Dear Colleagues:

**Martin Luther King, Jr., Annual SCC Celebration**
Solano Community College hosted its annual MLK celebration this past Sunday and recognized Mr. C.C. Yin, Dr. Sarah Chapman, our esteemed trustee; and former SCC V.P. of Student Services, Mr. Jim Bracy. This event has been a special activity at the College and has always featured outstanding speakers. The community comes out in large numbers to attend and support this event. The College also honored Dr. King as Dr. Karen McCord, SCC faculty member, served as the keynote speaker at the annual Dr. Martin Luther King breakfast at the Hilton Hotel in Fairfield. This event was sponsored by the Fairfield-Suisun-Vacaville Chapter of the National Council of Negro Women.

These kinds of events serve to fulfill what we want to do to strengthen the equity and diversity of the College, as well as to adhere to one of our ACCJC standards.

**Recruitment and Retention**
SCC is a very diverse institution that caters to recent immigrants, low income students, Whites, Blacks, Asians; Native Americans, Latinos, Veterans, re-entry students, and others. Many of these students, like many of us, are the first in their families to go to college. They need the encouragement of our faculty and staff to persist in their college education. Sometimes they need us to prod them and remind them to not drop out of college. I reproduce here (with permission) an email Professor Jane Berger sent to a student (the name has been changed). Her email is a good example of reaching out to those we believe need our help. Thank you, Jane.

“Hi Ronaldo: I was going to email you last semester when you had missed two classes in a row, but then I stopped myself. I thought, it's only two classes and he will come back to class....I should have listened to my instincts, which told me you were out the door....
How are you? It is not too late to register for a class if you would like to continue your schooling and get a degree or certificate, or even transfer to a four-year college or university. If you have already completed ESL 078, which is the course I am teaching on Monday evenings in Room 803, then maybe you would like to attend the evening section of ESL Lab in Room 130, 4:30 to 7:30. There is no homework in Lab, and if 4:30 is too early, you can come a little later. Please communicate with me and let me know how you are doing. I have
always enjoyed having you in my classes, and hope that you have not given up on the idea of pursuing higher education.

Best,
Your teacher,
Jane Berger”

For an ESL student, the term “Your teacher” means a lot. I encourage you to reach out to students. By doing so, you may transform their lives and the lives of generations to follow.

**Meeting with Grievance Chair for SCFA**
I/VP White and I met with Professor Joel Powell, the new SCFA Grievance Chair, last week. We established our philosophy on grievances, relating the role administrators play in them and the expectations that we will work hard to settle the differences we may have in a professional and good faith manner. We noted a marked difference in past attitudes at the College due to the diligence of the Administration and the SCFA working together in a spirit of collegiality. For over two years, our grievances have been settled amicably with very few legal fees paid by the College or Union. We endeavor to continue to work together to resolve our issues without attorneys involved. The Administration realizes that a good working relationship with all Unions can only help the College.

**Discussion on Nursing Program**
I/VP White and I met with Dr. Maurice McKinnon, Dean of the School of Health Sciences, to discuss certain issues pertaining to SCC’s Nursing Program. We talked about the concern one major local hospital has over the number of nurses they will need in the next few years. We will meet with the hospital CEO to see how the College Nursing Program can be developed to meet that need. At the same time, SCC has a number of students on a waiting list who want to enter the Nursing Program. We talked about working with the faculty to examine how we might reduce the current wait list so as to enroll students who will be ready to undertake the type of studies the Nursing Profession is moving toward, e.g., more and more employers are asking for students to hold a Bachelor’s degree. Exploring how we can have our students prepared to earn a BSN more expeditiously is an important consideration.

We also discussed our readiness to start a Certified Nursing Assistant (CNA) program. There are many steps that have been taken in that regard and we can expect the program to be offered before the summer starts. Becoming a CNA is a great starting point for many students to support themselves as they undertake further education.

On a separate note, Dr. McKinnon stated that some faculty members met with her to discuss a Summer Bridge Program for our Nursing students. Often students wait for two to three years to get in the program and after that length of time, some of their core courses are dated. This “Bridge” course will allow the students to update certain core courses as they continue the Nursing Program.
**EEO Plan Discussion**

Accreditation Coordinator Annette Dambrosio, H.R. Associate V.P. Bruce Petersen, H.R. Manager Charo Albarrán, and I met last week to discuss the goals of SCC’s Staff Equity Plan and the need to revise the EEO plan that was due to the Chancellor’s Office last fall. We spent considerable time discussing how we must move forward on the implementation and evaluation of our Staff Equity Plan as the ACCJC Team concluded that we needed to document more progress. I emphasized the importance and the urgency for us to comply with the requirements of the Plan. We have in place a very good Equity and Inclusion Council (EIAC) that is guiding the College. The Council needs to continue to work closely with SCC’s H.R. Manager.

**Contract Management Meeting with CSEA**

I am not normally a participant in the CSEA contract management meeting, but last week I met with representatives of CSEA (Debbie Luttrell-Williams and Lisa Raquel) to introduce the concept of these management meetings to our new H.R. Associate V.P. I/VP White joined us for that meeting as well. We discussed several issues of importance to CSEA and the College. Similar to the meeting we held with Professor Joel Powell, this kind of meeting helps to bring the District and the Union together to resolve issues as early as possible.

**Meeting of the Economic Development Corporation (EDC)**

The highlight of the EDC meeting was when Mario Giuliani, City Manager of Benicia, stood to give a report from his Committee. In his report, he spoke highly of what Workforce Development and Continuing Education (WDCE) Interim Dean Thom Watkins shared about SCC’s relationship with the EDC. His conclusion was that WDCE endeavors to be the County’s preferred training partner. There is, indeed, some local excitement about this new Division at the College.

**Enrollment Increase Communication Discussions**

I met with Mr. Roger Clague, Ms. Shemila Johnson, Dr. Shirley Lewis, Mr. Peter Cammish, and Ms. Barbara Fountain to discuss the progress we made from our last meeting in the fall and discussed what we will do moving forward. We accomplished several goals, including contacting students who did not return from spring into fall. We want to institutionalize the practice of communicating to students often and to call on them when they do not return for the next semester. Our current push is to get the non-returnees to enroll for late-start spring classes and for summer, as well as to enroll in fall 2014 classes. Communications, such as the one sent by Professor Jane Berger, are very helpful. I encourage us all to reach out to non-returnees that we know.

**Meeting with Deans on Class Cancellation**

The Deans and I met with I/VP White and had a very good discussion on class cancellation policies. One of the points I made is to not cancel classes once they have started. The idea of waiting to see if a class will make within two weeks of classes beginning does not serve students (and faculty) well as many align personal obligations to match up with certain classes. Furthermore, class cancellations may reduce a student’s eligibility for financial aid and interfere with their work schedules. I made the point that I would like the Deans to work with the faculty to cancel their classes a week prior to the start of the semester start or, in some cases, one or two days prior to the beginning of class. We know, for example, that some classes historically fill up
only during the first week of classes, so we would work with faculty to identify classes that fit this profile. Furthermore, we need to come to a consensus of what we reasonably expect as Weekly Student Contact Hours (WSCH) for the Institution which will assist us to make our scheduling more predictable and less susceptible to class cancellations. Finally, I encouraged the Deans to work with the faculty to develop what we call “ghost” sections, i.e., extra class sections that can be deployed once enrollments hit a certain number. The “ghost” sections will help us to be better prepared to serve our students immediately.

Having students register on time is a good habit to have them develop. Believe me, if we make it an Institutional habit, the students will buy into these good habits over time.

**Special Meeting of Shared Governance Council (SGC) is Today**

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| 1. Call to Order  
   (a) Approval of Agenda  
   (b) PUBLIC COMMENTS | Action | 2:00 p.m. |
| 2. Budget  
  Y. Ligioso | Information/Action | |
| 3. Reinstatement of FaBPAC Proposal  
  J. Lehfeldt | Information/Action | |
| 4. Adjournment | Action | 4:00 p.m. |

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

**Fifteen quotes from Dr. Martin Luther King, Jr.**

1. “We must accept finite disappointment, but never lose infinite hope.”

2. “Darkness cannot drive out darkness; only light can do that. Hate cannot drive out hate; only love can do that.”

3. “Forgiveness is not an occasional act. It is a permanent attitude.”

4. “I have decided to stick with love. Hate is too great a burden to bear.”

5. “Faith is taking the first step even when you don’t see the whole staircase.”

6. “Life’s most persistent and urgent question is, ‘What are you doing for others?’”

7. “Never succumb to the temptation of bitterness.”
8. “Our lives begin to end the day we become silent about things that matter.”

9. “We may have all come on different ships, but we’re in the same boat now.”

10. “The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy.”

11. “Change does not roll in on the wheels of inevitability, but comes through continuous struggle.”

12. “Love is the only force capable of transforming an enemy into friend.”

13. “There comes a time when one must take a position that is neither safe, nor politic, nor popular, but he must take it because conscience tells him it is right.”

14. “Let no man pull you so low as to hate him.”

15. “If you can’t fly then run, if you can’t run then walk, if you can’t walk then crawl, but whatever you do you have to keep moving forward.”