

NORCO COLLEGE REGULAR UPDATE

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March 13, 2020

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

April 1 (11:30 p.m.) | Program review / optional annual updates due

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

- Guided Pathways Workgroup co-chairs Melissa Bader, associate professor of English, and Dr. Tenisha James, dean of Student Services, presented the [Norco College Guided Pathways Scale of Adoption Report](#) to the Academic Senate on February 24 and to ISPC on March 4.

2024 Objective 2.1: Increase number of degrees completed by 15% annually

- *Wow!* John F. Kennedy Middle College High School is expecting over 30 associate's degree graduates in spring.

2024 Objective 2.4: Increase number of transfers 15% annually

- Dr. Jason Parks, dean of instruction, is working on an agreement with La Sierra University's School of Business similar to the engineering transfer agreement with UCR.

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

2024 Objective 3.1: Reduce the equity gap for African American students by 40%

- Among Black History Month events presented by Umoja, ASNC, and the Diversity, Equity, and Inclusion Committee was a performance of *Ain't I a Woman* on February 20 in the Little Theater. The performance was produced by the Core Ensemble—Shinnerrie Jackson, actress, and Mikael Darmanie, piano—with text by Kim Hines. Fifty-three people attended the event.



Strategic Direction 2: Regional Transformation

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

- One strategy being put in place to help veterans secure benefit-granting employment at the Navy base (part time or full time) is to promote attendance at an upcoming Naval Sea Systems Command (NAVSEA) Open House and STEM Career Fair. The March 14 Open House is postponed and we await a new date. Veterans will be encouraged to bring several copies of their resume.
- In discussion as a second strategy to support student veterans into living-wage jobs is Norco College's hosting an event on campus (possibly in April) for veteran students to get an overview of the Navy base and employment opportunities. At this event, veteran students can pre-register in the base's federal hiring program, Yello, so they can be considered for either part-time or full-time employment.
- Also in discussion is a May 26 Hiring Fair at the Center for Workforce Innovation just for veteran students who preregistered on Yello at either the Open House or the overview event. This can be for part-time or full-time employment starting in summer or fall. Both the Navy's human resources personnel and their hiring department manager(s) would plan to attend to conduct these interviews on site.

2024 Objective 5.1: Increase the median annual earnings of all students

- The Norco College Career Center is hosting a clothing drive during April and May. This year, the donation drive will be April 6 to May 15, and the Dress for Success professional clothing giveaway will be held May 19. Click [here](#) for more information.

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

- The Norco College Center for Workforce Innovation (CWI) recently hosted a team from Naval Sea Systems Command in Norco (NAVSEA). The team completed strategic planning activities and was hosted by the CWI as part of our commitment to community and employer outreach and support. NAVSEA is also working with Norco College (as part of RCCD), UCR, and the County of Riverside's Economic Development Administration in the Navy's creation of a NavalX Tech Bridge project. NAVSEA's Tech Bridge will be the seventh tech bridge nationally. A formal announcement from NAVSEA regarding the emerging Tech Bridge project is expected in late spring.



- Umoja students paid a visit to the City of Norco Rose M. Eldridge Senior Center in February to discuss issues related to diversity. In her thank you note to Umoja, Alejandra Gonzalez, City of Norco recreation

supervisor, recognized how the students' "presence and participation at the Senior Center's Black History Month Celebration is greatly appreciated and truly the highlight of the event."

- Each decade, the United States holds a population census count. The data collected by the census determines a number of factors which can affect California and its residents. Through the census, billions of dollars are distributed by the federal government to local communities, universities, and community college districts such as Riverside Community College District and municipalities. This year's census will take place on April 1. The process is immense, as some 330 million people in more than 140 million housing units will need to be accounted for on that date. You can help by ensuring your household participates in the California Census. For more information on the census, click [here](#).

2024 Objective 6.1: Establish and expand relationships with regional educational institutions

- On February 28, the College hosted a booth and participated in the Garretson Elementary Health and Safety Community Carnival, offering safety and general college information and resources. Over 300 teachers, parents, students, families and other community members attended.
- Seventy-two fifth graders from Lincoln Fundamental Elementary School attended a STEM event on March 6, which included a Norco College tour with current STEM students, presentations with NASA SUITS and the rocketry team, and a biology hands-on activity. Thanks to Dr. Monica Gutierrez, professor of biology, who coordinates this outreach event each spring! Jesus Reyes, assistant professor of biology, has also joined the community science outreach team.



2024 Objective 6.6: Develop regional outreach and recruitment systems

- On February 28, Auto Club Speedway and the Desert Regional Consortium partnered to hold the Auto Club Speedway STEM Day. Norco College provided information on our career education programs to approximately 500 middle school students from across the region as part of the event that featured hands-on technical experiences, speakers, and an opportunity to receive tickets to the NASCAR race.

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

- The President's Advisory Board has been expanded to strengthen ties to the District by adding three new members who are also on the [RCCD Foundation Board of Directors](#): Sharon Anderson, Dennis Brandt, and Judy Horan.
- Strategic Development and the Marketing Committee are continuing to work on a visual brand system that will be used in future marketing and communication efforts, including an enrollment campaign to be launched in the summer for fall 2020. Be on the lookout for a survey to provide input! All work will be presented in the spring as part of our strategic planning process.

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

- On March 3, the STEM Center, Engineering Pathways Program, and the Learning Resource Center presented the STEM Alumni Panel as part of the STEM Guest Speakers Series and Workshops. Norco College STEM alumni addressed students at two events that day, one during college hour and the other in the evening:
 - Ernest Lopez is currently a senior at Cal Poly Pomona in mechanical engineering and has been offered a full-time position as a system test engineer at Northrop Grumman after his graduation in June 2020.
 - Ryan Konecni, a December 2019 graduate of the University of Iowa in chemical and biochemical engineering, currently lives in Chicago where he works as a process safety engineering consultant at Smith & Burgess.
 - Ryan Melendez, a senior in electrical engineering at Cal Poly Pomona where he was awarded as President's Scholar for 2019-2020, currently works for the Radiation Effects Group at the NASA Jet Propulsion Laboratory in Pasadena.

- Anthony Ocegüera, a senior at Cal Poly Pomona majoring in physics, will be taking a full-time position as an electro-optical engineer at Lawrence Livermore National Laboratory after graduation in May.

The alumni shared their experience as Norco STEM students and as transfer students. Each spoke of next steps for current students, including becoming involved in projects, programs, and internships. They advised current students to get involved and to be persistent. Students who attended asked good questions, such as, “What did you do?” “What was it like?” and “Who helped you?”

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

- The first noncredit certificate program for Norco College will begin in early May. The accounting certificate program will provide three noncredit courses totaling 24 hours of instruction as an introduction to basic concepts in accounting. Students taking noncredit coursework that results in a certificate will be encouraged to consider completion of a for-credit certificate, program, or degree. The second certificate program to be offered in summer 2020 will be focused on developing social media skills in businesses.



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

- *Wow!* Norco College Men’s Club Rugby became the 2020 Gold Coast League champions with a 47-25 win over Point Loma Nazarene University on March 7. Congratulations, team!

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

- Beginning Monday, March 16, all meetings between counselors and students will be done via phone or Zoom. The counseling offices will remain open; however, students will be advised to book an appointment to speak with a counselor via phone or Zoom, and all drop-in counseling will be canceled and converted to appointment times.
- Dr. Sandra Popiden, associate professor of political science, recently attended the first-ever CCC, CSU, UC: CA Higher Education Basic Needs Alliance 2020 Intersegmental Summit: Advancing Student Success conference. At the summit, Dr. Eloy Oakley, chancellor of California community colleges (CCC), and others were explicit in stating that basic needs is equity work. Chancellor Oakley argued that institutional changes to address wellness challenges (food, housing, health, and college affordability) are vital to meeting the CCC Vision for Success equity goals. This also is an important source of future potential funding for Norco College, as the revised CCC funding formula increasingly ties college funds to graduation and transfer numbers. Recommended best practices include the coordination and integration of basic needs support into Guided Pathways in order to foster student success. Energized by this experience and fueled to help foster a campuswide discussion that includes all relevant stakeholders, Dr. Popiden and Dr. Mark Hartley, dean of Student Life, are collaborating to convene a Basic Needs Task Force meeting later this spring to discuss our current programs of support as well as next steps for advancing our students' success.
- COVID-19 updates and resources are available on the District website. Click [here](#) to visit the page to read district/college communications and other updates.
- The College has opted to cancel or postpone the following collegewide events in order to continue focusing our collective energy on supporting students and faculty as we receive ongoing and updated information related COVID-19:

- Happy Birthday, Norco College, Thursday, March 12—12:50-1:50 p.m.
- Celebrating Women in STEM, Friday, March 13—9:00 a.m. to 2:00 p.m.
- UCR via Norco College Transfer Agreement Signing Ceremony, Friday, March 13—4:00 p.m.
- League of Legends E-Sports Tournament, Saturday, March 14—9:00 a.m. to 5:00 p.m.
- Chill Out, Friday, March 20—5:00 to 8:00 p.m.
- Speech Meet, Saturday, March 21—7:00 a.m. to 1:30 p.m.
- Read 2 Succeed: Book Discussion, Thursday, March 26—12:50 to 1:50 p.m.

The District is closely monitoring and evaluating COVID-19 recommendations to ensure the well-being of our community. Please check your email regularly for district COVID-19 updates from Rebecca Goldware. Thank you for your patience as we navigate through the next steps.

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.

- Dr. Eloy Oakley, California community colleges chancellor, will visit Norco College on April 9 as part of his Spring 2020 Listening Tour. The visit will include a campus tour and meetings with the college leadership team, students, and faculty, as well as a Campus Town Hall from 5 to 6 p.m. (in CSS 217), to which neighboring community colleges will be invited.

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

- *Hey, look!* It's time for the optional program review annual update! The form is now open and will remain open until April 1 at 11:30 p.m.; click [here](#) for the form. To speed up resource request rankings later, please try to meet with colleagues to fill out the forms together. For more information, see the March 4 nor-all email from Dr. Alexis Gray, professor of anthropology and Program Review Committee co-chair, with the subject line, "Annual Program Review Update Due 4/1."
- *Accreditation 2020 update:* The 10-person accreditation peer review team visited Norco College March 2-5, meeting with many faculty, classified professionals, managers, and students. At the final-day Briefing to the College, the team chair reported findings. The team agreed with our ISER that we have met all of the accreditation Standards. In addition, the team praised the College on our partnerships for access through initiatives such as the Dual Enrollment, JFK Middle College High School, the Prison Education Program, and the veterans initiative, as well as our success and equity work, demonstrated in the Completion Initiative which is now Guided Pathways. The team also recognized the College's collaborative culture and spirit of innovation, saying, "You are the doers." The visiting team anticipated making one college improvement recommendation for us to continue working on practices and guidelines for regular and effective contact in distance education. In her March 5 nor-all email following the team visit, Dr. Monica Green, interim president, explained, "At the close of the briefing, Dr. Julianna Barnes, team chair, said they had one more item to share with the college. As she gestured, the entire visiting team stood to their feet and gave Norco College a standing ovation." Dr. Green then added, "Well done, Norco College. May pride radiate from you!"
- Next steps in the accreditation process will be for the visiting team to send a copy of the final report to Dr. Green by early May to check for any errors of fact, after which the report is submitted to the Accrediting Commission. ACCJC will make a decision at its June meeting and send an action letter to the College by July 2020.

2024 Objective 8.4: Develop, evaluate, and monitor our governance, decision-making, and resource allocation processes on the basis of the college mission and plans

- The membership of ISPC is currently under review. On March 9, the ISPC membership task force met, and the item will go to ISPC at the March 18 meeting.
- Faculty: Click [here](#) for the most current version of the program review resource request listing to review the status of requests. This list is linked on the [Instructional Program Review](#) webpage.

2024 Objective 8.5: Continue to monitor and adjust the college's organizational chart for effective implementation of the Educational Master Plan

- Strategic Development has been providing support in implementing Norco College's local strong workforce project plans and in managing the funding, which was first allocated in July 2016. As you probably know, the purpose of strong workforce program funding is to help strengthen career education programs by preparing more students for high-demand, high-wage jobs. In support of Goal 8 in our Educational Master Plan, it was determined that authority over local strong workforce projects and funding should most appropriately be transferred to Dr. Jason Parks, dean of instruction. Effective immediately, please contact Dr. Parks for any information related to local strong workforce funding.

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

- Office space is open in the former Assessment Center area in the LRC 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

- *Mustang of the Month is here!* Mustang of the Month is designed to highlight employees that exemplify Norco College's [Core Commitments](#). Nominations are solicited from Norco College employees. Each month the college president will select a recipient whose achievements fit the criteria. Award recipients will receive Corral bucks and collegewide recognition. For more information and a link to the nomination form, click [here](#).
- Happy birthday, Norco College! The College has provided access and high-quality education to the community for 29 years.

FACULTY NEWS

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

- Nicole Capps, associate professor of English, wishes to announce that two of our Phi Theta Kappa students, Thalia Moore and Selim Zoorob, have made the All-California Academic Teams and will be traveling to Sacramento with Dr. Monica Green, interim college president, on March 17 to accept their medals at a luncheon. They are among only six other students from the college who have achieved this honor. Woohoo! Congratulations to Thalia and Selim, and good job, Nikki!
- Michael Bobo, associate professor of humanities, wishes to announce that his review of Dr. Benjamin Mijuskovic's *Consciousness and Loneliness* appeared in *Philosophy in Review*, volume 40, number 1 (February 2020). To get a glimpse of the review, please click this link: <https://journals.uvic.ca/index.php/pir/issue/view/1438>. Congratulations, Michael!
- Rex Beck, professor of business and logistics management, was chosen as steering committee member for the regional Pathway to Logistics Project (hosted at CSU San Bernardino), representing the curriculum subcommittee. The project works with regional stakeholders to increase the number of residents obtaining higher paid positions in the logistics industry, and to enhance the economic and community development of the region. Project goals are to grow the number of local students seeking a post-secondary education in logistics and transportation.

Both CSUSB and Norco College are working toward a more visible support role within this industry sector. Awesome, Rex! This will be great not only for our students but for the entire Inland Empire.

2024 Objective 9.6: Develop strategy and work collaboratively with the district to increase the proportion of full-time faculty toward the 75/25 ratio

- The District has committed to adding a minimum of 16 faculty allocations districtwide over the five-year strategic planning cycle (2019-2024), with seven faculty positions allotted to Norco College for each of the next two years. The Academic Senate has started talking about a strategic approach for the 2021-2022 hires. This includes exploring and establishing a process for strategic program development that feeds into faculty prioritization as well as developing a five-year strategic program development plan.

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 10.2: Develop and maintain Facilities Master Plan

- Click [here](#) for the full Facilities Master Plan narrative report, now linked on the Business Services webpages.

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

- ConferZoom is a free Zoom account for California community colleges that allows you to host and connect to Zoom meetings without the limitations of a basic account. You can host up to 300 participants for an unlimited number of minutes, and you can record your meetings in the cloud. You can sign up at <https://www.conferzoom.org/ConferZoom/SignUp>. For more information, visit the College's new [ConferZoom page](#).
- Effective January 1, the paper-based process for approving travel requests and post-travel expense reimbursements has been discontinued. This process has been replaced with SAP Concur Travel, our new online travel and expense program. Concur training workshops are open to all and are eligible for faculty Flex credit. Keep your eyes open for further workshop announcements in your email inbox. For more information on Concur, click [here](#).

2024 Objective 11.2: Develop intuitive and technology-enhanced customer relations management (CRM) systems for the entire student life cycle ("from recruitment to alumni")

- The [Information Technology Strategy Council](#)'s District Technology Plan is intended to go next to the College's Technology Committee for review, and will then go to the Board of Trustees in May for approval.
- As a college, we want our digital front door to be even more helpful, user friendly, and welcoming to new and continuing students. Not only is our norcolleage.edu webpage now mobile friendly and much cleaner for students to navigate, but we continue to make continuous improvements to our site! Recent enhancements include a new landing page, "[6 Steps to Get Started at Norco College](#)," for new students; a [Class Search feature](#) for students (and potential students) to filter and search for offered courses; the [News and Events](#) feature returning to our homepage; two Live Chat features (one general chat box and one dedicated for financial aid); a new [Academic Programs: Degrees, Certificates, Trailheads, Pathway Plans](#) page outlining all our programs of study. You are invited to a brown bag (bring your own) lunch brainstorming session on March 17 during College Hour in OC-116 to discuss website suggestions, navigation changes, and your ideas to improve our website. All are welcome! And please feel free to email anytime with your ideas and suggestions for improving our website, to Dr. Kevin Fleming, interim vice president of Strategic Development, at Kevin.Fleming@norcolleage.edu, or Lenny Riley, instructional technology specialist, at Leonard.Riley@norcolleage.edu.

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

2024 Objective 12.2: Coordinate with RCCD to establish a BAM that allocates funding equitably

- The [District Budget Advisory Council](#) is modeling the BAM financial impact for the 2020-2021 budget.

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

- Dr. Kevin Fleming, interim vice president of Strategic Development, and Dr. Jason Parks, dean of instruction, are collaborating with the RCCD Foundation to submit initial proposals to three private foundations (Wells Fargo, Southern California Edison, and Bank of America) for additional STEM-related funding and student support resources.

Strategic Direction 1: Student Transformation

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

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

- As of March 3, for spring 2020, Norco College has 3052.86 FTES enrolled, 104.8% of our FTES target of 2912. We will still need to extract nonresidents from this, which historically hovers just above 1%. Last year on this day of registration we were at 2880.44 FTES enrolled, 100.6% of our 2863 FTES target.

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

- ITPI offered a successful proposal and has been awarded the agreement to develop Phase 2 of the military articulation platform (MAP) for the College, District, and the Inland Empire Desert Regional Consortium. The agreement will go to the Board of Trustees for approval in March.