

**Superintendent/President's Report**  
**"2016: Year in Review"**  
**Presented by Dr. Walter Tribley, Superintendent/President**

**Governing Board of Trustees Meeting**  
**December 14, 2016**

I want to thank the members of the President's Office, Vicki Nakamura and Shawn Anderson—without their extraordinary effort, the Special Board Meeting today would not have been possible.

2016 was an important year for MPC. A full year of operation at any California community college achieves so many great things. At MPC, this is abundantly true. For our students, we continue to change their lives, broaden their opportunities, and help them realize their goals. For our employees, this year has been one of reaffirmation of our mission and purpose. It has also been one of self-evaluation, peer evaluation, and importantly, change.

The achievements that are highlighted in my report today are a result of the work of everyone at MPC, including the Board.

- We completed our institutional self-study. Through this process and the review by the Collaborative Brain Trust, we identified areas that the College needs to improve, and needs to improve now. These areas were also noted, apparently, by the ACCJC Site Team in their comments. (It's important to note that I have received the confidential copy of the evaluation.) We now have a clear path forward with a set of goals to meet to improve our College. 2017 will be a year in which the College addresses these areas. It's a year of action, and that action will happen at a pace that's not comfortable—certainly not comfortable for our internal constituents. It just has to happen. We're certainly not going to slide in our accreditation.
- We completed our executive team. Our longest standing vice president is Kiran Kamath (CIO); she's been with us a year-and-a-half. This year, we hired Steve Crow (CBO) and Kim McGinnis (CSSO). These two new vice presidents joined Kiran Kamath, Susan Kitagawa (HR) and Beccie Michael (Foundation) on the President's Cabinet. They made our Cabinet whole. The Cabinet represents all of the people that they support and the teams that they empower. They are empowering leaders who mentor and coach their respective teams. We have gotten a lot of work done.
- MPC created the *Resource Guide to Institutional Decision-Making*. This *Guide* created greater clarity. We've changed the name of College Council. We've defined the roles we are supposed to play. It empowered the Academic Senate to realize the role and power in governance they need to play in matters directly related to "10+1." Our College now is really testing what that new power is, how it should be levied, how it will be exercised in rooms like this and in private conversations. We're just starting to realize how a powerful governance body like the Academic Senate will be used wisely and carefully. This document was generated in a collaborative

manner and helps MPC continue to implement a rich culture of participatory governance and do so with greater clarity of roles and greater efficiency of operation.

- We held campus visioning meetings (called “recruitment to completion”) to help us understand and improve student experience from recruitment to completion. We hired a vice president of student services that knows about this type of structure. She also knows about guided pathways. We are now engaged in finding funding to implement some of the strategies that had broad support and promised positive impact on students.
- We took a strong step forward toward becoming a college that manages enrollment and scheduling—always through a lens of serving students in a sustainable manner. Scheduling decisions will now always be made through that lens with reliable data. This step forward required culture change—much culture change. From embracing data-inputs in scheduling decisions to creating and implementing an enrollment management system, MPC has the capability now to plan its institutional offerings. You’re seeing that tool today; many colleges have had that tool for a long time. That tool in and of itself will be a cultural challenge for our College. Kudos to the team.
- We’re doing block scheduling, which you’ve heard of. We’re stacking classes to avoid conflicts. This is being done collaboratively with faculty.
- We have a whole new level of understanding of curriculum and curriculum committees; a whole new understanding of our academic calendar; a whole new understanding of Flex obligations—all of those things have been realized this year.
- We revisited our Measure I Bond funds and created clear projects that will expend the funds. We don’t have much money left in that, and we have commitments to our first responders and to the community. However, we have defined some new projects and dedicated some funds to the baseball field, to make that sustainable. Our students want a green and sustainable campus.
- Processes are being defined or improved across the campus. This is work towards an ERP, since you can’t take a piece of software and plop it on undefined processes.
- We updated our technologies and technology plan, clarifying our way forward to implement an ERP.
- We hired twelve new faculty—a pro-faculty, pro-student, and pro-education action by the College. HR was, of course, very busy last year.
- Our faculty prioritization process has been strengthened in AAAG.
- We’re championing a NEXUS program—a mentoring and team-building program—for our new faculty members. Our administrators began to meet monthly with the faculty in the fall and will continue to do so through the end of the year.
- We’re hiring nine new faculty.
- Homer Bosserman retired after 51 years!
- We took some steps forward in our understanding of Title IX compliance-related needs on campus. We’re not compliant, but we have an analysis spearheaded by Susan Kitagawa to help us understand our needs and improve.

- We've implemented, or are in the process of implementing, tools that will help our students and our College: PowerFAIDS, FreshDesk, Career Coach, and Grad Guru, an app that helps our students stay on track. This has been a collaborative effort with all our colleges.
- We're developing dual enrollment pathways.
- Twenty-eight Board policies are ready to come forward from Student Services. The Board policies recommended in 2012 and 2013 will be moving forward, but they will have to be reviewed.
- The Learning Assessment Committee has been formed and is functioning well.
- We've created the Planning, Research, and Institutional Effectiveness Committee to facilitate planning. We will most likely be getting a recommendation in the area of planning.
- Basic skills; we're going to be focusing on acceleration.
- Our publications—our schedule and our catalog—are now professional and meaningful.
- We saved the taxpayers \$28 million through refinancing Measure I Bonds.

I wanted you to feel the weight of some of the work we have done, together. You have showed your passion, your understanding of your awesome responsibility, and your strength—knowing that you need to help an institution go through this very challenging time of change. The change is deeper than fiscal; the change is cultural; the change is control of the decisions that have been made in our nation and in our state for decades. I appreciate your leadership.

It's been a pleasure to serve at MPC.