



**Monroe Community College**  
STATE UNIVERSITY OF NEW YORK

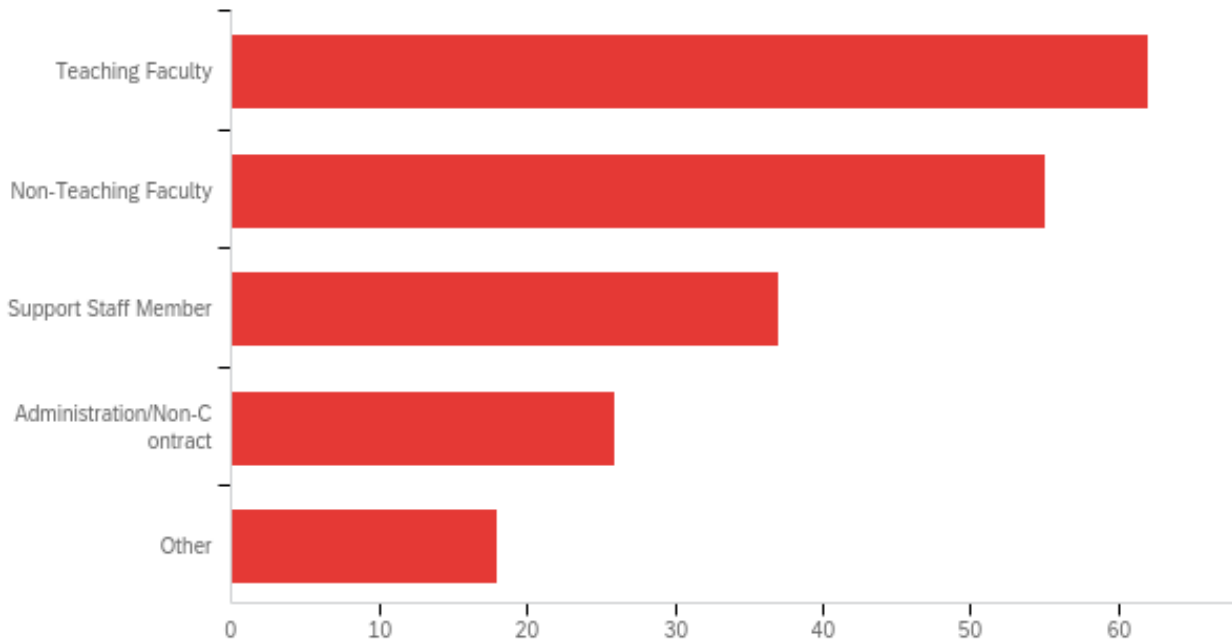
## **SCAA Presidential Survey Preliminary Results**

# Preliminary Report

SCAA 2020 Presidential Search Survey

April 30th 2020, 10:45 am EDT

## Q21 - Please select your employment position type.



#	Answer	%	Count
1	Teaching Faculty	31.31%	62
2	Non-Teaching Faculty	27.78%	55
3	Support Staff Member	18.69%	37
4	Administration/Non-Contract	13.13%	26
5	Other	9.09%	18
	Total	100%	198

**PART I: Please review the list of professional qualifications (below) that might be desired in the next president and indicate the degree of importance you would place on the qualification.**

#	Question	Very Important	Important	Somewhat Important	Not Important	No Opinion	Total
1	A. Demonstrated commitment to student learning, student success, and teaching excellence	86.29% 170	12.69% 25	1.02% 2	0.00% 0	0.00% 0	197
2	B. Substantial teaching experience	23.47% 46	33.16% 65	33.67% 66	9.18% 18	0.51% 1	196
3	C. Substantial senior level experience in academic administration	45.13% 88	43.08% 84	9.74% 19	2.05% 4	0.00% 0	195
4	D. Community College experience	44.04% 85	39.38% 76	14.51% 28	2.07% 4	0.00% 0	193
5	E. Demonstrated advocate and active supporter of diversity, equity, and inclusion initiatives within college community	52.04% 102	32.14% 63	11.22% 22	4.59% 9	0.00% 0	196
6	F. Evidence of an inclusive leadership style	70.77% 138	21.54% 42	3.08% 6	4.62% 9	0.00% 0	195
7	G. Evidence of a data-informed approach to decision-making	50.77% 99	35.90% 70	10.77% 21	2.05% 4	0.51% 1	195
8	H. Demonstrated	61.54% 120	29.74% 58	7.18% 14	1.54% 3	0.00% 0	195

	commitment to shared governance											
9	I. Experience working in a unionized environment	47.96%	94	40.82%	80	8.67%	17	2.55%	5	0.00%	0	196
10	J. Experience supporting fundraising efforts	24.62%	48	42.05%	82	26.67%	52	5.64%	11	1.03%	2	195
11	K. Experience establishing and fostering relationships with business, government, community, and education leaders	39.80%	78	43.37%	85	15.31%	30	1.53%	3	0.00%	0	196
12	L. Experience fostering a sustainable institutional culture grounded in collaboration, collegiality, and respect	75.00%	147	19.39%	38	5.10%	10	0.51%	1	0.00%	0	196
13	M. Earned doctorate from an accredited institution	28.06%	55	38.27%	75	24.49%	48	8.16%	16	1.02%	2	196
14	N. Demonstrated experience with meeting enrollment goals	41.54%	81	42.05%	82	12.31%	24	4.10%	8	0.00%	0	195

## First most important

#	Answer	%	Count
1	A. Demonstrated commitment to student learning, student success, and teaching excellence	38.14%	74
2	B. Substantial teaching experience	4.12%	8
3	C. Substantial senior level experience in academic administration	4.12%	8
4	D. Community College experience	4.12%	8
5	E. Demonstrated advocate and active supporter of diversity, equity, and inclusion initiatives within college community	6.70%	13
6	F. Evidence of an inclusive leadership style	10.82%	21
7	G. Evidence of a data-informed approach to decision-making	4.64%	9
8	H. Demonstrated commitment to shared governance	2.58%	5
9	I. Experience working in a unionized environment	1.55%	3
10	J. Experience supporting fundraising efforts	0.00%	0
11	K. Experience establishing and fostering relationships with business, government, community, and education leaders	4.64%	9
12	L. Experience fostering a sustainable institutional culture grounded in collaboration, collegiality, and respect	13.40%	26
13	M. Earned doctorate from an accredited institution	1.55%	3
14	N. Demonstrated experience with meeting enrollment goals	3.61%	7
	Total	100%	194

## Second most important

#	Answer	%	Count
1	A. Demonstrated commitment to student learning, student success, and teaching excellence	12.44%	24
2	B. Substantial teaching experience	1.55%	3
3	C. Substantial senior level experience in academic administration	5.70%	11
4	D. Community College experience	9.33%	18
5	E. Demonstrated advocate and active supporter of diversity, equity, and inclusion initiatives within college community	10.88%	21
6	F. Evidence of an inclusive leadership style	13.99%	27
7	G. Evidence of a data-informed approach to decision-making	4.15%	8
8	H. Demonstrated commitment to shared governance	9.33%	18
9	I. Experience working in a unionized environment	5.18%	10
10	J. Experience supporting fundraising efforts	1.55%	3
11	K. Experience establishing and fostering relationships with business, government, community, and education leaders	6.22%	12
12	L. Experience fostering a sustainable institutional culture grounded in collaboration, collegiality, and respect	14.51%	28
13	M. Earned doctorate from an accredited institution	0.52%	1
14	N. Demonstrated experience with meeting enrollment goals	4.66%	9
	Total	100%	193

### Third most important

#	Answer	%	Count
1	A. Demonstrated commitment to student learning, student success, and teaching excellence	8.85%	17
2	B. Substantial teaching experience	1.56%	3
3	C. Substantial senior level experience in academic administration	5.73%	11
4	D. Community College experience	5.73%	11
5	E. Demonstrated advocate and active supporter of diversity, equity, and inclusion initiatives within college community	9.90%	19
6	F. Evidence of an inclusive leadership style	14.58%	28
7	G. Evidence of a data-informed approach to decision-making	7.29%	14
8	H. Demonstrated commitment to shared governance	6.77%	13
9	I. Experience working in a unionized environment	11.98%	23
10	J. Experience supporting fundraising efforts	2.08%	4
11	K. Experience establishing and fostering relationships with business, government, community, and education leaders	6.77%	13
12	L. Experience fostering a sustainable institutional culture grounded in collaboration, collegiality, and respect	10.42%	20
13	M. Earned doctorate from an accredited institution	2.08%	4
14	N. Demonstrated experience with meeting enrollment goals	6.25%	12
	Total	100%	192

**PART II: Please review the list of challenges and opportunities (below) that MCC might face in the next decade and indicate the degree of importance that you would place on each item.**

#	Question	Very Important		Important		Somewhat Important		Not Important		No Opinion		Total
1	A. Supporting innovative strategies in the use of technology	48.39%	90	40.32%	75	10.22%	19	1.08%	2	0.00%	0	186
2	B. Attracting and retaining a diverse workforce	39.68%	75	39.68%	75	17.99%	34	2.65%	5	0.00%	0	189
3	C. Attracting and retaining a diverse student body	41.05%	78	34.74%	66	19.47%	37	4.74%	9	0.00%	0	190
4	D. Ensuring and maintaining fiscal stability	74.74%	142	22.11%	42	3.16%	6	0.00%	0	0.00%	0	190
5	E. Taking an active role in managing retention efforts and enrollment decline	60.53%	115	31.05%	59	6.84%	13	1.58%	3	0.00%	0	190
6	F. Improving morale among College employees	70.00%	133	22.63%	43	7.37%	14	0.00%	0	0.00%	0	190
7	G. Maintaining a respectful labor-management relationship	65.45%	125	29.32%	56	4.19%	8	1.05%	2	0.00%	0	191
8	H. Fundraising and grant development	24.74%	47	48.95%	93	23.68%	45	2.63%	5	0.00%	0	190
9	I. Maintaining and enhancing College facilities that support the	25.79%	49	53.68%	102	19.47%	37	1.05%	2	0.00%	0	190



	needs, interests, and talents of the College community											
10	J. Fostering and maintaining relationships with business, government, community, and education leaders	36.32%	69	43.68%	83	18.42%	35	1.05%	2	0.53%	1	190
11	K. Furthering regional economic and workforce development	42.11%	80	36.84%	70	17.89%	34	2.63%	5	0.53%	1	190
12	L. Developing a new strategic plan	26.98%	51	43.39%	82	25.40%	48	3.17%	6	1.06%	2	189
13	M. Maintaining and enhancing the College's national reputation as a top community college	31.05%	59	38.95%	74	25.79%	49	4.21%	8	0.00%	0	190
14	N. Maintaining and enhancing the College's leadership role within SUNY	27.37%	52	46.32%	88	21.58%	41	4.21%	8	0.53%	1	190
15	O. Supporting the College's involvement in national organizations (e.g., League for Innovation, American Association of Community Colleges, and others)	14.21%	27	39.47%	75	35.79%	68	9.47%	18	1.05%	2	190

## First most important

#	Answer	%	Count
1	A. Supporting innovative strategies in the use of technology	4.84%	9
2	B. Attracting and retaining a diverse workforce	6.45%	12
3	C. Attracting and retaining a diverse student body	4.30%	8
4	D. Ensuring and maintaining fiscal stability	28.49%	53
5	E. Taking an active role in managing retention efforts and enrollment decline	15.05%	28
6	F. Improving morale among College employees	18.82%	35
7	G. Maintaining a respectful labor-management relationship	6.99%	13
8	H. Fundraising and grant development	0.54%	1
9	I. Maintaining and enhancing College facilities that support the needs, interests, and talents of the College community	1.61%	3
10	J. Fostering and maintaining relationships with business, government, community, and education leaders	2.69%	5
11	K. Furthering regional economic and workforce development	4.30%	8
12	L. Developing a new strategic plan	3.23%	6
13	M. Maintaining and enhancing the College's national reputation as a top community college	2.15%	4
14	N. Maintaining and enhancing the College's leadership role within SUNY	0.00%	0
15	O. Supporting the College's involvement in national organizations (e.g., League for Innovation, American Association of Community Colleges, and others)	0.54%	1
	Total	100%	186

## Second most important

#	Answer	%	Count
1	A. Supporting innovative strategies in the use of technology	6.99%	13
2	B. Attracting and retaining a diverse workforce	6.99%	13
3	C. Attracting and retaining a diverse student body	8.60%	16
4	D. Ensuring and maintaining fiscal stability	12.37%	23
5	E. Taking an active role in managing retention efforts and enrollment decline	15.05%	28
6	F. Improving morale among College employees	10.22%	19
7	G. Maintaining a respectful labor-management relationship	15.05%	28
8	H. Fundraising and grant development	2.15%	4
9	I. Maintaining and enhancing College facilities that support the needs, interests, and talents of the College community	3.76%	7
10	J. Fostering and maintaining relationships with business, government, community, and education leaders	4.84%	9
11	K. Furthering regional economic and workforce development	8.06%	15
12	L. Developing a new strategic plan	3.76%	7
13	M. Maintaining and enhancing the College's national reputation as a top community college	1.61%	3
14	N. Maintaining and enhancing the College's leadership role within SUNY	0.54%	1
15	O. Supporting the College's involvement in national organizations (e.g., League for Innovation, American Association of Community Colleges, and others)	0.00%	0
	Total	100%	186

### Third most important

#	Answer	%	Count
1	A. Supporting innovative strategies in the use of technology	5.91%	11
2	B. Attracting and retaining a diverse workforce	9.14%	17
3	C. Attracting and retaining a diverse student body	8.60%	16
4	D. Ensuring and maintaining fiscal stability	11.29%	21
5	E. Taking an active role in managing retention efforts and enrollment decline	6.45%	12
6	F. Improving morale among College employees	12.37%	23
7	G. Maintaining a respectful labor-management relationship	15.05%	28
8	H. Fundraising and grant development	2.69%	5
9	I. Maintaining and enhancing College facilities that support the needs, interests, and talents of the College community	4.30%	8
10	J. Fostering and maintaining relationships with business, government, community, and education leaders	10.22%	19
11	K. Furthering regional economic and workforce development	3.23%	6
12	L. Developing a new strategic plan	3.76%	7
13	M. Maintaining and enhancing the College's national reputation as a top community college	3.76%	7
14	N. Maintaining and enhancing the College's leadership role within SUNY	3.23%	6
15	O. Supporting the College's involvement in national organizations (e.g., League for Innovation, American Association of Community Colleges, and others)	0.00%	0
	Total	100%	186

**PART III: Please review the list of PRESIDENTIAL PERSONALITY TRAITS (below) might be desired in t...**

#	Question	Very Important	Important	Somewhat Important	Not Important	No Opinion	Total
1	A. Effective and efficient communicator	81.18% 151	17.74% 33	1.08% 2	0.00% 0	0.00% 0	186
2	B. Open and transparent	80.75% 151	16.58% 31	2.14% 4	0.53% 1	0.00% 0	187
3	C. Visionary leader	52.41% 98	36.36% 68	10.16% 19	1.07% 2	0.00% 0	187
4	D. Collaborative	76.47% 143	19.79% 37	3.21% 6	0.53% 1	0.00% 0	187
5	E. Ethical	89.89% 169	9.57% 18	0.53% 1	0.00% 0	0.00% 0	188
6	F. Open-minded	70.74% 133	27.66% 52	1.06% 2	0.53% 1	0.00% 0	188
7	G. Creative problem-solver	54.55% 102	40.64% 76	4.28% 8	0.53% 1	0.00% 0	187
8	H. Sense of humor	34.95% 65	37.10% 69	22.58% 42	5.38% 10	0.00% 0	186
9	I. Sound judgment	77.01% 144	22.99% 43	0.00% 0	0.00% 0	0.00% 0	187
10	J. Flexible	56.38% 106	37.77% 71	4.79% 9	0.53% 1	0.53% 1	188
11	K. Strong listening skills	81.82% 153	16.04% 30	1.60% 3	0.53% 1	0.00% 0	187

## First most important

#	Answer	%	Count
1	A. Effective and efficient communicator	16.85%	31
2	B. Open and transparent	27.72%	51
3	C. Visionary leader	15.76%	29
4	D. Collaborative	7.07%	13
5	E. Ethical	19.02%	35
6	F. Open-minded	1.63%	3
7	G. Creative problem-solver	3.26%	6
8	H. Sense of humor	1.63%	3
9	I. Sound judgment	4.35%	8
10	J. Flexible	0.00%	0
11	K. Strong listening skills	2.72%	5
	Total	100%	184

## Second most important

#	Answer	%	Count
1	A. Effective and efficient communicator	17.93%	33
2	B. Open and transparent	16.85%	31
3	C. Visionary leader	4.35%	8
4	D. Collaborative	18.48%	34
5	E. Ethical	11.41%	21
6	F. Open-minded	1.63%	3
7	G. Creative problem-solver	6.52%	12
8	H. Sense of humor	2.17%	4
9	I. Sound judgment	8.70%	16
10	J. Flexible	3.26%	6
11	K. Strong listening skills	8.70%	16
	Total	100%	184

### Third most important

#	Answer	%	Count
1	A. Effective and efficient communicator	15.76%	29
2	B. Open and transparent	12.50%	23
3	C. Visionary leader	4.35%	8
4	D. Collaborative	15.22%	28
5	E. Ethical	8.70%	16
6	F. Open-minded	7.07%	13
7	G. Creative problem-solver	8.70%	16
8	H. Sense of humor	6.52%	12
9	I. Sound judgment	8.70%	16
10	J. Flexible	4.35%	8
11	K. Strong listening skills	8.15%	15
	Total	100%	184