

# **Opening Day**


## **All-College Meeting**

*Fall 2024*

Good morning, Los Medanos College!

Welcome to Opening Day, 2024. I'm Pamela Ralston, and I am honored to serve as President of this outstanding college. To those of you who are joining us for your first Opening Day, we're thrilled to have you here. Later in the program, we will be introducing the nine new full-time faculty. We'll also recognize new classified professionals and managers who have joined the college since January.

Welcome to those of you who worked through summer, teaching classes, supporting student enrollment, repairing and sorting out the college to be as welcoming and hospitable as possible. I hope you were able to take some time off during the past few months. For those of you returning after a long break, I hope you had some well-deserved rest and are rejuvenated for a successful fall term.



Program: Fine Arts  
 Class: Color Theory  
 Professor: Eric Sanchez  
 Team: *Stairitory*


Artist: Anna Capperauld

Design Team:

- ❖ Anna Capperauld
- ❖ Ileana Garcia
- ❖ Abby Guardian
- ❖ Viren Ace Cecilio
- ❖ Jonelle Cabale

Installation Team:

- ❖ Brandy Rasmussen
- ❖ Ileana Garcia
- ❖ Blake Amis
- ❖ Sara Maza Sevilla
- ❖ Eric Sanchez
- ❖ Cesar Reyes



***"Love Your Journey" Stair Project***

I hope you've had a chance to see the new art installation, *Stairitory*, in front of the Student Services Center. Borne out of a class assignment in Eric Sanchez's Color Theory course, student artist Anna Capperauld worked with a design team that included Ileana Garcia, Abby Guardian, Viren Ace Cecilio and Jonelle Cabale to create the powerful image of "Love Your Journey." Eric Sanchez led the installation team of Brandy Rasmussen Ileana Garcia, Blake Amis, Sara Maza Sevilla and Cesar Reyes through several too-warm days to bring the image to life with the goal of underscoring the importance of students' journeys, not just "the courses we take, the final grades, nor the degrees and certificates we walk away with. It is the journey and perseverance that defines our character of who we are and who we strive to be. We want to appreciate all of the efforts our students and employees puts forth to build a better community for the future." Please join me in showing Anna and all of the students our appreciation, as well as Eric Sanchez, Cesar Reyes, VP Carlos Montoya and Grounds Guru

Steve Valencia for their efforts to bring student dreams to life.

## **Opening Day** **All-College Meeting**

*Fall 2024*

Over the course of Flex Week, we've been working to enroll, re-enroll, and guide students into fall courses. We've been involved in professional development to help us become better in the classroom, in the services we provide, and in offering the best educational environment for all students. Thank you for being here in person to kick off our fiftieth anniversary and the beginning of what promises to be an amazing year.

As we start the semester, it's important to remind ourselves about good health protocols. Summer has brought an uptick in COVID-19 cases. We are making masks and hand sanitizer readily available for classrooms and offices. Please, take time to look after your own health, and if you're not up to date on a vaccine booster, please think about checking that off your to do list. This is a collective commitment as we see this virus enter an endemic stage.

I hope you were able to spend time reconnecting with colleagues and enjoying the breakfast refreshments. Let's thank the folks who have made today's meeting possible—President's Office Event Maven, Jennifer Adams, and Facilities Anthony Olgin and his team, and the IT team (Rashaad McAlpin, Kenny Purizaga-Orejuela, Alex Suico, Owen Casebeer, Jim Kolthoff, Rod Raumer, Danny Gong, and Carl Chiu). Let's also thank the people who will be here after we break for the rest of our workday. Custodial, facilities and grounds, and IT staff play integral roles in helping us serve students and our community.

During the Fall All-College Meeting, we will reflect on successes of the past year. We will recognize our colleagues who have reached milestones in their years of service within the District and at Los Medanos College. And we will honor people who stepped into new roles and those who join us for the first time. We will also highlight important areas where we will focus our efforts..



# Welcome to Fall 2024!

## Campus Constituency Leaders



Armon Gonzalez  
LMCAS President



Louie Giambattista & Adrianna Simone  
Academic Senate Co-Presidents



BethAnn Stone  
Classified Senate President



Marci Lapriore  
United Faculty Vice President



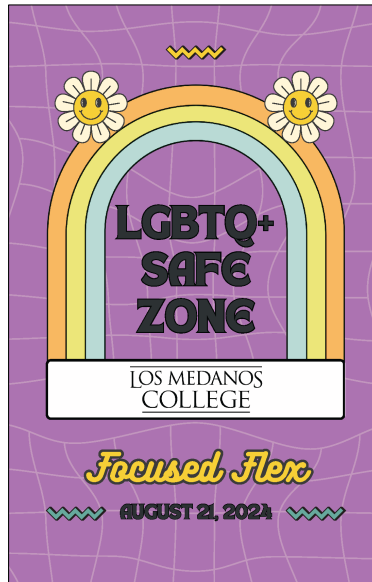
Sandra Mills  
Local 1 Vice President

Now, let's acknowledge the strength of our constituent groups and their leadership. We are fortunate to have such a solid team in place:

- Armon Gonzalez, LMCAS President
- Adrianna Simone and Louie Giambattista, Academic Senate Co-Presidents
- BethAnn Stone, Classified Senate President
- Marci Lapriore, United Faculty Vice President
- and THE Sandra Mills, Local One Vice President.

# **LEARN, ENGAGE, SHARE, INNOVATE!**

There's a lot happening here at LMC. Our collective efforts to be our best selves for students is clearly present in so many efforts. This week's flex Calendar makes that clear. I'd like to acknowledge everyone who worked on planning our Flex activities, presented workshops, and who participated in sessions this week. Your efforts are appreciated.



This year's Focused Flex session was **LGBTQ+ Safe Zone Training @LMC**. The session provided participants with knowledge and practical tools to be effective allies to students in the classroom and across campus. This includes education about the history and diversity of the LGBTQ+ community, providing educational and campus resources such as counseling services, student clubs, community organizations, and ways to report incidents of discrimination or harassment. As a member of the LGBTQ+ community, I want to add my personal appreciation for this learning opportunity. And I was really excited to see so many sessions dedicated to creating an engaging and welcoming community for our students and staff. We look forward to the next sessions in the "**A Long Talk**": **Critical Conversations on how to be an Active Anti-Racist @LMC**: series.



These sessions and more help us prepare for an engaged, thoughtful, and brave academic year. Lawrence Punsalang and Irene Sukhu are leading the way with the Caring Campus Campaign.

## Caring Campus Presents “Care & Coffee”

These workshops are geared for Classified Professionals to build community and provide information about services available to students. The goal is to have departments sign up for 15- to 20-minute time slots the following Fridays to explain their department's role and the services they offer.

**When:** 2:00 p.m. to 3:30 p.m. on Fridays

- September 13<sup>th</sup>
- October 4<sup>th</sup>
- November 8<sup>th</sup>
- December 13<sup>th</sup>

**Where:** CO-200 Student Success Center



**Caring Campus**



Scan here to visit the  
Caring Campus website

And they're taking it up a notch this year by adding workshops for classified professionals to share about services available for students while coming together in community and making connections, and, they'll have coffee and snacks.

## Caring Campus Academy (CCA)

The Caring Campus Academy (CCA) ensures that all Classified Professionals understand the importance of fostering a sense of belonging for students AND understand the ways in which they can help to foster this sense of belonging.

There will be five 1- to 1.5-hour virtual sessions over the course of the Fall semester. Sessions will start in September.

More information to come!



We've committed to expanding the leadership and engagement opportunities with Caring Campus, and classified professionals who are interested can attend the academy. Irene and Lawrence will be sharing more information soon.

## Service Awards

*For your countless contributions to our campus community,  
stellar support for our students, and years of dedicated  
service to our District and LMC...*

**THANK YOU**  
and  
**CONGRATULATIONS!!!**

That's the kind of servingness reinforces how special Los Medanos College is. Let's move on now to recognize the service of members of our college community.



## Service Awards – 10 Years

Bill Bankhead ✱ Sepideh Daroogheha

Nicholas Diaz-Galarza ✱ Nidia Gonzalinajec ✱ Maryanne Hicks

James Madden ✱ Robert Moore ✱ Huong Nguyen

George Olgin ✱ Eva Padilla ✱ Cesar Reyes

Adrianna Simone ✱ Girlie Sison

## ***"FIRST-RATE at 5"***



Bill  
Bankhead



Sepideh  
Daroogheha

## ***"FIRST-RATE at 5"***



Nicholas  
Diaz-Galarza



Nidia  
Gonzalinajec



Maryanne  
Hicks

## ***"FIRST-RATE at 5"***



James  
Madden



Robert  
Moore



Huong  
Nguyen

## ***"FIRST-RATE at 5"***



George  
Olgin



Eva  
Padilla



Cesar  
Reyes

## ***“FIRST-RATE at 5”***



Adrianna  
Simone



Girlie  
Sison

## Service Awards – 10 Years

Mindy Capes ✱ Tamara Carreon

Robert Delgado ✱ Courtney Diputado ✱ Julio Guerrero-Gonzales

Raymond Kendall ✱ Haydee Lindgren ✱ Chris Long

Michelle Mack ✱ Briana McCarthy ✱ Andrew Murphy

Jill Noel ✱ Maria Perrone ✱ Lawrence Punsalang

Melina Rodriguez ✱ Nicole Westbrook



## ***"TALENTED at 10"***



Mindy  
Capes



Tamara  
Carreon

## ***"TALENTED at 10"***



Robert  
Delgado



Courtney  
Diputado



Julio  
Guerrero-Gonzales

## ***"TALENTED at 10"***

(photo not available)



Raymond  
Kendall

(photo not available)



Haydee  
Lindgren



Chris  
Long

## ***"TALENTED at 10"***



Michelle  
Mack



Briana  
McCarthy

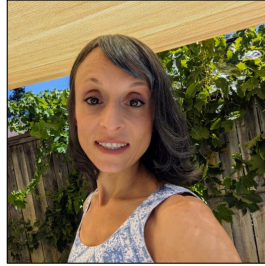


Andrew  
Murphy

## ***"TALENTED at 10"***



Jill  
Noel



Maria  
Perrone

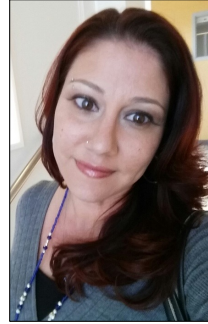


Lawrence  
Punsalang

## ***"TALENTED at 10"***



Melina  
Rodriguez



Nicole  
Westbrook

## Service Awards – 15 Years

William Cruz ✱ Nick Garcia ✱ Mike Grillo

Tammy Oranje ✱ Liana Padilla-Wilson ✱ Ryan Pedersen

Sophia Ramirez ✱ John Schall ✱ Sara Toruno-Conley



## ***"FANTASTIC at 15"***



William  
Cruz



Nick  
Garcia



Mike  
Grillo

## ***"FANTASTIC at 15"***



Tammy  
Oranje



Liana  
Padilla-Wilson



Ryan  
Pedersen

## ***"FANTASTIC at 15"***



Sophia  
Ramirez



John  
Schall



Sara  
Toruno-Conley

## Service Awards – 20 Years

✱ Jeffrey Benford ✱ Angela Fantuzzi ✱

✱ Lisa McFarland ✱ Leticia Webb ✱

## ***"TERRIFIC at 20"***



Jeffrey  
Benford



Angela  
Fantuzzi



Lisa  
McFarland



Leticia  
Webb

## ***"TOP-NOTCH at 25"***



Bob  
Estrada

## ***"TREMENDOUS at 30"***



Letta  
Greene



Jennifer  
Saito



## ***“TRIUMPHANT at 35”***



Janine  
Ornelas



Linda  
Collins

## Employee Recognitions

*To those of you joining our campus community  
or taking on a new role at the College...*

**CONGRATULATIONS**

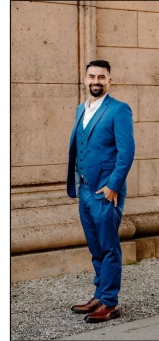
and

**WELCOME TO THE LMC FAMILY!!!**

## Interim/Temporary Roles



Rachel Anicetti  
Dean of Liberal Arts



Robert Delgado  
Director of Student Life & International Students Program

## Interim/Temporary Roles



Michael Simpson  
Program Coordinator – EOPS/CARE



Sheri Woltz  
Senior Administrative Assistant – Office of Instruction

## New Permanent Roles & Assignments at LMC



Rosa Armendáriz  
Senior Dean of Diversity, Equity,  
Inclusion & Belonging



Michael Bransford  
Lead Maintenance Mechanic



Irma Gregory  
Senior Administrative Assistant –  
Office of Student Services

## New Permanent Roles & Assignments at LMC



Melissa Inzunza  
Accountant Analyst



Aprill Nogarr  
Professor of English



Jinpa Tharchin  
Fiscal Services Manager

## New Permanent Roles & Assignments at LMC



Nicole Trager  
Dean of Mathematics & Sciences



Steven Valencia  
Lead Grounds Worker

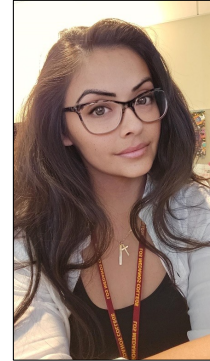
## New Permanent Classified Professionals & Managers



Nicholas Boss  
Reprographics Technician



Marlan Braggs  
Custodian II



Jeanette Espinda  
Financial Aid Assistant I



# New Permanent Classified Professionals & Managers



Nicole Gomes  
Program Coordinator – NextUp



Brittany Hendrix  
Custodian II



Rosario Lujano  
Office Assistant II – Child Study Center

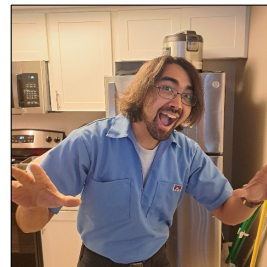
## New Permanent Classified Professionals & Managers



Aracely Martinez  
Program Assistant – EOPS



Adrian Montemayor  
Custodian II



Bruce Myers  
Custodian II

# New Permanent Classified Professionals & Managers



Alan Palmen  
Disabled Students Programs &  
Services Assistant

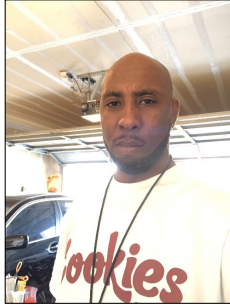


Kristtian Snell  
Custodian II

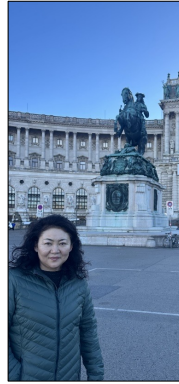


Richard Stanfield  
Program Assistant –  
Outreach & Welcome Services

# New Permanent Classified Professionals & Managers



Wenchale Story  
Custodian II



Tuvshindelger Nanzad  
Science Laboratory Technican



Thomas Wall  
Grounds Worker II

## Newly-Tenured Faculty



Candice Mayo  
Professor of English



Randi Osburn  
Professor of Early Childhood Education



Von Wolf  
Professor of Mathematics

## New Full-Time Faculty



Joseph Bahlman  
Biology Assistant Professor  
(Brentwood)



Tiffany Baiocchi  
Biology Assistant Professor  
(Pittsburg)



Matthew Escajeda  
Mathematics Assistant Professor

## New Full-Time Faculty



Nicholas Gale  
Automotive Technology Assistant Professor



Phoebe Keesey  
Counselor (NextUp)



Yollotl Lopez  
English Assistant Professor (Puente)

## New Full-Time Faculty



Alexa Moore  
Early Childhood Education  
Assistant Professor



Nicholas Nabas  
Humanities & Art History  
Assistant Professor



Nico Peck  
English Assistant Professor  
(Brentwood)





Thank you for celebrating our colleagues! LMC is built on the good foundations with faculty and staff who have made their careers at our institution, and we are continually inspired by the potential of new colleagues as they start their LMC journeys.

As we start this new semester and this fresh academic year, I hope you have the sense of “back-to-school” that I have—new shoes, sharp pencils, big ideas, and a lot of promise. Hold that feeling close as we contend with ongoing uncertainty about the pace of change, the economy, the political landscape, and the state of higher education. What we do matters, and it matters when budgets are tight, when politics are fierce, and when Covid roars back at us. Your stamina, your grit, and your ability to innovate have helped us navigate dark waters, and I can’t wait to see what we can accomplish this year, with a better wind behind us and smoother seas on the horizon.

And what better way to celebrate resilience than helping with Welcome Week? Please connect with Robert Delgado or Lindsay Litowitz to support Student Life’s “Welcome Week” activities, and with Letta Greene to sign up for the Welcome Stations or

Wayfinding Stations organized by the Student Success Center.

## California, District, and College Budget Update

I'd like to bring you up to date regarding the budget situation. This year's budget process at the state level was hampered by late tax returns because of last winter's emergency conditions. By the time the May Revise process occurred, the state's understanding of shortfalls was fully clear. The legislature and Governor worked with advocates to create the friendliest K-14 budget given the challenges revenue receipts and forecast. If you're a budget or policy wonk, you can review the work the state assembly and senate did to reconcile their budgets with the governor's proposed budget, which came together as the 2024 Budget Act that addresses the total state expenditures of \$298 billion.

## The 2024 California Budget Act

- Provides \$298 billion across the state
- Reflects lower revenues and budget deficits
- Is an overall 4.2% decrease from 2023-24
- Includes multi-year budget deficits: \$45 billion in 2024-25 and \$30 billion in 2025-26
- Targets 10,000 state positions for elimination
- Nearly all state departments, including the California Community College Chancellor's Office operations, reduced by 7.95%

The Budget Act includes an overall 4.2% decrease from 2023-24. This effort to reconcile lower revenues to expenditures created multi-year budget deficits for the State of California:

- \$45 billion in 2024-25
- \$30 billion in 2025-26

Across state agencies, the budget eliminates 10,000 state positions, and includes 7.95% reduction for nearly all state departments including the California Community College Chancellor's Office operations.

## The Good News

**The 2024-25 state budget includes NO major core reductions to community college programs or services by using reserves and operational savings.**

The enacted budget includes including \$100 million for Cost-of-Living Adjustment (COLA) of 1.07% and some categorical programs.

One-time funding includes:

- \$18 million to support the system's Vision 2023 priorities
- \$10 million to support the second year of the LGBTQ+ Pilot Program
- \$20 million enhancement to financial aid administration
- Funds to expand nursing are earmarked to be funded from the Strong Workforce Program

However, the 2024-25 state budget includes **NO** major core reductions to community college programs or services by utilizing reserves and operational savings.

And here in the District and at LMC, our enrollment continues to rebound (more on that in a bit). And, as you know, enrollment is not only our mission, it's also what provides us the revenue we need to run the college and teach our courses.

## How Enrollment Drives the Budget

2023-24 District Target: 28,668 Full-Time Equivalent Students

Target for LMC : 7,951 (8,051 with Sheriff Academy FTES)

Actual Total FTES: **6,918** (87% of target)

LMC FTES: 26.78% of District total

Our District target for enrollment is 28,668 Full-time Equivalent Students. And our target locally remains 7,951 (or 8,051 if we include the students we teach in the Sheriff's Academy). In 2023-2024, we had a total of **6,918** FTES or 87% of target. Our FTES comprises 26.78% of the District's total.

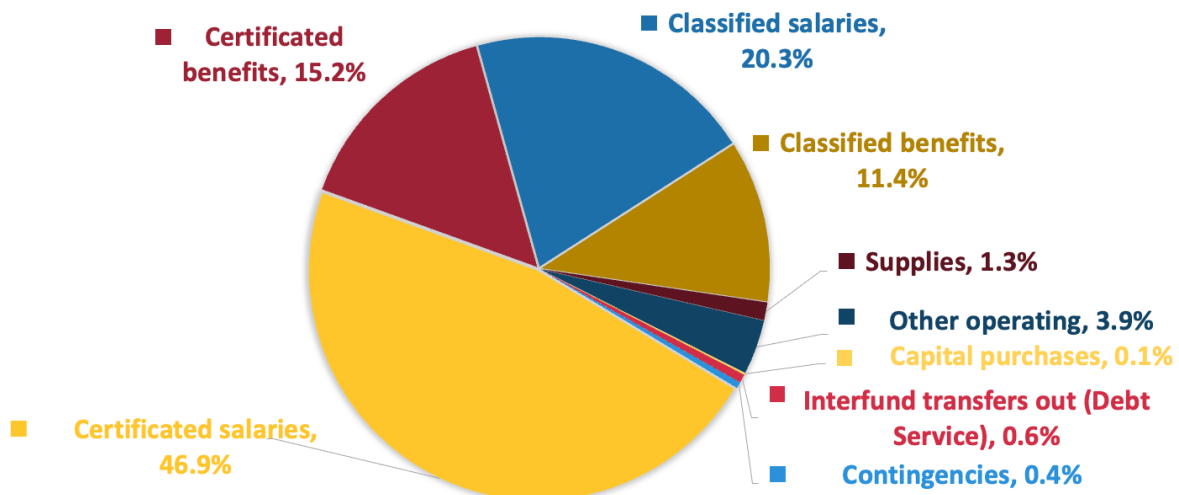
2024-25 Budget Allocation: \$54,560,195

- 0.54% increase in total revenue over last year
- Salary (step and column) and Benefit cost increases funded with the 2024-25 COLA (1.07% increase)
- Adoption Budget structural deficit (- **\$234,967**)

LMC's 2024-25 Budget Allocation is \$54,560,195. That is a .54% increase in total revenue over last year's budget. That budget includes our salary improvements and the increased cost of our benefits, which are financed in part with the very small 1.07% Cost of living increase we were fortunate to receive.

Our draft Adoption Budget currently includes a Structural Deficit of \$234,967.00, which means that we've built a budget that is currently larger than our predicted income. We finance that gap with one-time funds that went unspent from the last year, but we need to continue increase our revenue so that we can use unspent one-time dollars in new ways rather than filling a gap.

## 2024-25 LMC Adoption Budget, 11-01



Most of our budget is dedicated to Salaries and Benefits, coming to almost 94% of our planned expenditures in the Adoption Budget 2024-25.

In sum, that's a long-winded explanation to say, the sky isn't falling on our budget, and with continued good work, we can even address that structural deficit by next year.

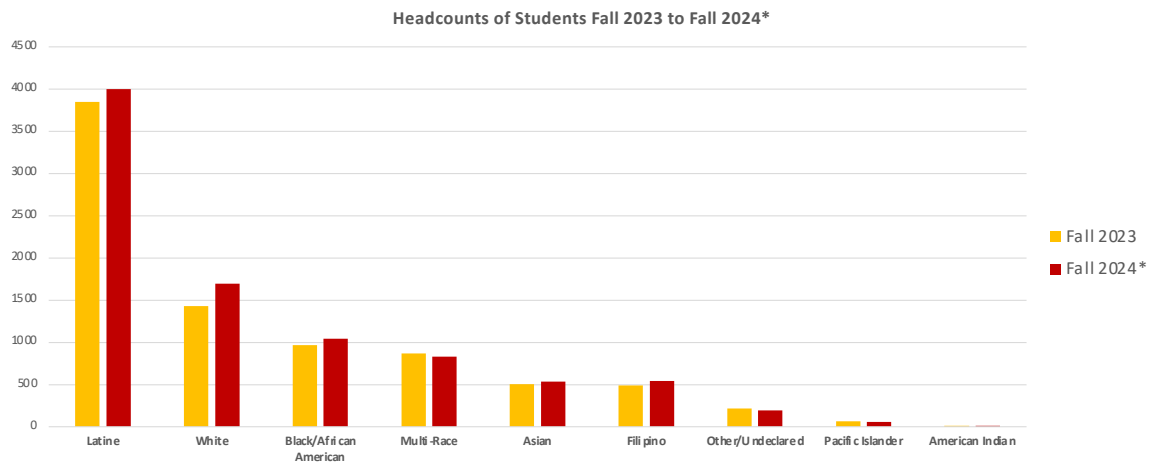
Now, part of what has helped us stabilize our local and district budgets even in the face of a challenging state budget is our very good work to grow our student enrollment. As we planned last year, we focused on increasing equitable, proactive enrollment, and inclusive academic achievement.



## How Did We Fare in 2023-24?

Site	Resident FTES (Credit + Noncredit)					% Change	
	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	Since 22-23 (G/F)	Since 19-20 (G/C)
CCC	4,997.32	3,925.93	3,925.95	4,164.74	4,513.65	8.4%	-9.7%
DVC	14,596.45	13,776.77	12,942.59	11,814.48	12,591.38	6.6%	-13.7%
LMC	7,604.27	6,831.59	6,631.65	5,914.04	6,918.46	17.0%	-9.0%
Districtwide	27,198.04	24,534.29	23,500.19	21,893.26	24,023.49	9.7%	-11.7%

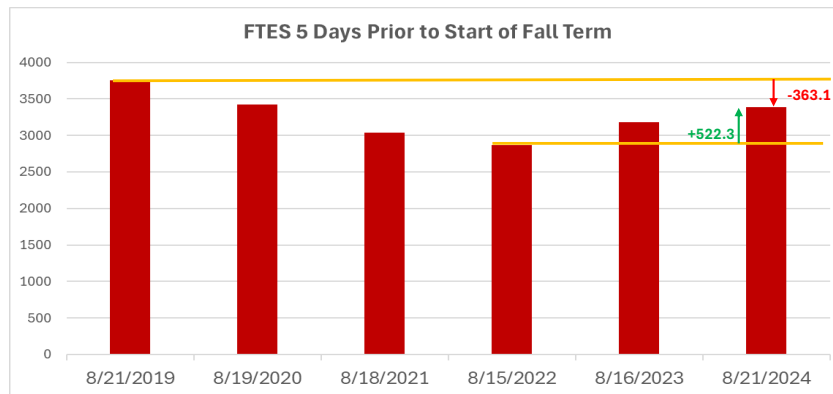
What you can see here in this slide, is our strong improvement year over year. This data comes from the 320 report we submit to the Chancellor's Office and is part of what constitutes our funding. The good news? We were up by 17% last year in contrast to the year before. Now, we were still down from our high in 2019-2020, but you can see that we're coming back and coming back strong.



\* Note that these are headcounts as of 8.21.24; These numbers will likely increase prior to census day.

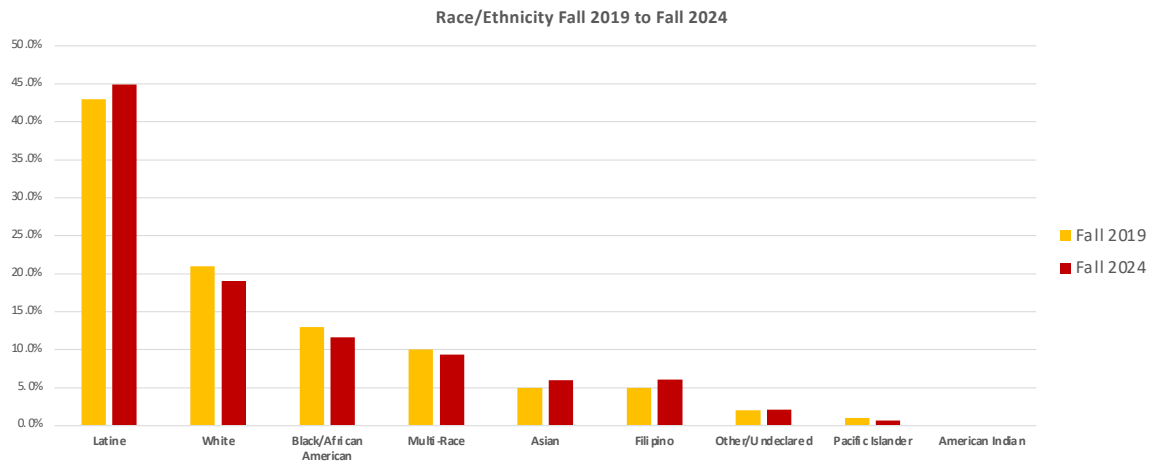
So, overall, we grew last year, and we're growing this year. So, how did that growth play out across different races and ethnicities? As you can see here, we improved with Latine, white, Black and African American and Asian and Filipino students. We've dipped with students who identify as indigenous, multi-racial and who chose not to disclose. Our number of Pacific Islander students is relatively the same.

# Historic Enrollment Trend



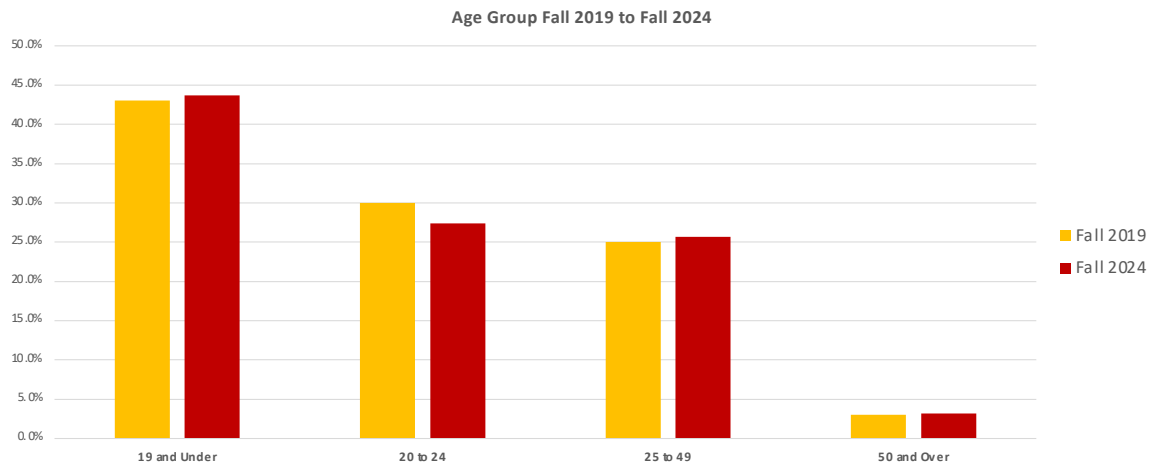
When we look across fall terms since 2019, we are up 522 FTES since our 2022 low. We are still down 363 from our 2019 high, but we're closing in on that gap.

## Historic Race/Ethnicity Trends



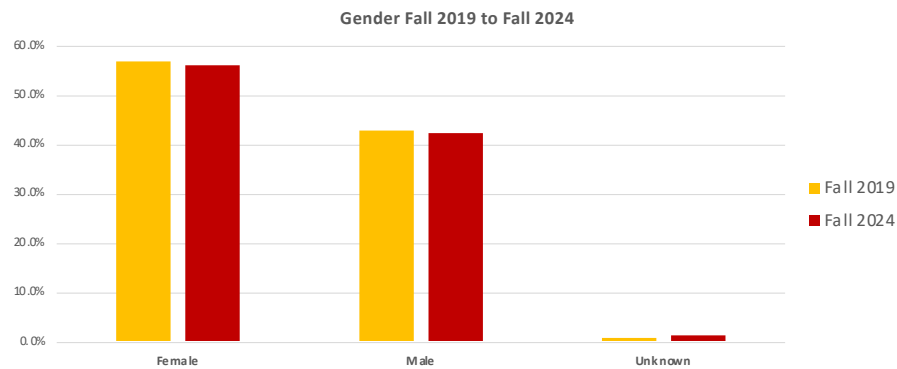
Since 2019, Our Asian and Latine proportion of our population has increased, while White and African American proportion of population has decreased. This might appear to be a small change, just a couple % points for each, but the changes are not insignificant or random. These data continue to reveal where we should focus our attention.

## Changing Age Demographics



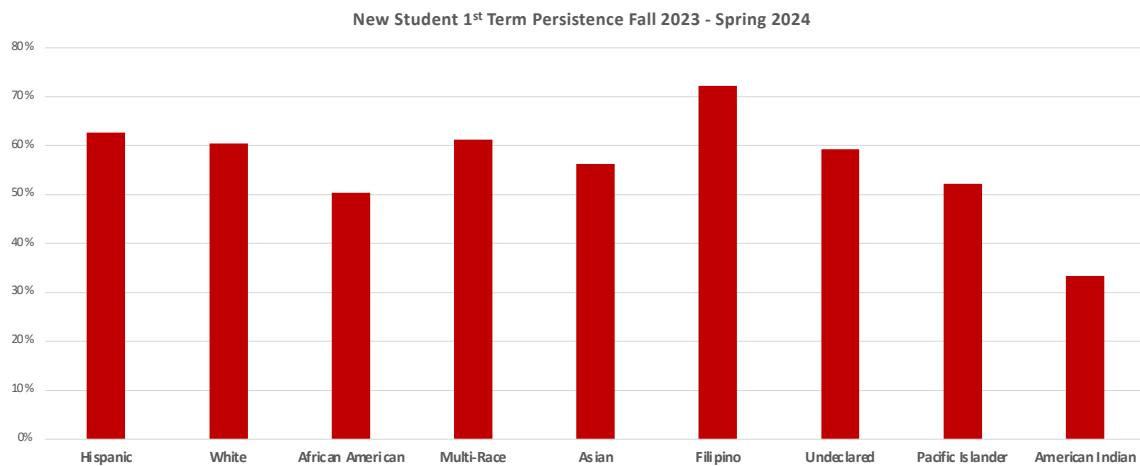
Since 2019, we have become younger AND older (I keep trying for that outcome personally...). And we have had a significant decrease in students 20-24.

## Some Changes in Gender Identity



In terms of the gender of our students, we've remained stable with students who identify as male and female, and our students continue to be disproportionately female-identifying. Over the last 5 years, more students have selected a non-binary gender identity.

## Persistence Challenge: Race/Ethnicity



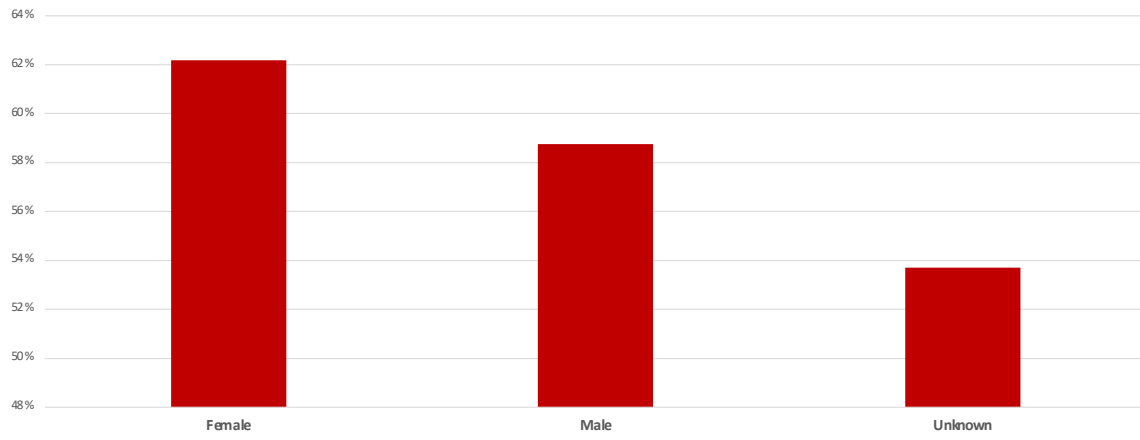
One way to improve enrollment is marketing and recruitment efforts. BUT another way we improve enrollments is through improving persistence! Persistence is when students successfully complete one semester and then return for the next semester.

Let's look at persistence for new students from Fall 2023 to Spring 2024. How did we do with persistence looking at race, gender and age?

After looking at that information, we can likely agree that we need to up our focus on persistence, and we need have different strategies for some of our student populations (that's the definition of equity, right?). Our Student Equity and Achievement Plan details how we can focus on improving the college to support 20 to 24 year olds, men, and African American and Black students, and that we should make certain that we see the intersection of those identities. If we plan something new, let's consider, how will this effort support Black men and other men of color in their early 20s?

## Persistence Challenge: Gender Identity

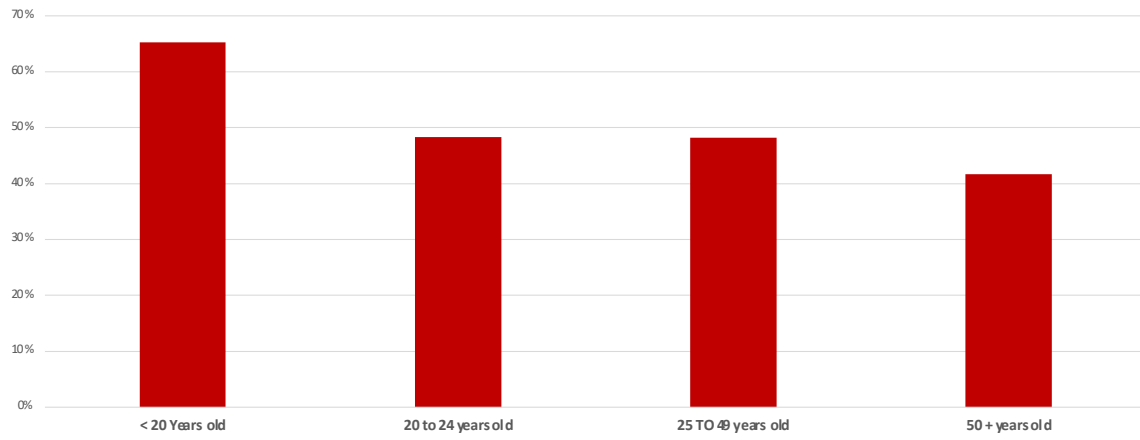
New Student 1<sup>st</sup> Term Persistence Fall 2023 - Spring 2024





# Persistence Challenge: Age

New Student 1<sup>st</sup> Term Persistence Fall 2023 - Spring 2024



## Our Mission

Los Medanos College provides our community with equitable access to educational opportunities and support services that empower students to achieve their academic and career goals in a diverse and inclusive learning environment.

Increasing equitable, proactive enrollment, and inclusive academic achievement – are highlighted through the 2020-2025 Educational Plan and the 2022-2025 Student Equity and Achievement Plan. They are also foregrounded in our Strategic Enrollment Planning and our LMC Pathways efforts. And as you know, those two outcomes are the core of our mission.

## Focused Priorities for 2024-25



1. Strengthen and support effective, cross-constituent leadership to foster an anti-racist, collaborative, productive, and engaging place to learn and work.

(EMP Goal #1)



2. Improve access to financial, enrollment, and academic support, and enhance social connection for students

(EMP Goal #2)



3. Increase "Early College" offerings and enrollment

(EMP Goal #3)



4. Increase student completion of courses, certificates, and degrees

(EMP Goal #4)



5. Strengthen institutional effectiveness and streamline operational processes

(EMP Goal #5)

Our planning calendar had us set up to develop a new Educational Plan this year, but we're going to do that work starting next fall in order to align our planning cycle with the District Office. This year, we will work to close out the 2020-2025 EMP, focusing on 5 key priorities borne out of that Plan.

## Focused Priorities for 2024-25



1. Strengthen and support effective, cross-constituent leadership to foster an anti-racist, collaborative, productive, and engaging place to learn and work.

(EMP Goal #1)

Our first priority is the environment in which we work, in order that we are our best selves in the best college we can create for our students. This year, we will deepen our commitment to anti-racist learning and the dismantling of barriers and constraints that become engrained in policies, procedures, and habits. There are plans in place for meaningful learning about ourselves, one another, and the ways in which we can create a more equitable and inclusive environment by educating and empowering ourselves to act against racism in all its forms.

# A LONG TALK

ABOUT THE UNCOMFORTABLE TRUTH



Equity & Inclusion  
at LOS MEDANOS COLLEGE

## How it works



- 1. Pre-work**  
Relearning American History – Multi-media resources are provided for reading, watching, listening and digesting before conversations
- 2. Live Conversations**  
A Long Talk series will be hosted in person and virtually (see schedule for details)
- 3. Continued Actions**  
Opportunities for sustained engagement within the network

In collaboration with Caring Campus, Classified Senate, IDEA Committee, & Office of the President, with support from the 4CD Culturally Competent Faculty Fund.

### Second Workshop

❖ Friday, September 6 – 10:00 a.m. to 12:00 p.m.

### Third (Final) Workshop

❖ Friday, September 20 – 10:00 a.m. to 2:00 p.m.

LOS MEDANOS  
COLLEGE



Yesterday, for example, LMC kicked off the first segment of a Long Talk about the Uncomfortable Truth. This activation initiative grew out of a Faculty Nexus group project. Let's thanks Anthony Blakely, Katie Berryhill, and Max Trujillo for bringing this initiative to LMC, and for making the opportunity welcoming, vulnerable, and hopeful. If you missed the first opportunity because of schedule conflicts, please reach out to Tony, Katie, and Max, who can help you attend a make-up session. And there are two follow up sessions where the work will go further.

**Music, Diversity, and Social Change**

An interactive workshop intended to increase cultural competency, team building, and embrace diversity.

**Dr. Carmen McNeil, Professor of Psychology, DVC**

This 3-hour workshop is open to all 4CD employees, and includes a gourmet lunch/dinner catered by local chefs showcasing diverse local cuisines and includes physical/tactile, visual, social, auditory, and verbal activities.

Participants will:

- Connect with their own diverse identities and recognize the diversity of identities in each other;
- Become aware of their relationship to power and privilege and ways people experience advantages and disadvantages in our society;
- Allow music to help acknowledge what they're thinking and feeling;

Contra Costa  
Community  
College District  
*pathways to success*

75  
YEARS  
OF  
EDUCATION



CONTRA COSTA  
COLLEGE  
DVC  
DIABLO VALLEY COLLEGE  
LOS MEDANOS  
COLLEGE

❖ Friday, September 20 – 10:00 a.m. to 1:00 p.m. at DVC

- 12:00 – 1:00 p.m. Lunch

❖ Friday, October 4 – 10:00 a.m. to 1:00 p.m. at CCC

- 12:00 – 1:00 p.m. Lunch

❖ Thursday, October 10 – 3:00 p.m. to 6:00 p.m. at LMC

- 5:00 – 6:00 p.m. Dinner

❖ Thursday, October 17 – 3:00 p.m. to 6:00 p.m. at DVC

- 5:00 – 6:00 p.m. Dinner

❖ Friday, October 18 – 10:00 a.m. to 1:00 p.m. at LMC

- 12:00 – 1:00 p.m. Lunch

❖ Friday, November 1 – 10:00 a.m. to 1:00 p.m. at CCC

- 12:00 – 1:00 p.m. Lunch

We're looking forward as well to a district-wide opportunity. 4CD is hosting 6 opportunities to participate in Harmonizing Perspectives: Music, Diversity, and Social Change with Dr. Carmen McNeil from DVC. This 3-hour workshop is open to all 4CD employees and includes a gourmet lunch/dinner catered by local chefs showcasing diverse local cuisines and includes physical/tactile, visual, social, auditory, and verbal activities. I hope you can make one of the two sessions offered here at LMC.

- ❖ BHM365
- ❖ Black Student Success Initiative
- ❖ Dreamers Alliance
- ❖ PRIDE365
- ❖ Asian American Native Hawaiian Pacific Islander (AANHPI) Grant
- ❖ Planning Heritage & Identity Month programming

This summer LMC sent a delegation to the NCORE conference, including 5 students. People came back with ideas for programming, speakers, curriculum development, promoting student leadership, and ways to include the arts in our campus community...and how to include the Aloha Spirit in our way of being!

In addition, to these there are many ways to get involved in diversity, equity, inclusion, and belonging:

- BHM365 -- Black History Month 365 days a year
- Black Student Success Initiative – deepening our focus on the goals of our Equity Plan
- Dreamers Alliance
- PRIDE365
- Asian American Native Hawaiian Pacific Islander (AANHPI) Grant – we are in the second year of implementation. Partnering with APIDA.
- Planning Heritage & Identity Month programming

- ❖ Learning about what it means to be a serving institution and planning for Hispanic Serving Institutions (HSI) grant
- ❖ Focusing on welcoming and supporting our new employees through Classified Professional Nexus, Faculty Nexus, and Manager onboarding

Like our students, we all benefit from good onboarding, support in navigating the college, mentorship, and opportunities to collaborate for making the best of our time at LMC. Opportunities for professional growth are critical to our personal and college success. We're continuing the Faculty and Classified Nexus programs, Pedagogy Innovation Project work, and tons of discipline-specific learning opportunities.

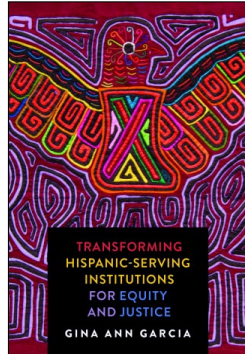
Additionally, we're developing a Nexus program for new managers, as well as cool opportunities for seasoned managers and supervisors to support smoother processes, opportunities for leadership engagement, and increased job enjoyment.



## LMC Book Club

➤ Hosted by PDAC, in partnership with the LMC Library

Fall 2024:  
Kick-off week of September 9<sup>th</sup>  
for National HSI Week



Spring 2025:  
Kick-off in November 2024



Things to look forward to this year for Professional Development:

- Learning about what it means to be a *serving* institution and planning for Hispanic Serving Institutions grant
- Focus on welcoming and supporting our new employees through Classified Professional Nexus and Faculty Nexus
- And the fabulous Book Club – continues this Fall 2024 ... email with details coming



This fall, we will continue our efforts to maximize engagement in our committee work and governance. Our task group from last year provided their report and recommendations to the Shared Governance Committee, and several of their ideas were approved to initiate at the beginning of this term. Several other of their big ideas need to be shared widely as we continue to design our approach to simplify our committee structure, bring more voices to the discussions, and ensure that we uphold the value that people who have a stake in the outcome, should play a role in the process. We will be opening this work up again this fall, so if you are interested, please connect with your constituent group leaders to let them know you'd like to help. You'll learn more about this at the Shared Governance Council next week.

Los Medanos College is re-emerging as a community of engagement. How you experience your work, your working environment, our procedures, and practices, all impact your sense of engagement. We'd like to start this year off with a quick survey to check in with you, which I'll be sending out with more explanation via email.

We also will be gathering insights and data from students about their experiences at LMC. We will be administering the SENSE survey this fall and the CCSSE in the spring. The SENSE survey asks students who are coming to LMC for the first time about their experiences as new students. The survey highlights some best practices, such as Faculty openly and overtly expressing their desire for their students to succeed and Faculty assigning work early, collecting it, and following up with students who do not complete the first assignments or miss class sessions early in the term.

The CCSSE survey engages students continuing at the colleges and focuses on best classroom engagement, such as Faculty challenging students academically to be their best learning selves and Faculty engaging in activities that require students to think critically about complex problems or contexts, as well as college inclusion strategies like providing academic support for students outside of the classroom provides support to cope with non-academic responsibilities and needs (financial aid, meeting basic needs, work, family, mental health, etc.)

We will be able to use this information to continue to remove barriers and address challenges for students, increase their sense of belonging and inclusion, and support their abilities to succeed in each semester and persist to the next. Which will help as we focus on our second priority:

## Focused Priorities for 2024-25

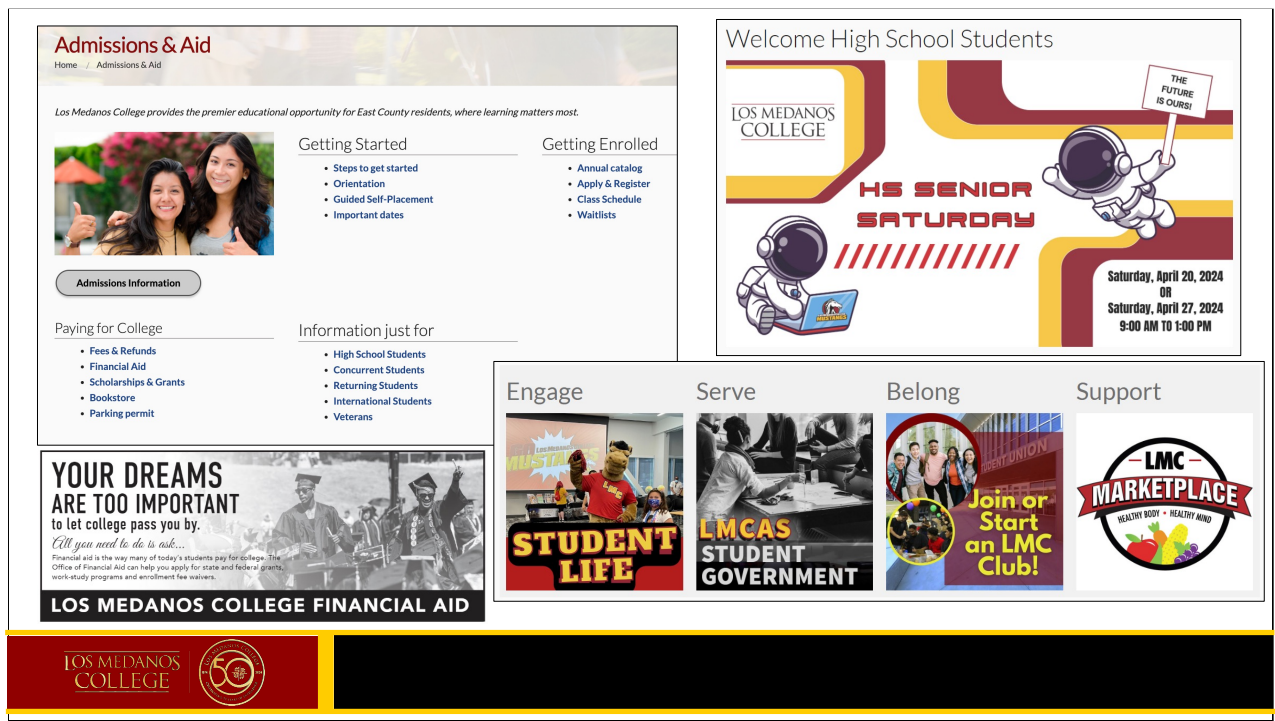


2. Improve access to financial, enrollment, and academic support, and enhance social connection for students

(EMP Goal #2)

As we heard, the state budget allocation increased funding for Financial Aid administration, increased funding for LGBTQ+ student support, and continued funding for key programs that serve to create academic and social connections for students. Here at LMC, we will be moving further into efforts we know support students, going deeper on projects we initiated last year, and adding other activities to provide students with not only the support they need, but also making it simpler for them to learn about and access those supports.

Classified professionals, faculty and managers in Student services are taking the lead in finding ways to not only enroll students into their classes effectively, but also working to ensure that students have what they need outside the classroom to have meaningful and helpful connections and resources to have their best possible experience of the college. Our LMC Pathways work continues this year with improved ways of communicating with students—in person, online and via Target X, our new communications platform that supports recruitment, enrollment, and persistence.



Over the past three years, we’ve added back some old-school touch points. The use of calling campaigns with the Black Student Success Initiative, Student Success Center, EOPS, and Financial Aid, among others, has helped increase engagement and connection for students. The Student Success coaches are making an in person and online community for students that helps students feel comfortable asking for help because they’re connected.



### 3. Increase “Early College” offerings and enrollment

(EMP Goal #3)

In our district, Los Medanos has been a leader in working with our 9 high school partners to offer early opportunities for students to access higher learning before they even graduate from high school. Thanks to Kelly Green, Nicole Almassey, Dave Belman, articulation counselor Nila Adina and the academic deans, we have improved our offerings for dual enrollment. Thanks also to the faculty who teach these courses and to the department chairs who mentor them and help staff the sections.

## Early College Credit

Get a jump start on your college education




Home / Early College Credit / Welcome High School Students


### Welcome to Los Medanos Early College Credit!

#### Early College Credit (ECC) at LMC

are designed to offer you, the high school student, educational choices to guide and support your goals AND lead you to the career & educational success where **THE FUTURE IS OURS!** We partner with you by offering **3 different ways** for students to earn college credit **FOR FREE** while still in high school!

- **DUAL ENROLLMENT** Taking specific LMC courses offered as part of my high school day
- **CONCURRENT ENROLLMENT** Taking LMC courses not offered at my high school, outside of my high school day
- **ARTICULATION** Taking "college level" high school classes connected with LMC for college credit





Over the next three years, we will deepen our partnership with Unified School Districts to enhance dual enrollment, including middle school outreach to help young people across East County to see themselves as LMC bound and college capable. We will be developing degree pathways in addition to the Early Childhood Education degree we offer at Pittsburg High School, to help students save time, money, and resources as they jump start their college or professional careers. This early outreach is particularly powerful for students of color, and even more important for young men of color, and programs like My Brothers' Keeper and Brothers of Excellence, learning communities like Umoja, Honors, and Puente, and student clubs like Firme, and the whole of Student Life and leadership help those

incoming students see themselves and their success in LMC.



4. Increase student completion of courses, certificates, and degrees

(EMP Goal #4)

Commencement was awesome this year, and we know it will be again in May. We also know how difficult it is for students to get there. We often talk about momentum points, those hurdles that students get over on their way to the finish line—successful enrollment, getting oriented, succeeding in the first term, re-enrolling in the second, and so on. We lose students at each point along their trajectory. We have research that identifies best practices to stop the loss. Consistently those studies tell us the same things repeatedly: engaged students persist. Students who know people on campus who help, persist. Students who struggle and rebound, complete.







### 5. Strengthen institutional effectiveness and streamline operational processes

(EMP Goal #5)

Students aren't the only people who experience hurdles at LMC. Our fifth priority focuses thinking critically about how effective we are as a college—and pushes us to find the hurdles and remove them.

Being an effective institution means meeting and exceeding the standards for excellent colleges. After a collaborative writing process, our accreditation mid-term report was reviewed and approved by all our constituent bodies and has been forwarded to the District Governing Board for approval at their next meeting.

And now we jump into the next phase of our accreditation cycle that kicks-off on September 9<sup>th</sup> from 2 – 5 pm with an all-college training here in the Student Union with leaders from our accrediting body, ACCJC. We will learn more about the new 2024 accreditation standards and explore how they can help us be the best version of ourselves as we serve our students. Everyone is welcome and encouraged to attend.

# ACCJC

Outcomes | Innovation | Improvement

ACCREDITING COMMISSION FOR  
COMMUNITY AND JUNIOR COLLEGES

Accreditation Standards

June 2024

## All-College Training

**Monday, September 9, from 2:00 p.m. to 5:00 p.m.**

**Student Union Conference Center**

I'm excited about the new 2024 standards, because they are designed to connect our practices and policies more directly and transparently to our student learning and achievement outcomes. This helps ensure that how we operate and function as a college is directly in support of our college mission. Over this next academic year, our Academic, Classified, and Student Senate Presidents along with our Accreditation Liaison Officer will jointly host learning opportunities about this effort.

We look forward to you joining us on September 9th, embracing your individual roles as accreditation experts, and proudly wearing our new "Ask Me About Accreditation" buttons as we prepare our next Institutional Self-Evaluation Report for December 2026 submission.

Alongside and informed by our accreditation self-study, we will be gearing up for drafting a new Educational Strategic Plan that will help us map the direction we want to take to become the best college we envision six years from now.

# Opening Day

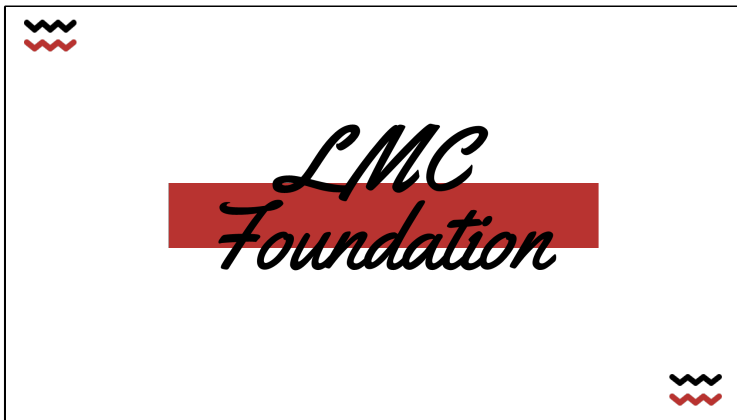
## All-College Meeting

*Fall 2024*

We will also work to increase our revenue to serve students more effectively. We will develop understanding of the Student-Centered Funding Formula model to secure resources to enhance student access, success, and equity in recruitment, support, retention, and completion. We will strengthen enrollment management efforts and strategic scheduling. And we will pursue relevant grant and eternal funding opportunities, such as a Hispanic Serving Institution grant to improve student achievement.

And in more finite ways, we are working to assess and plan for changes to how we do work. It's less exciting in an Opening Day presentation, but we have a number of cumbersome processes that slow us down and frustrate our efforts to serve students and colleagues. We will be isolating those and fixing them, removing hurdles that impact us as employees as well as our students. Our Guided Pathways approach requires that we simplify the path for

students; our paths need to be simple, too.



## HOSTS

Helping Our Students To Succeed!

FACULTY OR STAFF REFERRAL	ONE-TIME GRANT UP TO \$500	CURRENTLY ENROLLED IN AT LEAST 6 UNITS	MINIMUM G.P.A. 2.0
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**\$50 once**  
**\$50 a month**  
**\$50 times 100**  
**\$50 times 1,000**



**inSite/Home/HR-Payroll/Foundation Payroll Deduction Form**

