

St. Philip's College
Call to Conversation
October 20, 2023

Dr. Adena Williams Loston, President



ALAMO COLLEGES DISTRICT
St. Philip's College



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Agenda

- Welcome – Dr. Adena Williams Loston, President
- PACE to Great Place To Work Survey (GPTW) – Dr. Adena Williams Loston, President
- Introduction of Guest Presenter – Dr. Loston Adena Williams Loston, President
- Guest Presenter – Gabriel Rodriguez, Director of Talent Engagement,
 - Great Place to Work (GPTW) Survey Results for St. Philip's College
- Next Steps for Operational Units – Dr. Loston and Vice Presidents
 - Randall Dawson, Vice President for Academic Success, George Johnson III, Interim Vice President for College Services, and Wesley Wells, Vice President for Student Success
- Q & A



PACE to Great Place To Work Survey

Dr. Adena Williams Loston



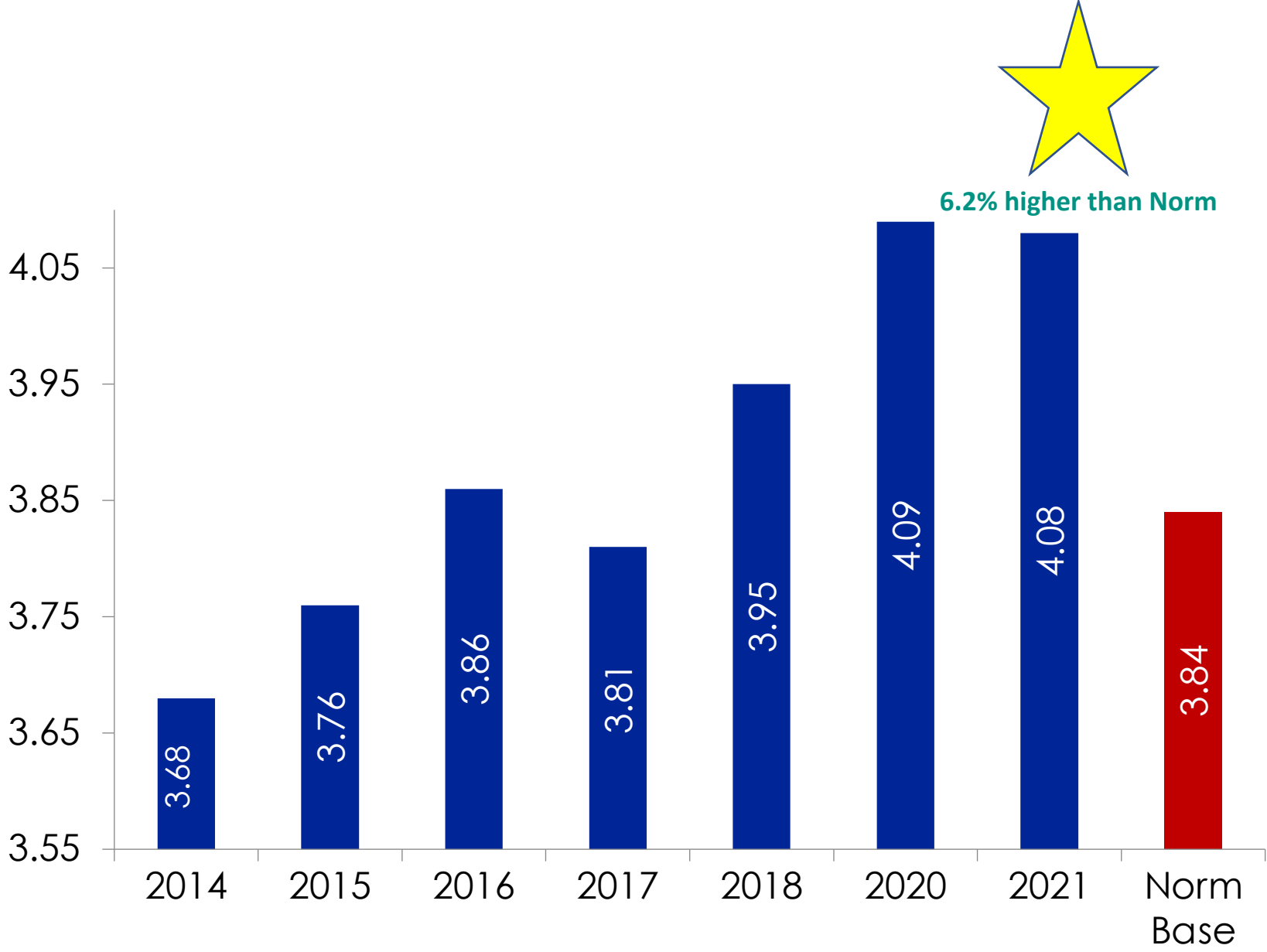
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PACE Results St. Philip's College



PACE Four Climate Factors – St. Philip’s College

Factor	2017	2018	2020	2021
Institutional Structure	3.5	3.8	3.9	3.9
Supervisory Relationship	3.9	3.9	4.1	4.1
Teamwork	3.9	4.0	4.1	4.2
Student Focus	4.1	4.2	4.3	4.3



Transition: PACE to Great Place To Work

Rationale for the transition from using the PACE (Climate Survey for Community Colleges) to the GPTW (Great Place to Work) survey:

- Alamo College's pursuit of the Malcolm Baldrige National Quality Award
- National focus
 - Compare at the national level vs. the community level



Thank You



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Malcolm Baldrige
National Quality Award™
2018 Award Recipient



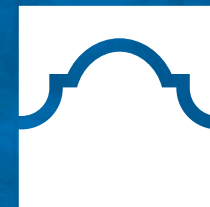
2023 Great Place To Work Summary

St. Philips College

October 20, 2023

Gabriel Rodriguez, Director of Talent Engagement, Development, Communications & Performance Excellence

grodriguez717@alamo.edu
210-485-0752



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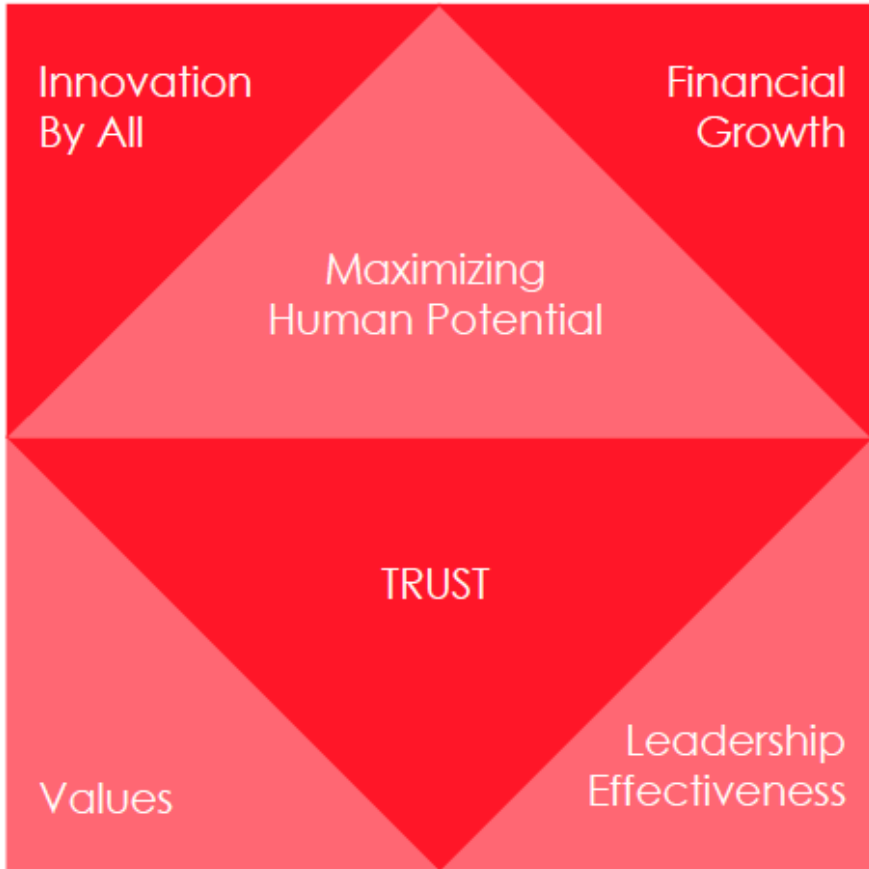


2023 SPC Great Places to Work Summary

- Participation decreased from **159** in 2022 to **143** in 2023
- Overall average score across all 60 statements decreased from **66%** to **59%**
- Score on Great Place to Work Statement decreased from **72%** to **61%**

“Taking everything into account, I would say this is a great place to work.”

Great Place To Work Model



For All™ Model

Great workplaces for all maximize their human potential through effective leadership, meaningful values, and a deep foundation of trust with all employees, regardless of who they are or what they do.

Methodology

When those are in place, these workplaces benefit from improved innovation and financial growth. Our For All™ Methodology is based on this model and is how we select all our Best Workplaces Lists.

Key Focus Areas



Credibility

The Credibility dimension measures the extent to which employees see management as credible.



Respect

Respect dimension measures the extent to which employees feel respected by management.



Fairness

The Fairness dimension measures the extent to which employees feel that management's practices are fair.



Pride

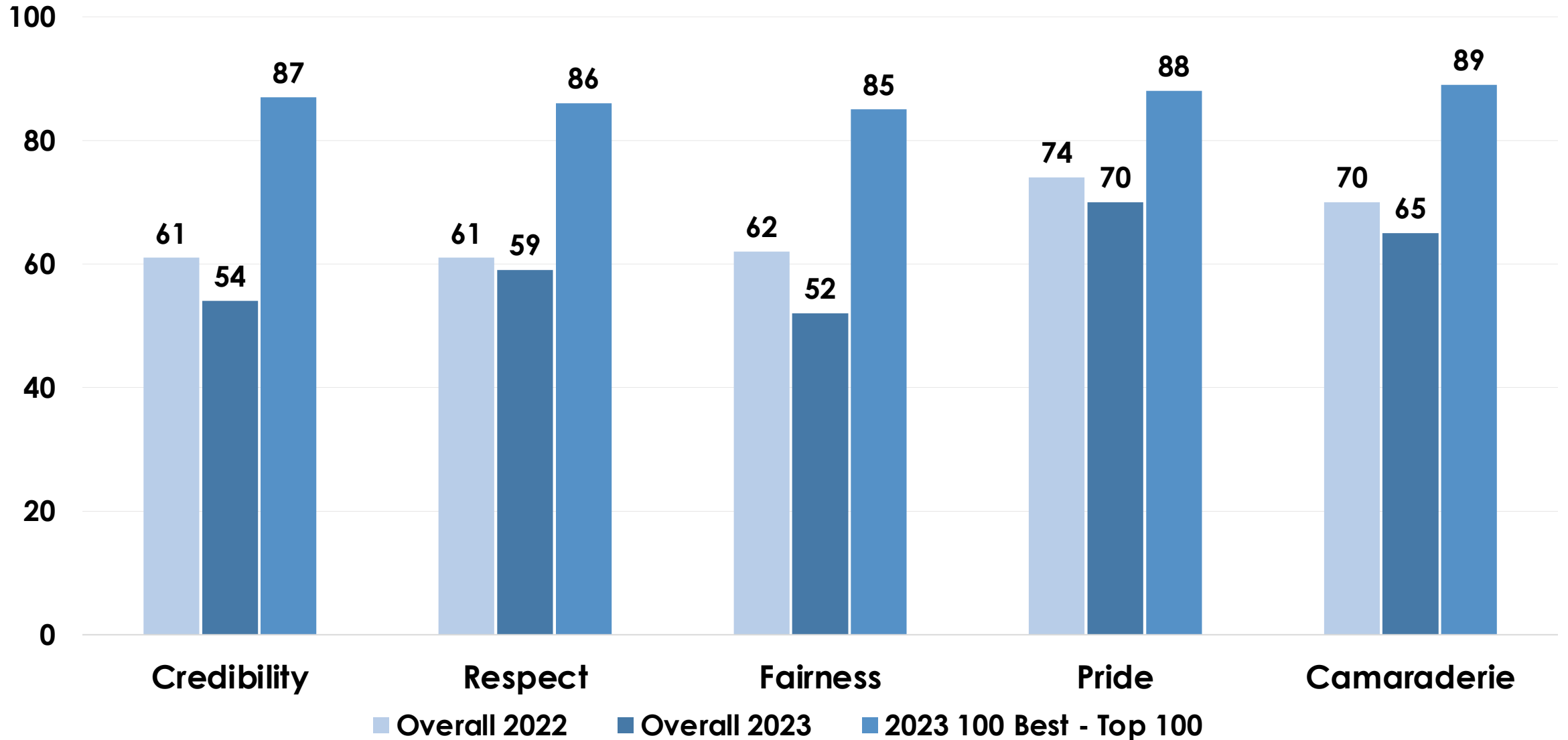
The Pride dimension measures employees' sense of pride in their work by assessing the positive way they regard their jobs, team or work group, and the Alamo Colleges District.



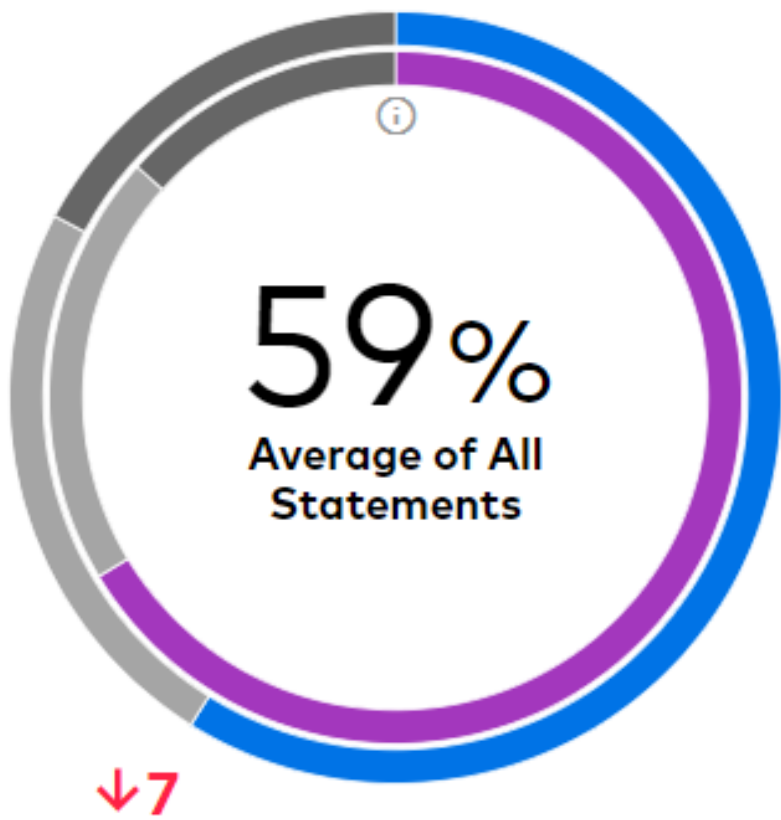
Camaraderie

Camaraderie measures employees' sense of enjoyment in the workplace by assessing the level of intimacy they experience.

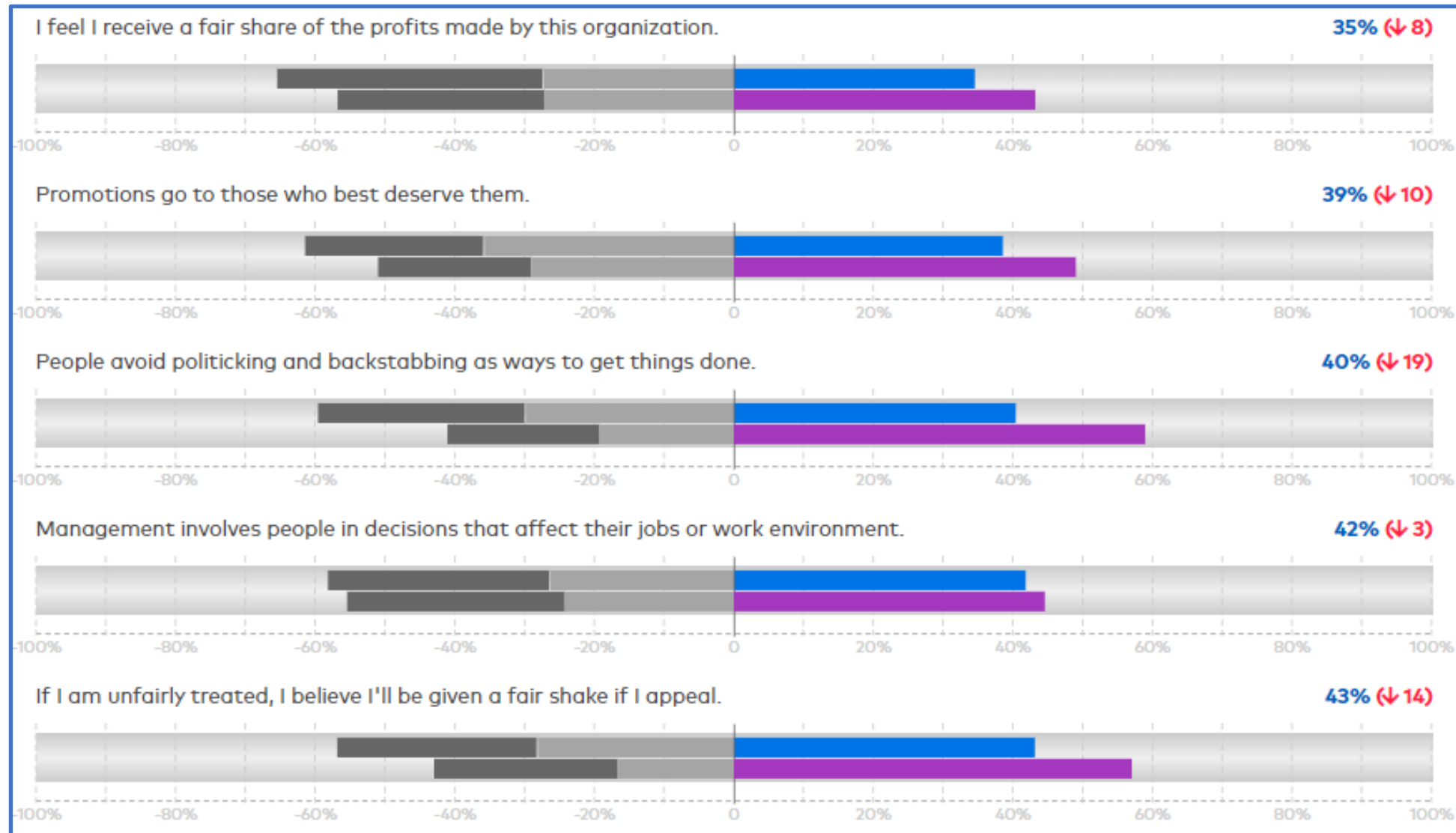
2022 vs 2023 Scores By Focus Area



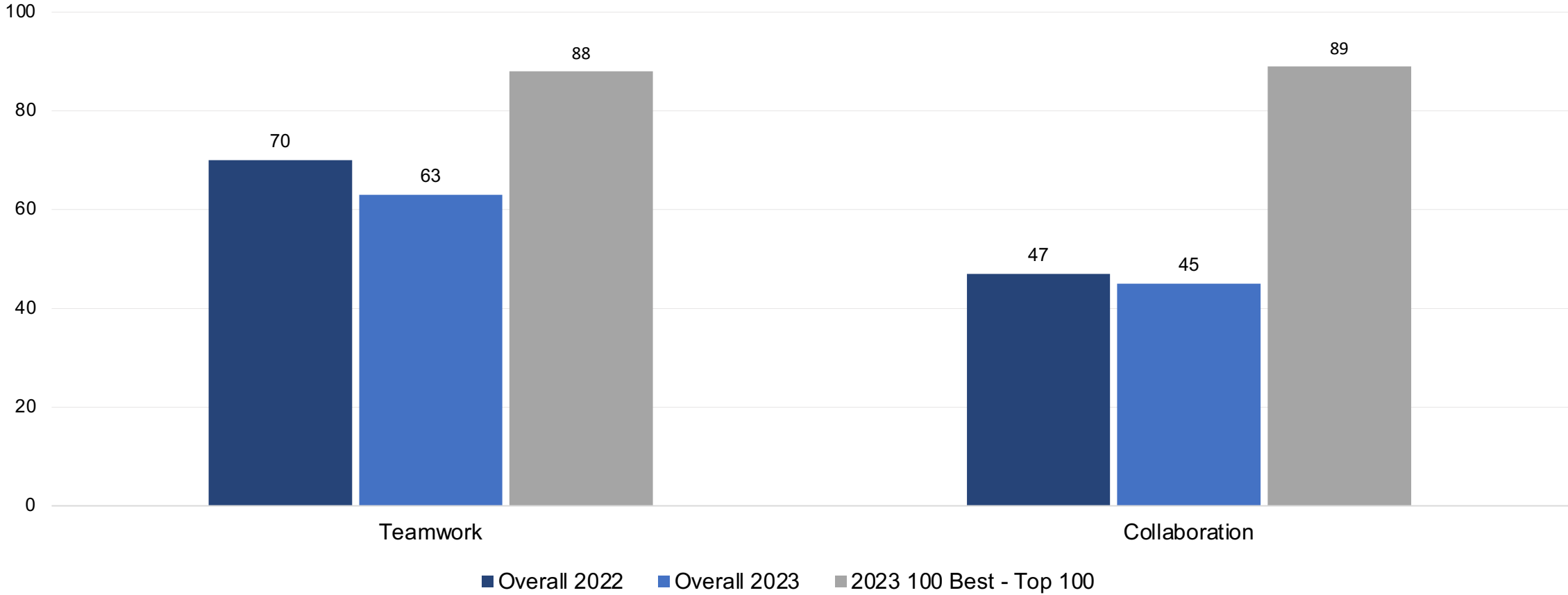
Top Scoring Statements



Bottom Scoring Statements



SPC Teamwork and Collaboration Scores



SPC Collaboration & Teamwork Statements

Survey Item	2022	2023
Management genuinely seeks and responds to suggestions and ideas (Collaboration)	50%	48%
Management involves people in decisions that affect their jobs or work environment (Collaboration)	45%	42%
When I look at what we accomplish, I feel a sense of pride (Team)	87%	76%
People here are willing to give extra to get the job done (Team)	67%	58%
People here quickly adapt to changes needed for our organization's success (Team)	56%	55%

If you could change one thing about this company to make it a better place to work, what would it be?



Is there anything unique or unusual about this company that makes it a great place to work?

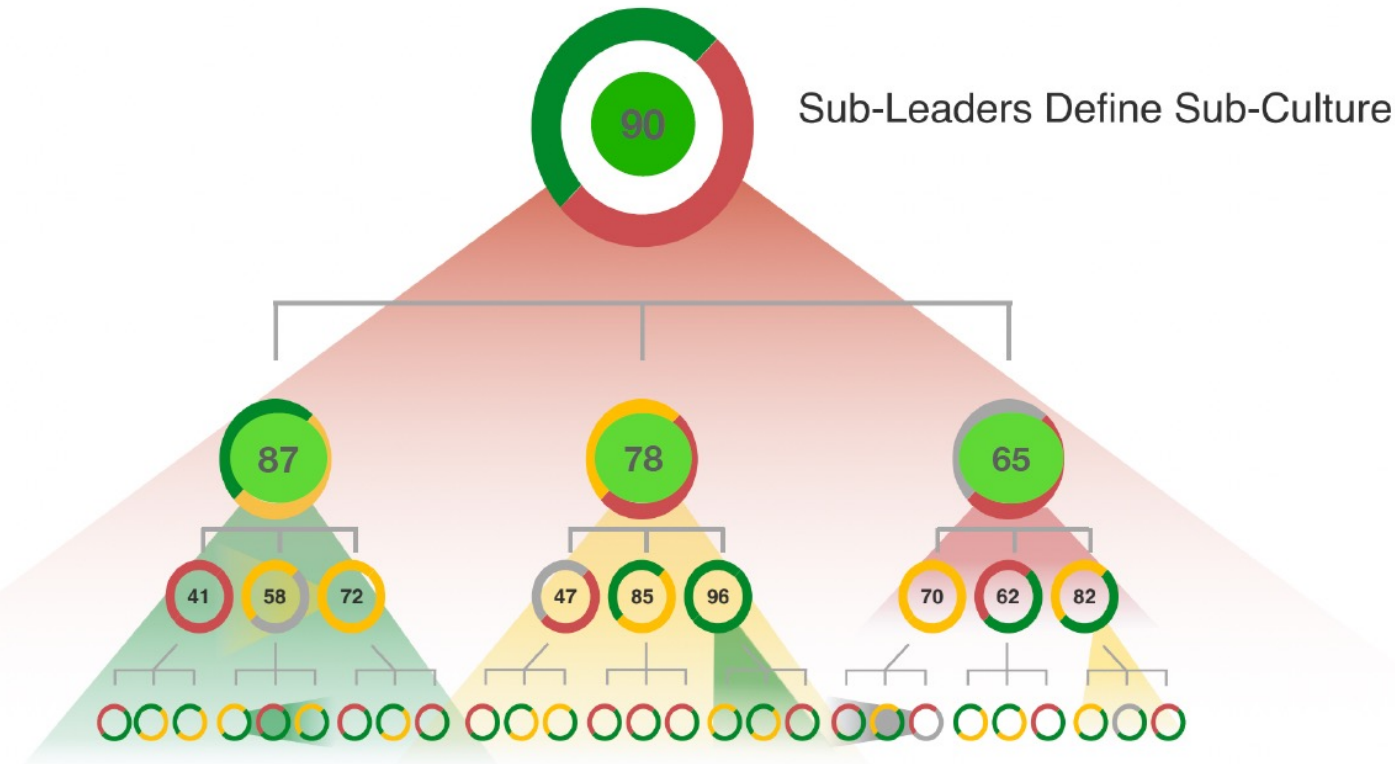


Next Steps-Action Planning

- Discuss these results within your team
- Conduct listening sessions and encourage open/transparent feedback
- Identify resources and support needed to improve scores
- Communicate progress around actions and next steps
- Recognize employees for their commitment to creating a GPTW
- Prepare for GPTW survey again in Spring 2024

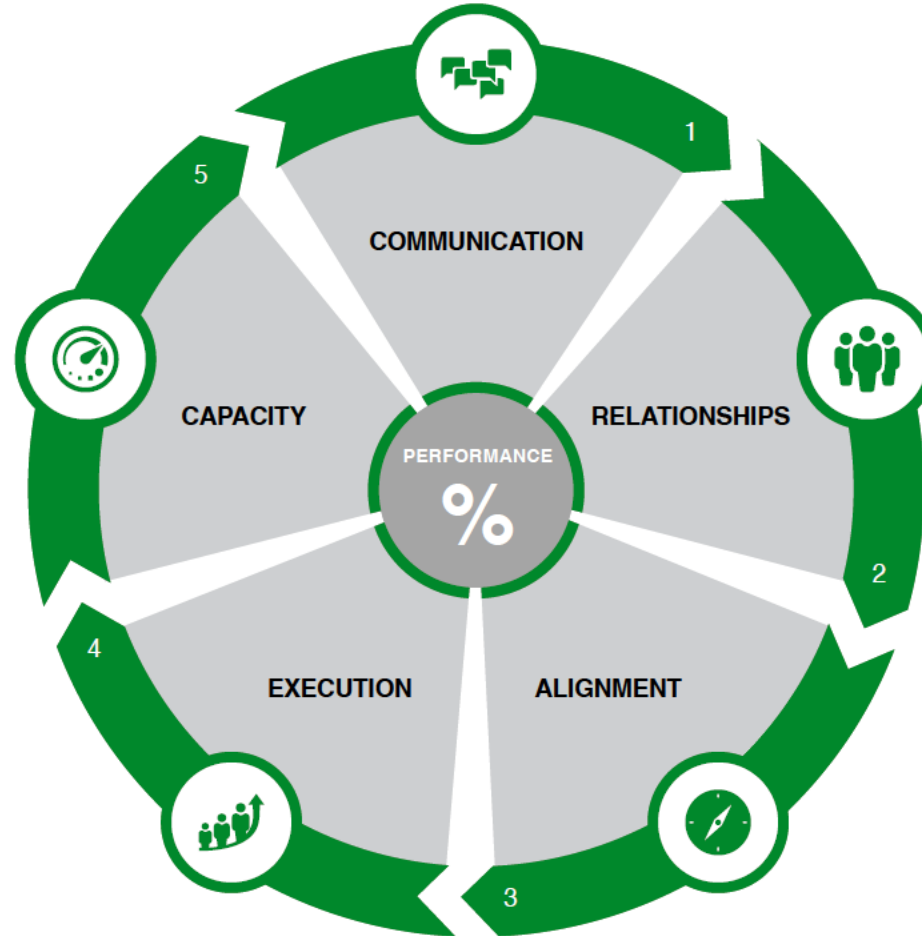
Focus on Leader Behaviors that Drive Culture

LEADERS DEFINE CULTURE



How healthy is each culture?
How well is each team performing?

Learn and Implement Our New Leadership Framework



Thank you.



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Additional Resources

Collaboration

[Is Your Company Culture Positioned to Drive Innovation? | Great Place To Work®](#)

[The Crucial Role of Reliable and Trustworthy Managers During A Crisis | Great Place To Work®](#)

Psychological Safety

[What Is Psychological Safety in the Workplace? How Leaders Can Build Psychologically Safe Workplaces | Great Place To Work®](#)

[5 Ways To Address Employee Burnout | Great Place To Work®](#)

Fairness

[7 Ways To Make Job Promotions More Fair | Great Place To Work®](#)

[8 Ways to Have a Fair Process for Promotions | Great Place To Work®](#)

Q&A

Ask your question.

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Next Steps

- District Wide
 - District Leadership Team
 - Great Place to Work – Working Session
 - Friday, November 17, 2023
- College Wide
 - Operational Units
 - Define engagement strategies
 - Three goals for Operational Unit Assessment Plan Report Outs

Employee Giving Campaign

The Employee Giving Back campaign will run until **October 31, 2023**.

We encourage employees to participate in the SPC Employee Giving Campaign at a level that will help us reach our goal of 51% employee participation.

<https://www.alamo.edu/spc/employeesgive>

SPC's Top 5 Funds

1. Artemisia Bowden Memorial Endowed Scholarship (420014)
2. Dr. Adena Williams Loston Endowed Scholarship (420039)
3. Clarence W. Norris, Sr. Endowed Scholarship (420093)
4. SPC Alumni Association Scholarship (620175)
5. SPC General Scholarships (620064)



Current District Picture as of October 19, 2023

College	Total	Goal	# Employees	# Donors	Participation Rate
SPC	\$25,791.00	\$70,000.00	502	63	12.55%
DSO	\$83,847.00	\$115,000.00	901	247	27.41%
PAC	\$27,478.00	\$50,000.00	312	93	29.81%
SAC	\$30,916.00	\$60,000.00	593	92	15.51%
NVC	\$26,287.00	\$45,000.00	386	58	15.03%
NLC	\$35,586.00	\$35,000.00	187	62	33.16%

Thank You



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