



November 14, 2022

Dear Interim President Carter,

Enclosed are the prioritization recommendations made by the Strategic Planning Leadership Councils during their Joint Prioritization meeting, which was held on October 28, 2022. This letter is a summary of what was prioritized as well as some specific language and suggestions that the Councils wished to include as part of their recommendations.

Like our previous prioritization, this year's process involved the development and posting of the Vice President (VP) Plans and Executive Summaries to the RCC website in August, along with the updated Prioritization 101 document to facilitate and streamline the prioritization process and to clarifying precisely what needed to be prioritized and why. Zoom Question and Answer sessions were held between members of the Leadership Councils and the Vice Presidents on September 13, 2022 and October 14, 2022. The VP Plans were "fluid documents" throughout this process; all feedback was integrated and then updated throughout the months of September and October. The process genuinely focused on strategies that would further the college's goals, especially with a strong commitment to equity, Guided Pathways, and institutional sustainability.

Members of the Teaching and Learning (TL), Resource Development and Administrative Services (RDAS), and Student Access and Success (SAS) Leadership Councils (LCs) were sent surveys to record their initial rankings. The Governance, Effectiveness, Mission, and Quality (GEMQ) LC oversees the process and helps us improve it each year, and effective 2022, is included in the prioritization initiatives. Out of a possible 76 voting members from the four LCs, 67 initial surveys were returned – which is a 30% increase from last year. These results formed the starting point for the prioritization work of the October 29th Joint Prioritization meeting. Of the 76 voting members eligible to do this work, 42 were present (or sent a proxy), which reflects a 55.3% participation rate in the actual prioritization meeting. This is a significant decrease from prior years where participation was near 79%, and something that GEMQ will be reviewing as they work to assess the process.

The survey and supporting material for the faculty hires was sent out by the Office of Institutional Effectiveness at the end of September. Of the 39 full-time faculty representatives on the Leadership Councils, 35 completed the survey. This is an improvement over last year's 29 responses. On October 28, 2022, the voting faculty members of TL, SAS, RDAS and GEMQ were presented an overview of the survey results for each faculty request and completed their final ranking.

This letter reflects the Councils' recommendations on the ranking of the top ten college priorities, initiatives, and all full-time faculty hires. The Councils are aware that budget and available funding are limited, especially in this period of fiscal uncertainty. It is the hope that the work of the Councils to prioritize initiatives also offers a clear sense of direction for and emphasis on where to expend efforts in the search of additional external funding (e.g. grants).

## **Prioritization of Initiatives**

**#1 - VPAA #1**– Educational Partnerships: *Expand access to increase success rates of underserved and historically underrepresented students within CCAP and dual enrollment.*

**#2 - VPSS #4** – Student Employment: *Increase the department’s ability to provide effective customer service with a part-time Customer Service Technician to assist with the increase in the number of students hired through student employment.*

**#3 - VPAA #2** – Increased support for Faculty – Glenn Hunt Center and Academic Senate: *Increased administrative support for faculty development and RCC Academic Senate.*

**#4** – Joint Initiative B (with VPPD and VPSS) – ASL Interpreter Support for all campus events – *In order to accommodate all students, the college needs to provide interpreting services at the events the college hosts.*

**#5 - VPAA #4** – Life Sciences & Chemistry Equipment – *Provide more modern equipment and updated service contracts to extend the life of essential teaching equipment for Life Science and Chemistry.*

**#6 – VPBS #6** – TSS Repair Parts Budget Augmentation – *Increase repair budget for repairing equipment located at RCC and the District Office requiring Media and IT technologies.*

**#7** – Joint Initiative A (with VPAA and VPPD) – Academic Support Augmentation – *Additional funds to increase academic support in CIS, AUT, Math, WRC, CCE and EC.*

**#8 - VPPD #1** – RCC Website Enhancement – *Update and enhance the web modules to increase effective communication and update user interface (UI)*

**#9 - VPAA #3** – Increase equity-minded Journalism Program Support – *Increase Journalism Program Support Specialist from part-time to full-time to better support the program.*

**#10** – VPSS #5 – Veterans Resource Center Support – *Hire a part-time Customer Service Clerk to ensure the VRC is aligned with the functionality of the RCC’s Engagement Center model.*

## **Full-Time, Tenure-Track Faculty Hiring**

The councils’ recommendation for 11 full-time faculty hires:

1. Nursing, LVN
2. Counseling, General #1
3. Ethnic Studies
4. English
5. Nursing, CNA
6. Theater
7. Counseling, Athletics
8. History

9. Animation
10. Counseling, General #2
11. Counseling, Puente

We look forward to hearing back from you with a final determination very soon.

Sincerely,



Mark Sellick, Acting Faculty Co-Chair EPOC



Kristine Di Memmo, Admin Co-Chair EPOC

Cc: Chairs and Co-Chairs of Leadership Councils

Attachments: Prioritization of Initiatives and Prioritization of Faculty Positions

Riverside City College

Fall 2022 Prioritization Ranking

68 total people voted (of 76 possible) 89.4%

# of LC Members who ranked each position as:

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	# Votes in Top 10	Weighted Sum
VPAA 1: Educational Partnerships -Expand access to and increase success rates of underserved and historically underrepresented students within CCAP and dual enrollment	13	10	2	8	2	4	4	6	3	1	1	1	2	3	0	1	3	2	0	53	908
VPSS 4: Student Employment --Admissions and Records	9	9	4	5	4	5	2	3	7	0	2	3	1	4	5	1	0	0	2	48	852
VPAA 2: Increased support for Faculty – Glenn Hunt Center and Academic Senate	5	12	7	3	4	2	3	4	5	4	3	2	0	5	4	0	1	2	4	49	848
Joint Initiative B: VPPD and VPSS Provide ASL Interpreter Support for all campus events	8	4	6	5	3	2	5	1	2	7	0	2	4	5	4	3	3	1	1	43	765
VPAA 4: Life Sciences & Chemistry Equipment Replacement and Repair/Service Contracts	4	5	4	3	4	3	5	6	4	3	6	2	4	2	6	1	2	2	3	41	749
VPSS 6: TSS Repair Parts Budget Augmentation - Object 4644	4	3	1	4	5	8	2	4	3	3	5	4	4	3	5	1	4	5	5	37	709
Joint Initiative A: VPAA and VPPD Academic Support Augmentation	6	1	7	2	1	6	6	3	6	4	5	2	4	2	0	5	3	2	1	42	736
VPPD 1: RCC Website Enhancement	5	2	6	2	4	4	3	3	3	5	3	4	5	4	5	6	1	2	3	37	713
VPAA 3: Staff – Increase equity-minded Journalism Program Support Specialist from part-time to full time	3	1	3	1	6	2	5	5	5	6	4	4	6	2	2	6	6	2	6	37	678
VPSS 5: Veterans Resource Center Staffing	2	2	2	2	4	3	3	8	4	7	3	3	4	3	4	6	1	4	2	37	643
VPSS 3: Upgrade RCC Campus Irrigation Valves	0	3	6	2	5	4	7	4	3	0	1	5	4	1	5	4	5	6	3	34	642
VPSS 3: Improvement in Overall Student Services - Categorical Student Support Programs	0	4	3	4	5	1	3	4	3	4	5	5	2	4	3	6	5	4	1	31	621
VPAA 5: Active/Collaborative Learning Furniture	0	1	5	2	2	4	3	6	2	4	1	7	5	4	4	7	5	3	3	29	587
VPPD 2: Library Outreach	0	1	0	1	5	3	3	4	1	6	7	9	6	3	5	3	7	4	1	24	570
VPSS 1: Permanent increase of Landscaping Budget of \$50k to meet increased costs due to inflation	3	0	2	4	4	0	5	4	2	1	7	2	4	5	2	2	6	8	4	25	549

VPSS 2: Athletics Equity Initiatives	0	3	1	3	2	3	2	0	2	4	6	3	5	4	7	4	8	7	3	20	505
VPSS 6: Athletic Department Restructuring	1	1	0	4	1	2	2	1	3	2	4	4	3	4	3	5	4	9	16	17	413
VPBS 7: Replace outdated RCC TSS servers	3	3	0	5	3	6	2	2	6	6	3	3	1	6	2	4	0	2	9	36	620
VPBS 2: Classroom Audiovisual Equipment Life cycle	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
VPBS 4: Meeting Room Audio Visual Equipment Life cycle	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
VPBS 5: Improve Campus Recycling Program	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
VPSS 1: Improvement in Overall Student Services - Student Life and Activities	2	3	9	8	4	6	3	0	4	1	2	3	4	4	2	3	4	3	1	40	744

	#	Points
<b>Voting Weight Table for Weighted Sum Column</b>	1	19 pts
<b>Each value in the table above multiplied by the points assigned to that value.</b>	2	18 pts
	3	17 pts
	4	16 pts
	5	15 pts
	6	14 pts
	7	13 pts
	8	12 pts
	9	11 pts
	10	10 pts
	11	9 pts
	12	8 pts
	13	7 pts
	14	6 pts
	15	5 pts
	16	4 pts
	17	3 pts
	18	2 pts
	19	1 pts

LC	# Voted	No Vote	Total
GEMQ	18	1	19
RDAS	18	1	19
SAS	15	4	19
TL	17	2	19
<b>Grand Total</b>	<b>68</b>	<b>8</b>	<b>76</b>

No Votes include 3 student representatives and 2 employees out on medical leave (5 of 8 no votes)

Riverside City College

Fall 2022 Faculty LC Ranking Results from Forms Survey

# of Faculty who ranked each position as:

	1	2	3	4	5	6	7	8	9	10	11	# Votes in Top 5	Weighted Sum
1 Nursing, LVN	5	5	4	3	2	6	4	3	3	3	1	19	263
2 Counseling, General #1	8	3	2	3	7	3	2	3	1	3	0	23	258
3 Ethnic Studies	5	5	6	6	2	1	2	1	2	1	3	24	252
4 English	6	3	4	3	6	4	0	1	1	4	3	22	240
5 Nursing, CNA	3	4	4	2	3	4	2	7	7	4	1	16	238
6 Theatre	3	4	1	3	2	3	6	3	3	4	2	13	199
7 Counseling, Athletic	0	3	1	1	2	1	1	4	4	7	7	7	121
8 History	1	2	1	3	5	3	6	6	4	2	1	12	188
9 Animation	2	3	3	3	1	4	4	2	3	2	6	12	181
10 Counseling, General #2	0	1	6	4	1	5	2	1	7	4	4	12	180
11 Counseling, Puente	2	2	3	4	4	1	6	4	0	1	7	15	190
<b>TOTAL VOTES</b>	<b>35</b>	<b>35</b>	<b>35</b>	<b>35</b>	<b>35</b>	<b>35</b>	<b>35</b>	<b>35</b>	<b>35</b>	<b>35</b>	<b>35</b>		

35 total people voted (of 39 possible) 89.7%

Ranking Weight	1	11	pts
	2	10	pts
	3	9	pts
	4	8	pts
	5	7	pts
	6	6	pts
	7	5	pts
	8	4	pts
	9	3	pts
	10	2	pts
	11	1	pts

LC	#	% of Votes
GEMQ	10	28.6%
RDAS	9	25.7%
SAS	7	20.0%
TLLC	9	25.7%
	<b>35</b>	