

**CUESTA COLLEGE
SUPERINTENDENT/PRESIDENT
GOALS
2010
(January 5, 2011 – End-of-year Report)**

1. Planning

- Complete Strategic Plan which integrates college goals, planning, resource allocation, and assessment by June 1.

COMPLETED

The Strategic Plan was completed and approved by the Board on October 6, 2010 and implementation has begun.

- Provide leadership for the restructuring of the college governance system that supports the implementation of the strategic plan and decision-making processes by June 1.

PARTIALLY COMPLETED

The College Council was reconfigured with a revised purpose and reduced membership. It appears to be functioning very effectively and efficiently. The Strategic Planning Committee has planned a leadership retreat to be held Thursday, January 13. All individuals in leadership roles (e.g., committee chairs, division chairs, administrators, managers, constituent leaders, etc.) will be included. The purpose of the retreat is to evaluate the current committee structure and make recommendations for improvements.

2. Finance

- Assure that the district presents a balanced 2010-2011 budget to the Board of Trustees in September.

COMPLETED

Even though many reductions and budget-cutting actions have taken place, the district budget for 2010-2011 is being balanced by using one-time-only stabilization income. Growth dollars (+2.2%) have been included in the budget, but there is much concern whether the legislature will exercise a mid-year reduction in funds.

- Provide leadership to evaluate and modify the scope of programs and services offered by the college that supports the core mission and within the available economic resources by August.

COMPLETED

We identified areas to reduce costs for 2010-2011 and took appropriate action.

3. **Litigation/Compliance**

- Provide leadership to resolve current outstanding grievances, complaints, and litigation issues.

COMPLETED

Laura Benson is continuing to monitor the use of legal services and therefore the cost of those services.

- Provide leadership to resolve the outcome of the Office for Civil Rights investigation of the Title IX complaint relative to the college's athletic program by April.

PARTIALLY COMPLETED

We are continuing to wait for OCR's response to our defense of action taken to suspend Women's tennis in July 2009.

- Provide the leadership necessary to bring the college into full compliance with the Accrediting Commission for Community and Junior Colleges in order to maintain our accredited status by October.

PARTIALLY COMPLETED

The visiting team chair sent me her draft report to review for accuracy. Dr. Greiner and I reviewed the report and identified a few errors in fact. The final report was filed with the Accreditation commission in late December. The Commission will be meeting on January 10-11. We will hear the outcome of their meeting approximately two weeks following.

4. **Personnel**

- Bring to the Board a recommendation for the Executive Director for Human Resources and Labor Relations by ~~May~~ March 2011.

PARTIALLY COMPLETED

We are in the process of recruiting for this position for the second time (the first attempt was aborted due to a breach of confidentiality. The closing date is January 19 with first round interviews to follow on February 10-11. Finalist interviews will be held on February 14. I will bring a recommendation to the Board on March 2.

- Bring to the Board a recommendation for the Dean of Academic Affairs, Workforce and Economic Development by ~~May~~ January 2011.

PARTIALLY COMPLETED

Finalist interviews were conducted by Dr. Greiner and me on December 17 and 21. Background checks are currently being conducted. I will bring a recommendation to the Board on February 2.

- Bring to the Board a recommendation for the Director of Public Safety/Chief of Police by ~~July~~ November.

PARTIALLY COMPLETED

The background check process is near completion for our finalist. Everything looks very positive at this point. I hope to bring a recommendation to the Board on February 2.

- **(Additional Goal)** Bring to the Board a recommendation for the Executive Director of Institutional Advancement/Foundation by March 2011.

PARTIALLY COMPLETED

The first round interviews are scheduled for January 21 with finalist interviews following on January 28. I plan to bring a recommendation to the Board on March 2.

5. Community Connection

- Work with Institutional Advancement to provide high visibility in the district's communities representing Cuesta College.

COMPLETED

I made/will be making presentations or attended the events as follows:

January 5 KVEC Dave Congalton show
January 16 Paso Robles Chamber Dinner
January 21 Grover Beach Chamber Dinner
January 23 San Luis Obispo Chamber Dinner
January 28 Arroyo Grande Chamber Dinner
February 5 CPAC Dedication
February 10 SLOCOE Education Forecast meeting
February 19 KVEC Dave Congalton show
February 25 Good Morning SLO presentation w/ Pat Mullen
February 26 Welcome to High School Counselors conference
March 11 American Red Cross breakfast
March 30 Speaker at Community Forum for LMUSD
April 15 Meeting to discuss role as United Way Campaign Chair
April 29 Educational round Table: Jack Scott and Jack O'Connell
May 10 KCBX Interview
May 19 Program speaker for South County Tri-Chamber meeting
May 24 Attended open forum for Cal Poly presidential candidate
May 25 Attended dinner with one of presidential candidates for Cal Poly. Also attended open forum for presidential candidate for Cal Poly.
May 27 Speaker at the President's Luncheon honoring donors
May 28 Speaker at commencement for Columbia College
June 2 Emcee the UCSB Mid-Year Economic forecast in Paso Robles
June 15 Cuesta Update at Paso Robles City Council meeting
July 13 Participated in welcoming dinner for Cal Poly interim President, Dr. Glidden
October 5 Opportunity Conference Information Session
October 18 SLOCOE Teacher of the Year Banquet

October 22 *Emcee Cal Poly Athletic Hall of Fame Induction
Dinner/Ceremony*
October 29 *Emcee Cal Poly Honored Alum Banquet and Awards
Ceremony*
October 30 *Speaker at 50th Anniversary of the 1960 Cal Poly Football
Team airplane crash in Toledo, Ohio commemorative
ceremony*
Nov 10 *KSBY-TV filmed ad for Spring semester registration*
Nov 16 *Paso Robles City Council presentation on Trades-Tech
building project*
Nov 23 *KPRL hosted by Dick Mason*
Nov 23 *KVEC hosted by Dave Congalton*

I served as volunteer auctioneer for the following Non-Profit fund-raising Auctions.

April 24 *Enhancement Inc. (Breast cancer survivor Support Org)*
May 7 *DSPS event at Angela Mitchell's winery.*
May 23 *Emceed and led fund raising for SLO Museum of Art at a
function to honor Diane Blakeslee Brocato for her
philanthropy.*
August 15 *American Cancer Society event at Tolosa winery*
September 5 *POPS By-the-Sea Auction (SLO Symphony)*
September 13 *Old Mission restoration auction at Tolosa Winery*
October 2 *Plein Air art auction for SLO Museum of Art at Mission
Plaza*
October 8 *Bishops Peak School PTA*

I have also joined the Board of Directors for the Economic Vitality Corporation and the Board of Directors for Sierra Vista Hospital In addition, I will be serving as Community Campaign Chair for United Way and Honorary Chair of the Opportunity Conference at Cuesta College February 23, 2011.

- Work with the Foundation to identify the college's greatest needs and to cultivate appropriate private gift support to meet these needs.

COMPLETED

The Development Committee held its prospect identification meeting on January 5 to determine potential large gift donors to support the south county project.

I have met with potential donors to the Foundation:

Aaron Steed
Lucia Cleveland
PG&E
Conoco-Phillips

**CUESTA COLLEGE
SUPERINTENDENT/PRESIDENT
GOALS
Spring 2012
(July 11 Report)
END-OF-YEAR-REPORT**

1. Planning

- Monitor and make regular update reports regarding the progress made in achieving the 2011-2012 focused goals outlined in the Strategic Plan (Monthly)

The Board has received the comprehensive progress report on the 2010-2013 Strategic Plan. The Board has also received weekly progress reports from Accreditation Liaison Officer Deb Wulff.

- Provide leadership for the completion of the Strategic Goals for 2012-2013 that guide the budget planning process (February).

Completed

- Develop a proposal for restructuring the college governance system, effective for the 2012-2013 academic year (March).

The subcommittee of the SPC will be making a proposal to College Council in early Fall 2012. The proposal will include a governance manual as well.

- Continue to assess the viability of developing a South County Center (April).

We are still in conversation with LMUSD regarding enhancing our presence in the South County. We are renewing our facilities use contract for 2012-2013.

- Provide leadership in determining the viability of building the Trades & Technology building on the North County Campus (March).

The Board will be taking action at the July 11 meeting regarding this item.

- Provide leadership for the development of a recognition and celebration plan for the District's 50th Anniversary in 2013 (June).

We continue to focus on accreditation and budget. Shannon Hill, however, is leading the planning for the celebration.

- Provide leadership for the internal discussion of the feasibility of pursuing a General Obligation Bond for November 2014 or beyond (May).

The Board determined to wait until November 2014 to potentially pursue a general obligation bond. We will now start the planning for the feasibility.

2. Accreditation

- Provide leadership for the implementation for any recommendations stemming from the Commission's action on the Mid-Term Report and/or Visiting Team Report (February).

Deb Wulff will provide an update at the July 11 BOT meeting and will review the planning calendar for the fall 2013 semester.

- Provide leadership and direction for the development of the 2014 Comprehensive Accreditation Self Study (May).

The Accreditation Steering Committee has put the work on the 2014 Self-Study on hold until work on the follow-up report is completed.

3. Finance

- Assure that the district presents a balanced 2012-2013 preliminary budget to the Board of Trustees (June).

The Board approved the Budget Reduction Plan at the April 4 meeting of the Trustees. We have closed the \$3 million challenge to a gap of approximately \$700,000. We settled with CCCUE and are in negotiation with CCFT. The tentative budget was approved by the Board on June 6. A final balanced budget will be brought to the Board on September 5.

- Provide leadership for the development of a 2012-2013 Budget Reduction Plan that considers: Inflationary and Structural Deficits, Carry-over reduction from Mid-Year reductions in 2011-2012, increase in long-term debt payments, and carry-over use of contingency funds (May)

The BOT approved a plan to reduce \$3 million dollars without using any contingency dollars (Approx \$920,000 of this total is subject to negotiations with CCCUE and CCFT). The plan includes a mandatory 13 day furlough program, equivalent to a 5% salary reduction, for Executives, managers, supervisors, and confidential employees and a voluntary separation incentive plan for faculty. The plan also features several restructuring and reorganizations which results in the elimination of 4 management positions and 21 classified positions. Of

those positions, 2 managers and 14 classified employees are subject to layoff (the remaining positions are currently vacant). In addition, the reorganizations will also add 1 management position and 11 new or expanded classified or faculty positions. At this time, the Budget Reduction Plan does not include the use of any contingency dollars. The progress on realizing this plan was reflected in the Tentative Budget for 2012-2013 that the Board saw at the June 6 meeting of the BOT.

- Provide leadership for the negotiation of salary reductions for all employee groups for 2012-2013 in lieu of staff layoffs (May).

The BOT took action in April to impose a 13-day furlough reduction plan for management employees. The District settled with CCCUE for a 5% salary reduction for 2012-2013 implemented in the form of a 13-day furlough program. A proposal has been made to CCFT for 4.2% salary reductions. We will report on the progress of the negotiations with CCFT during closed session on July 11.

- Provide leadership to explore and secure additional revenue sources to help offset state funding shortfalls (Ongoing).

We received our first payment from the MAA program of over \$100,000. This appears to be an important revenue resource with ongoing potential. Subsequent payments will be directed to technology and program support.

4. Litigation/Compliance

- Provide leadership to resolve current outstanding grievances, complaints, and litigation issues (Ongoing).

We are monitoring the case involving the harassment suit. I sent to the Board an update from our attorney Mark Davis. We are waiting for a meeting with Mr. Davis to be scheduled in the next couple of weeks for an update.

No new updates have occurred regarding the student-generated lawsuit.

- Provide leadership to develop an appropriate response to the Office for Civil Rights regarding the December 2009 Title IX complaint following official notification from OCR (Pending notification).

Still no word from OCR.

5. Personnel

- Bring to the Board a recommendation for the Director of Student Support Services (May).

As part of the Budget reduction plan, a reorganization within Student Services has occurred. The board appointed Nohemy Ornelas as the new Dean of Student Services who will oversee the programs in Financial Aid, EOPS, and DSPS. In the process, directors positions in EOPS (2011), Financial Aid, and DSPS were eliminated. Lead roles have been created in each of these areas from classified and faculty positions.

- Provide leadership to prepare the college for the implementation of organizational restructuring and the execution of possible employee lay-offs (June).

In addition to what was mentioned above, the implementation of the division/department assistant restructuring has taken place. With two retirements and appointments to three new positions, all incumbants have been accommodated.

- Provide leadership for college leadership development and leadership succession planning (Ongoing).

The BOT, upon my recommendation, took action on June 26, 2012 to deliver an intent to terminate the contract of Dr. Greiner as of September 24, 2012. This action was necessary since there were no positions available to which I could reassign Dr. Greiner as provided for within her contract. Subsequent to that action Dr. Fontanilla announced her resignation. The Board will be taking action on my recommendation to appoint Sandee McLaughlin as Interim Asst Supt/VP of Student Services. This gives me an open position with which to develop a reassignment for Dr. Greiner. I will be asking the Board at the Special meeting on July 11 to rescind the previous action taken regarding Dr. Greiner. A meeting is scheduled on July 16 to meet with Dr. Greiner regarding her new assignment.

6. Community Connection

- Work with Institutional Advancement to provide high visibility in the district's communities representing Cuesta College (Ongoing)

<i>Jan 3</i>	<i>Met with Sierra Vista admin with Shannon Hill and Dean Wulff to discuss support for Nursing/Allied Health</i>
<i>Jan 5</i>	<i>Attended Sierra Vista Board of Directors meeting.</i>
<i>Jan 6</i>	<i>Filmed CNN ad for Cuesta with Charter Cable TV.</i>
<i>Jan 9</i>	<i>Presented at SLO Monday Rotary Club meeting.</i>
<i>Jan 10</i>	<i>Attended the Paso Robles City/Schools meeting.</i>
<i>Jan 11</i>	<i>Attended the new faculty orientation meeting.</i>
<i>Jan 13</i>	<i>Hosted honored alums at Opening Day luncheon.</i>
<i>Jan 13</i>	<i>Attended Grover Beach Chamber installation dinner.</i>
<i>Jan 14</i>	<i>Spoke at Morro Bay AAUW luncheon meeting.</i>

Jan 14 Attended Paso Robles Chamber installation dinner.
Jan 17 Participated in "Meet and Greet" at the NCC.
Jan 19 Attended Pismo Beach Chamber installation dinner.
Jan 21 Attended SLO Chamber installation dinner.
Jan 23 Attended showing of "American Teacher" documentary
Film sponsored by Cal Poly School of Education.
Jan 25 Attended EVC Board meeting
Jan 26 Attended Good Morning SLO
Jan 26 Attended ground breaking for New Tech High at Nipomo
HS
Jan 26 Attended retirement reception for Provost Koob at Cal
Poly.
Jan 26 Attended Arroyo Grande Chamber installation dinner.
Jan 27 Attended Atascadero Chamber installation dinner.
Feb 2 Spoke at Paso Robles Rotary Club
Feb 6 Attended Foundation Board quarterly meeting
Feb 8 Appeared on Dave Congalton Show KVEC
Feb 9 Appeared on King Harris show KVEC
Feb 10 Attended County Superintendent's meeting
Feb 16 Spoke to Emergency Medical Care Committee
Feb 16 Appeared on Dick Mason show KPRL
Feb 22 Attended EVC Board meeting
Feb 23 Attended Good Morning SLO
Feb 24 Attended SLO Chamber State of the State meeting
Mar 3 Served as auctioneer for Mission College Prep fundraiser
Mar 5 Met with Foundation Executive Committee
Mar 8 Taped radio interview for KCBX to be aired on Mar 12
Mar 9 Attended County Superintendent's meeting
Mar 19 Met with President Armstrong and former Minister of
Education from Chile
Mar 20 Attended recognition ceremony for Dan Deutsche gift for
Baseball and Softball scoreboards
Mar 27 Attended Book of the Year program in CPAC
Mar 28 Attended the COE Education Forecast event
Mar 28 Attended EVC Board meeting
Mar 29 Hosted Business Partners luncheon with Welding
Professionals
Mar 29 Attended the "No Place for Hate: Bullying Panel"
Mar 30 Attended the LLN event on the SLO campus hosting 200
Latina and Latino high school students from SLO
County.
Apr 2 Met with Foundation Executive Committee
Apr 5 Participated in the filming of American Milestones
documentary featuring Cuesta College
Apr 5 Attended Sierra Vista Board of Directors meeting
Apr 14 Attended Dr. Grace N. Mitchell memorial service
Apr 16 Chaired Accreditation Follow-up team to Ventura CCCD

Apr 17 Spoke at Retired Active Mens (RAMS) luncheon
Apr 18 Attended Tri-County Chamber mixer
Apr 19 Attended Foundation Volunteer Awards reception
Apr 20 Attended County Superintendent's meeting
Apr 26 Attended Good Morning SLO
Apr 27 Spoke at 5th Annual Child Abuse Prevention Conference
Apr 27 Spoke at Awareness Night for 14-16 year old Foster Youth
Apr 28 Attended PDK Lay Citizen Luncheon
Apr 28 Served as auctioneer for Enhancement, Inc.
May 3 Attended Sierra Vista Board of Directors meeting
May 8 Attended the Athlete of the Year luncheon
May 9 Attended Paso Robles Chamber mixer-beautification LRC
May 11 Conducted a PSCCC forum in Grover Beach
May 17 Attended Commencement Rehearsal
May 18 Attended 47th Commencement of Cuesta College
May 21 Participated in SLO/Santa Cruz Chamber event
May 23 Attended EVC Board meeting
May 24 Hosted President's Brunch at NCC
May 24 Participated in the dedication of Schwartz building at NCC
May 25 Delivered commencement address for Columbia College.
Jun 1 Filmed CNN ad for Cuesta with Charter Cable TV
Jun 4 Attended Foundation Executive Committee meeting
Jun 7 Emcee the Mid-Year Economic Forecast event (PR event center)
Jun 28 Attended Good Morning SLO
Jul 9 Met with Assemblyman Bill Monning
July 17 Attend new Foundation Board member orientation
July 18 Host annual Cabinet retreat
July 19 Attend Mid-State Fair Industrial Arts/Welding Auction
July 22-24 Attend CCCAA Board of Directors retreat in Industry, CA
July 26 Attend EVC Board meeting

- Work with the Foundation to identify the college's greatest needs and to cultivate appropriate private gift support to meet these needs (Ongoing).

Jan 20 Donor meeting - Katcho Achadjian
Mar 8 Donor meeting - Lorraine Cagliero
Mar 16 Donor meeting - Grant Hoag
Mar 22 Donor meeting - Mary Bianco

**CUESTA COLLEGE
SUPERINTENDENT/PRESIDENT
GOALS
2012-2013
(July 10, 2013)
END-OF-YEAR-REPORT**

1. Planning

- Monitor the planning calendar and make regular update reports regarding the progress made in the Integrated Planning process. (Monthly)
Completed: *The planning calendar for the Integrated Planning Manual has been implemented. All actions schedule for completion from July 1-April 30 have been completed along with initiatives in the Operational Plans. The end-of-year Progress Report of the 2012-2014 Strategic Plan will be presented as an information item at the July 10 meeting of the Trustees. The Fall 2012 Progress Report is posted on the Accreditation website.*

- Provide leadership implementing the Decision-Making Handbook.
Completed: *I received the final draft of the Decision-Making Handbook that was approved by the Academic Senate and then the College Council on April 23. Dr. Bontenbal and I will now expedite the publication of the Handbook and the inclusion of the electronic version on the college website. In addition, we will be bringing forward a few changes in Board policies that were affected by the Handbook.*

- Provide leadership for the revision and implementation of the Board Development Plan. (Monthly)
Completed: *The Board approved the 2012-2013 Board Development Plan at the October 3 meeting and is now being implemented.*

- Continue to assess the viability of developing a South County Center.
Completed: *We are working toward a reduced program at SCC and have completed negotiations with LMUSD to substantially reduce the cost of our facility lease for 2013-2014. Our goal was to reduce from \$100,000 to \$75,000. We actually achieved a lease agreement for \$50,000. This surpassed the anticipated savings in Phase II of the Long-Term Budget Reduction Plan which the board approved on April 10, 2013.*

- Provide leadership in developing an updated North County Campus facilities plan. (April)
On-Going: *The Board has begun discussion of the long term facility needs of the district. At the February 6, 2013 meeting the Board reviewed Appendix A of the 2011-2021 Facilities Master Plan. More discussion occurred with additional detail at the March 6, 2013 meeting*

of the Trustees. A more detailed discussion occurred at the April 10, 2013 meeting of the Trustees with appropriate consultants as to how to implement the facilities plan. The Board received more information regarding the implementation at the May 1, 2013 meeting of the Board of Trustees. A wrinkle in the anticipated funding of the assessment was shared with the Board at the June 5 meeting. Excess COPS funding will be used for the needs assessment and was reported to the Board at the July 10, 2013 meeting of the Trustees.

- Provide leadership in recognizing Cuesta College's 50th anniversary. (June)
***Completed:** The kick-off main events occurred on April 16, 2013 (President's dinner) and April 17, 2013 (honored alum panel). A report was given to the Board at the February 6, 2013 meeting. Further updates and developments were presented to the Board at its March 6, 2013 and April 10, 2013 Trustees meetings. Prior to the May 1, 2013 meeting of the Trustees, the burying of the Time Capsule occurred. This event occurred at 1:30 in Alumni Park on the SLO campus. On Saturday, May 11 the Kinesiology Division, the Wellness Committee, and the Children's Center put on the 50th Anniversary 5K fun run for all ages. It was a fund raiser for Kinesiology, athletics and the Children's Center. More activities will occur during the Fall 2013 semester.*
- Provide leadership for the internal discussion of the feasibility of pursuing a General Obligation Bond in November 2014 or beyond (May).
The Board has identified a Board goal addressing this topic. The Board discussed the facilities needs of the district at the February 6, 2013 meeting. A continued discussion occurred at the March 6, 2013 meeting of the Trustees. Consultants were present at the April 10, 2013 to further enlighten the Board as to options for funding the implementation of the facilities plan. Continued discussions occurred at the May 1, 2013 Trustees' meeting and more direction was given by the Board at the June 5, 2013 Trustees' meeting. A Cuesta team attended a workshop on Best Practices on managing a successful bond campaign on June 27, 2013 in Santa Clara.

2. Accreditation

- Provide leadership for the implementation for any recommendations stemming from the Commission's action on the Show Cause Report and/or Visiting Team Report. (February)
***Completed.** We received our Action letter from ACCJC on Wednesday, February 13, 2013. The college was removed from Show Cause, retaining its accreditation, and was placed on the least severe sanction level of Warning to allow the college to complete the full year of its integrated planning cycle and assess its effectiveness. The college will need to submit its follow-up report by October 15, 2013, host a visiting*

team in November, and wait for the Commission to take action the second week of January 2014.

- Provide leadership and direction for the development of the 2014 Comprehensive Accreditation Self Evaluation. (May)
Completed. *The Accreditation Steering Committee has begun its planning process for the comprehensive self-evaluation. Standard and substandard co-chairs have been recruited and assigned, committee rosters are being populated, and a calendar has been produced. The Board will participate in an Accreditation workshop on April 10 to learn more about the preparation of the self-evaluation. A progress report was given to the Board at the May 1, 2013 Trustees' meeting. An end of year progress report was given to the Board at the June 5, 2013 Trustees' meeting.*

3. Finance

- Assure that the district presents a balanced 2012-2013 budget to the Board of Trustees for approval. (September).
Completed: *The Board approved a balanced budget at the September 13 meeting.*
- Provide leadership to evaluate and modify the scope of programs and services offered by the college that supports the core mission and can be managed within the available economic resources. (February)
Completed. *The Board considered my recommendation for Phase I of the Long-Term Budget Reduction Plan and took action to approve the plan at its December 12, 2012 meeting. The Board took action to approve Phase II of the Plan at the April 10, 2013 meeting which completed the reduction/modification of selected academic programs relative to the level of funding needed to meet the fiscal plan goal.*
- Provide leadership to explore and secure additional revenue sources to help offset state funding shortfalls. (Ongoing)
Completed. *We are following the Resource Development Plan as well as building on last year's very successful Annual Fund Drive. To date the Fund drive has raised \$194,000 (88% of goal). We have received official documents securing a major Estate gift of approximately \$9.5 million. We will be discussing with the Executive Committee on June 3 a plan to use this endowment to launch a program to support fee costs for local high school graduates who come directly to Cuesta. The plan, called "The Cuesta Promise" will be developed through the Executive Committee and shared with the Board of Trustees as more detail is unveiled.*

4. Litigation/Compliance

- Provide leadership to resolve current outstanding grievances, complaints, and litigation issues. (Ongoing)

We will continue to keep the Board apprised of the litigation in process.

- Provide leadership to finalize Title IX compliance plan issues for the athletic program. (January)
Completed. *We reported to OCR in September as to the status of our proportionality compliance test for 2011-2012. We sent all the requested information to OCR on September 5, 2012. We finally received another good news letter last week on February 14, 2013 that OCR has determined that we meet the compliance test based on the data submitted. OCR has officially closed our case.*

5. Personnel

- Bring to the Board a recommendation for the Assistant Superintendent/Vice President, Academic Affairs. (June)
Completed. *First round interviews occurred on April 11-12, 2013. Finalist interviews will be conducted on May 3, 2013. The Board approved my recommendation to the Board on June 5, 2013. A subsequent contract was approved by the Board on July 10, 2013.*
- Bring to the Board a recommendation for the Assistant Superintendent/Vice President, Student Services and Centers. (June)
Completed. *First round interviews occurred on April 18-19, 2013. Finalist interviews were conducted on May 10, 2013. The Board approved my recommendation to the Board on June 5, 2013. A subsequent contract was approved by the Board on July 10, 2013.*
- Provide leadership to prepare the college for and necessary processes needed to execute possible employee layoffs and/or workload reductions. (Ongoing)
Completed. *It was determined that there was no need for any academic layoffs, so the urgency of any action by the Board on March 6 was removed. Deadline for classified, confidential, and classified management employees was May 2. The Board approved the elimination of two classified positions at the April 10, 2013 meeting of the Trustees as part of Phase II. We applied the provisions of the CCCUE CBA in working through the potential bumping process.*
- Provide leadership to evaluate the effectiveness of the new administrative structure and reorganization. (May)
Completed. *So far I have been impressed with the talent and quick study that people are displaying in their new assignments. The work chemistry among the team is very productive. The leadership of Deb and Sandee has been very noticeable across the district. Gary, Bret, and Nohemy are performing admirably as well. JLMC has begun an evaluation of the division assistants' reorganization as outlined in the MOU with CCCUE. Phase II will also feature some additional reorganization within academic affairs and student services. We are*

moving forward in consolidating two divisions which were reduced in scope due to the program elimination impacts of Phase I of the Long Term Budget Reduction Plan. Toni and I have some performance concerns with Bill Benjamin. We will be developing an improvement plan and monitoring his progress.

- Provide leadership for college leadership development and leadership succession planning. (Ongoing)
Completed: Pamela Ralston has entered the Leadership SLO class of 2013 which began in January. Deb, John, and Ryan Cartnal continue to work on their doctorate degrees. Ryan Cartnal, Toni Sommer, Sandee McLaughlin, and I have served on accreditation visiting teams this year. I was asked to serve on an accreditation team in October for MTI College (a private CTE school in Sacramento).

6. Community Connection

- Work with Institutional Advancement to provide high visibility in the district's communities representing Cuesta College. (Ongoing)
 - Jul 19 Attended Mid-State fair – Airgas*
 - Jul 23-24 Attended CCCAA Retreat in Industry, CA*
 - Jul 25 Attended EVC Board meeting*
 - Jul 26 Attended Good Morning SLO (T. Reece guest)*
 - Aug 2 Attended EVC Board meeting*
 - Aug 6 Attended Foundation quarterly Board meeting*
 - Aug 7 Appeared on Dave Congalton show KVEC*
 - Aug 9 Attended SLO Chamber Legis Issues meeting*
 - Aug 9 Attended dedication of New Tech HS in Nipomo*
 - Aug 15 Attended Tri-Chamber luncheon in AG*
 - Aug 15 Taped interview with KCOY*
 - Aug 16 Taped interview with KSBY*
 - Aug 23 Attended Good Morning SLO (B. Clark guest)*
 - Aug 23 Served as auctioneer for Old Mission fundraiser*
 - Aug 24 Attended French Hospital Gala*
 - Aug 27 Attended Board Candidate training at SLOCOE*
 - Aug 29 Attended CCCAA Board meeting (conf call)*
 - Sep 2 Served as auctioneer for SLO Symphony POPS*
 - Sep 6 Attended Sierra Vista Board meeting*
 - Sep 10 Attended Cal Poly Fall Conference*
 - Sep 10 Attended Foundation Executive Committee meeting*
 - Sep 11 Attended Paso Robles Schools/City meeting*
 - Sep 12 Met with Supervisor Bruce Gibson*
 - Sep 13 Attended Women's Legacy luncheon*
 - Sep 14 Hosted District 1 "District Dialogue" meeting*
 - Sep 15 Attended Cuesta faculty art show and music concert*
 - Sep 17 Met with Dr. Armstrong and Dr. Crocker re: Prop 30*
 - Sep 17 Spoke to Cal Poly baseball team*
 - Sep 19 Appeared on KPRL radio talk show*

Sep 19 Attended Wine Down Wednesday for Book of the Year
Sep 21 Hosted District 2 "District Dialogue" meeting
Sep 21 Gave Welcome to Writer's Conference
Sep 22 Served as auctioneer for Friends of Hearst Castle
Sep 26 Attended Western State Conference meeting at Moorpark
Sep 27 Attended Good Morning SLO (G. Rubin guest)
Sep 27 Attended new Chamber Advisory meeting
Oct 1 Attended Foundation Executive Committee meeting
Oct 4 Attended Sierra Vista Board meeting
Oct 5 Hosted District Dialogue, District 4
Oct 6 Served as Auctioneer for the Plein-Air Art Festival
Oct 11 Attended Community Day at Paso Robles High School
Oct 11 Met with Mark Lisa, CEO of Twin Cities Hospital
Oct 17 Hosted District Dialogue, District 5
Oct 17 Appeared on Dave Congalton w/Julian Crocker – Prop 30
Oct 19 Emceed the Honored Alumni celebration at Cal Poly
Oct 24 Hosted Business Partners Roundtable = Media
Oct 24 Attended EVC Board meeting
Oct 25 Attended Good Morning SLO (J. Martin guest)
Oct 25 Met with Carol Kiessig re: donated NCC property
Oct 26 Hosted District Dialogue, District 3
Oct 29 Attended SLOCOE Teacher of the Year program
Oct 31 Met with Henry Ramos
Nov 1 Attended Sierra Vista Board meeting
Nov 1-2 Attended CCCAA Board meeting in Costa Mesa
Nov 5 Attended College Night on campus
Nov 6 VOTED FOR PROP 30!!!
Nov 7 Met with representatives from the Legislative Analyst's Office

Nov 8 Attended the Central Coast Economic Forecast Event
Nov 11 Attended "Gleeful 2"
Nov 13-14 Chaired visiting accreditation team to Ventura College
Nov 15-17 Attended CCLC annual convention in Los Angeles
Nov 26 Attended on campus workshop on revising the Mission Statement

Nov 29 Attended Good Morning SLO (K. Pimentel guest)
Nov 29 Met with Katcho Achadjian
Dec 1 Attended Women's Basketball Game
Dec 2 Attended drama production of the "Snow Queen"
Dec 3 Attended AGS recognition of Teachers reception
Dec 3 Attended County Superintendent's dinner
Dec 4 Participated in interview with KCOY re: program reduction

Dec 5 Participated in interview with Santa Maria Times re: program reduction

Dec 6 Participated in interview with The Tribune re: program reduction

Dec 6 Attended Sierra Vista Board meeting
Dec 14 Attended Holiday Choir Concert
Dec 15 Attended the Jazz Ensemble Concert
Dec 21 Attended the Medical Assisting Completion Ceremony
Jan 10 Attended the ACCJC hearing in Burlingame
Jan 16 Participated in the Orientation for new Cuesta part-time faculty

Jan 17 Attended Pismo Beach Chamber Installation dinner
Jan 19 Attended SLO Chamber Installation dinner
Jan 23 Attended the EVC Board meeting
Jan 24 Spoke at Good Morning SLO (Guest – Barbara George and Deb Wulff)

Jan 24 Met with the Tribune editorial board with Pat Mullen and Shannon Hill

Jan 31 Attended WIB board training
Jan 31 Attended Arroyo Grande/Grover Beach Chamber Installation dinner

Feb 4 Attended Foundation Quarterly Board of Directors meeting

Feb 5 Spoke at the Diversity Colloquium at Cal Poly
Feb 7 Attended WIB Board of Directors meeting
Feb 7 Attended Sierra Vista Board meeting
Feb 8 Met with the Greathouses for donor meeting with S. Hill
Feb 9 Served as auctioneer for Arts Obispo fundraiser
Feb 10 Attended CPAC fundraiser – Keyboard Extravaganza
Feb 12 Met with Pat McKeague for donor meeting with M. Larsen

Feb 13 Met with Felton Ferrini for donor meeting with S. Hill
Feb 14 Attended CCAA Board of Directors meeting
Feb 20 Attended Tri-Chamber Luncheon in Arroyo Grande
Feb 27 Attended Book-of-the-Year event in the CPAC
Feb 28 Attended Good Morning SLO (Guest – Deb Wulff)
Feb 28 Spoke at Latino Outreach Council meeting
Feb 28 Hosted Manufacturers Business Partners at NCC

Mar 7 Attended Sierra Vista Board meeting
Mar 8 Attended SLOCOE Supt. Council meeting
Mar 8 Attended State-of-the-State luncheon

Mar 8 10-12 Attended Nor Cal CEO Conference in Yosemite
Mar 18 Spoke at SLO Rotary meeting on 50 the anniversary
Mar 19 Hosted Bankin/Finance Business Partner’s luncheon
Mar 21 Appeared on KPRL radio show – Sound Off
Mar 22 Spoke at Life Long Learners meeting on the importance of continued learning

Mar 26 Served on panel at CCAA convention in San Mateo
Mar 26-29 Attended the CCAA convention in San Mateo – I serve on the Board of Directors

Apr 4 Spoke at Morro Bay Chamber Business Forum
Apr 4 Attended Sierra Vista Board meeting
Apr 7-9 Attended the CEO Vineyard Symposium in Napa
Apr 12 Attended SLOCOE Supt. Council meeting
Apr 16 Attended Presidents' Dinner
Apr 17 Attended Honored Alumni Panel
Apr 18 Attended Open House for new SLO Chamber Office
Apr 22 Hosted Bill Swanson as national honored alum in SF
Apr 26 Provided welcome to Child Abuse Academy
Apr 27 Hosted Mike Fontes at PDK lunch honoring volunteers
Apr 30 Attended SESLOC groundbreaking for new facility

May 1 Spoke at Time capsule burying event
May 2 Attended Sierra Vista Board meeting
May 2 Attended CSU Chancellor Speech/reception at CP
May 2 Attended Cal Poly Green and Gold event
May 7 Attended Western States Conference meeting in Ventura
May 10 Attended SLOCOE Supt. Council meeting
May 11 Served at emcee for the 50th 5K fundraiser event
May 13 Attended SLOCOE Supt study dinner meeting
May 16 Attended WIB Board meeting
May 21 Attended SLO City Council meeting
May 22 Attended EVC Board meeting
May 23 Attended Good Morning SLO meeting
May 23 Attended Medical Assisting program completion event
May 24 Attended RN Pinning Ceremony
May 24 Participated in the 48th Commencement of Cuesta
May 30 Spoke at Arroyo Grande Rotary meeting

Jun 3 Attended Foundation Executive Committee meeting
Jun 6 Attended the Central Coast Mid-Year Economic Forecast
Jun 6 Attended Sierra Vista Board meeting
Jun 9 Served as auctioneer for Vineyard POPS event
Jun 11 Toured Cal Poly Archives and Miossi papers
Jun 11 Attended retirement reception for CP Dean Bob Detweiller

Jun 17 Attended SLOCOE Supt. Council meeting
Jun 19 Attended Tri-Chamber luncheon in Arroyo Grande
Jun 21 Attended (by conference call) the CCAA Board meeting
Jun 26 Attended EVC Board meeting
Jun 27 Accompanied Cuesta team to Bond Workshop in Santa Clara

- Work with the Foundation to identify the college's greatest needs and to cultivate appropriate private gift support to meet these needs. (Ongoing)
The Development Committee has developed the Annual fund drive plans. I have met with Shannon Hill and Karen Tackett to identify key prospects. Karen is currently setting up the "Ask" appointments with donor prospects and current donors.

Nov 29 Met with Katcho Achadjiam - \$2,500 gift
Dec 20 Follow-up from Bill Thoma - \$6,000 gift (B. George)
Feb 8 Met with Jim/Maxine Greathouse - \$1,000 gift (with S. Hill)
Feb 12 Met with Pat McKeague - \$5,000 gift (with M. Larsen)
Feb 13 Meeting with Felton Ferrini - \$1,000 (with S. Hill)
Apr 10 Meeting with Sam Blakeslee (cancelled)
Jul 9 Meeting with Randy Flamm of IQMS (with K. Tacket)