

**Ohio Senate Advice and Consent
Trustee Appointment Questionnaire**

Name: Kevin J. Flanigan

Institution Being Appointed to:

Lorain County Community College

1. Are you a graduate of or do any of your dependents attend the institution to which you are being appointed as trustee?

Son - graduate

Daughter - 2 years finished, now going to 4-year partnership program.

2. What is your position on the First Amendment rights of faculty, staff, and students, and how will you balance this with promoting diversity of thought on campus?

"We should encourage freedom of expression and diversity of thought and not be partisan political advocates". Ohio State Senator Jerry Cirino said it best!

3. In your opinion, what are three current significant issues affecting higher education?

- Affordability

- Lack of / or poor education from the K-12 system

- Providing meaningful education that provides a skill/education that provides a return on the investment for the student.

4. Do you feel comfortable presenting new or alternative solutions to issues presented to the Board of Trustees ("Board") by the president or other trustees of the institution to which you are being appointed?

Absolutely - this is encouraged and there is good dialog with all Trustees and the President and her team.

5. What are some ideas you plan to propose to reduce the overall cost of higher education?

Earn and Learn programs - on the job education while being paid by the prospective employer.

College plus at the high school and even middle school allowing/encouraging students to take college course level for credit and be able to transfer these to other institutions as well as LCCC.

6. What thoughts do you have on faculty tenure, post-tenure review, and annual faculty performance reviews?
There needs to be regular faculty performance review. I am not an advocate of tenure and feel there needs to be a process for post-tenure review.

7. What are your thoughts on ways to increase graduation rates at the institution to which you have been appointed?
Need to continue to provide counseling and tutor and communicate with students.
Help with financial and moral support.
Break down barriers and create opportunities for success.

8. Is higher education in Ohio addressing the current and future workforce needs of our state, and how can the institution you have been appointed to better address these workforce challenges?
Yes, for the most part. I believe Ohio is definitely addressing the current and future work force need. Programs like LCCC's MEM's degree, LCCC's Listen to the Employers in our region and the state to hear what their needs are. Need to offer pathways to emerging and in-demand jobs and industries, STEM.

9. In your view, who are you ultimately responsible to serve as a trustee of the institution you have been appointed to: the president, Board chairperson, or taxpayers of Ohio?

I, as a Board of Trustee member, am ultimately responsible to the taxpayers, and the community we live in, as well as the Governor and State of Ohio.