

KRA: Organizational Culture

ADMINISTRATOR: Heacock, McPhail, Lane, Harvey-Smith

ACTION PLANNING WORKSHEET

OBJECTIVE : 1.1 Colleges will conduct (thorough) assessments of their organization culture & determine features which support or hinder.

Actions Steps	Accountability		Schedule		Resources		Feedback Mechanisms
	Primary	Others	Start	Complete	Dollars	Time	
1. Develop and implement collegewide assessment to determine features that support or hinder the college's move to a more learning centered institution	Institutional research R. Heacock		11/00	01/01		3 months	Completed assessments, analysis of responses.
2. Conduct a series of student, faculty and staff focus groups to ascertain attitudes and beliefs within campus culture which support or hinder college's move to a more learning centered institution. Analyze responses according to most consistent themes.	Institutional Research D. McConachie	Academic Deans, Campus Presidents, Faculty Senate, Student Government PR	11/00	06/01		3 months	Development of Focus Group format and questions. Completion of first Focus Group at the Jan. collegewide CISL mtg. Analysis of Focus Group responses.
3. Develop a strategy to further analyze and respond to results of both Quantitative and Qualitative measurements.	Institutional research	Acad. Deans, Campus Presidents and College Governance Structure	11/00	05/01		3 months	Effective strategy to analyze results