

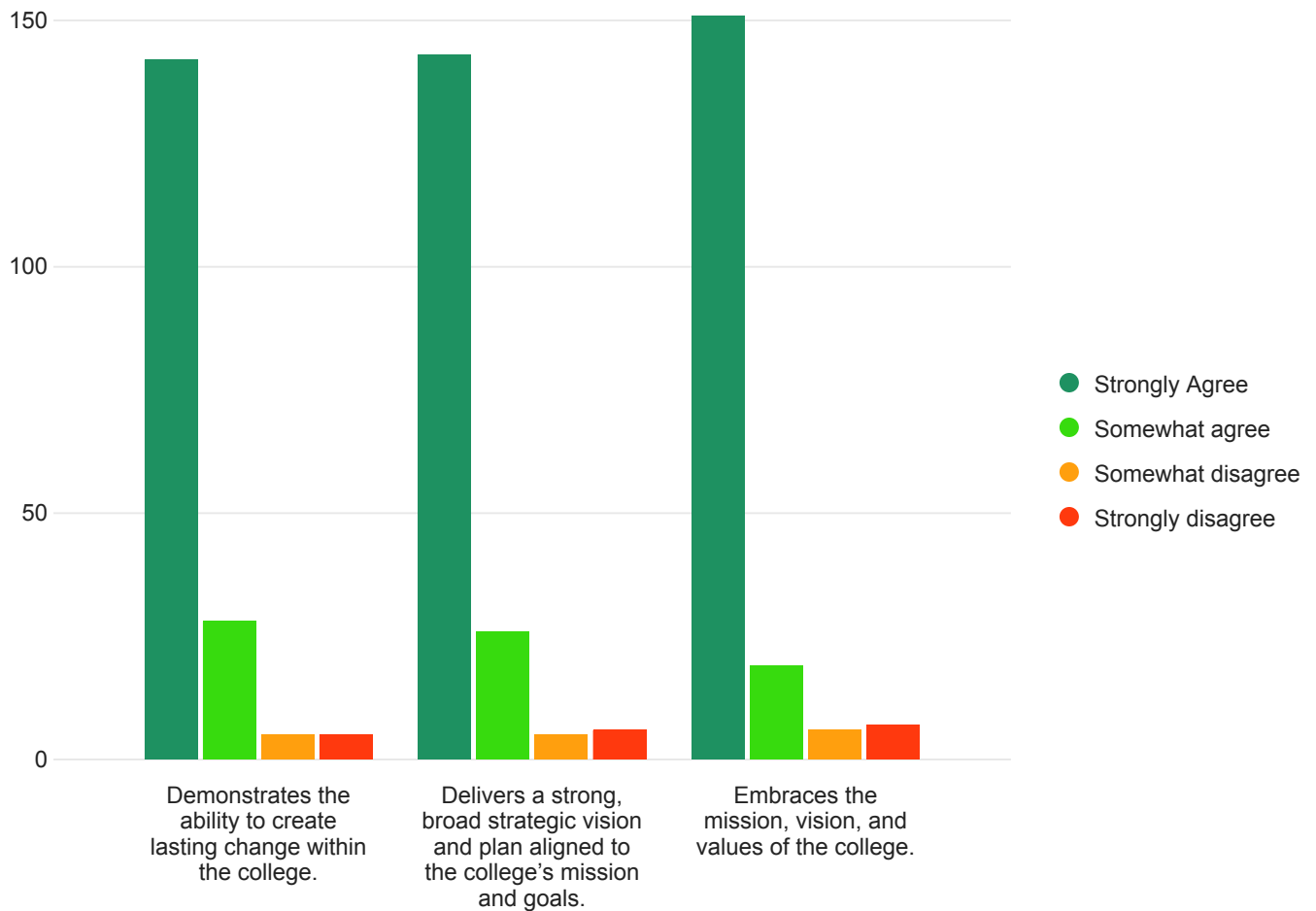
Presidential Feedback Survey 2021

for
Germanna Community College

Updated: March 30, 2021

Strategic Leader

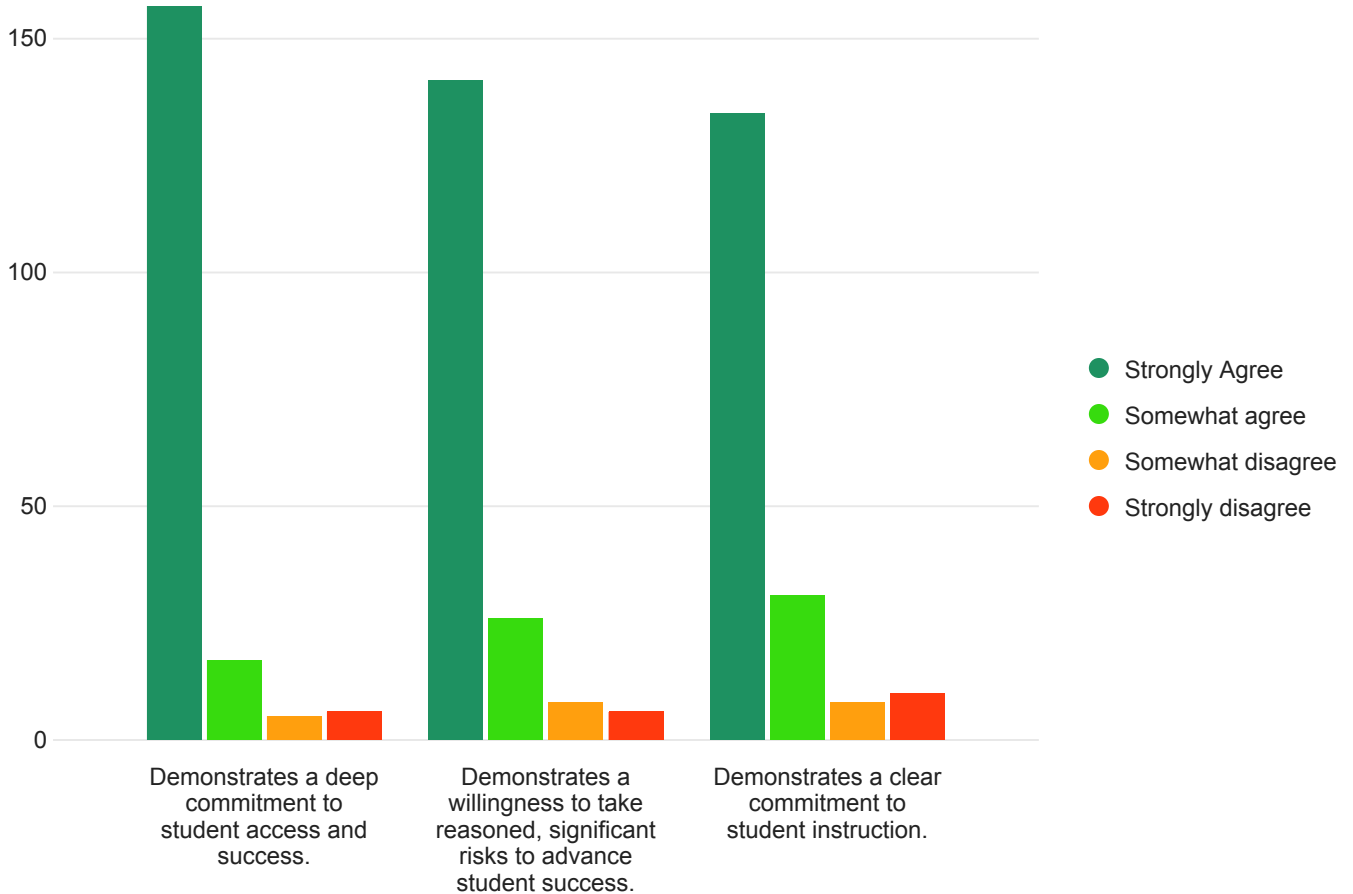
A strategic community college president embraces the mission, vision and values of the college and acknowledges the significance of the institution's past while establishing a path for its future. They do what is necessary to create lasting change on community college campuses.



Field	Strongly Agree	Somewhat agree	Somewhat disagree	Strongly disagree	Total
Demonstrates the ability to create lasting change within the college.	142	28	5	5	180
Delivers a strong, broad strategic vision and plan aligned to the college's mission and goals.	143	26	5	6	180
Embraces the mission, vision, and values of the college.	151	19	6	7	183

Student Access and Success

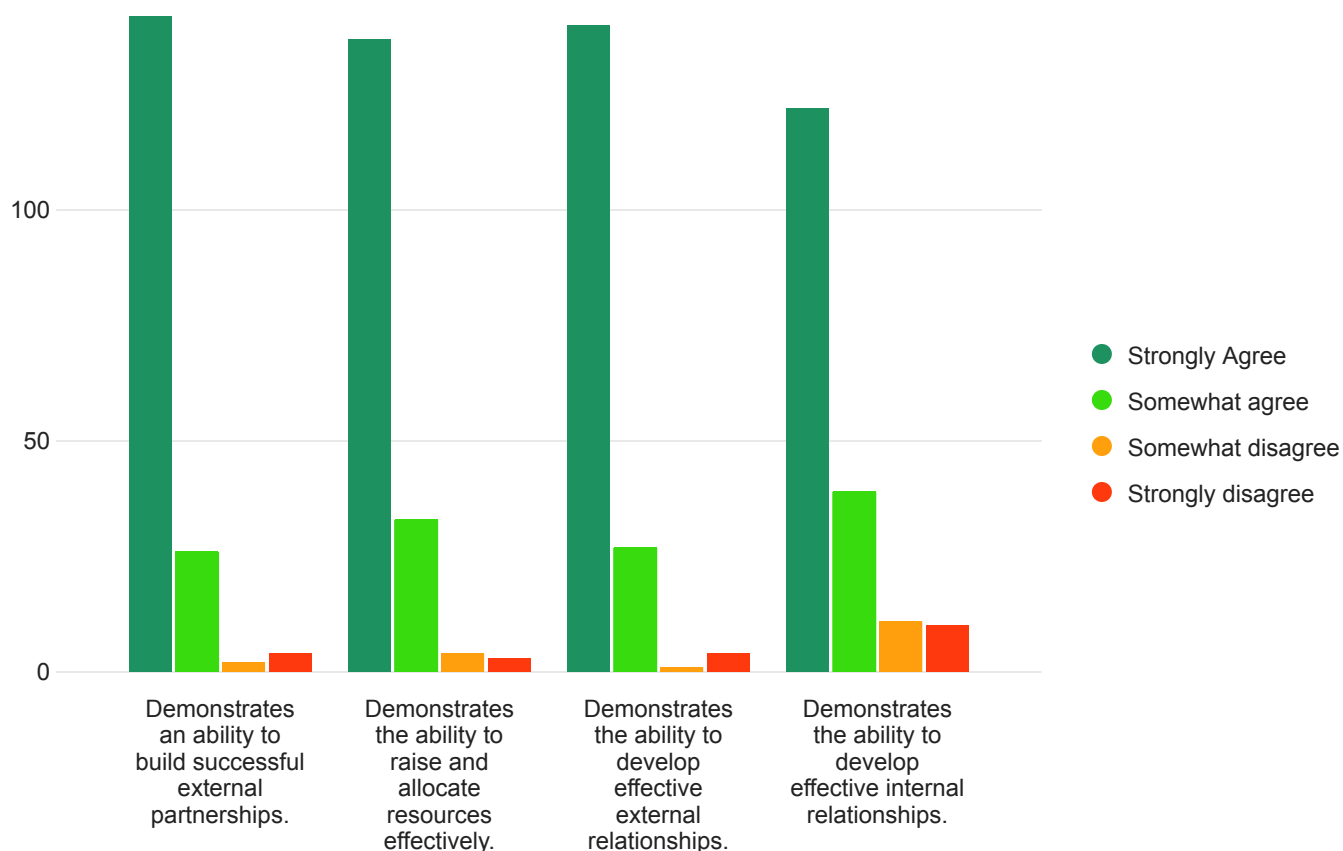
Community colleges require presidents who are deeply committed and have a persistent drive to increase student access and success and have the knowledge, skills, and tools to achieve that objective. They provide the leadership needed to confront significant challenges and create a culture that continuously drives student success. Highly effective presidents are willing to take reasoned risks to improve student success.



Field	Strongly Agree	Somewhat agree	Somewhat disagree	Strongly disagree	Total
Demonstrates a deep commitment to student access and success.	157	17	5	6	185
Demonstrates a willingness to take reasoned, significant risks to advance student success.	141	26	8	6	181
Demonstrates a clear commitment to student instruction.	134	31	8	10	183

Community Partnerships

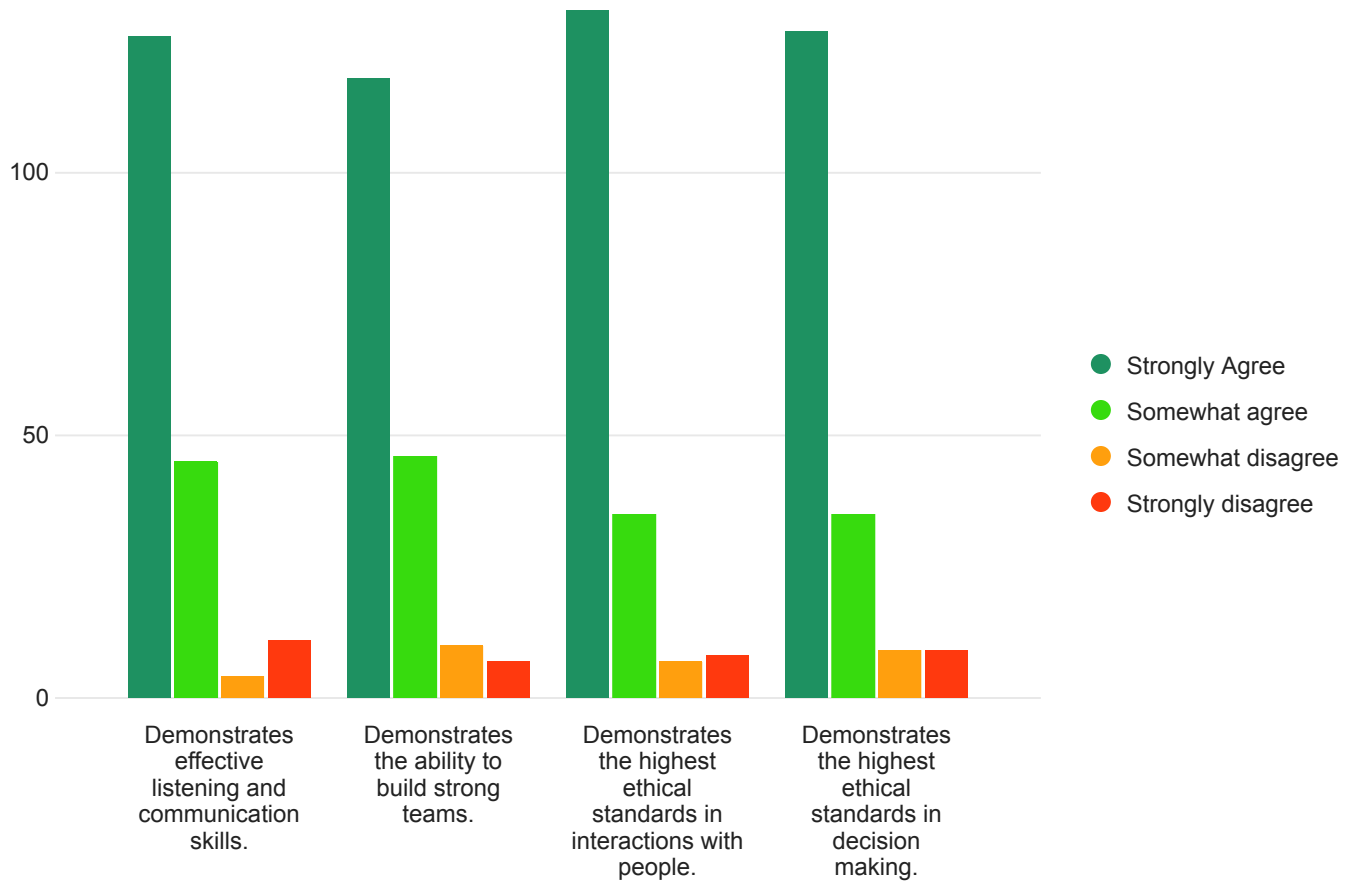
Community College presidents must see a world both within and beyond the borders of their campuses and develop partnerships with others so they can access assets, reach underserved populations, and educate students in new, highly effective ways.



Field	Strongly Agree	Somewhat agree	Somewhat disagree	Strongly disagree	Total
Demonstrates an ability to build successful external partnerships.	142	26	2	4	174
Demonstrates the ability to raise and allocate resources effectively.	137	33	4	3	177
Demonstrates the ability to develop effective external relationships.	140	27	1	4	172
Demonstrates the ability to develop effective internal relationships.	122	39	11	10	182

Communication, Relationship Building and Ethics

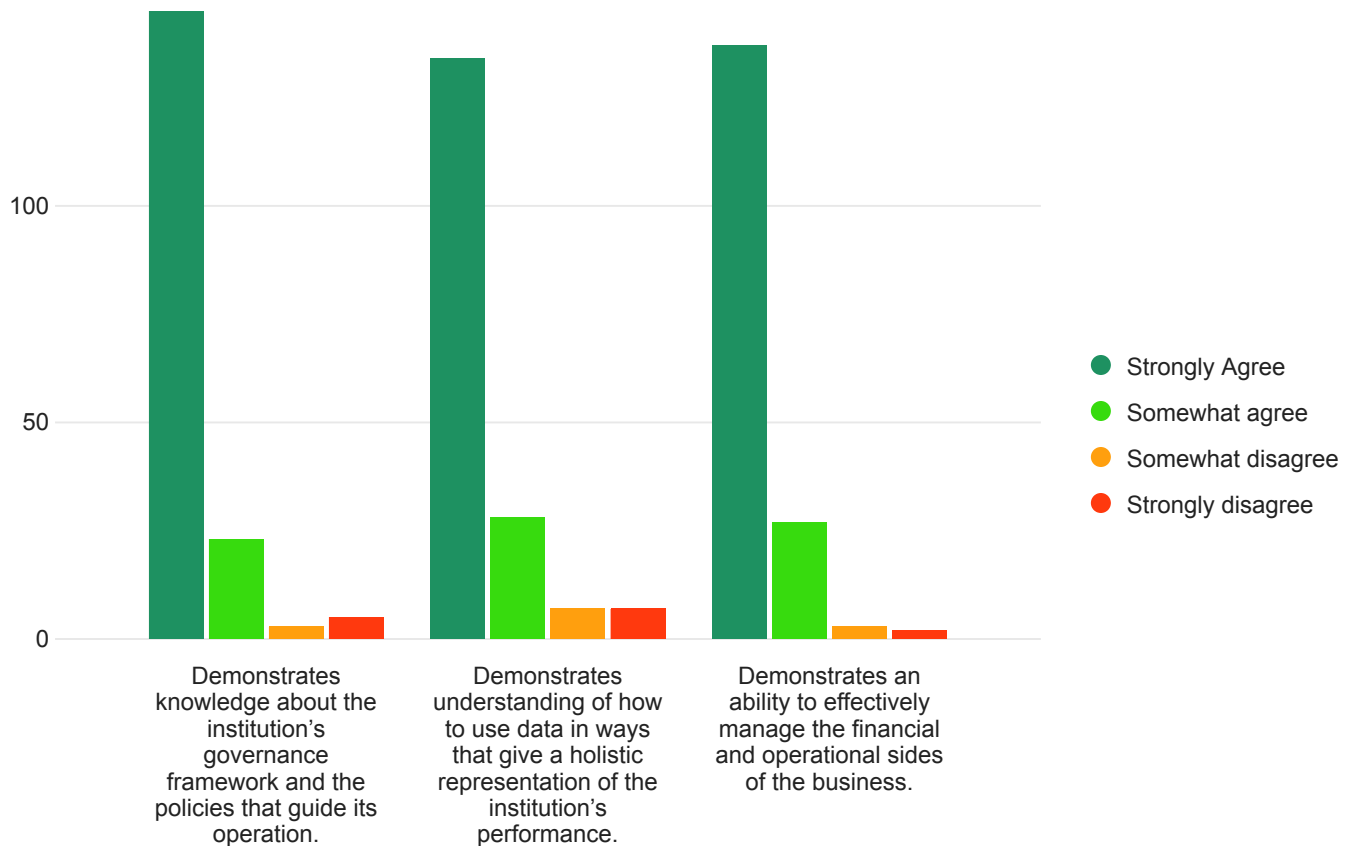
Community college presidents must collaborate and build strong relationships across the college, paying attention to faculty and staff, understanding that they have the most contact with students. They operate with transparency and with the highest ethics.



Field	Strongly Agree	Somewhat agree	Somewhat disagree	Strongly disagree	Total
Demonstrates effective listening and communication skills.	126	45	4	11	186
Demonstrates the ability to build strong teams.	118	46	10	7	181
Demonstrates the highest ethical standards in interactions with people.	131	35	7	8	181
Demonstrates the highest ethical standards in decision making.	127	35	9	9	180

Institutional Knowledge

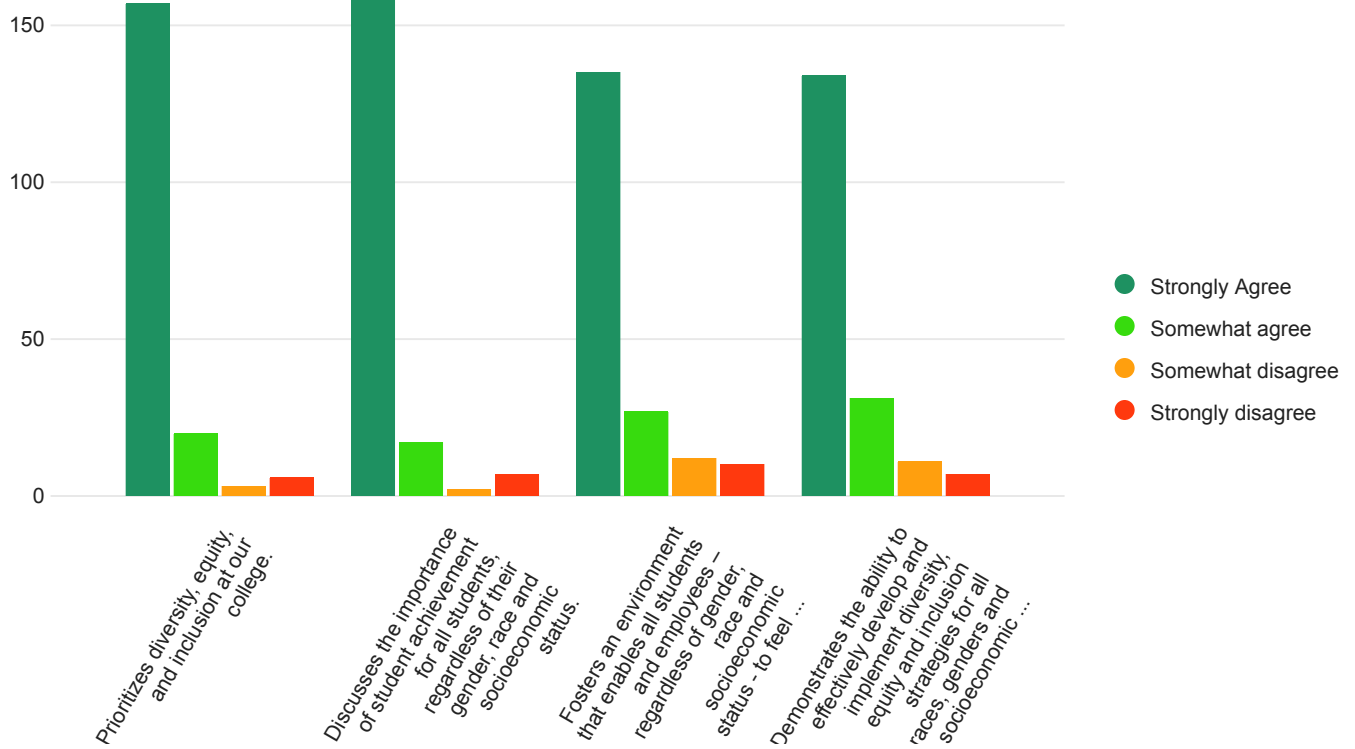
Community College Presidents must gain institutional knowledge through access and use of data to understand which programs are effective and affordable. They understand the importance of sound fiscal management and will make sure that systems and staff are in place to ensure strong fiscal and operational performance. They understand institutional governance and operate well in that framework.



Field	Strongly Agree	Somewhat agree	Somewhat disagree	Strongly disagree	Total
Demonstrates knowledge about the institution's governance framework and the policies that guide its operation.	145	23	3	5	176
Demonstrates understanding of how to use data in ways that give a holistic representation of the institution's performance.	134	28	7	7	176
Demonstrates an ability to effectively manage the financial and operational sides of the business.	137	27	3	2	169

Diversity, Equity and Inclusion

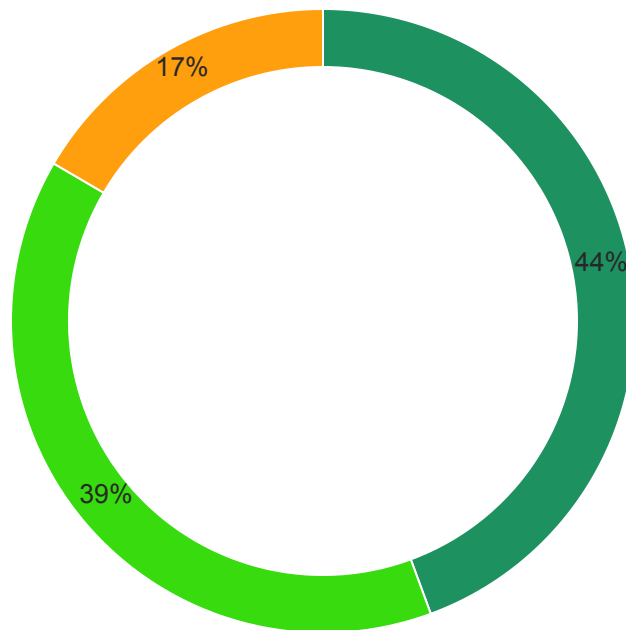
Community College Presidents must understand and be able to clearly explain what diversity, equity and inclusion means to the college community. They uphold these values in employment decisions and use disaggregated data to create urgency to improve outcomes for students, being aware of race, gender and socioeconomic status. Being able to comfortably discuss and act on issues related to diversity, equity and inclusion is a leadership competency.



Field	Strongly Agree	Somewhat agree	Somewhat disagree	Strongly disagree	Total
Prioritizes diversity, equity, and inclusion at our college.	157	20	3	6	186
Discusses the importance of student achievement for all students, regardless of their gender, race and socioeconomic status.	160	17	2	7	186
Fosters an environment that enables all students and employees – regardless of gender, race and socioeconomic status - to feel embraced as a part of the college community.	135	27	12	10	184
Demonstrates the ability to effectively develop and implement diversity, equity and inclusion strategies for all races, genders and socioeconomic backgrounds.	134	31	11	7	183

Survey Respondents by Primary College Role

74% of full-time faculty and staff surveyed responded to the VCCS Presidential Feedback Survey. Below are the percentage of respondents by role selected on the survey.



● Staff ● Teaching Faculty/ Instructor ● Administrative/ Professional Faculty

Field	Choice Count
Administrative/ Professional Faculty	31
Teaching Faculty/ Instructor	73
Staff	83