

Program Review - VP Business Services

Initiative/Project Details: VPBS #1 - Permanent increase of Landscaping Budget of \$50k to meet increased costs due to inflation.

RCC has nearly triple the amount of acreage as Norco College, yet the budget for RCC is only 12% higher than Norco. Inflation in 2021/2022 has seen a dramatic increase in landscape supplies and labor ranging from 30% to 300%. Grounds turf maintenance- Stadium field restrictions have put a strain on the grass practice fields. Fertilizer and grass seed are necessary to maintain a safe and presentable playable surface. Baseball and softball fields also require reseeding and fertilizer. The cost of Bermuda seed has increased 300% requesting an increase. 7 acres worth of sports fields turf. Seed, fertilizer, herbicides permanent budget increase of \$25,000.00. The tree trimming budget at RCC is only \$25k which is woefully underfunded. This has resulted in several trees snapping on windy days because they are several years overdue for trimming. An additional permanent increase of \$25k to the tree trimming budget is a desperately needed contract for tree trimming services.

Initiative/Project Status: Initial Proposal

Year(s) Implemented: 2021 - 2022, 2022 - 2023, 2023 - 2024, 2024 - 2025, 2025 - 2026

Date Started: 04/19/2022

Action Plan

2021 - 2022 - Request permanent budget increase for Grounds. (Active)

Related Documents:

[PRaP Resource Request Form Permanent Budget Increase for Landscape.pdf](#)

2022 - 2023 - Receive funding and implement plan. (Active)

Resources Needed

Permanent budget increase of \$50k for Grounds budget. - RCC has nearly triple the amount of acreage as Norco College, yet the budget for RCC is only 12% higher than Norco. Inflation in 2021/2022 has seen a dramatic increase in landscape supplies and labor ranging from 30% to 300%. Grounds turf maintenance- Stadium field restrictions have put a strain on the grass practice fields. Fertilizer and grass seed is necessary to maintain a safe and presentable playable surface. Baseball and softball fields also require reseeding and fertilizer. The cost of Bermuda seed has increased 300% requesting an increase. 7 acres worth of sports fields turf. Seed, fertilizer, herbicides permanent budget increase of \$25,000.00. The tree trimming budget at RCC is only \$25k which is woefully underfunded. This has resulted in several trees snapping on windy days because they are several years over due for trimming. An additional permanent increase of \$25k to the tree trimming budget is desperately needed contract for tree trimming services.

Year of Request: 2021 - 2022

Resource Category: Equipment

Funding Source (Grant, Allocation, General Funds, etc.): General Fund

Resource Life Cycle: Ongoing

Projected Cost : 50000

RCC Goal Mapping

Strategic Plan

4.0 RESOURCE DEVELOPMENT AND ALLOCATION - The college will acquire, manage, and deploy resources -- including human,

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facilities, technology, and financial -- to support college goals and advancement.

Objective 4.1 - Efficiently manage existing resources to support the ongoing academic and student support programs, and strategically develop external revenue sources to maximize the resources available to support student learning and success. (Target: 30% of overall budget will be from external revenue sources.)

Objective 4.2 - Maintain a healthy and safe environment for students, faculty, and staff, by developing a process through which the college can be responsive to any health and safety recommendations.

Objective 4.7 - Provide annual Facilities Plan updates and fully integrate the Total Cost of Ownership principles for existing and future design of facilities.

Initiative/Project Details: VPBS #2 - Classroom Audiovisual Equipment Lifecycle

RCC adopted a computer and laptop lifecycle and has distributed new laptops and desktops to instructor and classrooms. However, an audiovisual equipment lifecycle has not been adopted by RCC. The A/V equipment in many classrooms is end-of-life and no longer performing to specifications. On average the equipment is 13 years old and at least 5 years past its expected lifespan. TRC conducted a campus wide survey in December and two focus group meetings in the Spring, and it provided great insights into the A/V needs of our instructors, and the results demonstrated that a plan for ongoing updates would greatly help the situation. TSS classified professionals do an amazing job keeping this older equipment functional, but the limitations are increasing and are difficult to address causing impact to classroom instruction and learning. RCC has identified 187 learning spaces not including conference rooms, offices, engagement centers, and event areas. A total eight-year lifecycle for classroom AV equipment could total up to \$7,325,000 depending on equipment and classroom needs for the scheduled rooms. Yearly cost will vary based on preparation year.

Initiative/Project Status: Initial Proposal

Year(s) Implemented: 2022 - 2023

Date Started: 04/29/2022

Guiding Questions: How can technology help RCC meet its strategic goals and targets, close student equity gaps and support students along their guided curricular pathways?

Action Plan

2022 - 2023 - Establish a fiscally responsible and sustainable classroom AV lifecycle that meets the needs of instructors and students.

Determine learning space category of standard, specialized, and assembly rooms per classroom.

-- Space category will help to determine equipment needs.

Partner with Academic Affairs and other stakeholders to determine HyFlex & Lecture Capture classroom criteria.

-- HyFlex and Lecture Capture equipment is costly and careful selection of rooms should be practiced to control costs.

Allocate yearly funding to replace 25 classroom AV systems each year over an eight-year period.

-- Cost for the upcoming year will be determined the prior year and will be subject to age of classrooms and classroom types (listed above). (Active)

Initiative/Project Target: Students, Faculty, Classified Professionals, Managers

Implementation Timeline: Fiscal Years – 2023 and on

Related Documents:

[PRaP Resource Request Form Classroom Audiovisual Equipment Lifecycle.pdf](#)

Resources Needed

Classroom Audiovisual Equipment Lifecycle - Provided in the Initiative/Project Details and Action Plan Related Documents sections above

Year of Request: 2021 - 2022

Resource Category: Equipment

Projected Cost : 7325000

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RCC Goal Mapping

Strategic Plan
4.0 RESOURCE DEVELOPMENT AND ALLOCATION - The college will acquire, manage, and deploy resources -- including human, facilities, technology, and financial -- to support college goals and advancement.
Objective 4.1 - Efficiently manage existing resources to support the ongoing academic and student support programs, and strategically develop external revenue sources to maximize the resources available to support student learning and success. (Target: 30% of overall budget will be from external revenue sources.)
Objective 4.5 - Implement the Technology Plan to ensure relevant investment in state-of-the-art technologies to enhance data-informed decision making, programs, services, and operations that are annually reviewed, assessed and updated.

Initiative/Project Details: VPBS #3 - Upgrade RCC Campus Irrigation Valves

This is a one-time expenditure for essential replacement of RCC's irrigation valves. 70% of RCC's irrigation systems are over 80 years old. Irrigation valves have a service life of 10-15 years on average and are in need of replacement. Irrigation main lines are galvanized pipe which have corroded and constantly leaking all over campus and are need of replacement. In the last 3 months the grounds budget has been hit with over \$3,000.00 in valve and irrigation line replacements due to unexpected issues.

Initiative/Project Status: Initial Proposal

Year(s) Implemented: 2021 - 2022, 2022 - 2023

Action Plan

2021 - 2022 - Create budget plan including justification as well as longer-term use information and obtain funding. (Active)
Related Documents: PRaP Resource Request Form Upgrade RCC Campus Irrigation Valves.pdf
2022 - 2023 - Once funding is obtained, purchase all parts necessary to upgrade the valves and begin installation using in-house labor. (Active)

Resources Needed

One-time expenditure of \$32k - 70% of RCC's irrigation systems are over 80 years old. Irrigation valves have a service life of 10-15 years on average and are in need of replacement. Irrigation main lines are galvanized pipe which has corroded and constantly leaking all over campus and is in need of replacement. In the last 3 months, the grounds budget has been hit with over \$3,000.00 in valve and irrigation line replacements due to unexpected issues.
Year of Request: 2021 - 2022
Resource Category: Equipment
Funding Source (Grant, Allocation, General Funds, etc.): General Fund
Resource Life Cycle: 15 years
Projected Cost : 32000

RCC Goal Mapping

Strategic Plan
4.0 RESOURCE DEVELOPMENT AND ALLOCATION - The college will acquire, manage, and deploy resources -- including human, facilities, technology, and financial -- to support college goals and advancement.
Objective 4.1 - Efficiently manage existing resources to support the ongoing academic and student support programs, and strategically develop external revenue sources to maximize the resources available to support student learning and success. (Target: 30% of overall budget will be from external revenue sources.)
Objective 4.2 - Maintain a healthy and safe environment for students, faculty, and staff, by developing a process through which

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the college can be responsive to any health and safety recommendations.

Objective 4.7 - Provide annual Facilities Plan updates and fully integrate the Total Cost of Ownership principles for existing and future design of facilities.

Initiative/Project Details: VPBS #4 - Meeting Room Audiovisual Equipment Lifecycle

The A/V equipment in many classrooms is end-of-life and no longer performing to specifications. On average the equipment is 13 years old and at least 5 years past its expected lifespan. TRC conducted a campus wide survey in December and it provided great insights into the A/V needs of our instructors, and the results demonstrated that a plan for ongoing updates would greatly help the situation. TSS classified professionals do an amazing job keeping this older equipment functional, but the limitations are increasing and are difficult to address causing impact to classroom instruction and learning. RCC staff manage 32 meeting spaces as of 2022, not including classroom spaces, engagement centers, or special event areas. A total eight-year lifecycle for meeting space AV equipment could total up to \$800,000 depending on equipment and conferencing needs for the scheduled rooms. Yearly cost will vary based on preparation year.

Initiative/Project Status: Initial Proposal

Year(s) Implemented: 2022 - 2023

Date Started: 04/29/2022

Guiding Questions: How can technology help RCC meet its strategic goals and targets, close student equity gaps and support students along their guided curricular pathways?

Action Plan

2022 - 2023 - Establish a fiscally responsible and sustainable meeting room AV lifecycle that meets the needs of the Riverside City College.

-Determine meeting space category of small, medium, and large per room.

-- Space category will help to determine equipment needs.

-Allocate yearly funding to replace 4 meeting room AV systems each year over an eight-year period.

-- Cost for the upcoming year will be determined the prior year and will be subject to age of meeting space and meeting room types (listed above). (Active)

Initiative/Project Target: Faculty, Classified Professionals, Managers

Implementation Timeline: Fiscal Years – 2023 and on

Related Documents:

[PRaP Resource Request Form Meeting Room Audiovisual Equipment Lifecycle.pdf](#)

Resources Needed

Meeting Room Audiovisual Equipment Lifecycle - Provided in the Initiative/Project Details and Action Plan Related Documents sections above

Year of Request: 2021 - 2022

Resource Category: Equipment

Projected Cost : 800000

RCC Goal Mapping

Strategic Plan

3.0 INSTITUTIONAL EFFECTIVENESS - The college works to create a positive campus climate and identifies, measures, and reports on students and institutional outcomes to demonstrate the advancement of the college's mission and goals.

Objective 3.4 - Provide a framework and tools to recognize excellence and sharing and implementing of best practices across disciplines, departments and service areas to create an environment in which students, faculty, and staff feel supported and valued.

4.0 RESOURCE DEVELOPMENT AND ALLOCATION - The college will acquire, manage, and deploy resources -- including human,

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facilities, technology, and financial -- to support college goals and advancement.

Objective 4.1 - Efficiently manage existing resources to support the ongoing academic and student support programs, and strategically develop external revenue sources to maximize the resources available to support student learning and success. (Target: 30% of overall budget will be from external revenue sources.)

Objective 4.5 - Implement the Technology Plan to ensure relevant investment in state-of-the-art technologies to enhance data-informed decision making, programs, services, and operations that are annually reviewed, assessed and updated.

Initiative/Project Details: VPBS #5 - Improve Campus Recycling Program

The current campus recycling program is basic with substandard reporting. This initiative will last several years and be a point of constant improvement/refinement. The first step would be to hire a waste stream analyst to perform an assessment of the campus waste stream. After the waste stream assessment, changes to the program may be in order. Such changes may include: composting, larger recycled commodity storage, partnering with a recycle company to generate revenue from recycled commodities.

Initiative/Project Status: In Progress

Year(s) Implemented: 2022 - 2023, 2023 - 2024, 2024 - 2025, 2025 - 2026

Action Plan

2022 - 2023 - Hire a waste stream analyst/consultant. (Active)

Implementation Timeline: Audit will need to be performed while campus is at full enrollment to accurately assess the waste stream and identify areas for improvement to achieve compliance with state laws that RCC is currently not compliant.

Resources Needed

Funding for a waste stream assessment. - This is a necessary first step which will provide critical information for the campus to make informed decisions. This will be in addition to an in-house waste audit performed by members of the Sustainability Committee.

Year of Request: 2021 - 2022

Resource Category: Other - Staff Development/Guest Speaker/Conference/Etc

Funding Source (Grant, Allocation, General Funds, etc.): General Fund

Resource Life Cycle: One Time Cost

Projected Cost : 35000

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Strategic Plan

4.0 RESOURCE DEVELOPMENT AND ALLOCATION - The college will acquire, manage, and deploy resources -- including human, facilities, technology, and financial -- to support college goals and advancement.

Objective 4.1 - Efficiently manage existing resources to support the ongoing academic and student support programs, and strategically develop external revenue sources to maximize the resources available to support student learning and success. (Target: 30% of overall budget will be from external revenue sources.)

Objective 4.2 - Maintain a healthy and safe environment for students, faculty, and staff, by developing a process through which the college can be responsive to any health and safety recommendations.

Objective 4.7 - Provide annual Facilities Plan updates and fully integrate the Total Cost of Ownership principles for existing and future design of facilities.

Initiative/Project Details: VPBS #6 - TSS Repair Parts Budget

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Augmentation - Object 4644

Technology Support Services (TSS) is responsible for managing Information Technology (IT), Media Technology (MT) and the Service Desk at Riverside City College (RCC), RCC's satellite locations – Culinary Academy, Coil School of the Arts (CSA), Center for Social Justice and Civil Liberties (CSJCL), Rubidoux High School (RXHS), and the District Offices (DO).

TSS currently only has a budget for repairing its own technology equipment, and does not have a budget for repairing College and District Office technology equipment outside of TSS. To repair or replace College and District Office technology equipment TSS must either forward repair costs to the departments, or go through the program review process to obtain funds to repair or replace the equipment which is ultimately vital for supporting instruction for student success.

Not having a budget line for repairing College and District Office technology equipment, is leading to progressively longer down times for high technology facilities such as smart classrooms, conference rooms, offices, auditoriums, technology labs, outside venues and other locations requiring Media and IT technologies.

To effectively identify the use of these allocated funds, TSS will need to retain the right to prioritize how the funds are distributed for meeting the needs of the College and District. To address the high dollar purchase of equipment TSS will have the option to roll over the budget to address these situations as they arise.

Initiative/Project Status: Initial Proposal

Year(s) Implemented: 2022 - 2023

Date Started: 04/29/2022

Guiding Questions: How can technology help RCC meet its strategic goals and targets, close student equity gaps and support students along their guided curricular pathways?

Action Plan

2022 - 2023 - Increase the repair parts budget for TSS - \$45,000 ongoing (\$4,400 current repair parts budget plus \$40,600 augmentation, see related documents in the action plan for justification support). Note, if a portion of repair funds typically allocated for technology repairs can be transferred from other department/program budgets, this budget augmentation may be achieved by a small readjustment in those other repair budgets, and not require an additional cost. (Active)

Initiative/Project Target: Students, Faculty, Classified Professionals, Managers

Implementation Timeline: Fiscal Years – 2023 and on

Resources Needed

TSS Repair Parts Budget Augmentation - Object 4644 - Provided in the Initiative/Project Details and Action Plan Related Documents sections above

Year of Request: 2021 - 2022

Resource Category: Other - Staff Development/Guest Speaker/Conference/Etc

Resource Life Cycle: Ongoing

Projected Cost : 45000

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4.0 RESOURCE DEVELOPMENT AND ALLOCATION - The college will acquire, manage, and deploy resources -- including human, facilities, technology, and financial -- to support college goals and advancement.

Objective 4.1 - Efficiently manage existing resources to support the ongoing academic and student support programs, and strategically develop external revenue sources to maximize the resources available to support student learning and success. (Target: 30% of overall budget will be from external revenue sources.)

Objective 4.2 - Maintain a healthy and safe environment for students, faculty, and staff, by developing a process through which the college can be responsive to any health and safety recommendations.

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Objective 4.7 - Provide annual Facilities Plan updates and fully integrate the Total Cost of Ownership principles for existing and future design of facilities.

Initiative/Project Details: VPBS #7 - Replace outdated RCC TSS servers

The servers used by IT staff to manage student-facing computers and run remote desktop diagnostics have reached end of life and are in immediate need of replacement.

Initiative/Project Status: In Progress

Year(s) Implemented: 2017 - 2018, 2018 - 2019, 2019 - 2020, 2020 - 2021, 2021 - 2022

Date Started: 03/20/2017

Guiding Questions: Is the back-end technology equipment used to support students updated and current?

Action Plan

2021 - 2022 - Use CARES funds to replace back-end technology equipment used to support front-end devices used by students. (Active)

Initiative/Project Target: Students

Implementation Timeline: July 2021 - July 2022

Related Documents:

[PRaP Resource Request Form Replace outdated RCC TSS servers.pdf](#)

Resources Needed

Student Device Management Servers - The 14 servers used by TSS staff to manage student computers and run remote desktop diagnostic have reached end of life and are in immediate need of replacement.

Year of Request: 2021 - 2022

Resource Category: Technology - Hardware

Projected Cost : 112000

RCC Goal Mapping

Strategic Plan

4.0 RESOURCE DEVELOPMENT AND ALLOCATION - The college will acquire, manage, and deploy resources -- including human, facilities, technology, and financial -- to support college goals and advancement.

Objective 4.1 - Efficiently manage existing resources to support the ongoing academic and student support programs, and strategically develop external revenue sources to maximize the resources available to support student learning and success. (Target: 30% of overall budget will be from external revenue sources.)

Objective 4.2 - Maintain a healthy and safe environment for students, faculty, and staff, by developing a process through which the college can be responsive to any health and safety recommendations.

Objective 4.7 - Provide annual Facilities Plan updates and fully integrate the Total Cost of Ownership principles for existing and future design of facilities.

Initiative/Project Details: INFORMATION ONLY NO PRIORITIZATION NEEDED - Expansion of Total Cost of Ownership

RCC has developed TCO's (Total Cost of Ownership) for three facilities on the College campus - Coil School of the Arts, Culinary Arts & District Offices, and Kane Administration and Student Services Building. The goal with this initiative is to further develop TCO's for all other major facilities on campus. Over the coming years, these TCO's will enable the institution to significantly improve its facilities, maintenance and operations planning efforts.

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Initiative/Project Status: In Progress

Year(s) Implemented: 2020 - 2021, 2021 - 2022, 2022 - 2023

Date Started: 07/01/2020

Date Completed / Discontinued: 06/30/2021

Action Plan

2021 - 2022 - 1. TCO training/planning with Physical Resources Committee and RD&AS Leadership Council (November 2021-January 2022)

A. Development of 4 TCO's: Quad, Bradshaw, Math & Science/Nursing and the Digital Library

2. TCO training/planning with Physical Resources Committee and RD&AS Leadership Council (January 2022-June 2022)

B. Development of 4 TCO's: MLK, Riverside Aquatics Complex, Child Development Center, Wheelock Gym (Active)

Initiative/Project Target: All TCO's completed by end of FY2021-2022

Implementation Timeline: TCO training/planning with Physical Resources Committee and RD&AS Leadership Council

Person Responsible: Robert Beebe

Initiative/Project Details: INFORMATION ONLY NO PRIORITIZATION NEEDED - RCC Surveillance Camera System Planning

Technology Support Services (TSS) is responsible for managing Information Technology (IT), Media Technology (MT), and the Service Desk at Riverside City College (RCC), RCC's satellite locations. In recent years, TSS has been identified as the department responsible for maintaining and implementing surveillance camera system equipment. However, TSS does not have a specified position to address surveillance camera systems projects. Additionally, TSS does not have a permanent budget for repairing, replacing or adding surveillance systems. Not having a budget line for repairing or replacing RCC surveillance equipment or designated staff to support the workload, is leading to malfunctioning or inoperable systems.

To effectively identify appropriate funding, personnel, and planning, RCC will need to discuss policy and procedure, departments responsible for aspects of surveillance, and gather stakeholder input. A stakeholder group consisting of the following departments is highly recommended for addressing this initiative properly:

RCCD Human Resources and Employee Relations-

RCCD Risk Management, Safety, and Police Services

RCCD Police

RCCD Facilities Planning and Development

RCCD Information Technology and Learning Systems

RCC Facilities, Maintenance, and Operations

RCC Technology Support Services.

The departments listed above would discuss matters related to the following:

Personnel - Maintenance of systems and infrastructure

Personnel - Access to system and footage

Equipment standard – Quality/Resolution of Footage, licensing, and life cycle

District Policy and Procedures – Retention of Footage and Public Records Requests

*Important Note: All requests for surveillance systems should be place on hold until this initiative is complete.

Initiative/Project Status: Initial Proposal

Year(s) Implemented: 2021 - 2022, 2022 - 2023, 2023 - 2024

Initiative/Project Details: JOINT INITIATIVE FOR INFORMATION ONLY NO PRIORITIZATION NEEDED - Equity-Minded Learning Institute

Continue creating and implementing an Equity-Minded Learning Institute (EMLI). This program will be faculty led, but the Director of Institutional Research will be involved in the planning and implementation process and will regularly provide the necessary data. The planning body will consist of the faculty lead, Director of Institutional Research, Student Equity Committee co-chairs, Director of Academic Support, and Professional Development chairs (Classified Professional and Faculty).

The EMLI program is based off the existing program at Cuyamaca College. The implementation team at Cuyamaca College will be

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used as a resource during the development of our program.

The program is designed to provide a structured framework to provide faculty with resources to start closing student equity gaps within the classroom. Initially the EMLI will focus solely on faculty. However, an additional component will be an Equity Institute focused on providing consistent equity training for our students will also be instituted. Expansion of the EMLI will include additional tracks for classified professionals and administrators.

Through its Equity Plan, FLEX activities, Equity Committee, Strategic Planning Councils, Communities of Practice, and many other college-wide, area, department, and discipline activities, RCC has offered a great deal of equity training. This project seeks to create institutional change by reaching more faculty to acknowledge, understand, and dismantle root causes of systemic barriers to student engagement and achievement, to address deficit thinking and promote validating students, to develop inclusive pedagogical practices, and to create racial equity agendas.

Additionally, RCC's student employees will participate in EMLI training as part of Academic Support's efforts to include student-equity focused training for these groups.

Initiative/Project Status: In Progress

Year(s) Implemented: 2020 - 2021, 2021 - 2022, 2022 - 2023

Action Plan

2021 - 2022 - Develop the framework for Equity-Minded Learning Institute (EMLI) for all student employees (including all student workers, peer mentors, SI Leaders, SGL's, etc.) during Summer 2021.

Provide SPR's for faculty leads to develop equity modules for students, in addition to the established CRLA (College Reading and Learning Association) for Summer 2021.

Conduct training of all student employees during the fall, prior to classes beginning August 2021. (Active)

- Hold ½ day college-wide (all constituent groups) event in August 2021
- Implement collegewide book reading and discussion
- Launch Cultural Competency training for faculty in consultation with Puente Project State Office
- Kick off Equity Institute with 1st cohort from Returning Faculty in Spring 2022
- Implement Virtual Tool kit/Repository of Equity-minded Pedagogical Practices (Active)

2022 - 2023 - • Kick off Equity Institute with New Faculty Hires in August 2022

- Continue collegewide events
- Equity Institute with 2nd cohort of new faculty
- Equity institute with 2nd cohort of returning faculty

Assess and evaluate the implementation of the Student modules of the EMLI.

Make appropriate modifications, collecting data to determine efficacy

Include student employees in EMLI training. (Active)

2023 - 2024 - • Assess and revise 2022-2023 Institute

- Continue collegewide events
- Equity Institute with 3rd cohort of new faculty
- Equity institute with 3rd cohort of returning faculty (Active)

RCC Goal Mapping

Strategic Plan

Objective 1.2 - Reduce equity gaps by 40% in 5 years by removing barriers in the on-boarding process (including access to programs and services) through cultural proficiency training and targeted interventions based on disaggregated student equity data.

Objective 2.4 - Through targeted interventions based on disaggregated student equity data, shorten the time to completion for

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part-time students from 6 to 4 years, and full-time students from 6 to 3 years.

Objective 2.6 - Increase course success rates by 1% annually from the baseline of 67.3% in the 16-17 AY.

Objective 2.8 - For each of the objectives above, decrease equity gaps by 40% in 5 years and eliminate within 10 years, by providing cultural proficiency training for faculty and academic support staff, and by providing integrated academic support, and discipline-specific pedagogical practices for improved student outcomes at the curricular level.

Objective 3.5 - Provide cultural proficiency training and comprehensive data coaching to support evidenced based discussion and development of strategies to help disciplines, departments and service areas meet equity goals.

Objective 3.6 - Improve communication strategies internally among college constituencies and externally with the communities we serve.

Initiative/Project Details: JOINT INITIATIVE FOR INFORMATION ONLY NO PRIORITIZATION NEEDED - Multi-Cultural Student Center

Discussions surrounding a new facility (or modification of existing facility) to include Student Activities and Equity Programs. This multi-purpose space will include rooms and spaces to support a variety of meetings, events and campus activities associated with equity programs. The Multi-cultural Student Center will be housed in a central location to increase access, enhance engagement and create a sense of belonging for the entire RCC community. Discussions surrounding location, functionality and funding will take place in the first year, with funding identification in year two and/or year three, and implementation soon after. This initiative is aligned with the Facilities Master Plan.

Initiative/Project Status: In Progress

Year(s) Implemented: 2021 - 2022, 2022 - 2023, 2023 - 2024

Action Plan

2021 - 2022 - Discuss current Facilities Master Plan and existing needs. Create a plan for using the space in a way that benefits student groups. Get feedback from groups on these plans. (Active)

2022 - 2023 - Based on feedback and planning from prior year, work with facilities to include specific planning in the facilities master plan for the center development.

Identify and obtain funding. (Active)

2023 - 2024 - Create / build / implement Multi Cultural Center (Active)

RCC Goal Mapping

Strategic Plan

2.0 STUDENT SUCCESS - The college will provide clear pathways and support for achieving certificates, degrees, transfers, and employment with a living wage.

Objective 2.4 - Through targeted interventions based on disaggregated student equity data, shorten the time to completion for part-time students from 6 to 4 years, and full-time students from 6 to 3 years.

Objective 2.8 - For each of the objectives above, decrease equity gaps by 40% in 5 years and eliminate within 10 years, by providing cultural proficiency training for faculty and academic support staff, and by providing integrated academic support, and discipline-specific pedagogical practices for improved student outcomes at the curricular level.

3.0 INSTITUTIONAL EFFECTIVENESS - The college works to create a positive campus climate and identifies, measures, and reports on students and institutional outcomes to demonstrate the advancement of the college's mission and goals.

Objective 3.5 - Provide cultural proficiency training and comprehensive data coaching to support evidenced based discussion and development of strategies to help disciplines, departments and service areas meet equity goals.

