



October 29, 2019

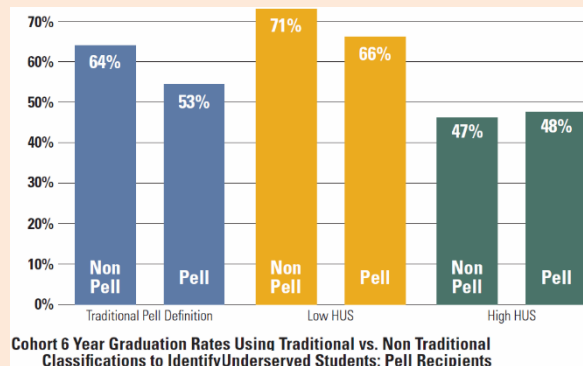
Tom Mauch sat in for Audrey and Doug Jensen sat in for Mike Gregoryk

1. Cabinet reviewed and commented on the following information items:

- a. Akademos ([link](#)) has published "2019 College Business Officers Survey on Books and Course Materials" ([attached](#)) exploring how digital content and sales influence the future strategy of bookstores. Findings:
  - 67% of respondents have observed a drop in annual bookstore revenues over the past three years.
  - 25% to 74% of students purchase textbooks and course materials outside of the bookstore.
  - Open Educational Resources (OER) and inclusive access ([link](#)) seem to be the future direction for most institutions.
  - The main obstacles to reducing costs are that faculty do not consider prices when making adoption decisions (33%).
  - The main strategy to combat rising costs is to shift to digital materials (34%) and OER materials (23%).
- b. Campaign for College Opportunity will recognize Mt. SAC as a "2019 Champion" for excellence in Implementing the Associate Degree for Transfer ([ceremony invitation attached](#)). Attending from Mt. SAC are Bill Scroggins, President/CEO; Richard Mahon, Vice President of Instruction; Lance Heard, Co-Vice President of the Academic Senate and Professor of Public Safety Programs; and Stacy Bacigalupi, Professor of Psychology.
- c. Mt. SAC was one of 43 ([list attached](#)) awarded Title V Hispanic Serving Institution grants this year—a total of \$123.4 M. Neighbors include Cal Poly, Pasadena City College, and Cypress College.
- d. Mandated Holidays for 2019-20 through 2022-23 are [attached](#).
- e. The Cal State System will be *Redefining Historically Underserved Students (HUS) in the CSU* ([attached](#)) by "moving beyond race and economic status to close equity gaps." Factors to be considered are 1) first generation status, 2) economic and financial challenges, 3) college readiness, and 4) coming from underserved communities.

"The study focuses on the development of a new construct that allows for a more accurate classification of true equity gaps. The emphasis is on the relationship between variables, rather than on individual characteristics. By using confirmatory factor analysis we can examine a set of intercorrelated variables and create a multivariate construct...."

Well, the research model sounds daunting, but the predictive value seems substantial ([see chart](#)).



2. Congresswoman Norma Torres is planning to introduce federal legislation on Basic Assistance for Students in College ([summary attached](#)). The announcement of this initiative will be held at Mt. SAC on Wednesday, November 6<sup>th</sup> at 9:00 AM ([details attached](#)).

3. A new report ([attached](#)) shows that state funding for public two- and four-year colleges in 2018 was more than \$6.6 billion below that in 2008. Colleges responded to cuts by increasing tuition, reducing faculty, and limiting course offerings. From 2008 to 2018:

- 41 states spent less per student.
- On average, states spent \$1,220, or 13 percent, less per student.
- Funding fell by more than 30% in Alabama, Arizona, Louisiana, Mississippi, Oklahoma, and Pennsylvania.

7 states increased funding from 2008 to 2018, including California at +2.8%

Funding has rebounded somewhat, but costs remain high. Recent data comparing 2017 to 2018:

- 27 states spent less per student. In 15 of these states, funding also fell the previous year.
- 23 states spent more per student.
- Overall, per-student funding essentially remained flat.

Families have had to absorb increases in total cost of attendance—with considerable disproportionate impact.

Average Net Price of Attendance at a Public Four-Year University as a Share of Median Household Income, 2017

State	Overall	White, Non-Hispanic	Black	Hispanic	Asian
California	16%	14%	24%	20%	13%

4. Cabinet continued discussion of data on tenure track full time hires for 2019-20 by candidate demographics. The [attached table](#) shows data by workflow—from application through hiring. Cabinet took note of the lack of hiring candidates who were black (none of 160 applicants) and Asian/Pacific Islander (none of 254 applicants). Abe will look into screening documents for more insight and return to Cabinet for further analysis and response.
5. Cabinet reviewed the prioritized list ([attached](#)) of disciplines for fulltime faculty hiring for Fall 2020. Approved were the first 8 positions on the list for immediate recruitment:
  - 1) Music (Band Director)
  - 2) English as a Second Language (noncredit)
  - 3) Radio and Television (Radio Broadcasting)
  - 4) Computer Science (Natural Sciences)
  - 5) Chemistry
  - 6) Librarian (Library Science)
  - 7) Counselor, Counseling (General Counselor)
  - 8) Education for Older Adults (Education for Adults with Disabilities)
6. Cabinet approved ([attached](#)) four new Requests to Fill positions to move into active hiring.
7. Items for future agendas (items for the next Cabinet meeting are shown in BOLD):
  - a. Follow up on demographics of faculty hiring (Abe, 11/19)
  - b. Follow-up on AP 3435 and 3540 (11/26)
    - 1) AP 3435 Discrimination and Harassment Investigations ([attached](#)). An updated draft will be brought to Cabinet by HR.
    - 2) AP 3540 Sexual Misconduct-Dating Violence-Domestic Violence-Stalking ([attached](#)). Update due to Cabinet by HR
  - c. Multiple Measures Placement Workgroup (Audrey, Joumana & Team, 11/26)
  - d. Management Workgroup for SEAP funds (Audrey, Madelyn et al, 11/26)
  - e. Student Centered Funding Formula—Continued Follow Up
    - A. Student Support Cohort System Workgroup (Dale, Antonio, Barbara, 11/26)
    - B. Noncredit Support of SCFF & Multiple Measures (Madelyn, 1/14)
    - C. Implementing SCFF Research Agenda and Data Reporting/Analytics (Barbara, 12/17)
    - D. CalPASS-PLUS follow up for K-12 full participation (Barbara, Bill, 12/17)
    - E. Auto Award/Near Completion (Audrey, George, Francisco, Dale, 11/12)
    - F. EAB Navigate Schedule Building & Data Analytics (Student Support Workgroup--Dale, 11/19)
8. Quarterly Reports to Cabinet
  - a. Emergency Response Plan Quarterly Report (Duetta, 1/14)
  - b. Room Utilization/Capacity-Load Ratio Project (Gary, Mika, Joumana, Kevin Owen, 1/14)
  - c. Faculty Position Control Quarterly Report (Joumana & Rosa, 1/14)
  - d. Construction Project/Scheduled Maintenance Quarterly Report (Gary, 11/12)
  - e. IT Projects Quarterly Report (Dale, 12/17)
  - f. Grants Quarterly Update (Adrienne, 12/17)
  - g. Dual Enrollment at Local High Schools Quarterly Report (Joumana, Joel & Francisco, 12/10)
  - h. International Student Quarterly Update (Audrey & Darren, 1/21)
  - i. Academic Support Coordination Project Quarterly Report (Madelyn, Meghan, 12/3)