

## **Executive Summary**

Oxnard College is a learning-centered institution that embraces academic excellence by providing multiple pathways to student success. Located in Oxnard, California, Oxnard College serves a highly diverse student population, which closely mirrors the ethnicity of its high school graduates and service area. Its student population is 72% Hispanic, 15.0% White, 5.4% Asian, 2.6% African-American, 2.9% two or more races, .4% Pacific Islander, .3% American Indian/Alaskan, and .5% unreported. The college focuses on providing high quality instruction with sufficient services to support student success. Through the Student Success and Support Plan (SSSP), the Basic Skills Initiative (BSI) Plan and other college-wide activities, the college is already engaged in actively addressing student success and equity. The 2014-2017 Student Equity Plan further supports some efforts underway as well as new initiatives in order to significantly increase student success.

Oxnard College's Student Equity Plan was prepared with direction and input from participatory governance committees, including the Student Success Committee, Transitional Studies Committee Classified Senate, Associated Students and Academic Senate. These committees, charged with monitoring the Student Equity Plan's progress and outcomes, includes representation from each academic department, Academic Support, , Student Services staff, Counseling and Matriculation, Admissions and Records, Financial Aid, Business Services, Classified Senate, and Associated Student Government. While the Plan was being developed, various drafts were submitted to these committees and other college governance groups and administrators for input and feedback. The Plan was designed in coordination with the SSSP and BSI plans and serves to further support some initiatives addressed in those plans as well as efforts funded through grants and the General Fund in order to provide high quality instructional programs and student services that are clearly shaped to effectively support student success for all students. Below are specific target groups and goals of the Student Equity Plan.

### **Target Groups , Goals, Activities, Funding**

Based on our analyses using the "80% Rule" outlined by the Equity Plan instructions, the Equity Task Force identified several student groups who achieve success at significantly lower rates than those who are in the highest performing groups. The team identified equity gaps in more than one measure among students who identify as African American/Black, Hispanic/Latino, and foster youth particularly our younger, male students. The charts below summarize the target groups, goals, activities to address the gaps and the Student Equity funding set aside for these activities:

## A. ACCESS

### Goal:

Increase access and enrollment to Oxnard College for target populations: Hispanic, African-American and ESL students

Activities	Resources budgeted
Extend library hours and services by staffing PT Librarian and Classified staff to work evenings and weekends	\$211,154
Develop and implement support groups for target populations	\$9,543
Increase lending library collection for various disciplines including transfer level courses	Funding coming from Associated Student Government (ASG), First Year Experience (FYE) and Instructional Equipment and Library Material (IELM) funds
Collaborate with high school faculty & staff to identify appropriate measures for placement	Funding from SSSP
Collaborate with high school district and provide opportunities for students to meet with OC counselors to create an educational plan	Funding from SSSP
Inform high schools, community and students about support services provided to ensure student success	Funding from SSSP
Promote the Oxnard College Promise program to local high school students and community to cover first year enrollment fees	Funding from Oxnard College Foundation
BSI: Increase library lending collection for basic skills courses; Collaborate with Oxnard Adult School to improve transition of their exiting students to Oxnard College	Funding from BSI
Collaboration with local high schools to increase dual enrollment in ESL courses	Funding From BSI

## B. COURSE COMPLETION

### Goal:

The goal is to Increase course completion for target populations: African American and Foster Youth students

Activities	Resources budgeted
Provide professional development for faculty across various disciplines	\$3,728
With faculty support, provide tutoring in multiple subject areas	\$132,000

Hire staff to provide direct student support services including: 1 FT Counselor, 1 FT Financial Aid Specialist, and 1 FT Tutorial Services Specialist	\$274,640
Provide targeted and specific professional development opportunities for basic skills faculty	Funding through BSI
Provide tutoring in the writing & reading center	Funding through BSI
Personnel – Writing & Reading Center Supervisor	Funding through BSI
Faculty will collaborate with counselors and local high school districts to establish revised multiple measures to allow proper placement into degree applicable or transfer level courses	No funding needed
Provide faculty release-time for curriculum development for potential accelerated courses in basic skills and noncredit support courses that will impact both basic skills and transfer level completion rates	Funding through Basic Skills and Student Outcomes Transformation Program (BSSOTP) grant

### C. ESL & BASIC SKILLS COMPLETION

#### Goal:

The goal is to improve ESL and basic skills completion for following target populations identified in the college research as experiencing a disproportionate impact:

Activities	Resources budgeted
Provide targeted and specific professional development opportunities for basic skills faculty	Funding through BSI
Provide tutoring in the writing & reading center	Funding through BSI
Personnel – Writing & Reading Center Supervisor	Funding through BSI
Faculty will collaborate with counselors and local high school districts to establish revised multiple measures to allow proper placement into degree applicable or transfer level courses	No funding needed
Provide faculty release-time for curriculum development for potential accelerated courses in basic skills and noncredit support courses that will impact both basic skills and transfer level completion rates	Funding through Basic Skills and Student Outcomes Transformation Program (BSSOTP) grant

#### D. DEGREE AND CERTIFICATE COMPLETION

**Goal:**

No disproportionate impact was identified in the data. However, course completion directly impacts degree and certificate completion and therefore those activities will also impact degree and certificate completion.

#### E. TRANSFER

**Goals:**

The goal is to increase transfer rates for target populations: African-American, Filipino and Hispanic students

Activities	Resources budgeted
Provide professional development for faculty across various disciplines and collaborate with counseling faculty on implementation and student awareness	\$3,728
With faculty support, provide tutoring in multiple subject areas	\$132,000
Hire staff to provide direct student support services including: 1 FT Counselor, 1 FT Financial Aid Specialist, 1 FT Tutorial Services Specialist and Dean of Institutional Effectiveness	\$347,620
Expand the lending library collection for a wider variety of disciplines	Funding coming from ASG, FYE and IELM
Faculty will collaborate with counselors and local high school districts to establish revised multiple measures to allow proper placement into degree applicable or transfer level courses	No funding needed
Provide faculty release-time for curriculum development for potential accelerated courses in basic skills and noncredit support courses that will impact both basic skills and transfer level completion rates and indirectly impact transfer rates	Funding through BSSOTP

## Activities

Activities and actions that will be implemented to achieve these goals are outlined and described in the following sections. The bulk of the activities require hiring of full-time or part-time staff to plan, implement and follow-through on the activities listed in the Oxnard College Student Equity Plan.

## Sources of Funding:

The activities to reach the goals specified will be funded through Student Equity funds and other sources including the General Fund, Student Success and Support Program (SSSP) funds, Basic Skills Initiative (BSI) funds, and grant funds. In an effort to reach the goals designated in the Student Equity Plan, these existing resources will contribute to implementation of activities described. Through careful planning and coordination of efforts, student equity goals will be considered in the allocation of faculty and staff resources, technology and instructional materials and facilities resources.

## Assessment of Progress Made:

There have been significant increases in success and completion rates for disproportionately impacted group's thanks in part to the activities and personnel paid for through the student equity plan. Most notably, completion rates for foster youth increased from 48.4% in fall 2015 to 60.8% in fall 2016. Additionally, basic skills English completion for Hispanic males increased from 37.1% for the '09-'10 cohort to 47.4% for the '10-'11 cohort. Similar increases were made in basic skills math completion among the African-American females, Hispanic males, and White males. While these increases are promising the overall percentages are still low and we are working to continue the positive trend upward. Additionally, Oxnard College is working towards increasing the transfer rates which are still in need of improvement.

## Contact person

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**2014-2015 Student Equity Expenditures**

Object Code	Classification	# of FTE(s)	Activity ID	Outreach	Student Services & Categoricals	Research and Evaluation	Student Equity Coordination & Planning	Curriculum/ Course Dev. & Adaptation	Professional Development	Instructional Support	Direct Student Support	Total
1000	Academic Salaries: Position Title(s)											
1420	Part-time Counselor	0.14		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 9,620	\$ 9,620
1420	Part-time non-instructional	0.05		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,806	\$ 4,806
1420	Part-time non-instructional	0.04		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,978	\$ 3,978
			<b>Subtotal</b>	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 18,404	\$ 18,404
2000	Classified and Other Nonacademic Salaries: Position Title(s)											
2121	Dean	0.13		\$ -	\$ 15,383	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 15,383
2121	Project Specialist	0.22		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 18,141	\$ 18,141
2510/2530	Student Specialists (tutors)	0.05		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 17,701	\$ 17,701
2610	Supervisor	0.1		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,612	\$ 5,612
2826	Provisional (tutors)	0.05		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 71,357	\$ 71,357
			<b>Subtotal</b>	\$ -	\$ 15,383	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 112,811	\$ 128,194
3000	Employee Benefits											
	Part-time Counselor			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 717	\$ 717
	Part-time non-instructional			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 592	\$ 592
	Part-time non-instructional			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 297	\$ 297
	Dean			\$ -	\$ -	\$ 3,337	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,337
	Project Specialist			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 8,743	\$ 8,743
	Student Specialists (tutors)			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 849	\$ 849
	Supervisor			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,130	\$ 3,130
	Provisional (tutors)			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 7,584	\$ 7,584
			<b>Subtotal</b>	\$ -	\$ -	\$ 3,337	\$ -	\$ -	\$ -	\$ -	\$ 21,912	\$ 25,249
4000	Supplies & Materials											
4100	Instructional Materials			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,371	\$ -	\$ 5,371
4200	Office Supplies and Material			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,359	\$ 3,359
4800	General Supplies and Materials			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 6,095	\$ 6,095
4800	General Supplies and Materials			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 599	\$ 599
4800	General Supplies and Materials			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 273	\$ 273
			<b>Subtotal</b>	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,371	\$ 10,326	\$ 15,697

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## 2015-2016 Student Equity Expenditures

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2016-2017 Student Equity Expenditures												
Object Code	Classification	# of FTE(s)	Activity ID	Outreach	Student Services & Categoricals	Research and Evaluation	Student Equity Coordination & Planning	Curriculum/ Course Dev. & Adaptation	Professional Development	Instructional Support	Direct Student Support	Total
1000	<b>Academic Salaries: Position Title(s)</b>											
1220	Counselor			\$ -	\$ -	\$ -	\$ 10,530	\$ -	\$ -	\$ -	\$ 42,119	\$ 52,649
1340	Faculty Facilitator/Hrly Stipend			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 500	\$ 500
1420	P/T Counselor			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,824	\$ 2,824
1420	P/T Librarian			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 72,623	\$ -	\$ 72,623
<b>Subtotal</b>				\$ -	\$ -	\$ -	\$ 10,530	\$ -	\$ -	\$ 72,623	\$ 45,443	\$ 128,596
2000	<b>Classified and Other Nonacademic Salaries: Position Title(s)</b>											
2011	Dean, Institutional Effectiveness			\$ -	\$ -	\$ 49,824	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 49,824
2121	Fin Aid Specialist			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 50,052	\$ 50,052
2121	Proj Spec/Foster Youth			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 17,337	\$ 17,337
2121	Admin Asst			\$ -	\$ -	\$ 17,257	\$ 16,815	\$ -	\$ -	\$ -	\$ -	\$ 34,072
2121	Library Asst			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 29,664	\$ 29,664
2121	Library Asst			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 34,887	\$ 34,887
2322	Counseling Asst			\$ 33	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 33
2510/2530	Student Tutors			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 37,064	\$ -	\$ 37,064
2610	Tutorial Services Supervisor			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 45,252	\$ -	\$ 45,252
2826	Provisional Tutors			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 82,994	\$ -	\$ 82,994
2827	Professional Expert			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,875	\$ 4,875
<b>Subtotal</b>				\$ 33	\$ -	\$ 67,081	\$ 16,815	\$ -	\$ -	\$ 165,310	\$ 136,815	\$ 386,054
3000	<b>Employee Benefits</b>											
	Counselor			\$ -	\$ -	\$ -	\$ 4,045	\$ -	\$ -	\$ -	\$ 16,180	\$ 20,225
	P/T Counselor			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 405	\$ 405
	P/T Librarian			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 11,654	\$ 11,654
	Dean, Institutional Effectiveness + Admin Asst			\$ -	\$ -	\$ 11,828	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 11,828
	Admin Asst(s)			\$ -	\$ -	\$ 10,791	\$ 8,733	\$ -	\$ -	\$ -	\$ -	\$ 19,524
	Foster Youth/Proj Spec			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 8,749	\$ 8,749
	Fin Aid Specialist			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 23,702	\$ 23,702
	Library Asst(s)			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 27,162	\$ 27,162
	Tutors			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 13,048	\$ -	\$ 13,048
	Professional Expert			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 466	\$ 466
	Tutorial Services Supervisor			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 24,098	\$ 24,098
<b>Subtotal</b>				\$ -	\$ -	\$ 22,619	\$ 12,778	\$ -	\$ -	\$ 13,048	\$ 112,416	\$ 160,861

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