Executive Leadership Team—Internal Evaluation   AY 2020-2021

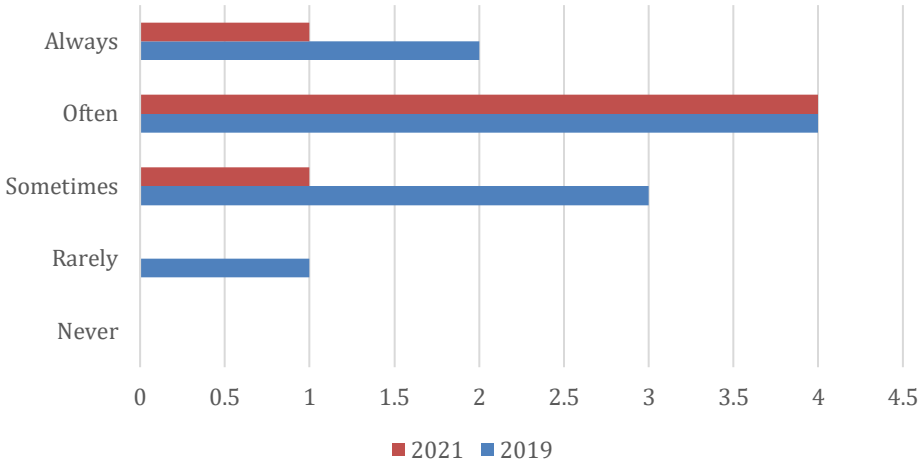## What successes does your data reflect?

- Compared to our 2019 survey results, we have improved working effectively to achieve our purpose, equal opportunities to participate, effective leadership, progress towards achieving strategic directions and actions positively impact the campus. See comparison below.
- We have improved some aspects of our communication, in part because we are meeting so often.
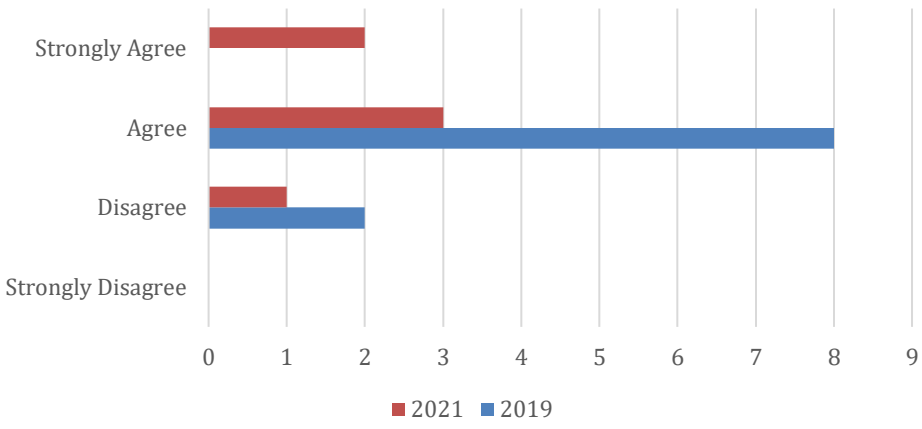
What goals emerge from the data?

- The four areas that are the lowest in our results are the efficiency of our meetings, clearly communicating who is responsible for follow up actions, effective leadership, and communication with the field.
- Based on these four areas, suggested goals are
  - Changing ELT meeting structure: campus updates on Mondays, preparing for Chancellor's Updates on Wednesdays and UHCC System updates on Fridays (unless there's an emergency)
    - Perhaps keep the frequency of our meetings, but structure them in a similar manner to the previous Monday meetings ([Example](#))
  - Summarizing next steps, who is responsible, due date/timeline for completion at the end of the meeting
  - When information needs to flow from the ELT to the field, copying the originator of the information on the email to constituents
  - We should "close the loop" in a definitive and tracked way of all key ELT tasks with archived history of tasks completed.
  - Make an appropriate forum for ELT to have an ongoing dialogue and exploration about what leadership means to us.

Evaluation survey results are attached.

Members had equal opportunity to participate

Response	2021	2019
Always	1	2
Often	4	4
Sometimes	1	3
Rarely	0	1
Never	0	0

Legend: 2021, 2019

The actions of this group positively impact our campus.

Response	2021	2019
Strongly Agree	2	0
Agree	3	8
Disagree	1	2
Strongly Disagree	0	0

Legend: 2021, 2019

My participation in this organization was important and valuable to the campus.

	2021	2019
Always	2	2
Often	3	4
Sometimes	1	4
Rarely		
Never		
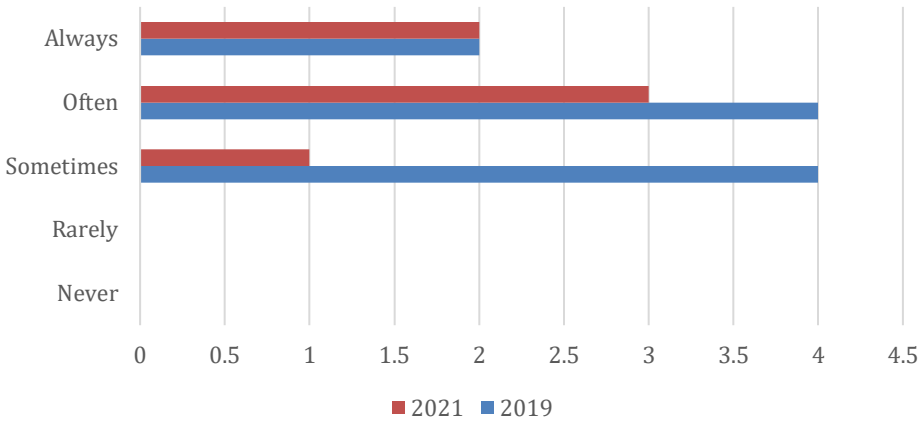
This group's actions support progress toward achieving the College's strategic direction and priorities.

	2021	2019
Strongly Agree	1	
Agree	4	8
Disagree	1	2
Strongly Disagree		
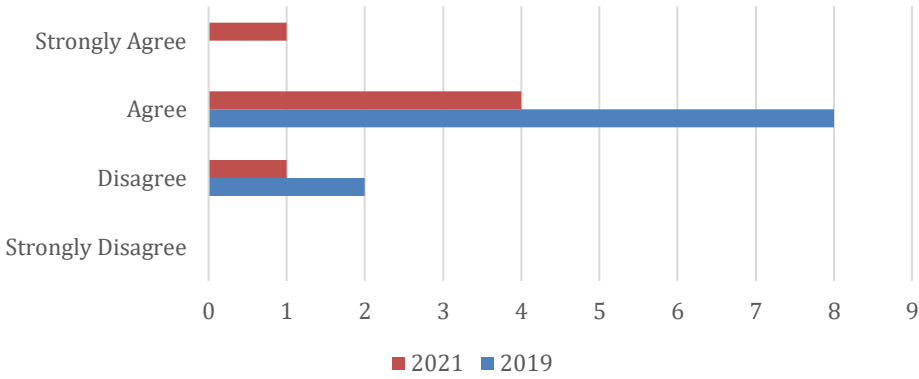
The council worked effectively towards fulfilling its purpose and responsibilities.

	0	1	2	3	4	5	6
Always							
Often							
Sometimes							
Rarely							
Never							

■ 2021 ■ 2019
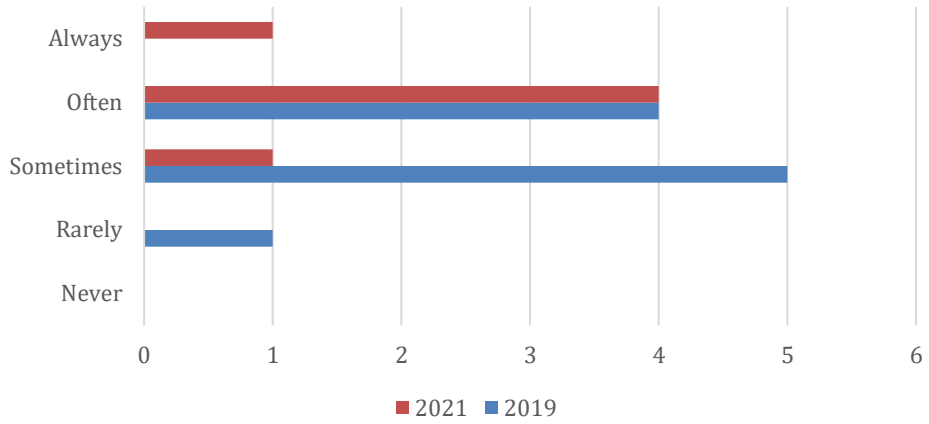
This group exemplifies effective leadership.

	0	1	2	3	4	5	6
Strongly Agree							
Agree							
Disagree							
Strongly Disagree							

■ 2021 ■ 2019