

NORCO COLLEGE REGULAR UPDATE

May 17, 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!

Below is the newest Norco College Regular Update, aligned with the new Educational Master Plan's strategic goals. Feel free to send along your comments about the newsletter to Regular.Update@norcocollege.edu. All Regular Updates are archived on the President's webpage: <https://www.norcocollege.edu/about/president/Pages/update.aspx>.

In order to spotlight all news, the beginning section of the Update will rotate each month. This issue begins with 2.0, followed by 3.0-13.0, then 1.0. The next issue will begin with 1.0.

Happy reading!

Upcoming Deadlines and Due Dates

June 7	Graduation! Commencement ceremony begins at 6:00 p.m.
June 12	Deadline for faculty to submit final grades and attendance rosters for most full-term sections

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

- A number of recognition and awards ceremonies are scheduled for May and June as students complete programs at Norco College. The Veterans Social took place on May 13, the Students of Distinction Awards Ceremony on May 14, and the Scholarship Banquet on May 15. Phoenix Scholars will celebrate with a banquet on May 24, and STEM students will have an End of the Year Celebration on May 31, a date on which the EOPS program also hosts a Celebration of Success. John F. Kennedy Middle College High School graduation is June 5. The Puente Program Banquet is scheduled for June 6. Other events include the Umoja End-of-the-Year Celebration and Honors Wrap-Up. All of these events culminate in [Norco College Commencement](#), which takes place at 6 p.m. Friday, June 7. *Congratulations, all!*

2024 Objective 4: Improve the 4-year completion rate from 20% to 40%

- Dr. Kaneesha Tarrant, interim vice president of Student Services; Dr. Tanisha James, dean of Student Services; and Melissa Bader, associate professor of English, are working on ongoing plans to convert ST 107 and ST 108 to Student Engagement Centers for our Schools. Work will

be done during the summer, with the centers to be open in fall. Feel free to share thoughts and ideas you have with Dr. Tarrant, Dr. James, or Melissa Bader.

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

- Dr. Tabatha Jones Jolivet (<https://www.apu.edu/bas/faculty/tjonesjolivet/>) and Dr. Christopher Newman (<https://www.apu.edu/bas/faculty/cnewman/>) visited Norco College on May 13-14 to give a total of six presentations on how to include equity and culturally responsive pedagogy in Norco College classrooms. There were workshops on Culturally Responsive Pedagogy as well as Equity in STEM. Dr. Jones Jolivet and Dr. Newman also met individually with faculty to further discuss pedagogy and equity in the classroom. Approximately 50 to 60 faculty attended a presentation, and between 10 and 15 met individually with one of the presenters.
- The College has aligned our Strategic Plan goals with respect to equity to the statewide Vision for Success goals. The three district colleges have put together a PowerPoint presentation for the Board of Trustees meeting on May 21.

2024 Objective 16: 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%

- *May is Foster Youth Awareness Month!* In an effort to emphasize the amazing community of support that we have here at Norco College, all staff, faculty, administrators, and student workers are asked to wear blue every Thursday in May. Royal Blue is preferred, but any shade of blue will be appreciated. And keep an eye open for Foster Care Awareness Month events!

2030 Goal 4: (Professional Development) Implement professional development around Guided Pathways and equity framework; foster a culture of ongoing improvement.

2024 Objective 17: Expand professional development program/infrastructure

- A [Professional Development Plan](#), tied to the Educational Master Plan, was developed over the course of one year as a project through the Leading From the Middle Academy (LFM). The Norco College LFM group consists of Dr. Quinton Bemiller, associate professor of art; Dan Reade, assistant professor of English; Dr. Timothy Russell, assistant professor of history; Colleen Molko, dean of grants development and administration; and Dr. Kara Zamiska, assistant professor of psychology. The plan is designed to encompass goals of Guided Pathways (including equity) and addresses the needs of faculty (including associate faculty), staff, and administration.

Strategic Direction 2: Regional Transformation

2030 Goal 5: (Regional Organization) Help establish a distinct regional identity and organization.

2024 Objective 19: Develop regional outreach and recruitment systems

- Check out the [Norco College Alumni LinkedIn](#) page! Norco College Alumni is a network “committed to supporting alumni in their educational, social and professional endeavors” whose purpose is to “be the link between the College and its family of alumni near and far, while promoting Mustang loyalty in the community.” The network began in fall 2018 when a group of Norco College personnel convened to discuss alumni relations and communication efforts at the College. In addition to the LinkedIn page, a quarterly electronic newsletter is planned.

2024 Objective 20: Help develop regional identity, collaboration, and organization

- Norco College had a presence at the [Inland California Rising](#) Summit on May 10, hosted by UCR. Dr. Wolde-Ab Isaac, RCCD chancellor, and Charles Henkels, Norco College apprenticeship director, participated on a panel at the summit, and Dr. Debra Mustain, Norco College dean of community partnerships and workforce development, facilitated a breakout session focusing on

equity as it relates to the work of Guided Pathways and apprenticeships. In attendance were key political leaders and potential partners for the College.

2030 Goal 6: (Workforce and Economic Development) Reduce working poverty and the skills gap.

2024 Objective 21: Expand access to registered apprenticeships, work experience classes, and work-based learning opportunities

- Charles Henkels, apprenticeship director, has once again secured funding in support of apprenticeship at Norco College. As a result of his efforts, the College will receive \$90,000 in grant funding from the American Association of Community Colleges through a joint application with Moreno Valley College and Riverside City College to the Expanding Community College Apprenticeship Program. This funding will support the training of 100 apprentices in the manufacturing and industrial automation sectors over the three years of the grant and will provide additional resources to support ongoing apprenticeship efforts to increase access (FTES) and (CTE) completions.
- The 2019 Build It! GovCon (Government Procurement Conference) was held Friday, May 10, in CSS, attended by over 75 local contractors and small business owners in partnership with the RCCD Procurement Technical Assistance Center to learn how to hire Norco College students, establish apprenticeship programs, and respond to district/government procurement opportunities.



2024 Objective 24: Stimulate economic and academic

development through photonics education and partnerships (pending feasibility study and RCCD approval)

- The College is convening a writing work group, led by STEM faculty, for the photonics feasibility study, with a projected completion of the first draft by September 1.

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

2024 Objective 25: Help raise college-going rate in region to levels comparable to San Diego, Los Angeles, and Orange County and expand high school partnerships

- Fall 2019 dual enrollment students begin registering in May.

2024 Objective 27: Work toward reducing recidivism through incarcerated student education

- **Wow!** For the first time, a Next Phase student is this year's Student of Distinction in English: Lon Chhay. The student's wife and daughter accepted the award on his behalf at the Student of Distinction award ceremony on May 14.
- Nine sections of classes will be offered in the Next Phase Program this summer, with classes in art, business, communication studies, English, guidance, math, and music.
- Dr. Jessica Cobb, Next Phase director; Dr. Marshall Fulbright, dean of instruction; and a Norco College student attended the Leadership Institute for California Community Colleges Serving Formerly Incarcerated Students at Stanford University. This was a great opportunity to connect with other colleges. Planned for fall at the College are an expungement clinic, to learn about expunging (or removing) certain crimes from one's record, and a resource fair.

2024 Objective 28: Stimulate regional arts development

- Dr. Bryan Reece, Norco College president, held a meeting with visual and performing arts faculty on April 30 to discuss the status and future with external partnerships related to arts, including the Orange County School for the Arts, The Young Americans, and the Corona Symphony.

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 30: Develop Career and Technical Education programs and industry credentials related to regional needs

- In discussion is the possibility of leveraging Perkins funding to hire a staff coordinator to support the ongoing innovative development of career and technical education at the College.

2024 Objective 33: Add capacity to existing disciplines with a demonstrated need

- Faculty, the Academic Senate of California Community Colleges Online Educational Resources (OER) Task Force would appreciate if you could spend a few minutes to complete a survey designed to inform the task force's work. *Please complete the survey by May 31, 2019.* At present, we are gathering information via the links below from faculty teaching courses in the following disciplines: [Accounting](#), [Art History/Studio Arts](#), [Biology](#), [Business](#), [Economics](#), [Geography](#), [History](#), [Nursing](#), [Office Technology/Business Information Worker](#), [Political Science](#).
- Distance Education faculty who would like to learn about creating a two- to three-minute introduction video, such as this [example intro video](#), can contact District Distance Education Support by filling out the [Video Request Form](#): http://www.opencampus.com/faculty/forms/faculty_forms_video_request.html. If there is enough interest from Norco College faculty, Derek Moore, District distance education support specialist/educational technologies trainer, will come to Norco College for a recording session. For more information, see Derek Moore's May 13 email titled "Introduction Video for your Distance Ed Class in Canvas" or contact Michael Bobo, assistant professor of humanities and Norco College Distance Education Committee co-chair, at Michael.Bobo@norcollege.edu.
- A May 15 email from Dr. Wolde-Ab Isaac, RCCD chancellor, with "District LMS (Canvas) Training" in the subject line, reminds faculty that Canvas access requires completion of the Online Canvas Academy on site (face to face) at Norco College, facilitated by Sean Ulbert, instructional designer, or online, or through equivalent training in a college district or online education certification. The chancellor's announcement does not indicate a new policy, but a reminder of training required before teaching assignments for online courses can be approved.
- The Disability Resource Center (DRC) is working on a student-led Engineering Pathways project to create 3D renderings of the College that are roughly the size of a piece of paper. The project will use braille to identify the buildings and provide a key that is in line with the sighted person map. Each of these renderings will be something blind and low-vision students can utilize to navigate around and acclimate to the campus.

2024 Objective 34: Build and support student services to foster student engagement, wellness, and success in the classroom and outside the classroom

- The Norco College Career Center, with support from the Associated Students of Norco College (ASNC) and generous donations from the community, gave away over 450 items of gently used work and interview clothes on Tuesday, May 14. The successful event provided 117 student participants with a "good fit" to help them dress more professionally in the workplace and during job interviews. A bit *thank you* to ASNC, Student Life/Career Center staff, as well as individuals and volunteers Terri Moore, Nita Leighton-Graham, Glen Graham, Maria Barragan—and David Schlanger, director of the Career Center!

2024 Objective 35: Build and support academic support services to improve student success

- **Hey, look!** To address the academic support needs of students in the final weeks of the spring semester, the Learning Resource Center (LRC) has extended weekday hours and added Saturday hours. For the remainder of the spring semester, the LRC will be open Monday through Thursday 8 a.m. to 8 p.m., Friday 8 a.m. to 4 p.m., and Saturday from 9 a.m. to 2 p.m. Please help spread the word to all Norco College students about this exciting extension of services and resources!

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 36: Make program, student, and effectiveness (including assessment) data available, usable, and clear so critical data is visible in real time

- In process is a project to house syllabus shells on the Cloud, with shells to be automatically updated via a tie to CurriQunet. The project is expected to be ready in a month.

2024 Objective 37: 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

- *Remember to vote!* Following a series of college council and committee votes, a college-wide vote on moving the Educational Master Plan and the [Facilities Master Plan](#) forward are taking place from 4 p.m. on Wednesday, May 15, through 12 noon on Friday, May 17. Submit your anonymous ballot to the circulation desk at the Norco College Library. Current drafts of both plans are attached to President Reece's May 15 nor-all email titled "2030 Educational Master Plan & 2030 Facilities Master Plan," and a ballot also is attached. If approved, the plans will be on the Board of Trustees' June 11 agenda.
- *Check it out!* An email with the subject line "Norco College Accreditation 2020 Draft Institutional Self Evaluation Report (ISER)" arrived in your inbox on May 16 from Dr. Samuel Lee, vice president of Academic Affairs and accreditation liaison officer (ALO). In the email, you'll find a link to the first draft of the College's Accreditation 2020 institutional self-evaluation report (ISER). You are encouraged to click the [ISER first draft](#) link and review any parts of the report that relate to your area at the College. *Your input is needed and valued!* A list of dates for upcoming discussions of the first draft is included in Dr. Lee's email.

2024 Objective 39: Develop, evaluate, and monitor our governance, decision-making, and resource allocation processes on the basis of the college mission and plans, and involve all constituent groups as appropriate

- To honor the Academic Senate's spring 2018 approval of the institutional reorganization contingent on an annual report from Strategic Development, Dr. Kevin Fleming, interim vice president of Strategic Development, has reported out to participatory governance councils and committees during May. A [one-page graphic/summary](#) of the report is available on the [Strategic Development website](#) and will be distributed to college mailboxes as well.

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

2024 Objective 44: Develop culture that recognizes/thanks employees on regular basis and celebrates college's successes

- Norco College's 2019 Service Awards Ceremony on May 9 recognized a number of employees for their years of service. *Congratulations, all!*
 - For 5 years of service: (now Dr.) Quinton Bemiller, Miriam Carrillo, Jeff Julius, Kim Kamerin, Monique Rodriguez, Cristina Rubio, Shazna Uduman, and Edwin Villalobos
 - For 10 years of service: Dr. Peggy Campo, Donna Dery, Salvador Herrera, Lisa McAllister, Jeffrey Mulari, Dr. Jan Muto, and Martin Villa
 - For 15 years of service: Leona Crawford, Gilberto Deleon, and Nelya Parada
 - For 20 years of service: Dr. Greg Aycock
- *Classified School Employee Week is May 19-25!* A number of events are scheduled to recognize and show appreciation for Norco College's classified staff, who are "building connections, inspiring lives"! For a detailed list of events, see the May 9 nor-all email from Denise Terrazas,

executive administrative assistant, titled "Save the Date | Classified School Employee Week | May 20-May 24 Schedule."

FACULTY NEWS

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

- Rex Beck, professor of business logistics management, recently had a comment advocating for the connection between local community colleges and businesses published in [Inbound Logistics Magazine](#) (page 10). This is a great way to help our students and their future employers connect early. Thank you, Rex, and congratulations!
- Nikki Capps, associate professor of English, would like to announce that the Norco College chapter of Phi Theta Kappa (PTK), an honor society for students with high GPAs (3.5-4.0) and social awareness, held its Induction Ceremony and Luncheon on Saturday, May 11. During the ceremony, attended by students along with their friends and families, *12 new members* were inducted! Congratulations to our students, and thank you, Nikki, for serving as PTK advisor!
- Dr. Quinton Bemiller, associate professor of art, defended his dissertation on Monday, May 13, to complete the requirements for his EdD, doctorate of educational leadership in higher education with an emphasis on community colleges, at California State University, San Bernardino. The title of his dissertation is "Figured Worlds: A Phenomenological Study of Community College Faculty Leaders." He has also been named Doctoral Student of the Year and will be presented with that award at CSUSB commencement on June 15. Hearty congratulations, Dr. Bemiller!

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 50: Build out funded projects (amphitheater, Center for Student Success room 217, etc.)

- The repurposing of CSS 217 will be completed in June.
- The CACT building is getting a new heating and air conditioning system May 20-27. Classes have been relocated for this period, with notices posted for students and notifications sent to faculty.

2024 Objective 57: Build second access road

- On May 23, President Reece has an exploratory meeting with Riverside County Supervisor Karen Spiegel to discuss the Facilities Master Plan, potential funding plans, and possible partnership with the county.

2024 Objective 63: By fall 2021, open middle college program for fine and performing arts in partnership with Orange County School for the Arts (OCSA) and The Young Americans

- Momentum continues to carry the possibility of creating an Orange County School for the Arts (OCSA) campus at Norco College. All parties are generally receptive. If discussions continue to move forward, the first class of 750 high school students might begin in fall 2021. OCSA is a public charter high school.

2024 Objective 66: Develop and implement plans for off-campus facilities for instructional purposes (including South Corona satellite campus)

- The Corona City Council has decided not to move forward with repurposing the Armory at this time and has invited the College instead to visit the Corona Innovation Center. The location most likely would be used for noncredit instruction. Strategic Development will be scheduling a tour of the center with faculty and administrators.

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

2024 Objective 67: Design intuitive and simple onboarding system

- Student Services and Strategic Development are researching summer implementation of a Salesforce pilot focusing on Summer Advantage students.

2024 Objective 68: Develop intuitive and technology-enhanced CRM (e.g., Salesforce) systems for the entire student life cycle (“from recruitment to alumni”)

- A workgroup met on May 7 to discuss Salesforce adoption to assist in student recruitment, industry engagement, and tracking current students through their journey. At the meeting, Christopher Blackmore, associate vice chancellor of information technology and learning systems, shared an update on the educational resource planning (ERP) system, and Thea Quigley, RCCD executive director of adult education and community initiatives, provided a demonstration of Enrollment Rx, which is a Salesforce application.
- The week of May 13, the District discussed the presentations by two vendors for a new enterprise resource planning (ERP), or student information, system (SIS). A new system is being considered to replace Colleague (Datatel) in order to serve students better into the future.

2024 Objective 69: Develop comprehensive communications systems/tools

- *Do you get too many emails?* The Professional Development Committee is partnering with Strategic Development to explore alternatives to our listserve structure to reduce email traffic while increasing the relevance of information we receive. A session is planned for Fall Flex Day (August 21) for discussion. Send your ideas/feedback to Dr. Kevin Fleming, interim vice president of Strategic Development, at Kevin.Fleming@norccollege.edu.
- A new website chat feature allows Student Services personnel to respond to students’ questions in real time. Between May 3, when the chat first became available, to the morning of May 14, there were a total of 502 chats, with an 84 percent overall satisfaction rating. The greatest use of the feature so far was on May 8 and 9.

2024 Objective 70: Improve employee operational systems

- On May 17, a demonstration and information-gathering session of a three-year scheduling system by ITPI is scheduled to take place at the President’s Office.

2030 Goal 13: (Resources) Develop innovative and diversified resources to build and sustain a comprehensive college and achieve our visionary goals

- On Thursday, May 9, Governor Gavin Newsom presented the “May Revision” to his 2019-2020 state budget proposal. As explained by Dr. Michael Collins, vice president of Business Services, in his May 10 nor-all email with the subject line “Governor’s May Revision Proposal Overview,” the May Revision does not significantly change the governor’s January proposed budget for community colleges. However, Dr. Collins notes that Proposition 98 funding has increased a bit from the January estimate, and scheduled maintenance and instructional equipment funding is allocated for the 2019-20 budget year. For more information, see Dr. Collins’s May 10 email and/or visit the State of California’s [Department of Finance 2019-2020 Budget webpage](#).

Strategic Direction 1: Student Transformation

2030 Goal 1: (Access) Expand college access by doubling current headcount and FTES.

- Admissions and Records, Student Financial Services, and the Veterans Resource Center (VRC) have extended hours for the month of May to support students registering for summer and fall classes. Admissions and Records is open Monday through Friday, 8 a.m. to 8 p.m. Student Financial Services is open 8 a.m. to 6 p.m. Monday and Tuesday, 8 a.m. to 8 p.m. Wednesday and Thursday, and 8 a.m. to 4 p.m. Friday. The VRC is 8 a.m. to 8 p.m. Monday through Friday.