

# Leadership Survey Comments

Fresno City College VP

Overall score 65.8%



**Please elaborate on what your College Vice President (whichever you most directly respond to) does well and what they can do better:**

- He doesn't seem to know what a library is...
- Technically proficient, understanding, positive
- VP Lopez dedicated to success in instructional, listens to faculty, inclusive in leadership and decision-making, respects faculty voice as well as admin voice. Appreciate his leadership during COVID-19
- Doesn't seem he appreciates instructors' perspectives.
- I don't always feel like he has the faculty's back when it comes to students complaining about ridiculous things. In all fairness I have not had any specific experiences but have heard from others who have.
- Good communicator
- I have not heard from my VP since we went remotely. It makes me feel like she doesn't care nor know us very much.
- I think most of the VPs seem supportive of faculty and students. VPI Lopez seems decisive and effective although I worry that he isn't always communicating as clearly with faculty as he could be. Lack of effective and supportive communication and make VPs seem more aligned with administration as opposed to the faculty who work directly under them.
- She is compassionate and communicates quickly.
- He needs to keep his deans and directors under leash. Lots of confusion has ensued because of the poor communication and/or wrong information coming from his supervisees. Also he needs to make sure that his supervisees know when to not overstep on faculty rights.
- Provide more support to student services
- Is always sending messages to faculty to keep us up to date
- The messages sent were very confusing sometimes. But he was present and attentive.
- They operate with their hands tied. Not given ability to lead
- Excellent communication skills, very competent, seems trustworthy.
- I have never spoken to them.
- Very easy to communicate with. He gets the faculty and staff involved.
- I believe this is Don Lopez. Not only does he do a great job, I like the guy too. Solid individual.
- Never heard from him.
- VP Lopez is responsive to faculty input and appears to value and respect the faculty. I would like to see more genuine commitment to study equity from him.

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**Please elaborate on what your College Vice President does well and what s/he can do better:**

- The only VP who has really been involved is Don Lopez, and he's doing his best given the circumstances, I think. I'd like more communication from him, with more of his personality (I find his playfully gruff demeanor reassuring) displayed.
- Very conscientious and hard working
- I appreciate frank communication and positive thinking. We get both from Don Lopez. Cyndie Luna was the best hire the college has made in a long time...she is on us for information but does it in a kind and understanding manner. She gets things done already!! She's a winner!!!!
- VPI Lopez balances the demands of the college well, and has true concern for students
- Don Lopez is ineffective and lacks vision. As Vice President of Instruction, he has consistently shown favoritism towards some faculty and even participated in the wrongful attempt to write up a faculty member. He is untrustworthy and also contributes to the overall oppressive and hostile work environment at FCC.
- Employ Strategic Planning. Initiatives and directives are too reactive and "off the cuff."
- Both the VPI and the VPSS are incompetent in my opinion. Hall is a bully and Don does nothing for faculty. He may listen but he thinks his managers are always right. Hall just does not know her job she has hired some pretty incompetent managers.
- Does not pay bills!
- Everything stops at his office.
- Seems to be doing a good job, not too familiar with them.
- VPI Lopez should have been more communicative about Distance Education training. Most faculty have been confused for a long time about what is or is not required. Regular communication from Lopez would have helped this -- even if only to say what has yet to be decided and why it is taking so long to make plans for DE training.
- Could respond to emails better. Better late than never, but sometimes it is never.
- He seems okay
- Not sure
- Don was responsive, kind and present. :)
- I was somewhat nervous when Don Lopez was chosen VP of Instruction. I felt that his "imperious" tendencies would be amplified. The opposite has occurred -- he is an excellent administrator. He handles all the day-to-day operations incredibly well and in my experience listens to concerns and deals with them fairly. Of course, as an administrator, he will often be on the other side of the table on issues, but he can hardly be faulted for that. It's always good to know where folks stand and you know that with Don.
- Works very hard. It is a tough job.

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- Perhaps I do not know enough, but from what it appears, the Vice President has worked diligently to ensure people have computers and other equipment at home to do their job effectively and efficiently as possible. The Vice President does not really have the power to open the college, which is the bane of most of my complaints against the leadership at the moment, so I think the VP is doing the best that can be done under these circumstances.
- May be overwhelmed; but good person. Protection of free speech rights of faculty need to be honored and respected openly and better.
- Always provide good info and a clear message. Straight to the point
- I have really appreciated the clear communication but again stress that conversations with the faculty and staff could be helpful, perhaps even workshops to figure out how to best serve the needs of the campus.
- Communicates well. Does not hold faculty accountable for bad behavior.
- Dr. Hall...she is present but doesn't seem to know what I or others do. She has too many programs under her in my opinion. She can get better at following up and looking deeper into things before taking action or by taking action.
- There is an obvious rift between the Director of DE and our division Deans. Since all of them report directly to VPI Lopez, I feel that some of the problem could have been mitigated by stronger leadership on his part. There is a direct chain of command, and I'm not sure why this isn't being followed. It's more important than ever in these times.
- Appears to be a good listener but to faculty, but his lack of follow through on commitments suggests he does not hear. Does not seem to be "in tune" or care about the needs of faculty or students.
- VP Lopez has done an amazing job of communication.
- VP Pimentel is an extremely effective higher administrator. He communicates regularly with his team, and trusts his employees.
- Kept things going. Could have communicated more often.
- Provide leadership.
- Ok
- Is collaborative and responsive. Works hard to make faculty feel appreciated.
- If you mean our Dean, not much communication was received.
- Don is consistent in his duties unlike the President who has her favorites.
- VP Don Lopez is terrific
- Don Lopez works hard while trying to keep our demanding, priority shifting President happy. I believe he works for faculty.
- I appreciate his advocacy for students and faculty, to the extent that he is able. I'd like to see him advocate much more strongly, though, for a Center for Faculty Excellence / Course Design center, similar to what Fresno State has.
- Communication and a plan during crisis