



Employee Convening

Cerro Coso Community College

2/10/2023



Welcome

Agenda

- I. Breakfast
- II. President's State of the College
- III. Academic Senate / Classified Professionals
- IV. Division Updates
- V. Break
- VI. Division Updates
- VII. Student Panel
- VIII. Break
- IX. Employee Service Recognition
- X. Lunch



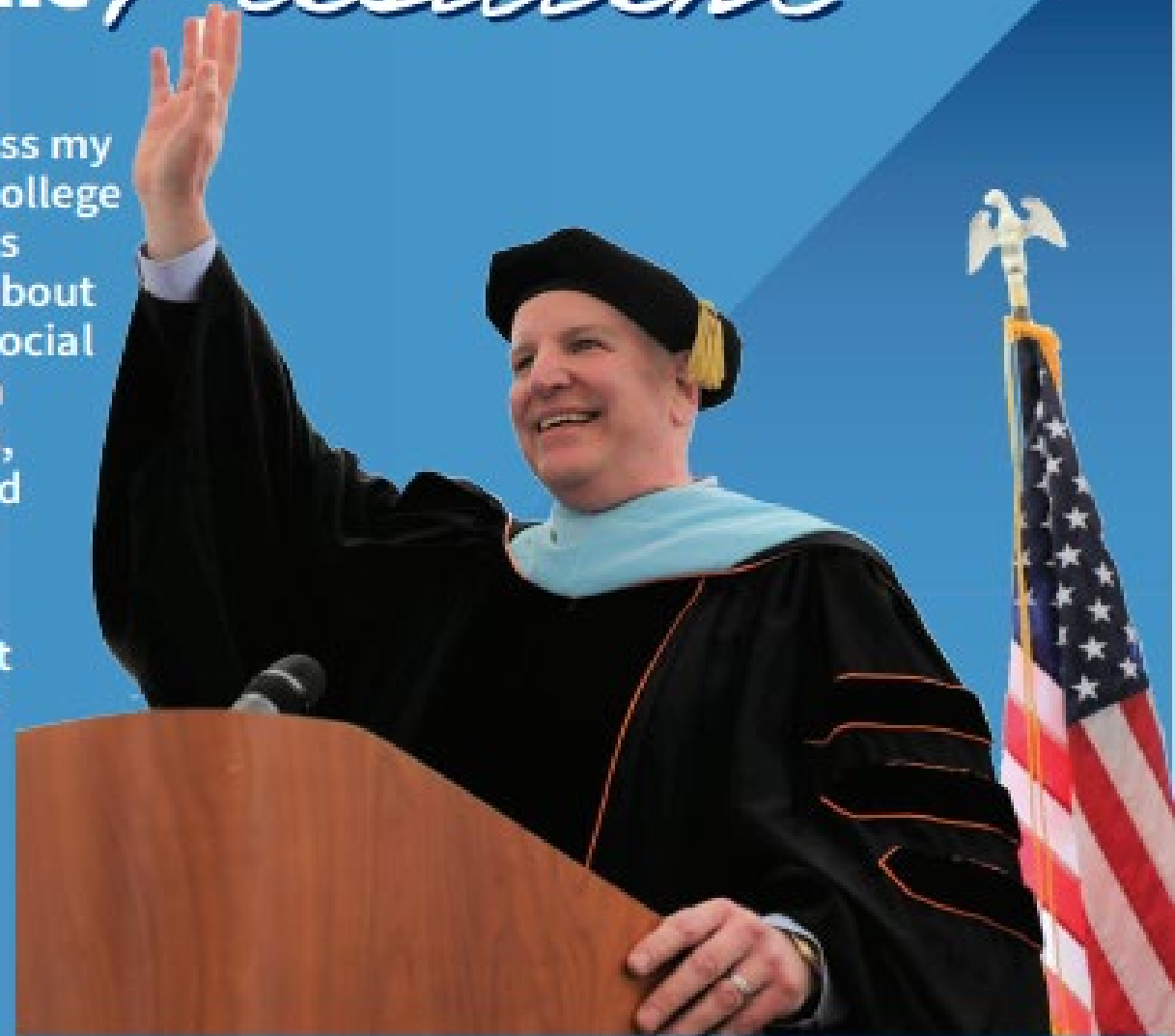


2021-2022

A Message from the President

As I reflect back on 2021-2022 I want to take a moment to express my deep appreciation for all that each member of our Cerro Coso College family has contributed to serving our students and communities over the past year. Through it all we have learned a great deal about distance education, student basic needs, global citizenry, and social justice. Over the past year our college has persevered through a global pandemic, economic recession, power outages, wildfires, and extreme weather. We have had crucial conversations, joined together to raise awareness, and are gaining strength as an institution even while surrounded by uncertainty.

For some, hard times bring opportunity, and I am proud of what we have accomplished this year. Our successes include a record number of degrees and certificates awarded, expansion of our dual and concurrent enrollment programs, re-engaging with the community, two athletic teams competing in conference playoffs for the first time in decades, and the development of new programs and courses. The college's experience over the past two years underscored just how important it is for us to be flexible and ready to respond to the ever-changing needs of our environment. Cerro Coso will continue to navigate challenges with passion, creativity, and commitment. I look forward to continuing the work that empowers the students we serve.



—DR. SEAN HANCOCK, PRESIDENT

New Mission Statement

The mission of Cerro Coso Community College is to **improve the life of every student it serves** by **prioritizing equity** and supporting the attainment of educational goals. Through innovative delivery methods, Cerro Coso Community College provides **transfer preparation, workforce education, degree pathways, and comprehensive student support services** to develop ethical and effective citizenry **throughout our vast rural and online communities.**



Vision & Values

Vision

Cerro Coso Community College will be the first choice in higher education and workforce training for the Eastern Sierra region.

Values

The values at Cerro Coso Community College provide the foundation for all academic, student support, and administrative services:

Educate

Innovate

Include

Serve



Our Students

Student Ethnicities

42.8% HISPANIC/
LATINX

3% ASIAN

38% WHITE

2% AMERICAN
INDIAN/
NATIVE
ALASKAN

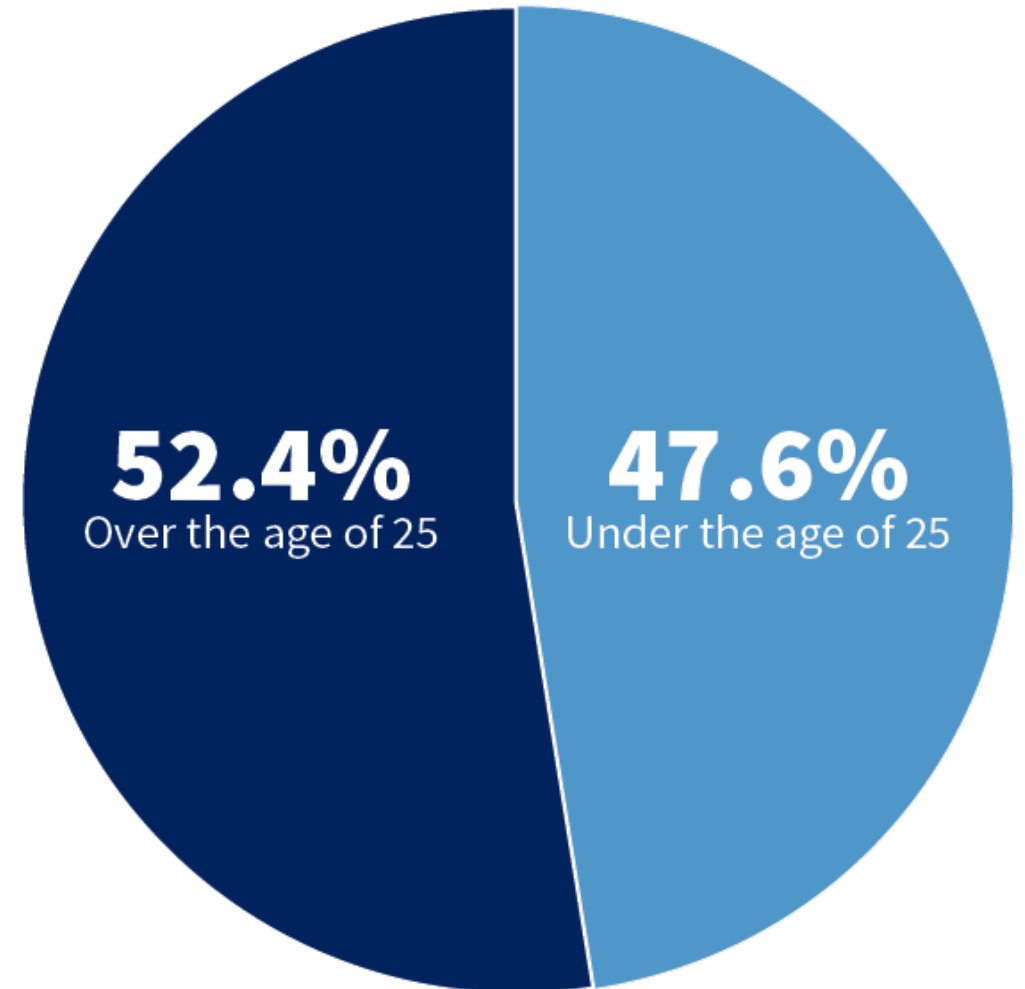
7% BLACK/
AFRICAN
AMERICAN

1% PACIFIC
ISLANDER

4% TWO OR
MORE

1% FILIPINO

REMAINDER ARE UNKNOWN/UNREPORTED



Students & Employees

57%

STUDENTS ARE FROM
HISTORICALLY
UNDERREPRESENTED GROUPS

35%

OF CCCC STUDENTS WERE FIRST
GENERATION STUDENTS

60%

OF CCCC STUDENTS RECEIVE
SOME FORM OF FINANCIAL AID

269

EMPLOYEES



2021-2022

2021-2022 Budget & Revenue

\$47.2 MILLION

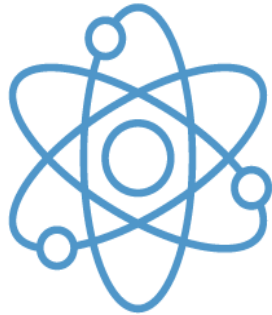


Top Degrees

Top Three Associate Degrees



VOCATIONAL
NURSING



GENERAL
SCIENCE



UNDECLARED

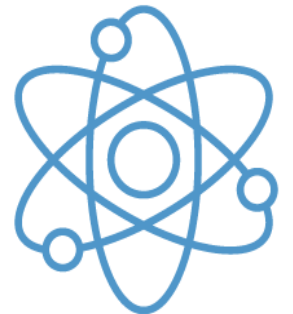
Top Three Transfer Degrees



LIBERAL ARTS/
SOCIAL AND
BEHAVIORAL
SCIENCES



BUSINESS
ADMINISTRATION



GENERAL
SCIENCE





Highlights & Accomplishments

CC Online Celebrates

25th Anniversary

Cerro Coso began offering distance education courses online in 1997 as an alternative to the traditional classroom. CC Online is a virtual campus at Cerro Coso Community College. The campus provides students the opportunity to take courses from a distance. Through the Internet and Canvas, students can interact with faculty in a virtual classroom setting, allowing for flexibility

and convenience in the students' schedules. The success of Cerro Coso's Online courses uniquely positioned the college to move on-ground classes to remote delivery quickly in response to the pandemic of 2020-2022.



Many Majors to Choose From



ASSOCIATE DEGREES FOR TRANSFER



ASSOCIATE IN ARTS DEGREES



ASSOCIATE OF SCIENCE DEGREES



CERTIFICATES OF ACHIEVEMENT



JOB SKILLS CERTIFICATES



2021-2022 Degrees & Certificates

Record-breaking 955 Degrees and certificates awarded!!!

- 466 Graduates
- 446 AA Degrees
- 108 AS Degrees
- 179 ADTs
- 222 Certs



Dual & Concurrent Enrollment

Early College Program
allows 17 to graduate
college before high
school!



New Programs

- New Entrepreneurship Certificate
- New Private and Proprietary Security Academy
- New Addiction Studies Certificate
- New AA-T degree in Law, Public Policy and Society
- New Spanish transfer degree
- New Digital Media & Marketing and Certificate
- New Industrial Process Technician Certificate
- New Information Technology: Cloud Computing Certificate
- New Information Technology: Linux Operating System Certificate



Athletics

- **Men's Basketball team makes it into CCCAA post-season playoffs for the first time in 23 years** under the leadership of Coach Dugan
- **Cerro Coso Men's Baseball Team finished 2nd in the IEAC Conference playoffs**, with 24 wins and 17 losses. They ended the year on a high note with 9 sophomores, 6 of them signed with 4-year baseball scholarships, and 2 signed to play professional baseball (Johnny McHenry and Danny Jimenez). Go Coyotes!



Facilities

- 3-year lease with Tehachapi Unified School District
- New M&O facility completed
- Numerous updates to the gym completed
- All earthquake repairs completed



Cerro Coso Community College Foundation

| | |
|--|------------------|
| Donations for the college in 2021-2022 | \$254,358 |
| Scholarship Awards for 2021-2022 | \$98,287 |
| Donated by employees since 2010 | \$75,143 |
| Nursing Capital and Equipment Project | \$350,094 |
| Phi Theta Kapp Lifetime Membership Scholarships | \$10,000 |

*An investment in education is an
investment in the future.*



Cerro Coso Community College Foundation

- November 2021, our Foundation held their first fundraiser in over two years, a **food and wine pairing** event that raised more than \$7,000
- August 2021, the **Cheers for Charity** event in Tehachapi raised over \$6,000 for Promise Scholarships for students in Tehachapi
- Foundation received a **\$10,000 United Way Grant** to support the work of our Coyote Cupboard
- In the fall of 2022 we brought back the **Star Party** and held a **Gaming Tournament**



Cerro Coso Promise Program

\$324,000 IN PROMISE SCHOLARSHIPS AWARDED SINCE 2019



Equity Designation



Cerro Coso Community College has been named a 2022 **Champion for Excelling in Equitable Course Placement for Black/African American students** in English and Math by the Campaign for College Opportunity!

Cerro Coso successfully supported 100% of Black students to enroll directly into transfer-level English coursework, and at least 60% of the Black students who enrolled in a transfer-level Math course successfully complete it within 1 year of their initial enrollment.





2022-2023

Best Community Colleges



Inteligent.com a trusted resource for program rankings and higher education planning, has included **Cerro Coso Community College** to its list of the **Best Community Colleges in California in 2023**. The research identifies top schools in the state based on tuition costs, the number of credits required to graduate, and the online coursework delivery format.



Enrollment, Student Success with Equity Targets and Tactics

| FTES | 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 | 2023-24 |
|---------------|----------|----------|----------|---------|-------------------|------------------|
| Regular | 2,079.73 | 2,257.54 | 2,013.41 | 1830.28 | 2013.41 (10%) | 2257.54 (12%) |
| Special Admit | 312.75 | 315.89 | 333.76 | 308.82 | 400.00 (29%) | 420.00 (5%) |
| Incarcerated | 455.35 | 547.18 | 694.81 | 627.85 | 551.00 (- 12%) | *551.00 (0%) |

| Supplemental | 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 | 2023-24 |
|----------------|---------|---------|---------|---------|------------|------------|
| AB540 | 191 | 204 | 173 | 157 | 173 (10%) | 204 (18%) |
| Pell Recipient | 1,047 | 1,196 | 928 | 1174 | 1196 (2%) | 1244 (4%) |
| CCPG Recipient | 4,938 | 4,383 | 4,213 | 4,120 | 4,213 (2%) | 4,383 (4%) |



Enrollment, Student Success with Equity Targets and Tactics 12.13.22 Update

| Student Success | 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 | 2023-24 |
|---|---------|---------|---------|---------|-------------|------------|
| Associates Degree for Transfer | 99 | 121 | 148 | 161 | 175 (9%) | 180 (3%) |
| Associates Degree | 195 | 198 | 193 | 222 | 226 (2%) | 231 (2%) |
| Credit Certificate | 132 | 132 | 128 | 111 | 128 (15%) | 132 (3%) |
| Completion of Transfer Level Math & English | 54 | 84 | 66 | 50 | 76 (52%) | 84 (10%) |
| Successful Transfer to 4-year School | 125 | 148 | 142 | 125 | 142 (14%) | 148 (4%) |
| 9+ CTE Units Completed | 865 | 789 | 693 | 599 | 693 (16%) | 728 (5%) |
| Attainment of Regional Living Wage | 1,210 | 1,366 | 1,434 | 1,104 | 1,366 (24%) | 1,434 (5%) |



Current Projects

- Enrollment, Student Success with Equity June 2023 Update
- College Planning and Budget for 2023-2024
- Participatory Governance Model Handbook
- Educational Master Plan
- Baccalaureate Degree in Cyber Security Technology



Workforce Development Defense and Aerospace Workforce Coalition



- NAWS May 26, 2022 Military and Aerospace Workforce Coalition Meeting
- EAFB February 8, 2023 Military and Aerospace Workforce Coalition Meeting
- MASP February 1, 2023 Aerospace Workforce Coalition



Workforce Development Defense and Aerospace Workforce Coalition



- Top Emergent and Core Competencies
- New Technology and Basic Skill Sets
- Job Titles
- Challenges
- Aerospace and Defense Industry
Workplan
- Next Steps



Governor's Proposed Budget

- An opportunity to make progress toward the CCC roadmap goals with an option to submit a streamlined report for specified programs
- A COLA of 8.13 and \$28.8 million ongoing for 0.5% growth
- \$92.5 million for 8.13 COLA for select categorical programs and the Adult Education Program
- An increase of \$200 million one-time Proposition 98
- \$14 million one-time Proposition 98 for the administration of workforce training grants in collaboration with the California Department of Forestry and Fire Protection
- A decrease of \$213 million one-time in deferred maintenance



Climate Survey Task Force Recommendations Update

1. Develop a framework around communication and scope of participation in college decision-making processes
 - a. Establish clear guidelines on the process of collecting and responding to feedback
 - i. Participatory Governance Model Task Force 2022-2023
 - b. President to lead efforts to support and encourage participation on campus councils and committees
 - c. Virtual suggestion box
2. Establish a schedule of events to promote community building
 - a. Create a cross-functional work group to develop and promote quarterly social events
 - b. Annual college employee convocation/assembly/summit and employee recognition (e.g. Fire Mountain Summit)
 - c. No less than one townhall / open forum per semester



Climate Survey Task Force Recommendations

3. Monthly Communications / Revamp of the Howler
 - a. Department/committee updates and/or introductions and highlights
 - b. Employee recognitions
4. Ensure site equity with regard to events, and establish expectations with regard to campus visitations
5. Annual Professional Development
 - a. Communication Protocols
 - b. Trust-building
 - c. Management and Supervision



Cultural Hub



The Cerro Coso Brand Story

What is the power of a Cerro Coso education? Is it the power **to reach higher, to go farther, and achieve more**? Is it the power to dig deeper, succeed faster, and dream bigger? It is all these things, and more?

For students, a Cerro Coso education is about rising to the challenges that confront them, it is about overcoming obstacles with grit and determination, and it is about digging deeper so they can **set their sights higher and reach for the stars**. With a Cerro Coso education, the possibilities are limitless.

For administrators, faculty and staff, Cerro Coso is all about going the extra mile, about providing the academic and personal support that students need to achieve their dreams. If students are ready to **set their sights on the horizon, Cerro Coso faculty, staff, and administrators are there to be the wind beneath their wings**.

Cerro Coso is unique. It serves an area that reaches high into the rarefied air of Mammoth Mountain, an iconic destination for ski bums and professional snowboarders **looking to touch the sky**. At the opposite end of the geographic spectrum, desert rats, motocross pros, and off-road enthusiasts flock to Bishop and the surrounding areas looking for **big trails and bigger air**. All this happens near the legendary runways of Edwards Air Force base and the most notable names in the aerospace industry that surround it. For all of these groups, **the sky has never been the limit**.

Just like Cerro Coso itself, **your student prospects are pushing the limits of what is possible to support their families and grow their communities**. They are rising to the challenges before them and giving tirelessly of themselves so that they can achieve their dreams. They are preparing to dig deeper. **They are preparing to reach higher. And most importantly, they are preparing to take flight.**



The Cerro Coso Brand Story



CERRO COSO
COMMUNITY COLLEGE

The sky is the limit at Cerro Coso.

TAKE *flight*

Register Today • www.CerroCoso.edu



The Cerro Coso Brand Story

Own the mountain
and your future.



CERRO COSO
COMMUNITY COLLEGE
TAKE flight

Register Today • www.CerroCoso.edu

Come for
the desert.
Stay for
the degree.



Register Today
www.CerroCoso.edu

CERRO COSO
COMMUNITY COLLEGE
TAKE flight

STEM careers start here.



Register Today
www.CerroCoso.edu

CERRO COSO
COMMUNITY COLLEGE
TAKE flight



2023-2024 Cerro Coso Turns *50*



Image courtesy of Stuart Miles/ FreeDigitalPhotos.net





Dr. Yvonne Mills

Academic Senate

What does the Academic Senate Do?

As granted by Title 5, the Academic Senate's primary function, as the representative of the faculty, is to make recommendations to the administration and to the governing board of a district with respect to academic and professional matters. These are known as the 10+1:

1. curriculum, including establishing prerequisites and placing courses within disciplines;
2. degree and certificate requirements;
3. grading policies;
4. educational program development;
5. standards or policies regarding student preparation and success;
6. district and college governance structures, as related to faculty roles;
7. faculty roles and involvement in accreditation processes, including self-study and annual reports;
8. policies for faculty professional development activities;
9. processes for program review;
10. processes for institutional planning and budget development; and
11. other academic and professional matters as are mutually agreed upon between the governing board and the academic senate.



Structure

- Representative body
- Executive Council Officers—President, Vice President, Secretary, Treasurer, Member-at-Large, Site Rep
- Executive Council Appointed Members—Curriculum Chair, Program Review Chair, Faculty Chair Rep, Past President
- Sub-committees—Curriculum and Instruction Council, Program Review Committee, Academic Petitions Committee, Honors Committee, Equivalency Committee, Calendar Committee, Faculty Flex Committee



Recent Accomplishments

- Discontinuation of eLumen
- Addition of Juneteenth to the district's calendar
- ESL certificate program





Tanner Barnett

Classified
Professionals

Updates for Spring 2023

- Introduction of Executive Board
- Participatory Governance – Reporting Changes
- LIFT 2023 Webinar Series
- Site Classified Engagement Events

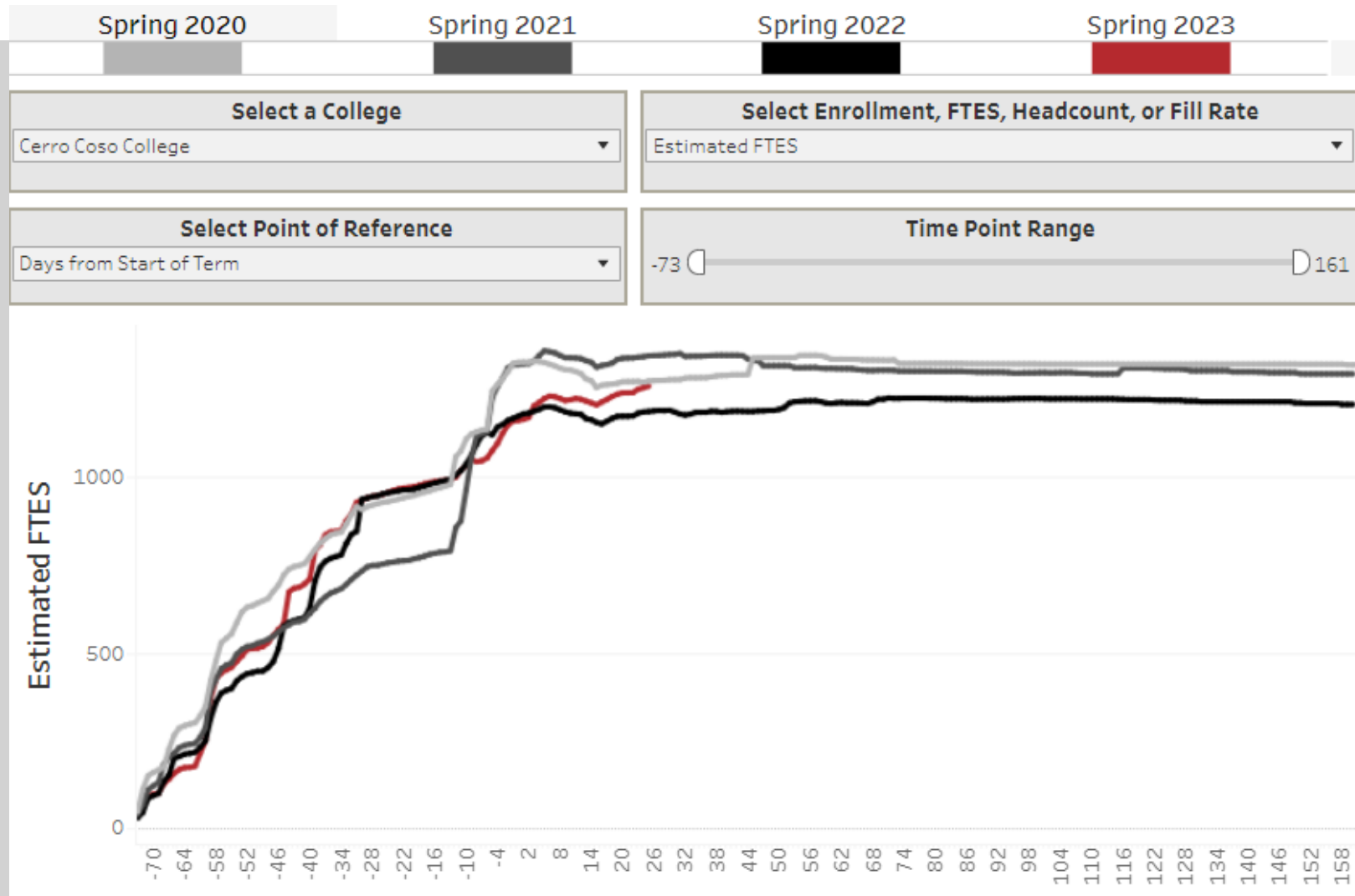




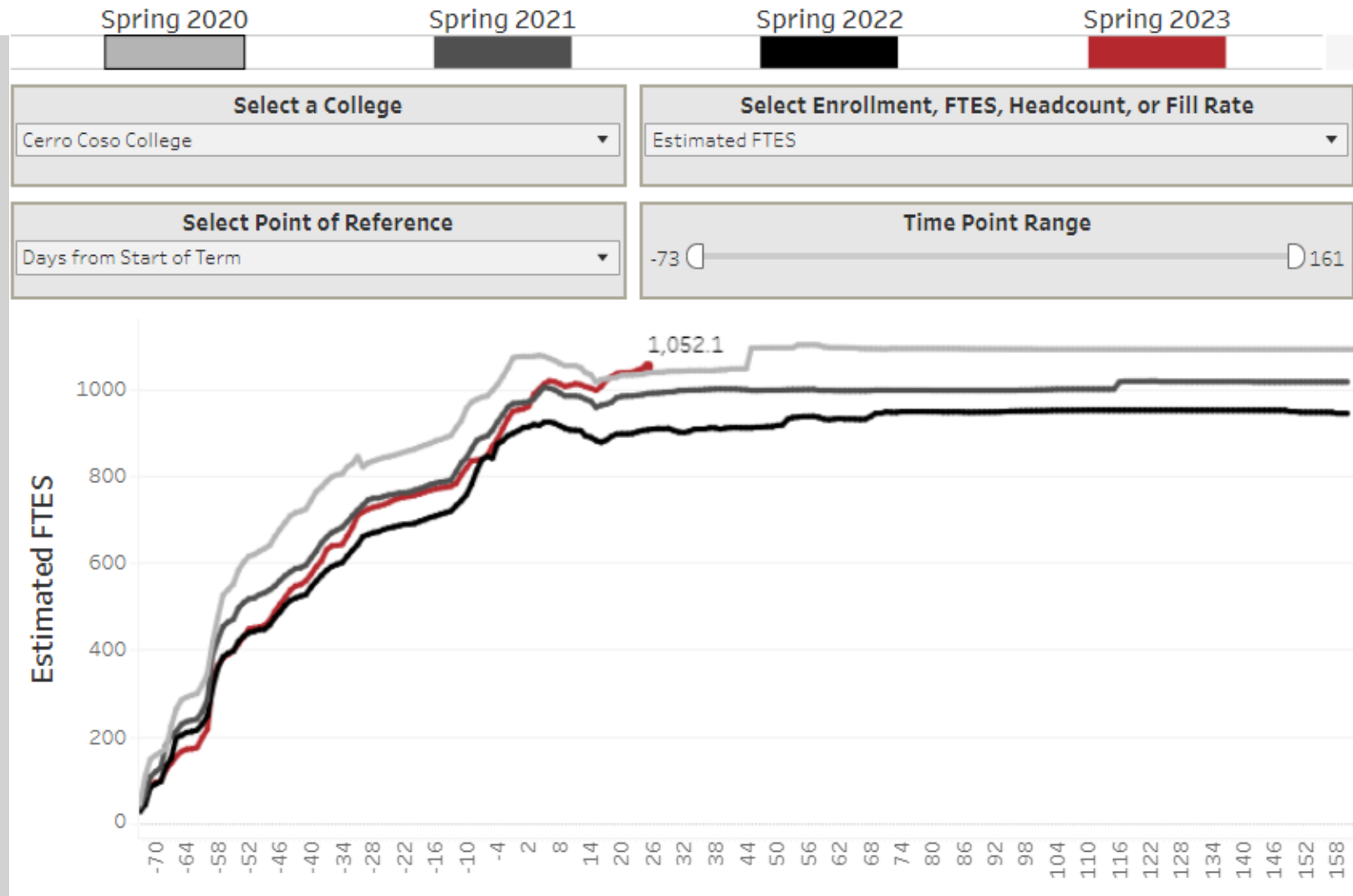
Dr. Corey Marvin

Academic Affairs

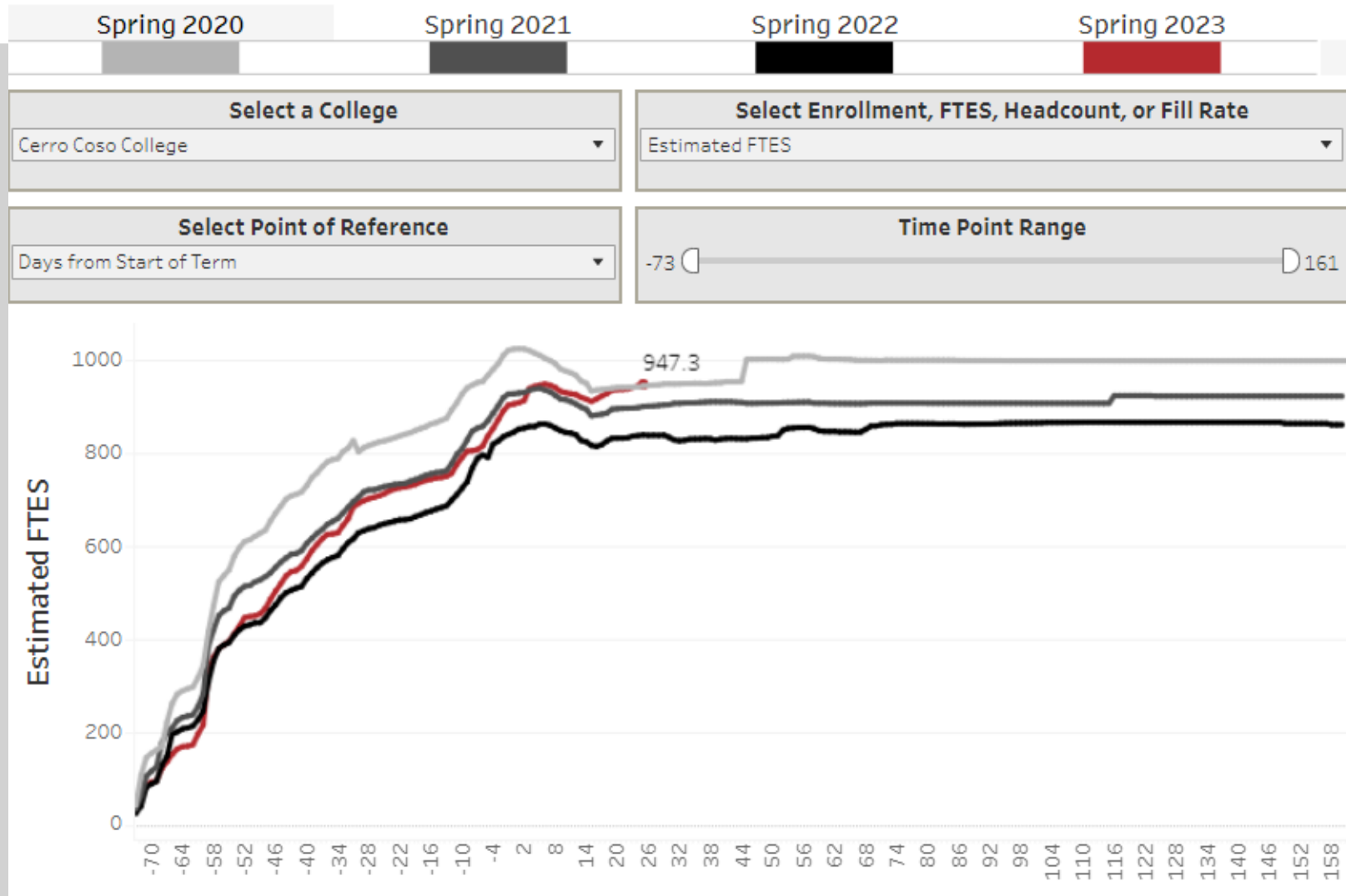
FTES, Spring Semesters 2020-2023



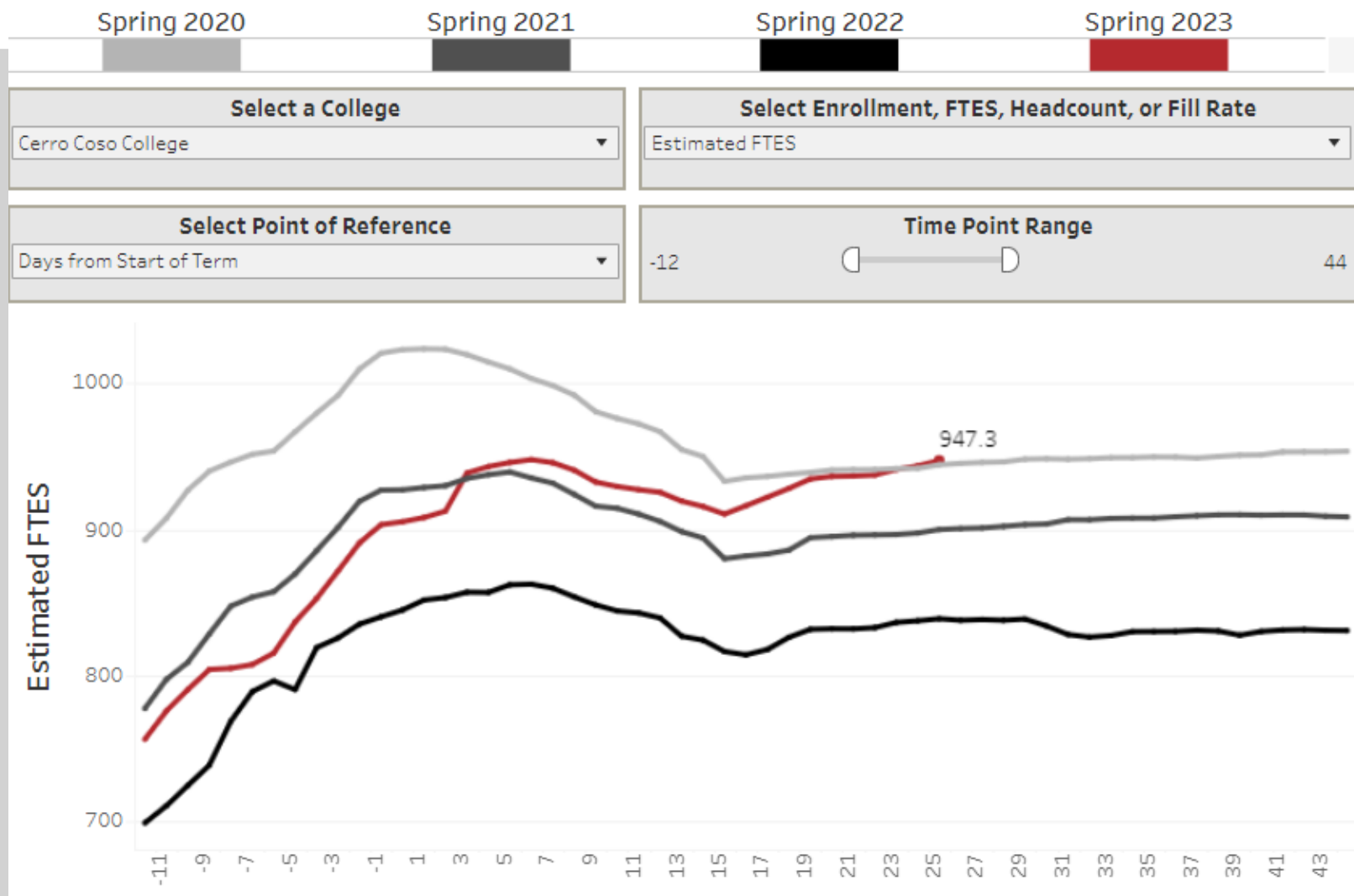
FTES – No ISEP



FTES – No ISEP, No Dual Enrollment

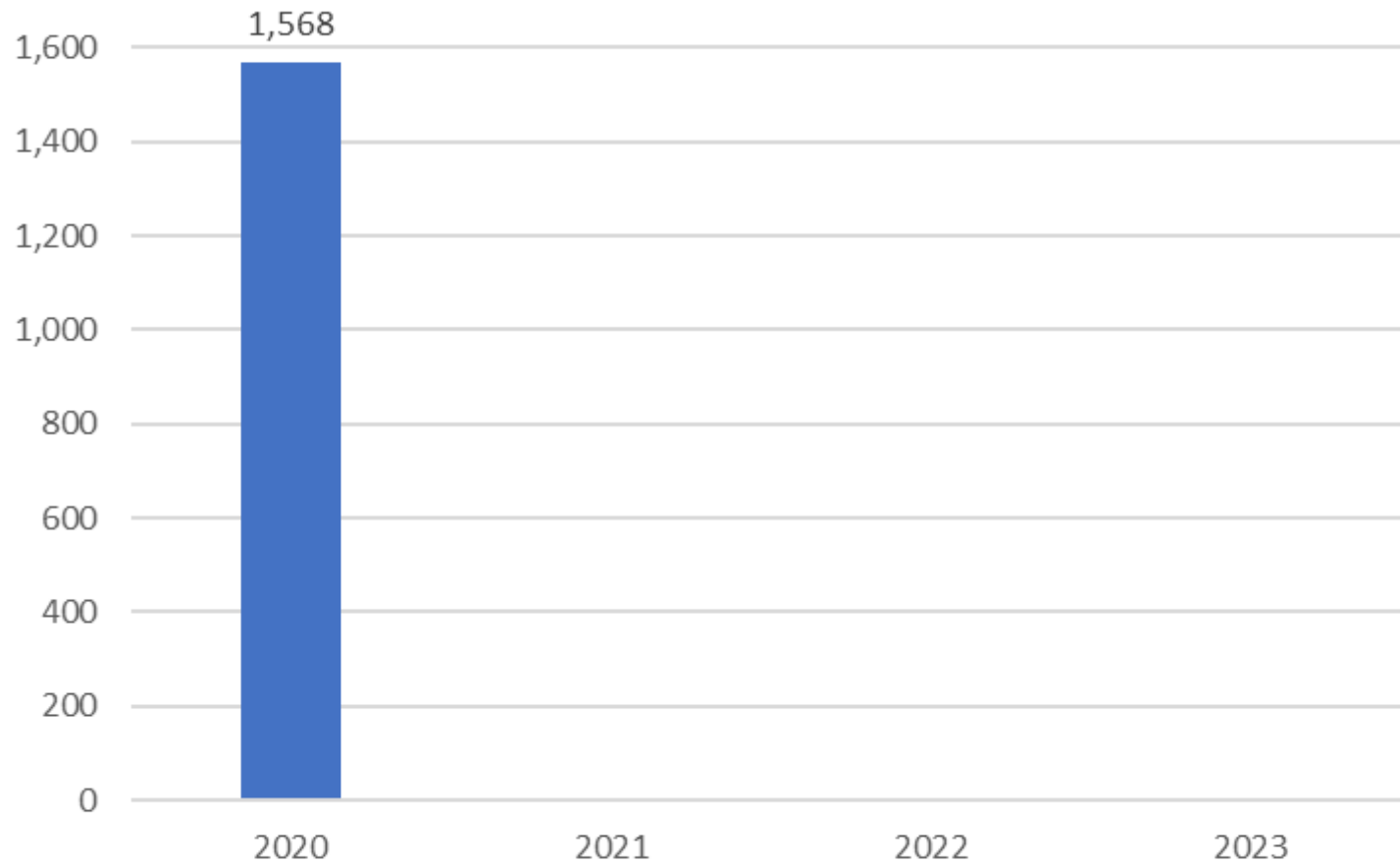


FTES – No ISEP, No Dual Enrollment



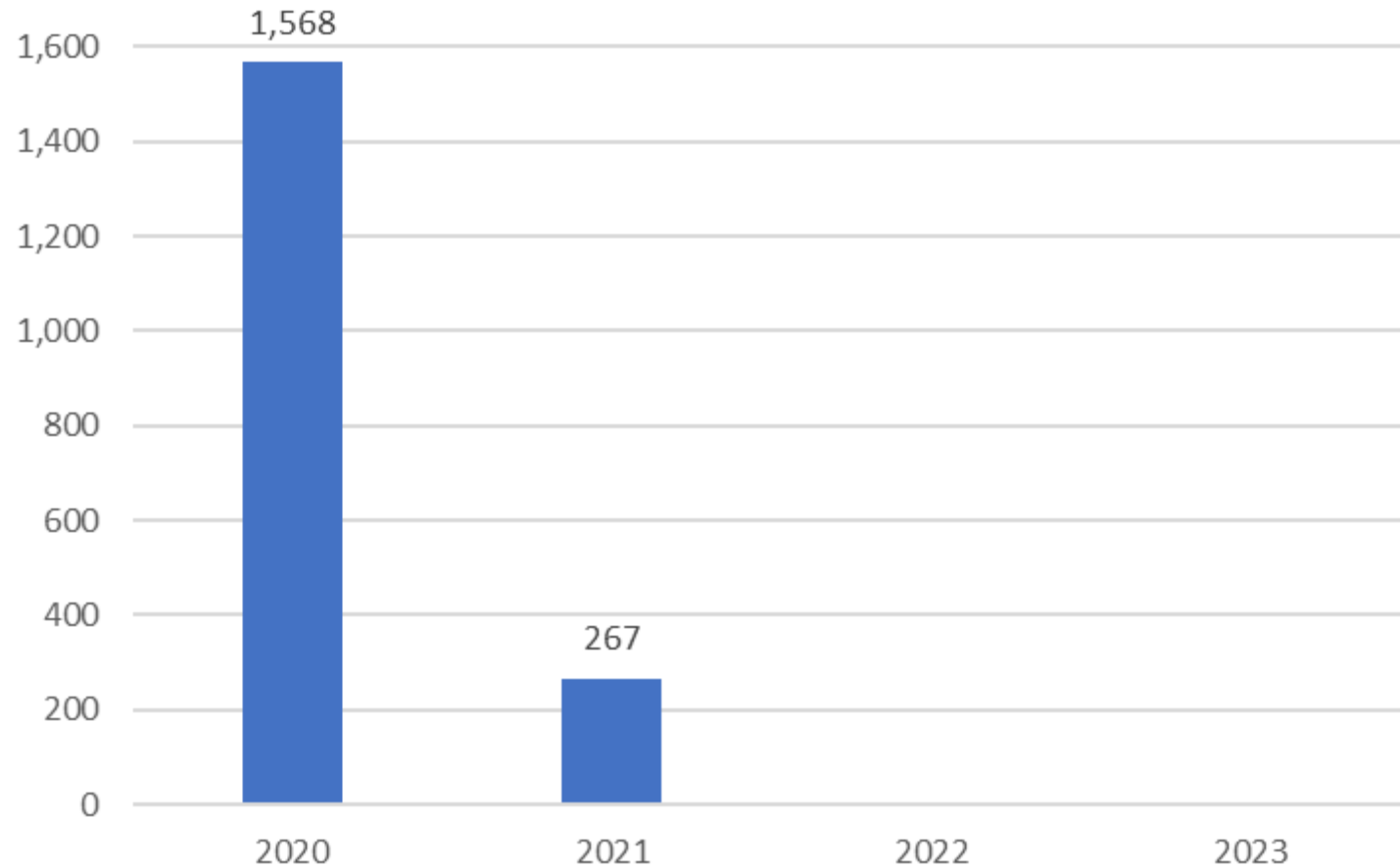
Enrollments

IWV - Ridgecrest



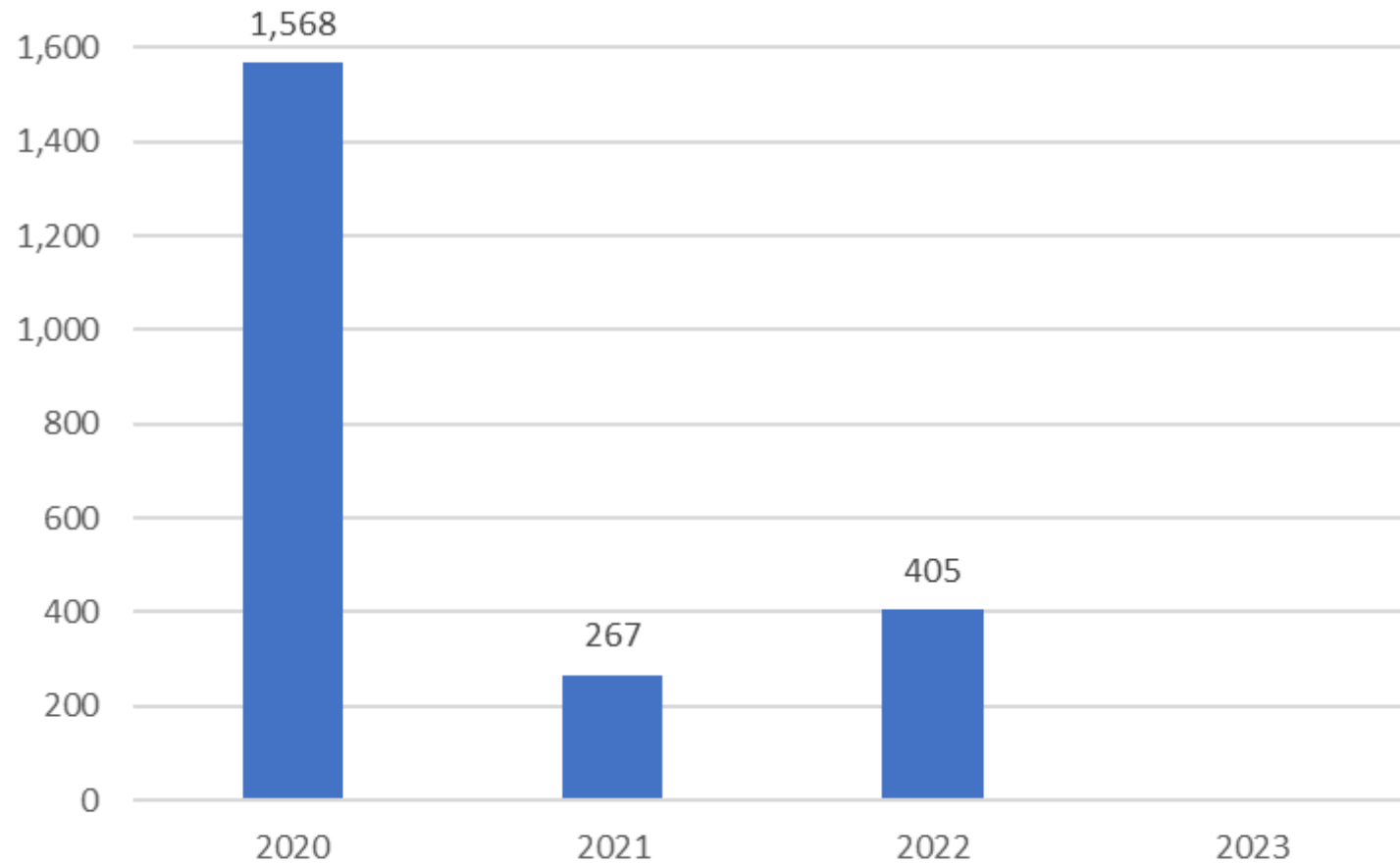
Enrollments

IWV - Ridgecrest



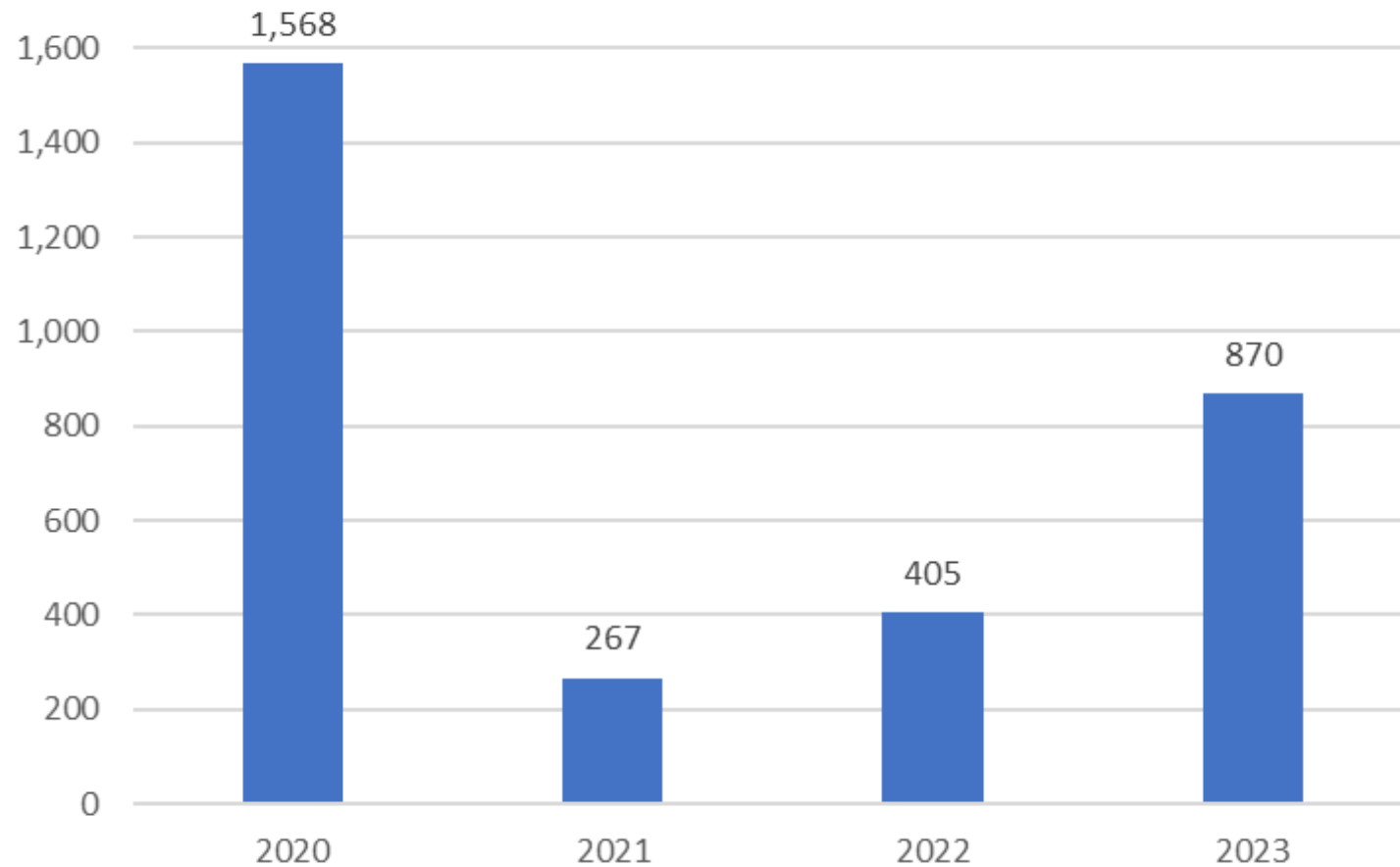
Enrollments

IWV - Ridgecrest



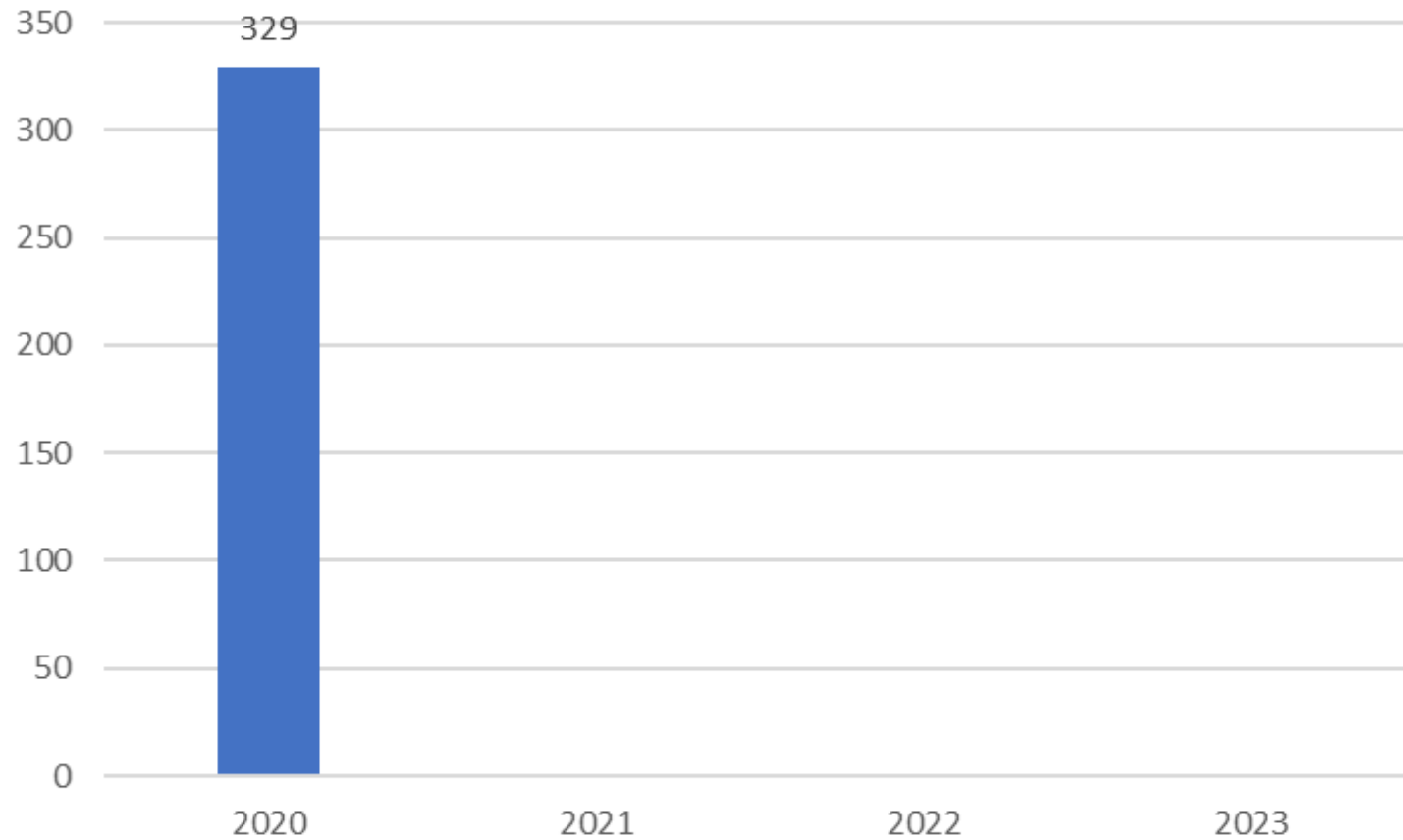
Enrollments

IWV - Ridgecrest

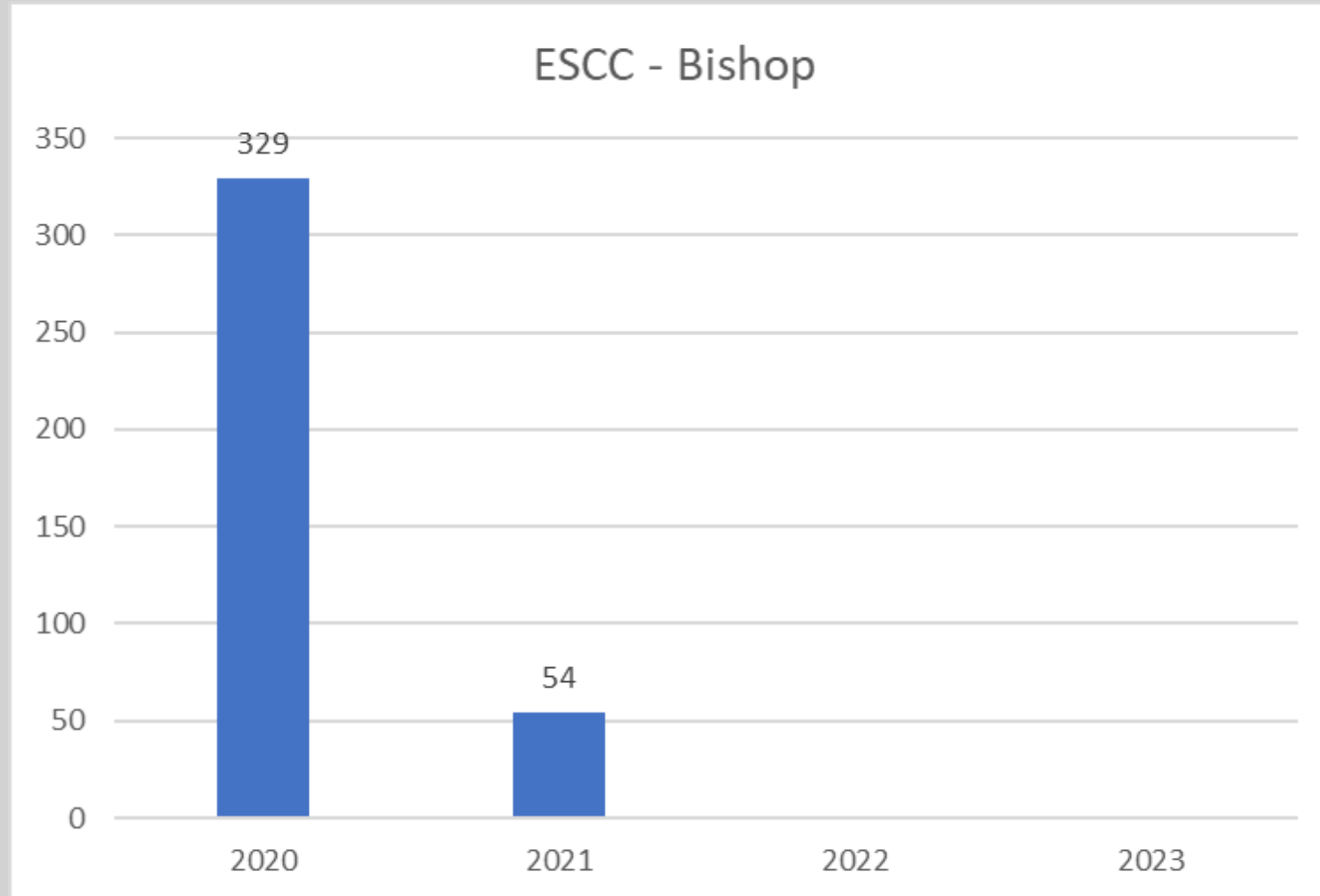


Enrollments

ESCC - Bishop

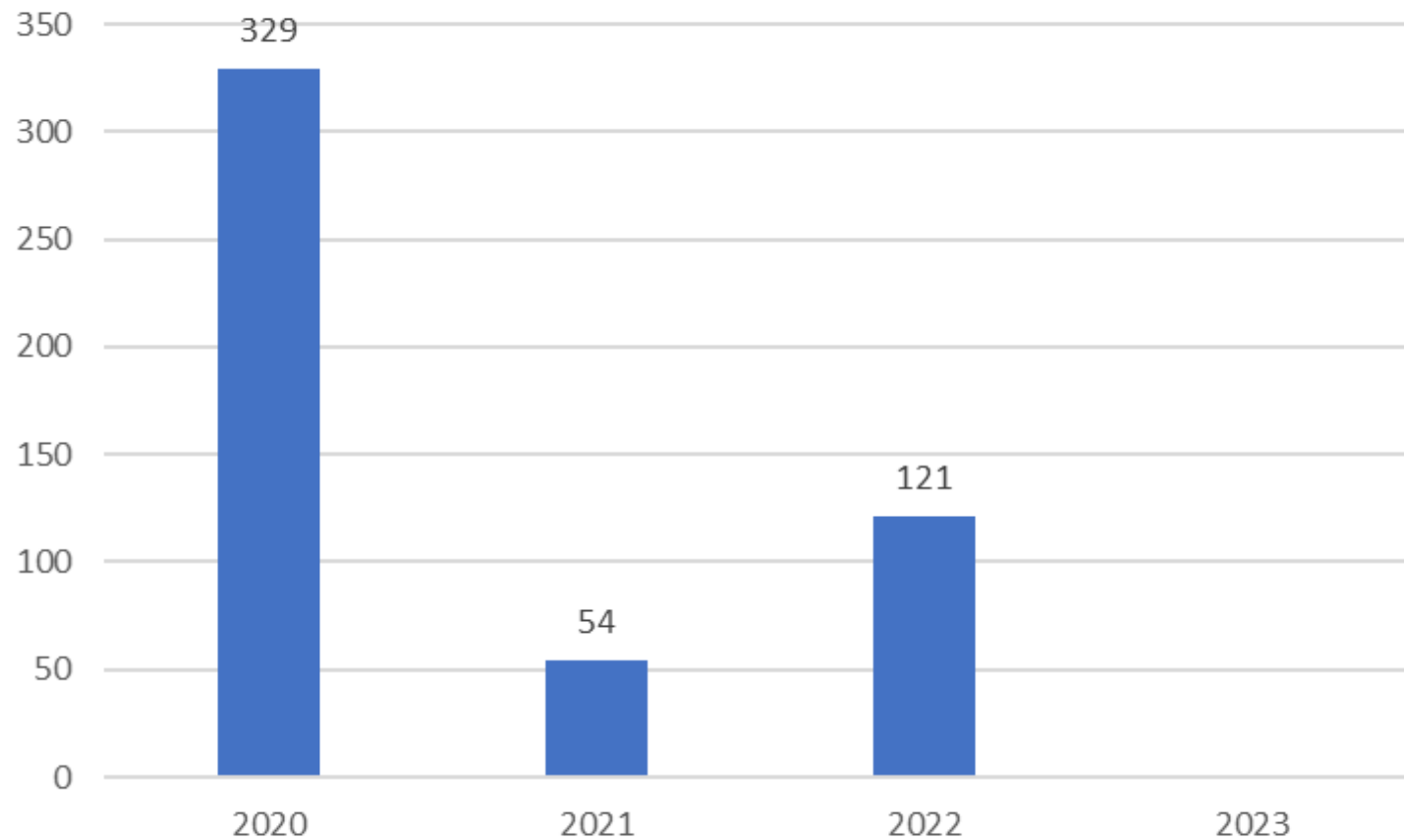


Enrollments

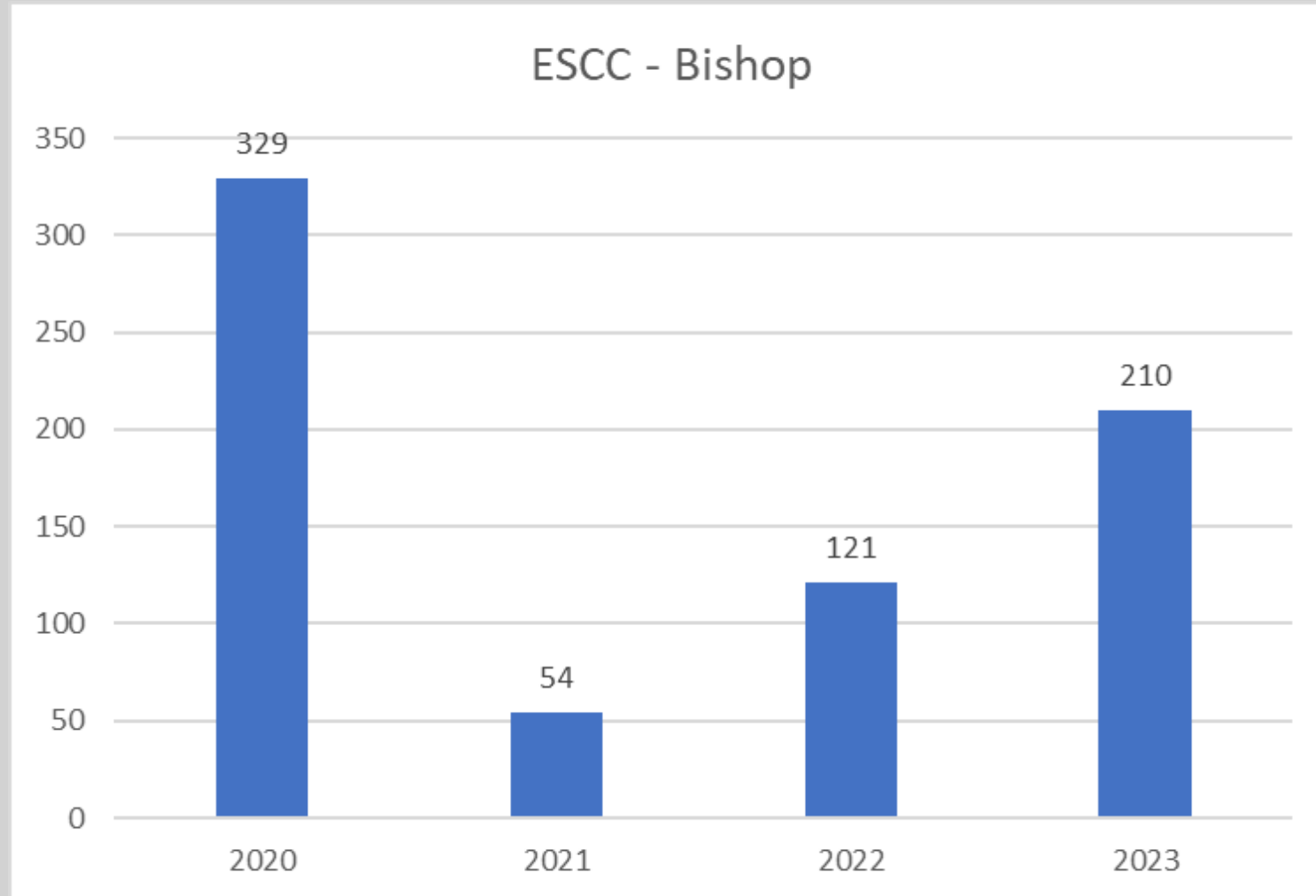


Enrollments

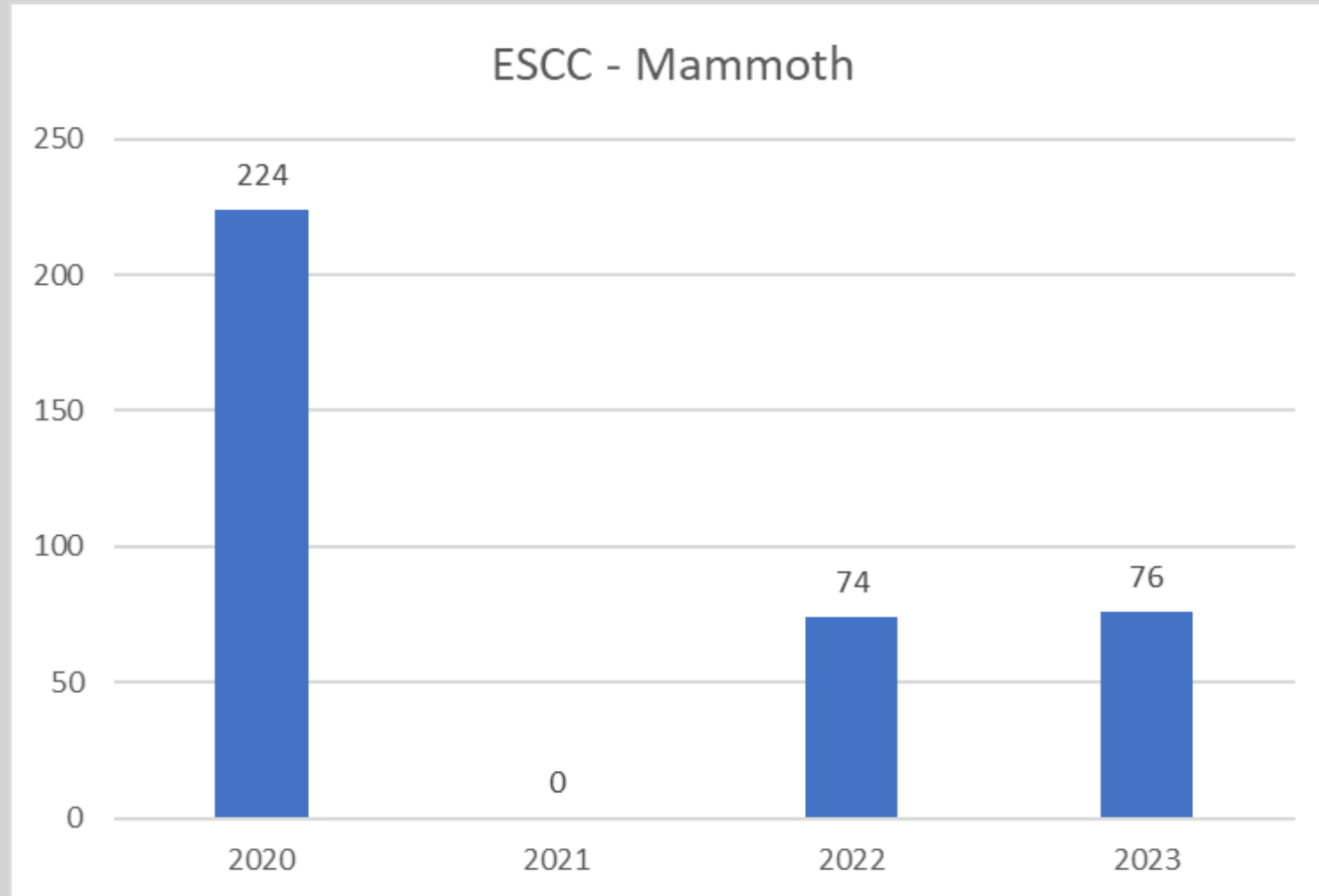
ESCC - Bishop



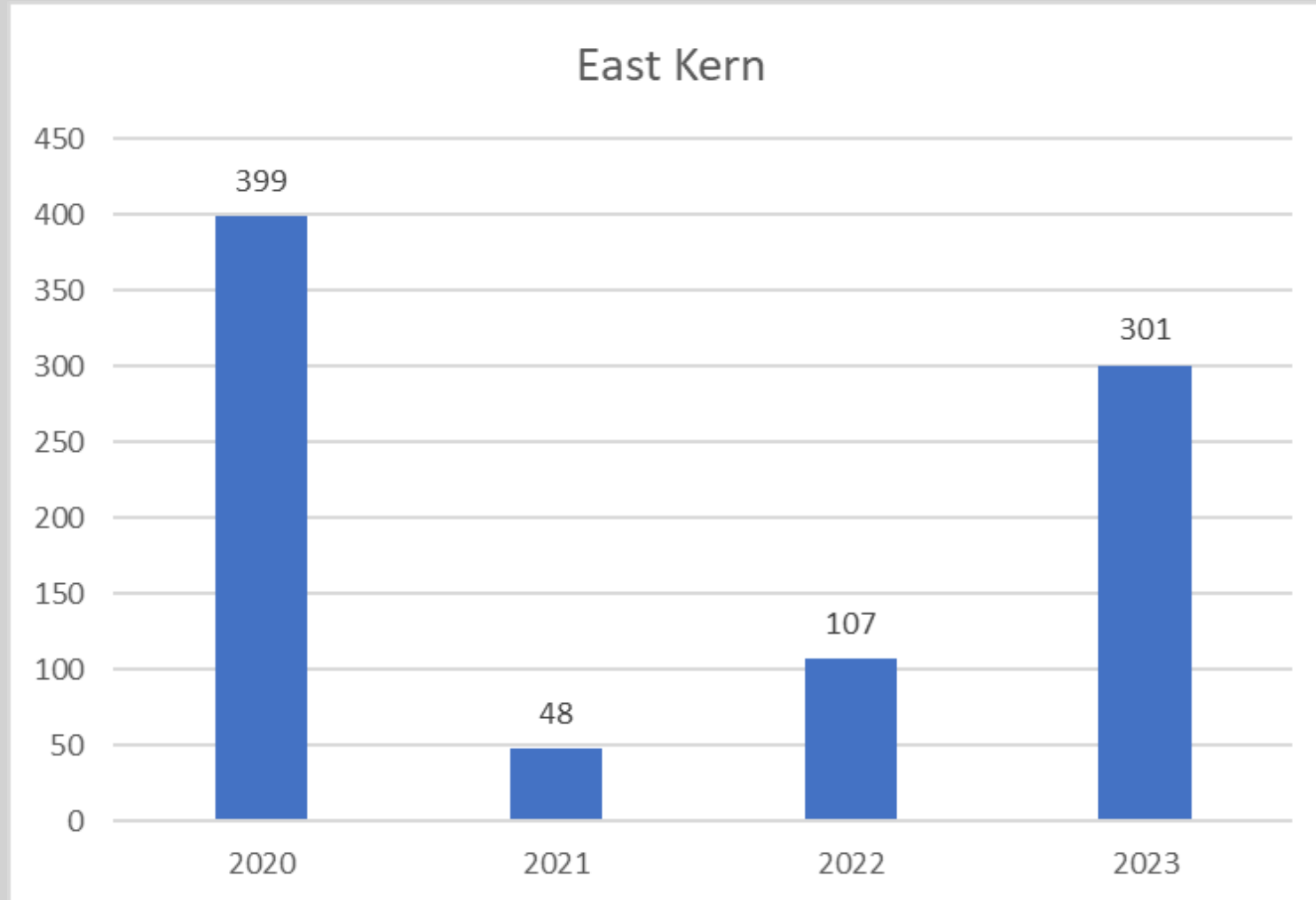
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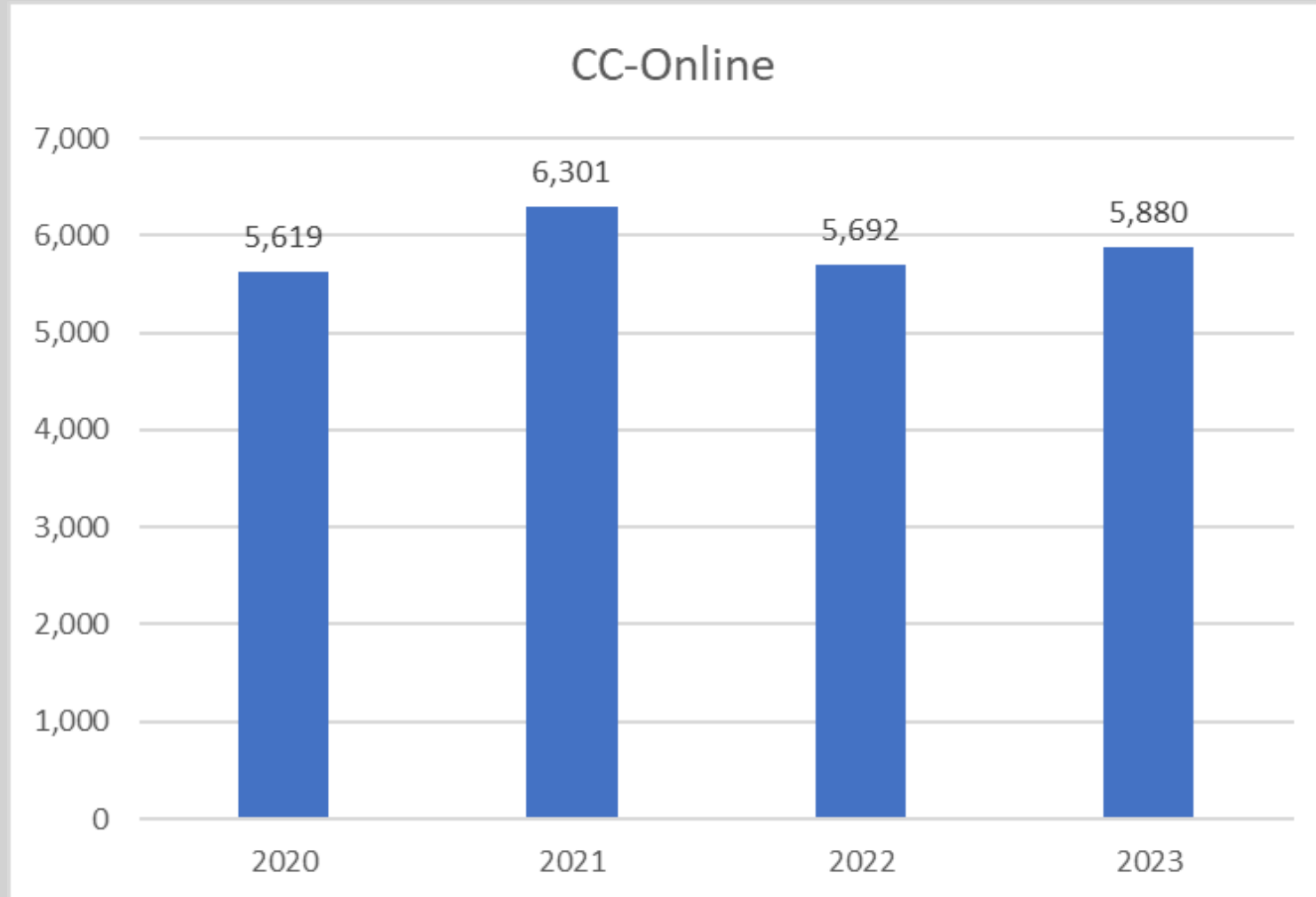
Enrollments



Enrollments

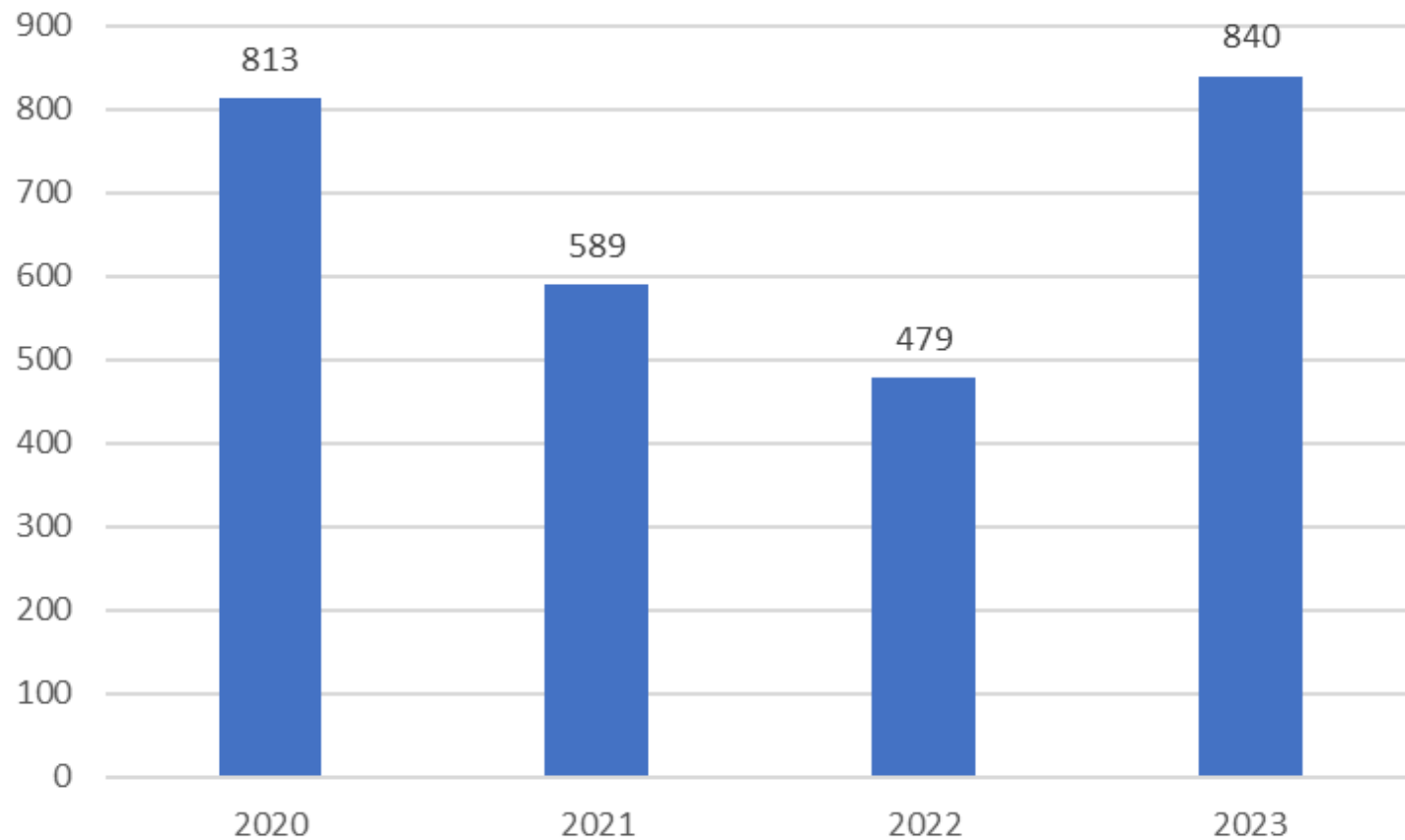


Enrollments

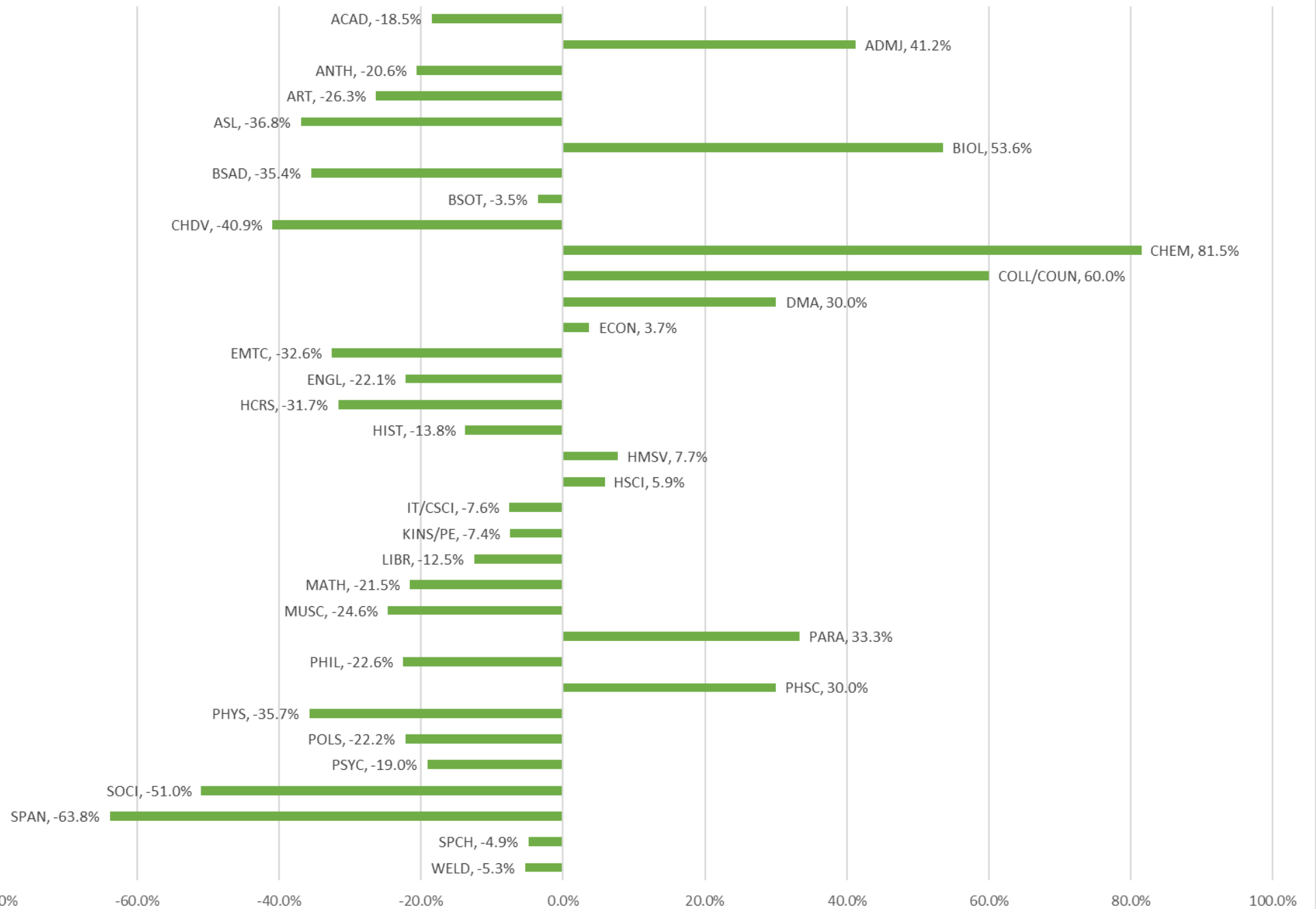


Enrollments

Dual Enrollment



FTES Comparison by Discipline, AY 2019-2022 (no prison, no dual enrollment)



ISEP

- On December 7th, CDCR announced the closure of Tehachapi "D Yard" and the entire California City Correctional Facility.
- These two locations account for approximately 581 students—close to two-thirds of the ISEP program
- One opportunity is building out the program at the Owens Valley Conservation Camp. While the population at OVCC is more transitory, the college is finding success with 8-week courses in a business-oriented program.
- A second is to more fully serve Tehachapi A, B, and C yards, which currently house 637 eligible unserved students.



ISEP





Heather Ostash

Student Services

Student Services Guiding Priorities

- Transition back to face to face at all of our service locations, while maintaining virtual access- *services, events, activities, workshops*
- A continued shift to proactive support and personal supports- *making services inescapable- data informed communications, cohorts like Futuro, EOPS, Next-Up, Promise, Finish Line*
- Technology implementations- *SS is in an ongoing state of technology implementation- Some chosen/some not- Dynamic Forms, Parchment, Navigate Enhancements, Banner upgrade, Campus Logic, transfer articulation to name a few*
- Continued shift to holistic services- *food, childcare, transportation, housing, awareness, legal support and connection for all population*
- Continued increase in and scaling of categorical programs- *Veteran Resource, Dreamer, Undocumented Liaison, LGBTQ+, Mental Health, Basic Needs to name some recent additions*
- Highly coordinated supports- *a shift to proactive, personal, holistic support requires services to be highly coordinated and more seamless from a student perspective*



Equity Focus

Student Access and Coordination of Care

Kern Community College District CC Basic Needs Referral Form

Submitted on February 9, 2023 at 5:56:07 pm PST

Nature
Urgency
Incident Date and Time
Incident Location

Basic Needs Referral Form
Basic Needs Referral Form
2023-02-09
Basic Needs Referral Form

Reported by

Name:
Title:
Email:
Phone:
Address:

Student Information

Jane Deer @0016771)

jane.deer0983@email.cerrococo.edu 419 6420

Student

F

Questions

Please select which service(s) may be needed. You can select multiple, if/as needed. (Required)

Food, Mental Health, Physical Health

Please indicate which services or programs in which you are connected:
Financial Aid



Please provide a short description explaining the reason(s) for this request:

Funds are just tight for us as I am a full time mom of 4 children. We only have struggling to stay afloat.

Cerro Coso Community College Basic Needs Center strives to support students to be successful by ensuring their basic needs are met through resources, access, and advocacy. Basic needs include access to nutritious foods, mental and physical healthcare, technology, transportation, and more. Having one's basic needs met has a direct impact on the academic performance, mental health, physical health, and holistic well-being of our students.

Please complete the form below to connect with support. After you complete the form, a staff member will reach out to provide information and resources to the student. If you would like immediate assistance, please consider visiting the Basic Needs Center located in Room 145 on the Ridgecrest Campus or by calling 760-384-6150. Students are welcome to walk in to access food and clothing supplies or connect with our team.

Background Information

Student Information

| | | | |
|----------------------|----------------------|----------------------|----------------------|
| Student Name | Select Gender | Select Role | CC Student ID Number |
| <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> |



CC Cares

Cerro Coso understands that it is very hard to focus on being a successful student if you are worried about your next meal, unsure where you are going to sleep, or struggling with a lack of health care. CC Cares is here to help you make sure your basic needs are met, so you can spend more energy on achieving your goals! CC Cares is a website to connect you and your family with basic needs resources in all of these different areas. Check back often! We will be adding resources and announcements regularly.

Supporting Your Basic Needs

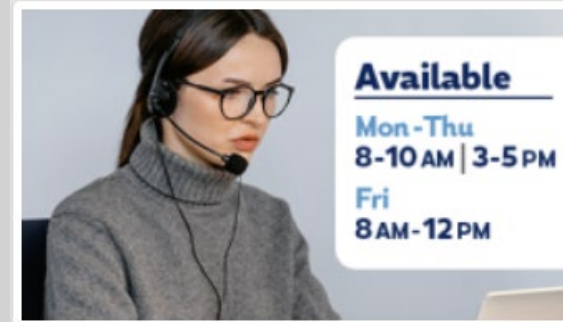
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For more information, visit the links below or complete the [Basic Needs Referral Form](#) and one of our staff will reach out to you with help.

CC_ Basic Needs Referral Form

Virtual Student Support Desk- Live Help



Student Support Desk

Get immediate help with general questions about the college, Admissions, Financial Aid and Advising.

CERRO COSO COMMUNITY COLLEGE



- | | |
|----------------------|-------------------------|
| Bishop | Edwards |
| Financial Aid Office | Kern River Valley (KRV) |
| LAC - Lake Isabella | LAC - Ridgecrest |
| LAC - Tehachapi/EK | LRC - ESCC Bishop |
| LRC - ESCC Mammoth | Mammoth Lakes |
| Ridgecrest/IW/Online | Tehachapi |

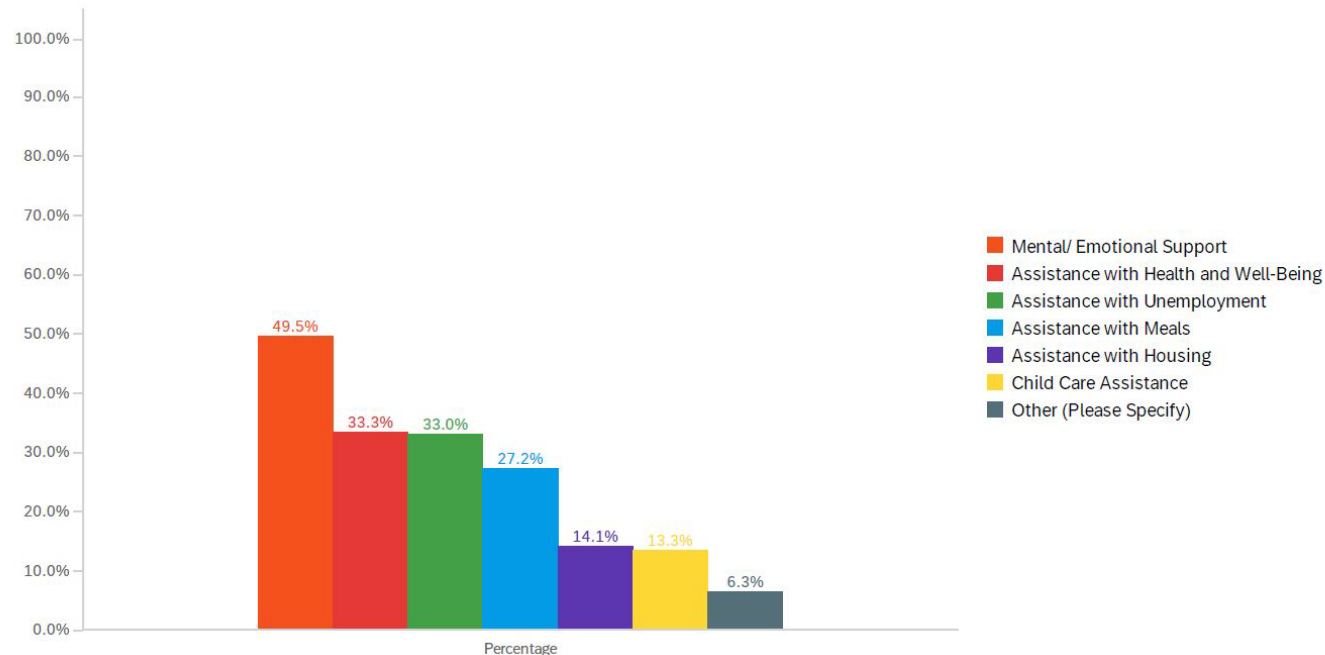
Care Units

Basic Needs Referral Form



2020 Student Pulse Survey:

Q12 - Q12. What information and/ or other resources would be helpful to you? (Check all that Apply)



49.5 % of 728 students surveyed stated they needed mental/ emotional support

27.2% of 728 students surveyed stated they needed assistance with meals



Basic Needs

- A version of marketplace/pantry at each campus- In the last two days at the IWV 95 students have picked up food at the marketplace
- Hygiene carts in all bathrooms at all sites-A BHS student posted about this on social media
- Expended laptop loan substantially- We have loaned over 100 devices, not including loans through EOPS and DSPS
- Basic Needs Centers- Marketplace is a model for this
- External partnerships for food, legal services and employment
- Promise and Finish Line Programs-Both have grown substantially over the last year
- Emergency Loans-We have administered an additional over 3 million dollars in aid
- Transportation support-Bus passes, need additional options
- Clothing closet-Working to expand in some form at all sites
- Housing feasibility study-Over 500 students have responded to the survey



The model we are working towards...

CC Marketplace

- ▶ Much more than a food pantry!
- Career Center
- Laptop Loan support
- Clothing Closet for Career
- Community Resources
 - Housing Support
 - Childcare
 - Utility Services
 - And so much more!



"If you need a hand hit up the pantry"!

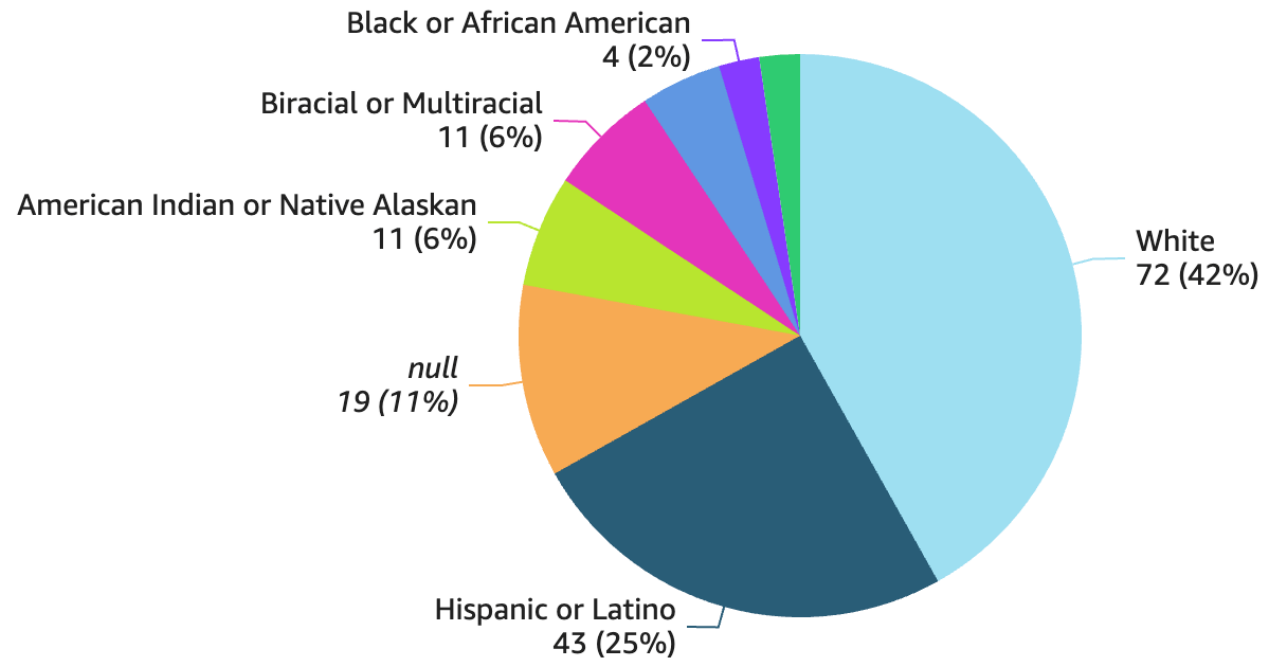
Keziah Hilson-CC Student



CC Timely Care-Help us help them!

Total Visits by Ethnicity

Member Gender



Data timeframe: 10/28/2020 - 1/31/2023

Visits - 243. (53-Unique Users & 31 - Repeat Users) Scheduled Counseling - 125 visits
Medical Now - 56 Visits TalkNow - 58 visits Scheduled Medical - 4 visits



Barriers to FAFSA Completion: Improving Student Access with Equity

Lack of awareness- this is particularly true for first generation and low-income students

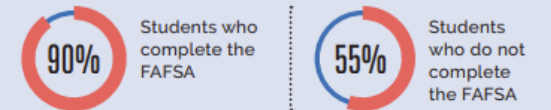
Belief that will not qualify- this is typically one of the top two answers in studies on lack of FAFSA completion, however, depending on study between 1/3 to 1/2 of non-applicants would have been eligible

Form complexity- this is consistently one of the top four reasons students' cite for lack of FAFSA completion. While efforts have been made at simplifying, like automatically populating income information, the recent introduction of FSA ID is considered to largely account for declines in FAFSA completion.

Parental mistrust- this ranges from fears of debt, exposure for undocumented families, entering a bureaucracy

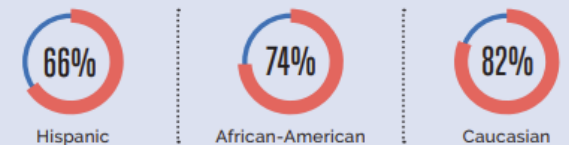
DIRECT COLLEGE ENROLLMENT

Students who complete the FAFSA are more likely to directly enroll in college



FAFSA COMPLETION BY RACE/ETHNICITY

Students of color are less likely to complete the FAFSA



Of the students that did not complete the FAFSA, up to half are predicted to have been eligible for a Pell grant, federal aid reserved for low-income students.

EACH YEAR, AN ESTIMATED
\$3.4 BILLION IN AID IS LEFT ON THE TABLE."



Cerro Coso Supplemental Metrics

| SCFF Category | 2017-18 | 2018-19 | Δ 19 | 2019-20 | Δ 20 | 2020-21 | Δ 21 | 2021-22 | Δ 22 |
|---------------|---------|---------|-------|---------|--------|---------|--------|---------|-------|
| AB540 | 203 | 191 | -5.9% | 204 | 6.8% | 173 | -15.2% | 157 | -9.2% |
| Pell | 1,033 | 1,047 | 1.4% | 1,196 | 14.2% | 928 | -22.4% | 1,174 | 26.5% |
| CCPG | 4,529 | 4,941 | 9.1% | 4,383 | -11.3% | 4,213 | -3.9% | 4,120 | -2.2% |



CC/KCCD Evidence-based Practices and Strategies for Increasing Pell Awards

Cerro Coso has been focusing on-

- Conducting early outreach and intake, with a particular focus on captured audiences, like our Dual Enrollment classes
- Providing direct, personal assistance through FAFSA completion
- Making FAFSA (CCPG and Pell) a campus-wide effort- taking it out of just the responsibility of the FA unit
- Correcting mis-perceptions-
- Transitioning to a One-stop approach for all Financial Supports (Basic Needs Integration)
- Making FAFSA inescapable
- Using data for proactive outreach

"In a [2021 survey](#) conducted by researchers at public policy research organization New America, less than half of respondents agreed with the statement, "Americans can get a high-quality education after high school that is also affordable."

"An investigation from [Inside Higher Ed](#) on how the perception of affordability impacts enrollment yields found that high school juniors are 20% less likely to apply for college if they don't believe they can afford it. Particularly true for low-income and first-generation students, prospects without built-in mentorship guiding them to financial aid resources may never learn that those resources exist in the first place."

Student Services Division- Equitable Services

- **ACCESS Programs**- retrieving our most vulnerable students, expansion in Tehachapi ISEP
- **Admissions and Records**- student intake experience, transfer articulation
- **Athletics**- Athletics complex, stabilizing and growing
- **Child Development Centers**- staffing reorganization, maximizing enrollments and care for student parents
- **Counseling**- coordinated care, cohorts
- **Financial Aid**- Campus Logic, continued scale
- **Student Government**-Student connection, governance compensation
- **Outreach**- prospect management, retention...everything!!



CORE *Ensemble*
CELEBRATING
DIVERSITY THROUGH CHAMBER MUSIC

BONY EMBERS



February 21st
6:00

- Register for this live, virtual event!
- More activities coming!

AMASS

➤ Ask me Anything about Student Services!





Dr. Chad Houck

Finance & Administrative Services

Budgeting and Finance

- New CFO – Mike Giacomini
- New VPs
- No significant changes to our budgeting process
 - Budget Development Committee:
 - Kristie Nichols, Heather Bopp, Kelly Potten, Alex Gilewski, Matt Crow, Matt Jones
- Seems like lots of money the last couple of years
 - HEERF
 - HVAC upgrades
 - Mental health support
 - Additional temporary staff
 - Financial support for students
 - Laptops for students
 - Technology to assist remote instruction
 - New classroom furniture
 - SMSR
 - The most in recent history but...
 - Governor is proposing to take some back



Our M&O team is Awesome

- Ongoing work
 - Always in the background, but we can't do without them
 - Facility repairs
 - Deep cleaning
 - Relocations
 - Facility upgrades
 - Event Support
- SMSR Projects
 - HVAC upgrades
 - Energy system repairs and replacements
 - Door repairs and upgrades
 - Signage
 - Water conservation



Safety and Security when you need it and when you don't

- Public Safety Officers are changing
 - CFIT – Cross Functional Inquiry Team
 - Kevin King, Katie Bachman, Deanna Campbell, Lisa Stephens
 - Tyson Huffman, Justus Scott, Melissa Bowen
 - Kevin Lefler, Sarah Land, Inge Olsen
 - Amanda Berry

1. Cerro Coso needs to be able to ensure that safety and security personnel are a part of the culture on every campus.
2. Cerro Coso needs to be able to ensure that safety and security personnel are identifiable and at the same time approachable.
3. Cerro Coso needs to be able to ensure that safety and security personnel have the skills to meet the needs of the situations they will face at their assigned campus, some of which are universal and some of which are specific to each campus.

The CFIT discussed that an in-house solution would be superior to contracting out safety and security services to align with these guiding ideas.



Safety and Security when you need it and when you don't

- Parking management is coming back
 - 2 main reasons
 - Safety – we should know who is on our campus
 - Financial restrictions
 - We will start in June
 - We are still working on what this can look like for us



We support Campus Climate

- Food services
 - Pony Espresso was gone
 - Beansters was here
 - Vending was almost here
 - Barnes and Noble has a small offering
 - Beansters is no longer with us
 - Next Step - CFIT
- Access to facilities
 - President's Suggestion Box
 - We want to open things up and we have some good ideas for how to do so
- Student housing feasibility
 - We have a grant for this
 - We will complete a plan that is ready to go when/if funding materializes



We have Major Projects coming

- Outdoor learning space
 - HEERF \$
 - East of the Art Building
 - Plan to start in the next month
- Road and parking
 - Measure J
 - From our property line, the road and the walking path
 - West parking lot
 - Walking path of travel between the two side of IWV campus
 - Hope to start this summer
- Sports complex
 - Measure J
 - We are committed to get this done
 - Hope to start right after graduation



Admin Services Division

- Budgeting and Finance
 - Maintenance and Operations
 - Safety and Security
 - Campus Climate support
 - Major projects coming up
-
- For more, check out our Division Plan, or
 - Stop by the 3rd floor and ask questions!





Student Panel



Employee Service Recognition

President Hancock

Faculty Celebrating 5 Years

Shelley Tannehill

Peter Fulks

Timothy Allen

Alec Griffin

Yvonne Mills



Faculty Celebrating 10 Years

Sarah King

Vivian Baker

Matthew Jones

Melanie Jeffrey

Frank Timpone

Matthew Wanta



Faculty Celebrating 15 Years

Steven Rogers



Faculty Celebrating 20 Years

Clifford Davis

Valerie Karnes

Loren Sandvik

Dean Bernsten

Lucila Gonzalez-Cirre



Faculty Celebrating 25 Years

Joseph Slovacek



Adjunct Faculty Celebrating 10 Semesters

Erin St. Clair

Katherine Hover-Smoot

Tammy Kinnan

Christopher LoCascio

Jeffrey Jessen

Devin Mosley

Julie Plata

Howard Pressman

Demetria Gianopoulos

Carlos Mutis

Denali St. Amand

Bradley Bowers

Donald Burke

Christopher Dugan

Nita Duhart

Lincoln Johnson



Adjunct Faculty Celebrating 20 Semesters

Brianne Chappell-McGovern

Barbara Edwards

Vicki Koenig

Deborah Lessany-Abdi

Jessica Scott

Jennifer Figueroa

Raymond Hocker

Christina Christenson-Rockwell



Adjunct Faculty Celebrating 30 Semesters

Vickie Taton

Devorah Lucas

Jessica Rodriguez



Adjunct Faculty Celebrating 40 Semesters

Linda Eberhart

Karen Moore

Brian Schuldt

Victoria Alwin



Classified Professionals / Administration Celebrating 5 Years

Laurel Stender

Anna Carlson

Elena Guzman

Kelly Potten

Alfonso Guzman

Chad Houck

Christopher Schoors

Jaime McClure

John McHenry

Anthony Marcum

Ricardo Rios

Linda Gowin



Classified Professionals / Administration Celebrating 10 Years

Sylvia Sotomayor

Deborah Gregory

Rebecca Rock

Rebecca Parker

Jennifer Curtis

Paul Kuttig

Lisa Stephens

Michael Cowley



Classified Professionals / Administration Celebrating 15 Years

Kevin Leffler

Tiffany Robertson

Kimberly Blackwell

Jennifer Marshall

Lynn Charlon



Classified Professionals / Administration Celebrating 20 Years

Stephanie Beck
Candy Cane



Classified Professionals / Administration Celebrating 25 Years

Michael Barrett

Inge Olsen

Corey Marvin

Rudy Solidarios

Heidi Allen





Retirements

President Hancock

Faculty Retirements

Jan Moline 2001- 2021 20 Years

Penny Talley 1998 – 2021 23.5 Years

Annette Hodgins 1998 – 2021 23.5 Years

Jon Heaton 1996- 2022 26 Years

Matt Hightower 1992 – 2022 30 Years

Lisa Darty 2002 – 2022 20 Years

Tom Foggia 2000 – 2022 22 Years



Classified Professionals Retirement

Michael Barrett 1996 – 2022 26.5 Years

Lynn Charlon 2008 – 2022 14.5 Years

Deborah Gregory 2011 – 2022 11 Years

Mark Lathrop 1996 – 2022 26.5 Years

Jennifer Marshall 2007 – 2022 15 Years

Rochelle Sutton 1996 – 2022 26.5 Years



Administration Retirement

Pam Campbell 2009 – 2021 12 Years

Bill Bloom 2019 – 2022 3.5 Years

Resa Hess 2000 – 2022 22 Years

Natalie Dorrell 1983 – 2022 39.5 Years



Educate – Innovate – Include – Serve
& *Eat*

