

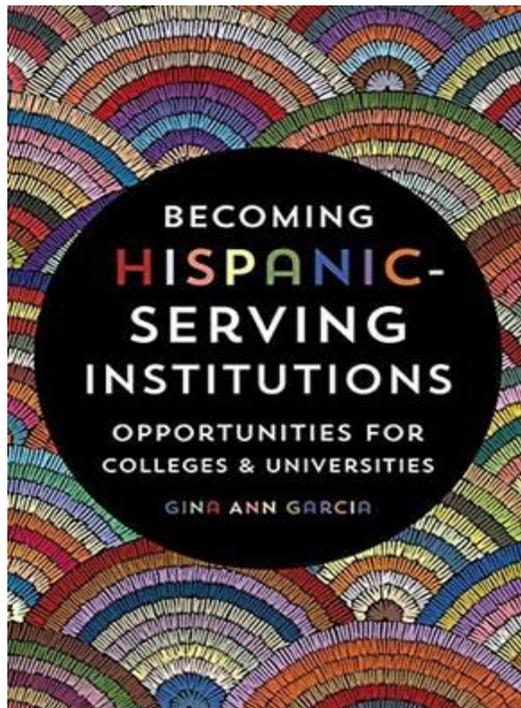


President's Report: Dr. Michele Haney

December 2022/January 2023

Transform the student experience.

- The Student Affairs Division is in high gear with new student orientations and Reg on the Rocks events. We had Reg on the Rocks every day during our first week. Our last Reg in the Rocks is was Monday, January 17. All of our departments are very busy helping students apply and enroll for spring semester classes. Admissions Counselors and Academic and Financial Aid Advisors will be available to help students register for Spring. Students can book a time at: <https://outlook.office365.com/owa/calendar/RegontheRocks1@cccs.onmicrosoft.com/bookings/> or stop by the Admission Desk for more information. Flyers are around campus with more information too.



Each semester we choose a book around a diversity, equity, and/or inclusion topic and offer opportunities to discuss the content together as we work to better serve our students. This semester, we will be reading *Becoming Hispanic-Serving Institutions: Opportunities for Colleges and Universities* by Gina Ann Garcia. We hope to explore how to best SERVE our Hispanic/Latino/Latinx students – the most important part of becoming an HSI (Hispanic Serving Institution). In-person discussions will cover 1-2 chapters each week, and will take place on the Lakewood Campus from 2:00 – 3:00 pm on the following dates: *February 15; February 22; March 1; March 8; March 15*



PTK INITIATION

RRCC celebrated an initiation of the newest members into the honors society PTK. **Phi Theta Kappa** is the International Honor Society of the two-year college with over 1200 chapters worldwide. Membership is open only to students who meet the eligibility requirements. Our chapter, Alpha Kappa Sigma, plans activities throughout the year based on the

society Hallmarks of Scholarship, Service, leadership, and Fellowship.

- **RRCC Held Vigil Honoring the Victims of the Club Q Tragedy**

Allies to the community were invited show their support during a vigil to honor the victims of the Club Q tragedy and to stop in the Hub main area on the Lakewood Campus to write letters and make cards for our LGBTQIA+ students, which were later displayed in the Center.

Transform our own workforce experience



RRCC ORGANIZES FOOD PANTRY TO HELP STUDENTS

they serve after learning that hundreds need help making ends meet. The pantry is not need-based. About half of all Colorado Community College students enrolled last year say they experienced trouble finding

housing and more than a third of students needed food. "It provides food for me when I need it, sometimes," said RRCC student Sophie Michils. "Snacks... sometimes I'm here and hungry and I come and get a snack, a little bar or something. It's very beneficial." "We're really also trying to combine this with holistic student wellness. We're trying to also have community resources we can offer here so when we do see students when we do get face-to-face, that's the great thing about student life, we get face-to-face interaction. And when our student pantry employees here, when they make that relationship with a student, when they realize that that student may be facing housing or food insecurities, we have a list of resources we can help them with and we ensure... again, this is trying to reduce the stigma or using a pantry," said Mika Matzen, Red Rocks Community College Student Project Center Coordinator. The school has set up academic alert systems that flag when students are struggling in class, which could be a possible sign of a food or housing need. Red Rocks Community College said eventually it hopes to expand these food services to faculty and staff.



TREFNY HONORS RESEARCH AND INNOVATION EXPO

The Trefny Honors Research and Innovation Expo is intended for students and faculty to showcase class projects, research papers, and student work to the campus community. The RRCC community was given the opportunity to engage with the students to learn about their projects. The Honors Program at RRCC provides exceptional learning opportunities through interdisciplinary education and problem-solving experiences for a community of scholars to prepare them to be leaders in a global community.



(Left to right)
Michael McLoughlin,
Sean Moran,
Dave Nielsen,
Sean Cherrington,
Cassandra Cevering,
and Antonio Torres

- **FUTURE OF WORK FORCE ACADEMY WINS FIRST PLACE**

The Innovation Incubator is an opportunity for students to showcase their critical thinking and insights, developing ideas and solutions to real world business issues relating to sustainability and social impact. The Incubator sets up challenges in topics that have been designed especially for Future of Work Academy participants. These tasks test the skills students have gained during the Symposium with knowledge and experiences they've built in their studies. The RRCC cyber security team took first place in the competition. In addition, all FOWA students were able to load their resumes and will have a better chance to enter HP's workforce.

Create education without barriers through transformational partnerships.



EC-Council recognizes this institution as an authorized EC-Council Academia Partner network is the premier partnership for delivering high-quality, authorized EC-Council Cybersecurity related academic courses -RED ROCKS COMMUNITY COLLEGE!

- RRCC is moving forward in our Moon Shot for Equity partnership with EAB. This five-year process is intended to close equity gaps at the college. We have so far completed all diagnostics, identified the practices we'll be addressing in year one, and identified team leads to launch this critical work.
- RRCC/RMEC is deepening their relationship with the Colorado Department of Corrections. Their workforce challenge has pushed many teachers into guard duty and support. So, in response, we are working with CDOC to launch a train-the-trainer model for inmates with an educational background to support their peers in obtained a High School Equivalency (HSE) degree/GED. Workforce Services and the RRCC Education Department partnered up to bring content from an Adult Education course to these participants to become well-versed in adult learning theory and components of the GED during a 14-week training. Once completed these peer mentors will be equipped to support instructors and guide peers toward successful GED preparation and completion.
- **ACADEMY LEA GRADUATION**



- RRCC ended its 2022 year with the Law Enforcement Academy graduation in December 2022.

Redefine our value proposition through accessibility, affordability, quality, accountability, resource development, and operational excellence.

- Human Resources has announced that:
- Total Full Time New Hires since July 1, 2022
 - Faculty – 10
 - Staff including Classified - 63
 - Continued focus on hiring to reflect student and community demographics. (Information is based on self-reported demographics.)
 - Faculty - 30 applicants - 40% of applications that were self-identified as diverse; 30% of new hires that were self-identified as diverse
 - Staff – 352 applicants - 35% of applications that were self-identified as diverse;
 - 30% of new hires that were self-identified as diverse
 - Instructor Application Demographics (December applications for January hiring):
- **Total Applications: 83**
Applicants that were self-identified as diverse: 32%
- **Number of part-time staff hired since July 1, 2022: 247**
- **Selection Committee training update** – All participants on upcoming selection committees, and hiring supervisors, will be required to complete **an annual Bias training** presented jointly by the Executive Director DEI and the Executive Director Human Resources. Four trainings will be offered in January and then on an ongoing monthly basis to ensure that all employees who desire to be part of these committees will have the opportunity for the training. Dates and locations for these initial trainings will be sent out on January 9th.
- CCCS Mandatory Trainings for 2022 were completed by all faculty and staff. Required trainings for 2023 will be rolled out in February of this year. CCCS continues to offer free Professional Development opportunities that will be shared as they are developed.
- Implementation began in Fall 2022 for the new online Onboarding System through Neo Ed. This is aligned with the current Applicant Tracking system. Pilot testing will continue through January with a full roll-out to the college the week of February 1, 2023. Communication updates and training opportunities will be announced starting the week of January 16th.
- HR staff members are active members of the RRCC Accessibility Committee, Wellness Committee and the Safety Committee.
- RRCC HR hosted the Fall CCCS HR retreat with over 65 HR staff from across the state.

Other News:



EMPLOYEES OF THE YEAR – from left to right

- **ATP, Pat Bolton:**
Pat Bolton, the Director for Child Care Innovations, is recognized as our ATP Employee of the Year! Pat has been with Red Rocks since 1994 and has worked tirelessly to promote and grow the department. She loves the beautiful location of the college, reading and shopping. Congratulations Pat!
- **Faculty, Brandon English:**
Brandon English is recognized as the Faculty Employee of the Year! Brandon found his dream job with RRCC's Chemistry Department in 2012. He serves as the Faculty Senate President, NASA Colorado Space Grant Consortium Affiliate Co-Director and serves on the Institutional Review Board. He enjoys mountaineering, rock climbing, backcountry skiing and mountain biking. Congratulations Brandon!
- **Classified, Frank Barnes:**
Frank Barnes, recognized as the Classified Employee of the Year, has been with the RRCC Facilities Department since 2016. Frank goes above and beyond to ensure that everybody on campus is taken care of. He enjoys hunting, traveling and collecting coins and stamps. Congratulations Frank!