President's Cabinet Action Notes

Bill Scroggins, *President & CEO* • Kelly Fowler, *VP of Instruction* • Audrey Yamagata Noji, *VP of Student Services*
Morris Rodrigue, *VP of Administrative Services* • Sokha Song, *VP of Human Resources* • Madelyn Arballo, *Provost of SCE*

March 8, 2022

1. Cabinet reviewed and commented on the following information items:
   a. Bill attended the Community College League of California CEO Symposium in San Diego. The first in-person gathering of CCC CEOs in two years was well attended. It was good to meet the many new CEOs hired throughout the State in recent years. One main topic of consensus was the need for more State funding. Priorities were an increase in base funding, supporting a plan to raise the SCFF Hold Harmless floor in two years, and providing districts with State funding for our contribution to the STRS and PERS retirement funds.
   b. There was a CCC CEO Quick Poll on "the Great Resignation" and results were distributed to the CEO listserve. There are quite a high number of retiring employees in CCCs with almost 32% of colleges with significant numbers of resignations and retirements. Many colleges have been purposely reducing their workforce in the form of retirement incentives with limited replacement hires. Our campus retirements and resignations do not look out of the norm. The survey also answers how these districts are addressing these vacancies which are primarily split between hiring interims, temporarily increasing duties of current employees, and shifting duties or eliminating positions.
   c. The revised LA County Department of Public Health Officer Order of March 3, 2022, announced the anticipated removal of the requirement to mask indoors except in certain cases. These changes were effective on March 4, 2022, and campus implementation was communicated via email. We still have a side letter with the Faculty Association for mask-wearing for faculty and students indoors through the Spring semester.
   d. Our submission of the Baccalaureate Degree Program Application for Histotechnology was signed and submitted. Kelly reports that there has been no updated news on our application. In preparation for approval, we are working parallel with the ACCJC on preparing for the sub-change approval of this new bachelor's degree program.
   e. The Department of Finance issued a letter, Recommended Projects for the 2021-22 Higher Education Housing Grant Program Appropriation, submitting the Higher Education Student Housing Grant Program construction and planning grants included in the annual Budget Act. This Bill appropriates $500M one-time funding in 2021-22 to support constructing student housing or acquiring and renovating commercial properties for affordable housing options for students in California public colleges. Morris has spoken with Cal Poly Pomona, and some of our students are already being housed in their dorms. This is a good opportunity for some of our students, particularly international students or out-of-state athletes. Morris will coordinate a team to visit Cal Poly.
   f. An article from ABC10, Report uncovers pandemic challenges faced by Black workers in SoCal, recognizes the pandemic challenges faced by Black workers in Southern California. The report notes that close to 70% of Black workers were not only displaced from their jobs but have yet to be called back to work. The report also notes that Black women have been disproportionately impacted with about 90% reporting that they had an increase in at-home and financial responsibilities during the pandemic. This is important evidence that these factors are affecting the students we are serving. The support services that we offer will help students address these issues and reengage with us.
   g. A news piece published by Spectrum News 1 for In Focus SoCal, State of funding for higher education and K12 schools, featured Audrey and Mt. SAC students talking about their success in transfer to four-year colleges.

2. System CCCC Budget
   - Cabinet reviewed Exhibit C from our 2021-22 First Principal (P1) report.
   - The Chancellor's Office issued a 2022-23 Governor's Budget, California Community Colleges Coalition Letter that identifies areas of support within the 2022-23 Budget Proposal. The areas highlighted are to enact and fully fund the Roadmap to California's Future, which is a collaboration with UCs and CSUs to include cross-system collaboration and data sharing; to advance equitable student outcomes by streamlining academic pathways, which includes reforms on transfer, student supports, and academic pathways; supporting

investments in faculty and staff resources, which includes investment in diversity, equity, inclusion, and accessibility through an increase in Equal Employment Opportunity funding and increased funding for providing health insurance to part-time faculty; supporting technology modernization and security for technology infrastructure at both the system and local level; setting 2024-25 as the SCFF funding floor; ensuring community college infrastructure is safe through deferred maintenance resources; investing in targeted resources to address students' needs and equitable recovery; improving college affordability by investing in financial aid supports; funding the total cost of success, including increasing the Cal Grant award amount and funding for ongoing mental health services; and building fiscal resiliency through a supplanting pension payment.

- A [Joint Analysis on the Governor's January Budget Update & Trailer Bills](#) was issued by the Chancellor's Office, ACCCA, ACBO, and the CCLC. Much of the information remains unchanged from a previous summary. The budget proposal for California community colleges is shaped by a "road map to California's future" which is still being refined.

3. Proposed changes to [Title 5, California Code of Regulations, Related to Campus Climate and Public Safety](#) were issued. There are extensive recommended changes surrounding non-compliance, definitions, community policing principles, and employment of campus public safety personnel.

4. The following revised and new job descriptions were reviewed and approved as noted:
    - [Director, El Centro](#) (New position, SEAP funded)
    - [Director, Center for Black Culture and Student Success](#) (Reclassification, SEAP funded)
    - [Manager, Plant Engineering and Energy Services](#) (Reclassification, UGF funded) – July 1 start date
    - [Assistant Director, Capital Construction Programs](#) (New position, Bond funded) – July 1 start date
    - [Director, Promise Plus](#) (New position, Restricted funding)
    - [Chief Fiscal Officer](#) (New position, use position funding from current AVP, Administrative Services)
    - [Associate Vice President, Administrative Services](#) (Revised JD only, UGF funded) – July 1 start date
    - [Associate Dean, Dual Enrollment](#) (Reclassification, UGF) – July 1 start date
    - [Director, Dual Enrollment](#) (Reclassification, UGF) – Recommended by Cabinet at range M-15 – July 1 start date

5. The following Request to Fill was approved to proceed with recruitment:
    - [Systems Analyst](#) (Technical Services) – July 1 start date

6. Cabinet approved the [Request to Fill Log](#) for the following positions:
    - [Coordinator, Project/Program](#) (GRASP)
    - [Dean, Natural Sciences](#)
    - [Fiscal Specialist](#)
    - [Transfer Specialist](#)

7. Cabinet was joined by Meghan Chen, Associate Vice President of Instruction, Sara Mestas, Professor of Counseling, and Shiloh Blacksher, Professor of Psychology, to provide a [Guided Pathways to Success Reporting](#) update. Highlights:
    - The next workgroup meeting is scheduled for the end of the month. This will be the first meeting since November.
    - The AACC Pathways report is similar to the normal scale of adoption, but specifically for the American Association of Community Colleges since we were part of the original AACC GPS pilot project. Highlights the updates during 2021 and what the next steps are for 2022.
    - Two data dashboards are providing data for the project, both tacking early momentum metrics such as college improvement overall by metric and average college credits completed by Student/Race ethnicity metrics. Only a few metrics were included in the report. We have been tracking some of the data internally, as well.

- There is no tracking of access of underrepresented students, but this has been included in some open-ended questions. This equity access measure may be addressed in Guided Pathways 2.0.
- There has been a lot of work done, but connecting the dots will still require more work. Much of the online navigation needs some work—seeing the student all the way through the path.
- There are Associate Degree for Transfer sites in the Transfer Center where program services and software have been integrated with the career coach. Transfer students are seeing the career piece to what they're doing.
- Students are connected to the Magic Mountie Podcast where they are interviewing their professors.
- The Guided Pathways to Success course sequences are now integrated into the College Catalog.
- The GPS team is working with IT to have an effective practices model for webpages that would fit with the Guided Pathways to Success lens.
- Integrated educational planning is live. It uses a Degree Works template management system that is integrated with Course Leaf, our College Catalog software.
- Data coaching is coming along well and has been a collaborative effort with Title V. GPS is funding a coordinator.

8. Cabinet was joined by Rosa Royce, Chief Compliance and College Budget Officer, to provide a [HEERF and Other COVID-19 grant status](#) discussion. Highlights:
   - As part of the HEERF, some funding was received as required for direct aid to students. These were disbursed through Financial Aid and Fiscal Services.
   - There was discussion about program needs that fit into each of the funding categories, including student incentives.
   - There is a current commitment in place to continue HEERF of some supported regular full-time salary positions through June 30, 2022, with the contingency that we receive an extension on the funding beyond the current Federally mandated end date of April 30.
   - Most HEERF funded positions will become unfunded when HEERF funding runs out. These positions must either be ended or other fund sources must be identified.
   - Cabinet will make additional decisions on May 3.

9. Audrey reported:
   - Student Services had a great opening meeting for Spring. Updates from programs were great and very extensive.
   - The Student Services team continues to meet with Innovee Strategies on the Deaf and Hard of Hearing program, and discussions on their recommendations are continuing.

10. Sokha reported:
    - Title 5 regulation changes will be shared via email which incorporates DEI work into evaluations. He will be talking about this with the constituent groups during negotiations.

11. Kelly reported:
    - An Accreditation Forum is scheduled this Friday at 3:00 p.m. with another Accreditation Forum scheduled for April 8 at 3:00 p.m. An additional Committee Chair Accreditation Training will be held on March 11 and March 17.
    - The Instructional and Student Services Integrated Planning Summit is scheduled on Friday, May 13.
    - As a follow-up to the SCUP training in February, there will be a SCUP "reunion" on March 23 to talk about the planning workshops, key takeaways, and next steps.
    - The managers' PIE Summaries will be updated to include the six goals from the Strategic Planning priorities. The Office of Research and Institutional Effectiveness will be help units and managers leverage College data and research to support requests.

12. Madelyn reported:
    - She has been involved in discussions with the Superintendent of Compton about a summer school program. There will be some further discussions on a partnership.
    - Our current rate of pay for summer school faculty is not as high as districts so we could lose summer courses. School districts are paying their faculty more due to COVID-related issues. Madelyn will work with Morris on a possible HEERF request for an increase in hourly salary related to COVID to address this issue.

13. Items for future agendas (items for the next Cabinet meeting are shown in BOLD)
    a. Return and Recover Initiative:
        1. Reconnect and Reengage (Leads: Tannia Robles, Shannon Rider, Matt Judd, Assistant Director, Academic Technology, 4/26)
        2. Center for Black Cultural and Student Success, MMI, Arise, and El Centro (Leads: Clarence Banks, Anabel Perez, and Aida Cuenza, 4/26)
        3. Student Center Coordination (Leads: Kevin Owen, Koji Uesugi, and John Vitullo, 4/26)
        4. Laptop Loaner Program (Leads: Michael Carr, Romelia Salinas, Tami Pearson, and Eric Lara, 4/26)
    b. Multiple Measures Placement Workgroup (Madelyn, George, Ned, Elizabeth, Maria, and Jimmy, 5/17)
    c. Student Centered Funding Formula—Continued Follow Up:
        1. Noncredit Support of SCFF & Multiple Measures (Madelyn, Tami, and Shannon, 4/5)
        2. EAB Navigate Schedule Building & Data Analytics (Student Support Workgroup—Francisco, 5/3)

14. Quarterly Reports to Cabinet:
    a. Emergency Response Plan Quarterly Report (Duetta and Sayeed, 4/19)
    b. Room Utilization/Capacity-Load Ratio Project (Gary, Meghan, Brandin, and Kevin, 5/3)
    c. Faculty Position Control Quarterly Report (Rosa and Meghan, 4/12)
    d. Construction Project/Scheduled Maintenance Quarterly Report (Gary, 5/17)
    e. IT Projects Quarterly Report (Anthony, 5/17)
    f. Grants Quarterly Update (Adrienne, 4/19)
    g. International Student Quarterly Report (Chris, George, and Paty 5/3)
    h. Academic Support Coordination Project Quarterly Report (Madelyn and Romelia, 5/24)
    i. Guided Pathways Quarterly Report (Meghan, Shiloh, and Sara, 6/14)
    j. Dual Enrollment Quarterly Report (Meghan, Marlyn, and Lina, 5/24)
    k. Title V Quarterly Report (Lianne and Lisa, 5/10)
    l. AB 30 (Dual Enrollment, A&R, and IT, 5/3)