

The **BIG 8** of **FCMAT**



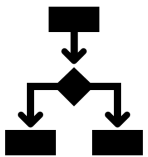
#1 NEGOTIATIONS

The district and unions are tasked to evaluate items in the faculty and classified contracts that are not fiscally sustainable. The recommended focus is on health and welfare costs, compensation, and management's operational responsibilities.



#2 INTERNAL AUDIT & PROCESS EVALUATION

The District is tasked with establishing a comprehensive internal auditing system that better uses technology to improve key administrative processes and reduce the amount of work we do by hand. The report also recommends the use and development of web-based procurement guidelines and improved reporting tools to better track our purchases, processes and decisions.



#3 MANAGEMENT STRUCTURE

As a result of this recommendation, the District is expected to critically review the overall organization to ensure that the right people are in the right positions to improve accountability, compliance, efficiency and the overall fiscal health of the district.



#4 BUDGET DEVELOPMENT

We have three primary areas of improvement in budget development, as recommended by FCMAT: (a) To ensure areas are efficient in their use of funding. (b) To analyze the distribution of our general funds across the district to ensure areas are budgeted properly. (c) To tie program review across the district in a transparent way through our participatory governance process to generate recommendations that will impact future planning of the district.



#5 ENROLLMENT MANAGEMENT

The major goal for us is to include demographic trends and integrate all relevant data in our planning and to base all future goal setting on the Student Centered Funding Formula (SCFF). SCFF emphasizes special populations (high school students, formerly incarcerated students, Dreamers etc.), financial aid disbursement, support, retention of students and program completion.



#6 DATA INTEGRITY

We need to ensure the college uses ONE tool/method for validating, analyzing, presenting and discussing College data. We also need to create and/or bring together all the relevant data into one technology platform to assist in enrollment management planning and implementation.



#7 POSITION CONTROL & INTEGRATION

This recommendation introduces the creation of an integrated technology platform that enables all areas of the college to "talk" to one another. In result, we will be able to eliminate the use of individualized methods of getting data and manual tasks, and experience increased efficiencies. The first large integrated technology project is position control. This will provide us with a systematic understanding of the number of full-time positions budgeted at the college and we will be able to easily use this data to generate short-term and long-term plans.



#8 PROFESSIONAL DEVELOPMENT

Both the Board of Trustees and the campus community will undergo training. The board will be trained specifically on areas of accreditation, Ed Code, Title V, and fiscal matters. The campus will be trained on all new and mandated processes (as established by implementing all of the above recommendations). In addition, all employees will receive the mandatory training needed for their jobs. An annual calendar of training for all employees will be developed and made available on the PD website.