Welcome

Fall 2025 Opening Day

SAN DIEGO MIRAMAR COLLEGE

Overview

Land Acknowledgement
District Greetings
Constituent Greetings
2025-2025 Highlights Video
New Employee Recognition
President's Welcome

Today's Student Mindset
Student Equity Plan Update
Connecting with Purpose
Collaborating with Committees
Holistic Program Review
Lunch

08/21/2025 - Opening Day

Land Acknowledgement

We recognize that San Diego Miramar College sits on the ancestral homeland of the Kumeyaay people, who have lived in this area for well over 10,000 years, and we honor their past, present, and future connection to this land and its inherent connection to their identity.

We acknowledge our occupation of unceded Kumeyaay land and the violent systemic injustices this has continuously perpetuated for Native peoples of this region. We pay respect to the Indigenous people of San Diego County - past, present, and future - and honor their continuing presence in their homeland and their spiritual beliefs that land does not belong to people; people belong to land.

We also acknowledge that this is merely the beginning, and there is far more work to be done in an attempt to heal all of the injustices and inequities that still exist today and throughout their entire historical diaspora. We commit to moving forward together.

District Greetings

Geysil Arroyo
President
SDCCD
Board of Trustees

Gregory A. Smith
Chancellor
SDCCD

Jim Mahler
President
AFT

Constituent Greetings

Ariella O'Garro
President
ASG

Rodrigo Gomez
President
Academic Senate

Malia Kunsi
President
Classified Senate

2024-2025 Highlights

Recognition of New Employees

WELCOME TO THE MIRAMAR FAMILY!

Paolo Arriola,
Student Assistance Technician

Jeffrey Orgera,
Dean of Academic Services

LaChaune DuHart,
Director of Veterans Affairs & Military Education

Maria Battisti,
Vice President of Administrative Services

Jennifer Pena,
Associate Dean of Career Education

Gabriela Soto Garibay,
Dreamers Counselor

Daniel Ceballos Archiniega,
Veterans Counselor

Emanuel Green,
Stock Clerk 1

Arnel Tan,
Public Safety Counselor

Amara Tang,
Career Counselor

Farnaz Dargahi,
AP, Computer Science

Errol Browne,
AP, Ethnic Studies

Brett Savage,
AP, Political Science

Temmy Najimy,
Administrative Technician

Maribel Flores,
Administrative Technician

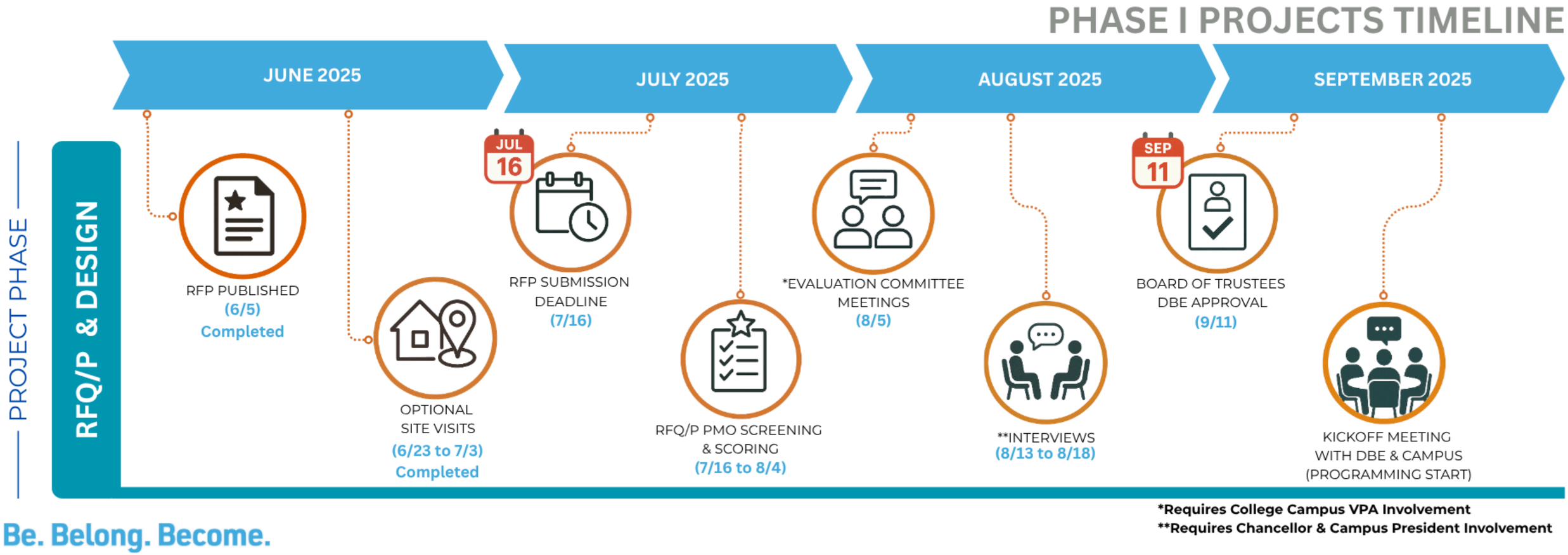
Marvin Johnson,
ILT - Aviation

President's Welcome

San Diego Miramar College's mission is to prepare students to succeed by providing quality instruction and services in an environment that supports and promotes success, diversity, inclusion, and equity with innovative programs and partnerships to facilitate student completion for degrees/certificates, transfer, workforce training, and/or career advancement.

P. Wesley Lundburg, Ph.D.
President
Miramar College

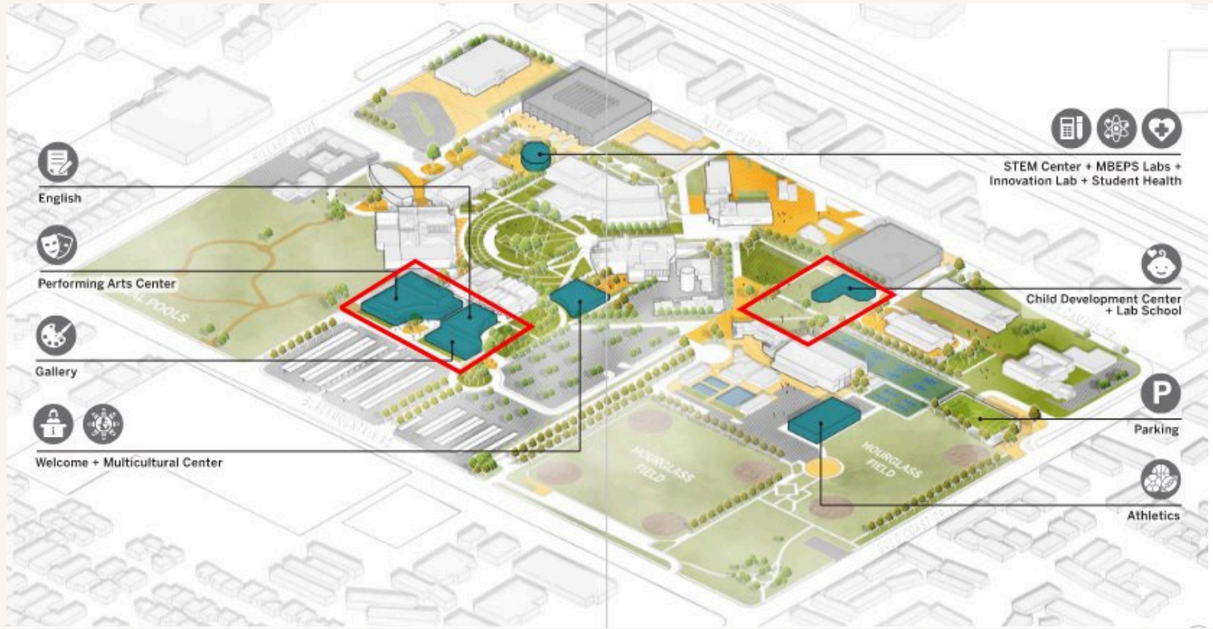
RFQ/P Bid & Award Timeline



Be. Belong. Become.

Miramar College – Phase I

- **Project: Montgomery Field Aviation Instructional Center**
  - Associated Infrastructure
- **Project: Early Education Center**
  - Associated Infrastructure
- **Project: Performing Arts Center & English /Gallery Building**
  - Associated Infrastructure



NOTE: The Design-Build Entity (DBE) was explicitly instructed in the Request for Qualifications/Proposals (RFQ/P) not to begin or engage in any design activities during this phase of procurement.

Programming & Design efforts are scheduled to begin in late September in tandem with Mesa College user groups, following the successful onboarding of the DBE.

Tentative Project Timeline

Montgomery Field Aviation Instructional Center

SAN DIEGO
Community College District

- Programming will begin by the end of Sept 2025 and run approx. 3-4 months.
- Weekly meetings with campus input will be crucial during this time.
- Site logistics, such as swing space, to be discussed during the design phase.
- Construction to begin in 2027!

Activity	Target Completion
Design	Summer 2026
DSA & FAA Agency Review	Spring 2027
Construction of Aviation Instructional Center	Summer 2028

Tentative Project Timeline

Early Education Center

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- Programming will begin by the end of Sept 2025 and run approx. 3-4 months.
- Weekly meetings with campus input will be crucial during this time.
- Site logistics, such as parking, to be discussed during the design phase.
- Construction to begin in late 2026!

Activity	Target Completion
Design Phase 1: Make Ready Road Work	Summer 2026
Design Phase 2: New Early Education Center	Summer 2026
DSA Agency Review (Make Ready Road Work)	Summer 2026
DSA Agency Review (New Early Education Center)	Winter 2026-2027
Construction Phase 1: Make Ready Road Work	Winter 2026-2027
Construction Phase 2: New Early Education Center	Summer 2028
Construction Phase 2: Demo of Existing Child Development Center	Fall 2028

Tentative Project Timeline

Performing Arts Center & English/Gallery Building

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Community College District

- Programming will begin by the end of Sept 2025 and run approx. 3-4 months.
- Weekly meetings with campus input will be crucial during this time.
- Site logistics, such as parking, to be discussed during the design phase.
- Construction to begin in late 2027!

Activity	Target Completion
Design	Winter 2026-2027
DSA Agency Review	Fall 2027
Construction of New Performing Arts Center & English/Gallery Building	Summer 2030

Opportunities for Measure HH

Want to learn more about Measure HH and next steps? Come out to a Campus Open forum this fall!

Campus Open Forums
2025-2026

Monday, September 22nd	3:00 pm – 4:00 pm	L-105
Monday, October 27th	3:00 pm – 4:00 pm	Zoom
Monday, November 17th	3:00 pm – 4:00 pm	L-105
Monday, February 23rd	3:00 pm – 4:00 pm	Zoom
Monday, March 23rd	3:00 pm – 4:00 pm	L-105
Monday, April 27th	3:00 pm – 4:00 pm	Zoom

Zoom Information:
https://sdccd-edu.zoom.us/j/89974836631?pwd=dzN5RFNiaW9tMy9udXFFczdkbHRJdz09
Meeting ID: 899 7483 6631 | Passcode: 713999

SAN DIEGO MIRAMAR COLLEGE

San Diego Community College District

Measure HH

Building tomorrow, today

BOND PROGRAM UPDATE FOR MIRAMAR COLLEGE FACULTY & STAFF

Join members of the Bond Measure HH leadership team for an informative discussion about the $3.5 billion bond measure, approved by more than 60% of San Diego voters in November 2024. See how it will transform Miramar College over the next 20 years. Learn about:

- Exciting projects planned for Miramar College
- Projected project timelines
- How to stay informed and engaged about Measure HH activities and impacts to campus
- Q and A session with leadership team

Attendees will earn Flex Credits for participating in this learning session. Light refreshments provided.

WHO SHOULD ATTEND: Miramar College faculty and staff interested in learning more about Bond Measure HH.

WHEN & WHERE

Monday, September 22, 3:00 – 4:00 p.m. - L-105
- Flex Credit - #20405

Monday, November 17, 3:00 – 4:00 p.m. – L-105
- Flex Credit - #30407

SAFETY AWARENESS FLEX SEMINAR

Friday, August 22, 2025
Time: 2-3 PM

Zoom Meeting
Meeting ID: 842 5077 8328
Passcode: 217966
Flex Credit Number: 30275

OEHS Website
– Your go-to safety resource

Student Injury Reporting
– What to do and why it matters

Employee Injury/Illness Reporting
– Quick steps, big impact

Emergency Maps & Evacuation Tips
– Be ready when it counts

Upcoming safety events!

Academic Year Goals for Miramar College 2025-2026

- **Continued Culture Change**
  - Continue building a sense of community
  - Encourage individuals to practice mindfulness
  - Encourage strong life/work balance as a lifestyle
  - Create opportunities for interaction
  - Cultivate a Campus of Caring
  - Personal Goal: increase walkabouts, implement departmental lunches with leadership
- **Move the College Toward Restorative Practices**
  - Increase awareness of RP as a broad practice
  - Engage with training on RP across the campus
  - Encourage discussion/exploration of how RP can be implemented
  - Identify and work toward eliminating systemic road blocks to RP
  - Identify and put in place an RP coordinator(s)
  - Personal Goal: Intentional re-engagement of personnel who are “on the fringes”
- **Cultivate Broad, Systemic Understanding of Miramar**
  - Break down silos by encouraging cross-department/division interaction
  - 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
  - Explore ways to encourage and support inter-departmental work
  - Increase awareness of the role of academics, student services, administration, institutional effectiveness and research, and DEIA in the “wholeness” of the college
  - Personal Goal: Include presentation of systemic thinking in communications to the campus.
- **Make the Invisible Visible**
  - Encourage departments to identify a “making visible” goal for their department to adopt, along with how to implement it
  - Adoption of “Making it Visible” messaging by leadership
  - 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
  - Personal Goal: Publicly praise employees and employee groups often not in the spotlight
  - Personal Goal: Include a “Making it Visible” thought or quote for every President’s Update

Today's Student Mindset

Dr. Cheryl Barnard, Ph.D.
Dean of Student Affairs

Retention and Persistence

Research shows:

- **Tinto's Theory of Student Departure** emphasizes **social integration** as key to staying in school.
- **Rendón's Validation Theory** shows students—especially first-gen and underrepresented students—**persist when they feel seen and affirmed by at least one person.**
- Sense of belonging is now considered one of the strongest predictors of student success, particularly for marginalized and nontraditional students.

Who are our Students

5 Year Average Age of Our Students

Academic Year / Age Group	2019/20 Headcount	%	2020/21 Headcount	%	2021/22 Headcount	%	2022/23 Headcount	%	2023/24 Headcount	%	5-Year Average Headcount	%
17 and Under	2,107	8%	2,068	8%	1,686	7%	2,110	9%	2,455	10%	**2,085**	**9%**
18 - 24	11,676	47%	12,003	48%	10,081	44%	10,098	44%	10,829	44%	**10,937**	**45%**
25 - 29	3,972	16%	4,065	16%	3,712	16%	3,369	15%	3,411	14%	**3,706**	**15%**
30 - 39	3,966	16%	4,126	16%	4,303	19%	4,136	18%	4,094	17%	**4,125**	**17%**
40 - 49	2,046	8%	1,925	8%	2,033	9%	2,111	9%	2,220	9%	**2,067**	**9%**
50 and Over	1,136	5%	1,052	4%	1,287	6%	1,235	5%	1,357	6%	**1,213**	**5%**
Unknown	21	0%	24	0%	11	0%	12	0%	12	0%	**16**	**0%**
Total	**24,924**	**100%**	**25,263**	**100%**	**23,113**	**100%**	**23,071**	**100%**	**24,378**	**100%**	**24,150**	**100%**

60%

Generational Theory

- **Karl Mannheim (1936)**:
  - He proposed that "generational consciousness" arises when people of similar age experience significant historical events together.
- **William Strauss & Neil Howe (1990s)**:
  - Popularized modern generational theory in the U.S. with their book Generations and coined the idea that "defining moments" shape generational Personas.
- **Jean Twenge, Pew Research Center and et al.**
  - reference "marker events" (sometimes called cohort-defining events) in generational analysis, especially when discussing Gen Z and Millennials.

Marker Events

Marker events are significant historical, cultural, or social milestones that shape and are shared by a generation. These events help define a generation’s identity, influence their values and beliefs, and create a sense of collective memory and connection.

Notable Events & Gen Z Age Timeline (Born 1997 - Age 28 in 205)

Birth Year	Notable Events	Age in 2025
1997	Princess Diana dies; DVDs launched	28
1998	Google launched	27
1999	Bluetooth introduced; Columbine shooting	26
2000	PlayStation 2 releesed; Survivor premieres	25
2001	Wikipedia launched 9/11 attacks	24
2002	Linkedin founded	23
2003	Columbia Space Shuttle disaster	22
2004	Facebook launched	21
2005	YouTube and Pandora launched	20
2006	Twitter launched	19
2007	iPhone released; Virginia Tech shooting	18

Characteristics of Gen Z

Tech Fluency	•Digital Natives – grew up technology and prefer texting, DMs and short form digital content over emails or calls
In-Person Communication Skills	•Often less confident in face-to-face conversations due to heavy reliance on tech. May struggle with small talk, spontaneous interactions or public speaking
Emotional Intelligence	•High Awareness of Mental health and emotional needs but may have difficulty expressing themselves clearly when face-to-face or in group settings
Social Anxiety	•Higher rates of reported social anxiety.
Relationship Building	•Value authenticity and vulnerability but may take longer to warm up to others. Prefer intentional inclusive spaces over casual mingling.

See Them as Individuals

- Learn and use their names and pronouns.
- Acknowledge their backgrounds, struggles, and strengths.
- Share your own stories to build human connection—not just authority.

Support Mental and Emotional Well-Being

- Normalize mental health conversations; don’t treat struggle as weakness.
- Make counseling and wellness spaces visible, welcoming, and low-barrier.
- Offer quiet zones, mindfulness events, and check-ins during peak stress periods

Communicate in Their Language

Use clear, direct, and mobile-friendly communications (texts > emails).

Repeat key info often and across platforms (social mee-dia, Canvas, in-person).

Avoid jargon and assume no prior knowledge of college systems.

Create Micro-Communities

Use cohorts, interest-based groups, identity-based programs, and student orgs to build connection.

Facilitate peer mentorship and first-year experience programs.

Make it easy to join –not just for “outgoing” students.

Representation Matters

Celebrate cultural, generational, and first-gen identities proudly and often.

Avoid one-size-fits-all narratives of what success looks like.

Make Belonging Tangible

Use signage, syllabi, and welcome materials that say:

“You belong here. You’re not alone. We’re glad you’re here.”

Remember

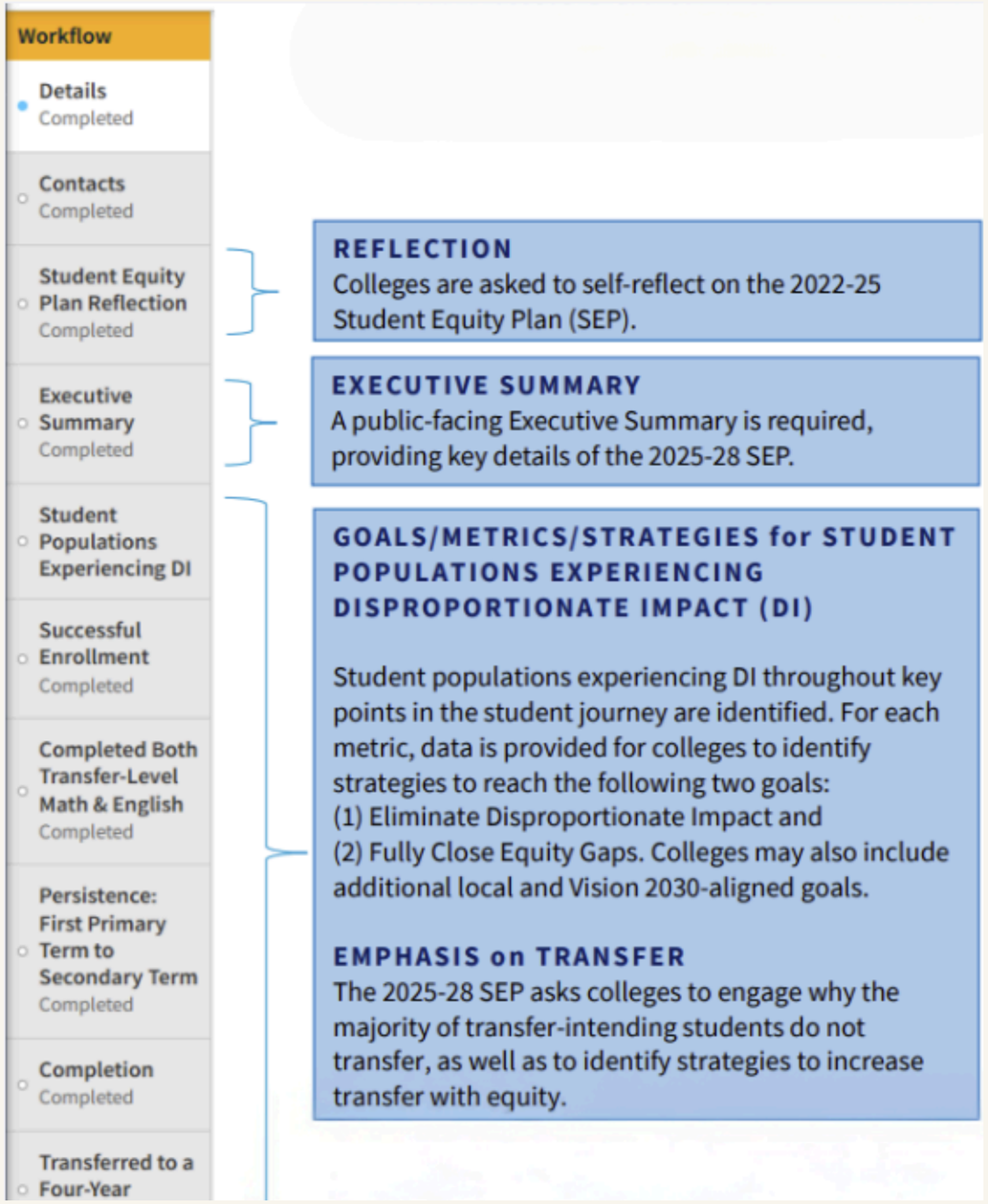
Engagement = Relational

Student Equity Plan

Dr. Nessa Julian
Dean of LEAD and Equity

Dr. Carmen Carrasquillo
Faculty Coordinator, LEAD

Core Elements



Metrics

Successful Enrollment

Definition:
Successfully enrolled after starting a CCCApply application

Baseline Cohort Year:
2022-23

Transfer-Level Math & English

Definition:
Completed both transfer-level math and English in the first year

Baseline Cohort Year:
2022-23

Persistence

Definition:
Persisted from first primary term to next primary term

Baseline Cohort Year:
2021-22

Transfer to a 4-year*

Definition:
Transferred to a 4-year institution within three years

Baseline Cohort Year:
2018-19

Intensive Focus

Completion

Definition:
Attained an award within three years

Baseline Cohort Year:
2019-20

Student Education Plans

Definition:
Completed Comprehensive Student Education Plans*
A Comprehensive Student Education Plan is at least 2 terms in length and at minimum, comply with Title 55524 and include the student's declared course of study and all courses & requirements to achieve their degree/certificate.

Cohort:
New, first-time, non-special admit unduplicated students for that term

Vision 2030 Alignment

- Guided Pathways
- Student Financial Aid Administration
- Students with Disabilities
- EOPS & CalWORKs
- Next Up & Foster Youth
- Programs for Veterans
- Rising Scholars
- Low-Income Adults
- Credit for Prior Learning
- Dual Enrollment
- Strong Workforce Programs & Perkins

Why the Equity Plan Matters

"By embedding racial equity into the core of our institutional practices, policies, and culture, we can foster an environment where all students–especially those from racially minoritized and marginalized communities–can fully realize their potential and achieve their educational goals."

Authentic, Intentional Equity

- We commit to **close achievement gaps** and remove systemic barriers.
- We examine **data**, engage in critical **reflection**, and identify **root causes** of inequities.
- We know our **history** and build on our past successes.
- We innovate, collaborate, and develop **actionable strategies.**
- We focus on **real, measurable change.**
- 25% to 30% increase in access and completion rates by 2030

Increase visibility of African American students by providing opportunities for the sharing of history, scholarship, and contributions across courses and events to create a sense of belonging and validation.

Provide a library/resource center specific to LGBTQ+ students.

Offer active listening and sensitivity training for all staff.

Embed academic and mental health counselors in cohort-based learning communities.

Create cohorts in which first generation students are enrolled in linked math and English courses in their first year.

Your Input Here!

Develop professional development workshops to create a baseline of transfer knowledge across all employees.

Timeline & Next Steps

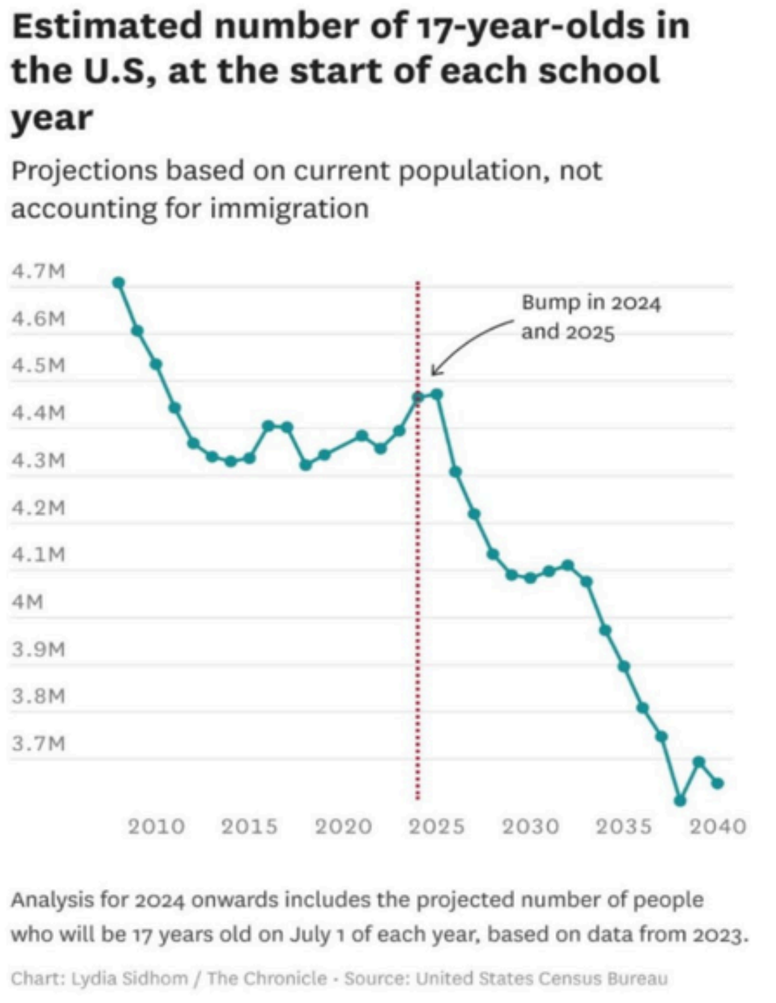
- August 22nd, Summer Equity Workgroups, K1-107, 1-2 pm
- Review and analyze collected data.
- Write draft of Student Equity Plan and share with all constituency groups for input, revision and approval.
- Equity Plan Forum | Zoom, Wednesday, 9/17, 3-4 pm

Group	Activity	Date	Time	Location
Campus Convocation	Equity Plan Presentation	8/21/2025	9:00am - 1:00pm	L-105
College Council	Equity Plan Update	8/27/2025	1:00 pm - 2:30pm	L-108
Student Success Committee	Equity Plan Update	9/10/2025	3:00pm - 4:30pm	K1-202
President's Cabinet	1st Read of Equity Plan	9/15/2025	9:00am - 11:00am	N-203
Classified Senate	1st Read of Equity Plan	9/16/2025	10:30am - 12:00pm	L-108
Academic Senate	1st Read of Equity Plan	9/16/2025	3:30pm - 5:00pm	M-110 or Zoom
Miramar College	25-28 Equity Plan Forum	9/17/2025	3:00pm - 4:00pm	Zoom
Associated Student Government	1st Read of Equity Plan	9/19/2025	9:00am - 10:00am	K1-107
College Council	1st Read of Equity Plan	9/23/2025	1:00pm - 2:30pm	K1-202
EPW Leads	Review feedback from constituencies	9/22/2025 - 10/3/2025	NA	NA
Student Success Committee	2nd Read of Equity Plan & Approval	10/15/2025	3:00pm - 4:30pm	K1-202
President's Cabinet	2nd Read of Equity Plan & Approval	10/20/2027	9:00am - 11:00am	N-203
Classified Senate	2nd Read of Equity Plan & Approval	10/21/2025	10:30am - 12:00pm	L-108
Academic Senate	2nd Read of Equity Plan & Approval	10/21/2025	3:30pm - 5:00pm	M-110 or Zoom
Associated Student Government	2nd Read of Equity Plan & Approval	10/24/2025	9:00am - 10:00am	K1-107
College Council	2nd Read of Equity Plan & Approval	10/28/2025	1:00pm - 2:30pm	K1-202
District Governance Council	Final Draft Presentation	TBD	TBD	TBD
Board of Trustees	Submit Board Docs for Plan Approval	9/29/2025	EOD	Email to VPA
Board of Trustees	Final Draft Presentation to Board of Trustees	10/30 or 11/13	5PM	City (10/30) or Mesa (11/13)
NA	Submit plan on NOVA and post online	11/14/2025	NA	LEAD Webpage

Connecting with Purpose

Dan Roberts
Special Projects Manager - CRM

Addressing the Challenges



"The class of 2025 represents the largest high school graduating class we'll see for the next decade-plus. Colleges knew this was their last shot at decent [enrollment] numbers before the pipeline truly dries up."

-Jeff Selingo, College Admissions & Early Career Expert and NYT Best Selling Author

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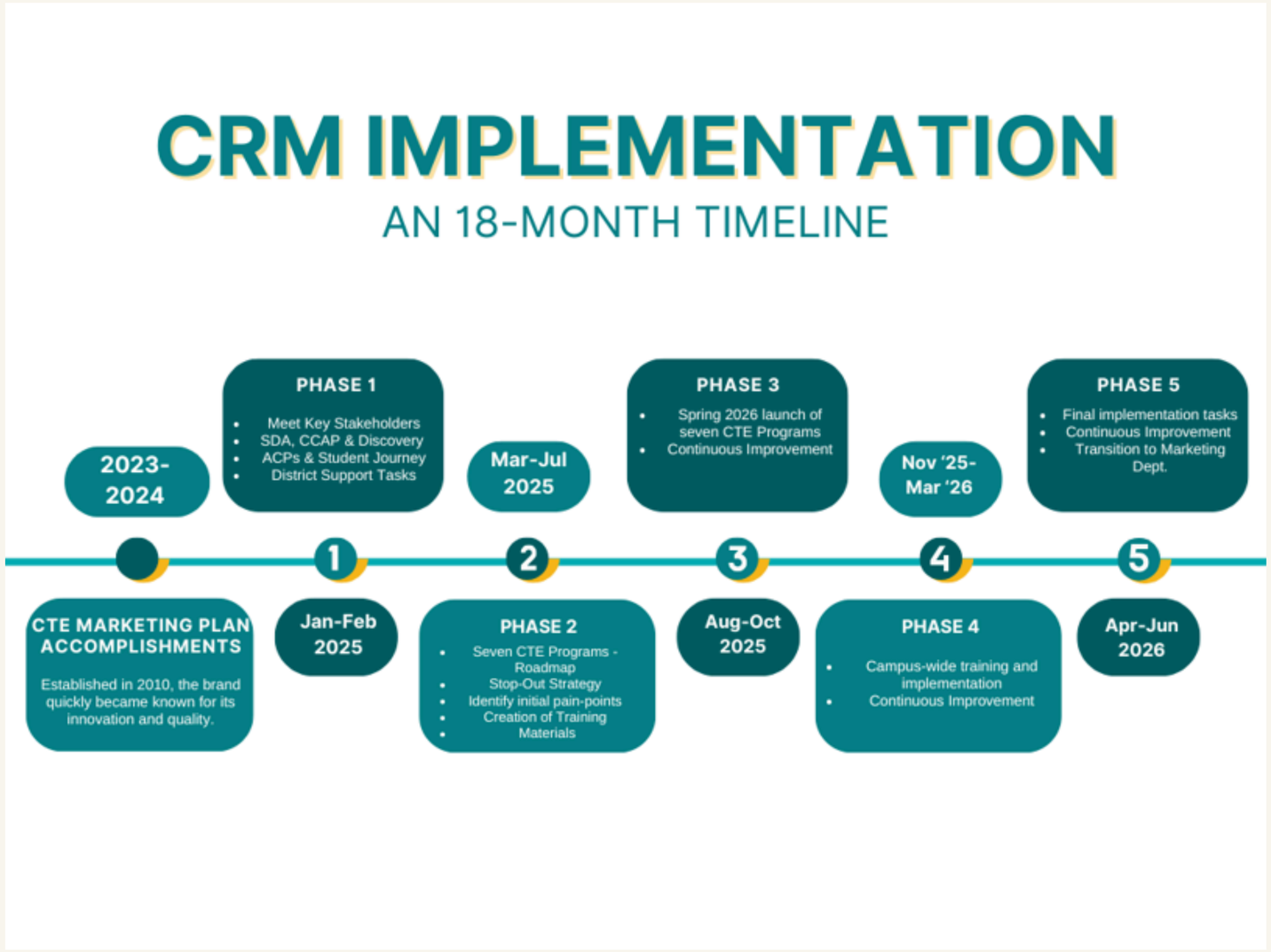

- Fact Finding & Stakeholder Education
- Initial Campaigns

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I am a ... | Academics & Programs | Paying for College | Support for Students

Our Mission

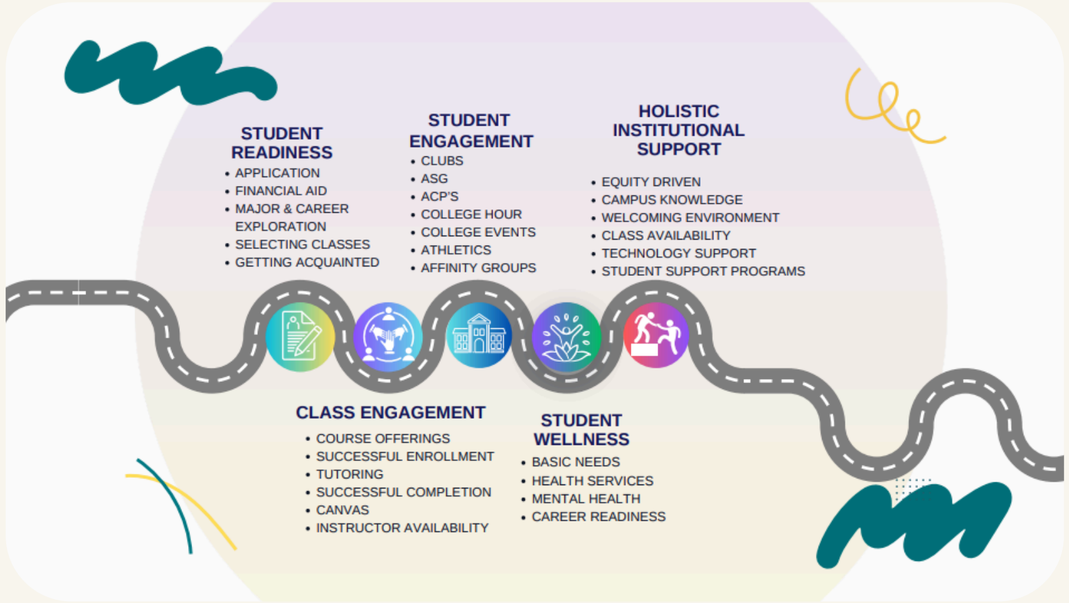
San Diego Miramar College's mission is to prepare students to succeed by providing quality instruction and services in an environment that supports and promotes success, diversity, inclusion, and equity with innovative programs and partnerships to facilitate student completion for degrees/certificates, transfer, workforce training, and/or career advancement.

Leading Equity, Anti-Racism and Diversity

San Diego Miramar College Equity Definition

Equity is the framework and practice in which historically marginalized and minoritized populations (based on race, economic class, gender identity, sexual orientation, ability, and/or disproportionately impacted) are provided the resources, opportunities, and education to achieve success – from access through completion.

"...prepare students to succeed by providing quality instruction and services in an environment that supports and promotes success, diversity, inclusion, and equity...to facilitate completion..."



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Planning Summit Feedback…

- Text messaging vs. Email
- Utilize AI
- Work across departments
- Basic Needs (Food Pantry, Mental Health)
- Equity Programs
- Remind Students…
- Customized Feedback
- Accommodate All Languages
- Warm hand-offs; opportunities to connect

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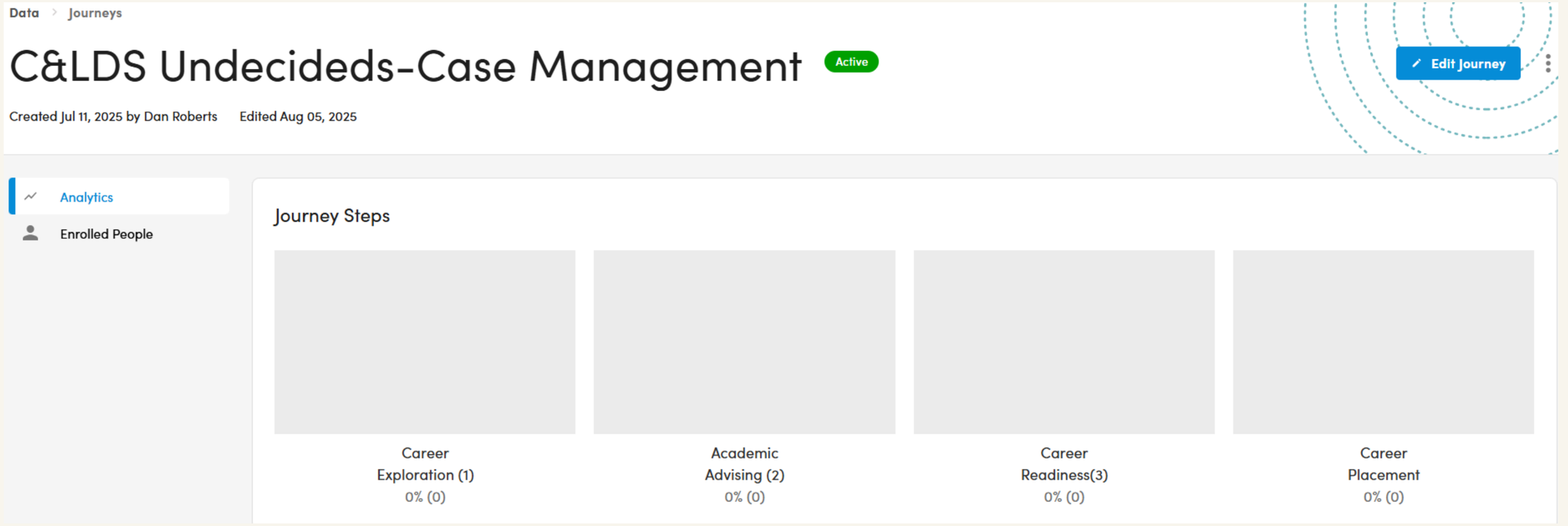
Miramar Messaging Manifesto

To ensure every student receives the right message, at the right time, through the right channel—supporting their success without overwhelming their attention.

Cut the Noise, Connect with Purpose

Student Centered	We ask, “Would this message help me if I were a student?”
Channel-Fit First	If a message doesn’t belong in a student’s inbox or phone, we don’t send it
Less Noise, More Clarity	If it doesn’t serve a student’s goal or decision, we don’t send it.
Personalized & Timely	Messages must align with where a student is in their journey—not ours.
Coordinated, Not Competitive	Departments don’t “blast”—they collaborate.
Equity Starts with Access	All students should receive messaging they can understand and act on—regardless of language, technology, or bandwidth.

Career & Life Design Services: Undecided Students



- Nudge Campaign: Meet with Career Counselor
- Determine ACP/Program of Study
- Identify workshops to support your goals
- Meet with Job Placement Coordinator

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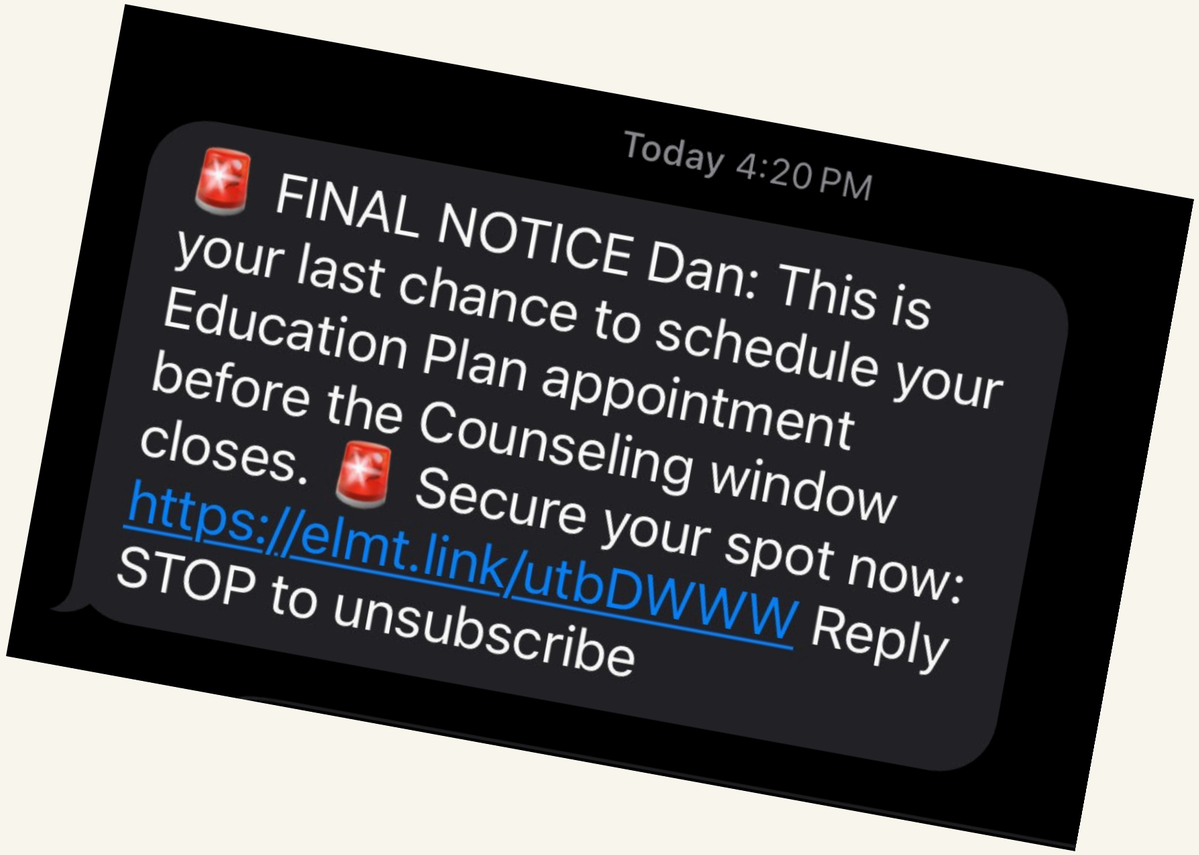
Counseling: First-Year Students



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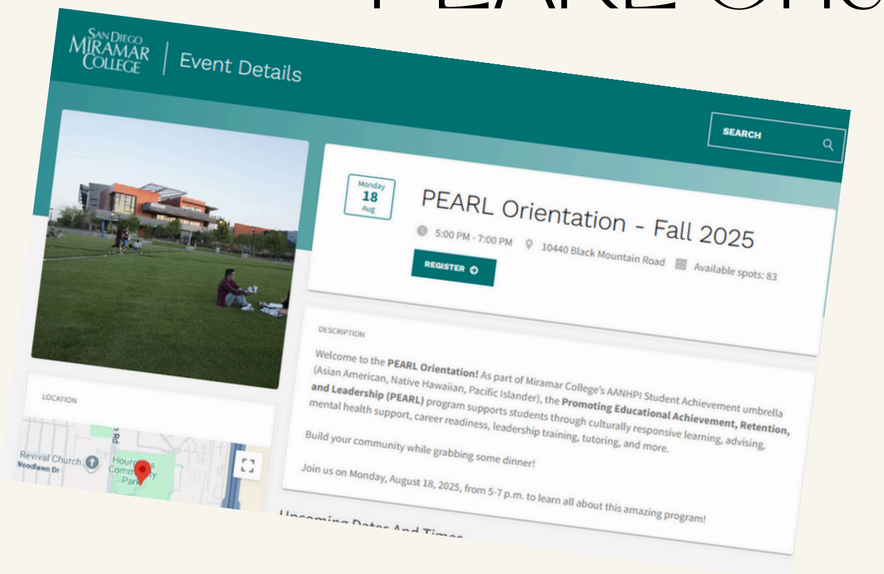
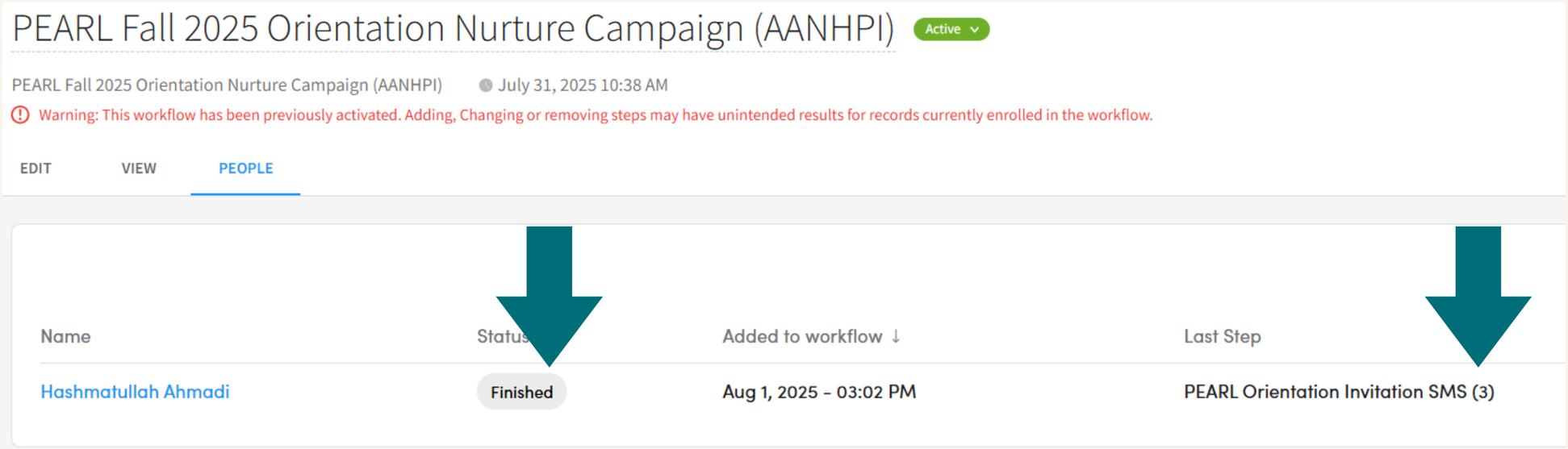
PEARL Orientation: AANHPI Students



- Nudge Campaign: 1 E-mail, 5 SMS messages
- Event hosted on CRM
- Over 100 students registered, with xx attending
- 52% of the registered attendees through WOM
- Communications stop at point of registration



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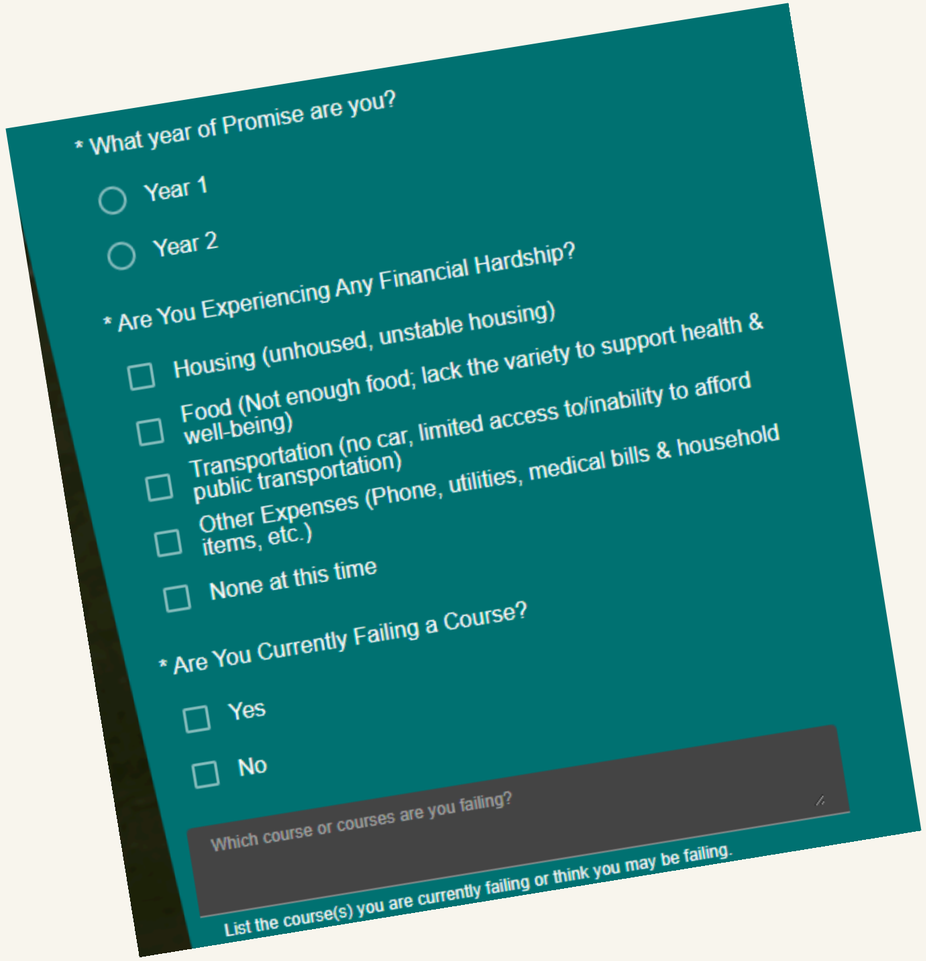
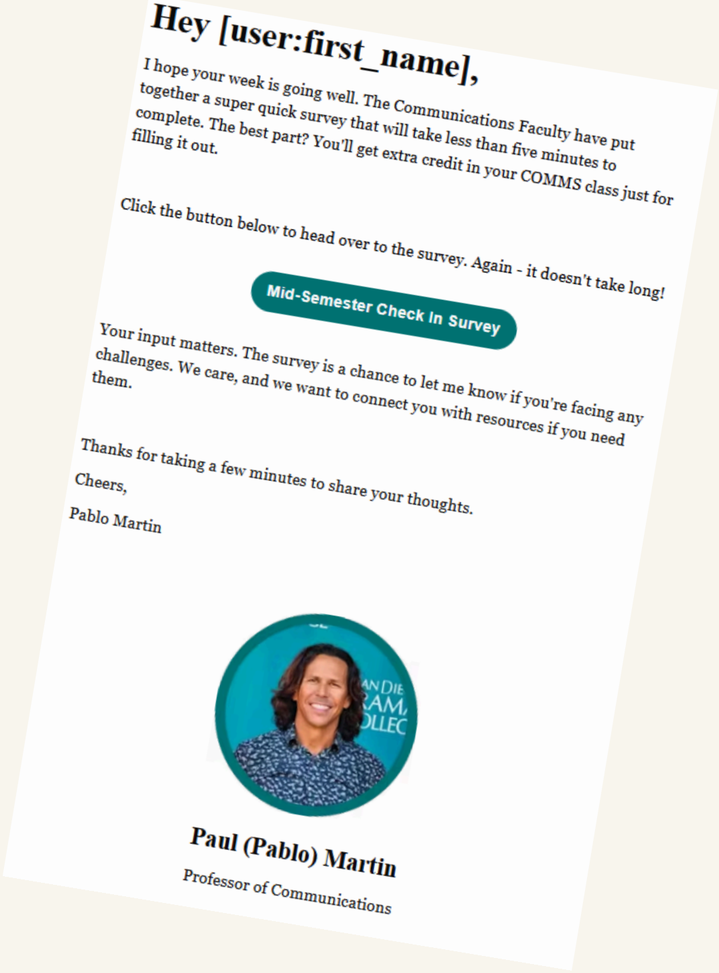
Retention





Hey [user:first_name],

I hope your week is going well. The Communications Faculty have put together a super quick survey that will take less than five minutes to complete. The best part? You'll get extra credit in your COMMS class just for filling it out.

Click the button below to head over to the survey. Again - it doesn't take long!

Mid-Semester Check In Survey

Your input matters. The survey is a chance to let me know if you're facing any challenges. We care, and we want to connect you with resources if you need them.

Thanks for taking a few minutes to share your thoughts.

Cheers,

Pablo Martin

Paul (Pablo) Martin

Professor of Communications

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Proactive Approach...

Integrate Canvas & Agentic AI

Proactive Retention Bolt Agent Job

Create with Bolt Job Creator

Active?

Note: At least one action must be added to the job before it can be activated.

Internal Description

Carol will monitor CANVAS information and contact students to offer additional support if they have 2 or more classes with grade of "C" or below; or have not logged in to any courses for 6 consecutive days.

An internal description of the Job. This field is only visible to your team, not the agent.

Bolt Agent*

Carol-Counseling (Academic Advisor)

The Bolt Agent who will perform this Job. Choose an agent whose knowledge and personality make them a good fit.

Channels*

✓ Email ✓ SMS ✓ Phone Call

The channels the agent is allowed to use. To protect your institution, ensure that phone calling and recording is used in compliance with any applicable regulations.

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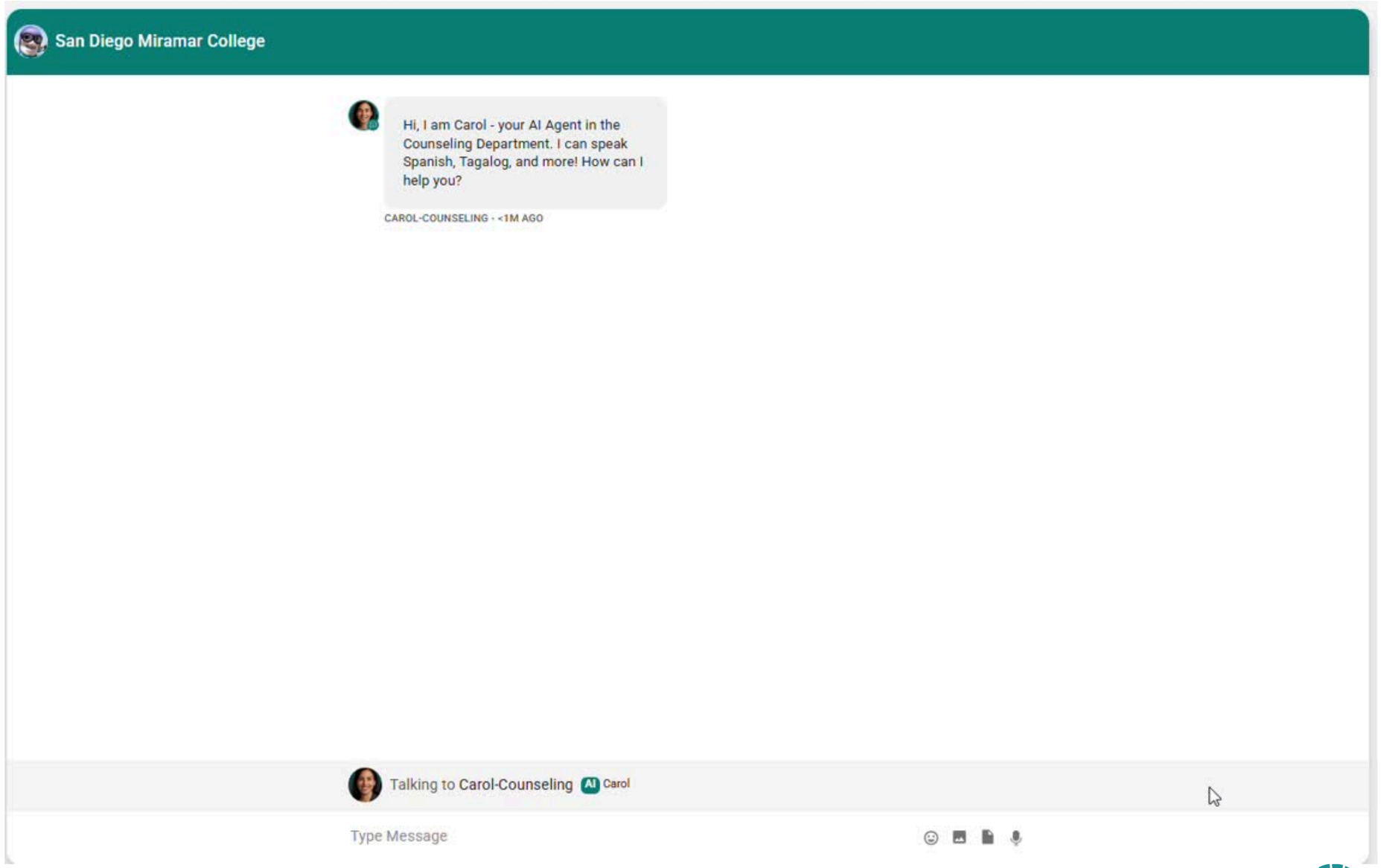
Integrate Canvas & Agentic AI



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CRM
Workgroup

Outreach
& Retention

LEAD

Counseling

Student Affairs

Career & Life
Design Services

Technology &
Web Services

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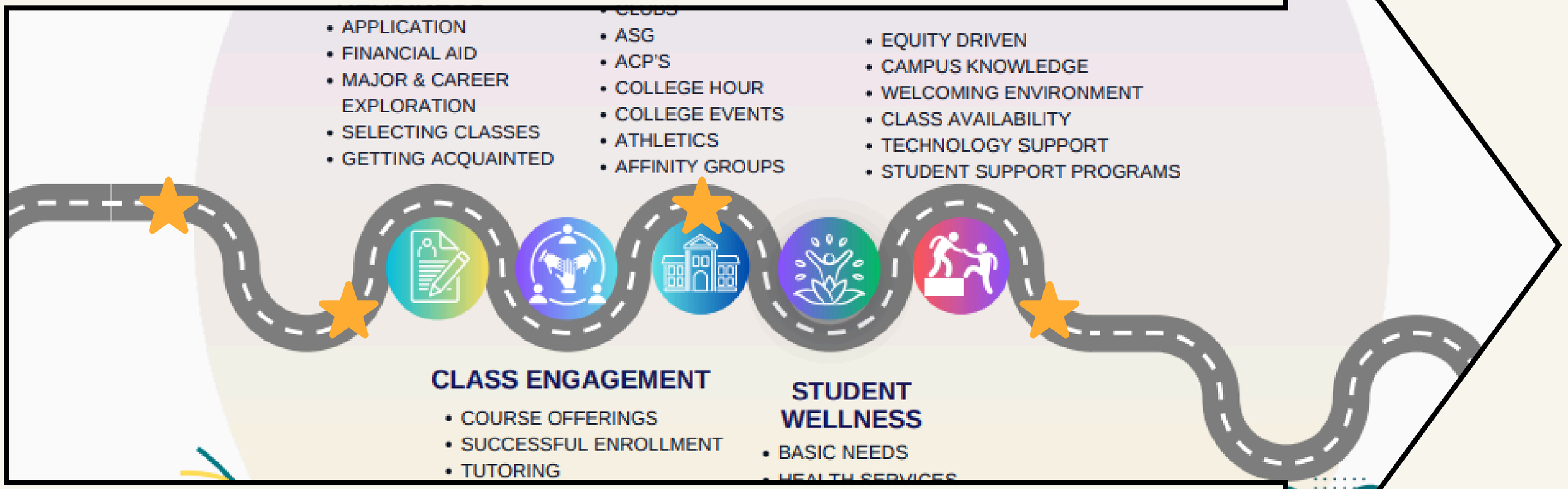
What's Next for Phase 3...



- Guided Pathways: Clarify, Enter, Stay and Exit
- Start of Departmental Adoption: 80% or more
- Integrating CANVAS & Agentic AI

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Cut the Noise, Connect with Purpose

Dan Roberts
droberts001@sdccd.edu

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Collaborating with Committees

Malia Kunst, Classified Senate President

Timeline

Spring ‘23

- Merged Academic Success Committee and Success in English, ELAC, and Math (SEEM) Committee into Success Across the Curriculum Committee
- Approved proposal to eliminate Guided Pathways and Student Services Committee and fold into the new Student Success Committee.

Fall ‘23

- Success Across the Curriculum Committee created a recommendation for the membership, purpose, and charge for the new Student Success Committee.

Spring ‘24

- Student Success Committee structure/charged was vetted and approved by constituencies.
- Guided Pathways, Student Services Committee, and Success Across the Curriculum Committee we’re eliminated from the CGH.

Fall ‘24

- Student Success Committee was formed and launched.
  - Approved change from co-chair model, to tri-chair model.
- 2024-2025 focus was on developing the student journey map and on defining the role of this committee.
- College Council created and approved the “Committee Goals Form.”

Spring ‘25

- Pablo Martin, Student Success Committee Tri-Chair proposed the “SSC and Committee Coordination” plan idea. Nessa Julian, Tri-Chair, took the lead on developing the plan and outlined this idea to College Council.
- The plan was also shared with constituent groups and committee chairs for feedback.
- College Council decided to pilot this idea in 2025-2026.

What is it?

Proposed Committee Coordination Plan
The following Proposed Committee Coordination Plan is aligned with our planning calendar.

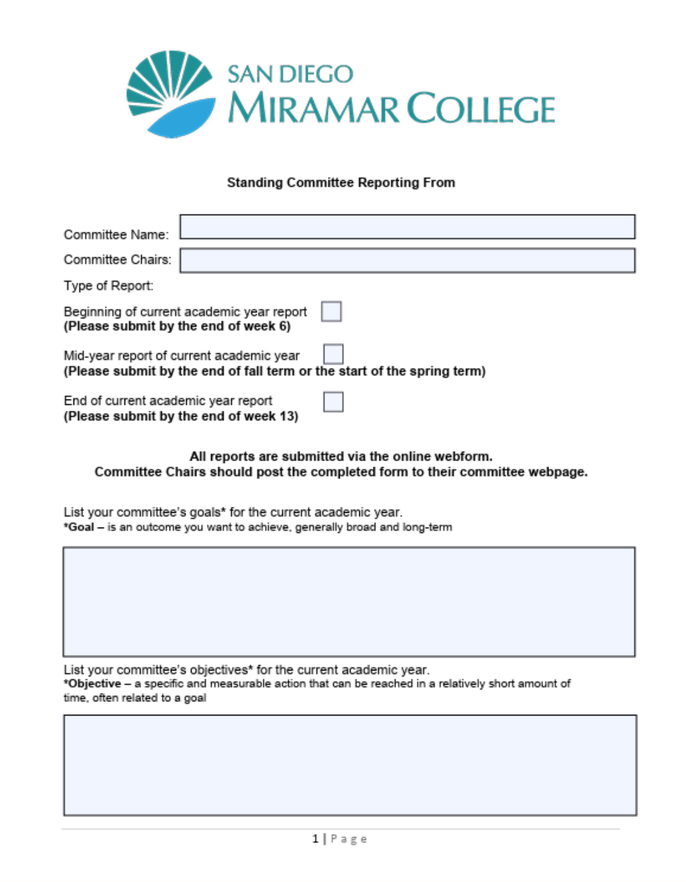
Objective/Event	Who	Proposed Date	Notes
Identify College-Wide Areas of Focus	College Council	May 16, 2025	*Based on Planning Summit & President's "Areas of Focus" & introduce concept of Committee Coordination Plan
Adopt Campus Theme	College Council	May 27, 2025	“Cultivating a Community of Care: Making the Invisible Visible”
Fall Convocation	Campus	Aug 21, 2025	Present college-wide areas of focus to provide direction for academic year
Governance Training	Committee Chairs	Aug 22, 2025	PGA (Participatory Governance Academy) or something similar
Committee Goal Setting	Committees	September - October	*10/3 - Annual update due for School/Administrative Units/Student Services
Equity Summit	Campus	Oct 24, 2025	Equity in Action: recap on progress to date
Committee Chairs & College Council Summit	Chairs & CC	November	*Submit summary of Program Review reports/Annual Division & President Office
Committee Goal Semester Update	Committee Chairs	Dec 9, 2025	Submit to College Council & provide update to PIERC for focus of Planning Summit
Spring Convocation	Campus	Jan 29, 2026	(roughly the same as above)
Governance Training	Committee Chairs	Jan 30, 2026	(roughly the same as above)
Committee Goal Review	Committees	February-March	(roughly the same as above)
Planning Summit	Campus	Mar 13, 2026	
PIER discussion and recommendations from Planning Summit	Committee	Mar 20, 2026	PIER Committee reviews Planning Summit summary to determine recommended priorities to share with College Council
PIER Planning Summit Data Packet presentation	PIER	Mar 24, 2026	*Presentation at College Council - "Areas of Focus" shared out to campus
Committee Chairs & College Council Summit	Chairs & CC	April	*Instructional Division Program Review Due
Adopt Campus Theme	College Council	May 12, 2026	
Committee Goal Annual Update	Committee Chairs	May 26, 2026	Submit to College Council (Information to be included as part of accomplishments/End of Year

1. Introduces the idea of two College Council summits, one in the fall and one in the spring.
2. Summits bring all of the committee chairs together for a reflective and forward-thinking process; the collective will discuss committee goals across the college, identifying college-wide “areas of focus.”

Why are we doing this?

- Streamlines discussions and recommendations
- Creates more collaboration (& less duplication)
- Breaks down silos
- Keeps in mind our larger collegewide initiatives and planning
- Supports our students
- Leads to (increased) retention and persistence

Next steps



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Standing Committee Reporting From

Committee Name:

Committee Chairs:

Type of Report:

Beginning of current academic year report
(Please submit by the end of week 6)

Mid-year report of current academic year
(Please submit by the end of fall term or the start of the spring term)

End of current academic year report
(Please submit by the end of week 13)

All reports are submitted via the online webform.
Committee Chairs should post the completed form to their committee webpage.

List your committee's goals* for the current academic year.
***Goal** – is an outcome you want to achieve, generally broad and long-term*

List your committee's objectives* for the current academic year.
***Objective** – a specific and measurable action that can be reached in a relatively short amount of time, often related to a goal*

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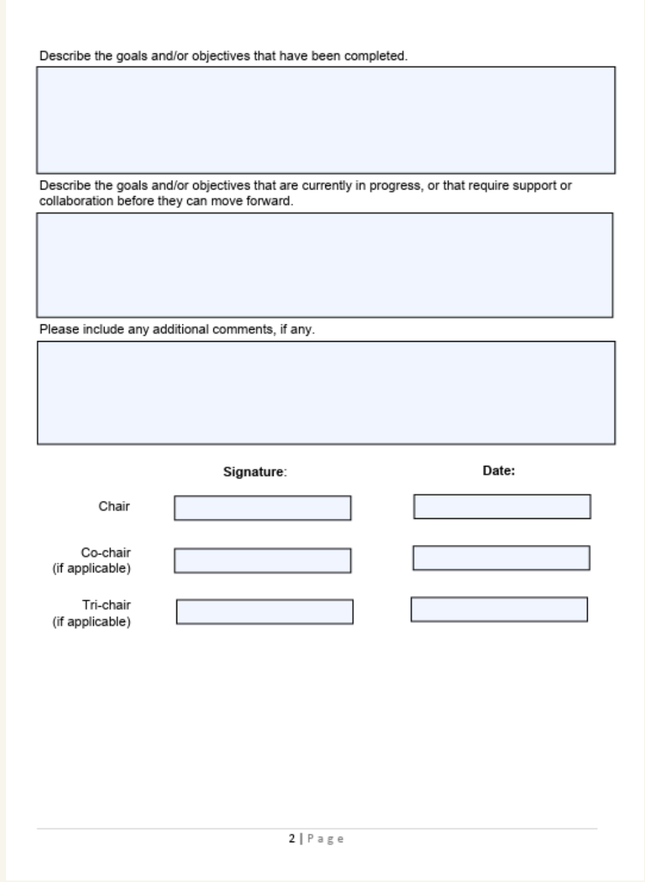

Describe the goals and/or objectives that have been completed.

Describe the goals and/or objectives that are currently in progress, or that require support or collaboration before they can move forward.

Please include any additional comments, if any.

	Signature:	**Date:**
Chair		
Co-chair (if applicable)		
Tri-chair (if applicable)		

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- Committees should set their goals in September/October using the "Committee Reporting Form."
- The completed form should be submitted to College Council by the end of week 13.
- We will host the first College Council summit in November (between weeks 9-16).

Holistic Program Review

Patti Manley
Program Review/Outcomes Assessment Facilitator
&
Daniel Miramontez
Dean

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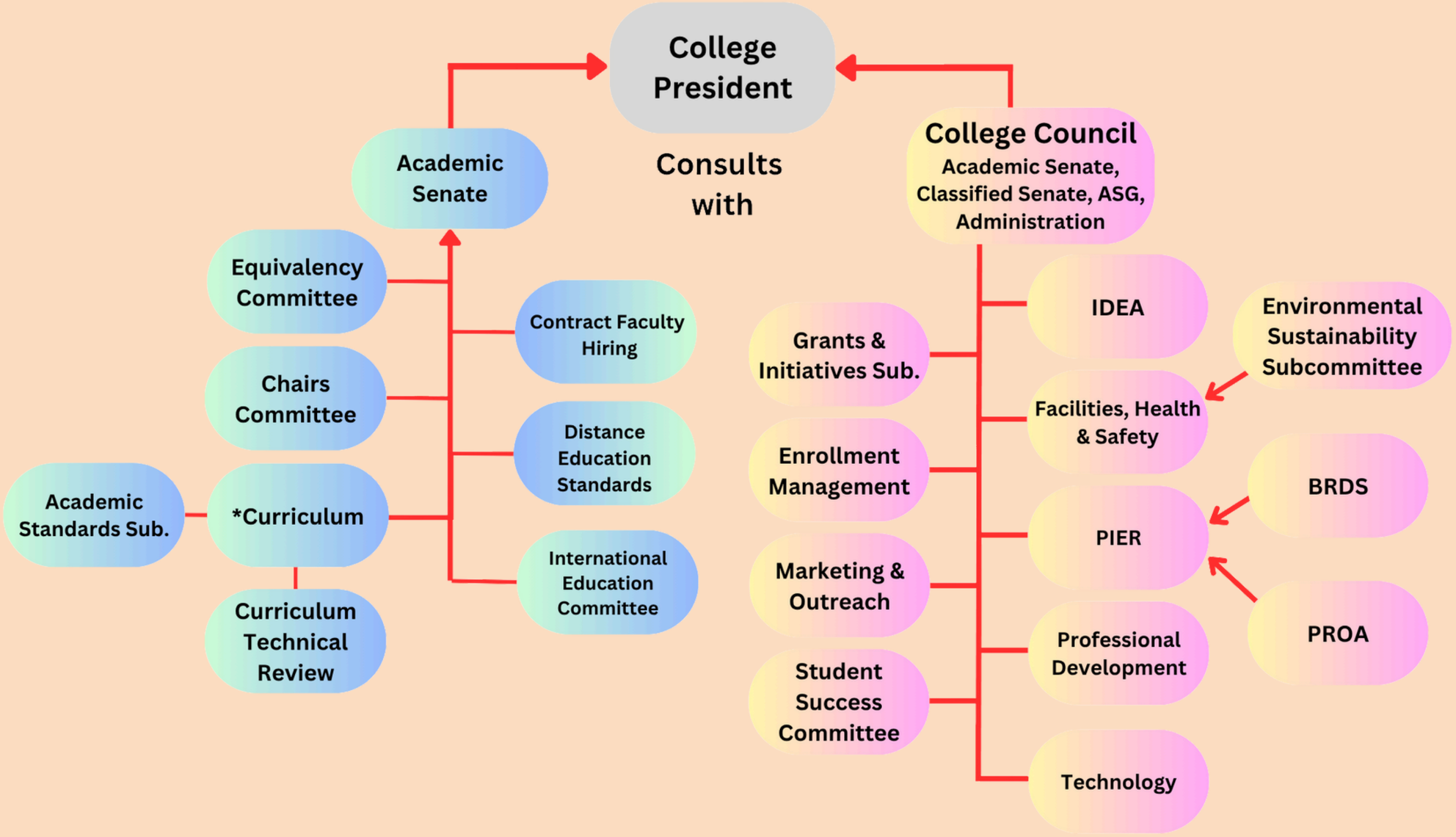


Academic Senate
Recommending Committees
to the Academic Senate

Participatory Governance
Recommending Committees
to the College Council

Pathway to Student Equity and Success Model

Strategic Plan	Miramar Educational Plan		
Strategic Goals	**Guided Pathways Pillars**	**Strategic Enrollment Management (SEM) Goals**	**Equity Metrics**
Pathways **Engagement** **Organizational Health** **Relationship Cultiviation** **Diversity, Equity, and Inclusion (DEI)**	*Clarify the Path* *Enter the Path* *Stay on the Path* *Ensure Learning*	*Increase Access* *Increase Retention* *Increase in Persistence* *Increase Success & Completion* *Building a Community*	*Successful Enrollment* *Complete Transfer-Level Math & English in 1st year* *Term Persistence (Term to Term)* *Completion Rates (Vision for Success)* *Transfer*

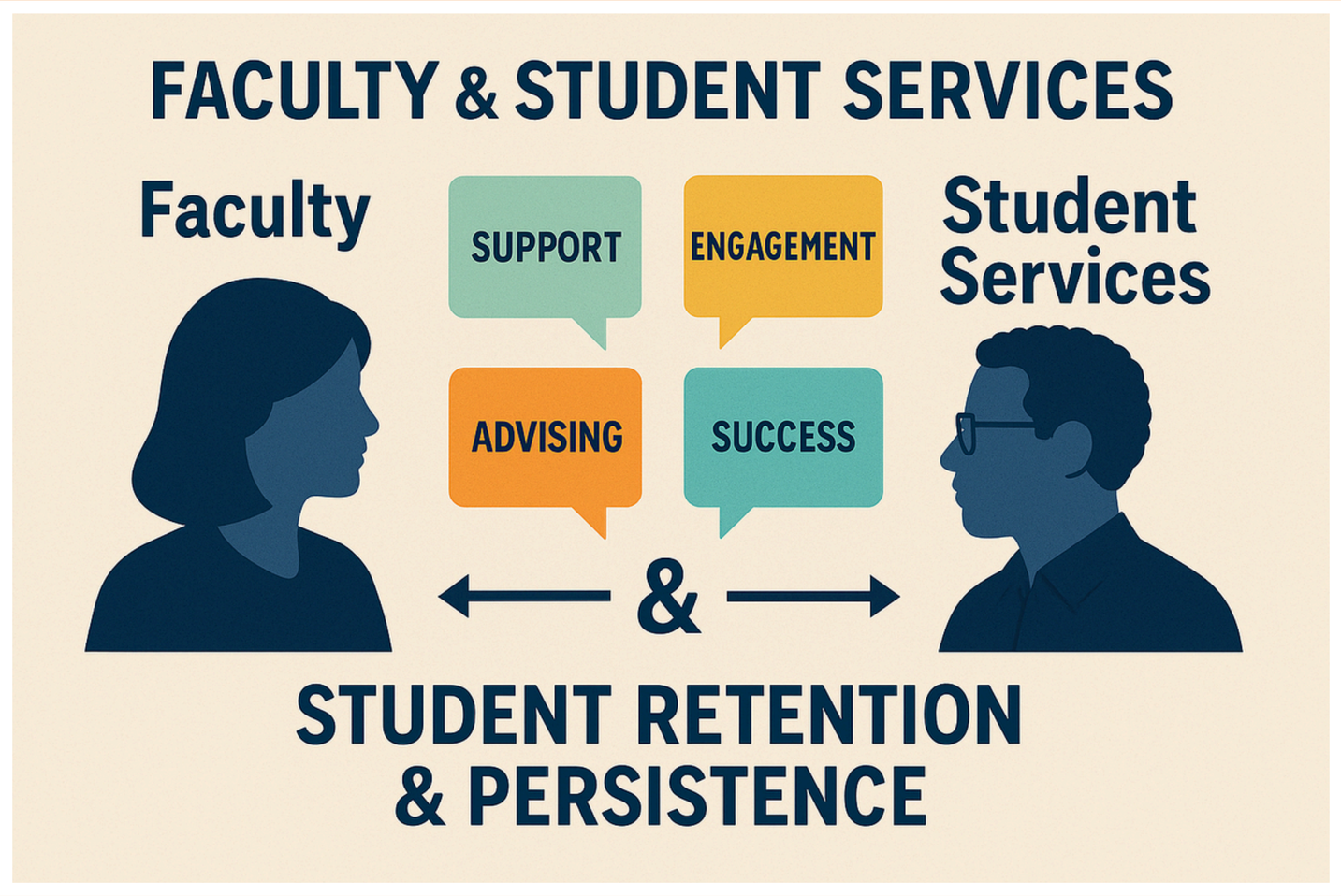
Alignment Mapping

Vision 2030: Equity In Access			
Pathways **Relationship Cultivation** **Diversity, Equity, and Inclusion (DEI)**	*Clarify the Path* *Enter the Path*	*Increase Access*	*Successful Enrollment*

Vision 2030: Equity In Support			
Pathways **Engagement** **Organizational Health** **Relationship Cultivation** **Diversity, Equity, and Inclusion** (DEI)	*Stay on the Path* *Ensure Learning*	*Increase Retention* *Increase in Persistence* *Building a Community*	*Complete Transfer-Level Math & English in 1st year* *Term Persistence (Term to Term)*

Vision 2030: Equity In Success			
Pathways **Engagement** **Relationship Cultivation** **Diversity, Equity, and Inclusion (DEI)**	*Stay on the Path* *Ensure Learning*	*Increase Success & Completion*	*Completion Rates (Vision for Success)* *Transfer*

Collaborating for Student Success:
Retention, Persistence, and Program Review



Shared Responsibility

Program Review can identify actionable goals

Collaboration can bridge Instruction and Student Services

Holistic Support in Action

Faculty help students navigate academic challenges, structure learning environments, and encourage use of services.

Student services offer wraparound support that addresses barriers outside the classroom—financial, emotional, logistical.

Together, we form a network of care that keeps students enrolled and progressing.

Collaboration

Program review can highlight the collaboration between Instruction and Student Services

Sample Goal: Increase student retention & persistence by expanding academic support embedded in instruction and increasing student referrals for support services offered by Student Services.

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Action Plan Table
Instruction & Student Services

Action Step	Responsible Party	Timeline	Assessment Method
Instructional: Implement early-alert practices (attendance, progress checks, midterm grades).	Faculty, Program Coordinators	Launch by end of Year 1	Early-alert reports; number of referrals
Student Services: Provide proactive advising and case management linked to early-alerts.	Counseling, Advising Staff	Launch Year 1, refine Year 2	Advising caseload reports; persistence rates
Joint: Review course success, persistence, and equity data each term to inform instructional strategies and service delivery.	Deans, Faculty, Student Services	Each semester	Data dashboards; equity gap analysis

Takeaways

Be	Collaboration must be intentional
Program	Program review = alignment tool
Move	Move from parallel to integrated efforts
Start	Start small: one strategy in one course/program/service area

Discussion & Next Steps

Where can collaboration begin or grow?

How can program review reflect this?

What support is needed to move forward?

Thank you!