

**FOR IMMEDIATE RELEASE**

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## **Hinds Community College Embeds Caring Campus into Human Resources, Aligning All Employees on Student Success**

**LONG BEACH, CA** – Before a new employee even sets foot on campus, they have already been introduced to the caring culture that defines Hinds Community College in Mississippi. With the help of Caring Campus, Hinds College's Human Resources department is helping shape a welcoming environment that supports both students and employees from day one.

Caring Campus expectations are outlined in every Hinds College job description, addressed during new employee orientations, and included in annual performance evaluations. The college also requires yearly professional development sessions focused on Caring Campus to reinforce its commitment to creating a student-centered culture.

"The HR department is the first point of contact for all new hires, and we have the opportunity to not only tell them about Caring Campus, but to model it," Hinds Director of Organizational Development Dr. Gay Saxon said. "It gives people a better understanding of the caring environment they're coming into, and what is expected of them."

In addition to onboarding and training efforts, Hinds College's HR department oversees several campus-wide initiatives that highlight and celebrate caring behaviors. The Caught in the Act of Caring program recognizes one employee each month for going above and beyond to support a student, with nominations submitted by fellow staff members and students. The department also coordinates Hinds Cares Day, an annual event where employees volunteer at local nonprofit organizations, extending the Caring Campus culture to the communities the college serves.

Saxon said these efforts are contributing to stronger employee-student relationships across all six campuses. In one example, a student grieving the loss of a pet was comforted in the hallways by an instructor – who was not even her teacher – and was later surprised when the instructor checked in weeks later to see how she was doing. In another instance, a campus housekeeper encouraged a student who was studying for an exam and later followed up to celebrate her success.

"These are the types of relationships we strive to build every day at Hinds," Saxon said. "I have seen a notable difference in how employees interact with students after going through Caring Campus, and it's making a meaningful impact."

Saxon said Caring Campus has been especially empowering for support staff, giving them a clear and meaningful role in student success. Through recognition programs, clearly defined commitments, and ongoing training, Hinds employees are both equipped and inspired to support students every day.

**MORE**

“Hinds College has done an outstanding job of integrating Caring Campus into the very framework of its institution,” Caring Campus founder and CEO Dr. Brad Phillips said. “Thanks to the Hinds HR department, and every other employee on campus, we are seeing measurable impacts on student persistence, retention, and success.”

#### PHOTO CAPTIONS:

**IEBC\_HINDS1:** With the help of Caring Campus, Hinds Community College’s Human Resources department is helping shape a welcoming environment that supports both students and employees from day one.

**IEBC\_HINDS2:** The Hinds Community College Human Resources department recently celebrated one of its own, honored through the monthly Caught in the Act of Caring program, which recognizes employees who go above and beyond to support students, based on nominations from colleagues and students.

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