



Employee Development Day 2025



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Call to Conversation

November 20, 2025

Caring Campus

SPC Faculty Member
Patricia Nevarez



SPC Faculty Member
Justin Schneider



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Caring Campus – Faculty Implementation Plan

Presented By:
Caring Campus Team



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SPC Faculty Caring Campus Initiative

- **What is Caring Campus?**

A faculty-driven initiative to improve belonging, student success, retention and completion through consistent caring practices.

- **Why Faculty Matter?**

- Students report inconsistent experiences.
- Sense of belonging = retention, persistence and completion.
- Faculty are the #1 factor influencing student connection.

💙 “At St. Philip’s College, care is who we are.” 💙



SPC Caring Campus Faculty Representatives

| Faculty Name | Title | Department |
|---|---|--|
| Caroline Mora, MS-CSCE | Instructor/Bachelors of Applied Technology - Cybersecurity Program Director | Cybersecurity and Information Technology Department |
| Patricia Lamson | Assistant Professor/Clinical Coordinator | Health Information Technology Program |
| Justin Schneider | | |
| Tunetha Parchem | Associate Professor/Program Director | Physical Therapist Assistant Program - Health Sciences & Histology Dept |
| Patricia Nevarez | Associate Professor/ Clinical Coordinator | Invasive Cardiovascular Program. Health Sciences and Early Childhood Dept. |
| Edward Ramirez | Faculty Instructor | Transportation and Manufacturing Technologies - SWC Diesel Technology Center |
| Dr. Monique Johnson Dixon | Assistant Professor | Social & Behavioral Sciences Department – Psychology |
| Jemal Nelson | Assistant Professor/Program Director | Biomedical Engineering Technology |
| Marco Aguinaga | Surgical Technology Program Director | Health Sciences and Early Childhood Development |
| Cynthia De La Fuente Certified Executive Pastry Chef | Instructor/Program Director | AAS Baking & Pastry , Instructor , THCA Department |



COMING SOON TO
SPC PDW 2026

Spring 2026 PDW Week

Faculty Caring Campus Introduction Workshop

COMING SOON TO
SPC PDW 2026

- Getting to Know Caring Campus w/ First-Day Success Toolkit
 - Purpose of Caring Campus
 - Caught Caring Recognition Cards
 - First-Day Faculty Success Plan Checklist
 - Student Engagement Day 1: Getting to Know your Students
 - Student Ice-Breakers (Online + In-Person)
 - Early-term Student Engagement Tools



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Recognition

Caught Caring Recognition Cards

✧ Caught Caring Card! ✧

Campus Recognition Directions

1. Fill out a Caught Caring card (paper or digital).
2. Share the recognition with the person and the Caring Campus Committee.
3. Caring acts will be highlighted on bulletin boards, newsletters, and shout-outs.

Examples of Caring Acts

- Helping a student who looks lost
- Offering encouragement before an exam
- Taking extra time to explain an assignment
- Greeting others warmly and by name



♥ “At St. Philip's College, care is who we are.” ♥



SPC Values You Survey

- **Why a Caring Campus Survey?**
 - Makes all feel heard and that input valued of all faculty
- **When?**
 - Roll Out to All Faculty in Spring 2026
 - Roll Out to Staff by Fall 2026



Selection of Caring Campus Top Values

- Demonstrate Belonging
- Demonstrate Care
- Demonstrate Empathy
- Demonstrate Community
- Demonstrate Cooperation
- Demonstrate Collaboration
- Demonstrating Gratitude

We need your help!



Spring 2026 Monthly Sessions Caring Campus Micro-Sessions & Workshops

- **January 2026**

- First Day Success Toolkit Workshop (Repeat)
- The Greeting & Doorway Practices Micro-Session

- **February 2026:**

- Getting to Know Your Students Workshop
- Coffee Breaks – Micro-Session
- Before and After Class – Micro-Session

- **March 2026:**

- Demonstrating Professionalism
- Belonging & Classroom Climate

- **April 2026**

- First Day Success Toolkit for New Faculty

- **May 2026**

- First Day for a Successful Term Worksheet



Pathways for Faculty Success

The Heart of Teaching: Caring Campus Foundations Course


- **Late Summer / Early Fall 2026**

- All Micro-lessons/ workshops in Canvas
- Best-practice videos
- Examples
- Reflection Activities
- Digital Badges

Why should I participate?



Completion supports evaluations & professional growth

Better student retention, persistence and completion.



What did you learn?

- Establish relationships with students by building community in your classroom.
- I start with a scavenger hunt working in teams for shop orientation (working in teams builds community)
- I then use low stakes quizzes to build their confidence



- Module 1 - Implementing Pathways for Faculty Success
- Module 2 - Ice Breakers that Build Connection
- Module 3 - Coffee Welcome Break Moments
- Module 4 - Lets take 10 - Extra Minutes Before and After Class
- Module 5 - Working Across Disciplines Sparks Ideas
- Module 6 - Don't Give up on Students
- Module 7- Caring Campus is expectation, Not Extra Work
- Module 8 - Creating Inclusive & Belonging Spaces
- Module 9 - Student Success Beyond the Classroom (Academic and Student Services)
- Module 10 - Student Success Beyond the Classroom (Career and Community Support)
- Module 11 - Faculty Reflection and Commitment



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Faculty Expectations Fall 2026

✓ Caring Campus Faculty Practices

Examples:

- Smile & Greeting at the Door
- 10 Minutes Before / 10 Minutes After
- First-Day Success Plan
- Recognition Cards
- Values Feedback Loop
- Humanized Caring syllabus touches (New Fall 2026)



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Thank you.



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Malcolm Baldrige
National Quality Award
Award Recipient
2024 2018



Faculty Updates

- Spring 2026 – Lab WLU will be counted as 0.9 to 1
- Summer 2026 – WLU compensation will be 100% of the Adjunct rate, However you may still achieve 130% with preforming 5 hours per 3 SCH course on-site.
- Summer 2025 – WLU compensation was at 130% Adjunct rate with a required 5 hours on-site commitment.



Upcoming Facility Opportunities

- Design for Southwest Campus' Cafeteria underway
- Coffee Shop in Tourism, Hospitality & Culinary Arts (THCA) TBA
- New Cafeteria & Veterans Hall approved 11/18/2025 by BOT
- Front Door for the Martin Luther King Campus approved 11/18/2025 by BOT
- Front Door for the Southwest Campus incorporated into the bond



2025-26 Employee Giving Campaign



Dr. Loston is the Top Donor
10 years in a row

2025-2026 Goal

- 45% Participation
- \$70,000

2025-2026 FINAL RESULTS

(as of 11/20/2025)

- 36% Participation
- 84 New Donors
- \$114,908 out of \$70K Goal



Upcoming Events

- Thanksgiving – Nov. 27 – 28, 2025
- Graduation - Dec. 10, 2025 - 7 p.m. at the Freeman Coliseum
- Christmas Party – Dec.12, 2025



Questions?

Thank you.



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