

Classified Professionals Forum

April 6, 2023

Most Requested Discussion Topics

- Compressed Calendar/16-week Semester
- Remote Work
- Morale/Employee Engagement
- Facilities Updates
- Budget
- Professional Development



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

Compressed Calendar

Thank you to all the faculty, classified professionals, and managers who put in the hard work and dedicated incredible amounts of time on the taskforce!

Factors leading to this decision, among others:

- The workgroup surveyed Merced College faculty in the spring of 2022 and nearly **83% of full-time faculty indicated their desires to move forward with a 16-week calendar.**
- This has been a discussion/dialogue for more than 20 years at Merced College with workgroups, feasibility studies, and conducting impact analyses—**leading to favorable recommendations to move in this direction.**
- Several studies have found that **a compressed calendar leads to higher student success and completion rates.**
- Condensed calendar has been adopted by many colleges as a response to student request for flexible scheduling/fast-track academic studies w/ shorter semesters.

Next Steps

- Working in consultation with the appropriate groups on next steps.
 - Will include formulating an implementation taskforce to work through the many technical nuances of transitioning to a 16-week calendar
- **The tentative target date for implementation will be the fall 2025 term.**
 - Academic Calendar will go to the Board, per BP 4010, with a 2025-26 academic calendar reflecting a 16-week semester for the fall and spring terms.

Remote Work

- Continue to pilot and embrace different work modalities
- Remote work is definitely something we are learning to adapt to and institutionalize into our practices
- It is not an option for all employees due to responsibilities and duties
- Supervisor approval is needed and a Remote Worker Agreement must be approved/on file
- We have a remote worker lounge
- Option has been added as an option for summer schedule

What else do you want to know/discuss?

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

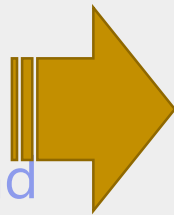
Clubs/Affinity Groups:

- “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

Employee Engagement...

2022 Survey Report and Summary...

- Recommended by Academic Senate President/Reviewed at Academic Senate
- Summary report by external consultant: *Provident Partners in Education*
- Climate Survey – Gallup’s 12 Elements of Employee Engagement
- Strong overall employee engagement – 60% to 97% on all responses
- Areas of focus and improvement identified
 - Recognition and praise
 - Professional development
 - Caring about each other, and
 - Materials and resources



Becomes the focus for improvement of morale and engagement for 2023-24

Employee Engagement...

2022 Survey Report and Summary

- **Demographic data was not required—optional, as always**
- **268 total respondents – One of MC’s stronger survey response rates**
- **Response rate for faculty**
 - 33% among all full-time and part-time/contract employees
 - ~ 43% of the respondents; 39% of the total f/t responded
- **Response rate for classified professionals**
 - ~ 32% of respondents
- **By the numbers, management was the smallest response rate**
 - ~ 14% of the respondents

Employee Engagement...

2022 Survey Report and Summary

Recommendations:

1. President's Leadership Academy favorably perceived – let's do more like this both internal and external opportunities
2. Ongoing discussions with staff re: expectations, professional goals, and strategies to achieve their goals.
3. Deans (admin) to provide more recognition and praise of faculty.
4. Faculty leadership awareness of their role, impact, and influence on employee engagement.
5. Improve communications about resource allocation process.
6. Managers find Merced College a great place to work—work to increase satisfaction among staff and faculty.

Facilities Update

- **Merced Campus**

- Exterior painting – Completed
- Theater Plaza – May 2023
- Theater and Performing Arts Complex
 - Matching funds from the state
- Vocational Building – Design/Bid In-Process
- Ag Innovation Center – Design/Bid In-Process
- Downey Center Café – May 2023
- New Career/Transfer Center – TBD
- Various Athletics Projects
 - New Baseball Club House – Completed
 - New Covered Batting Cages – TBD
 - New Gym Bleachers – TBD
- New Atomage Table Lab – In-Process
- Increased Faculty Office Space – In-Process

- **Los Banos Campus**

- New Child Development Center – July 2023
- New Ag Center – August 2023
- Updated Food Forest – July 2023
- New Café – TBD
- New Outdoor Gym – Proposals In-Process
- New Corner Sign – TBD
- Updated quad/plaza – Design In-Process
- Exterior Painting – Design In-Process

- **Business Resource Center**

- Exterior Painting – Design In-Process

Budget Update

Governor's Proposed 2023-2024 Budget

- 8.13% COLA
- Current year state revenues are behind projections
- \$213 million decrease for 2022-23 Scheduled Maintenance or Instructional Equipment
- No FTES Emergency Conditions Allowance (ECA) protection this year

Next Steps:

- Governor's May Revision
- District's Tentative Budget in June based on May Revision
- State budget signed by June 15th
- District Final Budget in September

Professional Development

AB 1840 funds – approx. \$47,000 remaining



Can be used for any/all MCCD institutes and academies

- Well-Being Institute
- Customer Service Academy
- Emerging Leaders Institute
- Diversity Academy

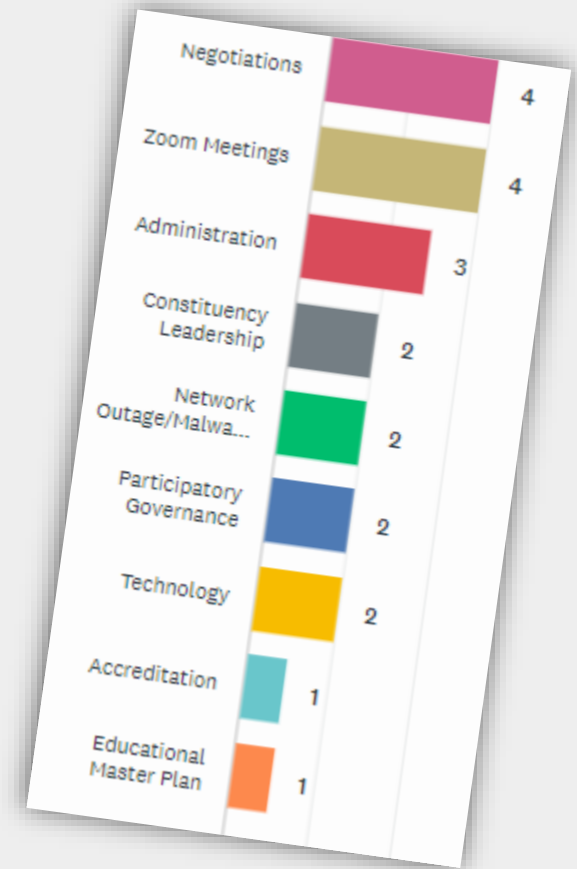


Other PD opportunities:

- Happiness Initiative/Orange Frog Program
 - Leadership Academy
 - Classified Senate PD Day
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- Interested? Talk with your supervisor.

Other Top Requested Topics/Discussion

- Negotiations
- Zoom Meetings
- Administration
- Constituency Leadership
- Network Outage/Malware Attack
- Participatory Governance
- Technology
- Accreditation
- Educational Master Plan
- Other?



Q&A / Discussion

