



September 29, 2020

1. Cabinet reviewed and commented on the following information items:
 - a. An article from PPIC, [Changing Views of Police and Race Relations](#), shows a shift in Californians' perception of police treatment and race relations. A striking decline was the confidence of the Asian American population, where the numbers dipped from 66% in February 2020 to 44% in September 2020. The impact on the Latinx population follows the pattern of Whites on the perception of the issues with police and race. It was reassuring to see that there is an agreement of the problem with race relations across the demographics. This is not a good picture overall and does not address the question, what do we do about this? Bill is part of a POST Task Force looking at the curriculum for the training course required by law for the certification of K-12 and community college police and campus safety officers. POST has assembled a very experienced group of people involved in this work, and there will be some challenging discussions about how we change the training of those officers entrusted with the safety of our K-12 and community college campuses. That work is going to proceed over the next month or so.
 - b. Two articles, [Community College Enrollments Drop this Fall](#) and [Fewer Students Attending California Community Colleges, Early Fall Numbers Show](#), report that university enrollments are down 2.5%, with community college enrollments down by 7.5%, and some campuses seeing double-digit losses. These reports highlight what we all know, community colleges are hurting a lot more than universities. The segment of the population that is hurt by the pandemic and economic decline is the lower socioeconomic quartile of the population which is the predominant community college slice of the population. Regional economies could also be affecting the enrollment in certain areas. In a typical recession, community colleges see an increase in enrollment while people are looking to boost their economic prospects. That is not the case at the moment and there are a lot of worrisome signs about what is happening now with the economy and college enrollment.
 - c. IT provided some statistical data on [grade change options for Spring 2020](#), which showed 1189 students (out of a total of 47505) who took advantage of the option to make a change between 6/16/20 and 6/18/20. Of those, 264 students changed their grading option from Pass/No Pass to a Standard Grade and 925 students changed their grading option from a Standard Grade to Pass/No Pass. While not a large number, the impact to change from a P/NP to a Standard Grade toward the end of the semester was positive. As students saw their grades were improving, they went back and chose to go with grades instead of P/NP. The expectation will be that more students may take advantage of this option this semester.
 - d. Bill met with Elissa Barrett who works with the [Western Justice Center](#) which works with youth, educators, schools, and community partners on conflict resolution. She's currently working with K-12 partners on elementary and high school campus discipline. There was the discussion about this being a potential good partnership with our Teacher Preparation Institute, as well as looking at how to handle conflict within our student population. There is a possibility of providing some training in that area to many of the students who work for us in various peer categories that would be beneficial to those groups.
 - e. Audrey, Bill, Madelyn Arballo, and Rosa Royce are ready to present [Establishing SEAP Stability in a Time of Transition](#) at the Pathways to Equity Conference today. There is an estimated 1500 participants.
 - f. Recently selected, [Joseph Castro will serve as the eighth Chancellor of the Cal State University System](#). Joe has a very good resume and is very inspirational—a first-generation college student, born and raised in the Central Valley. He has a lot of on-the-ground experience at both UC and CSU.
 - g. PPIC published a report, [Six Months of Economic Crisis: What Is Next?](#), which provides a depressing view from economists and labor market researchers that foresees a slower economic recovery than some are expecting. Key issues identified that are expected to shape this recession in California are that the recession will likely be worse in California than any other state; inequality is likely to grow; falling labor force participation is a concern; Federal policy plays an outsized role; and many sectors are fast-forwarding into the future. This is not a typical recession, but a recession driven by the government shutting down the economy due to the pandemic. What

happens when the shutdown stops? Are there really long-lasting changes in the economy? Any kind of change will have some long-lasting changes, but it is not known how this is going to play out. Mt. SAC will have to be prepared for all kinds of outcomes.

- h. *The United States Census Bureau* issued a [Week 13 Household Pulse Survey: August 19 - August 31](#), which includes a lot of detailed information on education, employment, food sufficiency and food security, health, housing, social security, spending, and transportation by demographics.
2. [AP 5520 – Student Discipline](#) has been reviewed by SPEAC with proposed revisions. The biggest change is that there will now be an appeal process. The changes have had thorough review and input from our attorneys, Liebert Cassidy Whitmore. This revised version is clearer as well. Cabinet has no changes to the recommended revisions and this will proceed to PAC for review and recommendations.
3. Due to the real possibility of a reduction in funding in the future, Cabinet has recently implemented [additional processes to fill vacant positions](#). Adjustments must be made as the economy slowly recovers, and personnel costs are our largest primary ongoing expenditure commitment. We must prepare for an uncertain future and a lot of eventualities.
4. The CEO Board continues to [advocate for legislation](#). Vice Chancellor Lizette Navarette has continued to be a partner in this area and spent a lot of time with the CEO group and shared in the presentation. Legislation has been, for a variety of reasons, slow—not a lot of bills have been considered by the legislature.
5. At the CEO Board Meeting referenced in #4 above, a major legislative agenda item for Mt. SAC was [Noncredit Attendance Collection and Related Issues](#). Madelyn Arballo and Tami Pearson have been assisting with written information, and this item was agendaized for the CEO Board meeting last Friday. Madelyn presented it, made strong, solid points, and we’re hoping for Chancellor’s Office support. This issue is not going away and needs to be resolved as the pandemic has only exacerbated this problem.
6. The *Community College Update* announced that the [BOG Approves CCC 2021-22 Budget Request](#), as presented by staff. The most significant requests include:
 - \$707.7M from Proposition 51 General Obligation bonds for 54 CCC facilities projects.
 - \$150M in additional ongoing base funding to meet current obligations and provide funding for increased costs.
 - \$77M in additional funding to implement Faculty and Staff Diversity Taskforce recommendations.
 - \$60M to provide a robust and equitable online infrastructure for CCC students and faculty during the statewide emergency.
 - \$50M in one-time funds for student emergency supports and Emergency Response Block Grant.
 - \$10M in ongoing funds from Proposition 63 for the expansion of mental health services.
 - \$8M in ongoing funding to continue providing infrastructure broadband connectivity to all colleges in support of online education.
 - \$5M in ongoing funding for part-time faculty support.
 - \$4M in ongoing funding for the CCC library system to better manage and deliver digital information for students.
 - \$1.1M in ongoing funds for Chancellor’s Office operations.
7. Cabinet reviewed an [Immediate Needs Request](#) for the Mt. SAC Early College Academy. Morris noted that the first item is already budgeted. Additionally, a New Resource Allocation amount for \$200,000 was already approved for increases in book rentals, book purchases, and instructional agreements, but has not yet been funded. Cabinet determined that the previously approved NRA funding should first be exhausted before approval of additional funds.

8. The next phase of the implementation of the Societal Education for Equity Challenge (SEEC) will be going out as an [invitation for participation](#). This Presidential Call to Action initiative invites faculty, staff, and students to participate in the broader discussion of creating a campus societal culture that values, celebrates, and empowers all populations. The invitation will be going out campus-wide soon.
9. Vice Chancellor Lizette Navarette provided the CEO Board a presentation on [2020-21 Budget Implementation & Deferrals](#).
10. Cabinet was joined by Rosa Royce, Chief Compliance and College Budget Officer, to receive feedback on the 2020-21 Adopted Budget presentation that will be going to the Board in October. This has certainly been a challenging budget. Cabinet commended Rosa and the Fiscal Services team for a job well done under difficult circumstances.
11. Cabinet approved the [Request to Fill Log](#) for recruitment to begin on the following position:
 - a. Director, Academic Technology (Retirement of Ron Bean)
12. Morris reported that, looking forward, he has concerns for possible state midyear changes to the 2020-21 budget and for what will happen for the 2021-22 budget.
13. Abe reported:
 - He has been tracking vacation time uses for this fiscal year. While there is an underutilization during the pandemic, there has been an uptick in the Summer of employees taking vacation.
 - Call back time is seeing a slight downward trend.
14. Audrey reported:
 - She has been participating in conference presentations, which are requiring a lot of time.
 - They have come full circle with Minority Male Initiative, with about 80 students attending. They are working on taking some action with teachable moments. They are continuing to help students complete the census and voter registration. They have recently had alumni come back and participate.
 - The Freshman Reconnect meeting is tomorrow for those who went through Step into College, Bridge, and Connect 4.
 - They are working on rebuilding the Aspire program. Thirty-five people attended the AM2ND conference and the response from all has been positive.
15. Richard reported:
 - He attended the A2MEND conference, and it was very worthwhile.
 - He attended the Minority Male Initiative meeting.
 - He has been working on the accreditation mid-term report. The Quality Focus Essay was not quite complete, so he has been working with the team on completing this.
 - There has been discussion about the manager's portion of PIE process. These manager PIE summaries came in much shorter and less strategic, so he is looking at reverse engineering the VP PIE and writing it based on the manager priorities. He would like to see the process adjusted so that the manager PIEs would be due in mid-July.
 - The Title V steering committee meeting discussion was on the challenge to have all of the work we do not be seen as multiple initiatives, but a variety of equity-related items. Making it continuously clear that these are not different messages or priorities, but tied into one priority.

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

- a. Develop Budget Reports and Monitoring Protocols for Cost Center Managers (Morris, Doug, 12/15)
- b. Adjustments to the 2020-21 budget to Meet State Allocation Reductions (**ALL, as needed each Cabinet**)
 - 1. Limiting Short-term Hourly and Professional Expert Positions
 - 2. Manage Overtime Assignments and Costs
- c. Multiple Measures Placement Workgroup (Joumana, George, and Team, 10/27)
- d. Management Workgroup for SEAP funds (Audrey, Madelyn, and Rosa , 12/8)
- e. Student Centered Funding Formula—Continued Follow Up
 - 1. Noncredit Support of SCFF & Multiple Measures (Madelyn, 12/15)
 - 2. Implementing SCFF Research Agenda and Data Reporting/Analytics (Barbara, 10/20)
 - 3. Auto Award/Near Completion (Audrey, George, Francisco, Dale, 11/10)
 - 4. EAB Navigate Schedule Building & Data Analytics (Student Support Workgroup-- Francisco, 11/17)

17. Quarterly Reports to Cabinet

- a. Emergency Response Plan Quarterly Report (Duetta, 10/13)
- b. Room Utilization/Capacity-Load Ratio Project (Gary, Mika, Joumana, and Kevin, 10/20)
- c. Faculty Position Control Quarterly Report (Joumana and Rosa, 11/03)
- d. Construction Project/Scheduled Maintenance Quarterly Report (Gary, 11/17)
- e. IT Projects Quarterly Report (Dale, 11/10)
- f. Grants Quarterly Update (Adrienne, 10/6)
- g. Dual Enrollment at Local High Schools Quarterly Report (Joumana, Joel, Marlyn, and Lina, 10/27)
- h. International Student Quarterly Update (George, 12/8)
- i. Academic Support Coordination Project Quarterly Report (Madelyn and Meghan, 10/20)
- j. Title IV Quarterly Update (Lianne and Lisa, 1/19)