

OFFICE OF THE CHANCELLOR District Strategic Planning Council Minutes

Friday, February 25, 2022

Via Teleconference

2:00 pm – 5:00 pm

Present: Hussain Agah, Gregory Anderson, Christopher Blackmore, Aaron Brown, Kristine DiMemmo, Tammy Few, Kevin Fleming, Evelyn Gonzalez, Rebecca Goldware, Monica Green, Vivian Harris, Wolde-Ab Isaac, Ruth Leal, Carlos Lopez, Kaneesha Tarrant, David Torres, Launa Wilson, Lijuan Zhai, Majd Askar, Torria Davis, Jack Harris, Georgina Villasenor-Lee, Chip West, Beiwei Tu, Melisa Bader

Absent: Abel Sanchez, Robin Steinback, Stephen Ashby, FeRita Carter, Michael Collins, Jeannie Kim, Samuel Lee, Mark Sellick, Christopher Sweeten, Lynn Wright, Mark Figueroa, Victor Bolanos, Felipe Galicia, Virgil Lee, Mark Sellick

Guests: Christopher Clarke, Debra Mustain, Laurie McQuay, Sterling Smith, Gloria Aguilar, Ines Solis, Lorraine Jones, Susan Mills, Marisa Yeager,

I. Committee Business

- a. Approval of the December 10, 2021 Minutes –Anderson/Fleming moved to approve the minutes. Clark/Bader/Villasenor-Lee Abstained. Motion carried.

II. Chancellor's Report - W. Isaac

- The Advocacy trips to Washington and Sacramento were reported at the last board meeting. We made good head way with strengthening connections with various departments in Washington, example Department of Education, Trade, and Labor; and the NSF. RCCD already has a large number of grants with these departments. They are impressed with RCCD and the projects we have. Chancellor stated he is proud of RCCD. They encouraged RCCD to think about expanding and seeking additional grants. They have good relationships with each of our colleges and college Presidents.
- Legislature, pushed very hard for the basic needs for our students such as the Higher Education Reauthorization Act for Pell Grants, Housing for our students, Psychological and Mental Health support, and Technology support. Department of Education and Labor and the number of projects, with Upper bound, Title V and III and grants.
- RCCD is on the right on track, and we need to expand our support to our students during these challenging times. RCCD has a decline in enrollment, we can compensate this with very high success rates, with clear and measurable ways to close the equity gaps. These are the drivers for the upcoming two-years.
- Working hard to fill the vacancies of General Counsel, the position was almost filled in an interim basis and did not come through, will continue to recruit. Continuing to recruit for the Chief of Staff and a permanent Vice Chancellor of Educational Services.
- Speaking of this position, Interim Vice Chancellor Dr. Jeannie Kim Chancellor will return later than originally anticipated. Wishing her a speedy recovery. Staying hopeful with the advancement in oncology medicine, and look forward to her return.
- Participating in a round table discussion among other multi-college districts Chancellors in the CA systems. There are 23 districts which are multi-college districts. Discussions have been funding, the funding formula, what we will and won't advocate for, or how to join forces to advocate.
- Many are inquiring, while facing a 20-30% decline in enrollment, if this the time to increase faculty hiring (full and part time). Additional struggles are for the hiring of classified professionals when we are entering an era to increase our equity, access and

support, and wrap around services. We should advocate for additional money to increase this segment of our workforce to create a sustainable mechanism of support.

- These are some areas of discussions, no clear ideas on how to get out of this situation, we are working together and being creative to help expand the programs.
- Talks of targeting the nontraditional segment population such as the trade technology students. Discussions of large money available with K-12 school systems and collaboration with community colleges. Questions on how to resolve the learning deficit from the pandemic; and expansion of the dual enrolment. A lot of Chancellors are looking into this route for increasing student enrollment and student success.
- CA Community College Foundation administrating \$215 million dollars for K-16 partnership between community college and university's to improve transfer rates. Suggested proposals are for each region to receive \$20 million. The proposal is for the community colleges to take the lead and not the universities.

III. Information Items

- a. Presentation – Inland Empire Technical Trade Center Update (Debra Mustain)
 - i. Discussion: Chancellor shared that LA Community College has offered to assist with our process by sharing their experience, tips and mistakes. Central Valley Community College Chancellor is interesting learning with us to have a similar approach in their areas. Have had preliminary discussions with the Chancellor of San Bernardino Valley Community College, they are in support. Also, Chaffey Community College is on board. We have support from Legislators, and local counties for joint support.

President Gregory Anderson stated discussions at college level of which administrators will participate in the workgroup to avoid burnout will occur.

- b. Presentation - Economic Impact Study (EMSI Representative, Sterling Smith)
 - i. Discussions: Vice Chancellor Goldware thanks all the B&FS and Ed Services staff who assisted with the data for presentation.

Chancellor's concern of collapsing and comparing high school vs. graduate income, and emphasis of RCCD creating high demand, high pay, and high skill job programs and unable to measure this. The other concern is the graduates who remain or leave the region being used in the data. Asked if there is a way to identify the students who are in the region. Sterling explained the different ways and resources used to track students who stay or leave the region, and the same with salaries to ensure the data is reflecting appropriately.

- c. Presentation – District Equal Employment Opportunity Update Workforce and Applicant Data 2018-2019 – 2020-2021 (Lorraine Jones and Georgina Villasneor-Lee)
 - i. Discussions: Chancellor feedback, the presentation is a bit too long; focus on what the data tells us; what the future plans are for retention, and analysis; share the definitions of the terms used; share what is an ideal and desirable want; diversity, equity and inclusion is an important aspect of who we are and the diversity our workforce has and the direct impact to our diverse students;

Melissa Bader: Do we have a regular recruitment strategy for reaching out to our Native American Tribes? Jones shared HRER uses professional listservs, job boards group focused with an emphasis in higher education, professional organization. The example given needs to be critically analyzed and added.

Melissa Bader recommended in reaching out to the specific groups to help them recognize RCCD as a partner.

Chancellor agreed with Melissa Bader recommendation, and stated the process needs to have high intentionality. We have to be focused on what we like to achieve and map out the appropriate strategies. Need to help HRER with help identifying the degree of intentionality. Help in sharing the areas of where positions can be advertised.

Launa Wilson: Have faced challenges with suggested locations to post positions with HR due to cost. Not all areas are free, and Launa has paid in the past to have the jobs posted in particular areas. Suggested increasing the HR budget for job posting.

Tammy Few: Have received a few requests, and have approved to post positions out of the normal areas.

Chancellor: Need to find a balance and the best ways of where we are posting jobs in the right places to be inclusive, efficient, and using the proper resources.

- d. Presentation – RCCD Marketing Update (Chris Clarke)
 - i. Discussion: President Gregory Anderson: How did our marketing lead to the sharp increase of applications? Chris Clarke said marketing is not the sole effort, it is marketing, outreach, and student services all are involved. It does show the efforts among colleges and district is working.

Student Trustee Jack Harris: A huge disparity of applicants vs. actual enrollee's ratio, is there any specific data on actual platforms methods of advertisement services use that produced this disparity? What is being used?

Responses between President Gregory Anderson, Vice Chancellor Rebecca Goldware and Chris Clarke: the applications are due to various reasons such as high school students who need to apply as part of their graduation; the application and actual enrollee gap has widen, something we need to figure out even though it is a nationwide issue; lots of reasons are behind including the pandemic, and a student survey is being conducted district wide to hopefully get some answers.

IV. Action Items

- a. No action items

V. Task Force / Subcommittees / Special Reports

- a. Facilities Planning & Development Council Meeting Minutes- November 2021 to December 2021 (Hussain Agah)

VI. Reports/Updates

- Moreno Valley College – C. Lopez
 - VP Lopez stated that ACCJC has asked MVC to present at their webinar.
 - Continue to look at enrollment, the Strategic Enrollment Management Taskforce to update the Enrollment Management Plan and the idea is to look at a 2-3 year cycle to build enrollment, find opportunities for program development, and identify enrollment barriers. Look at non-traditional areas such as non-credit, and work with local supply chain logistics industry. Bring the classes to their training room sites.
 - Art exhibit is onsite in room SAS 121.
- Norco College – M. Green
 - Wonderful welcoming students back onto campus and meeting faculty who have not in-person before.
 - Thank you to everyone working the students in various weather conditions across the colleges.
- Riverside City College – G. Anderson
 - Echo's Carlos and Monica and adds that everybody does come together on the colleges. Witnessed many examples of the classified professionals, management and faculty working together and meeting the challenges.
- District
 - Vice Chancellor Aaron Brown echo's the comments made by each college. The District office in delivering assistance to the colleges, a great point made that it is a great team effort in serving our students.