. Get their number and follow up with them the next day. Do things in a timely manner.
- Improve my listening skills to get a better understanding of what exactly it is that the student needs and slow down.
- -
- Practice skills daily
- Improve my communication techniques. I can write all day but verbal communication is an area I lack in.
- I need to make sure I completely understand customer requests before I act.
- I believe my customer service skills are okay.
- Have a supportive and appreciative supervisor.
- More training in various areas of customer service
- nothing
- Continue to see everyone as important.
- B&I visits
- Always be kind.
- Welcome others.
- na
- I have spent most of the day answering these questions and I do not have time to complete this question. I need to submit the survey or lose all of my answers.
- The customer is always right! Put a smile on your face and help them anyway you possibly can.
- More training
- by always being patient and considerate.
- By projecting a positive attitude, I will improve my customer service skills.
- Be positive and willing to help.
- Listen and pay attention more.
- Again, we have lost a lot of great employees. We need to find out why and fix the problem. Our turnover rate must be very high. Does anybody really look at this?
- REMEMBER WE ARE HERE TO SERVE
- N/A

- Always think of the customer first.
- N/A
- A online learning seminar would be effective.
- NA
- n/a
- I have a heart for customer service so I know I do all I can to assist students and campus guests.
- Smile More
- Again, I am top level customer service, with students and co-workers.
- Training for dealing with difficult customers.
- promote an environment that is good for growth
- Keep working on any opportunity that is brought to my attention.
- Nothing
- Externally - be more patient and understandingInternally - don't react; respond
- More knowledge of what each department handles that way I am able to assist students, visitors, customers more effectively
- No suggestions.
- A lot of people need some training to learn how to respond to emails, phone calls, and online students. I usually hear that no one responds or answers their phone calls from students. I try to help them as much as possible, but sometimes I can't do anything. It gets very frustrating when I can't help the students, and that's, supposedly, why I'm here.
- As I stated earlier, I don't think students should be treated as customers. Calling them by that title just emphasizes consumerism and treats them as replaceable objects.
- Learn more about the program; classes, advisory
- i think my customer service skills have always been good.
- stronger drugs NO LOL Always put self in the customer shoes
- Right now, I'm not sure what I need improvement on. However, if I am told that I should in some area, I would be open to those suggestions.
- I have really good customer service skills. I could strengthen my skills by becoming more knowledgeable of the programs, degrees and TCCs available. This makes it a lot easier to answer prospective student's questions.
- Be more efficient
- None
- Be informed, make a purposed effort to get to know all that the college has to offer, and if I can't answer a question, find someone who can.
- n/a
- Always be open to suggestion
- Ensure prompt responses to emails and phone calls.
- No comment
- I already try hard to be good. Maybe try harder.
- Continue to hone the skills, I currently do a lot of reading and study in this area. I think that taking a step back and putting ourselves in the position of another will help us.I think we as an organization should adopt a class tailored for customer service and servant leadership. We should focus on some core principles and talk about them monthly.
- To continue to learn about our programs and ways I can answer questions as they come across my screen and those in meet face-to-face. Providing good customer service skills is essential.
- Continue to stay abreast, updated and remember the student's are our customers.
- No Comment
- n/a

- Be available to answer questions that people have about the adult education classes
- I strive daily provide the best customer service.
- keep positive
- I can improve on my customer service skills each and every day. I can improve on more knowledge about Financial Aid, and being able to just answer a student's question without help, which I know we all work together as a team and I am totally fine with that.
- Listen more
- More practice with customer service is the only logical thing of which I can think.
- better phone etiquette
- Respond to communication in a more efficient manner
- I think I have amazing customer service skills. This is a very important skill to me and I take pride in delivery great customer service to everyone.
- The ARC is a very customer service/student centered component of the college. We have been able to build very strong relationships with students and most realize we will always go the extra mile to make their time with us better. In addition we have been able to build strong ties with all the related depts internally. But, with all things - it can be improved. I believe additional cross-training can help provide quicker answers to the many questions we get on a daily basis.
- Continue to display a smile at all times and practice patience when dealing with students that are not certain as to what or where they want to do or go.
- Be willing to listen
- NA
- Better skills related to dealing with difficult customers and handling confrontations.
- na
- Help student in any way I can to help them get their education.
- Since I have held the position as a secretary, I know the effectiveness of great customer service skills, and I demonstrate them daily. Therefore, I'm not certain of how I can improve my customer service skills.
- My customer service skills can always use some improvement to help better my job. I can keep up with ways to enhance my skills when it coming to dealing with different cultures.
- focus more on the admission process rather than going on tangents have more information about admission process
- Always think of the student first, from answering the phone with a smile to greeting someone walking in the office
- Find time to return calls sooner.
- Not sure.
- None
- Be fully engaged and present with each student that comes to my office--focus my attention and show genuine concern.

Do you understand the WGTC budget categories (MRR, Obsolete Equipment, Local Funds, State Funds) and the methods by which the monies can be spent?_66

- unknown
- Yes
- No
- I have a pretty good idea of how the moneys can be spent.
- More than before, as it has been explained numerous times by Dr. Anderson in faculty meetings.
- yes for the most part

- yes
- somewhat
- Yes
- Yes I do.
- Yes
- Yes
- I understand the concept, just not the details
- Not really I know certain things have to come out of a different budget
- Mostly
- Yes
- Yes
- No
- N.A
- Understand categories, but not how monies can be spent
- Mostly.
- No
- Yes
- Yes, I understand some of them, however, I may not agree with some of them.
- Yes, I do.
- Yes.
- no
- I have a basic knowledge of this.
- Yes.
- Yes
- Yes
- I understand, somewhat. I understand about grant monies, time frames, and how that money needs and should be utilized.
- No, not at all. Not even to the slightest degree.
- NA
- yes and it is a shame that we cannot carry over some of it.
- Yes
- Yes.
- no
- Yes.
- No.
- No.
- For the most part.
- To some extent.
- yes.
- Yes
- Yes
- yes
- no
- I do not.
- Yes
- Yes.

- A little.
- I am not part of that group, however, I do know how the Adult Education monies are allocated.
- yes I understand it
- somewhat
- Yes, for the most part.
- No, but interested to learn more.
- Yes
- Yes somewhat.
- I somewhat understand them.
- No
- Not really.
- NO I DO NOT UNDERSTAND THIS AT THE MOMENT
- Yes, different buckets and all that
- No
- I understand that funds are specified to purchase certain items and are reserved in certain line items/accounts for specific expenses. Those funds are to be used only for what it designated for. Misuse of funds can lead to penalties and fines from the State.
- For the most part. I know that there are detailed information that I don't know.
- yes
- no
- need more knowledge on this
- No.
- no
- Yes, the President explains it very well each year. Most will get it and try to work with in it constraints while some will complain no matter how well it is explained.
- Yes, Dr. Anderson has explained it.
- yes
- yes
- Yes,
- yes
- no
- No. Although I was briefed on them at a meeting once.
- n/a
- yes
- No.
- yes
- N/A adjunct faculty
- Yes.
- Yes
- I do understand this as explained by Dr. Anderson.
- Somewhat
- Somewhat but not because it was ever explained how Wiregrass does business but because of prior work experiences in other agencies
- no, not really
- Yes
- Yes
- yes

- Somewhat.
- somewhat
- Not really. I know they exist and usually they are explained during the budget meetings.
- I do understand it but I do not agree with how some of it is spent.
- Somewhat
- yes
- No, I do not.
- yes
- Yes, basically. Occasional reviews are needed.
- Yes
- NOPE
- N/A
- Yes
- N/A
- I have very little knowledge about that, it is not my job area but I am aware.
- Yes
- not really
- Yes but since I don't work in them regularly it's nice for Dr. Anderson to remind us in the fac/staff meetings.
- yes
- Sometimes, when things stand still and aren't constantly changing.
- Yes.
- no, I do not have to deal with any of this
- Not all at this time but I am familiarizing my self with the different categories to understand them.
- No.
- No
- N/A
- No
- Yes
- No. I have no idea.
- No I do not understand most parts of this
- i understand them but i don't think they always work like they should. only parts of the building that people see get fix but yet the parts that no one but staff see does not get any love.. take the IT department. the floor is old and ripped the walls have paint chipping and the roof has water spots all over them.
- yes
- Yes, I am knowledgeable in the areas of my responsibility.
- I understand that certain things must only be purchased with certain funds. I know that everything has a process and has to be accounted for.
- Yes
- Yes
- Never been expose to these.
- no
- Somewhat
- Yes, we are given a detailed explanation for the most part.
- Yes.
- No
- No, not really.

- I do now. I appreciate Dr. Anderson taking the time each year to share this with us. Before she came I had no idea how things worked in this respect. Knowing this helps me appreciate things more and to be a better steward of state monies I'm put over.
- No, I am not aware of it.
- Yes.
- no
- NA
- I could use more insight on these.
- yes
- Yes.
- need more understanding.
- Yes. After attending the mandatory budget meeting and then having certain aspects explained to me afterward, I believe I have a good understanding of the budget categories.
- mostly
- No, I do not.
- Yes, I do understand the WGTC budget categories.
- yes
- Yes.
- Somewhat
- Yes
- yes
- na
- All this is done through management.
- Yes, I have some knowledge of the budget categories.
- I understand the budget categories somewhat, but I know all campuses should have monies to spend for the need of their campuses and environment.
- No
- Somewhat
- yes
- To some extent.
- Yes
- Somewhat.

In what ways do you project a positive attitude about Wiregrass?_67

- I encourage people to attend.
- I believe in what we do
- I am excited about our DOC training programs and always speak highly of them and the value that they offer
- I am always proud to say I work for Wiregrass. I will talk about it to anyone that ask me .
- I love coming to work everyday! When I remember we are here for the students, and do what I can to support them, I feel positive and hopefully contribute to a positive work environment for my colleagues and learning environment for students.
- I am an ambassador for wiregrass whether I am wearing a badge or not
- I am constantly smiling and speaking well about the school.
- speak well of Dr. Anderson to other community leaders
- speech

- I work very hard to show our programs in the best possible light and try to be honest about improvements that need to be made.
- Encouraging others and talking about the great things happening
- I always try to look on the brighter side but many days, it is hard. I do not want my negativity to affect the way I treat students or potential students.
- Smiling in the hallways, speaking to everyone making good eye contact. These are positive reflections of the work atmosphere
- I always say positive things about the school and the people in it I don't anything negative to say about Wiregrass.
- I always tell students the advantages of enrolling at WGTC. I also urge them to talk with the appropriate person when something first goes wrong -- not to wait. I think many students "suffer in silence" because they don't know who to turn to when they have problems. Most people just want to be HEARD (true for students and employees).
- I enjoy encouraging others.
- I try to be friendly to everyone.
- I love my job, and I am not shy about saying that to everyone.
- N.A
- Try to be upbeat and treat inmates with respect (The way that I want to be treated.
- Represent.
- Brag about the programs, and encourage technical education.
- I always promote the college to any one that will listen and tell of all the programs we have.
- I always tell others that if they come to Wiregrass they're on the way to a greater future, I always go out the way to make everyone I come across feel important.
- I focus on things that go well. When I see other employees doing a good job, I say something to them - just a quick positive comment. When I can, I participate in plans and activities to improve aspects of the college.
- I have excellent customer service skills. I do a great job representing the college and my department. I can put on a good face in front of students and other coworkers.
- better communication
- I try to always talk about and project Wiregrass in a positive manner. I want those who I come in contact with to think as highly of Wiregrass as I do.
- I feel like the projects that I have completed and am currently undertaking show the care that I have for this school.
- I smile
- Yes, on and off campus.
- Just by keeping a positive attitude and a smile on my face. I wear Wiregrass clothing with pride, always remain positive in front of the students, and address any complaints or concerns they might have appropriately and with positivity.
- Energy and am always speaking positively about the school
- NA
- Strive to show that I care for the faculty, staff and students and always try to resolve their problems and needs.
- By speaking in a positive manner.
- By keeping a smile on my face and the negativity in my back pocket.
- I let people know my experience here as a student and assure them it is the best decision i have made.
- Regardless of my feeling toward administration, students, or faculty I always try to present a positive image to those I work with and the students I am involved with.
- I try by being a humorous person.
- Speaking well about it.

- We are a great school, I don't see anything negative, just positive.
- I try to project to students and the community that Wiregrass can help them achieve their dreams.
- Eagerness to work as a team, ability to move past difference of personalities to ensure student success is put first.
- I am upbeat, positive, and always do my best. I also encourage my students daily to do their best.
- I try to remind students that this is the most affordable and rewarding education that they can receive.
- Telling everyone what it has done for me.
- in interactions
- I share with everyone what a great place.
- The Employees and here they are mostly happy by nature.
- I try to be positive at all times by letting employees know I will gladly help any way I can.
- I enjoy being here teaching and that automatically shows.
- I only have positive comments to make about the College. I promote this to all my students, suggesting that Wiregrass is a great place to begin their educational journey.
- when I am out in the community and people ask me about it
- when asked how I like my job, I always say "I love it", never speak negatively of the school
- Speak positively about it.
- By being me. I am a naturally positive person so I share what I can about Wiregrass where ever I go in this community.
- When the majority gets on board. Everyone is not going to get on board.
- By always being upbeat and promoting the school in ways that are positive.
- SMILE!! Great everyone that enters the door with a friendly hello and smile.
- WGTC prepare students for a successful career which includes good work ethics. I think work ethics should be discussed in the class though. I plan on making it a discussion process upon entering the classroom.
- Being more understanding and very encouraging to the students.
- I FEEL THAT I PROJECT A POSITIVE ATTITUDE WITH WIREGRASS BY BEING PATIENT. ALTHOUGH SOMETIMES I DON'T ASK A LOT OF QUESTIONS, I AM PATIENT ON WAITING ON SOMEONE TO GET WITH ME BEFORE I ASK MY QUESTIONS. I HAVE TAKEN ON ANOTHER INSTRUCTORS POSITION AND ALTHOUGH I AM DOING A LOT OF TRAVELING IN BETWEEN MY CLASSES, I HAVE PRESENTED A VERY POSITIVE ATTITUDE.
- I do not discuss work outside of work
- Explain that jobs are more readily available for technical students than students seeking traditional college degrees.
- I project a positive attitude about learning and communication. I maintain a positive attitude throughout the class
- I try to project a positive attitude concerning the school and students with my "dress", teaching techniques, examples used in class, conversations with students when I see them in the halls or during conferences, and with my peers.
- I display good customer service skills, treat everyone like they are important and stay focused.
- n/a
- The students have a positive attitude and are excited about their program
- By bragging on my students and their growth of abilities.
- Being a positive person. Always smiling and try to be helpful where I can and am allowed to be helpful.
- I speak highly of the school and its admin in public and try to keep any negativity in house where it belongs.
- I always try to portray Wiregrass in a positive light to anyone in the community.
- make sure the students stay on task while in class. give them outside research in their career field.
- try to be positive

- In my positive conversation to colleagues, students, and others at community events. Also, always attempt to conduct myself in a professional manner whether at work or not at work. People know that I work for Wiregrass. I believe how I act or interact in public reflects on Wiregrass.
- i hope that it is obvious that i love my job and i believe our mission is very noble. I share good news about Wiregrass every opportunity I get.
- I smile
- When speaking to students, I highlight the resources I know of.
- n/a
- I focus on positive thoughts and try to disregard others negative attitudes, by saying a positive response instead of joining that destructive activity.
- I use positive words,am courteous and friendly to all. I maintain an optimistic viewpoint about WGTC. I promote the programs we have and I never down talk anyone at the school.
- I always speak highly of the school when I am out in the community.
- Always support verbally
- By staying away from negative people and negative conversations.
- I am happy to work here and tell others that.
- I don't talk negative about Wiregrass.
- I take pride in what I do and how I come across.
- smile
- Always smile
- Greet everyone with a smile and hello, dress professionally
- I am adorable. Really, I am.
- Wearing my badge and encouraging students to apply to the college. I also invite students whenever there are community-based activities.
- It seems hard to project a positive attitude at times with everything being focused on the valdosta/douglas campuses.
- Good customer serviceFriendly positive attitudeGreeting everyone
- Encouragement in any way possible.
- By inspiring students that their hard work and dedication will pay off for them in their chosen field.
- by always promoting WGTC in a positive way
- I speak favorably of WGTC in the community and express pleasure in being an employee here.
- I love Wiregrass and it shows however, there is always room for improvement
- I try to never talk negatively about anything that happens outside of work. I don't take problems home. I do not participate in idol gossip.
- I try to be positive when talking to people in the communities about WGTC.
- SMILE SMILE SMILE
- The way I project a positive attitude about Wiregrass is that I express to people that Wiregrass is a kind, caring, and supportive environment.
- Showing a sense of pride when out in the community to show potential students that Wiregrass has what they are looking for.
- N/A
- I like where I work and I promote, and try to encourage others to attend classes here if they are looking for a place to go to school.
- Brag about it and the various programs; share success stories
- by being positive and encouraging to my students and by spreading the word about WGTC's programs.
- I talk up Wiregrass in the community. I never take our 'dirty laundry' outside. I encourage HS students to consider Wiregrass for core or to come take classes over the summer when they are home.

- I wear the uniform with pride. I am not ashamed of where I work. I am very proud of my employer.
- I am Wiregrass and will promote as such.
- By focusing on what we offer and how we can help students succeed.
- I like to talk about the great things that Wiregrass is doing
- Pride in where I work.
- N/a
- I have faith that our courses are built and delivered to rival any 4-year institution and I'm not quiet about that. Also, I believe in our mission.
- How excited the students are when they are about to graduate from their program
- I keep a positive attitude as evidenced by the way I consider others, I have an open door policy and I encourage communication.
- I portray a positive attitude towards all customers, students, and industries. I try to reinforce the ideas that we are here to provide them with the workforce they need. If any negativity arises, I often tell industry leaders that's why we need them on the advisory boards to help us do better, and provide that information to the faculty member. I also try to make it inviting so students will want to come back.
- Whenever asked about students or programs at WGTC, I always praise the instructors and their willingness to help their students in all departments and programs.
- I speak highly of the institution and by putting percentages out there; how many are enrolled, how many graduate, how many goes in the workforce right after graduation.
- i tell people that i like going to school here as the classes are more should you why then just reading it to you.
- Telling people want it did for me and what it can do for them
- Everyone who knows that I am a Wiregrass employee hears and knows how much I enjoy my position. I tell them of how much I have learned about Wiregrass and what the institution offers. That is a resounding statement. It's not just the duties, but the entire experience that I have felt as a whole. I share everything that I learn here hoping that it will give others more insight on how beneficial and great Wiregrass is. I often compare Wiregrass to a hidden gem in how others don't understand its value and what it offers.
- I encourage students to enroll and participate during Free App Day, Get Wired, Wired up and other campus activities. I share with people how friendly and welcoming our staff, students and president are.
- I try to make people feel good by talking to them when they come to the Welcome Center for assistance, directing them to the appropriate destination, by smiling, being friendly
- By praising the school and what it offers students in today's market
- I love what I do, and I love working for the college. When tis is true, it shines through.
- I enjoy teaching here and I think my students learn better because of it
- Not sure
- I smile. I am happy about coming to work.
- I tell people that I love my job, and that I enjoyed my classes here
- I love my job and my students. I think that shows.
- I am very proud of this college, it's goals, student turnout, it's environment.I am proud to work here.
- I feel our positive attitude goes a long way. As crazy as it sounds I feel I project a positive attitude by sharing a smile with staff, faculty, and our students.
- In my community, church and home.
- No Comment
- n/a
- Promote the achievements of our students
- I try to smile and promote our school. I never complain publically.
- talk about it everywhere in a positive light

- By staying positive, keeping a smile on my face even though my day may not be going well, staying open to constructive criticism, and working on bettering myself at my job.
- Speaking positive about Wiregrass and informing others about graduation rates for my program
- All of my friends and close family members know how much I have loved my time here so far. I only speak positively about my experiences here because, honestly, I have had a great time teaching what I love and seeing it stick with my students throughout the semester.
- recruitment when in community, good customer service
- I love working at Wiregrass and my attitude reflect that
- I project a positive attitude about Wiregrass: I treat my coworkers and students with respect, and Set goals.
- I hope my daily interactions with students and staff speaks for itself. As a front line soldier in the ARC- what we project to the students can be critical in their experience and first impressions of the college. From surveys- I believe my team is projecting a good positive attitude and letting the students know we are there for them.
- I never say anything negative about WGTC. Promoting the school in the communities through fairs and festivals always with a smile and positive information as to what is occurring at the school.
- Telling people about the friendly service
- Discuss the advantages of attending Wiregrass.
- Encourage enrollment opportunities.
- I actively recruit potential students through my other jobs.
- Being an ambassador for the college.
- I project a positive attitude about Wiregrass by sharing with the students the college's graduation rate. Also, I demonstrate to the students that I am eager to assist them as well as motivate them to work hard toward meeting their career goals.
- I always try to act very professional on my job and speak positive about the school and my coworkers. I also promote a positive environment on my job.
- Through my personality and customer service
- Always speaking positively about the school
- I try my best to be professional everyday.
- I let people (in the community and potential students) know that I enjoy teaching here and that it is a great place to come to either work towards a career or make their current career opportunities better.
- I feel positive. I therefore discourage negativity, how ever minute.
- Open communication and a cooperative spirit with coworkers.

How can you promote the Foundations' scholarships to students?_68

- tell them
- I tell students to check on these often.
- N/A
- Not sure what all scholarships are available and the requirements.
- I can add announcements to my signature on email and be sure information is displayed.
- I shuffle students to the foundation when a need arises
- By knowing about them!
- I don't. It would be nice if we knew more about those.
- communicate clearly
- Talk about it more.
- Post in classroom and announce to students

- I do promote the Foundations' Scholarship but we must be willing to assist students who are in need. If our policies will not allow us to assist students, then we need to build relationships with organizations who will; just do not let a student leave without another course of action.
- Let the students know they are available, and the link to find how to apply.
- Make the students aware of the scholarships that the foundation is offering to the students.
- I do this all the time in my current position.
- Word of mouth
- When advising students explain them as options.
- I do this every day. I have student come in and want to attend but aren't sure how they will pay, I show them where to find , and how to apply for the foundation scholarships. I actually have given this advice to three people this week.
- N.A
- Probably can't in the Prison system
- One-on-one conversations, the website, etc.
- Tell students, share on social media.
- I let students know, to check their emails and our web site.
- I would have to make sure I have current knowledge of them and make sure that they're aware of the opportunities they have by utilizing them.
- Tell students about their availability.
- I promote the Foundations' scholarships by telling students about them and encouraging them to apply for the scholarships.
- make sure students are aware, its available to all students, make part of financial orientation, advising , and VA services.
- I always talk about the foundation scholarships with graduating seniors from my high schools.
- simple, explain it to them. I have sent many students to the Foundation, all I did was ask them if they needed help and explain to them what the Foundation is.
- I let everyone that seems to have money problems aware of what is available to them.
- Announce in orientation, promote to GED students.
- This can be promoted when they come in and are curious about the programs.
- I have no knowledge of these so any information I give on this issue would be based on mere conjecture.
- NA
- Make them aware thru regular meetings.
- IDK
- By helping to spread the word.
- I could recommend it to students.
- I already refer them to the website. I guess it would be helpful to know what else I could do.
- BY letting students know of the scholarships often.
- Letting them know about it.
- I can mention it to them every time I advise a student. I would say give them a hand out, but I feel like they get so many pieces of papers that more then likely it goes into trash. A pin or something more personal would work better.
- Tell students about them. Most are too lazy to apply.
- Talk about them, encourage students to apply.
- I always tell my students about the scholarships that are offered to help them pay for adult education and also for college. I remind them to take their education seriously and to ask questions.
- Anytime we have students coming into the bookstore who cannot afford their books because they do bot have financial aid, we tell them about the Foundation.

- By telling them about how it can help them.
- Explain purpose and refer
- Talk about it more.
- Telling about it when students are in need and express what a good source it is.
- Market them more.
- Keeping everyone informed on all that is available to students.
- By talking about higher goals and what is available to students who want to pursue further education.
- I give through th foundation and when students are in need I recommend them to the foundation
- informing students of funds available
- Tell students verbally and in whatever way reaches each one best.
- By sharing it with students in need and they will tell their friends.
- Flyers and word of mouth.
- By encouraging them to apply for the foundation scholarship.
- Educate students on foundation scholarships.
- I let them know at all times to make sure they apply for different fundings. I stress it constantly.
- I do not know much about the Foundation scholarship, but I do let them know that scholarships are offered.
- I AM NOT SURE OF THIS, WITH ME JUT STARTING I AM UNSURE OF HOW TO DO THIS.
- Email students
- Mention them in class
- I can tell them about the scholarships offered by the foundation.
- Remind them to discuss scholarship funds with their advisors, "go online", check bulletin boards, and not to forget me as a "go-to" person.
- I have already established contributions to the Foundation scholarships.
- n/a
- Intruducing it to them at the beginning of the semester
- I encourage my students each semester to apply for Foundation scholarships.
- I am not sure that I care to see how the Foundations money is being spent. I do give via my paycheck, but I am seriously reconsidering this and taking that deduction out.
- We guide our students in need to the foundation for scholarships,loans and grants regularly
- Talk about them and spread the word.
- each student should be advised of the available scholarships the day of registration from the registrar office.
- tell them of the opportunities available
- I believe one of the best ways to promote Foundations scholarships to students would be getting the instructors to fully buy in to promoting the Foundations Scholarships that are available to students. I believe the instructors have the closet contact and relationship with the students. I also think, though the strength of the SGA appears to vary on the four campuses, having the SGA aware of Foundation Scholarship and the process for applying could be very beneficial. Just an observation but it appears that WGTC may have difficulties finding applicants or disbursing Foundation Scholarship resources.
- be aware of student's needs
- xxxxxxxxxxxxxxxxxxxxxxxxxxx
- I remind students of the announcements I receive about such things.
- n/a
- by postings their information and telling students about them
- Speak briefly about them during orientation, advertise in areas such as library and computer labs, admissions and financial aid offices.
- I encourage the students to apply for them when taking the GED.
- N/A adjunct faculty

- By listening to their needs. I often send students to the foundation when I know of their needs.
- When I can I tell the students about the Foundations programs.
- Informing the students of the scholarships is worth a lot. Many of them do not have any idea this is available.
- Passing along the information
- not sure
- Make them aware of what is available.
- On job boards and classroom discussion
- Repeatedly tell the students about scholarships!
- Provide information within the classroom.
- inform students of the scholarships
- Word of mouth to students when they let me know that they have a need that their financial aid cannot cover.
- I do not think they want to be promoted.
- By being informed of what scholarships are available, and being informed on who is eligible for them.
- Don t know. I have nothing to do with this.
- I encourage my students to excel in testing so that they may qualify for scholarships.
- Word of mouth and being aware that someone needs that type of assistance
- Informing them. Word of mouth. Share in BB.
- We need more information about what is available.
- REFER STUDENTS TO THE FOUNDATION OFFICE
- N/A
- Guiding them to the website and letting them know what the Foundation is here for.
- N/A
- A large display board somewhere located in the school where some of the past students have received the scholarships and what it takes to get them.
- Through flyers, literature, information
- I think sending a monthly email to students would work
- Separate matter - coming from an instructor who writes many recommendation letters for students -- it would be nice to receive an email or phone call from the Foundation to notify us if the student did or did not receive a scholarship and why. When instructors tell students about scholarships and they don't receive them they get upset. I've heard "there is thousands of dollars to be given to students in need" but when students apply and don't receive any funds they are upset. Instructors can help mitigate this and we can help qualify them to set them up for success rather than disappointment since many of these students are truly in need.
- Tell them about it.
- I review ALL the scholarships available that are mentioned in the student handbook at the beginning of the semester and the end of the semester. Some students don't even read the handbook and the info is not easily found on our website.
- Talk to students about the scholarships and let them know what is available.
- We talk about scholarships to all students and offer to help them in any way possible
- Inform people of what is available to them.
- Tell them about them more. But that's not my job. The advisers, registrar, and fin aid should be doing that when the students are applying.
- Encourage them to apply and to become active in the community.
- More advertisement about the Scholarship program and ways to qualify
- No comment
- I promote the scholarships when I see a student in need.
- flyers, emails, social media posts, etc.
- Let them know about the scholarships and how to apply for them

- i don't know.
- I believe and support the foundation 100% it has help a lot of my students start and make it to graduation . And i will tell student that if you need help let me know Wiregrass will fine a way
- The only way I am able to promote scholarships as an individual is by word of mouth which is by far the best form of advertisement.
- Post scholarships in classrooms, inform students via e-mail, text, mail or use any other technical device used for communication. We can also hold forums that will inform students about the assistance available. Flyers can also be created to pass out to post in the Upper Crust, near vending machines and on bulletin boards.
- By telling them about the ways the Foundation an help provide them with assistance.
- Advertise the Foundation more
- I do every thing I can to help my student earn scholarships. I try to see whats available and inform them of the criterias. I also post all new opportunities.
- no clue
- At class orientation
- Tell everyone!
- The topic of financial aid rarely comes up, so there really hasn't been an opportunity to promote *any* form of financial aid.
- I talk about them all the time...
- By making sure they are aware of what is available to them.
- By attending functions and supporting financially.
- Share with all students and not just those entering post-secondary.
- No Comment
- n/a
- We make our adult education students aware of the qualifications for Foundation scholarships for the GED test.
-
- share info and give myself
- By letting students know that they have more than one option to assist them with funds for school. I tell students all of the time about the Foundations scholarships because that is my job to do so, and I make sure that I can help someone be able to afford to pay for college without having to stress about extra funds.
- I encourage all my students to apply to help lessen the financial burden while attending school
- I have spoken about some of the scholarships in class as something they need to be sure to consider.
- let them know when scholarships are available; remind them to check their emails.
- Encourage students to apply for scholarships
- In today technology driven world the best way to promote anything to students is social media.
- my team promotes and encourages all students to look at the opportunities when they visit the ARC. In many cases we also refer students to the foundation when circumstances that may keep them from attending and/or being successful (can't pay for all the books and etc.)
- Being fully aware of all the different scholarships that are available to students and the program that offers the scholarship. At the beginning and end of each semester, introduce or remind students what scholarships are available. Let the students know when and what they would need to do to apply.
- NA
- Discuss with students during Orientation and via ARC advisement.
- Share with friends. Facebook.
- na
- Explaining to the value of having a foundation and how it can help students in need.
- Because Foundation's scholarships is beneficial to the economic disadvantage, I promote the scholarships by encouraging students to obtain a score of higher than 145 of the GED practice test.

- I can voice my opinion to students about ways to pay for their education at Wiregrass.
- N/A
- Refer students to the website
- Advertising them in your area.
- Not sure.
- I advertise in class.
- Talk them up at every chance I get. Show the student where to find the scholarship information.

In what ways are you involved in the Institutional Effectiveness process?_69

- I work hard to be an effective teacher
- This survey
- N/A
- na
- I assist in collecting data and processing of information when needed.
- I eat the delicious food that Mrs. Bonnie brings
- N/A
- I teach.
- Planning
- I oversee it.
- Collecting and reviewing data
- We answer these questions and nothing happens
- I am there for my students in they need help with any courses. I offer flexibility in turning in assignments, also a varied range of teaching methods
- I collect the data for our program and input that data in the end of the year report.
- N/A, other than surveys.
- Collect data.
- I am aware of the mission of the college and the IE processes.
- ?
- N.A
- I'm not
- Not sure.
- n/a
- Not sure
- By participating in the committees that I serve on having the views of a student and employee.
- I am not.
- I am not involved in the IE process.
- none...yet
- I am not directly involved in this. My supervisor submits our reports.
- the control of my program and the maintaining of its relevancy.
- not
- complete the IE assessment.
- I am not familiar with this.
- I am not fully sure what this means so I can't answer it.
- NA

- Ensuring that it is continually updated with the most important needs to be evaluated and then making sure it is followed.
- IDK
- I assist my supervisor with formulating the IE plan for our department.
- no way
- I am involved with multiple IE plans. I help set goals and improvement measures.
- It is a team effort.
- N/A
- N/A
- I do my Trackdat.
- Review of assessments in department areas. Review of SACS policies and staying in compliance.
- N/A
- N/A
- SLO
- n/a
- not sure??
- None
- Collect and follow up with faculty and staff on all data related to IE.
- I am not
- I attend Professional Development sessions and hope by doing so that I learn more about all that Wiregrass has to offer and how it is offered.
- through my different with measurements and standards that we set to improve upon
- not sure what that is
- Surveys
- By completing the survey and giving my suggestions.
- A little.
- By teaching students to pursue the different offerings that wiregrass has.
- Surveys. Helping students, faculty and staff.
- I am not
- n/a
- I AM NOT INVOLVED
- Not applicable to my area
- I don't know what this is.
- I'm not sure
- Identify and Tutor students
- None
- none
- Being available for my students
- QEP Training and entering assessment data for my program.
- none
- Not sure what this is?
- I am involved but not as much as some people are.
- being a member of the different committees
- collecting and analyzing data
- I'm not very involve with IE though I have participated in WGTC surveys.

- we work every day to fulfill the mission of the college and the levels of effectiveness. Therefore, we are involved in IE every day.
 - xxxxxxxxxxxxxxxxxxxxxxxx
 - I speak to my area director frequently about improvement.
 - n/a
 - by developing and following an IE plan
 - By doing my job to the best of my ability and give feedback to my supervisors.
 - By participating in surveys like this
 - N/A adjunct faculty
 - Not much.
 - I try my best to meet all goals in the IE plan.
 - I am not sure.
-
- By providing student information and a plan for success in their education
 - not sure
 - Learning process
 - Program evaluations, program certification, committee member on several committees
 - Many ways including evaluating my area and being involved with various IE projects.
 - Participating in meetings and surveys.
 - na
 - This survey
 - N/A
 - By submitting an I.E. plan for my program. By evaluating teaching and learning.
 - none
 - I am not sure how to answer this.
 - continual seek ways to improve presentation to students, analysis results and use them for constant changes.
 - input through surveys; input through COC data collection; input when preparing for reviews and writing standards.
 - I am not.
 - NOT INVOLVED
 - N/A
 - Answering surveys like this one.
 - N/A
 - Being a productive member of the staff and performing my daily duties as well as I can. Also by being enthusiastic about my work.
 - NA
 - n/a
 - I am highly involved. I report my data honestly, measure it and make necessary changes to my program and to my classes. I want to offer a high rigor program to prepare students for higher education or for the workforce.
 - Trac Dat? I also visit with Dr. Kelly on a regular basis's.
 - Some committees.
 - N/A
 - ?
 - Ensure the facilities are working.
 - N/a
 - Several
 - N/A

- No comment
- SLO information on a semesterly basis.
- not sure
- New to the team, but I have the capability of producing desired results with in my department.
- i think everyone try to do there best to do that.
- turning in data for programs IEQEP cohort
- I am not involved in the Institutional Effectiveness process.
- I read e-mails and complete evaluations when given.
- By completing this survey
- None
- I am not sure what it is.
- Roll Tide!
- Collecting data
- N/A
- I rarely am, other than these surveys.
- I am not as far as I know.
- I'm not sure I am.
- Through sharing stories as needed and through doing my part of the plan.
- N/A
- No Comment
- ?
- NA
- answering surveys like this one
- everyone is involved
- By doing what I am supposed to do for my job.
- none
- N/A
- don't know
- I am involved in the new accreditation process for MOWR courses
- I am working together to create goals and the commitment to implementing change.
- Co-responsible for the ARCs plan
- N/A
- NA
- NA
- Outcome assessments,
- na
- Through inputting suggestions of students on committees.
- I am in involved in the Institutional Effectiveness by submitting monthly Recruitment/Retention and Calculation Tools, which shows students growth in Level Completions. In addition, I attend regularly scheduled Professional Development.
- I try to be effective on my job and promote a positive attitude on the job.
- N/A
- N/A
- N/A
- Assessments in my courses, from what I understand.
- On Committee.

- Administrative assessments

How could we improve advisement at WGTC?_70

- unknown
- ARC is doing a great job
- N/A
- Right now I'm watching to see how the ARC program works out.
- Require advisors to use Degree Works plans that have been developed. Require all programs to have templates that have been designed and approved by Academic Affairs, not just the deans.
- have an email that is automatically sent to the instructor of record when a student is advised and then again when the student registers
- I think if we had our set class rotations, there would be less question on advisement. Also by including more student involvement.
- all registration must be done in person on paper
- More Faculty involvement
- I'm not sure what is done now so I can't really answer this.
- The ARC is working great.
- We answer these questions and nothing happens
- this will be my first advisement session so I will have to defer that answer
- Not sure about that
- The ARC on our campus has helped a lot. They are doing a great job.
- Not sure
- By making sure that all program faculty are aware of the program's requirements. Also, we need a schedule where students can take both core and occupational courses easily.
- I think our advisors do an amazing job. From my perspective they are doing great and need no improvement.
- Let more employees learn to advise and be available to students. There are some advisors that do not contact their students and that is a big issue.
- Don't know
- I think we do pretty good right now.
- n/a
- Lets see how the ARC is going to work. ONE STOP SHOP
- By making sure that the student is taking courses that will benefit their future
- Training for advisors. Develop clear guidelines for when students should be advised in program or in the ARC. Avoid passing students off to other people.
- Our Advising Center does an excellent job advising students and preparing them for the rigors of their selected programs. I feel we have great advisors working at WGTC who go above and beyond when addressing issues with our students.
- Advisement should have knowledge of all programs at least enough to follow a graduation path, knowing when to take certain classes first and listen to the student.
- I think ARC is doing a great job.
- I feel we need to be more involved in the creation of online rich media content. Marketing via banners, newspaper ads and TV commercials just isn't enough anymore. We need more of a video presence on YouTube, apps on the Play and App stores and an updated webpage.
- Listen
- ARC seems to be helping.

- Advisement needs to be about that student and focused on that one student at that time. I think some students don't feel like they get enough time or are afraid to go to their advisor because they're made to feel like they are bothering the advisor/instructor. Make a positive connection with your students.
- Make the students more accountable. Make them figure out what they need and then advise them afterwards to make sure they have it right. Let the students take more control of their own futures
- NA
- Recruit highly trained staff and ensure that staff stay on top of the most up-to-date information so that they can properly and efficiently do their jobs.
- IDK
- Allow more input from the instructors in the programs, who know their students better than anybody.
- Promotion of appointments.
- Better advisers. More involved training for new instructors.
- N/A
- I think we're doing pretty good.
- As an Advisement & Retention Specialist I would love to know.
- Instructors should advise all students including - no especially - new students. I know what my students need, I know my program. The ARC makes no sense to me.
- It has greatly improved and continues to get better. Add more advisors so that we don't have to automate so much of it in order to work with each student. If we had more advisors, we could do more personal advising and counseling.
- N/A
- N/A
- Do not know.
- create a better flow; have instructors promote services
- I'm not involved in advisement. I'm adjunct
- N/K
- Continue to grow the ARC.
- Just to keep staying in touch with the students and making sure they stay on track.
- I think a broader presence in outlying areas would be truly beneficial.
- during the advisement process students should be told what is expected for them to graduate and stay on track.
- stay involved with social media
- Use Degree Works for planning. Help students see their path toward graduation and beyond and encourage progress in that direction. Understand that sometimes students have life problems that hinder their ability to stay in school. It is good customer service to understand them.
- by making the students aware that if their instructor is not available that the ARC will assist.
- Qualified staff. Also back in the day we used to have a sheet that had all our classes we needed before we could graduate. Once we took a class we put a grade and on to the next. Students need to be held more accountable. If they go somewhere else are they being treated as high school students or college students.
- By focusing on exactly what the student is wanting to do career wise and trying to give them the tools to succeed.
- More programs advertised in newspapers, television, radio, that promote programs in that area.
- It is ok at this point.
- n/a
- I FEEL THAT ADVISEMENT IS BEING HANDLED WELL AS IT IS.
- Not applicable to my area
- Smaller student to adviser ratio.
- N/A

- I don't know enough about the advisement procedures to make any comments.
- We need to agree to provide the same training for everyone. The ARC is doing what it was purposed to do. Wait for statistics before making more changes.
- n/a
- Good
- Have better training for the ARC advisors on each program's individual needs and specializations. Also, don't have advisors from ARC discourage students from any one certain program due to what the advisor may perceive as a difficult program.
- not sure
- I am very much against the the central 1st term advisement for T&I program I feel contact with the instructors from the very beginning is crucial to student success and program effectiveness.
- I think we are on the right track. The ARC has been a great addition and a much improved process for the students. The benefit to the faculty has been great.
- the students should come to their career department first and then to the registrar office.
- we have two deans over ARC
- I shared in two earlier questions that the establishment of the ARC was a great idea to address to question. Though I believe it may take a couple of semester to determine ARC effectiveness.
- always provide outstanding customer service
- xxxxxxxxxxxxxxxxxxxxxxxxxxx
- Make sure advisors are knowledgeable and working in tandem with program directors.
- n/a
- The ARC system seems to be excellent. Their staff is taking the time to review the students as a whole their realistic goals and practical needs.
- Being aware of what the programs offer, what classes are needed, get to know the student and build a partnership.
- I think advisement is going well so far
- Possibly early involvement with potential students. Having other students available to discuss course with potential students regarding time requirements.
- I think the Advisement Center is a great move for improving advisement at WGTC.
- I feel we are doing a good job in this area.
- I am not sure.
- I think advising is doing good.
- Target the communities that will bring more student to Wiregrass.
- it's working good right now
- Make sure the advisers are up to date on all programs.
- Let the instructors advise new students
- We are working today improved advisement. Keep evaluating and improving.
- Have the advisers take on all responsibilities of advisement (calls, emails, contact etc).
- na
- I think that the ARC is on the right track and it will continue to help this process improve.
- Evening hours for students that work.
- By making sure instructors are trained to advise before they are required to do so.
- It looks good to me already.
- I am not sure how to answer this.
- Don't know as the ARC is advising the 1st semester and core students. The ARC is a wonderful blessing for our entire schools - especially students but it has been so helpful for occupational instructor.
- Communication is needed - between everyone remotely involved in the process. Thorough communication.

- The ARC is a great start. This has vastly improved the advisement process in my opinion.
- HIRE FRIENDLY STAFF MEMBERS
- I feel that the advisement process at WGTC is very effective.
- Fully trained staff in all areas so the student feels secure in their class choices.
- N/A
- Promoting career testing and advising students to follow a path that will keep them interested and also make them money. Be practical and yet follow a career path that is best suited for them. Many choose programs that will provide for them over what interest them. It should be a percentage of both to keep a student motivated.
- Advisement appears to be going good right now in one location
- n/a
- Keep Whitney :) It takes so long to teach someone how to advise a program and she was great! Since we are losing her we will need to retrain someone else. She took the time to meet with instructors to learn the program. That was vital to the success of the Southern ARC. There have been many advising issues/errors from the Northern ARC but Roy tries to make them right as often as he can. I would ask Roy and his team to meet with the program coordinators (not just individuals to teach some of the classes) to do what Whitney did - to sit and help figure out the best way to advise for certain programs.
- Doing a pretty good job right now. There is always room for improvement.
- More interaction with the ARC. And ARC needs to be more mindful of a student's Degree Works plan and not place students where they really don't belong. I believe instructors should be first line of advisement, and ARC should review and follow through.
- N/A
- The ARC is awesome! Although, having an understanding of the different programs and application deadlines is a must.
- No suggestion at this time.
- Get everyone on the same page so students aren't so confused.
- Make sure the ARC follows the rotations and ensure the academic side offers the courses on the rotations for each program. Also, ensure the students are in the right program for their aptitude.
- Advisement should be mandatory and the student should make sure they sign off that they understand how advisement works and what they need to do to have a successful advising session.
- No comment
- So far, I think the ARC is doing pretty good. We just need to be able to offer the classes that students need to get advised.
- We need more bulletin boards for advertising different events on campus. Student email is not a very effective way to communicate with students. Many do not know their log-in information and therefore do not use it to communicate.
- Have not experience that yet. But, I believe that the Degree Works training should be part of Orientation
- i don't know.
- I think the college does a great job.
- I am not sure as to the current state of the advisement process. However, if not currently in place, on-line or phone advisement could be effective in assisting students with decisions regarding their academic progression. I am sure that many students are employed and therefore may not have the time to come to the school for advisement. Therefore, this may be an alternative way to assist them.
- Generally advisement is a smooth transition process. However, it would help if the ARC counselors were friendlier and patient. I have witnessed and heard several students complain about being treated rudely and being handled as kids and not adults. I understand we want to teach our students responsibility and accountability, but for some students its their first step and they are nervous, fearful and often times indecisive. It would be helpful to them if their advisement environment was positive and motivating.

- Talking to people
- None
- I am not involved with this process. I am not sure how it works
- I am not part of the advisement process because I am an adjunct
- Not sure
- Continue to relay our students to our transition specialist, Deidra Miller, who has close ties with advisement.
- Advisement should not, under *any* circumstances, be centralized. As an employee who was a student before getting hired, I know how frustrating it is when your advisor has no clue about the classes they recommend a student takes. This frustration is increased when the advising is centralized because the advisors may never have even interacted with the department they are advising for. Instead, advising should be done by staff/faculty in the respective departments so that the advisors 1) have a better understanding of the material in the classes they are advising, and 2) can better foster a relationship with the students being advised. Further improvement to advising can be achieved by streamlining the advisement signup process. The digital tools used are only passable. The signup form should be integrated into MyCampus so that students don't have to fill out their personal information and it can just be imported from their MyCampus account. People hate having to fill out unnecessary forms.
- Let the ARC handle it all.
- I am not sure.
- Again, I love the ARC. I think this personal attention our students are getting is HUGE!
- N/A
- No Comment
- don't know
- NA
- don't know
- we are currently making those improvements
- I feel advisement is doing just fine.
- working great
- I believe that just in my short time here, advisement has been greatly improved by me simply meeting with those at the ARC and explaining what each course teaches and why some need to be taught before others.
- we have already with opening the advising center. all advisors in one location on each campus.
- I am not involved in the advisement process
- I am not aware of any issues.
- I think the ARCs have proven they are making a difference in this area. As with all things- there can be improvement and adjustments. Eventually, i would like to see the ARC take on all advisement-I already see students that have been with us for a year now (initial Spring 15 start) - still come to us for issues and advisement.
- N/A
- NA
- NA
- No response.
- na
- Meet all students schedules such as having advisement on weekends as VSU.
- Wiregrass does a great job with advisement, and we should keep up the good work.
- We continue to make feel that we are trustworthy and we are concern about them and their education at Wiregrass Technical College.
- N/A
- I think the ARC is going to help with this

- I believe that advisement should be done by Instructors because no one can sell your program better than the Instructor.
- Not sure.
- None
- Continue to expand the role of the ARC.

How can we increase the number of students recruited from Adult Education into credit programs?_71

- What you are doing is working. Keep doing it.
- Train the faculty on the opportunities their students are eligible for. Talk to the classes
- N/A
- Set up times for someone to visit and talk to them about what the college has to offer them and talk about the advantages of getting a diploma or degree from the college and how it can effect their future.
- Target their involvement in the same recruitment events/strategies as high school students. Invite them to events, include them on tours, etc.
- stop offering tcc and just do credit programs the only difference is the rigor of the core classes
- Let them know the importance of continuing education, and the impact that can have on their life.
- increase the number of students in adult ed programs....
- More Faculty involvement
- Get them involved in student government and other activities.
- Talk to Adult Ed classes or have an Adult Ed day where they come visit program classes
- Stop treating Adult Education students like they are not a part of this college.
- Let them know they have taken an important step in the learning process, and it is possibly the hardest step. Anything they attempt from that point on is sure to be icing on the cake.
- Have the instructor inform the GED students about our programs and job opportunities for when they pass the GED test.
- Waive the application fees if students enroll the semester following completion of GED.
- Not sure
- Better promote the programs in Adult Education.
- Have the instructors do a presentation day, just like we do for high school/ middle school students.
- N.A
- Offer them at the Institution
- Have program instructors visit those classes. Sometimes just seeing a friendly face can make a difference.
- promote pilot program (2 test passed and start your program). community outreach in areas where those populations can be found.
- Let the GED students have sit in days. Have them visit classes while the instructor is teaching or doing demos. Have instructor come talk to the GED students and get them excited about our programs.
- Continue promoting that we offer free classes for the GED and start offering programs that they can start in to give them that motivation to continue on. I think they have made some improvements on that.
- I think we are already doing good things - waiving application fees, having a person to assist with their transition, allowing dual enrollment through the pilot program, and setting up some TCCs for them. I don't know what else to try.
- Make them feel comfortable with the school and show them around to all departments/areas of the school to ease their nervousness about continuing their education.

- give a tour, have an open house to invite them and parents to show what we have to offer have financial aid their to explain financial aid and what it is and how it works, in this session find out what the student interest are and what the like what their goals are and what are they doing to achieve them and we can be part of that goal.
- The Adult Ed student needs to feel like a part of the Wiregrass family while they are working on their GED. We should be talking as much with them about attending Wiregrass after their GED as we do with the high school students about attending after they graduate.
- Have them sit in a class they may be interested in for a couple of sessions to see if they like it.
- Listen
- Credit instructors need to visit the class, promote their program.
- Instructors can make appointments and come and meet with the students, either individually or whole-group. When asked by the Adult Ed Dept. to come and present, do so. Instructors could also recruit by just going over and talking to the Adult Ed. students when they're on break or just spending some time with those students talking about the program(s).
- Make the programs more appealing and present them in a more inviting and less daunting way.
- NA
- Ensure that they know that we genuinely care for their education and push them to continue once they complete their GED.
- By assisting ESL students financially in having their transcripts evaluated.
- Increase connections between instructors and Adult Education students through face to face meetings and group sessions.
- Make them take a test to see which program they would excel at.
- Stop treating adult ed students like outsiders. It would be nice if someone other than the campus security and adult ed instructors spoke with the students. When was the last time that someone from Lowndes Hall spoke to an adult ed class?
- Invite students to sit in classes and take part.
- I think working with them on a more individual bases. The group session are okay but it seems more like a sales pitch. I believe if we target those that truly want to continue their education, then we can serve them better. Also if we incorporate material into our classroom learning experience that will expose students to certain areas of interest, it might help direct them into considering enrolling in Wiregrass.
- Keeping them posted on things that are happening in our programs, I feel like sometimes they need a reminder why they are pursuing their GED, that bigger and better things are headed their way and we want them to be apart of that.
- Give me the chance to go meet with them and tell them about my program.
- Continue to work with transition coordinators but also involve faculty more. Show the connection from adult ed to a program to work.
- By making them aware of the programs that there are to choose from, and also showing them the different jobs that are available with those fields.
- N/A
- I do not know.
- Start early in their progress; having testing official discuss Wiregrass as an option each time they take a test. Have person identified in testing that can talk with each student when they complete their last test to transition them into Wiregrass. Catch students before they leave after their last test to start transitioning.
- offer various hours. offer more courses
- N/K
- Create a strong incentive program.
- To keep guiding them and having them keep up with their advisor and finding out what they are interested in.

- I think offering more courses outside of the physical college would be beneficial. Using off-site locations as Online course work stations would also be great. Some areas do not have good access to the Internet nor travel to and from Valdosta to attend classes.
- recruit in areas that there are big drop out in high schools
- provide statistics and positive information to them
- Treat them well. Commend their achievements. Actively engage students in tours of programs. Help them see the future at school and beyond.
- The adult education should make them aware and invite the students to do tours to get a feel of what is being offered.
- The programs are not being mentioned. I talked to a class and they had not seen the program list of what we offer.
- By offering them the chance to take credit courses while enrolled in the Adult Education Program.
- Workshops. I believe that the transition specialists are doing an amazing job.
- I feel they have implemented a wonderful plan . We are set up to go and talk to students about what we offer.
- By advertising and offer what is needed in this area to help them get a good job.
- THE ADULT ED PROGRAM CAN HAVE DIFFERENT INSTRUCTORS COME AND TALK WITH THE ADULT ED PROGRAM ABOUT THEIR PROGRAM.
- No idea - don't work with GED
- Talk about the benefits and opportunities available with the programs.
- Encourage students to learn about what programs that WGTC has to offer. Make sure that they have spoken with Admissions and Financial Aid as a requirement to complete the Adult Education program prior to getting their GED. Documentation should be kept on file and a follow up should be completed.
- I don't know enough about the Adult Education program to comment on it.
- N/A
- n/a
- Making sure the know what is available to them
- Have them dual enroll in their last semester of Adult Education courses.
- not sure
- Maybe invite instructors form the programs or at least the deans of the general areas to brief the students in their final semester to help them make informed decisions as to how to proceed with their goals in life to include their continued education and job training.
- I feel like are numbers are dwindling at the Adult Education meetings we have about continuing their education with Wiregrass. I am not sure how to increase attendance other than to make it apart of the class day.
- advertise the need of the different jobs in he work force.
- talk to AE students and let them know what is available
- Hiring a full Transition Specialist was a step in the right direction. Of course this position requires a certain level of understanding in the enrollment process, basic knowledge of programs, a nurturing personality, etc. It also requires a strong foundation in Adult Education and the GED process. By continuing to invite and incorporate adult education students on the four WGTC campuses is very important. It is just as important to reach out to the other seven counties. Continual support of dual enrollment is good. Maybe consider providing an update on adult education students that were at one time dual enrolled but have not earned their GED. I would even suggest strong consideration on marketing directly to GED graduates.
- mentor them and find the best fit for that person. Lots of support for transition work
- xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx
- A lot of people are intimidated by college. Are there transient classes they can take to ease them into the process? How easy is the enrollment process especially for citizens who are behind.
- n/a

- We can treat them as regular students, make sure that they are invited to in special activities and by offering them assistance when needed. We could post some of their individual successes on a board in the break CHLC area. Put a short article in the paper. WIREGRASS SUCCESS, a group photo with Congratulations to xxx,xxx,xxx,xxx,xxx, who passed their GED and will be starting their program at Wiregrass Spring Term.
- Talk with them about WGTC's program & let the student come to different program that they may be interested in. Bring them into the Cosmetology, Culinary Arts, Truck driving, Criminal Justice, Fire Science classes, not do disrupt but to be a spectator.
- By informing the teachers and not just the counselors at the high school campus.
- N/A adjunct faculty
- Walk them through the process, including helping fill out the financial aid app. Give a career assessment upon completion of the GED and begin the process, without forcing them of course. But I think most of them don't know where to begin.
- We need to treat these students like they are college students and not a special program.
- I am not sure.
- Provide the information and keep it simple so they can relate and understand
- not sure
- By offering career service information on a regular basis.
- Advertisement efforts
- The pilot project is good and now we can enroll AES in technical certificates. This will help.
- Offer credit incentives and scholarship assistance.
- possibly have workshops where the AE can do hands on activities/labs for each program
- They need a transition office.
- Advertise
- By explaining the benefits to the students.
- by encouraging them to look at a better future.
- Students from Adult Ed often complain the staff on the credit side seem unfriendly and not welcoming. They complain that the process is not fully explained to them.
- Discuss options for them often and early.
- Programs should make visit or schedule times for those students to learn about the programs. They won't know unless we tell them.
- Program instructors should visit the Adult Ed classes on a frequent basis.
- NOT SURE
- N/A
- Easy transition from GED classes into Diploma programs. Extra assistance in the beginning to help with adjustment.
- N/A
- Congratulate and Encourage. Let them know this was a great start but they should continue to grow as a profession in a profession world.
- It would probably relate to money somehow
- not sure about this one, but I think locating specific skills/abilities in these students and discussing their fit with specific programs based on these skill is a start.
- I'm not sure of the current recruitment plan so I can't answer this. I wish to have a greater level of communication within our college.
- Good question.....form a committee of teachers to meet with he adult education faculty and discuss ways to bring their graduates into other programs.
- Don't know enough about that to speak of it.
- Inviting them to Get Wired!

- ?
- Encourage them to continue their education and the benefits of doing so.
- N/a
- Other than the 1/2 sessions we've been to, maybe have them take an interest inventory and have them talk to an advisor from the areas they show most interest in.
- N/A
- No comment
- I'm not sure about this one. Not all students that leave Adult Ed are ready to go directly into a program due to circumstances that we cannot control.
- Advisement center The advisement center should meet with each student to discuss their interests and give them suggestions of which programs they best fit into.
- When advising these students you have to encourage them to continue on with their studies. Offer some type of incentive to motivate them.
- i don't know.
- let the Adult Ed students spend some time in a program they may like
- One idea maybe when students are nearing the end of their course, the teacher could give extra credit or some other incentive to students for attending Get Wired or other events promoting technical programs of interest. However it is accomplished, students need to gain insight on the type of programs Wiregrass offers and what type of success and career they can have in attaining a degree/certificate from any of the programs.
- Make sure that credit instructors, administrators, student affairs etc. are aware of the Pilot Program (dual enrollment). Provide them with staff development that will ensure everyone is familiar with the transition process from Adult Education classes to Credit Programs. Continue to include Adult Education students in Get Wired, Wired Up and other on-campus activities.
- Make them feel excited about what they can do after they get the GED. Some of these people are lost and just need someone to make them feel good about what they are doing by encouraging them and giving them the confidence they need.
- Do not know
- Have College programs visit the GED classes on their campus, and extended campuses whenever possible. Have admissions visit classes at least twice a semester, and have the Transition Specialist continue to do what they do.
- I don't know
- Not sure
- Continue to relay our students to our transition specialist, Deidra Miller, who has close ties with advisement. Go on campus tours.
- N/A
- I think we are doing the right things and are on the right track. A possible thing we might be able to do more is for the adult ed teacher to assign a writing assignment to students that require them come into different programs and do a class room observation. They write a paper that their adult education teacher grades and gets them experience writing. They get to taste test the programs.
- By showing them a career path that is conducive to their schedule and also a goal that is attainable.
- I think we are doing a good job with our programs going and sharing what they do with our Adult Ed students. I know the AE students also go on tours of the lab areas. On one campus we have decorated their main hallway with program images on huge canvases. This hopefully will spark an interest.
- Continue to hold workshops that show the Adult Ed students the programs that Wiregrass offers. Include Adult Ed in more activities that are taking place on campus.
- That is already in place, but we can make them aware of the different programs we offer here at WGTC, and how they could benefit from a trade at our college.

- keep doing what you do
- Credit program instructors being available to come to Adult Education classes to talk to our students or being available for our students to tour their areas of instruction
- Adult Ed instructors and transition specialist are promoting WGTC credit programs daily.
- let them tour programs, have instructors as guest speakers
- Continuing the GED sessions where someone from each department comes in to talk to them about their program and what's their next step towards earning college credits in the programs they are interested in.
- Encouragement
- Once someone enrolled in Adult Education realizes there could be more for them in the world by learning a skill or trade, they could then be persuaded to go further into credit programs.
- do presentations to Adult Ed classes. provide information for Adult Ed to have available for their students.
- Encourage students to set goals and make a career plan that includes completion of credit programs
- I am not sure how things are being done now. I would recommend that you make it part of the program.
- Instructors probably can make the greatest impact in this area. Tours of their areas would sell many in continuing their educational goals.
- Continue with the things that are in place; pilot program that allows the students to enter into WGTC after completing two sections of the GED. Promoting this at all levels lets potential students know that they can enter Wiregrass without having a HS Diploma or GED and obtain a GED as well as a TCC or Diploma in one of our programs.
- Broadcast more
- Allow students to shadow or attend classes in a program they are interested in pursuing. Allow them to meet with students enrolled in the programs for additional feedback.
- Give them tours of programs to create interest.
- Create a technical exploratory portion of their adult education class (auto mechanics, welding, cosmetology, etc.) that they must participate in
- Encouraging our students as we do when obtaining their GED to attend WGTC and benefits of a technical education.
- In an effort to increase the number of students from Adult Education into credit program, I believe if Wiregrass allowed students who passed one area of the GED to enroll into a credited program, while continuing to work on their GED, the numbers would increase.
- We can increase the number of students by going to different companies and promoting job fairs in the community.
- provide students with more information about the programs and provide incentives
- Recruitment activities planned in admissions
- Going to the Adult education classes and recruiting them and by putting programs in the area where they attend their Adult Education classes.
- Not sure.
- Each program should have a scheduled time to talk to the students.
- Have open house day to allow the students to visit the classrooms and talk with the faculty.

As an employee of WGTC, what do you think is one of the most critical areas of need this college should address?_72

- unknown
- Communication
- Expanding DOC training to more long term courses

- Fairness -- as mentioned above I don't think all things are treated fairly mainly with those of us teaching high school classes because we are not able to use our time off when it is given and others take off any time they want to go on a vacation, Sickness or business is one thing -- pleasure trips are another.
- High turnover rates of instructors.
- marketing to a younger demographic
- I think the employee training is something that could be made a little better.
- recruitment in high schools
- Faster PO handling
- Fair pay for fair work. Or, the faculty need to unionize.
- New faculty training
- We answer these questions and nothing happens
- Funding
- Low enrollment but not sure what the answer is to that and instructor staff trying to keep good instructor from leaving because if we don't have the qualified instructors we need to keep a program going the students will go elsewhere to get their education.
- Communication and continuity between campuses. Students call different campuses and get different answers to their questions. At times decisions and changes have been made, and I have not even known about them until a student told me. I have had people in other departments forward emails to me that I did not receive but affected my department.
- Student Retention
- Faculty turn over.
- ?
- COMMUNICATION
- Don't know
- Communication between campuses...
- n/a
- Work load on instructors, and not so many people to answer to. Never sure who to call for what. Dean, assisted Dean, Assisted to the assisted Dean, the helper to the assisted of the assisted???????????????? WHO???? We have to go around the mull berry bush to get an answer.
- The pay has been an issue with a lot of us and it causes us to seek additional or other employment.
- Retention of qualified employees. The turnover rate is scary.
- Faculty Retention, Student Retention, Staff Retention
- retention and teaching faculty
- Recruitment and retention are always critical. Without students we are irrelevant.
- the IT department. over the years they have shown to be inexperienced, unreliable, and combative to outside ideas. They are a service department that is supposed to assist faculty but instead seem to be a hindrance to new technologies and new ideas.
- Making it a good place to work. I wonder what would happen if people worked here because they wanted to not because they had to. When you have happy employees, business comes. It's a proven fact.
- Enrollment
- I personally feel that this college needs to be updated cosmetically and technologically. Help students and instructors have pride in having a nice facility to attend classes with the most up-to-date software and technology. I think that the older wings need to match the rest of the school and what you see from the outside. I personally think that some students feel that they get a raw deal because they don't get nice, newer buildings and technology like some of the other programs.
- Focus on educating students at a young age, preferably high school. Educate them early and they benefit long term.

- NA
- The communication process.
- Underage youth
- Focusing on an increase in spending on the technological infrastructure of the college. A home is only as good as its foundation.
- Laziness among instructors
- Security and access to the campus and campus buildings. We need more security....
- The excessive amounts of email s transmitted daily. I could spend hour to two hours responding to emails sometime. Note, these are not from students.
- I don't know enough about the workings of the college to give an opinion.
- Maybe we could shrink down on the paper work for students, I'm not sure if that is possible. but I have heard students say many times that it was almost to much paper work and running around that they almost didn't come to school.
- The pay inequity is very demoralizing to everyone. When new instructors with few qualifications are brought in making more than instructors that have been here for years it kills moral. I don't care who you are buddies with - that's wrong. And even worse is that the administration thinks we're OK with it. We are not stupid.
- faculty and faculty training
- Making sure that the first employees that they students come into contact with are friendly and express the desire that they want the students to attend the campus.
- Retention of students and employees.
- No ideal.
- Customer service
- Ethics and Value of Self
- N/K
- Updating facilities, technology and computers.
- To just continue to fully put your trust into the people who teach these students, that they are doing their job efficiently.
- I believe a critical area of need is seeing that outlying areas are fully invested in the Wiregrass experience. Sometimes, money, transportation, or family requirements curtail any thoughts of furthering education.
- public and safety... there are not enough police officers on the Coffee and Valdosta Campus for the ratio of students. enforcement of ID badges for all employees and students
- improve computer labs, students complain constantly about how slow and out-dated they are, make sure that employees/instructors are well-compensated for their field and experience
- Positive attitudes about the people here and college itself. That always starts at the top and trickles around. If it is missing, that should be addressed with that person.
- Employees coming up salaries in accordance to the state and tutors in a work area for the students needs.
- Communication, moral, and participation.
- Expanding and offering more programs.
- Retention and helping students be successful which includes outside resources, job placement, and work ethic skills.
- Child Care if we have the resources we should use. I know having child care available will triple our enrollment.
- Make employees feel that are appreciated.
- EMPLOYMENT. I FEEL THAT THAT EACH DEPARTMENT NEEDS TO HAVE THE ADEQUATE AMOUNT OF INSTRUCTORS TO COVER EACH AREA NEEDED TO SERVE THE STUDENTS ON RATHER IT IS IN THE HIGH SCHOOLS ARE AT THE DIFFERENT COLLEGE CAMPUSES.
- adherence to policies/procedures
- The competitiveness of the job market and the need for students to treat school as if it were their job.

- I'm not sure.
- The Learning Support program.
- The ability to allow faculty/staff to actually make some suggestions that may work. Not giving everyone, someone's job to do. We do not mentor here, we fire! If a person is lacking, they should be told instead of telling everyone else and giving their job away to someone else.
- n/a
- Making sure we are getting the word out about programs that WGTC has to offer
- The lack of newer technology.
- to make sure that we are on the newest trends and updated technical information and hardware for each program
- Advertisement of low enrollment courses in the same manor as the high interest course get.
- I think we need to focus on how we are teaching the students. Are we utilizing the innovative equipment we do have. Are we utilizing all that is offered on the internet. Are the instructors trained and held accountable for using the equipment and advanced technology? Classes should not just be lecture only. Many instructor do a good job of this but others need a little coaching and encouragement.
- More computer labs for each department
- our mission which is workforce development
- One of the most critical needs WGTC should address, which there has been significant improvement in this area, is school vehicles. Employees should not have to drive their own vehicles concerning work related activities.
- aging infrastructure
- Are we a technology school, how are we displaying or using today's technology
- The culture, for employees and students.
- n/a
- Maintaining faithful attendance of instructors, if they have to be out have a substitute, so students aren't discouraged in their program and instructor's expectations. Also, this will reinforce the importance of attendance at school and eventually at work.
- Morale
- Transportation to the campus.
- Increase student enrollment
- Retention.
- We need more students.
- Many of the students will not be ready to progress to a higher degree.
- Evaluate employees to see if they are happy and fit for their jobs and skills.
- Initial Training and how Wiregrass conducts business
- not sure if any
- The most critical need is to focus on producing leaders as well as average workers.
- Morale of the faculty and staff
- Growing the foundation.
- Increase pay scale based on educational levels of faculty and staff.
- the amount of time it takes to get things that are much needed put in place such as equipment
- Getting back into the rural communities and returning to our trade programs.
- We are all a TEAM!
- Getting instructors training in a more timely manner. Especially after the hiring and during the hiring process.
- the infrastructure.
- WGTC needs to address the issue of the 11 campus becoming 1 school in practice not just idea.

- Support instructors - not micromanage them. I think that the money we spend on play days such as Wired Up is really wasted at the post-secondary level. Most students don't participate - save that and use it for tutoring and assisting students to be academically successful.
- Student responsibility.
- A stable, happy productive workforce.
- A FULL-TIME RECEUITER AND A RETENTION STAFF MEMBER THAT
- I can't think of a critical area at this time that needs to be addressed by the College.
- Enhanced electronic form process.
- N/A
- Student that fail to complete programs shouldn't give up, they should keep trying until they find the most appropriate program for them.
- The academic rigor is non-existent in some courses; the grades are essentially given to students; although money is a key factor in business success, the college appears to care only for the money made off of students rather than what is right or wrong.
- n/a
- Faculty Pay. In the department since becoming Wiregrass we have lost more than 22 people and over half is related to pay. Since higher education is not rewarded in pay - what is driving faculty to be further educated? Why go in debt with student loans if my educational place of employment is not willing to provide additional salary for the increase of knowledge? In terms of pay, motivation, and performance, Wiregrass functions opposite of a normal business. Wiregrass must function like a business for the employees to be more motivated to perform better.
- Pay...then again we all know that what a employee "takes home" in the form of a pay check is only one of many factors that cause a employee to remain employed. How that person is treated and their tangible and intangible benefits package are many times more important than their personal take home pay.
- Again, pay is top of the list. I have seen a great deal of turnover in my department and it's mainly lack of decent pay, being overworked, told we're in charge of our classes yet overruled by admin or no support at all. Students who feel entitled need to understand and follow the rules - not always the case when they "know" somebody or can get someone higher up to pull strings. Nepotism, uneven pay scale, as in those who were here before compared to the new people entering employment. General employee morale.
- A positive attitude about what we do and supporting our mission. If someone is not happy in their job, they should really consider some alternatives.
- We have a need to produce quality students that are willing to make a difference
- Facilities upgrades.
- The academic standards and dependency on the high schools... There is no one critical area that needs help.
- Future growth; programs that are needed in this area in the future.
- The lack of cohesiveness amongst the departments
- No comment
- Communication is such a big issue! It seems it has gotten worse through the years since the merger. All the dean changes and area director changes have made it nearly impossible to get things done because everyone thinks they need to have their hands in a decision. On the BHI campus, as far as faculty is concerned, I feel that Michael Williams should at least be able to create or change our schedules to fit our needs in this region without having to consult another type of dean. We would be able to get things done quicker and without the hassle that we have right now. There's too many cooks in the kitchen these days.
- The transportation and child care issue that each student struggles with. We educated (usually) the lower population of students who struggle finding child care or transportation to/from class. One way we could help would be to provide an on-site daycare. This would be excellent for the Early Childhood Department. They

would be able to gain experience working with kids while students would have a child care option on campus. However, I'm sure this would pose some issues, like funding.

- Do not see a critical area of need
- cameras there are some cameras that are dead out just not working that has not been replaced as there is no money for it. but safety should be the number one thing on a budget.
- communicate with one another and employee moral
- Personally, I feel that if the college had a daycare center for children of the students, it would create more of an interest in the school. I know several young women who have the challenge of evening daycare for their children. If the college had this provision, more potential students whether male or female would have less of a reason for not going to school.
- We need more students. We need to incorporate and implement more recruitment and retention activities.
- We need better communications between the campuses
- Do not know
- Extended campus Security, especially for the night classes.
- Attendance (?)
- We lose way too many instructors, maybe more competitive wages
- N/A
- Communication!
- recruitment.
- Students. Our focus should be totally 100% on our students. We exist only because of them. The same if we are an industry, we cannot lose sight of the finished product for advertisement, sponsors, businesses....Anything. If we focus on our students being successful and walking out of our doors into a workforce that wants them and needs their skill set then we have been successful and we will thrive as a college. When we lose sight of what our actual goal is in an effort to be a business too large we will fail.
- I'm really trying to come up with a most critical area of need and I can't think of one! I feel we are heading in the right direction and we are student-focused as we should be.
- Transportation- some students do not have the means of attending classes, it would be great to have more transportation available.
- Starting with good communication skills throughout the different departments.M
- n/a
- Offering more programs on all campuses
- we are fine
- enrollment/funding
- Every area of academic affairs and student affairs must be addressed thoroughly to inform students and potential students about the different opportunities available to them.
- recruitment and more program offered at other campuses such as BHI
- Somehow certain websites that are helpful as teaching aids end up being inaccessible by specific users only days after they were used in class initially. I understand some sites being blocked for all users, but there seem to be some that are rendered useless for a few targeted individuals.
- pay for lower paid employees, who make the big wheel turn.
- Compensation for instructors
- I would say enrollment just like any other school. It is critical that enrollment stays up because this will increase jobs and secure jobs.
- Online classes- I hear first hand from students in this area. It is a must for many working adults and or only offerings provided to the rural campuses. However, many struggle with the coursework. This one area would have the most positive impact on the college (retention and enrollment)

- Unity: departments seem to thrive alone but as a whole school we need to come together to show that Wiregrass can be unified and supportive to one another.
- Diversity
- NA
- Frequent turnover of instructors.
- na
- Transportation and Childcare.
- Presently, I believe Wiregrass does an outstanding job of meeting the need of the college, and I do not think there is a critical need that needs to be addressed.
- I think all Wiregrass campuses should have a number of books of different subjects.
- having a more secure work environment updating technology knowing your coworkers better focusing more on strengths than weaknesses
- Communication
- Customer Service in our key areas before the students ever make it in a program. Advisement, Admissions, financial aid and Registrars office.
- Not sure.
- funding for adjuncts to attract more.
- The cost of textbooks.

What more can WGTC do to help you feel more secure on your campus?_73

- visible policing
- Feel secure
- Repeal the TASER law.. Just kidding.
- I feel pretty secure myself.
- I would like to see limited access to administrative areas where people would have to buzz or swipe to be allowed in. If this is a safety feature that TCSG has implemented at the state level, why not here?
- I feel pretty secure anywhere I go anyway
- I feel very secure on campus, and do not think that it can be changed. We have a wonderful staff!
- do something about that cross-eyed boy that hangs around lowndes parking lot eating peanuts all the time. he gives me the creeps!
- Make sure alert system works
- I feel very secure.
- I feel secure.
- Nothing
- Not sure if secure means personal safety or job security so i will defer my answer
- Give pay increases that grows with the rate of inflation each year and I think less instructor will look for work somewhere else.
- As for physical security, having more public safety officers has helped. The chief and the officers do a great job. But there are still times we do not have anyone to call on the smaller campuses when an unusual situation comes up (leadership, not police). Additionally, I would also like to feel that I have job security as long as I am doing my best. At times it seems there is leadership by fear, that our jobs are in jeopardy. I am not someone who needs compliments, but we work under a lot of pressure and often don't feel anyone has our backs.
- I think WGTC does a great job of making us feel secure on campus. But it is also our responsibility as individuals to be aware of our surroundings and use good judgment.
- N/A
- I think we need more, and better security cameras.

- N.a
- Don't know
- Some sort of alert system available to all.
- n/a
- The police force we have should be seen on campus not sitting in office. Let it be known that they are walking and aware of who is on campus. That is for small and large campus.
- We need additional security because our security can't be on all campus at the same time. Continue to enforce ID's at all times.
- Hold the active shooter training that was postponed.
- Provide better security.
- have a main place that every potential student cant go for information
- I feel we are doing a good job with campus safety
- an intercom system would be nice.
- Everyone should where their ID! employees also. Enforce that rule. Security should make their present known. They need to be seen on campus.
- Ensure security is there whenever the campus is open. Assess all of the doors to see if all are needed to be open all day long.
- Having a security guard that was constantly walking around would be great. We have an officer, but when we have an issue, we have to actually phone him. I think that he just needs to be constantly walking around and patrolling the area.
- I have no issues on my campus. They are doing great in this area.
- Security being seen more than they are at this time.
- Let faculty and staff with concealed weapons permits carry while on campus.
- I am not located on campus
- An increase in police presence, as well as security measures such as security cameras and access controlled doors.
- I believe that the campus security should be constantly patrolling.
- Increase the number of security/police officers and provide their services all the time on all the campuses. Card access like they have at Douglas would be nice in addition to more cameras.
- Have security patrolling more often.
- Maybe more or better lighting in the back parking lot.
- I feel secure.
- I ain't scared.
- I feel safe on campus.
- N/A
- N/A
- Helping with the annual leave problem with the high school students.
- n/a
- I feel perfectly secure.
- N/K
- Stronger security presence.
- making sure we have enough security and proper training
- I feel the college has done an excellent job.
- hire more trained officers, its not enough, put cameras in parking lots,
- have security available on campus more
- Have intercom system for emergencies.
- Nothing, it is good to see officers on campus and good lighting when students leave campus at night.

- Don't ridicule lower level employees. Less is not best always. Listen to those who work in the positions. Be them for a day to see what we really do. Like undercover boss. The employer always has a better understanding once they do the job.
- Maybe offering text alerts to faculty and students through updates around the clock.
- More training. Tim does an excellent job doing the trainings but need more trainings randomly throughout the year. Active shooter is always needed. Maybe some trainings on dealing with difficult individuals who come on campus, bomb threats, domestic violence issues, etc.
- I love mu job and my campus.
- More hours.
- INCREASE THE SECURITY FOR ALL CAMPUSES AND MAKE SURE THAT THE TELEPHONE NUMBERS ARE WORKING IN CASE SOME ONE HAS AN EMERGENCY.
- adherence to policies/procedures, and feeling like I can walk away from students when they start yelling or cussing at me. I get yelled/cussed at weekly, and sometimes daily. It is exhausting having to take it day-in and day-out. At what point are we allowed to disengage?
- A more active police presence, or designated individuals to "patrol" during certain hours of the learning day.
- I would like to see Wiregrass hire more police officers. A stronger police presence may help deter some of the issues that we have here on campus. Also, more training seminars regarding safety and self defense. The Active Shooter training was great!!
- Nothing that I can think of.
- Hire another security person for the day at Valdosta. We have four for BHI and two for CFE.
- n/a
- Officers need to be more visible
- A larger presence of security officers.
- Unsure
- I feel as secure here as I do any where else I frequent.
- I fell very secure.
- Hire more or have the one visible
- have officer on campus at all times
- This is an area that I believe WGTC has done very well. The continuations active shooter training, the presence of security officers on the four WGTC campus, and the general support provided to make campus safety a priority. Though none of us are naive enough to think that an incident can still occur. Knowing what to do if it occurs is extremely important. There should still be consideration to provide some degree of training to the part time and full time staff conducting adult education classes in the remaining eleven counties. I understand there are video viewing training on active shooters required but I'm not sure if all adult education staff have had adequate training in this area.
- Make sure parking lot lights ALL work. Especially in the winter months when many leave after dark.
- xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx
- I feel secure. I think the drills are a good step.
- n/a
- I feel safe, as safe as is realistically possible when officers are present on campus. any thing can happen. As good as our plan and staff are, there is no guarantee of safety.
- I feel safe.
- I feel very secure on the campus now.
- I feel secure...continue drills for possible problems.
- Install detectors for weapons, secure the gates to the campus and make it mandatory to enter the building with their badge.
- Nothing, I feel very secure.

- They do enough now.
- Continue to offer active shooter, weapon, safety training and drills.
- Security is fine
- nothing
- Leadership
- Parking lot lighting
- I feel secure.
- I feel secure.
- Secure as in safe. It is as safe as it is going to get.
- There are still many lights out in the parking lots and landscaping areas on our campus.
- I feel secure.
- None
- nothing.
- Adult Ed needs to be moved from the mobile units and into the main building. If there is a shooting or severe weather, we are in grave danger.
- I don't feel insecure.
- I feel safe 99.9% of the time.
- We need working security cameras.
- HAVE A FULL TIME SECURITY OFFICER WHO IS VISIBLE AND HELPFUL
- I feel very secure at WGTC campus.
- Alarm and intercom system to be alerted quickly.
- N/A
- Nothing, they are well equipped as is, but if campus continues to grow, they could invest in security vehicles that patrol campus areas and perimeters all day and throughout evening classes.
- I feel secure
- i feel very secure.
- You all are doing all we can do. I pray over this campus and my students regularly! I pray for safety. I pray for the right actions at the right time. I pray we are all on our toes if anything happens. I pray for our safety and I ask more people to pray for the same.
- We are doing a pretty good job of it right now. Its a big college that's very spread out. Its hard to provide a secure for everybody and one must understand that.
- More Security to provide escorts to vehicles after dark; more Security patrol after hours, especially where classes are being held.
- Restrict access to certain doors and better notification regarding an active shooter. Perhaps we could have security officers in all buildings.
- Continue to have support from deans and all others along the hierarchy
- Nothing at this time.
- Don't hold late night classes after 7:30pm. No one should be on campus with ONE SECURITY GUARD until 10pm EVERY NIGHT! I have never felt so unsafe and terrified in my life and I've had to close at a movie theater by myself at 2am! It's ridiculous!
- I feel secure, but am not here at night usually. Maybe alarm buttons on lamp posts?
- N/A
- No comment
- I feel pretty secure having a police presence on campus during the day. At least students see them and know they are here if the need ever arises.
- As I stated earlier, security seems to be lacking. I've only ever seen the security guys maybe twice this year. So, one thing that would help students and faculty/staff feel safer would be to have security members patrol the

parking lots and buildings. One student mention that they would feel safer if students and faculty/staff were to swipe their IDs upon entrance into buildings. I think this would be a good idea, especially at night. However, again, we would face some issues, like funding.

- I feel safe and secured on campus
- fix the cameras and have more then one cop on campus.
- not a thing
- I feel that there should be more visible cameras on sight and more lighting in all of the doorways. This could be more of a deterrent for an offender and make an employee feel safer and more secure.
- Continue to provide safety drills for Active Shooter, Severe thunderstorm etc. This brings about a feeling of security. It enables us to prepare for the inevitable.
- We need more hands on training on Security, Active Shooters etc
- Do not know
- Have security check in with the instructors at night so that we can know who they are, especially when it is not the regular Security person. Some do, others do not. Also, ensure that all instructors know the number to reach those on duty.
- I feel secure
- Not sure
- Utilize the phone numbers when drills on going on. If the only way we are contacted is via email while in the Mobile Units this does not ensure that we will be notified in that moment. While instructing I am not on my email. I was very disappointed that we only were notified via email for a drill.
- WGTC without question needs more security guards and more security cameras. Currently, the Valdosta campus only has one guard for the daytime and one guard for the nighttime. In more than two years worth of working into the evening and walking around campus in the evening, I only saw the night guard *4* times. That is unacceptable. A larger presence of security guards patrolling provides a deterrent for criminals because they know there is a higher chance of getting caught.
- Again you are doing and making many of the right changes. Hiring Tim and increasing security was a good idea.
- I feel completely secure on our campus. I think going forward WG should join the effort or at least support any bill in favor of concealed carry by it's employees. I think our PD should teach basic self defense classes and also maybe host firearms training yearly. Our EMS should teach basic first aid/cpr and should maintain a kit to respond to emergencies on our campuses.
- I've seen a lot of improvement in recent years with this. With students being asked to wear ID's and visitors to report to a welcome center. It is hard giving each campus has multiple access to buildings. I also like how we are doing more training on safety issues like active shooter drills. They are scary, but I would rather be proactive than reactive.
- Having call boxes on campus. Making sure everyone has the campus police number.
- Better lighting outside and a Security officer to walk with you to your car.
- umm more security seen more inside the school
- Nothing
- I feel secure.
- nothing, very secure
- I feel secured on my home campus because I know that we have some well trained officers available to keep us safe.
- Automatic lights in Dorminy Mixon Hall because when it gets near dark the building is not well lit for those who work late hours
- I feel secure on campus.
- police officers patrolling more often of entire campuses
- None. I feel very secure on campus.

- Like I stated earlier this is my first year being employed at WGTC and I do feel secure and informed at all times.
- I believe current steps and processes are in place and being improved upon. great job being proactive.
- I feel safe whenever I am on campus. The security that we currently have is very alert and responsive to our needs.
- Provide more lightening
- NA
- I feel secure.
- na
- Our security are on top of things on campus.
- Wiregrass could have the telephone connected and ready for use in the event of an emergency.
- They can help me feel real secure with an increase in pay.
- have metal detectorsdon't lock the gates too early If the gates are locked too early, sometimes there is only one way out from the campus.have more lights at nighthave more security officers
- I feel secure on campus
- ID Entries.
- I feel secure now.
- I feel safe. Security feels good.
- Hire part-time security to cover the main hours the college operates.