

**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
2011
(January 4, 2012)
End-of-Year Report**

1. Planning

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

COMPLETED

The Board received regular monthly updates and progress reports on the Strategic Directions. A joint meeting of the Strategic Planning Committee and the Educational Master Plan Work Group was held on September 9 to determine which of the remaining Strategic Directions of the 2010-2013 Strategic Plan would be the focus for 2011-2012. Those were identified and were included in your packet. A retreat was held on October 7 to revise the current Strategic Plan to give focus for 2012-2013 that supports the Core Principles of the Educational Master Plan. The results of the retreat were also included in your packet. The Strategic Planning Committee will review recommended Strategic Goals, related action steps, and timelines, being formulated by work groups that actualize support to the top priority Core Principles. That work is scheduled to be completed by mid-February.

- Provide leadership for the restructuring of the college governance system that evolves as a result of the January 13, 2011 Leadership Retreat by June.

PARTIALLY COMPLETED

The Taskforce from the Leadership Retreat began work again in late Fall to finish the evaluation of the committee structure and its alignment with the decision-making governance system at Cuesta. A recommendation from the Taskforce will be prepared and presented to the College Council in early Spring for consideration/revision prior to a recommendation being made to the President.

- Provide leadership in determining the viability of developing a sole-occupant South County Center by March.

COMPLETED

A walk-through of a commercial building in Grover Beach was made on October 21, 2011. Present were the building owners, members of the PSCCC, Foundation Board of Directors, representatives from the Planning and Budget Committee, and college staff (Stork, Tacket, Reece, Sullivan). Subsequent to this event, I met with Jim Hogeboom, LMUSD Supt., to discuss new developments with opportunities to improve our presence in the South County at both Nipomo HS (New Tech HS) and Arroyo Grande HS. Jim is interested in working with us to meet some our needs that we have been pursuing through an independent site. An on-site walk through is being scheduled for January to further identify the potential for more suitable facilities to serve our south county students.

- Provide leadership in determining the viability of building the Trades & Technology building on the North County Campus by April.

PARTIALLY COMPLETED

The bids were opened on May 31 with five bidders participating. The Board took action to reject the bids on June 8. We have recently had contact from the Department of the State Architect and Department of Finance with the news that we would be required to re-engineer the building if we requested a reallocation of funding. This could amount to be as much as \$275,000. We are still evaluating our options and working with the campus community to determine the long-term benefits and risks in moving forward at this time. The recent action by the State to suspend Redevelopment Agencies could have a negative impact on this project regarding the City of Paso Robles providing additional services to the building site. I will be bringing a recommendation to you at the March 7 Board meeting.

2. Finance

- Assure that the district presents a balanced 2011-2012 budget to the Board of Trustees in September.

COMPLETED

The Board approved the Tentative Budget on June 8 which incorporated the Budget Reduction Plan that was approved by the Board on May 11. With the action taken in Sacramento on approving a State budget, the remaining GAP of \$1.1 million will be substantially smaller and not need to be addressed by a staff furlough program. We have reached mutual impasse with CCCUE on the reductions and the effects of the layoffs. We will move forward to mediation.

A Mid-Year budget reduction plan was developed to address the \$700,000 reduction in the State's apportionment allocation and shared with the Board at the December 7 meeting.

- 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.

PARTIALLY COMPLETED

Four programs were presented to College Council for consideration for revitalization, suspension, or elimination review. Two of these (Agriculture Technology and Fashion Merchandising) were approved to be evaluated. No further action has taken place to date.

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

COMPLETED

Institutional Advancement launched a revitalized Annual Giving program. Karen Tackett formulated the Annual Giving Campaign committee with a goal of raising \$200,000 (doubling the 2010-2011 effort). Specific "ask" appointments were and are continuing to be made. Foundations members were trained on October 3 as to how to make an ask. We have identified resources to engage the services of a grant writer for the purpose of submitting a Title III grant worth \$1 million for five years. We have also developed a long list of operational revenue options that will relieve current district costs. Our new Executive Director for Institutional Advancement/Foundation, Shannon Hill, started on November 7 and will provide new, consistent leadership for advancement efforts.

3. Litigation/Compliance

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

COMPLETED

We are investigating and resolving each grievance while consulting with our legal services.

- Provide leadership to develop a Title IX compliance plan for the athletic program that is acceptable to the Office for Civil Rights by April.

PARTIALLY COMPLETED

Our final letter was sent to OCR in early April. We received an email from OCR on June 30 that they have referred our case to the central office for action. We have sent the OCR attorney an official request to report their findings to us so we can respond appropriately. I sent a letter to the chief director of the San Francisco OCR office expressing my annoyance with the lack of timely response from the OCR investigator and his insistence that we sign the voluntary settlement agreement. No additional contact from OCR over the last four months. Until we have received official word from OCR that we are, in deed, out of compliance, no additional action will take place.

- Provide the leadership necessary to address any remaining recommendations made by the Accrediting Commission for Community and Junior Colleges in order for all sanctions to be removed by October.

COMPLETED

The draft Mid-term report went to the Academic Senate Council on September 23 for a final read and was approved. The Board approved the mid-term report and recommendation responses at the October 5, 2011 Board meeting. In addition, the Educational Master Plan for 2011-2016 was also approved at the September 23 meeting of the Academic Senate Council and was approved at the October 5, 2011 Board meeting as well. The Follow-up visit took place on November 10. I had an opportunity to review Dr. Serban's visiting team report, make factual corrections, and review her final report sent to ACCJC. The Commission meets on January 10-12 at which time action will take place regarding our accreditation status. We will be notified near the end of January.

4. Personnel

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

COMPLETED

William Benjamin was approved by the Board.

- Bring to the Board a recommendation for the Dean of Academic Affairs, Workforce and Economic Development by February.

COMPLETED

John Cascamo was approved by the Board.

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

COMPLETED

Joseph Arteaga was approved by the Board.

- Bring to the Board a recommendation for the Executive Director for Institutional Advancement/Foundation by May.

COMPLETED

Shannon Hill was approved by the Board.

- Provide leadership to prepare the college for and necessary processes needed to execute possible employee layoffs and/or workload reductions (Ongoing).

COMPLETED

The Board took action to implement the layoffs and reductions as recommended by me. These actions took effect on July 1. The Board took action on July 6, 2011 to rescind a layoff action for one employee based on the funding sources that support the position. In addition, the Board took action to delay the implementation of the voluntary salary reduction proposal for the President and the Vice Presidents until such time we need leadership action to address an addition shortfall in funding. Based on the implementation of the Mid-Year budget reductions, the Board activated the voluntary salary reduction to the President and the Vice-Presidents effective January 1, 2012 as part of the overall plan. No additional layoffs or workload reductions were recommended at this time.

5. Community Connection

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

COMPLETED

<i>Feb 3</i>	<i>Sierra Vista Board of Directors</i>
<i>Feb 4</i>	<i>United Way Campaign meeting</i>
<i>Feb 7</i>	<i>Grover Beach City Council meeting</i>
<i>Feb 11</i>	<i>COE Superintendent's Council meeting</i>
<i>Feb 14</i>	<i>KCOY interview</i>
<i>Feb 17</i>	<i>Santa Maria Times interview</i>
<i>Feb 21</i>	<i>Donor meeting – Jim Sargen</i>
<i>Feb 23</i>	<i>EVC Board meeting</i>
<i>Feb 24</i>	<i>Speak at Good Morning SLO</i>

Mar 7 Development Committee meeting
Mar 11 Served as auctioneer for athletic fund-raiser
Mar 16 Appear on Dave Congalton Show
Mar 19 Served as auctioneer for Morro Bay Rotary
Mar 25 Serve on SLO Chamber Stakeholder meeting for new chamber CEO

May 26 Attend Good Morning SLO
Mar 28 Met with PSCCC regarding next steps for south county center

Mar 30 Hosted Business Partners (Law Enforcement Chiefs)
Apr 4 Foundation Executive Meeting
May 2 Foundation Quarterly Board meeting
May 6 Sierra Vista Board of Directors meeting
May 7 Foundation Annual Awards Luncheon
May 10 Speak at Cambria Lion's Club
May 12 Speak at Skills - USA awards dinner at Paso Robles
May 16 PDCCC meeting at Grover Beach
May 23 Cal Poly President hosted dinner
May 25 Speak at Tolosa Rotary Club
May 25 EVC Board meeting
May 27 President's Luncheon
May 27 Speak at Columbia College graduation
May 31 Met with Bruce Ray – Publisher of The Tribune
Jun 6 Foundation Executive Committee meeting
Jun 9 Emcee Economic Forecast meeting in Atascadero
Jun 11 Receive award at CP School of Education commencement
Jun 23 Attend Good Morning SLO
Jul 5 Speaker at Night-time Kiwanis of San Luis Obispo
Jul 7 Sierra Vista Board of Directors meeting
Jul 11 Foundation Executive Committee meeting
Jul 18 PDCCC meeting at Grover Beach
Jul 20 Attended opening of the Mid-State Fair
Jul 20 Attended SLO Chamber Mixer
Jul 24 Attend Hollister family reunion at Hollister Adobe
Jul 26 Hosted Scott Himelstein and Henry Ramos of the BOG
Jul 27 Attend EVC Knowledge and Innovation meeting
Jul 28 Attend Good Morning SLO
Jul 28 Meet with Arroyo Grande Chamber Governmental Affairs Committee

Aug 4 Cuesta College Scholarship reception
Aug 4 Met with Katcho, Jeff Armstrong, Jose Ortiz, and Julian Crocker

Aug 8 Foundation Board of Directors meeting
Aug 17 Attended SLO Chamber Mixer
Aug 20 Served as auctioneer for Old Mission Restoration Dinner
Aug 21 Attended county Superintendent's dinner
Aug 25 Attended Good Morning SLO

Sep 4 Served as auctioneer for SLO Symphony's POPS by the Sea

Sep 9 Attended Paramedic Graduation

Sep 13 Attended Paso Robles City/Schools meeting

Sep 15 Attended Women's Legacy Luncheon

Sep 21 Attended Good Morning SLO

Sep 24 Served as Auctioneer for Friends of Hearst Castle event

Sep 26 Attended Cuesta Advisory Mixer

Sep 28 Attended EVC Board meeting

Oct 6 Attend Sierra Vista Board of Directors meeting

Oct 7 Emcee Cal Poly Athletic Hall of Fame Induction Ceremony

Oct 8 Serve as auctioneer for the Plein Air festival for the SLO Museum of Art

Oct 14 COE Superintendent's Council meeting

Oct 14 Emcee Cal Poly Honored Alumni recognition event

Oct 17 Attend County Teacher of the Year recognition event

Oct 18 Host Business Partners luncheon (Tech & Networking)

Oct 19 Attend SLO Chamber Mixer

Oct 20 Speak at SLO Exchange Club luncheon

Oct 21 Participated in walk-through of building prospect for SCC

Oct 21 Served as auctioneer for Bishop's Peak fundraiser

Oct 27 Attended Good Morning SLO

Oct 28 Meeting with Cal Poly President Armstrong and President Ortiz of Allan Hancock College

Oct 30 Co-emceed CPAC fundraiser (Gleeful)

Oct 31-Nov 1 Chaiedr Accreditation Follow-up team to Ventura College

Nov 3 Attended Sierra Vista Board of Directors meeting

Nov 7 Attended Foundation Board of Directors meeting

Nov 7 Attended Cal Poly School of Education reception

Nov 8 Attended Central Coast Economic Forecast

Nov 14 Attended Superintendent's Dinner/Meeting

Nov 15 Spoke at Daybreak Rotary Club in SLO

Nov 15 Hosted Business Partner's Luncheon – Green Technology

Nov 16 Attended reception for Shannon Hill in SLO

Nov 17-19 Attended CCLC Annual Conference/CEO meeting – San Jose

Nov 22 Spoke at Good Morning SLO

Nov 29 Attended reception for Shannon Hill in AG

Dec 8 Tour Paso Robles HS CTE facilities

Dec 14 Attended South County Tri-Chamber Luncheon

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

COMPLETED

Feb 17 Donor meeting – Mike Frederick
Donor meeting – Howard Mankins
Feb 24 Donor meeting – Nick Tompkins
Donor meeting – Tim Williams
Feb 25 Donor meeting – Rabobank (Steve Harding)
May 12 Donor Meeting - IQMS (Randy Flamm)
Jul 12 Donor Meeting – Compass Health (Mark Woolpert)
Aug 30 Donor Meeting – Farm Supply (Jim Brabeck)
Sep 2 Donor Meeting – Thoma Electric (Bill Thoma)
Oct 4 Donor Meeting – Allyn and Lee Arnold
Nov 14 Donor Meeting – Jesse Norris
Nov 29 Donor Meeting – Chuck and Kay Brooner

**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 CCAA 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 CCCAA 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)

**CUESTA COLLEGE
SUPERINTENDENT/PRESIDENT
GOALS
2013-2014
(May 7, 2014)**

1. Planning

- Monitor the planning calendar and make regular update reports regarding the progress made in the Integrated Planning process. (Monthly)

COMPLETED AND ONGOING

The 2013 Integrated Planning Manual is posted on the Accreditation website. Monthly reports are documented in Cabinet minutes.

- Provide leadership and direction for the development of the 2014-2017 Strategic Plan. (December)

COMPLETED

The College Council has possession of the draft and is receiving feedback from each member's constituent group. Planning and Budget Committee will have final review considering the suggested edits from the College Council. The Planning and budget Committee made a final recommendation to the Superintendent/President at its February 4, 2014 meeting. The final version of the new Strategic Plan for 2014-2017 was presented as an information item in the board packet for the February 5, 2014 meeting of the Board of Trustees.

- Provide leadership for the revision and implementation of the process for developing and assessing Board Goals. (August/June)

DEVELOPMENT AND IMPLEMENTATION COMPLETED

The Board approved the 2013-2014 Board Goals on August 7, 2013 and agreed to review the progress made on a quarterly basis.

The next review of Board Goal progress will occur at the June 4, 2014 Trustees' meeting.

- Provide leadership in updating the South County needs assessment (December).

SUSPENDED

A proposal for a needs assessment survey for South County has been prepared, but we need to coordinate with the pre-bond consultant about the timing of the survey. The south county survey is on hold until further notice.

- Provide leadership in developing an updated North County Campus facilities plan. (December)

COMPLETED

The Board took action on a contract to conduct a North County Facilities Needs Assessment at the August 7 meeting of the Trustees. The consultants conducted open forums in the north county for employees/students and public on September 11, 2013. The consultants have shared with planning group several interpretations of a campus design based on the initial input provided in September. The consultants shared their designs at another open forum at the NCC on November 13, 2013. A final presentation was made to the Board of Trustees at the January 8, 2014 meeting at which time The Board approved the updated plan.

- Provide leadership for the internal/external discussions regarding the feasibility of pursuing a General Obligation Bond for November 2014 or beyond (March).

The opinion poll was conducted October 17-22 by the consultants. The consultants have analyzed the results of the poll and met with the stakeholder group on December 4, 2013 prior to the meeting of the Trustees. The consultants then shared the results with the Board during their regular meeting on December 4, 2013. The consultants met again with the stakeholder group on January 24, 2014 and provided training for speakers and presenters during the education phase of the feasibility campaign. A president's forum was held on February 26 for internal employees as a kickoff to a series of 12 presentations to various constituency groups on campus. First District Dialogue was held March 20 with Trustee Area 2. The updated power point was used. The remaining District Dialogues were conducted: April 10 – Area 1; April 17 – Area 4; April 18 – Area 5; April 25 – Area 3. A President's Bond Advisory Council has been formed.

2. Accreditation

- Provide leadership for the implementation for any recommendations stemming from the Commission's February 2013 Action Letter. (October)

COMPLETED

The Board took action to approve the follow-up report at the October 2 meeting of the Board of Trustees. The report was mailed off to ACCJC on October 9, 2013. A visiting team of two members visited the campus for a one-day visit on November 5, 2013. The Commission sent the final team report to my office which was received on November 25, 2013. Trustee Mullen, Vice President Wulff, and President Stork attended the Commission hearing on January 10, 2014 in Sacramento. The Commission Action Letter will be sent to the college in early February.

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

COMPLETED

Deb Wulff presented an update as to the progress that has been made in the development of the 2014 Comprehensive Accreditation Self-

Evaluation at the January 8, 2014 meeting of the Trustees. The Board reviewed part 1 of the report at the February 5, 2014 meeting of the Board of Trustees. The entire draft document (w/o standard II) was shared with the Board of Trustees at the March 5, 2014 meeting of the trustees. Dr. Wulff updated the board on April 2 as to when the next draft will be posted on the college website for review. The final draft is being presented to the Board of Trustees for approval at the May 7, 2014 meeting.

- Provide leadership and direction for accreditation training for employees and members of the Board of Trustees. (Ongoing)

COMPLETED

According to the Board Development Plan for 2013-2014, the Board was to receive training in September. We are still working on scheduling with ACCJC. All five Board members completed the online “Accreditation Basics” certification by the October 2 Board meeting. Trustees Mitchell and Alexander, as well as Student Trustee Scovell, attended the CCCL Conference in San Francisco on November 21-23. Trustee Mitchell attended the first day workshop on accreditation. I also attended this workshop. I chaired an accreditation team to Cerritos College March 3-7, 2014. Deb Wulff and Shannon Hill served as my team assistants. Deb Wulff, Kevin Bontenbal, Trustee Mullen and I presented at the Accreditation Institute in La Jolla on February 8, 2014. Also, Deb and Kevin participated as presenters at an accreditation training session at City College of San Francisco in December.

3. Finance

- Assure that the district presents a balanced 2013-2014 budget to the Board of Trustees for approval. (September)

COMPLETED

- Provide leadership for the development and implementation of the “Cuesta Promise” program. (December)

COMPLETED

The press conference was held on October 11 at 11:00 a.m. for our formal “launch” announcement. Local county superintendents along with other noted dignitaries attended as well. Four board members attended as well. Subsequent actions have occurred:

- Oct 9 Dr. Stork shared with the district community the launching of the Promise program. The video is available on the college website.*
- Oct 11 Press release went out. Electronic media reported on the event that evening. Dr. Stork, Shannon, and Dr. Crocker appeared on Dave Congalton at KVEC.*
- Oct 12 The Tribune ran front page article on the Promise program.*

Oct 17 The Tribune ran an editorial supporting the Promise program.

Oct 24 Dr. Stork spoke to Good Morning SLO on the Promise program.

Oct 28 Dr. Stork and Shannon taped a segment on California Edition on the Promise program.

Nov 4 Dr. Stork will appear on Sound Off at KPRL to promote the Promise program.

Nov 4 College Night at Cuesta College. We will be sharing the Promise program with hundreds of high school students and their parents.

Nov 18 Dr. Stork appeared on KCBX promoting the Promise program.

Mid Nov The Promise program was featured in the Foundation Annual Report for 2012-2013.

Jan 6 Video clip on the Promise program was released to be shown on KSBY.

February Big outreach push will be conducted on many fronts with potential high school graduates as the March 2, 2014 application deadline approaches.

March Vive President McLaughlin will give the Board an update on the number of Promise applicants at the March 5 Board meeting during the Supt/President's report.

April Extended deadline for Promise applications to June 16, 2014 since many more high school seniors indicated interest but missed deadline. For initial application of program the exception was made. Follow-up activities are being conducted to be sure the almost 800 students have completed the necessary steps that will allow them to register for Fall 2014 classes when their priority comes up.

- Provide leadership to explore and secure additional revenue sources to help offset state funding shortfalls. (Ongoing)
The Development Committee has launched its Annual Campaign. A part of the campaign is the telethon being conducted by a dozen student workers who are organized and trained by Karen Tackett. Goal for 2013-2014 is \$220,000. As of February 28, 2014 the total raised is \$219,000. Another quarterly update will be given at the May 7, 2014 meeting of the Board of Trustees.

4. Litigation/Compliance

- Provide leadership to resolve current outstanding grievances, complaints, and litigation issues. (Ongoing)
New development has occurred on the Don Norton case with depositions being resumed. The process for continuation is uncertain at this point with the death of one of the plaintiffs. The arbitration hearing set for

October 29 related to Nicole Carrasco (a 39-month rehire due to layoff) who felt entitled to an open position, was postponed due to a family emergency of her attorney. The arbitrator announced her decision on March 31. The district prevailed on the Carrasco grievance and the employee selected for the position in question is entitled to the position.

- Provide leadership for the development and implementation of a plan to bring into compliance any facilities that present liability exposure for the District and Board of Trustees. (March)
Managing exposure to liability claims is a priority for the district. I will keep the Board informed on a regular basis of each and every case. We took action to take modular building 6900 off line and will be removing it from the campus. The 30+ part-time faculty members were relocated to other office spaces in the Library and DSPS area. The removal of modular buildings from district property is being included in the project list for a potential bond. An ongoing agenda item is included in the packet for each Board of Trustees meeting. Options will be presented to the Board at the May 7, 2014 meeting.

5. Personnel

- Bring to the Board a recommendation for the Executive Dean, North County Campus and South County Center. (June)
The Board took action on a revised job description at the January 8, 2014 Trustee's meeting. We formed the screening committee in December and initial planning meetings took place in January. Interviews were held on April 28, 2014. Finalist interviews will be held on May 8, 2014.
- Bring to the Board a recommendation for the Dean of Academic Affairs, Sciences, Mathematics, Nursing/Allied Health, and Kinesiology/Health Sciences/Athletics. (June)
We formed the screening committee in December and initial planning meetings took place in January. First interviews were held on May 2, 2014 with finalist interviews to be conducted on May 14, 2014.
- Provide leadership to evaluate the effectiveness of the new administrative structure and reorganization. (May)
*I will provide the Board with a quarterly review of the performance of the cabinet team, collectively and individually.
October, January, April, July*
- Provide leadership for college leadership development and leadership succession planning (Ongoing).
We are utilizing our Cabinet/Manager meeting opportunities to introduce training modules to improve leadership and management skills. Next training is scheduled for March 19, 2014 on "FRISK" training – dealing with evaluation of employees. Additional training will

take place this spring and early fall dealing with “Take Charge of Your Talent.” The trainer will be Don Maruska. Additional training of management employees on how the Merit System would affect the way classified personnel are managed was conducted on April 2, 2014 by Josh Morrison.

6. Community Connection

- Work with Institutional Advancement to provide high visibility in the district’s communities representing Cuesta College (Ongoing)
 - Jul 9 Traveled to Paso Robles to meet with donor IQMS*
 - Jul 11 Made initial contact with new AHC President Kevin Walthers.*
 - Jul 15 Attended Foundation Executive Committee meeting*
 - Jul 16 Met with honored alum Tim Williams*
 - Jul 18 Attended new Foundation Director’s orientation luncheon.*
 - Jul 19 Attended Poly Days representing Cuesta College.*
 - Jul 22-23 Attended CCCAA Board retreat in City of Industry*
 - Jul 25 Attended Good Morning SLO (guest Pamela Ralston)*
 - Jul 26 Taped a Voice over PSA for Women’s LegacyFund event at KSBY.*
 - Jul 31 Conducted all-day Cabinet retreat in Cambria.*
 - Aug 1 Attended Workforce Investment Board meeting*
 - Aug 5 Attended Foundation Board of Directors quarterly meeting.*
 - Aug 8 Attended scholarship reception.*
 - Aug 14 Attended New faculty orientation*
 - Aug 17 Served as emcee and auctioneer for Old Mission event.*
 - Aug 22 Attended Good Morning SLO (guest Bill Benjamin) “Celebrate 49th wedding anniversary”*
 - Aug 23 Met with PR city engineer*
 - Aug 26 Appeared on KVEC Congalton show promoting POPS and Cuesta’s 50th anniversary.*
 - Aug 27 Served as a presenter at the Wounded Warrior event at Hearst Castle Visitor Center*
 - Aug 29 Attended CCCAA Board meeting (conference call)*
 - Aug 30 Attended Chet Amyx exhibit reception in Cuesta Gallery*
 - Sep 1 Served as emcee and auctioneer for POPS by the Sea for SLO Symphony.*
 - Sep 5 Attended Sierra Vista Board of Directors meeting*
 - Sep 6 Attended ACCJC team training in Oakland*
 - Sep 11 Participated in community input session in PR on north county facility needs*
 - Sep 12 Attended Women’s Legacy Fund luncheon*
 - Sep 13 Attended SLOCOE Superintendent’s Council meeting*
 - Sep 16 Attended Cal Poly Fall Conference*
 - Sep 17 Hosted Business Partner’s luncheon – Service providers*

Sep 18 Participated in Constitution Day activities
Sep 19 Attended private small group meeting with Senator Bill Monning
Sep 23 Attended Community Wellness meeting w/ CP, City of SLO
Sep 25 Spoke to Nipomo Rotary Club
Sep 25 Attended Western State Conference meeting at Moorpark College
Sep 25 Attended Wine Down Wednesday fundraiser for Book of the Year
Sep 26 Attended Good Morning SLO (guest Nohemy Ornelas)
Sep 27 Attended Barry Frantz exhibit reception at Cuesta Gallery
Sep 30 Attended meeting with LMUSD regarding New Tech High School
Sep 30 Attended SLOCOE classified employee recognition dinner at Inn at Morro Bay (Cuesta recipient – Dina Baca-Ebeling)
Oct 2 Attended photo shoot with IQMS
Oct 3 Attended Sierra Vista Board of Directors meeting
Oct 4 Attended Student Ambassadors luncheon
Oct 5 Participated in Sustainability Fair at Cuesta
Oct 7 Attended Foundation Executive Committee meeting
Oct 8 Attended Ambassadors Meet and Greet luncheon
Oct 8 Attended Ramona Frost Remembrance
Oct 11 Attended SLOCOE Superintendent’s Council meeting
Oct 11 Hosted PROMISE program press conference/luncheon
Oct 11 Appeared on Dave Congalton on KVEC with Julian Crocker and Shannon Hill regarding PROMISE
Oct 11 Emceed Cal Poly Athletic Hall of Fame Ceremony
Oct 13 Served as “starter” for City-to-Sea race
Oct 13-17 Served on Accreditation visit to Cuyamaca College in El Cajon
Oct 18 Hosted Retiree Brunch in 5401
Oct 20 Attended Gleeful 3
Oct 22 Attended Roy Coats Library dedication at NCC
Oct 23 Attended EVC Board of Directors meeting
Oct 24 Presented PROMISE program at Good Morning SLO (guest Bret Clark)
Oct 28 Appeared as guest on King Harris show on KVEC regarding the PROMISE
Oct 28 Taped a segment of California Edition on Charter with Shannon Hill regarding the PROMISE
Oct 30-Nov1 Attend CCAA Fall Conference/Board of Directors meeting
Nov 4 Attended Ambassadors luncheon in Paso Robles
Nov 4 Appeared on “Sound Off” on KPRL regarding PROMISE

Nov 4 Attended Foundation Board of Directors Quarterly meeting
Nov 4 Attended College Night at Cuesta College
Nov 7 Attended WIB board meeting
Nov 7 Attended Sierra Vista Board meeting
Nov 12 Attended Paso Robles city/schools meeting
Nov 13 Attended NCC facilities meeting at NCC
Nov 18 Attended Education luncheon with Katcho
Nov 18 Attended SCBA Board Workshop
Nov 19 Hosted Media Business Partners luncheon
Nov 21-23 Attended CCLC Annual Conference in SF
Nov 26 Attended Good Morning SLO (Guest – John Cascamo)
Nov 28 HAPPY THANKSGIVING
Dec 2 Attended Superintendent’s Professional Learning dinner
Dec 5 Attended AGS Teacher recognition ceremony
Dec 11 Attended Sierra Vista Board Meeting
Dec 13 Attended accreditation team chair training in Oakland
Dec 15 Attended Cuesta Holiday Choir Concert
Dec 20 Attended Medical Assistant Graduation
Jan 9 Attended Sierra Vista Board Meeting
Jan 9-10 Attended ACCJC Commission hearing in Sacramento
Jan 15 Participated in Western State teleconference
Jan 18 Attended SLO Chamber Installation dinner
Jan 22 Attended EVC Board meeting
Jan 23 Attend Good Morning SLO
Jan 24 Served as auctioneer for Monday Club fundraiser
Jan 25 Attended Atascadero Chamber Installation dinner/served as auctioneer

Jan 28 Spoke at meeting of the Retired Grand Jury Members Association
Jan 30 Attended Arroyo Grande/Grover Beach Chamber Installation dinner

Feb 3 Attended Foundation quarterly Board of Directors meeting

Feb 4 Spoke at Board of Supervisors meeting re: WIB
Feb 6 Attended WIB Board of Directors quarterly meeting
Feb 6 Performed site visit for Cerritos College for upcoming accreditation visit.

Feb 7-8 Attended Accreditation Institute in La Jolla. Serve as presenter on Feb 8 with Deb Wulff, Kevin Bontenbal and Pat Mullen.

Feb 12 Attended team training for accreditation visit to Cerritos College (Mar 3-6)

Feb 13 Attended meeting of CCCAA Board of Directors at Saddleback College

Feb 18 Spoke at Five-Cities Mens Club luncheon
Feb 20 Hosted Automotive Business Partners luncheon

Feb 25 Attended Atascadero Chamber luncheon

Mar 3-6 Chaired accreditation visiting team to Cerritos College in Norwalk, CA (Deb Wulff and Shannon Hill were Assts)

Mar 10 Attended Supt Council dinner meeting

Mar 11 Spoke at Home Builders Association meeting

Mar 12 Attended Western State Conference meeting in Ventura

Mar 14 Met with Mindbody CEO

Mar 20 Hosted District Dialogue for Area 2

Mar 20 Hosted Women of Distinction awards event

March 22-25 Attended Northern CA CEO conference

Mar 26 Hosted SLO County Educational Forecast event with SLOCOE.

Mar 27 Attend Good Morning SLO

Mar 28 Attended SLO Chamber State-of-the-State event

Apr 3 Attended Sierra Vista Board of Directors meeting

Apr 3 Hosted Book-of-the year event

Apr 4 Attended CCAA Board of Directors meeting (LAX)

Apr 7 Attended Founded Executive Committee meeting

Apr 10 Hosted District Dialogue for Trustee Area 1

Apr 11 Attended SLOCOE Superintendent's Council meeting

Apr 17 Hosted District Dialogue for Trustee Area 4

Apr 18 Hosted District Dialogue for Trustee Area 5

Apr 25 Hosted District Dialogue for Trustee Area 3

Apr 26 Attended PDK Volunteer Awards

Apr 30 Attended Foundation Volunteer Awards luncheon

May 1 Attended Workforce Investment Board meeting

May 1 Attended Sierra Vista Hospital Board meeting

May 2 Hosted regional Special Olympics – provided welcome

May 2 Spoke at Cambria Rotary Club

May 2 Attended Cal Poly Green and Gold dinner

May 5 Attend Foundation Board of Directors meeting

May 6 Attend WSC meeting at Ventura

May 13 Attend Athlete of the Year luncheon

May 16 Serve as auctioneer for the Monterey diocese annual charity golf tournament in Monterey

May23 Attend nursing pinning ceremony

May 23 Attend Cuesta 49th commencement

May 28 Attend EVC Board meeting

May 29 Attend Good Morning SLO

May 30 Host President's major donor luncheon

- 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 planned and implemented the Annual fund drive under the leadership of Anita Robinson. I will be meeting with Shannon and Karen to identify key donor prospects as well as scheduling donor cultivation activities.*

Jul 9 Met with Randy Flamm (IQMS) - \$7,500 (with S. Hill)

Nov 18 Met with Katcho Achadjian - \$2,500

Mar 14 Met with Rick Stollmeyer (MindBody) - \$10,000 (with K. Tackett)