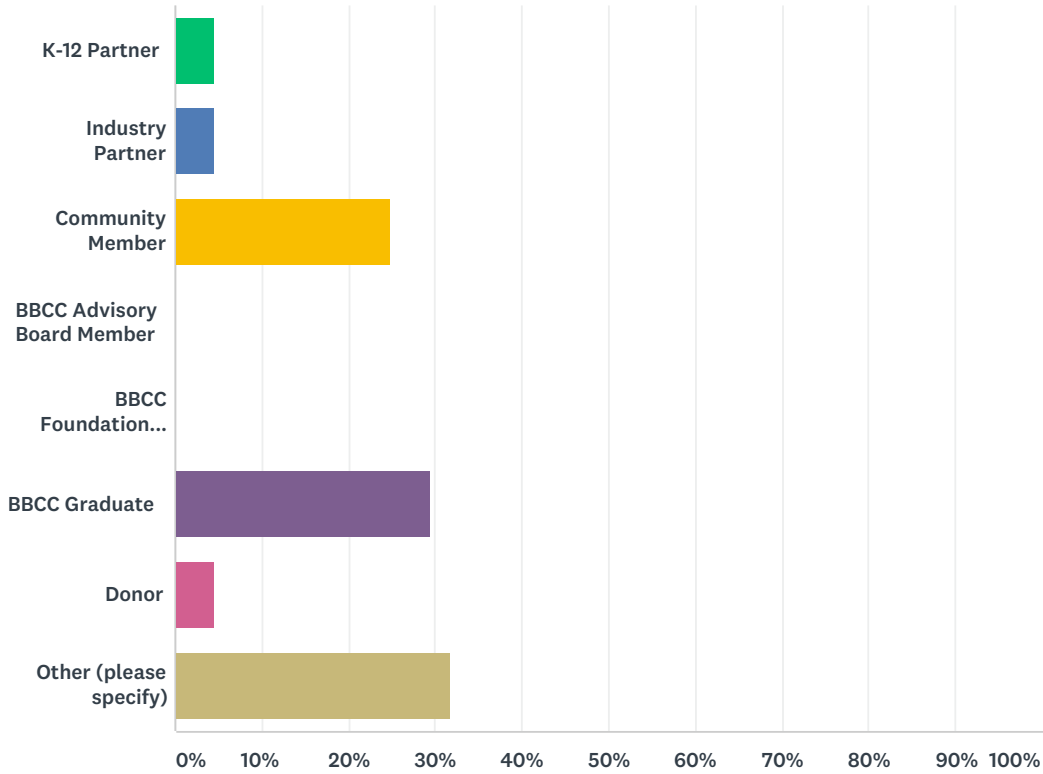


Q1 What is your relationship to the college?

Answered: 44 Skipped: 0



ANSWER CHOICES	RESPONSES	
K-12 Partner	4.55%	2
Industry Partner	4.55%	2
Community Member	25.00%	11
BBCC Advisory Board Member	0.00%	0
BBCC Foundation Board Member	0.00%	0
BBCC Graduate	29.55%	13
Donor	4.55%	2
Other (please specify)	31.82%	14
TOTAL		44

#	OTHER (PLEASE SPECIFY)	DATE
1	Past Instructor & Administration at BBCC & CWU	10/23/2019 10:45 AM
2	BBCC Student	10/22/2019 10:52 AM
3	Faculty Member	10/21/2019 8:14 PM
4	Staff	10/21/2019 5:45 PM
5	associate instructor	10/21/2019 4:08 PM
6	Mayor of Othello with relationship to College	10/21/2019 11:16 AM

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7	Faculty	10/20/2019 8:22 PM
8	Community member and donor.	10/20/2019 4:42 PM
9	Retired former BBCC employee	10/17/2019 9:56 PM
10	Long time community member and supporter of upper education	10/17/2019 6:42 PM
11	adjunct	10/16/2019 5:23 AM
12	Student	10/15/2019 1:11 PM
13	Employee	10/14/2019 3:16 PM
14	Family used to work there	10/14/2019 2:38 PM

Q2 In looking at the president's first three years, what critical issues must be immediately engaged?

Answered: 43 Skipped: 1

#	RESPONSES	DATE
1	Climate change Improve BBCC image in the community	10/23/2019 1:10 PM
2	Increase internal climate/morale at the college. Get to know staff and their jobs and issues. Setting a clear and achievable vision for the future, one that is concrete and understood by all staff. Demonstrating strong and visionary leadership that is accessible/understandable to all levels of the college and community.	10/23/2019 11:51 AM
3	Refocus on teaching students and spend much less time worrying about compliance with today's social issues. (the current president did as good as possible with this, but the next president is going to be under siege from elitists and finger-wringing worriers)	10/23/2019 11:04 AM
4	Change the atmosphere from desperately trying to get students & instead focus on making the school & instructors be recognized as a valuable resource in which students should feel it is an honor to attend. Students are allowed to be disrespectful & unprofessional in classes because the instructors have no backing from the school to allow them to enforce rules such as no phone use, no entering class once it has begun & stop talking during class especially when the instructor is lecturing. Instructors MUST be able to tell a student who is not behaving professionally to leave their classroom. Instructors should also have designated parking close to their building. When the person, who's job it is to lead the acquisition of skills, is unable to easily get to the class with their supplies it is a profound disservice to all those involved. (signs stating that unauthorized vehicles will be towed & the # to local tow companies is all it takes to enforce this. Anyone can then make the call.) Instructors should have computers and over head projectors in EVERY classroom. Requiring an instructor to go across campus to the library & check out a lap top then haul it all the way across campus & set it up just to be able to do their job is absolutely ridiculous. (Art department can't even show images of Art in most of their classrooms unless they check out a lap top before each class) Instructors must be viewed as the valuable, qualified persons who have invested years of education, work, and often over \$100,000 to gain the level of knowledge & expertise they are using to educate the students who are allowed to take their classes. Keeping them as only adjunct to save \$ shows everyone in the community that college instructors are not valuable employees nor valued as the specifically qualified educators of future generations of workers/community members. (Adjunct instructors are on food stamps all year long, working PT jobs or have to go on welfare over the summer) A focus also needs to be placed on the ability to fund support staff like maintenance & security so that they have enough qualified persons to do the jobs. You have students & instructors on campus, at night, alone in buildings with zero safety staff to assist them & in many locations no access to a land line phone because it is locked in an office & cell service is spotty inside the building. The list of systemic issues that have been growing at BBCC over the past 20 years is rooted in the focus on FT students & the need for \$ to maintain the growth rather than the known ways in which institutions of higher education empower their educators & staff to provide quality & innovative higher education in order to create well rounded, qualified, professionals & community members. (Qualified, dedicated, valued instructors are the key to enrollment & accreditation.)	10/23/2019 10:45 AM
5	Employee satisfaction as that influences the attitudes passed on to students and the community	10/23/2019 9:20 AM
6	Expanding the choises foreducation for the students. Keep politics out of the college.	10/23/2019 7:20 AM
7	Establish leadership presence, reel in the vice president of instruction, establish trust with employees.	10/23/2019 6:51 AM
8	Following through with bachelors offerings, campus safety, increasing academic and trades courses to allow more enrollment	10/22/2019 8:18 AM
9	Diversity, safety, and open minded	10/21/2019 9:44 PM
10	Cultural climate (for students and faculty/staff) Enrollment (targeted for the specific economic growth demands) Budget (for growth and sustainability of faculty, staff and programs)	10/21/2019 8:48 PM

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11	The new president must become very familiar with the college community, including students, faculty, administration, as well as the greater community of the foundation, the board, and the geographical community.	10/21/2019 8:14 PM
12	Safety plans and infrastructure for a growing college. Things that have been in the back burner for years already.	10/21/2019 5:45 PM
13	college's finances	10/21/2019 4:08 PM
14	Strategic Planning, Vision casting, & continued Workforce development.	10/21/2019 11:16 AM
15	Understanding the financial burden on families, paying for their child's education, while sacrificing basic needs for the remaining family members.	10/20/2019 11:03 PM
16	How to get more bachelors programs available locally. Increase student population Lower tuition	10/20/2019 9:09 PM
17	Improving understanding and communication of procedures with real benefits, while improving relevance to daily operations (read: don't waste instructors' time, but make sure get what they need).	10/20/2019 8:26 PM
18	Student enrollment; campus infrastructure; feeding our low income students who are going hungry, especially in the Transitional Studies Department. Also, more full-time faculty opportunities instead of taking advantage of adjuncts.	10/20/2019 8:22 PM
19	More online classes and classes need to be offered more than once a year.	10/20/2019 7:18 PM
20	Enhancing 9-12 Dual Credit Articulations and advanced degrees for post-secondary high school students	10/20/2019 7:17 PM
21	A regional assessment of industry, professional career employment needs for the next five to 10 years in order to facilitate and up date the CC programs.	10/20/2019 4:42 PM
22	Taking effective steps to retain students and raise graduation rates, overhaul of Nursing administration, offer more "returning to workforce/higher skill level" programs for low-income people in proportion to the LOCAL job market.	10/20/2019 1:55 PM
23	Development of current/future programs, bachelors degree, and outreach/offers for community	10/20/2019 1:40 PM
24	The disorder of the financial aid system and the pay of the employees in order to hire more skilled labor. We don't want mediocrity	10/20/2019 10:41 AM
25	Remove focus of getting dreamers and illegal aliens enrolled at bbcc	10/20/2019 8:37 AM
26	Enrollment, campus modernization	10/19/2019 9:49 PM
27	Promotion of the college in general for everyone! Not just special demographics.	10/19/2019 8:03 PM
28	1. Transparency in governance 2. clear lines of communication regarding direction of the institution 3. commitment to diversity and inclusion	10/18/2019 1:09 PM
29	First, reestablish a climate of trust and cooperation among the Board, the administrators, the faculty and the students. Guide the board to become responsible, active participants in setting and validating directions (Executive Limitations) for the new president. Help them understand Policy Governance and develop a transparent evaluation process of the president's goals. Guide the accreditation process to re-establish BBCC's reputation with the commission as an institution strongly focused on student access, recruitment, and most importantly, achievement.	10/18/2019 12:32 PM
30	Increase student access, success, retention Enrollment of diverse populations Modernization of campus/Facilities Master Plan Recruitment/retention of talented personnel Development/expansion of innovative programs Increasing public support for the college through enhanced visibility, community involvement and advocacy	10/18/2019 9:48 AM
31	4yrdegree	10/17/2019 10:39 PM
32	Committed to stay & being involved in campus life & communities the College served.	10/17/2019 9:56 PM
33	Bettering Moses lake	10/17/2019 8:13 PM
34	Enhancing trade and vocational education. Assuring basic classes required by 4 years universities are transferable. Continue to enhance facilities.	10/17/2019 6:42 PM
35	Improving the academic faculty... reducing the administrative staff.	10/17/2019 1:55 PM
36	Experience, ideas, flexibility & involvement with students, staff & community. Just like Terry.	10/17/2019 1:25 PM

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37	Learning the history of the college/foundation. Reaching out to the community, including individual donors. Spending time with faculty and staff, maybe coffee/tea times. Meeting political representatives. Brainstorm ways to open communication with/between faculty, staff and students.	10/16/2019 7:16 PM
38	Keeping/giving opportunity to the vocationally inclined students for success. Increase the future work force.	10/16/2019 4:46 PM
39	1. Continue moving BBCC forward 2. Keep unity among the various groups on campus	10/16/2019 5:23 AM
40	Out with the old, in the with new. I believe facilities should be updated so that they're technologically accommodating for the new age of students. I want to see more attention toward school pride, especially with its sports. There are also a lot of empty areas around the campus that can be filled with improvements. The most important issue I have would be the lack of safety for nighttime students. Having emergency machines to run towards when in danger would be a phenomenal addition to the campus.	10/15/2019 1:11 PM
41	the structure of the college	10/15/2019 8:05 AM
42	The issue of what do with Sodexo and the bookstore needs to be addressed immediately. The college is losing money in ways that are not benefiting students learning. Either both things to be removed from campus or there needs to be large reforms to at least make them breakeven.	10/14/2019 3:16 PM
43	Teachers forcing their political stances on students. They shouldn't be allowed to give them only one option to believe and support they need to present the facts in an unbiased way	10/14/2019 2:38 PM

Q3 What key milestones must the next president need to achieve over the next three to five years?

Answered: 39 Skipped: 5

#	RESPONSES	DATE
1	Complete oversight and expect thorough explanations from BBCC's VP Complete transparency	10/23/2019 1:10 PM
2	Know what programs the college offers and what the community needs are for employee knowledge, skills and abilities. Be able to speak to the college programs and needs. Increase positive visibility of the college and admin locally, in-state and nationally.	10/23/2019 11:51 AM
3	restructure the support staff so the focus is on student and college support. Currently the support staff is so big and demanding it is pushing the needs of the students out.	10/23/2019 11:04 AM
4	All class rooms, the web site, & canvas (online class platform) need to be at 2020 standards & all students must be required to attend an orientation that thoroughly covers the expectations of taking a college class & how to use & access the current technology. Instructors can not be responsible for teaching students that for every credit they are expected to spend 2-4 hours of work outside of class & that it is the student's responsibility to know how to take an online class. Students, including running start must be held to the behavioral & academic standards of University students. Attending college is not just learning the subjects of the classes; it is the process of learning & being held to the higher level of academic & professional accountability that the acquisition of the grade, certification and degrees earned should communicate to the world.	10/23/2019 10:45 AM
5	Fiscal stability of the college and better recruitment of new administrators & faculty	10/23/2019 9:20 AM
6	Education choices, parterships, etc.	10/23/2019 7:20 AM
7	Establish and maintain organizational stability. Prevent whatever is causing so many employees to leave.	10/23/2019 6:51 AM
8	Bachelors offerings, preferably two, increased computer science classes, bring budget in order to offer the best tuition to students, increase public support to offer scholarships to more students	10/22/2019 8:18 AM
9	Have the graduation numbers go up in all ethnic groups	10/21/2019 9:44 PM
10	Strategic enrollment plan Faculty and staff retention/student and faculty demographic ratio balanced Community engagement (relevant to population and economic development) plan	10/21/2019 8:48 PM
11	Seeing the new building through to its completion. Planning for the renewal and remodeling of existing campus buildings. Working to develop a sustainable number of students. Work to develop good relationships with all parts of our campus community.	10/21/2019 8:14 PM
12	finances	10/21/2019 4:08 PM
13	Raise awareness of their bold new vision Develop enrollment numbers with career showcase events Integrate online enrollment	10/21/2019 11:16 AM
14	Retaining instructors, the finances and new programs to draw more students in.	10/20/2019 11:03 PM
15	Teacher diversity Graduation success rates Affordable tuition for middle class	10/20/2019 9:09 PM
16	Grow student enrollment	10/20/2019 7:18 PM
17	Developing more on-site Bachelor's Degrees to benefit the geographical limitations of students in our region	10/20/2019 7:17 PM
18	Offer regional and statewide relevant, practical and career oriented certifications and degrees for the future job market.	10/20/2019 4:42 PM
19	85% graduation rate, 75% graduation to career success rate, more Bachelor's degree programs	10/20/2019 1:55 PM
20	Develop online, hybrid, and non-traditional offerings for working students with families and jobs	10/20/2019 1:40 PM
21	Raising pay to staff in order to keep and attract good workers	10/20/2019 10:41 AM
22	Finding the best candidate for job positions regardless of skin hue	10/20/2019 8:37 AM

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23	Expand enrollment, keep campus safe, ensure a harmonious work environment	10/19/2019 9:49 PM
24	Adding classes and program's that truly benefit the community as a whole. BA options are a start in the right direction.	10/19/2019 8:03 PM
25	1. Improve retention and success of all students 2. Improve recruitment of Hispanic students 3. Improve diversity of staff 4. Create atmosphere of trust for students and staff	10/18/2019 1:09 PM
26	Increase minority enrollment, retention, and success. Become a visible leader of the college to the entire community population, including all of its residents. Take responsibility for all college programs and actions. Establish and maintain positive relationships with elected officials, including state, federal, local and county. Take active, yet ex-officio leadership of the college foundation, continuing year around solicitations. Invest in effective grant solicitation and supervision of grant activities and use of funds.	10/18/2019 12:32 PM
27	Expand CTE partners for high school programs Alternative course delivery Satellite campus aboard high school Expand guided pathways Eliminate the equity gap	10/18/2019 9:48 AM
28	More 4 yr degrees	10/17/2019 10:39 PM
29	Get morale up/get rid of employees not serving the institution well, including administrators, teachers and support staff.	10/17/2019 9:56 PM
30	Bettering Moses lake	10/17/2019 8:13 PM
31	Develop partnerships in community. Continue to promote the schools aviation programs.	10/17/2019 6:42 PM
32	Improve the academic transfer program... hire instructors who can perform in their chosen fields. If a sports coach must be able to demonstrate a skill, an English instructor should be able to write for publication.	10/17/2019 1:55 PM
33	Growth, money, new programs & buildings. Keep growing from what Terry has been doing.	10/17/2019 1:25 PM
34	Find a way to encourage communication with faculty and staff to build relationships that ensure the fac/staff concerns are listened to by the president to build their confidence in his leadership capabilities. Finish campaign for the Workforce Building. Keep up the high standards built by the previous president for Accreditation. Get the word out more on what is going on with the college and foundation. The foundation appears to be a secret society, no info on large donations, financials etc.	10/16/2019 7:16 PM
35	1. Expand enrollment, including offering more university courses to help students transfer smoother to a 4-year institution 2. Continue meeting needs of students and community groups in the area	10/16/2019 5:23 AM
36	Safety, attention to culture change so to incorporate into future clubs or events, and academics.	10/15/2019 1:11 PM
37	Being able to find the reason "why". Creating a cohesive environment.	10/15/2019 8:05 AM
38	I think to reduce the operating budget, continue expanding facilities (classrooms, dormitories, etc), and increase employee communication are milestones that need to be achieved.	10/14/2019 3:16 PM
39	Making sure there are handicap options for students all around the campus so they can get to class as easy as the rest of the students. Try to make textbooks and supplies affordable for students. Also try to create more activities and programs for students who want extra curriculum	10/14/2019 2:38 PM

Q4 What competencies and traits (e.g. level and type of education, experience, personal characteristics, management style, leadership experience/ability, communication skills, etc.) are necessary for the next president to embody?

Answered: 42 Skipped: 2

#	RESPONSES	DATE
1	Visionary management style and transnational management style	10/23/2019 1:10 PM
2	https://www.aacc.nche.edu/wp-content/uploads/2017/09/AACC_Core_Compencies_web.pdf Please consider this document. It has research behind it. Strong leadership (not heavy handed, but with a clear vision that is communicated in multiple ways on a daily basis) Personal accountability for college outcomes is probably the most important trait. A sense of humor!	10/23/2019 11:51 AM
3	the next president must understand the needs of rural Washington and our local residents	10/23/2019 11:04 AM
4	The ability to identify/locate persons & create teams of people who bring diverse and qualified views/skills to the varying issues/tasks/challenges the school faces. One team/board is not diverse nor specialized enough to address the huge variety of challenges our rural community college faces. (Open calls for volunteer community members to serve on teams/boards. this would include a volunteer team that is qualified to do the initial reviews of resumes & online interviews)	10/23/2019 10:45 AM
5	Communication skills and leadership style that make employees feel valued and heard. The current administration is sadly lacking in that area.	10/23/2019 9:20 AM
6	Doctorate, but someone who still remembers what it is like to actually teach students. Someone who is in it for the betterment of students. Take advantage of technology and how that can provide options in education.	10/23/2019 7:20 AM
7	Established and documented leadership training and abilities Be seen and come down from the upstairs office Transparency Reminding the VP who is in charge Listening to and supporting the people who actually do the work	10/23/2019 6:51 AM
8	Phd, should have 10 years experience, ability to manage several departments successfully, willing to engage with students and faculty.	10/22/2019 8:18 AM
9	Leader, speaker for the monitory,	10/21/2019 9:44 PM
10	Culturally competent with the deomgraphic/populations served in service district Servant leadership with transparent communication Strong advocacy/negotaion skills	10/21/2019 8:48 PM
11	The president must be a good communicator, but must remember that communication goes both ways: the president must also listen and learn from what his community is telling him. The president must lead our college at the state level, and represent us well at state organizations.	10/21/2019 8:14 PM
12	PhD education but a fun, warm spirit. Someone willing to listen and take charge. Great communication through all levels of staff and students.	10/21/2019 5:45 PM
13	not sure if one is needed	10/21/2019 4:08 PM
14	Need collaborative style of leadership, min of Masters Degree if not Doctorate, 10 years in the field experience either at another CC or Superintendent of School.	10/21/2019 11:16 AM
15	Understanding the families BBCC serves. One who is passionate of hearing from the people (ideas/strengths/improvements etc). One who can lead by first listening to others, observing, assessing, meeting staff, listening to students/staff and opening up an opportunity for ideas. One must have a friendly character, honest and passionate of ones learning.	10/20/2019 11:03 PM
16	Strong interpersonal skills, obtain ideas from staff how to address and fix opportunities	10/20/2019 9:09 PM
17	Direct involvement with all levels of staff. Experience and proven effectivity more important than educational credentials, but the more recent relevant education has been taken, the better.	10/20/2019 8:26 PM

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18	Well educated; former teacher; compassionate; future-forward thinker; puts students needs and faculty needs above the bottom line	10/20/2019 8:22 PM
19	Doctorate degree and experience as President at another college where they have successfully grew student enrollment, grew and offered more degree programs	10/20/2019 7:18 PM
20	I would like to see a person with Career and Connected Learning background to help us develop the region in both degree'd programs and in technical certification programs.	10/20/2019 7:17 PM
21	The person should be committed to improving educational opportunities for all students in the catchment area by invigorating current programs and introducing future programs. They should be progressive about future programs based on a valued assessment for this CC. They don't necessarily need a PhD but must be well versed in employment needs of Washington state. Outreach is very important and a good speaker. Leadership experience is must based on past outcome measures from their previous employer.	10/20/2019 4:42 PM
22	Ability to model change to older administrators, encourage progress in the face of adversity, willing to replace ineffective teachers as needed	10/20/2019 1:55 PM
23	Leadership, planning, and stability	10/20/2019 1:40 PM
24	Have a masters degree, know the community and have a desire to be active in it, respect other leaders, be able to delegate tasks and give staff the ability to speak their mind, be a good face for the college	10/20/2019 10:41 AM
25	Charismatic, empathetic; a natural leader	10/19/2019 9:49 PM
26	Having experience in college management would be preferable.	10/19/2019 8:03 PM
27	Minimum of Doctorate degree Minimum of 5 years of Presidential leadership with accreditation experience Proven success in development and innovation Proven success in creating positive relationships with administration, staff, and community Proven ability to create cohesive environment through strong training programs for staff	10/18/2019 1:09 PM
28	The new president must be a student-centered instructional leader, always asking what is best for our students. S/he must be a good listener and a decisive decision maker. The new president must bring proven skills in higher education classroom instruction and staff professional development, along with active involvement in off campus responsibilities as well as those on campus. The new president must be a welcoming campus host to the community. S/he must have positive accredited college administrative experience, to include working with a board. S/he preferably should possess an earned doctorate from an accredited institution of higher education.	10/18/2019 12:32 PM
29	Doctorate degree preferred Skilled in change management Relationship development Effective communicator Effective manager Climate creation and maintenance Integrity Continuous self-development Servant leader Resilient Problem solving capability People and team development Strategic visioning Understands the global context	10/18/2019 9:48 AM
30	Personable able to budget, finances. Be from the area. Be invested in the community	10/17/2019 10:39 PM
31	PhD or EdD and proven successful experience at a high level at a community college. Plus...vision, vision, vision. Team builder. The vision & team building has not been shown by current President. You have to be willing to make tough decisions, not just being a "nice guy" (which he is).	10/17/2019 9:56 PM
32	Somebody not from Moses lake and not part of the good ol boys	10/17/2019 8:13 PM
33	Five years administrative experience at a four year university. PhD Proven experience and ability to interact with local officials.	10/17/2019 6:42 PM
34	A college president should be a person of achievement... an accomplished person. Receiving the academic least respectable degrees (Ed.D. or Ph.D. in Education) should be a disqualification.	10/17/2019 1:55 PM
35	To be like Terry.	10/17/2019 1:25 PM

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36	Oh my love him or hate him Dr. Bonaudi sure was/is a charmer! Easy to talk to, smooth under many circumstances, rarely flustered. I haven't had much interaction with Dr. Leas but I am sure he is a nice person. What vision would a candidate have for the future of the college? What areas does he/her have concerns about, if any, and what ideas does he/her have to address those concerns. Should have a PhD. Should be a VP. Must be an outstanding public speaker. Show specific incidences of outstanding leadership and teambuilding. Be very cool under pressure. I am old so I sure hope he doesn't Tweet like a fool, you know who. No meanies or bullies. Name some difficult situations he/her handled, how and why. Can he do the YMCA dance, the president of CWU couldn't. Haha.	10/16/2019 7:16 PM
37	Being able to have gone through the educational system and look back and then to be aware of the pitfalls that their own education experienced. Avoid those avenues for the future! Step back and watch how BBCC operates first. If it isn't broke--leave it alone.	10/16/2019 4:46 PM
38	1. Successful previous experience with higher education leadership 2. Inclusiveness 3. The Door is always open	10/16/2019 5:23 AM
39	Cultural understanding up to and not limited to genders, ethnicity, and age. Should be educated on education, philosophy, psychology, and sociology. Have leadership experience, do well with communication. I believe a great leader works with its community and not above it.	10/15/2019 1:11 PM
40	At least a masters degree in college. Experience in leadership from, having an open door and friendly communication with staff and students. Being approachable.	10/15/2019 8:05 AM
41	Having a president who is not afraid to take calculated risks that will help the college even if they don't have unanimous support. They should have a track record with using data to make decisions that help move the college forward. Have a president that is not from WA but not from one of CTC colleges is importing but not required. Knowing the WA system will ease the period of transition.	10/14/2019 3:16 PM
42	They need to be fair and honest with an understanding that him/her and the teachers of the school have these students futures in their hands. The president needs to ensure the safety and security for students and make sure everything between student and teacher is fair. Communication to teachers needs to be clear and concise and the president should have history of teaching so said person can relate to the ups and downs of the classroom experience	10/14/2019 2:38 PM

Q5 What unique professional experiences must the next president possess in order to succeed as president of Big Bend?

Answered: 38 Skipped: 6

#	RESPONSES	DATE
1	Complete understanding of this community vs the west side of the state	10/23/2019 1:10 PM
2	Understanding of the needs of a small community with limited access to large pools of professionals. Leadership leadership leadership, not passing the role of leading the college to her/his VPs.	10/23/2019 11:51 AM
3	Experience assisting institutions in maintaining a true separation of religion & education. Experience instructing a college course with running start students in it.	10/23/2019 10:45 AM
4	Work with disadvantaged, low income kids. Also kids with disabilities.	10/23/2019 7:20 AM
5	BBCC has no in-house employees who are qualified or trusted to be the next president, only people who took a shot at leadership and proved they were not the right stuff. An established history of strong organizational leadership will be required by the selected outside candidate.	10/23/2019 6:51 AM
6	Needs to understand the population makeup of the entire narrative, not just Moses Lake itself. Must show willingness to stay for a minimum of 5 years	10/22/2019 8:18 AM
7	Have more women and people of color on board at bbcc	10/21/2019 9:44 PM
8	From or familiar with the local service district population Intensive multicultural/race/equity training Strong human resource knowledge Strategic minded for the K-12 to degree pathway planning including whole student planning.	10/21/2019 8:48 PM
9	I think president status is just for looks	10/21/2019 4:08 PM
10	Excellent communicator and team builder who develops everyone who works for him or her. Continually building and training the workforce to someday take over when they leave. Have a big enough vision that their successor has clear and specific things to continue for years to come.	10/21/2019 11:16 AM
11	A compassionate heart to want to serve not only staff/employees, but every student/family he/she meets!	10/20/2019 11:03 PM
12	Should have a masters or doctorate degree.	10/20/2019 9:09 PM
13	A recent position in a leadership role, with at least two hierarchical levels below, that has recorded a quantifiable improvement to operations or outcomes, or increased competitive advantage, and with prominently positive anecdotal feedback. At least one recent, successful position in academic leadership.	10/20/2019 8:26 PM
14	Preferably someone with a lot of volunteer experience, such as Americorps or Peace Corps. Someone competent in cross-cultural communication. Also speaks Spanish	10/20/2019 8:22 PM
15	It would be nice to have someone who has successfully navigated the rural challenges of our region.	10/20/2019 7:17 PM
16	Being able to connect with all partners, ie schools, industry, businesses, community members and state agencies. They will need to love eastern Washington.	10/20/2019 4:42 PM
17	Not be a "good old boy", have diverse experiences with minority, homeless, and low income inclusion, needs to look at current practices objectively.	10/20/2019 1:55 PM
18	Great character, respect of students/staff, and community/alumni partnerships	10/20/2019 1:40 PM
19	Educational background, have experience doing volunteer work and maybe some HR as well to help them understand people more	10/20/2019 10:41 AM
20	The ability to take the current staff and have them do their jobs	10/20/2019 8:37 AM
21	They must understand the rural atmosphere of BBCC	10/19/2019 9:49 PM
22	Someone with experience in rural areas.	10/19/2019 8:03 PM

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23	Strong understanding of the unique student population needs including diversity and poverty, and how to create an atmosphere that is inclusive and "looks like" the population served. Experience serving on Accreditation committees that have visited institutions similar to BBCC including other minority serving Institutions Evidence of the ability to bring additional resources to the Institution through partnerships and grants.	10/18/2019 1:09 PM
24	The new president should bring experience in applying for and monitoring grants, and in protecting the college i.e., students, staff, and board, in legal issues, while working closely with the staff of the Attorney General. S/he must have experience with collective bargaining and working with legislators and legislative bodies. The new president must be willing to accept responsibility for less than adequate performance of college programs and formulate plans for improvement. It is desirable to have experience with Policy Governance and with a State Board entity such as we have in Washington.	10/18/2019 12:32 PM
25	Overseen the successful operations of an organization that included students Planned, prepared and implemented a strategic plan to include visioning Demonstrated fiscal management and responsibility Social capital	10/18/2019 9:48 AM
26	Financially smart	10/17/2019 10:39 PM
27	Strong accreditation experience/proven track record of making tough decisions and pulling together those who are left. Making good decisions for the betterment of the college as a whole-students and staff.	10/17/2019 9:56 PM
28	No affiliation with Moses lake good ol boys	10/17/2019 8:13 PM
29	Proven experience in developing partnerships with community members.	10/17/2019 6:42 PM
30	Should be a person of stature in chosen field... not a moron like Bill Bonaudi or a pension-padder like Terry Leas.	10/17/2019 1:55 PM
31	Strong leadership that recognizes a true leader knows when to follow too... So follow suit with Terry, please & thank you.	10/17/2019 1:25 PM
32	Large donations, or relationship building resulting in same.	10/16/2019 7:16 PM
33	If possible, have classroom experiences to draw from. That might be helpful when working with staff/students. If possible, have industry/business experience to allow innovative creativity make the business-end of the books have a smooth process	10/16/2019 4:46 PM
34	1. Ability to lead evident from previous experience(s) 2. Clear and concise communications 3. Ability to delegate to responsible and caring people	10/16/2019 5:23 AM
35	Experience with many cultures, genders, and ages.	10/15/2019 1:11 PM
36	Good leadership, getting the staff on board for what is best for the college, the staff and students.	10/15/2019 8:05 AM
37	Have the ability to excel with limited resources.	10/14/2019 3:16 PM
38	This school has so many opportunities surrounding it between Microsoft, Genie, and the dams around our county. The president needs to make sure the students of Big Bend have the best chance possible to obtain jobs at these prestigious locations and have the chance to further their education wherever they go. Big bend is a great college with a lot of potential	10/14/2019 2:38 PM