



VALUES IDENTIFICATION
AUGUST 7, 2015

Values ranked in order of the number of post-its received

Support/Empowerment	65
Collaboration/Teamwork	53
Community	43
Knowledge	41
Integrity/Ethics	37
Innovation/Risk-Taking	36
Communication	34
Transparency/Accountability	28
Enjoyment/Fun	27
Optimism	25
Honesty/Trust	24
Diversity/Inclusivity	23
Excellence	23
Expertise	15
Prosperity/Success	15
Creativity	14
Belonging	10
Reliability/Commitment	10
Productivity	10

Values, along with the detailed descriptions provided by employees, are provided in alphabetical order as follows:

BELONGING

1. The Gateway community share and engage one another, the students, guests and community that creates a sense of belonging
2. Our students might not have ever felt they belonged anywhere – and they do – at Gateway. We want them here. They belong.
3. Whether it's an employee or student, if you don't feel like you're getting the support and attention that you require, you will feel like you don't belong there
4. I want to feel that Gateway is my school; that I am important and impactful. Our students want to feel that Gateway belongs to them and they to Gateway in order to be fully invested and committed to obtaining their goals
5. It's important for students and staff to feel connected to the school
6. Working for a place that makes a difference for students
7. My Gateway family inspires me to be my best me
8. Seeing how the work you do is liked by others
9. Students need to feel they are a part of GCTC or no authentic growth

10. If our students have a sense of belonging they are more likely to be a productive member of society

COLLABORATION/TEAMWORK

1. Both internal and external outside organizations are shocked as to how well we work within our organization and with the community
2. Working well with others is important for every job!
3. Work with others and not your same clique. Others regardless of position or education level, leads to inclusiveness
4. Because students need everyone's help and expertise. Plus – it sucks feeling like you are all along in your job
5. Bring best skill sets to the table – necessary for excellent results
6. Leads to better productivity
7. Success depends on outcome of collaboration – we must work together to succeed
8. This is needed to create positive working relationships to improve the services we provide our students
9. Easy day when things run smoothly
10. Everyone is involved for the good of the college
11. If you have problems there are many options of people and resources for help
12. Staff, faculty, and all depts., as a whole make up our organization and we must collaborate to be successful
13. Working with myself and others
14. We can only face challenges if we work together
15. To create a true learning environment for students all facets of college must work together
16. It's the most important value to succeed as a college
17. Working with great people to ensure student success - we are Gateway!
18. Work as a team to accomplish goals
19. We must all work together to benefit students
20. Using different resources creates more opportunities
21. Working together and sharing ideas is the best way to improve and make positive change. Include everyone!
22. Only by working together and having everyone on the same page will we see success at Gateway
23. Faculty members share same goals and expectations
24. Team work is a great way to accomplish task and make friends
25. Working together we can achieve more
26. It takes a village
27. We all need to work together to serve our students
28. Working together is a must, otherwise things can't get done or services can't be provided
29. We will only be successful if we unite as one!
30. Everyone needs this skill set – no one can succeed on their own
31. We all need to work together to accomplish the goals
32. Many departments or groups work together to achieve success
33. We are too short staffed not to collaborate and work in teams to solve problems and to be innovative
34. We are better "outside" the silos
35. Teamwork is vital to success
36. All parts of the college flexibly working together and with students
37. Important because it is the catalyst to innovation

38. Produces better outcomes
39. We do this well – boots on the ground. Leadership needs to work much harder on this!
40. We are so “lean” we have to work together to get the job done. Enjoy working cross-functionally
41. It’s good to collaborate with other depts.
42. Departments must work together to meet all needs of students
43. Enjoyable in working environment and important for growth. Teams make better decisions than individuals
44. People don’t work as lone wolves, learn to work together toward a shared, defined success
45. We can’t improve our teaching skills on our own. We need others to brainstorm with, to learn from and get ideas with
46. Each person works on different area. We need team work.
47. The work is complex and we have to work together to do it well
48. The work of inspiring and educating requires everyone working together
49. This is very important for purposes of new ideas, recruitment, sustainability, financial, diversity, building of community (internal/external), and executing services and programs to address needs – completion/graduation
50. Working with a positive team produces great results
51. It’s important that all work together to achieve the success of helping students
52. Creating a positive and healthy work environment; engagement
53. These are a must if we’re to improve service to our clients/customers and students

COMMUNICATION

1. We need to have a direct line of communication between current/prospective students and a knowledgeable faculty
2. Changes occur rapidly and those changes need to be shared with all stakeholders at the institution
3. This is key. If it lacks, how can anything get done?
4. All departments need to communicate to better serve students, community and co-workers
5. Facilitates honesty
6. Without good communication at our institution, we cannot serve students in the best/easiest way
7. Just because it is a value doesn’t mean it is happening. Communication requires to listen. Without listening, morale suffers
8. Success starts with communication
9. Promotes trust, drives conversations, transparency
10. Students being able to communicate in employment is essential to their success!
11. Tell our story internally and externally
12. The most important part of any relationship
13. Details of information given – directions, signage
14. Nobody knows everything, communication is the best way to get the answers our students need
15. Quit working in silos, clean communication can decrease duplicated efforts
16. Knowledge without sharing is pointless
17. We are obligated to make sure we send consistent messages and consistent info to students/community and each other
18. Vital to teach our students effective communication
19. All great organizations have great communication
20. We must do this well (internally and externally) to get our students from point A to graduation
21. We need everyone all on the same page and to carry the communication line to all employees and staff

22. Nothing runs smoothly unless there is clear communication
23. Everyone needs to know most other parts of the college so we can attract students
24. If you don't communicate with students, you lose those students
25. Our dept keeps clear, wide open door and discuss items
26. Needs to be clean cannot silo individuals and departments
27. Proper and thorough communication lends to create a positive learning and working atmosphere
28. No matter the field of study communication is key, in our jobs and our life
29. Is the key to student/faculty, student/school, colleague relationships; it enables awareness and knowledge
30. We, the Gateway community, strive to meet the needs of the community
31. To provide clear directions and expectations
32. Very important to keep employees and community in the know of changes, new opportunities
33. Communicating accurate and helpful information to both students and our fellow employees is imperative for the success of Gateway
34. It's important that everyone knows what is going on and is on the same page to better assist students

COMMUNITY

1. Our students need to care about their communities
2. Give the community a great place to be educated
3. We are a community college – we exist for the community, we are a community of learners and we have to serve the needs of the larger community or we become extinct
4. We are a community college. Our priority should be to serve as a resource not only for internal constituencies, but also the broader community
5. It is part of our name. We must serve the community and individuals
6. We serve our community first, the students are our priority. The community is our students
7. Gateway considers and engages the community, in order to provide and meet community needs
8. We are in this together, need to function as a community, building toward a greater good
9. It's in our name. Helping and inspiring those in the community to help themselves
10. Better our community by creating a more educated workforce and community
11. Many of our students have no (or little) support system. Gateway becomes the family, motivators, counselors, and friends they don't have – so they can succeed
12. Our students will grow when they feel connected to the community
13. Partnerships are the key to success
14. Training local workforce
15. Open communication and free speech
16. Goal of community and technical college is to work with and improve community
17. To succeed in a regional and global economy we need a strong sense of community
18. Our purpose is to serve our students so they can better the community
19. We are stronger than we are apart
20. We are a community college
21. We are woven into the fabric of Northern KY – we are community
22. Connection to future employment providers is key to student goal achievement
23. Because we focus on gaining partnerships and informing the community of our services
24. Our students (and ourselves) need to feel like part of the same team or it'll be adversarial forever
25. We need to have our finger on the pulse of our community and meet their needs both internally at Gateway and in the region

26. In order for our students to be successful we must understand and support the communities in which they live
27. What we do affects the whole community
28. Our students need to feel connected, to be part of more than course content. We as faculty and staff will be better if we feel we are part of something bigger as well
29. I think it makes Gateway stand out/our community partnerships
30. An educated workforce nurtures a community
31. We need to continue modeling the importance of how we want our students to better integrate in and impact the community
32. It is designed by, committed to, and used by the local communities
33. To work with the people in the community
34. Working with people in the community and getting our word out to others
35. Providing educated and skilled population to improve well-being of our region
36. We enhance, improve and help the community to thrive
37. As a school, we need them and they need us
38. We need to reach the community, be easily accessible to the community, build a trusting relationship with the community in order to thrive
39. As a community college our mission is to provide and be a part of the area
40. Because we must be a village for ourselves and our students to build even a greater community
41. It's in our name – we are Gateway Community and Technical College. We should empower students to improve and create a stronger, healthier community right here in NKY
42. It's crucial to everyone's success (faculty, staff, students) to feel supported and welcomed and a part of something bigger
43. GCTC helps to improve our community with education

CREATIVITY

1. Our students, employees, community partners all have different needs. Creative ways to meet those needs personifies Gateway
2. We need to create an innovative and creative work force to grow as a society. We also need to be creative in our internal processes at Gateway
3. We are always changing things (new ideas all the time)
4. We have to do more with less, we have students and businesses with unique problems
5. You must come up with different ways to approach, complete, or deliver things to effective to all different employee and student personalities
6. To instill a sense of creativity to our students and stimulate innovation in the community
7. We are encouraged to be creative and take risks in our classes
8. We have to be creative to stay competitive
9. It is empowering working with such creative problem-solvers
10. We use creative approaches to solving our student problems
11. I don't want to get stuck in a rut with daily duties. I want to expand my horizons and try something new/different
12. Creativity is the start of everything great
13. Important for growth as a college, student or employee
14. Important to work together and come up with creative solutions. Think "out of the box"

DIVERSITY/INCLUSIVITY

1. An obligation to promote social justice within the community
2. Everyone deserves a chance

3. Everyone deserves to be at the table
4. The more voices and perspectives we intentionally invite to the proverbial "table", the more we can ensure our communities' interests are addressed
5. Because we deal with a diverse student population and need to always take that into consideration
6. The more inclusive Gateway is, the more students we can serve, more employees we can accommodate to help meet students' needs
7. Because changes that affect everyone should include everyone in the conversation i.e. info commons
8. Our students must know that everyone is welcomed
9. Gateway may be the only safe accepting place for some students
10. Diversity and inclusion we create an environment conducive to success!
11. We take all from where they come from to where they want to be
12. Higher education should be a place for everyone who wants to be here
13. It's important to have diversity and a welcoming environment for everyone: race, age, nationality, origin, disabled, etc.
14. We are obligated to make sure we are doing right things for our community at large
15. The world and our immediate community has changed and will continue. Gateway must get ready for the ethnic population shift if it hopes to survive
16. World is changing needs to be less rigid in thinking/doing and more flexible
17. The US demographic is changing. If I see someone like me, I believe I can do it. Success of students who are different opens the minds of classmates or professors
18. People need to belong and we are the community that can provide that through both education (technical programming and educational pursuits) as well as engagement programming, LGBTQ, International, SSS, Disability Services, etc.
19. Gateway reflects the communities it serves
20. Innovation is spurred by inclusion
21. We live in a world where these values make the different between good and great
22. Staff and faculty engage students and the community to impact the outcome at/of Gateway
23. We need to be representative of the community we serve

ENJOYMENT/FUN

1. Happy employee is a productive one
2. Students learn better in a fun, rewarding environment
3. Because I do not function at my best if I always have to be serious. Plus – fun can connect people
4. I think it is important because it helps moral and helps things like productivity, optimism, creativity
5. Fun helps you return every day to do a great job
6. I enjoy making a fun learning environment for my students
7. Life is too short to not do what you love. Quality of life = fun
8. An environment that fosters enjoyment in one's job can help with job satisfaction and productivity
9. If you can't enjoy something then why do it?
10. Easier to learn
11. Best job I've ever had, enjoy coworkers and students!
12. Life is to be enjoyed and having fun makes work easier
13. Our department works very hard to bring a lot of \$ for college but we also try to have fun – "we laugh to keep from crying" 😊

14. Without this, people lose their drive to be the best they can be
15. Morale is so low. We need to enjoy our work
16. College is hard work. We can't forget to have fun!
17. Life is short – have a good time living it
18. Learning is best when it is fun; employees are happier
19. Place you spend the majority of your day should have some fun
20. If we don't enjoy the work then what is the point
21. Have to have some fun
22. You should enjoy what you do
23. If you don't enjoy what you do, you will not be productive. This will not help students or co-workers
24. I have fun at work
25. Humor, having fun, is what keeps me coming into work. I laugh with my co-workers all day!
26. Education should be fun
27. Staff and students need to have positive and fun interactions and environments in order to succeed. No one likes to not have any fun

EXCELLENCE

1. We strive for excellence in all we do
2. Because we promote excellence in our initiatives to educate and provide growth potential for our students!
3. We strive to do the best we can in everything we do – never stop improving
4. Every activity, whether small or large, should be completed with an attitude of excellence
5. We need to strive for excellence for our students' sake. They deserve it from application through graduation, in the classroom and outside of it
6. We must do the best job for the sake of our students and our community
7. Everyone at this college should strive for excellence. We want to be the best – reach for it
8. The pursuit of excellence puts you ahead of others
9. To do the best I can
10. It's good
11. It is always rewarding to recognize student excellence
12. Strive to be the best community college
13. Providing excellent customer service and product are key
14. It is important that we all strive to be "excellent" at Gateway
15. We break the mold of "community college" and equip students to be awesome
16. We have to make doing things "excellent" a priority. We don't have to be perfect but should strive for excellence. When it's not achieved, improve
17. Excellence, enough said...
18. Using evidence-based practices helps make better decisions
19. Services, skills and knowledge; students need these to do their job safely and effective
20. From the classroom to service from staff everything must be done using the highest standards
21. We need to strive for excellence
22. Strive to do the best we can in all endeavors
23. Students need excellence in their education

EXPERTISE

1. Share knowledge, teach others, help others
2. Recognize our expertise in our employees who have been elsewhere

3. Dedicated faculty help educate students and peers, to impact their lives
4. Professional development
5. As a teacher, you need to use your expertise to fulfill your job
6. The success of our students rely on it as well as the community
7. Subject matter experts
8. Our degrees should matter. We should have staff and faculty that are accredited and credentialed to provide the very best training and education for our students
9. Faculty, staff demonstrate very good understanding of content and their job
10. Staff/faculty needs to be experts in their field of work. This promotes trusting from students and community employers. Expertise in everything from skills to assist students with everyday problems to expertise for lectures and education
11. I want my students to gain expertise, to stand out from the crowd
12. Without being content specialists, we won't be of any value to our students, who look to us as mentors to help them find better jobs and be better citizens
13. We are providing quality programming in all areas to the students and community
14. If you're not an expert educator, find another line of work
15. To show we're competent

HONESTY/TRUST

1. Need to be open
2. We deserve to know and to trust one another and students do too
3. Facilitates integrity
4. We need students to trust us with helping them get their education. We do this by being honest. We need to be realistic too
5. To have an understanding with the people
6. Builds strong and reliable relationships
7. We need to be transparent and assume there are no hidden agendas
8. Students need to trust us, employers need to trust us, we need to trust each other
9. Don't make me play along when decision is already made
10. We must model this for students to see. Without honesty and trust, relationships can't be built inside or outside the classroom
11. Trust in everyone
12. Because we need to be able to perform without fear of reprisals
13. Do all things honestly and develop trust. We must be honest to everyone and this will translate to our students and community
14. (triangle of students, college and employees
15. Each team member must support each other
16. If you can't trust those above or with you misery will happen. Students and the community also need to trust Gateway and the faculty
17. Trust is earned not demanded
18. We must be honest with each other and those we serve
19. Foundation of work and someone's personal best
20. Without genuine and honest interactions bottom up, from top down, we are unable to trust
21. Everyone knows the expectations, requirements and rewards
22. Without it no one will be successful
23. Being able to believe in others and trusting them is key
24. Nothing flows without these values

INNOVATION/RISK-TAKING

1. We need to be willing to change and do things differently to become premier
2. Gateway very creative in its plans
3. The rate of change the world is encountering is exponential. To keep pace, innovation is mandatory
4. No risk, no reward; more valuable as an employee
5. Without innovation we risk not being relevant
6. Willing to take risks and ask for forgiveness later
7. You can only achieve greatness if you are willing to take risks and find new ways to do things
8. There's no growth or improvement without challenges
9. To provide best service to students and larger community we must commit to the change that delivers the best of what students and community need
10. In this day of technical change we need to have a culture that strives to innovate and create new ways to think and do – including teaching
11. Gateway does not have abundant funds, so innovation is critical to be able to provide the best service without the most money
12. We have to design and think in new ways to meet the needs of our students and community
13. We have opportunities to innovate in the classroom, i.e. active learning
14. We try things!
15. We are always trying something new!
16. The single best way to get sustainability
17. There doesn't have to be a set path, one way to do things. We grow as individuals and as a community when we feel free to explore and grow and change in unpredictable ways!
18. Trying new ideas keeps minds sharp
19. Staff are not afraid to come out of their comfort for students. Our innovation works!
20. You need to create and take risks to bigger and better, make new and great changes. Move forward!
21. We have to find new ways to take on stubborn problems
22. New ways to approach problems
23. Open to new careers – i.e. home brew, surg tech
24. We have an opportunity to revolutionize education worldwide!
25. Makes the college and world a better place
26. If we do not continuously improve, we will not keep up with our community and competition
27. We constantly work on coming up with innovative ideas to promote the success of our students
28. Thinking and acting in new ways to better ourselves
29. To show our training methods are effective
30. People should be allowed to think freely and present ideas
31. We are able to develop new ideas and take a chance in improving the college
32. Because education is always changing. We need to keep up and be ahead
33. The world is changing every day and we, along with our students, need to be able to think big and be part of the change
34. We face challenges every day, we can't stop trying – need to find ways to solve
35. I think this is how you stay relevant
36. Personal and professional growth is accomplished through taking risks and being innovative

INTEGRITY/ETHICS

1. Without this, all else fails
2. A professional treat everyone the same

3. At the heart of every relationship and decision
4. This is most important because we're teaching students content, but when they're out doing internships they are putting themselves in liable situations
5. Every person should understand and use these core values, the world & workplace would be a better place
6. In a for-profit world, GCTC must be committed to not putting students in financial crisis via tuition loans
7. Do the correct thing
8. Follow guidelines set by college & KCTCS
9. Students need it, we deserve and need it
10. Trust is critical for students to feel comfortable taking required risks to succeed
11. Treat others well
12. Our employees and students deserve it
13. I believe this can become a sense of pride for them as well
14. Integrity shows that we believe in something bigger than ourselves
15. It is very hard to succeed at anything if you have bad ethics
16. As an organization need to treat everyone like we wish to be treated – be responsible, autonomous, ethical actors who understand interdependence as an organization
17. Being a "good person" and a personal/professional role model to our students and each other is a very important job requirement
18. A person's integrity is most important
19. The ends do not justify the means
20. I don't trust an org that doesn't have this in their top values
21. This is the foundation of trust and respect. We are not trusted by many right now and we need to fix this
22. I cannot support a dishonest system to my students. I hate that I have to make excuses for this school's behavior
23. This is one area that students need to be successful
24. Important to be honest with all to be considered worthy and trusting in community
25. Gateway needs to be recognized as a school that provides meaningful credentials at a fair price and is honest about what it can and cannot provide, and what is required of students to succeed
26. Without them, personal agendas flourish and people become selfish and destroy our integrity
27. As an institution of higher education it's important to have and practice good ethics and to have integrity
28. We need to have a foundation of trust – for each other and students and community
29. Doing the right thing/standard of practice should be demonstrated to students as a model for their behavior/actions in professional roles
30. Without these all else is useless. With great power comes great responsibility and we need to teach this and show its relevance in all we do
31. Students/staff/faculty deserve our best always
32. Do something for the right reason or not at all
33. Ethical behavior is the backbone of any helping profession, esp. education
34. Facilitates communication
35. Important for healthcare givers to practice with integrity and be ethical – i.e. own up to mistakes, be good team member – support/collaborate with other interdisciplinary team members
36. People shouldn't be punished for good work/performance and people that don't perform shouldn't be allowed to continue to under perform
37. This should be everyone's #1 value. All others come second

KNOWLEDGE

1. We can improve the world for all
2. I get to learn cause I'm a student
3. Commitment to a high level of learning. Maintain the learning standards and bring students up to meet them
4. Uuhhhh...we are a college!
5. The whole reason we are here is to teach and impact knowledge
6. For both community students, staff, and faculty
7. We primarily are educators – share our collective knowledge with students, each other and community
8. People to work together to have an understanding of each other
9. Students are here to gain knowledge from their instructors
10. For 21 century needs
11. Increase understanding of student is very important. Increase own understanding is power
12. One of the few things no one can take from us (barring death or serious injury)
13. This is forever an ongoing process!
14. Gateway is knowledge based – for teaching students, for staying current and competitive, and for hiring highly qualified employees
15. Importance to be expert in field of study
16. Gateways main focus is to educate our students and provide them with the tools and knowledge to be successful long life learners
17. Years of actual job experience
18. Because good decisions require accurate info
19. Is power. Be a life-long learner
20. This is an academic institution primarily, so we ought to possess and share knowledge
21. I believe the gaining of knowledge, not just “skills” is the primary objective of higher education. Knowledgeable people have better critical thinking skills, can better understand complex problems and issues, and have a better understanding of themselves
22. Very knowledgeable staff and faculty of subject matter
23. Our message must let the community know that knowledge changes lives and the community
24. We must exhibit the knowledge of the material presented to give the best education. We must be knowledgeable about the circumstances surrounding our students situations to help them be as successful as possible
25. Knowledge is power. We need to empower our students and our community
26. Knowledge is power
27. It's important that everyone knows the facts/info for their job to better assist students
28. Our students need both the academic knowledge from class and the “life skill” knowledge from student services
29. College should provide education knowledge to students
30. We need to keep up with state of the art programs and changes happening in programs we offer
31. The college can provide knowledge for students to grow personally and professionally
32. It's what school is for! ☺
33. To help create a more educated/knowledge job force/community
34. We need to be on the cutting edge of content and best practices to benefit our students
35. To be our best we can be
36. It is ample and interesting all of the knowledge that faculty and staff bring to the college and that with this knowledge we all are helping our students

37. All ways having the resources available
38. Must be known as solid, knowledgeable place to go to school
39. Includes skills. Our purpose is to get people ready for work
40. It is essential that Gateway maintains the ability and resources to teach useful knowledge and skills. Otherwise why are students here?
41. Brings growth and opportunities to students, college and communities we serve

OPTIMISM

1. By expressing this value, students and the community at large can believe they can change their fate
2. The staff and faculty's activities affect students and their thoughts about GCTC - KCTCS
3. We have to be optimistic about our work, the work others do and our students. Success cannot happen in a negative environment
4. There's a whole lot of negativity around here – we need to be more positive
5. Anything can be accomplished with optimism
6. Students must be able to "see" future
7. Students must be optimistic of their future
8. A positive atmosphere for the students as well as the employees allows for great things to happen! ☺
9. Education is built on optimism, why else would someone go back to school?
10. While we are being optimistic about our future as a college we must remain realistic and not afraid to make change. Stop turning away new ideas!
11. In order to keep students optimistic, we need to be optimistic
12. Positive thinking to move innovative ideas forward
13. It is contagious and fuels progress
14. Life/work/school can be hard
15. Because morale is suffering and this is a value that should be focused on. I want to be optimistic about coming to work
16. Law of average...something good will eventually happen
17. Seeing positive change is inspiring and hopeful!
18. This isn't always easy! We have to have faith in our students and each other. If not, what's the point?!
19. This shows students that we have a choice on how situations in life can be viewed
20. Is important to keep up everyone's morale from students to faculty and staff
21. Positive atmosphere
22. Something that needs to be worked on. Look at the positive in every single situation. Always
23. We are called to do important work, we have to believe and model hope for our students
24. Nobody wants to work with negative people or complainers – optimism leads to a positive environment which leads to working harder, caring more, and student success
25. Because we have to look forward and keep trying for better things

PRODUCTIVITY

1. We need to be productive so we better serve students and employees
2. I get a lot done during my shift
3. Allows student to improve their lives
4. Produce outstanding students
5. Students must see productive end result to spend the hard work time – no busy work
6. Learn to be productive members of society

7. We need to work smarter. There are not enough of us so we need to be as productive as possible to get the job done.
8. The work doesn't get done if you're socializing, complaining, etc. Get the work done and do it well, and problems will resolve themselves
9. We produce a lot of work
10. When you work for what you want, great things will happen

PROSPERITY/SUCCESS

1. Our job is to make students successful and thereby make the world a better place
2. Helping students to be successful and reach their goals is why we are here
3. You deserve not to worry about living
4. So everyone can be the best they can be
5. Good reputation in community to earn respect and to be considered as an educational option for more students
6. Students come for these things...we should provide the tools
7. Covington Urban core is benefiting and prospering from GCTC's development, new campus in downtown – success for the students
8. Students need success to encourage them to strive higher
9. Teaching students how to earn \$ and make a living
10. Student success is goal #1
11. We should support the prosperity and success of our employees as much as we do our students
12. Learn skills and knowledge to be successful when they leave GCTC - KCTCS
13. Because we believe and promote the success of our students
14. Many students have a fear of failure. By helping students succeed, we empower students to be the best they can be
15. This is what it is all about

RELIABILITY/COMMITMENT

1. Without commitment how would college prosper
2. Students and the community need to know and believe they can count on GCTC and the products we deliver
3. As part of a team each person must give their all
4. If we are not reliable how can we keep commitments in life?
5. Our students can count on us to support them
6. To know you can rely on the org and org can rely on you – therefore there is commitment
7. To show up and do the work even if it's hard, unpleasant
8. If you don't say what you're going to do or don't follow through, students will not listen to you again
9. We must do what we say – if we are here to help students better their lives, we must do everything possible to make it happen
10. Being there and willing to do whatever it takes

SUPPORT/EMPOWERMENT

1. Giving students skills required to be self-sufficient
2. We don't change lives, we help people change their own lives
3. We are charged with giving those who have had their voice silenced due to status (economic, race, gender, etc.) the opportunity to gain status to be heard by those in power
4. For faculty, staff, and students and community

5. Without the support of my peers the path to success is filled with road blocks
6. You can and we will help you. No matter the task
7. Our students need support and empowerment
8. This is what makes us stand out from larger institutions
9. Supportive relationships are very important to a student's, faculty's and staff's success
10. We create paths, opportunities, and the tools to succeed and thrive
11. We are here for you
12. We are here to help you succeed!
13. Many of our students are Pell eligible and/or first time college students with multiple academic and non-academic barriers that must be addressed through offering support and empowerment to reach success
14. The feeling of support is at the core – the very essence – of the human being. Enough said
15. We need services supporting and students supporting each other
16. Students need support in order to accomplish their goals
17. Our students need people who believe in and are committed to helping them achieve their goals
18. Everyone needs support
19. The most important for me. A supported, empowered community will thrive
20. To help people to be their best
21. It's just as important to assist as it is to train
22. Our students need support in all directions; we need the support (and opportunity to be heard) from our peers/administrators
23. I have support of my co-workers
24. Support for every single student at GCTC and giving them the feeling that they can do anything!
25. College is not easy. Many students do not get adequate support they need. Students should receive support from staff and this will lead to the individuals' sense of empowerment
26. Faculty, staff and students need it
27. Important to help and empower each person to succeed
28. Providing students with the support they need and empowering them helps them on the path to success
29. Because there are voices that should be heard
30. We need to empower the weak and under educated
31. Without the sense of support and/or empowerment, students will not succeed – sometimes all it takes is a helpful person to slightly push a person so they can then see their own potential. This leads to empowerment and drive
32. Education is empowering; a sense of empowerment comes from having people who are supportive of you
33. I feel supported by faculty, staff, and administration
34. Ingredients for new learning and independence
35. Empowerment is behind everything we do. We empower our students to be their best self
36. Students need these to have the courage to keep going when it gets tough
37. Our students often need the additional boost to their self-esteem to become successful. Gateway is/should be like an incubator for those students who need a bit of extra support to achieve the potential that is there already
38. Students need support from us to empower them to gain the necessary skills for college, career, and life
39. Everyone needs power and support to succeed
40. Because we are a stepping stone to reaching greater potential – their potential
41. I think too many people get trapped in "victim" status. We can empower them!

42. Students need support and we can empower them by providing support
43. Takes a village to change the world
44. The best gift you can give someone is the ability to believe in themselves and do for themselves
45. Allows us to work at our best
46. Need better support from administration, need recognition for what some of us do
47. To be allowed to take a chance with innovation
48. Builds confidence, leads to success, lifts students up to achieve their goals
49. Constantly and consistently provide these things to our students = success
50. We support each other, our students, the community, etc.
51. Because too often I feel held back and afraid to say exactly what I think or feel without backlash
52. Encouragement and development activities for students and employees allow for success and this will make for a better future all around
53. Support the name on the front not the name on the back
54. Education is empowering all to be better constituents in their communities, workplace and family
55. We need support to do our jobs (money and people)
56. It's a tool that they will never lose
57. Faculty and staff need to be supported and empowered to make changes, adapt, and lead.
Students need the same thing to grow as people and professionals
58. Gateway's students often need support in order to empower them to succeed
59. Giving our students the chance to better their lives with our support
60. It takes a village to raise a child and all of us need support and empowerment to becoming the best!
61. Instead of constant criticism in admission, support them and empower them to do the job they know how to do
62. Ensures decision-making throughout organization
63. Students need our encouragement during their journey. Our support can empower them to succeed
64. It is essential that Gateway has the necessary skills to educate non-traditional students, the disadvantaged, and those who face significant economic hardship in getting an education
65. To instill staff, faculty, and students to do and be their best

TRANSPARENCY/ACCOUNTABILITY

1. It's important that we understand how and why decisions are made so that we can trust the system and leaders within it
2. Need to trust process
3. This needs some work and will help with morale and transitions. I think more could be done to be transparent
4. We need to focus on helping everyone here do what they need to do – to serve students and meet our goals. We allow too much freedom – taken advantage of
5. Hold everyone to the same level of committed effort. If they are not here for the overall goal they should revisit their purpose here
6. Hold all accountable for what they do
7. The word says it all...show up, do what you should, own it
8. Need to be accountable for what we do hold everyone to the same level
9. We are accountable to the community we serve and our students
10. Whether it's your passion or just a job DO IT WELL!
11. Say what you do, do what you say
12. Because no one knows what's going on EVER with depts.

13. Own what they do and how they can impact others
14. For student success, we all need to do our jobs very well. If we work without transparency/accountability that may not happen
15. We need to have accountability from the top down and from the bottom up. Without it trust is destroyed
16. The community should know us and help us plan our agenda
17. Often students and employees don't know what is being done or why. We need to be open about things that need improved
18. Everyone should be expected to do their job and do it well. No free pass; get on board or get out
19. This is important to change climate
20. We all need to be accountable
21. Holding each other to high expectations increases moral because we know we are part of a high functioning organization
22. The security of our jobs should hinge upon student success
23. Would encourage trust
24. We need to stop hiding and keeping secrets about initiatives to employees
25. Decisions that impact the college should not be made behind closed doors or in secrecy
26. How else will we determine where and how change needs to occur?
27. With so much change happening we have to be transparent and held accountable
28. We should be open about everything that we do and both employee and student should be held accountable to do their part. It's impossible to serve students if employees don't do their jobs

INSERT OWN VALUE (OTHER)

Flexibility – teach and model how to adapt to change

Empathy – this is not one of our values, but should be. We need empathy not only for our students, but faculty and staff

Compassion/Empathy – Stop assuming!!! Treat students as individuals and give better understanding of where each comes from

Student-focus – isn't that why we are here?

Balance – promoting work/life balance benefits everyone internally and externally

Job placement – it shows what we teach is relevant

Stability – little turn over, can rely on the institution for quality in all programs over years

Improvement of conditions – we can improve our lot in life before attaining some predetermined measure of success

Relationships – It's what we hear – "Gateway treats me like a person!!" – relationships with all stakeholders (partnerships)

Independence – programs at GCTC lead students to independence and self-worth

Independence – give students opportunities to learn ways to become self-sufficient and lead productive lives

Education – it is the genesis of what we do!

Respect – because each person in the college community must respect every person/person's ideas, position and decision

Hope – a person who has hope will continue through difficult times

Hope – we must provide hope in our message, creating a culture that lifts up the community

Hope and Inspiration – we provide hope for students, the region, each other, and inspire others

Comfort – people want to be where they're comfortable

Opportunity – Providing an educational opportunity to someone who may have never believed they could achieve an education

Welcoming/Friendly – we are a nonthreatening environment for students of all backgrounds, statuses, and stages of life

Direction – we provide direction, a career pathway, light to confusion

Caring - sets us apart

Professionalism – we need more

Professionalism – students need to be shown by example how to be a professional in the workplace