We Are Reorganizing Our College In Order To:

- •Dramatically improve student access, success, and equity—increasing the college participation rate in our region--flipping our 4-year completion ratio from 15%/85% to 85%/15%--and eliminating all equity gaps.
- •Make Guided Pathways who we are by building in and around our schools (and their programs of study)—integrating services within those schools so that students find in them their home and pathway family.
- •Grow into a comprehensive college serving 20,000 annual students (now 13,957) with a fully developed, beautiful, well-maintained, and inspiring campus and physical plant;
- •Establish and grow civic and business relationships as well as multiple non-state-dependent revenue streams, including a private-university-level endowment—all to secure stable and growing support and resources devoted to the ongoing creation of transformational opportunities for our students, community, region, state, and nation;

Some Principals Guiding Our Reorganization

- •This Draft Organizational Chart represents only the changes that will be immediately implemented upon adoption of the reorganization plan.
- •A Program Review version of the organization chart will preserve and maintain all future position vacancies and program additions. This Program Review version will be used in the annual prioritization process to aid the deliberations concerning new position priorities.
- •Wherever possible, existing staff and management positions will be adapted to the needs of the reorganization rather than hire new positions.
- •Schools will be supported by a dean, and deans will be supported by an administrative assistant.
- •Vacancies that are funded and slated for hire have been labeled "Recruitment in Process".
- •Positions that change (reclassification) and have a fiscal impact are labeled in red "Reclass".
- •Any red font indicates a fiscal impact. NOTE: If grant or categorical funds are used, there will be no general fund impact.
- •No staff member will be reclassified lower or be laid off as a result of this reorganization.
- •No staff member will be moved to another supervisor without prior appropriate notification (per contract).
- •No staff member will be reclassified up without additional appropriate compensation.

Position Needed Immediately Upon Adoption Academic Affairs

- •New Hire: FT Instructional Development Specialist. Funding source for this position has not yet been determined.
- •New Hire: FT Administrative Assistant III (for Dean of Instruction SBSS and SA&H). Funding source for this position has not yet been determined.

Student Services

- Increase: 50% A&R Operations Assistant to 100% (for Admissions and Records). Funding source for this position has not yet been determined.
- Increase: 50% Administrative Assistant III to 100% (for Dean of Student Life). Funding source for this position has not yet been determined.
- Reclassify: Dean of A&R to Dean of Enrollment Services, which reflects the addition of Financial Aid as a direct report to Dean of A&R.
- New Position: DRC Director. This position will be paid for using international student fees, which the college began receiving this year (\$173K annually). The amount the college receives depends on the average number of international students enrolled at the college annually.

Strategic Development

- New Position: Interim Vice President of Strategic Development. Most of the Dean of Instruction CTE funding will be redirected to pay for DOI Fulbright's position, and grant indirect funds will be used to pay for the new position. These funds are only ongoing if current and new grants/revenue streams are maintained and added. This position will be required to pay for itself.
- JD Change: Associate Dean, CTE / NSF Project Director to Associate Dean of Grants Administration (categorically funded—no general fund impact).
- New Hire: FT Administrative Assistant IV (for Interim Vice President of Strategic Development). Funding source for this position has not yet been determined.

Business Services

 Reclassify: Director of Technology Services reclassified to Administrative Services Director, which will manage Financial Services and Technology.

Norco College *Bryan Reece, President*

Student Services Monica Green, Vice President	Academic Affairs Samuel Lee, Interim Vice President	Business Services James Reeves, Interim Vice President	Strategic Development Vacant, Interim Vice President Kevin Fleming, Dean of Instruction (Differential)
Student Life Mark Hartley, Dean	Library & Learning Resources Damon Nance, Dean	Facilities, Grounds & Maintenance Javier Sierra, Interim Director of Facilities	Community Partnerships & Workforce Development Debra Mustain, Dean
Enrollment Services DeAsis, Mark, Dean (Reclass)	School of Social and Behavioral Studies Marshall Fulbright, Dean of Instruction	College Police Richard Henry, Sergeant/Supervisor,	Grants Administration & Development Colleen Molko, Associate Dean (JD Change
Student Services Tenisha James, Interim Dean	School of Arts & Humanities Marshall Fulbright, Dean of Instruction	Food Services Odili Barrios, Asst. Manager, Food Services	Marketing & Outreach Debra Mustain, Dean
Special Funded Programs Daniela McCarson, Dean	School of STEM Jason Parks, Dean of Instruction	Administrative Services Recruitment in Process, Director (Replacement/Reclass)	Strategic Initiatives & Partnerships
Grants & Student Equity Gustavo Oceguera, Dean	School of Business & Management Jason Parks, Dean of Instruction	RCCD Human Resources Susan Boling, Human Resources Liaison	RCCD Collaboration Legislative Affairs Grants Office Foundation
	Institutional Effectiveness Greg Aycock, Dean	Bookstore	Strategic Communications & Institutions Advancement

Academic Affairs

Samuel Lee, Interim Vice President Ana Molina, Admin Assistant IV

Nicole Brown, Instructional Programs Support Coordinator; Leonard Riley, Instructional Tech Specialist Including: Catalog, Curriculum, Schedule, Accreditation (ALO)

Library & Learning Resources

Damon Nance, Dean Sabrina Sepulveda, Admin Assistant III Including: Distance Education, Online Educational Resources, Professional Development Center

Library

Miguel Castro, Library Tech Assistant II Christopher Poole, Library Tech Assistant II

> Faculty: Celia Brockenbrough LIB Vivian Harris LIB

Learning Resource Center

Alberto Jimenez, Director
Including: Basic Skills Student Outcomes
Transformation (BSSOT)

Arezoo Marashi, Supplemental Instruction Coordinator

Daren Koch, Tutorial Services Technician Cristina Rubio, Learning Center Assistant Rosario Jimenez, Learning Center Assistant Sydney Minter, Learning Center Assistant Marianne Stefanous, Tutorial Services Clerk

School of Social & Behavioral Studies

Marshall Fulbright, Dean of Instruction Vacant, Admin Assistant III (50%) Including: Program Review Committee, Professional Development Committee Counselors: Maria Jurado, Lisa Martin

Department of Social & Behavioral Sciences

Early Childhood Education, Economics, History, Sociology

Peter Boelman, Chair (CTA NC Vice
President)
Vendi Alcazar, Instructional Dept Specialis

Wendi Alcazar, Instructional Dept Specialist

Faculty: Maria Adams EAR Sarah Burnett EAR Peter Boelman ECO Stephany Kyriakos HIS Timothy Russell HIS (PDC Co-Chair) Janet HII SOC Khalil Andarheh SOC

Administration of Justice, Anthropology, Political Science, Psychology

Alexis Gray, Chair (Program Review Co-Chair)

Wendi Alcazar, Instructional Dept Specialist

Sigrid Williams ADJ Alexis Gray ANT Courtney Buchanan ANT Sandra Popiden POL Kara Zamiska PSY (PDC Co-Chair) Laura Adams PSY (Assessment Chair)

Guidance* (Instructional)

*See Student Services, Counseling, for duplicate list. Counselors report to Dean of Student Services and are also part of the SBS Dept and School

John Moore, Chair Cynthia Acosta, Counseling Clerk III (Differential as Instructional Dept Specialist)

Erin Spurbeck GUI Kimberly Bell GUI DSPS Counselor/LD Specialist Amy Kramer GUI

> David Payan GUI Jethro Midgett GUI John Moore GUI Ladylyn Dominguez GUI Lisa Martin GUI Maria Jurado GUI

Marissa Iliscupidez GUI

Nicholas Franco GUI

School of Arts & Humanities

Marshall Fulbright, Dean of Instruction Vacant, Admin Assistant III (50%) Including: Next Phase Initiative (Academic), Honors Counselors: John Moore, Jethro Midaett

Department of Arts, Humanities &

World Languages

Art, French, Humanities, Japanese,

Philosophy, Photography, Spanish

Quinton Bemiller, Chair (Art Gallery Director

& TLC Chair)

Yolanda Stanley, Instr Dept Specialist

Faculty: Meaan Lindeman ART

Quinton Bemiller ART

Michael Bobo HUM

Jose Sentmanat PHI

Araceli Covarrubias SPA

Dominique Hitchcock SPA

Dance, Music, Music Industry Studies,

Theater

Kim Kamerin, Chair

Yolanda Stanley, Instr Dept Specialist

Faculty: Kim Kamerin MUS

Brady Kerr MIS (Lead Title V Music

Industries)

Walter (Buck) Stevens THE

Communication Studies, ESL, Library,

Reading

Ana-Marie Olaerts, Asst Chair

Yolanda Stanley, Instr Dept Specialist

Faculty: Ana Marie Olaerts COM (Honors

Coordinator)

Janice Muto COM

Mark Lewis COM

Margarita Shirinian ESL

Celia Brockenbrough LIB

Vivian Harris LIB

Mitzi Sloniger REA

English

Melissa Bader, Chair (Co-Chair APC, Co-

Chair ISPC, Chair of Chairs, Co-Chair

Completion Initiative Workgroup)

Yolanda Stanley, Instr Dept Specialist

Faculty: Ammanda Moore ENG

Andres Elizalde, ENG

Carol Miter ENG

Daniel Reade, ENG

David Mills FNG

Jessica Dobson, ENG

Kristine Anderson FNG

Lisa Nelson, ENG

Melissa Bader ENG

Natalie Morford ENG

Nicole Capps, ENG

Tami Comstock ENG

Writing Lab

Nicole Capps, Writing Lab Coordinator

Next Phase (Academic)

Recruitment in Progress, Director Inmate Education

School of STEM

Jason Parks, Dean of Instruction Elaina McDonald, Admin Assistant III (50%) Vacant, Instructional Dept Specialist Including: STEM Grant Acad Prog & Center, Perkins (Academic) Counselors: Erin Spurbeck, Ladylyn

Department of Mathematics

Dominguez

Mathematics

Robert Prior MAT, Co-Chair & Jeffrey Mulari MAT, Co-Chair Susan Lafferty, Instructional Dept Specialist

> Faculty: Andy Robles MAT Brian Johnson MAT Elisa Chung MAT Janet Frewing MAT Jeffrey Mulari MAT Joseph DeGuzman MAT Michael Curtis MAT Robert Pror MAT Stephen Park MAT

Department of Science & Kinesiology

Anatomy & Physiology, Biology, Chemistry, Geography, Health Science, Kinesiology, Microbiology, Physical Science. Physics

Phu Tran, Chair

Susan Lafferty, Instructional Dept Specialist Faculty: Charles Sternburg AMY

Peggy Campo AMY (Academic Senate President) Barbara Moore BIO Monica Gutierrez BIO (CTA FT

Representative)

Teresa Friedrich Finnern BIO Jody Tyler CHE Stanley Tyler CHE Virgil Lee CHE Starlene Justice GEG

Starlene Justice GEG
Timothy Wallstrom HES
Beverly Wimer KIN
Suzanne Witmer KIN
Phu Tran PHY

Gary Tsubota, Lab Tech II Jeffrey Julius, Lab Tech II Raquel Bryant, Lab Tech II Polly Johnson, Lab Tech II

STEM Title III Grant

Jason Parks, Director, Title III STEM Grant Patricia Gill, STEM Services Developer Kasey Boyer, Outreach Specialist Recruitment in Process, Student Success Coach, STEM Recruitment in Process, Grants Admin Specialist

School of Business & Management

Jason Parks, Dean of Instruction Elaina McDonald, Admin Asst III (50%) Christina Fierro-Nishkian, Admin Asst I (PT) Including: Enrollment Management, Strong Workforce Regional Consortium Counselors: Marissa Iliscupidez, David Payan

Department of Business, Engineering, & Information Technology

Accounting, Business Administration, Business Marketing, Management, Real Estate Management, Work Experience Patty Worsham BUS, Chair Wendi Alcazar, Instructional Department

Specialist
Faculty: Patricia Worsham BUS
Gail Zwart BUS
Rex Beck BUS
Thomas Wagner BUS (DE Committee Chair)

Department of Business, Engineering, & Information Technology

(School of STEM)

Architecture, Construction Technology, Electronics & Electrician, Engineering, Manufacturing Technology, Supply Chain Technology

Wendi Alcazar, Instructional Dept Specialist Recruitment in Process, CTE Lab Tech II

Computer Applications, Computer Information Systems, Computer Science, Game Development

Gail Zwart BUS, Chair Susan Lafferty, Instructional Department Specialist

Faculty: Catherine Brotherton CIS
John Coverdale CIS
Judy Perry CIS
James Thomas CON
Glen Graham ELE
Jerry Sommerville ENE
Paul Van Hulle MAN
James Finley GAM

Computer Information Systems Lab Gail Zwart, Coordinator

Institutional Effectiveness, Research & Planning

Greg Aycock, Dean
Debra Karrer, Admin Asst II
(Subbing as Admin III)
Including: Assessment Committee, Strategic
Planning, Basic Skills Initiative

Institutional Effectiveness & Research

Cynthia Gundersen, Institutional Research Specialist Brandon Owashi, Institutional Research Specialist Caitlin Welch, Institutional Research Specialist

Student Services

Monica Green, Vice President
Tanya Wilson, Admin Assistant IV
Including: Completion Initiative & Guided Pathways

Student Life

Mark Hartley, Dean
Angel Lizardi, Admin. Assistant III (PT to FT)
Including: ASNC, Athletic Director, Student
Conduct, Student Employment/Ambassadors,
CARF Network

Student Activities

Edwin Romero, Coordinator of Student Activities

Associated Students Norco College

Competitive Athletics

Kaytlyn Contreras, Head Athletic Trainer (Short Term Position)

Career Center

David Schlanger, Career Center Director

Student Employment

Carmen Parra, Student Employment Personnel Specialist

Health Services

Lisa McAllister Director, Health Services Monique Rodriguez, Medical Office Receptionist (PT) Recruitment in Process, College Nurse (PT)

Enrollment Services

DeAsis, Mark, Dean (Reclass)
Cecilia Ramirez, Admin Assistant III
Including: Enrollment Management A&R,
Concurrent Enrollment

A&R Operations

Alex Zuniga, Application Support Tech Lauren Agamaite, A&R Operations Assistant Rochelle Cook, A&R Operations Assistant (PT

Shadon Sanders, A&R Operations Assistant Cassandra Spinks-Gilbert, Student Services Specialist (PT)

Shazna Uduman, Student Services Specialist Vanessa Acosta, Student Services Specialist

Evaluations

Janelle Brekke, Academic Evaluations Specialist Jeanne Darnell-Wallace, Academic Evaluations Specialist Pamela Kollar, Academic Evaluations Specialist

Student Financial Services

Maria Gonzalez, Director Sheri Cologgi, Admin Assistant II Lorena Valencia, Student Financial Services Officer

Leticia Martinez, Student Financial Services Analyst Anthony Becerra, Student Financial Services Analyst

Angela Grimsby, Customer Service Clerk (PT)
Peter Cruz, Customer Service Clerk (PT)

High School Programs & CREST

Including: Dual Enrollment Initiative, JFK
Middle College HS, CREST Grant
Maureen Sinclair, Director
Roxana Perez, Grants Administrative Specialist
Crystal Slininger, Outreach & Recruitment
Services Specialist
Daniel Landin: Educational Advisor

College Reception

Angela Aguilar, College Receptionist-Eve Recruitment in Process, College Receptionist-Day

Veteran's Resource Center

Lorenzo Harmon III, Director Zachary Emorey, Outreach and Recruitment Services Specialist Eric Betancourt, Veterans Services Specialist

Student Services

Tenisha James, Interim Dean Monica Esparza, Admin Assistant III Including: Counseling/Counseling IOI (FT/PT), Student Success and Support Program

Counseling

School of Arts & Humanities

John Moore, Counselor (Chair GUI)

Jethro Midgett, Counselor (Career Center)

School of Social & Behavioral Studies Maria Jurado, Counselor (Puente) Lisa Martin, Counselor (CCAP)

School of Business & Management
Marissa Iliscupidez, Counselor (Honors)
David Payan, Counselor

School of STEM

Erin Spurbeck, Counselor (JFK) Ladylyn Dominguez, Counselor (BSI)

Nicholas Franco, Counselor (Articulation) Amy Kramer, Counselor (EOPS/CARE)

Cynthia Acosta, Counseling Clerk III (Instructional Development Specialist-Differential)

Patti Brusca, SSSP Assistant Monica Huizar, Educational Advisor Daniel Grajeda, Counseling Clerk II Gilberto Deleon, Counseling Clerk II Cassandra Flores, Counseling Clerk II (Career Center)

Recruitment in Process, Counseling Clerk II Recruitment in Process, Educational Advisors Recruitment in Process, Educational Advisors

Disability Resource Center

Vacant, Director

Kimberly Bell, DSPS Counselor/LD Specialist Katie Arnhart, Senior Interpreter (PT) Leona Crawford, Disability Specialist Matthew Allen, Disability Tech Specialist Michael Lopez, Support Services Specialist Aide

Transfer Center

Natalie Aceves, Educational Advisor

Puente

Maria Jurado, Counselor (Puente)

Umoja

Anita Bailey, Student Success Coach Recruitment in Process, Couns Coord (Umoja)

Assessment and Placement

Lilia Garcia, Placement Coordinator Stephanie Olguin, Learning Center Assistant (PT-ESA Differential) Recruitment in Process, Enrollment Services Assistant (PT)

Special Funded Programs

Daniela McCarson, Dean Gabriela Cortez, Admin Assistant II Including: CalWORKs, Summer Advantage

TRiO Upward Bound

Eva Amezola, Director, Upward Bound Miriam Carrillo, Assistant Director, Upward Bound

Victoria Orozco, Admin Assistant I (PT) Desiree Rivera, Outreach Specialist Claudia Garcia, Outreach Specialist Gabriela Ramirez, Outreach Specialist

CalWORKs

Outreach/Summer Advantage

Adriana Catalan, Outreach Specialist

TRIO SSS/RISE

Hortencia Cuevas, Program Director Recruitment in Process, Student Success Coach Recruitment in Process, Grants Admin Specialist (PT)

Adult Ed Block Grant Advisement

Rosalina Hernandez, Education Advisor (AEBG) (PT)

Grants & Student Equity Initiatives

Gustavo Oceguera, Dean Bernice Delgado, Grants Admin Specialist Including: EOPS/CARE Director, Foster Youth, Integrated Plan (SSSP, BSI, Equity), First Year Experience, Unity Zone

EOPS/CARE

Tabitha Johnson, Admin Assistant II Steven Gonzales, Educational Advisor

Title V Transfer Pathways

Patricia Sanchez, Accounting Services Clerk (50% Title V 50% Business Services)

Student Equity & Foster Youth

Justin Mendez, Student Success Coach

COUNSELING NOTE: Counselors listed under Schools and reporting line not necessarily in the area served; Counselors cross listed in Academic Affairs under Guidance.

Business Services

James Reeves, Interim Vice President Monique Franklin Pierce, Admin Assistant IV Misty Cheatham, Financial & Technical Analyst Including: Finance & Administration

Facilities, Maintenance & Operations

Javier Sierra, Interim Director Tricia Hodawanus, Facilities Administrative & Utilization Specialist

Maintenance

Alejandro Aldasoro, Maintenance Mechanic (General) Arthur Yalong, Maintenance Mechanic (General)

Jeff Buch, Maintenance Mechanic (General) Victor Goldbaum, Maintenance Mechanic

Grounds

James McMahon, Grounds Supervisor Victor Chavira, Grounds Person Hector Ramirez, Grounds Person Recruitment in Process, Athletic Field Caretaker

Recruitment in Process, Sprinkler Repair Person

Custodial Services

Deon Stowers, Custodial Manager
Edwin Villalobos, Custodian
Martin Villa, Custodian
Ray Vasquez, Custodian
Howard Tomita, Custodian
Randy Burroughs, Custodian
Colleen Norgard, Custodian
William Brown II, Custodian
Travonne Bell, Custodian
Recruitment in Process, Custodian

Warehouse

Adam Lyter, Warehouse Assistant

College Police

Richard Henry, Sergeant/Supervisor

Safety & Police

Officer Arlen Verdehyou
Officer Steve Vaipulu
Officer Jim Rossum
Corporal James Beckham
Corporal Angelo Jackson
Reserve Officer(s)
Recruitment in Process, College Service
Attendant
Recruitment in Process, College Service

Attendant Michael Ochoa, College Service Attendant

Food Services

Odili Barrios, Asst. Manager

Food Services

Charise Allingham, Food Service III Susan Bell, Food Service IV Norma Casas , Food Service III

Administrative Services

Recruitment in Process, Director (Replacement/Reclass) Patricia Sanchez, Accounting Services Clerk (50% + 50% TBA)

Technology Support Services

Michael Angeles, Information Technology Analyst Ricardo Aguilera, Information Technology Analyst Recruitment in Process, Computer Technician (50%)

Instructional Media Center

Daniel Lambros, Instructional Media/Broadcast Tech Salvador Herrera, Instructional Media Assistant

Cashier's Services

Alicia Montemayor, Student Services Technician Recruitment in Process, Student Account Specialist

College Resource Center

Kevin Du, Support Center Tech (PT) Donna Dery, Support Center Tech (FT)

Safety and Emergency Preparedness

Justin Czerniak, College Safety and Emergency Planning Coordinator

Note: This position has a new level of importance given the national atmosphere around school-related violence. Q: Should it continue reporting to Facilities, Maintenance & Operations? Should it report to the College Police? Should it report directly to the VP?

Human Resources

Susan Boling, Human Resources Liaison

Bookstore

Strategic Development

Vacant, Interim Vice President Kevin Fleming, Dean of Instruction (Differential) Vacant, Admin Assistant IV

Community Partnerships & Workforce Development

Debra Mustain, Dean Rachel Rodriguez, Grants Admin Specialist Including: Strong Workforce, Noncredit & Community Education, Proposition 39

Accelerated Career Education (ACE)

Recruitment in Process, Project Coordinator, TAACCCT Grant Sylvia Livingston, ACE Program Employment Placement Coordinator Derek Sy, Outreach & Recruitment Specialist Azadeh Iglesias, Student Success Coach Ruth Jones, Student Success Coach

Apprenticeship Programs

Charles Henkels, Apprenticeship Director,

Grants Administration & Development

Colleen Molko, Associate Dean (JD Change)
Desiree Wagner, Grants Administrative
Specialist
Including: Perkins

Government Grants Development

Foundation/Private Grants Development

Grants Administration Recruitment in Process, Grants Admin

Specialist
*NOTE: All grants administration specialists
will continue reporting to their current
managers; however, they will meet on a
regular basis under this area to coordinate
their work, support each other, develop
common practices, grow through
professional development, etc.

National Center For Supply Chain Automation

Colleen Molko, Project Director Desiree Wagner, Grants Admin Specialist

Marketing & Outreach

Debra Mustain, Dean Community Partnerships & Workforce Development (Temporary Assignment)

Regional Strong Workforce Marketing

Ashley Etchison, Director Recruitment in Process, Grants Administrative Specialist

Marketing

Ruth Leal, Instructional Production Specialist Jennifer Krutsch, Media & Marketing Tech

Outreach Coordination

*NOTE: All outreach specialist will continue reporting to their current managers; however, they will meet on a regular basis under this area to coordinate their work, support each other, develop common practices, grow through professional development, etc.

Communications

Diana Meza, Public Information Officer (RCCD)

Strategic Initiatives & Partnerships

- Veterans Initiatives Resource
 Development
- Inmate Initiatives Resource
 Development
- Photonics Initiative Resource Development
- High School Partnership Resource Development Dual Enrollment South Corona Location
- Completion Initiative/Guided Pathways Resource Development
- Workforce Training Center
- NC Alumni
- · Business and Industry
- Nonprofits & Community Based Organizations

RCCD Collaboration

RCCD Legislative Affairs

Vacant, Director

RCCD Grants Office

Richard Keeler, Executive Dean

RCCD Foundation

Launa Wilson, Director

RCCD Strategic Communications & Institutional Advancement

Peggy Cartwright, Director

General Obligation Bond

*NOTE: This will be run through the District, but we will need to take the lead on communicating with voters in our region

OUTREACH NOTE: *Outreach specialist reporting to various areas on campus include: Crystal Slininger, Outreach & Recruitment Services Specialist; Zachary Emorey, Outreach and Recruitment Services Specialist; Adriana Catalan, Outreach Specialist; Kasey Boyer, Outreach Specialist; Darek Sy, Outreach Specialist; Desiree Rivera, Upward Bound Outreach Specialist; Claudia Garcia, Upward Bound Outreach Specialist; Gabriela Ramirez, Upward Bound Outreach Specialist