



President's Cabinet Action Notes

Bill Scroggins, *President & CEO* • Irene Malmgren, *VP of Instruction* • Audrey Yamagata-Noji, *VP of Student Services*
Mike Gregoryk, *VP of Administrative Services* • Ibrahim "Abe" Ali, *VP of Human Resources*



October 10, 2017

Sokha Song sat in for Abe Ali who was on vacation

1. Cabinet reviewed and discussed the following information items:
 - Useful insights are provided in the recent study, *What Happens to Students Who Take Community College "Dual Enrollment" Courses in High School?* Attached is a [summary](#) and the [full paper](#). In brief:
 - *Results:* 1) 46% earned a college award within 5 years, 2) 84% continued in the community college at which they enrolled in high school, and 3) Success gaps were as much as 20% between high and low income students.
 - *Recommendations:* 1) States should monitor dual enrollment student performance, 2) Colleges should partner with high schools to explore reasons for gaps, and 3) Disaggregate outcome data by income and race/ethnicity.
 - The Supreme Court will hear the *Janus v. American Federation of State, County, and Municipal Employees* case this coming year ([attached](#)). Currently, unions can charge agency fees to non-union members for the cost of union operations, but the court is likely to strike down such fees. Predictions of resulting lower paid membership would reduce a union's income and thus lessen its political influence.
 - The Hispanic Association of Colleges and Universities (HACU) has announce ([attached](#)) open applications for its spring and summer National Internship Program.
2. Legislation signed by Governor:
 - AB 21—Access to Higher Education for Every Student ([attached](#)) would require the CSU Board of Trustees and local community college governing boards to:
 - 1) refrain from disclosing student or employee personal information,
 - 2) advise all students and employees to notify the CEO if an immigration officer enters campus to execute an immigration order,
 - 3) notify the emergency contact of a person taken into custody through an immigration order,
 - 4) allow access to nonpublic areas by an immigration officer only by judicial warrant,
 - 5) designate a staff person as a point of contact for those who may be subject to immigration actions,
 - 6) maintain a contact list of immigration legal services providers and provide such services free of charge,
 - 7) adopt and implement by 3/1/19 the Attorney General's model policy and post on the campus web, and
 - 8) post guidance on rights under state and federal immigration laws and how to respond to a federal immigration action or order.
 - SB 54—Law Enforcement Sharing Data (attached [bill](#) and [fact sheet](#)) would:

Prohibit state and local law enforcement agencies, including school police and security departments, from using money or personnel to investigate, interrogate, detain, detect, or arrest persons for immigration enforcement purposes under circumstances in which a law enforcement official has discretion to cooperate with immigration authorities.
3. A recent legal case ([summary attached](#)) adds clarification for circumstance in which "Off-The-Clock" overtime must be compensated for work done remotely, e.g., in answering email from home, under the Fair Labor Standards Act (FLSA). The court stated that such overtime must be paid when "employers are held to the 'reasonable diligence standard' which asks what the employer 'should have known,' not what it 'could have known.'

4. Mt. SAC is joining a group of community colleges ([letter to Chancellor Oakley attached](#)) asking the Board of Governor to repeal Title 5 §58003.3 which currently allows noncredit apportionment FTES only for those “lawfully admitted to the United States.” The full section states:

For the purposes of crediting community college attendance for apportionments from the State School Fund, a community college district may claim the attendance of students living in California who have been lawfully admitted to the United States in accordance with all applicable laws of the United States and enrolled in noncredit courses.

Subsequent to this report, our lobbyist, the McCallum Group, met with the Department of Finance to attempt to resolve this outdated language. Progress was made as conveyed in the [attached report](#) from Mark MacDonald of the McCallum Group.

5. Cabinet discussed “Last Mile” Advanced Nurse Training. HealthImpact ([link](#)) has done a New Graduate Employment Survey ([attached](#)) of licensed Registered Nurses in California. To quote the report:
- The California Employment Development Department forecasts 10,500 new nurses are needed annually through 2018 to support population growth and replacement of nurses who retire or leave the state.
 - The state’s supply and demand are currently in balance, with 11,119 new graduates from the most recent 2014-2015 academic year.
 - Employers report escalating needs for RNs in specialty areas, emerging new practice settings and roles, and preference in hiring RNs with a minimum of a BSN degree.

Cabinet discussed the situation of stable demand for RNs but higher demand for specialties and BSNs. Bill shared an email exchange ([attached](#)) with our own Sarah Plesetz, Associate Dean of Technology & Health, and Shari Herzfeld, Deputy Sector Navigator for Los Angeles and Health Workforce Regional Director. That dialog gave regional validity to the state data and energized us to schedule a meeting to follow up. It may very well be that through our Convergence partnership that Mt. SAC can create specialty certification in high demand, pose-RN job niches. Mt. SAC participated in a recent survey ([attached](#)) conducted by Convergence to scan regional healthcare workforce training issues. In addition, Mt. SAC may be able to strengthen our articulation with neighboring universities offering a transition program from ADN to BSN (Associate Degree in Nursing to Bachelor of Science in Nursing). Stay tuned.

Also under consideration is a noncredit program for advancement of CNA to LVN (Certified Nurse Assistant to Licensed Vocational Nurse) in our School of Continuing Education. While there are several local LVN programs ([list attached](#)) there is still considerable demand in our region.

6. Irene reported that the Academic Senate is discussing General Work Experience and some faculty are considering writing the curriculum.
7. Irene and Audrey provided an update on progress by the Multiple Measures Placement Workgroup. Included are an implementation overview ([attached updated 10/17/17](#)), outcomes ([attached](#)) from October 2nd workgroups (IT, Articulation, Enrollment Management/Course Scheduling, Oversight, Communications, Support Needs/Services, Curricular Concerns, and Research), and the PowerPoint ([attached](#)) from the meeting.
8. Dave Wilson, Chief of Police and Campus Safety, and Melonee Cruse, Manager of Environmental Safety and Emergency Services, discussed the current status of the Emergency Response Plan.
9. The Quarterly IT Update ([attached](#)) was provided by Dale Vickers, Chief Technology Officer, and his team of Ron Bean, Assistant Director Academic Technology (on Academic Technology); Chris Schroeder, Assistant Director Infrastructure & Data Security (on Security & Infrastructure); and Antonio Bangloy, Interim Director of Enterprise Application Systems (on Enterprise Application Systems).

10. Items for future agendas (items for the **next** Cabinet meeting are shown in **BOLD**):
 - a. Integrated Planning and Budget Work Group (Billⁱ, 10/31)
 - b. Statway Expansion and Promotion Work Group Report (Matt, Irene, Audrey, 11/14)
 - c. General Work Experience Development (Irene, 1/9)
 - d. Update on Multiple Measures Placement Workgroup (Audrey & Irene, 11/7)
 - e. New Resource Allocation Session (All, 10/31)

2. Quarterly Reports to Cabinet
 - a. Emergency Response Plan Quarterly Report (Dave Wilson & Melonee Cruse, 1/9)
 - b. Classroom Utilization Project (Joumana & Mika, 12/12)
 - c. Faculty Position Control Quarterly Report (Irene & Rosa, 12/12)
 - d. Timely Employee Evaluations & Quarterly Cabinet Review (All, 1/9)
 - e. Construction Project/Scheduled Maintenance Quarterly Report (**Gary, 10/17**)
 - f. IT Projects Quarterly Report (Dale, 1/16)
 - g. Grants Quarterly Update (Irene & Adrienne, 12/12)
 - h. Dual Enrollment Offerings at Local High Schools (Joumana & Francisco, 11/28)
 - i. International Student Update (Audrey & Darren, 12/12)
 - j. Student Support System Work Group (Dale, Barbara, Joumana, Madelyn, Tom, Francisco, Eric, 12/5)

ⁱ Integrated Planning and Budget Workgroup: AVPI Joumana McGowan, DSCE Madelyn Arballo, Michelle Sampat, DC Tom Mauch, ADSSE Eric Lara, CCOCBO Rosa Royce, and DR&IE Barbara McNeice-Stallard