

# All Staff Day

**FALL 2018  
FRIDAY, AUGUST 17**

SANTA MARIA CAMPUS, MARIAN THEATRE

## AGENDA

- 8:30 a.m.** Morning Refreshments and sign-in
- 9 a.m.** All Staff Day Program
- 10:45 a.m.** Campus-wide Conversation
- 12 p.m.** Lunch in the Commons

## ASSOCIATION MEETINGS

- CSEA: 1:30-3:30 p.m. H-104  
Faculty Association: 1-3 p.m. C-40  
Part-time Faculty Association: 3-4 p.m. C-31

## DEPARTMENT MEETINGS

Please contact your department chair or administrative assistant for your department's meeting time/location.



THE ASPEN INSTITUTE  
**ASPEN PRIZE**  
FOR COMMUNITY COLLEGE EXCELLENCE

**TOP 150**

2011/2014/2016



Welcome Back!

Miss Anything?

# “Student Centered Funding Formula”

(subject to change!)

- Hold Harmless for this year (2018-2019)
- Move state level to funding factors:
  - 70% FTES/20% Equity/10% Success
  - 65% FTES/20% Equity/15% Success
  - 60% FTES/20% Equity/20% Success

# SCFF Funding:

## Percentage at State Level

### Example of SCFF Allocation

	Enrollment % of Budget	Enrollment	Equity	Outcomes	Budget
System	60.00%	\$60	\$20	\$20	\$100
College A	54.55%	\$30	\$15	\$10	\$55
College B	66.67%	\$30	\$5	\$10	\$45
Total	60.00%	\$60	\$20	\$20	\$100

# Changing Times

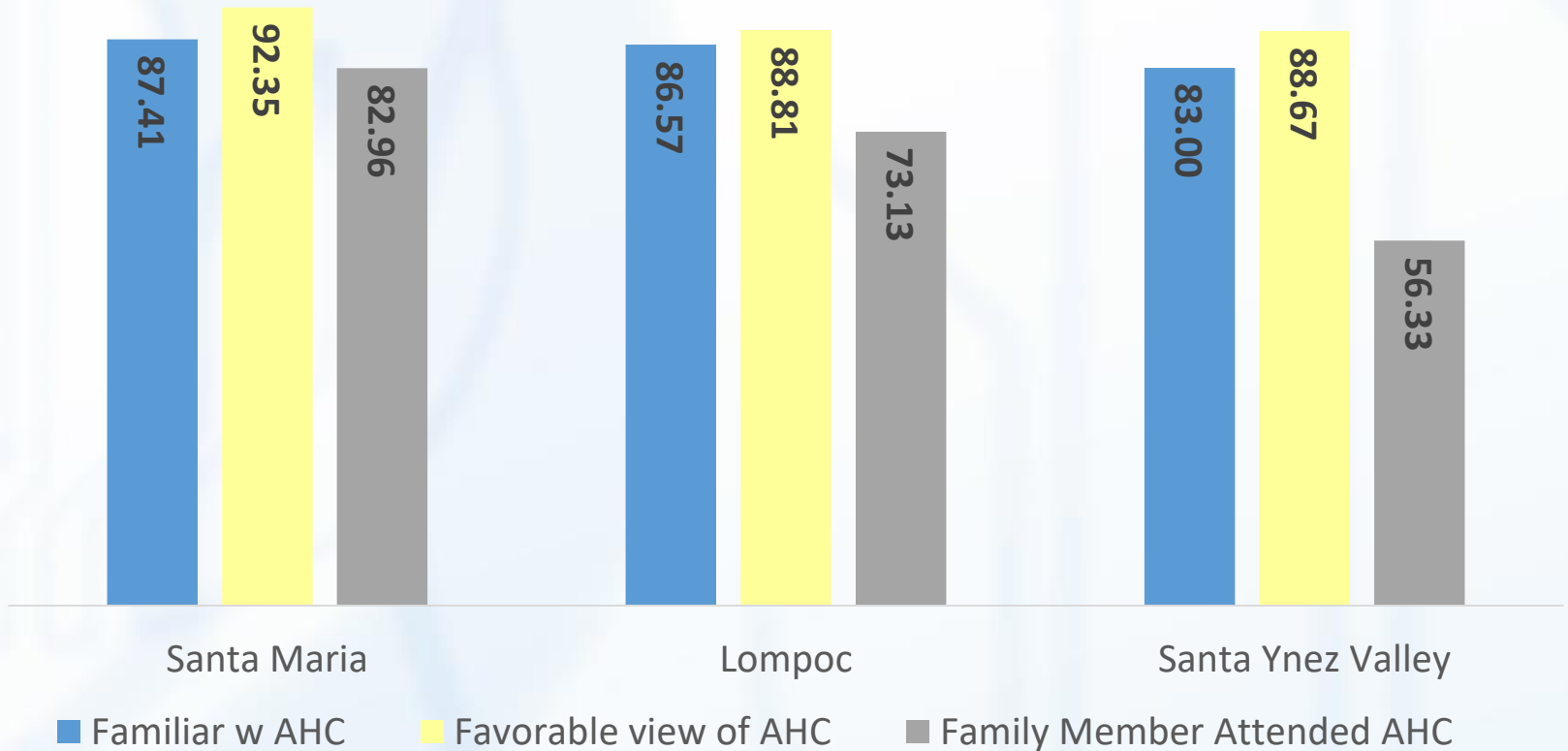
## Promotions, Retirements Create Vacancies

Director, IT	Tuesday, September 11, 2018
HR Director	Tuesday, September 18, 2018
VP Finance	Thursday, September 20, 2018
Director, Facilities	Friday, September 21, 2018
Director, Public Affairs	Monday, October 1, 2018
Ex. Director, College Adv.	Monday, October 8, 2018

# Funding The Fine Arts Classroom Building

	Project Proceeds	Funding Share
State Funds	\$24,394,000	50.7%
Patty Boyd	\$10,000,000	20.8%
District Funds	\$13,663,000	28.4%
Local Funds	\$23,663,000	49.3%
Total	\$48,057,000	

# Community Survey: Perspective on AHC

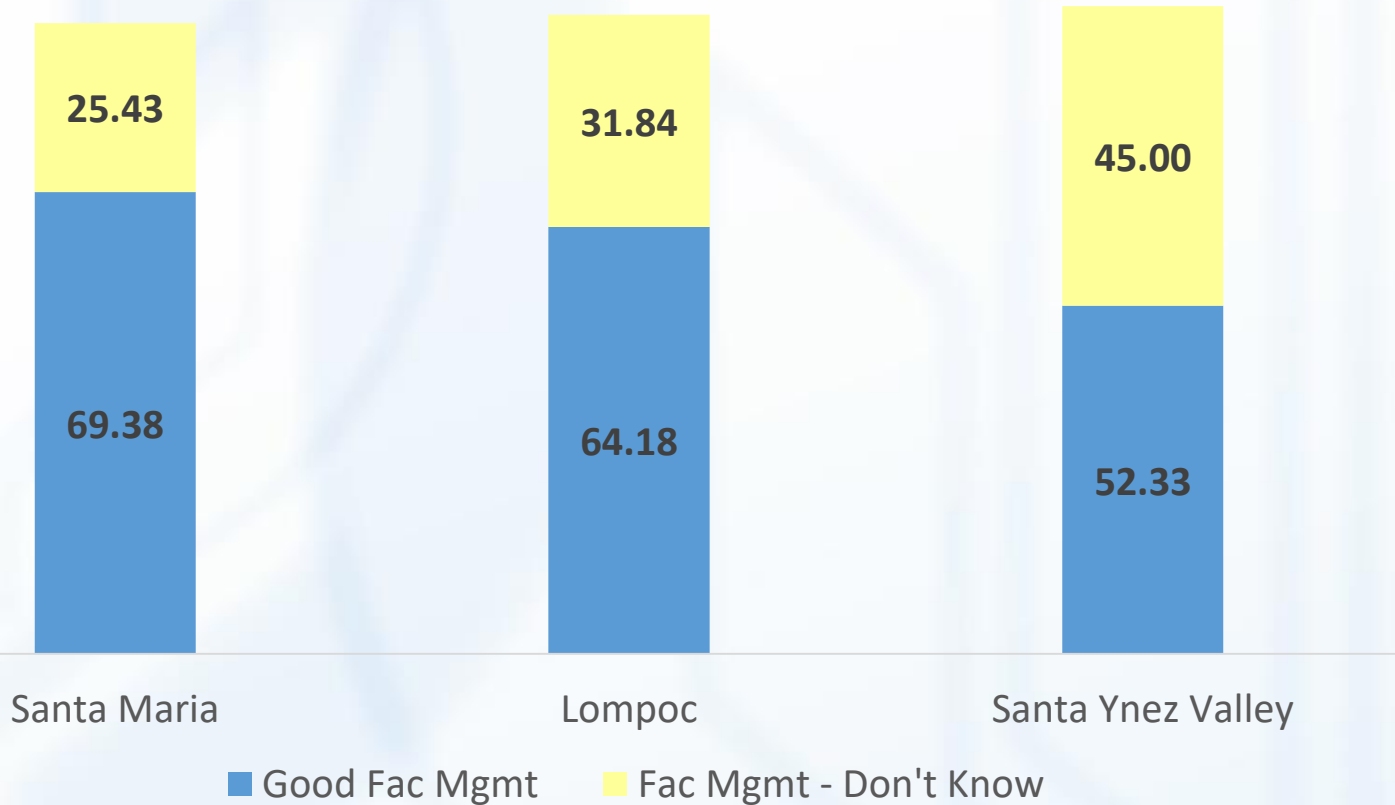


# Community Survey: View of Community Colleges





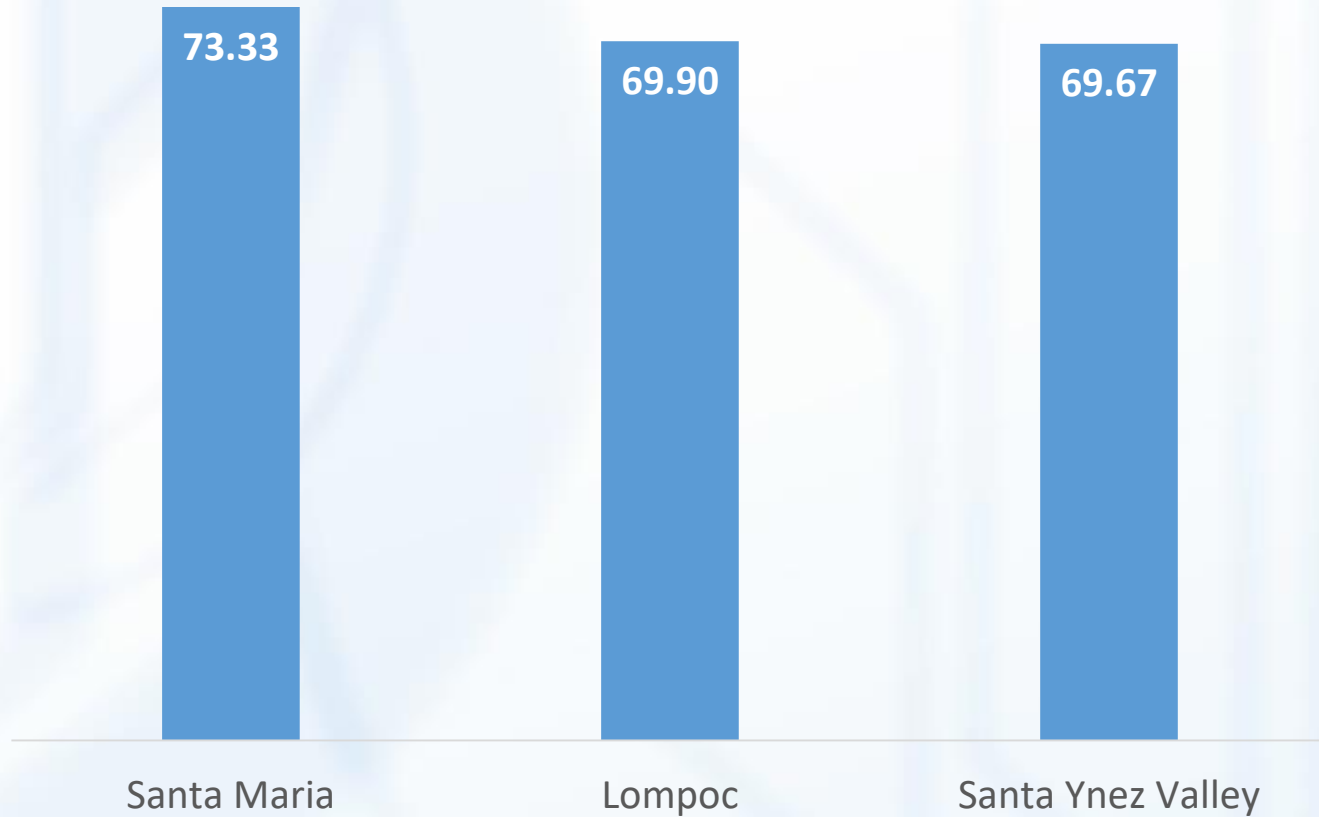
# Community Survey: AHC Facility Management



■ Good Fac Mgmt    ■ Fac Mgmt - Don't Know

# Community Survey: Support for an AHC Bond

Overall=73.23%



# Options: Fine Arts Classroom Building

1. Ask voters to approve bond measure to fast track Fine Arts
2. Fund District Share through Certificates of Participation (\$700k to \$900k)
3. Fund Initial District Share through COP, Replace with future bonds
4. Cancel Fine Arts project, use Boyd funds for recital hall

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## Preparation for Bond: Timeline

- July 2017 Board Retreat – Presentation on funding options

*Discussion of bond related issues occurs in each subsequent meeting*

- August 2017 – College Council supports bond initiative
- September 2017 – Presentation to Academic Senate
- January 2018 Board Retreat – Updated presentation with timeline for election
- April 2018 Board Meeting – Information item regarding moving forward on a bond
- May 2018 – Preliminary survey results presented
- June 2018 – Disaggregated survey results, community support, resolution approved

# Looking Back, Planning Ahead

# Five Years Ago

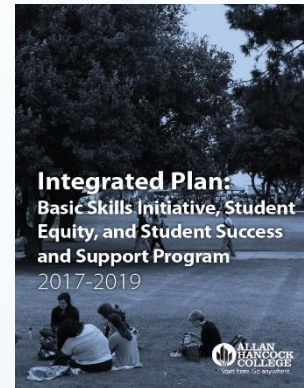
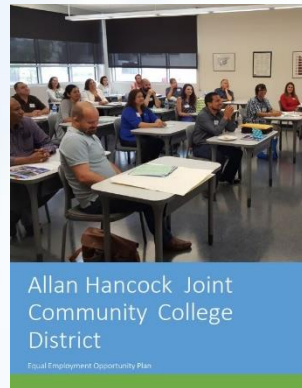
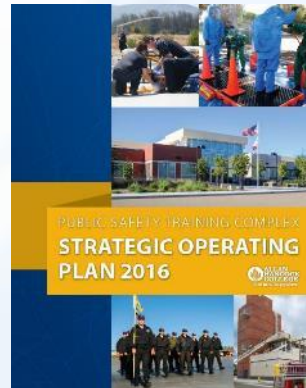
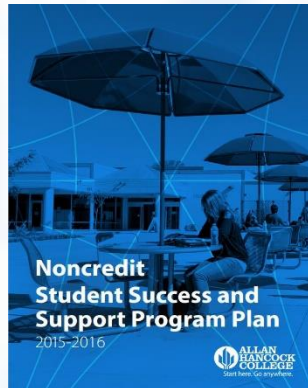
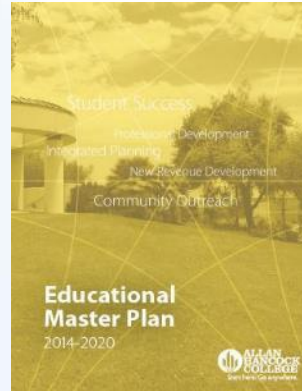
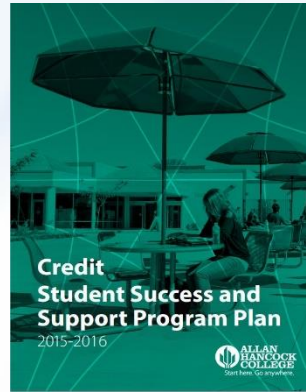


# Fast Forward...





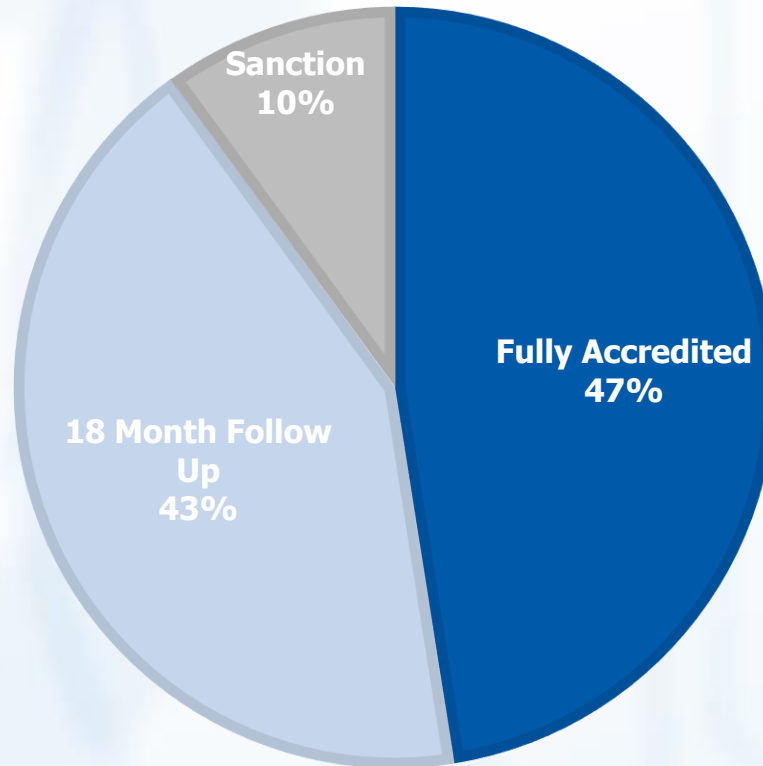
# Planning, Planning, Planning!



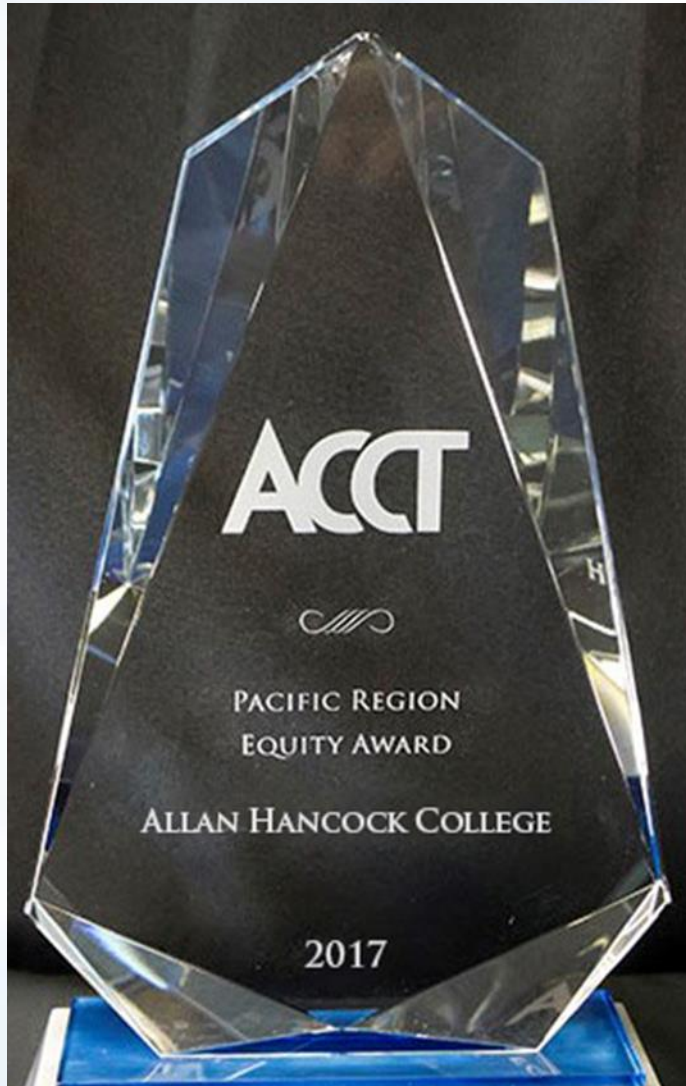
# Successful Accreditation

## STATUS OF COLLEGES EVALUATED USING NEW ACCJC STANDARDS

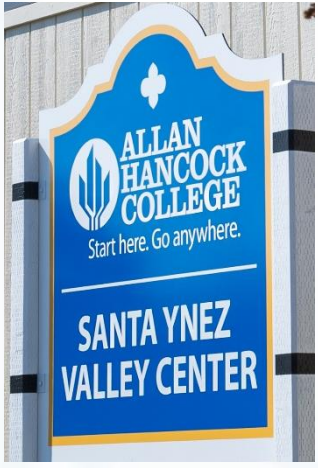
2017 N=40



# National Recognition



# Changing the Odds



Reach for your goals

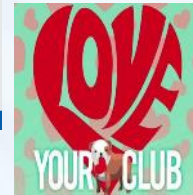
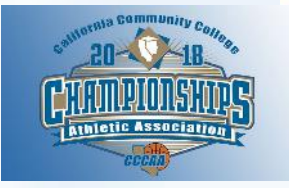


**FAKE NEWS FORUM**  
 MEDIA LITERACY: RECOGNIZING FAKE NEWS... AND WHAT TO DO ABOUT IT  
 TUESDAY, FEBRUARY 20 | 1-3 P.M.  
 Allan Hancock College's Marian Theatre on the stage of PCPA's THE CRUCIBLE

Join us for a forum to feature AHC faculty and journalists including Hugo Morales of Radio BiLogos.

**FREE** and open to the public.  
 AHC interpreter services available upon request. Please call 805-868-2200 by February 16, 2018.

EVENT SPONSORED BY:  
 ALLAN HANCOCK COLLEGE  
 JOURNAL TIMES  
 ALLAN HANCOCK COLLEGE  
 805-868-5201



# Record Numbers of Grads!

## INSIDE THE NUMBERS

YEAR	Graduates	Degrees	# of Programs	Certificates
2018	1009	1527	96	853
2017	997	1,410	93	817
2016	897	1,305	84	712
2015	933	1,345	82	816
2014	858	1,221	79	744
2013	749	1,016	71	637



# Hancock PROMISE



## BULLDOG BOUND

Targeted outreach  
to 5th - 8th grade  
students and  
their families



### Path to PROMISE

**YOUR ROAD TO READINESS**

Leveraging  
programs for  
high school  
students



### Hancock PROMISE

**FIRST YEAR FREE AT AHC!**

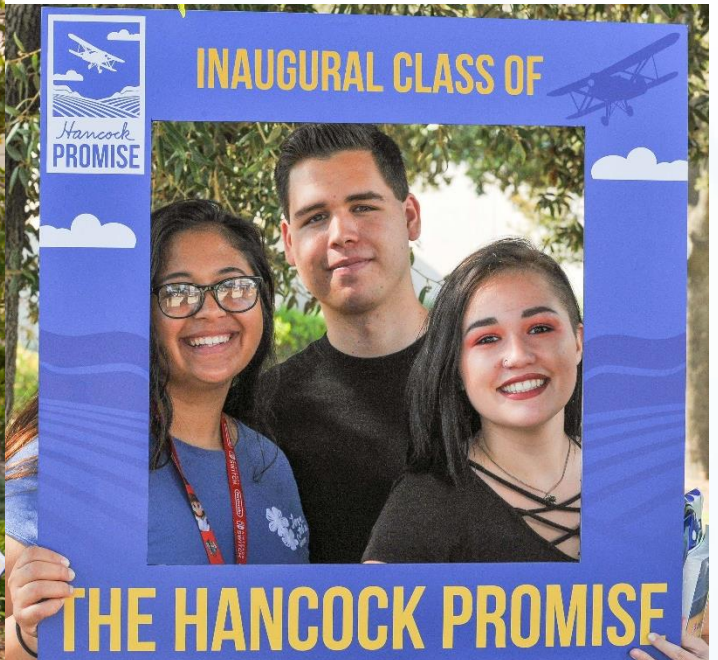
First year free  
at AHC  
(tuition  
and fees)



### Extended PROMISE

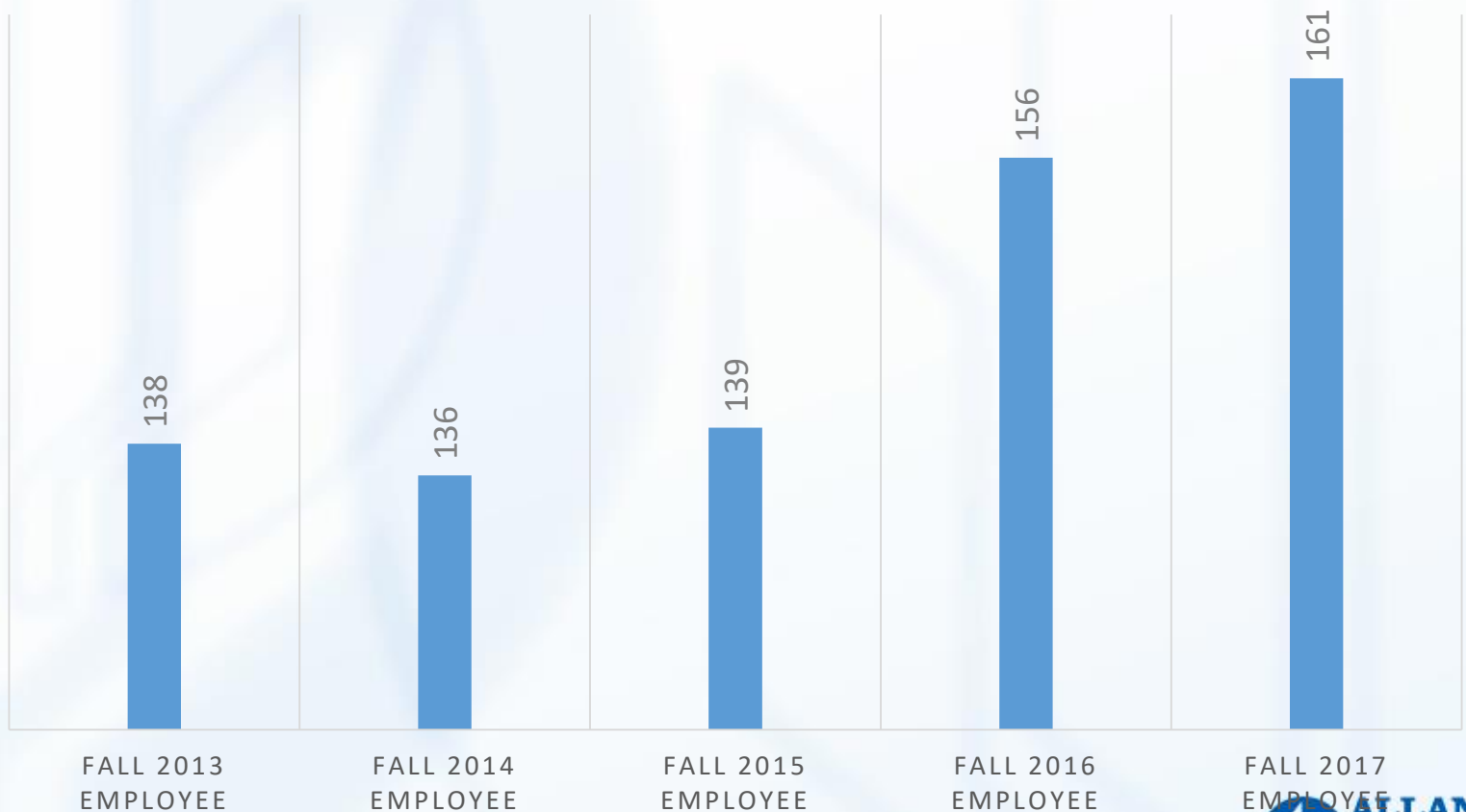
**SOAR TO SUCCESS**

Successful second  
year at AHC, graduation  
or transfer to a  
four-year institution



# Full Time Faculty 2013-2017

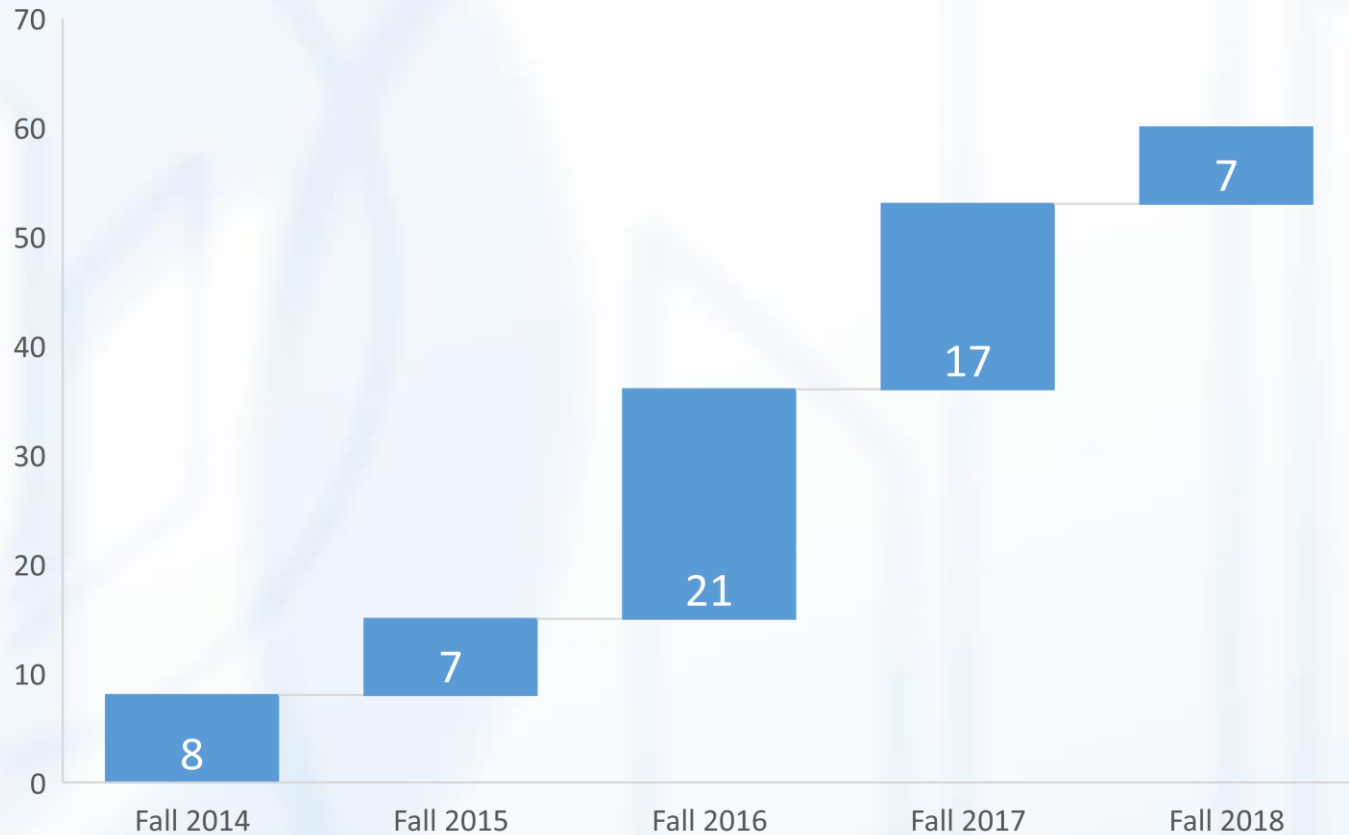
FULL TIME FACULTY  
(CCCCO DATA)



Source: AHC Human Resources

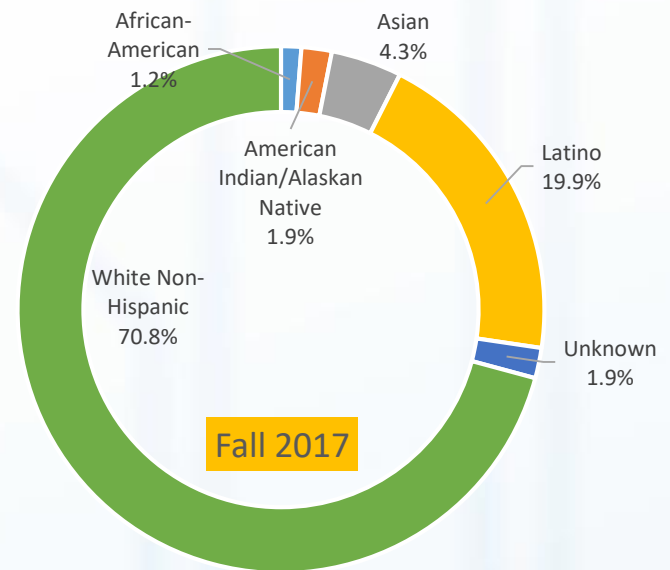
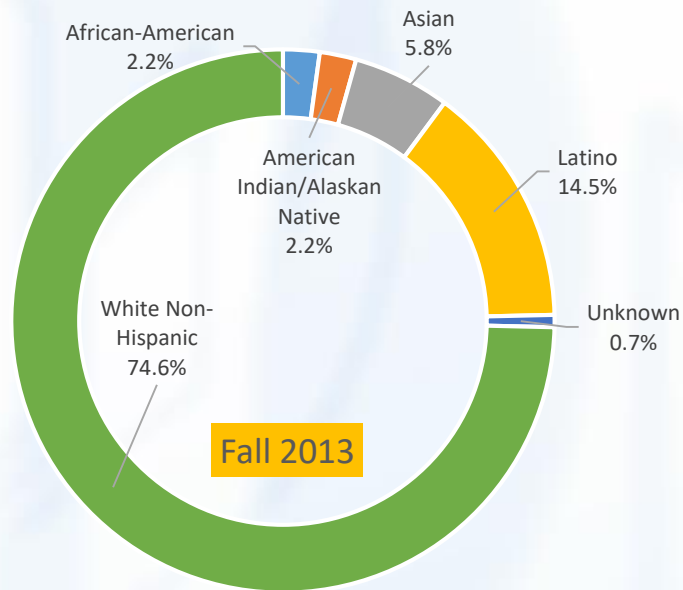


# New Faculty 2013-2017



Source: AHC Human Resources

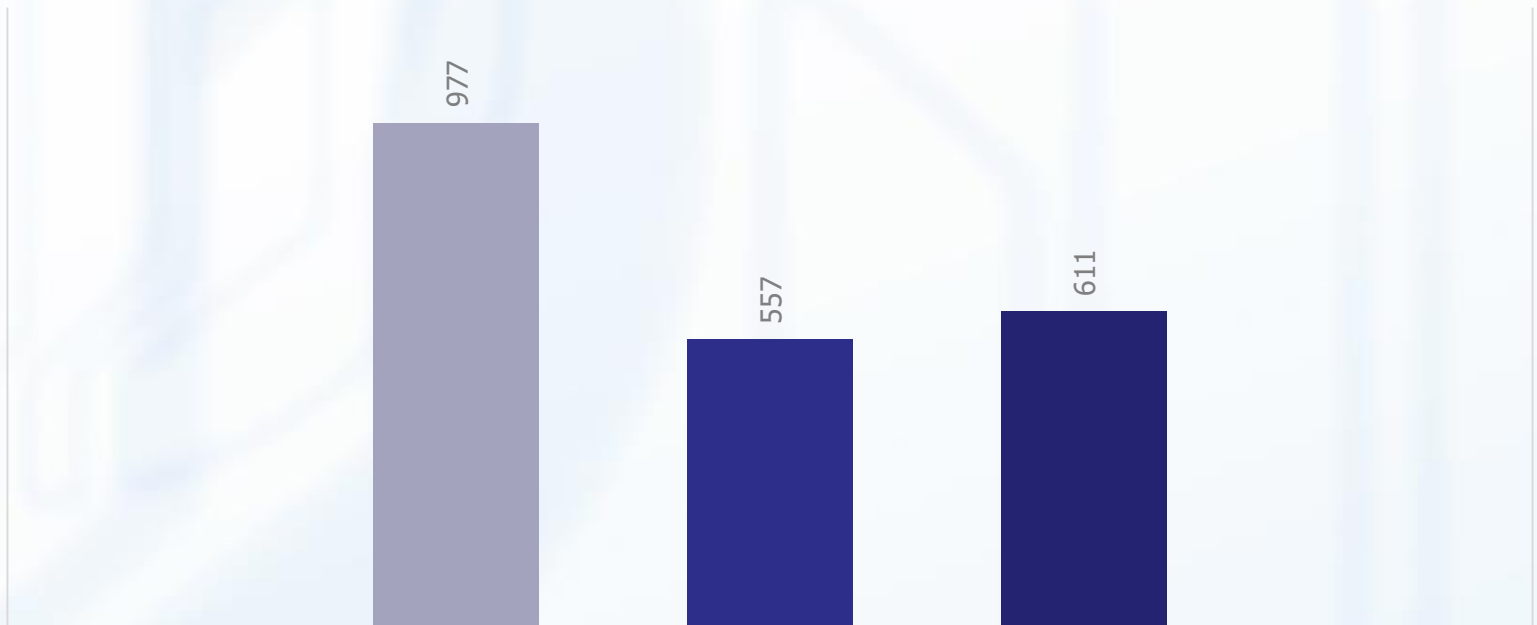
# Full Time Faculty Diversity 2013-2017



# Five Years

## STUDENT TO COUNSELOR RATIO – 43 % IMPROVEMENT

■ 2014 ■ 2018 ■ CCC Avg.



STUDENT COUNSELING RATIO

# Progression Within AHC

241 Faculty and Staff Advancements Since 2013

Advancement at AHC 2013-2018							
	Restructure	Reclass	Supv./Conf.	Assoc. Faculty	Faculty	Mgmt.	Exec
Classified	81	77	7	n/a	3	3	2
PT Faculty				31	28	0	0
Faculty						5	0
Management						1	3

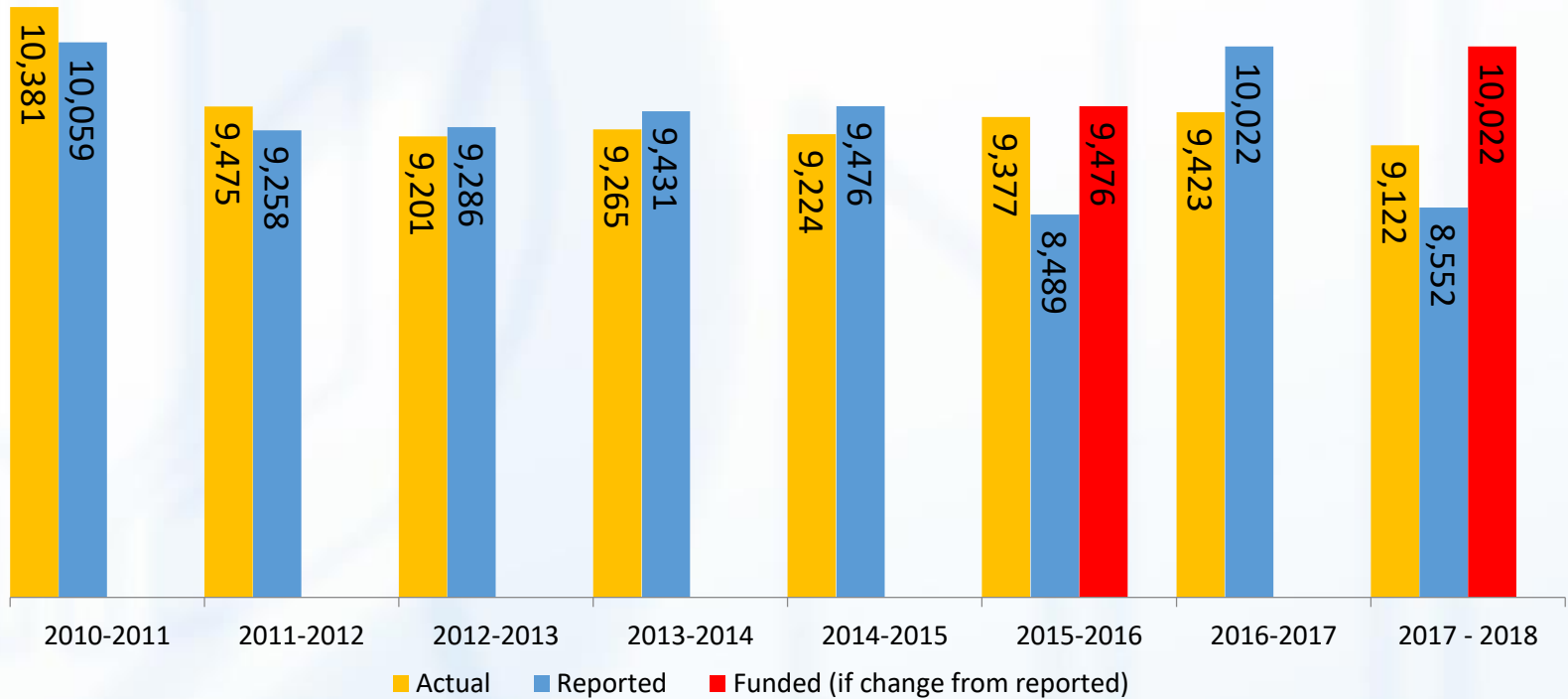
# Guiding Principles for Planning

- AHC will change the odds for students by continuing to provide quality instruction while improving time to completion;
- AHC will continue to value and appreciate equity and diversity;
- AHC will ensure a positive community presence by responding to community needs, including outreach to nontraditional students; and,
- AHC will strive to ensure fiscal integrity and management of resources by implementing sound scheduling practices based on relevant metrics and goals.

# FTES Since 2010-2011

	Actual 2010-2011	Actual 2011-2012	Actual 2012-2013	Actual 2013-2014	Actual 2014-2015	Actual 2015- 2016	Actual 2016-17	Actual 2017- 2018	Proj. 2018-19
Prior Year Summer to Claim	444.11	564.39	746.98	596.25	403.99	241.00	1,078.50	381.00	875.86
Fall*	4,456.54	4,117.36	3,962.51	4,032.30	4,144.10	4,179.54	4,312.00	4,272.50	4,144.33
Spring	4,556.38	4,191.76	4,107.00	4,166.85	4,039.52	4,068.81	4,032.80	3874.00	3,757.78
Current Year Summer (total)	1,165.95	1,131.72	1,066.14	1,039.96	1,129.00	1,078.50	975.46	900.81	873.79
Subtotal	10,622.98	10,005.23	9,882.63	9,835.36	9,716.61	9,567.85	10,398.76	9428.31	9651.75
Summer to Claim in Next Year	(564.39)	(746.98)	(596.25)	(404.43)	(241.00)	(1,078.50)	(377.00)	(875.86)	(190.00)
Reported 320 Enrollment	10,058.59	9,258.25	9,286.38	9,430.93	9,475.61	8,489.35	10,021.76	8,552.45	9,461.75
"Target"	10,058.59	9,258.25	9,286.38	9,430.93	9,650.00	9,475.00	10,000	10,021.76	10,000

# FTES Since 2010-2011



# 2018-2019 Major Projects

- **KFH Climate Survey Response**  
*LEAP/HR/IEC*
- **AB705**  
*Student Learning Council*
- **Roadmaps to Success (Guided Pathways)**  
*Steering Committee – August 31*
- **QFE Implementation (Planning/Resources allocation)**  
*College Council – August 20*
- **Promise Implementation**  
*Student Services Council*
- **Course Cap Project**  
*Academic Senate, Faculty Association, Academic Affairs*



# ALLAN HANCOCK COLLEGE

# LEAP



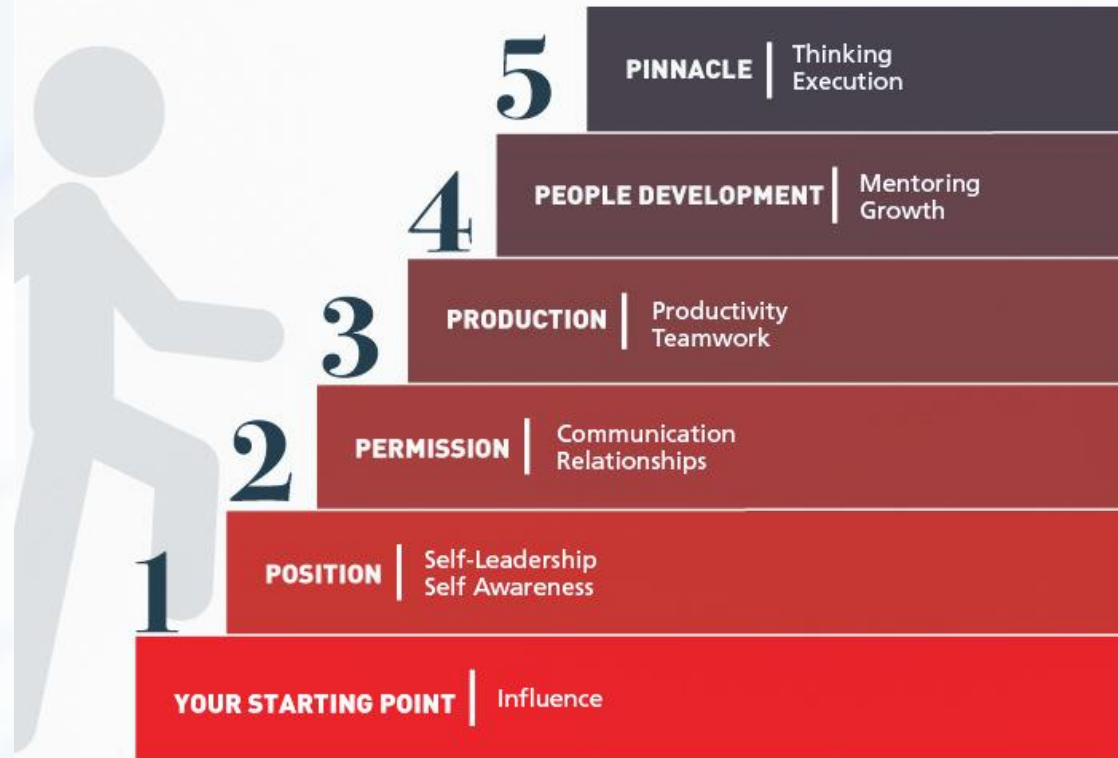
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**LEARN. EMPOWER. ADVISE. PARTNER.**

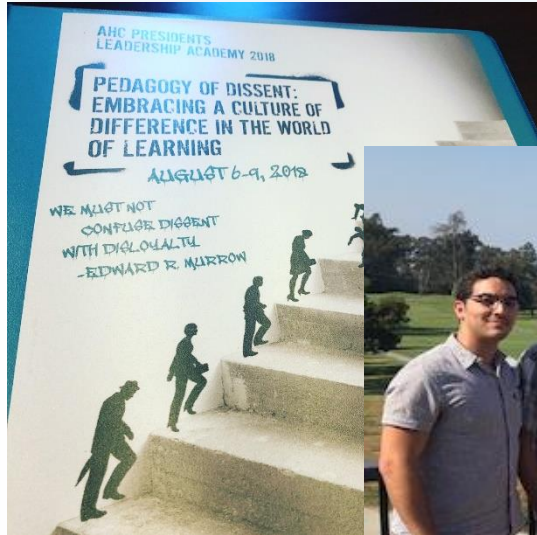
# 2019-2020 Major Projects

- **Strategic Plan**  
*College Council/IEC*
- **Education Master Plan**  
*Student Learning Council*
- **ACCJC Midterm Report**  
*IEC/Academic Senate/ College Council*
- **100 Years of Allan Hancock College!**  
*College Advancement – January, 2020 (planning starts now!)*

# John Maxwell's Leadership Levels



# Leadership Academy



Board of Trustees Agenda Item: 15  
M

## Faculty/Staff Survey

Results Presentation

Allan Hancock College

April 2018



# Executive summary: Strengths to celebrate

## Commitment to a high-quality student experience

- Colleagues have a strong belief that Allan Hancock provides a high-quality education and student experience and colleagues across work groups are committed to delivering on this promise.

 1

## Colleagues feel aligned to AHC strategy

- Colleagues feel they know how their role contributes to Allan Hancock's strategic priorities, despite having lower scores around understanding those goals and believing they are the right ones.

 2

## Support for learning and development

- Colleagues feel well supported for learning and development opportunities by their leaders, particularly those who are participating in the LEAP initiative.

 3

## Positive views of the LEAP program from participants

- Colleagues who are participating in the LEAP program rate items around mentorship significantly higher.

 4

# Executive summary: Key opportunities

## Performance management

- AHC effectively addressing poor performance is the lowest scoring item on the survey, with half of all colleagues marking this item unfavorably. This is calling into question the meritocracy of AHC, with half of colleagues not seeing the link between performance and pay.



## Training

- Training is a key concern, particularly onboarding. Scores around the training new hires receive, training to perform a colleague's present job well, and the time available to take advantage of training are all 35% favorable or lower. The LEAP initiative could serve to improve perceptions of training. However, comments suggest that having the time to participate in LEAP may be limited.



## Constrained resources limiting collaboration

- Colleagues are concerned with the number of people available to do the work that is required, coupled with a sense of being siloed when it comes to idea and resource sharing, is resulting in the perceptions that improved collaboration across departments is an opportunity at AHC. This could be aggravated by the perception of over-engineered processes required to make changes and administrative duties.



## Relationship with senior leadership

- Colleagues' trust and confidence in senior leadership, including open and honest communication from AHC are opportunities for further exploration. Comments suggest that colleagues are looking for improved communication about why, when, and what changes are happening.



# Hydration Stations



**BLDG. D – WEST SIDE**

**BLDG. F – EAST SIDE**

**BLDG. G – INSIDE BY  
RESTROOMS**

**BLDG. K – SOUTH SIDE**

**BLDG. M – WEST SIDE**

**BLDG. N – WEST &  
SOUTH SIDE**

**BLDG. O – BETWEEN  
BUILDINGS**

**BLDG. S – SOUTH SIDE  
OF MAIN ENTRANCE**



# Campus Conversation

1. 00-07
2. 09-17
3. 16-22
4. 23-28
5. 29-34
6. 35-41
7. 42-48
8. 49-54
9. 55-61
10. 62-68
11. 69-74
12. 75-80
13. 81-87
14. 88-94
15. 95-100