

## **“No Confidence” Vote Consulting**

Dr. Austin maintains a nationally recognized database on votes of “no confidence” for community colleges. His database and advice was featured in the recent Community College Daily article, “Surviving a vote of no confidence,” in March 2017. He is a frequent guest speaker to trustees, presidents, and other administrators on the topic.

About half of all presidents who receive no-confidence votes do not survive them. While their departures are not usually noted as a direct result of no-confidence votes, the impact of the votes are evident in the timing. Although male presidents’ likelihood of receiving a “no confidence” vote is greater; one can be 99.5% confident that the data provide sufficient evidence to conclude that a male who gets a vote of “no confidence” has a higher percentage of survival than a female who gets a vote of “no confidence” during the past five years.

### **Surviving the vote takes several strategies implemented in unison:**

1. **Media & Public Relations.** Dr. Austin holds press credentials and has been host of a monthly radio show on WRNJ 104.7 FM, 92.7 FM, & 1510 AM for over a decade. He understands the media, their need for stories, and their disregard for the impact that sensationalism to sell stories has on the positive, yet unpopular change leaders are implementing to ensure the sustainability of your college.
2. **Board/CEO Education & Relationship Building.** Most Board members are not accustomed to the “no confidence” vote in higher education. Educating them can be your key to building a stronger, more focused relationship. They need to understand what the vote means and does not mean. Misinformation is the enemy, we can provide the education required to continue the change agenda.
3. **Mediation.** After the vote, you need to survive and flourish to keep the improvements going. Dr. Austin has had training in both common mediation (think contract) and Amish mediation (think consensus).

If you experience such a vote, whether or not it is justified, the sense of dysfunction and anger is overwhelming.

### **These votes are designed to bring a lot of anxiety and discord to your campus.**

- Stay calm, embarrassment and over reaction makes a bad situation far worse.
- Don’t manage the event alone. Get immediate seasoned & informed professional guidance.
- We can be on location anywhere in the USA quickly to address the situation and begin turning your potential problem into a unique opportunity to look good - under pressure.
- Together we will devise a way out that places you in the best light possible.
- Remember, every crisis is an opportunity (if handled correctly).