

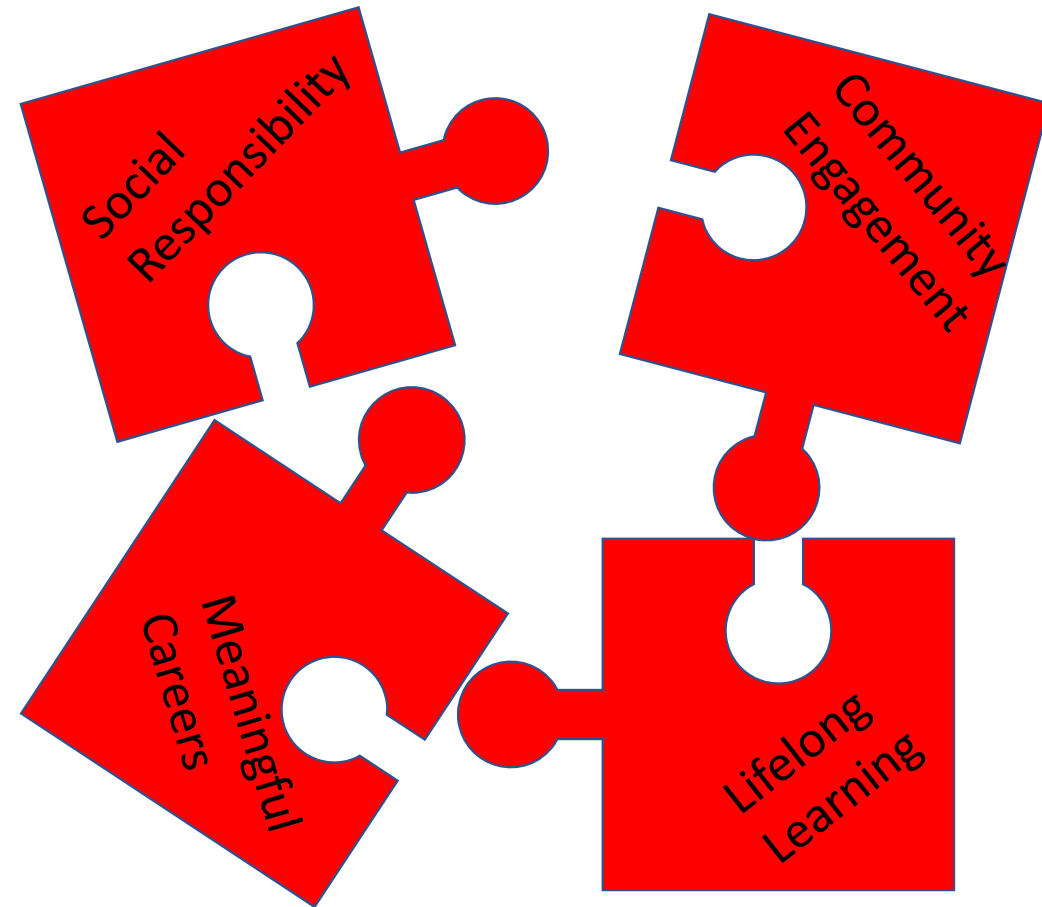
YOU complete the Mission

J.D. Rottweiler, PhD
Fall Convocation
August 15, 2022



Mission:

Cochise College provides inclusive and accessible educational opportunities that support social responsibility, community engagement, meaningful careers, and lifelong learning.



Post Pandemic Realities:



WORK HAS CHANGED



TECHNOLOGY HAS BEEN
EMBRACED



ORGANIZATIONS MUST BE
MORE AGILE

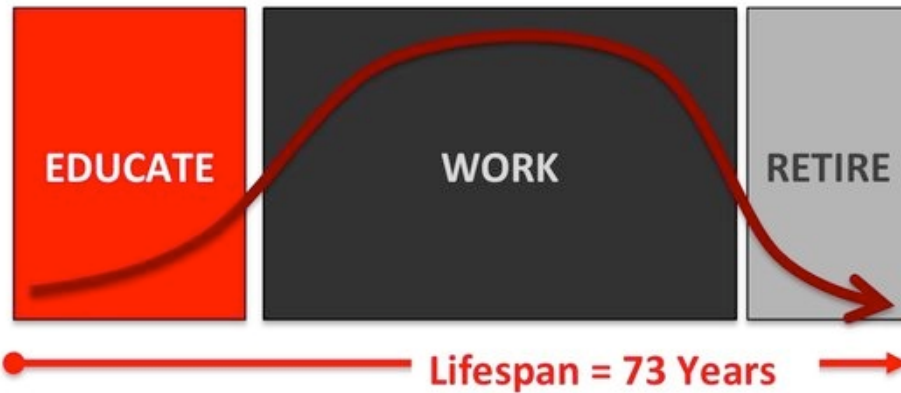
Work has Changed:

- Essential Work
- Remote Work
- Telework
- Work-Life Balance
- The “Great Resignation”
- Worker Shortage
- Career Arcs

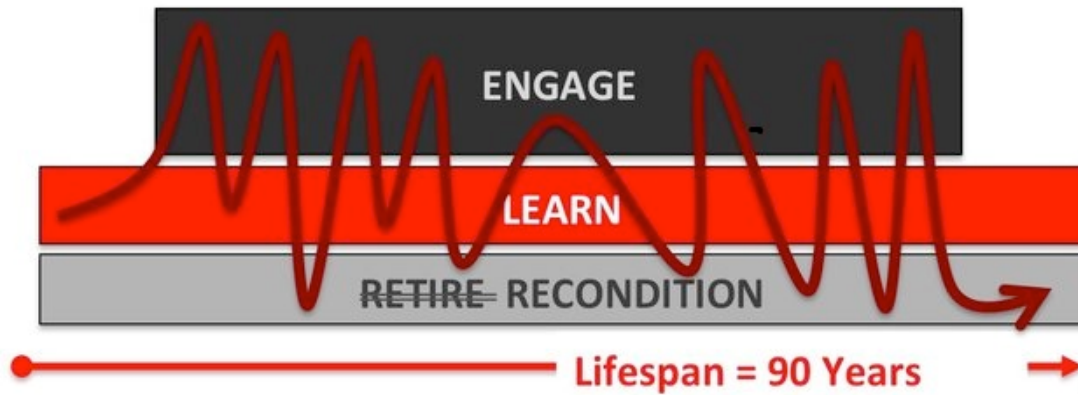


Career Arc: New Economy Shifts Life Blocks

**OLD
ECONOMY**



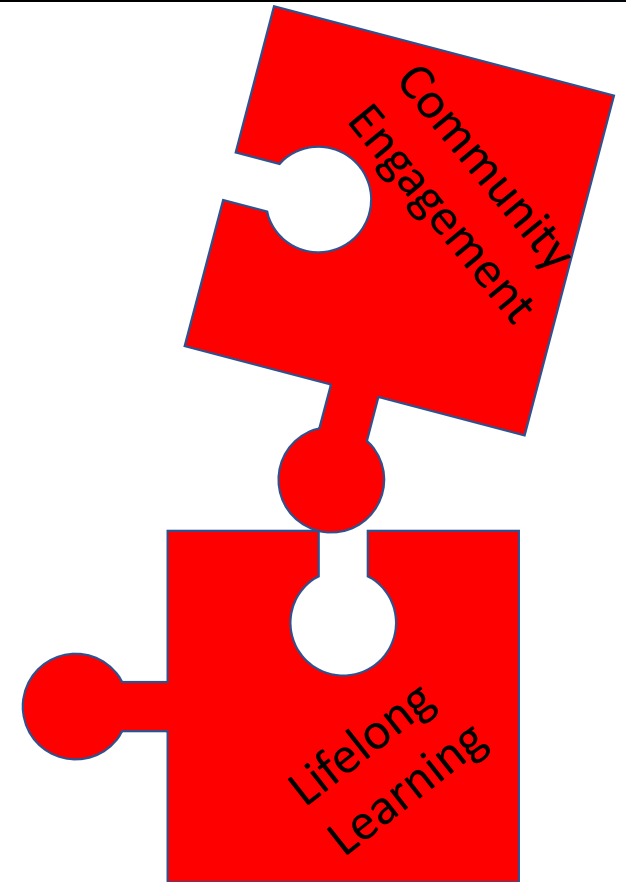
**NEW
ECONOMY**



@heathermcgowan

Technology has been Embraced:

- Tele-Medicine
- On-line Shopping
- Delivery Apps
- On-line Banking
- Videoconferencing
- Online, Live-stream anywhere, hy-flex,



Organizations must be more Agile:

- Agile: (Oxford Dictionary)
 - Ability to move quickly and easily
 - Ability to think and understand quickly
- Agile: (agilealliance.org)
 - Ability to create and respond to change
 - **It is a way of dealing with, and ultimately succeeding in, an uncertain and turbulent environment**

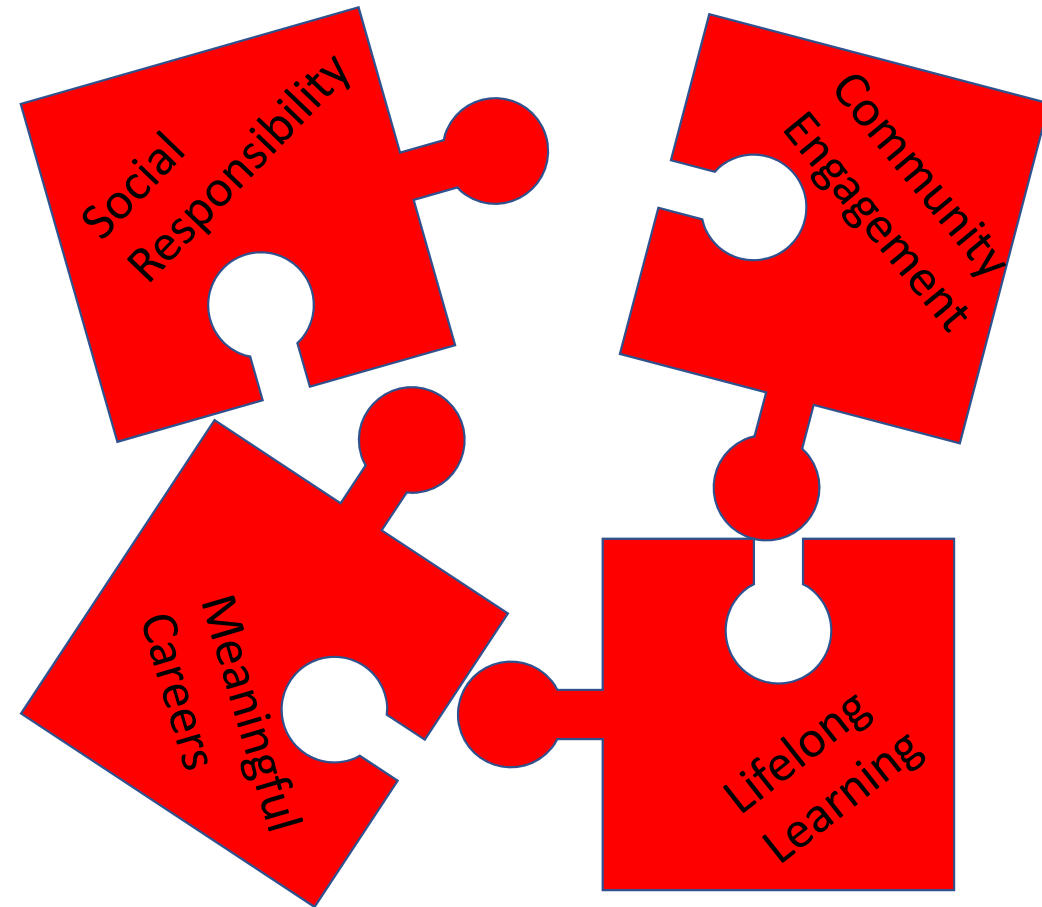
“It’s really about thinking through how you can understand what’s going on in the environment that you’re in today, identify what uncertainty you’re facing, and figure out how you can adapt to that as you go along”

Cochise College: an AGILE Organization

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Four Responses to Change



Victim Mode



Critic Mode



Bystander Mode



Navigator Mode



Victim Mode

Behaviors	Attitudes
<ul style="list-style-type: none">• Resisting change• Feeling angry or depressed• Reverting to old ways of doing things• Isolating oneself• Failing to ask for help	<ul style="list-style-type: none">• <i>Why is this happening to me?</i>• <i>Why can't things stay the way they are?</i>



Critic Mode

Behaviors	Attitudes
<ul style="list-style-type: none">• Looking for reasons why the change will not be successful• Failing to see any positive outcomes from the change• Questioning and challenging whether the change is appropriate or necessary	<ul style="list-style-type: none">• <i>This hasn't worked in the past. I don't think it will work now.</i>• <i>I doubt the change will improve anything.</i>



Bystander Mode

Behaviors	Attitudes
<ul style="list-style-type: none">• Show reluctance to get involved• Waiting for others to make decisions and take the lead	<ul style="list-style-type: none">• <i>If I ignore this change, it will go away.</i>• <i>I won't jump in until I know it's safe.</i>• <i>I'll wait until more experienced people have paved the way.</i>



Navigator Mode

Behaviors

- Looking for ways to help minimize negative reactions
- Exploring the causes of or reasons behind the change
- Finding ways to be useful and supportive in implementing the change
- Looking for opportunities for improvement
- Forming nurturing relationships with others affected by change

Attitudes

- *This change presents opportunities to do things differently.*
- *This is a chance to make things better.*
- *I'm bound to make mistakes, but I'm going to learn from them.*

Four Responses to Change



Victim Mode
(Fight)



Critic Mode
(Flight)



Bystander Mode
(Freeze)



Navigator Mode

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Programs and Services

- Leadership/Organizational Changes
 - Administrative Cabinet
 - Dr. Dana Horne, Vice President for Student Services
 - Dr. James Perey, Executive Vice President for Academics
 - Dr. Jennifer Wantz, Executive Dean of Community Engagement
 - President's Council
 - Dr. Eric Brooks, Executive Director of the First Responders Academy
 - Dr. Sheena Brown, Dean of Academic Affairs
 - Ms. Angela Garcia, Dean of Liberal Arts
 - Mr. Karl Griffor, Dean of Workforce Development
 - Dr. Kristy Ritter, Dean of Business and Technology
- New People = New Ideas = New Ways = New Outcomes

Programs and Services

- New Programming
 - First Responders Academy
 - Workforce Accelerator/Skills Center
 - SkillBridge for Transitioning Soldiers
 - CDL
 - Mobile Trades
 - Heavy Diesel
 - Electronic Testing Technician
 - Industry Certifications
 - Early College
 - ALA-V @ Cochise
 - New Dual Enrollment Tuition Rate
 - Enhanced Partnerships with K-12

Programs and Services

- New Programming
 - Phlebotomy Technician (65 hours/non-credit)
 - EKG Technician (30 hours/non-credit)
 - Medical Billing and Coding (27 credits)
 - Basic Behavioral Health Certificate (13 credits)
 - Tax Preparer Certificate (16 credits)
 - Supply Chain Management Certificate (16 credits)
 - Welding Certificates (15-22 credits)
 - Aerospace Welding Thermal Fusion
 - Aerospace Welding Technology
 - Welding D.1. SMAW & D1.1 FCAW/CMAW
 - Welding Motorsports
 - Welding Pipe and Fitting

Programs and Services

- New Programming
 - Light Diesel Certificate (15 credits)
 - Automotive Fundamentals (12 credits)
 - Residential Construction Trades Fundamentals (14-16 credits)
 - Culinary Fundamentals (7 credits)
 - Culinary Skills (16 credits)
- New General Education Requirements (AGEC)
- New Services
 - Student Leadership and Engagement
 - Admissions and Recruitment
 - Records and Registration
 - Residential Life and Housing
 - Student Wellness
 - Accessibility Services

Cochise College: an AGILE Organization

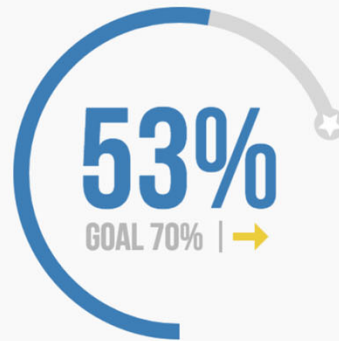
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4. Community/Student Success is the primary measure of progress.

Progress Meter: Cochise County



OPPORTUNITY YOUTH

Percent of 16-24 year olds in Arizona that are NOT going to school or working.



POST HIGH SCHOOL ENROLLMENT

Percent of Arizona high school graduates who enrolled in postsecondary education the semester after graduating from high school.



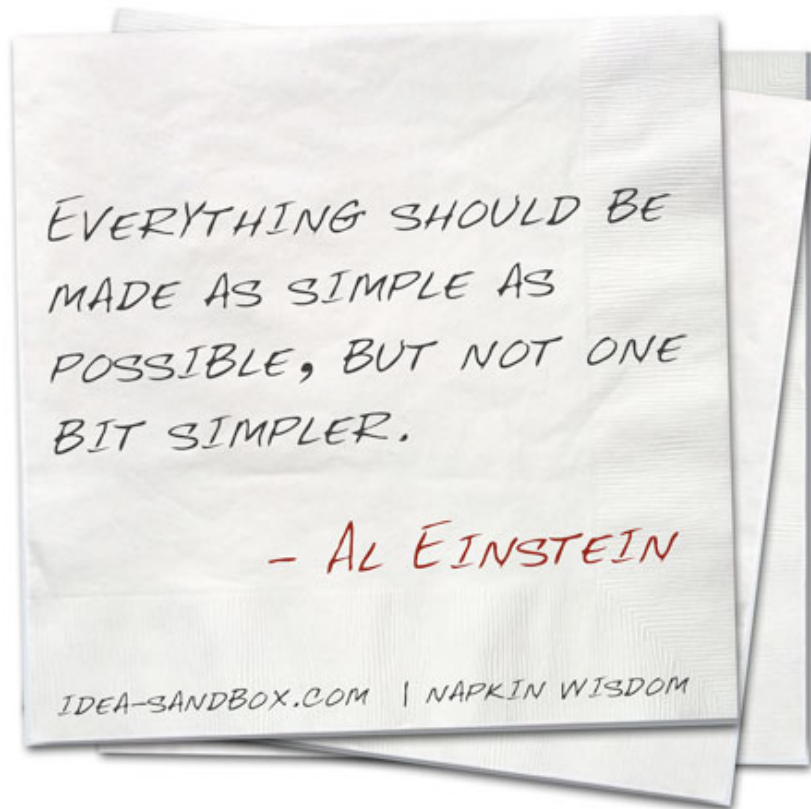
ATTAINMENT

Percent of Arizona residents 25-64 years of age who have completed a 2- or 4-year degree or received a postsecondary certificate.

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5. Simplicity is essential.

Simplicity is Essential



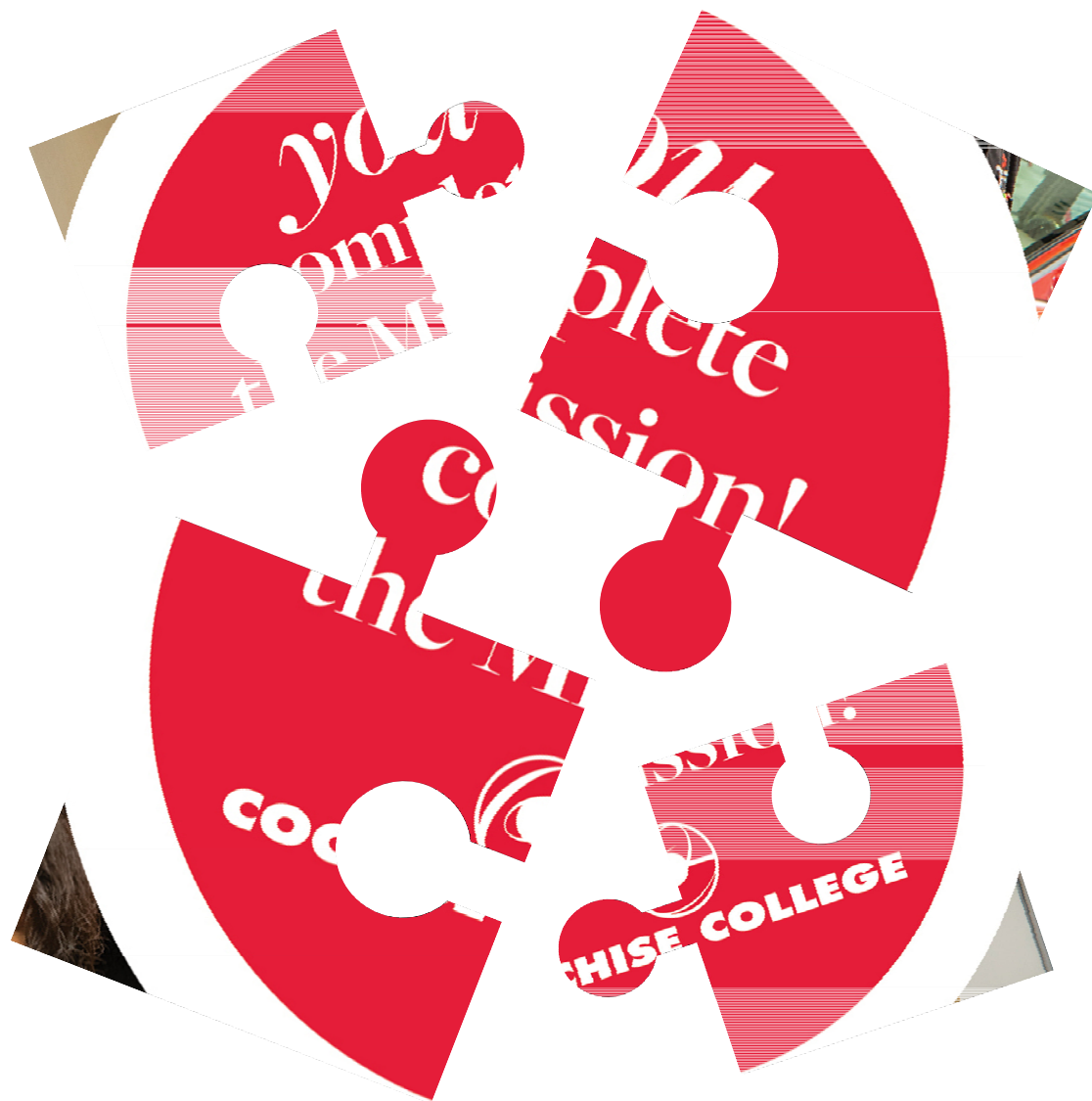
- “Simplicity is the art of maximizing the work not done.”
 - Avoid “red tape” processes or the bureaucratic overhead
 - Avoid “shadow” processes
 - Look to “automate” processes whenever possible
- “Simplicity” is central to Agility.

Here's to Putting our Pieces Together

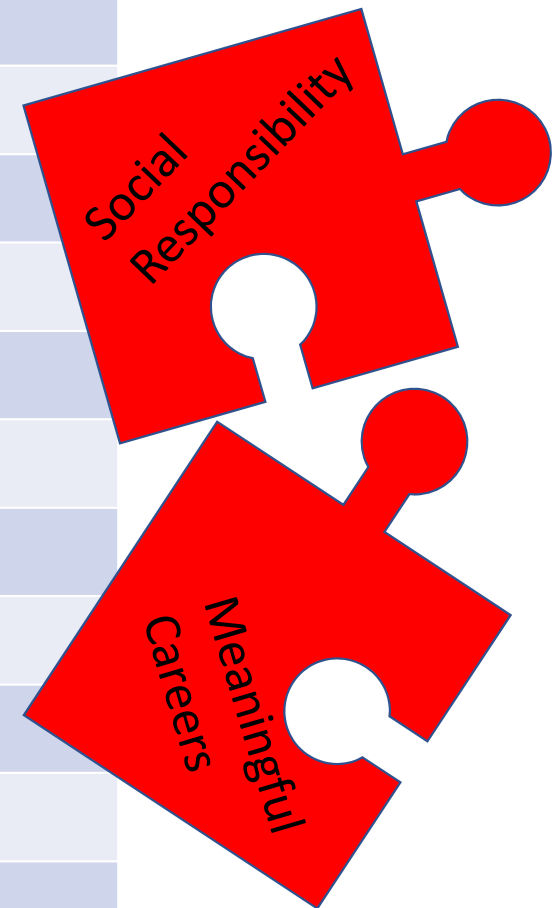
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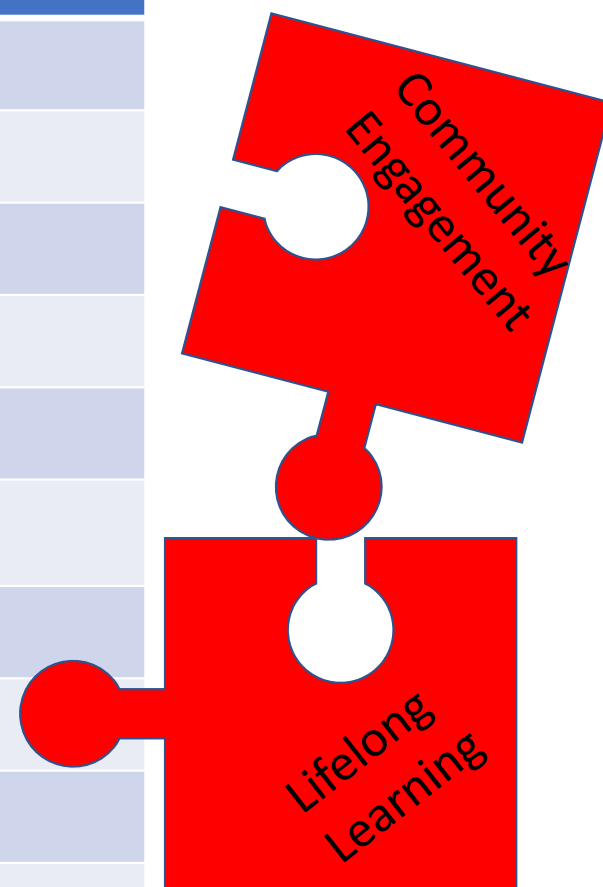
Putting our Pieces Together



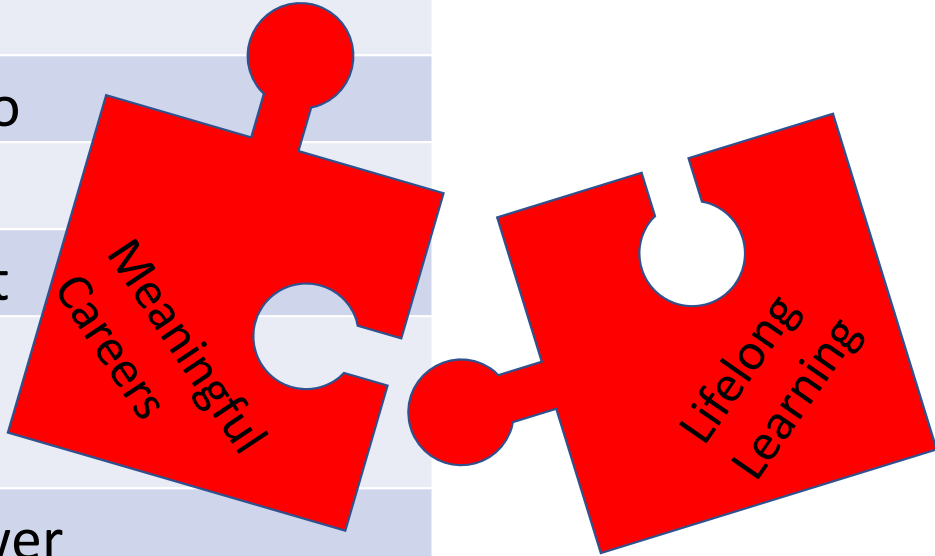
Department	Representative
Human Resources	Sophia Kirkland
Foundation	Rose Berumen
Grounds	Nick Louviere
Finance	Trish Hermansen
Tech Services	Mark Berumen
Marketing & Communication	Sharrina Cook-General
Library	Vienna Baker
Student Success	Bryan Homrighausen
Athletics	Sierra Williams
Aviation	Landon Brooks
Building Maintenance	Javier Armenta



Department	Representative
Business & Economics	Seth Colwell
Cyber & CIS	Patrick Farmer
Trades	Hope Struse
Math	Steve Roark
Science	Hannah Jones
Social & Behavioral Sciences	Kristin Juarez
Outreach Centers	Devon Hannah
Adult Ed	Jack Petty
Community Services	Joy Miller
Academic Affairs	Travis Ambrose
First Responders Academy	Jeremy Wagner



Department	Representative
Governing Board	Crystal Wheeler
Recruiting, Admission, Registration & Records	Teresa Ortiz
Financial Aid	Melissa Cepero
Counseling & Advising	Marie Castillo
Tutoring & Testing	Dawn Rinehart
Housing & Accessibility Services	Marie Cook
English & Reading	Mary King Power
Languages & Education	Stacie Munger
Arts & Humanities	Ashley Dahlke
Nursing & Allied Health	Nikki Dannels



Cochise College provides inclusive and accessible educational opportunities that support:

Social Responsibility



Meaningful Careers



you
complete
the Mission!



COCHISE COLLEGE

Community Engagement



Lifelong Learning

