

Leadership Survey Comments

VC Human Resources, Julianna Mosier

Overall score 47.6%



Please elaborate on what VC Human Resources Chancellor, Julianna Mosier does well and what she can do better:

- I do not recall hearing from her.
- Lack of regard towards working with the Union. When you neglect the employees, and the small amounts towards equity, it shows a lack of care, for all the work we do.
- No experience with the Vice Chancellor
- No complaints
- I know she has a lot on her plate, but the numerous changes and temporary hires in her department made hiring difficult for us.
- I don't even know what she does
- While I have heard about successful communications and negotiations with Chancellor Mosier, I've heard much more negative about her in terms of gate-keeping practices, stalling, and acting in her own capacity as opposed to consulting with board members. Regular, accurate, and supportive conversation seems to be missing from my knowledge of her.
- I'm not familiar with her
- To pay for the online training, she could use the other half of the CARES act
- At least I've heard that name.
- unknown
- I don't know who this person is.
- Not sure
- Who's Vice Chancellor Mosier?
- Don't know how she works
- I'm not sure of either.
- Not sure.
- I have been very impressed and pleased with VC Mosier's commitment to equity.
- I don't know who she is.
- Generally good. Sometimes does not seem to value adjunct employees.
- She only listens to the administrators that will benefit her success. She hasn't done anything about equity. She approves hires that were not in the top three. She approve individual with no work history related to the positions
- I have no idea who this is.
- Gets information out to employees in a timely manner

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- Part time instructor, not too familiar with the role.
- Don't know much about him
- Placing unqualified persons all over the district was a huge mistake for everyone.
- Don't know anything about them
- Vice Chancellor Mosier is unprofessional and contributes to the hostile and racist working environment for African Americans on the FCC campus by promoting policies that undergird that environment. Both she and Parnell should take hidden bias trainings and how to implement equitable solutions in an unjust, racist system.
- She's a bully and does not have any belief in faculty. She is always after the faculty and only listens to the dean. She has no confidentiality in her spheres.
- Honestly not sure where she fit in all this.
- Not familiar with her or her duties.
- Side with faculty.
- She could listen to the faculty and colleges more.
- I am impressed with the consistent hard work and leadership she has displayed.
- It seems to me that the district leadership's response to COVID 19 is overkill. There are mandates that are completely unnecessary to combat the spread of the virus.
- she is well informed
- not sure
- She's very knowledgeable about the colleges and district. However, I've served on a selection committee where she was a "moderator" of sorts and she did not lead that committee well, in my opinion. There were instances where her personal bias/preference showed.
- Seems to me that she does her job as expected.
- I do not know this person
- Explain why dual enrollment instructors teaching SCCCD courses are not SCCCD employees.
- Not sure, have not heard much from her.
- Don't have much interaction to base my decision.
- It seems that Human Resources is completely off the rails in terms of advancing the dangerous and discriminatory ideology of "equity" in its hiring practices, e.g. training for hiring committees and job descriptions.
- Don't really know who she is or what she looks like.

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- Being personable is a nice start. However, offers to faculty for last contract and DE training were outright insulting and possibly detrimental to faculty commitment to SCCCD.
- She does her job, but obviously wants to benefit the district office over faculty. She could have more of a supportive attitude towards the non - administrative employees of the district, instead of the "defend the administration at all costs" attitude.
- She embraces Critical Race Theory and has changed the job announcements including the desirable qualifications for all positions. Merit has been deemphasized. The promotion of and focus on Critical Race Theory will be more divisive than anything our colleges have experienced thus far.
- Only email, never have seen her
- I have no opinion on her because other than hearing her name, I don't know a thing about her.
- I don't even know who she is.
- She is controlling and antagonistic. She may listen, but she does not hear faculty. She runs her office for the pure benefit of the administration. She runs "fake" investigations that are laden with conflicts of interests.
- Reasonable and honest. She could drop sports mentality of treating faculty like an opposing team whom she must defeat.
- Seems to be on top of things.
- Supports FCC in various ways.
- I am not certain what she does. I only recognize the name through emails. Human Resources, maybe. I guess I've just never needed to deal with her.
- I appreciate that she is more visible and appears to listen to people's concerns, not sure if those are running up the chain.
- She knows her stuff in regards to human resources, at least as much and better than our past Director of Human Resources. I don't know her well personally, but only seen her direction from a far and have appreciated her professionalism more than her predecessor (which doesn't say much)
- She is a problem solver. She sees things in black and white.
- The people in the office talks out of both sides of their mouth. Very difficult to get a straight answer and she is a puppet most times.
- Who?

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- She seems to actively dislike faculty. She seems to want to homogenize practices at the colleges and consolidate power at the District, especially in regards to hiring.
- Don't know
- No communication
- No Opinion
- She sent out information.
- She is incompetent.
- I really have not worked with her.
- Really have no idea. Don't hear anything at all about what she is doing. Never see her or have any interaction with her at all.
- I think she works very hard and tries to mold a team that is proactive to employee needs.
- She is like a ghost, a typical bureaucrat living off state salary
- I believe Vice Chancellor Mosier is doing great work to equitize our hiring process. She also does her best to work with the limited Human Resources budget that she has. I think she could do a better job of meeting with local college Academic Senates and Classified Senates to understand their needs and areas of support through HR.
- Do not know much about her
- Communicates well.
- My perception is that she is mostly insensitive to the needs of faculty, thereby not sensitive to the needs of students.
- Communication and a plan during crisis
- Stays on top of things