Poll: This emoji best reflects my emotion about the past (COVID) 19 months.
Strategic Objective for 2021-22

Return to Community
Safely, Equitably, and Innovatively
Strategic Objective for 2021-22

Return to Community Safely
Visited our college’s Dental Hygiene program today & was greeted by two students who PPE-ed me up. Amazing baccalaureate program! Their class is graduating this year, and they have 100% national board exam passage!
2nd day of outdoor conditioning classes! Owl strong with the @OwlFootball_team. When I asked them how I can support them more...Response: get all the students vaccinated. #GoOwls
👏 @OwlFootball_ students & coaching team
@FoothillFB @RaivioMatt @GregKragen @KenoSwayz @MccantsMark @mschukraft et al!!

OWL

So nice to be back! Great Road Win to start the season!!! owlera

Foothill College Football

FINAL SCORE

Foothill College 39
Hartnell College 12
WHO remains firmly committed to the principles set out in the preamble to the Constitution

- Health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity.
Poll Results

A. 🤣
B. 🙃
C. 🥺
D. 😲
E. 😶
Strategic Objective for 2021-22

- Wellness Student Ambassador
- Psychological Services
- Employee Services
- Activities
Re-Opening Day
"Return to Community"

SEPTEMBER 17, 2021
10AM - 1PM (LUNCH PROVIDED)
IN-PERSON @ THE LIBRARY QUAD

Join us to celebrate retirees, tenured faculty, and new colleagues hired during the last two years!

- EVENT WILL BE HELD OUTDOORS.
- ALL CDC GUIDELINES PUT IN PLACE AT THE TIME WILL BE ENFORCED.
- EVENT WILL BE LIVESTREAMED FOR THOSE WHO PREFER TO JOIN VIRTUALLY.

FOOTHILL COLLEGE
Stop Asian Hate
COVID-19 VACCINE EDUCATION SERIES

Learn about the vaccine
Get your questions answered
Take action to protect yourself and your family

Mondays 4 - 5PM, April - May 2021

- Mon 4/19/21: The Biology of COVID-19: The Virus and Vaccines
  - Dr. Sara Cooper, Foothill College
  - Dr. Rebecca Ryan, Foothill College
- Mon 5/3/21: Debunking Vaccine Myths
  - Dr. Peter Hotez, Baylor College of Medicine
- Mon 5/10/21: Taking Action to Protect Myself and Others
  - Dr. Elsa Villarino, Santa Clara County Department of Public Health

For more information:
Zoom links are at the website below
visit https://foothill.edu/sli/events/covid-series.html
contact sli@foothill.edu
So proud of our college, particularly Foothill’s Allied Health programs, for volunteering for the vaccination clinic at our college. Here’s a pic with our #paramedic students & Trustee @PatrickAhrens1 Associate VP @teresafoothill Professor @horowitz_ken!
"I got vaccinated. For myself. For my family. For our community."

-Thúy

Thuy Thi Nguyen is vaccinated. She is President of Foothill College in Santa Clara County.

Thuy Thi Nguyen da tiem ngaua. Thuy la Vien Truong cua truong Co Dang Foothill College trong Hat Santa Clara.
Contact tracers—whether part of a paid workforce or a community of volunteers—use clear protocols to notify, interview and advise close contacts to patients with confirmed or probable highly infectious disease.
<table>
<thead>
<tr>
<th>Month</th>
<th>Student</th>
<th>Employee</th>
</tr>
</thead>
<tbody>
<tr>
<td>March 2020</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>April 2020</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>May 2020</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>June 2020</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>July 2020</td>
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<td>0</td>
</tr>
<tr>
<td>August 2020</td>
<td>0</td>
<td>0</td>
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<td>September 2020</td>
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<td>October 2020</td>
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<td>0</td>
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<tr>
<td>November 2020</td>
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<tr>
<td>December 2020</td>
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<td>0</td>
</tr>
<tr>
<td>January 2021</td>
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<tr>
<td>February 2021</td>
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<td>0</td>
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<td>July 2021</td>
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<td>August 2021</td>
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<td>1</td>
</tr>
<tr>
<td>September 2021</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>5</strong></td>
<td><strong>1</strong></td>
</tr>
</tbody>
</table>
President's Briefing on Mondays

- Daily briefings for the first 2 weeks of the Fall Quarter
- Games return for Monday's briefings
- Recordings archived
Strategic Objective for 2021-22

Return to Community

Equitably
Equity Plan 2.0
“Believing a well-educated population is essential to sustaining a democratic and just society, we commit to the work of equity, which is to dismantle oppressive systems (structural, cultural, and individual) and create a college community where success is not predictable by race.”
## Virtual Transition 2020: Success Rates

<table>
<thead>
<tr>
<th>Term</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Winter</td>
<td>82%</td>
<td>82%</td>
</tr>
<tr>
<td>Spring</td>
<td>80%</td>
<td>81%</td>
</tr>
<tr>
<td>Second Spring</td>
<td>71%</td>
<td>76%</td>
</tr>
</tbody>
</table>

**What this means:** Overall success rates remained steady or increased with each term.

Source: FH IRP ODS
Virtual Transition 2020: Success Rates

<table>
<thead>
<tr>
<th></th>
<th>Winter</th>
<th>Spring</th>
<th>Second Spring</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>African Americans</strong></td>
<td>🟢 (+1%)</td>
<td>🟢 (+1%)</td>
<td>🟢 (+6%)</td>
</tr>
<tr>
<td><strong>Latinx</strong></td>
<td>🟢 (+1%)</td>
<td>🔵 (0%)</td>
<td>🟢 (+1%)</td>
</tr>
<tr>
<td><strong>Filipinx</strong></td>
<td>🟢 (+1%)</td>
<td>🟢 (+1%)</td>
<td>🟢 (+2%)</td>
</tr>
</tbody>
</table>

**WHAT THIS MEANS:** *Overall success rates remained steady or increased with each term*

Source: FH IRP ODS
2021 Course Success Rates

- **Fall 2019**: 79%
- **Fall 2020**: 80%
- **2019-20**: 81%
- **2020-21**: 81%

Source: FH IRP | Fall, winter, spring, second spring terms.
2015-20 HC=24,425 | Asian=6,985 | Black=1,136 | Filipinx=1,157 | Latinx=6,458 | Native American=124 | Pacific Islander=284 | White=7,649 2020-21 HC=23,143 |
Asian=6,428 | Black=1,028 | Filipinx=1,152 | Latinx=6,507 | Native American=128 | Pacific Islander=315 | White=6,969
# Course Success by Ethnicity 2019-20 vs. 2020-21

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>2019-20</th>
<th>2020-21</th>
<th>2020-21 Gap</th>
</tr>
</thead>
<tbody>
<tr>
<td>Latinx</td>
<td>75%</td>
<td>75%</td>
<td>-6%</td>
</tr>
<tr>
<td>African American/Black</td>
<td>66%</td>
<td>71%</td>
<td>-10%</td>
</tr>
<tr>
<td>Filipinx</td>
<td>80%</td>
<td>82%</td>
<td>No gap</td>
</tr>
<tr>
<td>Asian</td>
<td>86%</td>
<td>86%</td>
<td>No gap</td>
</tr>
<tr>
<td>White</td>
<td>85%</td>
<td>84%</td>
<td>No gap</td>
</tr>
</tbody>
</table>

- **Latinx gap persists at -6%**
- **Black gap narrowed by 5%**

*Source: FH IRP | Fall, Winter, Spring, Second Spring terms. | Success gap calculated against total success rate (2019-20 and 2020-21=81%). 2019-20 success gap: Black=15%; Filipinx=1%; Latinx=6%; 2020-21 success gap: Black=10%; Filipinx=1%; Latinx=6%. Success gap narrowed by 5% among Black students and 0% among Latinx students. Success gap eliminated among Filipinx students.*
Foothill College Emergency Relief Fund Request Form

An Emergency Relief Fund was established during the COVID-19 crisis to assist students with specific needs. We have recently secured multiple funding sources to expand the college's ability to support students beyond technology to serve your various needs (Emergency Relief Fund - comprised of multiple federal, state, and local funds). Please note that these various funds each have different qualifications, to be determined through this one form. These funds are intended to help cover expenses related to the disruption of campus operations due to coronavirus. We want to understand your needs as best we can, so please complete the form below and include as much detail as you can. We will review your request and get back to you as soon as possible. Please contact the Foothill College Financial Aid Office with any question about this or other types of assistance (650.949.7245 or fhfinancialaidoffice@fhda.edu).

**We have currently exhausted our first and second round of Federal stimulus dollars and are preparing for round three. During this time, there will be a brief break in awarding and paying students, though do continue to complete this form.

foothill.edu/virtualcampus
Equity Investment Fund: $986,000
Equity Strategy

Service Leadership

- Service Learning
- Leadership Courses
- Civic Engagement
- Scholarship: Research and Publication
- 21st Century Skills (CTE)
- Community Service
- Equity
National & State Profiles in 2021

Courageous Leadership Webinar Series

Foothill College

March 18, 2021

> Again, thank you for joining us. Give us another 15 seconds or so and we will start shortly.

[Image of webinar interface]
Building Diverse Campuses
4 Key Questions and 4 Case Studies
FREE REPORT
Diversity in Practice

There is no perfect model for how to diversify a campus. Some colleges, however, are balancing their commitments to racial equity and testing ideas for change. Many of the ideas—cluster hiring, search-committee training, postdoctoral programs—are not new. What’s different is that campus leaders there are tackling racial diversity issues more decisively, carrying out several strategies at once, and sustaining their efforts over time. And there are some success stories. Here are just a few examples of institutions that are seeing growth in the diversity of their faculty, staff, leadership, or governing boards, and are taking steps to improve the campus climate.

FOOTHILL COLLEGE

BRING RACIAL EQUITY INTO EVERY CONVERSATION.

When Thuy Th Nguyen became president of Foothill College in 2016, she named racial equity the top priority for the two-year institution in Los Altos, Calif. Not just equity, racial equity. While other aspects of equity are also important, Nguyen wanted to focus on race. The college’s diverse student body demanded it. Increasing the number of faculty and administrators of color, says Nguyen, is essential to closing the achievement gap. Leading that kind of transformation at a community college isn’t easy. Foothill can’t just hire 50 new faculty members right away; typically, the college has to wait for retirements. And amid the pandemic, community colleges are seeing enrollment declines. Another challenge in California’s affirmative-action ban: public colleges can’t consider race in hiring decisions at all. But first, Nguyen had to get the rest of her campus on board with her ambitious plans. So she started with research and data. "Faculty diversity in particular has seen a big racial gap, up to half," she says, citing a 2014 study by Robert W. Fairlie, a professor of economics at the University of California at Santa Cruz. And as of 2014, the college’s senior administrative ranks were 30 percent white, and the faculty was 65 percent white, while the enrollment was only about one-third white.

Armed with those arguments, Nguyen got to work. Today she leads a team in which five of nine current cabinet members and eight of 10 deans are people of color. The faculty can take longer to change, but 11 percent of tenured and tenure-track faculty members are now people of color, compared with 35 percent in 2014. Among adjuncts, the number of instructors of color has increased by five percentage points, to 36 percent. The classified staff at Foothill, 45 percent white in 2014, is now 31 percent white, nearly matching the college’s student body.

A major part of the strategy has been reorienting faculty hiring, and while Nguyen set the tone, faculty members and the human resources staff led much of the change. One more was to shore up an existing requirement under state law that search-committee members go through equal-employment-opportunity training. The focus of the training has shifted from how to follow procedures to promoting racial equity in the search process and encouraging more candidates to come forward, says Carolyn C. Holcroft, Foothill’s faculty professional-development coordinator. She hopes tenure committees will eventually have to go through a similar program.

More broadly, Nguyen’s leadership has brought an "unrelenting focus on equity," Holcroft says. It’s now a part of day-to-day operations and meetings. If a committee is discussing a policy change for example, the group will quickly turn to how it might affect students of color. Many faculty and staff members have also gone through training, called Beyond Diversity, that coaches people on how to talk about race effectively.

Holcroft, who works in the Office of Equity and Inclusion, sometimes gets pushback because its work is so focused on race. It’s not that the office doesn’t care about other forms of inequity, Holcroft says — it’s that she and others are fighting to keep race at the center of the conversation, so people don’t shift to talking about more comfortable topics, like gender. She explains to colleagues that, while it’s important to eliminate barriers for women in STEM, women of color in STEM have an even harder time.

"Over all, it does feel like there have been shifts for faculty of color on campus," says David Marasco, a professor of physics who has been at Foothill for 17 years. As a person of color, he says he brings a "healthy skepticism" to campus diversity efforts. But some colleagues, he says, seem less consumed by the stress of working in a predominantly white space, and more willing to spend the time and effort to solve hard problems, because they see the institutional commitment.
FOOTHILL COLLEGE’S ACTIONS

- Prioritized racial equity across the institution
- Sharpened an already-required training for search committees
- Tapped a faculty member for a full-time professional-development role
- Hired five new professors of color in 2020 despite pandemic-related cuts

KEY OUTCOME

- Five of nine current cabinet members and eight of 10 deans are people of color.
Strategic Objective for 2021-22

Return to Community
Innovatively
Foothill College President @FoothillPrez · Dec 29, 2020
Foothill College ranked No. 1 online community college in the country.

Optimal’s Guide to Online Schools Spotlights Affordable Community Colleges
KIRKLAND, Wash. (PRWEB) May 21, 2020 The COVID-19 pandemic has disrupted higher education... prweb.com
Presentations and Workshops

On July 12 - 14, 2021 we will hold a three-day Professional Development extravaganza! Themes include Online Pedagogy Equity and Inclusion, 21st-century assessment techniques, and hybrid pedagogy. Join for one session or the whole three days!
Student Tech Ambassadors

Proactive peer to peer technology support

- Online Tech Support/Chat Monitors
- Tech Related Workshops
- Zoom Bomb Security
- Embedded Classroom Support
- Video Tutorials (how to use Zoom, access to services, how to videos)
Education Master Plan 2030
Strategic Objective for 2021-22

Return to Community
Safely, Equitably, and Innovatively
Return to Community

- Instruction
- Student Services
- Administration
- Communication
The extensive planning work for back to campus in Fall 2021 has resulted in a strong offering of in-person and hybrid classes.

Disciplines with on-campus classes include biology, chemistry, physics, English, anthropology, theatre, economics, sociology, psychology, art, athletics/physical education and humanities.
Instruction: Return to campus safely

Classrooms are supplied with PPE
Q and A Document updated last night and distributed

Campus signage updated to reinforce student behavior expectations and safety protocols
Instruction: Return to campus safely

Library spaces updated for safety

Student access preserved but with new protocols
Instruction: building community and equity

- A strong focus for serving students in multiple modalities in 2021-2022
- We will continue to build on the instructional excellence in online classes and virtual delivery we have accomplished in the past two years
Instruction: innovation at our core

- Hi flex classrooms added in multiple locations.
- Even during pandemic allied health programs reached new populations.
Instruction: innovation and equity in our core
In-Person Student Services

Most Services consolidated in 8000 building
- First 2 weeks (8-3 M-R, 8-12 F)
- 8100 Fin Aid/A&R/DRC/VRC
- 8200 EOPS
- 8300 Counseling & Psych Services

Booths Outside 8100
- Same hours 8-3 M-R, 8-12 F
- General Info
- Vaccinations/Modo App

Library
- 10-4 first 2 weeks
- 10-2 quarter

Virtual Counseling
Health Ambassadors
Health Center Open All Quarter
Data Tracking
Return to Community - Administration

Return Safely - Logistical/Operations Team

• Nadene Torres
• Antoinette Chavez
• Asha Jossis
• Ariana Buccat
• Nila Nine
• Nick Muntean

• Diana Cohn-Hayes
• Audrey Capristo
• Danmin Deng
• Teresa Ong
• Elias Regalado
• Bret Watson
Returning Safely

- Smart Sheet developed for ordering PPE, plexiglass, and HEPA filters
- Working with District Facilities & Operations
  - Cleaning
  - HVAC
  - ADA Water Filtration Systems
- Federal HEERF (Higher Education Emergency Relief Funds)
Return Equitably

• Foothill College Carryover reflects growth over last 5 years
• Equity Investment discussions at Revenue & Resource Council
• College Promise Program
Equity Investment Fund: $986,000
Equitably - College Promise

College Promise
Year 1 to Year 2 Persistence

- 2018-19 to 2019-20: 33% remained in College Promise
  - African-American: 13%
  - Filipinx: 30%
  - Latinx: 28%

Increase in the percent of students who persist from Year 1 to Year 2 in 2020-21:

- 2019-20 to 2020-21: 52% remained in College Promise
  - African-American: 40%
  - Filipinx: 55%
  - Latinx: 53%

Equity gaps improved for persisting to Year 2 in 2020-21.

Sources: FH Financial Aid Office, FH IRP. Out of all students who were in their first year of College Promise in the beginning year, the percent who persisted to a second year of College Promise at Foothill in the next year. Students who did not persist in College Promise may have remained enrolled, or may have transferred their College Promise. Numbers may be different from prior reports due to a change in methodology.
Return Innovatively

- Expand WIFI services across the campus and in the parking lots
- Add "high flex" classrooms
- Funding provided by Federal HEERF funds
Return to Community: Innovatively

- Video and graphics-rich website built with student direction, for students!
- Messaging students on platforms they use (text, Instagram, Tik Tok, etc.)
- Video content - telling our students' stories – letting students see people like themselves excelling at Foothill and beyond
- Adult Ed and DE expansion to remove barriers to access and provide the programs our students want, when, and how they want them
Strategic Objective for 2021-22

Return to Community
Safely, Equitably, and Innovatively
Poll: This emoji best reflects my feelings about this new academic year.

A. 😦
B. 😞
C. 😌
D. 😤
E. 😎
New Student Orientation
"Return to Community"

Foothill Family At Its Finest
BREAK
Introduce CORE Students
Equity Strategy: Service Leadership

The 4th Annual Research and Service Leadership Symposium

May 20, 2021
Service Leadership

- Service Learning
- Leadership Courses
- Civic Engagement
- Scholarship: Research and Publication
- 21st Century Skills (CTE)
- Community Service
- Equity
Service Leadership of the Year
CORE: Coalition on Racial Equity