

RCC Fall Kick-Off President's Address

September 24, 2024

Randy Weber, RCC President



Tell me something GOOD



Fall 2024 College Update

Agenda

- 1. Key updates from last year**
- 2. College Priorities for 2024-25**
- 3. Additional updates for the upcoming year**
- 4. All-College Challenge**

Key updates from last year

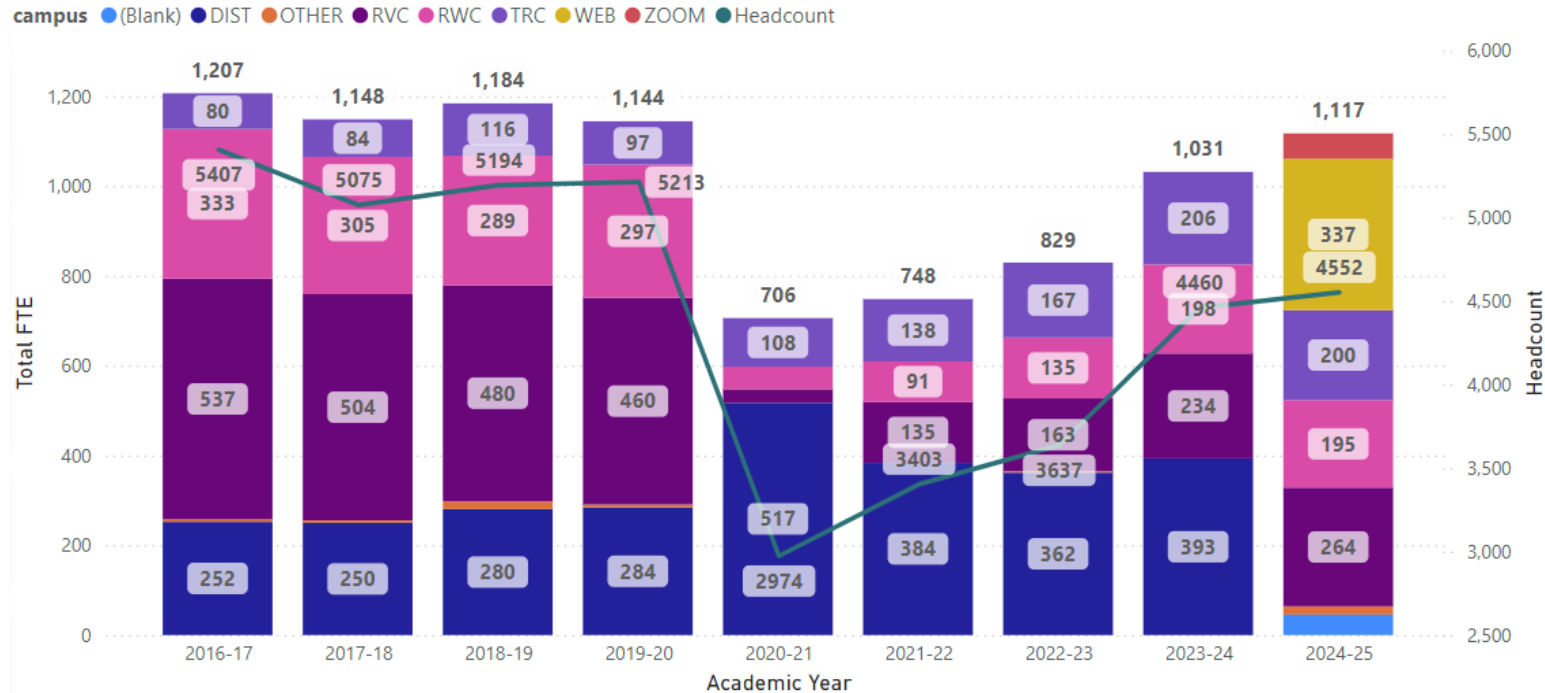


2023-24 was a tremendously busy academic year filled with lots of activity, unprecedented enrollment growth and significant procedural changes.

None of last year's success would have been possible without the commitment from each of you.

Current Enrollment Trend

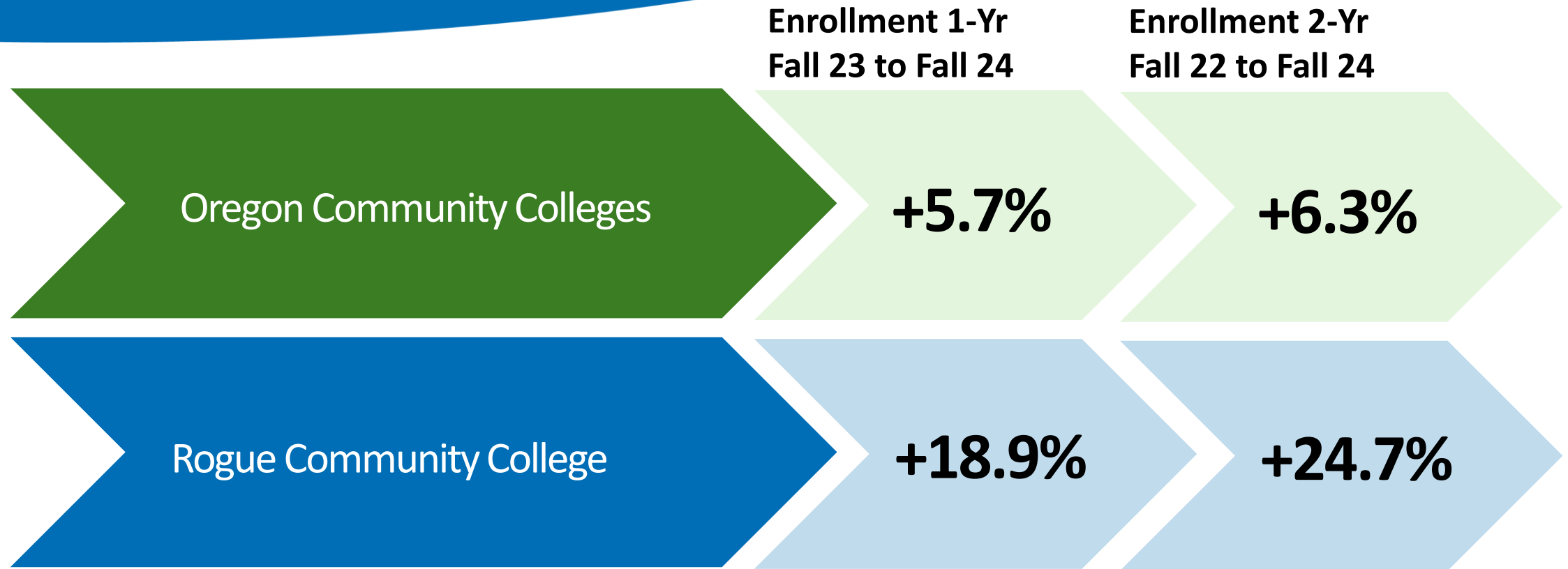
FTE and Headcount Trends by Instructional location as of 9/19/2024



3-year Enrollment Growth:
Headcount: 33.7%
+1,149 Students
FTE: 49.3%

Returns to on-campus learning with early increases in CTE and more recent growth in transfer courses. Non-credit workforce training and GED & Pre-College significant growth.

Oregon Statewide Enrollment



High School Partnerships

Growing college access and workforce development opportunities for high school students

Three Rivers School District College Connect Program

"I'm listening to a student panel today at IVHS with our Board and just heard from a student that the College Connect program is the best thing that has ever happened to them."

Class	College Connect Enrollment	Total Enrollment
AM120 Automotive Maintenance and Practices	9	20
DDM160- Digital Imaging Photoshop	5	17
CS161U Computer Science I (C++)	6	10
CG155 Exploring Healthcare	15	16
PSY 101 Psychology of Human Relations	10	12



Industry Partnerships



- **Cooperative Work Experiences (CWEs)/Apprenticeships**
- **Good Jobs Grant**
- **Open Lab Environment**
- **Internships**

Quote from HECC official regarding RCC hosting upcoming Healthcare Industry Consortium Meeting:

As far as talking points go, I think sharing how Rogue is leading in partnerships with industry to meet workforce needs while centering students would be fabulous. Y'all are really leading in this space so however you want to talk about it, is up to you 😊

Operational Enhancements



Implementation of new information system to better support student experience

New zero-based budgeting strategy

Development of Institutional Planning model

Facilities Condition Index Report

Community College Survey of Student Engagement (CCSSE) Highlights

**Once every three years,
Rogue Community College
administers the CCSSE survey to
measure student engagement,
which is linked to student retention
as well as other important student
outcomes.**

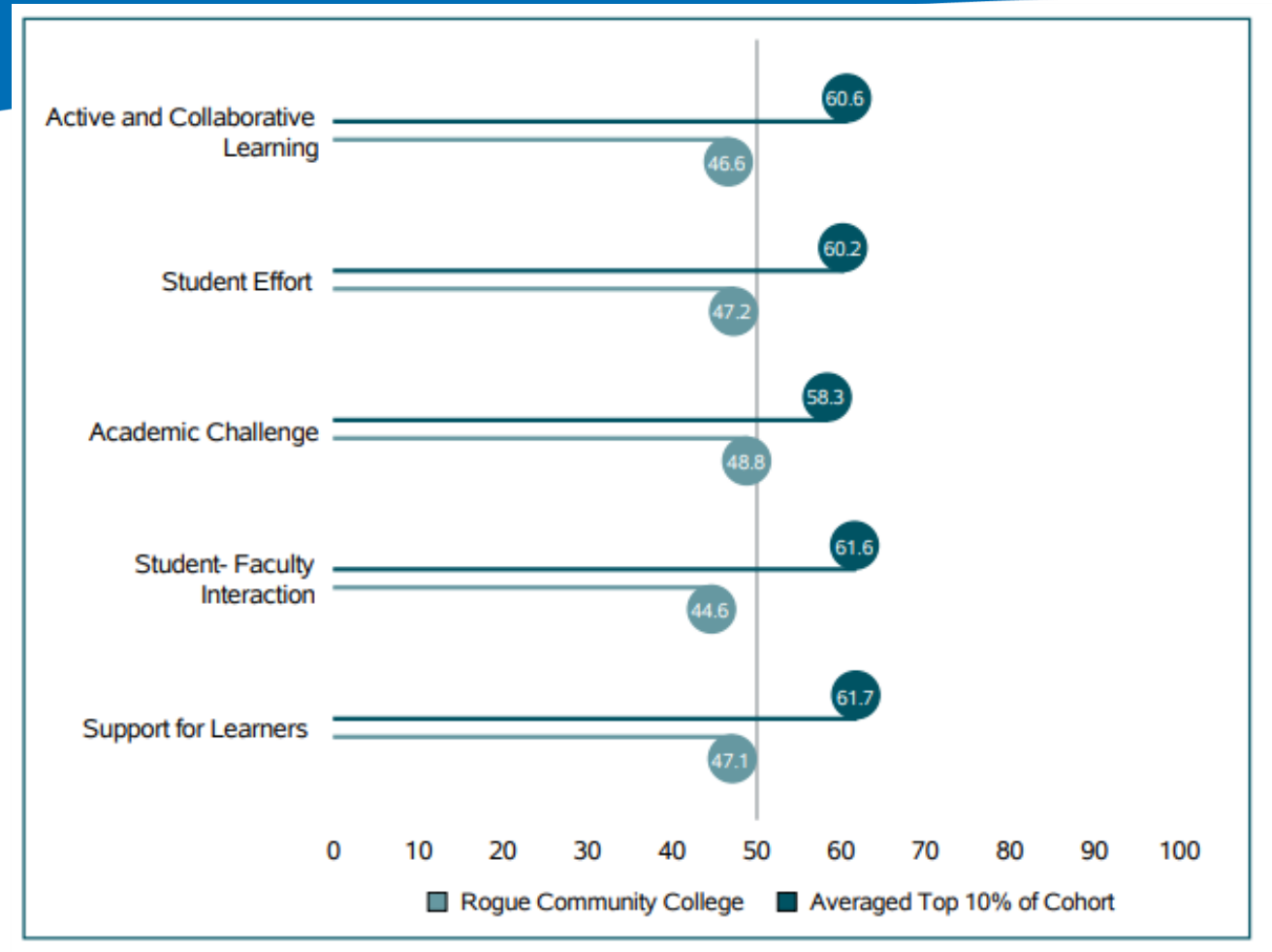


Community College Survey of Student Engagement (CCSSE) Benchmarks

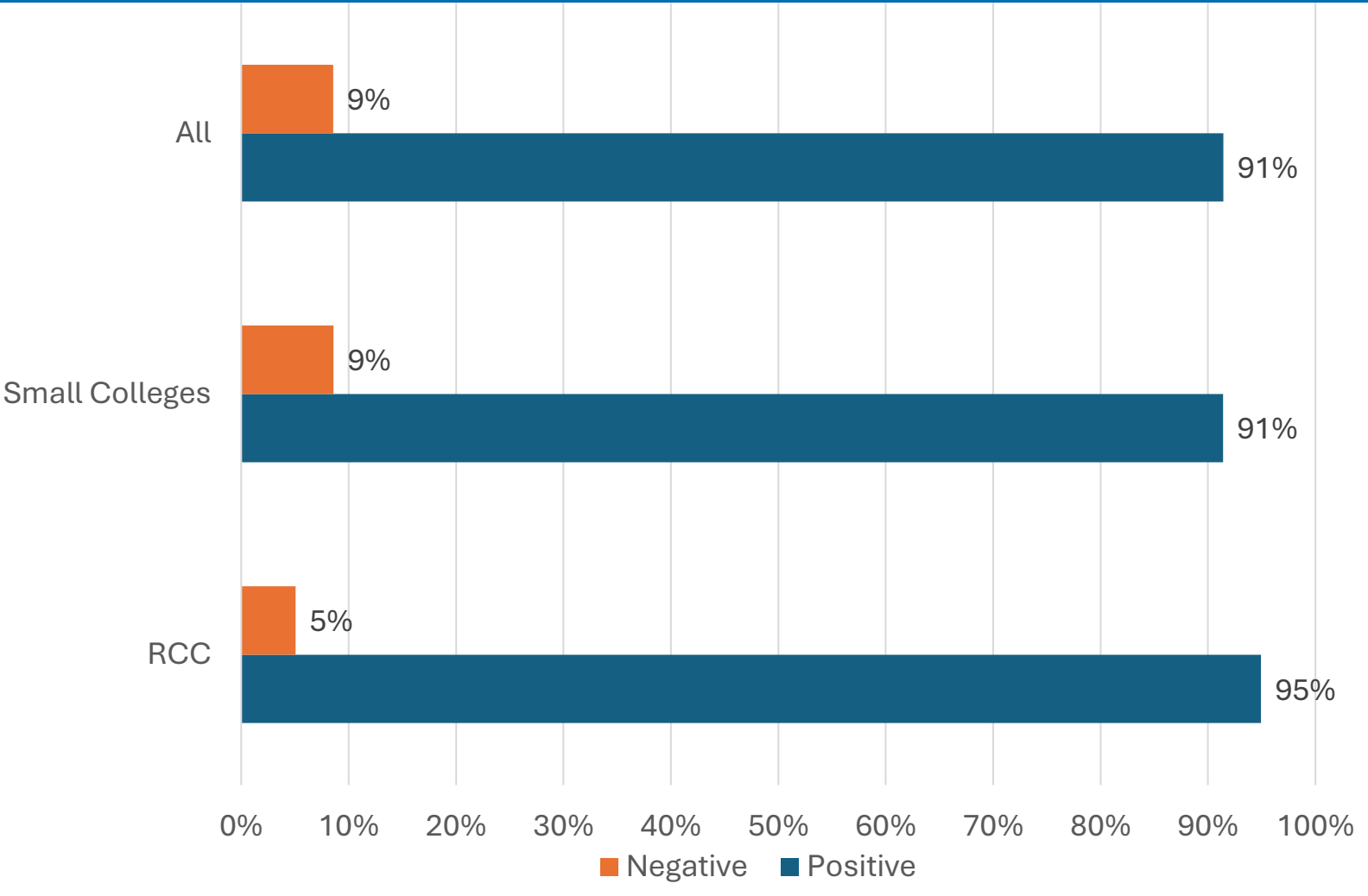
Five key areas measured to determine students' level of engagement with the institution.

RCC results for each were below the top 10% of cohort.

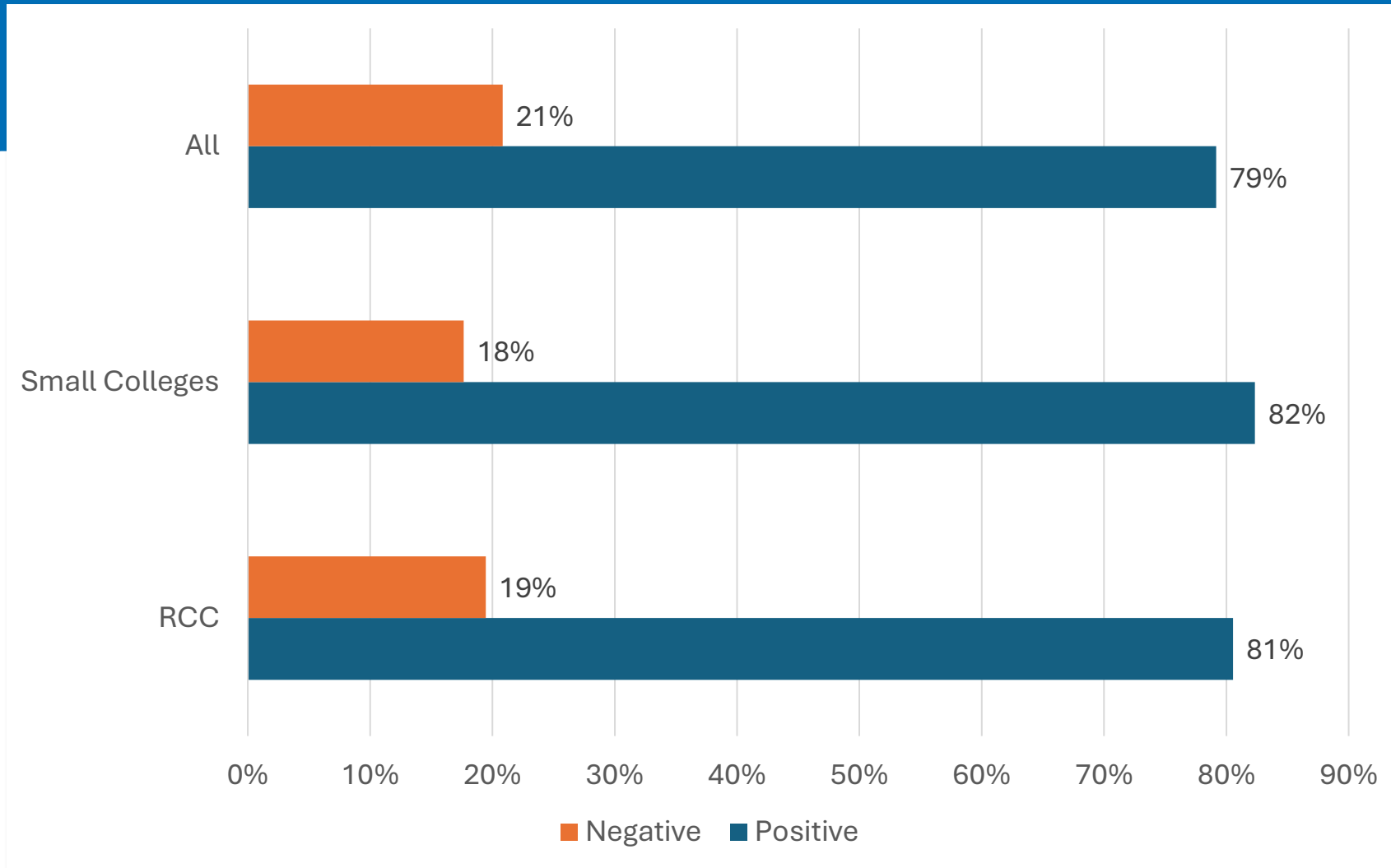
Student Learning & Success division will be leading conversations about the results and how we can use them to support student engagement at RCC.



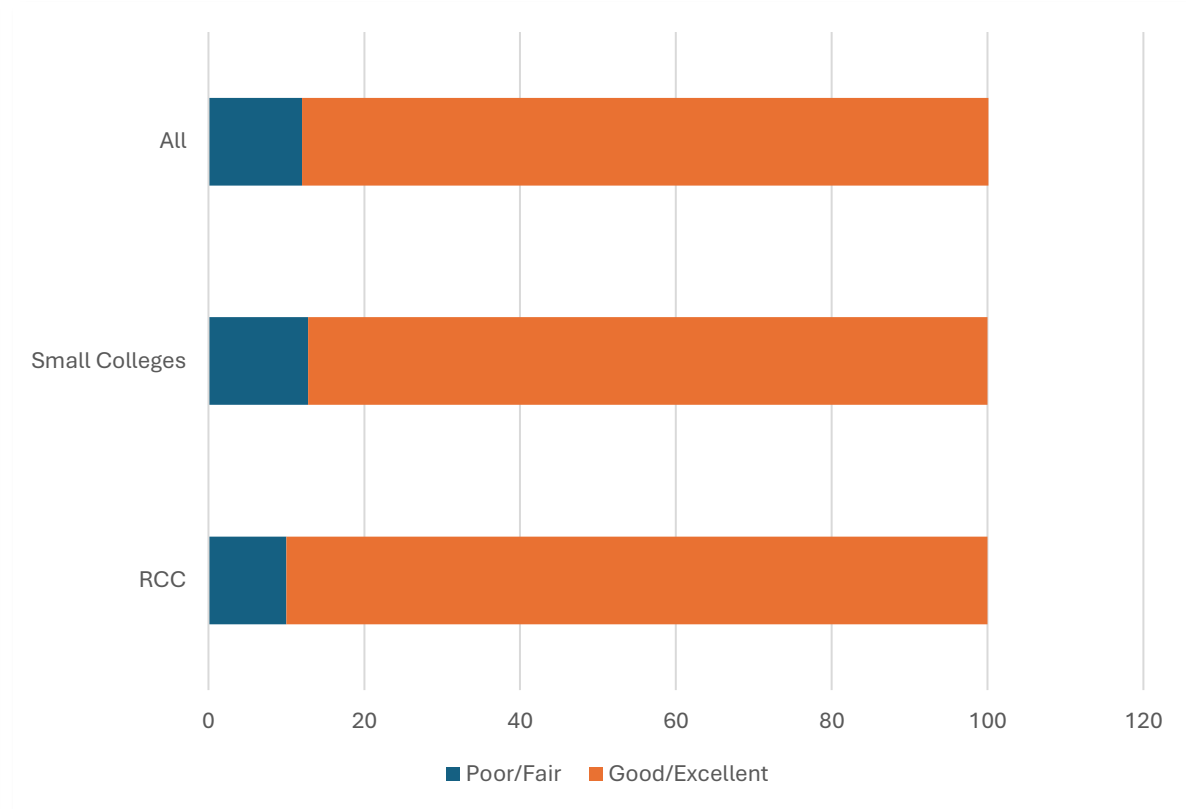
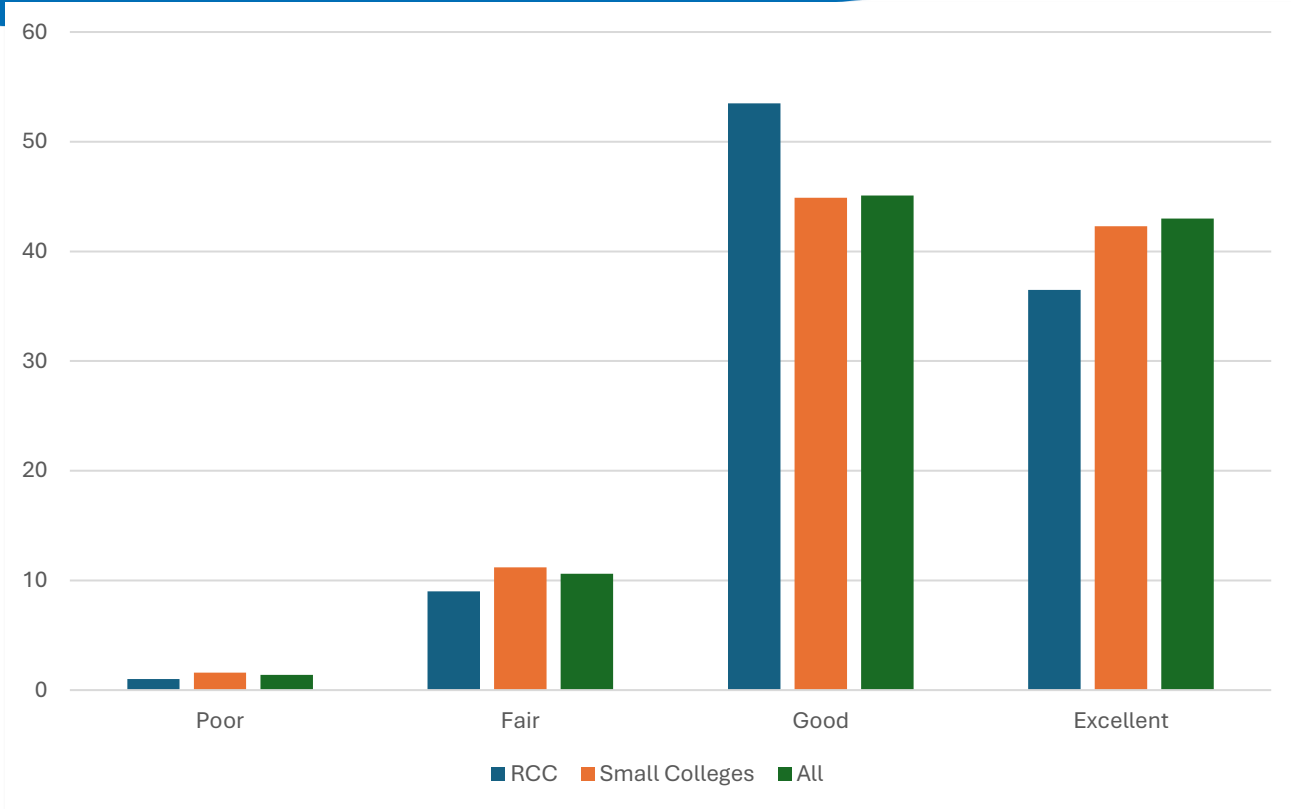
Instructors care about my success



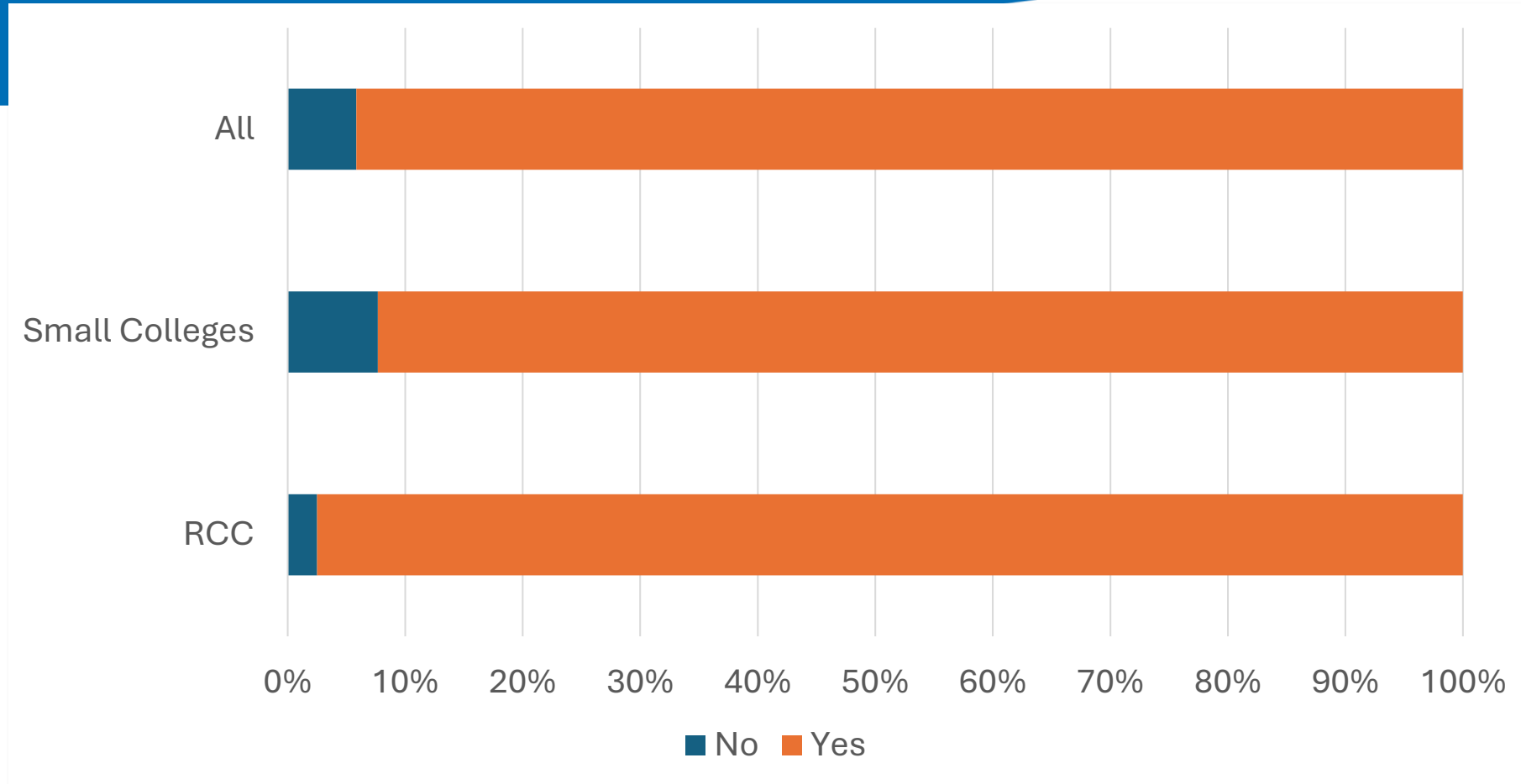
College Staff (other than instructors) care about my success



How would you evaluate your overall educational experience at this college?



Would you recommend this college to a friend or family member?



Great Colleges Survey

Why did we choose the Great Colleges Survey by ModernThink?

- National Benchmarking
- Comprehensive Analysis
- Actionable Insights
- Completely Confidential



Great Colleges Survey

Response Rates by Job Category

Pre-Loaded Job Category	Total	Responded	Response Rate
ALL Employees	680	267	39%
FACULTY PROFESSIONAL	5	5	100%
MANAGEMENT/ADMINISTRATIVE/CONFIDENTIAL	46	41	89%
CLASSIFIED	158	109	68%
FULL-TIME FACULTY	70	45	64%
BENEFITS ELIGIBLE ADJUNCT FACULTY	67	22	33%
ADJUNCT FACULTY	334	45	13%

Great Colleges Survey

Key Findings - Strengths

- **Job Satisfaction & Support (75/9)**
- **Faculty & Staff Well-being (74/11)**
- **Supervisor/Department Chair Effectiveness (72/13)**
- **Diversity, Inclusion & Belonging (74/6)**
- **Mission & Pride (76/7)**

Great Colleges Survey

Key Findings - Opportunities

Tactical:

- Onboarding (39/31)
- Recognition Formal (36/33)
- Recognition Informal (54/24)
- Compensation (58/20)
- Perception of Culture (52/21)

Cultural:

- Confidence in Executive Leaders (56/16)
- Voice and Access to Information
 - Communication (58/16)
 - Collaboration (58/14)
- Full-Time Faculty

Great Colleges Survey

Next Steps

Communication from Jamee Harrington, VP of People, Culture & Safety

- Previous conversations during summer with key constituent groups
- Listening sessions
- Action plan
- Winter/Spring survey administration

RCC Foundation Commitment to Students

For Academic Year 2024-25 the RCC Foundation has committed to awarding \$1 million in scholarships to support RCC students.



ROGUE COMMUNITY COLLEGE
FOUNDATION

GP School District trades land to RCC for free scholarship program

By Chris Bristol of the Daily Courier

Few people in Grants Pass know the school district has owned more than 350 acres of undeveloped woodland well south of town for 80 years.

On Tuesday, the school board decided it didn't want to sit on the land any more and approved giving it to the Rogue Community College Foundation.

The price: free scholarships to District 7 high school students.

The deal was made without fanfare in part because it has yet to be ratified by the board of the RCC Foundation, which is meeting Thursday.

The land in question is off of Stringer Gap Road, a rural area south of town between New Hope and the Jerome Prairie district that is home to RCC's Redwood Campus.

There are two parcels. One is 320 acres and appraised at \$860,000. The other is 36.07 acres and valued at \$190,000. The road cuts between them.



[LEARN MORE >>](#)

OPEN HOUSE
ROGUE COMMUNITY COLLEGE
CAMPUS TOURS • AUG. 19, 21, 27

College Priorities for 2024-25

Based on results just shared, the administrative leadership team believes it is in the best interests of RCC to focus on continuity and maintain college priorities for one more year.

2022-23	2023-24	2024-25
Stabilize Enrollment	Stabilize Enrollment	Stabilize Enrollment
Enhance Pathways	Enhance Pathways	Student Success
Deploy ERP	Institutional Planning Model	Employee Connectedness
Community Relations	Community Relations	Community Partnerships
Internal Communications	Development of Key Performance Indicators (KPIs)	Systems Thinking

Stabilize Enrollment



Next Steps

Develop additional Strategic Enrollment Plans for new and returning students.

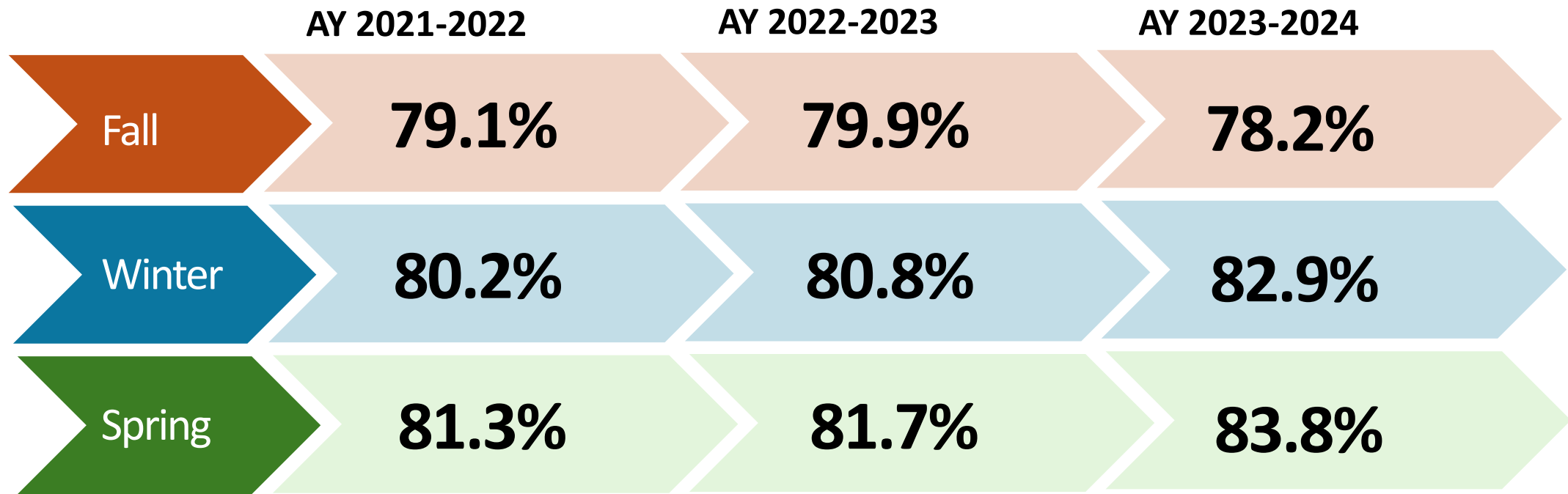
Expand Student Success strategies.

Student Success



Fall 2024 College Update

Course Completion Rates



While fall course completions increased in 2022-23, we saw a nearly 2% decrease in 2023-24.

Winter and spring term completions exceeded pre-pandemic rates.

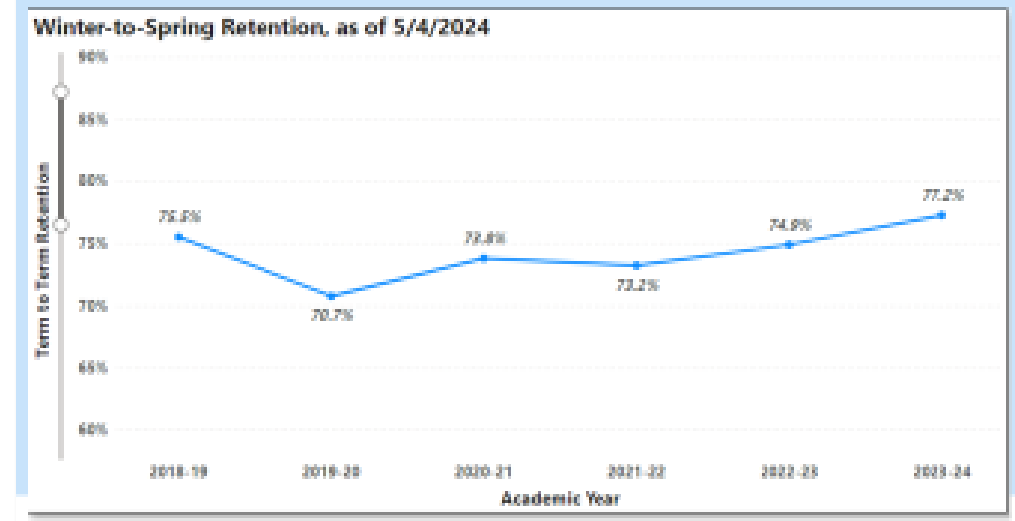
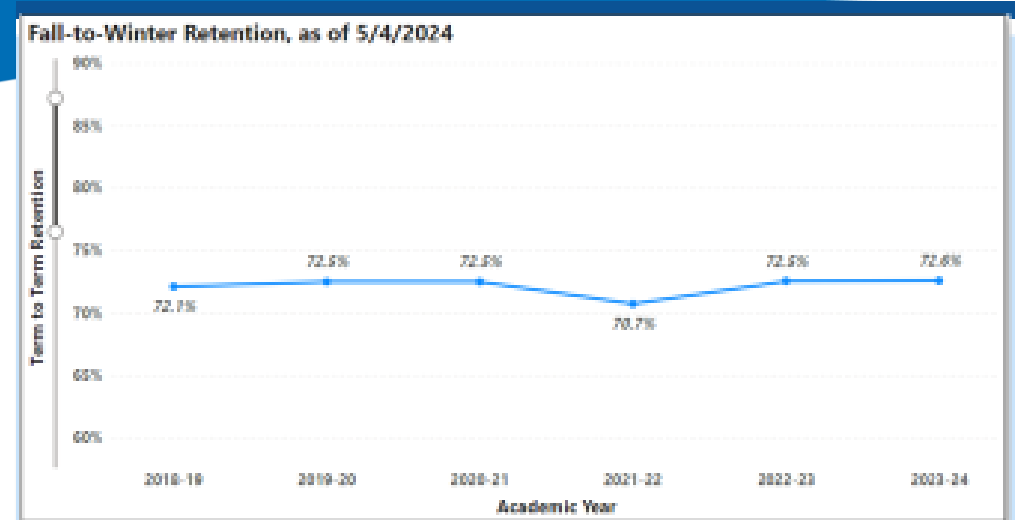
Term-to-term Persistence

Fall to Winter Persistence

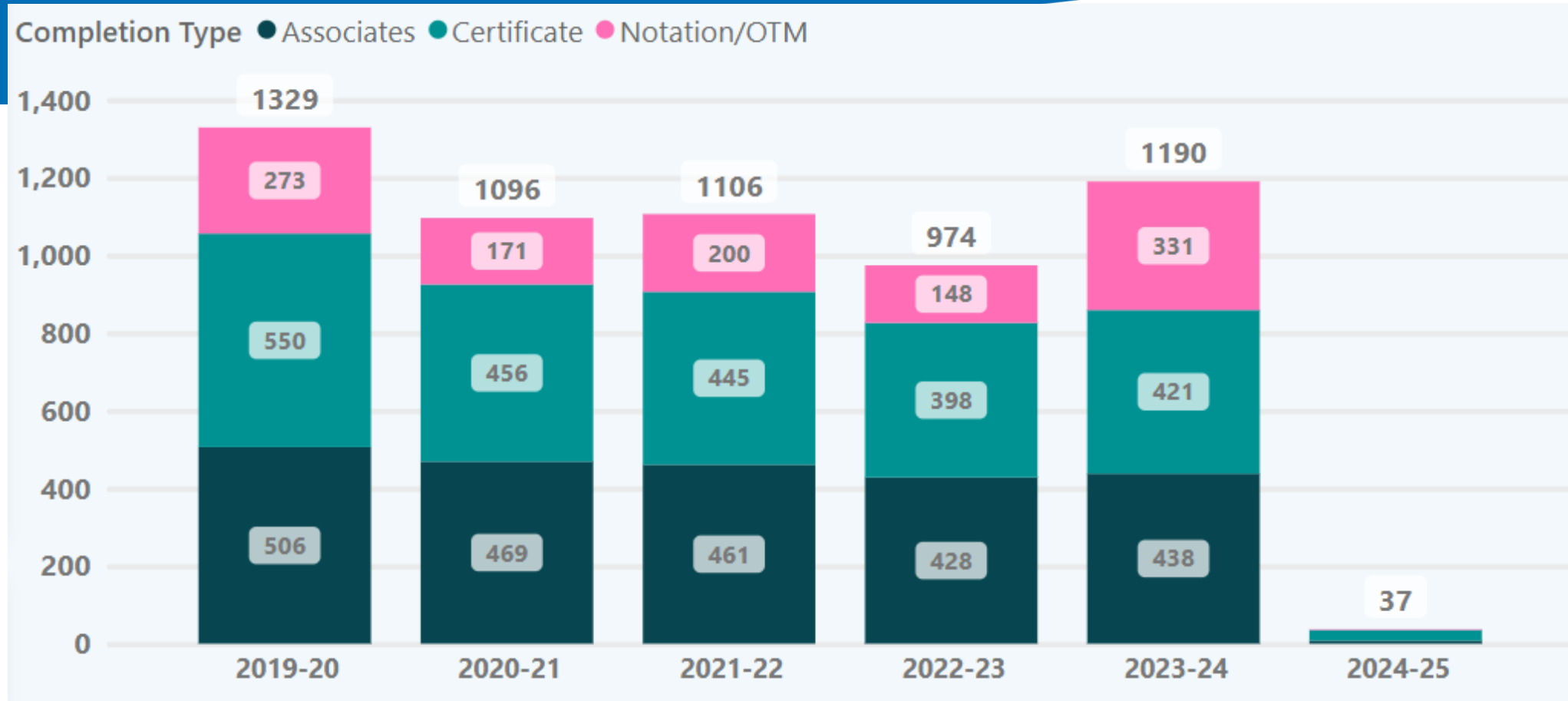
- AY 2021-22: 70.72%
- AY 2022-23: 72.56% (+1.8%)
- **AY 2023-24: 72.57% (flat)**

Winter to Spring Persistence

- AY 2021-22: 73.26%
- AY 2022-23: 74.90% (+1.64%)
- **AY 2023-24: 77.25% (+2.35)**



Total Completions



Typical metric of institutional success is completion plus transfer.

Student Success



Next Steps:

Continue focus on metrics determined for fall 2022

- Course Completion Rates
- Term-to-Term Persistence

Expand focus to begin addressing student outcomes, specifically transfer and completions (certificates and degrees)

Leverage Jenzabar (J1) tools for student success

Student Success

Next Steps:

Expand use of disaggregated regional and national data to identify opportunities for growth as well as acknowledge what is working well.

Work with faculty and support staff to utilize CCSSE survey results to guide targeted improvements.

Remap the student experience to find opportunities for improvement.



Employee Connectedness



Fall 2024 College Update

Employee Connectedness



Why Employee Connectedness is a Priority

Recent Insights:

- **Great Colleges Survey Results:** Indicated a need for stronger relationships and a sense of belonging across teams.
- **Employee Feedback:** Highlighted desire for more meaningful interactions and opportunities for cross-divisional collaboration.

Strategic Imperative:

- **Improving Retention:** Connected employees are more likely to stay.
- **Boosting Morale:** Stronger connections lead to a more supportive and engaged work environment.
- **Enhancing Performance:** Collaboration and teamwork drive innovation and efficiency.

Employee Connectedness



What Employee Connectedness Means

Definition:

- The sense of belonging and trust that employees feel within the institution, characterized by strong interpersonal relationships and open communication.

Key Components:

- **Interpersonal Relationships:** Building trust and support among colleagues.
- **Open Communication:** Encouraging transparent and inclusive conversations.
- **Cross-Divisional Collaboration:** Fostering teamwork beyond silos.

Employee Connectedness

Employee Connectedness Priority in Action

Strategic Engagement:

- **Regular Team-Building:** Facilitate knowledge sharing and relationship building.
- **Cross-Divisional Projects:** Encourage collaboration across different functions.
- **Feedback Loops:** Implement regular check-ins and feedback mechanisms to ensure ongoing connection and communication.
- **Onboarding:** Build upon systems and resources

Measurement and Accountability:

- **Survey Follow-ups:** Regular updates and surveys to gauge improvements.
- **Engagement Metrics:** Monitoring of employee engagement scores over time as a KPI.
- **Accountability:** Ongoing adaptation based on employee feedback and engagement at all levels in action planning.



Community Partnerships

Continue emphasis on partnerships with K-12 and industry



Community Partnerships

Examples of recent successes

- **Increased HS dual credit and early college opportunities** (GPSD & RCCF land agreement)
- **Added nursing cohort** (Providence & Asante)
- **HS EMS career program** (Mercy Flights/Phoenix HS)



Community Partnerships

Next Steps:

Expand systemic efforts around K-12 (addition of Assistant Director of HS Programs)

Continue role as partner in economic development (SORED I & Rogue Workforce Partnerships)

Explore more contracted training opportunities for industry

Environmental scan



Systems Thinking

Focus on ways our existing resources can systemically support institutional efforts.

Examples may include:

Teams

Outlook

Zoom

Jenzabar



Other Key Updates



FAFSA changes

RVC student and employee parking

Change in security staffing

Impact of biennium on annual budget process

Innovation Microgrant Opportunities

Innovation Microgrants are available to all full-time employees to support innovative projects.

These grants aim to bolster enrollment stability and cultivate compelling proof of concepts aligned with RCC's annual college priorities.

Collaboration among staff and departments is highly encouraged.

Part-time employees and students can participate if a full-time employee leads the project.

Innovation Microgrant Opportunities

Successful Proposals:

Proposals should align with one of RCC's annual priorities and support the college's mission and values. Priority will be given to proposals addressing the following five priorities for 2024-25:

- Stabilize Enrollment
- Student Success
- Employee Connectedness
- Systems Thinking
- Community Partnerships



Program Details

Total Funding: \$100,000

Award Range: Up to \$10,000

Number of Awards: 5-10

Deadline: Thursday, Oct. 31, 2024

RCC Capital Efforts

\$80 Million in Total Projects

\$60.3M Bond Measure

\$15.1M State Capital Bonds
(require match)

\$4.6M Campaign and
other state and
federal grants



Why is proposed Measure being referred to voters?



1. Meeting Demand for Workforce Training

The Career and Technical Education (CTE) facilities lack space for hands-on learning instruction and the ability to expand workforce training programs in fields like automotive, commercial truck driving, pre-nursing, welding, manufacturing and EMT that would serve our Rogue Valley employers and community.

2. Ensuring the Safety of Students and Staff

All three campuses need important safety and security improvements to keep students and staff safe.

3. Repairing Aging Buildings

The majority of RCC's buildings are more than 50 years old and many building systems like roofs, siding and HVAC have reached the end of their usable life and require replacement.

4. Improving Outdated Learning Environments

Classrooms, labs and technology need important upgrades to support student workforce training.

What programs are impacted



Redwood Campus in Grants Pass

- Increase capacity for automotive, welding and manufacturing
- Expand EMT and diesel mechanic programs
- Repairs and/or replacements building systems
- Upgrade safety and security including camera systems, emergency communications and lockdown systems
- Accessibility improvements

Other programs impacted

Table Rock Campus in White City

- Increase capacity for diesel, commercial truck driving, pre-nursing, welding, manufacturing apprenticeships
- Add an automotive training program
- Renovate labs and classrooms
- Repair and/or replace building systems
- Upgrade safety and security including camera systems, emergency communications and lockdown systems
- Improve accessibility

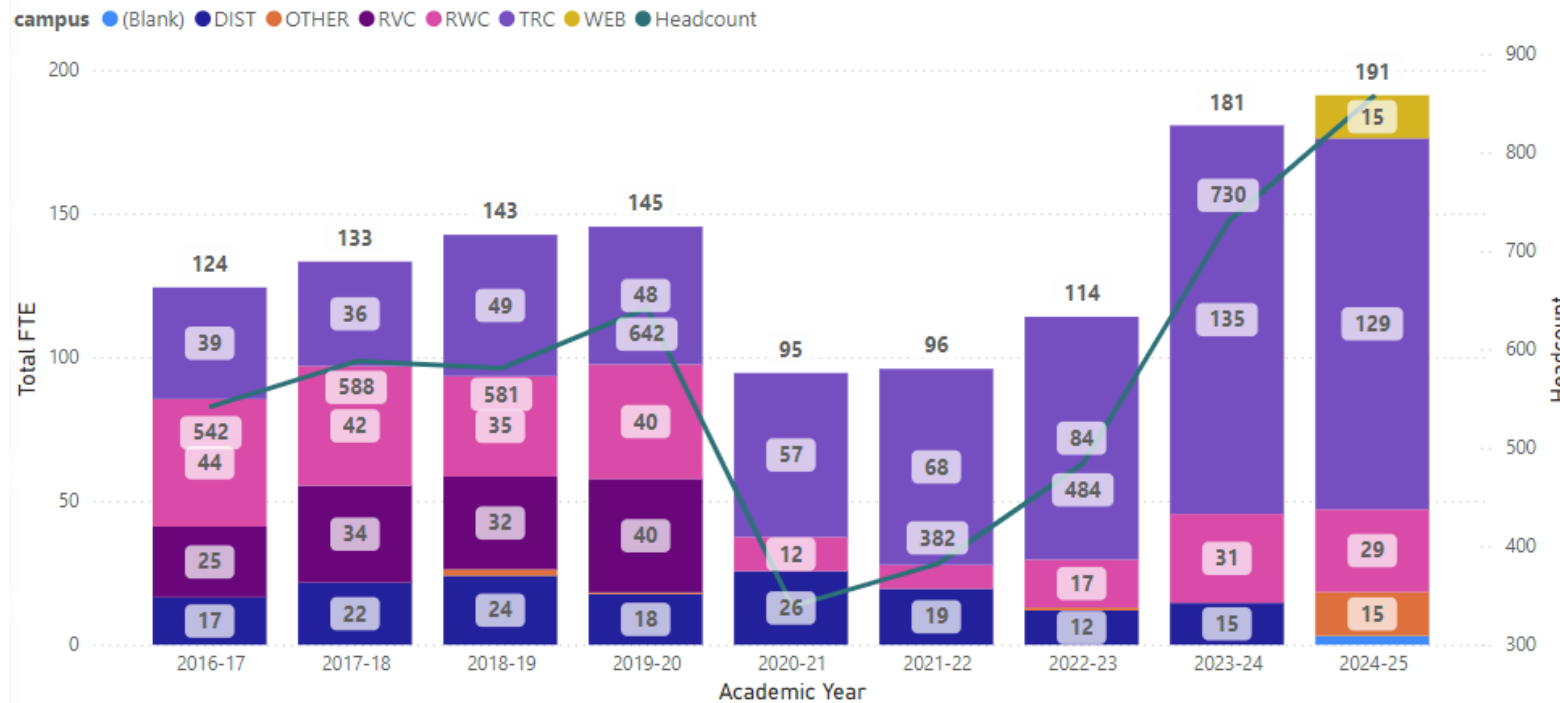
Riverside Campus in Medford

- Utilize existing building to build a new student success center for more learning opportunities outside the classroom, student supports and support enrollment



Current Enrollment Trend- CTE Programs Targeted by Bond

FTE and Headcount Trends by Instructional location as of 9/2/2024



FTE: +99% in three years Students: +124%

Record combined enrollments

Programs: Allied Health, Apprenticeship, Automotive, Diesel, Emergency Services, Nursing, Welding

Require greatest commitment of space with limited duplications across district

If passed, what would the proposed Measure cost taxpayers?

Josephine County Residents

Bond levy rates are estimated to increase by \$0.09/\$1000 to \$0.13/\$1000 of assess value

Jackson County Residents

As a renewal it maintains the existing rate of \$0.13/\$1000 of assess value

	<u>Jackson County</u>	<u>Josephine County</u>
Median RMV	\$423,910	\$385,500
Median AV	\$229,080	\$201,370
Annual Cost to Median Homeowner	\$20.62	\$18.12

RCC November Bond Measure

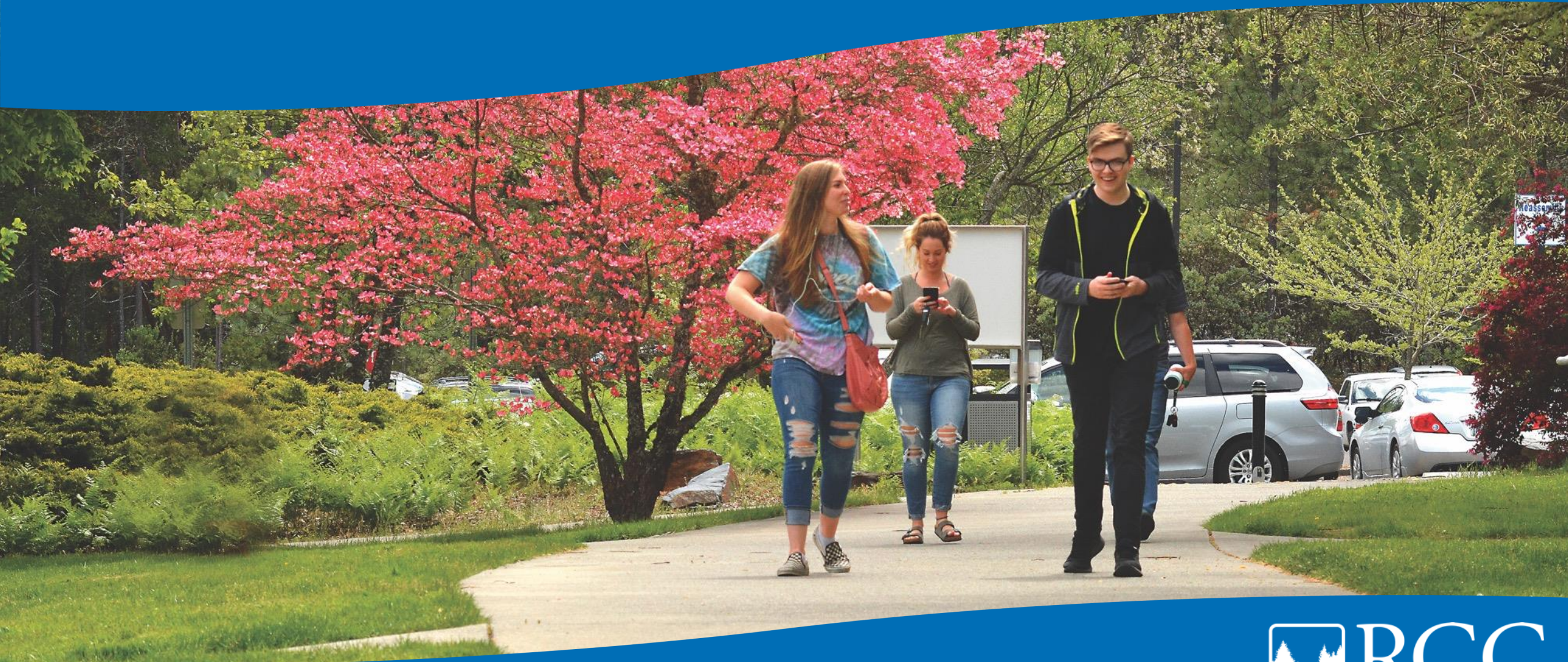
COMING TO THE NOVEMBER 2024 BALLOT
**2024 ROGUE COMMUNITY COLLEGE
PROPOSED BOND MEASURE 17-119**



6 Things to Know About the Proposed Bond

- 1** The proposed Rogue Community College Bond will be on the November 2024 Ballot
- 2** If passed, RCC anticipates receiving \$15 million in matching grants from the state
- 3** If passed, 100% of bond funds would be used locally for all three RCC Campuses
- 4** Expand workforce training programs in fields like automotive, commercial truck driving, pre-nursing, welding, manufacturing and EMT
- 5** Fund upgrading outdated learning environments, classrooms, labs and technology
- 6** Repair and update aging roofs, siding and HVAC systems

All-College Challenge for 2024-25



Fall 2024 College Update