

NORCO COLLEGE *REGULAR UPDATE*

March 8, 2019

Hello, Mustangs!

Below is the newest Norco College Regular Update, aligned with the new Educational Master Plan's strategic goals. With continuing dialogue around new strategic plans, this structure may be modified over time. Feel free to send along your comments about the newsletter to Regular.Update@norcocolllege.edu. All Regular Updates are archived on the President's webpage: <https://www.norcocolllege.edu/about/president/Pages/update.aspx>.

In order to spotlight all news, the beginning section of the Update will rotate each month. This issue begins with 7.0, followed by 8.0-10.0, then 1.0, and so on. The next issue will begin with 6.0.

Happy reading!

Goal 7 (Workplace): NC will regularly achieve “Great College to Work For” status across all categories and will hire enough employees to support a comprehensive college and achieve diversity balance.

- Look for the [Great Colleges to Work For](#) 2019 survey, which will be linked in an email to be sent Monday, March 11. Click the link to complete the survey. All faculty and staff are encouraged to participate!

FACULTY NEWS

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

- James Wilson, associate faculty in computer science, would like to announce that four Norco students have been accepted into the Naval Research Enterprise Internship Program (NREIP) for 2019: Troy Davis, Anthony The, Ian Harshbarger, and Eric Spengler. NREIP provides college students the opportunity to participate in research at a Department of Navy (DoN) laboratory during the summer. NREIP encourages students to pursue STEM careers, furthers their education through mentoring and practical research, and makes students aware of DoN research and technology efforts, which can lead to employment within the DoN. NREIP provided competitive research internships to approximately 560 college students last summer. Thank you, James, and congratulations to these four students!
- Quinton Bemiller, associate professor of art, published an article in *Fabrik*, titled “Hayv Kahraman: Project Series 52 & Silence Is Gold.” The article is an analysis of Iraqi-born refugee artist Hayv Kahraman and her exhibitions at Pomona College Museum of Art and Susanne Vielmetter Projects. In addition, *Neoteric: The New Avant-Garde*, a January-February exhibit at Golden West College which included Quinton’s work, was reviewed in the *Orange County Weekly*. Congratulations, Quinton!
- Megan Lindeman, assistant professor of art, whose work was also part of the *Neoteric* exhibit, would like to announce that she will be participating in the Other Place art fair (OPaf) located at Battery Leary-Merriam at Angels Gate Cultural Center in San Pedro. The art fair will be held on March 16 and 17 from 12 p.m.-5 p.m. The OPaf is specifically structured for unconventional art

projects that do not and cannot fit in a conventional gallery. It should be an interesting experience, so stop by to support Megan and the other artists. Congratulations, Megan!

Goal 8 (Facilities): NC will build a comprehensive and inspiring campus community that is integrated into the region it serves and is a destination for education, commerce, life, and the arts.

- A schedule of Facilities Master Plan (FMP) planning meetings was sent by Dr. Bryan Reece, Norco College president, as an attachment to a February 28 nor-all email titled “Important Meetings | 2030 Educational Master Plan & Facilities Master Plan.” On March 4, information on the FMP was presented at the Academic Senate to gather feedback related to instructional modalities. Consultants for the FMP will be on campus the week of March 11 for information gathering, space and sustainability analysis, and engagement. All in the college community are encouraged to attend applicable meetings, as well as open house events such as the upcoming Tabling on the Plaza on March 12. At this event, students, faculty, and staff are invited to stop by the plaza outside the Science and Technology Building during College Hour to talk with the Facilities Master Plan team, to learn about the project as well as discuss their experiences of the campus today and how the campus could be improved in the future. For more information about the FMP project, click here: <http://norco-college-fmp-microsite.webflow.io/>.
- The College administration is looking for options for associate faculty office space.

Goal 9 (Operations): NC will implement professional, intuitive, and A.I.-enhanced systems supporting students along the entire student life-cycle (from recruitment to alumni).

ACCREDITATION UPDATE

- One-hour meetings with each Standard committee and the accreditation co-chairs this month are leading to final drafts of Standards sections for the ISER. Evidence will continue to be added and updated as needed.
- The Quality Focus Essay (QFE) section of the institutional self-evaluation report (ISER) is in process this spring. At its March 6, meeting, the Institutional Strategic Planning Council (ISPC) voted to focus the QFE on two projects: (1) implementing student success teams in the Schools; and (2) implementing an equity-focused professional development plan with a teaching/learning focus.

STRATEGIC PLANNING

- Through a series of meetings at Norco College this year, faculty, staff, students, managers, and members of the community have been collectively dreaming about the College. These discussions are shaping important plans for the future of the College, including the 2030 Educational Master Plan and the 5-Year Strategic Plan. All are encouraged to look for opportunities to join the conversation. A list of upcoming meetings appears in the Appendix at the end of this newsletter.

STUDENT SERVICES

- A districtwide meeting on March 6 focused on aligning student onboarding processes—admissions and records, assessment, placement, counseling and outreach—at all three colleges to provide comparable experiences for all students in the District.
- The College is working on customization for [Maxient](#), software which allows for online tracking of student discipline and behavioral reporting across the District.

Goal 10 (Resources): NC will develop innovative and diversified resources to build and sustain a comprehensive college and achieve its visionary goals.

BUDGET

- At almost three-fourths of the way through the fiscal year, Norco College’s budget is performing well. We’re currently under budget. The goal is to be able to use our savings to reinvest in resource requests that haven’t yet been funded.

COMMUNICATION SYSTEMS AND TECHNOLOGY

- Additional SharePoint training sessions for the new website have been scheduled for March. Click here to see available dates and register for a session: <https://www.eventbrite.com/e/sharepoint-training-workshop-tickets-53706941909>. All training sessions will be in person and will be held in Operations Center (OC) 116.
- The website team is aware of all of the “oops!” landing pages and is working on the issue.

DEVELOPING RESOURCES, COLLABORATORS, AND PARTNERS

- Members of the School of Engineering at Georgia Tech University and the UCR Center for Social Innovation visited Norco College on January 31 to discuss possible partnerships in the region to advance engineering and technical education for Norco College students. The group toured the College’s automation lab and heard reports on our workforce development efforts, the work of our National Center for Supply Chain Automation, and our technical training programs. The meeting included Dr. Bryan Reece, president of Norco College; Dr. Kevin Fleming, interim vice president of Strategic Development; Dr. Debra Mustain, dean of community partnerships and workforce development; Rex Beck, professor of business administration; Charles Henkels, apprenticeship director; and Jim Reeves, interim director of the National Center of Supply Chain Automation. The Georgia Tech contingent was impressed with the level of regional engagement by Norco and is interested in engaging the College further. More to come!
- On March 11, Dr. Debra Mustain, dean of community partnerships and workforce development, will facilitate a collaborative exercise and discussion at the City of Corona’s 2019 Homelessness Resources Committee meeting. The focus of the meeting is SWOT analysis and asset mapping.
- California Senator Richard Roth has sponsored legislation ([SB 563](#)) which explicitly names Norco College. If adopted as submitted, the legislation would fund a dual enrollment pilot program with a total investment of \$11.7 million. Norco College could potentially receive \$900,000 to provide comprehensive wrap-around services for our dual enrollment students, and the Corona-Norco Unified School District could potentially receive \$200,000 per high school, per year, for marketing, counseling, textbooks, etc. (totaling \$1 million per year).

Student Transformation

Goal 1 (Access): Norco College will expand college access by doubling current headcount and FTEs.

HIGH SCHOOL PARTNERSHIPS

- Norco College will be presenting on the College’s dual enrollment program at the March 19 Board of Trustees meeting.
- Senior letters will be sent to all graduating high school students in the Alvord, Corona-Norco, and Jurupa unified school districts. The letters, from Dr. Reece, congratulate graduating seniors and let students know there is a place for them at Norco College.

OPEN EDUCATIONAL RESOURCES

- Faculty can register for upcoming Open Educational Resources (OER) webinars, offered through the Academic Senate for California Community Colleges’ [OER Task Force](#), by clicking on this link: <https://cccconfer.zoom.us/meeting/register/cc1065e8757e6b3466858a512be5123a>. Here is a list of upcoming webinars:
 - March 15 – OER for Anthropology, 9:30 a.m. to 10:30 a.m.
 - March 22 – LibreText “Freeing” the Textbook, 9:30 a.m. to 10:30 a.m.
 - March 29 – OER for Economics, 9:30 a.m. to 10:30 a.m.

SUMMER ADVANTAGE

- To help maintain and expand orientation and meet the needs of students in light of AB 705, Summer Advantage has broadened to include all first-time college students, with the goal of serving 500 to 600 students.

Goal 2 (Completion): NC will significantly improve four-year completion rates, “Flip from 20/80 to 80/20.”

GUIDED PATHWAYS

- A team of faculty and administrators from Norco College attended the Guided Pathways Region 9 Planning Summit March 4-5. Fourteen colleges in the region sent full delegations, and representatives from CSU, UC, Cal Baptist, and the unified school districts also attended. Participants looked at how to clarify and shorten pathways from k-12 to community college and the university, toward certificates and degrees that direct students to meaningful careers.

LEARNING RESOURCES

- **Hey, look!** The library has new, extended Friday and Saturday hours beginning March 1. The library's new hours for spring semester are Monday through Friday, 7:30 a.m. to 8 p.m.; Friday, 7:30 a.m. to 4 p.m.; and Saturday, 9 a.m. to 2 p.m. Thanks to Dr. Samuel Lee, vice president of Academic Affairs, and Damon Nance, dean of library and learning resources, for making this happen to support students' success!

Goal 3 (Equity): NC will close all student equity gaps.

- The first of three equity-minded workshops for faculty took place on March 5. Led by Norco College faculty who attended training at the Center for Urban Education (CUE) at USC, these workshop-discussions will focus on how to close equity gaps in the classroom. All faculty are welcome! Part-time faculty can receive payment for their time as part of professional development hours. The next two workshops will be April 2 and May 7 (first Tuesday of the month) during College Hour in IT-109. Any questions, feel free to email Dr. Courtney Buchanan, assistant professor of anthropology, at courtney.buchanan@norcocolllege.edu, or Jessica Dobson, assistant professor of English, at jessica.dobson@norcocolllege.edu.
- The Umoja Program has been approved for a \$16,000 [Umoja Community](#) Education Foundation Grant. Funding will be used for direct services to students.

Goal 4 (Professional Development): NC will define excellence in teaching, service, and leadership; support employee development; and foster a culture of ongoing improvement.

- The Creating a Caring Campus initiative, open to all classified staff, began on March 7 with the first of three sessions. The Institute for Evidence-Based Change (IEBC), which is facilitating the sessions, has partnered with the California Community Colleges Chancellor's Office to heighten implementation of the statewide Vision for Success and increase classified staff-student engagement. IEBC's *Caring Campus* coaches instruct classified staff about the fundamentals of what can be done to increase student connectedness to the college, which leads to increases in student engagement and success. The core benefit of this work is making a connection with students, many of whom have not had an adult, especially not one in the educational system, care about them before.

Service Area Transformation

Goal 5 (Region Development): NC will help establish a distinct regional identity and organization and will host several mature initiatives that impact regional development.

ENGINEERING PATHWAYS

- The Engineering Pathways Program presented Celebrating Women in STEM on February 22 for a group of over 30 middle school and high school students. The event featured a keynote address by Norco College STEM scholar/alumna who is currently an architecture major at Cal Poly Pomona, Nataly Bakeer-Agha. Following the keynote, students were divided into three groups

for workshops in (1) chemistry, led by Julie Escalera Reints, PhD, a Norco College alumna and UCR graduate; (2) game development, led by Judy Perry, professor of game development and computer science, and Norco Game Dev students; and (3) robotics, led by Ashlee Johnson, instructor of engineering technology. The event was designed to offer young women insights into pursuing an education in STEM.

INMATE EDUCATION / NEXT PHASE

- The first meeting of the prison education committee—Dr. Jessica Cobb, director of the Next Phase Program; Jessica Dobson, assistant professor of English; Janet Hill, assistant professor of sociology; and Dr. Lisa Nelson, associate professor of English—took place on February 26. The group will be engaging in the planning process to put together an advisory council to include representatives from areas of the College and advisory members from outside the College.
- Dr. Cobb met with Pitzer College on February 25 to begin the process of forming an articulation agreement so that CRC students who earn a Norco College ADT in sociology can transfer to Pitzer College's bachelor's completion initiative for in-custody students.
- On March 1, Dr. Cobb and Dr. Fleming presented at UC Riverside's Prison to School to Work Pipeline conference hosted by the Robert Presley Center for Crime and Justice Studies.
- CRC enrollment continues to be strong, with expectations that the program will continue growing in summer/fall.
- A "drafty draft" feasibility study for renovation of Ingalls Hall at CRC to create an instructional space/rehabilitation college has been completed, and exploration of the project is moving forward.

VETERANS RESOURCE CENTER

- ***WOW! Look!*** For the second time, Norco College has been selected as a [designated Military Friendly® School](#) for 2019-2020. More than 8,800 schools nationwide were evaluated and only 766 schools earned Military Friendly® designation. The 2019-2020 Military Friendly® Schools list will be published in the May issue of *G.I. Jobs* magazine and can also be found at www.militaryfriendly.com.
- If faculty would like to work on articulating courses in their discipline as part of the military articulation platform (MAP) project, they can contact Lorenzo "Gunny" Harmon, Veterans Resource Center director, at Lorenzo.Harmon@norcocolllege.edu. Special project funding is available for faculty members to articulate courses, and course articulation can be a great way to recruit students to a program.
- The Veterans Resource Center (VRC) is partnering with Operation Community Cares to support service men and women by collecting items for care packages for deployed troops. Donations may be dropped off at VRC, in the Student Services building (first floor), by March 12. A link to a list of suggested donations and additional information can be found here: <https://www.norcocolllege.edu/news/Pages/support-our-troops.aspx>.

WORKFORCE DEVELOPMENT

- The Center for Workforce Innovation, located at 1801 East Third Street, Suite 102, in the Norco Campus Business Park, is now open. The Center, funded through Regional Strong Workforce, is designed to support future noncredit and community education offerings as well as provide a variety of events and activities to promote more and better CTE in the Norco College service area. An open house for the center will be held in late spring.
- Career and Technical Education (CTE) programs are leading the way to ensure that students are career-ready when they exit their post-secondary programs. Technical curricula provide the means for students to acquire technical and academic skills that are necessary to their success in the workforce. CTE programs are strengthened when they are able to offer opportunities for students to earn industry-recognized credentials, embedded in coursework, that provide proof of skills competency. Credentialing increases students' incentive to complete a technical

program and increases their employability and potential for career growth. The National Center for Supply Chain Automation (NCSCA)—in collaboration with MHI association, the Manufacturing Skills Standards Council (MSSC), and industry partner Amatrol—has co-developed an industry-endorsed certification for supply chain automation. We are excited to announce that the Certified Automation Technician (CAT) credential will be piloted in 2019 nationally. Our plans for the pilot program and future roll-out of the credential will be unveiled during a special [workshop session](#) titled “Industry Certifications: Intro to the Industry Validated ‘Certified Automation Technician’ (CAT)” at the April 2019 [NCSCA Annual Symposium](#) in Chicago, which Norco College is coordinating.

- Through the hard work of Charles Henkels, apprenticeship director, the California Department of Apprenticeship Standards (DAS) accepted the College’s invitation to co-locate services at our Center for Workforce Innovation two to three days per week. Hosting one DAS employee onsite will enable more streamlined processing and services for establishing registered apprenticeship programs in our service area and helps to transition our new center into a true regional resource for workforce development and increasing economic prosperity options for our students.

College Transformation

Goal 6 (Programs): NC will be the regional college of choice by offering a comprehensive range of programs that prepare students for the future and meet employer workforce needs.

- Discussion is continuing with area businesses and educators about the possibility of adding an agricultural science program (small-plot farming/farm to market) at the College.
- Dr. Samuel Lee, vice president of Academic Affairs; Dr. Jason Parks, dean of instruction; and Dr. Kevin Fleming, interim vice president of Strategic Development, met with SilverLakes on March 7 to discuss possible synergies with their growing events and athletics facility including equestrian, soccer, horticulture, turf management, landscaping, and eSports.

Appendix: Educational Master Plan Deliberation and Planning Process for Spring 2019

The following list of EMP meetings for spring 2019 appears in the [Educational Master Plan first draft of 2/5/19](#). For a full list of all deliberation and planning meetings beginning in fall 2017, click on the EMP draft link and scroll to pages 41-42.

Date	Activity
Jan 25, 2019	ASNC Retreat
Jan 25, 2019	Staff Development Day
Feb 4, 2019	Send 1 st Draft to Chancellor and NC community
Feb 1- Mar 8, 2019	Collect comments on 1 st Draft from Chancellor, college groups and online reviewers
Feb 6, 2019	Executive Cabinet First Read
Feb 6, 2019	Norco 9 First Read
Feb 8, 2019	Spring FLEX
Feb 12, 2019	Business and Facilities Planning Council First Read
Feb 13, 2019	Management Meeting First Read
Feb 13, 2019	Classified Senate First Read
Feb 20, 2019	ISPC First Read
Feb 21, 2019	ASNC First Read
Feb 22, 2019	Academic Planning Council First Read
Feb 27, 2019	Student Services Planning Council First Read
Mar 4, 2019	Academic Senate Meeting First Read
Mar 7, 2019	Hold community forum to review and comment on 1 st Draft
Mar 8, 2019	Hold community forum to review and comment on 1 st Draft

Mar 8-13, 2019	Consolidate comments and write 2 nd Draft
Mar 14, 2019	Send 2 nd Draft to Chancellor and NC community
Mar 27, 2019	SSPC: Second Read
April 3, 2019	ASNC: Second Read
Apr 3, 2019	ISPC: Second Read
Apr 3, 2019	Norco 9: Second Read
Apr 5, 2019	Academic Planning Council Second Read
Apr 8, 2019	President's Advisory Board: First Read
Apr 9, 2019	BFPC: Second Read
Apr 10, 2019	Management Meeting: Second Read
Apr 10, 2019	Classified Senate: Second Read
Apr 15, 2019	Academic Senate: Second Read
Apr 17, 2019	Executive Cabinet: Second Read
Apr 24, 2019	SSPC: Meets
Apr 22-26, 2019	Write Final Draft led by consultants and Norco 9
Apr 2, 2019	Send Final Draft to Chancellor and NC community
May 1, 2019	ISPC: Review Final Draft
May 1, 2019	Norco 9: Review Final Draft
May 3, 2019	Committee of the Whole: Vote on Final Draft
May 6, 2019	Academic Senate: Vote on Final Draft
May 8, 2019	Classified Senate: Vote on Final Draft
May 8, 2019	Management Team: Vote on Final Draft
May 8, 2019	Chancellor: Consider approval of Final Draft
May 10, 2019	Academic Planning Council: Vote Final Draft
May 13, 2019	President's Advisory Board Final Draft
May 14, 2019	BFPC: Vote on Final
May 16, 2019	ASNC: Vote on Final
May 17, 2019	DSPC: Comment on Final Draft
May 22, 2019	SSPC: Vote on Final Draft
May 22 or 29, 2019	Executive Cabinet Vote on Final Draft
May 29, 2019	Special ISPC Meeting for Vote on Final Draft
Jun 3, 2019	Chancellor's Cabinet: Comment on Final Draft/Board Committee Agenda Deadline
Jun 11, 2019	RCCD Board Committee Meeting: Comment on Final Draft
Jun 18, 2019	RCCD Board Meeting: Vote on Final Draft
Jun 19, 2019	Start official implementation of Big Us Plan at Norco College