

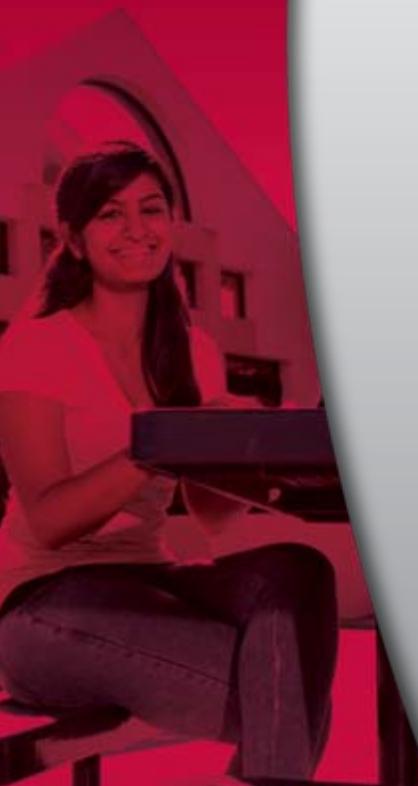


LAS POSITAS
COLLEGE

Synergy, Strategy & Success: *State of the College – Spring 2010*

Dr. DeRionne P. Pollard
President

April 29, 2010





2009 – 2010: Year in Review

Convocation Kick-off

“Moving from **I** to **We**” ⇒ **INTERCONNECTEDNESS**

Vision 2015 ⇒ **FUTURE THINKING**

Celebrate What's Right ⇒ **ABUNDANCE**





Interconnectedness

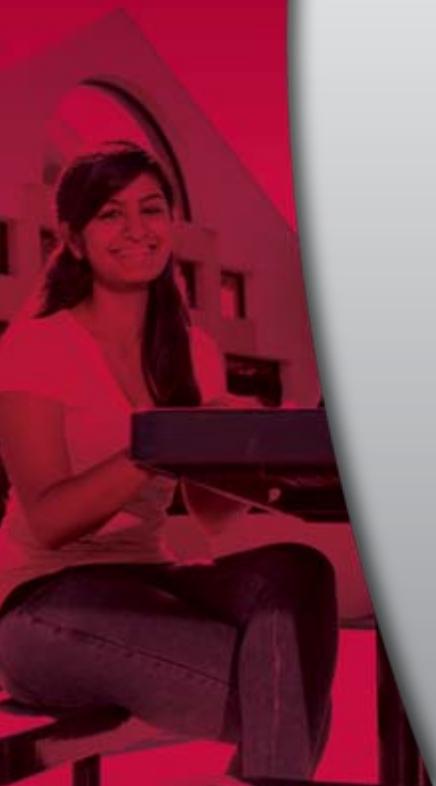
- Draw heavily on shared understanding of institutional mission, vision, values, and goals
- Work together to foster a vibrant “core culture”
- Belief in our colleagues and our students
- Focus on how the present serves as a catalyst for the future



Future Thinking

Strategic Planning

- Designed to:
 - Be “a creative, participatory process that engenders new insights and helps an organization focus its efforts in pursuit of its Mission and Vision”
 - Bring “all of the critical voices to the table to share their unique perspective from wherever they are in the College”
- Ask ourselves:
 - What would our College look like at its very best?
 - Do we share a clear and compelling vision of the future?
- Develop:
 - “practical visions” for the strategic goals
 - a blueprint for our future



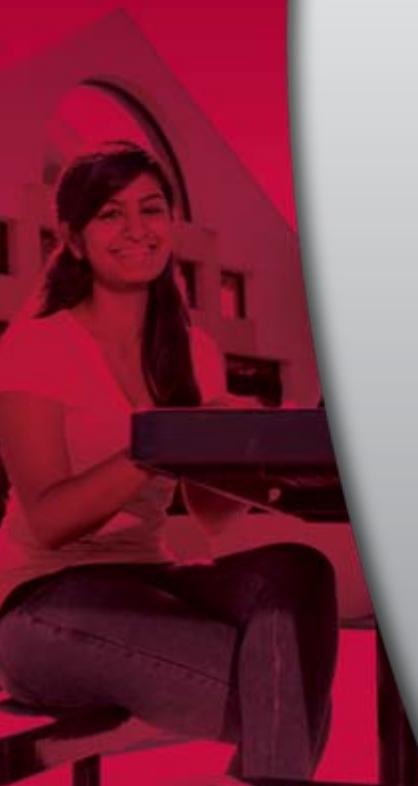
Abundance

Beyond having substantial financial resources, abundance is an *organizational state* marked by exceptional performance and vitality reached only through *intentional and transcendent leveraging of tangible* (i.e. staff, money, technology, facilities), *intangible* (i.e. human capacities, culture, reputation, organizational architecture), and leadership (i.e. inclusive leadership practices) resources.

What does this look like?

Celebrate “What’s Right At LPC”

61 members of the campus community
celebrated with award nominations





Kudos: Individual Achievements

- Dale Boercker – CCN Diversity, Equity & Inclusion Award
- Dr. Amber Machamer – named one of the “Top 40 Under 40” by the National Center for American Indian Enterprise Development (NCAIED).
- Randy Taylor – one of 6 community college Math instructors to receive the AMATYC Teaching Excellence Award
- Dr. Pam Luster – for successfully defending her dissertation entitled “Discovering Effective Student Equity Practices in California Community Colleges: An Action Research Study”
- Scott Miner – for finishing among the top 12 (out 130+ participants) at the 2009 Professional Welders Competition
- Bob Kratochvil – featured in the “Member Profile” of *ACCCA Reports*’ December issue





Kudos: Individual Achievements

- Counselor Gilberto Victoria – recognized by the Hispanic Business Education Network as a “Hero Under the Shadows” for encouraging and supporting the Latino community in their educational pursuits.
- Kristy Woods – received a Teaching Excellence Award from the California Mathematics Council for Community Colleges.
- Nan Ho – for her selection as a member of the Understanding Evolution Teacher Advisory Board (UE TAB)
- Dr. Philip Manwell – recognized as a “Champion of the Arts”
- Newly tenured faculty: Jonathan Brickman, Jill Carbone, Rajeev Chopra, Adeliza Flores, Justin Garoupa, Richard Grow, Brian Hagopian, Craig Kutil, Christina Lee, Scott Miner, Cindy Rosefield, John Ruys, Mike Schwarz, Catherine Suarez, Brenda Weak





Emeritus Retirees: The End of an Era...

Steven Bundy

Theresa Costa

Peggy Egan

Jim Heiner

Donna Impey

Abby McCann

Alice Moyer

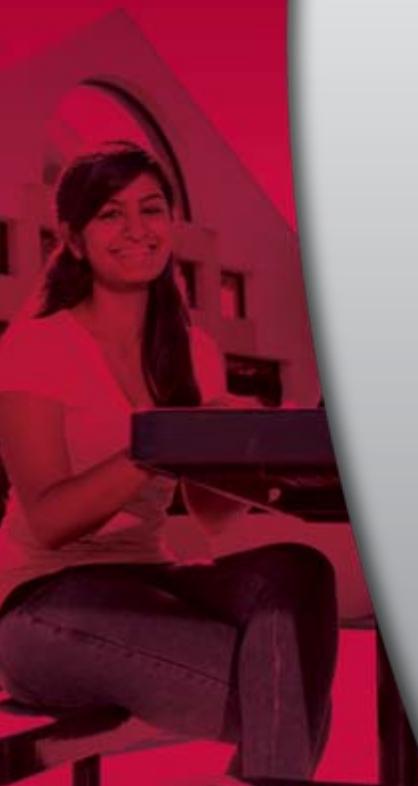
Linda Peifer

Martha Peterson

Ken Ross

Mary Straight

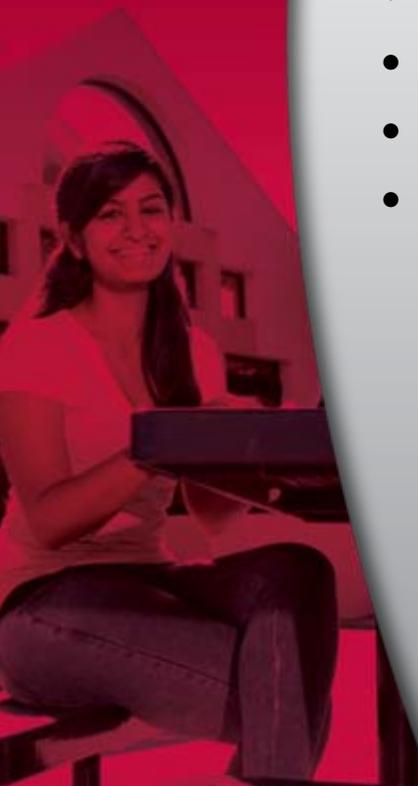
David Vigil





New Members of the LPC Family

- Christine Armson, Academic Services
- Alex Bachelor, Surg Tech
- Elizabeth Bettencourt, Counseling
- Neil Carey, BCAT/Tool Room
- Jason Craighead, PE
- Thomas Dodge, MSEPS/Lab Tech
- Teri Donat, CIS (temp)
- Deanna Horvath, Photography
- Julie Keener, ESL (temp)
- Dyan Miller, Dean of PEHW&A
- Marty Nash, English
- Ernesto Nery, Financial Aid
- Nadiyah Taylor, ECD
- Julie Thornburg, Student Services
- Emily Thuma, History (temp)
- Aimee Suzara, English (temp)
- Daysi Valle, Financial Aid
- Gary Wilkes, MSEPS/Lab Tech



Institutional Accomplishments

Understanding The Importance Of Teamwork

With a sense of **INTERCONNECTEDNESS**, a focus on **FUTURE THINKING**, and looking through the lens of **ABUNDANCE**, we should be proud of what we achieved as an organization:

- Accreditation
- Visioning Day
- “Common Ground”
- Flex Day





Teaching & Learning

- Student Success
 - [ARCC data](#)
 - [Completion and transfer rates](#)
- Programs & Services
 - Surgical Technology
 - Welcome Center
 - Enrollment (FTES, headcount, demographics)
- Facilities
 - Completed: Aquatics, M&O, IT
 - Construction progress: CCA and CDC
 - Swing space/secondary effects





Institutional Advancement

- Community Engagement & Outreach
 - Community Leadership Day
 - Health Sciences Summit
 - Presidential Advisory Council
 - Smart Choices
 - Community Newsletter
 - Operation Gateway
 - Presentations





Accountability

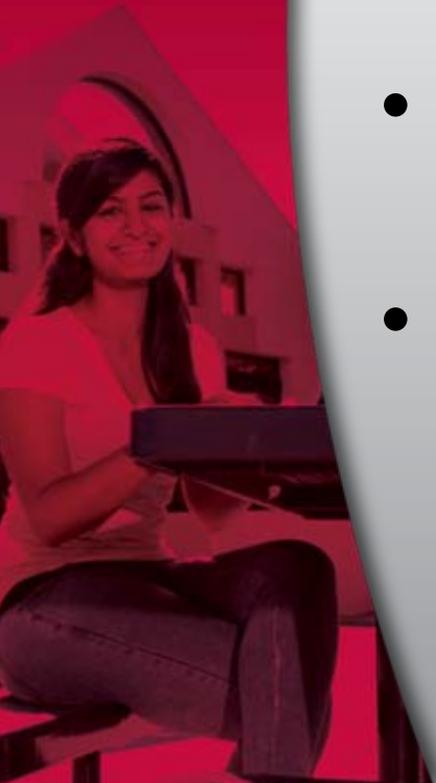
- Accreditation
- Strategic Planning
- Institutional Effectiveness
 - BRIC
- Program Review





Economic Development

- Health Sciences
- Automotive Technology
- Innovation Work Group
- One-Stop Center





Resource Development & Allocation

- Budget
- Enrollment Management
- Working with District to resolve 2009-10 budget situation
- LPC Foundation
 - Osher and Pedrozzi scholarships





Academic & Professional Excellence

- Staff Development strides
 - “Dialogue: A Follow Up to Our Initial Discussions...And The Connection To Campus Leadership” (seminar/workshop)
 - Merged with The Innovation Center, which is now renamed “Teaching & Learning Center”
 - NISOD abstracts shared campus-wide
 - Flex Day
- Governance leadership





Diversity & Pluralism

- Campus Change Network
 - Mural
 - “Inclusion” pilot
 - Action Plan
 - Sponsored events
 - “Brown Bag” discussion
 - La Semana Cubana
 - Italian Film Festival
 - NCORE attendance
- Veterans Program
 - Operation Gateway
 - MOU with Concord Vet Center
- International Student Program
 - International Education Week
- NACC Exposition & Pow Wow





Communication & Infrastructure

- Intranet made accessible from off-campus
- Governance committee revisions
- Information pipelines:
 - Town Meeting
 - Video Message
 - Board Report & Meeting Highlights
 - Yak ‘N Sak
 - Office Hours
 - “Coordination of Information” practices and talking points from meetings





Community Life

- Opened our doors to the community:
 - LPC events
 - Arts
 - Athletics
 - ASLPC and Student Clubs
 - Regional Science Bowls
 - California Commission for Economic Development
 - District 10 Candidates' Forum
 - Facilities Rentals (more than \$40K in 09-10)





Sustainability

- Environmental
 - Class Schedule online
 - Postcard mailer
 - “LPC Goes Green” webpage
 - Sustainability Task Force conducted transportation survey
- Economic
 - With budget reductions, managed to “do more with less”
- Social
 - Welcome Center



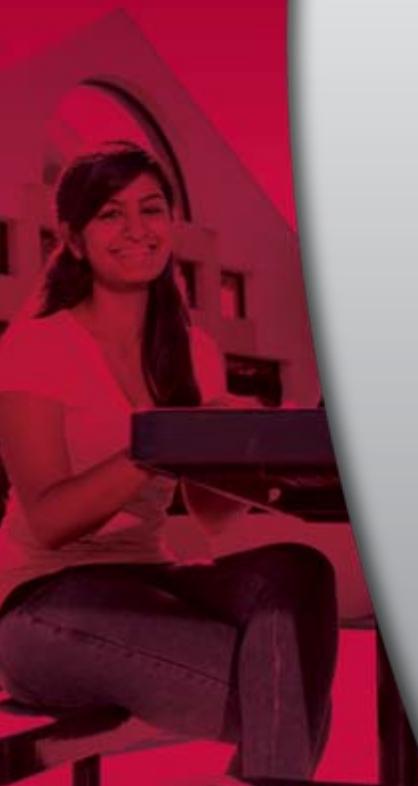


2010 – 2011: Areas of Focus

Planning & Progress

Programs & Projects

People





2010 – 2011: Accreditation

- **Follow-Up Report and Visit**
 - As ALO, Vice President Jones is coordinating efforts
 - Ad-Hoc Groups will continue work on Recommendations 3a, 3b, and 4
 - July 2010 – Complete writing of Follow-Up Report
 - August 1, 2010 – Begin College-wide dissemination of Follow-Up Report for review and comment through the Wiki process
 - August 31, 2010 – Special meeting of College Council to approve Follow-Up Report prior to Board submission
 - September 21, 2010 – Board of Trustees approve LPC Follow-Up Report at regular meeting
 - Report due on October 15, 2010





2010 – 2011: Strategic Plan

- Draft available for review online at:
http://grapevine.laspositascollege.edu/collegecouncil/documents/LPCStrategicPlanDRAFT_4-15-10.pdf
- Forward to Board of Trustees for approval at their regular meeting in July
- Will share with campus community at Convocation in August



2010 – 2011: Budget & Resource Allocation

- Anticipated impact of budget reductions
- Budget development processes
- DBSG sub-groups
- Hiring and SERP vacancies
 - President's recommendation to fill:
 - Lab Tech/Tool Room (BCAT)
 - Assessment Specialist (Student Services)
 - Administrative Assistant II (A&C)
 - Counselor
 - New positions for CCA and CDC





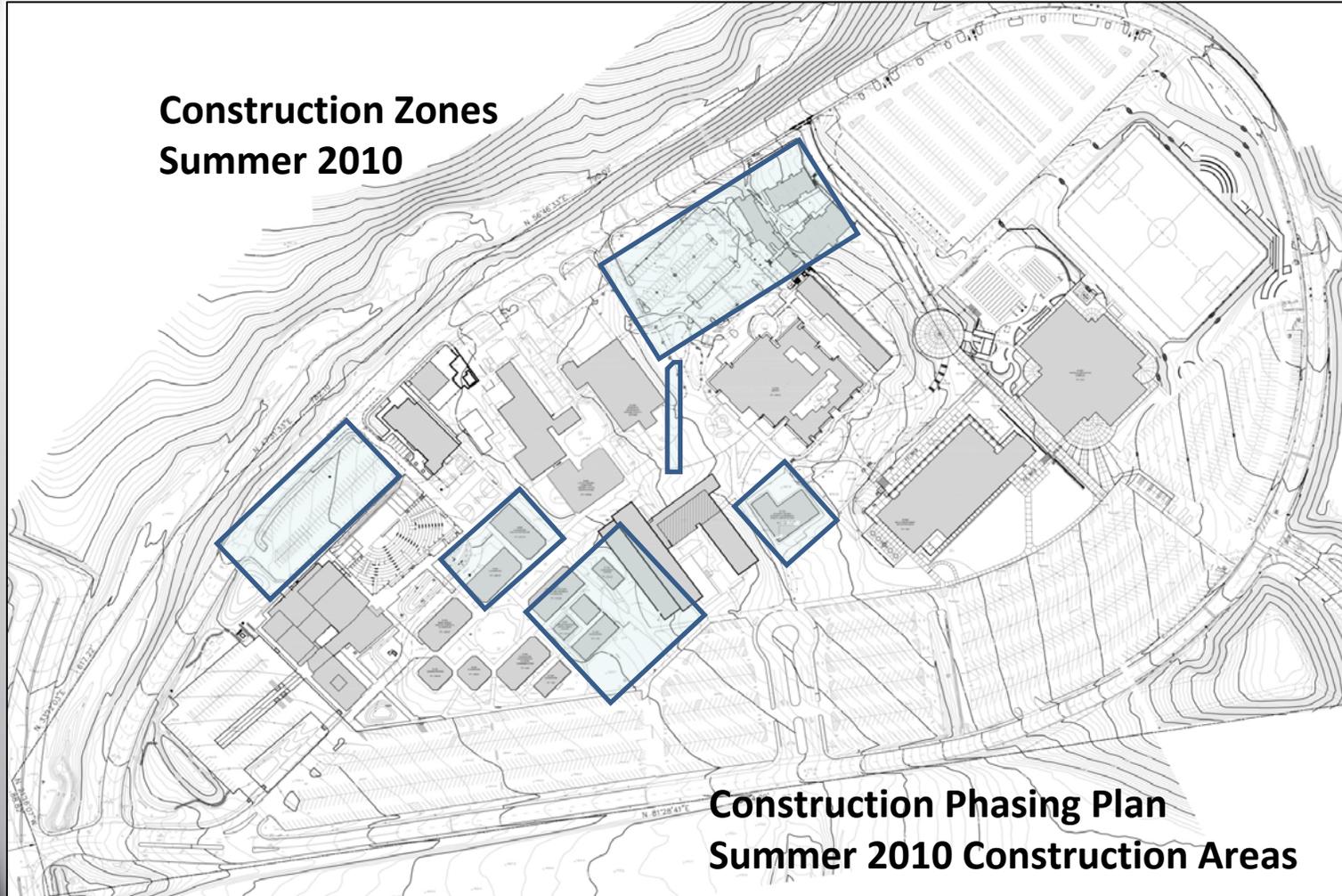
2010 – 2011: Institutional Planning & Effectiveness

- Establishing new Institutional Effectiveness Committee for Fall 2010
- Program Review
 - Develop “Common Tool”
- BRIC Program
- Continue to create a “culture of evidence”
 - Develop and enhance our “data-meister” skills



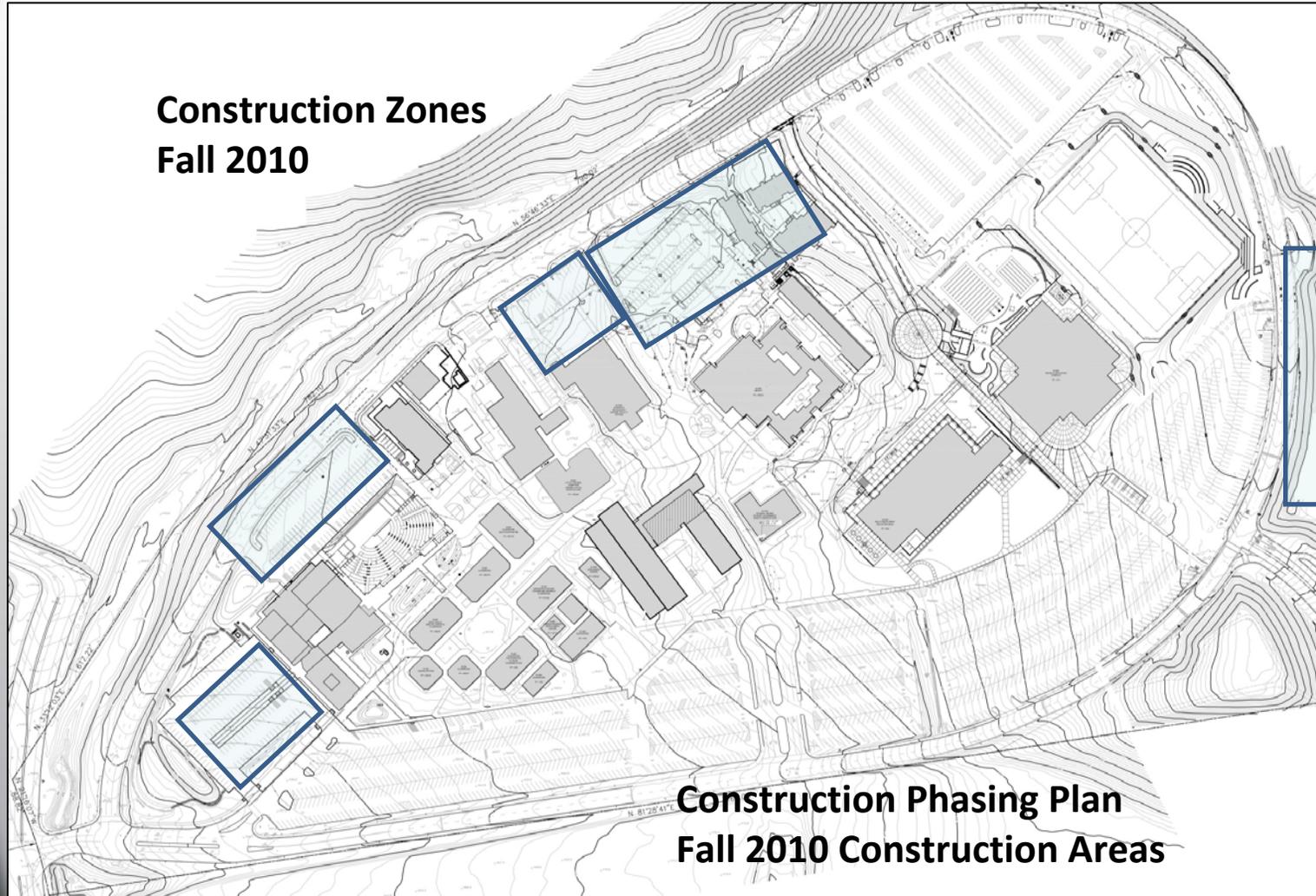
2010 – 2011: Facilities

**Construction Zones
Summer 2010**



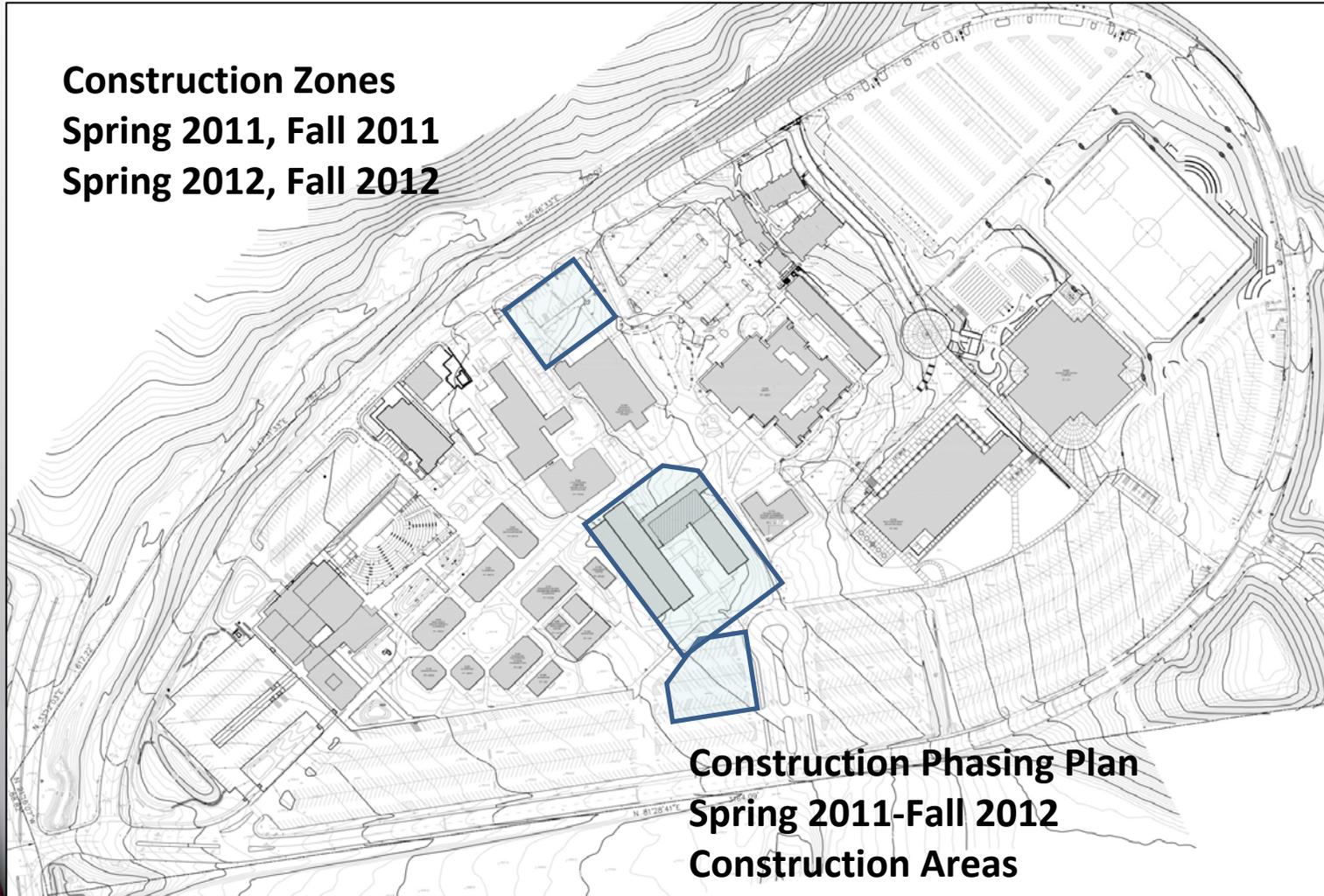
2010 - 2011: Facilities

**Construction Zones
Fall 2010**



2010 - 2011: Facilities

Construction Zones
Spring 2011, Fall 2011
Spring 2012, Fall 2012

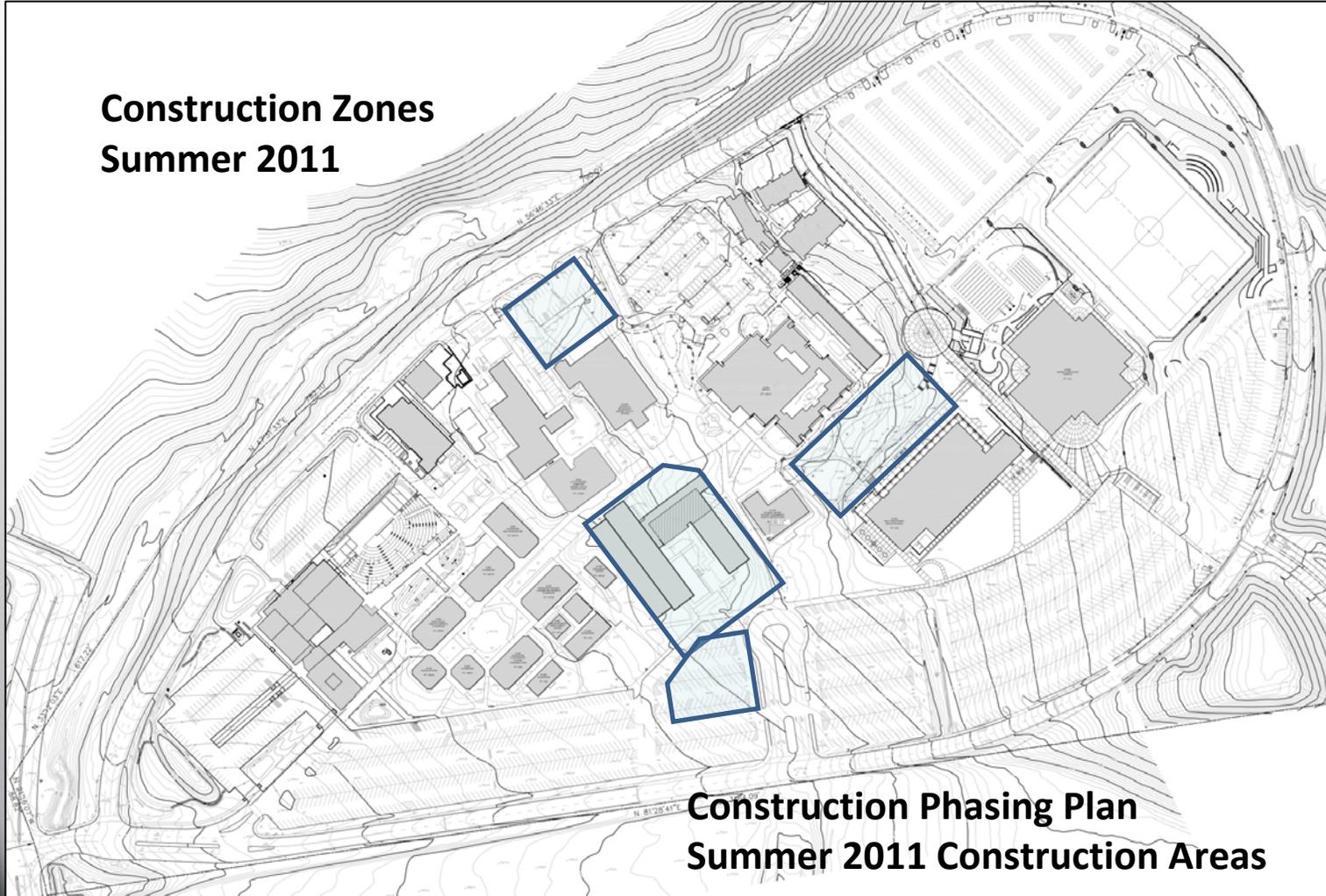


Construction Phasing Plan
Spring 2011-Fall 2012
Construction Areas



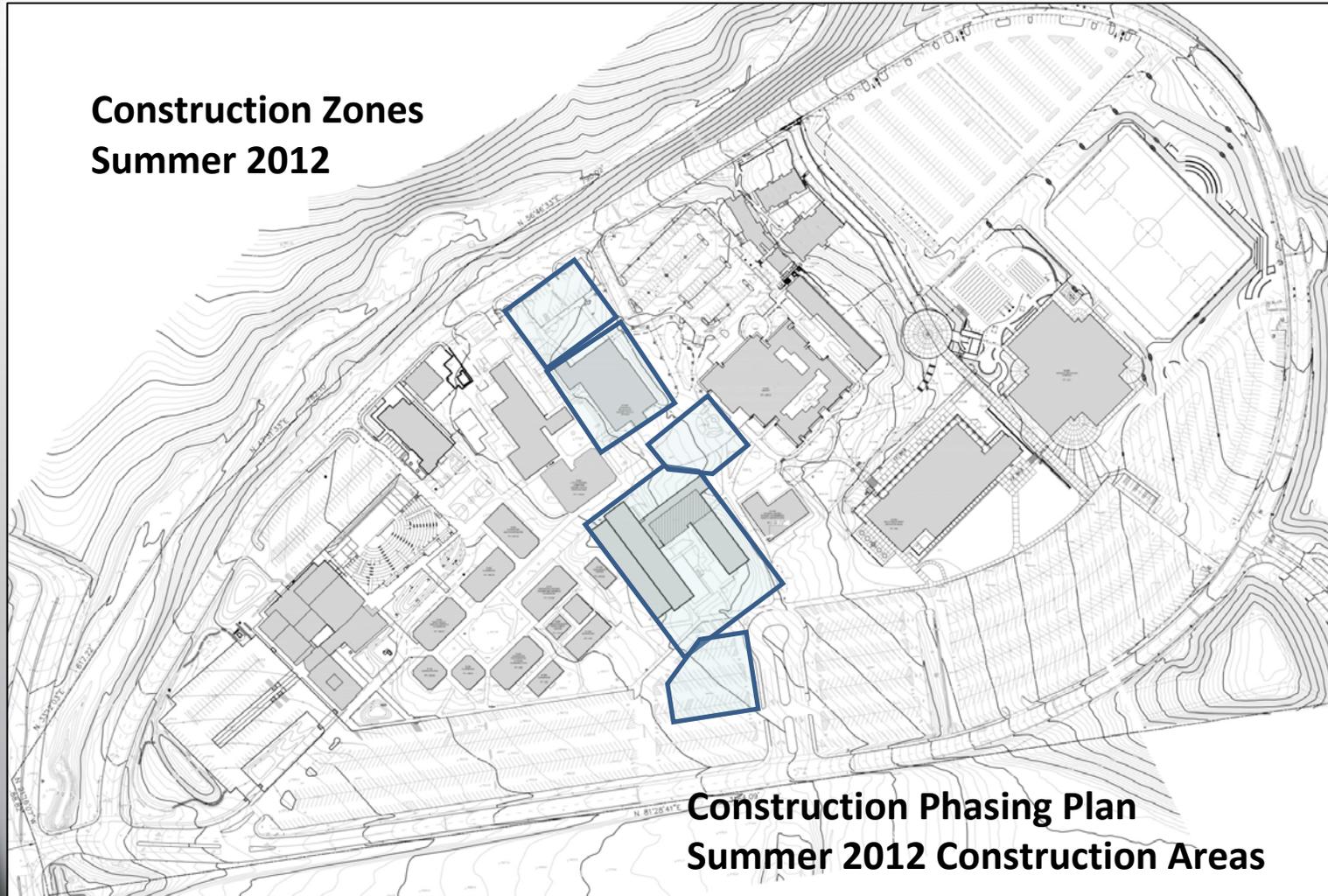
2010 - 2011: Facilities

**Construction Zones
Summer 2011**



2010 - 2011: Facilities

**Construction Zones
Summer 2012**





2010 – 2011: Participatory Governance

- Governance Handbook
 - College Council and Task Force developing revision of LPC's Governance Document
- Conduct assessment of governance system





2010 – 2011: Community Engagement

- Convocation being hosted at LPC in August
- New facilities will bring community to campus
 - CCA
 - CDC
- Innovation Work Group





2010 – 2011: Economic/Program Development

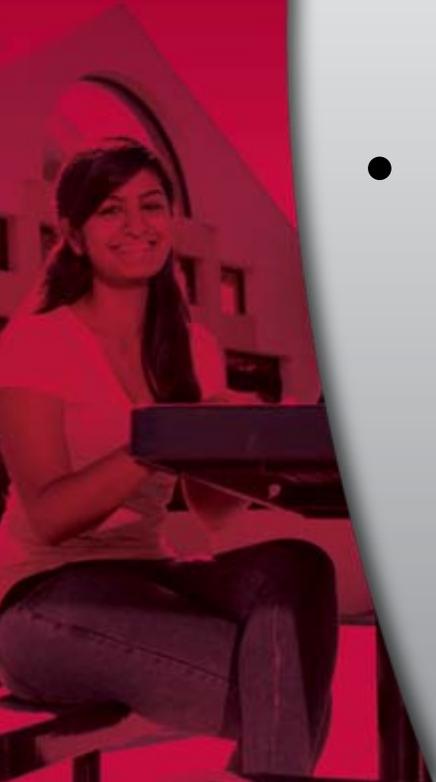
- Expand, strengthen, and build partnerships
 - Automotive Technology
 - Health Sciences
 - Veterans Program





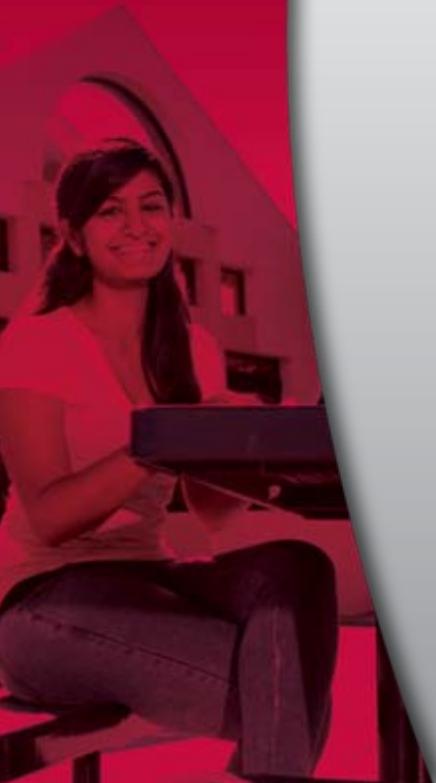
2010 – 2011: Student Success

- Focus on completion
- Basic Skills
- Provide students with the “LPC experience” both inside and outside the classroom
 - Academics
 - Access
 - Advocacy



2010 – 2011: Organizational Culture & Climate

- As an institution, both collectively and individually, we need to be deliberate about working to maintain LPC's "it factor"
 - Don't want to see us, as an organization, fall victim to those tendencies and changes to workplace environment
 - Recognize the impact of economic challenges on different levels, and be able to move forward





2010 – 2011: Leadership

- Constituency groups
- Governance
- Individually and collectively advancing our Mission, Vision, Values, and Strategic Goals
- “Lead where you are...”
- Unleash the innovators, risk-takers, and “entrepreneurs”



Concluding Thoughts...

- We've built up momentum and made significant progress in 2009-10
- In 2010-11, we'll continue to advance our Mission, Vision, and Goals
- Together, we can start a movement grounded by interconnectedness, forward thinking, and abundance... anyone willing to dance?

[Leadership Lessons](#)





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Questions & Comments?

