Welcome to the Fall 2016 Convocation Kickoff & President's State of the College Address
Join President Emeritus Dr. Paul E. Meacham for a Discussion of His Memoir

Been There, Done That—
My Life in the Educational Arena

Followed by a Book Signing

Wednesday, September 14, 2016
2:00 pm – 4:00 pm
Charleston Campus
Paul E. Meacham Student Services Building Lobby
SAVE THE DATE

SEPTEMBER 14, 2016
GRAND OPENING
MULTICULTURAL CENTER

NORTH LAS VEGAS CAMPUS
3200 EAST CHEYENNE AVENUE
NORTH LAS VEGAS, NV 89030

ROOM N-204
10 A.M.
“No Greater Odds”
Screened at the Library of Congress and at the national political conventions
The Nevada System of Higher Education’s Board of Regents awarded tenure to the following College of Southern Nevada instructors this past spring.
2016 Tenure Recognition

- Alda A. Anderson, Business, Hospitality and Public Service
- Craig N. Anderson, International Languages
- Dr. Barbara Bird, International Languages
- Dr. Sonja Burd, Biological Sciences
- Natalie Chio, Health Related Professions
- Dr. Marcela Cortes Ramirez, Biological Sciences
- Shane W. Dick, International Languages
2016 Tenure Recognition

• Arthur G. Eggers, Advanced and Applied Technologies
• Dr. Jennifer A. Gorman, Mathematics
• David L. Hardy, Media Technologies
• Dr. Valerie A. Hecht, International Languages
• Dr. Michael W. Huff, English
• Dr. Dana L. Jones, Accounting, Finance, Computer Office Technology
• Christopher D. King, Mathematics
2016 Tenure Recognition

- Aminul I. Km, Mathematics
- James Y. Lee, Mathematics
- Eileen M. Mahoney Bauer, Nursing
- Eileen M. Metcalfe, Hospitality Management
- Dr. Maria Consuelo Capiral Pickle, Mathematics
- Michele R. Rahmig, Dental, Diagnostic and Rehabilitation Services
- Dr. Brett Riley, English
2016 Tenure Recognition

- Arthur Edgar Salmon III, Computing and Information Technology
- Michael B. Simpson, Dental, Diagnostic and Rehabilitation Services
- Efatsadat Taghva, Computing and Information Technology
- Dr. Richard W. Theis, English
- Christopher T. Tsouras, Fine Arts
- Dr. Kathi Kalene Westmoreland, English
2016 Awards & Honors

Long-Term Service Awards

- Denny Burzynski
- Scott Camero
- Marcela Cortes Ramirez
- Tamara Flores-Sahagun
- Anthony Fortner
- Irma Fregoso
- Nick Garritano
- Jodi Gonz
- Brandie Green
- Kellie Hagewen
- James Harvey
- Rita Hayes
- George Hernandez
- Diana Kravchenko
- Charles Lohman
- Gail Lupica
2016 Awards & Honors

Long-Term Service Awards

- Eileen Mahoney Bauer
- Mary Manoharan
- Georgia Martini
- Kevin Mess
- Eileen Metcalfe
- Jeanette Mitchell
- Camille Naaktgeboren
- Crystal Naegle
- Cinnamon Oliphant
- Robert O’Toole
- Aubrey Padilla
- Amy Palmer
- Paola Perez
- William Perez
- Carrie Preite
- Cassandra Rogers
2016 Awards & Honors

Long-Term Service Awards

- Robyn Rohde
- Kelley Salemme
- Julian Smit
- Stuart Susag
- Kathryn Van De Car
- Sharnee Walker
- Dale Wallace

- Stacy Wallace
- Dalonie Washington
- Mary Williams
- Diane Zeigler
2016 Awards & Honors

Long-Term Service Awards

- Daveadle Abel
- Alonda Allen
- Shankara Babu
- Debbie Beyer
- Paul Bynum
- Angel Clemens
- Idolina Caballero De Talavera
- Darryl Caraballo
- Corey Cohen
- Catherine Cole
- Shirley Cruzada
- Senda Davis
- Billy Duke
- Kathryn Eghoian
- Hiroko Fry
- Linda Gannon
- Deborah Harbour
2016 Awards & Honors

Long-Term Service Awards

- David Hardy
- Stephen Harrison
- Elizabeth Henkel
- David Hervey
- Joel Johnson
- Michael Jones
- Melinda Karsnok
- Shelley Kelly
- Margaret Konie
- Karen Laing
- Elsa Mason
- Chantile Mcallister
- Hortensia Medina
- Jill Miller
- Ernesto Muniz
- Edwin Murakami
2016 Awards & Honors

Long-Term Service Awards

- Edward Perhay
- Terry Pippin
- Alaina Priscu
- Mustapha Saidu
- Kala Sathappan
- Amber Suzuki
- Leigh Swayze

- Christiane Trice
- Adam Valentiner
- Lee Vogel
- Leticia Llamas Wells
- Erol Welshons
- Vanessa Winn
2016 Awards & Honors
Long-Term Service Awards

- Mary Kaye Bailey
- Paul Billings
- Keith Conley
- Lucy Cowens
- Rozena Downing
- Judith Fightmaster
- Tina Golyer
- Andrea Gonzalez
- Levia Hayes
- Joshua Levin
- Tracy Lopez
- Santarpia McNeill
- Kenya Minott
- Mary Morales
2016 Awards & Honors

Long-Term Service Awards

- Anthony Mulholland
- Dawn Nelson
- Jennifer Nelson
- Mark Olson
- Laura O. Palma
- Mahima Pandey
- Mark Peplowski

- Robert Shkorupa
- Patricia Smith
- George Tarkanian
- Cordelia Wallace
- Tracy Warren
2016 Awards & Honors

Long-Term Service Awards

- Christian Azar
- John Bearce
- Kenneth S. Betita
- Earnest Bracey
- Patricia Dreven
- John Geislinger
- David Gress
- Joann Gutschick
- Naser Heravi
- Tina Holcomb
- James Iddings
- Fredrick Jackson
2016 Awards & Honors
Long-Term Service Awards

- June Long
- Christina Martin
- Wendy Martinez
- Jim Matovina
- Nora Mirabal
- Karen Mulcahy
- Antonio Narciso

- Virginia Rocha
- Robert Sherfield
- Rita Smith
- Judith Stewart
- Tityik Wong
2016 Awards & Honors

Long-Term Service Awards

- Theo Byrns
- Shawn Claxton
- Clarissa Erwin
- Davis Finley
- Linda Foreman
- Gary Marx
- Daniel Morris
- Debrah L. Tanner
- Millie Vuksanovic
2016 Awards & Honors

Long-Term Service Awards

- Dorothy Chase
- Vicky C. Dominguez
- Cynthia Frei
- Rosemary Hall
- Karyn Palladino
2016 Excellence Awards
Excellence in Assessment Nominees

• Steve Herro
• Josh Martin
• Caprice Roberson
2016 Excellence Awards

Excellence in Community Service Nominees

• Kathy Eghoian
• Michael Flores
• Camille Naaktgeboren
• John Woodbury
2016 Excellence Awards
Excellence in Online Teaching Nominees

- Elsa Mason
- DeAnna Beachley
- Steve Herro
2016 Excellence Awards

Excellence in Research Nominees

- Cameron Basquiat
- Ted Chodock
2016 Excellence Awards
Excellence in Service
to CSN Nominees

- Michael Flores
- April Hebert
- Eric Hutchinson
- Kevin Mitchell
- Camille Naaktgeboren
- Samuel Sarri
- Aaron Tuttle
- Maria Ubaldo
2016 Distinguished Awards
Distinguished Administrative Faculty of the Year Nominees

- Jann Carson
- Martha Dominguez
- Tamara Flores-Sahagan
- Robyn Rohde
- Millie Vuksanovic
2016 Distinguished Awards
Distinguished Classified Employee of the Year Nominees

• Cathy Beauvais
• Conni Jo Harris
• Rubi Mercado
2016 Distinguished Awards

Distinguished Full-Time Faculty of the Year Nominees

- Sondra Cosgrove
- Jennifer Gorman
- Jennifer Sequeira-Mitchell
- Lester Tanaka
- Brian Wainscott
- Carla Wright
2016 Distinguished Awards

Distinguished Part-Time Faculty of the Year Nominees

• Marc Kenwood
• Branden Murphy
• Caitlin Saladino
• Eugene Shapiro
In Memoriam
In Memoriam

Pearline Boone,
Administrative Assistant,
Financial Aid
In Memoriam

Juan Manuel Lopez Carranza, Maintenance Repair Specialist, Facilities
In Memoriam

Dr. Chris Kelly,
Former Dean, School of Business, Hospitality & Public Services
In Memoriam

Charles E. Lenard,
Maintenance Repair Specialist, Facilities
In Memoriam

Dr. Larry Martin,
Business Administration,
Professor
In Memoriam

Dr. Richard Moore,
CSN President, 1994 – 2000
In Memoriam

Dr. Janice Reid,
Former Dean,
School of Arts & Letters
In Memoriam

Edward Stivers,
Applied Technologies,
Instructor
In Memoriam

Dr. Joel T. Tierno, Social Sciences, Professor
In Memoriam

Lillie-Ruth Walker, Human Behavior, Adjunct Instructor
In Memoriam

June Whitley,
Former NSHE Regent
In Memoriam

Michael Young,
International Languages,
Professor
Those we remember fondly are never really gone but always remain part of who we are and who we have become.
WORK CLIMATE COMMITTEE

Monitoring, Assessing, and Reporting on the work climate for CSN employees

Cameron Basquiat, Committee Chair
P.A.C.E. Overview

- PACE: Personal Assessment of The College environment
- National Initiative for Leadership & Institutional Effectiveness (NILIE)
  - Over 120 Institutions nationally
  - 46-Item Instrument measuring Four Factors
**CSN 2015 RESPONSE RATE**

- October 2015 (46 items & 19 custom = 65)
- 926 respondents of 2499 invites (37.1%)

<table>
<thead>
<tr>
<th>Category</th>
<th>Full-Time</th>
<th>Part-Time</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic Faculty</td>
<td>289 of 534 (54.1%)</td>
<td>122 of 815 (15.0%)</td>
<td>411</td>
</tr>
<tr>
<td>Admin. Faculty</td>
<td>153 of 252 (60.7%)</td>
<td>8 of 219 (3.7%)</td>
<td>161</td>
</tr>
<tr>
<td>Contract [160 &amp; 1000]</td>
<td>57 of 306 (18.6%)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Student Workers</td>
<td>18 of 265 (6.8%)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Classified F/T</td>
<td>207 of 390 (53.1%)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
P.A.C.E. Model

Four Levels of Leadership:

- Coercive
- Competitive
- Consultative
- Collaborative
Responses are grouped into four PACE categories:

- Institutional Structure
- Supervisory Relationships
- Teamwork
- Student Focus

Plus...

Custom Questions*

CSN Custom responses are reported separately
## Overall Summary 2012-2015

<table>
<thead>
<tr>
<th>Factor</th>
<th>2012</th>
<th>2015</th>
<th>CHANGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Institutional Structure</td>
<td>3.38</td>
<td>3.56</td>
<td>+(9.5%)</td>
</tr>
<tr>
<td>Teamwork</td>
<td>3.61</td>
<td>3.80</td>
<td>+(9.5%)</td>
</tr>
<tr>
<td>Supervisory Relationships</td>
<td>3.68</td>
<td>3.80</td>
<td>+(9.7%)</td>
</tr>
<tr>
<td>Student Focus</td>
<td>3.90</td>
<td>3.98</td>
<td>+(9.8%)</td>
</tr>
<tr>
<td><strong>Overall</strong></td>
<td>3.62</td>
<td>3.78</td>
<td>+(9.6%)</td>
</tr>
</tbody>
</table>
CSN 2015 Result Comparisons

<table>
<thead>
<tr>
<th>Institutional Structure</th>
<th>Teamwork</th>
<th>Supervisory Relationships</th>
<th>Student Focus</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.47</td>
<td>3.85</td>
<td>3.85</td>
<td>3.98</td>
<td>3.78</td>
</tr>
<tr>
<td>3.56</td>
<td>3.75</td>
<td>3.72</td>
<td>4.04</td>
<td>3.76</td>
</tr>
<tr>
<td>3.39</td>
<td>3.85</td>
<td>3.93</td>
<td>3.78</td>
<td>3.67</td>
</tr>
<tr>
<td>3.2</td>
<td>3.4</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.1</td>
<td>3.3</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.0</td>
<td>3.2</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Legend:
- 2015
- Nat. Avg.
- Comp. Sites
<table>
<thead>
<tr>
<th>Question</th>
<th>2012</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Institution creates a welcoming environment for individuals of diverse backgrounds</td>
<td>78%</td>
<td>81%</td>
</tr>
<tr>
<td>I like working for this institution</td>
<td>73%</td>
<td>83%</td>
</tr>
<tr>
<td>I feel I am making an effective contribution to what this institution does</td>
<td>86%</td>
<td>87%</td>
</tr>
<tr>
<td>Institution is responsive to the needs of greater Clark County community</td>
<td>70%</td>
<td>77%</td>
</tr>
<tr>
<td>I am proud to tell people that I work for this institution</td>
<td>80%</td>
<td>83%</td>
</tr>
</tbody>
</table>
**CONSULTIVE LEADERSHIP**

<table>
<thead>
<tr>
<th></th>
<th>Leaders are seen as having substantial but not complete confidence and trust in employees.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Employees are significantly involved in the decision-making process.</td>
</tr>
<tr>
<td></td>
<td>More decisions are made at the lower levels, and leaders consult with followers regarding decisions.</td>
</tr>
<tr>
<td></td>
<td>Lower levels in the organization begin to deal more with morale and exercise cooperation toward accomplishment of goals.</td>
</tr>
</tbody>
</table>
C.A.P.E. PRESENTATION

What’s New in Your World?
Discussing the Latest Findings on CSN Campus

WEDNESDAY, AUGUST 24, 2:45-4:30pm
LIVE SITE: HN C-116
BROADCAST SITES: NLV C-1681 / WCH C-115
Strategic Plan 2017-2024 Update

CSN Convocation, August 2016
## Stakeholder Collaboration

### Internal:
- Students
- Classified
- Faculty and Staff
- Administration

### External:
- Legislators
- Community Leaders
- Business Leaders
- Education, K-12
Task Force Members

- Joshua Levin, Co-chair
- Patty Charlton, Co-chair
- Brian Knudsen, Facilitator
- Jill Acree
- Sondra Cosgrove
- Clarissa Cota
- Darin Dockstader
- Venus Glass
- Marcus Johnson
- Ayesha Kidd
- Paul Minto
- Mike Mizner
- Rolando Mosqueda
- Thill Raghu
- Sarah Renkes
- Lawrence Rodis
- Jack Sawyer
- Caitlin Saladino
- Mary Sasso
- Nick Shephard-Miller
- Zachary Stanczak
- Lester Tanaka
- Diane Welch
- Cheryl Wilkes
- Carla Wright
For more information:

CSNPD Alert: Welcome!

Campus Safety News Feed
Jun 22 - RT @NancyBrune: @CSNCoyote & @CSNPresRichards have been gr...

Emergency Contacts
Safety Toolbox
Report a Tip
Friend Walk
Campus Maps
Community Resources
Police Services and Resources
Share This App

CSN Alerts

Register for CSN Alerts
The College of Southern Nevada Emergency Notification System (CSN ENS) is intended to provide members of the campus community with real-time information in the event of a major crisis or emergency (e.g., fire on campus, natural disaster, and criminal activity). This system will instantly deliver to you important emergency alerts, notifications, and updates to any devices that you select (e.g., email account, cell phone, pager, etc.).

Register Now
Email for More Information
Download Now!

Download CSN Mobile Safety today! It is the official safety app of the College of Southern Nevada. The app features emergency contacts, safety tips, a personal safety tools, maps, and much more!

Copyright © All Rights Reserved. Designed by the College of Southern Nevada
Software development by AppArmor Mobile.
<table>
<thead>
<tr>
<th>Year</th>
<th>Asian</th>
<th>Nat Am</th>
<th>White</th>
<th>Haw/Pac Isl</th>
<th>Hispanic</th>
<th>Multi</th>
<th>Unk</th>
<th>Afr Am</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009</td>
<td>11.1%</td>
<td>11.2%</td>
<td>11.9%</td>
<td>11.3%</td>
<td>10.9%</td>
<td>11.7%</td>
<td>11.2%</td>
<td>10.3%</td>
</tr>
<tr>
<td>2010</td>
<td>4.6%</td>
<td>3.7%</td>
<td>9.8%</td>
<td>8.2%</td>
<td>7.4%</td>
<td>7.9%</td>
<td>7.9%</td>
<td>3.3%</td>
</tr>
<tr>
<td>2011</td>
<td>24.7%</td>
<td>25.1%</td>
<td>21.9%</td>
<td>24.2%</td>
<td>26.1%</td>
<td>26.7%</td>
<td>27.7%</td>
<td>29.8%</td>
</tr>
<tr>
<td>2012</td>
<td>2.5%</td>
<td>2.4%</td>
<td>2.2%</td>
<td>2.0%</td>
<td>2.0%</td>
<td>1.8%</td>
<td>1.7%</td>
<td>0.7%</td>
</tr>
<tr>
<td>2013</td>
<td>44.1%</td>
<td>44.3%</td>
<td>40.0%</td>
<td>39.0%</td>
<td>38.1%</td>
<td>36.1%</td>
<td>34.8%</td>
<td>46.5%</td>
</tr>
<tr>
<td>2014</td>
<td>0.8%</td>
<td>0.8%</td>
<td>0.9%</td>
<td>0.8%</td>
<td>0.7%</td>
<td>0.6%</td>
<td>0.6%</td>
<td>0.4%</td>
</tr>
<tr>
<td>2015</td>
<td>9.9%</td>
<td>10.0%</td>
<td>10.1%</td>
<td>10.4%</td>
<td>10.4%</td>
<td>10.3%</td>
<td>10.8%</td>
<td>8.8%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>2009</td>
<td>13.3%</td>
<td>13.3%</td>
<td>8.0%</td>
</tr>
<tr>
<td>2010</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.1%</td>
</tr>
<tr>
<td>2011</td>
<td>45.7%</td>
<td>26.3%</td>
<td>27.2%</td>
</tr>
<tr>
<td>2012</td>
<td>1.6%</td>
<td>0.4%</td>
<td>0.6%</td>
</tr>
<tr>
<td>2013</td>
<td>52.7%</td>
<td>0.9%</td>
<td>7.4%</td>
</tr>
<tr>
<td>2014</td>
<td>5.5%</td>
<td>4.3%</td>
<td>4.6%</td>
</tr>
<tr>
<td>2015</td>
<td>0.7%</td>
<td>0.5%</td>
<td>0.6%</td>
</tr>
</tbody>
</table>
IPEDS Grad Rate compared to VFA 6-year outcomes of full/part-time students - 2015-2016 Reporting Year

IPEDS Fed Cohort*

- Total Earned Awards: 9.4%
- No Award (Transfer): 15.3%
- Still Enrolled: 51.9%

VFA Credential-Seeking Cohort

- Total Earned Awards: 14.3%
- No Award (Transfer): 25.9%
- Still Enrolled: 36.8%

*First time in college, full-time, degree/certificate seeking
Workforce Investment for a New Nevada (WINN)

• $500,000 grant in the initial round for equipment in Facilities Maintenance and Manufacturing

• Partnering with Southeast Career and Technical Academy (SECTA) which is remodeling space

• Funding will also cover ACT WorkKeys assessments, soft skills training, and Six Sigma yellow and green belt training for up to 175 participants this fiscal year
## LEGISLATIVE PRIORITIES, 2017

<table>
<thead>
<tr>
<th>Priorities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Compensation</td>
</tr>
<tr>
<td>Formula Change for Career and Technical Education</td>
</tr>
<tr>
<td>Silver State Opportunity Grants</td>
</tr>
<tr>
<td>WINN Funding</td>
</tr>
</tbody>
</table>
CSN & NSC HEALTH & SCIENCES BUILDING

- Collaboration with Nevada State College
- Henderson Campus
- 70,000 square feet
- Help meet growing demand for nurses, paramedics, medical technicians, and more.
- Legislative ask for 2017: $5 million for planning
Hope for Prisoners

• CSN partnering as training provider for initial cohort of 80 men at the Clark County Detention Center

• Training includes:
  o WorkKeys Assessments
  o High School Equivalency
  o CDL permit test prep
  o National Center for Construction Education
  o Research CORE module

• Training is scheduled to begin in August at the CCDC
Study underway to migrate from a multi-campus single college to a district model

- Flatten the organization
- Comprehensive deployment of core courses on all campuses

MULTI-CAMPUS, DISTRICT

#1 Multi-Campus, Single College

President

Administration

Faculty & Staff

Campus & Students

Campus & Students

Campus & Students

#2 Multi-Campus, District Model

President & Central Support

Campus Provost

Faculty, Staff & Students

Campus Provost

Faculty, Staff & Students

Campus Provost

Faculty, Staff & Students
Thank You.