Welcome!

This survey was designed in order to investigate how well we manage crisis in our higher education institutions. This is done by using this model for polarity managment called PACT.

What are polarities? They are interdependent pairs of values/ solutions that need to be leveraged and managed in order to allow us to achieve what we call the greater purpose.

This survey will ask you to indicate how often you see or experience a number of different behaviors or situations within your organization especially during times of crisis. There are no right or wrong answers -- please read each item carefully and provide your true opinion for each. Here are some guidelines to consider when responding:

- Please answer each demographic question that may appear at the beginning of the assessment. This will help us understand and explore opinions from key stakeholder groups
- Only use the "Sometimes" response in cases where the behavior or situation in question occurs regularly but not frequently
- To help clarify, key terms may be underlined in **BOLD** blue font throughout the survey. Hover your cursor over them to reveal their definitions
- To log out and return later, click the Save & Exit button at the bottom of the page
- When you're done, click the Submit Survey button at the bottom of the page

Thank you again for taking the time to complete this survey! Your feedback is critical in helping us improve our organization.

WARNING! You are only previewing this assessment. None of your responses will be saved. This message does not appear on the acutal assessment completed by respondents.

Tell us a little about yourself...

Type of organization

-- Please select a response --

What country are you working in?

-- Please select a response --

What is your role in the organization?

-- Please select a response --

Tell us about your opinions and experience...

Based on what I see and experience, I'd say...	Almost Never	Seldom	Sometimes	Often	Almost Always
Faculty-student communication improves from our attention to immediate needs	○	○	○	○	○
Faculty lose faith in the university capacity to mitigate the crisis	○	○	○	○	○
Faculty become outdated and fail to develop skills necessary for the crisis	○	○	○	○	○
We research systems we will need to support maximum utilization of available resources	○	○	○	○	○
We gain a lot of recognition for our institution because of our capacity to adapt and adher to the requirments of accreditation	○	○	○	○	○
Students are trained better on emergent (new) skills and Teaching becomes more targeted and less redundant	○	○	○	○	○

Based on what I see and experience, I'd say...	Almost Never	Seldom	Sometimes	Often	Almost Always
Faculty feel confident and stable and encouraged to start new projects	○	○	○	○	○
We lose recognition as being socially accountable because we fail to fulfill our role in the community	○	○	○	○	○
We are no longer the selection of choice for faculty since they identify the university as a non reliable (old) school	○	○	○	○	○
Our support system fails to maintain vital functions of the institution	○	○	○	○	○
Our graduates end up not equipped with the necessary competencies (eg. clinical skills)	○	○	○	○	○
Our teams demonstrate fatigue and exhaustion due to depletion of time and effort in non achieving initiatives	○	○	○	○	○

Based on what I see and experience, I'd say...	Almost Never	Seldom	Sometimes	Often	Almost Always

Based on what I see and experience, I'd say...	Almost Never	Seldom	Sometimes	Often	Almost Always

Our teams do not have healthy dynamics based on individual and team frustration, lack of trust and ineffective communication leading to internal conflicts	○	○	○	○	○
Our international partnerships and relations thrive built upon new avenues of joint problem solving and increase confidence of the community in the capacity of the university to adapt	○	○	○	○	○
Our teams demonstrate arrested productivity and loss of direction due to coexistence of parrallel teams without clear job descriptions	○	○	○	○	○
We fail to gain the necessary recognition or adher to requirments of accreditation because our our institutions remain in status quo and plans for reform are arrested	○	○	○	○	○
Students fail to cope with the fast rate of change and lose the opportunity for conventional student life	○	○	○	○	○
Our students are satisfied with the education process that incorporates their emergent needs	○	○	○	○	○

Based on what I see and experience, I'd say...	Almost Never	Seldom	Sometimes	Often	Almost Always

Lack of clarity makes results in chaotic adhoc decisions and adopting untested educational choices	○	○	○	○	○
We increase productivity by saving team resources like time	○	○	○	○	○
We maintain organizational stability by ensuring modifications needed to attain or maintain accreditation are addressed	○	○	○	○	○

Based on what I see and experience, I'd say...	Almost Never	Seldom	Sometimes	Often	Almost Always
We no longer attract sufficient numbers of international students due to failure to find solutions to problems like travel etc.	○	○	○	○	○
Our teams work together in harmony and share experience with other working groups	○	○	○	○	○
We capture/share ideas about how to improve depth, clarity, and maturity of outcomes to promote future growth	○	○	○	○	○

Based on what I see and experience, I'd say...	Almost Never	Seldom	Sometimes	Often	Almost Always
Our teams have healthy dynamics based on individual and team motivation, trust and effective communication	○	○	○	○	○
Our international partnerships and relationships with community fail because we have lost the trust of our stakeholders and gained a reputation for unrealistic approach to problem solving and untimely vision	○	○	○	○	○
Students lose faith in the university capacity to mitigate the crisis	○	○	○	○	○
We pay attention to future needs that will save time, money, and other resources in an effort to reduce future faculty and student stress	○	○	○	○	○
Our teams are unique and innovative with a good track record of developing educational methods, educational publications	○	○	○	○	○
We capture/share experiences and learning and transfer experience of new methods and evaluation between universities	○	○	○	○	○

Based on what I see and experience, I'd say...	Almost Never	Seldom	Sometimes	Often	Almost Always
We are the selection of choice for our faculty because of our reputation for being stable and the numbers of admitted students is on the rise	○	○	○	○	○

Based on what I see and experience, I'd say...	Almost Never	Seldom	Sometimes	Often	Almost Always
Our teams lose focus on the target	○	○	○	○	○
Responding to immediate crisis results in development of faculty development programs addressing innovations needed in the future	○	○	○	○	○
We fail to capture/share experiences that tell how we currently meet our stakeholders' needs	○	○	○	○	○
We build relationships and international partnerships with external stakeholders based on trust	○	○	○	○	○
Faculty fail to adapt to offered educational alternatives	○	○	○	○	○

Based on what I see and experience, I'd say...	Almost Never	Seldom	Sometimes	Often	Almost Always
Students fail to adapt to offered educational alternatives	○	○	○	○	○
We gain a lot of recognition for our institution and we easily adher to the requirments of accreditation	○	○	○	○	○
Faculty are trained better on emergent (new) skills and Teaching becomes more targeted and less redundant	○	○	○	○	○
Our teams struggle to complete assigned tasks due to depletion of team resources	○	○	○	○	○
We experience lack of progress in areas like conventional faculty development	○	○	○	○	○
The clarity of our mission makes decision-making in support of dramatic future growth easy	○	○	○	○	○

Based on what I see and experience, I'd say...	Almost Never	Seldom	Sometimes	Often	Almost Always
Our teams demonstrate a competative attitude due to lack of trust	○	○	○	○	○

Based on what I see and experience, I'd say...	Almost Never	Seldom	Sometimes	Often	Almost Always
Our teams demonstrate unique capabilities like capacity to adopt change and ability to work under pressure	○	○	○	○	○
Our graduates are not equipped the desired competencies and skills needed to cope with the crisis	○	○	○	○	○
Our decisions address existing problems	○	○	○	○	○
We lose sight if traditional methods of teaching and assessment to the point that threatens our ability to produce competent graduates in the future	○	○	○	○	○
We achieve important objectives such as graduating students on time	○	○	○	○	○

Based on what I see and experience, I'd say...	Almost Never	Seldom	Sometimes	Often	Almost Always
There is a delay in university response to the emergent educational needs of individuals and faculty and student safety is compromised	○	○	○	○	○
Our support system infrastructure (LMS, etc) fails to support our learning curriculum deliverables	○	○	○	○	○
Our teams demonstrate collaboration by sharing of resources, multi-institutional experience, technical experience, personal experience	○	○	○	○	○
Our teams demonstrate lack of motivation and frustration due to unrealistic expectations of higher management	○	○	○	○	○
We no longer attract best quality faculty due to failure to find solutions to problems like travel etc.	○	○	○	○	○
We are no longer the selection of choice for students since they identify the university as a non reliable (old) school	○	○	○	○	○

Based on what I see and experience, I'd say...	Almost Never	Seldom	Sometimes	Often	Almost Always

Based on what I see and experience, I'd say...	Almost Never	Seldom	Sometimes	Often	Almost Always

We are the selection of choice for our students because of our reputation for being stable and the numbers of admitted students is on the rise	○	○	○	○	○
Our team targets are clear	○	○	○	○	○
Our graduates expect us to prepare them for future competencies required for success	○	○	○	○	○
We fail to manage existing relationships and international partnerships due to lack of capacity to execute on strategic development goals	○	○	○	○	○
We lose sight of the innovative methods of teaching and assessment that help us to graduate students on time	○	○	○	○	○
Faculty become exhausted and start losing their jobs due to innability of the universities to secure them	○	○	○	○	○

Based on what I see and experience, I'd say...	Almost Never	Seldom	Sometimes	Often	Almost Always

The unknown talents and/or potential of faculty and students is seen/appreciated when we address urgent needs together	○	○	○	○	○
We fail to address the educational problems that are in front of us	○	○	○	○	○
We fail to capture/ share ideas about how to improve depth, clarity, and maturity of outcomes to promote future growth	○	○	○	○	○
We waste resources on untested and unidentified needs and risk faculty and student exhaustion due to lack of structure (eg. Technostress)	○	○	○	○	○

Based on what I see and experience, I'd say...	**Almost Never**	**Seldom**	**Sometimes**	**Often**	**Almost Always**
Our faculty appreciate how our strategic orientation contributes to the relaxed learning environment	○	○	○	○	○
We pay immediate attention to save as much time, money, and other resources in an effort to reduce faculty and student stress	○	○	○	○	○

Based on what I see and experience, I'd say...	**Almost Never**	**Seldom**	**Sometimes**	**Often**	**Almost Always**
Faculty-student communication improves from anticipating what will be needed to maintain safe, confident, stable and predictable learning environment.	○	○	○	○	○
Immediate upgrades to our technology infrastructure (LMS, etc.) supports our learning curriculum	○	○	○	○	○
Ourstudents appreciate how our strategic orientation contributes to the relaxed learning environment	○	○	○	○	○
Our faculty are satisfied with the education process that incorporates their emergent needs	○	○	○	○	○
Our teams and team leaders are perceived as unrealistic in their institutions and cannot deliver as expected	○	○	○	○	○
Our teams demonstrate enhanced productivity and integration for crisis mitigation	○	○	○	○	○