

The number of people who took this survey by 10/9/2007 is: **80**

Presidential Search

The Faculty Senate advisory board would like to represent faculty who can not attend the presidential Search Community Session on Oct. 9 from 5-7 p.m. at MCC's Bradenton campus in the Nursing Auditorium, Building 29-106 by bringing forth data acquired through this short survey. This is an important time to voice our opinions. I hope to see many of you at the meeting in addition to reading your comments here. Thank you for taking the time to comment.

1. The new President should be an academic?

[73] yes

[6] no

2. The new President should have

[41] a Ph.D.

[16] an Ed.D.

[20] Other degree would be acceptable (i.e. J.D., M.D.)

3. The new President should have a

[45] min. of 5 years experience in administration

[34] min. of 10 years. experience in administration

[1] Administrative experience is not necessary

4. The new President should have that minimum experience

[60] in a community college system

[18] in a college / university system

5. The new President should have

[46] administrative experience at the Vice President level or higher

[23] administrative experience at the Division Dean level or higher

[5] administrative experience at the Department Chair level or higher

[6] Level of administrative experience is not important

6. Mark all that you feel are acceptable with regards to your next college President

- [40] Business leader
- [16] Politician
- [67] Primary experience in Academic Affairs
- [32] Primary experience in Student Services
- [22] Primary experience in Business Affairs
- [18] Primary experience in Institutional Research
- [35] experience ONLY in the Florida higher education system
- [40] experience outside of the Florida education system

7. Is it important to you that the successful MCC college Presidential candidate has

- [42] recent classroom teaching experience
- [7] an extensive publication history
- [38] an extensive presentation history
- [36] strong technology skills
- [60] experience with both AA and AS programs
- [51] experience with transfer programs
- [19] an interest in athletics
- [54] an interest in student activities

8. Please list additional qualities you wish to see in the next MCC President.

[The next president could have a Phd or Edd, but s/he needs to really care about students and faculty. The president needs to respect what we do and how much we put into our work and be committed to providing us with the best work conditions and compensation possible.]

[I think there should be some mention of demonstrated success in previous positions, not simply that the candidate has experience by having been "in a position," but evidence that the experience was beneficial to the college (or division or department).]

[A good listener, proactive, starts something new.]

[He or she must be a forward think "people" person. Students and Faculty must come before their own personal agendas.]

[An interest in the arts; interest in pedagogical matters]

[Education: A PhD OR an Ed.D. is acceptable. Experience: 8+ years with at least five being in administration and at least three being in the classroom. Classroom experience does not have to be recent.]

[A strong background in collaboration with other community and educational organizations. I would like a President who can create growth by managing making more programs with educational partners- bridge programs, sharing facilities, etc. Additionally, I would like a President who is committed to growing the A.S. program.]

[From what I have read in the newspapers, it seems to me that we are searching too much for a "superhuman." However, I would like to add that s/he needs to embrace ethnic diversity and recognize the new culture climate of Manatee County.]

[Open-minded Willing to look at the need of a program in relation to the community Understands the importance of the AS programs as well as the AA Programs willing to get to know faculty and understand what they do here at the college - i.e. what roles do faculty play at this college and not try to group everyone into the same "groups" even when it is not appropriate. Recognizing similarities and differences]

[In number 2, I would have marked EdD too, and, in number 4, I would have marked either (but had to pick one).]

[Question 4 should have had the option of "doesn't matter which one." This community is a strong arts community. The new President should have a proven track record of supporting the arts.]

[a commitment to shared governance a commitment to collegiality a realization that a community college is not a profit-making business a commitment to forging relationships in both Sarasota and Manatee Counties btw -- questions #2 and 4 should have included an and/or choice -- #2 should have a choice that includes either cc or college. univ. and #4 should have choice that includes PhD or EdD -- these are not exclusive -- Sarah Pappas has an EdD and came in only with college/university experience -- it's worked out just fine. Likewise # 6 -- why is there an ONLY in the Florida choice???

[Comments on #2--any doctoral degree suffices; #7 "Recent" not very necessary as long as there IS teaching exp.; Advocate for having full time faculty rather than adjuncts; advocate continued advances in tech; support faculty receive monetary compensation for developing/designing new courses; faculty given release time to develop online courses, etc; raise faculty salaries; continued advocacy in community

for support and funding; strong articulation w/local school boards; be accessible and physically visible at the college; seek avenues to increase student population; emphasis on retention; recruit minority faculty]

[History of or an appreciation for the elimination of elitism. Looking for a strong team leader who can represent MCC to the community and be able to form alliances for the betterment of the college. Not a control freak, with great managerial skills.]

[We need to be very cautious about possible conflict of interest. Currently there are many presidential posts opening up across the nation and many ladder climbers are vying for those positions. Many institutions are hiring consulting companies to assist them in their search. Here is the problem - those same consulting firms are being hired by potential candidates to assist them in finding positions. There is in fact a candidate who wants the MCC position that has hired our same consulting firm.]

[- A President should have good people skills. Can they communicate (and remember with empathy) with faculty across all areas of the campus. Will they get out of the office and visit campus departments? - An MCC President should have good knowledge of our history and understand the 'reality' of what put MCC on the map. - An MCC President should have 'Management 101' skills. Can they manage people? Do they understand basic concepts of loyalty, delegation, and differing personality traits? Promotion from within has always been a sound concept; why has the current administration gone away from that policy. - The next MCC President should have a sound, financial background...actually a person with an MBA would be just fine. The basics of financial management would be appropriate for such an important position. - I feel the next MCC President should have 'teaching' experience in the classroom at a higher education institution. Without it, they have no idea what faculty do or have to deal with on a daily basis.]

[Extensive knowledge about the state budget and funding system. Experience with FACC and/or the national association of community colleges. Contacts within supporting institutions and people within the community.]

[Hopefully, this person does not believe in student satisfaction as part of the merit raise.]

[An interest in ABA accreditation of the school's paralegal program.]

[I would like to see the next president take our community college to college status. I would like the next president and VP to look at their faculty with respect and treat them as professionals in the field of academia. The "nickel and diming" of faculty time, office hours, unnecessary sub-committees and the like takes away from the process of teaching and dedication to the institution. The college needs a president who will look to the future of education and past the mistakes that are so historical in the Florida education system.]

[Someone who believes in delegation rather than micromanaging. Someone who is approachable by the faculty through the chain of command and outside it. someone who would walk around and chat with faculty and staff rather than count on formal meetings to communicate.]

[The candidate should be personable and approachable.]

[In my opinion, the future President should have experience in the state of Florida and have lived here in the state for at least two years. The president should be well educated on the future of community colleges and the technology required to guide us into the next level of higher education. Only candidates with degrees from reputable universities should be considered.]

[Ability to follow through on plans; attention to detail while also seeing the bigger picture; visible on campus and in the community, for ex. the student forums.]

[Must present well, look the part BE FACULTY FRIENDLY--SUPPORT FACULTY GIVE US THE RECOGNITION WE DESERVE AND ARE ENTITLED TO LIKE PARKING SPACES!!!!!!!!!!!!]

[For #7, I was looking for classroom teaching experience, recent or not (there just wasn't a choice worded that way). Similarly, for #6, I would hope for experience with the Florida higher ed system, but people outside of that system should be considered as well. Thanks for asking!]

[extensive fundraising history]

[Interest in MCC sufficient to appreciate the positive changes Dr. Pappas has brought about and how far we can fall if they are not continued. (i.e., past SACS reports, etc) A vision of how colleges will change with new technological developments brought about by the mass availability of internet video.]

[FLEXIBLE, CREATIVE, EXCELLENT DELEGATION SKILLS, AND COURAGE AND VISION]

[Involvement in & understanding of faculty/academic issues; good public speaking; ability to negotiate with & experience working with FL State legislature; good networking with other FL community colleges;]

[For Question #2 PhD or EdD would be acceptable. Presidential candidate should have an understanding of using the strengths of faculty to their best advantage, rather than expecting all to fit one mode. An understanding of the value of MCC being seen as a leader outside the local community would be important, i.e. encouraging and supporting faculty involvement as presenters at national conferences, and as Board members on state and national boards related to their teaching/involvement at MCC. Candidate needs an understanding of Florida politics. Candidate needs to be open to new organization schemes, new scheduling patterns, and able to think

outside the box for employee roles/schedules, etc.]

[Academic credentials are the most important consideration; generally, a college president should come from the ranks of academic vice-president/provost classification but it might be nice to find someone who didn't spend so much time in that capacity that it might seem she/he was mainly avoiding teaching: Michael Buonanno.]

[Very Personable Willing to represent us well lobbying for our community college needs - politicians and funding; community events]

[We need a President who has already demonstrated that they can develop a successful administrative team...The President is only as good as those that work for him or her. We need someone who cares about the QUALITY of education, supports faculty development, and understands the current and future needs of the community in which we live.]

[Lets avoid the educati "how to teach" emphasis and get back to content and meaning.]

[Broad understanding in diversity issues i.e. racial, ethnic, cultural, since these issues will impact student recruitment and retention issues, extensive community involvement in minority arenas]

[Balanced, with abilities in administration and experience teaching. A person with eyes toward the future, realistic expectations, and an understanding of sustainable growth. A person with true EDUCATION of the public in mind.]

[interest in faculty development]

[Family Friendly]

[1. A managerial philosophy that understands that faculty are the most important asset a college has. 2. A personality, level of comfort and managerial philosophy that would seek opportunities to get to know faculty, even working on knowing them by name (considering we only have about 130 full-time faculty). 3. A cool temper....one whom shows wisdom in his/her dealings with others...one whom truly respects others. 4. One whom finds true value in and respect for the Faculty Senate.]

[none]

[broad vision for the future; concern/respect for faculty and students; concern for aesthetics; fund-raising ability; ability to throw great parties ala Pappas]

[MCC would benefit from having a President who is: (1) a friendly motivator (2) compassionate with segments of the campus community, i.e. faculty and staff

realizing the uniqueness of each (3) willing to lead and support faculty (4) one who will coordinate MCC and its "rules" with other institutions of higher learning and not treat employees at MCC as though they were in Jr. High i.e. duty schedules, step vs. merit, success rates, etc. (5) one who will support the Faculty Senate and its initiatives]

[willingness to address faculty concerns and work with faculty organizations, support for academic freedom, willingness to address concerns over how accountability is measured]

[The next president of MCC should have a good perspective in relation to the type of students a community college attracts; thus, understanding that students withdraw for reasons not related to the college, are not always the best students with the best habits, should have an opportunity to pursue a college education with an understanding that it is not a right, and deserves the best academic support the college can provide.]

[A president that is interested in doing away with athletics and spending those student activity funds to support the larger population of our students. Perhaps lowering prices in the book store or providing low cost day (and evening) child care.]

[1. The President must have a track record of developing and implementing diversity initiatives at every level, for both students and faculty. 2. The President must be accessible instead of intimidating, and must be willing to communicate and interact with all faculty and staff, not just a selective group.]

[The president must have experience in understanding and using educational research to improve student success. The president must understand how to integrate academic affairs and student affairs to improve student retention.]

End of Survey