

College President / Board of Education Evaluation Survey

The Board of Education and President undergo annual evaluations. Their regular evaluation processes include asking a small sample of people that regularly observe or interact with them to complete a survey. In order to provide all faculty members an opportunity to offer their observations and insights, we are providing this survey. Individual responses will be anonymous. Please submit a completed survey by the end of the Spring term if possible; you may submit a survey after that, but results will start to be reviewed then. Please feel free to skip any question that you wish.

1. LCC Faculty Status

Contracted	62.0%	(31)
Part-time	34.0%	(17)
TOTAL	96.0%	48 (50)

2. LCC department/division (Small departments are not included here in order to protect respondents' anonymity; please use 'Other')

Academic Learning Skills	6.0%	(3)
Adult Basic and Secondary Education	6.0%	(3)
Advanced Technologies	6.0%	(3)
Art and Aplied Design	4.0%	(2)
Aviation Academy		(0)
Business	4.0%	(2)
Child & Family Education		(0)
Computer Information Technology	6.0%	(3)
Cooperative Education	2.0%	(1)
Counseling	4.0%	(2)
Culinary Arts and Hospitality Management	4.0%	(2)
English as a Second Language	2.0%	(1)
Health and Physical Education	6.0%	(3)
Health Clinic	2.0%	(1)
Health Professions	8.0%	(4)
Language, Literature, and Communication	14.0%	(7)
Library		(0)
Mathematics	6.0%	(3)
Music, Dance and Theatre Arts	4.0%	(2)
Science	4.0%	(2)

Social Science	8.0%	(4)
Student and Employee Health Clinic		(0)
Student Life & Leadership Devl		(0)
Other	2.0%	(1)

TOTAL	98.0%	49 (50)
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3. How many years have you worked at LCC?

Three or less	20.0%	(10)
Four to eight	18.0%	(9)
Nine to 12	14.0%	(7)
More than 12	44.0%	(22)

TOTAL	96.0%	48 (50)
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4. In general, how well do you think the President is completing her responsibilities?

Excellent	44.0%	(22)
Very Good	14.0%	(7)
Good	16.0%	(8)
Needs improvement	10.0%	(5)
Unsatisfactory	14.0%	(7)

TOTAL	98.0%	49 (50)
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5. Please rank the President on Leadership & Direction

Excellent	44.0%	(22)
Very Good	12.0%	(6)
Good	16.0%	(8)
Needs Improvement	10.0%	(5)
Unsatisfactory	16.0%	(8)
Not Observed		(0)

TOTAL	98.0%	49 (50)
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6. Please rank the President on Educational Outcomes

Excellent	38.0%	(19)
Very Good	18.0%	(9)
Good	12.0%	(6)
Needs Improvement	16.0%	(8)
Unsatisfactory	10.0%	(5)
Not Observed	4.0%	(2)

TOTAL	98.0%	49 (50)
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7. Please rank the President on Financial Management

Excellent	30.0%	(15)
Very Good	26.0%	(13)

Good	6.0%	(3)
Needs Improvement	18.0%	(9)
Unsatisfactory	16.0%	(8)
Not Observed	2.0%	(1)

TOTAL	98.0%	49 (50)
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8. Please rank the President on Staff Management/Supervision

Excellent	20.0%	(10)
Very Good	20.0%	(10)
Good	14.0%	(7)
Needs Improvement	22.0%	(11)
Unsatisfactory	12.0%	(6)
Not Observed	10.0%	(5)

TOTAL	98.0%	49 (50)
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9. Please rank the President on Communication

Excellent	44.0%	(22)
Very Good	14.0%	(7)
Good	14.0%	(7)
Needs Improvement	12.0%	(6)
Unsatisfactory	14.0%	(7)
Not Observed		(0)

TOTAL	98.0%	49 (50)
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10. Please rank the President on Decision-Making / Governance

Excellent	34.0%	(17)
Very Good	16.0%	(8)
Good	18.0%	(9)
Needs Improvement	8.0%	(4)
Unsatisfactory	18.0%	(9)
Not Observed	2.0%	(1)

TOTAL	96.0%	48 (50)
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11. Please list the Presidents Strengths

Response

1 1. Communication ability 2. Work with dwindling budget and maintaining employment without cutting jobs of people currently working.

1 ??

1 A strong leader, national prominence.

1 accessible, hard working, committed

1 approachable, dedicated, focused

1 Being a politician

1 Can't think of any

1 Communicates well when she communicates, but often faculty do not here about initiatives or proposals until it is too late to consider, discuss, and respond thoughtfully.

1 creating community

1 extremely succinct and persuasive speaker seeking possible solutions whenever possible

1 Good leader at the national level. Brings recognition to the college.

1 Good vision of a campus committed to sustainability and diversity

1 Her biggest strength would be in being connected politically within the state and nationally.

1 highly capable personable good system organizer dedicated to education excellent communicator on a national level

1 Integrity, transparency, communication, ability to project a long-term vision for the college.

1 Lane Community College is the best school I have worked for in my six years as an educator, and I think this is in part on the organization and accountability staff and faculty are held to ultimately from the President. Every training/event I have been to has had an opening speech from the president, which I appreciate getting her opinion and learning what kind of learning culture is expected at Lane Community College

1 level headed not afraid of a fight strength under pressure courage humor intelligence

1 Listens. Gets to know employees. Understands the state system and advocates for Lane. Strong and courageous leader. Tries her best to keep all jobs - no firing. negotiates fairly. Excellent communicator. Her creation and participation in Aspiring leaders program. Meets with students when requested. Continues to learn. Uses poetry to inspire. Stays on the curve of modern education.

1 Mary communicates with her staff with tremendous grace. I have always loved her presentations in conferences (and I generally hate meetings) because of the way she uses poetry and humor to tell stories that are not always easy to tell. I feel honored to serve under her.

1 Mary has a strong vision for the college and implements it well. One of her greatest strengths is in her personal commitment to developing leaderships qualities among all staff at the College.

1 Mary is very personable and really listens to the issues at hand. She is very involved at the college level, community level, and state/national level. She is proactive, honest, and willing to work hard to see LCC staff and students succeed.

1 Mary Spilde is LCC's best president for the worst of times. She is a superb communicator, strong and thoughtful. She respects all people and treats them with courtesy and good humor, except when they issue threats against the college; then, Spilde readies for engagement. She is a leader.

1 Networking Ambition

1 none (in position as president of LCC)

1 None, other than making herself look good

1 people skills shoring up funds for potential emergencies

1 Positive, supports Wellness, No layoffs, easy to talk to, willing to listen, fights for community colleges on all levels, gets the big picture, expanding facilities,

connections in state and federal government, honors diversity, is open to change

1 President Spilde is focused and operates well at a macro level.

1 President Spilde presents herself well, comes across as genuine, and appears truly dedicated to the success of the college

1 She communicates well, but largely to make it appear that she is open, democratic, and doing her job, while in reality she is manipulating outcomes and people to pursue her real goals.

1 She has a great commitment to community college students and to the CC mission and expresses that by an unwavering commitment to maintaining Lane. She keeps her focus on the big picture and doesn't get distracted by personalities and sticks with principles.

1 She is an excellent business woman and shows compassion for students. She is a model of professionalism.

1 She is quite good at coming up with new ways to spend the taxpayers' money.

1 She is very personable, smart, compassionate, and fun!

1 She is visible, but not very approachable.

1 She manages to get money for the college and keep it functioning in lean times.

1 Strong, intelligent, personable, committed.

1 The leadership of the President is very strong on the Lane campus. Additionally, her ability to reach out to the larger community in which the college operates is another strength of the President.

1 The president provides a good face to the public, and other administrations within the academic world, but there is the running joke that if you want to find her she won't be at Lane.

1 working with the board

12. Please list the President's Weaknesses

Response

1 ??

1 All her communications with the faculty and staff are negative, decrying the financial woes of the college, yet never does she insert any real positive or hopeful rhetoric. This does not make for good morale.

1 Based on her apparent priorities, it seems her biggest weakness is being out of touch with the needs of the college. In her defense, I suspect it's difficult to understand the college's needs when you rarely set foot on campus.

1 Can't think of any except that she will retire one day.

1 disconnected from instructional reality. Seems to have lost touch with the day to day challenges faced by College employees.

1 Don't know.

1 Failure to appreciate what the college really needs Failure to acquire needed resources Wastes money on pet projects that don't help students autocratic

1 Find unknown sources of great wealth . . . Magically!

1 hard to say since I don't work with her directly. However, I think one weakness is making sure that her managers don't have an unsustainable amount of work or number of departments/employees to supervise.

1 Her biggest weakness would be having a large disconnect between the administration and the faculty, staff, and students on the campus.

1 I don't believe that she understands the needs of our students, staff or faculty. The students are just dollars for her to complete projects she wants, and not provide better services. As a part-time faculty member of over nine years, I'm just here to provide extra money, as opposed to having a full-time salary, I help pay the full-time faculty and administrations salary with little chance of ever getting a full-time position. I also feel that she does not understand the needs of our students and how part-time faculty can not always meet those needs when we are busy working on other campuses to try and put together a living wage. Also, we have far more students with less classified staff than before; they are overworked.

1 I don't really understand what role the administration has in higher education and don't know areas our President needs to improve on. I do feel like she is regarded very well and has established the kind of school where I feel supported and encouraged.

1 I have not been able to identify any weaknesses at this time.

1 I'm not sure this is truly one of Mary's weaknesses or if this is a weakness with our supervision structure. Division Deans and Executive Deans need to have more power to manage performance and hold staff accountable for their actions. There is a wide array of disinvested staff throughout campus and it appears as though managers are actually unable to manage their staff effectively.

1 Managing a transparent budget...one that is accurate, current and appropriate. Does not advocate strongly enough for the replacement of full-time faculty positions when vacancies occur.

1 More interested in self promotion than serving the community

1 None I'm aware of.

1 None observed

1 none that I know of, except she can't make money grow on trees.

1 not a good fit for LCC

1 not observed

1 not sure yet

1 Often faculty do not here about initiatives or proposals until it is too late to consider, discuss, and respond thoughtfully.

1 Poor management of resources. Thinks she should spend the budget on anything that will make her look better. It used to be students first and now has become students last. She does not care about students or employees.

1 Priesident Spilde is accepting roles which, while arguably related to the success of the college, distract her from her main job. She seems unaware that the faculty and staff at the college are largely stressed, unhappy, surly, tired, and sometimes hostile. This is a reflection on management. It is a management failing.

1 reduced time on campus, probably 2nd limited funding not by choice

1 She is very insecure and manipulative; fortunately, most everyone sees through this. She also is almost never here, spending most of her time on various national and state engagements and traveling, and when she is here she insists on trying to control things so she gets what she wants rather than respecting the work of the people actually here and doing it.

1 She needs to do a better job of communicating with the faculty why she is doing the things she is doing. Just telling us at every in service that times are tough and that we need to tighten our belt yet again is getting old. For the most part we are all intelligent and would like less pep rallies and more information.

1 She seems oblivious to educational outcomes at Lane; they do not seem to be on her radar at all.

1 Sometimes her responsibilities pull her away too much from the college so communication is impacted. I was grateful she talked about civility in the last in-service because I believe how she is treated and allows that treatment to continue reflects on the whole campus and sets a tone of acceptance of that type of behavior. I hope her continued acknowledgement will allow this campus to improve in this area.

1 too close to retirement! We don't want her to leave!

1 Too many to list, basically she is not in touch with the reality of students and faculty. She is a politician that doesn't have to run for re-election. The board is politically inferior to Mary, thus they hope to ride her reputation somewhere. Her emphasis on accessibility has turned us into Lane High School. The community deserves more.

1 Weaknesses in some managers' ability to communicate, address conflict and abide by basic rules of integrity can make the day to day work life challenging. This is also true for some high-level administrators. Some individuals seem to want to create pet programs based upon a whim, and without input from faculty. This is especially difficult when the programs address issues of curriculum design and delivery. Many of us seem to waste endless amounts of time on projects which then are changed at last minute, or are discarded completely, because we are given a directive by a manager, who has been given a directive by a high-level administrator. When this occurs year after year, time after time, it can erode morale and trust. It also is a waste of precious time and energy. At a time when we have continuous budget crises, time and energy do not cost money--but they can be very costly, ultimately, if not used well.

1 working with the faculty

1 Works too many hours and that trickles down to all staff, could more focus on self-care

13. What would you like to see the President do differently in the future?

Response

1 1. More true openness in governance.

1 ??

1 Accept that the College cannot be all things to all people. Identify the Colleges purpose and strive to maintain that.

1 As a part time instructor, both this Summer and last Summer I have not been had any classes available. Last Summer I had to drain the majority of my savings to get to the Fall, but need to find additional work to get through this Summer. Despite my passion for teaching and excellent reviews both from administrators and student evaluations, it is difficult for my family to make these sacrifices every year due to a lack of work in the Summer.

1 be more open with financial decisions to the public. example...the bond was for retro-fitting and recycling of buildings on main campus. now bond money is being used on new construction for the downtown building.

1 Be more responsive to Union issues.

1 Find a way to help increase employee salaries. They have been stagnant for many years. I know this is partly due to the economy, but creative leaders can find ways to overcome this.

1 Give faculty time to consider, discuss, and respond thoughtfully to proposals - this did not happen with the Honors College initiative, for example. Communicate with faculty more often and willingly invite feedback on proposals and initiatives.

1 I couldn't begin to know what exactly the job entails, thus I could not consider a way to do it better.

1 I have no complaints.

1 I think that President Spilde can only benefit by stopping by from time to time to see what goes on in the CC classroom. Put otherwise, the micro level should be visited from time to time.

1 I would like to see her pull back from the commitments she accumulates and focus on leading the college. I would like to see her visibly embrace the idea that there is no college without the employees, and the employees must be cared for if there is any hope of really delivering for the students.

1 I wouldn't presume to know the intricacies of her job any more than I presume she knows anything about mine.

1 I'd like to see what she would do for this college and this community if and when the State re-funded higher education.

1 It is called respect!

2 Leave

1 Less faculty-bashing from various corners, which only can erode morale. We are told we are the problem for the college because we are too expensive, we are told we are like whining children, we are told that we shouldn't be forthright about our rights via the mechanisms of the union. These messages come not from the president, but through managers and other high-level administrators at the college. Most faculty members I know work 60-80 hours each week. Most are very glad to be teaching, and appreciate this rare gift at a time when the economy has taken a downslide. Most love teaching, care for their students, do administrative work for the college for little or no compensation.

1 mentioned above

1 Needs to be strongly committed to supporting replacement of full-time faculty positions when positions are left vacant due to retirement, etc. Lane is strong and has developed outstanding programs because of the stewardship and leadership of full-time faculty. The President needs to support and maintain full-time faculty positions in each department thus creating and supporting a better environment for all - part-time faculty, students and staff.

1 Nothing

1 Please stop starting every staff gathering by telling us how bleak the economic picture of the college is. It would be nice to hear some strategy for managing resources in a different way.

1 Resign

1 retire

1 see number 12: work less hours, promote work/life balance

1 see questions 12.

1 share decision making power with faculty

1 She should focus on the college and the educational environment - the things the taxpayers are paying her to do! - instead of building a "legacy" with student housing (WTF?) and an electric car charging station for yuppies. The educational experience at Lane is crumbling. Student and staff morale is at an all-time low. And the college president seems to be completely unconcerned about any of it. She's too busy serving on special commissions, accepting meaningless awards, and pushing through her pet projects. All the while, Rome is burning - at HUGE expense to the taxpayers and the students. Morale starts at the top, and we have no leadership - at least, no one who is leading us to be a better institution, to improve educational standards, or to treat our students as students rather than units of FTE. Why isn't the college firing faculty who do not perform? I'm not even talking about those who are poor teachers. Why are we paying MANY individuals to not come to work on a regular basis? In my department alone (and just off the top of my head), there are 2 individuals who CLEARLY should have been fired years ago (why are we paying people to not set foot on campus?!) and at least 3 more who also should have been fired by now (or made to "straighten up and fly right") but who will never be held accountable when we all know that they won't get fired for egregious behavior. This is a misuse of taxpayer funds, has lead to extremely low morale (among faculty, staff, and students), and mars our reputation among students and the community. (How can we possibly justify continuing to pay instructors who miss 50% of their classes?! How can we even meet accreditation standards with those sorts of stats?) Let's get our own house in order before we start/ continue working on projects that have nothing to do with our mandate from the taxpayers.

1 She should retire.

1 Stated above.

1 Teach students in a class. She is too far removed from what happens daily on campus.

1 Worry less about her personal image and engage in issues of learning.

14. Other comments regarding the College President:

Response

1 ??

1 Completion of the Bond projects and the Downtown Center will be a fine legacy, but melding the staff and faculty into supportive and cohesive units, during times of severe budget stress, all for the good of the College, is probably her greatest achievement.

1 faculty numbers down, classified numbers down, resources down, morale down, enrollement up, admistratration numbers up ... ummmm ?????

1 I just hope she knows how much we appreciate her. I don't know anyone who does not admire Mary Spilde!

1 I think she's done a terrific job these past several years and it has been a tough several years in many, many aspects.

1 I think that we are incredibly fortunate to have such a gifted leader for such a back water education center. This is an extremely difficult economic and political climate for all educational organizations.

1 I think the president has misplaced confidence is one or two of her key staff. I think the president's staff is prone to over analysis and putting programs in place rather

than addressing true underlying factors related to student success and faculty engagement. I think the president should consider realigning or replacing members of her senior staff.

1 If LCC President were an electoral position, I'd vote for her.

1 Management of bond projects has been as effective as stated at the outset of the bond measure. The lack of communication regarding where the bond funding has been spent. It appears the new Down town center fiscal management has jeopardized other needed projects.

1 Mary is an excellent president. We are lucky to have her as our leader.

1 Mary Spilde is one of the most inspirational leaders I know. She shows me how to act locally and think my job up to international. She honors the past while paving the way to the future. She understands the concept of leaving a legacy for the next nine generations. She is never anything other than personable, focused in the moment, interested in everything, and kind.

1 Not sure who promotes her, but there is an overload of Spilde images on the college website. This is so far from central to the college mission that it causes a fair amount of sarcastic backlash among students and staff.

1 She is one of the best presidents we have had.

1 She is phenomenal and we are lucky to have her guiding us through these tumultuous seas of underfunded education, no jobs, and surges of students.

1 She is selling out the college with her 'leadership' of the achievement compacts.

1 Strong leadership, phenomenal communication skills, ability to think "outside the box" and for long-term planning and vision.

1 The board needs to take responsibility and clean house on the second floor and remove mary and her friends. Then maybe the College can get back to being the College it once was.

1 Time for a change

1 We are lucky to have her and when she retires we will not replace her easily.

1 We need a president who is also a teacher and otherwise plays the supporting role that is appropriate for administrators.

15. In general, how well do you think the Board of Education is completing its responsibilities?

Excellent	12.0%	(6)
Very Good	18.0%	(9)
Good	22.0%	(11)
Needs Improvement	16.0%	(8)
Unsatisfactory	14.0%	(7)
No opinion / Not observed	14.0%	(7)
TOTAL	96.0%	48 (50)

16. The Lane Board of Education has fulfilled its responsibilities to ensure that the institution is well managed.

Strongly Agree	14.0%	(7)
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Agree	38.0%	(19)
Disagree	14.0%	(7)
Strongly Disagree	16.0%	(8)
No opinion / Not observed	12.0%	(6)
TOTAL	94.0%	47 (50)

17. The Lane Board of Education has fulfilled its responsibilities to establish policy and set strategic direction.

Strongly Agree	16.0%	(8)
Agree	34.0%	(17)
Disagree	16.0%	(8)
Strongly Disagree	14.0%	(7)
No opinion / Not observed	12.0%	(6)
TOTAL	92.0%	46 (50)

18. The Lane Board of Education has fulfilled its responsibilities regarding the college budget.

Strongly Agree	8.0%	(4)
Agree	36.0%	(18)
Disagree	14.0%	(7)
Strongly Disagree	20.0%	(10)
No opinion / Not observed	16.0%	(8)
TOTAL	94.0%	47 (50)

19. The Lane Board of Education has fulfilled its responsibilities to oversee the educational program.

Strongly Agree	16.0%	(8)
Agree	28.0%	(14)
Disagree	18.0%	(9)
Strongly Disagree	16.0%	(8)
No opinion / Not observed	16.0%	(8)
TOTAL	94.0%	47 (50)

20. The Lane Board of Education has fulfilled its responsibilities to approve long range goals.

Strongly Agree	14.0%	(7)
Agree	36.0%	(18)
Disagree	16.0%	(8)
Strongly Disagree	14.0%	(7)
No opinion / Not observed	12.0%	(6)
TOTAL	92.0%	46 (50)

21. The Lane Board of Education has fulfilled its responsibilities to serve as a bridge

between the community and the college and advocate for the college.

Strongly Agree	18.0%	(9)
Agree	28.0%	(14)
Disagree	20.0%	(10)
Strongly Disagree	12.0%	(6)
No opinion / Not observed	14.0%	(7)
TOTAL	92.0%	46 (50)

22. What do you think are the Board's greatest strengths?

Response

1 ??

1 getting votes

1 I am not sure there are any. They seem to be invisible and ineffectual.

1 I have been very impressed that this college was able to have shovel ready the construction of the health education and downtown education centers when the sky opened and funds unexpectedly became available. We were one of a few education centers with this educational forethought.

1 I haven't seen any.

1 I think the board members are interested and committed.

1 I'm sure they're nice people...

1 It functions for the overall good of the entire college.

2 none

1 President Susie Johnson is its greatest strength.

1 Setting a good public presence and not fighting amongst themselves.

1 The Board shows respect and courtesy to speakers at open meetings.

1 The Board's greatest strength seems to be its focus on diversity in the workplace.

1 The fact they have the power to set a direction for the College.

1 They do a great job of making themselves believe they are running things, when in reality they are allowing the President to run the college as she sees fit.

1 They work well with the president and are truly supportive of Lane.

1 Tony's connection and experience with the college as a student and his clarity of expression and maturity among his colleagues is admirable.

1 working towards improvements needed

23. What do you think are the Board's greatest weaknesses?

Response

1 ??

1 communication with faculty and community

1 Cowardice and total committment to Queen Mary.

1 From what I can tell the board is just there to tell the President what a wonderful job she is doing. I think more over sight needs to be coming from the board.

1 Going along with the administrations recommendations for projects that spend the taxpayers' money and students' tuition on anything that is not directly related to education.

1 I am not sure.

1 I am unaware of any. The college does not have bad press, we were able to pass a bond measure in a fiscally difficult time. The college is a ray of hope to thousands of students who otherwise would have no options during this fiscally challenging times.

1 It doesn't have the funding support it needs or the leverage to generate the support.

1 Losing focus on the essential element of stewardship and development of our programs by qualified, committed full-time faculty. The budget is a mess... Support great teaching and great teachers by fighting to provide benefits and adequate compensation.

1 na

1 No sense of the learning mission, status of learning at Lane.

1 Not being connected to the daily operations of the college such as how faculty and students interact and function.

1 Not holding the administration accountable

1 out of touch with what is actually happening on campus

1 Some of the Board seem to have a trust in commercial enterprise and the market model of education. As we saw with the absolutely scandalous Higher One debacle, there is a difference between a market model and an educational model and I hope the Board will recognize it and have ethical integrity in its next choice of vendor.

1 The board could be more diverse and membership should be rotated out more often.

1 The bottom line is more important than the faculty, staff, or students. Colleges are not a consumeristic business.

1 They abdicate their authority to truly oversee the college, and rely almost solely on the machinations of the college president, ignoring her obvious manipulations and failing to engage or consider the views of the rest of the college staff.

1 They are not involved with faculty and staff.

1 they are puppets

1 They seem afraid to make hard decisions.

24. In what ways could the Board improve its effectiveness?

Response

1 ?/

1 Become involved with faculty and staff in a meaningful way.

1 Build more connections with the faculty, staff, and students, and then use those connections to develop new connections between those people and the community. The community is too distant, except when they are needed during bond measures.

1 By turning over oversight to a centralized state agency. They really couldn't do worse.

1 Demand that the Administration produce a transparent budget, support department charters, and institute shared governance.

1 emailed updates

1 engage in discussions with faculty and students work harder to get the resources the college needs

1 hire more full-time faculty and give staff and part-time faculty better benefits.

1 hold the administration to the original charter ... quit expanding and improve what we already have ... main campus

1 I am not sure.

1 I am not well enough informed of their operations to comment.

1 In these fiscal meltdown years, make the hard decisions that keep the College effective and on track with it's purpose.

1 Insist on accuracy and transparency of our budget. Insist on filling full-time faculty vacancies and keep full-time faculty active as stewards of programs. Keep focused on Lane's main campus as the central core of the college.

1 Learn something about assessing student outcomes.

1 na

1 See question 23

1 Take some time during the year to get to know college employees--more than just the ones with whom they interact via Board meetings.

1 Talk with members of the college other than Mary.

1 Tell the Lane County community the LCC story. Build on the public's support for the college.

1 The board could more actively and honestly expose themselves to regular employees and get a feel for what is actually happening on the ground rather than relying on the biased assessments of the president's management team. (This isn't an accusation; I'm pointing out that ALL management teams have biased views about their own performance.)

1 They need to replace the entire administration

25. Other comments regarding the Board of Education:

Response

1 ??

1 As only a first-year teacher, I'm not even sure who/what this organization is or what their goal is, much less what they have accomplished.

1 I feel very fortunate to work at such a remarkable education center.

1 I have very little knowledge or awareness about what the Board does, how it governs, etc. Perhaps this is instructive, in and of itself.

1 If the board works itself into a place where they assume the president's competence to the point that they can no longer effectively evaluate her, set her direction, or correct her performance, then they are of little use.

1 It's a crappy model to begin with. The general public picks charismatic people to run the college, but these people may not have a clue. The college should be run by educators. Administrators should concentrate on lobbying in Salem and Washington.

1 look and ask more question to what is really going on ... IF LCC continues on its present course it will fail ... WAKE UP ... you should be looking for ACCOUNTABILITY

1 na

1 Recognize the 'policy' role of the Board for what it is: a way of making the Board think it's doing something when it's hardly doing anything at all.

