

VOTE OF NO CONFIDENCE

A Joint Resolution by the Compton College Academic Senate;
The Compton Community College Federation of Employees, Certificated Unit, Local 3486,
and The Compton Community College Federation of Employees, Classified Unit, Local 3486A

Dr. Keith Curry, President/CEO

- Whereas, Dr. Curry has failed to perform satisfactorily the normal and reasonable duties of his position, resulting in a decade of consistent enrollment declines that imperil the financial security and future of Compton College ([1](#), [4](#)).
- Whereas, Dr. Curry's decade-long record of substandard performance has resulted in a 50-percent loss of full-time equivalent students since 2011, a far greater deficit than any other local district, and the third-highest loss of FTES in the entire California Community College system ([2](#), [3](#)).
- Whereas, Dr. Curry has failed to meet self-authored enrollment goals, falling short of his own targets in actual-earned FTES every semester of his employ. In 2016-2017, this continued failure to meet modest projections resulted in an approximate \$4-million loss of revenue ([5](#), [6](#)).
- Whereas, Dr. Curry has failed for the past decade to ensure competent outreach, marketing, and recruitment efforts at Compton College, resulting in plummeting enrollments and an inability to compete with neighboring community college districts ([1](#)).
- Whereas, Dr. Curry has failed to identify and allocate capable personnel and appropriate resources to maintain enrollment, persistence, and retention rates comparable to other local community college districts since his initial appointment by El Camino College in 2011.
- Whereas, Dr. Curry has failed consistently in the development and execution of vital District operations, including the disastrous Banner implementation, resulting in significant barriers to student registration and enrollment, and an inability to compete with neighboring community college districts.
- Whereas, Dr. Curry has failed to sustain fundamental academic and student-support programs to meet instructional needs, promote equity, and guarantee access to courses required for graduation, resulting in an inability to compete with neighboring community college districts and a loss of fundamental opportunities for Compton College students ([2](#), [4](#)).
- Whereas, Dr. Curry has failed to ensure compliance with federal law, significantly jeopardizing funding due to the grave mismanagement of multiple federal aid programs, which harms our most vulnerable students and puts the accreditation of the college at serious risk. According to multiple findings of a third-party auditor and a succession of several CFOs, standard internal control mechanisms are lacking or absent in the Compton College Business and Financial Aid offices. ([7](#))
- Whereas, Dr. Curry has failed to support maintenance personnel and to dedicate sufficient resources for the reasonable upkeep and safe operation of campus facilities and preservation of basic infrastructure, endangering students and staff, and resulting in an inability to compete with neighboring community college districts.

- Whereas, Dr. Curry has failed to prepare and implement a coordinated, competent administrative response to the pandemic as mandated by county, state, and federal law, putting the lives of students and staff at risk. There was no plan for the orderly, formal distribution of PPE; in addition, rampant HVAC violations are present in Instructional Building I, Math/Science, Vocational Technology, and other areas on campus ([11](#)).
- Whereas, Dr. Curry has created, encouraged, and perpetuated an abusive campus culture that destroys morale, prevents equity, and discourages innovation. Widespread harassment, bullying, intimidation, and threats are well documented, resulting in disproportionate legal and financial consequences for the college in addition to excessive employee turnover and loss of crucial resources ([8](#)).
- Whereas, Dr. Curry has failed to adhere to Educational Code and Title 5 regulations by overriding the legally mandated 10+1 recommendations of the Academic Senate absent the “compelling reasons” and “exceptional circumstances” clearly required by state law ([9](#), [10](#)).
- Whereas, Dr. Curry has failed to honor the prescribed community college structure mandated by the California legislature by manipulating and usurping the rightful independent judgment of the Board of Trustees. When confronted by Academic Senate representatives about his changes to Senate recommendations to the Board without the “compelling reasons” and “exceptional circumstances” required by law, he stated, “I am the Board” ([9](#), [10](#)).

Sheri Berger, Vice President of Academic Affairs

- Whereas, Sheri Berger has perpetuated a hostile work environment, resulting in multiple Title IX complaints within her brief period of service. Disrespect, abuse, and malice are commonplace, destroying morale and causing an inability to recruit and retain competent staff in crucial special assignments. This has led to a significant loss of opportunity for students and a further erosion of the fundamental infrastructure required for success and retention ([8](#)).
- Whereas, Sheri Berger has violated Educational Code and Title 5 by nullifying Academic Senate-ratified policies and submitting unauthorized modifications to the Board of Trustees without the explicit senatorial consent required by law ([10](#)).
- Whereas, Sheri Berger has failed to support and foster satisfactorily a coordinated, competent, orderly administrative response to the pandemic as mandated by county, state, and federal guidelines, resulting in an unsafe work environment that jeopardizes the safety of students and staff. ([11](#)).

Therefore, be it resolved that due to catastrophic losses caused by a prolonged failure of leadership, the Compton Community College Federations of Employees and the Compton College Academic Senate have lost confidence in the leadership of Keith Curry, President/CEO, and Sheri Berger, Vice President of Academic Affairs; and

Be it resolved, the Compton Community College Federations of Employees and the Compton College Academic Senate affirm a vote of no confidence in Keith Curry, Compton College President/CEO. Allowing him to continue as President threatens the reputation of the college and guarantees the institution's fiscal insolvency and lack of viability; and

Be it resolved, the Compton Community College Federations of Employees and the Compton College Academic Senate affirm a vote of no confidence in Sheri Berger, Compton College Vice President of Academic Affairs. Allowing her to continue as Vice President of Academic Affairs jeopardizes the integrity of the institution, squanders human capital, and exposes the District to legal peril; and

Therefore, be it resolved that Keith Curry, President/CEO and Sheri Berger, Vice President of Academic Affairs, should be terminated by the Special Trustee and/or the Board of Trustees effective immediately in accordance with Education Code 87732(c) to rescue Compton College.



_____ on September 10, 2021

Holly Schumacher, President, Compton Community College Federation of Employees, Certificated Unit, Local 3486



_____ on September 23, 2021

Amankwa McKinzie, President, Compton Community College Federation of Employees, Classified Unit, Local 3486A



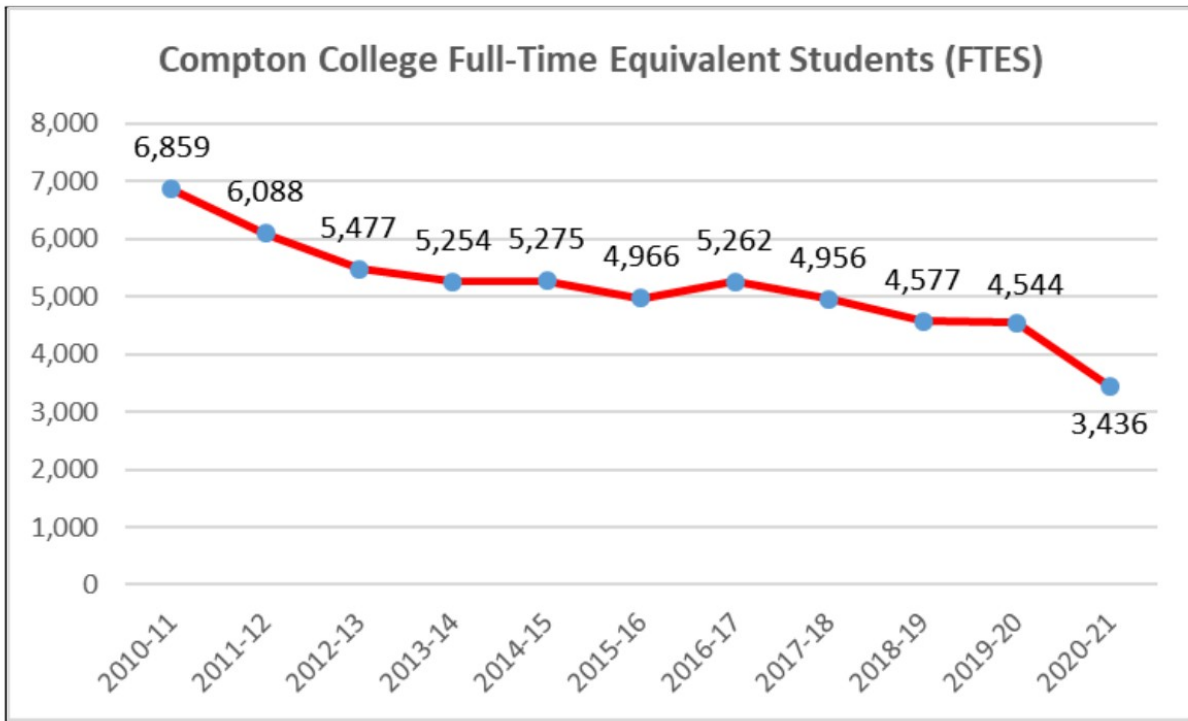
_____ on October 7, 2021

Minodora Moldoveanu, President, Compton College Academic Senate

Appendices

1. [FTES decline since Dr. Curry assumed leadership of Compton College according to Chancellor's Office Datamart](#)
2. [FTES Loss under Dr. Curry's stewardship compared to nearby community college districts over the past decade according to Datamart](#)
3. [FTES Comparison for CCCs Statewide in 2010-11 vs. 2020-21 per Datamart](#)
4. [FTES Projections through the End of "Hold Harmless" Status in 2025 based on Dr. Curry's Prior Performance](#)
5. [Dr. Curry's Projected FTES Goals vs. Actual FTES Results](#)
6. [Revenue Loss of \\$4 Million in 2016-2017 due to failure to meet modest enrollment targets](#)
7. [Third-Party Audit Report Findings: Non-Compliance with Fundamental Accreditation Requirements and Federal Law](#)
8. [Compton College Civility Statement and Board Policies on Harassment](#)
9. [First-person notes from Educational Policy Committee meeting on November 17, 2020](#)
10. [Letter from Dr. Curry to Minodora Moldoveanu, Academic Senate President, outlining unauthorized changes to Senate recommendations](#)
11. [State, County, and Federal Covid Protocols for Higher Education and other Organizations](#)

Appendix 1: FTES decline since Dr. Curry assumed leadership of Compton College



Data retrieved from the California Community College Chancellor's Office Datamart, 8/2021. Current projections forecast actual FTES at Compton College below 2,800 for the 2021-22 school year.

Appendix 2: FTES loss under Dr. Curry’s stewardship compared to nearby community college districts over the past decade

	2010-2011	2020-2021	% loss since 2011
<i>District Name</i>	<i>Total FTES</i>	<i>Total FTES</i>	
Cerritos	18881	16859	-11 percent loss
El Camino	19153	16060	-16 percent loss
LACCD	99851	83065	-17 percent loss
Long Beach	21167	20226	-4 percent loss
NOCCD	40538	33960	-16 percent loss
Compton	6859	3436	-50 percent loss

Per the California Community College Chancellor’s Office Datamart, 8/2021

Per Datamart, 8/21	Annual 2010-2011	Annual 2020-2021	% Loss/Gain
	Total FTES	Total FTES	Since 2011
San Francisco CCD	35794	12107	-66%
West Valley CCD	17789	6749	-62%
Compton CCD	6859	3436	-50%
Lassen CCD	2431	1396	-43%
Redwoods CCD	5432	3137	-42%
South OCCCD	40200	23984	-40%
Shasta Tehama CCD	9994	6164	-38%
Marin CCD	5082	3212	-37%
Grossmont CCD	19366	12413	-36%
Siskiyou CCD	2362	1549	-34%
Palomar CCD	20843	13857	-34%
Butte CCD	12607	8469	-33%
Napa CCD	6468	4351	-33%
Glendale CCD	18177	12309	-32%
Gavilan CCD	5595	3868	-31%
Santa Barbara CCD	17355	12038	-31%
Cabrillo CCD	11302	7918	-30%
West Hills CCD	6721	4714	-30%
Yuba CCD	9027	6440	-29%
Solano CCD	9610	6883	-28%
Sonoma CCD	20506	14765	-28%
Peralta CCD	22365	16382	-27%
San Jose CCD	15759	11608	-26%
Copper Mountain	1743	1322	-24%
Southwestern CCD	17407	13263	-24%
Foothill CCD	35514	27369	-23%
Los Rios CCD	59275	45757	-23%
Allan Hancock CCD	10540	8302	-21%
Coast CCD	37434	29509	-21%
Victor Valley CCD	10010	7910	-21%
Mendocino CCD	3455	2740	-21%
San Luis Obispo CCD	9262	7358	-21%
Santa Monica CCD	27303	22135	-19%
Contra Costa CCD	33584	27234	-19%
Monterey CCD	6836	5655	-17%
Los Angeles CCD	99851	83066	-17%

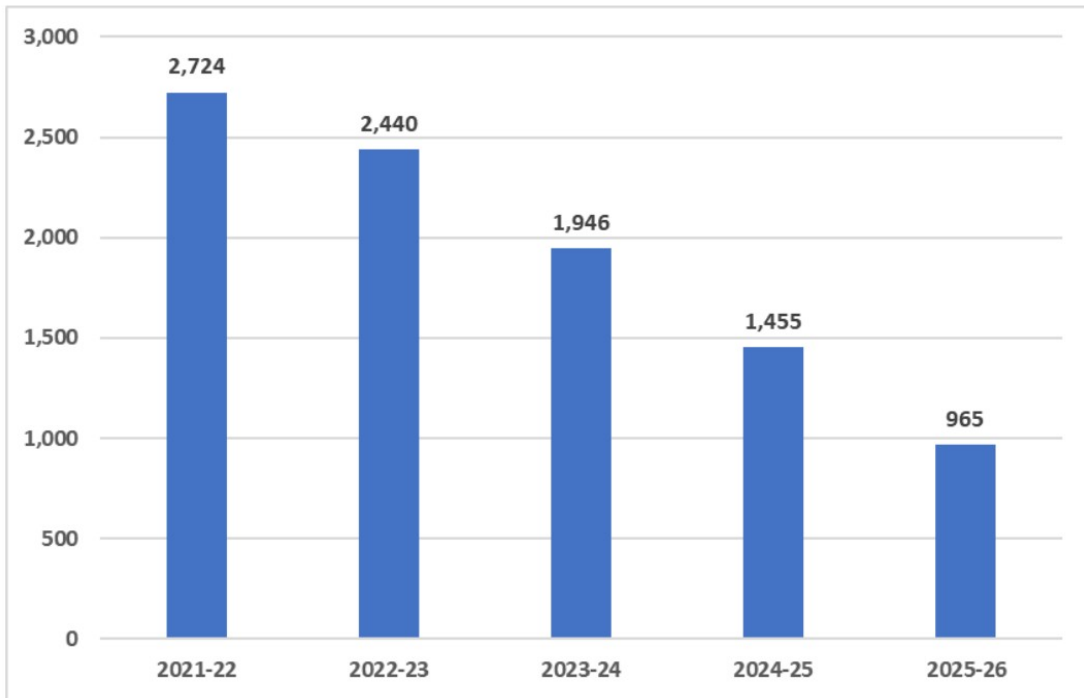
Appendix 3: FTES Comparisons for CCCs Statewide 2010-11 vs. 2020-21

Compton College has more than double the losses of 48 out of 70 CCC districts since 2011.

Per Datamart, 8/21	Annual 2010-2011	Annual 2020-2021	% Loss/Gain
	Total FTES	Total FTES	Since 2011
North Orange CCD	40538	33960	-16%
El Camino CCD	19153	16060	-16%
Sierra CCD	15915	13350	-16%
Yosemite CCD	17591	14818	-16%
San Mateo CCD	22255	18800	-16%
Palo Verde CCD	1823	1551	-15%
Ventura CCD	30384	26232	-14%
Chabot-Las Positas CCD	17859	15420	-14%
Sequoias CCD	10965	9538	-13%
Merced CCD	11033	9615	-13%
Antelope CCD	10570	9278	-12%
Feather River CCD	1775	1584	-11%
Cerritos CCD	18881	16859	-11%
Citrus CCD	11859	10709	-10%
San Bernardino CCD	14920	13614	-9%
Rio Hondo CCD	13285	12202	-8%
Ohlone CCD	9401	8711	-7%
Mt. San Jacinto CCD	11695	10914	-7%
Imperial CCD	7811	7419	-5%
State Center CCD	31197	29741	-5%
MiraCosta CCD	11069	10553	-5%
Long Beach CCD	21167	20226	-4%
Pasadena CCD	24374	23568	-3%
Chaffey CCD	15061	14653	-3%
West Kern CCD	2508	2445	-3%
Riverside CCD	30243	29941	-1%
Hartnell CCD	6888	7002	+2%
Mt. San Antonio CCD	32540	33823	+4%
San Diego CCD	44482	46258	+4%
Santa Clarita CCD	14156	14914	+5%
Rancho Santiago CCD	35437	38021	+7%
Desert CCD	8715	9464	+9%
San Joaquin Delta CCD	16183	17612	+9%
Kern CCD	20831	24804	+19%
Lake Tahoe CCD	1884	2377	+26%
Barstow CCD	1273	2169	+70%

Appendix 3: FTES Comparisons for CCCs Statewide 2010-11 vs. 2020-21, *continued*
Compton College has more than double the losses of 48 out of 70 CCC districts since 2011.

Appendix 4: Five-year projections of total FTES for 2021-2026 based on Dr. Curry's past decade of enrollment performance



Anticipated FTES decrease from 2016-17 to 2025-2026 and projected loss of revenue when "hold harmless" status expires

Appendix 5: Dr. Curry's Projected FTES Goals vs. Recorded FTES Results

Recorded FTES retrieved from Datamart, Chancellor's Office, 8/21
 FTES Goals retrieved from Compton College Five-Year Planning Documents

School Year	2011-12	2012-13	2013-14	2014-15	2015-16
FTES Goal	6000	6000	6060	6060	6060
Recorded FTES	6088*	5477	5254	5275	4967

School Year	2016-17	2017-18	2018-19	2019-20	2020-21
FTES Goal	6060	6060	5980	5980	5980
Recorded FTES	5262	4956	4577	4544	3436

**The District borrowed 174 FTES from 2012-2013 onward to "meet" the 6000-FTES target for funding purposes, but this figure does not reflect actual enrollment numbers, which were below the stated goal. Note that all recorded FTES numbers through 2016-2017 include "borrowing" from future fiscal years, after which a change in the funding formula disallowed this practice starting in 2018-2019."*

Appendix 6: Revenue Loss of Approximately \$4 Million in 2016-2017 Due to Failure to Meet Modest Enrollment Targets

Provost/CEO Recommendations to Address concerns declining Compton Center FTES for the 2016-2017 year

Background: Over the past couple of years' enrollment at the ECC Compton Center has been declining. For the 2016-2017 fiscal year, the Compton Center is projecting funding for 6,060 Full-time Equivalent Students (FTES), which includes borrowing 787 FTES from summer 2017. Due to declining enrollment, the Compton Center entered stabilization funding in the 2014-2015 year. Stabilization is covered in Senate Bill (SB) 361, the legislation that provided for equalization of funding among community colleges. Under SB 361, the application of stability allows for a "hold harmless" in the initial year of decline in FTES.

Existing law provided a year of stabilization funding during which the Compton Center receives at least the same funding for enrollment from the previous year. In 2014-2015, the Compton Center received stability funding at the 2013-2014 FTES level of 6060 FTES. There was no drop in apportionment revenues associated with FTES reduction for that year.

In the subsequent three years following stabilization (2015-2016, 2016-2017, 2017-2018 years), the Compton Center is eligible for FTES restoration. Restoration allows the Compton Center to restore FTES and potentially earn any reductions in apportionments during the three years following the initial year of decline (Education Code Section 84750.5). Restoration of revenue between the year of decline and the year of restoration will be made at the Compton Center marginal growth-funding rate. The marginal funding rates per FTES are revised annually based on Cost-of-Living Adjustments (COLA). The

Compton Center is in year two of FTES restoration and our last year of eligibility for FTES restoration is the 2017-2018 year.

Provost/CEO Recommendations: I am recommending the Compton Center/District implement the following to address concerns with declining enrollment at the El Camino College Compton Center:

- Continue to implement and evaluate the activities outlined in the 2015-2018 Compton Center Enrollment Management Plan. Lead: Elizabeth Martinez and Barbara Perez. Timeline: Ongoing.
- If the Compton Center is unable to achieve the 6,060 FTES during the 2016-2017 year which includes borrowing 787 FTES from summer 2017, the Compton Center will not borrow the summer 2017 FTES and would transfer the summer 2017 FTES into the 2017-2018 year. This would result in a projected loss of revenue of approximately \$4 million dollars for the 2016-2017 fiscal year. Lead: Keith Curry, Barbara Perez, and Steve Haigler. Timeline: June 30, 2017.
- The Compton District will revise Board Policy 6250 - Budget Management and Administrative Regulations – 6251 Budget Management to include direction regarding FTES planning (i.e., transferring and borrowing of FTES).

Supported by the Enrollment Management Committee on January 31, 2017

**Appendix 7: Third-Party Audit Report Findings:
Significant Non-Compliance with Fundamental Accreditation Requirements and Federal Law**

[http://www.compton.edu/district/administration/businessadmin/docs/2020 Annual Financial Report.pdf](http://www.compton.edu/district/administration/businessadmin/docs/2020%20Annual%20Financial%20Report.pdf)

- Page 102: Material weakness in all Federal Aid programs
- Page 105: Significant deficiency and non-compliance for CARES Act funding
- Page 106: Non-compliance with cash flow management for HEERF monies
- Page 108: Non-compliance in fundamental reporting; the District did not report financial aid disbursements to NSDLS for the entire 2019-2020 academic year, representing 3,765 students who received approximately \$500k in unreported loans.
- Pages 113-114: Non-compliance for Disabled Student Programs and Services (DSPS) due to a lack of student contract reports for those who received services, seriously jeopardizing the special funding provided for this purpose.

Appendix 8: Compton College Statement of Civility and Mutual Respect and District Policy on Harassment

COMPTON COLLEGE STATEMENT OF CIVILITY & MUTUAL RESPECT

The manner in which we interact with one another is critical to cultivating and maintaining a meaningful and effective intellectual environment.

- Compton College is committed to the highest standards of academic and ethical integrity, acknowledging that respect for self and others is the foundation of educational excellence. As such, we will cultivate an environment of mutual respect and responsibility.
- Compton College encourages a climate of respect and inclusiveness that welcomes and embraces community members with diverse backgrounds and life experiences; deliberately seeks multiple perspectives; and supports the free and open exchange of ideas and civil discourse.
- Compton College uses contributions of the community to promote diversity, creativity, accountability, and transparency. Through Collaborative Governance, all constituent groups work together, in good faith, to make decisions related to policies, procedures, and practices for the benefit of the students and community that we serve.

Our community can only continue to thrive when we approach each interaction and conversation with an open mind and when each member can contribute fully. Civility facilitates professional growth and achievement and promotes an environment where each person can reach his or her full potential.

Approved by the Compton Community College District Board of Trustees on December 10, 2019 and the Compton College Academic Senate on December 5, 2019.

- **[Compton College Board Policy 3430, Prohibition of Harassment](#)**
- **[Compton College Administrative Regulation 3430, Prohibition of Harassment](#)**

**Appendix 9: Meeting Notes prepared by Holly Schumacher,
member of the Educational Policies Committee**

Note: This meeting was recorded in Zoom. [See text of the law here.](#)

On November 17, 2020, Dr. Curry invited himself to the Educational Policies Committee meeting where he was asked to be put on the agenda after receiving pushback for overriding Senate purview with regard to 10+1 matters.

When it was his turn to address the committee, Dr. Curry stated that he would take into consideration what the committee “recommended,” but that he was, “*not obligated to agree with it or allow it to be taken to the Board of Trustees.*”

When Schumacher explained that, by law, this is not the case, that it is Dr. Curry’s legal obligation to “come to mutual agreement” with the Academic Senate on BPs and ARs as required by Title 5 and Ed Code, Curry stated that he, “*relies primarily on the Senate for its recommendations, but does not have to follow said recommendations.*” He said he would put into writing what he did not agree with.

He also stated that he would be ignoring the recommendation of the Senate to have counselors assist students in filling out forms for Credit for Prior Learning - AR 4235, a policy in the 10+1 purview that was due to be presented to the Board of Trustees at its next meeting.

Curry said he “struck that language” and was going to move AR 4235 forward with his recommendations, thus, completely overriding the Senate’s purview for 10+1 without meeting the legally required “compelling reasons” and “exceptional circumstances” for such rejections established by state law and reaffirmed in multiple court cases since the passage of AB-1725 in 1988.



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1111 East Artesia Boulevard
Compton, CA 90221-5393
Phone: (310) 900-1600
Fax: (310) 605-1458
www.compton.edu

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President/CEO

June 15, 2021

Dr. Minodora Moldoveanu
President, Academic Senate
Compton College

Dear Dr. Moldoveanu:

As previously mentioned, I have been working on this new format to respond to the Academic Senate - Summary of Decisions. Below are my responses to the Academic Senate – Summary of Decisions made at the June 3, 2021, meeting.

Response to Approved Board Policies:

1. **Board Policy 4100 - Graduation Requirements for Degrees and Certificates. *Accepted with Modification.*** The Academic Senate recommended changing some of the “may” statements in the policy to “will” statements. For example, the newly added statement “Students may be awarded multiple degrees provided that minimum requirements are satisfactorily met for each degree” was suggested as “Students will be awarded multiple degrees provided that minimum requirements are satisfactorily met for each degree.” On the surface this seems reasonable. However, a student may expect that their degree or certificate will be automatically awarded once they have completed all requirements. That is not the case. Students must petition for graduation for each degree or certificate. I accepted the recommendation from the Vice President of Academic Affairs, Sheri Berger, and utilized the terms “may” for Board Policy 4100 - Graduation Requirements for Degrees and Certificates.

2. **Administrative Regulation 4100 - Graduation Requirements for Degrees and Certificates. *Accepted as Presented.*** The Administrative Regulation includes the following sentence that operationalizes the word “may” from the Board Policy to an appropriate “will” statement: Students qualifying for more than one AA, AS, or ADT degree and who successfully complete the graduation application process will receive each diploma and have them posted on their transcripts.

3. **Board Policy 4106 - Nursing Program. *Accepted with Modification.*** The associate dean of nursing/nursing director and the Deans and Directors Council recommended changes to Board Policy 4106 – Nursing Program, which were forwarded to you and the vice president of the Academic Senate on May 19, 2021. These changes were recommended by the nursing faculty, through their Admission Committee. The first paragraph was reworded to comply with existing Board of Registered Nursing (BRN) requirements. The fifth bullet is being recommended for deletion as nursing faculty have found this criterion serves as a disadvantage to applicants

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Appendix 10: Letter from Dr. Curry to Minodora Moldoveanu, Academic Senate President, outlining unauthorized changes to Senate recommendations without meeting the “compelling reasons and exceptional circumstances” required by law. (Page 1/5)

who do not meet this criterion. This negatively impacts our Black student population, which comprises a quarter of the student body. I support the version recommended by the nursing program's department faculty through their Admission Committee. However, per our conversation today, June 14, 2021, you stated that Board Policy 4106 –Nursing Program was not approved by the Academic Senate as stated in your June 7, 2021 memo. Since Board Policy 4106 –Nursing Program was not reviewed by the Academic Senate at your June 3, 2021, meeting, I will remove this item from the June 15, 2021, Board of Trustees meeting agenda. Hopefully, in fall 2021, the Educational Policy Committee and the Academic Senate consider the recommendation from the Nursing Admissions Committee, the Associate Dean of Nursing/ Nursing Director, and the Deans and Directors Council for Board Policy 4106 - Nursing Program.

4. **Board Policy 4250 - Probation, Dismissal, and Readmission. *Accepted with Modification.*** The revisions proposed by the Deans and Directors Council, which were forwarded to you and the vice president of the Academic Senate on May 13, 2021, were not considered. The wording changes involved those statements where the phrase "enrolled" or "enrolled in" were changed to "attempted" throughout the policy. I accepted the recommendations from the Deans and Directors Council.
5. **Administrative Regulation 4250 - Probation, Dismissal, and Readmission. *Accepted with Modification.*** The revisions proposed by the Deans and Directors Council, which were forwarded to the president and vice president of the Academic Senate on May 13, 2021, were not considered. The wording changes involved those statements where the phrase "enrolled" or "enrolled in" were changed to "attempted" to align with changes in Board Policy 4250. Minor corrections and language cleanup were made. For example, the definition of "NP" was corrected from "No Progress" to "No Pass." The Academic Senate suggested removing the composition of the Reinstatement Committee, stating that the committee does not exist. However, the committee does exist, and therefore the language will remain. Lastly, the Academic Senate proposed the sentence, "Students on probation participating in programs on campus (such as SRC, CalWORKs, EOPS/CARE, Financial Aid) may have to submit additional appeals for each program." The Deans and Directors Council, which includes the directors from these programs, did not accept the language since this regulation is specifically about college dismissal and each special program has its own guidelines. I accepted the recommended changes from the Deans and Directors Council.
6. **Board Policy 4245 - Academic Rank- *Accepted as Presented.***
7. **Board Policy 5050 - Student Success and Support Program.** This was included in your May 24, 2021 memo. Please confirm if this was also approved at the June 3, 2021, Academic Senate meeting. I believe your memo referred to Board Policy 5052 - Open Enrollment, which is *Accepted with Modification*. The Academic Senate had proposed changing "Schedule of Classes" to "Schedule of Courses." This was not accepted as the title of the College's publication is "Schedule of Classes."

Appendix 10: Letter from Dr. Curry to Minodora Moldoveanu, Academic Senate President, outlining unauthorized changes to Senate recommendations without meeting the [“compelling reasons and exceptional circumstances” required by law.](#) (Continued, page 2/5)

Appendix 10: Letter from Dr. Curry to Minodora Moldoveanu, Academic Senate President, outlining unauthorized changes to Senate recommendations without meeting the [“compelling reasons and exceptional circumstances” required by law.](#) (Continued, page 3/5)

Response to Approved Academic Senate Documents:

1. **The Chancellor's Accessibility Standard.** *Accepted as Presented.* It would be helpful if the Academic Senate provided additional information related to the next step regarding your approval of these standards.
2. **504/508 Committee – Accessibility Committee Recommendation.** *Not Accepted at This Time.* The District will review this recommendation in fall 2021 along with the roles and responsibilities of the 504/508 Workgroup and the Technology Committee.
3. **CNET course review proposal and new course proposal revised templates.** *Accepted as Presented.* The Vice President of Academic Affairs, Sheri Berger, has been working with the Curriculum Committee on revising these templates.
4. **OER Goals.** *Accepted as Presented.*

Response to Academic Senate Recommendations:

1. **That Administration considers making the new Student Success – Black Men and Men of Color Success position be a faculty release position, which could offset the fact that many of our full-time faculty are struggling to make load due to low student enrollment.** *Not Accepted.* The position title is Director of Black and Males of Color Success. As it relates to the Academic Senate recommendation, the California State Education Code, section 87003 states, “ ‘Faculty’ or ‘faculty member’ means those employees of a community college district who are employed in academic positions that are not designated as supervisory or management...” Therefore, faculty may not supervise staff or faculty (except for “serving as a faculty member on hiring, selection, promotion, evaluation”). Supervisory or management positions are those defined under educational or classified administrator (Ed Code 87002). The proposed position would supervise and direct faculty and staff. Furthermore, this position would evaluate assigned staff. Faculty assignments are 10-month assignments, and this position is proposed for a 12-month assignment.

In fall 2021, we should discuss how faculty in the Guided Pathways Divisions could support Black and Males of Color Success.

2. **The adoption of Badgr as a system to keep track of the knowledge and skills our students, faculty, and staff earn through formal coursework, or professional development engagements, that could lead to the creation of a personal portfolio. Such a portfolio would be transferable as students further their education at four-year institutions, or to their place of employment, and faculty and staff can accrue badges to show mastery of certain knowledge and skills. Earning badges and building such portfolios is highly motivating for students, faculty, and staff and can lead to increased performance.** *Not Accepted at This Time.* More information is needed to understand the recommendation. If the recommendation is to implement a badging system for faculty and training, this can be done through the California Community Colleges Vision Resource Center once it is fully implemented. It would be best if this were discussed by the Professional Learning and Engagement Committee. They can

make a recommendation on how it should be used for badging and the process to determine what the badges are and how requests for badges will be handled. If the recommendation is to implement a badging system for students, there are many more considerations that need to be addressed by the District and the Academic Senate.

3. **The adoption of Play Posit, which would help increased interactivity in the online environment and would help our campus successfully meet Title 5 language regarding regular and effective contact.** *Not Accepted.* While it is currently free, at some point there will be a cost associated with it. Compton College and Compton Community College District will then be committed to something that wasn't thoroughly vetted through program review or our annual planning process. Additionally, much of the functionality is covered in Canvas Studio which is already fully integrated. Below is the Canvas Studio usage for this year.

Canvas Studio Usage Data			
Month	Uploaded Media	Storage Used [GB]	Media Length [Hours]
2020-09	74	5.5	20.4
2020-10	92	2.4	6.1
2020-11	114	11.7	13.4
2020-12	65	3.5	6
2021-01	78	19.3	24.2
2021-02	94	15.1	10.7
2021-03	168	17	18.8
2021-04	106	9.3	19.7
SUM	791	83.9	119.4
	Total Space Available (GB)	4500	
	Remaining (GB)	4416.1	

Based on this, there is no reason to add the Play Posit software.

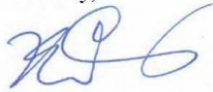
4. **The adoption of Pope Tech as the next accessibility checker to ensure faculty meet accessibility standards in Canvas.** *Accepted as Presented.* This software would assist faculty in ensuring their modules meet accessibility standards in Canvas. This is free through the California Community Colleges Accessibility Center.
5. **That our campus receives professional development in using LibreTexts, a great online, free database of Open Educational Resources containing materials for a great variety of courses. This would be a big step forward to our campus reaching our newly adopted OER goals.** *Not Accepted at This Time.* More research should be conducted this summer and in fall 2021, and if not already done so, the OER Committee should review this recommendation.
6. **The formation of the Innovative Experience Subcommittee, which would be a sub-committee of the Technology Committee.** *Not Accepted at This Time.* This fall, the Consultative Council will need to review the Technology Committee and 504/508

Appendix 10: Letter from Dr. Curry to Minodora Moldoveanu, Academic Senate President, outlining unauthorized changes to Senate recommendations without meeting the [“compelling reasons and exceptional circumstances” required by law.](#) (Continued, page 4/5)

Workgroup to review their roles and responsibilities and if there is a need for another subcommittee/workgroup.

Hopefully, this new format is helpful to you and the Academic Senate. Moving forward, this will be the format I will utilize to respond to the Academic Senate - Summary of Decisions. If you have any additional questions or comments, please contact me at 310-900-1600, ext. 2000 or via email at kcurry@compton.edu.

Sincerely,

A handwritten signature in blue ink, appearing to read 'KC', is positioned above the typed name.

Keith Curry
President/CEO

c. Vice Presidents

Appendix 10: Letter from Dr. Curry to Minodora Moldoveanu, Academic Senate President, outlining unauthorized changes to Senate recommendations without meeting the [“compelling reasons and exceptional circumstances” required by law.](#) (Continued, page 5/5)

Appendix 11: State of California Covid Protocols

- [“Interim guidance for Ventilation, Filtration, and Air Quality in Indoor Environments”](#), published February 2021, by the California Department of Public Health for use by non-healthcare organizations, including schools.
- [CDC Cleaning and Disinfecting Protocols](#), published June 2021, by the United States Centers for Disease Control for use at public facilities
- [CDC Ventilation in Buildings](#), published June 2021, detailing ventilation system improvements to increase the delivery of clean air and dilute potential contaminants.
- [Guidance for Institutions of Higher Education Requirements and Best Practices](#), published August 2021, by the Los Angeles County Department of Public Health. See pages 3-5.