Wharton County Junior College

PRESIDENT'S REPORT



November 2026

Wharton County Junior College

Employee Engagement

This month's report highlights results from the Survey of Employee Engagement (SEE), conducted by the Institute for Organizational Excellence at the University of Texas. First administered in 2024, the survey was conducted for a second time this year, allowing us to measure progress against our initial results. The findings provide valuable insight into our institutional culture, highlighting strengths and opportunities for improvement as we look for ways to empower the team!

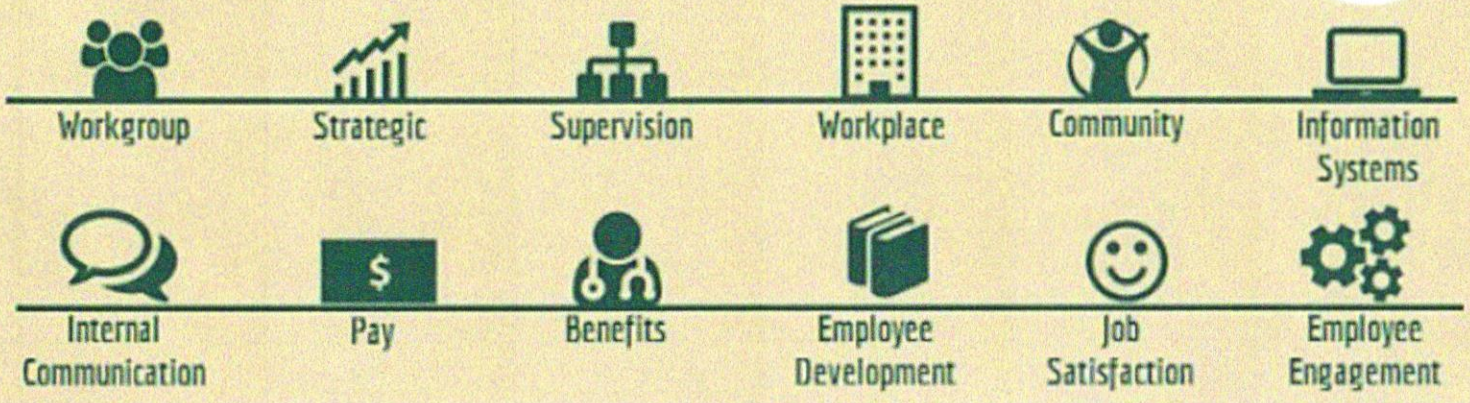


Wharton County Junior College

Constructs

Similar items are grouped together, and their scores are averaged to produce twelve construct measures. These constructs capture the concepts most utilized by leadership and drive organizational performance and engagement.

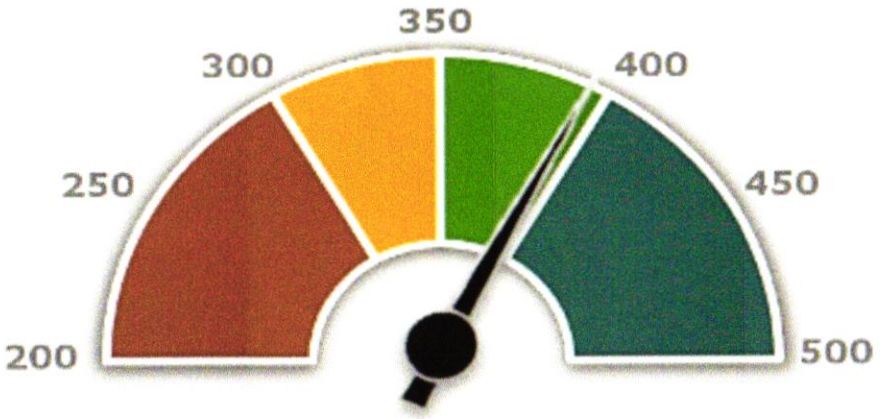
12 Constructs



Survey includes a total of 48 questions grouped into 12 constructs.

Wharton County Junior College

Overall Score



Overall Score: 395

The overall score is a broad indicator for comparison purposes with other entities.

Scores above 350 are desirable, and when scores dip below 300, there should be cause for concern.

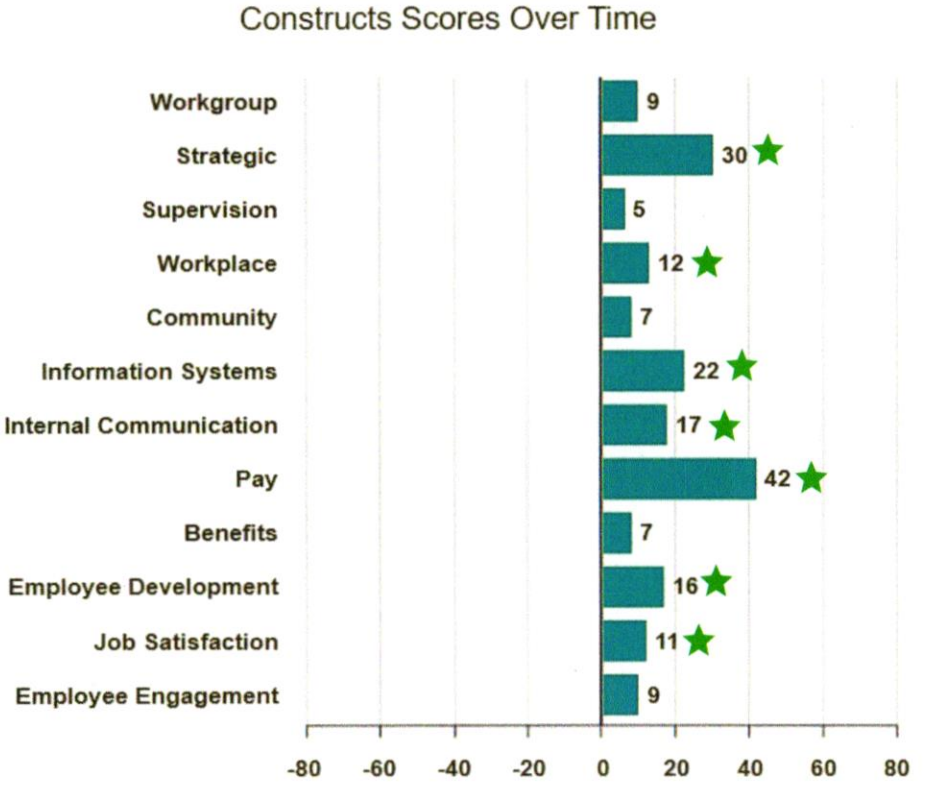
Scores above 400 are the product of a highly engaged workforce.

WCJC's overall score from the 2024 survey (baseline) was **380**.

Wharton County Junior College

Construct Scores





Improvement realized in all 12 construct areas. Significant improvement (>10points) in 7 / 12 areas.

Level of Engagement

Wharton County Junior College

WCJC 2024



WCJC 2026



National Data 2026



Wharton County Junior College

UPCOMING EVENTS

Board Events

- Higher Edge: Dec 8-9
- No Board Meeting in December

College Events

- Thanksgiving Lunch: Nov 19 at 11:30am (PSC)
- Police Academy Graduation:
  Dec 10 at 2:30pm (Fine Arts)
- ADN Pinning: Dec 16 at 6pm (Fine Arts)

