Program Review

Summary and Reflections with Unit Goals, Action Plans, and Updates

Leadership - President

Executive Summary

Describe the successes and challenges your unit has faced since the last comprehensive review.
Challenges:
The COVID-19 Pandemic continued into the Spring 2022 Semester and work / communication was in a remote status for many classified professionals, administrators, and faculty. The college had received a large-format zoom account in spring 2020 which continued to be used to broadcast campus-wide meetings such as Convocations and President's Cabinet meetings. A main challenge during this time was fulfilling the President's Office Administrative Unit Outcomes #4 – to increase opportunities for professional development for faculty and staff. Another challenge was changes to process and procedures due to the remote status.

Successes:
1) The President's Office staff remained on a hybrid on-campus / remote status throughout the pandemic and was back on campus full-time as of the Spring 2022 Semester. This hybrid work schedule helped by forming a "home base" on campus which also included the assistance of on-campus stockroom and facility staff to assist in keeping lines of communication open as well as receiving mail, other deliveries, and keeping the campus grounds and buildings maintained.

2) The president created a webinar Campus Community Forum held twice a month to communicate campus and district updates and answer questions from the webinar attendees. This Forum was created and launched on April 8, 2020 which had hundreds of attendees in a live discussion, both on Zoom and a live-stream to the Mesa College YouTube channel, where it was archived so that it could be viewed later by those who could not attend live. These Forums were a platform to provide campus, district and community updates as well as give the campus community a chance to virtually be with each other and ask questions; faculty were offer faculty flex time for virtually attending each Forum. As these Forums continued, department and program presentations were added to provide updates. These Forums continued through May 24, 2022 and contributed greatly to the campus communication, especially for COVID-19 related updates. Also included in some of the Forums were department/program presentations and updates which were very well received and connected the campus community with what was occurring remotely.

The webinar/zoom format was also used to hold bi-annual and annual events such as the President's Community Breakfast meetings, Classified Service Awards, Scholarship Awards, Faculty Recognition, and Commencement.

The President's Office staff maintaining an on campus presence during the remote time period as well as creating Zoom/livestream forums, meetings, and events to maintain campus communications contributed to fulfilling our Administrative Unit Outcomes #1 – sustaining and creating new opportunities to support collaboration, learning, growth, diversity, and equity; AUO #2 – sustaining and creating new opportunities to increase two-way communication to the SD Mesa College campus; as well as AUO #3 – create new student pathways for success.

Post COVID-19, this communication to the campus is now transmitted through weekly emails to the campus via "Weekly Updates from Prez Hands" which are also posted to the President's college webpage. In addition, a weekly report is sent to the Chancellor and SDCCD Trustees with campus updates.

3) A state-wide Basic Needs Virtual Summit was hosted by the President's Office in February 2022 which had hundreds of staff, faculty, and student participants and attendees. A Student Voices Panel was featured at this Summit which was mediated by the Mesa College president, led by a basic needs counselor and participating were students who represented several districts. Participants at this Summit heard directly from students on what had been impactful, where they found support and what recommendations they had to remove barriers and how faculty could provide support. This Summit was one of the ways the President's Office fulfilled our Administrative Unit Outcomes #3 – creating new student pathways for success.

4) The president sponsored attendees to several remote conferences, such as the National Conference on Race & Ethnicity in Higher Education (NCORE), but there were less opportunities available during the pandemic with the

exception of a few conferences; such as the Asilomar Leadership Skills Seminar, Asian Pacific Islanders in Higher Education (APAHE), and the Association of California Community College Administrators (ACCCA) Mentor Program. The continued support of professional development for classified professionals, faculty, administrators, and students are examples of fulfilling the President's Office Administrative Unit Outcomes #4 – to increase opportunities for professional development for faculty and staff.

5) During the pandemic, the work of the Mesa2030 educational and facilities master ten-year plan continued to be developed between fall 2019 and spring 2021, receiving board approval on May 13, 2021. The president served as a major consultant to the Task Force which was scheduled regularly to report their work and progress to the President's Cabinet. Mesa2030 goals were created as a call to action to describe what the College intended to accomplish over the coming decade to achieve the long-term goal of being the leading College of equity and excellence. Leading and guiding the work of the Mesa2030 plan fulfilled AUO #5 – to create a strategic plan that reflects the current and future resource needs of the institution.

6) An overall district-wide improvement that resulted from the remote status was the approval to use digital signatures on documents. Digital signatures have now been approved to continue which has greatly improved the turnaround time for approvals and transmittals; especially for human resource, grants/agreements, department forms, and sabbatical-related documents that required several signatures.

Challenges for Fall 2023 / Spring 2024:

1) A welcome challenge was the 60th Anniversary San Diego Mesa College Celebrations (1964 – 2024). The fiscal year-long celebrations were documented by a 60th Anniversary Website https://bit.ly/Mesa60thAnniversary. Recognition is given to Dean Leticia Diaz for her outstanding work coordinating the events that will continue through 2024.

2) President Hands began holding monthly meetings with the Associated Student Officers and the Dean of Student Affairs to discuss opportunities and any barriers this group was facing. It is a challenge to find time to meet with students around their class schedules but these have been productive meetings. This and other collaborations throughout the academic year with Associated Student leadership fulfilled Administrative Unit Outcomes #1 – sustaining and creating new opportunities to support collaboration, learning, growth, diversity, and equity; and AUO #3 – create new student pathways for success.

3) The final preparations and completion of the Accreditation Institutional Self-Evaluation Report was held in Fall 2023. In September 2023, ACCJC became a standing report on the President's Cabinet agenda under the leadership of ALO Hai Hoang, Dean of Institutional Effectiveness. Dean Hoang sent a campus-wide call-out in Spring 2023 for additional support and data to contribute to the San Diego Mesa College ISER. The first meeting with the ACCJC visiting team chair, Dr. Garcia, was held on September 25, 2023. The site visit occurred February 26 – 28, 2024. San Diego Mesa College received some commendations such as enrollment management taskforce work M.O.S.T., CDAIE's 13-point Plan, and Student Services Call to Action that weaves equity and excellence throughout the work that we do. The San Diego Mesa College ISER completion fulfills our Administrative Unit Outcomes #1 – sustaining and creating new opportunities to support collaboration, learning, growth, diversity, and equity; and, AUO #2 – sustaining and creating new opportunities to increase two-way communication to the SD Mesa College campus.

4) San Diego Mesa College and all of San Diego Community College District began the process of the Bond campaign to support the upgrades to current campus facilities and new building projects. The Bond will be placed on the November 2024 ballot. The projects that the Bond will make possible at San Diego Mesa College were prioritized by the Mesa2030 Taskforce that had a wide representation of managers, faculty, classified professionals and students which fulfilled Administrative Unit Outcomes #1 – sustaining and creating new opportunities to support collaboration, learning, growth, diversity, and equity; AUO #3 – create new student pathways for success; and, AUO #5 – to create a strategic plan that reflects the current and future resource needs of the institution.

Successes for Fall 2023 / Spring 2024:

Summary and Reflection

1) Fall 2023 and Spring 2024 Convocations featured campus updates, introduction of new hires, Olympian Spirit Award for recognition of outstanding work from faculty and classification professionals, and breakout sessions featuring workshops.

2) The President's Cabinet held Fall 2023 and Spring 2024 retreats where Pcab voting members, representatives from governance committees, and attendees-at-large convene to discuss campus issues and collaborate in break-out sessions. The purpose of these retreats is to evaluate where the College is with respect to institutional effectiveness. In the Fall, the group typically looks at how we do what we do, and in the Spring, it assesses outcomes of all of our processes and the status of key performance indicators. Based on these discussions, college processes and policies are reviewed and revised if needed.

These convocations and retreats fulfill the President's Office Administrative Unit Outcomes #1 – sustaining and creating new opportunities to support collaboration, learning, growth, diversity, and equity; AUO #2 – sustaining and creating new opportunities to increase two-way communication to the SD Mesa College campus; AUO #3 – create new student pathways for success; AUO #4 – to increase opportunities for professional development for faculty and staff; and, AUO #5 – to create a strategic plan that reflects the current and future resource needs of the institution.

3) Faculty Hiring – The Faculty Hiring Prioritization Committee recommendations were presented at the May 16, 2023 President's Cabinet meeting for hiring to be held in the 2023-2024 academic year. The final list by President Hands' had 12 faculty positions, including a Native American Studies position placed on hold until the curriculum was developed and finalized. The faculty positions' hiring committees were led by department deans and the final interviews for this position is led by President Hands and the VPI, VPSS, and VPA and representative a substantial amount of time on all of their calendars to hold these interviews.

The next step following the faculty hiring is onboarding and mentorship which is accomplished through the New Faculty Institute (NFI), also called We are Mesa Days, at which the new faculty (and some faculty from the past semester still fulfilling their year-long mentorship with NFI) attend workshops and professional development sessions during Flex Week. The faculty hiring process and onboarding fulfill AUO #4 – to increase opportunities for professional development for faculty and staff; and, AUO #5 – to create a strategic plan that reflects the current and future resource needs of the institution.

4) The president sponsored attendees to conferences, such as the FamilyU Call to Action Summit (October 2023), African American Male Education Network & Development (A2MEND March 2024), HACU April 2024), APAHE National Conference (APAHE April 2024), and National Conference on Race & Ethnicity in Higher Education (NCORE – May 2024). The sponsorships from the President fulfills the President's Office Administrative Unit Outcomes #4 – to increase opportunities for professional development for faculty and staff.
A College week recognition of Classified Professionals was supported by the President and celebrated May 19 – 25, 2024, with a Classified Service Awards event held the week earlier (May 15, 2024). A SDMC conference supported by the President is ClassiCon was held June 6-8, 2024 for professional development and social interaction for classified professionals. The support of the classified professionals events and conference fulfill the President's Office Administrative Unit Outcomes #4 – to increase opportunities for professional development for faculty and staff.

5) The president commits to attending college, district, community, and statewide conferences, workshops, and events. Examples of these at which President Hands attended / participated in Fall 2023 and Spring 2024:
Presidents' Academy Institute (PASI) (July 15-18, 2023)
Puente Student Orientation at SDMC (August 16, 2023)
AAWCC Inaugural Conference – Strengthening Women in Higher Education at SDMC (September 8, 2023)
SD Mesa College hosted the SDCCD Dual Enrollment Workshops with the California Community Colleges Chancellor's Office (CCCCO) and Career Ladders Project (CLP) (October 2, 2023)
SDMC Spirit Week (October 16 – 21, 2023)The California Community Colleges Chancellor's Office - Vision 2030: A Call to Action – Adult Education Summit

Summary and Reflection

(October 5-6, 2023)
Non-Credit Alignment Lab (NCAL) Summit, held at SDMC (November 3, 2023)
FamilyU Site Visit and Welcome (November 13, 2023) Community College League of California (CCLC) Annual Convention (November 16-18, 2023)
California Dual Enrollment Equity Conference (February 2024)
Escala workshop at Imperial Valley College - focus on HSI (February 2024)
Women's Leadership Institute (March 6, 2024)
African American Male Education Network & Development (A2MEND) (March 7-8, 2024)
*FamilyU HOPE 2024 Conference (March 14-15, 2024)
CCLC CEO Symposium (March 15-17, 2024)
Caring Campus for Classified Professionals (March 2024)
SDMC Faculty Recognition of Promotion, Tenure, and Retired Faculty (April 2024)
SDMC Earth Day – Club Tabling Judging (April 2024)
SDMC Scholarship Awards (April 2024)
Linda Vista Multicultural Fair and Grand Parade participant (April 2024)
AAWCC Symposium – Honoring Women who EmpowHER (May 2024)
Rite of Passage – Celebrating Black Excellence (May 2024)
Black California Community Colleges CEO Retreat (June 23-25, 2024)

The above fulfill the Administrative Unit Outcomes #1 – sustaining and creating new opportunities to support collaboration, learning, growth, diversity, and equity; AUO #2 – sustaining and creating new opportunities to increase two-way communication to the SD Mesa College campus; AUO #3 – creating new student pathways for success.

6) A San Diego Mesa College *FamilyU Cohort attended Generation Hope's inaugural Hope Conference in New Orleans, LA, in March 2024. This conference brought together student parents, direct service providers, higher education professionals, resource connectors, systems change experts, and policymakers from across the country to address structural barriers to student parents' economic mobility and focus on opportunities to accelerate their success. President Hands, Johanna Aleman (The Stand Basic Needs Coordinator), and Jacqueline Collins (Director, College Facilities & Operations) spoke at the conference about the work being done for our student parents and the challenges that lie ahead. This conference and the ongoing work on the campus fulfills Administrative Unit Outcomes #1 – sustaining and creating new opportunities to support collaboration, learning, growth, diversity, and equity; and, AUO #3 – create new student pathways for success.

7) The Affinity Centers: The Stand: The Pamela T. Luster Resource Center, Veterans' Center, and the Pride Center continue to grow and serve more students each academic year. The Stand continues to hold Pop-Up mobile markets and Farmers' Market while classes are in session. The Veterans' Center organizes an emergency fundraising event for Veterans and holds a Veterans Recognition Ceremony in May. The Pride Center also holds a graduation event in May, Lavender Celebration, as well as many events during the semester such as Pride in Service (for LGBTQIA+ Veterans), a Trans Day of Remembrance, and service events such as CHIP HIV testing. The Affinity Centers fulfill the Administrative Unit Outcomes #1 – sustaining and creating new opportunities to support collaboration, learning, growth, diversity, and equity; and, AUO #2 – sustaining and creating new opportunities to increase two-way communication to the SD Mesa College campus.

8) The Enrollment Management Taskforce presented to President's Cabinet on September 19, 2023 proposing that the group be changed to a standing committee with the goal of college-wide collaboration, increase enrollment, student retention, completion, utilizing data and best practices. The voting members supported this motion unanimously of this committee comprised of the VPI, Deans, Faculty, Classified Professionals, students IE Dean and Chair of Committee of Chairs. The committee will create and maintain a student-centered three-year enrollment management plan and reports directly to President's Cabinet with updates that the President can share

with the SDCCD Chancellor's Cabinet to represent San Diego Mesa College's enrollment management strategies and results. This fulfills AUO #5 – to create a strategic plan that reflects the current and future resource needs of the institution.

9) The Environmental Sustainability Committee brought forward Climate Action Plan to President's Cabinet on April 2, 2024. The plan has 7 different categories and the presentation included the planning and governance goals/steps, education (sustainability topics in courses across the curriculum for incorporating sustainability into education materials), list of education goals/steps, transportation goals and steps, food and waste goals/steps, energy and water goals/steps, landscaping and grounds goals/steps, district governance for sustainability goals/steps. The Climate Action Plan was approved unanimously at the April 16, 2024 President's Cabinet meeting. This plan fulfills the Administrative Unit Outcomes #1 – sustaining and creating new opportunities to support collaboration, learning, growth, diversity, and equity; and, AUO #5 – to create a strategic plan that reflects the current and future resource needs of the institution.

10) The Mesa2030 Taskforce is guiding the Bond Campaign discussions and planning for the development, review, and Mesa College-wide vetting of the plan, to include the analysis of data and discussion of key findings and recommendations.
As the planning for the Bond Measure continues; the recommendations are presented to the PIE Committee and ultimately submitted to President's Cabinet. The planning phase of the Bond Measure fulfills the Administrative Unit Outcomes #1 – sustaining and creating new opportunities to support collaboration, learning, growth, diversity, and equity; and AUO #3 – create new student pathways for success and AUO #5 – to create a strategic plan that reflects the current and future resource needs of the institution.

Challenges: Fall 2024 / Spring 2025 Fall 2025 / Spring 2026

This academic year was the comprehensive ISER review for the San Diego Mesa College site visit with ACCJC. The peer review team conducted the Iser Review on October 17, 2023 and then held a focused site visit on February 26-28, 2024. This visit ended with the results of one commendation and several "team recommendations to meet standards." The College received an Action Letter with the final peer review report. SD Mesa College was reaffirmed accreditation for 18 months with a Follow-Up Report due no later than October 1, 2025. Core inquiry teams were created for each standard based on findings from the peer review team. One recommendation included a a District Core Inquiry. The Core Inquiry Team work continued through the Fall of 2025 and the Follow-Up report was sent within the deadline. A smaller ACCJC Peer Review Team visiting Mesa on October 27, 2025 and met with key participants who were working on recommendations. The final review of the ISER Follow-up report will be held at the ACCJC Open Session on January 14 - 25, 2026. Final letter of full accreditation should be received by June 2026.

San Diego Mesa College was chosen to participate in a PRT as part of an Institutional Partnership Initiative with an emphasis on adult learners. Visit 1 was held on September 15, 2025 where a list of Mesa College Stakeholders were invited with a follow-up visit 2 in December 2025. At that time the team of stakeholders from Mesa College will begin to write their proposal and IEPI plan in the spring of 2026. A successful plan will be backed by PRT with a $250,000 grant.

SDCCD begins to hold Fundraising Bootcamp training series in September, October, and November of 2025 led by CCS Fundraising. A large group of Mesa staff, administrators and faculty were invited. Bootcamps were entitled:
Session 1: Seizing Your Opportunity – Your Place in the Fundraising Landscape
Explore how to align messaging, engage prospective donors, and present the case for support as both a district-wide and local opportunity.
Session 2: Movement With a Plan – From Transactional to Transformational Giving
Gain a strategic framework for donor engagement rooted in moves management and campaign milestones to support long-term, transformational giving.
Session 3: Campaign 101 – Empowering Everyone for Aspirational Impact
Understand how staff and volunteers work together in a campaign structure to cultivate, solicit, and steward major gifts, and sustain campaign momentum.

Summary and Reflection

Successes: Fall 2024 / Spring 2025 Fall 2025 / Spring 2026

San Diego Mesa College continues to hold events, retreats, meetings, workshops, forums, continued education, professional development, and campus-wide convocations to make sure all know of the vibrant services and opportunities we bring to the students, staff, and faculty, including the following:

A Journey through Time Art Exhibit
An Evening Honoring Dr. Barbara Blackmun
Kapwa Night
Athletics Pep Rally
TCE Center Open House
Transfer Day College Fair
Assemblymember Chris Ward visit to SD Mesa College
HBCU Caravan Visit
Mesa Impactship Expo
Taste of Mesa
World Arts Collection Visit on Planning
Rosa Parks Celebration
Mesa College Team to FamilyU Cohort - Student Parent Supportive Policies in Action
Future Educators' Summit at SD Mesa College
Attendance to SD American Association for Women in Community Colleges Annual Summit
President keynote speaker at SSO 2025 Student Services Leadership Spring Conference
Jumpstart Student Orientation
California Community Colleges Athletic Association
Attendance to APAHE Conference
District-wide Black Student Success Summit
Participation in Linda Vista Fair and Parade
End of year celebrations including Raza, Scholarship Awards, Faculty Recognition, DSPS, Veterans', EOPS and Special Programs Achievement, Asian American Pacific Islander Recognition, Transfer Recognition, New Faculty Institute Ceremony, Golden Scissors Fashion Show, Speech and Debate Showcase, Lavender Celebration, Umoja Ceremony, PTA Pinning Ceremony, Classified Awards.
State Champion Women's and Men's Cross Country Teams
ClassiCon and UnSung Hero Award
Bay 10 Colleges in the kickoff of our Partnership Resource Community of Practice
SD Mesa College Foundation Retreat
President and Vice Presidents Summer Retreat Sessions
Real College Basic Needs Convening
President attends as member of the Inaugural FamilyU California Presidents Circle
Taste of Mesa Culinary / fundraising event
President attends Kern Family Foundation Retreat
Councilmember Sara Jacobs attends Vietnam Veterans Commemorative Pinning ceremony in Mesa College's Veterans' Success Center
In Spring of 2026, Dr. Hands begins her service as the Chair of the ACCJC Peer Review Team that will review Cañada College

Summary and Reflection

If applicable, describe any major curricular or service changes your unit has engaged in and the impact of those changes since the last comprehensive review.
N/A

If applicable, describe the impact of any new resources (human, fiscal, etc) on the unit and/or action plan implementation.
N/A

If you assess OUTCOMES, please confirm that the outcomes have been reviewed for accuracy. If you do not assess Outcomes, skip this question.
Reviewed Not Accurate - Update In Progress

Related Documents for Charts and Graphs

Summary and Reflection

Executive Summary Complete
Yes

Data Reflection

Trends observed in program/service area's data.
Data Reflection – Trends for 22-23

The current trend for the President's Office since remote status is an increase of students, faculty, and visitors to the office as well as increased demand for assistance for re-establishing on-campus process and procedures. During the pandemic years, there was no travel, limited remote conferences/training/workshops and professional advancement requests and hiring; but grants, agreements, changes to employees work classifications and assignments, and other processes remained active and some required board approval. The transition to and from remote status caused some confusion on policy and procedures and the President's Office played a large role in communicating the processes to the campus. The President's Office continued to be a main source of information including policy changes that were made following the remote status. The support provided by the President's Office in relaying policy and procedures and additional changes to the campus fulfilled our Administrative Unit Outcomes #1 – sustaining and creating new opportunities to support collaboration, learning, growth, diversity, and equity.

Trends for 23-24 academic year included:
Mesa College hosted a Fentanyl Press Conference – . Student Health Services is holding training for Narcan distribution and providing Fentanyl strips.
CRUISE which had over 600 students.
Athletics hosted their second Olympians Olympics event where over 350 athletes
An increase of COVID-19 cases and the colleges asked the District to send out what the protocols are and also to send information to students.
MS Teams were piloted in some areas and will expand to district-wide offices.
Enrollment was very strong for summer and fall; productivity at 14.89%; headcount 14,428.
Dual Enrollment Workshop held on October 2, 2023; the Career Ladders Project did a strategic analyst of dual enrollment for each SDCCD college who sent representatives.
Mental Health Services engaged at our campus; Derrick White led a monthly mental health discussion group with our African American students in collaboration with our Black Leadership Fellows.
C-CERT recruitment begins with the assigning of the Incident Command list and training held in later fall.
Mesa College was designated 14 new faculty positions
The Affinity Space Request process was launched.
LiveChat – online resource manned by Student Affairs interns and project assistants of the Mesa Journeys, and Outreach Ambassadors, not AI, stated they assisted 7,300 students.
Several Mesa College departments receiving webpage redesign.
District received over $250,000 in funding to be used for paying fees for students in medical programs district-wide.
Second 8-week courses which are full. Headcount is 19,654
Governor signed SB444 on October 13, 2023; this bill encourages community colleges to develop and implement Mathematics, Engineering, Science, Achievement (MESA) programs directed at identifying students affected by social, economic, and educational disadvantages, increasing the number of eligible students served under MESA programs.
The Kumeyaay flag raising ceremony will be held on Tuesday, November 14, 2023.
Mesa athletics program successes: the women's volleyball CCCAA state championship, men's volleyball, women's basketball, and men's football won the Strawberry Bowl.
Enrollment: Intersession is very strong, 213 FTES was initially planned, they are currently at 300 FTES.
Baccalaureate Degree for Physical Therapy Assistant was challenged by CSU San Bernardino claiming a duplication of their Physical Therapy Program.
On January 1, 2024, SDCCD became a living wage district; our permanent employees are earning at least $30.58, Hourly employees are earning at least $22.31.
Chancellor, Greg Smith, has been officially appointed.
2024 applications for the Mesa Impactship were received; 141 applicants now onboard for Spring 2024.

Summary and Reflection

VPSS Maxey proposed that we re-engage with the “Principles of Community”.
Automatic License Plate Reader began by campus police.
District rebranding of logo has 4 proposed logos they are vetting to different groups; new logo was chosen in May 2024.
District-wide investigation of fraudulent enrollments; within a week Mesa College lost 200 headcount.
San Diego Mesa College Library was one of 56 institutions that received the 2024 Library Excellence in Access and Diversity (LEAD) Award from Insight Into Diversity magazine.
District-wide Job Career Fair had over 100 employers and over 700 students from throughout our region.
Jack Kent Cooke Foundation Scholarship was awarded to Husna Ayoubi, Associated Students Vice President.
Academic Senate passed a resolution at their March 2024 meeting - Resolution 2024.3.1: Calling on the San Diego Community College District to reaffirm their commitment to the protection of freedom of speech and academic freedom in the face of censorship around Palestinian discourse.
Family Resource Center held a soft opening the first week of April 2024.
President Hands (through the work of FHP) have12 faculty positions that will be sent forward to Fall of 2024 for posting/hiring.
Climate Action Plan submitted by the ESC was approved.
Summer FTES was over 100% of target; some fraudulent enrollments are still occurring.

Trends for 2024 - 2025 2025-2026 Academic Years:

With the first stages of focus on student parenting and their needs, the focus has now grown into adult learners where there is now an IEPI stakeholder group working on a plan in Spring of 2026 to broaden the focus of adult learners with a plan that could receive a grant of $250,000 from the PRT.

Another trend is the loss of federal funding for some groups such as AANAPISI and HSI; SDCCD has helped these group that lost immediate funding. Some groups still have an active grant but not guarantees when those grants end.

Describe any equity gaps in the data. Are there differences and/or patterns observed by demographics (e.g.race/ethnicity, gender, age, etc.)
Equity Gaps – Review of 22-23

One unit outcome that was challenging was AUO #3 – creating new student pathways for success. The pandemic created more equity gaps that needed to be identified to assist the students that were not being served on our campus or needed additional assistance. The President worked with the Student Services Vice President and Deans to get more basic needs to students, especially emergency aid for incidences that were keeping students from their classes, such as car problems. The Resiliency fund campaign was presented at the September 3, 2019 President’s Cabinet meeting to outline the collaboration between the College and Mesa College Foundation to raise funds to support students. In her retirement gala in June 2022, the outgoing president held a fundraiser to secure the funding for the Resiliency Fund. The work to maintain and grow this fund will continue as additional equity gaps and need for new student pathways are identified. The Resiliency funding is an example of the President’s Office fulfilling our Administrative Unit Outcomes #1 – sustaining and creating new opportunities to support collaboration, learning, growth, diversity, and equity.

Equity Gaps – Review of 23-24

Focus has been placed on the Affinity Centers such as The Stand, Veterans’ Center, and the Pride Center, to directly assist their students with programming and resources. Also, with the hiring of Mental Health Coordinator Derrick White, the Student Health Center now has a direct source to send students who need mental health counseling.

Equity Gaps - Review of 24-25

In Progress

Summary and Reflection

Related Documents for Charts and Graphs

Describe the discussion(s) that took place about the unit's learning outcomes assessment data.
ADMINISTRATIVE Outcomes Assessment – Review of 22-23

The President' Office is charged with holding governance and campus-wide discussions in addition to the Executive Staff meetings. The Executive Staff consists of the President, Vice Presidents, Institutional Effectiveness Dean, Resource and Development Director, the information officer and EA to the President. This weekly meetings are held to preview discussions on district and campus updates, hiring, dockets and roundtable topics.

In addition, in each academic year the President holds two President's Cabinet Retreats in spring and fall. In the fall, representatives from across the College are invited to review how we do the work of the College; and in spring, the group assesses outcomes of all of our processes, the status of key performance indicators, and other data such as enrollment management.

Convocations are an additional way the President brings the campus together to discuss the state of the College and goals for the academic year. These are held at the beginning of the fall and spring semesters and have included keynote speakers, breakout group discussions, and workshops.

These meetings, retreats, and Convocations are examples of fulfilling our Administrative Unit Outcomes #1 – sustaining and creating new opportunities to support collaboration, learning, growth, diversity, and equity; AUO #2 – sustaining and creating new opportunities to increase two-way communication to the SD Mesa College campus; and Administrative Unit Outcomes #4 – to increase opportunities for professional development for faculty and staff.

ADMINISTRATIVE Outcomes Assessment – Review of 23-24

The President's Office continues to hold President's Cabinet meetings while classes are in session, a retreat each semester to deep dive into assessment and planning, and a Convocation each semester to present a state of the College address and updates from the Vice Presidents, new hires, and breakout sessions with focused information on a variety of topics.

These meetings, retreats, and Convocations are examples of fulfilling our Administrative Unit Outcomes #1 – sustaining and creating new opportunities to support collaboration, learning, growth, diversity, and equity; AUO #2 – sustaining and creating new opportunities to increase two-way communication to the SD Mesa College campus; and Administrative Unit Outcomes #4 – to increase opportunities for professional development for faculty and staff.

ADMINISTRATIVE Outcomes Assessment – Review of 24-25
In Progress

Data Reflection Complete
Yes

Practice Reflection

Describe current practices your program/service area has engaged in that you believe impact the above data trends and equity gaps.
Review of practices for 22-23

For the 2022-2023 academic year, the president held over 30 "Listening and Learning" tours in the fall 2022 semester where she met 1:1 with departments across the campus that were given prompts to frame their discussions before the meetings. In spring 2023, the feedback from those tours has now been summarized into an infographic with common themes such as accomplishments, persisting difficult problems, new challenges, equity and excellence, and opportunities. The first step in addressing these themes will be for the Vice Presidents and direct reports to the president to review this information for future discussions at the Executive Staff Meeting. They have been directed to share 1 or 2 ideas in which their area will address some of the concerns. The work resulting

from the Listening and Learning Tour will continue into the 2023-2024 academic year. This work fulfills AUO #1, AUO #2, and AUO #3.

Review of practices for 23-24

District-wide:
A Board Retreat is held twice a semester with members of the Cabinet and Trustees to hold extended discussions on District and Campus issues.
SDCCD became a living wage district; our permanent employees are earning at least $30.58, Hourly employees are earning at least $22.31.
Nearly 1,700 high school students participating in dual enrollment, graduated from their respective high schools.

Mesa College:
At the May 2024 Commencement (59th graduating class) over 1,700 academic degrees and over 300 certificates were awarded. For the seventh year, Mesa College conferred 19 Bachelor's Degrees in Health Information Management. Nearly 300 veterans earned degrees or certificates and approximately 150 student-athletes applied to graduate. 150 Promise students (tuition-free program) earned degrees or certificates.

President's Office:
Vice Presidents with the President or full Executive Staff meetings are held weekly. The President, each of the Vice Presidents and directors/supervisors may report out their area's work and any concerns. Action items are created to address at the next meeting.
The President meets with her direct reports (VPI, VPA, VPSS, Dean IE, Director Resource Development, IO Officer).
Administrators' Meetings are held once a month while classes are in session. District and Campus updates are shared, as well as current topics of interest / concern. Half-day Administrators' Retreats are held in August which generally include an outside presenter.
The President and Vice Presidents meet once a month while classes are in session with the Academic Senate Officers.
The President meets once a month while classes are in session with the Associated Students Executive Officers and also the Classified Senate Executive Officers.
The President is scheduled usually twice a month to meet with the Chancellor for 30 minutes, as well as a campus one-hour meeting during the semester.:

Review of practices for 2024 - 2025 / 2025 - 2026 academic years:

In addition to the above; the President continues to support professional development through attendance to conferences, sabbaticals, etc.

What other factors (internal or external) might also impact the above data trends and equity gaps?
Review of factors for 22-23

1) Internal factor: Following the Listening and Learning Tours, many of the items brought forward by the departments had factors such as staffing and lack of resources. There is still a hiring freeze in effect for Classified Professionals and reduced opportunities to hire all requested faculty positions and this will greatly affect the support that many of the departments mentioned as one of their greatest needs in order to better serve students as well as strengthening relationships and collaborations.

2) External: SDCCD Reorganization – Changes that have occurred at the District Office regarding the Chancellor's position and the reorganization of Executive Vice Chancellors, Vice Chancellors, Associate Vice Chancellors and other offices has presented challenges. The Chancellor went on leave in late March 2023, resigned on May 1, 2023, and the People, Culture, and Technology Vice Chancellor is the current Acting Chancellor. Other new Vice Chancellors have been hired, such as Kelly Hall for finance and business, and, Laurie Coskey for development and

entrepreneurship, and this transition has been something the College has needed to adapt to with changing policy and procedures. One example is that VC Hall no longer requires that Board of Trustee agenda items must be submitted in their funding year and this has changed how our College submits grant and agreement documents. Continuing to adapt to the new policy and procedures brought forth from the District organizational transition is the work we will support through unit goal #1: Maintain the health and stability of the college through the cultivation of a positive campus climate, management of finances, technologies, and infrastructure, adequate staffing levels, modern and functional facilities, and compliance with relevant state, district and college regulations and standards.

Review of factors for 23-24

Internal:

Examples of internal factors that affect the President's Office yearly planning:

Staffing and lack of resources continues to be an issue. There is still a hiring freeze in effect for Classified Professionals so positions identified on the Classified Hiring Prioritization list each spring continue to not be filled. Faculty hiring is held when a vacancy occurs or from positions listed on the Faculty Hiring Prioritization list completed each spring.

The Affinity Centers continue to be a valuable source of information and support for San Diego Mesa College students. Affinity space request forms were sent out in Spring 2024 to get a list and prioritize it for future centers.

External:
Chancellor Gregory Smith was officially appointed in early 2024. Additional hires and reorganizations at the District Office have been made in the 23-24 academic year.

One particular item of discussion has been the Anonymous screening for candidates at Miramar College during the 2023-2024 academic year.

Other external factors:

Implementation of MS Teams telephones district-wide.
Wi-Fi upgrades to the Mesa Campus
Board Study Sessions added to the BOT schedule for topics for the Chancellor, Trustees, and Presidents.
CCS Fundraising
PeopleSoft Pillars upgrades
Chancellor's Fall Forum has now been extended to Spring Town Hall at each campus.
Emergency Management policies and procedures revision
Registration drops for student non-payment of fees, including fees associated with the Allied Health degrees.

Review of factors for 24-25 / 25-26 academic years:

Internal
Staffing and lack of resources continues to be an issue. There is still a hiring freeze in effect for Classified Professionals so positions identified on the Classified Hiring Prioritization list each spring continue to not be filled. Faculty hiring is held when a vacancy occurs or from positions listed on the Faculty Hiring Prioritization list completed each spring.

The Affinity Centers continue to be a valuable source of information and support for San Diego Mesa College students.

Mesa College is in process of developing our Safety Plan. In the future a Commander Incident plan will be in place. Staff continue to be trained for C-CERT.

External

Summary and Reflection

SDCCD has now gone from BoardDocs application to Diligent Community for board agenda items as well as District meeting documents. In the future this application will hopefully be offered to the colleges where they may store accreditation-related data, documents, and resources.

Related Documents for Charts and Graphs

Practice Reflection Complete
Yes

Mid-Cycle Updates

YEAR 2 Updates (2023 - 2024)

Provide any edits or updates to the prompts originally documented in the Executive Summary section for Year 2.
Completed

Provide any edits or updates to the prompts originally documented in the Data Reflection section for Year 2.
Completed

Review Outcomes Report. Review the unit's outcomes assessment process for 2022 - 2023. Discuss connections to unit goals/action plans/resource requests.
Completed

Provide any edits or updates to the prompts originally documented in the Practice Reflection section for Year 2.
Completed

YEAR 3 Updates (2024 - 2025)

Provide any edits or updates to the prompts originally documented in the Executive Summary section for Year 3.
Completed

Provide any edits or updates to the prompts originally documented in the Data Reflection section for Year 3.
Completed

Review Outcomes Report. Review the unit's outcomes assessment process for 2023 - 2024. Discuss connections to unit goals/action plans/resource requests.
Completed

Provide any edits or updates to the prompts originally documented in the Practice Reflection section for Year 3.
Completed

YEAR 4 Updates (2025 - 2026)

Provide any edits or updates to the prompts originally documented in the Executive Summary section for Year 4.
Completed

Provide any edits or updates to the prompts originally documented in the Data Reflection section for Year 4.
Completed

Review Outcomes Report. Review the unit's outcomes assessment process for 2024 - 2025. Discuss connections to unit goals/action plans/resource requests.
Completed

Summary and Reflection

Provide any edits or updates to the prompts originally documented in the Practice Reflection section for Year 4.

Completed

YEAR 5 Updates (2026 - 2027)

Provide any edits or updates to the prompts originally documented in the Executive Summary section for Year 5.

Provide any edits or updates to the prompts originally documented in the Data Reflection section for Year 5.

Review Outcomes Report. Review the unit's outcomes assessment process for 2025 - 2026. Discuss connections to unit goals/action plans/resource requests.

Provide any edits or updates to the prompts originally documented in the Practice Reflection section for Year 5.

Health and Stability of the College

Unit Goal: Maintain the health and stability of the college through the cultivation of a positive campus climate, management of finances, technologies, and infrastructure, adequate staffing levels, modern and functional facilities, and compliance with relevant state, district and college regulations and standards

Goal Status: Active

Beginning Year: 2022 - 2023

Projected Completion Year: 2025 - 2026

Mapping

Mesa College Strategic Plan: Roadmap to Mesa2030:

- **Community - Objective 1:** Use technology to improve communication and accessibility across campus. (✓)
- **Community - Objective 3:** Build a culture of communication that is evidence based, race conscious, institutionally focused, systemically aware, and equity advancing (✓)
- **Community - Objective 4:** Remove barriers to equitable participation by developing, incentivizing and creating structures for all employees to engage in and design professional learning (✓)
- **Community - Objective 5:** Increase opportunities to be an asset and resource to the external community (✓)
- **Completion - Objective 2:** Develop cross - functional teams that support student success and include integrated career and transfer counseling. (✓)
- **Completion - Objective 3:** Design and promote programs and services that intentionally target a reduction in equity gaps in completion outcomes (✓)
- **Pathways and Partnerships - Objective 1:** Develop and implement frameworks to create communities that can provide more targeted delivery of educational resources and support services. (✓)

Action Plans	Updates
Action Plan Status: Active	**Submission Date**: 01/16/2025

Unit Goals, Action Plans, and Updates

Action Plans	Updates
Action Plan: Goal 1 - Action Plan List a. Accreditation: ISER preparation and submission; b. BARC, FHP, CHP processes; c. Mesa2030: Facilities Planning Taskforce; d. Bond preparation work; e. Administrator leadership focus on Courageous Leadership and Equity in Action **Action Plan Cycle:** 2025 - 2026, 2024 - 2025, 2023 - 2024, 2022 - 2023	**Action Plan Update**: Action Plan: Goal 1 - Action Plan List a. Accreditation: ISER Follow-Up Report due October 2025. b. BARC, FHP, CHP: processes in response to department/schools Program Review requests and FHP and CHP. Departments who participate in the Program Review will submit their resource and staff needs requests to BARC, FHP, and CHP to be reviewed Spring 2025 and brought forward to PIEC and then the President's Cabinet for 1st and 2nd readings and motions for approval. c. Mesa2030: Facilities Planning Taskforce will continue to lead with the Mesa College areas of construction prioritization with the Bond Measure on the November ballot. Upon approval of ballot measure, the Mes2030 Facilities Planning Taskforce will meet to confirm prioritizations of projects and create next steps. This taskforce will report regular updates to President's Cabinet in Fall 2024- Spring 2025. d. Bond Preparation Work: The ACCJC Outcomes Planning group will schedule meetings in Fall 2024 led by ALO Hai Hoang and VPI Isabel O'Connor with faculty and staff representatives of the Standards included in the follow-up report. (Eliza Rabinovich, Andrew Hoffman, Linda Hensley, Nathan Resch, Dina Miyoshi, Justin Estep with Monica Romero and President Hands attending as necessary). e. Administrator leadership focus on Courageous Leadership and Equity in Action; President Hands will enlist a consultant to work with the managers and offer mentorship and professional development. In spring 2025 it is expected that the District Office will offer a workshop to managers and supervisors district-wide. This leadership training will be led by Dr. Sandy Shugart from his book led by Leadership in the Crucibles of Work. f. Completion of Mesa College Annual Report for 2023-2024 to be presented and distributed at the December 2024 President's Cabinet meeting. This report will be available on the San Diego Mesa College website. **Update Year**: 2025 - 2026 **Action Plan Progress**: On Track

Partnerships

Unit Goal: Work in partnership with internal and external stakeholders to address the needs of our students and community.

Goal Status: Active

Beginning Year: 2022 - 2023

Unit Goals, Action Plans, and Updates

Projected Completion Year: 2025 - 2026

Mapping
Mesa College Strategic Plan: Roadmap to Mesa2030:

- **Community - Objective 1:** Use technology to improve communication and accessibility across campus. (✓)
- **Community - Objective 2:** Develop activities, spaces, and programs that support a sense of belonging with a focus on antiracism, historically minoritized groups, and inclusion. (✓)
- **Completion - Objective 1:** Develop pathways that provide students with clarity about degree, certificate, and transfer requirements. (✓)
- **Completion - Objective 2:** Develop cross - functional teams that support student success and include integrated career and transfer counseling. (✓)
- **Completion - Objective 3:** Design and promote programs and services that intentionally target a reduction in equity gaps in completion outcomes (✓)
- **Completion - Objective 4:** Support students' access to resources to mitigate the impact caused by technological and basic needs insecurity (✓)
- **Pathways and Partnerships - Objective 1:** Develop and implement frameworks to create communities that can provide more targeted delivery of educational resources and support services. (✓)
- **Pathways and Partnerships - Objective 3:** Increase community engagement, experiential learning, integrated career planning, and workforce training to prepare students for future careers (✓)
- **Stewardship - Objective 2:** Support processes and initiatives that prioritize environmental sustainability and reduce Mesa College's impact on climate change (✓)

Action Plans	Updates
Action Plan Status: Active	**Submission Date**: 01/16/2025

Unit Goals, Action Plans, and Updates

Action Plans	Updates
Action Plan: Goal 2 Action Plan List a. Engaging K-12 partnerships focused on strengthening the Teacher Education Pipeline c. Engaging community partnership focused on Allied Health, Pathways, CE Day f. Generation Hope: FamilyU Cohort participation - focus student parents g. Meetings with elected officials h. Mesa Foundation: Shining Light on Gratitude Event i. Mesa Pathways j. Principal's Roundtable k. Shifting focus from access and completion to access + completion + post college success **Action Plan Cycle:** 2025 - 2026	**Action Plan Update**: Action Plan: Goal 2 Action Plan List a. Engaging K-12 partnerships focused on strengthening the Teacher Education Pipeline: - The Future Educator Summit was held March 2024 which was a collaboration among San Diego County schools from the TK-12 level, to colleges and universities. Hosted at San Diego Mesa College, it helped increase the visibility of educator career pathways for students. Mesa College faculty from academic areas including the Child Development, Teacher Education, Tutoring, and more, alongside administrative staff, hosted informative panels to inspire the next generation of teachers in San Diego County. - Mesa College partnered with the San Diego Foundation on key initiatives including a partnership with Hoover High and Barrio Logan College Institute to use best-in-class tutoring model and education pathways to encourage teaching careers for high school students to empower a more diverse pipeline of classroom teachers. - The Pathway to Law program is listed in the 2023-2024 Annual Report which creates a pipeline for Mesa College students to connect to transfer institutions. This expansion will allow for increased capacity, educational programming, and informational events. c. Engaging community partnership focused on Allied Health pathways: In Fall 2024 the SD Mesa College Health Program and Pipeline Career meeting with UCSD will be held as well as an Allied Health Program and campus tour. f. Generation Hope: FamilyU Cohort participation - focus student parents: Proposed is an endowing of a student parent scholarship for Fall 2024; a Family Resource Center will hold a grand opening in spring 2025. g. Meetings with elected officials: Dr. Hands meets with elected officials with Chancellor Smith; Fall 2024 is a presidential election and these meetings are expected to be much more regular with local and state officials. Proposed 1+ million federal support funding led by Sara Jacobs is proposed for Fall 2024. h. Mesa Foundation: Spirit of Mesa Annual Event: First annual event is scheduled for Fall 2024. i. Mesa Pathways: Mesa Pathways chairs report updates at each President's Cabinet meeting. j. Shifting focus from access and completion to access + completion + post college success: One example of this action plan is the A2MEND grant expected in Fall 2024 in the amount of $10,000 to improve academic success and develop a student support structure for educationally disadvantaged students. **Update Year**: 2025 - 2026 **Action Plan Progress**: On Track

Unit Goals, Action Plans, and Updates

Student Support, Teaching, and Learning

Unit Goal: Enhance student support, teaching, and learning by refining organizational processes, communication, and professional development opportunities.

Goal Status: Active

Beginning Year: 2022 - 2023

Projected Completion Year: 2025 - 2026

Mapping

Mesa College Strategic Plan: Roadmap to Mesa2030:

- **Community - Objective 1:** Use technology to improve communication and accessibility across campus. (✓)
- **Community - Objective 3:** Build a culture of communication that is evidence based, race conscious, institutionally focused, systemically aware, and equity advancing (✓)
- **Community - Objective 4:** Remove barriers to equitable participation by developing, incentivizing and creating structures for all employees to engage in and design professional learning (✓)
- **Completion - Objective 3:** Design and promote programs and services that intentionally target a reduction in equity gaps in completion outcomes (✓)
- **Completion - Objective 4:** Support students' access to resources to mitigate the impact caused by technological and basic needs insecurity (✓)
- **Pathways and Partnerships - Objective 1:** Develop and implement frameworks to create communities that can provide more targeted delivery of educational resources and support services. (✓)
- **Scholarship - Objective 1:** Expand and prioritize professional learning experiences for all employees that create parity in outcomes across racial/ethnic groups and all disproportionately impacted groups (✓)
- **Stewardship - Objective 6:** Develop a proactive hiring plan that includes a review of advertising, screening, and interviewing with a goal of establishing a diverse and competent workforce that is reflective of the student population and the local community (✓)

Action Plans	Updates
Action Plan Status: Active	**Submission Date**: 01/16/2025

Unit Goals, Action Plans, and Updates

Action Plans	Updates
Action Plan: Goal 3 Action Plan List a. Classified Onboarding Program; b. New Convocation format including professional learning opportunities; c. Enrollment Management Taskforce (campus and District); d. Presidents Weekly Updates; e. Theme: Shining Light on Equity and Excellence; f. Listening and Learning Tour **Action Plan Cycle:** 2025 - 2026, 2024 - 2025, 2023 - 2024, 2022 - 2023	**Action Plan Update**: Action Plan: Goal 3 Action Plan List a. Classified Onboarding Program: The New Classified Institute at Mesa College is an immersive program designed to support newly hired classified professionals in their transition to the college community. This comprehensive institute offers a deep dive into the essential elements of classified contracts, benefits, and workplace resources, while also providing an in-depth exploration of Mesa College's vibrant campus culture. Participants will gain a deeper understanding of how their roles contribute to the college's mission of equity and excellence, fostering a shared commitment to creating an inclusive and empowering educational environment for all. Leading the effort for NCI is Eileen Hayward, Charlie Lieu, and Alison Mona. b. New Convocation format including professional learning opportunities: the spring and fall convocations now hold its general meeting 8:30 - 10:00 a.m. and then release the attendees to attend their choice of breakout sessions. c. Enrollment Management Taskforce: In Fall 2023 the taskforce brought forward a motion to be a committee. The motion was approved at the September 19, 2023 President's Cabinet meeting. d. Presidents Weekly Updates: The Weekly Updates are compiled weekly (with the exception of campus holidays). These updates are posted on the President's webpage. e. Theme: Illuminating Paths; the theme for the 2024-2025 is "Ignite Your Light: Equity in Action" f. Pop-Ups / Coaching Sessions: Campus Pop-ups will continue to be scheduled for the 2024-2025 academic year at schools, programs, and events. Dr. Hands will have both 1:1 coaching sessions as well as bringing in consultant Bina Patel to work with the Mesa managers. **Update Year**: 2025 - 2026 **Action Plan Progress**: On Track

Equity and Excellence

Unit Goal: Ensure that equity and excellence are at the forefront of decision-making.

Goal Status: Active

Beginning Year: 2022 - 2023

Projected Completion Year: 2025 - 2026

Mapping

Mesa College Strategic Plan: Roadmap to Mesa2030:

Unit Goals, Action Plans, and Updates

- **Community - Objective 1:** Use technology to improve communication and accessibility across campus. (✓)
- **Community - Objective 3:** Build a culture of communication that is evidence based, race conscious, institutionally focused, systemically aware, and equity advancing (✓)
- **Community - Objective 4:** Remove barriers to equitable participation by developing, incentivizing and creating structures for all employees to engage in and design professional learning (✓)
- **Community - Objective 5:** Increase opportunities to be an asset and resource to the external community (✓)
- **Completion - Objective 1:** Develop pathways that provide students with clarity about degree, certificate, and transfer requirements. (✓)
- **Completion - Objective 3:** Design and promote programs and services that intentionally target a reduction in equity gaps in completion outcomes (✓)
- **Completion - Objective 4:** Support students' access to resources to mitigate the impact caused by technological and basic needs insecurity (✓)
- **Pathways and Partnerships - Objective 1:** Develop and implement frameworks to create communities that can provide more targeted delivery of educational resources and support services. (✓)
- **Pathways and Partnerships - Objective 3:** Increase community engagement, experiential learning, integrated career planning, and workforce training to prepare students for future careers (✓)
- **Pathways and Partnerships - Objective 5:** Develop and implement technologies, including website redesign, that will make pathways information available to students so that they can effectively utilize this information in their educational and career planning (✓)
- **Scholarship - Objective 2:** Evaluate and improve Diversity, Equity, and Inclusion practice in classroom environments, campus activities, departments, schools, and administrative units (✓)
- **Stewardship - Objective 2:** Support processes and initiatives that prioritize environmental sustainability and reduce Mesa College's impact on climate change (✓)

Action Plans	Updates
Action Plan Status: Active **Action Plan:** Goal 4 Action Plan List a. Theme: Shining Light in Equity and Excellence; b. President's Cabinet Equity Spotlights; c. AANAPISI and HSI grant implementation ; d. Pursuit of Native American Student Support & Success Program grant; **Action Plan Cycle:** 2025 - 2026, 2024 - 2025, 2023 - 2024, 2022 - 2023	**Submission Date**: 01/16/2025 **Action Plan Update**: a. Theme: 2024-2025 "Ignite Your Light: Equity in Action" b. President's Cabinet Equity Spotlights; c. New Grants; A2MEND, HSI Grants, AANAPISI, Sustainability grants to support paid internships for sustainability projects at Mesa College, d. Pursuit of Native American Student Support & Success Program grant: Action Item ongoing **Update Year**: 2025 - 2026 **Action Plan Progress**: On Track

Unit Goals, Action Plans, and Updates

Mesa2030 and Road Map to Mesa2030

Unit Goal: Maintain Mesa2030 and Road Map to Mesa2030 as dynamic and actionable documents that guide our ongoing progress and planning.

Goal Status: Active

Beginning Year: 2022 - 2023

Projected Completion Year: 2025 - 2026

Mapping

Mesa College Strategic Plan: Roadmap to Mesa2030:

- **Community - Objective 3:** Build a culture of communication that is evidence based, race conscious, institutionally focused, systemically aware, and equity advancing (✓)
- **Community - Objective 4:** Remove barriers to equitable participation by developing, incentivizing and creating structures for all employees to engage in and design professional learning (✓)
- **Community - Objective 5:** Increase opportunities to be an asset and resource to the external community (✓)
- **Completion - Objective 1:** Develop pathways that provide students with clarity about degree, certificate, and transfer requirements. (✓)
- **Completion - Objective 2:** Develop cross - functional teams that support student success and include integrated career and transfer counseling. (✓)
- **Completion - Objective 3:** Design and promote programs and services that intentionally target a reduction in equity gaps in completion outcomes (✓)
- **Completion - Objective 4:** Support students' access to resources to mitigate the impact caused by technological and basic needs insecurity (✓)
- **Pathways and Partnerships - Objective 1:** Develop and implement frameworks to create communities that can provide more targeted delivery of educational resources and support services. (✓)
- **Pathways and Partnerships - Objective 3:** Increase community engagement, experiential learning, integrated career planning, and workforce training to prepare students for future careers (✓)
- **Pathways and Partnerships - Objective 5:** Develop and implement technologies, including website redesign, that will make pathways information available to students so that they can effectively utilize this information in their educational and career planning (✓)

Action Plans	Updates
Action Plan Status: Active	**Submission Date**: 01/16/2025

Unit Goals, Action Plans, and Updates

Action Plans	Updates
Action Plan: Goal 5 Action Plan List a. President's Cabinet Retreats b. RoadMap to Mesa2030 semester assessments **Action Plan Cycle:** 2025 - 2026, 2024 - 2025, 2023 - 2024, 2022 - 2023	**Action Plan Update**: Action Plan: Goal 5 Action Plan List a. President's Cabinet Retreats, Administrators' Meetings: Monthly administrators' meeting and semester President's Cabinet retreats will continue. b. IE and Mesa2030 semester assessments: The Dean of IE and Chair of Mesa2030 will provide regular updates at the President's Cabinet meetings. **Update Year**: 2025 - 2026 **Action Plan Progress**: On Track