

## **SOC Member Survey**

To assess and improve functioning and clarify the main roles and relationships for members of the SOC, a survey was prepared. The survey consisted of 34 questions, 32 with 5 semantically evaluated responses and 2 open-ended, for suggestions from members. The semantic choices for responses were “strongly agree, agree, neither agree nor disagree, disagree and strongly disagree.”

The 32 questions as a group assessed factors including:

- The role, education and mission of the CFOT and SOC members;
- The bylaws, practices, policies and procedures for SOC membership;
- Legal, insurance and other regulations for SOC members;
- Financial responsibilities of CFOT for SOC members; and,
- Meeting frequency, timing, preparation and agenda preview and review

Preliminary analysis of the responses to the survey were evaluated by an objective scoring system of +2 for “strongly agree” and +1 for “agree”; no score was awarded for “neither agree nor disagree” and -1 and -2 for “disagree” and “strongly disagree”, respectively. For the most part the lower the total score for each question, the lower the perceived clarity about an element of membership and the understanding of a member’s role. This system is sufficient on the surface for face validity only and a clearer understanding of the results of the survey might be gained by further interview and/or grouping of some responses into larger factors. For greater insight into each SOC member’s understanding of what is entailed in serving in their appointed role, follow-up interview and questioning is strongly recommended.

The most preliminary of analyses, however, indicates that the strongest understanding of SOC members about their roles, as a group, is that they believe they understand the Mission of the CFOT, its educational program aims and the process that the SOC should take to aid the college in accomplishing its goals. They indicate a willingness to come alongside (even to meet more frequently) and work, share their knowledge with the college. Additionally, the preparation, sending of information and arrangements for all meetings was praised. Weaknesses in SOC functioning and understanding included SOC members’ roles in legal and financial matters and relationships, in future longer-term planning/budgeting/staffing development for the college (the roles and expectations for SOC members here) and the need for smaller group functioning (committees), to be more effective.

The College for Officer Training is eager to get to work on all issues raised and to strive towards increasing the membership and diversity of experiences and cultures in the SOC. It is also imperative that the college clarify “a more complete explanation of what changes the SOC is able or unable to make within the CFOT”, a statement from one member in the open-ended “suggestion” section of the survey.

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