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CSEA

State Center Community College Chapter NO. 397
CLASSIFIED EMPLOYEE ASSOCIATION

SCCCD Leadership Survey 2019-2020

How would you rate the leadership of Chancellor Parnell?

Average Grade 53 Answered: 60 Skipped: 37

Please elaborate. What does he do well? What could he do better?

Comments:

- Everything
- open up campuses
- Chancellor Parnell needs to listen to the experts in the field which are the end users before making decisions. Many decisions have been made that are not adequate and waste of resources.
- Communication is good but decisions on positions are questionable.
- He isn't as involved with the campuses as previous chancellors I've experienced.
- Chancellor Parnell is a fair and level minded leader. I met him during new employee orientation and asked him a few questions, which he answered with the best info he had at the time. I wished classified has more opportunities to interact with him and find out things happening at the DO level.
- He is friendly and makes you seem important.
- He has done some communication with staff. I realize this is a very tough time for leadership.
- He is not equitable in any way shape or form. Anyone who spends more money on his marble furniture for his office instead of our campus for students should not be in a position of leadership. He continues to promote unethical and even illegal actions against classified employees by his HR department and his vice chancellor verses addressing the issue in a fair, honest way.
- Honest and clear about his statements
- When you need to talk to him, he's not around. Office staff does his decisions.
- He could be more present and available. He could be classified accessible--at this time he is not! He could be more open-minded and better informed regarding his constituency.
- I have no contact with Dr. Parnell and have no idea how well he does he job. I can see that he needs to look at the district hiring practices.
- I'd like to see improvement on getting the word out about the colleges.
- Better communication
- He doesn't do anything well; not a leader.
- For the amount of money he gets paid he should be more visible and out at the campuses (prior to COVID). He can still come out. If the students can come back so can he. He should be open about things and tell his people "it's ok to give classified more health benefits or money" when negotiating. His people make him seem he is not approachable and if that is the case, he needs to change that tish! They only do what he says to do.
- Under his leadership, the divide between the District Office and the campuses has widened. The district's role is to support the campuses, not the other way around. Communications from him are increasingly tone deaf. For instance, one morning classified professionals receive an email telling us how important we are to the work of the district and two hours later, an email goes out saying the district is freezing classified positions, eliminating provisionals and limited term workers, and reducing the number of student workers at our disposal. It felt like a slap in the face! "You're so important, the district couldn't do its job without you but we don't value you enough to maintain the status quo (at the very least) so your workloads don't increase" is the message I received. Not to mention the recent email on the Listening Session. "Is there racism in our district?" Does the district think there might not be? Of course, there's racism in our district. Racism is systemic. Posing the question like this minimizes the pervasiveness of systemic racism and somehow implies that perhaps the district is above it. And why would the district put something like this together for all the campuses without input from our campus Equity Directors? Things like this completely overshadow the excellent racial equity work being done at the campus level.
- He interacts well at a high level. We would all be better off if he spent time on the various campuses with classified staff and faculty instead of just administrators.
- Doesn't take the campus individual needs into consideration
- It appears that he cares, but he is a politician.
- Not good leader
- His leadership does not take into account rational arguments for or against his position. Rather he seems to dig his heels in and stick with decisions based on poor information.
- The District is extremely top-down and dismissive of campus concerns and contributions resulting in damaging outcomes including the closing of the college-run bookstores and the relocation of the District offices.
- He could make classified staff feel more included and taken into consideration when making decisions.
- Be more interested in classified employees
- Additional messages/communication.
- He is extremely personable and likeable, however having working at the DO for 2 years I feel like his leadership may be lacking. There are a lot of inefficiencies and poorly used resources. I think that if he were a stronger leader with higher expectations of those under him then there would be a higher level of professionalism at the district level. I think that the DO should be the flagship of the organization and should demonstrate exemplary processes and performance. That was not my experience.
- Very positive. He is deliberate in his actions and uses his resources to help guide his decision making. Also a great speaker and very personable.

- He does nothing pretty well
- Don't know what he is doing. Not much communication at all. So behind the scene that he could be on vacation and we don't know it. What does a chancellor do when it's not pandemic times? Really. Makes those below him do their jobs and basis his decisions on what they report to him. He's a clearing house of information. Is he pro classified? Does he care for upper C suite or the rank and file? Can he care for both?
- Don't really have any interaction with him and rarely see him now that the district moved downtown
- He is good at giving himself and his cohort excessive raises. He could be more fiscally conservative with administrative salaries.
- His means of communication to update is timely.

End Chancellor Parnell Comments

How would you rate the leadership of Vice Chancellor Mosier?

Average Grade: 49 Answered:51 Skipped: 46

Please elaborate. What does she do well? What could she do better?

Comments:

- I don't know much about her
- open up campus
- Vice Chancellor Mosier follows procedures.
- Don't know. No communication
- No real opinion. She does her job. I haven't experienced anything above & beyond but I haven't experienced anything negative either.
- Be present on campuses
- I haven't seen much from her, but I am still getting paid and I don't really know what she could be communicating with us.
- She is a bully and promotes this behavior by individuals who work in HR, Deans, and supervisors. She does not address racism or illegal behavior displayed by those who work under her direction.
- I rated this person adequate because at least I hear the name around.
- She is knowledgeable and by the book, but she is harsh and very unavailable. Clearly, she is not staff friendly and her priorities do not include people, but rather policy. She seems to only be concerned with Administration and is cold and inaccessible. In order for a more equitable school district it is time that all staff--especially classified professionals, regardless of position be the treated more equitably by the District. We are expending funds for Administrative Positions, while capping Classified or not hiring enough classified to manage incoming Grants and/or increasing program requirements. Faculty and Administrators frequently dump other programs and Grants onto more capable Classified personnel, rather than requiring the person in the position to learn and manage. Or the supporting staff is not even hired. The workload just gets dumped onto other more capable--already overloaded classified personnel. Our concerns are not regarded or respected. Overtime compensation is virtually non-existent. We are treated poorly if we refuse/decline the additional tasks and assignments even when we are under critical deadlines and time constraints--and overloaded with very pertinent tasks. We are given student workers, who are not experienced and leave before training can be completed--a very inefficient system. They are good for some tasks and assignments, but are no substitute for a well-trained permanent employee. I am aware the District is thrilled with her, but they are one and the same. District Administrators are more often than not cold, inequitable, unavailable, concerned with the status quo and do not adequately support their classified staff--who are the first line of defense and the gears in the machine. We do have some that genuinely care for their staff. We appreciate them very much.
- Vice Chancellor Mosier should not ignore any complaints brought to her attention. She should not place any merit or value to anyone on a personal basis. Her investigations are not favorable to minorities and this is a reflection on her views and standards.
- She's good
- Be consistent, not show favoritism
- As a person I am sure she is ok. As a leader, she needs a little bit more schooling on how to communicate with people who are not of her "stature" or likeness. We help students, so why is it difficult to help the workers who help the students? We want to "project" the goodness of this district and if the leadership is not on board then something is wrong!
- I find VC Mosier to be an effective communicator and in all my dealings with her, I've found her to be concerned and compassionate. I appreciate how she constantly acknowledges her staff for their contributions and hard work. That being said, my problem is again tone deafness. We continue to receive emails announcing recruitments for administrator positions! Classified hires are frozen but not management? Let management be the ones who pick up the slack.
- I have no idea who she is or what she does.
- She is one tough cookie, but knows her stuff.
- She seems to be on the ball with paperwork
- Just roll out rules and policies not good for staff but only for benefit of District.
- I would like to see more action taken to deal with problematic staff, including managers.
- Ms. Mosier is a combative bully who apparently thinks might makes right. Her behavior breeds ill will and conflict.
- Not very personable, however probably more effective at getting things done.
- I think she does her job okay. However, for being in HR she is not the most personable or very approachable.
- I don't know what he does
- I believe she could be a better source of information for our district as well as showing leadership in what a HR person should be, open with no judgement to all.
- What does she do?
- Only interaction with her is from when i was hired and during the leadership program
- Not sure.

- More timely on job postings and a timeline of tests and interviews.
- Smart, effective and personable.
- Absolutely superb, she is extremely knowledgeable, approachable and one who's opinion is valued.

End Vice Chancellor Mosier Comments

How would you rate the Vice Chancellor Sullivan?

Average Grade: 49 Answered: 48 Skipped: 49

Please elaborate. What does she do well? What could she do better?

Comments:

- I don't know much about her
- open up campus
- Vice Chancellor Sullivan needs to listen to the experts in the field which are the end users before making decisions. Many decisions have been made that are not adequate and waste of resources.
- Makes bad decisions for the overall district and does not take responsibility for her decisions.
- She is very careful with the budgets.
- She's nice.
- Haven't heard a lot from her, but she did send out a couple of budget reminders.
- She does not provide leadership which is student or campus friendly. We have student aides who have not been paid due to her unclear communication and I am wondering why she has decided to borrow monies from retirement to assist during covid verses having the district sell that ridiculous building they bought down town and move back to campus since the campuses are empty. She is clearly not race friendly and has a history of treating classified employees terrible.
- At least she worked her way up. And she knows some of the classified people.
- Her strength is that she evaluates and sends out staff communications from time to time--which is helpful. It was not helpful to convert the bookstores to an outside vendor, without adequately determining how to properly move and compensate displaced Classified Employees. Many were foisted onto departments into positions that they were not adequately trained or prepared for. Many completely lacked the experience and skill to adequately complete the tasks and assignments. This in turn overloaded others in the vicinity and extended office personnel to complete their tasks. As I indicated above, we are often already over extended and barely able to keep up with such strenuous, excessive workloads. Of course some departments have easier loads and can manage, but many of us are over extended--even and especially in the face of COVID-19. She is also cold and unavailable, which did not used to be the case. It is as if protocols are designed to dump the load downhill, hence Classified personnel are underrepresented, disrespected and regularly dumped upon. Some of us chose this profession due to family constraints and or hardships--some because we genuinely like our positions--that does not mean we like to be regularly dumped on with little regard or adequate input. She could communicate more, be more accessible and consider the needs of classified personnel when making and determining changes and updates to policy and guidelines--not just what is in the best interest of fellow Administrators and the expense to the college. Sometime it is worth paying a little more--if the outcome will be stronger and more viable. Often the dollars will take care of themselves.
- No comment. Time will tell.
- She's nice
- Micromanaging, not transparent, arbitrary decision-making
- Definitely shows favoritism. Ignores staff
- When she was in a classified position, she was very nice. Now it seems like the way she handles business in "don't get in my way" I am better than you attitude. Clouded judgement (did we really benefit from the bookstore thing?)
- Quite possibly the worst VC, Finance and Administration the district has had in all my years of employment with SCCCD. I find her high-handed and superior acting, often talking down to people as if they're stupid. She is completely disrespectful of the campuses, which is surprising since she worked on a campus for a very long time. I'll grant that she is knowledgeable about the budget but her presentation skills are abysmal. It embarrasses me every time I hear her speak at the board meeting. She never acknowledges her staff and the hard work they do. To hear her, you'd think she's doing it all by herself.
- Bean counting is all well and good, but the district has a responsibility to the employees who are giving their lives to our students and I'm not sure how well she sees that.
- From the nonsense with the bookstore, to our current budgeting fiasco, she has proven to be inadequate in her role and takes her own personal wants and gains to drive her decision making.
- Her policies don't make sense.
- I occasionally hear that she is inserting herself into campus decisions that are not within her purview.
- It seems Ms. Sullivan manages District finances well; however, she lacks interpersonal and leadership skills as demonstrated by the bookstore closure debacle.
- She comes the closest to have the right balance between being personable and effective. I believe she has high standards for her department, which I respect. She is also creating some challenges with her rigidity, which can make it difficult for departments attempting financial partnerships with outside entities.
- Have not had very much interaction with her. Cannot really elaborate.
- Not a thing, everything can be done better
- Don't know what she does or how it affects me and my department
- No idea who this is
- sending out information is timely and informative
- Clearly communicates. Follows up when needed.
- Stupendous, she is intelligent, quick thinking and fair minded.
- Helps get things moving

- One would think she would treat and stand up for employees who helped her get to where she is.

End Vice Chancellor Sullivan comments

How would you rate the Vice Chancellor Countee?

Average Grade: 44 Answered: 37 Skipped: 60

Please elaborate. What does he do well? What could he do better?

Comments:

- Please elaborate. What does he do well? What could he do better?
- Comments:
- I don't know much about him
- open up campus
- Vice Chancellor Countee needs to take more initiative. Vice Chancellor Countee also needs to follow through on processes and procedures.
- Don't know. No communication
- I'm not even sure who this person is but there's no "N/A" or "no opinion" option on your scale.
- Not really sure
- I have gotten a few communications from him.
- I have no clue who this person is - there is no NA option
- Never heard of that name so that tells me he doesn't get too involved.
- I have not heard of Vice Chancellor Countee--so obviously he is very unavailable or inaccessible. I am not sure what he is Vice Chancellor of--what a pity. I am disappointed. I have worked for the district a very long time. For starters--he could reach out and communicate better.
- I have never met Mr. Countee and have no idea how well he does his job. What is his job?
- Don't really know him
- Don't know the guy or what exactly his position or what he does. Transparency?
- Horrible communicator, absolutely no follow-through or follow-up. What does he even do all day?
- I have no idea who he is.
- What does he do? No, literally. What?
- I do not know what Mr. Countee's duties are and whether he does them well.
- I worked directly for and with Mr. Countee and I believe that he is a poor leader. He can be very personable when it is on a superficial level, but when the rubber meets the road he is very unprofessional. He also has demonstrated a lack of integrity in that he let the district pay for his attendance to a conference that we were putting on and only showed up to sign the sign in sheet. When I gave my notice and left his department he showed his disapproval by not speaking to me...even when spoken to on a ride up the elevator. His subordinate, Rozanne Hernandez is not held accountable for the role she has been hired to do and continues to collect a paycheck for accomplishing nothing.
- Have never really worked with him.
- I do not know this person.
- Communicate/attend meetings with staff under him.
- Same as above
- No idea who this is
- Not familiar with this name.
- I have not had enough time with this vice chancellor to give a reputable response.
- Getting things done
- Don't know his position to rate him.

End Vice Chancellor Countee comments

How would you rate the leadership of Vice Chancellor Miktarian?

Average Grade: 50 Answered: 45 Skipped:52

Please elaborate. What does she do well? What could she do better?

Comments:

- I don't know much about her
- open up campus
- Don't know. No communication
- She does a lot of work with very little.
- Be friendlier. Seems to be doing her job.
- I don't really know what she could be communicating to us. I did like the no parking permit charge for the upcoming semester. But since most of us will have to stay home due to the governor's latest decree, I think parking should be free in Spring 2021 to make up for the time we lost this past semester.
- Go back to a position that she is qualified for. She is not colleague friendly and has a history of treating colleagues terrible. She was promoted in a way that was not ethical.
- Again, never heard of the name so dosnt get involved.
- She is accessible and communicative. She often communicates changes in a detailed fashion that is helpful. We are very aware of what is occurring on our campus because she regularly sends out detailed communications. She does her best to reach out and fulfill our department needs. She hires staff that is equally communicative and rapidly respond. I think she and her immediate staff are doing a very job considering the extensive building, remodeling and demand that her department has been recently under-especially with COVID-19.
- Did Vice Chancellor Miktarian compete to obtain her position, or was she selected through the unfair hiring practices of the district?
- I that she is building our properties
- Not transparent,
- How did she get the job?
- Not sure what this person does or the position? Just know these people are at board meetings.
- I've become increasingly more impressed with VC Miktarian. Her knowledge and communication of the various facilities projects throughout the district are clear and professionally presented. VC Sullivan could learn a lot about how to present from Christine. Like VC Mosier, I appreciate how she constantly acknowledges her staff for their contributions and hard work. Her office's handling of the Covid crisis has been exemplary.
- I'm not sure she takes staff needs into consideration when making construction type decisions. At least it doesn't seem like it.
- Classified personnel are the least of her worries and we have still yet to reap the benefits of this solar project. Not very forthcoming with information.
- Not capable
- District Operations consistently fails to notify the campus(es) of upcoming maintenance work such as painting of parking lots which causes great inconvenience in some cases. It does seem Ms. Miktarian's office has tried to improve their communication, but there is a ways to go.
- Treat classified equal
- Both personable and effective at her job. Her expectations also seem to be high and clearly communicated.
- She is no nonsense which is good to get things done. My interactions with her have been pleasant.
- same as the others I do not know.
- I really don't know her role so I really wish I didn't have to rate her.
- Gave her 100. Nuff said.
- Vice Chancellor Miktarian wants to know what concerns you have but never actually wants to here what you have to say. She will tell you what you want to here but will do the complete opposite of what she says. I feel like she holds grudges against people if you don't conform to her ideas.
- I wish she asked for feedback from all campuses and constituent groups prior to making decisions and recommendations.
- Christine is wildly intelligent, quick thinking, decisive, and has a deep understanding of how to manage/motivate employees based on the mannerisms of the individual.
- Motivation and spunk and gets people excited
- Not sure what she does. Not able to rate that.

End Vice Chancellor Miktarian comments

How would you rate the leadership of Chief Technology Officer, Ralph Looney?

Average Grade: 52 Answered: 42 Skipped: 55

Please elaborate. What does he do well? What could he do better?

Comments:

- Responded quickly to tech needs with COVID 19 crisis
- open up campus
- Chief Technology Officer Looney needs to listen to the experts in the field which are the end users before making decisions. Many decisions have been made that are not adequate and waste of resources. He is received as a bully. He needs to change his demeanor so he is more approachable.
- Good communication to department; as transparent as can be from a CTO. Seems to be doing a great job in these difficult times and in such a politically charged position (competing with campus Directors and Presidents) in an environment that seems very dog-eat-dog rather than team driven to provide our best to the student population we serve.
- Haven't worked much with him but district IS still seems to be working at status quo no matter what actually needs to be done.
- I have top respect for the entire District and campus Technology staff. ALL of them. They have had to do something unprecedented and it has been so effective. Hat's off to them!!!!
- No clue who this is - there is no NA option
- Who?? lol
- I have not met Ralph, but he regularly communicates, informs and updates us on technology. We were very adequately supported and supplied technology under his tutelage and guidance by his department. I sincerely appreciate the rapid communication and responses that occur--as I rely heavily on technology to complete the many tasks and workload that I am assigned and responsible for. I like the direction we are taking to move away from some obsolete systems, but do not wish to completely abandon older resources that still allow us to complete our assignments rapidly and timely. Some of the newer systems are not necessarily better or more proficient--so I would like him to keep that in mind when considering updates to systems, software and programming.
- I have no contact with Mr. Looney. What is his job?
- District software could be better
- a bully
- I guess he is ok. Haven't worked with him or know him too well.
- I've not worked directly with CTO Looney yet but from what I've heard from my trusted and reliable colleagues leads me to think of him as arrogant with no regard for anyone else's expertise.
- Better than previous, but the technology is out there and some of it is very affordable to make our systems more competitive without compromising security. There is so much we do have that is not enabled that could make our jobs and his far easier.
- Very difficult to work with. He either doesn't listen to or does not value input from campus faculty and staff.
- Mr. Looney has only recently assumed this role if I am not mistaken.
- The couple interactions I had with him he was knowledgeable but did not seem to acknowledge those lower than him.
- Spy on us
- Don't know what he does or how it affects me and my department
- He could really hold all of his staff accountable. It is so hard at times to get any tech support
- Seems to be doing well, though he is a new employee.
- I have not had enough time interacting with this vice chancellor to give a reputable response
- Always working hard and making people happy making sure our tech support is running smoothly
- advocate for better wifi.

End Chief Technology Officer, Ralph Looney comments

How would you rate the leadership of your college President?

FCC		MC	RC	CCC
90		80 More transparency in changes and more input from faculty and staff from different departments/areas of the entire college in order to give a broader, more cohesive picture to help decide how the change could be implemented to benefit the campus overall would be appreciated.	100 Responds and communicates with transparency and promptness	100 Dr. Bennett keeps open lines of communication, especially in hectic times. I think she should spend more time learning about all of the areas of the college and the staff within those departments. Specifically learning more about the contributions of classified, besides the ones she has to work with frequently.
90		50 He could be more fair when hiring new Administrators	100 He is always supporting and thinking of ways to make the college better	100 Excellent communication and listens to EVERYONE- no matter what position you are in!
41		65 Average	57 Provide additional resources and support to Classified Professional. It's said, but it's not felt or carried out. It's a talking piece for all management.	56 They monitor the budgets and numbers well. I believe they should be more involved with the campus instead of coming out of the office for photo ops. There are obvious signs of favoritism and annoyance and this person should be more open to all and available to get to know the campus and students.
100			50 Through others, he seems to be ok. I haven't really had the opportunity to sit down and have a cup of coffee with him to read him. Would like to do that.	100 Communicates to all. Honest driven and strong leadership
67	President Goldsmith is a good communicator and seems to be a progressive and motivated leader.		76 open up campus	89 Average
49			77 Average	
50	Only see her on Instagram			
5				
50	shoe			
83	She is very personable. She is a great communicator. She genuinely seems to care about the students and their needs. She has high expectations.			
50				

70	She is progressive, determined and approachable. She is often brusque with those who do not meet her expectations or share her enthusiasm though, and this can be off-putting.
80	
43	
81	I'm finding her to be fair. She listens to faculty and staff. Her leadership through COVID has been commendable.
100	She works very hard on behalf of her employees and college. She's smart and saavy.
65	
100	Dr. Goldsmith is amazing and continues to fight for our classified people as well as our faculty. She is very open on her thoughts and reminds her administrators that classified need to be at the table!
88	She works hard for us, but doesn't spend enough time with non-administrative staff.
95	President Goldsmith is not perfect but her leadership and genuine concern for the FCC family (students and employees) is an example many should follow. I'm continuously impressed by her handling of the Covid crisis: her listening skills, her work with not just the campus but leaders in our community, both educational partners and others, her compassion and concern for our students and employees. Chancellor Parnell should seriously consider following Dr. Goldsmith for a day or two. Maybe he'd learn something about how real leaders act and speak.
49	
29	
8	It is all about her. Shows favoritism to her new hires; have you heard we are a branch of West Hills. She has started to prove herself since we have shut down; I guess because she can't go anywhere
71	Has done well with communication, great student advocate,
98	
31	I think our college president wants to exceed the power of the district chancellor. Does she want his job?
100	

74	She's great! I like that I am seeing more of our co workers looking like the population of our students.
46	Shes does a good job only to help her friends.
70	What I like best is that she is exceedingly available and participatory. She regularly shows up and communicates at our campus Classified Meetings. I applaud her commitment. My concern is that, based upon actual outcomes, I sometimes get the feeling that it is lip service--or I would rate her higher. I do not always agree with her philosophy--but I respect her opinion. I am applaud her attempts to be available in an effort to appear concerned and interested. I am aware that she has to wear many hats and please a large diversified group--so I am sympathetic that she can not always make everyone happy. I appreciate her genuine attendance and discussion. In all fairness, I have been under the direction of some very excellent college Presidents--so she has large boots to fill.
35	She is a great speaker and can be very encouraging to those who listen but I am not sure how authentic she is. She has a history of treating classified employees terrible. She reminds me of a politician - just saying what people want to hear.
100	Good communication. Good use of social media. Keeps a positive tone despite the devastation going on. And stressors. I really like her and enjoy her presentations. She shines under stress.
85	She engages students at their level through social media.
85	Goldsmith does the best with the info that she has. But with the changing info re: COVID, information was mixed up, creating confusion for staff and students. I do appreciate her attempts to keep us informed.
29	
90	
60	Good leadership - constantly improving

83	When I first started I thought she had a bad agenda. But I have started to feel that she actually does care. She has stepped up as a leader and is putting the college, students and staff in the forefront. She has done a good job of going to bat for classified staff. She is participating with everyone, students, faculty and classified. She is trying!!
79	
67	Average

End College President Assessment

How would you rate the leadership of your college Vice President?							
FCC		MC		RC		CCC	
50		70	More transparency in changes and more input from faculty and staff from different departments/areas of the entire college in order to give a broader, more cohesive picture to help decide how the change could be implemented to benefit the campus overall would be appreciated.	53		45	Marco talks more than he listens. He does not know most of the people that report to him and hasn't made an effort to. He consistently inflates his contributions while minimizing the efforts of others, particularly classified staff. He does not respond well to feedback. He relies very heavily on Monica and the Deans.
60		33	Her efficiency can become abrupt when trying to make a point.	90	Making sure the students are heard and provided for	100	
67		52 Average		47	The VP's are not aware of what their Deans do or rather don't do! In addition, they are very unaware of the work required of the support staff.	95	I believe he is doing a great job monitoring responsibilities that pertain to his department. He's also a face our students can recognize and approach because he makes time to walk the campus and meet people. You have to be able to be both behind the desk crunching numbers and out and about with the people who bring in those numbers.
93				69	He is doing the best he can with what he has. He was a little slow to start and now seems to be doing well. He always has a conversation with me in passing or for information.	80 Average	
49	VP Hall appears to be a good leader; shes available and visible on campus and interacts well with staff.			82	open up campus		
45				68 Average			
50							
0							
50	He is okay						

80	Great at keeping staff informed of various developments and nurturing a team atmosphere. Could be less stringent and practice better listening in the interest of giving support rather than being demanding.
90	
100	
73	Not sure which VP this is referring to. The VPI is doing a great job. Don't interact much with the VPSS or VPAS.
33	
70	
100	I think Don has a very tough role with trying to get a handle on his deans, but is a very knowledgeable guy and trolley cares about everyone and their positions.
59	Dr. Hall is better than we've had since Mr. Fox. But she's another one who needs to spend more time on the front line.
90	VPES Pimentel is both a wonderful leader as well as a great boss. He respects his people as the subject matter experts they are and trusts them to do their jobs without excessive micromanaging. His connections to the community are extensive and he is always looking for ways to bring community, employees, and students together.
43	
85	
56	Needs to be more aware of what staff does
50	Great student advocate, not as pro-classified as she should be
100	
13	The Vice President lacks knowledge of programs and budget details. She shows no appreciation for classified staff who handle the daily duties and keep the college on task.
49	They're nice
42	Another one that does what they want him to say and do.

88	I have two very concerned, available Vice Presidents with which I regularly communicate or under the guidance of. I think they both do a very good job. One is more available and participatory--the other used to be, but since his transition to another leadership role--and more duties is less participatory and less personally available--regardless--both do an excellent job. I have confidence in their leadership and fairness. I know the expectation. I trust their decisions. They could communicate more directly with each of us more often--or I would score them even higher. I think the leadership would be better served if they were more connected to their constituency. I do my job to the best of my ability, independently and expeditiously as required regardless, but it would be nice to be (and feel) more connected.
52	He is a great listener but is unable to do anything because he is a puppet to his master - Dr. Goldsmith. He feels empathy and gives encouragement and will go out of his way to help other when possible.
100	Hard working. Long hours. Picked up on new technologies really quickly.
81	She is fair. Always busy.
31	Dr. Hall sets unrealistic expectations of both faculty and staff. I would appreciate it if she would take the time to understand where the department is before setting goals.
35	
60	He does great balancing a lot of dynamic & conflicting personalities
69	
87	
63	Average

How would you rate the leadership of your college Classified Senate President?							
FCC		MC		RC		CCC	
78		69	President has just been sworn into office, but from previous work, has been shown to do well. Would like for there to be more of a voice and push for Classified representation so we can be on equal footing with other Organizations like Academic Senate.	94	She always communicates with promptness and transparency	100	Organized. Clearly communicates. Consistently tries to get more people involved. Open to feedback. Works well with administration and Academic Senate. Caryss consistently advocates for the classified staff on our campus.
43	More clear communication, more sharing of events (even if they don't align with your political beliefs) specifically the staff talking circles on campus. We weren't made aware of them until AFTER the event and the information on the website was inaccurate about the date of the event	100	She is extremely involve in her role. She creates an atmosphere of inclusiveness for Classified professionals.	90	Insure that the students and school have what they need	56	Send stuff out in timely manner - not the day before...
93		85 Average		93	The CP president provides positive communication and forums.	47	
100				100	At Reedley, the CSP is great. She is a very positive person who speaks up for classified and always brings the Union into the picture if need be.	100	Keeps people informed
75	She is a good communicator and shares information with staff regularly. She appears to be close to the president.			43	open up campus	76 Average	
41				84 Average			
50	???						
0							
49	Very informative						
100	Approachable, dependable, great interpersonal skills.						
90							
100							

98	I'm impressed with her ability to speak up for Classified and feel she adequately represents our issues/frustrations.
100	She works very hard to keep us updated on things that happen in leadership meetings and professional development. She's great.
80	
100	She's fucking amazing and always going to bat for her classified professionals. We are lucky to have her as a senate president.
80	Classified Senate President Nitzel does a pretty good job of communicating and the weekly check-ins she and other classified leaders are holding have been my saving grace while working from home. She does tend to focus more on FCC, sometimes forgetting she is the Senate President for the District Office too.
77	
80	
100	Provided consistent and clear communication from campus leadership meetings. Strong advocate for classified
100	
56	The Classified President is improving and showing she cares about staff. She needs to empower others and obtain their viewpoint. It cannot be the same staff on all the committees no matter what your job title is. Things will not change or improve until more staff are included.
8	
61	Good
63	At she tells us what's going on and will find answers if she doesn't know the answer. Well informed.

90	The communication if good and that is extremely important. I think that position would be better served by presenting a policy of unification. I recently have seen some divisions among the campuses and divisions of union snobbery. Who wants to join if you are only considered better if you do. The leadership would be better served through inclusive participation, regardless of label. It find it a bit disappointing. I appreciate the Presidents advocacy and tireless work that is done for the constituency. It is not always an easy task to unify so many.
16	She is part of the clicks which cause so many problems in our system.
100	So appreciative for the efforts to reach out and keep classified informed. Love it actually. Hope it continues, although I know it is more work and coordination.
91	Good Communication
90	Susi is awesome and always so helpful.
100	
90	
80	Great communication. Great attitude. Always willing to do whatever's needed.
98	
95	
76	Average