

Southwest Technical College provides preventative maintenance services in alignment with the Division of Facilities Construction and Management Maintenance Audit. Preventive maintenance addresses all facility issues including boilers, life safety, air conditioning and refrigeration, plumbing, electrical, and indoor air quality and energy management. Many routine custodial and maintenance tasks are handled in-house, but larger and more complex projects and system upgrades are typically outsourced to local contractors. These contractors are chosen based on their technical expertise and system knowledge of Southwest Tech equipment.

## **Challenges and Solutions**

One of the significant challenges the College faces is offering competitive salary compensation. Unlike private sector organizations, which often have greater flexibility in setting wages based on market demands, we must operate within structured budget constraints and legislative oversight. This can make it difficult to attract and retain top talent, particularly in industries where private employers can offer higher wages, bonuses, and other financial incentives. The College attempts to compete for top talent with a strategic focus on work-life balance and employee well-being initiatives. For instance, the College has an employee advisory committee (EAC) with representatives from faculty, adjunct faculty, student services, human resources, and administration to focus on the needs of the employees and promote employee engagement and satisfaction. The EAC continually looks for ways to improve employee morale and support the needs of faculty and staff. To maintain awareness of and meet the needs of various employees, the College hosts regular State of the College meetings and maintains a Presidential Cabinet consisting of faculty, directors, and administrative staff to solicit feedback and drive new initiatives.

## **Summary**

Southwest Technical College continues to recruit and select the most qualified, highly capable, and dedicated faculty and staff who are interested in growing with the College, and who will be assets to the service region. The College coordinates professional development opportunities to ensure expertise is maintained and to fulfill the mission of the institution. As a result of these efforts, the College exhibits a high level of professionalism and work ethic among its employees. In 2023, the Cedar City Chamber of Commerce named Southwest Technical College as the Employer of the Year. This award speaks to the efforts of faculty, staff, and administration to build a positive work environment and culture.