

ANNUAL REPORT FOR 2011-12
Santa Monica College

INTRODUCTION

This is an historic year for Santa Monica College. In the face of arguably the worst financial crisis in the college's history, SMC – under the bold leadership of the Board of Trustees – took a big step to attempt to help students fulfill their dreams of higher education. We have seen too many students turned away from classes and having their plans and hopes thwarted or destroyed. We felt morally compelled to do something to change that.

The Board made the wise decision, however, to put the self-funded supplemental summer program on hold, given the circumstances that surrounded the program. But SMC's daring spirit of innovation is alive and well and as a college community we will continue to seek creative ways to help our students reach their goals.

What is particularly remarkable about Santa Monica College – despite a 23 percent reduction in state funding since 2008, despite an \$11 million cut this fiscal year alone – is our list of achievements for 2011-12. As a college community, we constantly push ourselves to be better, to foster academic excellence, to ensure student success. We celebrate the many successes of our students, but constantly re-examine what we can do to help those who are faltering.

These achievements are outlined in the following report, but here is a snapshot view of how we work as a team to provide the best two-year education in the United States:

- Firmly believing that the core of our excellence lies in our outstanding faculty, we hired 17 full-time, tenure-track faculty members for fall 2011. This commitment is particularly noteworthy coming at a time when educators are being laid off throughout the state. And we are currently in interviews to fill an additional 14 full-time, tenure-track faculty positions for fall 2012.
- When the fiscal picture is grim, we closely examine each operating budget at the college to make savings. We've been able to save millions of dollars in the past few years (and estimating savings of \$3 million this fiscal year) through energy cost reductions (often through "green" methods), bidding contracts for more competitive pricing, using "piggy back" contracts, re-negotiating contracts, hiring only necessary replacements, and more. We also look for new revenue sources, including increasing nonresident tuition.
- We continue to acquire property and use bond funds efficiently to create modern, "smart" classrooms and labs, offices and other facilities to ensure our students get the most up-to-date and effective instruction.
- We embrace and constantly look for new ways to practice sustainability, whether it's opening an Organic Learning Garden, designing new environmental studies courses, incorporating "green" features in our facilities, encouraging and subsidizing mass transit use, planning for more bike racks on campus, promoting recycling, or giving students and employees healthy food choices.

- We take our missions – transfer, basic skills and career technical education – seriously. Because of this, we continue to be the No. 1 transfer institution to the University of California, USC and Loyola Marymount University. We develop new strategies to help our basic skills students, including adopting accelerated learning models and creating mobile app devices for assessment and career planning. We launch new CTE programs every year, including Promo Pathways, which this year graduated its first class of students trained in the lucrative field of creating promotional spots for film and TV.
- We work collaboratively with many partners in the community, including the City of Santa Monica (Early Childhood Education Center is an example), Santa Monica-Malibu Unified School District and the Santa Monica Chamber of Commerce.
- We are recognized not only for our academic excellence but also for our positive impact in the community – hence the awarding this year of the chamber’s Economic Excellence Award to SMC.
- Many individual students shine brightly not just on campus but regionally, statewide and nationally: Kennedy Center honors for acting students, photojournalism awards for photography students, selection of students for highly competitive NASA programs, and more.
- Similarly, our employees receive local and national recognition and awards in many fields, including teaching excellence, literature, art, management, and much more.

Again, this is just a snapshot of some of SMC’s outstanding accomplishments of 2011-12. The remainder of the report further elaborates on these and many other achievements this year. They reflect the college’s 2011-12 goals and priorities, as well as those of the Board of Trustees’ adopted 2011-12 Goals and Priorities.

The Board of Trustees has played a major role in guiding the college thoughtfully and diligently toward its many accomplishments. I thank each of you for your courage, leadership, hard work and unparalleled commitment to student success.

One important note: Because this annual report is being prepared earlier than usual, with more than two months remaining in the fiscal year, it is not as complete as it would be in June.

However, the report provides a clear picture of SMC’s extraordinary successes this year in the face of unprecedented challenges. We should all be proud of the exceptional spirit of SMC as reflected in the following pages.

Dr. Chui L. Tsang
 Superintendent/President

ACCOMPLISHMENTS OF 2011-12

CAMPUSWIDE

Sustainability

SMC continues to be a leader in sustainability, with participation campuswide but with major direction and leadership from the SMC Center for Environmental and Urban Studies. In 2011-12, the center played a key role in the creation and opening of the Organic Learning Garden and in the development and launch of the nation's first certificate and AA degree in Recycling and Resource Management. Other highlights include sponsoring major events such as "Sustainability Week" in the fall and "Earth Week" in the spring and assisting with the implementation of individual metering of buildings and with drafting a collegewide Green Building Policy.

Early Childhood Education Facility

SMC and the City of Santa Monica signed a Memorandum of Understanding early this spring, launching the effort to bring the long awaited Early Childhood Education Center to fruition. The joint project to build and operate the facility at the Santa Monica Civic Center has involved several areas of the college, including Academic Affairs and Facilities. The center will be a childcare teaching facility that will accommodate up to 100 infant, toddler and pre-school children and will include classroom and observation facilities, as well as office and meeting spaces for parenting workshops and early childhood research and development. The center will be partially funded (\$7 million) by Measure S, the SMC bond measure approved by Santa Monica and Malibu voters in 2008, with the remainder of funding (\$5.5 million) coming from the city, for a total of \$12.5 million.

Organic Learning Garden

The new Organic Learning Garden – a collaborative effort of students, faculty and staff that had been in the planning stages for more than two years – was opened last fall and has become a center of healthy growing and education. More than a dozen groups of students and employees have each staked a claim to a patch of dirt and all kinds of vegetables and fruits are being grown and harvested. An outstanding model for a garden on an educational site, it has been extremely well received and utilized by the entire college community.

Global Citizenship

Our Global Citizenship initiative continued to build momentum and capacity through its 2011-12 theme of "Health, Wellness & the Pursuit of Happiness," as well as an early start on the annual Global Citizenship Research Symposium & Tournament, to be held June 1. Particularly exciting this year is the selection of 17 faculty and staff members for the SMC Beijing Center for Chinese Studies Professional Development Program. Over the course of the two-semester program, participants will attend lectures and seminars led by Beijing Center faculty, explore Beijing and its surroundings, and take a weekend trip to Inner Mongolia.

ACADEMIC AFFAIRS

Partnership Opportunities

As the state budget crisis persists and access to higher education continues to diminish, SMC is revisiting the ideas related to the College of the Future task force, including the development of university partnerships and the development of a bachelor's degree. We are exploring the development of a joint program between CalArts and SMC's Design Technology Department that would create opportunity for further study in the area of digital media and art. This project could evolve into the offering of a bachelor's degree by SMC. In addition, we are exploring partnership opportunities with Otis College of Art & Design, UCLA Extension and other institutions of higher education.

Curriculum

The Curriculum Committee approved 16 new credit courses, two of which fulfill the Global Citizenship degree requirement, during the fall semester. Forty-five courses were revised and updated. The committee also approved an Associate in Arts – Transfer degree in Art History. The online system for curriculum submission, revision, and review – customized for SMC to make it as easy and efficient as possible for the faculty – has been launched.

Online Education

It was another robust year of enrollments with high demand and classes filled to capacity. There were several innovative technology releases benefiting both faculty and students. First was the official campus-wide launch of the Distance Education SMOnline student mobile site that was piloted in summer 2011 and in full operation as of the fall 2011 semester. This new option means that students can access their online classes and view important items, including receiving "what's new/what's due" messages from their mobile devices. The eCollege faculty duper tool moved from pilot phase in winter 2012 to full campus launch as of spring 2012. This new tool allows faculty to copy their course content forward into upcoming classes without the assistance of Distance Education staff. Both new items have been incredibly well received. Several new online classes debuted including Geography 8, "Introduction to Urban Studies."

Career Technical Education

- Developed, approved and launched the nation's first certificate and AA degree in Recycling the Resource Management. This year it is anticipated that more than 60 students will graduate in the 12-unit certificate program.
- This fall, the college will launch a two-year Medical Laboratory Technician Program with UCLA Health Systems and other partners that will provide graduates with jobs starting as high as \$60,000 a year.

Emeritus College

Emeritus College began the process of building its development program by hiring a consultant to assist with building its endowment. The Emeritus Endowment committee has created a case statement explaining its goals, efforts and plans.

Health Science

The pass rate on the licensure exam for 2010-11 was 94.4 percent for nursing students and 95 percent for respiratory therapy. The Scholarship for Disadvantaged Students Grant awarded \$42,000 to the nursing program for 2011-12 (the highest amount awarded to the program).

Healthcare Training Programs

SMC has had vibrant programs in nursing and respiratory therapy since the 1960s, but the college is expanding its reach into the fast-growing and high-paying healthcare field. A new Health Information Technology program, funded by a federal grant, was launched in 2010 and, by the end of this August, will have trained 300 students in high-demand careers as the nation's hospitals and doctor's offices switch to an electronic format for patient records. Currently in its final six-month intensive training session, the online program has already placed many graduates with employers such as UCLA. This fall, the college will launch a two-year Medical Laboratory Technician Program with UCLA Health Systems and other partners that will provide graduates with jobs starting as high as \$60,000 a year.

Institutional Effectiveness and Student Learning Outcomes Assessment

College academic departments are in the process assessing their Student Learning Outcomes. A new module has been developed for Student Services and Administrative Units.

Basic Skills

The college continues to launch new initiatives and strategies to help basic skills students. Of particular note are projects and strategies coming out of a collaboration between the Basic Skills Initiative and Career Technical Education. These projects and strategies include accelerated learning models, mobile app devices for assessment and career planning, and non-credit intensive courses in English and math.

Educational Collaboration with the Santa Monica-Malibu Unified School District

SMC continues to expand its collaborations with the Santa Monica-Malibu Unified School District. New programs in 2011-12 include SMC Pledge, which began this semester and which was developed to help graduating high school students to transition to SMC. Also planned is a project to develop an assessment app – for smart phones, personal computers, tablets and laptops – that will help incoming SMC students with their assessment tests.

Program Review

A subcommittee comprising members of the Institutional Effectiveness and Program Review committees has finalized a format for implementing an annual program review process. Annual information will also be archived to allow for more in-depth analysis during the six-year review, which has also been redesigned to accommodate an online format.

WORKFORCE/CAREER and ECONOMIC DEVELOPMENT

“Silicon Beach”

The Santa Monica Chamber of Commerce and the fast growing number of established and start-up technology and Internet firms in Santa Monica recognize the important role SMC is playing in the city’s “Silicon Beach.” SMC, particularly our Academy of Entertainment & Technology, has been working with the chamber and these firms to meet their employment needs.

Contract Education

Contracts for job training increased by 26 percent, or nearly \$100,000, to \$452,000-plus in first three quarters of 2011-12. (In 2010-11, contract education generated a total of \$358,764.)

Community Education

- In 2011-12, revenue has increased by \$41,112 over the previous fiscal year.
- The number of registrations increased by 528 and the number of students went up by 690 this year compared to last.
- SMC entered a partnership with Boston Reed College to provide the first Phlebotomy certification in the summer 2012 session. Other not-for-credit certificates will be added this year with high-wage, high-job growth potential.
- The Continuing & Community Education program name was changed and approved by the Board to the Community & Contract Education program, making Contract Education inclusive within the program with the purpose of adding to the department’s growth.

Small Business Development Center (SBDC)

- In the 2011 calendar year, the Santa Monica SBDC received a Small Business Administration award for the center with the highest “Capital Infusion” within the Los Angeles Region (three counties) and exceeded all of its required performance goals. We are on track to meet and/or exceed the 2012 goals.
- In the 2011 calendar year, the SBDC assisted in the creation of 54 new businesses, up five, or 10 percent, from the previous year. The new businesses, in turn, created 240 new jobs, which was 99 new jobs more than 2010, a 41 percent increase.
- In 2011, businesses assisted by the SMC SBDC increased sales by a hefty \$23.1 million, compared to an increase of \$7.6 million in 2010.
- Small business client loans and equity capital increased by \$9.9 million, a 159.6 percent increase. In the 2011 calendar year, the total value of loans and equity capital generated was \$16.1 million, compared to \$6.2 million in 2010.

STUDENT SERVICES

Transfer

For the 21st straight year, SMC sent more students to the University of California than any other two- or four-year institution. More specifically, for 2010-11 (the last full academic year for which figures are available), SMC sent 1,008 students to the UC. The next largest feeder to the UC sent 699 students. SMC continues to be the largest feeder to UCLA and the No. 1 Southern California transfer college to UC Berkeley, the flagships of the UC. In 2010-11, SMC was the 14th largest feeder to the CSU system, sending 1,054 students. Additionally, SMC continues to be the No. 1 transfer institution to USC, having sent 168 students in fall 2011 (USC only provides data for fall). The second largest feeder transferred below 62 students to USC in fall 2011.

Student Success Task Force

A Counseling Student Success Task Force Ad Hoc Committee was formed to look at the statewide Student Success Task Force recommendations related to counseling.

VIP Welcome Day

VIP Welcome Day 2011 was another huge success with an estimated 5,000 new students and their families in attendance.

Veterans Resource Center

The center continues to grow and institute new services as the SMC student veteran population grows – from 124 students in 2004 to 580 in 2010-11 and about 600 this year. With increasing demand and limited funding, the center is reaching out increasingly for community support. For example, in fall 2011 U.S. VETS started a program to provide free psychological counseling for SMC veterans and their families; also in fall, the center worked with American Legion Post 283-Pacific Palisades to secure a \$5,000 grant for emergency financial need; and this semester the center worked with Trinity Church of Santa Monica to create a \$500 scholarship for students. Other developments this year have included the opening of an assistive computer lab in the center for veterans with traumatic brain injury and the launch last fall of the first student veteran orientation.

Athletics

2011-12 has been a banner year for the Athletics Department.

- The football team won its conference for the first time since 2003, and SMC hosted the American Division Championship Bowl.
- Football players Alexandru Ceachir and Aaron Boesch both earned Division I scholarships (Ceachir at UCLA, Boesch at San Diego State University). Fifteen other football players from the 2011 team received full or partial scholarships to play at four-year universities.
- Men's basketball took 3rd place in the tough Western State Conference South Division and earned a second consecutive playoff berth.
- Corsair alumnus Deshawn Stephens won a regular season basketball conference championship at San Diego State University and participated in the NCAA Tournament.
- Basketball player Evan Middleton received a full scholarship to play at Concordia University in Portland, Oregon.
- The Athletics Department also finalized the return of men's soccer to the SMC campus this year, with the team starting competition in August 2012. Former UCLA All-American and SMC women's assistant coach Tim Pierce has been named head coach and is expected to lead the team back to greatness.
- On February 11, 2012, the Athletic Department celebrated the 40th Anniversary of SMC's last basketball state championship. Ten team members, three coaches and two administrators from the 1972 team were on hand for the celebration.
- In accordance with California Community College Athletic Association bylaws, each of our student-athletes who participated this academic year had a comprehensive Student Educational Plan on file to ensure that they are all advancing toward transfer and/or graduation.

Student Career Services Center

The center continues to be an active hub of placing students in jobs and internships (both paid and unpaid, some with academic credit) and in job and career placement. The center sees an average of 1,000 students per semester. Thousands of students attend the center's wildly successful Internship Fair each year, with nearly 100 employers and many students finding internships at that event. The Job Fair has become smaller the past couple of years because of the economy, but the center is hoping for a robust event this spring as the economy picks up. The popular Cool Careers Speakers program attracts thousands of students eager to hear from professionals in 10 to 15 fields.

Crisis Prevention Team

Currently in its fourth year and formed in response to the Virginia Tech tragedy, the team continues to step up its activities as more and more cases are being referred. Among other things, team members train faculty and staff members on how to recognize students with worrisome behavior and what to do about it. In addition, there has been an increase in the number of faculty members taking a specially designed online course to recognize and effectively handle students with psychological issues.

ENROLLMENT DEVELOPMENT

Admissions and Records

A major development in this area was the creation of "wait pools." Beginning with the Winter and Spring 2012 enrollment cycle, students were given the opportunity to sign up to be in a class section wait pool, which became a chronological list on the first day of school. The purpose for this new tool was to give faculty the ability to prioritize students who were trying to gain access to the class. This process minimized anxiety and frustration for students and faculty, who were pleased with this addition. Another development was that in spring 2012, based on a 3.5 percent increase in rush transcript orders, the Admissions Office created an option for students to request paper copies of transcripts "on the spot." This option carries an additional fee but allows students to get their transcripts in one hour.

Financial Aid

- As of mid-March 2012, the number of Pell Grant recipients increased to 8,008 this year compared to 7,691 in 2010-11.
- The number of students applying for Financial Aid (as of mid-March) went up to 38,310 from last year's 32,576.
- The number of students receiving Board of Governor enrollment fee waivers (to date) also increased – from 17,266 in 2010-11 to 18,549 this year.
- The total amount of federal and state aid to SMC students is projected to be \$45 million this year, compared to \$41 million in 2010-11.

International Education

- Since the implementation of the online application in September 2011, international student applications increased by 133 percent for winter and 86 percent for spring. During the winter/spring application period, the staff processed both online and paper applications to provide a transition. Beginning with the summer/fall 2012 admission cycle, the staff will only be processing on-line applications, which will increase the efficiency of the effort.
- Development of the annual centers for Study Abroad programs is underway for implementation during the 2013-14 academic year. The goal is to partner directly with institutions abroad to provide a more cost-effective and “turn-key” operation for Study Abroad centers, one in which more faculty members will have an opportunity to teach SMC courses that are transferrable college credit and benefit from the locale. These Study Abroad programs will also include excursions that are complementary to the curriculum and introduce students first-hand to local culture. The first annual center programs are planned for Beijing, China and Istanbul, Turkey in summer 2013. Mexico and South Africa program offerings will be scheduled for winter session 2014. Global Citizenship has an institutional commitment for Study Abroad scholarships to enhance access and participation across the community college population.

Institutional Research

- In the calendar year 2011, the Office of Institutional Research completed 161 projects, including 36 research reports with interpretation and narrative, 90 data reports, and development of 18 research tools (without report).
- In Spring 2012, the Office of Institutional Research will administer the Community College Survey of Student Engagement (CCSSE) for the first time at SMC.

Outreach and Recruitment

The office created two new programs this year. The Fall Counselor Program hosted 75 high school counselors from the area to discuss changes at SMC. And for the Spring Preview Day, scheduled to be held April 21, approximately 600 students from 12 area high schools and their family members were invited.

Early Alert

During 2010-11 so far, 1,708 Early Alerts were issued in 380 class sections to students warning them of their academic difficulties. Counseling was recommended in 31 percent of the cases and a workshop advised in 36 percent of the cases.

GRANTS

- During the 2011-12 academic year, the college managed roughly \$5.5 million in new grant funds, as well as carry-over funding for several large grants that received no cost extensions in 2011-12.
- The college received five new grant awards during the academic year, totaling nearly \$1.75 million in additional support for 2011-12.
- Of these awards, the largest was a \$5.8 million federal grant (awarded with UCLA) to increase the number of low-income, Hispanic and other traditionally underrepresented students in the disciplines of science, technology, engineering and mathematics. The five-year STEM grant was awarded by the U.S. Department of Education. Funds will be used for a wide variety of strategies and activities to get students interested in science-related degrees and careers and guide them toward baccalaureate and graduate degrees. They include development of a STEM Scholars Program, applied learning opportunities, and enhanced partnership with UCLA's Center for Community College Partnerships and Undergraduate Research Center.
- Two other significant grant awards were written and submitted by Student Affairs and Academic Affairs, respectively:
 - Student Affairs received another Community Development Grant from the City of Santa Monica to support low-income educationally disadvantaged youth from the Pico neighborhood through the Pico Promise Program. This program grew out of and expands upon the previously funded Pico Partnership On the Move Program.

--SMC's Office of Workforce and Economic Development received a CTE Community Collaborative Grant funded by the California Community Colleges Chancellor's Office Economic Development Department. The grant funds will be used to increase the effectiveness of CTE pathways from secondary to postsecondary systems by focusing on four priorities – increased awareness of future career pathways, enhanced understanding of industry trends, the development of a pipeline of future workers, and improved perception of the value of career technical education. These two grants generated nearly \$500,000 in new revenue.

BUSINESS and ADMINISTRATION

Audits

Once again the college received an unqualified opinion on the District's financial statements from the external auditing firm, Vincenti, Lloyd and Stutzman, LLP. This year marked the second time the financial audit was completely clean without any findings. This is a tremendous achievement and exemplifies the quality work of the Fiscal Services Department staff and managers. Both the Proposition 39 financial and performance audits also received an unqualified opinion from the external auditor.

Purchasing

A newly implemented procurement system – through the online bid portal Planet Bids – not only standardized the contract management procedures, it has saved more than \$300,000 in the past year on existing service contracts. In addition, the Purchasing Department annually handles nearly 900 purchase orders, which total more than \$3.5 million. A new full-service Mail Center was established to improve the college's mail services, particularly the disbursement of financial aid checks, which now number more than 6,000.

Auxiliary Services

There has been a significant increase in all types of transactions, including more than 700 having to do with loans, 600-plus involving financial aid and grants, and 300-plus dealing with refunds. In addition, service transactions for veterans increased by 33 percent. There have been many improvements to expedite services to students and reduce the fee payment lines. Of special note, a new identification card with "Swipe and Ride" capability for the Big Blue Bus was implemented.

FACILITIES

Purchase of Property at 919 Santa Monica Blvd.

The college this year purchased the office building at 919 Santa Monica Blvd. for \$9 million. The building is located directly across the street from the Performing Arts Campus. The building will house the Broad Stage Foundation, which is currently operating in trailers on the Performing Arts Campus. The move to 919 Santa Monica Blvd. will free up the parking spaces that are occupied by the trailers. The building will also enable the college to vacate the 2714 Pico Blvd. building and to relocate the existing departments for better and more convenient service to the college and community.

Bundy Campus

The Bundy Site Classroom Project was completed in December 2011. The project provided four new classrooms, including a new “smart and interactive” laboratory. An office suite was also created on the fourth floor as part of the project.

Student Services Building

Excavation of the new Student Services Building site (Phase I) has been completed and the college is working with the Department of State Architect to move ahead with construction. The project’s architects recently received review comments from the DSA and they will respond to those comments in May. The college hopes to resume construction this summer with a projected completion date of Summer 2015.

Projects Under Construction

The Academy of Entertainment & Technology parking structure broke ground in February 2012 and is expected to be completed in 12 months. The renovation of 1510 Pico Blvd. began in March 2012 and should be completed in six months.

Projects in Planning

The Physical Education/Dance/Central Plant project is in the final stages of design. The following projects are now in various stages of planning and design: Malibu Campus, Bicycle Parking, Early Childhood Education Center (in conjunction with the City of Santa Monica), Central Plant Connection Loop, 919 Santa Monica Blvd, and other smaller renovations. In concert with the college’s commitment to sustainability, the college is developing an energy survey to investigate possibilities for future energy saving projects.

Campus Improvements

The following projects demonstrate the District's commitment to sustainability. The College has now introduced and uses "green" cleaning supplies and procedures throughout the campus. The college also installed 17 water bottle filling stations. The recycling program has been expanded to the off-site locations. A new energy management system has been installed as a first step in the college's effort to monitor and optimize energy usage.

CAMPUS COUNSEL

In 2011-12, Campus Counsel played an instrumental role in planning for the self-funded supplemental program, preparing a comprehensive legal opinion that bolsters SMC's position that the program complies with state law. The office also is key in employee contract negotiations and a host of legal issues that arise at the college.

HUMAN RESOURCES

New Faculty Hires

The Office of Human Resources successfully recruited for 20 positions and hired 17 full-time, tenure-track faculty members for fall 2011. In addition, we are currently in the hiring process of 14 full-time, tenure-track faculty positions for fall 2012.

Collective Bargaining

Negotiations with CSEA that began in April 2009 concluded in November 2011; the new contract is in effect through June 30, 2012. Negotiations with the Faculty Association started in June 2010 and a tentative agreement was reached in March 2012; the ratification process has begun. The new agreement, once ratified by membership and the Board of Trustees, will expire in August 2013. In January 2012, the college and the SMC Police Officer's Association began initial contract negotiations for an agreement.

Employee Relations

HR personnel have been proactively identifying and addressing issues and areas of concern throughout the college – especially areas of potential liability as well as areas that affect the work-related culture of the District. Human Resources staff members have focused in particular on providing improved levels of training and support to supervisors; regular trainings and presentations for supervisors have been held as much as is possible on a monthly or more frequent basis. HR staff members also have focused on increasing transparency and responsiveness to the formal and informal complaints that are submitted to the HR Office by employees and students.

A comprehensive Diversity Report was issued in Fall 2011. It has been made available to all of the SMC community as well as to the public on the HR website.

SMC has continued to offer employees services through Los Angeles County Office of Education's Employee Assistance Service for Education (EASE) Program. EASE has provided employees with services and trainings through workshops, individual sessions and referrals to other service providers.

Benefits Administration

Contract changes agreed upon during negotiations with CSEA resulted in the approval of Health Reimbursement Arrangements (HRAs) to assist the classified support personnel of SMC with out-of-pocket medically related expenses. The HR Office offered a series of informational workshops for classified support personnel to explain the HRA program and the out-of-pocket expense reimbursement process. A total of 134 out of 404 staff (33 percent) participated in these workshops.

A Health Welfare Fund was established for classified support personnel who switched from PERS Care to PERS Choice medical coverage. This fund will provide additional support to employees who have catastrophic health related expenses not covered by the PERS Choice plan.

Long Term Care Insurance, vetted by the Benefits Committee and coordinated by the HR office and outside consultants, was offered as a voluntary, employee paid option offering discounted rates and streamlined underwriting. A total of 145 personnel, both full-time and part-time, made application during the enrollment period.

Professional Development

HR has been proactively identifying needed areas of training and implementing increased training opportunities for all personnel of the college. The department's Professional Development Coordinator (a new position that was filled this past year) formulated a five-year plan for the creation and implementation of a Professional Development Institute at the District. The institute's goal is to meet the training needs of all college personnel in a systematic and thorough manner.

During this first year, the Professional Development Coordinator increased the availability of trainings available to all employee groups. The training areas for all employees include topics such as Diversity & Inclusivity, Sexual Harassment, the Family Educational Rights & Privacy Act, and workplace-related trainings regarding teamwork, communication, and dealing with stress and stressful situations. Training topics for supervisors included trainings on evaluations, the discipline process, grievances, labor relations, and supervision of leaves and absences. Workshops for supervisors were also provided through the Southern California Training Consortium. Other trainings that also took place during the past year included: retiree benefits (STRS & PERS), leaves of absence, new hire orientation, and time reporting (in conjunction with the Payroll Department).

INFORMATION TECHNOLOGY

- Developed campus core network upgrade plans that included increasing college campus network bandwidth from 1G to 10G, and increasing capacity of Wi-Fi usage. In the spring semester, the technical group leveraged the current infrastructure and maximized the Wi-Fi network to support approximately 4,000 concurrent sessions, a 300 percent growth compared to fall 2011.
- Developed and implemented student workstation replacement plans for the entire Science Building, AS Cayton Computer Lab, and part of the Library. This initiative updates more than 500 instructional computing workstations.
- Planned, developed, and implemented a student mobile Corsair Connect (student portal) to allow students to enroll, pay, check email, go to mobile online courses, and conduct their college business completely on mobile devices/smart phones.

SMC FOUNDATION

Revenues

Projected “in-house” revenues for 2011-12 should exceed \$1.1 million. Currently the Foundation has pending a \$500,000 estate gift for scholarships and a verbal pledge of \$1 million.

Scholarships

More than \$700,000 will be distributed for scholarships in the 2011-12 school year.

New Program: The \$25,000 President’s Circle Award for Innovation and Progress

A new \$25,000 Foundation grant was unveiled for proposals from instructional departments, student support services and auxiliary services that would enhance the teaching and learning environment and/or improve institutional effectiveness in the delivery of instructional programming and/or student support services. The deadline to apply for funds is July 1 and grant recipients will be announced at Opening Day.

New Fundraiser: The Great SMC Bowl-A-Thon

The Foundation launched the Great SMC Bowl-A-Thon, a new annual event to engage the entire SMC community in fundraising for their particular program. Thirty teams participated and raised over \$21,000. Teams varied from athletic teams and the Veteran’s Resource Center to the English and Math departments.

Margin of Excellence Faculty Grants

Nearly \$50,000 was awarded in fall of 2011 to 15 professors for equipment for a wide range of projects, equipment for the Life Sciences Department, a new dance floor for use at The Broad Stage, drafting tables for the Academy of Entertainment and Technology, and funding for the “Kids Go to College” program for Grant Elementary School students.

Chairs of Excellence

The following Chairs of Excellence were awarded in the fall of 2011: Ilona Jo Katz Chair in Music to Yulia Kozlova, John F. Drescher Chair in Earth Science to Vicki Drake, the Saint John’s Health Center Chair in Nursing to Eve Adler, and the Carol and Bill Ouchi Chair in Business to Sal Veas.

The Bernard Osher Foundation/Foundation of California Community Colleges Scholarship Challenge

The 2012-13 award will be \$90,000, up \$9,000 from the prior year.

Alumni and Campus Relations

In its continual effort to reach out and develop a successful alumni-giving program for the future, the Foundation has incorporated Alumni Relations with Campus Relations. Studies show that engaged students with positive experiences on campus and exposure to philanthropy are positive determinates for a culture of giving after leaving the two-year institution. We have emailed the Foundation electronic newsletter to more than 200,000 alumni on four occasions with an open rate of greater than 15 percent, well above industry standards.

PERFORMING ARTS CENTER

In 2011-12, The Broad Stage at the SMC Performing Arts Center has risen to astonishing success, with ticket sales and attendance up by more than 60 percent from the prior year. The Performing Arts Center has increased its reach to 200 performances, the most noteworthy being the 32-performance run of *Our Town* starring Helen Hunt, which sold more than 12,000 tickets and generated far-ranging publicity and praise for the direction, production, cast and venue. Other successful productions included last’s summer’s *Let Me Down Easy*, starring Anna Deavere Smith, and *The Expert at the Card Table*, directed by Neil Patrick Harris. In addition, Shakespeare’s Globe Theatre of London returned for the third year with *The Comedy of Errors*, as did the comedy ensemble *Jane Austen Unscripted*, and there were sold-out performances of jazz legend Pat Metheny, Hiromi, and world-music sensation Ana Moura. There were also stellar recitals from opera stars Simon Keenlyside, Karita Mattila and Piotr Beczala.

The Broad Stage also expanded its outreach through in-school activities with artists, curriculum materials for all students who attended student matinee performances, and master classes in which SMC students participated and excelled.

THE COMMUNITY

The Office of Public Programs continues to bring distinguished speakers, lecture series and special events to the campus with significant support through the SMC Associates, the community-based support group for the college. These included Father Gregory Boyle of Homeboy Industries, Dr. Antronette Yancey from Michelle Obama’s advisory board for her “Let’s Move” campaign, and film critic Kenneth Turan discussing the impact of the globalization of film markets. The SMC Associates also supported The Master Class series where students benefit directly from the on-stage guidance of world-class artists.

OUTSTANDING SERVICE

Our employees and students continue to shine at the regional, state and national levels with honors and recognition.

CONCLUSION

In looking back at our achievements of 2011-12, it’s clear that we are embodying the “College of the Future.” But we will continue in 2012-13 and beyond to make improvements and fully realize our commitment to being the College of the Future.