



# MT. SAN ANTONIO COLLEGE

## EXPANDED PRESIDENT’S ADVISORY COUNCIL

### MINUTES

April 14, 2021

<b>Attendance:</b>			
<input checked="" type="checkbox"/> Bill Scroggins, Chair	<input checked="" type="checkbox"/> Robert Stubbe	<input checked="" type="checkbox"/> Thom Mauch	<input type="checkbox"/> David Beydler
<input type="checkbox"/> Madelyn Arballo	<input checked="" type="checkbox"/> Diondre McBride	<input checked="" type="checkbox"/> Michelle Sampat	<input type="checkbox"/> Ned Weidner
<input checked="" type="checkbox"/> Koji Uesugi	<input type="checkbox"/> John Lewallen	<input type="checkbox"/> Anthony Moore	<input type="checkbox"/> Elizabeth Casian
<input checked="" type="checkbox"/> Rosa Royce	<input type="checkbox"/> Carol Nelson	<input checked="" type="checkbox"/> Gary Nellesen	
<input type="checkbox"/> Vacant	<input checked="" type="checkbox"/> Hugo Fulcheri	<input type="checkbox"/> Eric Lara	
<input checked="" type="checkbox"/> Kristina Allende	<input checked="" type="checkbox"/> Sophia Ruiz	<input checked="" type="checkbox"/> George Bradshaw	
<input checked="" type="checkbox"/> Kelly Rivera	<input checked="" type="checkbox"/> Irene Malmgren	<input checked="" type="checkbox"/> Barbara McNeice-Stallard	
<input type="checkbox"/> Lance Heard	<input checked="" type="checkbox"/> Kelly Fowler	<input checked="" type="checkbox"/> Kim-Leiloni Nguyen	
<input checked="" type="checkbox"/> Chisa Uyeki	<input checked="" type="checkbox"/> Audrey Yamagata-Noji	<input type="checkbox"/> Bruce Nixon	
<input type="checkbox"/> Emily Woolery	<input checked="" type="checkbox"/> Abe Ali	<input type="checkbox"/> Antoine Thomas	
<input type="checkbox"/> Vacant	<input checked="" type="checkbox"/> Morris Rodrigue	<input checked="" type="checkbox"/> Sandra Bollier	<input checked="" type="checkbox"/> Brigitte Hebert (Notes)

Guests: IEC Members: Barbara Mezaki, Kate Morales, Landry Chaplot, Mark Fernandez, Meghan Chen, and Pedro Suarez.

Plan Coordinators: Carol Impara, Duetta Langevin, Malia Flood, Matt Judd, Mika Klein, Mike Williams, Pauline Swartz, and Tania Anders.

The meeting was called to order at 2:02 p.m.

### 1. Welcome - Overview of Meeting Purpose

Dr. Scroggins welcomed everyone to the Spring 2021 Expanded PAC meeting. This is our semi-annual gathering with both representatives from the IEC Committee and an expanded group who come together today in order to discuss strategic planning.

Strategic planning is essential to us because it evaluates what we *have* been doing, taking a snap shot of what we *are* doing now, and looking forward to what we *want* to do as we move towards achieving our Mission, Vision and Core Values. Part of this process is establishing metrics to measure what we are doing with the chance to re-envision both the opportunity to create specific goals and objectives and to recreate the methodology that we use in strategic planning, which in turn connects to our budgeting.

The presentations today are very stimulating because this is a system we have been looking at for a while that takes advantage of the strong level of planning we have at both the unit level (departments and programs), and at the middle manager level in terms of subject matter plans,

(Professional Development Plan, Educational and Facility Master Plan, and Technology Plan). This has been our strength and occasionally we have been challenged in integrating this into a general strategic plan; integrating goals and themes into an overall template and driving down in to objectives and metrics. We have great leadership, the authors and magicians of those units and subject matter plans. We will reflect on our college goals and what you have been doing with the plan of integrating that work into our future.

## **2. What do we need to accomplish? - Why are we here?**

Dr. Malmgren thanked Dr. Scroggins for providing the welcome and thanked all the participants for joining us today. She also introduced our new incoming Vice President of Instruction, Kelly Fowler.

This is such an important process for our college and it is a time we get together and bounce ideas off each other. We started this process in November 2020 when you all attended from your partnership teams. Each one of you shared your team's primary goal of your projects and a sense of what you were doing. Data needs to measure that effectiveness and see if changes need to be made. Padlet was used as a process to collect the responses. As we prepare today, let us think about what the next steps should be.

The purpose today is to develop the foundation for the revision of the Strategic Plan and to look at what we have through this process, revise it and bring it into alignment with what matters to the college, campus, and community in the present day. We need to identify common themes and gaps. Time does go on and new issues can develop. Our primary purpose is to honor the work that is in process and infuse the emerging issues into our college plan.

## **3. What is Strategic Planning? Goals, Sub-goals, and Plans for How to Achieve the Goals**

The Strategic Plan is a process that guides us as we work to ensure that we reach our goals. It needs to tie into the college goals and what we want to achieve. It is about infusing what is happening now.

There are many reasons why we do this. Not only for accreditation purposes, but because we recognize that the Strategic Plan is something that has an end for us to work towards and to ensure our purpose. We do it for our students. We have to ensure we are going to do what we are saying.

This process will help us identify goals and the strategy to accomplish those goals, also known in the past as Key Performance Indicators (KPI's). We will look at your committee work and the creation of plans you are responsible for. We will take a look to see if there are already identified strategies and how they align with the core of our college.

## **4. What is our Current Process?**

What has the trajectory been so far? We have asked for your help and to share your committee goals and plans. They were reviewed and some edits to the subject list were made and will be used today.

## 5. Engaging Expanded PAC

Attendees were preassigned into five groups and asked to complete Activity #1, which focused on the Mission, Vision, and Core Values, List of Subjects, and Gap Analysis. Each group was asked to report out.

Some of the comments of valid inclusion included:

- Attract, hire, and retain employees
- Not enough sustainability, social and environmental justice
- Anti-racism, diversity and inclusion so that it is more explicit
- Only tangible in academic, but should be re-imagined to the public especially students
- Need to acknowledge where we want to be
- Adaption to new trend or innovation
- Student success and access (in the vision)
- Supporting and empowering all students

Some of the comments of position deletion included:

- Mission statement to cumbersome
- Disconnect between mission and values, especially in culture
- Need clarification so that vision can be student focused rather than organizational focused
- Compliance and oversight are not part of the Mission and Vision

Some of the comments of items on the Subject List that are not included:

- Support/recognition of students, staff, faculty, and managers
- Access to resources on how we serve the students to get them here and to stay
- Student success should be broken out into different categories
- Anti-racism, diversity, and inclusion explicitly articulated in mission
- Sustainability and restoration for all social, economic, and environmental issues
- Advocate
- Culture
- Best practices
- Safety and how it is defined

In Activity 2, the focus was on Subject Groupings and each group was asked to come up with a meta-level (over-arching) goal for each of the subjects listed below and report out.

*Subjects: Progress, Compliance/Oversight, Research/Data-driven, and Coordination/Community*

- Target outreach and communication about educational opportunities for students leading to brighter futures for them

- Advance the college to provide an inclusive educational community that embodies the world we want to create
- To improve student lives through engagement of community support
- The college will strive to develop, implement, and facilitate a physically and emotionally safe campus environment
- Consider sustainable food choices that are reasonably priced
- Keep students in mind when growing campus
- In the name of sustainability, why have all staff return to campus if it is not necessary for them to complete their job?
- More opportunities for cross-training and salary growth
- 20% of the campus does 80% of the work
- Stagger shifts of Deans and Assoc. Deans so there is availability in the early morning and evenings
- Have the goal of a "College Hour". This could be offered online as part of sustainability.

## **6. What is Next? - Planning for the Future**

We explained Strategic Planning and informed you of the core of the college with regards to our Mission and Vision Statement and Core Values. We have looked at different subjects and committee goals that will help pave the way to our plans. Working in breakout rooms with this information has helped create ideas and a foundation for the work that we are doing.

IEC, the group that focuses on Strategic Planning for the college, will take all this information and synthesize it all. They will then review recommendations for the next steps in working on the Strategic Plan. PAC will then get the recommendation from IEC and they will discuss the next steps at that level as well.

The wonderful contribution today has given us a tremendous start.

## **7. Open Discussion and General Questions or Concerns**

Participants were encouraged to ask the panel of Dr. Scroggins, Dr. Malmgren, Kristina Allende, and Barbara McNeice-Stallard questions.

Q. How would committee members and project leaders feel about having the cross-section of goals that were brought forth today incorporated into your committee goals and implementation steps and bring them forth to PAC?

A. It is a great idea and action needs to occur. What is needed is taking a goal and translating it to action steps.

A. When the committees do their annual planning and goals, they should be built into the college goals. All committees should talk a look at each other to see if there is any opportunity to crossover.

Q. Do we have a list of all the plans of the campus and how do we integrate them so they roll up to the Strategic Plan or roll down from the Strategic Plan? This would allow all the plans to weave into each other.

In closing, Dr. Scroggins commented what he did not hear addressed today was institutional racism. We need to call out areas where we want to take specific action, for instance in the hiring process. It goes beyond us as individuals.

All are encouraged to look at the UN Sustainability Developments Goals for inspiration ([www.un.org/sustainabledevelopment](http://www.un.org/sustainabledevelopment))

Thank you for your time and your voices.

The meeting adjourned at 4:55 p.m.