

**Doerr Institute for New Leaders  
2019 Survey Findings**

**What do Americans Tend to Think About the Role of Higher Education in  
Producing Leaders?**

***Leadership Reckoning: Can Higher Education Develop the Leaders We Need?  
(Thomas Kolditz, Libby Gill & Ryan Brown, 2021)***

- 1. Leadership development opportunities in U.S. colleges and universities are often available to only a select group of students. These students typically are from specific disciplines (business, engineers, etc.) and they must compete for the opportunities to receive leadership growth and development.**
- 2. The leadership development and growth opportunities are typically scattered around campus and are not under the guidance of any single entity that serves the whole campus. Thus, they are usually inadequately funded due to a lack of developmental coherence and organizational integrity.**
- 3. Most leadership development programs do not employ professional leader developers and rely on student facilitated sessions. Yet, even in these cases, it is not always clear that those facilitating the sessions have any professional development and training in leadership.**
- 4. Measurement of the impact of leadership development and growth programs is either non-existent or is limited to just student self-reported satisfaction or participation surveys. By and large, universities and colleges do not use evidence-based leader development and growth programs, and many do not have a coherent strategy for implementation.**

