



2021-2022

ANNUAL REPORT

TACOMA COMMUNITY COLLEGE
The Community's College

mission

As the community's college, we create meaningful learning, advance equity, and strengthen student and community success.

SERVING AS THE COMMUNITY'S COLLEGE

Founded in 1965, TCC has educated and prepared nearly 600,000 students to launch a new career or continue their education at a university.. We provide our students with a holistic learning environment that transforms them both inside and outside of the classroom.

Our students have become state-elected lawmakers; community leaders; attorneys; social justice advocates; health care professionals; and so much more.

They carry a piece of the TCC spirit in them, and we are immensely proud of our students, every day.

vision

We are a premier community college where all students, faculty, staff, and community members are welcomed, appreciated, and valued.

We engage students where they are, leading to equitable opportunities for success in learning, life, and work.

We foster vibrant, productive partnerships that benefit our students and strengthen our community.

values

Community
Responsibility
Integrity
Equity, Diversity and Inclusion
Agility
Excellence



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A MESSAGE FROM OUR PRESIDENT**Dear Community Partners,**

This past academic year certainly kept us on our toes, from the ongoing pandemic to the slow re-opening of our world—a world that has changed forever. Our “new normal,” however that may be defined, will not be a return to the past we knew.

A decade of change was compressed into the past two years. Online and hybrid classes will continue and be expanded; students will rightfully demand more of a “return on investment” from their degrees; and college entrance exams, suspended during the pandemic at most institutions, may become a thing of the past.

Given this accelerated pace of change, how will TCC thrive and continue to be relevant as we move forward?

In a word – **people**.

Just like our students, who come to TCC to learn and transform, our staff and faculty grew tremendously during the pandemic. We became more agile and stronger as a team. We deepened our understanding and commitment to delivering what our students deserve to succeed. Students need a high-value degree that prepares them for the workforce; a flexible environment that aligns with their work and family lives; and a safe, inclusive place that supports them emotionally as well as academically.

We stand readier than ever to meet those needs. Our staff and faculty demonstrated time and again that they can rise to any challenge. The work that took

place in 2021-2022 reflects this spirit. As we wore our masks, got vaccinated, and learned to live with a pandemic, we accomplished amazing work. And our students inspired us every day with their resilience and determination. This generation of students will someday lead our world, and I am optimistic about our future.

We hope you enjoy reading about our awesome students and work in our Annual Report. I know you will be as inspired as I continue to be. I've never been prouder of our TCC family.

Ivan L. Harrell, II, Ph.D.
TCC President



OUR STORIES

Maya Larson

*Associate of Science,
Mechanical Engineering*

"I was determined to go to UW Seattle, so I really buckled down and got my grades up. I pushed myself. Now I'm graduating with high honors, and I'm heading to UW to get my degree in mechanical engineering."

Lucinda Massaquoi

*Associate of Arts in
Communication and Pre-
Nursing*

"I had to try and try and try. It took around four years, I had a baby along the way – it was not easy. But look at me now. I did it. I'm graduated with double associate degrees, I just got accepted to UW, and I'm super, super proud of myself."

Breanna Barnes

*Associate of Arts with
Sociology Specialization*

"This was a learning experience both academically and personally. I learned a lot about myself and want to support others with the same beliefs. The most important thing for me is to be a visible person for those that can't be visible. I recently came out, and I came out loud and proud. So I want to be a person that encourages others to be their authentic selves."

Randy & Patricia Hecker

*High School Diploma,
Adult Basic Education*

"Shockingly, all we needed was one quarter to finally get our high school diploma."

– Randy

"It feels like a weight has been lifted... We already have jobs, but we're looking forward to moving forward and up in our careers."

– Patricia



OUR SUCCESSFUL COVID-19 RESPONSE

Changing mask mandates. New variants cropping up. Confusing vaccine information. As the COVID-19 pandemic continued into 2021-2022, TCC charted a nimble course in response to ever-changing conditions.

"Keeping our TCC community safe, as well as the larger community we serve, was and remains our primary focus," said TCC President Dr. Harrell. "Providing accessible health services and up-to-date communications has been critical to our efforts."

The Combatting Covid-19 Together Task Force was formed in the summer of 2021 to support a safe environment for our community. The Task Force, in consultation with the health department, provided key recommendations for leadership, including safety mitigation strategies, campus re-opening guidelines and hosting free vaccination clinics at both the Tacoma and Gig Harbor campuses. Our clinics vaccinated nearly 2,000 community members.

A dedicated COVID-19 website and steady flow of emails and messaging campaigns

also kept students and staff updated throughout the year. Dr. Harrell hosted frequent town hall meetings via Zoom for students and staff.

At the same time, TCC continued our mission of delivering high-quality education. We refined the remote and hybrid learning model that we launched in 2020. Faculty, staff and students adapted graciously to this new way of operating.

Happily, we were able to re-open the campus fully in March 2022 for spring quarter, following the advice of public health agencies. We continue to monitor all COVID-19 data and remain vigilant on behalf of our TCC community.

"What a journey it has been and continues to be," Dr. Harrell said. "As a college, we've emerged from this difficult shared experience better equipped to handle crises and still focus on our students."

AMONG THE RESULTS:

92%
OF TCC STAFF WERE FULLY VACCINATED.

88%
OF STUDENTS WERE VACCINATED.

450
STUDENTS AND STAFF COMPLETED THE VOLUNTARY ONLINE SAFE START COVID-19 PROGRAM.

TCC CLINICS VACCINATED NEARLY 2,000 STUDENTS AND COMMUNITY MEMBERS



OUR STRATEGIC PLAN

Strong organizations have a clear sense of purpose and direction. They know where they want to go and have a roadmap for getting there.

TCC's roadmap is our 2020-2025 Strategic Plan. Developed by students, staff, faculty and community members after a year-long, highly participatory approach, the plan was launched in January 2020. It defines our priorities and the work we focus on to realize our mission, vision and values. Our college community stands united around our new Core Themes, Goals, Objectives and Action Plans.

Our strategic plan is meant to achieve measurable and lasting impacts on our college community. We hold ourselves accountable to achieving the goals set forth in the plan. In the next few pages, read about some of the progress we've made towards our goals as we work to guide TCC into the future and provide the best possible experience for our students.

Read more about our Strategic Plan



ADVANCING EQUITY, DIVERSITY AND INCLUSION

Advancing Equity, Diversity and Inclusion: Our Work Continues

TCC is committed to becoming an anti-racist institution.

"This is the most important work before us," said Roderick Morrison, JD, Vice President of TCC's Office of Equity, Diversity and Inclusion (OEDI). "It is complex, nuanced and challenging. It's also joyful – as we bring our TCC community together to disrupt and dismantle the racism and injustice that have plagued our country and community for so long."

Guided by the eight-point EDI plan we forged in 2020, we advanced our EDI work in 2021 on several fronts:

- We assembled a strong team of professionals in our Office of Equity, Diversity and Inclusion (OEDI), led by Roderick Morrison, JD, our newly appointed Vice President of OEDI. Morrison joined us from Seattle University School of Law, where he served as Senior Associate Director of Diversity, Equity & Admission.
- We created a comprehensive Common Language Glossary (available on our website), explicating often misunderstood

terms around racism and equity topics. The glossary will be a valuable tool in helping us engage in authentic dialogue with one another.

- We sponsored seven Affinity Groups, providing safe space and resources for staff with shared identities to come together, especially those with marginalized identities. These groups connect employees with each other and provide vital feedback to TCC leadership.
- We launched our second cycle of EDI Fellowships, enabling six staff members each year to explore learning needs on campus and create professional learning opportunities for their colleagues.

"We've taken meaningful steps in our journey but there is much more to be done to truly transform into an anti-racist community," said Morrison. "I'm excited to partner with our entire TCC community to bring about lasting change and social justice."

MISSION

The Office of Equity, Diversity and Inclusion partners with students, employees and community members to challenge institutional oppression and develop innovative anti-racist practices that foster an inclusive and welcoming space for all.

- To create strategic priorities and accountability measures for our campus.
- To help equip our colleagues so that everyone realizes and is responsible for upholding that equity, diversity, and inclusion is everybody's work, every day.
- To help identify and remedy systemic barriers.



CULTIVATING EXCEPTIONAL LEARNING

Guided Pathways

TCC is deeply engaged in work to create and refine “guided pathways” that will help students navigate their educational and career journeys through college and beyond. Funded by a College Spark grant and designed to help students take the right classes and complete their programs as efficiently as possible, Guided Pathways makes it easier for students to connect the dots between Associate degrees and Bachelor and graduate-level programs, as well as careers.



Food Pantry

Under the leadership of Food Pantry Coordinator Candice Wheeler, TCC expanded the Max & Margi Harned Titan Food Pantry this year. Located in Building 17, the Pantry has served more than 1,243 students and 2,997 of their family members since it opened in 2021. Wheeler is currently collecting blankets, pillows and kids' coats to distribute when cold weather arrives this fall.

Student Debt Relief

In 2020, the federal government provided significant COVID-19 relief funding for colleges and students through the CARES Act. TCC chose to apply some of this money to relieve student debts to the college, allowing them to register for classes and continue their educations. To date, 502 students have received a total \$345,124.97.

10th Anniversary of OER

In 2012, TCC's Student Government voted to commit funds to start an Open Educational Resources (OER) program at TCC. The college matched those funds, and TCC's OER team began developing free or low-cost learning materials, starting with the highest-enrolled classes. TCC has saved students a collective \$10 million and counting on textbooks since then, and the college continues to be a leader in the development of excellent, adaptable OER materials.

Helicopter landing gives paramedic students “real-life” training

Simulating a real-life emergency, Airlift Northwest landed a helicopter on the TCC soccer fields last spring. Students in TCC's

paramedic program learned how to safely approach the helicopter and practice their skills at transferring patients in emergency situations.

TCC offers a paramedic certificate course as part of its comprehensive Emergency Management Services (EMS) program.



Partnership with Tacoma Public Schools

TCC and our service area's largest school district, Tacoma Public Schools (TPS), are working closely to support graduating seniors to attend college. In May, TCC held a special "Future Titan" event for TPS seniors and their families. At this event, students could apply, enroll for classes and complete financial aid – all in one night. The event sold out! TCC continues to work with TPS seniors to ensure a smooth transition to college.

TCC Helps Amazon Employees Advance their Careers

In March 2022, TCC was selected as an Amazon Career Choice College, one of only eight colleges in Washington state chosen for this partnership program. The tuition-free program empowers Amazon employees to learn new skills for success at Amazon or wherever their careers may take them.

CHAP

As the cost of housing skyrocketed around the country in 2022, TCC students facing housing insecurity had a unique option: the College Housing Assistance Program (CHAP). A partnership between the Tacoma Housing Authority and TCC, CHAP provides housing vouchers and dedicated apartments for homeless and near-homeless students. TCC housed 166 students through the CHAP program in 2021-22, 103 through property-based subsidies (apartments set aside for CHAP

STRENGTHENING COMMUNITY PARTNERSHIPS

students) and 63 through tenant-based vouchers (apartments students find and get assistance paying for).

EMT program expands to Eastside Tacoma to increase capacity, diversity

Partnering with Workforce Central, TCC expanded its TCC's Emergency Medical Technician (EMT) program into Tacoma's diverse Eastside neighborhood. The program is designed to increase the number and diversity of EMTs in the community. Historically, most EMTs have been white males.

Through hands-on training and coursework, students earn their EMT certificate in one quarter and are prepared to advance in their careers. The new EMT cohort enrolls 18-24 students each quarter, with Eastside students given priority for enrollment. Applicants to TCC's EMT program typically exceed capacity, so the new cohort is a much-needed expansion.

TCC Art Gallery celebrates 20 years of local art and artists

The TCC Art Gallery, Building 4 at the Tacoma campus, hosted its 20th Annual Juried Local Art Exhibit during the summer of 2022. This exhibit has brought dozens of local artists to campus, many of whom have displayed work in multiple Gallery exhibits. Free and open to the public, the Gallery hosts several exhibits per year, including a TCC Student Art Exhibit held every spring.



Titan Athletics shines in all six sports

TCC offers Women's Volleyball, Men's and Women's Soccer, Men's and Women's Basketball and Men's Baseball. Because 2021-22 was an outstanding year for all six Titan Athletics Programs, TCC won the Small Schools Division NWAC Athletic Directors' Cup, an award that recognizes outstanding achievement across all of a college's sports programs.

Watch Our EMT Video



In addition to Running Start and other longstanding programs, TCC's Gig Harbor campus began offering new programs to meet the needs of area residents:

- Fresh Start, a free program for people wanting to complete their high school education while earning college credits, launched and enrolled 32 students.
- The Certified Nursing Assistant (CNA) certificate program was re-tooled to provide a fast track to completion, helping to meet the high demand for trained health care professionals in hospitals, nursing homes and other settings.

TCC IS AN ACCREDITED, VIABLE INSTITUTION

In the spring of 2021, TCC successfully completed its accreditation visit with the Northwest Commission on Colleges and Universities. This highly anticipated visit resulted in zero findings and four commendations: our work with Equity, Diversity and Inclusion, an inclusive Strategic Planning process, a climate of transparency and respect and use of date for decision-making.



For more information about our accreditation status and to find our audited financial statements, please visit:
tacomacc.edu/about/accreditation/

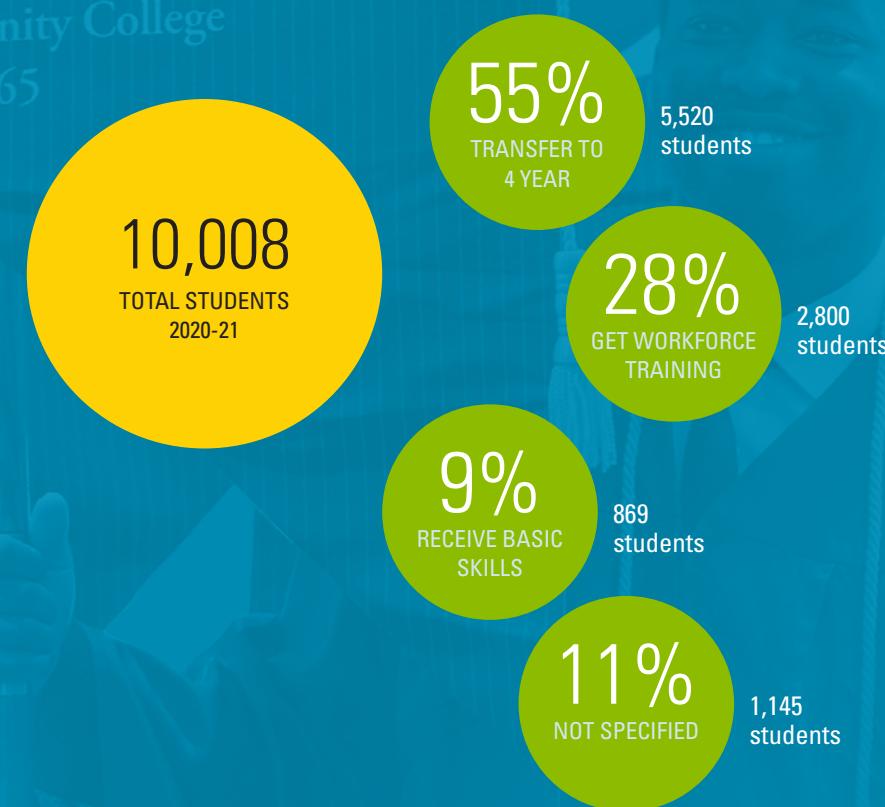
ENHANCING INSTITUTIONAL VITALITY



TCC Opens Sustainability Garden



TCC's new Sustainability Garden was officially opened with a party and plant sale held during Earth Week 2022. Designed to accommodate gardeners with disabilities, the garden grows produce that is distributed to students free of cost via the Max & Margi Harned Titan Food Pantry. Students from the Gardening and Environmental Clubs help out by working in the garden, and TCC art students are designing artwork that will soon enhance the space.

**NUMBERS THAT COUNT: OUR TCC STUDENTS**

HONORING OUR 2021-2022 EMPLOYEES AND RETIREES

Commending our Team

Our talented and diverse workforce makes TCC the special place it is for our students and our colleagues. That was never more in evidence than in 2021, as our employees persevered through COVID-19, delivering excellent education and support services despite the many challenges posed by remote learning and campus safety measures.

Saying Goodbye and Thank You

We extended congratulations and heartfelt thanks to the 29 outstanding employees who retired in 2021 and 2022. Collectively, these dedicated individuals contributed an amazing 451 years of service to TCC, with lengths of service ranging from five to 37 years. We'll miss our colleagues and wish them well in their next chapters.

Employees at a glance:

962
TOTAL
EMPLOYEES

241
PART-TIME
FACULTY

134
FULL-TIME
FACULTY

279
FULL-TIME
STAFF

206
PART-TIME
STAFF

102
STUDENTS &
VOLUNTEERS





CELEBRATING OUR AMAZING GRADUATES!

CLASS OF
2020

26 BACHELOR
DEGREES

1080 ASSOCIATE
DEGREES

500 CERTIFICATES

234 HIGH SCHOOL
DIPLOMAS

CLASS OF
2021

59 BACHELOR
DEGREES

1065 ASSOCIATE
DEGREES

475 CERTIFICATES

228 HIGH SCHOOL
DIPLOMAS

In June 2022, for the first time since 2019, TCC celebrated Commencement in person. We were thrilled to honor graduating students from the classes of 2022, 2021 and 2020. It was a proud and joyous occasion for students, their families, TCC's staff, faculty and guests.

TCC President Ivan Harrell commended graduates for their perseverance through hard times and thanked staff and faculty for their outstanding support for students.

Guest Speaker Dr. Georgia McDade and TCC Alumnus T'wina Nobles, both strong advocates of higher education, inspired the audience with their eloquence and personal stories.

Equally inspiring were our graduates, a diverse group including Running Start students, veterans, first-generation college graduates, international students, working parents, mid-career professionals and

more. Whatever their backgrounds, these students had something in common – a passion to learn, grow and succeed. They kept going throughout the Covid-19 pandemic, making the bumpy transition to online learning, logging on to innumerable ZOOM sessions and doing whatever it took to reach their goals. And for that, we take a deep bow to them.



CLASS OF **2022**

42 BACHELOR
DEGREES

1085 ASSOCIATE
DEGREES

463 CERTIFICATES

228 HIGH SCHOOL
DIPLOMAS

Congratulations to all of
our TCC graduates!



BOARD OF TRUSTEES**Board of Trustees**

The Board of Trustees is a policy-making body composed of five members who live within the College's service area and volunteer their time and talents to serve on the Board. They are a vital link between TCC and the diverse community we serve. Trustees are appointed for five-year terms by the Governor of Washington. They also serve as members of the Trustees Association of Community and Technical Colleges, which represents the 34 community and technical colleges in Washington state.

**Meet TCC's Leadership Team**

Ivan L. Harrell II, Ph.D. is the 11th president of Tacoma Community College. He leads a team of education professionals dedicated to helping all students thrive, grow and attain their academic and career goals.

TCC's leadership team provides oversight on college policy, budget, institutional planning, and accountability and makes recommendations to the TCC Board of Trustees.

Members

Ivan L. Harrell, II, Ph.D.	President
Karyssa Mathison	Executive Assistant to the President
Patty McCray-Roberts	Vice President, Administrative Services
Roderick Morrison JD	Vice President, Equity, Diversity and Inclusion
Bill Ryberg	Vice President, College Advancement
Marissa Schlesinger	Provost and Vice President, Academic Affairs
Karl Smith	Vice President, Student Affairs
Charlene Gore	Executive Director, Strategic Initiatives

Each year, outstanding students hone their leadership skills by taking on key roles with Associated Students of TCC, (ASTCC), the college's student governing body. We thank these dedicated students who worked hard in 2021-2022 to improve the quality of campus life for all TCC students.

Melissa Littleton

Melissa Littleton was awarded the President's Medal at the 2022 Commencement, graduating with a Bachelor of Applied Science in Project Management after completing her second year as ASTCC President. During the 2022 Washington State legislative session, Melissa served as one of the State Board for Community and Technical Colleges' two Legislative Interns.



Elroy Mbabazi

Elroy Mbabazi, ASTCC Vice President of Finances and Clubs, graduated with an Associate of Science in Computer and Electrical Engineering. He attended the Community and Technical Colleges National Legislative Conference in Washington, D.C. with other TCC students and staff and appreciated the

opportunity to advocate for students.



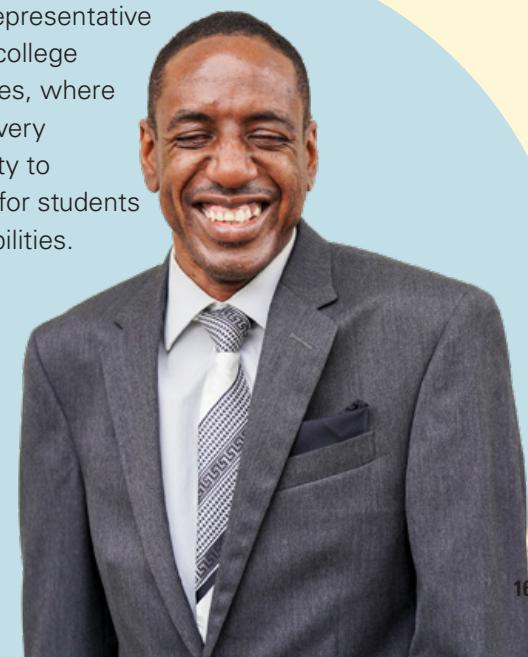
Giang Nguyen

Giang Nguyen graduated with a Bachelor of Applied Science in Human Resource Management. A first-generation student from Tacoma's Eastside, Giang spoke movingly about the impact scholarships can have on first-generation students and their communities, during Reach Higher Week, the TCC Foundation's annual fundraiser.



Amin "Tony" Hester

Amin "Tony" Hester received the 2022 Ellen Pinto Outstanding Student of the Year Award. He graduated with a Paralegal certificate and plans to attend law school. As ASTCC Secretary of Legislation and Records, Tony served as a student representative on many college committees, where he took every opportunity to advocate for students with disabilities.



TCC FOUNDATION

The Tacoma Community College Foundation is a not-for-profit, 501 (c) (3) corporation that accepts and administers philanthropic support for the college. The Foundation's mission is to inspire investment in student success by supporting programs that reduce barriers to education. The Foundation funds scholarships that create more equitable access for students of all backgrounds to achieve their dreams.



\$166,085
raised during the 2022
Reach Higher Week –
a new record!

*Scholarship recipient
Bethany Luckey*



223
students received
\$345,000 in
scholarships.

TCC FOUNDATION SCHOLARSHIP

Associated Students (ASTCC) Secretary Giang Nguyen graduated from TCC with her Bachelor of Applied Science in Human Resources Management in June of 2022. She was the first member her family to graduate from both high school and college.

"Coming from where I came from, which is a very poor place in East Tacoma, I didn't really think it would be fitting or possible for me to have higher education, so I just thought, if I could even make it into TCC, that's enough for me," Giang said in her TCC Foundation Reach Higher Week interview.

But Giang discovered that TCC is meant for everyone, including her, and she found financial assistance. She applied for TCC Foundation scholarships and received the Gottfried and Mary Fuchs Foundation Scholarship in 2019-20 and the Toast of the Northwest Endowment Scholarship in 2020-21.

Giang explained that, for students from backgrounds such as hers, financial help doesn't just pay for tuition and school supplies. It also pays for things like food, transportation, housing and child care – all the things that make it possible for a student without financial resources to attend college.

Giang noted that a student who doesn't have to worry about food is a student who can focus on classwork, do well in classes, graduate and return to help her community.

"And I really think that's what it should be all about – is just to uplift the community."

Giang Nguyen

TCC is among the communities that Giang hopes to uplift. As the Williams Factory Small Business Incubator Director of Outreach and Engagement, she plans to help TCC students who are interested on becoming entrepreneurs.

Watch a video of Giang and other students

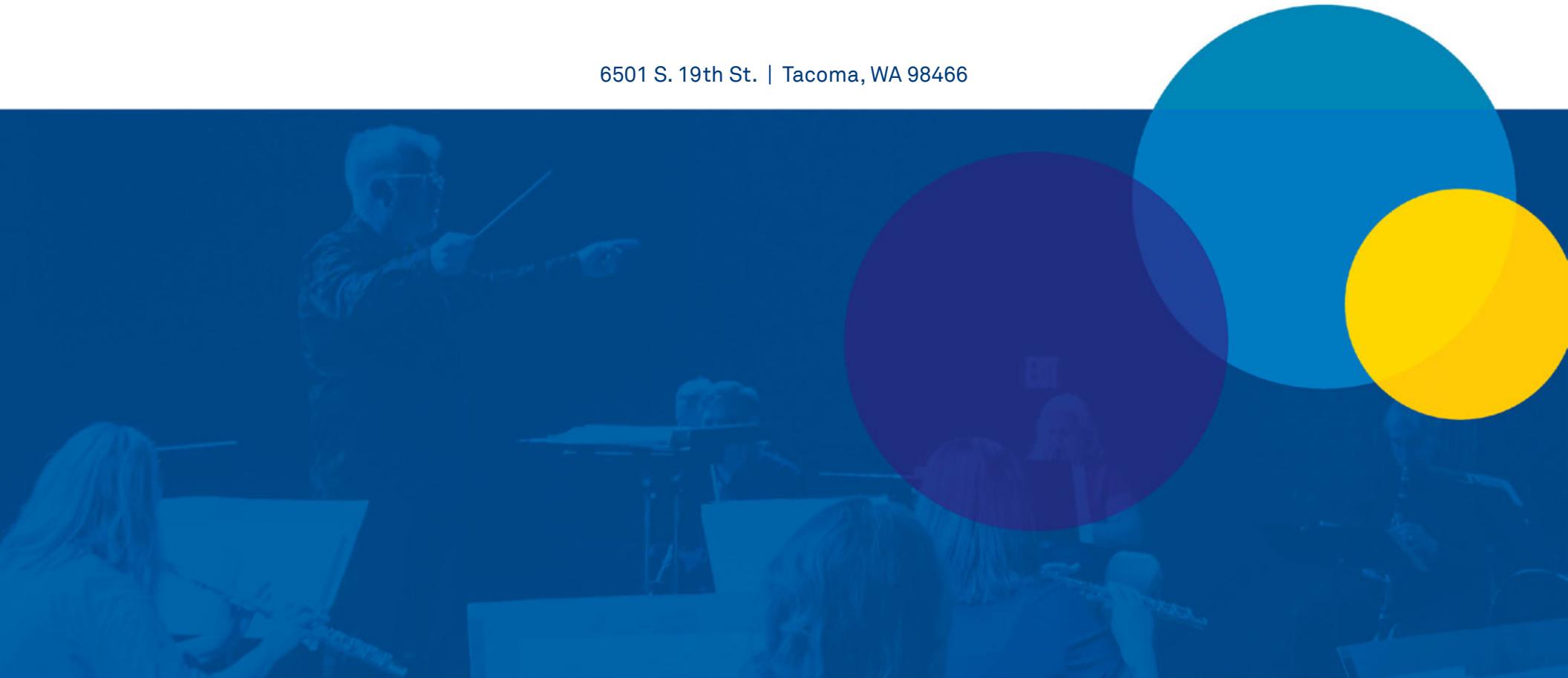


*TCC Foundation Scholarship
Recipient: Giang Nguyen*





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Tacoma Community College values diversity and is an Equal Opportunity Employer and Educator. Tacoma Community College provides equal opportunity in education and employment and does not discriminate on the basis of race, color, national origin, age, disability, genetic information, sex, sexual orientation, marital status, creed, religion, or status as a veteran of war. Prohibited sex discrimination includes sexual harassment (unwelcome sexual conduct of various types). Provides reasonable accommodations for qualified students, employees, and applicants with disabilities in accordance with the Americans with Disabilities Act and Federal Rehabilitation Act. The following officers have been designated to handle inquiries regarding non-discrimination policies: Title II and Title IX Officer, Building 14, 253-566-5055; Section 504 Officer, Building 7, 253-566-6090.

tacomacc.edu