



March 24, 2022

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Dr. Minodora Moldoveanu
President, Academic Senate
Compton College

Professor Holly Schumacher Zakoren,
President, CCCFE (Certificated Unit)

Mr. Amankwa McKinzie
President, CCCFE (Classified Employees)

Re: Vote of No Confidence - 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

Dear Dr. Moldoveanu, Professor Schumacher Zakoren, and President McKinzie,

I am proud to have been a part of the Compton College academic community for 16 years. For 11 of those years, it has been my great honor to serve as the Chief Executive Officer and eventually the President/CEO. Compton College’s success and our students guide everything we do and give us a solid foundation while we work through this period of unprecedented change. I disagree with the accuracy of many statements made in the [Vote of No Confidence Resolution](#) against me and Sheri Berger, Vice President of Academic Affairs. I have responded multiple times to many of the concerns noted in the Resolution to the Compton College Academic Senate leadership and answered questions regarding the issues when raised.

Despite my efforts to address the concerns, I am troubled that misinformation in the Resolution has been [forwarded](#) to community members and employees at other California Community Colleges. Frankly, the Resolution and these antics distract from Compton College’s many accomplishments.

Through a campuswide effort with input from faculty and staff, we developed the “[Compton College 2024 Comprehensive Master Plan](#),” which focuses on creating and maintaining educational opportunities and resources for students to realize their personal, academic, and professional goals. In addition, we have built partnerships with community groups and agencies to ensure students have greater access to a college education and the support they need to complete their coursework and prepare for the next step in their career path. As a result, much has been achieved in 11 years, including state and national recognition for our programs that help students transition to a university or secure employment.

Among our many accomplishments:

- Successfully passed a [\\$100 million facilities bond in November 2014](#) for facilities improvements for the Compton College campus.
- Successfully worked with the California Community Colleges Chancellor Office, California Department of Finance, and the California Governor's Office to [return the governing authority to the elected Compton Community College District Board of Trustees on February 14, 2017](#).
- Obtained [accreditation](#) for El Camino College Compton Center, now known as Compton College, on June 7, 2017.
- Secured [\\$11.3 million in the 2017-2018 California State Budget](#) to support Compton College's transition to an independent college.
- Secured Full-Time Equivalent Student (FTES) Hold-Harmless Protection for Compton Community College District through the 2025-2026 year.
- Positioned [Compton College as the 114th California Community College](#) and began operating under the authority of the Compton Community College District Board of Trustees on June 7, 2019, at 11:59 p.m.
- Since 2011, Compton Community College District has secured over \$250 million from facilities bonds and state funding for capital outlay projects and external funding in support of student success.
- Completed several key renovations, along with the opening of new facilities, including:
 - Library-Student Success Center - \$25 million
 - Campus Infrastructure Projects - Approximately \$46.5 million
 - Allied Health Building Project - \$13.5 million
 - Football Field Renovation Project - \$2.5 million
 - Little Theatre Project - \$3.1 million
 - Public Safety Facility Project - \$4.7 million
 - Instructional Building #1 - \$22.3 million
- We launched two new construction projects currently in progress, including Instructional Building #2 (\$25.6 million) and the Student Services Building (\$25.2 million), scheduled for completion sometime in 2022.
- Joined the [Achieving the Dream 2020 cohort and secured \\$112,500 from The Kresge Foundation](#) to help encourage improvement in teaching approaches through professional development that assists underprepared students to pass college courses, particularly college-level math and English courses.
- Secured [\\$400,000 from the College Future Foundation](#) to support components of [Compton College 2024](#) (e.g., Dual Enrollment, Tartar Success Teams, Guided Pathways, Faculty and Staff Diversity, and Research and Evaluation) in 2019-2020.
- Developed and revised over 160 [Compton Community College District board policies, administrative regulations, and administrative procedures](#).
- Opened a campus health center and a food pantry in 2017.
- Established new academic programs and partnered with Compton Unified School District to establish the Early College High School.

- Instituted the [Compton College Promise program](#), which helps ensure graduates from Compton, Lynwood, and Paramount Unified school districts have access to college and career preparation.
- Obtained funding from the [#CaliforniansForAll](#) College Corps program that will provide \$2.175 million over the next two years to hire service-based fellows and administer a new program aimed at creating debt-free pathways for low-income students to attend Compton College while serving their community.
- Received positive notification from the [Fiscal Health Risk Analysis \(FHRA\) report published on January 4, 2022](#), that states the Compton Community College District FHRA score is 10.7%, indicating the District has a low probability of fiscal insolvency in the near future. The FHRA report was conducted by the [Fiscal Crisis Management Assistance Team \(FCMAT\)](#).

Many accomplishments have also been achieved in Academic Affairs under the leadership of Sheri Berger. For example:

- Completed significant curriculum advances:
 - Collaborated, advised, and supported faculty and the curriculum process to develop and ensure state approval of five noncredit adult education programs, resulting in Certificates of Completion and enhanced FTES rates.
 - Supported faculty and ensured approval of courses and programs in biotechnology, a workforce field with high labor market demand. The program launches this spring; the first class is filled.
- Provided accreditation leadership, ensuring the successful completion and submission of the College's Midterm Report and Distance Education Substantive Change Proposal.
- Contributed to the process for Compton College to become a "Teaching College" with the California Virtual College (CVC). This allows online courses to show live enrollment information. This will enable students enrolled in other California community colleges to seamlessly cross-enroll in Compton College online classes, with expected increased enrollment.
- Applied and was accepted for Compton College to participate in the Military Articulation Platform (MAP). When implemented this spring, veterans entering Compton College will have their military records reviewed and automatically have Credit for Prior Learning earned based on the established, faculty-reviewed articulations in the MAP system. The courses on the veterans' transcripts will garner specific course credit, thus reducing their time to completion. We anticipate full implementation for fall 2022.
- Partnered with [Calbright College](#) and Compton College faculty and administrators to renovate two computer labs in the Vocational Technology Building, review curriculum to award credit to Calbright students, and engage the adult population in Compton, Lynwood, and Paramount communities.
- Expanded dual enrollment partnerships with Compton Unified School District (CUSD):
 - Finalized the "Three-Year Bachelor's Degree" program with CUSD and Charles Drew University. This will allow students at Dominguez High School to begin classes in 11th grade, take one year of classes at Compton College, and transfer to Charles Drew University to complete a bachelor's degree in two years.
 - Revised AB 288 agreement with CUSD to include a new "Scholar's Academy" at Centennial High School that begins in fall 2022 for students entering the ninth grade.

The Compton CCD Board of Trustees will review the revised agreement at a future Board meeting.

As it relates to Compton College enrollment challenges noted in the Resolution, enrollment has been declining over the years, and I have been shifting FTES to ensure the Compton Community College District Budget is stable to provide academic and support services for our students and community. Furthermore, I, along with senior management, monitor our enrollment. In the 2016-2017 year, I successfully presented arguments to the California state legislators on behalf of our District about equity and what Compton College students, faculty, Classified staff, and the Compton community deserve. As a result, I successfully secured FTES Hold-Harmless Protection for Compton Community College District through 2025-2026. On Thursday, October 7, 2021, Chris Ferguson, Program Budget Manager for the California Department of Finance, and I presented to the Compton College [Academic Senate](#) on the [Compton College Full-Time Equivalent Student \(FTES\) Hold Harmless Provision and Compton College Enrollment](#). In the presentation, we outlined Compton FTES but, most importantly, our funding, which has increased since 2017-2018. It is important to note that during the Academic Senate meeting, [no questions or comments were made](#) about the enrollment and funding for the District.

Community college enrollment challenges were discussed at the recent Association of Community College Trustees National Legislative Summit in early February 2022, during a [presentation that focused on the severe drops in enrollment in higher education](#). It was noted that community colleges nationwide had suffered the brunt of the enrollment drops. Well-documented data clearly shows the disparate impact of COVID-19 on school enrollment in lower-income areas. Unlike any other California community college, Compton College faced unique enrollment challenges prior to the pandemic due to the conclusion of the partnership with the El Camino Community College District.

As mentioned in the [President/CEO Message – January 6, 2022](#), \$500,000 from the unrestricted general fund will be used for marketing and outreach activities for summer 2022 through June 2023. In addition, in the [President/CEO Message – February 10, 2022](#), I mentioned that we are developing a 2022-2023 Outreach and Recruitment Activities Calendar. When this document is completed, we will share it with the [Enrollment Management Committee](#), [Consultative Council](#), the [Academic Senate](#), and our campus constituent groups for feedback and recommendations. I am committed to improving our enrollment, which will take all of us working together to find solutions. I hope that you will be engaged in this essential work.

As it relates to statements regarding the fiscal stability and security of Compton Community College District, included in the Resolution, as highlighted in the accomplishments listed above, the [Fiscal Health Risk Analysis \(FHRA\) report published on January 4, 2022](#), states the Compton Community College District FHRA score is 10.7%. The report indicates the District has a low probability of fiscal insolvency in the near future. Compton College and Compton Community College District have a solid financial position that was confirmed by FCMAT.

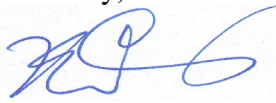
Maintaining campuswide communication has always been a priority, demonstrated through my twice-weekly [President/CEO Message](#), [quarterly Tartar Talks](#), [Open Office Hours](#), and [community forums co-hosted with the Compton Community College District Board of Trustees](#). Valuable information is also included in the Board of Trustees' monthly agendas, such as Board of Trustees Goals, updates on programs and services, District financial reports, and the Citizens'

Bond Oversight Committee. Current and previous board agendas are available online at <https://www.boarddocs.com/ca/compton/Board.nsf>; click "Enter Public Site."

While I disagree with the accuracy of many of the statements in the Vote of No Confidence Resolution, I am committed to upholding our shared commitment to interacting with civility and mutual respect. However, I am dismayed by statements in public meetings characterizing me as an "oppressor" and "tormentor" and likening me to other dictators. These tactics are antithetical to our adopted values and do not promote a climate of respect. I hope we refrain from these personal attacks and work more cohesively to cultivate and maintain a meaningful and effective intellectual environment.

I remain determined and committed more than ever to fulfilling our mission of being a leading institution of student learning and success. I look forward to working with you as we continue to serve current and future Compton College students.

Sincerely,



Keith Curry
President/CEO
Compton College

c: Compton Community College District Board of Trustees
Jeffery M. Freitas, CFT President
Sheri Berger, Vice President of Academic Affairs