Manager PIE Report



**Manager PIE Report**

Student Services: Equity Manager

undefined

undefined

Division Goals

**Goal Name**

Single-Year Goal

**Division Goals**

Staffing Level: Hire an SSPSII for ARISE, DREAM, and REACH

**Goal Status**

Inactive

**Goal Year**

2019-20

**Mapping**

Student Services: VP Analysis & Summary: (X - Highlight Selected)

* Ongoing/Multi-Year Goal: X
* Ongoing/Multi-Year Goal: X
* Ongoing/Multi-Year Goal: X
* Ongoing/Multi-Year Goal: X

Updates on Goals

**Date of Analysis**

10/01/2021

**Results/Analysis of Progress**

Approved a life skills specialist for REACH.
Approved an administrative assistant III for REACH.
Approved an Educational Advisor for DREAM.
Approved a replacement Educational Advisor for ARISE.

**Reporting Year**

2020-21

**% Completed**

100

Updates on Goals

**Date of Analysis**

09/01/2020

**Results/Analysis of Progress**

The ARISE program is in negotiations to reclassify their current SSPS I into a II. DREAM, as of March 2020 was able to secure a FT SSPS II position and now we are just waiting on REACH to finalize the search for their FT SSPS II.

**Reporting Year**

2019-20

**% Completed**

75

Division Goals

**Goal Name**

Ongoing/Multi-Year Goal

**Division Goals**

Provide ongoing Legal Services to our DREAM student population

**Goal Status**

Inactive

**Goal Year**

2019-20

**Mapping**

Student Services: VP Analysis & Summary: (X - Highlight Selected)

* Ongoing/Multi-Year Goal: X
* Ongoing/Multi-Year Goal: X
* Ongoing/Multi-Year Goal: X
* Ongoing/Multi-Year Goal: X

Division Goals

**Goal Name**

Ongoing/Multi-Year Goal

**Division Goals**

Provide wrap around services to all Equity Center students by hiring a FT social worker.

**Goal Status**

Inactive

**Goal Year**

2019-20

**Mapping**

Student Services: VP Analysis & Summary: (X - Highlight Selected)

* Ongoing/Multi-Year Goal: X
* Ongoing/Multi-Year Goal: X
* Ongoing/Multi-Year Goal: X
* Ongoing/Multi-Year Goal: X
* Ongoing/Multi-Year Goal: X

Updates on Goals

**Date of Analysis**

10/01/2021

**Results/Analysis of Progress**

We were awarded HEERF funding to hire two PT social workers. They have made tremendous strides in helping our programs complete the wrap around services we've been searching for.

**Reporting Year**

2020-21

**% Completed**

100

Updates on Goals

**Date of Analysis**

09/01/2020

**Results/Analysis of Progress**

Many Equity Center students struggle with the transition into college and often have childhood adverse experiences that have created long lasting consequences that may hinder their college success. A Social Worker will bring the knowledge of public services and the necessary skill set to support and assist our students from a trauma informed perspective.. The Social Worker will support the EC students by providing targeted emotional and social support to individual students. In addition, the Social Worker will assist the programs in developing positive behavioral intervention strategies and develop staff training programs. Because of funding difficulties this goal has not been met.

**Reporting Year**

2019-20

**% Completed**

0

Division Goals

**Goal Name**

Single-Year Goal

**Division Goals**

Hire a FT Equity Center Counselor.

**Goal Status**

Inactive

**Goal Year**

2020-21

**Mapping**

Student Services: VP Analysis & Summary: (X - Highlight Selected)

* Ongoing/Multi-Year Goal: X
* Ongoing/Multi-Year Goal: X
* Ongoing/Multi-Year Goal: X
* Ongoing/Multi-Year Goal: X

Updates on Goals

**Date of Analysis**

10/01/2021

**Results/Analysis of Progress**

The Equity Center was fortunate to have received continued funding, $20,000, to hire an adjunct counselor. The results of this hire were very positive, counseling sessions included individual counseling sessions, group sessions, to collaborative efforts by hosting counseling lead workshops and activities.

**Reporting Year**

2020-21

**% Completed**

75

Updates on Goals

**Date of Analysis**

09/01/2020

**Results/Analysis of Progress**

The Equity Center was fortunate to have received some funding, $20,000, to hire an adjunct counselor. The results of this hire were very positive. From individual counseling sessions, to EC all sessions through Coffee with an EC counselor, and the support provided for targeted workshops and activities. This past year has shown the need for a FT counselor. We understand the faculty hire process and will continue to make efforts to justify our need.

**Reporting Year**

2019-20

**% Completed**

25

Division Goals

**Goal Name**

Ongoing/Multi-Year Goal

**Division Goals**

Institutionalize the entire ARISE program

**Goal Status**

Active

**Goal Year**

2019-20

**Mapping**

Student Services: VP Analysis & Summary: (X - Highlight Selected)

* Ongoing/Multi-Year Goal: X
* Ongoing/Multi-Year Goal: X
* Ongoing/Multi-Year Goal: X
* Ongoing/Multi-Year Goal: X
* Ongoing/Multi-Year Goal: X

Updates on Goals

**Date of Analysis**

09/14/2022

**Results/Analysis of Progress**

One year extension granted through September 2022. As of the end of the 21-22 FY, institutionalization of the ARISE discretionary budget or Program Specialist has not been secured.

**Reporting Year**

2021-22

**% Completed**

75

Updates on Goals

**Date of Analysis**

10/01/2021

**Results/Analysis of Progress**

Year five of grant two for AANAPISI is coming to an end in June 2021. While we have been approved for a one-year no-cost extension, we are awaiting results form our most recent grant proposal submission.

Regardless of outcome, we have asked the campus to start institutionalizing our program, starting with our staff:
Priority:
One Educational Advisor
One Student Services Program Specialist II

Other needs
One FT counselor
One administrative assistant III

**Reporting Year**

2020-21

**% Completed**

75

Updates on Goals

**Date of Analysis**

09/01/2020

**Results/Analysis of Progress**

Initiate process to transition support for the program to the District by phasing in budget allocations for some of the personnel costs,operating expenditures, and facilities.
We request institutionalization of these positions as we progress toward the end of the grant in 2021: Educational Advisor (1 FT),Program Specialist or Coordinator (1 FT), Counselor (1 FT), educational research assessment analyst (1 PT), administrative support (1 FT), and hourly funding for tutors (2 student assistants) and peer mentors (5 student assistants).

**Reporting Year**

2019-20

**% Completed**

25

Division Goals

**Goal Name**

Staffing

**Division Goals**

Adequate Staffing Levels - based off of growth of the programs.

**Goal Status**

Active

**Goal Year**

2021-22, 2022-23, 2023-24

**Mapping**

Student Services: VP Analysis & Summary: (X - Highlight Selected)

* Ongoing/Multi-Year Goal: X
* Ongoing/Multi-Year Goal: X

Updates on Goals

**Date of Analysis**

09/15/2022

**Results/Analysis of Progress**

The 21-22 AY brought staffing growth to the Equity Center programs. The Arise program was able to recruit and hire an Educational Advisor, which had previously been vacated due to a resignation. The DREAM program was awarded a new position of Educational Advisor, we were able to recruit and hire this position. The REACH program was awarded two position, an administrative assistant and a Project/Program Specialist (Life Skills specialist); the administrative assistant was hired through our internal lateral process and while we did recruit and go through the interview process for our program specialist, we had a failed search. We are in the process of opening the recruitment again for the REACH specialist position.

Based on growth of the entire Equity Center, including student numbers, events, workshops, and responsibility, the directors along with the Associate Dean, submitted paperwork to reclass our four program specialist to program coordinators. We have submitted the required documentation and are awaiting the results as it goes through formal process.

**Reporting Year**

2021-22

**% Completed**

75

Resources Needed

**Status**

Active

**Request Status**

Request - Partial Funding Requested

**Resources Needed**

Reclassification of Equity Center Project/Program Specialist (A79) to a Equity Center/Multicultural Center Project/Program Coordinator (A95)

**Describe Plans & Activities Supported (Justification of Need)**

Project/Program specialist workload and responsibility have increased steadily over the last couple of years with additional support to the Associate Dean of Student Success and Equity in the day-to-day work within the Equity Center and through DEISAA efforts campus wide. As the Equity Center continues to grow, now with the addition of the First Peoples Native Center and the Multicultural Center; and additional oversight from the Associate Dean to include El Centro and the Center for Black Culture and Student Success, the DEISA efforts, cross-equity program collaborations, and specifically the Multicultural center campus-wide program oversight will require much more support and programing from this new position.

**Lead**

Eric Lara

**What would success look like and how would you measure it?**

Continued, and added, cross-campus collaboration efforts on topics of DEISAA education. With the opening of the Multicultural Center, opportunities to partner with the instruction division, specifically instructional faculty, have potential to bring a much broader sense of DEISAA awareness to our campus community. With the addition of three new programs to the oversight of the Associate Dean of Equity (CBCSS, El Centro, FPNC), this coordinator position would allow greater responsibility to work alongside the directors of each area to provide support on event and workshop cross-collaborative efforts.

**Type of Request**

STAFFING.

**Planning Unit Priority**

High

**On-Going Funding Requested (if applicable)**

16,000

**Total Funding Requested**

$16,000

Resources Needed

**Status**

Active

**Request Status**

Request - Partial Funding Requested

**Resources Needed**

Two Professional Experts - El Centro

**Describe Plans & Activities Supported (Justification of Need)**

El Centro currently has one FT director and no other FT staff. This request is to hire two professional experts for the 23-24 AY. The professional experts would assist in the day to day of the center operations.

**Lead**

Giovanni Rodriguez

**What would success look like and how would you measure it?**

Providing support to our director by creating workshops, events, and activities for our students.

**Type of Request**

STAFFING.

**Planning Unit Priority**

High

**One-Time Funding Requested (if applicable)**

47,000

**Total Funding Requested**

47000

Division Goals

**Goal Name**

Ongoing/Multi-Year Goal

**Division Goals**

Collaboration - between the three equity center special programs to host joint workshops and events.

**Goal Status**

Active

**Goal Year**

2021-22

**Mapping**

Student Services: VP Analysis & Summary: (X - Highlight Selected)

* Ongoing/Multi-Year Goal: X
* Ongoing/Multi-Year Goal: X
* Ongoing/Multi-Year Goal: X

Updates on Goals

**Date of Analysis**

09/07/2022

**Results/Analysis of Progress**

The Equity Center as a whole really showcased it's campus-wide efforts and inter-center collaboration during the 2122 AY. As shown in the attached document, every month during the major terms the EC staff came together to host joint/collaborative events not only for our students within the EC, but our campus as a whole. Partnerships with SCE, Pride Center, Rising Scholars and our Equity Speakers Series showcased the reach of the Equity Center across campus.

**Reporting Year**

2021-22

**% Completed**

100

Division Goals

**Goal Name**

Ongoing/Multi-Year Goal

**Division Goals**

Establishing industry advisory boards for REACH and DREAM programs.

**Goal Status**

Active

**Goal Year**

2021-22

**Mapping**

Student Services: VP Analysis & Summary: (X - Highlight Selected)

* Ongoing/Multi-Year Goal: X
* Ongoing/Multi-Year Goal: X
* Ongoing/Multi-Year Goal: X

Updates on Goals

**Date of Analysis**

09/15/2022

**Results/Analysis of Progress**

We have yet to make progress on this goal for REACH and DREAM. This should not be seen as a negative against the programs, as they've had growth in students, staffing, and event planning. They remain engaged in the day to day to the program and will continue to work towards this goal.

**Reporting Year**

2021-22

**% Completed**

0

Division Goals

**Goal Name**

Ongoing/Multi-Year Goal

**Division Goals**

Continue to provide counseling services to all of our EC students by increasing hours and counselors.

**Goal Status**

Active

**Goal Year**

2021-22

**Mapping**

Student Services: VP Analysis & Summary: (X - Highlight Selected)

* Ongoing/Multi-Year Goal: X
* Ongoing/Multi-Year Goal: X

Updates on Goals

**Date of Analysis**

09/15/2022

**Results/Analysis of Progress**

While all of our three programs have some sort of counseling support, not all have the same amount of counseling funds to provide enough hours to students. The Equity Center has been fortunate to have funds to hire one Equity Center all counselor who provides 8-12 counseling hours per semester, based on their teaching schedule. The Equity Center counselor established "night counseling" during the pandemic and continued it this past AY, with tremendous success! The fill and show rate have been 80% for both, the night schedule is twice a month from 7:00 pm - 10:00 pm. With the pending faculty COLA increase, ongoing EC counseling is in jeopardy as our counseling budget will be drastically impacted which will in turn required us to reduce the number of hours available to our counselor.

The DREAM program continues to have one FT counselor and two adjunct counselors. DREAM also has a FT educational Advisor which support our advising needs of the students.

The ARISE program does not have a FT counselor, but does have the support of two FT General counselors offering a few hours in the center, in addition they have one 10+ hour adjunct counselor. ARISE also has a FT educational Advisor which support our advising needs of the students.

The REACH program also does not have a FT counselor but does have two adjunct counselors who provide 12 hours of counseling per week, in addition they have one FT general counselor who provides a few hours in the center. Additional funding is needed to increase the hours of our adjunct counselors.

**Reporting Year**

2021-22

**% Completed**

50

Division Goals

**Goal Name**

Ongoing/Multi-Year Goal

**Division Goals**

Creation, and establishment, of the First Peoples Native Center

**Goal Status**

Active

**Goal Year**

2022-23

**Mapping**

Student Services: VP Analysis & Summary: (X - Highlight Selected)

* Ongoing/Multi-Year Goal: X
* Ongoing/Multi-Year Goal: X
* Ongoing/Multi-Year Goal: X