

**Subject: From the President's Desk****Date:** Fri, 6 May 2005 12:12:53 -0700**From:** "Raul Rodriguez" <rrodriguez@deltacollege.edu>**To:** "Campus Wide Announcements" <campusannouncements@sjdccd.cc.ca.us>

Good morning everyone! I am sending this out on campus announcements instead of campus business because of some feedback I received. That is, several people have let me know that they are getting some extra characters in the versions that they are receiving and this is an experiment to see if it comes out any different on campus announcements. There is probably some other cause for the extra characters, but if it persists someone else will have to troubleshoot it.

**Equity Scorecard**

Next week we will be sending a team of Delta faculty and staff to the University of Southern California. They will be attending a training session for a new project called the Equity Scorecard. Delta was invited to participate in this project along with a select group of other community colleges.

The purpose of the project is to first make a concerted effort to analyze college performance data on a number of achievement and outcome measures. The analysis of that data is intended to lead our team, in collaboration with the greater campus community, to develop some best practices for Delta that will improve our performance on the designated measures. We, as a college, will then be able to track our performance on these measures in a scorecard type format. The overarching idea is to close the performance gap between traditional and non-traditional student populations. This work will also provide us with a template and a plan through which to focus our equity efforts across the college.

I am pleased that we will be participating in this project and I want to specifically thank the Academic Senate for their leadership in making contact with the Principal Investigator of this project at the Center for Urban Studies, which led to our invitation to participate.

**Outreach Effort**

Some of you have probably heard that the college has submitted a grant to the Department of Education in Washington, D.C for a Title V grant. We won't hear for some time, probably in the summer, if our grant application was successful or not. Title V is a special federal grant program to assist higher educational institutions that have been designated as Hispanic Serving Institutions or HSIs. To be designated as an HSI a college or university has to have at least 25 percent of their student body be of Hispanic descent. There are some other criteria that have to do with income level and so on, but having 25 percent or better Hispanic enrollment is the main criteria.

Delta College became an HSI last year as we passed the 25 percent threshold for the first time, which made us eligible for the Title V grant (which is slightly less than two million dollars allocated over a five-year period).

However, we are just barely above that threshold at 25.2 percent. While our enrollments overall have been good, they have not been great and I don't want to see us fall back below that 25 percent margin. In addition, the Hispanic population of our region is growing rapidly and is well over thirty percent.

For these reasons, I have been thinking for a while that it is critical that we do some targeted outreach to the Hispanic community. Last month, I executed a year-long special services contract with Paul Gutierrez to lead this outreach effort. Paul and I have set a number of outreach goals that he must achieve in this contract. He will mainly be targeting Hispanic parents with his efforts as the research literature consistently points to Hispanic parents as being a key to improving Hispanic access and success. Paul's contract is flexible in its time requirements as he is to work no less than five days and no more than ten days per month. If you know Paul, you know that he is a talented speaker and that he has many connections in the Hispanic community and education community in general. He also knows Delta College and can speak with authority on our various programs and services. He has already made several speaking engagements and I expect his efforts to be paid for several times over by the new enrollments that he will obtain.

## **Briefs & Kudos**

- The Art Department Spring Ceramic Sale took place yesterday and today and I am sure that it was a resounding success. Although I only bought one piece this time (I'm running out of room), the range of pieces was impressive. There seemed to be something for every price range and taste. Thanks to Joe Mariscal for working with his students to offer this terrific event to our community.
- I also had the pleasure of attending the annual Fashion & Interior Design Exhibit that was held yesterday in Danner Hall. I was duly impressed by the inspiring fashions that were on display along with the many other interesting fashion and interior design exhibits. However, the actual clothing displays were the high point for me and being able to chat with the students who dreamed up these fashion designs was a treat. I admire their creativity and their ability to take simple objects or mundane cloth and turn it into elegant and avant garde fashions that would be worthy of a fashion runway in New York! What a great job by the Fashion and Interior Design students and many kudos to Leslie Asfour for organizing the event.
- Last weekend, approximately 40 ADN students, supervised by Mary Neville, acting ADN director, and Nursing faculty, Gloria Prieto, Julie Kay and Sonia Flanders, participated in the Su Salud Tour of Life Health Fair at the Harney Lane Migrant Camp. The students provided all the blood pressure, weight and height assessments in addition to immunizations and drawing blood for testing on all the clients. Congratulations to the faculty and the students for participating in this vital community activity.
- As you may be aware, some major changes went into effect in state law this past January and these changes are reflected in the new labor contracts regarding benefits coverage for domestic partners. Registered domestic partners, as defined by state family law, are provided benefits the same as married persons. The law also states that with some exceptions (i.e. if one of the persons is over the age of 62), couples of opposite sexes who are

eligible to obtain a marriage license are not considered domestic partners. If you have questions about your benefit coverage in this regard, contact Suzanne Franco in Employee Services, Admin 110.

- We are in the recruitment/selection process for the following full-time faculty positions: Administration of Justice Instructor, Biology Instructor, Chemistry Instructor, Culinary Arts Instructor, Mathematics Instructor, Nursing Instructor (2), and Speech Instructor. Dr. Condon, Kim Myers, and I have been conducting second-level interviews with candidates for faculty positions this week and will be doing so for the next two weeks. These interviews are time consuming and demanding. However, from my view, this is just about the most important task that I have to do as president. Hiring a faculty member is a major investment by the college not just financially, but also in terms of an array of other factors that affect the culture and direction of the organization. Most importantly, hiring a new faculty member is a decision that directly affects our students and for that reason must be done with care. The candidate pools have been pretty strong so far. I think we are developing a fine group of new faculty that will serve us well for many years to come.