

**Why is Eastern A Great Decision for You?**

In-Service January 2009

- 1 I love challenges, love change. Always learning and experiencing new things. EWC is evolving and progressing and I'm proud to be a part of it.
- 2 Good benefits, competitive salary, effective communication.
- 3 Good benefits, enjoy students, small enough group to get to know them as a person not just an enrollment number or statistic.
- 4 EWC offers me the opportunity to sharpen and update my skills while sharing my knowledge and experience with an excellent staff and interested and motivated students.
- 5 Historically, the institution allowed creative use of staff talent, skills, expertise, and energy.
- 6 I love working with students!
- 7 Enjoyment of being able to teach students about the thing I enjoy doing. (i.e. Vet Tech)
- 8 I have worked for EWC for 24 years. EWC is like a big family that really cares for it's employees and students. It's definitely the best place to work in Goshen County.
- 9 Close to my home.
- 10 It is a great job with great people and a chance for me to get a college education.
- 11 It has been my family. People really care about one another.
- 12 Challenging and rewarding employment in a growing and changing environment that maintains a "community" or "family" atmosphere.
- 13 EWC is a great decision for me because it is a caring work environment and I have met some great people. I look forward to coming to work.
- 14 EWC is a great decision for me because it is a fantastic job that allows me to be creative and do what I love and to work with great people that are inspiring.
- 15 EWC has brought a passion to my job, it's a great place to grow up and to grow.
- 16 Because of the multitalented staff I work with.
- 17 Willingness to move forward.
- 18 Allows me to work with excellent people on and off campus.
- 19 Great people to work with.
- 20 EWC family, committed to making a difference in the lives of all students. Professionalism, positive, supportive environment.
- 21 Fulfilling to impact students lives, workforce development.
- 22 I have been given a broad range of responsibilities giving me experience I wouldn't be able to get if my position were more specialized.
- 23 Small faculty, individualization, good community.
- 24 I feel that the faculty has a concern for students to help them succeed in their college career. This is something that I desire to be a part of.
- 25 It is a good opportunity and a good location.
- 26 Location, opportunity, great co-workers.
- 27 Fits nicely with my other interests, health care.
- 28 I like my job and I love the people I work with. The air in our office is light and friendly.
- 29 It is home!
- 30 I feel like I'm home!
- 31 I am unable to answer this question at this time.
- 32 Breadth of "product line" I can offer: couldn't teach the range of subjects I do here at other places, I'd be marginalized and pigeon-holed, and "5 sections of Intro to X" is deadly dull.
- 33 No State income tax, low cost of living, imagine my salary in a major metro area, taxes.
- 34 Academic freedom: we don't micromanage our classrooms, we don't bureaucratize (too much) our classroom curricula.

35	Dream it this morning, teach it tonight: you can implement change in your classrooms quickly, no ten layers, you're in charge, little standardized/departmental testing to be concerned about.
36	What I do makes a difference and I know it: If I get hit by a bus, a whole discipline would disappear from the catalogue.
37	It's a perfect fit for me, great working conditions, great people, best pay I have ever earned and benefits. Great students.
38	Take students ideas, needs, desires into consideration above all other considerations.
39	EWC has provided me with a platform to try to give back to my profession of veterinary medicine a small portion of what it has given to me for over 30 years.
40	EWC treats its employees well, with good benefits and working conditions.
41	EWC is and always has been a great decision from being a student to employee, this place has always been very good to me and my family.
42	It is a pleasant place to work and the students we get are the best. Employees help each other out and there is a great spirit of teamwork.
43	Great people to work with, great benefits.
44	Professional and personal relationships, stable and adequate income, chance to influence young learners, the challenge of teaching.
45	I love working with people, being able to help students, being challenged everyday in my job (love keeping my mind sharp) and just like coming to a fun place to work!
46	I have found that the Board and Administration are open to new ideas and innovation ideas. To be comfortable in the market place this will become more important as we attempt to support request for training in the new economy.
47	Because there is team work and sharing of interests, caring.
48	Game as #1. Except it fulfilled my life long dream to bale tumbleweeds.
49	A way to better my education, interacting with so many good people makes me a better person: pride, I enjoy the employment and the people I work with.
50	Makes a person more well rounded.
51	Like teaching.
52	It is nice to be appreciated in any job and the people are wonderful and supportive.
53	Allows UW a campus to contact and interact with potential UW students.
54	Great working environment, small town, great place to have a family, outdoor recreation.
55	Good benefits, surrounded by great people/employees.
56	I enjoy the college atmosphere. I really enjoy my job and working with staff and students.
57	A great place to be. I was able to get my education and move into a position that I love.
58	Teaching/students
59	The family atmosphere of all the employees, the educational opportunities are there to improve not only job skills but life skills as well. Everyone is willing to help during good times and bad.
60	Friendly and helpful staff/faculty, location, room for growth, and freedom to try new ideas.
61	Great atmosphere, family like and always helping each other out.
62	I have the ability to shape the classes for the best opportunities.
63	It gives me a chance to make a difference in a student's life. EWC was good to me and I can return the action.
64	It has encouraged and supported my professional growth in a caring environment.
65	It is a good location and has a good position match for me. Salary and benefits are appropriate. The work environment is generally pleasant and positive.
66	Students come first!
67	Allowed me to grow and develop while making an impact on the lives of students.
68	Allowed me to help untold numbers of students reach their personal goals and it has been a pleasant place to work.

69	The tremendous people to work with.
70	EWC is close to home and the family atmosphere here is great! I was a student and I am now an employee.
71	The day to day challenge of working with all students, the interaction with students and faculty. It is a great place to work and make a living.
72	Has always had a family atmosphere, people care about each other and especially about the students.
73	I'm given the opportunity to truly make a difference in the lives of the students I get to help.
74	Work in a family environment. Working together towards a common goal.
75	Close, gives me a chance to try to make a difference in my chosen field.
76	Strong part of community, friendly, chance for educational growth.
77	After 2 years of part time schooling at EWC, I became employed first on the switch board when we had the "fort". Then to part time switch board/ part time Financial Aid and into full time Financial Aid for 21 1/2 years.
78	The strong sense of community; there are so many willing to help.
79	I get paid to learn and spend time with people I like.
80	Personalized attention, great working conditions and feel important.
81	It helps feed the table.
82	I value our student oriented approach to learning and our family oriented culture.
83	Allows for work/experience in a number of different areas. Opportunity to put into practiced ideas to instruction.
84	I appreciate the benefits supplied to EWC employees; insurance, vacation, medical leave, and holiday closures. I enjoy the students and many of the relationships with other employees. I appreciate my supervisor.
85	Create excitement for students, create new connections for students.

## Why is Eastern A Great Decision for Students?

In-Service January 2009

- 1 Great decision because it's a small tight knit school so you don't just feel like an ID number to the teacher.
- 2 Low cost, small class size, caring faculty and staff.
- 3 Hometown atmosphere, cost is comparable if not better than most.
- 4  
EWC is a big town in a small town setting. It offers high quality education with an affordable and personalized approach.
- 5 Generally speaking, there is quality professional, faculty, and staff involvement/support for students.
- 6 Because we have very good faculty who can give more personal attention.
- 7 Small class size, more one on one with faculty and students.
- 8  
EWC is a small, friendly community college that offers great programs with one on one emphasis on the students.
- 9 It is affordable, small, with a close knit atmosphere.
- 10 Home, pride of Wyoming, want college to grow with Torrington.
- 11 EWC has a very qualified and caring faculty and staff that have the students best interest in mind.
- 12 Excellent instructors, smaller, enrollment, great teacher/student ratio, prepare students to move on.
- 13 EWC is a great decision for students because of the small classes and the family atmosphere.
- 14 As a student, EWC was a great decision for me because of the encouragement and support from fellow employees and instructors.
- 15 Low student to faculty ratio, affordability.
- 16 It is a small personable campus.
- 17 Friendliness of staff and faculty.
- 18 Quality programs, unique programs, quality instructors, students can see how they can succeed.
- 19 Great staff, caring.
- 20 Focus on students and their success, caring environment, staff has high expectations for student success. Relevant courses tied to higher education and/or the work place.
- 21 Low cost in comparison to UW, several locations close to home, strong community education program.
- 22 They feel important here because people know their names.
- 23 Small faculty, individualization, reasonable cost, great education.
- 24 It is an easy transition, with a fun relaxed atmosphere. The faculty interest is on students.
- 25 The small size helps students get more attention.
- 26 Cost, location, individualized attention.
- 27 Inexpensive, small class sizes, teachers who care, quality education.
- 28 Small classes, one on one attention from instructors, and the friendly and helpful atmosphere.
- 29 Great instructors and staff, top program offerings.
- 30 Small class size and highly qualified instructors.
- 31 The faculty are student focused.
- 32 Instruction that touches your life: not remote control, not 200 in a lecture hall, we are going to notice if you don't show up, and we get involved when you don't.
- 33 Personalized Instruction: One on one/small group work is our hallmark, we look for comprehension and retention person by person, student by student.
- 34 Interactive learning: discussion groups led by faculty who know their stuff, not TA's, with small class sizes you will get discussion of material that will stick with you.
- 35 Concerned and Committed Faculty: You're a name, not a number, we care about what happens to you, we don't want to be very big because we want the contact.
- 36 Join a network of learners and a community of friends: camaraderie, fellowship are norms, tightly knit bunch, "set up / on a scale" to make this happen.
- 37 We understand the qualities that lead to success and we develop them: emotional, as well as intellectual intelligence, self management, self control, self esteem, life long learning, self respect.

38	PROBLEM: "A great decision" doesn't position the school in terms of student aspirations., "EWC, we believe in your success."
39	Affordable, efficient, quality
40	The environment here encourages and allows more one on one contact between students and instructors.
41	Treats students as individuals not as "classroom fillers", the student is not "lost in the crowd" or in a range of buildings.
42	We provide all resources and opportunities for student success. We care and go above and beyond for many students.
43	Inexpensive and yet the personal attention we can give students will better prepare them for their future, whether work or future education.
44	Great place to get your general studies out of the way. Become familiar with college lifestyle.
45	Relatively inexpensive, intermediate transition from high school to university, new social interactions, darn good education.
46	It is an affordable education which offers a variety of degrees/programs with smaller classes.
47	EWC has a fantastic faculty and offers small classes. We have a great recruiting staff and student services 2nd to none.
48	EWC is like one huge family, look out for each other.
49	Because its almost a family atmosphere for the student. Faculty and staff provide a friendly atmosphere.
50	More of a hands on education: meaning more student teacher interaction, a family atmosphere.
51	Great start for a great future.
52	Affordable, chance to see and meet more people.
53	Small classes, individual attention.
54	Home town feeling with great foundation for education.
55	Allows EWC graduates to continue with higher education studies through UW Outreach on site in Torrington and at EWC remote sites.
56	Small classes, instructors who care, quality education.
57	Small classes with individuality a priority, 1st name basis. Comfy atmosphere, instructors that respond to individuals and present individual challenges.
58	We are the Wal-Mart education!
59	The instructors and staff care about you personally/educationally. They are willing to work with you to ensure success.
60	EWC offers a wonderful foundation for students at a reasonable price.
61	Financial, affordable.
62	Personal/small class sizes.
63	Friendly and homey atmosphere, teachers want students to succeed, faculty/student ratio, talented faculty, and dedicated to students.
64	Great community, town and school. You don't become a number, class size, teachers here teach-not do research.
65	They get personal interaction with teachers that care.
66	Good programs, small classes.
67	Program availability. Students frequently mention programs such as vet tech, cosmo, welding, education, and ag programs.
68	EWC provides an intimate, personal environment for students learning and growth. It provides for more activities and opportunities that students can choose to enjoy.
69	Friendly, family atmosphere where caring really counts.
70	Offers an opportunity for a smooth transition for students from high school to a career or 4 year institution.
71	EWC provides quality instruction, personal attention to students, and cost affective education.
72	The great support they receive at EWC.
73	EWC has small classes which offers a lot of 1 on 1 with instructors. EWC is a warm, friendly college.

74	Because of our affordable quality education and instructors, the special way each and every student is treated by faculty, staff, and administration. Our outstanding programs: vet tech, cosmo, crmj, and welding.
75	Small classes, affordable, friendly.
76	Small college, faculty and staff can really get to know students and help them.
77	EWC provides a quality education in a positive environment. We care about our students and it shows.
78	The programs are great with good instructors and good records. "7th in the World"
79	Great value for \$, great teachers, friendly, small classes.
80	As a student at EWC, at 39 years of age, it was a great decision to take classes to renew skills, build self confidence, meet new people, and build self esteem.
81	Small, intimate class sizes, accessibility to instructors, our ability to build confidence in oneself; particularly for the non traditional student.
82	They get to spend 2 or more years with us.
83	Small class sizes with lots of one on one assistance from instructors.
84	Good question. Do we offer anything any other school doesn't? Maybe vet tech.
85	Allows the student who wants to attend a small, rural college the opportunity to attend one. A small school allows the students to participate; an opportunity they might not have at a larger college.
86	Friendly atmosphere, helpful instructors and staff, small class size, "niche" programs like welding, vet tech, and cosmo.
87	Small classes, faculty involvement, personal touch, and cost.

<b>How can Eastern Wyoming College continue to make Great Decisions?</b> In-Service January 2009	
1	Never stand still, constantly need to stay at least 5 steps ahead. As life skills change, stay open minded and look to the future for ideas and the past for how to make the future the present.
2	Hire more faculty, spend more of our resources for direct student support, and expand recruiting outside of region.
3	Better use of Marketing. We have more than a men's basketball team, make this institution more diverse. Involve more staff, we always see the same one's representing EWC, on hiring committees, etc. Make certain benefits (PDU) fair to ALL employees. Educating ones self is admirable don't discourage people by not giving PDU. Same opportunities for all employees not just "wanted" employees.
4	By focusing on the future, technology, and supplying an education that meets the needs of students as individuals.
5	Allow for meaningful input/recommendations beyond the membership of the "leadership" team. Allow for bottom-up flow of ideas.
6	By listening to all segments of employees for new ideas, there are some good ideas floating about.
7	Keeping it small, expanding courses to become global and current in the topics being taught.
8	With the correct leadership and cooperation from faculty and staff. And the Board of Directors, change is good.
9	For enrollment growth, must have more space, larger dorms, build a base of programs offered and keep offering more. While Wyoming is in a positive economic growth, take an advantage of it and put money away for the future when it is not as positive.
10	Continue to remodel and make EWC a 21st century college. Continue to keep students #1.
11	By making them with the students in mind and the EWC family in mind.
12	No comment
13	Eastern can continue to make great decisions by continuing to do what it has been doing and looking to the future.
14	EWC can continue to make great opportunities by keeping the students #1, keeping facilities and equipment state of the art.
15	Faculty, staff, admin. Working together.
16	Increasing communication on campus and throughout the service area.
17	Research best practices and adapt them to EWC in conjunction with data and assessments about our services and programs.
18	Faculty and staff donors who want to have a difference.
19	Build programs, faculty, and resources to support them, keep everyone informed and involved.
20	Relationships with people, maintain sense of humor/wellness. Work willing to learn, focus on the generation.
21	Seek and value input from all stakeholders.
22	Communication between the leadership and the staff has improved but could be even better especially from the VP level.
23	Because of student change (tech, learning styles), training is necessary for all employees to keep "up".
24	Working together with one focus. Great decisions come by information and updating it to supply the needs of the students.
25	Continuing to improve the residence halls and by helping students have an enjoyable college experience.
26	Keep cost down, keep up with technology, more optimistic attitudes of all employees, keep upgrading buildings and food service.
27	Need to look seriously at who EWC is and support those programs, not allow them to simply limp along.
28	By ensuring all students' needs are met and the needs of the staff and faculty are heard and considered.
29	Focusing on students and their needs.

30	Continue to meet the needs of the students.
31	Embracing the generational shift and encourage/bring in/hire people who have lived out of Goshen County and western NE.
32	Stay collegial in face of disagreements: too many people take opinions personally, intellectual community should be able to debate/discuss weigh pro/cons without "lock in" or resentment, can still like and respect you even when I don't agree with you.
33	Figure out what "small" Means for Us: sick and tired of hearing how we are "small" and "poor", so is a cockroach. Cockroaches survive because they can run, they are fast, they have hard shells, they tolerate many environments, in short..they leverage their size and their qualities..why can't we do the same thing?
34	Control less/experiment more: we manage the wrong things, too much process, not enough results, we don't try enough stuff, we shoot experiments on sight (ie Bridge empowerment).
35	Be more empirical about results: test whether we are really getting the job done for our students (math in particular), drive/force ourselves to get better metrics of student success at the end of what we do.
36	A nurturing environment for both students and employees will I think always end itself to promoting great decisions. To this end, high morale is the key. Great decisions come from motivated people!
37	Continue to excel by providing the Board with more training in governance and board level matters. They need to be kept focused on their job, and not be distracted by minutae best handled by staff. Also, if you make us do the strategic planning, make decisions, reflective on it, all the time. Use the plan, but don't waste our time.
38	Make smart decisions. Know what we are and have the capability of being, continue to grow but not at the expense of what is already great. Think student first. If we build it will it bring more students.
39	Continue to promote up to date education with the latest technology.
40	Market the great programs and continue to develop those programs.
41	Expand student activities including preparatory short courses for both fall and spring, intramural activities, tutor programs, and social events. Continue marketing activities in the other regions of the country, develop peer review for all employees.
42	Listening to the different departments from the ground level up of different "links" that need to be worked out so we may be able to better do our jobs and serve the students more efficiently.
43	Let's get a "New Logo" we have become land locked which will greatly limit our growth to accommodate 2012 students by 2012. We need to grow. Strongly recommend that we tell the State of Wyoming and surrounding states about what we do so well. Market on NPR and local channels that cross counties and states not just LCCC, NW Powell, Western WY, to me, it's all about leadership.
44	Common sense.
45	Continue to update the classrooms and continue to provide the atmosphere EWC has always provided.
46	Listening to what everyone has to say, all opinions matter; create an inner working betterment for EWC.
47	Quality work, improvements expand.
48	Listen to all, keep us informed, and follow through with plans.
49	Teamwork.
50	By listening to campus and community wide.
51	Work together, do things that work for our unique situations.
52	By being kept well informed of what EWC is doing now and in the future.
53	Diverse group for success/ ALL Vital.
54	By listening, building for our future.
55	Listen to students and respond if needed, i.e. where to grow. Adjust to student enrollment increase.
56	Continuing to listen to faculty, staff, students, and community to improve, implement and grow programs to meet the ever changing educational needs of our growing community.
57	Ability to change for future needs, ability to hire quality faculty who understand the "community college" philosophy, and ability to increase numbers in student population and degrees offered.

58	Continue to grow, keep up with technology and continue to make improvements.
59	Be open to future use of wisdom from the past.
60	Make appropriate strategic plans that support the students. Keep the students foremost when planning.
61	Listen to its constituents (both internal and external) and making appropriate changes and building for the future.
62	EWC needs to closely tie student needs and academic goals, both in new and existing programs. Provide students the infrastructure (buildings, technology, staff) to support students, classes, and programs.
63	Togetherness with students first and every individual is important.
64	Students success and development need to be the goal for the institution. In recent years we seem to be concerned with "me" instead of "whole", we need to all work together for the good of the whole institution.
65	Have we always made great decisions? Are we making great decisions? We may need to look at some we've made and make better ones. We need to remember what we are good at--quality instruction and personal attention for students and make decisions that promote delivery of those things. We need to be excellent at classroom instruction, and not try to be an internet college. We need to offer those internet classes we do well and which are needed for degrees in our outreach areas. Not try to "put all classes online". We need to employ faculty and staff who are willing to provide students personal attention and support for their success.
66	Communication.
67	Continue the friendly atmosphere and keep student's needs our priority.
68	By creating more quality programs of demand, by continuing to improve the aesthetic environment of EWC. Top notch computer equipment, wireless access. Extended hour in computer labs, library and student center for food and use. Provide the same quality service, instruction, and education for our outreach centers.
69	Add quality programs, extend hours to bookstore, continue to care about the students, continue to look for ways to improve!
70	Support staff/faculty, innovative ideas. Work collaboratively between grant and non grant programs to push EWC to the forefront in education.
71	Keep our technology up to date and competitive with other schools. Look at the whole picture getting input from everyone effected and listen to the students perspective.
72	Listen and address and attend to the needs of what the communities want.
73	Ask for and listen to input.
74	After retiring from financial aid, I still wasn't ready to leave EWC and made the decision to go work part time at EWC. Now its been over 23 years later and I still feel it is still a "great decision".
75	Keep up with technology.
76	Shift the focus from being "student centered" to being "learning centered." What we want isn't necessarily what we need.
77	Continue supporting both students and staff on an ongoing basis.
78	Support academics and work toward being better than we are. The attitude of we can't is self defeating.
79	We can continue to provide support for all college employees to continue to provide students with a unique, quality experience.
80	Continue to gather input from the various people on institutional/student needs. Value personal, increase advising.
81	Communicate, communicate, communicate!! Communication is still lacking. Talk to the employees before you make changes that involve them--no matter how big or small. Bring back a "family" atmosphere among employees--the atmosphere has changed a lot in the last few years. Divisions have been formed and walls have been built.
82	Eliminate student barriers, develop new programs that our students want/need, eliminate program stagnation, and fix class scheduling.