

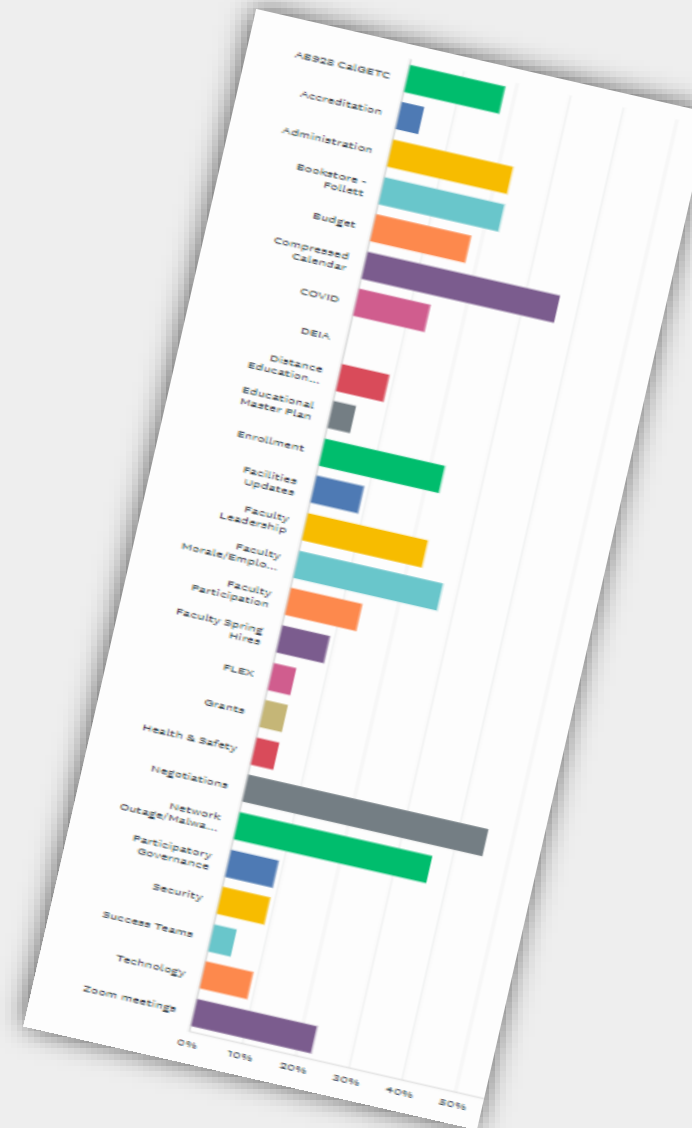
# Faculty Forum

December 2, 2022



# Most Requested Discussion Topics

- Compressed Calendar
- Enrollment
- Faculty Morale/Employee Engagement
- Hiring Update
- Negotiations
- Zoom Meetings
- Other topics requested to discuss:
  - Administration
  - Faculty Leadership
  - Bookstore - Follett



# Compressed Calendar

**Recommendation 1: Implement a 16-week condensed academic calendar to provide more flexible course offerings for students. To effectively implement this recommendations, additional research and discussion is necessary:**

- a. Additional Student survey in Fall 2022\*
- b. Student focus groups Fall 2022
- c. Further campus dialogue, particularly in Allied Health, Science, and CTE areas

**Recommendation 2 : Explore flexible work hours and increased and expanded access to services for students:**

- a. Flex schedule options (e.g. a 32-hour on-campus work with 8 hours of remote/flex work)
- b. Allow eligible positions to be performed fully remote
- c. Allow for and prioritize expanded work schedules (evening and weekend hours) for positions
- d. supporting students and faculty

**Recommendation 3: Utilize tools to increase employee effectiveness and communication:**

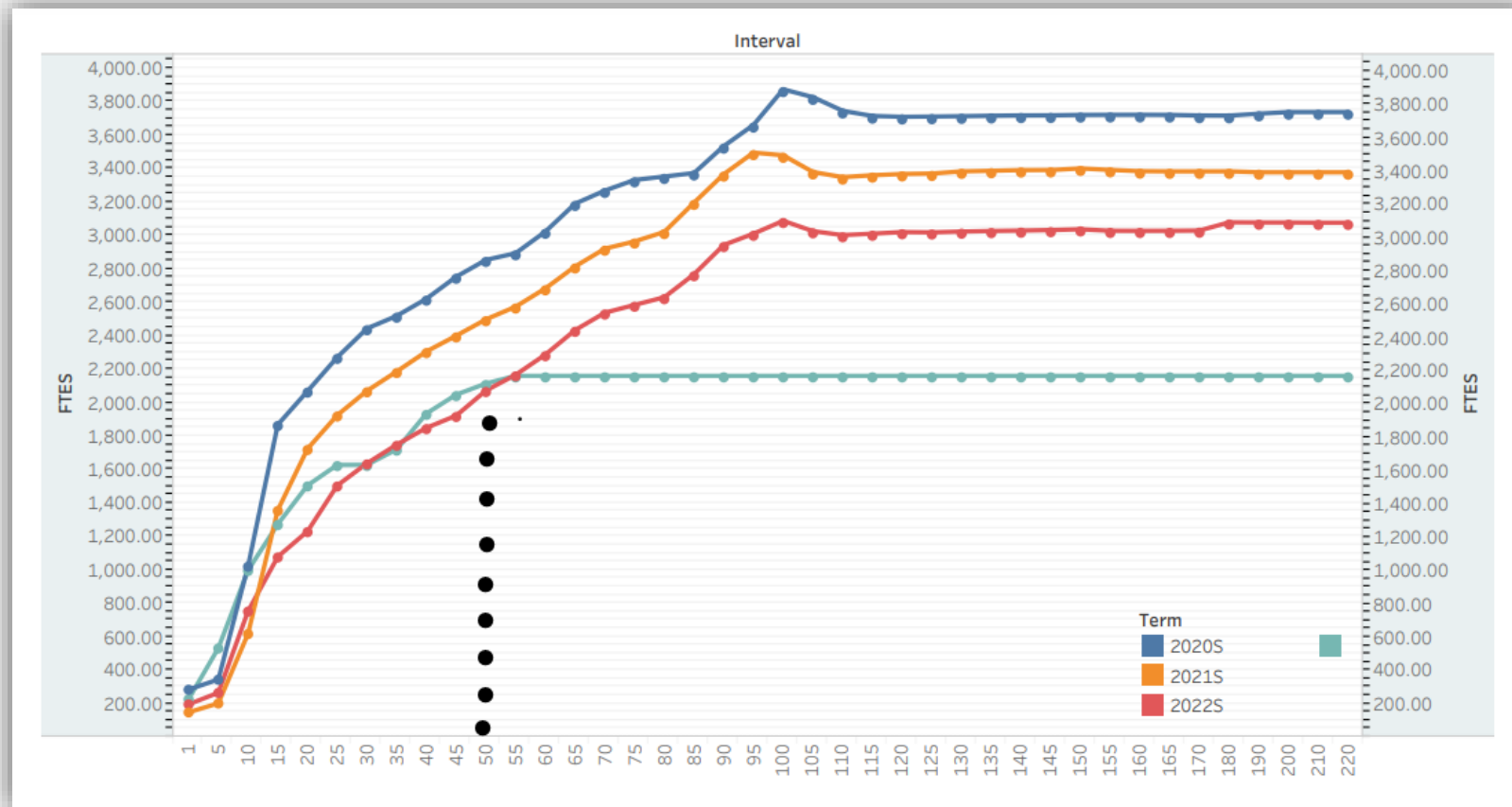
- a. Teams Project management tools, Navigate, Coursedog, Other

**Recommendation 4: Continue dialogue surrounding Innovative Enrollment and Scheduling**

- a. Integrate innovative enrollment and scheduling into the next 5-Year Educational Master Plan.
- b. Develop an effective implementation plan
- c. Develop a framework for a 16-week condensed calendar implementation including a timeline
- d. Work with bargaining units as necessary to determine impact

# Enrollment

Spring 2023 Enrollments as of 12/1/22



- Overall **13% down** from pre-pandemic numbers
- Fall FTES up 7% from 2021
- Spring enrollments currently 2% above 2022
- Spring schedule provides more class offerings and more options for students

# Faculty Morale/Engagement



FRI-YAYS TO  
INCREASE  
CONNECTEDNESS



EMPLOYEE  
CLUBS/AFFINITY  
GROUPS



EMPLOYEE  
ENGAGEMENT  
SURVEY



MORE  
OPPORTUNITIES  
FOR DIALOGUE,  
INFORMATION,  
ETC.



HAPPINESS  
INITIATIVE /  
ORANGE FROG  
PROGRAM



EMPLOYEE  
WELLNESS  
PROGRAM



PLAN TO  
CONTINUE TO  
EXPAND AND  
INVEST IN OUR  
EMPLOYEES

## Clubs/Affinity Groups:

- “Desk to 5K” Running Club – Valerie Albano,
- Weight Lifting Club – Robert Olvera
- Dog Club – Brandilyn Davidson
- Table Tennis Club – Ben Chickering
- Book Club – Melissa Rocha
- Walking Club, Los Banos – Daniel Ruiz
- Hiking Club – Mark Lopes
- Board Game Club – Ivan Navarro
- Gardening Club, Los Banos – Jazmin Serrano
- Yoga Club – Karrie Bullock
- Crafting Club – Rachel Gray,
- “What You See Is What You Get” Club – Diane Spork

# Hiring Update

## Approved New Faculty Positions

Position	Primary Assignment/Location
Psychology	Rising Scholars (Prison Education)
Biology	Rising Scholars (Prison Education)
History	Rising Scholars (Prison Education)
Welding	Los Banos
Counseling	Rising Scholars (Prison Education)
Agriculture	Merced
Biology	Merced

## Positions Still in Consideration

Position	Primary Assignment/Location
Counselor	Dual Enrollment
Men's Soccer Head Coach	Merced
Librarian	Merced
Instructional Designer	Districtwide

## Potential Disciplines to Consider Submitting

Position	Primary Assignment/Location
Chemistry	Merced
Welding	TBD
Horticulture/Plant Science	Los Banos
Agriculture	Los Banos
Computer Science/CTIS	Los Banos
Automotive Technology	TBD
Nursing	Merced
All Other Proposals Welcomed	

## Pending Director Positions

Position	Funding Source
Director of Human Resources/T9	District funded
Director of Grants Development	District funded
Director of Instructional Services and Innovation	District funded
Director of Ag Innovation	Grant funded
Director of DHSI Grants	Grant funded
MESA Program Director	Grant funded
Director of A&R - backfill	District funded

# MCFA Negotiations

- Met 11/28/2022. Scheduled to meet 12/6 and 12/12/2022.
- Making good progress on Salary article and hope to announce agreement on that article soon!
- Leads are working on scheduling additional dates in January and February

# Zoom Meetings

- Admin values and understands the need to provide multiple modalities for meetings as a long-term solution for organizational effectiveness
- We are all beginning to embrace new modalities/flexibilities
- Considering this year as a “pilot” to assess what works well, what doesn’t work, what concerns surface, challenges, difficulties, etc.
- This year we are emphasizing face-to-face meetings, but provide flexibility when/if possible.
- Throughout this year, we will begin to:
  - Develop some basic protocols for those participating in meetings remotely
  - Work to institutionalize both face-to-face and remote options for most meetings moving forward

Will there be some face-to-face only meetings this semester and beyond? Yes. Will there be Zoom meeting options for many meetings this semester and beyond? Yes. It is situational as we learn, grow, and adapt to our new “hybrid” culture over time.



# Other Top Requested Topics/Discussion

- Administration
- Faculty Leadership
- Bookstore - Follett

# Q&A / Discussion

