Questions and Answers regarding the Culture Survey

*Why was the committee formed and why did we do a survey?*

The committee was formed by Dr. Bona. He (and others agreed) that we have a pretty good climate/culture here at KCC, but we shouldn’t take it for granted. He followed best practice information in organizational development which advises that you periodically look at and continue to evolve your organizational culture. When HLC reinforced that approach Dr. Bona made it happen. After the committee was launched, it was defined that we needed to look at the culture/climate from an objective point of view. Research by the committee led us to Denison and their survey.

*What exactly is the committee’s role?*

The first thing the committee did was create a charter to define their work. It was done with Dr. Bona and the senior staff to ensure we were following their direction. The charter can be found at [http://www.kellogg.edu/hr/culturekcc.htm](http://www.kellogg.edu/hr/culturekcc.htm).

*If the Senior team is determine what actions to implement, how will they pick the team members?*

Any actions that require teams (we don’t know yet, but some may not) will have their membership defined by the work that needs to be done by that team. It may be subject matter experts that are needed, it may be a specific function, or it could be involvement from across the college. In some cases individuals may be assigned based on their expertise and function. In other cases it may be opened up for volunteers. In any case, the work will drive how the team is defined.

*What exactly is this survey all about?*

The survey is an opportunity to have KCC faculty and staff voice their perspectives on the culture at Kellogg Community College. The feedback will help us understand how the organization’s culture works, how we view our communications, how we approach problem solving, and where our strengths and opportunities for improvement are located.

*How did the committee decide which questions to use?*

The survey is a standard 66 question survey used by Denison with thousands of organizations. We only customized some of the language in the questions to tailor it to education versus business. We also added a few extra questions at the end based on wanting to dig a little deeper into how employees perceive the College’s culture.
How and where do I take the survey?

Denison will send you a link unique to your KCC email. You can then sign on at work, home or wherever you choose. You simply need internet access and your link. If you can’t complete your survey all at once, you can stop and resume it later.

When is this supposed to happen? When will I know the results?

The survey will be open from November 16 through November 28. Our consulting partners will be data crunching into December and early January. We will be able to provide a small amount of some general results at interim session, but the remaining results will be shared in a series of workshops in January and February.

Will the results really be looked at and how will that happen?

The openness of this project is a key indicator this won’t just be shelved. Dr. Bona and the Vice Presidents have been clear they want this effort to be driven by employees and we will all see the results through a series of workshops. We’ll have the opportunity to analyze the data and determine for ourselves where we see areas for potential celebration, reinforcement and improvement. That feedback will be organized by the culture committee (notice it will be organized, not filtered) and shared with faculty and staff. We anticipate this will generate strategies that continue to strengthen the culture at KCC.

If I’m getting my own link from Denison consulting, doesn’t that mean you can identify my specific answers?

No. The individual link is kept specifically by Denison. It is not shared with KCC in any way, nor will Denison share the results of any individual survey. There are two specific purposes for everyone having their own link. 1) It allows Denison to send reminders to those who haven’t yet completed a survey. 2) It allows us to link answers to demographic data that is used to create aggregate reports. Diversity data such as years of service, gender and ethnicity will be part of the aggregate reports. Aside from Denison guarding each link’s identity, they also have a policy to not make any reports for groups that are so small you could “guess” the respondents identity. We will only be reporting on groups of six (6) or more.

Dr. Bona, the Vice Presidents and the Culture committee are committed to anonymity and the committee is doing all it can to ensure your anonymity is protected.

Is this survey valid and trusted?
The survey is a standard survey used by hundreds of organizations across the country and the world. Denison is a leader in organizational culture and leadership work. More information can be found at their site (http://www.denisonconsulting.com/model-surveys/denison-surveys/organizational-culture).

For you academic researchers, the survey has statistical validity and reliability.

**Why aren’t students and adjuncts included in the survey?**

Much discussion went into whether to include adjuncts and/or students. We agree these are critical and important contributors to the culture. However, it was determined that this first step into cultural assessment should start with our core employee group.