

Classified & Faculty Forums


September 23, 2024



Forum Topic(s):

1. Proposed Realignment Plan – 2024
2. Other possible topics/issues:
 - Budget
 - Follett Access
 - Capital Projects
 - Professional Development
 - Culture/Climate
 - 16-week calendar
 - You choose—what else?





Realignment of Resources for the EMP/SIP

Proposed Plan – 2024

Rationale and Purpose: Answering the “Why”

- New 5-Year Educational Master Plan
- New 5-Year Strategic Implementation Plan
- Elevating top priorities that have gaps in resources
 - Implementation of innovative best practices to support student access and success (Strategies 1, 2)
 - Elevating career and transfer initiatives (Strategies 2, 3)
 - Building stronger, collaborative, and innovative strategic partnerships (Strategies 1, 3)

Realignment of Resources for the EMP/SIP

Restructure of Assignments

Dean of Business and Economics →

Dean of Business, Economics, and Education

- Remains under Office of Instruction
- Dean will oversee two Schools: School of Business & Economics and School of Education
- Admin Coordinator (C. Jimenez remains)

Dean of Innovation →

Dean of Innovation and Institutional Effectiveness

- Moves under the IT & Institutional Effectiveness Div
- Office of Inst Effectiveness will report to Dean
- Innovation Office and Instructional Designers remain under this Dean
- Admin Coordinator (C. Moreno moves to Ag&IT)

Dean of Institutional Effectiveness →

Dean of Enterprise and Academic Partnerships

- Moves under the Office of External Relations

NOTE: No net increase in dean positions; Changes in reporting and assignments to better align with the needs of the new 5-Year EMP/SIP

New Positions*

Dir of Career and Transfer Center, Mgmt 9

A&R Technician (BRC), Range 20

Help Desk Tech, PT, Range 21

Payroll Specialist, Range 26

Automotive Mech I (M&O) , Range 20

Warehouse Tech, PT, Range 18

Custodial Coordinator, Range 22

Electrician (M&O), Range 32

Instr Support Tech III (Athletics), PT, Range 22

Footnotes:

* New positions allocated as part of the staffing augmentation process

** Reduction in Force

*** Mathematics Department approved of not backfilling Prof of Mathematics position

Re-Organization

Professor of Mathematics*** (J.Clark) →
Director of Institutional Effectiveness (J.Clark)

Contract Training Coordinator (vacant) →
Dir of Contract Education and Comm Svcs

Library/Media/Bookstore Clerk, PT (vacant) and
Program Assist (V.Grijalva) → Instructional Support
Coordinator (V.Grijalva)

Non-Credit Program Assist (K.Narvaez-Flores) →
Non-Credit Program Mgr

Eliminated Positions

Area Admin Coordinator (vacant)

Graphic Comm Tech III (vacancy/retirement)

Office Tech II, PT (BRC)**

Grounds Mechanic, PT (vacant)

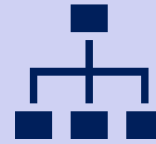
Timeline, approval process, and associated costs...



Restructure of Assignments



New Positions



Re-Organization



Eliminated Positions

Revised Job Descriptions to October Board Meeting

Discussion/Dialogue:
 Constituency Leadership
 Master Planning Committees
 Forum Discussion
 College Council

Changes in job descriptions require board approval; changes in reporting structures are operational and do not require approval by the board

Change in Salaries: \$0
No add'l benefits

September Board Meeting – Budget Approval Process

Discussion/Dialogue:
 Constituency Leadership
 Budget Committee
 College Council
 Part of the established Staffing Augmentation Process

Job descriptions and budget allocation require board approval; Positions approved based on program review and staffing augmentation requests

Additional Salaries: \$474,116
Plus benefits

October Board Meeting

Discussion/Dialogue:
 Master Planning Committees
 Forum Discussion
 College Council
 Budget Committee

Re-orgs require board approval

Change in Salaries: \$28,158
Plus minimal change in benefits

October Board Meeting

Discussion/Dialogue:
 Constituency Leadership
 Master Planning Committees
 Forum Discussion
 College Council

Reduction in Force requires board approval; other positions will remain “frozen” until needed

Change in Salaries: (\$192,696)
Add'l savings in benefits

EMP/SIP Priorities Related to Proposed Changes



Strategy 1: Invest and grow the Merced student population through new and innovative marketing and outreach and target new populations.

- Theme 1.1 - Market the value proposition of Merced to upstream audiences: outreach to broad prospective student bases.
- Theme 1.2 - Target new audiences. Scale to reach new students and new target audiences to grow the overall student population.
- Theme 1.3 - Extend certain programs and disciplines (i.e., The Rising Scholars Program, CTE, etc.).

Strategy 2: Strengthen student degree and certificate completion outcomes.

- Theme 2.1 - Improve ease of navigation throughout the Merced system by building and communicating a straightforward, uncomplicated process to achieve a Merced degree or certificate.
- Theme 2.2 – Bolster and improve awareness and usage of support resources designed to guide students through their educational journey.
- Theme 2.3 - Create opportunities for faculty professional development and self-accountability metrics to strengthen student success metrics.
- Theme 2.4 - Implement new modalities of curricula (CPL, CBE, etc.) to meet the needs of targeted populations.

Alignment:

- ✓ Restructure of dean positions
- ✓ Expanded external relations
- ✓ Investment in non-credit
- ✓ Innovation expansion & new modalities
- ✓ Dir of Career/Transfer Center
- ✓ Instructional Support Tech in Los Banos
- ✓ Help Desk Tech

Alignment:

- ✓ Restructure of dean positions
- ✓ Dir of Inst. Effectiveness
- ✓ Investment in non-credit
- ✓ Innovation expansion
 - ✓ CBE, CPL, etc.
- ✓ Dir of Career/Transfer Center
- ✓ New bachelor's degree program
- ✓ Dir of Contract Ed/Comm Svcs

EMP/SIP Priorities Related to Proposed Changes

Strategy 3: Improve student employment outcomes by engaging the extended community.

- Theme 3.1 - Internal: Amplify practical, real-world skill-building through labs and skill-sharing collaborations within and across disciplines.
- Theme 3.2 - External: Collaborate with employers, alumni, neighbor colleges, and the broader community to connect the dots and provide pathways to employment.

Alignment:

- ✓ Restructure of dean positions
- ✓ External Relations and PPPs
- ✓ Investment in non-credit and BRC programs (A&R Tech)
- ✓ Innovation expansion
- ✓ Dir of Career/Transfer Center
- ✓ New modalities

Strategy 4: Build and maintain a handful of sustained internal collaborations and knowledge sharing (faculty/ staff, students, disciplines).

Theme 4.1 - Design and formalize a handful of ongoing alliances connecting students, faculty, and the community (employers and neighboring universities).

Theme 4.2 - Build and maintain a handful of sustained internal collaborations and knowledge sharing (faculty/staff, students, disciplines).

Theme 4.3 - Build a handful of strategic partnerships that grow engagement, awareness, and student outcomes.

Alignment:

- ✓ Restructure of dean positions
- ✓ Dir of Inst. Effectiveness
- ✓ Investment in non-credit and BRC programs
- ✓ Inst Support Tech, Athletics
- ✓ Investment in Career/Transfer Center (Director position)

Strategy 5: Improve the Merced College experience for students and faculty/staff.

- Theme 5.1 – Vigorously pursue digital inclusion for all by addressing the challenges of connectivity, training, and technology.
- Theme 5.2 – Improve navigation of the Merced campus and resources. Simplify signage and logistics to provide smooth access to campus and resources.
- Theme 5.3 – Grow engagement and connection points within and beyond Merced through events and partnerships.
- Theme 5.4 – Build solutions to support faculty and students to simplify choices and priorities so they can maintain a manageable and sustainable workload.
- Theme 5.5 – Invest in employee engagement, well-being, and happiness.

Alignment:

- ✓ Help Desk Tech
- ✓ External Relations investments and partnerships
- ✓ Career/Transfer Center investment to support 4-year partnerships/expansions and employer relations
- ✓ Dean of Enterprise and Academic Partnerships
- ✓ Dir of Inst Effectiveness to support 16-week transition
- ✓ Investment in M&O positions to support overall growth and campus environment
- ✓ Investment in transition to 4-day workweek with high flex Friday options

Opportunities for Input and Discourse...

All Employees Invited/Open Meetings:

- College Council Meetings, Sept 5 & Oct 3, 10–11 am
- Los Banos Campus Coffee & Conversations w/Cabinet, Sept 11, 9–10 am
- Merced Campus Coffee & Conversations w/ Cabinet, Oct 2, 9–10 am

Faculty Meetings

- Faculty Forum, Sept 23, 2:15–3:15 pm
- Academic Senate Leadership Meetings, Sept 9
- Academic Senate Meeting, Sept 12 & 26, 11–12:15 pm
- MCFA Leadership Meeting, Sept 13, 2–3 pm

Classified Meeting:

- Classified Forum, Sept 23, 1–2 pm

Leadership Only:

- Leadership Officers Meetings, Sept 9 & Oct 7
- Leadership Team Meeting, Sept 12, 9–10:30 am

Classified Leadership Only:

- CSEA Leadership Meeting, Sept 23, 10–11 am

Advisory Members Only:

- President's Advisory Council, Sept 27, 9–10:30 am

Questions/Comments

Email Any Members of Cabinet

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