

## Progress Update (Past Two Years) - Institutional Comm & Gov't Relations

1. Provide an update on your program or department's progress on your last objectives or action plans:

Progress Update Past Action Plans

### Progress Update Past Action Plans

What type of program review did you last submit?

- Old annual
- Old six-year
- PU
- CPR

What is the status of your last program review action plan/objective?

- Completed
- In Progress
- No Longer Pursuing

Discuss the progress made on the goals in your action plan(s) (if last program review was a PU or CPR) or annual objective(s) (if last program review was an annual or old six-year).

Objective 1: Increase male scholarship application pool and award rates. Update: Since the last program review, the SMC Foundation shifted its criteria policies to align with the United States Department of Education's Office of Civil Rights. As such, all criteria related to a student's gender, age, race, and/or ethnicity have been removed. The 2023-24 scholarship application process and subsequent selection process concluded in May 2024. Communication to all scholarship fund donors included the following language in the annual update: **Federal Compliance**. In accordance with the United States Department of Education, Office for Civil Rights, Title IX prohibits discrimination on the basis of sex, and Title VI prohibits discrimination based on race, color or national origin in any education program or activity operated by a recipient of federal financial assistance. The College and Foundation are subject to Title VI and Title IX and are committed to a fair and equitable experience for all SMC students.

A newly designed scholarship application review process was implemented, offering all review teams a list of students identified only by their student identification number and no other other specific information other than non-gender, non-racial, ageless information. In terms of application recruitment, the Scholarship office offered several online and in-person workshops for students unfamiliar with the application process or having any challenges with the process. The Scholarship/Financial Aid office is under the separate supervision of the Associate Dean. Our two offices work together to support each other's processes. In essence, the SMC Foundation serves as the operational bank for the funds to come in, managing and stewarding the donors and associated funds. The Scholarship/Financial Aid office is the interfacing body with the scholarship application and the students.

Objective 2: Increase Hispanic/Latino scholarship application pool and award rates. Update: Since the last program review, the SMC Foundation shifted its criteria policies to align with the United States Department of Education's Office of Civil Rights. As such, all criteria related to a student's gender, age, race, and/or ethnicity have been removed. The 2023-24 scholarship application process and subsequent selection process concluded in May 2024. Communication to all scholarship fund donors included the following language in the annual update: **Federal Compliance**. In accordance with the United States Department of Education, Office for Civil Rights, Title IX prohibits discrimination on the basis of sex, and Title VI prohibits discrimination based on race, color or national origin in any education program or activity operated by a recipient of federal financial assistance. The College and Foundation are subject to Title VI and Title IX and are committed to a fair and equitable experience for all SMC students.

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Objective 3: Increase President's Circle Membership. Update: The President's Circle Membership, comprised of donors who contribute \$1,000 or more of unrestricted funds has increased from 62 members in 2019-20 to 84 members in 2022-23, and 71 members 2023-24. The reduction this fiscal year is due in part to the absence of a development director position.

Objective 4: Increase Endowed Funds including Endowed Scholarships. Update: The SMC Foundation's endowment portfolio is under the management of an external investment banking firm, with direction and oversight provided by the SMC Foundation's Board of Directors finance committee and senior Foundation staff. Since the last report, the SMC Foundation's investment portfolio has increased from \$25M to \$38.2M in total assets as of May 2024. The increase is due in part to newly acquired endowed scholarships funds, acquired one-time property revenue, and investment earnings over time.

#### End of Progress Update Past Action Plans

2. Considering your program's past plans and the developments over the past two years, what challenges and concerns need to be addressed in the next two-year review period?

The SMC Foundation has increased its Board membership, adding two new members who will increase capacity and stewardship support for students and programs. Preliminary results from one new member includes a new paid mentorship pilot program in conjunction with IxD seniors. Additional IxD program funds and mini-grants for all senior project portfolios are the direct result and engagement of one of our newest members. Beyond funding, Board engagement has offered other new opportunities for SMC students that include monthly free skin clinics, paid RN internships with Providence St. John's HealthCenter, and pre-law internships. Additionally, significant program support has provided the Art Department's initiatives with the financial capital to expand their scope and program offerings.

One current challenge the Foundation faces is the lack of a key staffing position: the development director. The nonprofit market is experiencing a [shortage](#) of qualified candidates as evident by two separate failed searches conducted during the 2023-24 academic year. [Retaining](#) solid development administrators is even more difficult. The nonprofit workforce shortage is significant with similar positions open at sister Community College Foundations in Pasadena, LACCD, and many others. We may consider shifting to a consultant model, allowing for more flexibility for the individual. This will be a topic discussed at our annual Board of Directors meetings in June 2024. Our goal is to secure staffing by September 1 in advance of the annual giving campaign launch.

3. Broadly discuss the most critical resources you anticipate needing to effectively implement the goals in your program's action plan in the next review period. If applicable, your answers here should inform the specific line item requests in your future Annual Resource Requests (ARR).

As previously stated, we have met our three goals.

**Scholarship Application Pool Diversity:** The SMC Foundation team will continue to work with the College departments to ensure the Scholarship program is well known among students inclusive of all genders, ethnicities, or ages. We will accomplish this by working with the Scholarship/Financial Aid office who assemble scholarship workshops and other programs for students to inquire about scholarship eligibility. SMCF will continue to promote the scholarship program at Fall semester events such as VIP Welcome Day, SMC Start-Ups, and across the student services program offerings. The most critical resource to support this effort is ample time on task to curate, prepare, and implement the suggested outreach efforts while balancing the day-to-day work requirements.

**Development Support:** Securing top level personnel to support the development efforts of the Foundation will require additional financial resources from the Foundation. Together with Board leadership and increased dedicated resources to explore viable candidates in a highly competitive market should prove fruitful.

**Board Expansion:** Ongoing expansion of the Board of Directors will continue, with a goal of increasing the Board size from 14 to 16 members by 2026, taking into account attrition and term limit expiration. The major commodity needed here is again, dedicated time on task to farm for viable, willing candidates.

This form is completed and ready for acceptance.