



## 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* • Ibrahim "Abe" Ali, *VP of Human Resources*



June 13, 2017

### Myeshia Armstrong sat in for Mike Gregoryk who was on vacation

1. Cabinet reviewed and commented on the following information items:
  - An emergency preparedness drill will be conducted on Thursday, October 19, 2017, at 10:19 am ([memo attached](#)). No campus buildings will be evacuated. Rather, the purpose is to test our notification system. An emergency message will be sent via our Blackboard Connect (phone, email, and/or text) and our NEW Alertus Desktop notification system which will display an emergency alert on any connected computer.
  - The *Chronicle* displayed data ([graphic attached](#)) on demographic gaps in community college CEO leadership. The data shows gaps in gender (64% male) and race (71% white) as well as an opportunity with upcoming hires to address these gaps (32% of CEOs plan to retire in the next four years).
  - A senior program officer at the Charles Koch Foundation, Adam Kissel, will be deputy assistant secretary for higher-education programs at the U.S. Department of Education. A recent *Chronicle* article ([attached](#)) cites concerns about Mt. Kissel's lack of support for protection of civil rights—key to his role given that the Office of Civil Rights in the Department of Education has taken an increased role in rights enforcement.
  - *U.S. News & World Report* cites ([attached](#)) that state support for higher education remains anemic with 46 states currently spending less money per student than they did in 2008. This is despite state tax revenues now exceeding pre-recession levels, and spending in almost every budget category having grown since 2008. The article places the major factor squarely in the laps of policy makers—they see paying down exploding pension debts as more politically expedient than funding higher education.
  - As first described in the May 2<sup>nd</sup> Cabinet Notes ([link](#)), much furor has arisen over actions by the California State University in not accepting the Statway course (Math 110S at Mt. SAC) for C-ID statistics in nine Associate Degrees for Transfer without a prerequisite of intermediate algebra. [Attached](#) is an update on Statway articulation. Mt. SAC's Academic Senate has passed a resolution ([attached](#)) supporting Statway and opposing the intermediate algebra prerequisite.
  - An industry CEO has made a strong case ([attached](#)) for why colleges need to embrace apprenticeship. He has put together a non-profit foundation to support work experience and learning on the job. The approach includes not only traditional trades—electricians for example—but also in white-collar work like that in insurance and information technology.
  - Noncredit classes are beginning this summer ([flyer attached](#)) at the Rio Verde school site we have leased from West Covina Unified School District. The location is just south of the 10 freeway and off of Hollenbeck.
2. Cabinet discussed dual enrollment, reviewing Academic Senate Resolution 17-09 ([attached](#)), "In Support of College and Career Access Pathways (Dual Enrollment under AB 188)." Cabinet particularly supported the statement "that Dual Enrollment is developed, implemented, and evaluated with full participation of discipline faculty and the Academic Senate" and the implementation of the Dual Enrollment Mutual Agreement Committee (DEMAC). Cabinet also reviewed and passed to President's Advisory Council the Academic Senate's recommendations on the wording of BP 5010—Admissions and AP 5011—Admission and Concurrent Enrollment of High School and Other Young Students ([attached](#)).
3. Cabinet discussed the summer four-tens work schedule. It was agreed that the "9 work hours + 1 leave hour" official daily college business day would be either 7:00-5:00 or 7:30-5:30 at the discretion of the unit manager. However, a given unit will have the same workday schedule for all employees in that unit.

4. Cabinet approved an Immediate Need Request ([attached](#)) for \$5,000 to fund applicant travel reimbursement for full-time, management, or classified applicants who must travel 150 miles or more.
5. On the state budget, Cabinet reviewed the outcome of the Legislative Conference Committee both in [table form](#) and in [narrative](#) from Vice Chancellor Mario Rodriguez. Cabinet continues to be pleased with the overall community college budget and specifically with the \$76.8 M in Deferred Maintenance & Instructional Equipment that had been proposed as delayed for over a year. Cabinet also commented on the 7 one-time special appropriations (from Veterans Centers to Umoja to Mental Health). How many will survive a governor's veto? What will be the specifics in bills in the Legislature including trailer bills?
6. At a recent management meeting, questions arose on the revised compensation processes and amounts in both the Salary Schedules for Short Term Employees: [existing/proposed](#) and for Professional Experts: [existing/proposed](#). Cabinet had reviewed these proposals in December, agreeing that Cabinet members would review with their teams and return with comments. (My omission in not agendaing the follow up contributed to the flurry of questions given the expected implementation this July 1<sup>st</sup>.) Discussed were:
  - The purpose of the changes were simplification, fairness—especially driven by the minimum wage, and providing a measure of equity among classes of employees.
  - Training was provided to managers on the revisions, but the “message” of training—rather than information and input—contributed to a weak turnout and a dearth of implementing managers.
  - VPs gave examples of a few issues that were apparent including 1) increased cost of entry level salaries impacting unit budgets and 2) larger impact on certain positions such as tutors and interpreter trainees.The outcome determined by Cabinet is that the implementation will proceed on July 1<sup>st</sup> but with the ability of managers to work directly with their VP and with HR to make adjustments to the plan. Abe's comment was, “The door is never closed—as long as the rules are followed.” Further, Fiscal Services will do a study of the impact on unit budgets so that Cabinet can set aside “hold harmless” funding in the 2017-18 college budget to be enacted this September.
7. Cabinet discussed the first Summer 2017 drop for nonpayment which was done last Friday and agreed that there would be no second drop for nonpayment this summer.
8. Abe shared the latest update ([attached](#)) on active searches for vacant positions.
9. Items for future agendas (items for the **next** Cabinet meeting are shown in **BOLD**):
  - a. Integrated Plan for BSI, SSP, SEP Due 12/1/17 (All, 6/27) ([link 1](#)) ([link 2](#))
  - b. Integrated Plan for Guided Pathways RE Trailer Bill (All, 6/27) ([link](#))
  - c. New Resource Allocations for 2017-18 (All, 7/11)
10. Quarterly Reports to Cabinet
  - a. Emergency Response Plan Quarterly Report (Dave Wilson & Melonee Cruse, 7/11)
  - b. Classroom Utilization Project (Joumana & Mika, 8/15)
  - c. Faculty Position Control Quarterly Report (Irene & Rosa, 8/22)
  - d. Timely Employee Evaluations & Quarterly Cabinet Review (All, 8/22)
  - e. Construction Project/Scheduled Maintenance Quarterly Report (**Gary, 6/20**)
  - f. IT Projects Quarterly Report (Dale, 7/11)
  - g. Grants Quarterly Update (Irene & Adrienne, 7/11)
  - h. Dual Enrollment Offerings at Local High Schools (Joumana & Francisco, 8/22)
  - i. International Student Update (Audrey & Darren, 9/12)
  - j. Student Tracking Work Group (Audrey, Irene, Dale, Barbara, Joumana, Eric, Francisco, TBA)