

# NORCO COLLEGE *REGULAR UPDATE*

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[Regular Update Archive](#)

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## 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.

“We are hurting as a nation right now, and we, the educators and college employees, have an opportunity to be agents of change. These conversations can be difficult, however the times we are in demand action. Our students, our children, our friends and colleagues deserve our engagement and we are better and stronger together,” writes Dr. Monica Green, Norco College president.

Norco College, with a mission based on “an inclusive innovative approach to learning” and “transforming the lives of students, employees, and community,” stands strongly with students, colleagues, and the community against systemic injustice and racism.

This week, Chancellor Eloy Ortiz Oakley introduced a Call to Action for California's Community Colleges: “Like many of you, I am deeply saddened and angered by the senseless killing of George Floyd and the racial climate our African-American colleagues, students, friends, and neighbors face. As leaders, it is our responsibility to take action.” Click [here](#) for a link to the Call to Action webinar on June 3, in which the Chancellor’s Office discussed “how our system will take action to de-construct structural racism to ensure that our students and our communities have access to an equal educational opportunity. We are in this fight together as a united community. I encourage you to answer this call to action!”

## Upcoming Deadlines, Due Dates, and Key Calendar Events

June 12	Virtual Commencement (See information under Goal 2 below.)
June 17	Final grades and attendance rosters due for most full-term classes
June 22	Summer session term begins

Here is a list of quick links for COVID-19 information, updates, and resources:

[Norco College Online](#)

[Basic Needs Resource Guide for Students](#)

[RCCD COVID-19 Information Page](#)

[California Community Colleges Chancellor’s Office COVID-19 Updates](#)

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

- Congratulations to Norco College for its full implementation of Etrieve, our electronic absence request and affidavit system. A goal of our strategic plan is to bring to the College business efficiencies that automate processes and reduce the “paper pushing” that occurs all too much. Big thanks to Lenny Riley, instructional technology specialist, and Esmeralda Abejar, director of college business services, for leading the collegewide training efforts that have resulted in all operational areas being functional and up-and-running with Etrieve.
- Technology Support Services (TSS) continues to handle the many help desk and work requests that come through to them during off-site work status. The College has received new laptops and docking stations, along with desktops, in the 2019-2020 fiscal year, and in alignment with the current Technology Plan, will replace outdated computers throughout the college in accordance with the current hardware inventory lists.
- TSS staff are preparing for the return of student laptops, ensuring an effective image and operation of the laptops in preparation for the summer and fall terms.

**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 Guided Pathways Workgroup has decided to adopt [ClickUp](#), cloud-based project management software, to assist with coordinating a number of our different initiatives, operational groups, and workgroups across the College to help track the successful progress on our various metrics and objectives. The procurement process is underway, and we anticipate pilot adoption by the Guided Pathways Workgroup beginning in the fall term with broader collegewide adoption in spring 2021.

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

- Do you know that “The California Community Colleges system has proven critical to the state’s fight against COVID-19 – from training first responders to donating desperately needed medical supplies and equipment”? Click [here](#) to read about this and more in the California Community College Chancellor’s Office budget advocacy message, titled California Community Colleges—Strong for California | 2020-21 May Revision.
- The State Chancellor’s office has released its update regarding the state budget status, specifically for California Community Colleges. The Senate and Assembly have released their budget plans, which are quite similar, and now begin negotiations with the governor and Department of Finance. In essence, the Senate and Assembly plans rely on federal funding for covering the state revenue shortfalls outlined in the governor’s May Revision. However, instead of cutting funding for community colleges and programs if federal funds are not allocated, as outlined in the governor’s May Revision, the Senate and Assembly plans allow for massive cash deferrals in the 2020-2021 and 2021-2022 fiscal years. This deferral of revenue is nothing new, as we have seen it and dealt with it in years past. It does, however, require districts to find a way to pay bills while waiting for cash to arrive from the state. The budget situation continues to change almost daily; however, an agreement will most likely be forged by the June 15 deadline.
- The College, via the District Budget Advisory Council, is working on developing a plan to deal with the potential reductions to district revenue to enable the College and District to weather the fiscal crisis that has been brought on by the COVID-19 impact to California’s economy, while dedicating our resources toward student access, success, and equity. As always, the plan changes as more state budget information is provided to the District and colleges.

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

- The College received an additional National Science Foundation supplemental award totaling \$588,000 to extend/augment the scope of our National Center for Supply Chain

Automation. Congratulations to Colleen Molko and the center's principal investigator, Valorie Piper!

- The College has received augmentation funding for NextUp, a California Community Colleges' program supporting foster youth, totaling \$17,946, which was approved by the Board of Trustees in May.
- Here is the college's fiscal year Grants and Related Activity summary as of May 29:
  - Awards \$ 7,698,748
  - Declinations \$ 3,895,757
  - Pending \$ 9,048,611
  - Total \$20,643,116

### **Strategic Direction 1: Student Transformation**

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

- While many California community college districts are planning for reduced student enrollment and student access for next year, RCCD is planning to maintain the same target in 2020-2021 as we had for the 2019-2020 academic year. Thus, though the District is not planning for growth, neither is the District planning to contract.

#### **2024 Objective 1.4: Increase capture rates from feeder high schools by 4% annually**

- Ruth Leal, instructional production specialist, is working with the Corona-Norco Unified School District on a digital notice about summer and fall enrollment.

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

- **Congratulations, graduates!** On June 12, 375 Norco College students will attend the college's first-ever virtual commencement ceremony! The celebration will include presentations by Dr. Wolde-Ab Isaac, RCCD chancellor; Board of Trustee members; Dr. Monica Green, college president; Gabriel Ante, the student speaker—who is graduating with seven degrees!—and Kris Anderson, the faculty speaker. The event will be available to registered graduates at 2:30 p.m. on graduation day. From 4 to 6 p.m. on that day, students will be able to visit with faculty in Microsoft Teams breakout rooms organized by School. Full-time and associate faculty will receive emailed links to the virtual commencement and virtual Microsoft Teams breakout rooms. For more information about this year's event, visit the [Commencement](#) webpage.
- **Wow!** This year, 1,309 graduates earned a combined total of 2,650 degrees and certificates! Of those, 272 students are graduating with distinction (3.3 to 3.6 grade point average), 191 students are graduating with great distinction (3.7 and above), and 71 students are graduating with a 4.0 or greater. Ninety graduates are Honors students, and we have 33 veterans of the armed services graduating this spring. In addition, 38 John F. Kennedy Middle College High School (JFK) students are graduating from high school and community college this spring. Thirty-seven JFK students are receiving a total of 111 associate's degrees! An additional 48 high school students will have earned at least 30 college units by the end of spring semester.

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

- This spring, the EOPS/CARE/NextUp program is serving 323 students. The year-end celebration of success on May 29 incorporated CalWORKS for the first time. Close to 100 EOPS students are graduating this year, the highest number ever at Norco College! In addition, 25 CalWORKS students are graduating with associate's degrees or certificates.

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

- This is a Zulu tribe greeting, *Sawubona* means "I see you," and the response, *Ngikhona* means "I am here." The Norco College and Moreno Valley College Umoja and Riverside City College Ujima programs want to celebrate our students collectively in spite of COVID-19 and show our graduates how proud we are of their success and their ability to persist during this time in our world. All are warmly welcome to join the Zoom celebration on June 11, 5:30 to 7 p.m., and partake in the rituals and culture that represent Umoja! Link: <https://cccconfer.zoom.us/j/99972701985>; password 816714.

**2024 Objective 3.2: Reduce the equity gap for Latinx students by 40%**

- The Puente Program's year-end celebration will be held virtually on June 12 for students who have completed the year-long program, along with their families and their Puente mentors. The prerecorded event includes a message from Dr. Monica Green, Norco College president, and from student Jonny Calderon, president of the Puente Organization on campus. Transferring "phase three" Puente students will receive special recognition.

**2024 Objective 3.5: Reduce the equity gap for Foster Youth students by 40%**

- Phoenix Scholars' end-of-year celebration took place on May 22. This year nine foster youth/Phoenix Scholars students are receiving associate's degrees or certificates!

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

- Leadership from Professional Development Committee, the Teaching and Learning Committee, and CSEA have proposed a workgroup to convene in fall to provide a recommendation for a comprehensive structure and scope clarity for professional development at the college.

**Strategic Direction 2: Regional Transformation**

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

- RCCD Chancellor, Dr. Wolde-Ab Isaac, is leading an effort for all six colleges in Riverside County (RCCD colleges as well as Palo Verde College, College of the Desert, and Mount San Jacinto College) to request funds from the county Board of Supervisors for workforce training in light of COVID-19. The \$10 to \$20 million requested are for short-term retraining classes and programs to take place between now and December.

**2024 Objective 5.3: Increase percent of all students who attain a livable wage by 5% annually**

- A number of different initiatives exist throughout the college to support the career readiness of our students. A working group has been convened to collaborate and discuss braiding together these efforts in a coordinated fashion.

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

**2024 Objective 6.3: Expand partnerships with regional veterans' services and support organizations**

- The Albertsons Foundation has donated a \$10,000 gift to support the Norco College Veterans Initiative. Primarily, this gift will support the college's military articulation platform (MAP), which awards veterans college credits for the educational training they received while serving in the military.

**2024 Objective 6.4: Work toward reducing recidivism through incarcerated student education**



- On May 21, Dr. Jessica Cobb, director of Norco College’s Prison Education Program, was surprised by a gift from a student at the California Rehabilitation Center (CRC). She was going through the mail pickup and preparing to send student work to faculty teaching in the program when she saw, as she described it, “a tall, cylindrical oatmeal container with ‘Dr. Cobb’ written on top and bubble wrap lining throughout. The contents were a letter and trophy—constructed with soap, paint, and Q-tips . . . .” The letter, by student John Hayden and addressed to “Norco College Staff,” begins by saying, “We sit in prison day after day waiting for tomorrow.” It explains, “Then COVID-19 hits. As everyone pulls away, Norco College mobilizes. . . . You risked the virus and told us that we are

important—we matter still. Thank you, Dr. Cobb and everyone at Norco. Thank you for the extra effort and extra work. You did it for us—and we truly appreciate it. You understand this is not just paperwork—it is our freedom and our future.” The letter identifies words on the trophy: “At Norco (College) we take our corona with a slice of lime disease.” The writer closes, “It is a statement of your toughness in a time of crisis. Norco rocks!” The transition from face-to-face to correspondence classes at CRC has been challenging, but Norco College faculty have stepped up, and many others have supported this work. A huge thank you to Dr. Cobb and all who continue to make the Prison Education Program happen!

- RCCD Chancellor Wolde-Ab Isaac and Norco College President Monica Green have submitted an advocacy letter in support of CRC in light of the governor’s “May Revise,” which includes a provision to close two unspecified prisons in the state. The advocacy letter highlights the partnership between the college and CRC and how important that partnership is to transforming students’ lives and the community.

**2024 Objective 6.5: Position the college’s image and reputation as a leading academic institution in the region**

- *Your input is requested! Take a minute before final exams to cast your vote!* Our brand has not been updated since the college’s inception in 2010, and the Marketing Committee has been working for two years taking a comprehensive look at past brand and marketing tactics and materials, our student enrollment data and demographics, as well as our community landscape. The committee conducted multiple focus groups and received 613 surveys from internal and external stakeholders. We are asking that you invest a moment to watch [this video](#) and then take a [brief survey](#), so we can gain your input on the proposed visual mark.

**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**

- See Goal 5 for news about countywide short-term retraining programs this year.

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

- On June 9, directors of Student Health and Psychological Services (SHPS) at the district colleges will present to the Board of Trustees. The presenters are Sue Tarcon, SHPS director at Moreno Valley College; Cathleen Chou, interim SHPS director at Norco College; and Dr. Renee Martin-Thornton, SHPS director at Riverside City College.

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

- **Hey, look!** It's time for Library and Learning Resource Center (LRC) Study Jams, June 1-11! Please let students know: The [library](#) and [LRC](#) are here for *them*!
  - Extended tutoring hours via Zoom: <https://cccconfer.zoom.us/j/502455690>
  - SI marathon sessions: <https://www.norcocollege.edu/academicAffairs/tl/lrc/si/Pages/SI-schedule.aspx>
  - Librarians are here to help! Chat with a librarian 24/7: <http://norcocollege.libguides.com/home>

For more information, click [here](#).

**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.**

- Below is the anticipated timeline for review and adoption of the Norco College Strategic Planning and Governance Manual. Also, in fall there will be informal “brown bags” for discussion about the plan. The initial draft was shared at Academic Senate on June 1 and at ISPC on June 3, and can be found in the document with the ISPC agenda for June 3. Look for the June 3 nor-all email from Denise Terrazas, executive administrative assistant, with the subject line, “Reminder | Institutional Strategic Planning Council and Open Dialogue Session - June 3.”

May 2020	Initial, incomplete Draft 1
May – Early October	Initial review period. Feedback solicited.
Late October 2020	Revised Draft 2
November 2020	Final review period. Feedback solicited.
Early December 2020	Vote by Academic Senate and ISPC
February 2021	Implementation

**2024 Objective 8.1: Make program, student, and effectiveness (including assessment) data available, usable, and clear so critical data is visible in real time**

- Institutional Effectiveness hosted the first Data Magic virtual data-coaching session with over 41 Mustangs in attendance on May 27. Thank you, team, for helping to make our data more available, usable, and clear!

**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**

- Dr. Laura Adams, associate professor of psychology, will be taking on the role of faculty accreditation co-chair beginning fall 2020. Thank you, Laura, for agreeing to serve!

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

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

- A big **THANK YOU** to full-time and associate faculty for being awesome and managing to pivot online this spring following Riverside County Public Health orders to stem the spread of the coronavirus!
- Congratulations to the following faculty who have earned tenure at the end of this academic year!
  - Dr. Courtney Buchanan, anthropology
  - Jessica Dobson, English
  - Glen Graham, electronics/electricity

- Dr. Maria Jurado-Martinez, counseling
- Starlene Justice, geography
- Brady Kerr, music industry studies
- Amy Kramer, counseling (EOPS)
- Dr. Virgil Lee, chemistry
- Natalie Morford, English
- Daniel Reade, English
- Dr. Edwin Romero, coordinator of student activities
- Jose Sentmanat, philosophy
- Dr. Jody Tyler, chemistry
- Jeffrey Warsinski, mathematics
- Dr. Kara Zamiska, psychology
- Faculty will soon receive information regarding a virtual faculty end-of-the-year reception in the form of a brief video presentation, which celebrates new faculty, newly tenured faculty, and retirees. Keep an eye on your email!

#### FACULTY NEWS

*Many thanks to Dakota Mattson, associate faculty in English, for faithfully and effectively compiling Faculty News this year!*

- Dr. Laura Adams, associate professor of psychology, wishes to announce that Psi Beta, the national honor society for psychology at two-year colleges, will welcome 20 new student members into the Norco College chapter on June 12 through a virtual induction ceremony. Congratulations to all the new members, and thank you, Laura!

**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 10.3: Build out funded projects**

- Technology Support Services staff are analyzing needed updates to computer labs throughout the College, making sure the labs are ready for when instruction returns to campus.
- IMC staff have updated the classroom media in IT 101, with a state-of-the art audio/video system that can't wait to get used!