Provost's Leadership Academy - Your Evaluation and Feedback

The Provost Leadership Academy was designed to achieve numerous goals. Most of the content related to the Academy’s goals was introduced during the first meeting and further elaborated during the luncheons. The group leadership project was intended to provide an additional opportunity to develop leadership skills and to actively participate in conversations around important campus issues.

We are interested in collecting your feedback on the success of the Academy in achieving its goals and its impact on your leadership aspirations. Please be as sincere and detailed as possible in your comments. Your feedback will be extremely useful in guiding the planning of the academy in future years.

* Required

Academy’s Goals

To what extent was the Academy successful in achieving the following goals?

1. **To understand the tradeoffs associated with moving from a traditional faculty role into a leadership position** *
   
   *Mark only one oval.*

   1 2 3 4 5
   
   Not at all successful  Very successful

2. **To experience contrasting leadership styles** *
   
   *Mark only one oval.*

   1 2 3 4 5
   
   Not at all successful  Very successful

3. **To develop an understanding of leadership traits and one’s own style and comfort level with alternative views of leadership** *
   
   *Mark only one oval.*

   1 2 3 4 5
   
   Not at all successful  Very successful
4. To enhance one’s self-awareness of personal concerns and challenges associated with a leadership role *

Mark only one oval.

1  2  3  4  5

Not at all successful  ○  ○  ○  ○  ○  Very successful

5. To decide whether or not a leadership role is a realistic personal career path and at what level and at what time *

Mark only one oval.

1  2  3  4  5

Not at all successful  ○  ○  ○  ○  ○  Very successful

6. To recognize the skills needed (including strategic planning, financial strategy, human resource management, managing conflict, development, fundraising) in today’s environment to be an effective academic leader *

Mark only one oval.

1  2  3  4  5

Not at all successful  ○  ○  ○  ○  ○  Very successful

7. To understand the external environment facing higher education and gain a sense of how to communicate this reality to faculty, staff and the external community *

Mark only one oval.

1  2  3  4  5

Not at all successful  ○  ○  ○  ○  ○  Very successful

8. To gain an understanding of university budgeting, external relations and development *

Mark only one oval.

1  2  3  4  5

Not at all successful  ○  ○  ○  ○  ○  Very successful
9. To understand how to affect change within a formal structure of faculty governance *
*Mark only one oval.

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<th>2</th>
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<tr>
<td>Not at all successful</td>
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10. To network with colleagues who are involved in leadership at a variety of levels *
*Mark only one oval.

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11. Please use this space to add any comments that might explain your ratings above.

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Format of Academy Sessions
Below we ask you to provide feedback on the format of the Academy, that is on ways learning and interactions were structured.

12. To what extent was the format of the full-day session conducive to your learning and development? *
*Mark only one oval.

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<td>Not at all conducive to learning/development</td>
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13. To what extent was the format of the luncheon sessions conducive to your learning and development? *

Mark only one oval.

1  2  3  4  5

- Not at all conducive to learning/development
- Very conducive to learning/development

14. Were there specific sessions that you found most useful? Please explain what made them successful for you.

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

15. Where there sessions that you found unsuccessful in promoting your learning and development? Please explain what aspects did not work for you.

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

Suggestions for Improvement
Below we ask you to provide suggestions for improvement of the Academy first in relation to its content; then in relation to its format.

16. Were there any topics missing that you think would be useful to include if this Academy were to be offered again?

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
17. Were there any topics that deserved more time than what was allocated?

18. Were there any topics that deserved less time than what was allocated?

19. Was there any content that you think could have been skipped to allow more time for other topics?

20. Do you have any suggestions for improving the format of the Academy?

**Group Leadership Project**

Below we ask you to reflect on your experience in the group leadership project and to provide feedback.
21. **To what group did you belong?**<sup>*</sup>  
*Mark only one oval.*  
- Teaching  
- Hiring initiatives  
- Climate

22. **To what extent was the group leadership project successful in achieving the following goals?**

<table>
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<tr>
<th>Goal</th>
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<tr>
<td>Gathering information and coming to a thoughtful recommendation&lt;sup&gt;*&lt;/sup&gt;</td>
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*Mark only one oval.*  
Not at all successful | | | | | | Very successful

23. **Providing valuable input to a campus issue<sup>*</sup>**  
*Mark only one oval.*  
Not at all successful | | | | | | Very successful

24. **Better personal understanding of campus issue<sup>*</sup>**  
*Mark only one oval.*  
Not at all successful | | | | | | Very successful

25. **Developing a feel of cohort<sup>*</sup>**  
*Mark only one oval.*  
Not at all successful | | | | | | Very successful
26. Are there any additional aspects of the group project that you found particularly useful?

27. Do you have any suggestions for improving the group leadership project?

Your Overall Assessment of the Academy

28. What grade do you give to the Academy? *
   Mark only one oval.
   ○ A
   ○ B
   ○ C
   ○ D
   ○ F

29. Would you recommend the Academy to your colleagues? *
   Mark only one oval.
   ○ Yes
   ○ No
   ○ Maybe

The Provost's Leadership Academy and Your Leadership Aspirations
30. Did the Academy help you decide whether a leadership position is a good fit for you? *
   *Mark only one oval.
   - Yes
   - No
   - I am not sure

31. Which statement best characterizes your leadership aspirations? *
   *Mark only one oval.
   - I don't think leadership is for me
   - I am not sure whether leadership is for me
   - I might consider a leadership role in the future
   - I am currently considering a leadership role
   - I am serving/will soon serve in a leadership role
   - Other: ____________________________

32. Did your leadership aspirations change because of the academy (whether the academy helped you see the leader in you or realize that leadership is not for you)? *
   *Mark only one oval.
   - Yes, it helped see that a leadership role is an option for me
   - Yes, it helped me see that leadership is not for me
   - No, I have the same leadership aspirations I had before attending the academy
   - I am not sure
   - Other: ____________________________

33. Is there anything else you would like to add regarding your leadership aspirations and the influence that the academy had on them?

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

Future Involvement
34. Are you interested in some form of follow up of this year’s Academy? *  

Mark only one oval.

☐ Yes
☐ No
☐ Maybe

35. What kind of follow up do you think would be most useful ?  

Mark only one oval.

☐ Quarterly meetings next year focused on deepening training on specific topics
☐ Social events
☐ Other: ____________________________

36. What topics would you like to see discussed in follow-up sessions?

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

37. Is there anything else you would like to share?

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________