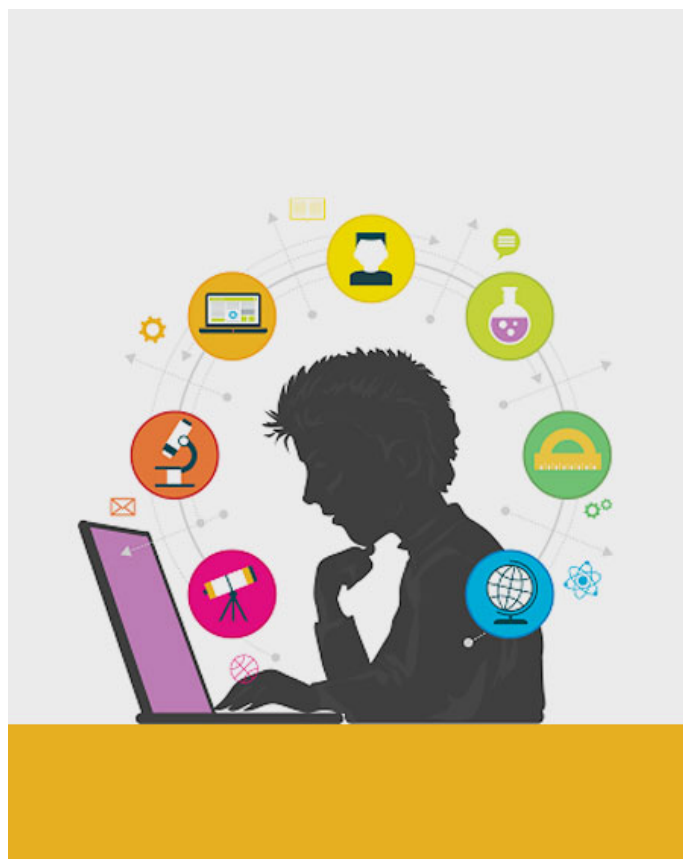

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. . statute implementing this section of the law also requires that operators obtain a license. \[The state of Maine, in addition to the above, requires for an operator license the registration of the station with the Maine Department of Labor, Employment Relations.\] (\#2) Our study, in contrast, evaluated academic leadership at a single institution within the CSC system, and therefore, we cannot speak to the experiences of leaders from other universities and/or community colleges in the CSC system. We do anticipate that the findings from our study could inform a conversation among a community college leadership team about the support needed to promote and sustain an effective academic leader program. *Response: We thank the reviewer for this insightful comment. We have elaborated on the discussion of our study in the limitations section of our discussion.* *(\#3) In the methods section of the article, please clarify which entity was used to measure the numbers of full-time equivalent faculty and librarians at each institution. Was this done through the university itself or directly with the individual colleges? If it was the former, please explain the calculation used to arrive at the number of faculty and librarians per faculty and librarians.* *Response: The number of full time equivalent (FTE) faculty and librarians was extracted from the online UCCF website that is accessible to all colleges. Because librarians are not counted as academic staff, we did not include them in the academic leadership count. If a college's website only lists total FTEs, then that is the number of faculty and librarians listed. The count of librarians used by the previous study we cited in this paragraph was not a full time equivalent count (in addition to librarians being counted as academic staff, not faculty, in this specific case). To arrive at the FTEs for faculty and librarians we used the total number of FTEs at all colleges in UCCF's databases from 2013. We have added a description of how we arrived at our FTEs for faculty and librarians in the limitations section of our discussion.* *(\#4) In the results section, the authors note "The UCCF also listed 77 individuals as the total academic leadership team and 52 for the librarian leadership team." What would have been expected if the numbers are correct for the year 2013? *Response: We thank the reviewer for this important question. We are not sure 520fdb1ae7

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