



November 24, 2020

Doug Jenson sat in for Morris Rodrigue

1. Cabinet reviewed and commented on the following information items:
 - a. An article from the Public Policy Institute of California, [New Era of Student Access at California's Community Colleges](#), summarizes how AB705 transformed placement and remediation at California community colleges. It's not really a new era of access, but it's better than it used to be. In the midst of the pandemic, we have the challenge of students who have access issues with not only technology, WiFi, and family issues, but much more. It is a real challenge to convert all at once to placing students directly into college level English and Math. Our faculty are doing a great job of improving access to courses and "throughput" to completing college level English, Math, and Reading courses. We mirror the AB705 access standards very well and are working on putting together communities of practice with an equity lens to make even more impact on completion of minoritized students. There was much discussion about student preparation for these higher level courses and how the communities of practice will work to prepare students. Part of our equity element needs to be strengthening college readiness experiences that student have.
 - b. Bill represented Mt. SAC at the [Campaign for College Opportunity Higher Education Equity Speaker Series](#) in which we were recognized for our successful Associate Degree for Transfer program. At the state level, the ADT partnership between the Cal State and Community Colleges is still alive, but not implemented consistently. Our ADT partnership with Cal Poly has been positive in recent years.
 - c. Dr. Walker, on staff in our Student Health Center, provided her most recent [COVID Update 11/18/2020](#), which includes discussion on the vaccines which she paints in a positive light. The scientific results are very encouraging, but both the Moderna and Pfizer vaccines have very difficult protocols to vaccinate the public. The vaccines are expensive and have to be administered under medical supervision. Mass vaccination is not going to be easy to do. However, with the great efficacy rate, hopefully there will gradually be more positive public attitudes about solutions that are collaborative between local and national organizations to get this done. Even if the science is supportive, there are some big challenges ahead of us. Dr. Walker also includes information on new antibody testing and tips for a safer holiday.
 - d. Governor Newsom issues a [Limited Stay at Home Order to Slow Spread of COVID-19](#). Effective 10 p.m. on Saturday, November 21, the Governor has issued a 10 p.m. curfew order that lasts until December 21. The Governor's message points to the spring stay at home order being responsible for the drop in case load in late April/Early May, but the situation is so different today than then. The Governor's message would have been more reassuring if there was some data attached to support this action. We have all of this data that the counties are collecting, but there seems to be a disconnect between policy and evidence.
 - e. The [Governor Releases Task Force on Business and Jobs Recovery Report](#) which is a really superficial report that does not actually say much about how to recover jobs. The final task force report, *Recovery for All*, highlights proposals and partnerships and announces \$25M in funding to support small businesses. A lot of it does not square with what we know about the impact on the economy—at least through our observations in LA County.
 - f. An article from the Public Policy Institute of California, [More California Students Are Getting Live Instruction, but Gaps Remain](#), highlights the changes in K-12 from beginning to now of the pandemic in instructional processes in elementary and high schools. Of interest is that, in the spring, students were getting an average of just 3 hours of live instruction per week and 21% were getting no live instruction during the week at all. Now, 18% of K-12 students are not getting any in-person instruction—just a slight improvement. While the State totally relieved K-12 from the contact hour requirement in the spring, requirements for teaching hours have returned—although not at pre-pandemic levels. The report also shows that the equity gap that was so high in the spring is closing in the fall, but there are still students of all walks of life without any regular instruction in California. This does not bode well for student learning when students end up missing two years for 20% of California K-12 students. It is already hard enough in some areas of the State where educational

performance is hugely challenging. This pandemic loss of educational opportunity is likely to have lasting effects on students that are coming to us at Mt. SAC.

- g. CollegeNET published their [Seventh Annual Social Mobility Index](#). The report highlights leadership of California and New York four year institutions. The report lists the top 20 universities according to how effectively they enroll students from low-income backgrounds and graduate them into good paying jobs. This is a national report that includes all five Cal State schools in the top 10—all in Southern California.
 - h. Cabinet reviewed the [Vacant Positions Under Active Search](#) log.
2. The Academic Senate sent out a campus-wide email discussing the action by their Executive Board to approve [continuing the EW and P/NP grading into Fall and Winter](#). These options were discussed at Cabinet and AMAC to be implemented through the Spring semester. The Chancellor's Office has not yet extended their exception of EWs for apportionment purposes after December 31. We expect, for the near future, that apportionment will continue under emergency conditions, and Mt. SAC will continue using P1 from January 2020 as our enrollment data for SCFF funding. It was reassuring that the Chancellor's Office memos continue to state that students who withdraw because of COVID can take the EW, and that we can continue to issue enrollment fee refunds to those with EW emergency withdrawals. This conversation will continue at AMAC, and the Academic Senate will pursue formal action to approve this option for Spring 2021.
 3. The Chancellor's Office issued a Memo, [Novel Coronavirus \(COVID-19\) Guidance – Phase Out of Certain Emergency Allowances for Attendance Accounting Methods and Student Withdrawals](#). The memo addresses some long-term strategies to funding issues due to distance learning as a result of the pandemic. Two funding protections will remain in place: 1) emergency conditions allowance (this provision is extended through 20-21) and 2) minimum revenue projections (this provision is extended through 23-24). Beginning with the Spring 2021 term, the following temporary emergency allowances will phase-out:
 - EO 2020-01 – Temporary Suspension of Student Withdrawal Regulations to Address the Continuity of Education in Community Colleges During the COVID-19 Declared State of Emergency
 - FS 20-02 Novel Coronavirus (COVID-19) Guidance – Clarification on Apportionments, Withdrawals and Student Fee Refunds
 - FS 20-04 Novel Coronavirus (COVID-19) Guidance – Attendance Accounting Implications and Guidance (Revised)
 4. The Legislative Analyst's Office issued [The 2021-22 Budget: The Fiscal Outlook for Schools and Community Colleges](#), which provides encouraging data on unemployment nationally—the rate is down to 6.9% from its high of 14.7% in April. California continues to be worse than the national average at 9.3% unemployment. The LA area unemployment rate in September was 15.1%, which is more than twice the national rate. That means our area is really being hit hard by the recession. That is not unusual as we were already challenged socioeconomically even before the pandemic. The job loss is in small business, the service industry, and retail. Statewide, the LAO anticipates \$11.3B more in state revenue this fiscal year than was projected in the State's 2020-2021 adopted budget—18.5% more. There is an expected additional \$1B to \$2B owed to community colleges in 2021-22 than was anticipated in the State adopted budget for this year. In addition to the LAO report, the Chancellor's Office issued an [Analysis of the 2021-22 LAO Fiscal Outlook](#) that projects that over the three year period there will not be any economic recovery—very pessimistic. There are so many unknowns about COVID—the vaccination, any stimulus money, continued recovery at the high end of the income spectrum. We will need to see the real extent of future economic recovery. The [encouraging discussion](#) is that these LAO numbers are real and across the board in all three major sectors of economic income by the State. There is economic recovery that influences revenues. The big question is, what is the Governor going to say in January in

his initial projection of the State budget for 2021-2022? Governor Newsom has been fiscally conservative, so it is anticipated that he will propose a budget that is similar to this year—which included a deficit factor plus deferrals. What these numbers tell us is the numbers for the deficit factor and deferrals will still be there next year but not be as big as this year.

5. Cabinet reviewed the proposed [Memorandum of Understanding with Foothill Transit and Mt. SAC](#) regarding the Transit Center. The Transit Center will be built on the north side of Temple Avenue between Mt. SAC Way and Bonita Drive and will include bus bays, a Foothill Transit Store, and electric bus charging stations. Foothill Transit is contributing over \$8M for this project—extensively from a Federal grant.
6. The Chancellor’s Office issued a Memo, [Dream Resource Liaison Support Allocation](#), which provides guidance about the Resource Liaison Support funding. Mt. SAC already has a Dream Resource Center, so we were not sure we were going to be in line for this funding. However, we got the highest [allocation](#) in the State, \$111,000 and have until 2022 to expend the funds. We will put it into the programs for students for services. In the past, we have hosted workshops and conferences for high school students for options for attendance for college. We are planning to reach out to more undocumented students to provide this support.
7. The Career Technical Education programs will be submitting for a grant from the Seattle Jobs Initiative (SJI), which will support the proposal for [Benefits for Success CTE Academy](#). The letter of interest is due December 1 and will include a cross-disciplinary CTE team to participate in a hands-on learning and design project.
8. Cabinet reviewed a disbursement proposal for [Disaster Relief Emergency Student Financial Aid Allocation](#) from Dario Fernandez and Jenny Phu. The funding is for Dreamer students who have 1) demonstrated a financial need; 2) have AB540 status; and 3) have completed the California Dream Act, CCPG application, or applied for financial aid by other means established by the College. The plan is to disburse dollars as soon as we receive them, which should be this week. The students who have an unmet need will be disbursed varying amounts for a total of over \$386K.
9. Cabinet approved an [Immediate Need Request](#) from Human Resources for a new ongoing budget line item of \$25,000 to pay for arbitration and mediation services. There have been a few situations in which mediation was needed, but there is no budget allocated for these costs.
10. Cabinet approved an [Immediate Need Request](#) from Instruction for a one-time, one-month overlap of positions for training for \$12,014.
11. Cabinet approved the recruitment to proceed for the following positions:
 - Assistant Director, Public Safety Programs (previously frosted, Jamie Hirsch resignation), with approval of continued Acting assignment of Jamie Hirsch. Irene to process the [Request to Fill](#).
 - IT Support Technician (previously frosted, Rowena Imes promotion). Morris to process the [Request to Fill](#).
12. Cabinet approved the frost of the following position:
 - Help Desk Support Technician (Marina Alkasas promotion)
13. Cabinet approved a substitute/out-of-class for the following position:
 - Administrative Specialist IV, Information Technology (Loralyn Isomura temporary out-of-class). Morris to process the [Request to Fill](#).

14. Cabinet reviewed and approved items on the [Request to Fill Log](#) for the following position:

- [Director, Maintenance and Operations](#)
- [Coordinator, Payroll](#)
- [Acting Director, Academic Technology](#)
- [Acting Chief Technology Officer](#)
- [Lead Custodian](#)

15. Abe reported:

- He has been working on some statewide issues on equal employment opportunity which has been historically co-chaired by someone in an HR role. He will be talking with the Chancellor's Office on this issue asking them to adjust leadership of the committee. He will also be asking for the position of Vice Chancellor of Human Resources to return to the Chancellor's Office cabinet.
- He is participating in an HR program teaching new and upcoming HR people in system, 24 people currently involved. The project reaches some higher level college Chief Human Resource Officers who are newer and offering them support. He feels good to be giving back to the system and helping to groom leadership throughout the system.

16. Doug reported:

- He participated in an exit interview with our auditors, and they were impressed that we were able to close our books on time. Many colleges are having a hard time closing their books.
- Fiscal Services is looking at filling positions.

17. Audrey reported:

- Her staff has prepared a Basic Needs Plan draft for Cabinet review. There are several components including food pantry operation, planning more collaboration with CalFresh for more student benefits beyond our Mountie Fresh Food Pantry ([link](#)), linking with other on-campus resources, developing more case management services, expanding referrals to housing assistance and mental health resources, and working with other off-campus resources. The Basic Needs Program ([link](#)) has received multiple grants and funding, but more is still needed.
- Her staff are working on the SEAP plan for submission.
- Student Services is preparing for the Thanksgiving meal project in coordination with Sodexo and will be giving out 250 frozen meals that will feed a family of four, plus gift cards and food items.
- Her office will be putting forward a new full-time counselor for hire.

18. Irene reported:

- The status of the accreditation mid-term report should have final Academic Senate approval on December 3. This will go to the Accreditation Steering Committee and to Cabinet with a recommendation in early December. The current faculty member serving as Accreditation Liaison finishes in mid-December, and the Academic Senate has not yet found a replacement.
- She met with Rosa Royce to confirm budget approval for rehiring in the four disciplines which had failed probation faculty last year and to confirm budget approval for hiring in the one discipline with one failed search. It is college practice to automatically move such faculty position into active hiring for the next year. Cabinet confirmed that these positions will continue for active recruitment now in accord this past practice of continued recruitment. Cabinet will review the recently discussed Faculty Position Control Report and Faculty Obligation Number projection for Fall 2021 to reflect the budget and hiring approval for these five faculty disciplines.
- She is hoping that the faculty brochures are out before Winter break in order to get good pools of faculty.

19. 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 (Abe, 12/15)
 2. Manage Overtime Assignments and Costs (Abe, 12/15)
- c. Multiple Measures Placement Workgroup (Irene, George, and Team, 2/23)
- 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, 1/26)
 2. Auto Award/Near Completion (Audrey, George, Francisco, Dale, 2/9)
 3. EAB Navigate Schedule Building & Data Analytics (Student Support Workgroup-- Francisco, 2/16)

20. Quarterly Reports to Cabinet

- Emergency Response Plan Quarterly Report (Duetta, 1/12)
- Room Utilization/Capacity-Load Ratio Project (Gary, Mika, Irene, and Kevin, 2/2)
- Faculty Position Control Quarterly Report (Joumana and Rosa, 2/2)
- Construction Project/Scheduled Maintenance Quarterly Report (Gary, 2/16)
- IT Projects Quarterly Report (Dale, 2/9)
- Grants Quarterly Update (Adrienne, 1/5)
- Dual Enrollment at Local High Schools Quarterly Report (Irene, Joel, Marlyn, and Lina, 2/23)
- International Student Quarterly Report (George, 12/8)
- Academic Support Coordination Project Quarterly Report (Madelyn and Meghan, 1/19)
- Title V Quarterly Report (Lianne and Lisa, 1/19)