6.3b CROSS-COMPONENT GOALS 2014-15 – SONOMA COUNTY JUNIOR COLLEGE DISTRICT

Goal Rank	Location	Goal	Objective	Time Frame	Resources Required	Area	Strategic Plan Goal	Person(s) Responsible
	ALL	1.0 Provide leadership to serve our diverse communities by strengthening our connections through engagement, collaboration, partnerships and programs that meet the needs of our multicultural community.	1.1 Continue to identify and sponsor workshops on topics related to Cultural Competency to our workforce and students 1.2 Continue to explore outreach strategies to attract a qualified and diverse pool of applicants for faculty, staff, and management positions at the College.	2014-15	Staff time in Human Resources as well as money for workshop presenters.	District-wide	3	President and Vice Presidents and select staff in Human Resources

Goal Rank	Location	Goal	Objectives	Timeframe	Resources Required	Area	Strategic Plan Goal	Person(s) Responsible
	District Wide	2. Enhance District-Wide Emergency and Disaster Preparedness in Support of Strategic Plan Goal F	2.1 Continue to foster cross-component support that would ensure a coordinated effort between the District EOC and the DOC's on campuses sites during an emergency/disaster, and meet the District's initiative to reflect the College's commitment to maintain readiness in the event of an emergency.	Ongoing/ June 2014	Est. $10.000 Emergency Prep. Acct.		1/2/3/4/5/6/7/8	Ichsan President and Vice Presidents
			2.2 Provide an update on District preparedness to the President and Board.	Ongoing/ Fall 2013	Staff Time		1/2/3/4/5/6/7/8	Ichsan
			2.3 Implement the next phase of the Emergency Management Program with an outreach to the Santa Rosa community by developing and launching the Building Safety Coordinator/ Area Safety Coordinator program. Establish evacuation area protocols with Facilities Operations.	June 2014	TBD for Supplies Emergency Prep. Acct.		1/2/3/4/5/6/7/8	Ichsan/Kuula President and Vice Presidents All

			2.4	Continue to develop the permanent EOC in Pedroncelli by having the Sections set-up their respective areas. The EOC will also be utilized for District-wide regulatory required training (e.g. monthly NESO/Dis Prep, EOC/DOC, BSC/ ASC).	Spring 2015	Est. $9,000 Emergency Prep. Acct.	1/2/3/4/5/6/7/8	Ichsan/Kuula/ Navarrette/ Maremont-Silver/ Bielen/Rudolph/ Roberts/Jolley/ Saldana-Talley/ Chapman/Diggs
			2.5	Develop and implement exercise that is campus/ site specific covering possible topics such as earthquake preparedness, active shooter, special needs, disruptive individuals, fire, bomb threat, etc.	Ongoing/ June 2015	Staff Time	1/2/3/4/5/6/7/8	Kuula/Ichsan Presidents and Vice Presidents
			2.6	Continue to provide leadership and foster established relationships for District practices in emergency and disaster.	Ongoing/ June 2015	Staff Time	1/2/3/4/5/6/7/8	Ichsan/Kuula
			2.7	Participate in the Great California Shakeout not only with the Operational Area, but also to test/practice District procedures such as, Alert U, Net Support Notify, duck, cover and hold-on (where applicable), etc.	October 2014	Staff Time	1/2/3/4/5/6/7/8	ALL
			2.8	Provide leadership to the North Coast College University Mutual Aid Group as program manager of the six Community Colleges and three CSUs.	Ongoing/ June 2015	NCCUMAG Acct.	1/2/3/4/5/6/7/8	Ichsan/Bielen Kuula

6.3b CROSS-COMPONENT GOALS 2014-15 – SONOMA COUNTY JUNIOR COLLEGE DISTRICT

Goal Rank	Location	Goal	Objectives	Timeframe	Resources Required	Area	Strategic Plan Goal	Person(s) Responsible
	ALL	3.0 Provide leadership for an institutionalized response system to vet, write and submit federal, state, local and foundation grants to support programs and services at SRJC	3.1 Utilize grants coordinator and AAC/SSC managers to plan for grants submissions one year out 3.2 Submit at least 6 grants for federal or foundation funding for amounts over $200K per grant each year with 50% success	2014-15	Hanover Grants, dean and staff time. Cabinet commitment, faculty involvement.	Academic Affairs, Student Services	01, 02, 07	Cathy Wilson, Mary Kay Rudolph, Ricardo Navarrette, Jane Saldana-Talley
Goal Rank	Location	Goal	Objectives	Timeframe	Resources Required	Area	Strategic Plan Goal	Person(s) Responsible
	Districtwide	4.0 Develop a strategy to eliminate the District's Long-term Structural Imbalance	4.1 Identify sizable areas of (either) revenue enhancement or cost reduction, such that ongoing expenditures are maintained within on-going revenues.	2014-15	Staff Time, and willingness on the part of all constituency groups to place the fiscal health of the District as _the_ highest priority	All	07	President, Vice Presidents, Constituency Group Leaders

IPC Review: 10/13/2014

6.3a   ANNUAL UNIT PLAN – ACADEMIC AFFAIRS

Rank	Location	SP	M	Goal	Objective	Time Frame	Resources Required
0001	ALL	02	01	1. Foster learning and academic excellence by providing effective programs and services.	Support and promote teaching excellence across all disciplines.	2014-17	Staff time, coordination with Professional Development and Academic Senate, utilize potential new Chancellor's Office funding stream
0001	ALL	02	01	2. Foster learning and academic excellence by providing effective programs and services.	Integrate academic and student support services across the college.	2014-17	Efficient communication mechanisms, adequate staff and time for collaboration, identify specialized funding (grants, etc.)
0001	ALL	02	01	3. Foster learning and academic excellence by providing effective programs and services.	Identify and implement responsive instructional practices that increase the learning and success of our diverse students.	2014-17	Staff time, coordination with Professional Development and Academic Senate, utilize potential new Chancellor's Office funding stream
0001	ALL	02	01	4. Foster learning and academic excellence by providing effective programs and services.	Engage students and spark intellectual curiosity in learner-centered environments.	2014-17	Staff time, coordination with Professional Development and Academic Senate, utilize potential new Chancellor's Office funding stream, intense collaboration with Student Services
0002	ALL	01	01	5. Support development of the whole student from early college awareness through successful completion of educational and career goals.	Increase the number of students who complete their educational plans and goals.	2014-17	Academic Affairs and department chair collaboration and time, coordination with Curriculum Committee and Student Services, IT and OIR cooperation for reporting, promotion of importance of completion.
0003	ALL	03	01	6. Serve our diverse communities and strengthen our connections through engagement, collaboration, partnerships, innovation and leadership.	Meet the lifelong educational and career needs of our communities (e.g., seniors, emerging populations, veterans, re-entry students).	2014-17	Dedicated staff time for identification of areas of community need, development of plan to provide services (i.e., County jail inmates). Funding for programmatic offerings, adequate teaching and support staff.

6.3a ANNUAL UNIT PLAN – ACADEMIC AFFAIRS

Rank	Location	SP	M	Goal	Objective	Time Frame	Resources Required
0004	ALL	05	01	7. Establish a culture of sustainability that promotes environmental stewardship, economic vitality, and social equity.	Infuse sustainability across the curriculum and promote awareness throughout the District.	2014-17	Staff time, coordination with Professional Development and Academic and Student Senates, coordination with Curriculum Office and identification of other potential partners.
0005	ALL	06	01	8. Cultivate an inclusive and diverse organizational culture that promotes employee engagement, growth, and collegiality.	Recruit and hire outstanding faculty and staff and implement an exemplary professional development program.	2014-17	Staff time, coordination with Professional Development, Human Resources and Academic Senate, utilize potential new Chancellor's Office funding stream
0006	ALL	07	01	9. Pursue resource development and diversification while maintaining responsible fiscal practices and financial stability.	Pursue alternative funding sources including grants and partnerships to support our diverse communities and students.	2014-17	Funding for grant-writing and coordination (i.e., contracts with Hanover Grants, etc.). Dedicated staff to support pursuit of grants (i.e., dean and support staff). Collaboration with all other internal and external partners.
0006	ALL	07	01	10. Pursue resource development and diversification while maintaining responsible fiscal practices and financial stability.	Manage enrollment and course offerings to maximize apportionment funding.	2014-17	Sufficient time and resources (i.e., IT support), collaboration with Student Services, PIO and Business Services.
0007	ALL	08	01	11. Continuously improve institutional effectiveness in support of our students, staff and communities.	Fully implement continuous quality improvement strategies to achieve greater transparency, effectiveness, efficiency, and participation.	2014-17	Adequate funding and time to expand opportunities for communication, process review and improvement in order to increase participation by internal community.

6.3a ANNUAL UNIT PLAN 2014-15 – BUSINESS SERVICES

Rank	Location	SP	M	Goal	Objective	Time Frame	Resources Required
0001	ALL	06	07	1. In conjunction with the President, and other Components, develop a strategy to reduce, and eventually eliminate, the District's "Structural Imbalance," which threatens the District fiscal health.	In conjunction with the President and the other Components, identify sizable areas of (either) revenue enhancement or cost reduction.	2014-15	Staff Time and commitment to the effort
0002	ALL	07	07	2. Successful passage of a Proposition 39 Bond.	Provide educational materials, answers to questions, and requested data, to voters and other interested parties, on the District's capitalization needs, and the effects/details of the bond's passage on the individual tax payer.	November, 2014	Staff time
0003	ALL	07	07	3. Restructuring of the District's Health Coverage/Costs to create significant cost-savings to the District, while maintaining quality medical benefits.	In conjunction with the District's negotiation groups, investigate potential changes in current healthcare plans, providers, or a restructuring of service premiums and shared costs, to effect significant savings, while minimally effecting medical coverage.	2014-15	Staff Time / Consultant Help.
0004	ALL	00	00	4. A successful 2013-14 audit, and successful review of Standard III.D by the ACCJC in March.	To proactively insure proper documentation, and regulation-compliance in those areas that will be audited by the Auditors. Provide all materials, and effectively answer all question that the Auditors might request during their Fall audit. Provide written explanation and documentation that fulfills the requirements of Standard III.D to ACCJC's satisfaction.	2014-15	Staff Time
0005	ALL	06	07	5. Continue to provide high level support of the District's other Component areas, staff and students, as well as strive to support the District's vision and mission.	Provide the fiscal resources and other services needed by the District to help all of the District's departments run smoothly	2014-15	Staff Time, some additional budgetary expenditures (see staffing and budget requests).

6.3a   ANNUAL UNIT PLAN 2014-15 – HUMAN RESOURCES

Rank	Location	SP	M	Goal	Objective	Time Frame	Resources Required
0001	ALL	00	00	1. Technology Update	This proposal addresses the security of personnel files as space is strictly limited.	June 2015	The digital imaging of the personnel files addresses space and security concerns.
0001	ALL	00	00	2. Acquisition of new facility or remodel current building.	To house all of the functions of the HR Department in one building.	Dec. 2015	Renovation of the current space or relocating to a new space. Work with Director of Facilities.
0001	ALL	00	00	3. Develop and implement a comprehensive Human Resource plan.	Implement a comprehensive human resource plan to reflect "best practices" in recruitment, staffing, compensation, etc.	June 30, 2015	VP of HR working in consultation with the other VP's and college president may include technical assistance of a consultant.
0002	ALL	00	00	4. Electronic PAF & NOA Routing	Develop a way to reduce paper and more efficiently route paperwork.	Dec. 2014	IT
0001	ALL	00	00	5. Centralized Professional Development Tracking for all Employee groups	a) Will incorporate flex tracking for faculty b) will track all mandatory trainings c) will track individual professional development plans.	Dec. 2014	IT time Staff planning time Staff time to convert data into new system
0002	ALL	00	04	6. Annual On-Line Calendar of Activities	To provide a web-based calendar of training/workshops for staff throughout the year.	Dec. 2014	IT time.
0003	ALL	00	00	7. Electronic Database of Completed Trainings.	1. Record all employee trainings. 2. Ability to indicate which trainings specific employees must take for promotion / advancement.	Undetermined	Need to purchase an "Off-The-Shelf" product. IT cannot develop this due to lack of staff.

6.3a…ANNUAL UNIT PLAN – PETALUMA CAMPUS

Rank	Location	SP	M	Goal	Objectives	Timeframe	Resources Required	Area	Person(s) Responsible
	Petaluma Campus	8	6	1.0 Actively engage and participate in SRJC's accreditation process	1.1 Provide campus-based leadership for a successful accreditation visit in Spring 2015	Throughout 2014-15	Existing resources	Administration	Petaluma Leadership Team
	Petaluma Campus	8	6	2.0 Participate in the successful implementation of SRJC's Strategic Plan	2.1 In collaboration with internal and external constituents, develop a site-based strategic plan that re-visions the Petaluma Campus for the future	Throughout 2014-15	Existing resources	Administration	Petaluma Leadership Team
	Petaluma Campus	4	6	3.0 Actively engage in planning and implementation of SRJC's Facilities Bond Measure	3.1 Make the case and communicate Petaluma Campus facilities, technology and infrastructure needs	Throughout 2014-15	Existing resources	Administration	Petaluma Leadership Team
	Petaluma Campus	7	6	4.0 Explore, develop, implement and participate in opportunities to diversify the Petaluma Campus funding base and contribute to the reduction of the district's structural deficit.	4.1 Research and explore entrepreneurial and grant-funded programs that serve the needs of the local community, and students and staff on the Petaluma Campus	Throughout 2014-15	Existing resources	Administration	Petaluma Leadership Team
		7	6		4.2 Actively participate in district efforts to balance human resource and financial needs across district sites.	Throughout 2014-15	Existing resources	Administration	Petaluma Leadership Team
	Petaluma Campus	6	6	5.0 In coordination with the District EOC, District Police, and Environmental Health and Safety, develop the capacity for Emergency/Disaster Preparedness and Occupational Safety on the Petaluma Campus	5.1 Continue to refine and improve upon Emergency/Disaster Preparedness through monthly meetings of the Petaluma Campus DOC (Department Operations Center) and participation in trainings and related activities	Throughout 2014-15	Existing resources	Administration	Petaluma Leadership Team/DOC/BSC's /ASC's
	Petaluma Campus	6	6		5.2 Identify and acquire documents, agreements and capital resources needed to manage the Petaluma Campus DOC sections	Throughout 2014-15	Existing resources	Administration	Petaluma Leadership Team/DOC

6.3a…ANNUAL UNIT PLAN – PETALUMA CAMPUS

	Petaluma Campus	6	6		5.3 Review emergency equipment including backup power sources, to essential infrastructure to determine the actual needs of the campus in preparation of sustaining short and long term power disruptions.	Throughout 2014-15	Campus and District resources TBD	Administration	Petaluma Leadership Team/DOC
	Petaluma Campus	4	6		5.4 Identify critical need components and funding sources to repair all deficient systems.	Throughout 2014-15	Campus and District resources TBD	Administration	Petaluma Leadership Team/DOC
	Petaluma Campus	5	3	6.0 In collaboration with the District Integrated Environmental Planning Committee (IEPC), develop an action plan for Sustainable Practices on the Petaluma Campus.	6.1 Complete the CCCCO Sustainability Template/Plan for the Petaluma Campus	Throughout 2014-15	Existing resources	Administration	Watts, Sustainable Practices Task Group
	Petaluma Campus	5	3		6.2 Implement Sustainable Practices / Composting Project	Throughout 2014-15	Staff Resources	Administration	Watts, Sustainable Practices Task Group
	Petaluma Campus	5	3		6.3 Improve Sustainable Practices/ Recycle Program through installation of color coded four-section garbage/recycle containers for the Café to enhance the recycle program in that area.	Throughout 2014-15	Additional Resources Estimated $100 Monthly Charge for service	Administration	Watts, Sustainable Practices Task Group
	Petaluma Campus	5	3		6.4 Build water cachement system for small scale irrigation of planter boxes and integrate into curriculum for participating environmental and mathematics students to gain practical experience in solar power applications, rainwater cachement and water conservation	Throughout 2014-15	Additional one time resources of $2,700	Administration	Watts, Sustainable Practices Task Group
	Petaluma Campus	5	3		6.5 Build and maintain a sustainable, organic, student-run teaching garden including a greenhouse, rainwater cachement and solar panels.	Throughout 2014-15	Pending grant approval from Dr. Scoll's Foundation - anticipated November 2014	Administration	Watts, Sustainable Practices Task Group, Kratzmann

6.3a…ANNUAL UNIT PLAN – PETALUMA CAMPUS

	Petaluma Campus	5	3		6.6 Continue to maintain partnership and dialogue with public transit officials to coordinate bus schedules and course offering times (Joe Rye, Petaluma City Transit; Bryan Albee, Sonoma County Transit)	Throughout 2014-15	Funding through SRJC Foundation (Kate McClintock) and/or Friedman Bros. (Barry Friedman - owner Petaluma store)	Administration	Watts, Sustainable Practices Task Group
	Petaluma Campus	8	7	7.0 Expand and foster Petaluma Campus public relations, communication, outreach, involvement in and connection with the local community	7.1 Transition Petaluma Campus website to Drupal	Throughout 2014-15	Web design/ development expertise	Administration	Petaluma Leadership Team
	Petaluma Campus	3	5		7.2 Develop social media as a means of communicating with students and our local community	Throughout 2014-15	Web design/ development expertise	Administration	Petaluma Leadership Team
	Petaluma Campus	3	5		7.3 Facilitate accomplishment of the Friends of Petaluma Campus 2014/15 Annual Goals, including progress on the 3-5 year Fundraising and Marketing Plan	Throughout 2014-15	Existing resources	Administration	Friends of Petaluma Campus Trust, Saldana-Talley
	Petaluma Campus	3	5		7.4 Create opportunities for student and community engagement with the Petaluma Campus, including an annual open house	Throughout 2014-15	Existing resources	Administration	Petaluma Leadership Team
	Petaluma Campus	8	5		7.5 Communicate an annual report of Petaluma Campus outcomes, accomplishments/successes/benefits to the community	Throughout 2014-15	Existing resources	Administration	Saldana-Talley, Petaluma Leadership Team
	Petaluma Campus	1	1	1.0 Develop and implement an enrollment management and growth plan for the Petaluma Campus, including short- and long-term strategies, increased efficiency, and outreach and marketing	1.1 Continue weekend college program, and explore and develop fast track to transfer program and Sonoma Promise block scheduling	Throughout 2014-15	Existing resources	Academic Affairs	Jacobson

6.3a…ANNUAL UNIT PLAN – PETALUMA CAMPUS

	Petaluma Campus	2	1		1.2 Explore expansion of late start extended lecture courses; possibly in conjunction with fast track transfer/compressed calendar program	Throughout 2014-15	Existing resources	Academic Affairs	Jacobson
	Petaluma Campus	1	2		1.3 Continue outreach to local high schools and high school counselors to increase concurrent high school enrollment; implement Casa Grande Jump Start program	Throughout 2014-15	Existing resources	Academic Affairs	Jacobson, Shannon
	Petaluma Campus	1	6		1.4 Identify best practices retention strategies and implement a plan to improve student retention	Throughout 2014-15	Existing resources and SSSP (State) Funding	Academic Affairs	Jacobson, Shannon
	Petaluma Campus	1	1	2.0 Enhance student life opportunities and social media presence for the Petaluma Campus	2.1 Continue to improve student access to complete major and certificate requirements on the Petaluma Campus	Throughout 2014-15	Existing resources	Academic Affairs	Jacobson
	Petaluma Campus	3	5		2.2 Support an increase in and variety of student activities on the Petaluma Campus, including multi-cultural events	Throughout 2014-15	Existing resources and Student Affairs	Academic Affairs	Jacobson, Shannon
	Petaluma Campus	1	1		2.3 Develop a plan with Public Relations to increase social media connection with students	Throughout 2014-15	Existing resources	Academic Affairs	Jacobson
	Petaluma Campus	2	3	3.0 Explore and strengthen CTE presence on the Petaluma Campus	3.1 Continue to explore health occupations	Throughout 2014-15	Existing resources	Academic Affairs	Jacobson
	Petaluma Campus	2	3		3.2 Explore development of other CTE programs that support local industry demand, include Digital Audio	Throughout 2014-15	Existing resources	Academic Affairs	Jacobson
	Petaluma Campus	4	1	4.0 Expand STEM offerings on the Petaluma Campus	4.1 Collaborate with bond facilities planning group and departments to develop a plan to expand STEM facilities in Petaluma.	Throughout 2014-15	Existing resources	Academic Affairs	Jacobson

6.3a…ANNUAL UNIT PLAN – PETALUMA CAMPUS

	Petaluma Campus	3	6	5.0 In cooperation with on and off-campus constituent groups, develop and implement a plan that will increase student enrollment in ESL credit and non-credit courses on the Petaluma Campus	5.1 Strategically redevelop an enrollment growth and management plan for ESL, including short- and long-range goals, outreach and marketing strategies	Throughout 2014-15	Existing resources	Academic Affairs	Jacobson, Shannon
	Petaluma Campus	1	1	1.0 Implement required mandates and recommendations of the Chancellor's Office and the College Success Programs and Services Act (SSSP)	1.1 Implement new orientation, assessment and education plan requirements, and other changes as they become mandates, district-wide	Throughout 2014-15	Existing resources	Student Services	Shannon
	Petaluma Campus	1	2	2.0 Develop and implement an Outreach Plan for the Petaluma area that supports the Enrollment Management Plan for the campus	2.1 Form a campus-based Outreach Team consisting of faculty, managers, classified staff and students	Throughout 2014-15	Existing resources	Student Services	Shannon
	Petaluma Campus	1	2		2.2 Identify existing outreach efforts with K-12, business/industry, non-profits, government agencies, communities of color, and underserved populations	Throughout 2014-15	Existing resources	Student Services	Shannon
	Petaluma Campus	1	2		2.3 Implement a plan that maximizes existing human and financial resources while expanding community connections and awareness of the campus	Throughout 2014-15	Existing resources	Student Services	Shannon
	Petaluma Campus	2	1	3.0 Promote a culture of Career Development for students starting with recruitment and through goal achievement.	3.1 Work with faculty and staff to encourage students to focus on their goals and major choices based on interests	Throughout 2014-15	Existing resources	Student Services and Instruction	Shannon, Jacobson
	Petaluma Campus	1	1		3.2 Promote work experience, internships and service learning/volunteer opportunities	Throughout 2014-15	Existing resources	Student Services and Instruction	Shannon, Jacobson

6.3a…ANNUAL UNIT PLAN – PETALUMA CAMPUS

Petaluma Campus	1	6		3.3 Examine District options for additional expansion of IT support for degree audit, educational plans and online resources for students	Throughout 2014-15	Undetermined	Student Services	Shannon
Petaluma Campus	1	2	4.0 Full Implementation of the Gateway to College Program	4.1 Implement all policies and procedures for Gateway to College second-year implementation	Throughout 2014-15	Existing resources	Student Services	Shannon
Petaluma Campus	1	2		4.2 Explore additional funding sources to expand services for the Gateway to College population	Throughout 2014-15	Existing resources	Student Services	Shannon
Petaluma Campus	1	5		4.3 Continue with outreach and branding efforts to promote Gateway to College understanding throughout the county	Throughout 2014-15	Grant opportunities combined with existing resources	Student Services	Shannon
Petaluma Campus	1	6	5.0 Evaluate and refine allocation and utilization of space, staffing and resources of Petaluma Student Services	5.1 Examine outreach efforts toward all students, with responsivity to growing populations, including: Latino/a populations	Throughout 2014-15	Existing resources	Student Services	Shannon
Petaluma Campus	1	6		5.2 Secure additional resources and staff for the Petaluma Campus, and realign existing positions as feasible	Throughout 2014-15	Existing resources	Student Services	Shannon
Petaluma Campus	1	2	6.0 In cooperation with District departments, plan and implement Hispanic Serving Institution (HSI) program at Petaluma Campus	6.1 Plan and develop new multicultural center services	Throughout 2014-15	Existing Resources	Student Services	Shannon
Petaluma Campus	8	6	In collaboration with District Business Services, the Petaluma Campus Business Services unit will facilitate the delivery of campus support and related business services.	1.1 Develop and refine Business Services on Petaluma Campus.	Throughout 2014-15	Existing resources	Business Services	Lewis
Petaluma Campus	8	6		1.2 Work on improving the efficiency of the budget and tracking process for Petaluma Campus.	Throughout 2014-15	Existing resources	Business Services	Lewis

6.3a…ANNUAL UNIT PLAN – PETALUMA CAMPUS

	Petaluma Campus	7	7		1.3 Provide Business Services support for campus-based projects and events.	Throughout 2014-15	Existing resources	Business Services	Lewis
	Petaluma Campus	7	3	2.0 In collaboration with District Business Services, support Department Operations Center (DOC) Emergency Preparedness planning efforts for the Petaluma Campus.	2.1 Participate in planning to reduce SRJC's structural deficit.	2014/15 through 2016/17	Existing resources	Business Services	Lewis
	Petaluma Campus	6	6		2.2 Refine rough draft of the Finance Section of the Department Operations Center (DOC) Binder for the Petaluma Campus.	Throughout 2014-15	Existing resources	Business Services	Lewis
	Petaluma Campus	6	6		2.3 In collaboration with the Petaluma Management Team, provide Business Services support in the coordination and organization of supplies and materials for the DOC Center.	Throughout 2014-15	Existing resources	Business Services	Lewis
	District	5	3	3.0 In collaboration with District Business Services, improve Sustainable Practices for Business Services standard practices.	3.1 Process paperless transfers	Throughout 2014-15	Existing resources	Business Services	Lewis
	District	5	3		3.2 Have all required paperwork be scanned rather than hard copy	2014-15 through 2016-17	Scanner	Business Services	Lewis
	District	1	3		3.3 Accounting Website more interactive and helpful for students	2014-15 through 2016-17	Existing resources	Business Services	Lewis
	Petaluma Campus	4	7	1.0 Complete and implement the draft key/card distribution/retrieval procedures in order to improve security of the Petaluma Campus.	1.1 Continue to improve current key/card distribution, retrieval and documentation system	Throughout 2014-15	Review of current staff resources with possible adjustments in staff support as needed	Facilities Operations	Watts

6.3a…ANNUAL UNIT PLAN – PETALUMA CAMPUS

	Petaluma Campus	6	3	2.0 Secure additional staffing to right size maintenance crew in order to provide appropriate services.	2.1 Fill void in skilled maintenance staff with permanent staffing or outside funding for contractor repairs in order to maintain an appropriate learning and working environment.	Throughout 2014-15	Additional skilled staff/funds.	Facilities Operations	Watts
	Petaluma Campus	6	3		2.2 Fill void in administrative support staff with permanent on site staffing or funding for STNC in order to maintain an appropriate learning and working environment.	Throughout 2014-15	Additional skilled staff/funds.	Facilities Operations	Watts
	Petaluma Campus	6	3		2.3 Fill shortage in grounds staffing with permanent staff or funding for STNC, in order to maintain an appropriate learning and working environment.	Throughout 2014-15	Additional skilled staff/funds.	Facilities Operations	Watts
	Petaluma Campus	4	3	3.0 Fully engage in the Facilities Bond Measure both through project design and implementation, and development of the District Facilities Master Plan	3.1 Collaboratively work with Dean FPO to identify bond projects that will enhance the learning and working environment on the Petaluma Campus.	Throughout 2014-15	Will require additional staff resources in order to provide meeting time to review projects	Facilities Operations	Watts
	Petaluma Campus	4	3		3.2 Continue to prioritize all bond items, and research all funding options for each project.	Throughout 2014-15	Will require additional staff resources in order to provide meeting time to review projects	Facilities Operations	Watts
	Petaluma Campus	4	3		3.3 Provide vision and construction knowledge to assist in design and development of projects.	Throughout 2014-15	Will require additional staff resources in order to provide meeting time to review projects	Facilities Operations	Watts
	Petaluma Campus	4	7	4.0 Continue to review access control, room use, scheduling, and security process	4.1 Review and improve access control scheduling process.	Throughout 2014-15	Utilization of existing staff resources across multiple departments.	Facilities Operations	Watts
	Petaluma Campus	8	7	1.0 Continue development of media instructional support services for the Petaluma Campus.	1.1 Design and develop a Media Services page on the Petaluma Campus Web site.	2014-15	With Petaluma Campus Existing resources.	Media Services	Pearson

6.3a…ANNUAL UNIT PLAN – PETALUMA CAMPUS

	Petaluma Campus	5	5	2.0 Develop a district visual resources and asset management system.	2.1 Work with Public Relations to develop a district wide photo and video management system to track and easily find both materials, the subjects included and the release rights.	Ongoing 2014-2015	With Campus and District resources.	Media Services / Public Relations	Pearson, PR Director
	District	8	6	3.0 Assess media collections and develop a process to obsolete and dispose of out of date materials in collection that are no longer circulated.	3.1 Develop with consultation of the academic departments a collection obsoletion process, develop a list to obsolete this year, solicit input from affected departments prior to disposition and dispose of obsolete materials.	2014-15	With department existing resources.	Media Services with consultation from Academic Departments.	Pearson, Bowden
	District	5	6	4.0 Assess current Video Conferencing needs and develop a plan to create additional implementations.	4.1 Assess the requirements of unmet video conferencing requests and identify new spaces to potentially install additional video conferencing resources. Apply for bond funding from ITG to fund and develop these spaces.	2014-15	With existing Bond funding	Media Services	Pearson, Bowden

6.3a ANNUAL UNIT PLAN 2014-15 – STUDENT SERVICES

Rank	Location	SP	M	Goal	Objective	Time Frame	Resources Required
0001	ALL	01	02	1. Support development of the whole student from early college awareness through successful completion of educational and career goals.	Expand and sustain access by eliminating barriers, expanding strategic outreach efforts, and delivering services effectively through current technologies.	2014-17	Implement coordinated outreach, middle schools and "Sonoma Promise"
0001	ALL	01	02	2. Support development of the whole student from early college awareness through successful completion of educational and career goals.	Increase retention and academic progress through student engagement with: academic and student services, faculty and staff, and campus and community activities.	2014-17	Coordinate faculty "Early Connect", coordinated outreach and SSSP
0001	ALL	01	02	3. Support development of the whole student from early college awareness through successful completion of educational and career goals.	Increase the number of students who complete their educational plans and goals.	2014-17	Increase counselor contact time
0001	ALL	01	02	4. Support development of the whole student from early college awareness through successful completion of educational and career goals.	Enhance cultural competency to better serve all student populations with a focus on first generation college students and the increasing Latino-a population.	2014-17	Implement HSI and SSSP, Student Equity Plan
0001	ALL	02	02	5. Foster learning and academic excellence by providing effective programs and services.	Engage students and spark intellectual curiosity in learner-centered environments.	2014-17	Implement Engagements and Multicultural events
0001	ALL	02	02	6. Foster learning and academic excellence by providing effective programs and services.	Integrate academic and student support services across the campus.	2014-17	Collaborate HIS, SE and BSI program activities
0001	ALL	03	02	7. Serve our diverse communities and strengthen our connections through engagement, collaboration, partnerships, innovation, and leadership.	Identify the educational needs of our changing demographics and develop appropriate and innovative programs and services with a focus on the increasing Latino/a population.	2014-17	Implement HIS, SSSP and Student Equity plans

6.3a ANNUAL UNIT PLAN 2014-15 – STUDENT SERVICES

Rank	Location	SP	M	Goal	Objective	Time Frame	Resources Required
0001	ALL	03	02	8. Serve our diverse communities and strengthen our connections through engagement, collaboration, partnerships, innovation, and leadership.	Contribute to the richness of our multicultural community by promoting cultural initiatives that complement academics and encourage the advancement and appreciation of the arts.	2014-17	Implement multicultural events, arts and lectures and engagement activities
0001	ALL	03	02	9. Serve our diverse communities and strengthen our connections through engagement, collaboration, partnerships, innovation, and leadership.	Meet the lifelong educational and career needs of our communities (e.g. seniors, emerging populations, veterans, re-entry students).	2014-17	Develop Veterans' Resource Center
0001	ALL	05	02	10. Establish a culture of sustainability that promotes environmental stewardship, economic vitality, and social equity.	Expand, support, and monitor district-wide sustainability practices and initiatives.	2014-17	Develop and sustain practices among students
0001	ALL	07	02	11. Pursue resource development and diversification while maintaining responsible fiscal practices and financial stability.	Pursue alternative funding sources including grants, partnerships, and scholarships to support our diverse communities and students.	2014-17	Submit RFPs and coordinate with SRJC Foundation
0001	ALL	07	02	12. Pursue resource development and diversification while maintaining responsible fiscal practices and financial stability.	Manage enrollment and course offerings to maximize apportionment funding.	2014-17	Collaborate in strategic enrollment plan
0001	ALL	07	02	13. Pursue resource development and diversification while maintaining responsible fiscal practices and financial stability.	Develop a comprehensive enrollment management plan to meet SRJC's enrollment goal for 2014-15.	2014-17	Collaborate in implementing short term enrollment plan
0001	ALL	08	02	14. Continuously improve institutional effectiveness in support of our students, staff, and communities.	Fully implement continuous quality improvement strategies to achieve greater transparency, effectiveness, efficiency, and participation.	2014-17	Complete SLO assessments for all programs and integrate results toward program development

6.3a ANNUAL UNIT PLAN 2014-15 – OTHER DISTRICT SERVICES: FACILITIES PLANNING & OPERATIONS

Rank	Location	SP	M	Goal	Objective	Timeframe	Resources Required
1.0	District Wide	1/2/3/4/5/6/7/8 1/2/3/4/5/6/7/8 4, 7	1/2/3/4/5/6	1. Manage and Coordinate District Wide Projects and Space Planning	1.1 Plan, design, bid and complete projects district wide in support of student success. 1.2 Manage and coordinate space planning and improvements as minimally required to meet departmental and grant/programmatic need(s). 1.3 Establish with the Foundation and garner BFC approval for Donor "Brick" pathway program.	2014-15	+/- 600,000 +/- 20,000 TBD
1.0	District Wide	1/2/3/4/5/6/7/8	11/2/3/4/5/6	2. Develop and submit the District Five-Year Capital Outlay Plan to the State	2.1 Prepare, obtain Board approval and submit the 2016-2020 Major Capital Outlay Plan.	June 2015	
1.0	District Wide	1/2/3/4/5/6/7/8 1/2/3/4/5/6/7/8	1/2/3/4/5/6	3. Develop and submit the District Five-Year Scheduled Maintenance Plan to the State	3.1 Prepare, obtain Board approval, and submit the District Five-Year Scheduled Maintenance Program. 3.2 Establish a Total Cost of Ownership practice towards maintenance and modernization planning.	December 2014 Ongoing/ June 2015	
1.0	District Wide	1/2/3/4/5/6/7/8 1/2/3/4/5/6/7/8 1/2/3/4/5/6/7/8	1/2/3/4/5/6	4. Continue to Implement District-wide Energy Conservation Measures and Sustainable Initiatives	4.1 Provide leadership and determine feasibility and effectiveness of various energy efficiency measures for Prop 39 submission, including study for the Solar Initiative. 4.2 Based on TCO/Accreditation requirements, establish need for "Assistant Director/Energy Manager" position reporting to Dean FPO. 4.3 Establish and adopt during the design phase, conservation and sustainable elements whenever feasible. Such as, PVs, lighting controls, ground-source heat pumps, thermal energy storage, LEDs,	2014-15 Ongoing Ongoing	+/- 75,000

6.3a ANNUAL UNIT PLAN 2014-15 – OTHER DISTRICT SERVICES: FACILITIES PLANNING & OPERATIONS

Rank	Location	SP	M	Goal	Objective	Timeframe	Resources Required
		1/2/3 /4/5/ 6/7/8			increased recycling and water conservation.	December 2014	
					4.4 Replacement of the Santa Rosa Cogeneration plant with new engines for efficiency and savings through cost avoidance, to not only reduce the carbon footprint, but also save on utility costs and avoid ongoing annual maintenance costs for 10 years.		+/- 15,000
1.0	District Wide	1/2/3 /4/5/ 6/7/8	1/2/ 3/4/ 5/6	5. Enhance District-Wide Safety and Risk Management	5.1 Review and update the District Hazard Communication program for the new GHS-SDS requirements.	June 2015	+/- 25,000
		1/2/3 /4/5/ 6/7/8			5.2 Review and improve the health and safety training awareness, by establishing monthly offerings of New Employee Safety Orientation and Emergency Preparedness.	Ongoing/ June 2015	+/- 35,000
					5.3 Review and identify loss exposure trends with carrier to focus on supporting the reduction of the District loss exposure.	Ongoing	
		1/2/3 /4/5/ 6/7/8			5.4 Review and restructure District Safety Programs, allowing for routine inspection teams and follow-up corrections.	Ongoing	
		1/2/3 /4/5/ 6/7/8			5.5 Update and revise Dept. Safety Leader program to Building Safety Coordinator and Area Safety Coordinator program towards supporting regulatory compliance and operational coordination.	Ongoing	
		1/2/3 /4/5/ 6/7/8					
1.0	District Wide	1/2/3 /4/5/ 6/7/8	1/2/ 3/4/ 5/6	6. Sustainability Initiatives	6.1 Continue review District-wide sustainable initiatives through IEPC to ensure conformance with District facility and budgetary parameters.	Ongoing	
						Ongoing	+/- 75,000

Rank	Location	SP	M	Goal	Objective	Timeframe	Resources Required
		1/2/3 /4/5/ 6/7/8			6.2 Based on TCO/ Accreditation requirements, establish need for "Assistant Director/Energy Manager" position reporting to Dir. FacOps/Dean FPO.		
		1/2/3 /4/5/ 6/7/8			6.3 Support new BAAQMD Reg. 14 requirements for employee commute.	Ongoing	
		1/2/3 /4/5/ 6/7/8			6.4 Implement district wide Energy Efficiency Projects and Initiatives reducing District utility expenditures.	Ongoing	
		1/2/3 /4/5/ 6/7/8			6.5 Continue to improve the District's sustainability presence and commitment by reviewing and updating web page content from a cross discipline representation.		
1.0	District Wide	1/2/3 /4/5/ 6/7/8	1/2/ 3/4/ 5/6	7. Enhance District-Wide Emergency and Disaster Preparedness	7.1 Continue to foster cross-component support that would ensure a coordinated effort between the District EOC and the DOC's on campuses/sites during an emergency/disaster, and meet the District's initiative to reflect the College's commitment to maintain readiness in the event of an emergency.	Ongoing	
		1/2/3 /4/5/ 6/7/8			7.2 Implement the next phase of the Emergency Management Program with an outreach to the Santa Rosa community by developing and launching the Building Safety Coordinator/Area Safety Coordinator program.	Ongoing	
		1/2/3 /4/5/ 6/7/8			7.3 Establish permanent EOC in Pedroncelli to utilize for District-wide regulatory required training (e.g. monthly NESO/Dis Prep, EOC/DOC, BSC/ASC)	June 2015	

6.3a ANNUAL UNIT PLAN 2014-15 – OTHER DISTRICT SERVICES: FACILITIES PLANNING & OPERATIONS

Rank	Location	SP	M	Goal	Objective	Timeframe	Resources Required
		1/2/3 /4/5/ 6/7/8			7.4 Participate in the Great California Shakeout not only with the Operational Area, but also to test/practice District procedures such as, Alert U, Net Support Notify, duck, cover and hold-on (where applicable), etc.	October 2014	
		1/2/3 /4/5/ 6/7/8			7.5 Provide leadership to the North Coast College University Mutual Aid Group as program manager of the six Community Colleges and three CSUs.	Ongoing	

6.3a ANNUAL UNIT PLAN – FOUNDATION

Rank	Location	SP	M	Goal	Objective	Time Frame	Resources Required
0001	ALL	00	00	1. Endowment Building Campaign: Increase contributions to endowment and total assets by at least $3M from $46 to $49M.	1.1 Secure transformational ($500K+) and major gifts ($25K+) from current donors. 1.2 Prospect, cultivate and secure 10 major gifts from 10 new donors. 1.3 Task foundation board members with cultivation and donor referrals 1.4 Implement marketing program to provide public exposure for foundation.	FY 14/15	
0001	ALL	00	00	2. Targeted Fundraising Programs: Begin implementation of targeted fundraising projects to address critical needs and align with College's 100th Anniversary Celebration.	2.1 Work in collaboration with identified College partners to create specific fund development plans for next 3-4 years. 2.2 Assign Foundation fundraisers to project areas. 2.3. Develop integrated collateral across project areas and aligned to PR/College's 100th Anniversary promotions.	FY 14/15	
0001	ALL	00	00	3. College Instructional and Program Support: Secure funding for areas of greatest needs in college departments and programs.	3.1 Work with college representatives to identify areas of instructional and program funding needs. 3.2 Prospect, identify, cultivate and secure gifts to support college priorities other than student scholarships.	FY 14/15	
0001	ALL	00	00	4. Naming and Instructional Projects: Continue toward goal to complete named gifts in Bertolini Student Center, Culinary Arts Center and Petaluma Campus.	4.1 Continue to cultivate and secure gifts for building endowments. 4.2 Actively involve Foundation board members to assist with fundraising in specified areas.	FY 14/15	

6.3a ANNUAL UNIT PLAN – FOUNDATION

Rank	Location	SP	M	Goal	Objective	Time Frame	Resources Required
0001	ALL	00	00	5. Corporate Relations Program: Design and implement a corporate relations effort to attract financial and other corporate resources to the College.	5.1 Provide resources, leadership support and guidance to corporate relations manager. 5.2 Assist with the development and implementation of the program. 5.3 Integrate the corporate relations program into Foundation fund development goals.	FY 14/15	
0001	ALL	00	00	6. Foundation Support to Partner Committees & Special Projects: Hire a Development Manager to provide fundraising support to AgTrust, BCAT, FOPCT, and other special projects.	6.1 Recruit and retain qualified Development Manager by November 2014. 6.2 Identify projects and specific fundraising goals. 6.3 Ensure full understanding of manager's role and responsibilities with committees/projects.	FY 14/15	
0001	ALL	00	00	7. Marketing: Hire part-time marketing and social media coordinator to assist Foundation with marketing and outreach.	7.1 In collaboration with PR recruit and retain qualified marketing and social media coordinator by October 2014. 7.2 Assist with development of marketing plan. 7.3 Assign ongoing projects, i.e. JC Connect, Foundation Annual Report, Web site, etc.	FY 14/15	

6.3a ANNUAL UNIT PLAN 2014-15 – INFORMATION TECHNOLOGY

Rank	Location	SP	M	Goal	Objective	Time Frame	Resources Required
0001	ALL	04	07	1. Using the most efficient email infrastructure to date.	Moving the entire SRJC email boxes to Microsoft cloud.	12 months	-Considerable staff time for deployment - Cost for archiving solution: $ 2 per month per user.
0002	Santa Rosa	04	07	2. Upgrade Security and Earthquake resistance of District Computer Server Room.	Add Card lock access to SR IT areas with access to the server room. Add key lock box for all IT employees to use to access the server room. No taking keys off campus.	12 months	- ITG funding for card locks - ITG funding for lock box, waiting for facilities to install - Staff time to oversee installations
0003	ALL	04	07	3. Accreditation IIC and IIIC	- Work with team to complete IIC and IIIC accreditation	12 months	- Staff time
0004	ALL	04	07	4. Upgrade all District computers to Win 7, XP goes out of support in Spring 2014	- Upgrade hardware to handle Win 7 - Eliminate security risks of unsupportable Operating Systems (XP).	12 months	- Staff Time

6.3a ANNUAL UNIT PLAN – INSTITUTIONAL RESEARCH

Rank	Location	SP Goal	Mission	Goal	Objectives	Timeframe	Resources Required
	All	Institutional Effectiveness	Continuous Improvement	1.0 Conduct research in support of district planning efforts by providing relevant data, analysis and information	1.1 Support IPC and the district's quest for integrated planning	Throughout 2013-14	Existing resources
	All	Institutional Effectiveness	Continuous Improvement		1.2 Support the district's strategic planning effort	Throughout 2013-14	Existing resources
	All	Institutional Effectiveness	Continuous Improvement		1.3 Support the district's Accreditation effort	Throughout 2013-14	Existing resources
	All	Institutional Effectiveness	Continuous Improvement		1.4 Implement a visually appealing interactive web site where SRJC users can explore data in an engaging, user-friendly way	Throughout 2013-14	Existing resources
	All	Institutional Effectiveness	Continuous Improvement		1.5 Publish the annual SCJCD Fact Book, the primary source for longitudinal institutional data used for planning purposes	Throughout 2013-14	Existing resources
	All	Student Success	Continuous Improvement	2.0 Conduct required data collection and verification for state and federal reporting, including IPEDS, Student Success Scorecard, Gainful Employment, and placement test validation studies	2.1 Provide required data, analysis and verification	Throughout 2013-14	Existing resources
	All	Institutional Effectiveness	Continuous Improvement		2.2 Provide leadership in data verification efforts, specifically by chairing the MIS Task Force	Throughout 2013-14	Existing resources
	All	Institutional Effectiveness	Continuous Improvement		2.3 Meet all deadlines to keep the SCJCD in compliance with state and federal data submissions	Throughout 2013-14	Existing resources

6.3a ANNUAL UNIT PLAN – INSTITUTIONAL RESEARCH

All	Financial Resources	Continuous Improvement	3.0 Conduct research in support of grant and categorical programs and other outside funding sources (CTEOS, Basic Skills, Perkins, Student Support and Student Equity, AB86, HSACCC, etc.)	3.1 Particularly for categorical and grant funding sources for OIR, conduct research and gather data as requested and required	Throughout 2013-14	Existing resources
All	Financial Resources	Administrative		3.2 Contract with other community colleges to conduct the 2015 CTE Outcomes Survey	Throughout 2013-14	Existing resources
All	Institutional Effectiveness	Continuous Improvement	4.0 Assess the effectiveness of Santa Rosa Junior College	4.1 Provide 2014 Institutional Effectiveness Report, and widely share the results throughout the district	Throughout 2013-14	Existing resources
All	Institutional Effectiveness	Continuous Improvement		4.2 Modify the Institutional Effectiveness Report template for 2015 to align with the newly developed Strategic Plan	Throughout 2013-14	Existing resources
All	Institutional Effectiveness	Continuous Improvement		4.3 Conduct other analysis as requested and time permitting to compare SRJC with other community colleges in the state and in the nation	Throughout 2013-14	Existing resources

6.3a ANNUAL UNIT PLAN 2014-15 – PUBLIC RELATIONS

Rank	Location	SP	M	Goal	Objective	Time Frame	Resources Required
0001	ALL	04	06	1. Ensure successful passage and implementation of SRJC Facilities Bond Measure	1.1 Collaborate with and support consultants' efforts to implement a successful plan, especially in relation to local media, outreach and marketing 1.2 Provide counsel to the President in relation to local media, outreach and marketing in support of the Bond measure 1.3 Support outreach activities of the President, members of the Cabinet and Board of Trustees in support of the Bond measure	Fall 2014	N/A
0002	ALL	08	06	2. Develop marketing plan to support Enrollment Management Plan, and help SRJC meet our enrollment goals for 2014-15	2.1 Provide leadership in marketing and public relations with effective, creative and organized campaigns (including both paid and unpaid promotion) 2.2 Collaborate closely with Student Services and Academic Affairs to create effective timelines and themes 2.3 Effectively utilize our web site and social media to support enrollment goals	Fall 2014-Spring 2015	Current staff for creating the plan. $100,000 or more (depending on the plan) to implement the plan; will include paid advertising, other materials
0003	ALL	08	06	3. Provide effective communications and marketing support for successful accreditation visit in Spring 2015	3.1 Collaborate with Accreditation leadership to plan effective communications/marketing pieces that are inspiring, organized and clear 3.2 Provide advice on the best approaches to achieve the sub-goals of the Accreditation team	Fall 2014-Spring 2015	Current staff
0004	ALL	08	06	4. Support the successful implementation of the SRJC Strategic Plan through improving institutional effectiveness	4.1 Work with IT to complete development of new, mobile-friendly, effective web site 4.2 Support updated content, photos and videos on new department web sites 4.3 Continue expanding social media platforms, analysis and effectiveness	Fall 2014-Summer 2016	Current staff
0005	ALL	07	06	5. Initiate planning process for SRJC 100th Anniversary Year	5.1 Working with the President's office, create centennial anniversary committee	Fall 2014-Summer 2015	No additional resources required in 2014/15.

Rank	Location	SP	M	Goal	Objective	Time Frame	Resources Required
					5.2 Work with committee to develop the plan including vision, mission, purpose of the anniversary activities 5.3 Work with committee to develop process for college and community involvement in anniversary activities		
0006	ALL	08	06	6. Continue growth of communication with students, parents and community through successful web, digital and social media programs	6.1. Create and implement an online marketing strategy, aligned with overall marketing and branding goals/efforts, in order to support increased enrollment, success and completion 6.2. Use original unpaid and paid content, including photography and video, on social media, digital and traditional media outlets, to support student persistence and student life 6.3. Diversify social media outlets used to market SRJC stories and news, according to the specifics of each outlet, to reach all potential students and supporters 6.4. Use social media outlets to better reach and serve students and the community, by providing reliable customer service and answering questions through social media.	2014-15	$15,000 for paid ads
0007	ALL	08	06	7. Maintain strong levels of coverage by the media for SRJC.	7.1 Continue nurturing relationships with editors, producers, broadcasters and reporters. 7.2 Develop and pitch creative story ideas to a variety of media including online, print and broadcast. 7.3 Strengthen relationships and partnerships throughout the college including all campuses, sites and programs to identify compelling stories that will be of interest to the press and the community.	Fall 2014-Spring 2015	Current staff