

Meeting with Administration and CCC Notes

October 31, 2016 11:00am Griffin Gate

Chairs and Coordinators feel there is a lack of inclusion with regards to present and long term enrollment. We do not think we will get to 12% so what is the more realistic plan for our college, and what do the divisions and departments need to know how to get to that. We have been told to add classes but this is not helping us develop a plan. Chairs and coordinators have some question.

Why did we cut so many more classes as opposed to this year, and does this put us behind in our numbers?

Dr. Nabil Abu-Ghazaleh:

Cutting fewer classes this fall compared to last fall is reflection of the success of the institution. This is look at as a collective success not a collective failure. We are running in a multi-year strategy project to realign our course offering with student demands. Last year classes were cut as there were to many classes and not enough demand. There was too much being offer and not enough demand for the class in that section. We scheduled better this last fall and there was more demand.

There is a desire from this group for a rigid rule making and the number of percentages of classes cut. Unfortunately there cannot be a simple solid number. The 80% is not a cut figure but rather classes below 80% need to be looked at to see if the section is needed. If it is a capstone class and running below 50% we will keep the class.

We are trying to run a college with balance with efficiencies in some places and effectiveness in other places. We take the offering and what the students want and adjust effectively.

What is the plan and how do you build a plan? and he asked these departments back, what is your program plan and how do we pull all those plans together.

Two pieces to answer the question what is our plan:

- one) What do we collect from each program and grow into a long term program? This is something we need to work on.
- Two) what is our enrollment target in terms of numbers, dollars and percentages which is different.

Katrina VanderWoude:

With respect to the 80% there were 150 sections cut last fall, but the 80% did not come into play till spring. Because of the sections being cut, there was a timeline for when this would happen. A task force put together and a taskforces purpose was to lay out a calendar and strategy for how deans and chairs would collaborate and communicate the about the schedule and the time leading up to school starting. In the Spring there were about 25% of all sections that ran below 80%. It still continues to be a conversation with chairs and deans.

We are currently scheduled to grow 11% over next spring. This is not taking into account any sections that will be cut.

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We have heard the word stabilization. What does that mean for us, what does that look like, what is our plan to get out of stabilization?

Dr. Nabil Abu-Ghazaleh:

Stabilization is district-wide status. So the district has a base enrollment. And then every year the state tells us we have funding for you to grow a certain percent. This year our goal is to grow 2%. Given where Grossmont was last year we decided not to grow compared to our computed base last year. Cuyamaca captured all the growth. Currently we are not maintaining our base. This means we would have to give back any growth money but does not put us into stabilization. We will still be funded at our base, but in the second year if we are still below our base then they would fund the district at the new base level. The year of stabilization is the year when it comes down below our base rate. Base never has to be repaid. "Hold Harmless"

As Chairs and Coordinators we want to work towards the common goals and we know our departments so should be consulted on classes add or cut?

Dr. Nabil Abu-Ghazaleh:

What is being heard is that the Deans are not consulting with the chairs on classes. A solution would be to add a calendar for these meetings. If this is happening then there is no problem, but if it is happening then why is administration hearing complaints to the contrary.

Katrina VanderWoude:

A task force put together and a taskforces purpose was to lay out a calendar and strategy for how deans and chairs would collaborate and communicate the about the schedule and the time leading up to school starting

Could we get a data research of our classes to see where the trends are?

Dr. Nabil Abu-Ghazaleh:

There has been a person hired to help collect and analysis the data.

Are our numbers skewed due to not dropping students?

Dr. Nabil Abu-Ghazaleh:

While we did not drop for non-payment this year but we will not maintain this the drop for non-payment a week earlier than normal practice. This is because normally students dropped for non-payment, traditionally dropped anyway. If we continue to drop for non-payment we can fill in those students who were dropped.

Is our Housing Market enough to sustain our growth?

Dr. Nabil Abu-Ghazaleh:

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Currently we are target audience is the 40% who currently live in our district, but do not go to college through the East County Alliance. Our enrollment strategy does include any growing demand and new students and to make our college the students the college of choice. We are still trying to figure out the balance of filling classes efficiently. It is about creating a flow and relationship with current and future students.

We are hoping to target more night and weekend classes as there is more demand for it.

How does this affect Faculty Staffing goals?

Dr. Nabil Abu-Ghazaleh:

We have hired 34 full time faculty we have grown our faculty more than was mandated. We hired where there were exceptional people. We are really trying to hire people where there are need in sections.

Katrina VanderWoude:

We are currently looking at the faculty staffing process. It would seem that we continue to have needs that are trying to be met, but we are looking at the needs. We are also looking how our recommendations are falling in line with the true need. The concern we have is the lack of adjunct faculty pool and it has continued to be a challenge. In the last few weeks HR is working on an adjunct hiring event on Nov 19. A little over 100 people who have signed up.

Could we put something together that demands that administration and chairs to communicate so we know our demands?

Dr. Nabil Abu-Ghazaleh:

We are currently we do not have a cohesive communication about planning, and the best way to do this moving forward. We have been really just going status quo for a while, but to have a plan we need to have a set of plans from the departments and come up with a grand plan based on those plans and the trends that are happening.

Why are we cutting classes even though we are doing all this outreach and want more enrollments? Why are we cutting when our counter parts at Cuyamaca are letting those classes continue? We lose students when we cut courses and lose students to Cuyamaca because they continue to run the course. Students need these classes to graduate and we are turning them away.

Dr. Nabil Abu-Ghazaleh:

We are hoping people in the smaller enrollment classes will move to other classes to fill them up. This is more of a specific department and not a college wide problems. There is a collective that we are trying to protect programs, but particulars of the reasons need to be worked out with the chairs and Deans.

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There cannot be one rule that can map out a college wide demand or lack thereof. We are trying to balance and we are getting better at scheduling from the start. This is our hope that we will not cut needed classes.

Why is Cuyamaca growing and we are not?

Dr. Nabil Abu-Ghazaleh:

They are struggling. They are struggling to grow what was a very low efficiency. But we need to contrast with our own behavior because they are doing what we are trying to do and that is to grow enrollment with efficiency. Our problem has been to try and have rules across the board and that has not worked for us. We have to look at section by section. If we are cutting capstone we need to look at why.

We will have discussions like this in the future.