



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*



May 2, 2017

1. Cabinet reviewed and commented on the following information items.
 - a. Administrative Services has published its Quarterly Report ([attached](#)). Cabinet noted 1) significant progress on campus wireless, 2) continuing development of online forms such as the Rad Tech application and online time sheets, 3) progress on moving to only essential Past Due Holds, 4) progress with OnBase production of electronic documents and forms, 5) anticipated new Help Desk software, 6) anticipated new Budget software, 7) state-of-the-art technology for the Business/Computer Tech building, 8) anticipated new Carousel digital signage software (training needed!), 9) new Event Services scheduling software implemented over the coming year, and 10) **new Broadcast/TV Production Trailer approaching completion for which Cabinet recommended a tour for the Board of Trustees, a Campus Advisory Committee to maximize use, and a "road show" to spread awareness of this new tool.**
 - b. Anna Badillo was named to the Phi Theta Kappa All-USA Community College Academic Team ([details attached](#)) and celebrated at the AACC National Convention in New Orleans.
 - c. The Community College League is sponsoring a CEO Leadership Academy ([attached](#)) focusing on new (or slightly used) college presidents and chancellors.
 - d. Data on licensure pass rates ([attached](#)) for Mt. SAC graduates of specialized programs shows success.
2. Chancellor Eloy Oakley has sent a memo ([attached](#)) addressing criticisms that the progress of California Community Colleges in improving student success and equity has been unacceptably slow. While providing a good summary of campus activities supporting students, Cabinet felt the chancellor's tone was, at times, overly defensive.

In addition, the memo emphasized the Guided Pathways initiative as "as one solution [that] will assist colleges in improving student achievement outcomes by focusing efforts throughout the system on practices and interventions that work at scale..." While certainly Mt. SAC, as a leader in the Guided Pathways initiative, is supportive of its potential, Cabinet felt it is too early to identify Pathways as a "solution."

The memo goes on to promote three strategies "that have been shown to 'move the needle' on student retention and completion." The chancellor's strategies are 1) Multiple Measures Placement, 2) Remedial Education Reform, and 3) College Promise. Interesting choices. Cabinet members shared that groups throughout the system felt that this approach by the chancellor was too prescriptive and directive. For example, the chancellor says in the memo, "It is only through a relentless and sustained focus on practices and policies such as these that we will accomplish meaningful increases in student achievement."
3. The college is in the process of considering contracted services to manage the Mt. SAC bookstore. Mike shared a draft of a Request for Proposals that would lay out the basis for such a transition. Cabinet discussed the matter and provided input. Mike and Bill will be discussing this possibility with the Board of Trustees' Public/Private Partnership Committee next Tuesday afternoon.
4. Cabinet reviewed the presentation ([attached](#)) to the Community Facilities Advisory Committee. This was nice work by Mika Klein under the direction of Gary Nellesen. **Cabinet directed that this information presentation be delivered at the June Board of Trustee meeting.**

5. Cabinet reviewed and discussed the recent history of COLA and employee salary increases. See the table to the right. Concern was expressed regarding maintaining future year increases in compensation considering the pressures of increasing employer contribution rates to CalSTRS and CalPERS retirement systems.

FY	Increase	COLA	FY	Increase	COLA
16-17	1.00%	0.00%	12-13	0.00%	0.00%
15-16	5.02%	1.02%	11-12	2.00%	0.00%
14-15	1.00%	0.85%	10-11	0.00%	0.00%
13-14	2.57%	1.57%	09-10	0.00%	0.00%
12-13	0.00%	0.00%	12-13	0.00%	0.00%
11-12	2.00%	0.00%	Total	11.59%	3.44%

6. Upward Bound grant applications from dozens of college have been rejected by the U.S. Department of Education ([attached](#)) for minor errors such as formatting and type size. Mt. SAC was caught up in this boondoggle as Audrey reports that a spacing error bounced our application.
7. As the Guided Pathways system takes hold in California, it is important to assure that student pathways to transfer remain clear, accessible, and affordable. The Associate Degree for Transfer initiative ([link](#)) has gone far to reach these goals, but challenges remain. The [attached summary](#) covers both the opportunities that ADTs present and the challenges to maintain, strengthen, and expand the ADT system. As part of this discussion, Cabinet reviewed data ([attached](#)) on CSU and UC transfer and on overall transfer that includes instate private and out-of-state universities. In summary, the ten year trends show:
- Transfer to CSU has been up and down but shows an increase from 52,641 in 2005-06 to 58,272 in 2015-16, a 10.7% gain.
 - Transfer to UC grew from 2005 to 2010 then shrunk again, but rebounded last year. Growth from 16,690 in 2005 to 21,948 in 2015 was 31.5%
 - Community college student transfer to all four-year institutions has decreased from 40.3% to 38.2% over the above ten year period. Noting that UC and CSU transfer has grown, this means that transfer to instate privates and out of state universities has declined.
8. There has been a flurry of correspondence about the Statway two course algebra/statistics pathway ([link](#)), Math 70S/110S at Mt. SAC. Those two courses are designed to meet the lower division statistics requirement for baccalaureate degrees in non-STEM fields rather than the traditional Elementary Algebra, Intermediate Algebra, Statistics sequence (Math 51, 71 and 110 at Mt. SAC). Acceptance of 110S instead of 110 has been uneven for some time.
- Mt. SAC received a joint memo ([attached](#)) dated April 12 from the CSU and CCC Chancellor's Offices regarding CCC to CSU Statistics Pathways. While this memo affirms that the Statway 110S "will satisfy both the CSU quantitative reasoning requirement for transfer admission and the CSU GE Breadth Area B4 requirement," it does NOT meet the requirement for the 110 C-ID descriptor ([link](#)) which is needed to meet lower division requirements in university majors requiring statistics. Instead the memo says that the C-ID descriptor will only be given to statistics courses that "retain the original intermediate algebra prerequisite in addition to the new alternative: 'or any CSU-accepted statistics pathway curriculum prerequisite.'" For the full 110 C-ID descriptor, see ([link](#)). Confused? We were too.
 - Then the Academic Senate for California Community Colleges, ASCCC, issued a memo ([attached](#)) reporting that an "intermediate algebra competency" is to be required for transfer (Transfer Model Curricula) for nine majors. (See the ASCCC memo for the list.) A competency but not the intermediate algebra course? How does one get competent without the course? We're still confused.
 - A flurry of objections followed, one being an April 24th, a memo ([attached](#)) from 187 California community college mathematics faculty, chairs and deans from 53 colleges stating, "We support statistics pathways as a means for students to satisfy both lower division quantitative reasoning requirements and Statistics requirements or options for the Associate Degree for Transfer (ADT)." Obviously, this controversy is not over.

9. Abe provided an updated list ([attached](#)) of positions under active search.
10. Items for future agendas (items for the **next** Cabinet meeting are shown in **BOLD**:
No active project reports are planned for future Cabinet meetings at the moment.
11. Quarterly Reports to Cabinet
 - a. Emergency Response Plan Quarterly Report (Dave Wilson & Melonee Cruse, 7/11)
****Margolis Healy Executive Training****
 - b. Classroom Utilization Project (Joumana & Mika, 5/16)
 - c. Faculty Position Control Quarterly Report (Irene & Rosa, 5/16)
 - d. Timely Employee Evaluations & Quarterly Cabinet Review (All, 5/16)
 - e. Construction Project/Scheduled Maintenance Quarterly Report (Gary, 6/6)
 - f. IT Projects Quarterly Report (Dale, 6/13)
 - g. Grants Quarterly Update (Irene & Adrienne, 7/11)
 - h. Dual Enrollment Offerings at Local High Schools (Joumana & Francisco, 5/16)