



December 11, 2018 (Sokah Song attended for Abe Ali)

1. Cabinet reviewed and discussed the following information items:
 - a. Vice Chancellor Laura Hope's *First Friday Update* for December ([attached](#)) noted that names and contact information of the Guided Pathways Regional Coordinators will be announced soon and provided this [link](#) to an interactive map of the regions and the current coordinators associated with those regions.
 - b. Cabinet was reminded about the next minimum wage increase ([attached](#)) which will be effective January 1st.
 - c. PPIC published a study ([attached](#)) on Modernizing California's Education Data System. From the document:
 - *Introductory statement:* Unlike most other states, California does not have a data system to track students' pathways from K–12 schools to college and into the workplace. A statewide longitudinal data system is necessary for California to evaluate which policies and investments have been most effective in improving student outcomes.
 - *Recommendations*
 - 1) California should develop a statewide longitudinal database that can track students across educational institutions and into the workforce.
 - 2) Multiple stakeholders should help determine the structure of the data system.
 - 3) A system designed for growth would benefit California in the future.
 - 4) Other states can serve as models on governance, privacy, and security issues.
 - The state legislature may agree. Senate Bill 2 ([attached](#)) would express intent to establish the Statewide Longitudinal Student Database to collect and store data on students as they matriculate through P–20 and into the workforce.

- d. Cabinet reviewed reports that compare salaries of faculty and administrators in our community colleges.
 - The California Federation of Teachers publishes an annual report, the most recent being Full-Time Faculty Salary Comparisons in the California Community Colleges, 2017-18 ([attached](#)). Mt. SAC compares well (table).

Education & Longevity	Mt. SAC Salary	Mt. SAC Rank (of 72 Districts)
Masters Degree: Step 1	\$65,837	12th
Masters + 5 Years: Step 6	\$78,978	12th
Masters +30 Units +10 Years: Step 11	\$100,815	3rd
Masters + 60 Units +20 Years: Step 21	\$115,701	12th
Maximum Salary with Doctorate	\$129,620	6th

- The report compares revenue per FTES. For Mt. SAC: \$6,929.16 which is 70th of 72 districts. So we are among districts toward the top in faculty salaries with resources per student almost at the bottom.
- The Association of California Community College Administrators publishes the results of an annual survey of administrator salaries. The report ([attached](#)) shows Mt. SAC's President/CEO compensation as 27th of 72 districts. An Excel spreadsheet ([link](#)) has data on other levels of administrator positions.

2. The Board of Governors has requested enhanced financial aid funding ([attached](#)):
 - Serve the financial needs of all California Community College students regardless of their age or their prior academic history.
 - Link a student's financial aid to the total cost of attendance—not just the tuition and fees they pay directly to the colleges.
 - Provide financial support to students with goals other than degrees or transfer.

Cost-Independent Students	
Textbooks	\$1,791
Transportation	\$1,242
Room and Board	\$12,492
Personal/Misc.	\$2,916
SUBTOTAL	\$18,441
Fees (\$46/Unit)	\$1,380
TOTAL	\$19,821

The BOG presentation included data on the total Cost of California Community College (table).

3. Cabinet reviewed BP 3740 ([attached](#)) and AP 3740 ([attached](#)) on Information Security Standards. Cabinet approved the drafts pending **Mike working with IT to document a link to the referenced "District information security procedures."** Having strong information security standards is crucial—made evident in the recent security breach at Cabrillo College. See the [attached letter](#) to Cabrillo College from the U.S. Department of Education.

4. Last year, Governor Brown vetoed¹ SB 169 ([attached](#)) on sex equity in education. The bill would have codified into state law federal Title IX regulations and recently-repealed guidance on sexual assault and sexual violence issued by the U.S. Department of Education’s Office for Civil Rights. The governor then called together a review group to make recommendations ([memo attached](#)). That group reported those “Recommendations on Reporting Sexual Misconduct” ([attached](#)) last month. The analysis is thorough and broad, and the recommendations are timely and well justified in the twelve-page presentation—well worth reading.

5. Audrey shared activities of the Multiple Measures Placement Workgroup including Critical Issues and Next Steps ([attached](#)). Five areas are under discussion for development and implementation:

- Policy Decisions
- Changes to the AQ Instrument
- Development of the Self-Guided Placement Tool
- Development of Instructional Support Interventions
- Notification to Students

Cabinet also reviewed a recent memo ([attached](#)) jointly issued by Laura Hope, Executive Vice Chancellor for Educational Services and Support and John Stankas, President of the Academic Senate for California Community Colleges. The memo provides responses to 19 Frequently Asked Questions. Cabinet found some of the responses to be inconsistent with AB 705 language and to be internally inconsistent in some cases. Some answers MAY be consistent with AB 705, but the justifications provided are poorly supported. Cabinet recommends that Mt. SAC not rely on this document in implementing Multiple Measures Placement.

6. Cabinet approved 11 new requests to fill vacant positions ([attached](#)) and denied 2 due to the need for review by the Vice President of Administrative Services.

2. Items for future agendas (items for the next Cabinet meeting are shown in BOLD):

- a. Update on Multiple Measures Placement Workgroup (Audrey, Joumana & Team, 3/20)
- b. Revisions to AP 5200 Student Health Services (Audrey, 1/15)
- c. Revisions to AP 5020—Non-Resident Tuition (Mike, 1/15)
- d. Review of Holds Placed on Student Registration (Audrey, Mike, 1/15)
- e. Student Centered Funding Formula—Continued Follow Up
 - A. Tracking Student Participation in Cohorts (Student Support Workgroup (Dale, Antonio, Barbara, 1/22)
 - B. Noncredit Support of SCFF & Multiple Measures (**Madelyn, 12/18**)
 - C. Implementing SCFF Research Agenda and Data Reporting/Analytics (**Barbara, 12/18**)
 - D. Auto Award/Near Completion Projects (Audrey, George, Dale, 1/22)
 - E. Improve Selection of Major in Banner (Audrey, Francisco, Dale, 1/22)
 - F. *EAB Navigate* Schedule Building & Data Analytics (Student Support Workgroup--Dale, 1/22)
 - G. Increasing Financial Aid Awards: *ProVerify* software and Case Management (Audrey, Chau, Dale, 1/22)

¹ Veto message: “Given the strong state of our laws already, I am not prepared to codify additional requirements in reaction to the shifting federal landscape, when we haven’t yet ascertained the full impact of what we recently enacted. We have no insight into how many formal investigations result in expulsion, what circumstances lead to expulsion, or whether there is disproportionate impact on race and ethnicity. We may need more statutory requirements than what this bill contemplates. We may need fewer. Or still yet, we may need simply to fine tune what we have.

3. Quarterly Reports to Cabinet

- a. Emergency Response Plan Quarterly Report (Duetta & Melonee, 3/26)
- b. Building 26A 2nd Floor Classroom Pilot Project (Gary, 1/8)
- c. Faculty Position Control Quarterly Report (Joumana & Rosa, 1/15)
- d. Timely Employee Evaluations & Quarterly Cabinet Review (All, 1/8)
- e. Construction Project/Scheduled Maintenance Quarterly Report (Gary, 1/8)
- f. IT Projects Quarterly Report (Dale, 3/12)
- g. Grants Quarterly Update (**Adrienne, 12/18**)
- h. Dual Enrollment Offerings at Local High Schools Quarterly Report(Joumana, Joel & Francisco, 2/12)
- i. International Student Quarterly Update (**Audrey & Darren, 12/18**)
- j. Academic Support Alignment Project Quarterly Report (Madelyn, Meghan, 1/22)