

SAN DIEGO MESA COLLEGE
President's Cabinet

December 7, 2021 | 2:15 p.m. | Zoom

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

2) PRESIDENT'S REPORT

a) District and Campus Updates: President Pamela T. Luster shared that she attended the opening of the Dream Resource Center. Dr. Luster also stated that American Veterinary Medical Association (AVMA) is on campus today for their site visit and that she and VPI O'Connor will be attending the exit interview along with Dean Tina Recalde, Amanda Johnston and Program Director Jeaneal Davis where they will hear the outcomes of that accreditation process.

Pamela T. Luster

President Luster shared the following campus and district updates:

- 1) A Campus Community Forum next Tuesday, December 14, 2021, 2:15 – 3:30 p.m. which will include the presentation: DSPS and Addressing Ableism.
- 2) There are communications from the Human Resources department around protocols for returning in the spring and it is critical that all read those carefully especially the information on uploading your vaccine status.
- 3) This is a critical time for enrollment. Open enrollment started yesterday and Dr. Luster encouraged faculty members in the classroom and staff that regularly work with students to please offer a word of encouragement and a reminder that it is registration time.

3) STANDING REPORTS - GOVERNANCE

a) Associated Students (AS): Natalia Trinh, AS President, presented the following items on behalf of President Natalia Trinh:

- 1) AS will be discussing the photo ID cards and ways they can be improved or if they will keep them as they are now.
- 2) AS attending a conference On March 3 and 4, 2022.
- 3) AS will have a legislative retreat on first spring semester and voting for the men conference.
- 4) AS will be discussing providing transportation for students.

Natalia Trinh, AS President

b) Classified Senate (CS) President, Eva Parrill, reported the following items:

- 1) Eva thanked all who participated in the Classified Senate fundraiser. Over 60 appreciation memes were sent to staff on campus which helped raise money for the CS scholarships.
- 2) CS final meeting of the semester is later this week and Dr. Isabel O'Connor will attend.
- 3) CS held a second reading of the Guided Pathways Self-Assessment and voted to approve. They also introduced a resolution in support of Asian American Studies program; at their upcoming meeting they will

Eva Parrill, President

<p>hold a second reading on this resolution.</p> <p>4) CS will be continuing their partnership with neighbors at the San Diego Children's Center. They make a donation and volunteer at their holiday bazaar event. An announcement was sent this afternoon for anyone interested in volunteering for that event. Please RSVP.</p>	
<p>c) Academic Senate (AS): Academic Senate President, John Crocitti, reported the following items:</p> <p>1) AS approved the change to how faculty are selected for serving on committees. The Committee on committees created a rubric that will inject a little more fairness and rationality into how AS assigns faculty for committee service.</p> <p>2) AS passed a resolution at their last meeting on campus diversity, equity, and inclusion.</p> <p>3) AS reconsidered the state of emergency circumstances, otherwise known as a B 361, to keep them in compliance with the Brown Act for another 30 days.</p> <p>4) Toni Parsons presented on military credit for prior learning and the map program military articulation platform and the Senate agreed.</p>	<p>John Crocitti, President</p>
<p>4) INSTITUTIONAL COMMITTEE REPORTS*</p>	
<p>a) Accreditation Timeline: Dr. Bridget Herrin provided an update and link to the accreditation timeline. They will meet with the district later this week to review this timeline as well as review common milestones that all of the credit colleges want to achieve in sync with each other. The orientation meeting of the Accreditation Steering Committee was held and Bridget thanked the standards leads and all who attended to discuss collecting evidence for their standard. Dr. Herrin and Lisa Shapiro, Faculty Co-Chair for the Accreditation Steering Committee, will be meeting with the standards leads throughout the next two weeks. Dr. Herrin noted that the Committee wants wide inclusive involvement from the campus which has experts in every corner that can help the Committee identify the ways in which Mesa College is meeting the accreditation standards.</p> <p>b) Mesa Pathways – Guided Pathways Essential Practices: Scale of Adoption Self-Assessment: Marisa Alioto, Co-Chair of Mesa Pathways presented the Guided Pathways document for the final reading. All of the governance groups have approved this self-assessment and the next step is for President's Cabinet to endorse this document.</p> <div style="border: 1px solid black; padding: 5px; margin: 10px 0;"> <p>Action Item: A motion was made to endorse the Guided Pathways Essential Practices: Scale of Adoption Self-Assessment by Oscar V. Torres; Second: Natalia Trinh. The motion was approved unanimously.</p> </div> <p>Marisa Alioto recognized Howard Eskew who put a lot of time and effort into organizing this self-assessment.</p>	<p>B. Herrin https://docs.google.com/document/d/1V1v4taKW4RgC6A8PNzYEXhBm06E9oqoT/edit?usp=sharing&oid=104439725194125047066&rtpof=true&sd=true</p> <p>I. O'Connor, M. Alioto Mesa Pathways: Guided Pathways Essential Practices: Scale of Adoption Self-Assessment: https://www.sdmesa.edu/about-mesa/office-of-the-president/presentation-documents/Guided_Pathways_Self_Assessment_2021-2022_Pcab_12-7-21.pdf</p>

Marisa Alito shared that there has been fantastic work across the campus from workgroups and project teams and wanted to acknowledge the work and shared Fall 2021 highlights. Over \$39,000 was awarded to fund 8 projects from the Mesa Pathways Project funding.

Student Success Teams: Ian Duckles thanked Gina Abbate, Bridget Herrin and Anthony Reuss and the Mesa Pathways Fellows for their involvement. A total of seven road shows were held from September 13 to October 20. They also presented to the counseling department and administrative services. In total, they reached well over 100 administrators, faculty and classified professionals. The participants were presented with frameworks for organizing student success teams and they solicited feedback and there was a very strong preference for using academic and career pathways as the organizing framework.

Dr. Isabel O'Connor added that they are planning a spring retreat for Mesa Pathways; one of the biggest topics will be address the great points and analysis, including focusing on the items that were shown on the last slide of Ian Duckles presentation. Dr. O'Connor stated she appreciate the process that was followed to get input from the general campus and we received a good foundation on which to building. She thanked the entire leadership of the Student Success Teams and everyone who participated in Pathways; it was a very productive semester.

c) Committee for Diversity, Action, Inclusion & Equity (CDAIE): The CDAIE presentation included updates on the subcommittees and other campus committees that are housed under CDAIE. Dr. Judy Sundayo, Edeama Onwuchekwa, Kevin Branson, Blythe Barton and Dora Schoenbrun-Fernandez presented and Dr. Sundayo acknowledged Dr. Gloria Kim of the Women's Study Committee for her contributions and the Marketing subcommittee led by Dr. Waverly Way who were responsible for the wonderful giveaways to students. Dr. Sundayo shared that CDIAE and its organizational subcommittee information will be placed on the website to make sure it is updated for accreditation.

Mesa Pathways Fall 2021 Highlights:
<https://www.sdmesa.edu/about-mesa/office-of-the-president/presentation-documents/Mesa%20Pathways%20Fall%202021%20Highlights.pdf>

I. Duckles
Student Success Teams Presentation:
https://www.sdmesa.edu/about-mesa/office-of-the-president/presentation-documents/Student_Success_Teams_Workgroup_Report_PCAB_12-7.pdf

J. Sundayo
CDAIE Presentation:
https://www.sdmesa.edu/about-mesa/office-of-the-president/presentation-documents/CDAIE_Presentation_PCAB_Dec_2021.pdf

5) SPECIAL REPORTS

a) Faculty Hiring Priority (FHP) Prioritization List: Dr. Isabel O'Connor and John Crocitti, Faculty Hiring Prioritization Committee Co-Chairs, and FHP Committee members brought forward the Faculty Hiring Priority document. The Committee members Chris Sullivan, Leslie Shimazaki, Mark Manasse, Ailene Crakes, Ryan Shumaker, Thekima Mayasa, Tracy Penrod, Monica Romero, and Paloma Vargas, reviewed 33 requests received by the deadline of November 8, 2021. They

I. O'Connor, J. Crocitti
Prioritization List from Faculty Hiring Priority Committee:
https://www.sdmesa.edu/about-mesa/office-of-the-president/presentation-documents/FHP_List_Recommendation_to_Pcab_%202021.pdf

ranked the proposals and met to generate the ranked list.

At the beginning of their presentation, John Crocitti requested that the list be returned to the Committee based on a problem he had identified with the process. President Luster stated the FHP Committee created the process which was codified by the President's Cabinet, and asked what group was asking for this. He stated that he had heard from several faculty regarding the outcomes favoring non-classroom instructional positions. VPI O'Connor stated that FHP Committee is not rejecting the list and expressed support on moving forward to present at President's Cabinet as a recommendation to the president who will make the ultimate decision.

A motion was made by John Crocitti to return the Faculty Hiring Priority list to the FHP Committee. Dr. Luster stated that this motion veers away from our governance process that we have followed in the past and would result in Mesa College not likely able to hire the six positions we have available next semester. Manuel Velez spoke to his concerns regarding the weighted outcome of this process. He acknowledged that as Senate President he had led the process to create a more accurate and equitable opportunity for non-classroom instruction positions in the FHP process. Dr. Luster stated that in previous FHP processes we have approved several counseling, library, instructional design, professional development, tutoring positions, so prioritizing those in upper tiers was not unusual in past processes. Several individuals made remarks both in favor of the Crocitti/Velez motion and against disrupting the process.

Dr. Luster stated that the FHP Committee has brought forward this list as their recommendation and there is now a motion to return the list to the Faculty Hiring Committee that has been proposed by Academic Senate members of President's Cabinet, John Crocitti and Manuel Vélez, and so a vote should be held on that motion. In discussion before voting on the motion, President Luster stated that every process for prioritization of resources relies on data, and that it is critical to use data to make sure we hire faculty into departments that have sufficient FTEF to fulfill the faculty member's assignment. If there are special circumstances, they would be so stated. Dr. Luster stated that her analysis and decisions are based on the program review narrative, FHP rankings, demand in the department, and the urgency of particular positions to be filled. She stated that she is greatly concerned that a process was codified and because of the outcome it is now being reviewed and recommended by a few individuals to refer the process back to a

committee that has made its recommendation. Additionally, the FHP Committee would now have the opportunity to go back and look at the process based on what is being submitted for 2021-22 Program Review and that process could be revised before the next faculty prioritization would occur.

Action Item: A motion was made to return the Faculty Hiring Priority List back to the Committee by John Crocitti; Second: Manuel Vélez. The motion failed.

Cabinet to accept the Faculty Hiring Priority List and send forward the recommendation to President Luster by Tina Recalde; Second: Vicki Miller. The motion passed.

President Luster stated she would review the data and all the information that was provided to FHP and produce a prioritized list to be announced next week. She stated she would consult with the Senate and the FHP Committee on any concerns that she has as she goes through the process, to note any concerns she identifies and to inform the FHP before they begin their next review cycle.

6) OPERATIONS

a) Student Services Updates: Ashanti Hands, Vice President of Student Services, presented the following Student Services updates:

- 1) Student Services continues to work to get a \$1,000 financial grants and \$250 vaccination incentives to students prior to the end of the semester.
- 2) In partnership with Instruction and the offices of Communication, Business Services and District, today we launched a new partnership with Motimatic and Motimatic will be engaging and re-engaging over 9,000 students who have dropped out and maybe in risk of not completing their college degree as a result of Covid-19. We will connect with these students through Facebook, Instagram, Pinterest, Snapchat and YouTube. The goal is to re-engage students and have them come back in and finish their academic goals.
- 3) Student Services is also going to be reaching out to over 3,331 students whose debt was recently cleared with the use of HEERF funds. Our message will serve as a reminder that we have relieved that debt, removed this barrier, and that we would love to see them back with us in the spring.
- 4) Transfers: Information was sent out to everyone; our Transfer Center is offering transfer application fee waiver reimbursement. If you know students who wants to apply and could benefit from having those funds for their fees reimbursed we will provide a link where they

A. Hands
Application Fee Reimbursement:
<https://www.sdmesa.edu/student-services/transfer-center/Application%20Fee%20Reimbursement.pdf>

Transfer Application Workshops:
<https://cccconfer.zoom.us/meeting/register/tJcuc-2sqj4sH9DqYZs9yT9iy2Irv7STzGXg>

can apply.

5) SDSU has extended the application deadline to December 15, 2021. Our Transfer Center is working with students to meet that deadline. The Transfer Center is offering modified application open until December 15. Many will be thinking about their next step for the supplemental applications. The Transfer Center is working very hard to make sure that our students' dreams and goals can become a reality, so please encourage them to visit.

6) Scholarship application is open.

7) Welcome Week: we are going to be live next spring, so if you want to host an event or activity or if you are interested in volunteering, please check your email.

8) Campus Community Forum will be held next Tuesday, December 14, 2021, for an engaging presentation by Disability Support Programs and Services.

9) Dr. Hands thanked Leticia Diaz and her team for hosting today's grand opening of the Dreamer Resource Center; the event was incredible, the space we have created for our Dreamers to actually dream and be supported and accomplish their goals with no borders or barriers is an incredible testament to Mesa College and our commitment to be the leading college of equity and excellence.

b) Administrative Services Updates: Lorenze Legaspi, Vice President of Administrative Services, presented a PowerPoint on Administrative updates. VP Legaspi thanked President Luster as he returns from maternity leave and thanked her for the time on leave and David Fierro for serving as Acting Vice President and also thank you to the staff and supervisors in administrative services for keeping everything going during his leave. Thank you to Carla Grossini-Concha that kept everything together.

c) Instructional Updates: Isabel O'Connor, Vice President of Instruction, provided a report of instruction updates.

Scholarship Applications: Due February 17, 2022
<https://www.sdmesa.edu/student-services/student-affairs/scholarships/index.shtml>

L. Legaspi
Administrative Services Updates:
https://www.sdmesa.edu/about-mesa/office-of-the-president/presentation-documents/Administrative_Services_PCAB_12-7-21.pdf

I. O'Connor
Instructional Updates:
https://www.sdmesa.edu/about-mesa/office-of-the-president/presentation-documents/Instruction_Operational_Report_Pcab_12-7-21.pdf

7) ACTION ITEMS:

Announcements:

From Blythe Barton to Everyone: 02:54 PM

Mesa Visions 2021 Launch – Friday 6:00 pm

<https://cccconfer.zoom.us/meeting/register/tJAocOGrqzorEtZ85ylzX7liwV2PhNWfktlZ>

Mesa Music Concert – Friday 7:00 pm

<https://youtube.com/user/SDMesaCollegeMusic>

Mesa Drama – Baby with the Bathwater
Fri, Sat, Sun 7:00 pm (in-person)
<https://www.sdmesa.edu/academics/schools-departments/dramatic-arts/>

Mesa Dance Concert – Sunday 7:30 pm
<https://bit.ly/SDMesaDanceYouTube>

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Fall 2021 Pcab Meetings: 9/21, 10/5, 10/19, 11/2, 11/16 (Pcab Retreat), 12/7

***INSTITUTIONAL COMMITTEE REPORTS:**

9/21/21: Recommendation from PIEC

10/5/21: Institutional Effectiveness (B. Herrin, Kyung Ae Jun); Tutoring (M. Manasse, Raine Porter)

10/19/21: COA Revised Purpose (B. Herrin); Campus Employee Learning Committee (CEL)/Professional Learning, Equity, HSI. (J. Johnson, A. MacNeill, E. Parrill, with L. Maxey and T. Parsons);

11/2/21: Honors (R. Escamilla, R. Rodrigo); PIEC-Program Review/ COA/Research Snap – SWP Completion Project (B. Herrin, Eliza Rabinovich, Holly Jagielinski)

11/16/21: **Pcab Retreat**, 2:15 – 4:30 p.m.

12/7/21: FHP List; CDAIE (J. Sundayo); Mesa Pathways

Note: The President's Cabinet full agendas with notes are posted on the President's webpage located at: <http://www.sdmesa.edu/about-mesa/office-of-the-president/cabinet-agenda-outcomes.shtml>