

# NORCO COLLEGE REGULAR UPDATE

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[Regular Update Webpage](#)

September 20, 2019

## Mission Statement

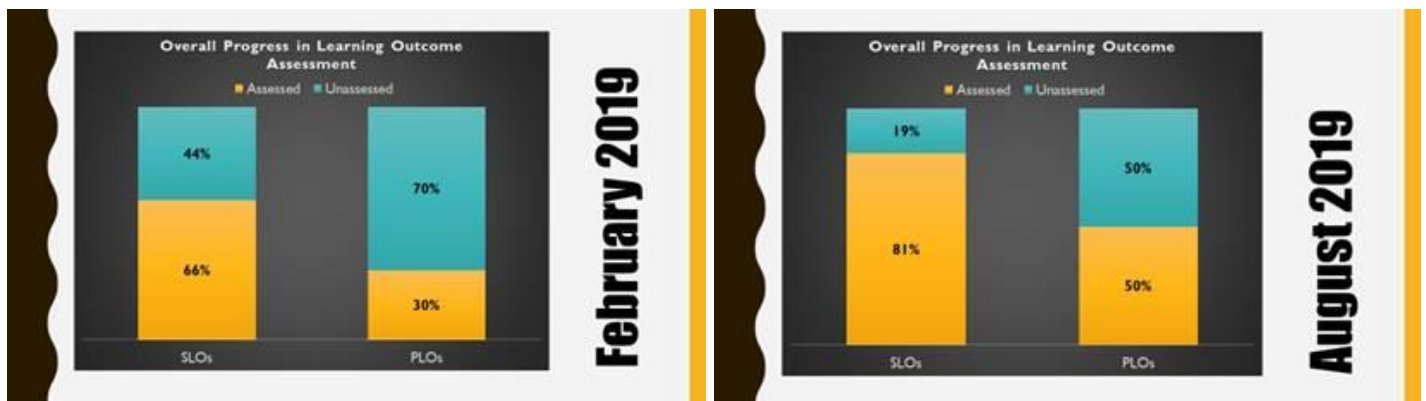
Norco College serves our students, our community, and its workforce by providing educational opportunities, celebrating diversity, and promoting collaboration. We encourage an inclusive, innovative approach to learning and the creative application of emerging technologies. We provide foundational skills and pathways to transfer, career and technical education, certificates and degrees.

Hello, Mustangs!

**2030 Goal 9: (Effectiveness, Planning, and Governance) Develop institutional effectiveness and integrated planning systems and governance structures to support ongoing development and continuous improvement as we become a comprehensive college.**

**2024 Objective 9.1: Make program, student, and effectiveness (including assessment) data available, usable, and clear so critical data is visible in real time**

- Congratulations, faculty, on assessment progress! As shown in these Flex PowerPoint slides presented by Dr. Laura Adams, associate faculty in psychology and faculty assessment coordinator, from the beginning of spring 2019 to the beginning of fall 2019, faculty have made great progress and improvement in the assessment of student learning outcomes (SLOs) and program learning outcomes (PLOs). Let's keep up the good work, with the goal of 100% assessment of SLOs and PLOs by spring 2020!



**2024 Objective 9.2: Develop integrated planning processes that include all planning, accreditation self-study, resource allocation, and alignment with district and statewide plans based on the college mission and plans**

- **Accreditation 2020 news!** In September, college committees are reviewing sections of the institutional self-evaluation report (ISER) related to their areas. Beginning late September, the ISER will proceed through college councils, the Academic Senate, and ASNC for second readings and approvals. The ISERs for all three colleges in the district are scheduled to go to DSPC on

October 18 in preparation for presentation to the Board of Trustees Teaching and Learning Committee on November 5 and Board approval on November 19.

- ACCJC Vice President and liaison Gohar Momjian visited the District September 12-13 for accreditation training, including district meetings and Board of Trustees training.
- *Mark your calendar!* The ACCJC visiting team will be at Norco College **March 2-5, 2020**. Look for preparation and training opportunities to come later this semester!
- **ACCREDITATION TIP: Did you know?** The ISER includes institutional analysis based on 128 Standards. The Standards are divided into four general areas: Standard I: Mission, Academic Quality and Institutional Effectiveness, and Integrity; Standard II: Student Learning Programs and Support Services; Standard III: Resources; Standard IV: Leadership and Governance. In the words of ACCJC, the Standards “work together to define and promote student success, academic quality, institutional integrity, and excellence.” Keep an eye open for more information about the Standards in Regular Updates over the coming weeks!

**2030 Goal 10: (Workplace/Employees) Expand workforce to support a comprehensive college and develop/sustain excellent workplace culture.**

- **Wow!** For the second year in a row, Norco College has been named a “[Great College to Work For](#)” by *The Chronicle of Higher Education*. A total 236 institutions participated, including 152 four-year and 84 two-year institutions. Only 85 were recognized, including 60 four-year and 25 two-year institutions. The survey results are based on a two-part assessment process: an institutional audit that captured demographics and workplace policies, and a survey administered to faculty, administrators, and professional support staff. The primary factor in deciding whether an institution received recognition was the employee feedback.

**2024 Objective 10.1: Achieve 50% of 2030 target; go from approximately 348 to approximately 475 full-time equivalent employees**

- Norco College has experienced a 5 percent overall increase in the number of employees from 2015 to

2018. Here is a chart from the district’s [Equal Employment Opportunity Update of October 2018](#). Note that, while part-time faculty numbers in 2017-2018 are the same

NORCO COLLEGE

NORCO COLLEGE WORKFORCE AT-A-GLANCE						
	2015-2016		2016-2017		2017-2018	
TOTAL	427	100%	449	100%	472	100%
Classified	103	24%	111	25%	127	27%
Executive	28	7%	29	6%	30	6%
Full-Time Faculty	69	16%	76	17%	88	19%
Part-Time Faculty	227	53%	233	52%	227	48%
Women	225	53%	237	53%	248	53%
Men	202	47%	212	47%	224	47%
American Indian/Alaska Native	4	1%	2	<1%	2	<1%
Asian	44	10%	49	11%	45	10%
Black/African American	31	7%	36	8%	39	8%
Hispanic/Latino	107	25%	121	27%	134	28%
Native Hawaiian/Pacific Islander	3	1%	3	1%	3	1%
White	229	54%	230	51%	239	51%
Two or More	9	2%	8	2%	10	2%

as in 2015-2016, the number of full-time faculty has increased, which provides students with greater access to their instructors.

**2024 Objective 10.2: Develop systems and provide resources to preserve and foster a positive workplace culture for all constituent groups including full-time faculty, part-time faculty, classified staff, student workers, and managers**

- The College has successfully completed the installation of a new lactation pod. The pod is located on the first floor of the Wilfred J. Airey Library building and is available during regular

operating hours. To access the pod, users will need to obtain a code via the Mamava app which can be downloaded from the Apple App Store or Google Play.

**2024 Objective 10.3: Develop more diverse, culturally competent and equity minded workforce across all employee groups**

- Dr. Debra Mustain, dean of community partnerships and workforce development, has been accepted into the Douglass Washington Leadership Program (DWLP) through the UCR Center for Social Innovation. The program was established in partnership with Kenneth B. Morris, president of Frederick Douglass Family Initiatives and a direct descendant of both Frederick Douglass and Booker T. Washington. DWLP aims to foster civic leadership, mentorship, and a trusted network to drive initiatives that advance equity and inclusion in civic leadership. The program will involve four monthly seminars in fall 2019 to help participants build knowledge and skills to improve outcomes for families and communities across the Inland Empire.

**2024 Objective 10.4: Develop culture that recognizes/thanks employees on regular basis and celebrates college's successes**

**FACULTY AND STAFF NEWS**

*Thanks to Dakota Mattson, associate faculty in English, for compiling Faculty and Staff News!*

- James Wilson, associate faculty in CIS, wishes to announce that two students, Ian Harshbarger and Eric Spengler, were accepted for the Naval Research Enterprise Internship Program this past summer. These internships allow college students to participate in Navy labs, learning practical skills and developing contacts for their future professions. Ian interned as a web programmer for the Surface Missile System Maintenance Data System project and the Augmented Reality Missile Maintenance program. Eric interned with the Acquisition Readiness Department as a system administrator. Awesome! Thank you, James, for your dedication in helping students get into this program, and congratulations to Ian and Eric!
- Claudia Garcia, student resource specialist with Upward Bound, wishes to share that 37 high school seniors are participating in concurrent enrollment and taking Guidance 48 this fall. For those who don't know, Guidance 48 helps students prepare for and understand their future career course and the education plans they need to get there. Excellent news! Thank you, Claudia, the Counseling Department, and the rest of the Upward Bound project for your dedication and hard work!

**2030 Goal 11: (Facilities) Build a comprehensive and inspiring campus integrated into the region that serves as a destination for education, commerce, life, and the arts.**

**2024 Objective 11.5: By spring 2021, finish Early Childhood Education Center using public-private partnership model**

- The College is looking at the possible feasibility of investing in Stokoe Center for an early childhood education center. Teams of faculty and administrators are visiting the site September 18 and September 30 to explore the building's viability.

**2024 Objective 11.13: Develop and start implementing sustainable campus**

- New LED lighting has been replaced on campus and at entry points (just completed the entry way between CSS and Library/LRC). The new LED lighting brings increased safety and security while delivering energy savings.

**2024 Objective 11.19: Develop and implement plans for off-campus facilities for instructional purposes (including South Corona satellite campus)**

- This summer's tour of a 25,000-square-foot facility in Corona, a project on which the city of Corona had invited the District to explore partnering, indicated it's not an option to have a satellite at this location because of the expense to rehabilitate the building.

- As we talk about developing college programs to further serve our community, the College is beginning to look into preliminary scans for an additional site. This concept has been in the College’s Educational Master Plan and Facilities Master Plan since 2008.

**2030 Goal 12: (Operations) Implement professional, intuitive, and technology-enhanced systems.**

**2024 Objective 12.1: Design intuitive and simple onboarding system**

- Counselors are working to reach all students who seek a degree or certificate from the College to get them in the EduNav system before registration starts for winter and spring 2020.
- Because UC Riverside also is using EduNav, the College is starting a conversation with UCR to possibly develop four-year pathways.

**2024 Objective 12.2: Develop intuitive and technology-enhanced CRM (e.g., Salesforce) systems for the entire student life cycle (“from recruitment to alumni”)**

- Strategic Development is collaborating with district Information Services to solidify the vendor for implementation of Salesforce, a communication and case management tool. The initial phase of this project, funded by the College Futures Foundation, will focus on recruitment, Foster Youth, apprenticeship, and college matriculation.

**2024 Objective 12.3: Develop comprehensive communications systems/tools**

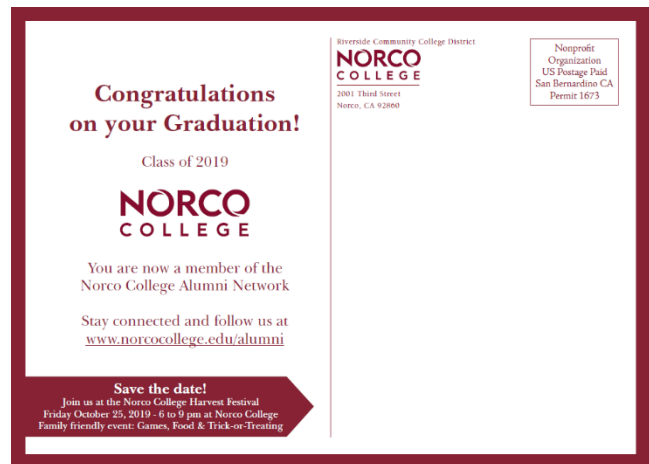
- *Did you know that RCCD has a style guide for all marketing and outreach efforts?* Well, neither did we, but now we do! The Marketing Committee has been asked to suggest edits for an update and revision of this district document.

**2030 Goal 13: (Resources) Develop innovative and diversified resources to build and sustain a comprehensive college and achieve our visionary goals**

**2024 Objective 13.5: Establish a Norco College Foundation and Alumni Association**



The future belongs to those who believe in the beauty of their dreams!



- To foster alumni engagement and communication, 1,246 “Congratulations” postcards were mailed out in August from Strategic Development to all students who graduated or finished their certificate programs in the last academic year.

**Strategic Direction 1: Student Transformation**

**2030 Goal 1: (Access) Expand college access by doubling current headcount and FTES.**

**2024 Objective 1.1: Go from approximately 7,300 to approximately 9,900 funded FTES**

- On Saturday, October 5, Norco College is hosting the Corona-Norco Unified School District’s Career Fair with over 2,000 students from neighboring high schools on campus to explore careers and participate in mock interviews. Any department that would like to participate for

recruitment and outreach to high school students can contact Dr. Maureen Sinclair, project director of CCPT grant and Dual Enrollment, at [Maureen.Sinclair@norcollege.edu](mailto:Maureen.Sinclair@norcollege.edu).

### **2030 Goal 2: (Success) Implement Guided Pathways framework.**

- This month, the College sent a team to the Sixth Institute for Guided Pathways, which focused on equity. We learned that a national team will visit the College in spring 2020 and fall 2020. There was some conversation of continuing the work of the institutes for about two more years. In addition, a commitment was made for first launch of Guided Pathways 1.0 in fall 2020. Norco College has already made progress, for instance, with revised onboarding, trailheads, development of Student Success Teams, and development of engagement centers.

#### **2024 Objective 2.3: Improve overall 4-year transfer rates from 11.2% to 25.9%**

- Dr. Monica Green, interim college president, and Dr. Kevin Fleming, interim vice president of Strategic Planning, will be attending the UC Riverside Citizens University Committee's fall kick-off event.

### **2030 Goal 3: (Equity) Close all student equity gaps.**

#### **2024 Objective 3.1: Maintain and annually update the NC Equity Plan**

- The [Norco College Student Equity Plan 2019-2022](#) was presented to the Board of Trustees on September 3, with a [PowerPoint presentation](#) including information from all district colleges' equity plans. The Student Equity Plan was approved at the Board's September 17 meeting.

#### **2024 Objective 3.4: Reduce the equity gap for Men of Color by 40%. Improve the 4-year completion rate from 9.7% to 22.3%. Improve the 4-year transfer rate from 7.0% to 21.9%**

- On September 11, Dr. Monica Green, interim president, led a discussion at the College's management meeting focusing on equity, specifically related to men of color. The management team looked at college data and viewed a video from the Center for Community College Student Engagement titled [Aspirations to Achievement, Men of Color](#). (Click on the title to view the video.)

### **2030 Goal 4: (Professional Development) Implement professional development around Guided Pathways and equity framework; foster a culture of ongoing improvement.**

#### **2024 Objective 4.1: Expand professional development program/infrastructure**

- Norco College sent 26 employees and students to the eighth annual Riverside County Women's Leadership Conference on September 12.
- The college administration has set aside \$25,000 professional development funding for staff and faculty in addition to Title V grant and Student Equity Plan professional development-available funds. This funding will help with implementation of the [Leading From the Middle \(LFM\) Professional Development Plan](#) to provide opportunities for faculty, staff, and managers. The CCC Chancellor's Office also awarded RCCD \$119,725 for classified employees. The primary use of these funds is to support the [Vision for Success](#), which is the strategic plan to promote student success for the California Community College System. Employees interested in requesting professional development must first review the [Professional Development Funding Request Information Sheet](#) and complete a [Professional Development Activity Request Application](#). The Professional Development Committee's [Funding Request webpage](#) also provides a link to [Professional Development Funding Sources](#).

## **Strategic Direction 2: Regional Transformation**

### **2030 Goal 5: (Regional Organization) Help establish a distinct regional identity and organization.**

#### **2024 Objective 5.2: Help develop regional identity, collaboration, and organization**



- September 13 began the Corona Chamber of Commerce’s Executive Leadership Roundtable, a nine-month program for developing community leadership. Dr. Kaneesha Tarrant, interim vice president of Student Services is participating this year. As part of the program, for Education Day on January 10, the group will visit Norco College. Dr. Samuel Lee, vice president of Academic Affairs, is organizing Education Day for the College.
- On October 19, the fourth annual Combat Cancer Walk will take place at Norco College from 7 a.m. to 12 noon. All are welcome to participate—*let’s have a strong Norco College presence!* For more information and to register, go to [SupportSisterz.org](http://SupportSisterz.org).

**2030 Goal 7: (Community Development) Host initiatives that impact regional development.**

**2024 Objective 7.2: Improve regional veterans services and support**

- The College is in discussions with the RCCD Foundation about an engraved brick walkway located outside the new Veterans Resource Center. Keep your eyes open for more information!

**Strategic Direction 3: College Transformation**

**2030 Goal 8: (Programs) Become the regional college of choice by offering a comprehensive range of programs that prepare students for the future and meet employer workforce needs.**

**2024 Objective 8.1: Develop comprehensive breadth of academic programs**

- *Save the date!* The next Distance Education (DE) Faculty Brown Bag Discussion will be October 3 during College Hour in IT 218. Zoom access is also available. All faculty are invited! Brown Bags are brainstorming sessions to discuss design tips, regular and substantive contact, accessibility, NetTutor, and more. Please bring resources, questions and ideas!

**2024 Objective 8.3: Develop and implement plan for noncredit and noncredit-enhanced programming**

- In 2019, 30 new noncredit courses have been developed and approved by Norco College’s Curriculum Committee.

**2024 Objective 8.6: Build and support student services to foster student engagement, wellness, and success in the classroom and outside the classroom**

- *Hey, look!* The Counseling Department is now offering online counseling to all students! The Online Counseling webpage is available at [www.norcocollege.edu/onlinecounseling](http://www.norcocollege.edu/onlinecounseling). Students are able to submit a question or schedule an online appointment, and students can attend online counseling appointments via cell phone or computer. We will be offering evening, weekday, and occasional Saturday appointments. *Help spread the word to students!*

**2024 Objective 8.7: Build and support academic support services to improve student success**

- **Check out LRC news!**
  - LRC hours are Monday through Thursday 8 a.m. to 8 p.m., Friday 8 a.m. to 4 p.m., and Saturday 9 a.m. to 2 p.m.
  - Currently, about 1,100 students are registered for ILA-800, Supervised Tutoring, far exceeding enrollment in fall 2018 for the fourth week of the semester. Tutoring has grown: Three physics tutors have been added to the drop-in schedule—the largest number of drop-in physics tutors ever before in the LRC. Upper-level courses have received a significant increase in support this year. Tutoring support at the STEM Center has been enhanced to include support for CIS drop-ins. Tutoring appointments for individual students or groups of students sharing the time can be made through the [tutoring appointment scheduling webpage](#). Click for website links for information about drop-in tutoring resources: [Math and Science Center and STEM Center](#), [Writing Support Center](#), [General Tutoring Center](#). Make sure to check the websites often for adjustments

and updates. As the semester continues, the LRC will monitor student data and adjust tutoring to best support our students.

- In fall 2019, the SI program has been expanded to provide support to more than 40 sections of multiple disciplines including math, English, biology, chemistry, psychology, and accounting. With math and English department collaboration, SI support is now implemented in all AB-705 math and English co-requisite courses as well as learning communities such as Umoja and Puente. Click [here](#) for a list of SI-supported classes and the SI schedule.