



January 3, 2019

President's Waypoint: Happy New Year!

The beginning of a new year is an important milestone. It's an opportunity to reflect, refresh, reset, and reimagine our work and future in a positive way. As we enter this new year, I've been reflecting on symbols, teachings, and wisdom to guide us. The Sankofa is an appropriate symbol for us to consider. The Sankofa is the mythical bird of the Akan tribe in Ghana. The bird has its head turned backwards, carrying a precious egg in its beak, while its body and feet face solidly forward. The Sankofa represents the importance of learning from the past (looking back) in order to build a positive future for generations to come (represented by the egg). Thus, to the Akan, it is the wisdom in learning from the past, carried forward, which ensures a strong future. Sources: (Nov. 2016) Michael Owens, [Sankofa: Reaching Back for Africa](#), [West African Wisdom: Adinkra Symbols & Meanings](#), and [Wikipedia](#).

The idea of the Sankofa is a beautiful and powerful symbol to guide us in learning from our past and working towards a more positive future. SBCC will be working on several major initiatives in 2019, including the following:

Accreditation Self Study. Accreditation demonstrates to the public and our Santa Barbara community that our college has met and is maintaining high standards set by an independent accrediting agency, the Accrediting Commission for Community and Junior Colleges (ACCJC). The accreditation process is conducted every six years, not only to evaluate the quality of the institution, but also to encourage institutional improvement. SBCC's most recent accreditation reaffirmation was granted in the spring of 2016. The College's next regular evaluation will be during the 2021-22 academic year. It takes approximately 18 to 24 months to complete a comprehensive accreditation self-study. Therefore, we'll need to begin the process this spring, along with related ACCJC training on the standards and processes.

National Conference on Race and Ethnicity (NCORE). The National Conference on Race and Ethnicity in American Higher Education is a leading colloquium of its kind in the country. NCORE is part of the Southwest Center for Human Relations Studies at the University of Oklahoma and focuses on the complex task of creating and sustaining comprehensive institutional change designed to improve racial and ethnic relations on college campuses. It has a specific mission of expanding opportunities for educational access and success for culturally diverse, traditionally underrepresented populations. This spring, thanks to the recommendation of Dr. Elizabeth Imhoff and others, SBCC will be a sponsor of the National Conference on Race and Ethnicity ([NCORE](#)) in Portland, Oregon. As such, we'll be sending an entire team for anti-racism training to Portland, including faculty, staff, and President's Cabinet members. I am personally looking forward to the conference. This is an exciting opportunity for Santa Barbara City College.

Joint Board of Trustees/College Planning Council Anti-Racism Retreat. You may have had the opportunity to meet with or participate in a recent CPC meeting with Professor Rhonda Magee. Rhonda

is a full-time [Professor at the University of San Francisco School of Law](#). She is also a scholar, an expert facilitator and mediator, and a genuine and caring person. Recently, Rhonda has been working with me to support the President's Cabinet on the best approaches and responses to the racial incidents we have experienced at the college. Professor Magee was introduced to the CPC group at its meeting in December. In her dialogue with the group, there was consensus that CPC would like to hold a retreat, facilitated by Professor Magee, to discuss the topic of anti-racism in more depth. To kick off the new semester, Professor Magee will facilitate a joint Board of Trustees/College Planning Council Retreat. The President's Cabinet members, Deans, and other faculty and managers will also be participating. This retreat will take place on January 9.

New Student Centered Funding Formula. The California community college system is the largest higher education system in the world, serving 2.2 million students annually. The system's mission includes reducing equity gaps, providing educational access and opportunity, and strengthening the state's economy. A major challenge has been that the system has not been successful in achieving these mission elements. We see low percentages of students reaching educational goals, while others take far too long to get there. Achievement gaps continue to exist for low-income students and students of color, and older working adults are often left behind. The objective of the [new funding formula](#) is to focus on the challenges that the system has long struggled to accomplish. The good news is that the metrics used in the new formula are areas in which SBCC has excelled, indicating that the new formula will be a positive outcome for us. At this time, California Community Colleges have only been provided with funding simulations and estimates. The actual funding allocations will be released in February 2019, but we are cautiously optimistic that we will see strong funding for our college. This is a testament to the hard work our faculty and staff do every day – and the determination and resiliency of our students.

Implementation of AB705. [AB 705](#) is a bill signed by the Governor on October 13, 2017, taking effect on January 1, 2018. The bill requires that a community college district or college maximize the probability that a student will enter and complete transfer-level coursework in English, English as a Second Language, and Mathematics within a one-year timeframe and use, in the placement of students into English and Math courses, one or more of the following: High school coursework, high school grades, and high school grade point average. Here is the AB 705 implementation [timeline](#). As the timeline indicates, spring 2019 finalizes AB 705 components in preparation for fall 2019 implementation. This spring we will finalize: 1) implementing locally-developed and approved curriculum in Math and English; 2) connecting new assessment and placement rules with curriculum; and, 3) publishing new procedures in college materials. The English as Second Language faculty are also working to implement elements of AB 705 ahead of the timelines established for the ESL implementation of 2020. The philosophical and curricular changes that AB 705 brings to the college is nothing short of epic and our SBCC Math, English, and ESL faculty have been doing unbelievable work in rethinking and reimagining related teaching and learning at the college. This is a huge shift, and we are all very proud of the care and thoughtfulness of the work the faculty and assessment staff have completed. Thank you and congratulations!

Guided Pathways. As you know, Santa Barbara City College has been selected as one of 20 California colleges to lead the way with the Guided Pathways national movement. This is a college-wide undertaking that: 1) creates clear curricular pathways; 2) helps students choose and enter their pathway; 3) helps students stay on their pathway; and, 4) ensures that learning is happening as intended. Professor Margaret Prothero has been doing superhero work leading the college teams in this work. Thank you Margaret!! Last semester, our Guided Pathways core team determined specific goals which will be implemented this spring and in the coming semesters. Here is a short video that explains more about [Guided Pathways](#).

Hiring of New Faculty and Staff.

Since the Supplemental Employee Retirement Plan (*SERP*) of 2016-17, many areas and departments of the college have been significantly affected by the loss of more than 70 colleagues. Many individuals in these areas have taken on additional workloads to continue providing top-notch service. Some educational programs are in critical need of full-time faculty to fulfill course offerings. We certainly owe everyone a sincere thank you for stepping up to get us through this transition. Now, moving forward, there are a number of faculty and staff positions that we must replace. We have been moving forward in [the hiring of 14 faculty for the fall 2019-20](#) academic year. These 14 positions include the replacement of 11 positions currently in the budget due to retirements, plus three new positions in critical instructional areas. We are also working to recruit for three faculty positions that went unfilled last year. Additionally, we are moving forward with [the hiring of 20 staff positions](#) in critical areas of the College. These positions are a mix of strategically reviewed replacements and new positions in mission critical areas.

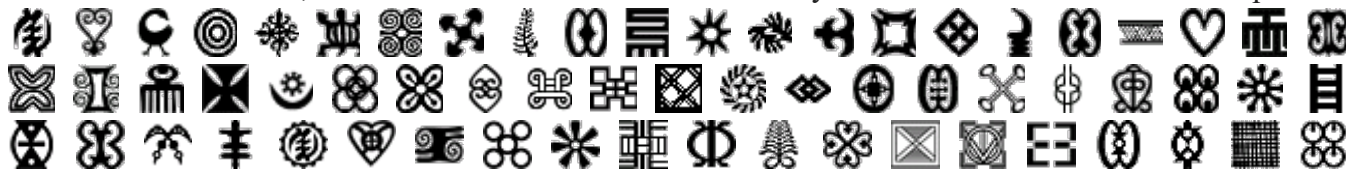
SBCC Foundation Gala. Finally, I wanted to send you a “Save the Date” for the first ever SBCC Foundation Gala, Saturday evening, April 27, 2019. This will be held in the Sports Pavilion, which will be completely made over like nothing ever seen before. As part of the program, we will be presenting the faculty *Above and Beyond Award* winners, selected by the Faculty Recognition Committee. This is going to be an exciting event for the Foundation and the College!

I started this new year’s Waypoint by talking about the Sankofa. In essence, the Sankofa symbolizes the importance of bringing along the best of what we have learned in our past as we build a brighter future. Each of the above initiatives is certainly grounded in some aspect of our past, informing our successful future. Here’s to a positive and prosperous 2019!

Together forward,



PS: For those interested, below is a link to other West African symbols with related links to descriptions.



Source: [West African Wisdom: Adinkra Symbols & Meanings](#)