

CMT Assessment of Committee Behaviors

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| **Committee Behaviors** | **Barriers** | **Solutions** |
| **COLLABORATIVE**: Sharing, inclusive, open to input, respectful of diverse opinions, characterized by meaningful dialogue |  |  |
| **TRANSPARENT**: Open, easy to understand, clearly defined, characterized by effective and meaningful communication with the College community | * Decisions are limited by external governance * Take ownership of the agenda * Limited questioning and following-up | * Provide more opportunities for smaller workgroup projects * Support an environment of openness, courage and honesty * Continue discussions around major topics, follow-up on projects, and hold groups accountable |
| **EVIDENCE-BASED**: Reliant upon relevant, accurate, complete, timely qualitative and/or quantitative information, not based solely on assertions, speculations, or anecdotes | * Trying to identify a clear direction as we are perceived in going in different directions * Too many conflicting priorities | * Create the agenda for the next meeting and the end of the current meeting * Focus on action * Requested data with a focus * CMT can drive common discussions and throughout the college |
| **EFFECTIVE**: Working properly and productively towards the committee's intended results | * Duplication of effort * More reporting and less action * Limited knowledge of should be presented to the group | * Understanding what is needed to share * Sharing more information from conferences |
| **EFFICIENT**: Performing well with the least waste of time and effort, characterized by serving the committee's specified purposes in the best possible manner | * Limited direction * Too many sidebar discussions * Lack of follow-through | * Establish an action-based agenda * Stay on track with identified deliverables and timelines * Charge taskforces to complete the work |