

SOLANO COMMUNITY COLLEGE
GOVERNING BOARD

UNADOPTED MINUTES
February 4, 2009

APPENDIX B

12. RETIREMENTS OF STAFF WITH 10 OR MORE YEARS OF SERVICE

(a) Resignations to Retire – Lurlean Robinson and Salvador Alcalá

<u>Name</u>	<u>Assignment</u>	<u>Effective</u>
Lurlean Robinson	Custodian 23 1/2 Years	February 1, 2009

Dr. Christensen, Director of Human Resources, and supervisor of maintenance and operations, stated that Lurlean began working at Solano College on August 22, 1985, as a custodian. She has worked as a Lead Custodian on a temporary basis being paid out-of-class pay, and has worked in all of the buildings on campus, including the Vallejo Center.

Evaluations reveal the following about Lurlean:

- Solid contributor who manages her fair share of the workload.
- Pitches in whenever the College is short staffed.
- Manages her time well.
- Produces quality work.
- Committed to quality.
- Pays attention to detail.
- Reliable.
- Good organizational skills.
- Works well with other staff.
- Shows initiative in completing her day-to-day duties.

Six months before he was assassinated, Dr. Martin Luther King, Jr., spoke to a group of students at Barratt Junior High School in Philadelphia in October 1967. Dr. Christensen quoted a portion of Dr. King's words that day on behalf of Lurlean.

“And when you discover what you will be in your life, set out to do it as if God Almighty called you at this particular moment in history to do it. Don't just set out to do a good job. Set out to do such a good job that the living, the dead, or the unborn couldn't do it any better.

If it falls your lot to be a street sweeper, sweep streets like Michelangelo painted pictures; sweep streets like Beethoven composed music; sweep streets like Leontyne

Price sings before the Metropolitan Opera. Sweep streets like Shakespeare wrote poetry. Sweep streets so well that all the hosts of heaven and earth will have to pause and say, 'Here lived a great street sweeper who swept his job well. If you can't be a pine at the top of the hill, be a shrub in the valley. Be the best little shrub on the side of the hill.'"

Ms. Robinson was gifted with flowers from a co-worker and received a standing ovation and applause from the audience congratulating her on her retirement.

Ms. Robinson thanked Dr. Christensen for his kind words and said how much she loves Solano College that has been home for 23 years, and that she has enjoyed working at the College, making it look better for the students.

<u>Name</u>	<u>Assignment</u>	<u>Effective</u>
Salvador Alcalá	Dean, Financial Aid/EOPS 31 Years	April 21, 2009

Dr. Don Mourton, Interim Vice President of Student Services, spoke on behalf of Dean Alcalá.

Sal came to Solano in 1978 and has served the College for 31 years. Sal is known for his knowledge of Financial Aid and service to students. In addition to his work at the College, he has served on a number of boards and committees in the community. Sal has always been there to help students when asked. It is hard to replace a person with such knowledge and skills, you will be missed,

Dr. Mourton, on behalf of the College and students, thanked Dean Alcalá for his years of service to Solano. You have helped many students get a college education.

Dr. Shirley Lewis, Director of Student Development, was recognized by the Board President, who requested to speak on behalf of Dean Sal Alcalá.

"It gives me great pleasure to pay tribute to Mr. Salvador Alcala this evening in light of his pending retirement after more than 30 years of service to the students of Solano Community College.

I have had the privilege of knowing Mr. Alcala for over 11 years as my colleague in Student Services. As I reflect on his contributions to our school and community, I can honestly say that he deserves our esteem and admiration.

Mr. Alcalá is a shining example of a man who has met the challenges of life's obstacles and has achieved much in his successful career. Sal, as we know him best, grew up in Stanislaus County in the small town of Riverbank, population: 3,500. He is a product of Oakdale High School and Modesto Jr. College, where he majored in History. He went on to receive his bachelor's degree and teaching credential from Chico State (where, he made known to me, that he was never invited to any of the parties) and later earned his master's degree in public administration from Sacramento State.

After a short stint teaching English as a Second Language in Watsonville, Sal began his distinguished career in student services at a time when student financial aid

programs were in their infancy. At the University of California, Davis, Sal was the Assistant Director of Financial Aid of both the Education Opportunity Program and Special Services where he engaged in financial aid administration and counseling duties.

In 1978, Solano Community College hired Sal as the Assistant Dean of Financial Aid and Student Placement Services. In 1996, he became the Dean of Special Services, Financial Aid & EOPS. During Sal's tenure, he has been responsible for the overall administration of scholarships, grants, college work-study, federal loan programs, the Extended Opportunity Program and Services; the Tutoring Center; and Student Placement Services.

I can truly say that Sal is the most sought-after employee by students on this campus! Every semester for the past thirty years, Solano students line up at Sal's door needing financial assistance and inquiring when their checks will be ready. No matter who the student is or their circumstance, Sal has treated each one as an individual. He is an honest, compassionate person who is respectful of others. He strictly adheres to a policy of confidentiality where required and has never allowed stressful situations to negatively affect his dealings with students, staff, and colleagues.

Sal has affected the lives of those he works with and of the thousands of students he has served in a personal and professional way. I have known Sal to be a self-confident and assertive leader. He has been a strong advocate for his department and for low-income and underrepresented students at Solano Community College, serving as an important role model to our Latino students and others. He has been firmly committed to student access and courageous in speaking out on behalf of students and in support of categorical programs such as EOPS at the local and state levels.

Sal has been active in campus affairs, including having served as the chair of the college's re-accreditation committee on governance and administration in 1992-93. As an administrative leader, he has provided an important voice to decision-making on our campus. I have long admired his ability to provide alternative, and sometimes opposing viewpoints, for discussion in committee meetings of Student Services Managers, FABPAC, and the Shared Governance Council. As the chair of the Ethnic Minority Coalition, Sal has taken a leadership role in encouraging multi-culturalism and promoting diversity on campus.

Sal Alcalá is to be commended for his active role in professional and community affairs. Sal has an outstanding reputation statewide for his knowledge and understanding of federal student financial aid and other special services programs. In fact, long before I came to Solano Community College, I had heard about Sal Alcalá as being an expert in his field.

At the state and national levels, Sal Alcalá has served on numerous boards, including serving as:

- President of the California Assn. of Student Financial Aid Administrators (CASFAA) – 1986
- Chairperson of the Committee for Minority Concerns for the National Association of Student Financial Aid Administrators (NASFAA) -1984/86;
- Representative-at-large for on the NASFAA National Council with distinction as the first member of a CA community college to ever serve on this national board; and,

- President of the California Community College Student Financial Aid Administrators Association (CCCSFAAA – 1983/84.

Sal Alcalá's vast experience has included serving as a Title 5 grant field reader and financial aid delivery system trainer for the U.S. Department of Education, and serving in different advisory roles to the California Student Aid Commission. He has received numerous professional awards from NASFAA, CASFAA, and CCCCSFAA for outstanding service and leadership. He has been a presenter, moderator, and panelist over the years on such important topics as servicing the economically disadvantaged; managing a multicultural workforce; cross-cultural counseling; satisfactory academic progress policies and their effect on minority students; and minority and disadvantaged student concerns.

In addition, Sal's dedication to serving others includes extensive community involvement including serving as our campus liaison on the Solano County steering committee on welfare reform and being instrumental in instituting a CalWORKs program at our campus. He serves or has served on numerous county boards and councils including the Solano County Family Children's Services Council, Children's Alliance, Children's Network Council, Solano County Homeless Advisory Committee, and the Alcohol and Drug Abuse Master Plan Committee, among others. Sal is the current Solano Community College Coordinator of the United Way campaign and he has also served as the President of the Davis Democratic Club.

Sal Alcalá's pending retirement evokes many mixed emotions. His retirement will leave a void and we will be bereft without his leadership and wealth of knowledge. On behalf of everyone in Student Services, we thank him for his many years of loyal service. We are happy that he will have the opportunity to spend quality time with his beloved wife Susan, son David, daughter Monica, and his two young grandsons Evan and Jason. We wish Sal good health, spiritual wealth, and all the time in the world to pursue his interests and hobbies.

As you leave Solano Community College, please know Sal that you take with you our heartfelt gratitude and warm appreciation."

Mr. Zafer Sun, Employment Development Officer, was recognized by the Board President, requesting to speak on behalf of Dean Sal Alcalá.

"It is a bitter-sweet pleasure for me to come up here tonight to recognize one of our best, Mr. Sal Alcalá, Jr., as he is about to embark on a new phase of his life as a retiree. Dean Alcalá is an educator and a public servant who has relentlessly fought to empower the underprivileged by making higher education affordable and possible. Many of these individuals would not have the opportunity to better themselves without his diligent contributions.

After an eight-year "apprenticeship" with the University of California, Davis, Sal came to Solano Community College to execute his "journeyman" and "Master" level administrative leadership for a stint that has covered over 30 years.

Aside from the thousands of students that benefited from his dedicated service and unwavering support, quite a number of SCC employees, myself included, benefited from his guidance and mentorship.

I am privileged to have worked with him for the first 15 years of my career here at Solano College. He has always been a just and supportive supervisor. I am personally grateful for his mentorship, as well as his friendship. I am certain that the same sentiments are shared with all who worked for and with him.

It is almost impossible to recognize and cover the accomplishments of Sal Alcalá in such a short time. Dean Alcalá's retirement is a huge loss for Solano Community College. However, I cannot think of anyone else who is more deserving than him after serving students day in and day out for nearly forty years, giving his 110% every single work day.

My sincere best wishes to him and his family.”

Student Trustee Brannen commented that in 2003 Dean Alcalá made it possible for a “down on his luck truck driver” at age 33 to come back to school. Student Trustee Brannen greeted Dean Alcalá with a handshake and thanked him for his service to students.

Trustee McCaffrey stated that Dean Alcalá also helped him as a student and thanked him for his years of service as a friend and mentor. Trustee Claffey thanked Sal for what he has done for him personally, his family, and for the numerous students at Solano over the years. He offered congratulations on his retirement.

Dean Sal Alcalá thanked Dr. Mourton, Dr. Lewis, and Mr. Sun for representing him and for their very kind words. He stated it is hard to “crunch” 31 years of service into a few words. Dean Alcalá stated that clearly there have been many people over the years, including faculty and staff and Board members (past and present), who have supported him in his efforts to serve students, and that he could not have done it without each of them. It is this support that makes you want to come to work each day to persevere daily and help students improve their lives. That is what Solano College is all about. Dean Alcalá commented he is confident that students will continue to thrive at Solano, and matched his staff to any within the state and nation.

Moved by Trustee McCaffrey and seconded by Trustee Keith to accept the resignations to retire for Lurlean Robinson, effective February 1, 2009, and Salvador Alcalá, effective April 21, 2009. The motion carried unanimously.