

PRESIDENT'S OFFICE PRAC PRESENTATION

April 9th, 2024

Jonathan Eldridge

Superintendent/President

GUIDING PRINCIPLES

Equity and excellence cannot be divided.

—Ernest L. Boyer

PRAC Guiding Principles

- All recommendations must be *student centric*, meaning that they should not only negatively impact the least number of students possible, but also consider how we can better help as many students as possible reach their educational goals, whether by changing what we do or how we do it.
- All recommendations must be *equity-minded*, meaning that they should call attention to patterns of inequity in student outcomes by critically reassessing our practices, policies, and structures and recognizing stereotypes that harm student success.
- All recommendations must be *anti-racist*, meaning that they should produce or sustain racial equity in educational outcomes.
- All recommendations must focus on *protecting and improving teaching and learning* by illustrating efforts to employ cogent best practices and innovation.
- All recommendations must acknowledge that as a community college we are *responsive to our diverse community*, but cannot be all things to all people all the time so we must find creative ways to stay true to our mission.
- All recommendations must be made with a *consideration of their impact on the environment* and how intentional choices might reduce that impact while being maintained over time.

AREA/BUDGET OVERVIEW

The true measure of our success will be the number of people touched and transformed by our success.

—Angela Ahrendts

DEPT/ORG	TOTAL BDGT	FTE	EMPLOYEES	SALARY & BENEFITS	Notes	Discretionary	Notes
Board (11001)	\$ 406,165.00	1.00	Micol B	\$ 362,065.00	Includes 7 Trustees Benefits & 1 Student Trustee	\$ 44,100.00	
		Hourly	Trustee Stipends				
		Hourly	Student Trustee				
President (10001)	\$ 766,081.00	1.00	DWC/JE	\$ 669,681.00		\$ 96,400.00	DWC: June - December 2023 JE: January - June 2024
		0.50	Jesse K				
		1.00	Terry B				
Legal Services (65001)	\$ 1,142,485.00	1.00	Mia R	\$ 439,135.00		\$ 703,350.00	Includes \$295,000 Legal Costs, \$279,000 Settlements, \$79,000 Investigations, \$15,000 Outside Counsel - Worker's Comp. \$10,000 Hearing Officers
		0.50	Jesse K				
Human Resources (40001)	\$ 2,011,431.00	1.00	Nikki H.	\$ 1,823,072.00		\$ 188,359.00	Includes \$123,000 Other Contract Services \$26,200 Advertising Required by Law
		1.00	Angela L.				
		1.00	Connie L.				
		1.00	Ron O.				
		1.00	Candice H.				
		1.00	Katerinne A.				
		1.00	Julie B.				
		1.00	Shawna C.				
		1.00	Tessa K.				
		0.80	Kirsten G.				
Wellness and Ergonomics (40101)	\$ 39,590.00	n/a	n/a	n/a		\$ 39,590.00	Includes \$28,5890 Other Contract Services This org is managed by HR Program 673000
Advancement (62001)	\$ 243,140.00	1.00	Keith R	\$ 204,540.00	\$121,344 Management (50% paid by Foundation) \$83,196 Admin Asst. II (100% paid by District)	\$ 38,600.00	Includes \$21,500 Software Licensing Fees
		0.60	Lisa A				
Marketing and Communications (60001)	\$ 532,277.00	1.00	Nicole C	\$ 355,727.00	194,004 Management \$161, 723 Program Coordinator	\$ 176,550.00	Includes \$135,000 Marketing, \$33,450 Other Contract Services
		1.00	Staff				

PRESIDENT'S FOCUS

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—Angela Ahrendts

Organizational Alignment Activities

Classified Staff/Management Classification & Compensation Study

- Executive Team adjustments
- Consideration of numbers of direct reports
- Ensuring portfolios align with student success

Institutional Planning

Educational Master Plan/Strategic Plan

- Constituent input being gathered
- Finalize new plan next fall

Centennial

- Alumni Engagement/Fundraising
- Community Engagement

Climate Impact Mitigation

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Additional Areas of Focus

Further institutionalizing equity work

Enrollment

Board Development

Campus Policing & Public Safety Advisory
Council Recommendations

Measure B Bond Completion

- Center for Student Success
- Bolinas Field Station
- Identifying additional small projects within remaining funds

Community Partnerships

Housing Coalitions

PROGRAM DISCUSSIONS & DIRECTIONS

Change is hard because people overestimate the value of what they have—and underestimate the value of what they may gain by giving that up.

—James Belasco & Ralph Stayer

Human Resources

- Moving HR from transactional services to provide strategic and consultative service
- Expanding EEO Programs
- Completing Compensation and Classification Study
- Build upon the existing New Employee Orientation as an on-going program
- Expand training and development, especially leadership development

General Counsel

- Completed negotiations with CSEA in 2023, including an entirely new remote work program and flexible work schedule program
- Focus on the Campus Policing and Public Safety Advisory Council, including serving as a liaison between the Council and the Police Department as appropriate.
- Completing negotiations with UPM, making changes that promote equitable practices.
- Represent the College in collaboration with other agencies in Marin County to explore workforce housing, seeking solutions to better attract and retain a diverse workforce.

Marketing/Communication

- Program Coordinator—hiring in process
- Leading Land Acknowledgment Process
- Centennial Marketing Plan
- Institutionalizing promotional items

Advancement

- Raised YTD \$2.3m compared to FY22-23 \$2.1m
- Centennial and Alumni Advisory Committees
- Bolinas - \$3.01m raised for a \$2.5m goal
- Securing major gift to begin Centennial campaign
- Centennial/Alumni Program Coord. (2 year, foundation funded)

RESOURCE REQUESTS

Strategy is about stretching limited resources
to fit ambitious aspirations.

—C. K. Prahalad

No general fund resource requests at this time

Foundation-funded two-year Alumni Engagement/
Centennial Program Coordinator

QUESTIONS/DISCUSSION

The world as we have created it is a process of our thinking. It cannot be changed without changing our thinking.

—Albert Einstein