



June 5, 2020

1. Cabinet reviewed and commented on the following information items:
 - a. A joint statement ([attached](#)) initiated by the Academic Senate was sent out on June 3 to denounce racism and call out to the campus community to stand in solidarity with those who protest systemic oppression.
 - b. A letter ([attached](#)) supports Senate Bill 275 - Skills Renewal Act ([attached](#)) which promotes a positive role for community and technical colleges in reskilling the American workforce. The Act broadens an existing tax credit of \$4,000 for students who get retrained in the technology field to those who are retrained as of a loss of employment due to the pandemic.
 - c. Research and Institutional Effectiveness released their Research Brief on COVID-19 Student Survey Preliminary Results ([attached](#)) whose creation included input from the Academic Senate and Student Services leadership. Some key findings:
 - Not a surprise, many students reported technology issues. A large majority of the students reported that they had access to a laptop or related device, but many struggled with the use of technology for their learning. Additionally, the challenge of reliable internet and access to printers, scanners, and software were identified.
 - Many students indicated that they were having trouble maintaining sufficient levels of time and effort to complete their school work. Challenges included being able to keep a regular schedule and finding time to participate in classes.
 - Many students are encountering significant financial, housing, and health barriers to learning. Of students who had a job prior to the pandemic, 39% lost their job and another 36.3% had their hours and/or pay reduced. Students reported cutting the size of their meals or skipping meals because there was not enough money for food. As such, almost 80% of students indicated they were moderately or highly concerned with their mental and physical health.
 - Large majorities of students were aware of the campus resources and services available to them, such as pass/no pass grading, online counseling, online tutoring, and the Mountie Fresh Food Pantry. A lower percentage, 58.7%, were aware of Mt. SAC's mental health services.
 - d. The Health Consortium of Greater San Gabriel Valley produced a Trauma-Informed Care During COVID-19 webinar presentation ([attached](#)), which included a presentation focusing on trauma informed care ([attached](#)) and how these events affect people throughout their lives. Part of our role in education is to create a mentally and emotionally safe environment for students.
2. The Chancellor's Office issued a Memo on Resources & Responsibilities for Supporting Students with Disabilities during COVID-19 ([attached](#)), which has been discussed at previous Cabinet meetings. Grace Hanson has been in discussion with the Chancellor's Office and reports that the Chancellor's Office continues to stand by their legal interpretation that Section 508 of the Federal Rehabilitation Act does not require live captioning of online instruction in formats such as Zoom. However, the Chancellor's Office states that they are working on a system-wide technology solution to implement that would fulfill Section 508 requirements.
3. A proposed Board resolution Affirming Our Commitment to Student Success for African American Students ([attached](#)) has been making the rounds via email. The resolution is well intentioned, but it is not endorsed by any system group and includes commitments to action that should be designed to serve all underrepresented students. The information included is substantively different than the recommendations of the Chancellor's Office Town Hall Meetings and the recommendations of the California Community Colleges Black and African American Advisory Panel ([attached](#)). The major findings in this report include the challenges of financial aid; on-campus isolation (unwelcoming, few role models represented in the staff); low awareness of career education (difficulty identifying career education

programs); importance of campus programs such as Umoja (which is called Aspire at Mt. SAC), A2MEND, and EOPS, but optimism runs high in spite of barriers. Outreach must be conducted early and often. Cabinet felt that this resolution needed to be more inclusive. This matter has been forwarded to our Board President for her consideration.

4. Cabinet continued discussion of the 2020-21 State Budget and the May Revision. The Governor is required to sign a budget by June 30. Discussion:
 - a. The Assembly and Senate jointly passed a proposed 2020-21 State Budget which is summarized in the Chancellor' Office Update ([attached](#)). The Legislature also issued a statement on the Joint budget agreement ([attached](#)). Unlike the Governor's May Revision, the Legislature's budget funds COLA and removes cuts to community colleges. It does so by assuming Federal aid and using twice the deferrals as proposed by the Governor.
 - In reaction, Chancellor Oakley issued a Media Statement ([attached](#)) criticizing the Legislature's budget agreement saying:
 - "I am disappointed in the message that the Legislature's Budget Proposal sends..."
 - "Asking the California Community Colleges to cannibalize some programs to save others is a choice that I reject."
 - "[N]ow is not the time to deny educational opportunities to our Black and Latinx learners."
 - "The millions of vulnerable workers in California need more access, not less..."Having trouble understanding why Chancellor Oakley would have this reaction to the Legislature's budget which gives our system more money? Well, he is talking about the Legislature's proposal to eliminate Calbright College and use the savings of \$117 million to reduce cuts to the 114 colleges.
 - Bill has talked with Assemblymember Ting's and Senator Chang's offices, who are very supportive of community colleges—as their budget demonstrates. The collaborative conversations with these legislative staffers have been centered on requesting information for Mt. SAC to have discussions with the Governor's Office. As the community college budget is one of the most discussed areas of the budget, we have been talking with legislators about the deferrals and having the state offer options for loan systems or an improved waiver process for districts that do not have the cash to handle the deferrals.
 - b. Also reviewed was the Legislative Analyst's Office Overview of the Legislature's 2020-21 Budget Package ([attached](#)) The LAO is not as pessimistic as the Governor on future state revenues and also makes additional recommended changes to lessen the cuts to state supported agencies including community colleges.
 - c. The unexpended New Resource Allocations ([attached](#)) will be reviewed at the next Cabinet meeting.
 - d. Continued discussion on unit overtime included data disaggregated by areas: Human Resources ([attached](#)), Administrative Services ([attached](#)), Instruction ([attached](#)), Student Services ([attached](#)), and President's Office ([attached](#)).
 - e. Also reviewed was the CCLC template for AP 7234–Overtime ([attached](#)). Abe reports that the Overtime Workgroup membership is almost set and the first meeting has been scheduled.
 - f. Cabinet reviewed costs transferred to the Unrestricted General Fund from SEAP ([attached](#)). These costs were not well matched with the guidelines for use of SEAP funding. The SEAP Management Workgroup has been working to finalize the 12-month allocations for each funded program and activity. There is a loss of SEAP funding for student bus passes, and Bill is working with the Foundation on funding. With the May Revision cuts to SEAP, the College will end at \$11M in funding with close to \$12M in commitments.
 - g. As discussed at the last meeting, the Unit Line Item Budget Reduction Memo and spreadsheets were sent out to managers to turn in no later than June 12. This item will be scheduled to be discussed on Thursday, June 18.
 - h. Richard provided Instruction updates to the Vacant Positions in the Unrestricted General Fund ([attached](#)).
5. Cabinet continued discussion on the Mt. SAC Path to Recovery and Campus Reopening:
 - a. The LA County Department of Public Health issued their June 4 update ([attached](#)) reporting a large increase in positive COVID-19 tests which reflected a lag in reporting from one lab. Over concern of the demonstrations occurring, the County has shut down all but two testing centers.
 - b. The Return to Campus Taskforce Members ([attached](#)) have been identified.

6. The Prioritization List of Requests for Faculty Positions ([attached](#)) was reviewed. As the FON will be 444, we are looking at hiring 10 new full-time credit faculty positions, based on the already mutually agreed prioritized list including filling positions that had failed searches last year. After another review with the Academic Senate, it was agreed to hire positions #1 through #13 (2 are noncredit) removing the Manufacturing position. The two noncredit hires are in ESL and Education for Older Adults positions which do not count toward the FON.
7. An issue has arisen about the drop without a W for second 8-week classes which automatically results in a fee refund. The College did not remove this automatic action before these classes began. Audrey reports that IT has a solution to fix this.
8. Items for future agendas (items for the next Cabinet meeting are shown in BOLD):
 - a. Follow Up on Committees: Richard on Mapping & Catalog; Audrey on Retention & Persistence (**6/9 and 6/11**)
 - b. Adjustments to the 2020-21 budget to Meet State Allocation Reductions (**ALL, Each Cabinet**)
 1. Delay Vacant Position Hiring
 2. Trim Unit Operational Budgets
 3. Review New Resource Allocations for Reduction
 4. Manage OPEB and STRS/PERS Trusts
 5. Limiting Short-term Hourly and Professional Expert Positions
 6. Balance SEAP Budget at 15% Cut
 7. Balance Strong Workforce Budget at 57% Cut
 8. Manage Overtime Assignments and Costs
 9. Manage Cash Flow to Meet Deferral Requirements
 10. Review Discretionary Faculty Reassigned Time
 11. Review Contracts and Related Costs
 - c. Multiple Measures Placement Workgroup (Audrey, Joumana, and Team, 7/28)
 - d. Management Workgroup for SEAP funds (**Audrey, Madelyn, and Rosa , 6/9**)
 - e. Student Centered Funding Formula—Continued Follow Up
 1. Noncredit Support of SCFF & Multiple Measures (Madelyn, 8/11)
 2. Implementing SCFF Research Agenda and Data Reporting/Analytics (Barbara, 7/21)
 3. DOE and CalPASS-PLUS follow up for K-12 full participation (Barbara and Bill, 7/21)
 4. Auto Award/Near Completion (Audrey, George, Francisco, Dale, 8/11)
 5. EAB Navigate Schedule Building & Data Analytics (Student Support Workgroup-- Francisco, 8/18)
9. Quarterly Reports to Cabinet
 - a. Emergency Response Plan Quarterly Report (Duetta, 7/14)
 - b. Room Utilization/Capacity-Load Ratio Project (Gary, Mika, Joumana, and Kevin, 7/21)
 - c. Faculty Position Control Quarterly Report (Joumana and Rosa, 7/21)
 - d. Construction Project/Scheduled Maintenance Quarterly Report (Gary, 8/18)
 - e. IT Projects Quarterly Report (Dale, 8/11)
 - f. Grants Quarterly Update (Adrienne, 7/7)
 - g. Dual Enrollment at Local High Schools Quarterly Report (Joumana, Joel, Marlyn, and Lina, 7/28)
 - h. International Student Quarterly Update (George and Darren, 8/25)
 - i. Academic Support Coordination Project Quarterly Report (Madelyn and Meghan, 7/7)