



January 19, 2024

To: Kristine Di Memmo, Administrative Chair, EPOC  
Ajene Wilcoxson, Acting Faculty Chair, EPOC

From: Claire Oliveros, President

Re: Response to Joint Council recommendations on faculty and initiatives

Thank you for your leadership throughout the past year and specifically during the Joint Prioritization meeting of the Strategic Planning Leadership Councils held on October 27, 2023 where leadership councils worked individually and collectively to prioritize initiatives that align with our College goals and priorities. It is impressive that the recommended prioritized initiatives also support our commitment to access, success, and equity. While this process considers the needs of each area, I also appreciate the college-wide awareness that budgets and available funding are limited, especially as we enter a period of fiscal uncertainty.

Through the comprehensive program review and prioritization processes, the vice presidents and I reviewed the initiatives moved forward by the Leadership Councils, EPOC and Academic Senate, considered current and future obligations of the College, and sought to maximize benefit from multiple funding streams to college programs. Many other initiatives contained in each of the VP program reviews have already moved forward, as they did not require prioritization due to the funding streams (categorical or grant funds), or because funding was not required.

Though we understand there will not be enough funding to support every initiative that has been prioritized, I am in full agreement that we will work across the board to incorporate multiple funding streams to support as many of the prioritized strategic initiatives as possible. In the absence of a Vice President for Business Services, I am grateful to Vice President Di Memmo for working with the Business Services team to identify funding streams that align with the initiatives. She has shared their preliminary work and identified the following funding streams to be in alignment with the initiatives below:

**Prioritization of Initiatives**

**#1 - VPAA #3–Math Learning Center:** *Increase Learning Center Assistant position from part-time to full-time, which will allow for MLC hours of operation to increase to support the tutoring needs of students.*

| Resources Requested | Amount   | Funded/Not Funded   |
|---------------------|----------|---|
| Personnel           | \$99,878 | <i>Funding Not Identified – Additional analysis of expenses and budget development is needed.</i> |

**#2 - VPSS #4 – Outreach:** *Additional support for Outreach with food, marketing materials, registration for events, support of College Fair/Event booths, welcome kits, student employment and mileage.*

| Resources Requested              | Amount   | Funded/Not Funded                                    |
|----------------------------------|----------|--|
| Budget to support multiple items | \$83,400 | <i>Funding Identified - Outreach/Marketing grant</i> |

**#3 – Joint Initiative #1 (With VPSS and VPBS) Permanent Increase of Landscaping and Maintenance – Increase budget for grounds and maintenance to specifically address annual fields and gym maintenance concerns, along with refurbishment or replacement costs for the gym floor, football field and uprights, baseball field, softball field, Wheelock practice field, tennis courts and aquatics complex.**

| Resources Requested | Amount   | Funded/Not Funded   |
|---------------------|----------|---|
| Facilities/Supplies | \$65,000 | <i>Under Review</i> – One-time funds may be available to support request. |

**#4 – VPPD #1 – Student Equity and Guided Pathways Plan – Increase inescapable support for students with a commitment to career focused support, including a Career Center Director, Career Coach, Classified Professional Clerk, and support for students applying for transfer.**

| Resources Requested                     | Amount    | Funded/Not Funded   |
|---|-----------|---|
| Personnel and Applications for students | \$547,829 | <i>Partially funded</i> - SEA Funds to support student transfer applications (\$40,000). Additional analysis of expenses and budget development is needed for personnel requests. |

**#5 - VPAA #5 – Increase equity-minded Journalism Program Support – Increase Journalism Program Support Specialist from part-time to full-time to better support the program.**

| Resources Requested   | Amount    | Funded/Not Funded   |
|---|-----------|---|
| Journalism Program Support Specialist from part-time to full-time | \$111,527 | <i>Funding Not Identified</i> – Additional analysis of expenses and budget development is needed. |

**#6 – VPBS #3 – TSS Repair Parts Budget Augmentation – Increase repair budget for repairing equipment located at RCC and the District Office requiring Media and IT technologies.**

| Resources Requested | Amount   | Funded/Not Funded   |
|---------------------|----------|---|
| Technology/Supplies | \$45,000 | <i>Funding Not Identified</i> – Additional analysis of expenses and budget development is needed. |

**#7 –VPSS #5 – Student Activities Office support – Acquire and maintain 2 full-time Faculty/Coordinators during the summer and winter to provide adequate coverage, and increase Student Activities Clerk from part-time to full-time.**

| Resources Requested | Amount   | Funded/Not Funded   |
|---------------------|----------|---|
| Personnel           | \$90,220 | <i>Funding Not Identified</i> – Additional analysis of expenses and budget development is needed. |

**#8 – VPBS #1 – Meeting Room Audiovisual Equipment Life Cycle –The A/V equipment in many meeting rooms 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. A total eight-year lifecycle for meeting space AV equipment could total up to \$800,000 depending on the equipment and conferencing needs.**

| Resources Requested  | Amount    | Funded/Not Funded  |
|----------------------|-----------|--|
| Technology/Equipment | \$800,000 | <i>Under Review</i> – Identify the priority of meeting rooms |

**#9** – VPAA#1 – Active/Collaborative Learning Furniture, Math: *Create two flexible teaching and learning classrooms for math by furnishing with movable furniture to facilitate culturally-relevant, innovative, active, and collaborative teaching methods (will not reduce current classroom capacities).*

| Resources Requested | Amount   | Funded/Not Funded                                   |
|---------------------|----------|---|
| Classroom Equipment | \$65,000 | <i>Funding Identified - Instructional Equipment</i> |

**#10** – VPAA#2 – Active/Collaborative Learning Furniture, Art: *Taboret Tables for Art Studio for collaborative teaching and student engagement.*

| Resources Requested | Amount   | Funded/Not Funded                                   |
|---------------------|----------|---|
| Classroom Equipment | \$35,333 | <i>Funding Identified - Instructional Equipment</i> |

**#11** – VPSS #1 – Improve Athletic Service and Facility Maintenance – *The Athletics department needs an additional Athletic Equipment Manager or Gym/Locker Room Attendant to serve underrepresented gender athletes.*

| Resources Requested | Amount    | Funded/Not Funded   |
|---------------------|-----------|---|
| Personnel           | \$124,581 | <i>Funding Not Identified – Additional analysis of expenses and budget development is needed.</i> |

**#12** – VPBS #2 – Campus Recycling Program – *The current campus recycling program is basic with substandard reporting. A Waste Stream Assessment analyst must be hired to perform an assessment of the campus waste stream for compliance with state laws.*

| Resources Requested | Amount   | Funded/Not Funded                          |
|---------------------|----------|--|
| Assessment          | \$35,000 | <i>Funding Identified - One-Time funds</i> |

**#13** – VPSS #3 - Wheelock Gym Enhancements: *Provide brighter LED forms of lighting for Wheelock Gym.*

| Resources Requested | Amount      | Funded/Not Funded  |
|---------------------|-------------|--|
| Facilities/Space    | \$1,300,000 | <i>Under Review – Scheduled Maintenance may be available to support request.</i> |

**#14** – VPSS #2 – Francis Bushmn Tennis Courts – *Tennis Courts have not been resurfaced since initial construction. Resurface courts and provide security fencing to prevent public use without permission and/or supervision.*

| Resources Requested | Amount   | Funded/Not Funded  |
|---------------------|----------|--|
| Facilities/Space    | \$68,000 | <i>Under Review – Scheduled Maintenance may be available to support request.</i> |

**Total amount requested = \$3,470,768**

**Total amount funded = \$218,733**

Many initiatives submitted during this Program Review cycle did not require prioritization because of existing protocols or were funded using strict categorical guidelines. If there are follow-up questions to these additional initiatives, please reach out to the respective vice president for more information

In my view, our College’s resource allocation and prioritization processes succeeded. This success is the direct outcome of the courage, commitment, and compassion that you all brought, especially considering the uncertainty of the budget, the challenges of finding new and innovative ways to engage with our students, and continuing to keep equity as our number one focus. No matter these challenges, our RCC faculty, classified professionals and managers

came together to actively participate in this process with robust collaboration and thoughtful recommendations. Even better, the feedback you all have provided as we continue to assess our processes will ensure we continue to improve.

Lastly, as it relates to the faculty prioritization list, I am in full support of the Councils' prioritized order of the full-time (tenure-track) faculty hires. The recommendations will help to serve in the discussions surrounding the six (6) approved number of full-time faculty positions for Riverside City College as determined by the district. Please note the caveat that with the approval of any new faculty hires we need to be proactive and engage in a collaborative discussion to identify office space and support prior to initiating the hiring processes. The Councils' recommendation is in the following rank order:

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

1. Automotive
2. Ethnic Studies
3. Counseling, Puente
4. Psychology
5. Counseling, General #1
6. History
- 
7. Counseling, La Casa
8. Counseling, Career
9. Counseling, General #2
10. Counseling, Athletics

As a result of your leadership and the wholehearted support of the Leadership Councils, the College's resource allocation and prioritization processes continue to evolve to a more fruitful, inclusive, and collaborative effort. I appreciate that you all continue to do the necessary work considering the uncertainty of the budget and the challenges of finding new and innovative ways to support our students and stay true to the College's mission and strategic plan. I am proud to be a part of a dynamic team of faculty, classified professionals and managers who eagerly, consistently, and actively come together to share ideas, challenge each other, and collaborate in order to provide thoughtful and well vetted recommendations.

Sincerely,



Claire Oliveros, Ph.D.  
President