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# FIRST MONDAY

CALIFORNIA COMMUNITY COLLEGES CHANCELLOR BRICE W. HARRIS

## Memorandum

**DATE:** March 7, 2016  
**TO:** California Community College CEOs  
**FROM:** Brice W. Harris, State Chancellor  
**SUBJECT:** First Monday – March 2016

Colleagues,

The following are items of interest and importance for our system, and are provided for your information. If you have comments or concerns on any of these items, feel free to email me at [bharris@cccco.edu](mailto:bharris@cccco.edu), or telephone me at (916) 322-4005.

1. **New Skills Builder Metric:** Today we rolled out a new metric for our Student Success Scorecard called Skill Builder. This is a fabulous tool, which will be included in the March 30 refresh of data in the Scorecard, for the first time measures the success of who were previously identified non-completers in Career Technical Education courses. These students completed one or two CTE courses and experienced a corresponding improvement in their compensation. On average the more than 86,000 identified in the 2013-2014 report year earned a nearly 14 percent pay raise (a median gain of \$4,300) and contributed nearly \$500 million to the California economy. We have all said for years that traditional accountability systems that measure only degrees, certificates and transfer were missing thousands of our success stories and this new Skills Builder metric proves that to be true. These skills builder students tend to be older and have work experience. They come to colleges to keep job skills fresh. Our researchers will continue to work to identify other successful students that don't fit the traditional mold, but this is certainly an excellent start at documenting the great work being done by your faculty and staff. I have attached the press release on this wonderful tool for your information.
2. **New BOG Member:** For the first time in many years all seventeen seats on the Board of Governors became filled this week when Governor Brown appointed Pamela Haynes of Sacramento to the last remaining vacancy. Ms. Haynes is a long-serving local trustee serving on the Board of the Los Rios Community College District. I had the pleasure of working for Pamela for most of my tenure in the same district and know her to be an extremely passionate board member who always puts our students first. In addition to her service with Los Rios, she also serves on the Trustee Board for the Community College League. Before retiring from state service in 2012, Pamela served for eight years as a senior consultant for the California State Assembly. A Santa Monica City College transfer student, she has a bachelor's degree from UCLA and a master's degree in Public Administration from Harvard University.
3. **BOG Fee Waiver Academic Eligibility Requirements:** To implement the Student Success Act of 2012, the Board of Governors approved regulations in January 2014, establishing academic eligibility



requirements for the BOG Fee Waiver program. The regulations required that institutions begin notifying students at risk of losing the fee waiver after spring 2015 and require that the first loss of the fee waiver occur for fall 2016, with notice provided to affected students within 30 days of the end of spring 2016. Following the adoption of these regulations, our office has provided guidance and conducted trainings for college personnel, including Financial Aid Officers. Institutions should ensure that they have spring grades posted and academic and progress status calculated in time to meet this requirement. Institutions should also ensure that they have adequate appeals processes in place to assist deserving students in retaining the fee waiver. We would also encourage you to assist at risk students during the rest of the current term with services and support to help them improve their academic standing. If you have any questions about the changes to the fee waiver program they can be directed to Dean Rhonda Mohr at [rmohr@cccco.edu](mailto:rmohr@cccco.edu).

4. **Financial Literacy:** Nearly two years ago staff at the Chancellor's Office implemented a Financial Literacy Initiative. This initiative has generated a great deal of attention across the country including a partnership with the Federal Reserve Banks of Boston and San Francisco. Enclosed is information on a forum being held for all of you on June 2, 2016 titled "Reimagining Student Success: The Role of Financial Well-Being in California's Community Colleges." The forum will focus on the financial challenges faced by our students in both the near and long term. I encourage you to review the announcement and be sure your college is represented.
5. **California Earned Income Tax Credit:** This tax season the California Community Colleges Chancellor's Office is partnering with the backers of the California Earned Income Tax Credit (CalEITC), which is a cash back tax credit that puts money back into the pockets of California's working families and individuals, and is available for the first-time this tax season. Students may be eligible for the CalEITC if they earned income within certain limits (\$6,850 with no dependents, \$13,870 with two or more). The CalEITC could boost income for an estimated 600,000 eligible families. Public information officers in your colleges have been provided a media tool kit that includes social media posts, banner ads, videos and more and we hope you will consider getting the word out to students. For more information on the state earned income tax credit, visit <http://caleitc4me.org/>
6. **Legal Opinion on Tracking Crimes:** As many of you know, Education Code, Section 67380 imposes obligations on California community colleges to track and compile reports on certain crimes and noncriminal acts of hate violence, as well the preparation of a campus safety plan in the event of an emergency. However, Section 67380 (f), indicates that this section is only applicable to community colleges if the Legislature makes funds available. Currently, the Legislature has not made funding available to community colleges for purposes of Section 67380 and so, I have attached the legal opinion from General Counsel Nguyen on the subject. If any of you have questions on this issue feel free to call Thuy directly at (916) 445-6272.
7. **Phi Theta Kappa and Transfer:** I have enclosed an interesting article on the role of Phi Theta Kappa (PTK) in the successful transfer of our students. The piece makes two points I think are important for your review. The first is that our colleges are using multiple ways of working to improve transfer, and the second is that one of the successful methods is to expand PTK in our colleges. I have been a long-time advocate for Phi Theta Kappa as a means of helping all students on our campuses. Even students who may not be eligible for PTK membership often find themselves impacted by members through our tutoring centers and encounters in a variety of campus activities. These students often become supporters and role models for other students. If you do not have a PTK chapter on your campus, I strongly encourage you to start one, and for those of you who already have a chapter, I encourage you to continue to support this important initiative for all our students.



# CALIFORNIA COMMUNITY COLLEGES

## CHANCELLOR'S OFFICE

### PRESS RELEASE

March 3, 2016

Contact: Paige Marlatt Dorr

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Office E-mail: [pdorr@cccco.edu](mailto:pdorr@cccco.edu)

### **New California Community Colleges Accountability Metric Reveals Nearly \$500 Million in Wage Gains by Students Who are “Skills Builders”**

*SACRAMENTO, Calif.* – Students who take career technical education courses to maintain or add to their job skills experience median wage increases of 13.6 percent, or \$4,300, according to a new student performance measurement developed by the California Community Colleges Chancellor’s Office.

Statewide, total wage gains for these students measured in 2013-14 were \$498 million, which benefited not only the students and their families but the California economy. Previously, these students had not been counted in state and federal accountability systems because they did not earn a certificate, degree or transfer to a four-year institution.

“These students come to us seeking to keep their skills current or move ahead in their careers and after finishing a few courses reap significant rewards,” said California Community Colleges Chancellor Brice W. Harris. “We finally have a way to measure these successes and demonstrate the tremendous return on investment that these courses provide. A wage gain of \$4,300 for courses that cost \$46 a unit is a phenomenal value for students and the state.”

“California’s work on skills builders leads the nation in innovation and cutting-edge thinking,” said Jeff Strohl, director of research at the Georgetown University Center on Education and the Workforce. “State after state has been focusing on understanding sub-baccalaureate education, but very few, if any, have jumped into evaluating the population of non-completers in this way. The work on skills builders — the identification of how course clusters bring significant value to individuals and the state — is forcing a pause and reset in how we think about college dropouts by revealing that many students have figured out how to effectively engage the postsecondary system at low cost with high returns.”

A new cohort definition for these students, dubbed “skills builders,” will be added next month to the California Community Colleges’ [Student Success Scorecard](#), which provides the public with easy to read performance outcomes for all 113 community colleges. The general definition of a skills builder is a student who wants to improve their professional skills for ongoing employment. Most skills builders tend to be older and take only one or two career technical education courses.

“This new metric reveals a more comprehensive view of how community colleges are enhancing workers’ skills in discreet and tactical ways that pay significant dividends for students and businesses,” said David Rattray,



executive vice president for education and workforce development for the Los Angeles Area Chamber of Commerce. "We now have another window into the economic benefits that community colleges provide our state."

Many students saw significant earnings gains after taking only a couple of courses. Skills builders are commonly found in fields such as administration of justice (7.7 percent median wage gain); child development education (15.7 percent gain); accounting (20.8 percent increase); fire technology (12.5 percent gain); business and commerce (25.4 percent wage gain); information technology (18.4 percent gain).

The addition of the skills builder metric to the Student Success Scorecard advances a goal of the Board of Governors' Task Force on Workforce, Job Creation and a Strong Economy, which calls for measuring student progress against common metrics among and improving the quality and accessibility of student outcome and labor market data.

For a complete breakdown of the skills builder median salary changes by colleges and job fields, please visit: [http://californiacommunitycolleges.cccco.edu/Portals/0/DocDownloads/skillsbuilder\\_top\\_feb16.xls](http://californiacommunitycolleges.cccco.edu/Portals/0/DocDownloads/skillsbuilder_top_feb16.xls)

*The California Community Colleges is the largest system of higher education in the nation composed of 72 districts and 113 colleges serving 2.1 million students per year. Community colleges supply workforce training, basic skills education and prepare students for transfer to four-year institutions. The Chancellor's Office provides leadership, advocacy and support under the direction of the Board of Governors of the California Community Colleges. For more information about the community colleges, please visit <http://californiacommunitycolleges.cccco.edu/>.*

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# Save the Date: June 2, 2016

**“Reimagining Student Success: The Role of Financial Well-Being in California's Community Colleges”**

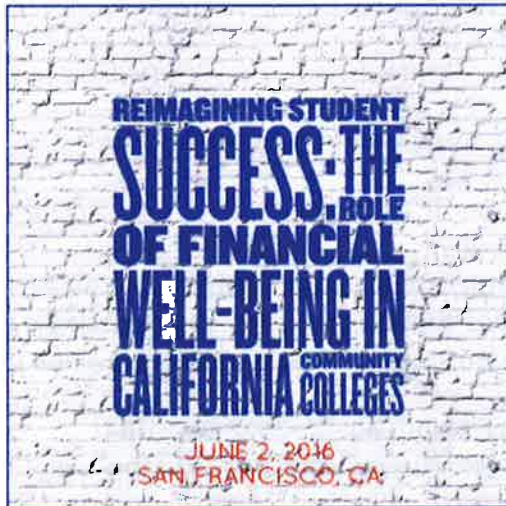
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**Forum for California Community College Presidents  
Hosted by: The San Francisco Federal Reserve Bank**

**To:** *Chief Executive Officers*

**From:** *Brice Harris, Chancellor, California Community Colleges Chancellor's Office*

**Subject:** Forum for California Community College Presidents Hosted by San Francisco Federal Reserve Bank



Nearly two years ago staff at the Chancellor's Office implemented a Financial Literacy Initiative. This initiative has garnered national attention and there is much interest in seeing the results of these efforts within our system. The Federal Reserve Banks of Boston and San Francisco serve on our advisory council and are providing input on the shape and implementation of the initiative.

The Federal Reserve Bank of San Francisco will be hosting a forum designed for California community college CEOs on June 2, 2016. The forum is entitled, "Reimagining Student Success: The Role of Financial Well-Being in California's Community Colleges". This

forum will share the benefits of having a financially capable student body at community colleges in both the near-term and long-term. The event will include the following:

- Representatives from the Federal Reserve Bank of San Francisco and the Federal Reserve Bank of Boston will discuss the benefits of helping students achieve financial stability and how this strategy may increase the likelihood for success, which is pivotal to enhancing students' employability and connection to good-paying jobs.
- California Community College Chancellor's Office will present details of a system-wide financial literacy initiative designed to provide California community college leadership with the resources necessary to help colleges achieve increased retention and program completion, smoothing the transition to work, and an increased likelihood of long-term employment success.

Seating will be limited to the first 120 registrants. The workshop will kick-off at 10:00AM PT and conclude at 2:00PM PT. Lunch will be provided. Please use the following link to register for this forum:

<https://www.eventbrite.com/e/reimagining-student-success-the-role-of-financial-well-being-in-californias-community-colleges-registration-22426623635>

At this seminar, you will:

- Learn about new insights on how increased financial stability contributes to student success, program completion, employability, and connection to good-paying jobs, including an overview of the Federal Reserve Bank of Boston's "Resource Handbook on Building Financial Capabilities of Community College Students."
- Hear from your college president peers about exciting efforts to build student financial well-being, in California and across the country.
- Get practical ideas for improving student success from a system-wide financial capability initiative designed by the California Community College Chancellor's Office.

If you have any questions, please contact Laura Choi of the Federal Reserve Bank of San Francisco at 415-974-3394 or [laura.choi@sf.frb.org](mailto:laura.choi@sf.frb.org) and/or Ruby Nieto of the California Community Colleges Chancellor's Office at 916-322-4300 or [rnieto@cccco.edu](mailto:rnieto@cccco.edu).



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**From:** Chief Business Officers [CBO-ALL@LISTSERV.CCCCO.EDU] on behalf of Nguyen, Thuy [tnguyen@CCCCO.EDU]

**Sent:** Friday, February 5, 2016 3:35 PM

**To:** cbo-all

**Subject:** Legal Opinion 16-01: Campus Safety Plan

Greetings CEOs, CBOs, CHROs who oversee campus security, and GC-10 (General Counsel):

Education Code, Section 67380 imposes obligations on California community colleges to track and compile reports on certain crimes and noncriminal acts of hate violence, as well the preparation of a campus safety plan in the event of an emergency. However, Section 67380 (f), indicates that this section is only applicable to community colleges if the Legislature makes funds available. Currently, the Legislature has not made funding available to community colleges for purposes of Section 67380.

Here is a link to our full legal opinion:

<http://extranet.cccco.edu/Portals/1/Legal/Ops/Legal%20Opinion%2016-01-%20Campus%20Safety%20Ed%20Code%2067380.pdf>

Warmly,  
Thuy

*Thuy Thi Nguyen*

**Interim General Counsel | Legal Affairs Division**  
**California Community Colleges Chancellor's Office**

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916.445-6272 | [tnguyen@cccco.edu](mailto:tnguyen@cccco.edu)

# EDVANCE

FOUNDATION

2-28-16

Dear Friends and Colleagues of Higher Education,

Our column/blog this week is titled: ["Building the Higher Education Transfer Pipeline."](#)

In this week's essay, we examine a story by Paul Fain recently in *Inside Higher Education*. Mr. Fain looked at transfer success rates for students who participated in the Phi Theta Kappa Honors Society and the Dell Scholars program to determine some of the factors contributing to higher graduation and transfer rates for participants in these programs.

Both studies begin with the assumption that American higher education has done an abysmal job of providing a transfer pathway. Mr. Fain notes that critics of the programs argue that they succeed because these programs attract the best and brightest community college students. Our conclusion is, however, that there is a more pressing need to expand Phi Theta Kappa offerings on college campuses where up to 1.2 million students are eligible but now only 130,000 join the Society.

We argue further that for too long American higher education has concentrated on bureaucratic answers to very human questions about what's best for students. There is likely no one best approach to improving transfer rates. But there are markers through which assess metrics can be developed and against which policy changes can occur. And these policies will benefit enormously from the work of programs like Phi Theta Kappa and the Dell Scholars program.

Thanks for your continued readership.



Brian C. Mitchell

CEO & Director

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