



**NORTH
ORANGE
COUNTY
COMMUNITY
COLLEGE
DISTRICT**



Annual Report
2017-18



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Chancellor's Memo



Colleges are thought of primarily as vehicles for education, when, in reality, we function as so much more. Each of our campuses act as a home base for our students in many ways—as a place for order and acceptance, somewhere to hang out with friends and meet new people, and a space to be nourished: mind, body, and spirit. We are also a touchstone for our communities: hosting athletic and cultural events, providing meeting spaces and voting registration, and supporting healthy family units with daycare, wellness fairs, and service opportunities.

I was vividly reminded of this public trust when the state Chancellor's Office announced that "Hunger-Free Campus" funds were being earmarked to address our students' food insecurity issues. It has become increasingly apparent to educators and legislators that community college students across the country are experiencing moderate to high levels of food insecurity. More than half of the students in our District alone report some level of hunger during the week. In an effort to address this issue, the California State Legislature approved \$2.5 million dollars of one-time funding in the 2017-18 State Budget for colleges willing to help their neediest students.



From left to right: North Orange Continuing Education Provost Valentina Purtell, Fullerton College President Greg Schulz, NOCCCD Chancellor Cheryl Marshall, and Cypress College President JoAnna Schilling.

As food insecurity has been an NOCCCD Legislative Priority for some time, I knew that our campuses would jump at the chance to increase their efforts to make sure our students are properly supported. I am proud to report that Cypress College, Fullerton College, and North Orange Continuing Education have all responded by working with associations like CalFresh to provide free fruit, purchase additional supplies for campus food banks, and offer hot meals during finals.

Another way that we're assisting students is by launching the new District-wide "North Orange Promise" scholarship program. The North Orange Promise was a pilot program, in conjunction with the Anaheim Union Educational Pledge, which provided a first-year-free experience for qualified students. The District launched the Promise with an event hosted by Disney at the Grand Californian Resort on October 19, 2017. The atmosphere was enthusiastic as community members and business partners gathered to learn about the program and to hear speeches by students detailing their challenges. At the end of the event, I was thrilled as Disney donated \$50,000 to show its support for higher education and the North

Orange Promise! Since then, we've received an additional \$10,000 from Ms. Catherine Sorensen, Cypress College's 2017 Americana Woman of the Year, as well as several other donations. Though we still have a lot of fundraising to do to ensure that every student who comes to NOCCCD gets their first year of college free, this is an incredibly encouraging start.

As always, I want to thank our faculty, staff, and administrators for all of the time, energy and support you give to our students. I hope this report gives you a good sense of how well the North Orange County Community College District is doing.

Dr. Cheryl Marshall
Chancellor, NOCCCD

75,394 NOCCCD

CYPRESS COLLEGE FULLERTON COLLEGE

ACADEMIC PROFILE

2,300
Associate Degrees Awarded

1,590
Transfer Degrees Awarded

1,352
Certificates Awarded

408
Transfers to UC's in Fall 2018

2,136
Transfers to CSU's in 2017-18

4
Baccalaureate Degrees Awarded
see page 19

AGE

19 or Under: **31.8%**

20 to 24: **40.1%**

25 to 39: **22.5%**

40 +: **5.4%**

GENDER

52.9%
Female

45.5%
Male

1.7%
Unknown



ETHNICITY

Hispanic: **50.7%**

White Non-Hispanic: **18%**

Asian: **15.1%**

Unknown: **4.9%**

Filipino: **4.1%**

African American: **3.4%**

Multi-Ethnicity: **3.3%**

Native Hawaiian/Pacific Islander: **0.3%**

American Indian/Alaskan Native: **0.2%**

Students/Year

NORTH ORANGE CONTINUING EDUCATION

ACADEMIC PROFILE

266

High School Diplomas Awarded

451

Career Technical Education
Certificates Awarded

GENDER

64.8%

Female

29.6%

Male

5.6%

Unknown

AGE

17 or under: **5.1%**

18 to 34: **25%**

35 to 54: **24.1%**

55+: **45.7%**



ETHNICITY

Hispanic: **36.1%**

White Non-Hispanic: **23.4%**

Asian: **19.1%**

Unknown: **15.7%**

Multi-Ethnicity: **3.2%**

African American: **2%**

Native Hawaiian/
Pacific Islander: **0.36%**

American Indian/
Alaskan Native: **0.14%**

Sources:

Chancellor's Office DataMart (demographics and awards for credit colleges)

UC Systems Office: <https://www.universityofcalifornia.edu/infocenter/transfers-major>

CSU Analytic Studies: <http://www.calstate.edu/as/ccct/index.shtml>

Banner (demographics and awards for NOCE)

Initiatives



Anaheim Pledge Creates an Educational Allegiance

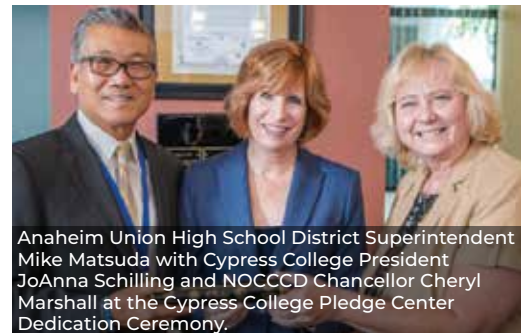
In the fall of 2017, NOCCCD unveiled a collaborative, comprehensive partnership with education institutions and the city of Anaheim designed to ensure that students have the support they need for college, career, life readiness and success.

The Anaheim Union Educational Pledge (Anaheim Pledge) guaranteed all eligible Anaheim Union High School District (AUHSD) seniors one year of free tuition to attend their freshman year at Cypress College, Fullerton College, or North Orange Continuing Education (NOCE).

Conceived over four years, the Anaheim Pledge is a dynamic partnership between AUHSD, Cypress College, Fullerton College, NOCE, California State

University, Fullerton, University of California, Irvine, Orange County United Way, and the city of Anaheim to create unique opportunities for student success.

Chancellor Cheryl Marshall said that developing clear, easy pathways from high school to higher education “is crucial to our mission to serve our community. The Anaheim Pledge reflects our commitment to enabling students to achieve their educational and career goals. This partnership with fellow educators is a prime example of working together to remove silos and have a broad impact on the region.”



Anaheim Union High School District Superintendent Mike Matsuda with Cypress College President JoAnna Schilling and NOCCCD Chancellor Cheryl Marshall at the Cypress College Pledge Center Dedication Ceremony.

By instituting the Anaheim Pledge, NOCCCD institutions agreed to provide:

- Resources and services for students in grades 7th through 12th
- Parent workshops on financial aid and the college admission process
- College mentors at AUHSD high schools
- Mentoring opportunities and summer internships through the Anaheim Innovation Mentoring Experience (AIME) Program
- Additional academic and student support services for students once in college courses

For more information on the Anaheim Pledge, visit nocccd.edu/anaheim-pledge.



North Orange Promises to Make a Difference in Students' Lives

A disturbing fact to consider: Over 70% of the students in this District cannot afford college and need to apply for financial aid assistance. Launched at a fundraising event on October 19, 2017, the North Orange Promise Program provides one year of free tuition at Cypress College, Fullerton College or North Orange Continuing Education (NOCE) for qualifying full-time students. Leveraging funds provided by the state of California, and through the support of generous donors, the North Orange Promise seeks to ensure that no deserving student is denied access to quality higher education due of lack of resources.

Starting in the fall of 2018, graduates of the Anaheim Union High School District or NOCE High School Diploma Program are able to transition to Cypress College, Fullerton College, or NOCE without paying tuition for one year. In addition, the North Orange Promise includes free book rentals and priority registration for eligible students. This innovative program is a last-dollar scholarship initiative, which means it meets any funding need after the application of federal and state aid programs and private scholarships.

Fundraising efforts for the pilot year yielded \$80,000 in donations, with Disneyland making a generous contribution of \$50,000. "We applaud the North Orange County Community College District for launching the Promise Program in the community we have called home for over 60 years," said Jill Bolton, Director of Corporate Citizenship at Disneyland Resort. "Our support is part of our long-standing commitment to Anaheim students and the education community."

Career Education in the Spotlight



The importance of career education to the future of California’s workforce cannot be overstated. As students seek direct paths into living wage jobs, the need for pathways from college to career has taken on a new urgency. Currently, Orange County’s economy employs an estimated 483,970 professionals requiring the type of career education provided by local community colleges. Each year, more than 17,000 positions requiring associate degrees, certificates, and workforce development training are projected to become available in the region.

To address labor market needs, the California Chancellor’s Office has invested millions of dollars in a statewide Strong Workforce Program to strengthen and support the increased awarding of career certificates and degrees. Beginning in the spring of 2018, funds became available for the community colleges in Orange County to work together to leverage their combined career educational offerings through a regional rebranding and marketing campaign.

Working with the Interact Communications firm, the Orange County Regional Consortia developed career education marketing strategies to help drive enrollment, promote programs across various populations, and improve perceptions of career education in the community. The result was a shared “Future Built” campaign which showcased each institution’s signature programs, while leveraging the combined network of community college offerings.

Some elements of the campaign include:

- New webpages
- Library of images for each institution
- Traditional advertising: billboards, radio, bus stops
- Digital advertising: streaming radio, Facebook, Instagram, YouTube
- Collateral viewbook—showcases all programs in one exceptional publication
- Personalized email outreach
- Development of direct mail collateral



Guided Pathways are Student Success Highway

In Governor Jerry Brown’s 2017-18 California State Budget, \$150 million in one-time grants were approved to seed the expansion of the Guided Pathways framework across the California Community Colleges over the next five years.

The Guided Pathways framework creates a highly structured approach that provides all students with a set of clear course-taking patterns to promote better enrollment decisions and prepare students for future success. The Guided Pathways framework also integrates campus support services to make it easier for students to get the help they need during every step of their community college experience.

Guided Pathways is built on four pillars:

- 1) Create clear curricular pathways to employment and further education
- 2) Help students choose and enter their pathway
- 3) Help students stay on their path
- 4) Ensure that learning is happening with intentional outcomes

Fullerton College and Cypress College both did substantial work in 2017-18 to further their participation in Guided Pathways. Workgroups at the colleges formed to oversee campus-wide self-assessments and to write their individual Guided Pathways Year One Plan as required by the State to receive additional funding. North Orange Continuing Education undertook a similar process to align their processes and offerings with the Guided Pathways pillars.

One of the most important facets of the Guided Pathways framework is its ability to substantially close equity gaps. The reform integrates existing California-based initiatives such as the Student Success and Support Program, Equity, Basic Skills Transformation, Strong Workforce Program, and California College Promise for the support of all students. In future years, the goal is to create a seamless transition for students from K-12 through higher education and directly into a career of their choice.



PRINCIPLES OF GUIDED PATHWAYS

The Guided Pathways Model creates a highly structured approach to student success that:



Provides all students with a set of clear course-taking patterns that promotes better enrollment decisions and prepares students for future success.



Integrates support services in ways that make it easier for students to get the help they need during every step of their community college experience.



Four Pillars of Guided Pathways



Create clear curricular pathways to employment and further education.



Help students choose and enter their pathway.



Help students stay on their path.



Ensure that learning is happening with intentional outcomes.

Thank You
For Your Support

Update on



Approved by voters in November 2014, the \$574 million Measure J Bond Program will bring much-needed facilities improvements to Cypress College, Fullerton College, and North Orange Continuing Education's (NOCE) Anaheim Campus, (which also houses District offices) over the next two decades.

Throughout 2017-18, the District, program managers, and campus project teams have continued to plan, program, and design the following projects:



Fullerton College

In December 2017, the Board of Trustees approved Fullerton College's Program Environmental Impact Report.



- Instructional Building – The new design will help meet projected campus growth with more than 40 classrooms, a division office, and staff offices. Project design is expected to be complete in spring of 2019.
- Buildings 300 & 500 – The renovation of Buildings 300 and 500 is slated to begin in 2021.



Cypress College

- SEM Building – Construction documents for the Science, Engineering, and Math building project are under review by the Division of State Architect. The project which includes the development of 21 lecture and 23 lab classrooms, an immersive digital classroom, and a crematorium for the Mortuary Science Program is estimated to cost \$98 million. The project will break ground in early 2019 with an expected occupancy date in 2021.
- Veterans Resource & Student Activities Centers – Following the approval of construction documents by State agencies, expansion of the Veterans Resource and Student Activities Centers will also begin in early 2019.

NOCE & District Offices (Anaheim Campus)

- Second, Fifth, & Seventh Floors – The second, fifth, and seventh floors of the Anaheim Campus are under construction and will provide significant upgrades to NOCE offices and technical job training spaces, as well as District offices, come fall of 2018.
- Tenth Floor – Anaheim Campus tenth floor renovations include District offices for the Educational Services and Technology Department, as well as teacher training space. Completion of these construction projects is expected in spring of 2019 with an occupancy target date of June 2019.



For more information on Measure J projects, visit nocccdbond.maasco.com.

Highlights





The Dawn of NOCE: Noncredit Institution Rebrands for a New Generation



On September 8, 2017, the former School of Continuing Education (SCE) reintroduced itself to the public under its new name and brand identity: North Orange Continuing Education (NOCE). It was a momentous day in the 40-year history of the District’s noncredit institution, as the campus also celebrated the investiture of Provost Valentina Purtell.

The rebranding journey began in 2015-16 when SCE conducted research with students, community members, partners, faculty, and staff regarding the school’s identity. Data showed that there was a tremendous amount of name confusion, which then led to embarking on a name analysis project. More research was conducted regarding openness to an organizational name change and options for a new name. Constituents provided more than 300 ideas. A shared governance workgroup culled the names into five options, which were then shared with constituents for feedback. After analyzing results, the workgroup proposed changing SCE to North Orange Continuing Education (NOCE). In March 2017, the name change proposal was unanimously approved by the NOCCCD Board of Trustees.

Along with the new name, NOCE also launched a new visual mark created by VisionPoint Marketing. The new logo showcases a burst of light to symbolize opportunities, learning, insight, and empowerment. The design itself represents forward movement and clean sophistication, and is emblematic of the institution’s long history of leadership and excellence.

“I am so proud of the way our students, staff and community have collaborated on creating a new identity for our incredible institution,” said Provost Valentina Purtell. “I know that with these new tools, we’ll move forward with a renewed energy to support and educate our students.”

Cypress College and Fullerton College Honored as Strong Workforce Stars

The District's workforce-development programs earned strong praise in the state's new California Community College "Strong Workforce Stars" Program – receiving 38 total awards, including a top honor for Cypress College's Dental Hygiene Program.

The 2018 Strong Workforce Stars were given to career technical education programs throughout the state in 12 industry sectors, based on earnings gains, living wage attainment, and employment in field of study. Cypress College and Fullerton College garnered Gold, Silver, and Bronze Stars for innovative career technical education programs that advance economic and social mobility for students.

Programs named Strong Workforce Stars met one or more of the following thresholds:

- An increase in earnings by 50 percent or more for students who earned a certificate or degree and were last enrolled in 2015-16
- Attainment of the regional living wage by 70 percent or more for students who earned a certificate or degree and were last enrolled in 2015-16
- 90 percent or more are employed in a job similar to their field of study, according to the Career Technical Education Outcomes Survey, for students who earned a certificate or degree and were last enrolled in 2014-15

This year, the Bronze Stars, Silver Stars, and Gold Stars levels were introduced, with each winning program receiving recognition in one of those categories. Bronze Stars programs met one or more thresholds; Silver Stars met two; and Gold Stars met all three.





CYPRESS COLLEGE
DENTAL HYGIENIST



CYPRESS COLLEGE
DIAGNOSTIC MEDICAL SONOGRAPHY
PSYCHIATRIC TECHNOLOGY

FULLERTON COLLEGE
INTERIOR DESIGN ASSISTANT
CONSTRUCTION MANAGEMENT
ACCOUNTING



CYPRESS COLLEGE
AUTOMOTIVE TECHNOLOGY
AUTOMOTIVE COLLISION REPAIR
ACCOUNTING
BUSINESS MANAGEMENT
MORTUARY SCIENCE
ENVIRONMENTAL CONTROL TECHNOLOGY
HEALTH INFORMATION TECHNOLOGY
RADIOLOGIC TECHNOLOGY
DENTAL ASSISTANT
ALCOHOL AND CONTROLLED SUBSTANCES
COMPUTER GRAPHICS AND
DIGITAL IMAGERY
COMPUTER NETWORKING
CULINARY ARTS
HOSPITALITY
FLIGHT ATTENDANT
TECHNICAL THEATER
HUMAN SERVICES

FULLERTON COLLEGE
PRINTING AND LITHOGRAPHY
AUTOMOTIVE TECHNOLOGY
HORTICULTURE
MARKETING AND DISTRIBUTION
REAL ESTATE
MASSAGE THERAPY
COSMETOLOGY AND BARBERING
CHILD DEVELOPMENT - EARLY CARE
AND EDUCATION
CONSTRUCTION CRAFTS TECHNOLOGY
TELEVISION
(including combined TV-film-video)
COMPUTER INFORMATION SYSTEMS
COMMERCIAL MUSIC
ADMINISTRATION OF JUSTICE
FASHION
PARALEGAL



Fullerton College Invests in Education at First Annual President's Gala

The Fullerton College Foundation hosted the inaugural Fullerton College President's Gala on November 11, 2017 to honor community members who have contributed their time, talent and vision in serving students. The gala netted \$39,500 to support the Foundation's endowed scholarship programs that empower students in nearly every field of study to achieve their educational goals.

The elegant evening featured a reception and silent auction in the Fullerton College Library followed by dinner, live entertainment, and a celebration of honorees in the Campus Dining Room. Each honoree demonstrated service through their accomplishments in business, public service, education, philanthropy, or the military.

"We have many students in need who overcome numerous obstacles to attend school," said President Greg Schulz. "I am so thankful for the Fullerton College Foundation's continued support of our students."

2017 President's Award Honorees

<p>☐ Business</p>	<p>Curtis Chan President/CEO of Chan & Associates, Inc. and Founder/Managing Partner of Cognitive Impact</p> <p>Theresa Harvey President/CEO of North Orange County Chamber</p>
<p>☐ Public Service</p>	<p>Dan Hughes Vice President of Security and Emergency Services for the Disneyland Resort</p>
<p>☐ Education</p>	<p>Adela Lopez Fullerton College Professor Emeritus</p>
<p>☐ Philanthropy</p>	<p>Warren Mitchell Chairman of the Board of Directors at Clean Energy Fuels Corp. and Past Foundation Board Member</p> <p>Nancie Mitchell Past Foundation Executive Director and Long-time Foundation Board Member</p>
<p>☐ Military</p>	<p>Gerald Stack WWII Navy Veteran and Retired Aerospace Engineer for Rockwell Corp.</p> <p>Gerald Stack WWII Navy Veteran and Retired Aerospace Engineer for Rockwell Corp.</p> <p>Jered Vaichis United State Marine Corps Veteran and Fullerton College Student</p>

Cypress College Awards First Bachelor's Degree Cohort

On May 25, 2018, Cypress College presented Bachelor of Science degrees in Funeral Services to its first-ever graduating cohort. The degrees were awarded to four students as part of a statewide pilot program in which 15 California Community Colleges were selected for career-based baccalaureate-degree programs.

Cypress College's Bachelor of Science in Funeral Services program is a course of study designed for students who wish to advance their career and employment opportunities as a funeral service practitioner. Students in the program will gain a strong knowledge of cemetery and crematory operations, mortuary jurisprudence, issues and trends in funeral service, and more, including externships in clinical embalming and funeral service.

Jenna Moerk, Lisa Hang, Cassidy Johnston, and Stephen Crawford were the successful degree candidates. "I'm so proud of these students," said Cypress College President JoAnna Schilling. "Our Mortuary Science faculty are some of the best in the world, and to see this program come together as it has is tremendously satisfying. I know that everyone at Cypress College will continue to support our future cohorts."





Two CEOs Begin Tenure at NOCCCD

This year, NOCCCD had the opportunity to welcome two new members of its executive team at the Investiture celebrations for Dr. JoAnna Schilling, President of Cypress College, and Valentina Purtell, Provost of North Orange Continuing Education (NOCE).



Appointed by the Board of Trustees in December 2016, Valentina Purtell celebrated becoming NOCE's fifth Provost with 235 students, staff, faculty, and community partners at her Investiture Ceremony on September 8, 2017. Held at the Brea Community Center, Provost Purtell was joined by three of the four past NOCE Provosts, including Dr. Greg Schulz, Christine Terry, and Dr. Gary McGuire. The past Provosts shared words of wisdom in congratulating Purtell. Other special guests in attendance included Cypress Mayor Paulo Morales, City of Anaheim Councilmember Stephen Faessel, Representative Alison Martin for Congressman Ed Royce, Representative Al Tello for Supervisor Todd Spitzer, and Representative Jose Martinez for Assemblymember Stephen Choi.

During the event, Provost Purtell shared appreciation for her new role, "My biggest gratitude goes to our students, faculty, and staff who are the heart and soul of our school. They



Colleagues (from left to right) Julio Flores, Sue Parsons, and Dr. Manuel Baca celebrated Cypress College President JoAnna Schilling at her Investiture Ceremony.

make us who we are and embody what we do, namely pursue life-changing opportunities through education and persevere despite any challenges along the way.”

Following the retirement of President Emeritus Bob Simpson, Cypress College found its perfect match in Dr. JoAnna Schilling. In April 2017, the Board of Trustees appointed Dr. Schilling as the 12th President of Cypress College. Dr. Schilling celebrated the presidential charge at her Investiture Ceremony on January 26, 2018.

Held at the college, event guests included California State Senator Josh Newman, Assemblymember Sharon Quirk-Silva, Mt. San Antonio College Trustee and former Board of Governors member Dr. Manuel Baca, Rio Hondo College faculty member and former student Julio Flores, and retired Cerritos College faculty and management colleague Sue Parsons. Dr. Baca, Flores, and Parsons each spoke at the Investiture

Ceremony, sharing Dr. Schilling’s abilities to lead, foster partnerships, and grow educational opportunities for students.

President Schilling closed the event with a few remarks, “I am proud to work at a community college. There is no other type of institution in the world. Our doors are open to all. We are a beacon of hope and allow people to go further than their birth may dictate.”

NOCCCD gained two great leaders in Provost Purtell and President Schilling. Both women embody the Mission of the District and of their respective institutions, and will continue to lead NOCE and Cypress College to success.

Operations



Digital Map Improves Campus Safety

A digital campus-mapping system that will cut response time for law enforcement during dangerous incidents on campus was unveiled on Tuesday, May 1, 2018. North Orange Continuing Education (NOCE) partnered with the Anaheim Union High School District (AUHSD) and The Sobel Group to digitally map the 10-story Anaheim Campus building, home to 10,000 NOCE students and the NOCCCD administrative offices. The new technology was revealed at a press conference that included NOCE Provost Valentina Purtell along with members of AUHSD, law enforcement, and The Sobel Group.

The digital mapping service was developed by The Sobel Group, a San Diego-based company owned by David Sobel, who retired from a career in law enforcement. To map every nook and cranny of the NOCE Anaheim Campus, Sobel's firm took more than 10,000 very high-resolution photographs that are stitched together to create a virtual tour linked to digital floor maps. It gives first responders real photographic images of a site. "It takes 30 seconds to access our map, instead of maybe 30 minutes," Mr. Sobel said. "If someone wants to know where [a particular] building is, for example, they can start with an aerial map of the location, click to where the building is, then go inside to check for ingress, egress, and other critical features such as hazardous materials or utility cut-off points—and potential hiding spots of suspects. If they are going to break down a door, this will tell them what kind of hinges and locks are on the door. It will allow law enforcement to be prepared in a much more educated manner."

"Our main NOCE campus and District headquarters are housed in a high rise building, which presents unique issues in regards to safety," said Dr. Cheryl Marshall, NOCCCD Chancellor. "We are very excited to partner with AUHSD in this important project that will help first responders protect our students and employees."





Opportunities for Inclusion

NOC CCD's Office of Diversity and Compliance is charged with implementing the District's commitment to diversity, equity and inclusion, with the goal of developing an inter-culturally proficient community of students, faculty, and staff.

Under the leadership of District Director Arturo Ocampo, the department had a productive year with the launch of several key initiatives, including:

Inclusive Excellence Curriculum Transformation Seminar

The inaugural Inclusive Excellence Curriculum Transformation Seminar was held in January 2018 and facilitated by Mikel Hogan, Ph.D. and Susan Shaw, Ph.D. During this weeklong seminar, 16 faculty transformed curriculum to be more inclusive with a social justice orientation. Faculty analyzed how systems of power and privilege influence their respective disciplines. By the end of the seminar, the faculty members had changed at least one of their courses to better address diversity, equity, and/or inclusion.

The Pluralism, Inclusion, & Equity (PIE) Series

The Pluralism, Inclusion, and Equity (PIE) Series was started in the fall of 2017, and offered a variety of seminars, workshops, and field trips for staff and faculty. Experts in the field facilitated workshops highlighting the uniqueness of our

student population as well as strategies to utilize their funds of knowledge. The PIE Series allowed participants to gain a better understanding of our students' lived realities and provided skills to be more effective in teaching and supporting our diverse student population.

The Diversity and Inclusion Faculty Fellows Program

Implemented in 2017/18, the Diversity Faculty Fellows Program participants are selected from current faculty leaders from each college to work with the Office of Diversity and Compliance. The primary objective of the Faculty Fellows Program is to provide assistance with the following goals:

1. Hiring and retaining diverse faculty
2. Developing curriculum that promotes critical thinking through cultural competence frameworks and pedagogies
3. Organizing trainings and seminars for faculty and staff on diversity, equity, and inclusion

The secondary objective is to create stronger linkages and partnerships between administration and faculty in areas of diversity and inclusion. These partnerships will result in greater support and engagement for diversity efforts within the District.



A Golden Goodbye: NOCCCD Offers Early Retirement Plan

In the fall of 2017, the NOCCCD Board of Trustees voted to employ Keenan Financial Services to research offering a Supplemental Early Retirement Plan (SERP) as an incentive to eligible employees. A major motivating factor was the need to reduce the District's on-going structural deficit caused by declining enrollments. At the end of the offering period in February 2018, there were a total number of 118 employees who participated—62 of them faculty, and the rest classified and managers.

Qualification of eligible employees:

- Must be a certified or classified manager, regular faculty, classified or confidential employee
- Must be at least 55 years of age, and have five years of service with the District as of July 31, 2018
- Meet the years of service credit to be eligible for retirement under applicable CalSTRS or CalPERS requirements
- Must retire from the District between May 2, 2018 and July 31, 2018
- Submission of required SERP Enrollment Package and a letter of retirement by February 5, 2018

While it was projected that the SERP would garner the District around \$5.4 million in much-needed one-time savings over a five-year period, it also signaled the loss of institutional knowledge and irreplaceable expertise. NOCCCD knows that the combined work and support of those employees played an integral and transformational role in regards to student success. We sincerely thank those employees for their efforts.

HIRE ME WORKSHOP

Each year, the NOCCCD Human Resources Department hosts various "Hire Me Workshops" designed for individuals seeking full-time positions with the District. The purpose of these workshops are to review NOCCCD's hiring process and procedures, and assist applicants in presenting their qualifications and themselves in the most professional manner. These free events are open to both current employees and any community members interested in working at Cypress College, Fullerton College, or North Orange Continuing Education.





A Whole New World: Governor Brown Changes State Funding Formula

For 50 years, California’s community colleges have been funded based on how many students we enroll—a formula derived from our full-time equivalent student (FTES) numbers. In January 2018, Governor Jerry Brown proposed changing the essential pieces of that funding, basing 50% of future community college funding on the standard FTES, but also on a “Student Success Incentive Grant” (25% of formula) that would focus on student completion, and a “Supplemental Grant” (25% of formula) that would be based on the number of low-income students that the District enrolls.

At this time, it is unclear how this new funding formula will affect our operational planning and services—or student success. It is certainly a massive change to how colleges have built their budgets in the past. Though the state has proposed three years of “hold-harmless” funding at the 2016-17 rates, it will take time to figure out all of the outcomes of this switch.



STUDENT CENTERED FUNDING FORMULA

50%
FTES

25%
Student Success

25%
Low Income Students

NOCCCD FINANCIALS

BEGINNING BALANCE	GENERAL FUND \$65,044,505	CAPITAL OUTLAY \$59,506,437	BOND FUND \$101,051,470	FINANCIAL AID \$50,000
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Revenues

	GENERAL FUND	CAPITAL OUTLAY	BOND FUND	FINANCIAL AID
Federal	\$5,555,965	-	-	\$53,931,298
State	\$152,412,463	\$3,174,141	-	\$7,278,787
Local	\$116,726,188	\$3,840,367	\$1,281,348	\$85,345
Other Sources	\$1,081,156	\$2,500,000	-	-
Total Revenues	\$275,775,772	\$9,514,508	\$1,281,348	\$61,295,430

Expenditures

	GENERAL FUND	CAPITAL OUTLAY	BOND FUND	FINANCIAL AID
Academic Salaries	\$105,077,548	-	-	-
Classified Salaries	\$62,945,983	\$268,437	-	-
Employee Benefits	\$53,789,706	\$82,677	-	-
Supplies and Materials	\$5,007,626	\$74,613	-	-
Other Operating Expenses and Services	\$18,426,508	\$1,406,482	\$292,539	\$4,189
Capital Outlay	\$6,334,547	\$4,921,681	\$8,871,648	-
Other Uses	\$4,582,732	\$1,000,000	-	\$61,291,241
Total Expenditures	\$256,164,650	\$7,753,890	\$9,164,187	\$61,295,430

SURPLUS/(DEFICIT)	GENERAL FUND \$19,611,122	CAPITAL OUTLAY \$1,760,618	BOND FUND (\$7,882,839)	FINANCIAL AID \$0
ENDING BALANCE	\$84,655,627	\$61,267,055	\$93,168,631	\$50,000



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North Orange County Community College District 2017-18 Annual Report

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NORTH ORANGE COUNTY
COMMUNITY COLLEGE DISTRICT

OUR CAMPUSES

Fullerton College

321 E. Chapman Ave.
Fullerton, CA 92832

Cypress College

9200 Valley View St.
Cypress, CA 90630

North Orange Continuing Education

Anaheim Campus
1830 W. Romneya Dr.
Anaheim, CA 92801

Cypress Center
9200 Valley View St.
Cypress, CA 90630

Wilshire Center
315 E. Wilshire Ave.
Fullerton, CA 92832

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