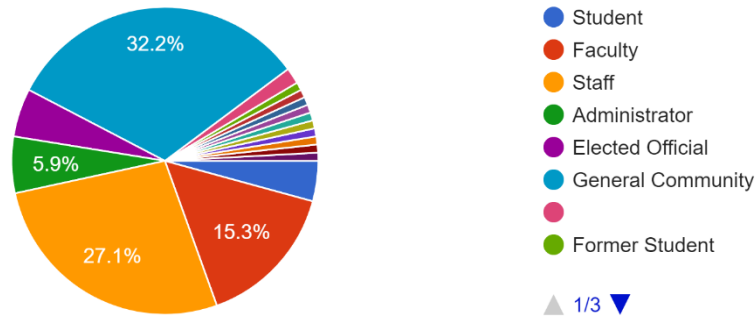


Which group are you (primarily) a member of?

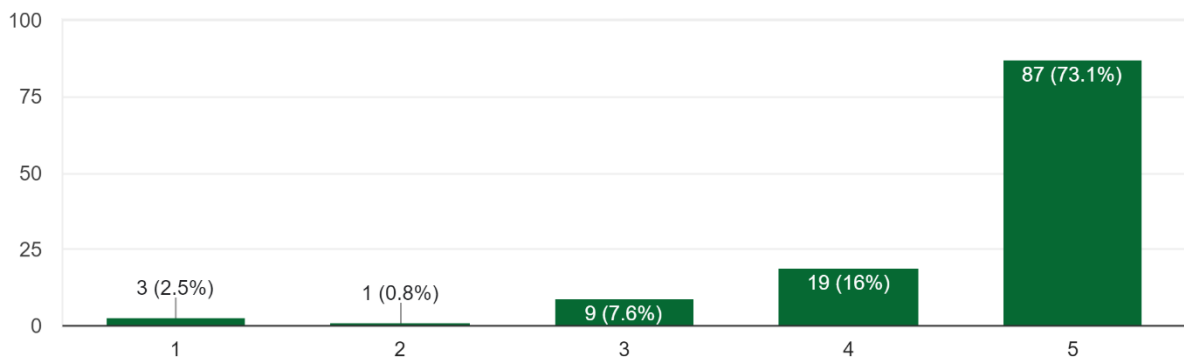
118 responses



Indicate your desired goals for the future CCC President using the following rating (1-lowest importance, 5-highest importance):

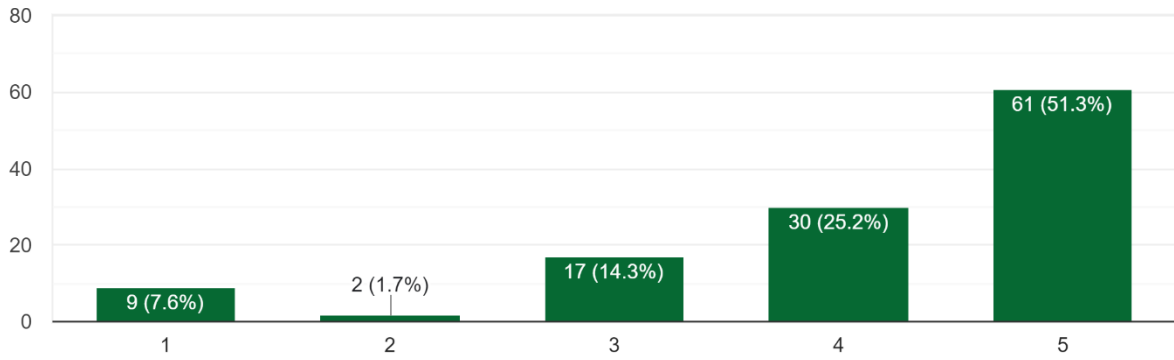
Work effectively with all internal and external college constituencies on critical issues

119 responses



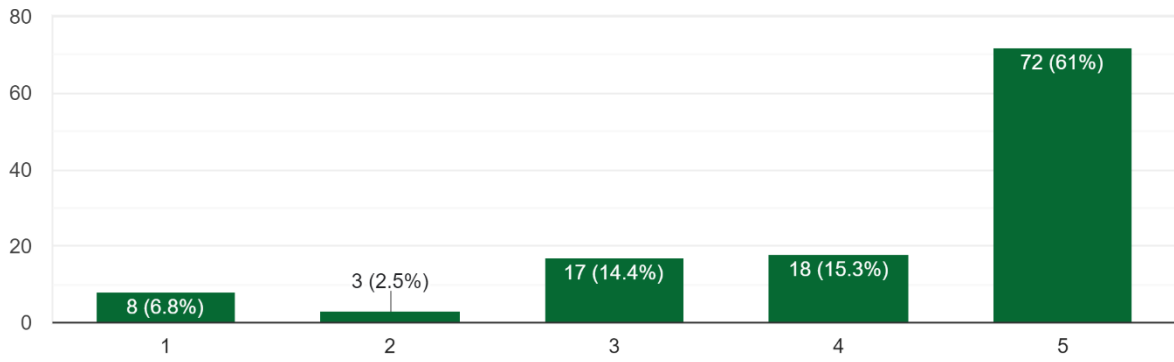
### Develop new revenue sources and maintaining effective fiscal management

119 responses



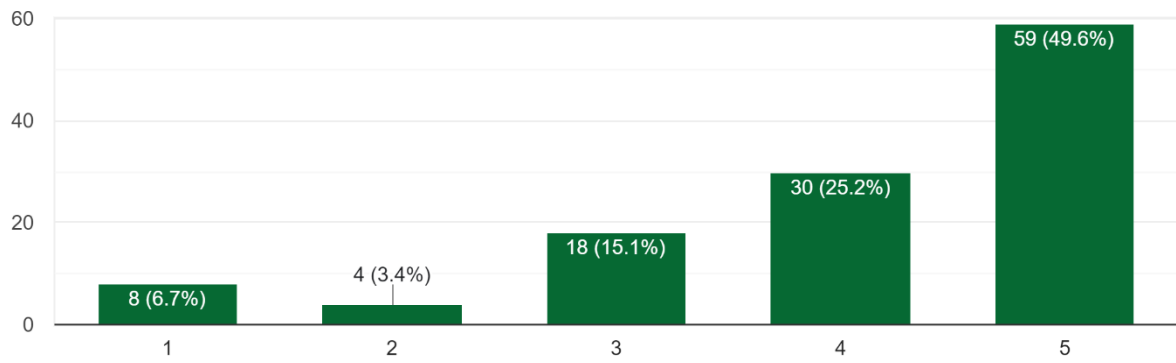
### Focus on student learning and success

118 responses



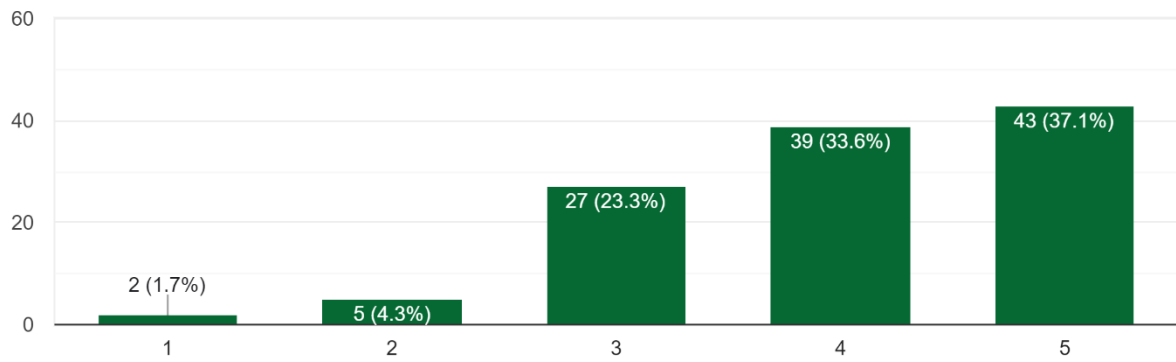
### Focus on teaching and academic excellence

119 responses



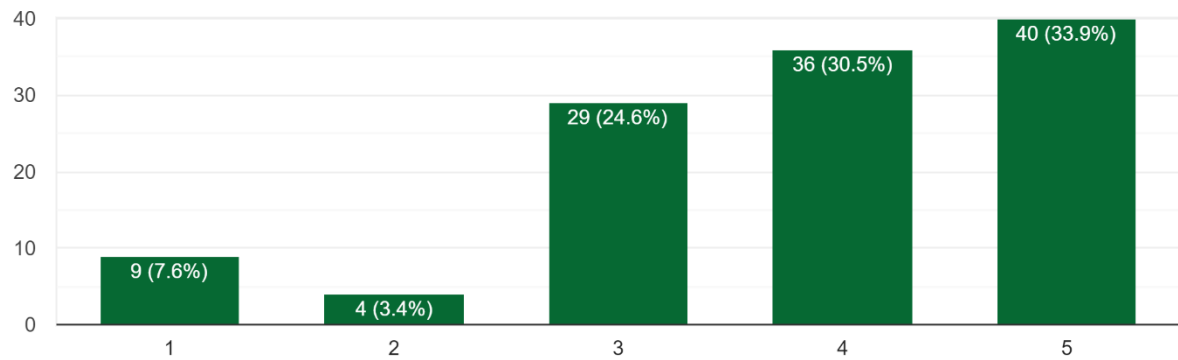
### Balance academic and occupational programs

116 responses



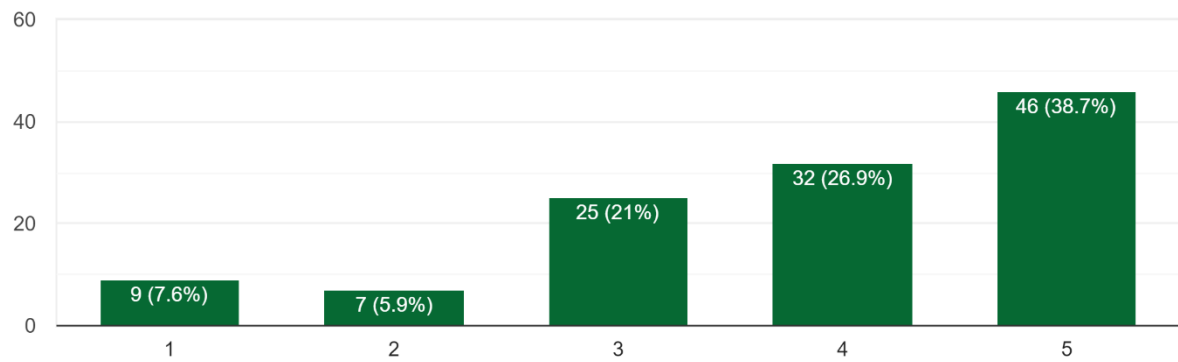
### Increase partnerships with K-12 schools and other colleges and universities

118 responses



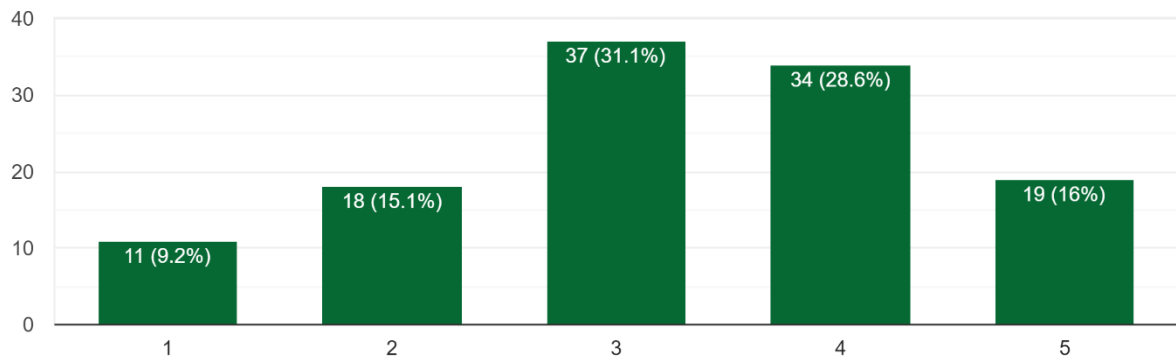
### Identify needs of businesses, industry, and developing partnerships within the communities we serve

119 responses



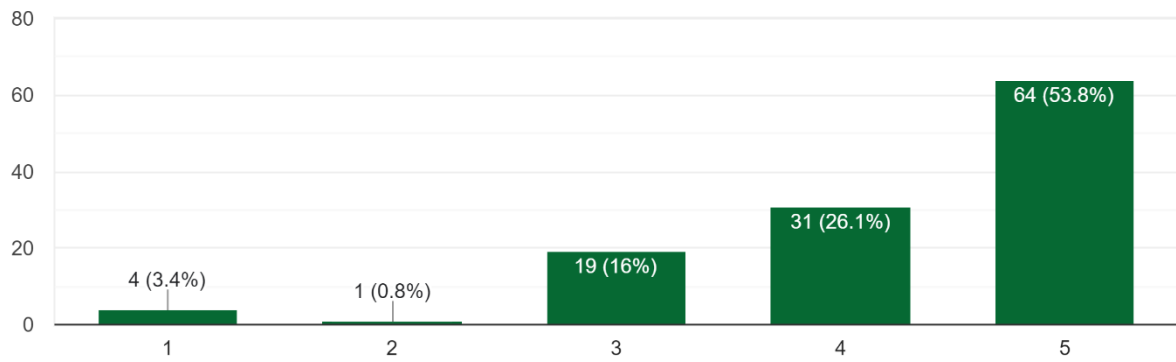
### Continue development of the online education infrastructure

119 responses



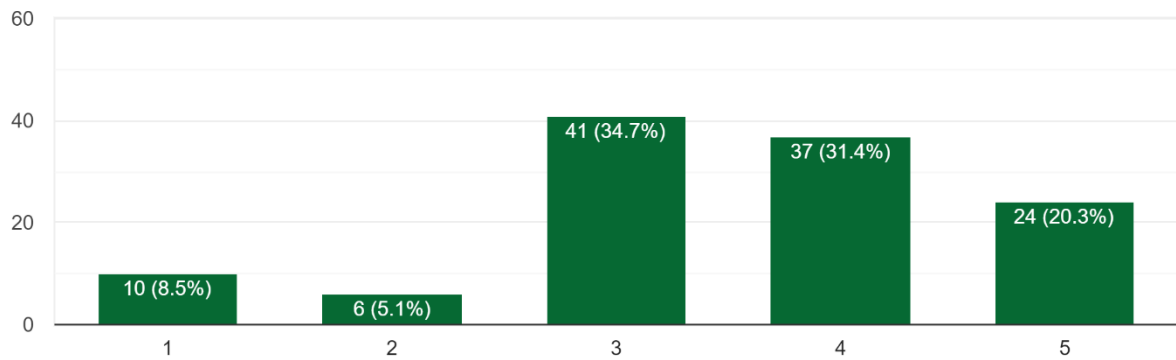
### Lead college-wide strategic planning

119 responses



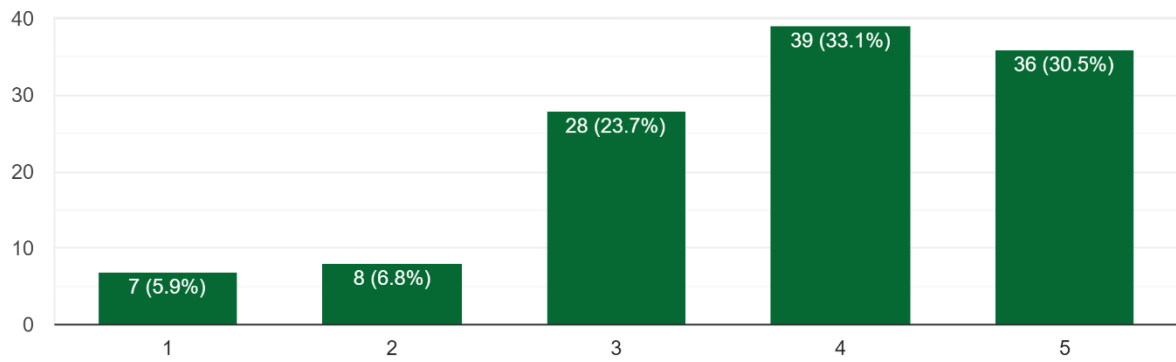
### Develop delivery structures that respond to changing technological innovation

118 responses



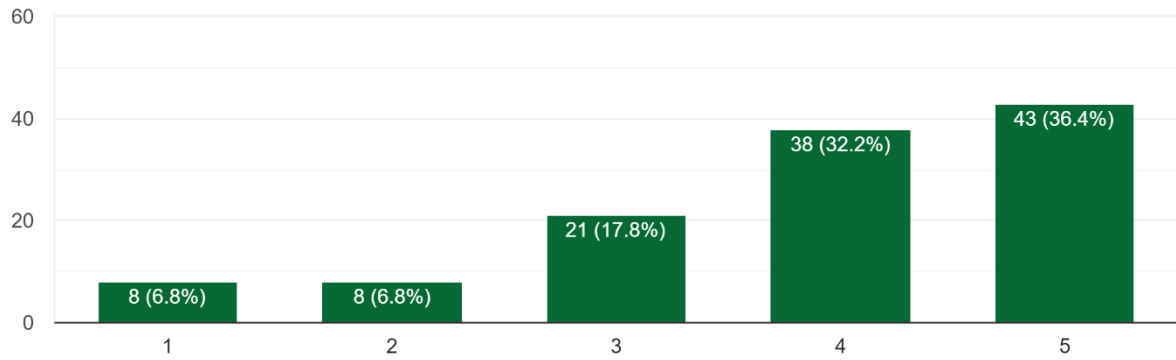
### Understand the legislative network and the ability to impact legislation

118 responses



Use data-driven decision-making and predictive analytics to identify trends, community needs, and academic curricula

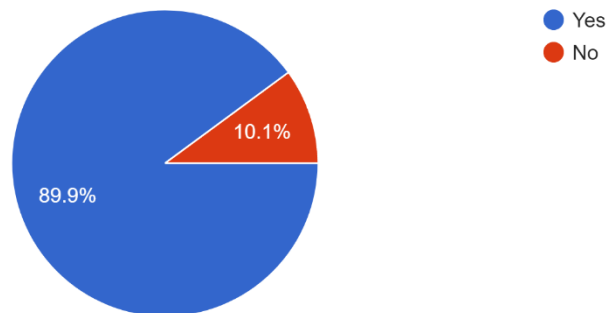
118 responses



The following are personally important to me (select Yes or No):

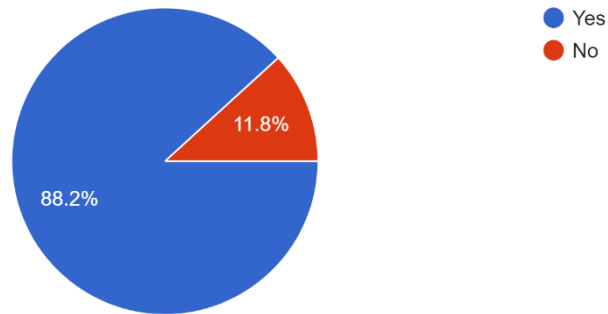
Improve College internal and external communications and relations

119 responses



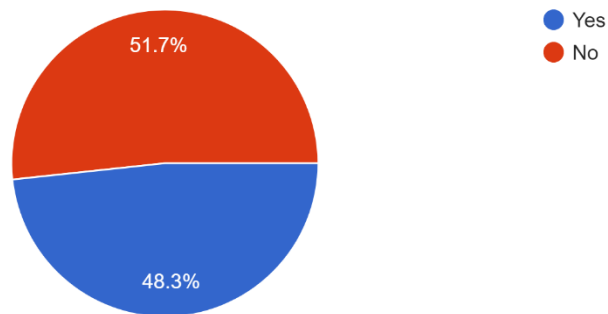
### Establish consistent policies

119 responses



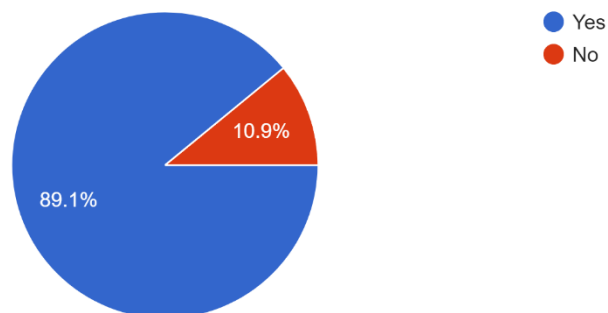
### Increase individual departmental autonomy to identify centralized resources and shared service opportunities

118 responses



### Increase student retention

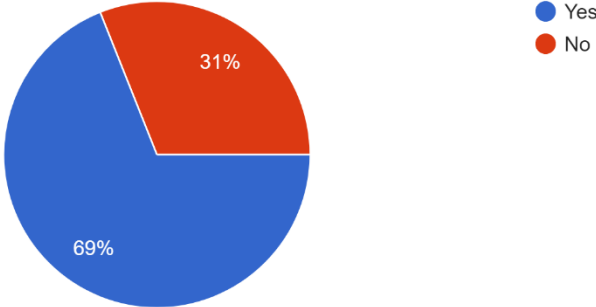
119 responses





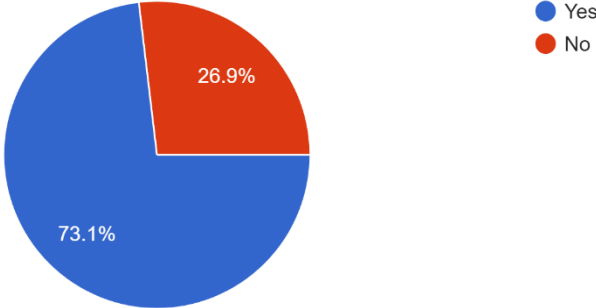
Reviewing college structure of faculty staffing, ranks, salary structure, and professional development programs

116 responses



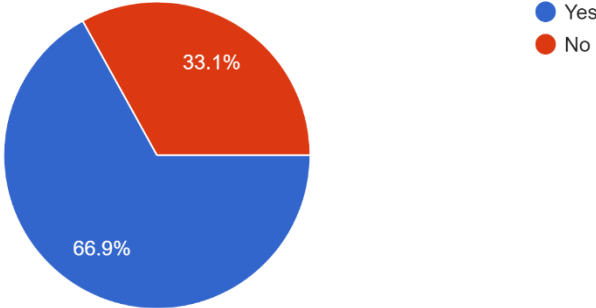
Advocating for CCC with the state governor/legislature

119 responses



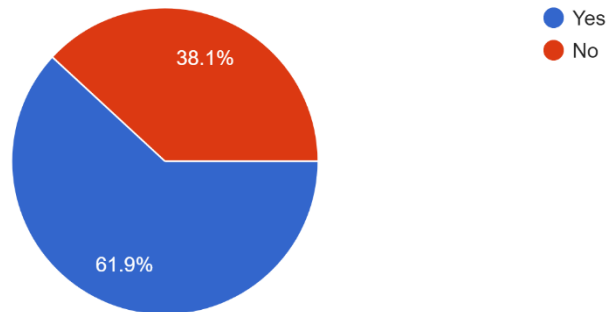
Focusing on workforce training and engaging business and industry

118 responses



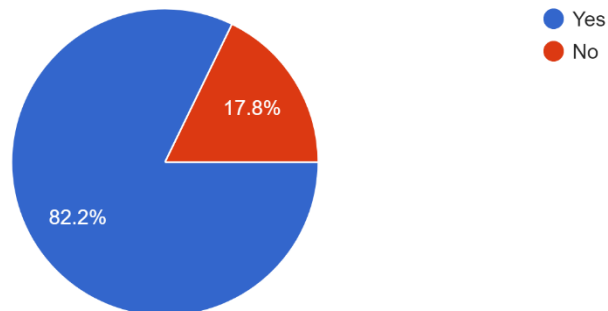
### Increasing the diversity and support of faculty and staff

118 responses



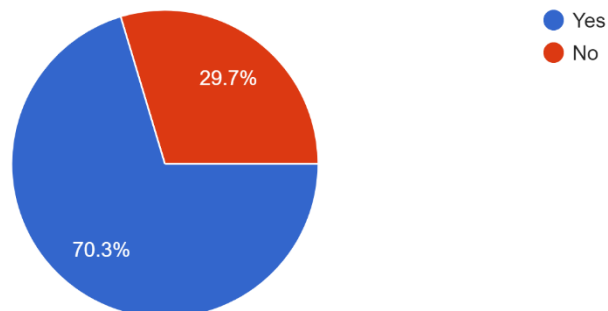
### Reviewing and evaluating college program offerings

118 responses



### Embracing changes brought on by technology to the work environment and teaching

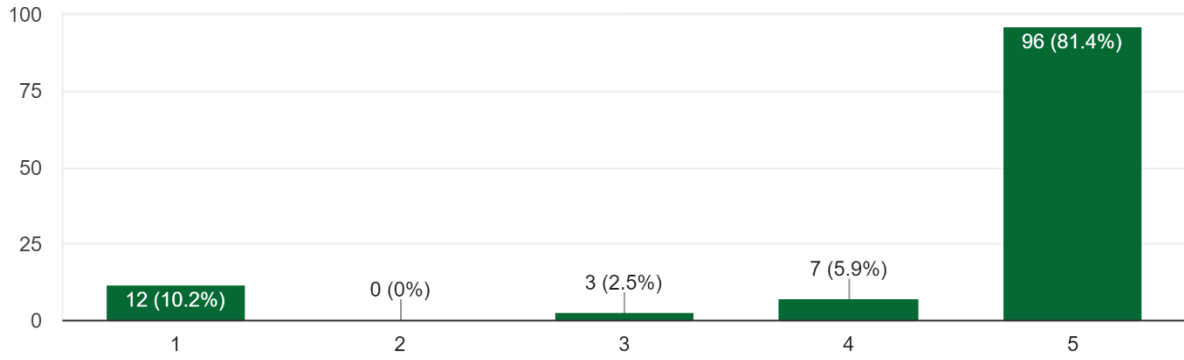
118 responses



Please rank the following qualities from least importance (1) to greatest importance (5) for the future CCC President.

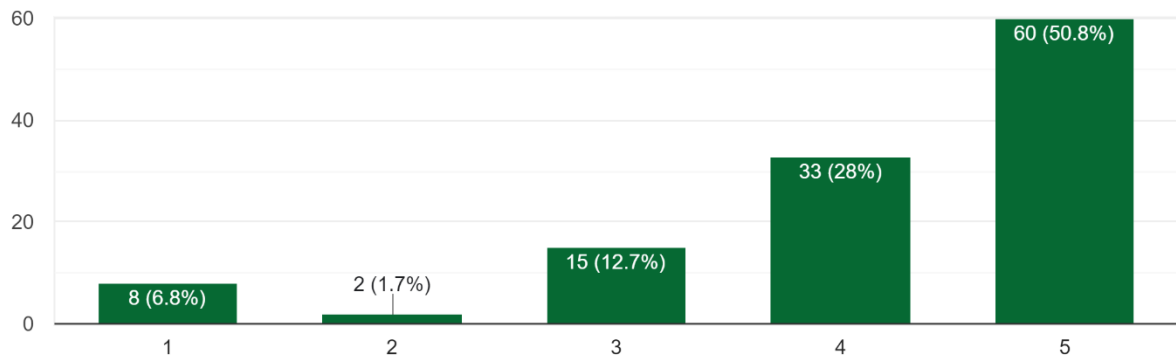
### Integrity

118 responses



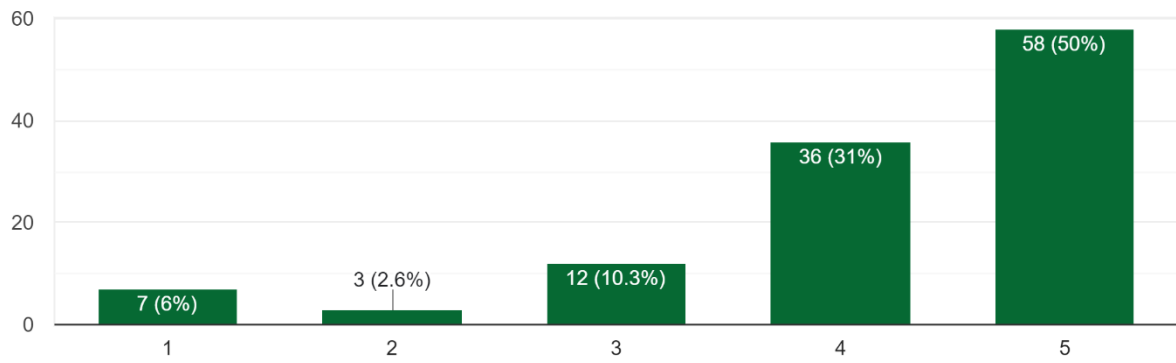
### Compassion, fair-minded

118 responses



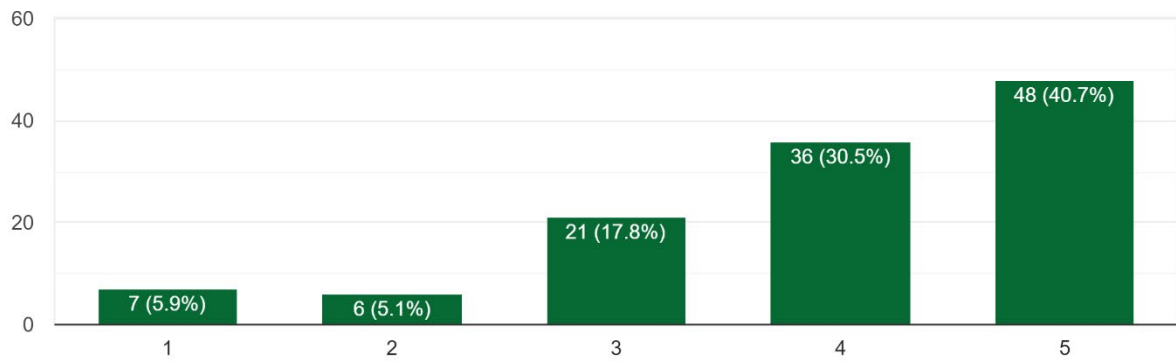
## Intelligence

116 responses



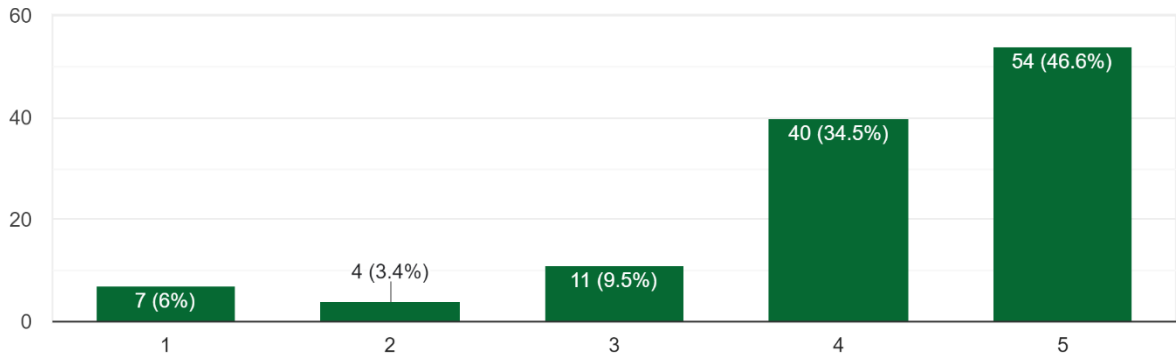
## Innovative

118 responses



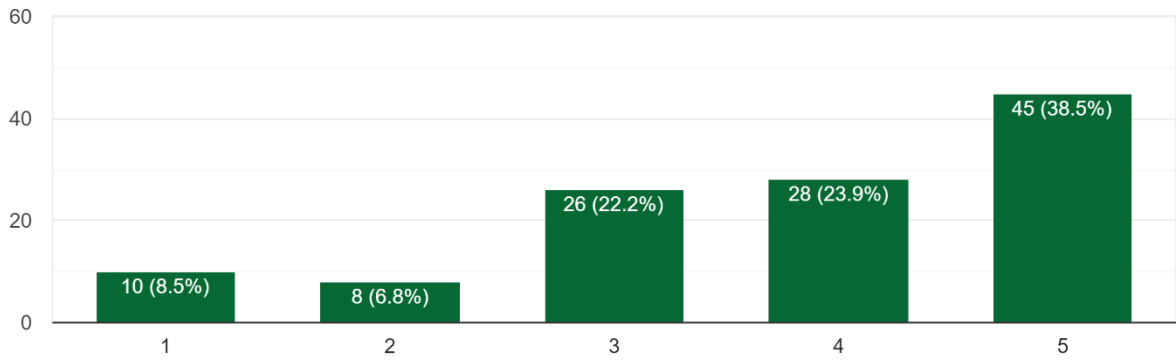
Clear understanding of the markets served by CCC including adult learners

116 responses



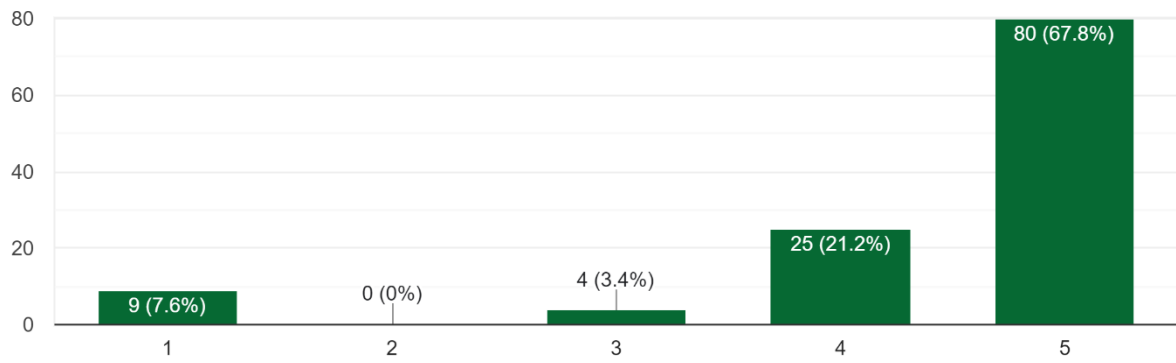
Strong Business Acumen including the ability to sell affordable and high quality education

117 responses



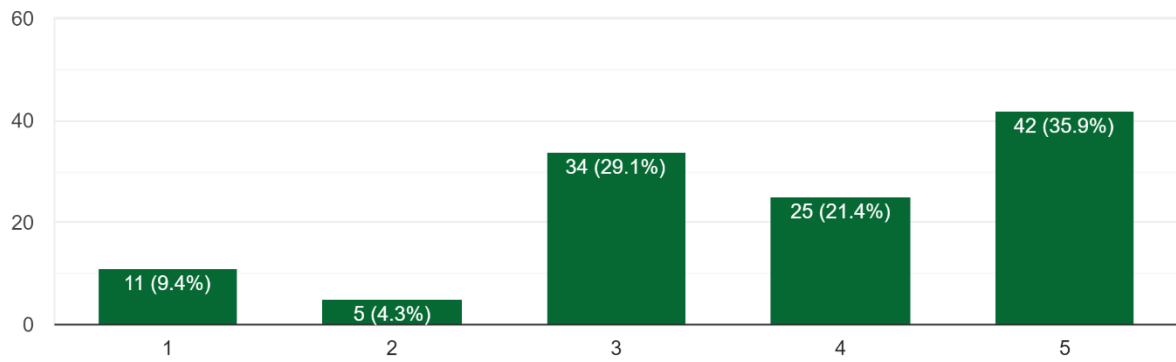
## Effective communication and relationship skills

118 responses



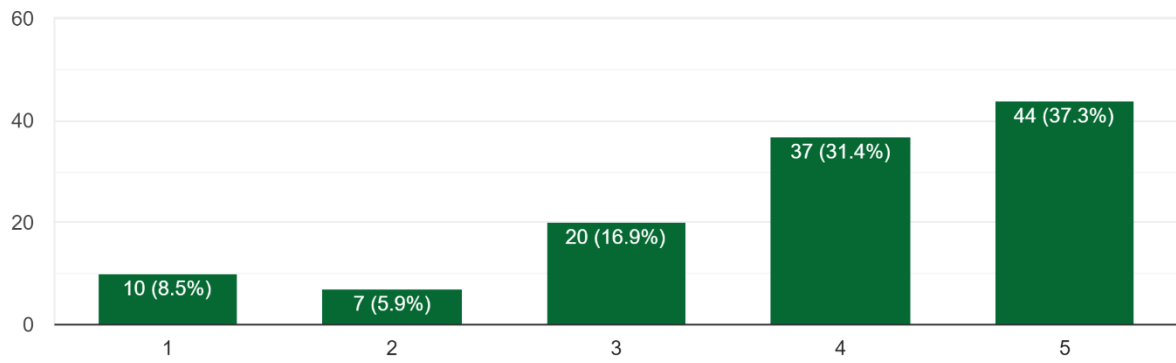
## Visibility

117 responses



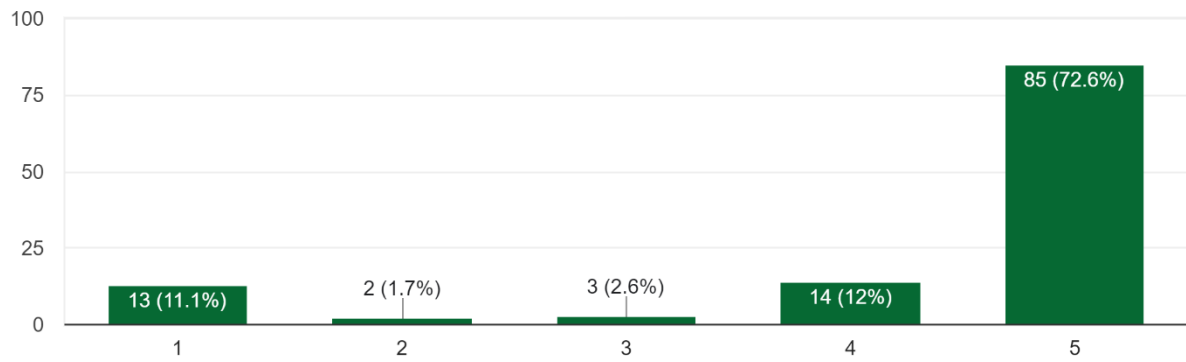
## Understanding change of demographics

118 responses



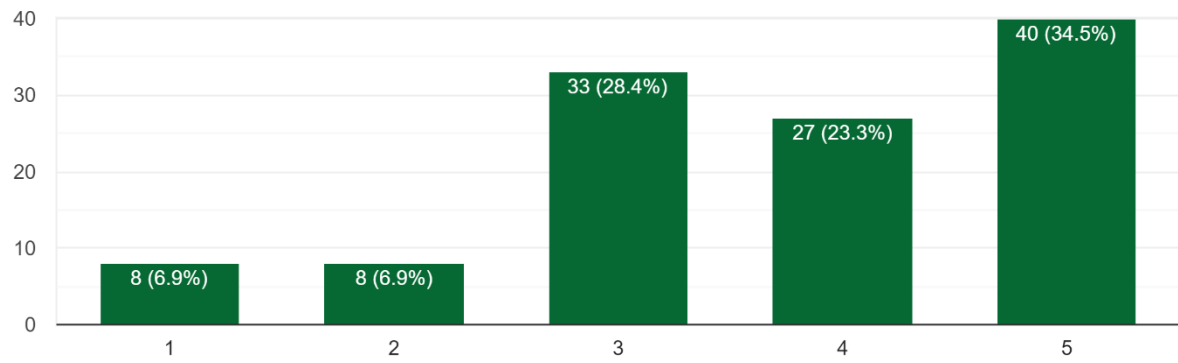
## Leadership

117 responses



## Executive presence

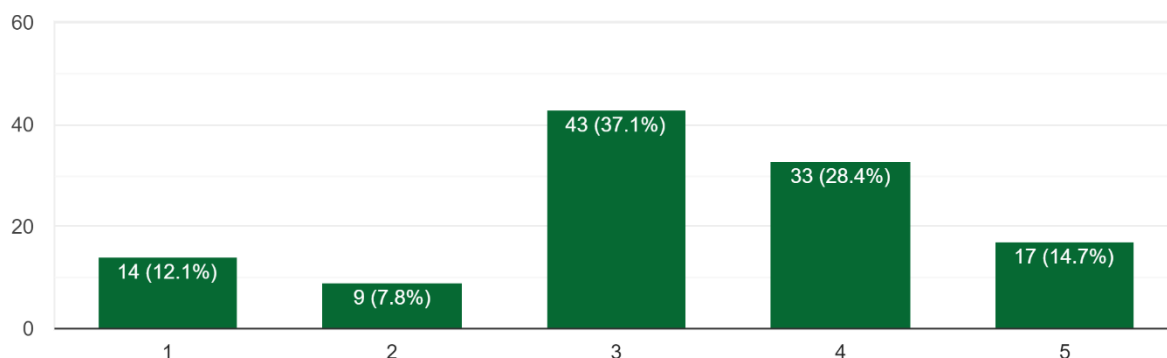
116 responses





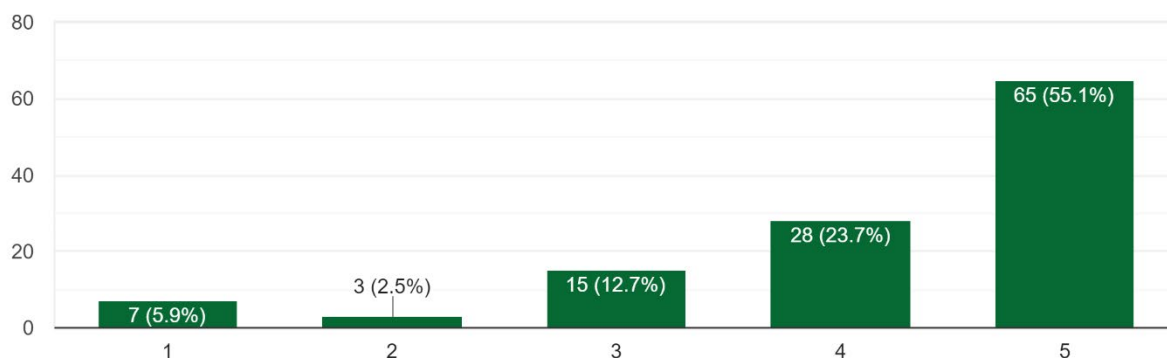
### Charismatic

116 responses



### Vision/results-focused

118 responses



**Please provide comments and ideas related to the search for CCC President below:**

We must have candidates who are entrepreneurial, people oriented, honest, fair, driven to turn things around with a collaborative action driven approach, fully transparent and able to work with the Board of Education to represent the entire staff, and also have a deep understanding of financials in an academic environments.

---

The college needs an individual that is not an elitist and who is willing to work with the faculty and staff to do the every day work to continue leading the college in a direction to meet and exceed the mission, values, and initiatives of the college. They must have a passion for higher education, the ability to manage fiscally, skills to collaborate on innovative fundraising needs, the willingness to build external

relationships, the skills to be an excellent communicator, values that exhibit high ethical standards, a commitment to support diversity and belonging, and the ability to avoid adverse behaviors. A person with these skills needs resilience and energy to meet the task at hand, have the management skills to deal with a broad spectrum of personalities, and have the resolve to make unpopular and other decisions that are necessary for the common good of the college.

---

You should hire Teena Toyas she is already doing all the things listed here and doing them very well instead of wasting money looking for a new person who has no clue what CCC needs or wants.

---

THE BOARD OF EDUCATION IS WHERE THE CORRUPTION AT CCC LIES. YOU ARE RUINING THE LOCAL EDUCATION SYSTEM AND HAVE LET DOWN FORMER STUDENTS, CURRENT STUDENTS AND WILL BE LETTING DOWN FUTURE STUDENTS. IF THERE IS A FUTURE FOR CLATSOP COMMUNITY COLLEGE.

THE INDIVIDUALS ON THE BOARD ARE SINGLE-HANDEDLY TAKING DOWN THE COLLEGE. GREAT ADMINISTRATION, STAFF AND FACULTY ARE NO LONGER WITH CCC BECAUSE OF YOUR CORRUPTION AND DISHONEST PRACTICES. COMPLANTS TO THE NWCCU, HECC, DAILY ASTORIAN AND OTHER INSTITUTIONS HAVE BEEN MADE TO HOLD YOU ACCOUNTABLE AND FOR CHANGE TO BE MADE. THIS PRESIDENTIAL SEARCH IS A JOKE AS THE CORRUPTION LIES WITH THE BOARD OF EDUCATION AND THEY ARE ULTIMATELY MAKING THE DECISION OF WHO THE NEXT PRESIDENT WILL BE. THE STAFF, FACULTY AND COMMUNITY HAVE NO SAY IN WHO THE NEXT PRESIDENT WILL ACTUALLY BE. WATCHING THE BOARD MEETINGS IS A COMPLETE DISASTER AND IT SHOWS THE DISORGANIZATION, LACK OF INTEGRITY AND PROFESSIONALISM COMPILED WITH CORRUPTION. THE BOARD MEMBERS LEAVING AND THE PRESIDENTS RESIGNING IS NOT COINCIDENCE, IT IS A DIRECT REFLECTION OF THEIR CHARACTER AND NO LONGER WANTING TO BE ASSOCIATED WITH THE CORRUPTION TAKING PLACE ON THE BOARD OF EDUCATION AND WITH CCC.

---

It is extremely important that the next CCC President be fully qualified and experienced in higher education. It would be great if they also had experience with smaller communities and colleges and the specific challenges they face.

---

I recommend inviting college and community stakeholders to meet with and provide feedback regarding the finalists.

---

Someone not picked by Betsy Johnson or her cronies.

---

The employees of the college need to agree with the selection of the college president or else the new president will not be successful. It takes the whole college community to run the college with a strong leader to band them together.

---

We need someone who is not afraid to make difficult choices.

---

CCC deserves a president who is hands-on, present, and responsive. A focus on nontraditional learners is key to student success 2024, as are support programs that serve adults who are preparing to undertake college-level coursework in the future, and for the first time. The new CCC president must understand the demographics of Clatsop County, the needs of student day-laborers in our community who speak a first language other than English, and the interests of adults (of all ages!) who are returning to school after a long absence.

A background in addiction services, trauma-informed practice, or previous experience serving unhoused and food-insecure student populations would also be extremely useful to someone serving as president. We need a leader who understands that community colleges serve nontraditional learners (from high school students to adults who are attending a community college for the first time) and that students may benefit from wraparound services or support with technology, as well as the development of soft skills to be successful at CCC. All the best to the committee with this new search!

---

Strong support and background as an educator People person. Draw support from throughout the community. Love the job and attack the challenges with gusto. Expand CTE courses to serve the needs of local business and services. Make sure transfer students can move onto university studies in two years. Rebuild trust.

---

High quality higher ed that can be transferred to 4 year institutions.

---

The board that runs the school has shown me for the past 10 years that they do not care about helping students but more about that they want to make money. They seem to care about how to turn a profit not how to best serve this area of Oregon. I have grown more and more ashamed to be a member of the community that funds this school. The board and most of the staff are a horrible example of what it takes to live in a small town. It is pure toxic environment. And this is from a local logger that loves this area. Every good person who has been in this school you have pushed out with how toxic this school is. Be ashamed of your self.

---

Someone who is servant minded and focused on student success and staff development.

---

Elevating a voice and candidate who is not a middle aged white male like every other leader here is important

---

I want to make certain CCC Faculty and Staff have a solid voice at the table and the Board does not just place a puppet to serve their needs and wants in the presidency. The new president should serve the needs and wants of the Students, Faculty and Staff.

---

CCC needs a seasoned professional educator with the ability to work in a humane civilized manner with internal and external constituents. Higher education has its own set of personnel skills needed in leadership positions. In addition the new president must be able to make strategic budgetary decisions

that may be unpopular but needed for institutional success.

---

The college's recent divestment from prioritizing JEDI needs was a disgusting show of the regression that higher education across the nation continues to show. The next President should be fearless in their commitment to combatting the racial and socioeconomic divides that higher education so prevalently propagate. A focus on building new academic programs and accessible occupational training and greatly increasing partnerships with local orgs that can take some of the load and pressure when it comes to building trust-based relationships across political and socio-demographic divides.

---

Find someone who supports staff and does not blindside them with decisions like the current interim does.

---

It might not be easy but finding someone who has deep roots in the community and an understanding of what the community needs ought to be the highest priority. The college doesn't benefit too much from someone who sees the position as a stepping stone to another position elsewhere.

---

A servant leader who listens to faculty and student needs; acquires the resources necessary to meet those needs; and engages in an ongoing dialogue and rapport building mission with the intent of business development, reputation building, and creating opportunities to increase both faculty and student engagement.

---

This is an ineffective survey, because it doesn't compare priorities among each other. Strategic planning must be done in a series of steps that match priorities with resources in an inclusive, open, and careful way. Instead, laudable goals are offered without considering available resources.

---

Retain local kids - maybe add a sport

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My personal responses (not that you seem them as "mine") may seem all over the place, and other too, my opinion is that the next president needs to be able to balance their responsibilities while delegating/using CCC resources to assist them in being a successful leader. No one individual can be everything. I want to see someone who had PROVEN, by example, their ability to delegate, utilize, support, and challenge (lots of underutilized talent at CCC for example) us to do better. They do not have to do EVERYTHING!

---

Integrity and commitment to college survival and success are of high importance. The next president must not only convey that they are trustworthy but BE trustworthy. Experience in college administration is preferred because we need to KNOW that the candidate has a track record of making data-driven, evidenced-based decisions. Visionary leadership is good but we need someone capable of looking at the big picture and making the best decisions possible. In recent years Clatsop has been plagued with several wrong decisions that have had a huge impact on our financial standing.

---

The biggest challenge for the new president will be in getting the autonomy they need from the board in order to sort out the various warring cliques at the college who have utilized their personal relationships with board members to avoid accountability and short circuit actual mission driven change. The college needs an innovator but will struggle to keep one as long as anyone with a bone to pick can call up their favorite board member and use politics to override good judgement

---

How can the BOE, CCC or the community even consider this a fair presidential search with Jody Stahancyk funding you, Preston Pulliams?

Watching board meetings and Jody's insistence on being in charge of the presidential committee is a CLEAR and DIRECT CONFLICT OF INTEREST. She is leading this search under you in order to persuade, manipulate and control the search committee. Our concerns as a community as well as staff, faculty, students and other stakeholders are being made more apparent with each board meeting. This presidential search is biased before any action has been taken. Jody funding and being on the committee is part of the corruption taking place at CCC, more specifically the Board of Education. There is no need for a Presidential Search Committee in the first place - as long as Jody is on the Committee. She has already decided who the President will be without the other 17 (if I remember correctly, the board chose to settle on 18 members of the committee) due to her financial backing and control in the situation.

Jody knew by funding Gold Hill she is able to have control in who the next President of CCC is.

---

I believe the consultant has said that a winning candidate might only stay in the job for four years. The board should try to find a candidate who will stay longer. In my experience, that kind of time frame leads to two results: 1) In climbing the career ladder, the person will try to make a splash and do something dramatic, but not well thought out. 2) The person does not have time to learn about the community and then implement a vision. One way to help ensure the person will stay longer is to get someone from the region and with ties to the region. Consultants and boards sometimes think the farther away a candidate is geographically, the more expertise they have. Also, the board should make it clear to the candidates that, despite evidence, they do not want to run the school, but to choose a candidate to run it and then provide oversight. They should also be paid well.

---

Dump the DEI focus.

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I don't think we should only search for a man between 30-40 years old like the board had mentioned in a recorded meeting. I think we need to search for the best fit for our college. I am CCC alum so I have the perspective as a student as well as an employee and the last interim president chosen (before Teena Toyas) is NOT what the college/staff/faculty/students need from a president. We need someone who doesn't take themselves too seriously at all times and is a friendly face across campus and in the community regardless of their age or gender.

---

Find a President with a proven track record of fundraising. Why don't our buildings have more donor names on them?

---

In the future, would love to see CCC offer adult learning classes in business skills like the Adobe suite of tools.

That said, I'd most like to see the board pull it together for the basics: a cc that educates and equips students. And, that actually has transcript credits available for dual enrollment students who have already taken classes.

As a community member, the general impression seems to be that things are on fire over there. It would be great to see you all concentrate on educating and on keeping accurate records. Also, to work on being fully staffed in essential roles. \*Then,\* you can worry about innovating.

---

This individual needs to understand what it means to be accountable and have integrity. To not only know the definition of these two but to also be the example for others to follow. And, when it comes to policies, can we please follow them. The college has a bad habit of not following them so then they find themselves backed into a corner with an employee and they have to find a way to fire them without getting sued (which also happens all too often). If the college doesn't start learning from its past mistakes, then it will repeat them.

---

Something of these questions should have NA or "Not qualified to say" as choices. Moreover, from this short survey, the President should encompass all of these qualities so I'm unsure of how to interpret the usefulness of these answers.

---

I would like a president who demonstrates the utmost integrity in their business as well as personal life. An ability to fundraise and generate new revenue streams is also critical for CCC to survive and thrive.

---

Our next chief executive needs to understand that the truth is a great ally, and that person needs to be willing to tell the hard truth at all times.

We also need a president willing to keep the Board of Directors in their lane which is policy and NOT OPERATIONS.

---

A commitment to stay at for a minimum of 3 years would be a plus.

---

Asking for yes or no answers to multi-part questions muddies the understanding of what is asked and what the responses mean (e.g increase AND support).

The questions on the survey appear to slant towards a business/commodity mind set of how to think about education. This is a mistake. Any competent leader of an educational institution should not conflate the efficiency of business models with the effectiveness of education.

Choosing someone with some experience leading capital campaign projects seems like it could help ease the obsession the board and current "leadership" seems to have over cutting the operating budget, to increase reserves, to renovate facilities, immediately after, and arguably still during the economic downturn of a global pandemic.

Hopefully, the absolute mess that we are currently weathering will be disclosed. Someone with strong political sensibilities and charm will be needed to make headway with the various stakeholders who are at extreme odds with and hold deep distrust of each other

---

raise money, understand money, get good value for our money

---

New president needs to have there ability to put the college on a sound financial footing.

---

The new president needs to be someone who thoroughly understands the context and operations of a community college the size and scope of Clatsop CC. It would be strongly preferable if this person had a background in OREGON community colleges, specifically, and that this person had prior leadership experience and/or leadership/management training.

---

I was on the board many many years ago. The president ought to be part of the organization but only as a leader not as an active participant in it. A faculty that works with the students to provide high quality education matters. The president is mostly in the job of getting out of the way but otherwise making sure funds are available and faculty to provide the education.

---

Stop all the old-boy network nonsense. Too few people run the area and make it difficult for outsiders to bring new and best practices to the community.

---

This Presidential search needs to be structured much differently than the last. Clearly LaCoste and even Breitmeyer had CCC's best interest in mind and they were determined to make change. LaCoste was ineffective at doing so because of his hands being tied by the Board of Education. There will be absolutely no way CCC and the new President can 'increase individual departmental autonomy to identify centralized resources and shared service opportunities', 'establish consistent policies', 'improve College internal and external communications and relations', and 'increase student retention' with the Board of Education overstepping and interfering with these processes. The Board has a role it plays in higher education. Staff, faculty and students have a role. Let's quit letting the BOE overstep and interfere with policies, internal and external communication so the college IS able to increase student retention and even staff and faculty retention. The Board of Education needs to be put in their place so half of the Board doesn't resign in a 12 month period and so we can keep a President longer than six months without a misguided and toxic Board of Education hindering the success of the college.

One final thing, is it REALLY appropriate to have Jody Stahanczyk paying for Gold Hill Associates for this Presidential Search and her being the head of the Presidential Search Committee? That seems like a dishonest, manipulative and corruptive situation that is being added to an already dire situation here at

CCC. Should Betsey Johnson get on the Search Committee too so her and Jody can just decide the next President on their own and forget the rest of the Search Committee? I believe Preston Pulliams to be fair and will do the job to help find a President regardless of who is financially backing the cost - But the direct correlation of financials and the person providing the funding being the head of the Committee SHOULD be seen as an issue

---

I am really disturbed with the statement that the board wants a young person for the job. How can a younger person have the instincts and foresight to lead our school into the next decade? We need someone with lived experience and compassion and drive to make our college once again about the students and their needs. Not just about money-but also about the students and their well being. We also need to revamp the board as there are a couple people on the board who seem to continue to disregard and overstep their roles on the board-they are looking for someone who is a puppet and someone who will do what they say when they say it.

---

Please get staff back in the classroom. In many cases online teaching is robbing students of effective educational opportunities and decreases personal relationships that many students need to be academically successful.

---

A president should have a firm consistent hand that guides its staff/faculty to improve the students' lives, with a heavy emphasis in education and moving-forward with determination keeping in mind the work-balance of everyone's lives.

---

The current/recent CCC Board has done a \*terrible\* job, basically running effective individuals out of critical college positions and replacing them with incompetent friends and cronies (including Trudy Van Dusen's personal family banker's spectacularly failed tenure as College President, which helped downgrade the college's credit rating). I'd like to see a new CCC President focus on our students, faculty, staff, teaching and community engagement, and not at all on the tacky, ham-handed self-promotional efforts of remaining Board members Tim Lyman and Jody Stahancyk.

---

It is important to have a person that will not be blind to many unnecessary or unfair situations taking place. You can't make everyone happy, you shouldn't pick favorites. Pick someone who knows how to do the job.

---

Compared to one year ago, the college is better off now. Which is a sad reality because we are doing better without 5 high level administrators. We are functioning better without; Chris Breitmeyer, Peter Williams, Desiree Noah, Margaret Frimoth, and Shari Montazeri. We should be in absolute chaos without them. Instead, we are functioning just fine, and in fact, our biggest problem is cleaning up the mess they left behind. Do not rush to replace the president. Don't fix what isn't broken.

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The next president must get back to the business of teaching and providing opportunities. CCC has an excellent foundation that can help with student access, personal needs, and the soft side of bringing students aboard. The college itself needs to teach and rebuild its reputation as a respected institution. CCC already has outsized assets and capabilities in Nursing, Welding, Maritime Sciences, Automotive, and Business Education (SBDC) and needs to take full advantage of those as well as relevant new programs like fermentation programs and CDL training.

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Hire a leader that can build relationships with the staff and community to unite the college. The college can be a great asset to the community but it starts with leadership.

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The scoring in the first panel where I scored 3 or 4 do not indicate that I don't think that that they are important. The new president doesn't need to micromanage, but should monitor and rely on department heads to do their jobs. Visibility is more important than Charisma. We had an excellent college president who wasn't necessarily charismatic, but we saw him in the community and he at least knew enough to acknowledge us when we said hello or approached him with concerns. We later had a charismatic president who was clearly unprofessional but apparently had some level of support from people that he charmed. He was completely unapproachable, completely hands off, unseen in public except when surrounded by community leaders, and we have no idea what he did for the salary that he was paid. The new president should be willing to embrace the community and learn what role CCC plays here, or has played in the past, and work to steer CCC toward meeting community goals. Someone who is connected to the local community

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You can't ask someone to be present and ask them to lobby on behalf of CCC, hire a legislative consultant to manage that and the President should be familiar enough with the issues to make sure they are getting the results the school needs and is present and available but that shouldn't be their sole focus. The focus should also be on the educational/programmatic needs of the community. Diversity is important but provide what the community needs in an equitable manner.

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Financial and operational stability are needed. The new president must be able to operate independent of faculty demands but be able to improve scholastic and vocational offerings.

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Let the campus organize and heal before bringing in yet another person who wants to make a name for themselves and leave us in the dust.

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Let Toyas repair the damage. Then you will have a better understanding of what we really need in a new president.

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Toyas for president.

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Do not replace what is working. New administrators cause more problems than they solve.

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Let the current leadership have time to correct the situation that the past leadership and Board put us in. Wait to hire a new president until we have corrected that mistakes of past leadership and Board members.

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The previous administration just made things worse, no need to bring in another president to mess things up, If it is working, leave it alone.

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Before we spend \$250K to bring in an outsider, let's see how current leadership and Faculty can correct the terrible position that the past \$750K worth of Administrators put us in. No more outsiders! No more people who want to come in and make a name for themselves without understanding our community! No more outsiders!

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Most new presidents come in, mess things up, and then leave. More instruction, less administration.

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We have experienced so much negative leadership in the past 5 years that we need to stop and heal. Please consider not bringing in one more administrator that will take months to understand what we need. Rely on Faculty and current middle management to fix what has been broken.

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What matters the most is faculty, not administration. Keep what is working, not bringing in a new president to disrupt what is working. There has been too much change in management, leave it alone, don't bring in an outsider.

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We have had our fill of people who use us a step ladder to advance their career. Please avoid these applicants! Also, beware of K12 applicants as they may not be qualified for a higher learner institution.

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The overwhelming need is for a president that can enhance the academic integrity of the college, and improve the relations between the administration and other staff and the community at large. A president that inspires the college and the community to engage in educational pursuits no matter what age and status you have. A president who goes out of their way to invite community to engage and to use the facilities the college has. And a president willing to do the tough cutting to the administrative personnel and bureaucracy that has developed at the college, and get back to a teaching and learning

institution with only a few administrative staff, who are paid relatively modestly, so that more money can be spent on educational and community programs.

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The new CCC President must be a working president. He/she must be able to not only understand the many issues facing the school but be able to functionally work with those involved with the day to day administration of the college. CCC is too small to have a president who does nothing but be "Presidential". The new president must be able to write a grant, teach a class and create and understand a budget. A hands on administrator.

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