



Executive Leadership Associates, LLP
Advancing North Carolina Community Colleges

WCC Presidential Search Feedback Report

What five (5) characteristics, traits, and skillsets do you believe are uniquely important for the next President to possess at this particular time in the College's history? Please provide any other feedback that you deem helpful to the search committee.

The Search Committee and ELA would like to thank everyone who took time to provide feedback. The information was used to help develop the Presidential Profile and Position Vacancy announcement that were advertised on August 25, 2021. To date, 172 responses have been submitted which reflect much thought and insight.

As you can see in the Overall Summary and the Group Summaries, there is consensus on many of the attributes and qualities most desired in the next president.

The Feedback portal will remain open for your suggestions and thoughts as the presidential selection process continues.

Thank you.

Overall Summary

- **Visionary Leader:** A strategic thinker who is goal-oriented, encourages innovation informed by data and adaptable to new technologies. Can lead in the development of a shared vision for the college.
- **Team-Player:** A macro-manager who delegates authority to and supports all the faculty and staff. Utilizes employee teams to improve programs and services and believes in mentorship and cross-training.
- **Student-Oriented:** Insists on high quality programs and services with academic rigor. Serves as a student advocate. Supports diversity and freedom of expression.
- **Community Focus:** Builds the college and the community through collaboration with its stakeholders and constituencies – education, Foundation, government, business, military, and agriculture.
- **Character:** Secure in self. Integrity. Inspires trust. Decisive leader who leads by example. Fair-minded, tactful, and kind.
- **Communications:** Open-minded. Personable and approachable. Practices an open-door philosophy. Listens well. Visible on-campus and in the community.
- **Entrepreneurial:** Works effectively with key stakeholders in raising external funding through the WCC Foundation, business and industry and grant-funding sources.
- **Knowledgeable Educator:** Possesses high academic credentials. Experienced in classroom, with community college background preferred.

Employees

“Someone who realizes that, for the most part, those of us who work at WCC do so because we believe in it and its mission with our whole hearts.”

- Macro-manager who delegates authority and supports faculty and staff.
- Believes in teamwork, mentorship, cross-training.
- Student-oriented – insisting on high quality programs and services.
- Visionary planner and strategic thinker who is innovative and adaptable to the use of new technology.
- Community-oriented, build partnerships with college stakeholders.
- Embraces diversity.
- Visible and active on-campus and in the community.
- Friendly, positive, approachable, tactful, thoughtful, fair-minded & kind.
- Open-minded, listens, has an open-door philosophy.
- Honesty, integrity, decisive, courage and backbone.
- Dependable and reliable.
- Knowledgeable and experience in classroom, community college, Wayne Community College and the locale are preferred!

Students and Alumni

“I believe the next president should be someone that is relatable to the younger population and one that will get into the community and help people get education they want and need.”

- Honesty, integrity, respectful, responsible, and sociable.
- Strong leader, transparent, forward-thinker, team player.
- Student advocate -supports diversity and freedom of speech.
- Likable, friendly, compassionate, kind.
- Visible on campus.
- Reliable, adaptable, and open-minded.
- High academically and intelligent.
- Goal-oriented and persistent.

Trustees

“Can interact with the community at large, including the military, the WCPS, College supporters and most importantly the students in order to gain their trust and support.”

- Collaborate effectively with community stakeholders, elected officials, military.
- Gain respect of and inspire faculty and staff.
- Delegate authority, excellent managerial skills.
- Fund raising- ability to cultivate key relationships.
- Decisive with decision-making informed by data.
- Secure in self and in dealing with the board.
- Personable and approachable.
- Excellent communication skills.
- Respects history but open to change and innovation.
- Academic credentials.

Foundation

“Have a clear vision for the future and ensure everyone fully understands and is on board.”

- Student-centered and student success with academic rigor.
- Intelligent, credentialed but not aloof.
- Personable with good communication skills, listens.
- Leads by example, visible on campus.
- Decisive.
- Values teamwork.
- Community -oriented with understanding of local employment needs.

Elected Officials

- Common sense.
- Appreciate faculty and staff.
- Student-oriented.
- Ability to deal with complex problems.
- Community involvement.

Public

- Leadership skills.
- Open-minded.
- Delegates.
- Public speaking skills.

Community Partners

- Partners with community, values relationships with stakeholders.
- Entrepreneurial.
- Visionary.
- Visible and works hard.
- Works hard.
- Knows eastern NC, CC System, and public schools.