

MEMO



DATE: June 8, 2017

TO: Committee of the Whole

FROM: Dr. Bryan Reece, President

RE: End of the Year Memo

It has been a pleasure to be at Norco College this year to witness our processes for Program Review and authentic assessment. Everything we do greatly benefits our students at Norco College.

Our strategic planning process, including the committees and councils of the college, set our priorities so we allocate our resources based on our collective wisdom. In this, the President's closing the loop memo, the following end of year highlights are based on the priorities we developed together.

Our combined efforts and the willingness to try new things such as this year's Completion Initiative focus on making our students successful. Authentic assessment and measurable outcomes are directly tied to our resource allocations. I would like to congratulate each and every one of you on a job well done!

Prioritized Personnel Needs

Faculty Positions: We are currently in the process of hiring three new tenure-track faculty positions in the disciplines of Art, Health Science/Kinesiology, and Early Childhood Studies for the 2017-18 academic year. With SSSP funding, we are replacing two non-tenure track counseling faculty positions with tenure-track counseling faculty. One of these positions is an Umoja Counselor/Coordinator. These faculty positions were determined by the Academic Planning Council during the program review prioritization process, and endorsed by the Academic Senate. We are also in the process of hiring faculty replacement positions that occurred due to retirements, transfer, and/or were designated to be filled last year, but had unsuccessful recruitments. The positions include Sociology, Humanities, Administration of Justice, Engineering Technology, Drafting, English, Counselor/Instructor (Puate), and EOPS Counselor/Instructor.

Staff and Administrative Positions: Hiring additional classified staff and administrators is still dependent on augmentation that we receive during the budget development process. This year we received \$150,000 augmentation for Classified and Management positions and were able to hire an Administrative Assistant in Admissions and Records, an additional Custodian, a part-time Lab Tech, and fund our Dean of Instruction for CTE entirely by the General Fund. We were fortunate enough to have

hired or augmented additional staff positions with Grant, SSSP and Student Equity Funding in the various instruction and student services areas. These funds as well as other college funds were used to increase hours for permanent part-time employees in various departments. Additionally, funds were identified to begin to institutionalize fully funded categorical positions which are an integral part of college operations. Although the funding shifts were modest, we will continue to propone for more funding for these critical positions.

Prioritized Equipment Needs and Facility Improvements

The Planning Councils ranked equipment, technology, and facility improvement requests from each area program review. Prior to making purchase recommendations, the Councils determined if grant or categorical funds could be used for purchases.

California Community College block grants from the state, the traditional source of instruction and non-instructional equipment money, have been funded this year. However, an extensive list of equipment and supplies were purchased through the use of STEM grant funds as well as funding from Perkins and other grants. In addition, some prioritized equipment requests were funded through the contingency funds of the Vice Presidents. Over \$650,000 was allocated to purchase items from program review.

Some of the purchases include: additional retrofit of the chemistry lab, technology and classroom updates in IT-125, LIB-110, LIB-121, ST-107, and Library student computers; replacement and refresh of technology (25%), student desks, upgrade of instructional audio visual equipment in classrooms, and custodial/grounds equipment. Instructional equipment items to include display models, music equipment and additional printers to be used by faculty. Space modification for staff and offices for faculty. Software for faculty, staff and students to include Lynda.com, and library databases. TracDat software was also purchased to assist in our Program Review and Assessment processes.

This year, much of our planning has been focused on preparing for the fall 2017 launch of our Completion Initiative, with each of its five components: Schools, Guided Pathways, Faculty Advisement, linking College work to Careers, and Models of Student Care. The Academic Senate approved the organization of certificates and degrees within the Schools of Business and Management, Arts and Humanities, Social and Behavioral Sciences, and STEM. Faculty Advisement trainings were held, and new marketing materials and website pages are under development, which include career and self-assessment information. To further support this work, the College was awarded a \$100,000 planning grant by the College Futures Foundation, and was successful in being chosen as one of 20 California Community Colleges to participate in the Guided Pathways Project. In addition, tremendous work has been done to support a culture of equity-mindedness through the establishment of a state recognized Umoja Program and Men of Color mentoring programing.

Norco College continues to lead the District in obtaining grants to support our mission to be creative and innovative in service to our students, we are awaiting notification on several renewals. Norco College has secured another \$3,999,495 with the renewal of our National Center for Supply Chain Automation. Congratulations to Dr. Lorena Newson (formerly Patton), our Title III STEM grant director, for securing an anticipated \$6 million Title III-STEM Grant for Norco College over five years. Norco College has received funding for Prop 39 proposal. This additional \$264,430 (\$52,886 per year, 5 years) in funding will greatly help us enhance the new Electrician program. Riverside Community College District received

the prestigious \$2 million Award for Innovation in Higher Education from the California Community Colleges Chancellor's Office for its Foster Youth programs. Congratulations to Mark DeAsis for securing another Fund for Student Success grant to support our JFK Middle College High School partnership. This \$297,000 grant over three years will support staff and faculty dedicated to serving these middle college students. Norco College received a renewal on two Upward Bound grants to support students at Centennial and Norte Vista High School students. These combined grants total \$587,099 annually over the next five years.

We will continuously assess and measure how our allocation of resources improves student completion, learning, and success. As a result of all the efforts by faculty, staff, and administration, we have an increase of students eligible for degrees and certificates this year. It is so rewarding to be part of this great community of staff and faculty whose primary focus is the success of our students. Let's celebrate our graduates today and the difference we have made in their lives.