

SBCCD 2nd Annual Chancellor's Leadership Academy Feedback

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The 2nd Annual Chancellor's Leadership Academy, facilitated by Dr. Pamila Fisher, was held from October 31 – November 2, 2018 in the SBCCD Board Room. On Wednesday, November 14, a Feedback Survey was sent to all 20 participants with multiple reminders through November 27. In total, 16 responses were received. Responses to Questions 1 to 6 receiving the highest count are highlighted in **green**. Questions 7 to 9 were open-response and are presented unedited.

Q1. How likely is it that you would recommend this event to a colleague?		
Response	Count	Percent
Very Likely	14	87.50%
Likely	2	12.50%
Not Likely	0	0.00%

Q2. Overall, how would you rate this event?		
Response	Count	Percent
Excellent	10	62.50%
Very Good	4	25.00%
Good	2	12.50%
Fair	0	0.00%
Poor	0	0%

Q3. How helpful was the content presented at this event?		
Response	Count	Percent
Extremely Helpful	8	50.00%
Very Helpful	7	43.75%
Somewhat Helpful	1	6.25%
Not so helpful	0	0.00%
Not at all helpful	0	0.00%

Q4. How engaging were the speakers at this event?		
Response	Count	Percent
Extremely Engaging	9	56.25%
Very Engaging	5	31.25%
Somewhat Engaging	2	12.50%
Not so Engaging	0	0.00%
Not at all Engaging	0	0.00%

Q5. How organized was the event?		
Response	Count	Percent
Extremely Organized	8	50.00%
Very Organized	8	50.00%
Somewhat Organized	0	0.00%
Not so Organized	0	0.00%
Not at all Organized	0	0.00%

Q6. Was the event length too long, too short, or about right?		
Response	Count	Percent
Much Too Long	0	0.00%
Too Long	3	18.75%
About Right	13	81.25%
Too Short	0	0.00%
Much Too Short	0	0.00%

Q7. What did you like about the event? (10 unedited responses)

<i>The management personality profiles and the insights into the challenges posed by the new funding formulas.</i>
<i>The information I received.</i>
<i>I enjoyed the "insider" perspective provided by Dr. Fisher, a well-experienced and knowledgeable leader, who was able to interweave honest and humble accounts of her successes, struggles, and failures while facilitating our three-day journey. Over the three days, I learned most (never all, always learning, right?) of what it takes to be a good leader and how to lead an institution or organization through many different scenarios – the good, the bad, and the ugly. I enjoyed learning the history, significance, and finer details of the California Community Colleges System – its role in our state's education system, its internal structure, its funding and funds distribution – all areas I lacked true understanding. I expressed to a colleague afterward that it felt like watching the curtain being pulled back in "The Wizard of Oz", and being able to ask questions. I feel one of the most valuable teaching elements is that we heard from our own District and college leaders which allowed for a more personal connection between the speaker/instructor and the academy students. I was able to learn new ideas and concepts, have existing views and practices affirmed, while being exposed to many different personal viewpoints that opened my mind. I also enjoyed building upon established relationships with those classmates I knew beforehand, as well as meeting new colleagues and establishing new relationships while attending the academy.</i>
<i>Appreciated information about community colleges past and present, state and national perspectives, finance, budget, college politics, preparing for future, and professional development.</i>
<i>Relevant knowledge gained</i>
<i>Personality Evaluation</i>
<i>interaction with speakers and among colleagues.</i>
<i>I liked the scope of the topics covered during the event. I feel it gave insight on areas most employees may not be familiar with in dealing with the operations as a district and help create a sense of unity in operating as one district.</i>
<i>We got the chance to look under the hood at how a CC is run and all the different challenges that our leaders face. Fiscal was extremely important in addition to the advocacy that must be done to make sure the CC's are properly supported by state legislation. Also liked the career advice from Dr. Levy. Really laid a foundation for how to plan one's career trajectory. The history of the CC was also fascinating to hear.</i>
<i>The topics for the most part were good. Covered hard skills needed to be a leader at SBCCD as well as soft skills. The organization and schedule were excellent. The food/snacks/beverages provided were appreciated and well thought out.</i>

Q8. What did you dislike about the event? (9 unedited responses)

<i>Seemed to placed into a box as a leader.</i>
<i>The length</i>
<i>Nothing I can think of.</i>
<i>It was difficult being away from the workplace knowing that my attendance was affecting productivity, that emails and phone calls were backing up, but in the end it was a small price to pay and well worth it!</i>
<i>Some expressions of personal political views by speakers. Would prefer to focus on the needs of the District, colleges, and students.</i>
<i>not much</i>
<i>Nothing. I looked forward to every day.</i>
<i>Diversity session. No fault of the organizers it's just REALLY difficult to talk about diversity in a meaningful way without (1) alienating someone (2) making it all about gender and race.</i>
<i>Dr. Pamela Fisher has valuable experience as a CC leader. This showed in her discussions with us. However, I felt there was too much discussion facilitated by her. I would like to have seen more "outsiders" brought in to speak on topics as opposed to Dr. Fisher covering so many areas. At times you could tell she was getting bored as I expect she has provided similar leadership training many times over. I would leave out the discussion topic of "preparing for your future" which included topics of resumes, cover letters and interviews. I didn't feel this was an appropriate topic for the training. I would instead focus on unconscious bias that we as leaders/managers may have during candidate interviews. So more from the employer interviewer side and not on the personal interviewee side.</i>

Q9. Do you have any other comments, suggestions, or concerns? (8 unedited responses)

Overall, great work by all involved.

Would be nice to have follow ups through the year or upcoming years.

Attending the Chancellor's Leadership Academy is a wonderful opportunity and I feel fortunate to be a graduate, and to be associated with such well-educated alumni. I would recommend that the CLA be an opportunity that all District personnel in leadership positions can be nominated to attend.

Consider making it a 2 day event.

I learned a lot from the experience and presenters.

I would recommend continuing the academy.

(1) More group work (2) make sure we don't sit with the same people each day (there some mixing, but didn't get to mingle as much as I would have liked) and (3) Maybe hear from more mid-level managers. Most of us are light years away from a President or Chancellor so it was somewhat challenging to relate to the stories in our current positions. It was great that Audrey, Pam and Diana shared their trajectories but we were hearing about 20-30 years worth of history which made the task seem unattainable.

Overall great experience and I am fortunate I had the opportunity to participate. I would recommend to a colleague. Having it Wednesday, Thursday, Friday was good.