



May 1, 2024

Colleagues,

I extend my sincere appreciation to all participants who joined us for the virtual chat, the Bloomberg's Briefing, on Friday, April 19th. This event marked the commencement of several forthcoming opportunities aimed at fostering deeper engagement within our community. During the session, I had the privilege of sharing insights on our strategic vision for the future, emphasizing the importance of strategic planning methodologies such as futurecasting. Additionally, I discussed strategic marketing initiatives and executive personnel transitions across our district. Furthermore, I welcomed and addressed inquiries from attendees, engaging in fruitful dialogue. Notably, two questions surfaced during the session that warrant further attention, and I intend to provide responses in this newsletter.

For those unable to participate in the April 19th briefing, the recording is available [here](#).

Question #1

At the District level, what new filtering techniques will we be exploring to combat enrollment bots (fraud)? Can we increase support to our A&R classified staffing to look at enrollment bots since ID.me and BankMobile filtering didn't work out as expected?

I've ask Associate Vice Chancellor Todd Coston to respond to this question as our lead on the fraud mitigation efforts.

Response: Our efforts are focused on two fronts. The first is stopping fraudulent students before they can enroll in one of our classes. On this front we are partnering with the state chancellor's office on a tool called LexisNexis. Without going into too much detail, this tool will help us identify potential fraud students early in the process and keep them from taking seats designed for legitimate students. The second front is analyzing students after they've enrolled in classes and looking at characteristics that would identify them as fraudulent students. KCCD is on the forefront of utilizing AI to help with this analysis and then responding in a way to minimize the impact on our classes. In response to the second part of the question, there has been support offered for increased staffing for our A&R and Financial Aid departments but in discussions with the colleges, we are still trying to determine what type of support would make the most impact.



Question #2

I agree, we unintentionally create inequities for our student population, but we also do this among our employee populations. We are paid to improve student access and education, but we need to do more to provide employees with more opportunities as well. A survey about JAQs was recently released? What are the plans for the results of those JAQs? How long will it take for employees to see changes/improvements? Are there any plans to align pay with current expectations and responsibilities? I've asked our Vice Chancellor, Human Resources to respond to this question.

Response:

The Job Analysis Questionnaire has had a long-standing history within the collective bargaining agreement. The process is extensive and involves consultation from an independent market consultant. This process often results in employees receiving clarification on current work being verified by immediate supervisors. There are outcomes: 1) Reclassification to higher classification, 2) No change in classification due to the work being identified in current classification, and 3) Review the entire classification of work and conduct an internal comparison with other similar classification (Job Family Analysis) or external Market comparison for pay equity. While this process is initiated by the employee, there is an administrative review that is required. Sometimes there is agreement and other times there is not agreement to upwardly change a classification of work impacting all employees in that classification.



In addition to JAQ process stated above, we have a separate taskforce led by Michael Noland, former CSEA Labor Representative and Independent Labor Relations Consultant. This group of CSEA and Management members is responsible for reviewing all classified job descriptions/classifications. Several classified staff have participated in a job alignment survey which is not to be confused with the employee driven Job Analysis Questionnaire stated above and in the CSEA Collective Bargaining Agreement. Recommendations by that taskforce shall be sent to the District and CSEA Interest Based Bargaining (IBB) team for implementation negotiations.

Bloomberg's Briefing #2

I am pleased to report that the inaugural Bloomberg's Briefing was a success. I greatly appreciated the level of engagement and the insightful questions posed during the session, prompting me to propose hosting one additional briefing before the commencement of our summer break.



To join the briefing use the following Zoom link: <https://kccd-edu.zoom.us/j/89130164521>

I would like to extend my sincere appreciation to all the employees who took the time to respond to the survey regarding the climate and culture of our college district. Your valuable input is instrumental in helping us understand the current state of affairs and identify areas for improvement. Your commitment to providing feedback is truly commendable, and it will contribute to our ongoing efforts to foster a positive and inclusive environment for all. Thank you for your participation and dedication.

Sincerely,

Dr. Steven Bloomberg
Chancellor

