

Leadership Survey Comments

Fresno City College President

Dr. Carole Goldsmith

Overall score 69.5%



Please elaborate on what Fresno City College President, Dr. Carole Goldsmith, does well and what he can do better:

- Superficially, It seems that she is trying, but I have noticed a lack of attention towards the needs of the instructors since she was hired, especially the adjuncts.
- She also needs to listen to her people and not just run with any idea that she thinks will make her look good.
- Not comfortable saying
- Excellent, caring, listener, motivating
- Stayed in touched with students, prioritizes student equity and student services over everything, students are at the heart of her work;
- She's a good communicator.
- She helped to make a decision quickly about the Fall semester and didn't waste time. I appreciated that so that we could plan. She also communicates very well with us and the students. We are lucky to have her.
- Excellent speaker in communication skills
- I wish that we receive more information on social distancing protocol at Fresno City College.
- I like that the President seems supportive and involved at her campus. She seems reasonable and willing to communicate with faculty regularly. I DO think she spends too much time on certain projects. This is likely due to an effort to be transparent, but I think there are more effective timelines and methods to make change quicker on campus. I am hoping the new governance structure will support this.
- Good, persistent communication
- She is a great president, but seems to over-reach in her ambitions to make FCC everywhere.
- Strong leader during crisis
- Communicates well with faculty especially during covid-19
- Clear communication, leader who wants to do the right thing.
- She was flexible, and involved the whole college.
- More concerned about being on tv and the radio and being a politician rather than leading the college
- Good communication skills. Could focus more on the college's academic role, less on welfare. I realize that things like RAM pantry are important to student welfare, but we can be all things to all people. Better to specialize on education.
- She keeps us informed. She is also "down - to - earth" and easy to talk to.
- Amazing, absolutely amazing. Knew her long before she came here and she was amazing back then too.
- Frequent communication via email and weekly updates
- Didn't hear from her a lot.

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- I have been very pleased with her commitment to equity and willingness to fight for the college at the district level. She is learning the value of collegial consultation with faculty, and I am hopeful that relations with faculty will continue to improve.
- She is communicative and expresses empathy. I'd prefer more emails recapping highlights of her weekly meetings because after a brutal week of trying to help all of my students (I am a de facto counselor now) AND cover my curriculum I don't always have the patience or energy to watch a lengthy video or Zoom address. Also, why haven't I received a few of these surveys from the actual College? That might be a good way for the President to gather faculty and student needs.
- Great voice for the college - does not collaborate with instructors- doesn't have an open door policy- delegates too much - not hands on / we used to have Presidents that knew everyone by name
- Very great support system! Present for all faculty!
- I've been very impressed with her "taking the bull by the horns" during this weird time in education. She seems to be settling a little now and not so concerned about herself, but of our college community finally.
- "President Goldsmith is an inspirational and positive leader.
- Could be more transparent at times."
- President Goldsmith displays unprofessional and biased behavior. She appears to cater to those faculty (and staff) who support her views while ignoring and ostracizing those whose opinions challenge the status quo. She does not understand, nor does she appear interested, in promoting a safe, equitable environment for African American faculty, staff and students. The injustice to one is an injustice to all. Identifying herself as lesbian to a group of African Americans as a way to relate to the systemic, institutionalized racism that Blacks experience and oftentimes are murdered for, is cruel and ignorant. More should be done to provide a safe working environment for the Black faculty and staff, and a safe learning environment for Black students.
- She tries but thinks her managers are always right. no matter how miinot the issue she still thinks they are right.
- I appreciate the open zoom forums she conducted. They were helpful for all and I think they did ease the strain on all as well. I think the initial responses to covid were good considering this is definitely a first for us all.
- Most of my complaints are towards the expediency of communication and the toggling of communication. I know much of this was waiting upon the Governor, the Chancellor and what other educational institutions were doing, but I think I'd have rather they hold they information from the bulk of us until they had a clear path. My other concern is being asked to prep for 3 manners of instruction in the Fall. I feel it would be better just to make a decision and stick with it. Planning for online, hybrid and in-person is quite a lot for faculty. Committing sooner rather than later to a fully-online/hybrid Fall would just be, not easier, but less stressful. "
- Needs to do something about vice presidents who are not doing their job

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- All good -- doing well with such stress and terrible demands of the Chancellors...
- She is approachable, dedicated to students, faculty and FCC, is respectful of the Union's role and keeps all well-informed and engaged in college communications. CONSTRUCTIVE!
- She does try and stand up for FCC with the district, which is good. She still has somewhat of a chaotic leadership style; making decisions spontaneously without proper due diligence on the consequences. She still doesn't completely respect faculty's position on issues.
- We have great leadership at FCC
- She is personable and communicates well with and to staff members.
- good leadership
- I feel that she seems to think she knows everything about everything, doesn't listen and wants to be the center of attention. Every time a camera is near, there she is. She comes across as surface level not deep when it comes to understanding problems outside her expertise. It appears she truly wants what is best for the students, but not at the expense of making the circumstances looking less than glossy. She talks folksy but comes across inauthentic.
- She communicates well
- Always out front and easy to get information from
- I liked how she posted videos and had Facebook live sessions.
- I've been fairly well impressed with Dr. Goldsmith during the crisis. She is in her element, I think. She has always relished the role of the face of the college to community and I think she's done well in that regard. She seems a bit scattered though -- the day-to-day administrative work of the college could use a little more of her attention it seems.
- Collaborate well, and keeps us informed.
- Could create more full time job opportunities for faculty/people who are working for a while by doing partnerships."
- She does well with communicating.
- Our president has been stellar with communications about what is happening, what we have and don't have, and what we are attempting to do. The issue I have is not with the initial implementation and response due to COVID but the continual push of COVID when we see that the curve has been flattened. There are many other variables to adjust to now: the mental health of our college community, lack of technology resources for students, minimum experience for online instruction, and the continued waste of resources we have at the college (library, labs, tutors, etc.)
- I think she should run for mayor. Not on the campus very much. If she would walk around the buildings and go into restrooms and classrooms she would see the third world conditions some instructors are teaching in.
- Has been accessible and responsive. Some decisions were concerning, especially the arbitrary move of BE faculty without consultation.
- Very positive and good a community outreach. Very little guidance and leadership in response to the Covid issue.

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- I have appreciated the leadership of Dr. Goldsmith, specifically during our pandemic. I think continuing to connect with the faculty and staff is really important.
- Communicates very well to all faculty and campus at large. Is very positive and attempts to bring faculty and staff together. Open door policy is great.
- I think Dr. Goldsmith is genuine; student orientated, talks the talk and walks the walk. I think she should check in with her front line people more often. I believe she would be very surprised at some things.
- More communication
- Make connections with the community, provide information to staff and students in a timely manner
- She's well-informed, wants what's best for the whole community, is articulate and charismatic.
- communicated as best as possible in light of ever-changing scenarios
- I appreciate her attempts at getting us information when the Chancellor's office refused to do so.
- She doesn't listen to all faculty. She is quick to judge others without talking to them. Is self-absorbed. Does not seem to have good business sense. Example: the financial drain the Ram Pantry has become.
- Transparency and efficiency
- Work on transparency. Work on making the campus a faculty led campus, rather than and administrator led campus.
- She provided much transparency, even while things were fluid, and she offered encouragement.
- She has been extremely effective in her leadership, but could put more trust in her VPs and other campus leaders.
- I always like hearing her when she speaks, she sounds compassionate and caring.
- She sent out some emails. Could have included more practical messages.
- She does PR pretty well, especially when it comes to West Fresno. That's about it.
- Ok
- Provide more support. Presentations need to be briefer. skip all the 'difficult times stuff'
- Fewer videos, more textual information.
- Communicates frequently with respect to official types of messages. Often makes decisions without collaboration or buy-in from stakeholders. Says she supports an initiative but works behind the scenes to kill it or stall it.
- Liked her weekly info and Q&A forums. She kept us informed with FB forums and emails. While I haven't always agreed with what she's done, she's been informative and visible. She also seemed sincere. I appreciated her communication and compassion.
- Goldsmith is too wishy washy.
- Excellent communicator
- She does what she wants and rules by fear. She's getting better.

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- Excellent communicator. Best PR person we ever had. She is faculty friendly and she is reasonable and clear in her goals and plans. She has to be one of the hardest working presidents we have ever had..
- She answers questions from people; I've really observed from the beginning she stated, "we need to advertise FCC more." I've seen TV commercials, bus logos, and other public announcements.
- To the extent that she is able, I appreciate her advocacy for students, and faculty.
- Good administrator and very prompt to tackle any issue
- Communication and a plan during crisis