



MONTEREY PENINSULA
COLLEGE

**MONTEREY PENINSULA COMMUNITY COLLEGE DISTRICT
GOVERNING BOARD OF TRUSTEES**

**REGULAR MEETING
WEDNESDAY, JUNE 27, 2018**

REPORTS AND PRESENTATIONS



VICE PRESIDENT OF ADVANCEMENT'S REPORT TO THE MPC GOVERNING BOARD OF TRUSTEES

June 27, 2018

FUNDRAISING

1. **Total Funds Received in May 2018: \$110,436**

Grants:

The Foundation recently received grants from Pebble Beach Company Foundation (\$5,000) and Bank of America Foundation (\$2,500) – both supporting the College Incentive program.

The following grant proposals are currently pending: Monterey Rotary, Vital Spark Foundation, Community Foundation for Monterey County (Community Impact Grant), National Science Foundation (NSF) Hispanic Serving Institutions STEM Grant, and a proposal to the California Campus Catalyst Fund.

Grant proposals currently under development: Yellow Brick Road and CA Community College Chancellor's Office to support the Veterans Resource Center.

2. **Lobos Booster Club**

The Booster Club Committee is currently selling ads for the 2018-2019 Athletics Programs, and gearing up for a membership campaign later this summer.

3. **MPCF Marketing & Elite Business Partners**

Two local companies have signed on so far as Elite Business Partners: Monterey Credit Union and Peninsula Hyundai. These organizations will be featured in upcoming commercials illustrating their support for MPC students.

EVENTS

1. **Alumni BBQ: Saturday, September 8, 2018**

The Alumni Committee is planning to hold a BBQ honoring various sports teams on Saturday, September 8th in the Dance Building. Reservations will go on sale in July and will include entrance to the football game that evening.

2. **Evening of Opportunity Gala: November 3, 2018**

The Foundation's 2nd Annual Evening of Opportunity Gala will take place on Saturday, November 3rd at the enchanting Folktale Winery. Our theme for this year's event is *Aligning the Stars*.

3. **5th Annual Rubber Chicken Drop: November 10, 2018**

The Booster Committee plans to hold the infamous Rubber Chicken Drop Raffle on Saturday, November 10th. Tickets will go on sale in August; cost is \$100/ticket with a maximum of 100 tickets to be sold.

COLLEGE SUPPORT

1. **College Incentive Program**

A new group of 50 students will join the College Incentive program this Fall semester. The welcome orientation will be held on August 9th and will be led by Student Services in collaboration with the Foundation team. Currently there are 121 students still enrolled and participating in the program from the first three cohorts.

ADMINISTRATION

1. The next Foundation Board meeting will be Wednesday, August 8, 2018 at 4pm in the Sam Karas Room.

Governing Board Report for Academic Affairs
Presented by:
Kiran Kamath, Vice President for Academic Affairs
June 27, 2018

This report offers a sample of the work being accomplished in the Office of Academic Affairs to expand our offerings, grow our enrollment and continue to expand our services to our community. The programs presented below are offered in our Education Center in Marina.

1. Expansion of Continuing Education in Health Careers:

Beginning in fall 2017, the college expanded health professions training in our Continuing Education program at our Education Center in Marina. In addition to the ongoing courses for Phlebotomy Technicians, we accepted the first cohort of students for Pharmacy Technician training. This program was developed in response to requests from local industry partners such as Walgreen's, CVS, Walmart, and Sherman's Apothecary. Employment demand in this area is high and is expected to increase further in local and regional pharmacies.

The first cohort of twelve students received their certificates for completing the 20-week course in May, 2018. The coursework consists of drug calculations, purpose for medications, their effects, and proper dosages. All students have been placed in externships in pharmacies. Some of the externs have already been offered entry-level positions upon completion of their externship. On finishing the 120 hours of the externship, students are prepared to take the exam for state licensure as Registered Pharmacy Technicians.

MPC's Pharmacy Technician training program is licensed by the California Department of Public Health through Laboratory Field Services (LFS). LFS also licenses MPC's Phlebotomy Technician program which expanded to 5 cohorts in 2017-18. Student demand for phlebotomy training has been very high, with a wait list of several hundred. While job prospects are excellent for phlebotomists, the pay is higher for pharmacy technicians.

2. Update on Admission by Co-Enrollment (ACE) Program:

The joint ACE program between MPC and CSUMB is going into its second year. Students residing out of CSUMB's service area, who are unable to enroll directly with CSUMB due to CSUMB having declared 'Impaction' are offered an opportunity to enroll in the ACE program with MPC. Students can enroll in one of two pathways - Business or Marine Science. These students can co-enroll by taking 3 courses at the Education Center in Marina and 1 course at CSUMB. These students will continue as CSUMB students in their junior year. These students will have the opportunity of living in CSUMB campus housing while taking their first two years of classes at MPC.

The ACE program was piloted by MPC and CSUMB during the 2017-18 academic year. This model was developed based on a discussion between two new incoming Presidents Tribley (MPC) and Ochoa (CSUMB) in 2013. The model has been expanded to all four CSUMB 'feeder' colleges in 2018-19 in different pathways.



Governing Board Report for Student Services

Presented by:

Laurence E. Walker Interim Vice President for Student Services

June 27, 2018

Dual Enrollment

- MPC Application and Dual Enrollment Paperwork Workshops
- Monterey High School: June 6

Education Center at Marina

- MPC's Bookstore was on-site for two days and offered Bookstore Services for the summer session. Plans are underway to offer additional hours and services for Fall 2018. Thanks to Terri Barbour, Follett Store Manager and staff!
- Thanks to Steve Napoleon, Director of Marketing and Communications, the signage at the Marina Education Center has been updated to be consistent with MPC's current logo and branding.
- Thanks to Kevin Tansy, Shipping/Receiving Specialist, the Marina Education Center will soon have mail service! His work with the Marina Postmaster will allow us to receive mail and packages in a more timely manner as the current process is to receive at the Monterey Campus and later provide delivery to Marina. A mailbox is in the process of being procured and installed in accordance with the USPS regulations.

Student Success and Support Program

- English and Math assessments at MPC campuses (11 English, 11 Math, four English as a Second Language, this includes at least two of each test offered at the Marina Education Center)
- Campus Tours: June 8, 11
- Workshops:
- New Student Orientation: June 5,
- Follow Up Evans/Athletes Next Steps: June 26
- General Follow Up Support Hours:
- Support Football Study Hall - June 4, 11, 14, 18, 25
- Go2Knowledge and Innovative Educators online professional development workshop series
- StudentLingo online student success workshop series
- TutorLingo online tutor training workshops



**MONTEREY PENINSULA
COLLEGE**

Administrative Services Board Report
June 27, 2018

1. 2017-18 State Budget Update

- In May of 2018, California brought in less tax revenue than expected. Total statewide revenues of \$8.25B were below monthly estimates by \$784.2M, or 8.7%.
 - Both corporate and sales tax revenues fell below expectations in the month of May.
- With one more month left in the 2017-18 fiscal year, statewide year-to-date revenues of \$115.38B are \$4.52B, higher than expected in the enacted budget.
- California revenues are \$10.10B higher than they were at this point last year.
- County, state and country unemployment rates:

Geographic Region	April 2018 Unemployment Rate	Change from March 2018
California	4.1%	Down 1%
Monterey County	6.7%	Down 2.7%
United States	3.9%	Down 0.2%

2. Governor's June Enacted Budget

- On Friday, June 8, 2018, the Governor and house leadership (Senate President & Assembly Speaker) reached an agreement of the 2018-19 Budget.
- On Thursday, June 14, 2018, both the California Assembly and Senate approved the 2018-19 Budget Act through majority vote.
- Subsequently, the Governor receives the budget for his final consideration.
- As of June 18, the houses had yet to approve the higher education trailer bill (the specific language of the budget).
- Key items included in the finalized budget agreement (pending the Governor's signature):
 - Enacted COLA of 2.71%
 - New Funding Formula – 3 year phase in. Final split of 60% FTES, 20% Equity, 20% Completion.
 - For the first 3 years through 2020-21, no District is to receive less than its 2017-18 Total Computational Revenue + COLA (if applicable in future years).
 - Online Community College – Approved for funding (\$100M one-time + \$20M ongoing).

3. MPC's Information Technology Department

- The 2018 annual IT customer service results have been completed and are available at the following website: <https://www.mpc.edu/about-mpc/campus-resources/information-technology/it-surveys>
 - Results are very favorable and show continuous improvement from the initial IT survey conducted in 2016.
 - Over 80% of the employees surveyed rated the technical expertise of the IT staff as excellent.
 - Almost 90% of the employees surveyed indicated that they were very satisfied with their interactions with IT staff.
- The IT Team will be very busy this summer working on the following projects:
 - Security Enhancements
 - Finalizing Waitlist
 - Classroom Technology Upgrades
 - Visual Studio & Webreg Upgrade
 - Systems inventory and documentation
 - Process and procedure enhancements
 - For current and future listing of IT projects, please visit the following link: <https://www.mpc.edu/about-mpc/campus-resources/information-technology/information-technology-projects>



MPC

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Equal Employment Opportunity
Annual Applicant Pool and
Employee Demographics Report

2017

**Commitment to
Equal
Employment
Opportunity**

"Equal employment opportunity" means that all qualified individuals have a full and fair opportunity to compete for hiring and promotion and fully enjoy the benefits of employment by a community college district. Ensuring equal employment opportunity is advanced in an inclusive environment that fosters cooperation, acceptance, democracy, and the free expression of ideas. An inclusive environment is welcoming to men and women, persons with disabilities, individuals from all ethnic groups, and individuals from all other groups protected from discrimination by this article.

Education Code Section 87101 (a)

Monterey Peninsula
College
Equal Employment
Opportunity Plan
2016-2019

Human Resources will annually survey the District's applicant pool and workforce composition to evaluate progress in implementing the plan, to provide data needed for longitudinal analysis and to determine if any group is underrepresented in recruitment, hiring, retention, and promotion.

*California Code of Regulations, Title 5
§53000(c)(6), §53004, and §53006*

Best Practices in Recruitment: Building the Applicant Pool

- Review all job postings for adverse impact
- Explore new recruitment sources and analyze effectiveness
- Broad and targeted recruitment
- Review of applicant pool during recruitment period to determine if additional advertising is needed
- Attend local the CCC Registry Job Fair
- Requirement for all positions require the applicant to demonstrate an understanding of, sensitivity to and appreciation for the academic, ethnic, socio-economic, disability and gender diversity of community college students in the application process

Recruitment Sources

- Full-time Faculty and Administrative Positions
 - Chronicle of Higher Ed Online and Print
 - Higher Ed Jobs.com
 - Inside Higher Ed
 - Latinos in Higher Education
 - Journal of Blacks in Higher Ed
 - Hispanic Association of Colleges and Universities
 - Historically Black Colleges and Universities Connect
 - UCSC/CSUMB Placement Centers
- Specialized Recruitments
 - Trade or professional organizations
 - List Serves

Recruitment Sources

- **All**
- **MPC Employment Site**
- **Edjoin.org**
- **Monterey Herald**
- **Monterey Weekly**
- **BestofMontereyBay.Jobs**
- **Craigslist**
- **EDD/CalJobs**
- **One Stop Career Centers**
- **CCC Registry**
- **ALL USERS emails**
- **NEOGOV emails candidates who signed up for alerts**
- **Regional and CCCC Job Fairs**

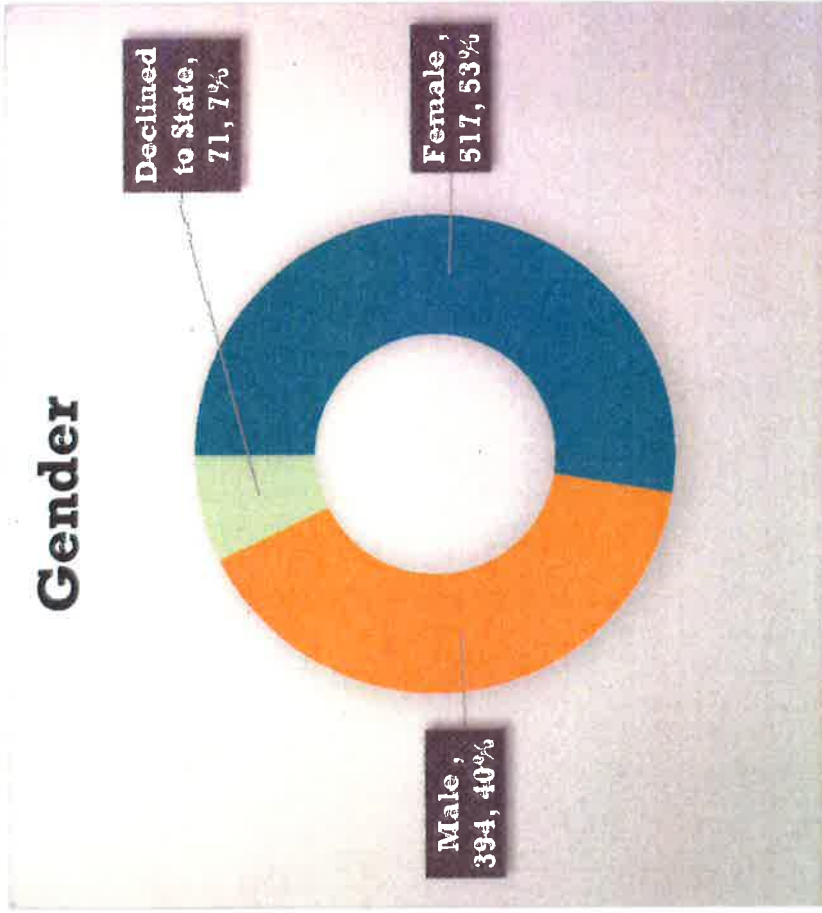
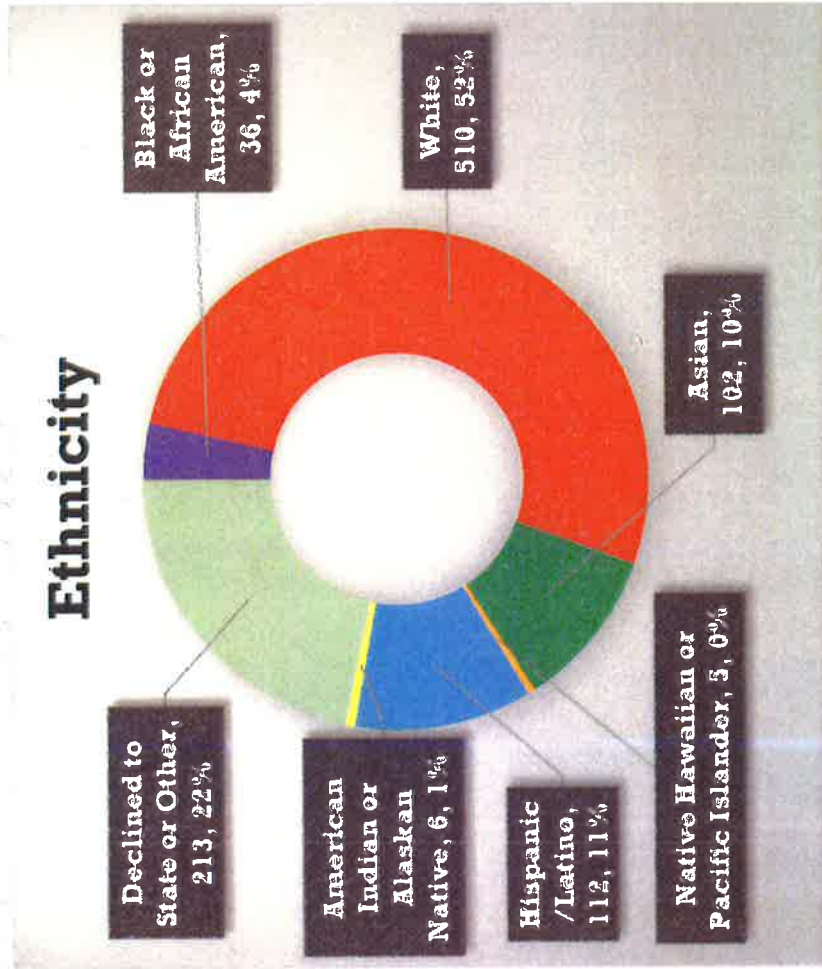
Source of Application Pool Data

- As part of the application process, applicants are asked to self identify their ethnicity and gender. Data is extracted from NeoGov.

“This data is collected for statistical purposes for determining our recruitment efforts. This information is confidential and remains separate from your application.”

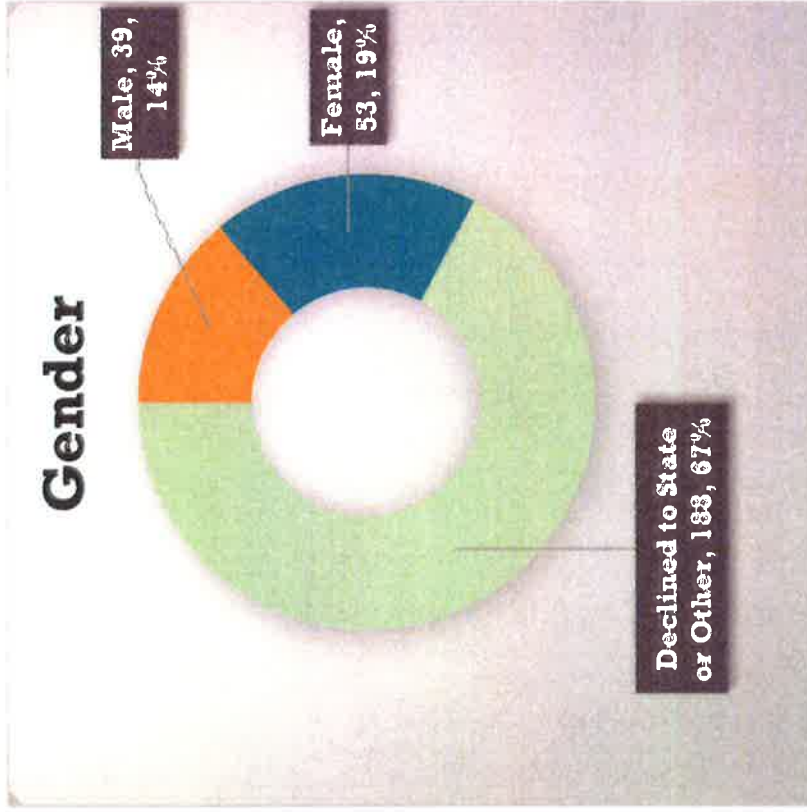
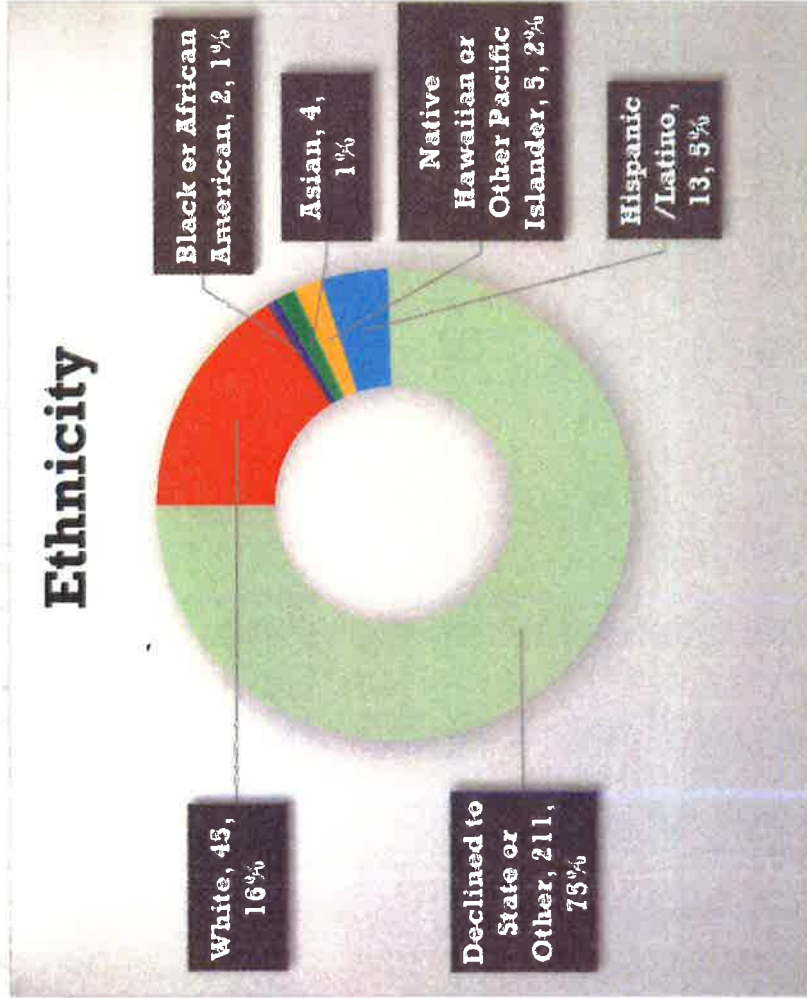
- Experienced challenges in collecting data for 2018 that have been addressed by developing standard procedures.

2017 Adjunct Applicant Pool



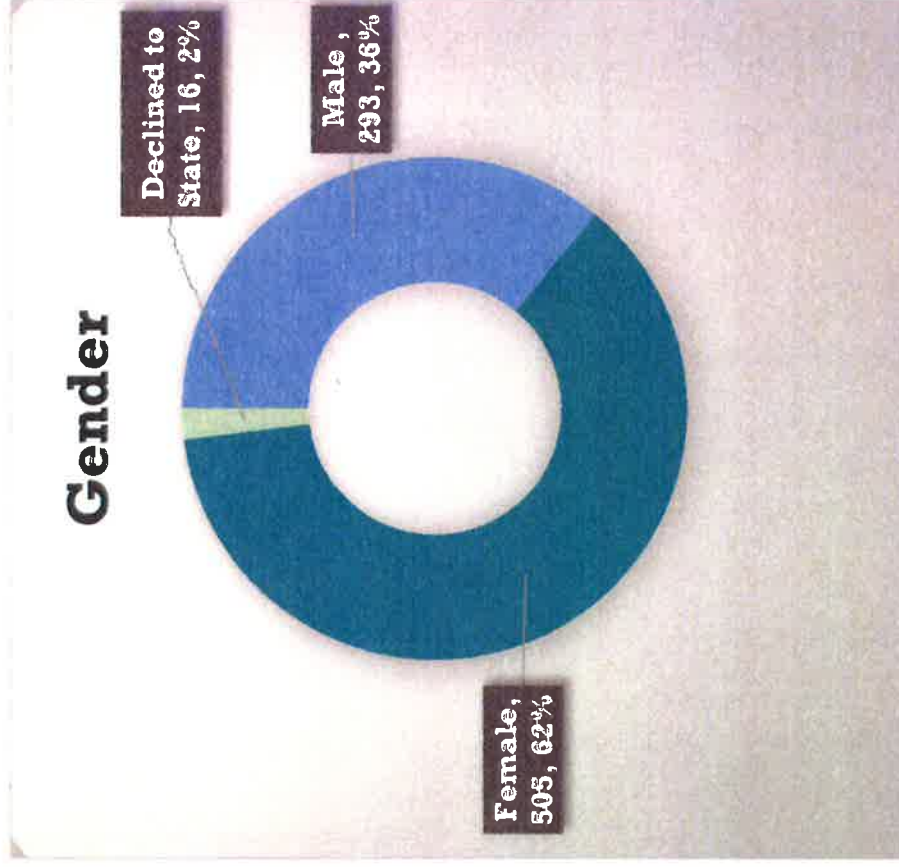
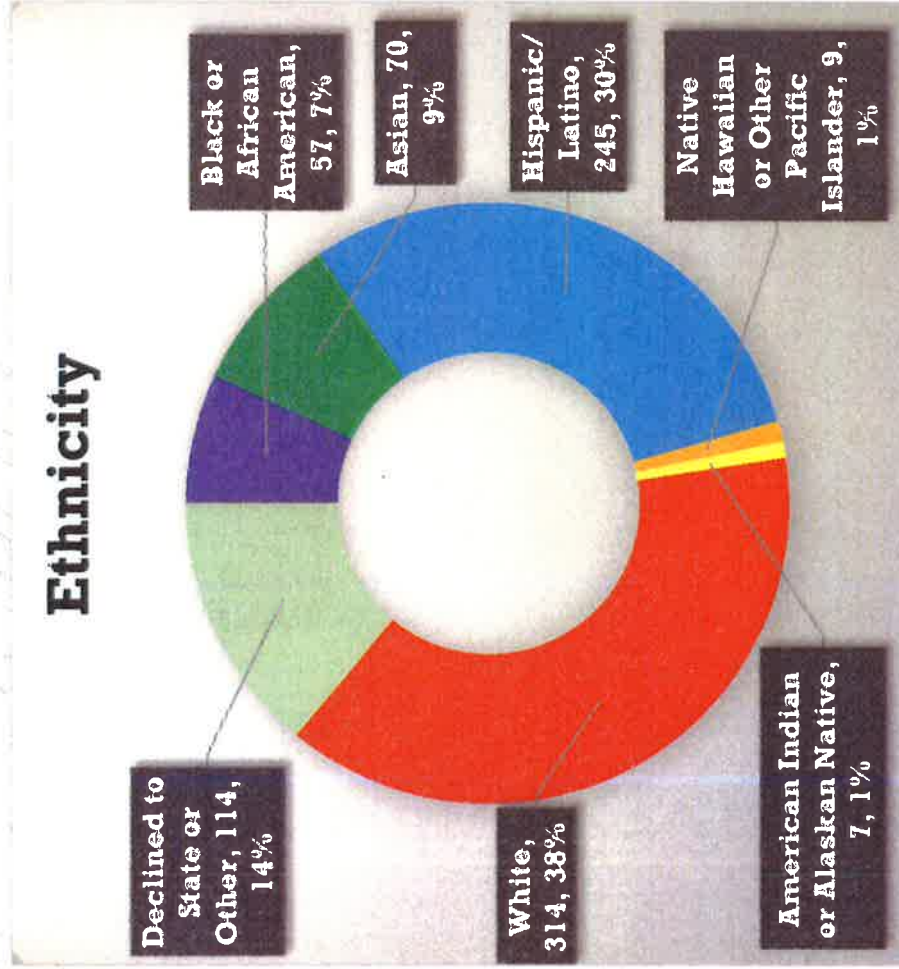
Represents 29 searches and 36 new hires.

2017 Full-Time Faculty Applicant Pool



Represents 5 full-time faculty searches and 7 new hires.

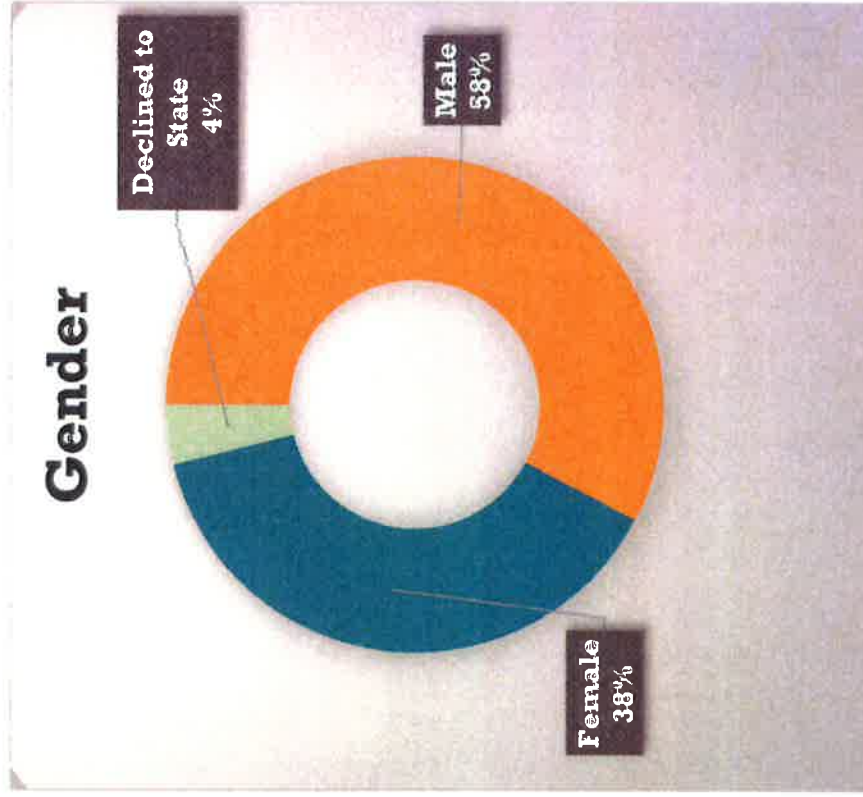
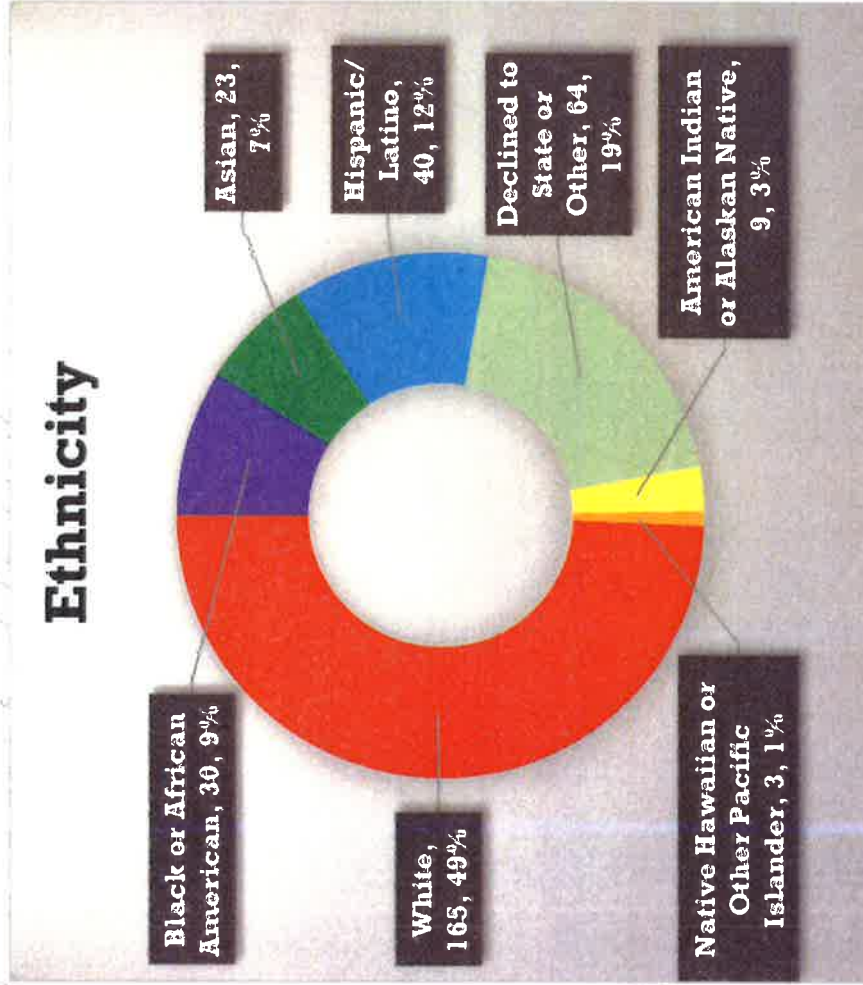
2017 Classified Applicant Pool



Represents 20 searches and 26 new hires.

2017 Administrator/Management Applicant Pool

11



Represents 7 searches and 7 new hires.

Best Practices in Hiring

- Review screening criteria, interview questions, and assessments, e.g. teaching demonstrations and skills tests
- Train all committee members and EEO Representatives on EEO laws and regulations, the benefits of diversity, and bias in interviews
- Track and analyze reasons candidates withdraw from search processes
- Conduct ongoing analyses of initial pools, qualified pools, candidate receiving interviews, finalists, and hires
- Review hiring procedures for all groups of employees

Faculty Diversity Improves Student Outcomes

A recent study at a Community College found that underrepresented minority students perform better when instructors are the same race or ethnicity. The achievement gap in classroom outcomes between underrepresented minority students and white students decreased by 20-50 percent. Factors considered were: more likely to pass a class, more likely to get a grade of B or higher in classes, and less likely to drop out of class.


Farlie, Robert W. Florian Hoffmann, and Philip Oreopoulos, 2014. "A Community College Instructor Like Me: Race and Ethnicity Interactions in the Classroom." *American Economic Review*, 104 (8):2567-91

Furthermore, the study found “evidence that an instructor’s race or ethnicity affects the likelihood of taking subsequent courses in the same subject and majoring in the subject.”

“The share of minority instructors in the first quarter also affects a student’s likelihood of retention and degree completion.”

The “results suggest that the academic achievement gap between white and underrepresented minority college student would decrease by hiring more underrepresented minority instructors.”¹.

1. Farlie, Robert W. Florian Hoffmann, and Philip Oreopoulos, 2014. “A Community College Instructor Like Me: Race and Ethnicity Interactions in the Classroom.” *American Economic Review*, 104 (8):2567-91



Faculty Diversity Improves Student Outcomes

A New Way to Look at Data

- Comparison of MPC Employees and MPC Student Population by Ethnicity, Gender, and Employee Group
- Comparison of MPC and State Employees by Ethnicity and Employee Group
- Comparison of MPC, State, and Surrounding Districts by Ethnicity and Employee Group

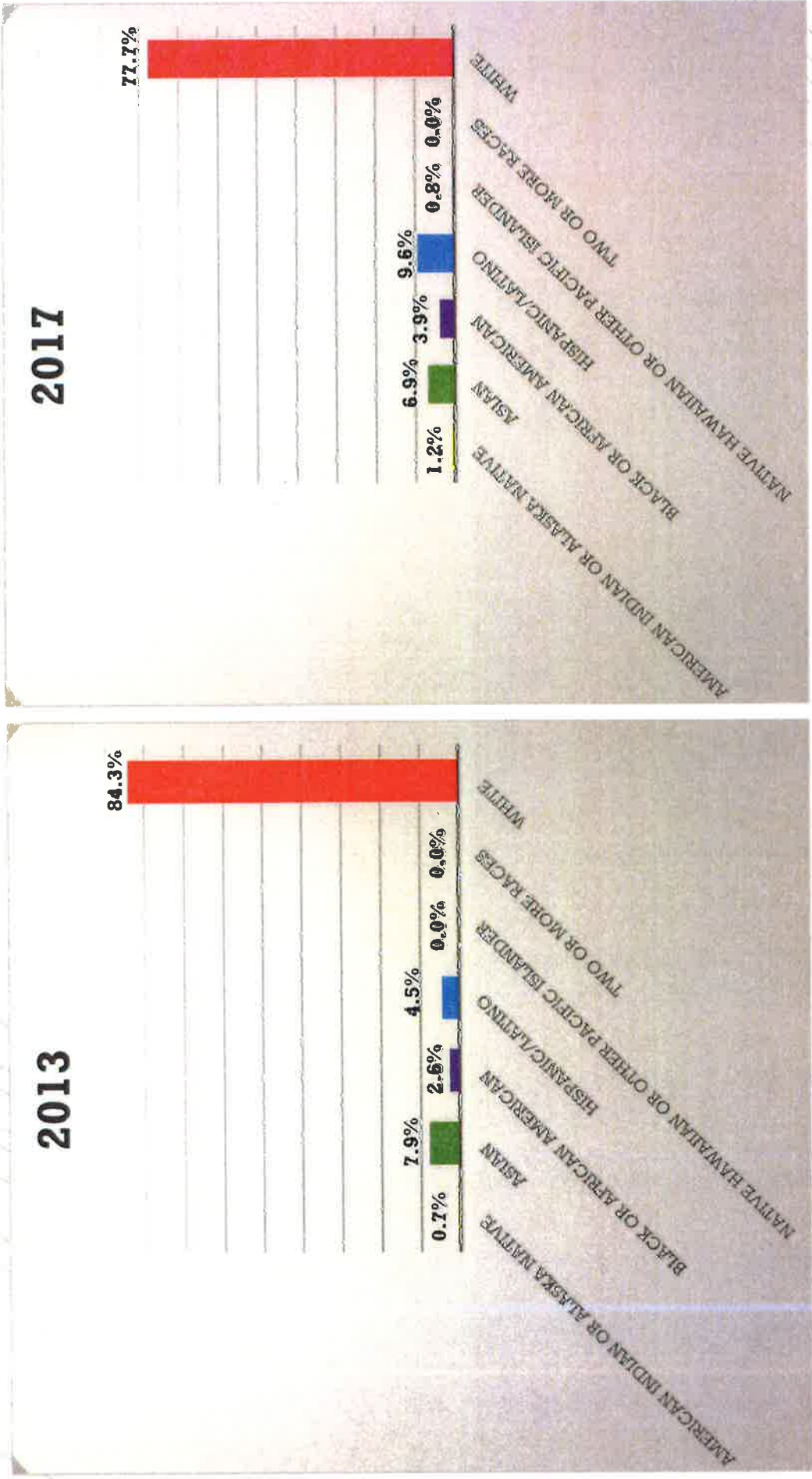
Special acknowledgement to the members of the Office of PRIE for creating the

Power BI presentation.

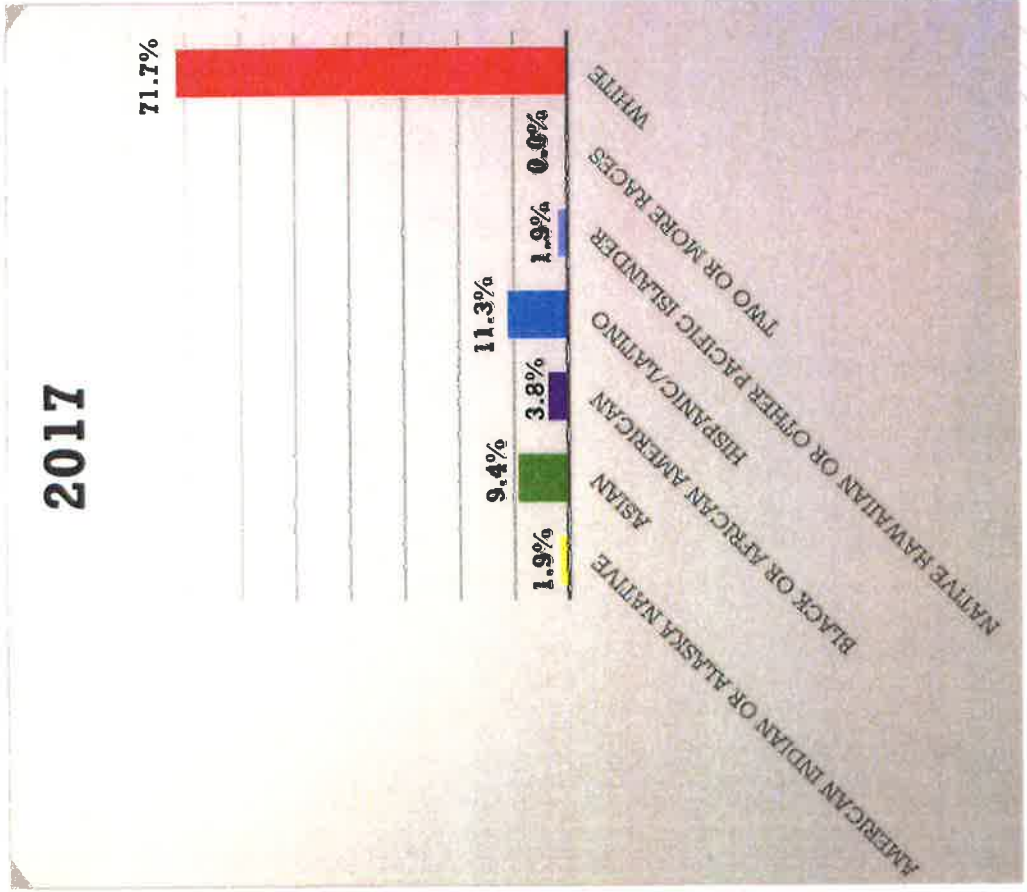
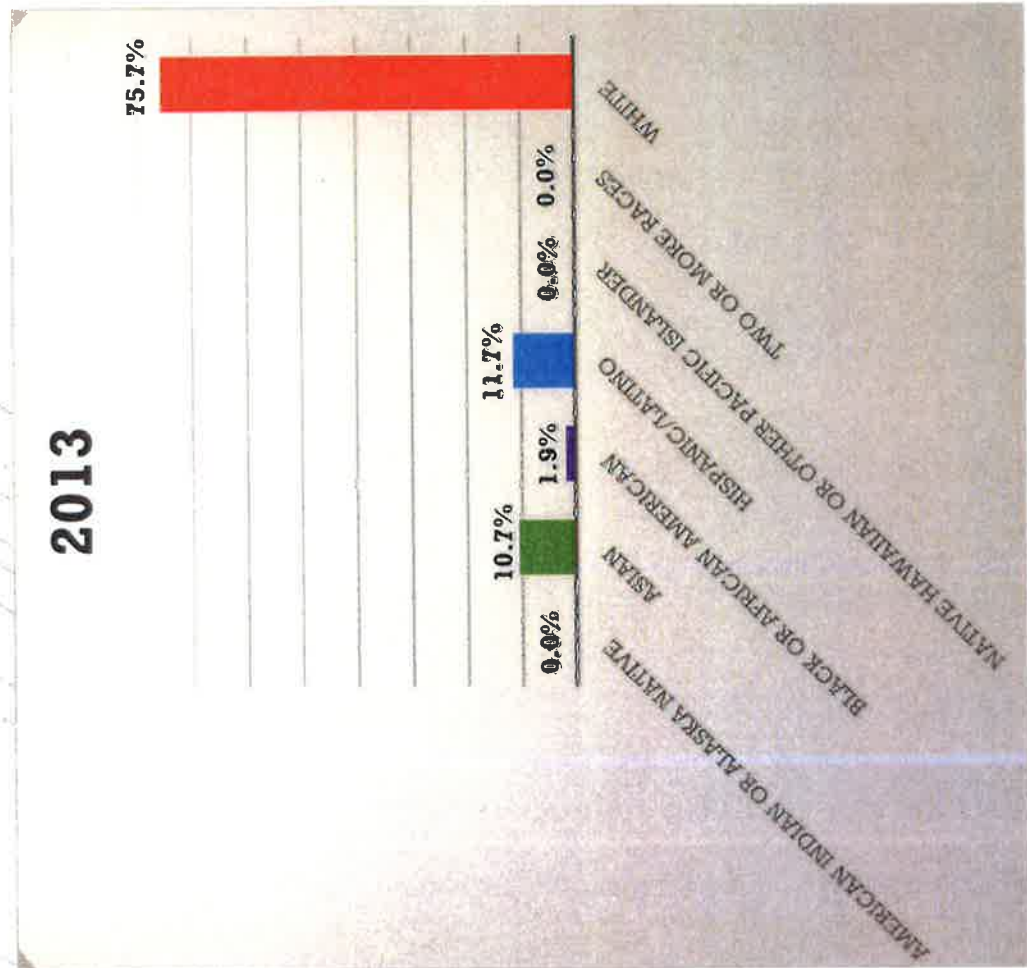
[link to the report.](#)

Employee
Demographics
2017

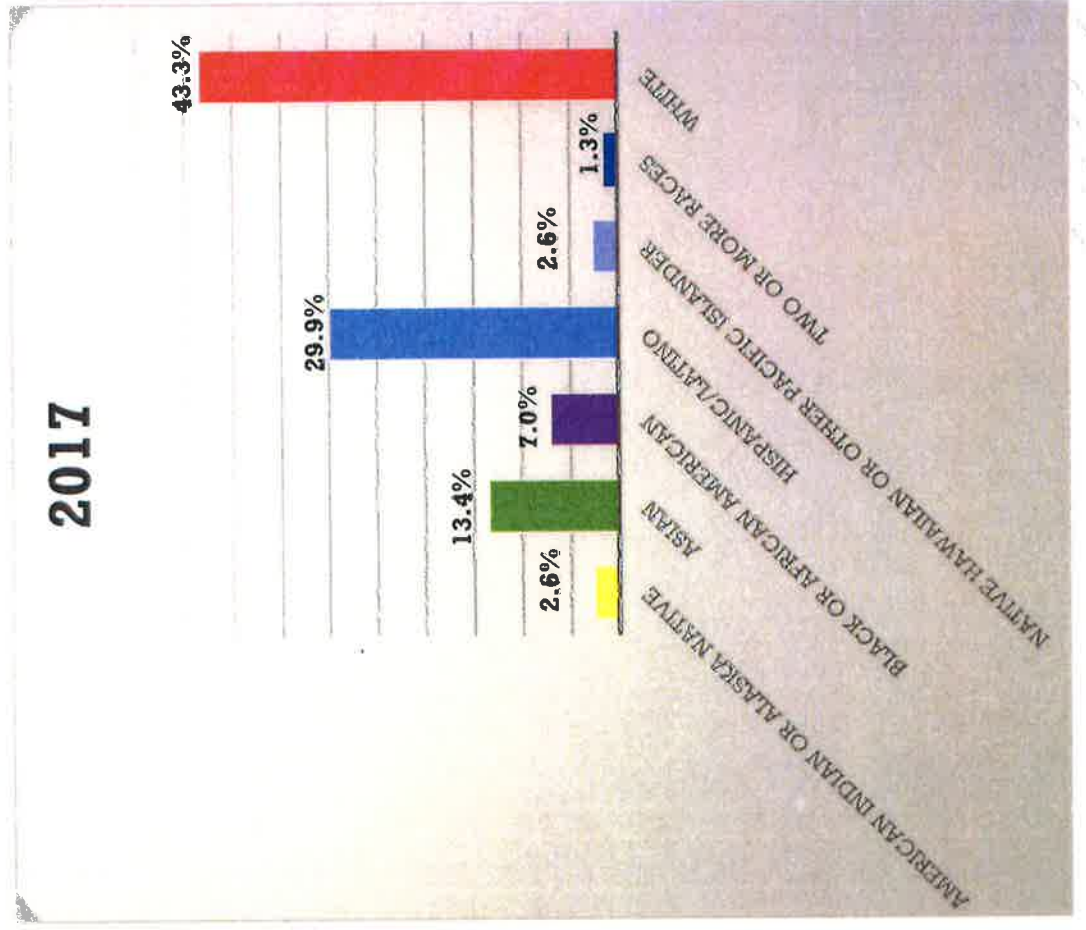
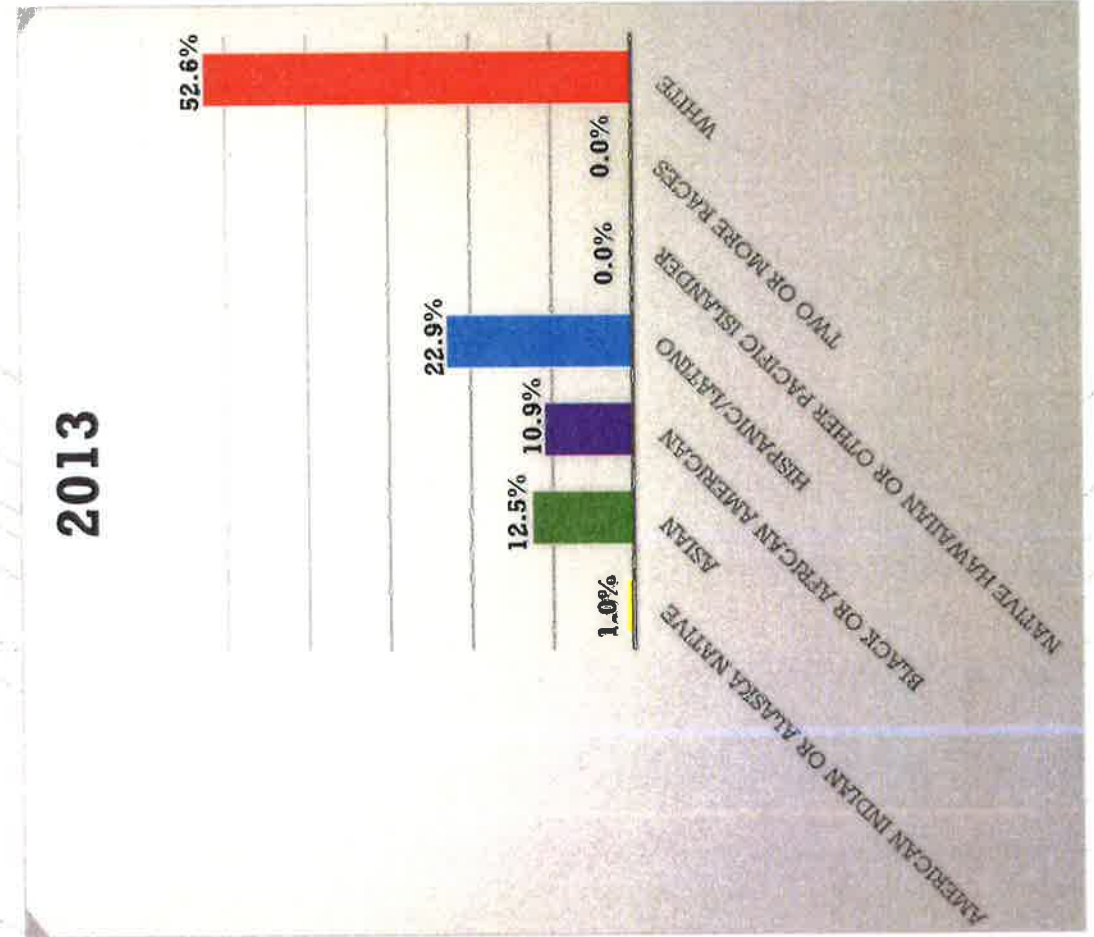
Adjunct Workforce Longitudinal Overview Ethnicity



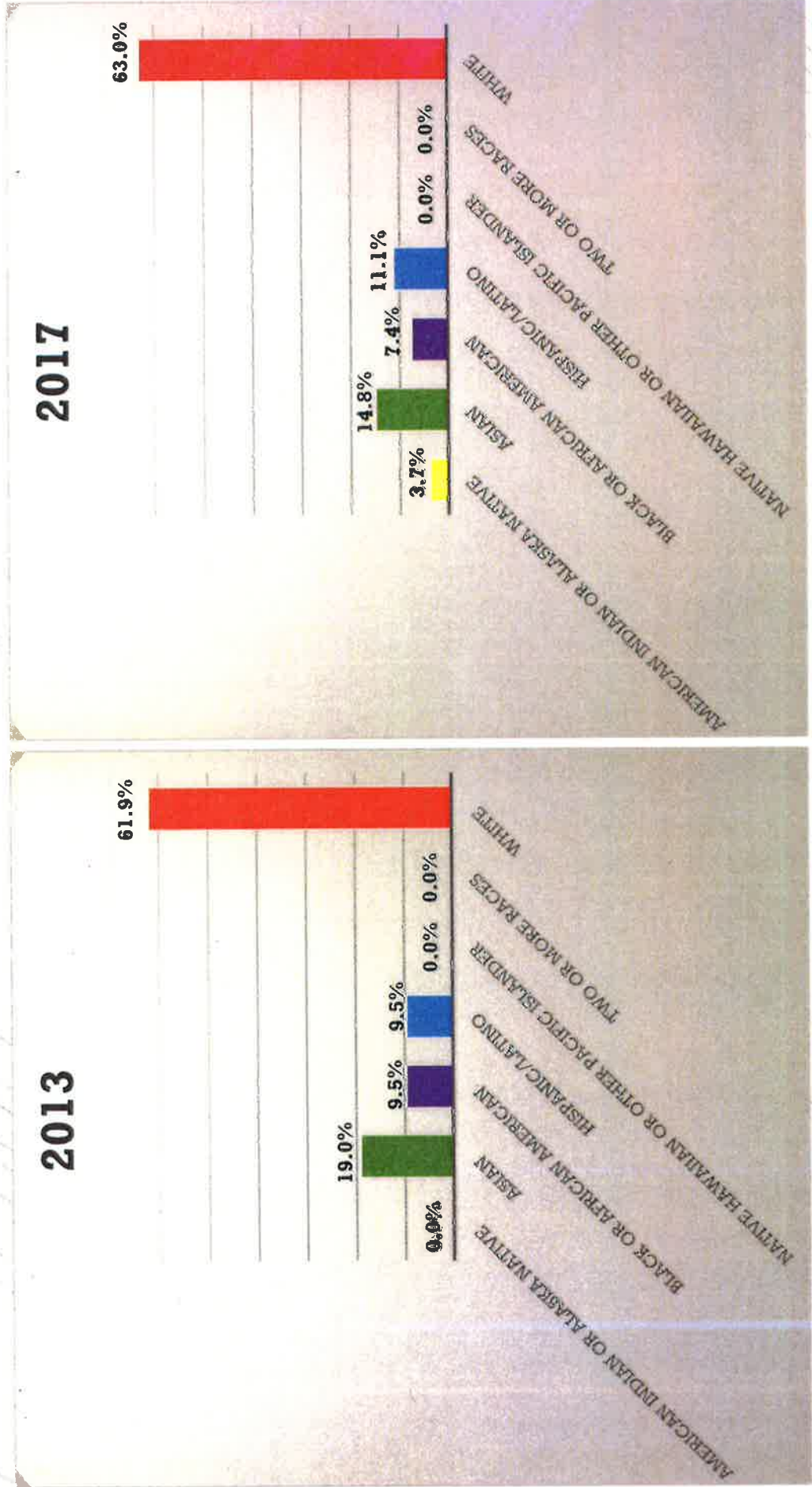
Full Time Faculty Workforce Longitudinal Overview - Ethnicity



Classified Workforce Longitudinal Overview Ethnicity



Administrators & Management Workforce Longitudinal Overview Ethnicity



- Use CCCCCO and EEOC Guidance
- Examine initial applicant pools for underrepresentation
- Develop and institutionalize analysis of qualified pools, candidates receiving interviews, finalists, and hires
- Review recruitment and selection practices if underrepresentation and/or adverse impact is found
- Track and analyze reasons candidates withdraw from search processes
- Review hiring procedures for all groups of employees
- Update EEO Plan in conjunction with the Educational Master Plan in 2019

Next Steps:
Making a
Difference