

May 26, 2016

Hello All,

We've nearly made it to the end of the academic year. Thank you for your commitment to students and for the work you have done in and outside of the classroom to help students move forward. I wanted to provide you with an update on hiring and bid you farewell. So, first, the business.

Update on Hiring

As many of you know, we've been extremely busy with hiring committees. Thank you for putting forth the extra time and effort to get positions filled. In May, the following positions went to board:

- Administrative Secretary, Instruction
- A&R Rech
- Environmental Science Lab Tech
- Aquatic Center Pool Tech
- Dean, Instruction

Expected on June board are:

- Counselors - General (2)
- Counselor – Cal Works
- Counselor – Veterans Coordinator
- LD Specialist
- Sec II (Counseling – lateral transfer)
- EMS Faculty
- Business Faculty
- President

Still in process are:

- Administrative Assistant I – Supports VPSS
- Account Clerk II (PT) – Resource Development
- Assistive Tech Specialist
- Clerk II – Financial Aid
- Art Faculty – On hold until next year
- English Faculty (2) – Posted
- History Faculty – On hold until next year
- Respiratory Faculty – Posted
- Lab Tech, EMS
- Library Coordinator
- Senior Student Services Tech – Posted, for DSPS
- Student Services Tech II – DSPS
- Tutorial Center Coordinator – Focus on SI and other alternative strategies
- Tutorial Center Coordinator – STEM Success Center

Farewell and Best Wishes

Thank you for the opportunity to serve as VPI and President over the past 9 years. You will always have a special place in my heart and I wish you all the best. I was encouraged to include the script from my talk on Tuesday, so those words are included below if you wish to see them. I hope to see you in the future and if you are in Anaheim, please come see me.

Thank you for your many kind words today and for being part of my life. Over the past few weeks, you have made me feel loved as a person and as a leader. I will never be able to share the depth of my appreciation for all of you. I knew I would be sad to leave Crafton, but I really didn't know how hard it would be as my final days on campus approached. Please indulge me as I share some thoughts - this is an important part of my transition to the next step in my journey.

As you can imagine, the past year has involved a lot of soul searching and reflection. The decision to leave Crafton has not been an easy one - but as my insightful son said to me: Sometimes you have to build the track and then let someone else drive the train. The past 9 years have been formative, pivotal and momentous in shaping who I am as an educational leader and Crafton will forever be a part of my heart and soul.

When I arrived 9 years ago, it was due to the willingness of Gloria Harrison, Charlie Ng, Rick Hogrefe, Donna Ferracone and a few others to take a risk on an Associate Dean - Interim, I will add - to become the next VPI at Crafton. I will be eternally grateful for the opportunity they gave me and for their belief that I could help lead the college. From the very beginning, I was given a warm welcome by the faculty, managers and staff. On my first day, Daniel Bahner walked Judith Ashton and me around campus to meet everyone and to give us an "orientation" of sorts to the college. Little did I know at the time that this would remain one of my fondest memories. The hole in my heart from Daniel's passing may never heal.

Since then, it has been quite an adventure.

On the professional front, I learned:

- *more than I ever wanted to know about accreditation*

- *how to design, construct, and move into new buildings*
- *how to develop and implement strategic and educational master plans*
- *how to build a culture of evidence-based decision making*
- *how to hire, recognize, and appreciate new faculty and managers*
- *how to make and survive devastating cuts and then how to grow beyond what we thought possible*
- *how to strengthen and expand a Foundation and build community partnerships*
- *the joy of having a collaborative partner in the academic senate - thank you Rick, Scott, and Denise*
- *and most important of all - how to focus on students and their success*

On the personal front, I learned:

- *how to be resilient in the face of conflict, controversy, mistakes, and disappointments*
- *the importance of honesty and integrity in building trust*
- *the utmost necessity of staying true to one's values and beliefs and the courage to voice those views publicly - no matter what the cost*
- *how to face the challenges of personal tragedies while remaining a strong leader*
- *how to survive the loss of friends due to broken relationships and the passing from this life*
- *the absolute necessity of a right hand woman - thank you Kelly, Cheryl and Cyndie*
- *the value of a true team of senior managers who will be life-long friends - I couldn't have done it without you*
- *and the importance of dancing to celebrate our accomplishments*

I want you to know that you've not only supported me professionally - even when I've failed forward - but you supported me personally as well. You have helped me through the deaths of my father-in-law and my parents. You supported my transition to an empty nest, when William joined the Navy and Caroline moved out. You helped me through the burdens of facing Caroline's cancer and then celebrated her remission. It's for all of these reasons that you are so incredibly important to me and that I've grown to love you.

So here's where I've ended up: I want to fulfill my personal mission of growing people and organizations. I want to be an educational leader who changes my little corner of the world. I believe in the work of Lee Shulman and Vince Tinto and George Kuh and I want to dare to be different. Last year, I learned about John Kania's work on collective impact. So, I want to develop partnerships across the district and externally to have a broad impact on social and educational issues. Just as I have tried to do at Crafton, I want to shape an environment where people can do their best work. I want our students to fall in love with learning and be empowered to achieve their goals. I want them to become critical thinkers, problem solvers, great communicators, and good citizens. At my core, I believe in what my grand dad told me 45 years ago - that no one can take your education away. So the legacy I want to leave from my professional life is that I've contributed to the self-actualization of our students and to the enrichment of our knowledge economy.

Thank you for sharing these past 9 years with me and for your unwavering support. I wish you much continued success and am fully confident you will remain the emerald on the hill.

Thank you and I love you.