Dear Colleagues:

We are coming to the end of the 2011-2012 academic year-- a year in which we struggled to make decisions to eliminate a number of classes, positions, and activities we hold dear. As we face the 2012-2013 academic year, our financial prospects do not look any better, however, SCC is now better prepared to address future financial difficulties.

This Wednesday we will celebrate the accomplishments of over one thousand students who have called Solano Community College their home and will now graduate. Graduation is also a tribute to a group of women and men called the SCC faculty and staff who have put their hearts and souls into educating these students, forming them into thoughtful, ethical citizens: literate and skilled.

Meeting with faculty and staff from School of Sciences: As the result of the resignation of Dean Betsy Julian, I met with various members of the School of Sciences. We discussed the replacement of the Dean and the various steps we could take in the interim. The exchange of ideas was valuable and I am sharing the final report with all of you:

Report on School of Sciences Faculty and Staff Meeting Notes
Jowel C. Laguerre, Ph.D.
May 20, 2012

School of Sciences changes:
The Dean of the School of Mathematics and Science has submitted her resignation effective July 10, 2012. I met with several faculty and staff from the School of Sciences who felt that this Dean replacement matter provides an opportunity to consider again, the second College reorganization plan that was proposed recently and to implement a new School by July 2013. If we implement the proposed changes that are being considered, the workload of Dean of the School of Sciences will be alleviated.

Feedback from meeting with Math/Science faculty and staff:
I will bullet the major feedback received from our School of Sciences colleagues as follows:

• The size of the current School of Sciences is too large for a single Dean: perhaps it would be more effective to split the School into one Dean for Math and one Dean for Science during this interim period of July 2012-July 2013.
• Some faculty and staff believe that it behooves us to lower the overall workload for the Dean by splitting the position into two Deans and adding coordinators.
• Before recruiting from outside of the College for permanent Deans, we need to reconsider the reorganization that was discussed earlier this academic year.

Suggested models to replace the current Dean:
• Split the position into two Deans: One for the Sciences and one for Mathematics and Engineering:
  ➢ Have a division of Mathematics and Engineering led by an Interim Dean
  ➢ Have a division of Science (Life sciences, Social and Behavioral Sciences) led by an Interim Dean
• Have a coordinator to support the work of the Mathematics Dean
• Have a coordinator to support the work of the Science Dean.
  -or-
• Have one Dean, and one Associate Dean to be able to help the Dean, for example, with evaluation
**Current Proposal:**

- In the meantime, the proposal I am putting forward to the School of Sciences, Shared Governance Council/FABPAC and the Governing Board is to put in place two Interim Deans and two Coordinators: one for Mathematics and one for Science.

**Costs:**

The salaries of the two Interim Deans will be covered by the salary of the current Dean and a vacant administrative position. There will be some additional savings which will also help us cover the release time for the coordinators. In other words, this proposal will not negatively affect the College budget for 2012-2013.

**Benefits:**

- Opportunities for faculty to gain valuable administrative experience
- This model may be evaluated as a College wide pilot as we move forward to reorganize.
- The expectation is for the School of Sciences to be reconstituted by July 2013.

**Timeline for action**

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<thead>
<tr>
<th>Activity</th>
<th>Approximate Date</th>
<th>Responsibility</th>
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<tbody>
<tr>
<td>Communicate results of School of Math/Science feedback to all</td>
<td>Monday, May 21</td>
<td>SP Laguerre</td>
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<tr>
<td>Presentation to Shared Governance and FABPAC</td>
<td>Wednesday, May 23</td>
<td>SP Laguerre/VP Liglioso</td>
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<tr>
<td>Advertise positions</td>
<td>Thursday, May 23 (after SGC/FABPAC)</td>
<td>Human Resources</td>
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<td>Review of Applications</td>
<td>Tuesday, May 29</td>
<td>Committee</td>
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<tr>
<td>Interviews</td>
<td>Monday, June 4</td>
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Please let me know if you have any questions.

**Citizen Bond Oversight Committee meeting:** The CBOC met last week to discuss the status of the current SCC bond. The CBOC continues to be pleased with our progress regarding the bond and our 2010 Audit report. Some CBOC members have attended presentations and workshops of the Facilities Master plan to gain a better understanding of the needs of the College.

**Solano County Education Initiative:** The SCEI met on Monday. Of particular interest was the participation of the newly formed African American Male Scholars group. The latter are interested in collaborating with SCEI beginning with a conference and workshops for young men in October 2012. This integration of the American Male Scholars is a significant step toward meeting the needs of a growing segment of the population that has underperformed in education and has historically not been well supported.

**Meeting with Fire Chiefs’ Representatives:** The Solano Fire Chiefs Association sent three delegates to meet with us. They had a simple message: they love what is going on with the Fire Academy. They are satisfied with the level of training the cadets are receiving and seem eager to hire our students who have completed the Fire Academy training. They praised the College’s recent efforts to forge a partnership with the California Fire Department.

**Meeting with Judo faculty:** I met with Dr. Jimmy Tanaka, our Judo instructor, to discuss the potential for the continuation of the program, to include the following:

- Offer one class a semester for credit
- Move credit students to non-credit for a fee
- Start a contract program to serve law enforcement

These initiatives would allow the discipline of Judo to be more fully self-sustaining.

**Retirement and Recognition program:** Over fifty classified, faculty, and administrators came together to honor our faculty and staff who will soon retire. We also welcomed back some of our long-time retirees and awarded Emeritus status to more than a dozen of them. At that program, Barbara Fountain was recognized for her diligence as the Manager of the Year.
Classified Staff Recognition program: A hundred or so faculty, staff, and administrators attended the annual luncheon to honor the efforts of our classified employees: CSEA, Local 39, and administrators. The Human Resources Department did a good job putting the program together and ensured that everyone felt welcomed. For her outstanding work and her overall positive attitude, Jill Crompton was recognized as Classified Employee of the Year. Jill is the Administrative Assistant for the School of Sciences.

Greetings to UMOJA Club: Recently, I was afforded an opportunity to greet the UMOJA students as they completed their third year. This program debuted during my first year at the College and has provided educational opportunities for a number of African-American students who would not be able to make it otherwise. Professors McCord and Tucker serve as the mentors to these students and their efforts are paying off. Borrowing from a theme Thomas Trujillo started, I encouraged them to find inspiration from inside, as they are an inspiration to many.

Meeting with Faculty in P.E. and Arts: In association with the Educational Master Plan (MIG) group, members of the faculty leadership (SCFA and Senate), as well as faculty in Kinesiology and Arts, met to discuss how the Education Master Plan might be used to help these disciplines maximize their resources. The faculty and staff shared ideas on how to move forward. Each group has agreed to reconvene over the summer months to continue the dialogue. I want to acknowledge the work Dean Lily Espinosa has done with the Kinesiology faculty as we move forward.

Educational and Facilities Master Plans: “I am throwing a penalty flag. OK, I’m issuing a yellow card too. Why is it that we have meetings on health insurance enrollment, the facilities master plan, (for some divisions) the educational master plan and the enrollment management plan, and lots of other things - DURING FINALS WEEK?” (Professor Jim Dekloe from $ideas). There were many reasons as to why we had to have these meetings during Finals’ week, however, I recognized all along we would need to finish some activities now if we are to move ahead with the potential bond. When the faculty and staff return after the summer, there will be opportunities to provide additional feedback to both plans as I intend that the Education Master Plan will be an ongoing project to guide our planning and budgeting decisions. Nevertheless, I accept the yellow card, the penalty flag, and the penalties!

Code of Ethics: Recently, you received a draft copy of a Code of Ethics that has been developed collaboratively by an ad hoc committee. In the Fall, we will hold forums for your feedback to this document. The Code of Ethics is a mandate from the AACJC.

In closing: This year, all of us have made sacrifices that have allowed us to bring our expenses more in line with our revenue. We have our employee groups to thank for their willingness to work together as we embark on the new fiscal year. As the Philosopher Tom Warren stated recently, “We should all be praying to the Education gods that the Governor’s tax measure will pass!”

…To all of you: I wish you good health and safety over the summer months. I look forward to your return to SCC to meet the challenges ahead of us, to include the fulfillment of
Accreditation mandates, to realize the potential for continued reorganization, and to continue your fine work to educate our students.

Finally, I thank each of you for your support of the College and for your support of the collective wisdom of our decisions. I believe that we are working toward a better educational future for all.

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

"You have brains in your head. You have feet in your shoes. You can steer yourself in any direction you choose. You're on your own. And you know what you know. You are the guy who'll decide where to go." Dr. Seuss