October 3, 2012

Dear Colleagues:

As opposed to a public “newsletter,” the President’s Pause is an internal document meant only for our campus community and is intended to keep you updated on current substantive issues.

FACILITIES: Many facility-related projects are currently underway on and near campus. As part of my efforts to keep everyone consistently and uniformly informed, the following update is designed to provide answers to common questions that have been raised.

Project One: Campus West

The university continues to work closely with the city to finalize the West Campus Athletics Complex design and expects to receive City Planning Commission approval to proceed in early October. Once approval is granted, construction drawings will be developed and sent out to bid early in the new year, with groundbreaking estimated to take place in late February.

Purpose of this Project This three-phase project, a city-university agreement from several years ago, creates additional space for important athletic facilities. Phase I: building a new baseball/softball field; Phase II: adding a multipurpose field; Phase III: Other infrastructure upgrades. These facilities will have some shared usage with the city following an earlier agreement. Phase I is scheduled to be completed by December 2013. Phase II is scheduled to be completed in December 2014 and Phase III should be completed in 2018.

Project Funding Funding to complete Phases I and II of Campus West was made possible by the 2010 bond issue, as well as from year-end allocations approved by the Board of Trustees.

Long-Term Impact

Campus West is part of the 2007 Master Plan. It allows the university to have more property on the main campus to use for academic purposes, parking lots or other infrastructure needs. Opening up this space on the main campus allows the university to sustain its growth and helps to best meet the needs of the campus community.
Project Two: President’s House

Purpose of this Project This project was initiated and led by the Board of Trustees. The President’s House is to serve as more than just a residence. Its primary function is to be a venue for hosting alumni events, networking opportunities, celebrating faculty scholarship and research, cultivating donors, and hosting university-community gatherings. It will also serve as a reception site for donor visits and meetings.

Project Funding Funding to purchase, restore and renovate the President’s House was made possible by a select group of donors from the Board of Trustees, as well as private donors. Escrow on the house is expected to close in early October.

Long-Term Impact This home will be centrally located, close to campus, and provide a venue for significant gatherings for students, alumni, faculty, staff, community members and donor cultivation. It communicates dedication and commitment to the campus and to the City of La Verne.

Project Three: Davenport Dining Hall

Purpose of this Project
With the opening of the Vista La Verne residence hall and 15 percent more students on campus this year than last, the university needed to proactively accommodate this growth. Davenport Dining Hall was among one of our top priorities as we wanted to ensure all students and faculty have a comfortable eating experience. The new patio extension can seat up to 360 people and includes heaters and fans. With this expansion, Davenport can now seat up to 500 students, faculty and staff at one time. Other improvements to Davenport include new cabinets, a new salad bar and lighting. The facility is also now ADA compliant.

Project Funding
Funding for the Davenport renovation and expansion was made possible by Bon Appétit and the university.

Long-term Impact
The university strives to accommodate its enrollment growth. This project allowed the university to have an appropriately-sized space to meet the needs of its current campus community. In addition, renovation projects have resulted in a heightened standard in regard to the quality of food, furniture and overall eating experience.

CLASSROOM SCHEDULING & SPACE: A number of steps were taken over the summer to improve the use of classroom space on the main campus. Provost Greg Dewey worked closely with the Registrar and academic deans to review course schedules, as well as the classroom assignment process. This review identified scheduling efficiencies to improve the availability of classrooms and to find optimal room assignments to fit the needs of each course. Starting with fall 2012, the Schedule25 classroom scheduling software
aligned courses to best-fit classrooms. We know that some problems with space and
class size still exist and we are continuing this extensive review to include all different
space needs on campus. A high priority is to configure classrooms and scheduling to
best meet our needs for fall 2013.

**STRATEGIC PLANNING – 2020 VISION:** A summary version of the Strategic Plan was
distributed to the four Colleges for their input while also serving as a guide as each
College develops their own strategic plan. The College of Arts and Sciences Department
Chairs reviewed the overarching strategic vision, made suggestions and initiated some
changes, while now continuing with their internal strategic vision. The College of
Education and Organizational Leadership met on September 12 to review the university-
wide plan and began considering initiatives for its own plan. The College of Business and
Public Management reviewed the key initiatives on September 14-15, including
considerations for the La Verne Experience. Recommendations for improvements to the
university’s plan were forwarded to Provost Dewey and Dr. Richard Simpson, Chair of
the Strategic Planning Committee. The College of Law has been developing its plan with
an external consultant and met with Richard Simpson on September 25 to ensure
alignment with the university’s plan.

A plan with more succinct vision and mission statements is anticipated to be available by
late October. A near final draft of the university’s 2020 Strategic Vision will be presented
during the February Board of Trustee retreat. Two campus-wide open sessions are
being scheduled for late October to have additional discussion and comments with
campus community members.

**THE LA VERNE EXPERIENCE:**

**FLEX (Freshman La Verne Experience)**

The La Verne Experience is well underway. It has begun with all entering
traditional age freshmen participating in the successful launch of the
Freshman La Verne Experience (FLEX) Learning Communities. Forty-four full-
time faculty and five writing faculty are teaching in the FLEX program. During
orientation, approximately 500 freshmen participated in the first “La Verne
Community Engagement Day.” Each FLEX (students and faculty) engaged with
the community in places such as: the Union Rescue Mission, Habit for
Humanity, Hillcrest, and beach and mountain cleanup.

**Development of The La Verne Experience Continues:**

- The Adult Learner sub-committee is developing a La Verne Experience Course
to be integrated on all campuses for fall 2013.
- The Graduate/Professional /Doctoral group is developing a Graduate
  Research Day for spring 2014.
- Specific areas are implementing ePortfolios and developing Baccalaureate
goals.

We are being forward moving, strategic, thoughtful and inclusive as we develop our
institution’s unique and relevant La Verne Experience, serving all students, in all colleges, across all campuses. Every voice is welcome as we continue the process, implementation and assessment. Feel free to contact Dr. Peggy Redman, Director-The La Verne Experience or Provost Dewey to participate even further or to offer suggestions.

It is with great admiration that I compliment the campus for embracing the concept of the La Verne Experience, understanding its importance for our students and campus, and for contributing to its development in such positive ways. The La Verne Experience will benefit our students, help to give them the La Verne Advantage, and further our national reputation.

DIVERSITY AND INCLUSIVITY: If you have not yet met Dr. Joy Lei, our Chief Diversity and Inclusivity Officer, please feel free to contact her at jlei@laverne.edu or drop by her office at Founders Hall 214A. Dr. Lei serves as a campus leader in promoting a diverse and inclusive climate at the University of La Verne. Impacting the campus at multiple levels, Dr. Lei will collaborate with all departments and programs, both on- and off-campus, to develop clear, comprehensive policies that will be applied consistently. In addition, Dr. Lei will collaborate with Human Resources to develop intercultural awareness and communication workshops for the campus. Our goal is to achieve a campus climate in which inclusivity is the norm, and equitable policies and intercultural communication skills will make that goal a reality.

ADVANCEMENT OFFICE: The Vice President of University Advancement Search Committee, co-chaired by myself and Professor of Public Administration Jack Meek, met recently with Collette Murray, search consultant and CEO of Paschal Murray Consultants, to formulate the process and logistics that will guide the upcoming search. Co-chairs Lieberman and Meek extend their thanks to the following staff, trustees, alumni, and outside constituents for agreeing to provide both their time and expertise to ensure a successful conclusion to this important endeavor. Committee members are: Abe Helou, Mark Hicks, Terry Karamanos, Chris Krich, Joy Lei, Alex Lester, Daniel Loera, Paul Moseley, Jendayi Saada, Jack Stark, Patricia Taylor, Ruth Trotter, and Judi Stillwell as the staff assistant to the committee. The university community will be kept informed of additional information as it becomes available.

COMPENSATION TASKFORCE: I have appointed a campus-wide compensation taskforce, chaired by Provost Dewey and Associate Vice President of Human Resources Jody Bomba. The taskforce will include representatives from the Classified Staff, the Administrative Professional Staff, the Faculty, the Board of Trustees, and the Vice President for Finance. The charge of this committee includes examination and recommendations for a university compensation philosophy and comparison of mean salaries with appropriate peer institutions. All Taskforce recommendations will be made to the President and the Board of Trustees.
ALUMNI OUTREACH/RECRUITMENT: I am traveling throughout Asia from September 28 to October 12 with five goals: (1) Along with Dean Chris Krzak, to assist with recruiting international students to the university; (2) Along with Dean Abe Helou and Acting Director of Alumni Affairs Bianca Romera, to connect our international alumni with their alma mater; (3) to meet with particular Asian University Presidents to explore possible collaborations between our universities; (4) To meet with parents and relatives of current La Verne students; and (5) to give invited public addresses in Myanmar about higher education, liberal education, and globalization. In an effort to meet these five goals, we will be traveling to: Bangkok, Thailand; Yangon, Myanmar; Taipei, Taiwan; and both Shanghai and Beijing, China. This trip was conceived when I discovered that the University of La Verne currently has approximately 2,000 alumni living in Thailand, Taiwan and China. Currently, I am scheduled to meet and connect with more than 300 alumni in these countries. I look forward to sharing successful outcomes when we return.

ENROLLMENT: The university completed a successful recruitment cycle for fall 2012. We are serving more than 8,600 students, which is an all-time record for the university. The number of applications for traditional undergraduate programs surpassed 7,800, an increase of more than 22% in one year. For an increasing number of students, La Verne is now their first choice. At this time we have 2,748 traditional undergraduate students. We are also happy to report that, with the opening of Vista La Verne, all of our residence halls are at full capacity, making it possible for our students to take advantage of many additional programs and co-curricular activities. Main campus graduate programs have also experienced a rise of more than 25% in applications and exceeded their target enrollments. Congratulations go to the College of Business & Public Management for exceeding their enrollment targets. We experienced an enrollment shortfall in College of Education & Organizational Leadership. College of Law had projected lower enrollments given its recent difficulties in regaining provisional ABA approval. I am glad to report the College of Law has met and exceeded its projections for fall 2012, even though the size of its enrollment remains a serious concern. Programs offered through the Regional Campuses have met their overall projected targets, with CAPA growing to an impressive 1,000 students. Even though the overall picture for the university is a positive one for this academic year, there are certain areas – e.g., within the College of Education & Organizational Leadership and RCA – requiring further analysis with concrete plans to help each overcome enrollment challenges.

NEW BOARD OF TRUSTEES MEMBERS: I am pleased to announce that at its September meeting the Board of Trustees elected two new Trustees, whose broad areas of expertise will best provide us with our ever-developing and visionary goals. Dr. Kim Burchiel, a nationally recognized neurosurgeon residing in the Pacific Northwest, will bring international expertise and experience as we discuss healthcare, our region, and the university. Mr. Tony La Fetra (many of you will recognize this name: La Fetra Auditorium and the La Fetra Family Endowed Chair for Excellence in Teaching and
Service?), CEO and President of Rainbird Corporation, brings tremendous expertise in business development and strategic thinking. Within the last year, we have welcomed six new Board members; each brings an important area of expertise, personal commitment, and financial commitment to the university.

If you have questions or seek further clarification regarding any of my President’s Pause updates (which can also be found on the La Verne website at http://laverne.edu/president/presidents-pause/), please feel free to contact me. Thank you each for your hard work and commitment to our mission and vision.

Sincerely,

Devorah Lieberman, Ph.D.
President