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July 5, 2019

PRESIDENT'S OFFICE

First Things First

This has been quite a productive summer! The summer instructional and student services programs are welcoming new students and preparing for the fall semester. We have been finalizing plans for the 2019-2020 academic year. Our pre-semester retreats are scheduled and we look forward to realizing our theme for the year, "Exploring the Possibilities." I am excited about the theme as it challenges us to tap into our creative genius as a campus to examine more effective ways to serve and support our students and each other! Below are just a few things that have been happening on campus this past month.



San Diego North Economic Development Council

North County K-14 Superintendents, Community College Presidents and Governing Board Presidents convened at Cal State San Marcos to discuss inclusive economic development. The program examined trends in the region and opportunities for collaboration between all segments of education to support the economic ecosystem in North County. Areas of focus included: workforce training needs, affordable housing, education pipeline and community engagement.

The North San Diego Business Chamber

The annual Celebration of Business event to celebrate the best and brightest of San Diego County's business community was held on June 27. Featured were the Leadership and Impact Awards, board installation, and silent & live auctions supporting the San Diego North Educational Foundation. Palomar College was a finalist and a recipient of one of the 2019 Community Impact Awards. Stacy Rungaitis was installed in her second year of office as a chamber board member.



Dr. John Halcón & Dr. Joi Lin Blake

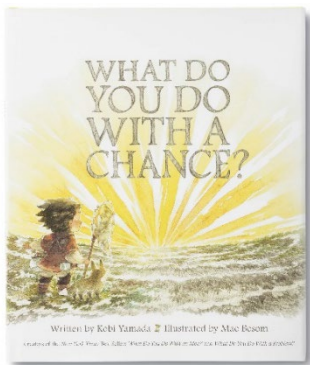


Umoja Program Site Visit

Jonathan Henderson, Regional Coordinator and statewide representative for Umoja CCE Foundation, conducted a program site visit of the Palomar College Umoja Program. He commended Karimi Flores for an outstanding job developing and implementing the program. In June, the program had its first graduate. For the 2019-2020 academic year, the program will focus on strengthening its outreach and recruitment efforts and identifying mentors to support the students. The coordinator will work with student services to partner with several of the outreach programs designed to recruit and support target populations.

Food For Thought!

Last month, I shared Kobi Yamada's bestseller, *What Do You Do With An Idea?* This month I want us to read the next book in the series, *What Do You Do With A Chance?* This next year, we will have a host of chances and opportunities to build a better Palomar College. This story let us know that amazing things can happen if we take a chance!



In this story, a child is visited by his first chance and unsure what to do with it, he lets it go. Later on, when a new chance arrives he reaches for it, but this time he misses and falls. Embarrassed and afraid, he begins ignoring each new chance that comes by, even though he still wants to take them. Then one day he realizes that he doesn't need to be brave all the time, just at the right time, to find out what amazing things can happen when he takes a chance.

<https://www.youtube.com/watch?v=NEVGcebOeGI>

OFFICE OF INSTRUCTION

Palomar College awarded \$500k Improving Online CTE Pathways Grant

The California Virtual Campus – Online Education Initiative (CVC-OEI) has awarded an *Improving Online CTE Pathways* \$500K grant to Palomar College for the implementation of Meeting San Diego Regional Workforce Needs with CTE Programs during fiscal year 2019-2020. Grant funding will be used to increase the number of online programs that meet workforce needs by filling gaps within programs – missing content, missing courses, leveraging industry partnerships to create or expand access to online programs, and encourage collaboration between colleges to offer joint programs. More information about this grant award is available by contacting the Grant Principal Investigator, Pearl Ly, Dean of Social and Behavioral Sciences.



International Brotherhood Electrical Workers graduation



85 International Brotherhood of Electrical Workers (IBEW) apprentices graduated on June 14 with journeyman certificates from our Inside Wireman and Sound Technician programs. Apprentices also earned Certificates of Achievements upon completion of their program. Graduating apprentices have completed 4 - 5 year programs, with over 6,000 hours of on the job training.

2019 Emmy Awards

The National Academy of Television Arts & Sciences (NATAS) honored Palomar College staff and students with Emmy Awards in nine categories on Saturday, June 15. It was an exciting night at the M Resort in Las Vegas, as the Pacific Southwest Chapter of NATAS awarded Palomar College Television for the documentary *Shattered Dreams: Sex Trafficking in America*:

Director, Non-Live: Bill Wisneski; *Writer, Program:* Bill Wisneski, Mona Urban, Ashley Olson, Chad Richmond; *Editor, Program:* Chad Richmond; *Best Documentary:* Bill Wisneski and Mona Urban



The following students took home Emmy Awards from the June 15 ceremony:

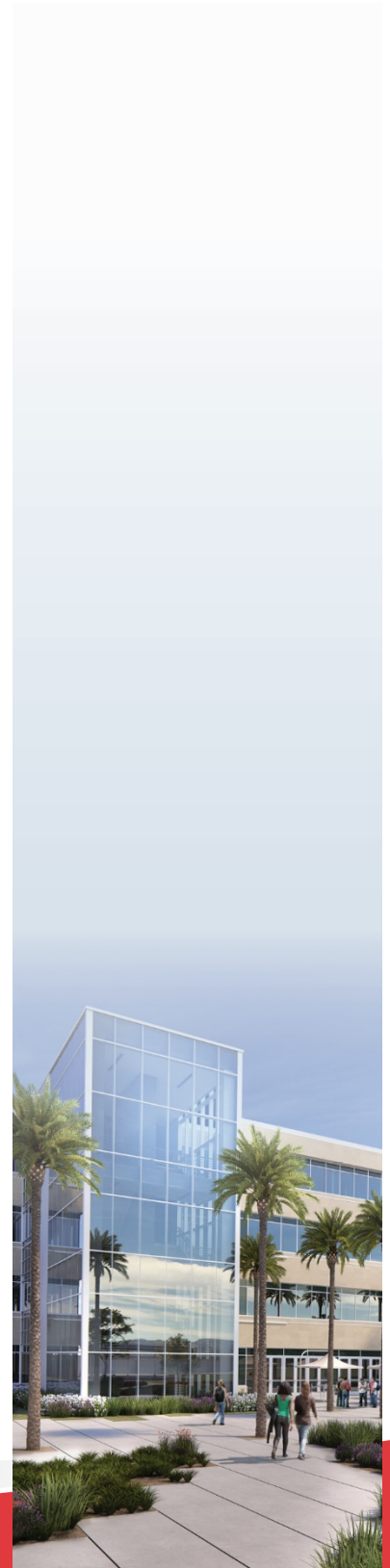
Antonio Flores – Student Programming, Short Form, for *La Despedida*; Angy Moran – Student Programming, Public Service (PSAs), for *We Will Listen*; Joseph Jauregui – Student Craft, Animation/Graphics/Special Effects, for *PCTV LEGO Station ID*; Angy Moran and Jordan Mougier – Student

Craft, Writing, for *We Will Listen*; and Jordan Spurgeon – Student Craft, Talent, for *Prep Sports Live*.

STUDENT SERVICES

News from our Nutrition Center

- Visited Fallbrook and Rancho Bernardo free food events.
- Hosted a #PalomarEatsNow free farmers market giveaway on June 3 at San Marcos
- A food giveaway on the food cart was held on June 7 in San Marcos.
- Distributed 1,320 diapers



- 232 unique visitors to the Food & Nutrition Center for a total of 971 instances of assistance

Distributed 3,520 pounds of food via food distribution events and mini-fridges in other departments/campuses

News from Student Affairs Office

Team members attended a California Community College Student Affairs Association. (CCCSAA) Social Justice Training in Sacramento. Representatives from community colleges throughout Northern and Southern California also attended. Topics included:

- authentic dialogue about dynamics of inclusion and exclusion on campus
- dynamics of privilege, marginalization and intersecting identities impact the success of students, staff and faculty
- recognizing and mitigating exclusionary behaviors and interrupt micro-aggressions
- identify next steps for leadership and organizational development by using the 6 phase model to begin to analyze the degree of social justice and inclusion within the institution
- identify specific strategic activities that support organization movement towards becoming a more inclusive and socially just campus

Health Center Update

The hiring process for a Licensed Clinical Social Worker has begun. The 20 hours per week position will provide for a Case Manager within the Student Affairs Office. The Case Manager will support students that have basic needs as well as food and financial insecurities and provide community referral and follow-up support to enable and improve student academic success. As a non-clinical position, behavioral health counseling may not be performed but students may be referred to Behavioral Health Counseling Services for assessment and short-term therapy. Funding for this position is allocated out of the Mental Health allotment grant (\$162,000), which ends in June 2020.

Disability Resource Center (DRC)

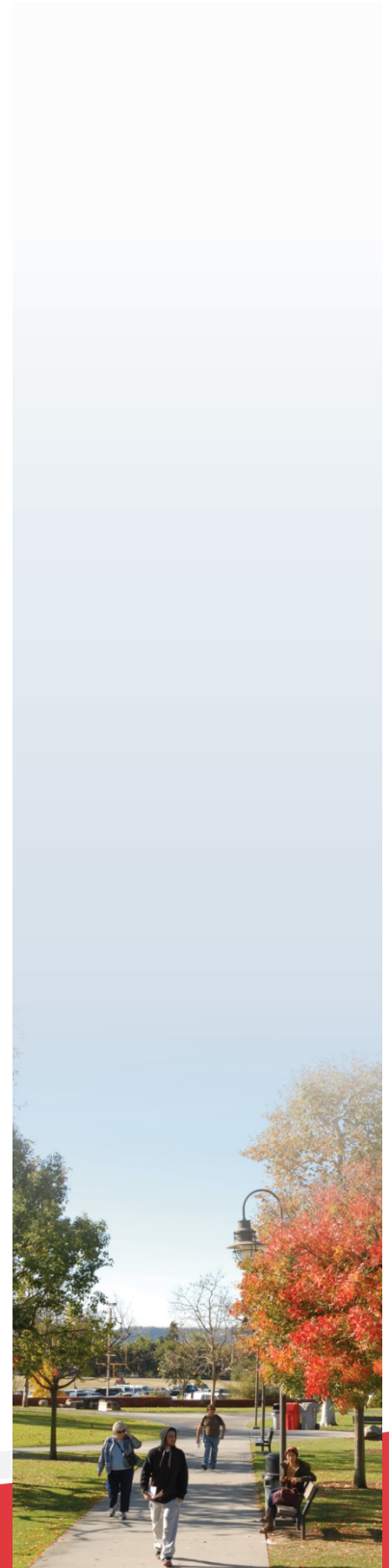
During the two-week period of spring semester finals, the DRC administered 397 final exams to 288 students. The DRC hosted Lex Gillette, Paralympic long-jumper, who shared his story of triumph and persistence. The link to the recording of the DRC's presentation can be found at: <https://vimeo.com/334995180>. The inaugural College Success Day for incoming DRC students will be held on August 14th, Noon to 2pm and 5pm to 7 pm. Due to outreach efforts, 100 more DRC students utilized priority registration than in the previous semester. In addition, DRC offered registration assistance to students at its new Access Technology Center (ATC) in the LRC.

Campus Police

Campus Police has started enforcement of digital parking on the San Marcos campus and all three education centers. We will move to digital permits for staff within the next 30 days.

Counseling

The Department of Education has not released the 2019 GEAR UP RFP. They are not certain if the process will be inclusive of both State and Partnership Grants or just one.



GEAR UP Rural/ Reservation Grant completed serving middle schools at the end of the spring semester. In the fall, the team will begin serving 9th and 10th grade students at Valley Center High School, Fallbrook High School, Vista High School and Rancho Buena Vista High School. Approximately 30 GEAR UP students from Vista and Rancho Buena Vista High Schools will be attending the Summer Enrichment Program at Palomar College. Fallbrook High School GEAR UP students in the 9th and 10th grade, will be taking Speech 100 this summer as part of our dual enrolment program at the high school.

FINANCE AND ADMINISTRATION

Staff Update

Fiscal Services has hired a new accounting manager Steven Carkey, CPA. Mr. Carkey will begin work in mid-July. Bernard (Bernie) Sena, Manager on Special Assignment, retired effective June 30, 2019.

Accolades

The new M&O building received notification of its 5th design award. In July, at the annual California Higher Education Sustainability Conference the “2019 California Community College Overall Sustainable Design” will be presented to Palomar College. The M&O project team consisting of Palomar College Architect BNIM and Contractor Level 10 Construction, will participate in a panel discussion at the conference entitled “Pathways to Zero Net Energy Campuses”.

A future edition of the online version of *Metropolis*, a national architecture and design magazine will feature an article on the M&O building.

Fiscal Year-end and Beginnings

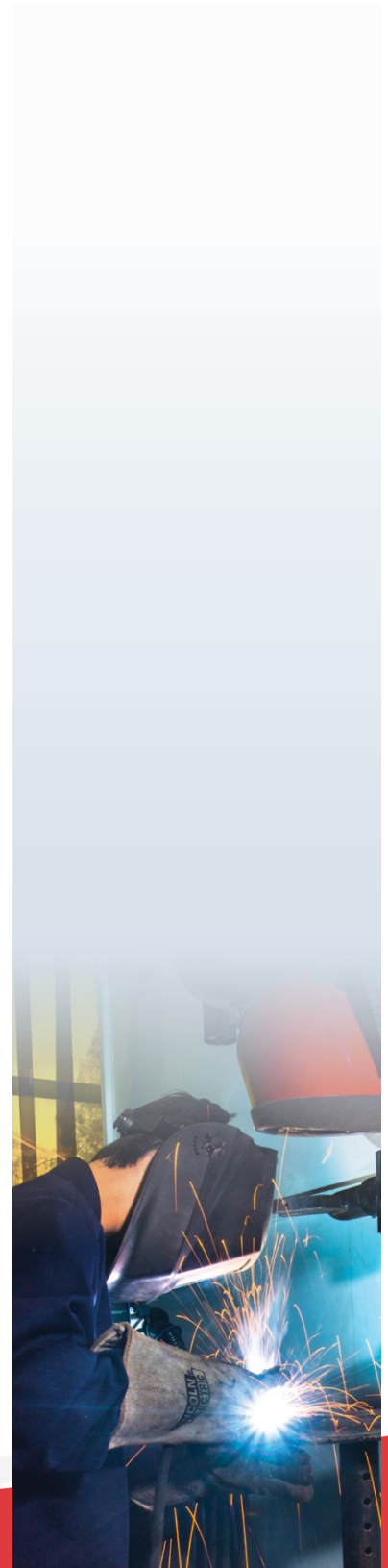
Fiscal Services is working on year end closing (June 30) and commencing new fiscal year activity (July 1). Purchasing, Facilities, and Information Services have been preparing new fiscal year blanket purchase orders to provide for a smooth transition into the new fiscal year.

HUMAN RESOURCES

Operations

Human Resource Services (HRS) has been working diligently to implement the new fiscal year cycles to include step progressions, COLA, and rehiring employees who are needed on a temporary basis. Additionally, HRS is working to create a comprehensive supervisory and management training series that addresses all the areas that supervisors need to know to better support them and their staff. Over twenty individuals attended the Performance Coaching workshop presented by Be EPIC held in June. The next workshop will be held on Workplace Accommodations, which is specifically related to the Americans with Disabilities Act (ADA) requirements. This workshop will be presented by Keenan.

We also are continuing to look at our business practices and how to streamline processes and improve communication between functional areas to ensure that we are working effectively and collaboratively to support the District’s needs and reduce



liability.

Workshops

The Benefits Office and CCE teamed up to host a CalPERS Mid-Career Workshop on Tuesday June 25th. The room was over capacity with 45 participants in attendance. The interest in this workshop was so strong that another will be scheduled at the end of August



45 attended the recent workshop on CalPERS

Recruitment/Vacancies

Human Resources will be attending the Escondido Public Library Career Fair on July 13. We also attended the 19th Annual Diversity Employment Career Fair in West Hollywood this past Friday, June 28. Our goal in attending diverse events such as these is to sell Palomar, promote why applicants should apply/work here, and to bring in diverse, qualified candidates. We are currently researching which job fairs we will attend in fiscal year 2019-2020.

Below are the recruitment figures to date:

49 permanent recruitments in progress

10 – Admin/CAST

14 – Classified

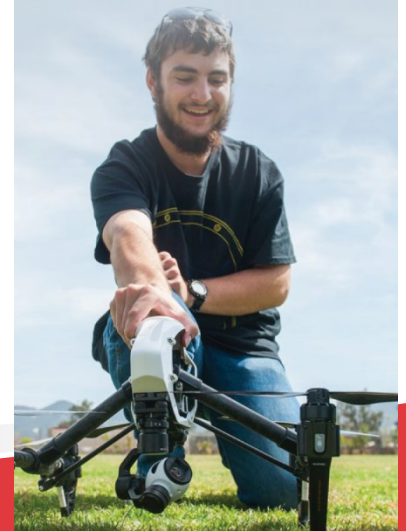
25 – Faculty

67 part-time faculty recruitments in progress

9 additional part-time faculty postings have closed and departments are still hiring from those application pools.

Benefits, Workers Compensation, Leaves, and Accommodations

Open Enrollment will run from August 1 through August 30 so that employees can make benefit changes. As a part of the enhanced plan options, which are designed to mitigate high cost premiums, the District has increased their contributions to the Health Savings Accounts (HSAs) for employees who elect either the Anthem or Kaiser High



Deductible Health Plans. The Benefit Office will make this a highlight during Open Enrollment this year, because the District contribution now covers the out of pocket maximum for both plans. The Palomar Benefits Guide is in the final editorial review process, we will provide this resource to all employees, and retirees, via email once it is finalized.

The benefits department has been working with employees who have expired TB results to submit updated information. Employees will receive a second TB notification at their home address during the first week of July.

RESEARCH AND PLANNING

Accreditation

The Accrediting Commission for Junior and Community Colleges (ACCJC) notified the District of the Commission's action to accept Palomar's midterm report at its June meeting. On June 28th, 2019, the Accreditation Steering Committee held its summer workshop. The purpose of the workshop was to prepare for the Institutional Self-Evaluation Report (ISER) development process. The Committee reviewed the ISER format and structure and discussed the accreditation standards and the approach Palomar will take to conduct its Self-Evaluation. The Committee will use an appreciative inquiry approach and build its evaluation around an exploration/archeological excavation theme titled, *"Exploring our Legacy of Excellence."*

Integrated Planning

Education Center Status

While the District still waits for feedback on the Letter of Intent it submitted to the Chancellor's Office, IR&P continued to work with the District's consultants, Alma Strategies, to develop the Needs Study for Palomar's Rancho Bernardo Education Center. Alma Strategies submitted a close to final draft for administrative review on July 2, 2019. The Vice Presidents will review the document over the next week providing their feedback and comments by July 8, 2019. Once their feedback has been incorporated into the document and feedback from the Chancellor's Office on the Letter of Intent addressed, the District will submit the final document for review by the Chancellor.

IEPI Partnership Resource Team (PRT)

IR&P completed the Institutional Innovation and Effectiveness plan and submitted a request for \$200,000 in seed money for implementation. Per earlier reports, this plan based on an IEPI Partnership Resource Team's visit, seeks to review and refine the District's governance and integrated planning practices, improve student onboarding processes, and review and streamline processes in Finance and Administrative Services.

Institutional Research and Planning

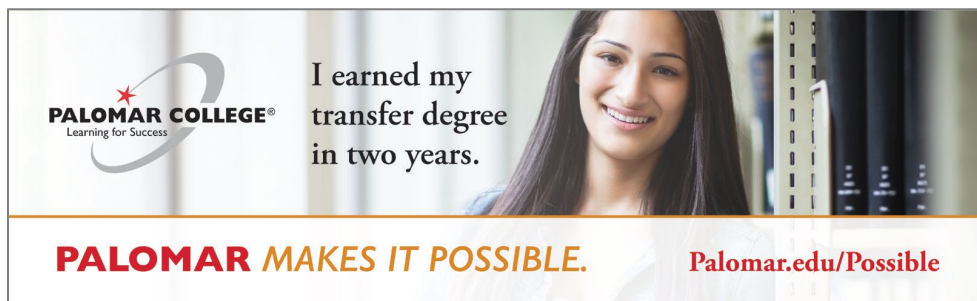
IR&P completed and submitted the update of the schedule planning tool and prepared a draft of the Palmar Promise Program's evaluation report. Further, the office has prepared a draft study of the college's distance education offerings, initiated work on an evaluation of the community learning program and created an initial review of the institutional student health services fee.



PUBLIC AFFAIRS OFFICE

Marketing/Advertising/Promotion

The first two weeks of the month were spent finalizing the creative files and media placements for the *Palomar Makes It Possible* advertising campaign that launched on June 17. The intention of the campaign is to support student success through messaging that touts our high-quality programming, flexible scheduling and dedicated services in a way that is focused and clear. The transit portion of the campaign will feature copy in Spanish. A specific campaign landing page has been created and can be found at www.palomar.edu/possible and the Spanish version of the landing page is available at www.palomar.edu/posible. The campaign is a result of integrated efforts and planning with instruction, student services and marketing, communications and public affairs and the communications agency, Intesa.



Billboard



Transit ad

Community and Media Relations

In collaboration with Student Services, the team assisted in the recruitment of “actors”, scouting of locations and finalizing the production schedule for the new online orientation videos. Students, staff and faculty were tapped to participate and it was a fun and worthy project for all.

To support our students attending the summer session, the team set up and organized volunteers for the Ask Me booths displayed in two places on campus. Students are made to feel comfortable with their surroundings, provided directions and class schedules should they need them. The Ask Me booth is scheduled for the first two days of the fall semester as well.



Press releases were distributed on Palomar's PCTV & Students Bring Home Nine Emmy Awards and Fall Enrollment Dates and Programs (7/3).

During the month of June, the College received many press mentions including those in the San Diego Union Tribune, Vista Press, Coast News, North County Daily Star, Valley Roadrunner, Chemical and Engineering News, and Your Guide to Nursing and Healthcare Education.

Internal/External Communications and Public Affairs

Student success stories are an integral part of the *Palomar Makes It Possible* campaign. Since the launch of the campaign on June 17, we have written three student success stories. The stories are featured on the main campaign landing page. Each of the stories have been engaging and reaffirm the impact that our College makes on the lives of our students.

The social media communication strategy is working really well for the College. We have increased our Twitter followers 5% of over the last two months and 33% compared to this same month last year. Although at a slower rate, Instagram followers increased 2% compared to the previous month and the annual growth over the same period is 46%. In the month of June, our Facebook posts engaged 25% more users and when we compare the growth of likes over last year, we show an increase of 6%. We will begin testing Facebook advertising in June as we continue to support the goals of the *Palomar Makes It Possible* campaign.

The *Palomar News* newsletter was distributed on Friday, July 5. The team is working on a feature story on the Edwin & Frances Hunter Arboretum project.

FOUNDATION

Fundraising Activities

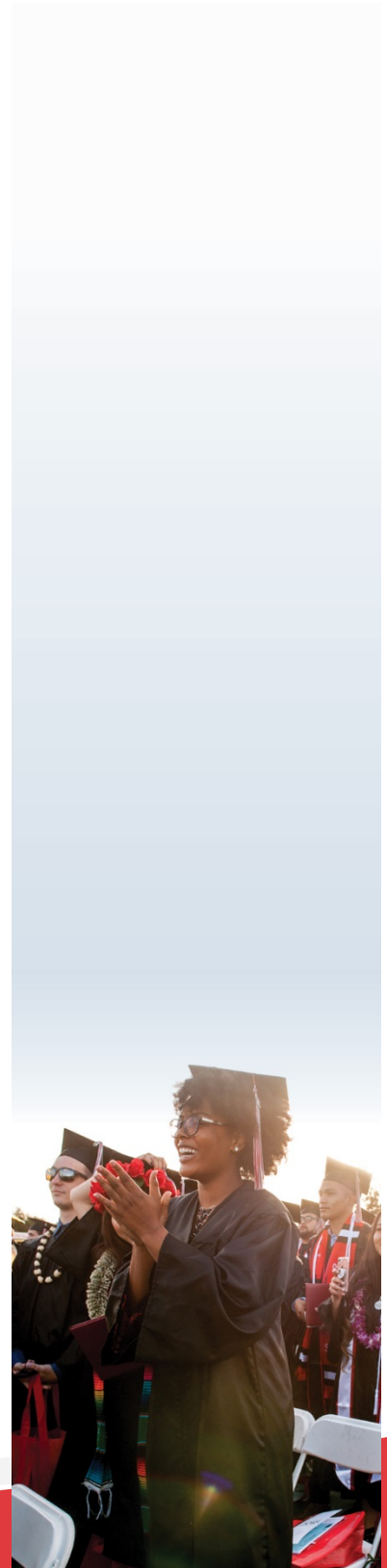
The Foundation received grant funding from the County of San Diego Community Enhancement Program totaling \$17,500. Funding will support the Foundation Fall events and textbooks for the Palomar Promise. The grant consisted of \$10,000 from District 5 and first time funding from District 3 of \$7,500.

The Foundation submitted grant applications to San Marcos Community Fund requesting funding of the library reserves program.

A new scholarship fund, Susan Griffin Nursing Scholarship was established this month. Susan is a former faculty member and one of the first faculty in the nursing program. She is looking forward to celebrating the Nursing Department's 50th anniversary in July.

Marketing & Community Engagement

The CSUSM Annual Gala, *Celebrating a Legacy of Leadership* was held on Saturday, June 8. This event was a night of elegance in celebration of President Karen Haynes and First Gentleman Jim Mikelson's retirement from the institution. San Marcos Mayor Rebecca Jones joined Dr. Joi Lin Blake, Dr. Star Rivera-Lacey, and Foundation Board Members at our table.





Dr. Joi Lin Blake, Mayor Rebecca Jones, Scotty Lombardi and Linda Bailey.

Donor Relations & Stewardship

The Foundation submitted seven final grant reports this month. Reports were presented to CECO, San Diego County Neighborhood Reinvestment Program (NRP), Stone Brewery, Cushman, Wells Fargo, Alaska Airlines and Nordson. The reports offer an opportunity to inform the donors of the impact of their contribution and provide details on the expenditures of the funds provided.

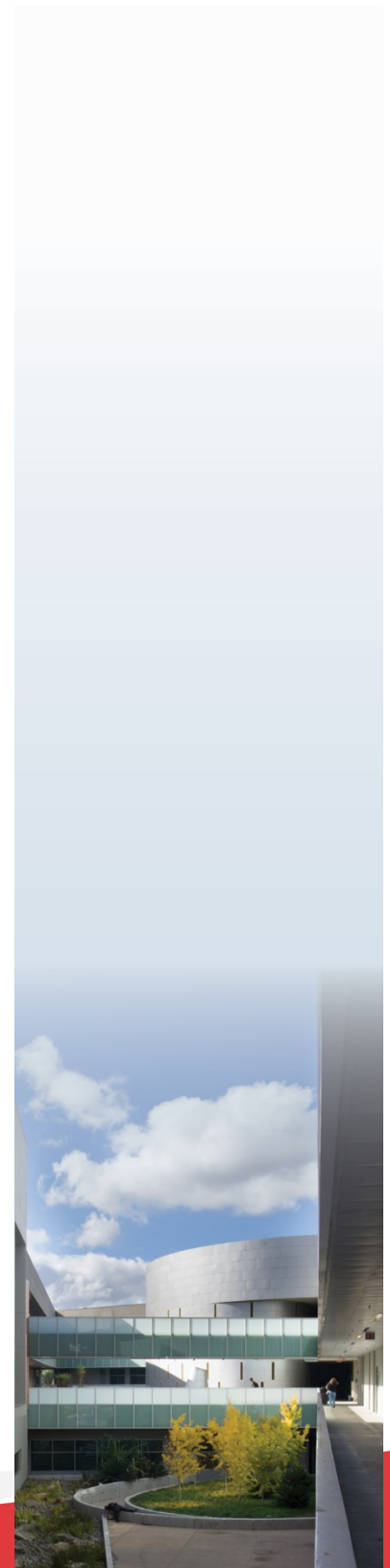
Development Officers Linda Moynan and Kim Hartwell were engaged in donor stewardship activities this month to ensure renewed funding. President's Associate members and annual scholarship donors received a sampling of scholarship recipient thank you letters and a handwritten note, thanking each donor for their participation in enriching and developing student success.

Stacy Rungaitis and Kim Hartwell attended and spoke at the Assistance League (AL) of Inland North County Scholarship Luncheon. The Assistance League provided over \$52,500 in scholarship funding this year to students in the nursing, first responders and trade programs. Six student scholar recipients attended to thank the AL for their support of their educational journey. Former Governing Board Member and now Mayor of Escondido, Paul McNamara was in attendance.

Board and Staff Development / Infrastructure

The Foundation Board was engaged with many activities in June. These activities included a new board member orientation, Grant Review Committee meeting, Audit Committee meeting, Finance & Investment Committee meeting and the Foundation Board meeting.

Debbie King, Director of Foundation Operations last day with the District was June 26, 2019.



UPCOMING EVENTS

July 13th 10:00 a.m.

San Diego Pride Parade
San Diego

July 27th 4:00 p.m.

Nursing 50th Anniversary Celebration
California Center for the Arts

July 25th 5:30 p.m.

Meet the Elected Officials
Palomar College Library/Learning Resource Center

