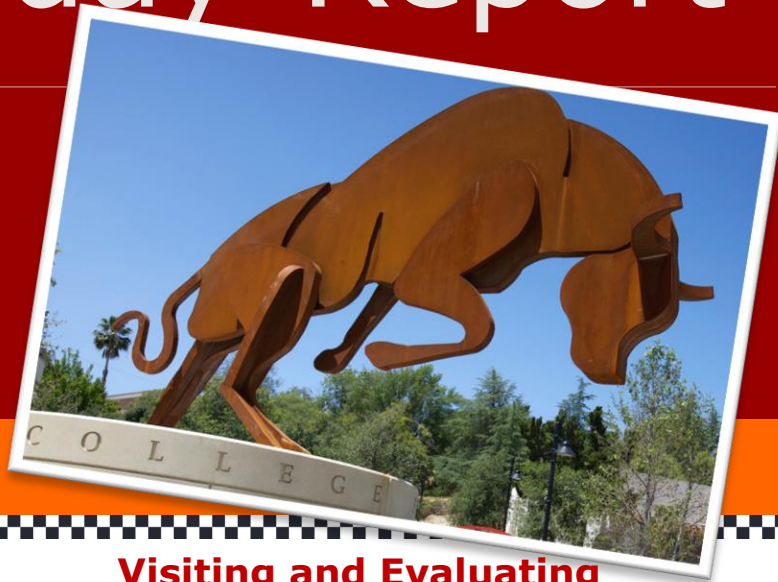


First Monday Report

Focus on:

Visiting and Evaluating;
Lobbying, Planning, and
Negotiating



Issue 20, February 10, 2014

Upcoming Events:

- Feb 10 First day of Spring semester
- Feb 14 Presidents' Day
Campus Closed
- Feb 17 Presidents' Day
Campus Closed

Faculty/Staff Fitness Center Hours

Mon: 12:35-2:00PM & 4:00-5:00PM
Tue: 12:35-2:00PM
Wed: 12:35-2:00PM & 4:00-5:00PM
Thu: 12:35-2:00PM
Fri: 12:00-4:00PM



Visiting and Evaluating

Many rave reviews regarding the Student Success Retreat held on Monday, February 3, 2014 have been shared with me. I was told it was very informative, on target, and a great success. My appreciation goes to Crystal Kiekel for all her hard work in putting it together. Please see below for more information on this conference. I wish I could have joined everyone that day to participate in our ongoing discussion of how to further the success and completion of our students. My absence from that event was due to a scheduled accreditation pre-visit to Norco College.

In December, Accrediting Commission staff requested that I chair the visiting team to Norco College. Just as we had a team of eleven colleagues from colleges throughout the region visit us last spring, we must be willing to participate in site visits to other member institutions. My acceptance of this assignment allowed me to select an additional

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Student Success Conference: Cultivating Habits of Mind

The conference held on February 5, 2014 was a huge success with 184 people signed up for the morning session including staff, counseling faculty, teaching faculty, students, graduate interns, deans, and administration. There were eight breakout sessions that ranged from mentoring, research, mental health, and classroom strategies. The breakout session that was most attended (53 participants in two sessions) was "Growth Mindset: A Growing Solution for Fixing Education?" And, "The Mental Health and Well Being of Our Students: What Can We Do," presented by Beth Benne, had a whopping 41 participants in one session.

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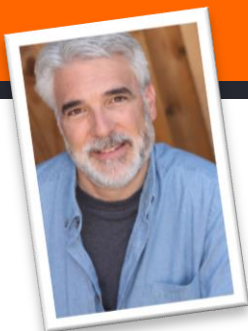
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Visiting and Evaluating, cont.

team member from Pierce College to serve on the team. Dr. Margarita Pillado agreed to accompany me on the visit as the team assistant. This is a unique opportunity for Margarita to become an experienced evaluator, which will deepen her preparation for chairing the Pierce College self-evaluation team for our spring 2016 visit. Participating in site visits is also an opportunity to see how other community colleges respond to the eligibility requirements, the standards, and the Commission's policies. This introduces us to other college's best practices and allows us to measure our own progress toward meeting the standards of accreditation.

Chairing a visit comes with a number of added responsibilities above and beyond a thorough reading of Norco College's Self Evaluation and attending the site visit from Monday, March 3 through Thursday, March 6. On Wednesday, January 15, I was required to attend a full day of team chair training, which was conducted by Dr. Barbara Beno and Dr. John Nixon. The pre-visit was scheduled for February 3 to coordinate with the other three Riverside Community College District teams and to ensure that Dr. Pillado, who was teaching a winter session class, did not have to miss a day of instruction with her students. On Friday, February 7, the Commission staff required the team to meet in Oakland for training on how to conduct the visit. Finally, I am responsible for the content of the evaluation report that will result from our site visit to Norco College. The final report is due to the Commission by the middle of April.

As you can see, these accreditation assignments come with a number of obligations that require me to be away from the College a minimum of seven days between the pre-visit, the visit, and training. On March 7, 2014, the day after Margarita and I return from the visit, the Accrediting Commission staff members have planned a full day of training for LACCD personnel in preparation for our district-wide visit in spring 2016. Our participation in this work is both an opportunity and an obligation. While it will be taking us away from the college for close to two weeks this spring, it demonstrates our commitment to being an accredited college, which is required for us to be eligible for both federal and state funds.



Los Angeles Pierce College ADA Coordinator

Los Angeles Pierce College and the Los Angeles Community College District are fully committed to be in compliance with the Americans with Disabilities Act (ADA) and California State Law. As part of the compliance, Paul Nieman has been named the College ADA Coordinator for LAPC to coordinate compliance with the non-discrimination requirements contained in the Department of Justice regulations implementing Subtitle A of Title II of the ADA (42 U.S.C. 12131), which prohibits discrimination on the basis of disability by public agencies and Section 504 of the Rehabilitation Act, as well as California disability laws and regulations. You may contact Paul for all ADA accommodation requests from Staff, Faculty, and the Public:

LAPC – mailbox #384, 6201 Winnetka Ave, Woodland Hills, CA 91371

Phone: (818) 710-4121 FAX: (818) 703-8439 Email: NiemanP@piercecollege.edu

Lobbying

On Sunday, January 26 and Monday, January 27, I had an opportunity to join a delegation with Interim Chancellor Barrera, John McDowell and Joanne Waddell of the Faculty Guild, four fellow college presidents, and our lobbyist, Patrick McCallum at the annual Community College League Conference and Lobby Day in Sacramento. On Sunday, the legislative conference was in full gear, including breakout sessions on financial aid, redesigning and reinvesting in Adult Education, using Student Equity Plans to close the achievement gap, as well as several updates on state-wide finances and the Governor's proposed budget for FY 2015. On Sunday evening, your LACCD team met to clarify and synchronize our message for our meetings with members of the legislature on Monday. The McCallum group scheduled 18 visits for the group with key legislators representing our District and its colleges.

Along with other members of the team, I met with recently-elected Assemblymember Matt Dababneh, representing the 45th Assembly District, Senator Fran Pavley, Assemblymember Mike Gatto, representing the 43rd Assembly District, and Assemblymember Al Muratsachi representing the 66th Assembly District. Additionally, the team met with the staff members of Senator Alex Padilla and Speaker of the House John Perez. Our message was focused on supporting the Governor's budget proposal including 3% growth, equity funding for new growth dollars, \$200 million in student success funding, and the proposal for Adult Education funding.

Senator Padilla's staff asked specifically about the LACCD's implementation of the Associate Degree Transfer/SB 1440 degrees. It was their impression that we are lagging behind other districts state-wide in adopting the AD-T degrees. Since this is Senator Padilla's signature legislation, his staff members were concerned about how it is being adopted in the LACCD, the largest community college district in the state. We assured the Senator's staff that we are making progress on adopting the degrees and I was able to report that in Pierce College's first year of conferring the two degrees we have approved in Business and Mathematics, we have already awarded 43 AD-Ts to our students. I found it very interesting that they were aware of our district-wide compliance with SB 1440.

While these types of visits take me away from the College, it is important that our voice be heard in Sacramento. It was especially critical this year because not all California community college districts want to see 3% dedicated to access/growth. Some districts around the state are in decline so it is in their best interest to reduce the allocation of funds for restoration/growth and have those funds added to other areas of the budget. The LACCD benefits from restoration/growth, thus a strong presence from our team in Sacramento was essential this year. It will be interesting for all of us to watch the budget process as it unfolds this year.

A Citizen's Obligation: Jury Duty



United States District Court
Southern District of California

As if all these obligations were not enough to keep me busy, I received a summons for jury duty from the United States District court system. I am required to be available to report for jury duty from March 18 through March 31, 2014. It is a 10-day on-call obligation unlike the five day requirement with the State courts. I responded to the questionnaire as required and requested a postponement to a time that would not be quite so busy, but such a postponement is at their discretion. Naturally, if I am seated on a jury, you will all understand the implications of that. According to their website, the average trial lasts for eight days. Naturally, I have little to no control over this obligation, which would impact both my College and District duties.

Planning

We passed the first hurdle regarding approval of the Strategic Master Plan (SMP) at the Board's Institutional Effectiveness Committee on January 29, 2014. Based on their comments, the committee members will be recommending the SMP for approval by the full Board at their February 12 meeting.

Trustee Veres questioned our stretch goals on many of the metrics as being relatively low at 2%. I explained that the development of specific metrics was new to the College and we neither wanted to set the bar too high nor too low. He brought up the specific level of commitment to offering TMC degrees and specific deadlines called out in the plan, and Trustee Veres asked that other District colleges make similar commitments to adoption of these degrees. Trustee Svonkin questioned the measures that lacked specific statistical goals and explicit deadlines. He pointed to the Information Technology areas in particular in the SMP. Trustee Svonkin agreed with Trustee Veres that as long as we follow up with the bi-annual review and update, he was willing to accept the current lack of specificity in those areas of measurement.

I was impressed by the Board members' depth of understanding and familiarity with the SMP document and the quality of their questions. I am sharing this with all of you to ensure we follow through on their expectations. We made a very good decision to publicly link our College goals with the

District SMP goals. I think we set a new standard for college SMPs, but they still felt we should go farther. The take away for me is they would like to see more metrics for everything in order to increase both accountability and progress on both College and District goals. Thank you all for your work!

Negotiating

Since the majority of employees are in a union, many of you may be aware that all six collective bargaining agreements will sunset on June 30, 2014. With six bargaining agreements to negotiate, the presidents, vice presidents, and the administrative staff at the Educational Services Center are expected to serve on the six teams as management representatives. Since we cannot be "released" or "reassigned" from our regular duties, we are asked to assume this additional work under "other duties as assigned" portion of our job descriptions. All or almost all of the presidents are required to serve on a management negotiating team. In October, Marvin Martinez and I were asked to serve on the management team assigned to negotiate with the Faculty Guild. In addition to serving on the team, Chancellor Barrera asked me to be the lead negotiator.

At the request of the Faculty Guild, we are using an Interest Based Bargaining (IBB) approach to negotiations in this round, which required that both teams go through training together on the IBB process. We went through two days of IBB training in November. We are committed to the goal of completing negotiations before the current agreement sunsets in June. As a result of this ambitious goal, we agreed to negotiate for full day sessions. Currently, there are three to four of these full day sessions scheduled each month. This is another obligation that will be taking me off campus during the spring semester; however, this work benefits Pierce College directly in resolving issues and improving working conditions through the process of negotiations. I appreciate your support in my assignment to this important task.

STUDENT SUCCESS CONFERENCE

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The event was sponsored by the California Community College Success Network (3CSN) and the Basic Skills Initiative (BSI), and coordinated by the Student Success Committee. Presenters were from Pierce College, West LA College, Los Medanos College, and LACCD. Guests included Deborah Harrington from LACCD, Christina Goff and Paula Gunder from Los Medanos College, Miguel Powers from Fullerton College, and Mary-Jo Apigo from West LA College.

Some of the feedback received:

"...This Student Success Conference was amazing! (I don't use that word lightly.) It was the best campus conference ever, with useful, relevant, timely information for us! Yea!" - *English Faculty Member*

"I went to two of the best workshops I have ever attended (mental health and library-research)..." - *Traci Drelen*

"The conference was such a success. I'm using the great metacognitive bookmarks that I got from the Reading Apprenticeship talk. Good job!" - *Jamie Ray*