

— CONFERENCE EVALUATION —

TCCTA Institute for  
Leadership  
Development

# “Leading from the Middle”

1. General Conference Format and Arrangements  
*Check one:* (31) Excellent (15) Good ( ) Fair ( ) Poor
2. Who paid for your registration?  
*Check one:* (1) Myself (42) My College (4) TLA Award
3. What is your opinion concerning time allowed for discussion among Conference participants?  
*Check one:* (1) Too much (44) About right (2) Not enough

## Sunday

4. Evening Session: “Ethical Leadership and Social Responsibility,” *Martin Basaldua, Former Board Member, Texas Higher Education Coordinating Board*  
*Check one:* (16) Excellent (22) Good (5) Fair ( ) Poor

### COMMENTS:

- *Didn't really address the topic.*

## Monday

5. Morning Session: “Crucial Conversations,” *Greg Stephens, Master Trainer, Vital Smarts*  
*Check one:* (38) Excellent (6) Good (2) Fair ( ) Poor

### COMMENTS:

- *Super!*
- *Not long enough - need more practice.*
- *Very, very good.*
- *More time!*

6. Collective Expert Consultation Luncheon: “Our Successes”  
*Check one:* (18) Excellent (20) Good (6) Fair (1) Poor

### COMMENTS:

- *People did not bring their assignments, so more discussion than success.*
- *Most of those at my table did not prepare anything.*

7. Afternoon Session: “How Texas Works,” *Beaman Floyd, Professional Lobbyist, Texas Community College Teachers Association*  
*Check one:* (13) Excellent (19) Good (14) Fair ( ) Poor

### COMMENTS:

- *1 hour presentation would have been more focused; enough.*
- *Boring - informative, but not new.*
- *Could not hear him.*
- *Went on too long. The last hour was repetitive.*
- *I would have liked to have had a legislative update, not a lecture on what a lobbyist is.*

## Tuesday

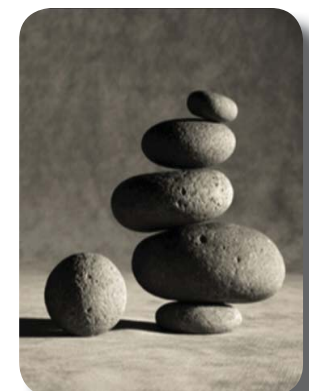
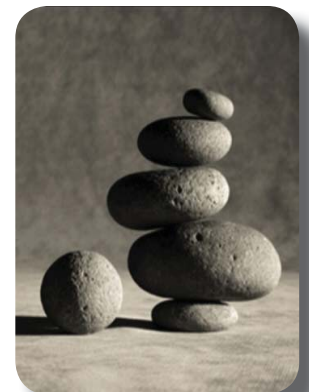
8. First Morning Session: “Student Engagement in the Age of Facebook,” *Dave Evans, Media Strategist and Co-founder, Digital Voodoo*  
*Check one:* (9) Excellent (24) Good (11) Fair (3) Poor

### COMMENTS:

- *Content didn't seem to fit audience.*
- *Too long.*
- *Good but dry.*
- *Not into that.*
- *No direct implementation for us; need to know ROI and liabilities.*



YO Ranch Resort Hotel  
Kerrville, Texas  
July 19 - 22, 2009



9. Second Morning Session: "Making the Most of Generational Differences," Terry Mouchayleh, Director of Professional Development and Evaluation, Austin Community College  
Check one: (35) Excellent (10) Good (2) Fair ( ) Poor

COMMENTS:

- Perfect combination of student-employee applications.

10. Collective Expert Consultation Luncheon: "Facing Our Challenges"  
Check one: (25) Excellent (6) Good (4) Fair ( ) Poor

COMMENTS:

- Enjoyed the smaller group environment.

11. Afternoon Session: "Nuts and Bolts: Managing Internal and External Constituents," Glenda Barron, President, Temple College, Richard Rhodes, President, El Paso Community College, and Juan Mejia, Vice President for Academic Affairs, South Texas College  
Check one: (29) Excellent (12) Good (4) Fair (1) Poor

COMMENTS:

- Inspirational leadership!
- The panelists spent too much time telling their personal stories.
- Too many war stories - couldn't make a valid connection.

## Wednesday

12. Morning Session: "How to Avoid a Lawsuit," Frank W. Hill, Attorney at Law, Hill Gilstrap, P.C.  
Check one: (12) Excellent (15) Good (4) Fair (3) Poor

COMMENTS:

- Confusing.
- Changed slides TOO FAST -- missed some useful info.
- Interesting speaker on a very complex issue!
- Only knew 1st Amendment. Jumped right past the "avoid" straight to the Supreme Court. Nice guy, but not real helpful for me.
- I wanted to know how to avoid a lawsuit - I don't have a clue what he was talking about.
- This was OK, but I expected more on what an instructor can/can't say in the classroom - what I consider "academic freedom."
- Entirely too dry - interesting, but took long way around to get to a point that might be applicable to us. What about FERPA - what we can/can't say in a classroom.
- Interesting case law discussion.

13. How beneficial do you think the Conference was in contributing to your effectiveness as a campus leader?

Check one: (32) Very beneficial (15) Beneficial ( ) Not beneficial

#### 14. What topic would you recommend for next year's program?

- Creating strength-based teams with Strengths Finder 2.0 or DISC behavioral style inventory or Crucial Conversations Part II (raise fee to include price of book/materials).
- How to get college profs to vote & vote wisely.
- Everything was great!
- Mentoring/FERPA (again)
- Academic Freedom
- How to establish a mentorship program to ID and encourage admin candidates from within the faculty - actual steps for set up.
- Legislative update: 1) What just happened last session, 2) What's coming up in the next, 3) Coordinated implementation of new laws.
- Longer time on Crucial Conversations - more breakouts with small group role play.
- Beaman Floyd - would have liked more details about specific HBs that affect us; one's that didn't pass but may come up next year.
- Assessment practices
- How to deal with faculty you supervise
- Ways to assure standards are being met
- Ways to assimilate part-time faculty
- Ways to mediate between faculty and upper-level administration
- Issues related to dual credit
- FERPA
- More Crucial Conversations
- 1st one -- communication
- More Crucial Conversations!
- Dealing with constituents
- More information about academic freedom.
- May have Will Thompson or one of his people from TSTC-West Texas to show what they are doing in technology (they give great/cutting edge info).
- Legislative issues/bills that affect community college and how they affect
- The legal presentation opened up questions
- The Crucial Conversations will be extremely helpful
- Get the audience more involved in the activities. Speak a little, get us active a little in relation to the speech
- Knowing when and how much, how often, to whom to delegate
- Negotiating skills
- How to raise money for school purposes. Bond issues
- More on clusters
- Handling returning vets on campus
- Handling stress; organizational skills; multitasking
- More content/discipline-specific breakouts
- More on building teamwork/employee morale
- Grant development - need a long intensive session on this (study examples of winning grants?)
- Generational Differences and Crucial Conversations would be great repeats
- More to do with leadership
- Update on new and pending bills
- More panelists include dean/department chair/faculty
- Continue giving ideas on working with faculty, staff, and upper administration
- Faculty to faculty conflict, faculty to student conflict. Boundaries among different constituencies (stake-holders) in a college environment.
- Legal issues - broader than 1st Amendment overview
- More in depth discussion of laws passed and their impact on what we do.
- Maybe a panel of department chairs, directors and possibly bring in faculty to describe their leader
- The politics (internatl) of getting the job done.
- More on Crucial Conversations and communication; conflict resolution; mediation
- A chancellors panel
- Managing various personality styles
- HR law
- More on faculty use of Facebook as part of their classes

15. Are there topics that relate to your professional responsibilities you would like addressed in a Webinar format?

- Early collegiate H.S. - from rationale to how-to
- FERPA
- College Readiness Standards
- Detailed info on new House Bills and Legislative Session
- Article/presentation generation and opportunities
- Time management to juggle responsibilities and advancement
- Defacto tenure in Texas
- I'm not too fond of webinars
- What IS academic freedom and what is not!
- More on how to protect ourselves legally at work
- More about tech campus or areas
- Higher education law related issues
- Leadership
- Balancing decisions; SACS; Crucial Conversations; Adjunct hiring legality
- Budgeting in tough times
- Legal issues in higher ed
- More direction in pushing your ideas up the food chain...sometimes, good ideas are stymied at our front doors - very frustrating to be at mid-level.
- Political correctness; Gender issues.
- Better means of faculty evaluation

16. Was this conference at a good time of year? If not, why and what dates, during the summer, could be better?

- GREAT TIMING! My only suggestion is to try to avoid teh SACS Summer Institute so participants don't have to choose which to attend. This year SACS was held July 19-22 in Houston.
- This was as good a time as any
- Would prefer mid to late May or sometime in the fall (summer is extremely busy for my department).
- Good timeing - timing on sessions seemed too long especially on the first day.
- June - before July 4
- This conference is timed exactly right. The Sunday thru Wednesday days are a good fit for me (or make it 2 weeks and have it in Biarritz, France or Bermuda!
- Perhaps consider adding session to Sunday and eliminating Wednesday (it is difficult to get away 3 full days).
- Yes, but for Dept. Chairs, missing 3 days of class is difficult. Would have been nice to end Tuesday night.
- YO was a good location and dates wer good. However, lets look for other comparable locations.
- Yes. The location and accommodations were great. Lets have it at the YO next year!
- A little earlier in the summer would be good.
- Maybe beginning of May
- Yes (X30)

17. How did you hear about the conference?

*Check one:* (31) Direct email - TCCTA

(1) Email from another organization:  
College email

(6) TCCTA Website

(12) Word of mouth:

Dr. Paul Matney (X2),

My director: Dr. Zack Coapland (X2),

Dr. Pamela Davenport

Mickey Slimp

Sandra Valsio

A college VP/supervisor (X3)

Colleague at my institute

Another colleague had registered and asked me to go, so I looked it up on the website

EVERYONE! I will definitely be recruiting for participants next year!

(5) Other:

Having attended in the past, I actively sought the information and environment

18. Please rank Leading from the Middle's value relative to other conferences you attend:

- Check one: ( ) Clearly inferior  
( ) Not as valuable  
(4) About the same  
(27) Above average  
(15) Leading from the Middle is the best ever!

19. Other suggestions, ideas, or criticisms:

- Thank you, Carole & Richard, for your hard work on this wonderful conference.
- The budgeting session was EXCELLENT.
- Fantastic overall job Carole & Richard!
- Carole is amazing! Her energy and positive attitude make this a great event!
- Carole is awesome!
- Great conference and feel very enriched.
- Great job! (X2)
- Would prefer middle to end of week instead of first of week for conference.
- Richard and Carole are warm, competent and always helpful! (FYI: Two attendees got food poisoning on Monday - one left early Tuesday for that reason.
- Low fat lunch option. Carole Rocks! Pay her more! Room was clean enough. Hallway - filthy. Walked by the same dirty Q-tip 3 days. Microwave in room would be FANTASTIC!
- First night appetizers - odd combo of Mexican/Italian food. I never got any of the Italian because the line was so slow. Some sessions were a little long - difficult to sit in a straight chair for so long at a time. Food was great - except for the not above. I like the facility. I like the organization of the conference - most conferences have overlapping sessions and you have to miss some of them.
- More breaks scheduled or provision for ease of slipping out to restroom or getting coffee.
- For presentations: 1) Have a presenter device so the speaker can advance slides without having a staffer do it. 2) Have a wireless clip-on mic to free up their hands. For my family who came with me: 1) The pool was green. 2) No internet
- Professional development opportunities for campus-wide sessions - how to bring faculty, admin, and staff together in meaningful discourse.
- YO Ranch is absolutely beautiful. Carole is the "queen" of the conference. An absolute pleasure to meet.
- Well done - make sure all presenters us mic. Also could keep important presentations to 2 days or make it much longer and on a beach!
- I would look at the new San Marcos Convention Center for a site. Kerrville was good but accomodations were fair - food was OK, bed was not good and needed to be replaced.
- Great hotel - Carole and Richard did wonderful jobs
- This is a great orientation for new mid-level administrators in a college setting. Wish I could have done this first when I came on board.
- Good topics - great people! How about Fredericksburg?
- One evening, two days
- The scheduling and handling of all events was excellent and timely. Very well done.
- Very disappointed with the accommodations: couldn't turn on the AC at night because it directly blew on the bed, heard the TV from next door until after midnight, found man's stained underwear in closet, showerhead didn't work, headboard creaked at every movement. Food: add healthy option to continental breakfast (whole wheat muffins/bran cereal, etc); loved the fruit option!
- Great conference!
- More opportunities for evening activities for bonding outside the conference...band, luau by the poolside, games, ice breakers, etc (if cost is a factor - we could pay a dinner fee and register upfront when we register).
- Enjoyed Kerrville
- Organize at least one social event for everyone during the conference. Have a dinner sign up sheet for people going to particular restaurants. Have some teambuilding activities.
- Legislative update needs to address new and pending bills related to CC's. Evening social activity poolside as in ice breaker. I love Carole!!!
- Many good things about YO: food was great, customer service was great. They tried to accommodate us in a very friendly, warm way. However the rooms were in need of updating, especially the bathrooms. Our shower was very poor and faucets would not turn completely off. Cleaning staff missed a wet, messed up (I won't be explicit) pair of men's underwear in our closet.

## 19. Other suggestions, ideas, or criticisms (CONTINUED):

- Just keep doing a great job in finding this information. This is the 2nd LFM conference I've attended and they both were worthwhile.
- I love the action plan! I want stickers!! Suggestion: Put a page in at the end of the agenda with the TCCTA staff names, titles, contact info and pictures. You all did an OUTSTANDING job!! This was a fantastic conference!! We love Carole!!
- Have sign up sheets for people to go to dinner or tour a local attraction
- Put two session on Sunday and cut out Wednesday morning.
- Liked Kerrville - central location is great, hotel is OK, but old - no amenities to enjoy. Frank Hill is a way better speaker