

**President Coley's Message to Campus**  
**March 6, 2018**

**President's Leadership Development Initiative**

One of the hallmarks of a thriving university is a willingness to invest in its people. At Cal Poly Pomona we have articulated that commitment in our Strategic Plan. I am happy to announce that we now have two initiatives that demonstrate our commitment to our people. The first is the soon-to-be established office, which will oversee the engagement and professional development of our employees. We are currently recruiting for an associate vice president to oversee that function.

The second is the Leadership Excellence Initiative, which will provide our managers, supervisors and leads the opportunity for professional growth, greater self-awareness and enhanced leadership skills.

The initiative, overseen by Presidential Fellow for Leadership Excellence and Institutional Development, Dr. Shanthi Srinivas, will focus on three elements. They are:

- Building a leadership pipeline through workshops, learning communities and mentoring;
- Implementing online and face-to-face enhanced orientation for newly hired managers at all levels, as well as leads, to help in their successful transition;
- And providing continuous in-house and external professional development programs and training to strengthen key leadership skills.

This initiative is designed to create inclusive environments where employees feel valued and have opportunities for professional growth. It aims to enhance collaboration through greater communication, cooperation, and teamwork to realize the university's mission and enhance student success.

We will initiate a pilot program this spring and I will provide further updates as we get closer to implementing the full initiative.

**Semester Conversion**

We are now less than six months from the start of the first *semester* in our university's history on August 23rd. Much remains to be done to ensure a smooth transition from quarters to semesters, but the outreach to students — to meet them where they are and to help with their individual needs — has been impressive.

In February, each of the university's eight colleges hosted its own Pizza with the Presidents event as part of The Semester Conversion College Tour. Provost Sylvia Alva, ASI President Farris Hamza and I visited each college during the hour-long event, and I must tell you, I was impressed by the level of engagement. Hundreds of students turned out to find answers, seek advice and develop a plan. And, yes, each college served pizza.

I want to thank all of the deans, department chairs, faculty, Academic Affairs leaders, catering and the staff for making the event such a success. We are planning to have a similar event this spring because semester conversion is so important to us all.

### **Summer Session**

This year's summer session will give students with only a few units remaining to complete their degree the opportunity to graduate before the fall semester. The summer session will also allow continuing students who will return in the fall the opportunity to take a high-demand course that is pivotal to their academic progress.

What complicates this endeavor is the fact that the summer session will be only five weeks long instead of the usual ten. I want to thank faculty, chairs, deans, staff and Academic Affairs leaders for the work they are putting in to provide as robust a summer session as possible.

### **Environment We Live In**

Also, flags at our university flew at half-staff recently to mark the death of 17 people, most of them students – and all of them victims of a mass shooting on Valentine's Day at a high school in Parkland, Florida. The images of grieving families, friends and classmates, and the candlelight vigils and funeral services that followed, were heart-wrenching.

Such tragedies that steal the lives and futures of young people, whether in a classroom, on an urban street, in our home or at a crowded nightclub or event, is a tragedy and simply unacceptable. I encourage all of us to reflect on how we can be the change – how we can nurture an environment in which all of our young people can thrive.

In recent months, we have grieved the loss of several of our students. I have reached out to their families to extend our condolences. We want you – our students and community – to know that your wellbeing is important to us. We also want to ensure that students are aware of available campus resources that include counseling, health, and wellness services to assist them in dealing with grief and loss, anxiety, depression or any other pressures or stress. For more information, visit [bit.ly/cppcounseling](http://bit.ly/cppcounseling).

### **New Website (The Compass)**

Those who attended Fall Conference last September received a fidget spinner, which was an acknowledgment that with all of the construction taking place on campus, and with semester conversion, our patience may at times be tested.

We now have another way to relieve stress as we navigate the campus. It's a website called The Compass, which provides up-to-date information about construction, facility upgrades, unexpected interruptions to service, or planned maintenance that might affect your drive, your parking, or access to certain buildings.

I want to thank everyone in Facilities involved in reshaping and rehabbing the campus. Even though the work is challenging, it is well worth it.

### **Staff Council**

One of the highlights of the spring is the Staff Council's Annual Spring Boutique, which will take place on Thursday, May 3, from 10 a.m. to 3 p.m. in the Paseo. Look for a campus email in the coming weeks to learn how you or your club can sign up for a place at the boutique.

Staff Council has played an important role on campus for 55 years, engaging in service activities and enhancing the worth of every staff member. Its recent Valentine Fundraiser will support an excellent

scholarship program that helps staff members achieve their educational and professional goals. The program is named in honor and memory of Amelia Hammond, a Cal Poly Pomona staff employee from 1962 to 1980 who founded the scholarship program.

Staff members have played and continue to play so many important roles on campus – in offices and classrooms, in maintenance shops and across our beautiful landscape, and, yes, in our parking lots.

**Bronco Bravo**

When you hear the words *parking officer*, the next word that probably flashes in your mind is *ticket*. Indeed, our parking officers do write tickets and enforce parking rules, but they do so much more.

Angelo Smith is a problem-solver, a service-oriented parking officer, and a friendly face on campus, which is why I am happy to introduce him in our latest edition of Bronco Bravo.

Thank you, Angelo, we are proud that you are part of the Bronco family.