It has been a pleasure to be at Norco College this year to witness your processes for Program Review and authentic assessment. Everything you do greatly benefits our students at Norco College.

Our strategic planning process, including the committees and councils of the college, set our priorities so we allocate our resources based on our collective wisdom. In this, the Pre dosing the loop memo, the following end of year highlights are based on the priorities we developed together.

Initiative focus on making our students successful. Authentic assessment and measurable outcomes are directly tied to our resource allocations. I would like to congratulate each and every one of you on a job well done!

<u>Faculty Positions</u>: We are currently in the process of hiring five additional tenure-track faculty positions in the disciplines of English, Sociology, Psychology, Math and Electronics for the 2016-17 academic year. These faculty positions were determined by the Academic Planning Council during the program review prioritization process, and endorsed by the Academic Senate. We are also in the process of hiring faculty replacement positions in the disciplines due to retirements. With additional SSSP and EOPS/CAREfunding, we are adding a categorically-funded, tenure-track EOPS Counselor/ Coordinator along with two non-tenure track counseling faculty.

Staff Positions: Hiring additional classified staff is still dependent on the pending Budget Allocation Model distribution. Unfortunately this year we did not receive any additional budget augmentation. We were fortunate enough to have hired additional staff positions with Grant, SSSP and Student Equity Funding in the departments of Admissions & Records, Counseling, Evaluations, Institutional Research, Outreach, and Student Equity. These funds as well as other college funds were used to increase hours for permanent part-time employees in various departments. In addition funds were identified to begin to institutionalize fully funded categorical positions which are an integral part of college operations. Although the funding shifts were modest, we will continue to propone for more funding for these critical positions.

Administrative Positions: Over