

MINUTES

- ✚ **Voting Members Present:** FeRita Carter, Eddie Perez, Gloria Aguilar, Allison Douglas-Chicoye, Pamela Crampton, Amy DeArcos, Nini Dyogi, Sharice Fox, Michael Love, Michael Medina, Michelle Pfenninger, Steven Purdy, Oliver Thompson
- ✚ **Guests Present:** Renee Martin-Thornton, Lisa Webb, Vevesi Save
 - **Quorum achieved**
- ✚ **Approval of Minutes (April)**
 - Pamela Crampton moved to approve the minutes. Allison Douglas-Chicoye seconded the motion. The motion carried.
- ✚ **Approval of Agenda**
 - Sharice Fox moved to approve agenda. Gloria Aguilar seconded the motion. The motion carried.
- ✚ **Strategic Enrollment (informational item)**
 - Some of the council reviewed the document, but there are no key findings or discussion points at this time. Dr. Perez encouraged people to review the document. It is for information only.
- ✚ **Student Equity Plan (1st read)**
 - Committee strategized this new plan to align with campus wide efforts such as - RCC strategic plan, guided pathways, promise program, et. al.
 - Reviewed a document called “Through the Gate” study showing transfer continuum – study showed several areas of struggle and if RCC can help students with these parts of their educational journey there will be better transfer rates and degree completions
 - Ethnic groups t
 - Case for hiring an equity social worker – in processing of hiring an Institutional Researcher to help collect, assess and apply data
 - Requesting a student equity support specialist – assist with coordinating programs

- Emphasize professional development, support engagement centers, staff and faculty recruitment that is equity minded and finding ways to support part-time and evening students and others that do not have access to services that day time students have
- Two documents: Executive summary and Activities outlined
 - RCC Student Equity Plan Matrix
 - 5 Matrices – retention, persistence, completion, math/English success, and transfer
- Dr. Perez asked about groups that are noticeable in the equity plan i.e. formerly incarcerated, veterans and disability students
 - Marc Sanchez – the State identified certain groups for data collection and formerly incarcerated students is not one of the groups, but just started collecting data on this group last summer
 - Dr. Douglas-Chicoye: formerly incarcerated is not an equity group but is supported because the group is populated with equity students
 - Marc Sanchez is the faculty advisor for the formerly incarcerated students club
 - Marc Sanchez states that veterans is an equity group, but not focused in this plan because they have support in other areas
 - Should veterans still be mentioned
 - Dr. Douglas-Chicoye - the equity plan is focused on the neediest among them. The veterans group does not necessarily have a gap to close
 - Veterans have requested equity funds and have been supported
 - Students with Disability – did not come up as a group for need, but are supported by the equity committee in other ways
 - Dr. Perez asked if there has been discussion about RCC being an Hispanic serving institution – move from enrolling to serving. There is no information in the equity plan
 - Marc Sanchez confirms there is no information
 - Hiring Practices
 - Changes have been made to hiring language – what about the hiring committee themselves? Committee looking at applicants with an equity lens?
 - After attending Q institute, four members of the committee presented at the President Leadership on recommendations and things learned at the institute
 - Dr. Webb suggested it is best to include in the plan so there is accountability and it is documented
 - The equity plan should be a campus wide effort
 - The equity plan should not be a summary of activities over the years, but there is an executive report, as well as an activities report for the equity plan that addresses the improvements over the years

- Michael Love – report was encompassing from a counselor’s standpoint with English and Math, the speaker’s series which Ujima is conducting one at the moment, cultural relevance and equity minded mentoring – great start
- Notes and recommendations should be sent to Marc Sanchez

✚ Vision for Success

- These are numbers and the goals from the Chancellor’s office
 - Ambition goals and numbers to meet and fill the gap within the 5 year period
 - Discussion about concerns meeting the high numbers within the 5 year period, however the goals and numbers for RCC are aspirational. Encouraging the council to read and review the document
 - This document was addressed during day-long strategic planning retreat
 - An aspirational document
 - Report either the aspirational numbers or the floor to ceiling numbers
 - RCC reported aspirational numbers
 - The document was then vetted and discussed to be prepared for the board of trustees committee meeting
 - The board of trustees had many concerns about the documents presented by the three colleges including – Norco college reporting a zero for African American students earning a degree and/or certificate in 2016-17 and no data in the report on Latinx students
 - The trustees want documents rewritten so more standard matrix across all three campuses and be presented at the full board meeting next Tuesday
 - Discussion concerning the numbers and goals to be met – can they be met and what are the consequences if they are not met. Faculty concerned that the numbers seem to be moving; never static. Is there a budget allocation impacted by not meeting the numbers? Goals that have been set are doable, not arbitrary numbers.
 - Student success is a 100% effort campus wide – change internal processes that are hindering student success and get the numbers necessary to meet the goals within the 5 year period; this is year 3
 - Guided pathways, pillars, new onboarding of students, caring campus, and engagement centers is the whole picture working together to meet the goals and numbers
 - Some movement in most areas to close the gap and meeting the goals within the last 3 years. The needle is moving toward the goal.
 - Upcoming student funding formula will impact whether the numbers are met or not – therefore message about student success has to be fully permeated throughout the campus.
 - Discussion concerning classroom teaching – will faculty be willing to change the dynamics of the learning environment to assist the student in being successful. Consensus: it is going to be quite difficulty.

- English and Math faculty on their classes and see the success rates of their students that they are teaching which should steer their teaching in the classroom – only if they are willing to take advantage
- Dean McEwen sends out reports for the faculty however it may only be to full time faculty. Reports should go to adjunct, as well since they teach the majority of classes. These reports are rolled out by academic areas and on demand

✚ **Master calendar (discussion of our meeting times)**

- Discussions that meetings would be moved to Mondays in 2020
 - Faculty may have an issue with the change to Mondays
 - There are other meetings happening on Thursdays that conflict for some
- Give others an opportunity to join meetings
- Department meetings are on Tuesdays
- Review calendar and send feedback if you see another good time to meet
- How do we prioritize meetings? Which meeting is prioritized over another?
 - Strategic planning should be prioritized first, however there may be another meeting called by the president or chancellor at the same time. Ongoing discussion
- RCC taking lead because this may become the District Master Calendar – the other colleges need to consult this master calendar before planning their meetings and events

✚ **Review the status of Standard II B&C (where are we with corrections from extra Strategic Planning meeting 04/19)**

- Dr. Carter has already written and reviewed the document several times and will not be reviewing it again for corrections, however others that review and see the corrections can make corrections
- The document is on the shared drive

✚ **New Business**

- None

✚ **Meeting Adjourned: 1:43pm**