



TO: ALL STAFF
From: Fred Williams, Interim Chancellor
Date: March 31, 2016

Last month, we were lucky enough to hire Dr. Cheryl Marshall as our next Chancellor of the North Orange County Community College District. I believe that the Board of Trustees made an excellent selection with Dr. Marshall, and that she will be a perfect fit for us. I've been able to spend a little bit of time with her now, and my sense is that she's knowledgeable, supportive, capable, and passionate about education—everything we were looking for! Of course that means that I'll go back to my regular job as Vice Chancellor of Finance and Facilities on July 1. Though I'm happy to be returning to my department, I'm so thankful that the Board of Trustees—and all of you—gave me this chance to see NOCCCD from the perspective of Chancellor. I've learned more about student success and instruction over the last 12 months than I have in my other 20+ years at the District!

As you know, each year the Board of Trustees outlines goals for the chancellor to focus on (<http://www.nocccd.edu/chancellors-welcome>). Many of these are long-term goals and almost all of them are situations that require the coordination of many individuals across the District. As my time in the corner office winds down, and I look back to see what's been accomplished and what remains to be done, I discover that many of the strides we've made in terms of those goals have to do with planning: developments in educational methods and resources; stabilizing fiscal measures; coordination of facilities projects; and strengthening District Services.

Here are some highlights of our planning efforts this year:

Educational

- High school-to-college pathways—I scheduled meetings with all of the Superintendents of our feeder high school districts to talk about how to expand pathways into NOCCCD. Discussions are also happening at the campus level, with several pilot programs underway.

- DegreeWorks—We acquired DegreeWorks as a software solution to facilitate the creation and monitoring of student education plans. Implementation has taken some time, but a full roll-out with students is projected for this fall.
- Dashboards—The Vice Chancellor of Educational Services and Technology has been tasked with developing “dashboards” of information for how our District measures student success and our work towards reducing the achievement gap. These will include creating parameters for accountability metrics, gathering current information to build a baseline and track progress, and presenting the results to the internal District community.

Finance & Facilities

- Irrevocable Trust—After many years of discussion and planning, a Retiree Board was appointed, and they selected FUTURIS to be the Investment Fund Administrator to create an irrevocable trust for our unfunded liability related to retiree medical benefits. The next step is to move earmarked funds to the trust, which has the potential to reduce our Annual Required Contribution by \$3 million per year.
- Midterm Update to the Comprehensive Master Plan—The existing NOCCCD Comprehensive Master Plan (CMP) is scheduled to sunset in 2020. With the passing of Measure J and the need for new analysis of our academic and student support programs to inform facilities planning, we engaged Cambridge West to undertake a midterm review of the Master Plan, which will also provide information for the comprehensive review and update beginning in 2018.
- Bond—Over the past year, lots of planning has occurred to kick off the Measure J bond program, including: the creation of an ADA transition plan, hiring the District’s Program Management firm, beginning an environmental sustainability plan, establishing the Citizens Oversight Committee, putting all the financial experts in place, and selecting a firm to do the Environmental Impact Report for all three campuses.

District Services

- Professional development—Two big moves were made in professional development this year: 1) we separated this function into its own department, and 2) we hired a temporary Director of

Professional Development, Laura Manyweather. These steps underline our commitment to being strategic in and expanding the scope of our professional development offerings.

- Communication—A brand new website, www.nocccd.edu, premiered in January 2016 with increased capabilities and expanded District information. This tool will help the Board of Trustees and District Services to communicate with employees, students, and the community. In addition, the Public Affairs Department has launched a bi-monthly e-newsletter, *inside/NOCCCD*, to disseminate District-wide news and event information.
- Senior staff—One of my most important jobs as Interim Chancellor was to help find my replacement, and, as already stated, I think our District Hiring Committee and Board of Trustees accomplished that beautifully. We've also had the good fortune to retain Dr. Greg Schulz as the permanent President of Fullerton College, and hire Alba Recinos as the Administrative Support Manager for the Chancellor's Office. I think these hires result in a senior staff that rivals any for its talent and dedication.
- New Board Member—after the retirement last year of long-time Trustee Donna Miller, the District was tasked with finding a new Board Member for Trustee Area 3. After a Special Election in February, Stephen T. Blount of Cypress was elected to fill the vacancy.

Obviously, there is still a lot to do, but knowing that we've put in the time and energy necessary to create solid plans gives me great confidence that we will be appropriately positioned for the next phase of our spectacular growth. Thank you to everyone for your hard work this year and for putting up with me!

Cypress College Minds. Motivated.
School of Continuing Education Change. Cultivated.
Fullerton College Excellence. Elevated.
NOCCCD Greatness. Achieved.