



MEMORANDUM

DATE: June 4, 1997
TO: Presidents, Alliance for Community College Innovation
FROM: Terry O'Banion, President ^{LOB.}
RE: Attached Survey Results

I am enclosing a report on "What Presidents Want to Know about the Leadership Team."

Key results of the survey indicate that 98 percent of the CEOs convene an executive-level team. Most teams include 7-8 members, and 61 percent of the teams meet weekly.

It is interesting to note that new program thrusts in community colleges, namely workforce development/contract education and information technology, are directly represented on the leadership teams in less than one-third of the colleges.

TO'B:nm



What Do Presidents Want to Know About . . . The Leadership Team

*A Survey of and for the League for Innovation's
Alliance for Community College Innovation Institutions*

These survey results are composed of responses submitted by your fellow presidents as part of the Alliance for Community College Innovation's presidential survey service. The response rate for this survey was 61%, (n=305).

1. **Presidential demographic information:** 77% Male 23% Female Age 54 (Mean) Tenure in Years 9.3 (Mean)

2. **In your current organizational structure, how many professional staff report directly to you?** 6.5 (Mean, sd=4)

3. **Do you regularly convene an executive-level team (e.g., council, committee, or cabinet)?** 98% Yes 2% No
 - a. How many leaders make up this team? 7.4 (Mean, sd=3.7)
 - b. What percentage are: male 57% female 43%
 - c. What percentage are minorities: 18%

4. **The following list reports the percentage of leadership teams that have representation from the listed position:**

98% Chief Academic/Instruction/Education Officer	28% Assistant to the CEO/President
95% Chief Business/Admin/Finance Officer	21% MIS/Information Technology Rep
85% Chief Student Services Officer	12% Faculty Senate/Association Rep
55% Division Level Academic/Vocational Program Rep	5% Staff Association Rep
42% Institutional Research/Planning/Quality Rep	4% College Lawyer
40% Public Information/Public Relations/Marketing Rep	<1% Faculty Union Rep
33% Division Level Workforce/Occupational/ConEd Rep	

5. **On average, how often does this team meet?**

61% Once a week	11% Once a month	1% More than once a week
24% Once every two weeks	2% Once every three weeks	1% Less frequently than once a month

6. **When this team meets, what percentage of the time is typically taken up by:**

31% Discussion of pressing problems/concerns	15% CEO report
21% Other leaders' area-of-responsibility reports	14% Planning for future events/activities
17% Exploring institutional strategic direction (e.g., mission, vision, values, coming trends)	

7. **In general, how useful would you say this team's regular meetings are in achieving the core mission of the institution?**

Critical	Very Useful	Useful	Useful at Times	Rarely Useful	Useless	Damaging
<1%	35%	41%	16%	6%	1%	<1%

8. **Which of the following strategies do you employ to develop the members of your leadership team: (check all that apply)**

95% Support attendance at professional conferences	83% Encourage the reading of educational literature
94% Individual discussions (other than annual eval)	66% Support continuing their formal education
84% Annual evaluations	51% Regularly conduct team building activities/workshops

The League for Innovation in the Community College

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