

End-of-Year Self Evaluation: Accomplishments and Goals

Since my arrival at Miramar six years ago, it has been clear to me that the college was and still is in need for significant culture change. To that end, I have focused on cultivating compassion, kindness, and community in order to move the college forward toward its fullest potential. It is widely perceived at the college and within the District that a significant culture shift has indeed occurred at Miramar. Nonetheless, the goal of building a sense of community through compassion, inclusion, and kindness should remain a major focus now and in the coming years because until such values become ingrained, a reversion to dysfunction could happen. Such a reversion would not only take the community-building effort backward, but would stymie the college's potential in terms of fulfilling its mission most effectively.

The mission of the college is focused on helping students achieve their educational and career goals in an effort to improve their lives and the trajectories of their families. That said, Maya Angelou's reminder that "people will forget what you said, people will forget what you did, but people will never forget how you made them feel" urges us to do more than say or do things for students, and to be attentive to the kind of service that makes them feel seen, understood, and valued. This comes through a culture of community. Therefore, 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 — a purpose that binds the community together. To that end, 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

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Significant Accomplishments, 2025-26 Academic Year

- Implemented strategy for increasing awareness and understanding of systems thinking and how it applies to Miramar culture and function.
- Restorative Practices: I have eased the college back on a full implementation to gauge feasibility, but have begun using RP as an option for informal complaints and handling some student issues.
- Guided campus through planning for 3 major facilities under the HH Bond: Performing Arts, Early Childhood Development, Aviation.
- Opened Kaleidoscope (multi-cultural and affinity center).
- Plans developed for a new program: Enhanced Air Traffic Control, including facilities plans (under HH Bond) and identifying needs; faculty developing curriculum and offering entry courses. Additionally, plans are underway for full flight program.
- Currently working on revision of the Joint-Use Agreement (with City of San Diego) to prepare expansion of athletics and college sports.
- Implemented President/VP luncheons with each department individually to build communication and relationships with executive leadership, faculty, deans, Classified.
- Miramar Foundation Board development and growth (2 added community members) and continued revision of Foundation operations.
- Aviation Alliance (statewide) just held its 4th annual in-person retreat, this one hosted by Glendale College. This year I and co-founder Jerry Buckley laid groundwork for leadership transition to deans and faculty; started that transition at the retreat.

Goals for 2026-27 Academic Year

- Top Priority: Continue Building Community at Miramar via the methods described above.
- Continue work with Aviation Alliance and bringing it through a leadership transition; additionally, begin establishing a non-profit for the organization.
- Continue to advocate for additional positions for Miramar to address staffing shortage issue
- Address space/facilities needs for Public Safety (e.g. Police Academy)
- Advocate for change in CAM for CTE differential funding
- Review Restorative Practices effort, which was adopted by the college as a college-wide focus. Concerned about infrastructure and how RP might be limited by policy and procedures, as well as funding. Need to do ROI assessment. Determine extent to which RP can be implemented.
- Bring Kaleidoscope to full functionality; resolve space needs and identify ways to put full-time support staff in place (currently rely on NANCE employees).
- Continue to explore new/additional communication strategies, such as the Weekly President's Update, department luncheons.
- Continue to increase a feeling of changing culture at Miramar; employees feeling valued and feeling part of a mission-focused community
- Identify space for Basic Needs Center; develop plans and begin implementation (if feasible).