



MEMORANDUM

Date: June 9, 1998

To: ACCI Member CEOs

From: Terry O'Banion *T.O.B.*
President

Re: Results of Recent ACCI Survey

Enclosed you will find the results of our most recent "What Do CEOs Want to Know About?" survey on leadership transitions. The data reported here point to an interesting time of transition in the years ahead.

Our survey revealed that in the next three years more than 25 percent of the CEOs surveyed will retire. In the next five years, almost 40 percent of these CEOs will retire. We are clearly facing major leadership transitions in the community college field. Indeed, the CEOs surveyed called for continued and expanded leadership training for the next generation of community college presidents.

Thank you once again for your participation in this ongoing survey service provided to you as a member of the League's Alliance for Community College Innovation.



ALLIANCE FOR
COMMUNITY
COLLEGE
INNOVATION

What Do CEOs Want to Know About . . . Community College Leadership Transitions?

*A Quarterly Survey of the League for Innovation's
Alliance for Community College Innovation*

These survey results are composed of responses submitted by your fellow presidents as part of the *Alliance for Community College Innovation's* CEO survey service. The response rate for this survey was 53% (n = 288).

1. Your demographic information: Male-79% Female-21% Age-54 (mean) Years as President-9.8 (mean)
2. In how many years do you plan to retire? 7.7 (mean) 1-3 years (25.5%) 1-5 years (39.6%)
3. Including your current presidency, how many community college presidencies have you held? 1.5 (mean)
4. Including yourself, how many presidents have served your institution? 4.2 (mean)
5. Why will you retire? (please check all that apply)

15.6% To spend more time with family	.3% To earn a higher salary elsewhere
2.8% To spend more time engaged in scholarship	27.7% To spend more time on personal interests
2.1% To accept another full-time job	3.8% For health reasons
	6.0% Other
6. Does your institution have an adequate implementation plan for managing a presidential transition?

YES!	Yes	yes	?	no	No	NO!
10%	17%	19%	8%	18%	15%	13%
7. If you are retiring within the next three years, do you perceive that there is a qualified candidate within your institution to fill the presidential vacancy?

YES!	Yes	yes	?	no	No	NO!
9%	9%	5%	58%	5.5%	5.5%	8%
8. Do you have a process in place to prepare future presidents at your institution?

YES!	Yes	yes	?	no	No	NO!
5%	17%	20%	4%	24%	14%	16%
9. Are you interested in further leadership training for yourself or for potential presidents at your institution?

YES!	Yes	yes	?	no	No	NO!
18%	33%	23%	10%	8%	5%	3%
10. Do you perceive that in your state there is a sufficient pool of qualified candidates to fill your state's presidential vacancies in the coming years?

YES!	Yes	yes	?	no	No	NO!
10%	22%	21%	9%	14%	11.5%	12.5%
11. Do you perceive that in the nation there is a sufficient pool of qualified candidates to fill the national presidential vacancies in the coming years?

YES!	Yes	yes	?	no	No	NO!
17%	25%	21%	12%	10%	8%	7%

----- Thank you for your contribution to this survey -----