

2021 Board of Trustees Self-Evaluation

Description:

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Total Respondents: 7

Q1. How do you personally define "success" for your role and accomplishments as an LCCC Trustee?

Count Percent

7 100.00%

Count Percent

- | | | | |
|---|--------|--|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | 14.29% | | As an elected LCCC Trustee I personally define success by the accomplishments I have achieved with my fellow trustees. Together we continue to achieve the community's expectations and needs, while following the vision, mission, and goals of the college. |
| 1 | 14.29% | | I believe that my input has been meaningful. I am engaged and my participation has been enjoyable |
| 1 | 14.29% | | I define "success" as being able to show evidence that we have listened to the community and our students; that we have progressed to allow for changes in our community and our student population; that we have been fiscally responsible and have a college that is growing and staying within monetary means and guidance. |
| 1 | 14.29% | | I define success as it pertains to my involvement in LCCC's activities and governance. |
| 1 | 14.29% | | Success in my role means understanding the challenges and successes at LCCC, as well as how it impacts Laramie county. I try to understand who our students are, and think about the actions the Board takes from the student perspective. It means being available to listen to members of the community while maintaining my legal, ethical and professional obligations to the college, and the Board as a whole. It also means being prepared for board meetings and understanding the actions the Board takes. |
| 1 | 14.29% | | Success is being able to provide direction, for both strategic and select high-visibility, high-future impact tactical decisions - leaning toward more strategic issues over time. Also, having all views heard so that the "better" ideas on direction have a chance to be considered. |
| 1 | 14.29% | | Success is defined when all stakeholders can agree on or at the most partially agree on a specific topic, analyze that topic, and then make an informed decision to have an outcome that makes something better than it was to begin with. |

7 Respondents

Q2. What actions, decisions or initiatives are you most proud of as an LCCC Trustee?

Count Percent

7 100.00%

Count Percent

- | | | | |
|---|--------|--|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | 14.29% | | I am very proud of the way LCCC has handled the Covid 19 pandemic. This crisis heightened my awareness of the ingenuity and talent of our employees, and the ability of all to move quickly to protect our people in a crisis. I'm also proud of the administration's efforts to help mitigate the financial loss of employees and students. In addition, despite my initial resistance to the Guided Pathway work, I am impressed and proud of the work of Pathways and the benefit to the students. I am also proud of the way this Board works together, maintaining not only civility but respect for one another. |
| 1 | 14.29% | | I am most proud of being on the hiring committee for our present President, Dr. Joe Schaffer. So much has changed at LCCC during my tenure, such as new buildings, the Eight Pathways and student services. |
| 1 | 14.29% | | I am most proud of being on the team that hired Dr. Joe Schaffer. I am also very proud of the development of LCCC and the Fine Arts Center/Surbrugg Prentice Auditorium. |
| 1 | 14.29% | | The approach to the strategic plan development is/was superb. The process was clear while at the same time allowed/encouraged all views and perspectives to be heard; and overall was an informed process. |
| 1 | 14.29% | | The Board of Trustees have a responsibility to review the financials monthly and approve the budget annually. I am proud to be a part of the Finance and Facilities committee to increase the overall value of LCCC and provide my personal planning skills. I enjoy being on the LCCC Foundation Board. They encompass a wonderful and successful group of individuals and businesses that support the Colleges initiatives & services for the community. Being on the Advisory Planning committee and aiding in the Child Development Center (CDC) reorganization of funds and tuition is also a rewarding initiative. |
| 1 | 14.29% | | The progress LCCC has made on the Building Forward projects. Three cheers for the RAC |

			about to break ground. Also, the guided pathways Implementation and the institutional research emphasis with attention to continuous improvement
1	14.29%	<div><div></div></div>	Working together, by getting informed and informing others to get things accomplished in the implementation of the Pathways Program, upcoming Strategic Plan, Emeritus Designation Policy update, Residency Requirement Policy, Balanced Budget, the many Capital Construction Projects and many others. With the help of our esteemed President we have been able to accomplish many things at LCCC to get our student's the best facilities and education (achieving a degree or certificate) afforded to them.
7 Respondents			

Q3. What actions, decisions or initiatives are you least proud of as an LCCC Trustee?

Count	Percent		
7	100.00%	<div><div></div></div>	
Count	Percent		
1	14.29%	<div><div></div></div>	At certain times I may not agree with an action, decision or initiative, but realize as a group of individuals we all need to come together at the end of the day and make it work to keep our students, faculty, staff and especially our President safe. By this I believe if we can all understand that we don't have to agree on everything and still have the same end game (student success) then we can Govern in a cohesive manner without labeling it as "least proud."
1	14.29%	<div><div></div></div>	I am least proud of the fact that we have not been able to implement our compensation plan. Unfortunately, given the recent budget cuts, this isn't something within our control.
1	14.29%	<div><div></div></div>	I don't know if I would label "the least proud" but rather hardest and most difficult. The reallocations we did comes to my mind. However, some of the changes led to improvements e.g CDC, autobody/auto tech, and public relations/marketing
1	14.29%	<div><div></div></div>	I need to review the Delegation of Authority Policy Number 1.1.7 The Laramie County Community College Board of Trustees delegates to the President the executive responsibility for administering the policies adopted by the Board and executing all decisions of the Board requiring administrative action. I called a staff member to ask questions, but I need to go through President Schaffer to delegate powers and duties. I feel I lack the power to act or take charge of initiatives. I will work on my leadership skills and self-esteem by encouraging personal growth and improving what I'm already good at.
1	14.29%	<div><div></div></div>	Some decisions needed more thought on the implications both for the community and the college. The autobody/autotech closure which had to be revisited stands out as not the way a "seeking excellence" college should operate. In the future, the goal is to not make the same types of mistakes again; and to get ahead of problems.
1	14.29%	<div><div></div></div>	That we continue to face budget cuts from the legislature; that we have not been able to adequately convince our legislators that community college education is vital to the future of our state.
1	14.29%	<div><div></div></div>	Very hard to see the layoffs and the downsizing of personnel.
7 Respondents			

Q4. Where would you like to use your talents for the benefit of LCCC?

Count	Percent		
7	100.00%	<div><div></div></div>	
Count	Percent		
1	14.29%	<div><div></div></div>	I believe my sensitivity to adult or non-traditional students adds a different perspective to the Board. I'm practical and realistic, my experience with state government and the politics of the state help inform the Board as well. I think my talents are best used evaluating issues and making informed, level headed decisions.
1	14.29%	<div><div></div></div>	I believe my talents are best utilized by listening to the community -- especially the parts of the community that are progressive and forward-thinking -- and being a bridge between the community and the college.
1	14.29%	<div><div></div></div>	I don't have a specific area that I would like to use my talents, I believe as board now we kind of have a pretty good understanding where everybody's talents are, this may be a better question down the road.
1	14.29%	<div><div></div></div>	I have enjoyed being on search committees, planning committees, building committees and the Foundation (ex officio).
1	14.29%	<div><div></div></div>	I work best on future-looking, complex issues rather than on implementation issues. Thus, early in the process for strategic implication issues are where my skill sets are best utilized.

1	14.29%	<div><div></div></div>	I would like to be more involved with the face to face advocacy with the Legislators.
1	14.29%	<div><div></div></div>	My talents would best be used in my hard skills such as my financial knowledge. My soft skills as a good team member, negotiator and my knowledge of community and service.
7 Respondents			

Q5. In what area(s) do the trustees need more education?

Count	Percent		
7	100.00%	<div><div></div></div>	
Count	Percent		
1	14.29%	<div><div></div></div>	Gosh, I rather not tackle this one. For me, I am satisfied with the educational opportunities I have had since I have been a trustee. My focus has been local and statewide. Recently, I have less motivation to attend ACCT meetings. Maybe, I should rethink my attendance.
1	14.29%	<div><div></div></div>	I could use more education on the funding of the college. Some trustees understand it more than I do. I could also use more education on how community colleges are viewed in our state. My experience has taught me that state trustees are a diverse group of conservative and progressive thinkers.
1	14.29%	<div><div></div></div>	It depends on the Trustee, but I think that going to the ACCT Leadership Conference yearly helps get a better understanding of not only how to be a trustee, but what others in the country are trying to do. I also think that since we have such a dynamic President we get the information we need and he keeps us very well informed and educated. If anyone of us needs education on anything, the President will make sure we get it in a timely manner.
1	14.29%	<div><div></div></div>	Perhaps a refresher on the Board policies 1.2, also the travel policies.
1	14.29%	<div><div></div></div>	Some orientation to conduct inside and outside the board room (public forums, as an example) - focusing not on the hard skills but on the soft skills (collaboration, problem-solving). An on-going opportunity for reflection and interaction on potential scenarios, especially to improve skills to present a good image about the college so that the public/others become aware of what the college does (the specific value provided)
1	14.29%	<div><div></div></div>	Strategic Planning.
1	14.29%	<div><div></div></div>	We need education on the Governing Policies and Procedures. Trustees need to be educated on the basic understanding, needs/feedback of our students and community, this is something we must have to survive. Please continue the dinner meetings to learn about pathways and new programs that are being implemented will enhance the trustee's educational needs.
7 Respondents			

Q6. Frequency of meetings?

Count	Percent		
7	100.00%	<div><div></div></div>	
Count	Percent		
1	14.29%	<div><div></div></div>	Consider an official board meeting without the dinner pre-meet every time. Rather, have the dinner pre-meet/work session every other board meeting; and/or a separate evening board working session (time-limited once per month).
1	14.29%	<div><div></div></div>	I am a broken record on this one. I am convinced that we should have two mtgs per month for reasons I have expressed in the past evaluations..
1	14.29%	<div><div></div></div>	I think once per month is good.
1	14.29%	<div><div></div></div>	Meetings once a month is adequate. If we meet more often, I feel it would be unproductive and leave board members feeling like they've wasted their time.
1	14.29%	<div><div></div></div>	Monthly meetings are sufficient. We have the flexibility to call emergency meetings if necessary. It is my opinion that if we had more meetings, we would simply have more long meetings. Additionally, I believe more meetings places a burden on the staff and administration to prepare for those meetings.
1	14.29%	<div><div></div></div>	Once a month is great!
1	14.29%	<div><div></div></div>	Once a month. Occasionally 2 times a month
7 Respondents			

Q7. Duration of meetings?

Count	Percent	
7	100.00%	<div><div></div></div>

Count	Percent	
1	14.29%	<div><div></div></div> I feel that we could have our dinner meeting possible cut down to 6:30-6:45 and then do our regular meeting that can last anywhere from 2-4 hours depending on the severity or need at the meeting.
1	14.29%	<div><div></div></div> I would like to finish meetings within 2 hours but realize that is not possible at times. We could start meetings at 6:30, with dinner meetings beginning at 5:30.
1	14.29%	<div><div></div></div> The dinner mtg is great. The topics covered are timely and informative, but the actual Board mtgs are too long
1	14.29%	<div><div></div></div> The official board meeting (starting at 7pm) seems fine to me since most times they finish by 9 pm. What makes them seem long is the pre-meeting sessions. Possibly, periodically eliminate the pre-meeting and start the board meeting proper earlier - say 6pm.
1	14.29%	<div><div></div></div> We try to keep the meetings as short as we can but we need to cover everything before us. I don't think we can prescribe a time limit or preference.
1	14.29%	<div><div></div></div> What we are doing now is working.
1	14.29%	<div><div></div></div> While some meeting run late, we accomplish a lot in those meetings, and I think they are mostly efficient.

7 Respondents

Q8. Are you aware of the processes for putting items on the agenda? Explain.

Count	Percent	
7	100.00%	<div><div></div></div>

Count	Percent	
1	14.29%	<div><div></div></div> Somewhat - it seems as if most items originate from the president and his staff. I am confident there is a process behind the scenes. Education (guidelines) around what items belong on the agenda and also on what items are best for other interactions would be appreciated.
1	14.29%	<div><div></div></div> The Chair and vice chair meet with the president to prepare the agenda. As a trustee, if I have an agenda item I pass it on to the Chair. Future agenda items also come from the floor and committees
1	14.29%	<div><div></div></div> Yes, contact the Chairman of the Board.
1	14.29%	<div><div></div></div> Yes, I would first talk to Dr Schaffer about my item and see if it is appropriate for a meeting agenda. Then he will ask Dallas to put it on the meeting agenda
1	14.29%	<div><div></div></div> Yes. Dr. Schaffer and his cabinet provide items that must be decided by the trustees for the college to move forward. Individual trustees can request items be added to the agenda through the Board Chair.
1	14.29%	<div><div></div></div> Yes. Some items are dictated by rules, policies and statue. Other items are dictated by the issues, initiatives and other activities that need to be addressed, those are determined by the Board, the President and the cabinet. Finally, the Trustees often request items or issues be placed on the agenda.
1	14.29%	<div><div></div></div> Yes. Contact the Chair.

7 Respondents

Q9. Are there mechanisms the board has in place that need to be revised/revisited to ensure it fully questions and explores direction and decisions?

Count	Percent	
7	100.00%	<div><div></div></div>

Count	Percent	
1	14.29%	<div><div></div></div> From a time point of view, it would be helpful if we could receive the agenda Friday before our mtg. this would give those who are employed time to review the agenda over the weekend
1	14.29%	<div><div></div></div> I am not quite sure what this question is asking, but if we want to bring something up, we can discuss it with the Chairman and they can put it on the agenda to be discussed.
1	14.29%	<div><div></div></div> I don't see any need for revision.
1	14.29%	<div><div></div></div> I think that what we are doing is working.

1	14.29%	<div><div></div></div>	No, but I think the Board should be reminded to think critically about the Presidents goals and evaluations. While we are all grateful for Dr. Schaffer and his work, it is vital in our role as trustees that not become too enamored and lose sight of our responsibility to critically evaluate issues.
1	14.29%	<div><div></div></div>	One mechanism the board can place is revisiting policies and procedures with our current well informed and seasoned Trustee's. Example: Trustee Lyttle has been the Originator of many policies, Shared Governance Policy, Policy Development and Approval Procedure, Delegation of Authority Policy, Board Responsibilities and many more, mostly for 2012. We could revisit, question, and explore the policies with Trustee Lyttle and other Trustee's about their effective leadership and decisions for making and implementing these policies. We could revisit/revise and develop needed policies and procedures and continue our work towards strengthening policies pertaining to college programs, academic affairs, human resources, and students.
1	14.29%	<div><div></div></div>	The policies (both board specific and others) should be periodically reassessed for relevance - for removal or revision. I am unaware if there are mechanisms/policies specific to ensuring the board fully has discourse or explores direction and decisions. Sometimes, due to time critical issues things emerge organically shortly before the board meeting. As a result, it is getting "read" minutes before a decision is made. On the other hand, the first reading/second reading process seems to work well since it allows time for review.

7 Respondents

Q10. Are there additional mechanisms the board should/could have in place to ensure it fully questions and explores direction and decisions?

Count	Percent		
7	100.00%	<div><div></div></div>	
Count	Percent		
1	14.29%	<div><div></div></div>	Another mechanism we could have in place is to set Trustee goals that align with the institutions mission, vision, and look for opportunities and emerging needs. Also, revisit the standard budget appropriation to identify State Aid and the enrollment growth along with HB0080, Wyoming Works and new bills that state legislatures are currently reviewing.
1	14.29%	<div><div></div></div>	I can't think of anything, but am open to new ideas. I am pleased that we continue to modify how we evaluate ourselves and the President.
1	14.29%	<div><div></div></div>	I have no recommendations. I believe we are comfortable in asking questions and offering our opinions. Dr. Joe does a fine job of keeping us up to date between board mtgs
1	14.29%	<div><div></div></div>	I think that by the time the Board sees the propositions, made within the college, many others have already weighted in on the information or propositions. The Board doesn't ok anything without a second reading.
1	14.29%	<div><div></div></div>	I think the mechanisms we have in place are working well for this Board.
1	14.29%	<div><div></div></div>	Once again I am not quite sure what this question is trying to determine, I think that the more bureaucracy you place on things, such as adding more mechanisms (rules) and ensuring a further vetting then things get clogged up. The only person that can determine if they don't have a specific knowledge of a question or to make a education decision would be the individual themselves at which point would take there own due diligence to get the education to make the decision they are comfortable with. In the end I feel we have many opportunities and time to understand something before we make decisions.
1	14.29%	<div><div></div></div>	Yes - but do I know what these might be? No. I am in favor of investigating the need for additional mechanisms, with a first step of identifying the current/established mechanisms. Any new/improved mechanism should be at the appropriate level (no micro management) relative to the impacts (current and future).

7 Respondents

Q11. What are (your) top two issues/factors you believe could negatively impact LCCC?

Count	Percent		
7	100.00%	<div><div></div></div>	
Count	Percent		
1	14.29%	<div><div></div></div>	1. falling enrollment and 2. decreased state aid
1	14.29%	<div><div></div></div>	1.Dorm Enrollment 2.RAC Renovation - No Pool
1	14.29%	<div><div></div></div>	Budget cuts, of course, and tuition that is too high for many students.
1	14.29%	<div><div></div></div>	Money Dr. Schaffer leaving LCCC
1	14.29%	<div><div></div></div>	One major issue is to get compensation pay for our employees, we risk losing great faculty and staff. If we do not establish salaries and wages to be placed at the median salary/wage

			(phase 3) to match the market, it will negatively impact LCCC. Secondly, we need to focus on increasing student enrollment after a pandemic and fill our dorm rooms.
1	14.29%	<div><div></div></div>	Proper addressing of employee retention - recognizing that a healthy level of new employees who bring fresh skills and perspectives is as important as keeping existing employees. For existing employees, we should seek out the reasons why people stay - a "stay interview" versus an exit interview. Not having a balance between embracing flexible innovation and jumping on the latest fad. Knowing when to change is important - an art unto itself.
1	14.29%	<div><div></div></div>	The budget, not finding sustainable funding sources & Covid 19 keeping students away from campus.

7 Respondents

Q12. What are (your) top two issues/factors you believe could positively impact LCCC?

Count	Percent	
7	100.00%	<div><div></div></div>
Count	Percent	
1	14.29%	<div><div></div></div> Reducing the negative factors listed above
1	14.29%	<div><div></div></div> 1. Pathway Program 2. RAC Renovation
1	14.29%	<div><div></div></div> Completing the RAC Having the dorms filled to capacity.
1	14.29%	<div><div></div></div> Growth in Laramie County. The increase in economic activity in IT in Laramie County and Wyoming, and how that activity dovetails with the IT Pathway. Also, the manufacturing training center, and the need for those skills in the workforce.
1	14.29%	<div><div></div></div> More marketing on scholarship availability; having legislators who understand the crucial importance of education for our state's future.
1	14.29%	<div><div></div></div> State level Funding model improvements/revisions which recognize the changed nature and goals of obtaining a comprehensive community college education. Increasing awareness of the college as a destination for "entertainment/activities" - sports, theater, community events, and more. Finding a way to attract/teach under-represented student populations to both full-time and certificated options; including scholarship and delivery options.
1	14.29%	<div><div></div></div> Strategic Plan 2030 to promote authenticity, passion, desire to make a difference and openness. Open a satellite campus, launch online and hybrid classes, and build relationships with corporations to provide training for students and for their employees. All of which we are currently working towards.

7 Respondents

Q13. Has the board been effective in addressing the issues/priorities that matter most?

Count	Percent	
7	100.00%	<div><div></div></div>
Count	Percent	
1	14.29%	<div><div></div></div> For the most part, especially with the future looking aspects (strategic plan, master plan). Three areas where greater focus would be valuable: (1) the president's goals - possibly some process prior to the official presentation/approval at the board meeting; (2) on "succession planning" for leadership positions even to the extent of new/revised cabinet positions; and (3) on influence opportunities beneficial to sustaining/growing the college - this is more than funding.
1	14.29%	<div><div></div></div> Hopefully, the trustees, each of us will participate in the "walk and talk" with the Legislators.
1	14.29%	<div><div></div></div> Mostly, and with the guidance of the President and his cabinet. I realize there are some reasons for the delays, but it has taken more time than I would have liked to start developing relationships with the legislators, and preparing to carry the message about sustainable funding to them.
1	14.29%	<div><div></div></div> Mostly, yes. Seeing as progress is a moving target, I believe the leadership is forever bringing priorities to the Board. This Board is issue oriented and cares deeply about LCCC so a fair amount of time is spent on issues and priorities, if our long meetings are reflective of addressing them.
1	14.29%	<div><div></div></div> One matter we need to address soon is the ACC Campus and the impact it will have on that community. Secondly, to identify areas of needs could require evaluations and informal feedback to determine the effectiveness of our activities, events, and programs. To get these improvements, can Trustees ask for a 360-feedback survey amongst ourselves (the self-evaluation works), the cabinet, and employees? Much like our President asks for each year.

1	14.29%	<div><div></div></div>	Yes and no. We are good with addressing the budget. We are good at putting the needs of our students first. We are good at listening to the community. We are not so good at addressing the negative political issues we face.
1	14.29%	<div><div></div></div>	Yes/Yes

7 Respondents

Q14. Has the board been effective in allocating its time toward these issues/priorities?

Count	Percent		
7	100.00%	<div><div></div></div>	

Count	Percent		
1	14.29%	<div><div></div></div>	I think so.
1	14.29%	<div><div></div></div>	Mostly effective. My answer here is similar to the answer to Question 13.
1	14.29%	<div><div></div></div>	Not sure, what metric do we use to measure effectiveness?
1	14.29%	<div><div></div></div>	Time is always the constrained resource especially for in-person meetings. The question is "does every decision need a meeting?" or are there other ways to get things done. An improved process should be investigated to incorporate technology to improve communication among trustees (and others) beyond the board meeting. Sometimes, discussion/discourse is limited by the full agendas, thus opportunities outside formal board meetings could be beneficial to keeping trustees informed and involved.
1	14.29%	<div><div></div></div>	Yes, the work is spread between the Board according to their time and talents. Discussion is often long and informative, and solutions are forthcoming that are shared and approved.
1	14.29%	<div><div></div></div>	Yes, we have a very active and participative Board of Trustees who engage and always step up when issues arise. Issues such as the Strategic Plan 2030, SPA planning, RAC Finances, WACCT Strategic planning, CDC reorganization etc., etc. . None of us are afraid to take on a project, priority, or issue. We are a Great Team!
1	14.29%	<div><div></div></div>	Yes/Yes

7 Respondents

Q15. Looking to the next year (or two), how should the board add value to the priorities that matter most?

Count	Percent		
7	100.00%	<div><div></div></div>	

Count	Percent		
1	14.29%	<div><div></div></div>	Advocating for more funding and sustainable funding for the college so that we can continue to meet the needs of our students, and we can recruit great people and retain the great people we have.
1	14.29%	<div><div></div></div>	Continue paying attention to those priorities that are of most value.
1	14.29%	<div><div></div></div>	I don't know. I believe we value the priorities that matter most. I'm not sure what we can add.
1	14.29%	<div><div></div></div>	I think the strategic plan is our priority for the future. The plan is well developed. Timely progress reports on each of the goals will be helpful
1	14.29%	<div><div></div></div>	The Board can add value to the Advanced Manufacturing and Material Center, and the RAC renovation. We will continue to focus on establishing goals, a trust, an effective and efficient Board, by continuing to look for opportunities to better serve our students' lives, the institution, and the community. Be transparent through shared governance and being accountable for decisions that impact policies, procedures, and processes.
1	14.29%	<div><div></div></div>	The Board should now be focused on the new Strategic Plan and utilize it to work with the President to keep LCCC the top college in the region and beyond.
1	14.29%	<div><div></div></div>	Trustee self-education on issues is already called for in the board policies - this is an expectation that has been explicitly detailed. This involves being aware of what is happening; and of the potential impacts on the college sustaining/growing itself. If methods exist at the college to increase communication/awareness among trustees, these should be formally embraced.

7 Respondents

Q16. Please indicate your level of agreement with the following statements: - Strategic Plan Implementation

Count	Percent		
5	71.43%	<div><div></div></div>	Highest Urgency
1	14.29%	<div><div></div></div>	High Urgent
0	0.00%	<div><div></div></div>	Slight Urgency
0	0.00%	<div><div></div></div>	Neutral
1	14.29%	<div><div></div></div>	Low Urgency
0	0.00%	<div><div></div></div>	Lowest Urgency
7	Respondents		

Q17. Please indicate your level of agreement with the following statements: - Recreation & Athletics Complex Renovation

Count	Percent		
2	28.57%	<div><div></div></div>	Highest Urgency
1	14.29%	<div><div></div></div>	High Urgent
2	28.57%	<div><div></div></div>	Slight Urgency
2	28.57%	<div><div></div></div>	Neutral
0	0.00%	<div><div></div></div>	Low Urgency
0	0.00%	<div><div></div></div>	Lowest Urgency
7	Respondents		

Q18. Please indicate your level of agreement with the following statements: - Manufacturing Workforce Initiative

Count	Percent		
1	14.29%	<div><div></div></div>	Highest Urgency
5	71.43%	<div><div></div></div>	High Urgent
1	14.29%	<div><div></div></div>	Slight Urgency
0	0.00%	<div><div></div></div>	Neutral
0	0.00%	<div><div></div></div>	Low Urgency
0	0.00%	<div><div></div></div>	Lowest Urgency
7	Respondents		

Q19. Please indicate your level of agreement with the following statements: - President's Advisory Council Establishment

Count	Percent		
0	0.00%	<div><div></div></div>	Highest Urgency
0	0.00%	<div><div></div></div>	High Urgent
2	28.57%	<div><div></div></div>	Slight Urgency
2	28.57%	<div><div></div></div>	Neutral
2	28.57%	<div><div></div></div>	Low Urgency
1	14.29%	<div><div></div></div>	Lowest Urgency
7	Respondents		

Q20. Please indicate your level of agreement with the following statements: - Albany County Campus Future

Count	Percent		
1	14.29%	<div><div></div></div>	Highest Urgency
1	14.29%	<div><div></div></div>	High Urgent
2	28.57%	<div><div></div></div>	Slight Urgency
1	14.29%	<div><div></div></div>	Neutral
1	14.29%	<div><div></div></div>	Low Urgency
1	14.29%	<div><div></div></div>	Lowest Urgency
7	Respondents		

Q21. Please indicate your level of agreement with the following statements: - Community Engagement of the President's Cabinet

Count	Percent		
1	14.29%	<div><div></div></div>	Highest Urgency
0	0.00%	<div><div></div></div>	High Urgent
1	14.29%	<div><div></div></div>	Slight Urgency
0	0.00%	<div><div></div></div>	Neutral
1	14.29%	<div><div></div></div>	Low Urgency
4	57.14%	<div><div></div></div>	Lowest Urgency
7	Respondents		

Q22. Please indicate your level of agreement with the following statements: - Strategic Plan Implementation

Count	Percent		
3	42.86%	<div><div></div></div>	Highest Impact
2	28.57%	<div><div></div></div>	High Impact
2	28.57%	<div><div></div></div>	Slight Impact
0	0.00%	<div><div></div></div>	Neutral
0	0.00%	<div><div></div></div>	Low Impact
0	0.00%	<div><div></div></div>	Lowest Impact
7	Respondents		

Q23. Please indicate your level of agreement with the following statements: - Recreation & Athletics Complex Renovation

Count	Percent		
1	14.29%	<div><div></div></div>	Highest Impact
2	28.57%	<div><div></div></div>	High Impact
0	0.00%	<div><div></div></div>	Slight Impact
3	42.86%	<div><div></div></div>	Neutral
0	0.00%	<div><div></div></div>	Low Impact
1	14.29%	<div><div></div></div>	Lowest Impact
7	Respondents		

Q24. Please indicate your level of agreement with the following statements: - Manufacturing Workforce Initiative

Count	Percent		
3	42.86%	<div><div></div></div>	Highest Impact
1	14.29%	<div><div></div></div>	High Impact
1	14.29%	<div><div></div></div>	Slight Impact
2	28.57%	<div><div></div></div>	Neutral
0	0.00%	<div><div></div></div>	Low Impact
0	0.00%	<div><div></div></div>	Lowest Impact
7	Respondents		

Q25. Please indicate your level of agreement with the following statements: - President's Advisory Council Establishment

Count	Percent		
1	14.29%	<div><div></div></div>	Highest Impact
1	14.29%	<div><div></div></div>	High Impact
1	14.29%	<div><div></div></div>	Slight Impact
0	0.00%	<div><div></div></div>	Neutral
4	57.14%	<div><div></div></div>	Low Impact
0	0.00%	<div><div></div></div>	Lowest Impact
7	Respondents		

Q26. Please indicate your level of agreement with the following statements: - Albany County Campus Future

Count	Percent		
0	0.00%	<div><div></div></div>	Highest Impact
2	28.57%	<div><div></div></div>	High Impact
2	28.57%	<div><div></div></div>	Slight Impact
0	0.00%	<div><div></div></div>	Neutral
1	14.29%	<div><div></div></div>	Low Impact
2	28.57%	<div><div></div></div>	Lowest Impact
7	Respondents		

Q27. Please indicate your level of agreement with the following statements: - Community Engagement of the President's Cabinet

Count	Percent		
1	14.29%	<div><div></div></div>	Highest Impact
2	28.57%	<div><div></div></div>	High Impact
1	14.29%	<div><div></div></div>	Slight Impact
0	0.00%	<div><div></div></div>	Neutral
0	0.00%	<div><div></div></div>	Low Impact
3	42.86%	<div><div></div></div>	Lowest Impact
7	Respondents		