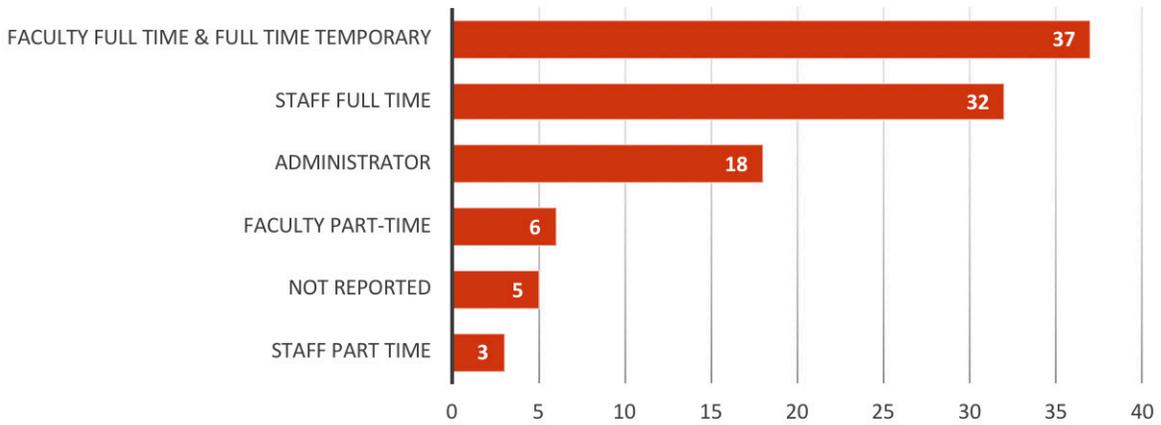


# VALENCIA COLLEGE PRESIDENT SEARCH

## Presidential Leadership Qualifications - Feedback Summary

This summary includes the feedback received from faculty and staff in an anonymous survey; as well as the feedback received from students during listening sessions.

### 101 Total Responses Received from Faculty and Staff



### SHORT-TERM CHALLENGES

#### Faculty and Staff Feedback

Major Themes Found	Number of Times Mentioned in Responses
Pandemic	47
Leadership	23
Change Management	21
Equity	11

## **Pandemic**

- Ensure the health and safety of our students, faculty, staff, and administration during the pandemic and its aftermath.
- Ensuring the academic success of students during the pandemic.
- Maintaining Valencia's strong and unique person-centered culture.
- Leading the college through difficult budgetary decisions caused by declining state revenues due to the pandemic.
- Increasing enrollment, retention, and persistence rates while enhancing the effectiveness of our ability to now serve and support students remotely.
- Faculty and staff burnout from the constant need to address challenges to serve are students during the pandemic.
- Supporting Valencia faculty, staff and students during the process of returning to campus. Balancing the mixture of feelings people have about it, from those excited to come back to those who are scared.
- Creating a community atmosphere online, providing virtual services to students.

## **Leadership**

- To live up to the expectations the college has after following one of the premiere college presidents, while demonstrating their own leadership style.
- Ensuring College's history, values, and culture are sustained during massive transition. Recruiting and retaining highly-qualified administrators to open positions; specifically the three campus regions.
- Continue to provide strong leadership, vision for the college, and stability with the uncertainties we are living in.
- The retirements that will accompany President Shugart's transition out will result in a huge loss of institutional memory and a steeper learning curve for the new president, but at the same time those changes may provide an opportunity to bring new skills and experience to the team and promote from within.
- Inspiring the Valencia family that is authentic after following a long-standing and successful leader.
- Connecting with the Central Florida and State of Florida leadership to leverage resources effectively for continued success of the college programs.

## **Change Management**

- Staff turnover/morale. This has been deeply impacted by the constant change in leadership and top-down approach since March.
- Find individuals in leadership positions who embody our changing culture at Valencia, which includes being fair, equitable, and mindful of online instruction needs.
- Political changes at the federal and state level and how they impact our students.
- Valencia has to be the leader of change for the area.
- Confronting the challenges of social change that affirms all voices including those that the national narrative deem unworthy or unwelcome.
- How do we get ready for learning in an ever changing world How do we meet the needs of our diverse communities with limited or no new resources.
- The world has changed because of the pandemic. How can we best manage that change?
- As the economy changes, there will be demand for more short-term credentials. Valencia College needs to offer more micro-credentials that allow for employment and promotion.

## **Equity**

- Promoting and sustaining a culture of equity and inclusion.
- Continue overhauling the College's hiring, onboarding, and job advancement practices to ensure equity across all divisions as well as implicit bias training.
- Racial equity concerns and conversations due to the current political climate.

Other short-term challenges identified in the faculty and staff survey included: transition to face-to-face, budget, diversity, building relationships, size of college, technology, collaboration, student success, union challenges, and sustainability.

## **Student Feedback**

### **Pandemic**

- Health and safety of students during the pandemic.
- Financial assistance, awareness and support through financial hardship due to the pandemic.
- Faculty expectations and support of student workloads during challenging times.
- Technology access and support (including internet access).
- Create a classroom environment in a virtual environment.
- Bringing the community back together once pandemic is over - feeling the Valencia Community again.
- Support and communication during uncertain times.

### **Sustainability**

- Environmental responsibility.

## **SHORT-TERM OPPORTUNITIES**

### **Faculty and Staff Feedback**

<b>Major Themes Found</b>	<b>Number of Times Mentioned in Responses</b>
Student Experience	31
Leadership	23
Community Partnership	22
Online Learning	22
Pandemic	17
Equity & Inclusion	16
Collaboration	11
Growth	11

## **Student Experience**

- Moving Valencia into the next big idea for student success.
- Becoming a leader in remote learning and service.
- Remembering that each campus had its own personality and student situations and offering services that best satisfy the needs.
- The regional transportation infrastructure is more conducive to single-occupant vehicles than mass transit, an enduring obstacle to students getting to our campuses. The next President should prioritize working with regional leaders to address this issue for our students and our community.
- The work we do is so great that more investors should know about community colleges and the work we do to prepare students for transfer and workforce. We have a big voice in higher education and should use it to fight for more equitable funding for our students.

## **Leadership**

- Ability to find a leadership structure that supports college-wide initiatives and allows the campuses to focus on our communities.
- Maximizing and fully utilizing the strengths of existing college leadership Identifying new leaders for key positions like Campus Presidents which significantly impact the process and selection to fill other roles like interim Deans, etc.
- Ensuring that Valencia's new strategic plans and assessment plans are addressing the current challenges and opportunities.
- Displaying dynamic and compassionate leadership during this ever-changing world that we now live in.

## **Community Partnership**

- Partnering with community employers/industries to determine what skills they need students to develop.
- Helping our community overcome financial hardships by creating real opportunity for them in training for jobs that are hiring and needed now.
- Building and expanding relationships with our community partners.
- The new president has the opportunity to capitalize on who we are as a college and a presence in the community and to find new ways for us to partner with other agencies in the community to create positive growth and change.
- To continue to be the "go to" college for the community such as partnerships with companies and corporations so that our student job placement rate continues to remain high.
- Lead the way in meeting the needs of our community through short term and continuing education programs

## **Online Learning**

- Creating a dynamic online community for Valencia students who choose to continue their education online, including resources for faculty and staff to serve their needs virtually with high quality interactions, online spaces, and technical support.
- Get up and running on a few 'online degrees'.

## **Pandemic**

- Learning from the pandemic experience. Many things are actually improved because of this online experience. In a lot of ways, the new normal can be better than the old normal.

## **Equity & Inclusion**

- Co-creating our “new normal” as we return to campus -engaging in deep conversations of equity, inclusion, and diversity and helping us co-create our pedagogical response to our community’s needs -leading our college in identifying more meaningful experiences for our students (such as authentic assessments, active learning, equity-minded practices).
- Prioritize equity: with the creation of a Chief Equity Officer for the college, along with continuing to take actionable, tangible steps to make our campuses and our college a place that reckons with, addresses, and makes positive, honest, encompassing progress towards equity in all areas.
- Ensuring that we respond meaningfully to the Black Lives Matter movement and be a force of change for racial equity on behalf of our students and our community.
- Continuing our commitment to racial equity, as this is an issue greatly impacting our students.
- To build a team that is diverse in experience, perspective and ethnicity.

## **Collaboration**

- Recognize and cultivate cultural values of collaboration and innovation that make new and impactful work possible.
- To demonstrate the believe in collaboration and transparency throughout their work.
- Collaboration and shared governance is in our DNA and must remain in our DNA.

## **Growth**

- Capitalize on who we are as a college and a presence in the community and to find new ways for us to partner with other agencies in the community to create positive growth and change.
- Opportunities to grow, including virtual settings as well as new physical locations.

Other short-term opportunities identified in the faculty and staff survey included: technology, culture, engagement, innovation, sustainability, evaluation of current models and new positions.

## **Student Feedback**

### **Student Experience**

- Create new ways to engage students.
- Create robust online programs.

## **LONG-TERM CHALLENGES**

### **Faculty and Staff Feedback**

<b>Major Themes Found</b>	<b>Number of Times Mentioned in Responses</b>
Change	18
Equity	13
Programs	11
Sustainability	10

## **Change**

- Partnering with industries, particularly in the Central Florida Region, that can consistently create offer lots of job opportunities for Valencia students, particularly with the potential change in the food and entertainment industries in our area.
- How do we support what is likely a drastic change in local business models and needs?
- Maintain and deepen relationships with UCF and other partners locally and nationally; and assume the responsibility for the college in its role as an anchor institution and as a lever for positive change across Central Florida.
- Maintain a forward momentum while continually viewing the landscape for positive enhancements and change.
- Such a significant change in leadership will likely come with a great deal of uncertainty in employees. Employees, especially those who have been at the college for a long time, will have to adjust to the large amount of change that is coming. This may also be a short term challenge, but it could result in a large amount of turnover across the college.

## **Equity**

- How will the college work toward making sure that our procedures and policies are equitable for both faculty, staff, and students? How will we sustain our work toward equitable practices?
- Overhauling the College's hiring, onboarding, and advancement practices to ensure equity across all divisions as well as implicit bias training.
- Equity, and continuing the conversations on the topic, developing equity plans and putting them into action.
- Creating a real and meaningful environment of diversity, inclusion, and access for ALL students and employees.
- Racial equity is something the college will have to continue to strive for in the long-term, and this crucial commitment will also present challenges to the next President.

## **Programs**

- Identifying community needs and creating schedules, modalities, programs, courses, etc. to assist in those needs.
- Planning for future growth in a virtual and physical environment; responsiveness to new labor market needs and academic programs.
- Valencia needs to make sure they stay in the forefront of technology and career programs to gain the cutting edge in higher education.

## **Sustainability**

- How to balance sustainability into our long-term goals and put them into our practices.
- Sustainability - Valencia lags behind other institutions. We have little/no solar power and students are demanding it. Our electric car infrastructure has not moved forward for a while. Employees and students will stop choosing Valencia if we do not work on this.
- To become a leader in integrating sustainability education with renewable energy solutions on campus and in our community.

Other long-term challenges identified in the faculty and staff survey included: pandemic, technology, culture, diversity, budget, economic impact, online learning, commitment, enrollment, graduation rates, positive change, political climate, relationship building, student success, benefits and part-time faculty compensation.

## **Change**

- Anticipate new challenges
- Prepare the college for unexpected

## **Equity**

- Committed to inclusion and diversity
- Promoting social justice and climate-resilient policies in CFL
- Creating an environment where students and staff feel included.

## **Culture**

- Connection and connectivity of students and faculty – socially cohesive culture.
- Enhance communication about events and updates.
- Rebuilding and restarting new trust.
- Adapting to new normal and acknowledging the transition.

## **Student Experience**

- Focusing on helping students with financial needs.
- Long term – a program like Best Buddies – support for OSD
- Class experience for new students and international students.
- More advisors needed, especially Honors

## **Technology**

- Tech training for professors
- Invest in innovative online environments

## **Attracting and Engaging Students**

- Inspire and attract international students – advocate for online availability of courses
- Grow the college larger, create other campuses – online

## **LONG-TERM OPPORTUNITIES**

### Faculty and Staff Feedback

<b>Major Themes Found</b>	<b>Number of Times Mentioned in Responses</b>
Program Offerings	19
Community Impact	17
Learning Modalities	10

## **Program Offerings**

- Program expansion.
- The ability to identify new industry needs and academic programs to connect our students to great job opportunities
- Continue the robust dual enrollment program in high schools that have lower rates of college enrollment.
- To develop more Bachelor's degrees
- To forecast what college will look like in the next ten years and what programs will be needed, then responding to those needs. Helping Central Florida Leadership look at the heavy low-wage economy and dig for solutions. Student loan debt and the issue of free community college. Perhaps expanding the Bridges program to reach more under served students. Or creating a new program to do that work. Virtual education not just brick and mortar. Funding for innovated ideas to help students learn, gain experience, etc.
- More BS degrees and consideration of Masters programs.
- To build our online course offerings to a national audience.
- Opportunity to become a college of the future, meeting the demands of our society for superior online education and technical programs that truly help to lift up the community.

## **Community Impact**

- Serve as a leader in our community in finding ways to live off of the land and with our community.
- Support for our community partners in shaping the Orlando/Central FL recovery from the pandemic - Expand on the leadership team assembled for continued support of students, faculty, staff, and College initiatives.
- Partnering with other leaders in the community to develop a sense of togetherness and increasing access to education, transportation, job employment, and other means of well-being.
- Increased business, community and philanthropic partnerships Regional growth in population that may cause growth at Valencia College despite stagnation or population declines in other areas of the state Strong and innovative faculty development personnel and supports.
- Working with surrounding communities to create multi-use pathways (for bicycles, scooters, walking, etc), better public transportation routes, and ways for students to physically get to our campuses. We may also expect more students to “attend” virtually, lessening the load on our transportation network.
- The next President should prioritize working with regional leaders to address this issue for our students and our community.
- Taking an active role in the economic development of our community.
- Update sustainability action plan to be a leader in higher education and in the local and state community.
- Valencia’s reputation among the community.
- Continue to grow enrollment and programs that meet our community’s needs.

## **Learning Modalities**

- Striking a better balance between face to face and online learning. This may also apply to employees who we now know are perfectly capable of performing job duties from an online modality.
- Become the leader in online learning/services.
- Opportunity to become a college of the future, meeting the demands of our society for superior online education and technical programs that truly help to lift up the community.

Other long-term opportunities identified in the faculty and staff survey included: strategic plan, technology, access, equity, innovation, sustainability, diversity, model considerations, workforce, culture, expectations, governance structure, part-time faculty compensation and benefits and parking.

## **Student Feedback**

### **Innovation**

- Leading new projects and initiatives.

### **Attracting and Engaging Students**

- Promoting our nontraditional classes - i.e. culinary program.

### **Culture**

- SD & SGA CW bigger communication as a whole.
- More connections and collaborations as well as awareness for the whole college.
- Create community at all campuses.
- Demonstrate appreciation of staff and focus on promoting within as good talent.

## SKILLS

### Faculty and Staff Feedback

Major Themes Found	Number of Times Mentioned in Responses
Communication Skills	45
Leadership Skills	21
Focus on Relationships	11
Strategic Planning	10
Students or Student Affairs	10

#### **Communication Skills**

- Communicating openly and effectively to advocate and lead strategically.
- Constant communication and connection with all Valencia employees and students
- Communication (oral and written)
- Strong public speaking skills.
- Inspirational orator.
- Organizational communication.
- Ability to articulate ideas and speak with compassion.

#### **Leadership Skills**

- Compassionate, inspirational leadership.
- Demonstrated leadership that positively affected change for students, faculty, and staff.
- Transformational/Service Leader.
- Servant Leader.
- Thoughtful, caring, kind, approachable and personable Intelligent and wise.

#### **Focus on Relationships**

- Skilled in building relationships.
- Approachable person with good listening skills.
- Approachable and personable.
- Compassionate to employees and students.

#### **Strategic Planning**

- Strategic vision.

#### **Students or Students Affairs**

- A deep commitment and passion for Central Florida, our community, and our students.
- Ability to inspire the institution to support all students in every way.
- Someone that truly understands Student Affairs.
- Knowledge of college and university metrics and their use in student development and college growth.
- A love for students and all things learning.

Other skills identified in the faculty and staff survey included: empathy, collaboration, decision making, problem solving, fiscal or financial operations, diversity, inclusion and social justice, bilingual or multiple languages, innovation and risk, motivation, inspiration, conviction, commitment, passion, charisma, compassion, courage, diplomacy, transparency, flexibility, values and ethics.

### Student Feedback

Not available.

### EXPERIENCE

#### Faculty and Staff Feedback

Major Themes Found	Number of Times Mentioned in Responses
Senior Management/Leadership Experience	51
Experience with Large Scale Institutions	29
Experience Teaching in Higher Ed	19
Experience in Diversity and Inclusion	18

#### **Senior Management/Leadership Experience**

- Multiple years of experience of Senior Team / Cabinet or higher positions at an institution of comparable size and complexity.
- demonstrated inclusive/equity minded practices; existing higher education leadership; fiscal responsibility; advocacy/lobbying experience.
- Experience working with the governing boards and maintaining important partnerships.
- Experience collaborating with political entities to negotiate academic needs.
- Experience as a community college President, Provost, or Vice President of Academic Affairs for 5-10 years.
- Experience working with state governance systems -experience leading and managing senior leaders.
- Previous experience in higher education, preferable at multiple levels and diverse institutions, ideally some Valencia experience to truly understand the culture, preferable experience as faculty and student affairs.
- The candidates should have experience working with workforce education and the related development of programs / relationships as we have a responsibility to employers and local industry (we are not just a prep school for UCF, and not all students need / want four-year degrees early in life).
- The candidates should also demonstrate applied, current experience / familiarity related to today's workforce and the related issues of equity, access, and opportunity.
- Prior leadership experience with a large organization, demonstrating tact and managing people with deeply varied views.
- Experience working with legislators and political leaders, locally as well as statewide.
- Management experience in a large organization. Experience working with a diverse community. Involved in initiatives that show interest in their employees.

#### **Experience with Large Scale Institutions**

- Managing multi-campus college; working within institutional partnerships (like Valencia College and UCF); championing innovative technologies; working within multiple areas of higher education (academic affairs, student affairs, etc.); faculty experience; improving equity and access outcomes (quantifiable).
- Proven track records in running a large academic institution during difficult times.
- Leading large teams through significant change - change management Budgets, fund-raising.

### **Experience Teaching in Higher Ed**

- Substantial experience teaching in higher education, especially in community college settings.
- Previous experience in higher education, preferable at multiple levels and diverse institutions.
- Classroom experience, and not just a full-time administrator.

### **Experience in Diversity and Inclusion**

- Experience with leading efforts to increase diversity.
- Experience leading a diverse workforce.
- Experience working with at risk populations in community/local colleges.
- Experience successfully working with thriving diverse populations.
- Experience serving in an institution that promotes diversity and inclusiveness to all

Other experience identified in the faculty and staff survey included: experience working with state and local government, experience working with academic affairs, experience working with sustainability and Valencia experience.

#### Student Feedback

Not available

### **QUALIFICATIONS**

#### Faculty and Staff Feedback

<b>Major Themes Found</b>	<b>Number of Times Mentioned in Responses</b>
PhD or Terminal Degree	31
Experience in Higher Ed/College System	29
Experience in Diversity and Inclusion	13
Previous Senior Leadership Experience	13

Other qualifications identified in the faculty and staff survey included: experience with sustainability initiatives, relationship and conflict management, bilingual, experience with change management, experience with Florida Community or Central Florida, experience with Shared Governance, honesty, inspiration and motivation.

#### Student Feedback

Not available

### **CHARACTERISTICS AND QUALITIES**

#### Faculty and Staff Feedback

<b>Major Themes Found</b>	<b>Number of Times Mentioned in Responses</b>
Authenticity and Humility	28
Leadership	24
Cares about Students, Faculty, Staff	22
Listening and Communication	18
Servant Leader	16
Commitment to Community	14
Compassion	14
Honesty and Integrity	13
Honors our Values and History	12
Experience	11
Responds to Challenges	10

Other characteristics and qualities identified in the faculty and staff survey included: critical or strategic thinking, focus on equity, inspiration, self-confidence, curiosity, innovation and respect.

### **Student Feedback**

- Someone willing to listen to everyone including SGA and the student body and being willing to implement changes
- Presence and emotional connection with students
- Someone who genuinely cares. Someone who demonstrates compassion, empathy, respect and concern
- Good at balancing multiple aspects & priorities of college
- Cooperative
- Effective Communicator
- Encouraging
- Transparent
- Resilient
- Strong personal and professional academic background
- Patient
- Open-minded
- Inclusive
- Unbiased
- Take in community perspective
- Emotional intelligence
- Inspirational
- Risk taker
- Positive Attitude
- Fighting for International students
- Approachable, Smiling

- Respect Diversity
- Servant Leader
- Advocate for the College
- Advocate for students with disabilities to ensure inclusion
- Relatability, willing to share their own experiences to connect with students
- Charismatic
- Good Administrator & Leader
- Responsible
- Creative
- Acknowledge & support international students
- Understand different perspectives and find different solutions
- Ensure all students feel welcomed

## IMMEDIATE INITIATIVES

### Faculty and Staff Feedback

Major Themes Found	Number of Times Mentioned in Responses
Equity	30
Pandemic	19
Hiring	15
Remote or Online Work/Learning	14
Learning	13
Relationships and Community	13
College Leadership	12

### **Equity**

- Determining how the college will address racism and racial inequality.
- Commit to clear actions and measurable outcomes for future equity work at the college.
- The new president will need to maintain the momentum regarding equity and inclusion (access, achievement of outcomes) as we continue to strive for excellence.
- maintaining a focus on equity and continuing to create the sense of belonging for students, faculty, and staff will be essential.
- Healing the issues related to equity and inclusion Keeping what is most important, most important- the learning of our students and the support of our faculty and staff.
- Equity-minded practices in student access & outcomes, in curricular choices and offerings, in employment & systems related to being an employee at the college.

### **Pandemic**

- Initiatives associated with maintaining instructional continuity and access due to difficulties caused by the COVID-19 pandemic will be immediate concerns.
- Reopen (when safe and appropriate) and establish what the new normal looks like.

## **Hiring**

- Hiring the Campus President's and getting the administrative teams in place on all campuses.
- Part time employees, creating more faculty positions where warranted, CTE education.
- Filling vacant positions to help the departments to effectively deal with the workload especially during peak times

## **Remote or Online Work/Learning**

- Strengthening technology to support online learning
- Making remote work, flexible hours and schedule possible for employees after pandemic.

## **Learning**

- Continuity of learning for students Stability and a thriving workforce at Valencia whether in remote or face-to-face.
- Demonstrate interest in learning about the college, its people, and the community.
- Increased Focus on academic retention and learning support services
- Open access learning materials for students who cannot afford textbooks and resources.

## **Relationships and Community**

- Valencia's reputation in the community.
- Ensuring our college is helping to meet the needs of the community during COVID-19 and its associated changes.
- Strengthen the relationship with the people living in the downtown Parramore district.
- Allocate sufficient funding including developing and forming partnerships within the community to achieve carbon neutrality by 2050 Prioritize working with regional leaders to address public transportation for our students and our community

## **College Leadership**

- Find a good leadership team that they themselves have committed to creating fair, equitable practices which also incorporates sustainability.
  - Hiring the Campus President's and getting the administrative teams in place on all campuses.
- Other immediate initiatives identified in the faculty and staff survey included: sustainability, part-time faculty, programs, and student success.

## **Student Feedback**

- Social Justice
- Commitment to inclusion and diversity
- Awareness, inclusion, equality
- Access to college
- Student Engagement (community)
- Mental Health Awareness
- Financial needs of students – better communication and awareness
- Immigration
- Education on Implicit Bias
- Sustainability Efforts (efficient and cost effective methods as well)
- Community – start awareness/concentrate more with younger students
- Moving the community forwards as a community leader by advocating for change to improve conditions for all

## **ABOUT OUR VALENCIA COMMUNITY**

### **Faculty and Staff Feedback**

Major Themes Found	Number of Times Mentioned in Responses
Learning Centered	43
We Care	21
We Are Family	19
Servant Leadership	11

### **Learning Centered**

- Student learning come first - that is the mission of the college
- We truly love our students and believe in their ability to overcome barriers to succeed. We want to help remove those barriers for them, and help them to be the force of change in Central Florida that truly benefits our whole community.
- There is a strong culture at Valencia and Central Florida dedicated to supporting all students and united in the belief that all students can learn if we provide the right conditions for learning.
- We prioritize learning and professional development in order to better care for our students and help them complete their academic, personal, and professional goals.

### **We Care**

- We are a committed and caring community who strive to give our best to each other and our students.
- We are a salad of diversity, so our working and learning spaces need to reflect the students who attend it.
- Sense of trust, collaboration, student-centeredness, sense of belonging, welcoming environment.
- We collaborate. We CARE about our students. We care about our colleagues, our well-being, our work/life balance.
- We care about diversity and would like our teams to reflect our student body.
- Valencia is a diverse group of people that come together to face the challenges and adversities in our immediate community and around the world. We need to stand together in solidarity with our students to make sure they have the best educational experience as possible and get them ready for the issues they will face in their future, whether it is professional or personal.

### **We are Family**

- Valencia is about community, and family and you will see that at every campus you visit. 20 years ago Valencia was nowhere near as popular as it is today within the community. We would hear potential students call it the 13th grade that nobody wanted to have to join. Now, we hear them ask not only what they need to do, also what their siblings, and cousins need to be part of the place everybody talks about when they think of achieving their goals, improving their lives, learning in community, and hoping for a better future. That and much more is found at Valencia College.
- It's like a large extended family and most people truly seem to like working here.
- The people that you will get to know at this place will inevitably become your family for life

### **Servant Leadership**

- Valencia is unlike most colleges, in how management has truly practiced servant leadership. That leadership has produced one of the most extraordinary colleges in the world.
- The values, culture, and dedication to serving all stakeholders as people is what makes Valencia so special.

Other comments about our Valencia community listed in the faculty and staff survey included: diversity, values, uniqueness, goal-oriented community, innovation, hard-working people, concerns, great place, creativity, courage, shared governance and struggles.

## Students Feedback

- Students are not just students, but people with lives and concerns outside – look at like a family member – goes beyond a title
- Students LOVE Valencia and want change for the better
- Students are open, passionate, understanding but confident in what we know and what we want from each other
- Hard time for many students with finances & classes
- Students want to know what is happening
- Someone who is willing to advocate for students' needs – Take action
- The SGA is here for them
- LNC is growing community – address opportunities for growth
- Willing to work equally with all campuses
- Valencia College is diverse, bring opportunity to all students, staff, & faculty
- Work equally with different degree paths regardless of size and direction
- Time of change - important to show leadership when needed
- Expected to demonstrate leadership
- Artistic
- Campuses are well connected
- Students are ambitious and are willing to put in the hard work
- Different dynamics at each campus
- Situations are unique (international students, first gen, transportation issues, etc.
- Each campus has different needs
- Understand who is in the community
- Students are willing to do whatever it takes to achieve goals and dreams (even through rough times like now) and they want assistance in doing so
- Creating & enhancing connections at all campuses & the whole college is deeply important for all students
- Foster sense of FAMILY
- College has a LOT of talented staff
- Change comes from leadership – needs to demonstrate connection and unity to Valencia to continue to foster sense of understanding and community
- Sense of Community and interact regularly EVEN in virtual environment