



Program Review - Overall Report

Student Services: Special Programs

Data Review

2021 - 2024

Program Comparison

How does your program compare to the college in the following areas: age, gender, ethnicity, FT/PT enrollment status?

3 YEAR DATA ANALYSIS

CalWORKs for Fall 2017-Spring 2020:

- 1a. CW Avg. Age: over 30% of students fall in the 20-29 age range
- 1b. NC Avg. Age: over 70% of students fall in the under 19-24 age range
- 2a. CW Avg. Gender: Almost 80% are female
- 2b. NC Avg. Gender: Male/Female student counts are 52% Female/47% male
- 3a. CW Ethnicity Avg: close to 54% are Hispanic
- 3b. NC Ethnicity Avg: over 58% are Hispanic
- 4a. CW FT/PT Enrollment: over 63% are PT
- 4b. NC FT/PT Enrollment: over 80% are PT

EOPS/CARE/NextUp-Fall 2017-Spring 2020:

- 1a. EOPS Avg. Age: over 70% of students are 19 or younger to 24 age range
- 1b. NC Avg. Age: over 70% of students are 19 or younger to 24 age range
- 2a. EOPS Avg. Gender: Over 67% are female
- 2b. NC Avg. Gender: Male/Female student counts are 52% Female/47% male
- 3a. EOPS Ethnicity Avg: close to 67% are Hispanic
- 3b. NC Ethnicity Avg: over 58% are Hispanic
- 4a. EOPS FT/PT Enrollment: over 62% are PT
- 4b. NC FT/PT Enrollment: over 80% are PT

Foster Youth-Fall 2017-Spring 2020:

- 1a. Foster Youth Avg. Age: over 90% of students are 19 or younger to 24 age range
- 1b. NC Avg. Age: over 70% of students are 19 or younger to 24 age range
- 2a. Foster Youth Avg. Gender: Over 68% are female
- 2b. NC Avg. Gender: Male/Female student counts are 52% Female/47% male
- 3a. Foster Youth Ethnicity Avg: over 57% are Hispanic
- 3b. NC Ethnicity Avg: over 58% are Hispanic
- 4a. Foster Youth FT/PT Enrollment: over 70% are PT
- 4b. NC FT/PT Enrollment: over 80% are PT

Data Review

Program Comparison: Are there any gaps in demographic areas that need to be addressed?

In CalWORKs, over 80% of the students served are female which is a clear representation of those who are single parents with underage children on cash aid/public assistance. This data is not comparable to the Norco College average.

In EOPS, fewer students are enrolled in PT courses compared to the Norco College average, yet the program requires students to be in FT enrollment with some exceptions for those in DRC or approved to take 9 units or more per term. EOPS should have a higher FT enrollment ratio than presented in the data.

In Foster Youth, data is comparable to the college data. The only disparity is that more female students are being served in foster youth than male students. Program needs to do a better job recruiting and retaining male students as there are many in the foster youth system.

Program Student Outcomes Comparison

How do student outcomes for your program compare to the college overall in Student Educational Planning, Success, GPA, and Persistence?

CalWORKs for Fall 2017-Spring 2020:

- 1a. CW Avg. SEP: over 58% of students completed a comprehensive SEP over three years
- 1b. NC Avg. SEP: over 14% of students completed a comprehensive SEP over three years
- 2a. CW Avg. Success: over 75% success rates
- 2b. NC Avg. Success: over 70% success rates
- 3a. CW Avg GPA: 2.84 GPA
- 3b. NC Avg GPA: 2.75 GPA
- 4a. CW Avg Persistence: across three years, CW students persisted at higher rates than NC students . (Could not collect data for multiple terms; only able to select one term at a time)

EOPS/CARE/NextUp-Fall 2017-Spring 2020:

- 1a. EOPS Avg. SEP: over 92% of students completed a comprehensive SEP over three years
- 1b. NC Avg. SEP: over 14% of students completed a comprehensive SEP over three years
- 2a. EOPS Avg. Success: Over 75% success rates
- 2b. NC Avg. Success: Over 70% success rates
- 3a. EOPS Avg GPA: 2.85 GPA
- 3b. NC Avg GPA: 2.75 GPA
- 4a. EOPS Avg Persistence: across three years, EOPS students persisted at higher rates than NC students. (Could not collect data for multiple terms; only able to select one term at a time)

Foster Youth-Fall 2017-Spring 2020:

- 1a. Foster Youth Avg. SEP: over 70% of students completed a comprehensive SEP over 3 years
- 1b. NC Avg. SEP: over 14% of students completed a comprehensive SEP over 3 years
- 2a. Foster Youth Avg. Success: over 52% success rates
- 2b. NC Avg. Success: over 70% success rates
- 3a. Foster Youth Avg GPA: 2.09 GPA
- 3b. NC Avg GPA: 2.75

Data Review

4a. Foster Youth Avg Persistence: across three years, Foster Youth students persisted at higher rates than NC students. (Could not collect data for multiple terms; only able to select one term at a time)

Program Student Outcomes: Are there any gaps in student subgroups that need to be addressed?

CalWORKs and EOPS students should have a comprehensive SEP on file, yet those figures are lower than expected for the past three years, yet are still performing at higher SEP rates than NC students.

Foster Youth have lower success and GPA rates compared to NC students. Need more interventions to support and retain foster youth.

Assessment Review

2021 - 2024

1. How does this student service area evaluate the quality of service delivery? (“Quality” can be measured various ways: speed of service, student satisfaction with services, accuracy of processing, responsiveness, achievement of SLOs, etc.)

Special Programs utilize student evaluations to measure satisfaction; learning; quality of services. For success, persistence and GPA, areas utilize PowerBI data and compare to the NC data available.

2. In what ways does this student service area support student learning?

We offer increased contacts with counselors; tutors, support staff. We promote workshops, study groups, assessments and mid term progress reports to assess student learning.

3. What strategic goals does this student support service area align with to support the college mission?

Special Programs goals align with Access; Success; and Equity.

4. How has assessment data been used to improve this student support program or service?

We view data to assess what we need to reevaluate in form of surveys, interventions, workshops, SEP support, etc.

5. How does this student support service area assure equitable access to appropriate, comprehensive, and reliable services?

Programs utilize financial services data to recruit according to program criteria; county referrals, disproportionate student groups and college data to serve students.

Program Review: Part 1

EMP GOAL 1. Expand college access by increasing both headcount and full-time equivalent students (FTES).

GOALS AND ACTIVITIES

What are you doing now in support of this goal?

The collaborative group of Special Funded Programs including CalWORKs, EOPS/CARE/NextUp, Phoenix Scholars and Unity Zone provides:

- Education access and opportunities to low-income students
- Access to specialized support services leading to enrollment and academic support
- Access to counseling, tutoring, financial resources and other supportive services
- Access to a counselor and para-professional three times a semester
- Access to a safe zone for LGBTQ+ and Undocumented students

What are your plans/goals (3-year) regarding this goal?

- Across all special programs, specialized activities and workshops will be provided and promoted for program enrollment
- Provide ongoing and continuous recruitment and acceptance across special programs by which providing student access throughout the academic year.
- Offer high school outreach for early access to these programs
- Partner with county liaisons to promote access to low-income students into these programs
- Implement/Utilize one special program application for all areas
- Implement a budget to support enrollment activities for LGBTQ+ and Undocumented students

EVIDENCE

Do you have assessment data or other evidence that relates to this goal?

Yes, data from 2017-2021 assessment cycles in document library.

RESOURCES

Is there a resource request associated with this EMP Goal? (If yes, please complete a Resource Request, which you can access from the main menu to the left)

Yes

EMP GOAL 2. Implement Guided Pathways framework.

GOALS AND ACTIVITIES

What are you doing now in support of this goal?

- Special Funded Programs require students to complete term/annual comprehensive SEP and counseling appointments
- Intrusive outreach meetings with program counselors and students falling below 2.5 GPA (below program eligibility GPA requirement)
- Ensure all students have a comprehensive SEP and participate in three counselor contacts each semester
- Ask students to provide progress reports mid semester

Program Review: Part 1

What are your plans/goals (3-year) regarding this goal?

- Special Funded Programs require students to complete term/annual comprehensive SEP and counseling appointments
- Intrusive outreach meetings with program counselors and students falling below 2.5 GPA (below program eligibility GPA requirement)
- Ensure all students have a comprehensive SEP and participate in three counselor contacts each semester
- Ask students to provide progress reports mid semester
- Provide counseling faculty with professional development opportunities

EVIDENCE

Do you have assessment data or other evidence that relates to this goal?

Yes, in the 17-21 document library.

RESOURCES

Is there a resource request associated with this EMP Goal? (If yes, please complete a Resource Request, which you can access from the main menu to the left)

Yes

EMP GOAL 3. Close all student equity gaps.

GOALS AND ACTIVITIES

What are you doing now in support of this goal?

Special programs including CalWORKs, EOPS/CARE/NextUp, Phoenix Scholars and Unity Zone are closing the equity gap by:

- Reducing the equity gap for low-income, disproportionately represented student groups including foster youth through expanded support services
- Offering added program contacts each term for students with a Counselor, Success Coach and Student Resource Specialist
- Targeting special populations through success workshops and other program activities
- Facilitating college tours for special student populations
- Inviting guest speakers to address equity gaps and success strategies for special student populations
- Participating in conferences that support closing the equity gap
- Facilitating orientations each semester across special programs with pre/post learning assessments
- Offering a safe zone and support systems for LGBTQ+ and undocumented students

What are your plans/goals (3-year) regarding this goal?

Special Programs plan to address equity gaps and disparities in educational outcomes and student success metrics across race/ethnicity, socioeconomic status, gender, physical or mental abilities, and other demographic traits by:

- Implementing Guided Pathways success measures across special programs
- Offer flexible support services across morning/day/evening hours for equal access
- Encourage staff participation in conferences and trainings to learn strategies that support closing the equity gap
- Increased collaboration with Riverside County partners for student referrals and collaboration to support mutual students

Program Review: Part 1

- Above and Beyond Counseling support for students to achieve greater academic success (GPA), persistence and SEP completion
- Facilitate pre/post assessments for orientations, workshops, events, and other activities
- Implement a budget to support the Unity Zone to make support services available to LGBTQ+ and undocumented students

EVIDENCE

Do you have assessment data or other evidence that relates to this goal?

Yes, in the 18-21 Assessment report available in the document library.

RESOURCES

Is there a resource request associated with this EMP Goal? (If yes, please complete a Resource Request, which you can access from the main menu to the left)

Yes

EMP GOAL 6. Pursue, develop, & sustain collaborative partnerships.

GOALS AND ACTIVITIES

What are you doing now in support of this goal?

Special programs including CalWORKs, EOPS/CARE/NextUp, Phoenix Scholars and Unity Zone do the following to develop and sustain collaborative partnerships:

- Host advisory committee meetings with EOPS/CARE/NextUp partners including CSU, Riverside County and K-12 partners once per semester
- Host Foster Youth Workgroup meetings bi-monthly with partners from Riverside County, Foster agencies, RCOE, K-12 partners, Thrive, and other agencies
- Host mutual events across institutions and agencies that promote collaborative program activities for students
- Participate in Region 9 college/county meetings for EOPS/CARE/NextUp and CalWORKs
- Host presentations; college workshops/trainings for students, faculty and staff to educate on student groups and special population needs
- Participate in the college-wide Ally trainings; LGBTQ Academic Advisory Group; partner with local high schools for partnerships

What are your plans/goals (3-year) regarding this goal?

Special programs including CalWORKs, EOPS/CARE/NextUp and Phoenix Scholars plan to do the following to sustain and further develop collaborative partnerships:

- Host advisory meetings with EOPS/CARE/NextUp partners including CSU, Riverside County and K-12 partners once per semester
- Host Foster Youth workgroup meetings bi-monthly with partners from Riverside County, Foster agencies, RCOE, K-12 partners, Thrive, and other agencies
- Host mutual events across institutions and agencies that promote collaborative program activities for students
- Participate in Region 9 college/county meetings for EOPS/CARE/NextUp and CalWORKs
- Host presentations; college workshops/trainings for students, faculty and staff to educate on student groups and special population needs

Program Review: Part 1

-Participate in the college-wide Ally trainings; LGBTQ Academic Advisory Group; partner with local high schools for partnerships

EVIDENCE

Do you have assessment data or other evidence that relates to this goal?

No, this will be a new assessment for the 21-24 academic years.

RESOURCES

Is there a resource request associated with this EMP Goal? (If yes, please complete a Resource Request, which you can access from the main menu to the left)

No

Program Review Part 2

2021 - 2024

Information/Publication Review

Please discuss any publications or published information that require regular updates for your area.

- Information for special programs is available:
- In the college catalog
- On the program web pages
- On program flyers; social media; other applications

Program Review Reflections

What would make program review meaningful and relevant for your unit?

Measuring assessments that have an impact on types of support services we offer; direct measures in areas of success, persistence, SEP completion and goal attainment.

What questions do we need to ask to understand your area's plans, goals, needs?

None.

What types of data do you need to support your area's plans, goals, needs?

More frequent Power BI data. Once the fall term is completed, it would be great to obtain program data within the next major semester for assessment of those goals.

If there are any supporting documents you would like to attach, please attach them here.

Resource Requests

2023 - 2024 Update

Resource Request

What resources do we already have?

NextUp limited funds to provide foster youth with a meal per day while on campus (Less than \$10,000 per year)

What resources do you need?

Funds to fight hunger among foster youth-Corral daily meal vouchers

Request related to EMP goal or Assessment?

EMP Goal 3,EMP Goal 5

\$ Amount Requested

100,000

Resource Type

BUDGET: Request Ongoing Funding (Professional Development, Department or Program Support, Outreach, Marketing)

Potential Funding Source(s)

Equity,SSSP SEA,General Fund,Other/None

The evidence to support this request can be found in:

Assessment Review,Program Review: Part 1

Please summarize how this request supports one or more EMP Goals, Equity goals, your program plans or goals, and/or is supported by outcomes assessment data.

This request for my area is Priority #:

4

Is this request:

Revised

For Administrative Use Only

Funding Status

null

Notes

Carryover funded, one time funds

Council Ranking

5

2022-23 Council Ranking

N/A

2022-23 Notes

Resubmitted, this is an ongoing need for foster youth.

Resource Requests

2022 - 2023 Update

Resource Request

What resources do we already have?

One manager over 10 grants/programs-Dean, Special Funded Programs

What resources do you need?

Director of EOPS/CARE/NextUp, CalWORKs

Request related to EMP goal or Assessment?

EMP Goal 1,EMP Goal 2,EMP Goal 3,EMP Goal 6,EMP Goal 9

\$ Amount Requested

200,000

Resource Type

STAFF: Classified Professional, Confidential, Manager

Potential Funding Source(s)

Equity,SSSP SEA,General Fund,Other/None

The evidence to support this request can be found in:

Data Review,Program Review: Part 1,Program Review: Part 2

This request for my area is Priority #:

1

Is this request:

New

For Administrative Use Only

Funding Status

No Action-Insufficient funding

Notes

N/A

Council Ranking

Annual Update

2022-23 Council Ranking

1

2022-23 Notes

2022 - 2023 Update

Resource Request

What resources do we already have?

None-oversee 10 budgets across many programs-need a Grants Admin Specialist

What resources do you need?

Grants Administrative Specialist

Request related to EMP goal or Assessment?

EMP Goal 3,EMP Goal 8,EMP Goal 9

Resource Requests

\$ Amount Requested

140,000

Resource Type

STAFF: Classified Professional, Confidential, Manager

Potential Funding Source(s)

Other/None,General Fund,SSSP SEA,Equity,Department Regular Funding

The evidence to support this request can be found in:

Assessment Review,Program Review: Part 1,Program Review: Part 2,Data Review

This request for my area is Priority #:

2

Is this request:

New

For Administrative Use Only

Funding Status

No Action-Insufficient funding

Notes

N/A

Council Ranking

Annual Update

2022-23 Council Ranking

6

2022-23 Notes

2022 - 2023 Update

Resource Request

What resources do we already have?

PT Student Resource Specialist for Foster Youth-Funding ends June 2023

What resources do you need?

FT Student Resource Specialist-Foster Youth

Request related to EMP goal or Assessment?

EMP Goal 1,EMP Goal 3,EMP Goal 5,EMP Goal 6

\$ Amount Requested

120,000

Resource Type

STAFF: Classified Professional, Confidential, Manager

Potential Funding Source(s)

Equity,SSSP SEA,General Fund,Other/None

The evidence to support this request can be found in:

Data Review,Assessment Review,Program Review: Part 1,Program Review: Part 2

This request for my area is Priority #:

3

Is this request:

New

Resource Requests

For Administrative Use Only

Funding Status

No Action-Insufficient funding

Notes

N/A

Council Ranking

Annual Update

2022-23 Council Ranking

10

2022-23 Notes

2022 - 2023 Update

Resource Request

What resources do we already have?

PPT Student Resource Specialist-Unity Zone (20 Hours) Paid out of Equity

What resources do you need?

FT Student Resource Specialist

Request related to EMP goal or Assessment?

EMP Goal 1,EMP Goal 2,EMP Goal 3,EMP Goal 6,EMP Goal 7

\$ Amount Requested

120,000

Resource Type

STAFF: Classified Professional, Confidential, Manager

Potential Funding Source(s)

Other/None,Department Regular Funding

The evidence to support this request can be found in:

Data Review

This request for my area is Priority #:

1

Is this request:

New

For Administrative Use Only

Funding Status

No longer needed

Notes

N/A

Council Ranking

Annual Update

2022-23 Council Ranking

N/A

2022-23 Notes

Duplicate

Resource Requests

2022 - 2023 Update

Resource Request

What resources do we already have?

FT Counselor and Adjunct

What resources do you need?

Counselor Coordinators- (EOPS/CARE/NextUp)

Request related to EMP goal or Assessment?

EMP Goal 1,EMP Goal 2,EMP Goal 3,EMP Goal 6

\$ Amount Requested

170,000

Resource Type

FACULTY: New Full time Faculty (Associate faculty requested through Dept. Chair and Dean)

Potential Funding Source(s)

Equity,SSSP SEA,General Fund,Other/None

The evidence to support this request can be found in:

Assessment Review,Program Review: Part 1,Program Review: Part 2

This request for my area is Priority #:

Is this request:

New

For Administrative Use Only

Funding Status

Notes

N/A

Council Ranking

Annual Update

2022-23 Council Ranking

2022-23 Notes

2021 - 2024

Resource Request

What resources do we already have?

Adjunct Counselor in EOPS/NextUp/Phoenix Scholars

What resources do you need?

Full-time Counselor for Phoenix Scholars-Foster Youth

Request related to EMP goal or Assessment?

EMP Goal 1,EMP Goal 2,EMP Goal 3

Resource Requests

\$ Amount Requested

170,779

Resource Type

FACULTY: New Full time Faculty (Associate faculty requested through Dept. Chair and Dean)

Potential Funding Source(s)

SSSP SEA,Equity,General Fund,Guided Pathways,Other/None

The evidence to support this request can be found in:

Assessment Review,Program Review: Part 1

This request for my area is Priority #:

1

For Administrative Use Only

Funding Status

No Action-Insufficient funding

Notes

N/A

Council Ranking

Np ranking provided by APC

2022-23 Council Ranking

9

2022-23 Notes

Ranking from November 4th, 2022, APC minutes

2021 - 2024

Resource Request

What resources do we already have?

One full-time Counselor for EOPS/CARE/NextUp, & CalWORKs

What resources do you need?

.67 Adjunct Counselor for EOPS/CARE/NextUp, & CalWORKs

Request related to EMP goal or Assessment?

EMP Goal 1,EMP Goal 2,EMP Goal 3

\$ Amount Requested

114,442

Resource Type

FACULTY: New Full time Faculty (Associate faculty requested through Dept. Chair and Dean)

Potential Funding Source(s)

Equity,SSSP SEA,General Fund,Guided Pathways,Other/None

The evidence to support this request can be found in:

Assessment Review,Program Review: Part 1

This request for my area is Priority #:

2

Resource Requests

For Administrative Use Only

Funding Status

Notes

N/A

Council Ranking

No Ranking provided by APC

2022-23 Council Ranking

2022-23 Notes

2021 - 2024

Resource Request

What resources do we already have?

No resources/budget available for Unity Zone.

What resources do you need?

Full-time Student Resource Specialist

Request related to EMP goal or Assessment?

EMP Goal 1,EMP Goal 2,EMP Goal 3

\$ Amount Requested

116,497

Resource Type

STAFF: Classified Professional, Confidential, Manager

Potential Funding Source(s)

Equity,SSSP SEA,General Fund,Other/None

The evidence to support this request can be found in:

Data Review

This request for my area is Priority #:

3

For Administrative Use Only

Funding Status

Completed/Funded

Notes

N/A

Council Ranking

19

2022-23 Council Ranking

N/A

2022-23 Notes

N/A

Resource Requests

2021 - 2024

Resource Request

What resources do we already have?

NextUp limited funds to provide foster youth with a meal per day while on campus (Less than \$10,000 per year)

What resources do you need?

Funds to fight hunger among foster youth-Corral daily meal vouchers

Request related to EMP goal or Assessment?

EMP Goal 3,EMP Goal 5

\$ Amount Requested

100,000

Resource Type

BUDGET: Request Ongoing Funding (Professional Development, Department or Program Support, Outreach, Marketing)

Potential Funding Source(s)

Equity,SSSP SEA,General Fund,Other/None

The evidence to support this request can be found in:

Assessment Review,Program Review: Part 1

This request for my area is Priority #:

4

For Administrative Use Only

Funding Status

Completed/Funded

Notes

Carryover funded

Council Ranking

5

2022-23 Council Ranking

N/A

2022-23 Notes

N/A

2021 - 2024

Resource Request

What resources do we already have?

Limited EOPS-CARE and NO-Phoenix Scholars grant funds to support (Foster Youth) students

What resources do you need?

Funds to support low income students through program grants-incentives

Request related to EMP goal or Assessment?

EMP Goal 2,EMP Goal 3,EMP Goal 5

Resource Requests

\$ Amount Requested

200,000

Resource Type

BUDGET: Request Ongoing Funding (Professional Development, Department or Program Support, Outreach, Marketing)

Potential Funding Source(s)

Equity,SSSP SEA,General Fund,Other/None

The evidence to support this request can be found in:

Assessment Review,Program Review: Part 1

This request for my area is Priority #:

5

For Administrative Use Only

Funding Status

Completed/Funded

Notes

Carryover funding

Council Ranking

12

2022-23 Council Ranking

N/A

2022-23 Notes

N/A

2021 - 2024

Resource Request

What resources do we already have?

We do not have desktop computers for student usage in centers for EOPS/CARE/NextUp, CalWORKs, Phoenix Scholars and Unity Zone

What resources do you need?

14 Desktop Computers for Special Programs-Student spaces

Request related to EMP goal or Assessment?

EMP Goal 1,EMP Goal 2,EMP Goal 3,EMP Goal 5,EMP Goal 11

\$ Amount Requested

15,000

Resource Type

BUDGET: Request Ongoing Funding (Professional Development, Department or Program Support, Outreach, Marketing)

Potential Funding Source(s)

Equity,SSSP SEA,General Fund,Other/None

The evidence to support this request can be found in:

Assessment Review,Program Review: Part 1

This request for my area is Priority #:

6

Resource Requests

For Administrative Use Only

Funding Status

No longer needed

Notes

Hold until space allocation is determined

Council Ranking

14

2022-23 Council Ranking

N/A

2022-23 Notes

2021 - 2024

Resource Request

What resources do we already have?

2 Sharp Large Office Printers for staff use.

What resources do you need?

3-HP Laser Jet Black/White Printers for student center use

Request related to EMP goal or Assessment?

EMP Goal 3,EMP Goal 11

\$ Amount Requested

1,000

Resource Type

ITEM: Equipment, Technology, Services, Software, Furniture

Potential Funding Source(s)

Equity,SSSP SEA,General Fund,Other/None

The evidence to support this request can be found in:

Assessment Review,Data Review

This request for my area is Priority #:

7

For Administrative Use Only

Funding Status

No longer needed

Notes

N/A

Council Ranking

17

2022-23 Council Ranking

N/A

2022-23 Notes

N/A

Resource Requests

2021 - 2024

Resource Request

What resources do we already have?

Couches; standing areas

What resources do you need?

16-Lab Desks-3 sided stations for student use in centers/lab

Request related to EMP goal or Assessment?

EMP Goal 1,EMP Goal 2,EMP Goal 3,EMP Goal 7

\$ Amount Requested

2,500

Resource Type

ITEM: Equipment, Technology, Services, Software, Furniture

Potential Funding Source(s)

Equity,SSSP SEA,General Fund,Other/None

The evidence to support this request can be found in:

Assessment Review,Program Review: Part 1

This request for my area is Priority #:

8

For Administrative Use Only

Funding Status

No longer needed

Notes

Hold on this

Council Ranking

14

2022-23 Council Ranking

N/A

2022-23 Notes

N/A

2021 - 2024

Resource Request

What resources do we already have?

2 Tables outside of CSS 217 (on side)

What resources do you need?

2 Umbrellas on side of CSS 217

Request related to EMP goal or Assessment?

EMP Goal 3

\$ Amount Requested

500

Resource Requests

Resource Type

BUDGET: Facilities Building, Remodel

Potential Funding Source(s)

Equity,SSSP SEA,General Fund,Other/None

The evidence to support this request can be found in:

Assessment Review,Program Review: Part 1

This request for my area is Priority #:

9

For Administrative Use Only

Funding Status

No longer needed

Notes

N/A

Council Ranking

44

2022-23 Council Ranking

N/A

2022-23 Notes

N/A

2021 - 2024

Resource Request

What resources do we already have?

Regular doors to area offices

What resources do you need?

5-Dutch/Pony Doors-replace regular doors with top-half of doors can be opened (limited service space, this will help control number of students in small office spaces)

Request related to EMP goal or Assessment?

EMP Goal 9,EMP Goal 10

\$ Amount Requested

5,000

Resource Type

ITEM: Equipment, Technology, Services, Software, Furniture

Potential Funding Source(s)

Equity,SSSP SEA,General Fund,Other/None

The evidence to support this request can be found in:

Assessment Review,Program Review: Part 1

This request for my area is Priority #:

10

For Administrative Use Only

Funding Status

No longer needed

Resource Requests

Notes

Request not approved

Council Ranking

22

2022-23 Council Ranking

N/A

2022-23 Notes

N/A

2021 - 2024

Resource Request

What resources do we already have?

None in area of air purification

What resources do you need?

6-Air purifiers for each office area

Request related to EMP goal or Assessment?

EMP Goal 9,EMP Goal 10

\$ Amount Requested

1,000

Resource Type

ITEM: Equipment, Technology, Services, Software, Furniture

Potential Funding Source(s)

Equity,SSSP SEA,General Fund,Other/None

The evidence to support this request can be found in:

Assessment Review,Program Review: Part 1

This request for my area is Priority #:

14

For Administrative Use Only

Funding Status

No longer needed

Notes

N/A

Council Ranking

16

2022-23 Council Ranking

N/A

2022-23 Notes

N/A

Resource Requests

2021 - 2024

Resource Request

What resources do we already have?

Limited program funds for staff and students to participate in professional and learning development

What resources do you need?

Funds for conference and learning development opportunities (Staff/Students)

Request related to EMP goal or Assessment?

EMP Goal 4

\$ Amount Requested

10,000

Resource Type

BUDGET: Request Ongoing Funding (Professional Development, Department or Program Support, Outreach, Marketing)

Potential Funding Source(s)

Equity,SSSP SEA,General Fund,Other/None

The evidence to support this request can be found in:

Assessment Review,Program Review: Part 1

This request for my area is Priority #:

13

For Administrative Use Only

Funding Status

No longer needed

Notes

N/A

Council Ranking

21

2022-23 Council Ranking

N/A

2022-23 Notes

N/A

2021 - 2024

Resource Request

What resources do we already have?

None for the Unity Zone

What resources do you need?

Funds to support student and office supply needs for LGBTQ and Undocumented Students

Request related to EMP goal or Assessment?

EMP Goal 2,EMP Goal 3

Resource Requests

\$ Amount Requested

10,000

Resource Type

BUDGET: Request Ongoing Funding (Professional Development, Department or Program Support, Outreach, Marketing)

Potential Funding Source(s)

Equity,SSSP SEA,General Fund,Other/None

The evidence to support this request can be found in:

Assessment Review,Program Review: Part 1

This request for my area is Priority #:

12

For Administrative Use Only

Funding Status

Completed/Funded

Notes

Carry over funding

Council Ranking

11

2022-23 Council Ranking

N/A

2022-23 Notes

N/A

2021 - 2024

Resource Request

What resources do we already have?

Staff check in at reception desk

What resources do you need?

2-Ipads for Qless check in

Request related to EMP goal or Assessment?

EMP Goal 1,EMP Goal 2,EMP Goal 3

\$ Amount Requested

3,000

Resource Type

ITEM: Equipment, Technology, Services, Software, Furniture

Potential Funding Source(s)

Equity,SSSP SEA,General Fund,Other/None

The evidence to support this request can be found in:

Assessment Review,Program Review: Part 1

This request for my area is Priority #:

11

Resource Requests

For Administrative Use Only

Funding Status

Completed/Funded

Notes

BSI

Council Ranking

21

2022-23 Council Ranking

N/A

2022-23 Notes

Faculty Hiring Resource Requests

Faculty Hiring Resource Request (2021 - 2024)

Resource Request

What resources do we already have?

One Tenured Counseling Faculty EOPS/CARE/NextUp, CalWORKs

Potential Funding Source(s)

Equity,SSSP SEA,General Fund

What resources do you need?

One Tenure Track Counselor for EOPS/CARE/NextUp, CalWORKs

Request related to EMP goal or Assessment?

EMP Goal 1,EMP Goal 2,EMP Goal 3,EMP Goal 7

\$ Amount Requested

170,000

Resource Type

FACULTY: New Full time Faculty (Associate faculty requested through Department Chair and Dean)

The evidence to support this request can be found in:

Assessment Review,Program Review: Part 1,Program Review: Part 2

This request for my area is Priority #:

1

Faculty Hiring Resource Request Form

Department Information**Department Chair Email:**

john.moore@norcocollege.edu

Faculty Requesting Email:

Daniela.mccarson@norcocollege.edu

Faculty Position Requested:

Tenure Track Counselor

This request is for:

Growth position in existing program

In what sections of your program review can the objectives and justifications for a new faculty hire be found?

Data Review

Statistical Data - Please email Research@norcocollege.edu to request assistance with completing questions requesting data, dashboards are under development.**Student Enrollment**

Provide the total number of students enrolled in the discipline for each term in the last three years:

Provide the percent capacity/fill rate for each semester in the discipline for the last three years:

Provide the average class size at Census for each semester for the last three years:

Provide the efficiency (WSCH/FTEF) for the last three years:

Faculty Hiring Resource Requests

Instructional Data

Total number of sections offered in the discipline for the primary semesters in the previous year:

Are any of the sections cross-listed?

If so, how many?

Total number of units offered in the discipline for the primary semesters in the previous year:

Proportion of full-time vs adjunct instruction

Number of full-time instructors currently in the discipline:

Full-time instructors by headcount:

Full-time instructors by FTEF:

Number of associate faculty instructors currently in the discipline:

Associate faculty instructors by headcount:

Associate faculty instructors by FTEF:

Total FTEF reassign NOT reoccurring each year (do not include dept. chair):

How many additional full-time faculty can this discipline support towards reaching a 75/25 full-time to adjunct ratio?

Educational Program - Responses should provide detailed information specifically addressing what is asked. This section will be scored as a whole, so please avoid redundancy, there will be no advantage to restating the same information in multiple answers. Please do not include data that is already included in the above sections. Also, the information you provide should reflect justifications in program review sections. (50 Points)

Describe how this discipline/program/unit contributes to the Educational Master Plan with regard to the Goals and Objectives. If relevant to this application, provide data for certificates, degrees, employment opportunities, etc...

The EOPS/CARE/NextUp, CalWORKs programs support the core commitments of the Norco College Educational Master Plan (EMP) via specialized services focused on Access, Success, Persistence, Retention and Transfer priorities. As related to Access, these programs contribute to the colleges growth in FTE headcounts by over 3% serving over 400 students. In the areas of Success, these programs graduate over 140 students annually with AA/AS degrees and certificates. The course success of students via EOPS/CARE/NextUp in 21-22 was 72.9% while the Norco College success rate was at 71.1%. Persistence rates for these programs was 88.2%, while the Norco College persistence rate was at 57.1%. The average GPA being 2.93 with the Norco College GPA at 2.86. These programs that offer a case management and intrusive approach to support students along their educational journey proves to be successful. Special Program counselors are mandated to meet with students three times per semester. These touch points prove to produce positives outcomes in the overall performance of our students and helps close the equity gaps. Consistently, since 2016, EOPS/CARE has produced higher success rates compared to the general student population at Norco College.

Faculty Hiring Resource Requests

Indicate what this new hire will contribute to your department or discipline that currently cannot be accomplished by the existing faculty.

The need to continue to meet the mandated three contacts per semester, specialized program activities, workshops and interventions is not possible to do so with one tenured counselor. Current program funds are insufficient to meet the need at that capacity and mandated expectations without an institutional commitment from the college with ongoing funding to support a second tenure-track counselor. Having two full-time counselors in special programs will allow the programs to continue to meet with students in 60/45/30 minute appointments during the required contacts. As it stands, if not supported, our counselor will be required to reduce times with each student thus eliminating the holistic and over-and-above approach currently in practice. It has been proven that these practices lead to greater success rates by focusing on the students overall care academically and personally in order to provide interventions as needed.

Explain the impact this hire will have on other disciplines, programs, and the college.

The EOPS/CARE/NextUp, CalWORKs Counselor will support students through the preparation of accurate and balanced educational plans, courses taken in conjunction with one another to assure student success and learning. The success of students in special programs contribute to the overall goals and objectives of the college. An added counselor will allow us to offer additional Guidance courses, counselor participation on committees, outreach efforts, career development and in strategic planning initiatives.

Explain the impact if this faculty position is NOT hired.

Categorical funds supporting EOPS/CARE/NextUp and CalWORKs are insufficient to support the ongoing costs of adjunct faculty. The programs will not be able to continue to meet the obligation for the three mandated counseling contacts with existing position in place as our enrollments continues to grow. Additionally, existing program funds are insufficient to support the needs of our students during the winter/summer intersessions with over-and-above counseling that is currently in demand among over 400 students being served. If this requested counseling position is not hired, the current tenured counselor will be limited with their participation in college commitments such as club activities, trainings, conferences, over-and-above services such as workshops, teaching courses and other college-wide engagements.

Please describe any other factors not already addressed that reinforce the need for a full-time faculty hire.

Currently, due to limited funding, the NextUp program is unable to support the hire of a tenure-track counselor, yet to meet the needs of NextUp and Phoenix Scholars, special programs leadership apply for one-time grants via the Burton Foundation, private donors and the RCCD Foundation to pay adjunct out of multiple sources that remain inconsistent.

Instructional Summary - Complete this section for Instructional Faculty only

- 1. How many additional full-time faculty can this discipline support towards reaching a 75/25 full time to adjunct ratio?**
- 2. How many approved hires within this discipline are currently unfilled?**
- 3. How many growth positions in this discipline are being requested and prioritized before this position?**
- 4. Complete the calculation = (1-2-3) =**

Faculty Hiring Resource Requests

5. How many full-time faculty were employed in the discipline in the most recent Fall term?

6. Department Relative need total:

Counseling Summary - Complete this section for Counseling Faculty only

1. The number of students for the most recent Fall term relevant to your program.

339 between EOPS/CARE/NextUp, CalWORKs

2. How many full-time faculty are in your discipline, including retiring faculty?

1 full-time active Counselor

3. How many growth positions in this discipline are being requested and prioritized before this position?

1

4. Calculation: $(2) + (3) =$

2

5. Please provide a state-mandated or institutional set student per faculty target ratio.

1:370

6. Complete the calculation using the above questions $[(1)-(5) \times (4)] / (5) =$

.64

7. Relevant Need: $(6/4) =$

.32

Library Summary- Complete this section for Library Faculty only

1. The number of FTES for the most recent Fall term.

2. How many full-time faculty are in your discipline, including retiring faculty?

3. How many growth positions in this discipline are being requested and prioritized before this position?

4. Calculation: $(2) + (3) =$

5. The state-mandated or institutional set FTE per faculty ratio.

6. Complete the calculation using the above questions $[(1)-(5) \times (4)] / (5) =$

7. Relevant Need: $(6/4) =$

Submit

Ready to Submit?

Yes

Submission

2022 - 2023 Update

I would like to submit this update

Yes

The additions or updates to my Program Review can be found in:

Resource Requests