

## Membership Year 2004

### May Survey

**SUBJECT:**     *What Do CEOs Want to Know About. . . . Professional Development*

This survey asked League Alliance presidents to explore the importance of professional development in their schools as well as opportunities offered to administration, faculty, and staff. The results of these CEO surveys are shown on the attached survey.

The response by college presidents in answer to our questions regarding professional development needs, opportunities, and activities was very positive. Not only did we receive a 28 percent return on the surveys general questions, we also received numerous individual professional development examples in each section of the survey.

These examples include the following:

**Activities:** (All Levels) study and travel, training, credit tuition subsidy, leadership institutes/academies, access to all college courses, core competencies/electronic transcripts, on-site seminars and presentations; (Faculty) sabbaticals, summer work experience, professional development funds, text on teaching techniques, guest lecturers, group focus sessions led by staff, graduate courses, tuition, books, degree programs; (Classified Staff) videos, sabbaticals, leave, undergrad/graduate courses; (Professional Staff) undergrad/graduate credit courses, degree programs; (Administration) leadership opportunities, leave, retreat, graduate courses, guest speakers

**Professional Development Coordinator:** staff assistants, part-time assignment to administrator, faculty release time

**Rewards/Compensation:** (All Levels) transcripts, certificates, tuition waiver, recognition at college events, employment, text/supply reimbursement, degree completion, leadership institute, travel to conferences; (Faculty) paid advances, in-house credit, sabbatical/development fund; (Classified Staff) use work hours for conferences, conference and travel expenses, development fund; (Professional Staff) some conferences and travel expenses, development fund; (Administration) reimbursement, development fund, tuition reduction

**Frequency of Professional Development:** (All Levels) periodically, ongoing annually (min. 36 hours), as needed, depends on position, when occasion arises and is affordable, quarterly, always, every semester, determined by employee, mostly May and June, twice a month, varies, conferences of interest, as requested, as appropriate, variety of activities on a frequent basis; (Faculty) various irregular times, on-going/annual, monthly, twice a semester, as requested; (Classified Staff) one bid, semiannually, twice a semester, periodically, as requested; (Professional Staff) one bid, annually, varies, periodically, quarterly; (Administration) one bid, not on a formal schedule, varies, twice a semester, periodically, as requested

**Determining The Need:** employee success plans, focus groups, exit interviews, professional development plans, consultations between staff and supervisors, built into performance appraisal, self-identified needs, collaborative design, AQIP/NCA, staff recommendations, task forces, faculty requests, advisory groups, as available, surveys, in the process of engineering, complaints, quality of work life survey



# What Do CEOs Want to Know About. . .

## PROFESSIONAL DEVELOPMENT

*A Quarterly Survey of League Alliance CEOs.*

*These survey results are composed of the responses submitted by your fellow CEOs as part of the Alliance quarterly CEO survey service. The response rate for this survey was 28% (n=182).*

*This survey is based on topics submitted by your fellow CEOs as part of the League Alliance CEO Survey service. All individual responses will be held in the strictest confidence.*

1.	<b>Does your institution offer professional development opportunities for (check all that apply)</b>				
	98% Administrators	99% Faculty	98% Professional Staff (nonfaculty)	97% Classified Staff	0% None
2.	<b>If yes, please indicate which types of activities are provided for the various employee groups?</b>				
	<b>Faculty</b>	97% Conferences 56% Mentoring	100% Workshops 16% Other	97% In-Service Presentations	50% Website
	<b>Professional Staff</b>	94% Conferences 39% Mentoring	95% Workshops 13% Other	95% In-Service Presentations	45% Website
	<b>Classified Staff</b>	74% Conferences 32% Mentoring	95% Workshops 12% Other	96% In-Service Presentations	37% Website
	<b>Administrators</b>	96% Conferences 41% Mentoring	98% Workshops 12% Other	92% In-Service Presentations	46% Website
3.	<b>Does your institution have a professional development center that serves (check all that apply)</b>				
	39% Administrators	58% Faculty	41% Professional Staff (nonfaculty)	37% Classified Staff	42% None
4.	<b>If you have a professional development center staff, does it include a professional development coordinator?</b>				
	33% Yes Full-Time	20% Yes Part-time	43% No	6% Other	
5.	<b>Is professional development rewarded and/or compensated at your institution for:</b>				
	73% Administrators	88% Faculty	75% Professional Staff (nonfaculty)	71% Classified Staff	11% None
6.	<b>What types of rewards/compensation, if any, are offered for each employee group? (check all that apply)</b>				
	<b>Faculty</b>	48% Monetary 55% Time	37% Promotion/Tenure 67% Tuition Reimbursement	35% Continuing Education 7% Other	32% Ceremonies
	<b>Professional Staff</b>	34% Monetary 53% Time	19% Promotion/Tenure 67% Tuition Reimbursement	40% Continuing Education 8% Other	30% Ceremonies
	<b>Classified Staff</b>	32% Monetary 51% Time	15% Promotion/Tenure 65% Tuition Reimbursement	38% Continuing Education 8% Other	30% Ceremonies
	<b>Administrators</b>	30% Monetary 51% Time	16% Promotion/Tenure 64% Tuition Reimbursement	39% Continuing Education 7% Other	28% Ceremonies
7.	<b>Professional development is offered how frequently for</b>				
	<b>Faculty</b>	22% Weekly	31% Monthly	26% Semiannually	9% Annually 24% Other
	<b>Professional Staff</b>	16% Weekly	29% Monthly	27% Semiannually	12% Annually 23% Other
	<b>Classified Staff</b>	15% Weekly	27% Monthly	30% Semiannually	11% Annually 26% Other
	<b>Administrators</b>	15% Weekly	28% Monthly	27% Semiannually	10% Annually 26% Other
8.	<b>What level of importance is given to professional development? (1= Unimportant, 5 = Absolutely Essential)</b>			1%	1% 16% 38% 44%
9.	<b>How do you determine professional development needs? (check all that apply)</b>				
	37% Peer Evaluations	40% Student Evaluations	77% Supervisor Evaluations	75% Employee Surveys	
	86% Strategic Planning	23% Other			

Thank you for taking the time to complete this survey  
Survey #27: Professional Development – May 2004

