

30 years ago I completed my Masters degree in Counseling Psychology and my Doctorate in Organizational Leadership.

25 Years ago I started my Consulting business, Lowell Leadership Group with, at the time , several of my doctoral colleagues.

20 years ago I became the Director of the Joint Doctoral Program of UCSB and Cal Poly in Organizational Leadership.

In addition to teaching classes at both institutions, I utilized my consulting business to focus on organizational psychology - helping schools and businesses address their struggles with organizational culture (how we do things here) and organizational climate (how we do things feels).

Organizations are pretty simple – they are, at the basic, a group of people with (hopefully) similar perceived and desired outcomes.

I've consulted primarily in education with the California Department of Education, with the Ca Community Colleges, Several small CA school districts, as well as large urban districts in Queens and Brooklyn, NY, Atlanta, GA, Houston, TX, Louisville, KY, Los Angeles, as well as the Santa Maria-Bonita School district. I've also worked with a couple of small hospital districts and doctors at Cedars Sinai in Los Angeles.

More recently, The University of the Pacific asked me to convert their 15-acre McGeorge School of Law campus in Sacramento that had declined to less than 500 students, into a Pacific Graduate Campus of 4 schools, 11 programs, and over 1500 students. Sadly, COVID ended my time there.

The next thing you know I am here in San Simeon as Acting General Manager, then Interim General Manager of this very dysfunctional special district doing my best to use my experience to make a difference.

The RESET I'm proposing for your consideration for the future is in the agenda documents. My request is that you consider this for closed session public employee negotiations at the next scheduled Board meeting.