

President's Report January 24, 2005

Increasing Access

- The preliminary spring enrollment as of January 24, 2005 is 1488 compared with 1932 in 2004. We anticipate a final total to be around 2200. Most of the decrease is due to a change in the apprenticeship and dual enrollment programs which the college is working to change so that these programs align better with existing offerings. The N KY Fire School involves nearly 300 students who receive partial credits for the training and was moved from the fall to the spring.
- The college's web site has been totally redesigned by a team at GCTC led by Eric Turner. The redesigned web site will be more interactive and designed to be "user-friendly" for students. Employees who are responsible for updating their parts of the web site will find the new format easy to use.
- The college's President's Leadership Team has adopted the 6th District School in Covington and each member (plus other employees) will be involved in twenty activities designed to support the school children. A play was performed by the children at the December 10th college wide meeting. The entire college will visit the school as part of Heritage Day on February 22nd.
- The Academic and Student Affairs transition team is now developing specific action steps based on the Krause report. These steps will include developing and distributing a fall class schedule earlier and one that contains more classes for students who intend on transferring to NKU after their start at GCTC.

Capacity Building

- A second in a series of workshops for supervisors was held to review best practices involved in the employee performance appraisal process and a third is planned for April. The workshop, attended by thirty supervisors, focused on ways to improve the mid-year performance appraisal review process.
- The Boone Campus project is about 65% complete. Occupancy is anticipated in June 2005. The college is developing contingency plans that will enable it to teach classes on the new campus in all areas except machine tool and industrial maintenance (which requires considerable lead time to move equipment.)
- Construction delays and changes have reduced the project contingency considerably. It is anticipated that \$750,000 will be needed from private sources for additional equipment for the Boone Campus. In December the college received notice of a \$500,000 grant from the Dept. of Education in Washington that will be used for the needed equipment.
- The SOAR process has undergone a formal review and as a result, modifications will be made in the process.

Celebrating Excellence

- Two employees of the college have been nominated for the KCTCS New Horizon Awards which will be announced later in the spring.
- The college's Computer Aided Drafting program at Gateway has just been awarded the American Design Drafting Associations highest of three certifications awarded to community & technical colleges, the Design Drafter certification. John Hanlon, lead instructor, has worked very hard over the past year to make this certification a reality.

Strengthening Regional and Economic Development

- GCTC joined with seven other organizations to form a partnership group to foster a strategic plan for the region's economic future. The group is sponsoring a Futures report by economist, Paul Coomes, that will be released later this week.
- The college will be represented on the Forward Quest 2015 teams that will be setting a vision for the future. Several members of the college will be on the vision team that will look at ways to strengthen our college's relationship with the region's employers.
- J. David Miller has joined the colleges as a business liaison at the One Stop Center. This is a position that is paid by a contract with The Northern Kentucky Workforce Investment Board.
- Tony Clark has joined the college as the Coordinator of the Manufacturing Career Pathway initiative that is funded by KCTCS and the Ford Foundation. The goal of the program is to create a seamless pathway for students from middle school through graduate programs in areas related to manufacturing.

Securing Financial Resources

- The college has received a grant from the US Department of Education, via Senator Jim Bunning, of \$500,000 to be used for Boone Campus equipment.
- Mazak has agreed to provide two \$2,000 scholarships per year for students pursuing a career related to manufacturing.
- The Chamber of Commerce D.C. Fly-In Committee has ranked the GCTC projects at the top of its list of projects for Federal Funding. These include a \$750,000 planning grant for the Edgewood Campus "Emergency Services Center," and \$10 million (federal) for Phase II at the Boone Campus for the Center for Manufacturing Competitiveness.

Investing in Employees

- The SOAR team in this area has recommended procedures to highlight the work of employees throughout the year. Recommendations will be implemented in the spring for Employee of the Quarter.
- A second cultural diversity training program on dealing with people from Latino cultures was conducted for college personnel as part of the Cultural Diversity Team's activities in December. On February 22nd, the entire college community will visit the 6th District School and National Underground Freedom Center for the day in celebration of Heritage Diversity.
- The college is exploring the feasibility of developing a partnership with a local organization to develop and test a performance improvement series of workshops dealing with personal growth for all employees.
- The PLT is discussing the development of a comprehensive employee development program that will have components of collaborative learning, team building, communication, leadership and personal growth.

Developing Partnerships

- The School of Technical Careers is meeting with personnel from the Kenton County Schools to develop a Career Pathway Program in Health and Manufacturing Careers. The target date for implementation is fall, 2005. Tony Clark has been hired to begin that initiative.
- Continuing discussions are being held with long-term care facilities to develop a Hispanic Healthcare worker project that would help train aides, L.P.N. and R.N's with Hispanic backgrounds. In addition, the college has received funding to begin an Allied Health Career pathway initiative designed to serve these employers.

Maximizing Student Success

- The reorganization of Student and Academic Affairs and the analysis of processes in student affairs has begun. Teams of employees are implementing the Krause report recommendation.

Overall Achievement

- The college submitted its response to the initial review of the application for Candidacy Status to the Southern Association of Colleges and Schools in October. The response is on the college's intranet.

The President's Leadership Team will be focused on the following activities next quarter:

1. Completion of year-end performance appraisal reviews.
2. Completion of the Capital Campaign feasibility process.
3. Continued implementation of the S.O.A.R. process based on recommendations for improvement.
4. Completion of the study and implementation of recommendations in student services areas.
5. Receive SACS accreditation visiting team.
6. Completion of hiring process for new grant funded and regular positions.

The President will focus attention of the following:

- Work with legislators during the 2005 General Assembly session.
- Finalize plans for an urban core campus.
- Investigate with regional leaders the option of a local levy to support the development of GCTC.
- Continue to be part of several regional economic development groups, the D.C. Fly-In and the Kentucky Legislative groups.
- Participate as Chairman of the American Association of Community Colleges Presidents Academy.
- Complete analysis of budget needs and prepare the 2005-06 budget.
- Reduce the number of boards on which I currently serve to better maximize my personal and professional resources.
- Begin to meet with all employees for a 3-year review of progress in the college.