

NORCO COLLEGE REGULAR UPDATE

June 1, 2018

Hello, Mustangs!

Below is the newest Norco College Regular Update, aligned to the college's seven Strategic Planning Goals. In case you've missed an issue, 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

Commencement

- ***Congratulations to the Class of 2018!*** The College expects a record number of 350 students to participate in receiving degrees and certificates at the 2018 graduation ceremony on June 7 at 6:00 p.m. As is true for all large events in today's age, for the sake of students, faculty, staff, and guests, extra security will be in place: bags will be checked, everyone will go through a metal detector, and additional security personnel will be present. For more information, click here for the [2018 Commencement Ceremony brochure](#).
- **Wow!** 2018 Commencement data (summer 2017-spring 2018) shows 1216 students graduating, with 450 receiving multiple degrees—four of whom are earning *six* degrees! Total certificates are 479, and total associate's degrees are 1732, with 151 students earning Great Distinction (3.70 gpa or higher) and 293 recognized with Distinction (3.30-3.69 gpa). The youngest graduate is seventeen years old, and the oldest is sixty-seven.
- **Wow!** Twenty-seven John F. Kennedy Middle College High School seniors (six more than last year) will complete associate's degrees this spring from Norco College. These students will earn a collective total of sixty-nine degrees (twenty-eight degrees more than last year). Nine students are earning two degrees, six students are earning three degrees, and seven students are earning four degrees. Together, the degree recipients will have earned a total of 1,796.5 units, which has saved them \$82,639 in community college enrollment fees (based on \$46 per unit).

Completion Initiative and Guided Pathways

- The final [Completion Initiative Workgroup](#) meeting for spring—open to all!—will be June 5, 2:00 to 4:00 p.m., in ST 107. Areas of focus at this next meeting will be discussions of the definition of the advising/coaching roles for the student success teams in the Schools based on the InsideTrack consultant recommendations, as well as the onboarding processes for students.
- The [InsideTrack Needs Assessment Report](#) for Norco College is available on the Completion Initiative Workgroup webpage. The Completion Initiative Workgroup, the California Guided Pathways Workgroup, and the Student Services Planning Council are in the process of reviewing the report.

- The College Futures Foundation would like to work with Norco College to develop a software solution to help identify every student on a pathway in order to optimize communication during a student's journey and help the student stay on the path.
- Pathways information has been prepared and printed for use with student advising and distribution to students. The materials provide recommended course pathways for associate's degrees for transfer (ADTs) and areas of emphasis degrees (AOEs) specific to each of the four Schools.
- Two educational advisors are being hired to support the Schools, and finalists' names will be going to the Board of Trustees for approval in June. Educational advisors will be available to support the Schools' onboarding this summer, as most first-time students are welcomed for fall during July and August. Each educational advisor will be aligned with two Schools and will focus on students most at risk. Currently the positions are being funded by "soft" money, Guided Pathways funding and one-time reserve funding; the College will be seeking permanent funding.
- At its May 21 meeting, the Academic Senate unanimously approved a formal change of the name of the School of Social and Behavioral Studies to Social and Behavioral Sciences.

Foster Youth Program

- To support foster youth at Norco College, a space for a Foster Youth Resource Center is being explored. Dr. Gustavo Ocegüera, dean of grants and student equity, is taking the lead on this project, which will be supported by funding for Cooperating Agencies Foster Youth Educational Support (CAFYES), also known as NextUp.
- The College is exploring a possibility for foster youth and veterans housing.

Student Success and Completion

- Dr. Jason Parks and Dr. Marshall Fulbright, deans of instruction, have launched an effort to reach out to students who dropped or failed a class in spring, offering the option to register for the same course in the summer. The deans are sending personalized emails to students with a list of summer class sections for which the students can register.

Summer Advantage

- About 1200 student applications for Summer Advantage have been submitted. Of those, 410 students have finished the onboarding process and have been sent an invitation for the program, which can serve up to 600 students.
- It's exciting news that the College plans to enroll all Summer Advantage students in a one-unit ILA-3 course titled Student Resiliency. As part of the College's commitment to area high schools, ILA-3 is being paid for as a College Promise course. Additionally, the structure of a course provides a way to institutionalize Summer Advantage.

Strategic Goal 2: Improve the Quality of Student Life

Athletics Plan

- The College is meeting with [SilverLakes](#), a sports park and events complex in Norco, to talk about a possible partnership to support both men's and women's soccer.

Bookstore

- Data for book orders held by Barnes and Noble has now been forwarded to Follett Bookstore Company, the new operator of the District student bookstores. Should faculty have questions about summer or fall book orders, email the bookstore manager at afudge@follett.com.

Strategic Goal 3: Increase Student Access

Enhanced Noncredit Courses

- Norco College will enter the world of developing enhanced noncredit courses in fall 2018. Enhanced noncredit pays the same apportionment as regular credit courses based on positive attendance. The areas that can be developed for enhanced noncredit are English as a Second Language (ESL), short term vocational, career development, and basic skills. In each of these areas, the courses must lead to a certificate. More information on enhanced noncredit courses is available in the [2017 Report: Preparing Students for Careers and College through Enhanced Noncredit Funding](#) from the California Community College Chancellor's Office. If you have questions about enhanced noncredit, contact Dr. Gail Zwart, professor of business and management, who is leading the development of enhanced noncredit courses and certificates at Norco College, and she will do her best to respond to your inquiry or research an answer: gail.zwart@norcocollege.edu.

Enrollment Management

- A team of faculty leaders and managers will be attending enrollment management training at Claremont Graduate University July 16-19. The goal is to better understand enrollment concepts and strategies and to develop an enrollment management plan for Norco College.
- The College is moving forward with EduNav, an electronic online student educational planning tool. This summer will be busy in building the pathways for students to be ready for winter 2019 registration. The focus is on new students first.

High School Partnership Program

- The [Career Ladders Project](#), which visited the Eleanor Roosevelt High School dual enrollment site on May 15, will issue a report during summer which looks at ways colleges are delivering dual enrollment as well as opportunities and challenges in the program.
- JFK Middle College High School students completed 8,351.5 college units this academic year, with 220 students completing 1-9 units, 122 students completing 10-19 units, 73 students completing 20-29 units, 58 students completing 30-59 units, and 27 students completing 60-84 units. This year alone, JFK students completed 362 comprehensive student educational plans (SEPs). Currently, 86.8% of JFK students have SEPs, with a goal of all having SEPs by the end of fall 2018.
- For fall 2018 dual enrollment, there are 750 Norco College applications and parent forms completed across six high schools within three local school districts.

Next Phase Program

- The PBS series [RoadTrip Nation](#) is interested in the possibility of filming some of the college's activity with inmate education. On May 29, President Reece met with representatives of the series.

Veterans Education/Promise Program

- Approximately a dozen people from the county, city, District, and College are meeting to discuss a \$10 million housing grant available through the California Department of Veterans Affairs (CalVet). The College is planning to apply for the grant to fund veterans housing.
- The College is exploring a possibility for veterans and foster youth housing.

Welcome Day

- Mark your calendar! Norco College's Welcome Day will be Saturday, August 25, 2018, from 9:00 a.m. to 1:00 p.m. All Schools, departments, programs, clubs, and groups are invited to attend. For more information, contact Mark Hartley, dean of Student Life, at mark.hartley@norcocollege.edu.

Strategic Goal 4: Create Effective Community Partnerships

CTE

- The Manufacturing Technology Program has been awarded a \$95,000 grant from the Dart Foundation to purchase a new [Y-Axis Computer Numerical Control lathe](#) for the Advanced

- Manufacturing Lab, which serves more than eight hundred students each academic year. The new equipment will provide students access to industry-standard equipment and ensure they are prepared to operate current technology and enter the workforce. Special thanks to Launa Wilson at the RCCD Foundation for collaborating and helping facilitate this grant and Dr. Kevin Fleming, dean of instruction for CTE, for making the initial connection.
- [ACE](#) (the Accelerated Certificate and Training Program) will hold its graduation ceremony on June 13, 4:30-6:00 p.m., in CSS-217. This ceremony honors ACE graduates who have recently completed the program as well as those completing in summer 2018.

Community Education and Workforce Development

- Norco College's Workforce Training Center is in the final stages of preparation and should be open for business in the Norco Business Park on Third Street in August 2018. The Workforce Training Center will initially host Community Education courses and certification exams. It will also support the regional Launch Apprenticeship Initiative, hosting local employers and professionals offering apprenticeships and apprenticeship services. An Open House will be scheduled for fall 2018.

National Photonics Research Center

- Dr. Bryan Reece, Norco College president, will be meeting with Dr. Wolde-Ab Isaac, District chancellor, and the Board of Trustees in special session to review and discuss the developing photonics initiative.

Strategic Goal 5: Strengthen Student Learning

Faculty News

- On May 10, Dr. Dominique Hitchcock and Araceli Covarrubias, Spanish professors, hosted the second annual Spanish Majors Celebration. This celebration supports students' past, current, and future success to foster academic purpose and pride. The event recognized five students who are graduating with an associate's degree for transfer (ADT) in Spanish and will be transferring to California State University Long Beach and California State Polytechnic Institute, Pomona, in fall 2018. Also participating were three Norco College Spanish major alumni, current Spanish ADT students, Norco College Spanish faculty, Dr. Ocegüera, and Arts, Humanities and World Languages Department Co-Chair Quinton Bemiller. Thanks to all involved, and congratulations to the graduates!
- On May 22, Cathy Brotherton, professor of Computer Information Systems who recently was awarded the title Adobe Certified Associate (ACA), administered the first ACA Photoshop exam to eleven students, nine of whom passed this difficult test: Dorean Amaya, Randy Cary, Anne Champagne, Gabriel Gutierrez, Jesus Hernandez, Daniel Peterson, Danielle Ramirez, Hakam Shalabi, and Jackie Waldie. As an education partner with Adobe now, Cathy is qualified to prepare students for ACA certification, which provides valuable skills for the job market. It's exciting to hear of Cathy's excellent work to support students' futures and to hear of these students' success!

SLO Assessment

- A new research and assessment manager is expected to be on the Board of Trustees' agenda for approval in about a month. This is a categorically funded position to support assessment efforts.

Strategic Goal 6: Demonstrate Effective Planning Processes

Accreditation Preparation

- Standards Committees' "drafty drafts" are due by the end of June. Accreditation leaders' comments on the gap analyses, notes from the May 2 ACCJC training, and other helpful documents can be found on the Accreditation 2020 SharePoint site.

Marketing Plan

- The Marketing Committee unanimously voted to develop a comprehensive marketing plan for the College to ensure consistency and a strong brand identity for future students, current students, and our community.

Organizing around Our Schools

- The College and District have approved Norco College’s institutional reorganization, whose purpose is to dramatically improve students’ access, success, and equity. Following approximately fifty shared governance and open meetings to discuss institutional reorganization, ten shared governance and advisory councils and committees voted in favor of the new structure, and on May 23 the District Chancellor approved the reorganization.

Group	Date	Vote	Count
Student Services Planning Council	4/25/18	Yes	11 yes/4 no/1 abstain
Academic Senate	5/7/18	Yes	Unanimous
Business & Finance Planning Council	5/8/18	Yes	10 yes/1 no/1 abstain
Management Team	5/9/18	Yes	Unanimous
Academic Planning Council	5/11/18	Yes	Unanimous
President’s Advisory Board	5/14/18	Yes	Unanimous
Associated Students of NC	5/15/18	Yes	Unanimous
Classified Senate	5/16/18	Yes	Unanimous
Institutional Strategic Planning Council	5/16/18	Yes	Unanimous
College-wide Vote	5/17-21/18	Yes	86 yes/11 no
Chancellor	5/23	Yes	1

More details on the May 17-21 collegewide vote can be found in the May 23 “nor-all” email from Ruth Leal, Classified Senate president, and Dr. Peggy Campo, Academic Senate president, titled “Norco College Reorganization Vote Results.”

- The Norco College institutional reorganization will be brought as an information item to the District Strategic Planning Council, the chancellor’s cabinet, and the Board of Trustees.
- As explained in a May 23 “nor-all” email from President Reece, the management team will now begin working on implementation, following the guidelines developed by Dr. Monica Green, vice president of Student Services, in coordination with Human Resources, CTA, and CSEA. See Dr. Reece’s “nor-all” email titled “Reorganization” for more information.
- A request has been submitted for the Disability Resource Center director position, one of the positions to be filled following approval of the reorganization.
- College administration met on May 31 to pencil out plans for physical space changes needed to implement the reorganization. Over summer, necessary changes will be made, with minimal impact outside of administration.

Safety

- During the Norco College evacuation drill on May 17, all buildings were evacuated within twelve minutes. RAVE Alert sent out thousands of text, email, and voice messages. As explained in the May 23 “nor-all” email from President Reece, lessons from the drill include the need for additional building and floor captains and the need for further training. Among suggestions are holding more simulated and full-scale drills as well as asking faculty to add “emergency procedures” to their syllabi and to remind the students to download the RAVE Guardian app. For more drill evaluation information, see Dr. Reece’s May 23 email titled “Post Evacuation Drill – Evaluation and Debrief.”
- For information on college safety, including upcoming trainings and events, see the new Norco College Safety and Emergency Planning webpage: <https://norcollegesafety806901641.wordpress.com/>.
- An annual safety planning schedule will be available at the beginning of the fall semester.

Scheduled Maintenance Planning

- The library roof replacement is scheduled for mid-June.
- The heating, ventilation, and air conditioning (HVAC) system in the CACT building is scheduled for replacement in August.
- The interior lighting retrofit for the IT building is scheduled for August.

Signage

- Groundbreaking for the Norco College marquee sign on the corner of Hamner Avenue and Third Street is expected soon.
- Conceptual planning for wayfinding signage on campus will begin in June, and the full conceptual plan will be presented to college governance councils and committees in fall. The first phase, which is signage necessary to direct students and visitors to the parking lot and building they need, is expected to be in place by fall semester.

Strategic Planning

- A small group of representatives from administration, classified staff, faculty, and the student body met on Friday, May 25, to compose drafts of a revised mission statement based on Institutional Planning Council (ISPC) and Committee of the Whole (COTW) input. The group's drafts will be discussed at the next ISPC meeting on June 6.
- Work on the revised Educational Master Plan and Strategic Plan, and the Facilities Master Plan "refresh," will start during summer, led by Deborah Shepley of Gensler company, a consultant with whom the College has worked before.

Strategic Goal 7: Strengthen our Commitment to our Employees

Educational Resources

- [Educational Advisory Board](#) (EAB) resources are available to faculty, staff, and managers associated with Norco College who are seeking outside research on educational matters, specifically best practices on a variety of topics. EAB can be contacted with educationally related questions, and the organization will get back within ten days. In addition, the company provides Webinars for free, and anyone with a Norco College email address can sign up for the [EAB Daily Briefing](#) to receive summaries of educationally related news.

Hiring, Equity, and Personnel

- Classified School Employee Week, May 20-26, provided an opportunity for all of us to show how much we appreciate classified staff and to recognize how important their work is to the success of students. Norco College is fortunate to have such a tight group of hard-working staff!
- The 2018 Service Awards Ceremony took place May 31 to honor twenty faculty, staff, and managers for their years of service, ranging from five years to thirty years. Congratulations, all!
- Trends in hiring of academic personnel show that the College is moving in the right direction toward greater equity. Increases are shown in most ethnic minority demographics for both full-time and part-time academic personnel over the past three years. For example, African American full-time faculty increased from 4.35% in 2015 to 5.88% in fall 2017; the regional percentage of African American residents of 6.5%. The College continues to focus efforts on equity in hiring and employment. Institutional Research is developing a dashboard to help the College regularly track progress in further diversifying faculty and staff.

Professional Development

- Mark your calendar for fall FLEX: August 22-24! The Professional Development Committee is in the process of planning fall 2018 FLEX days. Current proposals for FLEX days are Active Shooter/Emergency Preparedness on August 22, Teaching and Learning Committee

Symposium on August 23, and State of the College (during which the president and vice presidents will address attendees, and initiative updates will be presented) on August 24.