



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* • James Czaja, *VP of Human Resources*



September 22, 2015

Cynthia Hoover substituted for James Czaja who was on vacation.

1. The Campaign for College Opportunity has released its latest report ([attached](#)) and data summary presentation ([attached](#)) in the series of analytical studies of ethnic group participation and success in California Community Colleges. This report focusses on Asian Americans, Native Hawaiians, and Pacific Islanders. Data show that, taken together, these are the fastest growing group in California, now representing 6.3 M residents of Asian origin and almost 350,000 Native Hawaiians and Pacific Islanders—over half of whom start their college education at community colleges. Data show high variability among this diverse group in the extent of college preparation, college completion, poverty and native English speaking depending largely on country of origin and length of residency in the U.S. Eight recommendations include better planning, improved pathways to college, greater school funding, and higher financial aid.
2. The 2015-16 community college state budget included significant new funding for apprenticeships, an increase from \$7M to \$36M. Three new grant opportunities have just been announced ([attached](#)) through this California Apprenticeship Initiative ([link1](#) and [link2](#)). Note that apprenticeships are distinctly different and separate from work experience. Apprentices receive subsidized on-the-job training via their employer, and then in the evening or weekend receive employer selected "Related and Supplemental Instruction" (RSI). RSI apprentices can also earn a certificate or associate degree through the program. Apprenticeships are typically three to five years in length. Not surprisingly, RSI is governed through Education Code ([8150 et seq](#) and [79140 et seq](#)) and Labor Code ([3074 et seq](#)).
3. Bill reported that he has been asked to serve on the Change Management Curriculum Task Force, part of an initiative by the Aspen Institute ([link](#)) called The New College Leadership Project ([link](#)). The first session will be in Washington, D.C., on October 7th. Stay tuned.
4. Cabinet discussed notes ([attached](#)) from the latest Chancellor's Consultation Council meeting. The Accreditation Task Force Report is drawing wide support but some are cautious about seeking alternatives to the Accrediting Commission for Community and Junior Colleges (ACCJC). The Board of Governors will approve another HUGE budget request for 2016-17. Some are skeptical of asking for 3% growth given that our system grew only 1% in 2014-15 and will certainly have trouble growing at the funded 3.4% rate this year. Cabinet was surprised that the state Equal Employment Opportunity Fund had grown so much—to "\$5 million which will allow the Chancellor's Office to distribute funds as part of the student success initiative." We decided to look into this.

5. Irene reported that Academic Deans are working on a report to her giving the status of their efforts to get employee evaluations up to date. The VPs appreciated the strategy and format of Irene's system. Deans noted that some completed evaluations were not listed. HR will ensure that hard copy evaluations that have been received will be added to the tracking system prior to reminder emails being issued on the 15th of each month. It is also important that current versions of forms are used. Evaluators are provided a link to the current evaluation form in the reminder emails, and the current forms are also available on the HR website at <http://www.mtsac.edu/hr/HRforms.html>.
6. Bill reported that a K-14 Education Bond initiative has qualified for the November 2016 ballot. The \$9 billion bond would be broken down as follows:
 - \$3 billion for new K-12 school construction
 - \$3 billion for K-12 school modernization
 - \$1 billion for charter schools and vocational education centers
 - \$2 billion for community collegesAs an initiative statute, it requires a simple majority of California's voters. To see the full text of the initiative, visit <http://bit.ly/1LEXkxU>.
7. Mt. SAC received an invitation ([attached](#)) to participate in the Kaiser Permanente Community Health Needs Assessment Focus Group. Representing Mt. SAC are Sarah Plesetz, Associate Dean of Technology & Health, and Marti Whitford, Student Health Services Director.
8. Cabinet reviewed and approved a job description ([attached](#)) for the new position of Associate Dean of Library & Learning Resources. Management responsibilities will be primarily for the Library and Online Learning. The attachment includes a page on the current organizational structure of the Library & Learning Resources Division.
9. Cabinet approved a New Resources Request ([attached](#)) for \$21,600 to fund ongoing operations of the Employee Wellness Program through our Wellness Center. The line item was approved during the summer Phase 2 allocation but did not get into the 2015-16 Adopted Budget.
10. As mentioned in the 9/15 Cabinet Notes, Mt. SAC has prepared an application for the AACC Pathways Project and has now submitted that document. In line with the transformative goals of that project, Bill shared a document ([attached](#)) from his summer participation in the Postsecondary State Policy Conference sponsored by Jobs For the Future (which is also the "intermediary" for Gates Foundation funding of the AACC Pathways Project). The attached document shows more than a decade of modest scale initiatives to improve community college completion. The chart shows six bullet points that have been learned outcomes from this work. The second page is entitled "Design For Scale." That phrase captures the intent of the AACC Pathways Project for which Mt. SAC is now an applicant. The rest of that page gives recommendations for a State Policy Framework and State Structures that will inculcate the learned outcomes from that past decade of experimentation. This AACC project will take on those enumerated challenges as a model for state policy and structure transformation.
11. Mt. SAC continues to look for opportunities to expand our work experience program. Jemma Blake-Judd, Dean of Tech & Health, passed along this [attached](#) idea to help San Antonio

Regional Hospital serve low income patients who have chronic conditions. Mt. SAC health students would serve as Student Health Coaches as part of the hospital's Community Health Improvement Program. (The Health Coach system is explained in detail in the [attached](#) report.) As part of an interdisciplinary team, students would serve patients with chronic conditions (Diabetes, COPD, obesity, CV disease):

- Visit patients at home after the RN and Social Worker do a preliminary assessment
- Educate these patients on ways to take an active role in their own health and well-being
- Participate in care reviews with the Team

We'll see if we can make this happen!

12. Cynthia provided the latest report ([attached](#)) on open searches to fill vacant positions.

13. Mt. SAC has won the Board of Governors 2015 Energy and Sustainability Award ([press release attached](#)). Our award (see photo) was for replacing the existing chillers in Building 2 with high efficiency units integrated with campus' central plant producing an annual energy bill savings of almost \$105,000. Congratulations to Gary Nellesen and the entire facilities team!



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

- a. Dual Enrollment Offerings at Local High Schools (Irene & Audrey, 11/17)
- b. Staffing Work Experience (Irene & Audrey, 11/17)
- c. New Resource Allocations, Phase 3 (All, 10/13)
- d. Text messaging (Mike, Yen & Vic, 10/20)
- e. BP & AP 3700—Social Media (Audrey & Irene, 10/27)
- f. EV Charging Stations (Mike, 10/20)

15. Quarterly Reports to Cabinet

- a. Emergency Response Plan Implementation (**Karen Saldana, 9/29**)
- b. Classroom Utilization Project (Mike & Irene, 11/10)
- c. Faculty Position Control Report (Irene, 11/17)
- d. Timely Employee Evaluations & Quarterly Cabinet Review (All, 12/8)
- e. Construction Project Quarterly Report (Mike & Gary, 12/1)