NORCO COLLEGE
REGULAR UPDATE

November 1, 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!

Upcoming Deadlines, Due Dates, and Key Calendar Events	
Monday, November 11	Veterans Day holiday

Strategic Direction 2: Regional Transformation

2030 Goal 6: (Community Partnerships) Pursue, develop, and sustain collaborative partnerships.

   2024 Objective 6.2: Contribute to regional economic and workforce development by creating and expanding relationships with business and civic organizations

- *Please share this opportunity with students!* Southern California Edison, Norco College's Engineering Pathways Program, and the School of STEM invite students to compete in the Second Annual STEM Engineering Challenge. With the goal to increase awareness in engineering and solar energy, the STEM Engineering Challenge will provide students an opportunity to network together as a team and inspire competition toward improving our campus with a sustainable green energy-saving component. Funding is provided by Southern California Edison and Engineering Pathways. Final judging will take place at the College's Second Annual STEAM Week Celebration during college hour on April 23, 2020. First place team members receive a new iPad. Complete competition guidelines and application form can be found at http://bit.ly/NCEngineeringChallenge2. For more information, see the October 23 nor-all email from Patricia Gill, STEM services developer, with the subject line "2nd Annual STEM Engineering Challenge."

   2024 Objective 6.7: Help establish a distinct regional identity, organization, and communication among our local communities

- Dr. Monica Green, interim president, represented Norco College at the October 25 Eastvale Chamber of Commerce installation of board members. Dr. Green gave the keynote presentation focused on partnerships in the community.

   2024 Objective 6.8: Stimulate regional arts development

- Check out the current exhibit in the [Art Gallery](#): Temporality, paintings by Douglas C. Bloom, Phillip Griswold, and Louisa Miller. For more information, click [here](#).

Strategic Direction 3: College Transformation

2030 Goal 7: (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 7.2: Develop Career & Technical Education programs and industry credentials related to regional needs

- Norco College is participating in a regional Strong Workforce project to connect and convene counselors throughout the Inland Empire. Dr. Debra Mustain, dean of community partnerships and workforce development; Dr. Marshall Fulbright, dean of instruction; Charles Henkels, apprenticeship director; Dr. Maureen Sinclair, project director of CCPT grant and Dual Enrollment; Mark DeAsis, dean of Enrollment Services; and Ashley Etchison, director of strategic communications and marketing, all presented at the Counselor Conclave in San Bernardino on October 30. Most (if not all) of the College's full-time counselors registered to attend and Corona-Norco Unified School District counselors registered as well—over 20 at last count! Norco College also had an information table at the event, and every attendee from the region received the book *Biased: Uncovering the Hidden Prejudice That Shapes What We See, Think, and Do*, which Dr. Fulbright has shared in book discussions this semester.

    2024 Objective 7.4: Develop and implement plan for expanded athletics offerings

- Mustang Athletics teams and club sports are busy training, competing, and winning! Check out the [Athletics webpage](#) for updates on [men's soccer](#), [women's soccer](#), [men's cross country](#), and [women's cross country](#). Here you can also find results of previous competitions and the [calendar](#) of upcoming events. And take a look at the club sports page for updates on [rugby](#)!

    2024 Objective 7.6: Build and support student services to foster student engagement, wellness, and success in the classroom and outside the classroom

- Student Services is looking into EVERFI, an educational services tool, to help students increase financial literacy in alignment with the Title V PACES grant. The tool would be available to all students.

    2024 Objective 7.7: Build and support academic support services to improve student success

- As part of ongoing training, the LRC hosts three in-services each semester. On October 18, LRC tutors and SI leaders strengthened their understanding of independent learning. The guest facilitator was Ted Blake, Learning Resource Center coordinator at Mt. San Jacinto College.
- As of October 18, students using [LRC](#) services have logged a total of 8,782 contact hours of learning support. This means that, in comparison, the LRC has collected *half* of *entire* 2018-2019 academic year's contact hours (16,746.5) in just eight weeks! Thanks to the hard work of the LRC team—along with additional support from students and the college community—for this increase in contact hours, with the goal of improving student success!

2030 Goal 8: (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 8.2: 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!* On Friday, October 25, the District Strategic Planning Council (DSPC) discussed all three colleges' ISERs, making suggestions for improvement. Under a revised

timeline for Board approval, ISERs will proceed to Chancellor's Cabinet in November before going to the Board of Trustees in December.

- *Mark your calendar!* The accreditation visiting team will be at Norco College March 2-5, 2020.
- *Standards committee members*, *save the date*: Friday, November 8, and Friday, November 15, 1:30-3:30 p.m.—for ISER celebration and visiting team preparation sessions!
- **ACCREDITATION TIP!** *Do you know?*
  Standard III: Resources
  Standard III is divided into four sections. Major accomplishments and improvements-in-progress that have emerged during the self-evaluation process include the following:
  - **III.A: Human Resources**—The College has a new Professional Development Plan drafted by the Leading from the Middle team. Over the past two years, the College also has been focusing on hiring through an equity lens. In addition, a new online part-time faculty orientation is in the works.
  - **III.B: Facilities Resources**— A new Facilities Master Plan was approved in spring 2019. Also, repurposing of space in support of Guided Pathways continues, as evident in the opening of Student Engagement Centers this month (see Objective 10.10).
  - **III.C: Technology Resources**—The College utilizes a technology process for resource support, and has introduced an annual budget specifically for technology updates.
  - **III.D: Financial Resources**—The District has a new Budget Allocation Model, based on the principles of fairness, equitability, and transparency. At the local level, the College has engaged in clarifying and further documenting the resource allocation process.
- The District Strategic Plan, approved by the Board of Trustees in October, includes an organizational map for districtwide committees to support the District's strategic structure. For charts of districtwide councils, committees, and workgroups, click here.

2024 Objective 8.3: Revise governance process—formalize all unwritten governance processes for more effective implementation of the Educational Master Plan

- On October 30, ISPC met for a five-hour "workday" to consider a gap analysis between the revised Educational Master Plan and the existing strategic planning structure, with a close look at the 2013-2018 Strategic Plan (extended to 2019).

2030 Goal 9: (Workplace/Employees) Expand workforce to support a comprehensive college and develop/sustain excellent workplace culture.

  2024 Objective 9.2: 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

- *Hey, look!* Associate faculty office space is now available in the former Assessment Center area in the LRC. This space is available for associate faculty to work and to meet with students.

  2024 Objective 9.4: Develop culture that recognizes/thanks employees on regular basis and celebrates college's successes

- *You're invited!* On November 5, 12:50-1:50 p.m., we'll gather in CSS 217 to welcome new and returning staff, faculty, and managers. Light refreshments will be served.

FACULTY NEWS

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

- On October 25, Dr. Parissa "Pari" Clark, assistant professor of political science, gave a keynote speech at the UCR Graduate School of Education workshop on Restorative Justice for teacher credential candidates. Her presentation was called "The Restorative Teaching Mindset." Congratulations, Pari!
- Megan Lindeman, assistant professor of art, has two new gallery showings beginning in the latter half of the semester. The first opens on November 16 and will be at Big Pictures Los

Angeles (BPLA; www.bigpictures.la). The second concerns works on paper at Bozo Mag through Barker Hanger in Los Angeles and will open on December 6. Congratulations, Megan!

2030 Goal 10: (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 10.4: Finish Veterans Resource Center phase 1 by spring 2021

- Plan approvals for the Veterans Resource Center are expected to be completed by December 2019, with the project going to bid in January-February 2020. Board approval is anticipated in March 2020, with an April 1 start date for construction and completion in January 2021.

2024 Objective 10.5: By spring 2021, finish Early Childhood Education Center

- Renovation of the Stokoe Center for Norco College early childhood education (ECE) offers an amazing opportunity for the surrounding community with a high need. Stokoe Elementary, previously designed for RCC through investment of RCCD Measure C bond money, currently serves over 700 children in kindergarten through sixth grade. It is located within Assembly Member Sabrina Cervantes' service area and within the Norco College service area. Starting small with a multiple-year phased-in approach, Norco College plans to offer one ECE class on site in fall 2020 with subsequent growth. The site will become a model demonstration lab school for the entire region (perhaps the state) including partnerships between RCCD, Alvord Unified School District (AUSD), Riverside County Office of Education, First 5, and Head Start. A formal programmatic proposal is being finalized, and meetings with AUSD and Norco College personnel are already underway. Thorough dialog and comprehensive vetting with all stakeholders is also being planned for the fall 2019 term, including the Norco College/RCCD participatory governance process and a tentative joint RCCD/AUSD Board meeting in December 2019.

2024 Objective 10.10: Design spaces that intentionally build community

- Student Engagement Centers are now open for students in ST 107 and ST 108! Save the date for an Open House November 6 and 7—more details to come!

- New student seating areas are now available on the patio outside CSS 217 and outside the front of the building. The project was funded by the CAFYES program (Cooperating Agencies Foster Youth Educational Support) to provide student spaces for gathering, engagement, and just hanging out.

2030 Goal 11: (Operations) Implement professional, intuitive, and technology-enhanced systems.

2024 Objective 11.1: Design intuitive and simple student onboarding system

- Winter and spring 2020 priority registration begins November 4. An increased number of students will be registering through EduNav for these terms. An EduNav notification email (directed to both student and personal accounts) was sent to 4,011 students with access to EduNav and to 6,706 students with general WebAdvisor access.

2024 Objective 11.3: Improve employee operational systems

- Four well-attended comprehensive trainings for the new Concur online travel system took place in October. Thanks to the college team leading the way: Lenny Riley, instructional technology specialist; Patty Sanchez, accounting services clerk; Esmeralda Abejar, director of Business Services; and Misty Griffin, financial and technical analyst.

2030 Goal 12: (Resources) Develop innovative and diversified resources to build and sustain a comprehensive college and achieve its visionary goals.

2024 Objective 12.1: Plan and advocate for the general fund budget augmentations needed to meet operational demands to achieve the vision for a more comprehensive college

- The College is working in consultation with the District to define what it means to support development into a more comprehensive college to serve the community, with the goal of a budget augmentation consideration beginning in 2020-2021 fiscal year.

2024 Objective 12.2: Implement more professional budgeting systems in order to improve efficiency, transparency, and accountability

- Resource allocation requests tied to program review are currently being prioritized by college councils and the Academic Affairs Prioritization Subcommittee. Next, prioritizations go to ISPC for validation of the resource prioritization process.
- Technology upgrades and replacement recommendations for instruction and administration went to the Technology Committee and will be planned and phased for the 2019-2020 fiscal year.

2024 Objective 12.3: Coordinate with RCCD to establish a BAM that allocates funding equitably

- Business Services is continuing to present on the District's adopted budget for 2019-2020 and the District's budget allocation model (BAM) update (click on links for access to presentations) at meetings of college governance groups.

Strategic Direction 1: Student Transformation

2030 Goal 1: (Access) Expand college access by increasing both headcount and full-time equivalent students (FTES).

- The winter and spring 2020 Schedule of Classes is now available. To view the schedule, click here. Priority registration for winter and spring 2020 begins November 4.

2024 Objective 1.1: Go from 7,366 to 8,759 total FTES

- As of the end of week 9, enrollment was 3320.41 FTES, which is 102.2% of our 3250 FTES target. Last year at the same time, enrollment was 3208.45 FTES or 99.6% of our target. These numbers show a strong fall semester!

2024 Objective 1.3: Expand enrollment with strategic groups (Dual Enrollment, International, Online, California Rehabilitation Center, Veterans, etc.)

- *Wow! Congratulations!* For the fifth time in six years, Norco College ranked [Best for Vets](#) by the [*Military Times*](#). Among the 28 two-year colleges nationwide, Norco College ranked 17th, and second of four California community colleges on the list. For this year's list of two-year colleges, click [here](#). According to the *Military Times*, hundreds of two- and four-year colleges, online schools, and career technical colleges were surveyed across the country on their policies related to military and veteran students, academic outcomes, and military-supportive cultures. The *Military Times* found that Best for Vets colleges have developed innovative approaches to support student veterans.
- In one year, Dual Enrollment has expanded from 62 FTES in fall 2018 to 102 FTES in fall 2019.

2024 Objective 1.4: Increase capture rates from feeder high schools by 5% annually

- Strategic Development is excited to be working with Dr. Maureen Sinclair, project director of CCPT grant and Dual Enrollment, and Patty Brusca, student success and support program assistant, in providing Norco College swag bags to all area high school counselors to promote Norco College and build strong bridges with our feeder high schools. The bags include a Norco College hat, T-shirt, lanyard, pennant flag, and a special edition of the 2019-2020 College Catalog with excerpts that will be useful to high school counselors. These bags will be delivered the week before Thanksgiving along with a custom Thanksgiving card to show our appreciation for high school counselors' ongoing collaboration and support.

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

2024 Objective 2.6: Increase percent of students who receive financial aid from 73% to 81%

- The implementation of Campus Logic has streamlined financial aid processing and made aid more accessible to students by allowing them to complete forms online using their phone or computer. As a result, for the first disbursement period (April through August 2019), we have seen a 17% increase in student count for Pell Grants, 13.7% increase in the amount of Pell funds disbursed, and 57% increase in the number of files completed for the first deadline.
- *Encourage students to apply!* The [2020-2021 RCCD Foundation Scholarship](#) application is now open! Click on the link for more information, including dates of on-campus scholarship workshops. The deadline is January 10, 2020.
- November 1 is the deadline for students to apply for a $100 transfer-fee scholarship to cover the transfer application fee. For more information, see the [Transfer Center webpage](#).

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

2024 Objective 4.1: Increase percentage of employees who complete Guided Pathways training from 5% to 65% (305 out of 472 employees)

- Dr. Gustavo Oceguera, dean of equity, has been consulting with California School Employees Association (CSEA) to identify a date and site for classified professional development in the spring. The RP Group is available to conduct a day-long training on February 12: "Student Support (RE) Defined and Guided Pathways: Using the Six Success Factors to Facilitate Pathways Planning." The primary objective of this training will be to help classified staff gain a better understanding of their role in Guided Pathways, the four pillars, and the success factors. The training will be funded with professional development funds set aside for classified staff by the

California Community Colleges Chancellor's Office to support the Vision for Success. More information to come!

- On November 1, deans and faculty across the District involved in administering their colleges' student equity plans are meeting to discuss and collaborate on professional development needs around equity and Guided Pathways. They will also discuss a proposal for the District to designate two days each year as Professional Development Days for classified staff and managers (similar to Flex days).
- The Professional Development Committee (PDC) has been studying other colleges' professional development organizational structures, tools, and resources available to employees for PDC to model.