

# NORCO COLLEGE REGULAR UPDATE

July 26, 2018

Hello, Mustangs!

Below is the newest Norco College Regular Update, aligned to the College's seven Strategic Planning Goals. Thanks to the administrators, staff, and faculty who contribute to the newsletter! In case you've missed any issues, all Regular Updates are archived on the President's webpage:

<http://www.norcocollege.edu/about/president/Pages/Regular-Update.aspx>.

Happy reading!

## **Strategic Goal 1: Increase Student Achievement and Success**

Completion Initiative and Guided Pathways

- **Wow!** The College Futures Foundation's July 2018 newsletter features an article on Norco College, "[Norco: A Student-Centered College.](#)" Norco College is a [College Futures Foundation](#) grantee, having previously been awarded a planning grant to support work on the Completion Initiative/Guided Pathways.
- **Hey, Look!** Thirty-six private nonprofit California four-year colleges and universities have agreed to guarantee acceptance to California community college students who earn an associate degree for transfer (ADT) under a new agreement signed this month by the California Community Colleges Chancellor's Office and the Association of Independent California Colleges and Universities. Since 2011-2012, schools in the California State University system have guaranteed acceptance to students earning an ADT, and now opportunities have expanded. For more information and a full list of participating private institutions, click here: <https://californiacommunitycolleges.cccco.edu/Portals/0/DocDownloads/PressReleases/JULY2018/PR-ADT-AICCU-MOU-7-25-2018.pdf>.
- The onboarding process for students has been streamlined and re-engineered for 2018-2019. New students experience an orientation that includes assessment testing and career assessment along with a one-on-one meeting with a Guided Pathways educational advisor. Students are connected with a specific pathway or a School trailhead.
- Welcome to the new Guided Pathways educational advisors: Alex Spencer ([alex.spencer@norcocollege.edu](mailto:alex.spencer@norcocollege.edu)) and Nelya Parada ([nelya.parada@norcocollege.edu](mailto:nelya.parada@norcocollege.edu))! Alex is an Inland Empire native who comes to us from more than four years working with student programs at Cal State San Bernardino. Nelya has been a part of RCCD for twenty-two years, most recently as an educational advisor at RCC. Alex and Nelya will be working with students in the Assessment Center, located in the Learning Resource Center.
- **Do You Know?** Norco College students can enroll in one of six area of emphasis (AOE) degree pathways, found on the [Schools](#) webpages, or one of eighteen associate degree for transfer (ADT) pathways: [Administration of Justice](#), [Anthropology](#), [Biology](#), [Business Administration](#), [Chemistry](#), [Communication Studies](#), [Computer Science](#), [Early Childhood](#)

[Education](#), [English](#), [History](#), [Mathematics](#), [Philosophy](#), [Physics](#), [Political Science](#), [Psychology](#), [Sociology](#), [Spanish](#), and [Studio Arts](#).

- The Norco College team for California Guided Pathways continues to meet during summer and is working to define the roles of student success teams for the 2018-2019 academic year.

#### Evaluations for Graduation

- As of July 1, Norco College students are working with specific evaluators who assess degree and certificate applications at the College. In the past, evaluations have been a centralized function, but the office has now been decentralized. For more information about evaluations for graduation at Norco College, see the [Evaluations and Graduation](#) webpage. Evaluators can be reached at [evaluations@norcollege.edu](mailto:evaluations@norcollege.edu).

### **Strategic Goal 2: Improve the Quality of Student Life**

#### Creating Student, Classroom, and Faculty Spaces

- **Exciting news!** The new Foster Youth Center in CSS 219 is scheduled to open in early fall. Among resources in the center will be a student services coach and a student resource specialist.

### **Strategic Goal 3: Increase Student Access**

#### Enrollment Management

- Norco College administrators Dr. Monica Green, Dr. Samuel Lee, Dr. Jason Parks, Dr. Marshall Fulbright, and Mark DeAsis, and faculty members Dr. Peggy Campo and Melissa Bader attended the California Community Colleges Enrollment Management Academy July 16-19 at Claremont Graduate University. They emerged with a drafty Enrollment Management Plan and the blueprint for a new Enrollment Management Team, which will meet the first Thursday of every month from 9:00 to 10:30 a.m., starting August 2.

#### Next Phase Program

- On July 3, Dr. Bryan Reece, Norco College president; Dr. Samuel Lee, vice president of Academic Affairs; Dr. Jessica Cobb, Next Phase director; and deans of instruction Dr. Kevin Fleming, Dr. Marshall Fulbright, and Dr. Jason Parks toured the Norconian Hotel with officials from the California Department of Corrections and Rehabilitation to talk about expanding prison education at the California Rehabilitation Center, Norco, and possibly using the Norconian as an educational facility.

#### Upward Bound

- The six-week [Upward Bound](#) Summer Program at Norco College served sixty-three students from target high schools Centennial, Corona, and Norte Vista. The program, which runs from June 18 through July 26, prepares students for postsecondary education by providing instruction in mathematics, English composition, integrated science, foreign language. The program also includes a personal development workshop, opportunities for concurrent enrollment, and internship opportunities with various departments on campus. Click here for weekly newsletters from the first five weeks of the program: [Week 1](#), [Week 2](#), [Week 3](#), [Week 4](#), [Week 5](#).

#### Veterans Education/Promise Program

- The College continues to meet with a variety of nonprofit organizations about potential support for the development of veterans housing.
- Recruitment of veterans for fall 2018 is ongoing, spearheaded by Lorenzo Harmon and his team in the Veterans Resource Center.
- State Senator Richard Roth introduced legislation that requires the California Community College Chancellor's Office to develop an articulation solution to award college credit to

veterans for military training and experience. [SB 1071](#), passed by the state Senate and currently in the Assembly, requires the state chancellor and the state Academic Senate to work together to develop an articulation solution by fall 2019 or fall 2020. Norco College will be talking with the Chancellor's Office about partnering on that solution.

#### Welcome Day

- Norco College will present Welcome Day for new and returning students and their families on Saturday, August 25, 2018, from 9:00 a.m. to 1:00 p.m. Students will meet faculty and student success teams for their Schools. For more information, contact Mark Hartley, dean of Student Life, at [mark.hartley@norcocollege.edu](mailto:mark.hartley@norcocollege.edu).

### Strategic Goal 4: Create Effective Community Partnerships

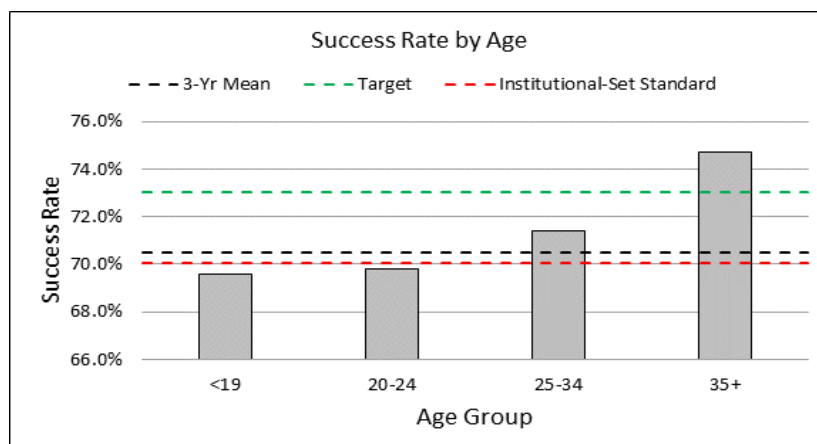
#### National Photonics Research Center

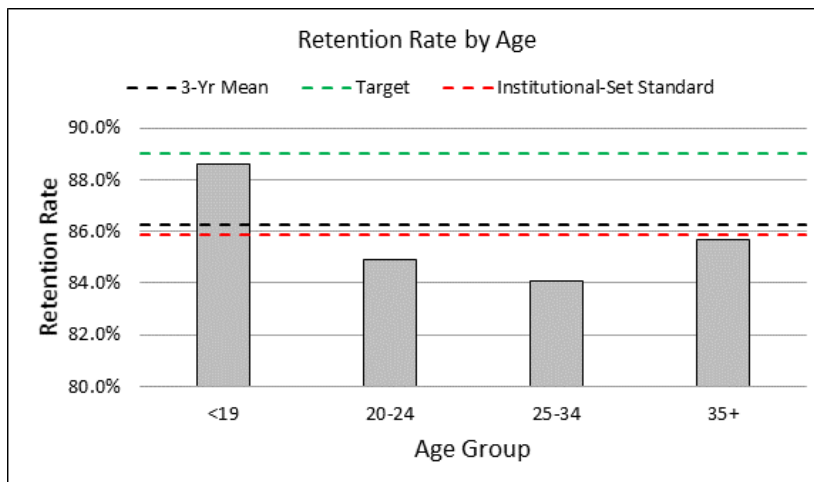
- With a green light from RCCD Chancellor Wolde-Ab Isaac, President Reece is working with Dr. Susan Mills, vice chancellor for educational services and strategic planning, to plan a photonics study session with the Board of Trustees in August or September. In addition to the trustees and Norco College personnel, attendees will include other stakeholders from the community; the University of California, Riverside; Cal Tech; and the Navy.
- A community meeting on photonics is being planned for early September.

### Strategic Goal 5: Strengthen Student Learning

#### Communicating Quality

- The chart below shows the success rate (percent of enrollments with a "C" or better) for Norco College students by age group during the 2016-2017 academic year. The average success rate over the past three years is shown by the dotted black line, the institution-set standard for success is shown by the dotted red line, and the aspirational goal is shown by the dotted green line. An interesting trend is the stair stepping pattern upward in success rate as age increases. Compare that to the next chart which shows retention rate (percentage of students who do not drop with "W") by age group. It's almost the inverse, with more younger students remaining in their classes until the end of the semester, even if they fail the course. What does this mean? Perhaps older students are better able to judge the likelihood of passing a course than younger students. This would elevate their success while lowering their retention, as shown below. What are your thoughts?





#### SLO Assessment

- A new research and assessment manager will be in place before the beginning of the fall semester. This is a categorically funded position to support faculty assessment efforts.

### Strategic Goal 6: Demonstrate Effective Planning Processes

#### Accreditation Preparation

- During July and August, the Accreditation 2020 co-chairs are working to format the Standards Committees' first "drafty drafts" into one document and organize evidence. The team also is working on compiling narratives and data for the "front matter" of the Institutional Self-Evaluation Report (ISER). The goal is an ISER "drafty draft" for Standards and front matter by the accreditation FLEX day presentation on August 24.

#### Budgeting

- The District Budget Advisory Council (DBAC) met on July 18. The District is implementing the new funding model from the state. Among changes are a decrease in scheduled maintenance and instructional equipment funding from the state. Overall, however, it looks like the District will see a slight increase in revenue.

#### Marketing Plan

- Norco College has donated pens and Post-it notes to the Corona Chamber of Commerce's welcome bags given to new school district employees in our region.
- This summer, Norco College has an outreach presence at all the City of Eastvale's weekly Concerts in the Park.
- President Reece will be presenting an abridged College update to all the local chambers of commerce, school boards, and city councils to keep them abreast of College successes and plans.

#### Organizing around Our Schools

- Personnel updates related to the reorganization, including classified staff, faculty, and managers, are detailed in the chart in the Appendix below.
- Changes to the utilization of physical space resulting from the institutional reorganization are focusing on prioritizing the student experience as well as providing office space for full-time faculty and work space for new staff.

#### Safety

- The College Safety and Emergency Planning team has completed the installation of automated external defibrillator (AED) units across the College. For details, see the email titled "New AED Units Installed" from Justin Czerniak, college safety and emergency planning coordinator, sent to nor-all on July 16.

- An InfraGard Seminar, Mass Violence in Schools Prevention, was hosted at Norco College on Thursday, July 26, 8:30 a.m. to noon. The seminar has been designed for academic administrators, staff, instructors, community members, public safety personnel, and private security.
- Disaster Worker Training-CPR/AED/First Aid Class is scheduled for August 21 from 8:00 a.m. to 2:30 p.m. at Norco College. Please email Justin Czerniak at [justin.czerniak@norcollege.edu](mailto:justin.czerniak@norcollege.edu) if you are interested in attending and would like to reserve a space.
- A Norco College Active Shooter Drill will take place during FLEX Week on Wednesday, August 22.

#### Scheduled Maintenance Planning

- The library roof replacement schedule is being evaluated to limit impact on the learning environment.
- The soccer field is being repaired and groomed by the vendor, FieldTurf, prior to the fall term.
- Preventative maintenance will be performed on heating and air conditioning equipment throughout the campus prior to fall semester.

#### Signage

- **Yay!** The Norco College marquee sign has been going up on Third Street at the corner of Hamner Avenue. Installation is expected to be completed before the fall term.

#### Strategic Planning

- College master planning will be the main topic of the fall Norco College leadership retreat, to involve managers, faculty leaders, and staff leaders. The retreat will take place early in the fall at the Islamic Society of Corona-Norco.
- Drafts of the new Educational Master Plan and Facilities Master Plan are in process to be shared with faculty when they return in the fall.

#### Technology

- District Information Technology services has added new, and upgraded existing, wireless access points in the ATEC and IT buildings for improved WiFi coverage in these areas. Information Technology also performed a full wireless network assessment of Norco College, with the goal of closing identified wireless coverage gaps and improving users' ability to send and receive Rave Guardian notifications. The next phase of the wireless network upgrade will include planning WiFi expansion to areas of the college campus without coverage, primarily outdoor spaces.
- Computers in labs and on laptop carts are being reimaged (updating software programs and services) during summer.
- The College's Technology Support Services (TSS) team will validate and update hardware inventory beginning in fall 2018. This is part of the process for managing information technology resources and ensuring connection to College budget planning.

### **Strategic Goal 7: Strengthen our Commitment to our Employees**

#### Hiring, Equity, and Personnel

- Congratulations to Dr. Tenisha James! Dr. James has transitioned from interim to permanent dean of Student Services, effective July 1. She holds a bachelor's degree in psychology and social behavior, a master's degree in education counseling, and an Ed.D. in education, leadership, administration, and policy. Her experience in education spans fifteen years. Dr. James's office is in Student Services, room 219. Stop by to say hi!

- Welcome to our new IDS, Katie Owashi! Katie's first day at Norco College will be Monday, July 30. She comes to Norco by way of RCC, where she has been IDS for Fine and Performing Arts. Katie is an Inland Empire native and recently bought a home with her husband, where they live with their two dogs, Toby and Luna.



- **Wow! Look!** Norco College has been named a 2018 Great College to Work For by *The Chronicle of Higher Education*. The College [ranked](#) among the best institutions in the categories of collaborative governance, compensation and benefits, confidence in senior leadership, job satisfaction, and supervisor/department chair relationship. For a list of recognized institutions by category and enrollment size, click [here](#); scroll down for two-year colleges. Only twenty-four two-year colleges in the nation, and only two in California, earned this recognition for 2018. For more information, see



<https://www.norcocollege.edu/news/Pages/Norco-College-Selected-as-Great-Place-to-Work.aspx>.

- **Nice!** Norco College also has been nominated for The Press Enterprise's [Inland Empire 2018 Top Work Places](#).

#### Professional Development

- Faculty Back-to-College FLEX days are scheduled August 22-24. See nor-all email from Leonard Riley, instructional technology specialist, dated July 25, for more information and a link to RSVP.

### Appendix: Personnel Updates

Below is a summary of personnel position updates related to the reorganization, along with the current status of faculty hires, as of July 12.

Classified Staff	
Position	Status
Administrative Asst III for Dr. Fulbright	Recruitment in process
IDS #4 in Academic Affairs	Hired
Administrative Asst IV for the new VP of Strategic Development	Recruitment in process
Administrative Asst III – increase FTE fr 0.475 to 1.0	7/1 start; Board approved
A&R Operations Asst – increase FTE fr 0.4875 to 1.0	7/1 start; Board approved
Learning Center Asst #2-901-005 reclassified to Tutorial Services Clerk - FTE 0.475	Differential in discussion; Reclass in Jan 2019
Learning Center Asst #2-901-008 reclassified to Tutorial Services Clerk - FTE 0.475	Differential in discussion; Reclass in Jan 2019
Learning Center Asst #2-901-013 reclassified to Tutorial Services Clerk - FTE 0.475	Differential in discussion; Reclass in Jan 2019
Student Fnnc Srvcs Analyst reclassified to Student Financial Services Lead Analyst in SFS	Reclass Study; differential
Learning Cntr Asst reclass to Enrollment Services Asst in Enrollment & Testing Services	Reclass Study; differential
Counseling Clerk III reclassified to new position. Title to be determined.	Reclass Study; differential
AAII reclassified to AAIII for Dean of Special Funded Programs.	Differential; Reclass in Jan 2019
Sprinkler Repair Person	Recruitment in process
Admin Assistant IV, Business Services	Recruitment in process
Admin III, Institutional Effectiveness, Dr. Aycock	Recruitment in Process

Faculty	
Position	Status
Accounting (new position)	Hired
Math (replacement position)	Hired
Drafting (replacement position)	In process
Umoja Counselor/Coordinator (replacement position)	In process
Biology (new position)	Failed search; Visiting prof hired
Electricity (new position)	Failed search
Engineering Technology (replacement position)	Hired
Counseling (replacement position)	Visiting prof recruitment

Managers	
Position	Status

Administrative Services Director <sup>1</sup>	Draft JD sent to DHR; Position in discussion
Director, DRC	Recruitment in process
Interim VP of Strategic Development	JD in development.
Dean, A&R to Dean, Enrollment Services Reclass	JD in development; Differential 7/1 start; August Board
Assoc Dean, Career & Tech Ed/Pro Dir NSF reclassified to Dean, Grants Dev and Admin	JD in development; Differential 7/1
Interim NSF Project Director <sup>2</sup>	JD in development;
Facilities Director (Currently Have Interim)	Starting process
Research & Assessment Manager	Recruitment in process

<sup>1</sup> This position was approved through the reorganization process; however, Dr. Reece decided to hold off on moving forward with it until the new VP of Business Services came on board. Dr. Reece wanted the new VP to have the opportunity to contribute to the JD and or rethink the position based on his experience, expertise and conversations with individuals in the area impacted by this position.

<sup>2</sup> With the \$5 million and \$1 million appropriations recently received, we already need to move the Dean of Grants Development and Administration into her work fulltime. She currently serves as dean of Grants Development and NSF Director. The NSF grant will cover the NSC Project Director salary through 2021.