



**SOUTH MOUNTAIN
COMMUNITY COLLEGE**



SOUTH MOUNTAIN COMMUNITY COLLEGE ANNUAL REPORT

2013



A Message from the President

When South Mountain Community College opened in 1970, it consisted of a few buildings nestled between the Downtown Phoenix urban center and the agriculture fields that sat at the feet of a sprawling mountain range. Opening a local college was a labor of love for the community that fought for it, a process fueled by hope, foresight, and teamwork.

More than 30 years later, those are the same values that South Mountain Community College embodies and works to inspire in all who stroll its scenic breezeways and shaded lawns.

To those who had the vision to establish a college, I say thank you. This 2013 Annual Report will share with our community the ways the college has worked over the past year to continue that vision to educate minds, transform lives, touch hearts and build community.

Sincerely,

A handwritten signature in black ink, appearing to read "Shari Olson".

Dr. Shari Olson
President

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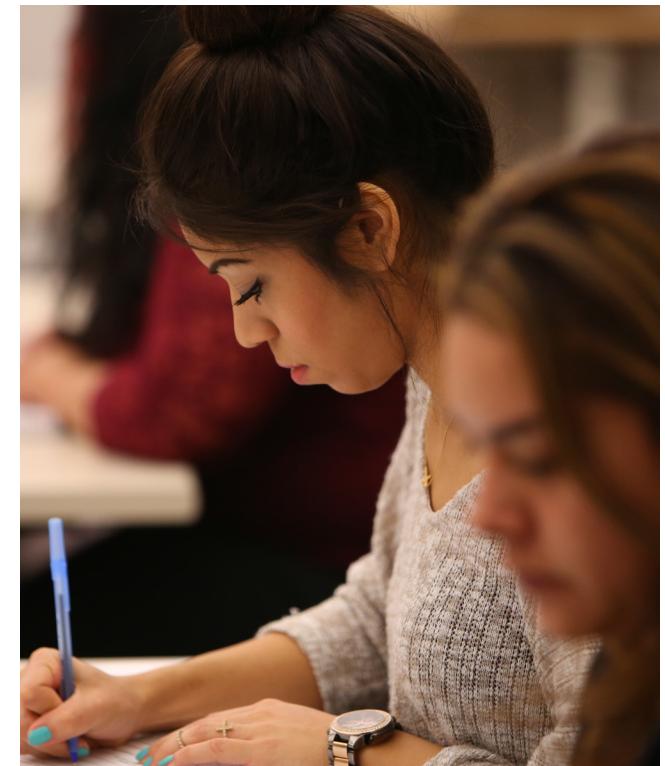


About SMCC

SMCC reflects the diversity of its surrounding communities, comprised of a rich mix of rural, urban, and suburban neighborhoods. Many of SMCC's students arrive from Phoenix, Laveen, Tempe, Guadalupe and Ahwatukee to attend school at the main campus, located at 24th Street and Baseline. With extended campuses in Ahwatukee Foothills, Guadalupe and Laveen, SMCC offers several ideal locations to take advantage of opportunities in degree and certificate programs, continuing education, and general interest classes.

Our small, personalized classes are offered days, evenings, weekends and online, and are led by an engaged and accomplished faculty. Career and academic counseling is also available.

As part of the Maricopa County Community College District, SMCC is a designated Minority and Hispanic Serving Institution.



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Our Vision

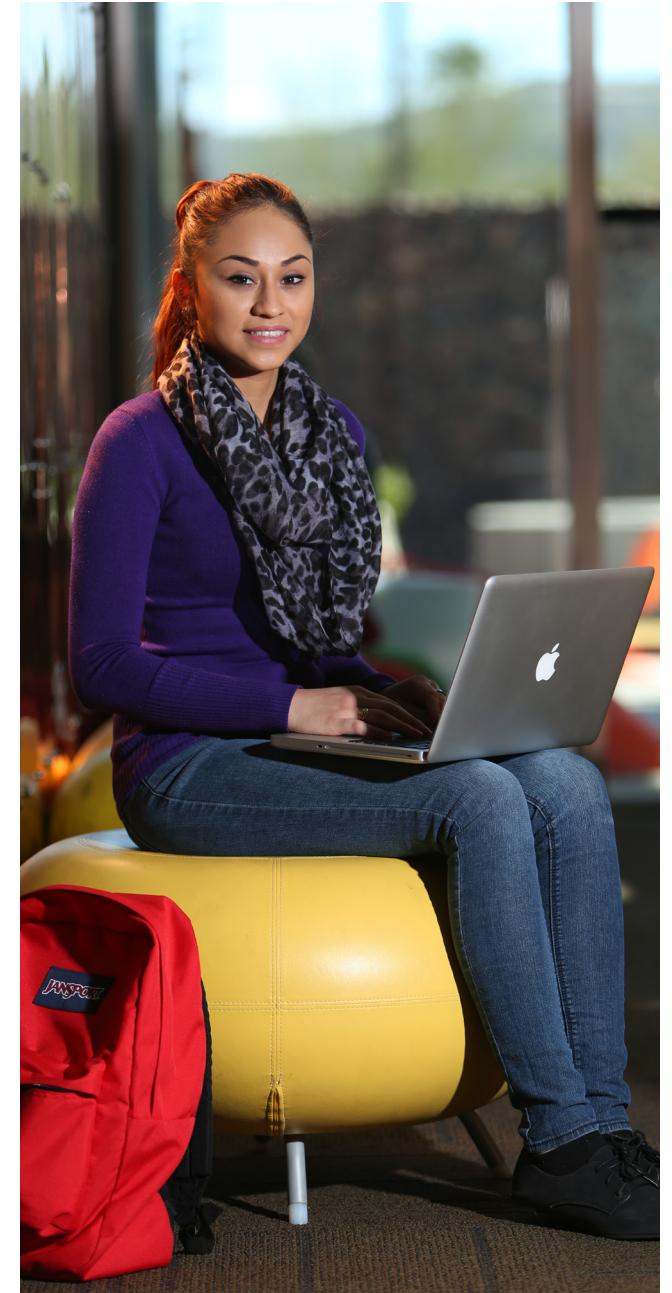
South Mountain Community College educates minds, transforms lives, touches hearts, and builds community.

Our Mission

South Mountain Community College provides quality higher education for our diverse community. We create a caring teaching and learning environment that fosters student development and supports productive citizenship in an increasingly global and technological society.

Our purpose is to meet these needs by offering:

- General education courses
- Transfer programs
- Occupational education and career development
- Continuing education
- Developmental studies and English as a second language
- Cultural, civic, and social events
- Academic support and student services



Our Values

We are inspired and guided by our core values:

- **COLLABORATION:** We are inclusive in our relationships with colleagues, departments and community, and respectful of their ideas.
- **COMMUNITY:** We serve our community by recognizing our inter-dependence, celebrating our history, honoring our diverse cultures, and building our future.
- **EXCELLENCE:** We model exemplary teaching, learning, service and leadership through continuous improvement, creativity and innovation.
- **INTEGRITY:** We are accountable to the communities we serve and are truthful, sincere, transparent and responsible for our actions.
- **WELLBEING:** We are a college community that encourages and develops social, physical, career, community and financial wellbeing.

Spotlight on: Strategic Directions

In the spring and fall terms of 2012, the college initiated a strategic planning process that involved the entire college community in brainstorming, reflecting, identifying, and discussing the activities and services that were our most crucial and that we envisioned starting or expanding.

This process also led us to clearly articulate our core objectives as an institution, which we call our Strategic Directions. These concepts are priorities for the college, and as such, a continuous improvement mechanism called “action planning” was built into the Strategic Planning process whereby every area and department identifies and tracks smaller operational goals each year. The process also includes fine tuning successful activities, discontinuing what is no longer pertinent, and innovating new programs and activities in service of always providing the best we can for our students, employees, and community.

This report will therefore aim to show our community what resulted from these efforts over the 2013 calendar year.

Teaching and Learning



WATCH VIDEO

Governing Board Metrics Accomplishments

As the oversight body of the Maricopa District, the Governing Board sets key metrics each college must reach for and report on. SMCC showed impressive gains in several areas thanks to multiple initiatives aimed at improving teaching and learning.

Scholarship Recipients

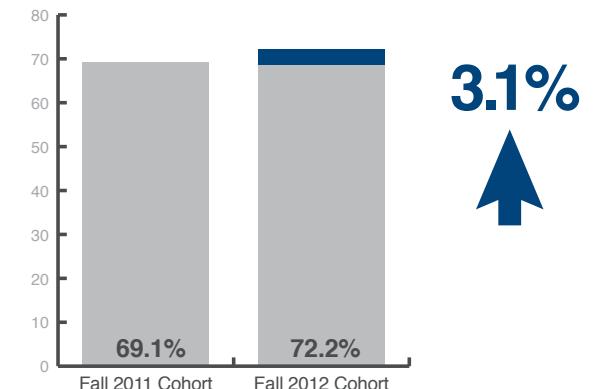
SMCC students made personal sacrifices and worked with faculty and staff to earn merit based scholarships like the Dorrance Family scholarships aimed at supporting single, working parents, the All-USA scholarship which fully funds just two students transferring to in-state universities, and a number of Presidential scholarships based on outstanding high school and early college performance.

HLC Academy Project

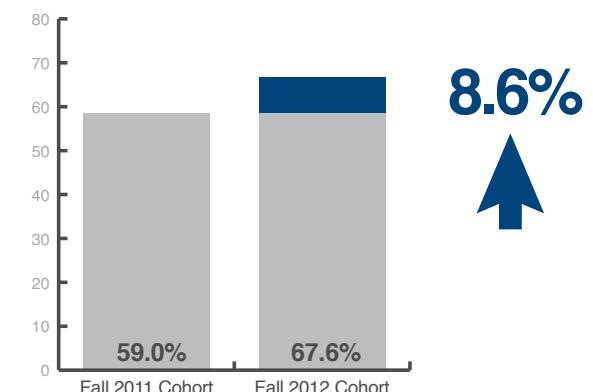
As part of the college's accreditation process, a team of SMCC faculty completed the key first phase of a 10-year accreditation cycle with the Higher Learning Commission. Their efforts focused on designing Student Learning Outcomes for 100 percent of SMCC courses. This work continues with renewed energy and focus.

Foundations Academy

The Foundations Academy is a college within a college, a cross-functional task force of administrators, faculty and staff collaborating to support Developmental Education students. Foundations Academy supports innovative teaching practices, offers a variety of programming from academic assistance, mentoring, and workshops. We are located in a central building that houses advisors, instructors, classrooms, tutoring, workshops and many more resources to help our students be successful.



College-Level Course Success Rate



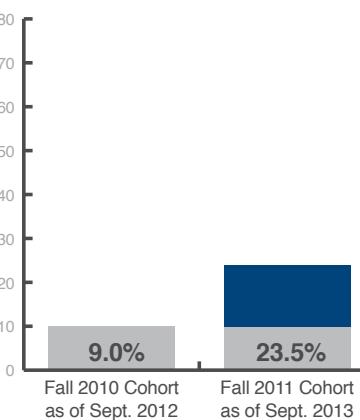
Success Rate in Developmental Education Courses

Teaching & Learning

Employees will develop and sustain a campus community conducive to quality teaching and learning.

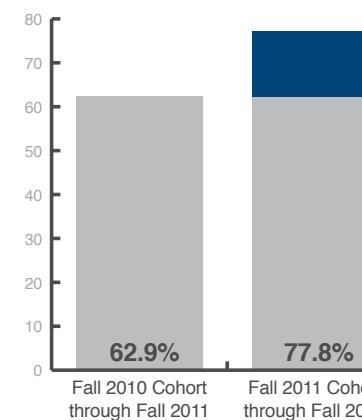
The Foundations Academy at South Mountain Community College has made such an impact in my life. I came to SMCC in the fall of 2012. It had been 13 years since I had been in any formal educational setting. I tested into some remedial classes and was able to utilize the resources in the Learning Resource Center at SMCC. The faculty is fantastic. I was even encouraged to apply for a tutoring position for mathematics. I applied and received the position in fall 2013. I am now able to give back to the SMCC community. I enjoy working here as I continue my studies.

Clint Laulo, SMCC student and tutor



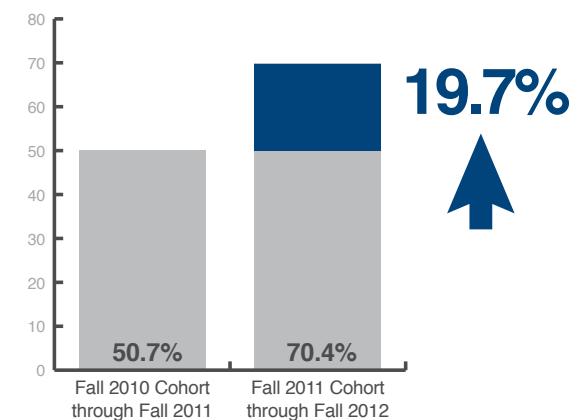
Part-Time Student Academic Progress up 14.5%

14.5%
▲



Success Rate in Subsequent English Course After Developmental English

14.9%
▲



Success Rate in Subsequent Math Course After Developmental Math

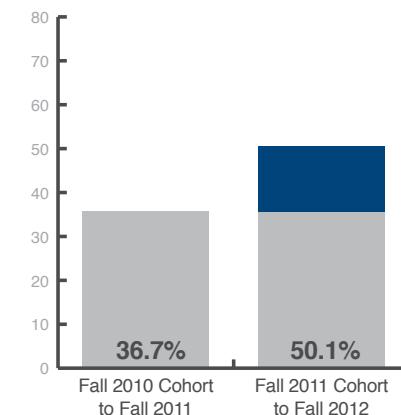
Student Success and Completion

Strengths-Based Student Success Mandatory Courses

As part of becoming a Strengths-Based institution, 100 percent of AAA115 Creating College Success and CPD 150 Strategies for College Success courses are infused with Strengths curriculum in addition to the standard core competencies. Early data shows that students who take Strengths-infused AAA115 and CPD 150 are more likely to succeed in their courses and to persist to the following semester.

Record Number of Graduates

A record-breaking 276 students participated in the May graduation ceremony in 2013. Total graduates for May 2013 numbered more than 400 – another impressive increase over previous years. Family and friends lined the walkways and filled the bleachers to celebrate and honor their students' hard work and achievement.



13.4%

Fall-to-Fall Retention Rate up 13%

The iStart Smart program made me aware of all types of resources the college has to offer. This prepared me when I first attended a university because now I know to seek out resources that are at my disposal, such as tutoring, career services and more.

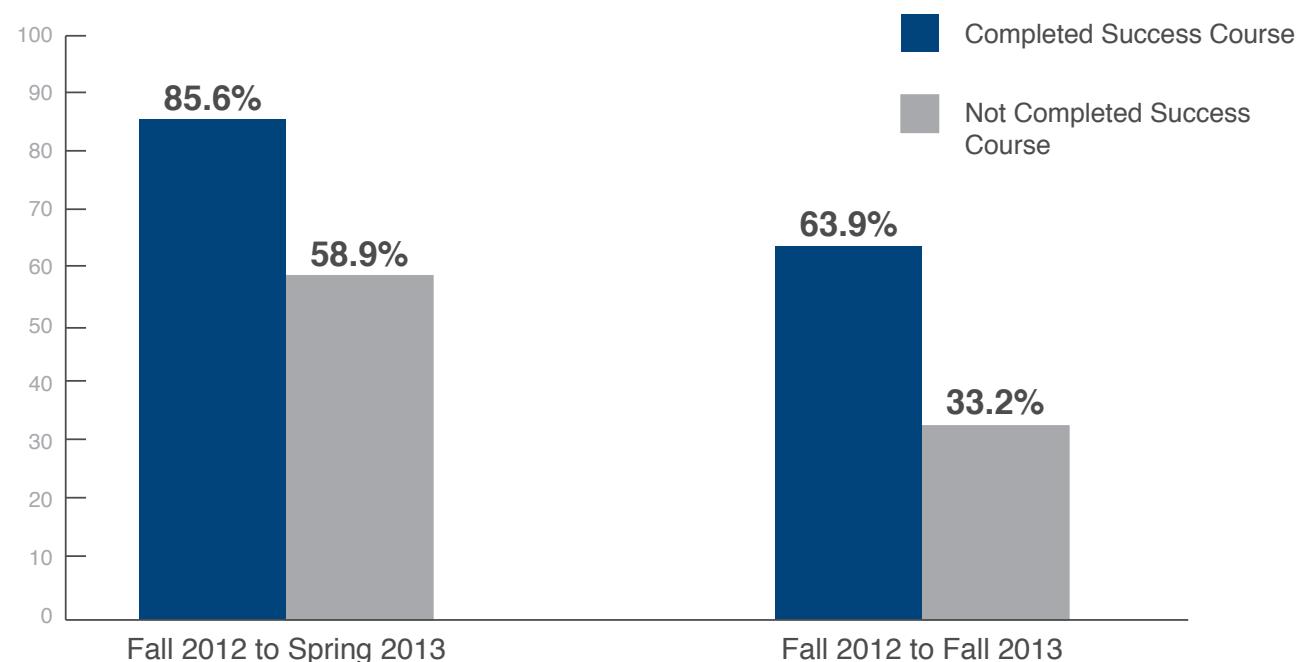
Armando Chavez, Orientation Leader,
iStart Smart

Fall to Spring Persistence

The Fall 2012 to Spring 2013 persistence rate for individuals in the Student Success Initiative (SSI) cohort who completed the college success course was 85.6% compared to 58.9% for those students who did not complete the college success course.

Fall to Fall Persistence

Similarly, the Fall 2012 to Fall 2013 persistence rate for individuals in the Student Success Initiative (SSI) cohort who completed the college success course was 63.9% compared to 33.2% for those students who did not complete the college success course.



Student Success Initiative Cohort Persistence Based on Completion of Student Success Course

Student Success & Completion

Students will start their college career by identifying personal strengths, connect to their college community by using resources, and succeed by achieving personal goals.

In the fall I realized I needed to apply for scholarships. I attended a workshop the college was holding, which led me to Advising. There, they suggested I join a club, so I checked with Student Life and found out they have a club specifically for my major. Then my instructor offered to write me a letter of recommendation, and it all fell into place. Thanks to their support, I have a scholarship to support my dreams of becoming a teacher, and I'm involved on campus to give me experience and help me network.

Cherissa Burgos, student

Community Partnerships and Workforce Development

Gila River Indian Community Partnership

An unique concept, this partnership began in the fall with 25 Gila River Indian Community students proceeding through an Education program that includes specialized and General Education programming designed to prepare students for degrees or careers as educators. It embraces and integrates Native cultural elements into the curriculum and course delivery. Upon the completion of their first semester, the students participated in a celebration and storytelling event at the main SMCC campus.



Community Entrepreneurship Center

This growing initiative supports entrepreneurship, business, and workforce development in our area. The CEC is becoming the “knowledge” center for local entrepreneurs, offering both virtual and physical resources by offering training for local entrepreneurs, a virtual clearinghouse for local resources, and by securing outside funding in the form of national, competitive grants.



ACE Program (Achieving a College Education)

Founded at SMCC, the District-wide ACE Program continued to connect hundreds of local, qualifying high school students to the main campus for Developmental and college-level courses in addition to impactful workshops, seminars, and skill development sessions. ACE was also chosen as the focus of the 2013 United Way campaign at SMCC.

Community Partnerships & Workforce Development

Partnerships will be developed and enhanced to foster relationships with the community and to create workforce development opportunities.



Our partnership has recently created a pathway for tribal members to become Early Education, Elementary and Secondary teachers for [the Gila River Indian Community]. We are proud to call SMCC a partner in our endeavor and look forward to continuous, positive and progressive growth in providing a college opportunity to our GRIC membership.

Mario Molina, Gila River Indian Community

My dream is to complete my Master's Degree in Forensic Accounting to work with the Federal Bureau of Investigations. I have sacrificed a lot to pursue my dream of a rewarding career.

Helen Melake, SMCC Accounting Student



Employee and Organizational Excellence



WATCH VIDEO

Continuous Improvement Projects

Four areas of the college engaged in Lean training to collaboratively identify the current state of their most crucial processes, to brainstorm key values and ideal functionality, and finally to design a process, space, or set of services that would realize those values and ideals. The projects were focused on the following areas and scope:

Academic Scheduling

Project Scope: Review and redesign a comprehensive schedule by starting with the intent to create the schedule and ending with a 2-year completion pathway.

Student Development Model

Project Scope: Examine and redesign the student pathway of development from first contact through goal completion in order to maximize the use of facilities and college personnel.

Universal Project Management

Project Scope: Examine and design a universal project management process starting with project proposal and evaluation through to project completion.

Standardization of Research & Marketing Request Process

Project Scope: Review and design the process of requesting services from Institutional Research and Marketing from the request through the delivery of service.

The College Business Services department has several resources online and they provide budget training every semester. They have made it easier to get access to information.

**Patricia Herrera, Technology Trainer /
EOLT Staff Development,
Teaching and Learning Center**

Employee & Organizational Excellence

Employees will engage in a culture of organizational excellence through comprehensive onboarding, continuous learning, and professional development.

Strengths for Employees

Three years into becoming a Strengths-based college, a vast majority of employees have completed Gallup Strengths educator training sessions. To deepen knowledge, SMCC employees have also completed the Gallup Mentor Advisor Program (MAP) training. These interactive sessions teach staff and faculty about strengths and talents, show them how they use their strengths each day, and how to better apply them to their work with others, as well as to advance student engagement.

“Take 15” District-Wide Health Initiative

South Mountain Community College kicked off the District-wide health and wellness campaign with “Take 15” – a program which encouraged all employees to devote 15 minutes of their work day to a health-nourishing activity, such as walking the campus walking path, quiet meditation in the on-site relaxation room, or participating in a free workout or yoga session at the Fitness Center.

As members of the Academic Advisement Committee, we adopted the best processes for each of our positions and worked together to come up with one set of processes that would work for all departments. This helped us take redundancy out of the academic advisement process and afforded us all the opportunity to understand how our roles intersect. This will help SMCC students by reducing redundancy.

Maria Bailey Benson,
SMCC Business Faculty

During the past 3 years while supporting and facilitating the college initiative to become a Strengths-based college, I have witnessed an amazing change. It is clear that staff, faculty and managers have learned to truly value the unique talents of their co-workers. This engagement in work, combined with a true understanding of how a Strengths culture can impact the success of their students, drives SMCC employees to educate minds, transform lives, touch hearts, and build community.

Scott Geddis,
Faculty-Health Professions
Fitness and Wellness

Phoenix College



Organizational Effectiveness

Facilities Renovations

Using capital funds, a number of buildings and areas on campus were fully or partially remodeled to improve quality, safety and productivity. Restrooms, administrative offices, and common areas were all improved in order to maintain beauty and functionality for our students and community.

Classroom Improvements

Macintosh labs, flipped classrooms, and improved technologies: teaching and learning spaces across various areas of the college were modernized to allow for more innovative practices in instruction.

Website Redesign

The long and complicated process of revamping the entire college website began in 2013. In so doing, the process allowed for greater alignment between public information sharing and internal resources and initiated conversations about the ways SMCC can better serve its wide, diverse population.

The new South Mountain Community College website was designed to meet or exceed best practices for usability, and to take advantage of the latest technology in responsive web design--enabling it to be used effectively on smart phones, tablets and all mobile media as well as traditional desktop computers.

Chuck Kubit (Enterprise Application Administrator) & Donna Barnes (Web Tech III)

Inspired by SMCC's core values of Collaboration and Excellence, and strategic direction of Organizational Effectiveness, Facilities Services works closely with all departments striving for continuous improvement to the working, teaching and learning environment.

Bear Holmes , Director of College Facilities Planning & Development

The screenshot shows the homepage of the South Mountain Community College website. At the top, there is a dark header with the college's name and a search bar. Below the header, there is a large image of a modern building with a red and black facade. Underneath the image are four icons: 'Programs' (graduation cap), 'Affordable Tuition' (stack of coins), 'Financial Aid' (person holding a dollar sign), and 'Register NOW' (checkmark). Further down, there are sections for 'Events' and 'Featured News'. The 'Events' section includes a photo of three graduates and text about the 2014 Commencement ceremony. The 'Featured News' section includes a photo of a computer screen showing the website and text about its rebuild and upgrade.

Lab-Based Learning (LBL) classes allow us to offer multiple, related courses simultaneously in the same classroom; while flipping the classroom allows students to learn new content outside of class, most often by watching video content explanations and demonstrations. This strategy allows for smaller, more specialized classes to make, exposes students to additional content, maximize room scheduling, and more actively engage students during the class.

Stephen Hustedde, SMCC Programming Faculty
Mark Nielsen, Computer Information Systems Faculty

Organizational Effectiveness

Employees will use systems, processes, practices, data, and continuous improvement models to maximize organizational effectiveness.



WATCH VIDEO



News and Recognition

Valle Del Sol Hispanic Leadership Institute “40 under 40”

Student Development staff member Christopher Erran was selected as one of 40 local Hispanic leaders under the age of 40 for his work connecting underserved populations to scholarships and educational opportunities.

Woman of the Year

Student Development staff member Inez Moreno-Weinart won the district-wide honor of being named Woman of the Year by the Women’s Leadership Group.

League for Innovation’s Innovation of the Year

The SMCC Male Minority Bridge Program first won the Maricopa Innovation of the Year award and went on to secure the national League for Innovation honor as well. This team of SMCC faculty and staff developed an impactful means of reaching out to an otherwise hard-to-reach group of students.

Aspen Prize Nominee

South Mountain was selected as one of 150 community colleges nationwide determined eligible to apply for the third \$1 million Aspen Prize for Community College Excellence. Nominations are based on student learning, certificate and degree completion, employment and earnings, and high levels of access and success for minority and low-income students.

Chair Academy

Faculty member Dr. Steven Fountaine was honored with the District-wide Chair Academy’s Exemplary Leadership Award.



National Institute of Staff and Organizational Development (NISOD)

A number of faculty and staff were recognized locally and nationally for their excellence in teaching, innovation, or contributions to the organization. Faculty members Bruce McHenry and Sara Kinsey were awarded the national NISOD Excellence in Teaching Award.

Spirit of South Mountain Award

Faculty member Liz Warren and the Storytelling Institute were honored with the Education Award from South Mountain/Laveen Chamber of Commerce.



John & Suanne Roueche Excellence Award

Christopher M. Erran, Recruitment Coordinator won the national John & Suanne Roueche Excellence Award.

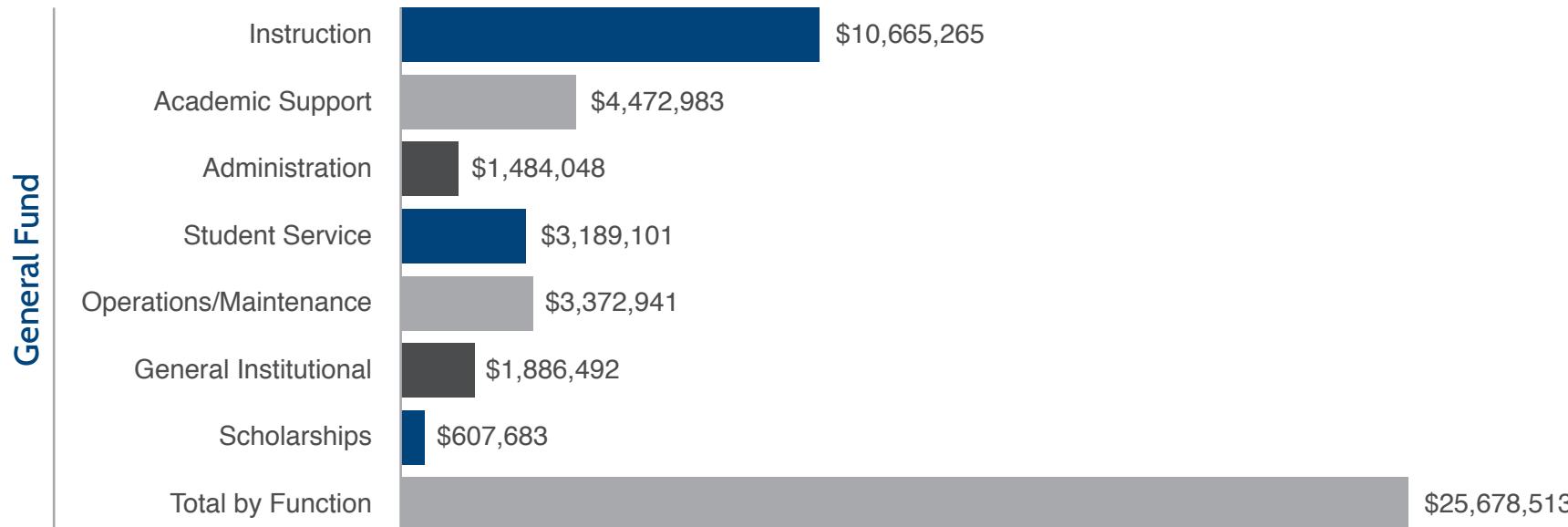
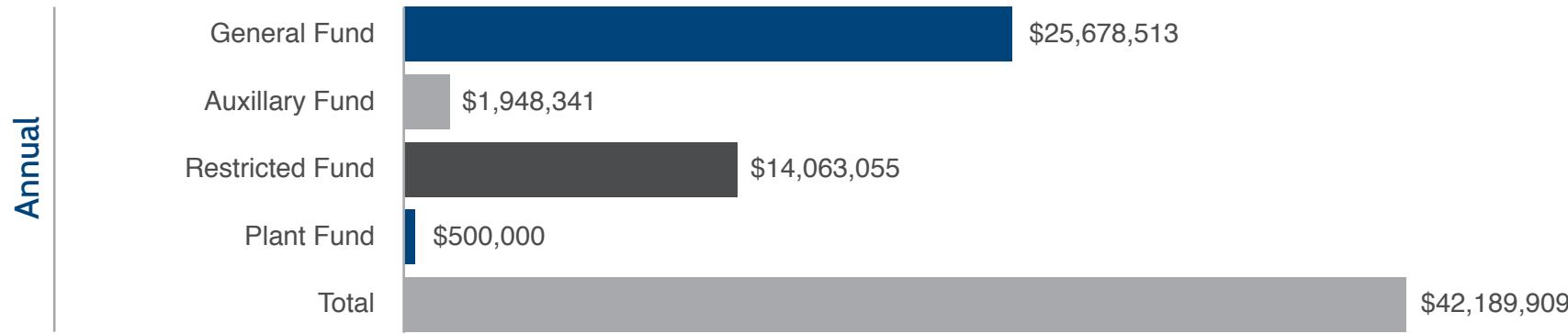


Pillar Awards

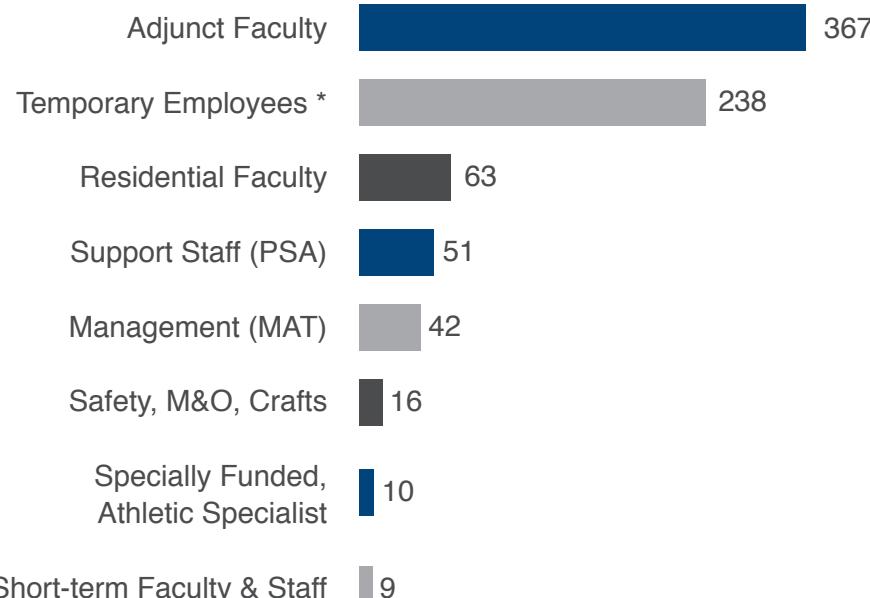
South Mountain Community Colleges also celebrated its internal exemplars with the inaugural Pillar Awards honoring SMCC employees who exemplified Innovation and Continuous Improvement, efforts in support of becoming a Learning Organization, and Student Success. The inaugural awardees were Delbert Cole and Cecilia Soto for Innovation and Continuous Improvement; Andrea Archer and Alan Ziv for efforts towards becoming a Learning Organization, and Amy MacPherson and Callan Fay for their work for Student Success.



Budget



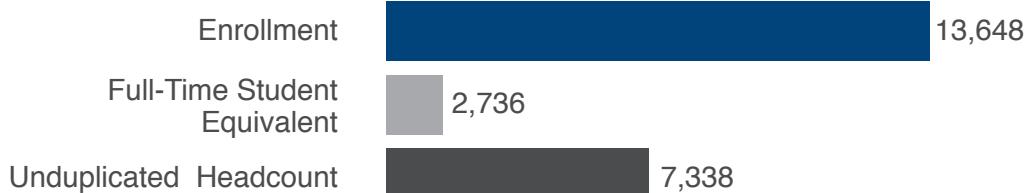
Employee Profile



* includes Student Workers and Work Study Students

Student Profile

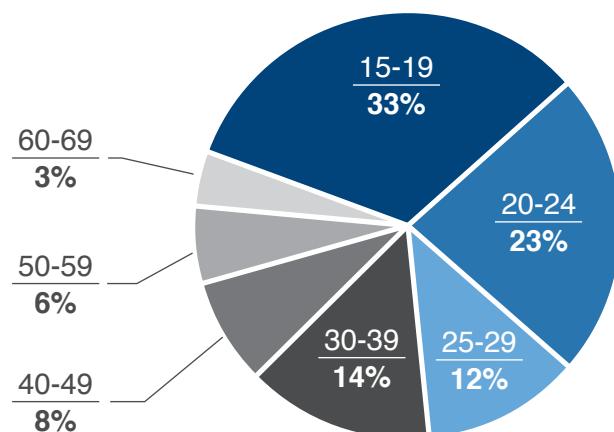
Enrollment



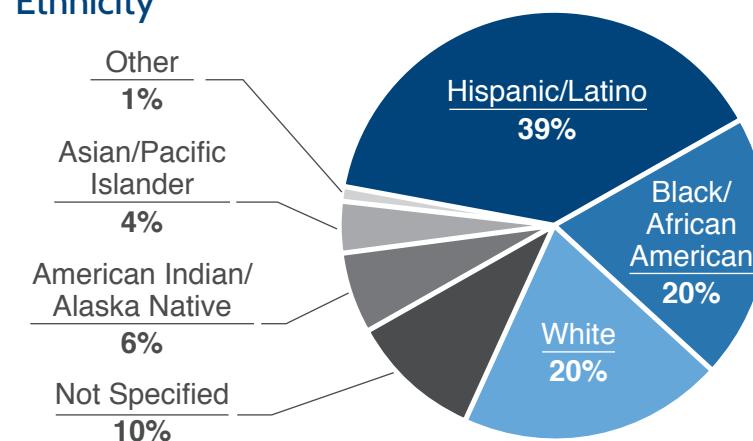
Gender



Age



Ethnicity



Attendance Status



By the Numbers

\$19.4 MILLION in financial aid awarded to SMCC students.

21 SMCC S.T.A.R.S scholarships awarded.

27 SMCC employees and students received their Six Sigma White Belts. The Lean Six Sigma curriculum provides tools and techniques to increase workplace efficiency and productivity.

\$11,000+ raised for Relay for Life to fight cancer.

3.35 overall GPA for student-athletes

8 BASEBALL student-athletes have committed to **NCAA DIVISION 1** institutions (1 signed with Chicago White Sox!).

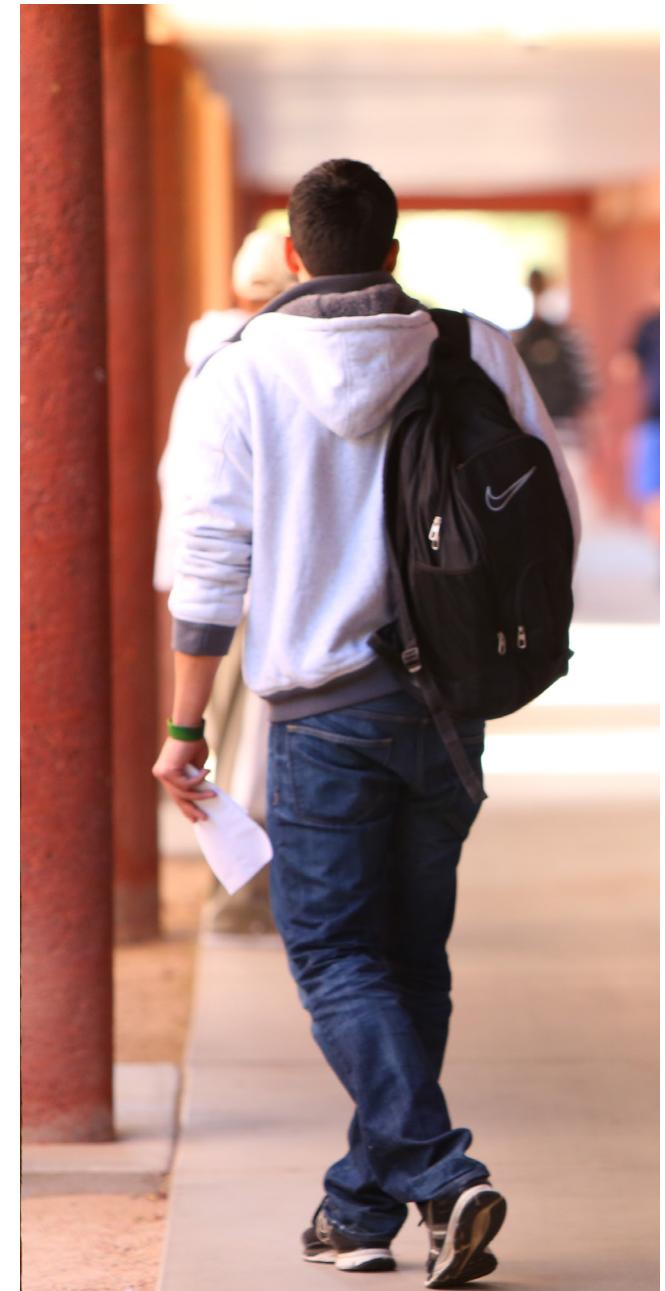
3RD NJCAA MEN'S GOLF CHAMPIONSHIP

(prior championships 2010, 2012, 2013).

7338 Credit Students

423 Graduates

975 degrees & certificates awarded



Degrees and Certificates

Academic Degrees

Associate in Arts
Associate in Arts in Elementary Education
Associate in Arts Degree, Fine Arts - Art
Associate in Arts Degree, Fine Arts - Dance
Associate in Arts Degree, Fine Arts - Theatre
Associate in Business, General Requirements
Associate in Business, Special Requirements
Associate in General Studies
Associate in Science
Arizona General Education Curriculum

Occupational Degrees -

Associate in Applied Science (AAS)

Accounting
Advanced Behavioral Health Sciences
Advanced Nursing
Biomedical Research Technology
Business Management
Computer and Information Technologies
Early Childhood Administration and Management
Early Childhood Development
Emergency Management
General Business
Information Technology: Cisco Networking

Information Technology: Computer Applications Specialist
Information Technology: Network Security
Information Technology: Network Server
Information Technology: Programming and Systems Analysis
Information Technology: Web and Graphic Design
Music Business
Office Automation Systems
Recovery Support
Retail Management
Strength, Nutrition, and Personal Training

Certificates of Completion (CCL)

Accounting
Advanced Behavioral Health Sciences
Basic Behavioral Health
Community Health Worker
Early Childhood Development
Emergency Management
General Business
Information Technology Support
Information Technology: Cisco Networking

Information Technology: Computer Applications Specialist

Information Technology: Network Security

Information Technology: Network Server

Information Technology: Programming and Systems Analysis

Information Technology: Web and Graphic Design

Music Business

Network Administration: Cisco Network Professional

Networking Administration: Cisco Office Automation Systems

Personal Training Specialist

Pharmacy: Customer Service

Retail Management

Small Business Entrepreneurship

Small Business Start-Up

Supervision and Management I

Supervision and Management II

Telecommunications Technology

Academic Certificates (AC)

Creative Writing
Storytelling

Leadership

Maricopa County Community College District Governing Board

Mr. Doyle W. Burke

Mr. Alfredo Gutierrez

Mr. Randolph Elias Lumm

Mrs. Debra Pearson

Mr. Dana G. Saar

Maricopa County Community College District

Dr. Rufus Glasper

Chancellor

Dr. Maria Harper-Marinick

Executive Vice Chancellor and Provost

Ms. Debra Thompson

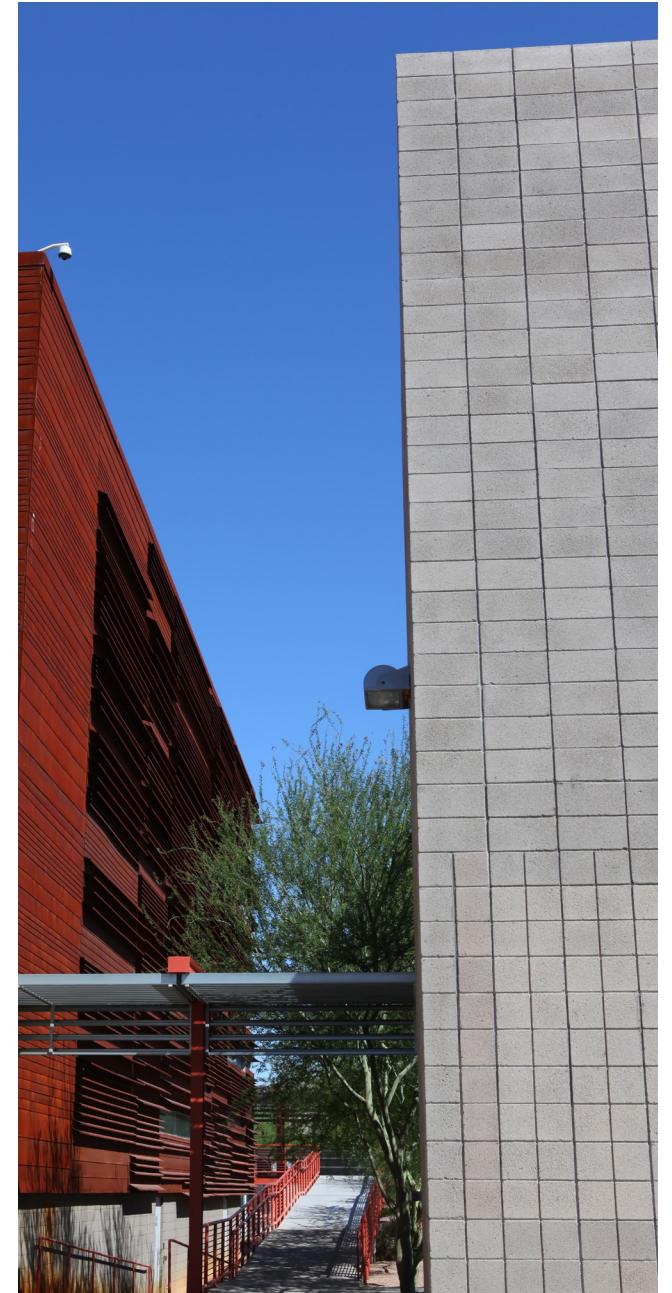
Vice Chancellor, Business Services

Ms. LaCoya Shelton-Johnson

Vice Chancellor, Human Resources

Dr. Steve Helfgot

*Vice Chancellor, Resource Development
and Community Relations*



Leadership



Shari Olson, Ph.D.,
President



Janet Ortega, Ed.D.,
Vice President of Organizational
Effectiveness and Technology



Reynaldo Rivera, Ed.D.,
Vice President of Learning



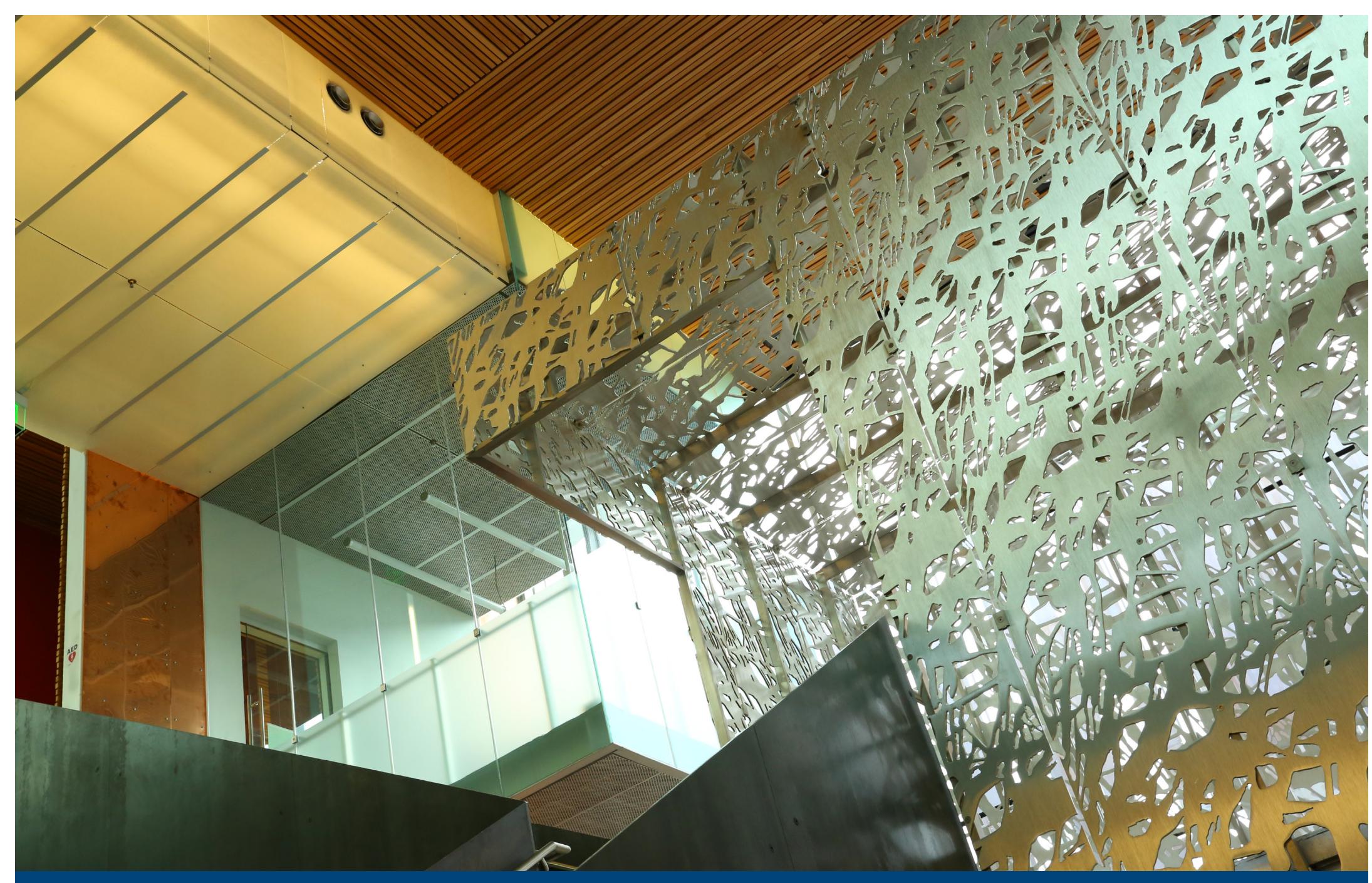
Damita Kaloostian, M.A.,
Dean of Planning, Research, and Development



Osaro Ighodaro, Ph.D.,
Vice President of Student Development



Guy Goodman, M.A.,
Dean of Student Enrollment Services



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