



PRESIDENT'S ADVISORY CABINET

September 25, 2025 - 1:30-3:00 p.m.

Approved Minutes

PRESENT: Dr. Scott Thayer (President), Dr. Tony Jake (VPAS), Kathleen McAlister (Academic Senate), Jaclyn Magginetti (Academic Senate), Bryan Ventura (Institutional Research), Aaron Pilkey (CSEA), Joy Case (CSEA), Dr. Paul de Dios (VPSS), Dr. Terri Long (VPI), Angel Hernandez (AS President)

GUESTS: N/A

ABSENT: Christy Montenegro (Classified Senate), Treisa Cassens (DMA)

RECORDER: Mercedes Milner, Administrative Support for President's Office

REVIEW OF MINUTES – September 11, 2025:

Dr. Thayer motioned for approval of minutes. Approved by consensus.

PRESIDENT UPDATE:

Cypress College has been accepted to take part in the ZTC/OER Leadership Summit, giving us the opportunity to grow our program. October 16, 2025 will be the first convening, hosted by Consumnes River College who has grown their ZTC to approximately 75-80% of their sections. We can increase our number at Cypress, currently at 30%. Interested faculty will be compensated for the development of ZTC classes.

We are still finalizing the names of members who will make up the leadership team. Dr. Thayer will participate and plans to reach out to Treisa Cassens and Billy Pashaie from the Library team to confirm their involvement. There are five positions available and though the

initial push was for the Executive Team to take priority to fill those spots, they are still seeking to add faculty and others on campus who have been leading the effort thus far.

Recommitted resolutions **No. 24/25-09, Reaffirming Commitment to Inclusivity, Equity, and Compliance with Federal and State Law** and **No. 25/26-08, Reaffirming Support for Students and Privacy of Student Records** shared from the Board of Trustees. We have had multiple conversations on campus regarding our commitment in response to what is happening at the Federal level and now have these as resources to show the District's stance on topics that align with these issues.

CC Associated Students will be hosting a Town Hall on October 1, 2025 from 1:00 – 3:00 pm in CCCPLX-414. regarding the Cypress cat population. This will be a student-focused town hall to address the cat community. The goal is to clear the air and set the record straight on how the campus is addressing the issue.

A. Pilkey asked for an update about the community partner, June, who has experience working with the feral cat community in Cypress. C. Lee met with the representative, a community partner who has experience with trap, neuter, release, and did a walkthrough of the area where the cats primarily reside. In addition, three Board members came out last week to see the area where the cats reside to better understand the current conditions of the area where the cats live.

The goal after the town hall is to work with a community partner who has experience in humanely and safely addressing the cat population. VPAS Dr. Jake is also forming a workgroup regarding the cats. We are working to address all further inquiries and looking at solutions and doing all that we can to make sure our employees have a safe and sanitary workspace and that the cats are able to live safely and comfortably. We will be presenting the findings to AS and the student population about how we'll be moving forward. We want to make sure the campus community knows what's happening and share accurate information so that those that are approached about this issue have a good way to respond.

The California Community College Board of Governors held their meeting last week and our District had the honor of hosting them via the NOCE Anaheim campus. Dr. Thayer acknowledged and thanked President Patel and all NOCCCD staff involved with ensuring this meeting was successful. We were able to meet members of the Board, California governor appointees that oversee the complete CCC system and the CA State Chancellors office. They operate in a similar capacity to the Board of Trustees here at the district level.

During their visit, they had the chance to experience the Cypress College Bistro, showcasing our Culinary Arts program. Dr. Thayer acknowledged and thanked the faculty,

students, and staff from that division for providing the Board members with an excellent dining experience, citing the feedback he received personally stating that it was one of the best lunches they've had on a college campus.

The 4th Annual Walk of Hope event hosted by our Student Health Services division in partnership with the student club Active Minds took place yesterday and was a success with a high level of turnout. Students were made aware of the resources that are available to them through the Student Health Services, including mental health counseling and on campus medical care.

VP OF ADMINISTRATIVE SERVICES UPDATE:

The CC Budget Forum will be held on campus on October 15, 2025 at 2:00 pm and will be a hybrid event, allowing for in-person and virtual attendance via Zoom. It will also be recorded for those unable to attend on the day of. In the email sent today a form link was shared for questions so event facilitators can be prepared to address them in advance.

VP OF INSTRUCTION UPDATE:

The Faculty Hiring Priority Committee meeting will also be taking place on October 15, 2025 from 1:00 to 5:00 pm. Requests for new faculty for the coming academic year will be evaluated and this committee, comprised of faculty and managers, will be ranking the positions requested and then forward them to the Planning and Budget Council and then on to the President's Advisory Cabinet from there.

The VPI Screening Committee had their first meeting on Monday, September 22, 2025. The job description for the position was submitted to Human Resources for review and interview questions have been developed, including the writing and presentation prompts and the screening criteria.

Dr. Thayer acknowledged Dr. Long's hard work in helping to form a committee that is a great representation of the college that involves all constituencies including student representation.

VP OF STUDENT SERVICES UPDATE:

The SEA plan is still being put together; a writing team will be drafting the plan within the next 2-3 weeks. Tours will begin on October 21, 2025, starting with the President's Staff, and then the plan will be presented to all other constituent groups with the intention of submitting the draft on November 30, 2025 for Board adoption.

The Strategic Enrollment Plan is also in the process of being finalized with the intention of the document being approved this semester. A workgroup has been selected to begin in

the spring semester of 2026 with an implementation date beginning in fall semester of 2026. Both plans will be in alignment with the Strategic Master Plan developed by Bryan Ventura.

There are currently two hiring committees in development, one for the Dean of Counseling and Student Development which met this week. We intend to hire and onboard a new dean by February 1, 2026. In the spring, recruitment will begin for the Director of Student Equity and success, a position that has been vacant for nearly two years. The hope is to have the position start by July 1, 2026.

CAMPUS COMMUNICATIONS UPDATE:

The Campus Communications team is in the process of reviewing the Incident Communication Protocol. They will be meeting across the district with communications teams in the coming weeks to look at what is already in place and what might be changed, specifically seeking new language and input from our legal counsel. The hope is to establish a more proactive approach to removing comments and things posted on our pages. Previous guidance regarding this has focused on the fact that they are public forums that we cannot moderate as an institution.

We have looked at language from other institutions and believe there may be more leeway available to us than previously advised. We have also been exploring the possibility of looking at administrative procedures regarding this. The primary goal is share with the campus community that we are working to make changes to how we're able to respond to inflammatory comments as they occur, as the incident with the Cypress cats has been very different for us than any other incident prior.

In most cases when dealing with individuals that are showing outrage, they are from outside of the campus and local community. As seen in the most recent board meetings, there are only a few local voices speaking in opposition, suggesting that this is not a local issue. We have received close to 10,000 comments, posts, tags, emails, and phone calls from individuals that are not members of our community telling us what they think, and we understand that it is taxing on the entire campus community. Our goal is to rein in the multiple social media presences that we have through student clubs and various campus programs and give guidance to those account holders.

Our current protocol for communication regarding the cats is to direct those seeking information about what we're currently doing to address the issue to the college statement posted at the beginning of the incident. In addition, calls regarding the cats can be transferred to Campus Communications office and or logged by the receiver. A lot of the incoming calls have consisted of venting and not formal complaints. However, if there is a

threat, it needs to be escalated to Campus Safety immediately so that we can share those threats with Cypress PD.

Dr. Long inquired about the possibility of sending an additional email to the campus to remind those that are still receiving calls about the cats that they deem threatening what the current protocols are, following feedback received from a recent meeting with Division Office Managers (DOMs). In addition, these inquired about guidance about how to respond when those off campus that are approached while wearing Cypress swag. The more we can help students and staff know how to handle individual situations the better.

J. Case spoke on behalf of CSEA, requesting campus communication with more direction regarding this issue, particularly asking for clearer directions about what to do when dealing with a hostile individual. Dr. Thayer declared that no one should have to take abuse on the phone, and they are welcome to hang up at any point that they are made to feel uncomfortable or attacked on the phone. No one is expected to involuntarily interact with someone that is making them uncomfortable. The previous statement from Campus Communications is available on the website for redirect, as well.

Campus Safety and Cypress PD is a resource that is available to all staff that feel threatened by individuals who approach them or threaten them regarding the campus cat community. M. Posner will put out another statement that includes bullet points on actionable steps. In the end, we are not going to debate, all we can do is share facts.

M. Posner ended his update by reminding everyone that emails are public documents. Prior to sending a response to anyone, take a pause and ask if a response is even warranted. Our responses are public and can be used against us. The less in writing the better.

INSTITUTIONAL RESEARCH UPDATE:

The Strategic Plan has been presented to 5 divisions for feedback thus far with 2 more divisions left to meet with. They are starting to draft the Strategic Plan and will integrate the additional feedback as needed.

UNITED FACULTY REPORT:

No report.

CLASSIFIED SENATE REPORT:

No report.

CSEA REPORT:

J. Case thanked campus administration on behalf of their president for working on a solution for the cat colony and listening to their members about their concerns.

There is still concern regarding the unfilled positions on campus and the increased workloads for current classified employees. They have reached out to each campus in the district to get a complete list of unfilled positions to see where the need is and how they can help facilitate getting those positions filled.

Regarding classified hiring prioritization or new classified positions, CSEA would like to see more classified voices being heard during the early stages of the list creation process.

Lastly, there are also ongoing concerns about Professional Experts and Adult Hourly's doing classified work. The notion is that if there is this amount of work for hourly employees, the proper solution would be to hire more classified staff.

ASSOCIATED STUDENTS REPORT:

In addition to the Cat Town Hall mentioned prior, Associated Students will be hosting a Voter Registration event on campus on the week of October 13, 2025. This will be a two-day event with a town hall the day prior to provide students with information about voter registration and why it's important to register. The Council will be ensuring a neutral stance when sharing this information.

The Town Hall will take place on October 14, 2025 and the two-day registration event will be on October 15 & 16, 2025 to help students register with multiple tables available in the most populated areas on campus to allow students to register with ease prior to the registration deadline for special election on October 20, 2025.

The AS Annual Pumpkin Bash will be held on October 29, 2025, the Wednesday of Halloween week.

DMA REPORT:

No report.

ACADEMIC SENATE REPORT:

Senate guidelines are currently in the process of being finalized, including syllabus guidelines and AI. The first review of Course Doc by the Curriculum Committee is also on the horizon with Dr. Vega la Serna will be joining the committee to speak Course Doc and her vision and ideas about what is to come.

During this meeting they will also discuss Phase 2 of Common Course Renumbering ending, and the beginning of Phase 3 and the potentially affected divisions and classes.

The Student Handbook is also under review, and the committee is looking at unit caps and additional unaddressed items for parts of the semester.

ADJUNCT FACULTY REPORT:

No report.

REQUEST FOR FUTURE AGENDA ITEMS:

Please send them via email.

ANNOUNCEMENTS:

- NOCCCD Online Open Enrollment is happening now
- Foundation: Golf Tournament, Pups & Pints, Dr. Pat Ganer Memorial
 - The Foundation Golf Classic had a great turnout, allowing them to raise \$260,000 gross, net \$220,000 for student scholarships.
 - Pups n' Pints will take place around the Cypress College Pond on Friday, October 25, 2025.
 - The foundation will be working with the family of Professor Pat Ganer to host a memorial on campus on October 14, 2025 to celebrate her life and bring together the campus community. Mortuary Sciences students will also be involved.
- The next PAC meeting will be on Thursday, October 9, 2025.

MEETING ADJOURNED: 02:27:27pm