



SAN DIEGO MESA COLLEGE

President's Message
March 2012

March finds Mesa College in a continual state of growth, from buildings emerging and our

students completing midterms, to many meetings of planning and review, we leave the silence of winter and cheer for spring. This state of renewal provides a good conceptual framework for where we are as a college and as a team committed to student success. We deal daily with the uncertainties of resources and the external pushes to prove our successes. In it all we hold the knowledge that at Mesa we know what helps our students be successful, we renew our dedication to the college regularly, and we care.

This update is intended to spread the news, give a “shout out” to our colleagues who are doing great things, and to inform everyone at the campus how they can engage in the work of our governance.

State Budget

We are well informed on the state budget through the updates provided by Chancellor Carroll. Regular updates are also given at President's Cabinet. Look for minutes and email describing all the latest developments.

Accreditation

Mesa College continues to work towards meeting the ACCJC recommendations and eligibility guideline for re-accreditation. I have just returned from serving on an Accreditation site visit at another community college in California. While the work is hard and focused, it does renew one's ability to discover the nuances of what the commission expects for colleges to remain accredited. While I cannot share specifics of the outcomes from my work there, I can report that many fine

colleges are finding themselves on sanctions, including “show cause” – one step short of closing a college. To see the most recent actions taken by the commission, click on this link: <http://www.accjc.org/actions-on-institutions>

We are on the right track with Integrated Planning, Governance, Resource Integration, Program Review and SLO’s, but we must remain focused on the levels of progress expected by the Commission. Additionally, it is no longer the case that colleges remain accredited for 6 years; we must provide annual reporting and begin our midterm report soon. The Commission will evaluate our progress and documentation and can change our status at any of these junctures.

What can you do? Be responsive to requests for information, get your SLO’s and assessments into Taskstream, and give feedback on planning progress through your constituent representatives. It is a team effort and one that will serve us well if we all jump in and roll up our sleeves.



Kudos

Congratulations to the **Science, Math and Engineering** on the Steel Topping on their new building today.

Pictures are posted to www.facebook.com/sandiegomesacollege. An important milestone has been reached, and the excitement builds towards the completion next year.

A big congratulations to our **Lady Olympian Basketball Team** for winning the PCAC Championship, and for making it through to the second round of the playoffs where they lost to the State Champion Lady Mounties of Mt. SAC. We are very proud not only of their athletic skills, but they are also earning accolades in the classroom.



Congratulations as well to **Coach Hootner** who for the third consecutive year was named PCAC Women’s Basketball **Coach of the Year**.

Congratulations to the team of faculty who have mounted a very ambitious **Women's History Month**. There are opportunities during March that touch on all aspects of the female experience and our current and future place in history.



The First **Gracia Molina dePick Feminist Lecture Series** kicked off on March 6 and featured Sylvia Mendez, a primary source in the Mendez vs. Westminster case for equity in schools. We celebrate with the **Chicano Studies Department** the memorializing of the tremendous contributions that Gracia made to Mesa and to the founding of the department.

This Month at Mesa provides a sketch of all of the many activities at the college. From Fashion to Art, Music, guest lectures and more, Checkout March at: <http://www.sdmesa.edu/news/month.cfm?yod=2012>

President's Cabinet Update



The Cabinet and expanded group to include the PIE Committee, faculty, staff, students leaders, program review representatives and administrators met on March 2, 2012 for the Annual President's Cabinet Retreat. The retreat offers the college an opportunity to look at the long and short term impacts on the college, review the

college's progress towards meeting its goals, and sets the stage for the cabinet to recommend to the PIE Committee the measures and goals for next year. The expanded cabinet also took the opportunity to review the integrated planning model using data and dialog. The cabinet accomplished the following:

- Evaluated and revised the college-wide goals as described in the 2010-2011 Strategic plan,
- Reviewed the college scorecard and considered recommendations from the PIE committee on revisions based on this assessment,
- Presented rubrics for classified staff hiring priorities, and resource requests in supplies and equipment to be used in the 2012-13 Program Review and Integrated planning process,
- Reviewed progress towards accreditation and made recommendations for further steps,
- Considered the current allocation process and suggested revisions to streamline the process through using technology at the program review level and for use of the program review in the allocation process.

The next steps are in progress: rubrics for supplies and



equipment and classified hiring priority process were approved by the Cabinet and President. Additionally, the PIE Committee will be taking the recommendations on goals, assessments and the allocation process back to work out the details of each function. Presentations to senates for input are forthcoming after the committee makes its proposals.

As most of us are aware, the state budget makes it most difficult to plan for our largest resource, our classes for students. As of this message a decision has been made to offer a very limited **Summer School** session in programs that run year long, athletics conditioning courses for fall athletes, and basic skills cohorts that bridge



with Continuing Education and our own continuing students. While the amount of FTEF we have dedicated is smaller than last summer, we are hoping that focusing on students who need preparatory courses to be successful at college level, will increase the retention, persistence and success of our students.

In terms of **fall and spring 2012-13**, we are planning for about a **5% reduction** of courses given the state budget cuts. The district through Chancellor's Cabinet is moving deliberately in enrollment planning and we should be able to get specific action soon.

Life at Mesa: Forming, Storming, Norming and Performing all at once

For those of you familiar with the 1965 Tuckman model of team development and behavior theory, it centers around the different stages that organizations go through as they develop relationships and work together. (Smith, 2005) As you can see by the words, the stages are pretty self-explanatory:

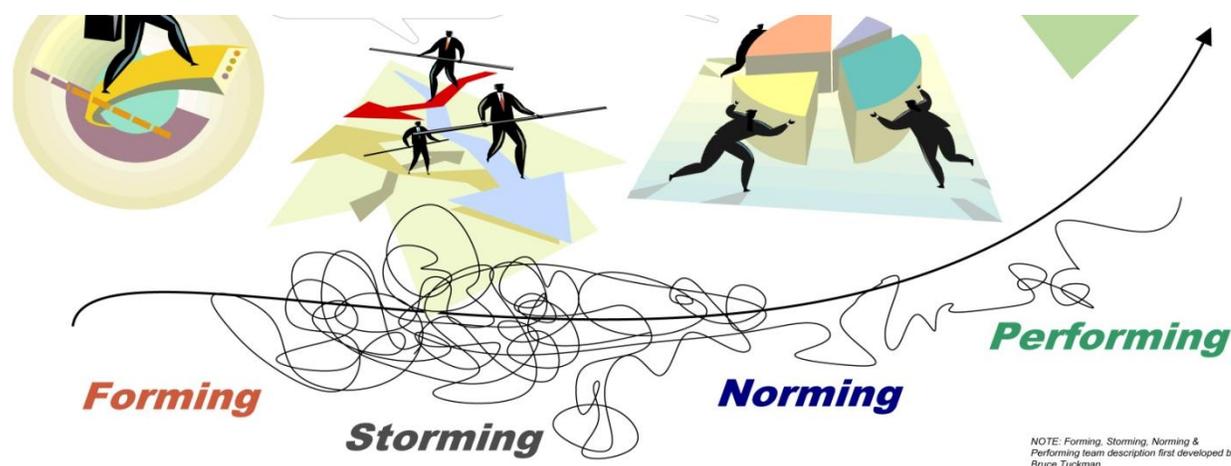
-forming describes the initial stages,

-storming describes the process of trying to stay focused on goals, but being pulled into relational battles for position.

-norming brings agreement, alignment, and shared leadership

-performing describes how the process emerges into shared action

Why would we compare Mesa College against this 1965 organizational model? I would offer that we currently have a lot of storming and norming going on; we are using new program review processes, doing work that we struggle to find meaningful, (SLO's and assessments, integrated planning), we've had issues of trust for position and voice, and we have new leadership in uncertain times.



The pathway through the Tuckman model is not linear, neither is our work at Mesa College. It circles and skips steps and runs the way that organizations run; there is much beyond our control, nevertheless we plod on.

At some point in the near future Program Review will be old hat, integrated planning will be how we do things, the college buildings will be built, and the economy will get better (ok, on the economy I can't make promises). Our challenge is how to survive so many new things at once. We will assess our outcomes and technology will help us create templates and data bases to better support the work. Data will be more accessible and workshops to guide our assessments will be offered. Even though many of these mandates have been in place for several years, the college is really just now getting its arms around the totality of the tasks. Trying to accomplish all of this at once feels chaotic, but in time if we stay the course, we will create an informed roadmap for success.



What I can promise is that I am dedicated to leading us on a steady course. I have a feeling of optimism – I am fortunate to see in totality the places and spaces where we are changing the lives of our students.



I hope that you will take some time to find your own form of renewal. Spring Break is one week away and I hope those of you who are able to get away find yourselves in restful and restorative activities. As soon as we return we will celebrate all of our students' achievements with scholarship galas, transfer receptions, STAR Awards, Commencement and more. Let's enjoy our students and their successes together.

Dr. Pamela Luster

References

Smith, M. K. (2005) 'Bruce W. Tuckman - forming, storming, norming and performing in groups, *the encyclopaedia of informal education*, www.infed.org/thinkers/tuckman.htm.