DATE: June 4, 1997.

TO: Presidents, Alliance for Community College Innovation

FROM: Terry O'Banion, President

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

5. On average, how often does this team meet?
   - 61% Once a week
   - 24% Once every two weeks
   - 11% Once a month
   - 1% More than once a week
   - 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
   - 21% Other leaders' area-of-responsibility reports
   - 17% Exploring institutional strategic direction
   - (e.g., mission, vision, values, coming trends)
   - 15% CEO report
   - 14% Planning for future events/activities

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

The League for Innovation in the Community College
ACCI Survey 7 (1997)