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most individuals overwhelmingly shows that I am meeting expectations, and in many cases exceeding them. I did not to lose sight of

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Last, we continue to explore and advance alternative paths for the RAC Remodel, and I will continue to dedicate my time there.

_____ I am continually amazed at the progress we have made on Strategic Goal No. 4: Campus Transformation. Construction on campus continues to progress, even though our primary projects are facing hurdles at almost every turn. We have been able to work through major budget challenges, tackle major timeline challenges, and deal with the “messiness” of construction, while keeping a positive eye on the outcome. This is the hardest work, but it is also work that we know will result in a continued transformation of our campus. A new residence hall, the renovation of Fine Arts, and the addition of the long-desired performance hall are the big ones. Not to be denied their own success are the ACC expansion, renovation of EEC and Crossroads, the Andrikopoulos Business and Technology Building façade renewal, and more.

Rick Johnson, Tim Macnamara, Daniel Powell and the Fine Arts Building faculty and staff, Nola Rocha, Lisa Trimble and the LCCC Foundation, and Bill Zink and the Physical Plant staff.

Guided Pathways will help us focus on the programs and services we currently offer. We need to proactively think about which existing programs should be expanded and what new programs should be developed. In collaboration with the Vice President of Academic Affairs and the Dean of Outreach & Workforce Development, I will work to establish a multi-year plan for program expansion and additions that will align with local and state efforts and help grow enrollment.

_____ Last fall, we presented a draft of the LCCC Strategic Programming Recommendations to the Board of Trustee’s Academic and Student Affairs subcommittee. The plan incorporates significant background research, environmental scanning, data, and other context to establish a series of recommendations for programs to be expanded, programs to be developed, and programs to be transitioned from non-credit to credit. These programming recommendations align with state-wide initiatives such as ENDOW, local efforts such as Forward Greater Cheyenne, and your interest in growing enrollment at LCCC. This plan has not advanced to final approval and still needs to come before you as a Board. My hope is that we will be able to finalize it yet this summer, but thus far the complexity of the Pathways Project and other initiatives continue to take priority. The good news, though, is that many of the recommendations in the plan are already underway and being deployed.

Colleges. At the same time, I remain involved and engaged in many state-wide initiatives. Most importantly though, I believe I have supported and facilitated the opportunity for many other individuals at LCCC to serve in leadership capacities and represent LCCC locally, in Wyoming, and across the nation.

I will continue to work on my own personal leadership abilities, specifically as they pertain to active and participatory listening with others. I will try to find that balance between actively engaging on campus and assuring others are empowered to lead in their capacity without my hindrance. Finally, I will work to strengthen my leadership team, the President's Cabinet, by helping the newer members succeed in accomplishing their goals and preparing them for the transition of other members as necessary.

_____ My emphasis this year has been on transition. As you know, we have had two major transitions in the President's Cabinet. With the retirement of Judy Hay, I am pleased to have made a very successful hire of Dr. Melissa Stutz as Vice President of Student Services. Unfortunately, we have not had a successful search for the Vice President of Administration and Finance, and we are currently in the process of conducting our second search for this position this year. Fortunately, we have solid leadership from the division's department directors, allowing us to maintain stability and still advance in some strategic areas. Once we have stability on Cabinet, I will refocus my energies to assure these new hires have the direction, resources, and support needed to function at the highest levels.

