

**FROM:** Monica Green  
**RE:** 2022-2023 College President Memorandum

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The 2022-2023 academic year was a productive year for our college. As a result of continuous improvement in program review and authentic assessment processes, the college community has provided important information, insight, and recommendations to assist leadership in making sound and informed decisions to best support student success. The 2022-2023 year brought with it a significant amount of continued one-time HEERF and COVID-related funding that allowed the college to transition successfully out of the pandemic and back to new teaching, learning, and student support environments that are focused completely on student success. These one-time funds really helped our college meet our students where they are, including investments in instructional equipment, supplies, technology, and increased student and p e.7 (n)-0.8 (o)-9.5(d)emino support opportunities aid students. The continued impact of COVID on enrollment is an on-going priority for the college

President Memorandum (SPGM Evaluation of the Planning and Decision-Making Process #3), the funded resource requests are based on the priorities we developed together. Congratulations Mustar

Norco College witnessed the culmination of a two-year project of Equity in Guided Pathways to reo academic and student-facing structures of our institution to support the advancement of student student success. The Guided Pathways & Equity Project Team, in consultation with all consr11 /

Council in Spring of 2023. All three and the College President. As such (reorganizing the Associate Dean of stipends. Furthermore, efforts to su School Reorganization Proposal incl and Umoja) to the Dean of Grants, a

of the Associate Dean of CTE to a Dean of Career Education, and alignment of educational partnership to the VP of [Academic Affairs](#). In [Student Services](#), reorganization includes transitioning outreach functionality to the Dean of Student Services, the elimination of an outreach m

(CAP) Hour by Academic Senate and College Council, the President’s Office will establish a monthly CAP Hour in the 2023-2024 academic year on first Thursday of the month during college hour at 12:50pm.

**Prioritized Personnel Additions 2022-2023**

Faculty: Based on program review requests, one-time funds were used to substantially increase counseling services (over 6,000 hours) this past year. Faculty hires were also recommended and endorsed by Academic Planning Chairs during the program review prioritization process. The following 11 approved faculty positions for FY 22-23 were newly hired or filled replacement positions. Many are underway and still pending hiring process completion:

Name	Discipline	Type	Start
Haley Ashby*	Outreach Librarian	New Position	Fall 2023
Steven Chang	Biology/Anatomy & Physiology	New Position	Fall 2023
Sean Davis**	General Counselor	New Position	Fall 2023
Banibrata (Bani) Ghosh	Chemistry	New Position	Fall 2023

Classified Professionals: The new/replacement classified professional positions added to the Norco College roster during the last year, included nine (9) positions, four (4) of which are part-time positions.



### **Focus on Safety and Emergency Preparedness in 2022-23**

The College continued to commit resources, planning and training to focus on Norco College safety and emergency preparedness. In this year, the College expended resources on emergency operations training for managers, upgrading evacuation and fire extinguishers signage throughout campus, installing emergency phones for each classroom, replacing the emergency radio antennae, and purchasing new radios, upgrading, and testing the emergency public address system, and purchasing “stop the bleed” kits for all of our AED locations.

The College also placed a high priority on emergency preparedness training collegewide, with over twenty training and workshop opportunities provided to the Norco College community in 2022-23. A sampling of the training topics includes active shooter response, emergency operations highc

