



April 27, 2021

1. Cabinet reviewed and commented on the following information items:
 - a. Joe Jennum and Tammy Knott-Silva provided an [Athletics Update](#). Spring sports are back in a limited fashion, including baseball, softball, men/women's tennis, women's golf, swimming and diving, and track. Other colleges in South Coast Conference opted out of Spring II sports except for Cerritos, so we have been working with colleges in the Orange Empire League to get in some competition. We have also held some conditioning classes. The energy among our student athletes is really solid. This will get us on track to having Kinesiology, Athletics, and Dance strong for our next academic year. The WIN is opening soon to support students academically.
 - b. UCLA Center for the Transformation of Schools published [Beyond the Schoolhouse: Digging Deeper](#) which is a study of LA County K-12 and, particularly, Black and African American students getting back into the school system. The barriers that are cited sound exactly like the barriers that our students are experiencing. There is a list of high schools that have best practices, but none cited are in the Mt. SAC District. This report is a reminder of how impactful coming back to school is going to be on high school students. These students will be coming to us with some added damage from the pandemic.
 - c. An article from Student Services of California, [Cal STRS Contribution Rate Increase Expected for 2021-22](#), reports the plan of the CalSTRS Board for a vote in June for an increase in the employer contribution rate. There has been a steady statutory increase, though the State has subsidized the increases for several years. The maximum employer contribution rate for CalSTRS is 20.25%, however, contributions may only increase or decrease by a percentage point each year. Actuarial reports are recommending districts estimate a contribution increase to 16.92% (this is net value after a State subsidy of 2.18% of a total employer contribution of 19.15%). There is talk of more State buyout in the 2021-2022 budget for STRS and PERS.
 - d. In CMPCT (Campus Master Plan Coordinating Team), Gary Nellesen provided a [Small Project Update](#). Over the years, keeping current on small renovation and repair projects has been a huge challenge for the campus. The challenges include the process by which these small repair and renovation projects are established and prioritized. This report is encouraging, particularly in the amount of progress being made. This work is important for funding through Measure RR and Measure GO.
 - e. An article from Inside Higher Ed, [How to Stand up for Equity in Higher Education](#), highlights the equity gaps in higher education, especially because of the pandemic. This is a great read; this article really tells it like it is. Provided are steps to address equity, such as conducting an equity audit, redesigning admissions with an eye toward equity, creating a more equitable and inclusive curriculum, making pedagogy and assessment more equitable, and making the student experience more equitable. The article includes links to practical advice on how to make a difference. Compelling, straight forward verbiage with real documentation on how to proceed is powerful.
 - f. As reported in past Cabinet Notes, a [Mascot Task Force](#) has been convened to evaluate our mascot (Joe Mountie) and moniker (Mounties). The plan includes a broad survey to identify awareness and acceptance of Joe Mountie.
 - g. An article by LEAD Cal State San Bernardino, [Survey Shows One in Four Students Who Left College During Pandemic Are Not Returning](#), reports that a survey conducted by Intelligent.com finds that online classes are dividing university students. While a bit of overstatement is made about the data in the survey, there are some insights about being able to take classes online that we will experience, too. The universities are assuming that everyone is going to come back. Where this may impact us is that these students may be coming to community colleges when getting back to their educational pathways.
 - h. The [Vacant Positions Under Active Search Log](#) was reviewed.

2. Cabinet reviewed the Draft [Board Information Reports Schedule – 2021-22](#). Additions/changes:
 - With the upcoming accreditation cycle, add an introduction/professional development for Fall Board Study Session and training for Spring Board Study Session.
 - Add a special informational report on the Measure GO Bond Draw in July.
 - Include an analysis on student body comparisons by year for the Enrollment Report scheduled in October.
 - Add SCFF and P1 report for Spring Board Study session.
 - Add Equity Initiatives update to Fall Board Study Session.
3. The Chancellor's Office Workforce and Economic Development [CCCCIO Spring 2021 Conference](#) conversations focused around how Chancellor Oakley sees the Strong Workforce Program, including focus on short-term trainings, flexible earn-and-learn models, apprenticeships, credit for prior learning, regional partnerships, employment outcomes, and supports for part-time and adult learners.
4. A CalMatters article, [Expanding Cal Grant would help a quarter million older students-and cost hundreds of millions more dollars](#), on [AB1456](#) jumped out because of some of the limitation of changes on Cal Grant eligibility. If passed, it would provide 240,000 more community college students with cash stipends of \$1,656 a year. This augmentation has been part of Mt. SAC's advocacy through our lobbyist and direct meetings with legislators. Many voices are combining in a big push to give more financial support to students.
5. A Manager Q&A was held on Friday to help Managers prepare for their department's return to campus. A [Return to Campus Checklist for Managers](#) was provided and is receiving a lot of positive comments.
6. Cabinet thanked Irene for coming back as Acting Vice President of Instruction to work with the Instruction team during this transition time.
7. Cabinet approved the following positions to proceed with recruitment:
 - Administrative Specialist III - ASAC (Resignation of Catalina Quintero). A substitute was also approved to fill the position during recruitment. Irene to process the [Request to Fill](#).
 - Fiscal Specialist (New, previously frozen). Fifty percent of the position will be funded out of CARES. Morris to process the [Request to Fill](#).
 - Project/Program Specialist - Dual Enrollment (New). Position will be funded out of CARES for first year. Irene to process the [Request to Fill](#).
8. Cabinet was joined by Madelyn Arballo, Associate Vice President of School of Continuing Education, Tami Pearson, Dean of Continuing Education, and Shannon Rider, Special Project Manager, for a [Noncredit Support of SCFF and Multiple Measures update](#). Highlights:
 - 2020-21 School of Continuing Education Research plan focus is comparing Fall 2020 and Spring 2021 enrollment, showing an increase in an unduplicated head count, from 6,719 to 7,358.
 - The largest increase in students are Hispanic/Latinx female and Hispanic/Latinx male, with increases 495 and 356 respectively.
 - Programs with enrollment increases from Fall to Spring are High School Referral, STV Health, VESL, ABE, STV, and Adults with Disabilities. High school referral increases are a clear indication of wanting this course online.
 - Course completions in noncredit for open entry/exit students are staying engaged. For Summer, Fall, and Winter, numbers stayed high and students were engaged.
 - Adult high school diploma graduates have increased, already at 56 total diplomas issued (last year, there was a total of 57 issued).
 - Managed Enrollment Course Completions (have a start/end date) see anywhere from 59% to 91% completion rate. These numbers are not where we'd like them to be, but expected during the pandemic.

- The student matriculation cohort has the highest transition in STV Mirrored program.
 - Students who transition from noncredit to credit do well in credit courses—STV Mirrored are 80% successful; VESL 88% successful, Adult Diploma 69% successful, and HS Equivalency is 72% successful.
 - Looking at a variety of different options for moving back to campus. Working on return to campus plan in bringing back noncredit and community education programs. A big takeaway from the pandemic is that there is a demand for some online courses.
9. Cabinet was joined by Shiloh Blacksher, Professor of Psychology and Guided Pathways Co-Coordinator, Sara Mestas, Professor of Counseling and Guided Pathways Co-Coordinator, and Michelle Sampat, Associate Dean of Instruction, for a [Guided Pathways Quarterly Update](#). Highlights:
- New students MAP workshops have been redesigned to be sure they were Guided Pathways focused—talking about careers and understanding programs and understand clusters; updated career Maps to include Guided Pathways to Cal Poly Pomona.
 - Summer Step program curriculum has been infused with Guided Pathways and linked to Promise Plus. A training session is now happening to ensure that faculty are delivering the same content to all students.
 - For continuing students, Mountie Career Hub website has been designed with a new website that includes all things career and major at Mt. SAC in one place. It will be going live Fall 2021.
 - There is new structure and support through the Steering Committee, Mapping and Catalog Committee, Retention and Persistence Committee, and state-wide support through the ASCCC.
 - A lot of time and resources in research and projects are being invested such as Power of Our Data Symposium, Scale of Adoption, 17 RISE projects totaling \$25,500, and 19 mini grants totaling \$407,549.
 - Guided Pathways spending has been slowed by the pandemic. Funds should be spent down by June 2022, but request has been made to extend the ability to spend down the money for an additional year due to the pandemic.
 - The program will seek continued funding for faculty and staff positions that are currently funded by Guided Pathways.
 - Mt. SAC has been involved in the National Guided Pathways initiatives work with the NIH.
10. Morris reported:
- Morris will be providing a report to the Measure GO Citizens Oversight Committee on the next draw down of Measure GO.
11. Abe reported:
- The virtual conferencing work group is continuing to meet and refine the AP. Much of the guidance work is being included in the AP.
 - A [CDC salary schedule](#) was approved and amended that will go to May Board. This is for the apprenticeship program.
 - He is working with Management Steering to work on projects related to overtime and NANCE positions.
 - The vaccination process as of 4/26—831 received submissions; 64 are in the accommodations category.
12. Audrey reported:
- She proposed a plan for undocumented student emergency grants. Tier 1 are the students who have completed their California DREAM Act application and are eligible for Pell and is tiered by number of units and unmet need. Tier 2 are students who are not eligible for Pell. This is a similar process as used for other student disbursements.
 - A group toured the future home of the Black/African American center of POD. The area where El Centro was planned will be used by TERC and El Centro will be more centrally located in the future area next to the Equity Center.
 - They tried a live chat function in December to connect with students, but it was challenging. Hoping to have “Ask Yoda,” which is a live chat function, up and running soon.

- They're compiling return to campus report for Student Services.

13. Irene reported:

- The Assistant Director, Public Safety Programs will be reopened and reflowed due to lack of applicants.
- Faculty have been looking at a variety of solutions for teaching. We've always maintained that if faculty needed technology assistance to teach, we'd provide it. We need an organized way to determine whether faculty have a need for voice amplification so that it's done fairly across disciplines with a timeline. The more barriers we can remove the better.

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

- a. Multiple Measures Placement Workgroup (George, and Team, TBD)
- b. Student Centered Funding Formula—Continued Follow Up
 1. Noncredit Support of SCFF & Multiple Measures (Madelyn, Tami, and Shannon, 7/27)
 2. EAB Navigate Schedule Building & Data Analytics (Student Support Workgroup—Francisco, 6/22)
- c. Zoom recording/digital retention (**Abe and Workgroup, 5/4**)
- d. Employee ID badge process (Abe, 5/18)
- e. AB30 (Dual Enrollment, A&R, and IT, 7/6)

15. Quarterly Reports to Cabinet

- a. Develop Budget Reports and Monitoring Protocols for Cost Center Managers (Morris and Doug, 6/15)
- b. Limiting Short-term Hourly and Professional Experts and Managing Overtime (Abe and Alexis, 6/15)
- c. Emergency Response Plan Quarterly Report (Duetta, 7/13)
- d. Room Utilization/Capacity-Load Ratio Project (Gary, Mika, and Kevin, 6/15)
- e. Faculty Position Control Quarterly Report (Rosa, 5/25)
- f. Construction Project/Scheduled Maintenance Quarterly Report (Gary, 6/1)
- g. IT Projects Quarterly Report (Anthony, 6/8)
- h. Grants Quarterly Update (Adrienne, 7/13)
- i. Dual Enrollment at Local High Schools Quarterly Report (Michelle, Joel, Marlyn, and Lina, 5/25)
- j. International Student Quarterly Report (George, 6/22)
- k. Academic Support Coordination Project Quarterly Report (**Madelyn and Meghan, 5/4**)
- l. Title V Quarterly Report (Lianne and Lisa, 7/20)
- m. Guided Pathways Reporting (Michelle, Shiloh, and Sarah, 7/27)