Dear Colleagues:

**My Speech for Flex Cal, Spring 2014**

Titled “On the State of the College and the ‘Defining Moments’ that Drive our Choices,” the following is a recap of some of the highlights of my recent Flex Cal Speech to the faculty and staff:

**What I See as the College’s Most Pressing Issues for the New Year:**

1. **Accreditation** needs to be part of what we routinely and naturally do at SCC and not a task that we perform merely for ACCJC. After all, continuous, critical self-study is inherent to any genuine academic institution. We have invested in a coordinator to continually work with all of us on Accreditation and lead us into the next self-study.

2. **Faculty peer evaluation** is clearly a feature of continuous, self-improvement. This requirement was set in place over 25 years ago in AB 1725. It is time for SCC to turn to the task of setting in place a formal, negotiated peer review process.

3. **Much Hiring** is occurring this semester and we need to be more rigorous in the selection of qualified candidates and more vigilant in mentoring and evaluating new hires. Based on our own Equity and Diversity Plan as well as our Student Equity Plan, we need to do our best to upgrade the diversity of faculty and staff.

4. **Management and Staff** have had many interim positions. I share the concern of many of us that we must move away from interims to the re-establishment of permanent hires. At the same time, interims that are internal SCC employees afford us an opportunity to evaluate the talent pool we have, as well as to afford our own employees an opportunity to showcase their potential and to gain experiences to be competitive in a broad search.

5. **Refinement of our SCC Organizational structure.** Currently, we are restructuring the School of Human Performance and Development and expect to integrate that School more effectively in the administrative structure of the College.

6. **SCC’s Middle College Program** has been firmly established and we will continue to expand this worthwhile initiative. The Fairfield-Suisun Unified School District will establish this program this coming fall.

7. **Communication between Committee Representatives and Constituents** needs more responsible performances: more timely, reliable, and informative communications between leaders and constituents will produce greater collegial trust at SCC.

8. **The Educational Master Plan (EMP) and Facilities Master Plan (FMP)** are now more focused on clearly aligning our Mission and Values with student equity and student success.
9. **SCC’s Default Situation** is improving. In fact, you need to know that SCC was the first college in the state to submit a solid plan to ensure that we will give our students the help they need in repaying loans.

10. **Student and Staff Equity** need to be at the center of what SCC values. EQUITY at SCC is up to each and every one of us and is simply an ethical and moral imperative for us all.

11. **Security:** We have an interim agreement with the County Sheriff to provide security support for the College. Our long-term goal is to have an agreement that will turn security over to experts in the field.

My Personal Education Journey from Haiti to SCC:
I shared part of my personal story, not merely to portray some of my personal educational experiences and aspirations, but to possibly inspire my audience to press even harder in their dedication to education. After sharing my personal educational journey, I explained that I became an administrator to facilitate the work of teachers and concluded that “…I see my role, idealistically, as that of a mere means to the accomplishment of the grand end of each students’ acquisition of knowledge, an end which is the “immediate aim of dedicated teachers.”

After recognizing a sample group of SCC individuals who have contributed much to the Institution, I concluded my remarks by offering three broad visions of mine:

- What if, as part of our focus on being an ideal College, we could transform SCC into a bastion of inventors, writers, excellent student athletes, social activists, environmentalists, outstanding engineering students, all in great numbers and performers? Accomplishments that would begin with our faculty and staff and then be realized in the students that we serve…
- How can we transform SCC into the place where diversity and equity are not just words or “plans” to satisfy accreditation, but meaningful concepts for us to embrace and to transform educational lives?
- How can I help each of you to ignite your personal “drive”?

I reiterated that I want to make sure that I have the best faculty for my students. Furthermore, I want a staff that is willing and able to support the faculty. I want to support the serious, well intended “drive” in each of you that will, in turn, vitalize the College as a whole. Your President wants to “give back” and help you to ignite your “drive.”

**Nursing Program Recognized by the Board of Registered Nursing (BRN)**
Interim Dean McKinnon recently announced that the Nursing Practice Committee (NPC) of the California State Board of Registered Nursing has granted continuing approval to SCC’s Nursing program. Ms. Janette Wackerly, Nursing Education Consultant (NEC), assigned to the Solano Community College Registered Nursing program, assured the NPC that SCC would follow through with the five recommendations that were cited in her report; therefore, NPC members had no questions.

I am very proud of SCC’s Nursing Program! Earning the BRN approval was a heroic effort and I appreciate the faculty and staff’s commitment and willingness to work together to continue to improve the quality of our program and services for our students and the community.
**Glenn Burgess Sharing Piglets with Our Children**
Professor Glenn Burgess, one of our Nursing Program faculty, has begun an animal therapy program in the Fairfield area. To help his animals feel comfortable with children, each month he will bring a different breed to spend time in our SCC Children’s Program on the main campus. Christie Speck, Director, noted that the staff appreciated Glenn for spending the day and for allowing the children to pet, feed, and engage in a genuine experience with the pigs (most recently, piglets Wilbur and Theta came to visit).

**Shemila Johnson Selected as Honorary Commander**
Shemila Johnson, SCC Outreach and Public Relations Manager, has been selected as one of Travis Air Force Base's Honorary Commanders. On behalf of the Commander, 60th Air Mobility Wing, Colonel Corey J. Martin, Shemila has been cordially invited to the 2014 Honorary Commanders Induction Ceremony. Hats off to you, Ms. Johnson.

**Adult Education Grant**
Last week, Dean Lewis and I met with Janet Harden and Jay Speck from the Solano County Office of Education to discuss the involvement of the school districts in Solano County and Winters to collaborate with SCC on an AB86 Adult Education grant.

**Solano Community College and Dixon High School Facilities**
Recently, Leigh Sata and I visited with Cécile Nunley (Dixon High School Facilities Director) to look at some facilities improvements for the Solano College classes that will be held in Dixon, such as better signage to direct the students and more convenient parking for the faculty who will teach there. You may recall that we have agreed to take our Middle College High School into Dixon to reduce the potential problem of transportation for the high school students. Our model is good and we may try it with other districts experiencing transportation issues.

**Green Education Discussions**
Paul Fair, former Green Education teacher, Interim Dean Thom Watkins, and I met to discuss the possibility of reviving our Green Education program that was funded by a grant in 2009. We considered how we could expand the concept of “green education” and how we might revive the Green Employers Council. These “green education dialogues” are part of our Workforce Development and Continuing Education.

**International Student Orientation**
Last Thursday, I attended an SCC orientation with some international students from Iran, China, South Korea, and Vietnam. I shared my background as a former international student with them. I am always interested in seeing their reaction. They are often amazed that I was an international student over thirty years ago. I am always happy to meet our new students, both domestic and international.

**Travis Community Consortium**
I participate on the Travis Community Consortium Board, a group that meets to discuss Travis Air Force Base and advocates for Travis as an indispensable resource for the community. Travis will retire from service the KC-10 Aircraft (an aerial refueler) and we have been advocating for a mission replacement.
**EIAC and Student Equity Committee Joint Workshop**
SCC’s Equity and Inclusion Advisory Council (EIAC) held a joint workshop with the Student Equity Committee during Flex Cal to clarify the meaning of equity, diversity, and inclusion. These two groups are active in exploring and recommending the best opportunities for higher achievement and improved access for our students and to promote faculty/staff success. The gathering, led by Dr. Karen McCord, prompted both groups to reflect more on diversity, equity, and inclusion.

**WDCE Ribbon Cutting Ceremony**
The SCC Workforce Development and Continuing Education Division is up and running. Interim Dean Thom Watkins led a group of business leaders, College officials, and faculty in the ribbon cutting, initiating a new office for our corporate and business training center in the Vacaville Annex. There were around 100 people at the ceremony; also in attendance were Vice President Young, and Trustees Brown, Martin, and Thurston. This SCC Division will be providing training for business and industry and is primarily responsible for Contract Education.

Following the ribbon cutting ceremony was a mixer of the Chambers of Commerce of Fairfield and Vacaville. The mixer drew over 200 business leaders and was held at the Vacaville Center. I shared with the audience the different workforce activities and developments at the College. We also shared the desire of the College to promote business with China by teaching a Chinese language course and to take business individuals on a tour of China to promote local business development. In thanking the business leaders for the passage of Measure Q, I informed the group that the Middle College High School in Vacaville has started.

**Teaching Haitian-Creole**
I am holding a Saturday class in Haitian-Creole for those interested in visiting and working in Haiti. The class is held every Saturday until March 5.

**Martin Luther King Celebration**
There is a celebration of Martin Luther King Day at the College this coming Sunday, January 19, at 3:00 p.m., in the SCC Theatre. Join us.

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**Shared Governance Council Meets Today from 2-4 (360 Campus Lane)**

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<td>(b) Approval of Minutes</td>
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<td>(c) PUBLIC COMMENTS</td>
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<td>3. Human Resources Recruitment Update (Standing Item)</td>
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<td>4. Budget Update</td>
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<td>5. Affordable Care Act</td>
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<td><strong>6. Solar Opening Ceremony</strong></td>
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<td><strong>7. Non-Resident Fees</strong></td>
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<td><strong>10. Governing Board Meeting Agenda – January 15, 2013</strong></td>
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<td><strong>11. Adjournment</strong></td>
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Jowel C. Laguerre, Ph.D.
Superintendent-President

“Worrying does not empty tomorrow of its troubles, it empties today of its strength.” – Corrie ten Boom