

President's Leadership Team Report

May 27 and June 3, 2020

FeRita Carter
Vice President, Student Services

Carol Farrar
Vice President, Academic Affairs

Kristine Di Memmo
Interim Vice President, Planning & Development

Chip West
Vice President, Business Services

Gregory Anderson
President



Recent Official College Communications

PLT reflected deeply upon recent national and local events. The VPs and the President rededicated themselves to help anger move to action and words work toward results. PLT members agreed that the strength of our College's faculty, staff, and administration leaves RCC poised to contribute to actual change in combatting the racist structures and deep-seated biases that subjugate people of color and the poor.

In this state of heightened sensitivity, the College received hundreds of emails and thousands of social media complaints alleging hate speech by an RCC student. PLT has been reviewing recent communications:

- [Letter](#) in response to tragic death of George Floyd
- President's Weekly [Video](#) Message 6-3-20
- Brief Social Media [response](#) to allegations against student
- [Complete Response](#) to Social Media posts

Finally, PLT began to plan a town hall for all students and employees. This "pulse of RCC" would be an open forum with panelists, is tentatively scheduled for Wednesday the 10th of June in the evening. More information to come.

PLT reviewed the following Information items:

Guest: Interim Manager Business Services, Sherrie DiSalvio

VP West and Sherrie DiSalvio reviewed the current fiscal conditions for all College resources including general fund, student equity and achievement funds, strong workforce and other stand-alone resources (Childcare Center, Food Services, Health Center, Redevelopment, etc.).

- PLT discussed possible budget strategies for the fiscal year 2020-21 year.
- VP West presented the Physical Sciences-Life Sciences Renovation Project for Business and CIS which was approved in the Governor's May revise.
- VP West shared an update on the Greenhouse Project which went out to bid and will begin construction later this summer.
- PLT will continue to monitor the state budget over the coming weeks as the COVID-19 crisis continues to evolve.

Guests: Interim Dean, CTE Shari Yates and Interim Associate Dean, CTE Thea Quigley

The need for RCC to respond to and recover from the current economic crisis has prompted faculty and administration to explore program options that meet emergent needs. Interim Dean Yates and Interim Associate Dean Quigley attended the meeting to discuss new technologies and jobs for which the College needs to prepare students. The deans reported faculty working on apprenticeship opportunities, GIG Economy curriculum, cyber security certificates, and exploration of certificates in collaboration with the California Air Resources Board (CARB).

Guest: Coordinator, Professional Development Natalie Halsell

Natalie Halsell discussed the retirement celebration, providing updates and an overview of the event. As of June 3rd 127 people have RSVP'd to attend the retirement celebration to be held virtually on June 11th from 2-3 pm. An invitation was sent to the College community last week. All members of the Tiger family are enthusiastically encouraged to participate.

District Safe Return Task Force and Workgroups

PLT engaged in a discussion about the new District Safe Return Task Force and aligning the College's strategic goals with the development and facilitation of a plan for the safe return of employees and students.

The Safe Return Task Force, comprised of seven work groups, established seven guiding principals, to achieve it's mission of developing a plan that ensures the health and safety of faculty, staff, administrators, and students as they return to our college campuses.

Workgroups and Chairs:

1. Academic Support Services - VP Samuel Lee
2. Communications and Engagement - Exec Dir. Chris Clarke
3. Facilities Operations and Infrastructure - VP Chip West
4. Lecture Planning - VP Carol Farrar
5. Opening Labs and Similar Facilities- VP Carlos Lopez
6. Safety Protocols, Risk, Contingencies - Dir. Monica Esqueda
7. Student Services - VP Kaneesha Tarrant

Guiding Principles:

1. First and foremost, ensure the safety and wellbeing of our students and employees
2. Employ equity minded decision making to ensure care for our most vulnerable students
3. Decisions must lead to long term sustainability
4. Maintain integrity of our programs and academic standards
5. Balance efficiencies and flexibilities while ensuring maximum effectiveness in our ever-changing environment
6. Be mindful of fiscal responsibility without compromising safety
7. Proactively ensure consistent and coordinated communication district-wide

Program Review Deadlines

The Annual Program Review Self-Study process has commenced. Each division analyzes changes within the division, as well as identifies significant funding needs for staff, resources, facilities, and equipment. Timely Program Review submission is necessary in anticipation of budget planning for the fiscal year, which begins July 1st.

Website Update

PLT reviewed the latest progress with the massive website overhaul project. VP West provided detailed information about each section of the new site.

- The web team will be working on development and content over the next 5-6 weeks.
- Leads for each area are collecting the final updates for Academics, Becoming a Student, Student Support, Life at RCC, and RCC Community.
- The goal is to fully launch the new website in mid to late September.
- President Anderson expressed great appreciation to VP West and the entire team for their work on the new website.

RCC Main Phone Line Calls

An update on incoming calls to the College's main phone line was provided. Most of the more than 1,000 calls per month are going to the areas of Admissions, Counseling, Financial Aid, and the Library. Concerns, including response times and online chat issues, were reviewed. The vice presidents will work with their individual areas to look at options for better addressing this need going forward and improve communications with RCC essential programs and services.

Commencement Update

VP Carter provided an update on the 2020 virtual Commencement ceremony.

- A special thanks was extended to Dean Kyla O'Connor, Tony Rizo, Stephen Ashby, and all who collaborated to make the virtual commencement a reality.
- The coordination has been a labor of love for our students.
- PLT encourages everyone to celebrate our 2020 graduates by viewing the ceremony on June 12 beginning at 9am.
- PLT is pleased that participation levels among graduates in the virtual environment is similar to previous in-person ceremonies.

Strong Workforce [Update](#)

CTE programs are more essential than ever to the economic recovery of California and RCC CTE is poised to help with these recovery efforts. Allocations for Strong Workforce have been reduced across the state; however, the remaining allocations will be awarded based on unemployment percentages within the region, Career and Technical Education FTES, current job openings within the region, and the respective College success metrics. There are multiple opportunities to partner with our regional Workforce Investment Boards to provide much needed short term training outside of RCC programs as well. The College continues to prioritize the need to support the workforce demands of industry and our community.

Accreditation Survey

VP Farrar provided an update on the [RCC Accreditation 2020 Survey](#). Survey results will be reviewed in EPOC.

Engagement Centers - Virtual Summer Engagement Sessions

Each of the Engagement Centers have designated dates/times for [virtual summer](#) engagement. The student success teams have come together to develop a similar experience at each Engagement Center (including information about how to navigate college, especially in the online environment, before their first day of class). Engagement sessions are being recorded and integrated into one large video that will be shared during Welcome Week activities.

PLT considered the following policy items:

Budget Update

PLT continued to review the District budget situation and discussed ways in which potential cuts in funding across multiple resources could be addressed within the College's operations with the goal to minimally impact academic disciplines and essential student support services. All four VP areas are working in collaboration with each other and with the District to sustain that the College's core commitments to access, equity and success.

2020/21 Marketing Campaign

A comprehensive RCC marketing campaign is being developed based on multiple priority items and possible fiscal considerations of each priority associated with the campaign. Each component of the campaign will be launched at the same time - whether it be online, on campus or in the community.

Structure and Responsibilities/Commitments of Proposed Equity Committee

President Anderson understands the urgency associated with our Equity work as a College and has asked Interim VP Di Memmo to coordinate a meeting with College faculty leaders to move forward with the universal commitment to equity at RCC and how this committee will assist in our efforts.

Competency-Based Education

VP Farrar briefed PLT about competency-based education (CBE) and the discussions ongoing in the RCC Curriculum Committee and the Academic Senate. Distinctions between CBE and credit-for-prior-learning were noted.

The team reviewed literature

- [Competency-Based Education – A strategy for Skills Upgrading in California](#)
- [Lumina Issue Paper:How Competency-based education may help reduce our nation’s toughest inequities](#)
- [Cracking the Credit Hour](#)

VP Farrar encouraged all to review the webinars* conducted by the CCCO to provide context to the

- [Webinar 1 or 3: Competency-Based Education](#)
- [Webinar 2 of 3: Competency-Based Education](#)

All were encouraged to attend the final webinar (TBA) in June where opportunities for statewide participation in a pilot programs will be discussed.

* webinar links will function after you [register](#) as a member of the CCC Vision Resource Center

PLT took action on the following items:

Celebration of Faculty and Staff Efforts Toward Accessibility

VP Farrar noted the extraordinary efforts of RCC faculty who with professionalism and compassion moved the instruction of an entire college online while making extraordinary progress toward accessibility. Many classified professionals provided support toward this noble effort of creating an online learning experience that is universally designed. PLT expressed sincere gratitude for these efforts and the many other hidden accomplishments that contributed to the success of RCC students this term. Every member of PLT appreciates the efforts of faculty and staff.

Simplifying Access to Campus for Urgent Matters

A message will be sent to faculty and staff with information about how to submit a request to visit the RCC campus. Those needing to come to campus to access their office space, pick up materials or prepare for retirement must complete a request [form](#) available on the College website. Once the application is complete, the respective party will have access to the campus.