



Opening Day

Spring 2024



Welcome!



ASPEN PRIZE

FOR COMMUNITY COLLEGE EXCELLENCE

 aspen institute

TOP 150

2025

ASPEN PRIZE TOP 150 U.S. COMMUNITY COLLEGE

The Aspen Institute named Cuesta College as one of the 150 institutions eligible to compete for the \$1 million Aspen Prize for Community College Excellence, the nation's signature recognition of high achievement and performance among two-year colleges.

[Learn More. >](#)



Agenda

New Employee Video

Recognition and Excellence Awards

Enrollment, Mission, and Baccalaureate Degree

Fiscal, Facilities, and Technology

Human Resources

Caring Campus, Guided Pathways, and SSSP

Aspen Prize, Institutional Performance, 16 Week Calendar

JEDI Academy

Wrap up!



New Employees





Elaine Holley Coats Service Excellence Award



Elaine Holley Coats Service Excellence Award

Scott DeMello

&

Bob Richerson



Adjunct Excellence in Teaching or Service Award

Presented by Dr. Matthew Davis



Adjunct Excellence in Teaching or Service Award

Alex Espinoza-Kulick



Peter and M'May Diffley Award for Faculty Excellence

Presented by Dr. Alex Kahane



Peter and M'May Diffley
Award for Faculty Excellence

Silvio Favoreto



Dr. Jason Curtis

Assistant Superintendent/Vice President

Instruction



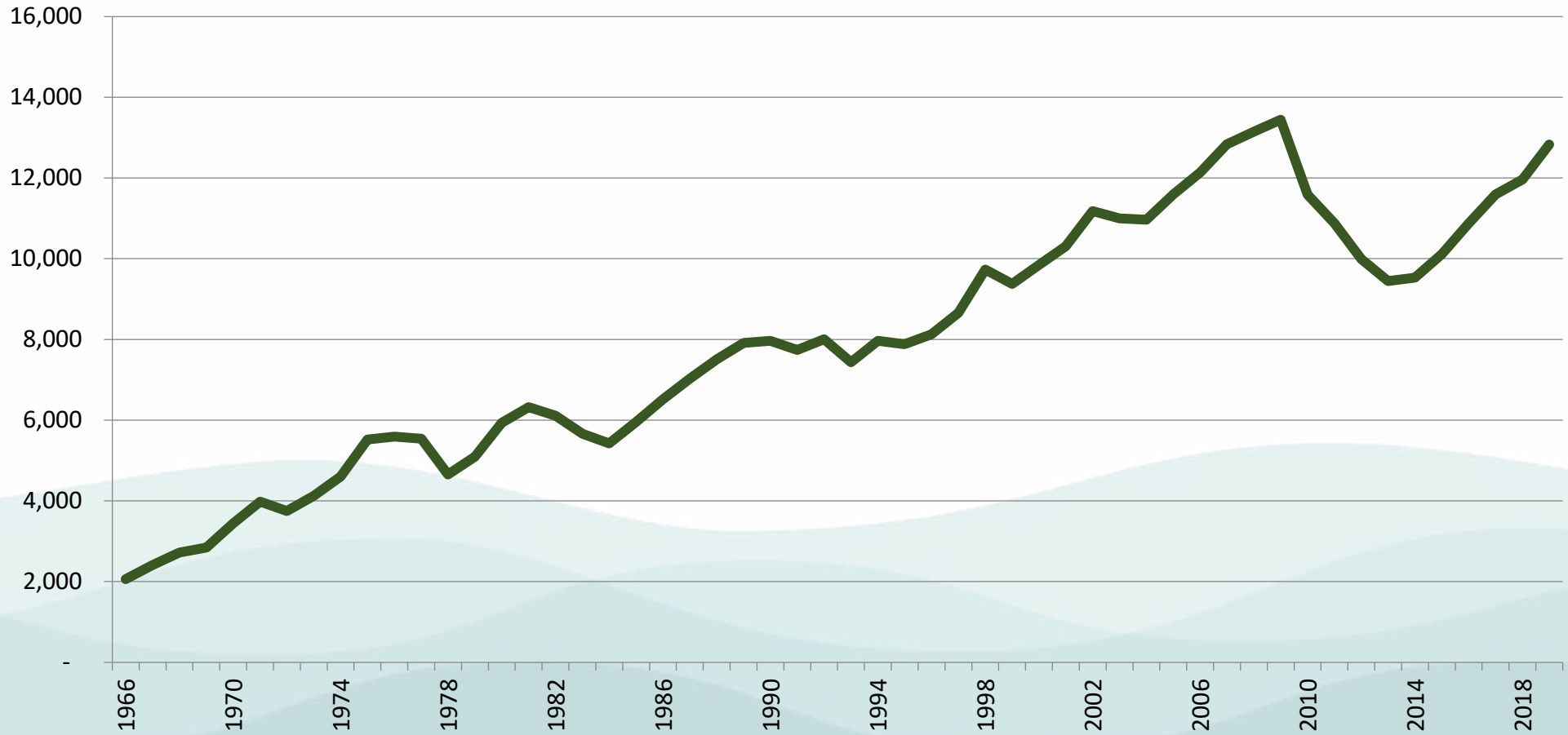
Mission, Vision & Values

- The work on the Mission, Vision & Values is nearing completion.
- A draft was presented to Academic Senate on 11/3/23.
 - Final round of feedback is being incorporated.
 - Still needs final approval by Academic Senate and College Council.
- The Mission, Vision & Values should be presented to the Board of Trustees at the March 2024 meeting.



Enrollment

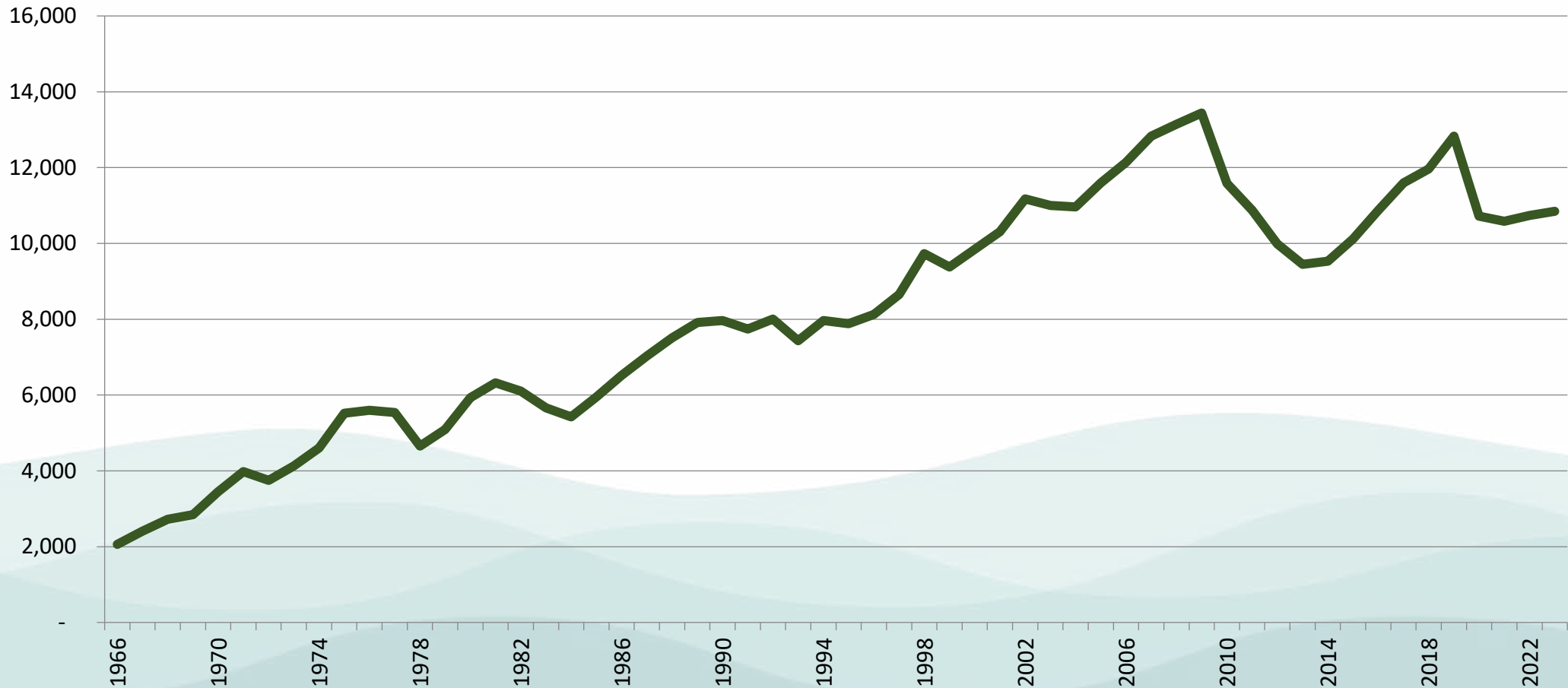
Cuesta College Unduplicated Fall Headcount (1965 - 2019)





Enrollment

Cuesta College Unduplicated Fall Headcount (1965 - 2023)





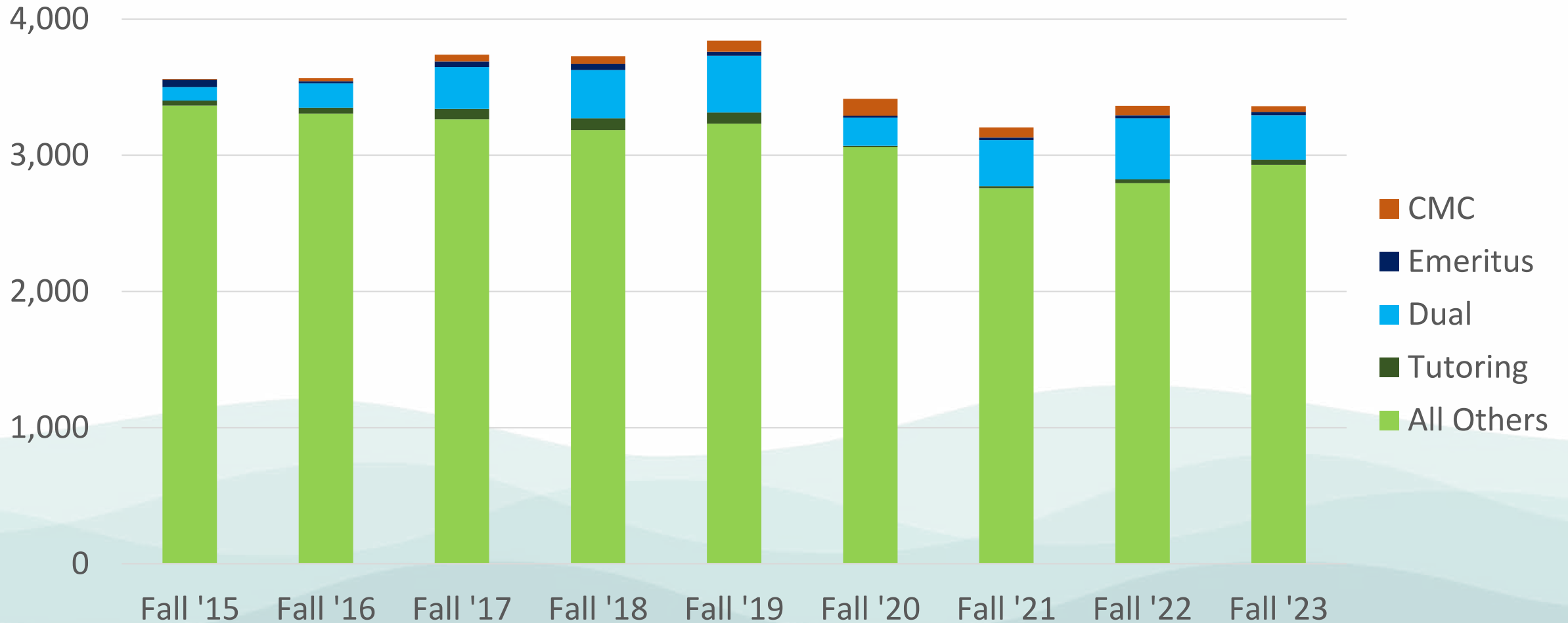
Enrollment

- Headcount was near an all-time high in Fall 2019.
- The pandemic caused a 17.5% drop in headcount through Fall 2021.
- Headcount has been slow to recover over the past two years due to a variety of factors:
 - Economic recovery / low unemployment
 - Demographics – fewer high school graduates
 - Closure of the west side of CMC
- What about FTES?



Enrollment

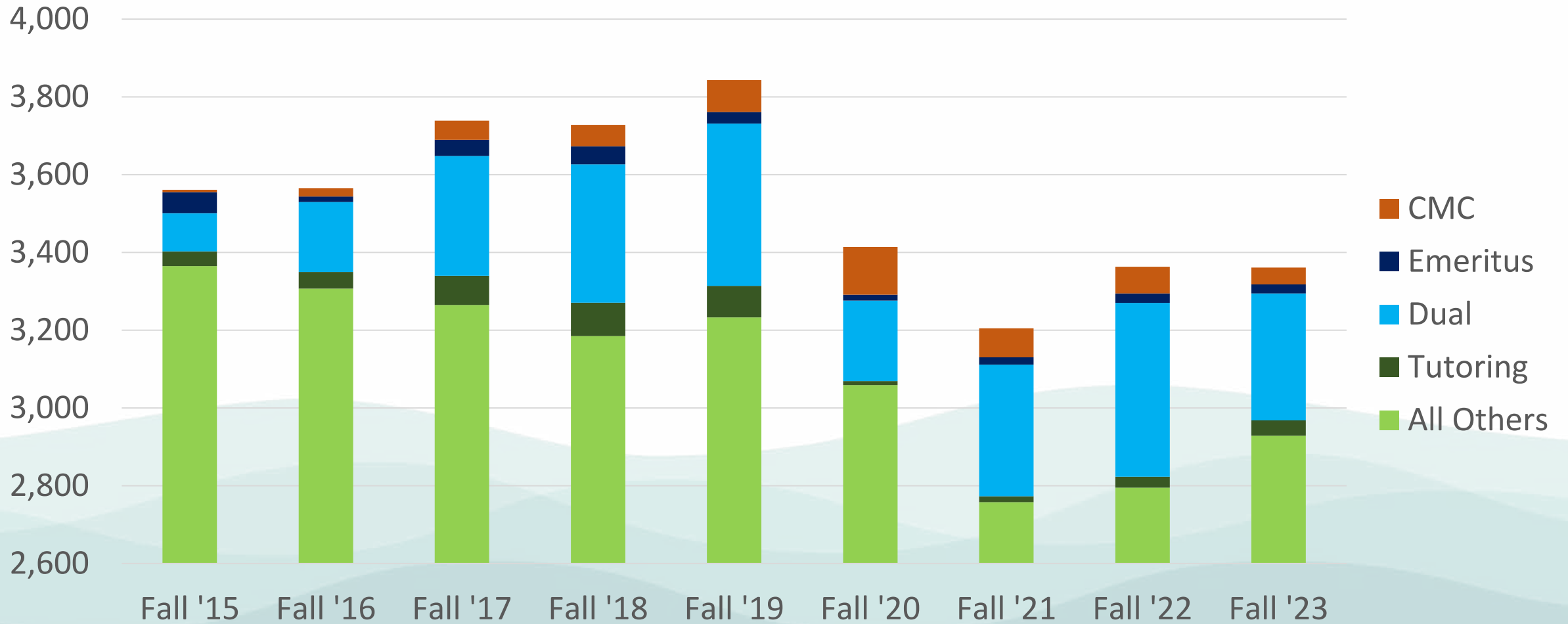
Full-Time Equivalent Students (FTES)





Enrollment

Full-Time Equivalent Students (FTES)





Enrollment

- FTES growth had been built upon non-traditional sources for several years up until Fall 2019.
- The pandemic caused a 14.5% drop in FTES through Fall 2021.
- FTES recovery over the past two years has been promising:
 - Building back face-to-face offerings
 - New programs
 - CCAP/Dual Enrollment surpassing pre-pandemic levels
- “Traditional Credit” FTES grew by 3.65% from Fall 2022 to Fall 2023
- Overall, FTES is up 14% from Spring 2023 to Spring 2024!!



Bachelor's Degree

UNITED CENTRAL COAST

October 5, 2023, Allan Hancock College and Cuesta College unveiled their two new bachelor's degrees to our communities. Below

click a [PDF Power Point slide deck](#) with

Bachelor's degrees from community colleges? Local officials have a plan

Officials with Cuesta College and Allan Hancock are partnering to make it easier for community college students to earn bachelor's degrees.

Cuesta College could soon start offering a bachelor's degree in education. Here's why



Bachelor's Degree

- The Central Coast has a pressing need for new teachers, pre-K to 12.
- The next round of baccalaureate degree proposals (BDP) are due later this month.
 - Over the past few months, a small team from Cuesta has been preparing our proposal for a Bachelor of Arts in Education (Elementary Education: Child Development emphasis).
- Simultaneously, our Education faculty have been coordinating with CalPoly SLO to develop new opportunities for our Teacher Pathways.
- A new degree, AA in Liberal Studies, is also under development to prepare students for transfer to CalPoly SLO.



Dan Troy

Assistant Superintendent/Vice President
Administrative Services



Budget News





Budget News

- Dueling State Deficits
 - LAO - \$68 Billion
 - Governor - \$38 Billion
- Neither is good, but the latter is much more manageable.
- Prop 98 Rainy Day Fund plugs much of the hole, for now



Budget News

Governor's Proposal For CCCs: Not Much

- COLA = 0.76%
- Growth = 0.5%
- That's it



Budget News

Looking ahead:

- 2024-25 critical year for our SCFF calculation
- District has solid reserves
- State still has some arrows in the quiver



Planning and Governance Task Force

- Key considerations:
 - Alignment with the new ACCJC standards
 - Relevance of processes to college outcomes
 - Potential for streamlining process
 - Potential for committee consolidation
 - Incorporating documents outside the planning calendar
 - Flexibility to handle new/unexpected issues



Measure L Update

- Ratings upgrades from Moody's and S&P Global
- SLO Campus Center going up
- Signage/Wayfinding nearing completion
- 4th issuance:
 - NC Instructional Building
 - 3100 Renovation



CUESTA
COLLEGE
CAMPUS CENTER

CUESTA
COLLEGE
CAMPUS CENTER









Spring '24





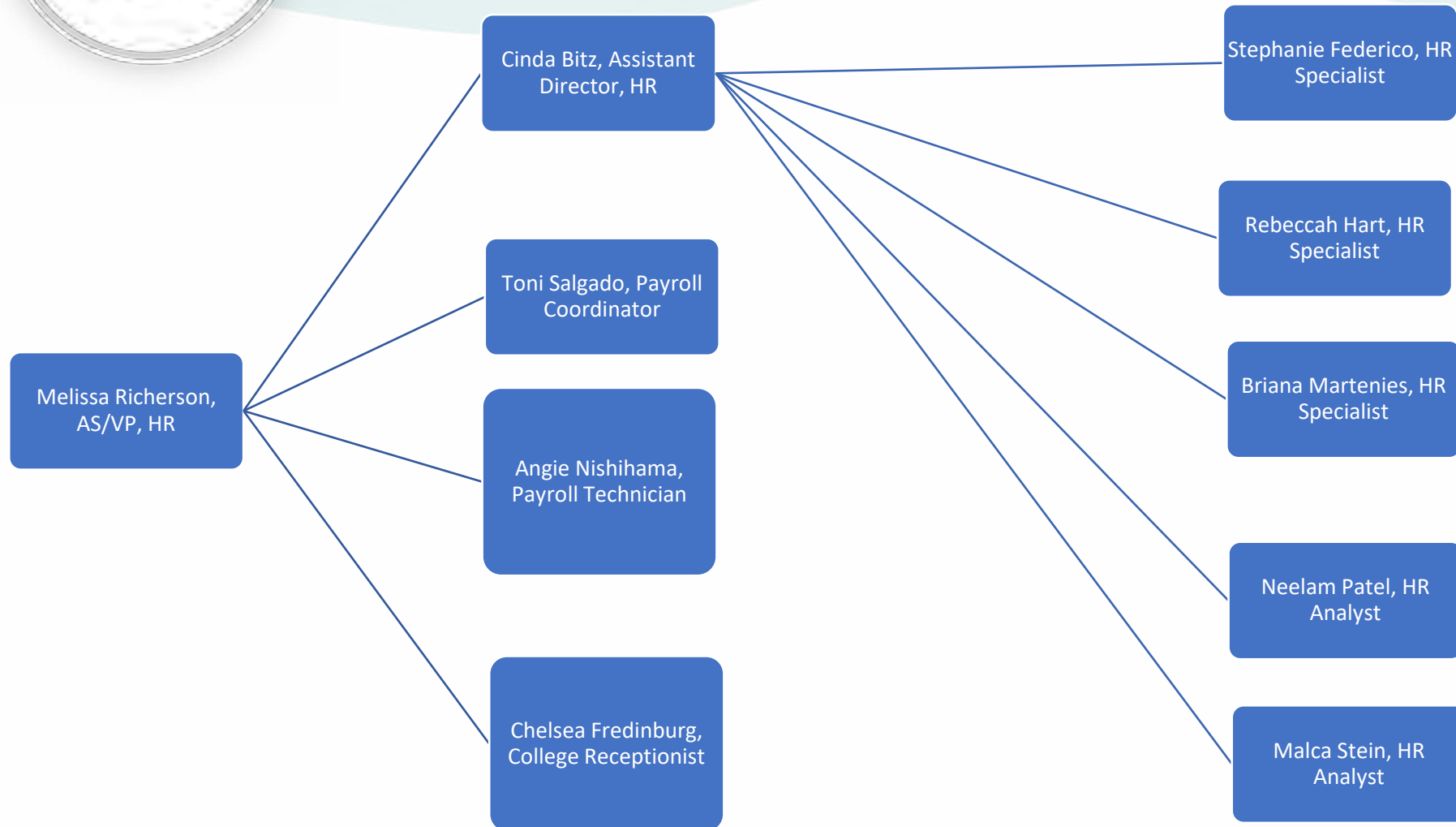
Melissa Richerson

Assistant Superintendent/Vice President

Human Resources



Human Resources Organizational Chart



Senate Bill 553



- Effective July 1, 2024;
- All employers required to have a Workplace Violence Prevention Plan;
- Is intended to be maintained and updated as needed;
- Requires collaboration and participation with the unions;
- Requires training for employees
- Group will be identified and the end of January

Senate Bill 616



- Effective January 1, 2024;
- Increases sick leave accrual for short-term/temporary/student employees to 80 hours (up from 40 hours);
- Allows the use of sick leave to be 40 hours per calendar year (up from 24 hours)

Senate Bill 700



- Effective January 1, 2024;
- Unlawful for employers to discriminate against employees for off-duty cannabis use away from the workplace;
- Cannot be possessed nor used on the job nor on campus.

Senate Bill 848

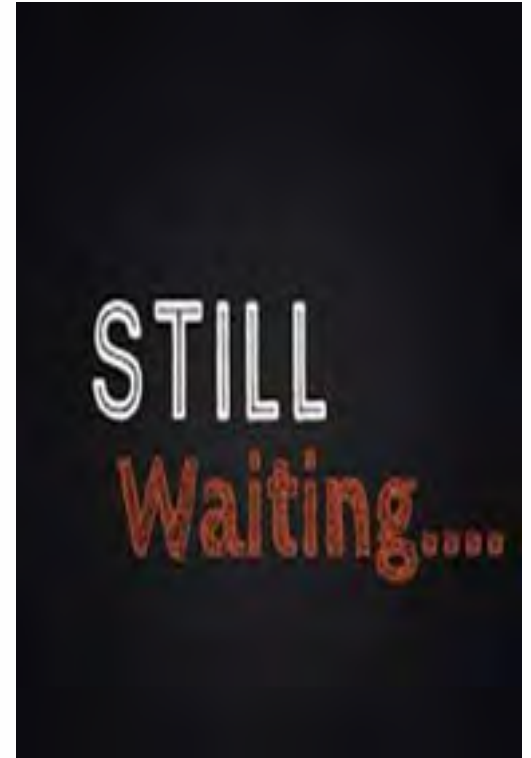


- Reproductive Loss Leave;
- Maximum of 5 days;
- Taken out of sick leave;
- Requires documentation;
- Eligibility includes:
 - Failed adoption;
 - Failed surrogacy;
 - Miscarriage;
 - Still Birth;
 - Unsuccessful assisted reproduction

Title IX Regulations



- New anticipated release date is between May 2024 to October 2024.





Dr. Elizabeth Coria

Assistant Superintendent/Vice President
Student Success and Support Programs



Caring Campus

- An intentional effort to make students feel welcomed and a sense of connectedness to the college
- Helps classified professionals connect with one another and with other employee groups to create a positive college environment
- Creates behavior change that influences culture change across campus
- Causes the college to reexamine policy barriers to student success
- Our classified professionals developed implementation plans for each behavioral commitment
- 90-day implementation plan was developed



Caring Campus Classified Professional Leaders

Nancy Webb	Chelsea Fredinburg	Jacqui Contreras	Nikki Rocha	Michaela McLaughlin	Brenda Rodriguez
Lisa Mathews	Jasmin Lopez	Alicia Paniagua	Sara Sanchez	Jenny Anderson	Kathy Nelson
Elena Alberson	Jennie Arambel	Jennifer Noriega	Fatma Shihadeh	William Wooster	Sandra Contreras
Martha Davis	Loren Garcia Tavares	Bradley Kennedy	Karma Carrasco	Lynda Agens	Lucia Aguirre
Lynn Schultz	Magnolia Stork	Michelle Wright	Vicki Schemmer	Karma Carrasco	Geavony Cisneros
Ruth Hansen	Marion Germond	Cheri Ferguson	Gina Barbosa	April McGee	Belem Dias Infante
	Melissa Swager	Leanne Reimer	Alicia Paniagua	Clark Stewart	



Caring Campus

- Caring campus leaders identified the following 5 commitments as recommendations for the 90-day implementation plan with short term and long-term goals

Fall 2023: 10-Foot Rule

Fall 2023: Wear Nametags

Spring 2024: Warm Handoff Referrals

Spring 2024: Welcoming Students

Fall 2024: Directories and Knowledge of Departments

What can you do to reinforce the importance of Caring Campus, a caring culture, and student connectedness at your college?



Student Conduct and Discipline

Student Support Resolution



Updated Reporting Forms

- Student Conduct Incident Reporting Form
- Student Support Referral Form
 - Basic Needs
 - Academic Support
 - Wellness Concerns



Guided Pathways Transforming the Student Experience



Guided Pathways: Onboarding Redesign Teams

CCCApply
Communication Plan
Team

Orientation Team

Referrals/Resources
Team

Early
Intervention/Retention
Team



Guided Pathways: Spring 2024 Implementation

1. CCCApply Team: Developed Student Needs and Supports Intake Form within the Student Welcome Letter
2. Orientation Team: Developed In-Person Orientation
3. Referrals/Resource Team: Student introductory notices connecting them to their Student Success Teams during onboarding
4. Early Intervention/Retention Team: Planning underway for the following activities:

Case Management /CARE Calls	Retention Workshops	Tutoring Support	Registration Events
DI groups repeating courses	Expand Retention Workshops	Expand evening & weekend hours	Expand Fast Track
Repeating English & Math	Academic Standing Workshops	1:1 Tutoring Services	
Intake Forms	Hybrid workshops	Mid-Term events	
Student Support Referral Form		Enhance/expand study-thon	



Spring 2024







Publicly available data

Strong and improving student outcomes

Retention, completion, transfer & equity





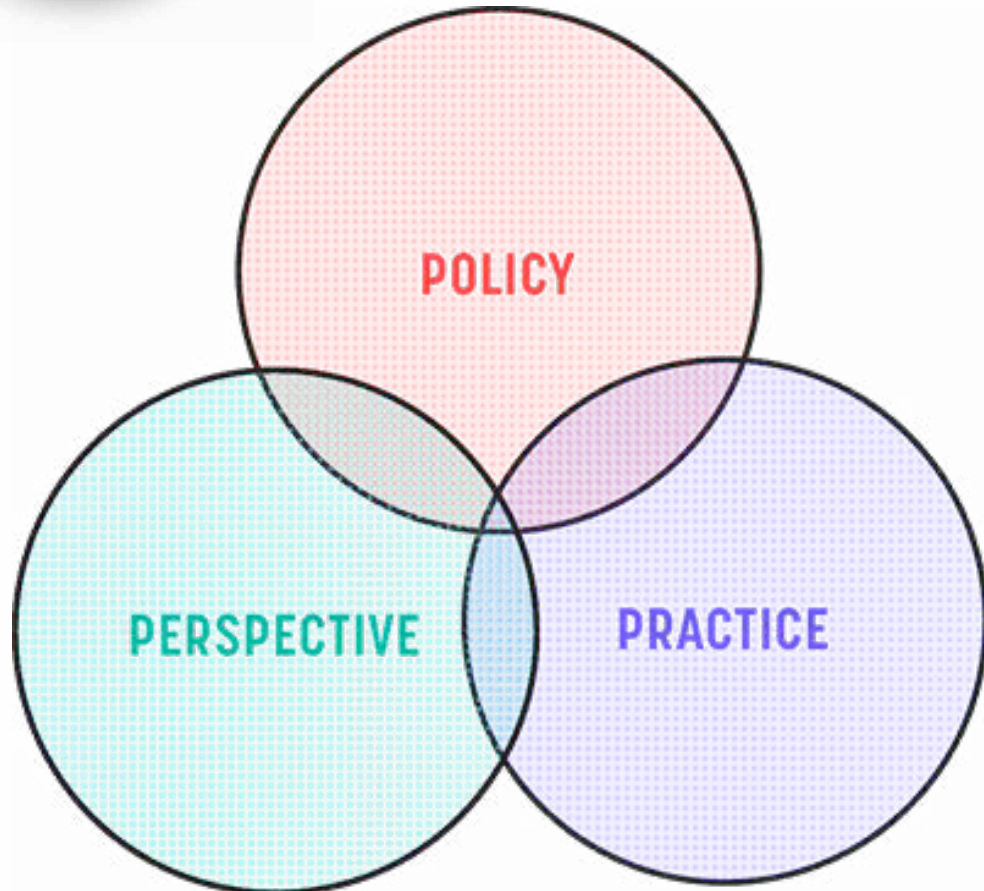
Complete College America

MISSION

Complete College America (CCA) is a bold national advocate for dramatically increasing college completion rates and closing institutional performance gaps by working with states, systems, institutions, and partners to scale highly effective structural reforms and promote policies that improve student success.



Complete College America

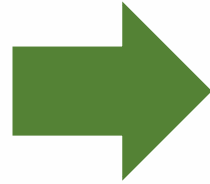


Community of Practice



AI

Fear of the impact to
higher education.



Thoughtful adoption to
improve learning,
workforce preparedness,
and efficiency.



AI

- Embedded in student advising software
- Early alert based on student information system data
- DataKind, free big data tool for student advising professionals
- www.datakind.org





Campus Announcements

- Twice weekly
- Tuesday and Thursday near noon
- No attachments
- All current announcements in one email communication
- Email requests for Cuesta Announcements to tfrederi@cuesta.edu or cynthia_Dilbeck@cuesta.edu



16 Week Calendar

Superintendent/President's Cabinet Review

Calendar Committee Review

Academic Senate Council Review

College Council

Planning and Budget Committee

* Subject to negotiation





External Impacts

- Lingering effects of the pandemic
- Global conflicts, war, and unrest
- Mental health crisis
- Economic uncertainty
- Presidential election year



Internal Support and Connection

- Acknowledge that some moments, hours, and even days are tough!
- Encourage one another
- Extend kindness
- Invest in your wellbeing
- Remember your why
- Know you are valued and deeply appreciated
- Tap into employee resources



Jedi Academy

Dr. Lara Baxley

Dr. Matthew Davis

Katy Dittmer

Dr. Rachael Barnett



JEDI Academy

News and Updates





Why JEDI?

The Traditional College Model





Our most recent graduates

(Summer 2023)

- Benjamin Arrona
- Kerry Bailey
- Mark Beasley Murray
- Michelle Craig
- Lisa DeFraga
- Sue Gin
- Sharon Haupt
- Monica Linggi
- Thomas Patchell
- Jennifer Schriber
- Heidi Webber



Joining our previous graduates:

- Guillermo Alvarez Pardo
- Darby Axelrod
- Rachael Barnett
- Greg Baxley
- David Becker
- Megan Boaz Alvarez
- Idona Cabrinha
- Marilynne Cleeves
- Monica Contreras
- Gabriel Cuarenta-Gallegos
- Bill Demarest
- Sally Demarest
- Elizabeth DeSwart
- Inga Dorosz
- Beth-Ann Dumas
- Alex Espinoza-Kulick
- Mario Espinoza-Kulick
- Roland Finger
- Michelle Garner
- P. Michele Gordon Johnson
- Kelli Gottlieb
- Frank Ha
- Colleen Harmon
- Laura Harris
- Marcia Harvey
- Galadriel Bree Highhouse
- Beth Johnson
- Emily Kane
- Michelle Kaul
- Mike Kinter
- Susan Kline
- John Knutson
- Patrick Len
- Brian Locher
- Carina Love
- Michalyn Maddelein
- Amelia Marini
- Jennifer Martin
- Ron McCarley
- Mechelle Medhurst
- Jessica Michelsen
- Sarah Miller
- Jeff Nachtigal
- Eric Novitsky
- Alicia Paniagua
- Emily Purificacao
- Becky Reid
- Virginia Roof
- Jen Sanders-Moreno
- Bob Sfarzo
- Jennifer Shellhorn
- Melina Simons
- Nancy Steinmaus
- Erik Veach
- Regina Voge
- Cynthia Wilshusen
- Paul Yun



Feedback from participants and their students





<https://cuesta.instructure.com/courses/39717/pages/jedi>





JEDI Precept: Validating

From past participants:

- I've been more aware of student needs and ways that I can help. I find that I'm having more fun in and out of class since assisting students is more of a joy than a drag. I can still maintain high standards while treating students kindly and respectfully.

From their students:

- I felt like you have cared more for your students and their success than any other professor I have had. You were always open to working with students to help them however you could.
- Your motivation to make all your students succeed and learn really shows.
- I want to say thank you so much for being such a great teacher and caring! I feel it's hard to come by teachers that care about their students' success and well being.



JEDI Precepts: Creating Partnerships & Welcoming

From past participants:

- Many students have expressed their appreciation for my openness and commitment to listen which I feel was created by the tone cultured through the changes promoted by JEDI. As students have openly shared experiences and concerns with me because they knew I cared, and they could trust me.

From their students:

- The class had a very welcoming environment and I felt that I could always ask questions and reach out for help when needed.
- You shared your personal experiences. Understanding who your professor is as a human helps understand the material better.
- I met someone in the second week of your class in a group activity. He's become one of my closest friends at Cuesta and our class just felt like a happy little community.



JEDI News and Updates


- Cuesta College applied for and received a **Culturally Responsive Pedagogy and Practices Grant** from the Chancellor's Office in the amount of \$299,966
- This grant will support:
 - JEDI Academy for Spring 2024 and Spring 2025
 - Mini-grants to support further curricular revisions
 - Training for new JEDI Co-Facilitators
 - Ongoing "Community of Practice" meetings for past participants



JEDI Community of Practice

- Ongoing, collaborative support for making changes in your classes
- Opportunity to dive deeper into specific JEDI topics
- A place to bring your questions and workshop solutions
- Collegial, fun, supportive environment for meaningful change





My JEDI Journey

Gabi Cuarenta-Gallegos
Mathematics Instructor



Is JEDI for You?

- Process-based approach to infusing courses with equity
- Energizing and supportive environment for making pedagogical changes and practical strategies for implementation
- Access to shared resources and ongoing support
- Peer-to-peer, collaborative work environment
- All knowledge- and experience-levels welcome
- A great way to get started or to continue to grow your equity practices



Heidi Webber



Spring 2024 JEDI Academy on Curriculum and Pedagogy



- Registration open now to all full- and part-time faculty:
<http://tinyurl.com/y8aayx26>
- Registration deadline: Friday, January 19, 2024 by 5 PM or until all spaces have been filled
- 3 synchronous Zoom sessions to be held from 9:30 AM – 1:30 PM:
 - Friday, February 2, 2024
 - Friday, March 1, 2024
 - Friday, April 5, 2024
- Participants who attend all sessions and complete all required course work will each receive a \$1000 stipend



"Do the best you can until you know better.
Then **when you know better, do better.**"
—Maya Angelou.



Thank you!



Wrap up!





Have a great spring semester!