



## 2015-2016 Coastline Management Team Governance Survey Results

In order to support a culture of continuous quality improvement, Coastline conducts annual surveys across all shared governance committees as means to provide information to facilitate the development of strategies to strengthen committee effectiveness in the following year. The subsequent information provides a summary of the 2015-2016 survey results.

<i>Table 3: Committee Effectiveness Behaviors</i>	Almost Always	Often	Sometimes	Seldom
<b>COLLABORATIVE:</b> Sharing, inclusive, open to input, respectful of diverse opinions, characterized by meaningful dialogue	38.5%	53.9%	7.7%	0.0%
<b>TRANSPARENT:</b> Open, easy to understand, clearly defined, characterized by effective and meaningful communication with the College community	38.5%	50.0%	11.5%	0.0%
<b>EVIDENCE-BASED:</b> Reliant upon relevant, accurate, complete, timely qualitative and/or quantitative information, not based solely on assertions, speculations, or anecdotes	26.9%	50.0%	19.2%	3.9%
<b>EFFECTIVE:</b> Working properly and productively towards the committee's intended results	23.1%	45.2%	26.9%	3.9%
<b>EFFICIENT:</b> Performing well with the least waste of time and effort, characterized by serving the committee's specified purposes in the best possible manner	24.0%	40.0%	36.0%	0.0%

Participation Rate was 86.7% of the 30 members

Table 3 indicates that 30.0% of the time the committee almost always exhibits effective committee interactive behaviors with the highest categories being collaborative and transparent (38.5%). Over 60.0% of the participants indicated that the committee processes and behaviors occurred often to almost always.

Over 80% of the committee members that participated indicated:

- They felt comfortable sharing ideas, felt that they were treated with respect and have sufficient opportunity to provide input (strongly agree/ agree).
- The quality of information and communication within the committee and to the constituency was rated highly favorable (very good/good).
- The quality of access to information, and resources was rated highly favorable (very good/good).
- The meeting space location and resources to conduct the committee were rated highly favorable (very good/good).

25% of the committee members indicated that the quality of communication by the committee with the campus community as a whole needed improvement.

The highlighted accomplishments improved communication. The suggestions for improvement included staying on topic, provide concise reports, and provide documentation earlier.



## 2014-2015 CCC Management Team Committee Governance Survey Results

In order to support a culture of continuous quality improvement, Coastline conducts annual surveys across all shared governance committees as means to provide information to facilitate the development of strategies to strengthen committee effectiveness in the following year. The subsequent information provides a summary of the 2014-2015 survey results.

Table 4: <i>Committee Effectiveness Behaviors</i>	Almost Always	Often	Sometimes	Seldom
<b>COLLABORATIVE:</b> Sharing, inclusive, open to input, respectful of diverse opinions, characterized by meaningful dialogue	33.3%	26.7%	33.3%	6.7%
<b>TRANSPARENT:</b> Open, easy to understand, clearly defined, characterized by effective and meaningful communication with the College community	20.0%	40.0%	40.0%	0.0%
<b>EVIDENCE-BASED:</b> Reliant upon relevant, accurate, complete, timely qualitative and/or quantitative information, not based solely on assertions, speculations, or anecdotes	6.7%	40.0%	53.3%	0.0%
<b>EFFECTIVE:</b> Working properly and productively towards the committee's intended results	6.7%	46.7%	46.7%	0.0%
<b>EFFICIENT:</b> Performing well with the least waste of time and effort, characterized by serving the committee's specified purposes in the best possible manner	6.7%	33.3%	53.3%	6.7%

Participation Rate was 44% of the 34 members

Table 4 indicates that 14.7% of the time the committee almost always exhibits effective committee interactive behaviors. The majority of the effectiveness components were found in the often and sometimes categories.

Over 90% of the committee members that participated indicated:

- The committee operates effectively.

Over 67% of the committee members that participated indicated:

- They felt comfortable sharing ideas, felt that they were treated with respect and have sufficient opportunity to provide input.
- The quality of communication within the committee and to the constituency was rated highly favorable (good/very good).
- The quality of access to information, meeting space location and resources to conduct the committee were rated highly favorable (good/very good).

The highlighted **accomplishments** include improved information flow on college wide reports. The **suggestions for improvement** were to provide a directive, foster meaningful exchange/idea sharing, decrease redundancy and provide orientation to new members.



## 2014-2017 Coastline Management Team Governance Survey Summary Results

In order to support a culture of continuous quality improvement, Coastline conducts annual surveys across all shared governance committees as means to provide information to facilitate the development of strategies to strengthen committee effectiveness in the following year. The subsequent information provides a summary of the 2014-2017 survey results.

<i>Table 1: Committee Effectiveness Behaviors</i>	2014-15 N (15)	2015-16 N (26)	2016-17 N (20)
<b>COLLABORATIVE:</b> Sharing, inclusive, open to input, respectful of diverse opinions, characterized by meaningful dialogue	33.3%	38.5%	45.5%
<b>TRANSPARENT:</b> Open, easy to understand, clearly defined, characterized by effective and meaningful communication with the College community	20.0%	38.5%	40.9%
<b>EVIDENCE-BASED:</b> Reliant upon relevant, accurate, complete, timely qualitative and/or quantitative information, not based solely on assertions, speculations, or anecdotes	6.7%	26.9%	18.2%
<b>EFFECTIVE:</b> Working properly and productively towards the committee's intended results	6.7%	26.9%	18.2%
<b>EFFICIENT:</b> Performing well with the least waste of time and effort, characterized by serving the committee's specified purposes in the best possible manner	6.7%	24.0%	19.1%

The findings reflect responses from participants indicating the frequency by which the committee effectiveness behavior almost always occur. In comparison with the College-wide rates in 2016-17, the CMT performed lower on each of the following categories.

- **COLLABORATIVE:** Sharing, inclusive, open to input, respectful of diverse opinions, characterized by meaningful dialogue (-19.8%)
- **TRANSPARENT:** Open, easy to understand, clearly defined, characterized by effective and meaningful communication with the College community (-20.3%)
- **EVIDENCE-BASED:** Reliant upon relevant, accurate, complete, timely qualitative and/or quantitative information, not based solely on assertions, speculations, or anecdotes (-31.4%)
- **EFFECTIVE:** Working properly and productively towards the committee's intended results (-36.0%)
- **EFFICIENT:** Performing well with the least waste of time and effort, characterized by serving the committee's specified purposes in the best possible manner (-33.4%)



## 2016-2017 Coastline Management Team Governance Survey Results

In order to support a culture of continuous quality improvement, Coastline conducts annual surveys across all shared governance committees as means to provide information to facilitate the development of strategies to strengthen committee effectiveness in the following year. The subsequent information provides a summary of the 2016-2017 survey results.

<i>Table 2: Committee Effectiveness Behaviors</i>	Almost Always	Often	Sometimes	Seldom
<b>COLLABORATIVE:</b> Sharing, inclusive, open to input, respectful of diverse opinions, characterized by meaningful dialogue	45.5%	40.9%	13.6%	0.0%
<b>TRANSPARENT:</b> Open, easy to understand, clearly defined, characterized by effective and meaningful communication with the College community	40.9%	45.5%	13.6%	0.0%
<b>EVIDENCE-BASED:</b> Reliant upon relevant, accurate, complete, timely qualitative and/or quantitative information, not based solely on assertions, speculations, or anecdotes	18.2%	54.6%	22.7%	4.6%
<b>EFFECTIVE:</b> Working properly and productively towards the committee's intended results	18.2%	63.6%	13.6%	4.6%
<b>EFFICIENT:</b> Performing well with the least waste of time and effort, characterized by serving the committee's specified purposes in the best possible manner	19.1%	52.4%	28.6%	0.0%

Participation Rate was 65.7% of the 30 members

Table 2 indicates that 28.4% of the time the committee almost always exhibits effective committee interactive behaviors with the highest categories being collaborative (45.5%) and transparent (40.9%). Over 79.8% of the participants indicated that the committee processes and behaviors occurred often to almost always.

**Over 80%** of the committee members that participated indicated:

- They felt comfortable sharing ideas, felt that they were treated with respect and have sufficient opportunity to provide input (strongly agree/ agree).
- The quality of communication within the committee and to the constituency was rated highly favorable (very good/good).
- The quality of access to information, and resources was rated highly favorable (very good/good).
- The meeting space location and resources to conduct the committee were rated highly favorable (very good/good).

**One-fifth to nearly one-quarter** of the committee members indicated that the quality of information flow from the committee to the constituency groups needs improvement, as well as the quality or information flow from constituency groups to the committee and the quality of communication by the committee with the campus community as a whole.

The highlighted **accomplishments** included improved communication and approval of the mission statement. The **suggestions for improvement** included encouraging all managers to submit agenda items and discussing the overall direction of the College.