Vice President of Planning & Development
2024-2025 Program Review Summary

Updated 10/17/2024

To review the full VPPD Prioritization Nuventive plan <u>click here</u>.

VPPD 1:
Support for La Casa

Support the Engagement Center, serving more students.

Resources Needed	Resource Category	Funding Source	Amount
Increase to annual budget	Budget increase	General Fund	$150,000
		TOTAL	**$150,000**

Goal Mapping

1.0 Student Access	2.0 Student Success	3.0 Institutional Effectiveness	4.0 Resource Development and Allocation	5.0 Community Engagement
	2.0			

VPPD 2:
Guided Pathways Support Enhancement (Counseling)

Counseling will work to increase Student Access - Increase On boarding Services and Programs evidenced by a decrease in drop rate of first-time college students each Fall Term by 2% as well as an increased offering of career exploration workshops and high school visits via zoom or in person. Data includes: 1. Only first-time college students; 2. Enrollment past census; 3. Drops are defined as grades of DR, W, EW, FW, and MW.

A focus on Culture of Care for students will be key to providing a sense of belonging and a feeling of being recognized and heard. As part of this work, the Guided Pathways team will work to refocus the college on onboarding, pathways and a commitment to career focused support, and will include student feedback from the April 2023 Qualitative study on student engagement and academic support.

Resources Needed	Resource Category	Funding Source	Amount
Career Center Director	Administrative Position	General Fund	$239,319
Career Success Coach / Employment Placement Coordinator / Educational Advisor	Classified Professional	General Fund	$143,629
Career Center Support Clerk	Classified Professional	General Fund	$124,881
		TOTAL	**$507,829**

Goal Mapping

1.0 Student Access	2.0 Student Success	3.0 Institutional Effectiveness	4.0 Resource Development and Allocation	5.0 Community Engagement
1.0	2.0			

VPPD 3:
Reconfigure MLK Space

With the opening of the Business, Computer Science, and Law building, the computer lab will no longer be located in MLK.

This change provides us with the opportunity to reconfigure the space. The reconfigured space will include study areas and a more inviting environment for academic support.

Students need a safe place in the MLK building to study, form study groups, or attend workshops. A designated study space will provide students a secure and comfortable area between classes to study, meet with study groups, and relax. This study space should include complimentary water, coffee, snacks, study tables, comfortable relaxing chairs, a charging station, and welcoming art.

Additionally, academic support would like to host monthly workshops such as time management, study and test-taking strategies, writing, and more. The combination of a welcoming study space, increased marketing efforts, greater faculty involvement, and regular workshops will attract more students to Academic Support and increase the number of students who are aware of and regularly attend tutoring sessions.

Resources Needed	Resource Category	Funding Source	Amount
Funding to reconfigure MLK	Facilities	General Fund	$20,000
		TOTAL	$20,000

Goal Mapping

1.0 Student Access	2.0 Student Success	3.0 Institutional Effectiveness	4.0 Resource Development and Allocation	5.0 Community Engagement
	2.0	3.0		

VPPD 4:
Support for UMOJA

Support the Engagement Center, serving more students.

Resources Needed	Resource Category	Funding Source	Amount
Increase to annual budget	Budget increase	General Fund	$100,000
UMOJA Activities Clerk	Classified Professional	General Fund	$124,881
		TOTAL	$224,881

Goal Mapping

1.0 Student Access	2.0 Student Success	3.0 Institutional Effectiveness	4.0 Resource Development and Allocation	5.0 Community Engagement
	2.0			

VPPD 5:
Application Support Technician for Professional Development Programs

This position was approved during the 2021/2022 program review prioritization process. As noted in the December 13, 2021 response to the Joint Leadership Councils from the president, the position was funded and recruitment for the position was pending the appointment of the Dean of Equity. Unfortunately, the position was never recruited and filled.

The need for the position remains and is greater than ever. One of the primary functions of the position is to train and provide end-user support for District and department-specific software applications. This individual would not only support current employees but will also provide training to new employees on the various software applications they are required to know to perform their job duties. Currently, new employees are onboarded by the professional development coordinator who attempts to identify individuals to train the new employee, but there is no resource for existing employees with questions.

Additionally, the California Community Colleges Chancellor's Office has outlined its strategic goals for the use and implementation of AI in its Vision 2030 initiative. The primary focus is to integrate AI technologies to enhance teaching, learning, and administrative functions, aiming to improve student success and operational efficiency. The application support position could potentially be key in providing expertise in various software applications such as Adobe Creative Cloud, Canva, Microsoft Office 365, and Zoom that have begun to integrate AI into their functions.

The Chancellor's Office has also been hosting webinars and events focused on AI in higher education, such as the "Generative AI in Higher Education" series, which covers topics from AI-enhanced analytics to generative AI as a productivity booster (California Community Colleges) These initiatives are part of a broader effort to foster innovation, support inclusive education, and enhance the overall effectiveness of the California Community College system. This position will be able to help inform the college as we begin to explore how to best integrate the use of AI in the workplace and enhance our operational efficiency.

Resources Needed	Resource Category	Funding Source	Amount
AST	Classified Professional Position	General Fund	$132,062
		TOTAL	**$132,062**

Goal Mapping

1.0 Student Access	2.0 Student Success	3.0 Institutional Effectiveness	4.0 Resource Development and Allocation	5.0 Community Engagement
		3.0		

VPPD 6:
Classified Professional Leadership Academy

The 2022-2027 Classified Professional Development Plan includes an initiative to develop a classified leadership academy. Classified professionals play a critical role in fostering student success and institutional effectiveness. Establishing a leadership academy specifically tailored for these dedicated individuals is not only a strategic investment in their professional growth but also a crucial element of comprehensive succession planning. As our seasoned professionals retire or move into new roles, we must have a well-prepared cohort ready to step into leadership positions seamlessly.

A leadership academy will equip classified professionals with the necessary skills, knowledge, and confidence to lead with vision and innovation, ensuring the continuity of our mission and the sustained progress of our institutions. By proactively developing our internal talent, we not only recognize and cultivate their unique strengths but also secure a robust leadership pipeline that will uphold and advance the core values and objectives of our community colleges for years to come.

This funding request will cover the cost of session facilitators and supplies

Resources Needed	Resource Category	Funding Source	Amount
Funding for Academy	Funding	General Fund	$10,000
		TOTAL	**$10,000**

Goal Mapping

1.0 Student Access	2.0 Student Success	3.0 Institutional Effectiveness	4.0 Resource Development and Allocation	5.0 Community Engagement
		3.0		

VPPD 7:
Rainbow Engagement Center

The Rainbow Engagement Center (REC) first opened in October 6, 2021 with a soft launch, using donated furniture, decor, and supplies, as well as items purchased by RCC employees. Its Grand Opening occurred on May 19, 2022.

Students utilize the REC for a number of reasons - to study individually or in groups; to meet with faculty and tutors for academic support; to meet with a Counselor for creation or review of their Educational Plan and guidance on academic-related matters; to learn about the on- and off-campus resources that can support them; to hang out in a safer, more inclusive space; to grab a snack or a light meal; to attend events or student club meetings; and more.

Usage of the Rainbow Engagement Center has increased dramatically since it first opened. The REC had 53 visits that first (partial) Fall semester (26 students). During Spring 2022, the REC has 82 student visits (43 students). That increased to 299 visits in Fall 2022 (103 students), 847 visits during Spring 2023 (215 students), and 1385 visits in Fall 2023 (300 students). During the first four weeks that the REC has been open in Spring 2024, it has had 355 visits (150 students). The actual number of visits and students are higher than these, as some students do not sign in, and others sign in but do not put their student ID# for privacy reasons. Even still, this level of participation is quite a feat for RCC's newest Engagement Center, and the only Engagement Center with no paid staff.

Since its opening, the REC has been staffed by faculty, classified professionals, and administrators who are willing to dedicate one or more hours per week to keep the room open. That means that the hours of the REC change every semester based on employees' schedules, and the REC doesn't open until the 2nd or 3rd week of the semester as staffing is finalized. The lack of paid, permanent staff also means that the REC needs to close last minute any time employees' full-time work must take precedence and no one can coverage. The REC has also needed to close during the winter and summer terms due to faculty being off-contract and not enough classified professionals or administrators able to take on that full load.

Through the generosity of RCC's Counseling department, a Counselor has been able to dedicate 3 hours per week to the Rainbow Engagement Center since Spring 2023. This has been a great resource to students, and should be expanded to support the many students who are not available during those limited hours. Additionally, through the generosity of Academic Support, the REC has been able to increase student employment in the REC. In 2022-2023, the Rainbow Engagement Center had 2 tutors in the center to provide academic support to students.

During 2023-2024, three peer mentors were hired, in addition to one CALA intern. These students have been a huge support to the REC's programming efforts, as well as being a meaningful presence in the REC to welcome to new students, keep the REC stocked with food and supplies, and keep the REC tidy. Still, these student employees must be supervised at all times by an RCC employee, so their hours are also limited and do not solve our staffing issues. During the 2021-2022 and 2023-2024 academic years, the California state budget provided $10 million allocations to be used toward LGBTQIA2+ student support at the California Community Colleges. Of these funds, Riverside City College received two allocations of $125,855, each with five years to be spent down. Future state funding is not guaranteed.

While the state funding meets programmatic needs, it is not enough to fulfill staffing needs. To meet the growing demand

of students as well as to align with the Engagement Center Student Success teams as specified in the 2023 ACCJC Midterm Report, the Rainbow Engagement Center requires, at minimum, 1 full-time dedicated Counselor/Coordinator.

Resources Needed	Resource Category	Funding Source	Amount
Counselor / Coordinator, Rainbow Engagement Center	Faculty	General Fund	$204,955
Educational Advisor, Rainbow Engagement Center	Classified Professional	General Fund	$154,560
Rainbow Learning Community (RLC) Program Coordinator	Faculty Stipend	General Fund	$3,244
		TOTAL	$362,759

Goal Mapping

1.0 Student Access	2.0 Student Success	3.0 Institutional Effectiveness	4.0 Resource Development and Allocation	5.0 Community Engagement
1.0	2.0	3.0		5.0

VPPD 8:
Institutionalize Director, Institutional Research

The Director, Institutional Research has been funded through the Student Equity and Achievement grant since 2019.

While the role directly supports student equity, the Office of Institutional Effectiveness would like to have the Director, Institutional Research's position funded through the general fund and the position fully embedded within the Office of Institutional Effectiveness. Institutionalizing this role would formalize the college's on-going commitment to data-driven decision making.

Transitioning this position's funding would also provide the incoming Dean of Equity the ability to review and allocate their budget based on the needs of the college.

Please see related document for additional information.

Resources Needed	Resource Category	Funding Source	Amount
Move Director, IR to General Fund	Administrative Position	General Fund	$241,443
		TOTAL	$241,443

Goal Mapping

1.0 Student Access	2.0 Student Success	3.0 Institutional Effectiveness	4.0 Resource Development and Allocation	5.0 Community Engagement
		3.0		

INFORMATION ONLY NO PRIORITIZATION NEEDED:
Promise Program Enhancement (Academic Support)

The Riverside Community College (RCC) Promise Program supports over 2,300 students. From 2024 to 2026, we are looking to implement strategic initiatives to increase graduation rates and provide comprehensive support through specialized resources and a dedicated success team.

Identifying the Need
To support the large number of students, a dedicated Promise Program Manager is essential. This role ensures smooth daily operations, compliance with regulations, and successful implementation of strategic initiatives.

A Promise Program Manager is needed to assist with the planning, implementation, and management of the RCC Promise Program.
The Promise Program Manager will:
• Oversee daily operations and ensure compliance with program regulations.
• Collaborate with college entities to enhance student success policies and practices.
•Administer budgets and prepare fiscal reports.
•Supervise and train staff.
•Develop and implement support and tracking systems for students.
•Conduct recruitment and outreach activities.
•Create promotional materials.
•Coordinate planning meetings and program activities.
•Provide direct student interventions with academic support staff.
•Engage with community groups and agencies.
•Lead the Peer Mentoring Program.
•Manage the Promise Appeals Committee.

Resources Needed	Resource Category	Funding Source	Amount
Promise Program Manager	Administrative Position	Grant Funded	$207,585
		TOTAL	$207,585

Goal Mapping

1.0 Student Access	2.0 Student Success	3.0 Institutional Effectiveness	4.0 Resource Development and Allocation	5.0 Community Engagement
1.0	2.0			

INFORMATION ONLY NO PRIORITIZATION NEEDED:
Provide clear pathways and support for achieving certificates, degrees, transfers, and employment with a living wage (Counseling)

Increase Counselor to Student Engagement to enrich student experience and achievement.

Outreach to ensure that students are selecting the correct ed goal and program of study – to ensure that advising in EDUNAV is as accurate as possible.

Increase a counseling presence in engagement centers - provide series of counseling/career/transfer workshops in collaboration with centers designed for specific pathway.

Resources Needed	Resource Category	Funding Source	Amount
2x General Counselors	Faculty Position	General Fund	$400,000
Athletic Counselor	Faculty Position	General Fund	$200,000
La Casa Counselor / Coordinator	Faculty Position	General Fund	$200,000
		TOTAL	$800,000

Goal Mapping

1.0 Student Access	2.0 Student Success	3.0 Institutional Effectiveness	4.0 Resource Development and Allocation	5.0 Community Engagement
1.0	2.0			