

End-of-Year Self Evaluation: Accomplishments and Goals

Since my arrival at Miramar four years ago, it has been clear to me that in order for the college to move forward, significant changes in the culture need to take place. Service to students is paramount, whatever the capacity of individual employees—whether faculty in the classroom or service personnel helping students at a desk, or a grounds-keeper or accounting clerk. The mission of the college is focused on helping students achieve their career goals in order to change their lives and the trajectories of their families. People help people better when they feel good about where they are. My primary focus as President of Miramar College has been and continues to be cultivating a sense of community and care among our employees, knowing that doing so will lead to better fulfillment of the college mission while at the same time helping employees—and students—find satisfaction and fulfillment at Miramar.

Building community is achieved best when there is a common focus among community members. It is well to say this focus is students, but specific goals and efforts can serve as a rally-point, so identifying and pursuing specific initiatives and plans is crucial. I have found that keeping the college focused on 1) a few academic and resource objectives, and 2) a shared theme to infuse into our work a humanitarian tone is most effective.

To that end, Miramar College has adopted for the 2024-2025 academic year the same theme we had in 2023-2024: “Cultivating a Campus of Care: Making the Invisible Visible.” Our collective sense, affirmed at College Council, is that we have much work to do toward making sure all know they are valued and esteemed.

On the next page is a list of accomplishments of the past year, followed by a list of goals for the coming year. As you review these, please overlay them with the college theme... because we will be most successful in our goals through also building a sense of community.

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President, Miramar College

Cultivating a Campus of Care
MAKING THE INVISIBLE VISIBLE



Cultivating a Campus of Care MAKING THE INVISIBLE VISIBLE



Significant Accomplishments, 2023-24 Academic Year

- Accreditation reaffirmation for 7 years, with one recommendation/no follow up
- Re-organization of Instructional Services division
- Formation of California Community Colleges Aviation Alliance (co-founded, leading with Jerry Buckley, Reedley College)
- Implementation of Anonymous Screening in all searches
- Finalized plans and demolition prep for Kaleidoscope (multicultural center)
- Plans and preparation for Bachelors in Public Safety Management (Fall 2025 start)
- Establishment of 2 new sports teams (men's soccer, men's/women's swim)
- Increased community-building events, luncheons
- Increase on campus of changing culture at Miramar; employees feeling valued and feeling part of a mission-focused community
- Increased engagement with community and use of Community Room: Mira Mesa Town Council, County Supervisor, Veterans Poetry Workshop, Native/Indigenous graduation celebration (this required easement of parking issue and facilities logistics)
- Miramar Foundation revised by-laws, addition of Foundation Director (Lisa); change in fundraising to include basic needs

Goals for 2024-25 Academic Year

- Top Priority: Building Community at Miramar
- Continue work with Aviation Alliance; Miramar lead for federal funding request
- Continue work with HR on Anonymous Screening to address issues/concerns in the process prior to "roll out" any further than Miramar
- Continue to address staffing shortage issue
- Secure new funding model for Public Safety (e.g. Police Academy)
- Advocate for change in CAM for CTE differential funding
- Implementation of restorative practices (college has adopted this as a focus)
- Build-out of Kaleidoscope and affinity office spaces in I-Building
- Development of Bachelors in Paralegal
- Increase support for Miramar athletics
- Establish Weekly President's Update
- Continue to increase a feeling of changing culture at Miramar; employees feeling valued and feeling part of a mission-focused community
- Continue increased use of Community Room
- Identify space for Basic Needs Center; develop plans and implementation