Dear Colleagues:

Executive Vice President Reyes has been holding open forums for the Academic Affairs reorganization. He is reporting excellent conversations taking place and also questions being raised about different issues. At this time, the most controversial issue seems to be the positions we plan to fill. The last SPDIRECT featured several of the positions and the rationale behind them. I invite you to contact me if you need explanations to anything we might have shared. Furthermore, it may be helpful to your colleagues if they misunderstand something, or if they did not get the information we share with everyone to help them. I just want to make sure that you are informed; though you may disagree with me.

The administrative structure of the college is built on the people it has. There are several factors one should consider in building or strengthening an infrastructure:

- Quality of the personnel
- Quantity of personnel
- Possibility for succession (succession plan)
- Critical nature of the personnel
- Possibility for savings
- Possibility for compliance
- Possibility to bring revenue

To the last point, the current situation in the state shows that we are not able to totally or consistently depend on the state government for our long-term financial well-being as an institution. Without other means to bring additional funds to the College, we will have a hard time keeping up with our obligations and we will continue to fail to support the necessary ongoing development of our faculty and staff. The end result will be less innovation and further development of a cadre of employees. When we cannot hire a lot of people, we need to have strong people in place, and that sometimes requires that we redefine and upgrade the positions or downgrade them.

In the following table, I am sharing with you which of the above categories the positions fit.

<table>
<thead>
<tr>
<th>Position</th>
<th>Category/Consideration</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Coordinator of Marketing and Recruitment</td>
<td>Revenue: To focus on international student recruitment and cooperate with the foundation to enhance our fund raising capability.</td>
<td>Will also focus on low income students who need guidance to make it to higher education.</td>
</tr>
<tr>
<td>Accounting Manager</td>
<td>Compliance and succession: Audit issues and grant accounting.</td>
<td>75% to be paid through external sources.</td>
</tr>
</tbody>
</table>
(Continued from page 1)

<table>
<thead>
<tr>
<th>Position</th>
<th>Compliance and Succession</th>
<th>Replacement and Responsibilities</th>
</tr>
</thead>
<tbody>
<tr>
<td>HR Manager</td>
<td>Compliance and succession.</td>
<td>Not a new position, but a replacement with broader responsibilities and will allow HR to attend to issues of training and implementation of a paperless and user-friendly recruitment and hiring module. Will assist us in diversity and professional development.</td>
</tr>
<tr>
<td>Director of Financial Aid</td>
<td>Compliance and savings: To disburse federal aid to students we must have a director.</td>
<td>This position was a Dean of Enrollment Management. We evaluated it and felt that a director of financial aid will suffice. It will save us some funds.</td>
</tr>
<tr>
<td>Director of Research and Planning</td>
<td>Compliance: Data and effectiveness.</td>
<td>We are required to, and we should, analyze and use data for decision making.</td>
</tr>
<tr>
<td>Aeronautics Faculty</td>
<td>We must have a full-time faculty member or we cannot offer the program.</td>
<td>We currently have a temporary full-time faculty member in the position.</td>
</tr>
<tr>
<td>Welding Faculty</td>
<td>We must have a full-time faculty member or we cannot offer the program.</td>
<td>We currently have a temporary full-time faculty member in the position.</td>
</tr>
<tr>
<td>English</td>
<td>Conditional upon the taxes getting on the ballot.</td>
<td>Ranked third among the faculty positions.</td>
</tr>
<tr>
<td>Mathematics</td>
<td>Conditional upon the taxes getting on the ballot.</td>
<td>Ranked fourth among the faculty positions.</td>
</tr>
</tbody>
</table>

I take it as my responsibility to explain what we are doing in staffing and expenditures. I ask that you contact me if you ever have a question or need explanation for any of our actions. While there may be rumors about different actions, please verify them to the extent that you can and may they rest in peace with you by not promoting them yourself if you cannot verify they are true. I would be happy to verify rumors that involve College operations and budgets for you. If we make a mistake, we will own it and correct as soon as we can.

Starting the end of the month, I have scheduled time to visit each unit and division, not only to sense where you are with the proposed reorganization, but also to dialog about other things that may be on your mind. In these difficult times, the best we can do is to have honest and respectful dialogs. These means may lead to excellent outcomes. Our vice presidents have made themselves available to you in open forums to explain budgets and reorganization. They are taking your comments seriously. Feel free to email them if you cannot or could not attend the forums. You will have an opportunity to question me directly at your meetings and I respectfully respond to emails and inquiries; feel free to email me. You may also use your Academic Senate or unions to address your concerns and provide input. It is not possible to satisfy each interest because as a community of learners and scholars we have different, competing, and divergent views. We have to reconcile them all into what we believe is the best for the College, for our students, and for our employees.

We continue to monitor the budget situation and will know by the end of next week where we are. VP Ligioso will continue to keep you posted on the latest developments.

Have a nice weekend! Please take care of yourself? Despite the tough times, please consider the plight of our Japanese brothers and sisters and help as you can or take a lesson from their situation. We have much to be happy for.

Jowel C. Laguerre, Ph.D.
Superintendent-President
Mission Statement

Solano Community College prepares a diverse student population to participate successfully in today’s local and global communities. We accomplish our mission by providing:

- quality teaching
- innovative programs
- effective transfer preparation
- a broad curriculum
- services that are responsive to the needs of our students
- life-long learning
- economic and workforce development

Speaking to Vallejo Chamber of Commerce

I had an opportunity to speak with the business leaders in Vallejo. I shared with them the success of the College, our future in Solano County/Winters and our efforts in Vallejo. The talk was well received. Trustee Young, Mr. Bostic, Mr. Reyes, and Dr. Kea were also in attendance.

Administrative Leadership Group Budget Meeting

We held a budget discussion with the College managers. VP Ligioso presented the budgetary situation and we asked for the managers to help us identify potential savings in their own areas. Administrative Leadership Group (ALG) will meet to discuss their role in helping the College close the budget gap. Administrators have expressed their willingness to set the examples in accepting reductions in compensation.

Meeting on Partnership with Adult School

Vickie Good, the principal of the Fairfield-Suisun Adult School, and I met and discussed ways the Adult School and the College can work together to bridge the experiences of students. We will bring together College personnel to discuss potential partnerships. Professors Melissa Reeve and Jane Berger have started cooperation with the Adult School for English as a Second Language.

Discussion on Middle College High School with Vacaville Unified

Executive Vice President Reyes and I met with Superintendent Aycock and Mark Frazier to discuss the potential of a Middle College High School at the Vacaville Center. We agreed to look at existing models in California and elsewhere. This is exploratory, but possible. Because of the existence of the life sciences and medical activities in the vicinity of the Center, we are looking at a STEMM (Science, Technology, Engineering, Mathematics and Medicine) theme for the Middle College High School.

Long-Range Planning Meeting with MIG

Several members of our staff met with MIG, the firm that developed our current Educational Master Plan, to discuss a review of the plan and a revision to meet our current realities. We set up a follow-up meeting for this month. We will expand the group to ensure deep institutional involvement.

Visit to PAL at the Matt Garcia Center

Several members of ALG visited the Police Activities League (PAL) Center to get acquainted with the programs they offer and to explore ways the College can support the PAL Center through existing programs.

Hands Across California 04/17/2011

History will be made as over 2 million people join hands in one continuous line up and down California, all in support of California Community Colleges and their nearly 3 million students. Mark your calendar and be counted. Watch for more information.
Vallejo Education and Business Alliance

The Alliance membership includes: Two trustees from the College, one trustee and two employees of the Vallejo Unified School District; CEOs of Touro, Cal Maritime, and Solano; CEOs or Officers of the Chambers (Vallejo, Black, Hispanic, and Filipino); and two members of the City Council. The group will expand in committees in the near future to include faculty and staff from these organizations. Our last meeting was invigorating as we all dream of what education in Vallejo could be. Trustees Young and Thurston are on the committee.

Teen Expo at Solano Community College

The College co-sponsored with Delta and EMBODI, a Teen Expo on Saturday, March 12. Several Solano Community College students, Mosta Ghouse, Peter Bostic, and Dr. Karen McCord were involved in the program. Approximately 150 young people were present and were treated to some good workshops to help them make wise choices in their lives. Trustees Young and Chapman were in attendance.

Foster Parents Conference Welcome Remarks

Dean Rota and Ms. Dottie Fair hosted a very impressive Conference for Foster Parents and professionals in the field. The conference was well attended. Ms. Fair put on a very good conference to support the parents who sacrifice so much to welcome children with major needs into their home. I want to thank them both for involving me in the program.

Osher Scholarship

Nine students were awarded the Osher Scholarships last Friday in front of a group of faculty, administrators and students. The scholars met the Board at the March 16 meeting. Professor Ginger Cain; Deans Myers and Julian; Interim CIO James Ennis; Judy Spencer, Nora O’Neill, and Karen Mitchell were among the attendees. You will hear more about the scholarship in the coming weeks and months.
**Important Dates to Remember**

**Special Events**
- May 20 – 65th Jazzy Anniversary
- May 25 – Graduation, Doc Hollister Stadium (10:30 a.m.)

**Upcoming Board Meetings**
- April 6 – Regular Meeting
- April 20 – Board Retreat

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**Strategic Proposals Approved**

By Chris Myers, Interim Director of Research and Planning

The Solano College strategic/operational proposal process came to fruition on March 3 when the Superintendent/President’s Cabinet (SPC) approved two strategic proposals for the 2011-12 academic year. The Foster Youth Success Initiative Pilot Program was funded for $8,000 to support foster youth success at Solano College. Under the leadership of Maureen Mason-Muyco, the program will teach participants academic, occupational/employability, and personal life skills, as well as provide educational planning and advising.

The Mandatory Orientation program, championed by Erin Vines, will be implemented using existing resources to increase the probability that entering students will be successful at Solano College through participating in in-person or online orientation. To assure student participation, non-exempt students will be blocked from registering for classes until they have completed the orientation process.

The annual strategic/operational proposal process begins in May when proposals may be developed by Solano College employees to request funding or approval of college-wide initiatives (strategic proposals) or unit specific initiatives (operational proposals). Review Groups (RGs) assess completed proposals and forward the proposals to the Shared Governance Council (SGC). Next, the SGC evaluates and ranks the proposals, and then forwards supported proposals to the Financial and Budget Planning Advisory Council (FaBPAC). FaBPAC reviews the proposals to validate needed funding and then forwards its recommendations to the Superintendent/President’s Cabinet (SPC). Lastly, the SPC determines final approval status and funding sources for approved proposals.

Those interested in submitting a strategic or operational proposal will find detailed instructions in the Integrated Planning Process (IPP) located at: [http://www.solano.edu/institutional_research/ipp/](http://www.solano.edu/institutional_research/ipp/) and applicable forms in My Groups under: Administration\Research and Planning\Planning (Faculty and Staff)\IPP Documents\Forms-Word. Questions may be addressed to Jeff Lamb (ext. 7250; Jeffrey.Lamb@solano.edu), Chris Myers (ext. 7278; Christopher.Myers@solano.edu), or Donna Vessels (ext. 7116; Donna.Vessels@solano.edu).

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**Division and Unit Meetings in April to Discuss Reorganization**

- Counseling – April 7 – 12:30
- Humanities – TBS (To be scheduled)
- A&R – April 14 – 10:00
- Math/Science – April 7 – 2:00
- Health Occupations – April 25 – 3:00
- PE – April 28 – 1:00
- Fine Arts – April 26 – 2:30
- Vallejo Center – April 29 – 8:30
- Vacaville Center – April 25 – 12:30
- Learning Resources – April 15 – 1:00
- Career Tech and Business – April 12 – 2:30
Solano Sports

Solano Men’s Baseball led off the week of March 7 ranked #7 in Norcal and the winners of eight straight games. On Tuesday they took on Laney College of Oakland. Solano scored nine runs in the final two innings for a 12-5 win. The game on Thursday was moved to Friday due to field conditions at Yuba College and on Friday, won the game 5-2. On Saturday the Falcons faced Los Medanos College at home and came away with a 5-2 win.

Solano finished the week ranked #5 in NorCal, with a win streak of 11 games and an overall record of 13-4 and 5-0 in Bay Valley Conference play.

Solano Women’s Softball started off the Bay Valley Conference season 2-0 with two wins over Mendocino College. Solano won game one of the doubleheader 7-1. And in game two, Solano won 3-0. Then in the Ohlone tournament the Falcons won two more games defeating Redwoods 9-1 and followed that up with a 5-2 win over Monterey Peninsula CC.

The softball Falcons are currently ranked #4 in NorCal, based on their strength of schedule and wins so far this season.

Men’s and Women’s Swimming and Diving had another successful meet at the Sixth Annual Mariner Invitational. Arthur Jackson placed first in both the 1 and 3 meter dives at the College of Marin. The Woman’s Swim Team placed third overall behind Diablo Valley College and Pasadena City College.

Solano Football Head Coach Floyd Burnsed was awarded the “Regional Coach of the Year” by the California Community Coaches Football Coaches Association at their annual meeting in Visalia. The Falcons finished their regular season at 9-1 and won the Bay Valley College Championship last fall.
Student Gives Thanks for Faculty

Thank you from a Solano Community College student.

“Dear President Jowel Laguerre,

My name is Alden McLean and I am a young student that attends Solano Community College. I would just like to thank you for all the work you and your staff have done to help me and my fellow students achieve success. The community colleges are great places that are helping the people in our community live more educated lives.

I have been most impressed with the professors’ instruction; they have created a perfect learning environment for me and everyone I know of. The teachers here really make a noticeable effort to help their students excel in all that they do. They are all passionate, helpful, and amiable. They are truly passionate about their subject matter, and just as important, teaching their students. This passion carries over and helps us develop both academically and personally.

In conclusion, thank you again for all the work that you put forth. This campus is a better place because of it. I know that you are helping this community grow in numerous ways.

Thank You.

Alden McLean”

Chili Cook-Off in Admissions & Records

The Office of Admissions and Records (A&R) held its annual chili cook-off event. This is the fourth season for hosting this event. The employees bring in their best batch of chili made with their own special recipe and then the chili is tasted and judged. Our own Judy Spencer was one of the judges for this year’s competition. The results are:

3rd Place - #3 (Leeh Majzoub)

2nd Place - #2 (Julie Ennis)

1st Place - #1 (Laurie Cheatham)
Career Education Fair

By Debora Berrett

If you are part of a career education program please read the following:

On Sunday, May 1st from 10am-3pm, the Vocational Education committee and Tech Prep will host a fair to promote the College's career education programs and celebrate “65 Years of Building Careers.” The main topics/information for the fair are as follows:

1. The event will target high school students with their parents, and the community at large (unemployed workers retraining, etc.)
2. The event will be heavily promoted (radio, newspaper, canvassing of high schools, Facebook) and we are hoping for a large turnout.
3. We envision something "big" with participating SCC programs taking an active role, for example:
   - The Fire Academy will bring fire trucks and give demonstrations (such as the use of fire extinguishers and fire hoses)
   - The Criminal Justice department will have police cars and K9 units on display.
   - The Cosmetology department will donate free manicures as prizes and have an open house.
   - The Drafting department will have hands on demonstrations for community members.
   - The Photography department will give demos, short seminars, and have special photo displays highlighting people in the workplace.
4. We will be asking ASSC to host or co-host a BBQ for visitors.
5. There will be free drawings--suggested prizes include bookstore gift certificates, $100 tuition reimbursements, and prizes donated by local businesses, or from advisory committees.
6. We hope to get participation from local industry (to provide prizes and support) and will welcome successful graduates (to talk to prospective students about their experiences at the College).

We hope all career education programs (i.e., any program that receives VTEA money) will participate. Ideally participating programs will have some kind of demonstration highlighting the specific program, though it may simply be scheduled presentations to educate the public about different programs (for example, a tour of the horticulture facility at 11:30 a.m. and 2:00 p.m., or a surveying demonstration by the county surveyor in front of Building 1400 at noon) and a general open house.

The first step is to find out what programs will be involved. From there we can iron out the specifics. Each department can take care of their own areas of expertise but we will organize the overall event (promotion, working with facilities for needed equipment/space, creating maps and informational material for visitors, organizing a schedule of events, etc.)

A reservation form will arrive in a few days and to get the best prices on advertising we will need to know who wants to participate by Feb 16. For questions contact Debra Berrett – Occupational Education Coordinator at extension 7139.

Thank you!

Career Education Fair Committee