**AUOs process**

- Currently we will work on modifying/creating/renaming AUOs that were based on last year's President's goals.
- Division goals from the VPs will be renamed division objectives.
- Department goals will be AUOs.
- Divisions can also have AUO's (Ex. Division Objective for Student Services Division: Have a Gear Up program for outreach to K12s in Oceanside. AUO for that objective: Apply for the Gear Up grant in Spring 2011)
- We will work on two different processes and forms for year 2010-2011 and 2011-2012.

**2010-2011 Model**

[Diagram showing the process flow of AUOs, including College Mission, President's Goals, AUOs, and Assessment of each AUO steps with additional notes on feedback and modifications.]

Complete feedback and any needed modifications that might arise based on the assessment results (VPs and division heads). Form is attached.
2011-2012 Model (and beyond)

- Institutional Mission (FCR working on it with Cabinet)
- Institutional Goals (Already established in the CMP)
- Institutional Objectives (Narrow down or leave as is, it will depend)
- Institutional Strategic Objectives or Yearly Program Plans (Eva working on them with Dick and taskforce)
- Division Objectives (Established by the VPs once Dick and Eva complete their work)
- Division or Department AUOs (Established by VP and department heads for each department)
- Establish a measurable assessment and timeline for each AUO. (VP and department head)
- At the end of the year, provide feedback for each assessment. Complete attached form. (VP and Department Head)