

# NORCO COLLEGE REGULAR UPDATE

May 31, 2019

## Mission Statement

Norco College serves our students, our community, and its workforce by providing educational opportunities, celebrating diversity, and promoting collaboration. We encourage an inclusive, innovative approach to learning and the creative application of emerging technologies. We provide foundational skills and pathways to transfer, career and technical education, certificates and degrees.

## Hello, Mustangs!

Below is the newest Norco College Regular Update, aligned with the new Educational Master Plan's strategic goals. Feel free to send along your comments about the newsletter to [Regular.Update@norcollege.edu](mailto:Regular.Update@norcollege.edu). All Regular Updates are archived on the President's webpage: <https://www.norcollege.edu/about/president/Pages/update.aspx>.

Happy reading!

## Upcoming Events, Deadlines, and Due Dates

June 4	<b>Please attend if you can:</b> Board of Trustees Committee meeting, 6 p.m., District Office Board Room, 3801 Market Street, Riverside. Norco College's Educational Master Plan and Facilities Master Plan will be discussion items. For more information, see <a href="#">Objective 9.2</a> .
June 7	Graduation 2019! The <a href="#">commencement</a> ceremony begins at 6:00 p.m.
June 11	Board of Trustees regular meeting, 6 p.m., District Office Board Room, 3801 Market Street, Riverside. For more information, see <a href="#">Objective 9.2</a> .
June 12	Deadline for faculty to submit final grades and attendance rosters for most full-term sections

## Strategic Direction 1: Student Transformation

### **2030 Goal 1: (Access) Expand college access by doubling current headcount and FTES.**

#### **2024 Objective 1.1: Go from approximately 7,300 to approximately 9,900 funded FTES**

- As spring was unfolding this academic year, the College was projected to be 150 FTES over the 7135 target but ended up being 40-50 FTES under target for the year due to the drop or no-show rate at census. This is a lesson in the power of unfilled seats at census. To increase opportunities for students and avoid unfilled seats that could benefit students, faculty are encouraged to do what they can to be at capacity in their courses at census for this coming year.
- Beginning the week of May 28, the College will begin having conversations about Summer Advantage changes in light of AB 705.

#### **2024 Objective 1.2: Develop intuitive and efficient onboarding processes**

- **Wow! Check this out!** An interactive class search feature now appears on [Norco College's homepage](#) to help students find classes. Thanks to District Information Technology and Christopher Blackmore, associate vice chancellor for information technology, for the programming support that has made this feature possible. The class-selection feature appears where the video used to come up when the college's homepage opened. Eventually this will become a downloadable schedule to replace the pdf schedule now available on the website.
- A one-page schedule for summer 2019 is now available! [More information](#) about the summer 2019 "quick view" is available online. Click here for a [one-page summer 2019 schedule](#), and feel free to share with your classes or post in your area.

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

- Over the summer, faculty in various disciplines will be working on special projects to do articulation on courses for the Military Articulation Platform (MAP). More information is in the May 30 email from Dr. Samuel Lee, vice president of Academic Affairs, with "Summer Special Project Opportunities" in the subject line. If any faculty member is interested in a special project to work on MAP articulations, contact Dr. Lee at [Samuel.Lee@norcocollege.edu](mailto:Samuel.Lee@norcocollege.edu).
- A memorandum of understanding (MOU) is underway between the California Community College Chancellor's Office and RCCD for the military articulation platform developed by Norco College.

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

**2024 Objective 2.1: Improve the 4-year completion rate from 20% to 40%**

- **Celebrate Commencement!** The [2019 Commencement Ceremony brochure](#) and the [Commencement webpage](#) provide information about the ceremony, which takes place at 6 p.m. on Friday, June 7, at the Soccer Field. *See you there!*
- **Hey, look!** Here are some facts about the 2018-2019 academic year graduates (students receiving degrees and certificates throughout the year):
  - 1,246 students graduating
  - 1,911 associate's degrees awarded
  - 470 certificates awarded
  - 69 awarded based on auto-award process
  - 247 students graduating with distinction (3.3 to 3.6)
  - 162 graduating with great distinction (3.7 and above)
  - 42 graduating with a 4.0 (earning an A in every course)
  - 82 graduates completing the Honors Program
  - 41 graduates were veterans of the armed services
  - Most senior graduate is 66 years old
  - Youngest graduate is 16 years old

Many students will be receiving multiple degrees. They are as follows:

- 303 receiving two degrees
- 168 receiving three degrees
- 97 receiving four degrees
- 29 receiving five degrees
- 11 receiving six degrees
- 3 receiving seven degrees
- 2 receiving eight degrees

Based on purchased regalia from the bookstore, 328 graduates are expected to participate in commencement.

- **Wow!** John F. Kennedy Middle College High School students graduate on June 5. Among those receiving high school diplomas this spring, 23 are graduating with one or more associate’s degrees. In fact, one of these is the first ever JFK student graduating with *five* degrees, and two of the JFK graduates finished a college degree *and* the Honors Program! In total, JFK graduates earned 64 associate’s degrees this year, which represents over 1500 college units and the equivalent of \$69,460 in college costs.
- Norco College’s Completion Initiative and Guided Pathways journey is being documented by writer Nick Owchar, who has interviewed key participants instrumental in the project. The goal of the narrative is to capture the evolution of this successful initiative for the College’s history and to share with others. Anyone who would like to be interviewed on Guided Pathways for this project can contact Dr. Kevin Fleming, interim vice president of Strategic Development, at [Kevin.Fleming@norcocollege.edu](mailto:Kevin.Fleming@norcocollege.edu).
- A Guided Pathways update provided at the May 22 Student Services Planning Council included a summary of activities so far and next steps for Norco College, as presented in a handout provided in the [Appendix](#) below.
- The College’s request to the Institutional Effectiveness Partnership Initiative (IEPI) has been approved for a Partnership Resource Team (PRT) visit and a \$200,000 grant to support development of a Cloud-based scheduling platform. The PRT team will visit in September or October. Developing the platform for a three-year schedule will help students plan out their educational pathways.

**2024 Objective 2.2: Decrease AA degree unit accumulation from 88 to 79 total units on average**  
COMMUNICATING QUALITY

- The state Chancellor’s Office has implemented policies designed to promote quicker completion for students (e.g., Guided Pathways, MMAP). Similar to many other community colleges, Norco College degree-earners take much longer than the “ideal” two years to receive a degree.

*Table 1. Displays the mean number of years it takes for students to earn an associate’s degree. The analysis was done using the MIS data files.*

Academic Year	Time to Degree
2014-15	4.61
2015-16	4.42
2016-17	4.58
2017-18	4.70

The amount of time it has taken to receive a degree has remained fairly steady over the past four years; however, it is consistently more than double the ideal time. Many factors can influence this result, including unit load and units accumulated. Fewer than one-quarter of Norco College students attend full time. Students must earn 15 units every major and minor term (e.g., summer and fall) to stay on track to earn a 60-unit degree in two years. Given the percentage of part-time students at the College, it is expected that the majority of degree-earners are not full-time students. The issue of unit load per term is compounded by the number of units that students accumulate while earning a degree.

*Table 2. Displays the mean number of units earned by students who earned an associate’s degree. The data are from the Vision for Success data file.*

Academic Year	Units Accumulated
2014-15	87.92
2015-16	85.25
2016-17	85.03
2017-18	87.92

Over the past four years, degree-earners have accumulated between 85 and 88 units. Even as a full-time student (30 units per year), it would take nearly three years to complete this number of units. The Norco College 2030 Educational Master Plan addresses this issue and has set a goal of reducing the number of accumulated units for degree-earning students to 79, matching the state chancellor's recommended goal.

**2024 Objective 2.3: Improve overall 4-year transfer rates from 11.2% to 25.9%**

- The College already has strong transfer patterns to CSU and UC colleges, and now is reaching out to other institutions. This academic year, Dr. Bryan Reece, Norco College president, worked with Dr. Michael Quick, USC provost, to establish a transfer bridge from Norco College to USC. For fall 2019, five Norco College students have been admitted to USC, with three additional students admitted for spring 2020. Decisions for many of the rest of this year's applicants to USC will be made once students' spring grades are received.



- Three powerful and impressive young students (pictured from left to right), Daizy Gonzalez, Wanjiku Muturi, and Thalia Moore-Shearer, recently auditioned for entrance to California Baptist University as music majors and were awarded a total of \$70,000 in scholarship money. All three have distinguished themselves as great performers and leaders in the Norco Music program. As part of the Norco College Chamber Singers, Ms. Gonzalez has served as a soprano section leader and treasurer; Ms. Muturi has served as an alto section leader and ICC representative; and Mrs. Moore-Shearer has served as a soprano section leader and president. Ms. Gonzalez will be majoring in piano performance, Ms. Muturi will be majoring in commercial music, and Mrs. Moore-Shearer will be majoring in vocal performance. Congratulations to this Norco Music power trio!

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

**2024 Objective 3.2: Reduce the equity gap for African American students by 40%. Improve the 4-year completion rate from 13.5% to 24.5%. Improve the 4-year transfer rate from 11.7% to 24.6%**

- To culminate the success of our Umoja students for the 2018-2019 academic year, Umoja will host its first Black Excellence Graduation on June 6 for graduates and their families to feature culture, traditions, and unity that represent our program and Umoja practices. Graduates that are transferring, receiving an associate degree, and/or certificate will be honored. Members of the Umoja Leadership program also will be acknowledged to take the reigns as Elders in our community. In addition, for all Umojians and advocates of the program, there will be a family reunion on June 1 to celebrate the students' achievements both in and outside of the classroom, with games, food and, most importantly, family!
- Norco College's Umoja program has received a supplemental Umoja Community Education award of \$30,543 for direct services to students. Congratulations to the Umoja team for another successful application and securing funds to help students!

**2024 Objective 3.6: Reduce the equity gap for Foster Youth students by 40%. Improve the 4-year completion rate from 3.8% to 18.7%. Improve the 4-year transfer rate from 3.8% to 19.9%**

- Phoenix Scholars held an end-of-the-year Celebration of Success on May 24.
- We are proud of the foster youth students who, along with veterans students, faculty, and staff, presented at the May 21 Board of Trustees meeting, advocating in support of funding for foster youth and veterans housing.

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

**2024 Objective 4.1: Expand professional development program/infrastructure**

- Implementation of the [Professional Development Plan](#) will begin July 1, led by Dr. Gustavo Ocegüera, dean of student equity.

**Strategic Direction 2: Regional Transformation**

**2030 Goal 5: (Regional Organization) Help establish a distinct regional identity and organization.**

**2024 Objective 5.1: Develop regional outreach and recruitment systems**

- Diana Meza, public affairs officer, is pitching Norco College's student transformation initiatives to a PBS series on community colleges.
- A public request for information (RFI) for digital media buys, such as social media and radio ads, as the next phase of marketing and branding efforts, is expected in July.
- Mustang Marketing convened two branding workshops at the Center for Workforce Innovation in May with over 30 faculty, staff, and students in attendance. The workshops were part of the development of an overall marketing and communications plan started last fall with VisionPoint Marketing. This summer, the Marketing Committee will complete a request for proposal (RFP) process to secure a marketing firm to move forward with phases two and three of plan development.

**2024 Objective 5.2: Help develop regional identity, collaboration, and organization**

- Dr. Bryan Reece, Norco College president, gave a presentation on the College's Facilities Master Plan (FMP) to the Norco City Council.
- Also this month, President Reece met with Riverside County Supervisor Karen Spiegel regarding the FMP, which included a conversation around transportation and multiple access roads.
- The second SuperChamber meeting of the 2018-2019 school year was held in May at the Center for Workforce Innovation. Members from the Corona, Norco, Eastvale, and Jurupa Valley Chambers were invited to attend this event focused on development of economic and workforce development support in the Norco College service region. The group determined to host a State of the Region event in fall 2019 featuring a keynote economist and workshops for local business owners and industry professionals.

**2030 Goal 6: (Workforce and Economic Development) Reduce working poverty and the skills gap.**

**2024 Objective 6.1: Expand access to registered apprenticeships, work experience classes, and work-based learning opportunities**

- Norco College's Dr. Gail Zwart, professor of business administration; Dr. Debra Mustain, dean of community partnerships and workforce development; and Dr. Kevin Fleming, interim vice president of Strategic Development; along with Chaffey College and the [Community College Foundation](#), are working on a statewide grant from the [Lumina Foundation](#) on credit for prior learning.
- Full Stack Web Development, an eight-unit certificate, was on the Board of Trustees May 21 agenda as part of the usual program discontinuance process. This program was an experiment in offering an ACE-style program in the summer session, but was canceled due to low enrollment. In the future, new curriculum may be developed for Full Stack Web Development containing traditional three- and four-unit courses.
- Charles Henkels, apprenticeship director, recently received an award from the Inland Empire Desert Regional Consortium for his leadership of the LAUNCH Apprenticeship Network. This network, comprised of ten community colleges in Riverside and San Bernardino Counties, is attracting state and national attention for its innovative and collaborative approach to building

an apprenticeship system that includes youth and pre-apprenticeship opportunities for students in K-12 and postsecondary education settings.

- Dr. Debra Mustain, dean of community partnerships and workforce development, was recently invited to represent Norco College at the Building the Inland Empire Innovation Ecosystem (IE-squared) convening hosted at ESRI in Redlands. This group, convened by the Milken Institute Center for Regional Economics in partnership with regional institutions and fellow leaders from business, academia, finance, and government will engage in a strategic planning process to build an innovation ecosystem and foster investments in human capital that harness the strengths of inland southern California and promote greater access to well-paying jobs and economic mobility. Norco College's investments in building an apprenticeship system and our work in the LAUNCH Apprenticeship Network were recently highlighted by this group as promising practices in strengthening educational and workforce pathways and access for all students in the region.

**2024 Objective 6.3: Expand and participate in organization of regional logistics development**

- As an invited member of the Inland Empire Pathway to Logistics Committee, Rex Beck, professor of business logistics management, attended the May 17 grand opening event and facility tour of the new Amazon Fulfillment Facility in Eastvale.
- On May 21st, Professor Beck participated in the kick-off meeting for the curriculum subcommittee of the regional Pathway to Logistics group facilitated by CSU in San Bernardino.

**2030 Goal 7: (Community Development) Host initiatives that impact regional development.**

**2024 Objective 7.2: Improve regional veterans services and support**

- We are proud of the veterans students who, along with foster youth students, faculty, and staff, presented at the May 21 Board of Trustees meeting, advocating in support of funding for foster youth and veterans housing.

**2024 Objective 7.3: Work toward reducing recidivism through incarcerated student education**

- Dr. Bryan Reece, Norco College president, gave a guest lecture to Dr. Lisa Nelson's English 1B class in the Next Phase Program at CRC the week of May 13. His lecture on political theorist Antonio Gramsci relates to the work these English 1B students are doing for their final assignment: designing a prison-education system. As part of the class's discussion on this project, Dr. Jessica Cobb, Next Phase director, also will be visiting the class to talk about policy constraints.
- On June 3, four writers will be visiting Professor Jessica Dobson's English 10 class in the Next Phase Program at CRC for a creative writing panel and discussion.

**2024 Objective 7.4: Stimulate regional arts development**

- On May 24, [Norco College's Music and Arts Festival](#), NOMU, welcomed hundreds of community members for food, games, live student music, special guest musicians, and yes, even a ride on a Ferris wheel in our parking lot!

**Strategic Direction 3: College Transformation**

**2030 Goal 8: (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 8.1: Develop comprehensive breadth of academic programs**

- **Distance education faculty:** Micah Arons from Turnitin will present a demonstration of Gradescope, aimed primarily at science and math faculty, on June 5 from 2 p.m. to 3 p.m. Norco College faculty can watch the demonstration in OC 116 at that time. Gradescope is a good tool for any faculty member who utilizes Canvas and gives paper tests. It allows a scanned version to be graded with a rubric—and the test, along with instructor feedback, is stored in Canvas. This



would be an excellent way for faculty who give paper-based tests to archive substantive contact in their DE courses. Here is [a link for more information on Gradescope](#).

- *Thank you* to Ana Marie Olaerts, associate professor of communication studies, for her great work in building the Honors Program in her years as coordinator! The College is now looking for a faculty member to continue this good work in the role of Honors Program coordinator going into the next academic year. If you are interested, contact Dr. Samuel Lee, vice president of Academic Affairs, at [Samuel.Lee@norcocollege.edu](mailto:Samuel.Lee@norcocollege.edu).

**2024 Objective 8.2: Develop Career & Technical Education programs and industry credentials related to regional needs**

- Congratulations to the 2019 Norco Music Awards winners! Winners are as follows: Ryan Hickman, Legacy Award; Thalia Moore-Shearer, Spotlight Award; Damian Navarro, Spotlight Award; Tako “Marmalade Skies,” Song of the Year; Mat Rahmani, Recording Studio Engineer; and Richard Nelson, Live Sound Technician.

**2024 Objective 8.6: Build and support student services to foster student engagement, wellness, and success in the classroom and outside the classroom**

- The Norco College Student Life Emergency Fund is administered by the RCCD Foundation, and donations from Norco College faculty and staff are encouraged. Interested members of the College can donate to the fund via cash, check, credit card, or through convenient monthly payroll deductions.
  - Cash/Check: Make checks payable to RCCD Foundation. Mail to the Foundation at 4800 Magnolia Ave, Riverside CA 92506.
  - Credit Card: Visit the [RCCD Foundation](#) website and click the “Donate Now” button. Be sure to write “Norco Student Life Emergency Fund” in the designation line.
  - Payroll deduction: Complete the [Employee Contribution Form](#) and send it to the RCCD Foundation via inter-office or regular mail.
- An eSports proposal is being submitted to the [Samueli Foundation](#) to help support faculty, Student Life, and future club activity. In addition to engagement in student activities, eSports supports academics, in particular as an engineering and computer science transfer pathway strategy. UC Irvine and the Riverside County Office of Education are already active collaborators with the College’s vibrant eSports club.
- UC Irvine, Riverside County Office of Education, and Kevin Brown, program specialist for eSports at the Orange County Department of Education, have actively assisted and supported our college’s establishment of an eSports program, including the development of high school programs that would feed into Norco College’s engineering, computer science, game development, and transfer pathways.
- On May 30, Norco College’s eSports Association hosted a well-attended *Super Mario Bros. Ultimate* tournament for students, which was covered in an article in the Local section of the *Press-Enterprise*: [“Norco College Students Battle in eSports Tournament.”](#)
- Student Services is reorganizing beginning July 1 to support goals outlined in the Educational Master Plan.

**2024 Objective 8.7: Build and support academic support services to improve student success**

- **Hey, Look!** The library, LRC, and STEM Center present end-of-the-semester *Study Jams*: extended library and tutoring hours, marathon SI sessions, and free snacks, coffee, and water, from Tuesday, May 28 through Thursday, May 30, 8 a.m. to 9 p.m., and Monday, June 3 through Thursday, June 6, 8 a.m. to 9 p.m. Please help get the word out to students!
- Dr. Alex Korb, author of *The Upward Spiral: Using Neuroscience to Reverse the Course of Depression, One Small Change at a Time*, visited Norco College on May 23 as the culminating event in spring 2019’s Read 2 Succeed program. Over 130 attended the author event, and many shared how this book and the author’s presentation significantly impacted their lives. The

author was impressed by Norco College’s welcoming and engaging community of students, faculty, staff, and managers. Many thanks to all who made this event possible, including Kim Kamerin, associate professor of music, who recommended the book; the Library Advisory Committee and library staff for all of their hard work and support; all of the faculty who included the book as part of their course curriculum; the Norco College students who facilitated the Book Discussion, Student Panel, and Author Appearance events; and to Damon Nance, dean of library and learning resources, without whom there would not be Read 2 Succeed at Norco College!

**2030 Goal 9: (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 9.2: 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**

- About 200 attended the monthly Chancellor’s Open Forum at Norco College on May 30. Dr. Wolde-Ab Isaac, RCCD chancellor, spoke for about 40 minutes on the process for decision-making from his perspective, after which he opened the forum for Q&A. Students, faculty, and staff spoke at the Q&A with some frustration about recent District decisions that affect the College and repeatedly asked for the chancellor’s commitment to be more inclusionary of Norco College in the decision-making process. For an audio of the forum, click here: <https://soundcloud.com/norco-college/chancellor-forum-may-30-norco-college/s-lbCFp>.
- The College voted to move the 2030 Educational Master Plan (EMP) and Facilities Master Plan (FMP) forward to the Board of Trustees for approval following votes by participatory governance committees. Final votes are as follows:

Group	Date	Vote
Distance Education Committee	4/19/19	“Yes” (Unanimous)
Student Services Planning Committee	4/24/19	“Yes” (Unanimous; 1 Abstention)
NC Academic Senate	5/6/19	“Yes” (Unanimous)
NC Management Team	5/8/19	“Yes” (Unanimous)
Associated Students of Norco College	5/9/19	“Yes” (Unanimous)
NC Academic Planning Council (Chairs)	5/10/19	“Yes” (Unanimous)
NC President’s Advisory Board (Community Members)	5/13/19	“Yes” (Unanimous; 1 Abstention)
NC Business and Facilities Planning Council	5/14/19	“Yes” (Unanimous)
NC Executive Cabinet	5/15/19	“Yes” (Unanimous)
NC Institutional Strategic Planning Council	5/15/19	“Yes” (Unanimous)
NC All Campus Vote (EMP and FMP)	5/17/19	Faculty 29 “Yes”; 1 “No” EMP Faculty 29 “Yes”; 1 “No” FMP Students “Yes” (Unanimous) EMP Students 14 “Yes”; 1 “No” FMP Classified 24 “Yes”; 3 “No” EMP Classified 23 “Yes”; 5 “No” FMP Managers “Yes” (Unanimous)
District Strategic Planning Council	5/17/19	No Action; Discussion
Chancellor’s Cabinet	5/20/19	No Action; Discussion
RCCD Board Committee Meeting	6/4/19	No Action; Discussion
RCCD Board Meeting	6/11/19	

- Thank you to the college community for all of the work on the Educational Master Plan so the final plan is ready in time for the June Board of Trustees meeting. However, action on the plan is being postponed by the chancellor to go forward to the Board in the fall. Discussion on the EMP



and FMP is expected to be on the agenda for the June 4 Board of Trustees Committee meeting at 6:00 p.m. in the District Office Board Room. Because the meeting is a committee meeting, anyone present can participate in the dialogue. The FMP concept will be an action item at the June 11 Board of Trustees regular meeting at 6 p.m. in the District Office Board Room. Please attend one of these Board meetings if you can, especially the June 4 committee meeting.

**2024 Objective 9.4: Develop, evaluate, and monitor our governance, decision-making, and resource allocation processes on the basis of the college mission and plans, and involve all constituent groups as appropriate**

- Dr. Kevin Fleming, interim vice president of Strategic Development, has provided a Strategic Development annual report to participatory governance councils and committees during May. A [one-page graphic/summary](#) of the report is available on the [Strategic Development website](#) and will be distributed to college mailboxes as well.

**2030 Goal 10: (Workplace/Employees) Expand workforce to support a comprehensive college and develop/sustain excellent workplace culture.**

**2024 Objective 10.4: Develop culture that recognizes/thanks employees on regular basis and celebrates college's successes**

- During the week of May 20-24, the College joined in celebrating Classified School Employee Week. Scheduled events included a staff breakfast on Monday, provided by Student Services; a taco lunch on Tuesday, provided by Academic Affairs; bowling and lunch on Wednesday, provided by the President's Office; ice cream social on Thursday, provided by Business Services; and on Friday, a staff vs. managers softball game (final score: managers 16, staff 8—with everyone “winning” by having a great time!), lunch provided by CSEA, as well as Kona Ice provided by Strategic Development. The management team generously donated gift cards, which were raffled off during the week along with a designated parking space shared by two lucky staff members. Thank you to Norco College's classified staff, who are “building connections, inspiring lives” every week of the year!
- Full-time and associate faculty, administrators, and distinguished guests will celebrate at the Annual Faculty Reception preceding the 2019 Commencement Ceremony on June 7. The reception takes place 4-5:30 p.m. in the upper level of CSS, featuring hors d'oeuvres and beverages, and a recognition of new first-year faculty, newly tenured faculty, and those who recently earned the rank of professor. The annual faculty photo is scheduled for 5:30 p.m. in CSS. Please RSVP for the Faculty Reception and Commencement Ceremony using this link, <https://forms.gle/SDizc3MiXdqBJFv96>, or email Claudia Figueroa, administrative assistant in the Office of Instruction, at [Claudia.Figueroa@norcocollege.edu](mailto:Claudia.Figueroa@norcocollege.edu).

**FACULTY NEWS**

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

- Dr. Laura Adams, associate professor of psychology, and a group of highly motivated psychology students have established a chapter of Psi Beta at Norco College. Psi Beta is the community college national honor society for psychology. In the 2019-2020 academic year, Psi Beta will induct the first group of honorees (approximately 15, but possibly more). Awesome news—congratulations to Laura and the students on the fruition of this work! And thank you, Laura!
- Dr. Lisa Nelson, professor of English, has received a sabbatical for the 2019-2020 academic year. During her sabbatical, she will be focused on developing a social justice-themed English 1A and 1B for the CRC, taking graduate coursework in social justice studies, pursuing independent research, creating a literature review on higher education in prison, and advising Liberated Scholars, a student group of formerly incarcerated and systems-impacted students. Congratulations, Lisa, and thank you for your work to support students!

- José M. Sentmanat, assistant professor of philosophy, wishes to express his gratitude to the campus and faculty concerning the headway made by the Norco College Philosophical Affairs Club (PAC) this school year. Throughout the year, PAC meets regularly on the first Tuesday and third Thursday of the month to engage in debates and discussions on various philosophy topics, including issues dealing with ethics, public policy, science and technology, and popular culture. These discussions were often intense, always thoughtful and intelligent, and illuminating for all involved. In addition to these discussions, PAC also held several movie nights. The most recent of these was on May 16 when Stanley Kubrick's *Paths of Glory* was screened. About 20 students attended, and after the screening, they had a long and involved discussion on the topics brought up in the film. PAC is planning more movie nights for the fall 2019 semester, so please stay tuned next year!
- Dr. Sigrid Williams, assistant professor of administration of justice, has two announcements. First, the Criminal Justice Student Association had its Donation Drive on Saturday, May 11. Not only did the students meet their goal of 550 bags, or 10 bins, but they exceeded their goal by filling 22 bins in three hours. Thank you to all that participated, and thank you to all the members that were there to help with the donation drive—well done! Additionally, Administration of Justice (ADJ) hosted its last workshop/symposium for the academic year on Friday, May 10. The panel was comprised of legal professionals from the courts, including two judges, one commissioner, one chief deputy district attorney, two deputy district attorneys, two deputy public defenders, one supervisor from victim services, and a commander with the District Attorney's Bureau of Investigation. It was well attended by over 35 ADJ students who learned about the court and the roles each of the panelists plays in the criminal justice system. Thank you, Sigrid for all of your hard work!
- Megan Lindeman, assistant professor of art, will be participating in a group exhibition that opens June 7 at a gallery in Berlin called Blake & Vargas. The show is titled "I have always imagined that Paradise will be a kind of Library." It features unique hand-painted and hand-bound books by Los Angeles artists. There is a one-night Los Angeles premiere June 1 at Big Pictures Los Angeles, so please make the time to see it (see this following link for more details: <http://www.blakeandvargas.com/>). Congratulations, Megan!
- Dr. Peggy Campo, professor of anatomy and physiology and Academic Senate president, wishes to announce and congratulate the faculty who were recognized by the Board of Trustees this year and changed in rank:
  - Changed from Instructor to Assistant Professor:
    - Mr. Glen Graham, electronics/electrician
    - Ms. Ashlee Johnson, engineering
  - Changed from Assistant Professor to Associate Professor (tenured):
    - Ms. Araceli Covarrubias, Spanish
    - Mr. Jethro Midgett, counseling
    - Dr. Sandra Popiden, political science
    - Dr. Timothy Russell, history
  - Changed from Associate Professor to Professor:
    - Dr. Peggy Campo, anatomy and physiology  
*(Though Dr. Campo didn't include her name, the Regular Update snuck it in to make the list complete.)*
    - Dr. Monica Gutierrez, biology
    - Dr. Teresa Friedrich-Finnern, biology
    - Dr. Lisa Nelson, English

Congratulations, all!

**2030 Goal 11: (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 11.2: Develop and maintain Facilities Master Plan**

- The Facilities Master Plan (FMP), along with the Educational Master Plan (EMP), has been approved through shared governance committees and councils as well as college-wide vote to move forward to the Board of Trustees. For details, see [Objective 9.2](#) above.

**2024 Objective 11.3: Build out funded projects (amphitheater, Center for Student Success room 217, etc.)**

- The heating and air conditioning (HVAC) units in CACT were replaced this month.
- CSS 217 renovation will take place in June with the audio/visual component and then the flexible instruction/meeting room furniture to follow.
- LED lighting campus retrofit continues through June.
- Campus roadway/parking lot repair and renovation will take place in June.

**2024 Objective 11.5: By spring 2021, finish Early Childhood Education Center using public-private partnership model**

- It is anticipated that the request for proposals (RFP) for the Early Childhood Education Center's public-private partnership will go out to market in early June, at which time potential partners will submit qualifications and proposals to partner with the College on the new center.

**2024 Objective 11.14: Design spaces that intentionally build community**

- Plans for Student Engagement Centers aligned with the Schools are moving along. The two centers will be located in ST 107 and ST 108.

**2030 Goal 12: (Operations) Implement professional, intuitive, and technology-enhanced systems.**

**2024 Objective 12.2: Develop intuitive and technology-enhanced CRM (e.g., Salesforce) systems for the entire student life cycle ("from recruitment to alumni")**

- The first Salesforce training for Student Services staff, organizing around the four Schools' student services teams, will be on June 25. The focus will be Enrolment Rx, a Salesforce application. The College is working with Christopher Blackmore, District vice chancellor of information technology, and Thea Quigley, RCCD executive director of adult education and community initiatives, to make available data more useful. Salesforce will be piloted first with Summer Advantage students, then new students will be included before bringing all students on board.

**2024 Objective 12.3: Develop comprehensive communications systems/tools**

- As of May 29, there were 1,394 chats with 71% satisfaction for the new College website chat feature that began May 3. The feature allows Student Services personnel to respond to students' questions in real time.
- With the conclusion of the 30-day trial for the chat feature, the College is moving ahead with a one-year licensing agreement for six employee-users for the live chat, to be expanded as needed.

**2024 Objective 12.4: Improve employee operational systems**

- Pilot testing and implementation of the District's new CONCUR travel management system is ongoing through the summer.

**2030 Goal 13: (Resources) Develop innovative and diversified resources to build and sustain a comprehensive college and achieve our visionary goals**

**2024 Objective 13.2: Implement more professional budgeting systems**

- The college is currently closing finances for the month of May, and the Business Services team is projecting the College's ending balance and budget performance for the end of the fiscal year on June 30.

- The District’s tentative budget is being developed; however, there are some pieces to the Student Centered Funding Formula that still need to be clarified in the state budget. The College and District are hoping for clarification soon so more complete planning can take place at the District level.
- A revised set of 2019-2020 Budget Allocation Model “principles” were reviewed by the District Budget Advisory Council (DBAC) and subsequently by the College’s Business and Facilities Planning Council (BFPC), where discussion took place.

Appendix: Norco College Guided Pathways Update

## Guided Pathways Highlights: Norco College

### 1 Clarify paths to student end goals

- Trailheads + Program maps
- AB 705: Access to transfer level English and Math + co-requisite
- SLAM + BSTEM Math Pathways
- **Next Steps: Expansion of program maps/pathways to top Transfer Institutions**

### 3 Keep students on path

- Advising Curriculum (Success Factors)
- Counseling Milestones (Career Development Theory)
- English/Math Community of Practice (Productive Persistence)
- **Next Steps: Integration of Success Team efforts through SF AdvisorLink + EduNav**

### 2 Help students get on a path

- Redesigned Onboarding with Career Assessment
- Academic Planning (face-to-face)
- Integrated & contextualized academic support in English 91(ENG 50)
- **Next steps: Holistic Assessment + EduNav + Engagement Center Launch**

### 4 Ensure students are learning

- Aligning course level outcomes to program level outcomes
  - Equity-minded Pedagogy Faculty Training
  - **Next Steps: Disaggregated course success data + Implementation of Professional Development Plan aimed at equity in the classroom**
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