

Eastern Sierra College Center Department

ASP for Academic Year 2020-2021

October 2019

Description Of Section

Connection to College Mission

ESCC's mission is to improve the life of every student it serves. Through traditional and distance delivery (interactive television (iTV)), ESCC brings transfer preparation, workforce education, remedial instruction, and learning opportunities that develop ethical and effective citizenry to the rural communities and unincorporated areas of Inyo and Mono counties. In doing so, we promise clarity of educational pathways, comprehensive and equitable support services, and a commitment to equity.

ESCC's mission mirrors the College's mission as it relates specifically to students and community members in Inyo and Mono counties. ESCC primarily offers the Cerro Coso General Education, IGETC, and CSU General Education patterns on ground. In addition to these general education patterns, ESCC offers 11 degrees/certificates and two programs that lead to state certification. ESCC also offers a range of community and contract education courses available to the public. ESCC hosts and co-sponsors events, programs, and courses, and rents out our facilities to support community events and programs. ESCC also offers the following student services on ground: Access Programs, Admissions & Records, Comprehensive Learning Support Services, Counseling, and Library Research. All other student services are provided online or via the IWV campus services.

Review And Planning

Performance and Equity Gaps Still to be Addressed

Operational Gaps:

1. ESCC Site Maintenance & Operations Worker. Current Maintenance Worker position does not align with the maintenance and operations duties needed at ESCC. A new position (ESCC Site Maintenance and Operations Worker) has been drafted and requested to replace the current Maintenance Worker position. ESCC is comprised of two stand-alone facilities that required full maintenance and operations work including (under the direction of a supervisor) planning, performing, implementing, and organizing a wide variety of semi-skilled and skilled work in the maintenance and operations of the ESCC campus sites including, the maintenance and repair of vehicles, equipment, buildings, and facilities; custodial services; grounds operations; and coordination with water and wastewater systems contractors. Currently, KCCD does not have a position that enables a single employee to perform most, if not all, of the required tasks to maintain and operate ESCC's sites. ESCC's current Maintenance Worker position may perform semi-skilled work and *assist* in performing skilled work, but requires staff from IWV to perform regular duties at ESCC. The Maintenance Worker position does not cover grounds work, which also requires staff from IWV to perform. Because IWV also has a small M&O team, significant amount of work at ESCC is not completed or takes a long time to complete. For example, scheduling of ESCC doors and lights, plumbing repairs, electrical maintenance and repairs, programming key cards and re-keying locks, basic maintenance of work truck, grounds work/snow removal, opening/securing facilities, and coordinating water/wastewater duties with certified operator are not included in the Maintenance Worker position. These are regular and routine duties that are more efficiently performed by staff located at the ESCC sites, rather than remotely by IWV staff or by requiring IWV staff to travel to ESCC to perform the work.
2. STEM LAC Staffing. There is a significant need for student supplemental academic support in STEM through the ESCC Learning Assistance Center (LAC). ESCC would like to hire another STEM adjunct faculty to add an additional 10 hours/week of LAC STEM staffing split between Bishop and Mammoth. The current LAC STEM adjunct faculty began teaching MATH C055 this semester and does not have enough load or time during the LAC hours to work additional hours. Increasing STEM hours in the LAC will help support student demand for support in mathematics, chemistry, and courses requiring math skills such as economics. ESCC currently has 26 hours/week of non-STEM LAC Adjunct Faculty staffing split between Bishop and Mammoth. In addition, there are 16 hours/week of LAC STEM staffing split between Bishop and Mammoth. Over the past two and half semesters, 20% of all LAC drop-in tutoring has been for STEM courses; mathematics, chemistry, and economics account for 77% of STEM tutoring requests. We believe by increasing STEM LAC Adjunct Faculty staffing to the same level as non-STEM LAC Adjunct Faculty staffing, student

demand will be met. See Initiatives #2 & 3.

3. Kinesiology Faculty - Full-Time, Reassigned. ESCC does not have a kinesiology adjunct faculty and has had trouble recruiting one since the long-time adjunct faculty retired. ESCC introduced the kinesiology transfer degree program a number of years ago. Last year there were 15 kinesiology majors at ESCC. ESCC counseling believes that the number would be higher if ESCC could guarantee physical activity courses on campus on a regular rotation. The past few years ESCC has offered summer volleyball and golf courses with a full-time faculty from IWV and the retired adjunct faculty who is willing to teach golf every other summer. ESCC believes that this degree program would be attractive to students in our service area as there is a heavy focus on athletics and sports in Inyo and Mono counties. Also, the overlap of courses with nursing prerequisites makes this an attractive degree for students in the 25-34 year old age range who are considering a career change into nursing or physical therapy. ESCC believes that the 25-34 year old demographic represents individuals who have recently moved to the ESCC service area or who recreate here and are considering moving to the area. Many of these individuals are drawn to the ESCC service area because of their interest in outdoor recreation and would be drawn to kinesiology, particularly male students who may prefer kinesiology to nursing. This would represent a new population for FTES generation. No additional funding is requested; reassignment of full-time faculty to ESCC either every other semester or every other year to enable sufficient physical education activity courses to be offered to meet the requirements and promotion of the kinesiology transfer degree program. See Initiatives #1 & 3.
4. Adjunct Faculty Recruiting and Advertising. ESCC has had difficulty recruiting and hiring adjunct faculty to ensure sustainability of programming. Most applicants for ESCC adjunct faculty pools are from out of the area. Funding for local advertising each semester is requested to recruit local adjunct faculty on an ongoing basis. In the near term adjunct faculty in VPA, speech, English, anthropology, kinesiology, child development, and Spanish are needed. Approximately \$2,500/year is requested for ongoing local advertising. See Initiative #3.
5. CTE On-Ground Programs. ESCC only has a few on-ground CTE certificate programs: clinical medical assisting, emergency medical technician, and vocational nursing. In order to attract older students in the 25-39 year old range and male students, other CTE certificate programs are needed on-ground at ESCC such as POST, PPSA, drug and alcohol counseling, entrepreneurship, and wildfire. See Initiative #4.
6. Cross Country Athletic Coach - Part Time. ESCC does not have an athletic program. However, Mammoth is a summer training destination for numerous high school cross country teams from across California because of the altitude, trails, track, and Olympic athletes who live in the area. An athletic coach would allow ESCC to support members of a CCCC cross country team at Bishop and Mammoth, which would attract FTES from outside of the service area. ESCC would be able to partner with the summer training camps to possibly offer concurrent enrollment over the summer and to recruit cross country students to matriculate to CCCC at ESCC after graduating from high school and continue competing in cross country. Approximately \$20,000 for adjunct coach at ESCC.
7. Work Truck. ESCC does not have a reliable and fully functional work truck. The current work truck is approximately 25 years old. It does not have sufficient power to tow anything between campuses, such as a lift. Each semester ESCC moves art and science equipment and materials between campuses. In addition, ESCC would like to be able to make regular trips to IWV to pick up supplies and return obsolete IT equipment. A new work truck would also enable ESCC staff and faculty to use the truck to travel between ESCC and IWV for meetings and other events when not needed at ESCC. Approximately, \$50,000 for new 3/4 ton diesel pickup truck.

Equity Gaps:

1. Access for 25 - 34 year-old students. ESCC's demographics with respect to age has shifted dramatically from 2002-03 to 2016-17 with 38% of the student body 40 and older and 39% under 25 in 2002-03. In 2016-16, 15% was over 40 and 62% under 25. This shows a positive trend in that ESCC is increasingly serving the traditional aged college student - under 25 and not focused as much on individuals 40 and older. Yet, students 25-39 remained stable during that time at 23%. Recent environmental scan shows that in both Bishop and Mammoth service areas, 25-44 year olds are a significant portion of the service area population at 20% and 33%, respectively, and that there is a significant portion of individuals in that age range who have not complete a college degree. From 2016-17 to 2018-19 the number (121 in 2016-17 to 128 in 2018-19) and percentage of ESCC's student body who are 25-39 years old has increased slightly to 25.1% and account for 21.5% of the total ESCC enrollment, up from 15.6% in 2016-17. Further, in Mammoth that population group is expected to grow in the next five years. By focusing on this age group, ESCC will be attracting a new source of FTES. It is important that ESCC continue to develop and implement strategies to increase access for students who are 25-34 years old. See initiative #1.
2. Male Students – Access. ESCC has fewer male students than female students. In 2016-17 34.8% of ESCC student body was male. One possible reason is that our CTE programming is more focused on programs that are in traditionally female fields such as health careers and human services. From 2016-17 to 2018-19, the number (177 to 183) and percentage (34.8% to 36.0%) of male student has increased. In addition, the percentage of total male enrollments has also increased from 33.7% to 39.4%. It is important

to continue to develop programming that will attract more male students. See initiative #1, 3, & 4.

3. Retention, Success, and Completion of Latina/o Students. In 2018-19, the retention of ESCC Latino students was 91.1%, slightly lower than overall, 91.5%. Success was also lower, 74.1% for Latino students and 77.7% overall. However, completion was about the same; 44 awards were for Latino students out of 190 total Latino students at ESCC (23.2%) compared to 120 total awards out of 509 total ESCC students (23.6%). It will be important to continue to support retention, success and completion for Latino students at ESCC, particularly Latino male students who in 2018-19 had retention rates of 84.2% (compared to 91.1% for all Latinos) and success rates of 65.1% (compared to 74.1% for all Latinos). See Initiative #2 & 3.

Impact of Performance, Operational, and Equity Gaps on Student Learning Outcomes (SLOs)

Throughout the planning and review cycle, ESCC focuses on gaps that influence SLOs. The performance and operational gaps above, if not addressed, will lead to a negative influence on SLOs. Without increased LAC STEM staffing, students will not have access to learning support in STEM. The LAC faculty directly assist in improving SLOs for all courses. LAC adjunct rely on the SLOs for each course and design instructional support to achieve SLOs. Adding faculty in kinesiology will help achieve SLOs in the kinesiology degree program. Adding a cross country coach will help bring in a new group of student athletes who must meet GPA requirements and thus will be more focused on achieving SLOs. This will help to increase the culture across campus. Working toward closing equity gaps also means that ESCC is focused on bringing in new groups of students and supporting their success, which requires achieving SLOs.

Annual Planning: Actions Taken

Increase outreach to 25-34 year olds in order to increase FTEs at ESCC. (See Equity Gap)

Increase Outreach to 25-34 year olds in order to increase FTEs at ESCC

ESCC has increased outreach efforts through the addition of a CTE Liaison professional expert, who has developed marketing materials for CTE programs, hosted information sessions for various CTE programs, created an outreach calendar and attends events such as the Bishop Tri-County Fair, Bishop and Mammoth College and Career Fairs, Mammoth Village Movie Nights, and Bishop First Fridays. ESCC Counselor and Educational Advisor have increased their transfer week programming and presentations. These efforts target 25-34 year olds. The ESCC Director has joined Bishop and Mammoth Lakes Chambers of Commerce, Bishop Sunrise Rotary, presents to Lions, Elks, Mammoth Rotary, Bishop Noon Rotary, Lone Pine Chamber, and speaks during public comment at Bishop City Council, Town of Mammoth Lakes Council, Mono Supervisors, and Inyo Supervisors meetings. ESCC Director also attends mental health and health care community forums as well as economic development forums in both counties. Partnerships with Big Pine Fire Protection District (MOU signed, EMT being offered in Big Pine Spring 2020), National Wounded Warriors Center (curriculum planning), and the Owens Valley Conservation Camp (MOU signed) are being developed to increase enrollment of volunteer fire fighters, veterans, and inmates. These efforts target employers of 25-34 year olds.

Data for Fall 2019 is not yet available. From 2017-18 to 2018-19, the number and percentage of 25 to 39 year-old students at ESCC decreased slightly from 133 to 128 and 26.1% to 25.1%. However, enrollments of 25-39 year-old students at ESCC remained flat in number (335 to 334) and percentage (21.7% to 21.5%). Retention is up slightly from 91.6% to 93.1% and success is flat 84.8% to 84.4% for ESCC 25-39 year-old students. The number of 25-39 year-old graduates increased slightly (29 to 32) from 2017-18 to 2018-19. However, the percentage of graduates who were 25-39 years old declined from 35.8% to 26.7%, as total number of ESCC graduates increased by 48.1%.

Increase and stabilize academic and student support at ESCC in order to support student success and close achievement gaps. (See Operational and Performance Gap #2 & #3 and Gap Impact on SLOs)

Increase Learning Support at ESCC to Increase Completion and Close Achievement Gaps

In Fall 2018, ESCC's LAC was staffed 26 hours/week. Sunset Foundation donated an additional \$10,000 per year to support STEM adjunct faculty hours in the LAC and 15 hours/week of STEM hours in the LAC were added in Spring 2019. In Fall 2019, an additional 5 STEM LAC hours were added. Total ESCC staffed LAC hours are now 46 hours/week as of Fall 2019. Total LAC contacts increased from 733 in Fall 2018 to 779 in Spring 2019. At week 8 (50% of the semester) of Fall 2019 total LAC contacts were 487 (66% of Fall 2018 total contacts). Latino student success has decreased from 78.5% to 74.1%. However, Latino student retention has increased slightly from 90.4% to 91.1%. The number of Latino students at ESCC earning a degree or certificate nearly doubled from 2017-18 (24) to 2018-19 (44), which represented an increase in percentage of Latino graduates from 30% to 37%. Completion rates for ESCC increased from 2017-18 (15.9%, 81 awards/509 unduplicated headcount) to 2018-19 (23.6%, 120 awards/509 unduplicated headcount).

Sustain the ESCC kinesiology transfer degree program and develop a cross country athletic team at ESCC to increase enrollment and engagement at ESCC. (See Operational and Performance Gap #1 and Equity Gap)

Sustain ESCC Kinesiology Transfer Degree and Implement Cross Country Team

ESCC worked with Mammoth Lakes Foundation, Mammoth Track Club, and CCCC Athletic Director to develop a plan and budget for establishing support for members of a CCCC cross country team in Mammoth lakes. The plan was presented by CCCC Athletic Director to the VP of Student Services. No further action will be taken until a cross country team is approved.

Initiatives for Next Academic Year

Initiative #1: Increase Outreach to 25-39 Year-Old Students to Increase FTEs at ESCC (See Equity Gaps)

Is this part of a multiyear initiative?

Yes

Specific Action Steps to be Taken:

1. Partner with key employers and organizations who employ or serve this age group in order to provide outreach. Examples of such partners include: Mammoth Mountain Ski Area, US Forest Service, Mammoth Hospital, Northern Inyo Hospital, County and City Governments, American Alpine Club, Mountain Rambler, Access Fund, Black Sheep Coffee Shop, Stellar Brew, Eastside Sports, Mammoth Mountaineering, Eastern Sierra Avalanche Center.
2. Promote and develop programs and services that appeal to this demographic. Examples of programs to promote and develop include: increase awareness of transfer curriculum, health career pathways, computer science/business pathways; develop and sustain the kinesiology transfer degree; develop an athletics program, such as cross country; implement security guard certificate, POST academy, drug and alcohol counseling, welding.
3. Attend and host information tables at events that are attended by this demographic. Examples of events include: the Banff Film Festival, Mammoth Motocross, Mammoth Gran Fondo, Lone Pine Marathon, and Bishop Highball.

Lead Measure of Success:

1. Partnerships with additional organizations in Mammoth and Bishop have been established by December 2020.
2. An action plan for outreach to 25-39 year-old students has been developed with each additional partner by December 2020.
3. The action plan has been implemented by December 2021.

Are any of the lead measures identified above lacking assessment instruments?

No

Does the department request help to develop these instruments?

Yes

Lag Measure of Success:

1. The percentage and number of 25-39 year-old students attending ESCC has increased from Fall 2018 to Fall 2021.
2. The number of 25-39 year-old students attending ESCC has increased from Fall 2018 to Fall 2021.

Person Responsible:

Site Director, ESCC

It addresses a gap in student equity

Which strategic goal does this initiative address?

Goal 2: Advance Student Equity Measures, Goal 3: Ensure Student Access

Initiative #2: Increase Learning Support at ESCC to Increase Completion and Close Achievement Gaps

Is this part of a multiyear initiative?

Yes

Specific Action Steps to be Taken:

1. Increase ESCC Learning Assistance Center (LAC) adjunct faculty staffed hours from 26/week to 52/week.

Lead Measure of Success:

1. ESCC LAC adjunct faculty staffed hours have increased from 46/week Fall 2019 by Fall 2021.

Are any of the lead measures identified above lacking assessment instruments?

No

Does the department request help to develop these instruments?

No

Lag Measure of Success:

1. ESCC LAC student contact hours have increased from Fall 2018 to Fall 2021.
2. ESCC success and retention by ethnicity gaps have narrowed Fall 2018 to Fall 2021.
3. ESCC completion rates have increased from Spring 2018 to Spring 2021.

Person Responsible:

Site Director, ESCC

It addresses a gap in student equity

Which strategic goal does this initiative address?

Goal 1: Maximize Student Success, Goal 2: Advance Student Equity Measures, Goal 5: Strengthen Organizational Effectiveness

Initiative #3: Support Retention, Success, and Completion for Latino Students at ESCC

Is this part of a multiyear initiative?

Yes

Specific Action Steps to be Taken:

1. Develop and implement high school to college transition workshops in English and Spanish for Latino students.
2. Develop college-high school student and parent mentoring program for Latino students.
3. Develop and implement a parent college workshop series for Latino parents.
4. Enhance support for Latino students through ESF and MLF scholarship programs.

Lead Measure of Success:

1. Transition workshop has been developed by December 2020.
2. Mentoring program has been developed by December 2020.
3. Parent college workshop series has been developed by December 2020.
4. Recommendations for enhanced scholarship support have been developed by December 2020.

Are any of the lead measures identified above lacking assessment instruments?

No

Does the department request help to develop these instruments?

No

Lag Measure of Success:

1. Latino student retention, success, and completion has increased from Spring 2020 to Spring 2022.

Person Responsible:

Site Director, ESCC

It addresses a gap in student equity

Which strategic goal does this initiative address?

Goal 1: Maximize Student Success, Goal 2: Advance Student Equity Measures, Goal 5: Strengthen Organizational Effectiveness

Initiative #4: Expand CTE Programs at ESCC

Is this part of a multiyear initiative?

Yes

Specific Action Steps to be Taken:

1. Implement security guard certificate at ESCC.
2. Implement drug and alcohol counseling certificate at ESCC.
3. Re-introduce POST Academy at ESCC.
4. Explore options for welding certificate at ESCC.

Lead Measure of Success:

1. Instructors for programs have been identified at ESCC.

Are any of the lead measures identified above lacking assessment instruments?

No

Does the department request help to develop these instruments?

No

Lag Measure of Success:

1. Enrollment in CTE programs has increased at ESCC from Spring 2020 to Spring 2022.

Person Responsible:

Site Director, ESCC

It addresses a gap in student equity

Which strategic goal does this initiative address?

Goal 4: Enhance Community Connections, Goal 5: Strengthen Organizational Effectiveness

Resource Needs

Facilities

<u>Item</u>	<u>Site</u>	<u>Cost</u>	<u>Priority</u>	<u>Notes</u>
Parking Replacement/Striping	Bishop	\$300,000	High	Annual Replacement Funding
Work Truck	Bishop	\$50,000	High	Current truck is 20 years old and cannot tow
Glass Wall b/w LRC/Community Room	Bishop	\$10,000	High	Function of each room impacted by open gate
Garage/Shed	Bishop	\$10,000	High	Store equipment/lift/pallet jack
Remove wall b/w clean up spaces in ART	Bishop	\$10,000	High	Function/Safety
Replace Horizontal Blinds	Bishop	\$10,000	High	Function/Safety
Exterior Animal Proof Trash/Recycling	Bishop	\$4,000	High	Safety/sanitation
No Parking Fire Lane Signs	Bishop	\$1,000	High	Replacement
Install Kitchen Exhaust Fan	Bishop	\$1,000	High	More events require in-house catering
Art Room storage shelving	Bishop	\$1,000	High	Need additional storage space. We would need 2 -8' shelves
Flags	Bishop	\$500	High	Function/Regulation
Bulletin Boards A&R/Kiosk Area	Bishop	\$500	High	Function
Larger/3 Basin Utility Sinks for Art Room	Bishop	\$500	High	Need more clean up space
Exterior Ash Trays	Bishop	\$400	High	Need ash trays that don't blow away
Cart w/hard wheels	Bishop	\$300	High	Need an additional cart for

Holder/Drawers for Nuts/Bolts	Mammoth	\$300	High	unloading/loading art/science/IT supplies/equipment and for events Need supplies in Mammoth to facilitate M&O repairs
Paint Interior	Bishop		High	Need to patch/repair and paint walls
Lift	Bishop		High	Need for Bishop/Mammoth campus to clean lighting, exterior, smoke detectors, and repair lighting/etc.
Fix carpet buckling	Bishop		High	Tripping hazard
Water Remediation	Bishop		High	Safety/Regulations
Evacuation Signs	Bishop		High	Safety/Regulations
Wiring for Speakers in Lobby	Bishop		High	Events
Fire Protection Tank	Bishop		High	Safety/Regulations
PA System	B/M		High	Safety/Regulations
Paint Interior	Mammoth		High	Need to patch/repair and paint walls
Fix exterior lighting Mammoth - always on	Mammoth		High	Save money and energy
Fix chiller Mammoth - goes into alarm mode	Mammoth		High	Comfort
Fix 216 Air Handler	Mammoth		High	Comfort/Safety
Evacuation Signs	Mammoth		High	Safety/Regulations
Roman Shades in Community Room	Bishop	\$5,000	Medium	Provide privacy for events and functionality as well as safety
Community Room Stage Lighting	Bishop	\$3,000	Medium	Function
Shelving in IT Storage Room	Bishop	\$3,000	Medium	Create space, storage, and safety
Furniture for Student Lounge/Art Gallery	Bishop	\$2,500	Medium	Need updated couches/arm chairs for student lounge/art gallery space
Bulletin Boards outside each classroom	Bishop	\$2,500	Medium	Need 10
External Hose Bibs North South Entrance	Bishop	\$2,000	Medium	Need exterior hose bibs near entrances for cleaning
Back Curtains for Community Room Stage	Bishop	\$2,000	Medium	Function
Animal Resistance Waste/Recycling Receptacle (2)	Bishop	\$1,404	Medium	Prevent animals from emptying exterior trash cans
Flag Pole Lighting Repair	Bishop	\$1,000	Medium	Function/Regulation
M&O Supplies/Paint/Tiles/Screws etc.	Mammoth	\$1,000	Medium	Stock some inventory on site?
Stand-up Desks for A&R	B/M	\$500	Medium	Staff health and safety
Remove Drinking Fountains/Install Utility Sinks (ART)	Bishop	\$500	Medium	Need additional clean up space in art yard
Pallet Jack	Bishop	\$500	Medium	Need to move deliveries/equipment
Replacement Plants for Landscape	Bishop	\$500	Medium	Plants have died and need replacing
Shelving in Art room 'bathrooms'	Bishop	\$500	Medium	Purchase/Installation
Pallet Jack	Bishop	\$400	Medium	Function and safety to move large deliveries/other items
Install a glass wall/door between 162 & 163	Bishop		Medium	Need a lecture/lab set up for health careers courses - LVN, CMA, etc.
Add lighting and wall mounting system in student lounge	Bishop		Medium	Need an art gallery space in Bishop
Glass proctoring Wall	Bishop		Medium	Provide privacy and sound barrier for test takers
Create Outdoor Event Space	Bishop		Very Low	Generate rental income, provide space for student/college functions

Information Technology

Short Throw Projector/Screen and Instructor Station for BESCC Art 126 (\$3,000)

Regular IT replacement schedule

Marketing

Post Card Mailings \$6,000. ESCC would like to continue mailing matriculation postcards each semester. Reaching out to all residents in the ESCC service area is the primary way to reach our target population of 25-34 year-old individuals in the community. ESCC does not have a partner/place we can go to reach this population as we do with high school students. Cost includes printing of postcards \$2500 and mailings \$3500.

Billboard \$4,000. ESCC would like to rent a billboard on 395 for 6 months per year. The billboard will attract new FTES from outside of the service area. The target population of 18-39 year-old individuals who have not completed a college degree or who would like to re-train and who are attracted to the Eastern Sierra for recreation drive up to Bishop and Mammoth from Southern California regularly to snowboard, climb, fish, and mountain bike.

ESCC requests the same level of funding from the 2019-20 academic year for 2020-21 for radio and print advertising for our Open Houses each semester and for registration just prior to the start of the semester. These marketing methods are also very important to reach our target 25-39 year-old population.

Local Advertising for Adjunct Faculty. ESCC request \$2,500 for ongoing advertising for adjunct faculty.

Professional Development

ESCC requests \$1,500 for professional development for the administrator and/or staff to attend the 2021 American Association of Hispanics in Higher Education. We would like to attend the conference to start planning strategies to better support our Latina/o students.

Research and Data

Transfer data for ESCC students.

Transfer-ready report for ESCC Bishop/Mammoth (number and percent of unduplicated students who are transfer ready each academic year)

Staffing Requests Not Already Listed In Unit Plans

1000 Category - Certificated Positions

ESCC Cross Country Part Time Coach

Location:

ESCC Bishop, ESCC Mammoth Lakes

Justification:

Hiring a part time athletic coach to support cross country team members at ESCC would not directly generate FTES, but would help to attract a new population of FTES from student athletes within and from outside the service area. In addition the new population of athletes would likely help to sustain the kinesiology transfer degree program at ESCC.

ESCC requests approximately \$20,000 to hire a part-time cross country athletic coach.

Kinesiology Faculty - Reassignment of Full Time Faculty from IWV

Location:

Justification:

ESCC is requesting re-assignment of a full-time kinesiology faculty for Bishop and Mammoth Campuses to support the kinesiology transfer degree program. ESCC believes that this will increase FTES and attract new enrollment from populations that we are currently not attracting.

1. ESCC offers the kinesiology transfer degree program, but has not been able to offer the physical education activity courses since our long-time adjunct faculty retired. We believe that re-assigning from IWV or hiring a new full-time faculty to ESCC to offer kinesiology and health science courses would bring in new FTES to ESCC from three sources: our targeted 25-39 year old demographic, Inyo/Mono HS graduates who are athletes, and HS graduates from out of the area who are interested in pursuing cross country athletics. Last year, ESCC had 15 students declared as kinesiology majors, but ESCC cannot promote the program without an instructor. ESCC has been unsuccessful in sustaining the program because ESCC has not been able to hire a new adjunct faculty.

2. ESCC cannot offer the required physical education courses for the kinesiology transfer degree program without a faculty. The program cannot be sustainable with adjunct faculty since we have had a series of adjunct faculty commit to teach and cancel last minute. We believe that we would have more kinesiology majors if the courses were offered regularly and not cancelled. We believe that we would be able to attract new FTES with a combination of a strong kinesiology program and a cross country athletic team that would require enrollment in physical education courses.

3. The kinesiology transfer degree program is core mission:

a. increase access - particularly for our targeted 25-39 year old population and high school athletes;

b. enhance community connections - these programs will target core interests in the community such as outdoor recreation and athletics;

c. increase organizational effectiveness - these programs will increase FTES for ESCC by drawing from under-served populations within our service area and attract new populations from outside of our service area.

4. Courses are not scheduled because we do not have an instructor to teach them.

5. Courses are not scheduled because we do not have an instructor to teach them.

6. There is a need for physical therapists, coaches, and athletic directors in the Eastern Sierra at some of the major employers: Mammoth Hospital, Northern Inyo Hospital, Mammoth Mountain Ski Area and the area schools. There is not a shortage of workers, but there are opportunities locally for students in these fields.

7. We believe that this program would add FTES to ESCC. If the position was a re-assignment, there would not be additional costs.

8. a. Size of wait lists in the discipline - no courses have been offered at ESCC in the last year. We have not had wait lists in PHED courses, but the classes have been full.

b. Department productivity, previous year - we have had about 20 students in the PHED courses at ESCC when we last offered the courses. We believe that we would have more students enrolled if we had a regular schedule of course offerings and student in cross country.

c. Number of faculty currently in the department - none at ESCC

d. Number of adjunct faculty - none at ESCC

e. Number of certificates awarded, previous year - not applicable

f. Number of degrees awarded, previous year - we had one student earn a AS-T in Kinesiology in 2015, but since then it has been difficult for students to complete the degree due to no physical education courses being offered in the spring and fall semesters.

g. Core curriculum classes - all of the other courses needed for the kinesiology transfer degree are offered at ESCC.

h. CTE classes with workforce data (wage/high demand) - not applicable

i. Not applicable - no classes were offered last year.

2000 Category - Classified Staff

Create New Position: Site Maintenance & Operations Worker

Location:

ESCC Bishop, ESCC Mammoth Lakes

Salary Grade:

TBD

Number of Months:

11

Number of Hours per Week:

40

Salary Amount:

TBD

Justification:

ESCC Site Maintenance & Operations Worker.

Current Maintenance Worker position does not align with the maintenance and operations duties needed at ESCC. A new position (ESCC Site Maintenance and Operations Worker) has been drafted and requested to replace the current Maintenance Worker position.

ESCC is comprised of two stand-alone facilities that required full maintenance and operations work including (under the direction of a supervisor) planning, performing, implementing, and organizing a wide variety of semi-skilled and skilled work in the maintenance and operations of the ESCC campus sites including, the maintenance and repair of vehicles, equipment, buildings, and facilities; custodial services; grounds operations; and coordination with water and wastewater systems contractors. Currently, KCCD does not have a position that enables a single employee to perform most, if not all, of the required tasks to maintain and operate ESCC's sites. ESCC's current Maintenance Worker position may perform semi-skilled work and *assist* in performing skilled work, but requires staff from IWV to perform regular duties at ESCC. The Maintenance Worker position does not cover grounds work, which also requires staff from IWV to perform. Because IWV also has a small M&O team, significant amount of work at ESCC is not completed or takes a long time to complete. For example, scheduling of ESCC doors and lights, plumbing repairs, electrical maintenance and repairs, programming key cards and re-keying locks, basic maintenance of work truck, grounds work/snow removal, opening/securing facilities, and coordinating water/wastewater duties with certified operator are not included in the Maintenance Worker position. These are regular and routine duties that are more efficiently performed by staff located at the ESCC sites, rather than remotely by IWV staff or by requiring IWV staff to travel to ESCC to perform the work.