

**SHORELINE COMMUNITY COLLEGE
CAMPUS CLIMATE SURVEY – SPRING 2006
SUMMARY AND RECOMMENDATIONS**

The SCC Climate Survey, Spring, 2006, was undertaken as a follow-up to the Climate Survey of Spring, 2005. The 2006 survey was administered by the College Council. The purpose of the survey was twofold: to gain an awareness of the current campus climate and to measure the level of improvement in areas brought to our attention in the original survey. The web-based survey was advertised on DAAG, the list serves (classified, faculty, and operations), and via e-mail to a sampling of students. The survey was open to all constituencies on campus from April 28th through May 9th. The site received 217 visits with a total of 141 completed surveys. The statistical, as well as raw data have been made available to the BOT. The survey reflects that progress has been made in many areas, but we still need to push for long-term solutions to the problems that caused the negative campus climate we faced in Spring, 2005.

The following recommendations are based on the data and comments received:

Open and Honest Communication:

It is apparent that many respondents recognize that great effort has been made to keep all constituencies informed through all-campus meetings and DAAG. However, an average of 22% of the respondents felt our efforts have not been successful.

It is recommended that there be continuing follow-up on this issue, possibly exploring other methods of communicating with constituencies. Since the larger number of respondents who felt it was unsuccessful were faculty, it would be helpful to explore at what levels of administration and/or management this is occurring. Solutions specific to those areas could then be explored.

Fair and Consistent Policies, Procedures:

There has been some improvement in this area; however, there is need for continuing attention in these areas.

Informed Decision Making and Planning:

The split result (37% successful; 35% not successful) indicates some improvement, but not enough. There is need for continuing improvement. Comments varied, but often focused on poor planning/decision making in areas of scheduling (both campus and class), expenditures, and increased work loads. It is recommended that these concerns be explored and addressed.

Leadership and Management:

The general consensus was that the current leadership of the Interim President is working well toward solutions of existing problems. The President and VPAA were often mentioned as doing their jobs well, but it is suggested that the problem with the number of interim administrators needs to be solved as soon as possible, to provide more stability and consistency.

The area of middle management (Deans, Directors, and Department managers) still is seen as a major area of concern. Action needs to be taken to correct the ongoing issues in this area.

Accountability:

This area appears to need continuing attention. Only 34% of the respondents perceived accountability to have improved over Spring of 2005.

SUMMARY RECOMMENDATION:

The problems in middle management need to be addressed immediately. It is possible that solving these difficulties will also result in improvement in areas such as Decision Making, Planning, and Fair and Consistent Policies. Difficulties in these areas should be addressed specifically also.

The concerns about the interim administrative positions will be addressed as soon as a President is appointed and that individual begins to hire and develop a new leadership team for the college.

It is recommended that a process be established for continuing to monitor campus climate on an ongoing (annual) basis.