Cultivating a Campus of Care
MAKING THE INVISIBLE VISIBLE

SAN DIEGO MIRAMAR COLLEGE

Academic Year Goals for Miramar College 2025-2026

President's Office

1. **Continued Culture Change**
   a. Continue building a sense of community
   b. Encourage individuals to practice mindfulness
   c. Encourage strong life/work balance as a lifestyle
   d. Create opportunities for interaction
   e. Cultivate a Campus of Caring
   f. <u>Personal Goal</u>: increase walkabouts, implement departmental lunches with leadership

2. **Move the College Toward Restorative Practices**
   a. Increase awareness of RP as a broad practice
   b. Engage with training on RP across the campus
   c. Encourage discussion/exploration of how RP can be implemented
   d. Identify and work toward eliminating systemic road blocks to RP
   e. Identify and put in place an RP coordinator(s)
   f. <u>Personal Goal</u>: Intentional re-engagement of personnel who are "on the fringes"

3. **Cultivate Broad, Systemic Understanding of Miramar**
   a. Break down silos by encouraging cross-department/division interaction
   b. Work with Executive Planning Cabinet to strategize an increase in seeing the college as a whole, as a system with components that work together toward a common outcome
   c. Explore ways to encourage and support inter-departmental work
   d. Increase awareness of the role of academics, student services, administration, institutional effectiveness and research, and DEIA in the "wholeness" of the college
   e. <u>Personal Goal</u>: Include presentation of systemic thinking in communications to the campus.

4. **Make the Invisible Visible**
   a. Encourage departments to identify a "making visible" goal for their department to adopt, along with how to implement it
   b. Adoption of "Making it Visible" messaging by leadership
   c. College Council identify 2-3 ways the college can work to make the invisible visible — and in a way we can broadcast to students and the community
   d. <u>Personal Goal</u>: Publicly praise employees and employee groups often not in the spotlight
   e. <u>Personal Goal</u>: Include a "Making it Visible"

SAN DIEGO MIRAMAR COLLEGE

Highlights for 2024-2025

Administrative Services

1. **Enhanced Operational Efficiency and Fiscal Stewardship**

   Administrative Services has prioritized streamlining business processes and enhancing fiscal systems, including the implementation of new technologies for payroll auditing, payment processing, and cross-departmental collaboration, and contributing to improved transparency and accountability.

2. **Optimized Campus Resources to Support Student Success**

   With a continued focus on maximizing facilities and technology, Administrative Services is ensuring that physical and digital environments are effectively aligned with student learning needs, and committing to long-term institutional sustainability and student-centered service.

3. **Strategic Technology Modernization**

   Through significant investments in instructional technology and infrastructure upgrades, the IT department is advancing the college's digital capacity. These efforts include future-proofing classrooms, enhancing device access for students and faculty, and building internal capacity to support and sustain campus technology needs.

Instructional Services

1. In an effort toward academic innovation and equity, Instructional Services has made significant advancements in curriculum and program development. A major highlight is the launch of a new Zero Textbook Cost (ZTC) degree in History, eliminating financial barriers and making education more accessible. This ZTC degree in History will be added to two others from the most recent past — Communication Studies and Nutrition.

2. The college has also expanded its commitment to inclusive education by hiring a full-time Ethnic Studies faculty member, strengthening the Ethnic Studies program and enriching the cultural and academic landscape.

3. Recognizing the value of prior experience, the institution now awards Military Credit for Prior Learning in another of its programs — Computer Programming, honoring the skills of veteran students and accelerating their academic progress.

4. To support holistic student development, a new Career & Life Design space has been opened.

5. Further enriching the student experience, the MESA and HSI Student Ambassador programs have been implemented to build leadership and peer support networks.

6. Entrepreneurial spirit is thriving, thanks to the Miramar College Foundation, which raised over $20,000 to support student innovators.

7. To support long-term transformation, the implementation of a campus-wide Customer Relationship Management (CRM) system is underway — designed to enhance communication, streamline services, and foster a more connected student experience.

8. A major milestone on the horizon is the launch of Miramar's first Bachelor's Degree cohort in Public Safety Management. With 35 students enrolled, this program marks a significant expansion in academic offerings and a new chapter in the college's ability to meet regional workforce needs.

Highlights for 2024-2025

SAN DIEGO MIRAMAR COLLEGE

Office of Institutional Effectiveness

1. **Accreditation**
    a. Completed and submitted ACCJC Annual Report 2025
2. **Planning**
    a. Facilitated the Collegewide Planning Summit 2025—Focus was on student persistence and their journey across the college
    b. Vetted and Approved the Fall 2021-Spring 2028 Miramar Education Plan
    c. Vetted the Annual Planning Calendar 2025-26 (pending constituency approval)
3. **Research**
    a. Continued to support the Vision Aligned Reporting (VAR) program leads regarding ongoing data collection efforts

4. **Program Review**
    a. Implemented the Comprehensive 2024-27 Program Review/Outcomes Assessment Functional Plan
    b. Implemented the 2024-27 Program Review/Outcomes Assessment Process Cycle across the college

Student Services

1. Miramar College continues to expand its Basic Needs service delivery by launching a new Pantry Pick-Up Locker service enabling students to access basic needs support after normal business hours and by disbursing $151,678 in emergency funds to support individual food, housing, transportation, and technology needs.
2. Miramar College continues to demonstrate its commitment to serving the Military community by opening a newly renovated Veterans Resource Center and hiring the inaugural full-time Veterans Counselor and full-time Director of Veterans Affairs and Military Education.

3. Miramar College's effort to expand the culture of restorative practices has been clearly demonstrated by the growth of the Rising Scholars program, which now offers full-time course offerings to students incarcerated in the Naval Consolidated Brig Miramar and hosts regular "Clean Slate" clinics in partnership with The Access Project.
4. Through a year-long, collaborative effort from multiple offices in instruction and students services, Miramar College has built the structure and admissions process for its new BA program in Emergency Management and poised to receive its first cohort of 50 new student in the Fall of 2025.

Development and Entrepreneurship

1. Launched a strategic planning process with the Miramar College Foundation Board, resulting in updated mission and vision statements which articulate the Foundation's renewed focus on actively soliciting transformational funding in support of Miramar College students. This also led to the adoption of a fundraising strategic plan focused on major gifts and charitable gift planning.

a. **Mission:** The Miramar College Foundation collaborates with San Diego Miramar College to empower students to overcome barriers to achieve their educational goals and to thrive in their future lives.
b. **Vision:** The Miramar College Foundation envisions being a transformational organization partnering with San Diego Miramar College, individuals, and businesses to remove barriers to student success, empowering students to thrive in their lives.

Highlights for 2024-2025

LEAD Office

1. **Hosted the 4th Annual Equity Summit: Cultivating Community: Making the Invisible, Visible**
   a. keynote speaker, Dr. Laura Rendon
2. **Hosted/co-hosted the following collegewide activities with the Inclusion, Diversity, Equity, and Antiracism (IDEA)Committee:**
   a. Co-hosted Latinx Heritage Month (September/October)
   b. Co-hosted LGBTQIA History Month (October)
   c. Co-hosted Native American Heritage Month & Flag Raising (November)
   d. Co-hosted Black History Month (February)
   e. Co-hosted Women's History Month (March)
   f. Co-hosted Arab American History Month (March)
   g. Co-hosted Asian American and Pacific Islander Heritage Month (May)
   h. Co-hosted Juneteenth Flag Raising Event
3. **Culturally Responsive Pedagogy & Best Practices Grant:**
   a. Launched three CREATE (Culturally Responsive Educators Academy & Training for Equity) cohorts
   b. Hosted the CREATE Symposium featuring CREATE faculty presentations and keynote speaker, Dr. Laura Rendon
4. **Native American Student Support & Success Program**
   a. Hosted Native American Heritage Month events & Flag raising (November)
   b. California Indian Day (September)
   c. Indigenous People's Day (October)
   d. Orange Shirt Day (October)
   e. Beading Workshops
   f. NDN Memes
   g. Pow Wow with SDUSD Indian Education Program
   h. Participated in GONA(Gathering of Native Americans
   i. Sponsored and participated in UNITY (United National Indian Tribal Youth) Conference
   j. Hosted Native Graduation
5. **Asian American Native Hawaiian Pacific Islander Student Achievement Program:**
   a. PEARL (Promoting Educational Achievement, Retention, and Leadership) Program
      ◆ Pilot of paired courses taught from an AAPI perspective
        • Fall 2024 – ENGL 101 & PHIL 100
        • Spring 2025 – ENGL 205 & MUSI 103
      ◆ Pilot of PEARL Mentoring & Leadership Program
   b. Attended the APAHE Conference
   c. Hosted the San Diego Regional AANHPI SAP Program Planning Meeting
6. **Supported Achievement and Recognition Ceremonies (La Raza; Rite of Passage; Native American Student Success; Asian American Native Hawaiian Pacific Islander)**

SAN DIEGO
MIRAMAR COLLEGE

Cultivating a Campus of Care MAKING THE INVISIBLE VISIBLE