



Office of Research, Planning & Institutional Effectiveness
Research Brief – FA19.02

SBCCD 3rd Annual Chancellor's Leadership Academy Feedback

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The 3rd Annual Chancellor’s Leadership Academy, facilitated by San Bernardino Valley College President Diana Rodriguez, was held from October 29 – October 31, 2019 in the new SBCCD Board Extension Room. On Monday, November 4, a Feedback Survey was sent to all 30 participants with multiple reminders through November 8. In total, 23 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	17	73.91%
Likely	5	21.74%
Not Likely	1	4.35%

Q2. Overall, how would you rate this event?		
Response	Count	Percent
Excellent	13	56.52%
Very Good	8	34.78%
Good	1	4.35%
Fair	0	0.00%
Poor	1	4.35%

Q3. How helpful was the content presented at this event?		
Response	Count	Percent
Extremely Helpful	11	47.83%
Very Helpful	7	30.43%
Somewhat Helpful	4	17.39%
Not so helpful	0	0.00%
Not at all helpful	1	4.35%

Q4. How engaging were the speakers at this event?		
Response	Count	Percent
Extremely Engaging	11	47.83%
Very Engaging	9	39.13%
Somewhat Engaging	3	13.04%
Not so Engaging	0	0.00%
Not at all Engaging	0	0.00%

Q5. How organized was the event?		
Response	Count	Percent
Extremely Organized	11	47.83%
Very Organized	10	43.48%
Somewhat Organized	1	4.35%
Not so Organized	1	4.35%
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	2	8.70%
Too Long	3	13.04%
About Right	16	69.57%
Too Short	2	8.70%
Much Too Short	0	0.00%



Office of Research, Planning & Institutional Effectiveness
Research Brief – FA19.02

Q7. What did you like about the event? (23 unedited responses)

Informative and engaging

Professional Knowledge and learning from all of the presenters.

Great variety of speakers

I enjoyed learning about the backgrounds of our campus leaders and the other speakers at the event. Understanding their path to a campus leader was inspiring. In addition it was great to interact with our colleagues from Crafton.

The speeches, the offered help from the speakers, and networking with other employees.

The chancellor was the best

Inspirational and motivating speakers who are passionate in their trade, mission, and goals.

I enjoyed all the sessions at the Academy. All presenters provided a lot of useful information and tips for being a leader.

The speakers and the stories by colleagues.

I liked to hear the presenters talk about leadership, and their journey to get to their current positions. It was important for them to relate their presentations back to leadership so the group could see it isn't a super power. The last presentation on personal branding was great and very useful. More presentations like this should be included in the future.

Personal stories and training about budget and how CCD works.

Speakers and meeting colleagues at the other college

the opportunity to learn from individuals who are in a leadership position.

Branding Exercise

I enjoyed being able to interact with other employees from other sites, especially, when guest speakers asked us to discuss certain topics.



Office of Research, Planning & Institutional Effectiveness
Research Brief – FA19.02

I appreciate the effort that it took to get the non-district leaders such as MoVal VPSS, College Presidents and CCCC management staff to meet with us. I specially enjoyed their stories and messages.

The personal branding assessment

The open forum

I liked meeting people from around the district, getting to hear things from other's perspectives, learning more about instruction, Admin Services, etc

There were so many great aspects of the academy that I really enjoyed. Each of the presenters were informative, candid, and interesting. Even though they each have their own stories, there were common themes of "knowing who to trust" and "owning your mistakes" that were consistent in each of them. I enjoyed changing tables each day and getting the opportunity to meet and get to know other District employees that I may not have the opportunity to do otherwise. I also liked the self assessment and branding portion. It's important to know our own strengths and weaknesses and how we communicate that to others. This was not just a professional development opportunity, but a personal development opportunity as well.

The speakers were excellent as well as the opportunity to engage in meaningful dialogue with colleagues from the entire district.

engaging and interesting speakers

Q8. What did you dislike about the event? (19 unedited responses)

Last day 10/31, Event went too long (knowing it was a night that most plan to spend with their families) and not a proper time for a true celebration to enjoy the cake.

No major dislikes to share (4 respondents had this same comment).

As a faculty member It was difficult to take 3 days out of the classroom to attend. The only remedy to this would be to determine and notify those invited to attend prior to the beginning of the semester so their classes can be scheduled to account for this event.

The speeches and photos took to long

Could have been longer



Office of Research, Planning & Institutional Effectiveness
Research Brief – FA19.02

Too much lecture with little interaction makes for long days.

Some of the speakers only talked about what they do in their division without relating the presentation to leadership, or how the group can develop leadership skills.

A few more breaks to catch up with business of the day.

Participant speaking part at the end. Way too long. 1 question would have been sufficient to ask. Maybe ask what did you learn in 1 minute. Running late took some away from my kids on Halloween. They were disappointed I got home late.

few breaks, and would have been better to have 1.5 hours lunch breaks to give us time to check work emails and return phone calls; the certificate presentations at the end went way too long - some people spoke for nearly 10 minutes -one even did a PowerPoint presentation

Some of the speakers did not need as long of a time to address their area. Perhaps giving them a theme of leadership to address in addition to what they do at our district.

Would recommend more interaction throughout the event

the food truck

I think that there could be more interactivity to make it more engaging. Less lecture and more team building, or engaging activities. The personal branding exercise is a perfect example of how we learned a LOT and it was very engaging.

Honestly, while I believe there is always room for improvement, this academy was well-rounded. I liked the fact that it was focused on 3 consecutive days and not spread out over more time when it's easier to not be able to attend some days and not others. The most negative thing about this particular set of days was the Halloween holiday. I felt that it took away from the last day, as we were rushed to get to our statements and most everyone had plans so they were hoping to leave early and it ended up running late. *Hopefully someone ate that cake! :)

Lack of true "leadership information"--it felt more like an orientation for a new-hire



Office of Research, Planning & Institutional Effectiveness
Research Brief – FA19.02

Q9. Do you have any other comments, suggestions, or concerns? (17 unedited responses)

Providing a general timeline for the year of additional expectations may be helpful.

It would have been nice to have an email reminder for the Personal Branding assessment about a week before the event. We got the initial email about 3 weeks out, but did not get a reminder until 2 days before. Not a big deal, but it would have helped with overall participation.

Thanks for the opportunity to attend the leadership conference. I feel many on campus could benefit from events such as this.

You should have a part 2

Perhaps a little more interaction amongst the group.

Some presenters did not have enough time to cover their all materials.

Thank you. It was a pleasure

It is important to hear presenters talk about their story and leadership, but there needs to be more interactive activities to help the audience develop their leadership skills. The Personal branding exercise was excellent and helped the group take away something useful from the academy.

Please provide more sessions where you teach us what is important to the success of our District, rules, and regs.

Lunch truck was really good.

shorten it two days; add breaks; give folks 1 1/2 hour lunch breaks. Food was delicious and much appreciated. Also, appreciated the opportunity to ask open questions to the two Presidents and the Chancellor.

The event was great. It was very informative and has already helped me be a better leader.

I think it would have made more sense for each leader to take a position on an aspect of leadership - dealing with opposition, self-awareness, team work, etc. Conflict is such a critical role in leadership yet it was not addressed at all except when it was brought up as a question.

This was great experience.

Thank you so much for the opportunity!



Office of Research, Planning & Institutional Effectiveness
Research Brief – FA19.02

I am looking forward to having follow up conversations and getting started on my new book. As with most things, if I have a deadline, it will get bumped to the priority list, so hopefully we will hear back regarding a book club update/deadline soon. Thank you for the opportunity to focus on myself and how I can be the best me for all my roles at work and home.

This was an excellent event. I am really glad the Chancellor Barron and the entire district put this event on.