



October 31, 2023

Dear President Oliveros,

Enclosed are the prioritization recommendations made by the Strategic Planning Leadership Councils during their Joint Prioritization meeting, which was held on October 27, 2023. 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 12, 2023 and October 13, 2023. 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), Student Access and Success (SAS), and Governance, Effectiveness, Mission and Quality (GEMQ) Leadership Councils (LCs) were sent surveys to record their initial rankings. Out of a possible 72 voting members from the four LCs, 65 initial surveys were returned – which reflects a 90% return rate. In the past, the LCs came together during Joint Leadership Prioritization to discuss and possibly re-prioritize the initiatives; however, this year, the LC's instead met to ratify the rankings presented.

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 37 full-time faculty representatives on the Leadership Councils, 38 completed the survey, reflecting a 97.4% response rate. This response rate is the highest we have on record, and is commendable. On October 27, 2023, the voting faculty members of TL, SAS, RDAS and GEMQ were presented an overview of the survey results for each faculty request and ratified the final ranking.

As part of our continual improvement of our processes, Governance, Effectiveness, Mission and Quality (GEMQ) LC will assess the Strategic Planning Prioritization process, soliciting feedback from all leadership council members and will provide recommendations for improvement that will be incorporated in the next cycle.

This letter reflects the Councils' recommendations on the ranking of the fourteen 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 #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.*

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

#3 – Joint Initiative 1 (VPBS and VPSS) – Permanent increase of Landscaping & Maintenance budget to meet increased needs across college: *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.*

#4 –VPPD #1 – Student Equity Plan and Guided Pathways: *With a focus on the Culture of Care, aligned with the Student Equity and Guided Pathways plans, 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.*

#5 - VPAA #4 – Increase equity-minded Journalism Program Support Specialist from part-time to full-time: *Increase Journalism Program Support Specialist from part-time to full-time to better support the program.*

#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.*

#7 –VPSS #5 – Student Activities Office Staffing: *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.*

#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.*

#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).*

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

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

#12 – VPBS #2 – Improve 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.*

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

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

Full-Time, Tenure-Track Faculty Hiring

The councils' recommendation for 10 full-time faculty hires:

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

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

Sincerely,



Don Ajené Wilcoxson, Interim 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 2023 Prioritization Ranking

65 total people voted (of 72 possible) 90.3%

of LC Members who ranked each position as:

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	# Votes in Top 5	Weighted Sum
VPAA 3: Math Learning Center	4	10	9	9	3	9	4	6	3	3	1	3	3	1	35	631
VPSS 4: Enrollment Services Outreach Budget Augmentation	7	9	7	5	6	2	7	7	5	2	5	5	5	1	34	623
Joint Initiative 1: (VPBS and VPSS): Permanent increase of Landscaping & Maintenance Budget to meet increased needs across college	13	5	6	3	2	4	6	8	6	5	4	4	2	2	29	607
VPPD 1: Student Equity Plan and Guided Pathways	17	5	3	3	2	2	3	3	2	6	3	3	2	10	30	532
VPAA 4: Increase equity-minded Journalism Program Support Specialist from part-time to full time	5	2	7	5	4	7	7	3	7	5	4	2	2	4	23	512
VPBS 3: TSS Repair Parts Budget Augmentation - Object 4644	2	8	7	6	7	4	3	3	3	5	3	1	2	6	30	501
VPSS 5: Student Activities Office Staffing	2	6	8	6	3	4	5	5	4	2	4	4	5	5	25	486
VPBS 1: Meeting Room Audio visual Equipment Life cycle	2	6	2	5	7	7	6	6	5	4	0	3	6	4	22	483
VPAA 1: Active/Collaborative Learning Furniture Math	2	3	5	4	8	8	4	3	4	7	5	6	2	3	22	480
VPAA 2: Active/Collaborative Learning Furniture Art	3	3	2	2	10	4	5	6	7	5	5	4	6	1	20	457
VPSS 1: Improve Athletic Service and Facility Maintenance	1	1	3	8	3	5	7	4	4	7	6	8	6	4	16	433

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	# Votes in Top 5	Weighted Sum
VPBS 2: Improve Campus Recycling Program	5	3	3	2	4	3	5	6	3	4	7	2	5	10	17	408
VPSS 3: Wheelock Gym-Enhanced lighting in classrooms, locker rooms, showers, bathrooms, and hallways	2	2	2	4	2	5	1	3	7	6	6	7	11	9	12	364
VPSS 2: Francis Bushman Tennis Courts resurfacing and fencing entrances.	0	2	1	3	4	1	2	2	5	4	12	13	8	5	10	308
Total Votes	65	65	65	65	65	65	65	65	65	65	65	65	65	65		

Points

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

LC	# Voted	No Vote	Total
GEMQ	16	1	17
RDAS	16	3	19
SAS	17	0	17
TL	16	3	19
Total	65	7	72

Riverside City College
 Fall 2023 Faculty LC Ranking Results from Forms Survey

of Faculty who ranked each position as:

Vote Rank		1	2	3	4	5	6	7	8	9	10	# Votes in Top 5	Weighted Sum
1	Automotive	15	2	5	5	0	2	2	2	2	2	27	273
2	Ethnic Studies	3	8	9	4	2	1	2	5	1	2	26	246
3	Counseling Priority #5 Puente	7	6	2	1	3	4	2	4	8	2	19	223
4	Psychology	2	4	4	6	4	6	6	1	1	3	20	216
5	Counseling Priority #1 General	5	2	6	3	4	5	1	3	5	3	20	212
6	History	0	3	4	6	10	5	1	1	4	3	23	204
7	Counseling Priority #6 La Casa	4	7	2	3	1	2	4	1	5	8	17	193
8	Counseling Priority #3 Career	1	2	2	2	5	5	9	7	4	0	12	178
9	Counseling Priority #2 General	0	3	2	3	5	7	5	5	5	1	13	175
10	Counseling Priority #4 Athletics	0	0	1	4	3	0	5	8	2	13	8	115
TOTAL VOTES		37	37	37	37	37	37	37	37	37	37		

37 total people voted (of 38 possible) 97.4%

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

*GEMQ and SAS currently have 9 faculty

LC	#	% of Votes
GEMQ	8	21.6%
RDAS	10	27.0%
SAS	9	24.3%
TLLC	10	27.0%
	37	