**Clackamas Community College**

**Culture, Communication and Engagement Assessment**

What is it like to work at Clackamas Community College (CCC)? How are organizational decisions made and communicated? How can we more effectively engage groups of people in the decision making process with techniques that are empowering and inviting? What makes the college “Clackamas,” and how do we share our values with one another? What systems do we have in place to welcome new college members into the Clackamas family?

CCC’s Culture, Communication and Engagement Assessment (CCEA) will shine a light on areas where the college needs to improve, adapt, and adjust its communication, shared-governance and decision-making processes to better meet the needs of its employees both today – and in the future. It will help shape the “Clackamas” culture to ensure all employees feel like an integral, highly valued member of the college community. To steer our journey of self-reflection, Presidents’ Council developed the following:

**Goals:**

* Discover what faculty and staff most value about working at Clackamas Community College.
* Unearth the dreams of faculty and staff for the future of education and training at CCC.
* Understand what faculty and staff need from the college for professional development and career enhancement.
* Learn where faculty and staff are turning to for information on college events and news, and which communication channels are most accessible and appealing.
* Identify meaningful ways to help faculty and staff engage in college planning and decision-making processes.
* Find out what makes faculty and staff feel valued about the work they do for CCC, our students and the community.

**Outcomes:**

* Optimize planning and decision-making processes at all levels of the college.
* Develop a unified vision for enhancing the culture of communication and engagement at Clackamas Community College that’s reflective of our shared values.
* Build a legacy of continuous self-reflection and improvement.

Communication is the heart of every organization. It permeates every decision we make and influences everything we do – or don’t do. Communication is relational and when executed well – strengthens cultural ties that bind people and organizations together. The CCEA is a critical step in helping CCC become “Better Together.”

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**Task Force:**

Co-conveners:  Dr. Dave Arter, Dr. BJ Nicoletti, Shelly Parini

* Marci Casey, Lab Coordinator
* Angie Sandercock, Advisor
* Kate Gray, Faculty
* Amanda Coffey, Faculty
* Phillip King, dean of AFAC
* Janet Paulson, Marketing & Communication
* Jenelle Vadar, Project Support
* Stephanie Schaefer, Advisor
* Tory Blackwell, Faculty
* Bill Briare, dean of Arts and Science
* Carrie Lowen, HR
* Abe Fouhy, PT Faculty
* Suzy Isham, Director of Safety

**TASK FORCE TIMELINE**

Initial Time Commitment:

Approximately one hour per week

Meetings:

Approximately five face-to-face meetings with the remainder of communication taking place online.

Estimated Dates: November – March

* November (project review)
* December (design survey)
* January (fine-tune survey and implement)
* February (review findings)
* March (report out)

For more information contact:

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