

Year 1 Report
President's Tactics
David Svaldi

Narrative

My year 1 tactics or objectives included 36 separate activities. A Cabinet review of these tactics determined that 29 (or 80%) of the original tactics have been successfully completed and implemented. Roughly seven tactics were either not completed or not fully implemented. These seven tactics will be addressed during 2007-2008. In order of importance these include: completion of a Crisis Response Plan with appropriate training and practice, completion of a Diversity and Affirmative Action plan for the College, clear delineation of the organizational structure with appropriate titles, defined responsibilities and authority (per Finding in HLC Site visit team report), a comprehensive enrollment management and marketing plan for the College, securing a grant writing position for the College, planning for renovation or demolition of buildings on the corner of Richardson and 1st street including the old Public Safety building, the 4-plex, KASF building and the Casa Del Sol building and securing funds for on-going IT needs. A year 2 revised set of tactics reflecting either tactics not achieved or newly determined needs is also posted on my web-site.

Year 1 Objectives (06-07)

- Successfully Complete self study & continuing accreditation process(1,6,&7)
 - Dr. Farish – on track
 - SUCCESSFULLY ACCOMPLISHED
- Successfully Complete TEAC Accrediting process(1,6&7)
 - Dr. Valerio & President Svaldi
 - SUCCESSFULLY ACOMPLISHED
- NASM site visit (1)
 - Dr. Lipke & Dr. Novotny
 - Feb 2007
 - SUCCESSFULLY ACCOMPLISHED
- Search for and hire Provost (6)
 - President Svaldi
 - Timeline: kickoff Fall 06
 - SUCCESSFULLY ACCOMPLISHED
- Search for and hire “VP for Development” (6,7)
 - Foundation Board & President Svaldi
 - SUCCESSFULLY ACCOMPLISHED
- Search for and hire Institutional Grant writer (6,7)
 - Foundation Board & President Svaldi
 - NOT COMPLETE
- Search for and hire Ag-Business Professor (1,3,5)
 - Dr. Keiser & Dr. Novotny
 - Timeline: hire date of Fall 07

- SUCCESSFULLY ACCOMPLISHED
- Review & assess current org structure (6)
 - Cabinet /Dr. Mumper
 - Timeline: September 07
 - IN PROGRESS
- Fully Develop, communicate, and start implementing comprehensive enrollment plan; ensure align outcomes with Performance contract (draft is attached) (3,7)
 - TO BE INTEGRATED INTO COMPREHENSIVE EMROLLMENT MARKETING PLAN FALL 07
 - Cabinet
 - Freshman Retention Pilot Plan
 - Benchmark/data/feedback
 - Methods
 - Attendance/Assignments (miss 2/2 intrusive advising begins)
 - RA's
 - Parent's newsletter
 - 100 level courses profs can volunteer to be part of the program
 - Emerging Scholars
 - Pilot program
 - Tutoring peers
- Carefully monitor College finances with a goal of balancing the General fund budget via general fund income only within 4 years (6, 7).
 - Monitor – Budget Committee
 - Balancing – Cabinet
 - ONGOING. Need enrollment increase to complete
- Negotiate new performance contact benchmarks for low-enrolled programs (6)
 - President Svaldi and Dr. Novotny
 - SUCCESSFULLY COMPLETED
- Implement initial recommendations for addressing salary inversion and compression issues among Full Professors.(1,6)
 - President Svaldi and Dr. Novotny
 - SUCCESSFULLY COMPLETED
- Set benchmarks for 3 year salary improvement plan for all exempt levels; provide options to BOT for budget support in alignment with statewide cost allocation study outcomes.(1,6,7)
COMPLETED FOR 07. Moving target.
 - Cabinet
- Participate in Statewide Cost Allocation study (7)
 - VP Mansheim
 - ONGOING
- Implement new Faculty Handbook(1,2,6)
 - SUCCESSFULLY COMPLETED
- Conduct at least two Community Forums in two different SLV Communities.(4,5)

- PARTIALLY COMPLETED—2 forums in Alamosa
- Review and assess all current academic programs; propose at least one new academic program each year (1,3, & 7)
 - All programs not reviewed
 - **4 new Academic Programs approved (MA on-line Coaching, MA Humanities, BS/BA HCA, BFA, Art)**
 - Implement New Exempt Staff Handbook (6)
 - VP Mansheim and Director Rogers
 - Timeline: September 06
 - COMPLETED
 - Develop and implement comprehensive employee training and development plan with a focus in year one on safety (6)
 - Safety program for facilities services – December 06
 - Director Jones
 - COMPLETED
 - Provide necessary training for Facility Services’ personnel to implement revised Organizational structure; implement and hold employees accountable.(2,6)
 - VP Mansheim and Director Jones
 - COMPLETED
 - Provide training and development opportunities for all Department Chairs and Exempt administrators with a focus in year one on conflict resolution. (6)
 - Dr. Novotny and Director Rogers
 - **Partially Completed—5 chairs**
 - Complete and implement Institutional Crisis Response Plan including appropriate training schedule and follow-up (6)
 - President & Cabinet& Director Shults
 - **DRAFT IN PROGRESS HIGHEST PRIORITY**
 - Complete and start implementing campus diversity plan with appropriate yearly benchmarks (1,2,3,4)
 - President and Committee
 - **NOT COMPLETED; Priority for Year 2**
 - Determine future use of Marvel House; raise funds to make necessary renovations consistent with that use (4,5)
 - President, BOT, & Foundation Board
 - COMPLETED/Construction underway
 - Determine future use of Casa Del Sol Complex; raise funds to make necessary renovations consistent with that use (4,5)
 - Mansheim and Marquez
 - IN PROGRESS/ possible donor
 - Review usage of old Public Safety Building & KASF Building & condemned 4-plex, make appropriate plans for year 2.(2)
 - Move Radio Station
 - President & VP Mansheim
 - **Not accomplished/Priority for year 2**
 - Secure state funding for second half of Plachy Hall project (2,5)
 - Mortensen, Mansheim, Gil Romero & Nolbert Chavez

- ACCOMPLISHED
- Secure state and/or Federal funding for Campus IT needs (1,2,6)
 - Nichol森, Mansheim, Gil Romero & Nolbert Chavez
 - IN PROGRESS
- Renovation of Old Student Center building as Community Outreach center (3,4,5)
 - Mary Hoffman & Todd Wright
 - CONSTRUCTION SCHEDULED
- Secure funding for at least one mini bus. (2,7)
 - Coach Martin & President Svaldi
 - BUS ORDERED
- Submit Richardson Hall renovation project for state funding (2,4,5)
 - Todd Wright
 - ACCOMPLISHED
- Complete New Campus Facilities Master Plan (5,6)
 - Todd Wright & Cabinet
 - COMPLETED
- Increase donations to the College by 10% (7)
 - President, Development Office, & Foundation
 - GOAL EXCEEDED with Porter gift
- Review legal relationship between Gingerbread House Board and ASC; revise as advised by Counsel. Study feasibility of complete restructuring of current Gingerbread House operation perhaps establishing as self-supporting operation and securing funding to improve facility (2,3,5,7)
 - Mansheim & Mary Hoffman
 - ONGOING.
- Study and determine how to establish on-going Institutional Planning function to preserve, continuously update and maintain HLC materials and assessment of all institutional outcomes. (6)
 - ONGOING
- Catalog all Luther bean Museum holdings; appraise these holdings; establish operating budget. (4,6,7)
 - Partially completed/operating budget needed