

Characteristics of a Community College Culture That Support and Enhance Innovation

FOR EACH CHARACTERISTIC, RATE ITS DEGREE OF IMPORTANCE TO YOU (LEFT COLUMN) AND THE DEGREE TO WHICH YOU BELIEVE IT IS PRESENT AT YOUR COLLEGE (RIGHT COLUMN). USE 1 AS THE LOWEST RATING FOR EACH AND 5 AS THE HIGHEST.		
<i>Degree of Importance</i>	<i>Characteristics</i>	<i>Degree of Presence/Implementation</i>
1 2 3 4 5	1. College leaders visibly support and encourage innovation.	1 2 3 4 5
1 2 3 4 5	2. Risk-taking is encouraged; faculty and staff do not fear failure.	1 2 3 4 5
1 2 3 4 5	3. All members of the college community are encouraged to innovate.	1 2 3 4 5
1 2 3 4 5	4. The college supports a variety of innovations.	1 2 3 4 5
1 2 3 4 5	5. Innovation is recognized, celebrated, rewarded.	1 2 3 4 5
1 2 3 4 5	6. Innovation focuses on policies, programs, and practices to improve student success.	1 2 3 4 5
1 2 3 4 5	7. The college makes a commitment of resources—fiscal and non-fiscal.	1 2 3 4 5
1 2 3 4 5	8. The college streamlines structures and processes to support rather than hinder innovation.	1 2 3 4 5
1 2 3 4 5	9. There is a sense of urgency and edginess for change that will help the college better achieve the end result of student success.	1 2 3 4 5
1 2 3 4 5	10. The culture supports and encourages fun and play.	1 2 3 4 5
1 2 3 4 5	11. There is sufficient stability within the college that a change in leadership does not threaten the culture of innovation.	1 2 3 4 5
1 2 3 4 5	12. There is effective communication of the importance and role of innovation.	1 2 3 4 5
1 2 3 4 5	13. Innovations are seen as successful when they are supported by data and evidence.	1 2 3 4 5
1 2 3 4 5	14. Faculty and staff are encouraged to think outside the box.	1 2 3 4 5
1 2 3 4 5	15. The college seeks and supports internal collaboration and partnerships.	1 2 3 4 5
1 2 3 4 5	16. The college seeks and supports external collaboration and partnerships.	1 2 3 4 5
1 2 3 4 5	17. Faculty and staff routinely evaluate and discuss the impact of innovations.	1 2 3 4 5
1 2 3 4 5	18. The college is committed to sustaining and expanding innovation that works.	1 2 3 4 5
1 2 3 4 5	19. Statements in key college documents indicate the college's commitment to innovation.	1 2 3 4 5
1 2 3 4 5	20. Faculty and staff demonstrate pride in their college as an innovative institution.	1 2 3 4 5