

DRAFT

ASCCC Faculty Development Committee Survey Regarding Women's Leadership

Hello colleagues,

One of the ASCCC faculty development committee's responsibilities is to design leadership development opportunities for specific faculty populations. A top priority that has emerged is women's leadership development, and the goal of this survey is to identify the needs and interests of the field around this topic. Your candid feedback is sincerely appreciated.

1. Identify your college.
2. Do you identify as a faculty leader?
 - a. Yes
 - b. No
3. What is your gender?
 - a. female
 - b. male
 - c. neither/other
4. Do you believe there are challenges facing women in leadership roles at your college and/or district?
 - a. Many challenges
 - b. Some challenges
 - c. Very Little challenges
 - d. No challenges
5. Please answer the following questions:

a. I feel that there are many opportunities for faculty leadership for women at my college and/or district.	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
b. I feel that my voice is heard in committees and/or in departments.	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
c. I feel that my work is valued by my peers.	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
d. I feel that I am paid comparably to others in similar positions.	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
e. I feel respected at my college and/or district.	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
f. I feel that I am supportive of others when they share their thoughts during committee meeting.	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
g. I feel that I encourage others to get involved in work related to college governance.	Strongly agree	Agree	Neutral	Disagree	Strongly disagree

Survey would send respondents answering “2a” to the following (respondents identify as leaders) questions:

6. Please answer the following questions:

a. I feel that I am perceived as competent leader.	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
b. I feel that I am able to balance the goals I have set as leader with my other professional and personal responsibilities.	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
c. I feel that I have allies at my college who I can work with to complete the goals I have set as a leader.	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
d. I feel a sense of belonging and of being supported as a leader.	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
e. I feel respected as a leader at my college and/or district.	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
f. I feel that others look to me for guidance and leadership.	Strongly agree	Agree	Neutral	Disagree	Strongly disagree

7. As a leader at a California Community College, what knowledge and skills have helped you the most? Please select all that apply:
- a. Ability to express ideas clearly
 - b. Ability to read body language and other nonverbal cues
 - c. Manage vocal tone and inflection
 - d. Practice emotional intelligence
 - e. Set expectations and prioritize
 - f. Think critically and quickly make connections
 - g. Practice active listening
 - h. Engage diverse perspectives in decision-making

- i. Ability to compromise
 - j. Adaptability
 - k. Patience
 - l. Assertiveness
 - m. Other
8. Are there colleagues (faculty, classified or administrators) that have been instrumental in supporting and assisting you developing your leadership skills? Check all that apply, and please describe how: **(this needs both check boxes and text boxes)**
- n. Faculty colleagues:
 - o. Classified colleagues:
 - p. Administrator colleagues:
9. If you've participated in past professional development opportunities that have been especially helpful to you as a leader, please briefly describe them and identify their most valuable aspects:

For those answering question 2 as "b," they get the following questions:

10. Are you interested in becoming a faculty leader?
- a. Yes, I plan to do so soon
 - b. Yes, but not at this point in my career
 - c. Not sure it is for me
 - d. No

For those that answer "d," next prompt is, "Why not?" with text box

11. What resources and emerging leadership opportunities would you like to see made available to support the cultivation of your leadership skills? Please select all that apply.

Opportunities to explore personal strengths, values and interests
Unpacking education and family experiences
Immigrant Roots and Current Ties
Understanding AB 1725
Seminar/online modules on effective leadership
Mentorship relationships
Networking with leaders and aspiring leaders
Balancing life and work
Understanding the student communities served
Developing, implementing and sustaining initiatives
Emotional Intelligence Leadership
Organizing for shared power, organizing for change

Understanding toxic masculinity
Responding to macroaggressions
Understanding communication styles
Creating safe spaces for courageous conversations
Healing the Heart of Social Justice
Transformative Leadership

Other _____