



**MONTEREY PENINSULA COMMUNITY COLLEGE DISTRICT
GOVERNING BOARD OF TRUSTEES**

**REGULAR MEETING
WEDNESDAY, DECEMBER 9, 2015**

CORRESPONDENCE AND PUBLICATIONS

Shawn Anderson

From: Walter Tribley
Sent: Monday, November 16, 2015 8:58 AM
To: ALL USERS
Cc: Kiran Kamath; Laurence E. Walker; Steve Crow; Susan Kitagawa; Diane Boynton; Stephanie Perkins; Shawn Anderson
Subject: Moving Forward
Attachments: CC Recommendations to the President Fall 2013.docx; R2C Retreat Notes - Fall 2015.docx

Importance: High

Follow Up Flag: Follow up
Flag Status: Flagged

Dear MPC,

I am writing to provide you with an update on actions underway to help us move forward, together.

Since the Great Recession, statewide regulations prohibiting the funding of repeated enrollments in lifelong learning have greatly impacted our revenue stream. Since that time, MPC has made many difficult decisions and taken action to address the new realities driving our apportionment. Some of those actions are in areas that are designed to increase enrollments. Other actions are related to efficiencies. Still others have been reductions in funding levels and staffing. There is still more to do.

In 2013, College Council forwarded to me nine recommendations to address the needs of the college (see attached document). These recommendations were the result of broad-based feedback and participatory governance. We have made progress and are now taking further steps to “ramp-up” our work in the areas identified in those recommendations. These steps are as follows:

1. We are working to improve enrollment. In September, members of MPC attended a retreat to discuss issues associated with enrollment. This conference provided the groundwork for our Recruitment to Completion (R2C) team, which is charged with examining students’ journeys to and through our college, then creating a plan to attract more students and provide clearer paths so students may complete their educational goals. (See the attached notes from the R2C Retreat.)
2. We are starting Interest-Based-Bargaining with both of our bargaining units. This is a style and culture of bargaining that eliminates coming to the table with “positions” and requires that all parties understand each other’s perspectives and work toward solutions that are best for all concerned and the future of the college.
3. We are hiring a consulting firm, the Collaborative Brain Trust (CBT), to help the college identify ways to further improve operations. With oversight by College Council, CBT will complete a comprehensive review of our operations and offer recommendations. During the next few months, CBT representatives will be on our campus and centers, as well as engaging many parts of our community.

4. We are seeking other inputs to our operations from the Chancellor's Office's Institutional Effectiveness Partnership Initiative in the areas of finances and enrollment management.

Thank you all for your hard work and sincere intention to move our college forward, together.

Best,

Walt



Recommendations to Cut Costs, Grow Enrollments, and Generate Revenue

Presented by College Council

to Dr. Walt Tribley, Superintendent/President

October 31, 2013

MPC's last few years have been, to say the least, fiscally challenging. We have increased our health benefit costs; agreed to reductions in pay; suffered through reductions in staff; slashed supply, instructional materials, and travel budgets; taught overloads; and scrambled to hire underpaid adjuncts to teach classes left unstaffed by a decrease in full-time faculty. And yet enrollments continued to decline, and our fiscal situation remained less than satisfactory.

At the beginning of Fall 2013, Dr. Tribley asked College Council to recommend ways to cut costs, grow enrollment, and generate revenue. Because he planned to present a balanced budget to the Board of Trustees by June 2014, the president sought College Council's perspective early in the academic year; he asked that the recommendations be made by October 31, 2013.

Because of the short timeline, College Council asked members of the Academic Affairs Advisory Group (AAAG), Student Services Advisory Group (SSAG), Administrative Services Advisory Group (ASAG), and Academic Senate to share ideas regarding cutting costs, growing enrollment, and generating revenue. Divisions also made suggestions, as did the campus-at-large through an all users survey sent out by the president's office. There was some grumbling; campus members responded in part by saying such things as, "We've done this before" and "Our ideas are always ignored." A number of College Council members responded similarly, but dutifully moved forward on the task.

College Council members culled through hundreds of ideas (many redundant)¹, keeping in mind criteria for decision-making determined early on in the Council's process:

1. Work toward achieving stated goals (cutting costs, growing enrollment, generating revenue)
2. Be legal (follow federal and state regulations)
3. Be cost effective (benefits must outweigh the cost)
4. Be quantifiable
5. Have both short-term and long-term positive consequences for the college
6. Make a significant impact (cutting programs and services with little cost savings isn't helpful)
7. Not have a significant negative impact on student access or success
8. Consider student/community perspectives.

The final outcome is a list of nine recommendations.

¹ Many of the ideas College Council discussed are listed at the end of this document. The list includes reasons each idea was not recommended.

The outcome of College Council's review and discussions seems, relatively speaking, minimal and non-specific. Why? There are numerous reasons.

1. College Council has limited authority. It cannot recommend significant changes to programs or services without the support of other advisory groups, and it is not authorized to make reductions in force. Thus, College Council chose not to review programs, services, and/or positions to cut even if such suggestions were made.
2. The timeline was too short to determine exactly what steps should be included under each recommendation.
3. The timeline was too short to determine how much would be saved or how much revenue would be generated by taking specific steps. College Council anticipated that each recommendation, when implemented, had the ability to improve the college's fiscal outlook.

College Council believes that the recommendations provide the president and the college with priorities. The details, of course, must be determined; **College Council will request monthly status reports on the recommendations to learn how they are being addressed.** We anticipate that details on the following will be forthcoming: action items, person(s) responsible, and specific timelines.

In support of these recommendations, College Council requests that appropriate funding and staffing be directed towards these priorities to best ensure that the important work ahead of us has a reasonable chance at success.

Recommendations to Cut Costs, Grow Enrollments, and Generate Revenue

- Offer a retirement incentive.²
- Reduce college's benefit costs.³
- Improve institutional efficiencies.
 - Scheduling
 - Consolidating
 - Efficient use of resources
- Create and implement a significant marketing plan.
- Improve and enhance enrollment and retention rates.
- Increase program development to meet the changing educational needs of the community.
- Develop and implement plan to increase the number of international students.
- Create opportunities to partner with public and private organizations.
- Obtain extramural funding.

² Negotiable.

³ Negotiable.

Many of the Ideas that Were Reviewed but Not Recommended

Possible Recommendations	Reason(s) idea was not recommended
1. IMPROVE ENERGY EFFICIENCY: Remove personal appliances.	Could be done on a volunteer basis. Could lower morale. Result would have little fiscal impact.
2. IMPROVE ENERGY EFFICIENCY: Reduce printing.	May be done on a volunteer basis. Some printing necessary. Result could have some fiscal impact, but savings may not justify problems associated with a lack of print materials.
3. IMPROVE ENERGY EFFICIENCY: Make faculty evaluation process electronic.	Could save time and money, but would add to the complexity of completing student evaluations. If put evaluations online, fewer students would participate (current online student evaluation participation is low).
4. IMPROVE ENERGY EFFICIENCY: Conserve water.	Few savings. Further water conservation could negatively impact the appearance of the campus.
5. IMPROVE ENERGY EFFICIENCY: Go solar.	Has possibilities, but payback takes years. Isn't realistic for recommendations that need to have an almost immediate fiscal impact. Something to continue to explore.
6. IMPROVE INSTRUCTIONAL EFFICIENCIES: Cut programs or courses that do not generate revenue.	Being done. Relevant to "Improve instructional efficiencies."
7. IMPROVE INSTRUCTIONAL EFFICIENCIES: Schedule according to student need, not instructor want.	Being done. Should be continually monitored (included in "Improve institutional efficiencies.").
8. IMPROVE INSTITUTIONAL EFFICIENCY: Close early spring.	No resulting savings. Could actually gain FTES by offering short-term courses.
9. IMPROVE INSTITUTIONAL EFFICIENCY: Create 11 month schedule for college.	Negotiable. Would be difficult to serve students needed to apply, assess, and enroll.
10. BENEFITS: Remove or limit benefits claims for non-traditional medical treatments (e.g., Chiropractic) that don't conform to critical care.	May be explored as a means of reducing college's benefit costs.
11. BENEFITS: Reduce/eliminate medical insurance for Board members.	May be explored as a means of reducing college's benefit costs. Savings would not be significant.
12. BENEFITS: Reduce health benefits (e.g. one eye exam/year). Higher copay for those who earn more)	May be explored as a means of reducing college's benefit costs.
13. BENEFITS: Participate in a commercial health plan (with a larger risk pool than a self-funded medical plan).	May be explored as a means of reducing college's benefit costs.
14. BENEFITS: Charge employees a premium for dependents who use health coverage.	May be explored as a means of reducing college's benefit costs.
15. BENEFITS: Consider health promotion programs/incentives like the Know Your Numbers model at CHOMP.	Minimal fiscal impact.

16. Work with the Foundation to establish endowed faculty positions in key areas.	May be considered under "Obtain extramural funding."
17. Eliminate all travel and conferences, professional development.	Minimal fiscal impact.
18. Restrict ability to use "substitute" teachers.	Minimal fiscal impact. Some substitutions are particularly vital.
19. Use adjunct rather than full-time faculty teaching overloads.	Full-time overloads are actually more cost effective than hiring adjuncts.
20. Eliminate subsidy for Foundation.	A few problems associated with doing so. Would cost the college more in the long run.
21. MARKETING: Use the digital sign out front to advertise events on campus.	Will be considered under "Create and implement a significant marketing plan."
22. MARKETING: Coordinate recruitment efforts at area high schools.	Will be considered under "Create and implement a significant marketing plan."
23. CLASS SIZE: Increase number of larger classes.	Will be considered under "Improve institutional efficiencies."
24. CLASS SIZE: Provide support to faculty who teach large classes.	Will be considered under "Improve institutional efficiencies."
25. CLASS SIZE/RETENTION: Pay faculty with large classes to provide "study sessions" to increase retention.	Will be considered under "Improve institutional efficiencies."
26. RETENTION: Emphasize student clubs to grow enrollment through retention.	Will be considered under "Improve and enhance enrollment and retention rates."
27. SCHEDULING: Allow scheduling flexibility to allow eight-week and weekend classes	Currently being done. Will continue to be considered under "Improve institutional efficiencies."
28. SCHEDULING: Create an annual schedule to support program requirements/Ed plans.	Relevant to "Improve institutional efficiencies."
29. Create more "hip" programs (Video Game Design, Allied Health, etc.).	Relevant to "Increase program development to meet the changing educational needs of the community."
30. Carry over departmental funds.	Can be done now. No fiscal savings.
31. FEES: Add/increase student fees.	Most fees controlled by state. Parking fees cannot be added to the general fund.
32. FEES: Add/increase community fees.	Most fees controlled by state.
33. FEES: Charge employees parking fees.	Could lower morale and/or further reduce the college's ability to attract adjunct faculty.
34. FEES: Add/increase rental facility fees.	Minimal fiscal impact.
35. FUND-RAISING: Task president with becoming fundraiser in chief.	Relevant to "Obtain extramural funding."
36. FUND-RAISING/ FOUNDATION: Fund raise among alumni.	Relevant to "Obtain extramural funding."
37. FUND-RAISING/ FOUNDATION: Write or provide training to write grants.	Relevant to "Obtain extramural funding."
38. FUND-RAISING/ FOUNDATION: Create funding development plan.	Relevant to "Obtain extramural funding."

39. FUND-RAISING/ FOUNDATION: Cultivate donors.	Relevant to "Obtain extramural funding."
40. FUND-RAISING/ FOUNDATION: Cultivate sponsorships.	Relevant to "Obtain extramural funding."
41. Create outreach task force.	Relevant to "Create and implement a significant marketing plan."
42. Serve as a satellite campus to other colleges/universities.	Relevant to "Create opportunities to partner with public and private organizations."
43. Increase ticket prices for events.	Minimal fiscal impact.
44. PARTNERSHIP: Partner with local businesses.	Relevant to "Create opportunities to partner with public and private organizations."
45. PARTNERSHIP: Explore Auto Museum possibilities.	Relevant to "Create opportunities to partner with public and private organizations."
46. PARTNERSHIP: Partner with concerts, athletic events.	Relevant to "Create opportunities to partner with public and private organizations."
47. PARTNERSHIP: Partner with universities.	Relevant to "Create opportunities to partner with public and private organizations."
48. PARTNERSHIP: Have a Business office that can provide conference facility to local businesses	Relevant to "Create opportunities to partner with public and private organizations."
49. PARTNERSHIP: MPC host, sharing costs with partner organizations, (i.e. arts groups, business groups, other schools), summer events to bring tourists and tourist dollars to campus (for example, a regionally-focused arts festival, speakers series, food fests, ethnic festivals, etc.).	Relevant to "Create opportunities to partner with public and private organizations."
50. Sell ads to include in schedules	Minimal fiscal impact.
51. Create student/revenue-generating events (e.g. benefit for the college to include dinner made by culinary students, show created by student actors, set designers, etc.).	Minimal fiscal impact.
52. Sell thin client equipment.	May still have some use. Equipment dated; has little worth off-site.
53. TECH: Use Unix-based system rather than Microsoft servers.	Relevant to "Improve institutional efficiencies."
54. TECH: Use online tools to accomplish tasks more efficiently.	Relevant to "Improve institutional efficiencies."
55. Sell Ft. Ord property.	Not legal. Agreement stipulates property will be used for educational purposes. Can be given away but not sold.

Flip Charts

Agenda:

- 12:30 Network and collect lunch
- 12:40 Welcome and lay the foundation
- 12:50 Agenda Review
 - Shared agreement on etiquette
 - Format
 - Review the "Givens"
- 1:10 The Background
- 1:20 Framing the question
- 1:30 Brainstorming
- 2:00 Clustering the idea cards
- 2:30 Coffee break
- 2:45 Naming the Idea Cards
- 3:25 Moving towards action
- 3:50 Reporting out
- 4:15 Next steps and closure

Etiquette and Shared Agreement:

- ❖ Be present
- ❖ No titles
- ❖ No sacred cows
- ❖ Be professional and respectful
- ❖ Express yourself civilly and with humility
- ❖ Keep to the agenda and time
- ❖ Take care of yourself (bio break)
- ❖ Listening to each other

The "Givens":

- | | |
|------------|---|
| Fiscal | Continuing structural deficit
Declining enrollments |
| Human | Desire to increase salaries
Desire to attract, keep and develop talent |
| Efficiency | Low/small class size
High positive attendance
Dependence on JPA and contract FTES |
| Data | Difficult to access
Complicated by our processes
Commitment to using data to make decisions |
| Students | Complicated intake process |
| Community | Desire for robust continuing education |

The Question:

What solutions can MPC implement to enhance access, retention and completion to improve enrollments in a fiscally sustainable manner?

Brainstorm:

- ❖ 3 minutes, 3 ideas, 3 cards (quietly)
- ❖ 3-7 words per card
- ❖ 1 idea per card
- ❖ *Take 15'* to discuss
- ❖ Select 5 best and clearest cards

Summary and Themes from the "Idea Cards"

Area Responsible/ Action Agent	OAA	SS/ASMP	SS/OAA	President's Office/PIO	Admin Svcs
Title of Theme (purple index cards)	#1. Develop and build a sustainable student-centered, dynamic schedule	#2. Celebrate and encourage a culture of student success	#3. Create strategic alliances that position MPC as the preferred "highway" from middle school to university or career	#4. Define and communicate a vibrant, consistent, student-centered identity and message	#5. Enhance a culture of success through customer service
Naming the Cards (pink index cards)	Clientele Program Scheduling Design Packaging - communication <ul style="list-style-type: none"> • Streamline or consolidate course offerings • Fiscally sound • Program completion • Better define our clientele and their needs • Demand • Sequencing • Mindful Scheduling: Access to courses and times offered • Monitor ed plans to predict scheduling for multiple years 	Support Student experience	Pathways	Brand	Customer service
Idea Cards	<ul style="list-style-type: none"> • First Year Experience (FYE) • Lobo Day – parent and new student day • Cohort models • Campus orientation (ASMP and Counselor) • Student body activities (music/theatre) • Peer Mentors (ASMP) • Recognize and thank successful first-time 	<ul style="list-style-type: none"> • Address the transitions • Concurrent enrollment center at each high school • Integrated processes • "Our" students • Clear pathways: HS to MPC to CSUMB • Collaboration between CSUMB, UCSC and MPC to increase the rate of transfer • Career Pathways 	<ul style="list-style-type: none"> • Specific vibrant identity for Marina campus • Assert identity • What is our brand? • What programs? • International students • Hire a Public Information Officer/Marketing Specialist • Communicate image • Tag line 	<ul style="list-style-type: none"> • Support the internal and external customer • Training, professional development • Remove counters • Promote and enhance customer service • Customer service surveys for feedback on services used • Raise the level of technology and 	

<ul style="list-style-type: none"> • Sample schedules for majors • Robust popular community ed program • Published clear pathways marketed to specific clientele • Package programs for mobile military families 	<p>students</p> <ul style="list-style-type: none"> • Accessible assessment • Career information center (virtual, face-to-face) • Enrollment coaches for first time students • Build/create community with the students • Robust tutorial, multicultural and mentorship center • Assign new students a faculty mentor 	<ul style="list-style-type: none"> • Gateway • Highway, GPS, navigate • Pivotal role • Middle college • Refine perceptions with high school teachers, counselors, admin and get buy-into MPC programs (3 missions) 	<p>standardize</p>
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Leftover cards with no specific home:
 Implementation structure
 Figure out what the right size is
 Fix it!

Shawn Anderson

From: Shawn Anderson
Sent: Monday, November 16, 2015 9:18 AM
To: ALL USERS
Subject: FW: FOR ALL: New Drawing Exhibit at MPC Art Gallery!

Follow Up Flag: Follow up
Flag Status: Flagged

SENT ON BEHALF OF MELISSA PICKFORD

A reminder to come see our new exhibit at the art gallery. The last one this semester. Black and white drawings by two different artists who draw well in distinctly different ways. Details below, and images from one of the artists.

RECEPTION with nice food and artist's talk is THIS THURSDAY, 12:30 to 2:00 pm. The gallery talk is at 1:00.

Artist Katherine Meyer will talk about her work and do a drawing demo in the gallery that same evening, from 6 to 7 pm. Please let your students know they are welcome to attend.

See you soon,

Melissa Pickford

MONTEREY PENINSULA COLLEGE ART GALLERY

PRESENTS:

DRAWING INTO DUSK

Ruby Rudnick and Katherine Meyer

Black & White Drawings

LOCATION: MPC ART DEPARTMENT GALLERY, 980 FREMONT ST.,
MONTEREY

NEW HOURS: TUESDAY THROUGH FRIDAY, 11:00 - 4:00;

THURSDAYS, 11:00 TO 7:00 (OR BY APPOINTMENT; CALL (831) 646-3060)

RECEPTION: THURSDAY, NOVEMBER 19 12:30 – 2:00 PM
(ARTISTS' TALK 1:00 PM)

ARTIST KATHERINE MEYER WILL ALSO GIVE A
DRAWING DEMO AND LECTURE IN THE GALLERY AT
6:00 PM ON THE 19TH.

MOVE TOWARDS A WORLD OF BLACK AND WHITE through the fine drawings of artists **Katherine Meyer**, of the Bay Area, and **Ruby Rudnick** of New Orleans.

Ms. Meyer's evocative and serene charcoal drawings---which span a wide spectrum of white to black through many shades of grey---remind us of the quiet beauty of nature, of the peace we can feel in areas uninhabited by humans. From her statement:

"The landscape conveys an impression of absolute permanence. It is not hostile. It is simply there....It is very lonely, yet the absence of all human traces gives you the feeling you understand this land and can take your place in it."

-- Edmund Carpenter, *Eskimo Realities*

Being alone in nature has always sustained me. In my twenties, I lived for 5 years in a house in the Maine woods with wood heat and no electricity or running water or money; that close to nature, I felt I had more resources than at any other time. Although I live with more amenities now, I still seek out solitary experiences in untamed territory. Drawing has always led me to a deeper exploration of those kinds of spaces. What is it about a particular landscape that allows me to belong to it? My drawings are attempts to answer that question, to make visible what helps create my heart's own home.

This work is not meant to be self-reflexive only, and I don't intend to impose my vision on viewers. Whether my inspiration is the mystery of California redwoods or the austerity of the Maine coast, I want to make spaces that invite people to follow their own path through each drawing, to take their own place in that environment, and to sense the restorative connection that can and must exist between us and nature.

In contrast to the tranquility of Katherine's work, Ruby Rudnick's drawings, while painstakingly drawn in exquisite detail, surge with animate energy and movement. Hers is a world of fantasy hybrid animals, all invented by her. Although they are imaginary, they teem with such tangible life that we believe these conjured creatures might indeed one day be real and live amongst us. Not an entirely pleasant thought. Her precise, minute textures and patterns, and the unsettling ideas we sense underneath them, are intriguing puzzles to unlock with our eyes.

Ruby tells us, *"My drawings are part of an invented natural history. While strongly recalling nineteenth century scientific illustration, the work provides an unsettling vision of a potential future. The scenes reflect our convoluted, guilt-ridden relationship with the natural world. Drawing is at the core of my practice. While I admire the romance of the naturalist-illustrator, my belief in the possibility of such environments keeps me coming back to the drawing table. The hand-drawn image continues to communicate a stubborn faith which eludes the digital age.*

Admission is free. MPC parking fee: \$2. (two paper dollars)

Shawn Anderson

From: Amy Cavender
Sent: Tuesday, November 17, 2015 4:24 PM
To: ALL USERS
Subject: MPC Project Santa
Attachments: Project Santa Nomination Form 2015 Fill In.pdf

Follow Up Flag: Follow up
Flag Status: Flagged

Greetings MPC Community!

Each year MPC staff collects monetary donations to purchase gift cards to award to staff and students who are in need during the holiday season. We are now accepting donations for this year's "Project Santa". All donations are accepted, and can be turned into Cathy at the CDC or Amy in the VPSS office.

If you would like to nominate a colleague or student, we encourage you to use the attached nomination form and return it to myself, Cathy Nyznyk, or Julie Osborne by December 4th.

Happy Holidays!

Amy Cavender
acavender@mpc.edu
(831) 646-4155
Monterey Peninsula College
980 Fremont Street
Monterey, CA 93940

Monterey Peninsula College Project Santa

Help Students and Staff in Need

Nominee Name: _____
Address: _____
Phone: _____
Source of Income: _____
Number of Family Members: _____
Children Ages: _____
MPC student? Yes No
Referring Person: _____ Phone: _____
Referring Person's Dept: _____

Please send all donations to Cathy Nyznyk at the CDC by *December 4th, 2015*. Make checks payable to "MPC Christmas Fund". All donations are welcome.

Send nominations to Amy Cavender, Cathy Nyznyk, or Julie Osborne and for any questions please call Amy x4155, Julie x4192 or Cathy x4066.

Thank you for your kindness, giving, and helping our MPC community.

Monterey Peninsula College Project Santa

Help Students and Staff in Need

Nominee Name: _____
Address: _____
Phone: _____
Source of Income: _____
Number of Family Members: _____
Children Ages: _____
MPC student? Yes No
Referring Person: _____ Phone: _____
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Thank you for your kindness, giving, and helping our MPC community.

Shawn Anderson

From: Shawn Anderson
Sent: Friday, November 20, 2015 10:44 AM
To: ALL USERS
Cc: Walter Tribley
Subject: Food for Thought
Attachments: Food for Thought for all user email.pdf

Follow Up Flag: Follow up
Flag Status: Flagged

SENT ON BEHALF OF BECCIE MICHAEL, MPC FOUNDATION EXECUTIVE DIRECTOR



The MPC Foundation is participating in the Monterey County Weekly *Gives!* Program again this year. Please see the attached flyer for more information.

We are especially excited that our Project Assistant and recent MPC Alumna, Stephanie Jackson, is coordinating this campaign and encouraging participation on campus, including from student clubs. There is a competition among nonprofits and awards are given for certain categories, including most gifts donated by philanthropists under the age of 35 (regardless of the gift amount). We would love to see MPC win an award! Along those lines, the Foundation will be rewarding the student club with the greatest level of participation with a pizza party 😊

Please consider making a gift in any amount...it's for a great cause, of course 😊

<https://www.montereycountygives.com/nonprofit/mpc-foundation/>

Happy Holidays to our MPC Family,

Beccie Michael
Executive Director

Monterey Peninsula College Foundation
980 Fremont Street
Monterey, CA 93940
t. 831.655.5506
f. 831.655.2627
e. rmichael@mpc.edu
www.mpc.edu/foundation

MPC beats Gavilan 32-9

By Marcos Cabrera

Monterey Peninsula College closed out its home season with a lopsided 32-9 win over Gavilan College on Saturday night.

The Lobos (5-4, 3-3) relied on stellar defense the entire night, holding Gavilan to 178 total yards and a stingy 72 yards in the second half.

The Rams' lone score was set up by an 83-yard kickoff return by Anthony Brooks that put the ball at the 7 yard line. Rams quarterback Luke Morin threw a touchdown pass to tight end Gus Konadu three plays later to cut the lead to 7-6.

The Lobos took total control from there. Quarterback Keon Marsh led the charge, throwing three touchdown passes in the first half alone. He finished the game completing 16 passes on 22 attempts for 204 yards and three touchdowns.

Running back Jordan Torres kept the chains moving all night, rushing for 110 yards on 18 carries and a touchdown.

It was a good way for both sophomores to close out their home careers, said MPC coach Mike Rasmussen.

"It was a great finish for the sophomores," said Rasmussen. "We have 21 sophomores, so a home victory, that was a great thing. I'm real proud of their effort."

Looking back on the season, Rasmussen said his squad fought hard throughout.

"We fight and we've been in every game," he said. "We're six or seven plays from winning all of them."

The Lobos got a quick glimpse of freshman quarterback Cody Steele, who subbed in for Marsh in the fourth quarter after the game was put out of reach.

Steele, who has recovered from a blown knee ligament, was impressive making plays with his legs. He rushed the ball three times for a total of 43 yards, including a 26-yard play that had his teammates yelling his last name all along the sidelines.

"Cody did a nice job and he's coming off an ACL surgery," Rasmussen said of his young Oregon prospect. "He's a great young man, a great leader. Nice to see him make a couple of plays."

The Lobos will finish off the season Saturday at Reedley College. A victory would secure a winning conference record and give them momentum into next season.

Monterey Peninsula College hires consulting firm to conduct an audit

By Claudia Meléndez Salinas

Trustees of the Monterey Peninsula College are seeking the help of an outside firm to review their internal practices and find room for improvement.

On Wednesday they approved hiring Sacramento-based Collaborative Brain Trust Consulting Firm to do a comprehensive audit that will include analyzing current enrollment practices and develop a finance plan.

“There’s tremendous power in bringing in consultants that have great expertise,” MPC President Walter Tribley told trustees at a recent meeting. “They’re impartial and these folks have been to many, many colleges throughout their careers and through their current jobs.”

With fresh eyes, the consultants could offer suggestions on how to do better in the financial arena, how to increase enrollment, and how to deal with the operating deficit the college has struggled with for years.

Officials with the teachers union had requested the college get an audit, but Tribley said that was not the impetus behind this study, which will cost the college \$210,000.

“This is something the college administration has been considering for a number of years but we never had one-time funds to do it,” Tribley said.

College administrators continue to deal with legislative changes that reduced the amount of money the college can receive. Enrollment decreased dramatically in the last few years primarily because students are no longer allowed to repeat classes as often as in the past.

That left the college with an operating deficit administrators are still struggling to bridge. To address it, they overhauled operations at the early childhood care center, they severely cut the theater program, the dance program, the photography program, and have made cuts throughout the college over the last few years.

The college’s spending plan for 2015-16 is balanced thanks partially to \$6 million it’s getting from the state, which will help bridge its expected \$1.1 million spending deficit. Of that, \$3.5 million is one-time funds, so officials are not likely to get that funding again in 2016-17.

And that's the issue the college is still trying to grapple with. Administrators have been covering the gap with one-time funds so they want to either cut expenses or make the school more efficient to increase its revenues.

Teachers have been skeptical of the college's accounting practices — part of the reason why they requested an audit — and they don't believe the deficit is as big as administrators say. At the same time they've been requesting a salary increase they have not seen in years. Last year they ended negotiations without a new agreement in place.

A new round of bargaining is expected to start soon, this time under "interest-based bargaining, a strategy in which parties collaborate to find a 'win-win' " solution to their dispute, chapter president Paola Gilbert said.

How far will negotiations get this time remains to be seen, as teachers remain distrustful of administration. They still believe administrators are not being forthcoming with how much money the college has and did not like the process through which Collaborative Brain Trust was selected.

On Wednesday, several professors complained to trustees about the process and the treatment Gilbert has gotten from an administrator, who allegedly told her to tone down her message.

Board President Charles Brown said he understands the teachers' concerns but that the job of the board is to make sure there's money for all of the college's operations.

"There's colleges, specially in California, where everybody is tightening their belts," he said. "Even though the governor released money, it's one-time money. We heard we may be able to count on those monies next year, but the year after is going to be totally revamped. We're telling the president 'you must look forward because we must still be an institution.' "

JC Football: Hartnell, MPC well represented on all-conference team

By Dennis Taylor

Sixteen football players representing Hartnell and Monterey Peninsula College have been named to the Golden Coast League's American Division all-conference team, which was released Thursday.

Hartnell quarterback Justyn Gutierrez was named Player of the Year and is part of a roster of all-stars that includes five Hartnell players and four from MPC on offense, with a defense populated by three players from each team. Eight of the chosen played high school football in Monterey County.

Gutierrez ranked fifth in the state in passing yardage, averaging 293.5 yards per game. He completed 57.9 percent of his passes for 2,935 yards and 28 touchdowns. He was intercepted 12 times.

Hartnell is 9-1 this season, which will continue for the Panthers at 1 p.m. Nov. 28 at Rabobank Stadium in Salinas where they'll take on Contra Costa College of San Pablo, also 9-1.

Their all-conference contingent includes Gutierrez (who prepped at North Salinas) at quarterback, wide receivers Eppy Henriques and Ronnie Turner (Seaside), and offensive linemen Brandon Pena (North Salinas) and Devin Liva.

MPC, which finished 5-5 this year, is represented on offense by running back Jordan Torres (Salinas), wide receiver Brandon Sampson, and offensive linemen Noah Bistrin and Joe Love (Alvarez).

Gutierrez, Henriques, Turner, Pena and Liva of Hartnell are sophomores, as are MPC's Torres and Sampson. Bistrin and Love are freshmen.

The all-conference defense includes Hartnell's Justin Pleasont (Salinas) and Reggie McGee on the defensive line and Devante Conyers in the secondary. All are sophomores. MPC defenders honored were linemen Anthony McKay (Alvarez) and Andrew Jakubowski (Seaside), both freshmen, and sophomore defensive back Najee Champagne.

Your Town: MPC student vies for Miss California, USA

Camille Hunziker, a Monterey Peninsula College student, has been selected to represent “Beach Cities” in the Miss California USA pageant to be held Dec. 4-6 in Long Beach.

The winner of the pageant will go on to the national Miss USA competition, which will air live on Fox.

Hunziker, in her second year at MPC, is studying psychology with hopes of eventually working in private practice. She has lived in Monterey for 16 years and volunteered for organizations including the Sunrise Assisted Living Facility and Animal Friends Rescue Project.

Chicago Bears promote former MPC, Palma QB David Fales to practice squad

By Tommy Wright

The Chicago Bears have waived quarterback Jimmy Clausen and elevated Salinas native David Fales from the practice squad to back up Jay Cutler.

Coach John Fox said the Bears waived Clausen because other teams were showing interest in Fales, a sixth-round draft pick out of San Jose State in 2014. Fales played quarterback at Palma School and Monterey Peninsula College before transferring to San Jose State. In Chicago's preseason finale, Fales completed 14-of-18 passes for 131 yards and two touchdowns and no interceptions, earning a 134.0 passer rating.

Clausen made two starts and appeared in six games over the past two seasons for Chicago. That included a forgettable 26-0 loss at Seattle in September that saw him throw for just 63 yards filling in for the injured Cutler and the Bears punt on all 10 possessions while falling to 0-3.

Chicago (4-6), coming off a loss to Denver, visits Green Bay (7-3) on Thursday.