

LOS RIOS COMMUNITY COLLEGE DISTRICT

FALL BOARD RETREAT AGENDA

Friday, October 9, 2020 5:30pm

Saturday, October 10, 2020 9:00am

Zoom Meeting Access (Open to the Public):

Friday, October 9 Webinar Link: <https://cccconfer.zoom.us/j/94815442031>

Saturday, October 10 Webinar Link: <https://cccconfer.zoom.us/j/95338908255>

Notice: This meeting will be held in accordance with Executive Order N-25-20, N-29-20 and N-33-20 issued by California Governor Gavin Newsom on March 12, 17, and 19, 2020, the Ralph M. Brown Act, and the Federal American With Disabilities Act.

In an effort to control the spread of COVID-19, this meeting will not be physically open to the public. All members of the public may participate in the meeting via Zoom Webinar. Upon entry into the meeting; all computers and telephones except for the Board of Trustees, the Chancellor, and the Board Clerk shall be muted.

FRIDAY, OCTOBER 9, 2020

1. CALL TO ORDER

Board President

2. ORAL COMMUNICATIONS

The public may comment on items within the Board's jurisdiction only during this portion of the meeting. However, the law prohibits action by the Board on non-agenda items. Speakers are limited to three minutes. If you wish to speak to a particular item on the current board agenda, your comments will be taken up at the time the Board takes up that item.

Members of the public have three options to offer public comment:

- 1) Email your full name and the matter you wish to speak about to board@losrios.edu by 3:00pm on October 9, 2020, and you will be called on by the Board President during this portion of the meeting.*
- 2) Use the Q&A function in Zoom to submit your full name and the matter you wish to speak about to the Clerk of the Board. You will be called on by the Board President during this portion of the meeting.*
- 3) If participating by phone, you may "raise your hand" by dialing *9 during the public comments portion of the meeting. When you raise your hand, you will be recognized by the President of the Board and asked to provide your full name and the matter you wish to speak about.*

3. FUTURE DIRECTIONS DISCUSSION

A. State and Los Rios Budget and Enrollment Update

B. [Draft 2021 Board Meeting Calendar \(page 4\)](#)

C. [Board Self-Evaluation \(page 6\)](#)

D. [Board Requested Information and Future Agenda Items \(page 7\)](#)

4. CLOSED SESSION

Closed session may be held as authorized by law for matters including, but not limited to collective bargaining (Rodda Act), Education Code provisions, pending litigation, etc.

A. Pursuant to Government Code section 54957: Public Employee Performance Evaluation: Chancellor

B. Pursuant to Govt. Code section 54957: Public Employee Evaluation and Contract: Contract Officers

5. OPEN SESSION
6. ACTION
A. Contract Officer Contracts (page 10)
B. Los Rios Board of Trustees Supporting Transformational Change Action Plan (page 11)

NOTE: Board action is needed to continue the meeting to the following day.

SATURDAY, OCTOBER 10, 2020

7. UPDATE AND DISCUSSION OF DISTRICT INITIATIVES	
A. Reports from the LRCCD College Presidents 1. American River College 2. Cosumnes River College 3. Folsom Lake College 4. Sacramento City College	Thomas Greene Ed Bush Whitney Yamamura Michael Gutierrez
B. Ensuring Equitable Outcomes <ul style="list-style-type: none"> • Los Rios Community College District (page 15) • American River College (page 24) • Cosumnes River College (page 33) • Folsom Lake College (page 42) • Sacramento City College (page 51) 	Jamey Nye
C. Recruitment and Hiring Update (page 60)	Jake Knapp
D. Philanthropy Update (page 69)	Paula Allison
E. Building and Bond Program Update	Mario Rodriguez

8. FUTURE AGENDA ITEMS

9. ADJOURNMENT

LOS RIOS BOARD OF TRUSTEES			
Dustin Johnson President ▪ Area 1	Deborah Ortiz Vice President ▪ Area 6	Robert Jones ▪ Area 2 John Knight ▪ Area 3 Vacant ▪ Area 4	Pamela Haynes ▪ Area 5 Tami Nelson ▪ Area 7 Toni Schiffmaier ▪ Student Trustee
Regular Board Meetings are generally held every second Wednesday of the month at 5:30 pm ▪ <i>Note:</i> Meeting times and locations are subject to change. For current information, call the District Office at (916) 568-3039. Next Regular Board Meeting: October 14, 2020 ▪ Zoom Conference			
Public records provided to the Board for the items listed on the open session portion of this agenda will be posted on the District's website: www.losrios.edu as soon as they are available.			
Help Us Help You			
Los Rios Community College District strives to make reasonable accommodations in all of its programs, services and activities for all qualified individuals with disabilities. Notification (568-3039) 48 hours in advance will enable the District to make arrangements to ensure meeting accessibility. The District will swiftly resolve those requests consistent with the ADA and resolving any doubt in favor			

LOS RIOS COMMUNITY COLLEGE DISTRICT

BOARD OF TRUSTEES ANNUAL FALL RETREAT

SUBJECT: Future Directions Discussion	DATE: October 9, 2020
AGENDA ITEM 3	TYPE OF BOARD CONSIDERATION: Board Discussion

BACKGROUND

It is necessary for the Board of Trustees of the Los Rios Community College District to periodically discuss the future directions of the District.

STATUS

The Board of Trustees will provide the Chancellor direction on the future of the District on items including, but not limited to:

- A. State and Los Rios Budget and Enrollment Update
- B. Draft 2021 Board Meeting Calendar
- C. Board Self-Evaluation
- D. Board Requested Information and Future Agenda Items

LOS RIOS

COMMUNITY COLLEGE DISTRICT

DRAFT 2021 Board Meeting Calendar

Regular board meetings are generally the second Wednesday of the month
(unless otherwise noted) at 5:30 pm

Until further notice, Los Rios Community College District Board Meetings will be held in accordance with Executive Orders N-25-20, N-29-20 and N-33-20 issued by California Governor Gavin Newsom on March 12, 17, and 19, 2020, the Ralph M. Brown Act, and the Federal American With Disabilities Act.

In an effort to control the spread of COVID-19, meetings will not be physically open to the public. All members of the public may participate in Board Meetings via Zoom Conference. Please visit the Board of Trustees Website at: <https://losrios.edu/about-los-rios/board-of-trustees/board-agendas-and-minutes> for details.

The 2021 calendar will be subject to change based on the developing pandemic situation and local health guidelines.

JANUARY				JULY			
	13				14		
FEBRUARY				AUGUST			
	10				11		
MARCH				SEPTEMBER			
5-6*		17			8		
APRIL				OCTOBER			
	14			1-2*		20	
MAY				NOVEMBER			
	12				10		
JUNE				DECEMBER			
	9					15	

*Board Retreat Dates

2021 Board Calendar Scheduling Notes:

- ACCT National Legislative Summit is scheduled for February 7-10, 2021. Will likely be virtual (TBD).
- LRCCD Spring Recess the week of April March 29 – April 4, 2021. Does not affect board calendar.
- Fall ACCT Leadership Congress is scheduled for October 13-16, 2021. Does not affect regular board meeting or retreat dates.
- December meeting needs to be held on the third Wednesday to comply with AB 2449, effective January 2019, which changes the date of the annual organizational meeting to ***on or after the second Friday in December.***

DATE: October 9, 2020

TO: Members, Los Rios Board of Trustees

FROM: Brian King, Chancellor

SUBJECT: Board Self-Evaluation Process

As you know, the Los Rios Board of Trustees self-evaluation process includes three major components detailed below.

- 1. Annual Outcomes and Achievements:** Along with the Chancellor, the Board annually sets goals, monitors progress toward those goals at mid-year, and at year-end formally assesses their achievements for the year.
- 2. Twice Annual Board Retreats:** In retreat twice annually (in October and March) the Board discusses Future Directions.
- 3. Board Self-evaluation Instrument:** The Board also completes a self-evaluation instrument, discusses the results of the survey among themselves, and makes modifications in their working as a Board as a result of the conversation.

This ongoing process of self-evaluation, planning and modifications based on that evaluation has produced significant innovation and continuous improvement within Los Rios over the years. It is again time to complete the enclosed Board self-evaluation instrument.

A link to the electronic Board Evaluation survey will be sent to each Trustee individually by October 9th to be completed online.

Thank you for your attention to this very important process.

Los Rios Board of Trustees Future Agenda Items Requested at Open Board Meetings

Updated October 2020

Item/Topic	Requesting Board Member	Date Requested	Responsible for Reporting	Expected (or Delivered) Date of Report	Report Format (Written/Meeting/Retreat)
Questions Regarding Course Completion and First Time/First Year Students Transfer Level Math/English Completion	Haynes	9/2020	Nye Bush Yamamura Gutierrez Greene	Fall 2020	Board Retreat
Update on the District's Sustainability Efforts	Ortiz	8/2020 2/2019	Rodriguez	Fall 2020	Board Presentation
Sabbatical Results/Report Out	Johnson	11/2019	Nye	Fall 2020	Written Update
Data on Adjunct Faculty New Hires	Haynes	10/2019	Nye	Fall 2020	Board Retreat
Overview of Associate Degree for Transfer Options	Haynes	10/2019	Nye	Fall 2020	Written Update
Online Education	Johnson	2/2019	Nye	Spring 2020	Written Updates Board Retreat Item
Student Housing and Food Insecurities	Nelson	2/2019	Nye	Spring 2020	Written Update
AB 705 Updates	Haynes Jones	2/2019 & Ongoing	Nye	Fall 2020	Board Agenda Item Written Updates

Los Rios Board of Trustees Future Agenda Items Requested at Open Board Meetings

Updated October 2020

Item/Topic	Requesting Board Member	Date Requested	Responsible for Reporting	Expected (or Delivered) Date of Report	Report Format (Written/Meeting/Retreat)
Center Facility Resources Available to DACA Students	Ortiz	10/2018	Chancellor	October 2019	Board Agenda Item
Program Options for Prisoner/Re-Entry Students	Knight	11/2018	Nye	November 2019	Board Agenda Item
AB705 – Math/English – guided self-placement at the four colleges	Haynes	2/2019	Nye	Fall 2019	Board Agenda Item
LRPD Officer Budget	Jones	2/2019	Matista	Spring 2019	Board Agenda Item
Diversity of our sworn officers	Haynes	2/2019	Matista	Spring 2019	Written Update
Non-Resident Tuition; state vs. international rates	Johnson	2/2019	Matista	Spring 2019	Board Agenda Item
Update on Recommendations from SCC Shooting Incident	Ortiz	2/2019	Matista	Spring 2019	Written Update
Textbook Costs	Nelson	2/2019	Nye	Spring 2019	Written Update
Los Rios Colleges' response to the expanding refugee population in Sacramento	Ortiz	12/2017	Chancellor Nye	Ongoing	Written Updates
DACA Updates	Ortiz	9/2017	Chancellor	Ongoing	Written Updates

Los Rios Board of Trustees Future Agenda Items Requested at Open Board Meetings

Updated October 2020

Item/Topic	Requesting Board Member	Date Requested	Responsible for Reporting	Expected (or Delivered) Date of Report	Report Format (Written/Meeting/Retreat)
Allied Health/Nursing Programs, Transfer Practices, Workforce Demand	Ortiz Knight	7/2017	Nye	Ongoing	Written Updates
Veterans' Services	Haynes	3/2017	Nye	Ongoing	Written Updates
Refugees receiving residency status	Ortiz	2019	Matista	Spring 2019	Written Update
Impact of Federal Government Shutdown	Johnson	1/2019	Matista	Spring 2019	Written Update
Guidelines and Protocols for Armed Officers	Haynes	10/2018	Matista	Spring 2019	Board Presentation
Chancellor's Office Vision for Success Goals: Status of the Los Rios colleges (starting point)	Haynes	9/2017	Nye	Ongoing	Board Retreats
Los Rios Promise Programs – Recipient Data	Haynes	9/2017	Chancellor Allison	Ongoing	Board Retreats
Implementation of AB 705	Haynes	7/2018 4/2018	Nye	September 2018	Board Presentation
The District's sustainability efforts	Ortiz	12/2017	Matista	April 2018	Board Presentation

LOS RIOS COMMUNITY COLLEGE DISTRICT

BOARD OF TRUSTEES ANNUAL FALL RETREAT

SUBJECT: Contract Officer Contracts	DATE: October 9, 2020
AGENDA ITEM 6.A	TYPE OF BOARD CONSIDERATION: Board Action

BACKGROUND

Annually at the Fall Board Retreat, the Board of Trustees evaluates the District's Contract Officers with the Chancellor in closed session.

RECOMMENDATION

It is recommended that the Board of Trustees take appropriate action on the contracts of the District Officers.

LOS RIOS COMMUNITY COLLEGE DISTRICT

BOARD OF TRUSTEES ANNUAL FALL RETREAT

SUBJECT: Los Rios Board of Trustees Supporting Transformational Change Action Plan	DATE: October 9, 2020
AGENDA ITEM 6.B	TYPE OF BOARD CONSIDERATION: Board Action

BACKGROUND

At the September 9, 2020 Board Study Session, the Los Rios Board of Trustees discussed the attached document, *Los Rios Board of Trustees Supporting Transformational Change Action Plan*, developed earlier by Trustees Haynes, Johnson, and Ortiz as part of a statewide Trustee Fellowship.

RECOMMENDATION

It is recommended that the Board of Trustees approve the Los Rios Board of Trustees Supporting Transformational Change Action Plan.

Los Rios Community College District
Action Planning Template
September 3, 2020

In just the last six months, the Los Rios Colleges have faced the Covid-19 pandemic, 4 million unemployed Californians, and racial and civil unrest ignited by police brutality. What does this new reality mean for Los Rios' trustees, administrators, faculty and classified employees? How can our governing board of trustees work together to ensure transformational change and reform to meet our equity goals and achieve student success outcomes?

We need to elevate our data, be laser-focused, intentional, timely and put it at the center of our planning. Our commitment to use actionable data in our decision-making process is critical to making the **right** decisions.

Los Rios' values and goals must align to ensure that:

- I. **STUDENT SUCCESS AND EQUITY PLANS:** Student success and equity is at the center of every agenda item we discuss, every plan we put forward and every decision we make. Each colleges' equity plan shall include goals, targets and metrics to gauge success. Each college's equity plan shall be aligned with a shared district-wide vision for student success and equity.
- II. **PRIORITIZE OUR MOST VULNERABLE STUDENTS:** Our most vulnerable students shall remain a priority and not get lost when student enrollment of less vulnerable students increases. As we anticipate that students who might have otherwise attended 4-year institutions will choose to attend Los Rios, we must remain vigilant to ensure that scarce resources remain available to our most vulnerable students and we provide a sustainable pathway for success.
- III. **STAY THE COURSE ON AB 705:** We remain committed to the importance of accurate placement and will stay on course to achieve the Vision for Success goals and AB 705.
- IV. **NEED FOR BETTER DATA TO MEASURE OUTCOMES:** In order for Trustees to truly understand the performance of all students, we need better, disaggregated data for South East Asian, Latino and Black students who face low educational attainment and have persistent rates of poverty.
 - A. In order to better understand challenges faced by Hmong, Mien, Laotian, Vietnamese and Thai students, we need data that provides an accurate profile that identifies each group and whether they are US or non-US born.

- B. Latinx students are the largest population of students of color attending Los Rios – 25%. In order to better understand our Latinx students, we need data that provides a more accurate profile by U.S. and non-U.S. born Latino students.
- C. In order to better understand Black students attending Los Rios, we need data that provides a more accurate profile of the Black diaspora and identifies whether they are U.S or non-U.S. born Black students.
- V. STUDENT SUPPORT SERVICES: We need to ensure that student support services are adequately funded and determine if there are unmet gaps that require us to do more. Services include counseling, financial aid and other essential services such as food pantries, housing, health and mental health access.
- VI. FIRST YEAR EXPERIENCE: We need to assess whether all newly entering students are engaged in a timely and meaningful “first year” student experience program. The key to student success is ‘belonging’ and connectedness. We need to identify the critical educational experiences, success elements and guidance that all students need in order to be successful.
- VII. JOBS & EMPLOYMENT: We need to ensure that our career education programs are aligned with regional employer and industry needs and be mindful of families that have been hardest hit economically and lack opportunities for high quality, high paying jobs.
 - a) Are we tracking degrees, certificates, etc., to employment in same field?
 - b) Are we measuring whether they lead to a livable wage?
 - c) Are they aligned with highest paying jobs in our region?
 - d) Can we track the demographic data of our students entering lowest and highest paying jobs?
 - e) Are high percentages of our Latinx and African American students in programs that are low paying jobs?
 - f) Are we providing student guidance on the salary ranges and career mobility in our career education programs?
- VIII. We will take a hard look at our law enforcement, public safety and security training as well as our criminal justice programs.

LOS RIOS COMMUNITY COLLEGE DISTRICT

BOARD OF TRUSTEES ANNUAL FALL RETREAT

SUBJECT: Update and Discussion of District Initiatives	DATE: October 9, 2020
AGENDA ITEM 7	TYPE OF BOARD CONSIDERATION: Board Discussion

BACKGROUND

Staff frequently updates the Board of Trustees on the District's progress toward the completion of various initiatives. Executive Staff will report on each of the items listed below:

- A. Reports from the LRCCD College Presidents
- B. Ensuring Equitable Outcomes
- C. Recruitment and Hiring Update
- D. Philanthropy Update
- E. Building and Bond Program Update

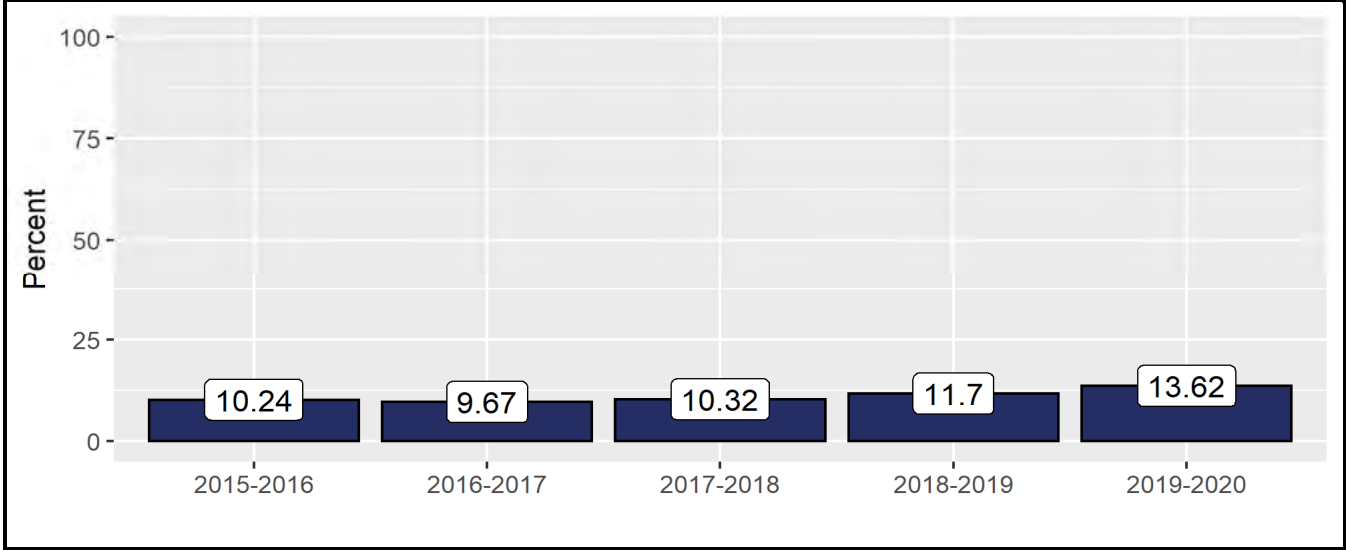
STATUS

The Board of Trustees has the opportunity to ask questions and discuss various issues of importance regarding these initiatives.

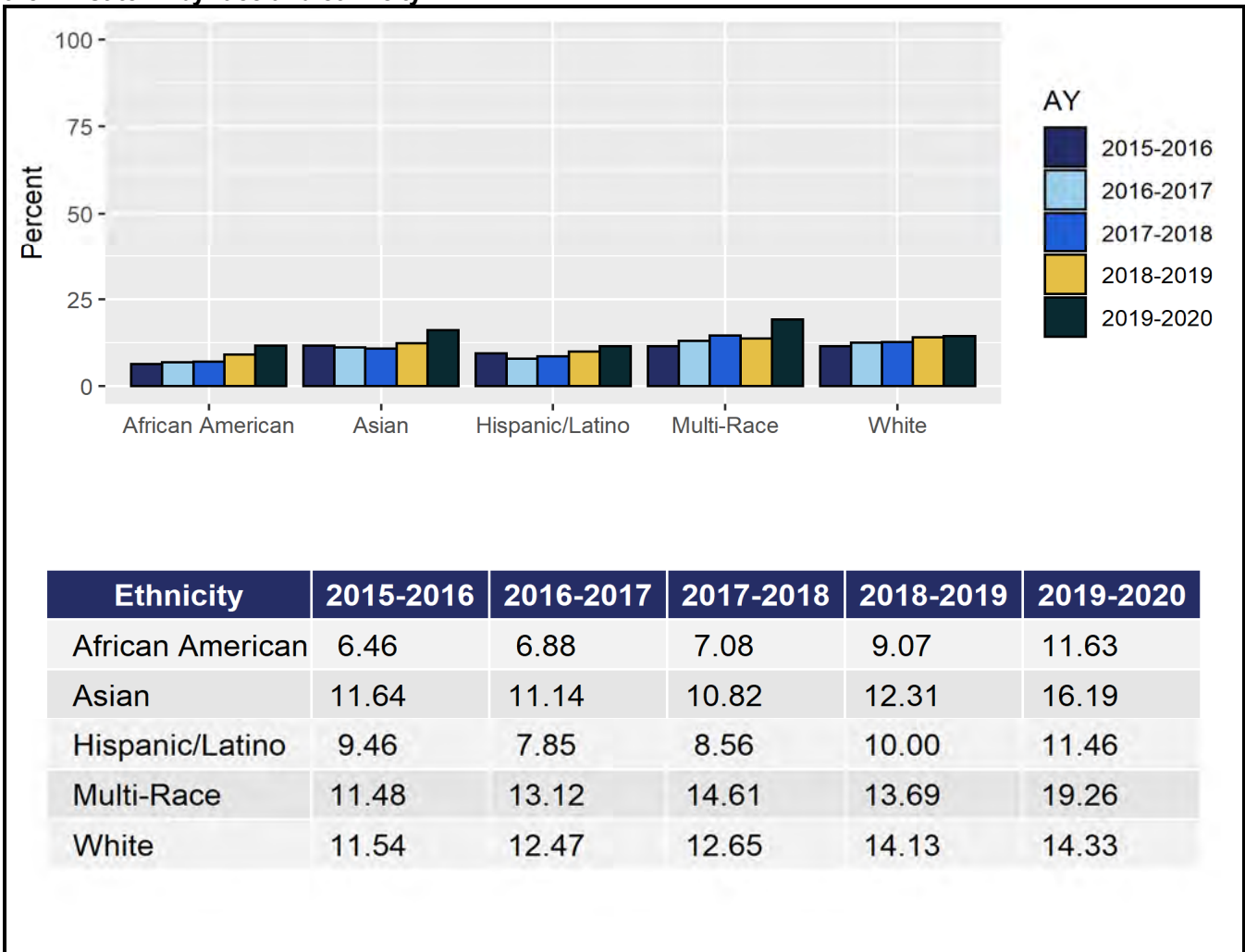
LOS RIOS COMMUNITY COLLEGE DISTRICT

American River College, Cosumnes River College, Folsom Lake College and Sacramento City College

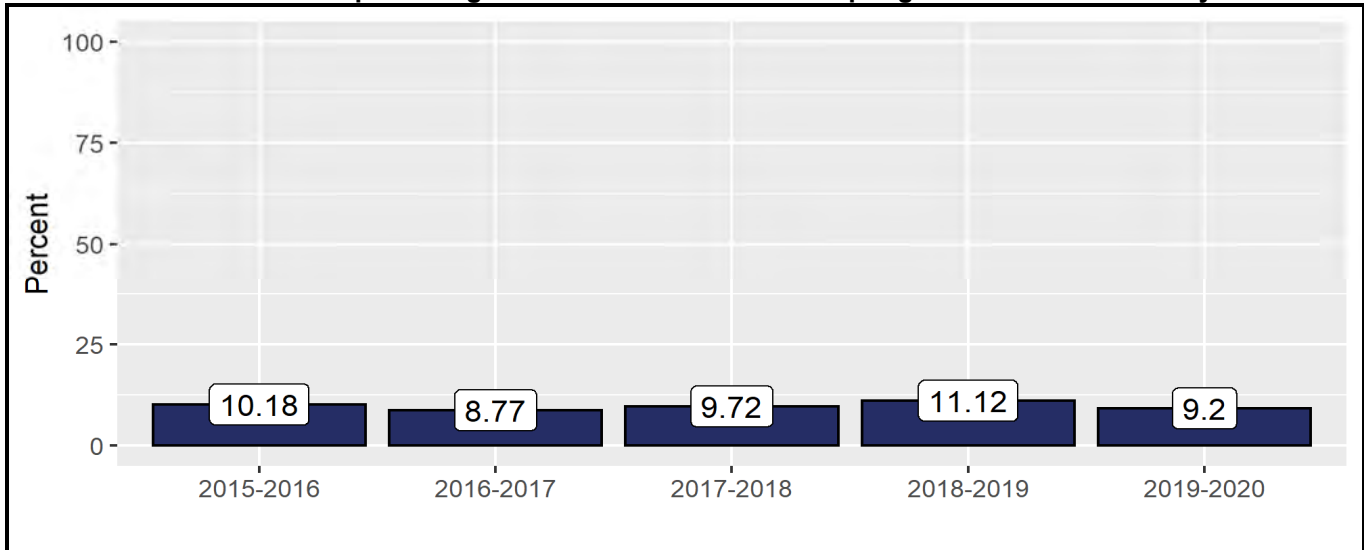
MOMENTUM POINT 1: The percentage of first-time students attempting 15+ units in their first term



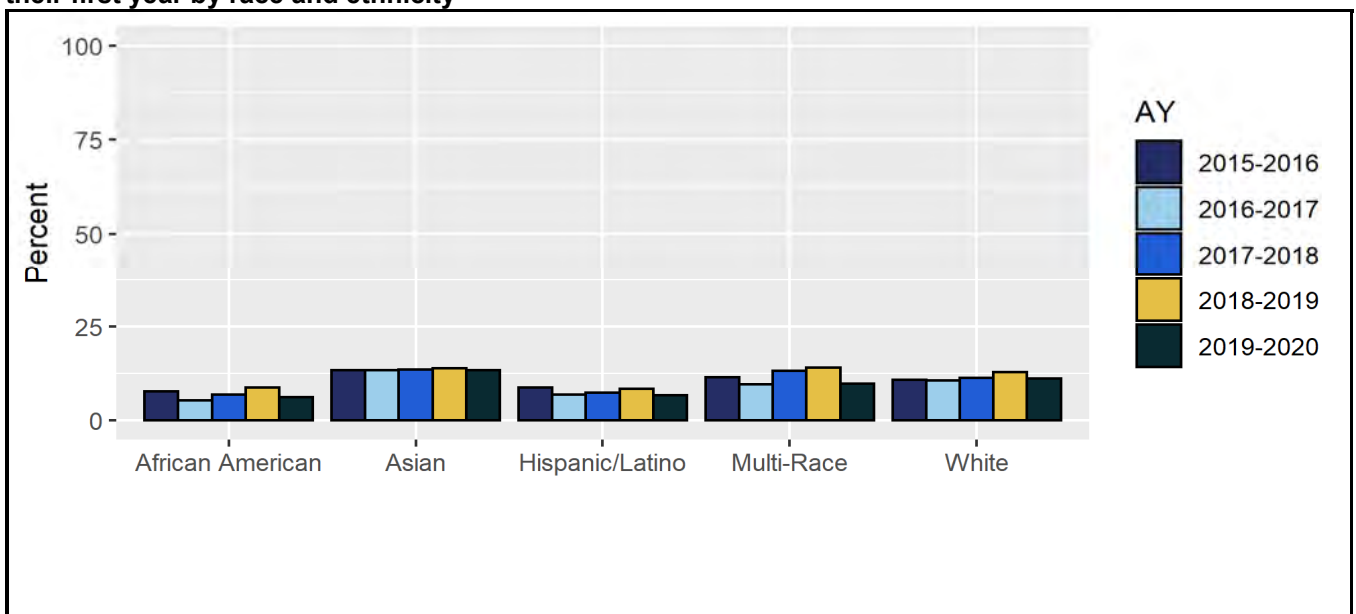
MOMENTUM POINT 1 by Race and Ethnicity: The percentage of first-time students attempting 15+ units in their first term by race and ethnicity



MOMENTUM POINT 2: The percentage of first-time students attempting 30+ units in their first year

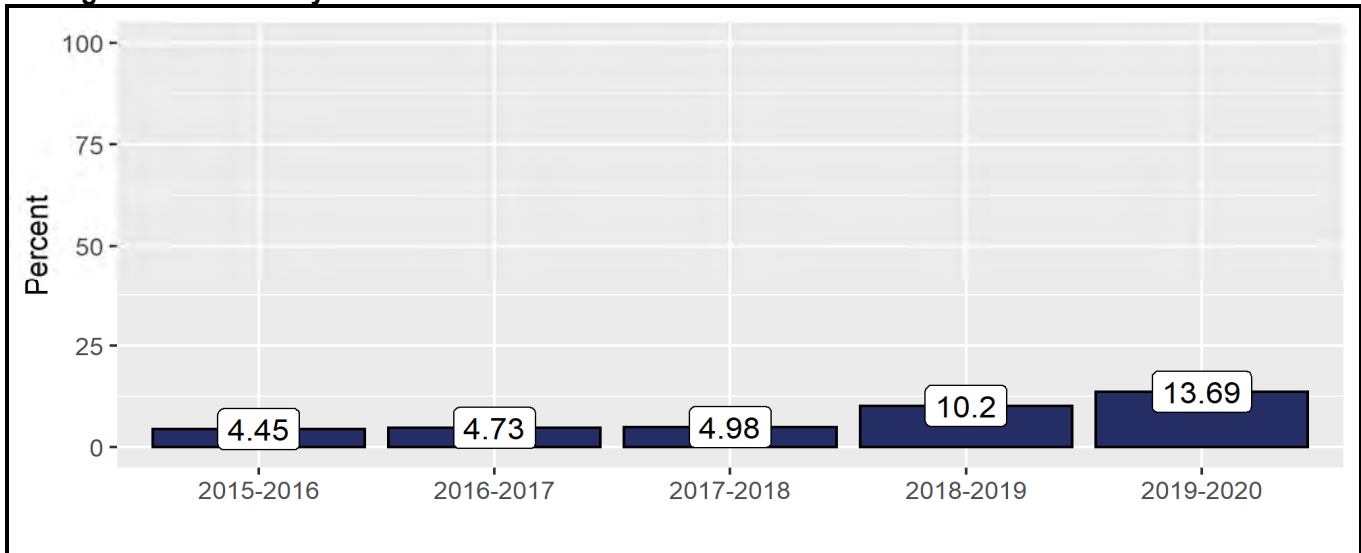


MOMENTUM POINT 2 by Race and Ethnicity: The percentage of first-time students attempting 30+ units in their first year by race and ethnicity

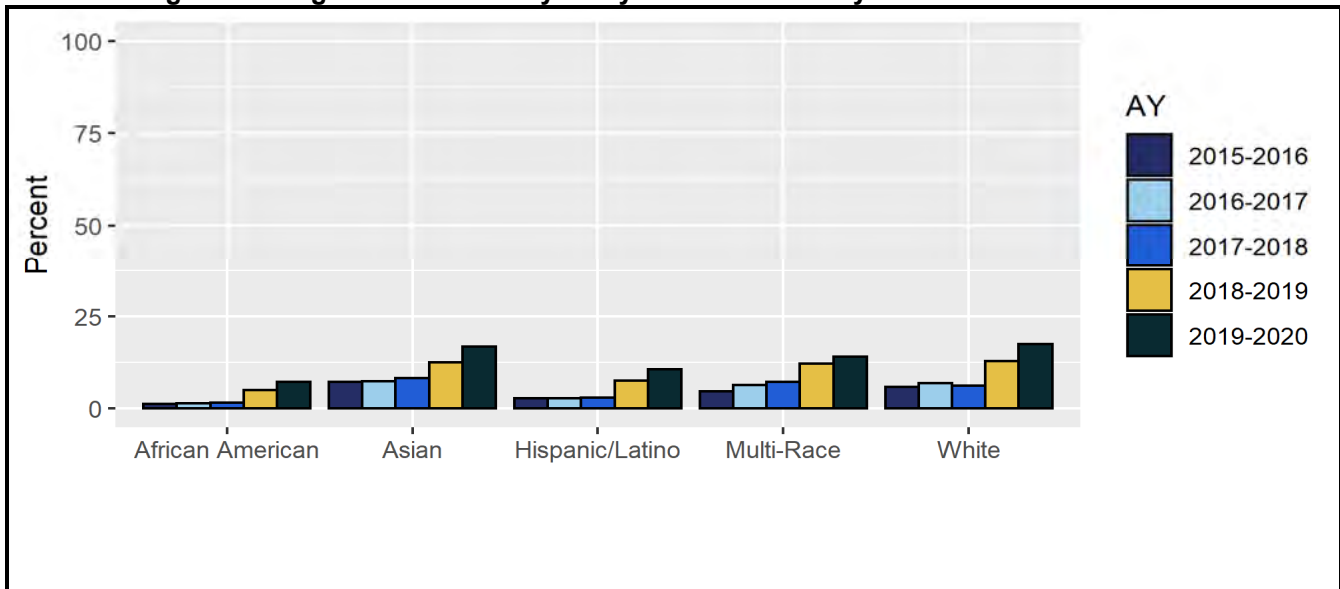


Ethnicity	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
African American	7.72	5.34	6.91	8.80	6.15
Asian	13.38	13.36	13.49	13.92	13.44
Hispanic/Latino	8.85	6.98	7.34	8.45	6.69
Multi-Race	11.57	9.59	13.17	14.13	9.88
White	10.87	10.61	11.27	12.93	11.15

MOMENTUM POINT 3: The percentage of first-time students completing transfer level math and English Writing 300 in their first year

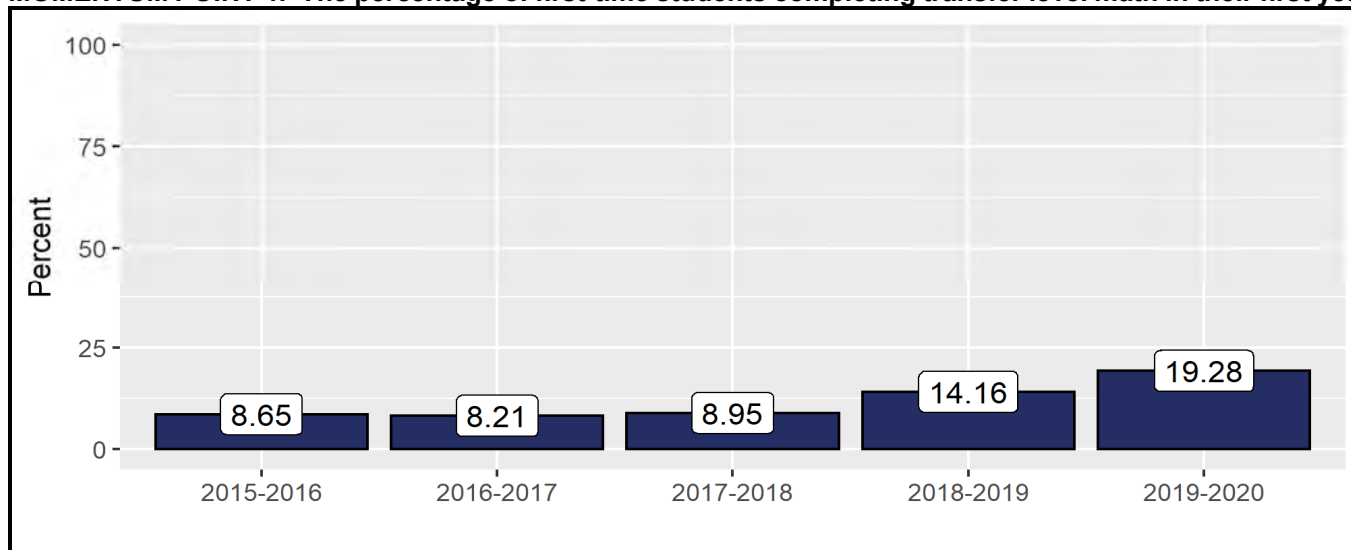


MOMENTUM POINT 3 by Race and Ethnicity: The percentage of first-time students completing transfer level math and English Writing 300 in their first year by race and ethnicity

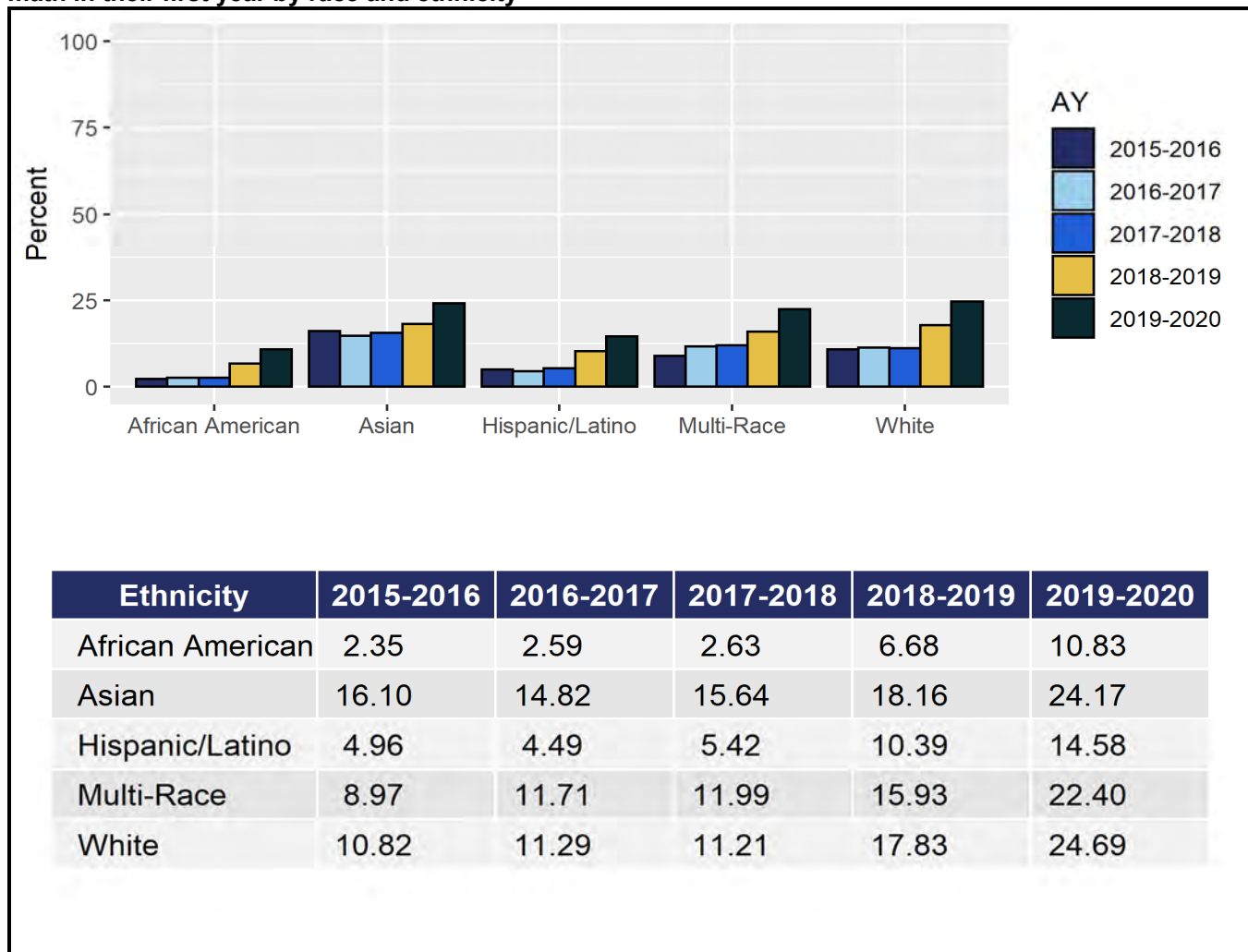


Ethnicity	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
African American	1.26	1.38	1.56	5.01	7.32
Asian	7.23	7.38	8.33	12.48	16.74
Hispanic/Latino	2.78	2.78	2.99	7.53	10.66
Multi-Race	4.72	6.35	7.17	12.22	14.10
White	5.81	6.86	6.17	12.80	17.44

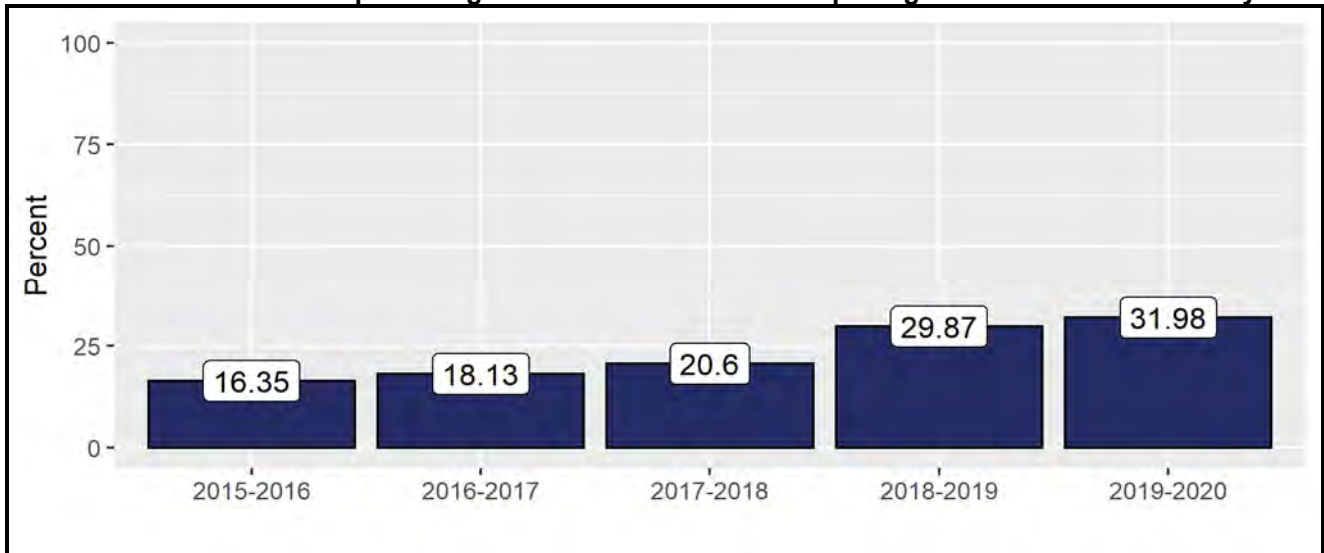
MOMENTUM POINT 4: The percentage of first-time students completing transfer level math in their first year



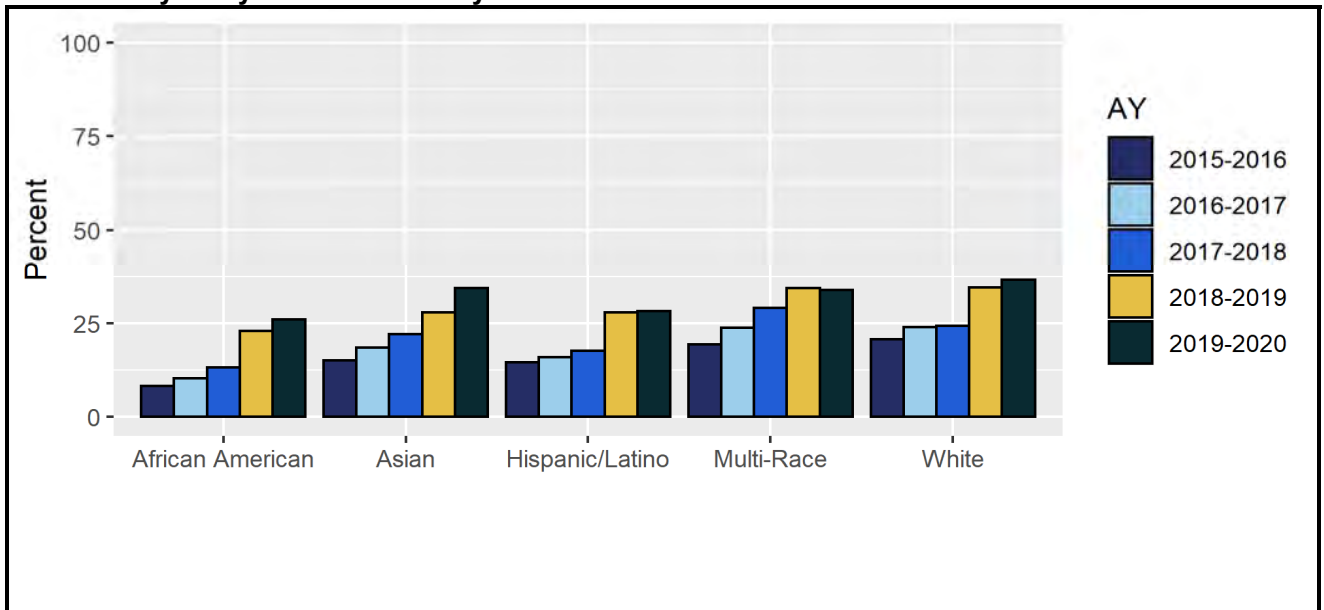
MOMENTUM POINT 4 by Race and Ethnicity: The percentage of first-time students completing transfer level math in their first year by race and ethnicity



MOMENTUM POINT 5: The percentage of first-time students completing ENGWR 300 in their first year

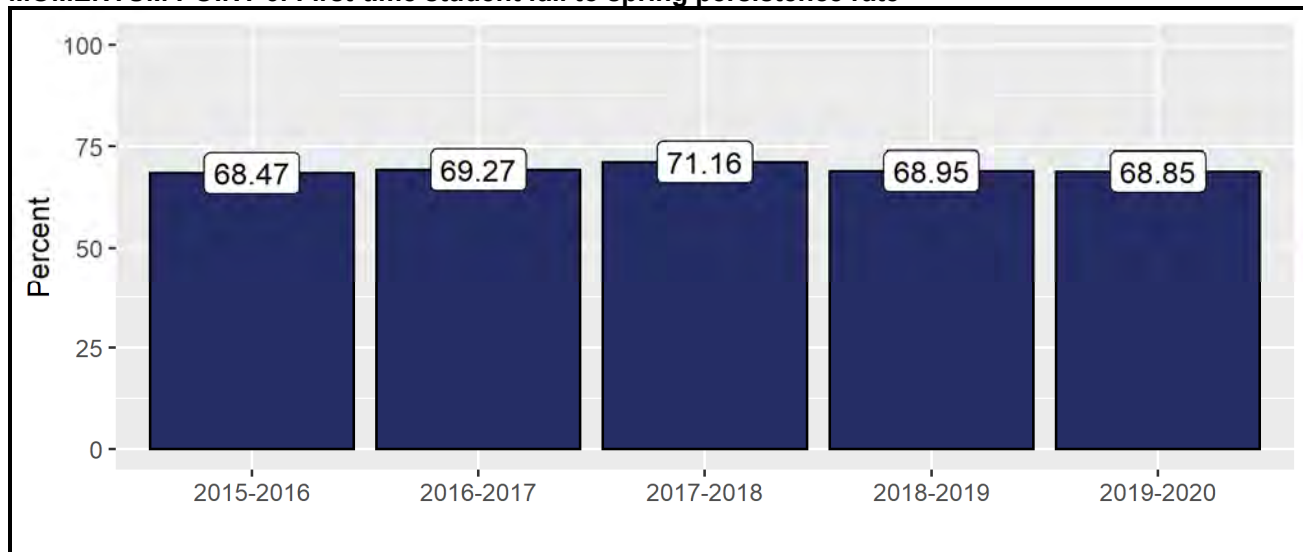


MOMENTUM POINT 5 by Race and Ethnicity: The percentage of first-time students completing ENGWR 300 in their first year by race and ethnicity

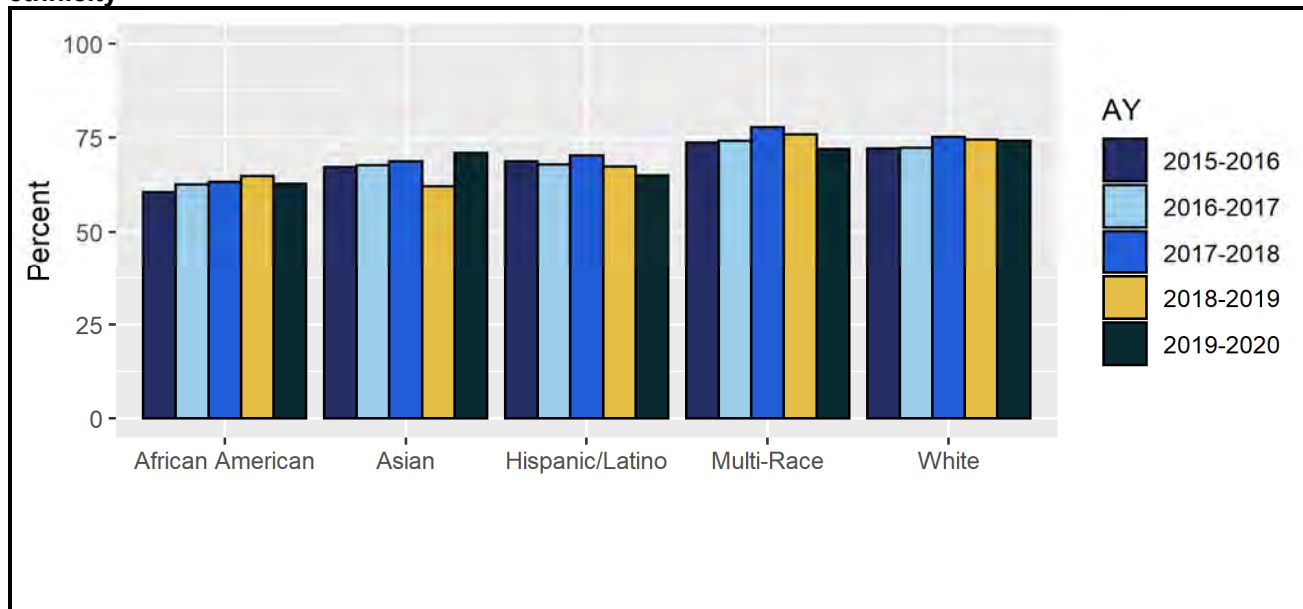


Ethnicity	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
African American	8.22	10.28	13.17	22.87	26.05
Asian	15.17	18.51	22.11	27.93	34.30
Hispanic/Latino	14.56	16.03	17.69	27.82	28.18
Multi-Race	19.36	23.75	29.01	34.37	33.86
White	20.76	23.97	24.24	34.58	36.59

MOMENTUM POINT 6: First-time student fall to spring persistence rate



MOMENTUM POINT 6 by Race and Ethnicity: First-time student fall to spring persistence rate by race and ethnicity

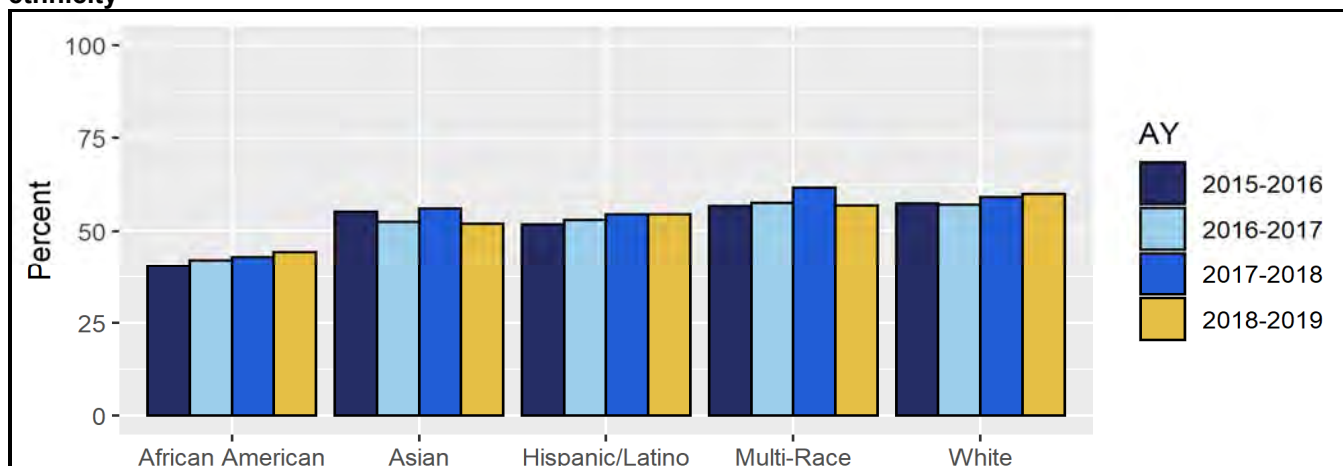


Ethnicity	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
African American	60.57	62.51	63.29	64.76	62.76
Asian	67.14	67.62	68.70	61.96	70.93
Hispanic/Latino	68.66	67.81	70.15	67.31	64.95
Multi-Race	73.73	74.22	77.77	75.87	71.90
White	72.16	72.25	75.17	74.47	74.20

MOMENTUM POINT 7: First-time student fall to fall persistence rate

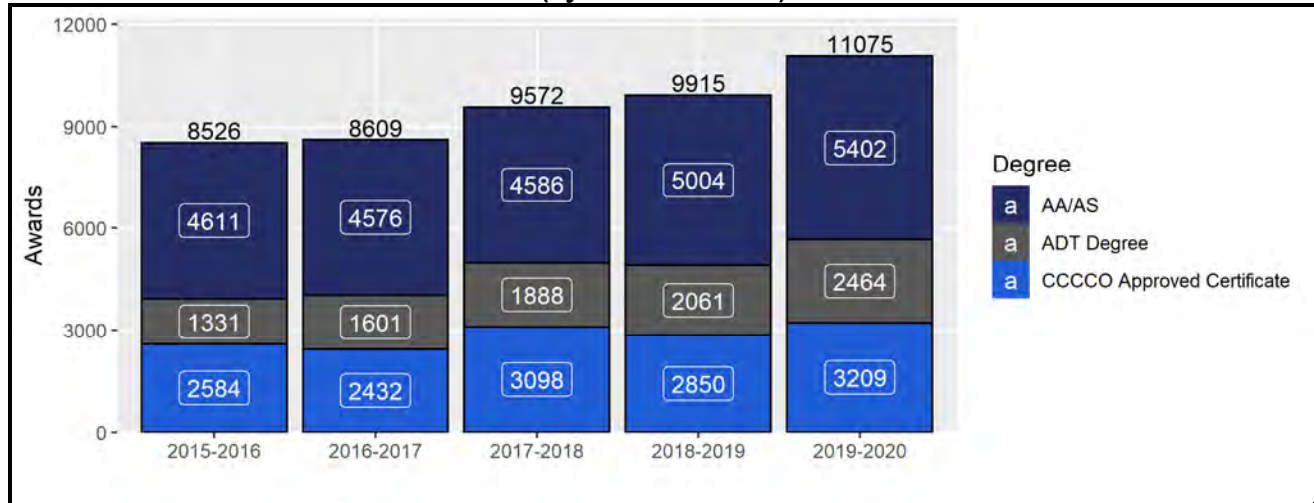


MOMENTUM POINT 7 by Race and Ethnicity: First-time student fall to fall persistence rate by race and ethnicity

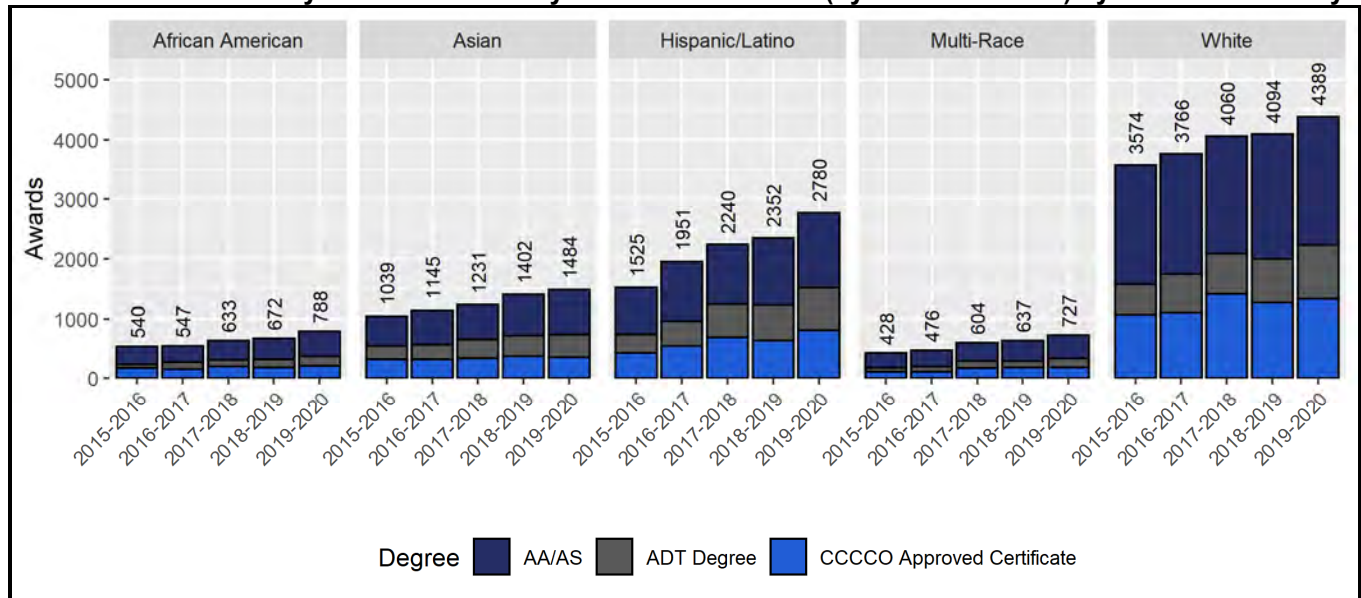


Ethnicity	2015-2016	2016-2017	2017-2018	2018-2019
African American	40.35	42.11	42.88	44.32
Asian	55.22	52.52	56.07	52.03
Hispanic/Latino	51.86	53.05	54.46	54.53
Multi-Race	56.80	57.62	61.76	56.90
White	57.35	57.17	59.15	59.92

MOMENTUM POINT 8: Number of Awards (by Academic Year)



MOMENTUM POINT 8 by Race and Ethnicity: Number of Awards (by Academic Year) by race and ethnicity



NOTES:

Number of awards based on Chancellor approved awards; does not include Non-Chancellor approved certificates

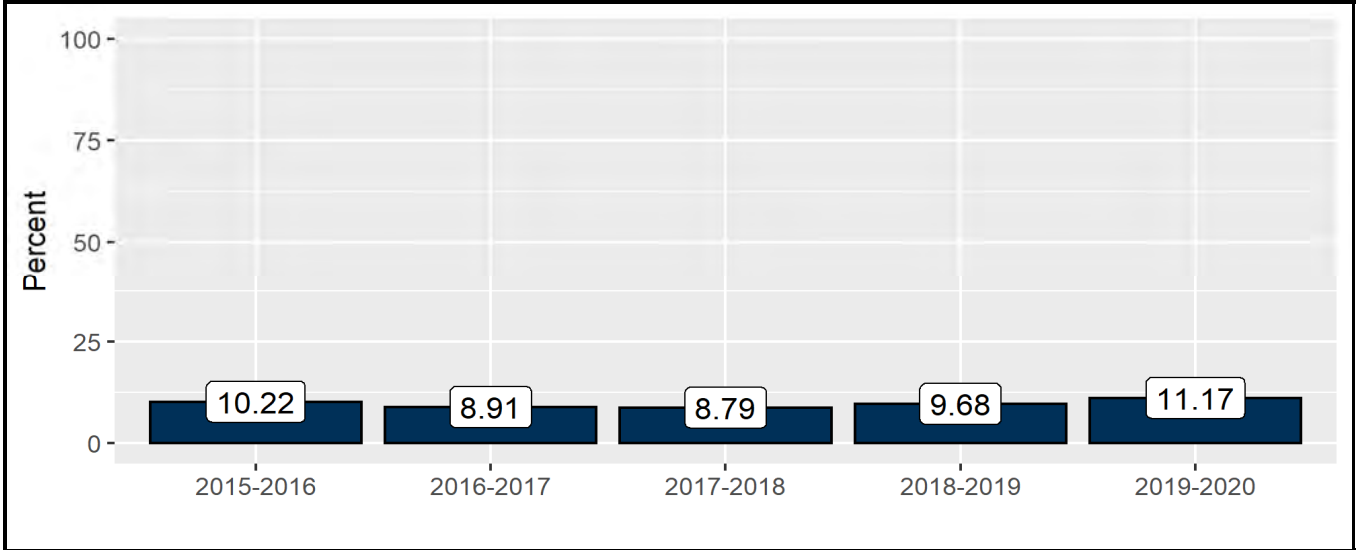
For the purpose of chart clarity and because of relatively small number of students, data for Pacific Islander, Filipino and Native Americans is not provided; however data is available upon request.

LRCCD First Time Student Counts

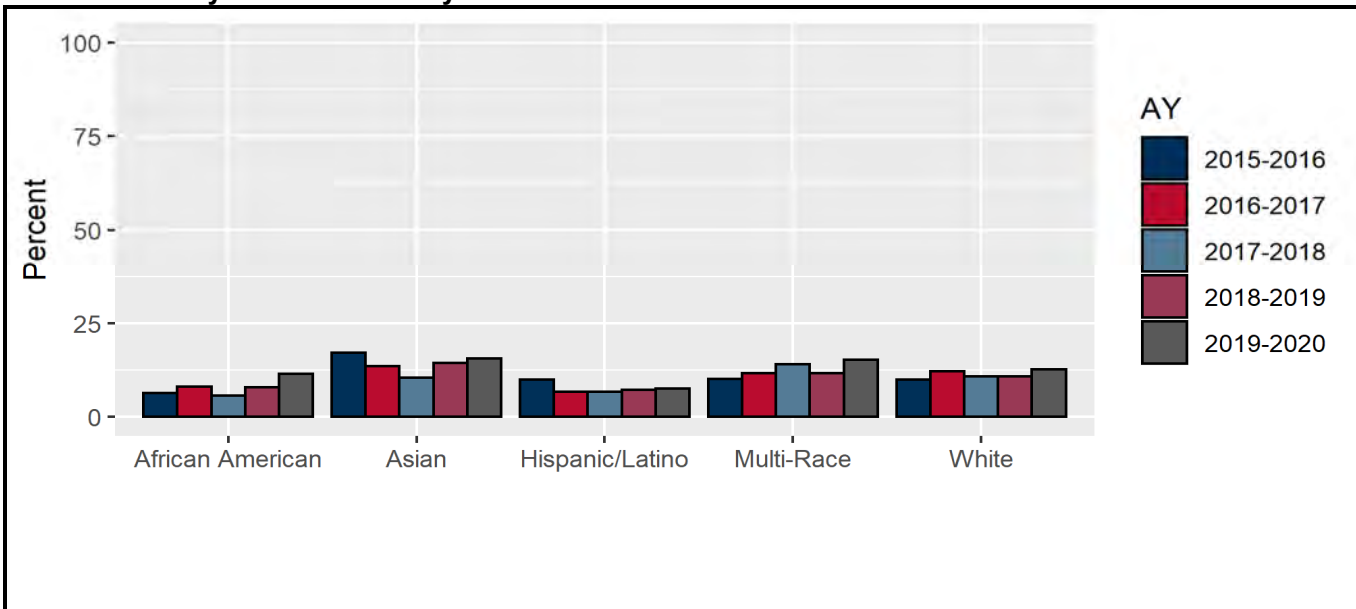
	All First Time Students	African American	Asian	Hispanic / Latino	Multi Race	White
2018-19	13513	1137	2148	4554	835	4022
2019-20	13145	1025	1965	4514	759	3577
ENGWR 300 Throughputs (First Time Students)						
	All First Time Students	African American	Asian	Hispanic / Latino	Multi Race	White
2018-19	4036	260	600	1267	287	1391
2019-20	4204	267	674	1272	257	1309
Transfer Level Math Throughputs (First Time Students)						
	All First Time Students	African American	Asian	Hispanic / Latino	Multi Race	White
2018-19	1914	76	390	473	133	717
2019-20	2534	111	475	658	170	883
ENGWR 300 and Transfer Level Math Throughputs (First Time Students)						
	All First Time Students	African American	Asian	Hispanic / Latino	Multi Race	White
2018-19	1378	57	268	343	102	515
2019-20	1800	75	329	481	107	624

AMERICAN RIVER COLLEGE

MOMENTUM POINT 1: The percentage of first-time students attempting 15+ units in their first term

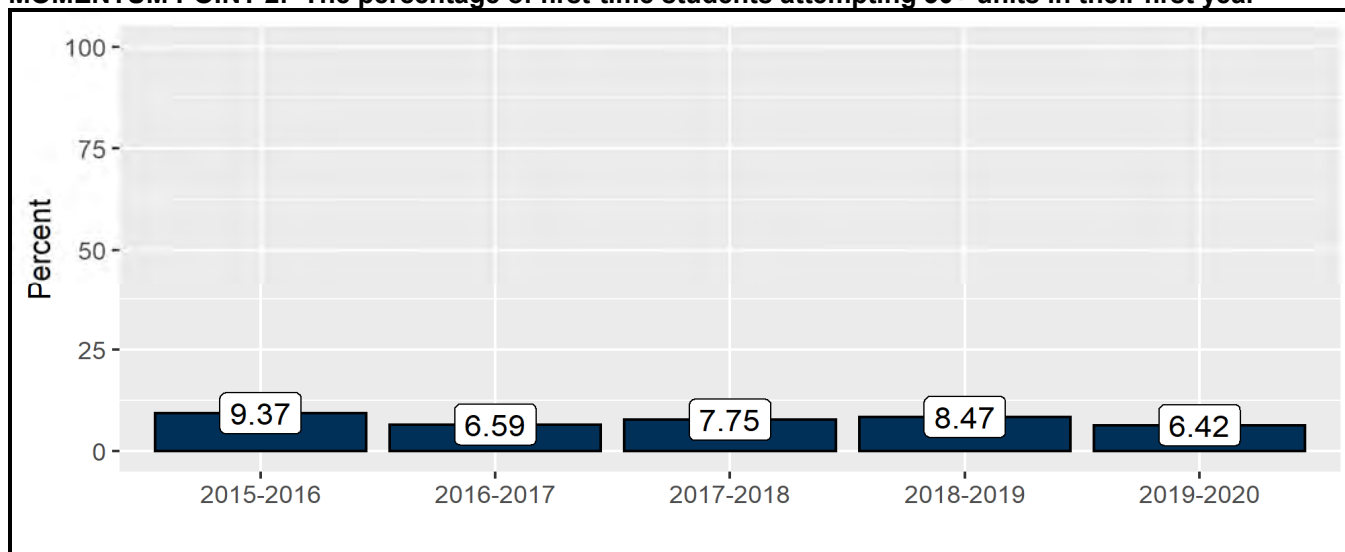


MOMENTUM POINT 1 by Race and Ethnicity: The percentage of first-time students attempting 15+ units in their first term by race and ethnicity

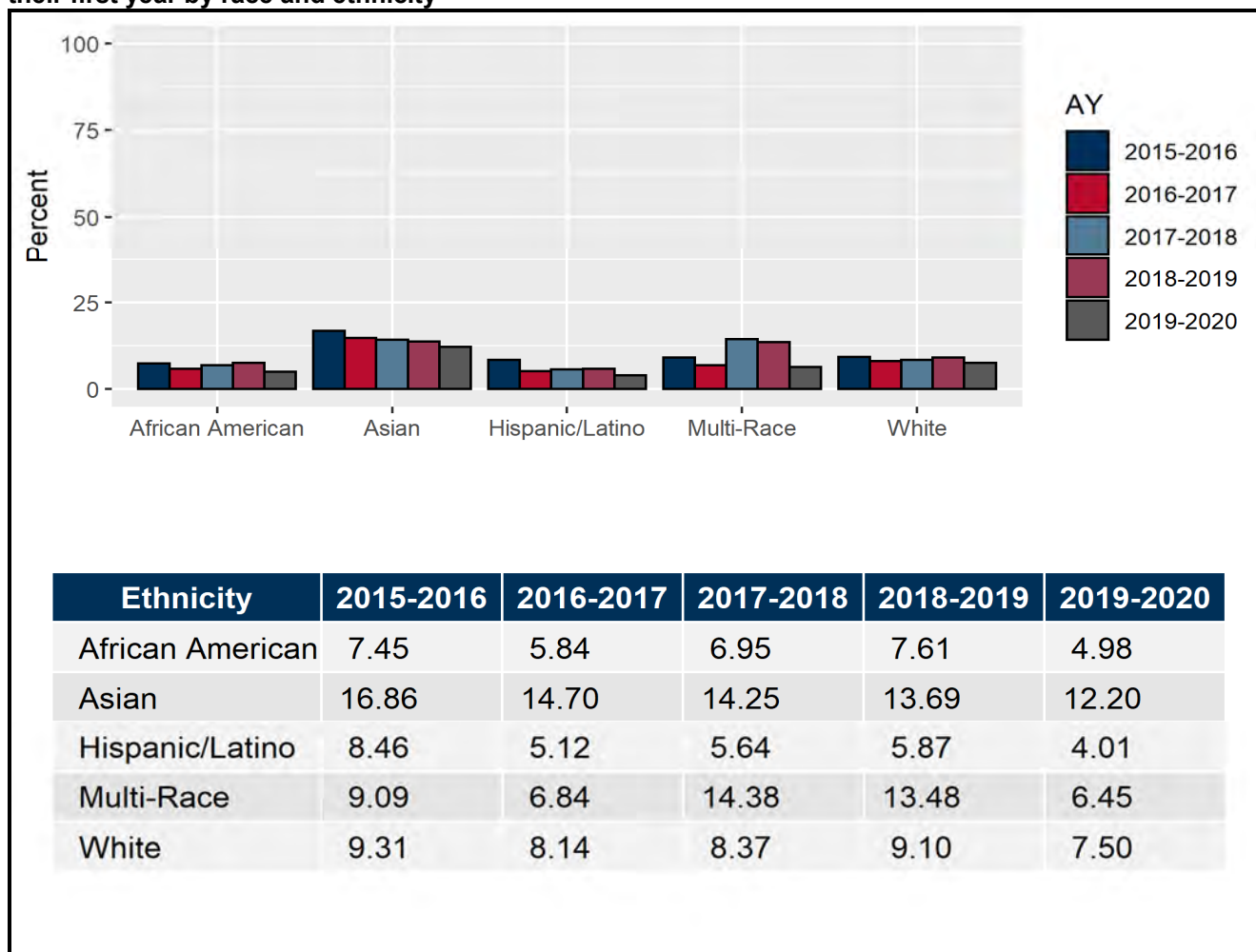


Ethnicity	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
African American	6.38	8.12	5.71	7.90	11.53
Asian	17.21	13.58	10.51	14.35	15.56
Hispanic/Latino	9.94	6.65	6.65	7.18	7.64
Multi-Race	10.18	11.76	14.06	11.70	15.32
White	10.04	12.18	10.87	10.90	12.73

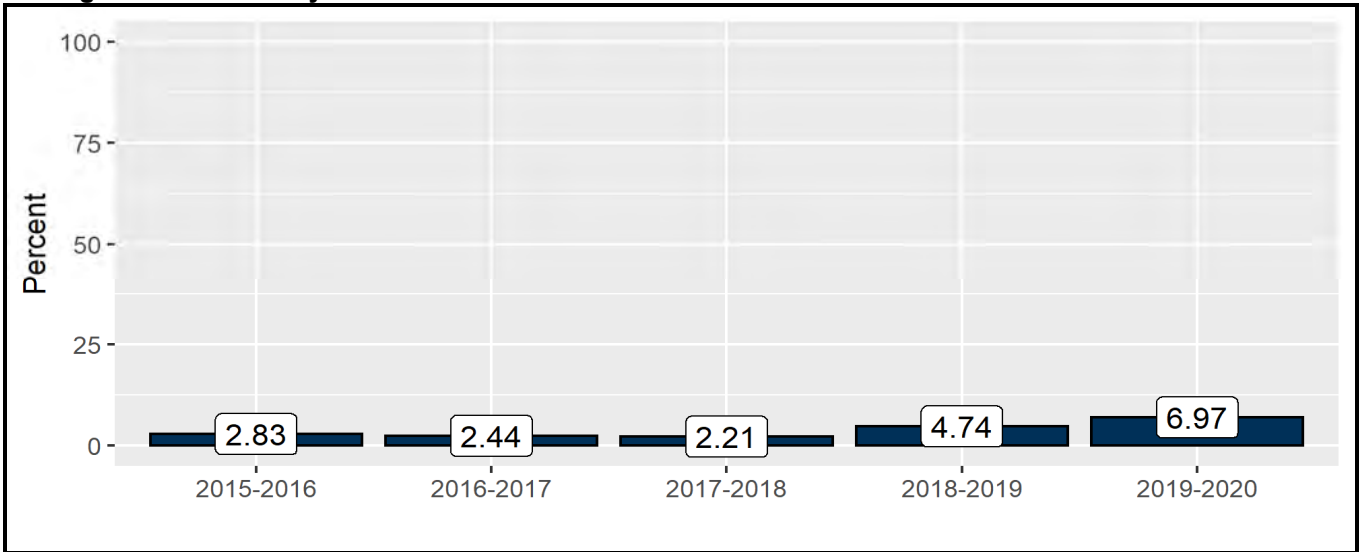
MOMENTUM POINT 2: The percentage of first-time students attempting 30+ units in their first year



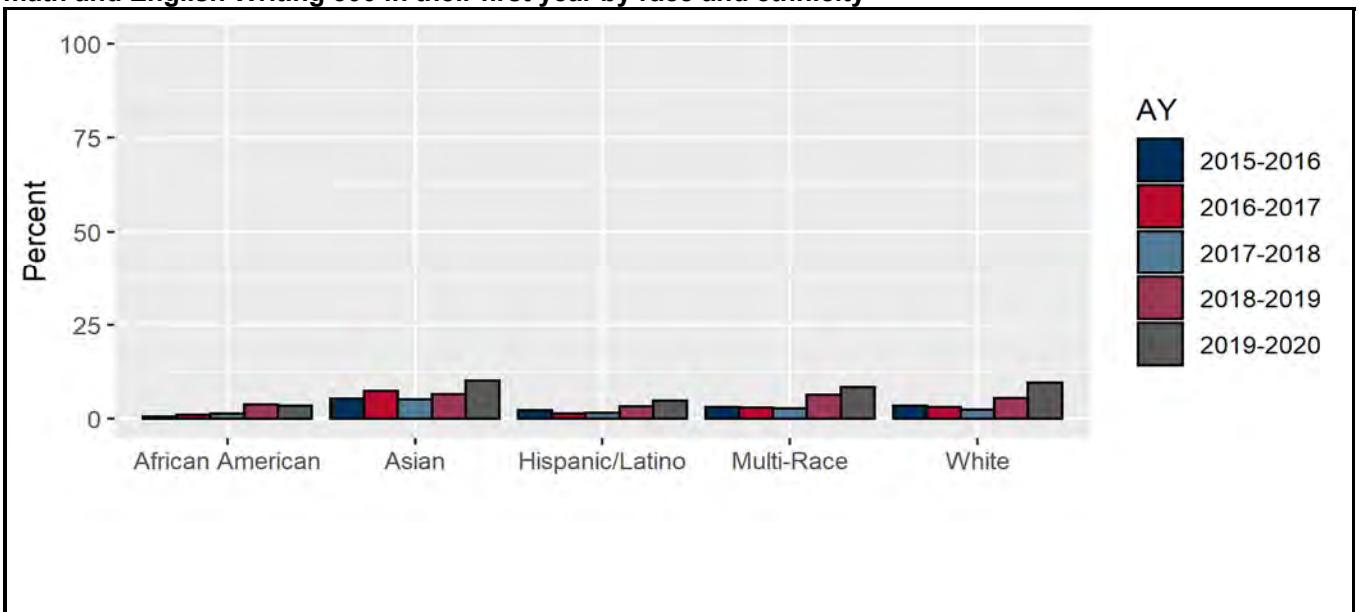
MOMENTUM POINT 2 by Race and Ethnicity: The percentage of first-time students attempting 30+ units in their first year by race and ethnicity



MOMENTUM POINT 3: The percentage of first-time students completing transfer level math and English Writing 300 in their first year

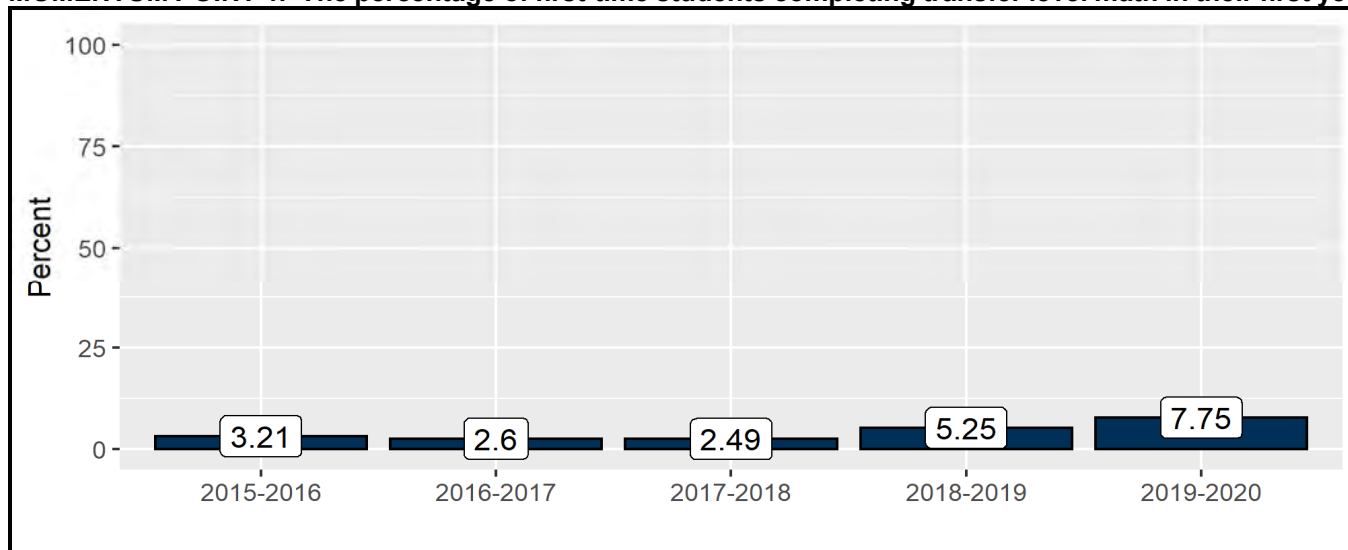


MOMENTUM POINT 3 by Race and Ethnicity: The percentage of first-time students completing transfer level math and English Writing 300 in their first year by race and ethnicity

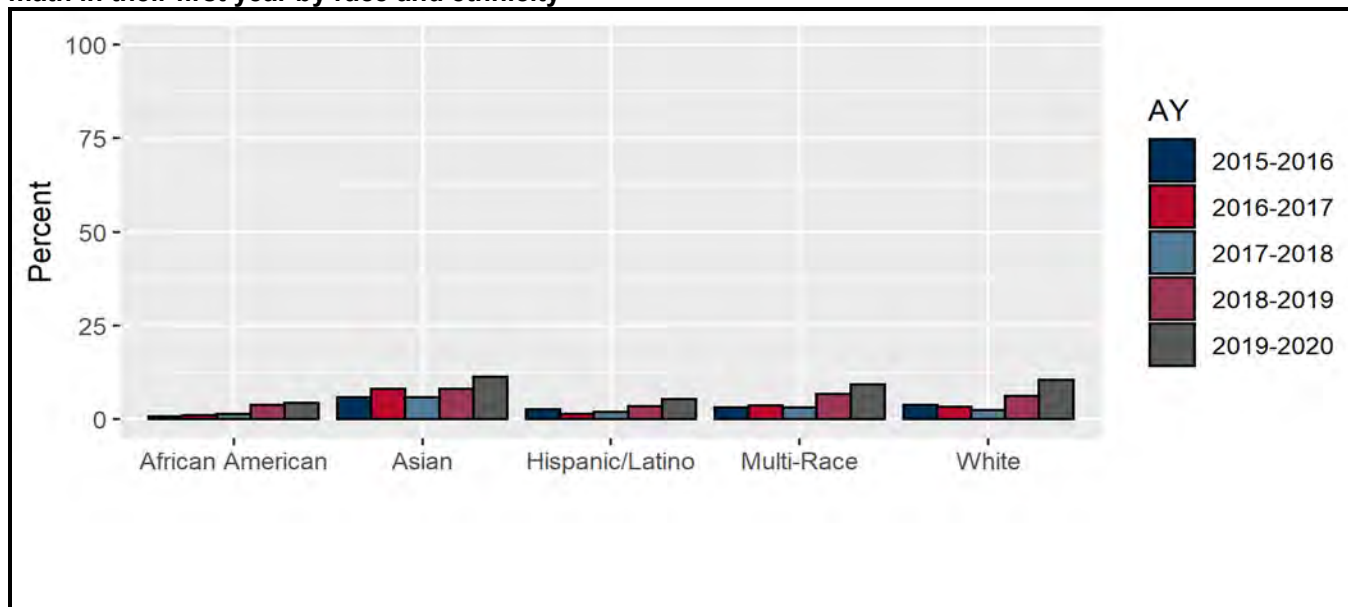


Ethnicity	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
African American	0.53	1.02	1.49	3.80	3.43
Asian	5.33	7.49	5.14	6.64	10.20
Hispanic/Latino	2.21	1.39	1.54	3.31	4.85
Multi-Race	3.15	2.93	2.88	6.38	8.47
White	3.41	3.12	2.39	5.47	9.64

MOMENTUM POINT 4: The percentage of first-time students completing transfer level math in their first year

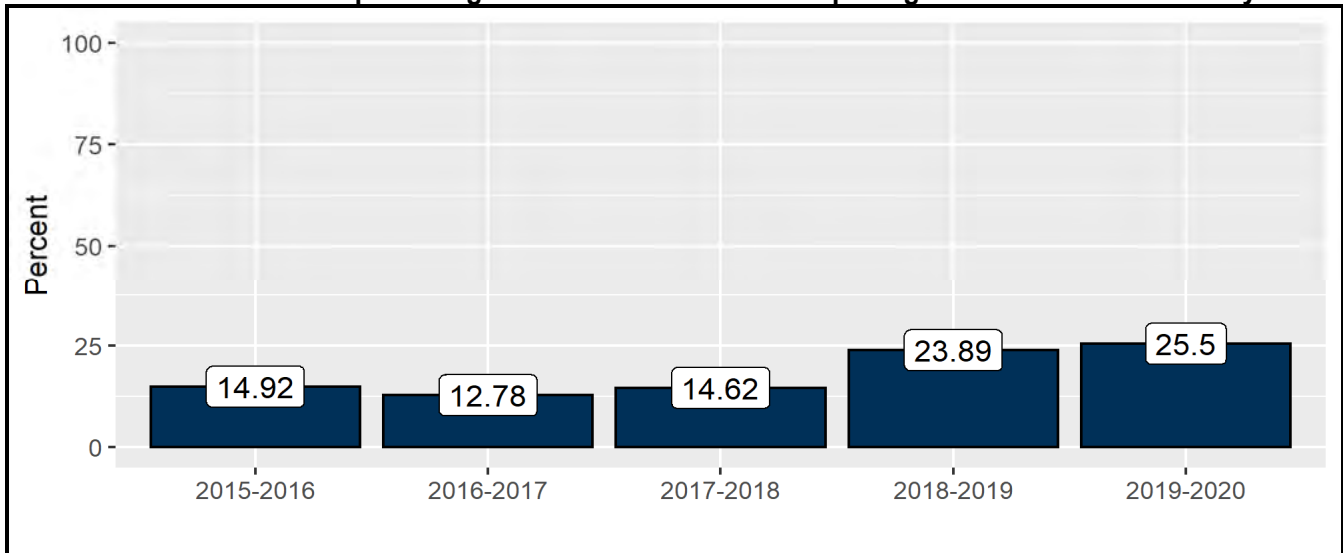


MOMENTUM POINT 4 by Race and Ethnicity: The percentage of first-time students completing transfer level math in their first year by race and ethnicity

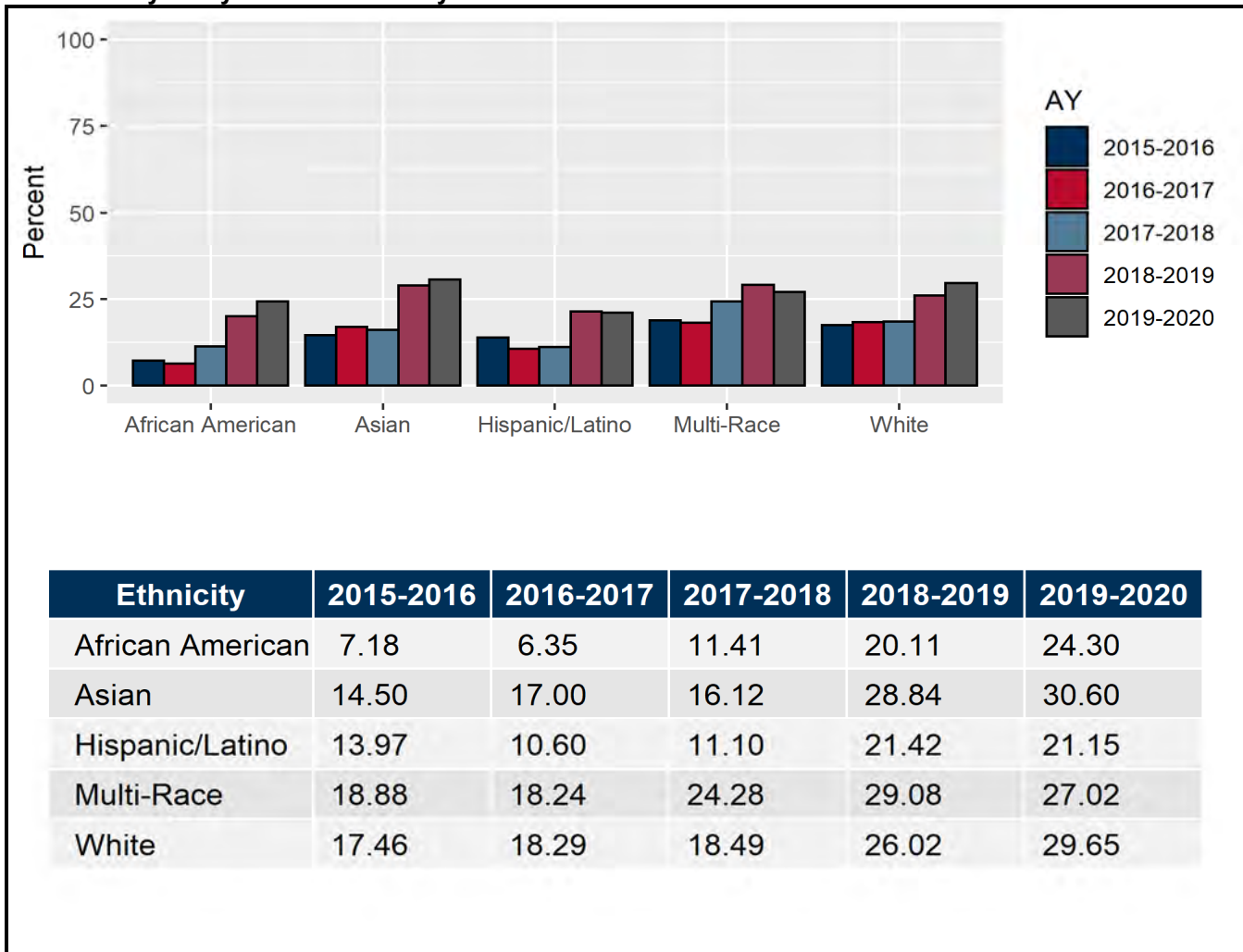


Ethnicity	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
African American	0.80	1.02	1.49	3.80	4.36
Asian	5.92	8.07	5.84	8.09	11.31
Hispanic/Latino	2.57	1.45	1.96	3.44	5.43
Multi-Race	3.15	3.58	3.19	6.74	9.27
White	3.89	3.29	2.54	6.25	10.51

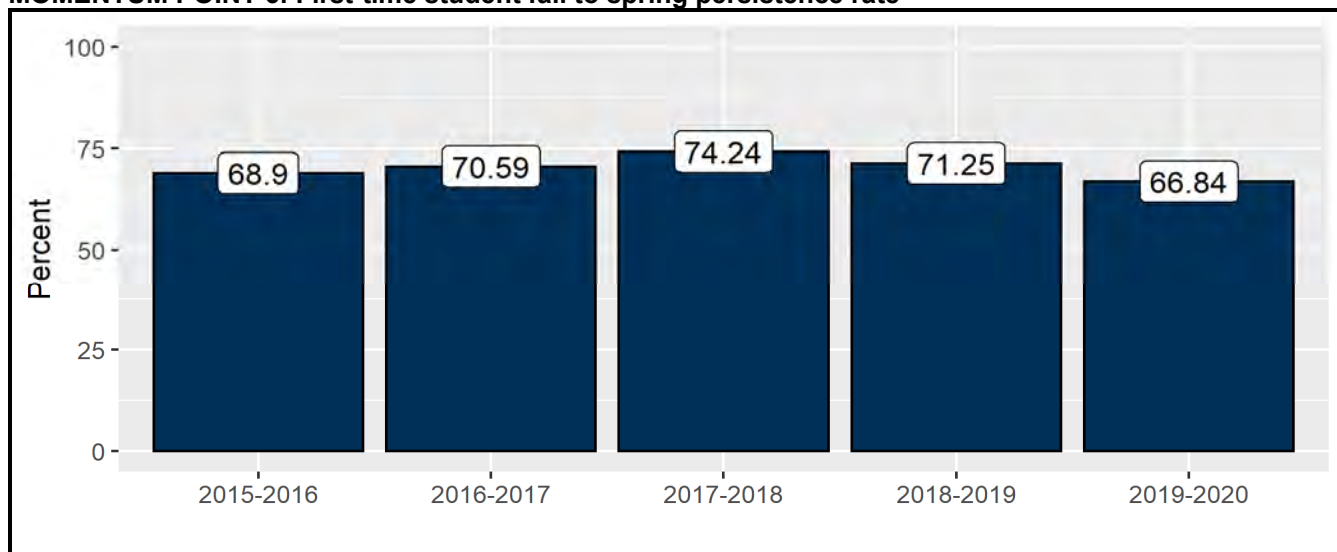
MOMENTUM POINT 5: The percentage of first-time students completing ENGWR 300 in their first year



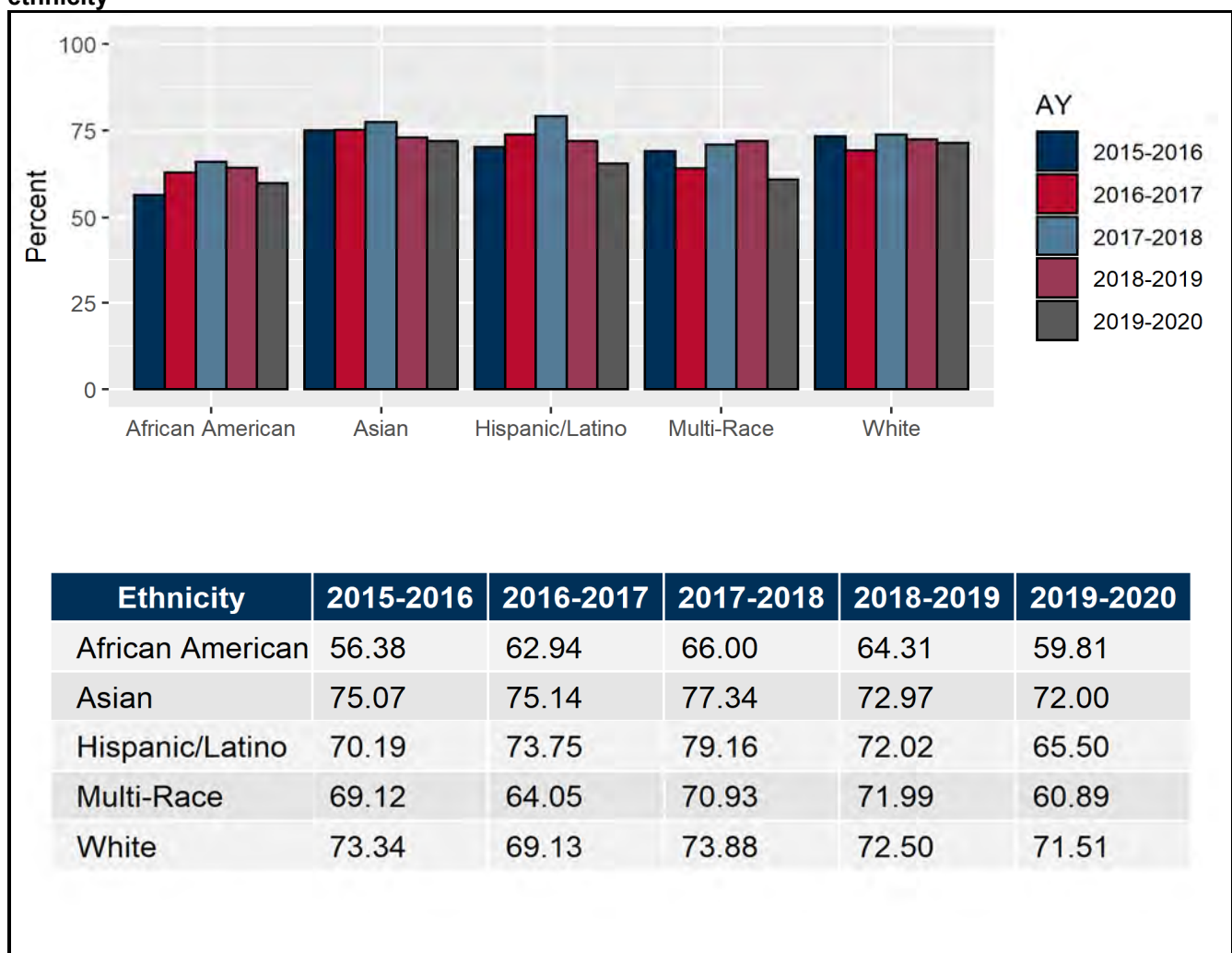
MOMENTUM POINT 5 by Race and Ethnicity: The percentage of first-time students completing ENGWR 300 in their first year by race and ethnicity



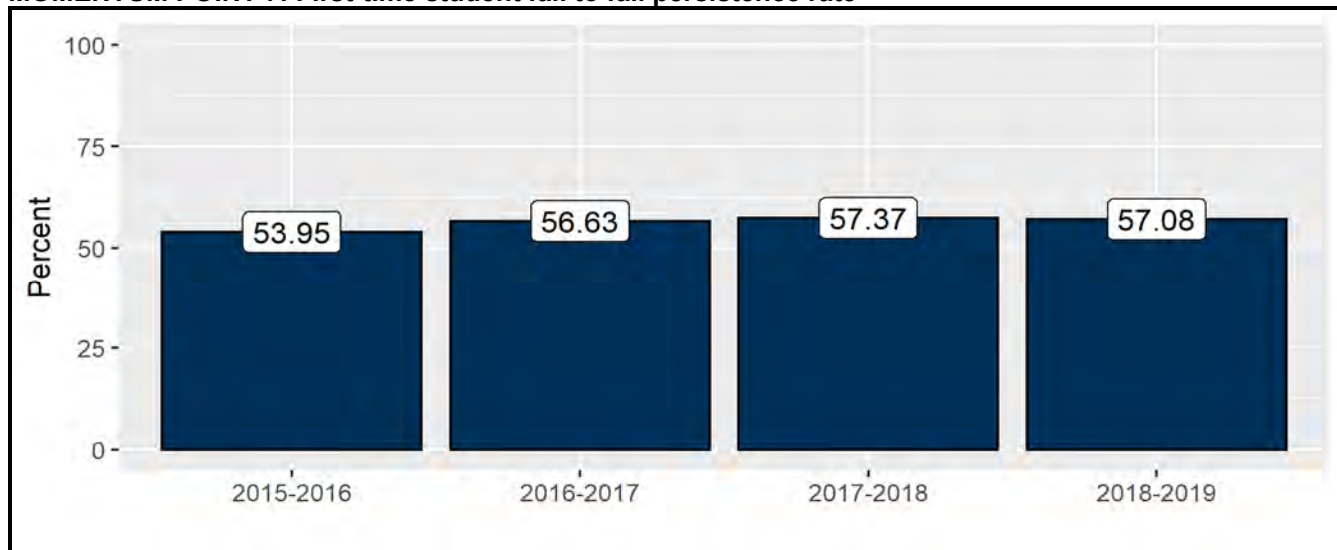
MOMENTUM POINT 6: First-time student fall to spring persistence rate



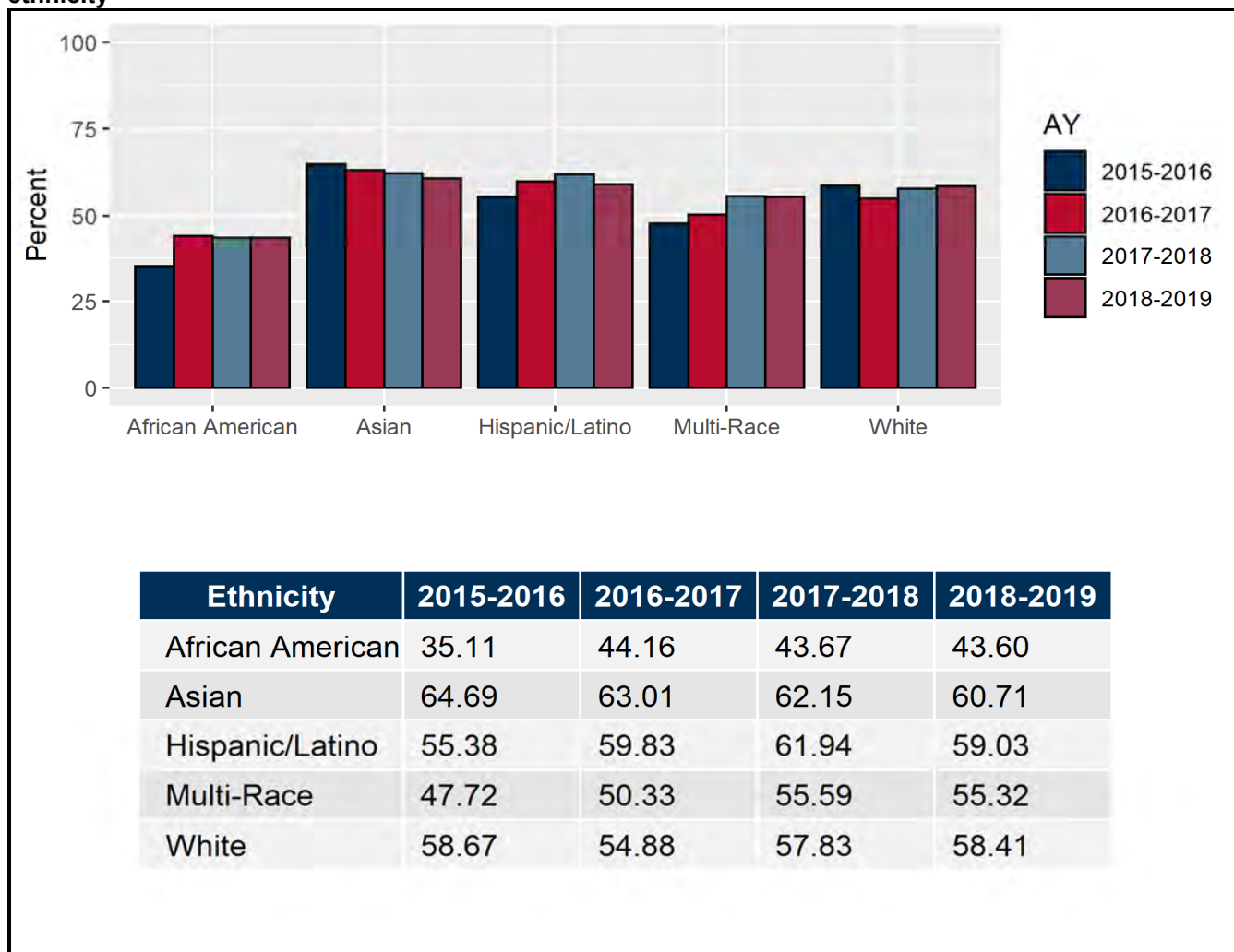
MOMENTUM POINT 6 by Race and Ethnicity: First-time student fall to spring persistence rate by race and ethnicity



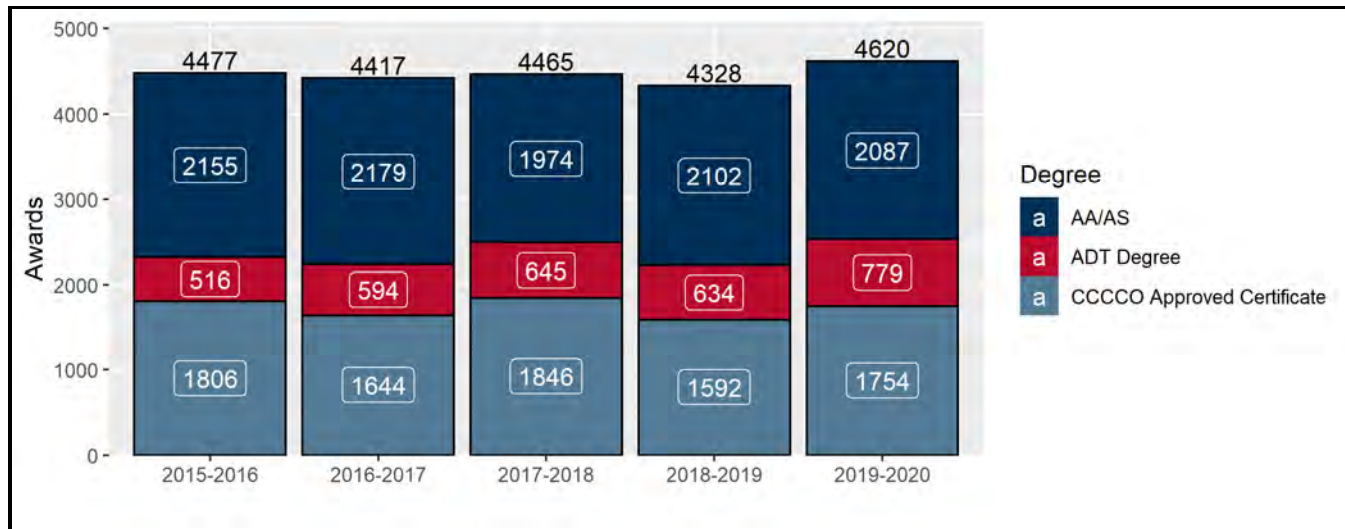
MOMENTUM POINT 7: First-time student fall to fall persistence rate



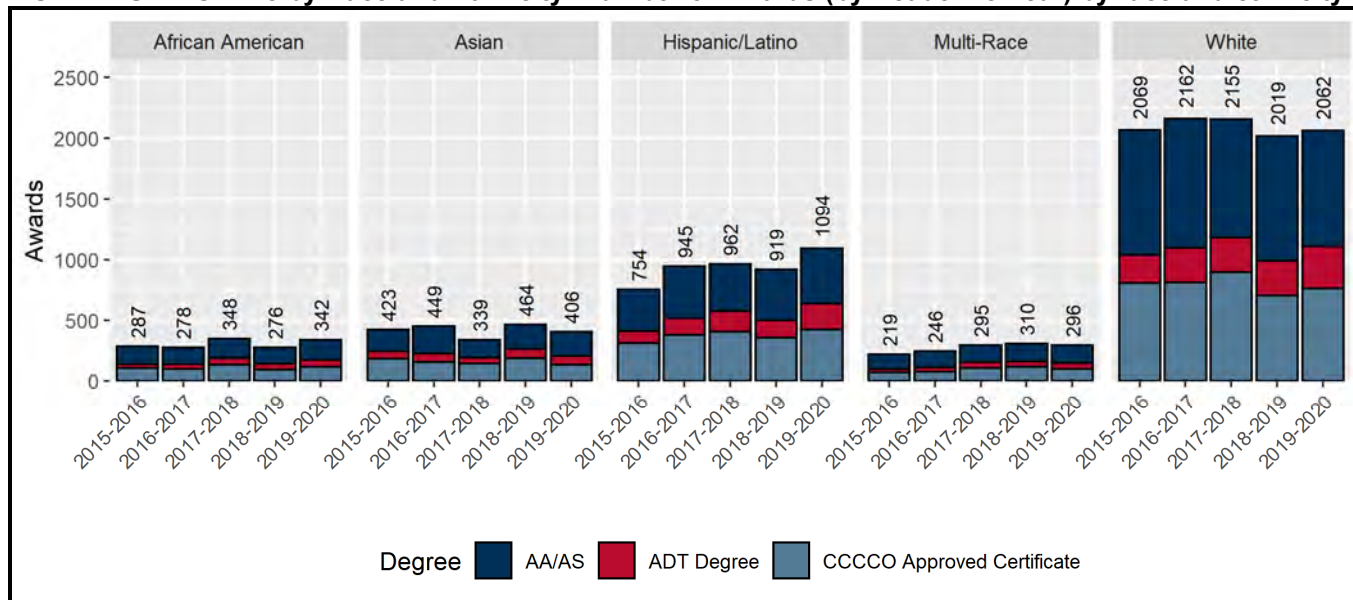
MOMENTUM POINT 7 by Race and Ethnicity: First-time student fall to fall persistence rate by race and ethnicity



MOMENTUM POINT 8: Number of Awards (by Academic Year)



MOMENTUM POINT 8 by Race and Ethnicity: Number of Awards (by Academic Year) by race and ethnicity



NOTES:

Number of awards based on Chancellor approved awards; does not include Non-Chancellor approved certificates

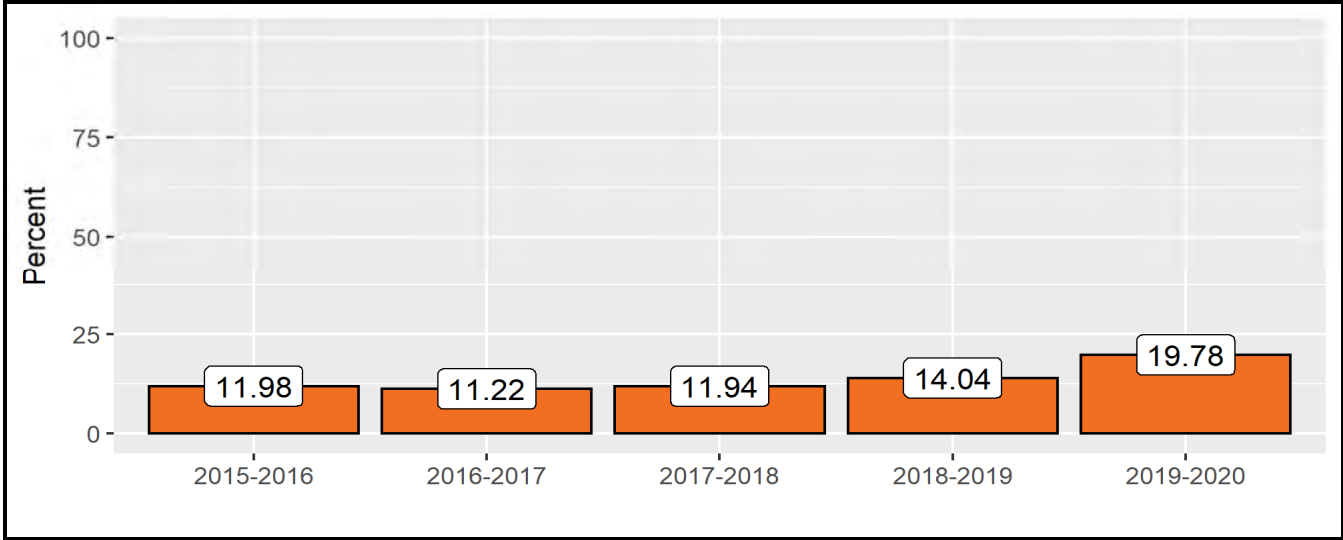
For the purpose of chart clarity and because of relatively small number of students, data for Pacific Islander, Filipino and Native Americans is not provided; however data is available upon request.

ARC First Time Student Counts

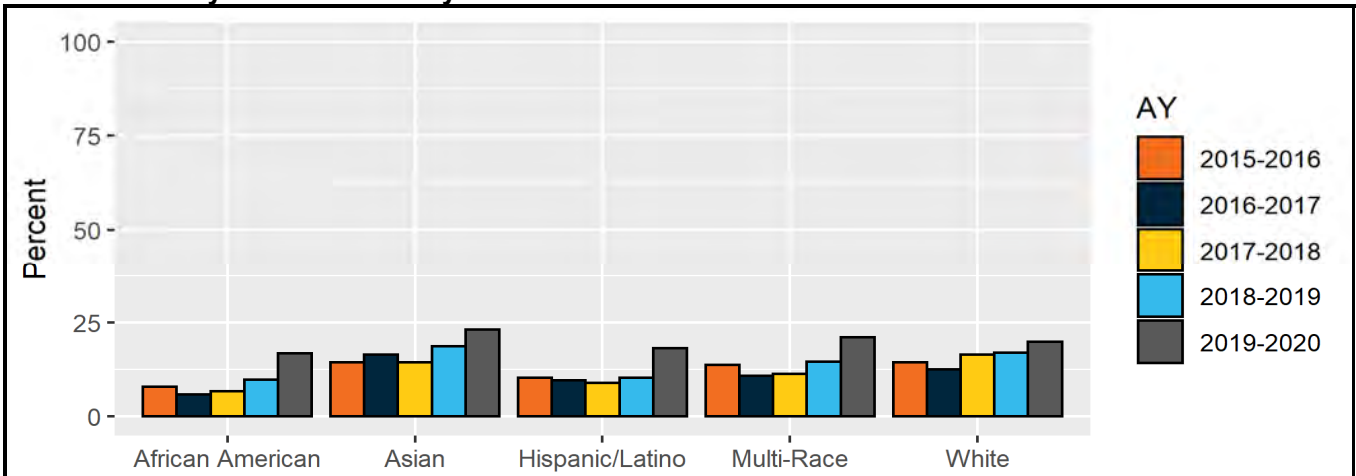
	All First Time Students	African American	Asian	Hispanic / Latino	Multi Race	White
2018-19	4877	368	482	1601	282	1791
2019-20	4505	321	451	1546	248	1494
ENGWR 300 Throughputs (First Time Students)						
	All First Time Students	African American	Asian	Hispanic / Latino	Multi Race	White
2018-19	1165	74	139	343	82	466
2019-20	1149	78	138	327	67	443
Transfer Level Math Throughputs (First Time Students)						
	All First Time Students	African American	Asian	Hispanic / Latino	Multi Race	White
2018-19	256	14	39	55	19	112
2019-20	349	14	51	84	23	157
ENGWR 300 and Transfer Level Math Throughputs (First Time Students)						
	All First Time Students	African American	Asian	Hispanic / Latino	Multi Race	White
2018-19	231	14	32	53	18	98
2019-20	314	11	46	75	21	144

COSUMNES RIVER COLLEGE

MOMENTUM POINT 1: The percentage of first-time students attempting 15+ units in their first term

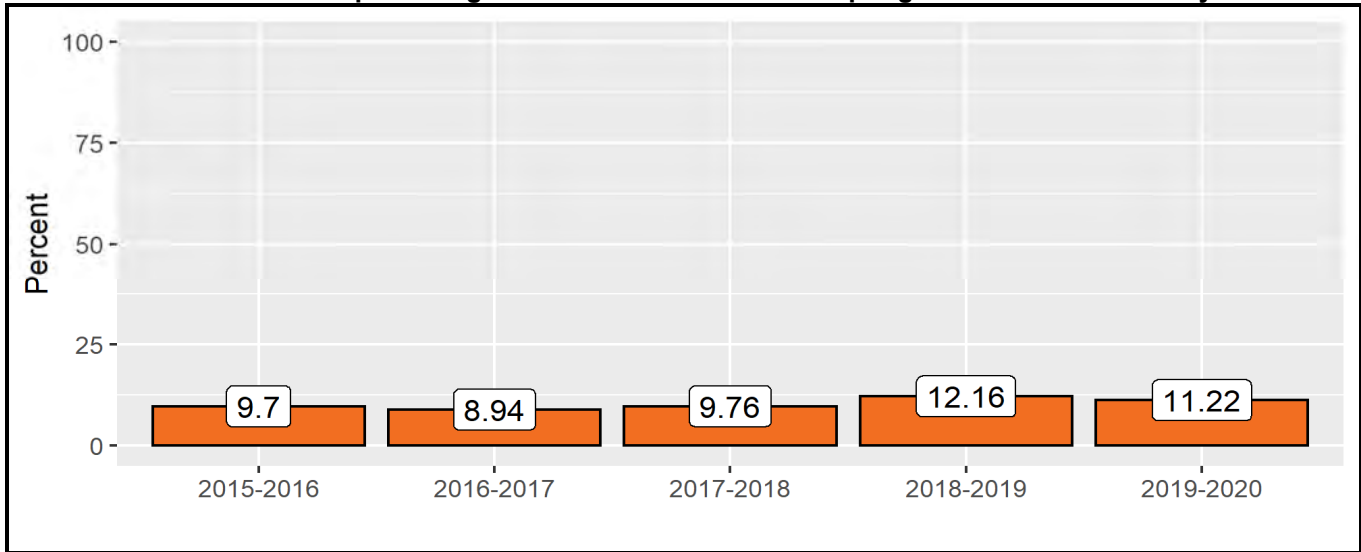


MOMENTUM POINT 1 by Race and Ethnicity: The percentage of first-time students attempting 15+ units in their first term by race and ethnicity

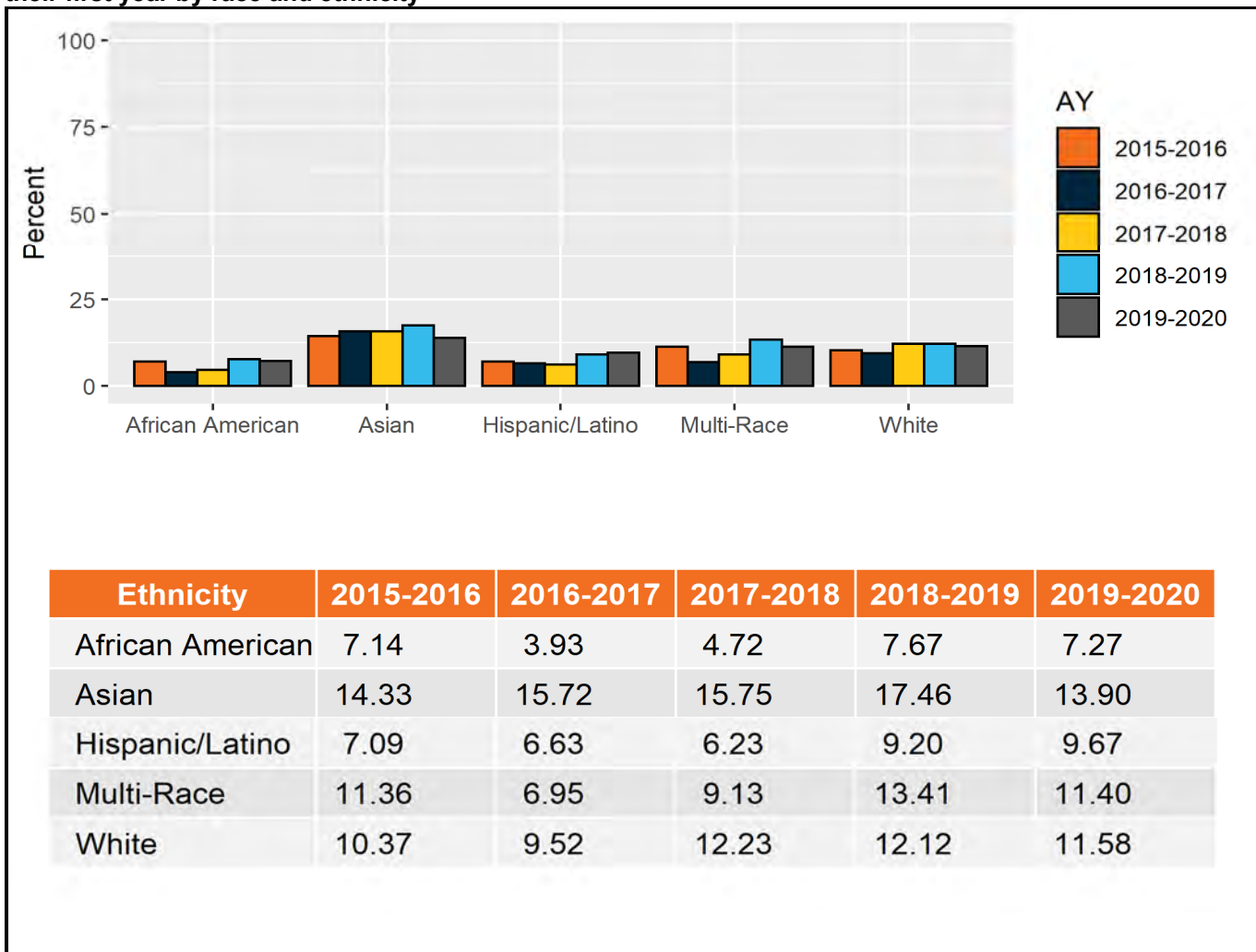


Ethnicity	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
African American	7.97	5.90	6.78	9.85	16.79
Asian	14.33	16.54	14.43	18.68	23.08
Hispanic/Latino	10.37	9.69	9.03	10.38	18.09
Multi-Race	13.70	10.85	11.41	14.63	21.05
White	14.38	12.50	16.47	16.93	19.86

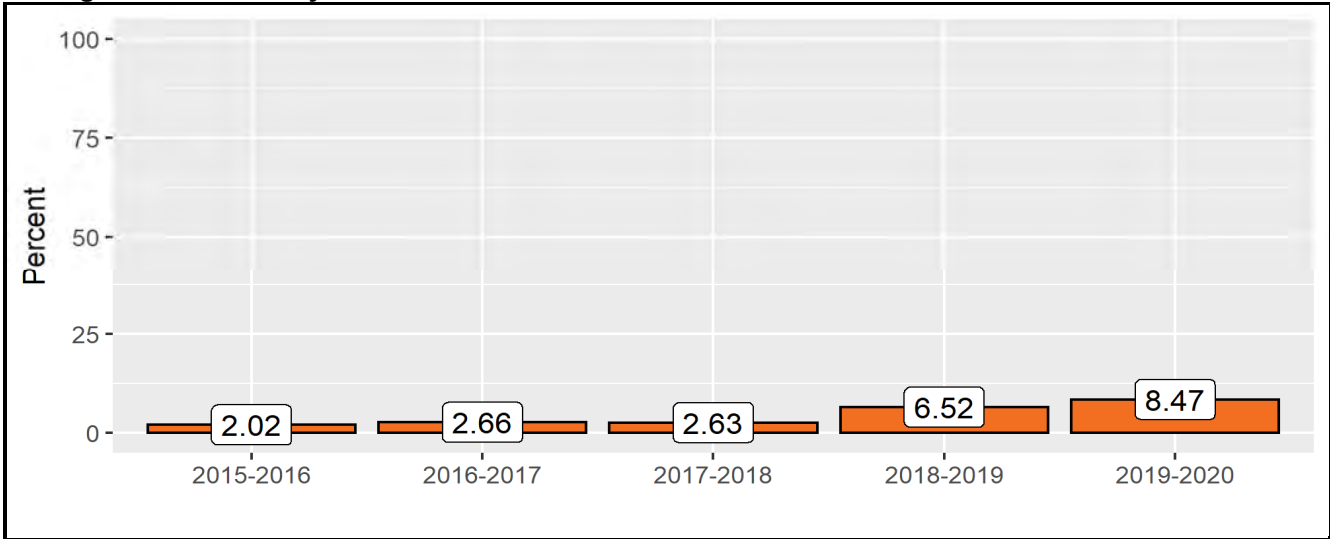
MOMENTUM POINT 2: The percentage of first-time students attempting 30+ units in their first year



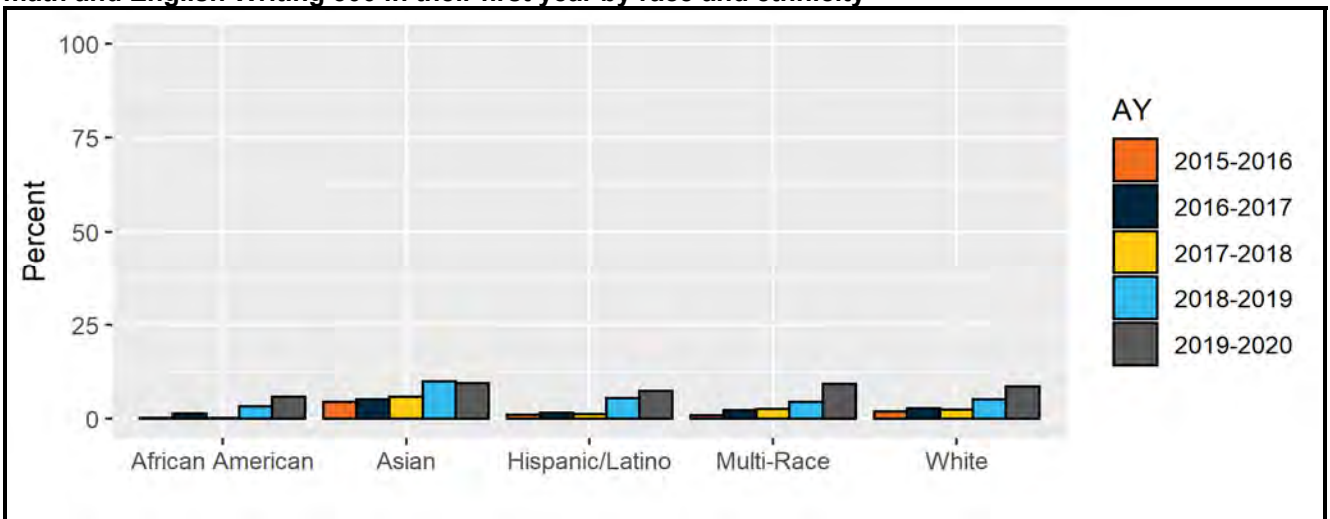
MOMENTUM POINT 2 by Race and Ethnicity: The percentage of first-time students attempting 30+ units in their first year by race and ethnicity



MOMENTUM POINT 3: The percentage of first-time students completing transfer level math and English Writing 300 in their first year

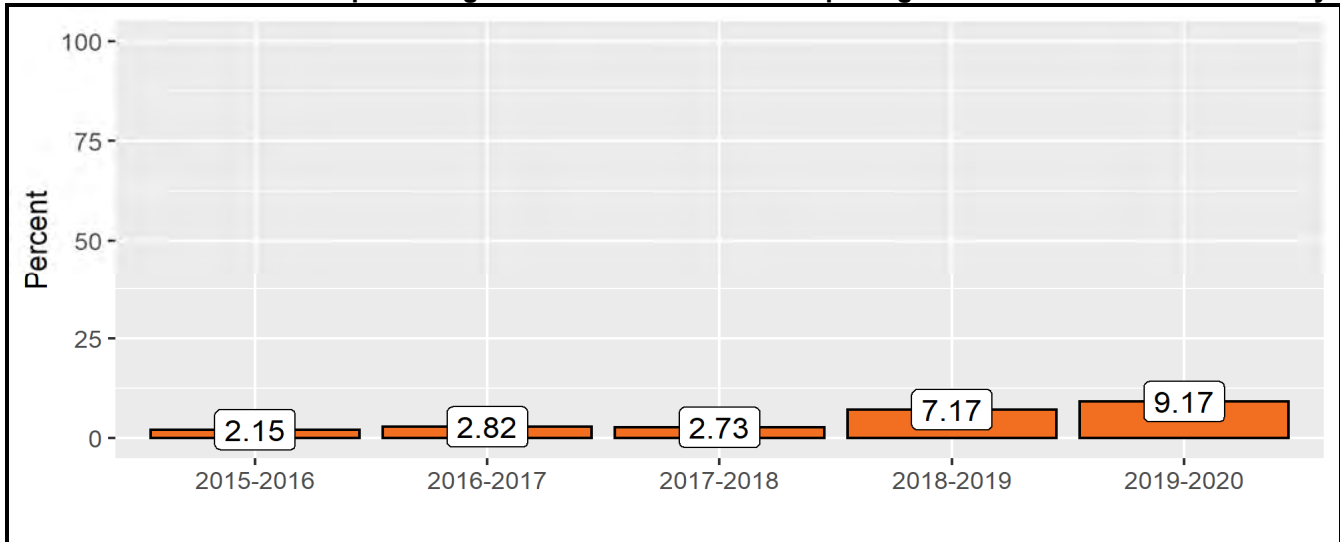


MOMENTUM POINT 3 by Race and Ethnicity: The percentage of first-time students completing transfer level math and English Writing 300 in their first year by race and ethnicity

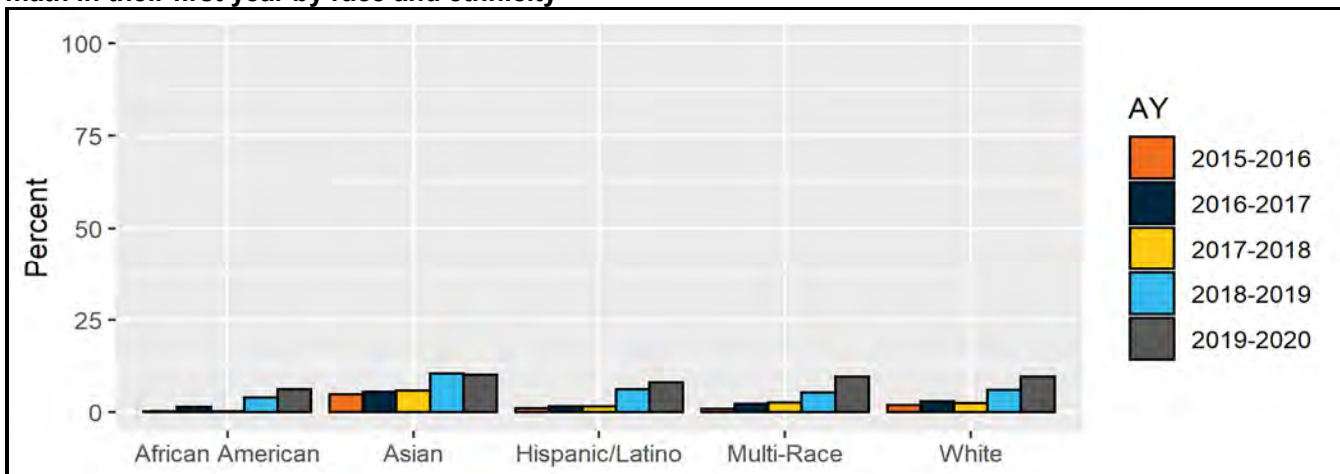


Ethnicity	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
African American	0.27	1.40	0.29	3.37	5.82
Asian	4.55	5.19	5.79	10.00	9.45
Hispanic/Latino	1.06	1.58	1.35	5.60	7.46
Multi-Race	0.91	2.32	2.66	4.47	9.21
White	1.94	2.84	2.47	5.26	8.68

MOMENTUM POINT 4: The percentage of first-time students completing transfer level math in their first year

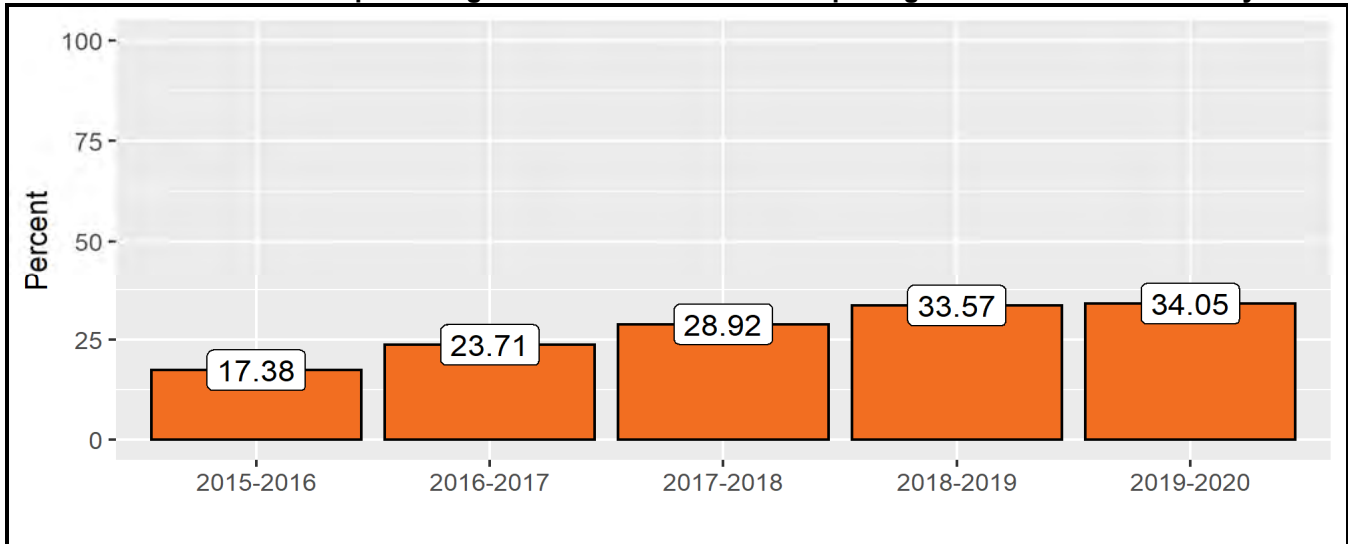


MOMENTUM POINT 4 by Race and Ethnicity: The percentage of first-time students completing transfer level math in their first year by race and ethnicity

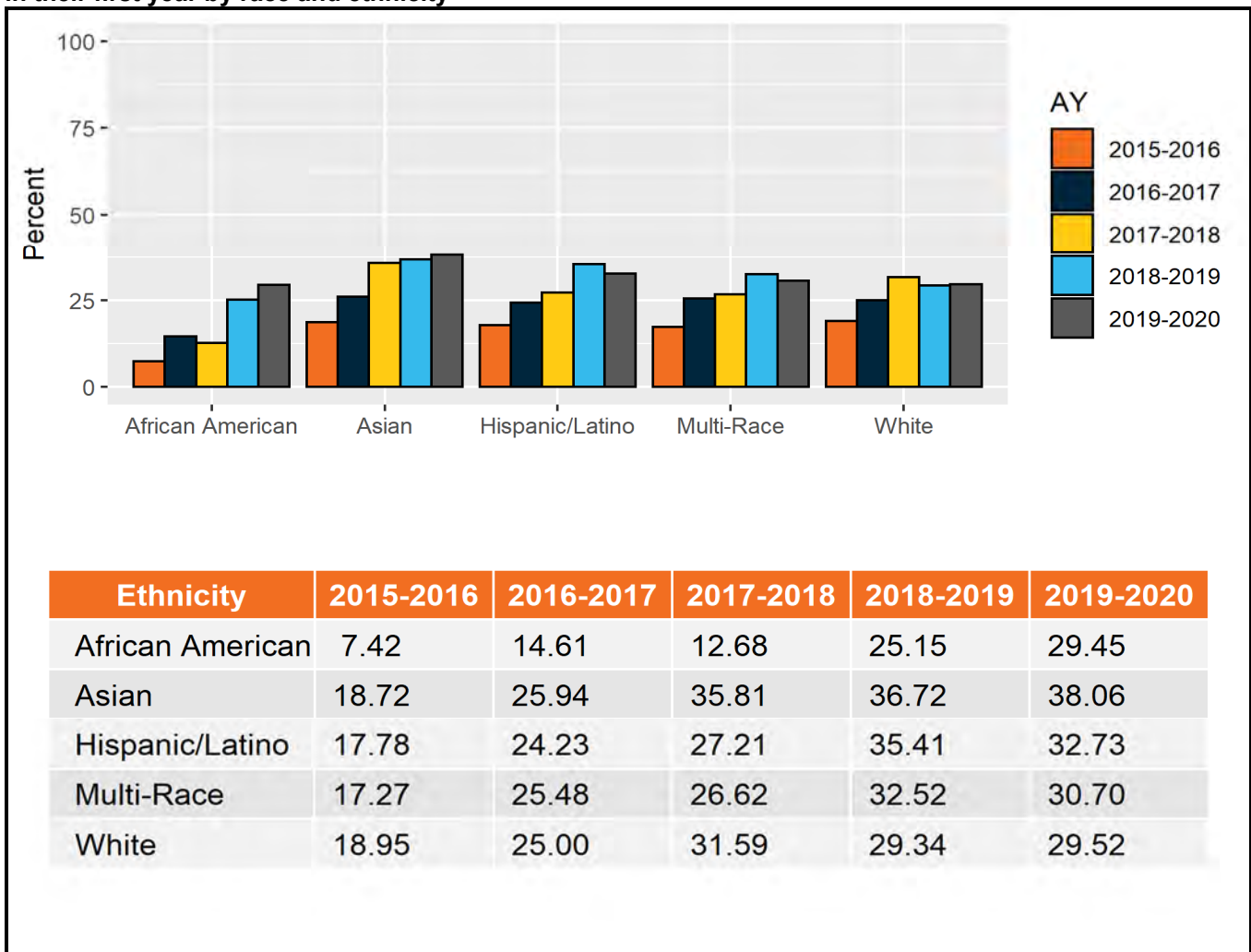


Ethnicity	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
African American	0.27	1.40	0.29	3.99	6.18
Asian	4.89	5.50	5.94	10.45	10.12
Hispanic/Latino	1.16	1.68	1.56	6.24	8.04
Multi-Race	0.91	2.32	2.66	5.28	9.65
White	1.94	2.98	2.47	6.13	9.70

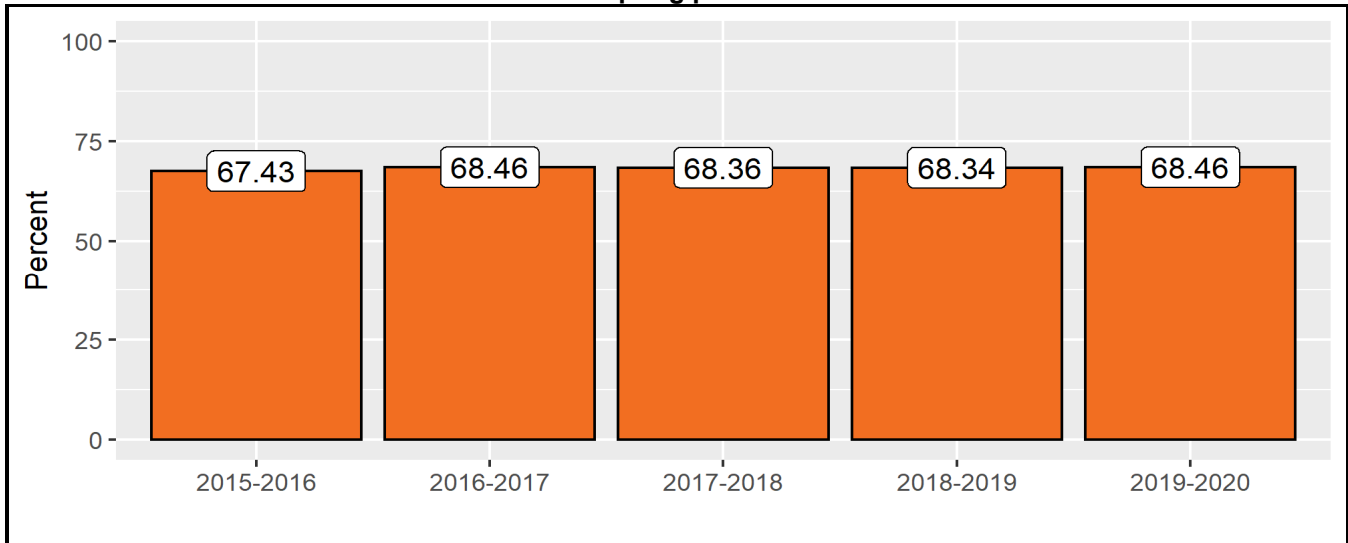
MOMENTUM POINT 5: The percentage of first-time students completing ENGWR 300 in their first year



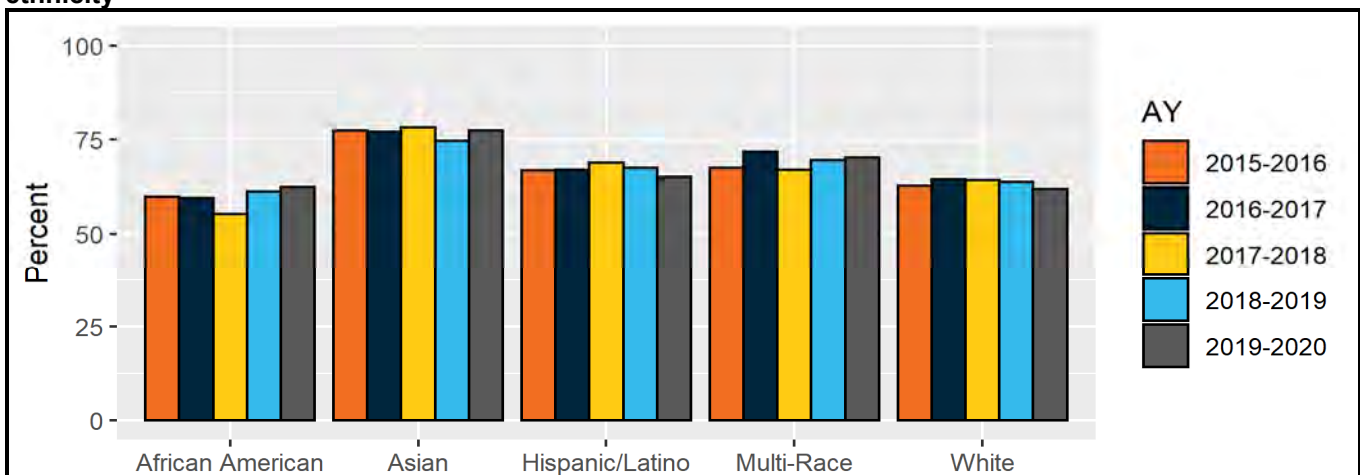
MOMENTUM POINT 5 by Race and Ethnicity: The percentage of first-time students completing ENGWR 300 in their first year by race and ethnicity



MOMENTUM POINT 6: First-time student fall to spring persistence rate

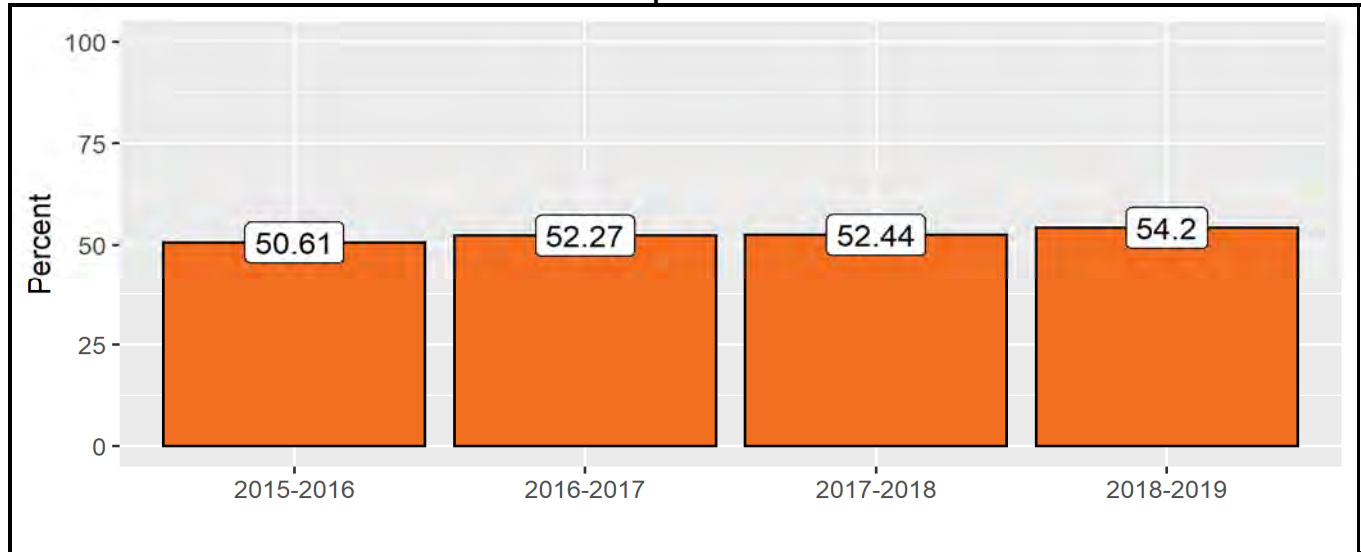


MOMENTUM POINT 6 by Race and Ethnicity: First-time student fall to spring persistence rate by race and ethnicity

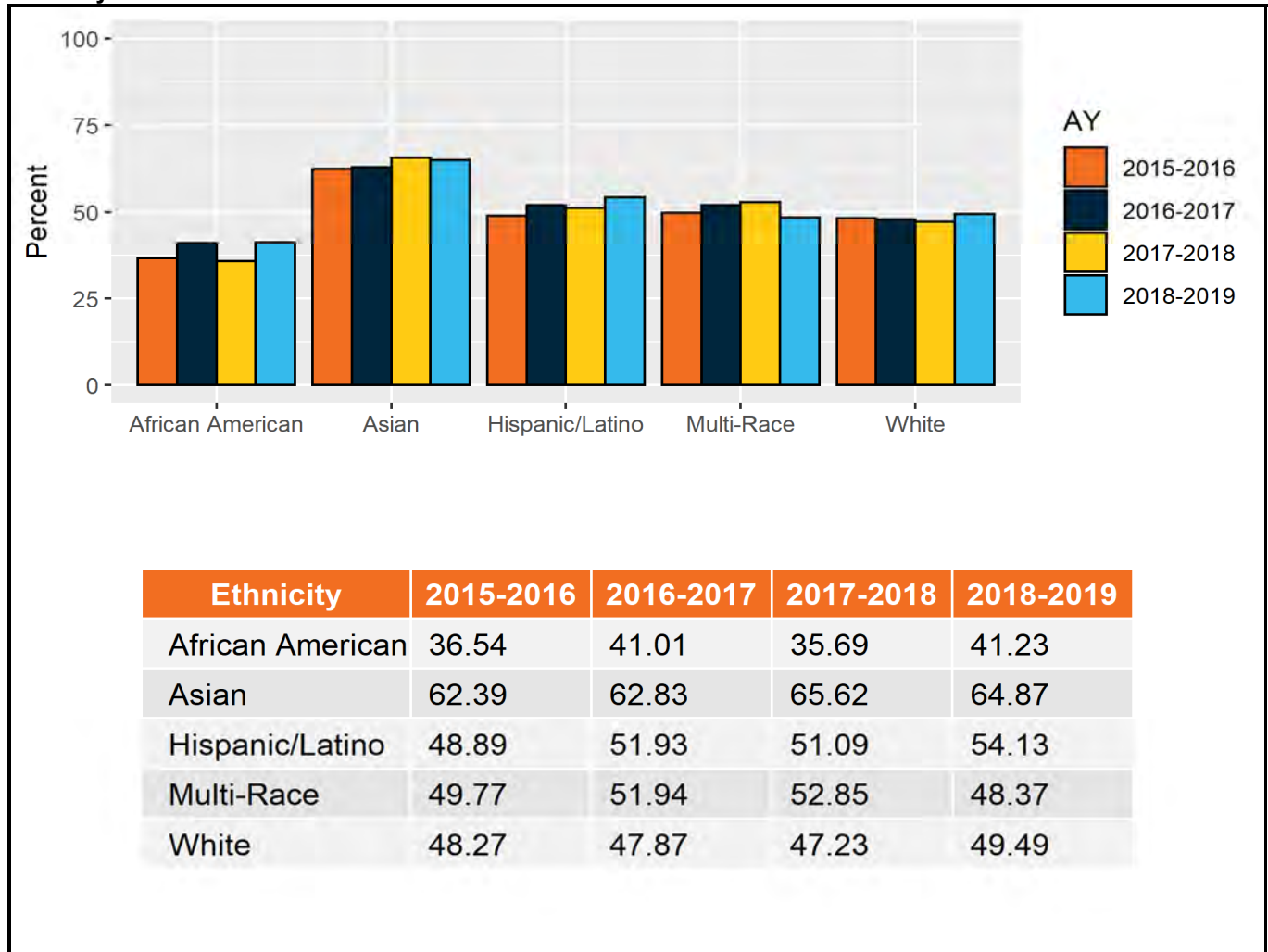


Ethnicity	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
African American	59.89	59.55	55.16	61.23	62.41
Asian	77.40	77.01	78.27	74.74	77.46
Hispanic/Latino	66.88	66.96	68.85	67.48	65.07
Multi-Race	67.58	71.71	66.92	69.51	70.18
White	62.66	64.49	64.29	63.80	61.88

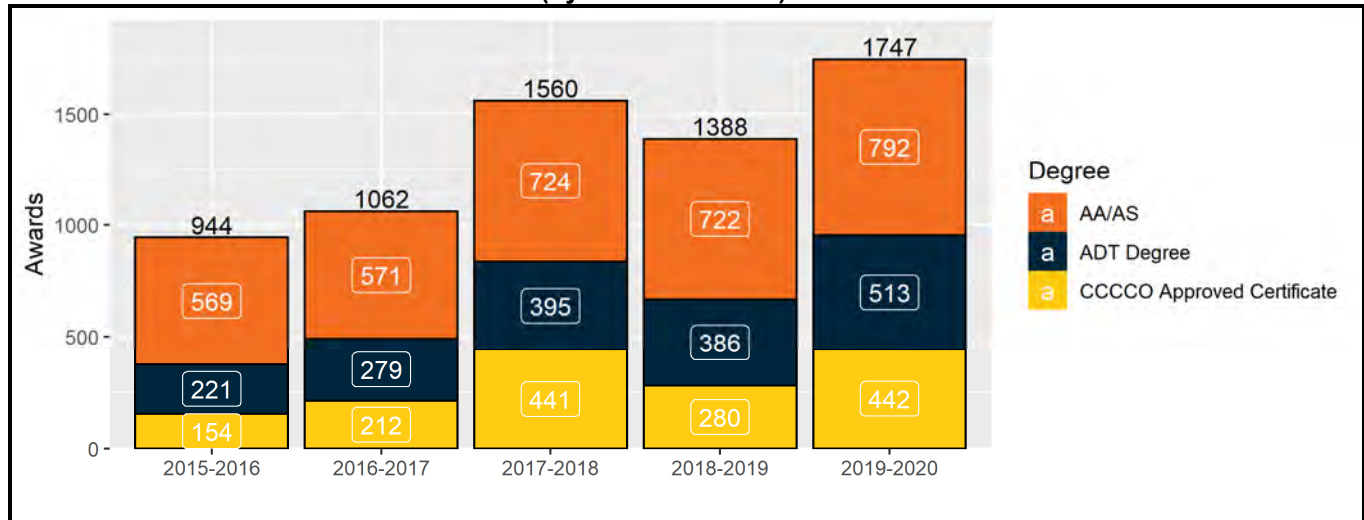
MOMENTUM POINT 7: First-time student fall to fall persistence rate



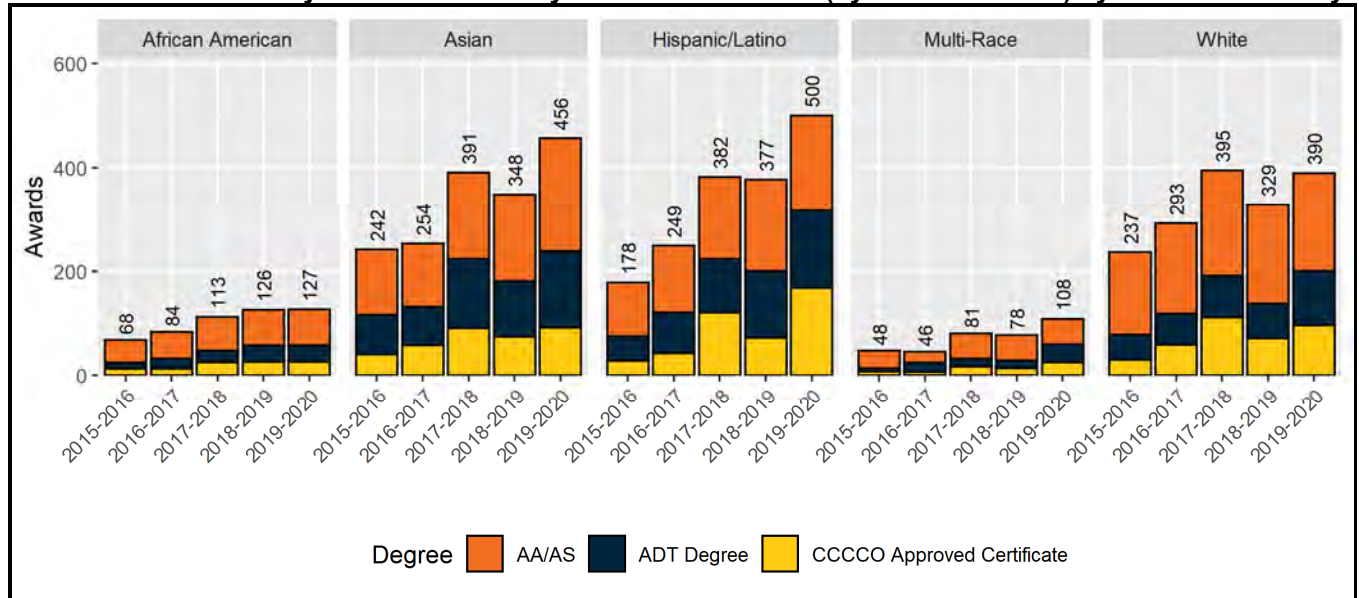
MOMENTUM POINT 7 by Race and Ethnicity: First-time student fall to fall persistence rate by race and ethnicity



MOMENTUM POINT 8: Number of Awards (by Academic Year)



MOMENTUM POINT 8 by Race and Ethnicity: Number of Awards (by Academic Year) by race and ethnicity



NOTES:

Number of awards based on Chancellor approved awards; does not include Non-Chancellor approved certificates
 For the purpose of chart clarity and because of relatively small number of students, data for Pacific Islander, Filipino and Native Americans is not provided; however data is available upon request.

CRC First Time Student Counts

	All First Time Students	African American	Asian	Hispanic / Latino	Multi Race	White
2018-19	3083	326	670	946	246	685
2019-20	3316	275	741	1045	228	691

ENGWR 300 Throughputs (First Time Students)

	All First Time Students	African American	Asian	Hispanic / Latino	Multi Race	White
2018-19	1035	82	246	335	80	201
2019-20	1129	81	282	342	70	204

Transfer Level Math Throughputs (First Time Students)

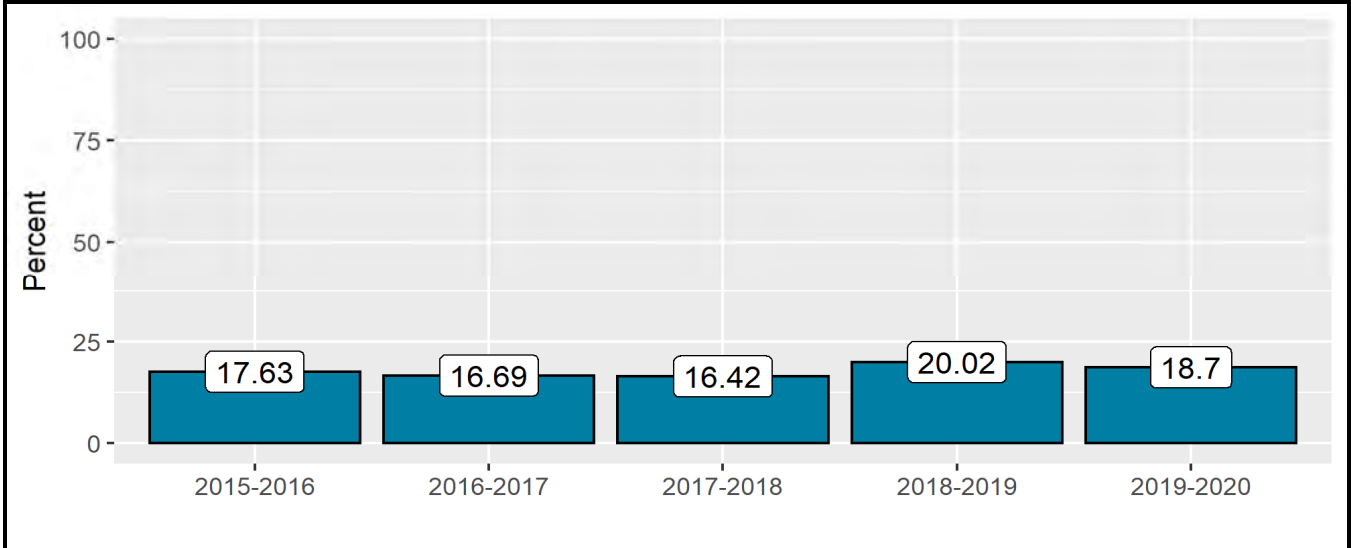
	All First Time Students	African American	Asian	Hispanic / Latino	Multi Race	White
2018-19	221	13	70	59	13	42
2019-20	304	17	75	84	22	67

ENGWR 300 and Transfer Level Math Throughputs (First Time Students)

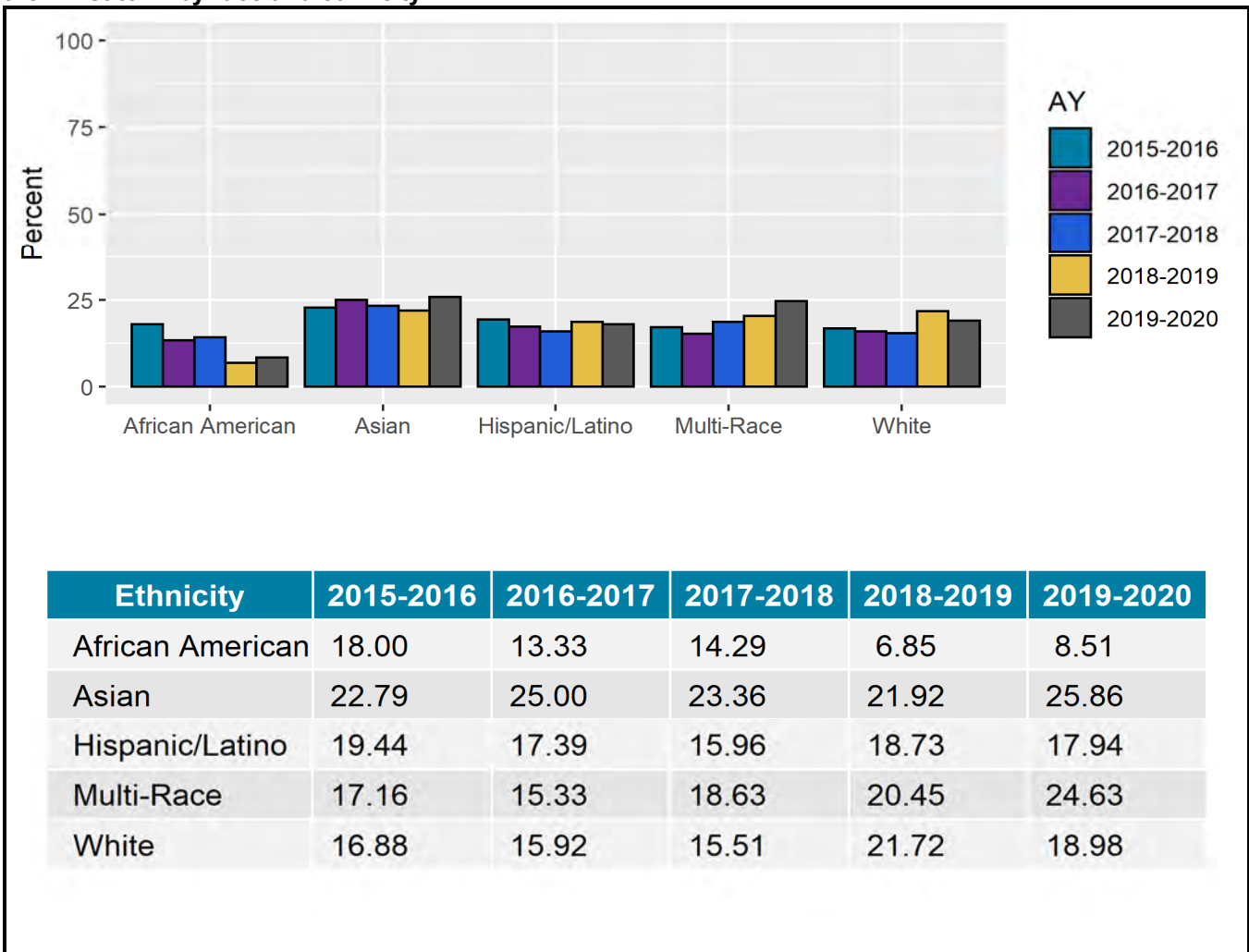
	All First Time Students	African American	Asian	Hispanic / Latino	Multi Race	White
2018-19	201	11	67	53	11	36
2019-20	281	16	70	78	21	60

FOLSOM LAKE COLLEGE

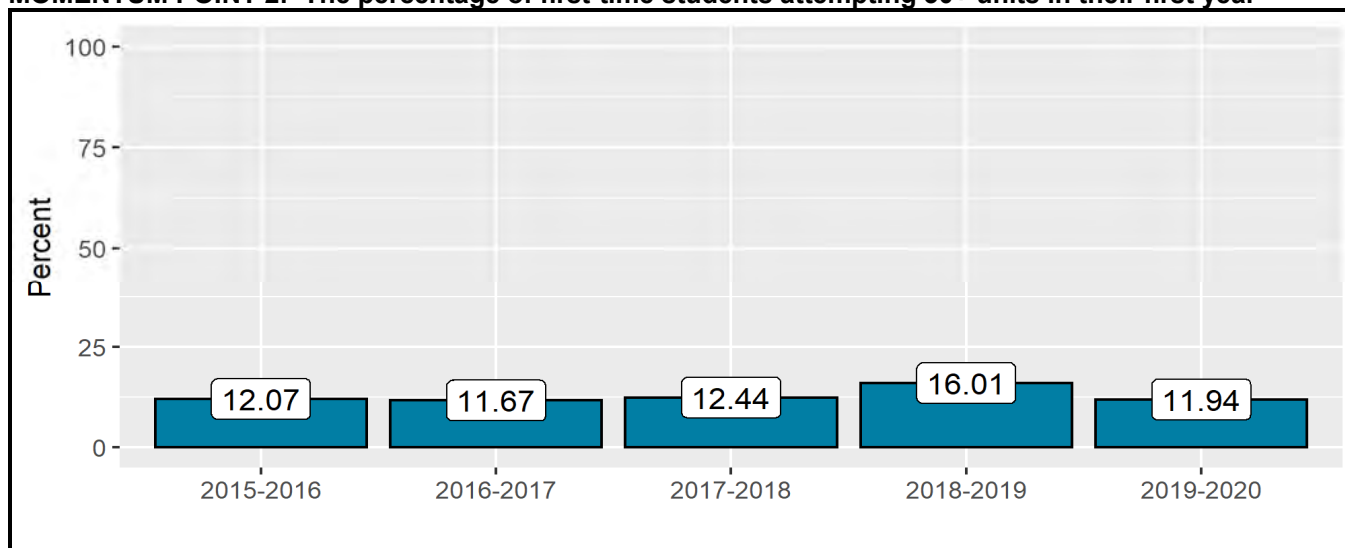
MOMENTUM POINT 1: The percentage of first-time students attempting 15+ units in their first term



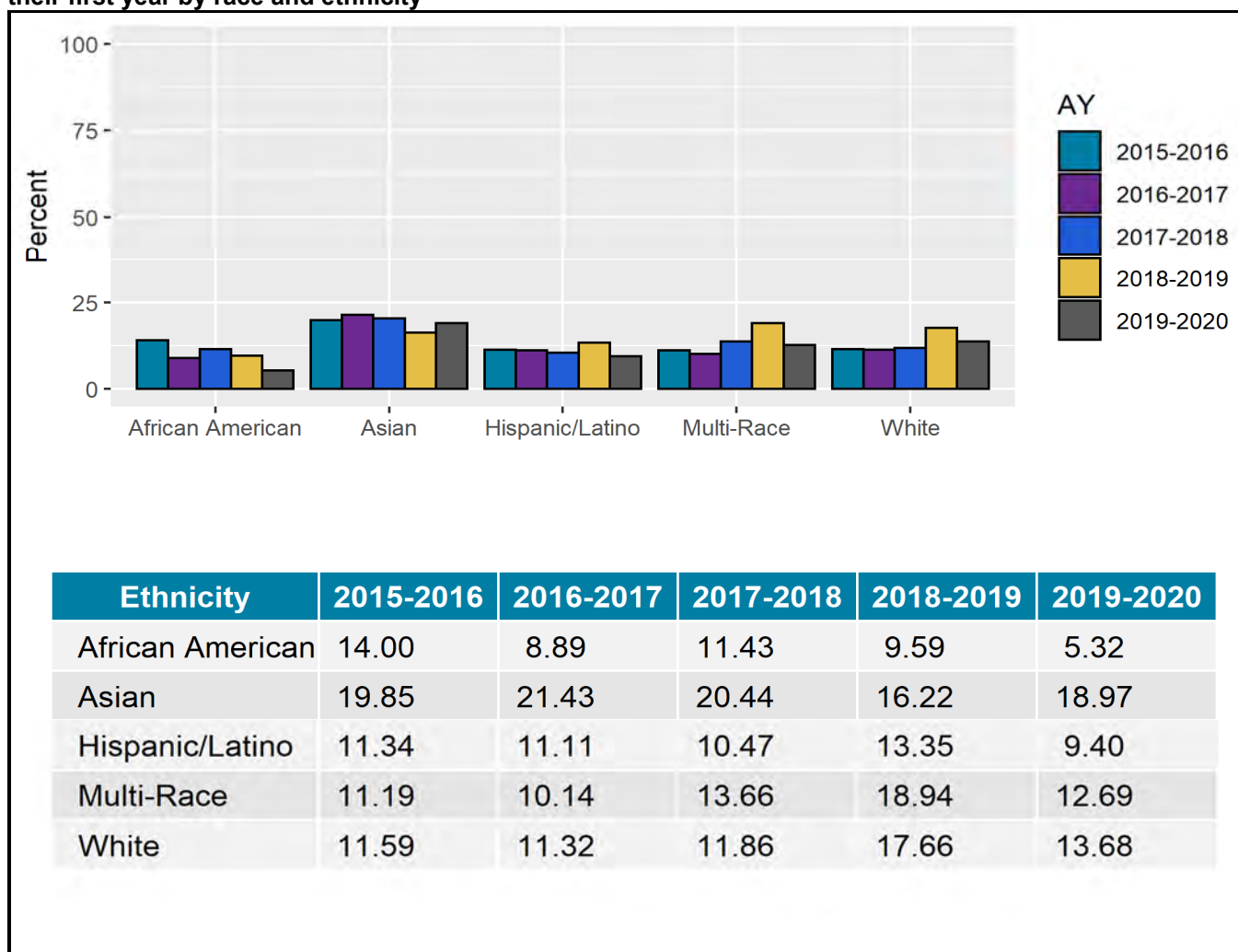
MOMENTUM POINT 1 by Race and Ethnicity: The percentage of first-time students attempting 15+ units in their first term by race and ethnicity



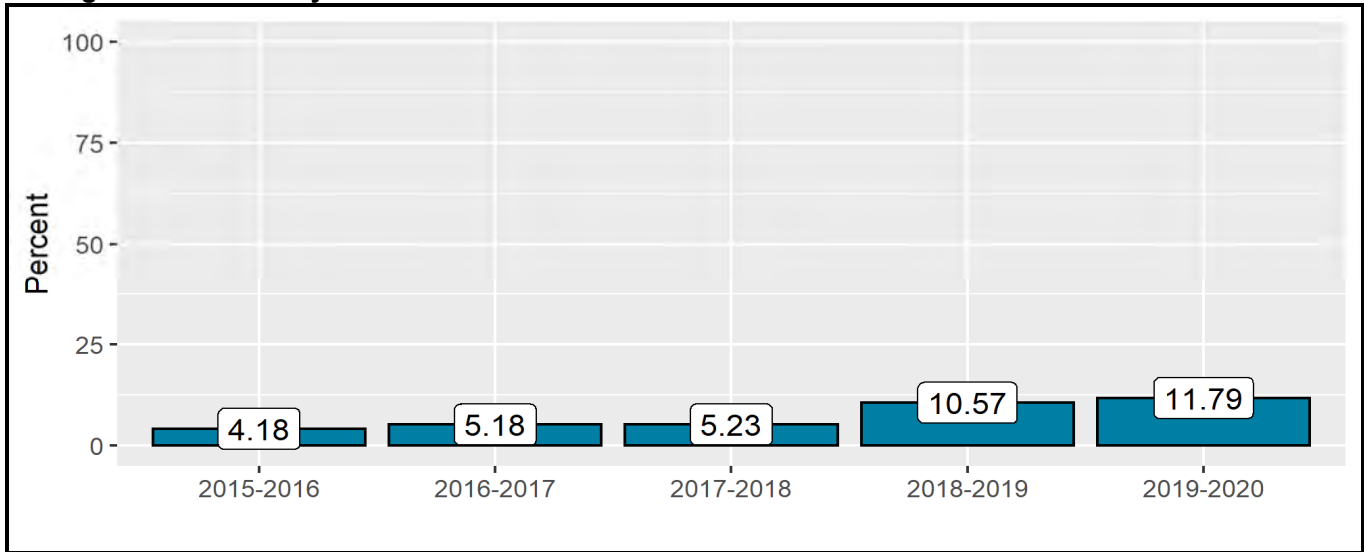
MOMENTUM POINT 2: The percentage of first-time students attempting 30+ units in their first year



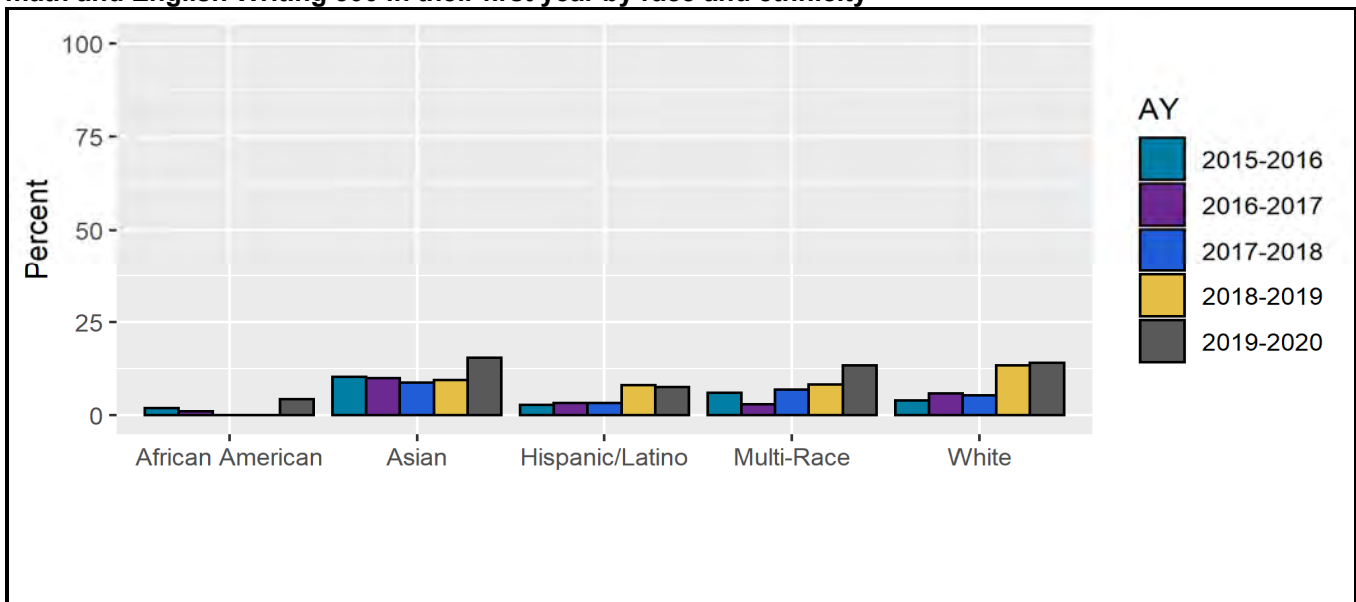
MOMENTUM POINT 2 by Race and Ethnicity: The percentage of first-time students attempting 30+ units in their first year by race and ethnicity



MOMENTUM POINT 3: The percentage of first-time students completing transfer level math and English Writing 300 in their first year

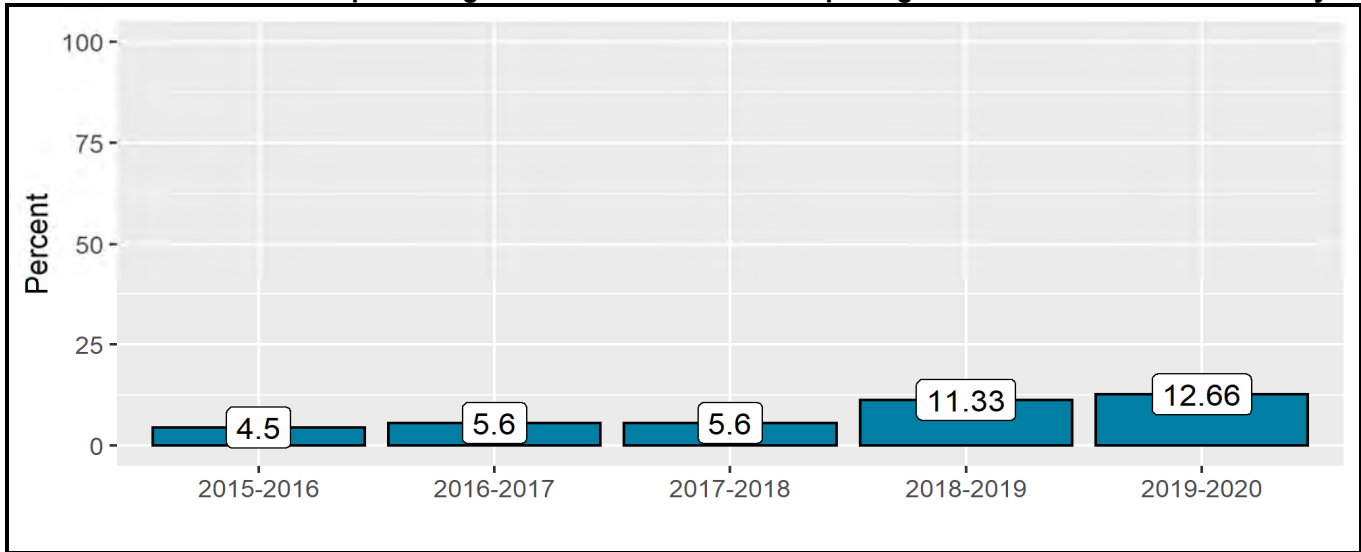


MOMENTUM POINT 3 by Race and Ethnicity: The percentage of first-time students completing transfer level math and English Writing 300 in their first year by race and ethnicity

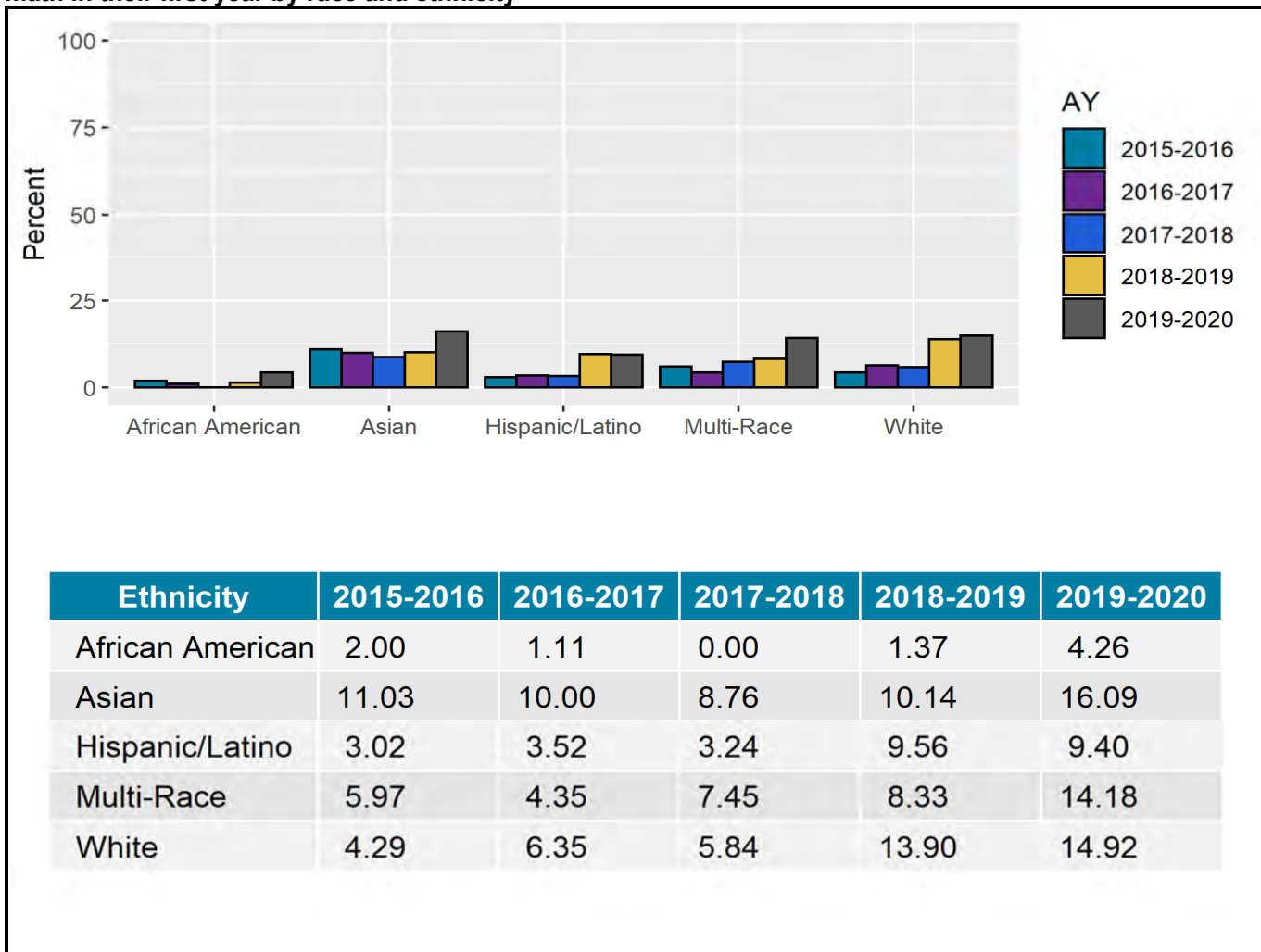


Ethnicity	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
African American	2.00	1.11	0.00	0.00	4.26
Asian	10.29	10.00	8.76	9.46	15.52
Hispanic/Latino	2.77	3.25	3.24	8.17	7.61
Multi-Race	5.97	2.90	6.83	8.33	13.43
White	4.01	5.89	5.38	13.32	14.09

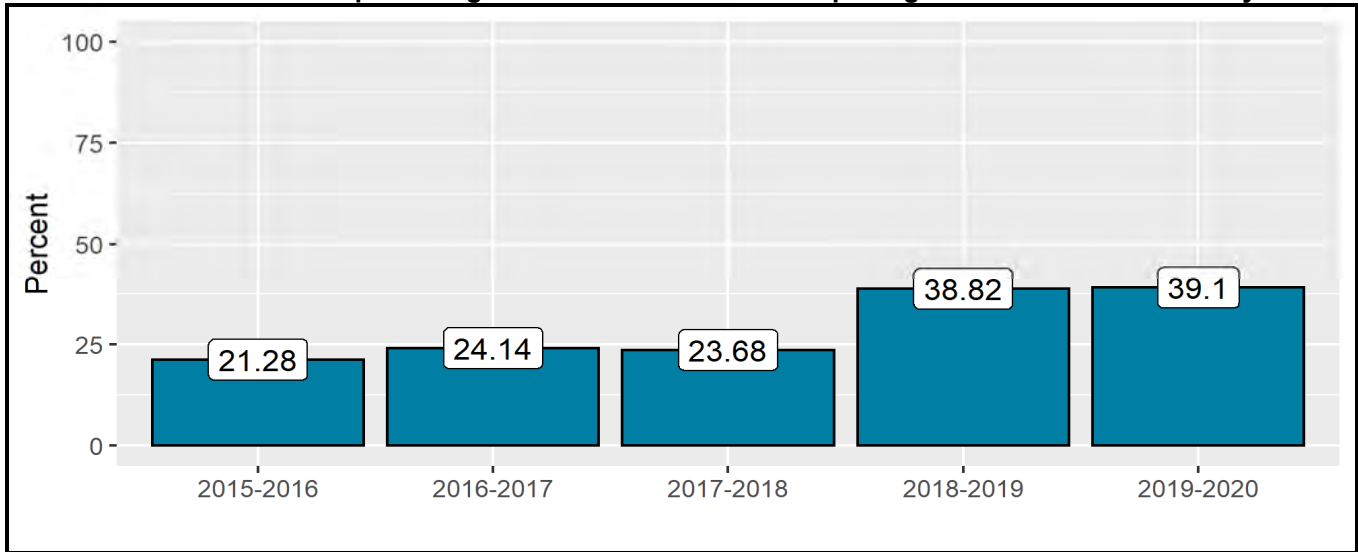
MOMENTUM POINT 4: The percentage of first-time students completing transfer level math in their first year



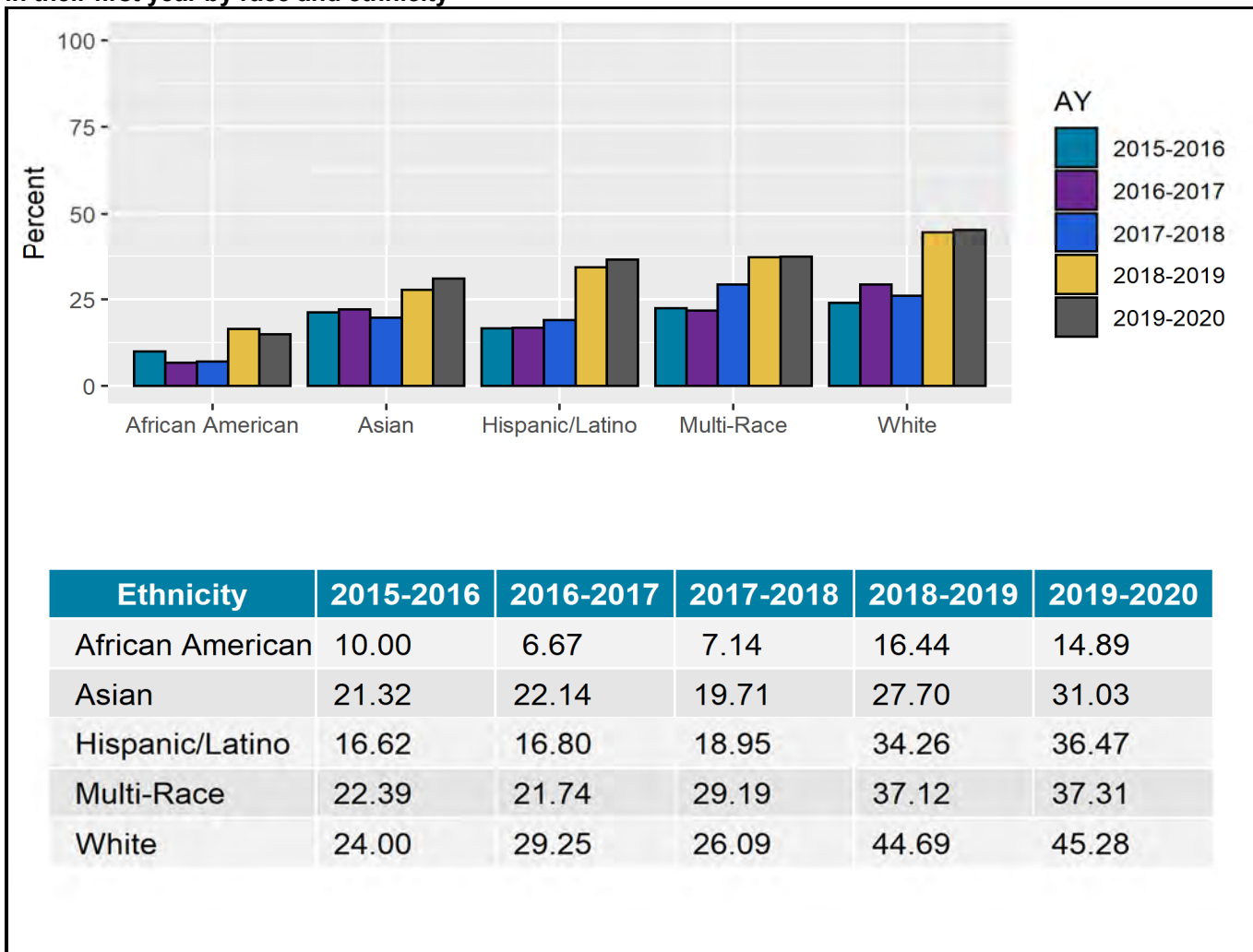
MOMENTUM POINT 4 by Race and Ethnicity: The percentage of first-time students completing transfer level math in their first year by race and ethnicity



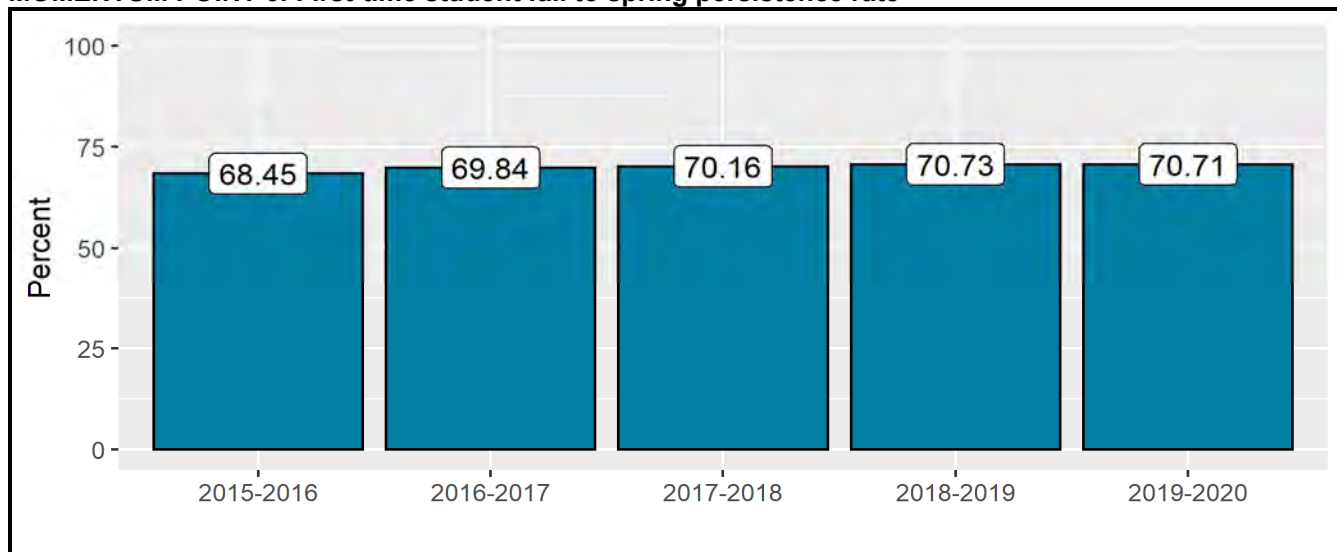
MOMENTUM POINT 5: The percentage of first-time students completing ENGWR 300 in their first year



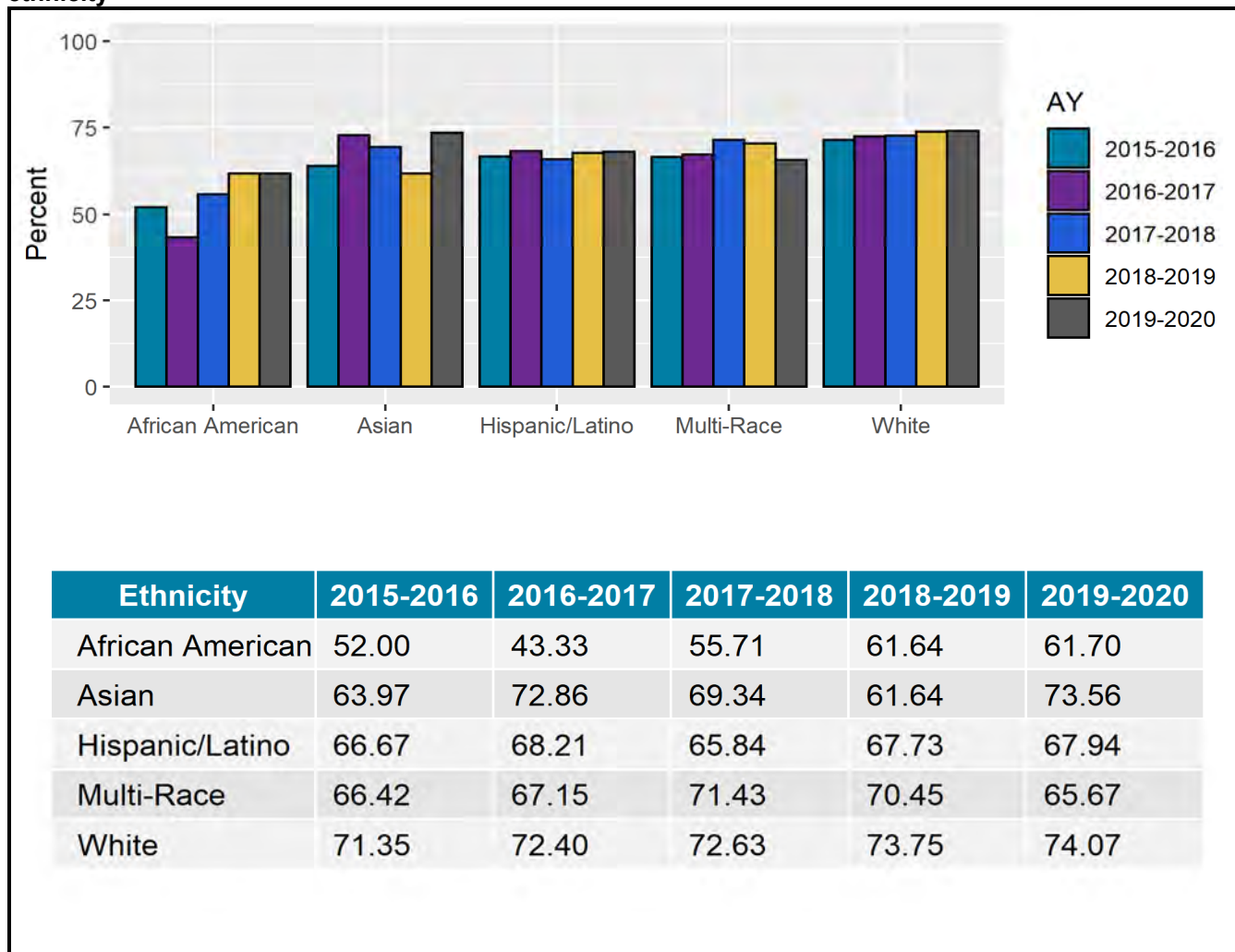
MOMENTUM POINT 5 by Race and Ethnicity: The percentage of first-time students completing ENGWR 300 in their first year by race and ethnicity



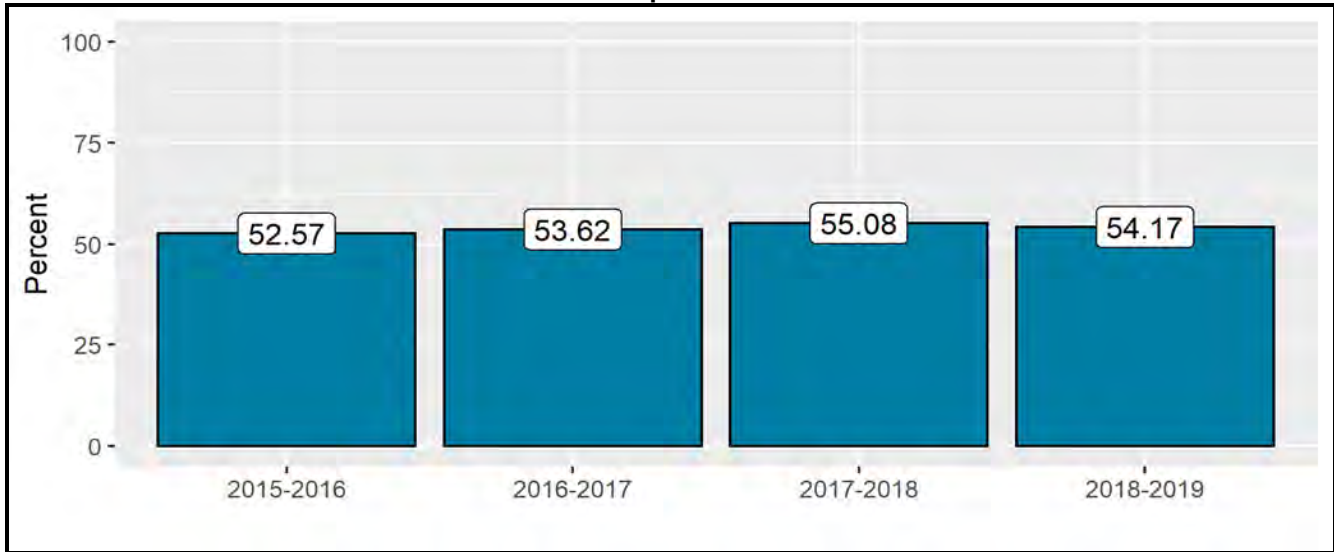
MOMENTUM POINT 6: First-time student fall to spring persistence rate



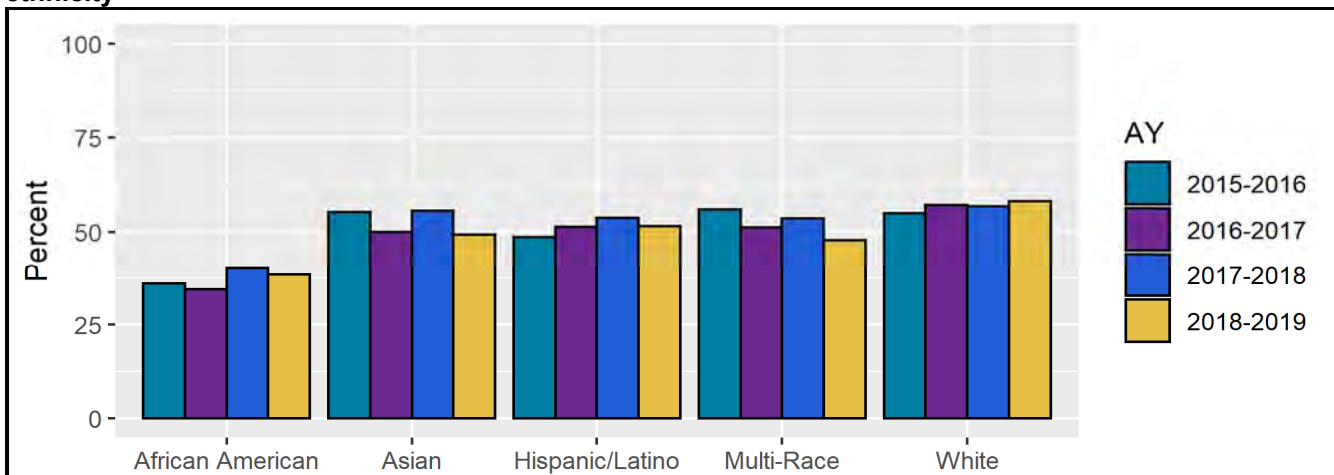
MOMENTUM POINT 6 by Race and Ethnicity: First-time student fall to spring persistence rate by race and ethnicity



MOMENTUM POINT 7: First-time student fall to fall persistence rate

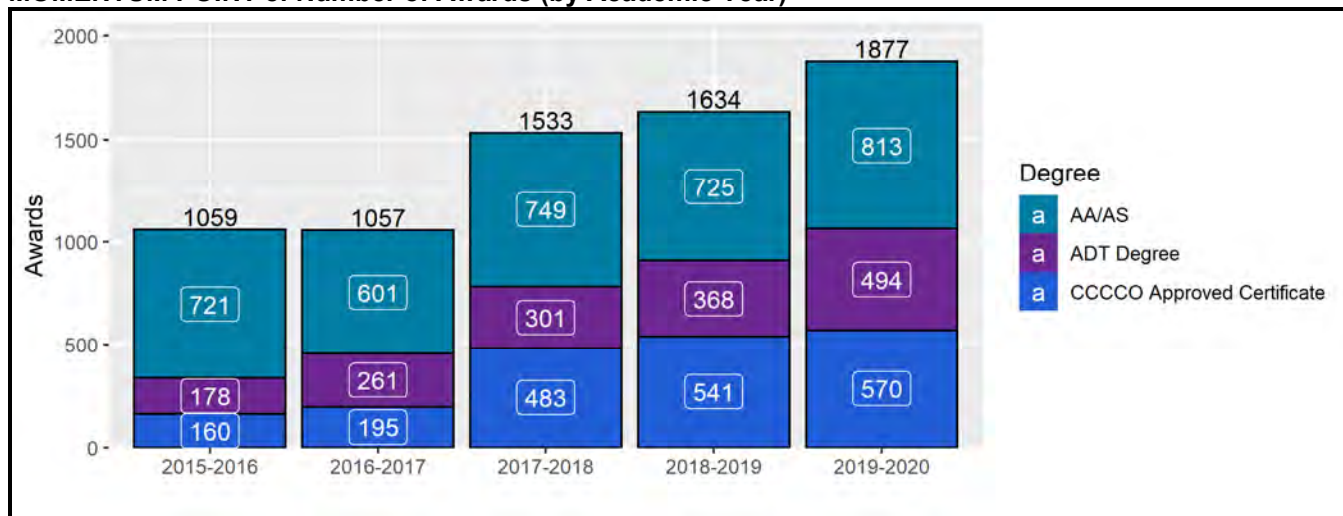


MOMENTUM POINT 7 by Race and Ethnicity: First-time student fall to fall persistence rate by race and ethnicity

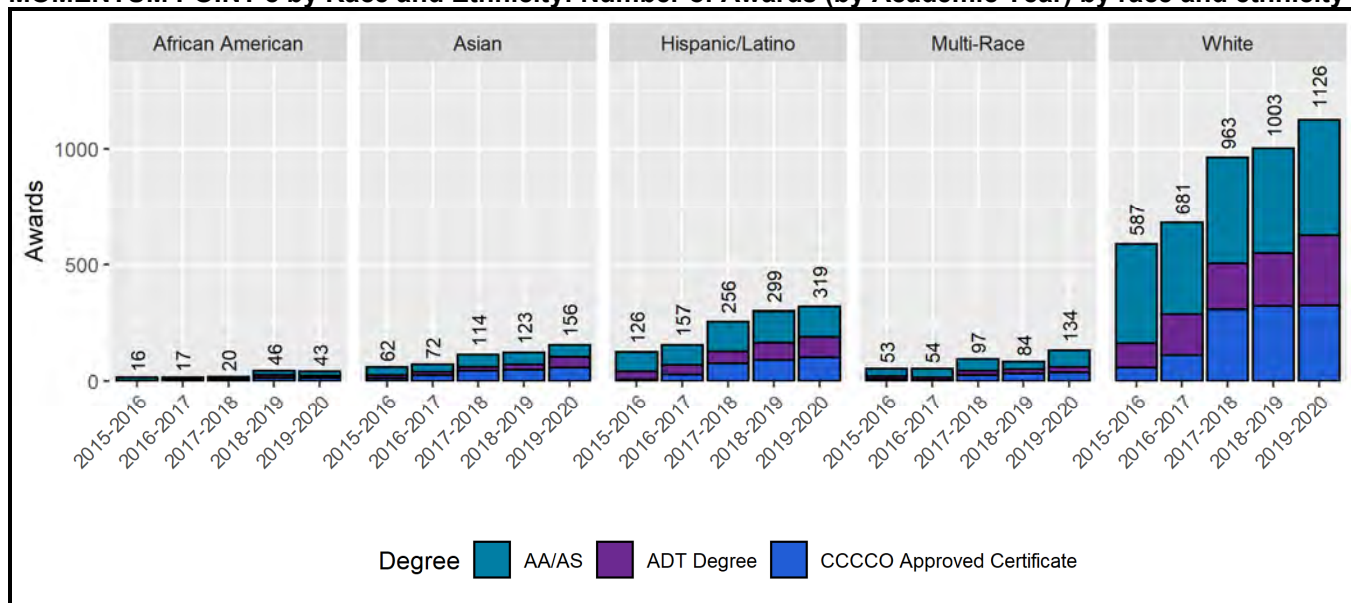


Ethnicity	2015-2016	2016-2017	2017-2018	2018-2019
African American	36.00	34.44	40.00	38.36
Asian	55.15	50.00	55.47	49.32
Hispanic/Latino	48.48	51.36	53.62	51.39
Multi-Race	55.97	51.09	53.42	47.73
White	54.84	57.13	56.75	58.11

MOMENTUM POINT 8: Number of Awards (by Academic Year)



MOMENTUM POINT 8 by Race and Ethnicity: Number of Awards (by Academic Year) by race and ethnicity



NOTES:

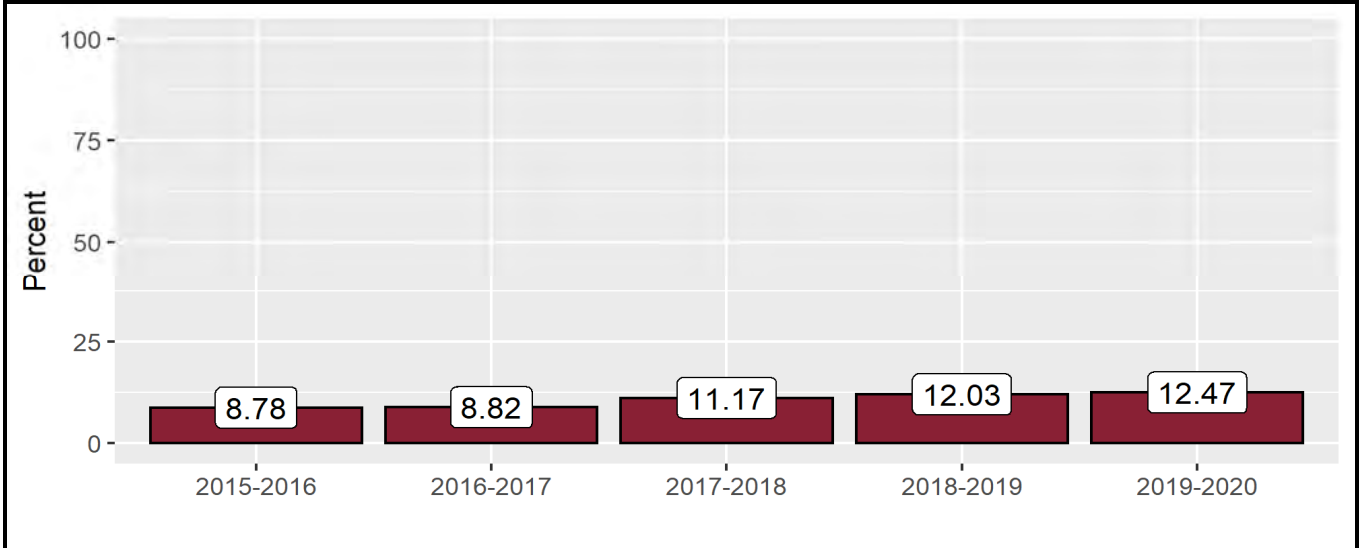
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FLC First Time Student Counts

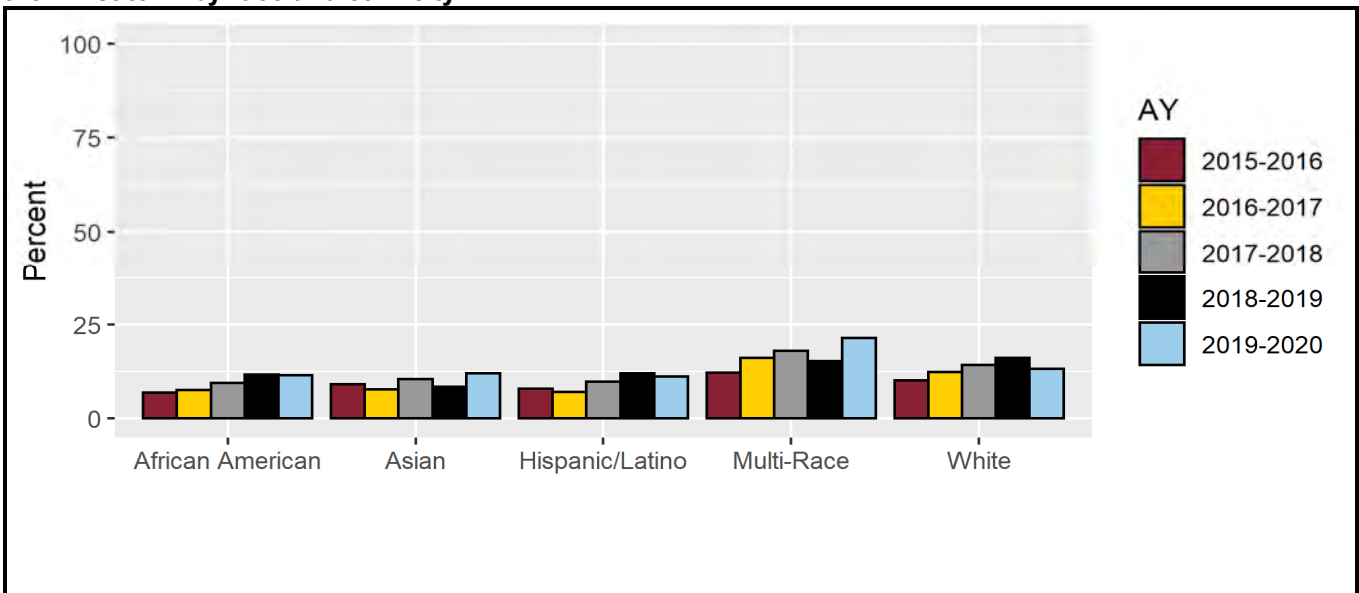
	All First Time Students	African American	Asian	Hispanic / Latino	Multi Race	White
2018-19	1968	73	148	502	132	1036
2019-20	2069	94	174	447	134	965
ENGWR 300 Throughputs (First Time Students)						
	All First Time Students	African American	Asian	Hispanic / Latino	Multi Race	White
2018-19	764	12	41	172	49	463
2019-20	809	14	54	163	50	437
Transfer Level Math Throughputs (First Time Students)						
	All First Time Students	African American	Asian	Hispanic / Latino	Multi Race	White
2018-19	223	1	15	48	11	144
2019-20	262	4	28	42	19	144
ENGWR 300 and Transfer Level Math Throughputs (First Time Students)						
	All First Time Students	African American	Asian	Hispanic / Latino	Multi Race	White
2018-19	208	0	14	41	11	138
2019-20	244	4	27	34	18	136

SACRAMENTO CITY COLLEGE

MOMENTUM POINT 1: The percentage of first-time students attempting 15+ units in their first term

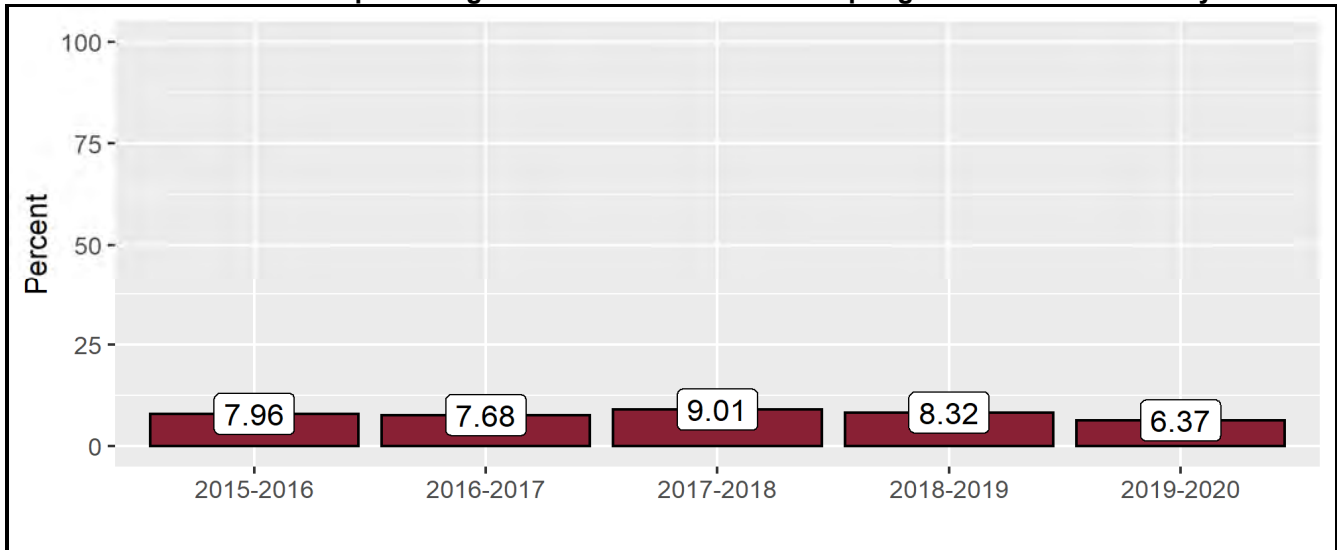


MOMENTUM POINT 1 by Race and Ethnicity: The percentage of first-time students attempting 15+ units in their first term by race and ethnicity

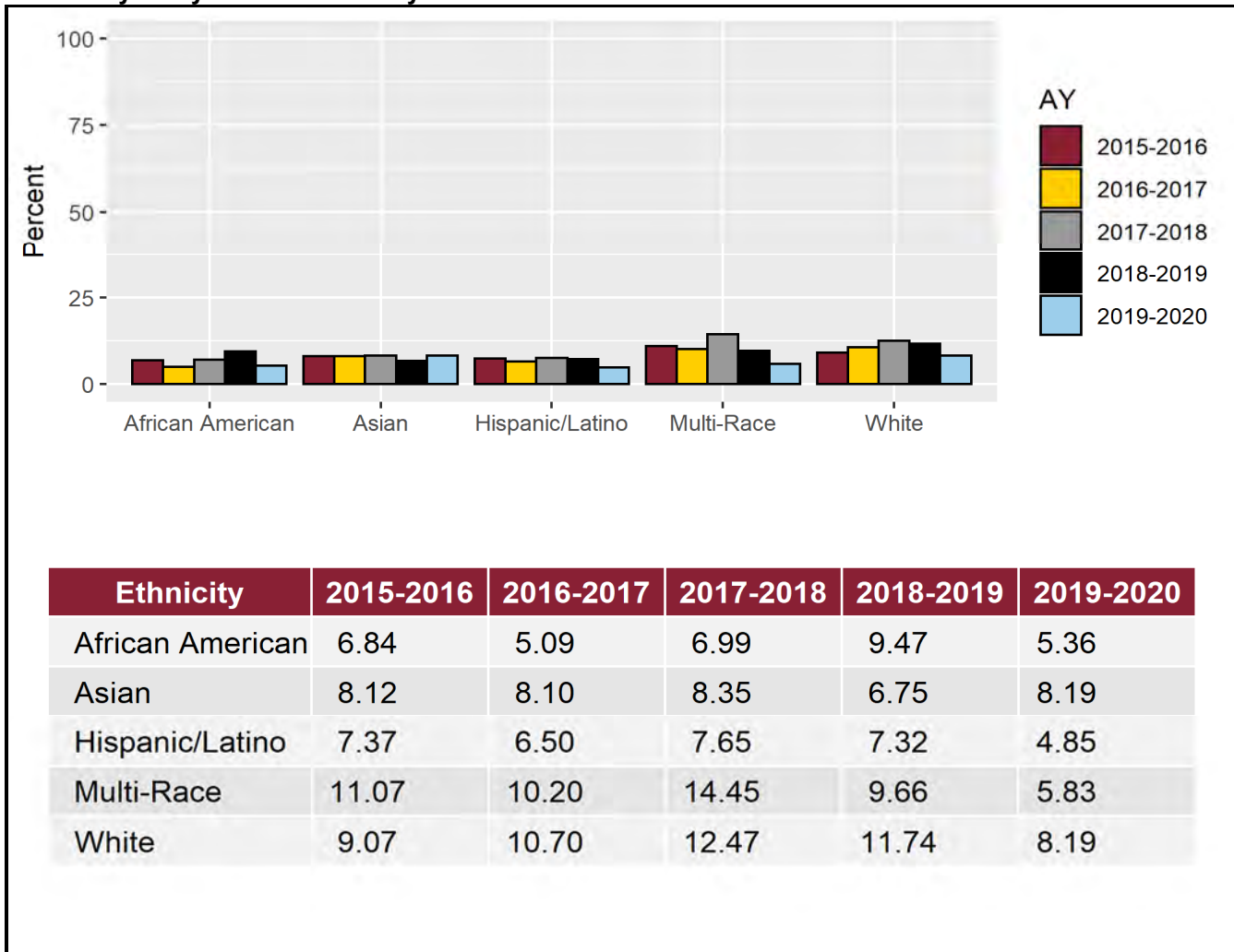


Ethnicity	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
African American	6.84	7.52	9.39	11.65	11.51
Asian	9.11	7.68	10.40	8.44	11.96
Hispanic/Latino	7.95	7.08	9.84	12.02	11.11
Multi-Race	12.21	16.05	18.08	15.25	21.36
White	10.17	12.28	14.30	16.12	13.29

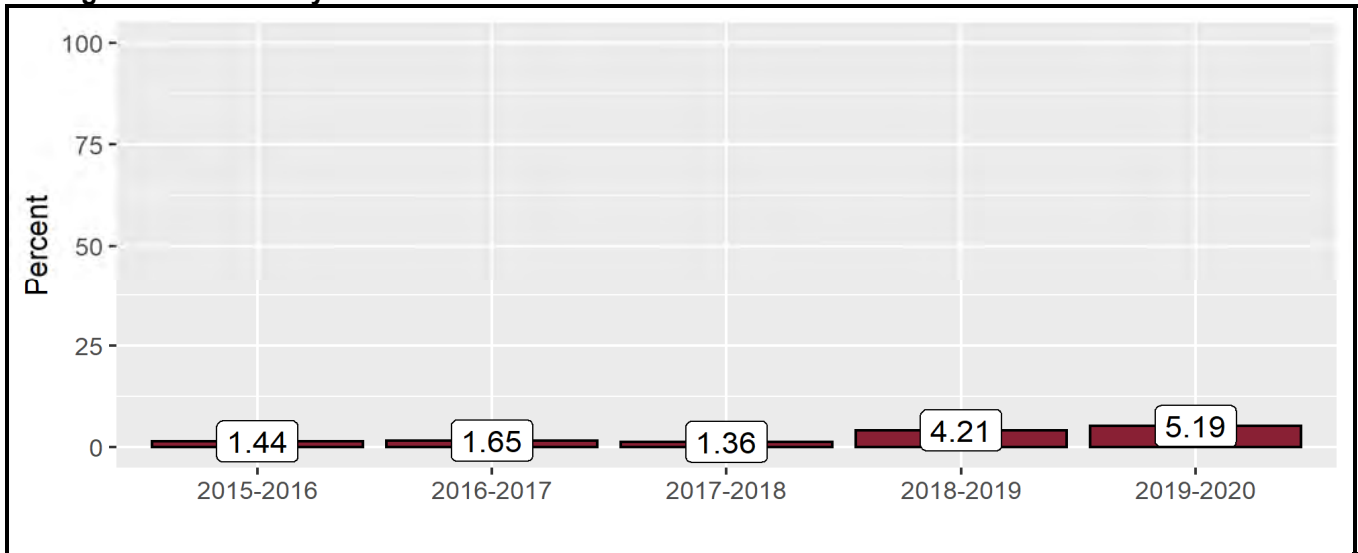
MOMENTUM POINT 2: The percentage of first-time students attempting 30+ units in their first year



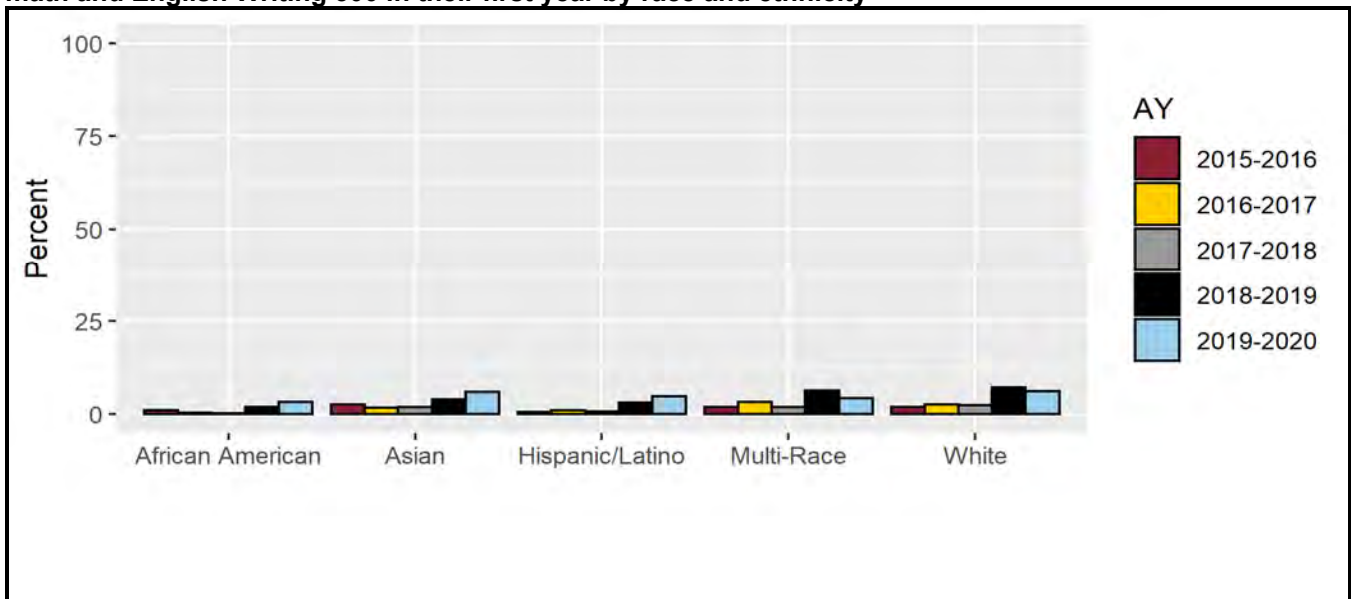
MOMENTUM POINT 2 by Race and Ethnicity: The percentage of first-time students attempting 30+ units in their first year by race and ethnicity



MOMENTUM POINT 3: The percentage of first-time students completing transfer level math and English Writing 300 in their first year

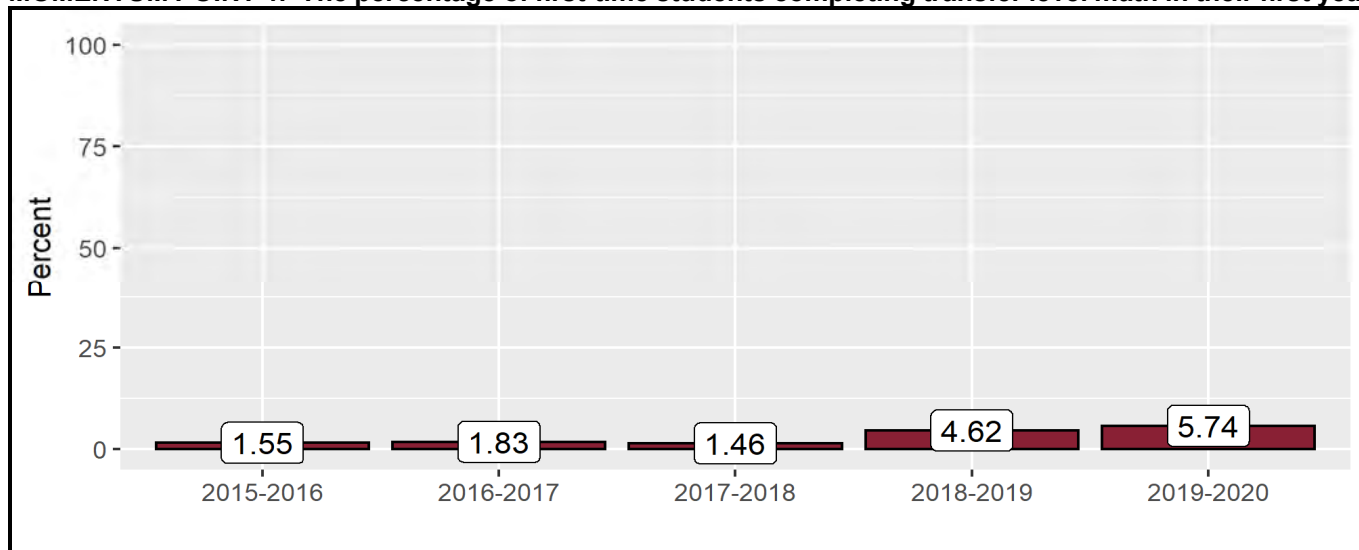


MOMENTUM POINT 3 by Race and Ethnicity: The percentage of first-time students completing transfer level math and English Writing 300 in their first year by race and ethnicity

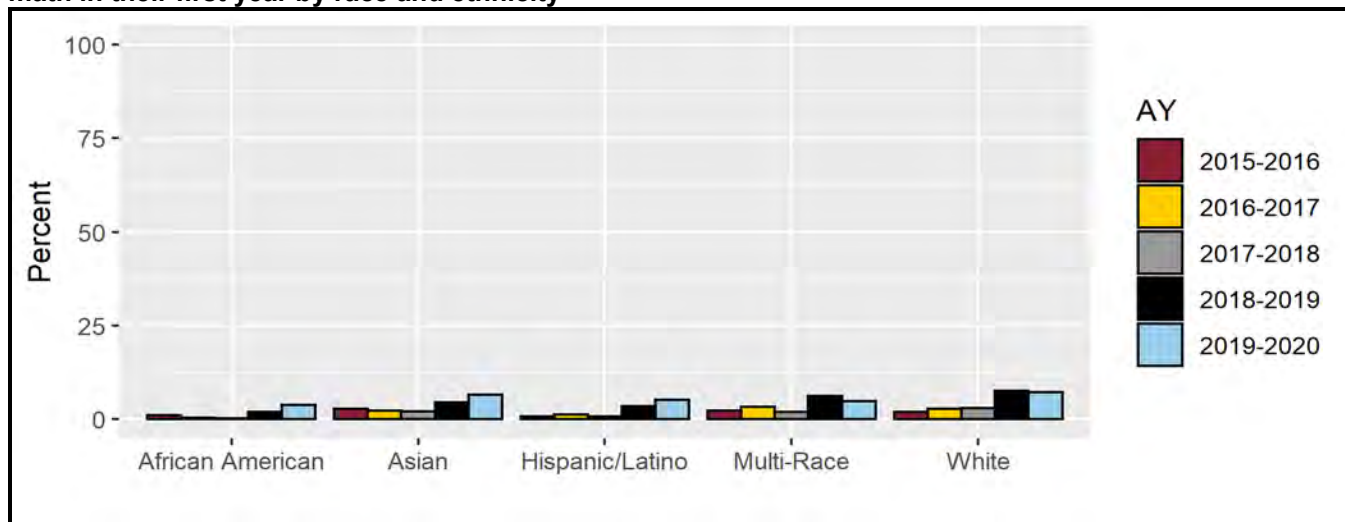


Ethnicity	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
African American	1.07	0.44	0.22	1.94	3.32
Asian	2.63	1.71	1.93	4.07	5.85
Hispanic/Latino	0.58	1.15	0.67	3.10	4.85
Multi-Race	1.91	3.27	1.90	6.30	4.37
White	1.89	2.68	2.49	6.99	6.04

MOMENTUM POINT 4: The percentage of first-time students completing transfer level math in their first year

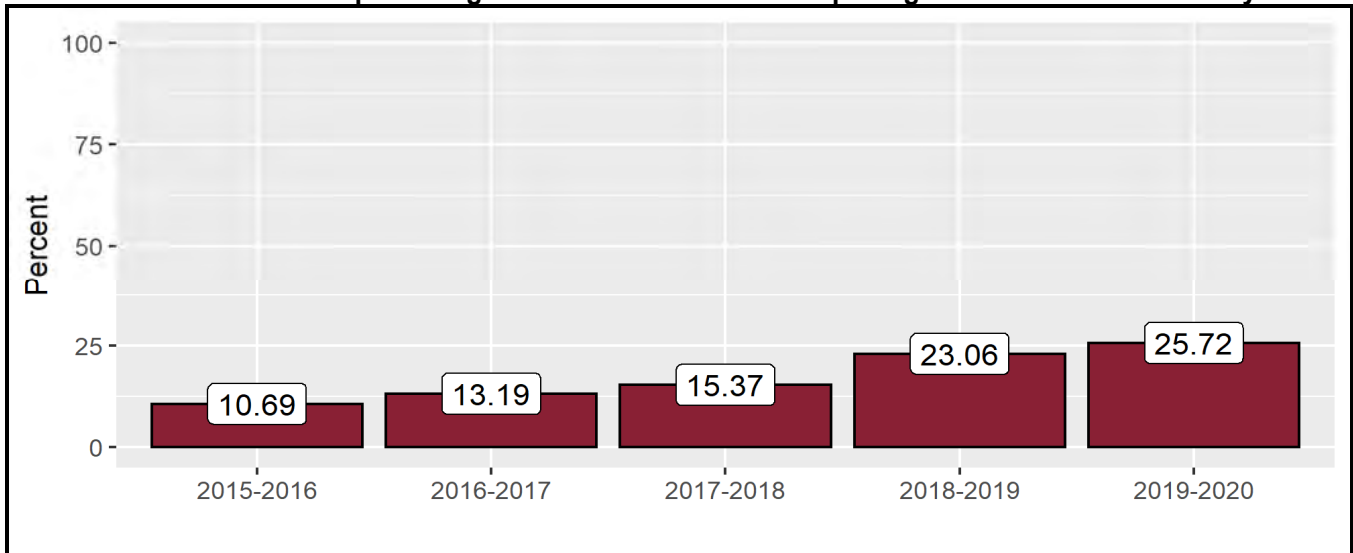


MOMENTUM POINT 4 by Race and Ethnicity: The percentage of first-time students completing transfer level math in their first year by race and ethnicity

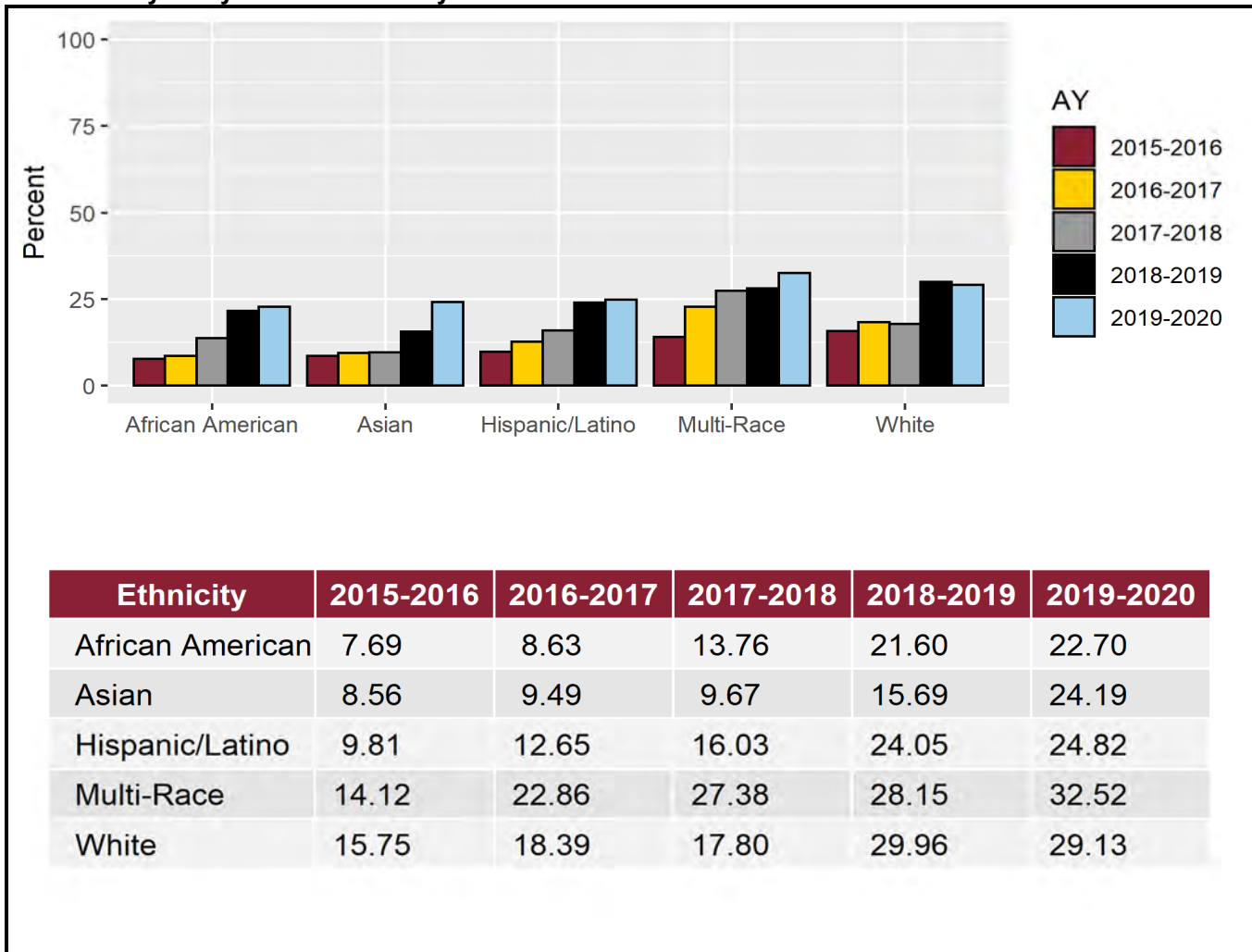


Ethnicity	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
African American	1.07	0.44	0.22	1.94	3.83
Asian	2.74	2.24	2.04	4.57	6.50
Hispanic/Latino	0.75	1.27	0.67	3.57	5.20
Multi-Race	2.29	3.27	1.90	6.30	4.85
White	1.89	2.79	2.95	7.62	7.25

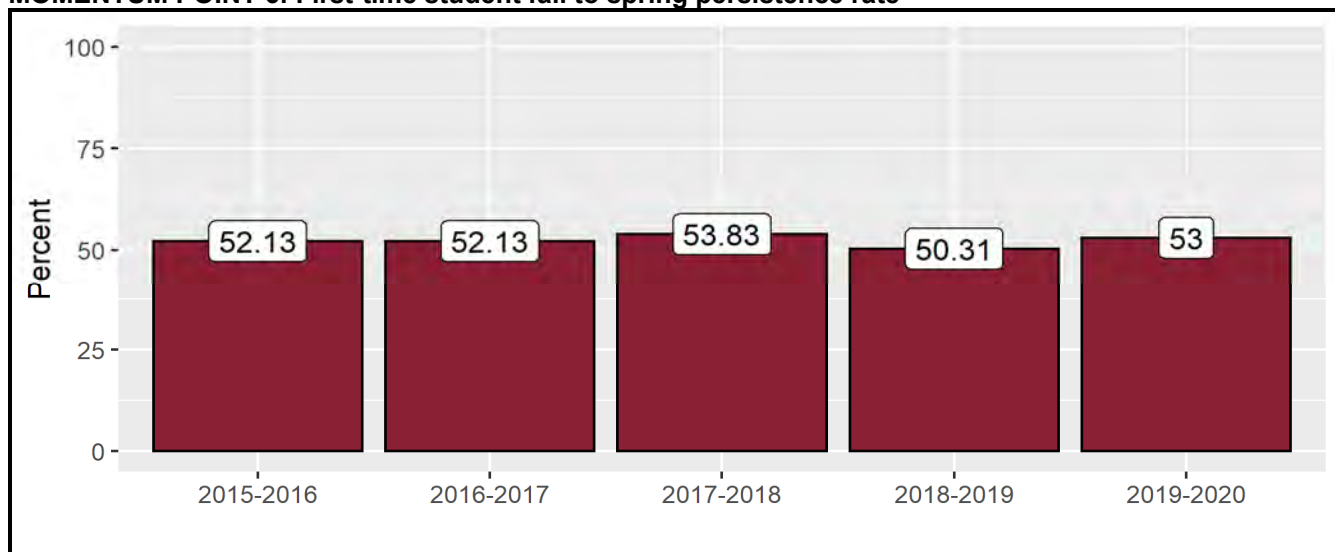
MOMENTUM POINT 5: The percentage of first-time students completing ENGWR 300 in their first year



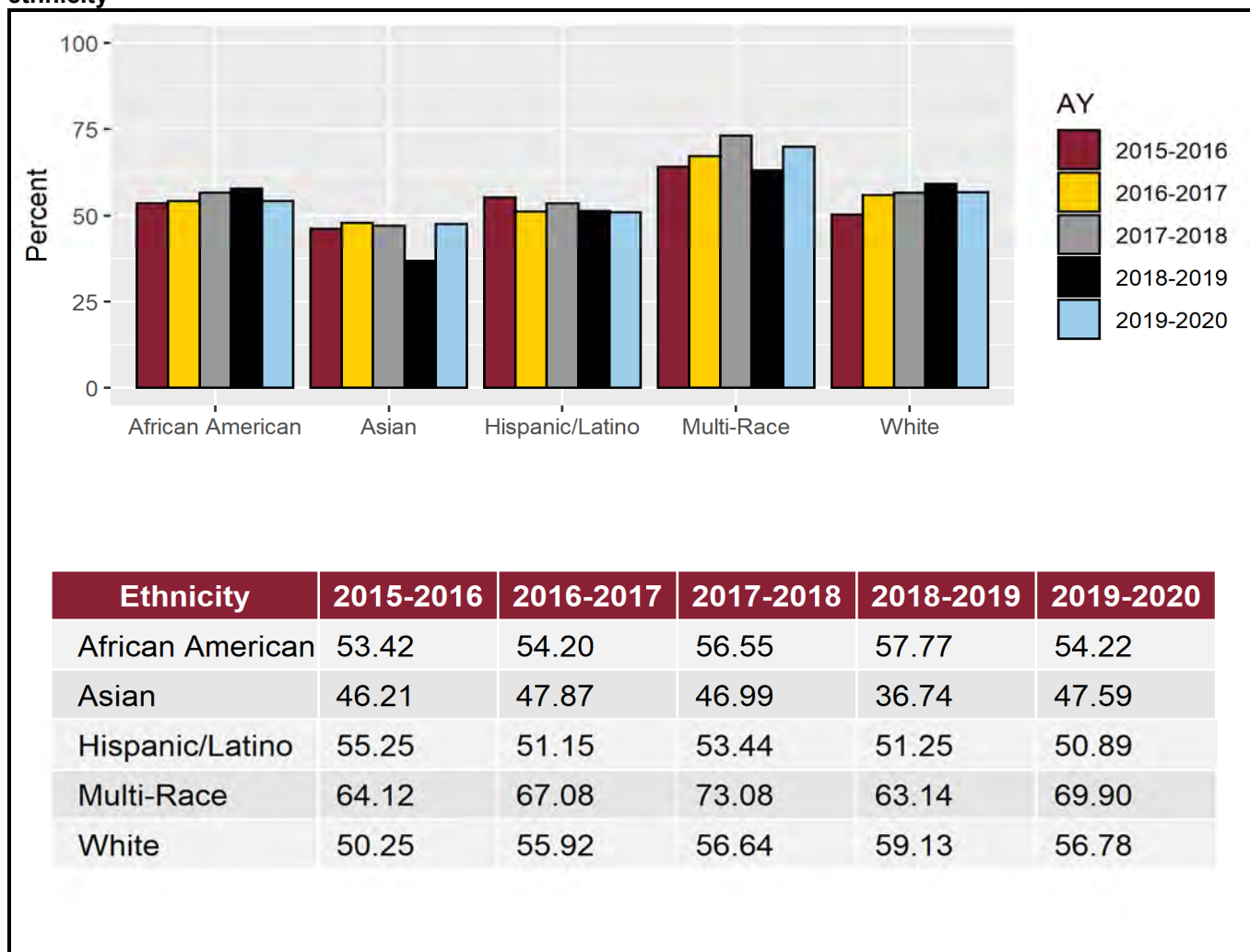
MOMENTUM POINT 5 by Race and Ethnicity: The percentage of first-time students completing ENGWR 300 in their first year by race and ethnicity



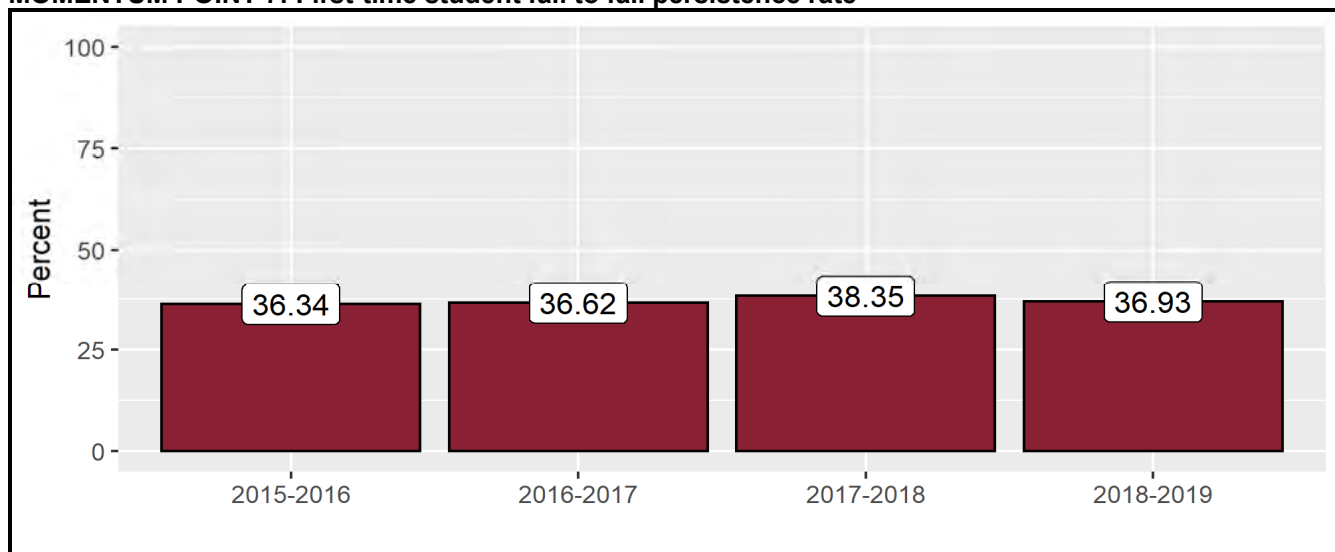
MOMENTUM POINT 6: First-time student fall to spring persistence rate



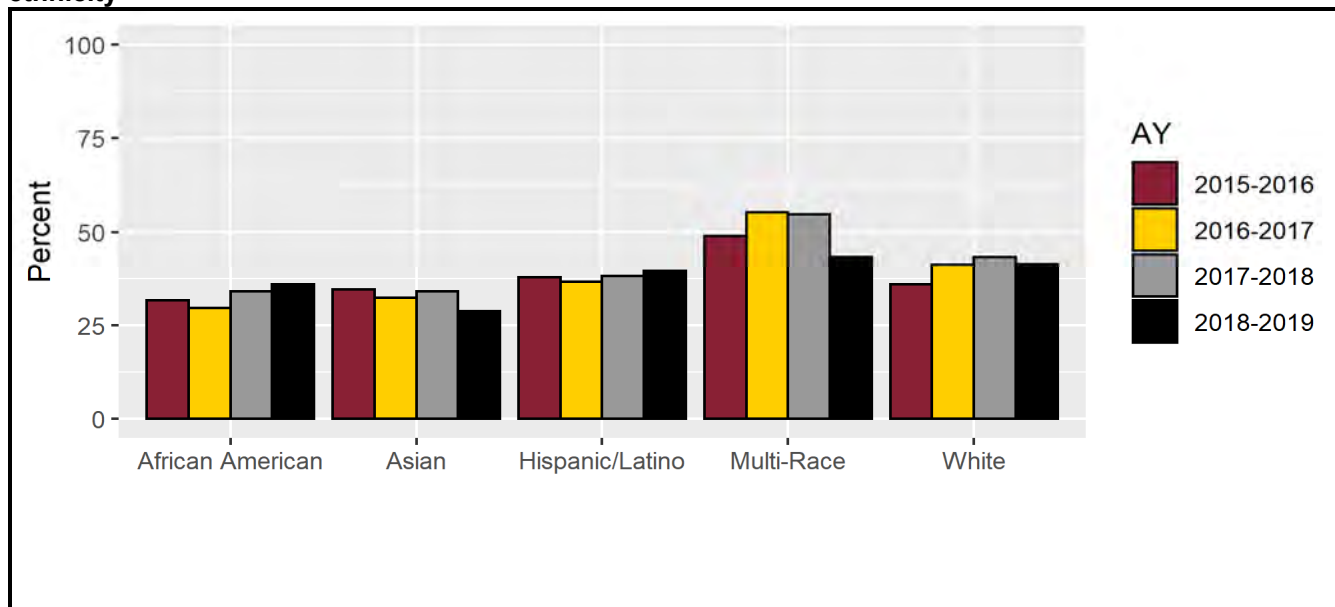
MOMENTUM POINT 6 by Race and Ethnicity: First-time student fall to spring persistence rate by race and ethnicity



MOMENTUM POINT 7: First-time student fall to fall persistence rate

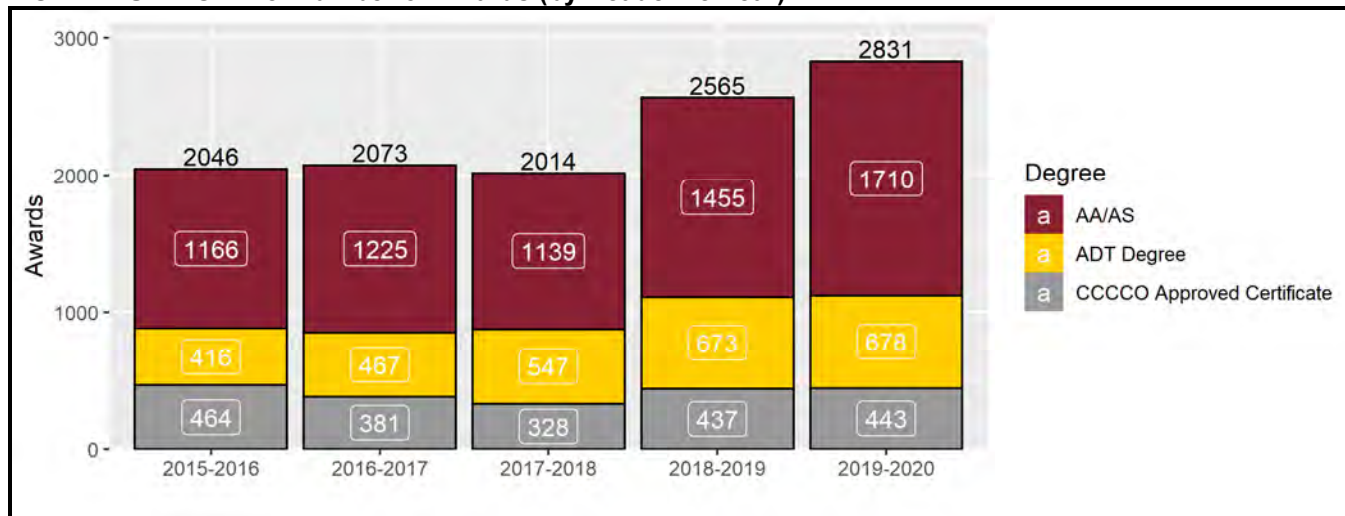


MOMENTUM POINT 7 by Race and Ethnicity: First-time student fall to fall persistence rate by race and ethnicity

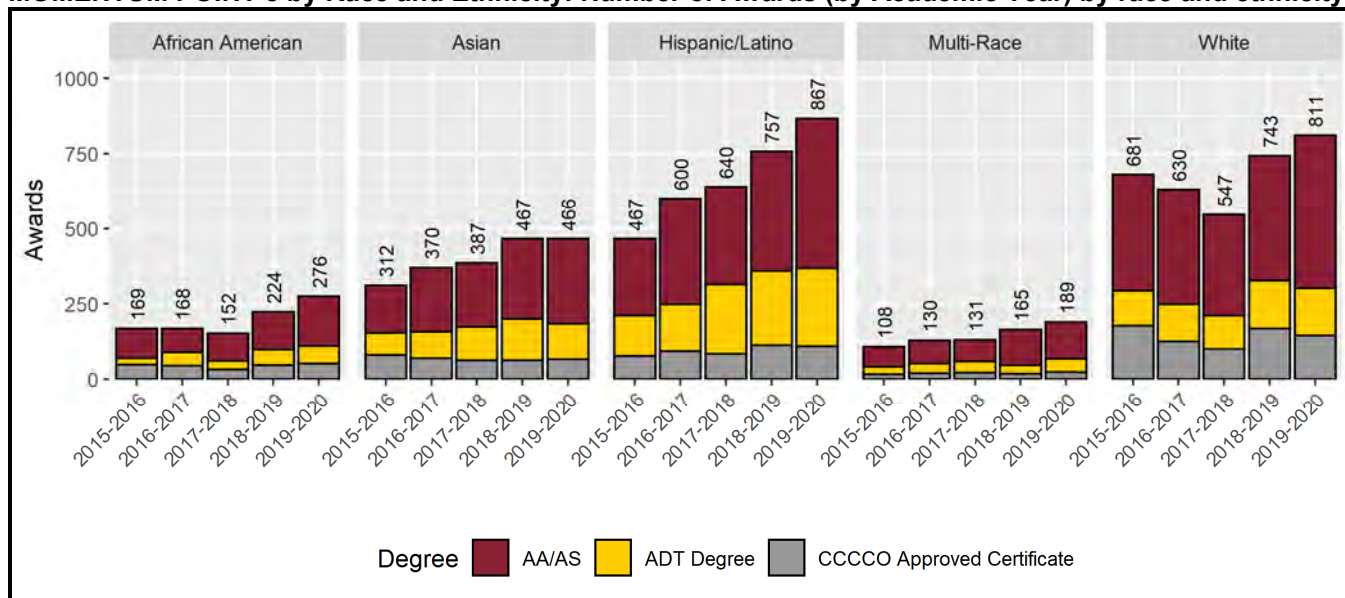


Ethnicity	2015-2016	2016-2017	2017-2018	2018-2019
African American	31.62	29.65	34.06	35.92
Asian	34.58	32.30	34.05	28.70
Hispanic/Latino	37.84	36.65	38.07	39.46
Multi-Race	48.85	55.14	54.62	43.22
White	35.99	41.18	43.25	41.38

MOMENTUM POINT 8: Number of Awards (by Academic Year)



MOMENTUM POINT 8 by Race and Ethnicity: Number of Awards (by Academic Year) by race and ethnicity



NOTES:

Number of awards based on Chancellor approved awards; does not include Non-Chancellor approved certificates

For the purpose of chart clarity and because of relatively small number of students, data for Pacific Islander, Filipino and Native Americans is not provided; however data is available upon request.

SCC First Time Student Counts

	All First Time Students	African American	Asian	Hispanic / Latino	Multi Race	White
2018-19	4349	412	1007	1680	238	801
2019-20	4145	392	769	1692	206	745
ENGWR 300 Throughputs (First Time Students)						
	All First Time Students	African American	Asian	Hispanic / Latino	Multi Race	White
2018-19	1003	89	158	404	67	240
2019-20	1066	89	186	420	67	217
Transfer Level Math Throughputs (First Time Students)						
	All First Time Students	African American	Asian	Hispanic / Latino	Multi Race	White
2018-19	201	8	46	60	15	61
2019-20	238	15	50	88	10	54
ENGWR 300 and Transfer Level Math Throughputs (First Time Students)						
	All First Time Students	African American	Asian	Hispanic / Latino	Multi Race	White
2018-19	183	8	41	52	15	56
2019-20	215	13	45	82	9	45

Los Rios Community College District

Report on Recruitment Efforts

2019-2020 Academic Year

One of the main responsibilities of the Human Resources Department is to recruit and facilitate the hiring of talented individuals that provide our district with a workforce that mirrors the demographics of our student body and community. This report highlights the recruitment efforts of the Los Rios Community College District during the 2019-2020 academic year to meet this goal.

RECRUITMENT SUMMARY: APPLICANT RACE & ETHNICITY

Total Eligible Applicants				
Race & Ethnicity	Classified	Faculty	Mgmt.	Total
American Indian or Alaskan Native	0.6%	0.0%	1.4%	0.6%
Asian	17.7%	15.2%	10.3%	16.3%
Black or African American	12.4%	8.5%	15.1%	12.2%
Decline to State	5.7%	7.1%	7.5%	6.2%
Hispanic or Latino	22.2%	20.5%	18.5%	21.4%
Native Hawaiian or Pacific Islander	1.1%	0.2%	0.0%	0.8%
Two or More Races	6.1%	4.6%	6.1%	5.9%
White	34.3%	43.8%	41.1%	36.5%
Total	100.0%	100.0%	100.0%	100.0%
Total Reported Underrepresented:				57.3%

Total Applicants Interviewed				
Race & Ethnicity	Classified	Faculty	Mgmt.	Total
American Indian or Alaskan Native	0.5%	0.0%	0.7%	0.5%
Asian	18.7%	14.4%	10.9%	17.0%
Black or African American	9.7%	11.3%	15.9%	10.9%
Decline to State	7.6%	8.2%	5.8%	7.4%
Hispanic or Latino	20.2%	21.6%	21.7%	20.6%
Native Hawaiian or Pacific Islander	0.3%	0.0%	0.0%	0.2%
Two or More Races	6.9%	5.2%	2.9%	6.1%
White	36.0%	39.2%	42.0%	37.4%
Total	100.0%	100.0%	100.0%	100.0%
Total Reported Underrepresented:				55.3%

Total Applicants Hired				
Race & Ethnicity	Classified	Faculty	Mgmt.	Total
American Indian or Alaskan Native	2.3%	0.0%	0.0%	1.8%
Asian	12.6%	9.1%	12.5%	12.3%
Black or African American	11.5%	18.2%	18.8%	13.2%
Decline to State	9.2%	0.0%	12.5%	8.8%
Hispanic or Latino	20.7%	27.3%	12.5%	20.2%
Native Hawaiian or Pacific Islander	1.1%	0.0%	0.0%	0.9%
Two or More Races	4.6%	0.0%	12.5%	5.3%
White	37.9%	45.5%	31.3%	37.7%
Total	100.0%	100.0%	100.0%	100.0%
Total Reported Underrepresented:				53.5%

VOLUME OF APPLICATIONS AND POSITIONS ADVERTISED

(REGULAR, PERMANENT POSITIONS)

2019-2020	No. of Positions Advertised*	Total Applications Received	Average Pool Size
Classified	84	4,277	51
Faculty**	11	573	52
Management	16	546	34
Grand Total	111	5,396	49

**Includes re-advertised*

***Including pool data for faculty
hired for Spring 2020 start.*

POOL SIZES BY POSITION TYPE

Position		# of Apps.
Classified:		
Smallest	Instructional Assistant – Costuming & Makeup (ARC)	6
Largest	Student Support Specialist (SCC)	158
Faculty:		
Smallest	Nursing (LVN) Assistant Professor (SCC)	8
Largest	Counselor (SCC)	149
Management:		
Smallest	Director of Student Health & Wellness Center	4
Largest	Dean of the West Sacramento Center (SCC)	71

WHERE APPLICANTS HEAR ABOUT US

Indeed	41.93%
EdJoin	16.69%
HigherEdJobs	12.28%
Craigslist	7.16%
Glassdoor	4.26%
InsideHigherEd.com	2.88%
CommunityCollegeJobs	2.18%
Los Rios Community College District Website	1.78%
Neuvoo.com	1.75%
Chronicle of Higher Ed (Vitea.com)	1.65%
Linkup.com	1.29%
Harris Center	0.78%
Google.com	0.76%
Facebook.com	0.61%
Myjobhelper.com	0.57%
LinkedIn.com	0.55%
Simplyhired.com	0.55%
DiverseJobs.net	0.49%
CCCRegistry.org	0.45%

Los Rios Community College District
New Faculty Beginning Employment: Fall 2020
(Excludes Long-Term Temporary Positions)

Districtwide		
Total Faculty Hires	3	
Faculty Background:		
Previous LRCCD Adjunct	0	<i>(0.0%)</i>
Faculty Diversity Internship Program (FDIP)	0	<i>(0.0%)</i>
Out of State	1	<i>(33.3%)</i>
Ph.D. or Ed.D Degree	1	<i>(33.3%)</i>
Master's Degree	2	<i>(66.7%)</i>
Bachelor's or Associate's Degrees	0	<i>(0.0%)</i>
Female	2	<i>(66.7%)</i>
Male	1	<i>(33.3%)</i>
Average Age	33	
Faculty Representing Diversity		
American Indian or Alaskan Native	0	<i>(0.0%)</i>
Asian	1	<i>(33.3%)</i>
Black or African American	0	<i>(0.0%)</i>
Declined to State	0	<i>(0.0%)</i>
Hispanic or Latino	0	<i>(0.0%)</i>
Native Hawaiian or Pacific Islander	0	<i>(0.0%)</i>
Two or More Races	0	<i>(0.0%)</i>
White	2	<i>(66.7%)</i>
Total Underrepresented	1	<i>(33.3%)</i>
Recruitment		
Total # Applicants	112	
Largest Applicant Pool (<i>Economics Asst. Prof FLC</i>)	53	
Sm. Applicant Pool (<i>Faculty Resarcher CRC</i>)	27	
Average Applicant Pool	37	

Full-Time Faculty Recruitment Summary

New Faculty Beginning Employment: Fall 2020

Location	Filled	Unfilled	Total
ARC	0	0	0
CRC	1	0	1
FLC	2	0	2
SCC	0	0	0
Total	3	0	3

Race & Ethnicity	Sex	ARC	CRC	FLC	SCC	Total
American Indian or Alaskan Native	F	0	0	0	0	0
	M	0	0	0	0	0
American Indian or Alaskan Native Total		0	0	0	0	0
Asian	F	0	0	1	0	1
	M	0	0	0	0	0
Asian Total		0	0	1	0	1
Black or African American	F	0	0	0	0	0
	M	0	0	0	0	0
Black or African American Total		0	0	0	0	0
Declined to State	F	0	0	0	0	0
	M	0	0	0	0	0
Declined to State Total		0	0	0	0	0
Hispanic or Latinx	F	0	0	0	0	0
	M	0	0	0	0	0
Hispanic or Latinx Total		0	0	0	0	0
Native Hawaiian or Pacific Islander	F	0	0	0	0	0
	M	0	0	0	0	0
Native Hawaiian or Pacific Islander Total		0	0	0	0	0
Two or More Races	F	0	0	0	0	0
	M	0	0	0	0	0
Two or More Races Total		0	0	0	0	0
White	F	0	1	0	0	1
	M	0	0	1	0	1
White Total		0	1	1	0	2
Total		0	1	2	0	3

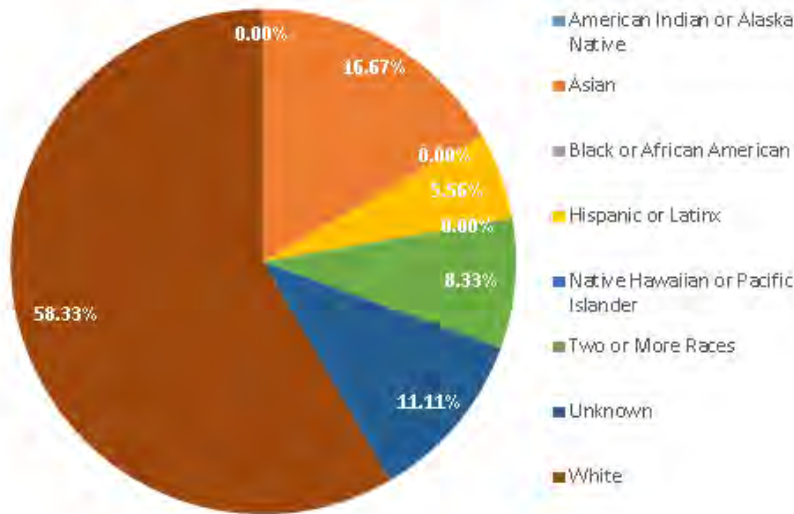
Los Rios Community College District
Regular Faculty Hires: Race & Ethnicity

Race & Ethnicity	2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21 *		Grand Total	% of Total Hires
American Indian or Alaskan Native	0	0%	0	0%	0	0%	0	0%	0	0%	1	1%	0	0%	2	4%	0	0%	0	0%	3	1%
Asian	0	0%	1	7%	4	12%	4	11%	11	13%	10	13%	8	19%	6	11%	7	9%	1	33%	52	12%
Black or African American	0	0%	1	7%	2	6%	1	3%	5	6%	8	10%	4	10%	8	15%	11	13%	0	0%	40	9%
Declined to State	0	0%	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%	1	1%	0	0%	2	0%
Hispanic or Latinx	2	25%	2	14%	5	15%	3	8%	16	19%	9	11%	7	17%	7	13%	14	17%	0	0%	65	15%
Native Hawaiian or Pacific Islander	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	2%	0	0%	2	0%
Two or More Races	0	0%	0	0%	0	0%	0	0%	2	2%	0	0%	1	2%	3	5%	8	10%	0	0%	14	3%
White	6	75%	10	71%	22	67%	28	78%	50	59%	51	65%	22	52%	28	52%	40	48%	2	67%	259	59%
Grand Total	8	100%	14	100%	33	100%	36	100%	85	100%	79	100%	42	100%	54	100%	83	100%	3	100%	437	100%

* Spring 2021 new hires not yet included

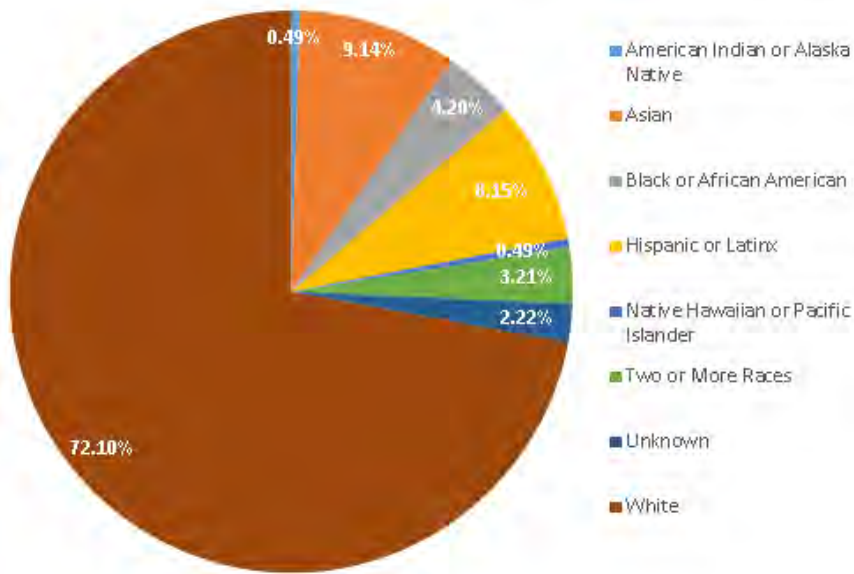
Count: 36

2nd Preference (.600 FTE) Adjunct Faculty



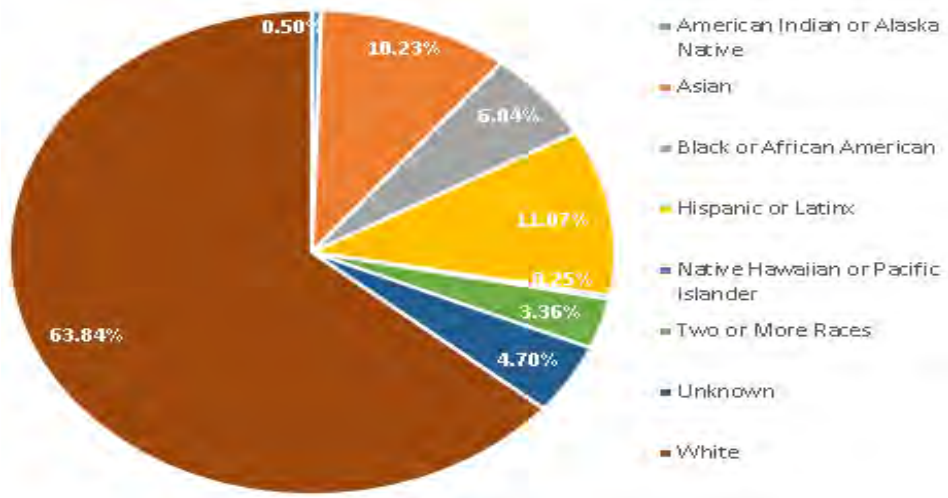
Count: 405

3rd Preference Adjunct Faculty



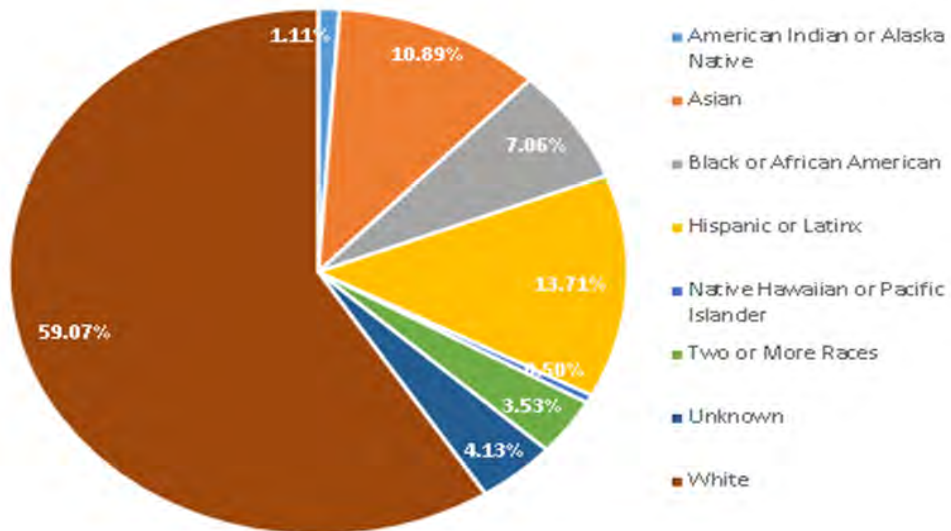
All Adjunct Faculty - Fall 2020

Count: 1,192



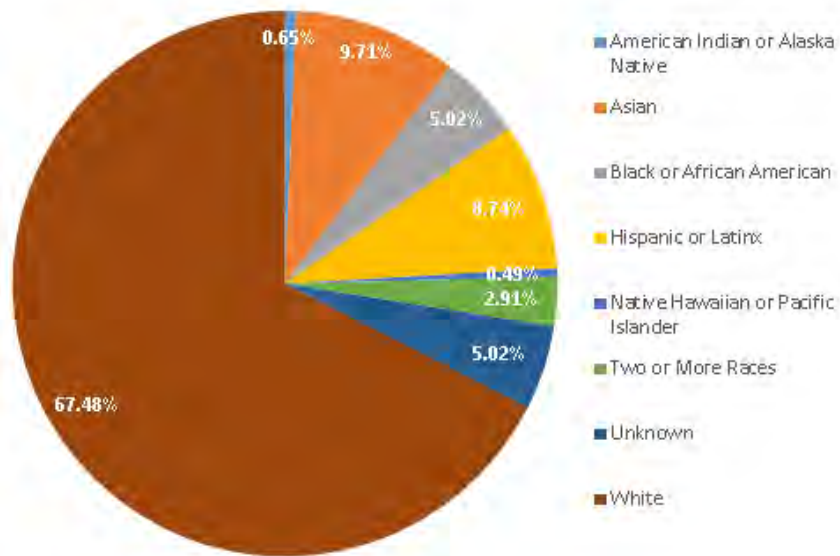
Full Time Faculty - Fall 2020

Count: 992



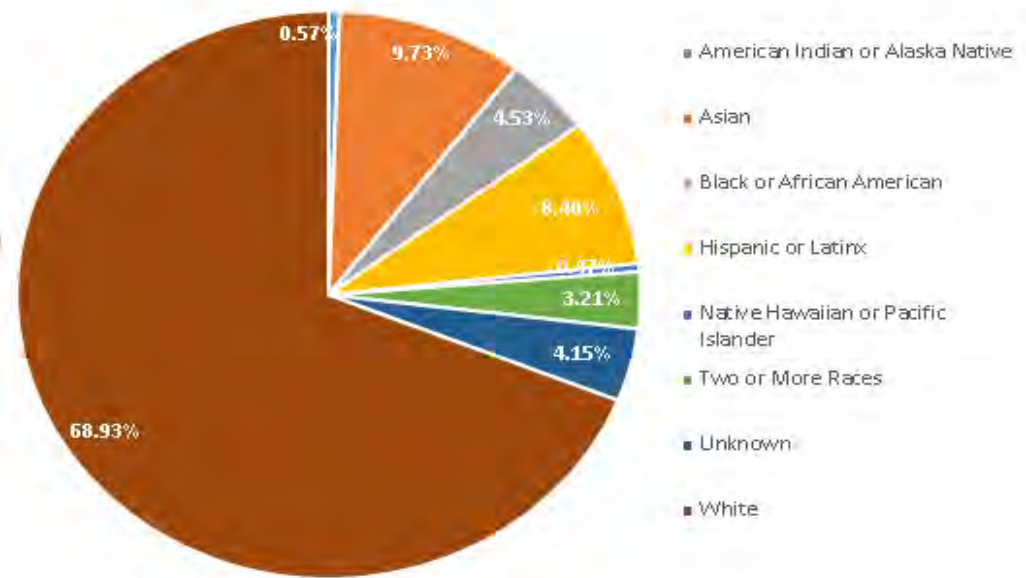
2nd Preference Adjunct Faculty

Count: 618



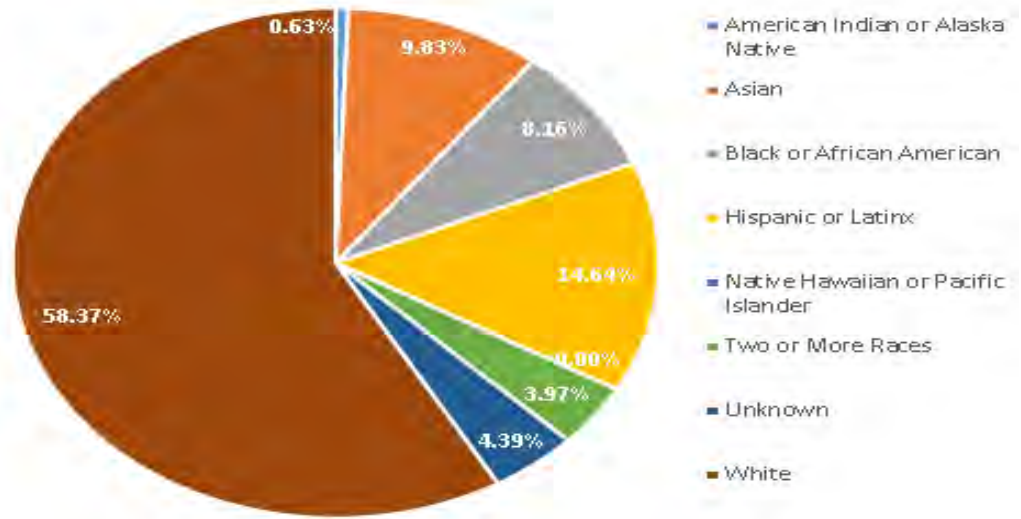
All Preferred Faculty

Count: 1,059



Non-Preference Adjunct Faculty - Fall 2020

Count: 478



LOS RIOS COLLEGES FOUNDATION

Board of Trustees Retreat October 2020 Philanthropy Update

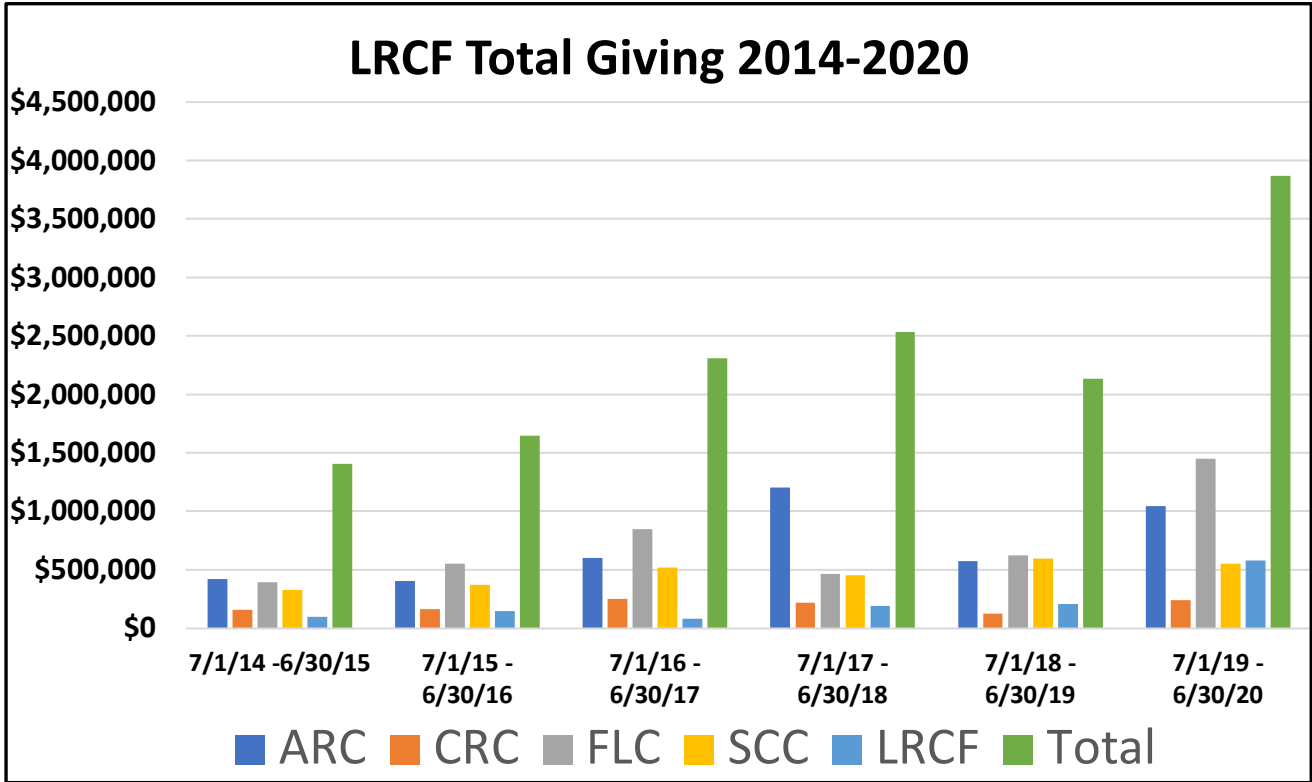
“Thank you to everyone who helped to support this program. COVID affects all aspects of life in an unpredictable way. I didn’t think being homeless would ever be a possibility for me until I got COVID, and your support helped me through the two most difficult weeks of my life.”

Sarah, SCC student helped by the Student Emergency Fund & Emergency Hotel Program

- I. Giving Highlights

- II. Grants Update

- III. Presentation
 - a. Los Rios Women’s Impact Circle
 - b. COVID 19 Campaign Results and Impacts
 - c. 2020-21 Foundation Priorities



Total Giving 2014-2020

	7/1/14 - 6/30/15	7/1/15 - 6/30/16	7/1/16 - 6/30/17	7/1/17 - 6/30/18	7/1/18 - 6/30/19	7/1/19 - 6/30/20
ARC	\$424,276	\$406,853	\$600,837	\$1,203,639	\$573,054	\$1,045,096
CRC	\$157,982	\$165,206	\$253,101	\$220,796	\$129,214	\$243,581
FLC	\$397,101	\$552,672	\$846,973	\$465,664	\$624,183	\$1,449,292
SCC	\$332,158	\$373,248	\$522,921	\$455,383	\$600,065	\$552,097
LRCF	\$97,664	\$147,629	\$84,250	\$190,236	\$209,707	\$581,591
Total	\$1,409,181	\$1,645,608	\$2,308,082	\$2,535,718	\$2,136,223	\$3,871,657

Los Rios Community College District Grant Activity 2019-20

New/Competitive grants	TOTAL ARC	TOTAL CRC	TOTAL FLC	TOTAL SCC	TOTAL DO/WED*
	\$2,851,471	\$1,719,083	\$499,936,	\$1,179,528	\$6,622,082
TOTAL REQUESTED	TOTAL FUNDING RECEIVED				
\$22,123,327	\$12,872,100				
Renewals, continuations, augmentations	TOTAL ARC	TOTAL CRC	TOTAL FLC	TOTAL SCC	TOTAL DO/WED
	\$3,242,058	\$629,515	\$100,558	\$584,991	\$461,936
TOTAL REQUESTED	TOTAL FUNDING RECEIVED				
\$5,598,385	\$5,019,058				
All grants	TOTAL ARC	TOTAL CRC	TOTAL FLC	TOTAL SCC	TOTAL DO/WED
	\$6,093,529	\$2,348,598	\$600,494	\$1,764,519	\$7,084,019
TOTAL REQUESTED	TOTAL FUNDING RECEIVED				
\$27,721,712	\$17,891, 158				

*WED: Workforce and Economic Development

# Grants applied for:	98
New / Competitive	58
Renewals, Continuations, Augmentations	40
# Grants awarded:	79
# Pending decisions	3

Top 6 grants by \$ amount

CCCCO Refugee Career Pathways Grant (DO)	\$5,000,000
Title V Developing Hispanic Serving Institutions (2 grants: CRC, SCC)	\$1,061,007
California Apprenticeship Initiative (2 grants to ARC)	\$1,000,000
Los Rios Student Mental Health Services (DO)	\$ 500,000
Title III Strengthening Institutions Program (FLC)	\$ 445,698
Case Management Model for Counseling and Financial Aid Advising (DO)	\$ 300,000