

NORCO COLLEGE REGULAR UPDATE

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[Regular Update Archive](#)

December 6, 2019

Mission Statement

Norco College inspires a diverse student body by an inclusive innovative approach to learning through its pathways to transfer, professional, career and technical education, certificates, and degrees. We are proud to be a pivotal hub for scholarship, arts and culture, dynamic technologies, and partnerships. Norco College encourages self-empowerment and is dedicated to transforming the lives of our students, employees, and community.

Hello, Mustangs!

Upcoming Deadlines, Due Dates, and Key Calendar Events

December 9-14	Final exams. Fall semester ends December 14.
December 19	Grades and attendance rosters due for most full-term sections (due 5 days after last day of class)
January 6	First day of winter session 2020

Strategic Direction 2: Regional Transformation

2030 Goal 5: (Workforce and Economic Development) Reduce working poverty and the skills gap.

2024 Objective 5.2: Increase percent of CTE students employed in their field of study by 3% annually

- For the [2019 Career and Technical Education Employment Outcomes Survey](#) (CTEOS), completer and skills-building students at Norco College were surveyed in early 2019 by e-mail, text message, and telephone. The survey addressed student perceptions of their CTE program, employment outcomes, and how their coursework and training relate to their current career. The results of the survey show that completing CTE studies and training—whether or not a credential is earned, whether or not a student transfers—is related to positive employment outcomes. Notably, students realize a greater wage gain after completing their studies if they secure a job that is similar to their program of study. For details, click on the link above.

2024 Objective 5.4: Establish the Center for Workforce Innovation to create and expand apprenticeships and work-based learning opportunities

- Under the leadership of Charles Henkels, apprenticeship director, Norco College has led the LAUNCH (local apprenticeships uniting a network of colleges and high schools) apprenticeship network project for the Inland Empire Desert Regional Consortium (IEDRC) since February of last year. The project has made great progress, and the college-based apprenticeship programs are being developed and launched in advanced manufacturing, healthcare, and information technology throughout the region. To continue and expand the impact of the LAUNCH project,

Charles Henkels will be organizationally moved from Norco College's Strategic Development Department to work under the IEDRC Chair, Julie Pehkonen. During the transition, the College will ensure that it maintains effective management of our growing apprenticeship programs and will continue to lead the initiative for our students and industry partners.

- The major undertaking of planning for the National Center for Supply Chain Automation's third annual Symposium (March 9-11 in Atlanta) is well underway including a virtual reality track, robotics, the Manufacturing Skill Standards Council (MSSC) industry certification that our center helped facilitate into existence, and a tour of an automated UPS facility. Our NSF Center continues to ensure Norco College's workforce development efforts are on the national forefront of advanced technology education.

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

2024 Objective 6.1:

Establish and expand relationships with regional educational institutions

- On November 1, Auburndale Intermediate School brought 185 students to



visit Norco College's STEM Center to learn about engineering pathways. The event was a collaboration with JFK Middle College High School, AVID, and Auburndale. Norco College's Engineering Pathways student Vanessa Robles was the keynote for the day, and the students did four rotations: Norco College tour, STEM Center tour and engineering challenge activity, JFK tour, and JFK AVID activity. It's exciting to think of the future engineers whose interest has been sparked by this event!

**2024 Objective 6.6:
Develop regional outreach and recruitment systems**

- Sponsored by the District Office, Norco College now has our first general advertisement at the Shops at Dos Lagos shopping center (Corona).
- The College is including enrollment information on social media (see image to the right). Our goal is to include similar posts two to three times every week



encouraging residents to enroll and encouraging continuing students to reenroll.



- General “enroll now” ads will be displayed December 1-January 6 on our Third Street marquee. for example:

Go Far. Close to Home.

Enroll today at www.norcocollege.edu/enroll

Also, the College is collaborating with the City of Corona to place these ads on city digital marquee signage out in the community.

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

- President’s Advisory Board members are receiving Norco College t-shirts to elevate their role as brand ambassadors for Norco College out in the communities we serve.
- On December 4, Marketing Committee members met with VisionPoint, our brand consultancy firm, to review the initial concepts for a new visual mark that can complement future marketing and branding efforts of Norco College. Multiple iterations are anticipated. The final selection will occur in the spring semester and will drive our fall 2020 digital marketing and enrollment campaign.



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 7.1: Develop comprehensive breadth of academic programs

- Faculty, take a look at the winter issue of the RCCD [Distance Education Newsletter](#); just click [here!](#)

2024 Objective 7.3: Develop and implement plan for noncredit and noncredit-enhanced programming

- Noncredit certificates are designed for students interested in getting a job, getting a better job, or transiting to credit and are **free** to all community members. A new board- and state-approved noncredit certificate, Accounting Basics for Small Business, appears in the fall 2019 Addendum to the 2019-2020 Norco College Catalog. Courses will be offered in the upcoming winter and spring terms. A number of new noncredit courses appear in the [Catalog Addendum](#) as well. Noncredit certificates that have been approved by the Board can also be found on the district noncredit website, by clicking [here](#). (Look for the Norco College logo to the right of the certificate title.) Any certificate that is listed as "Coming Soon" is comprised of courses that have been approved by the Board but not yet by the state. Stay tuned for updates!

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

- Men’s soccer, led by Coach Drew Rea (pronounced Ray) qualified for the state playoffs for the first time in the college’s history. This is just the start of great things to come as the men will be returning 22 players from this year’s stellar roster. In addition, the inaugural men’s cross country team, led by Coaches Mike Tongg and Jim McMahon, made the post season, and freshman Devin Mansfield qualified for the All-Conference Team in the Inland Empire Athletic Conference. Congratulations to all Mustang athletics programs!

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

- The Amazon Distribution Center in Eastvale partnered with Student Life at Norco College for the second time and donated pallets containing hundreds of food items. The donation was enough to stock the [food pantry](#) and host a free swap meet for students. Click [here](#) for more information about this event.



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

- ***It's Study Jams time!*** Please help spread the word! The Library/LRC and the STEM Center will be extending hours to help students prepare for finals.

LRC: December 4– 13

MON-THUR: 8:00 a.m.-9:00 p.m.

FRI: 8:00 a.m. – 4:00 p.m.

SAT: 9:00 a.m. – 2:00 p.m.

STEM CENTER: December 2 – 13

MON-THUR: 8:30 a.m.-9:00 p.m.

FRI: 8:30 a.m. – 5:00 p.m.

LIBRARY: December 4 – 13

MON – THUR: 7:30 a.m.-9:00 p.m.

FRI: 7:30 a.m. – 4:00 p.m.

SAT: 9:00 a.m. – 2:00 p.m.

The LRC is scheduling free ***drop-in tutoring and SI marathon sessions*** during the last weeks of the semester, no appointments necessary. In addition, FREE snacks, water bottles and coffee will be provided during study time at the Library/LRC and the STEM Center. Click [here](#) to check out the one-minute video about Study Jams at the LRC! A special shout out and thanks to ASNC and Starbucks for donating coffee, snacks, and water bottles!

- Arezoo Marashi, Norco College’s supplemental instruction coordinator, and the other five regional coordinators for the [Inland Empire Supplemental Instruction Regional Team](#)—in partnership with 3CSN, the International Center for Supplemental Instruction at the University of Missouri Kansas City, and Innovative Educators—presented the [4th Annual IE SI Conference](#) on November 15 and 16 at Mt. San Jacinto College. Attendees from 32 institutions (community colleges, CSU, UC, and private universities), totaling 209, included SI leaders, classified professionals, faculty, and administrators. Thirty-four amazing presentations focused on SI and tutoring best practices, assessment, innovation in academic support services, collaborative learning, and student success strategies. In



fact, Norco College SI leader Kaylin Jensen presented on Study Skills and Supplemental Instruction! One conference attendee commented, “I truly enjoyed the conference and was glad to participate in this community of practice. I look forward to attending others in the future.” Another participant remarked, “Great job on the professional structure of the conference and having amazing facilitators for each breakout. I walked away knowing that many programs are experiencing similar opportunities and challenges, and was provided with tools for change and growth.”



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

- The College’s [2030 Educational Master Plan](#) was presented to the Board of Trustees at the committee meeting on December 3 and will be presented for approval by the Board on December 10. For the EMP Executive Summary, click [here](#).
- *Accreditation 2020 News!* The [Norco College ISER](#), along with the ISERs from the two other district colleges. was presented at the Board of Trustees committee meeting on December 3 and will be presented for approval by the Board on December 10. To view the combined colleges and District Accreditation 2020 PowerPoint presentation, click [here](#).

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 professionals, 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. Stop by to take a look!

2024 Objective 9.3: Develop culture that recognizes/thanks employees on regular basis and celebrates college’s successes

- Retirement congratulations to Dr. Charles Sternburg, professor of anatomy and physiology; Pam Kollar, academic evaluations specialist; and Donna Dery, College Resource Center technician. You will be missed! Thank you for *all* you’ve done to help students succeed and for your service to the College! Warmest wishes for your new adventures!
- *It’s the 2019 Holiday Gathering!* Join colleagues to share good cheer December 12 at the Corral 11:00 a.m. to 1:00 p.m., and at the CRC from 5:30 to 7:30 p.m. Again this year, the College is collecting donations for the food pantry. Let’s stock up the pantry this holiday season! Items to bring are canned meats, beans, vegetables, fruit, chili, oatmeal, single-serve snacks, instant lunch, and juice. *See you there!*
- During the winter intersession the College will be replacing some of the light pole banners to promote our Great Colleges to Work For and Best for Vets designations.

FACULTY/STAFF NEWS

Thanks to Dakota Mattson, associate faculty in English, for compiling these news items!

- Patricia Gill, STEM services developer, wishes to share exciting news about one of our alumni. Ryan Melendez, a current electrical engineering student at Cal Poly Pomona, is working at the NASA Jet Propulsion Lab (JPL) in Pasadena. Ryan, along with Roslyn Soto (JPL program coordinator in the Education Office) and Jessica Parker (from the JPL Education Office), led a tour of JPL for 20 current Engineering Pathways students; Dr. Jason Parks, dean of instruction; and the Engineering Pathways staff on August 21, 2019. Then, on November 12, 2019, Ryan gave another tour to a diverse group from the college: faculty Dr. Monica Gutierrez, Dr. Emad Shonoda, and Brittnee Quintanar; Engineering Pathways student Rodrigo De Rueda; and staff Michael Honesto, Suzie Schepler, and Patricia Gill. On December 17, Ryan will give yet another tour to small group of students. The STEM program is planning more tours in the months to come. And, as yet another point of pride, Ryan has been offered a full-time position at the lab upon his graduation from Cal Poly Pomona in June. How exciting! Congratulations to Ryan, and excellent work, STEM faculty and staff!
- Dr. Courtney Buchanan, assistant professor of anthropology and Honors coordinator, wishes to announce that on November 22, Norco College student Hanna Abdelsamia presented a paper at the RCCD Student Research Conference. She wrote the paper under the mentorship of Michael Bobo, assistant professor of humanities, for his Honors Arts and Ideas: The Renaissance through the Modern Era class. The paper was, according to Michael, “an amazing discussion of Edward Said's *Orientalism* in conversation with Romantic portrayals of odalisques in 19th century art.” Hanna’s paper was awarded the Norco College President’s Prize for the conference and received top marks from all the reviewers. Amazing! Congrats to Hanna and Michael!

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 10.1: Plan and advocate for the funding needed to meet facilities growth to achieve the vision for a more comprehensive college

- At its November 19 meeting, the Board of Trustees approved a resolution to place a \$715 million general obligation bond on the March 3 ballot. To view the resolution, click [here](#).

2024 Objective 10.3: Build out funded projects (amphitheater, Center for Student Success room 217, etc.)

- Two new hydration stations are now on campus: one on the first floor of the IT building, and the other outside the Little Theater. Click [here](#) to view a short *YouTube* video celebrating the installation of the hydration stations.
- Strategic Development and Diana Meza, public affairs officer, are collaboratively seeking feedback on two signage and display plans to 1) add framed photos of all our past/current permanent Norco College presidents to the rear wall of CSS-217, as well as 2) to hang three building namesake displays (photo and descriptive paragraph) within the following buildings: Sandra Fillion Foster CACT building, Wilfred J. Airey Library, and Drs. Brenda and William Davis Center for Student Success (CSS), to help memorialize and communicate their notable contributions to the College.
- An architect is currently looking at the Student Services Building elevator, with work to be done during summer 2020.
- The project to improve ADA parking lot access for lots B and D will start January 13, with completion scheduled for February 18.
- Rehab of Parking Lot A will begin December 16 and will take about 45 days.
- Soccer field turf replacement will start late February and be completed in March 2020.

2024 Objective 10.4: Finish Veterans Resource Center phase 1 by spring 2021

- Bidding for construction of the new Veterans Resource Center is planned for February 2020, with an estimated construction start date of May 1.

2024 Objective 10.5: By fall 2020, open Early Childhood Education Center

- To date, a number of tours and dialogs have occurred both within RCCD as well as with the Alvord Unified School District superintendent, leadership, and Board members. A comprehensive instructional plan has been documented, led by Norco College early childhood education faculty, and has begun its review process through our internal governance process, securing feedback and support from our Academic Senate, APC, management team, Executive Cabinet, and ISPC. RCCD and the Alvord Unified School District have a joint board meeting scheduled for December 17. The agenda includes a discussion about potentially reinvigorating the Stokoe Innovation Learning Center located at Phillip. M. Stokoe Elementary School as an innovative regional model teaching-demonstration site.

2024 Objective 10.9: Develop and start implementing sustainable campus

- A constituent-based workgroup is looking into the potential for solar installations districtwide.

2024 Objective 10.10: Design spaces that intentionally build community

- Exterior covered furnishings for the amphitheater are to be delivered in December.

2024 Objective 10.13: Develop and implement plans for off-campus facilities for instructional purposes

- With the direction of Dr. Wolde-Ab Isaac, RCCD chancellor, and Dr. Monica Green, interim president of Norco College, Strategic Development and Institutional Effectiveness are working together to draft a proposal for future off-campus location(s) to accommodate future student growth and better serve our community. The proposal is anticipated to be completed over the winter term and circulated during the spring term for review and comments.

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

- **Helpful tip:** To obtain a visitor (guest/visitor/vendor) parking permit, follow these steps, as provided by Shauna Gates, RCCD chief of Safety and Police, in a September 2019 email. All requests for visitor passes will continue to be processed through Parking Services.
 - Send an email request to Parking Supervisor Daniel Shipp (Daniel.Shipp@rccd.edu) and Parking Clerk April Morris (April.Morris@rccd.edu).
 - Provide the date(s) for which the pass will be used.
 - Provide the name of your event and location.
 - Once the correct information is received, the requester will be emailed an electronic parking pass for the guest(s) with the event information printed on the document.
 - The requester will print the parking pass and provide it to the guest or email it directly to the guest to be printed prior to arrival.

2030 Goal 12: (Resources) Develop innovative and diversified resources to build and sustain a comprehensive college and achieve our 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 continues to work in consultation with the District to define what it means to support Norco College in developing 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: Coordinate with RCCD to establish a BAM that allocates funding equitably

- 2020-2021 will be the first time that set FTES targets at the discipline level will be tied to the new budget allocation model (BAM) to help better plan revenue allocation for the academic year. Disciplines, organized into three “buckets,” will be paid at the same rate across the District.

2024 Objective 12.4: Develop 30% of overall budget from non-general fund revenue sources

- The current 2019-2020 adopted budget for Norco College shows 29.8% of overall college budgeted revenue being produced by non-categorical grants, specifically identified in Fund 12.

Strategic Direction 1: Student Transformation

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

- The College continues to evolve and improve the way we promote programs internally and externally, share our collective story, and invite future students to change their lives by attending Norco College. The Marketing Team has compiled a short list of key [Frequently Asked Questions](#), posted to the [Marketing Committee](#)'s webpage, so you know whom to contact to promote your program or event.

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

- An update on Guided Pathways for 2019-2020 is being presented to all college councils and to the Academic Senate. Click [here](#) to view the PowerPoint presentation.
- A documentation of the story of Guided Pathways at Norco College is halfway completed. The first draft of the initiative from inception to 2018 has been completed. The next chapter will chronicle progress from 2018 to the present. This project has been funded by a grant from the College Futures Foundation.

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

- *Please encourage students to apply!* The RCCD Scholarship application closes at 5 p.m. on January 10. In 2018-2019, 141 students received over \$120,000 in scholarship dollars.

'18-'19 Foundation Scholarship amount disbursed:	\$84,020.42
Outside Scholarship amount disbursed:	\$36,688.69
Total Students Awarded:	141

- Thanks to Anthony Becerra, student financial services analyst, students applying for a scholarship now respond to a question about their possible status as a member of an *RCCD* athletics team, instead of the previous wording asking whether a student was a member of an *RCC* athletics team.
- *More good news!* The College awarded transfer-fee scholarships of \$100 each to 39 students to assist with their transfer application fees.

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

- *Wow!* The author visit on November 21 was another amazing Read 2 Succeed event! Just about 120 attendees showed up to hear Dr. Claude Steele, author of *Whistling Vivaldi: How Stereotypes Affect Us and What We Can Do*, share his insightful knowledge and experience with stereotype threat and how we can improve our lives and human relationships moving forward. Umoja students asked the author questions submitted by California Rehabilitation Center students in Assistant Professor Cameron Young's class, which has been engaged in the book this semester. A link to the taped presentation has been provided so these Prison Education Community students can view the author's responses to their questions. Special thanks to the incredible Umoja students; Kiandra Jimenez, associate faculty in English and Umoja instructor; and Sean Davis, assistant professor in counseling and Umoja counselor, for their tireless energy and support to make this event a HUGE success! Also, thank you to Ammanda Moore, assistant professor in English, for recommending *Whistling Vivaldi* to be considered for our Read 2 Succeed program! If you missed the event or want to view it again, here is the *YouTube* link for

your viewing and learning pleasure: <https://youtu.be/BwSeTk5YVVA>. Read 2 Succeed will be back in the spring with another amazing book highlighted by an exciting line up of events!

2024 Objective 3.4: Reduce the equity gap for LGBTQ+ students by 40%

- As the [ALLY](#) webpage explains, “An ALLY is a visible member of the Riverside Community College District community (staff, faculty or students) who is willing to provide a safe haven and an empathetic ear to anyone concerned with sexual orientation or gender identity issues.” To become part of the growing ALLY community network, keep your eyes open for more ALLY trainings coming in spring 2020!

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

- USC’s Center for Urban Education (CUE) selected four colleges that attended the Student Equity Plan Development Institute to learn more about their equity planning and implementation processes. Norco College was selected for this project because a review of our 2019-2022 Equity Plan revealed promising examples of race-conscious and equity-minded approaches to this reform. The project includes a two-day visit in fall 2019 and spring 2020 to hold conversations with individuals engaged in equity work, observe equity-related activities/events, and collect documents to help CUE gain a better understanding of how our equity plan is being implemented. Dr. Eric R. Felix conducted the fall visit December 2-3. Dr. Felix is a policy fellow with CUE. His research examines the role of higher education policy in addressing educational inequities for racially minoritized students. He is also an assistant professor of community college leadership in the Department of Administration, Rehabilitation, and Postsecondary Education at San Diego State University. While at Norco, he met with Dr. Monica Green, interim president, key administrators, and faculty, and also attended several meetings. The spring visit will be in late April or early May and will be focused on progress made with the implementation of student equity activities. It will also focus on integration of student equity in Guided Pathways.
- Faculty—mark your calendar, and keep your eyes open for details about Flex Day, Friday, February 7!
- Classified professionals—mark your calendar, and keep your eyes open for more information about Staff Professional Development Day, Friday, January 31, 8:30 a.m.-2:30 p.m.!