

**An Evaluation of  
The Troy University 2006 Leadership Conference**

**"Today, Tomorrow and Beyond: Troy University in Motion"**

**SanDestin, Florida  
May 18 & 19, 2006**



## Executive Summary of Survey Results

Overall Conference Perception	
	Percentage of survey respondents who reported that they <b>agreed or strongly agreed</b> .
The conference has enhanced my understanding of <b>Troy University - Today, Tomorrow and Beyond</b> .	<b>86%</b>
The conference has enhanced my understanding of the <b>direction, processes and plans for the University</b> .	<b>86%</b>
The conference fostered <b>collegiality, ownership, and communication</b> .	<b>89%</b>
The conference session leaders were <b>effective in their presentations</b> .	<b>92%</b>

Conference Sessions	
<b>Please rate the effectiveness of the following sessions in meeting the objective of enhancing your understanding of the topic being presented.</b>	Percentage of survey respondents who reported that the presentations were <b>effective or very effective</b> .
<b>Chancellor's Opening Comments – Hawkins</b>	<b>93%</b>
<b>"Internationalization of Troy University—Current Practices and Future Direction" – Roach, Porter, Cochran, Chancellor's Fellows Representatives</b>	<b>92%</b>
<b>"The Future of Troy University Libraries" – Stewart</b>	<b>85%</b>
<b>"University Bookstore – Meeting Needs" – Fulmer, Stark, Jennelle</b>	<b>80%</b>
<b>"Blackboard Future Impact on Academic and Student Services" – Schmidt, Price</b>	<b>77%</b>
<b>"Spreading the TROY Story: Presenting TROY's Advertising Toolkit" – Martindale, Gouge</b>	<b>89%</b>
<b>"Student Mobility and Seamless Services: Progress and Challenges" – Starling, White, Willis, Miles</b>	<b>80%</b>
<b>"The Troy eCampus – A Strategic Vector Into TROY's Future" – White</b>	<b>83%</b>
<b>"The World of Troy University: Cross Campus Events and Opportunities" – Fulmer, Cochran, Bookout, Pierce, White</b>	<b>82%</b>
<b>"Show Me the Money! Seeking and Securing Funding for Project Ideas" – Laliberte, Enfinger</b>	<b>82%</b>
<b>Vision 2010 – Patterson, Joslyn</b>	<b>81%</b>

<b>Vice Chancellor Breakout Sessions</b>	
	Percentage of survey respondents who reported that the presentations were <b>effective or very effective.</b>
<b>Dr. Cameron Martindale</b>	<b>87%</b>
<b>Dr. Douglas Patterson</b>	<b>92%</b>
<b>Dr. Ed Roach</b>	<b>84%</b>
<b>Dr. John Schmidt</b>	<b>73%</b>
<b>Conference Logistics</b>	
	Percentage of survey respondents who reported that the item as <b>good, very good or excellent.</b>
Pre-conference communication	<b>97%</b>
Registration	<b>100%</b>
Conference organization	<b>97%</b>
Contemplation Time	<b>98%</b>
Caribbean Buffet and Recreation	<b>85%</b>
Audio/Video services	<b>94%</b>
Food	<b>90%</b>
Lodging	<b>99%</b>
Facilities	<b>100%</b>
Lobby area (registration)	<b>99%</b>
Large meeting room (Coral Ballroom)	<b>99%</b>
Breakout rooms (Emerald Ballroom)	<b>96%</b>

What did you find **most useful** in the conference? Why?

The four most common answers were: (1) opportunity to interact with colleagues, (2) sharing of information, (3) breakout sessions, and (4) presentations made by executive leadership.

What did you find **least useful** in the conference? Why?

The four most common answers were: (1) lack of new/specific information presented in breakout sessions, (2) desire for more “hands on” activities and fewer speeches, (3) not enough seating in some sessions, (4) content of PowerPoint slides too small to read.

What **recommendations or suggestions** do you have to make the 2007 Leadership Conference even better?

The four most common answers were: (1) provide opportunity for “working sessions” among colleagues, (2) return to same or similar location (3) provide session content online or on a CD, and (4) more variety among presenters.

## Conference Evaluation

Troy University Leadership Conference 2006

May 18 & 19, 2006

*"Today, Tomorrow and Beyond: Troy University in Motion"*



Overall Conference Perception					
	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
The conference has enhanced my understanding of <b>Troy University - Today, Tomorrow and Beyond.</b>	35	81	17	2	0
The conference has enhanced my understanding of the <b>direction, processes and plans for the University.</b>	33	77	18	3	0
The conference fostered <b>collegiality, ownership, and communication.</b>	53	64	12	4	1
The conference session leaders were <b>effective in their presentations.</b>	45	74	9	3	0

Conference Sessions					
Please rate the effectiveness of the following sessions in meeting the objective of enhancing your understanding of the topic being presented.	Very Effective	Effective	Neutral	Not Effective	Very Not Effective
	DAY ONE - THURSDAY				
<b>Chancellor's Opening Comments</b> – Hawkins	67	51	9	0	0
<b>"Internationalization of Troy University—Current Practices and Future Direction"</b> – Roach, Porter, Cochran, Chancellor's Fellows Representatives	34	31	4	2	0
<b>"The Future of Troy University Libraries"</b> – Stewart	17	12	5	1	0
<b>"University Bookstore – Meeting Needs"</b> – Fulmer, Stark, Jennelle	9	18	7	2	0
<b>"Blackboard Future Impact on Academic and Student Services"</b> – Schmidt, Price	14	26	11	6	2
<b>"Spreading the TROY Story: Presenting TROY's Advertising Toolkit"</b> – Martindale, Gouge	16	12	3	1	0
<b>"Student Mobility and Seamless Services: Progress and Challenges"</b> – Starling, White, Willis, Miles	14	17	10	0	0
<b>"The Troy eCampus – A Strategic Vector Into TROY's Future"</b> – White	23	30	11	4	0
<b>"The World of Troy University: Cross Campus Events and Opportunities"</b> – Fulmer, Cochran, Bookout, Pierce, White	8	18	6	1	0
<b>"Show Me the Money! Seeking and Securing Funding for Project Ideas"</b> – Laliberte, Enfinger	11	10	5	1	0

	Very Effective	Effective	Neutral	Not Effective	Very Not Effective
<b>Vision 2010</b> – Patterson, Joslyn	23	62	16	7	2
<b>VICE CHANCELLOR BREAKOUT SESSIONS</b>					
<b>Dr. Cameron Martindale</b>	6	6	2	0	0
<b>Dr. Douglas Patterson</b>	9	13	2	0	0
<b>Dr. Ed Roach</b>	25	22	11	0	0
<b>Dr. John Schmidt</b>	7	15	13	0	0

<b>Conference Logistics</b>					
<b>Rate the following aspects of the conference.</b>	<b>Excellent</b>	<b>Very Good</b>	<b>Good</b>	<b>Fair</b>	<b>Poor</b>
Pre-conference communication	71	34	22	3	1
Registration	88	32	8	0	0
Conference organization	73	42	10	4	0
Contemplation Time	99	22	7	2	1
Caribbean Buffet and Recreation	37	31	34	11	10
Audio/Video services	52	36	23	6	2
Food	41	40	33	10	4
Lodging	99	21	6	1	0
Facilities	85	19	5	0	0
Lobby area (registration)	91	32	8	2	0
Large meeting room (Coral Ballroom)	86	35	9	1	1
Breakout rooms (Emerald Ballroom)	80	34	9	4	2

## **CONFERENCE EVALUATION COMMENTS 2006**

**Note: These comments have not been edited and are presented exactly as submitted.**

### **WHAT DID YOU FIND MOST USEFUL IN THE CONFERENCE? WHY?**

The Friday breakout

All information was good

The breakout session on Friday – they were specific

eCampus presentation by D. White – useful because this was a good opportunity to let David know folks frustration with eCampus lack of communication

Friday breakout sessions – actually doing planning is more helpful than hearing about it

Meeting in May ideal time – visiting with fellow coworkers and other sites

eCampus information – because I know nothing about the plan

Meeting others who have similar problems

The future direction of the university so that I can stay “on message”

Interacting with people from other campuses sharing problems and solutions

Being able to communicate with folks you don't see on a day to day basis. It's good to associate with coworker away from the workspace – it boosts morale

The ability to network and meet those from different colleges, etc

Meeting with counterparts

Information that was not readily available at the campus level

Personal interaction with people from other sectors of Troy

Break out session day 2

Meeting people from other parts of U.C. & the main campus – they are not as pompous and unsophisticated as I originally thought

How internationalization will cover all areas of the University – very impressed with C & FA presentation

Meeting other campuses

Sessions – learned more about the university

Meeting with employees from other sites – sharing ideas/objectives

The ability to meet with folks that you only see once a year

Meeting colleagues

The 2-hour registration period and helpful committee

Communication

Blackboard and e-Campus discussions - they tied in with the direction the University is heading

Surfacing issues

Connecting with others; sharing ideas

The interaction with others from the various campuses - being able to talk with the administrators one on one

Meetings with other leaders

Meeting staff and faculty from other campuses is very helpful

Provides an opportunity to meet with and discuss issues with our counterparts from other campuses and sites

Collaboration with associates

Updates from all areas of Senior Management – it is always helpful to hear from one SVC & Chancellor to know their vision for us

Brainstorming – coming together to discover that we all face similar obstacles

Networking – communication

The opportunity to meet informally with colleagues to discuss future plans/goals

Getting to see our peers from all over and learning their problems

Being that I am somewhat new to Troy, and not on main campus, it helped me understand (better) Troy's direction. Helped me to met colleagues and peers at Troy and put names and faces together. I loved the beach!

Direction of University

Meeting as group away from campuses in order to focus plan and network

Networking opportunities

Interaction with peers

The breakout sessions

Collaboration

Interaction with the Gods

Update on the latest accomplishments 1) weren't sure of detail until we arrived but once we got there it was great

Meeting colleagues – generating ideas

Information sharing

Networking

The opportunity to meet people from other campuses and sites which build a better feel for the people in the whole university

We need anonymous suggestion box for the VPs to become aware of these problems – when we have to tell students “we don't know” it frustrates staff, faculty, and students

Learning more – getting depth of understanding – having a broader view – learning new information

Little I didn't already know. Many subjects similar to those presented at Univ College worldwide L'sLp conference last fall.

Working in small groups - better communication opportunities

Networking with other Troy employees

Getting the understanding that all of us are having the same problems

Interaction with colleagues

The breakout sessions - I learned about new topics and it helped me understand new areas

Trends & projections Feedback (last session) very important for ideas and ownership

Working on objectives for strategic planning – breakout sessions open discussions

V.C. Breakouts & guest speaker

“The Big Picture” dissemination of information allowed us to understand the future better

Being able to meet with others from the different locations

Team building

Meeting colleagues from other campuses – especially out of state/country



Cindy Spivey is the best!

Interaction with other campuses opportunity to hear concerns and perspectives

An opportunity to interface with counterparts from other campuses

Collegiativity and communication with Troy personnel from multiple locations

Information shared with faculty in DL programs, caps, etc – I'm not teaching DL courses, but I've perceived confusion, questions among those who do

Meeting and working with cohorts from all across the university

Networking and meeting new people providing new collaboration to strengthen the vision 2010 will happen

Internationalization

Individual sessions on library, e-campus student mobility were helpful with lots of new info

The chance to talk face-to-face with peers working on eCampus and other student services issues to directly address issues

The progress and challenges of the seamless transition of students among our campus was the most useful. This session provided an outlet to disseminate information of the other concerns at a central location – more people to hear the major issues

The information in the breakout sessions was helpful – However, I was not able to attend the session my choice – those of us standing up in the International session were told we had to leave - later learned that more chairs were brought in

### **WHAT DID YOU FIND LEAST USEFUL IN THE CONFERENCE? WHY?**

Instead, let me comment on the speaker at the 18<sup>th</sup> luncheon – excellent choice

Dan's review of strategic plan – only because I had read the plan already – he presented info well but there was nothing new for me

The briefings weren't that informative or useful – I would have liked to have met with student services counterparts to exchange ideas, etc formally – on the problem areas being identified in the field

Not enough seats in select sessions – perhaps it would be helpful to pre-register for breakout sessions so that appropriate number of seats is available

The adherence of break-out sessions was disappointing. Shorter presentations or longer sessions that allow Q&A/discussion should be added - though briefing and update sessions are helpful, the omission of discussion opportunities is critical - the conference has become a social event

Vision 2010 – too wide history – let us read it ahead of time

I would like to be able to attend more sessions. I'd like more planned networking opportunities

The vice chancellor sessions spoke in very broad terms - more emphasis should be placed on the day to day operation of the campuses

It is time the chancellor be committed enough to the 2010 plan to present it as his. Often allocated is what it is – his plan. Others could benefit from him being involved

Being a spectator not a participant

The ability on Thursday to attend only 3 sessions; it was hard to make choices

Library session – libraries are easily accessible online

The food

All events were useful

PowerPoint presentations were too small to see. Either need handouts or enlarge

It was all good

I wanted to know specific information about eCampus. Dan Joslyn's presentation was longer than necessary – in my opinion

Contemplation time – talk it out and the conference could have been completed in one day

Spent too much time trying to figure out what breakout session to go to – needed to send list beforehand

Much of what we covered is already known

No details

The breakfast session were about things we were already familiar with

Lunch speaker

The Caribbean Buffet – did not care for the food

The sessions are redundant from last year – would like to see TRUE professional development opportunities that will assist us in being effective leaders in our respective divisions.

Breakout sessions with limited space – forced people to attend sessions with no relevance for what their expertise is in

No discussion or debate about direction

Had 3 programs concurrently

Too much time spent selling programs – not enough time spent discussing

Overview of internationalization by Dr. Roach too theoretical – impractical info – Joslyn presentation for me – it was repetitive

Unreadable slides from back of room – large GPS caused this  
Everything was good

Larger meetings that reviewed history

The screens used for the presentations were extremely small!

Too much time being talked at. Let's have more discussion about key issues

I don't think any of the problems that we face on the frontlines everyday were shared and certainly not solved – morale has taken a dive – both faculty and staff since OGU

Review of existing documents

eCampus – no one understands their responsibilities

Some of the presentations were too generic and/or rehashed same ole, same ole

Too general of info to help - still murky on the whole merger

**WHAT RECOMMENDATION OR SUGGESTIONS DO YOU HAVE TO MAKE  
THE 2007 LEADERHIPS CONFERENCE EVEN BETTER?**

I would like to see more diverse group of presenters and committee members.

There should be more breakout sessions/discussion groups to work through issues and share ideas

Additional information handouts

Nothing – all well done

Less sessions, better targeted, more information topics; perhaps someone other than Dan Joslyn needs to talk – a fresh look at the strategic plan & leadership conference

More sessions for cross reference

Let's stay in Florida

Have it at the Hilton again

CD with presentation materials for each attendee

Let more mid-level conferees give presentations

Try to keep it here

Have 1 program at a time

Come back to Destin, Florida

Same place, more group work or one focus on outcome development/assessment

Projection screens too low – can't see from sides or back of room. Some speakers need microphones – some may not. Guest cost for evening too high

Have it here next year

Loved the location! Thank you!

Return to Sandestin. The facility and the area are wonderful.

The lecture and more instruction

A keynote speaker on the legal aspects of higher education

Have presenters identify issues & concerns. Use remaining time to solicit input, discuss options. Too much of a top-down focus at present

Come to Destin again next year!

Make it longer!

Point Clear Grand Hotel

Better food

Lunch speaker was outstanding!

Smaller group work session

None

More time in sessions. More sessions and opportunities to network between sessions

Better communication with all Troy Schools. It appeared that major personnel from other schools in the Troy System was left out

Come back to Destin!

Opportunities and areas for small group meetings – opportunities to make/schedule meetings for 30 min – 1 hour or so to discuss problems, concerns, ideas, plans, etc.

Well done

Allow discussion groups to focus on common issues and problems such as a) 20-20-10 b) catalog changes c) joint recruitment strategies, etc.

Do not return to Eufaula

Anyone thinking about academic quality? Resident & DL? Focus is on demand & numbers

Set aside a short (maybe 1 hour) session for each academic division so colleagues can meet to discuss issues.

The facilities this year were refreshing. With morale low after the merger, this was money & time well spent to lift the spirits of our hard working Troy Family. Thank you for doing this. Please don't send us back to Eufaula

More faculty input before conference.

Add 1 more day to better plan and not have to “cram” into little time.

Place presentations on BB & use conference time to develop leaders!

More time working & learning with others.

Return to Sandestin Hilton or other resort location! Thanks!

Larger Screen display

Keep it in Destin!!!

Return to Hilton Sandestin in 2007 for conference

Make the sessions repeatable in morning and afternoon- use 3 sessions format.

Have in same location- Not Eufaula.

Re-look the menus.

Try the Grand Hotel.

More breakout groups- smaller number of people in each

I think it would be helpful to have some organized times for networking about different issues. The presentations were excellent but the format did not provide time for dialing, network, or input about the issues.

Possibly longer sessions: ex: 1 ½ hour, w/30 minutes for presentation, 1 hour discussions - Also, a general session at the end for management to ask questions of senior and central administration – This leadership conference could be one of your best – single test – opportunities to establish “buy-in” and to achieve an unified and shared sense of purpose – At present, this is TOP-Down delivery of what will be without any opportunities for establishing actual understanding – make conference more participative

The meeting rooms were set up poorly with half the room having a poor view of the presentation.

Prescreen all presenters & don't assume they command an audience attention.

Be more honest & place a greater value on integrity.

More tables and chairs in the lobby areas.

Registration issues need to be better identified and addressed

More seating in the lobby area (breakfast area)

Food.....lunch gave me stomach cramps (Thursday) & the evening buffet had no dessert.

Return to Destin!

Foreign student breakout - Put all the intn'l site people together with key administration to talk about international collaboration, opportunities of students

Smaller breakout sessions

Anyone thinking about academic quality? Resident & DL? Focus is on demand and numbers.

Timing now is great.

More times for comments & questions - small group sessions

Keep May meeting dates, out of state meeting Great!! Have two screens for visuals at large meeting rooms

Return to Destin.

Let's stay in Florida.

Each year we seem to improve the effectiveness

An open floor maybe in small groups to voice problems in our areas - let upper management know the problem on the lower levels.

Do not return to Eufaula.

Reduce contemplation time and give that time to division breakout sessions.

Plan some good activities.

Utilize some of the minorities' in the presentations.

For day 2 breakouts (w/VC's) provide some info ahead of time for us to be thinking of.

Need session on the athletics next year; will help spread Troy enthusiasm by telling the story.

Bring back the same or comparable location.

First come first seat policy was appropriate – need session on the athletics next year – will help Troy enthusiasm by telling the story

Key issues, need to be better identified and addressed – there are some critical issues at Troy that were not discussed

I think more time is needed in each session for questions, answers, and comments – use our technology to provide each participant with a CD or memory key of all the presentations – this will provide a more accurate way to communicate information not only to the leadership participants but to our respective campuses as well – provide as much information when decisions are made to all campus and

not just at the vice chancellor level – but to faculty and staff as well – Great motivational guest speaker – we need him in our system!

## **OTHER COMMENTS**

Religious joke (during Vision 2010) was offensive and inappropriate

Some people can not tolerate lettuce – do not use salad as main entrée for lunches  
Guest for Thursday – great speaker – enjoyed immensely – breakfast was great

White board to communicate, leave messages, plan for meetings (small) with people from different campuses - Have areas set aside for this purpose - Table A, B, C, etc.

Overall nicely done

Excellent lunch speaker

A smoothly run conference reflecting the hand work of those who organized it – And, of course, a treat to be in this facility, not having to be armed with Raid cans! Great location! Good month for this meeting

Very good conference

Luncheon speaker – Excellent

More chairs in lobby

The luncheon speaker was excellent! I encourage the various campuses/sites to secure him as a commencement speaker

This conference just didn't "happen" – took the work of many people to put it together – especially with Troy's fiscal policies

Food poor, all fried – place to eat breakfast – lunch lite

As regards to the evening social – a recurring problem is that there is insufficient seating for people to eat – people don't like to eat standing up as it is difficult to hold a plate, a drink, and still enjoy the food

Please let us know more details about the evening gathering – these need to be better planned – seating for everyone, better food

First come seating should not have been an issue because it was announced – keep Dr. Adkins as the speaker/facilitator

Never go back to Eufaula!



The Friday morning planning session had 5 minute of information spread over 1 hour

Luncheon speaker was superior!

Wonderful facility

Overall good job!

I really enjoyed coming to Destin. I vote for returning here next year

Do not move back to Eufaula

Had trouble accessing my room – the lock did not function

Conference was very well organized

Excellent organization and preparation was obvious in how smooth workshops/events worked. Wonderful location for event – location also a great recruiting tool – can talk to those unfamiliar with Troy

This has been the best conference we have had

#### GENERAL COMMENTS SUBMITTED ELSEWHERE ON THE FORM

##### **Troy University – Today, Tomorrow, and Beyond**

Great conference! Thank you

##### **Direction, Processes and plans for the University**

##### **Collegiality, ownership, and communication**

Absolutely

##### **Session leaders were effective in their presentations**

3 out of 4 can't be all bad

##### **Chancellor's Opening Comments**

Yes

Very effective as always

## **Internationalization of Troy University**

D. White – what was his tirade? Contribution? He seemed angry & unproductive  
Cochran – wonderful!

## **The Future of Troy University Libraries**

### **University Bookstore**

## **Blackboard Future Impact on Academic and Student Services**

### **Spreading the TROY Story**

Great examples of AD strategies

### **Student Mobility and Seamless Services**

### **The Troy eCampus**

### **The World of Troy University**

### **Show Me the Money**

### **Day 2**

Funny but not effective

### **Vision 2010**

Patterson – humorous opening  
Joslyn – very insightful & productive

### **Vice Chancellor Breakout Sessions**

Too much intro not enough for discussion

### **Dr. Martindale**

**Dr. Patterson**

**Dr. Roach**

Superb – all remarks - Below ought to be viewed relative to Provost Roach’s session using it as the structure for “How To”

**Dr. Schmidt**

**Pre-Conference communication**

I didn’t know it was the “Eufaula Retreat”

**Conference Organization**

Would be excellent except numbers availability

Organization good; content weak

**Contemplation Time**

Not focused

**Caribbean Buffet and Recreation**

Great idea to bring it indoors

Band LOUD

Not enough chairs – not enough vegetables - no fruit

Glad it was inside

Food was not very good

Awful food!

Breakfast – last day – bomb!

**Audio/Video Services**

Slides not visible

**Food**

Food was good except for the Caribbean Buffet which was awful!

Good except the food wasn't great

**Breakout rooms**

Could not hold all who wanted the sessions

Not enough space on day 1 first session