

SAN DIEGO MESA COLLEGE

President's Cabinet

May 18, 2021 | 2:15 p.m. | Zoom

1) CALL TO ORDER: Pamela T. Luster, President

2) PRESIDENT'S REPORT

Campus and District Updates: President Pam Luster shared that an additional President's Cabinet meeting has been added to this semester to include review of the BARC document second reading, an update from the Faculty Hiring Priority Committee and a discussion on the 13 Point Strategic Action Plan for Racial and Social Justice. Dr. Luster stated that President's Cabinet is the governance committee to whom most of the governance committees report to; we have very dense agendas towards the end of the year because everyone is completing work that they have been doing this academic year and want to be sure it is included in our process.

Dr. Luster provided an update on the hiring freeze; as noted from Chancellor Carroll's email a few weeks ago we have come a bit out of the hiring freeze. For those positions that have been frozen that are vacant, but still funded, they will stay frozen. Any positions that became vacant as of mid-April through retirements, separations, etc., the college will retain and will prioritize to fill those general fund positions. There are some open opportunities to hire faculty, however, the Faculty Hiring Prioritization list from 2018-2019 does not reflect any retirements or changes in enrollments and the data that it used to make those decisions may have changed. For any position that remains open, we are going to bring those back in the fall semester and have the Faculty Hiring Committee review the renewed data that was provided to them from the Institutional Research Office and they will have an opportunity to move forward. There are positions that President Luster has authorized to go forward because they have an imminent need. Medical Assisting has a vacant position with the retirement of Danielle Lauria and there are Allied Health programs that rely on a certain number of faculty members to be able to keep external accreditations for those programs. We will be moving forward with Medical Assisting and also Physical Therapy Assisting (Christine Balderas' position who is retiring this year). We are currently waiting on the Vet Tech Program for the requirement to have a full-time Veterinarian Technician be a faculty member through our accreditation with the American Veterinary Medical Association (AVMA). We have asked the AVMA if they would give us some time to fill that position because of the pandemic and also since we were recently accredited; we have not yet received a reply. The other position we are moving forward with is a counseling position; Leroy Johnson is retiring and that is an identified counseling of 11 months and it will be retained within Student Services. We have

Pamela T. Luster

had a couple of staff leave counseling and were not able to replace those positions; we will rely on Students Services to come forward with a recommendation as to where that position should be placed. Dr. Luster stated she is also moving forward with Japanese language faculty; an incredible Japanese instructor has left that position and there is incredible for Japanese with wait lists and it is very difficult to find qualified adjuncts in that area. This is a key piece of our language program and we will be moving forward to hire that position. We started with about six open positions and that leaves us with three open faculty positions depending on what we hear from AVMA. Also, if any other retirements come forward, we are able to retain those positions. Dr. Luster looks forward to hearing from the FHP Committee next week about the research they will be doing; there are many needs across the campus.

3) STANDING REPORTS - GOVERNANCE

a) Associated Students President, Taylor Carpenter, gave the following updates:
 a) The new AS President is Natalia Trinh. President Luster added that Natalia has been an incredible student representative on the Mesa2030 group.
 b) AS has partnered with the Classified Senate to do the Green Revolving Fund and hopes the work will continue after Senators Erik Hagstrom, Piper Ceriani, and Joelle Schumaker move on from Mesa College.
 c) Taylor stated she has enjoyed her time as AS President and thanked all for their support. Dr. Luster stated the official last meeting of President's Cabinet is next week and that there is a gift for members of President's Cabinet as they finish their term of service and congratulated Taylor and all of the AS Senators on their next steps.

Taylor Carpenter, President

b) Classified Senate (CS) Vice President, Charlie Lieu, gave the following updates:
 a) Charlie thanked Leticia Diaz, Director of EOPS, for attending their CS meeting last week and sharing information on the Dreamer students and the wealth of students that they service. CS will support these EOPS programs.
 b) Charlie thanked Associate Dean Bridget Herrin and VPA Lorenze Legaspi for attending the CS meeting last week to share the second read of the Mesa2030 and the Roadmap. The CS voted to support these plans and appreciate their leadership and the work of their team for creating these outstanding documents.
 c) CS voted to support the CDAIE's 13 Point Strategic Action Plan for Racial and Social Justice; a special thank you to Judy Sundayo and the CDAIE for creating this plan.
 d) CS completed their elections and the board for the next year will be Eva Parrill, President, and Mona King, Vice President.
 d) CS awarded four scholarships this past year, two

Charlie Lieu, President

part-time NANCE: Denise Arco - Foster Youth Program, Lauren Dorst - Communications Office. Two full-time employees: Matthew Krause – Bookstore, Sahar King - Office of IE.

e) Charlie thanked President Luster for the Sweets from the Presidents event and the cookies that she sent for Classified Appreciation Week.

f) CS will host the Classified Service Awards tomorrow where they will be honoring 50 classified professionals, from 5 years to 35 years of service.

c) Academic Senate President (AS) Manuel Vélez, gave the following updates:

a) AS held a meeting and discussed four resolutions and all were passed:

1) Resolution condemning anti-Asian American Pacific Islander racism and affirming faculty defense of Mesa College's AAPI community. This resolution was brought forth from the Black Lives Matter Taskforce in reaction initially to what happened in Georgia with violence against the Asian American community, but the resolution is meant to convey the violence the AAPI community has faced historically and continue to face. Manual screen-shared and read the resolution.

Action Item: A motion was made for President's Cabinet to endorse the resolution by Charlie Lieu; Second: Andy MacNeill. There were no further discussions; the motion was approved unanimously. Dr. Luster stated that resolutions are voted on in President's Cabinet to endorse an agreement with the resolution and will be reflected in the meeting notes.

2) AS passed a resolution to ask the Academic Senate to support adding Latin American Studies to the minimum qualifications list for California Community Colleges. This is the beginning of the process and eventually will hopefully make its way statewide in the fall to add to their minimum qualifications list. 3) Two resolutions were passed in regards to Ethnic Studies; they came from the Ethnic Studies Taskforce. The first resolution was to urge the District to begin the process of creating our own Ethnic Studies requirements in alignment with the Cal State University requirements. The second resolution was to urge the District to prioritize funds for the hiring of Ethnic Studies faculty across the discipline. This resolution urges us to work with the other senates across the district. Manuel shared that the Ethnic Studies requirements are coming in from Cal State Universities in the fall of 2022 and there is an expectation that there is going to be an increase in demand for Ethnic Studies courses.

b) AS will review the final report from the Ethnic Studies Taskforce submitted for acceptance from the AS and they will meet again next Monday for that report.

Manuel J. Vélez, President

4) INSTITUTIONAL COMMITTEE REPORTS*

a) Campus Employee Learning Committee

Campus Employee Learning Committee: Dean Andy MacNeill, Janue Johnson, Katie Palacios, Eva Parrill, and Todd Williamson presented updates on CEL which included Goals for 21-22, highlights, Conference and Travel Committee, Classified Equity Taskforce, ClassiCon event, flex activities, professional learning and equity, HSI Professional Learning Pilot Programs, Equity Institute Framework, and Cornerstone Professional Learning.

J. Johnson, A. MacNeill, E. Parrill, T. Williamson, K. Palacios

Faculty Inquiry Group (FIG):

<https://sites.google.com/view/design2align/share-outs?authuser=0>

bit.ly/sdmesabuddies

bit.ly/mesacollege Teachingtree

Presentation: <http://www.sdmesa.edu/about-mesa/office-of-the-president/presentation-documents/CEL%20%205-18-21.pdf>

b) Strong Workforce / CTE: Monica Romero, Tasha Frankie and Karla Trutna presented updates on Strong Workforce and Career Technical Education including outcomes, budget, supporting programs and service areas, the Strong Workforce Committee, budget allocation, professional learning and classroom support, marketing & outreach, employer engagement & internships, regional strong workforce, regional faculty professional learning, work-based learning highlights and strong workforce enrollment/progress, credentials/transfer, employment and earnings.

M. Romero, T. Frankie, K. Trutna

Presentation: http://www.sdmesa.edu/about-mesa/office-of-the-president/presentation-documents/StrongWorkforce_CTE_5-18-21.pdf

c) Classified Hiring Priority: Ellen Engels, Chair of CHP, presented an update on the Classified Hiring Priority Committee including the purpose and current work, committee roster, updated rubric and request questions for the 2021-22 Program Review cycle.

E. Engels

Presentation: http://www.sdmesa.edu/about-mesa/office-of-the-president/presentation-documents/CHP_Classified_Hiring_Priority_5-18-21.pdf

5) SPECIAL REPORTS

Mesa2030: Draft for the long-range, 10-year educational facilities master plan and Roadmap to Mesa2030 Strategic Plan – second readings.

L. Legaspi, B. Herrin

Presentations: <https://www.sdmesa.edu/about-mesa/institutional-effectiveness/educational-master-plan/mesa-2030-master-planning-committee.shtml>

Mesa2030 and Roadmap to Mesa2030 Strategic Plan: Dr. Luster shared congratulations to the group that presented to the Board of Trustees last week; it was a phenomenal job and the Board approved and endorsed the Mesa2030 Comprehensive Plan. Thank you to Lorenze and Bridget for their leadership. Acting Dean of Institution Effectiveness, Bridget Herrin, and VPA Lorenze Legaspi presented the changes to the first review of the Mesa2030 Comprehensive plan and the Roadmap to Mesa2030 Strategic plan. The documents were shared at President's Cabinet, Academic Senate, Classified Senate, Associated Students for the first read and back again for a second read. They provided an online feedback form and also additional collaborating with Associated Students. The plan is inclusive and

generative document that reflects the values and vision of the campus for the next 10 years. VPA Legaspi stated thank you to the entire taskforce and the college for their input with data and hundreds of interviews – all of this came together for a plan. The Mesa2030 plan will be integrated into the Roadmap and the annual Program Review cycle.

Action Item: A motion was made for President’s Cabinet to accept and recommend the Mesa2030 Comprehensive Master Plan and the Mesa College Strategic Plan: Roadmap to Mesa2030 by Manuel Vélez, Second: Larry Maxey. There were no further discussions and was approved unanimously.

6) OPERATIONS

a) Student Services Updates: VPSS Ashanti Hands shared the following updates:

- 1) There are a lot of end-of-year activities; yesterday Raza Grad drive-through celebration, EOPS honored their students, this week is the Veterans’ Recognition Ceremony, and Raza virtual graduation is upcoming.
- 2) Dr. Hands thanked Jacqueline Collins and facilities for all of the work and the attention to detail that it takes to make these events seamless.
- 3) Thank you to the coordinators and supporters of the Kapwa Scholars Virtual Summit.
- 4) The Mobile Market is upcoming; please volunteer and refer your students.
- 5) A reminder that drop for non-payment has resumed for this summer; the first drop will be this Sunday, May 23. District sent an email and some general emails have been sent to 2600 students districtwide. Mesa Communications is working on a social media campaign and VPI O’Connor will send a message to the campus so that all can encourage students to make sure they pay for their fees. There are payment plans and programs like EOPS, DSPS are reaching out to their students.
- 6) They are working closely with Lorenze, Jacqueline and Matt on their Student Services return to in-person activity plan. A Q&A will be held on May 27 and in the month of June they will work on detail planning for their building for 25-30% students that will be back on campus.

b) Administrative Services Updates
 Administrative Services: VPA Lorenze Legaspi shared the following updates:

- 1) Mesa2030 has been approved by President’s Cabinet and the Board of Trustees.
- 2) Reopening: the District is leaning toward mandating vaccinations. We should hear more from the District on

A. Hands
 Link to Upcoming Ceremonies:
<http://www.sdmesa.edu/student-services/commencement/community-celebrations.shtml>

L. Legaspi

that decision.

3) The Mesa Reopening group has met the last couple of weeks to make sure to get information and will continue to meet over the summer as new regulations come out from the Governor's June 15 date, information from Cal OSHA, and the Department of Public Health.

4) They have received questions from faculty on campus and using their offices; currently the campus is still closed except for those doing essential work (teaching on campus). There could be more availability in the fall for people to come on to campus to use their offices and other areas; there will be more information on this.

5) Mesa is on talks with the county and federal government to become a vaccination popup site with the county for a one-day, 300 vaccines. The federal government vaccine would be up to three days of 200 vaccinations per day. We would also get some accurate information and tool kits to share with the students on the importance of vaccines.

6) The Governor's May Revision Budget came out last week and the Chancellor followed with a great message that communicated the complex budget very clearly. We appear to be okay for this year because we do have significant amounts of HEERF funds and also two, one-time revenues.

c) Instructional Updates: VPI Isabel O'Connor stated today is a big day for Pathways. She thanked Ian Duckles and Cynthia Rico for shepherding the process to develop the meta-majors.

1) Ian Duckles presented a conceptual framework to President's Cabinet for adoption. Ian shared a link to Academic and Career Pathways and noted this is the name voted on by the campus community. The link shows the degrees and certificates sorted into the 8 academic and career pathways categories. The next steps of the summer are to develop brief descriptions and vet them through the faculty and complete a final sorting of the degrees and certificates. They will also develop a process to allow for updating of the degrees and certificates.

Action Item: A motion was made to adopt the conceptual framework by Andy MacNeill; second: Howard Eskew. There were no further discussions and the vote to adopt was unanimous.

2) Toni Parsons shared updates on the Mesa Pathways year in review and the adoption of the opportunity statement. The review included their pandemic retreat where they developed ideas and projects for Pathways to move forward including the Academic and Career Pathways and student success teams and technology were the main focus for the year. A new workgroup was developed for continuing education that started in the fall and they presented at a campus community forum on

I. O'Connor

Ian Duckles

Mesa Academic and Career Pathways Link:

http://www.sdmesa.edu/about-mesa/office-of-the-president/presentation-documents/Mesa_Academic_Career_Pathways%20.pdf

Presentation: http://www.sdmesa.edu/about-mesa/office-of-the-president/presentation-documents/Mesa_Academic_Career_Pathways_Presentation_5-18-21.pdf

Tri-Chairs: Marisa Alioto, Howard Eskew, Toni Parsons

November 10 and they completed the self-assessment was completed in the fall. The Pathways Fellows have been very active across the campus and professional learning was held on career development in and out of the classroom. The spring semester included a sorting activity in January including the Academic and Career Pathways conversations. A career compass was created which is an online tool that the Onboarding and Career Exploration put together and it is ready to launch. They studies career communities and how they can work in tandem with student success teams. The Pathways Fellows completed a Black Student Experience study with a subgroup that does research and they are also hosting a student leadership summit on May 19, 2021. They have also created a social media presence for Pathways and involved in all the workgroup and committee work. Veronica Gerace held a student project based on Pathways and there will be a presentation on the winning project which is Pathways-focused. The Continuing Ed workgroup is working on a survey to get more information on what Continuing Education students are doing and what they do not know. This semester they awarded \$29,000 to 6 projects through Mesa Pathways grants; including peer mentoring, study of competency-based education and other projects. All of the project winners are on the Mesa Pathways website.

Previews for next year is Success Teams; and what they could look like in tandem with career communities. Over the summer they will have a workgroup from members of Pathways to create a timeline and start the ground work and in the fall have campus conversations. Website redesign; now with the conceptual framework the next steps is how to get that visible to the students. They are working with the LOFT to create a simple language badge. They are looking forward as a Pathways Committee to connect with the work that comes out of SEAR as well as credit for prior learning.

7) ACTION ITEMS: 5-25-21 Pcab: Budget and Resource Allocation (BARC) Second reading; Mesa College 13 Point Strategic Action Plan for Racial and Social Justice Discussion

Announcements:

ClassiCon: <https://www.sdmesa.edu/about-mesa/professional-learning/classicon.shtml>

LOFT: A Year in Review - <https://www.youtube.com/watch?v=fJsLekUuu3g>

#MesaGivingDay donors <http://www.sdmesa.edu/about-mesa/mesa-foundation/mesa-giving-day.shtml>

Calendar:

May 19, 2021, 12:00 – 2:00 p.m., Classified Service Awards Celebration (Virtual)

May 25, 2021: 2:15 – 3:30 p.m., Special President’s Cabinet Meeting – 13 Point Strategic Action Plan for Racial and Social Justice Discussion (J. Sundayo)

May 28, 2021, 3:00 p.m., Commencement (Virtual)

June 1-3, 2021, Classicon (Virtual)

June 4, 2021 11:00 a.m. – 1:00 p.m., Drive-Through Graduation Celebration, Student Services parking lot

Summer Campus Community Forums: 6/15 (Theme: Borderless Scholars), 7/13

Spring 2021 Pcab Meetings: 2/2, 2/16, 3/2, 3/16, 4/6, 4/20, 5/4, 5/18, 5/25

***INSTITUTIONAL COMMITTEE REPORTS:**

2-16-21: Guided Pathways Essential Practices Scale of Adoption Self-Assessment Second Reading (H. Eskew);

Presentation: Mesa College 13 Point Strategic Action Plan for Racial and Social Justice (J. Sundayo)

4-6-21: Student Equity & Achievement (SEA – A. Crakes, L. Maxey, A. MacNeill); MIT (D. Fierro)

4-20-21: Facilities/Safety (L. Legaspi, M. Fay); BARC (L. Legaspi)

5-4-21: President's Cabinet Retreat

5-18-21: Campus Employee Learning Committee (J. Johnson, A. MacNeill, E. Parrill); Strong Workforce / CTE (M.

Romero); CHP (E. Engels)

5-25-21: Special Pcab meeting: BARC second reading; Faculty Hiring Priority (FHP); Discussion on Mesa College 13 Point Strategic Action Plan for Racial and Social Justice