

NORCO COLLEGE *REGULAR UPDATE*

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[Regular Update Webpage](#)

September 6, 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!

Upcoming Deadlines, Due Dates, and Key Events

September 9	Census date (most classes). Census rosters due five calendar days after census date
September 10	Emergency evacuation drill, 9:45 a.m.

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

2024 Objective 10.2: Develop systems and provide resources to preserve and foster a positive workplace culture for all constituent groups including full-time faculty, part-time faculty, classified staff, student workers, and managers

- For the first two weeks of the semester, the deans of instruction—Dr. Jason Parks and Dr. Marshall Fulbright—adjusted their work hours so that one of them was available to support all students and faculty into the evening and on Saturday. For the first week of the semester, a dean of instruction was available until 10 p.m. Monday, August 26 through Thursday, August 29; until 7 p.m. Friday, August 30; and 7 a.m. to 12:30 p.m. on Saturday, August 31. For the second week, a dean of instruction was available until 7 p.m. Tuesday through Friday, September 3-6; as well as 7:30 a.m. to 12 noon on Saturday, September 7.
- Norco College has a new space on campus for associate faculty to work and to meet with students: ST-108. This space, open from 7:00 a.m. to 10:00 p.m. (no key required), temporarily serves as an associate faculty space; the location will be moved to the Learning Resource Center, downstairs in the library, once furniture is acquired and other moves occur, which is expected to be in November/December. As stated in an email from College administration to associate faculty on September 4, 2019, "Please know that Norco College values your contributions to the students on this campus, and also know that we are actively making efforts to ensure you have what is needed to support you in supporting students!"

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

- On Wednesday, September 4, the College held the first **Coffee and Conversation** with Dr. Monica Green, interim college president, and college vice presidents. This is a non-agendized drop-in event held in CSS 217 the first and third Wednesday of each month from 8 to 9 a.m. Everyone is welcome to stop by for casual conversation or just coffee! The next Coffee and Conversation will take place Wednesday, September 18. *See you there!*
- Welcome to new and transfer full-time faculty! **Correction**—*with apologies for leaving two names off the list in the August 23 Regular Update*. Here is the complete list of new full-time faculty for 2019-2020. Welcome, all!
 - Zina Chicon, counseling (returning home)
 - Parissa Clark, political science
 - Monica Huizar, counseling
 - Adam Martin, business administration
 - Adriana Moreno, counseling
 - Brittnee Quintanar, counseling (started spring 2019)
 - Jesus Reyes, biology/anatomy and physiology
 - Estrella (Star) Romero, communication studies (transfer from RCC)
 - Jesus Vela, electricity
 - Cameron Young, English

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 11.4: Finish Veterans Resource Center phase 1 by spring 2020

- The Veterans Resource Center project is currently going through the final California Environmental Quality Act (CEQA) surveys and approvals. If all stays on the current track, the College is anticipating bidding the construction project early in 2020.

2024 Objective 11.13: Develop and start implementing sustainable campus

- Dr. Michael Collins, vice president of Business Services, met with Southern California Edison to evaluate college electricity usage, current rate structure, and identify opportunities to reduce utility expenses at the College.

2024 Objective 11.14: Design spaces that intentionally build community

- A dedicated space for Puente and Umoja students to meet and engage with each other and with counselors and coordinators has been established in SSV 212.

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

2024 Objective 12.3: Develop comprehensive communications systems/tools

- **Mark your calendar!** Norco College will conduct an emergency evacuation drill on Tuesday, September 10 at 9:45 a.m. For detailed information, see the August 28 nor-all email from Justin Czerniak, safety and emergency planning coordinator, with the subject line “Fall Semester Emergency Planning Drill on September 10th, 2019.” Reminder emails will be sent to nor-all prior to the drill to ensure the campus community’s awareness of the important drill.

2024 Objective 12.4: Improve employee operational systems

- Concur electronic travel system training for the pilot rollout was included as part of Fall Flex events. The training was well attended and will help to move the Concur pilot forward into Academic Affairs as the College uses the feedback for continuous improvement.

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 Norco College 2018-2019 year-end Budget Performance Report will be presented to BFPC on September 10, along with an update on the Budget Allocation Model (BAM) revision as the District moves toward implementation in 2020-2021.

2024 Objective 13.4: Support General Obligation bond campaign and implementation

- Dr. Monica Green, interim president of Norco College, has been meeting with community leaders about the upcoming general obligation bond (GO bond) campaign, to share information, solicit feedback, and ask for support. Among those she has met with are the mayors of Norco and Eastvale; city council members for Norco, Corona, Eastvale, and Jurupa Valley; members of the Corona-Norco Unified School District Board of Education as well as the CNUSD superintendent. Dr. Samuel Lee, vice president of Academic Affairs, has also met with a member and clerk of local boards of education. Click here for access to publications and other information on the GO bond campaign: <https://www.rccd.edu/potentialMeasure/Pages/More-Information.aspx>.

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

- For fall 2019 enrollment, the College is currently holding steady at 3383.42 FTES, which is 104.1% of our 3250 FTES target. We will still need to extract nonresidents from this number (estimated at 32.83 FTES). Last year at the same time of registration, the College was at 3232.71 FTES enrolled, 100.4% of our target.

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

- As the lead in the Strong Workforce Regional Consortium, the Norco College team—Mark DeAsis, dean of Admissions and Records; Janelle Brekke, academic evaluator; Nick Franco, associate professor in counseling; Eric Betancourt, veterans services specialist; and Pedro Campos and Alex Campos from ITPI company—held an onboarding meeting with RCC and MVC to discuss the military course approval process within the military articulation platform (MAP). Approximately 23 counselors, articulation officers, deans, directors, and staff attended the August 21 meeting. Everyone in attendance agreed that MAP would expedite the articulation process and were impressed with the system.
- Congratulations to Dr. Maureen Sinclair, project director for CCPT grant and Dual Enrollment, and Mark DeAsis, dean of Admissions and Records, whose efforts have resulted in \$100,000 in additional funding for the JFK Middle College High School Program!
- The [College's homepage course feature](#) now includes an option for students to search for courses with zero-cost textbooks. Thanks to Michael Bobo, assistant professor of humanities, who got the idea started, and to Damon Nance, dean of library and learning resources, in partnership with Strategic Development!

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

- A freelance reporter working on a special report for *Inside Higher Ed* about strategies for improving student outcomes recently contacted Norco College. The reporter said that, in speaking with Davis Jenkins, author of *Redesigning America's Community Colleges: A Clearer Path to Student Success*, he was told (in the reporter's words), "Norco is furthest along in [Guided Pathways] implementation in CA."

2024 Objective 2.5: Increase percent of students who receive financial aid from 73% to 81%

- Norco College has received \$453,124 in College Promise funding this year, and the ability to provide two years of college at no cost to eligible students.

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

- RCCD's Diversity, Equity and Compliance office in partnership with RCC Student Health and Psychological Services is hosting the show [Intrusion](#) on Wednesday, September 11, at 3 p.m. at RCC's Digital Library Auditorium. The story's goal is to help the audience learn about sexual violence statistics, Title IX history, self-defense moves, and the complexity of sexual violence. Norco College faculty, staff, and students are invited! For more information, see the nor-all September 5 email from Susan Boling, human resources liaison, with the subject line "Intrusion Show - NEXT WEDNESDAY 9/1."

2024 Objective 3.4: Reduce the equity gap for Men of Color by 40%. Improve the 4-year completion rate from 9.7% to 22.3%. Improve the 4-year transfer rate from 7.0% to 21.9%



- The Men of Color Mentoring Program hosted a summer camping retreat in August with 10 students in Kings Canyon National Park—a true retreat with tents and no cell phone service. The students benefitted from a challenging, new experience. There was time for reflection, hiking, and deep conversation around campfires. After a week of reflective dialogue, overcoming team-focused challenges, and supporting each other as fellow college students and men of color, everyone returned inspired, motivated, and prepared for a successful semester.

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%

- Dr. Gustavo Ocegüera, dean of student equity, secured \$397,500 in continuation funding from the state Chancellor's Office to provide services to our foster youth students.

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

- Norco College's Administrative Support Team, also known as the A-Team, held its summer retreat on July 31 at the Fairfield Hotel. The day focused on professional development specific to administrative assistants and grants administrative specialists and included an assertive communication workshop by speaker and author Emile Aries as well as staff-led workshops on improving administrative assistant skills, promoting one's personal skill set, interviewing techniques, and a panel discussion on leveraging transferable skills to promote outside-of-support roles. Around 25 A-Team members and presenters participated.
- Over 45 classified staff professionals attended Summer Staff Development Day on August 1, which featured workshops on Adobe Creative Cloud, stress management, social media, communication in the workplace, and being a Great College to Work For. Among participants, a show of hands indicated that 24 have been students at RCCD colleges, 34 have achieved higher education degrees, 11 have completed master's degrees, and four are currently working toward master's degrees. Six classified professionals are teaching. Impressive!
- An average of 100 people attended each day of Fall Faculty Flex, August 21-23. One highlight was the "Email Fatigue" session, the session with the most hotly discussed topic. Those who were not able to attend the session might be interested to know that solutions to the problem are being discussed. The best attended breakout session was led by Dr. Jessica Cobb, director for prison education, with others involved in the program. They discussed working with students at the correctional facility and students in general who have experienced past traumas. During Fall Flex Days, general sessions and many breakouts took place in the newly remodeled LRC.

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

- [Welcome Day 2019](#) on Saturday, August 24, was attended by 650 people, including students and their families. Thirty-five booths represented departments, the four Schools, college programs, and clubs and organizations. An hour-long demonstration by eSports in CSS 217 wowed the crowd! Thanks to all who helped make the event meaningful for students and the community!
- To assist with summer and fall 2019 enrollment, Norco College participated in the Inland Empire's Desert Regional Consortium's (IEDRC's) conversion campaign. The conversion campaign sent weekly emails encouraging students who have applied to the College but haven't yet enrolled to sign up for summer and/or fall courses. The emails were designed to be engaging, and they utilized photos of Norco College students. Social media advertising (Facebook, Instagram, and YouTube) was also utilized to serve ads to students, encouraging them to enroll. In addition, a pixel code was placed on the website so that students who visited the site were retargeted with digital ads for the length of the campaign. The marketing campaign performed extremely well, exceeding industry standards! The emails had an average of a 47.56% open rate. (Higher education industry open standard is 15.89 percent). The social media campaign delivered 110,683 impressions (views) and 633 clicks to the college website. The [YouTube 30 second video](#) was viewed 20,233 times!

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

- Dr. Sarah Burnett, professor of early childhood education (ECE), has been awarded \$5,000 from Cal State San Bernardino to start an apprenticeship program for ECE students and to design noncredit ECE classes.

2024 Objective 6.2: Establish the Center for Workforce Innovation

- The Center for Workforce Innovation is partnering with the City of Norco and the Norco Chamber of Commerce to host upscale trainings and workshops for small business leaders.

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

2024 Objective 7.1: Help raise college-going rate in region to levels comparable to San Diego, Los Angeles, and Orange county and expand high school partnerships

- An upcoming meeting with the College and Norco High School will focus on strengthening educational pathways for both Dual Enrollment and post-graduation students looking to attend Norco College.

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

- Norco College's Prison Education Community instructors and director—Dr. Jessica Cobb, director; Jessica Dobson, assistant professor of English; Janet Hill, assistant professor of sociology; and Dr. Lisa Nelson, associate professor of English—will be attending the final convening of the Community of Practice for Trauma-Informed Pedagogy for prison education through New York University's Institute for Poverty, Policy, and Research in Tehachapi, September 24-26.

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

- On Thursday, September 5, 12 faculty attended the first fall semester Distance Education (DE) Brown Bag Discussion. Members of the DE Committee were on hand to share best practices, raise questions, and pose recommendations for hybrid, online, and web-enhanced classes. The next DE Brown Bag Discussion is scheduled for Thursday, October 3, during College Hour in Library 121—all faculty are invited! Remember, too, that Sean Ulbert, instructional designer, and DE Committee co-chair Michael Bobo are available to help with faculty questions related to Canvas. You contact them at Sean.Ulbert@rccd.edu and Michael.Bobo@norcollege.edu.
- A USDA project, From Six Legs to Unlimited Possibilities, on which Dr. Teresa Friedrich Finnern, associate professor of biology, collaborated with UCR, has received funding. A total of \$57,426 will come to Norco College to pay for a Career Day, transportation for laboratory activities, and a variety of materials and supplies that will allow students to conduct in-class research projects.

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

- **Wow!** Sixteen Norco College STEM students along with Dr. Jason Parks, dean of instruction, and Patricia Gill, STEM services developer, visited the Jet Propulsion Laboratory (JPL) on August 21. Ryan Melendez, a former STEM Scholar (far right in the photo) who works at JPL, set up and hosted the tour. While there, STEM



students talked with engineers and one of the directors, learned about many opportunities for student engagement with JPL, and saw some really cool stuff, such as the Charles Elachi Mission Control Center and the new Mars Rover being built.



- **Applause!** Norco College Engineering Pathway students printed a 3D campus map for the visually impaired, complete with brail descriptions on the back. Great work! Thank you to Andrew Rivero, Demiana Dannoun, Anfal Jneidi, and Paul Guyett for their ingenuity and entrepreneurial spirit!



2024 Objective 8.4: Develop and implement plan for expanded athletics offerings

- **Mustang Athletics News!** Men's soccer is off to a great start, at 2-0 so far! New [Head Coach Drew Rea](#) leads the team this year, which includes seven

international players. The women's soccer team, with [Head Coach Bryan Kuderman](#), kicks off the season on September 6 with an away game. Cross country began competing on August 31 with [Coach Jim McMahon](#) assisting [Coach Lynsey Jalayer](#) (women's team) and [Coach Mike Tongg](#) (men's team). Women's cross country begins its second year at Norco College, but the August 31 cross country event marks the first ever Norco College men's cross country participation. Click here for the [men's soccer team schedule](#), for the [women's soccer schedule](#), and for the [men's cross country schedule](#) and [women's cross country schedule](#). Norco athletics teams are part of the newly formed [Inland Empire Athletic Conference](#). For more information, see the August 29 nor-all email from Dr. Mark Hartley, dean of Student Life, with "Mustang Athletics" in the subject line, or check out the [Norco College Athletics website](#). *Go, Mustangs!*

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

- Since 2017 the LRC has been working to align with Title 5 educational regulations in order to collect state apportionment for tutoring and learning assistance. With grant funds set to sunset in September 2020, the LRC needs to claim noncredit FTE apportionment for long-term funding to support learning support services. Title 5 is very clear and affirms that colleges may only claim apportionment for supervised tutoring when the specific conditions have been met. To that end, the College has worked to align with requirements: a designated learning center (LRC) supervised by a person with stipulated qualifications (LRC director), instruction for tutors including supervised practice (ILA 1: Tutor Training taught by Albert Jimenez, LRC director), students receiving tutoring enrolled in a noncredit course (ILA 800: Supervised Tutoring) after referral by a counselor or instructor on the basis of identified learning need. Want more information? Contact Albert Jimenez, director of the LRC, at Albert.Jimenez@norcocollege.edu, or stop by the LRC in the lower level of the Airey Library.

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

- Dr. Wolde-Ab Isaac, RCCD chancellor, spoke about the [District Strategic Plan \(draft of August 20\)](#) at Fall Flex on August 21 and at the Chancellor's Forum on campus August 29.
- As explained in an August 24 nor-all email from Dr. Monica Green, interim college president, the College's Educational Master Plan (EMP), which was approved through Norco's governance process in spring, will be slightly modified to reflect the Facilities Master Plan exemptions (as reported in item 11.2 in [the June 27, 2019, Regular Update](#)) along with consideration of the recommendations received during the May 17, 2019, District Strategic Planning Council. All modifications will be summarized and reviewed in early fall. The goal is to take the EMP to the Board in the next couple of months. Look for more details to come once college strategic planning meetings are underway this fall.
- Dr. Green's email also explains that, with a new EMP, the College will move forward this fall in developing the Strategic Plan that provides the map and process to achieve our strategic directions: student transformation, regional transformation, and college transformation.