



Opening Day

Fall 2023



Welcome

Agenda

- Welcome
 - New Employee Introductions
 - Special Awards
- Updates from Assistant Superintendent/Vice Presidents
- Preview of fall 2023
- Celebrating Cuesta College Success

Welcome new employees



FALL 2023 OPENING DAY
NEW EMPLOYEES



Service Milestones



Celebrating 30 years

Steve Budke

Mike Fontes

Wendy Wagoner





Enjoying Retirement!

Cathie Babb

Delbert Chausse

Susan Gossard

Manuel Hernandez

Jodie Johnsson

Gary Joralemon

Anthony Koeninger

Thea Labrenz

Derrick Lavoie

Ann Maliszewski

John Marsh

Bonnie Morris

Christine Murphy

Richard Phipps

Anthony Rector

Gary Rubin

Ron Ruppert

Albert Silva

John Stokes

Julia Taylor

Lori Yoshiyama



Special Recognition

Classified Employee of the Year

A large, stylized sunburst graphic with a white circular center and numerous rays extending outwards. The rays are colored in various shades of green and teal, creating a vibrant, radiating effect.

Classified Employee of the Year

Terri Vanderhoeven

Management Senate Employee of the Year

Management Senate Employee of the Year

Cindy Dilbeck

Academic Employee of the Year

Academic Employee of the Year

Dr. Alex Kahane

A large, stylized sunburst graphic is centered on the page. It consists of a white circular core from which numerous rays of varying lengths and widths radiate outwards. The rays are colored in shades of light green, teal, and pale yellow, creating a bright, energetic effect.

Dr. Marie E. Rosenwasser President's Leadership Award

Dr. Marie E. Rosenwasser President's
Leadership Award

Gabriel Cuarenta-Gallegos

Teaching Excellence Award

Presented by

Dr. Alex Kahane

Academic Senate Council President

Teaching Excellence Award

Danae Boggs

Human Resources

EEO Plan 2024-2027
COVID-19



EEO Plan 2024-2027

- Approved through governance Spring 2023
- Submitted to Chancellor's Office April 27, 2023
- CCCCO has 90 days to provide feedback prior to BOT approval

EEO Plan – Pre-Hiring Year 1

- Selection Committees will receive department demographic data for the Planning Meeting;
- During the Planning Meetings, committees need to review this data and assess if they are meeting the needs of diverse student populations;
- If not, identify how the recruitment can be used to address any gaps (i.e. advertising, required materials, minimum qualifications).

EEO Plan – Hiring Year 1

- HR will review each phase of a recruitment for adverse impact;
- EEO Representatives will complete “Culturally Competent” online training prior to serving;
- Job Announcements, Interview Questions, and Supplemental Questions, Exams, Presentations will be reviewed by Hiring Committees for barriers;
- Equity/Student Success Committee will assess the value of the DEI statement required on all applications.

COVID-19 Reminders

- All employees must report close contact and positive tests;
- Cal-OSHA requirement through December 2024;
- hr@cuesta.edu for reporting;
- <https://www.cuesta.edu/covid-19/index.html>

Administrative Services Update

AS/VP Dan Troy



CUESTA
COLLEGE

State Budget – Riding the Roller Coaster

- Record Surplus followed by Big Deficit
 - *State revenues down*
 - *Statewide deficit of \$31.5B identified*
 - *State's Boom and Bust cycle continues*
 - *Precarious Budget Structure*

Budget Information

- The Good News:
 - *State has arrows in its quiver*
 - *Funded a COLA of 8.22%*
 - *District has strong reserves*

Budget Information

- Concerns and Cautions
 - *FTES!!!*
 - *Reductions to 1-time funds*
 - *The return of deficits?*
 - *SCFF getting complicated*

Information Technology



Measure L



Measure L



Measure L



Measure L



Also...

- Public Safety staffing back up
- CaliCup!
- Campus Footprint

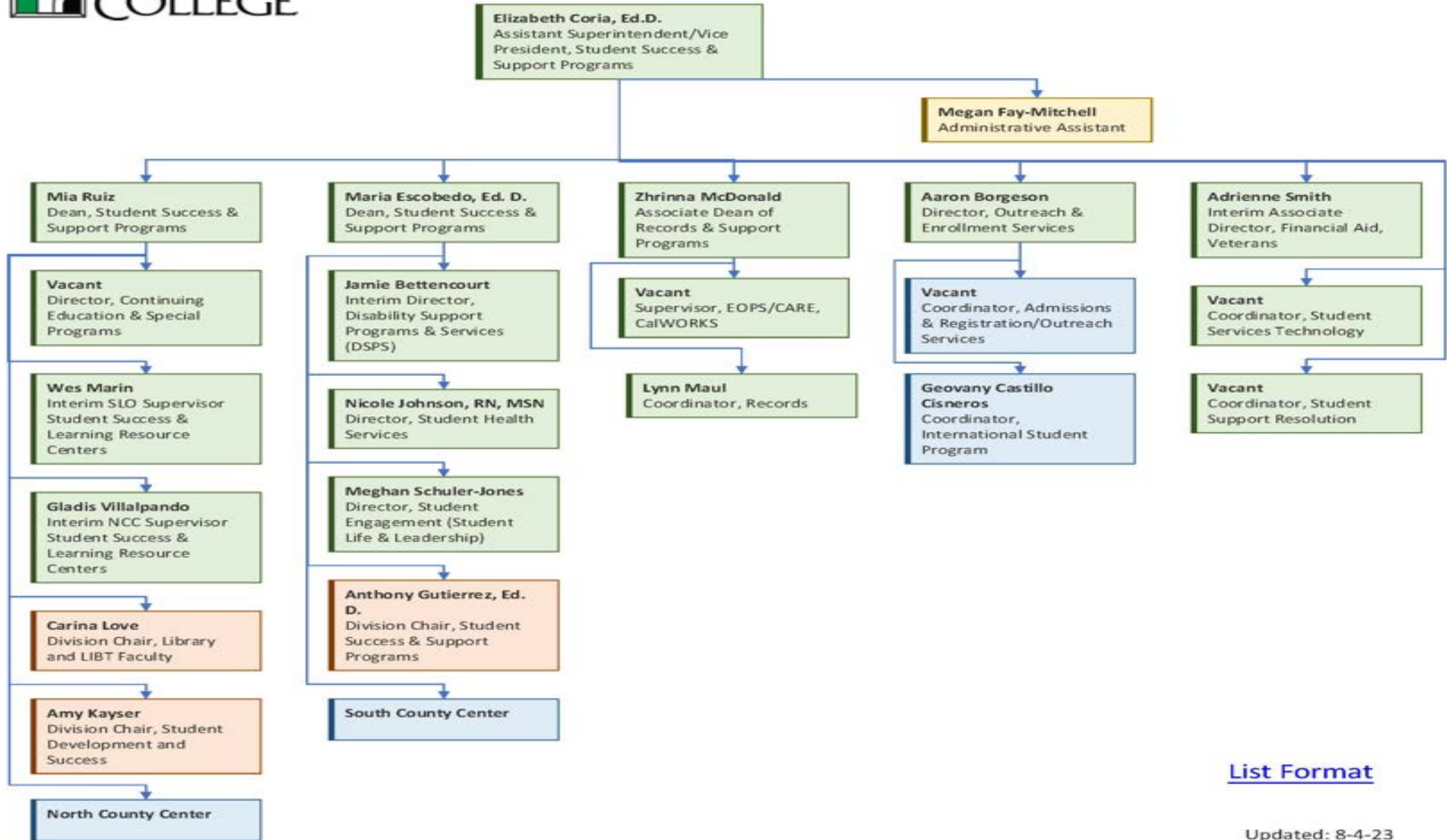


Student Success & Support Programs

Fall 2023



San Luis Obispo County Community College District
Assistant Superintendent/Vice President Student Success and Support Programs



[List Format](#)

Marketing and Enrollment Initiative

Enrollment Initiative	Targeted Population	Students Registered
Marketing: Motimatic	<ul style="list-style-type: none">• Not registered near completers from Spring 2020 through Fall 2022• Applied but not registered from Spring 2020 through Fall 2022	108
Cougar Welcome Days	<ul style="list-style-type: none">• High School Students	389
Fast Track Registration Days	<ul style="list-style-type: none">• All students	
Guided Pathway Coordinators	<ul style="list-style-type: none">• 2,586 students who took courses in spring 2023, had not yet registered	95

Retransforming the Student Onboarding Experience with Equity Intentionality:

Onboarding Redesign Teams

CCCApply
Communication Plan
Team

Orientation Team

Referrals/Resources
Team

Retention Team

Renaming SSSP
Departments Team

Outcomes and Implementation

CCCApply Team:

- Developing a Communication Plan that includes an intake-form with intentional questions to follow-up with students with the appropriate referrals and services.

Orientation Team:

- Developing an in-person equity-minded orientation
 - New Students
 - Non-Credit Students
 - Re-Entry Non-Traditional Students

Retention Team:

- Developing early intervention strategies/activities.

Referrals/Resource Team:

- Developing strategies to connect students to the Areas of Study Student Success Teams during the onboarding process.



Caring Campus

Institute for Evidence-Based Change

Caring Campus: Increasing Retention for Success

- Students come where they are welcome and stay where they feel cared about.
- If students don't feel connected to the college they attend, they are far less likely to persist and succeed, regardless of the academic interventions and support services the college has provided.
- As the Aspen Institute notes, “A culture of caring has become a hallmark of excellent community colleges.”



Ongoing IEBC Support and Colleague Feedback



Connection | Entry | Progress/Completion | Advancement

Guided Pathways and Student Equity

Drs. Coria and Curtis

Areas of Study Student Success Teams

Deans and Guided Pathways Coordinators by Area of Study

Area of Study	Dean	GP Coordinator
Business, Agriculture, Hospitality, & Legal	Mozell Person	Elise Caloca
Creative Arts, Humanities & Communication	Aubrey Kuan Roderick	Natalie Torres
Education & Information	Mozell Person	Elise Caloca
ESL & Adult Education	Mia Ruiz	Natalie Torres
Health & Wellness	Dr. Oscar Ramos	Becci Carter
Skilled Trades & Technology	Dr. Oscar Ramos	Becci Carter
Social & Behavioral Sciences & Human Services	Mozell Person	Kim Espino
STEM	Dr. Erin Naegle	Michaela McLaughlin

Areas of Study Canvas Pages



- Each Area of Study Canvas page is now LIVE!
- All active students have been added
 - Active students are defined as applying to the college in the past year



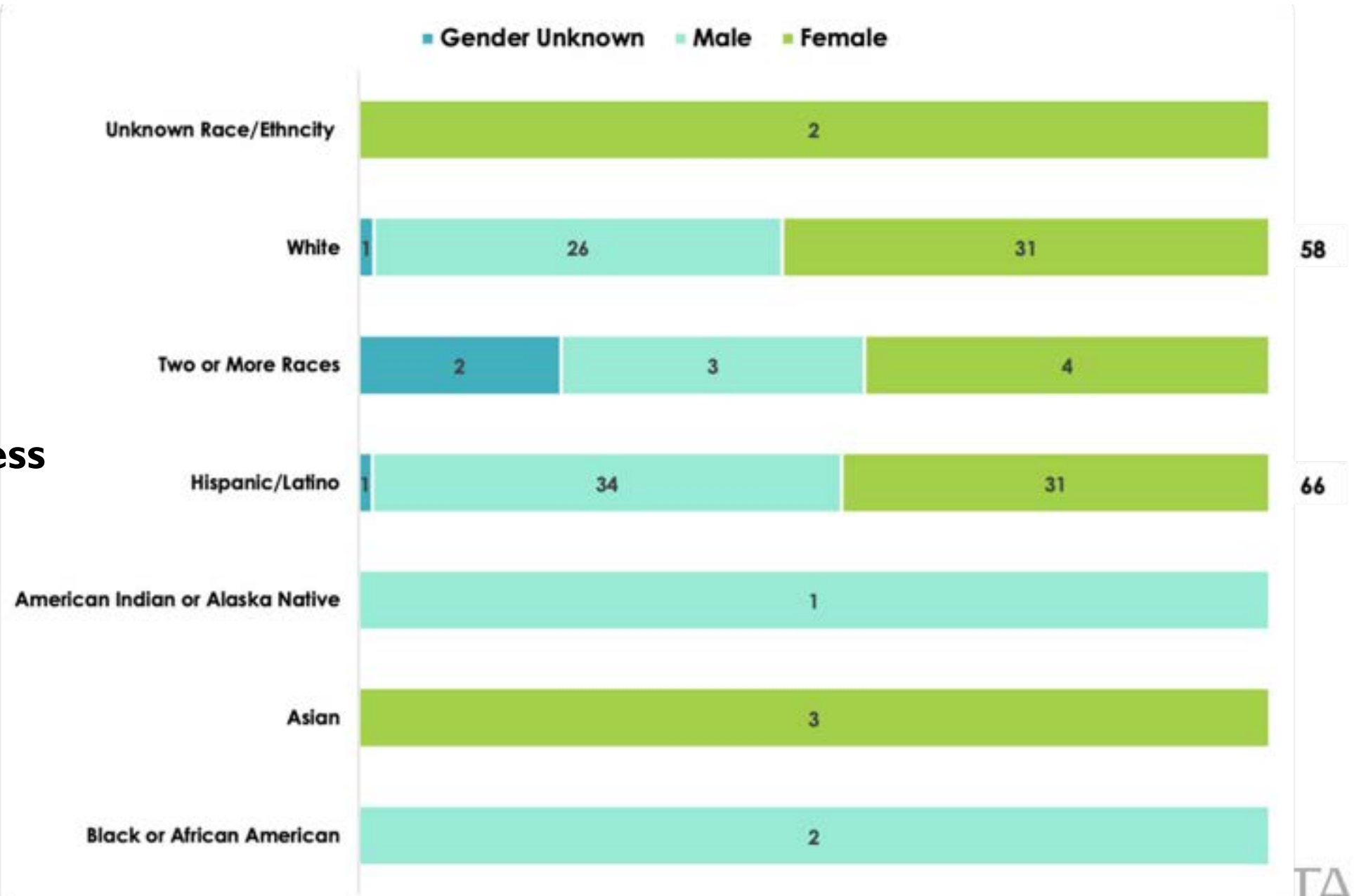
Our Students



Student Who Received Notices

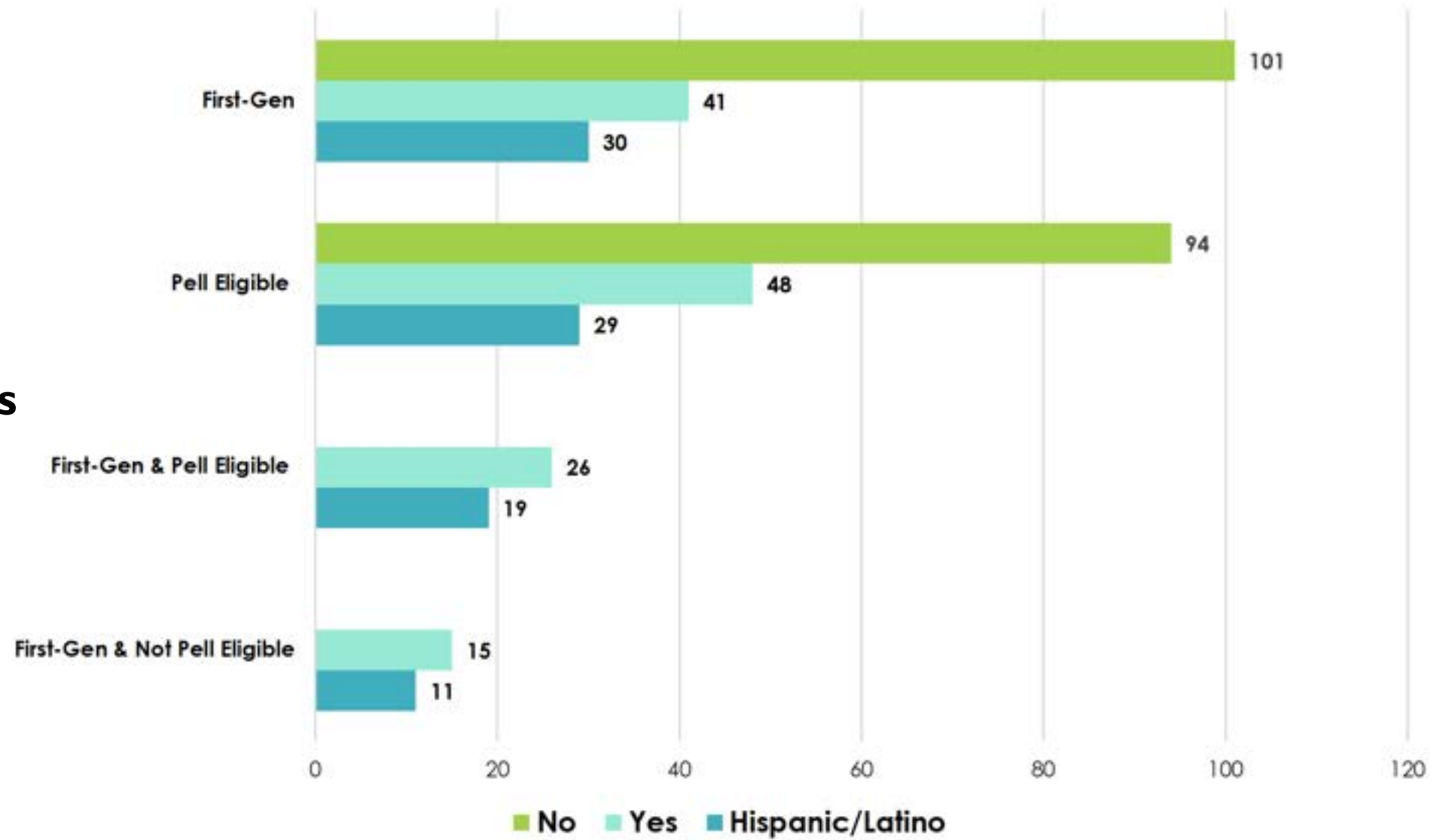
TYPE OF NOTICE	NUMBER OF STUDENTS
Academic and/or Progress Dismissal	143
Academic Dismissal	134
Progress Dismissal	8
Academic/Progress Dismissal	1
Academic and/or Progress Probation	865
Academic Probation	753
Progress Probation	87
Academic/Progress Probation	25
GRAND TOTAL	1,008

**Academic/Progress
Dismissal
n=142**

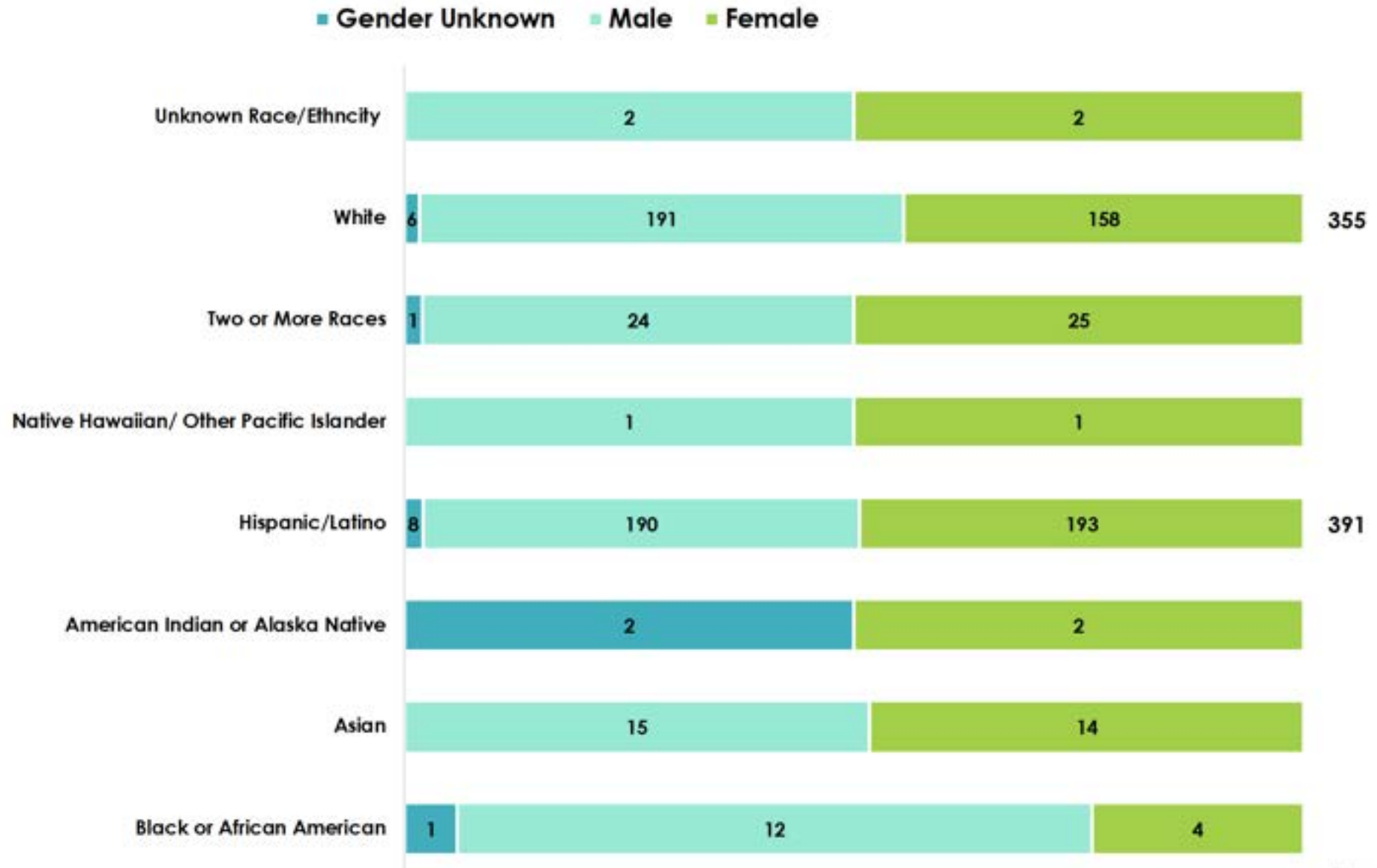


Academic/Progress Dismissal

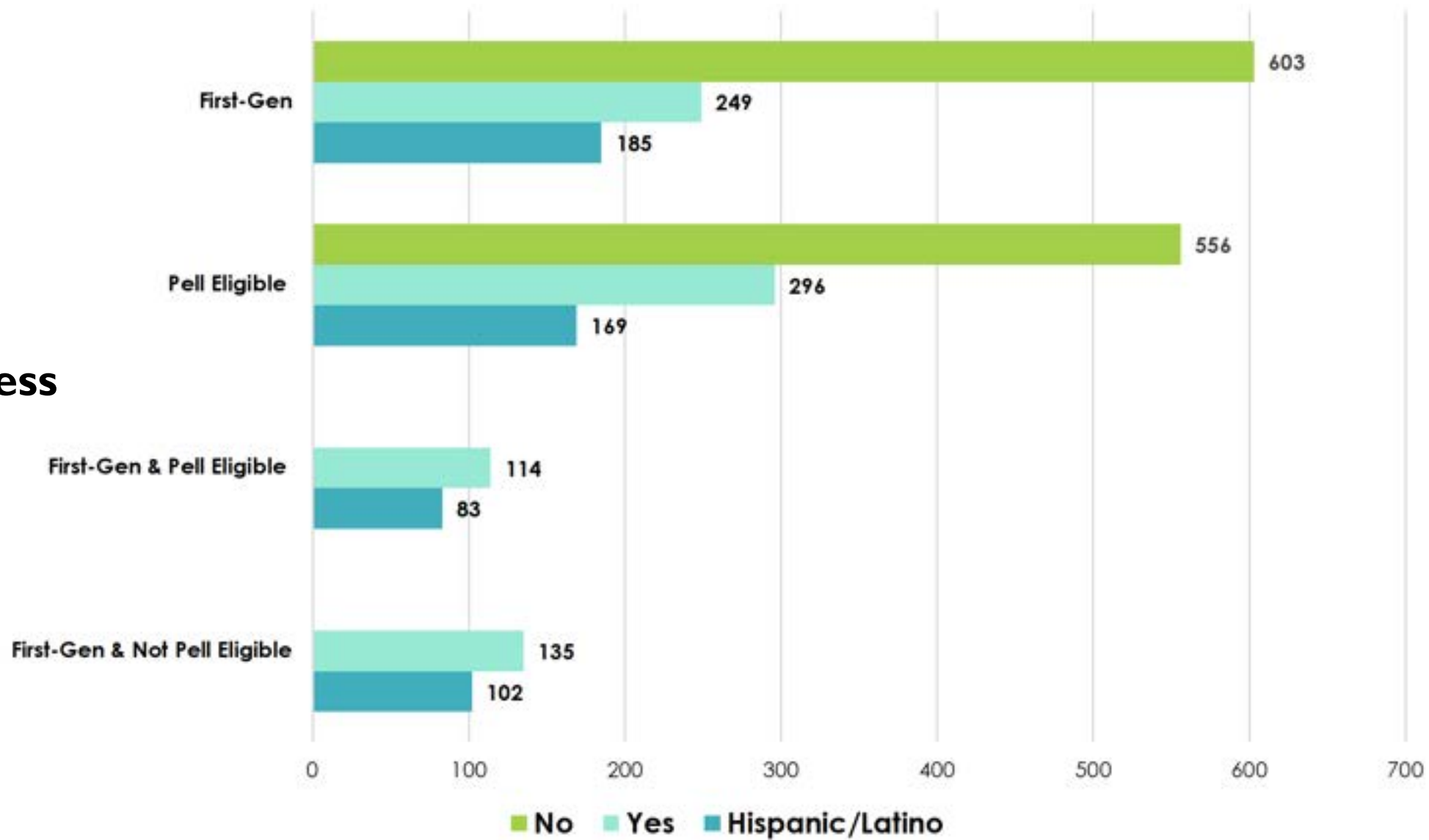
n=142



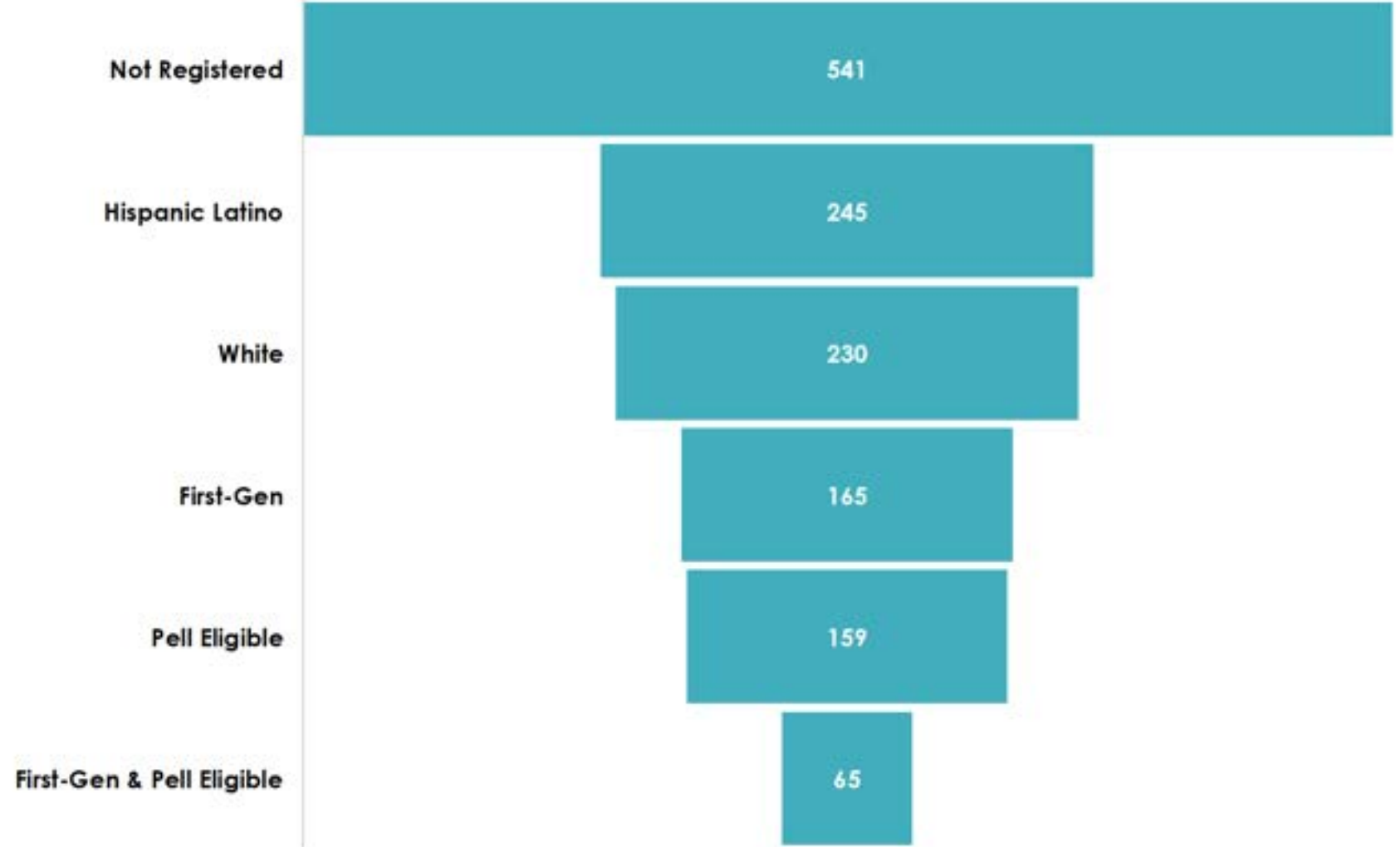
Academic/Progress Probation n=852



Academic/Progress Probation *n*=852



**Academic/Progress
Probation
n=865**



CARE Call Initiative

- GP Coordinators contacted students who at the end of Spring 2023 received:
 - Academic and/or progress probation notice and encourage and help them schedule an appointment with an Academic Counselor (AC).
 - Academic and/or progress dismissal notice and encourage them to complete the reinstatement process.

CARE Calls Outcome

TYPE OF NOTICE	NUMBER OF STUDENTS
Academic and/or Progress Dismissal	143
Students Contacted	49
Reinstated	26
Registered for Fall 2023	16
Academic and/or Progress Probation	865
Students Contacted	114
Made an appointment with a counselor	34
Already met or spoken with a counselor	12



INFO ABOUT CUESTA

Fast Facts

+ Cuesta History

- Student Equity Initiatives

[Student Equity Initiatives](#) >

+ Advancing Diversity, Equity and Inclusion >

- Guided Pathways >

[Guided Pathways Four Pillars](#) >

[Areas of Study](#) >

[Program Maps](#) >

[Guided Pathways Resources](#) >

[Student Success Teams](#) >

Relationship to Cal Poly

Security and Personal Privacy

Mobile Terms and Conditions

Guided Pathways: Redesigning the Student Experience

CONTACT

Email:

GuidedPathways@cuesta.edu

The Guided Pathways Framework

The Guided Pathways framework is an integrated, inclusive approach to reimagine and comprehensively transform the Cuesta student experience. This effort involves reshaping the college as an equitable institution that is more effective and more efficient at serving our diverse student body with its diverse aspirations and its diverse social and academic preparations.

Using a student-centered approach and seeing the institution through a student lens, the transformation engages the college as an inquiry-based, networked community to create an equity-driven institution as competent in student completion as it is in student access.

The basis of the transformation effort is to utilize a Guided Pathways Framework to make the student experience more intentional, supported, and clear. We are constructing processes and interventions to help guide and support each student--regardless of preparation -- to reach their self-defined completion effectively and efficiently.

- The Guided Pathways Framework is not "a program", "an initiative", "a pilot", nor what we are going to "do".
- The Guided Pathways Framework helps us design what we would "become".

Office of Instruction

Dr. Jason Curtis



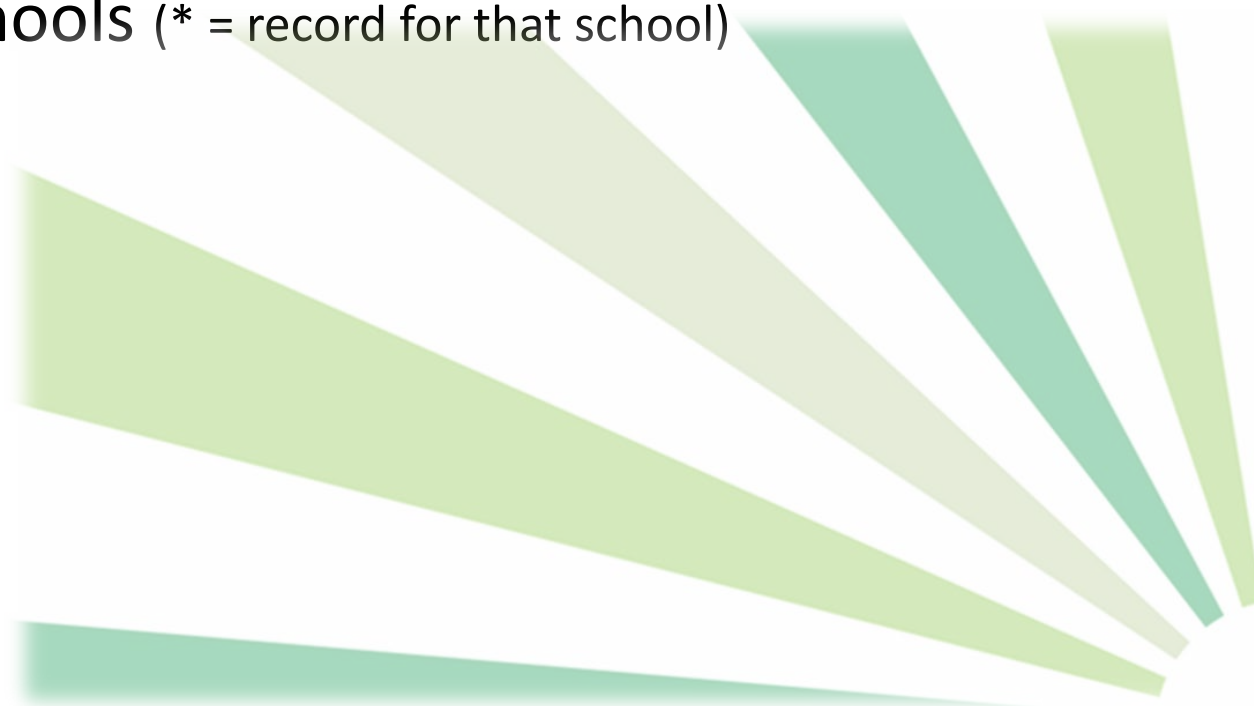
Enrollment

- Last Year
 - Spring 2023: 2,937 FTES (+ 4.8%)
 - Full Year: 7,010 FTES (+ 1.7%)
- Fall 2023
 - Currently, 2,701 FTES (+ 4.1%)
 - ...but, Fall 2019 had 3,071 FTES at this point




CCAP/ Dual Enrollment

- Last year, CCAP courses...
 - Generated 565.8 FTES (8% of the college total) **NEW RECORD!**
 - Enrolled 2,520 high school students
 - Represented 4,392 enrollments (many students take multiple classes)
- Headcount from Selected High Schools (* = record for that school)
 - 558 – Paso Robles HS
 - 412 – Arroyo Grande HS*
 - 257 – San Luis HS*
 - 197 – Templeton HS*
 - 190 – Central Coast New Tech HS
 - 154 – Nipomo HS
 - 136 – Atascadero HS
 - 110 – Morro Bay HS*



Accreditation

- In June, the Accrediting Commission for Community and Junior Colleges (ACCJC) adopted the 2024 Accreditation Standards
 - Standards were last revised in 2014
 - Reduced the number of standards from 127 to 30 !!
 - Cuesta's Midterm Report due October 15, 2024
 - Based on the 2014 Standards and our 2020 Reaffirmation Letter
 - Revision of the Mission, Vision & Values (MVV) continues
- 

Learning Outcomes

- Institutional Learning Outcomes (adopted 2012)
 1. Personal, Academic, and Professional Development
 2. Critical Thinking and Communication
 3. Scientific and Environmental Understanding
 4. Social, Historical, and Global Knowledge and Engagement
 5. Artistic and Cultural Knowledge and Engagement
 6. Technological and Informational Fluency
- These need to be assessable, linked to course- and program-level outcomes, and incorporated into program review.



President's Update

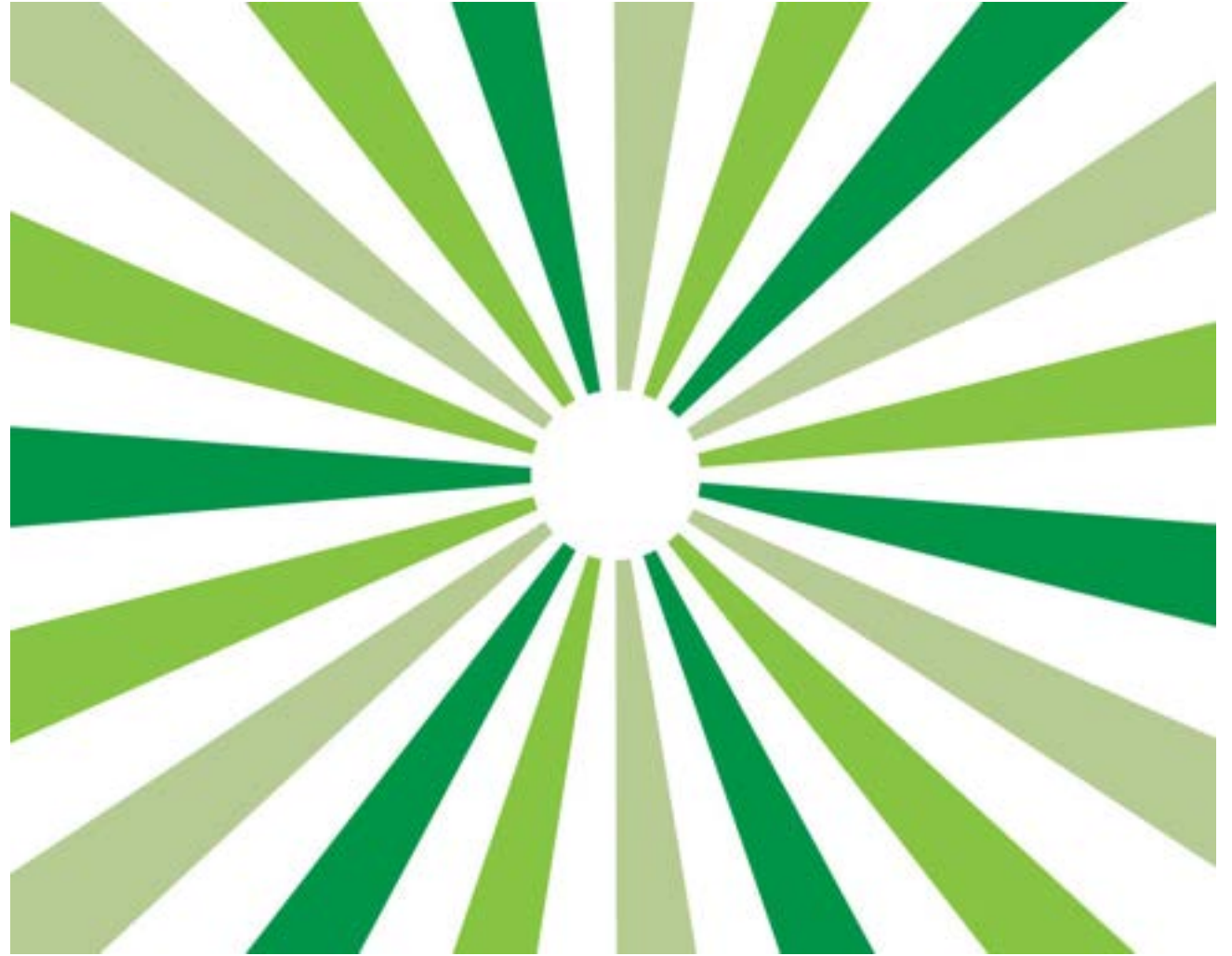


Future of Cuesta



CUESTA
COLLEGE

AI



CUESTA
COLLEGE

AI



AI

The ground is shifting beneath our feet.

Hollis Robbins

Dean of Humanities, University of Utah

17 Notes on Academic AI

1,360,000,000

Videos on AI

282,000,000

AI in Higher
Education



GPT-3 can
reason about as
well as a college
student

UCLA Psychologists
Nature and Human Behavior



**AI knows more
than any one
person knows, but
every person
knows things that
AI does not know.**

Hollis Robbins





Open Forum Fridays

- Exploration of tools
- Sharing of pedagogies and effective practices

Equip students for meaningful work.

Enrollment

Fall 2023 target 2.5% above fall 2022

Current enrollment 1% above fall 2022

79.6% of target

Strategic Planning

Mission, Vision, and Values

South County Educational Site Plan

16-week Calendar

Open Forum Fridays

AI

Open Forum Fridays

Vision 2030

Campus Convening



Strategic Plan and Institutional Outcomes



Institutional Goal 1: Access

- Institutional Objective 1A: *Increase enrollment of low-income and underrepresented students through intentional program development and targeted outreach efforts*



Guided Pathways Coordinators

- *Strategic contact*

- *Early spring 2023*
- *Contact with fall 2022 students not enrolled for spring 2023*
- *Text, email, and phone calls*
- ***Of those contacted, 250 registered for spring 2023***

- Intentional contact effort continued for summer and fall 2023 registration to **2,586** students



Outreach and Fine & Performing Arts

- *Promise and Educate Day*
- *Fine and Performing Arts CPAC and Gallery guided tours*
- *200+ high school students*

San Luis Obispo HS
Morro Bay HS
Central Coast New Tech
Nipomo HS
Paloma Creek HS/ACE Academy
Templeton HS



SSSP and International Students Program

*Outstanding service and
ease of enrollment.*



Highest Average Class Size



BIO 205	50.25
BIO 211	49.6
PSYC 202	47.4
ATHL 206	45
NRAD 202D	44.75

Highest average count of credit enrolled students in a term

ENGL 201A	796
MATH 247	529
PYSC 201	432
POLS 202	403
HIST 207A	395



Institutional Goal 1: Access



- Institutional Objective 1B: *Increase enrollment opportunities for community members who are 55 years of age or older*

Noncredit enrollment

Highest average count of
enrolled students in a term

ECOL 474	(169)
ECOL 415	(131)
VOCE 597	(119)
VOCE 725A	(113)
NCTE 542	(98)



Institutional Goal 1: Access

- Institutional Objective 1C: *Expand financial support and aid opportunities for students*



Cuesta College Foundation

- Scholarships 2023/24 \$520,468
- Cuesta Promise 2023/24 \$500,000+ (TBD)

Over \$1M in direct aid to students!



Institutional Goal 1: Access

- Institutional Objective 1D: *Increase career pathways for local high school students*



CCAP course enrollment

- Highest enrolled **PEDS 110**
- Second highest **HIST 207B**
- CCAP enrollment 2022-2023 was 4258

19/20 = 4185 students

20/21 = 2090 students

21/22 = 3418 students

22/23 = 4258 students



Institutional Goal 2: Completion

- Institutional Objective 2A: *Increase in the number of students who earn an Associate Degree or Associate Degree for Transfer, credentials, certificates, or specific job-oriented skill sets*



Guided Pathways Coordinators

CARE Calls

- Intentional reach to students on academic probation and/or not making satisfactory academic progress.
- Direct contact with 68% of students
- Follow up with students reaching 42%



Students expressed gratitude for the caring calls, encouragement, and information about academic support services available

Nursing Completion

- Access/Retention/Success
 - Providing **community**
 - Peer mentor **support**
 - **Communal** study skills
 - Student **voice**
 - Student **referral and support** for funding or basic needs



Highest count of degrees awarded

LA: SOCIAL & BEHAVIORAL SCI	347	
LA: ARTS & HUMANITIES	201	
PRE NURSING		122
BUSINESS ADMINISTRATION	101	
PSYCHOLOGY		100



Highest count of ADTs awarded



Business Admin AST	100
Psychology AAT	69
Business Admin 2.0	65
Economics AAT	54
Sociology AAT	43

Highest count of certificates awarded

CA CSU GENERAL ED. BREADTH	776	
CA GENERAL BUSINESS CONCENTR		701
CA INTERSEGMENTAL GE TRANSFER	500	
CS GEN BUSINESS SPECIALIZATION	226	
CA BUS CAREER TRACK CORE		129



Institutional Goal 3: Transfer

- Institutional Objective 3A: *Increase the annual number of students transferring to a CSU or UC*



UC Transfers (2019/20 - 2022/23)

Psychology	35
Political Science	26
Biology, General Comm & Media Studies	25
Sociology	19



CSU Transfers (2019/20 - 2022/23)

Psychology	105
Business Admin	122
Sociology	52
Liberal Studies	41
Ag Business	39



Institutional Goal 4: Unit Accumulation

- Institutional Objective 4A: *Decrease the average number of units accumulated by Cuesta College students*





Time to degree Lowest Units

Economics (AAT)	3.2	70.4
Communication Studies (AAT)	3.6	69.0
History (AAT)	4.0	61.2
Business Administration (AST)	4.1	64.4
Mathematics (AST)	4.3	74.9

Institutional Goal 5: Workforce

- Institutional Objective 5A: *Increase median annual earnings of all students*
- Institutional Objective 5B: *Increase proportion of all students who attained the living wage*



Workforce

- SLO County median household income \$82,514
- Programs that position graduates to exceed SLO median:
 - Psych Tech \$90,918
 - Architect \$97,178
 - AVMT \$99,073
 - RN \$125,340



Institutional Goal 5: Workforce

- Institutional Objective 5C: *Increase proportion of all students with a job closely related to their field of study*



Licensure Pass Rate Registered Nursing

4 year average

97%

2021-2022

98%



Job Placement

Licensed Vocational Nursing	100%
Registered Nursing	100%
Paramedic	100%
Psychiatric Technician	100%
Medical Assisting	91.7%



Perkins Core Indicator Reports 2022/23

HR, Fiscal Services, &SSSP

Updated student/temporary job descriptions
Improved web time entry



Institutional Goal 6: Facilities and Technology

- Institutional Objective 6A: *Align facilities and technology in accordance with the district's Facilities Master Plan and Technology Plan*



Facilities, IT, and Bond Team

Fine and Performing Arts instructional technology upgrades

- *15 studios and classrooms*
- *CPAC*

Conference rooms

Updated to Zoom



North County Campus

Information Technology Services, Facilities, and Bond Team

- *N2400 and N2800 office infrastructure upgrades and fresh paint*
- *Classroom instructional technology refresh*
- *Wayfinding*



Human Resources

- *Implementation of NEOED ON*
- *Acquisition and installation of Mamava pod*
- *Open enrollment email and web access to documents*
- *All contracts sent via email*



Payroll

- *Increased access to previously restricted databases for employees on protected leaves*
- *Implemented XTender and 100% electronic payroll files*
- *Expanded direct deposit to those on supplemental payroll*



STEM

Wind Tunnel

- Bill Demarest, Bret Clark, Mark Sparlin, Erik Veach, and the STEM Club
- Math and Physics
- Initial instrumentation and calibration
- Leading to airfoil testing and drag measurements
- Papers and projects at the level of Cal Poly



Institutional Goal 6: Facilities and Technology

Institutional Objective 6B: Address the educational and facilities needs of South County



South County

DRAFT South County Education Site Plan

- *Mid and long term planning*

Identified mid term education site

- *Application for zoning change*
- *Renovation planning underway*
- *Lease negotiations underway*



Institutional Goal 7: Fiscal



- Institutional Objective 7A: *Build a sustainable base of enrollment*

Strategic Enrollment Management

Fall 2023

NCC increase of FTES 21%

SLO Campus increase 9%

Distance Education -11%



Institutional Goal 7: Fiscal

- Institutional Objective 7B: *Identify and develop sources of revenue beyond annual state allocations to support institutional effectiveness*



Fiscal Services

Review and assess best use of District properties

- External interest in property purchase
- External interest in long term lease opportunity





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COLLEGE



Have a great fall 2023!