

Town Meeting

September 01, 2021



Welcome / Announcements	President Foster
College Updates	President Foster
Checking In	Let's Connect
What's Right at LPC	President Foster
LPCSG Goals & Updates	Kyle Johnson, LPCSG President
Classified Senate Goals	Jean O'Neil-Opipari, Classified Senate President
LPC Foundation Update	Kenneth Cooper, Executive Director of the LPC Foundation
Budget Update	Vice President Raichbart
COVID-19 Update: Return to Campus	Dr. Dyrell Foster & Rajinder Samra
Breakout Session	Tenure Track & PT Faculty Evaluation Training



College Updates

President Foster



President's Goals 2021 - 22



President's Goals 2021-22



Goal #1:

Ensure institutional stability and long-term institutional health by strengthening fiscal stability, providing appropriate staffing levels, meeting evolving technology needs, and expanding or updating facilities

Aligns with Educational Master Plan:

- Goal C: Supportive Organizational Resources

President's Goals 2021-22



- Accreditation
- Balanced budget
- Develop strategies to address the structural deficit.
- Increase outcomes in SCFF allocation metrics for FTES, supplemental allocation, and student success allocation.
- Expand sources of discretionary revenue through grants and philanthropic partnerships.
- Ensure progress of the implementation of the facilities and security master plans

President's Goals 2021-22



Goal #2*:

Improve organizational processes, promote safety and wellness, and foster professional development to enhance quality academic programs and support services to ensure student learning and success

Aligns with Educational Master Plan:

- Goal A: Educational Excellence
- Goal D: Organizational Effectiveness

President's Goals 2021-22



- Timely implementation of the Guided Pathways Framework
- Implement the caring campus initiative across the college
- Align professional development opportunities with college goals and planning priorities
- Ensure that employees are encouraged to pursue leadership roles and participate in professional development opportunities
- Enhance opportunities to communicate directly with students to support their success

President's Goals 2021-22



Goal #3:*

Prioritize equity and anti-racism

Aligns with Educational Master Plan:

- Goal E: Equity and Anti-Racism

President's Goals 2021-22



- Provide leadership, support and resources for the implementation of anti-bias and anti-racist policies, practices, and behaviors.
- Establish a President's Advisory Council on Equity and Inclusion
- Provide resources to support the Black Cultural Resource Center

President's Goals 2021-22



Goal #4:

Collaborate with K-12 partners, 4-year educational partners, business, and industry partners to provide educational opportunities that best serve the needs of our students and our community

Aligns with Educational Master Plan:

- Goal B: Community Collaboration

President's Goals 2021-22



- Enhance the transfer experience of our students through the East Bay College Agile Network (CSU, East Bay) and partnership with UC Merced and other 4-year institutions.
- Elevate the transfer center and career center respectively, making them stand alone operations, and providing the necessary resources to support each function
- Work more closely with our local school districts within the Tri-Valley
- Develop partnerships to place students in high-demand industries and work-based learning opportunities

President's Goals 2021-22



Goal #5:

Develop a strategic, targeted, and expansive outreach and marketing strategy.

Aligns with Educational Master Plan:

- Goal B: Community Collaboration

President's Goals 2021-22



- Resources to support dedicated and college specific marketing personnel to enhance strategic outreach and web presence
- Review, assess, and address institutional roadblocks to the matriculation process
- Design programs with local elementary and middle schools to increase LPC's presence with future students.



Let's
CONNECT



What's Right at LPC?



Tessie Cua &
Jadin LeeForbes



LPCSG Goals 2021-2022

By: Kyle Johnson



Events:

- In-person events! (Spring)
 - Student Safety & Self Defense
 - Blood Drive
- Celebrating Religious and Cultural Holidays
- LGBTQ+ normalization, education, and celebrations
- Personal Hygiene distribution
- Dance for those who missed their High School prom/senior ball
- De-Stress & Coping Support
- More to come!..

LGBTQ+ Inclusion

- Work with Other shared governance groups to promote equity
 - Academic Senate's Advisory committee on LGBTQ+
 - Student Equity and Achievement
- Non-Binary option on every form, assignment, and service
 - Offer Non-binary restrooms on Campus
- Free Menstrual products available within Non-binary, Women, and Men labeled restrooms
- Stopping the use of "Guys" to address a group of people
 - Folks, everyone, y'all, class, students, all

Mental Health

- Acknowledgement that we were all affected by the pandemic in different ways
 - Be sensitive about wording, politics, and mental health status
- Normalize Mental Health Services
 - Certain number sessions available to students for free
- Introduce & Better Student Recreational Areas
 - Promote community on campus through a safe and accepting space to gather and leisure in between classes

Classified Senate Goals and Updates



Jean O'Neil-Opipari, Classified Senate President



2021-22 Classified Senate Officers

- Jean O’Neil-Opipari – President
- Liz McWhorter – VP of Fundraising
- Daysi Valle – Treasurer
- Aubrie Ross – Ambassador
- Carmen Ortiz – Ambassador
- David Rodriguez – 4CS Area Representative

Classified Senate Goals

Representation and Engagement

- Caring Campus
- Plan for campus re-opening
- Increase participation in Classified Senate
- Invite students to serve on Classified Senate

Communication and Awareness

- Increase awareness about Classified Senate vs Union functions, how we work together and why it’s important
- Institute orientation every semester, mentors for new Classified employees
- Create a Classified Senate CANVAS page
- Distribute a monthly Classified newsletter to college

Wellness / Professional Development

- Coordinate a Welcome Back event, Spring
- Classified Professional FLEX Day
- Focus on Classified staff wellness

LPC Foundation Updates



Kenneth Cooper, Executive Director of the LPC Foundation



Las Positas College Foundation Update





LPC Foundation Board Retreat

- Recommitment to support the LPC Educational Master Plan
- Expansion of Foundation grant program
- Community Partner development & cultivation
- Support career and industry campus connections
- Increase unrestricted funds cultivation
 - Increase recurring monthly gifts

The Power of Combined Giving

- Currently, approx. 13% of LPC faculty and staff make monthly gifts
- Goal to reach 20% by end of 2021
- Unrestricted gifts allows the Foundation address critical unmet needs
- A portion of these funds are used to support the campus grant program



LPC Foundation Grants Highlights

- Gift cards for LPCSG online game night mixer
 - Naked Magazine printing cost support
 - Student composers workshop & performance
 - Actors Academy Fencing Equipment
 - T-shirts for graduating ECE students
-



You can help us reach our goal!

- Become a monthly donor through payroll deduction.
 - Your gift, combined with your colleagues, helps us fund grant opportunities for the LPC campus

Contact Ken Cooper or Rifka Several in the LPC Foundation Office. Sign up is quick and simple!



Budget Update

Vice President Anette Raichbart



State Budget Updates



- Cost-of-Living-Adjustment (COLA)
 - COLA of 5.07 percent, the highest in over a decade
 - **District Impact**: An additional \$5.8M in apportionment revenue for the District
- Hold Harmless Provision
 - Extended for an additional year; now goes through FY 2024-25
 - At latest count, 62 of the 72 districts are experiencing declining enrollment (FY 2019-20 vs. FY 2020-21)
 - 34 districts are seeing double-digit percentage declines
- Deferral Payments
 - All \$1.5 billion in system deferrals will be paid in July and August

State Budget Updates Cont.



- FTES Assumptions
 - Las Positas College – 6,955 FTES; year-over year reduction of 492
- Revenue Assumptions
 - COLA of 5.07% - Approximately \$5.8M in additional apportionment revenue compared to FY 2020-21
 - Enrollment Growth of 0%
- Expenditure Assumptions
 - Salary increase of 2%, approximately \$1.5M
 - Pension increases approximately \$630k

2021-2022 Budget



Object	Description	Budget
1000	Certificated Salary	\$22,381,567
2000	Classified Salary	\$6,487,475
3000	Benefits	\$10,008,375
4000	Material/Supply	\$200,641
5000	Services	\$998,432
6000	Capital Outlay	\$10,800
7000	Transfers in/out	\$392,178
Total		\$40,479,467

CARES/HEERF Funding



	Allocation	Expenses to Date	Balance
HEERF I	\$1,437,745	\$1,437,745	\$-
HEERF II	\$4,547,129	\$4,030,943	\$516,186
HEERF III	\$5,222,556	\$-	\$5,222,556
	\$11,207,430	\$5,468,688	\$5,738,742

2021-2022 Budget W/O CARES/HEERF



ACCT	ACCT Description	ADOPTED BUDGET	CARES	BUDGET W/O CARES
1000	Academic Salaries	22,381,566	587,349	22,968,915
2000	Classified Salaries	6,487,475	826,620	7,314,096
3000	Benefits	10,008,374	743,452	10,751,826
4000	Supplies	200,641	90,000	290,641
5000	Services	998,432	36,000	1,034,432
6000	Equipment	10,800	-	10,800
7000	Transfers	392,178	-	392,178
August Total		40,479,467	2,283,421	42,762,888

COVID-19 Update: Return to Campus

Dr. Dyrell Foster & Rajinder Samra



Safe Work Practices at CLPCCD



- March 2020 thru December 2020
 - 28 COVID-19 cases managed within District
- January 2021 thru August 10, 2021
 - 49 COVID-19 cases managed within District
 - Chabot College 30 cases
 - Las Positas College 14 cases
 - District/EDCE/M&O 5 cases

Safe Work Practices at CLPCCD



- Team approach to manage COVID-19
 - Reopening Task Force Members
 - Wyman Fong, Theresa Fleisher-Rowland, Bruce Griffin, Debbie Trigg, Paulette Lino, Jennifer Aries, Jamal Cooks, Stacy L Thompson, Sara Woods, Amy Mattern, Jeanne Wilson, Nan Ho, Tamica Ward, Elizabeth David, Alex Clark, David Betts, Mujeeb Dadgar, Kristina Whalen, Matthew Kritscher, Owen Letcher
 - District M&O Staff
 - Senior Leadership Team
 - Forensic Analytical Consultants Inc (FACS) – Certified Industrial Hygiene consulting firm from Hayward, CA. includes medical professional Dr. Jill Merek.
 - Legal Counsel – Liebert Cassidy & Whitmore – Meredith Karasch

Safe Work Practices at CLPCCD – CDC Update



- Offer and Promote COVID-19 Vaccination
 - Available at both campus health clinics
- Where not Everyone is Fully Vaccinated
 - Wear a Mask – Indoors and in crowded Outdoor settings
 - Physical Distancing – Limit capacity of indoor spaces
 - Hand Hygiene and Respiratory Etiquette
 - Case Investigation and Contact Tracing
 - Testing for individuals who are symptomatic
 - At home symptom screening

Safe Work Practices for Summer & Fall 2021



- Physical Distancing –reduced capacity of classrooms, conference rooms and congregate spaces
- Face Coverings in indoor locations for students and the public
- Face Coverings not required outdoors when 6 feet apart
- Personal Hygiene
- Medical Screening at home

Safe Work Practices at CLPCCD



- Your safety and the safety of our students is our Number 1 concern!
- Safe Work Practices are effective if followed.

Student Vaccination Survey



Rajinder Samra, Director
Research, Planning & Institutional Effectiveness

Safe Work Practices at CLPCCD



- For the fall term, vaccine mandate implemented for students enrolled and participating in programs and courses identified as being at higher risk for contraction and spread of COVID-19. Factors used to identify such programs and courses include:
 - Proximity of physical interaction between students, faculty, classified professionals, and administrators;
 - And based upon existing and known district case data.

Safe Work Practices at CLPCCD



Presently, the following programs at LPC have been identified for this mandate:

- Athletics (all sports)
- Early Care and Education
- Emergency Medical Services/Paramedic
- Fire Service Technology

Safe Work Practices at CLPCCD



- As of August 19th, out of 644 employees who have submitted the form, 624 have certified that they are fully vaccinated, 11 unvaccinated, and 9 declined to state.

Safe Work Practices at CLPCCD



- Vaccine mandates:
 - UC System - mandate
 - CSU System - mandate
 - K-12 – mandate or submit to weekly testing
 - Community college – as of 8/17, 26 districts with student/staff mandates, 1 district with student only mandate, and 2 districts with employee only mandate. Most are mandates with no option for weekly testing.

Safe Work Practices at CLPCCD



- Board Policies Requiring Vaccination (with legally required exemption requests):
 - Revised Board Policy 5210
 - Revised Board Policy 7330

BP 5210 COMMUNICABLE DISEASE PROTOCOLS FOR STUDENTS



The district shall also establish administrative procedures regarding COVID-19 vaccination to mitigate the risks surrounding exposure to COVID-19. These administrative procedures will require that all students attending classes, programs, utilizing services or participating in any activity on any campus or otherwise in-person must be fully vaccinated against COVID-19, unless approved as exempt due to the verified medical or religious reason (as defined in federal or state laws and regulations). Students who qualify as exempt may be subject to other safety measures in accordance with applicable federal, state, or county regulations.

BP 7330 COMMUNICABLE DISEASE



In furtherance of this commitment to providing a safe and healthy environment, the district shall establish administrative procedures regarding COVID-19 vaccination to mitigate the risks surrounding exposure to COVID-19. These administrative procedures will require that all District employees and volunteers who access campuses or other District facilities, and/or participate in off-site work in-person for the District, must be fully vaccinated against COVID-19, unless approved as exempt due to verified medical or religious reasons (as defined in federal or state laws and regulations).

Safe Work Practices at CLPCCD



Phase IV of the Return to Campus Plan includes :

- All college employees will fully return to campus.
- All departments will fully return to campus and provide support services.
- Classes will be scheduled at full capacity

With a full return to campus, the following activities will also be available:

- Campus Meetings
- Campus Events & Activities
- Field trips/Travel
- Commencement

We will follow Alameda County guidelines in place at that time concerning masking.

Safe Work Practices at CLPCCD



Questions?

Breakout Session



1. Faculty Evaluation Training
(Zoom Link in Chat)
2. Call to Action: Maintaining Momentum

Our Call to Action – Accomplishments / Reflections

Dr. Dyrell Foster, President



Our Call to Action: Maintaining the Momentum



Completed:

- Hosted a welcome event for Black students during the Student Services Resource Fair
- Updated SEA's Equity Statement
- Cultural Curriculum Audit; Help Buttons re-written in CurricUNET.
- Drafted a Black Student Resources website
- Establish a Black Cultural Resource Center

Our Call to Action



On-going:

- Disaggregate data to reveal hidden patterns of racial inequity
- Demographic student success data (to include race/ethnicity) to each instructor, at their request, to monitor their own progress related to equity

Our Call to Action



On-going:

- ConnectUp
- President's Speaker Series on Race and Culture
- Reimagine Policing in the 21st Century
- Community of Practice on White Allyship

Our Call to Action



Planned:

- Administer a campus racial climate survey
- Communities of Practice Student Listening Sessions
- Identify and display African American art on campus

Our Call to Action



Next Steps:

- Hand off the Call to Action Implementation Plan to the Student Equity and Achievement committee
- Establish Student Equity and Achievement Innovation Grants
- Invitation to the President's Advisory Committee on Race and Equity

Student Equity Innovation Grant



The Student Equity and Achievement Innovation Grant is established to support educational projects, scholarly research, creative activities and other programmatic initiatives that promote diversity, equity and inclusion, anti-racism and social justice for the benefit of the LPC community.

Student Equity Innovation Grant



The grant is administered by the Executive Team in collaboration with the Student Equity and Achievement (SEA) Committee. The SEA Committee reviews all requests, makes recommendations for approval to the Executive Team, and oversees the final reporting process for grant recipients.

Student Equity Innovation Grant



Grants will be awarded on a competitive basis and requests will be selected based on such criteria as relevance to grant objectives, impact on the LPC community, dissemination and assessment of results, and potential for successful continuation past the grant period. Please note that projects with potential for broad institutional impact will be given special consideration, and sustainable and replicable projects are particularly encouraged.

Student Equity Innovation Grant



Examples of proposals may include the following:

- Programs/projects to promote diversity, equity, inclusion and social justice, to include outreach efforts, academic/student support, student engagement, and/or community building activities
- Programs/projects that support members of diverse populations in academic disciplines in which they are traditionally underrepresented
- The presentation of seminars, speakers or workshops on topics related to diversity, equity, inclusion and social justice

Student Equity Innovation Grant



The Grant can provide funding for student assistants to assist with the project/activity, outside speakers or performers, printing costs and materials and the like. Reassigned time is not covered.

Requests that are for recurring funding will be considered as pilot programs. The SEA Committee will reassess annually based on outcomes contained in the Final Report.

President's Advisory Council on Equity and Inclusion



- The purpose of the President's Advisory Council on Equity and Inclusion is to explore issues and make recommendations for action to improve diversity, equity, and inclusion at LPC.
- Assess the campus culture surrounding issues of racism and intersections of age, citizenship, color, disability, ethnicity, faith, gender expression, gender identity, race, religion, sex, sexual orientation and all other identities represented among our diverse community.
- Proactively work to address the personal, professional and institutional challenges related to issues of diversity, equity and inclusion.

President's Advisory Council on Equity and Inclusion



The Council's aim is to foster a both diverse and welcoming atmosphere at Las Positas College by spearheading initiatives such as:

- Assessment and programming to address campus climate
- Enrollment practices that enhance diversity
- Spaces on campus for affinity/student groups
- Related educational opportunities for the college community
- External engagement on diversity and equity with communities within the Tri-Valley
- How to create a culture of accountability on diversity issues
- Serve as an advisory board to the president and make recommendations for action