

Department of Athletics – Climate Survey Report

Survey Results Summary

Survey results were discussed with the department in Block 7 of 2016. While there was not a significant change in the results from 2013 it is clear the department is showing strength in the major areas of the survey. The responses were overwhelmingly positive but there were some areas of concern. It is clear the department does not feel their work is valued by faculty. It is also evident there is some weakness in mid-level supervision. Both areas will be addressed.

Action Plan

- Seek greater involvement of faculty in the varsity athletics area. We have already included faculty in advisor roles in several of the sports programs and initial results are largely positive. This initiative goes directly to a connection with faculty.
- Initiate a faculty travel program. Allow faculty to make a road trip with a varsity team to learn more about our students lives away from campus when they engage in competition.
- Invite a varsity coach to speak with the Athletics Board to go over their program and engage the group. This gives the coach access to faculty, students, a trustee, and alumni.
- Begin all meetings with positive news about department members. Celebrate awards, positive results, and other successes. Focus on how it makes the entire portfolio stronger. Encourage accolades to come from everyone in the department regardless of title.
- Acknowledge challenges as opportunities. Do as much as possible to remove the negative thinking about challenges. Focus on ways to empower all department members to envision the opportunities present in each challenge.
- Utilize Excel@CC and other opportunities to encourage managers to improve and/or refine their supervisory techniques. Create a positive atmosphere to support the completion of these courses and additional professional development. Provide necessary funding to secure the best opportunities.