

## *Dear Faculty and Staff:*

I couldn't resist the use of the Bully Pulpit one more time! As I mentioned at Convocation, “. . . it was the Best of Times; it was the Worst of Times . . .” But for our College, it's always a new day, with opportunities to embrace and goals to meet!

First of all, you are all aware that we will be welcoming **Mr. Ron Manzoni as Interim President of Cuyamaca College**. To quote from Dr. Miles' message:

Mr. Ron Manzoni, [has been] a community college teacher and administrator for more than 40 years prior to his retirement in 2008. A La Mesa resident, Ron served 10 years as vice president of instruction at San Diego City College. In 2004, he was on loan to San Diego Miramar College to serve as interim president. Known for his calm and steady leadership, collaboration and problem-solving, Ron's background includes Mt. San Antonio College and Modesto Junior College prior to coming to San Diego City College.

Ron's first day at Cuyamaca College will be Tuesday, September 1, and open forums will be scheduled as soon as possible to introduce him.

### **Please stay tuned for announcements regarding welcome events and forums!**

With the input of our Cabinet members and other College leaders, I wanted to share with you information about changes and current projects:

- **Basic Skills Initiative** - Progress continues in implementing the Basic Skills Plan developed through the good work of the Basic Skills Committee. Although categorical program funding has been reduced, the College will be able to activate new initiatives and support promising activities, such as Writing and Math Centers, enhanced counseling services and other efforts. Leadership in 2009 -2010 for basic skills initiatives will be provided by Basic Skills Co-Coordinators, faculty member Mary Graham and administrative lead, Dr. Tim O'Hare.
- **Adoption Budget** - The College is in the process of finalizing the Adoption Budget with the collaboration of the College Budget Committee. As well, the Budget Committee has adopted new budget criteria appropriate to this year of fiscal exigency:
  - Ensure student access to classes and support services
  - Preserve existing faculty and staff contract positions
  - Strategically manage enrollment while preserving the college mission and values.

Although budget and allocation information from the State changes on a daily basis, at this time we are pleased to assure you that no lay-offs or furloughs are being planned. As the College funding allocation has been clarified, we are cautiously optimistic that no further deep cuts in course sections/offers for spring will be required. Vice President for Instruction, Dr. Tim O'Hare will be working with the

Instructional Council to re-visit course cancellation and Intersession decisions for spring.

- **Temporary Re-organization of Student Services** - In response to existing vacancies in a number of Student Service areas and to the openings created by faculty and staff retirements, Dr. Joe Marron, Vice President for Student Development and Services, developed a short to mid-term reorganization plan that promises to support essential functions of the area and provides leadership stability:
  - **Acting Dean of Counseling and Matriculation** - Dr. Marron will serve as the Acting Dean of Counseling and Matriculation. Department Chairperson, Donna Hajj, will continue to provide day-to-day operational direction and support.
  - **Acting Athletic Director** - Dr. Marron will also step in as Acting Athletic Director—Busy fellow! Having served in this position before, Dr. Marron brings a depth of experience in this area.
  - **Acting Associate Dean of Student Affairs** - Ms. Serene Pritchett, currently serving as Admissions and Records Supervisor, will be assuming responsibility as Acting Associate Dean for Student Affairs. Serene has previously held the position of Director of Student Services at National University—which included duties associated with student affairs-- and possesses the minimum qualifications for the position. [Our intent is to fill this position as soon as possible](#)
  - **Financial Aid** - In the Financial Aid Office, Ms. Pam Fleming will be assuming broader responsibilities for review of files and awards.
- **Community Learning Name Change:** Division III, formerly Community Learning, has been re-titled: Continuing Education and Workforce Training. The Division has been reorganized to include non-credit, contract and fee-based educational services and provides support for this function district-wide. Credit programs have been shifted to other instructional divisions: Exercise Science and Fitness Center to Division I and the Child Development Department and Child Development Center to Division II. These shifts will ensure appropriate support and focus for effective administration of these areas.
- **Educational Policy Change: Plus / Minus Grading Options:** Through the leadership of the Academic Senates at both Colleges and in collaboration with the College Office of Instruction and support from Information Systems (IS), this year marks the implementation of a new grading policy that provides all instructors with the option of assigning plus/minus grades. The decision to use, or not use plus/minus grading is entirely up to you as the instructor of record for each class you teach. As you prepare for the semester, please keep in mind a few keys points:

- In order to remain compliant with Title 5, only the following grades can be assigned:
 

A+ (4.0)	B+ (3.3)	C+ (2.3)	D (1.0)
A (4.0)	B (3.0)	C (2.0)	F (0.0)
A- (3.7)	B- (2.7)		
- **Please note - you cannot assign a C-, D+, or D**
- Make sure that whichever grading scale you are using is clearly documented on your syllabus for each course.
- More information about plus/minus grading can be found on page 32 of the Cuyamaca College 2009 -10 Catalog:  
[http://www.cuyamaca.edu/cc/pdf/catalog09-10/027-038\\_Academic.pdf](http://www.cuyamaca.edu/cc/pdf/catalog09-10/027-038_Academic.pdf)
- **Strategic Plan 2010-2016 *Learning for the Future***- KUDOS to all members of the Innovation and Planning Committee for their work and leadership in developing the framework for the College's Strategic Plan. The Writing Committee including Michael Wangler, Academic Senate; Teresa McNeil, faculty; Gwen Nix, Classified Senate; and Henri Migala, Executive Dean for Institutional Advancement, are in the process of finalizing a draft to be reviewed by the college community in fall 2009. Kick-off for implementation: January 2010.
- **Grand Opening of Business and Technology Building**- The College is looking forward to the Grand Opening of the Business and Technology Building! This state-of-the-art facility will serve students enrolled in Business Programs, Paralegal Studies, Business Office Technology, Real Estate, Graphic Design and will house faculty offices and other support services. Classes will be scheduled beginning in spring in this new facility. I personally will not miss returning to celebrate this milestone in the college's development and look forward to seeing all of you at the Grand Opening!

Finally, there are no words to express my feelings of gratitude to you for your support over the fourteen years that I have been honored to serve you. In my life it has been a special grace to feel that the work we have done together matters—to our students, to our community and to each other. I will always treasure my friends at Cuyamaca College.

Best wishes,

*Cristina Chiriboga, Ed.D.*