

FINALIST SURVEY FEEDBACK REPORT

Anton R. Reece, Ph.D.



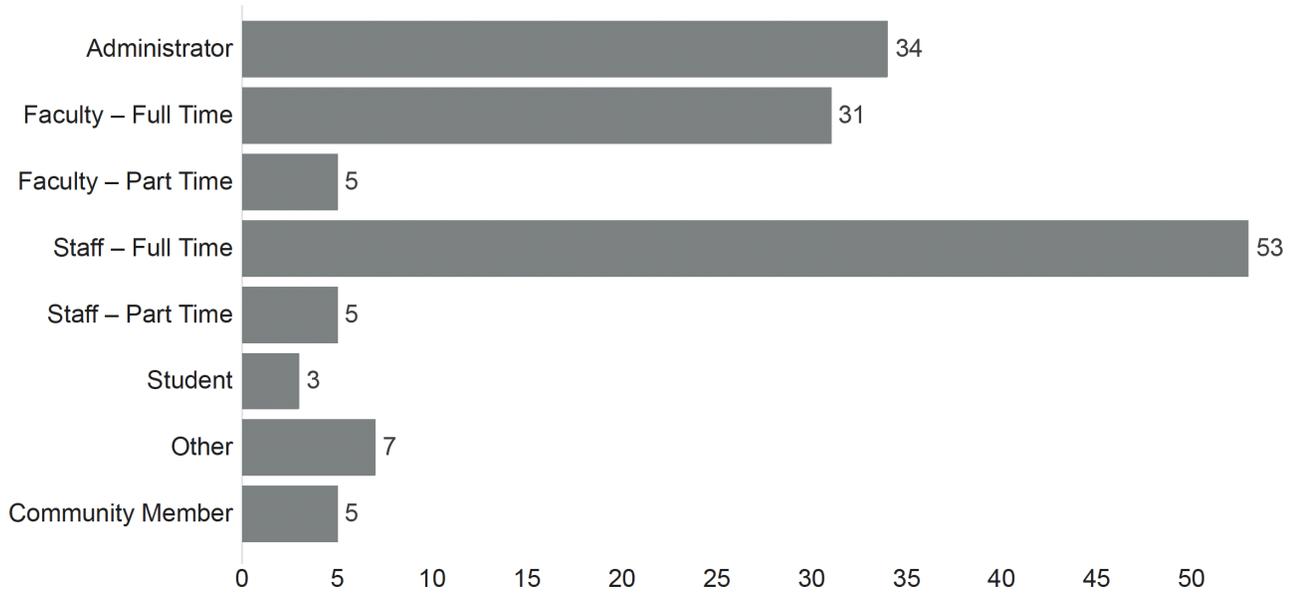
VALENCIA COLLEGE

PRESIDENTIAL SEARCH

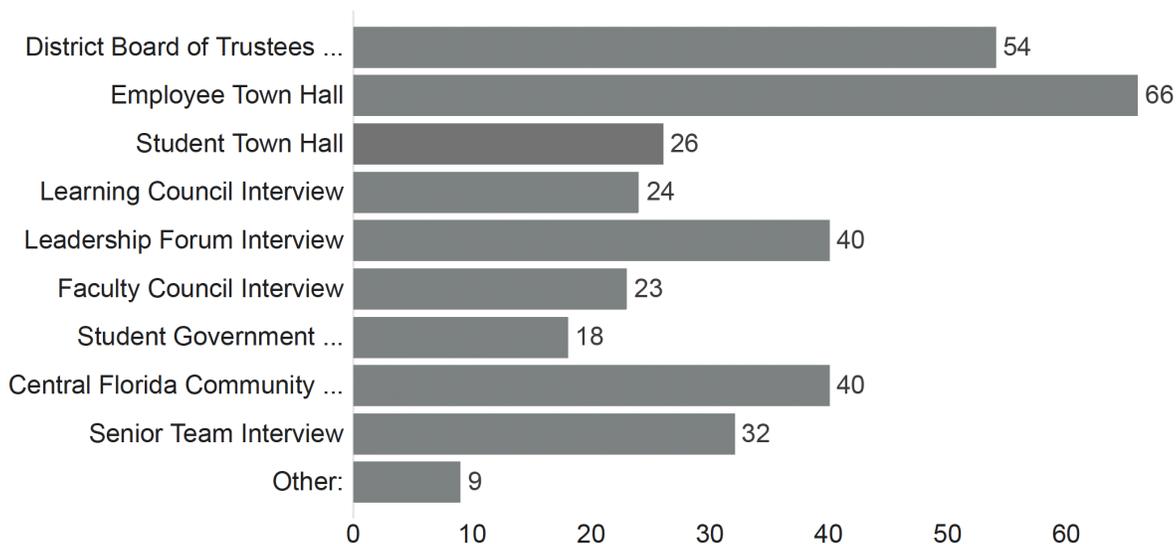
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Results from feedback survey open between December 1 - December 8, 2020.

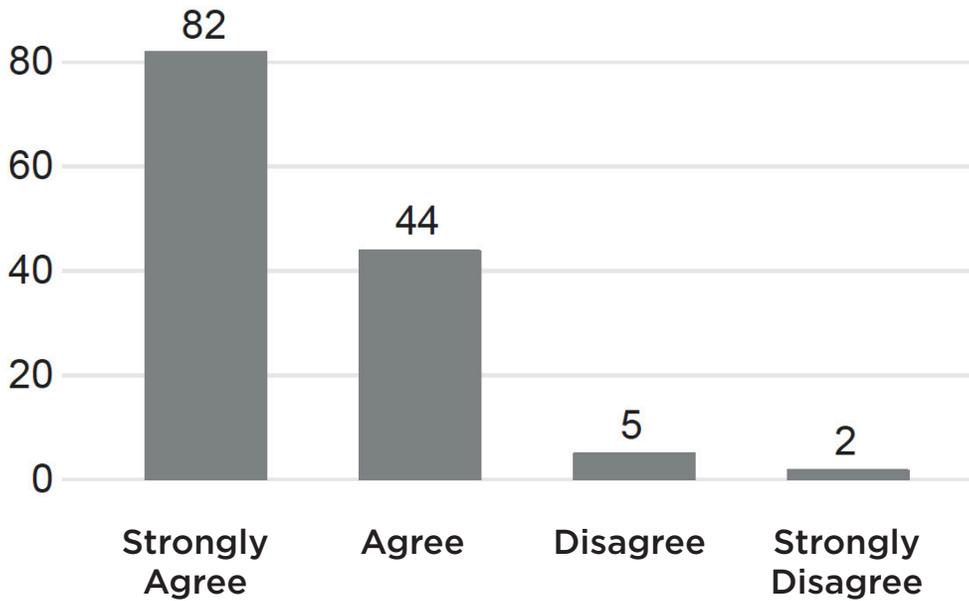
What is your primary role at the college? - Selected Choice



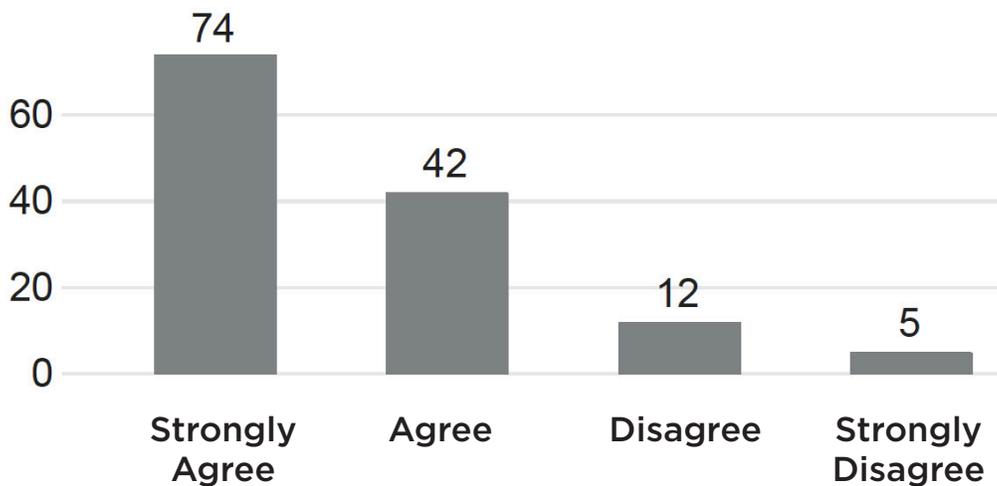
Which event(s) did you observe?



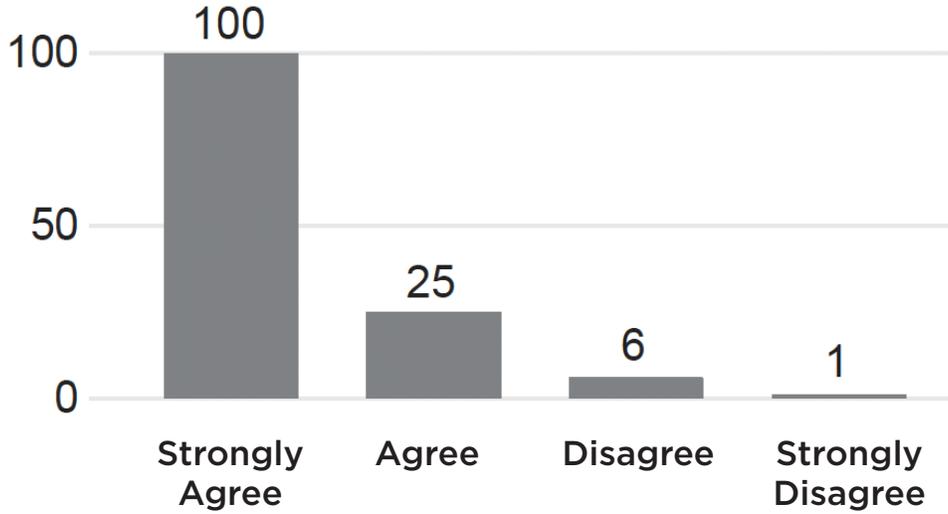
LEARNING: Candidate demonstrates a passion for our students, their learning and their success.



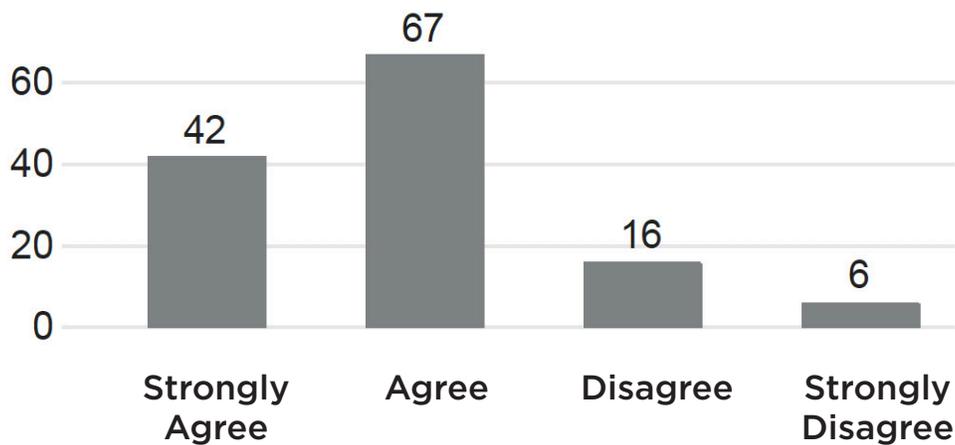
LEADERSHIP: Candidate demonstrates effective and collaborative leadership skills, innovative and creative thinking, can inspire others, and conveys accurate and compelling messages.



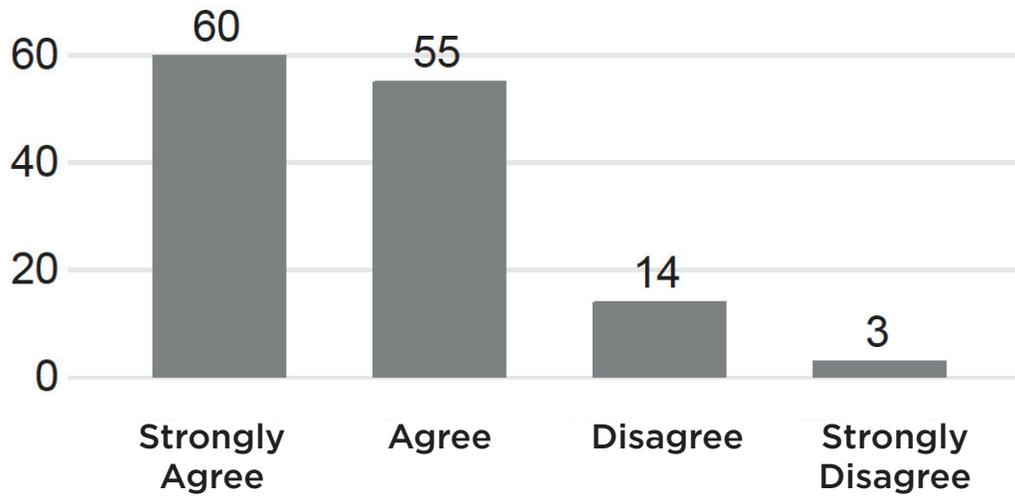
EQUITY: Candidate demonstrates a strong commitment to equity and shares specific examples of how he/she has led efforts to create more equitable environments, programs, policies, and practices.



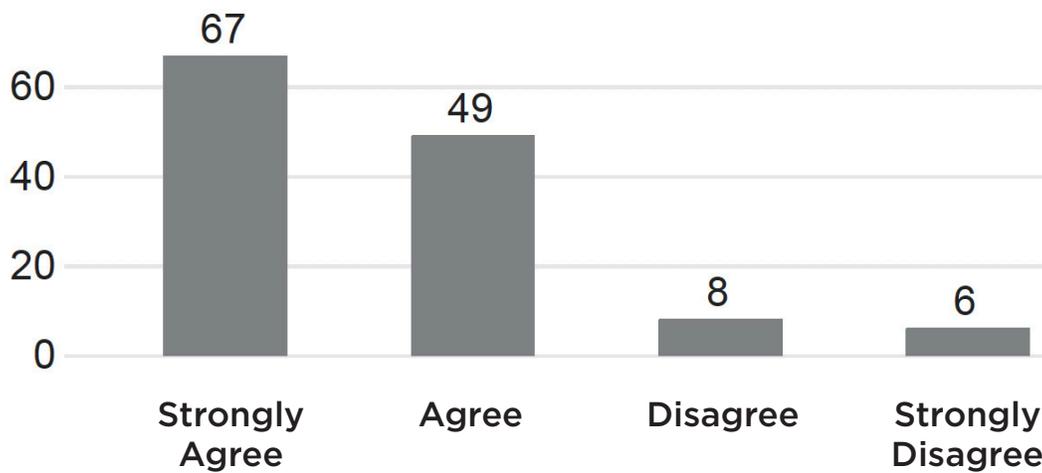
SUSTAINABILITY: Candidate demonstrates a commitment to sustainability by describing specific examples of his/her leadership of programs, policies, and practices that improve sustainability. Candidate conveys a desire to lead the college in integrating sustainability into education and practice.



FUNDING: Candidate demonstrates a solid understanding of college finances, business challenges, and the impact of funding sources on college operations.



TECHNOLOGY: Candidate demonstrates understanding of the impact of creating technology infrastructure, support systems, and ensuring access to technology to enable effective college operations and to support onsite and online learning.



I BELIEVE THIS CANDIDATE'S STRENGTHS ARE:

ADMINISTRATOR

Approachable-creates a welcoming presence, and also supported anecdotally. Diverse perspective-brings in ideas from other states and regions. Ecosystem understanding-related anecdotes (e.g. importance of industry and expert stakeholder input) that provided context that he understood the unique challenges facing higher education.

- Deep experience in CC
- Positive presence
- Community Outreach

Dr. Reece has a lot of experience in workforce. He shows the ability to lead and understand the issues. He is efficient in thoughts and words.

- Dr. Reece is engaging and clearly has discovered his mission. He has diverse experience in student affairs, in particular.
- He engaged students. As a former broadcaster, he is articulate and a skilled communicator, though not always answering the question posed.
- He seems to have the potential to serve as a capable Valencia College campus president.
- He seems authentic and genuine.
- His preference of empowering people would be supported in Valencia's culture.
- He has teaching experience.

Dr. Reece is very personable and a strong communicator.

Dr. Reece would be a great asset to the mission of Valencia College. He is very talented and brings a new vision that aligns in my opinion perfectly with our Valencia's values.

Dr. Reese strengths: Depth and breath of his experience not only in higher education but the private sector. Very interested as the other candidates in student success. He is very strong in workforce development. Dr. Reese also appears to have entrepreneurial spirit that is needed for innovation.

Equity and inclusion and good knowledge of all categories.

Excellent speaker and great experiences. I really love the idea of having a college president who represents our very diverse student body. Has there ever been a president of color at Valencia in over 50 years?

- Experience & Knowledge
- I feel like he was heads above the two other candidates. Going in Plinske was the sentimental favorite. However Dr. Reece had stronger answers and conveyed passion.

Experience at both a community college and a university.

Has a passion for workforce education. I liked how he interacted with the students in my program.

He has a strong history of DEI work and provided the most specific responses to questions on how we can improve our equity practices. He has a strong workforce focus. He was very approachable in person.

He is approachable, and easy to talk to. I appreciate that he comes from another country and has a global perspective on issues, which makes him open to varying points of view.

his approach to leadership and longstanding commitment to equity.

I BELIEVE THIS CANDIDATE'S STRENGTHS ARE:

ADMINISTRATOR (CONTINUED)

His vast experience, ability to communicate effectively, passion for student success, and leadership in diversity, equity and inclusion initiatives throughout his career. He is a strong candidate to become the next president.

I believe Dr. Reece is a strong candidate and his responses were very "tuned" to Valencia; he clearly did his homework on us. He is knowledgeable, student/learning oriented, and has a passion for community college work.

I was impressed with Dr. Reece's natural leadership skills and easy style. He seems as if he would be an inspirational leader and a good colleague, and it is obvious that he is committed to the community college world. I would welcome him as part of the Valencia team in a different role.

If the college is looking for someone to carry on the role of the president in proactively building connections and representing the college in the community at the state and national levels, with extensive experience leading equity initiatives and strong workforce partnership skills and experience leading both Student Affairs and Academic Affairs, then Dr. Reece is the best match. He has demonstrated the ability to inspire as was of interest in the earliest committee hiring discussions.

He brings decades of experience and a commitment to the role, focused on diversity and equity initiatives as a leader within industry into order to close gaps (not just the sociology but the economic understanding). He provided specific examples and discussion of the importance of the disciplines in General Education as integral to the development of students (not as a parallel track running alongside our workforce programs).

He referred to the importance of data-informed decisions and reflection upon evidence. In the hiring process during the Senior team interviews, and at other times, it was clear that Dr. Reece relies on a team to accomplish goals. He knows we already have experts on the team who focus on Academic Affairs, Student Affairs, etc. and he is not seeking to duplicate their roles. He seeks to fill the role of president, which is a very specific role that we do not always discuss or understand from within the college. Sometimes we only know what we experience as a part of the college and in the way our current president has engaged us individually as employees – but the role does not stop there. Thank you for the opportunity to provide feedback and to be part of the process throughout. I appreciate the journey we have taken in this process, the thoughtfulness of all of the committee and Board members, plus the stewardship of our colleagues managing this process.

Leadership approach

Overall, Dr. Reese is qualified for the role and a good candidate. He is a confident leader who has a solid base of knowledge and would be able to move the college forward. His expertise in growing work force needs would be strong. His experience leading his current institution would be transferable to Valencia.

Personable, appears to be a great leader, very collaborative and likeable

Personable, knowledgeable and can think on his feet quickly.

Prior Presidential leadership; experience with four-year and two-year institutions; demonstrated history of success displayed through Aspen Finalist recognition

recognition of and commitment to engaging external stakeholders in strategic planning for the college; commitment to students, their success, and institutional responsibility

I BELIEVE THIS CANDIDATE'S STRENGTHS ARE:

ADMINISTRATOR (CONTINUED)

Strong career upward growth. Really like his student engagement research background.

Strong commitment to DEI, student success with an eye on the most vulnerable students, shared governance and collaboration, and working with a wide net of stakeholders. His view of and approach to technology. His response to Q7 gave me the impression he would adapt well to the Valencia's approach to collaborative design and shared governance. He also give the impression he is very accessible to all stakeholders, including and especially students. I also appreciated in his response to Q7 that the emotional and well-being of his college community was a clear priority for him in pandemic and his sharing with his community his own experience and vulnerability while also stressing the importance of staying steady and focused. I think this orientation and approach is a good fit with Valencia's culture. Another strengths is his experience at a 4-year university, bringing a fresh perspective that can inform our work at a 2-year college, it is also an asset considering how much larger and more complex Valencia is than his current college.

Strong leadership skills, very relatable, understands operational theory and appears to be able to put it in practice. Commitment to equity.

Strong upward leadership track record. Wonderful Diversity and Inclusion experience. Like his student centered approach.

Understanding of and advocacy for diversity, equity, and inclusion work

Understood that technology was a useful tool for successful student outcomes, but not the ONLY tool, and needed to strategize about how to use it effectively depending on the student's situation and perspective.

Varied background, including working at a university and as a community college president, within a large system.

BOARD OF TRUSTEE

- passion for students/learning as he was inspiring when he spoke about the students and he seemed to be in tune with the students;
- equity/DEI as he could share numerous examples of his efforts;
- very strong community involvement and partnerships;
- I believe that he could scale to Valencia's size;

seems to relate well to all audiences”

Very personable ,confident and enthusiastic about the accomplishments at Western Kentucky . Obviously connects well in the communities around his college. Very articulate and knowledgeable in his answers. Seemed a bit nervous at first but quickly became comfortable and interactive with the Board members. Has breadth and depth in his current role despite it being smaller than Valencia.

CURRENT OR PAST EMPLOYEE

his commitment to the student learning.

I BELIEVE THIS CANDIDATE'S STRENGTHS ARE:

COMMUNITY MEMBER

Communicates with passion; believes in equity; small college leadership experience

- Community engagement
- Non-traditional background

Dr. Reece is well-spoken and provided quality answers to the questions asked of him. He seems to understand how to surround himself with strong faculty and staff support and provides them opportunities to shine in the community. Dr. Reece seems he would be a good outwardly facing president.

Dr. Reece was an impressive candidate. Some of his greatest strengths include:

- Motivational / inspirational leadership: He was a strong speaker and had the ability to answer some questions through story telling. I think that his own personal story makes him approachable and relatable to students, and his public speaking experience is an asset.
- Passion for education: His own story demonstrates that he has a passion for education, and I believe he is dedicated to equity and finding the right paths for a variety of types of student goals.
- Interest in technology: He seemed to have a strong interest in offering programs that are accessible and could adapt well to our changing world.
- Experience: His experience overall was very strong, and his stories about different jobs was interesting.
- Interest in working with Orange County Public Schools: He seemed to have a grasp on the importance of working with students on their path to get to college.

His years of experience and proven track record. The various programs he was affiliated with to drive industry inside the school through fairs, etc. Also his endeavor to ignite college interest in K-12.

FACULTY: FULL-TIME

Accomplished and appears to be a strong leader

Aspen award winner more than once is impressive, along with his theoretical connections to the issues we are currently addressing including diversity, equity and inclusion. I also really think he has a solid foundation on what it takes to lead while considering the needs of the institution, students, faculty and staff. Lastly I like his leadership quote "empowering others to find their voice by achieving their education and career dreams with direction and purpose."

Clearly this candidate lives and breathes equity. He connected to it in just about every aspect of the responses he gave during his interviews. He has demonstrated experience with institutional change and clear ideas about how to guide Valencia to becoming a more equity-minded institution. He also has an evident passion for students and student learning. I loved the end of his session with SGA - when he was speaking casually with them about what is working and what needs work, it was so genuine and sincere. I appreciate his recognition of the importance of data in decision-making with a balanced view of the importance of the qualitative story that transforms data into information. I also appreciated that he continued to question where are the gaps, who isn't in the conversation, what haven't we heard. I appreciated his value of sustainability and technology in addition to DEI - along with his goal for Valencia to become a global leader in these areas. Finally, I was impressed and excited about his passion for international students and study abroad. I would be very excited to see what ideas he has for Valencia in those areas as well. I feel inspired by his leadership and motivated to get even more involved and engaged under his direction.

comes with experience at a very smaller level.

I BELIEVE THIS CANDIDATE'S STRENGTHS ARE:

FACULTY: FULL-TIME (CONTINUED)

Competent, intelligent, experienced

Dr. Anton Reece has incredible strengths in the areas of inclusion, equity, and diversity. Drawing support from theoretical frameworks like critical race theory, it is evident that he has significant experience in handling issues pertaining to racial inequity. His vast knowledge in this area would be beneficial as it would help build a more inclusive college. I believe he would be a strong leader at Valencia.

Dr. Reece brings a broad experience at several different institutions that would be useful for Valencia. He speaks very well about leadership and management skills - what it takes to work with people to move initiatives forward. He has deep experience and wonderful perspective on equity - he would be able to move Valencia forward successfully in this very important work. He brings a fresh perspective to Valencia with his focus on workforce development and partnerships with employers in the area, a great area of opportunity for the college. He asks excellent questions that show that he has already spotted problems that he can solve for Valencia - who is working with our most vulnerable students? how can we support them? I urge the Board to consider Dr. Reece for the fresh perspective and deep analytical questions and strategy that he will bring to the college.

Dr. Reece is the change we need to see at Valencia! If the college is serious about making the institution more inclusive, more diverse, and developing more equity-minded practices, then he is the obvious candidate for the position. He has a clear plan and will lead us in a positive direction. Dr. Reece has demonstrated his commitment to improving higher education and will help bring Valencia into a new era of growth.

Dr. Reece seems knowledgeable and empathetic and experienced, and I'm confident he'd do fine as president of Valencia, though it's a moot point since Dr. Plinske will get the job. Which is fine, by the way, but let's not fool ourselves.

Dr. Reece shared a very specific example of how to increase part time pay. I deeply appreciated that dedication to ensuring the majority of our faculty have a fair wage.

- Experience
- Focus on diversity and inclusivity that is revealed at the top, networking, and mentorship.
- Focus on a pathway for "staff" as well as faculty

I believe Anton Reece demonstrated strengths in every area of the presidential profile. He has extensive experience as an effective and collaborative leader. His passion for students and for student learning came through loud and clear. He also recognized and acknowledged the important themes of equity, sustainability and technology. I loved his idea of Valencia becoming a global leader in these areas and I feel confident he is prepared to lead the College in making that a reality. His DEI work is unparalleled from anything we have seen in this search process and that is extremely important to me. I know that the institutional work we need to do in this area is possible under his leadership. As an added bonus, he understands and fully supports international students and study abroad. He brought his true and authentic self. He communicated in a way that was genuine and relational. I thoroughly enjoyed and appreciated it!

I believe this candidate has a wealth of experience that Valencia College can benefit from as we step into the next chapter of growth and practice from a standpoint of equity. His approach to student-centered teaching is informed by scholarship, as well as on the ground know-how. He brings a fresh perspective to our expanding college where we proudly tout our student diversity and I think it is time that we walk the walk.

I found his answers to the faculty learning council's questions to be excellent. He has an understanding of what it takes to lead a college and would do very well as president.

I BELIEVE THIS CANDIDATE'S STRENGTHS ARE:

FACULTY: FULL-TIME (CONTINUED)

Knowledgeable and engaging

Outstandingly strong on the Diversity, Equity and Inclusion! – He seems to really get it right down the line for all people speaking to, with and for everyone! He is well read in this area, has lived experience of his own and a long history (many years) of work experience – coordinator of minority affairs, chair of council on diversity and inclusion. Deep knowledge about what works and does not work and how to move forward with this focus. Commitment to “engaging the unengaged”/ finding “who is missing from the conversation” to bring all voices to the table. Very good message that “what doesn’t work is cutting off those who don’t support as being non-supportive”, making the important but often forgotten point that “their critique on how we approach equity can be very valid and that constructive critique is a good thing.” Talked about taking lessons from outside the college – visiting museums and finding a deep empathy for the complex journey of other minority cultures, not his own. Discussed his own journey in DEI – first focusing purely on African American and Hispanic racial identities, then branching out to a realization much broader in scope, having empathy for others’ complex journeys as well. Believes DEI is the “right thing to do” and the “moral thing to do”. In depth focus on 3 areas of safety (Health, Physical and Technology). Good view on usage of data saying that he loves quantitative data, but qualitative is equally important to make informed decisions. He believes in being “data informed” and that leadership provides the interpretation of what the data means. Familiar with community initiatives to provide scholarships to students so that all students can go to college. Good alignment with community -chair elect for business chamber; works with boys and girls club. - Knows many issues are complex and believes “Sometimes we have to look beyond what we can see”. He has the skills to do the whole job, though his main focus, strength, expertise and interest is clearly on Diversity, Equity and Inclusion.

past experience with equity work

Strongest on technology; brings “former international student” experience as his foundation

There is no question Dr. Reece has a colorful background that includes a lot of what is looked for in a Presidential candidate. He was articulate on the topics and he gave direct answers to the questions that were asked.

understanding the importance of equity in our community as well as the importance of the community partnerships in the Greater Orlando area.

Very strong leader with a good vision and ideas for higher education access and opportunity. From an equity standpoint Dr. Reece would be a great role model for our minority students.

Very well read in current literature and understanding of learning and equity.

FACULTY: PART-TIME

His ambitions, determination and kindness that he displays.

His commitment to inclusion and diversity. He has real examples of how he has been a part of real life situations that impacted students at his institution.

I BELIEVE THIS CANDIDATE'S STRENGTHS ARE:

FOUNDATION BOARD

good ideas to bridge public school to on-going learning

OTHER

Has some experience due to being a college president .

Varied experience in private sector prior to educational leadership. Strong passion for diversity and inclusion at faculty and student levels. Passion for student success.

STAFF: FULL-TIME

- supports open access school and community college mission
- strong connections to current Chamber of Commerce and outreach and career source
- strong equity and inclusion

Background in equity-related work, focus on sustainability and technology

Being new, combined with having executive leadership experience in other institutions, he seems the most likely to have new and innovative approaches to staffing, pay, information management and general operations. He also seemed to be the most experienced in moving the diversity, equity and inclusion work forward.

Bring external experience from another college.

Came across as grounded and authentic; external experiences and knowledge in areas that could enhance Valencia's (students) future

Charismatic - good personality
Broad experience - also understands student affairs which I believe is very important for us at this juncture

Communication of ideas and passion for education

Decisiveness and budgeting

DEI

Diversity. Dr. Reece has impressive diversity and inclusion experience with his work in minority affairs.

Dr. Reece has a strong presence and confidence which is important in a role this size. His background from being educated on a former plantation in the islands to earning his Ph.D. is impressive. Being a person of color and a former international student makes him a great match for Valencia College in 2021.

I BELIEVE THIS CANDIDATE'S STRENGTHS ARE:

STAFF: FULL-TIME (CONTINUED)

- Dr. Reece has the most experience to support the college through the monumental equity work that we face. It seems to me that he would lead the college towards the equitable outcomes to which we aspire.
- He did an excellent job of describing his experience and outlining how he would approach the work of the next few years (as far as he can see being an external candidate).

Dr. Reece impressed me with his passion for the scope of work required by a college president; he also conveyed deep concern for student success; his path to leadership and tenure during his career are impressive

Dr. Reece looks as if he will be an amazing steward of staff, faculty, and student experiences. I loved what he said about taking Valencia to the next stage and making it globally recognized. Dr. Reece looks like he has a very holistic approach to how one has to be cognizant of how every part of Valencia works and to look working with great teams to keep everything moving smoothly. I like that he plans to examine both quantitative and qualitative data to improve student success rates at Valencia. He seems very innovative, both steady and open minded, and it looks like he would be a perfect fit here at Valencia College.

Dr. Reece showed that he has a deep passion for working with the community and giving access to higher education to all students. He has a strong sense of how to lead in terms of equity and diversity work. He seems as though he is very people centered and will be collaborative with the staff and faculty. I'm very impressed by what perspectives he could bring to this role.

Dr. Reece has a strong passion for Higher Education, and in providing access for students. He has some big ideas on how to continue to work to bridge the gap for those that may be underrepresented, and continuing a culture of inclusion, equity, and diversity. He has drive, and ambition, which I think is important in meeting goals.

Dr. Reece has the distinct advantage of representing a community/ethnicity that we want to bring into our fold more. That is a great advantage. He presents with a calm and yet deliberate answers to questions. He exudes a calm confidence.

Dr. Reece is personable, charismatic, and knowledgeable about many areas of leadership in higher education. He has a passion for equity & students.

"Eagerness to build partnerships

- Use of social media to communicate with students
- Transparency
- Has a doctorate degree in economics, has knowledge of budgeting and understands college finances
- He utilizes video recording to communicate with the staff and students. This is a unique and personable way to make connections, rather than sending scripted email announcements"

- Great speaker, strong vision, openness to see what's working, data-driven decision making.
- I hope the Board will consider this candidate for other open Campus President positions.

Has a background that could be inspiring to many students and a lot of experience with student related activities and positions.

He appears interested in community partnerships and strongly supports student success. He seems to be keenly aware of safety and technology issues that can plague colleges and wants to create pathways for faculty and staff to move up in their careers. Seems like he wants to be active in Valencia campus community.

He is very knowledgeable about higher education KPIs. His diverse work experience and different types of institutions is a key strength, as well as his experience and expertise with DEI work.

I BELIEVE THIS CANDIDATE'S STRENGTHS ARE:

STAFF: FULL-TIME (CONTINUED)

He was asked to prepare a presentation and was given those questions in advance. He did not give a presentation and didn't really fully answer the questions. It surprised me since he had them in advance. I also didn't feel like he effectively answered the questions at the townhall. He just didn't come across as prepared.

He was great with articulating where he sees Valencia going. I like the fact that he would want to get to know the departments and take on equity issues with in our communities. He had very practical answers that would be attainable. I really got the feeling that he will be very collaborative with all department. I really appreciated that he mentioned the inverted organizational structure which reminds me so much Zappos and how successful they are became because of it.

I feel that his understanding of, and commitment to equity are his strongest assets. I admire his resolve to bring to Valencia a dedicated position to lead our diversity and inclusion efforts, as I agree is something Valencia needs. He also seemed to relate very well to the students. He seems approachable and enthusiastic.

I felt he was strong in communicating his values which I felt really aligned with the values of our institution and my own. He is an effective communicator and emphasized it's importance. He demonstrated his commitment to equity and inclusion. He provided examples of that commitment. He is a visionary leader as demonstrated by his outlook for the potential of the college moving forward.

- I think all of the candidates were qualified to lead. So I wanted to thank the search team for vetting these finalists.
- The thing that I really liked about Dr. Reece's discussion was on the topic of diversity, inclusion, and equity. I liked that he said these are difficult discussions that always must be approached with empathy. I think that's very important in any work we pursue in this area as a community.
- He also said he had contributed previously to work that resulted in part-time faculty receiving a significant increase in salary.

I was thoroughly impressed by Dr. Reece during the Board of Trustees interview. Unfortunately, I wasn't able to attend any additional interviews, so my scope may be limited. His strengths during that interview were that he showed a heart for students, and an understanding of equity and diversity issues. I also felt he displayed leadership qualities, like the ability to eloquently relate information in an inspiring and clear way. His responses were inspirational, while also clearly displaying his knowledge of the role of a college president.

Knowledge of higher education, learning, funding, and equity.

Leadership, communication, demonstrated experience, passion for the mission and focus on students and people. I hope he receives serious consideration as I believe he's ready to step in as our fifth president on day one.

STUDENT BODY, ABILITY TO SPEAK FROM THE HEART, SEEMS PASSIONATE INTO WHAT HE BELIEVES IN, WHEN I SPOKE TO HIM HE MAKES YOU FEEL VERY AT EASE AND RELEVANT.

The candidate has good experience and passion for students.

The safety over Covid-19 and his belief in cross-training.

I BELIEVE THIS CANDIDATE'S STRENGTHS ARE:

STAFF: PART-TIME

- Communication: Focus on communication, which is key to our success at any level.

- Diversity: Comes from a diverse background, which will be key for Valencia's emerging work in equity-minded practices and commitment to racial justice. Out of the three candidates, he shows the most potential to deal with this issue head on, take action and actually help our students and employees. He is someone I can relate to (being from another county, an immigrant and being a minority). Diversity starts at the top. If he becomes president, this will not only be felt by employees but also students. Needless to say, as he fills key leadership positions, diversity will be essential. If I had to rank all three candidates in this area, Dr. Reese by far leads the way.

- Innovation: I started off as a student at Valencia over 10 years ago. As a student and employee, I have witnessed Valencia make slow changes and at times it feels like Valencia is falling behind. For example, it wasn't until COVID that Valencia started offering real time virtual classes. This is something other universities and colleges have been doing for over 10 years. Other colleges and universities have a tracking system for their students and Valencia has talked about it but not rolled it out. Again this is something other colleges and universities have been doing for over a decade (and improved it along the way). These are the little things that can make a difference when we talk about student graduation rates.

Dr. Reece in several of the town halls talked about the importance of technology. He gave great examples on the things he had done at in his previous two institutions that addressed those issues. Many of the examples that he gave, are things Valencia is lacking. He has experience in this field. Valencia could really benefit from his expertise and help grow and better serve our students. If I had to rank all three candidates in this area, Dr. Reese by far leads the way.

- Leadership: His years of experience will be a huge plus for Valencia. COVID has challenged all of us and will continue to challenge us in the near future. Currently, my biggest concern is how the state's budget will impact us in the next couple of years and how the new president will interact with politicians. Both of these will impact our budget and how we operate.

Dr. Reece mentioned in many of his town halls the importance of communication and collaboration. He is not only interested in those who want to participate or speak up. He wants to know from those who are not speaking up. He mentioned having limited knowledge will give you limited answers and limited results.

Dr. Reece is currently involved in his community. This leads me to believe he will be just as involved in our community.

Compared to the other candidates, Dr. Reece has more experience in leadership and has key qualities that will help lead in a collaborative way that will help improve the way we work and students learn.

I do want to point out, I did not like the question about if he would be a good "fit" for Valencia. This has the connotation that here at Valencia we hire those who we feel more comfortable with and not who is the best candidate. Out of the three candidates, he by far would be the better leader, innovator and has the experience to make our college a better place for all.

In my opinion, Dr. Reece has the best experience and will take action to take Valencia to the next level. (Dr. Plinske will not bring change and innovation, she will continue the work that is already being done. While the work that is being done is great, we can do better. Dr. Nutt in my opinion will be overwhelmed with the size of our college as she is only used to running a college ten times smaller than ours.)

- Dr. Reece is well spoken and very knowledgeable.

- I was glad that he better explained why he would want to come here, leaving his current position relatively soon.

- He interacted with Student Leadership better than I expected.

- Equity experience."

I HAVE CONCERNS ABOUT:

ADMINISTRATOR

Ability to add vision beyond Valencia's current Impact Plan; desire to specifically serve as President in Central Florida; Ability to scale leadership to Valencia's size and scope; Leadership and management style that feels very formulaic - use of acronyms

As President of WKCTC with less than 3,600 undergraduate students, I didn't get a sense of how he would make the leap to an institution that was 20x larger. In addition, candidate did not appear to do even basic research on Valencia prior to his Leadership Forum interview. Specifically, he had no concept of the Strategic Impact Plan, certainly a key priority to an incoming President since it will shape the College's mission for the next five years, that was presented to the DBOT as recently as October 2020. (This would not have been hard to discover with even a basic review of DBOT agenda items on the website.)

Dr. Reece did not strike me as a collaborative leader. I have concerns that Valencia College's deeply collaborative culture will be a huge shock to his leadership style.

Dr. Reece's lack of experience managing a large institution is disqualifying for me. While he does have some experience in a larger system in a lesser role, being the chief executive of an institution that crosses two counties, 4 cities, and countless constituent groups (some of which are at odds with each other) is not something I would want a leader learning on the job.

- Dr. Reece's tenure in his current college is only 3 years, and despite his explanation, his tenure remains incredibly short. It is damaging to the organization he leaves, which will be engaging in another search and top-leadership transition once he leaves.
- Valencia has thrived and succeeded in part because of the longevity of our president's leadership, which adds stability, consistency and a deep fluency of the culture and organization.
- Were Dr. Reece to join Valencia, who knows what "next perfect opportunity" could arise in the next few years even closer to his family in Miami?
- The enrollment of his college is 6,200, according to the WKCTC website, 78% of whom are white, 4% Hispanic and 8 percent Black. The population of Paducah is 25,000.
- Dr. Reece did not offer comprehensive answers or describe situations that indicated his ability and experience in leading a complicated and complex organization. He often answered the question he wished he'd been asked rather than the specific question asked, which begs the question of whether he didn't have an answer, didn't understand what was being asked or simply chose another direction he liked better.
- The areas of concern include finance. It appears that WKTC's op budget is \$171 million. He did not share experience or sophistication in discussing the finances and leadership of a large, complex institution.
- His discussion of his cabinet's diversity was puzzling and not the aspiration that Valencia is seeking in significantly increasing diversity, equity and inclusion at all levels of the college and particularly at the senior level.
- Although his CV mentions fundraising, he did not articulate significant experience in leading major philanthropic relationships and requests.
- Dr. Reece did not demonstrate a deep understanding and vision for sustainability or technology in a huge, distributed organization.
- His community college senior leadership is short-lived. His university experience was primarily student and minority affairs, at the director and coordinator level.
- Moving to a chancellor position would be an incredible jump in scope. I did not see evidence of his ability to do that. However, I'd encourage his candidacy for a campus president position.

Even though Dr. Reese has experience in larger institutions (however not in the President's position), I am concerned about the transition to Valencia that is 10 times the size of his current college President position. Policies, procedures, programs, systems, community interaction etc. may be similar but not to the scale that Valencia currently is and will become over the next 10 to 15 years as our community continues to grow.

I HAVE CONCERNS ABOUT:

ADMINISTRATOR (CONTINUED)

He seemed very focused on workforce programs and not as much on traditional academic programs. It made me wonder a little how that would translate into our long-term strategic planning.

his level of preparation for the interview. Specifically, he asked several questions that would suggest he had not sufficiently done his Valencia "HW" prior to the interview.

His response to the question about a risk he had taken in support of a student was woefully inadequate. I wonder if he had interpreted the question differently from what was intended. The closing statement was disappointing. He had opportunity to speak to why he wants the position and his enthusiasm for the work he might be doing as the next Valencia College president. He did not seize it.

I AM CONCERNED THAT A DESIRE FOR STABILITY WILL BIAS A DECISION TOWARD PLINSKE.

I am concerned that he is from a much smaller institution and would be challenged by the size and scope of Valencia.

I am not specifically clear on "why" he applied for position at Valencia following responses in forums.

I do not think that the candidate has a very strong grasp on the details of running a college and I suspect might struggle with an institution as complex as Valencia. Answers to many questions seemed vague at best, loaded with sweeping generalizations and very short on solid fact based. I was particularly disappointed that he had not done homework as basic as reading our Impact Plan draft which is easily accessible on the college website.

I have concerns that a candidate from outside Valencia will create a counterculture, or at least NOT support the existing culture, which will distract the leadership and faculty at Valencia from important work in the areas of access, equity and eliminating the achievement gap amongst our racially diverse student populations.

I have no specific concern about his qualifications as a candidate, though I felt he could have answered a couple of the questions with more depth. As with any external candidate, there will be a learning curve and time required to assimilate and fully internalize core elements of Valencia.

Lack of emotion that could be construed as a lack of empathy.

Leadership over the size and scope of Valencia

Like any new employee, he would have a significant learning curve if hired. The learning in terms of understanding Valencia culture, relationship-building with constituents, and demonstrating the ability to galvanize an organization significantly larger than his past experiences will probably where he'll need to spend a lot of his time in the beginning. With the challenges brought forth by the pandemic, it's great that he has expertise in budget and other administrative areas where he'll need to "hit the ground running."

None

I HAVE CONCERNS ABOUT:

ADMINISTRATOR (CONTINUED)

Not sure he bring the "big ideas" and scaled leadership that Valencia needs in its next College-wide President. Gave a number of "general" answers that seemed "community college" generic and not the innovation learning college centered approach that we have at Valencia. Seems more to be an "operations" leader.

- Not sure if he gathers input and how he uses it, it seemed that he was open to input but often shared how he went in his own direction.
- Ability to handle the day to day complexity and maximize our team"

- Potential of risk aversion, particularly with respect to risks that involve examining/questioning existing policies and procedures or challenging recommendations that come from the state (or other governing body).
- Slowing down and balancing the urge to prematurely move on in a fast-paced role, as well as slowing down to more actively listen during conversation.
- I was concerned about and wished there was an opportunity to provide more clarification on a response given during the senior team interview regarding the math boot camp (i.e., if students could not pass math after completion of the boot camp, then their chances of passing math were not that hopeful to begin with).

Scalability. This is a big place and he has not led in an institution of our scale and breadth. He would be wonderful as one of our Campus Presidents. Is he ready for this role?

Scale of management changes from current College to the scope of Valencia. He seems more of a "operations" leader than a "learning college" steward. His answers seem to be standard "community college speak" which leads to wonder the innovation he would bring and leading in our "Big Ideas" culture.

- Some of the answers Dr. Reece gave to the questions asked today. Some were more superficial and missed the mark for me, such as his response to question 1, which was about F2F vs virtual advising.
- I am concerned that coming from a different system, Dr. Reece will have a bigger learning curve which may cause us to lose the momentum we currently have.

Spoke volumes but often did not answer questions asked. Seemed to not be particularly prepared for the interview, especially when asking the Board what they were looking for in a president and what short-term and long-term opportunities faced the next president when this was outlined in detail in the Presidential Profile. The top three responsibilities he identified for the president were all operational - where is the learning leadership? Not clear why he is interested in working at Valencia. I have serious reservations about this candidate being able to lead at Valencia.

The candidate did not seem prepared for the interview. He had not read our Impact Plan to understand that it serves as a strategic guide. He seldom mentioned the work of the faculty or the needs of the students.

- The scale of the College may be a challenge. Valencia represents an 8 fold increase in the budget and his perspectives on contingencies and holdback monies fits a small school mentality, but it would take time to gather the knowledge needed to lead the College. He has great experience in workforce areas which would be helpful to the community but the larger credit side of the College is a bigger unknown.
- Dr. Reece was a very nice person. However, I do not think that he is the right choice for Valencia College.

The site visit gave him an opportunity to learn more about us by asking questions, but he continued to use it for self-promotion which was off putting.

I HAVE CONCERNS ABOUT:

BOARD OF TRUSTEE

a few times he did not directly or fully answer the question causing me to pause and think about his communication skills some more

Dr. Reece is an excellent communicator with his broadcast experience. There were times where he used questions to switch to other points he wanted to make without fully answering the focus of the question.

COMMUNITY MEMBER

How he would scale up to a multi-campus, large faculty and student population; answers were more philosophical rather than detailed plans or visions; concerned about community collaboration - his comment was the President is the face and voice but staff is needed to forge these partnerships; lot of info about WKCTC programs but I didn't get a clear connection on what he would do as the President of Valencia

I wish he had more knowledge and a better understanding of Central Florida. It also seemed like some of his answers were rather short and lacked specific detail on how we would tackle some of the topics introduced by the panel. I was not sure from his answers how deep his community partnerships would be based on his responses, but he had limited time to respond.

Out of area

To be more direct when answering questions.

CURRENT OF PREVIOUS EMPLOYEE

this candidate's ability to lead an institution of this size. Many services we provide his current institution receives from the state system so his experience seems very limited. Additionally, he does not have any experience leading an institution of our size and scope in regards to technology. Reliance on an individual with Cisco knowledge and one with Distance Learning only addresses two small parts of information technology.

I HAVE CONCERNS ABOUT:

FACULTY: FULL-TIME

- All I heard was “I” and names of authors. I was looking for concrete collaborative examples on how he lead. It’s all about him.
- We are learning centered and he wants to redefine learning at Valencia. Please do not select him.

- didn’t provide examples on how he would support or create more equity. When he did shared, it was about “I”, never heard what partners he worked with.
- when it came to budget he didn’t see an issue scaling up from a small institution to one of Valenc

- lack of experience with a large institution such as Valencia. Valencia has already experienced this with a former senior leader and it was not a positive experience.
- lack of details as to what his dashboard would look like. He couldn’t provide co

After years of listening to Dr. Shugart tell engaging stories to make people buy in to what he wants the college to accomplish, I need a storyteller, but this candidate does not tell good stories. Dr. Plinske, on the other hand, continues that tradition, making her my first choice.

- comes from a very small college, smaller than Osceola. Budget is not the same to scale from small to one the size of Valencia.
- Please we have had a negative experience with someone from a small institution and small thinking. No collaboration, only “i”.

- completely uninspiring
- seems rather inexperienced

- Dr. Reece's understanding of the Valencia Culture. His organizational skills and command of technology. Dr. Reece didn't use a powerpoint and was not centered in the camera display. Dr Reece's connection to the audience with whom he was speaking to. He didn't acknowledge each questioner until the end of the interview. Dr. Reece'e understanding of the budget and what it is going to take to continue Valencia's leadership in a changing world. Dr. Reece's commitment to the community and his emphasis on inclusion. Those are my concerns
- Dr. Reece did not have a polished performance like Dr. Plenski.

Exhibits more of a passion for “status” than for our work at the college. On why he is interested in Valencia, he stated many times that we are the ASPEN award winner and the Gold Standard for the rest of the nation, that his college is a 5 time ASPEN finalist and now in the top 10 hoping to join us winning the award. Says “Valencia beat us but we were right there.” Student focus was not as strong as I might like in some of his examples. Says he wants to focus on the vulnerable students, but listed as a supportive example: SOAR (2nd opportunity for academic recovery) which focused on students with GPAs of 1.7 to 1.9. What about the rest of the “vulnerable students”? This may indicate he is focused on numbers that show up better in the stats than on all students (or it could have been a budgetary constraint of the program). In another example he gave of “Math Camp” he said “If you can’t pass math after that, your chances were not that hopeful to begin with” – this is not in keeping with our value that “everyone can learn under the right circumstances”. Says he believes in “Recruit Retention and Release”. I would hope for more focus on what happens after they are “released” to know if we are doing a good job. Are they successful? He did exhibit a genuine passion for seeing a student cross the stage that had difficulty along the way. (I enjoyed hearing about that.) When asked about risk tolerance, answered with issues such as harassment, disciplinary procedures or a situation of potential law suit due to unfair hire. Not sure if he understands larger scope of how “risk” plays into the role as a positive for moving an organization forward. Creativity and future focus was evident in the area of DEI, though I didn’t observe it as much in other areas. We could definitely benefit from his expertise in that area.

experience with technology infrastructures.

He comes across as a politician to me. He is an excellent speaker, and too often seemed to enjoy the sound of his own voice.

I HAVE CONCERNS ABOUT:

FACULTY: FULL-TIME (CONTINUED)

He is not as familiar with our community.

His ability to connect with Valencia Community, which is very supporting and inclusive. I think he would be able to breath fresh air into the college community as a whole. But I do wonder how the current community will accept an outsider into the College.

- His speech pattern is rapid fire to the point of being difficult to understand, which is concerning for someone tasked with communicating to a wide variety of audiences.
- His answers in presentations also demonstrate a lack of passion and commitment for Valencia to obtain our sustainability goals by 2050.”

I am concerned that Dr. Reece does not have a fair chance at being selected as our next president because it appears to be common knowledge that Dr. Plinske has been groomed for this position, knowing the ins and outs of our initiatives, etc. While she is undoubtedly a strong candidate, I think she can serve as an even greater asset to us in these shifting and challenging times, working as part of a team with Dr. Reece as president.

I hope the committee will seriously consider Dr. Reece as a possible college president for Valencia. I know many fear that internal candidates tend to have preference.

I was disappointed that Dr. Reece only discussed safety as the primary goals of a President. Despite this, Dr. Reece also seems deeply invested in equity and inclusive diversity.

I would only be concerned about his being able to transition to lead such a large and insular institution. But he has demonstrated his success at UT Knoxville and within the 16 unit/70 campus Kentucky community college system, so he has experience with economies of scale and systems thinking. He appears to be a listener and very collaborative, so I believe that he would be able to lead Valencia's occasionally exclusionist group and bring it to a less insular culture.

My only concern is that people will be too afraid of change. It is easy to go with what is comfortable and familiar. It can be scary to choose a different path. But I am so excited about the opportunity to have a pair of fresh eyes to build on Valencia's strong history and success. We have mountains yet to climb.

My only concern is that the Board won't fully value the immense potential in this external candidate. I have served Valencia for over 15 years, fully and actively in many capacities. I can appreciate that an internal candidate certainly has its benefits but respectfully, Dr. Reece is the best choice for the future of Valencia.

N/A

Some of the questions above were not addressed in the Learning Council's questions, and did not come through in any answers.

With most of the faculty council questions focused on equity, it's hard to learn much about candidates' ideas about other topics.

I HAVE CONCERNS ABOUT:

FACULTY: PART-TIME

I am afraid he doesn't have the same level of experience that we need to have in a president. I wonder how he will work with the very diverse Osceola and Orange County communities to help convey Valencia's message.

N/A

FOUNDATION BOARD

ability to lead at the size school as Valencia.

OTHER

Candidate did not articulate that he had done research to understand the Central Florida community, our challenges and opportunities. Could not get a good sense of candidate's vision for leading Valencia if selected.

Comes from smaller college. Sounds like a manager only . Not a people person. Not answering questions. Lacks the student, people side. not knowledgeable about budget.

STAFF: FULL-TIME

- Dr. Reece is a strong candidate, however, I would rank him as no. 2 after Dr. Plinske

- Candidate seems to have a bit of a superior attitude and not as "down to earth" as I believe a state college president should be.
- I am not comfortable that he would change things slowly and deliberately and would try to make Valencia into something extremely different.

Dr. Reece seems like a great leader, but there is something about his personality that I see in candidates like Dr. Plinske that he lacks. Maybe it's because we don't really know him, but he does not seem as approachable, and that is something we have been blessed with with our leadership that I think is important to maintain.

Dr. Reese has no experience with medical simulation although his institution is in the beginning phases. From my perspective, that is a limitation for the needs of the healthcare programs.

He seemed to skirt around the questions during the interviews and in my opinion didn't answer well or at all. I thought he appeared arrogant.

His answers conveyed to me that Anton is a Big Picture person. I didn't see enough day-to-day details in his ideas. His answers were good, just general.

- His oral communication skills are not his strongest asset, seemed to speak in circles at times and relied too heavily on "buzz" words.
- Seems to have great vision about larger, big picture issues, especially how society events are impacting college learning, but lacked some specificity.
- Not a fault of his, because he does come from a much smaller institution, but the learning curve seems steep.
- He seems better suited for a different role at the college rather than the president's role. Perhaps as a VP for diversity and inclusion, as this is his strength.

I HAVE CONCERNS ABOUT:

STAFF: FULL-TIME (CONTINUED)

His strategic plans and goals for Valencia to maintain momentum or innovate in the near future.

- I believe that he has a lot of experience but does not do the best job of expressing that information. I'm still left wanting to know more.
- Proficient, but I felt like his answers (ex: about equity) lacked a depth or passion. I want to know more about his core beliefs and motivation regarding this work, since that is what's going to sustain us in years to come"

I did not feel like he would be the best fit for Valencia. I felt that he liked to talk a lot and I lost focus on what he was saying after a while.

I don't necessarily have a concern. I mostly just wish I had the opportunity to hear more from him about the potential growth of our student population. I wanted to hear his thoughts on maintaining personal connections with students given his vision of making us a global leader.

I found it hard to evaluate Dr. Reece in this Employee Town Hall because there were a few questions that he didn't seem to really answer. An example is the question about remote work post-COVID. In this question and others, I did not get an answer that tells me what direction he would like to take the College.

I have concerns about his ability to play a role in fundraising for and on behalf of the college. He appear to embody the drive and passion of Valencia's faculty, staff and students. I have many concerns about his ability to follow in the footsteps of our current President as well as match the passion and enthusiasm displayed by Senior Leadership for the college/our students. Additionally, his steadfast need for a financial reserve to protect his bottom line doesn't match our drive to accommodate our students first with whatever resources are necessary.

I have no concerns. The only downside to hiring Dr Reece is that it will take him quite some time to get to know Valencia closely.

"I often felt when watching the interviews that he didn't quite provide information on what he understands about Valencia. I felt that questions about the Orlando area were not thoroughly researched enough to answer inquiries about workforce, demographics, and how to connect with the community. He spoke of great examples of how he has helped where he is currently working, but I didn't feel he was engaged in understanding who we serve. I was looking for answers in regards to workforce/industries/pandemic concerns, and he didn't touch on any of the current programs that we have in place, that align with the surrounding counties. We have hospitality, Disney, Culinary, arts, business, engineering, etc... Not much spoken about those connections, except his experience in his area where he currently resides and works.

- I also felt he disconnected from understanding the roles of Student Services, and how we help students. I unfortunately felt he talked a lot, but with very few direct answers on what he would do for our college. A lot of focus was on his accomplishments, but didn't really dive into what he would do in his role. I also was concerned about his big idea of being global. Maybe one day that would be nice, but I honestly came to work at Valencia because of the local connections, and the close ties to the community. We become global or nationwide, and I think things can get a bit impersonal or disconnected. I could be wrong, but I would hope that the goals/values align with what Valencia already represents.

- I wish I had more positive than negative, but to be honest, I was not happy with this candidate."

I think he and Dr. Nutt will both need time to adjust to the Valencia culture, whereas it seems that Dr. Plinske is already involved in leading the work in our community.

I worry about any candidate from another state understanding Florida and Valencia, and the way we operate. It may take him time to learn our systems and processes.

I HAVE CONCERNS ABOUT:

STAFF: FULL-TIME (CONTINUED)

I would not say it's concern. Financial aid is always tricky and changes all the time I thought his answer was okay but that is something that can be taught every school does FA a little different.

I'm concerned that if he wasn't prepared for the town hall and couldn't answer questions fully, how will he lead Valencia?

-In Dr. Reece's first employee town hall during the semi-finalist stage, I was very impressed. I was wowed by his energy and clear communication and felt confident he would be a great Valencia president. I gave him strong marks across the board.

During the finalist employee town hall, I felt he wasn't able to clearly communicate his vision and where he would take Valencia. In many of his answers, he shared what his current college is doing or what he's done in the past. I was really hoping to hear what he'd do at Valencia. I also felt that many of his answers lacked the depth I was hoping for.

For example, on how to decrease the learning gap caused by COVID, he shared that he would meet students with support and engage students with feedback. But how? Is this what they need? Are we not already doing this?

He also seemed to answer with what he thought employees would want to hear, for example, that he has raised part-time salaries in his current position. But, big picture, would we have the funding to do so here (again) with a tight budget and hiring freezes? He also contradicted himself on the question about increasing access for students without increasing staffing during a time of a tight budget. He had suggested utilizing part-time assistance from faculty and staff as a solution. I wonder how that would work financially with adding part-time faculty and the pay increase.

I do understand, however, that the employee town hall was just one small part of the full interview experience and it's not fair to judge him just on this one piece of the puzzle. With an exhaustive schedule, he may have been off. Or, at 8 a.m., maybe he hadn't yet had enough Diet Mountain Dew.

In my opinion, this candidate gave a lot of non-answers that failed to address critical parts of the questions that were asked. He also mis-spoke several times, describing the presidential profile as "well-elocuted" and saying (more than once) that colleges are "incubated from society," when he may have meant to say "insulated." While the candidate stressed his experience with community outreach, when he met with Mayor Dyer, Orange and Osceola county leaders and prominent business leaders, it was obvious that he had not researched Orlando at all. He was asked where he saw opportunities to diversify OUR local economy, and he could only respond with his experience in Kentucky. Note that the other out-of-town candidate actually had researched this area, which was obvious in her comments.

It is a very large leap going from a school the size and budget of WKCTC to Valencia College. Large learning curve relating to state government, consortium and Valencia College.

Keeping up with the speed of Valencia, managing such a large college and its competing priorities, connection to students

My concerns with selecting Dr. Reece lie with the vast amount that he will have to learn about our institution (Valencia acumen) in a very short amount of time to make the most intentional & proactive decisions to lead us forward. We have to make many important decisions quickly, which will potentially be a big challenge for not only Dr. Reece, but our college community as a whole to be on the same page.

N/A

No concerns about Dr. Reece.

I HAVE CONCERNS ABOUT:

STAFF: FULL-TIME (CONTINUED)

no concerns.

None

NOTHING AT THIS TIME

Only thing I can think of is he is not grounded in the ways of Valencia or of Central Florida. That could be seen as a blessing or a curse. And the fact that he is coming from a much smaller college is a big question mark.

Some responses to financial questions were vague.

The ability to fiscally manage a large budget such as VC's; his inclination to speak in terms of 'me and I' regarding his vision and accomplishments

- The Town Hall was to be opened by a presentation of the top priorities of this President role. He did not prepare any visuals or methodical way to present his top priorities; instead, he started into the first priority ""what keeps us all up at night...safety, safety, safety...is a really big deal."" He specifically referenced Covid, increased mass shootings (of which he mentioned his experience of 2 different high schools in KY and connected it to our experience of Pulse), and cyber attacks. Within the first 5 minutes of his Town Hall presentation where he was given liberty to address any and all staff of the college he chose to lead by drawing from frightening and extreme circumstances and recommend himself as the person in charge of those circumstances. The immediate concern is that he sees this as a presidential role when we have comprehensive teams supporting these areas and the presidential role needs to be much more strategic, learning-centered, and partnered to a vision.
- Later in the interview, and multiple times, he described his reaction to Covid. He said he was concerned about if they were ready and so determined within 3 days he would be intentional that ""every staff faculty and student hear from him directly." He explained that he asked his community if they had ever been in a fire. Then he replied that he had, and that it requires staying steady and focused, ""clear and still as a swan, but underneath I'm thrashing to get out."" It's as if he believes that you can lead people through traumatic and extreme situations by telling them you know how to do it, or that people will just look to you and as long as the leader is okay they will be too. We know at Valencia that no one administrator keeps the work moving or together. Yes we need a strong leader. No, we do not need one who draws out the fears and extremes and then claims to have the power to lead.
- An institution of our size and stature must not be led from such a reactionary posture. Reflection, preparation, and proactive strategies are evident throughout Valencia and need to be honored through a disciplined leader.
- When given an opportunity to discuss a risk or compliance issue that he successfully navigating, his response was to reference ""Greek life"" on a residential campus where he encountered ""beer chugging"" and other issues that bring out substantial risk. Any more relevant example would have given us a sense of how he might guide our risk-taking and compliance strategies.
- Throughout his interviews he referred to ""recruitment, retention, and release"" of students which strongly limits the scope of the responsibility Valencia has to its students and community. At Valencia we are not only recruiting students before they engage in learning on our campuses, but we are often committed to their learning (and learning from them). Likewise, we don't simply release our students but we engage with them in returns for new credentials, in transitory engagements of learning, as alumni who are leaders in our community on our advisory boards and hired to lead our next learners. This is not only a difference of opinion about language--it's evidence of the absence of preparation for how Valencia sees itself in the community.
- He repeatedly describes his leadership style as active listening, engaging, reflecting, and not assuming. He says he listens and takes good notes and is forming an idea in his head. He also said he likes to ""show up unannounced. That works well for me."" When during Learning Council he was given the opportunity to exemplify this by asking us questions. He asked how we at Valencia define learning. Faculty and staff answered in robust ways by referring to student learning, staff and faculty development opportunities, and our impact in the community. A collection of voices who shared our Big Ideas and our opportunities to grow. After listening to this, his response was to offer us back a definition: ""My first stab at it I would submit as a thought is that learning at Valencia is a shared experience. Teacher and a student. It's wholistic and comprehensive in acquiring skills, right, and knowledge grounded in equity for lifelong applications and lifelong learning. Would be my first stab at it. I just offer that as part of my closing thoughts. I commend all the work.""

I HAVE CONCERNS ABOUT:

STAFF: FULL-TIME (CONTINUED)

This candidate seemed less prepared to lead as a College President. Although knowledgeable, I felt like this candidate was not the right fit for our next College President. He seemed to not be as knowledgeable as other candidates about Valencia's practices. Also, watching this candidate interact with the district board of trustees, senior team, and other interview panels, he just seemed to not be as polished or in sync with the group interviewing him. Again, he is knowledgeable as a senior leader but my impression was not a good fit for our College President.

STAFF: PART-TIME

- Because Dr. Reece is a professional communicator I am a bit skeptical about how real he is being. I did feel somewhat better about this than in the initial meetings. Connected to this he used lots of the communication tools with acronyms and 3 points for pretty much everything else that wasn't an acronym. This does help people remember and pay attention I know and maybe it seemed like so much because I did watch all of the sessions.
- I still have a bit of concern over Dr. Reece's abilities to manage such a large budget and the types of across the board cuts he spoke of in times of financial difficulties.
- Overall I felt some better about him after this round of interactions. I guess if I was sure he was being real he would be fine.

None.



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