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*

MT. SAC
Mt. San Antonio College

March 4, 2014

Note: Cabinet will not be held on March 11th when Dr. Scroggins will be leading an accreditation visiting team to Mendocino College.

1. Cabinet discussed the Governor's proposal for the 2014-15 community college budget to appropriate $100 M to augment the Student Success and Support Program and an additional $100 M to promote Student Equity (right). Cabinet agreed that strategic use of these funds is essential—and challenging, given that Mt. SAC would receive between $4 million and $5 million depending on the details of the funding allocation formulas.

> "Investing in Student Success — The Budget provides $200 million Proposition 98 General Fund to improve and expand student success programs and to strengthen efforts to assist underrepresented students. This includes $100 million to increase orientation, assessment, placement, counseling, and other education planning services for all matriculated students. *It also targets $100 million to close achievement gaps in access and achievement in underrepresented student groups, as identified in local Student Equity Plans.* This funding will allow colleges to better coordinate delivery of existing categorical programs."
> --Governor's Budget Summary 2014-15, 1/14

2. The Student Success and Support Program (SSSP, formerly Matriculation) is based on SB 1456 which amended several Education Code sections. Implementation was left to the Board of Governors through Title 5 Regulations. Review of the regulations (right) give a template that college must follow to provide services (and earn SSSP dollars). The implementation timeline and funding formula are summarized below. (Click on the figure for a full image.)

> §55510. SSSP Plans
> §55518. Funding
> §55520. Required Services
> §55521. Orientation
> §55522. Assessment
> §55523. Counseling, Advising, Ed Plans
> §55524. Student Education Plan
> §55526. Accommodations
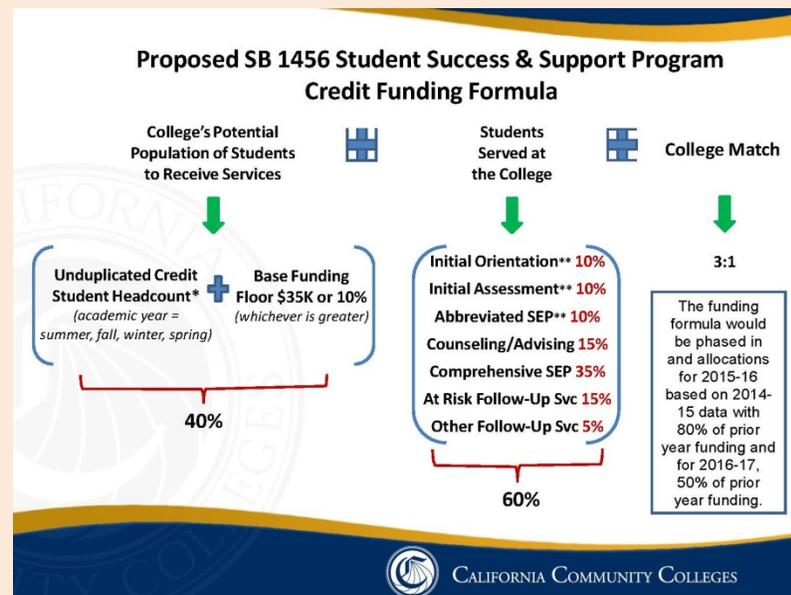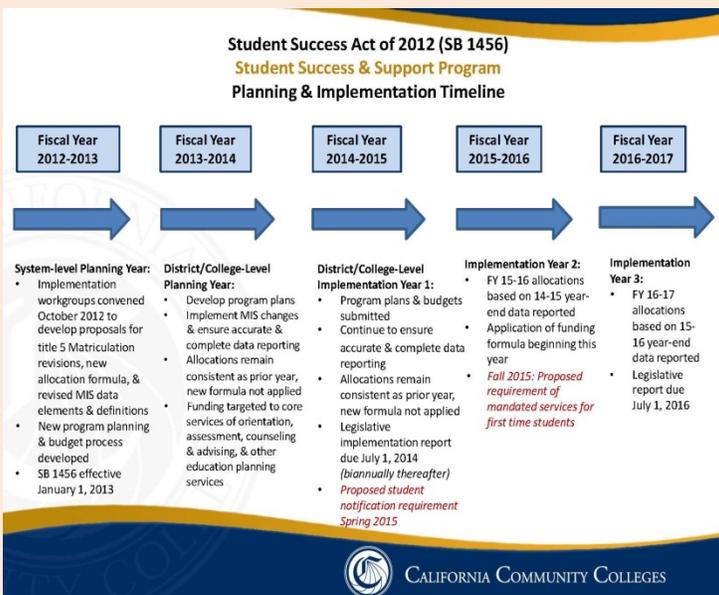
SSSP funding to Mt. SAC this year, 2013-14, increased substantially to $1,255,554 (attached) due to additional SSSP state funding of $50 million. Cabinet approved a proposal by Audrey for use of these funds (attached) and proceeded to discuss priorities for 2014-15 additional funds.

As shown in the chart, these future SSSP funds will be earned by two performance factors: 40% by student headcount/base funding and 60% by a point system based on counts of students served in 7 areas. The SSSP funding formula will be phased in. In 2015-16, 20% will be by the new system combined with 80% of prior year funding. So the counts of students and students served this coming year, 2014-15, will partially determine our SSSP funding for 2015-16. The counts will determine 50% of SSSP funding for 2016-17, and 100% thereafter. ***So counting students in the 7 service areas will be important starting THIS July 1.***

3. Governor Brown's proposed 2014-15 budget has ANOTHER $100 million for student success with the purpose (quoted above), "to close achievement gaps in access and achievement in underrepresented student groups, as identified in local Student Equity Plans." This ***"Student Equity Fund"*** must, of course, get through the Legislature. As reported by state Vice Chancellor Dan Troy (box right) in the 2/20 Consultation Council, there may be an issue with community colleges having Student Equity Plans that are strategically designed to close the equity performance gap

> Vice Chancellor Troy reported that the $100 million dollar Student Equity Plan funding currently in the budget is a great goal, but it will be a challenge to implement. Department of Finance's approach is that Districts know best how to meet the needs of the community, so some money should be allocated to make it a priority. While there was agreement that *"closing the achievement gaps"* has been a goal for a long time, colleges will need to provide the link between the plan and the money. The funding will be distributed based on FTES but with greater weight accorded to districts with higher proportions of impacted students.

and effectively utilize these funds. Cabinet felt that we ARE well positioned to use these equity funds, but that strategic planning will indeed be needed. We were encouraged by Vice Chancellor Troy's indication that the funds would be distributed "based on FTES but with greater weight accorded to districts with higher proportions of impacted students."

4. So Cabinet brainstormed to prepare for strategic use of the additional 2014-15 funding both for the augmentation to SSSP and for the new Student Equity Fund. Our approach was to identify areas of student need, as well as areas of student success and equity achievement that are working now and that could be expanded and improved, this being based on positive outcome data. We also considered initiatives which have been planned but not implemented, or not fully implemented. We really saw the use of these two funds as one intertwined initiative even though the college has two separate plans: the Student Success Plan (2012, attached) and the Student Equity Plan (2010, attached). The table to the right displays the results of our brainstorming. It should be emphasized that this is indeed just brain-storming, an activity to get ideas on the table in anticipation of a major state initiative. As we await final news of these additional dollars and clarification about spending guidelines, we will continue our integrated planning processes to assess the areas in which support is needed to increase student success at Mt. SAC.

Initiative/Teams	Projects	
Learning Support Terri Long Bailey Smith David Charbonneau Lisa Rodriguez Anabel Perez	Tutoring	
	Cohorts	
	Learning Communities	
	Supplemental Instruction	
	Late Night Study Areas	
Interventions Tom Mauch Jim Ocampo Wanda Fulbright Dennis Instructional Dean	Online Orientation	
	Probation Online Support	
	Assessment Preparation	
	Early Alert	
Student Support Pathways Tamieka Hunter Aida Cuenza-Uvas Diana Felix Carolyn Kuykendall Erica Ledezma Doug Hughey Chau Dao Debbie Cavion Instructional Dean	Aspire	Honors
	Arise	WIN
	ACES	Teacher Prep
	Foster Youth	Veterans
Professional Development James Czaja Instructional Dean	Faculty Coordinator	
	Presenter Bank	
	Success Summer Institute	
Textbook Availability Suzanne Luetjen Chau Dao Meghan Chen	Book Loan Expansion	
	Emergency Book Fund	
	Library Reserve	
	Online Resources	
Accelerated Learning Jim Jenkins Matt Judd Tom Mauch Terri Long Anabel Perez Patricia Maestro	Transfer Pathways	
	Statway	
	Bridge	
	Step to College	
Policy Changes Cabinet, Faculty Assn, Academic Senate	Faculty Advising	
	Adjunct Coordinators	
	Later Start Cluster Classes	

5. James shared further thinking on improving the Request to Fill process. Cabinet saw the attached flowchart as capturing the steps in the process. Cabinet will continue this discussion at the next meeting.

6. James discussed plans for implementation of the recently revised Title 5 regulations on Equal Employment Opportunity Hiring. Attached are 1) the EEO Title 5 Regs, 2) a memo from the State Chancellor's Office on implementing the Regs, and 3) a memo summarizing the revisions required in the Mt. SAC EEO Plan. At our next meeting, Cabinet will discuss strategies for revisions of job announcements, training for search committee members, and written guidance to assist all participants.

7. James distributed the most recent list of vacant positions authorized to fill or in active searches (attached) for review and update by Cabinet.

8. AP 6700-Campus Events and Use of Campus Facilities will be forwarded to President's Advisory Council with the added section on Hosted Events as discussed by Cabinet on January 14th. (See attached revised AP 6700.)

9. Cabinet authorized the development of a job description for Coordinator, International Student Program. Audrey and James will bring the job description to Cabinet when done.

10. Items for future agendas (items for the **next** Cabinet meeting are shown in **BOLD**:
    a. Degree Works Phase 2: Auto-Award, etc. (**Audrey, 3/18**)
    b. Emergency Response Plan Implementation (Mark DiMaggio & Karen Saldana, 3/25)
    c. International Student Initiative (Audrey & Irene, 3/25)
    d. Adult Ed Partnerships (Irene & Donna, 3/25)
    e. Executive Information System (Vic, Daniel & Irene, 4/1)
    f. New Reading Competency Assessment (Audrey, 3/25)
    g. Student Payment Plan Options (**Mike, Rosa, Vic, Chau, 3/18**)
    h. Shift Differential Process (**James & Mike, 3/18**)
    i. Changes in BP 5010-Admissions (**Audrey, 3/18**)
    j. Changes in AP 6340-Bids and Contracts (**Mike, 3/18**)
    k. New BP and AP on Social Media (CB Brown, 3/25)
    l. Improvements in Request to Fill Process and Form (James, 4/1)