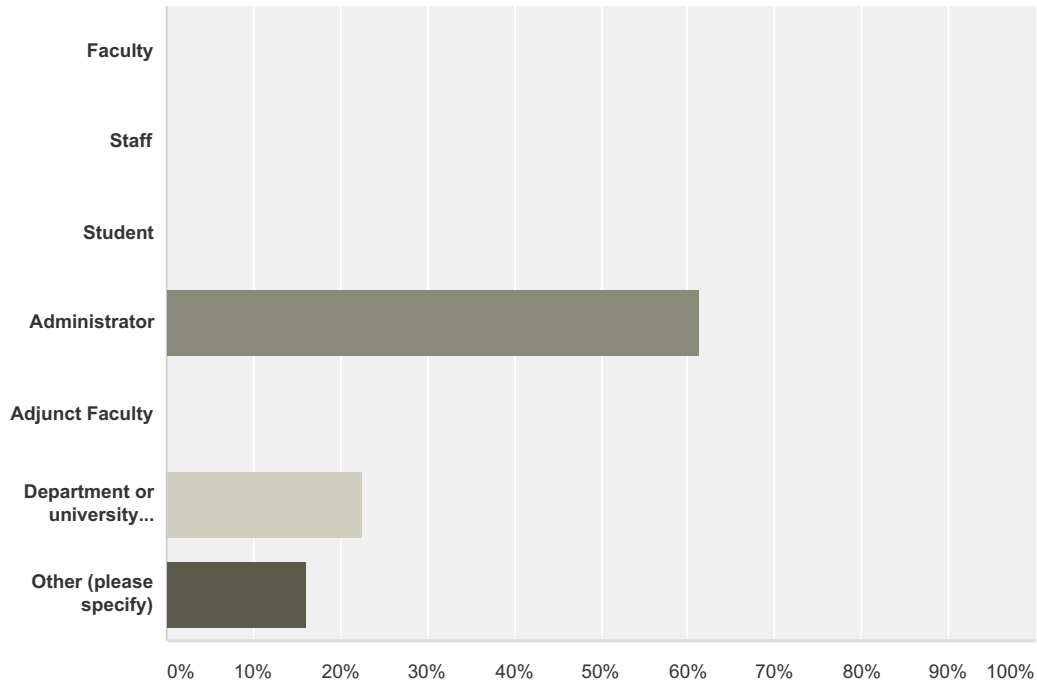# Q1 We would like to understand the perspective you bring to the Innovation Opportunity Scan. What best describes your current role? (Select the option that best fits your primary role.)
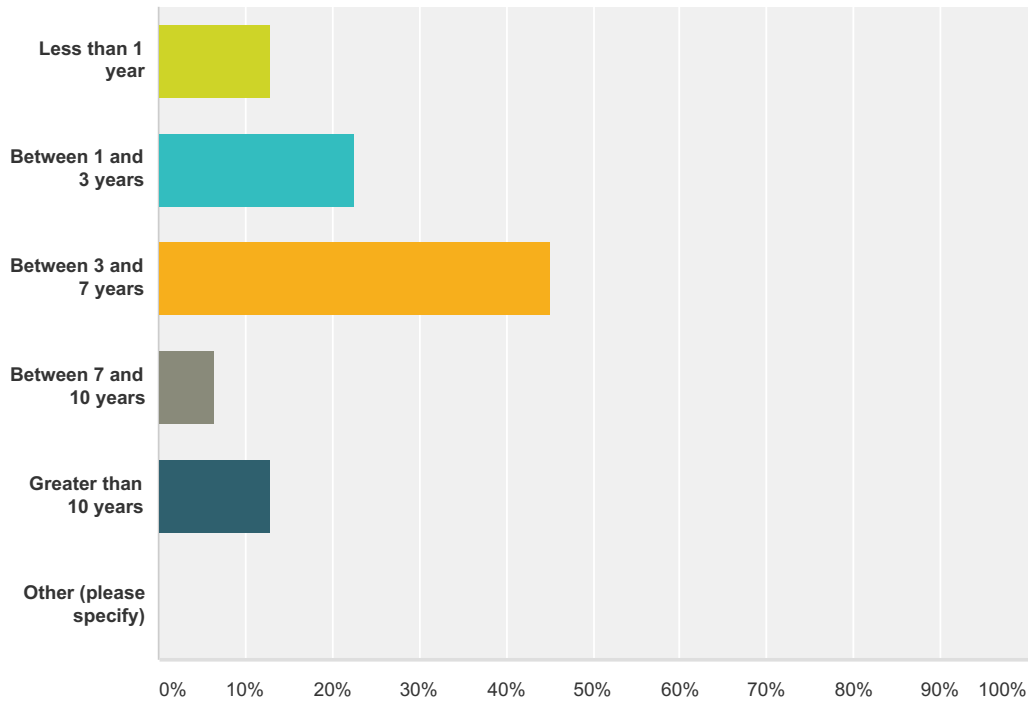
Answered: 31   Skipped: 0

Answer Choices	Responses	
Faculty	**0.00%**	0
Staff	**0.00%**	0
Student	**0.00%**	0
Administrator	**61.29%**	19
Adjunct Faculty	**0.00%**	0
Department or university leadership	**22.58%**	7
Other (please specify)	**16.13%**	5
Total		**31**

Q2 How long have you held this role?

Answered: 31   Skipped: 0

Answer Choices	Responses	
Less than 1 year	**12.90%**	4
Between 1 and 3 years	**22.58%**	7
Between 3 and 7 years	**45.16%**	14
Between 7 and 10 years	**6.45%**	2
Greater than 10 years	**12.90%**	4
Other (please specify)	**0.00%**	0
Total		**31**

Q3 We would like to know what "innovation" means for you. On a scale of 1 to 7, please rate to what extent you think that the issues mentioned below define innovation. (1 means nothing to do with innovation and 7 means extremely related to innovation.)

Answered: 28   Skipped: 3
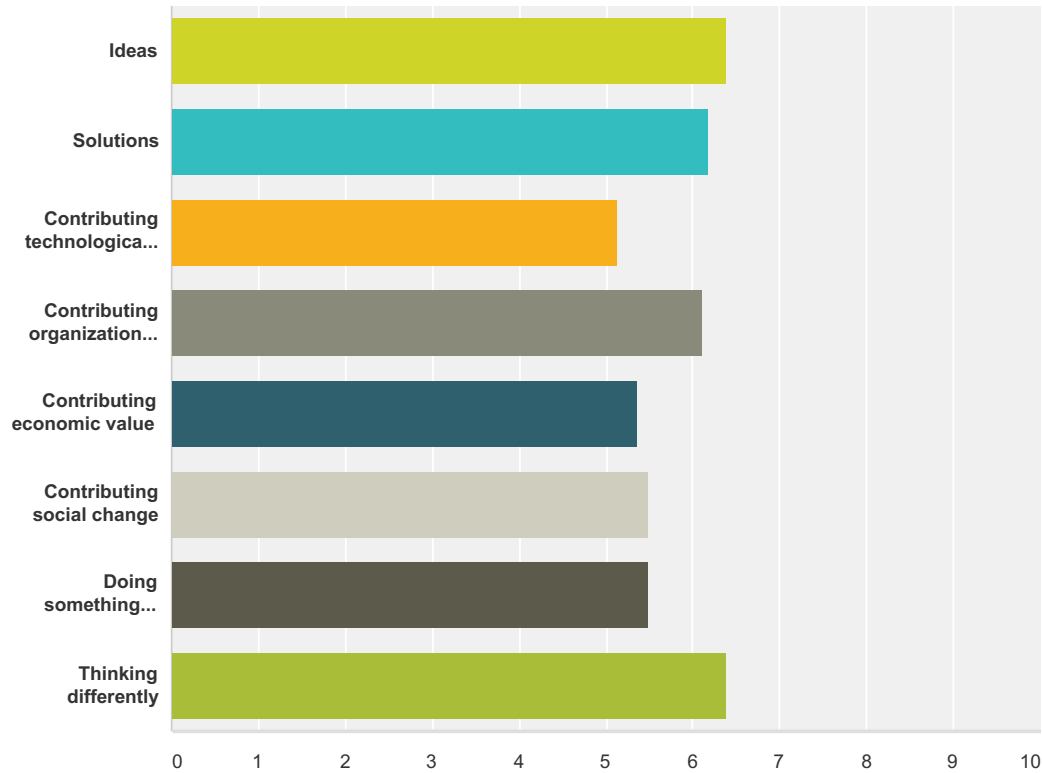
	1 – Nothing to do with innovation	2 – Low relation to innovation	3 – Slightly related to innovation	4 – Neutral	5 – Moderately related to innovation	6 – Very related to innovation	7 – Extremely related to innovation	Total	Weighted Average
Ideas	0.00% 0	0.00% 0	3.57% 1	0.00% 0	7.14% 2	32.14% 9	57.14% 16	28	6.39
Solutions	0.00% 0	0.00% 0	0.00% 0	3.57% 1	17.86% 5	35.71% 10	42.86% 12	28	6.18
Contributing technological value	3.57% 1	0.00% 0	3.57% 1	25.00% 7	25.00% 7	25.00% 7	17.86% 5	28	5.14
Contributing organizational value	0.00% 0	0.00% 0	0.00% 0	3.70% 1	18.52% 5	40.74% 11	37.04% 10	27	6.11
Contributing economic value	0.00% 0	0.00% 0	3.57% 1	17.86% 5	28.57% 8	39.29% 11	10.71% 3	28	5.36

Contributing social change	0.00% 0	3.57% 1	0.00% 0	14.29% 4	32.14% 9	25.00% 7	25.00% 7	28	5.50
Doing something different	3.57% 1	3.57% 1	0.00% 0	17.86% 5	14.29% 4	28.57% 8	32.14% 9	28	5.50
Thinking differently	0.00% 0	0.00% 0	0.00% 0	3.57% 1	10.71% 3	28.57% 8	57.14% 16	28	6.39

Q4 Below are a number of characteristics that can be used to describe innovative people. On a scale of 1 to 7, please rate to what extent you consider the characteristic necessary for people to be innovative. (1 means that they are not needed at all and 7 means that they are absolutely necessary.)
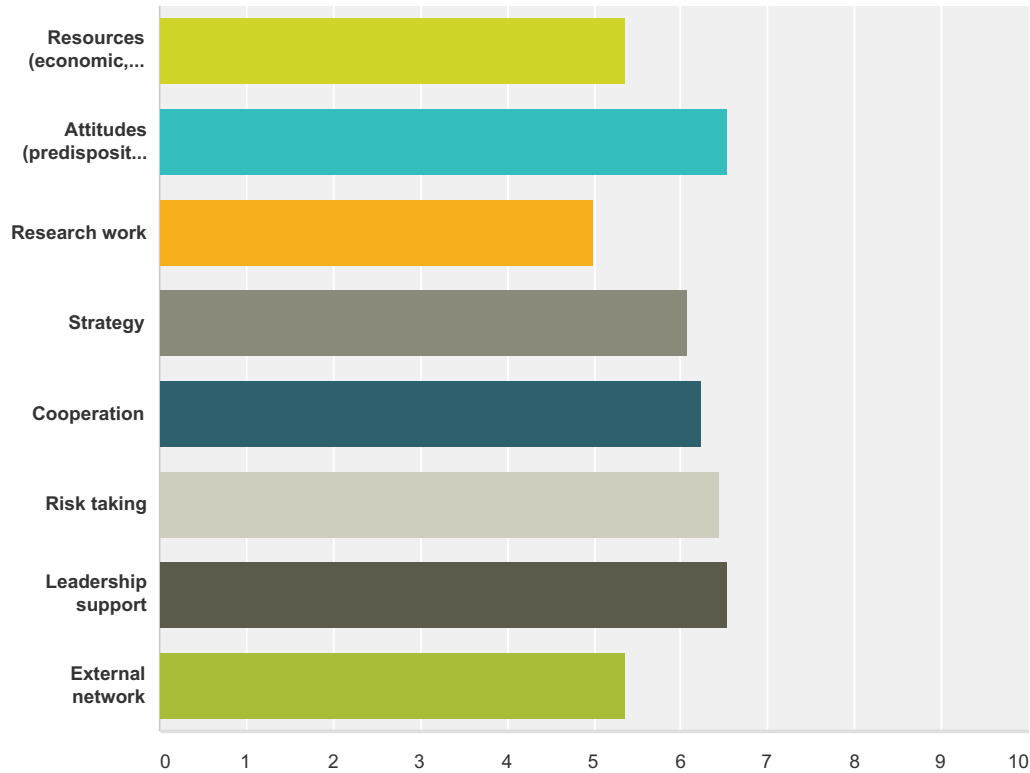
Answered: 28   Skipped: 3
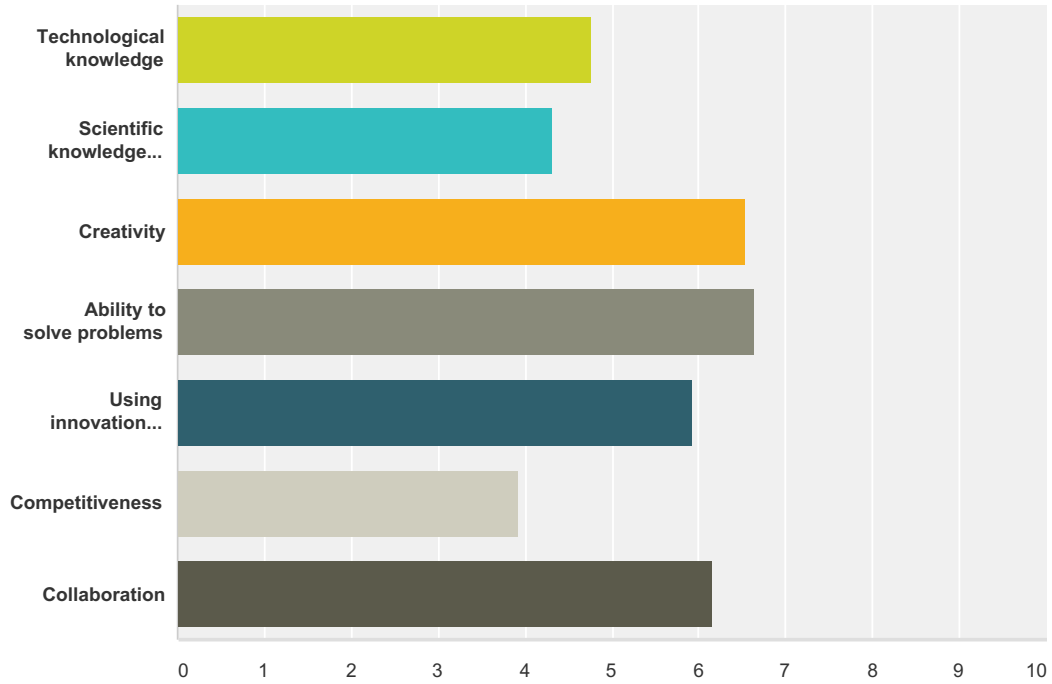
	1 – Not at all important	2 – Low importance	3 – Slightly important	4 – Neutral	5 – Moderately important	6 – Very important	7 – Extremely important	Total	Weighted Average
Technological knowledge	0.00% 0	0.00% 0	10.71% 3	28.57% 8	39.29% 11	17.86% 5	3.57% 1	28	4.75
Scientific knowledge technologies are based on	3.70% 1	3.70% 1	11.11% 3	29.63% 8	40.74% 11	11.11% 3	0.00% 0	27	4.33
Creativity	0.00% 0	0.00% 0	0.00% 0	0.00% 0	10.71% 3	25.00% 7	64.29% 18	28	6.54
Ability to solve problems	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	35.71% 10	64.29% 18	28	6.64
Using innovation process and methods	0.00% 0	0.00% 0	0.00% 0	7.41% 2	22.22% 6	40.74% 11	29.63% 8	27	5.93
Competitiveness	14.29% 4	10.71% 3	0.00% 0	35.71% 10	21.43% 6	17.86% 5	0.00% 0	28	3.93
Collaboration	0.00% 0	0.00% 0	0.00% 0	7.41% 2	18.52% 5	25.93% 7	48.15% 13	27	6.15

Q5 Below are a number of "elements" that may contribute to an innovative culture or environment. On a scale of 1 to 7, please rate the importance of each of these elements for innovation. (1 means it is not at all important and 7 means it is extremely important.)

Answered: 28   Skipped: 3

	1 – Not important at all	2 – Low importance	3 – Slightly important	4 – Neutral	5 – Moderately important	6 – Very important	7 – Extremely important	Total	Weighted Average
Resources (economic, material, etc.)	0.00% 0	0.00% 0	7.14% 2	10.71% 3	42.86% 12	17.86% 5	21.43% 6	28	5.36
Attitudes (predisposition)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	10.71% 3	25.00% 7	64.29% 18	28	6.54
Research work	0.00% 0	3.57% 1	7.14% 2	21.43% 6	35.71% 10	17.86% 5	14.29% 4	28	5.00
Strategy	0.00% 0	0.00% 0	3.57% 1	0.00% 0	21.43% 6	35.71% 10	39.29% 11	28	6.07
Cooperation	0.00% 0	0.00% 0	0.00% 0	0.00% 0	21.43% 6	32.14% 9	46.43% 13	28	6.25
Risk taking	0.00% 0	0.00% 0	0.00% 0	0.00% 0	7.14% 2	39.29% 11	53.57% 15	28	6.46

Leadership support	**0.00%** 0	**0.00%** 0	**0.00%** 0	**0.00%** 0	**7.14%** 2	**32.14%** 9	**60.71%** 17	28	6.54
External network	**0.00%** 0	**3.57%** 1	**3.57%** 1	**10.71%** 3	**35.71%** 10	**28.57%** 8	**17.86%** 5	28	5.36

Q6 We now present a number of factors or conditions that might contribute to innovation. On a scale of 1 to 7, please rate to what extent you believe these factors or conditions contribute to innovation. (1 means nothing and 7 means that it contributes fully.)

Answered: 28   Skipped: 3
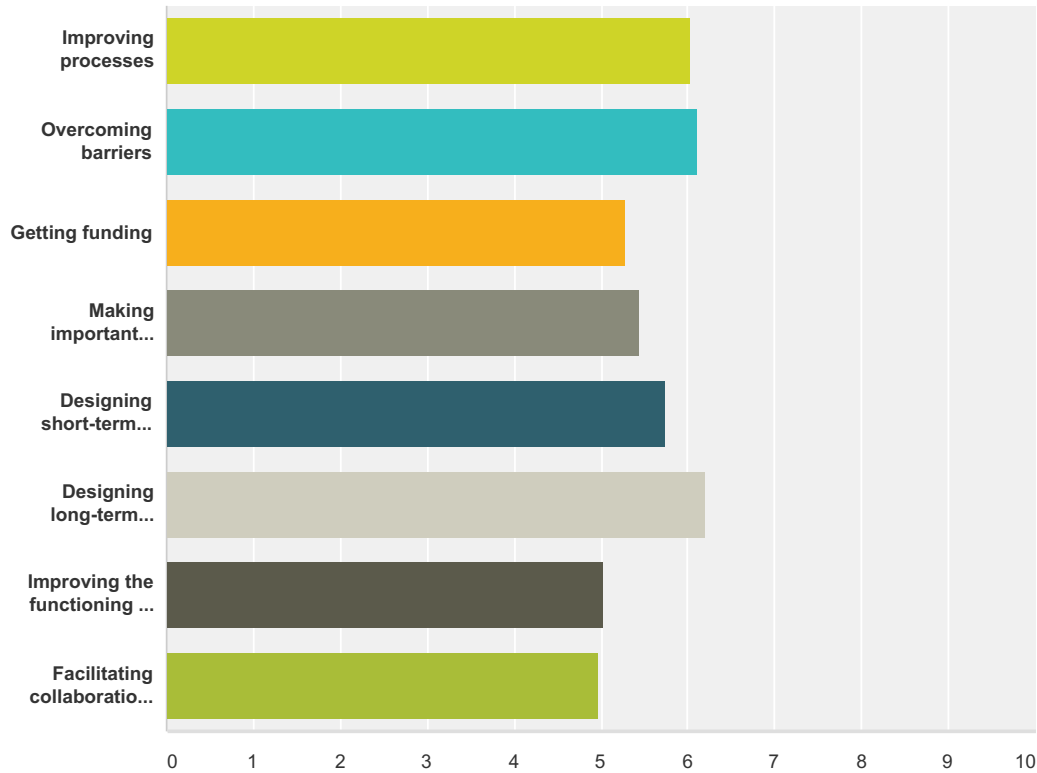
	1 – Contributes nothing	2 – Rarely contributes	3 – Sometimes but, infrequently contributes	4 – Neutral	5 – Sometimes contributes	6 – Usually contributes	7 – Contributes fully	Total	Weighted Average
Improving processes	0.00% 0	0.00% 0	0.00% 0	0.00% 0	21.43% 6	53.57% 15	25.00% 7	28	6.04
Overcoming barriers	0.00% 0	0.00% 0	0.00% 0	0.00% 0	17.86% 5	53.57% 15	28.57% 8	28	6.11
Getting funding	0.00% 0	0.00% 0	3.57% 1	14.29% 4	35.71% 10	42.86% 12	3.57% 1	28	5.29
Making important investments	0.00% 0	0.00% 0	3.70% 1	7.41% 2	33.33% 9	51.85% 14	3.70% 1	27	5.44
Designing short-term strategies	0.00% 0	0.00% 0	3.57% 1	0.00% 0	32.14% 9	46.43% 13	17.86% 5	28	5.75
Designing long-term strategies	0.00% 0	0.00% 0	0.00% 0	0.00% 0	10.71% 3	57.14% 16	32.14% 9	28	6.21

Improving the functioning of the regulatory environment	**0.00%** 0	**3.70%** 1	**3.70%** 1	**18.52%** 5	**44.44%** 12	**18.52%** 5	**11.11%** 3	27	5.04
Facilitating collaboration between the public and private sectors	**0.00%** 0	**3.57%** 1	**3.57%** 1	**14.29%** 4	**57.14%** 16	**14.29%** 4	**7.14%** 2	28	4.96

Q7 **Being innovation-oriented: the intention and commitment to create conditions and foster capacity to generate innovation in the broadest sense of the word. (It is not just about creating new products and services, but also about developing new educational models, experiences, supports, measures, ways of solving, ways of collaborating, finding new problems, creating new procedures, etc.). With this definition in mind, do you think there is a focus on innovation at the different levels in your workplace? Please answer this question on a scale of 1 to 7, where 1 means that there is no focus on innovation and 7 means there is a total commitment to innovation. If any of the levels does not apply to the work structure you belong to, please mark option 8.**

Answered: 28   Skipped: 3
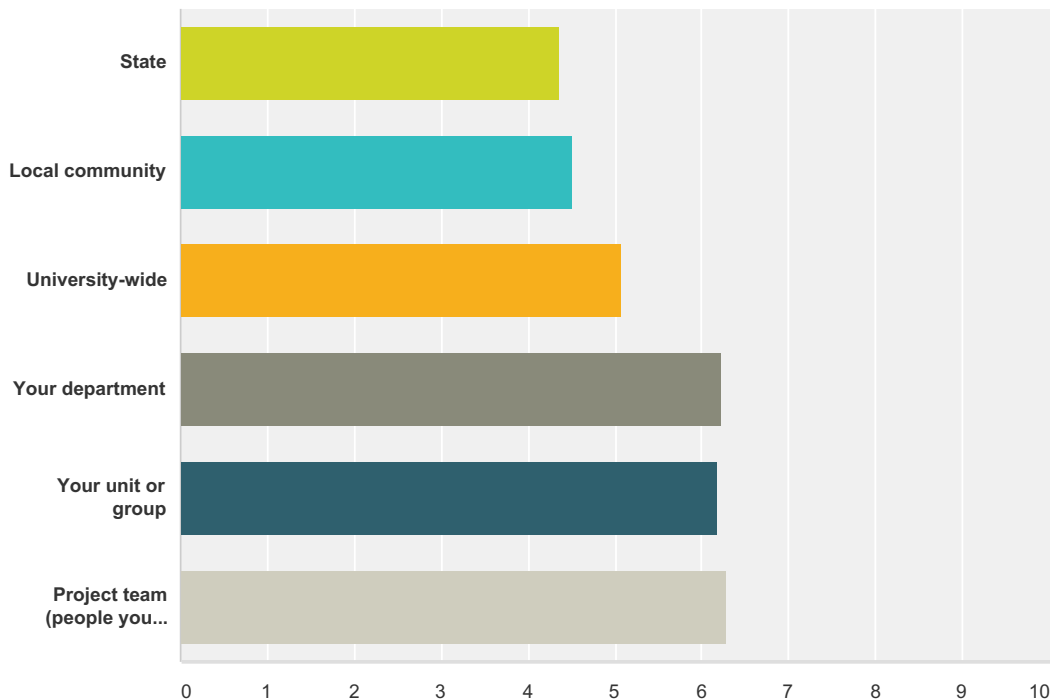
	1 – No focus	2 – Rarely a focus	3 – Sometimes but, infrequently a focus	4 – Neutral	5 – Sometimes a focus	6 – Usually a focus	7 – Always a focus	Total	Weighted Average
State	3.57% 1	7.14% 2	17.86% 5	7.14% 2	50.00% 14	14.29% 4	0.00% 0	28	4.36

									Total	Weighted Average
Local community	0.00% 0	10.71% 3		7.14% 2	17.86% 5	53.57% 15	7.14% 2	3.57% 1	28	4.50
University-wide	0.00% 0	3.70% 1		3.70% 1	7.41% 2	55.56% 15	25.93% 7	3.70% 1	27	5.07
Your department	0.00% 0	0.00% 0		0.00% 0	3.85% 1	15.38% 4	34.62% 9	46.15% 12	26	6.23
Your unit or group	0.00% 0	0.00% 0		0.00% 0	0.00% 0	25.00% 7	32.14% 9	42.86% 12	28	6.18
Project team (people you work with daily)	0.00% 0	0.00% 0		0.00% 0	0.00% 0	17.86% 5	35.71% 10	46.43% 13	28	6.29

Q8 Next, we present a number of statements about the possibilities offered (or accepted) by institutions/organizations to enable their employees to organize their daily work. Based on your experience, to what degree does your institution enable employees to engage in the activities listed below? Please select your response using a scale of 1 to 7, where 1 means that there is no possibility for you to do so, and 7 that there are all kinds of possibilities for you to do so.
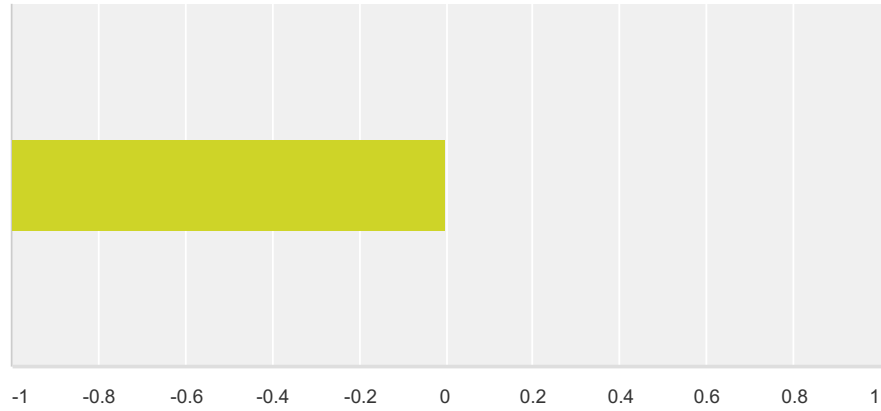
Answered: 27   Skipped: 4
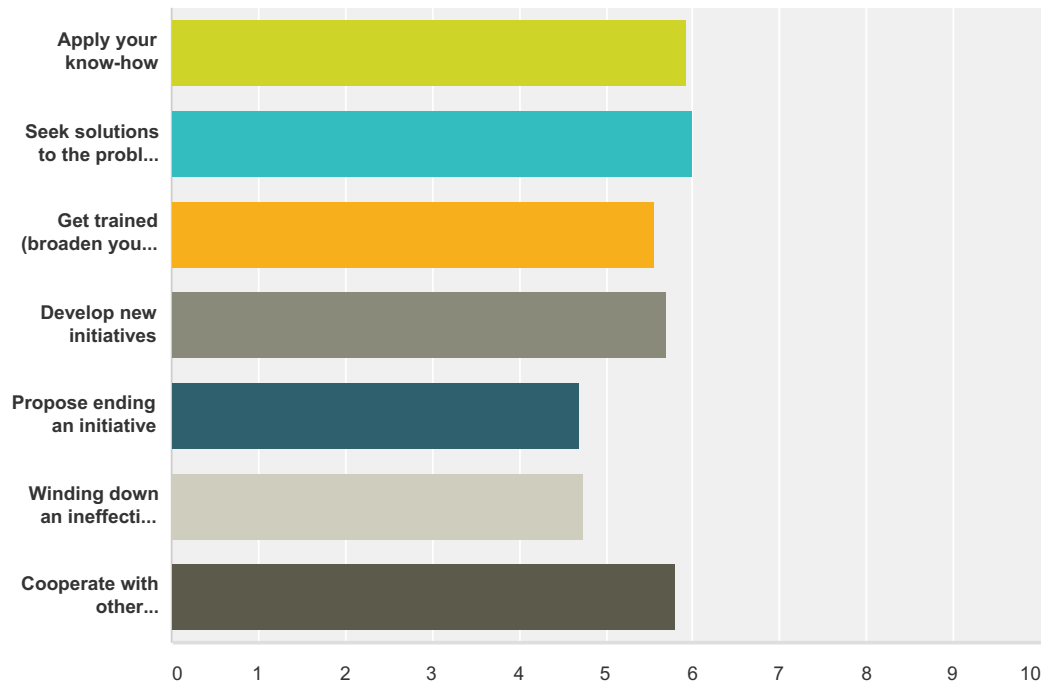
	1 – No possibility	2 – Rarely possible	3 – Sometimes but, infrequently possible	4 – Neutral	5 – Sometimes possible	6 – Usually possible	7 – Always possible	Total	Weighted Average
Apply your know-how	0.00% 0	0.00% 0	7.41% 2	0.00% 0	7.41% 2	62.96% 17	22.22% 6	27	5.93
Seek solutions to the problems that arise	0.00% 0	0.00% 0	7.69% 2	0.00% 0	11.54% 3	46.15% 12	34.62% 9	26	6.00
Get trained (broaden your know-how)	0.00% 0	3.70% 1	7.41% 2	3.70% 1	18.52% 5	48.15% 13	18.52% 5	27	5.56
Develop new initiatives	0.00% 0	3.70% 1	0.00% 0	0.00% 0	29.63% 8	51.85% 14	14.81% 4	27	5.70
Propose ending an initiative	0.00% 0	14.81% 4	7.41% 2	7.41% 2	40.74% 11	22.22% 6	7.41% 2	27	4.70

12 / 26

Winding down an ineffective initiative	**0.00%** 0	**7.41%** 2	**11.11%** 3	**14.81%** 4	**33.33%** 9	**33.33%** 9	**0.00%** 0	27	4.74
Cooperate with other departments and/or teams at work who have different functions	**0.00%** 0	**3.70%** 1	**7.41%** 2	**0.00%** 0	**14.81%** 4	**40.74%** 11	**33.33%** 9	27	5.81

## Q9 Please use the slider below to indicate which statement better reflects what occurs in your organization.

Answered: 27   Skipped: 4

Answer Choices	Average Number	Total Number	Responses
	-1	-27	27
Total Respondents: 27			

Q10 Please use the slider below to indicate which statement better reflects what occurs in your organization.

Answered: 27   Skipped: 4

-10   -8   -6   -4   -2   0   2   4   6   8   10
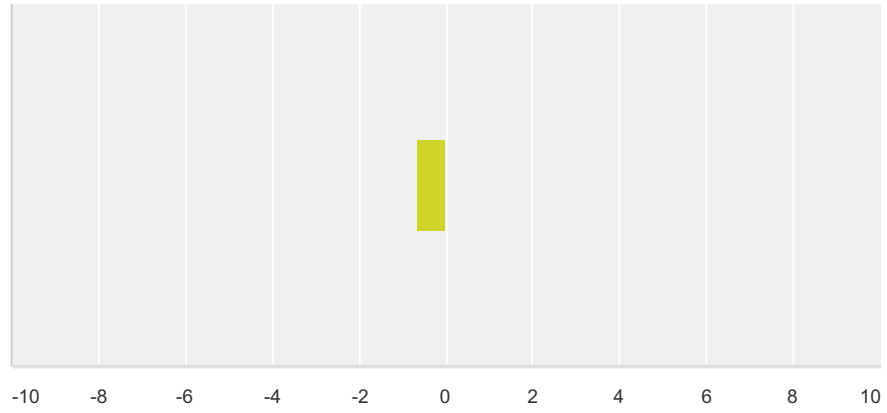
Answer Choices	Average Number	Total Number	Responses
	-1	-17	27
Total Respondents: 27			

Q11 **In this question, we briefly outline some of the qualities that contribute to describing what we are like. Using a scale from 1 to 7, rate how important you believe these characteristics are in the people you work with. (1 means it is not at all important and 7 means it is very important.)**

Answered: 27   Skipped: 4
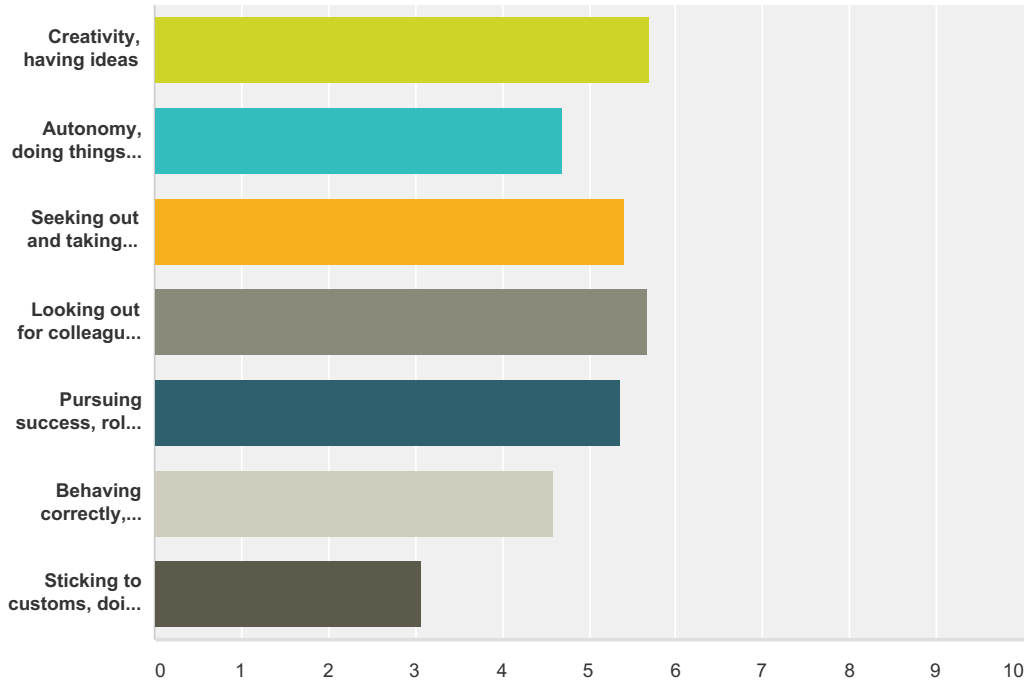
	1 – Not at all important	2 – Low importance	3 – Slightly important	4 – Neutral	5 – Moderately important	6 – Very important	7 – Extremely important	Total	Weighted Average
Creativity, having ideas	0.00% 0	0.00% 0	3.70% 1	0.00% 0	18.52% 5	44.44% 12	33.33% 9	27	5.70
Autonomy, doing things your own way	0.00% 0	3.70% 1	14.81% 4	29.63% 8	11.11% 3	29.63% 8	11.11% 3	27	4.70
Seeking out and taking risks	0.00% 0	0.00% 0	3.70% 1	3.70% 1	40.74% 11	37.04% 10	14.81% 4	27	5.41
Looking out for colleagues, taking care of their welfare	0.00% 0	0.00% 0	0.00% 0	3.70% 1	25.93% 7	29.63% 8	40.74% 11	27	5.67
Pursuing success, role modeling achievements	0.00% 0	3.70% 1	3.70% 1	7.41% 2	22.22% 6	37.04% 10	25.93% 7	27	5.37
Behaving correctly, avoiding doing something that others may consider wrong	0.00% 0	7.41% 2	11.11% 3	29.63% 8	18.52% 5	25.93% 7	7.41% 2	27	4.59
Sticking to customs, doing what is usually done	0.00% 0	40.74% 11	29.63% 8	14.81% 4	11.11% 3	3.70% 1	0.00% 0	27	3.07

Q12 Innovation tends to occur in 10 distinct types. See 10 Types of Innovation (Keeley, et al.) For the purposes of this question, define innovation as: the creation of viable new (new to your institution or new to the world) offerings (actually put into practice internally or externally). Keeping this definition in mind, please describe the how frequently you see each type of innovation in projects at your university on a scale of 1 to 7. (1 means never and 7 means always.)
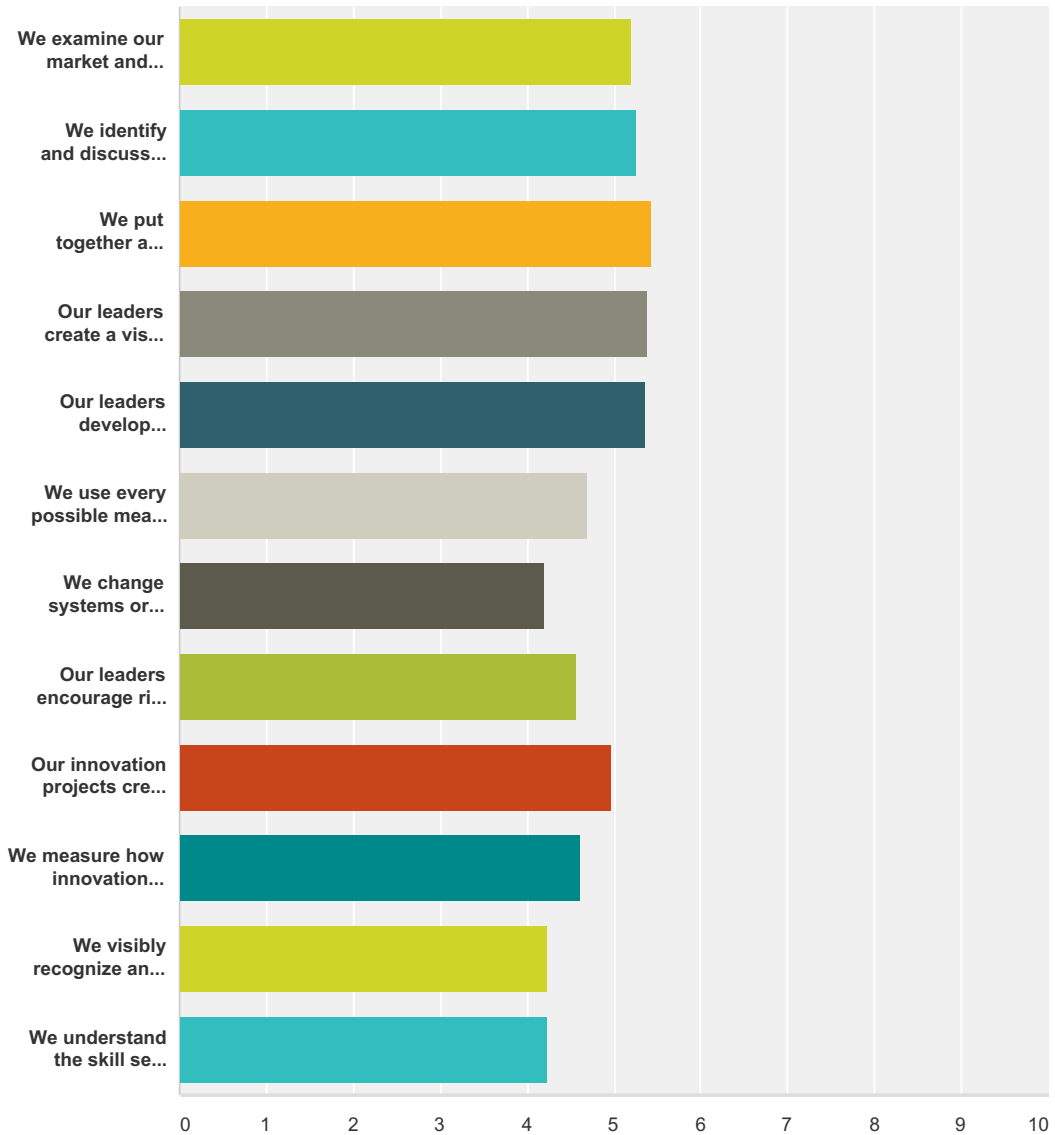
Answered: 26   Skipped: 5
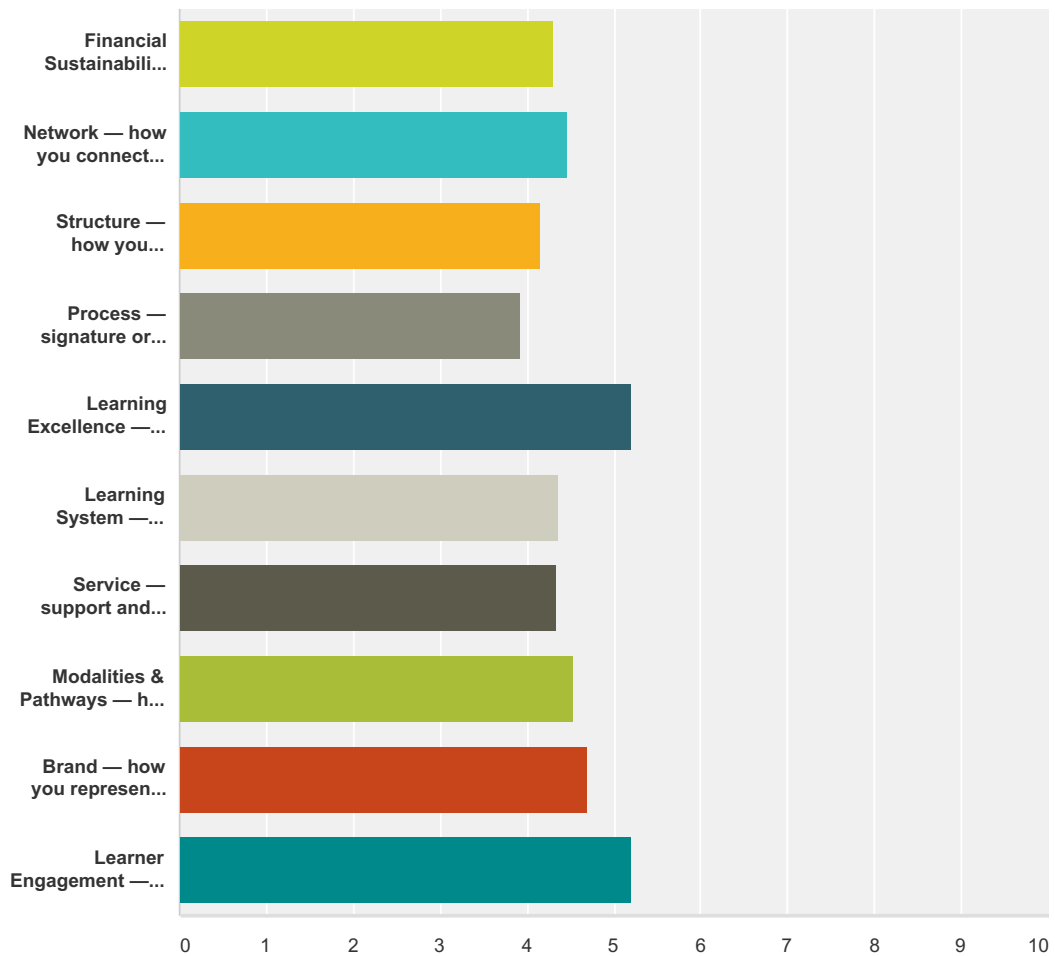
	1 – Never	2 – Rarely, in less than 10% of the projects	3 – Occasionally, in about 30%	4 – Sometimes, in about 50% of the projects	5 – Frequently, in about 70% of the projects	6 – Usually, in about 90% of the projects	7 – Every time	Total	Weighted Average
Financial Sustainability — how you cover costs.	0.00% 0	19.23% 5	7.69% 2	26.92% 7	19.23% 5	23.08% 6	3.85% 1	26	4.31

Network — how you connect with others to create value.	**0.00%** 0	**11.54%** 3	**11.54%** 3	**30.77%** 8	**15.38%** 4	**26.92%** 7	**3.85%** 1	26	4.46
Structure — how you organize and align your talent and assets.	**0.00%** 0	**19.23%** 5	**19.23%** 5	**15.38%** 4	**23.08%** 6	**19.23%** 5	**3.85%** 1	26	4.15
Process — signature or superior methods for doing you work.	**0.00%** 0	**15.38%** 4	**26.92%** 7	**19.23%** 5	**26.92%** 7	**11.54%** 3	**0.00%** 0	26	3.92
Learning Excellence — how you develop distinguishing curriculum, credentials and outcomes.	**0.00%** 0	**4.00%** 1	**8.00%** 2	**20.00%** 5	**28.00%** 7	**12.00%** 3	**28.00%** 7	25	5.20
Learning System — complementary experiences and services.	**0.00%** 0	**8.00%** 2	**28.00%** 7	**12.00%** 3	**28.00%** 7	**20.00%** 5	**4.00%** 1	25	4.36
Service — support and enhancements that surround your offerings.	**0.00%** 0	**7.69%** 2	**23.08%** 6	**23.08%** 6	**26.92%** 7	**11.54%** 3	**7.69%** 2	26	4.35
Modalities & Pathways — how you deliver your offerings to learners and others.	**0.00%** 0	**7.69%** 2	**23.08%** 6	**11.54%** 3	**30.77%** 8	**19.23%** 5	**7.69%** 2	26	4.54
Brand — how you represent your offerings, value proposition, and values.	**0.00%** 0	**15.38%** 4	**7.69%** 2	**15.38%** 4	**19.23%** 5	**38.46%** 10	**3.85%** 1	26	4.69
Learner Engagement — distinctive interactions you foster.	**0.00%** 0	**3.85%** 1	**11.54%** 3	**15.38%** 4	**23.08%** 6	**23.08%** 6	**23.08%** 6	26	5.19

Q13 Leaders play a key role in the success of innovation projects during three stages: before project launch, during project execution, and when a project transitions into part of your institution. Please respond to statements below with respect to innovation projects at your institution using a scale of 1 to 7. (1 means it never happens and 7 means it always happens.)
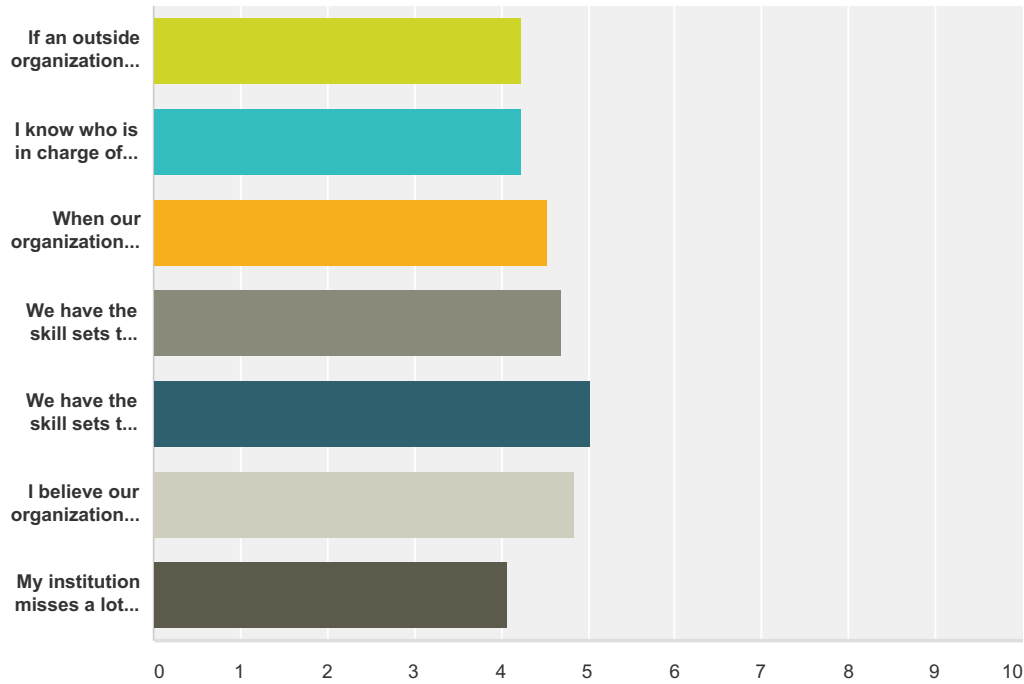
Answered: 26   Skipped: 5

	1 – Never true	2 – Rarely true	3 – Sometimes but, infrequently true	4 – Neutral	5 – Sometimes true	6 – Usually true	7 – Always true	Total	Weighted Average

We examine our market and competitive realities.	3.85% 1	0.00% 0	0.00% 0	11.54% 3	38.46% 10	34.62% 9	11.54% 3	26	5.19
We identify and discuss major opportunities and potential opportunities.	0.00% 0	3.85% 1	3.85% 1	0.00% 0	46.15% 12	26.92% 7	19.23% 5	26	5.27
We put together a group with enough power to lead the innovation project.	0.00% 0	3.85% 1	0.00% 0	0.00% 0	42.31% 11	46.15% 12	7.69% 2	26	5.42
Our leaders create a vision that helps direct the innovation effort.	0.00% 0	3.85% 1	3.85% 1	3.85% 1	26.92% 7	50.00% 13	11.54% 3	26	5.38
Our leaders develop strategies for achieving that vision.	0.00% 0	4.00% 1	0.00% 0	8.00% 2	32.00% 8	48.00% 12	8.00% 2	25	5.36
We use every possible means to communicate the new vision and strategies.	0.00% 0	11.54% 3	11.54% 3	7.69% 2	34.62% 9	26.92% 7	7.69% 2	26	4.69
We change systems or structures that undermine the innovation vision.	0.00% 0	23.08% 6	15.38% 4	11.54% 3	19.23% 5	26.92% 7	3.85% 1	26	4.19
Our leaders encourage risk taking and non-traditional ideas, activities, and actions.	3.85% 1	7.69% 2	7.69% 2	23.08% 6	23.08% 6	30.77% 8	3.85% 1	26	4.58
Our innovation projects create improved performance and outcomes.	0.00% 0	0.00% 0	3.85% 1	30.77% 8	30.77% 8	26.92% 7	7.69% 2	26	4.96
We measure how innovation projects create improved performance and outcomes.	3.85% 1	3.85% 1	19.23% 5	11.54% 3	23.08% 6	19.23% 5	19.23% 5	26	4.62
We visibly recognize and reward people who made the improved performance and outcomes possible.	3.85% 1	19.23% 5	7.69% 2	15.38% 4	26.92% 7	23.08% 6	3.85% 1	26	4.23
We understand the skill sets required to implement the vision and innovation project output.	3.85% 1	15.38% 4	11.54% 3	19.23% 5	23.08% 6	23.08% 6	3.85% 1	26	4.23

Q14 Organizational structure plays a key role building a strategy and case for change-making. Please respond to the following statements about how well your institution is organized to support innovation. (1 means not well organized and 7 means very well organized.)
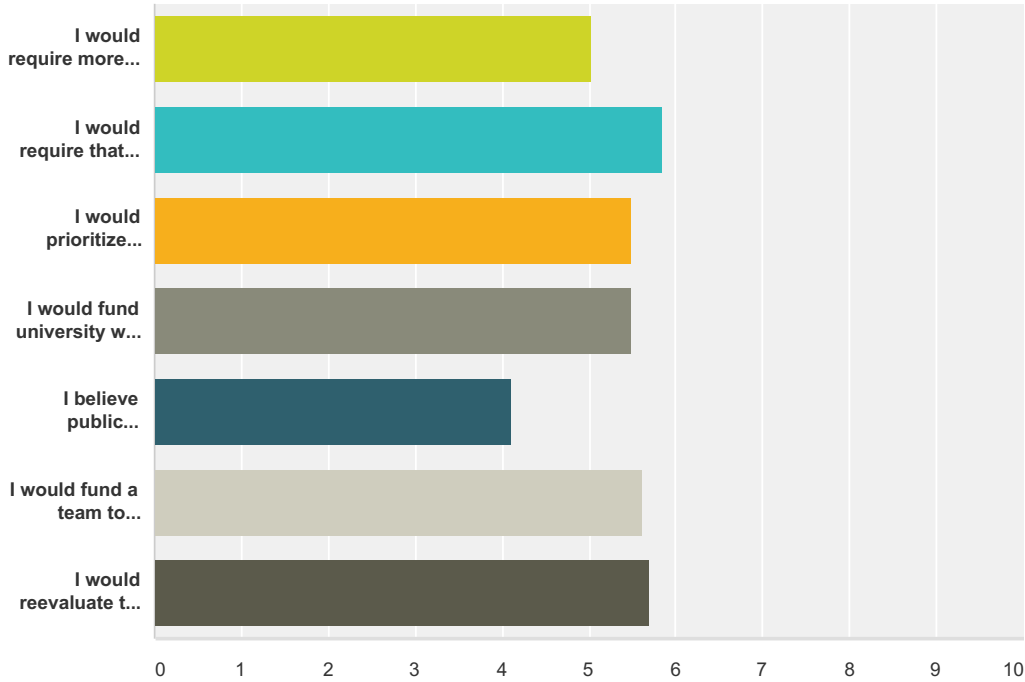
Answered: 26 Skipped: 5

	1 – Never true	2 – Rarely true	3 – Sometimes but, infrequently true	4 – Neutral	5 – Sometimes true	6 – Usually true	7 – Always true	Total	Weighted Average
If an outside organization brings a new idea to the university, there are clear channels to assess and develop opportunities.	0.00% 0	11.54% 3	23.08% 6	11.54% 3	38.46% 10	15.38% 4	0.00% 0	26	4.23
I know who is in charge of assessing innovation and strategic partnerships in different parts of my institution.	3.85% 1	19.23% 5	15.38% 4	11.54% 3	11.54% 3	26.92% 7	11.54% 3	26	4.23
When our organization needs bandwidth to take on important and promising new initiatives, there is nobody to prioritize as to what might be sunsetted.	0.00% 0	7.69% 2	19.23% 5	11.54% 3	34.62% 9	23.08% 6	3.85% 1	26	4.54
We have the skill sets to assess and integrate new technologies at the leadership level.	7.69% 2	3.85% 1	7.69% 2	7.69% 2	38.46% 10	30.77% 8	3.85% 1	26	4.69
We have the skill sets to assess and integrate new technologies at the working level.	3.85% 1	3.85% 1	0.00% 0	7.69% 2	46.15% 12	34.62% 9	3.85% 1	26	5.04

I believe our organizational structure supports innovation.	**0.00%** 0	**7.69%** 2	**7.69%** 2	**11.54%** 3	**38.46%** 10	**26.92%** 7	**7.69%** 2	26	4.85
My institution misses a lot of opportunities to address the needs of students.	**0.00%** 0	**19.23%** 5	**7.69%** 2	**34.62%** 9	**23.08%** 6	**11.54%** 3	**3.85%** 1	26	4.08

Q15 If you were in charge, how might you structure the organization to be nimble and responsive to innovation?(1 means not well organized and 7 means very well organized.)

Answered: 26   Skipped: 5

	1 – Never true	2 – Rarely true	3 – Sometimes but, infrequently true	4 – Neutral	5 – Sometimes true	6 – Usually true	7 – Always true	Total	Weighted Average
I would require more savvy and knowledge about technology for senior leadership of the university.	0.00% 0	3.85% 1	3.85% 1	15.38% 4	38.46% 10	23.08% 6	15.38% 4	26	5.04
I would require that senior leadership empower agents to seek new opportunities across the university to respond to students' changing needs.	0.00% 0	0.00% 0	0.00% 0	3.85% 1	7.69% 2	42.31% 11	46.15% 12	26	5.85
I would prioritize processes that empower faculty to "bubble up" emerging best practices.	0.00% 0	0.00% 0	11.54% 3	0.00% 0	15.38% 4	38.46% 10	34.62% 9	26	5.50
I would fund university wide labs that would encourage cross-silo teams to build emerging best practices.	0.00% 0	0.00% 0	3.85% 1	11.54% 3	15.38% 4	38.46% 10	30.77% 8	26	5.50
I believe public universities should be able to acquire for-profit entities to quickly advance competences of the institution.	0.00% 0	20.00% 5	16.00% 4	24.00% 6	12.00% 3	8.00% 2	20.00% 5	25	4.12
I would fund a team to recommend sunsetting projects and policies that have been overtaken by more effective ones.	0.00% 0	0.00% 0	0.00% 0	0.00% 0	38.46% 10	30.77% 8	30.77% 8	26	5.62

I would reevaluate the competitive value proposition of the university to address changing needs of our student population.	**0.00%** 0	**3.85%** 1	**0.00%** 0	**0.00%** 0	**15.38%** 4	**34.62%** 9	**46.15%** 12	26	5.69

Q16 Innovation Mindset: Mindset plays a key role in how we each approach innovation. We would like you to describe your level of agreement or disagreement with the statements below using a scale of 1 to 6. (1 means strongly disagree and 6 means strongly agree.)
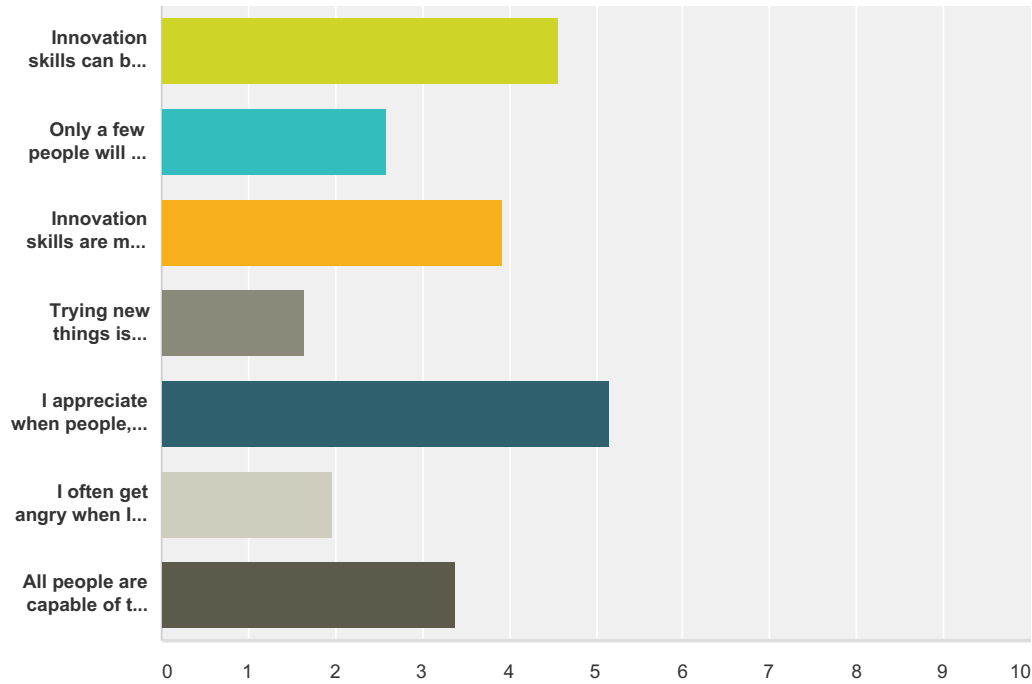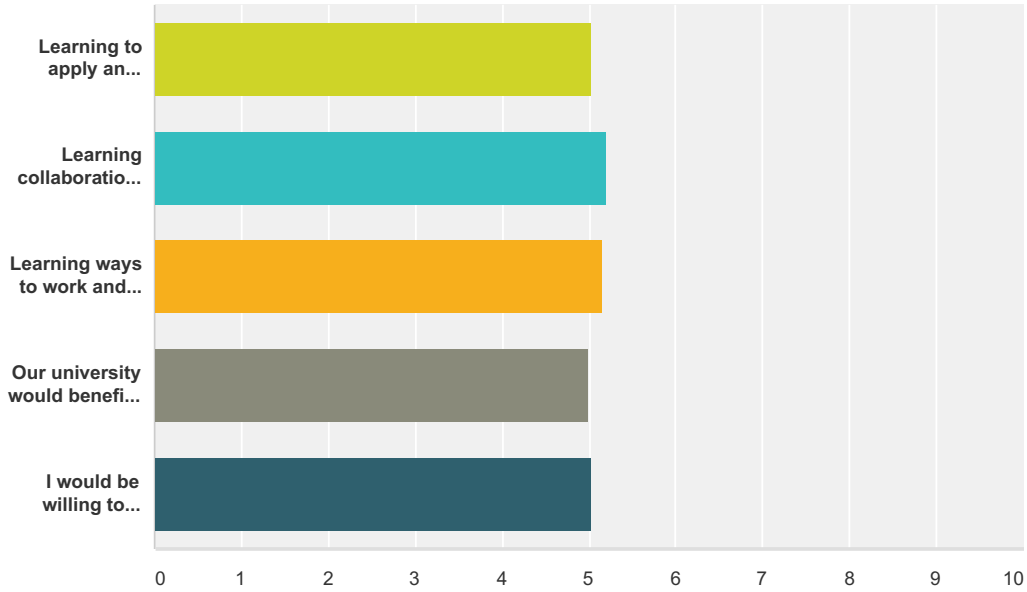
Answered: 26   Skipped: 5

	1 – Strongly disagree	2 – Disagree	3 – Somewhat disagree	4 – Somewhat agree	5 – Agree	6 – Strongly agree	Total	Weighted Average
Innovation skills can be learned by anyone.	0.00% 0	0.00% 0	3.85% 1	46.15% 12	38.46% 10	11.54% 3	26	4.58
Only a few people will be truly good at innovation - you have to be "born with it."	15.38% 4	34.62% 9	30.77% 8	15.38% 4	3.85% 1	0.00% 0	26	2.58
Innovation skills are much easier to learn if you are naturally creative.	0.00% 0	8.00% 2	20.00% 5	48.00% 12	20.00% 5	4.00% 1	25	3.92
Trying new things is stressful for me and I avoid it.	61.54% 16	19.23% 5	11.54% 3	7.69% 2	0.00% 0	0.00% 0	26	1.65
I appreciate when people, colleagues, supervisors, and others give me feedback about my performance.	0.00% 0	0.00% 0	3.85% 1	19.23% 5	34.62% 9	42.31% 11	26	5.15
I often get angry when I receive feedback about my performance.	30.77% 8	46.15% 12	19.23% 5	3.85% 1	0.00% 0	0.00% 0	26	1.96
All people are capable of the same amount of learning.	7.69% 2	19.23% 5	34.62% 9	11.54% 3	19.23% 5	7.69% 2	26	3.38

Q17 Innovation Learning: We have identified several types of learning design and innovation opportunities. To close, we would like you to describe your level of agreement or disagreement with the statements below using a scale of 1 to 7. (1 means strongly disagree and 7 means strongly agree.)

Answered: 26   Skipped: 5

	1 – Strongly disagree	2 – Disagree	3 – Somewhat disagree	4 – Somewhat agree	5 – Agree	6 – Strongly agree	Total	Weighted Average
Learning to apply an innovation process and methods will make my work easier and more effective.	0.00% 0	0.00% 0	7.69% 2	19.23% 5	34.62% 9	38.46% 10	26	5.04
Learning collaboration methods will improve how I work with others to achieve shared objectives.	0.00% 0	0.00% 0	0.00% 0	19.23% 5	42.31% 11	38.46% 10	26	5.19
Learning ways to work and communicate visually will improve how I communicate, engage with others, and achieve my objectives.	0.00% 0	0.00% 0	0.00% 0	19.23% 5	46.15% 12	34.62% 9	26	5.15
Our university would benefit from training or workshops to develop our system-wide (students, faculty, and administration) design and innovation capabilities.	0.00% 0	0.00% 0	3.85% 1	23.08% 6	42.31% 11	30.77% 8	26	5.00
I would be willing to attend a series of workshops on applying practical design and innovation methods to my work and responsibilities.	0.00% 0	3.85% 1	0.00% 0	30.77% 8	19.23% 5	46.15% 12	26	5.04