and openness (two of our core values) I will provide the survey's results, including the open-ended comments, appended to this memorandum for your information and consideration.

I am pleased to say that, like in previous years, the feedback from most individuals suggests I am meeting expectations, and in many cases exceeding them. While I don't want to lose sight of that positive affirmation of my performance, I also recognize that I am far from perfect. This year there were four responses rating me below expectations. While those may be the anomalies in the responses, it helps me to know they

You know me well enough, and I know me well enough, that those areas are not necessarily a surprise or something new. Which tells me I perhaps need to work harder on improvement in these areas.

They say that one of the biggest challenges a leader faces is always relying on what has worked in the past to help you succeed in the future. I have been fortunate to have had good luck with my instincts and decisions that lead   .

executive director. I have also been actively involved in the WIP's presidential steering group (PSG), as well as helping shape some of the initiative's materials. These include the use of LCCC's project management structure, specifically our charter tool, to help shape the understanding and evaluation of Phase I initiatives. I am very proud to see so many touches by LCCC in the structure of WIP.

In Phase I of WIP, LCCC has specifically had the launch of the Echocardiography Program, the development of our Fab Lab and Concept Forge within the Advanced Manufacturing and Materials Center (AMMC). Phase II appears even more promising for LCCC with the successful award of three major efforts that align perfectly with our 2030 Strategic Plan. As I have reported in the past, these include:

x   An expansion of our manufacturing efforts, in partnership with Sheridan College and Central Wyoming College. We will focus on the revitalization of our Integrated Systems Technology (IST) Lab by implementing a "Smart Factory" setting that includes robotics/cobotics;

x   A collaborative project with Western Wyoming Community College, focused on building cybersecurity programs at Western, and standing up a Artificial Intelligence for the Workforce programming here at LCCC linked to a partnership with Dell and Intel corporations; and

x   The creation of a unique Licensed Practical Nurse program that will allow us to utilize compressed and virtual delivery of nursing curriculum to create paths for place-committed students into the nursing profession while living, working, and hopefully advancing in facilities in their home communities.

I am especially proud of th9 0 Td[ae-0.7 (r)- 3 (h)13. (d)2Tc 0.006 7 (e)-6 (f) 2.109 0 Td$( )TJ3 Tw 0.228-1.9 (T 2 (n)-6TJ

- The Advanced Manufacturing and Materials Center has been completed and we celebrated its grand opening this past spring. Our first group of CNC Students have completed the initial programmatic offerings, and future cohorts are anticipated given a recent announcement of a large Workforce Services grant LCCC received to offset the training costs. I am so incredibly proud of the way LCCC, and our people overcame challenge after challenge to make the AMMC a reality and help position the College to create a manufacturing workforce pipeline for SE Wyoming.
- Healthcare expansion is well underway with the expansion of the Sonography Program, launch of the Echocardiography Program, and the great progress on the establishment of the Respiratory Therapy Program. We are also presenting to the Board the creation of a unique Licensed Practical Nurse (LPN) program that will allow us to reach place-bound populations and provide them a path to a nursing credential while hopefully training and staying in their home community and at the facilities where they currently work.
- You have seen some of the early plans for the expansion of our Information Technology offerings, and while those have had to take a bit of a slow down because of the scope and scale of the aggressive plans, progress continues. Our most recent program, IT Fundamentals, will be before the Board of Trustees this summer. The IT Fundamentals credential represents an expansion of programming in our Information Technology Pathway which aligns with our Strategic Plan. It has been developed collaboratively with K-12 partners and with the recommendation and endorsement of our IT Advisory Committee. The program is designed for students and professionals who need to acquire a basic to intermediate level of understanding of IT principles, systems, and concepts to enhance their employment or education potential, and it